ACADEMY OF
Management
GREEN MANAGEMENT MATTERS
ACADEMY OF MANAGEMENT, CHICAGO 2009

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Welcome to the 2009 AOM Annual Meeting in Chicago

Welcome to the 2009 Academy of Management (AOM) Annual Meeting in Chicago

On behalf of the many AOM members and staff who have worked so hard to organize this year's conference, we welcome you to Chicago for the 69th Annual Meeting of the Academy of Management. With approximately 18,000 members from 106 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about managing organizations. Our Annual Meeting provides an opportunity for us to come together and share knowledge, create and renew friendships, and develop our professional careers.

New Program Design
With a new conference design now in place, the Annual Meeting offers many opportunities to participate and learn during FIVE FULL DAYS of activities and events. We especially encourage you to make every effort to attend the following NEW events, all of which are free and open to all registrants:

All-Academy Breakfast Hour.
Sunday, August 9, 8:00 – 9:00 AM. Sheraton Chicago Hotel & Towers, Sheraton Chicago Ballroom.

Academy of Management President's Welcome Address.
Sunday, August 9, 9:00 – 11:00 AM. Sheraton Chicago Hotel & Towers, Sheraton Chicago Ballroom

All-Academy Theme Program.
Sunday, August 9, 11:30 AM – 5:30 PM. Hyatt Regency Chicago.

All-Academy Closing Reception.
Tuesday, August 11, 5:00 – 7:00 PM. Hyatt Regency Chicago, Grand Ballroom

Program Participants
The Annual Meeting celebrates the work of all who participate in it. The 2009 Call for Submissions elicited 6,402 proposals for Scholarly Papers and Symposia plus 393 proposals for Professional Development Workshops. Evaluating these 6,795 submissions required the effort of 5,456 volunteer reviewers. We thank you all for helping us create the final program, which involves more than 7,000 individual participants.

2009 Theme: Green Management Matters
Our theme this year invites you to consider how and why Green Management Matters to AOM members. For some of us, Green Management Matters because it influences our approach to teaching, and the facilities we use to disseminate knowledge. For some of us, Green Management Matters because it provides an opportunity to actively involve our students in the process of learning about management. For some of us, Green Management Matters because it speaks to our personal values and concerns about the long-term health of society. For some of us, Green Management Matters because it is of increasing concern to the organizations we seek to understand and influence. We invite you to explore these and other ways in which Green Management Matters to you by attending the All-Academy Theme Program on Sunday. With an array of Professional Development Workshops and Scholarly Sessions, the Sunday All-Academy Theme Program addresses Green Management Matters exclusively.

Enjoy Chicago
The 2009 Annual Meeting is hosted by the wonderful city of Chicago, Illinois, USA. Located on the shores of Lake Michigan, the city of Chicago is rich in beauty, culture, history, and commerce. We invite everyone to explore this wonderful city and enjoy everything it has to offer. Welcome!

Susan E. Jackson
2009 Program Chair

Anne S. Tsui
2009 PDW Chair

Academy Program Highlights

All-Academy Session Highlights:

New Member Orientation (two sessions)
Friday, August 7, and Saturday, August 8, 5:30 - 7:00 PM, Sheraton, Sheraton Ballroom 4

President's Reception for New and International Members
Saturday, August 8, 7:00 - 9:00 PM, Sheraton, Chi Bar

Showing of "An Inconvenient Truth", a documentary by former Vice President, Al Gore
Saturday, August 8, 8:00 - 10:00 PM, Sheraton, Sheraton Ballroom 5

All-Academy Welcome Breakfast
Sunday, August 9, 8:00 - 9:00 AM, Sheraton, Sheraton Chicago Ballroom

AOM Presidential Address & Awards Ceremony
Sunday, August 9, 9:00 - 11:00 AM, Sheraton, Sheraton Chicago Ballroom

Greening through Business, Non-Profit and Government Initiatives: How Chicago Leaders are Doing It
Monday, August 10, 9:45 - 11:15 AM, Sheraton, Chicago Ballroom 6

All-Academy Closing Reception
Tuesday, August 11, 5:00 - 7:00 PM, Hyatt Regency, Grand Ballroom

Service Learning Project with Growing Power
Friday August 7th or Saturday August 8th: Friday 1-4, Saturday 9-noon, or Saturday 1-4 . All participants must register in advance.

All-Academy Theme Session Highlights:

Green Management Matters as the All Academy theme for the 2009 Academy of Management Conference! How far this research domain has come! And the diversity of offerings reflect that growth and development. This year we were able to accommodate 34 out of 53 submissions, with an even distribution of PDWs (10), Panel Symposia (13) and Paper Symposia (11). We will approach a wide variety of topics from a variety of the perspectives and levels of analysis and engage practitioners and academics alike. We encourage you to review the program and check out all 34 sessions; and to make it easy, all (except one) are scheduled on the same day and at the same hotel – Sunday August 9 at the Hyatt Regency Chicago. As best as possible, we tried to cluster commonly themed sessions into tracks. And, to give you a flavor of what is in store, here is a taste.

Specific topics being covered span the spectrum. We have sessions on climate change, renewable energy, industrial ecology, systems analysis, research, rigor & relevance and even some sessions on the financial crisis. Those of you interested in discussing the challenges and opportunities of integrating environmental issues into curriculum or research, I hope you'll consider attending *Greening Management Education* (11:30-2:00pm, Hyatt Regency Grand B), *Doing Research on Business and the Environment* (2:30-4:00pm, Hyatt Regency Grand B), *Multidisciplinary Teaching Perspectives* (4:00-6:00pm, Hyatt Regency Grand B), *Building Sustainable Business Programs* (11:30-2:30pm, Hyatt Regency Grand A) and even *Greening the Academy* (4:00-6:00pm, Hyatt Regency Toronto). Some more topical and dynamic topics include *Modern Agricultural Processes* (2:30-4:00pm, Hyatt Regency Columbus U) and *Greening the Built Environment* (2:30-4:00pm, Hyatt Regency Toronto). And I hope that the irony won't be lost that sessions related to climate change will be held in the Acapulco room!

Sessions will cover these topics from a range of disciplines. Those of you interested in a psychological perspective may choose to attend Creating Sustainable Work (11:30-1:00pm, Hyatt Regency Columbus H) or *Individuals and the Natural Environment* (11:30-1:00pm, Hyatt Regency Columbus G), while those of you interested in a more sociological angle may like to check out *Classical Sociologists Confront our Environmental Crisis* (4:00-6:00pm, Hyatt Regency Columbus IJ).

And then there are sessions for those who want to hear from practitioners. Some include *Overcoming Obstacles to the Green Transformation* (1:00-2:30pm, Hyatt Regency Toronto), *The Environment in Troubling Times* (4:00-6:00pm, Hyatt Regency Columbus U) and the one session that will take on Monday August 10: *Panel Symposium with the Chicago Commissioner of Environmental Affairs and the CEO of Growing Power* (9:45-11:15am, Sheraton Chicago 6).

Academy Program Highlights

Division Program Highlights:

Business Policy and Strategy (BPS)

Irwin Outstanding Educator Award in Honor of Will Mitchell
Sunday, August 9, 2009 6:00PM - 8:00PM at Hyatt Regency: Truffles

Distinguished Speaker: Will Mitchell, the J. Rex Fuqua Professor of International Management, Duke U.

The BPS Division's 2009 Irwin Outstanding Educator Award honors a person who has demonstrated long-term dedication and commitment to the mentorship of PhD students and junior faculty. We hope you will join us for this session as we honor the myriad contributions and achievements of Will Mitchell. While service on dissertation committees is only one aspect of Will's contributions, it is notable that he has served as Chairperson on 29 dissertations and as a member of 28 more dissertation committees. The list of students represented by these 57 dissertation committees reads like a "United Nations of Ph.D. candidates." Over the years Will has influenced several generations of scholars and transmitted through them his values and skills. This is particularly impressive given that Will himself graduated only two decades ago and that during this period he managed to produce outstanding work and emerge as a highly productive intellectual leader on his own. The session will feature presentations by colleagues and former students of our honoree and will conclude with comments from Will. A wine and cheese reception will culminate the event.

Wiley-Blackwell Outstanding Dissertation Award Finalists
Monday, Aug 10 2009 4:45PM - 6:15PM at Hyatt Regency: Grand C North
Organizer: Joanne Oxley, U. of Toronto

Finalists & Presenters: J.P. Eggers, New York U.; Felipe Monteiro, Wharton School, U. of Pennsylvania; Mario Schijven, Texas A&M U.; Jochen Schweitzer, U. of Technology, Sydney; Metin Sengul, Boston College.

This session showcases the research of the Wiley-Blackwell Outstanding Dissertation Award Finalists. Following an introduction by Joanne Oxley, BPS Division Chair-Elect, each finalist will make a short presentation of his or her research. The recipient of the award will be announced at the BPS Business Meeting immediately following the session. Don't miss this opportunity to learn about some of the most exciting research by the new generation of BPS Scholars!

BPS Program Tracks: Monday, August 10, and Tuesday, August 11

The 2009 BPS Program includes seven mini "conference tracks" organized around specific domains of expertise. Sessions for a given track are scheduled in the same room during the main BPS program. We hope that this approach facilitates discourse within tracks and contributes to building communities of scholars within the broad AOM program. The Tracks and Track Chairs are listed below. The number of sessions per track varies; please check the program for session & schedule details.

Alliances & Networks
Anne Parmigiani (Chair), U. of Oregon
Hyatt Regency: Columbus G

Competitive Heterogeneity
Tammy L. Madsen (Chair), Santa Clara U.
Hyatt Regency: Acapulco

Corporate Effects
Nicholas Argyres (Chair), Washington U., St. Louis
Hyatt Regency: Grand C North

Corporate Governance
Jeff Reuer (Chair), Purdue U.
Hyatt Regency: Comiskey

Industry Dynamics
Wilbur Chung (Chair), U. of Maryland
Hyatt Regency: Burnham

Innovation & Strategic Renewal
Rajshree Agarwal (Chair), U. of Illinois at Urbana-Champaign Hyatt Regency: Atlanta

Strategy Process & Change
Dara Szyliowiz (Chair), U. of Pacific
Hyatt Regency: Addams

Academy Program Highlights

Conflict Management Division (CM)

This year Conflict Management Division provides a wide and intriguing group of workshops, symposia, and paper panels…valuable for both division members and the Academy at large. We've highlighted three of our outstanding offerings below:

How to Negotiate Your (First) Job Offer Negotiate Job
Program Session #: 275 | Scheduled: Saturday, Aug 8 2009 1:20PM - 4:20PM at Sheraton Chicago in Chicago 10

This Professional Development Workshop consists of three parts beginning with a presentation by Professor Max Bazerman of Harvard Business School. Participants then will be paired and conduct a mock job negotiation followed by debriefing. Finally, an outstanding panel of senior faculty from multiple divisions (who are on the "other side" of the hiring decision) will discuss factors job candidates should consider when negotiating job offers, including what to ask for (the dimensions of the offer), how to negotiate for more time (handling exploding offers), solving the joint-location problem (spousal hires), etc. The session will conclude with question-and-answers for the panelists.

Dealing with Common Pitfalls and Misconceptions in Team Research: How to Do Good Team Research
Program Session #: 1210 | Scheduled: Tuesday, Aug 11 2009 8:00AM - 9:30AM at Sheraton Chicago in Chicago 8

This CM Showcase Symposia is co-sponsored by Research Methods and Organizational Behavior. As teams have become basic building blocks for many organizations, team research has taken an important place in the management literature. This panel symposium brings together the world's leading experts in the field to discuss widespread misconceptions and provide solutions to common problems associated with team research. The panel consists of John Hollenbeck, Katherine Klein, Steve Kozlowski, John Mathieu, Bernard Nijstad, Randall Peterson, and Laurie Weingart. The symposium will consist of three parts, dealing respectively with the conceptual, methodological, and statistical consequences of the complexities associated with team research. The specific topics that will be discussed are multi-level research in general, differences between team processes and emergent states, temporal issues, the pros and cons of different methods of team research (e.g., lab or field), the measurement of team processes, the role and aggregation of personality in teams, how to operationalize team diversity, and issues associated with (lack of) agreement and data aggregation.

Accounts, Apologies, and Other Facets of Uncertainty Management Accounts and Apologies
Program Session #: 659 | Scheduled: Monday, Aug 10 2009 9:45AM - 11:15AM at Sheraton Chicago in Chicago 8

Tyler G. Okimoto of Yale University chairs this outstanding panel of papers, three of which are included in the proceedings.

Relational Accounts: An Answer for Women to the Compensation Negotiation Dilemma (Hannah Riley Bowles; Harvard U. and Linda Babcock; Carnegie Mellon U.)

Abstract: Women face a compensation negotiation dilemma in which they have to weigh the economic benefits of asking for higher pay with the social risks of defying prescriptive sex stereotypes (Bowles, Babcock, & Lai, 2007). In four experiments, we show that enhancing the legitimacy of women's compensation requests does not eliminate the social risk of asking, and that eliminating the social risk of asking is not sufficient to legitimize their requests. We identify strategies for overcoming the compensation negotiation dilemma using "relational accounts" that simultaneously explain why the negotiating behavior is appropriate under the circumstances and affirm concern for organizational relationships.

The Unintended Consequences of Social Accounts: When Excuses Come at the Expense of the Team (Anthony Cobb; Virginia Tech and Rebecca S Lau; City U. of Hong Kong)

Abstract: Although plenty of evidence demonstrates social accounts can mitigate negative reactions to account givers, little work explores what other unintended and often negative effects they can produce. These effects were examined in an experiment comparing two common excuses for a performance failure: one attributing failure to two other members of a project team and the other to a non-team related event.

Academy Program Highlights

Both excuses achieved the traditional aims of an account: they mitigated blame and enhanced a range of performance and fairness perceptions of the poor performer. Team-level outcomes, however, differed sharply between the accounts. When failure was attributed to two team members, substantial drops occurred in expectations of team performance efforts, team citizenship behavior, project problems and success, and how fairly the team would handle distributive, procedural, and interactional issues. Attitude and fairness theories guide this study. Implications for future research and managerial uses of social accounts are discussed.

But I Said I Was Sorry! On the Importance of Matching Apologies to Victim Self-construals (Ryan Fehr; U. of Maryland, College Park and Michele J. Gelfand; U. of Maryland; Winner of CM Division Best Paper Award - New Directions)

Abstract: Apologies are useful social tools that can act as catalysts in the resolution of conflict and inspire forgiveness. Yet as numerous real-world blunders attest, apologies are not always effective. Whereas many apologies lead to forgiveness and reconciliation, others simply fall on deaf ears. Despite the fact that apologies differ in their effectiveness, most research has focused on apologies as dichotomous phenomena wherein a victim either a) receives an apology or b) doesn't. Psychological research has yet to elucidate which components of apologies are most effective, and for whom. The present research begins to address this gap by testing the theory that perpetrators' apologies are most likely to inspire victim forgiveness when their components align with victims' self-construals. Regression and hierarchical linear modeling analyses from two studies support the primary hypotheses. As predicted, victims who emphasize the independent, relational, and collective selves reacted most positively to apologies that contained offers of compensation, expressions of empathy, and acknowledgements of violated rules/norms, respectively. These effects were robust across three levels of harm severity.

A Tale of Two Theories: Integrating the Uncertainty Management and Group Value models of Justice (Leigh Plunkett Tost; Duke U., Steven Blader; New York U., and Kimberly A Wade-Benzoni; Duke U.)

Abstract: Three studies – a vignette study, a survey, and a laboratory experiment – were conducted to reconcile two of the most dominant theories in the justice literature, the uncertainty management and group value theories. These studies hypothesize and find an interactive pattern that reconciles these theories. In particular, they find that the predictions of the uncertainty management model hold among those with low, but not high, group identification. This effect is demonstrated on perceptions of fairness, reactions to treatment, and desire for social change. This pattern was expected because group identification neutralizes the threats posed by uncertainty. That is, group identification itself helps individuals manage uncertainty and thus reduces the need for the uncertainty-reducing function served by fair treatment. In addition to integrating two of the central theories in the justice literature, these studies also identify support for social change as a critical variable for future research on justice effects.

Critical Management Studies Division (CMS)

The highlighted sessions for this year's CMS programme deal directly with the challenges we face in the current global recession. As managers around the globe struggle to adapt to the changing times, management academics are being asked how they are responding through their research and teaching activities. These sessions embrace this challenge.

Session #66: '*From the Ashes: What Should We Teach and Research in the Economic Crisis?*' Scheduled: Friday, August 7, 12.10-2.10pm Swissôtel Chicago in Montreux Salon 2
The current economic crisis provides demonstrable, overwhelming and publicly accepted evidence of the failures and underlying contradictions of the current business system. This situation creates challenges and opportunities for teaching. As our students experience the crisis (directly and in the media), the political economy of management has an unprecedented immediate interest. This opens debate about the nature of management, consumption, finance, markets and the state. The PDW session will provide an opportunity to share and develop approaches to teaching and researching the political economy of management and organization in the current capitalist crisis.

Session # 1075 '*After the Fall: Saving Management Knowledge from Itself* 'Scheduled Monday, Aug 10 2009 4:45PM - 6:15PM at Hyatt Regency Chicago in Toronto
The environmental consequences of long-term oil

Academy Program Highlights

dependence together with the social consequences of the recession and the credit crisis are but two sides of a broader emergency that is provoking widespread pain, anguish and violence worldwide. These conditions have prompted a number of management scholars to ask if the knowledge and practice they develop and reproduce is part of the problem, or part of the solution. This symposium sketches new forms of management knowledge production – new theoretical and research agendas, new curricula and new ways of publishing.

Session #: 1309 '*The Employee Free Choice Act and the Prospects for a New Green Social Contract*'.
Scheduled: Tuesday, Aug 11 2009 9:45AM - 11:15AM at Hyatt Regency Chicago in Toronto
The New Deal delivered what economist Joseph Schumpeter called "laborist capitalism," a transformed capitalism affording workers rising wages and benefits as well as power in the enterprise. The current conditions appear to demand equally bold and direct action. Action that not only responds to the challenge of intensified international competition, aggressive anti-union strategies by employers, and often hostile government, but also to the global challenge of creating environmentally sustainable economic relations. Labor activists believe that they have a new opportunity to restore balance in the American economy, to boost labor organizing and response to global challenges. The primary vehicle is the proposed Employee Free Choice Act (EFCA), which would require employers to recognize unions once a majority of workers sign authorization cards. This contemporary form of laborist capitalism might combine a vibrant green high-wage sector, a renewal of unionism, new patterns of equity and inclusion, and flexible technologies that enhance quality and sustain employment. This session will introduce the key features of the EFCA and explore its prospects for contributing to a new form of Green social contract between labour and capital.

Entrepreneurship Division (ENT)

This year represents and extremely rich selection of thematic PDWs, Paper Sessions and Symposia (including not just one but two Showcase symposia on Business Models) on Theory, Method, and a range of topical areas of interest for those in the Entrepreneurship Division, of those just interested in entrepreneurship. To emphasize the increasingly international character of our division let us highlight from the PDW program the following entry by a very strong team:

Entrepreneurship and Innovation in the Indian Context: Building a Research Agenda and its Challenges
(Session #106)
Friday, Aug 7 2009 4:30PM - 6:30PM
Hyatt Regency Chicago, room 'New Orleans"

A session relevant to all those who teach entrepreneurship has been organized in cooperation with U.S. Association for Small Business (USASBE). It will focus on innovative approaches to curriculum development and classroom instruction.

Learning from USASBE Best Practices in Entrepreneurship Pedagogy (Session #1312)
Tuesday, Aug 11 2009 9:45AM - 11:15AM
Hyatt Regency Chicago in Grand D North

A third session that every division member is strongly encouraged to attend (and chances are this year we will have seats for all!) is the Business Meeting, where key developments in the division will be discussed, and divisional awards will be presented:

ENT Business Meeting (Program Session #1156)
Monday, Aug 10 2009 6:30PM - 7:30PM
Hyatt Regency Chicago, in Grand B

Come out and see what's happening in the division, and take advantage of the reception that will take place immediately following the Business Meeting!

Health Care Management Division (HCM)

Our PDW program includes a number of interesting and innovative sessions designed for participants at all stages of their careers. In particular, we highlight here a session geared toward those who are now contemplating future retirement. The purpose of this PDW workshop is to examine the nature and options associated with late career transitions including retirement itself. Panelists will address a series of issues related to pre- and post-retirement career strategies and interactive conversations among all those in attendance will be encouraged.

Transitioning Toward Retirement and Beyond
Saturday, August 8, 2009 10:40AM to 12:40PM
Swissôtel Chicago, Vevey Salon 3

Academy Program Highlights

We also have an exciting scholarly program this year which includes five symposia (two including showcase symposia), nine paper sessions, two visual paper sessions, and ten interactive paper sessions. In addition to the scholarly program are four sessions of special note. The first is our HCM distinguished speaker session which features Marlena Fiol and Edward O'Connor of the University of Colorado at Denver who will speak on the topic "Managing Intractable Conflicts: The Case of Hospital-Physician Relations." The second is our business meeting where we will recognize the winners of our best papers and review awards. The third session is our divisional reception which will provide an opportunity to have great food, in addition to the great camaraderie among old and new friends. The fourth session is our first divisional networking breakfast. Bring your research ideas and business cards and prepare to network, network, network! We are looking forward to seeing all of your there!

HCM Distinguished Speaker
Monday, August 10, 4:45PM - 6:15PM
Swissôtel Chicago, Vevey Salon 4

HCM Business Meeting
Monday, August 10, 6:30PM - 7:30PM
Swissôtel Chicago, Vevey Salon 4

HCM Division Reception
Monday, August 10, 7:30PM - 9:30PM
Swissôtel Chicago, Vevey Salon 1

HCM Networking Breakfast
Tuesday, August 11, 7:00AM - 8:00AM
Swissôtel Chicago, Vevey Salon 1

Management History (MH)

Considered by many as the cradle of industrial psychology, Western Electric's Hawthorne works facility, west of Chicago, is the Management History Division's hallmark site visit this year, providing a lens through which to view the rich industrial history of 20th Century America (Friday afternoon, August 7; meet at the Swissôtel at 1:00pm).

A series of excellent symposia, including a tribute to well-known Hawthorne researcher, Al Bolton, and the showcase examination of the links between cultural mythologies and leadership styles, is capped off by a conversation with corporate culture guru, Ed Schein (Sunday afternoon, August 9 at 4.45pm in the Swissôtel, St. Gallen Salon 1).

Managerial and Organizational Cognition (MOC)

We hope you will join us for what promises to be an exciting and action –packed series of sessions on a range of topics from 'Information Processing and Sensemaking in Crises and Uncertainty' to 'Team Learning' to 'Cognitive, Affective and Behavioral Processes in Leadership' to 'Knowledge, Expertise, Creativity and Innovation'. Our sessions span the individual, team, organizational and inter-organizational levels of analysis with applications across a truly fascinating range of contexts.

Why not start your conference activities by attending one of our many informative and engaging PDW sessions, such as *Cognition in the Rough*? This event is so successful that we are running it for the 12th successive year. Taking place on Saturday morning, this is a truly developmental experience in which renowned scholars offer one-on-one help to authors seeking formative feedback on their 'rough' ideas in the making. This year's expert scholars include Fran Ackermann, Neal M. Ashkanasy, Andrea Casey, Janet M. Dukerich, C. Marlena Fiol, Raghu Garud, Elizabeth George, Gerard P. Hodgkinson, Susan Houghton, George P. Huber, Lynn A. Isabella, Gerry Johnson, Chet Miller, Frances J. Milliken, Rhonda K. Reger, and Susan C. Schneider. Participants must pre-register for this session. Please contact the organizers at cirpdw@gmail.com for guidelines.

The MOC scholarly program opens with our Welcome Session, in which our Division's latest recipient of the MOC Distinguished Scholar Award, C. Marlena Fiol, will deliver an opening address offering her insights into the current state of the field and its future development. Following this session, why not continue with the MOC program by attending some of our many fine paper, interactive and visual sessions, and symposia? Among the many highlights within the latter stream of activity, immediately following our Welcome Session we have a symposium reflecting the theme of the conference, Green Management Matters entitled *The Mundane Roots of Dramatic Change: Linking Everyday Practices and Routines to Sustainability*. This symposium promises to offer an extremely engaging and informative set

of interchanges with audience participation on the core theme of this year's program.

With a total of 20 sponsored symposia and 112 paper presentations, there is much food for thought, so follow the advice of our divisional motto and *think it about!*

Cognition in the Rough
Saturday, Aug 8, 8:00AM - 11:30AM
Hyatt Regency Chicago in Toronto

MOC Welcome Session: Featuring Prof C. Marlena Fiol, 2009 MOC Distinguished Scholar
Monday, Aug 10, 9:45AM - 11:15AM
Hyatt Regency Chicago in Truffles

The Mundane Roots of Dramatic Change: Linking Everyday Practices and Routines to Sustainability
Monday, Aug 10, 11:30AM - 1:00PM
Hyatt Regency Chicago in Truffles

Management Spirituality and Religion (MSR)

The MSR domain focuses on theoretical and applied research related to the relevance and relationship of spirituality and religion in management and organizational life. Daily meditation sessions continue to reflect a unique experiential feature of our annual conference program. In addition, we have an exciting array of scholarly paper sessions, featuring the latest empirical advances in MSR. We encourage all to attend.

This year, our PDWs feature a diversity of interactive and thought-provoking topics from the role of spirituality in leadership and creativity to implications of somatic awareness, and from work-life transitions to publishing in MSR. A conference favorite is our Doctoral Student and New Faculty Consortium, which drew over 100 attendees in 2008. This year's Consortium begins on Friday August 7th, from 5-7pm with Rev. John Huntington of Georgetown speaking on "*Green Matters and the Global Stewardship of Faith Traditions*." The program continues on Saturday, August 8th, at 2pm with several provocative panels and Dr. Andre Delbecq discussing "Where We Are and What's on the Horizon for MSR." Pre-registration is encouraged by visiting: http://secure.aomonline.org/pdwreg/logon.asp.

We are also pleased to co-sponsor several interdisciplinary sessions, including Complexity and Social Networking, which highlights emerging technology as an enabler of spirit-centered leadership and organizational performance. Join us on Saturday, August 8th, from 10:10-11:40am in the Hyatt Regency, Skyway 261 as we explore how social media leveraged in teaching, scholarship, and leadership can foster more compassionate organizations. Another session you won't want to miss is our Symposium on The Crash of 2008-09: Causes and Cures from a Management and Spirituality Perspective, held on Tuesday, August 11th in the Hyatt Regency Haymarket room. Participants will become better prepared to deal with the spiritual and values-oriented roots of our current economic and financial recession. We have plenty of other exciting and stimulating sessions this year, so attend as many as you can!

Finally, be sure to come and network with us during our MSR social on Sunday, August 9th in Hyatt Regency, Grand D North, and attend our business meeting afterwards to provide input into MSR's ongoing research agenda, programming, and governance. We hope you can join us for our 7th Annual Post-Conference Reflective Retreat as well, August 11th–14th at Chicago's Cenacle Retreat Center. Register by contacting Richard Peregoy, peregoy@gsm.udallas.edu.

Organizational Development and Change (ODC)

Welcome to the 2009 ODC Division Program!

Our 2009 program begins with over 38 PDW sessions including traditional favorites and innovative newcomers. One emerging theme this year is learning from many who have shaped the ODC discipline in the Academy. This includes a session titled, "Experience Speaks" with Ed Schein on research in organization and management consulting and a first ever session, "Learning from ODC Founders" with many of the earlier ODC division heads, including W. Warner Burke, Mike Beer, Frank Friedlander, Larry Greiner, Robert Golembiewski, Craig Lundberg, Tony Raia, Glenn Varney and Dale Zand. These influential pioneers with come together in a PDW format where they will share their career experiences and learning. They will also connect the early history of OD to the world we live in today. This will occur at the end of the Saturday PDW schedule and will be followed by an "ODC Founders Social" open to all.

With the highest number of papers yet submitted to our Division, the scholarly program promises to be diverse, provocative, and novel. Over 70 papers will be presented including 48 in twelve paper sessions. Our

2009 program will culminate with our Distinguished Speaker, Jane E. Dutton from the University of Michigan. Jane, one of the top ten most cited scholars on management, will be presenting on, "Booster Shots: Strengthening Change Agents for Sustainable Change." Jane's session on Monday afternoon will be followed by a unique division 'business meeting' using the World Café process designed to enable dialogue about ODC's future direction and priorities from the members' perspectives, then followed by our annual social.

Organization and Management Theory Division (OMT)

The OMT division has a very diverse and exciting program this year, and we hope you will join our PDWs, Paper Sessions (including Visual and Interactive), and Symposia.

The scholarly program includes our annual celebration of a distinguished career in the field of Organization and Management Theory. The 2009 OMT Distinguished Scholar is Christine Oliver who will be recognized at the OMT Breakfast and Distinguished Scholar Presentation. Other highlights include the winner of the Best Symposium Award, which this year focuses upon the Mortgage Meltdown and the insights offered by organization theories. Finally, the Business Meeting and Artifact (followed by the Meet OMT Social) should be on everyone's list of 'must attend'. This year, the Social is sponsored by Imperial College London and the University of Alberta.

OMT Breakfast and Distinguished Scholar Presentation
Monday, August 10, 8:00am – 9:30am
Hyatt Regency Chicago: Grand A
Presentation by the 2009 OMT Distinguished Scholar Christine Oliver

The Mortgage Meltdown: Organizational Explanations of the U.S. Housing Crisis
Monday, August 10, 9:45am – 11:15am
Hyatt Regency Chicago: Grand A
Organizer: Paul Hirsch, Northwestern U.

OMT Business Meeting and Artifact
Monday, August 10, 6:30pm – 7:30pm
Hyatt Regency Chicago: Columbus H
Division reports, award presentations, and The Artifact

Research Methods Division (RMD)

As in the past, the Research Methods Division has an exciting PDW and scholarly program with a variety of offerings. In total, RMD is sponsoring or co-sponsoring 37 PDWs. Additionally, RMD has 5 paper sessions, 22 interactive and visual papers, and is sponsoring or co-sponsoring 8 symposia. While all deserve highlighting, here are a few that have particularly broad appeal:

Ask the Experts: Qualitative and Quantitative Methods
Saturday, August 8, 8:00am – 10:00am
Sheraton, Sheraton 1

In this ever-popular session, experts in various methodologies sit at different roundtables (organized by topic) and answer the questions of participants. Some participants come with specific questions and analytical printouts, while some just come to listen and gather wisdom. This is an extremely informal session. Participants are free to move from table to table, gathering as much expertise as possible! No preregistration is required, so come see what it's all about. Stay for a minute or for the entire time.

How to Publish in Organizational Research Methods (ORM): Insights and Advice from the Editor and Editorial Board Members
Monday, August 10, 3:00 – 4:30pm
Sheraton, Superior A and B
Organizer: Robert Vandenberg, U. of Georgia
Presenters and facilitators include Herman Aguinis, Indiana U., Bloomington; Anne D. Smith, U. of Tennessee; James M. LeBreton, Purdue U.; Robert P. Gephart, U. of Alberta; Timothy Hinkin, Cornell U.; Jeremy Collin Short, Texas Tech U.; and Terri A. Scandura, U. of Miami

ORM's Editor, Robert Vandenberg, and several members of the Editorial Board (associate editors and reviewers) will briefly discuss the journal and the types of papers it seeks to publish. The panel will offer practical tips (i.e., "what to do" and "what not to do") to help participants get their work published in ORM. The session will then break into round table discussion groups. Participants are encouraged to come with questions regarding their methodological research, and particularly on how to craft an article for publication in ORM.

Research Methods Division Business Meeting

Monday, August 10, 5:00 – 6:00pm
Sheraton, Superior A & B
Division Chair: Charles Pierce, U. of Memphis
Division-Chair Elect: Timothy Hinkin, Cornell U.
Program Chair: Stephanie L. Castro, Florida Atlantic U.
PDW Chair: Mark A. Griffin, U. of Sheffield
Past Division Chair: Mark Gavin, Oklahoma State U.

Join us for a briefing on all the activities the officers, representatives, and volunteers have engaged in over the past year. Then take advantage of the Social Hour to be held immediately following the business meeting. Great food and great conversation!

Social Issues in Management (SIM)

Besides the familiar consortia of the PDW weekend (now a Friday-Saturday stretch), the SIM Program features a host of innovative program events. The SIM Program is in three sections, the PDW Weekend, the SIM Special Program, and the SIM Regular Program.

The SIM PDW Weekend will be full of engaging sessions. SIM will once again be sponsoring or co-sponsoring many sessions: The doctoral consortium, a junior faculty consortium co-sponsored with ONE, and a full day of research development activities also co-sponsored with ONE. We're also expanding our partnership with SBE. In addition to co-sponsoring the joint keynote by Prof. Deirdre McCloskey on Saturday evening (5:30-7pm, Buckingham Ballroom, Allerton Hotel, 701 N Michigan Ave.), there will be two sessions hosted by SBE: One on teaching business ethics and one on student plagiarism in the 21st century. Additionally SBE is offering free attendance to the SBE program on Saturday afternoon to all AOM members wearing their name badges.

Another highlight from this year's PDW program is a session on "Future Research Paths for Green International Management Studies: Research in Sustainability," also scheduled for Saturday afternoon (1-4:30pm, State Room, Fairmont). There is a full agenda for both Friday and Saturday, so please check the schedule of activities for complete information.

On Sunday afternoon, the SIM Special Program begins. Stop by to hear presentations by the SIM Best Dissertation Finalists (4-5pm, Regent Room, Fairmont), a first ever event. Come join Jeremy Moon and Donna Wood at SIM's first ever "SIM Salon" (5:15-6:15pm, Regent Room, Fairmont) to debate the utility of the multiple conceptions of corporate social responsibility and corporate citizenship that have populated the literature. And stick around to the evening to check out an entirely new session format, the "Push Panel," at which a group of scholars mine a classic work to create new concepts, theoretical nuggets, and other clever turns that push the insights of a classic into advances for today's social science (8-9:30pm, Crystal Room, Fairmont). This year's event honors the 40th anniversary of the publication of Edwin Epstein's The Corporation in American Politics.

On Monday, with the start of the SIM Regular Program, the second iteration of the Focusing on Fields Panel picks up where last year's sessions left off, examining how additional areas of work within SIM, including corporate governance, theoretical/conceptual ethics, corporate political activity, and work on social repair: alleviating poverty with the base of the pyramid do or do not constitute cohesive fields of study (8-9:30am, Gold Room, Fairmont).

Besides Epstein's classic, a major symposium honors the anniversary, the 25th, of another classic, Ed Freeman's Strategic Management, on Monday morning (9:45-11:15am, Gold Room, Fairmont).

For the first time in recent years, all the SIM panels are tracked, making it easier to catch up with the scholarship you want to hear.

OFFICE OF THE MAYOR

CITY OF CHICAGO

RICHARD M. DALEY
MAYOR

August 7, 2009

GREETINGS

As Mayor and on behalf of the City of Chicago, I extend warmest greetings to all those attending the 69th Annual Meeting of the Academy of Management (AOM) in Chicago.

Founded in 1936 by Professors Charles L. Jamison of the University of Michigan and William N. Mitchell of the University of Chicago, AOM is a premier professional association of scholars committed to creating and disseminating knowledge about management and organizations. As the oldest and largest scholarly management association in the world, AOM has members from colleges, universities and research institutions worldwide. With a theme of *Green Management Matters*, this year's meeting seeks to bring together members to consider how they can help managers and students address society's increasing environmental concerns.

While you are here, I hope you will take time to discover all that makes Chicago a great place to live and visit. I know you will like what you find. From our great architecture and our beautiful Lake Michigan shoreline, to our exciting nightlife and world-renowned cultural institutions, Chicago has something for everyone.

Best wishes for a successful and enjoyable event.

Sincerely,

Mayor

Special Thanks

Division and Interest Group Program Chairs

Amelia Carr, Operations Management Division
Barry Mitnick, Social Issues in Management Division
Brian Butler, Organizational Communication & Information Systems Division
Carrie Leana, Organizational Behavior Division
Craig Prichard, Critical Management Studies Division
David Kravitz, Gender & Diversity in Organizations Division
David Lamond, Management History Division
Deanna Geddes, Conflict Management Division
Debu Mukerji, Management, Spirituality & Religion Interest Group
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Barbara Ritter, Teaching Theme Committee
Barry Goldman, Conflict Management Division
Chester Spell, Management History Division
Cristina Cruz, Iberoamerican Academy of Management
Daphne Yiu, Asia Academy of Management
Diana Bilimoria, Gender & Diversity in Organizations Division
Inger Stensaker, Organization Development & Change Division
Jason Colquitt, Organizational Behavior Division
Jon Billsberry, Management Education & Development Division
Jorge Rivera, Organizations & the Natural Environment Division
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Mark Martinko, Managerial & Organizational Cognition Division
Mary Yoko Brannen, International Management Division
Matthew Kraatz, Organization & Management Theory Division
Matthew Mitchell, New Doctoral Student Consortium
Meredith Burnett, Mentoring Committee
Mike Wright, Entrepreneurship Division
Murray Barrick, Human Resources Division
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Rosa Nelly Trevinyo-Rodriguez, International Theme Committee
Sarah Stookey, Critical Management Studies Division
Shalei Simms, Mentoring Committee
Shawn Berman, Social Issues in Management Division
Svetlana Khapova, Careers Division
Thomas Gattiker, Operations Management Division
Trish Reay, Health Care Management Division

All-Academy Theme Chair

Andrew Hoffman

Caucuses Chair

Pawan Budhwar

Interactive Papers Chair

Wendy Boswell

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Mila Borislavova Lazarova

Proceedings Editor

George Solomon

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Margaret Posig

Director of Placement

James Dulebohn

Director of Sponsorships

Geralyn McClure Franklin

Director of Membership

James Calvin

Others

School of Management and Labor Relations, Rutgers University

GSBA-Zurich

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

Meet the Meeting Planners

The Chicago 2009 Organizing Committee

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Program Chair-Elect .....Anne S. Tsui, Arizona State U.

Local Arrangements Committee Co-Chair ....Lisa Gundry, Margaret Posig, DePaul U.

All-Academy Theme Chair .....Andrew Hoffman, U. of Michigan

Interactive Papers Chair ..Wendy Boswell, Texas A&M U.

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The Local Arrangements Committee

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Welcome to Chicago!

Welcome to Chicago!
The Local Arrangements Committee of the Academy of Management welcomes you to Chicago and the 2009 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 Anaheim has to offer. All Academy of Management events and sessions will be held at the Hyatt Regency Chicago, Sheraton Chicago Hotel & Towers, the Fairmont Chicago and the Swissotel.

A Little Bit of History

Chicago, Illinois has a rich and colorful history as one of America's most important, influential, and significant metropolitan areas in our great nation's landscape. It is the third most populous city and metropolitan area in the United States, after New York and Los Angeles (2.8 million and 9.5 million, respectively, as of the 2007 U.S. census). Chicago's world renowned skyline overlooks the south-western bank of Lake Michigan. This geographic position derives one of Chicago's many sobriquets, "The Third Coast". Other nicknames include: "Windy City", "Second City", "City of Big Shoulders", and "Chi-town". Chicago welcomes 44.2 million visitors each year and is proud you have chosen to be one of them.

Established in 1833 and incorporated in 1838, Chicago has been a transportation, shipping, telecommunica-tions, business, and cultural hub for over 170 years. It is the financial and industrial center of the Midwest region and operates everyday on a global scale. In the begin-ning, the land on which Chicago has been built was inhabited by Native American tribes Miami, Sac, Fox, and Potawatomi. The Ottawa, Ojibwa, and Potawatomi ceded the land to the U.S. government in the 1816 Treaty of St. Louis. "Chicago" is the French interpretation of the Miami-Illinois word for a type of leek known as *shikaakwa*.

Chicago has seen a devastating fire, a bar-setting World's Fair, and several notorious gangsters over the course of its vibrant history. U.S. President, Barack Obama, proudly calls Chicago home, and the city is often used as the backdrop for critically acclaimed and blockbuster motion pictures. O'Hare, one of Chicago's two international airports, is the world's busiest in terms of aircraft movement and second busiest in total passen-gers. Vastly multi-cultural, Chicago enjoys some of the world's best restaurants, art, music, sports, architecture, universities, and microcosms of diversity and culture.

(Sources: http://chicagopc.info/; http://en.wikipedia.org/wiki/Chicago;) (Picture source: http://chicagopc.info/; http://en.wikipedia.org/wiki/File:Chicago_Skyline_Hi-Res.jpg)

Helpful Information for Your Stay in Chicago

Access for People with Disabilities
Three of the four conference hotels are within easy walking distance of each other (Hyatt, Fairmont, and Swissotel). The Sheraton is further away from the others. Shuttle buses will be available to transport members with special assistance needs. Conference events will be in all of the conference hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu.

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
O'Hare International Airport (ORD), which is 13 miles from downtown Chicago, handles more passengers and aricraft than almost any other airport in the world. Airport information booths are located on the lower levels of the domestic terminals and on the upper and lower levels of the International Terminal. A foreign currency exchange is located on the lower level of the International Terminal. Taking a taxi to/from the airport varies depending on travel time from $30-$50 from O'Hare. However, for just $2.25 visitors can take the Blue Line train into the city. From there, people can transfer onto any of the CTA's other colored lines to get virtually anywhere in Chicago. Upon arrival, simply follow the "Trains to City" signs overhead or ask at one of the many information kiosks in the airport. Fare cards can be purchased at the entrance to the trains. For more information on ground transportation, please visit the following site:
http://www.flychicago.com/GroundTransportation/home.shtm

Midway International Airport (MDW) is conveniently located 10 miles from downtown Chicago. Midway's one terminal building has three concourses – A, B and C. Airport information booths are located in the ticketing lobby, baggage claim and the concessions food court. The airport is served by the CTA Orange Line train which is a 25-minute trip from downtown. Taking a taxi between Midway and downtown is approximately $28-$32. However, for just $2.25 visitors can take the Orange Line train into the city. From there, people can transfer onto any of the CTA's other colored lines to get

virtually anywhere in Chicago. Upon arrival, simply follow the "Trains to City" signs overhead or ask at one of the many information kiosks in the airport. Fare cards can be purchased at the entrance to the trains. For more information on ground transportation, please visit the following site:
http://www.flychicago.com/GroundTransportation/home.shtm

T-Shirts

"Green Management" really does matter, and this year the Local Arrangements Committee decided to do what we could to make a difference. Although we were able to find t-shirt suppliers who were environmentally- and socially-responsible, we ultimately realized that the biggest difference would result from saving the cotton, carbon emissions, etc. that would be required to produce and ship the t-shirts. Why bring one more t-shirt into this world when we really do not need it?

You can help us to make a difference with your contribution to the local charity that we have selected, Growing Power. Although you will not receive a t-shirt for your donation this year, you will receive the satisfaction of knowing that you have made a difference in the lives of local Chicago area residents who are growing their own healthy food, right in the heart of the metro area! Be sure to visit the Growing Power desk on site at the Hyatt to make your donation.

Learn more about Growing Power, Inc. by visiting their website: www.growingpower.org

Tours and Tourism Information
The Chicago 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 Chicago Convention and Tourism Bureau to assist members with their touring plans. We are working with the City of Chicago to offer Green Tours for members. Check the meeting website for further information.

Walking tours from the Chicago architecture foundation: (green because only your feet are needed!)
Historic Downtown (south): Rise of the Skyscraper: http://www.architecture.org/tour_view.aspx?TourID=73
Historic Downtown (north): Treasures: http://www.architecture.org/tour_view.aspx?TourID=85
Modern Skyscrapers: http://www.architecture.org/tour_view.aspx?TourID=7

Chicago River Architectural Boat Tours and Skyline Lake Tours (some of these depart right outside the conference hotels):
Chicago Architecture Foundation: http://www.architecture.org/tour_view.aspx?TourID=8
Wendella Boat Tours: http://www.wendellaboats.com
Shoreline Tours: http://www.shorelinesightseeing.com

Some fun Alternatives:
Bobby's Bike Hike: http://www.explorechicago.org/city/en/things_see_do/tours/tourism/bobby_s_bike_hike.html
Steve's Segway Tours: http://stevessegwaytours.com

Museums and Cultural Attractions
Chicago is home to world-class museums and cultural attractions. Many of these offer tours, free days or evenings, and many are family-friendly. Some are very close to the conference hotels, and others are a short walk or quick cab ride. Be sure to check Time Out Chicago (http://chicago.timeout.com) and local newspapers for entertainment and recreation ideas. Here are links to some of the most popular destinations.

Chicago Children's Museum
Lincoln Park Zoo
Museum of Science & Industry
The Field Museum
Adler Planetarium
The Nature Museum
Shedd Aquarium
Navy Pier
Art Institute of Chicago
Chicago Historical Society
Chicago Cultural Center
Museum of Contemporary Art
Spertus Museum

Shopping
Whether you want to shop till you drop or simply see what the windows have to offer, Chicago offers you a range of options from small local boutiques to the highest-end luxury from the world's top retailers. Click on the links below to find out more about some of the hottest shopping districts in town.

Magnificent Mile
Oak Street
River North Gallery District
State Street Retail Historic District
Bucktown-Wicker Park
Lincoln Park

Entertainment, Recreation, and Sporting Events
Interested in a ball game?
Chicago Cubs at Wrigley Field
Chicago White Sox at U.S. Cellular Field
Sorry! Nothing happening at Soldier Field in August

How about a show?
ChicagoJazz.com
BlueChicago.com
AMC Movie Theaters

If you would like to vacation prior to or after the meeting,

consider these destinations that are just a few hours away from downtown Chicago. Please note driving/travel times are approximate. Traffic into and out of the city varies greatly by time of day and the summer is a popular time for tourists.

Michigan's Harbor CountryÒ (1 ½ hours)
Indiana Dunes National Lakeshore (1 ½ hours)
Six Flags Great America in Gurnee, IL (1 hour)
Wisconsin Dells (near Madison, WI, 3 hours)
Lake Geneva, Wisconsin (1 ½ hours)

Quick Reference for Green Things To Do In Chicago

Chicago Lakeshore Path. Enjoy America's "third coast" and the beautiful skyline that overlooks it. An uninterrupted 18-mile bike and runner path stretching from the north edge to the south edge of the city, surrounded nearly at all times by public parkland.

Boutiques. Visit places like *Pivot* (1101 West Fulton Market), *It's a Cooler Planet* (2211 West Roscoe Street) and the children's store *Grow* (1943 West Division) who offer sustainable, organic clothing, accessories and home décor for the eco-conscious shopper.

Green City Market. Located at 1750 North Clark Street, this is Chicago's first sustainable market, featuring organically-grown produce and more from local vendors.

Chicago Center for Green Technology. Head over to 445 North Sacramento Boulevard for is open to the public and offers free educational seminars several times a week. CCGT helps professional and home-owners learn how green technology is cost-effective and good for the environment and people.

Garfield Park Conservatory. If you want to get out of the city center for a bit and enjoy a relaxing time at this gorgeous botanical conservatory. Hop on the Green Line (how perfect is that?) and take time in the greenhouses and outdoor gardens at this 100 year old historic gem in the city of Chicago. Plus, admission is FREE! Learn more at http://www.garfield-conservatory.org/.

GreenParentChicago.com. Bringing the kids to AOM? Check out http://www.greenparentchicago.com/ to learn about what other parents in Chicago are doing around town

Hungry? Try out one of these "green" restaurants listed on GreenRestaurants.org:

Naha Restaurant, 500 N. Clark – Informal fusion restaurant scented with Mediterranean and California flavors. Serves local produce.
Lula Café, 2537 N. Kedzie – American Contemporary Food. Serves local produce.
North Pond, 2610 N. Cannon Drive – Serves local produce and makes donations to help preserve diverse food choices, contribute to the local community, support local farmers, and help commit to a more sustainable future.
Topolobampo and **Frontera Grill**, 445 N. Clark – Gourmet Mexican cooking using local ingredients. Frontera Kitchens has established the Frontera Farmer Foundation is committed to promoting small, sustainable farms serving the Chicago area, by providing them with capital development grants.
Shaw's Crab House, 21 E. Hubbard – Serving seasonally fresh fish (which is filleted in house), they're chosen with consideration for the environment, often coming from fishing families Shaw's knows personally.
Green Zebra, 1460 W. Chicago – American Contemporary. Serves organic foods.
Saloon Steakhouse, 200 E. Chestnut – Serves local produce.
Hopleaf, 5148 N. Clark – Fine Food. Better Beers, Wines & Spirits. Belgian Specialties. Serves local produce.
Hannah's Bretzel, 180 W. Washington – Chicago's first organic carry-out eatery, and one of the most earth-friendly businesses around.

Weather

August is usually hot and humid in Chicago. The average high temperature is 81°F (27°C), and the average low temperature is 63°F (17°C). The average precipitation is 3.6". Lake Michigan water temperature is usually the warmest it will be all year, (64°-67°F), and beaches are nearby. Chicago can also be windy, although the "windy city" reference is not to the weather, but to the "talkative" Chicago politicians in the city's early history!

Local Arrangements Committee

The Local Arrangements team for Chicago hopes to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Chicago.

Volunteers:
Margaret Posig (LAC Co-Chair), Lisa Gundry (LAC Co-Chair), Hamid Akbari, Jim Belohlav, Marsha Katz, Helen LaVan, Gordon Rands, Jasmine Tata, Carolyn Wiley, and Lucas Weingarten.

Staff Support:

Taryn Fiore, AOM Meetings Manager
Jimmy Le, AOM Program Manager
Jel Hampson, AOM Registrar

Chicago Hotel Map

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The Society for Human Resource Management (SHRM)

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

ESMT European School of Management and Technology

ESMT European School of Management and Technology was officially founded in October 2002 on the initiative of 25 leading German companies and Institutions. Based in vibrant and highly liveable Berlin, it is an international private business school with a distinct European focus, offering a Full-time MBA program (since 2006), an Executive MBA program (since 2007), and executive education (since 2003). The school also features an in-house, research-oriented consulting unit, which specializes in the economic analysis of competitive and regulatory cases. The research output from ESMT's faculty is published in international academic journals, which are first-class in their respective fields. These research findings also provide cutting-edge and profound insights for the business community as well as the classroom through managerial publications and case studies. Our faculty comes from a wide variety of international academic and professional backgrounds and collaborates in a first-rate academic environment. This rare integration of research and practice makes ESMT an outstanding location for generating relevant and ground-breaking knowledge.

Selected 2008 Publications:

Michal Grajek: The Impact of ISO 9000 Diffusion on Trade and FDI: A New Institutional Analysis. Journal of International Business Studies 39(4): 613–633, (with J. Clougherty).

Konstantin Korotov: Citius, Altius, Fortius: Challenges of Accelerated Development of Leadership Talent in the Russian Context. Organizational Dynamics 37(3): 277–287.

Francis de Véricourt: Call Center Outsourcing Contract Analysis and Choice. Management Science 54(2): 354–368, (with Z. Aksin and F. Karaesmen).

Luc Wathieu: Attention Arousal through Price Partitioning. Marketing Science 27(2): 236–246, (with M. Bertini).

WU (Vienna University of Economics and Business)

WU (Vienna University of Economics and Business) is the largest public business university in the European Union. It is located in Vienna, Austria – the gateway to Central and Eastern Europe (CEE), home to many international organizations such as the UN and the headquarters of numerous multinational companies. It is the only university of its size to be accredited by EQUIS (European Quality Improvement System), and one of only four accredited business universities in the German-speaking world. The Financial Times has ranked WU's International Business program at place 18 in Europe, and WU's EMBA program came in at 52nd place worldwide in 2008.

WU's wide program portfolio ranges from undergraduate degree programs (Bachelor in Business, Economics & Social Sciences/Bachelor in Business Law) to graduate degree programs at the master level (Master in Business Education/Master in Business Law/Master in Finance and Accounting/Master in Quantitative Finance/flagship program CEMS Master in International Management joint-degree) and PhD level (Social and Economic Sciences Doctoral program/PhD Finance/Business Law Doctoral program). Additionally, WU will soon be launching new master's programs in General Management, Information Systems, International Business, Marketing, Socio-economics, Strategy and Innovation and Supply Chain Management. Moreover, MBA, EMBA and LL.M. degree programs as well as certificate programs are offered at WU Executive Academy.

WU has a strong international orientation: about 25% of its 22,000 degree students are foreign citizens. Additionally, about 1000 exchange students annually choose WU and the city of Vienna as their destination for an international exchange. With over 200 partner universities in 57 countries around the world, 9 annual summer programs abroad (mainly in Asia and the CEE region), and as member of PIM and CEMS, WU is part of an international network of excellent business schools and universities. WU's campus is a meeting point for students and faculty from all over the world, and is truly bilingual: numerous courses are held exclusively in English, 6 of the 13 master's programs will be taught entirely in English, and one program offers an optional English track. The whole campus is equipped with bilingual signage in both German and English.

CEE-related issues are among WU's core competencies. An active research presence across the whole range of relevant disciplines enables a faster response to issues concerned with ongoing developments. WU students benefit greatly from this approach. Numerous programs, including 'CEE Management', 'JOSZEF', the 'Master Class: Eastern Europe', the wide range of CEE languages taught at WU and the International Summer Universities offered in the region, focus on this crucial field and provide students with relevant professional skills.

The WU Executive Academy provides continuing education in the form of top-class professional training, both in-house and for large companies. Its attractive and diverse set of programs and its professional management structure make the WU Executive Academy a respected presence on the international education market.
Come and explore Vienna, experience WU! Or visit us on our website at www.wu-wien.ac.

Gold Sponsor

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 6,000 undergraduate and over 4,000 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.

The A.B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 2,000 students and includes 66 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top universities in the U.S. with an average SAT score for entering freshman in 2008-2009 of almost 1400. The A.B. Freeman School of Business is also consistently ranked among the top business schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

Silver Sponsor

Roosevelt University, Walter E. Heller College of Business Administration

Roosevelt University was founded in 1945 as one of the first institutions of higher learning nationwide to admit all qualified students, regardless of race, ethnicity, religion, age or gender. It was named after Franklin and Eleanor Roosevelt, in honor of their democratic ideals, and it was dedicated "to the enlightenment of the human spirit" by Eleanor Roosevelt. To this day, the University remains committed to those principles of social justice and inclusion, strongly driven by its mission as a national leader in educating socially conscious citizens for active and dedicated lives as leaders in their professions and their communities.

Likewise, the mission of the Walter E. Heller College of Business Administration is to give students a career oriented business education that emphasizes personal and professional integrity and stresses the social responsibility of business. The Heller College offers undergraduate programs leading to the Bachelor of Science in Business Administration, with majors in accounting, finance, human resource management, management and marketing. Graduate programs include the Master of Science in accounting, human resource management and real estate and an innovative curriculum leading to the MBA. Programs are offered at both of Roosevelt University's campuses. The Chicago Campus is situated in the heart of the city's downtown business district while the Schaumburg Campus is located in the northwest suburban corridor, well populated by corporate and commercial centers. Drawing on Roosevelt's background and locations, the Heller College is an important urban training ground for socially progressive business leaders.

Bronze Sponsor

Alliant International University
Marshall Goldsmith School of Management

The Marshall Goldsmith School of Management (MGSM) is in a unique institution—built for the multicultural and global society in which we live. Alliant combines the traditions of two path-breaking, pioneering institutions: United States International University and the California School of Professional Psychology. Before joining to form Alliant – MGSM, each of these legacy institutions had pushed the boundaries of traditional higher education. Our goal is to continue to push boundaries with innovative degree programs and new methods of teaching and learning.

OUR MANAGEMENT SCHOOL:
Aims at a broader business agenda

- Bright Green MBA with a sustainability emphasis throughout the program
- Opportunity to work with Marshall Goldsmith and other Thought Leaders
- Executive education courses and PhD program in Leadership Development
- Continuing the Igor Ansoff tradition with our DBA in Strategic Management
- Includes an important emphasis on the human element
- Organizational Psychology degree programs on several campuses
- Unique Doctorate in Organizational Development
- Top rated PhD in the nation in Consulting Psychology
- Is truly international
- Degree programs in International Relations
- Study abroad at our facilities in Mexico City, Hong Kong, Tokyo or elsewhere
- Educational opportunities for those interested in border studies and NGOs

Our school is just the right size—providing a good variety of study opportunities, with individual attention and a chance to interact closely with faculty. We help students with career choices, or career enhancement. Our mutual goal is a supportive environment, with successful outcomes for you. Contact us today, and let's get started! Phone: 1.866.787.MGSM.; Website: mgsm.alliant.edu

Pewter Sponsors

OBTS Teaching Society for Management Educators

The OBTS Teaching Society for Management Educators is the oldest international professional association dedicated to teaching and learning excellence in the organizational and management sciences. OBTS members include faculty at universities and colleges throughout the world, as well as business educators and management consultants.

The Society's mission is to enhance the quality and promote the importance of teaching and learning across the management disciplines. The Society accomplishes this mission through its award-winning publication, the Journal of Management Education, the OBTC Teaching Conference and Doctoral Institute held annually each June at a US college or university, scheduled online "webinars" with noted scholars and teachers, the teaching and learning resources available on our website (www.obts.org), and ongoing sponsorship and support for regional and international conferences whose focus is on management education and teaching.
OBTS is committed to the future of high quality management education. We affiliate with other professional associations and interest groups who value teaching and learning, such as the Ph.D. Project and the UN Principles for Responsible Management Education (PRME) initiative, and provide support and resources for programs that enhance the scholarship of teaching and learning locally, nationally, and internationally.
OBTS welcomes as members management educators, consultants, and graduate students world-wide either individually or through our Institutional Affiliates program for doctoral-degree granting schools. Our membership year is September 1-August 31. Joining OBTS is easy and can be done online or by mail. Instructions are available on our website at http://www.obts.org/join-obts.html.

Kaplan University
School of Business and Management

Kaplan University's School of Business and Management offers a revolutionary approach to business education that combines a top-notch academic program with highly credentialed faculty. We value academic leaders who bring professional work experience in their field, as well as distinguished academic achievements. The School of Business and Management's faculty focus on intellectual contribution and strive to continually innovate in the classroom by offering resume-building courses that can be tailored to students' career needs.

Kaplan University has grown from 34 online students in 2001 to more than 48,000 online and on-ground students in 2008.

As of April 2009, Kaplan University's School of Business and Management has more than 14,000 online students.

Approximately 75 percent of Kaplan University's School of Business and Management students are female and 25 percent are male.

The University offers rich academic support through tutoring and online writing and mathematics labs, as well as a distinct virtual community comprised of honor societies, professional clubs, and associations.

Kaplan University was among the first participants in the Department of Education's Distance Education Demonstration Program, enabling students in its online degree programs to apply for Title IV funding.

Kaplan University is a part of Kaplan Higher Education, which serves more than 100,000 students through 70-plus campus-based schools and online across the United States and internationally. Visit http://getinfo.kaplan.edu/ for more information.

Benedictine University

Benedictine University was founded by the monks of St. Procopius Abbey in 1887. Today, Benedictine enrolls more than 3,000 undergraduates and nearly 2,000 graduate students.

The University's 108-acre campus in Lisle features a comprehensive learning center with a full media library, a technically advanced science facility, two administrative buildings, three residence halls, Founders' Woods apartments, an athletic center, a small lake, a student center and the Village of Lisle-Benedictine University Sports Complex. Benedictine's Naperville campus is the Moser Center which meets the needs of adult students and area businesses.

Benedictine is a part of greater Chicago's business life. Internships and employment opportunities are available at several area corporations in the "Research Corridor" along I-88, which includes many Fortune 500 companies. The University enjoys the proximity and use of Argonne National Laboratory, Fermi National Accelerator Laboratory and the Morton Arboretum.

Benedictine offers 43 undergraduate majors through the College of Science, the College of Liberal Arts, the College of Business, the College of Education and

Health Services and the Moser College of Adult and Professional Studies. Master's degrees are offered in accountancy, business administration, clinical exercise physiology, clinical psychology, education, management information systems, leadership, management and organizational behavior, nursing, nutrition and wellness, public health and science content and process. The University also offers a Ph.D. in Organization Development and an Ed.D. in Higher Education and Organizational Change.

Benedictine University is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our excellence in science.

University of Dallas
College of Business

The College of Business (COB) at the University of Dallas is a professional school whose primary mission is to prepare students to become competent and responsible managers and principled, ethical leaders. The COB includes the undergraduate Bachelor of Arts Business program and graduate business programs through the Graduate School of Management.

Founded in 2002, the Bachelor of Arts Business program integrates the core curriculum and the Catholic intellectual tradition with business and offers two concentration areas, International Business and Marketing. Undergraduate sophomores from across the University take part in a unique study abroad program based at the University of Dallas campus near Rome, Italy.

For the last forty-three years, the Graduate School of Management has offered programs geared toward the working professional. Today, the School offers a variety of degrees and programs including MBA, Master of Science (MS), MS-MBA Dual Degree, MBA Degree Completion, MBA Bridge Program, Graduate Certificates, English Language and PreMBA programs. The University of Dallas has its main campus in Irving, Texas, an international campus near Rome, Italy, and teaching facilities in Frisco and North Richland Hills, Texas. In addition, the Graduate School of Management offers a comprehensive online delivery option taught by the same professors who teach the on-campus courses. For more information about the University of Dallas and the College of Business visit http://www.udallas.edu/gsm.

AOM 2010 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) 2010 Annual Meeting. AOM 2010 has five levels of university/organization sponsorship:

Platinum	$10,000 - $15,000 US
Gold	$7,500- $9,999 US
Silver	$5,000 - $7,499 US
Bronze	$3,000 - $4,999 US
Pewter	$1,500 - $2,999 US

For complete information, please contact Taryn Fiore, AOM Meetings Manager, tfiore@pace.edu

The Academy of Management Wishes to Recognize the AOM 2009 Leadership University Sponsors

Tulane University
A.B. Freeman School of Business
(Supporting AOM President Angelo DeNisi)

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 6,000 undergraduate and over 4,000 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.

The A.B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 2,000 students and includes 66 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top universities in the U.S. with an average SAT score for entering freshman in 2008-2009 of almost 1400. The A.B. Freeman School of Business is also consistently ranked among the top business schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

Rutgers University
School of Management and Labor Relations
and
Graduate School of Business Administration (GSBA) Zürich
(Supporting AOM Vice President and Program Chair Susan E. Jackson)

The School of Management and Labor Relations (SMLR), Rutgers University, was founded in 1947 as a legislatively-created Institute on the New Brunswick Campus of Rutgers University. Chartered in 1766 as Queen's College, Rutgers University is the eighth-oldest institution of higher education in the United States. A member of the Association of American Universities, it serves more than 62,000 graduate and undergraduate students. Today, SMLR's 30 faculty teach and conduct research in the areas of Human Resource Management and Labor and Employment Relations. Degree programs offered at SMLR address a variety of student needs and interests, and include a PhD degree, two professional masters' degrees, a global executive master's degree, and an undergraduate degree. SMLR also houses the Center for Human Resource Strategy, which is dedicated to shaping and advancing the field of human resource management through collaboration between SMLR's world-renowned HR faculty and senior HR thought-leaders in successful global and local corporations. Topics of joint interest to the faculty and executives involved include Environmentally Sustainable Organizations, Global HRM, Workforce Diversity, HR Metrics, Knowledge Management, Teamwork, Employee Engagement, and HR Architecture, among others.

Since 1968, the Graduate School of Business Administration Zürich (GSBA) has been committed to bringing together the worlds of global business practice and academic theory so as to put forward creative and sound innovations for an increasingly complex business reality. GSBA Zürich offers global part-time degree programs for executives from middle and upper management levels. It was the first business school in German-speaking Europe to offer an MBA degree program in cooperation with a university from the United States. Today, it also has cooperative degree programs with European universities for other degrees, including the Master of Science (with the University of Wales) and PhD (with the University of Leiden). These programs have prepared nearly 10,000 alumni to anticipate and manage change as well as to develop integrated solutions for entrepreneurial challenges in the complex international environment. In 2008, GSBA Zurich was awarded by EDUNIVERSAL the "3 palmes" designation, for being an excellent Business School, nationally strong, and having continental links.

Arizona State University
W.P. Carey School of Business
(Supporting AOM Vice President-Elect and Program Chair-Elect Anne S. Tsui)

The W. P. Carey School of Business at Arizona State University is one of the top-ranked and largest business schools in the United States, with more than 9,000 students. The school is listed among the Top 25 business schools in the world for faculty research productivity. Internationally regarded faculty members include a Nobel Prize winner. Students come from 75 countries

and include more than 60 National Merit Scholars. For more information please visit wpcarey.asu.edu and http://knowledge.wpcarey.asu.edu.

Arizona State University is creating a new model for American higher education, an unprecedented combination of academic excellence, entrepreneurial energy and broad access. This New American University is a single, unified institution comprising four differentiated campuses positively impacting the economic, social, cultural and environmental health of the communities it serves. Its research is inspired by real world application, blurring the boundaries that traditionally separate academic disciplines. ASU serves more than 64,000 students in metropolitan Phoenix, Arizona, the nation's fifth largest city. ASU champions intellectual and cultural diversity, and welcomes students from all 50 states and more than 100 nations across the globe. For more information, go to asu.edu.

DePaul University
College of Commerce
(Supporting AOM Local Arrangements Co-Chairs Lisa Gundry and Margaret Posig)

DePaul University is the eighth-largest private and largest Catholic university in the country. With more than 24,000 students, it offers more than 200 rigorous graduate and undergraduate degree programs through nine colleges and schools. Its two primary campuses in Lincoln Park and the Loop are complemented by four suburban campuses, a growing array of online degrees and international programs, and partnerships around the globe. Founded on the Vincentian principle of access for everyone, we remain committed to providing a quality education through personal attention to students from a wide range of backgrounds. DePaul's effectiveness in combining service with learning has been recognized by organizations ranging from "US. News & World Report" to "Colleges with a Conscience" and contributed toward it being ranked #1 in the "Great College Town" category by the Princeton Review. In 2007, DePaul was ranked first in the nation by the Princeton Review for "Diverse Student Population."

DePaul's College of Commerce encompasses the university's undergraduate business program and the Kellstadt Graduate School of Business, whose part-time MBA program was ranked sixth in the nation by U.S. News & World Report in its "America's Best Graduate Schools 2009" guidebook. The College of Commerce began offering classes in 1913 and prides itself on offering highly respected, practical, flexible programs of business study. It was one of the first 10 business colleges in the United States, as well as the first business school in downtown Chicago and the first business school at an American Catholic university

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.

2009 Academy of Management Exhibitor Relations Committee

Taryn Fiore, Meetings Manager
The Academy of Management
email: tfiore@pace.edu Tel: (914) 923-2607

Jel Erica Hampson, Registrar
The Academy of Management
email: jhampson@pace.edu Tel: (914) 923-2607

Company Booth Number (s)

4D Soft Skill Training Resources for Higher Learning.....111
AACSB International.....417
The Aspen Institute/Center for Business Education.....107
Association Book Exhibit 204
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Stanford University Press.....428
Stratx Simulations 213
Stylus Publishing.....308
The Wall Street Journal 416
University Readers.....222
vLeader - Leadership Simulation.502
World Scientific Publishing Co., Inc.. 200

Exhibit Hall Layout & Schedule

EXHIBIT SCHEDULE:

To protect exhibitor samples, no one is allowed into the Exhibits Area when it is not open.

No one is admitted without a badge.

Exhibitor Café will be open during Exhibits Hours.

Email Stations in the Exhibits Area are available during Exhibits Hours only.

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

Friday, August 7

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

EXHIBITS HOURS (open to all delegates wearing conference badges):

Saturday, August 8

Hours: 8:00 a.m. - 5:00 p.m.

Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Sunday, August 9

Hours: 8:00 a.m.- 5:00 p.m.

Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Monday, August 10

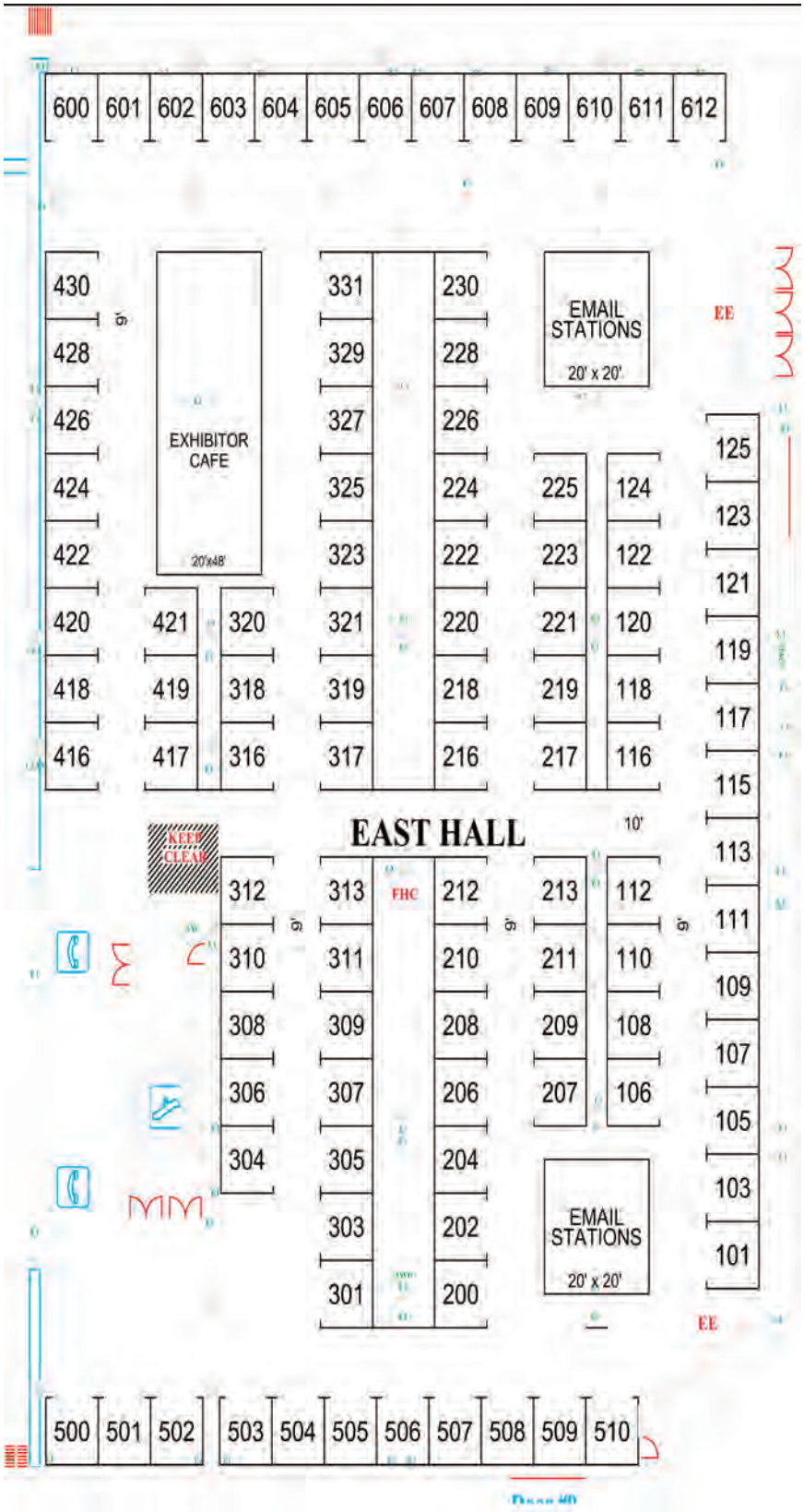
Hours: 8:00 a.m. - 5:00 p.m.

Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

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

Monday, August 110

Hours: 5:00 p.m. - 8:00 p.m.



Exhibitor Passport to Prizes

2009 Academy of Management Annual Meeting Exhibitor Passport to Prizes!

Visit this year's Exhibits Hall to see the latest products and services from exhibitors. Exhibit Hall hours are designed to maximize your opportunity to visit without missing any of your sessions. The Exhibit Hall offers networking opportunities, raffle prizes, coffees breaks, internet stations, and conference materials. To participate in the raffles, pick up an Exhibitor Passport onsite at the Exhibitor/Press booth. This passport must be stamped by a minimum of 25 exhibitors to qualify for entry. Drop your stamped passport at the Exhibitor/Press booth by 3:45pm to be entered into the daily raffle. The drawings will take place at 4:00pm. Come join the fun and you may go home a lucky winner! (*Please see Rules & Regulations for more information*)

Exhibitor Hours & Location:

The Hyatt Regency Chicago, Riverside East		
Saturday, August 8, 2009	-	8 am - 5 pm
Sunday, August 9, 2009	-	8 am - 5 pm
Monday, August 10, 2009	-	8 am - 5 pm

Daily Drawings & Prizes:

Saturday, August 8, 2009	*Sunday, August 9, 2009*	*Monday, August, 10*
♦ $10USD Gap Gift Card ♦ 2GB Sony USB Flash Drive ♦$20 Gift Certificate to Chi Bar, Sheraton Chicago Hotel & Towers ♦Chicago Gift Basket (includes 2 Go Chicago cards for two days access to many of our museums and/or attractions) ♦2 drawings; iTunes E-Certificate (25 songs) ♦1GB iPOD Shuffle	♦2GB Sony USB Flash Drive ♦2 drawings: iTunes E-Certificate (25 songs) ♦1GB iPOD Shuffle ♦$50 Gift Certificate to Shula's Steakhouse, Sheraton Chicago Hotel & Towers ♦Flip Video Ultra 60-Minute Digital Camcorder ♦Nikon COOLPIX 8.0 Megapixel Digital Camera with 3.6x Optical Zoom	♦2GB Sony USB Flash Drive ♦Swissôtel Robe ♦iTunes E-Certificate (25 songs) ♦ $20 Gift Certificate to LB Bistro and Patisserie, Sheraton Chicago Hotel & Towers ♦1GB iPOD Shuffle ♦8GB iPOD Nano ♦Nikon COOLPIX 8.0 Megapixel Digital Camera with 3.6x Optical Zoom

Rules & Regulations:

1. Participation in the Exhibitor Passport is open to primary registrants only. Guests of a registered attendee are not eligible to participate.
2. Entries MUST contain a complete name and e-mail address.
3. Only one entry per day, per registrant is permitted.
4. Valid entries MUST be stamped by a minimum of 25 exhibitors to qualify for a prize.
5. Registrants MUST be present to win.
6. Exhibitors may have their own raffle and request that you complete a questionnaire or drop your business card at their booth.

Placement Services

Director:

James Dulebohn, Michigan State University

Associate Director:

La Verne Hairston Higgins, Eastern Michigan University

Assistant Director:

Joyce Heames, West Virginia University

Placement Coordinator:

Wendy Kramer, Keystone College

Online Placement Services

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

Onsite Placement Services Registration

Location: Hyatt Regency, Chicago, 151 East Wacker Street, Chicago (Gold Level, East Tower)

Hours: Saturday, August 8, 2009
8:00 am – 4:30 pm

Sunday, August 9, 2009
8:00 am – 4:30 pm

Monday, August 10, 2009
8:00 am – 4:30 pm

Interview Tables

Location: Hyatt Regency, Chicago, 151 East Wacker Street, Chicago (Gold Level, East Tower)

Rooms: Grand Suites 2-5 and Columbus Hall A-F

Hours: Saturday, August 8, 2009
8:00 am – 4:30 pm

Sunday, August 9, 2009
8:00 am – 4:30 pm

Monday, August 10, 2009
8:00 am – 4:30 pm

Tuesday, August 11, 2009
CLOSED – Please do not schedule interviews in this location

Placement Services for the 2009 annual meeting will be located in the Hyatt Regency, Chicago, 151 East Wacker Street, Chicago, 60601. Although the Online placement services are now on a rolling basis it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the Conference—our summer career fair. You must "buy" this option and a table when you put in your new ad beginning in June and continuing through the meeting in Chicago. We will have training available on-site in Chicago if you are unsure on how to place your ad and the involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

Recruiting Schools and Organizations: Please note that our summer career fair entitles you to have your ad visible to all applicants who sign up for the career fair, have the ability to see all the applicants on the Placement website, and allow you to rent an interview table in the Placement area where you can talk with prospective applicants. You may also choose to upgrade your ad to a sponsored version which will allow your logo and school information to be viewed by all applicants and not just those who selected you or your position type and to have your position information displayed to applicants in the restricted waiting area.

Applicants: You do not have to pay extra for the summer career fair but you do need to register for the conference. If you have any problems registering please bring your information to the Chicago meeting and we will be able to help you. If you have not yet paid your annual applicant fee of $35 then you will need to pay it and then you can register for the summer career fair.

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

Tables are provided for conducting interviews during the Academy of Management's meeting in Chicago. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 8th until Monday, August 10th. Because of limited tables and small rooms, the cost to reserve a table for the meeting is $125. We may have some tables available on a daily rental basis at a prorated cost. Reservations will be available online with the purchase of an ad at http://careers.aomonline.org/placement/ beginning June 1st on a first come first served basis. Tables may be reserved on-site if space is available.

We will have several workshops to help recruiters and applicants with the registration and interview processes.

Ins and Outs of Faculty Recruiting Workshop

Friday, August 7th, 3:0 - 4:30PM, Sheraton Chicago in Sheraton Ballroom 5

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 place ment experts.

Placement for Applicants Workshop

Friday, August 7th, 5:30 - 7:00PM, Sheraton Chicago in Sheraton Ballroom 5

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 univer sity placement experts.

Placement Services

Placement Committee 2009-2010

Garry Adams, Auburn University
Janice Black, Cal State Bakersfield
Carolyn Chavez, New Mexico State University
Bob Dooley, Oklahoma State University
Peter Dorfman, New Mexico State University
Scott Douglas, University of Montana
Francis Fabian, UNC - Charlotte
Gerard Farias, Fairleigh Dickinson University
Geralyn McClure Franklin, University of South Florida, St Petersburg
Scott Gallagher, Syracuse University
Jim Guzak, University of Texas, Arlington
Joyce Heames, West Virginia University
Gary Insch, West Virginia University
Mary Jo Jackson, University of South Florida, St. Petersburg
Lisa Jensen, James Madison University
Christian Kiewitz, University of Dayton
Delaney Kirk, Drake University
Nancy McIntyre, West Virginia University
Wei Liu, University of Maryland
Marianne Miller, Virginia Commonwealth University
T. Nichole Phillips, University of Central Florida
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 at Buffalo (State University of New York)
Lei Wang, University of Texas, Pan American
Mike Whitfield, Georgia College and State University
Laura Williams, University of Mississippi

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 Marshall Schminke (U. of Central Florida) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Harry G. Barkema, Rotterdam School of Management, Sigal Barsade , Wharton School, Univ. of Penn., Kristina Diekmann , Univ Of Utah, Pamela Hinds , Stanford University, Gregory B. Northcraft, University Of Illinois, James P. Walsh, University of Michigan, Ray Zammuto , University of Queensland

Here are the 2009 William H. Newman Award Nominees:

BPS
Synergies, Coordination Costs and Diversification Choices
Yue Maggie Zhou, U. of Maryland

CAR
The Siren Song of a Calling: Ability (Mis)perception in Musicians and MBAs
Shoshana Dobrow, Fordham U.

CM
When Bad Equals Good: Cross-Cultural Reactions to Honesty and Deception
Cynthia S. Wang, National U. of Singapore

ENT
Conflict between angel investors and entrepreneurs: Perception, reality and impact on innovation
Veroniek Collewaert, Ghent U.

GDO
Low Status Tokens: Catalysts or Inhibitors of Group Integration?
Michelle Duguid, Cornell U.

HCM
Empowering Patients Through Service Design
Claudia Steinke, U. of Victoria

HR
A Study on the HR-Performance Link in South Korea using Two Differently Measured HR Practices
Jang-Ho Choi, Chung-Ang U.

IM
Country Exit: The Role of Internationalization Speed, Rhythm and Cultural Diversity
Sylvie Verdier, EM Lyon

MED
The Role of Personally Transformative Learning in Leadership Development
Rachel Ciporen, Teachers College, Columbia U.

MOC
Expertise Utilization in Accounting & Consulting Teams: The Effects of Shared Representations
Heidi K. Gardner, Harvard U.

MSR
Toward a Greater Understanding of Spirit at Work: A Model of Spirit at Work and Outcomes
James Stevison, Miltec Systems, A Ducommun Company / TUI U; Eric B. Dent, U. of North Carolina, Pembroke; Darin W. White, Brock School of Business, Samford U.

OB
Humility in Organizations: Establishing Construct, Nomological, and Predictive Validity
Bradley Paul Owens, U. of Michigan

OCIS
Vendor's Perspective on Social Capital and Absorptive Capacity for Offshore Contract Performance
Shirish C Srivastava, HEC, Paris

ODC
Ambidextrous Organizational Design: A Process Perspective
Yen Tran, Copenhagen Business School

OM
The Value Creation and Appropriation Explanations for Value Erosion in Supply Chain Exchange Dyads
Christopher Robert Penney, Florida State U.

OMT
Bring the Society Back In: Relational Identities in the Creation of Entrepreneurship
Dali Ma, Drexel U.

ONE
Signal Dynamics: An Industry Level Analysis of the Diffusion of Environmental Management Systems
Dror Etzion, McGill U.

PNP
Measuring and Explaining Organizational Performance in U.S. Federal Agencies
Chansu Jung, U. of Georgia

SIM
The Impact of Corporate Social Responsibility on Employee Attitudes and Behaviors
Aimee Dars Ellis, Ithaca College

TIM
Rotating Leadership and Symbiotic Organization: Relationship Processes in Collaborative Innovation
Jason Davis, Massachusetts Institute of Technology

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, Benson Honig, Wilfred Laurier U. The other Dexter Award Committee members are: Stephen A Drew, Florida Gulf Coast University, Jacob Eisenberg, University College Dublin, Benson Honig, Wilfrid Laurier, Claire A Simmers, Saint Joseph's University, James P. Walsh, University of Michigan, Monika Winn, University Of Victoria

Here are the 2009 Carolyn Dexter Award nominees:

BPS

The Influence of Governance on Negotiation Strategies in Buyer-Supplier Disputes
Fabrice Lumineau, IMD; James Henderson, IMD

CAR

Cracking the fortune cookies: Influencing factors in career success across countries
Barbara Demel, WirtschaftsU. Wien; Yan Shen, Boston U.; Douglas T. Hall, Boston U.; Wolfgang Mayrhofer, WU Vienna; Katharina Chudzikowski, WirtschaftsU. Wien; Julie Unite, Northern Illinois U.; Jon P. Briscoe, Northern Illinois U.; Rohayu Abdul-Ghani, U. Kebangsaan Malaysia; Biljana Bogicevic Milikic, Faculty of Economics Belgrade, Serbia; Ociel Colorado, Tecnológico de Monterrey; Zhangfeng Fei, Donghua U.; Mireia Las Heras, Boston U.; Enrique Ogliastri, IE and INCAE; Asya Pazy, Tel Aviv U.; June M. L. Poon, U. Kebangsaan Malaysia; Dana Shefer, Tel Aviv U.; Mami Taniguchi, Waseda U.; Jelena Zikic, York U.

CM

Resolving Inter-Firm Disputes: The Efficacy of Contractual vs. Relational Governance
Fabrice Lumineau, IMD; Deepak Malhotra, Harvard U.

ENT

Another Day, Another Dollar: Enterprise Resilience in Conflict
Oana Branzei, U. of Western Ontario; Samer Abdelnour, Ivey School of Business

GDO

Gender, Gender Role Ideology and Work-Family Conflict in India
Ujvala Arun Rajadhyaksha, Saint Mary's College; Sofiya Velgach, Illinois Institute of Technology

HCM

Stress among Nurses: A Multi-Nation Test of the Demand-Control-Support Model
Vishwanath V. Baba, McMaster U.; Louise Tourigny, U. of Wisconsin, Whitewater; Xiaoyun Wang, U. of Manitoba; Terri R Lituchy, Concordia U.; Silvia Ines Monserrat, U. Nacional del Centro

HR

Employee-organization relationship, psychological ownership and contextual performance
Samuel Aryee, Aston U.; Li-Yun Sun, Macau U. of Science and Technology; Qin Zhou; U. of Twente

IM

Don't Just Say What You Mean - Contextualize It: A Leadership Study across Countries
Lena Zander, Victoria U. of Wellington; Audra I. Mockaitis, Victoria U. of Wellington; Anne-Wil Harzing, U. of Melbourne; Joyce Baldueza, WorldBank; Wilhelm Barner-Rasmussen, Hanken School of Economics; Cordula Barzantny, Groupe ESC Toulouse Business School; Anne Canabal, U. of Maine; Anabella Davila, Tecnologico de Monterrey; Alvaro Espejo, U. Adolfo Ibanez; Rita Ferreira, IESE Business School; Axele Giroud, U. of Bradford; Kathrin Koester, U. of Heilbronn; Yung-Kuei Lian, Tatung U.; Michael Morley, U. of Limerick; Barbara Myloni, Athens U. of Economics and Business; Joseph O. T. Odusanya, HELP U. C; Sharon Leiba O'Sullivan, U. of Ottawa, School of Management; Ananda Kumar Palaniappan, U. of Malaya; Paulo Prochno, U. of Maryland, College Park; Srabani Roy Choudhury, Jawaharlal Nehru U.; Ayse Saka, U. of Surrey; Sununta Siengthai, Asian Institute of Technology; Ayda Uzuncarsili Soydas, Marmara U.; Linda Viswat, Otemon Gakuin U.

MC

Management Consultancies as Institutional Agents
Markus R. Reihlen, U. of Cologne; Michael Smets, Said Business School; Andreas Veit, WHU – Otto Beisheim School of Management

The Carolyn Dexter Award

MED
Assessing Knowledge in Dialogue: Undergraduate Synopsis-based Oral Examinations
Charles Thomas Tackney, Copenhagen Business School; Ole Strömgren, Copenhagen Business School

MH
Alternative paths to competitive advantage: European paper industries -
Joonas M.J. Järvinen, Helsinki U. of Technology; Juha-Antti Lamberg, Helsinki U. of Technology; J. Peter Murmann, AGSM-Australian School of Business; Jari Ojala, U. of Jyvaskyla

MOC
Breaking The Negative Performance Spiral: The Role of Team Reflexivity and Team Learning
Michaéla C. Schippers, RSM Erasmus U.; Astrid C. Homan, VU U. Amsterdam

MSR
Want to do MSR research? Foundations, lessons, and [insider] tips
Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.

OB
Expatriate Motivation and Effectiveness: The Roles of Cultural Distance and Subsidiary Support
Gilad Chen, U. of Maryland; Bradley L. Kirkman, Texas A&M U.; Kwanghyun Kim, California State U. East Bay; Crystal I Chien Farh, U. of Maryland - College Park

OCIS
I Am Not One of Them Anymore:Onshore Immigrant Managers on Offshored Software Development Projects
Natalia Levina, New York U.; Aimee A. Kane, New York U.

ODC
From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon
Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Susan Mrazek, U. of Hawaii at Manoa; Vijayan P. Munusamy, Center for Creative Leadership

OM
Toward Assessing Financial Returns from Green Structural and Infrastructural Expenditures
Robert D Klassen, U. of Western Ontario; Markus Biehl, York U.

OMT
Averting the "Tragedy of the Commons"
Shahzad Mumtaz Ansari, Erasmus U.; Frank Wijen, Rotterdam School of Management, Erasmus U.; Barbara Gray, Pennsylvania State U.

ONE
Beyond Dichotomy: the Curvilinear Relationship between Env Regulation and Env Responsiveness
Yousef Eiadat, U. of College Dublin; Patrick Gibbons, U. College Dublin; Frank Roche, U. College Dublin

PNP
The Role of Social Capital and Donor Commitment in a Geographically Isolated Community
Yuliya V. Ivanova, U. of Alaska Southeast; Joan Winn, U. of Denver

SIM
Creating Mutual Value with Base of the Pyramid Producers
Ted London, U. of Michigan; Ravi M. Anupindi, U. of Michigan; Sateen Sheth, U. of Michigan

TIM
Trading off Revealing and Appropriating in Drug Discovery: the Role of Trusted Intermediaries
Markus Perkmann, Imperial College London

2009 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.

Division / Interest Group	Papers Submitted	Division Acceptance	Visual Acceptance	Interactive Papers	Proceedings Acceptance	Symposia Submitted	Symposia Accepted	Showcase Symposia	PDWs Submitted	PDWs Accepted
BPS	741	246	109	110	46	59	34	6	23	21
CAR	90	33	14	14	9	19	10	1	9	8
CM	101	32	13	15	6	22	16	1	3	3
CMS	90	31	13	13	6	15	7	0	12	11
ENT	450	148	62	70	28	27	13	2	24	22
GDO	164	48	22	24	10	30	15	3	9	8
HCM	113	36	15	11	6	5	3	2	11	8
HR	291	72	44	44	16	45	30	2	25	16
IM	438	163	56	58	28	33	11	3	22	21
MC	61	20	10	10	4	16	7	2	18	11
MED	139	56	19	20	10	28	9	2	25	17
MH	34	12	11	4	3	7	2	1	6	6
MOC	184	56	28	28	11	29	19	1	6	6
MSR	50	16	0	0	5	3	3	0	10	10
OB	711	196	30	108	38	107	65	8	17	17
OCIS	187	48	27	28	10	14	7	1	5	5
ODC	144	48	12	10	7	33	16	3	21	18
OM	118	40	18	18	6	3	2	0	9	9
OMT	578	210	53	41	29	65	28	6	19	19
ONE	136	48	20	20	8	15	8	1	13	11
PNP	144	51	25	27	10	7	7	0	4	4
RM	75	20	11	11	5	12	7	1	21	17
SIM	236	94	36	35	14	39	13	2	12	11
TIM	429	152	63	64	27	33	14	3	10	10
TOTAL:	5704	1876	711	783	342	703	370	51	392	335

Table 2: Sessions & Participants

Sessions	Total
Caucus	36
Free Session	20
Meeting	214
Paper Session	780
PDW Workshop	325
Social Event	69
Symposium	228
All Sessions	1,672

Participants:	Total
People on Program	8,380
Countries Represented	78

Table 3: Affiliations with 30+ Participants

Affiliation Name*

Arizona State U.
Bocconi U.
Boston College
Carnegie Mellon U.
Case Western Reserve U.
Copenhagen Business School
Cornell U.
Duke U.
George Mason U.
George Washington U.
Harvard U.
IESE Business School
INSEAD
Massachusetts Institute of Technology
Michigan State U.
National U. of Singapore
New York U.
Northwestern U.
Pennsylvania State U.
Rotterdam School of Management, Erasmus U.
Rutgers U.
Stanford U.
Texas A&M U.
U. of Central Florida
U. of Georgia
U. of Houston
U. of Illinois, Urbana-Champaign
U. of Maryland, College Park
U. of Michigan
U. of Minnesota
U. of Pennsylvania
U. of Pittsburgh
U. of South Carolina
U. of Southern California
U. of St. Gallen
U. of Toronto
York U.

Table 4: Participant Country Representation

Country*	Count
ARGENTINA	15
AUSTRALIA	213
AUSTRIA	44
BAHRAIN	1
BARBADOS	1
BELGIUM	61
BERMUDA	1
BRAZIL	91
CANADA	469
CAYMAN ISLANDS	1
CHILE	7
CHINA	176
COLOMBIA	6
COSTA RICA	1
COTE D	1
CYPRUS	4
DENMARK	72
ECUADOR	1
EGYPT	2
ESTONIA	2
FINLAND	83
FRANCE	202
GERMANY	292
GREECE	20
HONG KONG	109
HUNGARY	5
ICELAND	1
INDIA	73
IRELAND	36
ISRAEL	78
ITALY	150
JAPAN	35
JORDAN	1
KENYA	1
KOREA, REPUBLIC OF	3
LATVIA	1
LEBANON	7
LIECHTENSTEIN	3
LUXEMBOURG	1
MACAU	6
MACEDONIA	1
MALAYSIA	7
MALTA	1
MEXICO	17
NETHERLANDS	271
NEW ZEALAND	44
NIGERIA	3
NORWAY	26
OMAN	2
PAKISTAN	1
PERU	2
PHILIPPINES	4
POLAND	1
PORTUGAL	25
ROMANIA	2
RUSSIAN FEDERATION	7
SAUDI ARABIA	2
SCOTLAND	1
SINGAPORE	90
SLOVENIA	6
SOUTH AFRICA	8
SOUTH KOREA	81
SPAIN	139
SWAZILAND	1
SWEDEN	52
SWITZERLAND	144
TAIWAN	218
THAILAND	8
TRINIDAD AND TOBAGO	1
TURKEY	14
UGANDA	1
UKRAINE	1
UNITED ARAB EMIRATES	6
UNITED KINGDOM	517
UNITED STATES	4397
URUGUAY	1
VIETNAM	1
YUGOSLAVIA	1

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

ACADEMY OF
Management
GREEN MANAGEMENT MATTERS
ACADEMY OF MANAGEMENT CHICAGO 2009

Notes

Friday Morning, August 7, 2009

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FMC: Ambassador Room							54 ONE/OMT: Does Green	
FMC: Chancellor Room			42 PTC & Co-Sponsors: ExChange					
FMC: Embassy Room			40 ONE/SIM: Teach Sustainability				55 SIM/TIM: Sustainable	→
FMC: State Room		32 SIM: SIM Doctoral Consortium						→
HRC: Atlanta		31 MOC & Co-Sponsors: Mindfulness Mélange						
HRC: Columbian	25 OMT/RM: History and Organizations				51 OCIS/TIM/IM: E/M-Com Innovations			
HRC: Columbus G	5 BPS: BPS Dissertation Consortium							→
HRC: Columbus H	11 ENT/OMT/RM: Firm Creation Panel Studies					52 ENT & Co-Sponsors: Technology		→
HRC: Columbus IJ	6 BPS: BPS Doctoral Consortium							→
HRC: Columbus KL	19 MOC & Co-Sponsors: Blogging for Mgt. Scholars							→
HRC: Comiskey	17 MC: Creating a Consulting Practice				49 ENT: Entrepreneurship Education			
HRC: Gold Coast	20 MOC & Co-Sponsors: National Security Management						58 OMT/BPS: Economics	→
HRC: Grand Foyer-Membership	1 AAA: Membership							→
HRC: Grand Foyer-Registration	2 AAA: Registration							→
HRC: New Orleans	18 MED: QA in Higher Education							
HRC: San Francisco	21 MSR/OB: Teaching Ethical Leadership			43 MC: Leadership Development				61 →
HRC: Skyway 260			34 CMS: CMS Doctoral Consortium					→
HRC: Skyway 261			37 ICW: J. Applied Psychology, Editors					→
HRC: Skyway 272	10 ENT & Co-Sponsors: Unplanned Behavior							
HRC: Skyway 273	3 AAA: 2009 LAC							→
HRC: Toronto	7 CMS: CMS Welcome Breakfast							
HRC: Truffles	22 OMT: OMT/MOC Doctoral Consortium							→
HRC: Water Tower	23 OMT: OMT Junior Faculty							→
HRC: Wrigley	26 OMT/TIM/CMS: Inhabited Institutions						59 OMT/OB/ODC:	→
OS: Apostolic Church of God			41 PNP & Co-Sponsors: Going to Church					
OS: DePaul University	9 ENT: ENT Doctoral Consortium							→
OS: DePaul University	8 ENT: ENT Junior Faculty Consortium							→
OS: Sara Lee	13 HR: HR Tour							→
SHC: Chicago 10	12 GDO/CAR: It`s Not Easy Being Green						57 HR/ODC/BPS:	→
SHC: Chicago 8	24 OMT/MOC: Identity and Institutitions							
SHC: Erie Room	14 HR: Critical HR Dimensions						56 CAR/HR/OB: Careers	→
SHC: Huron Room	27 RM/BPS/OCIS: Applied Agent-based Modeling							→
SHC: Lincoln Boardroom					47 ICW: U.S., Canada, & Europe ETV Mtg			→
SHC: Mayfair Room			33 CAR: Success in Academia					
SHC: Missouri Room								60 GDO & Co- →
SHC: Ohio Room					50 HR: Teaching from remote locations			
SHC: Ontario Room	16 IM: IMD		36 IAM: The effect of financial crisis					
SHC: Parlor A					44 AAA: Financial Strategies			
SHC: Parlor C	4 AAA: BOG Meeting							→
SHC: Sheraton 2			38 IM/MED/OB: Global Cultures and Training					
SHC: Sheraton 3	15 HR/OB: Recruitment and Selection							
SWC: Montreux Salon 1			35 CMS: CMS, Education and Practice					
SWC: Montreux Salon 2					46 CMS: Injecting CMS into Classroom			
SWC: St. Gallen Salon 2					45 AAM: Vales of Consulting Projects			
SWC: St. Gallen Salon 3					48 ODC/ONE: Assessment of ODC projects			
SWC: Vevey Salon 1		28 HCM: Student & Jr. Fac. Consortium						→
SWC: Vevey Salon 2			39 ODC/OB: Action Learning					→
SWC: Vevey Salon 3		30 MH: New Member Workshop				53 MH: The Dissertation Process		→
SWC: Vevey Salon 4		29 MED: Transformational Learning						→

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

Friday Afternoon, August 7, 2009

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FMC: Ambassador Room										103 →
FMC: Chancellor Room										104 SIM & Co- →
FMC: Crystal Room	← ONE & Co-Sponsors: Industrial Ecology & Mgmt.									
FMC: Embassy Room	← SIM/TIM:						98 PTC/ODC: Aesthetics and Practice			→
FMC: Regent Room					86 ONE: ONE Doctoral Consortium					→
FMC: State Room	← SIM: SIM Doctoral Consortium									→
HRC: Atlanta	← TIM: TIM Doctoral Consortium									→
HRC: Columbian		69 TIM: TIM Junior Faculty Consortium								→
HRC: Columbus G	← BPS: BPS Dissertation Consortium									→
HRC: Columbus H	← ENT & Co-	72 MC & Co-Sponsors: The Triple Bottom Line								
HRC: Columbus IJ	← BPS: BPS Doctoral Consortium									→
HRC: Columbus KL	← MOC & Co-Sponsors: Blogging for Mgt. Scholars									
HRC: Comiskey		68 IM/AAM/IAM: Teaching Across Cultures						100 MED/HCM: Managers and Doctors		
HRC: Gold Coast	← OMT/BPS: Economics		77 BPS: New Faculty							
HRC: Grand Foyer-Membership	← AAA: Membership									
HRC: Grand Foyer-Registration	← AAA: Registration									
HRC: New Orleans	67 MED: Executive Doctorate Workshop				88 ENT: Extracurricular Entrepreneurs					106 ENT/BPS →
HRC: San Francisco	← IM & Co-Sponsors: Intl Corporate Sustainability					90 MED/IM: Executive Education in BRICs				107 →
HRC: Skyway 260	← CMS: CMS Doctoral				84 MSR: Eightfold Path					
HRC: Skyway 261	← ICW: J. Applied Psychology, Editors									
HRC: Skyway 272							96 MOC & Co-Sponsors: Unlocking Creativity			→
HRC: Skyway 273	← AAA: 2009 LAC									
HRC: Truffles	← OMT: OMT/MOC Doctoral Consortium									
HRC: Water Tower	← OMT: OMT Junior Faculty					91 OMT: OMT Teaching Roundtables				
HRC: Wrigley	← OMT/OB/ODC: Organizational Trust									
OS: DePaul University	← ENT: ENT Junior Faculty Consortium									
OS: DePaul University	← ENT: ENT Doctoral Consortium									
OS: Hawthorne Works Museum			74 MH: Field Trip to Hawthorne							
OS: Hyatt Hotel Lobby					80 CMS: Tour: Chicago`s Labor History					
OS: Sara Lee	← HR: HR Tour									
SHC: Arkansas Room				79 RM/OB/HR: Research Synthesis						
SHC: Chicago 10	← HR/ODC/BPS: Perspectives on SHRM				81 HR: Teaching of HRM in MNEs					
SHC: Chicago 8	← ENT: Theory Development									
SHC: Erie Room	← CAR/HR/OB: Careers in the Rough					87 CAR & Co-Sponsors: Aging and life balance				
SHC: Huron Room	← RM/BPS/OCIS:		76 RM/OMT: Aesthetics and Research							
SHC: Lincoln Boardroom	← ICW: U.S., Canada, & Europe ETV Mtg									
SHC: Mayfair Room			75 OB: Recovery at Work							105 →
SHC: Michigan A and B							93 AAA: 2009 AMLE Writers Workshop			
SHC: Missouri Room	← GDO & Co-Sponsors: Publishing Workshop					89 GDO/MED/TTC: LGBTQ-Inclusive Teaching				
SHC: Ohio Room					85 TTC: Learning Organization Theory					
SHC: Ontario Room					83 HR/OB: Social Network Research in HRM					
SHC: Parlor C	← AAA: BOG Meeting									→
SHC: Sheraton 1			73 AAA: 2009 AMLE Reviewers Workshop					99 RM/OMT/BPS: QCA		→
SHC: Sheraton 2						92 OMT: OMT Dissertation Workshop				
SHC: Sheraton 3									101 OB: OB Doctoral	→
SHC: Sheraton 5							94 AAA: Ins/Outs of Faculty Recruiting			
SHC: Superior A and B					82 HR: HR`s Junior Faculty Consortium					→
SWC: Montreux Salon 1	← ODC/IM/MC: Global OD&C Academics									
SWC: Montreux Salon 2	66 CMS: Teaching in the Crisis									
SWC: St. Gallen Salon 3		70 ODC/OB/OMT: Energy at Work							102 ODC/OB: EI as It	→
SWC: Vevey Salon 1	← HCM: Student & Jr. Fac. Consortium									
SWC: Vevey Salon 2	← ODC/OB:	71 ODC/MC: High Impact Change Exercises					97 ODC: ODC Doctoral Consortium			→
SWC: Vevey Salon 3	← MH: The		78 OM/TIM/BPS: Infrastructure Meets Business							
SWC: Vevey Salon 4	← MED: Transformational Learning						95 CMS/ODC: Interrogating CMS			

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

Friday Evening, August 7, 2009

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
FMC: Ambassador Room	← ONE/MED/SIM: Green Management Ed.							
FMC: Chancellor Room	← SIM & Co-Sponsors: Poverty Alleviation							
FMC: Embassy Room	← PTC/ODC: Aesthetics and Practice							
FMC: Regent Room	← ONE: ONE Doctoral Consortium							
FMC: State Room	← SIM: SIM Doctoral Consortium							
HRC: Atlanta	← TIM: TIM Doctoral Consortium		125 OCIS: Int'l Paper Dev Workshop					
HRC: Columbian	← TIM: TIM Junior Faculty Consortium							
HRC: Columbus G	← BPS: BPS Dissertation							
HRC: Columbus H			118 ENT/MH: Entrepreneurship History 2					
HRC: Columbus IJ	← BPS: BPS Doctoral			124 MED/RM: MED Writers Workshop				
HRC: Columbus KL	108 MSR: MSR DSNF Consortium							
HRC: Comiskey		111 TIM & Co-Sponsors: Project-based Organizations II						
HRC: Gold Coast	← BPS:	114 ENT/IM: Entrepreneurship Education						
HRC: New Orleans	← ENT/BPS: ENT & Innovation in India			127 IM/HR: Teaching International HRM				
HRC: San Francisco	← MED/ODC/CMS: Teaching Reflexivity							
HRC: Skyway 260			121 ICW: MMD Debriefing #1, CBS					
HRC: Skyway 272	← MOC & Co-Sponsors:							
HRC: Truffles			123 OMT: Meet OMT					
HRC: Wrigley	109 OMT/RM: Ideational in Institutions							
OS: TBA			122 NDSC: NDSC Happy Hour					
OS: TBA				126 ODC: ODC Doctoral Consortium Dinner				
OS: TBA		115 HR: HR Jr Faculty Consortium Dinne						
SHC: Chicago 8			120 GDO: GDO Doc. Consortium Reception					
SHC: Chicago 9		116 OB: OB Junior Fac. Workshop - Fri						
SHC: Mayfair Room	← CAR/MC/HR: Career Workouts for Executives							
SHC: Ontario Room	← HR/OB: Social		119 OB/MEN/RM: Advancing Leadership Research					
SHC: Parlor C	← AAA: BOG Meeting							
SHC: Sheraton 1	← RM/OMT/BPS: QCA							
SHC: Sheraton 2	← OMT: OMT							
SHC: Sheraton 3	← OB: OB Doctoral Consortium - Fri							
SHC: Sheraton 4		112 AAA: New Member Orientation						
SHC: Sheraton 5		113 AAA: Placement for Applicants						
SHC: Superior A and B	← HR: HR`s Junior Faculty Consortium							
SWC: Montreux Salon 3		117 ODC: Reception for ODC						
SWC: St. Gallen Salon 3	← ODC/OB: EI as It Relates to							
SWC: Vevey Salon 2	← ODC: ODC Doctoral							
SWC: Vevey Salon 4		110 CMS: Foundations of Org. Research						

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

Saturday Morning, August 8, 2009

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FMC: Ambassador Room	183 PTC & Co-Sponsors: Mid-Range Theory for CBM/RBV							
FMC: Chancellor Room	182 PNP & Co-Sponsors: Cross Sector Partnerships							
FMC: Crystal Room		197 PNP: PNP Doctoral Consortium						→
FMC: Embassy Room	186 SIM/CMS/OMT: New Topics for SIM							
FMC: Gold Room	135 AAA: Membership Committee Meeting							
FMC: Moulin Rouge	153 IAM: Caso Marco Aldany							
FMC: Regent Room		196 ONE: ONE Doctoral Consortium						240 ON →
FMC: State Room	181 ONE/ODC: Sustainability			203 SIM/ONE: Manuscript Development Wrkshop				24: →
HRC: Acapulco					204 MC/ODC: Ed Schein Mmgt. Consultlng			
HRC: Addams	187 TIM: TIM Doctoral Consortium							
HRC: Atlanta	157 ITC: How green is your teaching?				211 ITC: Social Entrepreneurship			→
HRC: Burnham	154 IM : IM Paper Development Workshop					225 MED/HR: Service Learning		→
HRC: Columbian	148 ENT/RM: Current Research on EO					222 ENT/ITC: Entrepreneurial Mentoring		→
HRC: Columbus G	177 OM: Funding in Project Management					224 IM/OB: Global Mindset		→
HRC: Columbus H	171 OCIS: OCIS Doctoral Consortium							→
HRC: Columbus IJ	142 BPS & Co-Sponsors: Measuring Knowledge Flows						232 BPS & Co-Sponsors	→
HRC: Columbus KL	179 OMT & Co-Sponsors: Advanced Networks PDW							238 BPS →
HRC: Comiskey	136 BPS: BPS Doctoral Consortium							→
HRC: DuSable	155 IM : IM Doctoral Student Consortium							→
HRC: Field	156 IM: IMD JR. Faculty Consortium							→
HRC: Gold Coast	161 MED & Co-Sponsors: Getting a MERI Grant							
HRC: Grand Foyer-Membership	131 AAA: Membership							→
HRC: Grand Foyer-Registration	132 AAA: Registration							→
HRC: Grand Suite 3		191 AAA: Placement Services						→
HRC: Hong Kong	140 BPS & Co-Sponsors: Questionnaire Development					220 OMT/OB/SIM: Misconduct Paper Workshop		→
HRC: Horner	159 ITC & Co-Sponsors: Cultural Intelligence Research				213 MED/TTC: Teaching Evaluations Analysis			
HRC: McCormick	188 TIM: TIM Junior Faculty Consortium							
HRC: New Orleans	172 OCIS: Meet the Editors (OCIS)			202 OCIS: OCIS Junior Faculty Consortium				→
HRC: Ogden	176 OM : New Fac Cons Breakout					226 MSR & Co-Sponsors: Complexity and		
HRC: Riverside Center	133 AAA: Exhibits							→
HRC: Riverside Center- Break						218 AAA:		
HRC: San Francisco	178 OM: Junior Faculty Workshop							
HRC: Skyway 260	139 BPS/OMT/IM: Advance Theory? Know Practice!						229 OM/TIM: Teaching with Online	→
HRC: Skyway 261	162 MED/PNP/TIM: Technology & Service-Learning				214 MSR: Asking Right Questions			24: →
HRC: Skyway 265	158 ITC/BPS: Asian and U.S. economic crisis							
HRC: Skyway 269	147 ENT/HCM: Sustainable Entrepreneurship				209 ENT/MEN: Nurturing Junior Scholars			
HRC: Skyway 272	180 OMT & Co-Sponsors: Writing Ethnographic Tales					227 OMT/BPS/MOC: Learning from Rare		→
HRC: Skyway 273	134 AAA: 2009 LAC							→
HRC: Toronto	164 MOC/OMT: Cognition in the Rough							239 →
HRC: Truffles	141 BPS/TIM/ENT: Organizing Innovation						231 BPS & Co-Sponsors	→
HRC: Water Tower	137 BPS: New Faculty							→
HRC: Wright	160 MC/ODC: Future Consulting Roles				212 MC: Consulting Courses			→
HRC: Wrigley	138 BPS: BPS Managing your Dissertation							
OS: DePaul University	145 ENT: ENT Junior Faculty Consortium							→
OS: DePaul University	146 ENT: ENT Doctoral Consortium							→
OS: TBA			199 CMS: Biocultural Management					
SHC: Arkansas Room	170 OB & Co-Sponsors: Complexity in Human Systems						235 OB/HR/ODC/CM: O	→
SHC: Chicago 10	190 TTC/MED/MSR: Aesthetics and Teaching						236 RM & Co-Sponsors:	→
SHC: Chicago 6	169 OB/IM/HR: CQ and Global Leadership						234 OB/HR/CM: Halfway	→
SHC: Chicago 7	184 RM: Reality Mining				217 RM & Co-Sponsors: Content Analysis Techniques			→
SHC: Chicago 8			200 HR: SHRM as a Resource w/Lunch					→
SHC: Chicago 9	165 OB: OB Junior Fac. Workshop - Sat							→
SHC: Colorado Room			198 AAA: AOM Editors Meeting					
SHC: Erie Room	143 CAR/HR/SIM: The Greening of Careers							
SHC: Huron Room	152 IAM: Best Practices				210 IAM/IM/RM/MC: Internationalization Perf.			

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

SHC: Lincoln Boardroom				**230** AAA: BOG Meeting →
SHC: Mayfair Room	**144** CM/OB: Conflict:Trust,Justice,Culture →			
SHC: Michigan A and B		**194** HR: HR Junior Faculty Consortium →		
SHC: Mississippi Room	**167** OB/CM: Leaders as Decision Makers		**208** CM/OB: Morality and Ethics →	
SHC: Missouri Room	**150** GDO & Co-Sponsors: LGBTQ Research Incubator			**233** GDO/CMS: →
SHC: Ohio Room	**189** TTC/BPS: Wise Consumers of Green Ideas		**228** TTC & Co-Sponsors: Clickers in the →	
SHC: Ontario Room	**129** HR: Past Chairs Breakfast			**237** OB: Promoting →
SHC: Sheraton 1	**185** RM: Ask Experts: Qual and Quant		**215** RM: Machine Learning CATA	
SHC: Sheraton 2	**168** OB & Co-Sponsors: Craft of Reviewing Workshop		**216** RM: Tools for Improving SEM Model	
SHC: Sheraton 3	**166** OB: OB Doctoral Consortium - Sat →			
SHC: Sheraton 4		**195** NDSC: NDSC →		
SHC: Sheraton 5	**151** HR: HR Doctoral Student Consortium →			
SHC: Superior A and B	**149** GDO: GDO Doctoral Consortium →			
SWC: Montreux Salon 1			**205** MH: Social Networking	
SWC: Montreux Salon 2			**206** ODC: Organizational Diagnostics	
SWC: Montreux Salon 3	**163** MH: Getting Published			
SWC: St. Gallen Salon 1	**173** ODC: Consultant Skill Building		**207** AAM & Co-Sponsors: Innovation in Asian firms	
SWC: St. Gallen Salon 2	**130** HCM:			**219** HCM & Co-Sponsors: Mixed Methods Workshop →
SWC: St. Gallen Salon 3		**201** MSR: Spritual Condition of Students →		
SWC: Vevey Salon 1	**174** ODC: ODC Doctoral Consortium →			
SWC: Vevey Salon 2	**175** ODC: From Commiseration to Change →			
SWC: Vevey Salon 3		**193** HCM & Co-Sponsors: Funding Health Care Research		**223** HCM: Dissertation to Tenure →
SWC: Vevey Salon 4		**192** AAM & Co-Sponsors: Korean Entrepreneurship		**221** AAM: Knowledge Creation Research →

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

Saturday Afternoon, August 8, 2009

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FMC: Ambassador Room	248 PTC & Co-Sponsors: Action Learning Scholarship						315 PNP/HR: Planning Work-Life Balance			
FMC: Chancellor Room		259 PTC: PTC Meeting								
FMC: Crystal Room	← PNP: PNP Doctoral Consortium									
FMC: Embassy Room					287 ONE/ENT/SIM:					
FMC: Gold Room					288 PTC: Green Management: Carrotmob					
FMC: Moulin Rouge		251 IAM: Comunicación y RSC en Pymes				298 IAM/SIM/BPS: Empresa y desarrollo				
FMC: Regent Room	← ONE & Co-Sponsors: Measuring				283 ONE/SIM: ONE/SIM Jr Fac Consortium					→
FMC: State Room	← SIM: Ask the		269 SIM & Co-Sponsors: Research in Sustainability							336 SIM: →
HRC: Acapulco		258 MC: MCD Doctoral Consortium								
HRC: Addams	250 TIM/IM/ENT: Innovation in a Global System						305 TIM/BPS: Exploring Openness			334 TIM & Co →
HRC: Atlanta	← ITC: Social					299 MOC & Co-Sponsors: Causal Mapping PDW				
HRC: Burnham	← MED/HR:		263 MED/MEN: Sustainable Teaching							
HRC: Columbian	← ENT/ITC:			272 MED/HR: Exploring Virtual Worlds						332 MED & Co- →
HRC: Columbus G	← IM/OB: Global Mindset				282 MC/MSR: Authentic Leadership Presence					
HRC: Columbus H	← OCIS: OCIS Doctoral Consortium								328 ENT:	→
HRC: Columbus IJ	← BPS & Co-Sponsors: Strategy as Practice: Methods						313 IM: IM Meet the Editors			
HRC: Columbus KL	← BPS & Co-Sponsors: Coopetition Strategy					293 HR/BPS: Developing Top Executives				
HRC: Comiskey	← BPS: BPS Doctoral		270 BPS/ENT/MED: Theory to Practice				312 BPS & Co-Sponsors: Org Structure &			→
HRC: DuSable	← IM : IM Doctoral Student Consortium						310 ENT: Affect in Entrepreneurship			→
HRC: Field	← IM: IMD JR. Faculty Consortium							324 ICW: JLOS Editorial		
HRC: Gold Coast		260 BPS/TIM: First Mover Advantage theory						317 CMS: Organized Labor: Local Voices		
HRC: Grand Foyer-Membership	← AAA: Membership									
HRC: Grand Foyer-Registration	← AAA: Registration									
HRC: Grand Suite 3	← AAA: Placement Services									
HRC: Hong Kong	← OMT/OB/SIM: Misconduct			278 OM : Doc Consortium - OM - Breakout						
HRC: Horner		252 IM: Biculturals					306 BPS/IM/RM: The Detroit Auto Crisis			→
HRC: McCormick	249 TIM/BPS/OM: Design-Driven Innovation								331	→
HRC: New Orleans	← OCIS: OCIS Junior Faculty Consortium									→
HRC: Ogden		253 MC/ODC: Evaluating Consulting Outcomes						318 MC: Approaches Change Management		
HRC: Riverside Center	← AAA: Exhibits									
HRC: Riverside Center- Break						303 AAA:				
HRC: San Francisco	← OM: Doctoral Consortium - OM Div.									
HRC: Sandburg				279 OM : Doc Consortium - OM -Breakout3						
HRC: Skyway 260	← OM/TIM: Teaching with Online Games						304 OMT & Co-Sponsors: Introduction to Social Network			
HRC: Skyway 261	← MSR & Co-Sponsors:			277 MSR/MED/OB: Meditation and meaning				322 TIM/OCIS/MED: Sources of		→
HRC: Skyway 265					281 IM/BPS: International CG Research					
HRC: Skyway 269		254 MED/OB/BPS: Student-Generated Videos								
HRC: Skyway 272	← OMT/BPS/MO		261 CMS: Reviewing for journals							
HRC: Skyway 273	← AAA: 2009 LAC									
HRC: Toronto	← ENT/BPS: Opportunities				280 ENT: Entrepreneurship Methods				326 IM/HR/ODC: Going	→
HRC: Truffles	← BPS & Co-Sponsors: Outsourcing and Offshoring					291 BPS & Co-Sponsors: Alliances and Acquisitions				
HRC: Water Tower	← BPS: New Faculty									
HRC: Wright	← MC:		262 ENT/ONE/TIM: Eco-Competitions and Prizes							
HRC: Wrigley	247 OMT/HR: Macro HR					295 MSR: MSR DSNF Consortium				→
OS: Allerton Hotel					290 SIM/MED: Cheating and Plagiarism					
OS: Allerton Hotel					289 SIM: Teaching Business Ethics					
OS: DePaul University	← ENT: ENT Doctoral Consortium									
OS: DePaul University	← ENT: ENT Junior Faculty Consortium									
OS: OFFSITE								319 CAR/ONE: Careers & Architectur		→
OS: Rush University Medical Center							307 HCM: Rush U Medical Center Visit			→
SHC: Arkansas Room	← OB/HR/ODC/CM: OB Research Incubator						314 OB/ODC: Authentic Leadership & Change			→
SHC: Chicago 10	← RM & Co-Sponsors:		275 CM & Co-Sponsors: Negotiate Job						333 RM & Co	→
SHC: Chicago 6	← OB/HR/CM: Halfway There But Now What?						316 RM/OB/ODC/MC: Doing Collaborative			→
SHC: Chicago 7	← RM & Co-Sponsors:		274 CAR & Co-Sponsors: Scholar-Practitioner					320 CAR & Co-Sponsors: Using		→
SHC: Chicago 8	← HR: SHRM as a		271 HR & Co-Sponsors: Bridging Micro-Macro							

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

SHC: Chicago 9	← OB: OB Junior Fac. Workshop - Sat			
SHC: Colorado Room	← AAA: AMJ Editors' Meeting		309 OB: OB Networking/Research Forum	
SHC: Erie Room	256 RM: Intro to Ego Network Analysis		301 RM/OB/HR: Relative Importance	335 RM: →
SHC: Huron Room	257 TTC/MED: Education changing the world		302 TTC/MED: Teaching Online	337 →
SHC: Illinois Boardroom	267 ICW: ASQ Annual			325 ICW: MOR board
SHC: Lincoln Boardroom	← AAA: BOG Meeting	286 ICW: IACMR Exec Meeting		
SHC: Mayfair Room	← CM/OB: Conflict:Trust,Justice,Culture			329 OB/IM/BPS/HR: →
SHC: Michigan A and B				323 HR: Charting an Career
SHC: Michigan A and B	← HR: HR Junior Faculty Consortium			
SHC: Mississippi Room	← CM/OB: Morality and	284 AAA: Chairs, Fac. &		
SHC: Missouri Room	← GDO/CMS: Investigating Social Class		294 HR/CAR: Responding to Reviewers	
SHC: Ohio Room	← TTC & Co-	264 TTC & Co-Sponsors: Teaching with Technology		327 RM/OMT/OB: Start →
SHC: Ontario Room	← OB: Promoting Cause and		292 GDO: GDO`s 25th Anniversary	
SHC: Parlor C		268 ICW: ASQ Board Meeting / Reception		
SHC: Sheraton 1	255 NDSC/MED: Balancing teaching & research		300 OB/HR: OB/HR Editor`s Panel	
SHC: Sheraton 2			308 MEN/ENT: Care & Feeding of Co-authors	→
SHC: Sheraton 3	← OB: OB Doctoral Consortium - Sat			
SHC: Sheraton 4	← NDSC: NDSC			
SHC: Sheraton 5	← HR: HR Doctoral Student Consortium			
SHC: Superior A and B	← GDO: GDO Doctoral Consortium			321 GDO/IM: Intl Gender & Diversity →
SWC: Montreux Salon 1		276 ICW: JME Editorial Bd		
SWC: Montreux Salon 2	246 ODC/MC: Leadership Effectiveness		296 ODC & Co-Sponsors: Invite, Engage, Enable	
SWC: Montreux Salon 3	245 MH: Professional Development		297 RM: Qualitative Software	→
SWC: St. Gallen Salon 1		273 ODC/MED: Teaching OD to Undergraduates		
SWC: St. Gallen Salon 2	← HCM & Co-	265 HCM: Transition Toward Retirement		311 HCM & Co-Sponsors: Creative Teaching Tools
SWC: St. Gallen Salon 3	← MSR: Spritual Condition of Students			
SWC: Vevey Salon 1	← ODC: ODC Doctoral Consortium			
SWC: Vevey Salon 2	← ODC: From Commiseration to			330 ODC: ODC Divisio →
SWC: Vevey Salon 3	← HCM:	266 HCM & Co-Sponsors: Writing Practice Implications		
SWC: Vevey Salon 4	← AAM:	285 AAM/OB/IM: Impact of values		

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

Saturday Evening, August 8, 2009

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
FMC: Ambassador Room	← PNP/HR:	352 PTC: Hurdles to green practices						
FMC: Chancellor Room	341 PTC: PTC Welcoming Reception						378 ONE: ONE Welcoming Party	→
FMC: Crystal Room			363 IM: IMD PDW Reception					
FMC: Moulin Rouge			357 CAR: Careers Division PDW Social					
FMC: Regent Room	← ONE/SIM: ONE/SIM Jr		368 ONE/SIM/ENT: Green Microfinance Matters					
FMC: State Room	← SIM: SIM Research Roundtables							
HRC: Acapulco		345 IM/SIM: Myth or Reality? BOP & poverty						
HRC: Addams	← TIM & Co-Sponsors: Technoentrepreneurship 2009							
HRC: Atlanta							377 MSR: JMSR Editorial	
HRC: Burnham			355 BPS: Mid-Career					
HRC: Columbian	← MED & Co-Sponsors: Second Life & Mgt Education							
HRC: Columbus G				369 MSR: MSR Scholarship That Matters				
HRC: Columbus H	← ENT: Entrepreneurship Data			370 MC: Greening Dissertation Process				
HRC: Columbus IJ			366 OCIS: OCIS Welcome Reception					
HRC: Columbus KL	← HR/BPS:	349 CMS: Dark-Side Case Competition						
HRC: Comiskey	← BPS & Co-Sponsors: Org Structure & Design							
HRC: DuSable	← ENT: Affect in							
HRC: Gold Coast			356 BPS: Meet the BPS Officers ...					
HRC: Hong Kong		342 BPS & Co-Sponsors: Strategic Knowledge Management						
HRC: Horner	← BPS/IM/RM: The Detroit Auto							
HRC: McCormick	← MED/NDSC/ITC: The Green Professor: Q							
HRC: New Orleans	← OCIS: OCIS Junior							
HRC: Ogden	← MC:							
HRC: San Francisco	← OM: Doctoral	354 OMT/RM: Modeling in Org. Theory						
HRC: Skyway 260	← OMT		361 ICW: MMD Debriefing #2, CBS					
HRC: Skyway 261	← TIM/OCIS/MED:							
HRC: Skyway 265	340 IM: Management and India							
HRC: Skyway 269		343 MED & Co-Sponsors: Management E-Media						
HRC: Skyway 272			362 ICW: Baker College Seminar Saturday					
HRC: Toronto	← IM/HR/ODC: Going Beyond		358 CMS: Welcome Social					
HRC: Truffles	← BPS &	348 BPS & Co-Sponsors: PDW on Competitive Advantage						
HRC: Water Tower		344 OMT/MOC: Institutional Logics						
HRC: Wrigley	← MSR: MSR DSNF Consortium							
OS: Allerton Hotel		353 SIM: SIM/SBE Keynote						
OS: Fado Irish Pub			359 ENT: ENT Social (Fadó Irish Pub)					→
OS: OFFSITE	← CAR/ONE: Careers &							
OS: Rush University Medical Center	← IM: Rush U Medical Center							
SHC: Arkansas Room	← OB/ODC: Authentic Leadership & Change							
SHC: Chicago 10	← RM & Co-Sponsors: Process Research Methods							
SHC: Chicago 6	← RM/OB/ODC/MC: Doing Collaborative Research							
SHC: Chicago 7	← CAR & Co-							
SHC: Chicago 8	← HR						376 GDO: LGBTQ and Friends Reception	→
SHC: Chicago 9		351 OB: OB/HR Reception						
SHC: Erie Room	← RM: Moderation and Mediation							
SHC: Huron Room	← TTC/BPS/GDO: Simple Strategy Simulations							
SHC: Mayfair Room	← OB/IM/BPS/HR: Bridging Micro-Macro Divide							
SHC: Michigan A and B	← HR: HR Junior							
SHC: Michigan A and B	← HR: Charting							
SHC: Mississippi Room	338 IAM: IBERO Committee Meeting							
SHC: Missouri Room	← HR/CAR:	350 HR & Co-Sponsors: Managing Flexstyles Workshop						
SHC: Ohio Room	← RM/OMT/OB: Start Qualitative							
SHC: Ontario Room	339 ICW: IACMR B-Meeting							
SHC: Sheraton 1			365 NDSC: NDSC & MED Reception					
SHC: Sheraton 1			364 MED: NDSC & MED Reception					
SHC: Sheraton 2	← MEN/ENT: Care & Feeding of Co-authors						375 AAA: An Incovenient Truth	→

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

SHC: Sheraton 3	← OB: OB		374 ICW: IACMR Reception
SHC: Sheraton 4		346 AAA: New Member Orientation	
SHC: Sheraton 5	← HR: HR		372 AAA: President's Reception
SHC: Superior A and B	← GDO/IM: Intl	371 ICW: HR Reception	
SWC: Montreux Salon 1		347 AAM: AAM Committee	
SWC: Montreux Salon 2	← ODC &		
SWC: Montreux Salon 3	← RM: Qualitative Software		
SWC: St. Gallen Salon 2	← HCM		
SWC: Vevey Salon 1		367 ODC: ODC Founders Social	
SWC: Vevey Salon 2	← ODC: ODC Division Founders		373 AAM: AAM Reception
SWC: Vevey Salon 4		360 HCM: HCM Saturday Networking Social	

Sunday Morning, August 9, 2009

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HRC: Addams	387 ICW: Organization Studies Board Mtg							
HRC: Columbian							400 ICW: JMI editorial board →	
HRC: Columbus G								402 AAT: →
HRC: Columbus H								403 AAT: →
HRC: Columbus IJ								404 AAT: →
HRC: Columbus KL								405 AAT: →
HRC: Field	381 AAA: 2009 Program Chairs' Meeting					394 AAA: 2010 Program Chairs' Meeting		
HRC: Gold Coast							401 ICW: OSS editorial board →	
HRC: Grand A								406 AAT: →
HRC: Grand B								407 AAT: →
HRC: Grand C North								408 AAT: →
HRC: Grand D North								409 AAT: →
HRC: Grand E								410 AAT: →
HRC: Grand Foyer-Membership	382 AAA: Membership →							
HRC: Grand Foyer-Registration	383 AAA: Registration →							
HRC: Grand Suite 3		389 AAA: Placement Services →						
HRC: McCormick			391 AAA: Current/Incoming Committees			396 AAA: Div/IG Incoming Chairs		
HRC: Riverside Center	384 AAA: Exhibits →							
HRC: Riverside Center- Break						395 AAA:		
HRC: Skyway 273	385 AAA: 2009 LAC →							
HRC: Truffles		390 AAA: AOM Affiliates & Associates						
SHC: Arkansas Room	388 ICW: CDI EAB meeting							
SHC: Chicago 8-10	386 AAA: All-Academy							
SHC: Huron Room					393 AAC: Eastern AOM Meeting			
SHC: Mayfair Room							399 AAA: AMP Editorial Board →	
SHC: Missouri Room						397 AAC: Southwest AOM Meeting		
SHC: Ontario Room						398 AAC: Midwest AOM Meeting		
SHC: Sheraton Chicago Ballroom			392 AAA: President's Address & Awards					

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

Sunday Afternoon, August 9, 2009

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FMC: Ambassador Room								478 PNP: PNP Executive Committee		
FMC: Embassy Room			430 ICW: CGIR Editorial Board Meeting						491 ONE:Executive	
FMC: Regent Room									492 SIM: SIM Division	
FMC: State Room				431 SIM: SIM Division Executive Committ				481 ICW: Business & Society EB		
HRC: Acapulco			422 AAT: Markets and the Environment			444 AAT: Climate Change and Theory		482 AAT: Organizing Green		
HRC: Addams				436 OM: OM Executive				473 MSR: MSR Executive Committee		
HRC: Atlanta		418 ICW: GOM Editorial Board Meeting			440 ICW: JABS Editorial Board Meeting					
HRC: Burnham	← AAA: PD & CRTraining for Prog Chai							475 OCIS: OCIS Executive Committee		
HRC: Columbian	← ICW:							477 OMT: OMT Executive Committee		
HRC: Columbus G	← AAT: Individuals -		423 AAT: What Does It Mean to Be			445 AAT: Pro-Environmental Behavior		483 AAT: CSR From the		
HRC: Columbus H	← AAT: Creating		424 AAT: Green at all levels			446 AAT: Organizing for Sustainability		484 AAT: Social Design &		
HRC: Columbus IJ	← AAT: Building From the Ground Up II					447 AAT: There and Back Again			485 AAT: Classical Sociolog →	
HRC: Columbus KL	← AAT: Sustainability		425 AAT: Managing the Financial Crisis						486 AAT: Corporate →	
HRC: Comiskey			419 AAA: AOM Leadership Forum							
HRC: Field	← AAA: 2010 PDW Chairs Meeting			432 AAA: PD Training for PDW Chairs				480 TIM: TIM Executive Committee		
HRC: Gold Coast	← ICW:		429 ICW: ORG editorial board meeting					462 BPS: BPS Executive Committee		
HRC: Grand A	← AAT: Building Sustainable Programs					448 AAT: Sustainable Business Education				
HRC: Grand B	← AAT: Greening Education					449 AAT: Business & the Environment		487 AAT: Promoting →		
HRC: Grand C North	← AAT: Greening		426 AAT: Green Substitution			450 AAT: Sustainable Value Chains				
HRC: Grand D North	← AAT: Emergence of		427 AAT: Sustainability in Practice			451 AAT: Industrial Symbiosis				
HRC: Grand E	← AAT: Practice in Scholarship					452 AAT: Hot topics				
HRC: Grand Foyer-Membership	← AAA: Membership									
HRC: Grand Foyer-Registration	← AAA: Registration									
HRC: Grand Suite 3	← AAA: Placement Services									
HRC: Horner								461 AAC: SMA Board Meeting		
HRC: McCormick	← AAA: Division			433 ICW: OMJ Ed			456 ICW: MOH editorial board meeting			
HRC: New Orleans								470 IM: IMD Committee Chair Meeting →		
HRC: Riverside Center	← AAA: Exhibits									
HRC: Riverside Center- Break						455 AAA:				
HRC: Skyway 261								465 CMS: CMS Executive Committee		
HRC: Skyway 265								471 MC: MC Executive Committee		
HRC: Skyway 269				435 MED: MED Executive Committee						
HRC: Skyway 272								466 ENT: ENT Executive Committee		
HRC: Skyway 273	← AAA: 2009 LAC									
HRC: Toronto			428 AAT: Overcoming Obstacles			453 AAT: Greening the Built Environment		488 AAT: AOM - Ecological		
HRC: Truffles	← ICW: ET&P Luncheon					454 ICW: JOM Editorial Board Meeting				
HRC: Water Tower							458 OM: JOM Best Paper Session		493 OM:	
HRC: Wrigley	← ITC: ITC Meeting				443 ITC: ITC Reception					
SHC: Arkansas Room								467 GDO: GDO Executive Committee		
SHC: Chicago 8							457 ICW: AKMS Meeting			→
SHC: Chicago 9					441 ICW: POS Gathering					
SHC: Colorado Room								463 CAR: CAR Executive Committee		
SHC: Erie Room								474 OB: OB Executive Committee		
SHC: Huron Room		417 AAC: EAMI Advisory Board Meeting					459 TTC: TTC Meeting			
SHC: Mayfair Room	← AAA:				437 AAA: AMJ Editorial Board			460 AAA: AMLE Board Meeting		
SHC: Michigan A and B			420 AAA: AOM Fellows							
SHC: Michigan B									489 ICW: HRM Meeting and →	
SHC: Mississippi Room								464 CM: CM Executive		
SHC: Missouri Room					439 AAC: Western AOM Meeting					
SHC: Ohio Room			421 AAC: Mentoring Committee Meeting					479 RM: RMD Executive Committee		
SHC: Ontario Room				434 ICW: JMP Editorial				469 HR: HR Executive Committee		
SHC: Sheraton 1					442 ICW: Org Sci Senior Ed Meeting					
SHC: Sheraton 4									490 ICW: Org Sci Board	
SHC: Superior A and B		416 AAA: AMR Outgoing EB Meeting			438 AAA: AMR Editors Only Meeting					
SWC: Montreux Salon 1								472 MH: MH Executive Committee		

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

SWC: Vevey Salon 1	476 ODC: ODC Executive Committee
SWC: Vevey Salon 3	468 HCM: HCM Executive Committee

Sunday Evening, August 9, 2009

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
FMC: Ambassador Room			513 ICW: IFERA Meet & Greet Cocktail					
FMC: Crystal Room							531 SIM: SIM Push Panel:Corp in Am Pol	
FMC: Embassy Room	← ONE: ONE							
FMC: Gold Room			514 ICW: Management Reception					
FMC: Moulin Rouge					525 ICW: Bocconi University Reception			
FMC: Regent Room		500 SIM: SIM Salon: CSR Talk						
FMC: State Room	← ICW:	501 ICW: IABS Executive Board Meeting						
HRC: Acapulco	← AAT:					528 CMS: CMS Social		→
HRC: Atlanta			516 MOC: MOC Executive Committee					
HRC: Columbus G	← AAT: CSR		505 ICW: MFCA Business					
HRC: Columbus H	← AAT: Social		515 MC: MCD Business					
HRC: Columbus IJ	← AAT: Classical Sociology Goes				523 ICW: MFCA Reception & Social			
HRC: Columbus KL	← AAT: Corporate Strategies-				526 MC: MCD Social Hour			
HRC: Crystal A							529 ICW: HKUST Reception	→
HRC: Gold Coast			506 ICW: Ivey Alumni Reception					
HRC: Grand A			507 ICW: HKPolyU Reception					
HRC: Grand B	← AAT: Promoting Sustainable							
HRC: Grand C North				520 ICW: BJHR Reception				
HRC: Grand D North			517 MSR: MSR BUSINESS		527 MSR: MSR SOCIAL			
HRC: New Orleans	← IM: IMD Committee Chair			521 IM: IM Executive Committee Meeting				
HRC: Skyway 260			508 ICW: MMD Debriefing #3, CBS					
HRC: Skyway 272			509 ICW: Baker College Seminar Sunday					
HRC: Toronto	← AAT: AOM -	502 CMS: Sustainable Coffee						
HRC: Truffles			503 BPS: Irwin Outstanding Educ. Award					
HRC: Water Tower	← OM: Business							
HRC: Wrigley			518 OM: Reception					
OS: TBA				519 CM: CM Division Social				
SHC: Chicago 8	← ICW: AKMS Meeting							
SHC: Chicago 9	497 ICW: City U of Hong Kong Reception							
SHC: Mayfair Room			510 ICW: Aspen CBE Cocktail Reception					
SHC: Michigan A			511 ICW: Journal of Applied Psychology					
SHC: Michigan B	← ICW: HRM Meeting and Reception							
SHC: Mississippi Room	494 AAA: AMP IEditors Only							
SHC: Missouri Room	498 ICW: Management Learning Journal							
SHC: Parlor C	499 ICW: ESMT Reception							
SHC: Sheraton 1			504 HR: HR Division Business					
SHC: Sheraton 2	496 HR: HR Reception				522 HR: HR Division Reception			
SHC: Sheraton 4					524 ICW: NLS Award			
SHC: Sheraton 5	495 CM: CM Division						530 ICW: NLS Reception	
SHC: Superior A and B			512 ICW: Leadership Quarterly					

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

Monday Morning, August 10, 2009

	8:00	8:30	9:00	9:30	10:00	10:30	11:00
FMC: Ambassador Room	630 PNP: Sustainability, Greening, Soc				734 PNP: Network Structure & Connection		
FMC: Chancellor Room	633 SIM: I.CSR&CC: History & Theory				737 SIM: II.CSR & Corp Citz: Sensemkg		
FMC: Crystal Room	629 ONE/OMT/BPS: Sustainability: New Insights				731 ONE: Climate Change Strategies		
FMC: Embassy Room	634 SIM: IV.CSR&CC:Stakehlders&Partners				738 SIM: I.Ethix&Mgt:EthDM&OrgMmbr&Recr		
FMC: Gold Room	635 SIM: Focusing on Fields				739 SIM/BPS: Freeman '84 @ 25		
FMC: Regent Room	631 PNP: NP Boards & Exec Leadership				735 PNP: Collaboration & Conflict Manag		
FMC: State Room	628 ONE: Sustainable Entrepreneurship				732 ONE: Creating a Sustainable Future		
HRC: Acapulco	552 BPS/OMT/TIM: Capabilities and Context				644 BPS: Competitive Heterogeneity		
HRC: Addams	542 BPS: Strategy Process & Change				645 BPS: Strategy Process & Change		
HRC: Atlanta	543 BPS: Innovation & Strategic Renewal				646 BPS: Innovation & Strategic Renewal		
HRC: Buckingham	605 MED: Academic Integrity				697 MED: Building Better Assessments		
HRC: Burnham	544 BPS: Industry Dynamics				647 BPS: Industry Dynamics		
HRC: Columbian	641 TIM/BPS: Interfirm Standardization				720 OMT: Institutional Entrepreneurship		
HRC: Columbus G	545 BPS: Alliances & Networks				648 BPS: Alliances & Networks		
HRC: Columbus H					721 OMT: Culture, Classification, Genre		
HRC: Columbus IJ	550 BPS/OB: Organizational Science Quality				652 BPS/ENT/TIM: Business Model Innovation		
HRC: Columbus KL	608 MED/IM: Revisiting Porter-McKibbin				698 MED: Ph. D. Teacher Preparation		
HRC: Comiskey	546 BPS: Corporate Governance				649 BPS: Corporate Governance		
HRC: Crystal A	622 OCIS: Difference & Conflict				712 OCIS: Organizing Collaborative Work		
HRC: Crystal B	577 IM: National Culture & Innovation				675 IM/BPS/OMT: MNEs from Emerging Countries		
HRC: Crystal C	636 TIM: Research in Software				740 TIM: Alliances & Knowledge Sharing		
HRC: DuSable	547 BPS: Environmentalism				722 OMT: Network Construction		
HRC: Field	561 ENT: Entrepreneurial HRM				661 ENT: IPO Issues		
HRC: Gold Coast	551 BPS/OMT: Strategy and Language				728 OMT/HR/CAR: New avenues of attainment		
HRC: Grand A	627 OMT: OMT Distinguished Scholar				727 OMT/BPS/CMS: Mortgage Meltdown		
HRC: Grand B	562 ENT: The Many Faces of New Ventures				662 ENT: Entrepreneurship Theory		
HRC: Grand C North	548 BPS: Corporate Effects				650 BPS: Corporate Effects		
HRC: Grand D North	563 ENT: Sociological Perspectives				663 ENT: Performance insights from KFS		
HRC: Grand E Table 1	585 IP: Competition and Rivalry				676 IP: Action and Firm Performance		
HRC: Grand E Table 2	586 IP: Research on Firm Capabilities				677 IP: The Dynamics of Competition		
HRC: Grand E Table 3	587 IP: Corp Social Responsibility				678 IP: Liability of Foreignness		
HRC: Grand E Table 4	588 IP: Research in Org. Culture				679 IP: Understanding SMEs		
HRC: Grand F	576 ICW: WU Breakfast Reception						
HRC: Grand Foyer-Membership	538 AAA: Membership						→
HRC: Grand Foyer-Registration	539 AAA: Registration						→
HRC: Grand Suite 3		642 AAA: Placement Services					→
HRC: Haymarket	637 TIM: Theoretical Perspectives				702 MSR: Moral Self		
HRC: Hong Kong	578 IM: Emerging Market Issues				671 IM: Culture and Foreignness Issues		
HRC: Horner	579 IM: Corporate Governance				723 OMT: Mechanisms of Inst'l Change		
HRC: McCormick	580 IM: Political, Legal & Social				672 IM: Entry and Exit Decisions		
HRC: New Orleans	564 ENT: New Venture Finance				664 ENT: Cross-Cultural Ent Research		
HRC: Ogden	638 TIM: Knowledge Exchange				724 OMT: Interorg`l Collaboration		
HRC: Picasso	639 TIM: R&D and NPD				741 TIM: Managing NPD		
HRC: Regency A Table 1	589 IP: ID & Leadership				680 IP: Developing Managers		
HRC: Regency A Table 2	590 IP: Social Ties/Networks				681 IP: New Knowledge		
HRC: Regency A Table 3	591 IP: Strategic Issues in Green Mgmt				682 IP: Green Management		
HRC: Regency A Table 4	592 IP: Family Businesses				683 IP: ENT in Adverse Environments		
HRC: Regency B Table 1	593 IP: Inst. Theory Perspectives				684 IP: Institutionalization & Roles		
HRC: Regency B Table 2	594 IP: CEO Compensation				685 IP: Knowledge on Work Teams		
HRC: Regency B Table 3	595 IP: Knowledge-Based Resources				686 IP: The Discovery Process		
HRC: Regency B Table 4	596 IP: MNAs in a Global Context				687 IP: Industrial Clusters		
HRC: Regency C Table 1	597 IP: Development of New Markets				688 IP: Issues in Measurement		
HRC: Regency C Table 2	598 IP: Intellectual & Social Capital				689 IP: Power and Politics		
HRC: Regency C Table 3	599 IP: Cognition and the Individual				690 IP: Insights on Student Learning		
HRC: Regency C Table 4	600 IP: Ethics and Corruption				691 IP: Entrepreneurs's Traits		

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

HRC: Regency D Table 1	**601** IP: Civility and CWB	**692** IP: Person-Environment Fit
HRC: Regency D Table 2	**602** IP: Work-Family Conflict	**693** IP: Prejudice, Stereotypes &Status
HRC: Regency D Table 3	**603** IP: Creativity in the Workplace	**694** IP: Problems and Issues
HRC: Regency D Table 4	**604** IP: Foreign Direct Investment	**695** IP: Role of Emotions, Mood, Affect
HRC: Riverside Center	**540** AAA: Exhibits →	
HRC: Riverside Center VV BPS 1	**549** BPS: Competetive Heterogeneity	**651** BPS: Competitive Heterogenity
HRC: Riverside Center VV CM 1	**558** CM: Varying Approaches to Conflict	
HRC: Riverside Center VV CM 2	**559** CM: External vs Internal Factors	
HRC: Riverside Center VV GDO 1	**566** GDO: Global Teams and Values	
HRC: Riverside Center VV HR 1	**571** HR: Human Capital Acquisition	**668** HR: Employment Structure
HRC: Riverside Center VV HR 2	**572** HR: Compensation Fairness	
HRC: Riverside Center VV IM 1	**581** IM: Cross Culturalism-Management	
HRC: Riverside Center VV IM 2	**582** IM: Emerging Economies&Development	
HRC: Riverside Center VV MED 1	**606** MED: Ethics and Videos	
HRC: Riverside Center VV MED 2	**607** MED: Improving Student Competence	
HRC: Riverside Center VV MH 1	**609** MH: Visualising Management History	
HRC: Riverside Center VV ODC 1		**714** ODC: Large Scale Change Dynamics
HRC: Riverside Center VV OM 1		**717** OM: Capacity and Uncertainty
HRC: Riverside Center VV OM 2		**718** OM: Relationships and Culture
HRC: Riverside Center VV OMT 1		**725** OMT: Alliances & Interorg Relations
HRC: Riverside Center VV ONE 1		**729** ONE: Renewable Energy
HRC: Riverside Center VV ONE 2		**730** ONE: Environmental and Social Perf
HRC: Riverside Center VV PNP 1		**733** PNP: Performance & Change Managemen
HRC: Riverside Center VV TIM 1		**742** TIM: Knowledge, Routines, Adpt, Chn
HRC: Riverside Center VV TIM 2		**743** TIM: Human Capital and Innovation
HRC: Riverside Center- Break		**746** AAA:
HRC: San Francisco	**626** OM: Cross-functional Integration	**719** OM: International operations
HRC: Skyway 260	**565** ENT: SME Mgmt & Growth	**744** TIM: Routines Innovation and Org Ch
HRC: Skyway 261		**726** OMT: Perspectives on Control
HRC: Skyway 272	**640** TIM: Innovation-Collaboration Ntwks	**745** TIM: Network Positions
HRC: Skyway 273	**541** AAA: 2009 LAC →	
HRC: Skyway 281		**655** CAU: Lessons from Informal Economy
HRC: Skyway 283	**555** CAU: Research in Latin America	**656** CAU: Sustainable Business in Action
HRC: Skyway 284	**556** CAU: Behavioral Integrity Incubator	**657** CAU: China's Domestic Private Firms
HRC: Skyway 285	**557** CAU: Metatheory in Management	**658** CAU: Public-Private Partnerships
HRC: Soldier Field	**583** IM: Intercultural Interaction	**673** IM: Expatriate Management
HRC: Toronto	**580** CMS: Colonialism and Management	**660** CMS/OMT: The Postcolonial Ferment
HRC: Truffles	**611** MOC: Processes in Leadership	**701** MOC: MOC Welcome Session
HRC: Water Tower	**623** OCIS: Aarrgh!!: Stress & Overload	**713** OCIS: IT & Business Value
HRC: Wright	**612** MOC: Work Groups and Teams: I	**699** MED: MED Div Keynote Speaker
HRC: Wrigley	**584** IM: MNC Location Choice	**674** IM: Knowledge Development
SHC: Arkansas Room	**613** OB: Knowledge and Innovation	**703** OB: Anger, Incivility, and Harming
SHC: Chicago 10	**554** CAR/OB/ODC: Self-Directed Careers	**653** CAR: Facing Retirement
SHC: Chicago 6		**643** AAT: Chicago Commissioner of EA
SHC: Chicago 7	**569** GDO/HR: OB and the Working Poor	**666** GDO/OB: Future of Diversity Research
SHC: Chicago 8		**659** CM: Accounts and Apologies
SHC: Chicago 9	**567** GDO: Diversity & Performance	**665** GDO: Gender & Performance
SHC: Colorado Room	**614** OB: Psychological Contracts	**704** OB: Insecurity and Turnover
SHC: Erie Room	**573** HR: HR, Innovation, and Creativity	**670** HR/IM: Global Talent Management
SHC: Huron Room	**553** CAR: Networking Breakfast	**654** CAR: Networks and Career Success
SHC: Lincoln Boardroom		**747** ICW: EJIM →
SHC: Mayfair Room	**620** OB/MOC: Proactive Behavior	**711** OB/SIM: Ethical Leadership
SHC: Michigan A and B	**537** AAA: When Knowledge Wins	
SHC: Mississippi Room	**615** OB: Team Learning	**705** OB: Social Capital and Networks
SHC: Missouri Room	**616** OB: Humility, Empathy and Kindness	**708** OB/HR: Cross-level Diversity Research
SHC: Ohio Room	**617** OB: Leader Member Exchange	**706** OB: Leader Empowerment
SHC: Ontario Room	**568** GDO: GDO Welcome Coffee & Tea	
SHC: Sheraton 1	**621** OB/SIM: Constructive Deviance	**710** OB/OMT: Values, Identities, and Action
SHC: Sheraton 2	**619** OB/HR: Advances in Voice Behavior	**709** OB/HR: OB Lifetime Award Winners

SHC: Sheraton 3	**575**	HR/OB: Workplace Aggression			
SHC: Sheraton 4	**574**	HR: Welcome and Awards Breakfast	**689**	HR: Employee Recruitment	
SHC: Sheraton 5	**618**	OB: The Paradox Perspective	**707**	OB: New Research Streams in POS	
SHC: Superior A and B	**632**	RM: Theory Building	**736**	RM/IM/BPS: Making the Case	
SWC: St. Gallen Salon 1	**610**	MH: Leadership and Strategy	**700**	MH/ONE/IM: Culture and Leadership	
SWC: St. Gallen Salon 2	**624**	ODC: The Evolution of the Firm	**715**	ODC: Greening the Organization	
SWC: Vevey Salon 1			**696**	MC: Distinguished Speaker	
SWC: Vevey Salon 3	**625**	ODC: Research in OC&D	**716**	ODC: Re-Thinking Change	
SWC: Vevey Salon 4	**570**	HCM: Safety Culture in Healthcare	**657**	HCM: Service Quality in HCOs	

Monday Early Afternoon, August 10, 2009

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
FMC: Ambassador Room	841 PNP: Networks in Policy & Public Ad				941 PNP: Technology & Entrepreneurship		
FMC: Chancellor Room	844 SIM: III.CSR&CC: Structur & Implmnt				945 SIM: I.CSP: CSP on CFP, & CFP on CS		
FMC: Crystal Room	839 ONE: Environment and Finance				938 ONE: Environmental Attitudes		
FMC: Embassy Room	845 SIM: IIEthix&Mgt:Eth&CSREngagmtOrg				946 SIM: IIIEthix&Mgt:EthicalLeadership		
FMC: Gold Room	846 SIM: I. Perf Mkt Sys:Bott Pyra Micr				947 SIM/BPS/ONE: Shareholder Activism		
FMC: Regent Room	842 PNP: PA Discourse & Theory				942 PNP: Individual and Group Activity		
FMC: State Room	840 ONE: Environment and Supply Chain				939 ONE: Proactive Strategies		
HRC: Acapulco	748 BPS: Competitive Heterogeneity				854 BPS: Competitive Heterogeneity		
HRC: Addams	749 BPS: Strategy Process & Change				855 BPS: Strategy Process & Change		
HRC: Atlanta	750 BPS: Innovation & Strategic Renewal				856 BPS: Innovation & Strategic Renewal		
HRC: Buckingham	808 MED: Course Design-Gender/Ent Issue				910 MED: Organizational Learning		
HRC: Burnham	751 BPS: Industry Dynamics				857 BPS: Industry Dynamics		
HRC: Columbian	830 OMT: Discourse and Symbolic Action				931 OMT: Social Responsibility		
HRC: Columbus G	752 BPS: Alliances & Networks				858 BPS: Alliances & Networks		
HRC: Columbus H	838 OMT/MOC: Attitudes and Latitudes						
HRC: Columbus IJ	756 BPS/OB/OMT: Forging a Path Forward				862 BPS/ENT: Strategic Exit Decisions		
HRC: Columbus KL	810 MED/HCM/ODC: Sustainable Management				911 MED/IM: Sustainability & Bus. Educ		
HRC: Comiskey	753 BPS: Corporate Governance				859 BPS: Corporate Governance		
HRC: Crystal A	825 OCIS: Crossing Cultural Boundaries				930 OM: Challenges in Services Ops.		
HRC: Crystal B	781 IM: IMD-AIB Joint Symposium				885 IM: Universal v. Indigenous Theory		
HRC: Crystal C	847 TIM: Individuals and Culture				948 TIM: Institutions and Science		
HRC: DuSable	831 OMT: Alliances				932 OMT: Network Ties		
HRC: Field	768 ENT: VC Funding: Contextual Issues				871 ENT: ENT Personality/Motivation		
HRC: Gold Coast	832 OMT: Networks and Hierarchies				933 OMT: Network Decay, Death & Rebirth		
HRC: Grand A	837 OMT/BPS/TIM: Spatial Networks and						
HRC: Grand B	771 ENT/MOC/OB: Psych Determinants of				877 ENT/OB: Angel investing		
HRC: Grand C North	754 BPS: Corporate Effects				860 BPS: Corporate Effects		
HRC: Grand D North	769 ENT: Discovery & Early Development				872 ENT: Nat. Institutional Environment		
HRC: Grand E Table 1	786 IP: Capability Development				889 IP: Understanding Strategic Choice		
HRC: Grand E Table 2	787 IP: Diffusion & Adoption of Tech.				890 IP: Absorptive Capacity		
HRC: Grand E Table 3	788 IP: Stakeholder Perspectives				891 IP: green management		
HRC: Grand E Table 4	789 IP: Customer-Focused Research				892 IP: Collaborative Judgments		
HRC: Grand F	809 MED: MED Past Chair Lunch						
HRC: Grand Foyer-Membership	← AAA: Membership						→
HRC: Grand Foyer-Registration	← AAA: Registration						→
HRC: Grand Suite 3	← AAA: Placement Services						→
HRC: Haymarket	814 MSR: Religion Research				917 MSR: Spiritual Leadership		
HRC: Hong Kong	806 MC: Emerging Trends				909 MC: Learning and Change		
HRC: Horner	833 OMT: Mergers				949 TIM: Patent Wars		
HRC: McCormick	782 IM: CSR in IB				886 IM: MNC Interactions		
HRC: New Orleans	770 ENT: Ent & Institutions: Various				873 ENT: Opportunity Dynamics		
HRC: Ogden	834 OMT: Learn or Not Learn				934 OMT: EmotionsMotives/Careers/Comp		
HRC: Picasso	848 TIM: Macro and Micro R&D				950 TIM: Modularity & Innovation		
HRC: Regency A Table 1	790 IP: Upper Echelons Perspectives				893 IP: Macro Issues in Identity		
HRC: Regency A Table 2	791 IP: Leadership Research				894 IP: Knowledge Sharing		
HRC: Regency A Table 3	792 IP: The Role of Government				895 IP: Understand Emergency Response		
HRC: Regency A Table 4	793 IP: Exploring Org. Learning				896 IP: Further Perspectives on Learni		
HRC: Regency B Table 1	794 IP: Macro Issues in Innovation				897 IP: Legitimacy in Context		
HRC: Regency B Table 2	795 IP: Directors, TMTs, Diversity				898 IP: Applying Real Options Theory		
HRC: Regency B Table 3	796 IP: Evolut & Ecolog Perspectives				899 IP: Examining the Chinese Context		
HRC: Regency B Table 4	797 IP: Adv Res on Strategic Planning				900 IP: Resource-Based View		
HRC: Regency C Table 1	798 IP: Multi/Cross-Cultural Relations				901 IP: Research Design Perspectives		
HRC: Regency C Table 2	799 IP: Change & Adaptation				902 IP: creativity and innovation		
HRC: Regency C Table 3	800 IP: Training, Transfer, Evaluation				903 IP: Org. Citizenship Behavior		
HRC: Regency C Table 4	801 IP: Work Roles				904 IP: Motivational Work Design		

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

HRC: Regency D Table 1	**802** IP: Personality at Work	**905** IP: Diversity in Teams	
HRC: Regency D Table 2	**803** IP: The Value of Diversity	**906** IP: Strategic HRM	
HRC: Regency D Table 3	**804** IP: Career Success Factors	**907** IP: Role of Expatriates	
HRC: Regency D Table 4	**805** IP: The Influence of Efficacy	**908** IP: Organizational Values	
HRC: Riverside Center	← AAA: Exhibits		→
HRC: Riverside Center VV BPS 1	**755** BPS: Innovation	**861** BPS: Corporate Strategy	
HRC: Riverside Center VV CMS 1	**766** CMS: CMS Visual Papers		
HRC: Riverside Center VV ENT 1		**874** ENT: Social & Green Entrepreneur	
HRC: Riverside Center VV ENT 2		**875** ENT: New & Small Firm Strategy	
HRC: Riverside Center VV ENT 3		**876** ENT: New Venture Creation	
HRC: Riverside Center VV GDO 1	**772** GDO: Diversity and Teams		
HRC: Riverside Center VV HCM 1		**881** HCM: Learning and Quality	
HRC: Riverside Center VV HR 1	**777** HR: Development, Diversity, and IS		
HRC: Riverside Center VV HR 2	**778** HR: SHRM: Firm Performance		
HRC: Riverside Center VV IM 1	**783** IM: National Competitiveness		
HRC: Riverside Center VV MC 1	**807** MC: MCD Visual Presentations		
HRC: Riverside Center VV MOC 1		**913** MOC: Leadership and Motivation	
HRC: Riverside Center VV MOC 2		**914** MOC: Work Groups and Teams: II	
HRC: Riverside Center VV OB 1	**815** OB: Work Practices and Performance		
HRC: Riverside Center VV ODC 1		**927** ODC: Patterns of Change	
HRC: Riverside Center VV OMT 1		**935** OMT: Learning - From Whom & How?	
HRC: Riverside Center VV PNP 1		**940** PNP: Non-Profit Management	
HRC: Riverside Center VV RM 1		**943** RM: Measurement Issues	
HRC: Riverside Center VV TIM 1		**951** TIM: Tech Adoption	
HRC: Riverside Center- Break			**957** AAA:
HRC: San Francisco	**829** OM: Measurement		
HRC: Skyway 260	**849** TIM: Dynamic Cap. & Ambidexterity	**952** TIM: Ambidexterity	
HRC: Skyway 261	**835** OMT: Politics, Power & RD	**936** OMT: Issues of Measurement	
HRC: Skyway 265	**836** OMT: Structural Holes	**937** OMT: Imprinting/Identity	
HRC: Skyway 269	**759** CAU: Public Policy on Equal Trea ...		
HRC: Skyway 272	**850** TIM: Interorganizational Networks	**953** TIM: Alliance Partners&Performance	
HRC: Skyway 273	← AAA: 2009 LAC		→
HRC: Skyway 281	**760** CAU: Indian Academy of MGT	**865** CAU: Greening and PRME	
HRC: Skyway 283	**761** CAU: Russian Management Research		
HRC: Skyway 284	**762** CAU: Green on campus	**866** CAU: Conducting Field Experiments	
HRC: Skyway 285	**763** CAU: Cooperative Organizations	**867** CAU: Sensemaking Research	
HRC: Soldier Field	**784** IM: TMT and Executive Perceptions	**887** IM: Career Ups and Downs	
HRC: Toronto	**767** CMS: Power Relations	**870** CMS: Keynote Speaker Charles Mills	
HRC: Truffles	**813** MOC/OMT/ODC: Everyday Roots of	**915** MOC: Knowledge Related Processes	
HRC: Water Tower	**826** OCIS: Knowledge and Partnerships	**926** OCIS: Networks and Expertise	
HRC: Wright	**812** MOC: Employee Engagement	**916** MOC: Knowledge Transfer	
HRC: Wrigley	**785** IM: Clustering	**888** IM: Knowledge Transfer	
SHC: Arkansas Room	**816** OB: Using Expertise	**918** OB: Organizational Commitment	
SHC: Chicago 10	**757** CAR: Career Success & Satisfaction	**864** CAR/OB/MOC: Professional Identity	
SHC: Chicago 6		**851** ICW: JOB Luncheon	
SHC: Chicago 7	**774** GDO/CAR/OB: Beyond Work and Family	**878** GDO: Family Friendly Policies	
SHC: Chicago 8	**764** CM: Different Faces of Power	**869** CM/OB: Retribution and Restoration	
SHC: Chicago 9	**773** GDO: Cognitive Diversity & Teams	**880** GDO/OB: Studying Group Diversity	
SHC: Colorado Room	**817** OB: Helping and Reciprocity	**919** OB: Work and Family	
SHC: Erie Room	**765** CM: Coming Together w/Conflict	**868** CM: Strategic Communication Action	
SHC: Huron Room	**758** CAR: Career Transitions & Retiremen	**863** CAR: Identity and Careers	
SHC: Lincoln Boardroom	**747** ICW: EJIM informal meeting		**955** AAA: Diversity Task Force
SHC: Mayfair Room	**818** OB: Job Design and Improvisation	**920** OB: Service and Justice	
SHC: Michigan A			**954** OB: OB Thank You Coffee
SHC: Michigan B		**852** ICW: JMS Editorial Working Lunch	
SHC: Mississippi Room	**819** OB: Developing Teamwork	**921** OB: Teams Coming Together or Apart	
SHC: Missouri Room	**820** OB: The Deadly Sins at Work	**884** HR/IM: IHRM in Hybrid Cultural Env	
SHC: Ohio Room	**821** OB: New Approaches to Leadership	**922** OB: Leader Emergence	
SHC: Ontario Room	**775** GDO/OB/CM: Diversity 2.0	**879** GDO: Diversity & Identity	

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

SHC: Parlor B			**853**	AAA: Ethics Committee Meeting	
SHC: Sheraton 1	**823**	OB/CM/MOC: Justice and Decision Making	**924**	OB/MOC: Energy and Passion at Work	
SHC: Sheraton 2	**824**	OB/MC: Corporate Boardroom Challenges	**923**	OB/CM/MOC: Distrust in Organizations	
SHC: Sheraton 3	**780**	HR/CM: Politics and Political Skill	**883**	HR: HRM Systems	
SHC: Sheraton 4	**779**	HR: HR and Competitive Advantage			**956** HR: HR Ice Cream →
SHC: Sheraton 5	**822**	OB/CM: Team personality and conflict	**925**	OB/MOC/HR: Developing the P-E Fit	
SHC: Superior A and B	**843**	RM: Multilevel Data Analysis	**944**	RM: Micro and Meso OB Models	
SWC: St. Gallen Salon 1	**811**	MH: Ideas and Culture	**912**	MH: A Tribute to Al Bolton	
SWC: St. Gallen Salon 2	**827**	ODC: Compassion for Change	**929**	ODC/OMT/BPS: Search of Sust. High	
SWC: Vevey Salon 3	**828**	ODC: Dialogue in Organization Life	**928**	ODC: Employee Experience of Change	
SWC: Vevey Salon 4	**776**	HCM: HIT: Org Char and Outcomes	**882**	HCM: Patient Centered Care	

Monday Late Afternoon, August 10, 2009

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
FMC: Ambassador Room	1046 PNP: Innovation Mangement				1135 PNP: Public participation & engage		
FMC: Chancellor Room	1049 SIM: II.CSP:Contexts & Effects						
FMC: Crystal Room	1044 ONE: Environmental Reporting				1134 ONE: ONE speaker Richard		
FMC: Embassy Room	1050 SIM: IVEthix&Mgt:Theort&PhilosEthix						
FMC: Gold Room	1051 SIM/OB/MOC: Ethical Decision-Making						
FMC: Moulin Rouge					1137 SIM: SIM Division Business Meeting		
FMC: Regent Room	1047 PNP: Employee & Org Performance				1136 PNP: Governance & Employee Behavior		
FMC: State Room	1045 ONE: Symbolic adoption of practices						
HRC: Acapulco	958 BPS: Competitive Heterogeneity				1058 BPS: Competitive Heterogeneity		
HRC: Addams	959 BPS: Strategy Process & Change				1059 BPS: Strategy Process & Change		
HRC: Atlanta	960 BPS: Innovation & Strategic Renewal				1067 BPS/TIM/ENT: Technological Transitions		
HRC: Buckingham	1015 MED: Mgt & Org Development				1108 MED: Exec Ed Outcomes Measures		
HRC: Burnham	961 BPS: Industry Dynamics				1060 BPS: Business Location		
HRC: Columbian	1036 OMT: Governance Perspectives				1125 OMT: Institutional Logics		
HRC: Columbus G	962 BPS: Alliances & Networks				1061 BPS: New Perspectives on Alc Struct		
HRC: Columbus H	1037 OMT: Categories				1126 OMT: Searching for Knowledge		
HRC: Columbus IJ	963 BPS: Demand-side Strategies				1066 BPS/ONE: Sustainability & the Board		
HRC: Columbus KL	1016 MED/MOC: Learning across levels						
HRC: Comiskey	964 BPS: Corporate Governance				1062 BPS: Corporate Governance		
HRC: Crystal A	1034 OM: Innovation & Coordination				1121 OM: Outsourcing		
HRC: Crystal B	991 IM: MNC Strategy Issues				1085 IM: Barry Richman Award Session		
HRC: Crystal C	1052 TIM: Distinguished Speaker				1138 TIM: TIM Business Meeting		
HRC: DuSable	1038 OMT: Nework Uses & Outcomes				1127 OMT: Network Governance		
HRC: Field	976 ENT: Ent-Investor conflict				1076 ENT: Biotech Entrepreneurship		
HRC: Gold Coast	1039 OMT: Partner Selection				1128 OMT: Entrepreneurship		
HRC: Grand B	977 ENT: Family Business				1077 ENT: Fam Bus Governance & Perform		
HRC: Grand C North	965 BPS: Corporate Effects				1063 BPS: Dissertation Award Finalists		
HRC: Grand D North	978 ENT: NV Exploitation Process				1078 ENT: Networking for Resource Acquis		
HRC: Grand E Table 1	996 IP: Models of Firm Evolution						
HRC: Grand E Table 2	997 IP: Models of Entrepreneurship						
HRC: Grand E Table 3	998 IP: Structure and Role of MNCs						
HRC: Grand E Table 4	999 IP: Managing Intellectual Property						
HRC: Grand F							1153 TIM: TIM →
HRC: Grand Foyer-Membership	← AAA: Membership						
HRC: Grand Foyer-Registration	← AAA: Registration						
HRC: Grand Suite 3	← AAA: Placement Services						
HRC: Haymarket	1021 MSR: Spirituality and Entrepreneurs				1145 MED: MED Business Meeting & Awards		
HRC: Hong Kong					1107 MC/ODC: Academic Coaching		
HRC: Horner	1053 TIM: IP Strategies				1139 TIM: M&A Strategy		
HRC: McCormick	992 IM: Institutional Distance				1086 IM: FDI Impact on Local Economies		
HRC: New Orleans	979 ENT: Emerging Economy ENT				1079 ENT: Entrepreneurial Learning		
HRC: Ogden	1040 OMT: Framing				1129 OMT: Absorptive Capacity		
HRC: Picasso	1054 TIM: Entrepreneurial Activity				1140 TIM: Diffusion & Adoption		
HRC: Regency A Table 1	1000 IP: Leadership in a Global Context				1091 IP: Leaders and Leadership		
HRC: Regency A Table 2	1001 IP: Issues in Social Networks				1092 IP: The Value of Networks		
HRC: Regency A Table 3	1002 IP: Corporate Response to the Env.				1093 IP: Str. Decision Making & Cogniti		
HRC: Regency A Table 4					1094 IP: Venture Capital Investment		
HRC: Regency B Table 1	1003 IP: Understanding Governance				1095 IP: Developments for Institutions		
HRC: Regency B Table 2	1004 IP: The Effect of Directors				1096 IP: Examining Agency Theory		
HRC: Regency B Table 3	1005 IP: Role of Social Capital				1097 IP: The Intersection of Tec & Inno		
HRC: Regency B Table 4	1006 IP: Diversification strategies				1098 IP: The Exploitation Process		
HRC: Regency C Table 1	1007 IP: Consultancy Complexities				1099 IP: Lean Ops & Quality Mgmt		
HRC: Regency C Table 2	1008 IP: Pay Disparity				1100 IP: Critical Issues on Ethics		
HRC: Regency C Table 3	1009 IP: Identity and the Individual				1101 IP: New Directions in Justice Res.		
HRC: Regency C Table 4	1010 IP: Layoffs, Downsizing & Talent				1102 IP: The Measurement of Performance		

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

HRC: Regency D Table 1	**1011** IP: Deviance in Organizations	**1103** IP: Understanding Empowerment	
HRC: Regency D Table 2	**1012** IP: Understanding Job Satisfaction	**1104** IP: Trust and the Organization	
HRC: Regency D Table 3	**1013** IP: Current Research on Expatriate	**1105** IP: Stress, Stressors, and Strains	
HRC: Regency D Table 4	**1014** IP: Stress & Well-Being	**1106** IP: Aggression & Abuse at Work	
HRC: Riverside Center ← AAA: Exhibits			
HRC: Riverside Center VV BPS 1		**1064** BPS: Networks	
HRC: Riverside Center VV BPS2	**966** BPS: Alliances	**1065** BPS: Industry Dynamics	
HRC: Riverside Center VV ENT 1	**980** ENT: Institutions, Environments & E		
HRC: Riverside Center VV ENT 2	**981** ENT: Venture Capital		
HRC: Riverside Center VV ENT 3	**982** ENT: Misc Topics in Entrepreneurshi		
HRC: Riverside Center VV GDO 1	**983** GDO: Gender and Leadership		
HRC: Riverside Center VV HR 1	**988** HR: SHRM: Human Capital Value		
HRC: Riverside Center VV IM 1	**993** IM: Global Strategy and Tactics	**1087** IM: IM of People and the Org.	
HRC: Riverside Center VV IM 2		**1088** IM: Evolving Environment	
HRC: Riverside Center VV MOC 1	**1018** MOC: Social Structures		
HRC: Riverside Center VV OB 1	**1022** OB: Personality, Attitudes, Behavi		
HRC: Riverside Center VV ODC 1	**1031** ODC: Team and Leadership Culture		
HRC: Riverside Center VV OM 1		**1122** OM: Innovation and Service	
HRC: Riverside Center VV OM 2		**1123** OM: Performance and Theory	
HRC: Riverside Center VV OMT 1	**1041** OMT: Flex, Change, Innov & Comm Org	**1130** OMT: Deinst. & Inst. Resistance	
HRC: Riverside Center VV OMT 2		**1131** OMT: Inst Entrep. & Change	
HRC: Riverside Center VV TIM 1		**1141** TIM: NPD	
HRC: Riverside Center VV TIM 2		**1142** TIM: Inter-firm links & Tech Change	
HRC: Riverside Center- Break **957** AAA:			
HRC: San Francisco	**1035** OM: Services Operations	**1124** OM: Sustainability Issues	
HRC: Skyway 260	**1056** TIM/OCIS: Academia-Industry	**1143** TIM: Tech. Discontinuities	
HRC: Skyway 261	**1042** OMT: Buyers, Sellers & Suppliers	**1132** OMT: Networks, Knowledge, Creativit	
HRC: Skyway 265	**1043** OMT: Organizational Identity	**1133** OMT: Ecology of Organizations	
HRC: Skyway 269			**1150** ICW: Baker College →
HRC: Skyway 272	**1055** TIM: Alliances & Performance	**1144** TIM: Product Technology, Innovation	
HRC: Skyway 273 ← AAA: 2009 LAC			
HRC: Skyway 281	**969** CAU: Intuition in organizations		
HRC: Skyway 283	**970** CAU: Cultural intelligence...	**1070** CAU: Changing business	
HRC: Skyway 284	**971** CAU: Voluntary Carbon Markets	**1071** CAU: Going Green & Aesthetics	
HRC: Skyway 285	**972** CAU: Show Me the Stats: Where's ...	**1072** CAU: Greening the Curriculum: Ho ...	
HRC: Soldier Field	**994** IM: Refining Meanings and Measures	**1089** IM: Cultural and Social Issues	
HRC: Toronto	**975** CMS: Critical Practice	**1075** CMS: Saving Mgmt from Itself	
HRC: Truffles	**1020** MOC/OB: Status and Power	**1110** MOC: Crises and Uncertainty	
HRC: Water Tower	**1057** OCIS: OCIS Keynote	**1147** OCIS: OCIS Business	
HRC: Wright	**1019** MOC: Managing Meaning	**1111** MOC: Strategic Cognition	
HRC: Wrigley	**995** IM: International Acquisitions	**1090** IM: Entrepreneurship & Innovation	
SHC: Arkansas Room	**1023** OB: Customer Service	**1112** OB: Similarity and Diversity	
SHC: Chicago 10	**968** CAR/HR: Boundaryless Back and Forward	**1068** CAR: CAR Business Meeting ...	**1152** CAR: CAR →
SHC: Chicago 7	**985** GDO/OB: Work-Family Issues and Careers	**1080** GDO: Discrimination	
SHC: Chicago 8	**973** CM: Ties that Bind (or Blind)	**1074** CM/OB: Influence and Power	
SHC: Chicago 9	**986** GDO/OB: Multiculturalism	**1081** GDO: GDO Town Hall Meeting	
SHC: Colorado Room	**1024** OB: Integrating Newcomers	**1113** OB: Climate and Culture	
SHC: Erie Room	**974** CM: Trust as Predictor and Outcome	**1073** CM/HR: ADR in the Workplace	
SHC: Huron Room	**967** CAR: Commitment in Careers	**1069** CAR: Identity and Discrimination	
SHC: Mayfair Room	**1025** OB: Promoting Creativity	**1118** OB/ONE: Green Creativity	
SHC: Michigan A and B			**1151** RM: RM Social →
SHC: Mississippi Room	**1027** OB/CM/SIM: Findings from the Dark Side	**1114** OB: Victims in the Workplace	
SHC: Missouri Room	**989** HR: International HRM	**1083** HR: E-learning	
SHC: Ohio Room	**1026** OB: Transformational Leadership	**1115** OB: Trust and Cynicism	
SHC: Ontario Room	**984** GDO: Identity and Diversity	**1148** ICW: Northeastern - Moscow State	→
SHC: Sheraton 1	**1028** OB/MED: Compassion(ate) Scholarship	**1119** OB/TIM: Creativity and Teams	
SHC: Sheraton 2	**1029** OB/MOC: Emotion Expression at Work	**1117** OB/HR/OMT: Voice and Silence	
SHC: Sheraton 3	**990** HR: Link Between HR and Outcomes	**1084** HR: HRM Performance Link	
SHC: Sheraton 4 **956** HR: HR Ice Cream Social		**1149** ICW: OBTS Reception	→

SHC: Sheraton 5	**1030** OB/RM: Goal Orientation	**1116** OB/HR: Psychological Contracts	
SHC: Superior A and B	**1048** RM: How to Publish in ORM	**1146** RM: RM Business	
SWC: St. Gallen Salon 1	**1017** MH: Managing People	**1109** MH: Edgar Schein	
SWC: St. Gallen Salon 2	**1032** ODC: Org Change Under Duress		
SWC: Vevey Salon 2		**1120** ODC: ODC Business Meeting	
SWC: Vevey Salon 3	**1033** ODC: ODC Distinguished Speaker		
SWC: Vevey Salon 4	**987** HCM/ODC/OMT: Healthcare	**1082** HCM: HCM Distinguished Speaker	

Monday Evening, August 10, 2009

	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
FMC: Ambassador Room	1170 PNP: PNP Business							
FMC: Crystal Room	1169 ONE: ONE Business							
FMC: Gold Room	1171 SIM: SIM Division Reception							
FMC: Gold Room VV	1172 SIM: Intern CC, Sustain`ty, MNCs							
FMC: Gold Room VV	1173 SIM: CSR, CSP, Governance							
FMC: Gold Room VV	1174 SIM: Stakehldrs, Govt&Bus, Corrupt							
FMC: Regent Room			1184 PNP: PNP Social					
FMC: State Room			1183 ONE: ONE Social ...					
HRC: Columbus H	1168 OMT: OMT Business							
HRC: Columbus IJ			1175 BPS: BPS Division					
HRC: Columbus KL	1165 OCIS: OCIS Social Hour							
HRC: Columbus KL Visual Papers	1166 OCIS: OCIS Visual Papers							
HRC: Crystal A			1179 ICW: Dept of Management Reception					
HRC: Crystal B	1160 IM: IMD Business							
HRC: Crystal C						1189 ICW: Univ. Pittsburgh Recepeption →		
HRC: Grand A			1182 OMT: OMT Social Hour					
HRC: Grand B	1156 ENT: ENT Business							
HRC: Grand C North	1154 BPS: BPS Div. Business							
HRC: Grand D North			1176 ENT: ENT Social Reception					
HRC: Grand E	1161 MED: MED Division Social							
HRC: Grand F	1153 TIM: TIM Social							
HRC: Skyway 260	1159 ICW: MMD Debriefing #4, CBS							
HRC: Skyway 269	1150 ICW: Baker College Seminar Monday							
HRC: Toronto	1155 CMS: CMS Business Meeting							
HRC: Truffles			1181 MOC: MOC Social Hour					
HRC: Wright	1163 MOC: MOC Business							
HRC: Wrigley				1186 ICW: Copenhagen Business School ...				
OS: Navy Pier				1185 IM: IMD Social at Crystal Garden				
SHC: Chicago 10	1152 CAR: CAR Division Social ...							
SHC: Chicago 6	1164 OB: OB Division Awards and Cele ...							
SHC: Chicago 9	1157 GDO: GDO Business							
SHC: Michigan A and B	1151 RM: RM Social							
SHC: Ontario Room	← ICW: Northeastern - Moscow State							
SHC: Sheraton 4	← ICW: OBTS Reception				1187 ICW: BAM Reception			
SHC: Sheraton 5			1177 GDO: GDO Reception					
SWC: St. Gallen Salon 1			1180 MH: MH Division Reception					
SWC: St. Gallen Salon 3	1162 MH: Business Meeting							
SWC: Vevey Salon 1			1178 HCM: HCM Division Reception					
SWC: Vevey Salon 2					1188 ICW: Case Weatherhead OB Reception			
SWC: Vevey Salon 3	1167 ODC: ODC Reception							
SWC: Vevey Salon 4	1158 HCM: HCM Business							

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

Tuesday Morning, August 11, 2009

	8:00	8:30	9:00	9:30	10:00	10:30	11:00
FMC: Ambassador Room	1280 PNP: Macro-Level Governance				1378 PNP: Organizations as Communities		
FMC: Chancellor Room	1282 SIM: I. Upper Echelons: CEOs, Comp.				1380 SIM: II.UpperEche:TMT,CSP,&Shrholdr		
FMC: Crystal Room	1279 ONE: Institutional Pressures				1377 ONE: Climate Change and Finance		
FMC: Embassy Room	1283 SIM: I.PubAff&IssMgt: IssMgt&EthPos				1381 SIM: II.PubAff & IssuesMgt:IssueSet		
FMC: Gold Room	1284 SIM: II. Perf of Mkt:Fin Crisis,Leg				1382 SIM: Response to Allegations		
HRC: Acapulco	1196 BPS: Entrepreneur Network Action				1293 BPS: Economics and Capabilities		
HRC: Addams	1197 BPS: Strategy Process & Change				1294 BPS: Transitional Economies		
HRC: Atlanta	1198 BPS: Corporate Effects				1300 BPS/CAR: Living with the past		
HRC: Buckingham	1251 MED: Student Engagement Ideas				1347 MED: Assurance of Learning		
HRC: Burnham	1199 BPS: Industry Dynamics				1295 BPS: Industry Dynamics		
HRC: Columbian	1271 OMT: Transparency, Trust, Legitimac				1370 OMT: Social Movements		
HRC: Columbus G	1200 BPS: Alliances & Networks				1296 BPS: Alliances & Networks		
HRC: Columbus H	1277 OMT/OCIS: Materiality				1376 OMT/BPS/OB: Responding to Failure		
HRC: Columbus IJ	1201 BPS: Organizational Learning				1301 BPS/TIM/OMT: Management Innovation		
HRC: Columbus KL	1252 MED/GDO/IM: Women Leadership Middle				1350 MED/OCIS/TIM: Teaching in Virtual Worlds		
HRC: Comiskey	1202 BPS: Corporate Governance				1297 BPS: Corporate Governance		
HRC: Crystal A	1192 AAA: AOM Past				1369 OM: Quality and Lean Systems		
HRC: Crystal B	1233 IM/OB/HR: Cross-Cultural Competence				1329 IM/HR: Global Leadership symposium		
HRC: Crystal C	1285 TIM: Service Innovation				1388 TIM/BPS: User Innovation		
HRC: DuSable	1272 OMT: Network Formation				1371 OMT: Micro-foundations		
HRC: Field	1212 ENT: Int'l &Transnational ENT				1310 ENT: Cognition & Decision Making		
HRC: Gold Coast					1375 OMT/BPS: Professional Services Firms		
HRC: Grand B	1213 ENT: Corporate Entrepreneurship				1311 ENT: Corporate Venturing		
HRC: Grand C North	1203 BPS: Corporate Effects				1298 BPS: Corporate Effects		
HRC: Grand D North	1214 ENT: NFP & Soc Ent: Theory & Method				1312 ENT: Ent Education Best Practices		
HRC: Grand Foyer-Membership	1193 AAA: Membership						→
HRC: Grand Foyer-Registration	1194 AAA: Registration						→
HRC: Haymarket	1255 MSR: Spiritual Environment				1355 MSR: Crash of 08-09:Causes & Cures		
HRC: Hong Kong	1250 MC/ODC: Changing Paradigm - Consulting				1346 MC: Organizational Capabilities		
HRC: Horner	1286 TIM: Technology & Society				1383 TIM: Managing Inter-firm links		
HRC: McCormick	1230 IM: Knowledge Creation				1325 IM: International CSR Issues		
HRC: New Orleans	1215 ENT: Gender Issues				1313 ENT: Sustainable Entrepreneurship		
HRC: Ogden					1372 OMT: Organizational Change		
HRC: Picasso	1265 OCIS: Green IT				1365 OCIS: Portfolio Models of Tech Use		
HRC: Regency A Table 1	1234 IP: New Views in LMX Research				1330 IP: Leadership and Followership		
HRC: Regency A Table 2	1235 IP: Knowledge Sharing & the Ind.				1331 IP: Innovation and Networks		
HRC: Regency A Table 3	1236 IP: Green ENT & Practices				1332 IP: Management Research & Practice		
HRC: Regency A Table 4	1237 IP: Organizational Learning				1333 IP: Org. Learning in Context		
HRC: Regency B Table 1	1238 IP: Organizational Legitimacy				1334 IP: Mergers & Acquisitions		
HRC: Regency B Table 2	1239 IP: CV and Entrepreneurhsip				1335 IP: Role of the CEO		
HRC: Regency B Table 3	1240 IP: IT & the Virtual Environment				1336 IP: Evolutionary Perspectives		
HRC: Regency B Table 4	1241 IP: Org & Ind Failure/Decline				1337 IP: Decision Making in Uncertainty		
HRC: Regency C Table 1	1242 IP: Supply Chains				1338 IP: Outsourcing/Offshoring		
HRC: Regency C Table 2	1243 IP: Political Activ. & Strategies				1339 IP: Supplier Management		
HRC: Regency C Table 3	1244 IP: Employee turnover				1340 IP: Theories of Decision Making		
HRC: Regency C Table 4	1245 IP: Ambiguity, Risk&Decision Makin				1341 IP: Entrepreneurial Orientation		
HRC: Regency D Table 1	1246 IP: Research on Work Attitudes				1342 IP: Diversity & AntiDiscrimiation		
HRC: Regency D Table 2	1247 IP: Power & Influence in Org				1343 IP: Applying Theories of Motivatio		
HRC: Regency D Table 3	1248 IP: Managing Talent in India				1344 IP: Employee Incentive Research		
HRC: Regency D Table 4	1249 IP: The Role of Goals				1345 IP: Non-Traditional Work Arrangeme		
HRC: Riverside Center VV BPS 1	1204 BPS: Governance				1299 BPS: Governance		
HRC: Riverside Center VV ENT 1	1216 ENT: The Entrepreneurial Individual				1314 ENT: International Entrepreneurship		
HRC: Riverside Center VV ENT 2	1217 ENT: Corporate Entrepreneurship				1315 ENT: Ent & Social Context		
HRC: Riverside Center VV ENT 3	1218 ENT: Opportunities & New Venture Id				1316 ENT: High Tech/High Potential Ventu		
HRC: Riverside Center VV ENT 4	1219 ENT: Growth of New & Small Business						

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

HRC: Riverside Center VV HR 1	**1224**	HR: Employee Seperations			
HRC: Riverside Center VV HR 2	**1225**	HR: Supervisor - Subordinate Issue			
HRC: Riverside Center VV IM 1			**1326**	IM: Internationalization Process	
HRC: Riverside Center VV MED 1			**1348**	MED: Improving Mgt Ed Relevance	
HRC: Riverside Center VV MED 2			**1349**	MED: Issues in Mgt Education	
HRC: Riverside Center VV MOC 1			**1351**	MOC: Adaptation and Transition	
HRC: Riverside Center VV MOC 2			**1352**	MOC: Sensemaking and Meaning	
HRC: Riverside Center VV OMT 1	**1273**	OMT: Social Network Dynamics			
HRC: Riverside Center VV OMT 2	**1274**	OMT: Tech Evolution Processes			
HRC: Riverside Center VV ONE 1	**1278**	ONE: Voluntary Agreements			
HRC: Riverside Center VV TIM 1	**1287**	TIM: Technology & Society	**1384**	TIM: Natl. Innov. Sys.	
HRC: Riverside Center VV TIM 2	**1288**	TIM: Tech Strategy	**1385**	TIM: Theoretical Persp. on Innov.	
HRC: Riverside Center VV TIM 3	**1289**	TIM: Managing Innovation Resources			
HRC: San Francisco	**1270**	OM: Capacity Management	**1308**	CMS: Gender	
HRC: Sandburg	**1266**	OCIS: Strategic planning			
HRC: Skyway 260	**1290**	TIM: Knowledge Innovation Sources	**1386**	TIM: Knowledge Transfer	
HRC: Skyway 261	**1275**	OMT: Theorizing & Theoretical Issue	**1373**	OMT: Portfolios, Ind. Evolution	
HRC: Skyway 265	**1276**	OMT: Tales from the Top	**1374**	OMT: Issues in Identity	
HRC: Skyway 272	**1291**	TIM: Histor. Perspectives on Tech.	**1387**	TIM: Open Innovation	
HRC: Skyway 273	**1195**	AAA: 2009 LAC			→
HRC: Skyway 283	**1206**	CAU: Sustaining African Management	**1303**	CAU: Green Management Theory	
HRC: Skyway 284	**1207**	CAU: Race, Status, and Negotiations	**1304**	CAU: Awakening the Dreamer	
HRC: Skyway 285	**1208**	CAU: Methods: Innovative Technology	**1305**	CAU: Green Matters and Leadership	
HRC: Soldier Field	**1231**	IM: HRM and Performance	**1327**	IM: Management Issues in China	
HRC: Toronto	**1211**	CMS: Political Economy	**1309**	CMS/HR: Employee Free Choice Act	
HRC: Truffles	**1253**	MOC: Methodological Advances	**1354**	MOC/OMT/SIM: Org. Identity &	
HRC: Water Tower	**1267**	OCIS: Behavior in Online Communties	**1366**	OCIS: IT Risk, Failure and Control	
HRC: Wright	**1254**	MOC: Emotions and Decision Making	**1353**	MOC: Biases in Decision Making	
HRC: Wrigley	**1232**	IM: Subsidiary Control	**1328**	IM: Strategic Alliances	
SHC: Arkansas Room	**1256**	OB: Feedback, Rewards & Evaluation	**1356**	OB: Ability and Achievement	
SHC: Chicago 10	**1205**	CAR/HR: Mentoring Frontiers	**1302**	CAR: Careers in Context	
SHC: Chicago 7	**1220**	GDO: Diversity Climate & Culture	**1319**	GDO/HR: Inclusion in Organizations	
SHC: Chicago 8	**1210**	CM/RM/OB: How to Do Good Team	**1306**	CM: Self Regulation and Social	
SHC: Chicago 9	**1221**	GDO: Discrimination & Harassment	**1317**	GDO: Women's Leadership Programmes	
SHC: Colorado Room	**1257**	OB: Personality at Work	**1357**	OB: Emotional Regulation	
SHC: Erie Room	**1209**	CM: New Thoughts on Conflict	**1307**	CM: Questionable Tactics	
SHC: Huron Room	**1264**	OB/ODC: Corporate Citizenship	**1358**	OB: Time and Change	
SHC: Mayfair Room	**1258**	OB: Culture and Creativity	**1364**	OB/SIM/CM: Reactions to Workplace Abuse	
SHC: Michigan A		**1292** OB: Lifetime Achievement			
SHC: Michigan B				**1389** OB: Making Connections	
SHC: Mississippi Room	**1259**	OB: Ethics and Moral Values	**1359**	OB: Stress and Well-Being	
SHC: Missouri Room	**1226**	HR: Employee Selection	**1322**	HR: Investments in Human Capital	
SHC: Ohio Room	**1260**	OB: Leadership and Crisis	**1360**	OB: Leadership: Old Friends	
SHC: Ontario Room	**1222**	GDO/OB/HR: Aging Workers	**1318**	GDO: Asian American Stereotypes	
SHC: Parlor C	**1229**	ICW: Haas Alumni Reception			
SHC: Sheraton 1	**1261**	OB: Abusive Supervision Research	**1363**	OB/ODC: Affect and Collective Outcomes	
SHC: Sheraton 2	**1262**	OB: Role Management	**1361**	OB/CAR/HR: Proactivity	
SHC: Sheraton 3	**1228**	HR/OCIS: Internet and Global HRM	**1323**	HR: Work-Life Balance	
SHC: Sheraton 4	**1227**	HR: Pay System Effects	**1324**	HR: Employee Turnover	
SHC: Sheraton 5	**1263**	OB/IM/GDO: Work and Family Interface	**1362**	OB/HR: Staying Engaged	
SHC: Superior A and B	**1281**	RM: Suggestions for SEM in OBHR	**1379**	RM: How Choices Affect Outcomes	
SWC: St. Gallen Salon 1			**1320**	HCM: Organizational Change	
SWC: St. Gallen Salon 2	**1268**	ODC: Conversations and Change	**1368**	ODC/ONE: Green Leadership	
SWC: Vevey Salon 3	**1269**	ODC: New Designs in ODC	**1367**	ODC: What Drives Successful Change?	
SWC: Vevey Salon 4	**1223**	HCM: Refining Theories of Diffusion	**1321**	HCM: Stress and Professionals	

Tuesday Early Afternoon, August 11, 2009

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
FMC: Ambassador Room	1473 PNP: Dual Leadership				1564 PNP: Public utilities		
FMC: Chancellor Room	1477 SIM: III. UpperEch:CSR,CSP&CorpGov				1569 SIM/OMT: Moral Imagination		
FMC: Crystal Room	1471 ONE: Institutionalization process				1563 ONE: Hydrogen and Fuel Cells		
FMC: Embassy Room	1478 SIM: III.PubAff&IssuMgt:Reput&Brand				1567 SIM: I.Coerc & Corrupt n Orgs:Cause		
FMC: Gold Room	1479 SIM: I.Accnt&Stand:UNGlobal Compact				1568 SIM: IIAcct&Stnds:Globl Accty Stnds		
FMC: Regent Room	1474 PNP: Expanding Green Management				1565 PNP: Music-making and organizing		
HRC: Acapulco	1390 BPS: Competitive Heterogeneity				1485 BPS: Competitive Heterogeneity		
HRC: Addams	1391 BPS: Global Strategy				1491 BPS/OMT: behavioral strategy		
HRC: Atlanta	1397 BPS/OMT: Interfirm Knowldege Governance				1490 BPS/HR/MC: Know Workers & Comp		
HRC: Buckingham	1444 MED: Learning Across Cultures				1539 MED: Leader & Organization Learning		
HRC: Burnham	1392 BPS: Industry Dynamics						
HRC: Columbian	1464 OMT: Social Capital				1556 OMT: Organizational Design		
HRC: Columbus G	1393 BPS: Alliances & Networks				1486 BPS: Alliances & Networks		
HRC: Columbus H	1470 OMT/MOC: New Work or New Challenges				1559 OMT/BPS: Multiplex Networks		
HRC: Columbus IJ	1398 BPS/TIM: Market For Ideas				1492 BPS/OMT/ENT: Business Models		
HRC: Columbus KL	1446 MED/CMS: Mgmt Ed. A Critical World View				1541 MED/ONE/CMS: Teaching Sustainability		
HRC: Comiskey	1394 BPS: Corporate Governance				1487 BPS: Corporate Governance		
HRC: Crystal A	1463 OM: Information systems						
HRC: Crystal B	1427 IM/BPS: Risk, Investment & Development				1516 IM: IMD Executive Panel		
HRC: Crystal C	1483 TIM/OM: Service Innovation				1572 TIM/ENT: Academic Entrepreneurship		
HRC: DuSable	1465 OMT: Exploitation & Exploration				1557 OMT: Organizational Learning		
HRC: Field	1409 ENT: High-tech/High-potential Busin				1502 ENT: Critical Perspectives on Ent		
HRC: Gold Coast	1469 OMT/ENT: Whither the state?				1560 OMT/OB: Culture and Institutions		
HRC: Grand B	1410 ENT: Antecedents & Effects of EO				1506 ENT/RM: Entrepreneurial Orientation		
HRC: Grand C North	1395 BPS: Corporate Effects				1488 BPS: Corporate Effects		
HRC: Grand D North	1411 ENT: HC, Action and Performance				1503 ENT: ENT Method Developments		
HRC: Grand Foyer-Membership	←AAA: Membership						→
HRC: Grand Foyer-Registration	←AAA: Registration						→
HRC: Haymarket	1449 MSR: Leadership Perspectives				1504 ENT: Ent Teams & Performance		
HRC: Hong Kong	1443 MC: Knowledge Management				1537 MC: Consulting Relationships		
HRC: Horner	1480 TIM: HRM & Innovation				1538 MC: Cross-Fertilizing IT Knowledge		
HRC: McCormick	1422 IM: International Ownership Issues				1517 IM: Ownership and Agency Issues		
HRC: New Orleans	1412 ENT: Ent, Ethics, Sustainability				1505 ENT: Intl Perspectives on Soc Cap		
HRC: Ogden	1466 OMT: Ownership & Governance				1558 OMT: Punctuation/Inertia/Emergence		
HRC: Picasso	1459 OCIS: Unethical Behavior with IT				1552 OCIS: IS Use: Habit & Change		
HRC: Regency A Table 1	1428 IP: Leadership Dynamics				1521 IP: Teams and Knowledge Sharing		
HRC: Regency A Table 2	1429 IP: Knowledge Management Processes				1522 IP: Networks and the Organization		
HRC: Regency A Table 3	1430 IP: Financial/Capital Markets				1523 IP: Innovation Processes		
HRC: Regency A Table 4					1524 IP: Alliances & JVs		
HRC: Regency B Table 1	1431 IP: Strategic Alliance Research				1525 IP: Institutional Change		
HRC: Regency B Table 2	1432 IP: Emerging & Transition Econ				1526 IP: Emerging Markets		
HRC: Regency B Table 3	1433 IP: Applying Open Innovation				1527 IP: New Directions in Techno & Inn		
HRC: Regency B Table 4	1434 IP: Allocation of Resources				1528 IP: Strategic Decision Making		
HRC: Regency C Table 1	1435 IP: Inter-Org Relationships				1529 IP: Sensemaking		
HRC: Regency C Table 2	1436 IP: Organizational Transformation				1530 IP: Commercialization		
HRC: Regency C Table 3	1437 IP: Career Construction				1531 IP: employee retention		
HRC: Regency C Table 4	1438 IP: Social Exchange Theory				1532 IP: Cross-Cultural Employment Issu		
HRC: Regency D Table 1	1439 IP: Job Search & Socialization				1533 IP: Organizational Commitment		
HRC: Regency D Table 2	1440 IP: Moral Issues in Mgmt Research				1534 IP: Trust and Work Outcomes		
HRC: Regency D Table 3	1441 IP: Trust & the Virtual Environmen				1535 IP: Org. Justice & Outcomes		
HRC: Regency D Table 4	1442 IP: Emotions in the Workplace				1536 IP: Influence of Culture/Climate		
HRC: Riverside Center VV BPS 1	1396 BPS: Strategy Process				1489 BPS: International Strategy		
HRC: Riverside Center VV CAR 1					1493 CAR: Career choice and development		
HRC: Riverside Center VV CAR 2					1494 CAR: Career Challenges & Transition		
HRC: Riverside Center VV CAR 3					1495 CAR: Mentors, Networks & Careers		

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

HRC: Riverside Center VV CM 1	**1403**	CM: Trust and Trustworthiness			
HRC: Riverside Center VV GDO 1	**1413**	GDO: Outsiders and Sensitive Issues			
HRC: Riverside Center VV HCM 1	**1415**	HCM: Diversity and Strategy			
HRC: Riverside Center VV IM 1	**1423**	IM: MNC Management and Governance			
HRC: Riverside Center VV IM 2	**1424**	IM: MNC Structure			
HRC: Riverside Center VV MOC 1	**1447**	MOC: Knowledge and Decision Making			
HRC: Riverside Center VV OB 1	**1450**	OB: Leadership and Teamwork			
HRC: Riverside Center VV OMT 1	**1467**	OMT: Leadership, Gender, Change			
HRC: Riverside Center VV ONE 1			**1561**	ONE: Greening the supply chain	
HRC: Riverside Center VV ONE 2			**1562**	ONE: Discourse and Responsiveness	
HRC: Riverside Center VV PNP 1	**1472**	PNP: Public Management & Innovation			
HRC: Riverside Center VV RM 1	**1475**	RM: Qualitative and Quantitative			
HRC: San Francisco	**1407**	CMS: Management Knowledge	**1518**	IM: Internationalization&Performan	
HRC: Sandburg			**1542**	MOC: Managing Identity Concerns	
HRC: Skyway 260	**1482**	TIM/BPS/OCIS: Strategic Crowdsourcing	**1570**	TIM: Decision Making	
HRC: Skyway 265	**1468**	OMT: Reputation			
HRC: Skyway 269			**1497**	CAU: Emonet	
HRC: Skyway 272	**1481**	TIM: High Tech Markets Competition	**1571**	TIM: Knowledge Transfer Mechanisms	
HRC: Skyway 273 ← AAA: 2009 LAC					→
HRC: Skyway 281			**1484**	AAA: Membership Debriefing Meeting	
HRC: Skyway 283	**1400**	CAU: Green Innovation			
HRC: Skyway 284	**1401**	CAU: Women on Boards	**1498**	CAU: Networks for a GM-Agenda	
HRC: Skyway 285	**1402**	CAU: Teaching Sustainability Wit ...	**1499**	CAU: Fit Happens	
HRC: Soldier Field	**1425**	IM: Institutional Pressures	**1519**	IM: International HR Resources	
HRC: Toronto	**1408**	CMS: Work Relations	**1501**	CMS/SIM: Life for Sale	
HRC: Truffles	**1448**	MOC: Workplace Relationships	**1543**	MOC: New Theorizing on Leadership	
HRC: Water Tower	**1460**	OCIS/OB: Virtual Work	**1553**	OCIS: IT and Org. Adaptability	
HRC: Wright	**1445**	MED: Building Academic Leadership	**1540**	MED: E-Learning & Curriculum Design	
HRC: Wrigley	**1426**	IM: Intercultural Skills	**1520**	IM: Cross-Cultural Value	
SHC: Arkansas Room	**1451**	OB: Responsibility and Performance	**1544**	OB: Goal Management	
SHC: Chicago 10	**1399**	CAR: Mentor Relationships	**1496**	CAR/GDO: Longitudinal Career Research	
SHC: Chicago 7	**1414**	GDO/SIM: Weight Discrimination	**1507**	GDO: Women: Leading & Negotiating	
SHC: Chicago 8	**1405**	CM/OMT: Dishonesty	**1500**	CM/OB/MOC: Arousal in Negotiation	
SHC: Chicago 9			**1508**	GDO: Stigmas	
SHC: Colorado Room	**1452**	OB: Emotional Intelligence	**1545**	OB: Trust at Work	
SHC: Erie Room	**1404**	CM/OB: Perspective Taking			
SHC: Huron Room	**1418**	HR: Analysis of Diversity Policies	**1515**	HR/GDO/OB: Work-Life Flexibility	
SHC: Mayfair Room	**1458**	OB/MOC: Emergent Innovation	**1546**	OB: What`s in a Norm?	
SHC: Mississippi Room	**1453**	OB: Organizational Citizenship	**1547**	OB: Employee Voice	
SHC: Missouri Room	**1419**	HR: Performance Management	**1512**	HR: Empirical HRM	
SHC: Ohio Room	**1454**	OB: Success and Failure	**1548**	OB: Leaders and Followers	
SHC: Ontario Room	**1406**	CM/SIM/OB: Behavioral Integrity Research	**1509**	GDO/SIM: Race Matters	
SHC: Sheraton 1	**1455**	OB: What to Expect From Creativity	**1551**	OB/OMT: Managing Identities	
SHC: Sheraton 2	**1456**	OB: Time and Team Leadership	**1550**	OB/MOC: Social Effects of Emotions	
SHC: Sheraton 3	**1420**	HR: Employee Socialization	**1513**	HR: Knowledge Renewal in PSOs	
SHC: Sheraton 4	**1421**	HR/OB/CAR: Voluntary Turnover Research	**1514**	HR: Reward Systems	
SHC: Sheraton 5	**1457**	OB: Team Processes and Outcomes	**1549**	OB/IM: POS Across Five Nations	
SHC: Superior A and B	**1476**	RM: Methodological Improvements	**1586**	RM/ODC: Studying M&A	
SWC: St. Gallen Salon 1	**1416**	HCM: Nurse and Patient Outcomes	**1510**	HCM: HIT and Performance	
SWC: St. Gallen Salon 2	**1462**	ODC/MC: Appreciative Learning Cultures	**1554**	ODC: Complex Adaptive Systems	
SWC: Vevey Salon 3	**1461**	ODC: Emotions & Attitudes in change	**1555**	ODC: Ambidextrous Organizations	
SWC: Vevey Salon 4	**1417**	HCM: Interntl Views on OB in Health	**1511**	HCM/HR: HRM and Change in Health Care	

Tuesday Late Afternoon, August 11, 2009

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
FMC: Ambassador Room	1640 PNP/MSR: Studies of Church						
FMC: Chancellor Room	1642 SIM: Reviewing for SIM						
FMC: Crystal Room	1639 ONE: Organizational ecosystem						
FMC: Embassy Room	1643 SIM: II.Coerc&Corrupt n Orgs:Pecept						
FMC: Gold Room	1644 SIM: IIIAcct&Stand:Corp Soc Reportg						
HRC: Addams	1576 BPS/ODC/RM: The Strategic Middle						
HRC: Atlanta	1577 BPS/SIM/HR: Effects of Going Private						
HRC: Buckingham	1617 MED: MBA & PhD Relevance						
HRC: Burnham			1648 MED: MED Exec Committee Meeting				
HRC: Columbian	1633 OMT: Studies in Status						
HRC: Columbus G	1573 BPS: Alliances & Networks Track						
HRC: Columbus H	1637 OMT/BPS: New Research on						
HRC: Columbus IJ	1578 BPS/TIM/ENT: Boundary Choices and						
HRC: Columbus KL	1619 MED/MOC/OB: Thinking Styles					1651 ICW: ASAC/CJAS Social	
HRC: Comiskey	1574 BPS: A Stakeholder View						
HRC: Crystal B	1594 IM: IMD BAH Eminent Scholar Award				1650 IM: IMD Dinner		
HRC: Crystal C	1645 TIM: Global Drivers of Innovation						
HRC: DuSable	1634 OMT: Antecedents of Innovation						
HRC: Field	1584 ENT: Venture Growth						
HRC: Gold Coast	1638 OMT/TIM: Changing forms of communit						
HRC: Grand B	1585 ENT: Family Ties in Ent Business						
HRC: Grand Ballroom					1649 AAA: AA Closing Reception		
HRC: Grand C North	1575 BPS: Corporate Effects						
HRC: Grand D North	1586 ENT: New Measurement Instruments						
HRC: Grand Foyer-Membership	← AAA: Membership						
HRC: Grand Foyer-Registration	← AAA: Registration						
HRC: Hong Kong	1616 MC/PNP/ODC: Embedded Sustainability						
HRC: Horner	1615 MC: Current and Future Consulting						
HRC: McCormick	1595 IM: MNC Regional Strategies						
HRC: New Orleans	1587 ENT: Not-for-profit & Social Ent						
HRC: Ogden	1635 OMT: Institutional Change						
HRC: Picasso	1629 OCIS: Comm., Voice, and Leadership						
HRC: Regency A Table 1	1599 IP: Transformational Leadership						
HRC: Regency A Table 2	1600 IP: Knowledge Management						
HRC: Regency A Table 3	1601 IP: Research-Practitioner Gap						
HRC: Regency A Table 4	1602 IP: Technological Capabilities						
HRC: Regency B Table 1	1603 IP: Trends in Entrepreneurship						
HRC: Regency B Table 2	1604 IP: Technological Alliances						
HRC: Regency B Table 3	1605 IP: Social Capital Research Trends						
HRC: Regency B Table 4	1606 IP: Strategic Groups & Positioning						
HRC: Regency C Table 1	1607 IP: Effective Collaboration						
HRC: Regency C Table 2	1608 IP: Value Creation						
HRC: Regency C Table 3	1609 IP: Climates for Innovation						
HRC: Regency C Table 4	1610 IP: Employee Work Engagement						
HRC: Regency D Table 1	1611 IP: The Influence of Gender						
HRC: Regency D Table 2	1612 IP: Group Decision Making						
HRC: Regency D Table 3	1613 IP: Rewards, Incentives, & Wages						
HRC: Regency D Table 4	1614 IP: High Performance Work Systems						
HRC: San Francisco	1596 IM: MNC Coordination and Control						
HRC: Skyway 260	1646 TIM: Knowledge and Innov. Mgmt.						
HRC: Skyway 265	1636 OMT: Org. Design Routines/Rules						
HRC: Skyway 272	1647 TIM: Standards and Dominant Designs						
HRC: Skyway 273	← AAA: 2009 LAC						
HRC: Skyway 283	1580 CAU: Making Businesses Take the ...						
HRC: Skyway 284	1581 CAU: Organizational errors and h ...						

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

HRC: Soldier Field	**1597**	IM: Emerging Multinationals
HRC: Toronto	**1583**	CMS: Resistance
HRC: Truffles	**1620**	MOC: Team Learning
HRC: Water Tower	**1630**	OCIS: Time and Technology
HRC: Wright	**1618**	MED: Value Development
HRC: Wrigley	**1598**	IM: Leadership Across Countries
SHC: Arkansas Room	**1621**	OB: Motivation and Initiative
SHC: Chicago 10	**1579**	CAR: Work and Family Research
SHC: Chicago 7	**1588**	GDO: Diversity & Networks
SHC: Chicago 8	**1582**	CM: Asymmetric Perceptions
SHC: Chicago 9	**1589**	GDO: Stereotypes
SHC: Colorado Room	**1622**	OB: Organizational Identity
SHC: Mayfair Room	**1627**	OB/OCIS: Improving Virtual Teams
SHC: Mississippi Room	**1623**	OB: Cross-Cultural Comparisons
SHC: Missouri Room	**1591**	HR: HRM in the PBO
SHC: Ohio Room	**1624**	OB: Politics, Power and Status
SHC: Sheraton 1	**1628**	OB/ODC: Followers, Leaders & Emotions
SHC: Sheraton 2	**1625**	OB: Emotion Regulation
SHC: Sheraton 3	**1592**	HR: Work Design
SHC: Sheraton 4	**1593**	HR: HRM and Support
SHC: Sheraton 5	**1626**	OB: Leadership & Regulatory Focus
SHC: Superior A and B	**1641**	RM: Capturing and Analyzing Data
SWC: St. Gallen Salon 2	**1631**	ODC: Leadership that Transforms
SWC: Vevey Salon 3	**1632**	ODC/MC: The Scholar-Practitioner
SWC: Vevey Salon 4	**1590**	HCM: Finance and Efficiency in HCOs

ACADEMY OF
Management
GREEN MANAGEMENT MATTERS
ACADEMY OF MANAGEMENT CHICAGO 2009

Notes

All Academy Activities

Program Chair: Susan E. Jackson, Rutgers U.
Professional Development Workshop Chair: Anne S. Tsui, Arizona State U.
Program Coordinator: Valerie Navarro, Academy of Management

Day	Start	#	Location	Session Information
Fri	8:00am	**1**	HRC:Grand Foyer-Membership	AOM Membership
		2	HRC:Grand Foyer-Registration	Conference Registration
		3	HRC:Skyway 273	Chicago 2009 LAC
		4	SHC:Parlor C	Board of Governors' Meeting
	10:00am	**44**	SHC:Parlor A	AOM Financial Strategies Committee Meeting
	1:00pm	**73**	SHC:Sheraton 1	2009 AMLE Reviewers Workshop
	3:00pm	**93**	SHC:Michigan A and B	2009 AMLE Writers Workshop
		94	SHC:Sheraton 5	The Ins and Outs of Faculty Recruiting
	5:30pm	**112**	SHC:Sheraton 4	New Member Orientation: Session 1
		113	SHC:Sheraton 5	Placement for Applicants
Sat	8:00am	**131**	HRC:Grand Foyer-Membership	AOM Membership
		132	HRC:Grand Foyer-Registration	Conference Registration
		133	HRC:Riverside Center	Conference Exhibits
		134	HRC:Skyway 273	Chicago 2009 LAC
		135	FMC:Gold Room	Membership Committee Opening Meeting & Breakfast
	8:30am	**191**	HRC:Grand Suite 3	Placement Services
	9:00am	**198**	SHC:Colorado Room	AOM Editors Meeting
	10:15am	**218**	HRC:Riverside Center- Break	Conference Break
	11:00am	**230**	SHC:Lincoln Boardroom	Board of Governors' Meeting
	12:00pm	**243**	SHC:Colorado Room	Academy of Management Journal Editors' Meeting
	2:00pm	**284**	SHC:Mississippi Room	Chairs, Fac. & Discussants
	2:45pm	**303**	HRC:Riverside Center- Break	Conference Break
	3:30pm	**381**	HRC:Skyway 272	2009 Program Chairs' Meeting
	5:00pm	**394**	HRC:Skyway 272	2010 Program Chairs' Meeting
	5:30pm	**346**	SHC:Sheraton 4	New Member Orientation: Session 2
	7:00pm	**372**	SHC:Chi Bar	President's Reception
	8:00pm	**375**	SHC:Sheraton 2	Showing of Al Gore's "An Inconvenient Truth"
Sun	8:00am	**382**	HRC:Grand Foyer-Membership	AOM Membership
		383	HRC:Grand Foyer-Registration	Conference Registration
		384	HRC:Riverside Center	Conference Exhibits
		385	HRC:Skyway 273	Chicago 2009 LAC
		386	SHC:Chicago 8-10	All-Academy Welcome Breakfast
	8:30am	**389**	HRC:Grand Suite 3	Placement Services
	9:00am	**392**	SHC:Sheraton Chicago Ballroom	President's Address & Awards
	10:15am	**395**	HRC:Riverside Center- Break	Conference Break
	11:15am	**396**	HRC:Addams	Div/IG Incoming Chairs
	11:00am	**399**	SHC:Mayfair Room	AMP Editorial Board Meeting
	12:00pm	**411**	HRC:Burnham	PD & CRTraining for Prog Chai
		412	HRC:Field	2010 PDW Chairs Meeting
		413	HRC:McCormick	Division Treasurers' Meeting
	12:30pm	**416**	SHC:Superior A and B	AMR Outgoing EB Meeting
	1:00pm	**419**	HRC:Comiskey	AOM Leadership Forum
		420	SHC:Michigan A and B	AOM Fellows Group Committee on Membership Meeting
	1:30pm	**432**	HRC:Field	Program Developer Training Session for PDW Chairs
	2:00pm	**437**	SHC:Mayfair Room	AMJ Editorial Board
		438	SHC:Superior A and B	AMR Editors Only Meeting
	2:45pm	**455**	HRC:Riverside Center- Break	Conference Break
	3:30pm	**460**	SHC:Mayfair Room	AMLE Board Meeting
	5:00pm	**494**	SHC:Mississippi Room	Academy of Management Perspectives Editors Only

Day	Start	#	Location	Session Information
Mon	7:30am	537	SHC:Michigan A and B	When Knowledge Wins
		391	SHC: Parlor F	Current/Incoming Committees
	8:00am	390	SHC: Parlor E	AOM Affiliates & Associates
		538	HRC:Grand Foyer-Membership	AOM Membership
		539	HRC:Grand Foyer-Registration	Conference Registration
		540	HRC:Riverside Center	Conference Exhibits
		541	HRC:Skyway 273	Chicago 2009 LAC
	8:30am	642	HRC:Grand Suite 3	Placement Services
	10:15am	746	HRC:Riverside Center- Break	Conference Break
	1:15pm	853	SHC:Parlor B	AOM Ethics Committee Meeting
	2:00pm	955	SHC:Lincoln Boardroom	AOM Diversity Task Force Committee Meeting
	2:45pm	957	HRC:Riverside Center- Break	Conference Break
Tue	7:30am	1192	HRC:Crystal A	AOM Past Presidents Breakfast
	8:00am	1193	HRC:Grand Foyer-Membership	AOM Membership
		1194	HRC:Grand Foyer-Registration	Conference Registration
		1195	HRC:Skyway 273	Chicago 2009 LAC
	1:15pm	1484	HRC:Skyway 281	Membership Debriefing Meeting
	5:00pm	1649	HRC:Grand Ballroom	All-Academy Closing Reception

Affiliate Activities & Committees

Program Chair: Susan E. Jackson, Rutgers U.
Professional Development Workshop Chair: Anne S. Tsui, Arizona State U.
Program Coordinator: Valerie Navarro, Academy of Management

Day	Start	#	Location	Session Information
Fri	9:00am	**36**	SHC:Ontario Room	IAM: The effect of financial crisis
		42	FMC:Chancellor Room	PTC: Managing change in extreme contexts
	10:00am	**45**	SWC:St. Gallen Salon 2	AAM: Vales of Consulting Projects
	2:00pm	**85**	SHC:Ohio Room	TTC: Learning Organization Theory
	3:20pm	**98**	FMC:Embassy Room	PTC: Aesthetics and Practice
	6:00pm	**122**	OS:TBA	NDSC: NDSC Happy Hour
Sat	8:00am	**152**	SHC:Huron Room	IAM: Best Practices
		153	FMC:Moulin Rouge	IAM: Caso Marco Aldany
		157	HRC:Atlanta	ITC: How green is your teaching?
		158	HRC:Skyway 265	ITC: Asian and U.S. economic crisis
		159	HRC:Horner	ITC: Cultural Intelligence Research
		183	FMC:Ambassador Room	PTC: Mid-Range Theory for CBM/RBV
		189	SHC:Ohio Room	TTC: Wise Consumers of Green Ideas
		190	SHC:Chicago 10	TTC: Aesthetics and Teaching
	8:30am	**192**	SWC:Vevey Salon 4	AAM: Korean Entrepreneurship
		195	SHC:Sheraton 4	NDSC: New Doctoral Student Consortium
	10:10am	**207**	SWC:St. Gallen Salon 1	AAM: Innovation in Asian firms
		210	SHC:Huron Room	IAM: Successful Internationalization
		211	HRC:Atlanta	ITC: Social Entrepreneurship
	10:40am	**221**	SWC:Vevey Salon 4	AAM: Knowledge Creation: A Management Theory from Japan
		228	SHC:Ohio Room	TTC: Clickers in the Classroom
	12:10pm	**248**	FMC:Ambassador Room	PTC: Action Learning Scholarship
	12:20pm	**251**	FMC:Moulin Rouge	IAM: Comunicación y RSC en Pymes
		255	SHC:Sheraton 1	NDSC: Balancing teaching & research
		257	SHC:Huron Room	TTC: Education changing the world
	12:30pm	**259**	FMC:Chancellor Room	PTC: Practice Theme Committee Meeting
	12:50pm	**264**	SHC:Ohio Room	TTC: Teaching with Technology
	2:00pm	**285**	SWC:Vevey Salon 4	AAM: More Explorations of Impact of Values at Work
		288	FMC:Gold Room	PTC: Green Management: Carrotmob
	2:30pm	**298**	FMC:Moulin Rouge	IAM: Empresa y desarrollo
		302	SHC:Huron Room	TTC: Best Practices in Online Teaching
	3:00pm	**308**	SHC:Sheraton 2	MEN: The Care and Feeding of Co-authors
	4:40pm	**337**	SHC:Huron Room	TTC: Simple Strategy Simulations
	5:00pm	**338**	SHC:Mississippi Room	IAM: IBERO Committee Meeting
		341	FMC:Chancellor Room	PTC: PTC Welcoming Reception
	5:30pm	**347**	SWC:Zurich G	AAM: Asia Academy of Management Committee Meeting
		352	FMC:Ambassador Room	PTC: Hurdles to green practices
	6:00pm	**365**	SHC:Sheraton 1	NDSC: NDSC & MED Reception
	7:00pm	**373**	SWC:Zurich B	AAM: Asia Academy of Management Reception
Sun	10:00am	**393**	SHC:Huron Room	AAC: Eastern Academy of Management Officers Meeting
	10:30am	**397**	SHC:Missouri Room	AAC: Southwest Academy of Management Officers Meeting
		398	SHC:Ontario Room	AAC: Midwest Academy of Management Officers Meeting
	12:00pm	**415**	HRC:Wrigley	ITC: International Theme Committee Meeting
	12:30pm	**417**	SHC:Huron Room	AAC: EAMI Advisory Board Meeting
	1:00pm	**421**	SHC:Ohio Room	AAC: Mentoring Committee Meeting
	2:00pm	**439**	SHC:Missouri Room	AAC: Western Academy of Management Officers Meeting
		443	HRC:Wrigley	ITC: Carolyn Dexter Award Reception
	3:00pm	**459**	SHC:Huron Room	TTC: Teaching Theme Committee Meeting
	3:30pm	**461**	HRC:Horner	AAC: SMA Board Meeting

Showcase Symposia

Program Chair: Susan E. Jackson, Rutgers U.
Professional Development Workshop Chair: Anne S. Tsui, Arizona State U.
Program Coordinator: Valerie Navarro, Academy of Management

Day	Start	#	Location	Session Information
Mon	8:00am	**608**	HRC:Columbus KL	SHCS: Revisiting Porter-McKibbin
		641	HRC:Columbian	SHCS: Interfirm Standardization
	9:45am	**652**	HRC:Columbus IJ	SHCS: Business Model Innovation
		675	HRC:Crystal B	SHCS: MNEs from Emerging Countries
		700	SWC:St. Gallen Salon 1	SHCS: Culture and Leadership
		711	SHC:Mayfair Room	SHCS: Ethical Leadership
	11:30am	**756**	HRC:Columbus IJ	SHCS: Forging a Path Forward
		810	HRC:Columbus KL	SHCS: Sustainable Management
		824	SHC:Sheraton 2	SHCS: Critical Issues Facing Corporate Boardrooms
		837	HRC:Grand A	SHCS: Spatial Networks and Knowledge
	3:00pm	**985**	SHC:Chicago 7	SHCS: Work-Family Issues and Careers
		987	SWC:Vevey Salon 4	SHCS: Healthcare Implementation
		1051	FMC:Gold Room	SHCS: Ethical Decision-Making
Tue	8:00am	**1210**	SHC:Chicago 8	SHCS: How to Do Good Team Research
		1277	HRC:Columbus H	SHCS: Materiality and Organization Studies
	9:45am	**1362**	SHC:Sheraton 5	SHCS: Staying Engaged
	1:15pm	**1492**	HRC:Columbus IJ	SHCS: Business Models
		1496	SHC:Chicago 10	SHCS: Longitudinal Career Research
		1515	SHC:Huron Room	SHCS: Work-Life Flexibility
	3:00pm	**1632**	SWC:Vevey Salon 3	SHCS: The Scholar-Practitioner

Interactive Papers

Program Chair: Wendy R. Boswell, Texas A&M U.

Day	Start	#	Location	Session Information
Mon	8:00am	585	HRC:Grand E Table 1	IP: Competition and Rivalry
		586	HRC:Grand E Table 2	IP: Research on Firm Capabilities
		587	HRC:Grand E Table 3	IP: Corp Social Responsibility
		588	HRC:Grand E Table 4	IP: Research in Organizational Culture
		589	HRC:Regency A Table 1	IP: Individual Differences and Leadership
		590	HRC:Regency A Table 2	IP: Social Ties/Networks: You and Me
		591	HRC:Regency A Table 3	IP: Strategic Issues in Green Management
		592	HRC:Regency A Table 4	IP: Understanding Family Businesses
		593	HRC:Regency B Table 1	IP: Institutional Theory Perspectives
		594	HRC:Regency B Table 2	IP: A Better Understanding of CEO Compensation
		595	HRC:Regency B Table 3	IP: Knowledge-Based Resources
		596	HRC:Regency B Table 4	IP: Mergers & Acquisitions in a Global Context
		597	HRC:Regency C Table 1	IP: The Development of New Markets
		598	HRC:Regency C Table 2	IP: Intellectual & Social Capital
		599	HRC:Regency C Table 3	IP: Cognition and the Individual
		600	HRC:Regency C Table 4	IP: Research on Ethics and Corruption
		601	HRC:Regency D Table 1	IP: Civility and CWB
		602	HRC:Regency D Table 2	IP: Work-Family Conflict
		603	HRC:Regency D Table 3	IP: Creativity in the Workplace
		604	HRC:Regency D Table 4	IP: A Closer Look at Foreign Direct Investment
	9:45am	676	HRC:Grand E Table 1	IP: Strategic Action and Firm Performance
		677	HRC:Grand E Table 2	IP: The Dynamics of Competition
		678	HRC:Grand E Table 3	IP: Liability of Foreignness and Beyond
		679	HRC:Grand E Table 4	IP: Understanding Small and Medium-Sized Enterprises
		680	HRC:Regency A Table 1	IP: Developing Managers
		681	HRC:Regency A Table 2	IP: New Knowledge: Exploration and Knowledge Sharing
		682	HRC:Regency A Table 3	IP: Green Management
		683	HRC:Regency A Table 4	IP: Entrepreneurship in Adverse Environments
		684	HRC:Regency B Table 1	IP: Institutionalization and Roles
		685	HRC:Regency B Table 2	IP: The Influence of Knowledge on Work Teams
		686	HRC:Regency B Table 3	IP: The Discovery Process
		687	HRC:Regency B Table 4	IP: Industrial Clusters
		688	HRC:Regency C Table 1	IP: Issues in Measurement
		689	HRC:Regency C Table 2	IP: Power and Politics
		690	HRC:Regency C Table 3	IP: Insights on Student Learning
		691	HRC:Regency C Table 4	IP: Personality Traits of Entrepreneurs
		692	HRC:Regency D Table 1	IP: Person-Environment Fit
		693	HRC:Regency D Table 2	IP: Prejudice, Stereotypes, and Status
		694	HRC:Regency D Table 3	IP: Group Decision Making: Problems and Issues
		695	HRC:Regency D Table 4	IP: Role of Emotions, Mood, Affect

Day	Start	#	Location	Session Information
Mon	11:30am	786	HRC:Grand E Table 1	IP: Current Issues in Capability Development
		787	HRC:Grand E Table 2	IP: Diffusion & Adoption of Tech.
		788	HRC:Grand E Table 3	IP: Stakeholder Perspectives
		789	HRC:Grand E Table 4	IP: Customer-Focused Research
		790	HRC:Regency A Table 1	IP: Upper Echelons Perspectives
		791	HRC:Regency A Table 2	IP: Leadership Research: Focus on the Leader
		792	HRC:Regency A Table 3	IP: The Role of Government in Environmentalism
		793	HRC:Regency A Table 4	IP: Exploring Organizational Learning
		794	HRC:Regency B Table 1	IP: Macro Issues in Innovation
		795	HRC:Regency B Table 2	IP: Directors, Top Management Teams, & Diversity
		796	HRC:Regency B Table 3	IP: Evolut & Ecolog Perspectives
		797	HRC:Regency B Table 4	IP: Advancing Research on Strategic Planning
		798	HRC:Regency C Table 1	IP: Multi/Cross-Cultural Relations
		799	HRC:Regency C Table 2	IP: Change & Adaptation
		800	HRC:Regency C Table 3	IP: Employee Training, Transfer, and Evaluation
		801	HRC:Regency C Table 4	IP: Designing and Managing Work Roles
		802	HRC:Regency D Table 1	IP: Personality at Work
		803	HRC:Regency D Table 2	IP: The Value of Diversity
		804	HRC:Regency D Table 3	IP: Career Success Factors
		805	HRC:Regency D Table 4	IP: The Influence of Efficacy
	1:15pm	889	HRC:Grand E Table 1	IP: Understanding Strategic Choice
		890	HRC:Grand E Table 2	IP: Understanding Absorptive Capacity
		891	HRC:Grand E Table 3	IP: Green Management and Individuals
		892	HRC:Grand E Table 4	IP: Collaborative Judgments
		893	HRC:Regency A Table 1	IP: Macro Issues in Understanding Identity
		894	HRC:Regency A Table 2	IP: Knowledge Sharing: Transfer, Flow and Exchange
		895	HRC:Regency A Table 3	IP: Understand Emergency Response
		896	HRC:Regency A Table 4	IP: Further Perspectives on Learning
		897	HRC:Regency B Table 1	IP: Legitimacy in Context
		898	HRC:Regency B Table 2	IP: Applying Real Options Theory
		899	HRC:Regency B Table 3	IP: Examining the Chinese Context
		900	HRC:Regency B Table 4	IP: Resource-Based View
		901	HRC:Regency C Table 1	IP: Perspectives on Research Design
		902	HRC:Regency C Table 2	IP: Creativity and Innovation
		903	HRC:Regency C Table 3	IP: Exploring Organizational Citizenship Behavior
		904	HRC:Regency C Table 4	IP: Motivational Work Design
		905	HRC:Regency D Table 1	IP: Diversity in Teams: Processes and Effects
		906	HRC:Regency D Table 2	IP: Strategic HRM and Human Capital
		907	HRC:Regency D Table 3	IP: Exploring the Role of Expatriates
		908	HRC:Regency D Table 4	IP: Organizational Values
	3:00pm	996	HRC:Grand E Table 1	IP: Models of Firm Evolution & Transformation
		997	HRC:Grand E Table 2	IP: Models of Entrepreneurship
		998	HRC:Grand E Table 3	IP: Structure and Role of MNCs
		999	HRC:Grand E Table 4	IP: Managing Intellectual Property
		1000	HRC:Regency A Table 1	IP: Leadership in a Global Context
		1001	HRC:Regency A Table 2	IP: Current Issues in Social Networks
		1002	HRC:Regency A Table 3	IP: Corporate Response to Environmental Issues
		1003	HRC:Regency B Table 1	IP: Toward a Better Understanding of Governance
		1004	HRC:Regency B Table 2	IP: The Effect of Directors
		1005	HRC:Regency B Table 3	IP: The Strategic Role of Social Capital
		1006	HRC:Regency B Table 4	IP: Diversification Strategies
		1007	HRC:Regency C Table 1	IP: The Complexities of Consultancy
		1008	HRC:Regency C Table 2	IP: A Closer Look at Pay Disparity
		1009	HRC:Regency C Table 3	IP: Identity and the Individual
		1010	HRC:Regency C Table 4	IP: Layoffs, Downsizing & Talent Management
		1011	HRC:Regency D Table 1	IP: Deviance in Organizations
		1012	HRC:Regency D Table 2	IP: Further Understanding Job Satisfaction
		1013	HRC:Regency D Table 3	IP: Current Research on Expatriates
		1014	HRC:Regency D Table 4	IP: Stress & Well-Being: Context and Sample

Day	Start	#	Location	Session Information
Mon	4:45pm	1091	HRC:Regency A Table 1	IP: Perspectives on Leaders and Leadership
		1092	HRC:Regency A Table 2	IP: The Value of Networks
		1093	HRC:Regency A Table 3	IP: Strategic Decision Making and Cognition
		1094	HRC:Regency A Table 4	IP: Venture Capital Investment
		1095	HRC:Regency B Table 1	IP: Developments for Institutions: Theory & Context
		1096	HRC:Regency B Table 2	IP: Examining Agency Theory
		1097	HRC:Regency B Table 3	IP: The Intersection of Technology and Innovation
		1098	HRC:Regency B Table 4	IP: The Exploitation Process
		1099	HRC:Regency C Table 1	IP: Lean Operations and Quality Management
		1100	HRC:Regency C Table 2	IP: Critical Issues on Ethics
		1101	HRC:Regency C Table 3	IP: New Directions in Justice Research
		1102	HRC:Regency C Table 4	IP: The Measurement of Performance
		1103	HRC:Regency D Table 1	IP: Understanding Empowerment
		1104	HRC:Regency D Table 2	IP: Trust and the Organization
		1105	HRC:Regency D Table 3	IP: Stress, Stressors, and Strains
		1106	HRC:Regency D Table 4	IP: Aggression and Abuse in the Workplace
Tue	8:00am	1234	HRC:Regency A Table 1	IP: New Perspectives in LMX Research
		1235	HRC:Regency A Table 2	IP: Knowledge Sharing and the Individual
		1236	HRC:Regency A Table 3	IP: Green Entrepreneurship and Green Practices
		1237	HRC:Regency A Table 4	IP: Organizational Learning
		1238	HRC:Regency B Table 1	IP: Understanding Organizational Legitimacy
		1239	HRC:Regency B Table 2	IP: Corporate Ventures and Entrepreneurship
		1240	HRC:Regency B Table 3	IP: IT & the Virtual Environment
		1241	HRC:Regency B Table 4	IP: Organizational and Industry Failure/Decline
		1242	HRC:Regency C Table 1	IP: Examining Supply Chains
		1243	HRC:Regency C Table 2	IP: Political Activities and Strategies
		1244	HRC:Regency C Table 3	IP: Understanding Employee Turnover
		1245	HRC:Regency C Table 4	IP: Ambiguity, Risk, and Decision Making
		1246	HRC:Regency D Table 1	IP: Current Research Issues on Work Attitudes
		1247	HRC:Regency D Table 2	IP: Power and Influence in Organizations
		1248	HRC:Regency D Table 3	IP: Managing Talent in India
		1249	HRC:Regency D Table 4	IP: The Role of Goals
	9:45am	1330	HRC:Regency A Table 1	IP: Research in Leadership and Followership
		1331	HRC:Regency A Table 2	IP: Innovation and Networks
		1332	HRC:Regency A Table 3	IP: Management Research and Practice: The Intersection
		1333	HRC:Regency A Table 4	IP: Organizational Learning in Context
		1334	HRC:Regency B Table 1	IP: Mergers & Acquisitions
		1335	HRC:Regency B Table 2	IP: Role of the CEO: Pay and Other Matters
		1336	HRC:Regency B Table 3	IP: Evolutionary Perspectives in Entrepreneurship
		1337	HRC:Regency B Table 4	IP: Decision Making Under Uncertainty
		1338	HRC:Regency C Table 1	IP: Outsourcing/Offshoring Strategies
		1339	HRC:Regency C Table 2	IP: Supplier Relations and Supplier Management
		1340	HRC:Regency C Table 3	IP: Theories of Decision Making
		1341	HRC:Regency C Table 4	IP: Entrepreneurial Orientation
		1342	HRC:Regency D Table 1	IP: Diversity and Anti-Discrimination Initiatives
		1343	HRC:Regency D Table 2	IP: Applying Theories of Motivation
		1344	HRC:Regency D Table 3	IP: New Perspectives in Employee Incentive Research
		1345	HRC:Regency D Table 4	IP: Non-Traditional Work Arrangements

Day	Start	#	Location	Session Information
Tue	11:30am	1428	HRC:Regency A Table 1	IP: Leadership Dynamics
		1429	HRC:Regency A Table 2	IP: Knowledge Management Processes
		1430	HRC:Regency A Table 3	IP: Financial/Capital Markets
		1431	HRC:Regency B Table 1	IP: Current Trends in Strategic Alliance Research
		1432	HRC:Regency B Table 2	IP: Emerging & Transition Econ
		1433	HRC:Regency B Table 3	IP: Applying Open Innovation
		1434	HRC:Regency B Table 4	IP: Allocation of Resources
		1435	HRC:Regency C Table 1	IP: Inter-Organizational Relationships
		1436	HRC:Regency C Table 2	IP: Organizational Transformation
		1437	HRC:Regency C Table 3	IP: Career Construction: A New Look
		1438	HRC:Regency C Table 4	IP: Applications of Social Exchange Theory
		1439	HRC:Regency D Table 1	IP: Job Search & Socialization
		1440	HRC:Regency D Table 2	IP: Moral Issues in Management Research
		1441	HRC:Regency D Table 3	IP: The Role of Trust in a Virtual Environment
		1442	HRC:Regency D Table 4	IP: Emotions in the Workplace
	1:15pm	1521	HRC:Regency A Table 1	IP: Teams and Knowledge Sharing
		1522	HRC:Regency A Table 2	IP: Networks and the Organization
		1523	HRC:Regency A Table 3	IP: Innovation Processes: New Directions
		1524	HRC:Regency A Table 4	IP: Alliances and Joint Ventures
		1525	HRC:Regency B Table 1	IP: Understanding Institutional Change
		1526	HRC:Regency B Table 2	IP: Emerging Research on Emerging Markets
		1527	HRC:Regency B Table 3	IP: New Directions in Technology and Innovation
		1528	HRC:Regency B Table 4	IP: Strategic Decision Making
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1530	HRC:Regency C Table 2	IP: Commercialization
		1531	HRC:Regency C Table 3	IP: Employee Retention Issues
		1532	HRC:Regency C Table 4	IP: Examining Cross-Cultural Employment Issues
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
		1534	HRC:Regency D Table 2	IP: Trust and Work Outcomes
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
		1536	HRC:Regency D Table 4	IP: The Influence of Culture and/or Climate
	3:00pm	1599	HRC:Regency A Table 1	IP: Perspectives on Transformational Leadership
		1600	HRC:Regency A Table 2	IP: Knowledge Management: Culture and Context Matter
		1601	HRC:Regency A Table 3	IP: Investigating the Research-Practitioner Gap
		1602	HRC:Regency A Table 4	IP: New Perspectives in Technological Capabilities
		1603	HRC:Regency B Table 1	IP: Research Trends in Entrepreneurship
		1604	HRC:Regency B Table 2	IP: Technological Alliances and Innovation
		1605	HRC:Regency B Table 3	IP: Social Capital Research Trends
		1606	HRC:Regency B Table 4	IP: Strategic Groups and Strategic Positioning
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1608	HRC:Regency C Table 2	IP: Value Creation
		1609	HRC:Regency C Table 3	IP: Climates for Innovation
		1610	HRC:Regency C Table 4	IP: Employee Work Engagement
		1611	HRC:Regency D Table 1	IP: The Influence of Gender
		1612	HRC:Regency D Table 2	IP: Group Decision Making: Knowledge and Influence
		1613	HRC:Regency D Table 3	IP: Compensation: Rewards, Incentives, and Wages
		1614	HRC:Regency D Table 4	IP: Current Research on High Performance Work Systems

Caucuses

Program Chair: Pawan S. Budhwar, Aston U.

Day	Start	#	Location	Session Information
Mon	8:00am	**555**	HRC:Skyway 283	CAU: Research in Latin America
		556	HRC:Skyway 284	CAU: Behavioral Integrity Incubator
		557	HRC:Skyway 285	CAU: Metatheory in Management
	9:45am	**655**	HRC:Skyway 281	CAU: Lessons from Informal Economy
		656	HRC:Skyway 283	CAU: Sustainable Business in Action
		657	HRC:Skyway 284	CAU: China's Domestic Private Firms
		658	HRC:Skyway 285	CAU: Public-Private Partnerships
	11:30am	**759**	HRC:Skyway 269	CAU: Public Policy on Equal Treatment:A Cross-Cultu...
		760	HRC:Skyway 281	CAU: Indian Academy of Management
		761	HRC:Skyway 283	CAU: Russian and CIS Management Research Caucus
		762	HRC:Skyway 284	CAU: How to make green matter on campus
		763	HRC:Skyway 285	CAU: Cooperative Organizations
	1:15pm	**865**	HRC:Skyway 281	CAU: Greening and PRME
		866	HRC:Skyway 284	CAU: Conducting Field Experiments
		867	HRC:Skyway 285	CAU: Sensemaking Research
	3:00pm	**969**	HRC:Skyway 281	CAU: Intuition in organizations
		970	HRC:Skyway 283	CAU: Cultural intelligence...
		971	HRC:Skyway 284	CAU: Voluntary Carbon Markets
		972	HRC:Skyway 285	CAU: Show Me the Stats: Where's the Assurance that B...
	4:45pm	**1070**	HRC:Skyway 283	CAU: Humanistic Management Network
		1071	HRC:Skyway 284	CAU: Going Green & Aesthetics
		1072	HRC:Skyway 285	CAU: Greening the Curriculum: How Do We Infuse Green ...
Tue	8:00am	**1206**	HRC:Skyway 283	CAU: African Management Research
		1207	HRC:Skyway 284	CAU: Race, Status, and Negotiations
		1208	HRC:Skyway 285	CAU: Methods: Innovative Technologies in Research
	9:45am	**1303**	HRC:Skyway 283	CAU: Theory Development in Green Management Research
		1304	HRC:Skyway 284	CAU: Awakening the Dreamer
		1305	HRC:Skyway 285	CAU: Green Matters and Leadership
	11:30am	**1400**	HRC:Skyway 283	CAU: Green Innovation
		1401	HRC:Skyway 284	CAU: Women on Boards
		1402	HRC:Skyway 285	CAU: Teaching Sustainability Within and Across Discip...
	1:15pm	**1497**	HRC:Skyway 269	CAU: Emotions in Organizations Network
		1498	HRC:Skyway 284	CAU: Networks for a GM-Agenda
		1499	HRC:Skyway 285	CAU: Fit Happens - Person Environment Fit and Misfit
	3:00pm	**1580**	HRC:Skyway 283	CAU: Making Businesses Take the Global Environment Se...
		1581	HRC:Skyway 284	CAU: Organizational errors and high reliability

All Academy Theme

Program Chair: Andrew J. Hoffman, U. of Michigan

Day	Start	#	Location	Session Information
Sun	11:30am	**402**	HRC:Columbus G	Individuals and the Natural Environment
		403	HRC:Columbus H	Creating Sustainable Work
		404	HRC:Columbus IJ	Building From the Ground Up II
		405	HRC:Columbus KL	Sustainability Metrics
		406	HRC:Grand A	Building Sustainable Business Programs
		407	HRC:Grand B	Greening Education
		408	HRC:Grand C North	Greening Matters
		409	HRC:Grand D North	Emergence of Cleantech
		410	HRC:Grand E	Practice in Scholarship
	1:00pm	**422**	HRC:Acapulco	Markets and the Environment
		423	HRC:Columbus G	What Does It Mean to Be Green?
		424	HRC:Columbus H	Environmentally Friendly Worker Behaviors
		425	HRC:Columbus KL	Managing the Financial Crisis
		426	HRC:Grand C North	Green Substitution
		427	HRC:Grand D North	Sustainability in Practice
		428	HRC:Toronto	Overcoming Obstacles
	2:30pm	**444**	HRC:Acapulco	Climate Change and Theory
		445	HRC:Columbus G	Pro-Environmental Behavior
		446	HRC:Columbus H	Organizing for Sustainability
		447	HRC:Columbus IJ	Modern Agricultural Processes
		448	HRC:Grand A	Sustainable Business Education
		449	HRC:Grand B	Business & the Environment
		450	HRC:Grand C North	The Art and Science of Sustainable Value Chains
		451	HRC:Grand D North	Industrial Symbiosis
		452	HRC:Grand E	Hot Topics in Environmental Management
		453	HRC:Toronto	Greening the Built Environment
	4:00pm	**482**	HRC:Acapulco	Organizing Green
		483	HRC:Columbus G	CSR From the Ground Up
		484	HRC:Columbus H	Social Design & Sustainability
		485	HRC:Columbus IJ	Classical Sociology Goes Green
		486	HRC:Columbus KL	The Environment in Troubling Times
		487	HRC:Grand B	Multidisciplinary Teaching Perspectives
		488	HRC:Toronto	Greening the Academy
Mon	9:45am	**643**	SHC:Chicago 6	Chicago Commissioner of EA

Business Policy & Strategy

Program Chair: Tammy L. Madsen, Santa Clara U.
Professional Development Workshop Chair: Nicholas Argyres, Washington U. in St. Louis

Day	Start	#	Location	Session Information
Fri	8:00am	**5**	HRC:Columbus G	BPS Dissertation Consortium
		6	HRC:Columbus IJ	BPS Doctoral Consortium
	1:20pm	**77**	HRC:Gold Coast	BPS New Faculty Consortium I
Sat	8:00am	**136**	HRC:Comiskey	BPS Doctoral Consortium
		137	HRC:Water Tower	BPS New Faculty Consortium II
		138	HRC:Wrigley	BPS Managing your Dissertation
		139	HRC:Skyway 260	Advance Theory? Know Practice!
		140	HRC:Hong Kong	Questionnaire Development
		141	HRC:Truffles	Organizing Innovation
		142	HRC:Columbus IJ	Measuring Knowledge Flows
	11:10am	**231**	HRC:Truffles	Outsourcing and Offshoring
		232	HRC:Columbus IJ	Strategy as Practice: Methods
	11:40am	**238**	HRC:Columbus KL	Coopetition Strategy
	12:50pm	**260**	HRC:Gold Coast	First Mover Advantage theory
	1:10pm	**270**	HRC:Comiskey	Theory to Practice: Teaching Strategic Management
	2:20pm	**291**	HRC:Truffles	Alliances and Acquisitions
	3:00pm	**306**	HRC:Horner	The Detroit Auto Crisis
	3:20pm	**312**	HRC:Comiskey	Org Structure & Design
	5:10pm	**342**	HRC:Hong Kong	Strategic Knowledge Management
	5:30pm	**348**	HRC:Truffles	PDW on Competitive Advantage
	6:00pm	**355**	HRC:Burnham	Mid-Career Workshop
		356	HRC:Gold Coast	Meet the BPS Officers
Sun	3:30pm	**462**	HRC:Gold Coast	BPS Executive Committee Meeting
	6:00pm	**503**	HRC:Truffles	Irwin Outstanding Educ. Award
Mon	8:00am	**542**	HRC:Addams	Strategy Process & Change
		543	HRC:Atlanta	Innovation & Strategic Renewal
		544	HRC:Burnham	Industry Dynamics: Competitive Dynamics
		545	HRC:Columbus G	Alliances & Networks
		546	HRC:Comiskey	Corporate Governance: How CEOs Matter
		547	HRC:DuSable	Environmentalism
		548	HRC:Grand C North	Corporate Effects
		549	HRC:Riverside Center VV BPS 1	Competetive Heterogeneity
		550	HRC:Columbus IJ	JS: Organizational Science Quality
		551	HRC:Gold Coast	JS: Strategic Management and Language
		552	HRC:Acapulco	JS: Capabilities and Context
		585	HRC:Grand E Table 1	IP: Competition and Rivalry
		586	HRC:Grand E Table 2	IP: Research on Firm Capabilities
		588	HRC:Grand E Table 4	IP: Research in Organizational Culture
		591	HRC:Regency A Table 3	IP: Strategic Issues in Green Management
		593	HRC:Regency B Table 1	IP: Institutional Theory Perspectives
		594	HRC:Regency B Table 2	IP: A Better Understanding of CEO Compensation
		596	HRC:Regency B Table 4	IP: Mergers & Acquisitions in a Global Context
		599	HRC:Regency C Table 3	IP: Cognition and the Individual
		600	HRC:Regency C Table 4	IP: Research on Ethics and Corruption
		603	HRC:Regency D Table 3	IP: Creativity in the Workplace
		629	FMC:Crystal Room	JS: Sustainability: New Insights
		641	HRC:Columbian	SHCS: Interfirm Standardization

Day	Start	#	Location	Session Information
Mon	9:45am	**644**	HRC:Acapulco	Competitive Heterogeneity
		645	HRC:Addams	Strategy Process & Change
		646	HRC:Atlanta	Innovation & Strategic Renewal
		647	HRC:Burnham	Industry Dynamics: Adaptation
		648	HRC:Columbus G	Alliances & Networks
		649	HRC:Comiskey	Corporate Governance: CEO Succession
		650	HRC:Grand C North	Corporate Effects
		651	HRC:Riverside Center VV BPS 1	Competitive Heterogenity
		652	HRC:Columbus IJ	SHCS: Business Model Innovation
		675	HRC:Crystal B	SHCS: MNEs from Emerging Countries
		676	HRC:Grand E Table 1	IP: Strategic Action and Firm Performance
		677	HRC:Grand E Table 2	IP: The Dynamics of Competition
		681	HRC:Regency A Table 2	IP: New Knowledge: Exploration and Knowledge Sharing
		687	HRC:Regency B Table 4	IP: Industrial Clusters
		694	HRC:Regency D Table 3	IP: Group Decision Making: Problems and Issues
		695	HRC:Regency D Table 4	IP: Role of Emotions, Mood, Affect
		727	HRC:Grand A	JS: Mortgage Meltdown
		736	SHC:Superior A and B	JS: Making the Case
		739	FMC:Gold Room	JS: Freeman '84 @ 25
	11:30am	**748**	HRC:Acapulco	Competitive Heterogeneity
		749	HRC:Addams	Strategy Process & Change
		750	HRC:Atlanta	Innovation & Strategic Renewal
		751	HRC:Burnham	Industry Dynamics
		752	HRC:Columbus G	Alliances & Networks: Contracting & Negotiation
		753	HRC:Comiskey	Corporate Governance: CEO Status & Power
		754	HRC:Grand C North	Corporate Effects: Governance & Diversification
		755	HRC:Riverside Center VV BPS 1	Innovation
		756	HRC:Columbus IJ	SHCS: Forging a Path Forward
		786	HRC:Grand E Table 1	IP: Current Issues in Capability Development
		789	HRC:Grand E Table 4	IP: Customer-Focused Research
		791	HRC:Regency A Table 2	IP: Leadership Research: Focus on the Leader
		793	HRC:Regency A Table 4	IP: Exploring Organizational Learning
		795	HRC:Regency B Table 2	IP: Directors, Top Management Teams, & Diversity
		796	HRC:Regency B Table 3	IP: Evolut & Ecolog Perspectives
		799	HRC:Regency C Table 2	IP: Change & Adaptation
		837	HRC:Grand A	SHCS: Spatial Networks and Knowledge
	1:15pm	**854**	HRC:Acapulco	Competitive Heterogeneity: Value Appropriation
		855	HRC:Addams	Strategy Process & Change: Cognition
		856	HRC:Atlanta	Innovation & Strategic Renewal
		857	HRC:Burnham	Industry Dynamics: Industrial Economic Theory
		858	HRC:Columbus G	Alliances & Networks
		859	HRC:Comiskey	Corporate Governance
		860	HRC:Grand C North	Corporate Effects
		861	HRC:Riverside Center VV BPS 1	Corporate Strategy
		862	HRC:Columbus IJ	JS: Strategic Exit Decisions: Optimal and Otherwise
		889	HRC:Grand E Table 1	IP: Understanding Strategic Choice
		894	HRC:Regency A Table 2	IP: Knowledge Sharing: Transfer, Flow and Exchange
		897	HRC:Regency B Table 1	IP: Legitimacy in Context
		898	HRC:Regency B Table 2	IP: Applying Real Options Theory
		899	HRC:Regency B Table 3	IP: Examining the Chinese Context
		900	HRC:Regency B Table 4	IP: Resource-Based View
		906	HRC:Regency D Table 2	IP: Strategic HRM and Human Capital
		908	HRC:Regency D Table 4	IP: Organizational Values
		929	SWC:St. Gallen Salon 2	JS: In Search of Sustainable High Performance
		947	FMC:Gold Room	JS: Shareholder activism: How do firms respond?

Day	Start	#	Location	Session Information
Mon	3:00pm	**958**	HRC:Acapulco	Competitive Heterogeneity
		959	HRC:Addams	Strategy Process & Change
		960	HRC:Atlanta	Innovation & Strategic Renewal
		961	HRC:Burnham	Industry Dynamics: Location & Geography
		962	HRC:Columbus G	Alliances & Networks
		963	HRC:Columbus IJ	Demand-side Strategies
		964	HRC:Comiskey	Corporate Governance: Board Composition
		965	HRC:Grand C North	Corporate Effects
		966	HRC:Riverside Center VV BPS2	Alliances
		996	HRC:Grand E Table 1	IP: Models of Firm Evolution & Transformation
		999	HRC:Grand E Table 4	IP: Managing Intellectual Property
		1003	HRC:Regency B Table 1	IP: Toward a Better Understanding of Governance
		1004	HRC:Regency B Table 2	IP: The Effect of Directors
		1005	HRC:Regency B Table 3	IP: The Strategic Role of Social Capital
		1006	HRC:Regency B Table 4	IP: Diversification Strategies
		1008	HRC:Regency C Table 2	IP: A Closer Look at Pay Disparity
	4:45pm	**1058**	HRC:Acapulco	Competitive Heterogeneity: Dynamic Capabilities
		1059	HRC:Addams	Strategy Process & Change
		1060	HRC:Burnham	Business Location
		1061	HRC:Columbus G	New Perspectives on Alc Struct
		1062	HRC:Comiskey	Corporate Governance
		1063	HRC:Grand C North	Wiley-Blackwell Dissertation Award Finalists
		1064	HRC:Riverside Center VV BPS 1	Cooperation, Coordination and Networks
		1065	HRC:Riverside Center VV BPS2	Industry Dynamics
		1066	HRC:Columbus IJ	JS: Sustainability & the Board
		1067	HRC:Atlanta	JS: Managing Across Technological Transitions
		1095	HRC:Regency B Table 1	IP: Developments for Institutions: Theory & Context
		1096	HRC:Regency B Table 2	IP: Examining Agency Theory
		1098	HRC:Regency B Table 4	IP: The Exploitation Process
		1104	HRC:Regency D Table 2	IP: Trust and the Organization
	6:30pm	**1154**	HRC:Grand C North	BPS Div. Business Meeting
	7:30pm	**1175**	HRC:Columbus IJ	Business Policy & Strategy Division Social
Tue	8:00am	**1196**	HRC:Acapulco	Entrepreneurial Actions within Networks
		1197	HRC:Addams	Strategy Process & Change
		1198	HRC:Atlanta	Corporate Effects
		1199	HRC:Burnham	Industry Dynamics: Within & Between
		1200	HRC:Columbus G	Alliances & Networks
		1201	HRC:Columbus IJ	Strategic Challenges in Organizational Learning
		1202	HRC:Comiskey	Corporate Governance
		1203	HRC:Grand C North	Corporate Effects
		1204	HRC:Riverside Center VV BPS 1	Governance: Top Management
		1237	HRC:Regency A Table 4	IP: Organizational Learning
		1239	HRC:Regency B Table 2	IP: Corporate Ventures and Entrepreneurship
		1241	HRC:Regency B Table 4	IP: Organizational and Industry Failure/Decline
		1242	HRC:Regency C Table 1	IP: Examining Supply Chains
		1243	HRC:Regency C Table 2	IP: Political Activities and Strategies
		1245	HRC:Regency C Table 4	IP: Ambiguity, Risk, and Decision Making

Day	Start	#	Location	Session Information
Tue	9:45am	**1293**	HRC:Acapulco	Economics and Capabilities
		1294	HRC:Addams	Transitional Economies
		1295	HRC:Burnham	Industry Dynamics: Organizational Learning
		1296	HRC:Columbus G	Alliances & Networks
		1297	HRC:Comiskey	Corporate Governance
		1298	HRC:Grand C North	Corporate Effects
		1299	HRC:Riverside Center VV BPS 1	Governance: Ownership and Control
		1300	HRC:Atlanta	JS: Living with the past
		1301	HRC:Columbus IJ	JS: Management Innovation
		1332	HRC:Regency A Table 3	IP: Management Research and Practice: The Intersection
		1333	HRC:Regency A Table 4	IP: Organizational Learning in Context
		1334	HRC:Regency B Table 1	IP: Mergers & Acquisitions
		1335	HRC:Regency B Table 2	IP: Role of the CEO: Pay and Other Matters
		1336	HRC:Regency B Table 3	IP: Evolutionary Perspectives in Entrepreneurship
		1338	HRC:Regency C Table 1	IP: Outsourcing/Offshoring Strategies
		1339	HRC:Regency C Table 2	IP: Supplier Relations and Supplier Management
		1341	HRC:Regency C Table 4	IP: Entrepreneurial Orientation
		1344	HRC:Regency D Table 3	IP: New Perspectives in Employee Incentive Research
		1375	HRC:Gold Coast	JS: Professional Services Firms
		1376	HRC:Columbus H	JS: Responding to Failure
		1388	HRC:Crystal C	JS: User Innovation
	11:30am	**1390**	HRC:Acapulco	Competitive Heterogeneity
		1391	HRC:Addams	Global Strategy: An Institutional Lens
		1392	HRC:Burnham	Industry Dynamics: Multi-Market Competition
		1393	HRC:Columbus G	Alliances & Networks
		1394	HRC:Comiskey	Corporate Governance
		1395	HRC:Grand C North	Corporate Effects
		1396	HRC:Riverside Center VV BPS 1	Stratetgy Process & Organizational Change
		1397	HRC:Atlanta	JS: Interfirm Knowldege Governance
		1398	HRC:Columbus IJ	JS: Market For Ideas
		1427	HRC:Crystal B	JS: Risk, Investment & Development
		1430	HRC:Regency A Table 3	IP: Financial/Capital Markets
		1431	HRC:Regency B Table 1	IP: Current Trends in Strategic Alliance Research
		1432	HRC:Regency B Table 2	IP: Emerging & Transition Econ
		1434	HRC:Regency B Table 4	IP: Allocation of Resources
		1482	HRC:Skyway 260	JS: Strategic Crowdsourcing
	1:15pm	**1485**	HRC:Acapulco	Competitive Heterogeneity
		1486	HRC:Columbus G	Alliances & Networks: Exploitation & Collaboration
		1487	HRC:Comiskey	Corporate Governance
		1488	HRC:Grand C North	Corporate Effects
		1489	HRC:Riverside Center VV BPS 1	International Strategy
		1490	HRC:Atlanta	JS: Knowledge Workers and Competitive Advantage
		1491	HRC:Addams	JS: Behavioral Foundations of Strategy
		1492	HRC:Columbus IJ	SHCS: Business Models
		1523	HRC:Regency A Table 3	IP: Innovation Processes: New Directions
		1524	HRC:Regency A Table 4	IP: Alliances and Joint Ventures
		1527	HRC:Regency B Table 3	IP: New Directions in Technology and Innovation
		1528	HRC:Regency B Table 4	IP: Strategic Decision Making
		1559	HRC:Columbus H	JS: Multiplex Networks

Day	Start	#	Location	Session Information
Tue	3:00pm	1573	HRC:Columbus G	Alliances & Networks: Issues in Joint Ventures
		1574	HRC:Comiskey	A Stakeholder View
		1575	HRC:Grand C North	Corporate Effects: Resources, Technology, & Growth
		1576	HRC:Addams	JS: Researching the Strategic Middle Manager
		1577	HRC:Atlanta	JS: Effects of Going Private
		1578	HRC:Columbus IJ	JS: Boundary Choices and Profits
		1600	HRC:Regency A Table 2	IP: Knowledge Management: Culture and Context Matter
		1602	HRC:Regency A Table 4	IP: New Perspectives in Technological Capabilities
		1603	HRC:Regency B Table 1	IP: Research Trends in Entrepreneurship
		1606	HRC:Regency B Table 4	IP: Strategic Groups and Strategic Positioning
		1608	HRC:Regency C Table 2	IP: Value Creation
		1637	HRC:Columbus H	JS: New Research on Abandonment

Careers

Program Chair: Suzanne C. de Janasz, U. of Mary Washington
Professional Development Workshop Chair: Svetlana Khapova, VU U. Amsterdam

Day	Start	#	Location	Session Information
Fri	9:00am	**33**	SHC:Mayfair Room	Success in Academia
	11:10am	**56**	SHC:Erie Room	Careers in the Rough
	2:20pm	**87**	SHC:Erie Room	Aging, Retirement and Work-Life Balance
	4:30pm	**105**	SHC:Mayfair Room	Career Workouts for Executives
Sat	8:00am	**143**	SHC:Erie Room	The Greening of Careers
	1:20pm	**274**	SHC:Chicago 7	Scholar-Practitioner
	3:40pm	**319**	OS:OFFSITE	Careers & Architecture Walk
		320	SHC:Chicago 7	Using Biographical Data
	6:00pm	**357**	FMC:Moulin Rouge	Careers Division PDW Social and Show
Sun	3:30pm	**463**	SHC:Colorado Room	CAR Executive Committee Meeting
Mon	8:00am	**553**	SHC:Huron Room	Careers Research Incubation/Networking Breakfast
		554	SHC:Chicago 10	JS: Self-Directed Careers
		602	HRC:Regency D Table 2	IP: Work-Family Conflict
	9:45am	**653**	SHC:Chicago 10	Facing the Transition to Retirement: Now What?
		654	SHC:Huron Room	The Ties that Bind: Networks and Career Success
		680	HRC:Regency A Table 1	IP: Developing Managers
		692	HRC:Regency D Table 1	IP: Person-Environment Fit
		728	HRC:Gold Coast	JS: New avenues of attainment
	11:30am	**757**	SHC:Chicago 10	Career Success & Satisfaction
		758	SHC:Huron Room	Transitioning to Roads Less Traveled
		774	SHC:Chicago 7	JS: Beyond Work and Family
		804	HRC:Regency D Table 3	IP: Career Success Factors
	1:15pm	**863**	SHC:Huron Room	Identity and Careers
		864	SHC:Chicago 10	JS: New Directions in Professional Identity Research
	3:00pm	**967**	SHC:Huron Room	Commitment in Contemporary Careers
		968	SHC:Chicago 10	JS: Boundaryless Back and Forward
	4:45pm	**1068**	SHC:Chicago 10	CAR Business Meeting
		1069	SHC:Huron Room	Identity and Discrimination
		1091	HRC:Regency A Table 1	IP: Perspectives on Leaders and Leadership
	6:15pm	**1152**	SHC:Chicago 10	CAR Division Social
Tue	8:00am	**1205**	SHC:Chicago 10	JS: Mentoring Frontiers
	9:45am	**1300**	HRC:Atlanta	JS: Living with the past
		1302	SHC:Chicago 10	Creativity and Flexibility: Careers in Context
		1345	HRC:Regency D Table 4	IP: Non-Traditional Work Arrangements
		1361	SHC:Sheraton 2	JS: Proactivity: Benefits, Costs and Temporal Dynamics
	11:30am	**1399**	SHC:Chicago 10	Mentor Relationships
		1421	SHC:Sheraton 4	JS: Unfolding Trends in Voluntary Turnover Research
		1437	HRC:Regency C Table 3	IP: Career Construction: A New Look
		1439	HRC:Regency D Table 1	IP: Job Search & Socialization
	1:15pm	**1493**	HRC:Riverside Center VV CAR 1	Career Choice, Meaning and Development
		1494	HRC:Riverside Center VV CAR 2	Career Challenges and Transitions
		1495	HRC:Riverside Center VV CAR 3	Mentoring, Networking and Careers
		1496	SHC:Chicago 10	SHCS: Longitudinal Career Research
		1522	HRC:Regency A Table 2	IP: Networks and the Organization
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
	3:00pm	**1579**	SHC:Chicago 10	New Directions in Work/Family Research
		1605	HRC:Regency B Table 3	IP: Social Capital Research Trends

Conflict Management

Program Chair: Deanna Geddes, Temple U.
Professional Development Workshop Chair: Barry M Goldman, U. of Arizona

Day	Start	#	Location	Session Information
Sat	8:00am	**144**	SHC:Mayfair Room	Conflict:Trust,Justice,Culture
	10:10am	**208**	SHC:Mississippi Room	Morality and Ethics
	1:20pm	**275**	SHC:Chicago 10	How to Negotiate Your (First) Job Offer
Sun	3:30pm	**464**	SHC:Mississippi Room	CM Executive Committee
	5:00pm	**495**	SHC:Sheraton 5	Conflict Management Division Business Meeting
	6:30pm	**519**	OS:TBA	Conflict Management Division Social
Mon	8:00am	**558**	HRC:Riverside Center VV CM 1	Varying Approaches to Conflict
		559	HRC:Riverside Center VV CM 2	External vs Internal Factors
		589	HRC:Regency A Table 1	IP: Individual Differences and Leadership
		599	HRC:Regency C Table 3	IP: Cognition and the Individual
		601	HRC:Regency D Table 1	IP: Civility and CWB
	9:45am	**659**	SHC:Chicago 8	Accounts and Apologies
		693	HRC:Regency D Table 2	IP: Prejudice, Stereotypes, and Status
	11:30am	**764**	SHC:Chicago 8	Different Faces of Power
		765	SHC:Erie Room	Coming Together w/Conflict
		775	SHC:Ontario Room	JS: Diversity 2.0
		780	SHC:Sheraton 3	JS: Politics and Political Skill
		798	HRC:Regency C Table 1	IP: Multi/Cross-Cultural Relations
		822	SHC:Sheraton 5	JS: Personality and Conflict in Work Teams
		823	SHC:Sheraton 1	JS: Justice and Decision Making
	1:15pm	**868**	SHC:Erie Room	Strategic Communication Action
		869	SHC:Chicago 8	JS: Retribution and Restoration
		892	HRC:Grand E Table 4	IP: Collaborative Judgments
		905	HRC:Regency D Table 1	IP: Diversity in Teams: Processes and Effects
		923	SHC:Sheraton 2	JS: Distrust in Organizations: Empirical Developments
	3:00pm	**973**	SHC:Chicago 8	Ties that Bind (or Blind) During Disputes
		974	SHC:Erie Room	Trust as Predictor and Outcome
		1001	HRC:Regency A Table 2	IP: Current Issues in Social Networks
		1027	SHC:Mississippi Room	JS: Findings from the Dark Side
	4:45pm	**1073**	SHC:Erie Room	JS: Alternative Dispute Resolution in the Workplace
		1074	SHC:Chicago 8	JS: Influence and Power
		1104	HRC:Regency D Table 2	IP: Trust and the Organization
Tue	8:00am	**1209**	SHC:Erie Room	New Thoughts on Conflict in the Organization
		1210	SHC:Chicago 8	SHCS: How to Do Good Team Research
		1247	HRC:Regency D Table 2	IP: Power and Influence in Organizations
	9:45am	**1306**	SHC:Chicago 8	Self Regulation and Social Interdependence
		1307	SHC:Erie Room	Questionable Tactics
		1364	SHC:Mayfair Room	JS: Reactions to Workplace Abuse
	11:30am	**1403**	HRC:Riverside Center VV CM 1	Trust and Trustworthiness in Negotiation
		1404	SHC:Erie Room	JS: Perspective Taking
		1405	SHC:Chicago 8	JS: Dishonesty
		1406	SHC:Ontario Room	JS: Behavioral Integrity Research
		1440	HRC:Regency D Table 2	IP: Moral Issues in Management Research
	1:15pm	**1500**	SHC:Chicago 8	JS: Arousal in Negotiation
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
	3:00pm	**1582**	SHC:Chicago 8	Asymmetric Perceptions
		1611	HRC:Regency D Table 1	IP: The Influence of Gender
		1612	HRC:Regency D Table 2	IP: Group Decision Making: Knowledge and Influence

Critical Management Studies

Program Chair: Craig Prichard, Massey U.
Professional Development Workshop Chair: Sarah Stookey, Central Connecticut State U.

Day	Start	#	Location	Session Information
Fri	8:00am	**7**	HRC:Toronto	Critical Management Studies Welcome Breakfast
	9:00am	**34**	HRC:Skyway 260	CMS Doctoral Consortium
		35	SWC:Montreux Salon 1	CMS, Education and Practice
	10:00am	**46**	SWC:Montreux Salon 2	Injecting CMS into Classroom
	12:10pm	**66**	SWC:Montreux Salon 2	Teaching in the Crisis
	2:00pm	**80**	OS:Hyatt Hotel Lobby	Chicago's Labor History: Guided Bus & Walking Tour
	3:00pm	**95**	SWC:Vevey Salon 4	Interrogating CMS
	5:10pm	**110**	SWC:Vevey Salon 4	Foundations of Org. Research
Sat	9:00am	**199**	OS:TBA	Biocultural Management
	12:50pm	**261**	HRC:Skyway 272	The Craft and Politics of Reviewing
	3:30pm	**317**	HRC:Gold Coast	Organized Labor: Voices From Chicago
	5:30pm	**349**	HRC:Columbus KL	"Dark-Side VIII" Case-Writing Competition
	7:00pm	**358**	HRC:Toronto	Welcome Social
Sun	3:30pm	**465**	HRC:Skyway 261	CMS Executive Committee Meeting
	5:45pm	**502**	HRC:Toronto	The Politics of Sustainable Coffee
	7:30pm	**528**	HRC:Acapulco	Critical Management Studies Social Evening
Mon	8:00am	**560**	HRC:Toronto	Development Politics and Management
		600	HRC:Regency C Table 4	IP: Research on Ethics and Corruption
	9:45am	**660**	HRC:Toronto	JS: The Postcolonial Ferment
		684	HRC:Regency B Table 1	IP: Institutionalization and Roles
		727	HRC:Grand A	JS: Mortgage Meltdown
	11:30am	**766**	HRC:Riverside Center VV CMS 1	CMS Visual Papers
		767	HRC:Toronto	Power and Management Practice
		800	HRC:Regency C Table 3	IP: Employee Training, Transfer, and Evaluation
	1:15pm	**870**	HRC:Toronto	Keynote Speaker Charles Mills
	3:00pm	**975**	HRC:Toronto	The Practice of Studying Management Critically
		996	HRC:Grand E Table 1	IP: Models of Firm Evolution & Transformation
		997	HRC:Grand E Table 2	IP: Models of Entrepreneurship
		1003	HRC:Regency B Table 1	IP: Toward a Better Understanding of Governance
		1013	HRC:Regency D Table 3	IP: Current Research on Expatriates
	4:45pm	**1075**	HRC:Toronto	Saving Mgmt from Itself
	6:30pm	**1155**	HRC:Toronto	CMS Business Meeting
Tue	8:00am	**1211**	HRC:Toronto	The Political Economy of Management
		1238	HRC:Regency B Table 1	IP: Understanding Organizational Legitimacy
	9:45am	**1308**	HRC:San Francisco	Gender and Management Practice
		1309	HRC:Toronto	JS: Employee Free Choice Act
		1331	HRC:Regency A Table 2	IP: Innovation and Networks
		1333	HRC:Regency A Table 4	IP: Organizational Learning in Context
	11:30am	**1407**	HRC:San Francisco	Critical Analysis of Management Knowledge
		1408	HRC:Toronto	Management and Labour Relations
		1430	HRC:Regency A Table 3	IP: Financial/Capital Markets
		1446	HRC:Columbus KL	JS: Mgmt Ed. A Critical World View
	1:15pm	**1501**	HRC:Toronto	JS: Life for Sale
		1541	HRC:Columbus KL	JS: Teaching Sustainability
	3:00pm	**1583**	HRC:Toronto	Resistance and Organizing
		1600	HRC:Regency A Table 2	IP: Knowledge Management: Culture and Context Matter

Entrepreneurship

Program Chair: Per Davidsson, Queensland U. of Technology
Professional Development Workshop Chair: Mike Wright, U. of Nottingham

Day	Start	#	Location	Session Information
Fri	8:00am	**8**	OS:DePaul University	ENT Junior Faculty Consortium (+ dinner)(OFFSITE)
		9	OS:DePaul University	ENT Doctoral Consortium (+ dinner)(OFFSITE)
		10	HRC:Skyway 272	A Well-Planned Workshop on "Unplanned Behavior"
		11	HRC:Columbus H	Firm Creation Panel Studies
	10:10am	**49**	HRC:Comiskey	Entrepreneurship Education
	10:40am	**52**	HRC:Columbus H	Technology Convergence
	12:00pm	**62**	SHC:Chicago 8	Theory Development
	2:20pm	**88**	HRC:New Orleans	Extracurricular Entrepreneurs
	4:30pm	**106**	HRC:New Orleans	ENT & Innovation in India
	5:30pm	**114**	HRC:Gold Coast	Entrepreneurship Education
	5:40pm	**118**	HRC:Columbus H	Entrepreneurship History 2
Sat	8:00am	**145**	OS:DePaul University	ENT Junior Faculty Consortium (OFFSITE)
		146	OS:DePaul University	ENT Doctoral Consortium (OFFSITE)
		147	HRC:Skyway 269	Teaching Social and Sustainable Entrepreneurship
		148	HRC:Columbian	Current Research on EO
	10:10am	**209**	HRC:Skyway 269	Nurturing Junior Scholars
	10:40am	**222**	HRC:Columbian	Entrepreneurial Mentoring
	11:40am	**239**	HRC:Toronto	Opportunities
	12:50pm	**262**	HRC:Wright	Eco-Competitions and Prizes
	1:50pm	**280**	HRC:Toronto	Entrepreneurship Methods
	3:10pm	**310**	HRC:DuSable	Affect in Entrepreneurship
	4:10pm	**328**	HRC:Columbus H	Data for Entrepreneurship Research
	6:00pm	**359**	OS:Fado Irish Pub	ENT Social Event (Fadó Irish Pub)
Sun	3:30pm	**466**	HRC:Skyway 272	ENT Executive Committee Meeting
Mon	8:00am	**561**	HRC:Field	Entrepreneurial Human Resource Management
		562	HRC:Grand B	The Many Faces of New Ventures
		563	HRC:Grand D North	Sociological Perspectives on Entrepreneurship
		564	HRC:New Orleans	New Venture Finance
		565	HRC:Skyway 260	Small Business Management and Growth
		592	HRC:Regency A Table 4	IP: Understanding Family Businesses
		599	HRC:Regency C Table 3	IP: Cognition and the Individual
		602	HRC:Regency D Table 2	IP: Work-Family Conflict
	9:45am	**652**	HRC:Columbus IJ	SHCS: Business Model Innovation
		661	HRC:Field	Initial Public Offerings (IPO) Issues
		662	HRC:Grand B	Entrepreneurship Theory
		663	HRC:Grand D North	Performance insights from KFS
		664	HRC:New Orleans	Cross-Cultural Entrepreneurship Research
		679	HRC:Grand E Table 4	IP: Understanding Small and Medium-Sized Enterprises
		683	HRC:Regency A Table 4	IP: Entrepreneurship in Adverse Environments
		686	HRC:Regency B Table 3	IP: The Discovery Process
		687	HRC:Regency B Table 4	IP: Industrial Clusters
		691	HRC:Regency C Table 4	IP: Personality Traits of Entrepreneurs
	11:30am	**768**	HRC:Field	Contextual Issues in VC Funding
		769	HRC:Grand D North	Discovery & Early Development
		770	HRC:New Orleans	Entrepreneurship and Institutions: Various Themes
		771	HRC:Grand B	JS: Psych Determinants of Action
		799	HRC:Regency C Table 2	IP: Change & Adaptation

Day	Start	#	Location	Session Information
Mon	1:15pm	862	HRC:Columbus IJ	JS: Strategic Exit Decisions: Optimal and Otherwise
		871	HRC:Field	Entrepreneurs' Personality and Motivation
		872	HRC:Grand D North	Nat. Institutional Environment
		873	HRC:New Orleans	Opportunity Dynamics
		874	HRC:Riverside Center VV ENT 1	Social and Green Entrepreneurship
		875	HRC:Riverside Center VV ENT 2	New and Small Firm Strategy
		876	HRC:Riverside Center VV ENT 3	New Venture Creation
		877	HRC:Grand B	JS: Angel investing
		893	HRC:Regency A Table 1	IP: Macro Issues in Understanding Identity
		897	HRC:Regency B Table 1	IP: Legitimacy in Context
		902	HRC:Regency C Table 2	IP: Creativity and Innovation
	3:00pm	976	HRC:Field	Entrepreneur - Investor Relationship and Conflict
		977	HRC:Grand B	Family Business
		978	HRC:Grand D North	NV Exploitation Process
		979	HRC:New Orleans	Entrepreneurship in Emerging Economies
		980	HRC:Riverside Center VV ENT 1	Institutions, Environments and Entrepreneurship
		981	HRC:Riverside Center VV ENT 2	Venture Capital
		982	HRC:Riverside Center VV ENT 3	Miscellaneous Topics in Entrepreneurship
		997	HRC:Grand E Table 2	IP: Models of Entrepreneurship
		1004	HRC:Regency B Table 2	IP: The Effect of Directors
		1005	HRC:Regency B Table 3	IP: The Strategic Role of Social Capital
		1009	HRC:Regency C Table 3	IP: Identity and the Individual
	4:45pm	1067	HRC:Atlanta	JS: Managing Across Technological Transitions
		1076	HRC:Field	Biotech Entrepreneurship
		1077	HRC:Grand B	Family Business Governance and Performance
		1078	HRC:Grand D North	Networking for Resource Acquisition
		1079	HRC:New Orleans	Entrepreneurial Learning
		1091	HRC:Regency A Table 1	IP: Perspectives on Leaders and Leadership
		1092	HRC:Regency A Table 2	IP: The Value of Networks
		1093	HRC:Regency A Table 3	IP: Strategic Decision Making and Cognition
		1094	HRC:Regency A Table 4	IP: Venture Capital Investment
		1098	HRC:Regency B Table 4	IP: The Exploitation Process
		1101	HRC:Regency C Table 3	IP: New Directions in Justice Research
		1106	HRC:Regency D Table 4	IP: Aggression and Abuse in the Workplace
	6:30pm	1156	HRC:Grand B	ENT Business Meeting
	7:30pm	1176	HRC:Grand D North	ENT Social Reception
Tue	8:00am	1212	HRC:Field	International & Transnational Entrepreneurship
		1213	HRC:Grand B	Corporate Entrepreneurship
		1214	HRC:Grand D North	NFP & Soc Ent: Theory & Method
		1215	HRC:New Orleans	Gender Issues in Entrepreneurship
		1216	HRC:Riverside Center VV ENT 1	The Entrepreneurial Individual
		1217	HRC:Riverside Center VV ENT 2	Corporate Entrepreneurship
		1218	HRC:Riverside Center VV ENT 3	Opportunities and New Venture Ideas
		1219	HRC:Riverside Center VV ENT 4	Growth of New and Small Business
		1236	HRC:Regency A Table 3	IP: Green Entrepreneurship and Green Practices
		1237	HRC:Regency A Table 4	IP: Organizational Learning
		1239	HRC:Regency B Table 2	IP: Corporate Ventures and Entrepreneurship
		1241	HRC:Regency B Table 4	IP: Organizational and Industry Failure/Decline
		1245	HRC:Regency C Table 4	IP: Ambiguity, Risk, and Decision Making
		1246	HRC:Regency D Table 1	IP: Current Research Issues on Work Attitudes

Day	Start	#	Location	Session Information
Tue	9:45am	**1310**	HRC:Field	Cognition and Decision Making
		1311	HRC:Grand B	Corporate Venturing
		1312	HRC:Grand D North	Ent Education Best Practices
		1313	HRC:New Orleans	Sustainable Entrepreneurship
		1314	HRC:Riverside Center VV ENT 1	International Entrepreneurship
		1315	HRC:Riverside Center VV ENT 2	Entrepreneurship and Social Context
		1316	HRC:Riverside Center VV ENT 3	High Tech/High Potential Ventures
		1331	HRC:Regency A Table 2	IP: Innovation and Networks
		1336	HRC:Regency B Table 3	IP: Evolutionary Perspectives in Entrepreneurship
		1341	HRC:Regency C Table 4	IP: Entrepreneurial Orientation
	11:30am	**1409**	HRC:Field	High-tech/High-potential Businesses
		1410	HRC:Grand B	Antecedents & Effects of EO
		1411	HRC:Grand D North	HC, Action and Performance
		1412	HRC:New Orleans	Entrepreneurship, Ethics, and Sustainability
		1436	HRC:Regency C Table 2	IP: Organizational Transformation
		1469	HRC:Gold Coast	JS: Whither the state?
	1:15pm	**1492**	HRC:Columbus IJ	SHCS: Business Models
		1502	HRC:Field	Critical Perspectives on Entrepreneurship
		1503	HRC:Grand D North	Method Developments in Entrepreneurship Research
		1504	HRC:Haymarket	Entrepreneurial Teams and Performance
		1505	HRC:New Orleans	International Perspectives on Social Capital
		1506	HRC:Grand B	JS: Entrepreneurial Orientation
		1524	HRC:Regency A Table 4	IP: Alliances and Joint Ventures
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1530	HRC:Regency C Table 2	IP: Commercialization
		1572	HRC:Crystal C	JS: Academic Entrepreneurship in the US and Europe
	3:00pm	**1578**	HRC:Columbus IJ	JS: Boundary Choices and Profits
		1584	HRC:Field	Venture Growth
		1585	HRC:Grand B	Family Ties in Entrepreneurial Business
		1586	HRC:Grand D North	New Measurement Instruments
		1587	HRC:New Orleans	Not-for-profit & Social Ent
		1602	HRC:Regency A Table 4	IP: New Perspectives in Technological Capabilities
		1603	HRC:Regency B Table 1	IP: Research Trends in Entrepreneurship
		1604	HRC:Regency B Table 2	IP: Technological Alliances and Innovation

Gender & Diversity in Organizations

Program Chair: David A. Kravitz, George Mason U.
Professional Development Workshop Chair: Diana Bilimoria, Case Western Reserve U.

Day	Start	#	Location	Session Information
Fri	8:00am	**12**	SHC:Chicago 10	It`s Not Easy Being Green
	11:20am	**60**	SHC:Missouri Room	Publishing Workshop
	2:30pm	**89**	SHC:Missouri Room	LGBTQ-Inclusive Teaching
	6:00pm	**120**	SHC:Chicago 8	GDO Doc. Consortium Reception
Sat	8:00am	**149**	SHC:Superior A and B	GDO Doctoral Consortium
		150	SHC:Missouri Room	Pink Management: An LGBTQ Research Incubator
	11:10am	**233**	SHC:Missouri Room	Investigating Social Class
	2:20pm	**292**	SHC:Ontario Room	GDO`s 25th Anniversary
	3:40pm	**321**	SHC:Superior A and B	Intl Gender & Diversity
	8:00pm	**376**	SHC:Chicago 8	LGBTQ and Friends Reception
Sun	3:30pm	**467**	SHC:Arkansas Room	GDO Executive Committee Meeting
Mon	8:00am	**566**	HRC:Riverside Center VV GDO 1	Global Teams and Values
		567	SHC:Chicago 9	Diversity & Performance
		568	SHC:Ontario Room	GDO Welcome Coffee & Tea
		569	SHC:Chicago 7	JS: Organizational Behavior and the Working Poor
		602	HRC:Regency D Table 2	IP: Work-Family Conflict
	9:45am	**665**	SHC:Chicago 9	Assumptions and Reactions to Women Leaders
		666	SHC:Chicago 7	JS: Future of Diversity Research
		693	HRC:Regency D Table 2	IP: Prejudice, Stereotypes, and Status
	11:30am	**772**	HRC:Riverside Center VV GDO 1	Diversity and Teams
		773	SHC:Chicago 9	Cognitive Diversity & Teams
		774	SHC:Chicago 7	JS: Beyond Work and Family
		775	SHC:Ontario Room	JS: Diversity 2.0
		795	HRC:Regency B Table 2	IP: Directors, Top Management Teams, & Diversity
		803	HRC:Regency D Table 2	IP: The Value of Diversity
		804	HRC:Regency D Table 3	IP: Career Success Factors
	1:15pm	**878**	SHC:Chicago 7	Family Friendly Policies
		879	SHC:Ontario Room	Diversity & Identity
		880	SHC:Chicago 9	JS: New Directions in Studying Group Diversity
		900	HRC:Regency B Table 4	IP: Resource-Based View
	3:00pm	**983**	HRC:Riverside Center VV GDO 1	Gender and Leadership
		984	SHC:Ontario Room	Identity and Diversity
		985	SHC:Chicago 7	SHCS: Work-Family Issues and Careers
		986	SHC:Chicago 9	JS: Creativity and Innovation in a Multicultural World
		1000	HRC:Regency A Table 1	IP: Leadership in a Global Context
		1008	HRC:Regency C Table 2	IP: A Closer Look at Pay Disparity
		1011	HRC:Regency D Table 1	IP: Deviance in Organizations
		1014	HRC:Regency D Table 4	IP: Stress & Well-Being: Context and Sample
	4:45pm	**1080**	SHC:Chicago 7	Discrimination
		1081	SHC:Chicago 9	GDO Town Hall Meeting
		1106	HRC:Regency D Table 4	IP: Aggression and Abuse in the Workplace
	6:30pm	**1157**	SHC:Chicago 9	GDO Business Meeting
	7:30pm	**1177**	SHC:Sheraton 5	GDO Reception and 25th Anniversary Celebration
Tue	8:00am	**1220**	SHC:Chicago 7	Diversity Management and Diversity Climate
		1221	SHC:Chicago 9	Discrimination & Harassment
		1222	SHC:Ontario Room	JS: Aging Workers
		1252	HRC:Columbus KL	JS: Women Leadership Middle East
		1263	SHC:Sheraton 5	JS: Work and Family Interface
	9:45am	**1317**	SHC:Chicago 9	Women's Leadership Programmes
		1318	SHC:Ontario Room	Asian American Stereotypes
		1319	SHC:Chicago 7	JS: Inclusion in Organizations
		1342	HRC:Regency D Table 1	IP: Diversity and Anti-Discrimination Initiatives

Day	Start	#	Location	Session Information
Tue	11:30am	**1413**	HRC:Riverside Center VV GDO 1	Outsiders and Sensitive Issues
		1414	SHC:Chicago 7	JS: Weight Discrimination
	1:15pm	**1496**	SHC:Chicago 10	SHCS: Longitudinal Career Research
		1507	SHC:Chicago 7	Women: Leading & Negotiating
		1508	SHC:Chicago 9	Stigmas
		1509	SHC:Ontario Room	JS: Race Matters
		1515	SHC:Huron Room	SHCS: Work-Life Flexibility
		1522	HRC:Regency A Table 2	IP: Networks and the Organization
		1531	HRC:Regency C Table 3	IP: Employee Retention Issues
	3:00pm	**1588**	SHC:Chicago 7	Gender Differences in Social Networks
		1589	SHC:Chicago 9	Stereotypes
		1611	HRC:Regency D Table 1	IP: The Influence of Gender
		1614	HRC:Regency D Table 4	IP: Current Research on High Performance Work Systems

Health Care Management

Program Chair: Eric S. Williams, U. of Alabama
Professional Development Workshop Chair: Trish Reay, U. of Alberta

Day	Start	#	Location	Session Information
Fri	8:30am	**28**	SWC:Vevey Salon 1	HCM Doctoral Student and Junior Faculty Consortium
Sat	7:50am	**130**	SWC:St. Gallen Salon 2	HCM Division Breakfast
	8:30am	**193**	SWC:Vevey Salon 3	Funding Health Care Research
	10:20am	**219**	SWC:St. Gallen Salon 2	Mixed Methods Interactive Workshop
	10:40am	**223**	SWC:Vevey Salon 3	Dissertation to Tenure
	1:00pm	**265**	SWC:St. Gallen Salon 2	Transitioning Toward Retirement and Beyond
		266	SWC:Vevey Salon 3	Writing Practice Implications
	3:00pm	**307**	OS:Rush University Medical Center	Rush U Medical Center Visit
	3:10pm	**311**	SWC:St. Gallen Salon 2	Creative Teaching Tools
	6:00pm	**360**	SWC:Zurich E	HCM Saturday Night Networking Social
Sun	3:30pm	**468**	SWC:Vevey Salon 3	HCM Executive Committee Meeting
Mon	8:00am	**570**	SWC:Vevey Salon 4	Safety Culture in Healthcare
	9:45am	**667**	SWC:Vevey Salon 4	Service Quality in HCOs
		695	HRC:Regency D Table 4	IP: Role of Emotions, Mood, Affect
	11:30am	**776**	SWC:Vevey Salon 4	HIT: Org Char and Outcomes
		810	HRC:Columbus KL	SHCS: Sustainable Management
	1:15pm	**881**	HRC:Riverside Center VV HCM 1	Learning and Quality in Healthcare Organizations
		882	SWC:Vevey Salon 4	Patient Centered Care: Making it Really Happen
	3:00pm	**987**	SWC:Vevey Salon 4	SHCS: Healthcare Implementation
	4:45pm	**1082**	SWC:Vevey Salon 4	HCM Distinguished Speaker
		1103	HRC:Regency D Table 1	IP: Understanding Empowerment
	6:30pm	**1158**	SWC:Vevey Salon 4	HCM Business Meeting
	7:30pm	**1178**	SWC:Vevey Salon 1	HCM Division Reception
Tue	7:00am	**1190**	SWC:Vevey Salon 1	HCM Networking Breakfast
	8:00am	**1223**	SWC:Vevey Salon 4	Refining Theories of Diffusion
		1249	HRC:Regency D Table 4	IP: The Role of Goals
	9:45am	**1320**	SWC:St. Gallen Salon 1	Leadership, Culture and Organizational Change
		1321	SWC:Vevey Salon 4	Stressful Environments and Health Professionals
		1333	HRC:Regency A Table 4	IP: Organizational Learning in Context
	11:30am	**1415**	HRC:Riverside Center VV HCM 1	Diversity, Strategy and Utilization in Health Care
		1416	SWC:St. Gallen Salon 1	Nurse and Patient Outcomes
		1417	SWC:Vevey Salon 4	Interntl Views on OB in Health
		1435	HRC:Regency C Table 1	IP: Inter-Organizational Relationships
	1:15pm	**1510**	SWC:St. Gallen Salon 1	HIT and Performance
		1511	SWC:Vevey Salon 4	JS: HRM and Change in Health Care
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
		1534	HRC:Regency D Table 2	IP: Trust and Work Outcomes
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
		1536	HRC:Regency D Table 4	IP: The Influence of Culture and/or Climate
	3:00pm	**1590**	SWC:Vevey Salon 4	Finance and Efficiency in HCOs
		1606	HRC:Regency B Table 4	IP: Strategic Groups and Strategic Positioning

Human Resources

Program Chair: John E. Delery, U. of Arkansas
Professional Development Workshop Chair: Murray R. Barrick, Texas A&M U.

Day	Start	#	Location	Session Information
Fri	8:00am	**13**	OS:Sara Lee	HR Tour
		14	SHC:Erie Room	Critical HR Dimensions
		15	SHC:Sheraton 3	Current Controversies in Recruitment and Selection
	10:10am	**50**	SHC:Ohio Room	Teaching from remote locations
	11:10am	**57**	SHC:Chicago 10	Perspectives on SHRM
	2:00pm	**81**	SHC:Chicago 10	Teaching of HRM in MNEs
		82	SHC:Superior A and B	HR Division Junior Faculty Consortium
		83	SHC:Ontario Room	Social Network Research in HRM
	5:30pm	**115**	OS:TBA	HR Division's Junior Faculty Consortium Dinner
Sat	7:30am	**129**	SHC:Ontario Room	HR Breakfast Social (By Invitation Only)
	8:00am	**151**	SHC:Sheraton 5	HR Division Doctoral Student Consortium
	8:30am	**194**	SHC:Michigan A and B	HR Division Junior Faculty Consortium
	9:00am	**200**	SHC:Chicago 8	SHRM as a Resource w/Lunch
	1:10pm	**271**	SHC:Chicago 8	Bridging Micro-Macro
	2:20pm	**293**	HRC:Columbus KL	Developing Top Executives
		294	SHC:Missouri Room	Responding to Reviewers
	4:00pm	**323**	SHC:Michigan A and B	Charting an Impactful Career
	5:30pm	**350**	SHC:Missouri Room	Managing Flexstyles Workshop
Sun	3:30pm	**469**	SHC:Ontario Room	HR Executive Committee Meeting
	5:00pm	**496**	SHC:Sheraton 2	HR Reception
	6:00pm	**504**	SHC:Sheraton 1	HR Division Business Meeting
	7:00pm	**522**	SHC:Sheraton 2	HR Division Reception
Mon	8:00am	**569**	SHC:Chicago 7	JS: Organizational Behavior and the Working Poor
		571	HRC:Riverside Center VV HR 1	Human Capital Acquisition
		572	HRC:Riverside Center VV HR 2	Fairness of Compensation and Benefits
		573	SHC:Erie Room	HR, Innovation, and Creativity
		574	SHC:Sheraton 4	HR Division Welcome Breakfast and Awards Ceremony
		575	SHC:Sheraton 3	JS: Workplace Aggression
		619	SHC:Sheraton 2	JS: Advances in Voice Behavior
	9:45am	**668**	HRC:Riverside Center VV HR 1	Employment, Growth, and Representation
		669	SHC:Sheraton 4	Employee Recruitment
		670	SHC:Erie Room	JS: Global Talent Management
		679	HRC:Grand E Table 4	IP: Understanding Small and Medium-Sized Enterprises
		680	HRC:Regency A Table 1	IP: Developing Managers
		692	HRC:Regency D Table 1	IP: Person-Environment Fit
		708	SHC:Missouri Room	JS: Cross-level Diversity Research
		709	SHC:Sheraton 2	JS: OB Lifetime Award Winners Speak Out
		728	HRC:Gold Coast	JS: New avenues of attainment
	11:30am	**777**	HRC:Riverside Center VV HR 1	Development, Diversity, and IS
		778	HRC:Riverside Center VV HR 2	SHRM: Firm Performance
		779	SHC:Sheraton 4	Human Resources and Competitive Advantage
		780	SHC:Sheraton 3	JS: Politics and Political Skill
		790	HRC:Regency A Table 1	IP: Upper Echelons Perspectives
		791	HRC:Regency A Table 2	IP: Leadership Research: Focus on the Leader
		800	HRC:Regency C Table 3	IP: Employee Training, Transfer, and Evaluation
		801	HRC:Regency C Table 4	IP: Designing and Managing Work Roles
		802	HRC:Regency D Table 1	IP: Personality at Work

Day	Start	#	Location	Session Information
Mon	1:15pm	883	SHC:Sheraton 3	HRM Systems
		884	SHC:Missouri Room	JS: IHRM in Hybrid Cultural Env
		891	HRC:Grand E Table 3	IP: Green Management and Individuals
		898	HRC:Regency B Table 2	IP: Applying Real Options Theory
		903	HRC:Regency C Table 3	IP: Exploring Organizational Citizenship Behavior
		904	HRC:Regency C Table 4	IP: Motivational Work Design
		906	HRC:Regency D Table 2	IP: Strategic HRM and Human Capital
		907	HRC:Regency D Table 3	IP: Exploring the Role of Expatriates
		925	SHC:Sheraton 5	JS: Developing the P-E Fit Agenda
	2:30pm	956	SHC:Sheraton 4	HR Division Ice Cream Social
	3:00pm	968	SHC:Chicago 10	JS: Boundaryless Back and Forward
		988	HRC:Riverside Center VV HR 1	SHRM: Human Capital Value
		989	SHC:Missouri Room	International HRM
		990	SHC:Sheraton 3	Exploring the Link Between HR Systems and Outcomes
		1008	HRC:Regency C Table 2	IP: A Closer Look at Pay Disparity
		1013	HRC:Regency D Table 3	IP: Current Research on Expatriates
	4:45pm	1073	SHC:Erie Room	JS: Alternative Dispute Resolution in the Workplace
		1083	SHC:Missouri Room	Advances in E-Learning Theory and Research
		1084	SHC:Sheraton 3	HRM Performance Link
		1102	HRC:Regency C Table 4	IP: The Measurement of Performance
		1116	SHC:Sheraton 5	JS: Psychological Contracts
		1117	SHC:Sheraton 2	JS: Voice and Silence
Tue	8:00am	1205	SHC:Chicago 10	JS: Mentoring Frontiers
		1222	SHC:Ontario Room	JS: Aging Workers
		1224	HRC:Riverside Center VV HR 1	Layoffs, Turnover, and Employee Stress
		1225	HRC:Riverside Center VV HR 2	Supervisors, Subordinates, and Performance
		1226	SHC:Missouri Room	New Avenues of Employee Selection Research
		1227	SHC:Sheraton 4	Pay System Effects
		1228	SHC:Sheraton 3	JS: Internet and Global HRM
		1233	HRC:Crystal B	JS: Cross-Cultural Competence
		1244	HRC:Regency C Table 3	IP: Understanding Employee Turnover
		1246	HRC:Regency D Table 1	IP: Current Research Issues on Work Attitudes
		1248	HRC:Regency D Table 3	IP: Managing Talent in India
		1249	HRC:Regency D Table 4	IP: The Role of Goals
	9:45am	1309	HRC:Toronto	JS: Employee Free Choice Act
		1319	SHC:Chicago 7	JS: Inclusion in Organizations
		1322	SHC:Missouri Room	Investments in Human Capital
		1323	SHC:Sheraton 3	Innovative Research on Work-Life Balance Issues
		1324	SHC:Sheraton 4	Employee Turnover Dynamics
		1329	HRC:Crystal B	JS: Global Leadership symposium
		1341	HRC:Regency C Table 4	IP: Entrepreneurial Orientation
		1342	HRC:Regency D Table 1	IP: Diversity and Anti-Discrimination Initiatives
		1343	HRC:Regency D Table 2	IP: Applying Theories of Motivation
		1361	SHC:Sheraton 2	JS: Proactivity: Benefits, Costs and Temporal Dynamics
		1362	SHC:Sheraton 5	SHCS: Staying Engaged
	11:30am	1418	SHC:Huron Room	Analysis of Diversity Policies
		1419	SHC:Missouri Room	Performance Management
		1420	SHC:Sheraton 3	The Socialization and Role Identification Process
		1421	SHC:Sheraton 4	JS: Unfolding Trends in Voluntary Turnover Research
		1439	HRC:Regency D Table 1	IP: Job Search & Socialization
	1:15pm	1490	HRC:Atlanta	JS: Knowledge Workers and Competitive Advantage
		1511	SWC:Vevey Salon 4	JS: HRM and Change in Health Care
		1512	SHC:Missouri Room	Empirical HRM
		1513	SHC:Sheraton 3	Knowledge Renewal in PSOs
		1514	SHC:Sheraton 4	Individual and Team Based Reward Systems
		1515	SHC:Huron Room	SHCS: Work-Life Flexibility
		1531	HRC:Regency C Table 3	IP: Employee Retention Issues
		1532	HRC:Regency C Table 4	IP: Examining Cross-Cultural Employment Issues

Day	Start	#	Location	Session Information
Tue	3:00pm	**1577**	HRC:Atlanta	JS: Effects of Going Private
		1591	SHC:Missouri Room	HRM in the PBO
		1592	SHC:Sheraton 3	The Design of Work: Teams, Training, and Safety
		1593	SHC:Sheraton 4	HRM and Support
		1613	HRC:Regency D Table 3	IP: Compensation: Rewards, Incentives, and Wages
		1614	HRC:Regency D Table 4	IP: Current Research on High Performance Work Systems

International Management

Program Chair: Seung Ho "Sam" Park, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: Mary Yoko Brannen, INSEAD/ San Jose State U.

Day	Start	#	Location	Session Information
Fri	8:00am	**16**	SHC:Ontario Room	IMD Company Tour: Hamburger U.
	9:00am	**38**	SHC:Sheraton 2	Global Cultures and Training
	11:50am	**61**	HRC:San Francisco	Intl Corporate Sustainability
	12:20pm	**68**	HRC:Comiskey	Teaching and Learning in Different Cultures
	6:40pm	**127**	HRC:New Orleans	Teaching International HRM
Sat	8:00am	**154**	HRC:Burnham	IM Paper Development Workshop
		155	HRC:DuSable	IM Doctoral Student Consortium
		156	HRC:Field	IMD JR. Faculty Consortium
	10:40am	**224**	HRC:Columbus G	Global Mindset
	12:20pm	**252**	HRC:Horner	Biculturals
	1:50pm	**281**	HRC:Skyway 265	International CG Research
	3:20pm	**313**	HRC:Columbus IJ	IM Meet the Editors
	4:00pm	**326**	HRC:Toronto	Going Beyond International HRD
	5:00pm	**340**	HRC:Skyway 265	Management Scholars and India – An Open Dialog
	5:20pm	**345**	HRC:Acapulco	Myth or Reality? BOP & poverty
	6:00pm	**363**	FMC:Crystal Room	International Management Division PDW Reception
Sun	3:30pm	**470**	HRC:New Orleans	IMD Committee Chair Meeting
	6:30pm	**521**	HRC:New Orleans	IM Executive Committee Meeting
Mon	7:00am	**533**	HRC:Crystal B	International Management Division Welcome
	8:00am	**577**	HRC:Crystal B	National Culture and Innovation
		578	HRC:Hong Kong	Emerging Market Issues
		579	HRC:Horner	International Corporate Governance
		580	HRC:McCormick	Political, Legal, and Social Institutions
		581	HRC:Riverside Center VV IM 1	Cross Culturalism-Management and Issues
		582	HRC:Riverside Center VV IM 2	Emerging Economies and Development Issues
		583	HRC:Soldier Field	Intercultural Interaction
		584	HRC:Wrigley	MNC Location Choice
		588	HRC:Grand E Table 4	IP: Research in Organizational Culture
		591	HRC:Regency A Table 3	IP: Strategic Issues in Green Management
		593	HRC:Regency B Table 1	IP: Institutional Theory Perspectives
		596	HRC:Regency B Table 4	IP: Mergers & Acquisitions in a Global Context
		604	HRC:Regency D Table 4	IP: A Closer Look at Foreign Direct Investment
		608	HRC:Columbus KL	SHCS: Revisiting Porter-McKibbin
	9:45am	**670**	SHC:Erie Room	JS: Global Talent Management
		671	HRC:Hong Kong	Culture and Foreignness Issues
		672	HRC:McCormick	Entry and Exit Decisions
		673	HRC:Soldier Field	Expatriate Management
		674	HRC:Wrigley	International Knowledge Development
		675	HRC:Crystal B	SHCS: MNEs from Emerging Countries
		678	HRC:Grand E Table 3	IP: Liability of Foreignness and Beyond
		700	SWC:St. Gallen Salon 1	SHCS: Culture and Leadership
		736	SHC:Superior A and B	JS: Making the Case
	11:30am	**781**	HRC:Crystal B	IMD-AIB Joint Symposium
		782	HRC:McCormick	Corporate Social Responsibility in IB
		783	HRC:Riverside Center VV IM 1	National Competitiveness
		784	HRC:Soldier Field	TMT and Executive Perceptions
		785	HRC:Wrigley	Clustering
		786	HRC:Grand E Table 1	IP: Current Issues in Capability Development
		791	HRC:Regency A Table 2	IP: Leadership Research: Focus on the Leader
		798	HRC:Regency C Table 1	IP: Multi/Cross-Cultural Relations

Day	Start	#	Location	Session Information
Mon	1:15pm	884	SHC:Missouri Room	JS: IHRM in Hybrid Cultural Env
		885	HRC:Crystal B	Universal v. Indigenous Theory
		886	HRC:McCormick	MNC Interactions with Institutions
		887	HRC:Soldier Field	Career Ups and Downs
		888	HRC:Wrigley	Knowledge Transfer
		889	HRC:Grand E Table 1	IP: Understanding Strategic Choice
		890	HRC:Grand E Table 2	IP: Understanding Absorptive Capacity
		893	HRC:Regency A Table 1	IP: Macro Issues in Understanding Identity
		894	HRC:Regency A Table 2	IP: Knowledge Sharing: Transfer, Flow and Exchange
		897	HRC:Regency B Table 1	IP: Legitimacy in Context
		899	HRC:Regency B Table 3	IP: Examining the Chinese Context
		900	HRC:Regency B Table 4	IP: Resource-Based View
		907	HRC:Regency D Table 3	IP: Exploring the Role of Expatriates
		908	HRC:Regency D Table 4	IP: Organizational Values
		911	HRC:Columbus KL	JS: Sustainability & Bus. Educ
	3:00pm	991	HRC:Crystal B	MNC Strategy Issues
		992	HRC:McCormick	Institutional Distance
		993	HRC:Riverside Center VV IM 1	Global Strategy and Tactics
		994	HRC:Soldier Field	Refining Meanings and Measures
		995	HRC:Wrigley	International Acquisitions
		998	HRC:Grand E Table 3	IP: Structure and Role of MNCs
		1000	HRC:Regency A Table 1	IP: Leadership in a Global Context
		1013	HRC:Regency D Table 3	IP: Current Research on Expatriates
	4:45pm	1085	HRC:Crystal B	Barry Richman Dissertation Award Finalists Session
		1086	HRC:McCormick	FDI Impact on Local Economies
		1087	HRC:Riverside Center VV IM 1	IM of People and the Org.
		1088	HRC:Riverside Center VV IM 2	Evolving Environment
		1089	HRC:Soldier Field	Cultural and Social Issues
		1090	HRC:Wrigley	International Entrepreneurship and Innovation
		1092	HRC:Regency A Table 2	IP: The Value of Networks
		1104	HRC:Regency D Table 2	IP: Trust and the Organization
	6:30pm	1160	HRC:Crystal B	International Management Division Business Meeting
	7:45pm	1185	OS:Navy Pier	International Management Division Social (Offsite)
Tue	8:00am	1230	HRC:McCormick	International Dimensions of Knowledge Creation
		1231	HRC:Soldier Field	HRM and Performance
		1232	HRC:Wrigley	Subsidiary Control
		1233	HRC:Crystal B	JS: Cross-Cultural Competence
		1235	HRC:Regency A Table 2	IP: Knowledge Sharing and the Individual
		1242	HRC:Regency C Table 1	IP: Examining Supply Chains
		1248	HRC:Regency D Table 3	IP: Managing Talent in India
		1252	HRC:Columbus KL	JS: Women Leadership Middle East
		1263	SHC:Sheraton 5	JS: Work and Family Interface
	9:45am	1325	HRC:McCormick	International CSR Issues
		1326	HRC:Riverside Center VV IM 1	Internationalization Process and Performance
		1327	HRC:Soldier Field	Management Issues in China
		1328	HRC:Wrigley	International Strategic Alliances
		1329	HRC:Crystal B	JS: Global Leadership symposium
		1338	HRC:Regency C Table 1	IP: Outsourcing/Offshoring Strategies
	11:30am	1422	HRC:McCormick	International Ownership Issues
		1423	HRC:Riverside Center VV IM 1	MNC Management and Governance
		1424	HRC:Riverside Center VV IM 2	MNC Structure
		1425	HRC:Soldier Field	Institutional Pressures in Emerging Markets
		1426	HRC:Wrigley	Intercultural Skills
		1427	HRC:Crystal B	JS: Risk, Investment & Development
		1429	HRC:Regency A Table 2	IP: Knowledge Management Processes
		1431	HRC:Regency B Table 1	IP: Current Trends in Strategic Alliance Research
		1432	HRC:Regency B Table 2	IP: Emerging & Transition Econ
		1435	HRC:Regency C Table 1	IP: Inter-Organizational Relationships

Day	Start	#	Location	Session Information
Tue	1:15pm	**1516**	HRC:Crystal B	IMD Executive Panel
		1517	HRC:McCormick	Ownership and Agency Issues
		1518	HRC:San Francisco	Internationalization and Performance Issues
		1519	HRC:Soldier Field	International HR Resources
		1520	HRC:Wrigley	Cross-Cultural Value Comparisons
		1522	HRC:Regency A Table 2	IP: Networks and the Organization
		1526	HRC:Regency B Table 2	IP: Emerging Research on Emerging Markets
		1532	HRC:Regency C Table 4	IP: Examining Cross-Cultural Employment Issues
		1549	SHC:Sheraton 5	JS: POS Across Five Nations
	3:00pm	**1594**	HRC:Crystal B	IMD BAH Eminent Scholar Award
		1595	HRC:McCormick	MNC Regional Strategies
		1596	HRC:San Francisco	MNC Coordination and Control
		1597	HRC:Soldier Field	Emerging Multinationals
		1598	HRC:Wrigley	Leadership Across Countries
		1600	HRC:Regency A Table 2	IP: Knowledge Management: Culture and Context Matter
		1601	HRC:Regency A Table 3	IP: Investigating the Research-Practitioner Gap
		1604	HRC:Regency B Table 2	IP: Technological Alliances and Innovation
	5:00pm	**1650**	HRC:Crystal B	IMD Dinner (EC and BAH Award Winner)

Management Consulting

Program Chair: Ginka Toegel, IMD
Professional Development Workshop Chair: Ansgar Richter, European Business School

Day	Start	#	Location	Session Information
Fri	8:00am	**17**	HRC:Comiskey	Creating and Developing a Consulting Practice
	9:40am	**43**	HRC:San Francisco	Leadership Development
	12:50pm	**72**	HRC:Columbus H	The Triple Bottom Line
Sat	8:00am	**160**	HRC:Wright	New Emerging Consultant Roles in a 24/7 World
	10:00am	**204**	HRC:Acapulco	Ed Schein Mmgt. Consultlng
	10:10am	**212**	HRC:Wright	Consulting Courses
	12:20pm	**253**	HRC:Ogden	Evaluating Consulting Outcomes
	12:30pm	**258**	HRC:Acapulco	MCD Doctoral Consortium
	1:50pm	**282**	HRC:Columbus G	Authentic Leadership Presence
	3:30pm	**318**	HRC:Ogden	Comparison of Approaches to Change Management
	6:20pm	**370**	HRC:Columbus H	Greening Dissertation Process
Sun	3:30pm	**471**	HRC:Skyway 265	MC Executive Committee Meeting
	6:00pm	**515**	HRC:Columbus H	MCD Business Meeting
	7:00pm	**526**	HRC:Columbus KL	MCD Social Hour
Mon	8:00am	**603**	HRC:Regency D Table 3	IP: Creativity in the Workplace
	9:45am	**696**	SWC:Vevey Salon 1	Distinguished Speaker
	11:30am	**806**	HRC:Hong Kong	Emerging Trends in Management Consulting
		807	HRC:Riverside Center VV MC 1	MCD Visual Presentations
		824	SHC:Sheraton 2	SHCS: Critical Issues Facing Corporate Boardrooms
	1:15pm	**909**	HRC:Hong Kong	Consulting Approaches to Learning and Change
	3:00pm	**1007**	HRC:Regency C Table 1	IP: The Complexities of Consultancy
	4:45pm	**1107**	HRC:Hong Kong	JS: Curriculum for an Academic Coaching Program
Tue	8:00am	**1247**	HRC:Regency D Table 2	IP: Power and Influence in Organizations
		1250	HRC:Hong Kong	JS: Changing Paradigm - Consulting
	9:45am	**1335**	HRC:Regency B Table 2	IP: Role of the CEO: Pay and Other Matters
		1346	HRC:Hong Kong	Organizational Capabilities
	11:30am	**1436**	HRC:Regency C Table 2	IP: Organizational Transformation
		1443	HRC:Hong Kong	Knowledge Management and Knowledge Transfer.
		1462	SWC:St. Gallen Salon 2	JS: Appreciative Learning Cultures
	1:15pm	**1490**	HRC:Atlanta	JS: Knowledge Workers and Competitive Advantage
		1532	HRC:Regency C Table 4	IP: Examining Cross-Cultural Employment Issues
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
		1537	HRC:Hong Kong	Challenges in Consulting Relationships
		1538	HRC:Horner	Cross-Fertilizing IT Knowledge
	3:00pm	**1610**	HRC:Regency C Table 4	IP: Employee Work Engagement
		1615	HRC:Horner	Current and Future Consulting
		1616	HRC:Hong Kong	JS: Embedded Sustainability Agenda
		1632	SWC:Vevey Salon 3	SHCS: The Scholar-Practitioner

Management Education & Development

Program Chair: Kenneth R Thompson, DePaul U.
Professional Development Workshop Chair: Jon Billsberry, Coventry U.

Day	Start	#	Location	Session Information
Fri	8:00am	**18**	HRC:New Orleans	QA in Higher Education
	8:30am	**29**	SWC:Vevey Salon 4	Transformational Learning
	12:10pm	**67**	HRC:New Orleans	Executive Doctorate Workshop
	2:30pm	**90**	HRC:San Francisco	Executive Education in BRICs
	3:30pm	**100**	HRC:Comiskey	Managers and Doctors Incubator
	4:40pm	**107**	HRC:San Francisco	Teaching Reflexivity
	6:10pm	**124**	HRC:Columbus IJ	MED Writers Workshop with Editors of OMJ and JME
Sat	8:00am	**161**	HRC:Toronto	Getting a MERI Grant
		162	HRC:Skyway 261	Technology & Service-Learning
	10:10am	**213**	HRC:Horner	Teaching Evaluations Analysis
	10:40am	**225**	HRC:Burnham	Service Learning
	12:20pm	**254**	HRC:Skyway 269	Student-Generated Videos
	12:50pm	**263**	HRC:Burnham	Sustainable Teaching: Thriving Not Just Surviving!
	1:10pm	**272**	HRC:Columbian	Exploring Virtual Worlds
	4:20pm	**331**	HRC:McCormick	The Green Professor: Q & A
		332	HRC:Columbian	Second Life & Mgt Education
	5:10pm	**343**	HRC:Skyway 269	Management E-Media
	6:00pm	**364**	SHC:Sheraton 1	NDSC & MED Reception
Sun	1:30pm	**435**	HRC:Skyway 269	MED Executive Committee Meeting
Mon	8:00am	**603**	HRC:Regency D Table 3	IP: Creativity in the Workplace
		605	HRC:Buckingham	Academic Integrity
		606	HRC:Riverside Center VV MED 1	Ethics and Videos
		607	HRC:Riverside Center VV MED 2	Improving Student Competence
		608	HRC:Columbus KL	SHCS: Revisiting Porter-McKibbin
	9:45am	**680**	HRC:Regency A Table 1	IP: Developing Managers
		684	HRC:Regency B Table 1	IP: Institutionalization and Roles
		690	HRC:Regency C Table 3	IP: Insights on Student Learning
		697	HRC:Buckingham	Approaches to Building Better Learning Assessments
		698	HRC:Columbus KL	Ph. D. Teacher Preparation
		699	HRC:Wright	Management Education Division Keynote Speaker
	11:30am	**793**	HRC:Regency A Table 4	IP: Exploring Organizational Learning
		805	HRC:Regency D Table 4	IP: The Influence of Efficacy
		808	HRC:Buckingham	Course Design-Gender/Ent Issue
		809	HRC:Grand F	MED Past Chair's Luncheon
		810	HRC:Columbus KL	SHCS: Sustainable Management
	1:15pm	**891**	HRC:Grand E Table 3	IP: Green Management and Individuals
		896	HRC:Regency A Table 4	IP: Further Perspectives on Learning
		910	HRC:Buckingham	Organizational Learning
		911	HRC:Columbus KL	JS: Sustainability & Bus. Educ
	3:00pm	**1015**	HRC:Buckingham	Mgt & Org Development
		1016	HRC:Columbus KL	JS: Learning across levels
		1028	SHC:Sheraton 1	JS: Compassion(ate) Scholarship
	4:45pm	**1091**	HRC:Regency A Table 1	IP: Perspectives on Leaders and Leadership
		1108	HRC:Buckingham	Exec Ed Outcomes Measures
	5:00pm	**1145**	HRC:Haymarket	MED Business Meeting & Awards
	6:30pm	**1161**	HRC:Grand E	Management Education Division Social
Tue	8:00am	**1247**	HRC:Regency D Table 2	IP: Power and Influence in Organizations
		1251	HRC:Buckingham	Student Engagement Ideas
		1252	HRC:Columbus KL	JS: Women Leadership Middle East
	9:45am	**1347**	HRC:Buckingham	Assurance of Learning
		1348	HRC:Riverside Center VV MED 1	Improving Mgt Ed Relevance
		1349	HRC:Riverside Center VV MED 2	Issues in Management Education
		1350	HRC:Columbus KL	JS: Teaching in Virtual Worlds

Day	Start	#	Location	Session Information
Tue	11:30am	**1440**	HRC:Regency D Table 2	IP: Moral Issues in Management Research
		1444	HRC:Buckingham	Learning Across Cultures
		1445	HRC:Wright	Building Academic Leadership
		1446	HRC:Columbus KL	JS: Mgmt Ed. A Critical World View
	1:15pm	**1539**	HRC:Buckingham	Leader & Organization Learning
		1540	HRC:Wright	E-Learning & Curriculum Design
		1541	HRC:Columbus KL	JS: Teaching Sustainability
	3:00pm	**1601**	HRC:Regency A Table 3	IP: Investigating the Research-Practitioner Gap
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1617	HRC:Buckingham	MBA & PhD Relevance
		1618	HRC:Wright	Value Development
		1619	HRC:Columbus KL	JS: Thinking Styles Symposium
	4:00pm	**1648**	HRC:Burnham	MED Exec Committee Meeting

Management History

Program Chair: David A Lamond, Nottingham Trent U.
Professional Development Workshop Chair: Chester S. Spell, Rutgers U.

Day	Start	#	Location	Session Information
Fri	8:30am	**30**	SWC:Vevey Salon 3	New Member Workshop
	10:40am	**53**	SWC:Vevey Salon 3	The Dissertation Process
	1:00pm	**74**	OS:Hawthorne Works Museum	Hawthorne Works Museum: A Field Trip(OFFSITE)
Sat	8:00am	**163**	SWC:Montreux Salon 3	Getting Published
	10:00am	**205**	SWC:Montreux Salon 1	Social Networking: Not Just for Kids
	12:10pm	**245**	SWC:Montreux Salon 3	"Getting Involved in Professional Development"
Sun	3:30pm	**472**	SWC:Montreux Salon 1	MH Executive Committee Meeting
Mon	8:00am	**609**	HRC:Riverside Center VV MH 1	Visualising Management History
		610	SWC:St. Gallen Salon 1	Leadership, Strategy and Military History
	9:45am	**700**	SWC:St. Gallen Salon 1	SHCS: Culture and Leadership
	11:30am	**811**	SWC:St. Gallen Salon 1	Ideas and Culture - Ideas in Culture
	1:15pm	**912**	SWC:St. Gallen Salon 1	A Tribute to Al Bolton
	3:00pm	**1017**	SWC:St. Gallen Salon 1	Thinking about people and their management
	4:45pm	**1095**	HRC:Regency B Table 1	IP: Developments for Institutions: Theory & Context
		1109	SWC:St. Gallen Salon 1	Edgar Schein
	6:30pm	**1162**	SWC:St. Gallen Salon 3	Management History Division Business Meeting
	7:30pm	**1180**	SWC:St. Gallen Salon 1	Management History Division Reception
Tue	9:45am	**1343**	HRC:Regency D Table 2	IP: Applying Theories of Motivation
	11:30am	**1428**	HRC:Regency A Table 1	IP: Leadership Dynamics
	1:15pm	**1532**	HRC:Regency C Table 4	IP: Examining Cross-Cultural Employment Issues

Management Spirituality & Religion

Program Chair: Debu Mukerji, Macquarie U.
Professional Development Workshop Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.

Day	Start	#	Location	Session Information
Fri	8:00am	**21**	HRC:San Francisco	Teaching Ethical Leadership
	2:00pm	**84**	HRC:Skyway 260	Eightfold Path
	5:00pm	**108**	HRC:Columbus KL	MSR DSNF Consortium
Sat	7:00am	**128**	HRC:Skyway 281	MSR MORNING MEDITATION SESSION
	9:00am	**201**	SWC:St. Gallen Salon 3	Spritual Condition of Students
	10:10am	**214**	HRC:Skyway 261	Asking Right Questions
	10:40am	**226**	HRC:Ogden	Complexity and Social Media
	11:50am	**241**	HRC:Skyway 261	Work/life transitions and the role of spiirtuality
	1:30pm	**277**	HRC:Skyway 261	Meditation and meaning
	2:20pm	**295**	HRC:Wrigley	MSR DSNF Consortium
	6:10pm	**369**	HRC:Columbus G	Credible Scholarship and Publication in MSR
	8:00pm	**377**	HRC:Atlanta	JMSR Editorial Board Meeting
Sun	7:00am	**380**	HRC:Skyway 281	MSR MORNING MEDITATION SESSION
	3:30pm	**473**	HRC:Addams	MSR Executive Committee Meeting
	6:00pm	**517**	HRC:Grand D North	MSR BUSINESS MEETING
	7:00pm	**527**	HRC:Grand D North	MSR SOCIAL
Mon	7:00am	**534**	HRC:Skyway 281	MSR MORNING MEDITATION SESSION
	9:45am	**702**	HRC:Haymarket	Moral Self and Spiritual Attributes
	11:30am	**814**	HRC:Haymarket	Management Spirituality and Religion Research
	1:15pm	**917**	HRC:Haymarket	Spiritual Leadership and Decision-Making
	3:00pm	**1021**	HRC:Haymarket	Spirituality and Entrepreneurs
Tue	7:00am	**1191**	HRC:Skyway 281	MSR MORNING MEDITATION SESSION
	8:00am	**1255**	HRC:Haymarket	Spiritual Environment
	9:45am	**1355**	HRC:Haymarket	Crash of 08-09:Causes & Cures
	11:30am	**1449**	HRC:Haymarket	Leadership Perspectives
	3:00pm	**1640**	FMC:Ambassador Room	JS: Studies of Church Organization

Managerial & Organizational Cognition

Program Chair: Gerard P. Hodgkinson, U. of Leeds
Professional Development Workshop Chair: Mark J. Martinko, Florida State U.

Day	Start	#	Location	Session Information
Fri	8:00am	**19**	HRC:Columbus KL	Blogging for Mgt. Scholars
		20	HRC:Gold Coast	National Security Management
	8:30am	**31**	HRC:Atlanta	Mindfulness Mélange
	3:00pm	**96**	HRC:Skyway 272	Unlocking Creative Insight Using Integrated Focus
Sat	8:00am	**164**	HRC:Gold Coast	Cognition in the Rough
	2:30pm	**299**	HRC:Atlanta	A Research Workshop on Cognitive Causal Mapping
Sun	6:00pm	**516**	HRC:Atlanta	MOC Executive Committee Meeting
Mon	8:00am	**589**	HRC:Regency A Table 1	IP: Individual Differences and Leadership
		590	HRC:Regency A Table 2	IP: Social Ties/Networks: You and Me
		595	HRC:Regency B Table 3	IP: Knowledge-Based Resources
		598	HRC:Regency C Table 2	IP: Intellectual & Social Capital
		601	HRC:Regency D Table 1	IP: Civility and CWB
		611	HRC:Truffles	Processes in Leadership
		612	HRC:Wright	Cognition in Work Groups and Teams: I
		620	SHC:Mayfair Room	JS: Proactive Behavior
	9:45am	**681**	HRC:Regency A Table 2	IP: New Knowledge: Exploration and Knowledge Sharing
		685	HRC:Regency B Table 2	IP: The Influence of Knowledge on Work Teams
		694	HRC:Regency D Table 3	IP: Group Decision Making: Problems and Issues
		701	HRC:Truffles	MOC Welcome Session
	11:30am	**771**	HRC:Grand B	JS: Psych Determinants of Action
		812	HRC:Wright	Mechanisms and Outcomes of Employee Engagement
		813	HRC:Truffles	JS: Everyday Roots of Change
		823	SHC:Sheraton 1	JS: Justice and Decision Making
		838	HRC:Columbus H	JS: Attitudes and Latitudes
	1:15pm	**864**	SHC:Chicago 10	JS: New Directions in Professional Identity Research
		892	HRC:Grand E Table 4	IP: Collaborative Judgments
		896	HRC:Regency A Table 4	IP: Further Perspectives on Learning
		902	HRC:Regency C Table 2	IP: Creativity and Innovation
		904	HRC:Regency C Table 4	IP: Motivational Work Design
		905	HRC:Regency D Table 1	IP: Diversity in Teams: Processes and Effects
		913	HRC:Riverside Center VV MOC 1	Leadership and Motivation: The Role of Affect
		914	HRC:Riverside Center VV MOC 2	Cognition in Work Groups and Teams: II
		915	HRC:Truffles	Knowledge, Expertise, Creativity and Innovation
		916	HRC:Wright	Knowledge Transfer
		923	SHC:Sheraton 2	JS: Distrust in Organizations: Empirical Developments
		924	SHC:Sheraton 1	JS: Energy and Passion at Work
		925	SHC:Sheraton 5	JS: Developing the P-E Fit Agenda
	3:00pm	**1005**	HRC:Regency B Table 3	IP: The Strategic Role of Social Capital
		1016	HRC:Columbus KL	JS: Learning across levels
		1018	HRC:Riverside Center VV MOC 1	Social Structures
		1019	HRC:Wright	Managing and Constructing Meaning
		1020	HRC:Truffles	JS: Status and Power
		1029	SHC:Sheraton 2	JS: Emotion Expression at Work
		1051	FMC:Gold Room	SHCS: Ethical Decision-Making
	4:45pm	**1093**	HRC:Regency A Table 3	IP: Strategic Decision Making and Cognition
		1110	HRC:Truffles	Crises and Uncertainty
		1111	HRC:Wright	Strategic Cognition
	6:30pm	**1163**	HRC:Wright	MOC Business Meeting
	7:30pm	**1181**	HRC:Truffles	MOC Social Hour

Day	Start	#	Location	Session Information
Tue	8:00am	**1246**	HRC:Regency D Table 1	IP: Current Research Issues on Work Attitudes
		1253	HRC:Truffles	Methodological Advances
		1254	HRC:Wright	Emotions in Organizational Decision Making
	9:45am	**1337**	HRC:Regency B Table 4	IP: Decision Making Under Uncertainty
		1351	HRC:Riverside Center VV MOC 1	Adaptation and Transition
		1352	HRC:Riverside Center VV MOC 2	Sensemaking, Identity and the Meaning of Work
		1353	HRC:Wright	Biases in Decision Making
		1354	HRC:Truffles	JS: Org. Identity & Relationships
	11:30am	**1429**	HRC:Regency A Table 2	IP: Knowledge Management Processes
		1442	HRC:Regency D Table 4	IP: Emotions in the Workplace
		1447	HRC:Riverside Center VV MOC 1	Knowledge, Expertise and Decision Making
		1448	HRC:Truffles	Workplace Relationships
		1458	SHC:Mayfair Room	JS: Emergent Innovation
		1470	HRC:Columbus H	JS: New Work or New Challenges
	1:15pm	**1500**	SHC:Chicago 8	JS: Arousal in Negotiation
		1528	HRC:Regency B Table 4	IP: Strategic Decision Making
		1534	HRC:Regency D Table 2	IP: Trust and Work Outcomes
		1542	HRC:Sandburg	Managing Identity Concerns
		1543	HRC:Truffles	New Theorizing on Leadership
		1550	SHC:Sheraton 2	JS: Social Effects of Emotions
	3:00pm	**1605**	HRC:Regency B Table 3	IP: Social Capital Research Trends
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1608	HRC:Regency C Table 2	IP: Value Creation
		1612	HRC:Regency D Table 2	IP: Group Decision Making: Knowledge and Influence
		1613	HRC:Regency D Table 3	IP: Compensation: Rewards, Incentives, and Wages
		1619	HRC:Columbus KL	JS: Thinking Styles Symposium
		1620	HRC:Truffles	Team Learning

Operations Management

Program Chair: Amelia Carr, Bowling Green State U.
Professional Development Workshop Chair: Thomas F. Gattiker, Boise State U.

Day	Start	#	Location	Session Information
Fri	1:30pm	**78**	SWC:Vevey Salon 3	Infrastructure Meets Business
Sat	8:00am	**176**	HRC:Ogden	New Fac Cons Breakout
		177	HRC:Columbus G	Funding in Project Management
		178	HRC:San Francisco	Junior Faculty Workshop
	10:45am	**229**	HRC:Skyway 260	Teaching with Online Games
	12:00pm	**244**	HRC:San Francisco	Doctoral Consortium - OM Div.
	1:30pm	**278**	HRC:Hong Kong	Doc Consortium - OM - Breakout
		279	HRC:Sandburg	Doc Consortium - OM -Breakout3
Sun	1:30pm	**436**	HRC:Addams	OM Executive Committee and Officers Meeting
	3:00pm	**458**	HRC:Water Tower	JOM Best Paper Session
	4:30pm	**493**	HRC:Water Tower	OM Division General Business Meeting.
	6:00pm	**518**	HRC:Wrigley	OM Division Reception
Mon	7:00am	**535**	HRC:San Francisco	OM Division Welcome and Breakfast
	8:00am	**626**	HRC:San Francisco	Cross-functional Integration
	9:45am	**684**	HRC:Regency B Table 1	IP: Institutionalization and Roles
		717	HRC:Riverside Center VV OM 1	Capacity and Supply Chain Uncertainty
		718	HRC:Riverside Center VV OM 2	Supply Chain Relationships and Culture
		719	HRC:San Francisco	International Operations and Manufacturing
	11:30am	**789**	HRC:Grand E Table 4	IP: Customer-Focused Research
		794	HRC:Regency B Table 1	IP: Macro Issues in Innovation
		829	HRC:San Francisco	Operations Management and Measurement
	1:15pm	**892**	HRC:Grand E Table 4	IP: Collaborative Judgments
		894	HRC:Regency A Table 2	IP: Knowledge Sharing: Transfer, Flow and Exchange
		930	HRC:Crystal A	Discovering New Challenges in Services Operations
	3:00pm	**1034**	HRC:Crystal A	Innovation & Coordination
		1035	HRC:San Francisco	Services Operations Management
	4:45pm	**1096**	HRC:Regency B Table 2	IP: Examining Agency Theory
		1099	HRC:Regency C Table 1	IP: Lean Operations and Quality Management
		1102	HRC:Regency C Table 4	IP: The Measurement of Performance
		1121	HRC:Crystal A	Outsourcing
		1122	HRC:Riverside Center VV OM 1	Projects, Innovation and Service Operations
		1123	HRC:Riverside Center VV OM 2	Perceptions, Performance and Theory
		1124	HRC:San Francisco	Environmental & Sustainability Issues
Tue	8:00am	**1242**	HRC:Regency C Table 1	IP: Examining Supply Chains
		1270	HRC:San Francisco	Capacity and Constraint Management
	9:45am	**1339**	HRC:Regency C Table 2	IP: Supplier Relations and Supplier Management
		1369	HRC:Crystal A	Quality Management and Lean Concepts
	11:30am	**1463**	HRC:Crystal A	Information systems
		1483	HRC:Crystal C	JS: Service Innovation
	3:00pm	**1602**	HRC:Regency A Table 4	IP: New Perspectives in Technological Capabilities
		1606	HRC:Regency B Table 4	IP: Strategic Groups and Strategic Positioning
		1608	HRC:Regency C Table 2	IP: Value Creation

Organization & Management Theory

Program Chair: Royston Greenwood, U. of Alberta
Professional Development Workshop Chair: Matthew Kraatz, U. of Illinois

Day	Start	#	Location	Session Information
Fri	8:00am	**22**	HRC:Truffles	OMT/MOC Doctoral Consortium
		23	HRC:Water Tower	OMT Junior Faculty Consortium
		24	SHC:Chicago 8	Identity and Institutitions
		25	HRC:Columbian	Business History and Organizational Theory
		26	HRC:Wrigley	Inhabited Institutions
	11:10am	**58**	HRC:Gold Coast	Economics and Sociology PDW
		59	HRC:Wrigley	Organizational Trust
	2:30pm	**91**	HRC:Water Tower	OMT Teaching Roundtables
		92	SHC:Sheraton 2	OMT Dissertation Proposal Workshop
	5:00pm	**109**	HRC:Wrigley	Sorting Out the Ideational in Institutional Theory
	6:00pm	**123**	HRC:Truffles	Meet OMT Reception
Sat	8:00am	**179**	HRC:Columbus KL	Advanced Networks PDW
		180	HRC:Skyway 272	Being There/Being Them: Writing Ethnographic Tales
	10:20am	**220**	HRC:Hong Kong	Misconduct Paper Workshop
	10:40am	**227**	HRC:Skyway 272	Learning from Rare Events
	12:10pm	**247**	HRC:Wrigley	Macro HR
	2:45pm	**304**	HRC:Skyway 260	Introduction to Social Networks Analysis
	5:10pm	**344**	HRC:Water Tower	Institutional Logics
	5:40pm	**354**	HRC:San Francisco	Modeling in Org. Theory
Sun	3:30pm	**477**	HRC:Columbian	OMT Executive Committee Meeting
Mon	8:00am	**551**	HRC:Gold Coast	JS: Strategic Management and Language
		552	HRC:Acapulco	JS: Capabilities and Context
		591	HRC:Regency A Table 3	IP: Strategic Issues in Green Management
		592	HRC:Regency A Table 4	IP: Understanding Family Businesses
		595	HRC:Regency B Table 3	IP: Knowledge-Based Resources
		597	HRC:Regency C Table 1	IP: The Development of New Markets
		627	HRC:Grand A	OMT Distinguished Scholar
		629	FMC:Crystal Room	JS: Sustainability: New Insights
	9:45am	**660**	HRC:Toronto	JS: The Postcolonial Ferment
		675	HRC:Crystal B	SHCS: MNEs from Emerging Countries
		681	HRC:Regency A Table 2	IP: New Knowledge: Exploration and Knowledge Sharing
		684	HRC:Regency B Table 1	IP: Institutionalization and Roles
		686	HRC:Regency B Table 3	IP: The Discovery Process
		710	SHC:Sheraton 1	JS: Values, Identities, and Action
		720	HRC:Columbian	Institutional Entrepreneurship
		721	HRC:Columbus H	Culture, Classification, Genre
		722	HRC:DuSable	Network Construction, Evolution and Decay
		723	HRC:Horner	Mechanisms of Institutional Change
		724	HRC:Ogden	Interorganizational Collaboration
		725	HRC:Riverside Center VV OMT 1	Alliances & Interorganizational Relationships
		726	HRC:Skyway 261	Perspectives on Control
		727	HRC:Grand A	JS: Mortgage Meltdown
		728	HRC:Gold Coast	JS: New avenues of attainment

Day	Start	#	Location	Session Information
Mon	11:30am	**756**	HRC:Columbus IJ	SHCS: Forging a Path Forward
		790	HRC:Regency A Table 1	IP: Upper Echelons Perspectives
		794	HRC:Regency B Table 1	IP: Macro Issues in Innovation
		796	HRC:Regency B Table 3	IP: Evolut & Ecolog Perspectives
		813	HRC:Truffles	JS: Everyday Roots of Change
		830	HRC:Columbian	Discourse and Symbolic Action
		831	HRC:DuSable	Alliances
		832	HRC:Gold Coast	Networks and Hierarchies
		833	HRC:Horner	Mergers
		834	HRC:Ogden	To Learn or Not to Learn...
		835	HRC:Skyway 261	Politics, Power and Resource Dependence
		836	HRC:Skyway 265	Structural Holes
		837	HRC:Grand A	SHCS: Spatial Networks and Knowledge
		838	HRC:Columbus H	JS: Attitudes and Latitudes
	1:15pm	**893**	HRC:Regency A Table 1	IP: Macro Issues in Understanding Identity
		897	HRC:Regency B Table 1	IP: Legitimacy in Context
		901	HRC:Regency C Table 1	IP: Perspectives on Research Design
		907	HRC:Regency D Table 3	IP: Exploring the Role of Expatriates
		908	HRC:Regency D Table 4	IP: Organizational Values
		929	SWC:St. Gallen Salon 2	JS: In Search of Sustainable High Performance
		931	HRC:Columbian	Varieties of Social Responsibility
		932	HRC:DuSable	Legitimating and Using Network Ties
		933	HRC:Gold Coast	Network Decay, Death & Rebirth
		934	HRC:Ogden	Emotions, Motives, Careers and Compensation
		935	HRC:Riverside Center VV OMT 1	Learning - From Whom & How?
		936	HRC:Skyway 261	Issues of Measurement
		937	HRC:Skyway 265	Imprinting, Identity and Institutionalization
	3:00pm	**987**	SWC:Vevey Salon 4	SHCS: Healthcare Implementation
		1001	HRC:Regency A Table 2	IP: Current Issues in Social Networks
		1009	HRC:Regency C Table 3	IP: Identity and the Individual
		1036	HRC:Columbian	Perspectives on Governance
		1037	HRC:Columbus H	Categories
		1038	HRC:DuSable	The Uses and Outcomes of Networks
		1039	HRC:Gold Coast	Partner Selection in Networks
		1040	HRC:Ogden	Framing
		1041	HRC:Riverside Center VV OMT 1	Flex, Change, Innov & Comm Org
		1042	HRC:Skyway 261	Buyers, Sellers and Suppliers
		1043	HRC:Skyway 265	Organizational Identity
	4:45pm	**1093**	HRC:Regency A Table 3	IP: Strategic Decision Making and Cognition
		1095	HRC:Regency B Table 1	IP: Developments for Institutions: Theory & Context
		1117	SHC:Sheraton 2	JS: Voice and Silence
		1125	HRC:Columbian	Institutional Logics
		1126	HRC:Columbus H	Searching for Knowledge
		1127	HRC:DuSable	Network Governance
		1128	HRC:Gold Coast	Entrepreneurship
		1129	HRC:Ogden	Absorptive Capacity
		1130	HRC:Riverside Center VV OMT 1	Deinstitution & Institutional Resistance
		1131	HRC:Riverside Center VV OMT 2	Institutional Entrepreneurship & Change
		1132	HRC:Skyway 261	Networks, Knowledge and Creativity
		1133	HRC:Skyway 265	The Ecology of Organizations
	6:30pm	**1168**	HRC:Columbus H	OMT Business Meeting and Artifact
	7:30pm	**1182**	HRC:Grand A	OMT Social Hour

Day	Start	#	Location	Session Information
Tue	8:00am	**1236**	HRC:Regency A Table 3	IP: Green Entrepreneurship and Green Practices
		1238	HRC:Regency B Table 1	IP: Understanding Organizational Legitimacy
		1241	HRC:Regency B Table 4	IP: Organizational and Industry Failure/Decline
		1271	HRC:Columbian	Transparency, Trust, Legitimacy and Signals
		1272	HRC:DuSable	Network Formation
		1273	HRC:Riverside Center VV OMT 1	The Dynamics of Social Networks
		1274	HRC:Riverside Center VV OMT 2	Processes of Technological Evolution
		1275	HRC:Skyway 261	Theorizing and Theoretical Issues
		1276	HRC:Skyway 265	Tales from the Top
		1277	HRC:Columbus H	SHCS: Materiality and Organization Studies
	9:45am	**1301**	HRC:Columbus IJ	JS: Management Innovation
		1331	HRC:Regency A Table 2	IP: Innovation and Networks
		1340	HRC:Regency C Table 3	IP: Theories of Decision Making
		1354	HRC:Truffles	JS: Org. Identity & Relationships
		1370	HRC:Columbian	Social Movements
		1371	HRC:DuSable	Micro-foundations
		1372	HRC:Ogden	Organizational Change
		1373	HRC:Skyway 261	Portfolios, Ind. Evolution
		1374	HRC:Skyway 265	Issues in Identity
		1375	HRC:Gold Coast	JS: Professional Services Firms
		1376	HRC:Columbus H	JS: Responding to Failure
	11:30am	**1397**	HRC:Atlanta	JS: Interfirm Knowldege Governance
		1405	SHC:Chicago 8	JS: Dishonesty
		1428	HRC:Regency A Table 1	IP: Leadership Dynamics
		1430	HRC:Regency A Table 3	IP: Financial/Capital Markets
		1432	HRC:Regency B Table 2	IP: Emerging & Transition Econ
		1434	HRC:Regency B Table 4	IP: Allocation of Resources
		1436	HRC:Regency C Table 2	IP: Organizational Transformation
		1441	HRC:Regency D Table 3	IP: The Role of Trust in a Virtual Environment
		1464	HRC:Columbian	Social Capital
		1465	HRC:DuSable	Exploitation and Exploration
		1466	HRC:Ogden	Ownership and Governance
		1467	HRC:Riverside Center VV OMT 1	Leadership, Gender & Managing Change
		1468	HRC:Skyway 265	Reputation
		1469	HRC:Gold Coast	JS: Whither the state?
		1470	HRC:Columbus H	JS: New Work or New Challenges
	1:15pm	**1491**	HRC:Addams	JS: Behavioral Foundations of Strategy
		1492	HRC:Columbus IJ	SHCS: Business Models
		1525	HRC:Regency B Table 1	IP: Understanding Institutional Change
		1551	SHC:Sheraton 1	JS: Managing Identity Conflicts
		1556	HRC:Columbian	Organizational Design
		1557	HRC:DuSable	Organizational Learning
		1558	HRC:Ogden	Punctuation/Inertia/Emergence
		1559	HRC:Columbus H	JS: Multiplex Networks
		1560	HRC:Gold Coast	JS: Culture and Institutions
		1569	FMC:Chancellor Room	JS: Moral Imagination
	3:00pm	**1605**	HRC:Regency B Table 3	IP: Social Capital Research Trends
		1609	HRC:Regency C Table 3	IP: Climates for Innovation
		1612	HRC:Regency D Table 2	IP: Group Decision Making: Knowledge and Influence
		1633	HRC:Columbian	Studies in Status
		1634	HRC:DuSable	Antecedents of Innovation
		1635	HRC:Ogden	Institutional Change
		1636	HRC:Skyway 265	Routines, Rules and Organizational Design
		1637	HRC:Columbus H	JS: New Research on Abandonment
		1638	HRC:Gold Coast	JS: The Changing Forms of Community in Industry

Organization Development & Change

Program Chair: Ronald Fry, Case Western Reserve U.
Professional Development Workshop Chair: Inger G. Stensaker, Norwegian School of Econ. and Bus. Admin.

Day	Start	#	Location	Session Information
Fri	9:00am	**39**	SWC:Vevey Salon 2	Action Learning
	10:00am	**48**	SWC:St. Gallen Salon 3	Assessment of ODC projects
	12:00pm	**63**	SWC:Montreux Salon 1	Global OD&C Academics
	12:30pm	**70**	SWC:St. Gallen Salon 3	Energy at Work
	12:40pm	**71**	SWC:Vevey Salon 2	High Impact Change Exercises
	3:00pm	**97**	SWC:Vevey Salon 2	ODC Doctoral Consortium
	4:00pm	**102**	SWC:St. Gallen Salon 3	Emotional Intelligence as It Relates to Change
	5:30pm	**117**	SWC:Montreux Salon 3	Reception for ODC Founders(By Invitation Only)
	6:30pm	**126**	OS:TBA	ODC Doctoral Consortium Dinner(Offsite)
Sat	8:00am	**173**	SWC:St. Gallen Salon 1	Consultant Skill Building
		174	SWC:Vevey Salon 1	ODC Doctoral Consortium
		175	SWC:Vevey Salon 2	From Commiseration to Change
	10:00am	**206**	SWC:Montreux Salon 2	Organizational Diagnostics
	12:10pm	**246**	SWC:Montreux Salon 2	Leadership Effectiveness
	1:10pm	**273**	SWC:St. Gallen Salon 1	Teaching OD to Undergraduates
	2:20pm	**296**	SWC:Zurich A	Invite, Engage, Enable
	4:10pm	**330**	SWC:Zurich C	Learning From the ODC Division Founders
	6:00pm	**367**	SWC:Zurich F	ODC Founders Social
Sun	3:30pm	**476**	SWC:Vevey Salon 1	ODC Executive Committee Meeting
Mon	8:00am	**554**	SHC:Chicago 10	JS: Self-Directed Careers
		588	HRC:Grand E Table 4	IP: Research in Organizational Culture
		624	SWC:St. Gallen Salon 2	The Evolution of the Firm
		625	SWC:Vevey Salon 3	Research in OC&D
	9:45am	**679**	HRC:Grand E Table 4	IP: Understanding Small and Medium-Sized Enterprises
		680	HRC:Regency A Table 1	IP: Developing Managers
		714	HRC:Riverside Center VV ODC 1	Dynamics of Social and Institutional Change
		715	SWC:St. Gallen Salon 2	Greening the Organization
		716	SWC:Vevey Salon 3	Re-Thinking Change
	11:30am	**799**	HRC:Regency C Table 2	IP: Change & Adaptation
		810	HRC:Columbus KL	SHCS: Sustainable Management
		813	HRC:Truffles	JS: Everyday Roots of Change
		827	SWC:St. Gallen Salon 2	Compassion for Change
		828	SWC:Vevey Salon 3	Dialogue in Organization Life
	1:15pm	**927**	HRC:Riverside Center VV ODC 1	Patterns of Change
		928	SWC:Vevey Salon 3	Employee Experience of Change
		929	SWC:St. Gallen Salon 2	JS: In Search of Sustainable High Performance
	3:00pm	**987**	SWC:Vevey Salon 4	SHCS: Healthcare Implementation
		1007	HRC:Regency C Table 1	IP: The Complexities of Consultancy
		1011	HRC:Regency D Table 1	IP: Deviance in Organizations
		1031	HRC:Riverside Center VV ODC 1	Team and Leadership Culture
		1032	SWC:St. Gallen Salon 2	Org Change Under Duress
		1033	SWC:Vevey Salon 3	ODC Distinguished Speaker: Jane E. Dutton
	4:45pm	**1107**	HRC:Hong Kong	JS: Curriculum for an Academic Coaching Program
		1120	SWC:Vevey Salon 2	ODC Business Meeting
	6:30pm	**1167**	SWC:Vevey Salon 3	ODC Division Reception

Day	Start	#	Location	Session Information
Tue	8:00am	**1250**	HRC:Hong Kong	JS: Changing Paradigm - Consulting
		1264	SHC:Huron Room	JS: Corporate Citizenship
		1268	SWC:St. Gallen Salon 2	Conversations and the Conduct of Change
		1269	SWC:Vevey Salon 3	New Designs in ODC
	9:45am	**1363**	SHC:Sheraton 1	JS: Affect and Collective Outcomes
		1367	SWC:Vevey Salon 3	What Drives Successful Change?
		1368	SWC:St. Gallen Salon 2	JS: Green Leadership
	11:30am	**1441**	HRC:Regency D Table 3	IP: The Role of Trust in a Virtual Environment
		1461	SWC:Vevey Salon 3	Emotions & Attitudes in change
		1462	SWC:St. Gallen Salon 2	JS: Appreciative Learning Cultures
	1:15pm	**1554**	SWC:St. Gallen Salon 2	Complex Adaptive Systems
		1555	SWC:Vevey Salon 3	Ambidextrous Organizations
		1566	SHC:Superior A and B	JS: Studying M&A
	3:00pm	**1576**	HRC:Addams	JS: Researching the Strategic Middle Manager
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1616	HRC:Hong Kong	JS: Embedded Sustainability Agenda
		1628	SHC:Sheraton 1	JS: Followers, Leaders & Emotions
		1631	SWC:St. Gallen Salon 2	Leadership that Transforms
		1632	SWC:Vevey Salon 3	SHCS: The Scholar-Practitioner

Organizational Behavior

Program Chair: Carrie R. Leana, U. of Pittsburgh
Professional Development Workshop Chair: Jason Colquitt, U. of Florida

Day	Start	#	Location	Session Information
Fri	1:00pm	75	SHC:Mayfair Room	Recovery at Work
	4:00pm	101	SHC:Sheraton 3	OB Doctoral Consortium - Fri
	5:30pm	116	SHC:Chicago 9	OB Junior Fac. Workshop - Fri
	5:50pm	119	SHC:Ontario Room	Advancing Leadership Research
Sat	8:00am	165	SHC:Chicago 9	OB Junior Fac. Workshop - Sat
		166	SHC:Sheraton 3	OB Doctoral Consortium - Sat
		167	SHC:Mississippi Room	Leaders as Decision Makers
		168	SHC:Sheraton 2	The 17th Annual Craft of Reviewing Workshop
		169	SHC:Chicago 6	CQ and Global Leadership
		170	SHC:Arkansas Room	Complexity in Human Systems
	11:10am	234	SHC:Chicago 6	Halfway There But Now What?
		235	SHC:Arkansas Room	OB Research Incubator
	11:20am	237	SHC:Ontario Room	Promoting Cause and Effect
	2:30pm	300	SHC:Sheraton 1	OB/HR Editor's Panel
	3:00pm	309	SHC:Colorado Room	OB Networking/Research Forum
	3:20pm	314	SHC:Arkansas Room	Authentic Leadership & Change
	4:10pm	329	SHC:Mayfair Room	Bridging Micro-Macro Divide
	5:30pm	351	SHC:Chicago 9	OB/HR Members Welcome Reception
Sun	3:30pm	474	SHC:Erie Room	OB Executive Committee Meeting
Mon	8:00am	550	HRC:Columbus IJ	JS: Organizational Science Quality
		554	SHC:Chicago 10	JS: Self-Directed Careers
		575	SHC:Sheraton 3	JS: Workplace Aggression
		588	HRC:Grand E Table 4	IP: Research in Organizational Culture
		589	HRC:Regency A Table 1	IP: Individual Differences and Leadership
		590	HRC:Regency A Table 2	IP: Social Ties/Networks: You and Me
		600	HRC:Regency C Table 4	IP: Research on Ethics and Corruption
		601	HRC:Regency D Table 1	IP: Civility and CWB
		603	HRC:Regency D Table 3	IP: Creativity in the Workplace
		613	SHC:Arkansas Room	Knowledge Sharing and Innovation
		614	SHC:Colorado Room	Psychological Contracts
		615	SHC:Mississippi Room	Team Learning and Shared Mental Models
		616	SHC:Missouri Room	Humility, Empathy and Kindness
		617	SHC:Ohio Room	Leader Member Exchange
		618	SHC:Sheraton 5	The Paradox Perspective
		619	SHC:Sheraton 2	JS: Advances in Voice Behavior
		620	SHC:Mayfair Room	JS: Proactive Behavior
		621	SHC:Sheraton 1	JS: Constructive Deviance
	9:45am	666	SHC:Chicago 7	JS: Future of Diversity Research
		685	HRC:Regency B Table 2	IP: The Influence of Knowledge on Work Teams
		688	HRC:Regency C Table 1	IP: Issues in Measurement
		691	HRC:Regency C Table 4	IP: Personality Traits of Entrepreneurs
		692	HRC:Regency D Table 1	IP: Person-Environment Fit
		693	HRC:Regency D Table 2	IP: Prejudice, Stereotypes, and Status
		694	HRC:Regency D Table 3	IP: Group Decision Making: Problems and Issues
		695	HRC:Regency D Table 4	IP: Role of Emotions, Mood, Affect
		703	SHC:Arkansas Room	Anger, Incivility, and Causing Harm
		704	SHC:Colorado Room	Job Insecurity and Turnover
		705	SHC:Mississippi Room	Social Capital and Social Networks
		706	SHC:Ohio Room	Leaders Who Empower (and Those Who Don't)
		707	SHC:Sheraton 5	New Research Streams in POS
		708	SHC:Missouri Room	JS: Cross-level Diversity Research
		709	SHC:Sheraton 2	JS: OB Lifetime Award Winners Speak Out
		710	SHC:Sheraton 1	JS: Values, Identities, and Action
		711	SHC:Mayfair Room	SHCS: Ethical Leadership

Day	Start	#	Location	Session Information
Mon	11:30am	**756**	HRC:Columbus IJ	SHCS: Forging a Path Forward
		771	HRC:Grand B	JS: Psych Determinants of Action
		774	SHC:Chicago 7	JS: Beyond Work and Family
		775	SHC:Ontario Room	JS: Diversity 2.0
		791	HRC:Regency A Table 2	IP: Leadership Research: Focus on the Leader
		798	HRC:Regency C Table 1	IP: Multi/Cross-Cultural Relations
		800	HRC:Regency C Table 3	IP: Employee Training, Transfer, and Evaluation
		802	HRC:Regency D Table 1	IP: Personality at Work
		803	HRC:Regency D Table 2	IP: The Value of Diversity
		805	HRC:Regency D Table 4	IP: The Influence of Efficacy
		815	HRC:Riverside Center VV OB 1	Employment Practices and Work Performance
		816	SHC:Arkansas Room	Putting Expertise to Use
		817	SHC:Colorado Room	Helping, Reciprocity and Mutual Obligation
		818	SHC:Mayfair Room	Constructing the Job: Job Design and Improvisation
		819	SHC:Mississippi Room	Developing Teamwork
		820	SHC:Missouri Room	The Deadly Sins: Envy, Sloth, Pride and Narcissism
		821	SHC:Ohio Room	New Approaches to Understanding Leadership
		822	SHC:Sheraton 5	JS: Personality and Conflict in Work Teams
		823	SHC:Sheraton 1	JS: Justice and Decision Making
		824	SHC:Sheraton 2	SHCS: Critical Issues Facing Corporate Boardrooms
	1:15pm	**864**	SHC:Chicago 10	JS: New Directions in Professional Identity Research
		869	SHC:Chicago 8	JS: Retribution and Restoration
		877	HRC:Grand B	JS: Angel investing
		880	SHC:Chicago 9	JS: New Directions in Studying Group Diversity
		891	HRC:Grand E Table 3	IP: Green Management and Individuals
		892	HRC:Grand E Table 4	IP: Collaborative Judgments
		902	HRC:Regency C Table 2	IP: Creativity and Innovation
		903	HRC:Regency C Table 3	IP: Exploring Organizational Citizenship Behavior
		905	HRC:Regency D Table 1	IP: Diversity in Teams: Processes and Effects
		918	SHC:Arkansas Room	Organizational Commitment
		919	SHC:Colorado Room	Work and Family
		920	SHC:Mayfair Room	Service and Organizational Justice: New Directions
		921	SHC:Mississippi Room	Teams: Coming Together or Coming Apart?
		922	SHC:Ohio Room	Leader Emergence
		923	SHC:Sheraton 2	JS: Distrust in Organizations: Empirical Developments
		924	SHC:Sheraton 1	JS: Energy and Passion at Work
		925	SHC:Sheraton 5	JS: Developing the P-E Fit Agenda
	1:30pm	**954**	SHC:Michigan A	Thank You Coffee
	3:00pm	**985**	SHC:Chicago 7	SHCS: Work-Family Issues and Careers
		986	SHC:Chicago 9	JS: Creativity and Innovation in a Multicultural World
		1007	HRC:Regency C Table 1	IP: The Complexities of Consultancy
		1009	HRC:Regency C Table 3	IP: Identity and the Individual
		1011	HRC:Regency D Table 1	IP: Deviance in Organizations
		1012	HRC:Regency D Table 2	IP: Further Understanding Job Satisfaction
		1014	HRC:Regency D Table 4	IP: Stress & Well-Being: Context and Sample
		1020	HRC:Truffles	JS: Status and Power
		1022	HRC:Riverside Center VV OB 1	Individual Differences, Attitudes and Behavior
		1023	SHC:Arkansas Room	Customer Service
		1024	SHC:Colorado Room	Integrating Newcomers
		1025	SHC:Mayfair Room	Promoting Creativity at Work
		1026	SHC:Ohio Room	Transformational Leadership
		1027	SHC:Mississippi Room	JS: Findings from the Dark Side
		1028	SHC:Sheraton 1	JS: Compassion(ate) Scholarship
		1029	SHC:Sheraton 2	JS: Emotion Expression at Work
		1030	SHC:Sheraton 5	JS: Goal Orientation
		1051	FMC:Gold Room	SHCS: Ethical Decision-Making

Day	Start	#	Location	Session Information
Mon	4:45pm	1074	SHC:Chicago 8	JS: Influence and Power
		1096	HRC:Regency B Table 2	IP: Examining Agency Theory
		1101	HRC:Regency C Table 3	IP: New Directions in Justice Research
		1103	HRC:Regency D Table 1	IP: Understanding Empowerment
		1105	HRC:Regency D Table 3	IP: Stress, Stressors, and Strains
		1106	HRC:Regency D Table 4	IP: Aggression and Abuse in the Workplace
		1112	SHC:Arkansas Room	Similarity and Diversity
		1113	SHC:Colorado Room	Climate and Culture
		1114	SHC:Mississippi Room	Victims in the Workplace
		1115	SHC:Ohio Room	Trust or Cynicism in the Face of Change?
		1116	SHC:Sheraton 5	JS: Psychological Contracts
		1117	SHC:Sheraton 2	JS: Voice and Silence
		1118	SHC:Mayfair Room	JS: Green Creativity and Entrepreneurship
		1119	SHC:Sheraton 1	JS: Creativity and Teams
	6:30pm	1164	SHC:Chicago 6	OB Division Awards and Celebration/Social
Tue	8:00am	1210	SHC:Chicago 8	SHCS: How to Do Good Team Research
		1222	SHC:Ontario Room	JS: Aging Workers
		1233	HRC:Crystal B	JS: Cross-Cultural Competence
		1234	HRC:Regency A Table 1	IP: New Perspectives in LMX Research
		1235	HRC:Regency A Table 2	IP: Knowledge Sharing and the Individual
		1240	HRC:Regency B Table 3	IP: IT & the Virtual Environment
		1242	HRC:Regency C Table 1	IP: Examining Supply Chains
		1244	HRC:Regency C Table 3	IP: Understanding Employee Turnover
		1249	HRC:Regency D Table 4	IP: The Role of Goals
		1256	SHC:Arkansas Room	Feedback, Rewards, and Performance Evaluation
		1257	SHC:Colorado Room	Personality at Work
		1258	SHC:Mayfair Room	Culture and Creativity
		1259	SHC:Mississippi Room	Ethics and Moral Values
		1260	SHC:Ohio Room	Strategic Leadership and Crisis Management
		1261	SHC:Sheraton 1	New Developments in Abusive Supervision Research
		1262	SHC:Sheraton 2	Juggling Multiple Roles
		1263	SHC:Sheraton 5	JS: Work and Family Interface
		1264	SHC:Huron Room	JS: Corporate Citizenship
	9:00am	1292	SHC:Michigan A	Lifetime Achievement Address
	9:45am	1330	HRC:Regency A Table 1	IP: Research in Leadership and Followership
		1334	HRC:Regency B Table 1	IP: Mergers & Acquisitions
		1337	HRC:Regency B Table 4	IP: Decision Making Under Uncertainty
		1340	HRC:Regency C Table 3	IP: Theories of Decision Making
		1343	HRC:Regency D Table 2	IP: Applying Theories of Motivation
		1344	HRC:Regency D Table 3	IP: New Perspectives in Employee Incentive Research
		1345	HRC:Regency D Table 4	IP: Non-Traditional Work Arrangements
		1356	SHC:Arkansas Room	Ability, Expertise and Achievement
		1357	SHC:Colorado Room	Regulating Emotions at Work
		1358	SHC:Huron Room	It's About Time (And Change)
		1359	SHC:Mississippi Room	Stress and Well-Being
		1360	SHC:Ohio Room	Leadership: Revisiting Old Friends
		1361	SHC:Sheraton 2	JS: Proactivity: Benefits, Costs and Temporal Dynamics
		1362	SHC:Sheraton 5	SHCS: Staying Engaged
		1363	SHC:Sheraton 1	JS: Affect and Collective Outcomes
		1364	SHC:Mayfair Room	JS: Reactions to Workplace Abuse
		1376	HRC:Columbus H	JS: Responding to Failure
	10:10am	1389	SHC:Michigan B	OB Making Connections Coffee

Day	Start	#	Location	Session Information
Tue	11:30am	**1404**	SHC:Erie Room	JS: Perspective Taking
		1406	SHC:Ontario Room	JS: Behavioral Integrity Research
		1421	SHC:Sheraton 4	JS: Unfolding Trends in Voluntary Turnover Research
		1428	HRC:Regency A Table 1	IP: Leadership Dynamics
		1438	HRC:Regency C Table 4	IP: Applications of Social Exchange Theory
		1441	HRC:Regency D Table 3	IP: The Role of Trust in a Virtual Environment
		1442	HRC:Regency D Table 4	IP: Emotions in the Workplace
		1450	HRC:Riverside Center VV OB 1	Leadership and Teamwork
		1451	SHC:Arkansas Room	Responsibility and Performance
		1452	SHC:Colorado Room	Emotional Intelligence
		1453	SHC:Mississippi Room	Organizational Citizenship
		1454	SHC:Ohio Room	Managing Success and Failure
		1455	SHC:Sheraton 1	What To Expect When You're Expecting Creativity
		1456	SHC:Sheraton 2	Time and Team Leadership
		1457	SHC:Sheraton 5	Team Processes and Outcomes
		1458	SHC:Mayfair Room	JS: Emergent Innovation
		1460	HRC:Water Tower	JS: Virtual Work: Paths Taken and to be Taken
	1:15pm	**1500**	SHC:Chicago 8	JS: Arousal in Negotiation
		1515	SHC:Huron Room	SHCS: Work-Life Flexibility
		1521	HRC:Regency A Table 1	IP: Teams and Knowledge Sharing
		1528	HRC:Regency B Table 4	IP: Strategic Decision Making
		1531	HRC:Regency C Table 3	IP: Employee Retention Issues
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
		1534	HRC:Regency D Table 2	IP: Trust and Work Outcomes
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
		1544	SHC:Arkansas Room	Goal Setting and Goal Management
		1545	SHC:Colorado Room	Trust at Work
		1546	SHC:Mayfair Room	What`s in a Norm?
		1547	SHC:Mississippi Room	Employee Voice
		1548	SHC:Ohio Room	Leaders and Followers
		1549	SHC:Sheraton 5	JS: POS Across Five Nations
		1550	SHC:Sheraton 2	JS: Social Effects of Emotions
		1551	SHC:Sheraton 1	JS: Managing Identity Conflicts
		1560	HRC:Gold Coast	JS: Culture and Institutions
	3:00pm	**1599**	HRC:Regency A Table 1	IP: Perspectives on Transformational Leadership
		1603	HRC:Regency B Table 1	IP: Research Trends in Entrepreneurship
		1605	HRC:Regency B Table 3	IP: Social Capital Research Trends
		1610	HRC:Regency C Table 4	IP: Employee Work Engagement
		1611	HRC:Regency D Table 1	IP: The Influence of Gender
		1612	HRC:Regency D Table 2	IP: Group Decision Making: Knowledge and Influence
		1613	HRC:Regency D Table 3	IP: Compensation: Rewards, Incentives, and Wages
		1619	HRC:Columbus KL	JS: Thinking Styles Symposium
		1621	SHC:Arkansas Room	Motivation, Initiative and Conscientiousness
		1622	SHC:Colorado Room	Organizational Identity
		1623	SHC:Mississippi Room	Cross-Cultural Comparisons
		1624	SHC:Ohio Room	Politics, Power and Status
		1625	SHC:Sheraton 2	Emotion Regulation
		1626	SHC:Sheraton 5	Leadership & Regulatory Focus
		1627	SHC:Mayfair Room	JS: Improving Virtual Teams
		1628	SHC:Sheraton 1	JS: Followers, Leaders & Emotions

Organizational Communication & Information Systems

Program Chair: Brian S. Butler, U. of Pittsburgh
Professional Development Workshop Chair: Manju K Ahuja, U. of Louisville

Day	Start	#	Location	Session Information
Fri	10:10am	**51**	HRC:Columbian	E/M-Com Innovations
	6:10pm	**125**	HRC:Atlanta	OCIS International Paper Development Workshop
Sat	8:00am	**171**	HRC:Columbus H	OCIS Doctoral Consortium
		172	HRC:New Orleans	Meet the Editors (OCIS)
	9:40am	**202**	HRC:New Orleans	OCIS Junior Faculty Consortium
	6:00pm	**366**	HRC:Columbus IJ	OCIS Welcome Reception
Sun	3:30pm	**475**	HRC:Burnham	OCIS Executive Committee Meeting
Mon	8:00am	**590**	HRC:Regency A Table 2	IP: Social Ties/Networks: You and Me
		622	HRC:Crystal A	Difference & Conflict
		623	HRC:Water Tower	Arrghh!!: Technology Induced Stress and Overload
	9:45am	**676**	HRC:Grand E Table 1	IP: Strategic Action and Firm Performance
		681	HRC:Regency A Table 2	IP: New Knowledge: Exploration and Knowledge Sharing
		712	HRC:Crystal A	Organizing Collaborative Work
		713	HRC:Water Tower	IT Investment, Outsourcing, and Business Value
	11:30am	**787**	HRC:Grand E Table 2	IP: Diffusion & Adoption of Tech.
		801	HRC:Regency C Table 4	IP: Designing and Managing Work Roles
		805	HRC:Regency D Table 4	IP: The Influence of Efficacy
		825	HRC:Crystal A	Crossing Cultural Boundaries
		826	HRC:Water Tower	Knowledge and Partnerships
	1:15pm	**891**	HRC:Grand E Table 3	IP: Green Management and Individuals
		905	HRC:Regency D Table 1	IP: Diversity in Teams: Processes and Effects
		926	HRC:Water Tower	Networks and Expertise
	3:00pm	**1001**	HRC:Regency A Table 2	IP: Current Issues in Social Networks
		1056	HRC:Skyway 260	JS: Academia-Industry Partnerships
	3:45pm	**1057**	HRC:Water Tower	OCIS Keynote
	5:15pm	**1147**	HRC:Water Tower	OCIS Business Meeting
	6:30pm	**1165**	HRC:Columbus KL	OCIS Social Hour
		1166	HRC:Columbus KL Visual Papers	OCIS Visual Papers 👁
Tue	8:00am	**1228**	SHC:Sheraton 3	JS: Internet and Global HRM
		1235	HRC:Regency A Table 2	IP: Knowledge Sharing and the Individual
		1240	HRC:Regency B Table 3	IP: IT & the Virtual Environment
		1265	HRC:Picasso	Green IT: Opportunities and Challenges
		1266	HRC:Sandburg	Communicative Dimensions of Strategic Planning
		1267	HRC:Water Tower	Individual Behavior in Online Communities
		1277	HRC:Columbus H	SHCS: Materiality and Organization Studies
	9:45am	**1333**	HRC:Regency A Table 4	IP: Organizational Learning in Context
		1338	HRC:Regency C Table 1	IP: Outsourcing/Offshoring Strategies
		1350	HRC:Columbus KL	JS: Teaching in Virtual Worlds
		1365	HRC:Picasso	Portfolio Models of Technology Use
		1366	HRC:Water Tower	IT Risk, Failure and Control
	11:30am	**1436**	HRC:Regency C Table 2	IP: Organizational Transformation
		1441	HRC:Regency D Table 3	IP: The Role of Trust in a Virtual Environment
		1459	HRC:Picasso	Systems Behaving Badly: Lying, Phishing, and Fraud
		1460	HRC:Water Tower	JS: Virtual Work: Paths Taken and to be Taken
		1482	HRC:Skyway 260	JS: Strategic Crowdsourcing
	1:15pm	**1521**	HRC:Regency A Table 1	IP: Teams and Knowledge Sharing
		1526	HRC:Regency B Table 2	IP: Emerging Research on Emerging Markets
		1527	HRC:Regency B Table 3	IP: New Directions in Technology and Innovation
		1536	HRC:Regency D Table 4	IP: The Influence of Culture and/or Climate
		1552	HRC:Picasso	IS Use: Habit & Change
		1553	HRC:Water Tower	IT and Org. Adaptability

Day	Start	#	Location	Session Information
Tue	3:00pm	**1600**	HRC:Regency A Table 2	IP: Knowledge Management: Culture and Context Matter
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1627	SHC:Mayfair Room	JS: Improving Virtual Teams
		1629	HRC:Picasso	Interpersonal Communication, Voice, and Leadership
		1630	HRC:Water Tower	Time and Technology: Emergence and Adaptation

Organizations & the Natural Environment

Program Chair: Magali Delmas, UCLA
Professional Development Workshop Chair: Jorge Rivera, George Washington U.

Day	Start	#	Location	Session Information
Fri	9:00am	**40**	FMC:Embassy Room	Teach Sustainability
	11:00am	**54**	FMC:Ambassador Room	Does Green management matter?
	12:00pm	**64**	FMC:Crystal Room	Industrial Ecology & Mgmt.
	2:10pm	**86**	FMC:Regent Room	2009 ONE Doctoral Consortium
	4:20pm	**103**	FMC:Ambassador Room	Green Management Ed. Matters
Sat	8:00am	**181**	FMC:State Room	Sustainability in Practice
	8:30am	**196**	FMC:Regent Room	ONE Doctoral Consortium
	11:40am	**240**	FMC:Regent Room	Measuring Sustainability
	1:50pm	**283**	FMC:Regent Room	ONE/SIM Junior Faculty Consortium
	2:00pm	**287**	FMC:Embassy Room	Sustainability Case Lab
	6:00pm	**368**	FMC:Regent Room	Green Microfinance Matters
	8:00pm	**378**	FMC:Chancellor Room	ONE Welcoming Reception
Sun	4:00pm	**491**	FMC:Embassy Room	ONE Executive Committee Meeting
Mon	8:00am	**597**	HRC:Regency C Table 1	IP: The Development of New Markets
		628	FMC:State Room	Sustainable Entrepreneurship
		629	FMC:Crystal Room	JS: Sustainability: New Insights
	9:45am	**677**	HRC:Grand E Table 2	IP: The Dynamics of Competition
		682	HRC:Regency A Table 3	IP: Green Management
		700	SWC:St. Gallen Salon 1	SHCS: Culture and Leadership
		729	HRC:Riverside Center VV ONE 1	Renewable Energy and Climate Change
		730	HRC:Riverside Center VV ONE 2	Environmental and Social Performance
		731	FMC:Crystal Room	Climate Change Strategies
		732	FMC:State Room	Creating a Sustainable Future: New Models
	11:30am	**792**	HRC:Regency A Table 3	IP: The Role of Government in Environmentalism
		839	FMC:Crystal Room	Environmental and Financial Performance
		840	FMC:State Room	Environment, Operations and the Supply Chain
	1:15pm	**938**	FMC:Crystal Room	Environmental Managerial Attitudes and Intentions
		939	FMC:State Room	Proactive Strategies
		947	FMC:Gold Room	JS: Shareholder activism: How do firms respond?
	3:00pm	**1002**	HRC:Regency A Table 3	IP: Corporate Response to Environmental Issues
		1044	FMC:Crystal Room	Environmental Reporting and Reputation
		1045	FMC:State Room	Symbolic adoption of practices
	4:45pm	**1066**	HRC:Columbus IJ	JS: Sustainability & the Board
		1105	HRC:Regency D Table 3	IP: Stress, Stressors, and Strains
		1118	SHC:Mayfair Room	JS: Green Creativity and Entrepreneurship
		1134	FMC:Crystal Room	ONE speaker Richard Sandor CCX
	6:30pm	**1169**	FMC:Crystal Room	ONE Business Meeting
	7:30pm	**1183**	FMC:State Room	ONE Social
Tue	8:00am	**1236**	HRC:Regency A Table 3	IP: Green Entrepreneurship and Green Practices
		1278	HRC:Riverside Center VV ONE 1	Voluntary Agreements
		1279	FMC:Crystal Room	Institutional Pressures
	9:45am	**1339**	HRC:Regency C Table 2	IP: Supplier Relations and Supplier Management
		1368	SWC:St. Gallen Salon 2	JS: Green Leadership
		1377	FMC:Crystal Room	Climate Change and Financial Performance
	11:30am	**1432**	HRC:Regency B Table 2	IP: Emerging & Transition Econ
		1471	FMC:Crystal Room	Institutionalization process
	1:15pm	**1527**	HRC:Regency B Table 3	IP: New Directions in Technology and Innovation
		1541	HRC:Columbus KL	JS: Teaching Sustainability
		1561	HRC:Riverside Center VV ONE 1	Greening the Supply Chain
		1562	HRC:Riverside Center VV ONE 2	Discourse and Responsiveness
		1563	FMC:Crystal Room	Hydrogen and Fuel Cells

Day	Start	#	Location	Session Information
Tue	3:00pm	1599	HRC:Regency A Table 1	IP: Perspectives on Transformational Leadership
		1607	HRC:Regency C Table 1	IP: Effective Collaboration
		1609	HRC:Regency C Table 3	IP: Climates for Innovation
		1639	FMC:Crystal Room	Organizations, Governance and the Ecosystem

Public & Nonprofit

Program Chair: Neil M. Boyd, Lycoming College
Professional Development Workshop Chair: Leisha DeHart-Davis, U. of Kansas

Day	Start	#	Location	Session Information
Fri	9:00am	**41**	OS:Apostolic Church of God	Going to Church
Sat	8:00am	**182**	FMC:Chancellor Room	Cross Sector Partnerships
	8:30am	**197**	FMC:Crystal Room	PNP Doctoral Consortium
	3:20pm	**315**	FMC:Ambassador Room	Planning Work-Life Balance
Sun	3:30pm	**478**	FMC:Ambassador Room	PNP Executive Committee Meeting
Mon	8:00am	**590**	HRC:Regency A Table 2	IP: Social Ties/Networks: You and Me
		593	HRC:Regency B Table 1	IP: Institutional Theory Perspectives
		598	HRC:Regency C Table 2	IP: Intellectual & Social Capital
		630	FMC:Ambassador Room	Sustainability, Greening, & Social Enterprise
		631	FMC:Regent Room	Non-Profit Boards & Executive Leadership
	9:45am	**682**	HRC:Regency A Table 3	IP: Green Management
		689	HRC:Regency C Table 2	IP: Power and Politics
		733	HRC:Riverside Center VV PNP 1	Performance & Change Management
		734	FMC:Ambassador Room	Network Structure & Connections in Non-Profits
		735	FMC:Regent Room	Collaboration & Conflict Management
	11:30am	**797**	HRC:Regency B Table 4	IP: Advancing Research on Strategic Planning
		841	FMC:Ambassador Room	Networks in Policy & Public Administration Domains
		842	FMC:Regent Room	Public Administration Discourse & Theory
	1:15pm	**895**	HRC:Regency A Table 3	IP: Understand Emergency Response
		940	HRC:Riverside Center VV PNP 1	Non-Profit Management
		941	FMC:Ambassador Room	Technology & Entrepreneurship Policy
		942	FMC:Regent Room	Individual and Group Activity in Public Settings
	3:00pm	**1003**	HRC:Regency B Table 1	IP: Toward a Better Understanding of Governance
		1012	HRC:Regency D Table 2	IP: Further Understanding Job Satisfaction
		1046	FMC:Ambassador Room	Innovation Management
		1047	FMC:Regent Room	Impacting Employee & Organizational Performance
	4:45pm	**1135**	FMC:Ambassador Room	Public Participation & Engagement
		1136	FMC:Regent Room	Governance & Public Employee Behavior
	6:30pm	**1170**	FMC:Ambassador Room	PNP Business Meeting
	7:30pm	**1184**	FMC:Regent Room	PNP Social
Tue	8:00am	**1237**	HRC:Regency A Table 4	IP: Organizational Learning
		1243	HRC:Regency C Table 2	IP: Political Activities and Strategies
		1247	HRC:Regency D Table 2	IP: Power and Influence in Organizations
		1280	FMC:Ambassador Room	Macro-Level Governance
	9:45am	**1378**	FMC:Ambassador Room	Organizations as Communities
	11:30am	**1433**	HRC:Regency B Table 3	IP: Applying Open Innovation
		1435	HRC:Regency C Table 1	IP: Inter-Organizational Relationships
		1440	HRC:Regency D Table 2	IP: Moral Issues in Management Research
		1472	HRC:Riverside Center VV PNP 1	Public Management & Innovation
		1473	FMC:Ambassador Room	Dimensions and Issues of Dual Leadership
		1474	FMC:Regent Room	Expanding Green Management
	1:15pm	**1525**	HRC:Regency B Table 1	IP: Understanding Institutional Change
		1528	HRC:Regency B Table 4	IP: Strategic Decision Making
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
		1536	HRC:Regency D Table 4	IP: The Influence of Culture and/or Climate
		1564	FMC:Ambassador Room	Public utilities
		1565	FMC:Regent Room	Music-making and organizing
	3:00pm	**1611**	HRC:Regency D Table 1	IP: The Influence of Gender
		1616	HRC:Hong Kong	JS: Embedded Sustainability Agenda
		1640	FMC:Ambassador Room	JS: Studies of Church Organization

Research Methods

Program Chair: Stephanie L. Castro, Florida Atlantic U.
Professional Development Workshop Chair: Mark A. Griffin, U. of Sheffield

Day	Start	#	Location	Session Information
Fri	8:00am	**27**	SHC:Huron Room	Applied Agent-based Modeling
	1:10pm	**76**	SHC:Huron Room	Aesthetics and Research
	1:30pm	**79**	SHC:Arkansas Room	Systematic Review and Research Synthesis
	3:20pm	**99**	SHC:Sheraton 1	Qualitative Comparative Analysis (QCA)
Sat	8:00am	**184**	SHC:Chicago 7	Reality Mining
		185	SHC:Sheraton 1	Ask Experts: Qual and Quant
	10:10am	**215**	SHC:Sheraton 1	Machine Learning CATA
		216	SHC:Sheraton 2	Tools for Improving SEM Model Evaluation
		217	SHC:Chicago 7	Content Analysis Techniques
	11:10am	**236**	SHC:Chicago 10	Against Significance Tests
	12:20pm	**256**	SHC:Erie Room	Introduction to Ego Network Analysis
	2:20pm	**297**	SWC:Zurich B	Qualitative Software
	2:30pm	**301**	SHC:Erie Room	Relative Importance
	3:20pm	**316**	SHC:Chicago 6	Doing Collaborative Research
	4:00pm	**327**	SHC:Ohio Room	Approaching Qualitative Research
	4:30pm	**333**	SHC:Chicago 10	Process Research Methods Workshop
	4:40pm	**335**	SHC:Erie Room	Methods for Integrating Moderation and Mediation
Sun	3:30pm	**479**	SHC:Ohio Room	RMD Executive Committee
Mon	8:00am	**632**	SHC:Superior A and B	Theory Building
	9:45am	**688**	HRC:Regency C Table 1	IP: Issues in Measurement
		736	SHC:Superior A and B	JS: Making the Case
	11:30am	**789**	HRC:Grand E Table 4	IP: Customer-Focused Research
		790	HRC:Regency A Table 1	IP: Upper Echelons Perspectives
		797	HRC:Regency B Table 4	IP: Advancing Research on Strategic Planning
		843	SHC:Superior A and B	Multilevel Data Analysis
	1:15pm	**901**	HRC:Regency C Table 1	IP: Perspectives on Research Design
		943	HRC:Riverside Center VV RM 1	Measurement Issues
		944	SHC:Superior A and B	Micro and Meso OB Models
	3:00pm	**1030**	SHC:Sheraton 5	JS: Goal Orientation
		1048	SHC:Superior A and B	How to Publish in ORM
	5:00pm	**1146**	SHC:Superior A and B	Research Methods Division Business Meeting
	6:00pm	**1151**	SHC:Michigan A and B	Research Methods Division Social Hour
Tue	8:00am	**1210**	SHC:Chicago 8	SHCS: How to Do Good Team Research
		1281	SHC:Superior A and B	Suggestions for SEM in OBHR
	9:45am	**1332**	HRC:Regency A Table 3	IP: Management Research and Practice: The Intersection
		1379	SHC:Superior A and B	How Choices Affect Outcomes
	11:30am	**1475**	HRC:Riverside Center VV RM 1	Qualitative and Quantitative
		1476	SHC:Superior A and B	Methodological Improvements
	1:15pm	**1506**	HRC:Grand B	JS: Entrepreneurial Orientation
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1533	HRC:Regency D Table 1	IP: Organizational Commitment and Other Work Attitudes
		1566	SHC:Superior A and B	JS: Studying M&A
	3:00pm	**1576**	HRC:Addams	JS: Researching the Strategic Middle Manager
		1641	SHC:Superior A and B	Capturing and Analyzing Data

Social Issues in Management

Program Chair: Barry M Mitnick, U. of Pittsburgh
Professional Development Workshop Chair: Shawn Berman, U. of New Mexico

Day	Start	#	Location	Session Information
Fri	8:30am	**32**	FMC:State Room	SIM Doctoral Consortium
	11:00am	**55**	FMC:Embassy Room	Sustainable Outsource/Offshore
	4:20pm	**104**	FMC:Chancellor Room	Poverty Alleviation
Sat	8:00am	**186**	FMC:Embassy Room	New Topics for SIM Educators
	9:40am	**203**	FMC:State Room	Manuscript Development Wrkshop
	11:50am	**242**	FMC:State Room	Ask the Experts
	1:00pm	**269**	FMC:State Room	Research in Sustainability
	2:00pm	**289**	OS:Allerton Hotel	Teaching Business Ethics
		290	OS:Allerton Hotel	Cheating and Plagiarism
	4:40pm	**336**	FMC:State Room	SIM Research Roundtables
	6:30pm	**353**	OS:Allerton Hotel	SIM/SBE Keynote
Sun	12:30pm	**431**	FMC:State Room	SIM Division Executive Committee
	4:00pm	**492**	FMC:Regent Room	SIM Division Best Dissertation Award Finalists
	5:15pm	**500**	FMC:Regent Room	SIM Salon: CSR Talk
	8:00pm	**531**	FMC:Crystal Room	SIM Push Panel:Corp in Am Pol
Mon	8:00am	**587**	HRC:Grand E Table 3	IP: Corp Social Responsibility
		600	HRC:Regency C Table 4	IP: Research on Ethics and Corruption
		621	SHC:Sheraton 1	JS: Constructive Deviance
		633	FMC:Chancellor Room	I. CSR & Corporate Citizenship: History & Theory.
		634	FMC:Embassy Room	IV.CSR&CC:Stakehlders&Partners
		635	FMC:Gold Room	Focusing on Fields
	9:45am	**682**	HRC:Regency A Table 3	IP: Green Management
		689	HRC:Regency C Table 2	IP: Power and Politics
		711	SHC:Mayfair Room	SHCS: Ethical Leadership
		737	FMC:Chancellor Room	II.CSR & Corp Citz: Sensemkg
		738	FMC:Embassy Room	I.Ethix&Mgt:EthDM&OrgMmbr&Recr
		739	FMC:Gold Room	JS: Freeman '84 @ 25
	11:30am	**788**	HRC:Grand E Table 3	IP: Stakeholder Perspectives
		844	FMC:Chancellor Room	III.CSR&CC: Structur & Implmnt
		845	FMC:Embassy Room	IIEthix&Mgt:Eth&CSREngagmtOrg
		846	FMC:Gold Room	I. Perf Mkt Sys:Bott Pyra Micr
	1:15pm	**904**	HRC:Regency C Table 4	IP: Motivational Work Design
		908	HRC:Regency D Table 4	IP: Organizational Values
		945	FMC:Chancellor Room	I.CSP: CSP on CFP, & CFP on CS
		946	FMC:Embassy Room	III.Ethics & Mgt:Ethical Leadership.
		947	FMC:Gold Room	JS: Shareholder activism: How do firms respond?
	3:00pm	**998**	HRC:Grand E Table 3	IP: Structure and Role of MNCs
		1002	HRC:Regency A Table 3	IP: Corporate Response to Environmental Issues
		1027	SHC:Mississippi Room	JS: Findings from the Dark Side
		1049	FMC:Chancellor Room	II.CSP:Contexts & Effects
		1050	FMC:Embassy Room	IVEthix&Mgt:Theort&PhilosEthix
		1051	FMC:Gold Room	SHCS: Ethical Decision-Making
	4:45pm	**1100**	HRC:Regency C Table 2	IP: Critical Issues on Ethics
		1105	HRC:Regency D Table 3	IP: Stress, Stressors, and Strains
		1137	FMC:Moulin Rouge	SIM Division Business Meeting
	6:30pm	**1171**	FMC:Gold Room	SIM Division Reception
		1172	FMC:Gold Room VV	Intern CC, Sustain`ty, MNCs
		1173	FMC:Gold Room VV	CSR, CSP, Governance.
		1174	FMC:Gold Room VV	Stakeholders, Government & Business, Corruption.

Day	Start	#	Location	Session Information
Tue	8:00am	**1234**	HRC:Regency A Table 1	IP: New Perspectives in LMX Research
		1236	HRC:Regency A Table 3	IP: Green Entrepreneurship and Green Practices
		1240	HRC:Regency B Table 3	IP: IT & the Virtual Environment
		1243	HRC:Regency C Table 2	IP: Political Activities and Strategies
		1246	HRC:Regency D Table 1	IP: Current Research Issues on Work Attitudes
		1282	FMC:Chancellor Room	I. Upper Echelons: CEOs, Comp.
		1283	FMC:Embassy Room	I.PubAff&IssMgt: IssMgt&EthPos
		1284	FMC:Gold Room	II. Perf of Mkt:Fin Crisis,Leg
	9:45am	**1330**	HRC:Regency A Table 1	IP: Research in Leadership and Followership
		1354	HRC:Truffles	JS: Org. Identity & Relationships
		1364	SHC:Mayfair Room	JS: Reactions to Workplace Abuse
		1380	FMC:Chancellor Room	II.UpperEche:TMT,CSP,&Shrholdr
		1381	FMC:Embassy Room	II.PubAff & IssuesMgt:IssueSet
		1382	FMC:Gold Room	Responding to Allegations of Corporate Wrongdoing
	11:30am	**1406**	SHC:Ontario Room	JS: Behavioral Integrity Research
		1414	SHC:Chicago 7	JS: Weight Discrimination
		1439	HRC:Regency D Table 1	IP: Job Search & Socialization
		1440	HRC:Regency D Table 2	IP: Moral Issues in Management Research
		1477	FMC:Chancellor Room	III. UpperEch:CSR,CSP&CorpGov
		1478	FMC:Embassy Room	III.PubAff&IssuMgt:Reput&Brand
		1479	FMC:Gold Room	I.Accountability & Standards: U.N. Global Compact.
	1:15pm	**1501**	HRC:Toronto	JS: Life for Sale
		1509	SHC:Ontario Room	JS: Race Matters
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1536	HRC:Regency D Table 4	IP: The Influence of Culture and/or Climate
		1567	FMC:Embassy Room	I.Coerc & Corrupt n Orgs:Cause
		1568	FMC:Gold Room	IIAcct&Stnds:Globl Accty Stnds
		1569	FMC:Chancellor Room	JS: Moral Imagination
	3:00pm	**1577**	HRC:Atlanta	JS: Effects of Going Private
		1642	FMC:Chancellor Room	Reviewing for SIM
		1643	FMC:Embassy Room	II.Coerc&Corrupt n Orgs:Pecept
		1644	FMC:Gold Room	IIIAcct&Stand:Corp Soc Reportg

Technology & Innovation Management

Program Chair: Fernando Suarez, Boston U.
Professional Development Workshop Chair: Paul M Olk, U. of Denver

Day	Start	#	Location	Session Information
Fri	12:00pm	**65**	HRC:Atlanta	TIM Doctoral Student Consortium
	12:20pm	**69**	HRC:Columbian	TIM Junior Faculty Consortium
	5:10pm	**111**	HRC:Comiskey	Project-based Organizations II
Sat	8:00am	**187**	HRC:Addams	TIM Doctoral Student Consortium
		188	HRC:McCormick	TIM Junior Faculty Consortium
	12:10pm	**249**	HRC:McCormick	Design-Driven Innovation
		250	HRC:Addams	Sustaining Innovation in a Global System
	2:50pm	**305**	HRC:Addams	Exploring Openness
	3:40pm	**322**	HRC:Skyway 261	Sources of Course Content
	4:30pm	**334**	HRC:Addams	Technoentrepreneurship 2009
Sun	3:30pm	**480**	HRC:Field	TIM Executive Committee
Mon	7:00am	**536**	HRC:Columbus H	TIM Welcome Breakfast
	8:00am	**552**	HRC:Acapulco	JS: Capabilities and Context
		586	HRC:Grand E Table 2	IP: Research on Firm Capabilities
		591	HRC:Regency A Table 3	IP: Strategic Issues in Green Management
		595	HRC:Regency B Table 3	IP: Knowledge-Based Resources
		598	HRC:Regency C Table 2	IP: Intellectual & Social Capital
		636	HRC:Crystal C	Research in Software
		637	HRC:Haymarket	Theoretical Perspectives
		638	HRC:Ogden	Knowledge Exchange
		639	HRC:Picasso	R&D Management and New Product Development
		640	HRC:Skyway 272	Innovation-Collaboration Ntwks
		641	HRC:Columbian	SHCS: Interfirm Standardization
	9:45am	**652**	HRC:Columbus IJ	SHCS: Business Model Innovation
		678	HRC:Grand E Table 3	IP: Liability of Foreignness and Beyond
		685	HRC:Regency B Table 2	IP: The Influence of Knowledge on Work Teams
		686	HRC:Regency B Table 3	IP: The Discovery Process
		687	HRC:Regency B Table 4	IP: Industrial Clusters
		740	HRC:Crystal C	Alliances & Knowledge Sharing
		741	HRC:Picasso	Managing New Product Development
		742	HRC:Riverside Center VV TIM 1	Knowledge, Routines, Adaptation and Change
		743	HRC:Riverside Center VV TIM 2	Human Capital, Culture and Innovation
		744	HRC:Skyway 260	Routines, Innovation and Organizational Change
		745	HRC:Skyway 272	Network Position and Performance
	11:30am	**786**	HRC:Grand E Table 1	IP: Current Issues in Capability Development
		787	HRC:Grand E Table 2	IP: Diffusion & Adoption of Tech.
		789	HRC:Grand E Table 4	IP: Customer-Focused Research
		794	HRC:Regency B Table 1	IP: Macro Issues in Innovation
		837	HRC:Grand A	SHCS: Spatial Networks and Knowledge
		847	HRC:Crystal C	Individuals, Community, Culture and Technology
		848	HRC:Picasso	Macro and Micro Dimensions of R&D
		849	HRC:Skyway 260	Dynamic Capabilities and Ambidexterity
		850	HRC:Skyway 272	Interorganizational Networks
	1:15pm	**890**	HRC:Grand E Table 2	IP: Understanding Absorptive Capacity
		894	HRC:Regency A Table 2	IP: Knowledge Sharing: Transfer, Flow and Exchange
		896	HRC:Regency A Table 4	IP: Further Perspectives on Learning
		902	HRC:Regency C Table 2	IP: Creativity and Innovation
		948	HRC:Crystal C	Organizations, Institutions and the Science System
		949	HRC:Horner	Knowledge Protection and Patent Wars
		950	HRC:Picasso	Modularity, Collaboration and Innovation
		951	HRC:Riverside Center VV TIM 1	Technology Adoption and Implementation
		952	HRC:Skyway 260	Ambidexterity in Organizations: New Perspectives
		953	HRC:Skyway 272	Alliances, Partner Selection and Firm Performance

Day	Start	#	Location	Session Information
Mon	3:00pm	**996**	HRC:Grand E Table 1	IP: Models of Firm Evolution & Transformation
		997	HRC:Grand E Table 2	IP: Models of Entrepreneurship
		999	HRC:Grand E Table 4	IP: Managing Intellectual Property
		1006	HRC:Regency B Table 4	IP: Diversification Strategies
		1052	HRC:Crystal C	Distinguished Speaker
		1053	HRC:Horner	Intellectual Property Strategies
		1054	HRC:Picasso	Antecedents of Entrepreneurial Activity
		1055	HRC:Skyway 272	Strategic Alliances and Firm Performance
		1056	HRC:Skyway 260	JS: Academia-Industry Partnerships
	4:45pm	**1067**	HRC:Atlanta	JS: Managing Across Technological Transitions
		1094	HRC:Regency A Table 4	IP: Venture Capital Investment
		1097	HRC:Regency B Table 3	IP: The Intersection of Technology and Innovation
		1098	HRC:Regency B Table 4	IP: The Exploitation Process
		1099	HRC:Regency C Table 1	IP: Lean Operations and Quality Management
		1119	SHC:Sheraton 1	JS: Creativity and Teams
		1138	HRC:Crystal C	TIM Business Meeting
		1139	HRC:Horner	M&A Strategy and Innovation
		1140	HRC:Picasso	Diffusion and Adoption of New Technologies
		1141	HRC:Riverside Center VV TIM 1	New Product Development
		1142	HRC:Riverside Center VV TIM 2	Inter-firm collaboration and innovation
		1143	HRC:Skyway 260	Technological Discontinuities
		1144	HRC:Skyway 272	Product Technology and Product Innovation
	6:15pm	**1153**	HRC:Grand F	TIM Division Social Event
Tue	8:00am	**1240**	HRC:Regency B Table 3	IP: IT & the Virtual Environment
		1285	HRC:Crystal C	Service, Technology and Innovation
		1286	HRC:Horner	Technology and Society
		1287	HRC:Riverside Center VV TIM 1	Societal Implications of Technology
		1288	HRC:Riverside Center VV TIM 2	Technology Strategy
		1289	HRC:Riverside Center VV TIM 3	Managing Resources for Innovation
		1290	HRC:Skyway 260	Knowledge Innovation Sources
		1291	HRC:Skyway 272	Histor. Perspectives on Tech.
	9:45am	**1301**	HRC:Columbus IJ	JS: Management Innovation
		1331	HRC:Regency A Table 2	IP: Innovation and Networks
		1332	HRC:Regency A Table 3	IP: Management Research and Practice: The Intersection
		1334	HRC:Regency B Table 1	IP: Mergers & Acquisitions
		1350	HRC:Columbus KL	JS: Teaching in Virtual Worlds
		1383	HRC:Horner	Managing Inter-firm links
		1384	HRC:Riverside Center VV TIM 1	National Innovation Systems
		1385	HRC:Riverside Center VV TIM 2	Theoretical Persp. on Innov.
		1386	HRC:Skyway 260	Inter and Intra-firm Knowledge Transfer
		1387	HRC:Skyway 272	Open Innovation
		1388	HRC:Crystal C	JS: User Innovation
	11:30am	**1398**	HRC:Columbus IJ	JS: Market For Ideas
		1429	HRC:Regency A Table 2	IP: Knowledge Management Processes
		1433	HRC:Regency B Table 3	IP: Applying Open Innovation
		1435	HRC:Regency C Table 1	IP: Inter-Organizational Relationships
		1480	HRC:Horner	HRM & Innovation
		1481	HRC:Skyway 272	High Tech Markets Competition
		1482	HRC:Skyway 260	JS: Strategic Crowdsourcing
		1483	HRC:Crystal C	JS: Service Innovation
	1:15pm	**1522**	HRC:Regency A Table 2	IP: Networks and the Organization
		1523	HRC:Regency A Table 3	IP: Innovation Processes: New Directions
		1527	HRC:Regency B Table 3	IP: New Directions in Technology and Innovation
		1529	HRC:Regency C Table 1	IP: Sensemaking in Organizations
		1530	HRC:Regency C Table 2	IP: Commercialization
		1535	HRC:Regency D Table 3	IP: Org. Justice & Outcomes
		1570	HRC:Skyway 260	Decision Making
		1571	HRC:Skyway 272	Knowledge Transfer Mechanisms
		1572	HRC:Crystal C	JS: Academic Entrepreneurship in the US and Europe

Day	Start	#	Location	Session Information
Tue	3:00pm	**1578**	HRC:Columbus IJ	JS: Boundary Choices and Profits
		1601	HRC:Regency A Table 3	IP: Investigating the Research-Practitioner Gap
		1602	HRC:Regency A Table 4	IP: New Perspectives in Technological Capabilities
		1604	HRC:Regency B Table 2	IP: Technological Alliances and Innovation
		1605	HRC:Regency B Table 3	IP: Social Capital Research Trends
		1609	HRC:Regency C Table 3	IP: Climates for Innovation
		1638	HRC:Gold Coast	JS: The Changing Forms of Community in Industry
		1645	HRC:Crystal C	National and Global Drivers of Innovation
		1646	HRC:Skyway 260	Knowledge and Innovation Management
		1647	HRC:Skyway 272	Standards and Dominant Designs

In Conjunction With Activities

Program Chair: Susan E. Jackson, Rutgers U.
Professional Development Workshop Chair: Anne S. Tsui, Arizona State U.
Program Coordinator: Valerie Navarro, Academy of Management

Day	Start	#	Location	Session Information
Fri	9:00am	**37**	HRC:Skyway 261	J. Applied Psychology, Editors
	10:00am	**47**	SHC:Lincoln Boardroom	U.S., Canada, and Europe ETV Meeting
	6:00pm	**121**	HRC:Skyway 260	MMD Debriefing #1, CBS
Sat	1:00pm	**267**	SHC:Illinois Boardroom	ASQ Annual Board Meeting
		268	SHC:Parlor C	ASQ Board Meeting / Reception
	1:30pm	**276**	SWC:Montreux Salon 1	JME Editorial Bd Meeting
	2:00pm	**286**	SHC:Lincoln Boardroom	IACMR Exec Meeting
	4:00pm	**324**	HRC:Field	JLOS Editorial Board Meeting
		325	SHC:Illinois Boardroom	Management and Organization Review Board Meeting
	5:00pm	**339**	SHC:Ontario Room	IACMR B-Meeting
	6:00pm	**361**	HRC:Skyway 260	MMD Debriefing #2, CBS
		362	HRC:Skyway 272	Baker College Doctoral Student Seminar Saturday
	6:30pm	**371**	SHC:Superior A and B	Human Relations Reviewers' Reception
	7:00pm	**374**	SHC:Sheraton 3	IACMR Reception
	9:00pm	**379**	FMC:Crystal Room	ANZAM Dessert Reception
Sun	8:00am	**387**	HRC:Addams	Organization Studies Editorial Board Meeting
		388	SHC:Arkansas Room	CDI EAB meeting
	11:00am	**400**	HRC:Columbian	JMI editorial board meeting
		401	HRC:Gold Coast	Organization Studies editorial board meeting
	12:00pm	**414**	HRC:Truffles	ET&P Luncheon
	12:30pm	**418**	HRC:Atlanta	GOM Editorial Board Meeting
	1:00pm	**429**	HRC:Gold Coast	Organization editorial board meeting
		430	FMC:Embassy Room	CGIR Editorial Board Meeting
	1:30pm	**433**	HRC:McCormick	OMJ Ed Board/Meet the Editor
		434	SHC:Ontario Room	JMP Editorial Advisory Board
	2:00pm	**440**	HRC:Atlanta	JABS Editorial Board Meeting
		441	SHC:Chicago 9	POS Gathering
		442	SHC:Sheraton 1	Organization Science Senior Editors' Meeting
	2:30pm	**454**	HRC:Truffles	JOM Editorial Board Meeting
	3:00pm	**456**	HRC:McCormick	MOH editorial board meeting
		457	SHC:Chicago 8	AKMS Meeting
	3:45pm	**481**	FMC:State Room	Business & Society Editorial Board Meeting
	4:00pm	**489**	SHC:Michigan B	HRM Editorial Meeting and Reception
		490	SHC:Sheraton 4	Org Sci Board Reception
	5:00pm	**497**	SHC:Chicago 9	City U of Hong Kong Reception
		498	SHC:Missouri Room	Management Learning Journal - Meet the Editors
		499	SHC:Parlor C	ESMT Reception
	5:30pm	**501**	FMC:State Room	IABS Executive Board Meeting
	6:00pm	**505**	HRC:Columbus G	MFCA Business Meeting
		506	HRC:Gold Coast	Ivey Alumni Reception
		507	HRC:Grand A	HKPolyU Reception
		508	HRC:Skyway 260	MMD Debriefing #3, CBS
		509	HRC:Skyway 272	Baker College Doctoral Student Seminar Sunday
		510	SHC:Mayfair Room	Aspen CBE Cocktail Reception
		511	SHC:Michigan A	Journal of Applied Psychology
		512	SHC:Superior A and B	The Leadership Quarterly Board Meeting
		513	FMC:Ambassador Room	IFERA Meet & Greet Cocktail
	6:30pm	**514**	FMC:Gold Room	Management Reception
		520	HRC:Grand C North	BJHR Reception
	7:00pm	**523**	HRC:Columbus IJ	MFCA Reception & Social
		524	SHC:Sheraton 4	Network of Leadership Scholars Award Presentation
		525	FMC:Moulin Rouge	Bocconi University Reception

Day	Start	#	Location	Session Information
Sun	8:00pm	**529**	HRC:Crystal A	HKUST Reception
		530	SHC:Sheraton 5	Network of Leadership Scholars Reception
Mon	7:00am	**532**	SHC:Chicago 8	AOM Christian Management Scholars Breakfast
	8:00am	**576**	HRC:Grand F	WU Breakfast Reception
	11:00am	**747**	SHC:Lincoln Boardroom	EJIM informal meeting
	12:30pm	**851**	SHC:Chicago 6	JOB Luncheon
		852	SHC:Michigan B	JMS Editorial Board Working Lunch
	5:30pm	**1148**	SHC:Ontario Room	Northeastern Annual Reception
		1149	SHC:Sheraton 4	OBTS Reception
	6:00pm	**1150**	HRC:Skyway 269	Baker College Doctoral Student Seminar Monday
	6:30pm	**1159**	HRC:Skyway 260	MMD Debriefing #4, CBS
	7:30pm	**1179**	HRC:Crystal A	Dept of Management Reception
	8:00pm	**1186**	HRC:Wrigley	Copenhagen Business School Reception
		1187	SHC:Sheraton 4	British Academy Of Management Reception
	8:30pm	**1188**	SWC:Vevey Salon 2	Case Weatherhead OB Reception
	9:00pm	**1189**	HRC:Crystal C	Univ. Pittsburgh Recepeption
Tue	8:00am	**1229**	SHC:Parlor C	Haas Alumni Reception
	5:30pm	**1651**	HRC:Columbus KL	ASAC/CJAS Social

Friday 8:00AM

1 : *(AAA)* **AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
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.

2 : *(AAA)* **Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

3 : *(AAA)* **Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: **Lisa K Gundry**, DePaul U.**; Margaret Posig**, DePaul U.

4 : *(AAA)* **Board of Governors' Meeting**
8:00am - 6:00pm Sheraton Chicago: Parlor C
Organizer: **Angelo DeNisi**, Tulane U.

5 💻: *(BPS)* **BPS Dissertation Consortium**
8:00am - 6:00pm Hyatt Regency Chicago: Columbus G
Chair: **Mike Ryall**, U. of Toronto
Presenters: **Wilbur Chung**, U. of Maryland, College Park**; Brent Goldfarb**, U. of Maryland**; Ramon Casadesus-Masanell**, Harvard U.**; Gary Dushnitsky**, U. of Pennsylvania**; Scott Rockart**, Duke U.

6 : *(BPS)* **Business Policy & Strategy Division Doctoral Consortium**
8:00am - 6:00pm Hyatt Regency Chicago: Columbus IJ
Chairs: **Catherine A Maritan**, Syracuse U.**; Michael J Leiblein**, Ohio State U.**; Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign
Presenters: **Jay B Barney**, Ohio State U.**; Philip Bromiley**, U. of California, Irvine**; Albert Cannella**, Tulane U.**; Steven W Floyd**, U. of St. Gallen**; Nicolai Foss**, Copenhagen Business School**; Anne Marie Knott**, Washington U.**; Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research**; Thomas P. Moliterno**, U. of South Carolina**; Brian S. Silverman**, U. of Toronto

7 : *(CMS)* **Critical Management Studies Welcome Breakfast**
8:00am - 10:00am Hyatt Regency Chicago: Toronto

8 : *(ENT)* **ENT Junior Faculty Consortium (+ dinner)(OFFSITE)**
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8009 and 8014), 1 E Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at http://ent.aomonline.org/
Organizers: **William S Schulze**, U. of utah**; Louis Marino**, U. of Alabama

9 : *(ENT)* **ENT Doctoral Consortium (+ dinner)(OFFSITE)**
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8010 and 8011), 1 E Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at: http://ent.aomonline.org/
Organizers: **Ted Baker**, North Carolina State U.**; Sharon Alvarez**, Ohio State U.
Presenters: **David B Greenberger**, Ohio State U.**; Gerard George**, Imperial College London**; Doug Bosse**, U. of Richmond**; Johan Wiklund**, Syracuse U.**; Kathleen R Allen**, U. of Southern California**; Terry W Noel**, Illinois State U.

10 📖☯✈💻: *(ENT, BPS, OB, ODC)* **A Well-Planned Workshop on "Unplanned Behavior"**
8:00am - 10:00am Hyatt Regency Chicago: Skyway 272
Organizers: **René Mauer**, RWTH Aachen U.**; Geoff Archer**, Oregon State U.
Presenters: **Saras D Sarasvathy**, U. of Virginia**; Dietmar Grichnik**, WHU - Otto Beisheim School of Management**; John Perry**, Penn State U. Harrisburg**; Yan Gong**, U. of California, Irvine**; Craig E. Armstrong**, U. of Alabama**; Dusya M. Vera**, U. of Houston**; Keith Hmieleski**, Texas Christian U.**; Joao Cunha**, U. Nova de Lisboa**; Malte Brettel**, RWTH Aachen U.

11 ✈💻: *(ENT, OMT, RM)* **Business Creation Panel Studies: An International Status Report**
8:00am - 10:30am Hyatt Regency Chicago: Columbus H
Chair: **Paul D Reynolds**, George Mason U.
Discussants: **Andrew H. Van de Ven**, U. of Minnesota**; Claudia Bird Schoonhoven**, U. of California, Irvine
Presenters: **Per Davidsson**, Queensland U. of Technology**; Monica Diochon**, St. Francis Xavier U.**; Mikael J Samuelsson**, Stockholm School of Economics**; Gry Agnete Alsos**, Nordland Research Institute**; Marco Van-Gelderen**, Massey U. New Zealand**; Richard Curtin**, U. of Michigan, Ann Arbor**; Vyacheslav Dombrovsky**, Stockholm School of Economics, Riga**; Yuli Zhang**, Nankai U.

12 ☯💻: *(GDO, CAR)* **It's Not Easy Being Green: Lessons on Coping with a Career Crisis**
8:00am - 11:00am Sheraton Chicago: Chicago 10
Organizers: **Beverly J. DeMarr**, Ferris State U.**; Robyn A. Berkley**, Southern Illinois U. Edwardsville**; Karen S. Whelan-Berry**, Providence College
Facilitator: **Joy E. Beatty**, U. of Michigan, Dearborn
Participants: **Suzanne C. de Janasz**, U. of Mary Washington**; Bryant A Hudson**, Florida Atlantic U.**; Shauna A. Scribner**, Southwestern Illinois College

13 ☯💻: *(HR)* **HR Tour: Trip to Company Headquarters of Sara Lee. (OFFSITE)**
8:00am - 2:30pm Offsite: Sara Lee
Attendees will meet in the Sheraton Lobby for bus pickup at 8:15am. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 1, 2009. Please contact the organizer, Murray Barrick, at mbarrick@mays.tamu.edu to obtain the approval code.
Chair: **Stephen J Cerrone**, Sara Lee Corp

14 📖☯✈: *(HR)* **Two-in-One: A Casebook on the Critical HR Dimensions in Different Countries and an Article Series on (a Cross-National Survey of) the Perceived Effectiveness of HR**
8:00am - 11:00am Sheraton Chicago: Erie Room
Organizers: **Liza Castro Christiansen**, Henley Business School**; James C. Hayton**, Bocconi U.
Facilitators: **Pawan S. Budhwar**, Aston U.**; Sumita Raghuram**, Pennsylvania State U.

Moderators: **Steve Werner**, U. of Houston**; John Hollenbeck**, Michigan State U.

15 ☯💻: *(HR, OB)* **Current Controversies in Recruitment and Selection**
8:00am - 11:00am Sheraton Chicago: Sheraton 3
Organizers: **Jon Billsberry**, Coventry U.**; R. H. Searle**, Open U.
Presenters: **Talya N. Bauer**, Portland State U.**; Derek S. Chapman**, U. of Calgary**; Graeme Martin**, U. of Glasgow**; Amy L. Kristof-Brown**, U. of Iowa**; Jo Silvester**, City U. London**; Donald M Truxillo**, Portland State U.**; Benjamin Schneider**, Valtera Corporation

16 ✈: *(IM)* **International Management Division Company Tour: Hamburger University (OFFSITE)**
8:00am - 8:30am Sheraton Chicago: Ontario Room
Attendees will meet in the Sheraton Ontario room from 8-8:30 and leave for Hamburger University at 8:30. The tour will be held from 8:30 until 1pm.

17 ☯✈: *(MC)* **Creating and Developing a Consulting Practice**
8:00am - 10:00am Hyatt Regency Chicago: Comiskey
Presenters: **Terry R Armstrong**, Colorado Technical U.**; David Jamieson**, Jamieson Consulting Group, Inc.

18 📖✈💻: *(MED)* **Quality Assessment in Higher Education: Towards a Global Initiative**
8:00am - 12:00pm Hyatt Regency Chicago: New Orleans
Chair: **Guillaume Biot-Paquerot**, Groupe Sup de Co La Rochelle
Facilitator: **Ina Freeman**, La Rochelle Business School
Participants: **Thierry Chevaillier**, IREDU, U. of Burgundy**; Jean-Luc Rossignol**, U. of Franche Comté**; Carine Girard**, Audencia Nantes School of Management**; Harry Costin**, The American U. of Paris**; Gilles Guieu**, U. de la Méditerranée

19 ☯💻: *(MOC, OB, OMT, HR, BPS, MED)* **Blogging for Management Scholars: Why & How to Read Blogs, Write for Blogs, and Create your Own Blog**
8:00am - 3:00pm Hyatt Regency Chicago: Columbus KL
Pre-registration is requested. All participants should prepare for the Workshop by visiting www.InsightsToActions.com. The front page of InsightsToActions.com has a list of blogs, articles, and tutorials that you should familiarize yourself with before attending the Workshop. It also has a quick survey to help us gauge participants' familiarity with blogging and give us information about the software platforms (e.g., browsers) that the majority of participants use. Colleagues interested in participating in the limited-enrollment Phase 3 of the Workshop (from 3 – 5pm) should contact CV Harquail directly, at cvharquail@AuthenticOrganiztions.com. CV Harquail will coordinate the location of Phase 3 directly with participants. Additional registration is required at https://secure.aomonline.org/PDWReg for all three phases. The deadline to register online is July 10, 2009.
Organizer: **CV Harquail**, Authentic Organizations
Presenters: **Teppo Felin**, Brigham Young U.**; Jordi Comas**, Bucknell U.**; Aneil K Mishra**, Michigan State U.**; Sandy Kristin Piderit**, Naval Postgraduate School**; Elizabeth A. Powell**, The U. of Virginia**; Karen Elizabeth Mishra**, Michigan State U.**; Nanette Fondas**, MomsRising.org**; Michael A. Roberto**, Bryant U.**; Brayden G King**, Northwestern U.

20 ☯✈💻: *(MOC, OMT, BPS, PNP)* **High Reliability National Security Management: Treasury, State, Defense, Homeland, and Justice**
8:00am - 11:00am Hyatt Regency Chicago: Gold Coast
Organizers: **James Douglas Orton**, Project on National Security Reform**; Ian Colville**, U. of Bath**; Mike Carter**, Exeter U.
Distinguished Speaker: **Peter K. Manning**, Northeastern U.

21 📖☯: *(MSR, OB)* **The Craft of Teaching Ethical Dimensions of Leadership**
8:00am - 9:30am Hyatt Regency Chicago: San Francisco
Facilitators: **Richard Peregoy**, U. of Dallas Graduate School of Management**; J. Lee Whittington**, U. of Dallas

22 📖💻: *(OMT)* **OMT/MOC Doctoral Consortium**
8:00am - 5:00pm Hyatt Regency Chicago: Truffles
Doctoral students must apply for admission to this PDW following the guidelines posted on the OMT and MOC division websites.
Organizers: **M. Diane Burton**, Massachusetts Institute of Technology**; Kevin G. Corley**, Arizona State U.**; Nelson Phillips**, Imperial College London
Distinguished Speakers: **Dennis A. Gioia**, Pennsylvania State U.**; C.R. Bob Hinings**, U. of Alberta**; Donald A Palmer**, U. of California, Davis**; Majken Schultz**, Copenhagen Business School**; Jesper B Sorensen**, Stanford U.
Facilitators: **Jeannette Colyvas**, Northwestern U.**; C. Marlena Fiol**, U. of Colorado, Denver**; Sarah Kaplan**, Rotman School, U. of Toronto**; Kyle Lewis**, U. of Texas, Austin**; Chris Marquis**, Harvard U.**; Petra M. Moog**, U. of Siegen**; Davide Ravasi**, Bocconi U.**; Kevin W. Rockmann**, George Mason U.**; Andrew V. Shipilov**, INSEAD

23 📖✈💻: *(OMT)* **OMT Junior Faculty Consortium**
8:00am - 2:00pm Hyatt Regency Chicago: Water Tower
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Contact Candace Jones at jonescq@bc.edu to obtain the approval code. The deadline to register is July 10, 2009.
Facilitators: **Tammar B. Zilber**, Hebrew U. of Jerusalem**; Patricia H Thornton**, Duke U.**; Giuseppe Labianca**, U. of Kentucky**; Tina Dacin**, Queen's U.**; Silviya Svejenova**, ESADE**; Mark Ebers**, U. zu Koeln**; Renate Elisabeth Meyer**, WirtschaftsU. Wien**; Robert J David**, McGill U.**; Anand Narasimhan**, IMD**; Barbara S. Lawrence**, U. of California, Los Angeles**; Beth Bechky**, U. of California, Davis**; Bill McEvily**, U. Toronto**; Joseph Porac**, New York U.; **Christine Beckman**, U. of California, Irvine.; **Martin Gargiulo**, INSEAD.
Coordinators: **Damon J Phillips**, U. of Chicago**; Candace Jones**, Boston College

24 💻: *(OMT, MOC)* **Rethinking Research Possibilities at the Nexus of Identity, Institutions, and Entrepreneurship**
8:00am - 10:30am Sheraton Chicago: Chicago 8
Facilitators: **Mary Ann Glynn**, Boston College**; Tyler Earle Wry**, U. of Alberta**; Michael Lounsbury**, U. of Alberta**; Chad Navis**, Emory U.
Discussants: **Mark Thomas Kennedy**, U. of Southern California**; David A. Whetten**, Brigham Young U.**; Wesley Sine**, Cornell U.

25 💻: *(OMT, RM)* **Business History and Organizational Theory**
8:00am - 10:00am Hyatt Regency Chicago: Columbian
Organizer: **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign

Participants: **Daniel Wadhwani**, U. of the Pacific**; David A. Kirsch**, U. of Maryland**; Huseyin Leblebici**, U. of Illinois**; Peter D Sherer**, U. of Calgary**; Behlul Usdiken**, Sabanci U.

26 💻: *(OMT, TIM, CMS)* **Inhabited Institutions: New Directions for Research on Institutions, Change, and Practices**
8:00am - 11:00am Hyatt Regency Chicago: Wrigley
Hosts: **Silvia Dorado**, U. of Rhode Island**; Marc Ventresca**, NPS
Participants: **Julia Brandl**, WU Vienna**; Douglas Creed**, U. of Rhode Island**; Rich DeJordy**, Boston College**; Raghu Garud**, Pennsylvania State U.**; Timothy Paul Hallet**, U. of Indiana**; David Levy**, U. of Massachusetts, Boston**; Jaco Lok**, AGSM-Australian School of Business**; Gerardo Patriotta**, Nottingham U.

27 ☯💻: *(RM, BPS, OCIS)* **Applied Agent-based Modeling in Management Research**
8:00am - 1:00pm Sheraton Chicago: Huron Room
This PDW does not assume any knowledge of programming. You will see demos of agent-based development environments. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chairs: **Bill McKelvey**, U. of California, Los Angeles**; Michael J. Prietula**, Emory U.
Presenters: **Philip Anderson**, INSEAD**; Richard M Burton**, Duke U.**; Zhiang "John" Lin**, U. of Texas, Dallas**; Michael North**, Argonne National Laboratory**; William Rand**, R. H. Smith School at U. of Maryland**; Kathleen M. Carley**, Carnegie Mellon U.

Friday 8:30AM

28 : *(HCM)* **HCM Doctoral Student and Junior Faculty Consortium**
8:30am - 5:00pm Swissôtel Chicago: Vevey Salon 1
Pre-registration required for this full day session. Enrollment is limited. Contact Trish Reay (trish.reay@ualberta.ca) for availability.
Organizers: **Trish Reay**, U. of Alberta**; Elizabeth Goodrick**, Florida Atlantic U.
Presenters: **Barbara Bigelow**, Clark U.**; Keith G Provan**, U. of Arizona and Tilburg U.**; Margarete Arndt**, Clark U.**; Kathleen Montgomery**, U. of California, Riverside**; Grant T. Savage**, U. of Missouri**; Leonard H. Friedman**, George Washington U.**; Louise Fitzgerald**, De Montfort U.**; Christy Harris Lemak**, U. of Michigan

29 🕮☯✈💻: *(MED)* **Transformational Learning Experiences: Creating the Context Through Questions**
8:30am - 2:30pm Swissôtel Chicago: Vevey Salon 4
Facilitators: **Hal B Gregersen**, INSEAD**; Curtis LeBaron**, Brigham Young U.
Participant: **Schon Beechler**, U. of Michigan

30 : *(MH)* **New Member Workshop: Introduction to the Academy and to the Management History Division**
8:30am - 10:30am Swissôtel Chicago: Vevey Salon 3
Organizer: **Regina Greenwood**, Nova Southeastern U.
Participants: **Peter B Petersen**, Johns Hopkins U.**; Mary Edie Mobley**, Louisiana State U.**; Jacob Eisenberg**, U. College Dublin**; Jane Whitney Gibson**, Nova Southeastern U.**; Stephanie Case Henagan**, Northern Illinois U.

31 🕮☯💻: *(MOC, OB, OMT, BPS)* **A Mindfulness Mélange: Developing Skills for Researching Mindfulness in and of Organizations**
8:30am - 11:30am Hyatt Regency Chicago: Atlanta
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: **Erik Ian Dane**, Rice U.
Facilitators: **Raanan Lipshitz**, Haifa U.**; Denise M. Rousseau**, Carnegie Mellon U.**; Eugene Sadler-Smith**, U. of Surrey**; Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor**; Timothy J. Vogus**, Vanderbilt U.

32 🕮💻: *(SIM)* **Social Issues in Management (SIM) Doctoral Consortium**
8:30am - 6:00pm Fairmont Chicago: State Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact one of the workshop organizers, Heather Elms (elms@american.edu) or Steve Brammer (mnssjab@management.bath.ac.uk), to obtain the approval code. The deadline to register is July 10, 2009.
Organizers: **Heather Elms**, American U.**; Stephen Brammer**, U. of Bath
Program Chair: **Barry M Mitnick**, U. of Pittsburgh
Presenters: **Melissa S. Baucus**, U. of Louisville**; Edward Freeman**, U. of Virginia - Darden**; Jean-Pascal Gond**, Nottingham U.**; Jamie Hendry**, Bucknell U.**; Lawrence J Lad**, Butler U.**; Susan R. Madsen**, Utah Valley U.**; Joshua D Margolis**, Harvard U.**; Andrew I. Millington**, U. of Bath**; Robert A. Phillips**, U. of Richmond**; Laura J. Spence**, Royal Holloway, U. of London**; Lori Verstegen Ryan**, San Diego State U.**; Andrew Spicer**, U. of South Carolina**; David M. Wasieleski**, Duquesne U.**; James Weber**, Duquesne U.**; Cynthia Clark Williams**, Bentley College**; Andrew C Wicks**, U. of Virginia

Friday 9:00AM

33 🕮💻: *(CAR)* **Success in Academia: A Panel Discussion with Three High-Achieving Scholars**
9:00am - 11:00am Sheraton Chicago: Mayfair Room
Interactive panel discussion with established scholars in the field of organizational behavior
Chairs: **Jennifer Moss**, Bellevue U.**; John E Barbuto Jr**, U. of Nebraska, Lincoln
Presenters: **Michael A. Hitt**, Texas A&M U.**; Edwin A. Locke**, U. of Maryland, College Park**; Fred Luthans**, U. of Nebraska, Lincoln

34 : *(CMS)* **CMS Doctoral Consortium**
9:00am - 1:00pm Hyatt Regency Chicago: Skyway 260

35 🕮☯✈: *(CMS)* **CMS, MOS, Education and Practice: in Search of Sustainability**
9:00am - 11:30am Swissôtel Chicago: Montreux Salon 1
Organizers: **Alex Faria**, EBAPE-FGV**; Rafael Alcadipani**, EAESP-FGV
Presenters: **Richard Marens**, California State U. Sacramento**; Bill Cooke**, Lancaster U.**; Sarah Stookey**, Central Connecticut State U.**; Robin Wensley**, U. of Warwick**; Pedro Castellano-Masías**, Escuela de Postgrado - UPC**; Rita Campos Cunha**, U. Nova de Lisboa

36 🗪: *(IAM)* **The Effect of Financial Crisis on Latin America Companies Sustainability Initiatives**
9:00am - 11:00am Sheraton Chicago: Ontario Room
Organizers: **Gary Knight**, Florida State U.**; Daniel Joseph Friel**, U. San Andres
Coordinator: **Silvia Novaes Zilber**, UNINOVE
Participants: **Erica Berte**, Indiana U. - Purdue U. Columbus**; Milton Campanario**, UNINOVE**; Veneta Andonova**, U. de los Andes, Colombia

37 : *(ICW)* **Journal of Applied Psychology: Editorial Team Meeting**
9:00am - 3:00pm Hyatt Regency Chicago: Skyway 261
Organizer: **Steve W. J. Kozlowski**, Michigan State U.

38 🕮☯✈: *(IM, MED, OB)* **Using Cultural Metaphors, Paradoxes, and Globalization in Management Education and Training**
9:00am - 12:00pm Sheraton Chicago: Sheraton 2
Interactive workshop using cultural metaphors, paradoxes, and globalization themes. Showcases cross-cultural training.
Chairs: **Martin J Gannon**, California State U. San Marcos**; Rajnandini Pillai**, California State U. San Marcos
Participants: **Christine Nielsen**, U. of Baltimore**; Paul Lasko**, Retired**; Joyce Osland**, San Jose State U.**; Asbjorn Osland**, San Jose State U.**; Rosalie L. Tung**, Simon Fraser U.**; Tony Fang**, York U.**; Martin J Gannon**, California State U. San Marcos**; Rajnandini Pillai**, California State U. San Marcos

39 ☯: *(ODC, OB)* **Action Learning for Developing Leaders, Teams and Organizations**
9:00am - 12:30pm Swissôtel Chicago: Vevey Salon 2
Facilitator: **Michael Marquardt**, George Washington U.

40 🕮✈🗪: *(ONE, SIM)* **Teaching Sustainability and Business: Challenges and Opportunities in the Global Context**
9:00am - 10:30am Fairmont Chicago: Embassy Room
Chair: **Jacob Park**, Green Mountain College
Presenters: **Rick Bunch**, The Aspen Institute**; Robbin Derry**, U. of Lethbridge**; Masachika Suzuki**, International U. of Japan**; Bruce Paton**, Monterey Institute of International Studies

41 ☯💻: *(PNP, MSR, OB, OMT)* **Going to Church: Examining Issues of Management & Organization Behavior in Religious Organizations(OFFSITE)**
9:00am - 12:00pm Offsite: Apostolic Church of God
Attendees will meet in the Fairmont lobby at 9 am for bus pickup. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Nicholas A. Pearce**, Northwestern U.**; Jeffrey A. Robinson**, Rutgers U.**; Patricia Faison Hewlin**, Georgetown U.**; Jay A. Hewlin**, Life Management Institute**; Richard N. Hayes**, Hofstra U.
Participants: **Marci B. Littlefield**, IUPUI**; Joseph P. Eshun**, East Stroudsburg U.

42 ☯💻: *(PTC, OB, ODC, OMT, MOC, MC, BPS)* **Managing change in extreme contexts**
9:00am - 12:00pm Fairmont Chicago: Chancellor Room
Organizer: **David Buchanan**, Cranfield U.
Participants: **Elena P. Antonacopoulou**, U. of Liverpool**; Gregory A. Bigley**, U. of Washington**; David Denyer**, Cranfield U.**; Dominic Elliott**, U. of Liverpool**; Robert P. Gephart**, U. of Alberta**; Clare Kelliher**, Cranfield U.**; Carole Lalonde**, U. Laval**; Martina K. Linnenluecke**, U. of Queensland**; Sotirios Paroutis**, Warwick Business School**; Colin Pilbeam**, Cranfield U.**; Rangaraj Ramanujam**, Vanderbilt U.**; Roy R Suddaby**, Alberta U.**; Bridgette Sullivan-Taylor**, Warwick Business School**; Kuo Frank Yu**, City U. of Hong Kong

Friday 9:40AM

43 🕮☯: *(MC)* **Creating Leadership Development Experiences: Collaboration among Academics and Practitioners**
9:40am - 11:40am Hyatt Regency Chicago: San Francisco
Chairs: **Michael A. Roberto**, Bryant U.**; David Ager**, Harvard U.

Friday 10:00AM

44 : *(AAA)* **AOM Financial Strategies Committee Meeting**
10:00am - 11:00am Sheraton Chicago: Parlor A
Organizer: **Heather Crowe**, Academy of Management

45 ☯💻: *(AAM)* **How Can Practical Consulting Projects in Asian Societies Have Academic Relevance, or Vice Versa?**
10:00am - 12:00pm Swissôtel Chicago: St. Gallen Salon 2
Chair: **Joyce Iun**, Chinese U. of Hong Kong
Coordinators: **Yina Mao**, Chinese U. of Hong Kong**; Kelly Z. Peng**, Hong Kong Shue Yan U.**; Guo-hua Huang**, Hong Kong Baptist U.**; Ping Man Wong**, Hong Kong Institute of Education
Speakers: **Chi-Sum Wong**, Chinese U. of Hong Kong**; Hongsheng Che**, Beijing Normal U.**; Ching-Wen Wang**, National Chung Hsing U.
Participant: **Po-Chang Lin**, National Yunlin U. of Science and Technology

46 🕮✈🗪: *(CMS)* **Critical Difficulties for Critical Teachers: Injecting CMS Perspectives into the Business Classroom**
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 2
Coordinator: **Pauline Fatien**, HEC Paris- IAE Lyon 3
Speakers: **Thibault Daudigeos**, Grenoble Ecole de Management**; Jessica Heineman-Pieper**, George Mason U.**; Param Srikantia**, Baldwin Wallace College**; Fabien De Geuser**, ESCP-EAP

47 : *(ICW)* **U.S., Canada, and Europe ETV Meeting**
10:00am - 4:00pm Sheraton Chicago: Lincoln Boardroom
Organizer: **Monique Perry**, Experient

48 🗪: *(ODC, ONE)* **Socio-Economic Impacts of Organizational Development and Change Projects on Green Management**
10:00am - 12:00pm Swissôtel Chicago: St. Gallen Salon 3
Chair: **Henri Savall**, ISEOR, U. of Lyon 3
Facilitators: **Veronique Zardet**, ISEOR, U. of Lyon 3**; Olivier Voyant**, ISEOR, U. of Lyon 3**; Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3**; Frantz Datry**, ISEOR, U. of Lyon 3
Coordinator: **Michel Peron**, ISEOR / U. of Paris Sorbonne
Presenter: **Vincent Cristallini**, ISEOR, U. of Lyon 3
Participant: **Marc Bonnet**, ISEOR, U. of Lyon 3

Friday 10:10AM

49 🕮☯✈💻: *(ENT)* **Sustainability Matters: The Contribution of Entrepreneurship Education to Regional Development?**
10:10am - 12:10pm Hyatt Regency Chicago: Comiskey
Organizers: **Shirley Ann Hazlett**, Queen's U. Belfast**; Claire M Leitch**, Queen's U. Belfast
Chair: **Richard T. Harrison**, Queen's U. Belfast
Presenters: **Patricia G Greene**, Babson College**; Kevin George Hindle**, Swinburne U. of Technology

50 🕮: *(HR)* **Challenges and opportunities in teaching online and from remote locations**
10:10am - 12:10pm Sheraton Chicago: Ohio Room
Facilitator: **Rebecca A. Thacker**, Ohio U.
Presenters: **Diana L Deadrick**, Old Dominion U.**; Randall B. Dunham**, U. of Wisconsin, Madison

51 ✈💻: *(OCIS, TIM, IM)* **The Role of Business Models in E/M-commerce Innovations**
10:10am - 12:10pm Hyatt Regency Chicago: Columbian
The PDW will take stock of current approaches to business models, highly interactive format, and activities aimed at inspiring new networks.
Facilitators: **John P Ulhoi**, Aarhus U.**; Erik Stavnsager Rasmussen**, U. of Southern Denmark
Coordinator: **Frances Jørgensen**, Aarhus U.
Presenter: **Peter Lindgren**, Aalborg U.

Friday 10:40AM

52 🕮☯💻: *(ENT, TIM, BPS, OCIS)* **Technology Convergence and the Emergence of New Firms**
10:40am - 12:40pm Hyatt Regency Chicago: Columbus H
Chair: **Shaker A. Zahra**, U. of Minnesota, Twin Cities
Presenters: **Nachiket Bhawe**, U. of Minnesota, Twin Cities**; Alfonso Gambardella**, Bocconi U.**; Alok Gupta**, U. of Minnesota**; William John Lekse**, U. of Michigan, Dearborn**; Youngjin Yoo**, Temple U.**; Shaker A. Zahra**, U. of Minnesota, Twin Cities

53 : *(MH)* **Doctoral Student Workshop: Managing the Dissertation Process**
10:40am - 12:40pm Swissôtel Chicago: Vevey Salon 3
Chair: **Julia Teahen**, Baker College
Participants: **Richard T. Mowday**, U. of Oregon**; Mary Edie Mobley**, Louisiana State U.**; John Humphreys**, Texas A&M U. - Commerce**; Stephanie Case Henagan**, Northern Illinois U.

Friday 11:00AM

54 ✈🗪💻: *(ONE, OMT)* **Green Management, Eco-modernisation and Sustainability: Does It really matter?**
11:00am - 12:00pm Fairmont Chicago: Ambassador Room
Chair: **Henning Madsen**, U. of Aarhus
Presenters: **John Parm Ulhøj**, Aarhus U.**; Aharon Factor**, Swinburne U. of Technology**; Bradley Pettitt**, Murdoch U.

55 🗪: *(SIM, TIM)* **Green Impacts of Outsourcing versus Offshoring: Focus on Sustainability of People and Society**
11:00am - 12:30pm Fairmont Chicago: Embassy Room
Primary Sponsor Suggested: SocIssMan(SIM) Other Possible Interested Divisions: Organizational Communication and Information Systems (OCIS)
Organizer: **Rachna Kumar**, Alliant International U.
Participants: **Rene Naert**, Alliant International U.**; Larry Chasteen**, Stephen F. Austin State U.

Friday 11:10AM

56 💻: *(CAR, HR, OB)* **Careers in the Rough: Research Development Workshop**
11:10am - 2:10pm Sheraton Chicago: Erie Room
Please submit a 1500-word overview of the research you wish to discuss to Holly Slay at slayh@seattleu.edu. Additional registration is required at https://secure.aomonline.org/PDWReg. Contact the organizer to obtain the approval code. The deadline to register is June 17, 2009.
Organizer: **Holly Slay**, Seattle U.
Participants: **Marjolein Lips-Wiersma**, U. of Canterbury**; Amy Wrzesniewski**, Yale U.**; Laura Morgan Roberts**, Georgia State U.**; Ellen Ernst Kossek**, Michigan State U.**; Scott Seibert**, U. of Iowa**; Maury Peiperl**, IMD**; Jeffrey H. Greenhaus**, Drexel U.**; Berrin Erdogan**, Portland State U.**; Peter A. Heslin**, Southern Methodist U.**; Yehuda Baruch**, U. of East Anglia**; Kimberly Eddleston**, Northeastern U.**; Jane Sturges**, King's College London**; Melenie J. Lankau**, U. of Georgia**; Douglas T. Hall**, Boston U.**; Peter Cappelli**, U. of Pennsylvania

57 ☯✈💻: *(HR, ODC, BPS)* **Location, Location, Location: Developing international perspectives on Strategic HRM**
11:10am - 1:40pm Sheraton Chicago: Chicago 10
Organizers: **Liza Castro Christiansen**, Henley Business School**; James C. Hayton**, Bocconi U.
Facilitators: **Diana Hechavarria**, U. of Cincinnati**; Phil Bryant**, U. of Memphis
Presenters: **Paul Boselie**, Tilburg U.**; Peter J. Dowling**, Victoria U. of Wellington**; Charles M. Vance**, Loyola Marymount U.**; Randall S. Schuler**, Rutgers U.**; Beate Degen**, Bayer AG

58 💻: *(OMT, BPS)* **Economics and Sociology: Opportunities for Integration?**
11:10am - 1:10pm Hyatt Regency Chicago: Gold Coast
Presenters: **Teppo Felin**, Brigham Young U.**; Mark J Zbaracki**, Ivey School of Business**; Todd Zenger**, Washington U.**; Ezra Zuckerman**, Massachusetts Institute of Technology**; Daniel Walter Elfenbein**, Washington U. in St. Louis

59 ☯✈💻: *(OMT, OB, ODC)* **Organizational Trust**
11:10am - 2:10pm Hyatt Regency Chicago: Wrigley
Organizers: **R. H. Searle**, Open U.**; Denise Skinner**, Oxford Brookes U.**; Deanne N. DenHartog**, U. of Amsterdam
Participants: **Reinhard Bachmann**, U. of London, Birkbeck**; Jennifer Dunn**, Michigan State U.**; Nicole Gillespie**, Melbourne Business School, U. of Melbourne**; Aneil K Mishra**, Michigan State U.**; Karen Elizabeth Mishra**, Michigan State U.**; Guido Moellering**, Max Planck Institute for the Study of Societies**; Antoinette Weibel**, U. of Liechtenstein**; Gavin M. Schwarz**, U. of New South Wales

Friday 11:20AM

60 💻: *(GDO, CAR, HR, OB, MEN)* **Coalition For Faculty Diversity Publishing Workshop**

11:20am - 2:20pm Sheraton Chicago: Missouri Room
Contact Raymond Trau (r.trau@psy.uq.edu.au) to submit manuscript and to obtain the approval code. Last date to submit manuscripts is June 1, 2009. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is June 30, 2009.
Chairs: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Robin Ely**, Harvard U.
Discussants: **Jean M. Bartunek**, Boston College**; Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology**; Judith A. Clair**, Boston College**; Roy Stager Jacques**, Massey U. Auckland**; Aparna Joshi**, U. of Illinois, Urbana-Champaign**; Katherine Klein**, U. of Pennsylvania**; Alison M. Konrad**, U. of Western Ontario**; Patrick F. McKay**, Rutgers U.**; Stella M. Nkomo**, U. of South Africa**; Katherine W. Phillips**, Northwestern U.**; Dianna L. Stone**, U. of Texas at San Antonio**; Daan van Knippenberg**, Erasmus U. Rotterdam**; Elaine Yakura**, Michigan State U.
Coordinators: **Raymond Nam Cam Trau**, U. of Queensland**; Charmine E. J. Hartel**, Monash U., Clayton

Friday 11:50AM

61 ✈🗪💻: *(IM, SIM, ONE, BPS)* **Corporate Sustainability in International Management Research**
11:50am - 2:20pm Hyatt Regency Chicago: San Francisco
Chair: **Andrew Spicer**, U. of South Carolina
Facilitators: **Valentina Marano**, U. of South Carolina**; Joshua Ault**, U. of South Carolina**; Pete Tashman**, George Washington U.**; Chei Hwee Chua**, U. of South Carolina**; Sunyoung Lee**, Oxford U.**; Gundula S. Lücke**, U. of South Carolina
Discussants: **Rafael A. Corredoira**, U. of Maryland - College Park**; Kathy Fogel**, U. of Arkansas, Fayetteville
Presenters: **Gerald A. McDermott**, U. of South Carolina**; Bryan W Husted**, York U.**; Dana Brown**, Oxford U.

Friday 12:00PM

62 💻: *(ENT)* **Theory Development: Lessons from Scholars that Fought the Theory Emerging Battle**
12:00pm - 2:00pm Sheraton Chicago: Chicago 8
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chair: **Sharon Alvarez**, Ohio State U.
Participants: **Kim Cameron**, U. of Michigan**; David A. Whetten**, Brigham Young U.

63 🕮☯✈: *(ODC, IM, MC)* **Building the Global Academics of ODC: What Remains, What has Changed, and What is Emerging?**
12:00pm - 2:00pm Swissôtel Chicago: Montreux Salon 1
Facilitator: **Larry M. Starr**, U. of Pennsylvania
Participants: **Guadalupe Martinez De Leon**, U. de Monterrey**; Oğuz N. Babüroğlu**, Sabanci U. Istanbul**; Leon De Caluwe**, Vrije U. Twynstra

64 ☯🗪💻: *(ONE, OMT, BPS, OM)* **Integrating Industrial Ecology Tools into Management Science Research and Practice**
12:00pm - 2:00pm Fairmont Chicago: Crystal Room
Organizers: **Vered Doctori-Blass**, U. of California, Santa Barbara**; Jean Dibondo Kabongo**, Millersville U.
Participants: **Renato J. Orsato**, INSEAD**; John Ehrenfeld**, International Society for Industrial Ecology**; Marian Chertow**, Yale U.**; Michael S. Brown**, Brown and Wilmanns Environmental, LLC

65 💻: *(TIM)* **TIM Doctoral Student Consortium**
12:00pm - 6:00pm Hyatt Regency Chicago: Atlanta
Pre-registration is required.
Organizers: **Mary J. Benner**, U. of Pennsylvania**; Preeta Banerjee**, Brandeis U.
Presenters: **Philip Anderson**, INSEAD**; Benjamin A. Campbell**, Ohio State U.**; Sonali K. Shah**, U. of Washington**; Francois Therin**, U21GLOBAL**; Mary Tripsas**, Harvard U.**; Christopher L Tucci**, EPFL

Friday 12:10PM

66 🕮💻: *(CMS)* **From the Ashes: What Should We Teach and Research in the Economic Crisis?**
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 2
Panel and group discussion
Organizer: **Sarah Stookey**, Central Connecticut State U.

67 🕮: *(MED)* **The Executive Doctorate: Building a Stronger International Community of Practitioner-Scholars**
12:10pm - 2:10pm Hyatt Regency Chicago: New Orleans
Audience: Faculty, students, alumni of executive doctorate programs; and those interested in the education of practitioner-scholars.
Organizers: **Diana L. Burley**, George Washington U.**; Mark Jenkins**, Cranfield U.

Friday 12:20PM

68 🕮✈: *(IM, AAM, IAM)* **Teaching and Learning in Different Cultures**
12:20pm - 3:20pm Hyatt Regency Chicago: Comiskey
Organizers: **Malika Richards**, Pennsylvania State U.**; Gerhard Apfelthaler**, FH Joanneum**; Thomas Schmalzer**, FH Joanneum
Presenters: **Allan Bird**, U. of Missouri, St. Louis**; Joyce Osland**, San Jose State U.**; Guenter Stahl**, WU Vienna**; Davina E. Vora**, State U. of New York, New Paltz**; Mara Alagic**, Wichita State U.**; Jacobo Ramirez**, Tecnologico de Monterrey**; Katrin Hansen**, Gelsenkirchen U. of Applied Sciences**; Sankaran Manikutty**, Indian Institute of Management, Ahmedabad**; Glyn Rimmington**, Wichita State U.**; Michael Lacktorin**, Akita International U.**; Astrid Kainzbauer**, Mahidol U.**; N.S. Anuradha**, Indian Institute of Science

69 💻: *(TIM)* **TIM Junior Faculty Consortium**
12:20pm - 6:20pm Hyatt Regency Chicago: Columbian
Pre-registration is required.
Organizers: **Juan Alcacer**, Harvard U.**; Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne

Friday 12:30PM

70 ☯💻: *(ODC, OB, OMT)* **Energy at Work: Making Next Steps in Research and Practice**
12:30pm - 3:00pm Swissôtel Chicago: St. Gallen Salon 3

Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizers: **Heike Bruch**, U. of St. Gallen**; Bernd Vogel**, U. of Reading**; Anneloes Raes**, U. of St. Gallen
Discussant: **Robert Hooijberg**, IMD

Friday 12:40PM

71 🕮☯: *(ODC, MC)* **"That Was Great!": More High Impact Exercises For Teaching Or Consulting On Organizational Change**
12:40pm - 2:40pm Swissôtel Chicago: Vevey Salon 2
Participants: **Gavin M. Schwarz**, U. of New South Wales**; Ian Palmer**, Royal Melbourne Institute of Technology**; Richard Dunford**, U. of Sydney**; Anthony F. Buono**, Bentley U.**; Ram Tenkasi**, Benedictine U.**; Gary Wagenheim**, Simon Fraser U.

Friday 12:50PM

72 ☯✈🗪: *(MC, BPS, HR, ODC, OM)* **Putting Sustainability into Practice by Effectively Managing the Triple Bottom Line**
12:50pm - 3:20pm Hyatt Regency Chicago: Columbus H
Distinguished Speaker: **Daniel Mahler**, A.T. Kearney

Friday 1:00PM

73 : *(AAA)* **2009 AMLE Reviewers Workshop**
1:00pm - 3:00pm Sheraton Chicago: Sheraton 1
Pre-Registration for workshop by June 15, 2009 is strongly encouraged so that sample materials can be sent to participants in time for them to complete their manuscript review(s). Please contact the AMLE Office (amle@aom.pace.edu) to register for the workshop.
Organizer: **J B Arbaugh**, U. of Wisconsin, Oshkosh
Facilitators: **Joy E. Beatty**, U. of Michigan, Dearborn**; Erich C. Dierdorff**, DePaul U.**; Alvin Hwang**, Pace U.**; Luiz F. Mesquita**, Arizona State U. / Insper**; Robert S. Rubin**, DePaul U.**; Craig Richard Seal**, Niagara U.**; Joann Krauss Williams**, Jacksonville State U.

74 💻: *(MH)* **Hawthorne Works Museum: A Field Trip(OFFSITE)**
1:00pm - 5:00pm Offsite: Hawthorne Works Museum
Meet: Swiss Hotel Vevey Salon 1, 1 pm. Pre-register by July 10 at https://secure.aomonline.org/PDWReg. Baker College is sponsoring transportation.
Chair: **Regina Greenwood**, Nova Southeastern U.
Coordinator: **Roy J. Teahen**, Baker College

75 ☯💻: *(OB)* **Recovery at Work: Explicating the Need for Research Attention**
1:00pm - 3:30pm Sheraton Chicago: Mayfair Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Charlotte Fritz**, Bowling Green State U.**; Bing C. Lin**, Bowling Green State U.**; John P. Trougakos**, U. of Toronto

Friday 1:10PM

76 💻: *(RM, OMT)* **Aesthetics and Research**
1:10pm - 3:10pm Sheraton Chicago: Huron Room
Coordinator: **Hans Hansen**, Texas Tech U.
Presenters: **Steven S Taylor**, Worcester Polytechnic Institute**; Paul Shrivastava**, Bucknell U.**; Stefan Meisiek**, U. Nova de Lisboa**; Stephen A. Linstead**, U. of York**; Robert D Austin**, Harvard U.**; Daniel Hjorth**, Copenhagen Business School**; Hans Hansen**, Texas Tech U.

Friday 1:20PM

77 🕮💻: *(BPS)* **BPS New Faculty Consortium I**
1:20pm - 5:20pm Hyatt Regency Chicago: Gold Coast
Professional Development Workshop Chair: **Peter W Roberts**, Emory U.
Presenters: **Nicolaj Siggelkow**, U. of Pennsylvania**; Christina L Ahmadjian**, Hitotsubashi U.**; Mason A Carpenter**, U. of Wisconsin, Madison**; Peer C. Fiss**, U. of Southern California**; William S Hesterly**, U. of utah**; Glenn Hoetker**, U. of Illinois, Urbana-Champaign**; Guy Holburn**, U. of Western Ontario**; James A. Robins**, Singapore Management U.**; Rachelle Sampson**, U. of Maryland**; Charles C. Snow**, Pennsylvania State U.**; James Wade**, Rutgers U.

Friday 1:30PM

78 ☯✈💻: *(OM, TIM, BPS)* **Infrastructure Meets Business: Building New Bridges, Mending Old Ones**
1:30pm - 5:00pm Swissôtel Chicago: Vevey Salon 3
Organizer: **Nuno A Gil**, Manchester Business School
Distinguished Speaker: **Carliss Baldwin**, Harvard U.
Presenters: **Donald Lessard**, Massachusetts Institute of Technology**; Graham M Winch**, Manchester U.**; Andrew Davies**, Imperial College London**; Daniel Lovallo**, U. of Western Australia**; Young H. Kwak**, George Washington U.**; Glenn Ballard**, U. of California at Berkeley**; Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology

79 ☯💻: *(RM, OB, HR)* **Systematic Review and Research Synthesis**
1:30pm - 3:30pm Sheraton Chicago: Arkansas Room
The Workshop is motivated by a concern that scholars and end users often fail to make full and effective use of relevant evidence.
Organizer: **David Denyer**, Cranfield U.
Chair: **Denise M. Rousseau**, Carnegie Mellon U.
Presenters: **Michael Frese**, Giessen U.**; Rob B. Briner**, U. of London**; Pietro Micheli**, Cranfield U.**; John Peloza**, Simon Fraser U.**; Richard Adams**, Cranfield U.

Friday 2:00PM

80 ☯: *(CMS)* **Chicago's Labor History: Guided Bus & Walking Tour**
2:00pm - 5:00pm Offsite: Hyatt Hotel Lobby
Cost will be US$30 per person. Attendees will meet in lobby of Hyatt Regency Chicago at 1:45pm. Preregistration is recommended but last-minute participants are welcome on a space-available basis. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. For more information contact Sarah Stookey, PDW Chair, stookey@verizon.net

81 🕮✈: *(HR)* **The Sustainable Teaching of Human Resource Management in Multinational Enterprises**
2:00pm - 4:30pm Sheraton Chicago: Chicago 10
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Please contact the organizer, Peter Dowling, at peter.dowling@vuw.ac.nz to obtain the approval code.
Organizer: **Peter J. Dowling**, Victoria U. of Wellington

82 🕮☯💻: *(HR)* **HR Division Junior Faculty Consortium**
2:00pm - 7:00pm Sheraton Chicago: Superior A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 30, 2009. Please contact the organizer, Miguel Quinones, at quinones@cox.smu.edu to obtain the approval code.
Presenters: **Miguel Quinones**, Southern Methodist U.**; Judith W. Tansky**, Ohio State U.**; Diane E. Johnson**, U. of Alabama, Tuscaloosa**; David P. Lepak**, Rutgers U.**; Timothy A. Judge**, U. of Florida**; Jason D. Shaw**, U. of Minnesota**; Wendy R. Boswell**, Texas A&M U.

83 ✈💻: *(HR, OB)* **Social Network Perspectives and Analysis in HRM Research**
2:00pm - 5:30pm Sheraton Chicago: Ontario Room
To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Please contact the organizer, Zella King, at z.king@henley.reading.ac.uk to obtain the approval code.
Organizers: **Zella King**, U. of Reading**; Robert Kaše**, U. of Ljubljana
Discussants: **Scott A. Snell**, U. of Virginia**; Martin J. Kilduff**, U. of Cambridge
Presenters: **Zella King**, U. of Reading**; Robert Kaše**, U. of Ljubljana**; Chris Brewster**, U. of Reading**; Paul Ligthart**, Radboud U.**; Juani Swart**, U. of Bath**; John Powell**, Cardiff U.

84 🕮☯: *(MSR)* **Using the Eightfold Path as a Roadmap for Improved Personal and Organizational Performance**
2:00pm - 4:00pm Hyatt Regency Chicago: Skyway 260
Presenters: **Gerald Biberman**, U. of Scranton**; Joan Marques**, Woodbury U.**; Satinder K Dhiman**, Woodbury U.

85 🕮: *(TTC)* **Using the Principles of Learning by Design to Teach a Deeper Understanding of Organization Theory**
2:00pm - 4:00pm Sheraton Chicago: Ohio Room
Coordinator: **Nigel Patrick Munro-Smith**, RMIT U.
Presenter: **Sherman Chin**, RMIT U.

Friday 2:10PM

86 🕮☯🗪💻: *(ONE)* **2009 ONE Doctoral Consortium**
2:10pm - 6:10pm Fairmont Chicago: Regent Room
Organizers: **Aarti Sharma**, U. of South Florida**; Heiko Spitzeck**, Cranfield U.**; Amelia C. Clarke**, U. of Waterloo
Presenters: **Volker H. Hoffmann**, ETH Zurich**; Irene Henriques**, York U.**; Dror Etzion**, McGill U.**; Tobias Hahn**, Euromed Marseille Business School**; Raymond L. Paquin**, Concordia U.**; Judith Louise Walls**, U. of Michigan**; Pratima Bansal**, U. of Western Ontario**; Nicole Darnall**, George Mason U.**; Carolyn P. Egri**, Simon Fraser U.**; Ans Kolk**, U. of Amsterdam**; P Devereaux Jennings**, U. of Alberta**; Andrew J. Hoffman**, U. of Michigan**; Rolf Wuestenhagen**, U. of St. Gallen**; Mark B. Milstein**, Cornell U.**; Sanjay Sharma**, John Molson School of Business**; Robert Sroufe**, Duquesne U.**; Monika Winn**, U. of Victoria**; John M Jermier**, U. of South Florida**; Michael Lenox**, U. of Virginia**; R Scott Marshall**, Portland State U.**; Jorge Rivera**, George Washington U.**; Aarti Sharma**, U. of South Florida**; Amelia C. Clarke**, U. of Waterloo**; Heiko Spitzeck**, Cranfield U.

Friday 2:20PM

87 ☯: *(CAR, HR, GDO, OB)* **Aging, Retirement and Work-Life Balance**
2:20pm - 4:20pm Sheraton Chicago: Erie Room
This Workshop is for "seasoned" academicians who are contemplating issues of "winding down."
Organizer: **Kerr Inkson**, U. of Waikato
Presenters: **Jeffrey H. Greenhaus**, Drexel U.**; Rene Schalk**, Tilburg U.**; Cherlyn Skromme Granrose**, Berry College

88 🕮: *(ENT)* **Extracurricular Entrepreneurship Education: A Discussion of Best Practices**
2:20pm - 4:20pm Hyatt Regency Chicago: New Orleans
Moderator: **Gerald E Hills**, UIC
Participants: **James A. Downing**, U. of Illinois at Chicago**; Frank Hoy**, Worcester Polytechnic Institute**; Brad Hancock**, Texas Christian U.

Friday 2:30PM

89 🕮: *(GDO, MED, TTC)* **Pulling the Classroom Out of the Closet: Risks, Rewards & Strategies for LGBTQ-Inclusive Teaching**
2:30pm - 5:00pm Sheraton Chicago: Missouri Room
If intending to attend this workshop, please contact the organizers (ophir@yorku.ca or schramm_jd@gsb.stanford.edu) in advance. Additional registration is highly recommended at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizers: **Ron Ophir**, York U.**; JD Schramm**, Stanford U.
Facilitators: **Carlos B. Gonzalez**, California State Polytechnic U., Pomona**; Alison Kemper**, U. of Toronto**; Robyn A. Berkley**, Southern Illinois U. Edwardsville**; Alicia Boisnier**, Suffolk U.**; Kathleen B. Duncan**, U. of La Verne**; David M. Kaplan**, Saint Louis U.
Discussant: **Steven Salbu**, Georgia Tech
Presenters: **Mary Catherine Gentile**, Giving Voice to Values**; Douglas Creed**, U. of Rhode Island**; Judith Pringle**, U. of Auckland**; Lynn Bowes-Sperry**, Western New England College**; C Douglas Johnson**, Georgia Gwinnett College**; Manuel Tejeda**, Barry U.

90 🕮✈: *(MED, IM)* **Executive Education in and about the BRICs Countries: Evolution and Perspectives**
2:30pm - 4:30pm Hyatt Regency Chicago: San Francisco
Moderator: **Aldemir Drummond**, Fundação Dom Cabral
Speakers: **Carlos Arruda**, Fundação Dom Cabral**; Wilfried Vanhonacker**, Moscow School of Management Skolkovo**; Manish Sinha**, Indian School of Business**; Youzhen Zhao**, Fudan U.

91 🕮: *(OMT)* **OMT Teaching Roundtables**
2:30pm - 5:00pm Hyatt Regency Chicago: Water Tower
Pre-registration required. Contact Jerry Davis at gfdavis@umich.edu and visit https://secure.aomonline.org/PDWReg. Deadline is July 10, 2009.

Organizers: **Ellen R. Auster**, York U.**; Gerald F Davis**, U. of Michigan, Ann Arbor
Presenters: **Philip Anderson**, INSEAD**; Jane E. Dutton**, U. of Michigan**; Jim Fairbank**, Pennsylvania State U., Erie**; Gregory Fairchild**, U. of Virginia**; Mary Ann Glynn**, Boston College**; Karen Golden-Biddle**, Boston U.**; Mary Jo Hatch**, Copenhagen Business School**; Ha Hoang**, INSEAD**; Andrew J. Hoffman**, U. of Michigan**; Anne Marie Knott**, Washington U.**; Anand Narasimhan**, IMD**; Charles A O'Reilly**, Stanford U.**; Damon J Phillips**, U. of Chicago**; Tim Pollock**, Pennsylvania State U.**; Tracy A. Thompson**, U. of Washington, Tacoma**; Majken Schultz**, Copenhagen Business School

92 💻: *(OMT)* **OMT Dissertation Proposal Workshop**
2:30pm - 5:30pm Sheraton Chicago: Sheraton 2
By invitation only. Contact Willie Ocasio at and register online at https://secure.aomonline.org/PDWReg. Deadline is July 10, 2008.
Organizer: **William Ocasio**, Northwestern U.
Facilitators: **Woody Powell**, Stanford U.**; Anand Swaminathan**, Emory U.**; David A. Whetten**, Brigham Young U.
Presenters: **Tina Dacin**, Queen's U.**; Henrich R. Greve**, INSEAD
Participants: **Ronald S. Burt**, U. of Chicago**; Kimberly D. Elsbach**, U. of California, Davis

Friday 3:00PM

93 : *(AAA)* **2009 AMLE Writers Workshop**
3:00pm - 5:00pm Sheraton Chicago: Michigan A and B
Proposals will be due to the AMLE office (amle@aom.pace.edu) by May 1, 2009, and notification of acceptance will occur on or before June 1, 2009. Please note that accepted proposals and authors will not be listed in the Academy program
Organizer: **J B Arbaugh**, U. of Wisconsin, Oshkosh
Facilitators: **Steven Armstrong**, U. of Hull**; Lisa A. Burke**, U. of Tennessee at Chattanooga**; Neng Liang**, China Europe International Business School**; Tim O Peterson**, North Dakota State U.**; Luigi Proserpio**, Bocconi U.**; Eugene Sadler-Smith**, U. of Surrey**; Christine Quinn Trank**, Texas Tech U.

94 : *(AAA)* **The Ins and Outs of Faculty Recruiting**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Organizer: **James Hamilton Dulebohn**, Michigan State U.

95 📖✈💻: *(CMS, ODC)* **Interrogating Critical Management Studies: World Systemic Changes and Boundaries of Knowledge**
3:00pm - 5:00pm Swissôtel Chicago: Vevey Salon 4
Organizer: **Anshuman Prasad**, U. of New Haven
Chair: **Anshuman Prasad**, U. of New Haven
Presenters: **Anshuman Prasad**, U. of New Haven**; Roy Stager Jacques**, Massey U. Auckland**; Pushkala Prasad**, Skidmore College**; Viktorija Kalonaityte**, Växjö U.

96 ☯: *(MOC, ODC, HR, HCM)* **Unlocking Creative Insight Using Integrated Focus**
3:00pm - 6:00pm Hyatt Regency Chicago: Skyway 272
Facilitator: **Jennifer Walinga**, Royal Roads U.

97 💻: *(ODC)* **ODC Doctoral Consortium**
3:00pm - 5:50pm Swissôtel Chicago: Vevey Salon 2

Friday 3:20PM

98 ☯: *(PTC, ODC)* **Aesthetics and Practice**
3:20pm - 6:20pm Fairmont Chicago: Embassy Room
Coordinator: **Hans Hansen**, Texas Tech U.
Presenters: **Steven S Taylor**, Worcester Polytechnic Institute**; Matt Statler**, New York U.**; Lisa K Gundry**, DePaul U.**; Arja M Ropo**, U. of Tampere
Participants: **Danica Purg**, IEDC - Bled School of Management**; Perttu Salovaara**, U. of Tampere**; Anne-Maria Mikkonen**, U. of Tampere

99 ☯💻: *(RM, OMT, BPS)* **Qualitative Comparative Analysis (QCA)**
3:20pm - 5:50pm Sheraton Chicago: Sheraton 1

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

Friday 3:30PM

100 📖☯: *(MED, HCM)* **If We Taught Managers Like We Teach Doctors Incubator**
3:30pm - 5:00pm Hyatt Regency Chicago: Comiskey
Organizers: **Jon Billsberry**, Coventry U.**; Sharon Williams**, U. of Warwick
Participants: **Richard Adams**, Cranfield U.**; Ben Hardy**, U. of Cambridge**; R. H. Searle**, Open U.**; Ann Esain**, Cardiff U.

Friday 4:00PM

101 : *(OB)* **Organizational Behavior Doctoral Consortium - Friday**
4:00pm - 7:00pm Sheraton Chicago: Sheraton 3
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer, Michelle Duffy at duffy111@umn.edu, to obtain the approval code. The deadline to register is July 10, 2009.
Facilitators: **Talya N. Bauer**, Portland State U.**; Aparna Joshi**, U. of Illinois, Urbana-Champaign**; Jason D. Shaw**, U. of Minnesota**; Bennett J. Tepper**, Georgia State U.**; Mary Uhl-Bien**, U. of Nebraska**; Elizabeth Eve Umphress**, Texas A&M U.**; Christina L. Stamper**, Western Michigan U.**; Elaine C. Hollensbe**, U. of Cincinnati**; Christopher O. L. H. Porter**, Texas A&M U.**; David Mayer**, U. of Michigan
Coordinators: **Michelle K. Duffy**, U. of Minnesota**; Suzanne S. Masterson**, U. of Cincinnati

102 ✈: *(ODC, OB)* **Emotional Intelligence as It Relates to Change**
4:00pm - 6:00pm Swissôtel Chicago: St. Gallen Salon 3
Participant: **Grazyna Maria Gasiorowska**, Top Performance International

Friday 4:20PM

103 📖🗪: *(ONE, MED, SIM)* **Greening and Sustainability in the Management Curriculum**
4:20pm - 6:20pm Fairmont Chicago: Ambassador Room
Organizer: **Cathy Rusinko**, Philadelphia U.

Presenters: **Suzanne Benn**, Macquarie U.**; Linda M Sama**, Pace U.**; Jane Schmidt-Wilk**, Maharishi U.**; Deborah M. Steketee**, Aquinas College**; Helen Walker**, Warwick Business School**; Robert S. D'Intino**, Rowan U.

104 ☯✈🗪💻: *(SIM, ENT, BPS, ITC)* **Poverty Alleviation, Ecosystems, and Business:Challenges and opportunities for a research agenda**
4:20pm - 7:20pm Fairmont Chicago: Chancellor Room
Organizers: **Moriah A. Meyskens**, Florida International U.**; Kevin McKague**, York U.
Participants: **Oana Branzei**, U. of Western Ontario**; Madhubalan Viswanathan**, U. of Illinois**; Nilay Yajnik**, NMIMS U.**; James Calvin**, Johns Hopkins U.**; Christian Seelos**, IESE Business School**; Manjula S Salimath**, U. of North Texas**; Johanna Mair**, IESE Business School**; Mark B. Milstein**, Cornell U.**; Srinivas Sridharan**, Richard Ivey School of Business**; Geoff Kistruck**, Ohio State U.**; Bruce Paton**, Monterey Institute of International Studies**; Ted London**, U. of Michigan**; Patrick L. Onsando**, Moi U.**; Catherine Marshall**, Temple U.**; Jose I. Galan**, Salamanca U.**; Nilesh Khare**, Ohio State U.**; Samer Abdelnour**, Ivey School of Business**; Geoff Archer**, Oregon State U.**; Krista Crawford-Mathis**, Capella U.**; Leif Willard Lundmark**, U. of utah**; Arno Eerikki Kourula**, Helsinki School of Economics**; Martin Herrndorf**, U. of St. Gallen**; Shuan SadreGhazi**, United Nations U. - MERIT**; Lisa Jones-Christensen**, U. of North Carolina - Chapel Hill

Friday 4:30PM

105 🕮☯✈💻: *(CAR, MC, HR)* **Career Workouts for Executives**
4:30pm - 6:30pm Sheraton Chicago: Mayfair Room
Speakers: **Konstantin Korotov**, ESMT**; Andreas Bernhardt**, European School of Management and Technology, Berlin**; Elizabeth Florent-Treacy**, INSEAD**; Laura Guillén Ramo**, INSEAD**; Chen Fliesher**, VU U. Amsterdam

106 : *(ENT, BPS)* **Entrepreneurship and Innovation in the Indian Context: Building a Research Agenda and its Challenges**
4:30pm - 6:30pm Hyatt Regency Chicago: New Orleans
Coordinator: **Gerard George**, Imperial College London
Presenters: **Gerard George**, Imperial College London**; Phanish Puranam**, London Business School**; Prashant Kale**, Rice U.**; Oana Branzei**, U. of Western Ontario**; Balagopal Vissa**, INSEAD**; Sougata Ray**, IIM Calcutta / Infosys Technologis Limited

Friday 4:40PM

107 🕮☯🗪: *(MED, ODC, CMS)* **Can You Teach It? Building Reflexivity In Management Practice**
4:40pm - 6:40pm Hyatt Regency Chicago: San Francisco
Organizer: **Paul Hibbert**, Strathclyde U.
Chair: **Russ Vince**, U. of Bath
Facilitators: **Ann L Cunliffe**, U. of Hull**; Sharon M. Livesey**, Fordham U.

Friday 5:00PM

108 🕮☯✈💻: *(MSR)* **Management, Spirituality, and Religion (MSR) Doctoral Student and New Faculty Consortium**
5:00pm - 7:00pm Hyatt Regency Chicago: Columbus KL
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Hosts: **Margaret Benefiel**, Andover Newton Theological School**; Kathy Lund Dean**, Idaho State U.
Distinguished Speaker: **John H. Huntington**, Woodstock Theological Center at Georgetown U.
Chairs: **Adela Jana McMurray**, RMIT U.**; Emmett E. Perry**, Rockhurst U.**; Freda Turner**, Northcentral U.
Speaker: **Andre L Delbecq**, Santa Clara U.

109 💻: *(OMT, RM)* **Sorting Out the Ideational in Institutional Theory**
5:00pm - 8:00pm Hyatt Regency Chicago: Wrigley
Organizers: **Tammar B. Zilber**, Hebrew U. of Jerusalem**; Kelly Thomson**, York U.
Facilitators: **Tina Dacin**, Queen's U.**; Royston Greenwood**, U. of Alberta**; Paul M Hirsch**, Northwestern U.**; Steve Maguire**, McGill U.**; Patricia H Thornton**, Duke U.**; Linda Wedlin**, Uppsala U.

Friday 5:10PM

110 🕮☯✈💻: *(CMS)* **Philosophical Foundations of Organizational Research**
5:10pm - 7:10pm Swissôtel Chicago: Vevey Salon 4
Chair: **Raza A Mir**, William Paterson U.
Participants: **Paul Adler**, U. of Southern California**; Andre Spicer**, U. of Warwick**; Pushkala Prasad**, Skidmore College**; Campbell Jones**, Copenhagen Business School

111 ☯✈💻: *(TIM, OMT, MC, BPS)* **Towards a Project-based View of Strategy and Innovation: Moving Beyond Project management II**
5:10pm - 8:10pm Hyatt Regency Chicago: Comiskey
Organizer: **Florian A. Täube**, European Business School
Discussants: **Gino Cattani**, New York U.**; Joseph Lampel**, City U. London**; Mark Lorenzen**, Copenhagen Business School
Presenters: **Andrew Davies**, Imperial College London**; Andreas Wald**, European Business School**; Andreas Schwab**, Iowa State U.**; Mark Lorenzen**, Copenhagen Business School**; Stephan Manning**, Duke U.**; Gino Cattani**, New York U.**; Joseph Lampel**, City U. London
Participants: **Lars Frederiksen**, Imperial College London**; Frank Lindner**, European Business School**; Simone Ferriani**, U. of Bologna**; Marcello M Mariani**, U. of Bologna**; Stefano Mengoli**, U. of Bologna**; Pushkar P Jha**, U. of Newcastle Business School

Friday 5:30PM

112 : *(AAA)* **New Member Orientation: Session 1**
5:30pm - 7:00pm Sheraton Chicago: Sheraton 4
Organizers: **James Calvin**, Johns Hopkins U.**; Kerry Ignatz**, Academy of Management

113 : *(AAA)* **Placement for Applicants**
5:30pm - 7:00pm Sheraton Chicago: Sheraton 5
Sponsored by: Pearson Education
Organizer: **James Hamilton Dulebohn**, Michigan State U.

114 🕮✈🗪💻: *(ENT, IM)* **Are Resources Allocated to Entrepreneurship Education Wasteful or Efficient? A Global Perspective**
5:30pm - 7:30pm Hyatt Regency Chicago: Gold Coast
Participants will be paired with leading scholars to address key issues, build understanding on developing research and entrepreneurship education.
Chairs: **Bruce Martin**, Wilfrid Laurier U.**; Jeff McNally**, Wilfrid Laurier U.
Presenters: **Saba Sharih**, Wilfrid Laurier U.**; Michael John Kay**, Wilfrid Laurier U.
Participants: **Norris F. Krueger**, Max Planck Institute of Economics**; Ralph Hanke**, Bowling Green State U.**; Mikael J Samuelsson**, Stockholm School of Economics**; Benson Honig**, Wilfrid Laurier U.**; Vangelis Souitaris**, City U. London**; Dawn R. DeTienne**, Colorado State U.**; Mark Weaver**, Rowan U.

115 🕮☯💻: *(HR)* **HR Division's Junior Faculty Consortium Dinner**
5:30pm - 7:30pm Offsite: TBA

116 : *(OB)* **Organizational Behavior Junior Faculty Workshop - Friday**
5:30pm - 9:30pm Sheraton Chicago: Chicago 9
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer, Maria Rotundo at rotundo@rotman.utoronto.ca, to obtain the approval code. The deadline to register is July 10, 2009.
Coordinators: **Maria Rotundo**, U. of Toronto**; Amy Wrzesniewski**, Yale U.
Speakers: **Max H. Bazerman**, Harvard U.**; Robin Ely**, Harvard U.**; Katherine Klein**, U. of Pennsylvania**; Bradley L. Kirkman**, Texas A&M U.**; Don Moore**, Carnegie Mellon U.**; Katherine W. Phillips**, Northwestern U.**; Madan M. Pillutla**, London Business School**; Anat Rafaeli**, Technion Israel Institute of Technology**; Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor**; Jing Zhou**, Rice U.

117 : *(ODC)* **Reception for ODC Founders(By Invitation Only)**
5:30pm - 6:30pm Swissôtel Chicago: Montreux Salon 3

Friday 5:40PM

118 : *(ENT, MH)* **Capturing the Oral History of the Entrepreneurship Division 2 Featuring a Conversation with Bob Brockhaus**
5:40pm - 7:40pm Hyatt Regency Chicago: Columbus H
Facilitators: **Barbara Jean Bird**, American U.**; Maria Minniti**, Southern Methodist U.**; Jose Pacheco**, Massachusetts Institute of Technology
Presenter: **Robert H Brockhaus**, Saint Louis U.

Friday 5:50PM

119 ✈💻: *(OB, MEN, RM)* **Developing Proposals Together: Mentoring to Advance Leadership Research**
5:50pm - 7:50pm Sheraton Chicago: Ontario Room
Participants must submit a research proposal to Dr. Marie Dasborough (m.dasborough@miami.edu) before registering for this PDW. Once the research proposal has been received, participants will then receive an approval code so they can register online. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: **Marie T. Dasborough**, U. of Miami
Participants: **Gary Yukl**, U. of Albany**; Claudia C. Cogliser**, Texas Tech U.**; Kevin B. Lowe**, U. of North Carolina, Greensboro**; David V. Day**, U. of Western Australia**; William L. Gardner**, Texas Tech U.**; Robert C Liden**, U. of Illinois, Chicago**; Michael Mumford**, U. of Oklahoma**; Boas Shamir**, Hebrew U. of Jerusalem**; Mary Uhl-Bien**, U. of Nebraska**; Daan van Knippenberg**, Erasmus U. Rotterdam

Friday 6:00PM

120 : *(GDO)* **GDO Doctoral Consortium Reception with GDO Officers and Executive Committee**
6:00pm - 8:00pm Sheraton Chicago: Chicago 8
This reception is open to all student and faculty participants in the GDO Doctoral Consortium, and to GDO Officers and Executive Committee members.
Organizers: **Susan L. Kirby**, Texas State U.**; Joy E. Beatty**, U. of Michigan, Dearborn
Division Chair: **Jeanette N. Cleveland**, Pennsylvania State U.
Division Chair-Elect.: **Quinetta Roberson**, Villanova U.
Program Chair: **David A. Kravitz**, George Mason U.
Professional Development Workshop Chair: **Diana Bilimoria**, Case Western Reserve U.

121 : *(ICW)* **MMD Debriefing #1, CBS**
6:00pm - 7:30pm Hyatt Regency Chicago: Skyway 260
Organizer: **Mette Halborg**, Copenhagen Business School

122 : *(NDSC)* **New Doctoral Student Consortium Happy Hour (OFFSITE)**
6:00pm - 8:00pm Offsite: TBA
Come meet other new doctoral students from around the world. Please check our website for the location: http://group.aomonline.org/ndsc
Organizers: **Matthew C. Mitchell**, U. of South Carolina**; Bryant Thompson**, U. of South Carolina**; Dana McDaniel**, U. of California, Irvine**; Marko Horn**, Florida State U.**; Lillian H. Toy**, U. of Washington Business School**; David Sweetman**, U. of Nebraska-Lincoln

123 : *(OMT)* **Meet OMT Reception**
6:00pm - 8:00pm Hyatt Regency Chicago: Truffles

Friday 6:10PM

124 🕮💻: *(MED, RM)* **MED Writers Workshop with Editors of OMJ and JME**
6:10pm - 8:40pm Hyatt Regency Chicago: Columbus IJ
BY INVITATION ONLY. Approval code will be provided once paper for the MED conference program has been accepted. Pre-registration is required at https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Facilitators: **Jon Billsberry**, Coventry U.**; Thomas A. Bryant**, Newark School of Theology**; Dale E Fitzgibbons**, Illinois State U.**; Charles J. Fornaciari**, Florida Gulf Coast U.**; Katrin Hansen**, Gelsenkirchen U. of Applied Sciences**; Thomas F Hawk**, Frostburg State U.**; Magid Mazen**, Suffolk U.**; William D Schulte**, Shenandoah U.**; Frank Shipper**, Salisbury U.**; Carolyn Wiley**,

Roosevelt U.**; C Gopinath**, Suffolk U.**; Mary Ann Hazen**, U. of Detroit Mercy**; Jane Schmidt-Wilk**, Maharishi U.**; Tracey Honeycutt Sigler**, Northern Kentucky U.**; V Seshan**, Pepperdine U.**; Veronique Ambrosini**, Cardiff U.**; William P. Ferris**, Western New England College**; Martin J Hornyak**, U. of West Florida
Coordinator: **James C Spee**, U. of Redlands
Presenters: **Paula E. Brown**, North Illinois U.**; Lori Ann Coakley**, Bryant U.**; Steve Dunphy**, Indiana U. Northwest**; James B Lee**, Stonehill College**; Craig R. Sashittal**, St. John Fisher College**; Jennifer L. Seal**, Niagara U.**; Xavier Wieppe**, N/A**; Devi P Akella**, Albany State U.**; Kathleen J. Barnes**, East Stroudsburg U.**; Sylvain P. Bureau**, ESCP Europe**; Joseph E Champoux**, Emeritus U. of New Mexico**; Karina De Déa Roglio**, Pontificia U. Católica do Paraná**; Joseph Gregory Gerard**, SUNY Institute of Technology**; Kihwan Kim**, Southern Illinois U.**; Youngwon Park**, U. of Tokyo**; Gyewan Moon**, Kyungpook National U.**; Jongheon Kim**, Kyungpook National U.**; Paula Kyrö**, Helsinki School of Economics**; Kathi J Lovelace**, U. of Idaho**; Elizabeth A. McCrea**, Seton Hall U.**; Jorge Alexis Arevalo**, Laboratory Institute of Merchandising**; Jason Z Yin**, Seton Hall U.**; Darlene Gambill Motley**, Robert Morris U.**; Nigel Patrick Munro-Smith**, RMIT U.**; Antônio Batista Silva Jr.**, Fundação Dom Cabral**; Rajesh K Pillania**, Management Development Institute**; Michael J. Provitera**, Barry U.**; Paul L. Sauer**, Canisius College**; Eric Spencer**, U. de Chile**; Sheldene K Simola**, Trent U.**; J. Goosby Smith**, California State U. Channel Islands**; Efstathios Tapinos**, Aston U.**; Teri C Tompkins**, Pepperdine U.**; Kare Mobley**, Lund U.**; Nilay Yajnik**, NMIMS U.**; Ellen L West**, Portland State U.**; Mukesh Sud**, Augustana College**; Mary Finney**, Ohio U.

125 ✈💻: *(Paper Session) - (OCIS)* **OCIS International Paper Development Workshop**
6:10pm - 8:10pm Hyatt Regency Chicago: Atlanta
The objective of the Paper Development Workshop is to help authors improve their research for future submission to OCIS or academic journals. Senior OCIS researchers, as well as other workshop participants, will give authors specific feedback on their work. Authors will need to go through an application process in order to participate in this workshop. In the selection process, preference will be given to papers with either a significant international component (i.e., deal with intl issues such as globalization, rely on data collected outside of the US, or have at least one co-authors located outside of the US) or a theoretical perspective that is not considered mainstream. Please contact the PDW chairs to apply for the workshop.
Chairs: **Ulrike Schultze**, Southern Methodist U.**; Christina Soh**, Nanyang Technological U.
Facilitators: **Carol Stoak Saunders**, U. of Central Florida**; Soon Ang**, Nanyang Technological U.**; Ruey-Lin Hsiao**, National Chengchi U.**; Siew Kien Sia**, Nanyang Technological U.**; Michael Barrett**, U. of Cambridge**; Lynne Markus**, Bentley College**; Paul Hart**, Florida Atlantic U.**; Sue Newell**, Bentley College**; Chris Sauer**, U. of Oxford

- ✈Can You Get What I Expressed? The Emotion Expression in Computer-Mediated Communication | **Chih-Chien Wang**, National Taipei U.; **Shu-Cheng Chou**, National Taipei U.; **Yolande Y. Yang**, National Taipei U.
- 💻P-commerce: commercializing new positioning technologies. The Galileo GNS System | **Sérgio André Cavalcante**, Aarhus U.; **Peter Kesting**, Aarhus School of Business, Aarhus U.; **John P Ulhoi**, Aarhus U.
- ✈💻A cross-cultural study of human resource information systems | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.
- 💻Making Bon Marche: Organizing Principles and Sustained Use of e-Auction | **Ruey-Lin Hsiao**, National Chengchi U.; **Sue Hwa Ou**, National Chengchi U.
- 💻A three-dimensional framework for studying virtual organizing of business activities | **Anna B. Holm**, Aarhus U.
- 💻Communication and Brand Image Creation in Japan. A Cultural Approach | **Lisbeth Clausen**, Copenhagen Business School
- ☯✈💻Reflexive Trust in an Online Alumni Community | **George Kuk**, U. of Nottingham
- ☯✈💻The Maintainability of Open Source Software | **Yong Jing Hung**, U. of Nottingham; **George Kuk**, U. of Nottingham
- ✈🗪💻In Whom We Trust: Online Trust in Collective Deliberation through Argument-Based Tools | **Ali Gurkan**, U. degli Studi di Napoli Federico II; **Luca Iandoli**, U. of Napoli Federico II, Italy; **Mark Klein**, Massachusetts Institute of Technology; **Giuseppe Zollo**, U. of naples federico II
- 💻Digital Helping in Organizations | **Won Jun Lee**, Sungkyunkwan U.; **Gyudong Lee**, Sungkyunkwan U.; **Yuhyung Shin**, Sungkyunkwan U.
- ✈To be or not to be connected? BlackBerrys changing our terms of engagement | **Judith Sylvia MacCormick**, U. of New South Wales; **Kristine Dery**, U. of Sydney; **Darl Kolb**, U. of Auckland

Incentives in Online Communities - Boon or Bane? An Experimental Study | **Anja Iseke**, U. of Paderborn; **Ina Garnefeld**, U. of Paderborn; **Alexander Krebs**, Siemens AG

Social Construction of Information Systems in the Banking Sector in Brazil | **Elaine Tavares**, EBAPE-FGV; **Hermano Thiry-Cherques**, EBAPE-FGV

- 💻Spontaneous sharing of leadership in virtual teams | **Iris C. Fischlmayr**, Johannes Kepler U. Linz; **Satu Lähteenmäki**, Turku School of Economics; **Eeli Saarinen**, Turku School of Economics
- 💻E-mail as a leading medium in virtual teams:The application of leadership motivating language | **Ching-Wen Wang**, National Chung Hsing U.; **Kai-Tang Fan**, National Chung Hsing U.; **Po-Chang Lin**, National Yunlin U. of Science and Technology

Acceptance of Cross-border E-learning Instructional System Used for Coordinating Global Virtual Teams | **Ronald M Rivas**, Canisius College; **Paul L. Sauer**, Canisius College; **Eric Spencer**, U. de Chile

Friday 6:30PM

126 : *(ODC)* **ODC Doctoral Consortium Dinner(Offsite)**
6:30pm - 8:30pm Offsite: TBA
The ODC Doctoral Consortium Dinner will take place at an offsite location TBA from 6:30-8:30pm.

Friday 6:40PM

127 🕮✈: *(IM, HR)* **Teaching International HRM: A Business and People Perspective**
6:40pm - 8:40pm Hyatt Regency Chicago: New Orleans

Speakers: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration**; Paul Evans**, INSEAD**; Vladimir Pucik**, IMD

Saturday 7:00AM

128 : *(MSR)* **MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: **Gerald Biberman**, U. of Scranton

Saturday 7:30AM

129 : *(HR)* **HR Breakfast Social (By Invitation Only)**
7:30am - 9:00am Sheraton Chicago: Ontario Room
Program Coordinator: **Howard J. Klein**, Ohio State U.
Presenters: **John Hollenbeck**, Michigan State U.**; John E. Delery**, U. of Arkansas**; Sandy J. Wayne**, U. of Illinois, Chicago**; Murray R. Barrick**, Texas A&M U.

Saturday 7:50AM

130 : *(HCM)* **HCM Division Breakfast**
7:50am - 8:20am Swissôtel Chicago: St. Gallen Salon 2
Organizer: **Trish Reay**, U. of Alberta

Saturday 8:00AM

131 : *(AAA)* **AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
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.

132 : *(AAA)* **Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

133 : *(AAA)* **Conference Exhibits**
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

134 : *(AAA)* **Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Local Arrangements Chairs: **Lisa K Gundry**, DePaul U.**; Margaret Posig**, DePaul U.

135 : *(AAA)* **Membership Committee Opening Meeting & Breakfast**
8:00am - 10:00am Fairmont Chicago: Gold Room
Organizer: **James Calvin**, Johns Hopkins U.

136 : *(BPS)* **Business Policy & Strategy Division Doctoral Consortium II**
8:00am - 1:00pm Hyatt Regency Chicago: Comiskey
Chairs: **Catherine A Maritan**, Syracuse U.**; Michael J Leiblein**, Ohio State U.**; Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign
Presenters: **Jay B Barney**, Ohio State U.**; Philip Bromiley**, U. of California, Irvine**; Albert Cannella**, Tulane U.**; Steven W Floyd**, U. of St. Gallen**; Nicolai Foss**, Copenhagen Business School**; Anne Marie Knott**, Washington U.**; Thomas P. Moliterno**, U. of South Carolina**; Brian S. Silverman**, U. of Toronto
Participant: **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research

137 🕮💻: *(BPS)* **BPS New Faculty Consortium II**
8:00am - 5:00pm Hyatt Regency Chicago: Water Tower
Professional Development Workshop Chair: **Peter W Roberts**, Emory U.
Presenters: **Nicolaj Siggelkow**, U. of Pennsylvania**; Christina L Ahmadjian**, Hitotsubashi U.**; Mason A Carpenter**, U. of Wisconsin, Madison**; William S Hesterly**, U. of utah**; Glenn Hoetker**, U. of Illinois, Urbana-Champaign**; Guy Holburn**, U. of Western Ontario**; James A. Robins**, Singapore Management U.**; Rachelle Sampson**, U. of Maryland**; James Wade**, Rutgers U.**; Peer C. Fiss**, U. of Southern California

138 💻: *(BPS)* **Professional Development Workshop BPS Managing your Dissertation Workshop**
8:00am - 12:00pm Hyatt Regency Chicago: Wrigley
Please submit a brief summary of your dissertation research interests to Olivier Chatain at chatain@wharton.upenn.edu with the phrase "BPS Managing your Dissertation" in the title. Additional online registration is also required at https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009
Coordinator: **Olivier Chatain**, Wharton School, U. of Pennsylvania
Participants: **Ron Adner**, Dartmouth College**; Natarajan Balasubramanian**, Florida International U.**; Tom Brush**, Purdue U., West Lafayette**; Kathleen M. Eisenhardt**, Stanford U.**; Benjamin L. Hallen**, U. of Maryland, College Park**; Dinesh N Iyer**, Ohio U.**; Marvin B Lieberman**, U. of California, Los Angeles**; Evan Rawley**, Wharton School, U. of Pennsylvania**; Mariko Sakakibara**, U. of California, Los Angeles**; Jianyun Tang**, Memorial U. of Newfoundland

139 🕮☯✈💻: *(BPS, OMT, IM)* **Advancing Research? Knowing Practice!: Learning from Leading Scholars**
8:00am - 10:30am Hyatt Regency Chicago: Skyway 260
Chairs: **Patrick Reinmoeller**, Cranfield U.**; Art Kleiner**, Booz & Company
Speakers: **Anil K Gupta**, U. of Maryland, College Park**; Anne S. Huff**, Technical U. München**; Mark Jenkins**, Cranfield U.

140 💻: *(BPS, OMT, RM, MOC, IAM)* **What the Books don't tell you about Questionnaire Development**
8:00am - 10:00am Hyatt Regency Chicago: Hong Kong
Hands-on questionnaire development for complex constructs.
Participants: **Luis G. Flores**, Northern Illinois U.**; Wei Zheng**, Northern Illinois U.**; Devaki Rau**, Northern Illinois U.

141 ☯✈💻: *(BPS, TIM, ENT)* **Organizing Architectural Innovation:Knowledge, Teams, Firms, and Industry**
8:00am - 11:00am Hyatt Regency Chicago: Truffles
Organizers: **Andrea Prencipe**, U. G. d'Annunzio**; Stefano Brusoni**, Bocconi U.**; Michael G. Jacobides**, London Business School
Discussant: **Phanish Puranam**, London Business School
Presenters: **Alfonso Gambardella**, Bocconi U.**; Ferdinand Jaspers**, Rotterdam School of Management, Erasmus U.**; Jan Van den Ende**, Rotterdam School of Management, Erasmus U.**; Anant Mishra**, U. of Minnesota**; Alan MacCormack**, Massachusetts Institute of Technology

142 ✈💻: *(BPS, TIM, OMT, IM, RM)* **Measuring Knowledge Flows: Patent and Non-Patent Data**

8:00am - 11:00am Hyatt Regency Chicago: Columbus IJ
Chair: **Jeff Furman**, Boston U.
Discussant: **Scott Stern**, Northwestern U.
Presenters: **Jeannette Colyvas**, Northwestern U.**; Kwanghui Lim**, U. of Melbourne**; Fiona Murray**, Massachusetts Institute of Technology**; Tim Simcoe**, U. of Toronto**; Stefan Wagner**, Ludwig-Maximilians U.

143 🕮🗪💻: *(CAR, HR, SIM)* **Does Green Management Matter in Individual Lives? Incubating Research on the Greening of Careers**
8:00am - 10:00am Sheraton Chicago: Erie Room
Open to all with an interest in sustainability and careers, no background required
Organizer: **Barbara A. Ribbens**, Western Illinois U.
Presenters: **Svenja Tams**, U. of Bath**; Emmanuel Raufflet**, HEC Montreal**; Gordon P. Rands**, Western Illinois U.

144 🗪💻: *(CM, OB)* **Jr. Fac. Consortium: Conflict and Cooperation:Trust, Justice, and Culture**
8:00am - 4:00pm Sheraton Chicago: Mayfair Room
Pre-registration required: https://secure.aomonline.org/PDWReg. Contact bgoldman@eller.arizona.edu, to obtain approval code. Deadline: July 10, 2009.
Distinguished Speakers: **Joel Brockner**, Columbia U.**; Roy J. Lewicki**, Ohio State U.**; Quinetta Roberson**, Villanova U.**; Debra L. Shapiro**, U. of Maryland**; Kimberly A Wade-Benzoni**, Duke U.**; Michele J. Gelfand**, U. of Maryland
Chairs: **Barry M Goldman**, U. of Arizona**; Robert Bies**, Georgetown U.

145 : *(ENT)* **ENT Junior Faculty Consortium (OFFSITE)**
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8009 and 8014), 1 E Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at: http://ent.aomonline.org
Organizers: **William S Schulze**, U. of utah**; Louis Marino**, U. of Alabama

146 : *(ENT)* **ENT Doctoral Consortium (OFFSITE)**
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8010 and 8011). 1 E Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at http://ent.aomonline.org/
Organizers: **Ted Baker**, North Carolina State U.**; Sharon Alvarez**, Ohio State U.
Presenters: **Jon Eckhardt**, U. of Wisconsin, Madison**; Erkko Autio**, Imperial College London**; Harry J Sapienza**, U. of Minnesota

147 🕮🗪: *(ENT, HCM)* **Teaching Social and Sustainable Entrepreneurship**
8:00am - 10:00am Hyatt Regency Chicago: Skyway 269
Distinguished Speaker: **Norris F. Krueger**, Max Planck Institute of Economics
Chair: **William D Schulte**, Shenandoah U.
Presenters: **Mellani Day**, Colorado Christian U.**; Jill Kickul**, New York U.**; David J. Hansen**, College of Charleston**; Sophie Bacq**, IAG-Louvain School of Management**; Dianne HB Welsh**, U. of North Carolina-Greensboro

148 💻: *(ENT, RM)* **EO3: Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.**
8:00am - 10:30am Hyatt Regency Chicago: Columbian
This workshop provides a forum to discuss the EO construct, covering history, components and conceptual and methodological uses in future research.
Chair: **Ayman Tarabishy**, George Washington U.
Discussants: **Per Davidsson**, Queensland U. of Technology**; Justin L. Davis**, Ohio U.**; Erik Monsen**, Max Planck Institute of Economics**; Jeffrey Matthew Pollack**, U. of Richmond**; Sheryllynn Roberts**, U. of Texas at Arlington**; Marshall Sashkin**, George Washington U.**; William John Wales**, Rensselaer Polytechnic Institute**; Roxanne Zolin**, Queensland U. of Technology**; Alankrita Pandey**, U. of Texas at Arlingon**; Todd Saxton**, IU Kelley School of Business**; Jeffrey S Hornsby**, Kansas State U.

149 🕮☯✈💻: *(GDO)* **The Gender and Diversity in Organizations Doctoral Student Consortium (Invitation Only)**
8:00am - 3:30pm Sheraton Chicago: Superior A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact both organizers - Susan Kirby (prof_kirby@yahoo.com) and Joy Beatty (jebeatty@umd.umich.edu) - to obtain the approval code. The deadline to register is July 10, 2009.
Chairs: **Susan L. Kirby**, Texas State U.**; Joy E. Beatty**, U. of Michigan, Dearborn
Participants: **Herman Aguinis**, Indiana U., Bloomington**; Myrtle P. Bell**, U. of Texas, Arlington**; Stacy Blake-Beard**, Simmons College**; Robin Ely**, Harvard U.**; Alison M. Konrad**, U. of Western Ontario**; Ellen Ernst Kossek**, Michigan State U.**; Mustafa F Ozbilgin**, U. of East Anglia**; Gary N. Powell**, U. of Connecticut, Storrs**; Susan Vinnicombe**, Cranfield U.**; Ian O. Williamson**, U. of Melbourne**; David A. Kravitz**, George Mason U.**; Jeanie Mannheimer Forray**, Western New England College

150 💻: *(GDO, MEN, HR, OB)* **Pink Management: An LGBTQ Research Incubator**
8:00am - 11:00am Sheraton Chicago: Missouri Room
At this workshop, participants will have the opportunity to share their research ideas and projects during small group discussions. In order to best facilitate this process and serve the specific needs of participants, we would like to conduct a short survey of participants prior to the meetings. Please feel free to contact the organizers (ophir@yorku.ca or r.trau@psy.uq.edu.au) if you are interested in attending the workshop. Pre-registration is highly recommended. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Ron Ophir**, York U.**; Raymond Nam Cam Trau**, U. of Queensland
Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee
Presenters: **Douglas Creed**, U. of Rhode Island**; Charmine E. J. Hartel**, Monash U., Clayton**; Mary J Fambrough**, Alliant International U.**; Shaun Pichler**, Michigan State U.**; Eden King**, George Mason U.**; Christine Silva**, Catalyst

151 🕮💻: *(HR)* **HR Division Doctoral Student Consortium**
8:00am - 5:30pm Sheraton Chicago: Sheraton 5
Organizers: **Frederick P. Morgeson**, Michigan State U.**; Jenny M. Hoobler**, U. of Illinois, Chicago**; Wendy R. Boswell**, Texas A&M U.
Speaker: **Gary P. Latham**, U. of Toronto

SATURDAY

Presenters: **Subrahmaniam Tangirala**, U. of Maryland, College Park**; Hock-Peng Sin**, Michigan State U.**; Marie S. Mitchell**, U. of Nebraska**; Jason D. Shaw**, U. of Minnesota**; Ian O. Williamson**, U. of Melbourne**; Erich C. Dierdorff**, DePaul U.**; Kenneth G. Brown**, U. of Iowa**; Rebecca A. Thacker**, Ohio U.**; Timothy Golden**, Rensselaer Polytechnic Institute**; Bradford S Bell**, Cornell U.**; Gary Johns**, Concordia U.**; Talya N. Bauer**, Portland State U.**; Michael J. Burke**, Tulane U.**; Rodger Griffeth**, Ohio U.**; K. Michele Kacmar**, U. of Alabama**; Steve W. J. Kozlowski**, Michigan State U.**; Jeffery LePine**, U. of Florida**; John A Wagner**, Michigan State U.**; Frits Pil**, U. of Pittsburgh**; Lynn Shore**, San Diego State U.**; Fred O. Walumbwa**, Arizona State U.**; Maureen L. Ambrose**, U. of Central Florida**; Riki Takeuchi**, Hong Kong U. of Science and Technology**; Theresa M. Glomb**, U. of Minnesota**; David G. Allen**, U. of Memphis**; Tammy D. Allen**, U. of South Florida**; Lois Tetrick**, George Mason U.**; Deanne N. DenHartog**, U. of Amsterdam**; Sandy J. Wayne**, U. of Illinois, Chicago**; Hui Liao**, U. of Maryland, College Park; **J. Bruce Tracey**, Cornell U.

152 ✈: *(IAM)* **Identifying the "Best" HR practices in Mexico: A Case Study Approach**
8:00am - 10:00am Sheraton Chicago: Huron Room
Presenter: **Pramila Rao**, Marymount U.

153 🕮✈: *(IAM)* **La Integración de los inmigrantes en España ca: El caso de una empresa española-Marco Aldany**
8:00am - 10:00am Fairmont Chicago: Moulin Rouge
Distinguished Speaker: **Marta M. Elvira**, IESE Business School
Chair: **Pin Jose Ramon**, IESE Business School
Discussants: **Pablo Cardona**, IESE Business School**; Guido Stein**, IESE Business School
Coordinator: **Lourdes Susaeta**, IESE Business School

154 ✈💻: *(IM)* **International Management Division Paper Development Workshop**
8:00am - 10:30am Hyatt Regency Chicago: Burnham
Organizer: **John Mezias**, U. of Miami
Participants: **Jonathan P Doh**, Villanova U.**; Lorraine Eden**, Texas A&M U.**; Susan Feinberg**, Rutgers U.**; Rosalie L. Tung**, Simon Fraser U.

155 🕮✈💻: *(IM)* **International Management Division Doctoral Student Consortium**
8:00am - 3:00pm Hyatt Regency Chicago: DuSable
Organizer: **Guenter Stahl**, WU Vienna
Participants: **Kazuhiro Asakawa**, Keio U.**; Saikat Chaudhuri**, U. of Pennsylvania**; Yves Doz**, INSEAD**; Cristina Gibson**, U. of California, Irvine**; Mark E. Mendenhall**, U. of Tennessee, Chattanooga**; Jean-Francois Hennart**, Tilburg U.**; Rosalie L. Tung**, Simon Fraser U.**; Lena Zander**, Victoria U. of Wellington**; Rabi S. Bhagat**, U. of Memphis**; Andrew Delios**, National U. of Singapore**; Ingmar Bjorkman**, Swedish School of Economics and Business Administration

156 🕮✈💻: *(IM)* **International Management Division Junior Faculty Consortium**
8:00am - 3:00pm Hyatt Regency Chicago: Field
Organizer: **Mary Zellmer-Bruhn**, U. of Minnesota
Participants: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign**; Mason A Carpenter**, U. of Wisconsin, Madison**; Sea Jin Chang**, National U. of Singapore**; Miriam Erez**, Technion Israel Institute of Technology**; Martine Haas**, U. of Pennsylvania**; Tatiana Kostova**, U. of South Carolina**; Xavier Martin**, Tilburg U.**; Sheila M. Puffer**, Northeastern U.**; Jeffrey Sanchez-Burks**, U. of Michigan**; J Myles Shaver**, U. of Minnesota**; Dean Tjosvold**, Lingnan U.

157 🕮☯✈🗪: *(ITC)* **Green Teaching: A Forum for Sharing Ideas on Incorporating Environmental Awareness in our Teaching**
8:00am - 10:00am Hyatt Regency Chicago: Atlanta
Participants: **Celeste M. Brotheridge**, U. of Quebec, Montreal**; Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.**; Jacqueline Laura Power**, Odette School of Business**; Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia**; Bernhardus Johannes Van Hoff**, U. de los Andes**; Nikos Bozionelos**, U. of Durham

158 ✈: *(ITC, BPS)* **Similarity and difference in Asian and U.S. Economic Crisis and firm response**
8:00am - 10:00am Hyatt Regency Chicago: Skyway 265
Organizer: **Mina Lee**, Purdue U.
Chair: **Daewoo Park**, Xavier U.
Discussants: **Jisung Kim**, Fordham U.**; Hicheon Kim**, Korea U.
Presenters: **David Yi**, Xavier U.**; James Turner**, Xavier U.**; Seung-Hyun Lee**, U. of Texas, Dallas

159 🕮☯✈💻: *(ITC, MOC, OB, HR, TTC)* **The Effects of Education and Training on Cultural Intelligence: Research Directions & Developments**
8:00am - 10:00am Hyatt Regency Chicago: Horner
Chair: **Jacob Eisenberg**, U. College Dublin
Participants: **Barbara Brenner**, Vienna U. of Economics and Business Administration**; Frank Brück**, Vienna U. of Economics and Business Administration**; Hyun-Jung Lee**, London School of Economics

160 🕮☯: *(MC, ODC)* **New Emerging Consultant Roles in a 24/7 World**
8:00am - 10:00am Hyatt Regency Chicago: Wright
Chair: **Larry E. Greiner**, U. of Southern California
Participants: **Kurt Motamedi**, Pepperdine U.**; David Jamieson**, Jamieson Consulting Group, Inc.**; Ilse Ennsfellner**, Ennsfellner Consulting

161 💻: *(MED, OB, HR, GDO)* **Where Good Research Proposals Go to Get Funded Well: How to Secure a MERI Grant**
8:00am - 10:00am Hyatt Regency Chicago: Toronto
Organizer: **Brooks C. Holtom**, Georgetown U.
Participants: **Timothy Baldwin**, Indiana U., Bloomington**; Thomas F Hawk**, Frostburg State U.**; Myrtle P. Bell**, U. of Texas, Arlington**; Edward J Inderrieden**, Marquette U.**; Sara L Rynes**, U. of Iowa**; Rachel Ann Edgington**, Graduate Management Admission Council**; Maria Kraimer**, U. of Iowa**; J B Arbaugh**, U. of Wisconsin, Oshkosh

162 🕮: *(MED, PNP, TIM)* **Emerging Technologies & Service-Learning: A Demonstration, Discussion, and Design for Moving Forward**
8:00am - 10:00am Hyatt Regency Chicago: Skyway 261
Organizer: **Amy L. Kenworthy**, Bond U.
Presenters: **Kay Barnes**, Park U.**; Theresa Coates**, Clarkson U.**; Laurie N DiPadova-Stocks**, Park U.**; Sherril B Gelmon**, Portland State U.**; Amy L. Kenworthy**, Bond U.**; Larry Pate**, U. of North

Dakota**; Alexis Nicole Petri**, U. of Missouri at Kansas City**; Marilyn L Taylor**, U. of Missouri-Kansas City**; Julie Warm**, U. of Missouri at Kansas City

163 ☯💻: *(MH)* **Getting Published: Cases, Articles, Books and Book Reviews**
8:00am - 10:00am Swissôtel Chicago: Montreux Salon 3
Chair: **Jane Whitney Gibson**, Nova Southeastern U.
Participants: **John Humphreys**, Texas A&M U. - Commerce**; Peter B Petersen**, Johns Hopkins U.**; Bahaudin Mujtaba**, Nova Southeastern U.**; David D. Van Fleet**, Arizona State U.**; David A Lamond**, Nottingham Trent U.

164 : *(MOC, OMT)* **Cognition in the Rough**
8:00am - 11:30am Hyatt Regency Chicago: Gold Coast
Participants must pre-register for this session. Please contact the organizers at cirpdw@gmail.com for guidelines.
Facilitators: **Fran Ackermann**, Strathclyde U.**; Neal M. Ashkanasy**, U. of Queensland**; Andrea Casey**, George Washington U.**; Janet M. Dukerich**, U. of Texas, Austin**; C. Marlena Fiol**, U. of Colorado, Denver**; Raghu Garud**, Pennsylvania State U.**; Elizabeth George**, Hong Kong U. of Science and Technology**; Gerard P. Hodgkinson**, U. of Leeds**; Susan Houghton**, Georgia State U.**; George P. Huber**, U. of Texas, Austin**; Lynn A. Isabella**, U. of Virginia**; Gerry Johnson**, Lancaster U.**; Chet Miller**, Wake Forest U.**; Frances J. Milliken**, New York U.**; Rhonda K. Reger**, U. of Maryland**; Susan C. Schneider**, HEC U. of Geneva
Coordinators: **Daniel A. Gruber**, U. of Michigan**; Morela Hernandez**, U. of Washington**; Sucheta Nadkarni**, U. of Nebraska**; David M. Wasieleski**, Duquesne U.**; Nils Plambeck**, HEC

165 : *(OB)* **Organizational Behavior Junior Faculty Workshop - Saturday**
8:00am - 5:00pm Sheraton Chicago: Chicago 9
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer, Maria Rotundo at rotundo@rotman.utoronto.ca, to obtain the approval code. The deadline to register is July 10, 2009.
Coordinators: **Maria Rotundo**, U. of Toronto**; Amy Wrzesniewski**, Yale U.
Speakers: **Max H. Bazerman**, Harvard U.**; Katherine Klein**, U. of Pennsylvania**; Bradley L. Kirkman**, Texas A&M U.**; Don Moore**, Carnegie Mellon U.**; Katherine W. Phillips**, Northwestern U.**; Madan M. Pillutla**, London Business School**; Anat Rafaeli**, Technion Israel Institute of Technology**; Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor**; Jing Zhou**, Rice U.
Participant: **Robin Ely**, Harvard U.

166 : *(OB)* **Organizational Behavior Doctoral Consortium - Saturday**
8:00am - 5:30pm Sheraton Chicago: Sheraton 3
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer, Michelle Duffy at duffy111@umn.edu, to obtain the approval code. The deadline to register is July 10, 2009.
Keynote Speaker: **John Schaubroeck**, Michigan State U.
Facilitators: **Bennett J. Tepper**, Georgia State U.**; Talya N. Bauer**, Portland State U.**; Aparna Joshi**, U. of Illinois, Urbana-Champaign**; Amir Erez**, U. of Florida**; David Mayer**, U. of Michigan**; David G. Allen**, U. of Memphis**; Jill Ellingson**, Ohio State U.**; Kyle Lewis**, U. of Texas, Austin**; Brent Smith**, Rice U.**; Elaine C. Hollensbe**, U. of Cincinnati**; Mary Uhl-Bien**, U. of Nebraska**; Elizabeth Eve Umphress**, Texas A&M U.**; Adam M. Grant**, U. of Pennsylvania**; Lucy L. Gilson**, U. of Connecticut, Storrs**; Christina L. Stamper**, Western Michigan U.**; Lynn Shore**, San Diego State U.**; Glen E. Kreiner**, Pennsylvania State U.**; Christopher O. L. H. Porter**, Texas A&M U.**; Karl Aquino**, U. of British Columbia**; Stefan Thau**, London Business School**; Hui Liao**, U. of Maryland, College Park**; Raymond T Sparrowe**, Washington U. in St. Louis**; Cindy P. Zapata**, Georgia Institute of Technology**; Scott Seibert**, U. of Iowa**; Paul E. Tesluk**, U. of Maryland
Coordinators: **Michelle K. Duffy**, U. of Minnesota**; Suzanne S. Masterson**, U. of Cincinnati
Speakers: **Jason D. Shaw**, U. of Minnesota**; Marcus W. Dickson**, Wayne State U.**; Amy L. Kristof-Brown**, U. of Iowa**; Mel Fugate**, Southern Methodist U.**; James H Davis**, U. of Notre Dame**; Susan R. Madsen**, Utah Valley U.

167 📖☁💻: *(OB, CM)* **Leaders as Decision Makers: A Collection of Roundtable Discussions**
8:00am - 10:00am Sheraton Chicago: Mississippi Room
Coordinator: **Laura Erskine**, Illinois State U.
Presenters: **Emily S. Block**, U. of Notre Dame**; Laura Erskine**, Illinois State U.**; Geoff Kistruck**, Ohio State U.**; Richard Larrick**, Duke U.**; Sim B. Sitkin**, Duke U.**; Michael Song**, U. of Missouri - Kansas City**; Noel Tichy**, U. of Michigan

168 ☯💻: *(OB, ENT, HR, BPS, GDO)* **The 17th Annual Craft of Reviewing Workshop**
8:00am - 10:00am Sheraton Chicago: Sheraton 2
Organizers: **Susan Wills Amat**, U. of Miami**; Kim Gower**, Virginia Commonwealth U.
Participants: **Anson Seers**, Virginia Commonwealth U.**; Barbara A. Ritter**, Coastal Carolina U.**; Franz W. Kellermanns**, Mississippi State U.**; Jeffrey Matthew Pollack**, U. of Richmond

169 📖✈💻: *(OB, IM, HR)* **Cultural Intelligence in the Global Leadership Context**
8:00am - 11:00am Sheraton Chicago: Chicago 6
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chairs: **Soon Ang**, Nanyang Technological U.**; Linn Van Dyne**, Michigan State U.
Presenters: **Kok-Yee Ng**, Nanyang Technological U.**; Thomas Rockstuhl**, Nanyang Technological U.**; Filip Lievens**, Ghent U.**; Yu-Shan Hsu**, U. of Wisconsin Milwaukee**; Margaret Shaffer**, U. of Wisconsin, Milwaukee**; Gloria J. Miller**, U. of Wisconsin Milwaukee**; Miriam Erez**, Technion Israel Institute of Technology**; Alon Lisak**, Technion Israel Institute of Technology**; Yih-teen Lee**, IESE Business School**; Aline D. Masuda**, EADA**; Pablo Cardona**, IESE Business School

170 ☯💻: *(OB, MC, OMT, MOC)* **Complexity in human systems: Exploring how leaders respond & what research has to say about it.**
8:00am - 11:00am Sheraton Chicago: Arkansas Room
Prior to the meeting a database will be opened up to participants. More information can be found at: http://complexityleadership.wikispaces.com
Chair: **James K. Hazy**, Adelphi U.

SATURDAY

Presenters: **David Snowden**, Cognitive Edge Ltd**; Pierpaolo Andriani**, eBMS- Scuola Superiore ISUFI- U. of Salento**; Bill McKelvey**, U. of California, Los Angeles

171 🕮✈💻: *(OCIS)* **OCIS Doctoral Consortium**
8:00am - 4:00pm Hyatt Regency Chicago: Columbus H
Attendance is by application only. Applicants are invited to apply by contacting Manju Ahuja (manju.ahuja@louisville.edu).
Chair: **Manju K Ahuja**, U. of Louisville
Presenters: **Carol Stoak Saunders**, U. of Central Florida**; Catherine Cramton**, George Mason U.**; Vallabh Sambamurthy**, Michigan State U.**; Christina Soh**, Nanyang Technological U.**; Arun Rai**, Georgia State U.

172 ✈💻: *(OCIS)* **The U.S.-International Divide in OCIS Research: The Journal Editors' Perspective**
8:00am - 9:30am Hyatt Regency Chicago: New Orleans
Chair: **Ulrike Schultze**, Southern Methodist U.
Presenters: **Vallabh Sambamurthy**, Michigan State U.**; Daniel Robey**, Georgia State U.**; Samer Faraj**, McGill U.

173 🕮☯💻: *(ODC)* **Consultant Skill Building: Sensory Awareness Acting Exercises for Data Collection Skill Development**
8:00am - 10:00am Swissôtel Chicago: St. Gallen Salon 1
Facilitator: **Leslie Stager Jacques**, Massey U. Auckland

174 💻: *(ODC)* **ODC Doctoral Consortium**
8:00am - 4:00pm Swissôtel Chicago: Vevey Salon 1

175 ☯✈🗪: *(ODC)* **Moving Groups Beyond Commiseration to Create Sustainable Change**
8:00am - 1:30pm Swissôtel Chicago: Vevey Salon 2
Presenters: **Monty G. Miller**, International Performance Solutions, Ltd.**; Judith L Capper**, Washington State U.**; Stephen P Fitzgerald**, TUI U.**; Craig G Wishart**, Fayetteville State U.**; Joanne C Preston**, Colorado Technical U.

176 💻: *(OM)* **Junior Faculty Workshop - OM Division - Breakout session**
8:00am - 10:30am Hyatt Regency Chicago: Ogden

177 🕮✈💻: *(OM)* **Show Me the Money: Applying for Funding, Scholarships, and Accreditation in Project Management**
8:00am - 10:30am Hyatt Regency Chicago: Columbus G
Organizer: **Carla M. Messikomer**, Project Management Institute
Participants: **Carla M. Messikomer**, Project Management Institute**; Lewis M. Gedansky**, PMI Educational Foundation**; John H. Cable**, U. of Maryland

178 🕮☯💻: *(OM)* **Junior Faculty Workshop - Operations Management Division**
8:00am - 10:30am Hyatt Regency Chicago: San Francisco
Application and admission required prior to the program. Please see the call for applications at http://om.aomonline.org/
Participant: **Elliot Bendoly**, Emory U.

179 💻: *(OMT, OB, BPS, RM, ENT, OCIS)* **Theoretical and Empirical Applications of Social Network Analysis**
8:00am - 11:30am Hyatt Regency Chicago: Columbus KL
Register by e-mailing contact information and research interests to Chris Sterling at chris.sterling@uky.edu and to obtain the approval code for this workshop. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: **Giuseppe Labianca**, U. of Kentucky
Discussants: **Stephen Borgatti**, U. of Kentucky**; Ronald S. Burt**, U. of Chicago**; Tiziana Casciaro**, U. of Toronto**; Maurits de Klepper**, Free U.**; Martin Gargiulo**, INSEAD**; Martin J. Kilduff**, U. of Cambridge**; Bill McEvily**, U. Toronto**; Ravi Madhavan**, U. of Pittsburgh**; Ajay Mehra**, U. of Kentucky**; David Obstfeld**, U. of California, Irvine**; Jill Perry-Smith**, Emory U.**; Giuseppe Soda**, SDA Bocconi U.**; Raymond T Sparrowe**, Washington U. in St. Louis
Coordinators: **Daniel J. Brass**, U. of Kentucky**; Andrew V. Shipilov**, INSEAD**; Jonathan Lewis Johnson**, U. of Arkansas**; Chris Sterling**, U. of Kentucky

180 💻: *(OMT, RM, OB, MOC)* **Being There/Being Them: Writing Ethnographic Tales**
8:00am - 10:30am Hyatt Regency Chicago: Skyway 272
Preregistration is encouraged to allow for group pre-assignment. Please contact Michel Anteby (manteby@hbs.edu) with PDW09 in your email title.
Organizers: **Michel Anteby**, Harvard U.**; Alexandra Michel**, U. of Southern California
Participants: **Beth Bechky**, U. of California, Davis**; John Weeks**, IMD**; Martha S. Feldman**, U. of California, Irvine**; Karen D Locke**, College of William & Mary**; Leslie Perlow**, Harvard U.

181 ☯🗪: *(ONE, ODC)* **Sustainability in Practice: Organizational Change Strategies for Greening Your Campus**
8:00am - 9:00am Fairmont Chicago: State Room
Chair: **Linda Robson**, Case Western Reserve U.
Presenters: **Erica Berte**, Indiana U. - Purdue U. Columbus**; Ilknur Kelceoglu**, Indiana U.- Purdue U., Columbus**; Mark Cordano**, Ithaca College

182 ☯✈🗪💻: *(PNP, PTC, ODC, BPS)* **Lessons from Practice: Cross Sector Partnerships to Solve Social and Environmental Challenges**
8:00am - 11:30am Fairmont Chicago: Chancellor Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Discussants: **David Graham Hyatt**, Case Western Reserve U.**; Jonathan Lewis Johnson**, U. of Arkansas**; Hildy Teegen**, U. of South Carolina**; Mary Tschirhart**, Syracuse U.**; Barbara Gray**, Pennsylvania State U.**; Patricia Marquez**, U. of San Diego**; John W Selsky**, U. of South Florida**; May Seitanidi**, Brunel Business School**; Jonathan P Doh**, Villanova U.

183 ☯: *(PTC, BPS, MC, OMT)* **Developing Mid-range Theory in Strategic Management for RBV and Competence Based Management**
8:00am - 12:00pm Fairmont Chicago: Ambassador Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Participants: **Colin Eden**, Strathclyde U.**; Fran Ackermann**, Strathclyde U.**; Aimé Heene**, U. of Ghent**; Ron Sanchez**, Copenhagen Business School**; Kim Warren**, London Business School**; Shayne Gary**, Australian Graduate School of Management**;**

Peter Galvin, Curtin U. of Technology**; Martin Horacio Kunc**, U. Adolfo Ibanez

184 ☯💻: *(RM)* **Reality Mining: Using Sociometric Badges for Automated Behavioral Data Collection**
8:00am - 10:00am Sheraton Chicago: Chicago 7
Organizers: **Benjamin Nathan Waber**, Massachusetts Institute of Technology**; Lynn Wu**, Massachusetts Institute of Technology
Discussants: **Alex Pentland**, Massachusetts Institute of Technology**; Peter Gloor**, Massachusetts Institute of Technology**; Sinan Aral**, Massachusetts Institute of Technology**; David Lazer**, Harvard U.**; Erik Brynjolfsson**, Massachusetts Institute of Technology

185 🕮💻: *(RM)* **Ask The Experts: Qualitative and Quantitative Methods**
8:00am - 10:00am Sheraton Chicago: Sheraton 1
Facilitators: **Raza A Mir**, William Paterson U.**; Mark A. Griffin**, U. of Sheffield
Presenters: **Amy C. Edmondson**, Harvard U.**; Sanjay Jain**, San Francisco State U.**; Paula Jarzabkowski**, Aston U.**; Ali Mir**, New York Institute of Technology**; Christopher B. Bingham**, U. of Maryland**; David A Hofmann**, U. of North Carolina at Chapel Hill**; Mark Gavin**, Oklahoma State U.**; Herman Aguinis**, Indiana U., Bloomington**; Todd C. Darnold**, Creighton U.**; Daniel A. Newman**, U. of Illinois at Urbana-Champaign**; Ryan D. Zimmerman**, Texas A&M U.**; Jodi S. Goodman**, U. of Connecticut**; Lisa Schurer Lambert**, Georgia State U.**; Stephanie L. Castro**, Florida Atlantic U.**; Chester A. Schriesheim**, U. of Miami**; Robert J. Vandenberg**, U. of Georgia**; Larry J. Williams**, Virginia Commonwealth U.**; Gordon W Cheung**, Chinese U. of Hong Kong**; Heidi Wechtler**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

186 🕮: *(SIM, CMS, OMT)* **Time for New Topics in Management? Perceptions of Sustainability and Other Topics in the Classroom**
8:00am - 9:30am Fairmont Chicago: Embassy Room
Organizers: **Barrie E. Litzky**, Pennsylvania State U., Great Valley**; Marc O. Orlitzky**, Pennsylvania State U., Altoona
Participants: **Jill Ann Brown**, Lehigh U.**; Tara L. Ceranic**, U. of San Diego**; Tammy MacLean**, Suffolk U.

187 💻: *(TIM)* **TIM Doctoral Student Consortium**
8:00am - 12:00pm Hyatt Regency Chicago: Addams
Pre-registration is required.
Organizers: **Mary J. Benner**, U. of Pennsylvania**; Preeta Banerjee**, Brandeis U.
Presenters: **Benjamin A. Campbell**, Ohio State U.**; Sonali K. Shah**, U. of Washington**; Francois Therin**, U21GLOBAL**; Mary Tripsas**, Harvard U.**; Christopher L Tucci**, EPFL**; Philip Anderson**, INSEAD

188 💻: *(TIM)* **TIM Junior Faculty Consortium**
8:00am - 12:00pm Hyatt Regency Chicago: McCormick
Pre-registration is required.
Organizers: **Juan Alcacer**, Harvard U.**; Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne

189 🕮🗪: *(TTC, BPS)* **Wise Consumers of Green Ideas: Incorporating Critical Thinking into Our Teaching**
8:00am - 10:30am Sheraton Chicago: Ohio Room
This PDW presents and explores critical thinking models designed to help students become wise consumers of environmental sustainability ideas.
Organizer: **Christina A. Hannah**, U. of Maryland U. College
Presenters: **Randall G. Sleeth**, Virginia Commonwealth U.**; Tom Mierzwa**, U. of Maryland U. College**; Robert D. Pratt**, Defense Acquisition U.

190 🕮: *(TTC, MED, MSR)* **Aesthetics and Teaching**
8:00am - 11:00am Sheraton Chicago: Chicago 10
Presenters: **Stefan Meisiek**, U. Nova de Lisboa**; Steven S Taylor**, Worcester Polytechnic Institute**; S J Jr Carroll**, U. of Maryland**; John Cimino**, Creative Leaps International**; Lisa K Gundry**, DePaul U.**; William P. Ferris**, Western New England College**; Pedro David Perez**, Cornell U.**; Hans Hansen**, Texas Tech U.

Saturday 8:30AM

191 : *(AAA)* **Placement Services**
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3
Placement Services - Registration and Information
Organizers: **James Hamilton Dulebohn**, Michigan State U.**; Wendy Kramer**, Keystone College

192 ☯✈💻: *(AAM, ENT, IM, BPS)* **Key Issues of Korean Entrepreneurship: Current Status and Future Challenge**
8:30am - 10:30am Swissôtel Chicago: Vevey Salon 4
Organizer: **Yongsun Paik**, Loyola Marymount U.
Presenters: **Seung Bai Bach**, California State U. Sacramento**; Zong-Tae Bae**, Korea Advanced Institute of Science & Technology**; In Hyeock Ian Lee**, Western Kentucky U.**; Dominic S. K. Lim**, Brock U.**; Sung-Wook Moon**, KDI School of Public Policy & Management**; Yongsun Paik**, Loyola Marymount U.

193 ✈💻: *(HCM, OB, OMT, ODC, PNP)* **Obtaining Funding for Health Care and Organizational Research Nationally and Internationally**
8:30am - 10:30am Swissôtel Chicago: Vevey Salon 3
Organizer: **Gregory A. Aarons**, U. of California, San Diego
Chair: **Jullet A. Davis**, U. of Alabama
Presenters: **Louise Fitzgerald**, De Montfort U.**; Elisabeth Wilson-Evered**, Monash U.**; Gregory A. Aarons**, U. of California, San Diego**; Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill

194 🕮☯💻: *(HR)* **HR Division Junior Faculty Consortium**
8:30am - 5:30pm Sheraton Chicago: Michigan A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 30, 2009. Please contact the organizer, Miguel Quinones, at quinones@cox.smu.edu to obtain the approval code.
Organizers: **Miguel Quinones**, Southern Methodist U.**; Judith W. Tansky**, Ohio State U.**; Diane E. Johnson**, U. of Alabama, Tuscaloosa**; David P. Lepak**, Rutgers U.
Presenters: **Mel Fugate**, Southern Methodist U.**; Richard J. Klimoski**, George Mason U.**; Paul E. Tesluk**, U. of Maryland**; Ian O. Williamson**, U. of Melbourne**; Kenneth G. Brown**, U. of Iowa**; John Hollenbeck**, Michigan State U.**; Riki Takeuchi**, Hong Kong U. of Science and Technology

SATURDAY

195 🕮✈💻: *(NDSC)* **New Doctoral Student Consortium**
8:30am - 5:00pm Sheraton Chicago: Sheraton 4
Pre-registration is required. For more information (including how to register), please visit our website at http://group.aomonline.org/ndsc
Sponsored by: ESMT European School of Management and Technology
Organizers: **David Sweetman**, U. of Nebraska-Lincoln**; Bryant Thompson**, U. of South Carolina**; Marko Horn**, Florida State U.**; Dana McDaniel**, U. of California, Irvine**; David M Quisenberry**, U. of Nebraska-Lincoln**; Lillian H. Toy**, U. of Washington Business School**; Yamuna Baburaj**, Drexel U.**; Emily Amdurer**, Case Western Reserve U.**; Christopher C. Bradshaw**, U. of Missouri**; Mark E. Collins**, U. of Tennessee, Knoxville**; Ellen T. Crumley**, U. of Alberta**; Kevin Saul Cruz**, U. of Pittsburgh**; Bart J. Debicki**, Mississippi State U.**; Evan John Douglas**, U. of the Sunshine Coast**; Luciana Carvalho de Mesquita Ferreira**, Rotterdam School of Management and CAPES/Brazil**; Joan Finley**, Benedictine U.**; Swapnil Garg**, U. of Florida**; Wei Guo**, U. of Maryland - College Park**; Julie I Hancock**, U. of Memphis**; Mie Harder**, Copenhagen Business School**; Aaron Hill**, Oklahoma State U.**; Jennifer Miner Knippen**, U. of Florida**; Nicole Lucas**, U. of Texas at Arlington**; Matt Luth**, U. of Kansas**; Jeffrey B. Paul**, Oklahoma State U.**; Kimberly Shenay Pleasant**, Georgia State U.**; Preeti Wadhwa**, U. of Kansas**; Sean Rogers**, Rutgers U.**; Donald Joseph Schepker**, U. of Kansas**; Meri Thompson**, Louisiana State U.**; Chia-Jung Tsay**, Harvard U.**; Sarah Keating Turkisher**, USC**; Adam Wood**, U. of Southern California**; Erik Young**, U. of Illinois at Urbana-Champaign
Professional Development Workshop Chair: **Matthew C. Mitchell**, U. of South Carolina
Speakers: **William Bogner**, Georgia State U.; **Thomas M. Tripp**, Washington State U.; **Ronald K. Mitchell**, Texas Tech U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Tatiana Kostova**, U. of South Carolina; **Ginka Toegel**, IMD; **Luis Martins**, Georgia Institute of Technology; **Blake E. Ashforth**, Arizona State U.; **William Ocasio**, Northwestern U.; **Irene Henriques**, York U.; **Linda K. Trevino**, Pennsylvania State U.; **James Hamilton Dulebohn**, Michigan State U.; **Toyah L. Miller**, Indiana U., Bloomington; **David Lanier Major**, U. of Maryland, College Park; **Deeksha A Singh**, National U. of Singapore; **Joshua Ault**, U. of South Carolina; **Dan V. Caprar**, AGSM-Australian School of Business; **Chei Hwee Chua**, U. of South Carolina; **Yukika Awazu**, Bentley College; **Susie S. Cox**, McNeese State U.; **Shannon G. Taylor**, Louisiana State U.; **Yun-Chen Tsai Morgan**, Louisiana State U.; **Hilla Dotan**, Tel-Aviv U.; **Brent B Allred**, College of William & Mary; **Michael G. Jacobides**, London Business School; **Tammy L. Madsen**, Santa Clara U.; **Thomas P. Moliterno**, U. of South Carolina; **Audrey Korsgaard**, U. of South Carolina; **Tanya Menon**, U. of Chicago; **Greg R. Oldham**, Tulane U.; **Michael G. Pratt**, Boston College; **David P. Lepak**, Rutgers U.; **Jerome Katz**, Saint Louis U.; **Eileen Fischer**, York U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **David M. Sluss**, U. of South Carolina; **Konstantin Korotov**, ESMT; **Kim Cameron**, U. of Michigan; **Joseph Broschak**, U. of Arizona; **Edwin A. Locke**, U. of Maryland, College Park; **Angelo DeNisi**, Tulane U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Barbara A. Ritter**, Coastal Carolina U.; **John Hollenbeck**, Michigan State U.; **Jason Colquitt**, U. of Florida; **Matthew C. Mitchell**, U. of South Carolina; **Jason Ridge**, Oklahoma State U.; **Frank J. Barrett**, Naval Postgraduate School; **Stephanie L. Castro**, Florida Atlantic U.; **Luis Alfonso Dau**, U. of South Carolina; **Valentina Marano**, U. of South Carolina; **Valerie Bartelt**, Indiana U., Bloomington; **Jade Yu-Chieh Lo**, U. of Southern California; **Jakari Griffith**, U. of Nebraska, Lincoln; **Kenji Klein**, U. of California, Irvine; **Laura Elizabeth Marler**, Mississippi State U.; **Tim R. Holcomb**, Florida State U.; **Nicholas Athanassiou**, Northeastern U.; **Allan Bird**, U. of Missouri, St. Louis; **Scott Wiltermuth**, Stanford U.; **Daniel Scott DeRue**, U. of Michigan

Past Chair: **Daniel Rottig**, California State U. Long Beach

196 🕮☯🗪💻: *(ONE)* **ONE Doctoral Consortium**
8:30am - 11:30am Fairmont Chicago: Regent Room

197 🕮💻: *(PNP)* **Public & Nonprofit (PNP) Division - 2009 Doctoral Student Professional Development Consortium**
8:30am - 5:00pm Fairmont Chicago: Crystal Room
Participants: **Mary K. Feeney**, U. of Illinois at Chicago**; Donald P. Moynihan**, U. of Wisconsin, Madison**; Bradley E. Wright**, U. of North Carolina, Charlotte**; Craig Boardman**, Ohio State U.**; Kaifeng Yang**, Florida State U.

Saturday 9:00AM

198 : *(AAA)* **AOM Editors Meeting**
9:00am - 10:30am Sheraton Chicago: Colorado Room
INVITATION ONLY!

199 🕮☯✈🗪💻: *(CMS)* **LandArt for a Sustainable & Activist 'Bioculturally Diverse' Management: Voices from the South!**
9:00am - 12:00pm Offsite: TBA
All participants should meet in the lobby of the Sheraton Hotel by 9 am.
Organizers: **Katarzyna Kosmala**, U. of the West of Scotland**; Miguel Imas**, Kingston U.

200 🕮☯💻: *(HR)* **SHRM: The HR Educator's Resource and Networking Lunch**
9:00am - 1:00pm Sheraton Chicago: Chicago 8
Pre-registration is required. To register, visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Lunch is provided.
Moderator: **Debra J. Cohen**, Society for Human Resource Management
Coordinator: **Nancy A. Woolever**, Society for Human Resource Management
Presenters: **Karen Silberman**, Society for Human Resource Management**; Steven Williams**, Society for Human Resource Management**; Lee Webster**, Society for Human Resource Management

201 🕮☯✈🗪💻: *(MSR)* **What Should we Be doing about the Spiritual Condition of Business Executives in the Green Management**
9:00am - 5:00pm Swissôtel Chicago: St. Gallen Salon 3
Presenter: **Maria Lai-Ling Lam**, Malone U.

Saturday 9:40AM

202 🕮✈💻: *(OCIS)* **OCIS Junior Faculty Consortium**
9:40am - 5:40pm Hyatt Regency Chicago: New Orleans
Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Chair: **Katherine J. Stewart**, U. of Maryland, College Park

Presenters: **Daniel Robey**, Georgia State U.**; Robert W Zmud**, U. of Oklahoma**; Wanda J Orlikowski**, Massachusetts Institute of Technology**; Claudia Loebbecke**, U. of Cologne**; Peter R Monge**, U. of Southern California

203 💻: *(SIM, ONE)* **Manuscript Development Workshop: SIM/ONE Research Mentoring**
9:40am - 11:40am Fairmont Chicago: State Room
Pre-registration required by June 1, 2008 (email to DSiegel@uamail.albany.edu). Applications will be screened and acceptances sent by July 1, 2008.
Chair: **Donald Siegel**, U. at Albany-SUNY

Saturday 10:00AM

204 ☯💻: *(MC, ODC)* **"Experience Speaks: Edgar Schein on Research in Organization and Management Consulting"**
10:00am - 12:00pm Hyatt Regency Chicago: Acapulco
Distinguished Speaker: **Edgar H. Schein**, Massachusetts Institute of Technology
Chair: **Therese F. Yaeger**, Benedictine U.

205 📖☯💻: *(MH)* **Social Networking: Not Just for Kids**
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 1
Chair: **Julia Teahen**, Baker College
Presenters: **Chester S. Spell**, Rutgers U.**; John G Joos**, Nova Southeastern U.**; Roy J. Teahen**, Baker College

206 📖☯💻: *(ODC)* **Organizational Diagnostics in Change (A Building ODC as an Academic Discipline Workshop)**
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 2

Coordinator: **Glenn Varney**, Bowling Green State U.
Presenters: **James M McFillen**, Bowling Green State U.**; William Balzer**, Bowling Green State U.**; Deborah Anne O'Neil**, Bowling Green State U.

Saturday 10:10AM

207 ☯✈: *(AAM, IM, BPS, ENT, TIM)* **Innovation Practices: Barriers and Successes in Asian firms**
10:10am - 12:10pm Swissôtel Chicago: St. Gallen Salon 1
Organizers: **Larry Chasteen**, Stephen F. Austin State U.**; David Ahlstrom**, Chinese U. of Hong Kong
Participants: **Garry D Bruton**, Texas Christian U.**; Michael Carney**, Concordia U.**; Gregory G Dess**, U. of Texas, Dallas**; Linda Chang Wang**, Michigan State U.**; Rachna Kumar**, Alliant International U.

208 📖💻: *(CM, OB)* **Behavioral Insights into the Nature of Morality and Ethics**
10:10am - 1:10pm Sheraton Chicago: Mississippi Room
Chair: **Peter H Kim**, U. of Southern California
Presenters: **Bruce Barry**, Vanderbilt U.**; Kurt T Dirks**, Washington U. in St. Louis
Participants: **Sean Hannah**, U.S. Military Academy, West Point**; Elizabeth Mullen**, Stanford U.**; Keith Murnighan**, Northwestern U.**; Mara Olekalns**, U. of Melbourne**; Maurice Schweitzer**, U. of Pennsylvania**; Ann Tenbrunsel**, U. of Notre Dame

209 💻: *(ENT, MEN)* **Nurturing Scholars 'Green' to Women's Entrepreneurship Research**
10:10am - 12:10pm Hyatt Regency Chicago: Skyway 269
This workshop is by invitation only. Please contact the organizers (Jennifer Jennings - Jennifer.Jennings@ualberta.ca or Karen Hughes - KHughes@bus.ualberta.ca) for more information and to obtain the approval code. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Karen D. Hughes**, U. of Alberta**; Jennifer E Jennings**, U. of Alberta
Discussants: **Howard Aldrich**, U. of North Carolina**; Sara Carter**, U. of Stirling**; Nancy M Carter**, Catalyst**; Elizabeth Gatewood**, Wake Forest U.**; P Devereaux Jennings**, U. of Alberta**; Susan Marlow**, De Montfort U.

210 ✈💻: *(IAM, IM, RM, MC)* **Successful Internationalization**
10:10am - 12:10pm Sheraton Chicago: Huron Room
Chair: **Jase Ramsey**, Fundação Dom Cabral
Coordinator: **Alvaro Cuervo-Cazurra**, U. of South Carolina
Participants: **Alvaro Cyrino**, Fundação Dom Cabral**; Susan Perkins**, Northwestern U.**; Subramanian Rangan**, INSEAD**; Paulo Resende**, Fundação Dom Cabral**; Betty Jane Punnett**, U. of West Indies**; Kendall Roth**, U. of South Carolina

211 📖☯✈: *(ITC)* **Social Entrepreneurship in Emerging Economies: A Philanthropic Approach**
10:10am - 12:40pm Hyatt Regency Chicago: Atlanta
Chair: **Rosa Nelly Trevinyo-Rodríguez**, Tecnológico de Monterrey, Campus Monterrey
Discussants: **Sergio Madero**, Tecnológico de Monterrey, Campus Monterrey**; Ignasi Marti**, EM Lyon**; Pascual Berrone**, IESE Business School
Coordinator: **Paulina Podmokly**, Tecnológico de Monterrey, Campus Monterrey
Participants: **Sascha Kraus**, U. of Liechtenstein**; Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey**; Eric-Hans Kramer**, Netherlands Defense Academy

212 📖: *(MC)* **Design and Teaching of Management Consulting Courses - Discipline Courses Are Not Sufficient**
10:10am - 12:40pm Hyatt Regency Chicago: Wright
Chair: **Larry E. Greiner**, U. of Southern California
Presenters: **Paul N. Friga**, North Carolina U., Chapel Hill**; Flemming Poulfelt**, Copenhagen Business School**; Susan M. Adams**, Bentley U.**; Alberto Zanzi**, Suffolk U.**; Thomas Hilton Olson**, U. of Southern California

213 📖: *(MED, TTC)* **Learning from Teaching Evaluations: the Harvard Business School Experience**
10:10am - 12:10pm Hyatt Regency Chicago: Horner
Organizer: **Regina F. Bento**, Harvard Business School
Presenters: **Willis Emmons**, Harvard Business School**; Matt Kuchar**, Harvard U.
Participants: **Lora Fisher**, Harvard Business School**; Clare Flaherty**, Harvard Business School**; Tara Abbatello**, Harvard Business School

214 📖☯: *(MSR)* **Learning How to Ask the Right Questions:Opening up Creativity in Group Decision-Making**
10:10am - 11:40am Hyatt Regency Chicago: Skyway 261
Facilitators: **Charlena Miller**, George Fox U.**; Margaret Benefiel**, Andover Newton Theological School

SATURDAY

215 💻: *(RM)* **Recent Advances in Computer Aided Text Analaysis: Machine Learning Appoaches**
10:10am - 12:10pm Sheraton Chicago: Sheraton 1
Recent Advances in Computer Aided Text Analaysis: Machine Learning Appoaches
Coordinator: **Boris Kabanoff**, Queensland U. of Technology
Presenter: **Jack Keegan**, Queensland U. of Technology

216 💻: *(RM)* **Tools for Improving SEM Model Evaluation**
10:10am - 12:10pm Sheraton Chicago: Sheraton 2
Presenters: **Larry J. Williams**, Virginia Commonwealth U.**; Ernest H O'Boyle**, Virginia Commonwealth U.

217 📖💻: *(RM, BPS, MOC, OB)* **Content Analysis in Organizational Research: Techniques and Applications**
10:10am - 1:10pm Sheraton Chicago: Chicago 7
Organizers: **Moriah A. Meyskens**, Florida International U.**; Lori Kiyatkin**, U. of Maryland**; Mike Pfarrer**, U. of Denver
Presenters: **Rhonda K. Reger**, U. of Maryland**; Mike Pfarrer**, U. of Denver**; Brayden G King**, Northwestern U.**; Nelson Phillips**, Imperial College London**; Tim Pollock**, Pennsylvania State U.**; Moriah A. Meyskens**, Florida International U.**; Lori Kiyatkin**, U. of Maryland**; Paula Marie O'Kane**, U. of Ulster**; Arijit Chatterjee**, Pennsylvania State U.**; Mark Thomas Kennedy**, U. of Southern California**; Walter J Ferrier**, U. of Kentucky**; Goce Andrevski**, Queen's School of Business, Canada
Participants: **Kevin McKague**, York U.**; Alan D. Boss**, U. of Maryland, College Park**; Wei Guo**, U. of Maryland - College Park**; Sheetal Singh**, U. of Maryland, College Park**; Wei He**, Florida International U.**; Anastasiya A. Zavyalova**, U. of Maryland, College Park**; Dobin Yim**, U. of Maryland - College Park**; April Rijing Shen**, U. of Maryland - College Park**; Kristopher Deininger**, U. of Maryland

Saturday 10:15AM

218 : *(AAA)* **Conference Break**
10:15am - 10:45am Hyatt Regency Chicago: Riverside Center- Break

Saturday 10:20AM

219 💻: *(HCM, OB, OMT, RM)* **Mixed Methods Interactive Workshop**
10:20am - 12:50pm Swissôtel Chicago: St. Gallen Salon 2
Pre-registration preferred. Contact Whitney Berta (whit.berta@utoronto.ca) for more information.
Coordinator: **Whitney B. Berta**, U. of Toronto
Presenters: **Gregory A. Aarons**, U. of California, San Diego**; Eunice Jang**, U. of Toronto, OISE**; Lawrence Palinkas**, U. of Southern California, School of Social Work

220 💻: *(OMT, OB, SIM)* **Working on the Dark Side: A Paper Development Workshop for New Research on Organizational Misconduct**
10:20am - 1:20pm Hyatt Regency Chicago: Hong Kong
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Jo-Ellen Pozner**, U. of California, Berkeley**; Celia Moore**, London Business School**; H. Colleen Stuart**, U. of Toronto
Discussants: **Philip Bromiley**, U. of California, Irvine**; Henrich R. Greve**, INSEAD**; Joshua D Margolis**, Harvard U.**; Donald A Palmer**, U. of California, Davis**; Andrew Ward**, U. of Georgia

Saturday 10:40AM

221 ✈: *(AAM)* **Knowledge Creation: A Management Theory from Japan**
10:40am - 12:40pm Swissôtel Chicago: Vevey Salon 4
Joint session organized by Soshiki Gakkai, Association of Japanese Business Studies,and Asia Academy of Management
Chairs: **Shige Makino**, Chinese U. of Hong Kong**; Shigeru Asaba**, Gakushuin U.
Discussant: **Kiyohiko Ito**, U. of Hawai`i, Manoa
Speakers: **Tsuyoshi Numagami**, Hitotsubashi U.**; Ryoko Toyama**, CHUO U.

222 📖☯✈💻: *(ENT, ITC)* **Fostering Entrepreneurship among People with Special Needs through Mentoring Programs**
10:40am - 12:40pm Hyatt Regency Chicago: Columbian
Facilitators: **Francine Schlosser**, U. of Windsor**; Xiaohua Howard Lin**, Ryerson U.**; Benson Honig**, Wilfrid Laurier U.**; Robert Brent Anderson**, U. of Regina**; Zelimir William Todorovic**, Indiana U./Purdue U.**; Dirk De Clercq**, Brock U.**; Gerry Kerr**, U. of Windsor

223 📖💻: *(HCM)* **Exploring the Journey from Dissertation to Tenure through Networking**
10:40am - 12:40pm Swissôtel Chicago: Vevey Salon 3
Facilitators: **Barbara Bigelow**, Clark U.**; Margarete Arndt**, Clark U.**; Jon Chilingerian**, Brandeis U.**; Myron D Fottler**, U. of Central Florida**; Elizabeth Goodrick**, Florida Atlantic U.**; Kathleen Montgomery**, U. of California, Riverside**; Grant T. Savage**, U. of Missouri**; Rebecca Wells**, U. of North Carolina

224 ✈💻: *(IM, OB)* **Global Mindset and Global Leadership: Exploring their Relationship, Measurement and Interventions**
10:40am - 1:40pm Hyatt Regency Chicago: Columbus G
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chair: **Mansour Javidan**, Thunderbird
Facilitators: **David E Bowen**, Thunderbird**; Mary B Teagarden**, Thunderbird School of Global Management
Coordinator: **Rachel Clapp-Smith**, U. of Nebraska, Lincoln

225 📖: *(MED, HR)* **Enhancing Student Learning Through Service Learning Opportunities**
10:40am - 12:40pm Hyatt Regency Chicago: Burnham
Organizer: **William J. Heisler**, Troy U.
Presenters: **Karen Moustafa Leonard**, Indiana U.- Purdue U., Ft. Wayne**; Jennifer L. Kisamore**, U. of Oklahoma**; Lisa A. Burke**, U. of Tennessee at Chattanooga**; Mary Ellen Boyle**, Clark U.**; Jason C. Senjem**, St. Norbert College

226 📖☯✈🗪💻: *(MSR, ODC, SIM, HR, OCIS, NDSC, MOC, IM, CM, IAM, MH)* **COMPLEXITY AND SOCIAL NETWORKING: IMPLICATIONS FOR SPIRIT-CENTERED LEADERSHIP**
10:40am - 12:10pm Hyatt Regency Chicago: Ogden
Chair: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.

Presenters: **Kirsten Hanson**, U. of San Diego**; Mary Ellen Kassotakis**, Oracle USA, Inc.**; Jackie Alcalde-Marr**, U. of San Francisco

227 ☯✈💻: *(OMT, BPS, MOC)* **Learning from Rare Events: How Organizations Learn (or Fail to Learn) from Unusual Experiences**
10:40am - 12:40pm Hyatt Regency Chicago: Skyway 272
Organizers: **Joseph Lampel**, City U. London**; Jamal Shamsie**, Michigan State U.**; Zur Shapira**, New York U.
Participants: **Tammy E. Beck**, U. of North Carolina at Charlotte**; Marlys K. Christianson**, Rotman School, U. of Toronto**; Maria T. Farkas**, U. of Michigan**; Peter M. Madsen**, Brigham Young U.**; Donde Ashmos Plowman**, U. of Tennessee**; Maurizio Zollo**, Bocconi U.

228 🕮: *(TTC, MED, OB, BPS, OCIS, IM, CM)* **Clickers, Zappers, and Keypads: Using Audience Response Systems in the Management Classroom**
10:40am - 12:40pm Sheraton Chicago: Ohio Room
Presenters: **Markus Vodosek**, U. of utah**; Darrell G. Coleman**, U. of utah**; Jeff Hassett**, U. of utah

Saturday 10:45AM

229 🕮: *(OM, TIM)* **Teaching Operations Management and Supply Chain Management with Online Games**
10:45am - 1:45pm Hyatt Regency Chicago: Skyway 260
Sponsored by Responsive Technologies, Inc.
Coordinator: **Peggy D. Lee**, Pennsylvania State U., Great Valley

Saturday 11:00AM

230 : *(AAA)* **Board of Governors' Meeting**
11:00am - 2:00pm Sheraton Chicago: Lincoln Boardroom
By Invitation only!!
Organizer: **Angelo DeNisi**, Tulane U.

Saturday 11:10AM

231 ☯✈💻: *(BPS, OMT, TIM, IM)* **Using Outsourcing and Offshoring as a Context for Studying Organizations**
11:10am - 2:10pm Hyatt Regency Chicago: Truffles
Distinguished Speakers: **Arie Y. Lewin**, Duke U.**; Harbir Singh**, U. of Pennsylvania
Chairs: **Saikat Chaudhuri**, U. of Pennsylvania**; Phanish Puranam**, London Business School
Presenters: **Ravi Aron**, U. of Southern California**; Natalia Levina**, New York U.**; Silvia Massini**, Manchester Business School**; Kannan Srikanth**, Indian School of Business

232 💻: *(BPS, RM, OMT, OCIS)* **Conversation and Sensemaking in Strategy Practice: Methods for Analyzing Video and Audio Recordings**
11:10am - 3:10pm Hyatt Regency Chicago: Columbus IJ
Organizers: **Curtis LeBaron**, Brigham Young U.**; Paula Jarzabkowski**, Aston U.**; Richard Whittington**, Said Business School
Moderators: **Gail T Fairhurst**, U. of Cincinnati**; Dalvir Samra-Fredericks**, Nottingham Trent U.
Presenters: **Jeffrey Bednar**, U. of Michigan**; Jane E. Dutton**, U. of Michigan**; Paula Jarzabkowski**, Aston U.**; Ann Langley**, HEC Montreal**; Curtis LeBaron**, Brigham Young U.**; Feng Liu**, U. of British Columbia**; Sally Maitlis**, U. of British Columbia**; Linda L. Putnam**, U. of California, Santa Barbara**; Richard Whittington**, Said Business School**; Andreas Paul Spee**, Aston U.

233 💻: *(GDO, CMS)* **The Last Taboo: Exposing Social Class in the Workplace**
11:10am - 2:10pm Sheraton Chicago: Missouri Room
Organizers: **Lindsey Pilver**, Pennsylvania State U.**; Jennifer J. Kish-Gephart**, Pennsylvania State U.**; Barbara Gray**, Pennsylvania State U.
Distinguished Speaker: **Evangelina Holvino**, Chaos Management Ltd.
Facilitators: **Glen E. Kreiner**, Pennsylvania State U.**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Larissa Z. Tiedens**, Stanford U.**; Albert J. Mills**, St. Mary's U.

234 💻: *(OB, HR, CM)* **Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students**
11:10am - 3:10pm Sheraton Chicago: Chicago 6
This workshop is restricted to mid-career doctoral students about to begin their third or fourth year and who would like advice about the dissertation process, tips for developing a stream of research, and an introduction to the job market.Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: **David Mayer**, U. of Michigan
Participants: **Daniel Scott DeRue**, U. of Michigan**; Carol T. Kulik**, U. of South Australia**; Daniel A. Newman**, U. of Illinois at Urbana-Champaign**; Randall S. Peterson**, London Business School**; Paul E. Tesluk**, U. of Maryland**; Jonathan C. Ziegert**, Drexel U.**; James R. Detert**, Cornell U.**; Amy Wrzesniewski**, Yale U.

235 ✈💻: *(OB, HR, ODC, CM)* **"Help, I'm Stuck": Organizational Behavior Research Incubator**
11:10am - 3:10pm Sheraton Chicago: Arkansas Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Adam M. Grant**, U. of Pennsylvania**; Suzanne S. Masterson**, U. of Cincinnati**; David Mayer**, U. of Michigan
Facilitators: **Mark C. Bolino**, U. of Oklahoma**; Amy E. Colbert**, U. of Iowa**; Jeffrey R. Edwards**, U. of North Carolina**; Linn Van Dyne**, Michigan State U.**; Don Vandewalle**, Southern Methodist U.**; Sabine Sonnentag**, U. of Konstanz**; Jeffery A. Thompson**, Brigham Young U.**; Ethan Burris**, U. of Texas, Austin

236 💻: *(RM, BPS, OB, TIM, ENT, NDSC)* **The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans**
11:10am - 1:10pm Sheraton Chicago: Chicago 10
Organizers: **William H. Starbuck**, U. of Oregon**; Andreas Schwab**, Iowa State U.**; Eric Abrahamson**, Columbia U.
Participant: **Donald E. Hatfield**, Virginia Tech

Saturday 11:20AM

237 💻: *(OB)* **Method Myopia Revisited: Promoting Cause and Effect in Organizational Behavior**
11:20am - 1:20pm Sheraton Chicago: Ontario Room

Organizer: **Lew Taylor**, U. of North Texas
Participants: **Richard Cosier**, Purdue U., West Lafayette**; Daniel C Ganster**, Colorado State U.**; Vicki L. Goodwin**, U. of North Texas**; Nina Gupta**, U. of Arkansas

Saturday 11:40AM

238 ✈💻: *(BPS, OMT, IM, TIM, ENT)* **Coopetition Strategy: Current Issues and Future Research Directions**
11:40am - 2:10pm Hyatt Regency Chicago: Columbus KL
Interested registrants are invited to submit research ideas/proposals (limit 1000 words, font 11) and/or list of questions on coopetition-related issues. Please type "AOM PDW on Coopetition" as the title of your email and send it to both co-organizers: Giambattista Dagnino (dagnino@unict.it) and Devi Gnyawali (devi@vt.edu). Submitted research ideas and questions will be used as a basis to plan the details of the PDW and to match participants' interests and focus of the roundtable discussion.Pre-registered participants will be provided with a list of readings on coopetition and coopetition strategy so that they can do some advance reading/preparation for the workshop. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizers: **Giovanni Battista Dagnino**, U. of Catania**; Devi R Gnyawali**, Virginia Tech
Distinguished Speakers: **Ming-Jer Chen**, U. of Virginia**; Yves Doz**, INSEAD**; Walter J Ferrier**, U. of Kentucky**; Michael A. Hitt**, Texas A&M U.**; Ravi Madhavan**, U. of Pittsburgh**; Jinyu He**, Hong Kong U. of Science and Technology

239 💻: *(ENT, BPS)* **Creation and Discovery Opportunities: Is this the Same or Different from Exploration/Exploitation?**
11:40am - 1:40pm Hyatt Regency Chicago: Toronto
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: **Sharon Alvarez**, Ohio State U.
Participants: **Shaker A. Zahra**, U. of Minnesota, Twin Cities**; William S Schulze**, U. of utah**; Susan A Hill**, London School of Economics**; Lance Richard Newey**, U. of Queensland

240 ☯🗪💻: *(ONE, PTC, RM, PNP)* **Operationalizing Sustainability for Research and Practice**
11:40am - 1:40pm Fairmont Chicago: Regent Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Discussants: **Jonathan Lewis Johnson**, U. of Arkansas**; David Graham Hyatt**, Case Western Reserve U.**; Nicole Darnall**, George Mason U.**; Dror Etzion**, McGill U.**; Jorge Rivera**, George Washington U.**; Andrew Hutson**, Environmental Defense Fund**; Rand Waddoups**, Walmart**; Jay Golden**, Arizona State U.
Coordinators: **Heather R. Dixon-Fowler**, U. of Arkansas**; Daniel J. Slater**, U. of Arkansas

Saturday 11:50AM

241 🕮☯✈💻: *(MSR, CAR, OB, IM)* **Work/life transitions and the role of spiirtuality**
11:50am - 1:20pm Hyatt Regency Chicago: Skyway 261
For those desiring to explore spiritual dimensions of personal, academic, or professional transitions (research, teaching, managing, consulting)
Chair: **Cathrine Voynnet Fourboul**, U. Paris II
Discussant: **Quentin Lefebvre**, U. of Paris
Coordinator: **Yochanan Altman**, London Metropolitan U.
Participants: **Frank Bournois**, U. of Pantheon Assas Paris II**; Jacques Rojot**, U. of Paris II**; Lynne Sedgmore**, Centre for Excellence in Leadership

242 💻: *(SIM)* **Ask the Experts: Publishing SIM/ONE Research in Top Journals**
11:50am - 12:50pm Fairmont Chicago: State Room
No Preregistration required
Chair: **Donald Siegel**, U. at Albany-SUNY

Saturday 12:00PM

243 : *(AAA)* **Academy of Management Journal Editors' Meeting**
12:00pm - 2:00pm Sheraton Chicago: Colorado Room
Organizer: **R. Duane Ireland**, Texas A&M U.

244 💻: *(OM)* **Doctoral Consortium - Operations Management Division**
12:00pm - 5:30pm Hyatt Regency Chicago: San Francisco
Application and admission required prior to the program. Please see the call for applications at http://om.aomonline.org/
Chair: **Zhaohui Wu**, Oregon State U.

Saturday 12:10PM

245 ☯💻: *(MH)* **"Getting Involved in Professional Development"**
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 3
Texas A&M University - Commerce is a sponsor for this event
Chair: **Jane Whitney Gibson**, Nova Southeastern U.
Participants: **Franz T. Lohrke**, Brock School of Business, Samford U.**; John Humphreys**, Texas A&M U. - Commerce**; Robert C. Ford**, U. of Central Florida**; Richard T. Mowday**, U. of Oregon

246 ☯✈: *(ODC, MC)* **Organizing for Leadership Effectiveness: Why It Pays to Build A Leadership Capability**
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 2
Presenters: **Claudy Jules**, Accenture, LLP**; Joshua Craver**, Satyam Computer Services

247 💻: *(OMT, HR)* **Macro-HR: Prospects and Possibilities for New Theory and Research**
12:10pm - 2:10pm Hyatt Regency Chicago: Wrigley
This PDW will require pre-registration so that we can distribute pre-reading materials and communicate with participates in advance of the event.
Organizer: **M. Diane Burton**, Massachusetts Institute of Technology
Distinguished Speakers: **Peter Cappelli**, U. of Pennsylvania**; John E. Delery**, U. of Arkansas**; Pamela S. Tolbert**, Cornell U.

248 ☯🗪💻: *(PTC, ODC, OB, MC, OMT, TTC, PNP)* **Engaging Action Learning and Its Scholarship to Make a Difference for Social Sustainability**

12:10pm - 3:10pm Fairmont Chicago: Ambassador Room
Coordinator: **David Coghlan**, Trinity College Dublin
Participants: **Victoria Marsick**, Columbia U.**; Russ Vince**, U. of Bath**; Terrence Earl Maltbia**, Columbia U.**; Isabel Rimanoczy**, Columbia U.**; Janet Ferguson**, Senior Research Fellow, Canterbury Christ Church U.

249 💻: *(TIM, BPS, OM)* **Design-Driven Innovation**
12:10pm - 4:10pm Hyatt Regency Chicago: McCormick
Organizers: **Celine Abecassis-Moedas**, U. Catolica Portuguesa**; Sihem Ben Mahmoud-Jouini**, HEC Paris
Speakers: **Manuel Sosa**, INSEAD**; Victor P. Seidel**, Oxford U.**; Sebastian Fixson**, Babson College

250 ✈🗪💻: *(TIM, IM, ENT)* **Sustaining Innovation in a Global System**
12:10pm - 2:40pm Hyatt Regency Chicago: Addams
Pre-registration is not required but recommended. Participants are encouraged to submit abstracts prior to attending the workshop.
Organizer: **Gita Surie**, Adelphi U.
Presenters: **Jeff Furman**, Boston U.**; David Audretsch**, Max Planck Institute of Economics**; Gerald A. McDermott**, U. of South Carolina**; Gary Herrigel**, U. of Chicago

Saturday 12:20PM

251 ✈: *(IAM)* **Activación de Estrategias de Comunicación, Imagen y Responsabilidad Social Corporativa en PYMES**
12:20pm - 2:20pm Fairmont Chicago: Moulin Rouge
Organizer: **Victoria Carrillo**, Professor

252 ✈💻: *(IM)* **Biculturals as Ascribed or Acculturated: A Discussion About the Development and Implications of Types of Biculturals**
12:20pm - 2:50pm Hyatt Regency Chicago: Horner
Organizer: **Dominie Garcia**, San Jose State U.
Participants: **Chi-Ying Cheng**, Singapore Management U.**; Dominie Garcia**, San Jose State U.**; Julia Gluesing**, Wayne State U.**; Yuan Liao**, Simon Fraser U.**; David C. Thomas**, Simon Fraser U.**; Hae-Jung Hong**, ESSEC**; Mary Yoko Brannen**, INSEAD/ San Jose State U.

253 🕮☯✈💻: *(MC, ODC)* **Evaluating Consulting Outcomes**
12:20pm - 2:20pm Hyatt Regency Chicago: Ogden
Presenter: **Kurt Motamedi**, Pepperdine U.
Participants: **Pamela Davidson**, U. of California, Los Angeles**; Anthony P Raia**, U. of California, Los Angeles

254 🕮✈: *(MED, OB, BPS)* **You-Tube and the Classroom: Using Student-Generated Videos to Demonstrate Learning**
12:20pm - 2:20pm Hyatt Regency Chicago: Skyway 269
Organizer: **Paul M Olk**, U. of Denver
Presenters: **Daniel J. McAllister**, National U. of Singapore**; Jonathan Hoggard**, Dubai Women's College**; Donald Matoy**, U. of Denver

255 🕮: *(NDSC, MED)* **Struggling to balance teaching and research? Seven OBTS award winners speak frankly about this issue**
12:20pm - 2:20pm Sheraton Chicago: Sheraton 1
Organizer: **Amy L. Kenworthy**, Bond U.
Presenters: **Joy E. Beatty**, U. of Michigan, Dearborn**; Suzanne C. de Janasz**, U. of Mary Washington**; Charles J. Fornaciari**, Florida Gulf Coast U.**; D Christopher Kayes**, George Washington U.**; Amy L. Kenworthy**, Bond U.**; Jennifer Leigh**, Nazareth College**; Kathy Lund Dean**, Idaho State U.

256 💻: *(RM)* **Introduction to Ego Network Analysis**
12:20pm - 2:20pm Sheraton Chicago: Erie Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Presenters: **Dan Halgin**, U. of Kentucky**; Rich DeJordy**, Boston College

257 🕮🗪: *(TTC, MED)* **Changing the World Through Education as it Changes Around You**
12:20pm - 2:20pm Sheraton Chicago: Huron Room
Participants: **Kim Gower**, Virginia Commonwealth U.**; Christina A. Hannah**, U. of Maryland U. College**; J Kay Keels**, Coastal Carolina U.**; Rajnandini Pillai**, California State U. San Marcos**; Barbara A. Ritter**, Coastal Carolina U.**; Randall G. Sleeth**, Virginia Commonwealth U.**; Toni Ungaretti**, Johns Hopkins Carey Business School

Saturday 12:30PM

258 ☯💻: *(MC)* **Quinn & Quinn: Bridging Academics and Practice at Different Career Stages**
12:30pm - 4:00pm Hyatt Regency Chicago: Acapulco
Includes an exchange between Ryan and Robert E. Quinn on their career experiences as well as presentations/discussions of doctoral students' research.
Chair: **Therese F. Yaeger**, Benedictine U.
Presenters: **Ryan Quinn**, U. of Virginia**; Robert E Quinn**, U. of Michigan

259 : *(PTC)* **Practice Theme Committee Meeting**
12:30pm - 2:00pm Fairmont Chicago: Chancellor Room
This is a lunch meeting. By invitation only.
Organizers: **Elena P. Antonacopoulou**, U. of Liverpool**; Kuo Frank Yu**, City U. of Hong Kong

Saturday 12:50PM

260 💻: *(BPS, TIM)* **Do First Mover Advantages exist in different contexts? Towards a context-specific theory of FMA.**
12:50pm - 3:20pm Hyatt Regency Chicago: Gold Coast
Chairs: **Gianvito Lanzolla**, Cass Business School, City U.**; Jaime Gomez**, U. of Zaragoza
Presenters: **Juan Pablo Maicas**, U. of Zaragoza**; Marvin B Lieberman**, U. of California, Los Angeles**; Rodolphe Durand**, HEC Paris**; Charles Baden-Fuller**, City U. London**; Fernando Suarez**, Boston U.**; Goncalo Pacheco-de-Almeida**, New York U.

261 💻: *(CMS)* **The Craft and Politics of Reviewing**
12:50pm - 2:50pm Hyatt Regency Chicago: Skyway 272
Organizer: **Hugh Willmott**, U. of Cardiff
Presenter: **David Courpasson**, EM Lyon
Participants: **Hayagreeva Rao**, Stanford U.**; Amy Hillman**, Arizona State U.

SATURDAY

262 🕮☯🗪: *(ENT, ONE, TIM)* **Role of Prizes and Competitions in Advancing Environmental Entrepreneurship and Education**
12:50pm - 2:50pm Hyatt Regency Chicago: Wright
Cases of three university based prizes/business plan competitions from Michigan, Yale and Colorado at Boulder are presented and discussed.
Organizer: **Bryan Garcia**, Yale U.
Presenters: **Anastasia Rose O'Rourke**, Yale U.**; Paul Jerde**, U. of Colorado, Boulder**; Paul Kirsch**, U. of Michigan, Ann Arbor**; Bryan Garcia**, Yale U.

263 🕮: *(MED, MEN)* **Sustainable Teaching: Thriving Not Just Surviving!**
12:50pm - 3:50pm Hyatt Regency Chicago: Burnham
Chair: **Toni Ungaretti**, Johns Hopkins Carey Business School
Participants: **Heather Tillberg-Webb**, Johns Hopkins Carey Business School**; Kenneth R Thompson**, DePaul U.**; Daniel J Koys**, DePaul U.**; Thomas P. Bradley**, Tarleton State U.

264 🕮🗪: *(TTC, MED, HR, OB, OCIS)* **Teaching with Technology: Less Paper, More Green, More Learning**
12:50pm - 3:50pm Sheraton Chicago: Ohio Room
Coordinator: **Randall G. Sleeth**, Virginia Commonwealth U.
Presenters: **Bonnie S. O'Neill**, Marquette U.**; Randall B. Dunham**, U. of Wisconsin, Madison**; Joseph E Champoux**, Emeritus U. of New Mexico
Participant: **Joan L. Weiner**, Drexel U.

Saturday 1:00PM

265 ☯: *(HCM)* **Transitioning Toward Retirement and Beyond**
1:00pm - 3:00pm Swissôtel Chicago: St. Gallen Salon 2
This workshop is geared toward senior faculty who are in the process of considering retirement, retirement options and issues related to both.
Chair: **Myron D Fottler**, U. of Central Florida
Coordinator: **Louise Fitzgerald**, De Montfort U.
Presenters: **Margarete Arndt**, Clark U.**; Barbara Bigelow**, Clark U.**; Robert C. Ford**, U. of Central Florida**; Sharon Topping**, U. of Southern Mississippi**; John D Blair**, Texas Tech U.

266 ☯💻: *(HCM, MC, OB, OMT, PNP, PTC)* **Where's the Evidence? - Writing Excellent "Practice Implications" in Scholarly Publications**
1:00pm - 3:00pm Swissôtel Chicago: Vevey Salon 3
Participants may bring drafts of findings and results sections from their current research for feedback during this session.
Coordinator: **Tom J. Sanders**, U. of Montevallo
Presenters: **Tom J. Sanders**, U. of Montevallo**; L Michele Issel**, U. of Illinois, Chicago**; W. Jack Duncan**, U. of Alabama, Birmingham**; Francis Fullam**, Rush U.

267 : *(ICW)* **The Johnson School at Cornell University - Administrative Science Quarterly Annual Board Meeting**
1:00pm - 2:00pm Sheraton Chicago: Illinois Boardroom
Organizer: **Monique Perry**, Experient

268 : *(ICW)* **The Johnson School at Cornell University - Administrative Science Quarterly Annual Board Meeting**
1:00pm - 5:00pm Sheraton Chicago: Parlor C
Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

269 ☯✈🗪💻: *(SIM, ONE, IM, BPS, OMT, PNP, OB, ODC, ITC, TIM, HR, PTC)* **Future Research Paths for Green International Management Studies**
1:00pm - 4:30pm Fairmont Chicago: State Room
Pre-registration is required at https://secure.aomonline.org/PDWReg. Please contact the organizer, Dr. Debbie de Lange, at ddelange@suffolk.edu to obtain the approval code. The deadline to register online is July 10, 2009.The workshop requires that participants write reviews of three research papers important to one of the four sub-fields (listed below) well in advance of the conference. The papers are chosen by the participants in coordination with the sub-field facilitator. Facilitators will compile their sub-field's reviews into one document and distribute it to the entire sub-field group and the PDW Chair prior to the conference. One of the four sub-fields should be chosen at the time of registering for the PDW and limited space is available in each sub-field:1) MNC's Social/Ethical and Legal Responsibilities (CSR) 2) NGOs, IGOs, Government and Sustainability in Developing Nations3) Environmental Innovation & Talent 4) Academic Theory for International Sustainability StudiesIf interested in participating, please contact Debbie de Lange(ddelange@suffolk.edu) for more details about the sub-fields, to express your interest in joining a sub-field, and to describe how your expertise will contribute to the sub-field.
Chair: **Debbie Elizabeth de Lange**, Suffolk U.
Facilitators: **Dan V. Caprar**, AGSM-Australian School of Business**; Oana Branzei**, U. of Western Ontario**; Patricia G. Vidal**, U. Presbiteriana MacKenzie**; Claire A. Simmers**, Saint Joseph's U.**; Kenneth Wong**, Queen's School of Business, Canada
Participants: **Natalie Slawinski**, U. of Western Ontario**; Bobby Banerjee**, U. of Western Sydney**; C Gopinath**, Suffolk U.**; Diana J. Wong-Millette**, Eastern Michigan U.**; Dean A. Hennessy**, Tilburg U.**; Jijun Gao**, U. of Manitoba**; Timo Busch**, ETH Zurich**; Josephine Stomp**, U. of Windsor**; Jonatan Pinkse**, U. of Amsterdam**; Tom Cooper**, Memorial U. of Newfoundland**; Svenja Tams**, U. of Bath

Saturday 1:10PM

270 🕮🗪💻: *(BPS, ENT, MED)* **Theory to Practice: Teaching Strategic Management**
1:10pm - 3:10pm Hyatt Regency Chicago: Comiskey
Organizer: **Page West**, Wake Forest U.
Presenters: **Charles E. Bamford**, Queen's U. of Charlotte**; Lowell W. Busenitz**, U. of Oklahoma**; Thomas J Dean**, Colorado State U.

271 💻: *(HR, BPS, ENT, OB, OMT)* **Narrowing the Micro-Macro Divide through Intellectual Capital Research**
1:10pm - 5:10pm Sheraton Chicago: Chicago 8
To register, please visit https://www.psychdata.com/s.asp?SID=129402.
Organizer: **Robert E Ployhart**, U. of South Carolina
Facilitator: **Janice C. Molloy**, Michigan State U.
Speakers: **Jay B Barney**, Ohio State U.**; Peter Bamberger**, Technion Israel Institute of Technology**; Dale Belman**, School of Labor and Industrial Relations, MSU**; John W Boudreau**, Center for Effective Organizations**; Nicolai Foss**, Copenhagen Business School**; Paul S. Goodman**, Carnegie Mellon U.**; Steve W. J. Kozlowski**, Michigan State U.**; Patrick Wright**, Cornell U.

272 🕮☯💻: *(MED, HR)* **Exploring Virtual Worlds as a Tool for Management Education & Development**
1:10pm - 3:50pm Hyatt Regency Chicago: Columbian
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Facilitator: **Jitse van Ameijde**, Open U.
Presenters: **Stephanie C. Broadribb**, Open U.**; Christopher Carter**, Open U.

273 🕮: *(ODC, MED)* **Should Organization Development be Taught at the Undergraduate Level? (And, if so, how?)**
1:10pm - 3:10pm Swissôtel Chicago: St. Gallen Salon 1
Moderator: **Mitchell Lee Marks**, San Francisco State U.
Participants: **W Warner Burke**, Columbia U.**; Thomas G. Cummings**, U. of Southern California**; Robert E Quinn**, U. of Michigan**; Glenn Varney**, Bowling Green State U.**; Donald D Warrick**, U. of Colorado, Colorado Springs

Saturday 1:20PM

274 ☯💻: *(CAR, PTC, MC, OB)* **Becoming a scholar-practitioner: Exploring career strategies for integrating research and practice**
1:20pm - 3:20pm Sheraton Chicago: Chicago 7
Organizers: **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo**; Amy M. Gannon**, Boston U.**; Yan Shen**, Boston U.
Presenters: **Richard E. Boyatzis**, Case Western Reserve U.**; Kathy E. Kram**, Boston U.**; Larry Hirschhorn**, Center for Applied Research**; Scott N. Taylor**, U. of New Mexico**; Ilene Carol Wasserman**, ICW Consulting Group

275 💻: *(CM, BPS, CAR, ENT, HR, IM, TIM)* **How to Negotiate Your (First) Job Offer**
1:20pm - 4:20pm Sheraton Chicago: Chicago 10
Distinguished Speaker: **Max H. Bazerman**, Harvard U.
Coordinator: **Rachel Croson**, U. of Texas at Dallas
Presenters: **Russell Coff**, Emory U.**; Don Moore**, Carnegie Mellon U.**; Corinne Bendersky**, U. of California, Los Angeles**; Rajshree Agarwal**, U. of Illinois, Urbana-Champaign**; Anupama Phene**, George Washington U.**; Timothy Michael Devinney**, AGSM-Australian School of Business**; Alison E Barber**, Michigan State U.; **Elizabeth Wolfe Morrison**, New York U.

Saturday 1:30PM

276 : *(ICW)* **Journal of Management Education Editorial Board Meeting**
1:30pm - 2:30pm Swissôtel Chicago: Montreux Salon 1
Organizer: **Jane Schmidt-Wilk**, Maharishi U.

277 🕮☯: *(MSR, MED, OB)* **Meditation and Meaning @ Work (or: The Many Uses of Meditation)**
1:30pm - 3:30pm Hyatt Regency Chicago: Skyway 261
Presenters: **Gerald Biberman**, U. of Scranton**; Joan Marques**, Woodbury U.**; Satinder K Dhiman**, Woodbury U.

278 💻: *(OM)* **Doctoral Consortium - Operations Management Division - Breakout session 2**
1:30pm - 5:00pm Hyatt Regency Chicago: Hong Kong

279 💻: *(OM)* **Doctoral Consortium - Operations Management Division - Breakout session 3**
1:30pm - 5:00pm Hyatt Regency Chicago: Sandburg

Saturday 1:50PM

280 💻: *(ENT)* **Entrepreneurship Methods**
1:50pm - 3:50pm Hyatt Regency Chicago: Toronto
Starting from an interesting research question, how do you choose the appropriate research method? Pre-registration is required. To register, please visit https://secure.aomonline.org/PDW/Reg. The deadline to register is July 10, 2009.
Organizer: **Chris Welter**, Ohio State U.
Speakers: **David Deeds**, U. of St. Thomas**; Kelly G Shaver**, College of Charleston**; Jeffrey J. Reuer**, Purdue U.**; Simon C Parker**, Ivey School of Business**; Joao Cunha**, U. Nova de Lisboa

281 ✈🗪💻: *(IM, BPS)* **International Corporate Governance Research Project**
1:50pm - 4:50pm Hyatt Regency Chicago: Skyway 265
This PDW is by invitation only. If you have an interest in attending it, please contact the organizers prior to the meetings. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Participants: **William Q Judge**, Old Dominion U.**; Till Talaulicar**, U. of Witten/Herdecke**; Igor Filatotchev**, City U. London**; Alessandro Zattoni**, SDA Bocconi - Parthenope U.

282 ☯: *(MC, MSR)* **Cultivating Authentic Leadership Presence Through Mindfulness and Somatic Awareness**
1:50pm - 3:50pm Hyatt Regency Chicago: Columbus G
Presenters: **Kathryn Goldman Schuyler**, Alliant International U.**; Susan Skjei**, Naropa U.

283 🕮🗪💻: *(ONE, SIM)* **ONE/SIM Junior Faculty Consortium**
1:50pm - 5:50pm Fairmont Chicago: Regent Room
Organizers: **Nicole Darnall**, George Mason U.**; Kathleen Getz**, American U.
Presenters: **Pratima Bansal**, U. of Western Ontario**; Michael L. Barnett**, U. of South Florida**; Magali Delmas**, UCLA**; Jonathan P Doh**, Villanova U.**; Edward Freeman**, U. of Virginia - Darden**; Irene Henriques**, York U.**; Andrew J. Hoffman**, U. of Michigan**; Ans Kolk**, U. of Amsterdam**; James E. Mattingly**, U. of Northern Iowa**; Jennifer Oetzel**, American U.**; Marc O. Orlitzky**, Pennsylvania State U., Altoona**; Jorge Rivera**, George Washington U.**; Michael V. Russo**, U. of Oregon**; Marshall Schminke**, U. of Central Florida**; Mark P Sharfman**, U. of Oklahoma**; Andrew Spicer**, U. of South Carolina**; Sandra Waddock**, Boston College**; James P. Walsh**, U. of Michigan, Ann Arbor**; Duane Windsor**, Rice U.**; Monika Winn**, U. of Victoria

Saturday 2:00PM

284 : *(AAA)* **2009 Session Chairs, Facilitators & Discussants Meeting**
2:00pm - 3:00pm Sheraton Chicago: Mississippi Room
Program Chair: **Susan E. Jackson**, Rutgers U.
Program Coordinator: **Valerie Navarro**, Academy of Management
Professional Development Workshop Chair: **Anne S. Tsui**, Arizona State U.

285 💻: *(AAM, OB, IM)* **More Explorations of Impact of Values at Work**
2:00pm - 4:00pm Swissôtel Chicago: Vevey Salon 4
Chair: **Ping Ping Fu**, Chinese U. of Hong Kong
Presenters: **Yanxia Li**, Fudan U.**; Ping Ping Fu**, Chinese U. of Hong Kong**; Carolyn P. Egri**, Simon Fraser U.**; David A. Ralston**, U. of Oklahoma**; Allen Amason**, U. of Georgia**; Guangtao Yu**, Central U. of Finance and Economics
Participant: **Yong Kang Yang**, Fudan U.

286 : *(ICW)* **Executive Committee Meeting of the International Association for Chinese Management Research**
2:00pm - 5:00pm Sheraton Chicago: Lincoln Boardroom
By invitation only.
Organizer: **Xin "Eva" Yao**, U. of Colorado - Boulder

287 🕮✈🗪: *(ONE, ENT, SIM)* **Corporate Sustainability and SE Case Writing Laboratory: What Makes an Excellent Case?**
2:00pm - 3:00pm Fairmont Chicago: Embassy Room
Introduction: **Kai N. Hockerts**, Copenhagen Business School
Facilitator: **Michael Andreas Pirson**, Fordham U./ Harvard U.
Presenters: **Kate Kearins**, Auckland U. of Technology**; Stefano Pogutz**, Bocconi U.**; Jose P Devasia**, Indian Institute of Management, Bangalore**; Gabriel Berger**, U. San Andres

288 ☯🗪: *(PTC)* **Green Management Matters: A Carrotmob-Inspired Action Event**
2:00pm - 4:00pm Fairmont Chicago: Gold Room
Chair: **Nancy E. Landrum**, U. of Arkansas, Little Rock
Coordinators: **Sandra Edwards**, Northeastern State U.**; John R Boatright**, Loyola U. Chicago
Speakers: **Laura Flanigan**, Net Impact - Chicago Professional Chapter**; Heather Roth**, Net Impact – Loyola U. Chicago**; Erin Espeland**, Net Impact – DePaul U.

289 🕮: *(SIM)* **Talking Shop: The Art of Teaching Business Ethics, A SIM/SBE collaboration (OFFSITE at the Society for Business Ethics conference)**
2:00pm - 3:30pm Offsite: Allerton Hotel
This event will be held OFFSITE. The venue is Adler/Wright Room on the 4th floor at the Allerton Hotel, 701 N. Michigan Ave.
Facilitators: **Denis Collins**, Edgewood College**; Robbin Derry**, U. of Lethbridge**; Edward Freeman**, U. of Virginia - Darden**; Thomas J. Donaldson**, U. of Pennsylvania
Moderator: **Joanne B Ciulla**, U. of Richmond

290 🕮☯✈: *(SIM, MED)* **Ethics in Higher Education: The Cheating and Plagiarism Challenge (OFFSITE at the Society for Business Ethics conference)**
2:00pm - 3:30pm Offsite: Allerton Hotel
This event will be held OFFSITE. The venue is Adler/Wright Room on the 4th floor at the Allerton Hotel, 701 N. Michigan Ave.
Chair: **Stephen C. Carlson**, Piedmont College
Presenters: **Bahaudin Mujtaba**, Nova Southeastern U.**; William Bateman**, Northwood U.**; Robert Kitahara**, Troy U.**; John Fitzgerald**, Keiser U.

Saturday 2:20PM

291 ☯✈💻: *(BPS, OMT, IM, TIM)* **Alliances and Acquisitions: Identifying Commonalities and Setting a New, Cross-fertilized Agenda**
2:20pm - 5:20pm Hyatt Regency Chicago: Truffles
Organizer: **Xavier Castañer**, U. of Lausanne
Facilitators: **Laurence Capron**, INSEAD**; Jeffrey J. Reuer**, Purdue U.**; Xavier Martin**, Tilburg U.**; Harbir Singh**, U. of Pennsylvania

292 ☯💻: *(GDO)* **The Next 25 Years of GDO Research—A Special Panel in Honor of GDO's 25th Anniversary.**
2:20pm - 4:50pm Sheraton Chicago: Ontario Room
Chair: **Joanne Martin**, Stanford U.
Presenters: **Debra Meyerson**, Stanford U.**; David A. Thomas**, Harvard U.**; Angela Hope**, St. Mary's U.**; Marta B. Calas**, U. of Massachusetts - Amherst**; Linda Smircich**, U. of Massachusetts, Amherst

293 ☯💻: *(HR, BPS)* **Developing Top Executive Talent: How Employers Do It.**
2:20pm - 5:20pm Hyatt Regency Chicago: Columbus KL
Program Chair: **Stephen J Cerrone**, Sara Lee Corp
Coordinator: **Murray R. Barrick**, Texas A&M U.
Presenters: **Douglas A. Patrick**, Hyatt Hotels & Resorts**; Richard Stephens**, The Boeing Company**; Jeffrey Bucklew**, Accretive Health

294 💻: *(HR, CAR)* **Still Lost in Translation? Responding to Reviewers Comments**
2:20pm - 5:20pm Sheraton Chicago: Missouri Room
Participants should submit a review from a journal submission. The review and planned response will be critiqued, in groups, by participating editors. Reviews received from submission of a paper to a journal should be sent directly to jrichard@yorku.ca. Received reviews will be discussed with workshop participants and editors who will provide feedback on how the respective comments might be addressed. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Julia Richardson**, York U.**; Stephen Leybourne**, Boston U.**; Deborah Blackman**, U. of Canberra**; Monica Therese Kennedy**, U. of Canberra, Australia
Presenters: **Yehuda Baruch**, U. of East Anglia**; Pawan S. Budhwar**, Aston U.**; Rolf Van Dick**, U. of Frankfurt**; Simon Downes**, Newcastle U.**; Hetty Van Emmerik**, Utrecht U.**; I. M. Jawahar**, Illinois State U.**; Eugene Sadler-Smith**, U. of Surrey**; Russ Vince**, U. of Bath

295 🕮☯✈💻: *(MSR)* **Management, Spirituality, and Religion (MSR) Doctoral Student and New Faculty Consortium**
2:20pm - 7:50pm Hyatt Regency Chicago: Wrigley
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Hosts: **Margaret Benefiel**, Andover Newton Theological School**; Kathy Lund Dean**, Idaho State U.
Distinguished Speaker: **John H. Huntington**, Woodstock Theological Center at Georgetown U.
Chairs: **Adela Jana McMurray**, RMIT U.**; Emmett E. Perry**, Rockhurst U.**; Freda Turner**, Northcentral U.
Speaker: **Andre L Delbecq**, Santa Clara U.

296 🕮☯✈🗪💻: *(ODC, OMT, SIM, ENT, TIM, ONE)* **Invite, Engage, Enable: Creating Sustainable Organizations Using Design Thinking and Design Methods**
2:20pm - 5:20pm Swissôtel Chicago: Zurich A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Sabine Junginger**, Lancaster U.**; Georges Romme**, Eindhoven U. of Technology
Presenters: **Elizabeth M. Gerber**, Northwestern U.**; Youngjin Yoo**, Temple U.**; Raghu Garud**, Pennsylvania State U.**; William H. Starbuck**, U. of Oregon**; Saras D Sarasvathy**, U. of Virginia

297 🕮☯💻: *(RM)* **Using Computer Assisted Qualitative Data Analysis Software: Comparing NVivo, QDA Miner and Atlas.ti**
2:20pm - 6:20pm Swissôtel Chicago: Zurich B
Pre-registration required.
Organizer: **Paula Marie O'Kane**, U. of Ulster
Distinguished Speaker: **Anand Narasimhan**, IMD
Discussants: **Carrie Blair**, College of Charleston**; Taylor L. Poling**, U. of Tennessee, Knoxville
Presenters: **Anne D. Smith**, U. of Tennessee**; Jane Kirsten Matthiesen**, Aston U.**; Kavita Abraham**, London School of Economics

Saturday 2:30PM

298 ☯✈🗪💻: *(IAM, SIM, BPS)* **Empresa, Gobierno, RSC y Desarrollo en América Latina:Retos y oportunidades**
2:30pm - 4:30pm Fairmont Chicago: Moulin Rouge
Organizer: **Jose I. Galan**, Salamanca U.
Participants: **Alvaro Cuervo-Cazurra**, U. of South Carolina**; Julio DeCastro**, Instituto de Empresa Business School**; Marta M. Elvira**, IESE Business School**; Jose Luis Galan**, U. of Seville**; Luis R. Gomez-Mejia**, Arizona State U.**; Joan Enric Ricart**, IESE Business School

299 ✈💻: *(MOC, RM, BPS, ENT, CM)* **A Research Workshop on Cognitive Causal Mapping**
2:30pm - 4:30pm Hyatt Regency Chicago: Atlanta
NB: The PDW-participants are welcome to email their questions to the organizer (Mauri.Laukkanen@uku.fi), who will distribute and coordinate them.
Organizer: **Mauri O Laukkanen**, U. of Kuopio
Participants: **Colin Eden**, Strathclyde U.**; Gerard P. Hodgkinson**, U. of Leeds**; Vadake Narayanan**, Drexel U.

300 : *(OB, HR)* **OB/HR Editor's Panel**
2:30pm - 4:30pm Sheraton Chicago: Sheraton 1
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 10, 2009.
Presenters: **R. Duane Ireland**, Texas A&M U.**; Jeffery LePine**, U. of Florida**; Garry D Bruton**, Texas Christian U.**; Kay Devine**, Athabasca U.**; Michael J. Burke**, Tulane U.**; Talya N. Bauer**, Portland State U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh

301 💻: *(RM, OB, HR)* **New Strategies for Estimating the Relative Importance of Variables in Organizational Research**
2:30pm - 4:30pm Sheraton Chicago: Erie Room
Presenters: **James M. LeBreton**, Purdue U.**; Dina Krasikova**, Purdue U., West Lafayette

302 🕮: *(TTC, MED)* **Best Practices in Online Teaching**
2:30pm - 4:30pm Sheraton Chicago: Huron Room
Participants: **Barbara A. Ritter**, Coastal Carolina U.**; Laurie N DiPadova-Stocks**, Park U.**; Christina A. Hannah**, U. of Maryland U. College**; J Kay Keels**, Coastal Carolina U.

Saturday 2:45PM

303 : *(AAA)* **Conference Break**
2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center- Break

304 💻: *(OMT, OB, BPS, RM)* **Introduction to Social Networks Analysis**
2:45pm - 5:15pm Hyatt Regency Chicago: Skyway 260
Register by e-mailing contact information to Chris Sterling at chris.sterling@uky.edu. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: **Giuseppe Labianca**, U. of Kentucky
Coordinators: **Dan Halgin**, U. of Kentucky**; Rich DeJordy**, Boston College**; Maxim Sytch**, Northwestern U.
Presenter: **Chris Sterling**, U. of Kentucky

Saturday 2:50PM

305 🕮☯💻: *(TIM, BPS)* **Exploring Openness of Innovation: A Methodological Discourse**
2:50pm - 4:20pm Hyatt Regency Chicago: Addams
Organizers: **Kathrin M Moeslein**, U. of Erlangen-Nuremberg**; Anne-Katrin Neyer**, U. of Erlangen, Nuremberg**; Frank T. Piller**, RWTH Aachen U.
Chairs: **Anne S. Huff**, Technical U. München**; Ralf Reichwald**, HHL - Leipzig Graduate School of Management
Speakers: **Uwe Gross**, RWTH Aachen U.**; Frank T. Piller**, RWTH Aachen U.**; Marcus Koelling**, HHL - Leipzig Graduate School of Management**; Dennis Hilgers**, RWTH Aachen U.**; Kathrin M Moeslein**, U. of Erlangen-Nuremberg**; Anne-Katrin Neyer**, U. of Erlangen, Nuremberg**; Christoph Ihl**, RWTH Aachen U.**; Tobias Fredberg**, Chalmers U. of Technology**; Maria Elmquist**, Chalmers U. of Technology

Saturday 3:00PM

306 ☯✈🗪💻: *(BPS, IM, RM)* **Industry Studies Workshop on the Detroit Auto Crisis**
3:00pm - 6:00pm Hyatt Regency Chicago: Horner
As a whole, the workshop will showcase the work of the International Motor Vehicle Program (www.imvpnet.org) and its members.
Organizer: **Daniel Arturo Heller**, Harvard U.
Facilitators: **John Paul MacDuffie**, Wharton School, U. of Pennsylvania**; Glenn Mercer**, International Motor Vehicle Program
Presenters: **Frits Pil**, U. of Pittsburgh**; Susan Helper**, Case Western Reserve U.**; Jamie Winebrake**, Rochester Institute of Technology**; Shinya Orihashi**, Tohoku Gakuin U.**; Jianxi Luo**, Massachusetts Institute of Technology**; Hidetada Higashi**, U. of Tokyo**; Merieke Stevens**, U. of Cambridge**; Anja Schulze**, ETH Zurich

SATURDAY

307 ☯🗪: *(HCM)* **Green Management in Healthcare: Site Visit to Rush University Medical Center(OFFSITE)**
3:00pm - 6:00pm Offsite: Rush University Medical Center
Participants will be picked up from the lobby of the Swissôtel Chicago at 3:00 pm Saturday, August 8, 2009 and will return at 6:00 pm. Space is limited and pre-registration is required. Contact Shital Shah by email at Shital_C_Shah@rush.edu for additional information. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: **Shital Shah**, Rush U.
Coordinator: **Andrew N. Garman**, Rush U.

308 💻: *(MEN, ENT)* **The Care and Feeding of Co-authors**
3:00pm - 7:00pm Sheraton Chicago: Sheraton 2
Chair: **Jill Kickul**, New York U.
Participants: **Lisa K Gundry**, DePaul U.**; Mark Griffiths**, Miami U. Ohio**; Thomas A Wright**, Kansas State U.**; Karl Wennberg**, Imperial College Business School**; Shalei V. K. Simms**, Rutgers U.**; Evan John Douglas**, U. of the Sunshine Coast**; Justin Tan**, York U.**; Scott W Lester**, U. of Wisconsin, Eau Claire**; Matthew Liao-Troth**, Western Washington U.

309 💻: *(OB)* **OB Division New Member Networking and Research Forum**
3:00pm - 5:00pm Sheraton Chicago: Colorado Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Lucy L. Gilson**, U. of Connecticut, Storrs**; Robert Litchfield**, Washington and Jefferson College**; Daniel Scott DeRue**, U. of Michigan**; David M. Sluss**, U. of South Carolina

Saturday 3:10PM

310 🗪💻: *(ENT)* **Setting a Research Agenda for Affect in Entrepreneurship**
3:10pm - 5:40pm Hyatt Regency Chicago: DuSable
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: **Gordon Kwesi Adomdza**, Northeastern U.**; Chien Sheng Richard Chan**, U. of Washington**; Tori Yu-wen Huang**, City U. London
Facilitators: **Robert Baron**, Rensselaer Polytechnic Institute**; Melissa S. Cardon**, Pace U.**; Maw-Der Foo**, U. of Colorado, Boulder

311 🕮🗪: *(HCM, TTC, MED, NDSC)* **Green Management Matters: Finding Greener Learning Pastures with More Creative Teaching Tools**
3:10pm - 5:10pm Swissôtel Chicago: St. Gallen Salon 2
Coordinator: **Jon Chilingerian**, Brandeis U.
Presenters: **Amy K. Yarbrough**, U. of Alabama at Birmingham**; Dawn Oetjen**, U. of Central Florida**; Renee Brent Hotchkiss**, Georgia Southern U.**; Jocelyn Louise Steward**, U. of Alabama, Birmingham**; Reid Oetjen**, U. of Central Florida**; Leonard H. Friedman**, George Washington U.

Saturday 3:20PM

312 💻: *(BPS, OMT, ODC, TIM, IM)* **Organization Structure and Design: New Research and Insights**
3:20pm - 6:50pm Hyatt Regency Chicago: Comiskey
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Distinguished Speaker: **Richard M Burton**, Duke U.
Chairs: **Samina Karim**, Boston U.**; Charles Williams**, Duke U.
Presenters: **Christopher B. Bingham**, U. of Maryland**; Timothy N. Carroll**, U. of South Carolina**; Saikat Chaudhuri**, U. of Pennsylvania**; Felipe Csaszar**, INSEAD**; Sendil Ethiraj**, U. of Michigan, Ann Arbor**; Pranav Garg**, U. of Michigan**; Stephane Girod**, Accenture**; Marlo Goetting**, London Business School**; Dorthe Døjbak Haakonsson**, Aarhus School of Business, Aarhus U.**; Kent Wickstrøm Jensen**, U. of Southern Denmark**; Mario Schijven**, Texas A&M U.**; Richard Whittington**, Said Business School
Participant: **Xavier Martin**, Tilburg U.

313 ✈💻: *(IM)* **International Management Division Meet the Editors for IM Junior Faculty and Doctoral Consortia ONLY**
3:20pm - 4:50pm Hyatt Regency Chicago: Columbus IJ
This will be a joint session between the IM Junior Faculty and IM Doctoral Consortia
Coordinators: **Mary Zellmer-Bruhn**, U. of Minnesota**; Guenter Stahl**, WU Vienna
Participants: **Hayagreeva Rao**, Stanford U.**; Amy Hillman**, Arizona State U.**; Peter Bamberger**, Technion Israel Institute of Technology**; Lorraine Eden**, Texas A&M U.**; Masaaki Kotabe**, Temple U.**; Mike Peng**, U. of Texas at Dallas**; Linda Argote**, Carnegie Mellon U.**; Edward Zajac**, Northwestern U.**; William G Mitchell**, Duke U.**; Richard A Bettis**, U. of North Carolina, Chapel Hill**; Joachim Wolf**, Christian-Albrechts-U. of Kiel**; Andrew Delios**, National U. of Singapore

314 💻: *(OB, ODC)* **Leadership in a Changing World: Moving Toward Authentic Leadership and its Implications**
3:20pm - 7:20pm Sheraton Chicago: Arkansas Room
Chairs: **Ethlyn Anne Williams**, Florida Atlantic U.**; Rajnandini Pillai**, California State U. San Marcos
Presenters: **Bruce J. Avolio**, U. of Washington**; Bryan J. Deptula**, Florida Atlantic U.**; Dong-il Jung**, San Diego State U.**; Kevin B. Lowe**, U. of North Carolina, Greensboro**; Rajnandini Pillai**, California State U. San Marcos**; Ethlyn Anne Williams**, Florida Atlantic U.

315 ☯: *(PNP, HR)* **Responsible Stewardship - Developing Your Own Personal Strategic Plan to Guide Work-Life Balance**
3:20pm - 5:20pm Fairmont Chicago: Ambassador Room
Facilitator: **Dean F. Eitel**, DePaul U.

316 ☯✈💻: *(RM, OB, ODC, MC)* **International Advances in Techniques and Methods of Academic-Practitioner Collaborative Research**
3:20pm - 6:50pm Sheraton Chicago: Chicago 6
Participants are asked to fill in a short online survey that is used to frame questions for the workshop. The conference organizers will send them a link to the survey after they complete the additional registration that is needed for the workshop. Additional registration is

required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizers: **Stefan Krummaker**, Leibniz U. Hannover**; Holger Schiele**, Jacobs U. Bremen**; Rita Kowalski**, Work Life Consulting LLC
Presenters: **Jean M. Bartunek**, Boston College**; Jacqueline Fendt**, ESCP-EAP European School of Management**; Alfred Kieser**, Mannheim U.**; Marilee Adams**, Inquiry Institute**; Lyle Yorks**, Columbia U.

Saturday 3:30PM

381 : *(AAA)* **2009 Program Chairs' Meeting**
3:30pm – 4:30pm Hyatt Regency Chicago: Skyway 272
Organizers: **Susan E. Jackson**, Rutgers U.**; Valerie Navarro**, Academy of Management

317 : *(CMS)* **Organized Labor: Voices From Chicago**
3:30pm - 5:00pm Hyatt Regency Chicago: Gold Coast
Representatives from organized labor in Chicago will speak about current trends and recent actions in the U.S. labor movement

318 💻: *(MC)* **Comparison of Approaches to Change Management**
3:30pm - 5:30pm Hyatt Regency Chicago: Ogden
Presenters: **Marc Bonnet**, ISEOR, U. of Lyon 3**; Vincent Cristallini**, ISEOR, U. of Lyon 3**; Leon De Caluwe**, Vrije U. Twynstra**; Gerard Desmaison**, GD Consulting**; Michel Peron**, ISEOR / U. of Paris Sorbonne**; Henri Savall**, ISEOR, U. of Lyon 3**; Hans Vermaak**, Twynstra Management Consultants**; Olivier Voyant**, ISEOR, U. of Lyon 3**; Veronique Zardet**, ISEOR, U. of Lyon 3

Saturday 3:40PM

319 ☯: *(CAR, ONE)* **Walk & Talk: Careers, Louis Sullivan, and Famous Chicago Architecture**
3:40pm - 6:00pm Offsite: OFFSITE
Pre-registration by e-mail: SJPOWER@stthomas.edu. Meeting at Hyatt Regency lobby in the room registration area at 3:40 pm. Participation costs is $20.
Organizer: **Sally J. Power**, U. of St. Thomas

320 💻: *(CAR, RM, OMT, OB, ENT)* **Using Biographical Data in Organizational Research: Learning from Our Own Experience**
3:40pm - 5:40pm Sheraton Chicago: Chicago 7
Organizers: **Gina Dokko**, U. of California, Davis/New York U.**; Jennifer Tosti-Kharas**, San Francisco State U.
Presenters: **Gina Dokko**, U. of California, Davis/New York U.**; Jennifer Tosti-Kharas**, San Francisco State U.**; Matthew J. Bidwell**, Wharton School, U. of Pennsylvania**; Monica Higgins**, Harvard U.**; Christopher I. Rider**, Emory U.**; Prasanna Tambe**, Wharton School, U. of Pennsylvania

321 ✈💻: *(GDO, IM)* **Fostering Research on International Gender and Diversity Issues**
3:40pm - 5:40pm Sheraton Chicago: Superior A and B
Organizers: Dianna L. Stone, Linda C. Isenhour, Miguel Olivas-Lujan, Kimberly Lukaszewski
Chairs: **Linda C. Isenhour**, Eastern Michigan U.**; Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey
Facilitators: **Stephanie E Newell**, Eastern Michigan U.**; David Knights**, Keele U.**; Donna Maria Blancero**, National Society of Hispanic MBAs
Presenters: **Dianna L. Stone**, U. of Texas at San Antonio**; Kimberly Lukaszewski**, State U. of New York, New Paltz**; Stella M. Nkomo**, U. of South Africa**; Lize A. Booysen**, U. of Antioch**; Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia**; Silvia Ines Monserrat**, U. Nacional del Centro**; Jawad Syed**, U. of Kent**; Betty Jane Punnett**, U. of West Indies**; Herman Aguinis**, Indiana U., Bloomington**; Charmine E. J. Hartel**, Monash U., Clayton**; Mustafa F Ozbilgin**, U. of East Anglia**; Lynn Shore**, San Diego State U.**; Jermaine Vesey**, U. of Texas, San Antonio
Participant: **Camilla Quental**, HEC Paris

322 📖: *(TIM, OCIS, MED)* **A Teaching Workshop on Sources of Content for Courses and Classroom Use**
3:40pm - 5:40pm Hyatt Regency Chicago: Skyway 261
Organizer: **Vadake Narayanan**, Drexel U.
Participants: **John E. Ettlie**, Rochester Institute of Technology**; Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute**; Christopher L Tucci**, EPFL**; Deepak Somaya**, U. of Illinois at Urbana Champaign

Saturday 4:00PM

323 📖☯💻: *(HR)* **Charting an Impactful Career**
4:00pm - 5:30pm Sheraton Chicago: Michigan A and B
Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Presenters: **Luis R. Gomez-Mejia**, Arizona State U.**; K. Michele Kacmar**, U. of Alabama**; Richard J. Klimoski**, George Mason U.**; Susan M. Taylor**, U. of Maryland**; Patrick Wright**, Cornell U.

324 : *(ICW)* **Editorial Board Meeting for the Journal of Leadership and Organizational Studies**
4:00pm - 5:00pm Hyatt Regency Chicago: Field
Organizer: **Julia Teahen**, Baker College

325 : *(ICW)* **Management and Organization Review Board Meeting**
4:00pm - 5:00pm Sheraton Chicago: Illinois Boardroom
Invitation only.
Organizer: **Xin "Eva" Yao**, U. of Colorado - Boulder

326 📖☯✈💻: *(IM, HR, ODC)* **Going Beyond International HRD: Challenges of Conducting Cross-cultural & Sub-cultural Research!**
4:00pm - 6:00pm Hyatt Regency Chicago: Toronto
Five scholars from five different cultural backgrounds will share their experiences and challenges faced in conducting cross-cultural research works
Organizer: **AAhad Osman-Gani**, Nanyang Technological U.
Presenters: **Yongsun Paik**, Loyola Marymount U.**; Gary N. McLean**, Texas A&M U.**; AAhad Osman-Gani**, Nanyang Technological U.**; Alexandre Ardichvili**, U. of Minnesota**; K Peter Kuchinke**, U. of Illinois at Urbana Champaign

327 ☯✈💻: *(RM, OMT, OB)* **Approaching Qualitative Research**
4:00pm - 6:00pm Sheraton Chicago: Ohio Room

Chair: **Robert P. Gephart**, U. of Alberta

Presenters: **Beth Bechky**, U. of California, Davis**; Mary Yoko Brannen**, INSEAD/ San Jose State U.**; Karen D Locke**, College of William & Mary**; Michael G. Pratt**, Boston College

Saturday 4:10PM

328 💻: *(ENT)* **Data for Entrepreneurship Research**
4:10pm - 6:10pm Hyatt Regency Chicago: Columbus H
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Participants: **Alicia Robb**, U. of California, Santa Cruz**; Denny Dennis**, NFIB

329 💻: *(OB, IM, BPS, HR)* **Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research**
4:10pm - 7:10pm Sheraton Chicago: Mayfair Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chairs: **Gilad Chen**, U. of Maryland**; D. Brent Smith**, London Business School
Facilitators: **Donald C. Hambrick**, Pennsylvania State U.**; Timothy A. Judge**, U. of Florida**; Miriam Erez**, Technion Israel Institute of Technology**; Anil K Gupta**, U. of Maryland, College Park**; Bradley L. Kirkman**, Texas A&M U.

330 📖☯💻: *(ODC)* **Learning From the ODC Division Founders**
4:10pm - 6:10pm Swissôtel Chicago: Zurich C
W. Warner Burke, Mike Beer, Frank Friedlander, Larry Greiner, Robert Golembiewski, Carig Lundberg, Tony Raia
Coordinator: **Glenn Varney**, Bowling Green State U.
Presenters: **Frank Friedlander**, Fielding Graduate Institute**; Larry E. Greiner**, U. of Southern California**; Anthony P Raia**, U. of California, Los Angeles**; Michael Beer**, Harvard U.**; Craig C Lundberg**, Cornell U.**; W Warner Burke**, Columbia U.**; R T Golembiewski**, U. of Georgia; **Dale Zand**, New York U.

Saturday 4:20PM

331 📖: *(MED, NDSC, ITC)* **The Green Professor: Questions, Answers, and Advice on Careers, Teaching and Dissertation.**
4:20pm - 6:20pm Hyatt Regency Chicago: McCormick
Coordinator: **Thomas P. Bradley**, Tarleton State U.
Participants: **Michael J. Provitera**, Barry U.**; Toni Ungaretti**, Johns Hopkins Carey Business School**; Eric G Kirby**, Texas State U.**; Joann Krauss Williams**, Jacksonville State U.**; Rosa Nelly Trevinyo-Rodríguez**, Tecnológico de Monterrey, Campus Monterrey**; Kenneth S Rhee**, Northern Kentucky U.**; Benjamin C. Powell**, Appalachian State U.

332 📖💻: *(MED, OM, OB, TIM)* **Virtual Worlds (Second Life) In Management Education & Research**
4:20pm - 6:50pm Hyatt Regency Chicago: Columbian
Coordinator: **Peggy D. Lee**, Pennsylvania State U., Great Valley
Presenters: **Poppy L Mcleod**, Cornell U.**; Lyle R Wetsch**, Memorial U. of Newfoundland**; Andrea Hornett**, Pennsylvania State U.**; Jan Kingley**, European Foundation for Management Development
Participant: **Daniel J Power**, -

Saturday 4:30PM

333 💻: *(RM, BPS, OMT, ODC, OB, ENT, TIM, OM, MH)* **Process Research Methods Workshop**
4:30pm - 8:30pm Sheraton Chicago: Chicago 10
Pre-registration is required for both Part 1 and Part 2. To register online please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009. You will need an approval code to register for Part 2.
Chair: **Ann Langley**, HEC Montreal
Facilitators: **Julia Balogun**, Lancaster U.**; Robert A Burgelman**, Stanford U.**; Mark de Rond**, Cambridge U.**; Andrew H. Van de Ven**, U. of Minnesota
Coordinator: **Clive Smallman**, Lincoln U., New Zealand
Presenters: **Martha S. Feldman**, U. of California, Irvine**; Haridimos Tsoukas**, ALBA & Warwick Business School**; Jennifer Howard-Grenville**, U. of Oregon

334 📖☯✈💻: *(TIM, BPS, IM, ENT)*
Technoentrepreneurship: Latest Findings and Avenues of Development
4:30pm - 7:30pm Hyatt Regency Chicago: Addams
Coordinators: **Francois Therin**, U21GLOBAL**; Gita Surie**, Adelphi U.**; Aard J Groen**, U. of Twente, NIKOS**; William John Lekse**, U. of Michigan, Dearborn**; René Mauer**, RWTH Aachen U.
Presenters: **Jina Kang**, Seoul National U.**; Francesco Schiavone**, Parthenope U. of Naples**; Jason Robert Fitzsimmons**, Queensland U. of Technology

Saturday 4:40PM

335 💻: *(RM)* **Methods for Integrating Moderation and Mediation**
4:40pm - 6:40pm Sheraton Chicago: Erie Room
Presenter: **Jeffrey R. Edwards**, U. of North Carolina

336 : *(SIM)* **Thinking about New Ideas and Topics: SIM Research Roundtables**
4:40pm - 6:10pm Fairmont Chicago: State Room
No pre-registration required. See the SIM & OB listservs in Spring 2008 for more information. Contact David Waldman (waldman@asu.edu).
Organizer: **David Waldman**, Arizona State U.
Facilitators: **David V. Day**, U. of Western Australia**; Janet M. Dukerich**, U. of Texas, Austin**; Glen E. Kreiner**, Pennsylvania State U.

337 📖: *(TTC, BPS, GDO)* **Simple and Inexpensive Methods to Teach Abstract Concepts in Strategy**
4:40pm - 6:40pm Sheraton Chicago: Huron Room
Facilitator: **Sherman Chin**, RMIT U.
Coordinator: **Nigel Patrick Munro-Smith**, RMIT U.

Saturday 5:00PM

338 : *(IAM)* **Iberoamerican Academy of Management Business Meeting**
5:00pm - 7:00pm Sheraton Chicago: Mississippi Room
Organizer: **Julio DeCastro**, Instituto de Empresa Business School

339 : *(ICW)* **International Association for Chinese Management Research Business Meeting**
5:00pm - 7:00pm Sheraton Chicago: Ontario Room
All are welcome to attend.
Organizer: **Xin "Eva" Yao**, U. of Colorado - Boulder

340 🕮✈💻: *(IM)* **Management Scholars and India – An Open Dialog**
5:00pm - 7:00pm Hyatt Regency Chicago: Skyway 265
Organizer: **Jyoti Bachani**, Saint Mary's College of California
Hosts: **Nandini Rajagopalan**, U. of Southern California**; Ashish Arora**, Duke U.**; Rishikesha Krishnan**, Indian Institute of Management, Bangalore

341 : *(PTC)* **Practice Theme Committee Welcoming Reception and Awards**
5:00pm - 7:00pm Fairmont Chicago: Chancellor Room
Organizers: **Elena P. Antonacopoulou**, U. of Liverpool**; Kuo Frank Yu**, City U. of Hong Kong

Saturday 5:10PM

342 ☯✈🗪💻: *(BPS, OMT, ODC, PNP)* **The Energy Challenge: A Strategic Management of Knowledge Perspective**
5:10pm - 7:40pm Hyatt Regency Chicago: Hong Kong
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: **Martin Ihrig**, Wharton School, U. of Pennsylvania
Distinguished Speakers: **Ian C MacMillan**, U. of Pennsylvania**; Max Boisot**, U. of Birmingham**; Agusti Canals**, U. Oberta de Catalunya**; JC Spender**, Lund U.

343 🕮✈: *(MED, OCIS, TIM, BPS, CM, GDO, ITC, MH, MSR, OB, OM)* **Innovative Approaches for Using the AOM's E-Media to Foster Sharing Cutting-edge Management Pedagogy**
5:10pm - 7:10pm Hyatt Regency Chicago: Skyway 269
Chair: **Charles Wankel**, St. John's U., New York
Presenters: **Alvaro Cuervo-Cazurra**, U. of South Carolina**; Alev M Efendioglu**, U. of San Francisco**; Charles J. Fornaciari**, Florida Gulf Coast U.**; Eric Goodman**, Westwood College**; Ralph Hanke**, Bowling Green State U.**; Tim R. Holcomb**, Florida State U.**; John G Joos**, Nova Southeastern U.**; Arthur L. Jue**, U. of Phoenix / Oracle Corp.**; Hamid H Kazeroony**, William Penn U.**; Peggy D. Lee**, Pennsylvania State U., Great Valley**; Alexandre Barsi Lopes**, U. of Cincinnati**; Jalane Meloun**, Barry U.**; Isabel Metz**, U. of Melbourne**; Jim Nelson**, Southern Illinois U. Carbondale**; Sarfraz A Mian**, State U. of New York, Oswego**; Ron Ophir**, York U.**; Eve Poole**, Ashridge**; Charlotte Rayner**, U. of Portsmouth**; James C Spee**, U. of Redlands**; Matthew L. Suppa**, Academy of Management**; Mile Terziovski**, U. of Melbourne**; Vu Nguyen Tran**, Pepperdine U.**; Raymond Nam Cam Trau**, U. of Queensland**; Kim-Chi Wakefield Trinh**, National U. of Singapore**; Hetty Van Emmerik**, Utrecht U.**; Sara C. Walton**, U. of Otago**; Charles Wankel**, St. John's U., New York**; BJ Zirger**, U. of Cincinnati**; Jurate Stanaityte**, Stockholm U.

344 💻: *(OMT, MOC)* **Cultivator: Theory, Methods, & Research in Institutional Logics**
5:10pm - 8:10pm Hyatt Regency Chicago: Water Tower
Organizers: **Patricia H Thornton**, Duke U.**; William Ocasio**, Northwestern U.**; Michael Lounsbury**, U. of Alberta
Facilitators: **Mary Ann Glynn**, Boston College**; Barbara Townley**, U. of St Andrews**; Rodolphe Durand**, HEC Paris**; Candace Jones**, Boston College

Saturday 5:20PM

345 ✈💻: *(IM, SIM)* **Myth or Reality? The impact of Base-of-the-Pyramid initiatives on poverty alleviation**
5:20pm - 7:50pm Hyatt Regency Chicago: Acapulco
Chair: **Miguel Rivera-Santos**, Babson College
Presenters: **Aneel Karnani**, U. of Michigan, Ann Arbor**; Ans Kolk**, U. of Amsterdam**; Ted London**, U. of Michigan**; Patricia Marquez**, U. of San Diego**; Carlos Rufin**, Suffolk U.**; Sushil Vachani**, Boston U.

Saturday 5:30PM

394 : *(AAA)* **2010 Program Chairs' Meeting**
5:00pm – 6:30pm Hyatt Regency Chicago: Skyway 272
Organizers: **Anne S. Tsui**, Arizona State U.**; Valerie Navarro**, Academy of Management

346 : *(AAA)* **New Member Orientation: Session 2**
5:30pm - 7:00pm Sheraton Chicago: Sheraton 4
Organizers: **James Calvin**, Johns Hopkins U.**; Kerry Ignatz**, Academy of Management

347 : *(AAM)* **Asia Academy of Management Committee Meeting**
5:30pm - 6:30pm Swissôtel Chicago: Zurich G
Organizer: **Daphne W. Yiu**, Chinese U. of Hong Kong

348 ☯✈🗪💻: *(BPS, OMT, ENT, RM, SIM)* **Creating and Sustaining Competitive Advantage: Implications of the Environment?**
5:30pm - 7:30pm Hyatt Regency Chicago: Truffles
Pre-registration is strongly encouraged. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009. Onsite walk-ins welcome based on space availability.
Organizers: **Craig E. Armstrong**, U. of Alabama**; Paul Louis Drnevich**, U. of Alabama**; Scott L. Newbert**, Villanova U.
Distinguished Speakers: **Thomas Brush**, Purdue U., West Lafayette**; Russell Coff**, Emory U.**; Erwin Danneels**, Worcester Polytechnic Institute**; Glenn Hoetker**, U. of Illinois, Urbana-Champaign**; Michael J Leiblein**, Ohio State U.**; Jeffrey A. Martin**, U. of Texas, Austin**; Steven Postrel**, U. of California, Los Angeles**; Richard Reed**, Washington State U.

349 🕮☯✈: *(CMS)* **"Dark-Side VIII" Case-Writing Competition**
5:30pm - 7:30pm Hyatt Regency Chicago: Columbus KL
Organizers: **Jessica Heineman-Pieper**, George Mason U.**; Mary Godwyn**, Babson College

350 🕮: *(HR, GDO, CAR, OB)* **Managing Flexstyles and Work-Life Relationships: A Teaching Development Workshop**
5:30pm - 7:30pm Sheraton Chicago: Missouri Room
Facilitator: **Ellen Ernst Kossek**, Michigan State U.
Participant: **Nancy A. Woolever**, Society for Human Resource Management

351 : *(OB)* **OB/HR Members Welcome Reception**
5:30pm - 7:00pm Sheraton Chicago: Chicago 9
This is a reception jointly sponsored by the OB and HR divisions to welcome our current and prospective members to the 2009 Annual Meeting.
Organizers: **Maria Kraimer**, U. of Iowa**; Jacqueline A-M. Coyle-Shapiro**, London School of Economics
Chairs: **Sandy J. Wayne**, U. of Illinois, Chicago**; Blake E. Ashforth**, Arizona State U.

352 : *(PTC)* **Why don't things happen? – Hurdles to green practices**
5:30pm - 8:30pm Fairmont Chicago: Ambassador Room
Organizer: **Edeltraud Guenther**, Technische U. Dresden
Facilitators: **Martina K. Linnenluecke**, U. of Queensland**; Lutz Preuss**, Royal Holloway, U. of London**; Kai N. Hockerts**, Copenhagen Business School**; Anne-Karen Hueske**, Technische U. Dresden

353 : *(SIM)* **Social Issues in Management Division/Society for Business Ethics Joint Keynote Speaker & Reception (OFFSITE AT the Society for Business Ethics conference)**
6:30pm - 8:00pm Offsite: Allerton Hotel
This event is OFFSITE. The location is Buckingham Ballroom, Allerton Hotel, 701 N Michigan Ave. Keynote is Prof. Deirdre McCloskey. Reception follow
Organizers: **Ian Maitland**, U. of Minnesota**; Jeremy Moon**, Nottingham U.
Keynote Speaker: **Deirdre McCloskey**, U. of Illinois - Chicago
Chair: **Ian Maitland**, U. of Minnesota

Saturday 5:40PM

354 : *(OMT, RM)* **Modeling Phenomena in Organization Theory: Commonalities in Heterogeneous Approaches**
5:40pm - 7:40pm Hyatt Regency Chicago: San Francisco
Organizer: **Simon A. Rodan**, San Jose State U.
Distinguished Speakers: **Richard M Burton**, Duke U.**; Richard Harrison**, U. of Texas at Dallas**; Michael G. Jacobides**, London Business School**; Sheen S. Levine**, Singapore Management U.**; Scott Rockart**, Duke U.**; Michael Ryall**, U. of Melbourne

Saturday 6:00PM

355 : *(BPS)* **Mid-Career Workshop**
6:00pm - 9:00pm Hyatt Regency Chicago: Burnham
Professional Development Workshop Chair: **S Trevis Certo**, Arizona State U.

356 : *(BPS)* **Meet the BPS Officers**
6:00pm - 8:00pm Hyatt Regency Chicago: Gold Coast
Division Chair: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Joanne Oxley**, U. of Toronto
Program Chair: **Tammy L. Madsen**, Santa Clara U.
Professional Development Workshop Chair: **Nicholas Argyres**, Washington U. in St. Louis
Past Chair: **Russell Coff**, Emory U.

357 : *(CAR)* **Careers Division PDW Social and Show**
6:00pm - 8:00pm Fairmont Chicago: Moulin Rouge
Join us at the Careers Division PDW social event, with this year only an entertainment by the Careering Troubadours, directed by Kerr Inkson.
Presenters: **Michael B. Arthur**, Suffolk U.**; Wolfgang Mayrhofer**, WU Vienna**; Julia Richardson**, York U.**; Joy A. Schneer**, Rider U.**; Maury Peiperl**, IMD
Author: **Kerr Inkson**, U. of Waikato

358 : *(CMS)* **Critical Management Studies Division Welcome Social**
7:00pm - 9:30pm Hyatt Regency Chicago: Toronto
Host: **Craig Prichard**, Massey U.

359 : *(ENT)* **ENT Social Event (Fadó Irish Pub)**
6:00pm - 11:00pm Offsite: Fado Irish Pub
Saturday 8th August 6-11pm at Fadó Irish Pub 100, West Grand Avenue, Chicago, IL 60610 (on the corner of Clark and West Grand Avenue) http://www.fadoirishpub.com/chicago/ For details and how to register go to http://ent.aomonline.org/
Professional Development Workshop Chair: **Mike Wright**, U. of Nottingham

360 : *(HCM)* **HCM Saturday Night Networking Social**
6:00pm - 8:00pm Swissôtel Chicago: Zurich E
Sponsored by the Association of University Programs in Health Administration (AUPHA) & the Society for the Study of Organising for Healthcare (SHOC).
Organizer: **Trish Reay**, U. of Alberta
Hosts: **Lydia M. Reed**, AUPHA**; Louise Fitzgerald**, De Montfort U.

361 : *(ICW)* **MMD Debriefing #2, CBS**
6:00pm - 7:30pm Hyatt Regency Chicago: Skyway 260
Organizer: **Mette Halborg**, Copenhagen Business School

362 : *(ICW)* **Baker College Doctoral Student Seminar Saturday**
6:00pm - 9:00pm Hyatt Regency Chicago: Skyway 272
Organizer: **John Coulter Vinton**, Baker College

363 : *(IM)* **International Management Division PDW Reception**
6:00pm - 8:00pm Fairmont Chicago: Crystal Room

364 : *(Paper Session) - (MED)* **New Doctoral Student Consortium (NDSC) & Management Education and Development Division (MED) Reception**
6:00pm - 8:00pm Sheraton Chicago: Sheraton 1

365 : *(NDSC)* **New Doctoral Student Consortium (NDSC) & Management Education and Development Division (MED) Reception**
6:00pm - 8:00pm Sheraton Chicago: Sheraton 1
Join us for the joint reception of the NDSC and the Management Education and Development Division (MED). All members of NDSC and MED are welcome.

366 : *(OCIS)* **OCIS Welcome Reception**
6:00pm - 8:00pm Hyatt Regency Chicago: Columbus IJ

367 : *(ODC)* **ODC Founders Social**
6:00pm - 8:00pm Swissôtel Chicago: Zurich F

368 🕮✈🗪💻: *(ONE, SIM, ENT)* **Green Microfinance Matters: How it informs research and teaching on alleviating poverty**
6:00pm - 8:00pm Fairmont Chicago: Regent Room
Organizers: **Lisa Jones-Christensen**, U. of North Carolina - Chapel Hill**; Geoff Archer**, Oregon State U.
Participant: **Joshua Ault**, U. of South Carolina

Saturday 6:10PM

369 💻: *(MSR)* **Credible Scholarship and Publication in MSR**
6:10pm - 7:40pm Hyatt Regency Chicago: Columbus G
Guidance for scholars concerned that publication in the new arena of interest will be difficult or academically risky
Presenter: **Andre L Delbecq**, Santa Clara U.

Saturday 6:20PM

370 🕮☯🗪💻: *(MC)* **Green Management Matters: Making a Difference in Successfully Completing a Holistic Doctoral Journey**
6:20pm - 8:20pm Hyatt Regency Chicago: Columbus H
Organizers: **Marilyn E Harris**, Capella U.**; Anne Saber Hallcom**, Capella U.
Presenters: **Katherine Eugenie Dew**, Hodges U.**; Linda J. Terry**, Capella U.**; Gerard F. Becker**, Capella U.**; Richard Ponschock**, Capella U.**; Joseph Baugh**, Capella U.**; Cande Tschetter**, Capella U.
Participants: **Matias C Santana**, Capella U.**; Gina Hill**, Capella U.**; Roger Oren**, Capella U.**; Frank Kalas**, Capella U.**; Vaughn Houger**, Capella U.**; Jerry Beck**, Capella U.**; Shelia Brown**, Capella U.**; Diana Webb**, Capella U.

Saturday 6:30PM

371 : *(ICW)* **Human Relations Reviewers' Reception**
6:30pm - 8:30pm Sheraton Chicago: Superior A and B
Organizer: **Claire Castle**, Human Relations

Saturday 7:00PM

372 : *(AAA)* **President's Reception for New and International Members**
7:00pm - 9:00pm Sheraton Chicago: Chi Bar
Host: **Angelo DeNisi**, Tulane U.

373 : *(AAM)* **Asia Academy of Management Reception**
7:00pm - 9:00pm Swissôtel Chicago: Zurich B
Organizer: **Daphne W. Yiu**, Chinese U. of Hong Kong

374 : *(ICW)* **International Association for Chinese Management Research Reception**
7:00pm - 8:00pm Sheraton Chicago: Sheraton 3
All are welcome.
Organizer: **Xin "Eva" Yao**, U. of Colorado - Boulder

Saturday 8:00PM

375 : *(AAA)* **Showing of Al Gore's "An Inconvenient Truth"**
8:00pm - 10:00pm Sheraton Chicago: Sheraton 2
To honor this year's theme "Green Management Matters", please join us for this special showing of former Vice President Al Gore's movie, "An Inconvenient Truth", which offers a passionate and inspirational look at one man's fervent crusade to halt global warming's deadly progress in its tracks by exposing the myths and misconceptions that surround it.
Program Chair: **Susan E. Jackson**, Rutgers U.

376 : *(GDO)* **All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy**
8:00pm - 10:00pm Sheraton Chicago: Chicago 8
Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah. (http://group.aomonline.org/glbt/)
Organizers: **Ron Ophir**, York U.**; Gerardo Okhuysen**, U. of utah

377 : *(MSR)* **Journal of Management, Spirituality, & Religion: Editorial Board Meeting**
8:00pm - 9:00pm Hyatt Regency Chicago: Atlanta
Editorial Board Meeting of the Journal of Management, Spirituality, and Religion (JMSR), published by Routledge - open to all interested.
Organizers: **Gerald Biberman**, U. of Scranton**; Yochanan Altman**, London Metropolitan U.**; Louis W. (Jody) Fry**, Tarleton State U.**; Robert A Giacalone**, Temple U.
Coordinator: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.
Presenter: **Margaret Diddams**, Seattle Pacific U.
Participants: **David M Boje**, New Mexico State U.**; Frank Bournois**, U. of Pantheon Assas Paris II**; Cary L. Cooper**, Lancaster U.**; Gordon E Dehler**, College of Charleston**; Jacqueline A. Gilbert**, Middle Tennessee State U.**; Heather Hopfl**, U. of Essex**; Sandra King Kauanui**, Florida Gulf Coast U.**; Karin Klenke**, Regent U.**; Stephen A. Linstead**, U. of York**; Kathy Lund Dean**, Idaho State U.**; Wolfgang Mayrhofer**, WU Vienna**; Donald W McCormick**, California State U. Northridge**; Ramnath Narayanswamy**, Indian Institute of Management, Bangalore**; Judith A. Neal**, U. of New Haven**; Christopher P Neck**, Virginia Tech**; Lee Robbins**, Golden Gate U.**; Jane Schmidt-Wilk**, Maharishi U.**; David S. Steingard**, Saint Joseph's U.**; J B Arbaugh**, U. of Wisconsin, Oshkosh**; J Benjamin Forbes**, John Carroll U.

378 : *(ONE)* **ONE Welcoming Reception**
8:00pm - 10:30pm Fairmont Chicago: Chancellor Room

Saturday 9:00PM

379 : *(ICW)* **ANZAM Dessert Reception**
9:00pm - 11:00pm Fairmont Chicago: Crystal Room
Organizer: **Neal M. Ashkanasy**, U. of Queensland

SATURDAY

Sunday 7:00AM

380 : *(MSR)* **MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: **Gerald Biberman**, U. of Scranton

Sunday 8:00AM

382 : *(AAA)* **AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
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.

383 : *(AAA)* **Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

384 : *(AAA)* **Conference Exhibits**
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

385 : *(AAA)* **Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: **Lisa K Gundry**, DePaul U.**; Margaret Posig**, DePaul U.

386 : *(AAA)* **All-Academy Welcome Breakfast**
8:00am - 9:00am Sheraton Chicago: Chicago 8-10
Please join us at this event where you can network, reconnect with old friends, and make new ones. And you can do all of this over a cup of coffee and breakfast pastries.

387 : *(ICW)* **Organization Studies Editorial Board Meeting**
8:00am - 10:30am Hyatt Regency Chicago: Addams
Organizer: **Michael Lounsbury**, U. of Alberta

388 : *(ICW)* **'Career Development International' Editorial Advisory Board meeting**
8:00am - 9:30am Sheraton Chicago: Arkansas Room
The publisher (Emerald Group Publishing Limited) and the editors, Professor Jim Jawahar and Dr Hetty van Emmerik, invite all Editorial Board Members to a journal meeting. Full agenda to follow by email shortly.
Organizer: **Nancy Rolph**, Emerald Group Publishing Limited

Sunday 8:30AM

389 : *(AAA)* **Placement Services**
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3
Placement Services - Registration and Information
Organizers: **James Hamilton Dulebohn**, Michigan State U.**; Wendy Kramer**, Keystone College

Sunday 9:00AM

392 : *(AAA)* **Academy of Management Presidential Address and Awards Ceremony**
9:00am - 11:00am Sheraton Chicago: Sheraton Chicago Ballroom

Sunday 10:00AM

393 : *(AAC)* **Eastern Academy of Management Officers Meeting**
10:00am - 12:00pm Sheraton Chicago: Huron Room

Sunday 10:15AM

395 : *(AAA)* **Conference Break**
10:15am - 10:45am Hyatt Regency Chicago: Riverside Center- Break

Sunday 10:30AM

397 : *(AAC)* **Southwest Academy of Management Officers Meeting**
10:30am - 12:00pm Sheraton Chicago: Missouri Room

398 : *(AAC)* **Midwest Academy of Management Officers Meeting**
10:30am - 12:00pm Sheraton Chicago: Ontario Room

Sunday 11:00AM

396 : *(AAA)* **Meeting with Incoming Division/Interest Group Chairs (2009-2010)**
11:15am - 12:15pm Hyatt Regency Chicago: Addams
Organizer: **Susan E. Jackson**, Rutgers U.

399 : *(AAA)* **Academy of Management Perspectives Editorial Board Meeting**
11:00am - 12:30pm Sheraton Chicago: Mayfair Room

400 : *(ICW)* **Journal of Management Inquiry Editorial Board Meeting**
11:00am - 12:30pm Hyatt Regency Chicago: Columbian
Organizer: **Marvin Washington**, U. Alberta

401 : *(ICW)* **Organization Studies editorial board meeting**
11:00am - 12:30pm Hyatt Regency Chicago: Gold Coast
Organizer: **Alan Maloney**, Sage Publications, U.K.

Sunday 11:30AM

402 🗨💻: *(AAT)* **Individuals and the Natural Environment**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus G
Organizer: **Katherine A DeCelles**, U. of Michigan
Discussant: **Max H. Bazerman**, Harvard U.
The Egoism and Altruism of Intergenerational Behavior | **Kimberly A Wade-Benzoni**, Duke U.; **Leigh Plunkett Tost**, Duke U.
Moral Identity, Power, and the Moral Ego: Predicting Environmentally-harmful Behaviors | **Katherine A DeCelles**, U. of Michigan; **Joshua D Margolis**, Harvard U.
The Individual and the Environment: An Empirical Study of Emotions, Context, and Moral Behavior | **Tara L. Ceranic**, U. of San Diego; **Scott J. Reynolds**, U. of Washington
You Are How You Eat: the Unexpected Effects of Fast Food Culture | **Chen-Bo Zhong**, U. of Toronto; **Sanford Ely DeVoe**, U. of Toronto; **Xiao Chen**, U. of Toronto

403 🗨💻: *(AAT)* **Creating Sustainable Work: Research Insights and Strategies for Action**

11:30am - 1:00pm Hyatt Regency Chicago: Columbus H
Chair: **Amy Wrzesniewski**, Yale U.
Work Process and Quality of Care in Early Childhood Education: The Role of Job Crafting | **Carrie R. Leana**, U. of Pittsburgh; **Eileen Appelbaum**, Rutgers U.; **Iryna Shevchuk**, U. of Pittsburgh
Lighthearted Fun in Heartbreaking Work: Sustaining Meaningfulness through Playfulness | **Adam M. Grant**, U. of Pennsylvania; **Justin Berg**, U. of Pennsylvania
Fashioning Provisional Jobs: How Workers Stuck In Low-Status Jobs Cope | **Sandra Spataro**, Cornell U.; **Lisa Ellen Cohen**, London Business School
Overcoming Barriers in the Crafting of Sustainable Jobs | **Justin Berg**, U. of Pennsylvania; **Amy Wrzesniewski**, Yale U.; **Jane E. Dutton**, U. of Michigan
Motivating Proactive Behavior to Achieve a Sustainable Career: The Power of the Future Work Self | **Karoline Strauss**, U. of Sheffield; **Mark A. Griffin**, U. of Sheffield
Sustaining a Calling Over Time | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign

404 ☯✈🗪💻: *(AAT)* **Building From the Ground Up II: Green Management and Sustainable Enterprise and Why They Matter**
11:30am - 2:30pm Hyatt Regency Chicago: Columbus IJ

Organizers: **David H Saiia**, Duquesne U.**; James Weber**, Duquesne U.
Facilitators: **Ted London**, U. of Michigan**; Gordon P. Rands**, Western Illinois U.**; Mark Starik**, George Washington U.**; Robert Sroufe**, Duquesne U.**; Michelle Greenwood**, Monash U.**; Mark B. Milstein**, Cornell U.

405 ☯🗪💻: *(AAT)* **What You Measure Is What Gets Done: The Importance of Developing Appropriate Sustainability Metrics**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Organizers: **Sujit Sur**, Dalhousie U.**; Carol-Ann Tetrault Sirsly**, Concordia U.
Moderator: **Irene Henriques**, York U.
Presenters: **Sanjay Sharma**, John Molson School of Business**; Michael Toffel**, Harvard U.**; John Peloza**, Simon Fraser U.**; Peter Kinder**, KLD Research & Analytics Inc.

406 🗪: *(AAT)* **Building Sustainable Business Programs**
11:30am - 2:30pm Hyatt Regency Chicago: Grand A
Participants: **Eric Orts**, U. of Pennsylvania**; Magali Delmas**, UCLA**; Erica Plambeck**, Stanford U.**; Michael Lenox**, U. of Virginia**; Daniel Esty**, Yale U.**; Thomas P Lyon**, U. of Michigan

407 🕮🗪: *(AAT)* **Greening Management Education: Educating for Global Responsibilities, Sustainability, and Ethics**
11:30am - 2:00pm Hyatt Regency Chicago: Grand B
Organizers: **Andreas Rasche**, U. of Warwick**; Sandra Waddock**, Boston College**; Patricia Werhane**, DePaul U.**; Juliane Iannarelli**, AACSB International
Speakers: **James E. Post**, Boston U.**; Ron Nahser**, DePaul U.**; Liz Maw**, Net Impact**; Rich Leimsider**, Aspen Institute Center for Business Education**; Carolyn Woo**, U. of Notre Dame

408 ☯✈🗪💻: *(AAT)* **Greening Matters:Shaping and Sustaining a New Vision of the Future**
11:30am - 1:00pm Hyatt Regency Chicago: Grand C North
Moderator: **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston
Coordinator: **Sandra Waddock**, Boston College
Speakers: **Peter M. Senge**, Society of Organizational Learning**; Sanjeev Khagram**, Harvard U.**; Malcolm McIntosh**, Griffith U.**; Sandra Waddock**, Boston College**; Erica L. Steckler**, Boston College

409 ☯🗪💻: *(AAT)* **Issues Surrounding the Emergence and Diffusion of Technologies for Renewable Energy Generation**
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Chairs: **Ann Terlaak**, U. of Wisconsin, Madison**; Yan Gong**, U. of California, Irvine
Analogical Learning and Technology Adoption: The Thin-Film Photovoltaic Cell Industry | **Ann Terlaak**, U. of Wisconsin, Madison; **Yan Gong**, U. of California, Irvine
Local Institutions and the Emergence of Cleantech | **Suzanne Gladys Tilleman**, U. of Oregon; **Michael V. Russo**, U. of Oregon
The Movements of Wind | **W Chad Carlos**, Cornell U.; **Wesley Sine**, Cornell U.; **Brandon H. Lee**, London Business School
Clean Technology Development under Cap-and-Trade Abatement Programs | **Margaret Taylor**, U. of California, Berkeley

410 🕮☯🗪💻: *(AAT)* **Bringing Practice Back into our Scholarship: Delivering the Agenda for Action**
11:30am - 2:00pm Hyatt Regency Chicago: Grand E
Organizers: **Elena P. Antonacopoulou**, U. of Liverpool**; Kuo Frank Yu**, City U. of Hong Kong
Distinguished Speaker: **Anne S. Huff**, Technical U. München
Facilitators: **Emmanuel A. Abegunrin**, Capella U.**; A. D. Amar**, Seton Hall U.**; Thomas G. Cummings**, U. of Southern California**; Jean M. Bartunek**, Boston College**; Philippe Nicolas Baumard**, CRG Ecole Polytechnique**; David Coghlan**, Trinity College Dublin**; Jay Conger**, Claremont McKenna College**; Craig D. Crossley**, U. of Nebraska/Schwans U.**; Murray Dalziel**, U. of Liverpool**; Paul N. Friga**, North Carolina U., Chapel Hill**; Wolfgang H. Guettel**, U. of Hamburg**; Roger Klev**, Norwegian U. of Science and Tech**; David Knights**, Keele U.**; Saku Mantere**, Swedish School of Economics and Business Administration**; Par Martensson**, Stockholm School of Economics**; Alan N. Miller**, U. of Nevada, Las Vegas**; Susan A. Mohrman**, U. of Southern California**; Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey**; Jone L. Pearce**, U. of California, Irvine**; Yvon Pesqueux**, CNAM Paris (France)**; Andrew M Pettigrew**, U. of Oxford**; V Seshan**, Pepperdine U.**; Georg Schreyogg**, Freie U. Berlin**; Torkild Thanem**, Stockholm U.**; Mary Uhl-Bien**, U. of Nebraska**; Robin Wensley**, U. of Warwick**; Tom Cannon**, U. of Liverpool

Sunday 12:00PM

411 : *(AAA)* **Program Developer & Centralized Review System Training Session for Program Chairs**
12:00pm - 3:00pm Hyatt Regency Chicago: Burnham
Organizer: **Valerie Navarro**, Academy of Management
Presenters: **Matthew L. Suppa**, Academy of Management**; Gabriel Bramson**, Academy of Management

SUNDAY

412 : *(AAA)* **2010 Professional Development Workshop Chairs Meeting**
12:00pm - 1:30pm Hyatt Regency Chicago: Field
Organizer: **Valerie Navarro**, Academy of Management

413 : *(AAA)* **Division Treasurers' Meeting**
12:00pm - 1:00pm Hyatt Regency Chicago: McCormick
Organizers: **Susan E. Jackson**, Rutgers U.**; Heather Crowe**, Academy of Management

414 : *(ICW)* **Entrepreneurship Theory and Practice Editorial Luncheon**
12:00pm - 2:00pm Hyatt Regency Chicago: Truffles
By invitation only.
Organizer: **Ray Bagby**, Baylor U.

415 : *(ITC)* **International Theme Committee Meeting**
12:00pm - 2:00pm Hyatt Regency Chicago: Wrigley
Organizer: **Rosa Nelly Trevinyo-Rodríguez**, Tecnológico de Monterrey, Campus Monterrey
Chair: **Claire A. Simmers**, Saint Joseph's U.

Sunday 12:30PM

416 : *(AAA)* **Academy of Management Review Editorial Board Meeting**
12:30pm - 2:00pm Sheraton Chicago: Superior A and B

417 : *(AAC)* **Eastern Academy of Management International Advisory Board**
12:30pm - 2:00pm Sheraton Chicago: Huron Room
Organizer: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

418 : *(ICW)* **Group & Organization Management Editorial Board Meeting**
12:30pm - 2:00pm Hyatt Regency Chicago: Atlanta
The editorial board of the journal Group & Organization Management will meet to discuss the journal and editorial policy.
Organizer: **Leah Fargotstein**, Sage Publications

Sunday 1:00PM

419 : *(AAA)* **Academy Leadership Forum: Workshop for Division Officers and Board Members**
1:00pm - 3:00pm Hyatt Regency Chicago: Comiskey
BY INVITATION ONLY
Organizers: **Angelo DeNisi**, Tulane U.**; James P. Walsh**, U. of Michigan, Ann Arbor**; Susan E. Jackson**, Rutgers U.**; Anne S. Tsui**, Arizona State U.
Facilitator: **Anne O'Leary-Kelly**, U. of Arkansas

420 : *(AAA)* **AOM Fellows Group Committee on Membership Meeting**
1:00pm - 2:00pm Sheraton Chicago: Michigan A and B

421 : *(AAC)* **Mentoring Committee Meeting**
1:00pm - 2:30pm Sheraton Chicago: Ohio Room
Organizers: **Meredith F. Burnett**, Florida International U.**; Shalei V. K. Simms**, Rutgers U.

422 : *(AAT)* **Trading in Good and Evil? Challenges and Opportunities of Market Solutions to Environmental Problems**
1:00pm - 2:30pm Hyatt Regency Chicago: Acapulco
Chairs: **Simona Giorgi**, Northwestern U.**; Sara B. Soderstrom**, Northwestern U.**; Ronald Meissen**, Baxter International Inc.
Discussant: **Klaus Weber**, Northwestern U.

423 : *(AAT)* **What Does It Mean to Be Green? Strategic Focus, Social Consciousness and Profit Motivation**
1:00pm - 2:30pm Hyatt Regency Chicago: Columbus G
Organizers: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln**; Jakari Griffith**, U. of Nebraska, Lincoln
Movements In Green Fields: Conceptual Framework For Firm Motivation To Be Green | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Jakari Griffith**, U. of Nebraska, Lincoln; **Rachel Clapp-Smith**, U. of Nebraska, Lincoln
What Does it Mean to be Truly Green?Environmental Sustainability at Frito-Lay North America | **Denis G. Arnold**, U. of North Carolina - Charlotte
Employee Attitudes Toward and Participation In Green Management Practices | **Aimee Dars Ellis**, Ithaca College
Towards Widespread Carbon Reduction:A Case Evaluation of the Carbon Disclosure Project | **Quintus Jett**, Dartmouth College; **Isabel W. Ng**, Dartmouth College
Future Business Leaders' Knowledge and Expectations Regarding The Issues Surrounding Sustainability | **Susan L. Kirby**, Texas State U.; **Eric G Kirby**, Texas State U.
Presenters: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln**; Jakari Griffith**, U. of Nebraska, Lincoln**; Rachel Clapp-Smith**, U. of Nebraska, Lincoln**; Denis G. Arnold**, U. of North Carolina - Charlotte**; Aimee Dars Ellis**, Ithaca College**; Quintus Jett**, Dartmouth College**; Isabel W. Ng**, Dartmouth College**; Susan L. Kirby**, Texas State U.**; Eric G Kirby**, Texas State U.

424 : *(AAT)* **Environmentally Friendly Worker Behaviors**
1:00pm - 2:30pm Hyatt Regency Chicago: Columbus H
Chairs: **Stephan Dilchert**, Baruch College**; Deniz S Ones**, U. of Minnesota
Discussant: **Juergen Deller**, Leuphana U.
Green Behaviors of Workers: A Taxonomy for the Green Economy | **Deniz S Ones**, U. of Minnesota
Environmental Misbehavior from a Senior Leader Perspective | **Adib Birkland**, U. of Minnesota
National Personality and Environmental Sustainability, Conservation, and Pollution | **Stephan Dilchert**, Baruch College
National Culture and Consumer Environmental Attitudes | **Andy Chiou**, Baruch College; **Siyuan Song**, Zicklin School of Business, Baruch College

425 : *(AAT)* **Managing the Global Financial Crisis: Creatively, Reliably, Sustainably**
1:00pm - 2:30pm Hyatt Regency Chicago: Columbus KL
Organizer: **Matt Statler**, New York U.
Participants: **Paul Shrivastava**, Bucknell U.**; Nancy J Adler**, McGill U.**; Ian Mitroff**, Alliant International U.**; Pierre Guillet de Monthoux**, Stockholm U.**; Tony Tinker**, Baruch College**; Aida Sy**, Manhattan College

426 : *(AAT)* **Substitution and Sustainable Development: Towards a Research Agenda**

1:00pm - 2:30pm Hyatt Regency Chicago: Grand C North
Chairs: **Steve Maguire**, McGill U.**; Jennifer Howard-Grenville**, U. of Oregon
Substituting Production Techniques: The Emergence and Diffusion of Green Chemistry | **Jennifer Howard-Grenville**, U. of Oregon; **Andrew Nelson**, U. of Oregon
Substitution via Sustainable Development Innovation: An Evolutionary Perspective | **Jeremy K Hall**, Simon Fraser U.; **Stelvia Matos**, Simon Fraser U.
Public Policy, Substitution Effects, and Alternative Energy | **Michael V. Russo**, U. of Oregon
Theorizing Risk: Organization, Technology and Stakeholders | **Steve Maguire**, McGill U.; **Nelson Phillips**, Imperial College London
Participants: **Jeremy K Hall**, Simon Fraser U.**; Stelvia Matos**, Simon Fraser U.**; Michael V. Russo**, U. of Oregon**; Nelson Phillips**, Imperial College London**; Andrew Nelson**, U. of Oregon

427 ☯✈🗪: *(AAT)* **Sustainability in Practice: The Capabilities Needed to Move from Ideal to Reality**
1:00pm - 2:30pm Hyatt Regency Chicago: Grand D North
Distinguished Speaker: **Peter M. Senge**, Society of Organizational Learning
Moderator: **Thomas A. Stewart**, Booz & Company
Participant: **Adriana Villasenor**, PepsiCo, Inc

428 🗪: *(AAT)* **Overcoming Obstacles to the Green Transformation: Insights from Company Sustainability Leaders**
1:00pm - 2:30pm Hyatt Regency Chicago: Toronto
Chairs: **Nancy B Kurland**, California State U. Northridge**; Deone Maria Zell**, California State U. Northridge
Participants: **Mark Buckley**, Staples**; Kit Cole**, Waste Management**; Brandon Gabriel**, LA Graphico**; Scott Mattoon**, Sun Microsystems**; Michelle Plotkin**, Global Inheritance**; Jennifer Regan**, AEG

429 : *(ICW)* **Organization editorial board meeting**
1:00pm - 2:30pm Hyatt Regency Chicago: Gold Coast
Organizer: **Alan Maloney**, Sage Publications, U.K.

430 : *(ICW)* **CGIR Editorial Board Meeting**
1:00pm - 2:30pm Fairmont Chicago: Embassy Room
This meeting is only open to members of the editorial staff for CGIR as of August, 2009 (current Associate Editors, Screening Editors, Editorial Review Board, and Editorial Advisory Board).
Organizer: **William Q Judge**, Old Dominion U.

Sunday 1:15PM

431 : *(SIM)* **SIM Division Executive Committee**
12:30pm - 3:45pm Fairmont Chicago: State Room

Sunday 1:30PM

432 : *(AAA)* **Program Developer Training Session for PDW Chairs**
1:30pm - 3:00pm Hyatt Regency Chicago: Field
Presenters: **Valerie Navarro**, Academy of Management**; Gabriel Bramson**, Academy of Management

433 : *(ICW)* **Organization Management Journal Editorial Board & Meet the Editor Session**
1:30pm - 2:30pm Hyatt Regency Chicago: McCormick
Organizer: **William P. Ferris**, Western New England College

434 : *(ICW)* **'Journal of Managerial Psychology' Editorial Advisory Board meeting**
1:30pm - 2:30pm Sheraton Chicago: Ontario Room
The publisher (Emerald Group Publishing Limited) and the editor, Dr Dianna Stone (University of Texas at San Antonio), invite all Editorial Board Members to a journal meeting. Full agenda to follow by email shortly.
Organizer: **Nancy Rolph**, Emerald Group Publishing Limited

435 : *(MED)* **MED Executive Committee Meeting**
1:30pm - 3:00pm Hyatt Regency Chicago: Skyway 269
Division Chair: **Alvin Hwang**, Pace U.
Division Chair-Elect.: **Katherine A. Karl**, Marshall U.
Program Chair: **Kenneth R Thompson**, DePaul U.
Professional Development Workshop Chair: **Jon Billsberry**, Coventry U.

436 : *(OM)* **OM Executive Committee and Officers Meeting**
1:30pm - 2:30pm Hyatt Regency Chicago: Addams
Program Chair: **Amelia Carr**, Bowling Green State U.
Professional Development Workshop Chair: **Thomas F. Gattiker**, Boise State U.

Sunday 2:00PM

437 : *(AAA)* **Academy of Management Journal Editorial Board Meeting**
2:00pm - 3:30pm Sheraton Chicago: Mayfair Room

438 : *(AAA)* **AMR Editors Only Meeting**
2:00pm - 3:30pm Sheraton Chicago: Superior A and B

439 : *(AAC)* **Western Academy of Management Officers Meeting**
2:00pm - 3:30pm Sheraton Chicago: Missouri Room

440 : *(ICW)* **The Journal of Applied Behavioral Science Editorial Board Meeting**
2:00pm - 3:30pm Hyatt Regency Chicago: Atlanta
The editorial board of the Journal of Applied Behavioral Science will meet to discuss the journal and editorial policy.
Organizer: **Leah Fargotstein**, Sage Publications

441 : *(ICW)* **POS Gathering: Connecting with Others Interested in Positive Organizational Scholarship**
2:00pm - 3:30pm Sheraton Chicago: Chicago 9
Come and connect with other researchers and teachers interested in Positive Organizational Scholarship and Positive Organizational Behavior. See POS friends and meet new colleagues with interests similar to your own. After reviewing new POS developments over the last year, we will have an opportunity to discuss research, teaching, and/or practice interests. We are seeking to create a forum in which scholars can get acquainted and make meaningful connections that will help them to develop in their work. Our hope is that everyone will come away with an energizing insight about their POS interest, such as a: research question, research idea, teaching idea, reference, funding source, research site, positive practice.
Organizer: **Jane E. Dutton**, U. of Michigan

442 : *(ICW)* **Organization Science Senior Editors' Meeting**

2:00pm - 3:30pm Sheraton Chicago: Sheraton 1
Meeting for Senior Editors only
Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

443 : *(ITC)* **Carolyn Dexter Award Reception**
2:00pm - 3:00pm Hyatt Regency Chicago: Wrigley
Carolyn Dexter Award Reviewers, Nominees, and Past Winners

Sunday 2:30PM

444 ✈🗪💻: *(AAT)* **What can our Theories Tell us about Climate Change?**
2:30pm - 4:00pm Hyatt Regency Chicago: Acapulco
Chairs: **Nardia Haigh**, U. of Michigan**; Ray Zammuto**, U. of Queensland
Discussant: **Andrew Griffiths**, U. of Queensland
Speakers: **Max H. Bazerman**, Harvard U.**; Scott Sonenshein**, Rice U.**; Monika Winn**, U. of Victoria**; Bettina Beata Wittneben**, U. of Oxford**; P Devereaux Jennings**, U. of Alberta

445 ☯🗪: *(AAT)* **Putting the Behavior Back into Green Behavior: Encouraging Pro-Environmental Actions at Work**
2:30pm - 4:00pm Hyatt Regency Chicago: Columbus G
Organizers: **Rose Challenger**, U. of Leeds**; Matthew C. Davis**, U. of Leeds**; Helen P. N. Hughes**, U. of Leeds
Chair: **Chris W. Clegg**, U. of Leeds
Facilitator: **Chris W. Clegg**, U. of Leeds
Implementing Green Initiatives: Practical Limitations of a Techno-centric Mindset | **Chris Jofeh**, ARUP
Promoting Pro-Environmental Behavior in the Workplace: Reframing the Green Issue | **Matthew C. Davis**, U. of Leeds; **Rose Challenger**, U. of Leeds
Methodological Approaches to the Study of Green Behavior: Can Agent Based Modeling Save the Day? | **Helen P. N. Hughes**, U. of Leeds
A Review of Interventions to Encourage Pro-Environmental Behavior | **Wokje Abrahamse**, U. of Surrey
The Role of Emotions and Values as Drivers of Pro-Environmental Behavior | **Sally V. Russell**, Griffith U.; **Neal M. Ashkanasy**, U. of Queensland
Encouraging Pro-Environmental Behaviors in the Workplace: An Interactive Discussion | **Chris W. Clegg**, U. of Leeds
Presenters: **Chris Jofeh**, ARUP**; Matthew C. Davis**, U. of Leeds**; Rose Challenger**, U. of Leeds**; Helen P. N. Hughes**, U. of Leeds**; Wokje Abrahamse**, U. of Surrey**; Sally V. Russell**, Griffith U.**; Neal M. Ashkanasy**, U. of Queensland

446 ☯🗪💻: *(AAT)* **Organization Design and Leadership for Sustainability**
2:30pm - 4:00pm Hyatt Regency Chicago: Columbus H
Organizer: **Chris Worley**, U. of Southern California
Achieving Sustainable Functioning in the Health Care Sector: A Complex Systems Perspective | **Susan A. Mohrman**, U. of Southern California; **Peter Docherty**, Chalmers U. of Technology; **Svante Lifvergren**, Chalmers U. of Technology
SEER: An Action Research Project in Support of Sustainable Development | **Hilary Bradbury**, U. of Southern California
Governance for Sustainability: Building the Cuyahoga River Valley Organization | **Chris Worley**, U. of Southern California; **Sally Parker**, Currere
Organizing for Sustainability: Themes and Framework | **Ann E. Feyerherm**, Pepperdine U.; **Susan A. Mohrman**, U. of Southern California
Presenters: **Ann E. Feyerherm**, Pepperdine U.**; Susan A. Mohrman**, U. of Southern California**; Peter Docherty**, Chalmers U. of Technology**; Hilary Bradbury**, U. of Southern California**; Svante Lifvergren**, Chalmers U. of Technology**; Sally Parker**, Currere

447 🗪💻: *(AAT)* **Modern Agricultural Processes**
2:30pm - 4:00pm Hyatt Regency Chicago: Columbus IJ
Organizers: **Brandon H. Lee**, London Business School**; Wesley Sine**, Cornell U.
Discussant: **Hayagreeva Rao**, Stanford U.
Field Work: The Construction of an Insurgent Institutional Logic in Alternative Agriculture | **Kathryn Heinze**, Northwestern U.; **Klaus Weber**, Northwestern U.
Routes to Roots: The Role of Tradition in the Production of Sustainable Practices | **Tina Dacin**, Queen's U.; **Rasha Nasra**, Queen's U.; **Melissa Leithwood**, Queen's U.
Crescive Standardization and Its Impact in the U.S. Organic Food Industry | **Brandon H. Lee**, London Business School; **Wesley Sine**, Cornell U.; **Pamela S. Tolbert**, Cornell U.
Paradise Sold: Resource Partitioning, Identity, and Strategy in the Organic Farming Industry | **Jo-Ellen Pozner**, U. of California, Berkeley; **Kate Sikavica**, U. of Munich

448 🕮☯✈🗪💻: *(AAT)* **Making Business Education Sustainable for Future Scholars and Managers; In Search of Answers**
2:30pm - 5:00pm Hyatt Regency Chicago: Grand A
Organizers: **Vlad Vaiman**, Reykjavik U.**; Nancy K Napier**, Boise State U.**; Sully Taylor**, Portland State U.
Facilitators: **Slawomir Magala**, Erasmus U.**; Mark Starik**, George Washington U.**; Torben Andersen**, Southern Denmark U.**; Michael Morley**, U. of Limerick**; R Scott Marshall**, Portland State U.**; Arno Haslberger**, Webster U.

449 🗪: *(AAT)* **Doing Research on Business and the Environment:Perspectives from Several Disciplines**
2:30pm - 4:00pm Hyatt Regency Chicago: Grand B
Chairs: **Michael Toffel**, Harvard U.**; Andrew King**, Dartmouth U./Harvard U.
Discussant: **Andrew King**, Dartmouth U./Harvard U.
Participants: **Thomas P Lyon**, U. of Michigan**; Kimberly A Wade-Benzoni**, Duke U.**; Leigh Plunkett Tost**, Duke U.**; Magali Delmas**, UCLA**; Michael Lenox**, U. of Virginia

450 ☯✈🗪💻: *(AAT)* **The Art and Science of Sustainable Value Chains**
2:30pm - 4:00pm Hyatt Regency Chicago: Grand C North
Coordinator: **Jason Jesurum Jay**, Massachusetts Institute of Technology
Participants: **Peter M. Senge**, Society of Organizational Learning**; Jason Clay**, World Wildlife Fund**; Richard Locke**, Massachusetts Institute of Technology**; Mark Lundy**, International Centre for Tropical Agriculture

451 🗪💻: *(AAT)* **Industrial Symbiosis: Collective Action for Sustainable Material and Energy Use**
2:30pm - 5:00pm Hyatt Regency Chicago: Grand D North
Chairs: **Jennifer Howard-Grenville**, U. of Oregon**; Dayna Simpson**, Oregon State U.
Facilitators: **Raymond L. Paquin**, Concordia U.**; Sara B. Soderstrom**, Northwestern U.**; Brent A McKnight**, U. of Western Ontario
Participants: **John Ehrenfeld**, International Society for Industrial Ecology**; Marian Chertow**, Yale U.**; Joseph Sarkis**, Clark U.**; William Hoffman**, Chicago Manufacturing Center

452 ☯✈🗪💻: *(AAT)* **Hot Topics in Environmental Management**
2:30pm - 5:00pm Hyatt Regency Chicago: Grand E
Chair: **Peter McKiernan**, U. of St. Andrews
Presenters: **Jan Bebbington**, U. of St Andrews, UK**; Carlos Larrinaga-Gonzalez**, Burgos U.**; Charles Cho**, Concordia U.**; Jesse Dillard**, Portland State U.**; Nick Barter**, U. of St Andrews, UK**; Jeffrey Unerman**, U. of London

453 ☯🗪💻: *(AAT)* **Greening the Built Environment: New organizational practices in design and construction.**
2:30pm - 4:00pm Hyatt Regency Chicago: Toronto
Organizers: **Rebecca Henn**, U. of Michigan**; Linda Forbes**, Franklin & Marshall College
Moderators: **Rebecca Henn**, U. of Michigan**; Linda Forbes**, Franklin & Marshall College
Participants: **Candace Jones**, Boston College**; David Orr**, Oberlin College**; Susan Szenasy**, Metropolis Magazine**; Marilyn Engwall**, City of Chicago**; Boyd Black**, U. of Chicago

454 : *(ICW)* **Editorial Board Meeting - Journal of Management *by invitation only**
2:30pm - 5:00pm Hyatt Regency Chicago: Truffles
Organizer: **Talya N. Bauer**, Portland State U.

Sunday 2:45PM

455 : *(AAA)* **Conference Break**
2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center- Break

Sunday 3:00PM

456 : *(ICW)* **Management and Organizational History editorial board meeting**
3:00pm - 4:30pm Hyatt Regency Chicago: McCormick
Organizer: **Alan Maloney**, Sage Publications, U.K.

457 : *(ICW)* **Meeting for Association of Korean Management Scholars and Doctoral Student Consortium**
3:00pm - 6:00pm Sheraton Chicago: Chicago 8
Organizer: **Shung Shin**, Washington State U.

458 💻: *(OM)* **JOM Best Paper Session**
3:00pm - 4:30pm Hyatt Regency Chicago: Water Tower
Chair: **Ken Boyer**, Ohio State U.
"Understanding behavioral sources of process variation following enterprise system deployment" | **Elliot Bendoly**, Emory U.; **Mark Cotteleer**, Marquette U.
"Creating consumer durable retailer customer loyalty through order fulfillment service operations" | **John T. Mentzer**, U. of Tennessee; **Theodore Stank**, U. of Tennessee; **Elizabeth Davis-Sramek**, U. of Louisville
"ISO 9000 practices and financial performance: A technology coherence perspective" | **Mary J. Benner**, U. of Pennsylvania; **Francisco Veloso**, Carnegie Mellon U.

459 : *(TTC)* **Teaching Theme Committee Meeting**
3:00pm - 4:30pm Sheraton Chicago: Huron Room
Organizer: **Barbara A. Ritter**, Coastal Carolina U.

Sunday 3:30PM

460 : *(AAA)* **Academy of Management Learning and Education Editorial Board Meeting**
3:30pm - 5:00pm Sheraton Chicago: Mayfair Room

461 : *(AAC)* **Southern Management Association Executive Board Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Horner

462 : *(BPS)* **BPS Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Gold Coast
Division Chair: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Joanne Oxley**, U. of Toronto
Program Chair: **Tammy L. Madsen**, Santa Clara U.
Professional Development Workshop Chair: **Nicholas Argyres**, Washington U. in St. Louis
Past Chair: **Russell Coff**, Emory U.

463 : *(CAR)* **CAR Executive Committee Meeting**
3:30pm - 5:00pm Sheraton Chicago: Colorado Room
Program Chair: **Suzanne C. de Janasz**, U. of Mary Washington
Professional Development Workshop Chair: **Svetlana Khapova**, VU U. Amsterdam

464 : *(CM)* **Conflict Management Division Executive Committee Meeting**
3:30pm - 4:30pm Sheraton Chicago: Mississippi Room
Division Chair-Elect.: **Kathleen O'Connor**, Cornell U.
Program Chair: **Deanna Geddes**, Temple U.
Professional Development Workshop Chair: **Barry M Goldman**, U. of Arizona
Chair: **Thomas M. Tripp**, Washington State U.
Past Chair: **Susan E. Brodt**, Queen's U.

465 : *(CMS)* **CMS Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Skyway 261
Program Chair: **Craig Prichard**, Massey U.
Professional Development Workshop Chair: **Sarah Stookey**, Central Connecticut State U.

466 : *(ENT)* **ENT Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Skyway 272
Division Chair: **Ronald K. Mitchell**, Texas Tech U.
Division Chair-Elect.: **Eileen Fischer**, York U.
Program Chair: **Per Davidsson**, Queensland U. of Technology
Professional Development Workshop Chair: **Mike Wright**, U. of Nottingham
Coordinators: **G. T. Lumpkin**, Texas Tech U.**; Sharon Alvarez**, Ohio State U.**; Lowell W. Busenitz**, U. of Oklahoma
Past Chair: **Timothy M Stearns**, California State U. Fresno
Newsletter Editor: **Melissa S. Baucus**, U. of Louisville

SUNDAY

Secretary: **Terry W Noel**, Illinois State U.
Treasurer: **Timothy S. Reed**, U.S. Air Force Academy

467 : *(GDO)* **GDO Executive Committee Meeting**
3:30pm - 5:00pm Sheraton Chicago: Arkansas Room
Division Chair: **Jeanette N. Cleveland**, Pennsylvania State U.
Division Chair-Elect.: **Quinetta Roberson**, Villanova U.
Program Chair: **David A. Kravitz**, George Mason U.
Professional Development Workshop Chair: **Diana Bilimoria**, Case Western Reserve U.

468 : *(HCM)* **HCM Executive Committee Meeting**
3:30pm - 5:00pm Swissôtel Chicago: Vevey Salon 3
Division Chair: **Christy Harris Lemak**, U. of Michigan
Division Chair-Elect.: **Robert Weech-Maldonado**, U. of Alabama at Birmingham (UAB)
Program Chair: **Eric S. Williams**, U. of Alabama
Professional Development Workshop Chair: **Trish Reay**, U. of Alberta
Past Chair: **Timothy Hoff**, State U. of New York, Albany

469 : *(HR)* **HR Executive Committee Meeting**
3:30pm - 5:00pm Sheraton Chicago: Ontario Room
Division Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Division Chair-Elect.: **Howard J. Klein**, Ohio State U.
Program Chair: **John E. Delery**, U. of Arkansas
Professional Development Workshop Chair: **Murray R. Barrick**, Texas A&M U.
Past Chair: **John Hollenbeck**, Michigan State U.

470 : *(IM)* **International Management Division Committee Chair Meeting (Invitation Only)**
3:30pm - 5:00pm Hyatt Regency Chicago: New Orleans
Organizer: **Tatiana Kostova**, U. of South Carolina

471 : *(MC)* **MC Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Skyway 265

472 : *(MH)* **MH Executive Committee Meeting**
3:30pm - 5:00pm Swissôtel Chicago: Montreux Salon 1

473 : *(MSR)* **MSR Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Addams
Division Chair: **Kathy Lund Dean**, Idaho State U.
Division Chair-Elect.: **Keiko Krahnke**, U. of Northern Colorado
Program Chair: **Debu Mukerji**, Macquarie U.
Professional Development Workshop Chair: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.
Participants: **Richard Peregoy**, U. of Dallas Graduate School of Management**; Yochanan Altman**, London Metropolitan U.
Past Chair: **Margaret Benefiel**, Andover Newton Theological School
Secretary: **Lee Robbins**, Golden Gate U.
Treasurer: **Mathew L. Sheep**, Illinois State U.

474 : *(OB)* **OB Executive Committee Meeting**
3:30pm - 5:00pm Sheraton Chicago: Erie Room
Program Chair: **Carrie R. Leana**, U. of Pittsburgh
Professional Development Workshop Chair: **Jason Colquitt**, U. of Florida

475 : *(OCIS)* **OCIS Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Burnham
Program Chair: **Brian S. Butler**, U. of Pittsburgh
Professional Development Workshop Chair: **Manju K Ahuja**, U. of Louisville

476 : *(ODC)* **ODC Executive Committee Meeting**
3:30pm - 5:00pm Swissôtel Chicago: Vevey Salon 1
Program Chair: **Ronald Fry**, Case Western Reserve U.
Professional Development Workshop Chair: **Inger G. Stensaker**, Norwegian School of Econ. and Bus. Admin.

477 : *(OMT)* **OMT Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Columbian

478 : *(PNP)* **PNP Executive Committee Meeting**
3:30pm - 5:00pm Fairmont Chicago: Ambassador Room
Program Chair: **Neil M. Boyd**, Lycoming College
Professional Development Workshop Chair: **Leisha DeHart-Davis**, U. of Kansas

479 : *(RM)* **Research Methods Division Executive Committee Meeting**
3:30pm - 5:00pm Sheraton Chicago: Ohio Room
Division Chair: **Charles A. Pierce**, U. of Memphis
Division Chair-Elect.: **Timothy Hinkin**, Cornell U.
Program Chair: **Stephanie L. Castro**, Florida Atlantic U.
Professional Development Workshop Chair: **Mark A. Griffin**, U. of Sheffield
Past Chair: **Mark Gavin**, Oklahoma State U.

480 : *(TIM)* **Technology and Innovation Management Executive Committee Meeting**
3:30pm - 5:00pm Hyatt Regency Chicago: Field
Division Chair: **Paul Almeida**, Georgetown U.
Division Chair-Elect.: **Shawn M. Carraher**, Cameron U.
Program Chair: **Fernando Suarez**, Boston U.
Professional Development Workshop Chair: **Paul M Olk**, U. of Denver
Past Chair: **Lori Rosenkopf**, U. of Pennsylvania
Webmaster: **BJ Zirger**, U. of Cincinnati
Treasurer: **Patricia M. Norman**, Baylor U.

Sunday 3:45PM

481 : *(ICW)* **Business & Society Editorial Board Meeting**
3:45pm - 5:15pm Fairmont Chicago: State Room
Organizer: **Duane Windsor**, Rice U.

Sunday 4:00PM

482 ✈🗨💻: *(AAT)* **Green Management: Do We Need New Objective Functions to Manage Sustainably?**
4:00pm - 5:30pm Hyatt Regency Chicago: Acapulco
Organizer: **Michael Andreas Pirson**, Fordham U./ Harvard U.
Discussant: **Mark B. Milstein**, Cornell U.
Coordinators: **Heiko Spitzeck**, Cranfield U.**; Claudia Verena Peus**, Ludwig Maximilians U.
Presenters: **Anant Sundaram**, Dartmouth College**; Andrew C Wicks**, U. of Virginia**; Wayne Norman**, Duke U.

483 🗨: *(AAT)* **Corporate Social Responsibility From the Ground Up: Cultivating an Employee-Centered Perspective**
4:00pm - 5:30pm Hyatt Regency Chicago: Columbus G
Organizers: **Marc Hoffman Lavine**, Boston College**; Ryan L. Raffaelli**, Boston College**; Erica L. Steckler**, Boston College
Chair: **Erica L. Steckler**, Boston College
Discussant: **Philip H. Mirvis**, Center for Corporate Citizenship

Involving Employees in CSR: Mapping the Barriers, Identifying the Levers | **Jean-Pascal Gond**, Nottingham U.
In Good We Trust: CSR Promotes Commitment through Giving | **Adam M. Grant**, U. of Pennsylvania
Corporate Branding, Employee Identity, and CSR | **Mary Jo Hatch**, Copenhagen Business School
Does Making a Difference Make a Difference? Role of CSR in Work Meaningfulness and Job Attitudes | **Marc Hoffman Lavine**, Boston College
Letting Your Employees Walk the Talk: CSR & Employee Engagement | **Ryan L. Raffaelli**, Boston College
Presenters: **Jean-Pascal Gond**, Nottingham U.**; Adam M. Grant**, U. of Pennsylvania**; Mary Jo Hatch**, Copenhagen Business School**; Marc Hoffman Lavine**, Boston College**; Ryan L. Raffaelli**, Boston College

484 ☯🗪💻: *(AAT)* **Social Design for Sustainability: Exploring the Design Characteristics of the Organizational Ecology**
4:00pm - 5:30pm Hyatt Regency Chicago: Columbus H
Chairs: **David DuBois**, PSRI**; Cathy DuBois**, Kent State U.
Discussants: **Dianne Dillon-Ridgley**, Interface**; David DuBois**, PSRI
The Next Ascent: Engaging Leadership Teams in Sustaining the Sustainability Journey | **Mona Amodeo**, U. of Southern Mississippi & idgroup
Using Appreciative Inquiry in Community Design for Sustainability | **Katherine E Holt**, Peakinsight LLC
Goal Setting Feedback and Green Sustainability: Importance of Making Invisible Information Visible | **Elise Amel**, U. of St. Thomas; **Christie Manning**, Macalester College; **Britain Scott**, U. of St. Thomas
Sustainability and Implications for Management Practice: Emerging Needs in Central America | **John C Hollwitz**, Fordham U.
Presenters: **Katherine E Holt**, Peakinsight LLC**; Elise Amel**, U. of St. Thomas**; John C Hollwitz**, Fordham U.**; Mona Amodeo**, U. of Southern Mississippi & idgroup

485 🗪💻: *(AAT)* **Classical Sociologists Confront our Environmental Crisis**
4:00pm - 6:00pm Hyatt Regency Chicago: Columbus IJ
Chair: **Paul Adler**, U. of Southern California
Participants: **Richard Marens**, California State U. Sacramento**; Thorbjoern Knudsen**, U. of Southern Denmark**; Markus C. Becker**, U. of Southern Denmark**; Stella M. Nkomo**, U. of South Africa**; Ad Van iterson**, Maastricht U.**; Pamela S. Tolbert**, Cornell U.**; Shon R Hiatt**, Cornell U.**; Charles Heckscher**, Rutgers U.**; Peer C. Fiss**, U. of Southern California

486 🕮☯✈🗪💻: *(AAT)* **The Environment in Troubling Times**
4:00pm - 6:00pm Hyatt Regency Chicago: Columbus KL
Chair: **Therese F. Yaeger**, Benedictine U.
Presenter: **Peter Sorensen**, Benedictine U.
Participants: **Ghazala Ovaice**, Abbott Laboratories**; Philip Terry Anderson**, Johnson-Diversey**; Timothy W. Goodly**, CNN Worldwide**; Paulo Goelzer**, IGA Institute**; Richard W. Woodman**, Texas A&M U.

487 🕮🗪: *(AAT)* **Multidisciplinary Teaching Perspectives**
4:00pm - 6:00pm Hyatt Regency Chicago: Grand B
Organizers: **Anna B. Kayes**, Stevenson U.**; D Christopher Kayes**, George Washington U.**; William H. Prado**, Green Mountain College**; Mark Starik**, George Washington U.
Presenters: **Mark Starik**, George Washington U.**; Carolyn P. Egri**, Simon Fraser U.**; Anna B. Kayes**, Stevenson U.**; Bruce Paton**, Monterey Institute of International Studies**; D Christopher Kayes**, George Washington U.**; Murray Silverman**, San Francisco State U.**; Ora Freedman**, Stevenson U.**; Marty Freedman**, Towson U.**; William H. Prado**, Green Mountain College

488 🗪: *(AAT)* **Greening the Academy**
4:00pm - 5:30pm Hyatt Regency Chicago: Toronto
Moderator: **Mark Starik**, George Washington U.
Speakers: **Gordon P. Rands**, Western Illinois U.**; Thomas G. Cummings**, U. of Southern California**; Sandra Waddock**, Boston College**; James E. Post**, Boston U.

489 : *(ICW)* **HRM Editorial Meeting and Reception**
4:00pm - 7:30pm Sheraton Chicago: Michigan B
Organizer: **Leslie Wilhelm**, U. of Michigan

490 : *(ICW)* **Organization Science Editorial Review Board Meeting & Reception**
4:00pm - 5:00pm Sheraton Chicago: Sheraton 4
Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

491 : *(ONE)* **ONE Executive Committee Meeting**
4:00pm - 5:30pm Fairmont Chicago: Embassy Room
Program Chair: **Magali Delmas**, UCLA
Professional Development Workshop Chair: **Jorge Rivera**, George Washington U.

492 : *(SIM)* **SIM Division Best Dissertation Award Finalists**
4:00pm - 5:00pm Fairmont Chicago: Regent Room
Ben Wempe is chair.
Chair: **Ben Wempe**, Erasmus U.

Sunday 4:30PM

493 : *(OM)* **OM Division General Business Meeting.**
4:30pm - 5:30pm Hyatt Regency Chicago: Water Tower
All members of the OM Division are encouraged to attend. Guest interested in the OM Division are welcome to attend.

Sunday 5:00PM

494 : *(AAA)* **Academy of Management Perspectives Editors Only**
5:00pm - 6:30pm Sheraton Chicago: Mississippi Room

495 : *(CM)* **Conflict Management Division Business Meeting**
5:00pm - 6:00pm Sheraton Chicago: Sheraton 5
Off-site social follows meeting.
Division Chair: **Thomas M. Tripp**, Washington State U.
Division Chair-Elect.: **Kathleen O'Connor**, Cornell U.
Program Chair: **Deanna Geddes**, Temple U.
Professional Development Workshop Chair: **Barry M Goldman**, U. of Arizona
Past Chair: **Susan E. Brodt**, Queen's U.

SUNDAY

496 : *(HR)* **Recognizing the Past and Welcoming the Future: Reception for Past HR Division Chairs, HR Ambassadors, and New Division Members**
5:00pm - 6:00pm Sheraton Chicago: Sheraton 2
Division Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Division Chair-Elect.: **Howard J. Klein**, Ohio State U.
Program Chair: **John E. Delery**, U. of Arkansas
Professional Development Workshop Chair: **Murray R. Barrick**, Texas A&M U.
Past Chair: **John Hollenbeck**, Michigan State U.

497 : *(ICW)* **City University of Hong Kong Reception (Department of Management)**
5:00pm - 7:00pm Sheraton Chicago: Chicago 9
All are welcomne to the City University of Hong Kong Reception
Organizer: **Kwok Keung**, City U. of Hong Kong

498 : *(ICW)* **Management Learning Journal - Meet the Editors**
5:00pm - 7:30pm Sheraton Chicago: Missouri Room
Organizers: **Ann L Cunliffe**, U. of Hull**; Craig Prichard**, Massey U.**; Russ Vince**, U. of Bath**; Eugene Sadler-Smith**, U. of Surrey

499 : *(ICW)* **ESMT European School of Management and Technology Reception**
5:00pm - 7:00pm Sheraton Chicago: Parlor C
Organizer: **Christopher Xitco**, ESMT

Sunday 5:15PM

500 : *(SIM)* **SIM Salon: CSR1, CSR2, CSR3, CSR4, CSP, CC, or CS RIP? The Academic Uses of CSR Talk**
5:15pm - 6:15pm Fairmont Chicago: Regent Room
Leading scholars in SIM debate & discuss the academic utility of the CS concepts. Do scholars need more varieties of CS talk to understand the world
Moderator: **Barry M Mitnick**, U. of Pittsburgh
Speakers: **Jeremy Moon**, Nottingham U.**; Donna J Wood**, U. of Northern Iowa

Sunday 5:30PM

501 : *(ICW)* **IABS Executive Board Meeting**
5:30pm - 8:00pm Fairmont Chicago: State Room
Organizer: **Kathleen Rehbein**, Marquette U.

Sunday 5:45PM

502 🕮☯✈🗪💻: *(CMS)* **The Politics of Sustainable Coffee**
5:45pm - 7:10pm Hyatt Regency Chicago: Toronto
Chair: **Roy Stager Jacques**, Massey U. Auckland

Sunday 6:00PM

503 : *(BPS)* **The 2009 Irwin Outstanding Educator Award in Honor of Will Mitchell**
6:00pm - 8:00pm Hyatt Regency Chicago: Truffles
A reception will follow the award presentation and remarks by Will Mitchell.
Hosts: **Jeff Furman**, Boston U.**; Idalene F. Kesner**, Indiana U.**; J. L. Stimpert**, Colorado College
Distinguished Speaker: **William G Mitchell**, Duke U.
Chair: **Moshe Farjoun**, York U.

504 : *(HR)* **HR Division Business Meeting**
6:00pm - 7:00pm Sheraton Chicago: Sheraton 1
Division Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Division Chair-Elect.: **Howard J. Klein**, Ohio State U.
Program Chair: **John E. Delery**, U. of Arkansas
Professional Development Workshop Chair: **Murray R. Barrick**, Texas A&M U.
Past Chair: **John Hollenbeck**, Michigan State U.

505 : *(ICW)* **Management Faculty of Color Association Business Meeting**
6:00pm - 7:00pm Hyatt Regency Chicago: Columbus G
Organizer: **Joseph E Garcia**, Western Washington U.

506 : *(ICW)* **Richard Ivey School of Business, PhD Alumni Reception**
6:00pm - 8:00pm Hyatt Regency Chicago: Gold Coast
This is the third annual reception of the Ivey community at AOM – an event not to miss. We have had a wonderful response from alumni in our first two years. New this year is the opportunity for a ring ceremony for those PhDs that missed their graduation. Appetizers and refreshments will be made available. Attention IVEY Alumni!This event will also provide a great opportunity to reconnect with Ivey faculty, former classmates, and to meet current PhD students in order to build our Ivey PhD alumni network.
Organizer: **Michael Wood**, Richard Ivey School of Business, The U. of Western Ontario

507 : *(ICW)* **The Hong Kong Polytechnic University Reception - Department of Management and Marketing**
6:00pm - 8:30pm Hyatt Regency Chicago: Grand A
prefer venue: the Hyatt Regency Chicago Hotel
Organizer: **Xu Huang**, Hong Kong Polytechnic U.

508 : *(ICW)* **MMD Debriefing #3, CBS**
6:00pm - 7:30pm Hyatt Regency Chicago: Skyway 260
Organizer: **Mette Halborg**, Copenhagen Business School

509 : *(ICW)* **Baker College Doctoral Student Seminar Sunday**
6:00pm - 9:00pm Hyatt Regency Chicago: Skyway 272
Organizer: **John Coulter Vinton**, Baker College

510 : *(ICW)* **The Aspen Institute Center for Business Education 2009 AOM Cocktail Reception**
6:00pm - 8:00pm Sheraton Chicago: Mayfair Room
Organizer: **Justin Goldbach**, Aspen Institute Business and Society Program

511 : *(ICW)* **Journal of Applied Psychology, Editorial Board Meeting and Reception**
6:00pm - 8:00pm Sheraton Chicago: Michigan A
Organizer: **Steve W. J. Kozlowski**, Michigan State U.

512 : *(ICW)* **The Leadership Quarterly Board Meeting**
6:00pm - 7:00pm Sheraton Chicago: Superior A and B
Organizer: **Michael Mumford**, U. of Oklahoma

513 : *(ICW)* **International Family Enterprise Research Academy Meet & Greet Cocktail**
6:00pm - 8:00pm Fairmont Chicago: Ambassador Room
Organizers: **Lloyd P Steier**, U. of Alberta**; Sanjay Goel**, U. of Minnesota, Duluth

514 : *(ICW)* **Singapore Management University Management Reception**
6:30pm - 8:30pm Fairmont Chicago: Gold Room
Organizer: **Priscilla Kumari Anggamuthu**, Singapore Management U.

515 : *(MC)* **MCD Business Meeting**
6:00pm - 7:00pm Hyatt Regency Chicago: Columbus H

516 : *(MOC)* **MOC Executive Committee Meeting**
6:00pm - 7:30pm Hyatt Regency Chicago: Atlanta
Division Chair: **Luis Martins**, Georgia Institute of Technology
Division Chair-Elect.: **Richard Blackburn**, U. of North Carolina, Chapel Hill
Program Chair: **Gerard P. Hodgkinson**, U. of Leeds
Professional Development Workshop Chair: **Mark J. Martinko**, Florida State U.

517 : *(MSR)* **MSR BUSINESS MEETING**
6:00pm - 7:00pm Hyatt Regency Chicago: Grand D North
Join us for our annual MSR Business Meeting where we will discuss our status and plan programming. Meet our officers and provide input. All invited.
Organizers: **Adela Jana McMurray**, RMIT U.**; Freda Turner**, Northcentral U.
Hosts: **Richard Peregoy**, U. of Dallas Graduate School of Management**; Yochanan Altman**, London Metropolitan U.
Division Chair-Elect.: **Keiko Krahnke**, U. of Northern Colorado
Program Chair: **Debu Mukerji**, Macquarie U.
Professional Development Workshop Chair: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.
Coordinator: **Eve Poole**, Ashridge
Presenters: **Kathy Lund Dean**, Idaho State U.**; Emmett E. Perry**, Rockhurst U.
Participant: **Charles J. Fornaciari**, Florida Gulf Coast U.
Past Chairs: **Margaret Benefiel**, Andover Newton Theological School**; Gerald Biberman**, U. of Scranton**; Robert A Giacalone**, Temple U.**; Judith A. Neal**, U. of New Haven**; David Trott**, St. Edward's U.**; Marjolein Lips-Wiersma**, U. of Canterbury**; Sandra King Kauanui**, Florida Gulf Coast U.
Secretary: **Lee Robbins**, Golden Gate U.
Treasurer: **Mathew L. Sheep**, Illinois State U.

518 : *(OM)* **OM Division Reception**
6:00pm - 7:30pm Hyatt Regency Chicago: Wrigley
Open to OM Division Members and Guests.

Sunday 6:30PM

519 : *(CM)* **Conflict Management Division Social**
6:30pm - 9:00pm Offsite: TBA
Off-site social TBA.

520 : *(ICW)* **The Business Journal of Hispanic Research Reception**
6:30pm - 9:30pm Hyatt Regency Chicago: Grand C North
Organizer: **Maru Tapia**, The Business Journal of Hispanic Research

521 : *(IM)* **International Management Division Executive Committee Meeting (Invitation Only)**
5:15pm -6:45pm Hyatt Regency Chicago: New Orleans
Division Chair: **Tatiana Kostova**, U. of South Carolina
Division Chair-Elect.: **Anil K Gupta**, U. of Maryland, College Park
Program Chair: **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: **Mary Yoko Brannen**, INSEAD/ San Jose State U.

Sunday 7:00PM

522 : *(HR)* **HR Division Reception**
7:00pm - 8:30pm Sheraton Chicago: Sheraton 2
Division Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Division Chair-Elect.: **Howard J. Klein**, Ohio State U.
Program Chair: **John E. Delery**, U. of Arkansas
Professional Development Workshop Chair: **Murray R. Barrick**, Texas A&M U.
Past Chair: **John Hollenbeck**, Michigan State U.

523 : *(ICW)* **Management Faculty of Color Association Reception and Social**
7:00pm - 9:00pm Hyatt Regency Chicago: Columbus IJ
Organizer: **Joseph E Garcia**, Western Washington U.

524 : *(ICW)* **Network of Leadership Scholars Award Presentation**
7:00pm - 8:00pm Sheraton Chicago: Sheraton 4
Sponsored by: Elsevier
Organizer: **Mary Uhl-Bien**, U. of Nebraska

525 : *(ICW)* **Bocconi University Reception**
7:00pm - 9:30pm Fairmont Chicago: Moulin Rouge
Reception organized by Bocconi University. Food and drinks. Free entry.
Organizer: **Giovanni Valentini**, Bocconi U.

526 : *(MC)* **MCD Social Hour**
7:00pm - 8:00pm Hyatt Regency Chicago: Columbus KL

527 : *(MSR)* **MSR SOCIAL**
7:00pm - 8:00pm Hyatt Regency Chicago: Grand D North
Annual social for friends of MSR. Open to all. Come network with us, renew friendships, and learn more about this rapidly growing area of AOM.
Hosts: **Richard Peregoy**, U. of Dallas Graduate School of Management**; Yochanan Altman**, London Metropolitan U.**; Emmett E. Perry**, Rockhurst U.**; Adela Jana McMurray**, RMIT U.**; Freda Turner**, Northcentral U.**; Eve Poole**, Ashridge**; Andre L Delbecq**, Santa Clara U.
Division Chair: **Kathy Lund Dean**, Idaho State U.
Division Chair-Elect.: **Keiko Krahnke**, U. of Northern Colorado
Program Chair: **Debu Mukerji**, Macquarie U.
Professional Development Workshop Chair: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.
Participant: **Charles J. Fornaciari**, Florida Gulf Coast U.
Past Chairs: **Margaret Benefiel**, Andover Newton Theological School**; Robert A Giacalone**, Temple U.**; David Trott**, St. Edward's U.**; Marjolein Lips-Wiersma**, U. of Canterbury**; Sandra King Kauanui**, Florida Gulf Coast U.**; Judith A. Neal**, U. of New Haven**; Gerald Biberman**, U. of Scranton
Secretary: **Lee Robbins**, Golden Gate U.
Treasurer: **Mathew L. Sheep**, Illinois State U.

Sunday 7:30PM

528 : *(CMS)* **Critical Management Studies Social Evening**

7:30pm - 10:00pm Hyatt Regency Chicago: Acapulco
Host: **Craig Prichard**, Massey U.

Sunday 8:00PM

529 : *(ICW)* **The Reception hosted by the Hong Kong University of Science and Technology**
8:00pm - 10:00pm Hyatt Regency Chicago: Crystal A
Organizer: **Jiatao Li**, Hong Kong U. of Science and Technology

530 : *(ICW)* **Network of Leadership Scholars Reception**
8:00pm - 9:00pm Sheraton Chicago: Sheraton 5
Sponsored by: Elsevier
Organizer: **Mary Uhl-Bien**, U. of Nebraska

531 💻: *(Paper Session) - (SIM)* **SIM "Push Panel": 2009 Focus: Edwin Epstein's The Corporation in American Politics -- 40 Years Old and Still Pushing the Frontier of Studying Business and Government**
8:00pm - 9:30pm Fairmont Chicago: Crystal Room
This is a SIM Division Panel of a new design. Participants present cite-able academic nuggets that suggest new ways to push/develop a piece or narro
Organizer: **Barry M Mitnick**, U. of Pittsburgh
Distinguished Speaker: **Edwin M. Epstein**, U. of California, Berkeley
Presenters: **Jean J Boddewyn**, Baruch College**; Kathleen Getz**, American U.**; Jennifer J Griffin**, George Washington U.**; Amy Hillman**, Arizona State U.**; John F Mahon**, U. of Maine**; Alfred Allen Marcus**, U. of Minnesota**; Douglas A Schuler**, Rice U.**; Duane Windsor**, Rice U.

SUNDAY

Monday 7:00AM

532 : *(ICW)* **AOM Christian Management Scholars Breakfast**
7:00am - 8:00am Sheraton Chicago: Chicago 8
Christian Management Scholars holds an annual breakfast on Monday from 7-8 am. All faculty and graduate students interested in fellowshipping and networking with Christians in the management field are welcome to come. Please RSVP to Mitchell_Neubert@baylor.edu, so we can get an accurate count for catering.
Organizer: **Molly Frye Wilmington**, Hankamer School of Business, Baylor U.

533 : *(IM)* **International Management Division Welcome**
7:00am - 8:00am Hyatt Regency Chicago: Crystal B
Come and get an overview of the IMD program and meet IMD ECmembers & Track Chairs. An excellent opportunity for networkingwith other IMD members.
Division Chair: **Tatiana Kostova**, U. of South Carolina
Division Chair-Elect.: **Anil K Gupta**, U. of Maryland, College Park
Program Chair: **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: **Mary Yoko Brannen**, INSEAD/ San Jose State U.
Chairs: **Lorraine Eden**, Texas A&M U.**; Jean-Francois Hennart**, Tilburg U.**; Alain C. Verbeke**, U. of Calgary**; Yves Doz**, INSEAD**; Marjorie A Lyles**, Indiana U.**; Christopher Earley**, U. of Connecticut**; Ravi Ramamurti**, Northeastern U.

534 : *(MSR)* **MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: **Gerald Biberman**, U. of Scranton

535 : *(OM)* **OM Division Welcome and Breakfast**
7:00am - 8:00am Hyatt Regency Chicago: San Francisco
Division Chair: **Elliot Bendoly**, Emory U.

536 : *(TIM)* **Technology & Innovation Management Welcome Breakfast**
7:00am - 8:00am Hyatt Regency Chicago: Columbus H
Division Chair: **Paul Almeida**, Georgetown U.
Division Chair-Elect.: **Shawn M. Carraher**, Cameron U.
Program Chair: **Fernando Suarez**, Boston U.
Professional Development Workshop Chair: **Paul M Olk**, U. of Denver
Past Chair: **Lori Rosenkopf**, U. of Pennsylvania
Webmaster: **BJ Zirger**, U. of Cincinnati
Treasurer: **Patricia M. Norman**, Baylor U.

Monday 7:30AM

391 : *(AAA)* **Current and Incoming Heads and Members of Academy Committees.**
7:30am – 9:00am Sheraton Chicago: Parlor F
Organizer: **James P. Walsh**, U. of Michigan, Ann Arbor

537 : *(AAA)* **When Knowledge Wins: Reflections on and Reactions to Adler and Harzing's (2009) Article**
7:30am - 9:30am Sheraton Chicago: Michigan A and B
Organizers: **J B Arbaugh**, U. of Wisconsin, Oshkosh**; Myrtle P. Bell**, U. of Texas, Arlington
Participants: **Nancy J Adler**, McGill U.**; James R Bailey**, George Washington U.**; Robert A Giacalone**, Temple U.**; Matt Golosinski**, Northwestern U.**; Dipak Jain**, Northwestern U.**; Richard J. Klimoski**, George Mason U.**; Stella M. Nkomo**, U. of South Africa**; Mustafa F Ozbilgin**, U. of East Anglia**; Dan L Worrell**, U. of Arkansas, Fayetteville

Monday 8:00AM

538 : *(AAA)* **AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
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.

539 : *(AAA)* **Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

540 : *(AAA)* **Conference Exhibits**
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

541 : *(AAA)* **Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: **Lisa K Gundry**, DePaul U.**; Margaret Posig**, DePaul U.

542 💻: *(Paper Session) - (BPS)* **Strategy Process & Change: Individuals, Expertise & Strategy Formation**
8:00am - 9:30am Hyatt Regency Chicago: Addams
Chair: **Steven W Floyd**, U. of St. Gallen
Discussant: **Michael A. Roberto**, Bryant U.
- 💻Aligning Strategy Formation Mode, Forecasting, and Objective Setting in Pursuit of Firm Growth | **Varkey K Titus**, Indiana U., Bloomington; **Jeff Covin**, Indiana U.; **Dennis P Slevin**, U. of Pittsburgh
- 📖☯✈💻What Makes Strategic Initiatives Survive the Firm's Internal Selection Environment? | **Marcus M Keupp**, U. of St. Gallen; **Steven W Floyd**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen
- 💻Social Identity and Talent War Business Models: Surviving Narrative and Performance Tests | **Peter McNamara**, UCD Dublin; **Simon Peck**, Case Western Reserve U.; **Amir Sasson**, BI Norwegian School of Management
- ☯Strategists as Analysts: Four Stubborn Decades of Strategic Planning | **Richard Whittington**, Said Business School; **Ludovic Cailluet**, IAE de Toulouse; **Basak Yakis-Douglas**, Oxford U.

543 💻: *(Paper Session) - (BPS)* **Innovation & Strategic Renewal: Resources and Performance**
8:00am - 9:30am Hyatt Regency Chicago: Atlanta
Chair: **Jennifer Walske**, Boston U.
Discussant: **Benjamin A. Campbell**, Ohio State U.
- 💻Organizational Decline and Innovation: Closing the Loop | **Scott Latham**, U. of Massachusetts, Lowell; **Michael Braun**, U. of Montana

MONDAY

✈💻Relationship Between Perceived Uncertainty and the Level of Outsider Involvement in NPD | **Jae Hoon Han**, Seoul National U.; **Namgyoo Kenny Park**, Seoul National U.; **Dong Sung Cho**, Seoul National U.

🏳✈💻Gets and Gives: The Double-edged Role of Political Ties in Firm Innovation | **Jing Li**, Simon Fraser U.; **Jie Wu**, U. of Macau; **Edward Zajac**, Northwestern U.

💻Managing Innovation through Resource Deployment: The Effects of Slack and Strategic Flexibility | **Bernardo Silveira Barbosa Correia-Lima**, Rotterdam School of Management; **Frans A.J. Van den Bosch**, Erasmus U.

544 💻: *(Paper Session) - (BPS)* **Industry Dynamics: Competitive Dynamics**
8:00am - 9:30am Hyatt Regency Chicago: Burnham
Chair: **Vladislav Maksimov**, Georgia State U.
Discussant: **Paul M Vaaler**, U. of Minnesota

🏳💻What Makes Some Firms More Competitively Aggressive Than Others? Evidence From the Banking Industry | **Jeff Stambaugh**, Midwestern State U.; **G. T. Lumpkin**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.; **Claudia C. Cogliser**, Texas Tech U.

🏳✈💻Who Follows Whom? Asymmetric Competition in Cross-border Market Expansion | **Kai-Yu Hsieh**, National U. of Singapore; **Ming-Jer Chen**, U. of Virginia

🏳💻Resources, Actions and Performance: Investigating a Mediated Model | **Hermann Achidi Ndofor**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.; **Xiaoming He**, Texas A&M U.

🏳🗪💻Escalation and competition for resources: Insights from firms' responses to resource deregulation | **Miguel Angel Campo-Rembado**, Dartmouth College

545 💻: *(Paper Session) - (BPS)* **Alliances & Networks: Understanding Biotech Alliances**
8:00am - 9:30am Hyatt Regency Chicago: Columbus G
Chair: **Ryan Michigan**, Columbia U.
Discussant: **Shalini Rogbeer**, Vienna U. of Economics and Business Administration

🏳💻Geographic and Social Contexts on Alliance Governance in Biotechnology-Pharmaceutical Firm Alliances | **Joanne L Scillitoe**, Michigan Technological U.; **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Michael D Santoro**, Lehigh U.

💻Alliance governance: Complexity and Country Effects in the Biotechnology Industry | **Anupama Phene**, George Washington U.; **Stephen B Tallman**, U. of Richmond

💻Allocation of Property Rights: Empirical Evidence from Biotechnology Alliances | **Jongwook Kim**, Western Washington U.

🏳💻Alliances and Governance in Biotechnology: Firm-level Effects on Performance | **Joseph P McGill**, Kean U.; **Michael D Santoro**, Lehigh U.

546 💻: *(Paper Session) - (BPS)* **Corporate Governance: How CEOs Matter**
8:00am - 9:30am Hyatt Regency Chicago: Comiskey
Chair: **Beverly B. Tyler**, North Carolina State U.
Discussant: **Karen Schnatterly**, U. of Missouri-Columbia

🏳✈Why Do CEOs Matter More in Some Countries than Others? Managerial Discretion at the National Level | **Craig Crossland**, U. of Texas at Austin

☯💻Top Management Team Diversity and Innovation: Disentangling Constructive and Destructive Mechanisms | **Byungchae Jin**, U. of Maryland, College Park; **Jiang Long**, San Francisco State U.; **Patrick G. Maggitti**, Villanova U.; **Ken G. Smith**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland

💻Does Environmental Uncertainty Moderate the Successor-International Involvement Change Relationship? | **Yunshi Liu**, National Yunlin U. of Science and Technology; **Wen-Ting Lin**, Tunghai U.; **Kuei-Yang Cheng**, National Taiwan U.

🏳💻Do You Get What You Pay For? Compensation of New CEOs Hired in Turnaround Situations | **Guoli Chen**, INSEAD

547 🗪💻: *(Paper Session) - (BPS)* **Competing Demands: Environmentalism, Green Standards, and Voluntary Disclosure**
8:00am - 9:30am Hyatt Regency Chicago: DuSable
Chair: **George Wynn**, U. of Tampa
Discussant: **Lindsay J Thompson**, Johns Hopkins U.

💻Competing demands: Information sharing and withholding decisions amidst institutional pressures | **Cynthia Clark Williams**, Bentley College

✈🗪💻Corporate Environmentalism: A Comparative Analysis in Leading US and German Companies | **Julia Mueller**, U. of Innsbruck; **Dagmar E. Abfalter**, U. of Innsbruck, School of Management; **Julia Hautz**, U. of Innsbruck; **Katja Hutter**, U. of Innsbruck; **Kurt Matzler**, U. of Innsbruck; **Margit Raich**, U. of Innsbruck

🗪💻Do Renewable Portfolio Standards Work? Evidence from the States | **Nicholas Powers**, U. of Michigan, Ann Arbor; **Haitao Yin**, U. of Michigan, Ann Arbor

548 💻: *(Paper Session) - (BPS)* **Corporate Effects: Corporate Spin-Offs and Divestment**
8:00am - 9:30am Hyatt Regency Chicago: Grand C North
Chair: **Naga Lakshmi Damaraju**, Indian School of Business
Discussant: **Timothy B Folta**, Purdue U., EM Lyon

Corporate Scope, Structural Complexity and Corporate Divestment: An Integrated Framework | **Joseph B. Beck**, U. of California, Irvine

💻Resource-Base Value Erosion in Spin-Offs: Strategic Asset Relatedness and Environmental Dynamism | **Sang Kyun Kim**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **Robert E. Hoskisson**, Arizona State U.; **Richard A Johnson**, U. of Missouri - Columbia; **Robert E White**, Purdue U.

✈To Divest or Not: The Influence of Performance, Growth and Uncertainty on Firm Divestment Decisions | **Heather Berry**, U. of Pennsylvania

🏳💻The Impact of Different Types of Spinoffs on Firm Survival: US Automobile Industry 1890-1986 | **Ioannis Ioannou**, London Business School

549 👁💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Performance and Positioning**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 1-11

MONDAY

Endogenous Temporary Advantage: Exploring Multi-Dynamic Capability Holder Rivalries | **Richard J Arend**, U. of Nevada, Las Vegas; **Moren Levesque**, U. of Waterloo; **Darryl A. Seale**, U. of Nevada, Las Vegas

Rent, profit, and value: Resource-based theory for the knowledge economy | **J.W. Stoelhorst**, U. of Amsterdam; **Flore Bridoux**, Rotterdam School of Management, Erasmus U.

Is Market Segmentation Really Dead? A Review of the Evidence on its Effect on Performance Outcomes | **Adina Poenaru**, ESCP-EAP European School of Management

Resource Momentum Strategies: A New Concept For Hypercompetitive Strategic Environments | **Thomas Keil**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology; **Rita Gunther McGrath**, Columbia U.

Geographical Cluster Size and Firm Performance | **Adrian T.H. Kuah**, U. of Bradford School of Management

Financial Performance And The Fortune Reputation Data | **David J. Flanagan**, Western Michigan U.; **Timothy B Palmer**, Western Michigan U.; **KC O'Shaughnessy**, Western Michigan U.

Information, Complementarity, and Resource Complexity in Strategic Factor Markets | **Anthony Scime**, Purdue U., West Lafayette; **Mona Bahl**, Purdue U., West Lafayette

Typical Suspects: Categorical Determinants of Accounting Profitability, 1984-1994 | **Christopher Wheat**, Massachusetts Institute of Technology

Performance Implications of Capital Allocation Efficiency on the Corporate Effect | **Mathias Arrfelt**, Arizona State U.; **Robert M Wiseman**, Michigan State U.; **G Tomas M Hult**, Michigan State U.

Competence Upgrading, Business Configuration, and Risk-Return Relationship: An Empirical Study | **Chia-Wen Hsu**, Yuan Ze U.; **Ji-Ren Lee**, National Taiwan U.

550 JS: *(BPS, OB)* **The Quality of Organizational Science: Metrics, Perceptions and Politics**
8:00am - 9:30am Hyatt Regency Chicago: Columbus IJ
Chair: **Gerard P. Hodgkinson**, U. of Leeds

Unreliable Evaluation Causes Never-ending Faddishness in Management Research | **William H. Starbuck**, U. of Oregon

Journal Quality Rankings and the Contribution of Management Research:An Editor Perspective | **Timothy Clark**, Durham U.; **Mike Wright**, U. of Nottingham

Experts' Judgments of Management Journal Quality: The Role of Identity in a Contested Domain | **Kim Peters**, U. of Exeter; **Kevin Daniels**, Loughborough U.; **Gerard P. Hodgkinson**, U. of Leeds; **S. Alexander Haslam**, U. of Exeter

Value of Research: Weak Measures, Dissensus, and Making a Difference | **William H Glick**, Rice U.

Speakers: **Kim Peters**, U. of Exeter**; William H. Starbuck**, U. of Oregon**; Timothy Clark**, Durham U.**; William H Glick**, Rice U.
Participants: **S. Alexander Haslam**, U. of Exeter**; Mike Wright**, U. of Nottingham

551 JS: *(BPS, OMT)* **Strategic Management and Language**
8:00am - 9:30am Hyatt Regency Chicago: Gold Coast
Chair: **Claus D Jacobs**, U. of St. Gallen
Discussant: **Nelson Phillips**, Imperial College London

Understanding Strategy Process Through a Discursive Lens | **Loizos Th. Heracleous**, U. of Warwick

Language Games and Metaphoric Struggles In and Around Strategy Discourse | **Saku Mantere**, Swedish School of Economics and Business Administration; **Eero Vaara**, Hanken School of Economics

What About Responsibility? Researching Moral Accountabilities Infusing Strategists' Everyday Talk | **Dalvir Samra-Fredericks**, Nottingham Trent U.; **Hugh Willmott**, U. of Cardiff

Presenters: **Loizos Th. Heracleous**, U. of Warwick**; Saku Mantere**, Swedish School of Economics and Business Administration**; Eero Vaara**, Hanken School of Economics**; Dalvir Samra-Fredericks**, Nottingham Trent U.**; Hugh Willmott**, U. of Cardiff

552 JS: *(BPS, OMT, TIM)* **The Antecedents and Consequences of Organizational Capabilities**
8:00am - 9:30am Hyatt Regency Chicago: Acapulco
Discussant: **Constance E Helfat**, Dartmouth College

How Do Firms "Use" Users?: Collaborative Innovation in the Medical Device Industry | **Aaron Chatterji**, Duke U.; **Kira Fabrizio**, Duke U.

R&D Returns Causality: Absorptive Capacity or Organizational IQ | **April Franco**, U. of Toronto; **MB Sarkar**, U. of Central Florida; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Raj Echambadi**, U. of Central Florida

Fast-Mover Advantages | **Goncalo Pacheco-de-Almeida**, New York U.; **Ashton Hawk**, New York U.; **Bernard Yeung**, New York U.

Firm Capabilities and Experience Quality | **Scott Rockart**, Duke U.; **Nilanjana Dutt**, Duke U.

Speakers: **Aaron Chatterji**, Duke U.**; April Franco**, U. of Toronto**; Goncalo Pacheco-de-Almeida**, New York U.**; Ashton Hawk**, New York U.**; Scott Rockart**, Duke U.
Participants: **Kira Fabrizio**, Duke U.**; MB Sarkar**, U. of Central Florida**; Raj Echambadi**, U. of Central Florida**; Bernard Yeung**, New York U.**; Nilanjana Dutt**, Duke U.

553 : *(CAR)* **Careers Research Incubation/Networking Breakfast**
8:00am - 9:30am Sheraton Chicago: Huron Room
Interested participants should bring an abstract of their research in progress and pre-register with Maury Peiperl: maury.peiperl@imd.ch
Chair: **Suzanne C. de Janasz**, U. of Mary Washington
Facilitator: **Maury Peiperl**, IMD

554 JS: *(CAR, OB, ODC)* **Developing and Accomodating Self-Directed Careers: Academic and Corporate Perspectives**
8:00am - 9:30am Sheraton Chicago: Chicago 10
Chair: **Jon P. Briscoe**, Northern Illinois U.

Self-directedness During the Early Career: The Role of Organizational Interventions | **Ans De Vos**, Vlerick Leuven Gent Management School

The Protean/Boundaryless Matrix – An Empirical Analysis of IT Career Orientations in Europe | **Martin Gubler**, Loughborough U.

MONDAY

Contemporary Careers: A Practitioners' Perspective | **Rosina M. Gasteiger**, Allianz SE; **Philipp Rathjen**, European Aeronautics Defence and Space Company (EADS)

Making it Happen: Using Organization Development to Drive the New Career | **Angela Hills**, Blessing White

Toward a Self-sustaining Career: Being and Becoming Protean through Career Learning | **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.

555 ✈CAU: *(CAU)* **Strengthening Ties among Researchers Interested in the Latin American Region**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 283
Coordinators: **Nathalie Castano**, Wayne State U.**; Mary F. Sully De Luque**, Thunderbird
Participants: **Leonel Prieto**, Texas A&M U.**; Almarie Esther Munley**, -**; Julio DeCastro**, Instituto de Empresa Business School**; Marcus W. Dickson**, Wayne State U.**; Mary B Teagarden**, Thunderbird School of Global Management

556 💻CAU: *(CAU)* **Behavioral Integrity Research Incubator -- Supporting individual and collaborative research projects**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 284
This caucus is designed for people who are interested in conducting behavioral integrity research. We will discuss open questions around behavioral integrity, troubleshoot each others' research challenges, meet each other, network, and plant the seed for future collaborations. And plot for how we will take the academy by storm.
Coordinator: **Tony L Simons**, Cornell U.
Participants: **Rangapriya Kannan-Narasimhan**, UCLA Anderson School of Management**; Hannes Leroy**, Katholieke U. Leuven**; Gretchen Vogelgesang**, State U. of New York, New Paltz**; Ed Tomlinson**, John Carroll U.**; Sim B. Sitkin**, Duke U.**; Anneloes Raes**, U. of St. Gallen**; Ray Friedman**, Vanderbilt U.**; Ying-Yi Hong**, Nanyang Technological U.**; Wei Hua**, Singapore Management U.**; Sandra Cha**, McGill U.**; Roxanne Zolin**, Queensland U. of Technology**; Donald L. Ferrin**, Singapore Management U.**; Michael E. Palanski**, Rochester Institute of Technology

557 💻CAU: *(CAU)* **Metatheory in Management**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 285
Organizer: **Steven E. Wallis**, Foundation for the Advancement of Social Theory

558 👁💻: *(Paper Session) - (CM)* **Sensitivity or Collision? Varying Approaches to Conflict and Negotiation**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV CM 1
Presented on Panels 12-16

✈🗨👁💻Developing Face Threat Sensitivity Measures and Using Them in the Negotiation | **Dejun Tony Kong**, Washington U. in St. Louis; **Ece Tuncel**, Washington U. in St. Louis; **Judi McLean Parks**, Washington U. in St Louis

👁💻When Conflicts Do Not Escalate: The Buffering Effect of Conflict Characteristics | **Sonja Rispens**, Eindhoven U. of Technology

👁💻When Task and Relationship Conflict Collide: Trait Influences on Teammates' Responses | **Jana L. Raver**, Queen's U.; **Jaclyn M. Jensen**, George Washington U.; **Jung Hyun Lee**, George Washington U.

👁💻In Whose World? Status and Domain Effect on Negotiation Outcomes | **Adam Wood**, U. of Southern California; **Jennifer R. Overbeck**, U. of Southern California; **David Traum**, USC/ICT

559 ☯👁💻: *(Paper Session) - (CM)* **External Forces vs. Individual Differences: Factors Impacting Our Mind, Health, and Performance**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV CM 2
Presented on Panels 17-20

👁💻Emotional Intelligence (EI) and Conflict: Implications for Employee Health | **Mui Dora Luk**, City U. of Hong Kong; **Ben Shaffer**, United International College; **Doan E. Winkel**, U. of Wisconsin, Milwaukee

👁💻Emotions and Positional Power in Online Context: The Impact on Perceptions and Performance | **Liuba Y. Belkin**, Lehigh U.; **Terri R. Kurtzberg**, Rutgers U.; **Charles E. Naquin**, DePaul U.

👁💻How Competence Curtails Cooperation: Envy, Warmth, and Schadenfreude | **Simone Moran**, Ben Gurion U. of the Negev; **Maurice Schweitzer**, U. of Pennsylvania; **Michal Miller**, Ben Gurion U.

👁💻The Role of Political Ties on Conflict Resolution Choices of Chinese Private Entrepreneurs | **Guofeng Wang**, U. of Electronic Science and Technology of China; **Tae-Hyun Kim**, Northwestern U.; **Ray Friedman**, Vanderbilt U.; **Runtian Jing**, U. of Electronic Science and Technology of China

✈👁Unions and Firm Performance: Examining the Interaction Effects of Market Structure, R&D and Capital | **Patrice Laroche**, U. of Nancy 2; **Heidi Wechtler**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

560 ✈💻: *(Paper Session) - (CMS)* **Development Politics and Management**
8:00am - 9:30am Hyatt Regency Chicago: Toronto
Chair: **Mary Reidy**, Case Western Reserve U.

💻Organizational Accounting in Non-Governmental Organizations: Between Text, Experience and Modernity | **Sadhvi Dar**, Queen Mary U. of London

💻Restoring the Authority of Public Strategists and Administration | **Alex Faria**, EBAPE-FGV; **Takeyoshi Imasato**, EBAPE-FGV; **Richard Marens**, California State U. Sacramento

🏳💻The Dark Heart of the Dark Continent: Postcolonial Feminist Analysis of Immigrant Education | **Viktorija Kalonaityte**, Växjö U.
Best Paper on International Business

561 💻: *(Paper Session) - (ENT)* **Entrepreneurial Human Resource Management**
8:00am - 9:30am Hyatt Regency Chicago: Field

Strategic Human Resource Management in Emergent and Developing Small Entrepreneurial Firms | **Mario Krenn**, Louisiana State U.

✈💻Entrepreneurial orientation and firm innovation: the moderating effects of SHRM and environment | **Li-Qun Wei**, Hong Kong Baptist U.; **Longzeng Wu**, Hong Kong Baptist U.; **Jun Yang**, Nankai U.

MONDAY

Family Influence and Nonfamily Employees' Perceptions of Justice: Normative Stakeholder Perspective | **Esra Memili**, Mississippi State U.; **John C. Shaw**, Mississippi State U.

HRM and the Role of the Entrepreneurial Founder in Fast-Growth Firms | **Vincent Giuca**, Monash U.; **Susan E Mayson**, Monash U.; **Rowena Barrett**, Monash U.

562 : *(ENT)* **The Many Faces of Small and New Ventures: Implications for Research and Economic Development**
8:00am - 9:30am Hyatt Regency Chicago: Grand B
Chair: **James H Davis**, U. of Notre Dame
Presenters: **Todd Saxton**, IU Kelley School of Business**; Mathew R Allen**, Northeastern U.**; David Audretsch**, Max Planck Institute of Economics**; Mark Lange**, Edward Lowe Foundation**; M Kim Saxton**, IU Kelley School of Business

563 : *(Paper Session) - (ENT)* **Sociological Perspectives on Entrepreneurship**
8:00am - 9:30am Hyatt Regency Chicago: Grand D North
Chair: **Amanda Brickman Elam**, Babson College

The Networks Don't Lie: Social Ties and Various Forms of Entrepreneurship | **Jason Greenberg**, Massachusetts Institute of Technology

Networks, collective action, and new venture performance in emerging organizational communities | **Wouter Stam**, Hong Kong U. of Science & Technology; **Tina Dacin**, Queen's U.

The Effects of Founder-CEO Attributes on Alliance Formation of Venture Start-ups | **Kwangjune Ahn**, Seoul National U.; **Heewon Chae**, Seoul National U.; **Jaeyong Song**, Seoul National U.; **Theresa S. Cho**, Seoul National U.

The Formation of Interpersonal Relations and the Moderating Impact of Opportunity for Interaction | **Cheryl Mitteness**, Northeastern U.; **Richard Sudek**, Chapman U.; **Manju K Ahuja**, U. of Louisville

564 : *(Paper Session) - (ENT)* **New Venture Finance**
8:00am - 9:30am Hyatt Regency Chicago: New Orleans
Chair: **Juan Florin**, U. of New Hampshire

The Influence of Firm's and Owner's Characteristics on Bank Financing and Trade Credit Use | **Alenka Slavec**, U. of Ljubljana, Faculty of Economics; **Igor Prodan**, U. of Ljubljana, Faculty of Economics

Private Equity for SME: A Behavioural Model of the Demand-Side Perspective | **Wolfgang Breuer**, RWTH Aachen U.; **Philipp Espel**, RWTH Aachen U.; **Florian Heinemann**, RWTH Aachen U.; **Bastian Winkenbach**, RWTH Aachen U.

The Dynamics of Venture Capital Decision Making | **Jeffrey Scott Petty**, Faculty of Business and Economics, U. of Lausanne

How the quest for resources and capabilities shapes inter-organizational networks in VC Financing | **Christian Hopp**, U. of Vienna

565 : *(Paper Session) - (ENT)* **Small Business Management and Growth**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 260
Chair: **Jarna Kaarina Heinonen**, Turku School of Economics

Innovation capabilities and performance among established versus young firms | **Ana Cristina O Siqueira**, U. of Cambridge and MIT; **Andy Cosh**, U. of Cambridge

External Succession in Small and Medium-sized Enterprises and the Role of Intangible Assets | **Susanne Durst**, U. of Liechtenstein; **Stefan Gueldenberg**, U. of Liechtenstein

Managers' Growth Intentions and Actual Growth in UK Small Companies | **Natalia Isachenkova**, Kingston U.

An Evolutionary Game Theoretic Approach to Entrepreneurship | **Graciela Kuechle**, Witten/Herdecke U.

566 : *(Paper Session) - (GDO)* **Global Teams and Values**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 21-27

Building Effective Global Teams: Does Gender Matter? | **G Ronald Gilbert**, Florida International U.; **Meredith F. Burnett**, Florida International U.; **Jerry Haar**, Florida International U.; **Ian Phau**, Curtin U. of Technology

Comparing the Incomparable: Values, Commitment, and OCB among Chinese and Israeli Employees. | **Aaron Cohen**, U. of Haifa; **Ying Liu**, Renmin U.

Cultural Dissimilarity's Visibility and Separation Effects on Social Self-Regulation and Performance | **Yves R. F. Guillaume**, Aston U.; **Felix Brodbeck**, Ludwig Maximilians U.

The Influence of Team Members' Family Involvement on Team Performance | **Lieke Laura ten Brummelhuis**, Utrecht U.

National Diversity Effects on Team Performance – Evidence from a Controlled Field Experiment | **Hartmut Haas**, Towers Perrin; **Stephan Nüesch**, U. Zurich

International Diversity Management: Differences in Human Resources, Social Categorization and Power | **Jakob Lauring**, Aarhus U.; **Mai Skjøtt Linneberg**, Aarhus U.; **Morten Rask**, Aarhus U.

Gender, Gender Role Ideology and Work-Family Conflict in India | **Ujvala Arun Rajadhyaksha**, Saint Mary's College; **Sofiya Velgach**, Illinois Institute of Technology

567 : *(Paper Session) - (GDO)* **Effects of Employee and Leader Diversity on Firm Performance in Four Countries**
8:00am - 9:30am Sheraton Chicago: Chicago 9
Chair: **Eddy S. Ng**, California State Polytechnic U.
Discussant: **Martin N. Davidson**, U. of Virginia

Age Diversity & Firm Performance in an Emerging Economy: Implications for Cross-Cultural HRM | **ji Li**, Hong Kong Baptist U.; **Chris WL Chu**, Aston U.; **Kevin C.K. Lam**, Chinese U. of Hong Kong; **Guiyao Tang**, Hong Kong Baptist U.

The Impact of Gender Diversity on Performance in Services and Manufacturing Organizations | **Muhammad Ali**, Melbourne Business School; **Carol T. Kulik**, U. of South Australia; **Isabel Metz**, U. of Melbourne

Best Student Paper Award. Sponsored by Emerald Publishers
Dorothy Harlow Best Paper Award. Sponsored by McGraw-Hill

Investing with Prejudice: Women Leaders and Company Performance | **S. Alexander Haslam**, U. of Exeter; **Michelle Ryan**, U. of Exeter; **Clara Kulich**, U. of Exeter; **Grzegorz Trojanowski**, U. of Exeter; **Cate Atkins**, U. of Exeter

MONDAY

Value Creation through Executive Diversity | **Dana L. Haggard**, Missouri State U.; **K. Stephen Haggard**, Missouri State U.

568 : *(GDO)* **GDO Welcome Coffee & Tea**
8:00am - 9:30am Sheraton Chicago: Ontario Room
The GDO Division would like to welcome all new, international and continuing members. We hope that you will join us!
Division Chair: **Jeanette N. Cleveland**, Pennsylvania State U.

569 ☯💻JS: *(GDO, HR)* **Organizational Behavior and the Working Poor**
8:00am - 9:30am Sheraton Chicago: Chicago 7
Organizer: **Emily Stiehl**, U. of Pittsburgh
Discussant: **Carrie R. Leana**, U. of Pittsburgh
Workplace Flexibility for Low-Wage Workers: Is There a Business Case? | **Jennifer E. Swanberg**, U. of Kentucky; **Mamta U. Ojha**, U. of Kentucky; **Jacquelyn B. James**, Boston College
A Practice-Based View of the Sustainable Expression of Compassion in Low-Wage Work | **Monica C. Worline**, Emory U.; **Jacoba Lilius**, Queen's U. Canada; **Jane E. Dutton**, U. of Michigan; **Jason Kanov**, Seattle U.; **Sally Maitlis**, U. of British Columbia; **Peter Frost**, (Formerly) U. of British Columbia
Leadership and Work Group Context Linkages to Work, Family, and Health in Low Income Settings | **Ellen Ernst Kossek**, Michigan State U.; **Leslie B. Hammer**, Portland State U.; **Jesse S. Michel**, Florida International U.; **Ryan Petty**, Michigan State U.; **Nanette L. Yragui**, Portland State U.
Poverty in Organizational Behavior: Understanding Turnover Intentions and the Working Poor | **Emily Stiehl**, U. of Pittsburgh; **Carrie R. Leana**, U. of Pittsburgh; **Vikas Mittal**, Rice U.; **Jules Rosen**, School of Medicine, U. of Pittsburgh
Presenters: **Ellen Ernst Kossek**, Michigan State U.**; Emily Stiehl**, U. of Pittsburgh**; Jennifer E. Swanberg**, U. of Kentucky**; Monica C. Worline**, Emory U.
Participants: **Jane E. Dutton**, U. of Michigan**; Leslie B. Hammer**, Portland State U.**; Jacquelyn B. James**, Boston College**; Jason Kanov**, Seattle U.**; Jacoba Lilius**, Queen's U. Canada**; Sally Maitlis**, U. of British Columbia**; Mamta U. Ojha**, U. of Kentucky**; Ryan Petty**, Michigan State U.**; Nanette L. Yragui**, Portland State U.

570 : *(Paper Session) - (HCM)* **Safety Culture in Healthcare: Influence on Employee and Patient Outcomes**
8:00am - 9:30am Swissôtel Chicago: Vevey Salon 4
Chair: **Timothy Hoff**, State U. of New York, Albany
Discussant: **James D. Bramble**, Creighton U.
Safety Culture as a Contemporary Healthcare Construct: Theoretical Review and Research Assessment | **Patrick Albert Palmieri**, Duke U.; **Lori T. Peterson**, Texas Tech U.
HCM Best Paper Award Nominee
🏳☯💻Identifying Organizational Cultures that Promote Patient Safety | **Sara J. Singer**, Harvard U.; **Alyson Falwell**, Stanford U.; **David Gaba**, U.S. Department of Veterans Affairs; **Mark Meterko**, U.S. Department of Veterans Affairs; **Amy Rosen**, U.S. Department of Veterans Affairs; **Christine W. Hartmann**, U.S. Department of Veterans Affairs; **Laurence C. Baker**, Stanford U.
Winner of HCM Division Best Paper Award
☯Challenges in Long Term Care: The Role of Safety Climate and Work Overload on Employee Outcomes | **Deirdre McCaughey**, Pennsylvania State U.; **Jungyoon Kim**, Pennsylvania State U.; **Diane Brannon**, Pennsylvania State U.
Transforming the Dysfunctional Healthcare Culture | **Naresh Khatri**, U. of Missouri, Columbia; **Gordon D. Brown**, U. of Missouri, Columbia; **Lanis L Hicks**, U. of Missouri, Columbia

571 👁: *(Paper Session) - (HR)* **Acquisition of Human Capital - Selection and Testing**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panles 60- 65
☯👁💻Faking Affects Personality Factor Structure within Job Application Contexts: The Case of16PF Select | **Jinyan Fan**, Hofstra U.; **Corbin C. Wong**, Hofstra U. & Deutsche Bank AG
👁Identifying Dishonest Job Candidates in Unproctored Internet Testing | **Jing Guo**, U. of Illinois at Urbana Champaign; **Louis Tay**, U. of Illinois at Urbana-Champaign; **Fritz Drasgow**, U. of Illinois at Urbana-Champaign
👁💻Sales self-efficacy: Scale development and nomological validation | **Sven Kepes**, Virginia Commonwealth U.; **Daniel C Ganster**, Colorado State U.; **Nina Gupta**, U. of Arkansas
👁💻The opportunity to upload cover letters and procedural fairness perceptions: A time series analysis | **Michael Horvath**, Cleveland State U.
☯👁💻Is Being Informative Enough? The Effect of Interviewer Impression Management on Applicant Attraction | **Wei-Chi Tsai**, National Chengchi U.; **Tun-Chun Huang**, National Taiwan U. of Science and Technology; **Pang-Tien Lieu**, National Taiwan U. of Science and Technology
👁💻Occupational Commitment Components and Ascribed Importance of Organizational Characteristics | **Sheldene K Simola**, Trent U.; **Msati Kalindaga**, Trent U.

572 👁: *(Paper Session) - (HR)* **Fairness of Compensation and Benefits**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 2
Presented on Panels 66-69
👁💻Executive Compensation in American Unions | **Kevin Hallock**, Cornell U.; **Felice Klein**, Cornell U.
👁💻Psychological and Financial Incentives in Tournament Pay: An Artefactual Field Experiment | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Jim Engle-Warnick**, McGill U.; **Tony Fang**, York U.
👁💻Is Wage Inequality Limited Through Firm Human Resource Management Practices? | **John C Dencker**, U. of Illinois, Urbana-Champaign; **Chichun Fang**, U. of Illinois at Urbana-Champaign
👁The Perceived Fairness of Human Resource Practices | **Cody Logan Chullen**, Purdue U., West Lafayette

573 💻: *(Paper Session) - (HR)* **Human Resource Management Influence on Innovation and Creativity**
8:00am - 9:30am Sheraton Chicago: Erie Room
Chair: **Corine Boon**, Tilburg U. / Erasmus U.
Discussant: **Daniel J Koys**, DePaul U.
💻How CEO Compensation Moderates the Momentum of Technological Innovation? | **CL Tien**, Dayeh U.
💻Flexibility-Focused HRM Systems, Innovativeness, and Responsiveness: The Role of Absorptive Capacity | **Song**

MONDAY

Chang, Chinese U. of Hong Kong; **Yaping Gong**, Hong Kong U. of Science and Technology

✈💻How Structuring of Human Resource Management Processes Enables Creativity at Work | **Galy Binyamin**, Bar Ilan U.; **Abraham Carmeli**, Bar Ilan U.

Exploring Linkages Between HRM, Creativity and Organisational Performance: Evidence From Ireland | **Margaret M. Heffernan**, Dublin City U.; **Brian Harney**, Dublin City U.; **Kenneth Cafferkey**, National U. of Ireland, Galway; **Tony Dundon**, National U. of Ireland, Galway

574 : *(HR)* **HR Division Welcome Breakfast and Awards Ceremony**
8:00am - 9:30am Sheraton Chicago: Sheraton 4
Organizers: **Theresa M. Glomb**, U. of Minnesota**; Hui Liao**, U. of Maryland, College Park
Division Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
Division Chair-Elect.: **Howard J. Klein**, Ohio State U.
Program Chair: **John E. Delery**, U. of Arkansas
Professional Development Workshop Chair: **Murray R. Barrick**, Texas A&M U.
Distinguished Speakers: **Benjamin Schneider**, Valtera Corporation**; Randy MacDonald**, IBM**; Neal Schmitt**, Michigan State U.

575 💻JS: *(HR, OB)* **New Directions in Workplace Aggression Research: Towards Organizational Interventions**
8:00am - 9:30am Sheraton Chicago: Sheraton 3
Chair: **Kara Anne Arnold**, Memorial U. of Newfoundland

Understanding Emotional Labor and Preventing Workplace Aggression | **Michelle Inness**, U. of Alberta

Antecedents and Consequences of Collective Emotional Regulation by Customer Service Employees | **Aaron C. H. Schat**, McMaster U.; **Akanksha Bedi**, McMaster U.; **Sheerin Thussu**, U. of Western Ontario

Testing a Relational Model of Workplace Aggression | **Sandy Hershcovis**, U. of Manitoba; **Tara Reich**, U. of Manitoba

Understanding Subordinate Aggression: Abusive Supervision and Supervisor-Subordinate Interactions | **Arla L Day**, Saint Mary's U.; **Sarah A. Carroll**, Hofstra U.; **Kibeom Lee**, -; **Tara Kathryn Kennedy**, Saint Mary's U.

Preventing and Mitigating the Negative Effects of Abusive Supervision: A Conceptual Framework | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Christine Ann Sprigg**, U. of Sheffield; **Kathryne Dupre**, Memorial U. of Newfoundland; **Lyle R Wetsch**, Memorial U. of Newfoundland

Presenters: **Michelle Inness**, U. of Alberta**; Aaron C. H. Schat**, McMaster U.**; Tara Reich**, U. of Manitoba**; Arla L Day**, Saint Mary's U.**; Kathryne Dupre**, Memorial U. of Newfoundland
Participants: **Akanksha Bedi**, McMaster U.**; Sheerin Thussu**, U. of Western Ontario**; Sandy Hershcovis**, U. of Manitoba**; Sarah A. Carroll**, Hofstra U.**; Kibeom Lee**, -**; Tara Kathryn Kennedy**, Saint Mary's U.**; Christine Ann Sprigg**, U. of Sheffield**; Lyle R Wetsch**, Memorial U. of Newfoundland

576 : *(ICW)* **Breakfast Reception of WU Vienna University of Economics and Business**
8:00am - 10:30am Hyatt Regency Chicago: Grand F
Breakfast Reception Meeting of friends and affiliates of WU Vienna University of Economics and Business
Organizer: **Barbara Sporn**, WU Vienna U. of Economics and Business

577 ☯✈💻: *(Paper Session)* - *(IM)* **National Culture and Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Crystal B
Chair: **Jacqueline Fendt**, ESCP-EAP European School of Management
Discussant: **Fiona Xiaoying Ji**, Virginia Tech

Antecedents and Consequences of Ideation in New Product Development: A Cross-Cultural Comparison | **Simon Land**, RWTH Aachen U.

💻Antecedents of New Product Development: National Culture and Situational Moderators | **Andreas Engelen**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.; **Dominik Austermann**, RWTH Aachen U.

🏳✈💻Effects of National Culture and Institutions on How Social Networks Influence Creativity | **Robin Teigland**, Stockholm School of Economics; **Yunyun Chen**, Peking U.; **Carl Fey**, Stockholm School of Economics

✈The Influence of National Culture on the Relation between Innovation and Performance in Foreign SBUs | **Sjoertje Siemonsma**, Rotterdam School of Management, Erasmus U.; **Rene Olie**, Rotterdam School of Management, Erasmus U.; **Elko Klijn**, Rotterdam School of Management, Erasmus U.

578 ☯✈💻: *(Paper Session)* - *(IM)* **Emerging Market Issues**
8:00am - 9:30am Hyatt Regency Chicago: Hong Kong
Chair: **Ravi Ramamurti**, Northeastern U.
Discussant: **Jose De La Cerda**, ITESO U.

🏳✈💻The Strategic Response of Business Group Affiliates in Emerging Markets to Increased Inward FDI | **Meghana Ayyagari**, George Washington U.; **Luis Alfonso Dau**, U. of South Carolina; **Jennifer Spencer**, George Washington U.
IM Division Samsung Best Paper Award Finalist
Best Paper on Emerging Markets

✈Firms as Market Engineers: Market Design in China | **Barbara Krug**, Rotterdam School of Management; **Hans Hendrischke**, U. of New South Wales

📖☯✈🗪💻Inertia versus Mimicry: An Empirical Investigation of Chinese MNCs¡¯ Location | **Lin Yuan**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

✈💻Sub-national Policy Uncertainty and Foreign Investment Location Strategies in an Emerging Economy | **Jiatao Li**, Hong Kong U. of Science and Technology; **Fiona Kun Yao**, U. of California, Berkeley

579 ☯✈💻: *(Paper Session)* - *(IM)* **International Corporate Governance**
8:00am - 9:30am Hyatt Regency Chicago: Horner
Chair: **Ali Taleb**, HEC Montreal
Discussant: **Barbara Zepp Larson**, Harvard U.

✈💻How Valid is the Variety of Capitalism Perspective on the Globalisation of Business Practice? | **Marcus Jacob**, European Business School; **Andrei Kuznetsov**, U. of Central Lancashire

🏳💻Board Composition and Firm Internationalization | **Jose Luis Rivas**, ITAM; **Monika Hamori**, IE Business School; **Margarita Mayo**, Instituto de Empresa Business School
Best Paper in Strategy / IB Theory

MONDAY

✈💻A Comparative Study of Corporate Governance Reforms in South Korea and Singapore | **Lai Si Tsui-Auch**, Nanyang Technological U.; **Toru Yoshikawa**, McMaster U.

💻Heterogeneous Frames and Homogenizing Activity: Dualistic Tensions in a Merger Discourse | **Cecilia Bjursell**, Jönköping U.

580 ☯✈💻: *(Paper Session) - (IM)* **Political, Legal, and Social Institutions**
8:00am - 9:30am Hyatt Regency Chicago: McCormick
Chair: **David A. Ralston**, U. of Oklahoma
Discussant: **Shaomin Li**, Old Dominion U.

INGOS & NGOS: Work And Workarounds In Rwanda | **Cheryl A. Baldwin**, Case Western Reserve U.

✈💻The Strategic, Selective and Responsible Internalization of Societal Failures | **Jean J Boddewyn**, Baruch College

Foreign Resonance and Local Dissonence: North American Disclosure Practices in Japan and East Asia | **Jean McGuire**, Louisiana State U.

🏳✈💻Institutional Transitions and Firms' Political Behaviors | **Kyeungrae (Kenny) Oh**, U. of Missouri-St. Louis

Doug Nigh Award Finalist

581 ☯✈👁💻: *(Paper Session) - (IM)* **Cross Culturalism-Management and Issues**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 28-32

✈👁💻Perceived Delegation and Work Outcomes: The Moderating Impact of Cultural Orientations | **Mahfooz Alam Ansari**, U. of Lethbridge; **Rehana Aafaqi**, U. of Lethbridge; **Zainal Ariffin Ahmad**, U. Sains Malaysia

✈👁💻Dynamics of MNE Ownership Strategy | **Jae Jung**, U. of Missouri, Kansas City; **Anthony Goerzen**, U. of Victoria

✈👁💻Managerial Motives and Value Creation in Domestic and Cross-Border Acquisitions | **Anju Seth**, Virginia Tech; **Protiti Dastidar**, George Washington U.

✈👁💻Survival of Japanese Subsidiaries in the Middle East and North Africa | **Marina Apaydin**, Richard Ivey School of Business; **Mehmet Demirbag**, U. of Sheffield; **Ekrem Tatoglu**, Bahcesehir U.

✈👁💻Liberalizing Capital: The Roles of Export Firms, Local Firms, and the State in FDI Deregulation | **Jung-Chin Shen**, York U.; **You-Ta Chuang**, York U.; **Yung-Chang Hsiao**, National Cheng Kung U.; **Chung-Jen Chen**, National Taiwan U.

582 ✈👁💻: *(Paper Session) - (IM)* **Emerging Economies and Development Issues**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV IM 2
Presented on Panels 33-38

☯✈👁💻Efficiency, Globalization, and Performance of EM MNEs in Knowledge- vs. Labor-Intensive Industries | **Elitsa R. Banalieva**, Northeastern U.

✈👁💻Bicultural Identity in the facilitation of Trade and Investment:the Indian Diaspora in North America | **Masud Chand**, Wichita State U.

✈👁💻Faking Feelings to Feel Aligned: How emotional labor and the work-family interface relate to fit | **Rebecca L Wyland**, U. of Wisconsin Milwaukee; **Mui Dora Luk**, City U. of Hong Kong; **Doan E. Winkel**, U. of Wisconsin, Milwaukee

583 ☯✈💻: *(Paper Session) - (IM)* **Intercultural Interaction**
8:00am - 9:30am Hyatt Regency Chicago: Soldier Field
Chair: **La Verne Hairston Higgins**, Eastern Michigan U.
Discussant: **Eileen Kaplan**, Montclair State U.

🏳✈💻The Determinants of Trust in Multicultural Global Virtual Teams | **Audra I. Mockaitis**, Victoria U. of Wellington; **Elizabeth L. Rose**, Helsinki School of Economics; **Peter Zettinig**, Turku School of Economics

Best Paper in OB / HRM / OT

✈Conflict in US and Mexican Learning Teams: The Influence of Team Behaviors and Cultural Context | **Danielle Cooper**, U. of North Texas; **Warren E Watson**, U. of North Texas

🏳☯✈💻Multinational Teams in the Context of Organizational Culture: A Multi-Company Case Study | **Aida Hajro**, Brunel U.; **Markus Pudelko**, Edinburgh U.

IM Division Samsung Best Paper Award Finalist
Best Paper in OB / HRM / OT

Reflective and impulsive determinants of cross-cultural organizational behavior: | **Frank A. Bosco**, U. of Memphis; **Ivan Muslin**, U. of Memphis

584: *(Paper Session) - (IM)* **MNC Location Choice**
8:00am - 9:30am Hyatt Regency Chicago: Wrigley
Chair: **Bernard M Wolf**, York U.
Discussant: **Hsi-Mei Chung**, I-Shou U,

🏳✈Spiky Globalization of Venture Capital Investments:Evidence and Influence of Human Networks | **Akie Iriyama**, State U. of New York, Buffalo; **Yong Li**, State U. of New York, Buffalo; **Ravi Madhavan**, U. of Pittsburgh

✈💻Country Distances and Experiential Learning: An Integrated Analysis of MNE Location Choice | **Guo-Liang Frank Jiang**, U. of Western Ontario; **Guy Holburn**, U. of Western Ontario

A Theoretical Framework of Venture Capital Firms' International Location Choice | **Xiaodan Wang**, Texas Tech U.; **William P. Wan**, Texas Tech U.

✈💻Why Distance Matters: The Dynamics of Offshore Location Choices | **Stephan Manning**, Duke U.; **Marja Roza**, RSM Erasmus U.; **Arie Y. Lewin**, Duke U.

585: *(Paper Session) - (IP)* **Competition and Rivalry**
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 1
Facilitator: **Michelle A. Rogan**, INSEAD

🗨💻**BPS:** Competitive ties, competitive networks, and competitive advantage | **Emery Yao**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky; **Tieying Yu**, Boston College; **Giuseppe Labianca**, U. of Kentucky

💻**BPS:** Rivalry Diminishes with the Number of Rivals: A Psychological Perspective on Strategy | **Stephen M Garcia**, U. of Michigan; **Avishalom Tor**, Haifa U.

📖☯💻**BPS:** All That Running: Red Queen Competition in the U.S. Motion Picture Industry | **Joseph Lampel**, City U. London; **Jamal Shamsie**, Michigan State U.

586: *(Paper Session) - (IP)* **Research on Firm Capabilities**
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 2
Facilitator: **Michael Ryall**, U. of Melbourne

☯✈💻**TIM:** A Capability-based Framework for Open Innovation: Complementing Absorptive Capacity | **Ulrich**

MONDAY

Lichtenthaler, WHU - Otto Beisheim School of Management; **Eckhard Lichtenthaler**, Swiss Federal Institute of Technology

TIM: Jackpot or Fool's Gold: Services as a Dynamic Capability in Product Firms | **Phillip C Anderson**, Massachusetts Institute of Technology

BPS: All Past Equal? The Differing Effects of Alliance Governance on Building Firm Capabilities | **Rui Wu**, U. of Southern California

BPS: The Reification of Dynamic Capabilities: A Critical Review of the Construct | **Boris Durisin**, Bocconi U. and Sda Bocconi School of Management; **Katia Premazzi**, Bocconi U. and Sda Bocconi School of Management; **Alessandro Airoldi**, Bocconi U.

587 : *(Paper Session) - (IP)* **Advancing Research on Corporate Social Responsibility**
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 3
Facilitator: **William E Martello**, St. Edward's U.

SIM: Family Control, Social Responsibility, and Firm Performance: Insight from China | **Xiaoya Liang**, Fudan U.; **Xiongwen Lu**, Fudan U.

SIM: "The Determinants of Corporate Social Responsibility Disclosure" | **Lucrezia Songini**, Bocconi U.; **Luca Gnan**, Tor Vergata U.; **Anna Pistoni**, Bocconi U.

SIM: CSR Examined Through the Key Social Context Theories in Organization Studies | **Andromache Athanasopoulou**, U. of Oxford

SIM: Corporate Ecology: Beyond the Metaphor of Corporate Citizenship | **Dale Cyphert**, U. of Northern Iowa; **David H Saiia**, Duquesne U.

SIM: A Critical Appreciation of the CSR Theory and Empirical Studies: Is Something Missing? | **Andromache Athanasopoulou**, U. of Oxford

588 : *(Paper Session) - (IP)* **Research in Organizational Culture**
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 4
Facilitator: **Maribeth Kuenzi**, Southern Methodist U.

OB: Assessing the Organizational Culture – Organizational Effectiveness Link: A Meta-Analytic Review | **Chad Hartnell**, Arizona State U.; **Amy Y. Ou**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.

IM: Blind Men Disagree on Elephants...Cultural Change from Divergent Theoretical Perspectives | **Guilherme Azevedo**, McGill U.

BPS: Resistance in the Process of Cultural Assimilation: A Theoretical Exploration | **Abhijit Mandal**, Middlesex U.; **Aida Hajro**, Brunel U.

ODC: Designing, Creating and Sustaining Beautiful Organizations: A Research Agenda | **Joan Ernst Van Aken**, Eindhoven U. of Technology; **Irene Lammers**, Vrije U. Amsterdam; **Mathieu Weggeman**, Eindhoven U. of Technology

589 : *(Paper Session) - (IP)* **Individual Differences and Leadership**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Kenneth R Thompson**, DePaul U.

CM: A Structural Model of Personality, Conflict Management Style, and Leadership Effectiveness | **John E Barbuto Jr**, U. of Nebraska, Lincoln; **Kelly A Phipps**, U. of Nebraska, Lincoln; **Ye Xu**, U. of Nebraska, Lincoln

OB: Supervisor's Leadership and Extra Role Behaviors: The Role of Support and Distance | **Michel Tremblay**, HEC Montreal; **Delphine Dupras**, HEC Montreal; **Olivier Doucet**, HEC Montreal; **Marie-Ève Lapalme**, ESG-UQAM

OB: The Validity of Behavior-based Competencies in Predicting Leadership Emergence | **Babatunde Ogunfowora**, U. of Calgary; **Joshua S Bourdage**, U. of Calgary

MOC: The Role of Leader-Follower Personality Similarity in the Development of Leader-Member Exchange | **George A. Hrivnak Jr**, George Washington U.; **Tjai M. Nielsen**, George Washington U.

590 : *(Paper Session) - (IP)* **Social Ties/Networks: You and Me**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Sharron D Hunter-Rainey**, North Carolina Central U.

OCIS: Enhancing Social Presence in CMC: The Role of Individual Differences and Structural Affordances | **Ravi Shanker Gajendran**, Pennsylvania State U.; **Kurt Braddock**, Pennsylvania State U.; **Christina Kokini**, Pennsylvania State U.

MOC: Creativity Skills and Problem Solving Style: Impact on Creativity Social Network Position | **Timothy Mark Basadur**, U. of Illinois at Chicago; **Min Basadur**, McMaster U.

PNP: Dependence or Independence: The prospect of the development of a Russian style civil society | **Sergej Ljubownikow**, Aston U.; **Jo Crotty**, Aston U.; **Peter W Rodgers**, Aston U.

OB: Leadership through Social Networks: Mechanisms of individual influence on social process & structure | **James K. Hazy**, Adelphi U.

OCIS: A Cross-Cultural Examination of Student Attitudes and Gender Differences in Facebook Faux Pas | **Katherine A. Karl**, Marshall U.; **Joy Van Eck Peluchette**, U. of Southern Indiana; **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg

591 : *(Paper Session) - (IP)* **Strategic Issues in Green Management**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Pascual Berrone**, IESE Business School

BPS: Does Competition Promote Environmental Investments? | **Eun-Hee Kim**, George Washington U.

OMT: Organizational Drivers of Corporate Social Responsibility: Disentangling Substance from Rhetoric | **William D Schneper**, Florida International U.; **Moriah A. Meyskens**, Florida International U.; **M. Abrahim Soleimani**, Florida International U.; **Sokol Celo**, Florida International U.; **Watcharaphong Leartsurawat**, Florida International U.; **Wei He**, Florida International U.

IM: An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism | **Matthew C. Mitchell**, U. of South Carolina

IM: "Green for Aliens"? - Contribution of Environmental Responsiveness to MNC Competitiveness | **Jay Hyuk Rhee**, Korea U.; **Hye Sun Kang**, Korea U.

MONDAY

TIM: Role of Stakeholders in the Clean Technology Industry: Push or Pull? | **Preeta Banerjee**, Brandeis U.; **Daniel Wengrovitz**, Brandeis U.

592 : *(Paper Session) - (IP)* **Understanding Family Businesses**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Jeff Vanevenhoven**, U. of Wisconsin, Whitewater

ENT: Collective reputation and reputation building in family firm IPOs | **Hung-Bin Ding**, Loyola College in Maryland; **Kuntara Pukthuanthong**, San Diego State U.

OMT: A Configurational Approach to Institutions: Performance Consequences of Family Businesses | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign; **Chi-Nien Chung**, National U. of Singapore

ENT: Private Equity and Family Business - can investors add to the success of former family firms? | **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Stephan Stubner**, HHL - Leipzig Graduate School of Management; **Robert Gietl**, U. of Erlangen-Nuremberg; **Christian Landau**, Berlin Technical U.

ENT: The effect of family relationships in entrepreneurial teams | **David Brannon**, Syracuse U.; **Johan Wiklund**, Syracuse U.

593 : *(Paper Session) - (IP)* **Institutional Theory Perspectives**
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 1
Facilitator: **James Douglas Orton**, Project on National Security Reform

IM: Acquirer-Target Experience and Performance across Institutional and Economic Distance | **Jeremy Suiter**, U. of Pittsburgh; **Donghun Lee**, U. of Pittsburgh

IM: Institutional Effects on the Globalisation of Competencies in French Multinationals | **Monia Mtar**, Edinburgh U.

PNP: Developing broadband internet in Korea and China: An Institutionalist Perspective | **Suk Bong Choi**, U. of Ulsan

BPS: Shifting Categories: Co-Evolution of Technology, Strategy and Institutions | **Mary J. Benner**, U. of Pennsylvania; **Ram Ranganathan**, Wharton School, U. of Pennsylvania

PNP: Mapping Out Social Enterprises Development: A Framing Perspective | **Stephen Ko**, Hong Kong Polytechnic U.; **Eric Kong**, U. of Southern Queensland

594 : *(Paper Session) - (IP)* **A Better Understanding of CEO Compensation**
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Maria Goranova**, U. of Wisconsin Milwaukee

BPS: Towards a Formal Theory of CEO Compensation: Some Comments on Agency Theory | **Yongheng Angus Yao**, Concordia U.; **Michel Magnan**, Concordia U.

BPS: The CEO Pay Gap and Firm Acquisitive Behavior | **Padma Rao Sahib**, U. of Groningen; **Gerwin Van der Laan**, U. of Utrecht; **Hans Van Ees**, U. of Groningen

BPS: Executive Stock Options, Cash Flow Forecasts, and Financing Policy | **Yi-Mien Lin**, National Chung Hsing U.; **Woody M. Liao**, U. of California at Riverside; **Yen-Yu Liu**, National Cheng Kung U.

595 : *(Paper Session) - (IP)* **Knowledge-Based Resources**
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Pablo Martin de Holan**, IE and INCAE

MOC: Knowledge as a Meta-Resource: Managerial Sensemaking about Knowledge as a Strategic Resource | **Rajiv Nag**, Georgia State U.; **Dennis A. Gioia**, Pennsylvania State U.

OMT: Towards a Multifaceted Theory of Organizational Knowledge Creation | **Hammad Akbar**, U. of East Anglia

TIM: Influence of Knowledge Networking, Knowledge Base, and Knowledge Strategy on Innovation Capability | **Hsin-Min Hung**, TIM, National Chengchi U.; **Cameron Ford**, U. of Central Florida

596 : *(Paper Session) - (IP)* **Mergers & Acquisitions in a Global Context**
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Mohammad Faisal Ahammad**, Nottingham Trent U.

BPS: Host Country Institutions and the Performance of Cross-border M&A | **Hong Zhu**, Chinese U. of Hong Kong; **Laszlo Tihanyi**, Texas A&M U.

IM: Effects of Absorptive Capacity on M&A: A Comparative Study of Two International Acquisitions | **Ping Deng**, Maryville U. of St. Louis; **Dejun Cao**, SWUFE, Chengdu, China; **Tao Chen**, GXUFE, Nanning, China

IM: Does Horizontal M&A Really Create Synergy? A Consumer Perspective on Mergers and Acquisitions | **Cher-Min Fong**, National Sun Yat-sen U.; **Chun-Ling Lee**, National Sun Yat-sen U.

597 : *(Paper Session) - (IP)* **The Development of New Markets**
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Ming D. Leung**, Stanford U.

ONE: The Environmental Governability of Bottom-of-the-Pyramid (BOP) Markets | **Frank Wijen**, Rotterdam School of Management, Erasmus U.

OMT: Turning Terrorism Into Market: How Calculability and Power Frame the Genesis of Markets | **Laure Cabantous**, U. of Nottingham; **Jean-Pascal Gond**, Nottingham U.

OMT: Linking Sufficiency and Business: Utility Systems Engineering in Producer-Consumer Networks | **Andre Reichel**, U. of Stuttgart, Germany; **Frauke Goll**, U. of Stuttgart, Germany; **Lukas Scheiber**, U. of Stuttgart, Germany

598 : *(Paper Session) - (IP)* **A Better Understanding of Intellectual Capital and Social Capital**
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Jayanth Narayanan**, National U. of Singapore

PNP: A Qualitative Analysis of Intellectual Capital in Australian Social Service Nonprofit Organizations | **Eric Kong**, U. of Southern Queensland; **Gaby Ramia**, U. of Sydney

TIM: Intellectual Capital and Innovation Performance | **Hsi-An Shih**, National Cheng Kung U.; **Su-Yueh Yang**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming Chuan U.

MOC: Seeing Holes: The Performance Benefits of Cognitive Accuracy in the Perception of Structural Holes | **Scott Soltis**, U. of Kentucky; **Ajay Mehra**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky

MONDAY

599 : *(Paper Session) - (IP)* **Cognition and the Individual**
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Jean-Francois Manzoni**, IMD
💻**BPS:** Consensus on Consensus: A New View for Understanding Consensus and its Strength | **Nathan A. Bragaw**, Penn State U.
💻**ENT:** Entrepreneurs as Parallel Processors | **Jeong-Nam Kim**, Purdue U.; **Iain Clelland**, Radford U.; **Seung Bai Bach**, California State U. Sacramento
💻**CM:** Analyzing Negotiation Procedures through Distributed Cognition | **William Ross**, U. of Wisconsin; **Davide Secchi**, U. of Wisconsin, La Crosse

600 : *(Paper Session) - (IP)* **Research on Ethics and Corruption**
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Daniela Truty**, Northeastern Illinois U.
OB: The Effects of Leadership on Follower Ethical Decision Making | **Weichun Zhu**, Claremont McKenna College
💻**CMS:** Critical business ethics in economics and management | **Jacob Dahl Rendtorff**, Roskilde U.
💻**OB:** If it Feels Right, Lie About It: Conscientiousness, Regulatory Focus, and Escalation of Corruption | **Adam Barsky**, U. of Melbourne; **Michael Sankey**, U. of Melbourne; **Christina E. Shalley**, Georgia Institute of Technology
✈**BPS:** Corruption in Emerging Countries. A matter of Mimetism. | **Bertrand Venard**, Audencia Nantes School of Management
💻**SIM:** Tales from the front: Mid-level managers & (un)ethical encounters | **Kathy Lund Dean**, Idaho State U.; **Jeri Mullins Beggs**, Illinois State U.; **Timothy P. Keane**, Saint Louis U.

601 : *(Paper Session) - (IP)* **Workplace Civility Vs. Counterproductive Work Behavior**
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Lisa Schurer Lambert**, Georgia State U.
💻**OB:** It's a Matter of Respect: A Model of the Dimensions, Process, and Consequences of Workplace Civility | **Kristin Byron**, Syracuse U.; **Frank I. Mullins**, Syracuse U.; **Yitzhak Fried**, Syracuse U.
💻**CM:** The effects of actual and potential social exclusion on trust, reciprocity and risk taking. | **Rellie Derfler-Rozin**, London Business School; **Madan M. Pillutla**, London Business School; **Stefan Thau**, London Business School
💻**MOC:** Automaticity in the Workplace: Influences on Counterproductive Workplace Behavior | **Daniel L. Morrell**, Middle Tennessee State U.

602 : *(Paper Session) - (IP)* **Work-Family Conflict**
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Robert G. DelCampo**, U. of New Mexico
☯💻**GDO:** Personal and Managerial Use of Organizational Work-Life Initiatives | **Ariane Ollier-Malaterre**, Rouen School of Management
💻**ENT:** Novice v. repeat entrepreneurs: Does job stress mediate the effects of work-and-family conflict? | **Leon Schjoedt**, Illinois State U.
💻**GDO:** Flexible Work Arrangements as a Source of Sustainability: Access and Impact Across Diverse Women | **Stacy Blake-Beard**, Simmons College; **Regina O'Neill**, Suffolk U.; **Cynthia Ingols**, Simmons College; **Mary Shapiro**, Simmons College
💻**CAR:** Proactivity, Social Network, and Career Satisfaction: Is Work-Family Conflict Necessarily Bad? | **Yin Yee Wong**, City U. of Hong Kong; **Victor P. Lau**, Chinese U. of Hong Kong; **Jonathan M. L. Kwok**, City U. of Hong Kong

603 : *(Paper Session) - (IP)* **Creativity in the Workplace**
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Judy Matthews**, Queensland U. of Technology
📖☯✈💻**MED:** Creativity, Design and Entrepreneurship: Management Education and Development for Innovation | **Judy Matthews**, Queensland U. of Technology
BPS: Autonomy, ambiguity, anxiety: Trust and creativity in large, complex organizations. | **David Gordon Cohen**, U. of Massachusetts Amherst
💻**OB:** The Influence of Creative Process Engagement on Performance: A Curvilinear Exploration | **Xiaomeng Zhang**, American U.; **Kathryn M. Bartol**, U. of Maryland, College Park
💻**OB:** The Necessity of Others is the Mother of Innovation: Prosocial-Intrinsic Motivations and Creativity | **Adam M. Grant**, U. of Pennsylvania; **James Berry**, UNC-Chapel Hill / Kenan-Flagler; **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College; **Manuela Priesemuth**, U. of Central Florida; **David Mayer**, U. of Michigan
☯💻**MC:** Crisis Management: The Infusion of Creativity | **Christine Pearson**, Thunderbird; **Amy Sommer**, Harvard U.

604 ✈: *(Paper Session) - (IP)* **A Closer Look at Foreign Direct Investment**
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Mingkun Liu**, Peking U.
✈💻**IM:** Is No News Good News? Media Coverage and Foreign Firms' Location Choices | **Elena Kulchina**, U. of Toronto
💻**IM:** The Sequential FDI trajectory of Taiwanese MNEs in China¡GA Social Network Analysis Approach | **Tai-Yu Lee**, National Chung Hsing U.; **Hsin-Yu Shih**, National Chi Nan U.; **Yi-Chia Chiu**, National Chung Hsing U.; **Keng Hsiang Cheng**, National Chung Hsing U.; **Ta-Shun Cho**, National Chi Nan U.
☯✈**IM:** Taiwanese FDIs in Emerging Markets: The Role of Corporate Governance, Resources, & Entry Commitment | **WB Kittilaksanawong Yu**, Chulalongkorn U.

605 📖☯✈💻: *(Paper Session) - (MED)* **Academic Integrity, Ethical Practices, and Education Approaches: Improving Values in Education**
8:00am - 9:30am Hyatt Regency Chicago: Buckingham
Chair: **Dawn Oetjen**, U. of Central Florida
Discussant: **Darlene Alexander-Houle**, Hewlett Packard
📖Tchng BE 2 Mln Gnr8tn(Teaching Business Ethics to the Millennial Generation) | **Barbara W Keats**, Arizona State U.; **Dale Kalika**, Arizona State U.
📖💻Business Students & Academic Integrity: Examining Individual Characteristics & Situational Factors | **Joycelyn Finley-Hervey**, Florida A&M U.; **Ulysses J. Brown III**, Savannah State U.; **Ruby L Beale**, Hampton U.

MONDAY

Beyond the Ethics Course – A Communicative Framework of Value-Oriented Academic Business Teaching | **Dirk C. Moosmayer**, RWTH Aachen U.

Co-Authorship Recognition Antecedents: the Brazilian research community case | **Charles Kirschbaum**, Insper Institute of Education and Research; **Felipe Zambaldi**, EAESP-FGV, Fundação Getúlio Vargas; **André Ofenhejm Mascarenhas**, Centro U. da FEI; **Suzane Strehlau**, Centro U. da FEI

606 : *(Paper Session) - (MED)* **Thoughts on Teaching Ethics and Using Videos to Enhance Learning**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MED 1
Presented on Panels 39-43

Is Business Ethics Education Worth the Effort: Results of a Pilot Study of an Empirical Survey | **Edward R Balotsky**, Saint Joseph's U.

Using Video to Teach Diverse Student Groups | **Amanda E.K. Budde-Sung**, U. of Sydney; **Anthony Fee**, U. of Sydney

Providing Business Ethics Education – Within and Beyond Neoclassical Thinking | **Andreas Butz**, U. Zurich; **Karl-Heinz Gerholz**, U. of Paderborn

Recycling an Old Movie: Using Norma Rae to Teach Labor Relations | **Vicki Fairbanks Taylor**, Shippensburg U.; **Michael J. Provitera**, Barry U.

Moving from Functions and Tasks to Bigger Questions: The Integration of Ethics into HRM Education | **Harry J Van Buren**, U. of New Mexico; **Michelle Greenwood**, Monash U.

607 : *(Paper Session) - (MED)* **Ideas for In-Class Experiences, Transfer of Learning to the Career, and Building a Competence Portfolio**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MED 2
Presented on Panels 44-48

The Evidence for the Effectiveness of Action Learning for Leadership Development | **Skipton Leonard**, George Washington U.; **Michael Marquardt**, George Washington U.

Strategic Alliance Poker: Demonstrating Resource Complementary and Trust in Strategic Alliances | **Christopher Ray Reutzel**, Utah State U.; **Jamie D. Collins**, Baylor U.; **William J. Worthington**, Baylor U.

Transfer of learning into work settings: A network view | **Ernesto Gore**, U. de San Andrés; **María Fernanda García**, U. of Texas at El Paso

Kitty Hawk in the Classroom: A Simulation Exercise for Creative and Entrepreneurial Behavior | **Reg Litz**, U. of Manitoba; **Dell McStay**, Bond U.; **Carolyn Birmingham**, Jackson State U.; **Sergio Janczak**, U. of Western Ontario

Designing the Global Competence Development Portfolio | **Iris Berdrow**, Bentley U.

608 SHCS: *(MED, IM)* **Revisiting the Porter-McKibbin Report: Where do we Stand, and Where are we Going?**
8:00am - 9:30am Hyatt Regency Chicago: Columbus KL
Chairs: **Philip M. Podsakoff**, Indiana U.**; Nathan Philip Podsakoff**, U. of Arizona

Summary of the Porter-McKibbin Report | **Lyman W. Porter**, U. of California, Irvine

Elegance vs. Relevance in Organizational Studies in the Aftermath of the Porter/McKibbin Report | **Dan R. Dalton**, Indiana U., Bloomington

The State of Entrepreneurship Education and Research in the Early 21st Century | **Michael A. Hitt**, Texas A&M U.

Globalization of Business Schools and Business Education: How Far Have We Traveled? | **Christopher Earley**, U. of Connecticut

609 : *(Paper Session) - (MH)* **Visualising Management History**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MH 1
Presented on Panels 49-59

The Donner Party: An Organizational Analysis of a Disaster | **Eric Patton**, Saint Joseph's U.

Integrating Barnard's and Contemporary Views of Industrial Relations and HRM | **Milorad M. Novicevic**, U. of Mississippi; **Leigh Ann Bynum**, U. of Mississippi; **Mario Hayek**, U. of Mississippi; **Tony Fang**, York U.

The Concept of Alienation: Towards Conceptual Clarity | **Nisha Nair**, Indian Institute of Management, Ahmedabad; **Neharika Vohra**, Indian Institute of Management, Ahmedabad

Barnard's Model of Decision Making:A Historical Foundation of Image Theory | **Milorad M. Novicevic**, U. of Mississippi; **Russell W. Clayton**, U. of Mississippi; **Wallace Williams**, U. of Mississippi; **Miriam Moeller**, U. of Mississippi

Generalized Exchange and Valuation: The Introduction of Performance Ranking of Fund Management Firms | **Yally Avrahampour**, U. of Essex

The Trickle-Down Effect: Employee Perceptions of Corporate Social Responsibility | **Jennifer Oyler**, Texas A&M U.; **Stephanie Pane-Haden**, Texas A&M U.; **Arlise P. Mckinney**, U. of North Carolina, Greensboro

The Arab Work Value System: A Historical and Sociological Analysis | **Yusuf M. Sidani**, American U. of Beirut; **Jon Thornberry**, -

Historical Perspectives on Green Management: A Struggle between Environmental Good and Evil | **Stephanie Pane-Haden**, Texas A&M U.; **Jennifer Oyler**, Texas A&M U.; **John Humphreys**, Texas A&M U. - Commerce

Rhona Rapoport: A Critical Biography of the Pioneering Researcher of Work-Family Balance | **Russell W. Clayton**, U. of Mississippi; **Andrew Harry Barton**, Nottingham Trent U.

A Short History of Sport: How We Found Our Game and Came to Organize Play | **Deryk Stec**, HEC Montreal

Making Silicon Valley Entrepreneurial:Transformation of a High-Tech Landscape | **Stephen B. Adams**, Salisbury U.

610 : *(Paper Session) - (MH)* **Leadership, Strategy and Military History**
8:00am - 9:30am Swissôtel Chicago: St. Gallen Salon 1

Situational Narcissism and Charismatic Leadership: A Conceptual Framework | **John Humphreys**, Texas A&M U. - Commerce; **Zhao Duan**, HuaZhong Normal U.; **Kendra Ingram**, Texas A&M U.; **Joe Gladstone**, New Mexico State U.; **Lloyd Basham**, Texas A&M U.

MONDAY

Using Historic Mutinies to Understand Defiance in Modern Organizations | **Ray W Coye**, DePaul U.; **Patrick J. Murphy**, DePaul U.; **Patricia Spencer**, DePaul U.

Reexamining Some Lessons from Military History | **David Ahlstrom**, Chinese U. of Hong Kong; **Zhujun Ding**, Chinese U. of Hong Kong

Clausewitz vs. Jomini: Putting "Strategy" Into Historical Context | **Thomas J Hench**, U. of Wisconsin-La Crosse

611 : *(Paper Session) - (MOC)* **Cognitive, Affective and Behavioral Processes in Leadership**
8:00am - 9:30am Hyatt Regency Chicago: Truffles
Chair: **Douglas L. Micklich**, Illinois State U.
Discussant: **Rhonda K. Reger**, U. of Maryland

A Faultline-Based Model of Team Leadership | **Andrew M. Carton**, Duke U.; **Jonathon N. Cummings**, Duke U.
Winner of MOC Division Best Student Paper Award

Contrasting Central Tendency with Ideal Leader Prototypes in Leader Categorization Processes | **Niels van Quaquebeke**, Erasmus U. Rotterdam; **Matthias M Graf**, Kienbaum Management Consultants; **Tilman Eckloff**, U. of Hamburg

The Ruinous Effect of Leader Differential Treatment: Examining Procedural Justice Contagion | **Dong Liu**, U. of Washington; **Morela Hernandez**, U. of Washington; **Lei Wang**, Xi'an Jiaotong U.

Cognitive and Affective Antecedents of Followers' Transformational Leadership Perceptions | **Zhen Zhang**, Arizona State U.; **Richard D Arvey**, National U. of Singapore

612 : *(Paper Session) - (MOC)* **Cognition in Work Groups and Teams: I**
8:00am - 9:30am Hyatt Regency Chicago: Wright
Chair: **Marissa Shuffler**, ICF International
Discussant: **Colin Eden**, Strathclyde U.

A Glimpse of Eternity: Existential Concern in the Firm and Investment Decisions at the Top | **Jean-Malik Dumas**, Tilburg U.

Linking Workplace Deviance to Organizational Power: A Model of the Hewlett-Packard Spying Scandal | **Randi L. Sims**, Nova Southeastern U.

The Emergence of Group Cognitive Complexity and its Effects on Group Performance | **Kyoosang Choi**, Sookmyung Women's U.; **Corinne Coen**, Case Western Reserve U.

Being Different or Being Better?: Priming the Horizontal-Vertical Distinction | **Jack Anthony Goncalo**, Cornell U.; **Sharon Kim**, Cornell U.

613 : *(Paper Session) - (OB)* **Knowledge Sharing and Innovation**
8:00am - 9:30am Sheraton Chicago: Arkansas Room
Chair: **Colin M. Fisher**, Harvard U.
Discussant: **Rene Schalk**, Tilburg U.

Information Sharing of Scientists: The Role of Economic and Social Factors and Their Interplay | **Carolin Haeussler**, U. of Munich

Programmer Perceptions of Knowledge-sharing Behavior Under Social Cognitive Theory | **Ming-tien Tsai**, National Cheng Kung U.; **Nai-Chang Cheng**, National Cheng Kung U.

A Study of The Dynamics of Cross-functional Cognitive Integration in New Product Development Teams | **Gergana Todorova**, Carnegie Mellon U.; **Laurie R. Weingart**, Carnegie Mellon U.

Understanding When Knowledge Sharing Benefits Knowledge Sources' Creativity | **Michele L. Swift**, Oregon State U.; **Sharon F. Matusik**, U. of Colorado, Boulder; **Jennifer M George**, Rice U.

614 : *(Paper Session) - (OB)* **Psychological Contracts**
8:00am - 9:30am Sheraton Chicago: Colorado Room
Chair: **Rebecca A. Bull**, Illinois State U.
Discussant: **Christopher C. Rosen**, U. of Arkansas, Fayetteville

Work-family Policies, the Psychological Contract, and Work-family Outcomes | **Pei-Chuan Wu**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore

A 'New' Deal: Myth or Reality? Rethinking Psychological Contracts in the Context of Change | **Anjali Chaudhry**, Saint Xavier U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics

The Relative Effect of Direct and Indirect Psychological Contract Breach | **Bruce T. Teague**, Eastern Washington U.; **K. Damon Aiken**, Eastern Washington U.; **George Watson**, Southern Illinois U. Edwardsville

Distinctive Sources of Psychological Contract Violations and the Moderating Effects of LMX | **Jung Hyun Lee**, George Washington U.; **Susan M. Taylor**, U. of Maryland

615 : *(Paper Session) - (OB)* **Team Learning and Shared Mental Models**
8:00am - 9:30am Sheraton Chicago: Mississippi Room
Chair: **Albert E. Mannes**, Duke U.
Discussant: **Michael D. Johnson**, U. of Washington

Transformational Leadership and Team Behavioral Integration:The Mediating Role of Team Learning | **Chia-Yen Chiu**, State U. of New York, Buffalo; **Hao-Chieh Lin**, National Chung Cheng U.; **Michael S. Chien**, National Sun Yat-sen U.

The Relationship Between Empowerment, Intragroup Conflict and Learning in School Management Teams | **Kjell B Hjertø**, Norwegian School of Management; **Jan Merok Paulsen**, Hedmark U. College

Expanding Definitions of Adaptive Performance in Teams: The Conflicting Roles of Mental Models | **Jessica L. Siegel**, U. of Arizona; **Michael Christian**, U. of Arizona; **Matthew Pearsall**, U. of Maryland - College Park; **Aleksander P. J. Ellis**, U. of Arizona

Revisiting the Role of Transactive Memory in the Hidden Profile Paradigm | **Y. Connie Yuan**, Cornell U.; **Poppy L Mcleod**, Cornell U.

616 : *(Paper Session) - (OB)* **The Virtues: Humility, Empathy, Benevolence and Citizenship**
8:00am - 9:30am Sheraton Chicago: Missouri Room
Chair: **Robert Moorman**, Creighton U.
Discussant: **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

Humility in Organizations: Establishing Construct, Nomological, and Predictive Validity | **Bradley Paul Owens**, U. of Michigan

MONDAY

Winner of OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior

Taking Another's Perspective and Feeling What Others Feel: Empathy and Organizational Behavior | **Malissa Amy Clark**, Wayne State U.; **James M. LeBreton**, Purdue U.

💻Seeing Through Others' Eyes: Perspective Taking, Benevolence, and Performance | **Michele Williams**, Cornell U.; **Ling Xia**, Cornell U.

✈💻Leading by Example: The Case of Manager OCB | **Tal Yaffe**, Ben Gurion U. School of Management; **Ronit Kark**, Bar Ilan U.

617 💻: *(Paper Session) - (OB)* **Leader Member Exchange**
8:00am - 9:30am Sheraton Chicago: Ohio Room
Chair: **William N. Ruud**, President - Shippensburg U.
Discussant: **Raymond T Sparrowe**, Washington U. in St. Louis

Socialization and Social Exchange: Leader-Member Exchange as Mediator between Tactics and Attachment | **David M. Sluss**, U. of South Carolina; **Bryant Thompson**, U. of South Carolina

💻Leaders in the Know: The Impact of the Leader's Ties to Other Organizational Members on LMX | **Vijaya Venkataramani**, U. of Maryland - College Park; **Stephen G Green**, Purdue U.; **Deidra J Schleicher**, Purdue U., West Lafayette

💻Leader-Member Exchange Social Comparison: Effects of Perceived LMX Differentiation on Outcomes | **Prajya Rakshit Vidyarthi**, U. of Illinois at Chicago; **Smriti Anand**, U. of Illinois, Chicago; **Robert C Liden**, U. of Illinois, Chicago

💻Relative Leader-Member Exchange and Individual Performance and Job Satisfaction | **Jia Hu**, U. of Illinois at Chicago

618 💻: *(OB)* **Energizing the Paradox Perspective: A Retrospective and Vision**
8:00am - 9:30am Sheraton Chicago: Sheraton 5
Coordinators: **Wendy K. Smith**, U. of Delaware**; Marianne W. Lewis**, U. of Cincinnati
Participants: **Kim Cameron**, U. of Michigan**; Robert E Quinn**, U. of Michigan**; Jean M. Bartunek**, Boston College**; Joshua D Margolis**, Harvard U.

619 💻JS: *(OB, HR)* **Challenging the Status Quo: Advances in Voice Behavior Research**
8:00am - 9:30am Sheraton Chicago: Sheraton 2
Organizer: **Wm. Matthew Bowler**, Oklahoma State U.
Chair: **Michael Lance Frazier**, Oklahoma State U.
Discussant: **James R. Detert**, Cornell U.

Voice Climate in Organizations: A Group-Level Examination of Antecedents and Performance Outcomes | **Michael Lance Frazier**, Oklahoma State U.; **Wm. Matthew Bowler**, Oklahoma State U.

The Moderating Role of Voice on the Job Satisfaction and Turnover Relationship | **Jessica Methot**, U. of Florida; **Jeffery LePine**, U. of Florida

Predicting Voice and Taking Charge Behavior: A Selection Perspective | **Laura Elizabeth Marler**, Mississippi State U.; **Bryan Fuller**, Louisiana Tech U.; **Susie S. Cox**, McNeese State U.

Predicting Helping and Voice: The Joint Effects of Social Exchange and Employee Motives | **Dishan Kamdar**, Indian School of Business; **Linn Van Dyne**, Michigan State U.

Presenters: **Jessica Methot**, U. of Florida**; Dishan Kamdar**, Indian School of Business**; Laura Elizabeth Marler**, Mississippi State U.
Authors: **Bryan Fuller**, Louisiana Tech U.**; Jeffery LePine**, U. of Florida**; Linn Van Dyne**, Michigan State U.**; Susie S. Cox**, McNeese State U.

620 💻JS: *(OB, MOC)* **New Theoretical Perspectives and Empirical Insights on Proactivity at Work**
8:00am - 9:30am Sheraton Chicago: Mayfair Room
Chairs: **Brenda E. Ghitulescu**, Rochester Institute of Technology**; Shalini Khazanchi**, Rochester Institute of Technology
Discussant: **Susan J. Ashford**, U. of Michigan

Life Values, Goal Orientations, and Proactive Behaviour in the Workplace | **Sharon K. Parker**, U. of Sheffield; **Catherine G. Collins**, U. of New South Wales

Anticipation and Identity: Future Selves as a Source of Proactive Goals | **Karoline Strauss**, U. of Sheffield; **Mark A. Griffin**, U. of Sheffield

From Creativity to Success: The Role of Employee Proactivity in the Creative Process | **Katleen E. M. De Stobbeleir**, Ghent U.; **Inge De Clippeleer**, Vlerick Leuven Gent Management School; **Koen Dewettinck**, Vlerick Leuven Gent Management School

Unraveling the Proactive Processes Underlying Creativity: A Study of Creative Workers | **Shalini Khazanchi**, Rochester Institute of Technology; **Brenda E. Ghitulescu**, Rochester Institute of Technology

Presenters: **Sharon K. Parker**, U. of Sheffield**; Karoline Strauss**, U. of Sheffield**; Mark A. Griffin**, U. of Sheffield**; Katleen E. M. De Stobbeleir**, Ghent U.**; Inge De Clippeleer**, Vlerick Leuven Gent Management School**; Koen Dewettinck**, Vlerick Leuven Gent Management School**; Shalini Khazanchi**, Rochester Institute of Technology**; Brenda E. Ghitulescu**, Rochester Institute of Technology
Author: **Catherine G. Collins**, U. of New South Wales

621 🗨💻JS: *(OB, SIM)* **"To Deviate, or Not to Deviate: That is the Question" Unmasking Constructive Deviance**
8:00am - 9:30am Sheraton Chicago: Sheraton 1
Chairs: **Bella L. Galperin**, U. of Tampa**; Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign
Discussant: **Maureen L. Ambrose**, U. of Central Florida

Exploring the Antecedents of Constructive Deviance | **Bella L. Galperin**, U. of Tampa; **Rebecca J. Bennett**, Louisiana Tech U.

Auditor Independence: Deviating from Accounting Firm Interests in Favor of Professional Standards | **Danielle E. Warren**, Rutgers U.; **Marietta Peytcheva**, Lehigh U.

When Good Intentions Go Astray: An Investigation of Pro-Social Rule Breaking and Ethical Fading | **Jason Dahling**, College of New Jersey; **Samantha Chau**, Novo Nordisk; **Jane Brodie Gregory**, U. of Akron

"Lumping" Positive Deviance: Interplay Between Individual and Contextual Antecedents | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

Participants: **Rebecca J. Bennett**, Louisiana Tech U.**; Jason Dahling**, College of New Jersey**; Samantha Chau**, Novo Nordisk**; Bella L. Galperin**, U. of Tampa**; Jane Brodie Gregory**, U. of Akron**;**

MONDAY

Marietta Peytcheva, Lehigh U.**; Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign**; Danielle E. Warren**, Rutgers U.

622 💻: *(Paper Session) - (OCIS)* **Working with THEM!?!: Difference and Conflict in Virtual Teams**
8:00am - 9:30am Hyatt Regency Chicago: Crystal A
Chair: **Robert M. Verburg**, Delft U. of Technology
Discussant: **Paul Hart**, Florida Atlantic U.
💻How Do Differences Matter? Toward a Theoretical Framework of Subjective Diversity in Work Groups | **Carol Jia Xu**, Stanford U.; **Pamela Hinds**, Stanford U.
💻Understanding Conflict in Large Multi-Party Information Systems Development: The Role of Faultlines | **Laurie J. Kirsch**, U. of Pittsburgh; **Sandra Slaughter**, Georgia Institute of Technology; **E.Ilana Diamant**, U. of Pittsburgh; **Liye Ma**, Carnegie Mellon U.; **Mark H. Haney**, U. of Pittsburgh
💻Extending Construal Level Theory to Distributed Teams | **Jeanne M Wilson**, William & Mary; **Brad Crisp**, Abilene Christian U.; **Mark Mortensen**, Massachusetts Institute of Technology

623 💻: *(Paper Session) - (OCIS)* **Arrghh!!: Technology Induced Stress and Overload**
8:00am - 9:30am Hyatt Regency Chicago: Water Tower
Chair: **Norman A. Johnson**, U. of Houston
Discussant: **Susan Winter**, Portland State U.
💻Operationalizing Technology Overload and Exploring Its Impact on Knowledge Worker Productivity | **Pamela Karr Wisniewski**, U. of North Carolina - Charlotte; **Ying Lu**, U. of North Carolina - Charlotte
💻Work Stressors in Virtual Teams | **Niina Nurmi**, Stanford U.
💻Technology-Related Pressure and WFC: Main Effects and an Examination of Moderating Variables | **Kenneth J. Harris**, Indiana U., Southeast; **Kent Marett**, Mississippi State U.; **Ranida B Harris**, Indiana U., Southeast

624 ☯✈💻: *(Paper Session) - (ODC)* **The Evolution of the Firm: Governance, Strategic Response, Entrepreneurship and Dynamicism**
8:00am - 9:30am Swissôtel Chicago: St. Gallen Salon 2
Chair: **Erik Monsen**, Max Planck Institute of Economics
Discussant: **Kira Kristal Reed**, Syracuse U.
☯✈💻Co-evolution between Stages of Institutionalization and Agency: The Case of the Music Industry | **Emilien Moyon**, IAE de Lille; **Xavier Lecocq**, U. of Lille 1
✈💻An Exploratory Study on the Emergence of Corporate Governance Mechanisms | **Raul Barroso**, U. of Lausanne
💻Resources, Competencies and Dynamic Capabilities:Critical Review and Proposal of a New Taxonomy | **Matthias Kramer**, Reutlingen U.; **Hermann Lassleben**, Reutlingen U.; **Melrona Kirrane**, Dublin City U.
☯✈Unlocking the Growth Phenomena of Chinese New Ventures | **Chunyan Jiang**, Nanjing U.; **Shuming Zhao**, Nanjing U.

625 ☯✈🗨💻: *(ODC)* **Research in Organization Change and Development: Current Trajectories**
8:00am - 9:30am Swissôtel Chicago: Vevey Salon 3
Kick-off Session of ODC Division Program
Organizers: **Richard W. Woodman**, Texas A&M U.**; William A Pasmore**, Center for Creative Leadership**; A.B. Rami Shani**, California State Polytechnic U.
A New Horizon for Organizational Change and Development Scholarship | **Reut Livne-Tarandach**, Boston College
Long-Term Insider Action Research: Three Decades of Work at Kaiser Permanente | **Michael W Stebbins**, California Polytechnic State U., San Luis Obispo; **Jean-Francois Coget**, California Polytechnic State U.
Organizational Development for Social Sustainabilityin Work Systems | **Peter Docherty**, Chalmers U. of Technology
Coaching for Sustained Desired Change | **Melvin L. Smith**, Case Western Reserve U.
Melting the Glacier: Activating Neural Mechanisms to Create Sustainable Change | **David H. Tobey**, New Mexico State U.; **Michael R Manning**, New Mexico State U.
Resistance to Change: A Re-examination and Extension | **Jeffrey D Ford**, Ohio State U.; **Laurie Ford**, Critical Path Consultants
Ethics and Justice in New Paradigm and Postmodern Organization Development and Change | **Kevin C. Wooten**, U. of Houston, Clear Lake
Elephant on a Treadmill: An Evaluation of Thematic Narrowness in Organizational Change Research | **Gavin M. Schwarz**, U. of New South Wales
Change Communication: Enabling Individuals to Act | **Julie M Bjorkman**, Benedictine U.

626 💻: *(Paper Session) - (OM)* **Cross-functional Integration and Supply Chain Management**
8:00am - 9:30am Hyatt Regency Chicago: San Francisco
Chair: **Peggy D. Lee**, Pennsylvania State U., Great Valley
💻Supply Chain Glitches and Cross-Functional Communication Channels: A Contingency-Theoretical View | **Antti Tenhiälä**, Helsinki U. of Technology; **Fabrizio Salvador**, Instituto de Empresa Business School
💻Supplier Integration in the Fuzzy Front End of the Innovation Process | **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH; **Christian Rink**, Bosch Rexroth AG
💻The Antecedents of Cross-functional Integration – How to Manage the Integration Challenge? | **Virpi Turkulainen**, Helsinki U. of Technology
The effects of business environments and information technology on value chain integration | **Xiaosong (David) Peng**, Texas A&M U.; **Gregory Heim**, Texas A&M U.; **Rogelio Oliva**, Texas A&M U.

627 : *(OMT)* **OMT Breakfast and Distinguished Scholar Presentation**
8:00am - 9:30am Hyatt Regency Chicago: Grand A
Introduction: **Matthew Kraatz**, U. of Illinois
Division Chair: **Henrich R. Greve**, INSEAD
Program Chair: **Royston Greenwood**, U. of Alberta
Distinguished Speaker: **Christine Oliver**, York U.

628 🗨💻: *(Paper Session) - (ONE)* **Sustainable Entrepreneurship**
8:00am - 9:30am Fairmont Chicago: State Room

MONDAY

Chair: **Gary Hansen**, UC Santa Barbara
- 🗨💻Where are they now? Evaluating Bennett's Ecopreneurs | **Diane Holt**, Queen's U. Belfast
- 🏳🗨💻Making greening matter! Ecopreneurs commitment to environmental concerns and economic success | **Sara C. Walton**, U. of Otago; **Jodyanne Kirkwood**, U. of Otago
- 🗨💻Greening Goliaths vs Emerging Davids – Incumbents and New Entrants in Sustainable Entrepreneurship | **Kai N. Hockerts**, Copenhagen Business School; **Rolf Wuestenhagen**, U. of St. Gallen
- 🗨💻It's Not Easy Building Green: The Role of Entrepreneurship in the Adoption of Voluntary Standards | **Jeffrey G. York**, U. of Virginia; **Michael Lenox**, U. of Virginia

629 🗨💻JS: *(ONE, OMT, BPS)* **Corporate Environmental Sustainability: New Theoretical and Empirical Insights**
8:00am - 9:30am Fairmont Chicago: Crystal Room
Chair: **Michael Toffel**, Harvard U.
- Social Movement Activism and Corporate Environmental Performance | **Min-Dong Paul Lee**, U. of South Florida; **Michael Lounsbury**, U. of Alberta
- Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies | **Erin Marie Reid**, Harvard U.; **Michael Toffel**, Harvard U.
- Moving Together like Birds of a Feather: The Coalescing of Business Sustainability Pillars over Time | **Jijun Gao**, U. of Manitoba; **Pratima Bansal**, U. of Western Ontario; **Israr Qureshi**, U. of Western Ontario
- Corporate Sustainability Reporting: Strategic and Institutional Perspectives | **Chris Marquis**, Harvard U.; **Michael Toffel**, Harvard U.

Presenters: **Erin Marie Reid**, Harvard U.**; Chris Marquis**, Harvard U.**; Pratima Bansal**, U. of Western Ontario**; Jijun Gao**, U. of Manitoba**; Israr Qureshi**, U. of Western Ontario**; Michael Lounsbury**, U. of Alberta**; Min-Dong Paul Lee**, U. of South Florida

630 ☯✈🗨💻: *(Paper Session) - (PNP)* **Sustainability, Greening, & Social Enterprise**
8:00am - 9:30am Fairmont Chicago: Ambassador Room
Chair: **Paul L Govekar**, Ohio Northern U.
Discussant: **Gordon Kingsley**, Georgia Institute of Technology
- 🗨Sustaining Sustainable Agriculture: Market Linkages in Bosnia | **Eric C. Martin**, Eastern Connecticut State U.; **Brian Fahey**, Independent Consultant
- 🏳🗨Institutional Settlement and the Adoption of Sustainable Technologies: the Case of Biofuels | **Bogdan Prokopovych**, U. of Rhode Island; **Douglas Creed**, U. of Rhode Island
- 🗨💻Risk and Return Factors Affecting Investment in Social Enterprises and The Role of Social Capital | **Tamaki Onishi**, IUPUI

631 ☯💻: *(Paper Session) - (PNP)* **Non-Profit Boards & Executive Leadership**
8:00am - 9:30am Fairmont Chicago: Regent Room
Chair: **Matthew Liao-Troth**, Western Washington U.
Discussant: **Kimberly Wells**, U.S. Office of Personnel Management
- A multiple stakeholder approach to non-profit board effectiveness: the employee perspective | **Nina Nguyen**, U. of New South Wales; **Denise M. Jepsen**, U. of Technology, Sydney
- Leadership Succession and the Emergence of an Organizational Identity Threat | **Deborah Balser**, U. of Missouri, St. Louis; **JoAnn Carmin**, Massachusetts Institute of Technology
- ☯💻Leadership Nucleus: A Discourse Analysis of Governance Dynamics in a Nonprofit Organization | **Andrei Duta**, Pepperdine U.
- 🏳The Effectiveness of Mission Statements: An Explorative Analysis from a Communication Perspective | **Sebastian Desmidt**, U. College Ghent; **Anita Prinzie**, Manchester Business School

632 💻: *(Paper Session) - (RM)* **Theory Building: Assessments, Recommendations, and Practical Tips**
8:00am - 9:30am Sheraton Chicago: Superior A and B
Chair: **Peer C. Fiss**, U. of Southern California
Discussant: **Clive Smallman**, Lincoln U., New Zealand
- ☯✈🗨💻Grounded Theory and Theory Building: Blending Inductive Logic and Researchers' Imagination | **Marlei Pozzebon**, HEC Montreal; **Maira Petrini**, EAESP-FGV
- What Can We Learn about Theory Building from Stephen King? | **Timo Vuori**, Helsinki U. of Technology
- 💻How to Iterate between Data and Theory in Case Study Research: A Typology of Processes of Iteration | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Christina Hoon**, Leibniz U. Hannover; **Alina S. McCandless**, Leibniz U. Hannover
- 💻'On the Folly of Rewarding A, While Hoping for B': A Critical Assessment of Theory Development | **Erin Oldford**, Carleton U.; **Steven A Murphy**, Carleton U.

633 💻: *(Paper Session) - (SIM)* **I. CSR & Corporate Citizenship: History & Theory.**
8:00am - 9:30am Fairmont Chicago: Chancellor Room
Chair: **Joseph A. Petrick**, Wright State U.
Discussant: **Katherina Glac**, U. of St. Thomas
- 💻CSR as an organizational and managerial challenge: the legacy of Corporate Social Responsiveness | **Aurelien Acquier**, ESCP-EAP; **Thibault Daudigeos**, Grenoble Ecole de Management; **Bertrand Valiorgue**, Clermont graduate school of management
- 💻Returning to the Consequential? Evolution of U.S. Hegemony and the Focus of Business and Society | **Richard Marens**, California State U. Sacramento
- 🗨💻From Social Value to Market Value. Business, Society, and Value Transformation Processes. | **Aurelien Acquier**, ESCP-EAP
- 🗨💻A Business and Society Theory of Human Values and Corporate Actions | **Joel Marcus**, Wilfrid Laurier U.

634 ✈💻: *(Paper Session) - (SIM)* **IV.CSR & Corporate Citizenship: Stakeholders & Partnerships.**
8:00am - 9:30am Fairmont Chicago: Embassy Room
Chair: **Anthony F. Buono**, Bentley U.
Discussant: **Meredith H. Myers**, Case Western Reserve U.
- 💻(Re)Forming Cross-Sector Partnerships: Strategic Processes of Social Innovation | **Marlene J Le Ber**, Ivey School of Business

MONDAY

💻The Effects of NGO Partner's Knowledge and Reputation on CSR Program Performance | **Byoungjo Kim**, Seoul School of Integrated Sciences & Technologies; **Junyon Im**, Seoul School of Integrated Sciences & Technologies

💻Stakeholder Saliency and the Normative-Instrumental Divide: A New Framework | **David Weitzner**, York U.; **Yuval Deutsch**, York U.

✈💻Value Creation through Stakeholder Governance | **Sybille Sachs**, U. of Applied Sciences, Zurich; **Edwin Ruhli**, U. of Zurich; **Claude Meier**, U. of Applied Sciences Zurich

635 💻: *(SIM)* **Focusing on Fields: Continuing the Tour of SIM for a Second Year**
8:00am - 9:30am Fairmont Chicago: Gold Room
Chair: **Barry M Mitnick**, U. of Pittsburgh
Discussant: **Duane Windsor**, Rice U.

Corporate governance | **Ann K. Buchholtz**, U. of Georgia; **Lori Verstegen Ryan**, San Diego State U.

Theoretical/conceptual ethics | **Thomas J. Donaldson**, U. of Pennsylvania

Corporate political activity | **Douglas A Schuler**, Rice U.; **Kathleen Rehbein**, Marquette U.

Social repair: Alleviating poverty with the base of the pyramid | **Ted London**, U. of Michigan

An Editor's Perspective on the Fields of the Discipline | **Duane Windsor**, Rice U.

636 💻: *(Paper Session) - (TIM)* **Research in Software: Adoption, Implementation and Competition**
8:00am - 9:30am Hyatt Regency Chicago: Crystal C
Chair: **Joris Knoben**, Tilburg U.

💻The Moderating Influence of CSFs in ERP System Implementations | **Arun Madapusi**, Drexel U.; **Grant Miles**, U. of North Texas

Competition between a Search Engine with a Knowledge-sharing Service and a Pure Search Engine | **Kihoon Kim**, Stanford U.; **Edison Tse**, Stanford U.

💻Temporal Elements Effect on Information Sharing in B2B e-Commerce | **Rhetta Long Standifer**, U. of Wisconsin, Eau Claire

☯💻Adoption and Performance of Online Reverse Auctions: Motivation, Capability and Cognition | **Mohamed Hedi Charki**, EDHEC Business School; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Nabila BOUKEF CHARKI**, ESDES BUSINESS SCHOOL/U. OF PARIS DAUPHINE

637 💻: *(Paper Session) - (TIM)* **Methodological and Theoretical Perspectives on Technology and Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Haymarket
Chair: **Oliver Baumann**, U. of Munich

💻External Shocks and the Direction of Innovation Efforts | **Vivek Tandon**, U. of Michigan, Ann Arbor; **Curba Morris Lampert**, U. of South Carolina; **Gautam Ahuja**, U. of Michigan

Is Small World a Useful Construct to Predict Performance? | **Anindya Ghosh**, Wharton School, U. of Pennsylvania

☯💻Critical Mass | **Michal Grajek**, ESMT; **Tobias Kretschmer**, U. of Munich

🏳💻Is Chaos Theory Useful in Describing Technological Change? | **Shih-Chang Hung**, National Tsing Hua U.; **Min-Fen Tu**, National Tsing Hua U.

638 💻: *(Paper Session) - (TIM)* **Knowledge Exchange, Knowledge Acquisition and Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Ogden
Chair: **Edward Levitas**, U. of Wisconsin, Milwaukee

✈💻Building and Blocking: The Two Faces of Technology Acquisition | **Christoph Grimpe**, ZEW Centre for European Economic Research; **Katrin Hussinger**, U. of Maastricht

✈Is Meritocracy Associated with Higher Innovation?An Empirical Examination with Brazilian Firms | **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Henrique M. Barros**, Insper Institute of Education and Research

🏳✈💻Trading off Revealing and Appropriating in Drug Discovery: the Role of Trusted Intermediaries | **Markus Perkmann**, Imperial College London

✈💻Intangible Resources and Firm Performance in Emerging Economies: A Case in China | **Qin Yang**, Robert Morris U.; **Sali Li**, U. of Wisconsin Milwaukee; **Crystal Xiangwen Jiang**, Bryant U.; **Yong Wang**, Western New England College

639 💻: *(Paper Session) - (TIM)* **R&D Management and New Product Development**
8:00am - 9:30am Hyatt Regency Chicago: Picasso
Chair: **Joseph A LiPuma**, EMLYON Business School

💻Effect of Individual-Level Knowledge on Technological Innovation for Corporate Researchers | **Sotaro Shibayama**, U. of Tokyo

💻When do Firm-technology Intermediary Interactions Result in Cognitive Capacity Additionality? | **Mirjam Knockaert**, U. of Ghent; **André Spithoven**, Vlerick Leuven Gent Management School; **Annelies Bobelyn**, Ghent U.

☯✈💻Revisiting the Size-R&D Productivity Relation: The Mediating Role of Decision-Making Style | **José Lejarraga**, U. Carlos III de Madrid; **Ester Martinez-Ros**, U. Carlos III de Madrid

💻Leadership and Context in R&D Team Innovation | **Wei Zheng**, Northern Illinois U.; **Anne E Khoury**, Chevron U.S.A.; **Cynthia Grobmeier**, Northern Illinois U.

640 💻: *(Paper Session) - (TIM)* **Innovation, Capabilities and Collaboration Networks**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 272
Chair: **Brett Anitra Gilbert**, Texas A&M U.

💻Exploration and Exploitation via Alliances: The Quest for Fast Learning | **Jan Hohberger**, ESADE; **Pedro Parada**, ESADE

💻The Co-evolution between Innovative Capabilities and Alliance Portfolios in Technology Ventures | **Yuanyuan Wu**, McGill U.

💻Enhancing Explorative and Exploitative Innovation: The Role of Relationship Learning | **Chia-Hui Chou**, National Chung Hsing U.; **Shu-Mi Yang**, National Chung Hsing U.; **Shih-Chieh Fang**, National Cheng Kung U.

💻Collaborative Benefits and Coordination Costs: Learning and Capability Development In Science | **Metin Onal Vural**,

MONDAY

London Business School; **Linus Dahlander**, Stanford U.; **Gerard George**, Imperial College London

641 ☯💻SHCS: *(TIM, BPS)* **Keeping, Bending, or Changing the Rules: Interfirm Interaction in Standardization**
8:00am - 9:30am Hyatt Regency Chicago: Columbian
Organizers: **Joel West**, San Jose State U.**; Kory D. Brown**, U. of utah
Discussants: **Shane Greenstein**, Northwestern U.**; Lori Rosenkopf**, U. of Pennsylvania
Keeping Steady as She Goes: A Negotiated Order Perspective on Technological Change | **Gina Dokko**, U. of California, Davis/New York U.; **Amit Nigam**, U. Toronto; **Lori Rosenkopf**, U. of Pennsylvania
Strategic Responses to Standardization: Embrace, Extend or Extinguish? | **Jason Woodard**, Singapore Management U.; **Joel West**, San Jose State U.
Intellectual Property and the Diffusion of Formal Standards | **Tim Simcoe**, U. of Toronto; **Christian Catalini**, U. of Toronto
Entry Timing, Involvement, and Value Chain Position in Multipartner Alliances | **Kory D. Brown**, U. of utah
Presenters: **Gina Dokko**, U. of California, Davis/New York U.**; Jason Woodard**, Singapore Management U.**; Tim Simcoe**, U. of Toronto**; Kory D. Brown**, U. of utah

Monday 8:30AM

390 : *(AAA)* **Breakfast with Academy of Management Affiliates & Associates**
8:30am - 10:00am Hyatt Regency Chicago: Truffles
AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA
Organizer: **Angelo DeNisi**, Tulane U.

642 : *(AAA)* **Placement Services**
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3
Placement Services - Registration and Information
Organizers: **James Hamilton Dulebohn**, Michigan State U.**; Wendy Kramer**, Keystone College

Monday 9:45AM

643 🗪: *(AAT)* **Greening through Business, Non-Profit and Government Initiatives: How Chicago Leaders are Doing It**
9:45am - 11:15am Sheraton Chicago: Chicago 6
Moderator: **Hamid Akbari**, Northeastern Illinois U.
Speakers: **Suzanne Malec-McKenna**, Commissioner of the Chicago Department of Environment**; Burt Klein**, PortionPac Chemical Corporation**; Peter Nicholson**, Foresight Design Initiative

644 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Temporary or Sustainable Advantage?**
9:45am - 11:15am Hyatt Regency Chicago: Acapulco
Chair: **Asli Musaoglu Arikan**, Georgia State U.
Discussant: **Govert Vroom**, IESE Business School
🏳💻Shaking the Black Box: The Dynamics of Resource Bundling and Sustaining Competitive Advantage. | **Renee Rottner**, U. of California, Irvine
💻Strategic Interactions and Sustainable Competitive Advantage in Entry Decisions | **Anup Menon Nandialath**, The Ohio State U.; **Jaideep Anand**, Ohio State U.
💻Temporary Competitive Advantage in Transition Economies: Evidence from China's Domestic Firms | **Jiatao Li**, Hong Kong U. of Science and Technology; **Weiping Liu**, Hong Kong U. of Science and Technology
🏳💻Strategic focus and the quest for temporary advantage | **Nils Stieglitz**, U. of Southern Denmark; **Thorbjoern Knudsen**, U. of Southern Denmark; **Markus C. Becker**, U. of Southern Denmark

645 💻: *(Paper Session) - (BPS)* **Strategy Process & Change: Adaptation & Flexibility**
9:45am - 11:15am Hyatt Regency Chicago: Addams
Chair: **Rajiv Nag**, U. of Arkansas, Fayetteville
Discussant: **Richard J Arend**, U. of Nevada, Las Vegas
💻Flexible Strategy Execution: A Matter of Options and Capabilities | **Ronald Klingebiel**, U. of Cambridge
💻Convergent or Divergent: How Varied Attributions for Surprise Influence Strategic Change | **Christopher B. Bingham**, U. of Maryland; **Jerayr M Haleblian**, U. of California, Riverside
💻If It Ain't Broke: Strategy Process Capability in the Wake of CEO Succession | **David Gordon Cohen**, U. of Massachusetts Amherst; **Bill Wooldridge**, U. of Massachusetts, Amherst
💻Falling Back to Move Forward: A Study of Retrenchment, Organizational Slack and Shareholder Wealth | **Steven B Adams**, Nexus Business Consulting, Inc.; **Alan B. Eisner**, Pace U.; **Helaine J Korn**, Baruch College; **Noushi Rahman**, Pace U.

646 💻: *(Paper Session) - (BPS)* **Innovation & Strategic Renewal: Search and Learning**
9:45am - 11:15am Hyatt Regency Chicago: Atlanta
Chair: **Konstantinos Grigoriou**, Georgia Institute of Technology
Discussant: **Donald E. Hatfield**, Virginia Tech
💻Search, Failure, and the Value of Moderate Patience | **Oliver Baumann**, U. of Munich
💻Intrafirm Evolution of Technological Capabilities and Innovation Search | **Kun Liu**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **John Cullen**, Washington State U.; **Hongyan Yang**, Hong Kong Polytechnic U.
💻Does Desperation lead to Opportunity? Sensing, Strategic Emotion, and Star Employees | **Andrew Hess**, U. of Virginia; **Frank T. Rothaermel**, Georgia Institute of Technology
💻Creation Theory: Framing the Product Invention-Product Innovation Process | **Joseph Paul O'Connor Jr.**, U. of Texas at El Paso

647 💻: *(Paper Session) - (BPS)* **Industry Dynamics: Adaptation**
9:45am - 11:15am Hyatt Regency Chicago: Burnham
Chair: **Giovanni Valentini**, Bocconi U.
Discussant: **Javier Gimeno**, INSEAD
💻Environmental Jolts and Strategic Change in the U.S. Airline Industry: Deregulation and 9/11/2001 | **Irene Goll**, U. of Scranton; **Abdul A Rasheed**, U. of Texas, Arlington
Initial Conditions, Dynamic Changes, and Performance | **Sonic Wu**, National Taiwan U.

MONDAY

Post-liberalization Industry Shakeout in China, 1998-2006 | **Sea Jin Chang**, National U. of Singapore; **Brian Wu**, U. of Michigan, Ann Arbor

Sibling Rivalry: Structural Change, Intrafirm Adaptation, and Co-opetition | **Jill Ann Brown**, Lehigh U.; **Peter T. Gianiodis**, Clemson U.; **Michael D Santoro**, Lehigh U.

648 : *(Paper Session) - (BPS)* **Alliances & Networks: Three's A Crowd -- Alliances & Outsiders**
9:45am - 11:15am Hyatt Regency Chicago: Columbus G
Chair: **Jason Michael Pattit**, Syracuse U.
Discussant: **Michael J Leiblein**, Ohio State U.

Third Parties in Coopetition Management: Enabling Collaborative Strategies in Adversarial Dyads | **Sandro Castaldo**, Bocconi U.; **Guido Moellering**, Max Planck Institute for the Study of Societies; **Monica Grosso**, Bocconi U.; **Fabrizio Zerbini**, Bocconi U.

Partner Selection in Horizontal Alliance Formation: A Competitive Dynamics Perspective | **Junichi Yamanoi**, U. of Connecticut, Storrs

Relational Rents Meet Social Rigidity: Barriers to Pooling Network Resources in Alliances | **Frederic Dalsace**, HEC Paris; **Bernard Garrette**, HEC Paris; **William G Mitchell**, Duke U.

Support from Third Parties in the Licensing Agreements | **Valérie Duplat**, IAG, Louvain School of Management; **John Hagedoorn**, Maastricht U.

649 : *(Paper Session) - (BPS)* **Corporate Governance: CEO Succession**
9:45am - 11:15am Hyatt Regency Chicago: Comiskey
Chair: **Don Antunes**, Cambridge U.
Discussant: **Frances H. Fabian**, U. of Memphis

When the Former CEO Remains Board Chair: Effects on Discretion, Organizational Change, & Performance | **Timothy J. Quigley**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

Firm Performance, Industry Performance, and Optimal CEO Successor Selection: A Theoretical Framework | **Donald Joseph Schepker**, U. of Kansas

Performance Consequences of CEO Successions: Human Capital, Social Networks & Industry Environment | **Zhiang "John" Lin**, U. of Texas, Dallas; **Hao Chen**, U. of Texas, Dallas; **Haibin Yang**, City U. of Hong Kong

Executive Succession and Firm Performance - the Role of Position-Specific Skills | **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Stephan Stubner**, HHL - Leipzig Graduate School of Management; **Dirk Schneider**, Oliver Wyman

650 : *(Paper Session) - (BPS)* **Corporate Effects: Diversification & the Socio-Political Environment**
9:45am - 11:15am Hyatt Regency Chicago: Grand C North
Chair: **Margaret Dalziel**, U. of Ottawa
Discussant: **Thomas P. Moliterno**, U. of South Carolina

Political Ties and Their Contingent Impact on Firms Being Acquired in Transition Economies | **Weiting Zheng**, Hong Kong Polytechnic U.; **Kulwant Singh**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore

Subtle Decoupling in Ownership Restructuring plan: Combining Strategic and Institutional Perspective | **Pengji Wang**, National U. of Singapore

The European M&A Industry: Trends, Patterns and Shortcomings | **Jose Campa**, IESE Business School; **Caterina Moschieri**, Catholic U. of Portugal - FCEE

How do different corporate diversification strategies shape corporate social performance? | **Jingoo Kang**, U. of Pennsylvania

651 : *(Paper Session) - (BPS)* **Competitive Heterogenity: Dynamic Organizational, Flexible and Collective Capabilities**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 51-62

Is One Dynamic Capability Better than Two? | **Veronique Ambrosini**, Cardiff U.; **Cliff Bowman**, Cranfield U.; **Richard Schoenberg**, Cranfield U.

Hierarchy, Team Familiarity, and Capability Development: Evidence from Indian Software Services | **Bradley R Staats**, Harvard U.

The Evolution of Capabilities: Strategic Windows and Firms Survival in the U.S. Brewing Industry | **Lynn W Bakstran**, Western New England College; **Kenneth J. Hatten**, Boston U.; **Linda F. Edelman**, Bentley U.

Managerial Cognition and Firm Capabilities: Evidence from Pirelli and Telecom Italia | **Maria Cristina Cinici**, U. of Catania; **Giovanni Battista Dagnino**, U. of Catania

Role of Dynamic Capabilities in Building Profitable Ventures for Serving the Bottom of the Pyramid | **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad; **Shounak Roychowdhury**, Indian Institute of Management, Ahmedabad

Do Technological Capabilities Become Irrelevant, Eventually? | **Ankush Chopra**, Babson College

Distinctiveness and Flexibility of Resources: A Study of the Motion Picture Industry | **Paolo Boccardelli**, Luiss Guido Carli U.; **Christian Lechner**, Groupe ESC Toulouse Business School; **Mats Magnusson**, Chalmers U. of Technology; **Raffaele Oriani**, Luiss Guido Carli U.

Towards a dynamic approach to the Resource Based View: Internationalizing R&D in the car industry | **Aurelien Acquier**, ESCP-EAP; **Cedric Dalmasso**, Ecole des Mines de Paris

Unpacking Contract Capabilities: Shaping Behavior by Implementing Appropriate Contract Framing | **Kyle J Mayer**, U. of Southern California; **Libby Weber**, U. of Southern California

Micro-foundations of time compression diseconomies | **Stephan Billinger**, U. of Southern Denmark; **Kannan Srikanth**, Indian School of Business

Where Do Firms' Idiosyncratic Collective Resources Come From? A Psychological Interpretation | **Flore Bridoux**, Rotterdam School of Management, Erasmus U.; **Regis Coeurderoy**, U. de Louvain; **Rodolphe Durand**, HEC Paris

Capability Development and Performance Impact: Evidence from the Global Software Services Industry | **Joydeep Chatterjee**, Wharton School

MONDAY

👁💻Strategy Dynamics and Firm Heterogeneity: The Effect of Speed Capabilities on Tobin's q | **Goncalo Pacheco-de-Almeida**, New York U.; **Ashton Hawk**, New York U.; **Bernard Yeung**, New York U.

652 💻SHCS: *(BPS, ENT, TIM)* **Business Model Innovation and Industry Architectures**
9:45am - 11:15am Hyatt Regency Chicago: Columbus IJ
Organizer: **Anita McGahan**, U. of Toronto
Discussant: **Charles Baden-Fuller**, City U. London
Designing Your Future Business Model: An Activity System Perspective | **Christoph Zott**, INSEAD; **Raphael H Amit**, U. of Pennsylvania
Business Models: A Discovery Driven Approach | **Rita Gunther McGrath**, Columbia U.
Business Model Innovation: Opportunities and Barriers | **Henry Chesbrough**, U. of California, Berkeley
Strategic Agility: A Key for Accelerating Business Model Renewal | **Yves Doz**, INSEAD
How the changes in financial services' industry architecture led to the financial meltdown | **Michael G. Jacobides**, London Business School
Ballparking Societal Wealth Programs | **James D. Thompson**, Wharton School, U. of Pennsylvania; **Ian C MacMillan**, U. of Pennsylvania
Business-Model Innovation across the Vertical Industry Chain | **Alfonso Gambardella**, Bocconi U.; **Anita McGahan**, U. of Toronto

653 ☯✈🗪💻: *(CAR)* **Facing the Transition to Retirement: Now What?**
9:45am - 11:15am Sheraton Chicago: Chicago 10
Chair: **Robert C. Ford**, U. of Central Florida
Discussant: **Dianne Sundby**, Private practice
|
Speakers: **Joanne Martin**, Stanford U.**; Dov Eden**, Tel Aviv U.**; Richard T. Mowday**, U. of Oregon

654 ☯💻: *(Paper Session) - (CAR)* **The Ties that Bind: Networks and Career Success**
9:45am - 11:15am Sheraton Chicago: Huron Room
Chair: **Mary Dunn**, U. of Texas at Austin
Discussant: **George Benson**, U. of Texas, Arlington
🏳💻The Relationship of Networking Behaviors to Job Satisfaction and Organizational Commitment | **Shelly McCallum**, Saint Mary's U. of Minnesota; **Monica L Forret**, St. Ambrose U.
🏳The dark side of social networks: career success and organizational demise | **Lorenzo Bizzi**, HEC Montreal
💻Studying Superdevelopers: Advancing Research on Degree Centrality in Developmental Networks | **Richard Donald Cotton**, Boston College
💻Shaping Expectations and Career Success: The Relational Models of Developmental Networks | **Richard Donald Cotton**, Boston College

655 ☯✈🗪💻CAU: *(CAU)* **Turning "Grey" into "Green" - Looking at Entrepreneurship in the Informal Economy**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 281
What can we learn from informal entrepreneurs? Where is the line between formal and informal entrepreneurship? What personal, socio-cultural, organizational, and/or policy-related factors determine this line? Can it be moved, so as to turn a part of this informal energy into formal energy? To turn "grey" into "green", so to speak? And If yes, how? Some discussion points we wish to propose, but not limit ourselves to, are:• definitional aspects, from both an economic and social perspectives • urban and rural perspectives• nascence of informality, drivers of emergence, conditions favoring/discouraging in-formality• structure and nature of 'informal' enterprise• nature of employment, labor type, occupational range• macroeconomic impacts of informal activities• research approaches that link micro- and macro levels • NGOs' contribution (e.g. in social and community services), to overall economic activity• implications for household vulnerability and ergo for social and physical mobility• role of informal health and education needs• bootstrapping methods and techniques• risk issues
Organizer: **Sylvain P. Bureau**, ESCP Europe
Chair: **Jacqueline Fendt**, ESCP-EAP European School of Management

656 🕮☯✈🗪💻CAU: *(CAU)* **Enterprising Our World: Sustainable Business in Action**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 283
Organizers: **Robert Brent Anderson**, U. of Regina**; Pratima Bansal**, U. of Western Ontario**; David Crowther**, De Montfort U.**; Guler Aras**, Yýldýz Technical U.

657 ☯✈🗪💻CAU: *(CAU)* **China's Domestic Private Enterprises: Growth path, entrepreneurship, and social performance**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 284
Organizers: **Xiongwen Lu**, Fudan U.**; Xiaoya Liang**, Fudan U.
Presenter: **Jinyun Sun**, Fudan U.

658 ☯🗪CAU: *(CAU)* **Public-Private Partnerships**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 285
Organizer: **Maria Jesus Belizon**, IESE Business School
Introductions: **Guido Stein**, IESE Business School**; Pablo Cardona**, IESE Business School
Coordinators: **Lourdes Susaeta**, IESE Business School**; Pin Jose Ramon**, IESE Business School
Speakers: **Raul Lagomarsino**, -**; Alejandro Moreno**, INALDE, U. de la Sabana

659 💻: *(Paper Session) - (CM)* **Accounts, Apologies, and Other Facets of Uncertainty Management**
9:45am - 11:15am Sheraton Chicago: Chicago 8
Chair: **Tyler G. Okimoto**, Yale U.
🏳💻Relational Accounts: An Answer for Women to the Compensation Negotiation Dilemma | **Hannah Riley Bowles**, Harvard U.; **Linda Babcock**, Carnegie Mellon U.
The Unintended Consequences of Social Accounts: When Excuses Come at the Expense of the Team | **Anthony Cobb**, Virginia Tech; **Rebecca S Lau**, City U. of Hong Kong
🏳But I Said I Was Sorry! On the Importance of Matching Apologies to Victim Self-Construals | **Ryan Fehr**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland
Winner of CM Division Best Paper Award - New Directions

MONDAY

A Tale of Two Theories: Integrating the Uncertainty Management and Group Value Models of Justice | **Leigh Plunkett Tost**, Duke U.; **Steven Blader**, New York U.; **Kimberly A Wade-Benzoni**, Duke U.

660 JS: *(CMS, OMT)* **Knowledge Unbound: The Postcolonial Ferment and Critical Management Scholarship**
9:45am - 11:15am Hyatt Regency Chicago: Toronto
Organizer: **Anshuman Prasad**, U. of New Haven
Chair: **Anshuman Prasad**, U. of New Haven
Toward a Postcolonial Reading of Globalization: Revisiting the East Asian Financial Crisis | **Anshuman Prasad**, U. of New Haven
The "Diversity Threat" to Epistemological Hegemony: Postcolonial Theory and Organizational Knowledge | **Roy Stager Jacques**, Massey U. Auckland
Discourse and Materiality: Postcolonial Imaginations and the Veil in the Scandinavian Workplace | **Pushkala Prasad**, Skidmore College
Interrogating Corporate Citizenship: Postcolonial Lessons for Organizational Theory | **Raza A Mir**, William Paterson U.
Presenters: **Anshuman Prasad**, U. of New Haven**; Roy Stager Jacques**, Massey U. Auckland**; Pushkala Prasad**, Skidmore College**; Raza A Mir**, William Paterson U.

661 : *(Paper Session) - (ENT)* **Initial Public Offerings (IPO) Issues**
9:45am - 11:15am Hyatt Regency Chicago: Field
Chair: **Joseph E Coombs**, Texas A&M U.
The Relative Importance of VC Certification in the Mitigation of Information Asymmetry at IPOs | **Markus A. Fitza**, U. of Colorado, Boulder; **Thomas J Dean**, Colorado State U.
How R&D and Venture Capital Affect IPO Underpricing from the Perspective of Technology Requirement | **Anlin Chen**, Department of Business Management, National Sun Yat-Sen U.; **Lanfeng Kao**, Department of Finance, National U. of Kaohsiung; **Cheng-Shou Lu**, Graduate Institute of Commerce, National Kaohsiung U. of Applied Sciences
The Impacts of Pre-IPO CEO Succession and Successor Origin on Underpricing and Post-IPO Performance | **Shih-Chi Chiu**, U. of Missouri, Columbia
Foreign IPO Capital Market Choice: Corporate Governance, Reputation, and Organizational Identity | **Curt Moore**, Texas Christian U.; **Greg Bell**, U. of Dallas; **Igor Filatotchev**, City U. London; **Abdul A Rasheed**, U. of Texas, Arlington

662 : *(Paper Session) - (ENT)* **Entrepreneurship Theory**
9:45am - 11:15am Hyatt Regency Chicago: Grand B
Chair: **Melissa S. Baucus**, U. of Louisville
The Intraorganizational Ecology of Corporate Entrepreneurship | **Christian H Czernich**, carpima Invest; **Ivo Zander**, Uppsala U.
High Conforming Networks and Entrepreneurial Contagion | **James M Bloodgood**, Kansas State U.; **Richard G. McFarland**, Kansas State U.; **Jeffrey S Hornsby**, Kansas State U.
Contrasting and Integrating Kirzner's and Mises' Views of Entrepreneurial Action | **Alexander McKelvie**, Syracuse U.; **Jeffery S. McMullen**, Indiana U., Bloomington
Get Shorty: How New Project-based Firms Use Tie-order Strategies to influence Network Outcomes | **Celina Smith**, Imperial College Business School; **Erkko Autio**, Imperial College London

663 : *(ENT)* **Entrepreneurial Performance in nascent firms: First insights from the Kauffman Firm Survey (KFS)**
9:45am - 11:15am Hyatt Regency Chicago: Grand D North
Chair: **Fabrice L. Cavarretta**, ESSEC Business School
Distinguishing Extreme vs. Average Performance in Nascent Firms | **Fabrice L. Cavarretta**, ESSEC Business School; **Alicia Robb**, U. of California, Santa Cruz
Testing Human Capital of Founding Team, Firm Resources, and Strategy on New Venture Performance | **Qian Ye**, U. of Louisville
Capital Structure and Entrepreneurial Performance: New Firm Innovation and Survival | **Sheryl Winston Smith**, Temple U.; **Jose M. Plehn-Dujowich**, Temple U.
Presenters: **Alicia Robb**, U. of California, Santa Cruz**; Sheryl Winston Smith**, Temple U.**; Qian Ye**, U. of Louisville**; Jose M. Plehn-Dujowich**, Temple U.

664 : *(Paper Session) - (ENT)* **Cross-Cultural Entrepreneurship Research**
9:45am - 11:15am Hyatt Regency Chicago: New Orleans
Chair: **David Watkins**, Southampton Business School, U.K.
Social Influences and the Transition to Entrepreneurship | **Erkko Autio**, Imperial College London; **Karl Wennberg**, Imperial College Business School
Culture, Values, and Female Entrepreneurship | **Michael Louis Troilo**, U. of Tulsa; **Katherine Terrell**, U. of Michigan
Women and men entrepreneurs' social networks and new venture performance across cultures | **Bat Batjargal**, Harvard U./Peking U.; **Michael A. Hitt**, Texas A&M U.; **Justin W. Webb**, Texas A&M U.; **Jean-Luc Arregle**, U. of Luxembourg; **Toyah L. Miller**, Indiana U., Bloomington
Testing the Content Validity of the Narver & Slater Market Orientation Scale in Transition Economies | **Jeroen Kraaijenbrink**, U. of Twente; **Mariska Roersen**, U. of Twente, NIKOS; **Aard J Groen**, U. of Twente, NIKOS

665 : *(Paper Session) - (GDO)* **Assumptions and Reactions to Women Leaders**
9:45am - 11:15am Sheraton Chicago: Chicago 9
Chair: **Claudia Verena Peus**, Ludwig Maximilians U.
Discussant: **Susan Vinnicombe**, Cranfield U.
Gender Differences in Leadership: Believe It or Not | **Karsten Jonsen**, IMD; **Martha L Maznevski**, IMD; **Susan C. Schneider**, HEC U. of Geneva
Differential Reactions to Men and Women's Interpersonal Unfairness | **Suzette Caleo**, New York U.; **Madeline E. Heilman**, New York U.
Lost Opportunity: Is Transformational Leadership Accurately Recognized & Rewarded in All Managers? | **Catherine Loughlin**, St. Mary's U.; **Kara Anne Arnold**, Memorial U. of Newfoundland; **Janet Bell Crawford**, St. Mary's U.

MONDAY

Cultural Influences on Perceptions of Women as Managers: Comparing Egypt and the United States | **Steven J. Karau**, Southern Illinois U. Carbondale; **Abdel Moneim M. K. Elsaid**, Ain Shams U.; **Michael B. Knight**, U. of Wisconsin - Green Bay

666 JS: *(GDO, OB)* **The Future of Diversity Research: The Tension Between Pragmatic and Social Justice Arguments**
9:45am - 11:15am Sheraton Chicago: Chicago 7
Organizers: **Tina R Opie**, New York U.**; Flannery G. Stevens**, U. of Michigan
Discussant: **Robin Ely**, Harvard U.
Cracks in Top Management Teams? | **Flannery G. Stevens**, U. of Michigan; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor
Managing Diversity vs. Leveraging Difference | **Martin N. Davidson**, U. of Virginia
Demographic Representativeness | **Derek R. Avery**, U. of Houston; **Patrick F. McKay**, Rutgers U.; **Scott Tonidandel**, Davidson College; **Sabrina D Volpone**, U. of Houston; **Mark Allen Morris**, JCPenney
Down with Diversity, Up with Social Justice | **Tina R Opie**, New York U.; **Katie R. Sullivan**, U. of utah; **Modupe Akinola**, Harvard U.; **Arthur P. Brief**, U. of utah; **Tyler Russell Stockstill**, U. of utah; **Carlos Eduardo de Sousa**, U. of utah
Presenters: **Derek R. Avery**, U. of Houston**; Martin N. Davidson**, U. of Virginia**; Flannery G. Stevens**, U. of Michigan**; Tina R Opie**, New York U.
Participants: **Modupe Akinola**, Harvard U.**; Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor**; Katie R. Sullivan**, U. of utah**; Patrick F. McKay**, Rutgers U.**; Scott Tonidandel**, Davidson College**; Sabrina D Volpone**, U. of Houston**; Mark Allen Morris**, JCPenney**; Carlos Eduardo de Sousa**, U. of utah**; Tyler Russell Stockstill**, U. of utah

667 : *(Paper Session) - (HCM)* **Creating Service Quality in Healthcare Organizations**
9:45am - 11:15am Swissôtel Chicago: Vevey Salon 4
Chair: **Myron D Fottler**, U. of Central Florida
Discussant: **Kathleen Montgomery**, U. of California, Riverside
Total Quality Management and Performance of Substance Abuse Treatment Centers | **Dail Fields**, Regent U.; **Paul M. Roman**, U. of Georgia
HCM Best Paper Award Nominee
Workplace Predictors of Service Quality in High/Low Contact Veterans Healthcare Service Environments | **Dennis J Scotti**, Fairleigh Dickinson U.; **Joel I Harmon**, Fairleigh Dickinson U.; **Scott J Behson**, Fairleigh Dickinson U.
High-Performance Work Practices in Healthcare Management: An Evidence-Based Review and Synthesis | **Andrew N. Garman**, Rush U.; **Ann Scheck McAlearney**, Ohio State U.; **Michael I. Harrison**, Agency for Healthcare Research and Quality; **Paula H. Song**, Ohio State U.; **Dina Moss**, Agency for Healthcare Research and Quality; **Megan McHugh**, Health Research & Educational Trust
Rework and Workarounds in Medication Administration Processes: Implications for Patient Safety | **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Grant T. Savage**, U. of Missouri; **Douglas S Wakefield**, U. of Missouri; **Bonnie J. Wakefield**, Harry S. Truman Memorial Veterans' Hospital
HCM Best Theory-to-Practice Paper Nominee

668 : *(Paper Session) - (HR)* **Employment, Growth, and Representation**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 63-69
Unions and Employment Growth: The Mysterious Effect | **Scott Walsworth**, U. of Saskatchewan
Contingent Workers and Organizational Performance: An Empirical Analysis | **Lisa T. Stickney**, U. of Baltimore
Union Status, Human Resource Policies and Product Innovation:Panel Data Evidence from Canada | **Scott Walsworth**, U. of Saskatchewan
Choosing the option to maintain excess staff: The role that corporate governance measures play | **Rebecca L Wyland**, U. of Wisconsin Milwaukee; **Mark X. James**, U. of Wisconsin Milwaukee; **Michael Freimark**, Arch Aluminum
Towards Models to Test for a Business Case: A Review of the Flexible Working/Performance Link | **Clare Kelliher**, Cranfield U.; **Lilian M. de Menezes**, City U. London
Leading the flock: An exploration of employee partnership and new venture growth | **Jake Messersmith**, George Washington U.; **Patrick L. McClelland**, U. of Delaware
Pacta Sunt Servanda: Employee Relations and Firms' Credit Risk | **Daniel Hann**, Maastricht U.; **Rob Bauer**, Maastricht U.; **Jeroen Derwall**, Erasmus U.

669 : *(Paper Session) - (HR)* **Employee Recruitment: The Future of Recruitment Research**
9:45am - 11:15am Sheraton Chicago: Sheraton 4
Chair: **Barbara L Rau**, U. of Wisconsin, Oshkosh
Discussant: **Brian R. Dineen**, U. of Kentucky
Corporate Social Responsibility and Recruitment: Person-Organization Fit and Signaling Mechanisms | **David A. Jones**, U. of Vermont; **Chelsea Willness**, Brock U.; **Shannon MacNeil**, U. of Calgary
Winner of HR Division Best Conference Paper Award, Sponsored by Personnel Review
Attitudes at Different Stages of Recruitment: Expectations, Perceptions, and Feedback | **Harvell Jackson Walker**, Texas Tech U.; **Jeremy Bernerth**, Louisiana State U.; **Neil Michael Tocher**, Idaho State U.
Unraveling the Web of Attraction: Toward a Full Range Model of Attraction in Web Recruitment | **Brian D. Lyons**, California State U. Fresno
The Impact of Discharge Policy Information on Applicant Perceptions | **Jessica Whitaker**, Avatar Management Services; **Hugh Hindman**, Appalachian State U.; **Brian Whitaker**, Morehead State U.

670 JS: *(HR, IM)* **Global Talent Management: Understanding the Contours of the Field and the Key Challenges for HRM**
9:45am - 11:15am Sheraton Chicago: Erie Room
Chair: **Paul Sparrow**, Lancaster U.
Discussant: **Chris Brewster**, U. of Reading
Global Talent Management: An IHRM Perspective | **Randall S. Schuler**, Rutgers U.; **Ibraiz Tarique**, Pace U.
The Role of the Corporate HR Function in the Global War for Talent | **Elaine Farndale**, Tilburg U.; **Hugh Scullion**, NUI GALWAY, IRELAND; **Paul Sparrow**, Lancaster U.

The Global Flow of Talent: The Inpatriation of Global Managers | **Michael G. Harvey**, U. of MS. & Bond U. (Australia); **Miriam Moeller**, U. of Mississippi

Talent Pool Inclusion Within Multinational Corporations | **Kristiina Makela**, Helsinki School of Economics; **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Mats Ehrnrooth**, Hanken School of Economics

Participants: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration**; Mats Ehrnrooth**, Hanken School of Economics**; Michael G. Harvey**, U. of MS. & Bond U. (Australia)**; Elaine Farndale**, Tilburg U.**; Kristiina Makela**, Helsinki School of Economics**; Miriam Moeller**, U. of Mississippi**; Randall S. Schuler**, Rutgers U.**; Hugh Scullion**, NUI GALWAY, IRELAND**; Ibraiz Tarique**, Pace U.

671 ☯✈💻: *(Paper Session) - (IM)* **Culture and Foreignness Issues**
9:45am - 11:15am Hyatt Regency Chicago: Hong Kong
Chair: **Karen Moustafa Leonard**, Indiana U.- Purdue U., Ft. Wayne
Discussant: **Nikhil Celly**, Loyola U. New Orleans

₧✈🗪💻Firm Strategic Choice and Sustainable Development: Lessons from Large Public Latin American firms | **Luis Antonio Perez-Batres**, Central Michigan U.; **Van Miller**, Central Michigan U.; **Michael Pisani**, Central Michigan U.

Best Paper in Strategy / IB Theory

✈💻The Moderating Impact of Age on Mitigating the Inherent Sources of Liability of Foreignness | **Jörg Zimmermann**, Max Planck Institute of Economics; **Harry J Sapienza**, U. of Minnesota

✈Cultural Determinants of Capital Structure | **Swee-Sum Lam**, National U. of Singapore; **Reginald Reagan Chua Lee**, Merrill Lynch (Singapore) Pte Ltd

₧✈💻Institutional and National Culture Effects on Corporate Reputation | **David L. Deephouse**, U. of Alberta; **Lei Li**, U. of Alberta; **William Newburry**, Florida International U.

672 ☯✈💻: *(Paper Session) - (IM)* **Entry and Exit Decisions**
9:45am - 11:15am Hyatt Regency Chicago: McCormick
Chair: **Davina E. Vora**, State U. of New York, New Paltz
Discussant: **Ilgaz Arikan**, Georgia State U.

✈💻A Tale of Two Theories: FDI from the Perspectives of Economic and Institutional Theory | **Anja Christine Tuschke**, U. of Munich; **Sabine M. Boeckem**, U. of Bern

✈💻The Impact of Animosity and Conflict on Firms' Entry Mode | **Ilgaz Arikan**, Georgia State U.; **Oded Shenkar**, Ohio State U.

✈Country Exit: The Role of Internationalization Speed, Rhythm and Cultural Diversity | **Sylvie Verdier**, EM Lyon

📖☯✈🗪💻Firm Resources, FDI Destinations and Performance Implications: Evidence from China | **Nitin Pangarkar**, National U. of Singapore; **Lin Yuan**, National U. of Singapore

673 ☯✈: *(Paper Session) - (IM)* **Expatriate Management**
9:45am - 11:15am Hyatt Regency Chicago: Soldier Field
Chair: **Schon Beechler**, U. of Michigan
Discussant: **Allan Bird**, U. of Missouri, St. Louis

Personality and Culture as Predictors of Early Expatriate Assignment Termination | **Anna Katherine Ward**, U. of South Carolina

✈💻Toward a Typology of the Expatriate Construct | **Robert Konopaske**, Texas State U.; **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **Stephanie Thomason**, U. of Tampa

✈Expatriates' Performance through Local Embeddedness from a Cultural perspective | **Fiona Xiaoying Ji**, Virginia Tech; **Mary L. Connerley**, Virginia Tech

✈💻The Impact of Personality on Expatriate Coping and Cross-Cultural Adjustment | **Olivier Wurtz**, HEC Paris

674 ☯✈💻: *(Paper Session) - (IM)* **International Knowledge Development**
9:45am - 11:15am Hyatt Regency Chicago: Wrigley
Chair: **Wei Shen**, U. of Florida
Discussant: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

☯✈💻Global Sensing: The Internal Challenges of External Knowledge Sourcing | **Felipe Monteiro**, Wharton School, U. of Pennsylvania; **Julian Birkinshaw**, London Business School

✈💻Collaborative Networks as Sponges: Organizational Learning for Nanotechnology Development in China | **Ricky Leung**, U. of Minnesota

₧✈💻MNC Evolution in China: Antecedents of R&D Center Establishment | **Mingkun Liu**, Peking U.; **Changhui Zhou**, Peking U.

Best Paper on Emerging Markets

✈Governing the Federative MNC: A Knowledge Management Approach | **Chia-Ching Fatima Wang**, King's College London

675 ☯✈💻SHCS: *(IM, BPS, OMT)* **MNEs from Emerging Countries: Would They Displace Multinationals from Developed Markets?**
9:45am - 11:15am Hyatt Regency Chicago: Crystal B
Organizers: **Ali Taleb**, HEC Montreal**; Rick Molz**, Concordia U.
Introductions: **Rick Molz**, Concordia U.**; Ali Taleb**, HEC Montreal
Chairs: **Rick Molz**, Concordia U.**; Ali Taleb**, HEC Montreal
Discussant: **Oðuz N. Babüroðlu**, Sabanci U. Istanbul

Brief Overview of Research on E-MNEs: Symposium Positioning and Objectives | **Ali Taleb**, HEC Montreal; **Rick Molz**, Concordia U.

Emerging-Market Multinationals (EMNEs): Generic Strategies for Internationalization | **Ravi Ramamurti**, Northeastern U.

Advantages of Developing-Country Multinational Enterprises | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Mehmet Erdem Genc**, Baruch College

Outward Foreign Direct Investment from Emerging Markets: The Case of China | **Rosalie L. Tung**, Simon Fraser U.

International Diversification of MNEs: Strategies in Mitigating Home Institutional Deficiencies | **Daphne W. Yiu**, Chinese U. of Hong Kong

Presenters: **Alvaro Cuervo-Cazurra**, U. of South Carolina**; Ravi Ramamurti**, Northeastern U.**; Rosalie L. Tung**, Simon Fraser U.**; Daphne W. Yiu**, Chinese U. of Hong Kong

676 : *(Paper Session) - (IP)* **Strategic Action and Firm Performance**
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 1
Facilitator: **Dara Szyliowicz**, U. of the Pacific

💻**BPS:** Business-level Strategy and Performance – Evidence from Manufacturing Firms | **Nandakumar Mankavil Kovil**

MONDAY

Veett, Middlesex U.; **Abby Ghobadian**, Henley Management College; **David Gallear**, Brunel U.

💻**BPS:** Corporate Strategic Action Portfolios and Firm Performance in the US Telecom Industry (1984-2004) | **Jai Joon Lee**, California State U. Sacramento

✈💻**OCIS:** Antecedents and Intermediaries Between Strategic Alignment and Firm Performance | **Ra'ed Masa'deh**, U. of Nottingham; **George Kuk**, U. of Nottingham

677 : *(Paper Session) - (IP)* **The Dynamics of Competition**
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 2
Facilitator: **Scott G. Johnson**, Oklahoma State U.

🗪**ONE:** Green benchmarking: green portfolio for competitive positioning of MIDA based clusters and projects | **Elvira Lucy Haezendonck**, U. of Brussels (VUB); **Michaël Dooms**, U. of Brussels (VUB); **Alain C. Verbeke**, U. of Calgary

BPS: Never surrender? Examining multimarket and behavioral antecedents of exit decisions | **Ana Elisa Iglesias**, Georgia State U.

💻**BPS:** Differentiation, competition, and pricing policy: Evidence from the Spanish hotel industry | **Manuel Becerra**, Instituto de Empresa Business School; **Juan Santalo**, Instituto de Empresa Business School; **Rosario Silva**, Instituto de Empresa Business School

678 ✈: *(Paper Session) - (IP)* **Liability of Foreignness and Beyond**
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 3
Facilitator: **Daya Shanker**, Deakin U.

IM: Liability of Foreignness: Knowledge-Based Resources and Competitive Dynamics in Emerging Industries | **Sung Soo Kim**, McGill U.

💻**IM:** Unpacking Foreignness: A Literature Review and Suggestions for Expanding Current Research | **Jesper Edman**, Hitotsubashi U.

✈**TIM:** Innovativeness of manufacturing subsidiaries of foreign firms versus domestic firms | **C. Annique Un**, U. of South Carolina

💻**IM:** A Theory of Geographic Scope: Resolving Regionalization-Globalization Debate | **Elitsa R. Banalieva**, Northeastern U.; **Charles Dhanaraj**, Indiana U., Bloomington

679 : *(Paper Session) - (IP)* **Understanding Small and Medium-Sized Enterprises**
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 4
Facilitator: **Henri Burgers**, Queensland U. of Technology/ RSM Erasmus U.

✈💻**HR:** HRM in SMEs: homogeneity or heterogeneity? | **Chin-Ju Tsai**, Royal Holloway, U. of London

💻**ENT:** Proactiveness, Legitimation and the Growth of SMEs in Emerging Economy | **Yunzhou Du**, Nankai U.; **Bing Ren**, Nankai U.; **Yuli Zhang**, Nankai U.; **Zhongwei Chen**, Anhui U. of Finance & Economics

✈💻**HR:** Led by an invisible hand: Complex Adaptive Systems and Employment System Creation in New Ventures | **Marcus W. Y. Ho**, Auckland U. of Technology; **Marie Elaine Gee Wilson**, Griffith U.; **Shu-Yuan Wu**, Auckland U. of Technology; **Candice Harris**, Auckland U. of Technology

ODC: The Impact of Learning Organization Practices on SMEs¡¦ Organizational Commitment and Effectiveness | **Chien-Chi Tseng**, U. of Minnesota

680 ☯: *(Paper Session) - (IP)* **Developing Managers**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Nicholas Mathys**, DePaul U.

✈**HR:** Differences in Management Development between Australia and China | **Brian D'Netto**, Australian Catholic U.; **Jie Shen**, U. of South Australia

💻**CAR:** Impact of Career Complexity on Leadership Competencies: A Longitudinal Study of Senior Executives | **Steven B Wolff**, Hay Group; **Guorong Zhu**, Hay Group; **Douglas T. Hall**, Boston U.; **Mireia Las Heras**, Boston U.; **Betzaluz Gutierrez**, Hay Group

🕮☯✈💻**MED:** The Challenges of Accelerated Leadership Development | **Konstantin Korotov**, ESMT; **Manfred F.R. Kets De Vries**, INSEAD

🕮☯🗪**MED:** Developing Global Leaders: Leading for Sustainability | **Jason Azuma**, Boston U.; **John F. McCarthy**, Boston U.

☯**ODC:** Cognitive Behavioral Executive Coaching: A Generative Merging of Practices | **Darren Good**, Case Western Reserve U.; **Robin Yeganeh**, Cognitive Behavior Therapy & Mindfulness Center; **Bauback Yeganeh**, American U.

681 : *(Paper Session) - (IP)* **New Knowledge: Exploration and Knowledge Sharing**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Stanley M Gully**, Rutgers U.

MOC: The Making of Form: Exploring Aesthetic Knowledge in Product Design | **Ileana Stigliani**, Imperial College Business School

💻**OCIS:** Lost in Translation – The Role of Argument and Narration in Cross-boundary Knowledge Sharing | **Daniel Geiger**, Johannes Kepler U. Linz

OMT: A Literacy Perspective on Writing and Knowledge Sharing: Evidence from Letters | **Anne-Laure Fayard**, Polytechnic Institute of New York U.; **Anca Metiu**, ESSEC

💻**BPS:** Integrating acquisitions for knowledge exploration | **Maria Iborra**, U. of Valencia; **Consuelo Dolz**, U. of Valencia

682 🗪: *(Paper Session) - (IP)* **Green Management: Sustainability, Risk, and Implementation**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Johanna Jaskari**, Helsinki U. of Technology

🗪💻**ONE:** Think twice about Risk: Challenges to the implementation of Green Chemistry | **Antje Fritzsche**, Technical U. Dresden; **Edeltraud Guenther**, Technische U. Dresden

✈🗪**ONE:** Marine Extractive Reserves (MERs) as Strategy for Social and Environmental Conservation | **Isabela Baleeiro Curado**, FGV-EAESP; **Alexandre Zananiri Cordeiro**, ICMBio; **Rodrigo Leão Moura**, conservation international

✈🗪💻**ONE:** Environmental Sustainability in the Russian Federation: The Firm's Perspective | **Jo Crotty**, Aston U.; **Peter W Rodgers**, Aston U.

PNP: The cities in sustainable development: The green management as innovation in public organizations | **Rocio**

Llamas-Sanchez, U. of Granada (Spain); **Guillermo Maraver-Tarifa**, U. de Granada; **Angeles Muñoz-Fernandez**, U. de Granada; **Belén Senes-Garcia**, U. de Granada

SIM: Corporate Citizenship and Environmental Sustainability in the Russian Federation | **Jo Crotty**, Aston U.; **Peter W Rodgers**, Aston U.

683 : *(Paper Session) - (IP)* **Entrepreneurship in Adverse Environments**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Sameeksha Desai**, U. of Missouri - Kansas City

ENT: Emergence and Early Growth of a New Venture in an Unfriendly Business Environment | **Santiago Mingo**, U. of Miami

ENT: Another Day, Another Dollar: Enterprise Resilience in Conflict | **Oana Branzei**, U. of Western Ontario; **Samer Abdelnour**, Ivey School of Business

ENT: Inner City Engagement and the University: Interaction, Emergence and Transformation | **Michael H. Morris**, Oklahoma State U.; **Verona P. Edmond**, Syracuse U.; **Minet Schindehutte**, Syracuse U.; **Craig Watters**, Syracuse U.

ENT: Entrepreneurship in Postconflict Reconstruction | **Sameeksha Desai**, U. of Missouri - Kansas City

684 : *(Paper Session) - (IP)* **Institutionalization and Roles**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Rich DeJordy**, Boston College

OM: HRM within Intra-Firm Supply Relationships: An Institutional Perspective | **Marie Koulikoff-Souviron**, CERAM; **Alan Harrison**, Cranfield U.

MED: Management Education: Classifying Business Curricula and Conceptualizing Transfers and Bridges | **Davar Rezania**, Grant MacEwan College; **Mike Henry**, Grant MacEwan College

OMT: Institutional Work Taken Literally: How Logics Shift as Banking Lawyers 'Get the Deal Done' | **Michael Smets**, Said Business School

CMS: The production of normative social roles by texts: An inquiry into an investment procedure | **Claire Dambrin**, HEC Paris; **Anne Pezet**, U. Paris-Dauphine, DRM

685 : *(Paper Session) - (IP)* **The Influence of Knowledge on Work Teams**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Mary J. Waller**, York U.

MOC: Team Member Responses to Non-contributors: Influence of Knowledge Similarity and Attribution | **Naina Gupta**, Nanyang Technological U.

OB: Coordinated action and decision-making quality in teams: The role of expertise meta-perception. | **Hanneke Grutterink**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen; **Eric Molleman**, U. of Groningen

TIM: Innovativeness of Technological Innovations: A Knowledge and Team Process Perspective | **Debabrata Chatterjee**, IIM Kozhikode, INDIA; **Bharatendu Nath Srivastava**, Indian Institute of Management, Calcutta

686 : *(Paper Session) - (IP)* **The Discovery Process**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Rhett Andrew Brymer**, Texas A&M U.

ENT: Beyond discovery: A review of the critique of the discovery view of opportunities | **Steffen Korsgaard**, Aarhus U.

OMT: Strategic Inquiry as Virtual Selection: A Logic of Organizational Discovery | **Mihnea Calin Moldoveanu**, U. of Toronto

TIM: Towards a Model of Discovery | **Gajendran Kandasamy**, Imperial College Business School; **Gerard George**, Imperial College London

687 : *(Paper Session) - (IP)* **Industrial Clusters**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 4
Facilitator: **James Welch**, Kentucky Wesleyan College

ENT: Network structure and effects on innovative performance in cluster: An explorative study | **Justin Tan**, York U.; **Yunfei Shao**, U. of Electronic Science and Technology; **Wan Li**, York U.

ENT: Cluster Emergence and Technology-Based Venturing: A Study of Dublin's Software Industry | **Rory P. O'Shea**, U. College Dublin; **Frank Roche**, U. College Dublin

BPS: Inter-firm Heterogeneity in Accessing Knowledge-Related Benefits within Technology Clusters | **Andac Arikan**, Florida Atlantic U.

TIM: Performance Feedback Model Revisited: Evidence from an Emerging Market-based Industrial Cluster | **Yiyi Su**, Peking U.; **Changhui Zhou**, Peking U.

BPS: Co-opetition Analysis of Industrial Clusters Evolution in a Region | **ChiaHan Yang**, National Chiao Tung U.; **Joseph Z. Shyu**, National Chiao Tung U.

688 : *(Paper Session) - (IP)* **Issues in Measurement**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Anne Parmigiani**, U. of Oregon

RM: The Concept of Objectivity in Organization Studies | **Alexander Styhre**, Chalmers U. of Technology

OB: Are Indirect Measures a Viable Alternative to Self-Reports? The Case for Equity Sensitivity | **Shannon G. Taylor**, Louisiana State U.; **Donald H. Kluemper**, Louisiana State U.; **Kerry S. Sauley**, Louisiana State U.

OB: Longitudinal Measurement Invariance of Elliot and McGregor's (2001) Achievement Goal Questionnaire | **Dina Krasikova**, Purdue U., West Lafayette; **Reeshad Sam Dalal**, George Mason U.

RM: How Similar is Similar Enough? | **Kevin Carlson**, Virginia Tech; **Andrew O. Herdman**, East Carolina U.

RM: Nonrandom Missing Data: Evaluation Of Missing Data Techniques For Handling a Missing Salary Variable | **Alison Wall**, Louisiana Tech U.; **Marcia Simmering**, Louisiana Tech U.

689 : *(Paper Session) - (IP)* **Power and Politics: Political Actions of Nonprofit Organizations**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Urelmaa Tsolmon**, Brigham Young U.

PNP: Tit-For-Tat in Action: How Immigrant Nonprofit Coalitions Cooperate and Confront the Public Sector | **Angel Saz-Carranza**, ESADE

SIM: Challenges from within: The role of covert political conflict in nonprofit organisations | **May Seitanidi**,

MONDAY

Brunel Business School; **Adam Lindgreen**, U. of Hull Business School

✈💻**PNP:** The Case of Gawad Kalinga: Defying Traditional Western Nonprofit Models | **Ralph Brower**, Florida State U.; **Lily Domingo**, U. of the Philippines

690 : *(Paper Session) - (IP)* **Insights on Student Learning**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Toni Ungaretti**, Johns Hopkins Carey Business School

MED: International Students in U.S. Higher Education | **Christina P.C. Tay**, National Chengchi U.

📖💻**MED:** Student Learning in Business Simulation | **Yang Xu**, Pennsylvania State U.; **Yi Yang**, U. of Massachusetts Lowell

📖**MED:** Attendance, Formative and Summative Assessment, and cohort culture in two countries | **Nathalie van Meurs**, Middlesex U.

📖☯**MED:** Students' Perceptions of Service Learning:Another Requirement or Memorable Learning Event? | **Madeline M. Crocitto**, State U. of New York

691 : *(Paper Session) - (IP)* **Personality Traits of Entrepreneurs**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Dimo Dimov**, U. of Connecticut

ENT: Why are entrepreneurs more risk-loving? | **Andreas Hack**, Technical U. Dortmund; **Frauke Lammers**, Otto Beisheim Graduate School of Management (WHU)

✈💻**OB:** Beyond entrepreneurial intention: How personality distinguishes succession from start-up intention | **Simone Chlosta**, European Business School; **Peter Jaskiewicz**, U. of Alberta

💻**ENT:** Individual Entrepreneurial Orientation: Dimensions and Effects on Creative Performance | **Tobias Kollmann**, U. of Duisburg-Essen; **Carina Lomberg**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen

ENT: The bond between international mobility and entrepreneurship: examining the role of personality | **Peter Vandor**, Vienna U. of Economics and Business Administration

692 : *(Paper Session) - (IP)* **Person-Environment Fit**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Todd C. Darnold**, Creighton U.

☯💻**HR:** Status goggles: Organizational status, P-O fit, and organizational attraction | **Tina L. Juillerat**, U. of North Carolina, Chapel Hill; **Daniel M. Cable**, U. of North Carolina, Chapel Hill

OB: If You Take the Person out of P-O, What Do You Get? O-fit?: A Case Study | **Mark Zajack**, Clemson U.; **Sharon Glazer**, San Jose State U.

💻**OB:** The ASA Framework as Rhetoric | **Patrick C. Nelson**, Open U.; **Jon Billsberry**, Coventry U.

💻**CAR:** Integrating the Levels of Person-Environment Fit: The Roles of Vocational Fit and Group Fit | **Ryan M. Vogel**, U. of Georgia; **Daniel Feldman**, U. of Georgia

☯**HR:** Person−Career Fit and Employee Outcomes among R&D Professionals | **Jong-Seok Cha**, Hansung U.; **Youngbae Kim**, KAIST; **Tae-Yeol Kim**, City U. of Hong Kong

693 : *(Paper Session) - (IP)* **Prejudice, Stereotypes, and Status**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Eddy S. Ng**, California State Polytechnic U.

📖☯💻**GDO:** Prejudice and Experience of Aggression at Work: The Role of Gender, Emotion and Climate | **Alberto R. Melgoza**, U. of Queensland; **Oluremi B. (Remi) Ayoko**, U. of Queensland

GDO: Low Status Tokens: Catalysts or Inhibitors of Group Integration? | **Michelle Duguid**, Cornell U.

💻**OB:** You're Not That Special, but I'll Still Do What You Say: Effects of Contempt on Status Conferral | **Emily Tansuwan**, U. of Southern California; **Jennifer R. Overbeck**, U. of Southern California

✈💻**CM:** Stereotypes and Cross-Cultural Negotiations | **Yu Yang**, Cornell U.; **Catherine Tinsley**, Georgetown U.; **Jin Zhang**, Tsinghua U.; **Kathleen O'Connor**, Cornell U.

694 : *(Paper Session) - (IP)* **Group Decision Making: Problems and Issues**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Celile Itir Gogus**, Bilkent U.

💻**OB:** Groups Attenuate the Discussion Bias in Favor of Shared Information: A Meta-Analysis | **Torsten Reimer**, Purdue U., West Lafayette; **Andrea Reimer**, U. Park; **Uwe Czienskowski**, Max Planck Institute for Human Development

💻**MOC:** Why Others Influence Us When We Neither Think They Do Nor Want Them To: Misperceptions of Influence | **Andrew M. Carton**, Duke U.; **Richard Larrick**, Duke U.; **Wendy Wood**, Duke U.

💻**BPS:** An Examination of the Inner Circle as a Reflection of the CEO | **Ann C Mooney**, Stevens Institute of Technology; **Allen Amason**, U. of Georgia

695 : *(Paper Session) - (IP)* **Understanding the Role of Emotions, Mood, and Affect**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Donald E. Gibson**, Fairfield U.

☯✈💻**HCM:** How do Nurse Managers use Emotional Labor? An Ethnographic Interpretation of an Organizing Framework | **Frances Peart**, U. of Queensland; **Amanda Margaret Roan**, U. of Queensland

☯✈💻**BPS:** How Middle Managers' Emotions and Social Identities Influence the Implementation of a New Strategy | **Quy Nguyen Huy**, INSEAD

OB: Mood and Creativity: A Mood-Regulation Perspective Moderated by Goal Orientation | **March L. To**, U. of Queensland; **Patricia Ann Rowe**, U. of Queensland; **Cynthia D Fisher**, Bond U.

OB: No Need to Cheer Up the Cheerful: Positive Affect Dampens the Impact of Transformational Leadership | **Bjoern Michaelis**, U. of Heidelberg; **Jochen I. Menges**, U. of St. Gallen; **Kizzy M. Parks**, K. Parks Consulting, Inc.; **Ralf Stegmaier**, U. of Heidelberg; **Karlheinz Sonntag**, U. of Heidelberg; **Daniel McDonald**, Defense Equal Opportunity Management Institute

696 📖☯💻: *(MC)* **Distinguished Speaker: The State of the Consulting Profession -- Douglas Lattner, Chairman & CEO, Deloitte Consulting LLP**
9:45am - 11:15am Swissôtel Chicago: Vevey Salon 1
Organizer: **David Jamieson**, Jamieson Consulting Group, Inc.

Chair: **Ginka Toegel**, IMD

697 🕮☯💻: *(Paper Session) - (MED)* **Approaches to Building Better Learning Assessments**
9:45am - 11:15am Hyatt Regency Chicago: Buckingham
Chair: **Iris Berdrow**, Bentley U.
Discussant: **Robert S. Rubin**, DePaul U.
✈Quality in Business Education as Measured by Accreditation and Ranking Systems | **Harry Costin**, The American U. of Paris; **Diane Hamilton**, The American U. of Paris
🅱🕮The multiple benefits of using a centralized peer evaluation system in a business school | **Stephane Brutus**, Concordia U.; **Magda Donia**, Concordia U.
🕮💻A Comparison of Interview Questioning Techniques as Reflection Methods in Management Assessment | **Megan Lee Endres**, Eastern Michigan U.; **Rick Camp**, Eastern Michigan U.; **Morgan R. Milner**, Eastern Michigan U.
🕮☯✈🗪💻Assessing Knowledge in Dialogue: Undergraduate Synopsis-based Oral Examinations | **Charles Thomas Tackney**, Copenhagen Business School; **Ole Strömgren**, Copenhagen Business School

698 🕮: *(MED)* **Preparing Business School Doctoral Students for Teaching: An Examination of Current Practices**
9:45am - 11:15am Hyatt Regency Chicago: Columbus KL
Participants: **D. Anthony Butterfield**, U. of Massachusetts, Amherst**; Robert Marx**, U. of Massachusetts, Amherst**; Joseph E Garcia**, Western Washington U.**; Judith R Gordon**, Boston College**; Mary Deane Sorcinelli**, U. of Massachusetts Amherst**; Roy J. Lewicki**, Ohio State U.**; Anne White Harrington**, U. of Michigan

699 🕮☯: *(MED)* **Management Education Division Keynote Speaker**
9:45am - 11:15am Hyatt Regency Chicago: Wright
Presiding: **Alvin Hwang**, Pace U.
The Possibility of Overcoming Corporate Scandals by Negative Organizational Learning and the Issue of Management Education | **Tatsuya Ogawa**, Tokyo Fuji U.

700 ✈🗪💻SHCS: *(MH, ONE, IM)* **Windows on the World: Cultural Perspectives of Leadership Past-Present-Future**
9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 1
Chairs: **Diana J. Wong-Millette**, Eastern Michigan U.**; Eric H Kessler**, Pace U.
Facilitators: **Eric H Kessler**, Pace U.**; Diana J. Wong-Millette**, Eastern Michigan U.
Participants: **David N Abdulai**, U. of South Africa**; Nina D Cole**, Ryerson U.**; Shanthi Gopalakrishnan**, New Jersey Institute of Technology**; Eric H Kessler**, Pace U.**; David A Lamond**, Nottingham Trent U.**; Luiz F. Mesquita**, Arizona State U. / Insper**; Afsaneh Nahavandi**, Auburn U. Montgomery**; Theo Peridis**, York U.**; Sheila M. Puffer**, Northeastern U.**; Betty Jane Punnett**, U. of West Indies**; Sonja A. Sackmann**, U. Bundeswehr, Munich**; Diana J. Wong-Millette**, Eastern Michigan U.**; Shay Tzafrir**, U. of Haifa**; Lena Zander**, Victoria U. of Wellington**; Christopher Ziemnowicz**, U. of North Carolina - Pembroke

701 : *(MOC)* **MOC Welcome Session: Featuring Prof C. Marlena Fiol, 2009 MOC Distinguished Scholar**
9:45am - 11:15am Hyatt Regency Chicago: Truffles
Division Chair: **Luis Martins**, Georgia Institute of Technology
Distinguished Speaker: **C. Marlena Fiol**, U. of Colorado, Denver
2009 MOC Distinguished Scholar Remarks | **C. Marlena Fiol**, U. of Colorado, Denver

702 : *(Paper Session) - (MSR)* **Moral Self and Spiritual Attributes**
9:45am - 11:15am Hyatt Regency Chicago: Haymarket
Chair: **Marjolein Lips-Wiersma**, U. of Canterbury
🅱💻Relating religious beliefs & values: Ethical development, locus of control, & conscientiousness | **Amber Hardesty**, Premier, Inc.; **Jim W. Westerman**, Appalachian State U.
💻A Magnetic Pull on the Internal Compass: The Effects of Moral Self on Ethical Sensitivity | **Denise Daniels**, Seattle Pacific U.; **Margaret Diddams**, Seattle Pacific U.; **Jeff Van Duzer**, Seattle Pacific U.
A Virtue-Based Measure of Ethical Leadership | **Ronald E. Riggio**, Claremont McKenna College; **Weichun Zhu**, Claremont McKenna College; **Christopher Reina**, Claremont McKenna College; **James Maroosis**, Fordham U.
Organizational Humility: The Construct and Its Measurement | **Wendy J. Casper**, U. of Texas, Arlington; **William Ross O'Brien**, U. of Texas, Arlington; **Katherine Roberto**, U. of Texas, Arlington; **Tae Seok Yang**, U. of Texas at Arlington

703 💻: *(Paper Session) - (OB)* **Anger, Incivility, and Causing Harm**
9:45am - 11:15am Sheraton Chicago: Arkansas Room
Chair: **Shimul Melwani**, U. of Pennsylvania
Discussant: **Kathi Miner-Rubino**, Texas A&M U.
☯💻Incivility Among Coworkers: Its Relationship with Attitudes and Behaviors at Work | **María Carmen Triana**, U. of Wisconsin, Madison; **María Fernanda García**, U. of Texas at El Paso
Observing Anger Can Enhance or Hinder Performance in Creative and Structured Tasks | **Ella Miron-Spektor**, Carnegie Mellon U.; **Dorit Efrat**, Technion Israel Institute of Technology; **Orit Schwarz Cohen**, Technion Israel Institute of Technology
Can CWB Help Employees Feel Better? The Negative Association Between CWB and Emotional Exhaustion | **Mindy Krischer**, U. of Houston; **Emily M Hunter**, Hankamer School of Business, Baylor U.; **Lisa Penney**, U. of Houston
Social Comparison and Interpersonal Harming in Teams: A Social Relations Analysis | **Catherine K Lam**, Hong Kong Polytechnic U.; **Gerben S. Van Der Vegt**, U. of Groningen; **Frank Walter**, U. of Groningen; **Xu Huang**, Hong Kong Polytechnic U.

704 💻: *(Paper Session) - (OB)* **Job Insecurity and Turnover**
9:45am - 11:15am Sheraton Chicago: Colorado Room
Chair: **Girish Chandra**, U. of British Columbia
Discussant: **Manjari Singh**, Indian Institute of Management, Ahmedabad
💻A Multilevel Model of Turnover Among Outside Board Directors | **Thomas Dalziel**, U. of Cincinnati; **Michael Bowerman**, U. of Cincinnati; **Peter Hom**, Arizona State U.
✈💻The Effects of Perceived Insider Status and Job Insecurity on Behavioral Consequences of Work Status |

MONDAY

Filomena Buonocore, Parthenope U. of Naples; **Maria Ferrara**, Parthenope U. of Naples; **Concetta Metallo**, Parthenope U. of Naples; **Domenico Salvatore**, Parthenope U. of Naples

- Trucking and Time Away from Home: The Role of Family Adjustment & Marital Satisfaction on Turnover | **T. Alexandra Beauregard**, London School of Economics; **Mary S. Logan**, London School of Economics
- Employee Turnover and Operational Performance: The Moderating Effect of Culture | **David C. Mohr**, U.S. Department of Veterans Affairs; **Gary J. Young**, Boston U.; **James F Burgess**, U.S. Department of Veterans Affairs

705 : *(Paper Session) - (OB)* **Social Capital and Social Networks**
9:45am - 11:15am Sheraton Chicago: Mississippi Room
Chair: **Mark Mortensen**, Massachusetts Institute of Technology
Discussant: **Giuseppe Labianca**, U. of Kentucky

- Social Identities, Social Capital, and the Emergence of Cooperative Norms in Multinational Groups | **Stefan Volk**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen
- The Interplay Between Work Identity and Polychronicity in R&D Professionals' Social Networks | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Janet M. Dukerich**, U. of Texas, Austin; **Diego Maria Macri**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia
- Proactive Personality, Social Capital and Employee Creativity | **Yaping Gong**, Hong Kong U. of Science and Technology; **Sally Siu Yin Cheung**, Hong Kong U. of Science and Technology; **Jia-Chi Huang**, Soochow U.
- Motivation to Connect: The Role of Regulatory Focus in Brokerage and Closure | **Peter Bryant**, IE Business School

706 : *(Paper Session) - (OB)* **Leaders Who Empower (and Those Who Don't)**
9:45am - 11:15am Sheraton Chicago: Ohio Room
Chair: **Michael E. Palanski**, Rochester Institute of Technology
Discussant: **Arran Caza**, U. of Illinois, Urbana-Champaign

- CEO Authoritarian Leadership in China: Exploring Effects on Employee and Organizational Performance | **Ting-Ju Chiang**, U. of Washington; **An-chih Wang**, National Taiwan U.; **Xiao-Ping Chen**, U. of Washington
- When are Leaders Reluctant to Empower?: An Empirical Investigation | **Jiseon Shin**, U. of Maryland, College Park; **Debra L. Shapiro**, U. of Maryland; **Marshall Schminke**, U. of Central Florida
- The Influence of Trust and Epistemic Motivation on Leader Empowering Behavior | **Natalia Hakimi**, Rotterdam School of Management, Erasmus U.
- Paternalistic Leadership and Work Behaviors: The Role of Fear, Gratitude, and Identification | **Hanhua Xu**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Xue Hong Zhang**, HongKong Polytechnic U.

707 : *(OB)* **Positive Organizational Behavior: New Research Streams**
9:45am - 11:15am Sheraton Chicago: Sheraton 5
Organizers: **David Sweetman**, U. of Nebraska-Lincoln**; Kimberly Mathe**, Oklahoma State U.

- Longitudinal Study of the Relationship of Positive Psychological Resources to Workplace Performance | **Suzanne J. Peterson**, Arizona State U.; **Fred Luthans**, U. of Nebraska, Lincoln; **Tara Wernsing**, Instituto de Empresa Business School; **James B. Avey**, Central Washington U.; **Bruce J. Avolio**, U. of Washington; **Fred O. Walumbwa**, Arizona State U.
- Growing Relational Resources and Psychological Capital: Receiving by Giving | **David Sweetman**, U. of Nebraska-Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln
- Somebody Has to Do It!: Psychological Capital, Job Enrichment and Job Satisfaction in Dirty Jobs. | **Kimberly Mathe**, Oklahoma State U.; **Debra L Nelson**, Oklahoma State U.
- Development and Further Validation of the Wright Well-Being Inventory | **Thomas A Wright**, Kansas State U.; **Ching-Chu Huang**, U. of Nevada Reno

708 JS: *(OB, HR)* **Crossing Levels in Workplace Demography Research: How Can We Learn from Others?**
9:45am - 11:15am Sheraton Chicago: Missouri Room
Organizer: **Hyuntak Roh**, U. of Illinois, Urbana-Champaign
Presenters: **Aparna Joshi**, U. of Illinois, Urbana-Champaign**; Lisa Hisae Nishii**, Cornell U.**; Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology**; Shelley Brickson**, U. of Illinois, Chicago

709 JS: *(OB, HR)* **OB Lifetime Award Winners Speak Out**
9:45am - 11:15am Sheraton Chicago: Sheraton 2
Chair: **Terence R. Mitchell**, U. of Washington

- Influences on a Career in the Field on Organizational Behavior | **Lyman W. Porter**, U. of California, Irvine
- On Becoming a Productive Scholar | **Edwin A. Locke**, U. of Maryland, College Park
- Ten Keys to Me Becoming a Lifetime Award Winner | **Gary P. Latham**, U. of Toronto
- The Ambiguity of Career Success | **Barry M Staw**, U. of California, Berkeley

Presenters: **Barry M Staw**, U. of California, Berkeley**; Gary P. Latham**, U. of Toronto**; Edwin A. Locke**, U. of Maryland, College Park**; Lyman W. Porter**, U. of California, Irvine

710 JS: *(OB, OMT)* **Values, Identities, and Action**
9:45am - 11:15am Sheraton Chicago: Sheraton 1
Organizers: **Marya Hill-Popper Besharov**, Cornell U.**; Michel Anteby**, Harvard U.
Discussant: **Karen Golden-Biddle**, Boston U.

- Individual and Collective Altruism: Gender and Economic Dependency among Hawaii Whole-Body Donors | **Michel Anteby**, Harvard U.; **Paul V. Martorana**, U. of Texas, Austin
- Playing with Fire: Purposive Incentives as a Form of Control | **Marya Hill-Popper Besharov**, Cornell U.
- Neoclassical Calling and Identification at Work: Insights from the Zoo and Beyond | **Jeffery A. Thompson**, Brigham Young U.; **J. Stuart Bunderson**, Washington U.

Presenters: **Paul V. Martorana**, U. of Texas, Austin**; Jeffery A. Thompson**, Brigham Young U.**; J. Stuart Bunderson**, Washington U.**; Marya Hill-Popper Besharov**, Cornell U.**; Michel Anteby**, Harvard U.

711 SHCS: *(OB, SIM)* **Current Perspectives on Ethical and Unethical Leadership**
9:45am - 11:15am Sheraton Chicago: Mayfair Room

MONDAY

Chairs: **Christian J. Resick**, Drexel U.**; Deanne N. DenHartog**, U. of Amsterdam

Supervisors' Morally Questionable Expediency and Moral Psychological Contract Violations | **Rebecca L. Greenbaum**, Oklahoma State U.; **Robert Folger**, U. of Central Florida

Perspectives on Ethical and Unethical Leadership from Beijing, Hong Kong, and Taipei | **Ho Kwong Kwan**, Drexel U.; **Chunyan Peng**, Michigan State U.; **Christian J. Resick**, Drexel U.; **Gillian S. Martin**, Trinity College Dublin; **Mary A. Keating**, Trinity College Dublin; **Marcus W. Dickson**, Wayne State U.

Ethical Leader Behavior and Leader Personality | **Karianne Kalshoven**, U. van Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam

Perceived Ethical Leadership and Motivational Traits: Implications for Workplace Deviance | **Ping Tyra Shao**, Drexel U.; **Christian J. Resick**, Drexel U.; **Michael B. Hargis**, U. of Central Arkansas

A Multi-Level Investigation of Ethical Leadership and Ethical Climate on Unethical Behavior | **John Schaubroeck**, Michigan State U.; **Bruce J. Avolio**, U. of Washington; **Joseph Doty**, United States Military Academy; **Sean Hannah**, U.S. Military Academy, West Point; **Steve W. J. Kozlowski**, Michigan State U.; **Robert G. Lord**, U. of Akron; **Linda K. Trevino**, Pennsylvania State U.

712 💻: *(Paper Session) - (OCIS)* **Organizing Collaborative Work**

9:45am - 11:15am Hyatt Regency Chicago: Crystal A

Chair: **Likoebe M Maruping**, U. of Arkansas

Discussant: **Yuqing Ren**, U. of Minnesota

🏴‍☠️💻It's a Network, Not an Encyclopedia: A Social Network Perspective on Wikipedia Collaboration | **Gerald C Kane**, Boston College

OCIS Best Paper Award - Finalist

💻Enterprise Architecting and Coordination: A Research Framework for Large-Scale Collaboration | **J. Alberto Espinosa**, American U.; **Wai Fong Boh**, Nanyang Technological U.; **Frank Armour**, American U.

💻Supporting Coordination of Interdependent Work: A Constraint Network Representation | **James D. Herbsleb**, Carnegie Mellon U.; **Laura Dabbish**, Carnegie Mellon U.; **Patrick Wagstrom**, Carnegie Mellon U.; **Anita Sarma**, Carnegie Mellon U.

713 💻: *(Paper Session) - (OCIS)* **IT Investment, Outsourcing, and Business Value**

9:45am - 11:15am Hyatt Regency Chicago: Water Tower

Chair: **Harminder Singh**, Michigan State U.

Discussant: **Jungpil Hahn**, Purdue U.

🏴‍☠️💻IT Outsourcing and Internal IT investments: Substitutes or Complements? | **Kunsoo Han**, McGill U.; **Sunil Mithas**, U. of Maryland, College Park

OCIS Best Paper Award - Finalist

💻IT Innovation Strategies and Value Creation: Evidence from the Recession of the Early 2000s | **Changling Chen**, U. of Waterloo; **Jee-Hae Lim**, U. of Waterloo; **Theophanis C. Stratopoulos**, U. of Waterloo

When Information Technology Matters: A Meta-analysis | **Serkan Ada**, State U. of New York, Buffalo; **Prasad Balkundi**, State U. of New York, Buffalo; **Raj Sharman**, State U. of New York, Buffalo

714 👁💻: *(Paper Session) - (ODC)* **Dynamics of Social and Institutional Change**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ODC 1

Presented on Panels 1-5

☯✈👁💻Exploring the Interplay between Intentional and Emergent Organizing for Radical Social Change | **Latha Poonamallee**, Michigan Technological U.

👁Understanding the Use of Consumer Survey Feedback for Organizational Change in Behavioral Healthcare | **Mary Nash Shawver**, Fielding Graduate U.

👁💻Corresponding Factors of Successful TQM Implementation in Healthcare | **Tamara Montag**, Saint Louis U.; **Edward Sabin**, Saint Louis U.

715 📖☯🗨💻: *(Paper Session) - (ODC)* **Greening the Organization: Antecedents and the Roles of Corporate Citizenship and Stakeholder Cultures**

9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 2

Chair: **Susan R. Madsen**, Utah Valley U.

Discussant: **Lindsey Godwin**, Morehead State U.

🗨Managing Sustainability: Predictors of Executive Performance | **Kleio Akrivou**, U. of Reading; **Hilary Bradbury**, U. of Southern California

🗨Stakeholder Culture, Morality and Change: Critical Appreciative Inquiry and SME Greening | **Aharon Factor**, Swinburne U. of Technology

🗨How does Doing Good Matter? Effects of Corporate Citizenship on Employee Behavior | **Ante Glavas**, Case Western Reserve U.

☯Green Management: Environmentally Sustainable Economic Growth of Oil and Natural Gas Corporation | **Radha R. Sharma**, Management Development Institute; **Shoma Mukherjee**, Management Development Institute

716 ✈💻: *(Paper Session) - (ODC)* **Re-Thinking Human Systems Change: New Perspectives and Theory Building**

9:45am - 11:15am Swissôtel Chicago: Vevey Salon 3

Chair: **Frances A Viggiani**, Alfred U.

Discussant: **Maury Peiperl**, IMD

☯✈From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Susan Mrazek**, U. of Hawaii at Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership

Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper

ODC Newman Award Nominee

💻How do organizations evolve, really? Evidence from the European Insurance Industry | **Patricia Klarner**, HEC Geneva

Organizational Becoming as the Unfolding of Disconcerting Events: A Deleuzian Perspective | **Eleni Lamprou**, London School of Economics; **Haridimos Tsoukas**, ALBA & Warwick Business School

☯The Pursuit of Engagement - An Illusion or Opportunity? | **Satu Päivi Teerikangas**, Helsinki U. of Technology; **Liisa Valikangas**, Helsinki School of Economics

MONDAY

717 👁: *(Paper Session) - (OM)* **Capacity and Supply Chain Uncertainty**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OM 1
Presented on Panels 6-9

- 👁💻Relational Absorptive Capacity: Learning to Innovate in Supply Chain Relationships | **Desiree Knoppen**, Zaragoza Logistics Center; **David Johnson**, York U.; **Maria Jesús Sáenz**, Zaragoza Logistics Center
- 👁💻Absorptive Capacity for Responsive Supply Chain Strategy Implementation | **David Dobrzykowski**, U. of Toledo; **Paul Hong**, U. of Toledo; **William Doll**, U. of Toledo
- ☯✈👁💻Girls, Boys, Novices, Experts: Do Gender, Experience, and Cognitive Biases Catalyze Bullwhip Effect? | **Candido Perez**, IESA-Tulane U.
- 👁Tiers and Strategic Groups: Defense from Supply Chain Disruptions | **Christopher Robert Penney**, Florida State U.

718 👁: *(Paper Session) - (OM)* **Supply Chain Relationships and Culture**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OM 2
Presented on Panels 10-13

- 👁💻Combining Calculation and Culture | **Wayne Eastman**, Rutgers U.
- 👁💻Power used in Chinese supply chains: A taxonomy perspective | **Baofeng Huo**, Xi'an Jiaotong U.; **Xiande Zhao**, Chinese U. of Hong Kong; **Barbara B. Flynn**, Indiana U.
- ✈👁💻The Impact of Ownership on Relationship Commitment and Supply Chain Integration in China | **Xiande Zhao**, Chinese U. of Hong Kong; **Baofeng Huo**, Xi'an Jiaotong U.; **Willem Selen**, Middle East Technical U. - Northern Cyprus Campus; **Jeff Hoi Yan Yeung**, Chinese U. of Hong Kong
- 👁💻Linking Supply Chain Relations to Competitive Strategy | **Ramesh Dangol**, Purdue U.

719 💻: *(Paper Session) - (OM)* **International Operations and Manufacturing**
9:45am - 11:15am Hyatt Regency Chicago: San Francisco
Chair: **Angela D. Mitchell**, Wilmington College

- ✈💻International divestment: an overview and analysis | **Harm-Jan Steenhuis**, Eastern Washington U.; **Erik J. de Bruijn**, U. of Twente
- 💻An Exploratory Study of Continuous Improvement in Vietnam: Lessons and Opportunities | **Phuong Anh Nguyen**, U. of Massachusetts - Amherst; **Alan G. Robinson**, UMASS - Amherst
- 🏳✈💻ISO 9000 Quality Systems Certification and its Impact on Innovation Performance | **Mile Terziovski**, U. of Melbourne; **Jose Luis Guerrero**, Georgetown U.

  OM Division Chan Hahn Best Paper Award Finalist
- 💻Suppliers Versus Lead Users: Examining Their Relative Impact on Product Variety | **Zu'bi Mohammad Al-Zu'bi**, U. of Jordan; **Christos Tsinopoulos**, Durham Business School

720 : *(Paper Session) - (OMT)* **Institutional Entrepreneurship**
9:45am - 11:15am Hyatt Regency Chicago: Columbian
Chair: **John Matthew Amis**, U. of Memphis

- ✈🗨💻Sustainable Tourism: The Interplay Between Institutional Entrepreneurs and Adopters | **Jakomijn van Wijk**, Maastricht School of Management; **Frank G.A. De Bakker**, Vrije U. Amsterdam
- 🏳✈🗨💻Averting the "Tragedy of the Commons" | **Shahzad Mumtaz Ansari**, Erasmus U.; **Frank Wijen**, Rotterdam School of Management, Erasmus U.; **Barbara Gray**, Pennsylvania State U.
- 💻Institutional Entrepreneurship in Health Care: Developing Pathways of Care in Cancer Treatment | **Andy Lockett**, U. of Nottingham; **Graeme Currie**, U. of Nottingham; **Rachael Finn**, York U.; **Graham Paul Martin**, U. of Nottingham
- 🏳💻Surfing on Institutions: Opportunistic Distortion by Temporary Peripheral Organizations | **Amelie Boutinot**, UMR GAEL INRA U.; **Vincent Mangematin**, INRA/UPMF

721 : *(Paper Session) - (OMT)* **Institutional Logics: Culture, Classification & Genres**
9:45am - 11:15am Hyatt Regency Chicago: Columbus H
Chair: **Patricia H Thornton**, Duke U.

- ✈💻Organization Building Amid Multiple Logics: The Case of Commercial Microfinance Organizations | **Julie Battilana**, Harvard U.; **Silvia Dorado**, U. of Rhode Island
- 💻Institutional Logics and Classification: From Constraints to Resources | **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **C.R. Bob Hinings**, U. of Alberta
- ✈💻It's All Rock & Roll to Me: Genres as Competing Institutional Logics in Popular Music, 1965-2003 | **Joeri M. Mol**, U. of Melbourne; **Ming Ming Chiu**, Chinese U. of Hong Kong; **Ivan Orosa**, Groningen U.; **Nachoem M. Wijnberg**, Amsterdam U.
- 💻A Cultural Quest: A Study of Cultural Repertoire Enrichment | **Elena Dalpiaz**, Bocconi U.; **Davide Ravasi**, Bocconi U.; **Violina Rindova**, U. of Texas, Austin

722 : *(Paper Session) - (OMT)* **Network Construction, Evolution and Decay**
9:45am - 11:15am Hyatt Regency Chicago: DuSable
Chair: **Ryan Michigan**, Columbia U.

- 💻How Can a Cluster Co-Evolve With Another Cluster? | **Hsin-Mei Lin**, National Chi Nan U.; **Homin Chen**, National Taiwan U.; **Chih-Pin Lin**, Aletheia U.
- 🏳💻The Purchase of Embeddedness: Can Venture Capital Firms Buy Network Embeddedness? | **Benjamin L. Hallen**, U. of Maryland, College Park
- Reconsidering Embeddedness: Asymmetric Network Ties and the Fate of Dependent Firms | **Kenji Klein**, U. of California, Irvine
- The Emergence of Citation Networks in Rap Music Production | **Pacey Foster**, U. of Massachusetts Boston

723 : *(Paper Session) - (OMT)* **Mechanisms of Institutional Change**
9:45am - 11:15am Hyatt Regency Chicago: Horner
Chair: **Markus A. Höllerer**, WU Wirtschaftsuniversität Wien

- Toward a Role-Based Theory of Institutional Change | **Jina Mao**, Boston U.
- 💻Management Fashion, Movement and Reform: Three Mechanisms of Change in Organizational Fields | **Tamar Parush**, Said Business School

MONDAY

Translation of Institutional Rules: The Overseas Player in English County Cricket | **April Lee Wright**, U. of Queensland

Translating "Best Practice" in the Italian Public Sector: Between Homogeneity and Chaos | **Davide Nicolini**, U. of Warwick; **Andrea Lippi**, U. of Florence

724 : *(Paper Session) - (OMT)* **Interorganizational Collaboration**
9:45am - 11:15am Hyatt Regency Chicago: Ogden
Chair: **Michelle A. Rogan**, INSEAD

A Model of Extant and Emergent Factors Associated with Effective Interorganizational Collaboration | **Stephanie Thomas Solansky**, U. of Houston, Victoria; **Tammy E. Beck**, U. of North Carolina at Charlotte; **Deandra Travis**, Indiana U.-Purdue U., Ft. Wayne

Uncertainty, Resource Complementarities and the Propensity of Organizations to Collaborate | **Alessandro Lomi**, U. of Lugano; **Francesca Pallotti**, U. of Lugano

Living in Two Worlds | **Maxim Sytch**, Northwestern U.

The Evolution of Collaborative Networks: The Dynamics of Social Structure and Knowledge Diffusion | **Adam Tatarynowicz**, Maastricht U.; **Ranjay Gulati**, Harvard U.; **Maxim Sytch**, Northwestern U.

725 : *(Paper Session) - (OMT)* **Alliances & Interorganizational Relationships**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 14-22

Cooperation Analysis in Strategic Alliances: Managing Resources and Risks | **TK Das**, City U. of New York

Alliance Structuring Behavior: Relative Influence of Alliance Type and Specific Alliance Experience | **Noushi Rahman**, Pace U.; **Helaine J Korn**, Baruch College

The Paralleling of Positive and Negative Trust Consequences in Interorganizational Relationships | **Sara Thorgren**, Luleå U. of Technology; **Joakim Wincent**, Luleå U. of Technology

Relationship Transparency as the Link Between Trust and Contract in Interfirm Cooperation | **Steven S. Lui**, U. of New South Wales; **Hang-yue Ngo**, Chinese U. of Hong Kong; **James A. Robins**, Singapore Management U.

Linking Alliance Portfolio Configuration, Alliance Portfolio Management and Innovation Performance | **Inge Neyens**, K.U.Leuven; **Dries Faems**, U. of Twente

Evolution of Interorganizational Networks: Evidence From Pulp and Paper Industry, 1992–2006 | **Lauri Pietinalho**, Helsinki U. of Technology

Collaboration in Creativity: The Case of the Brazilian Game Industry | **Alexandre Souza Perucia**, The U. of the Sinos Valley (UNISINOS); **Alsones Balestrin**, The U. of the Sinos Valley (UNISINOS); **Jorge Renato de Souza Verschoore Filho**, The U. of the Sinos Valley (UNISINOS)

Mascot Love: Common Educational Background and Alliance Formation | **Cindi Baldi**, U. of Texas at Austin; **Janet M. Dukerich**, U. of Texas, Austin

Atomized, Small, or Nested Worlds: The Hybrid World of the Indian Interorganizational Network | **Dalhia Mani**, U. of Minnesota

726 : *(Paper Session) - (OMT)* **Perspectives on Control**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 261
Chair: **Maxine Robertson**, Queen Mary U. of London

An Exploration of Indirect Management Control Antecedents: A Resource Dependence Theory Perspective | **Uwe Voss**, RWTH Aachen U.

Knowledge and Control: A Study of Community Forms | **Stefano Borzillo**, CERAM; **Sebastian Raisch**, U. of St. Gallen; **Gilbert Probst**, U. of Geneva

Control Mechanisms as Enhancers of International Joint Venture Performance | **Ming-Chang Huang**, Providence U.; **Koong-Lian Kao**, Chung Yuan Christian U.; **Ting-Chun Lu**, National Chengchi U.; **Wei-Ping Pu**, National Cheng Kung U.

How Do Formal and Informal Organizational Control Mechanisms Work Together to Regulate Behavior? | **Peter Hwang**, National U. of Singapore; **Jaiho Chung**, Korea U.

727 JS: *(OMT, BPS, CMS)* **The Mortgage Meltdown: Organizational Explanations of the U.S. Housing Crisis**
9:45am - 11:15am Hyatt Regency Chicago: Grand A
Organizer: **Paul M Hirsch**, Northwestern U.
Presenter: **Marcus Alexis**, Former Chair, Federal Reserve Bank of Chicago/Northwestern U.
Participants: **Gerald F Davis**, U. of Michigan, Ann Arbor**; Mitchel Abolafia**, U. at Albany, SUNY**; Donald A Palmer**, U. of California, Davis**; Paul M Hirsch**, Northwestern U.
Authors: **Razvan Lungeanu**, Northwestern U.**; Michael Maher**, U. of California, Davis
Winner of OMT Division Best Symposium Proposal Award

728 JS: *(OMT, HR, CAR)* **New Avenues of Attainment: Antecedents of Mobility and Rewards Among White-Collar Workers**
9:45am - 11:15am Hyatt Regency Chicago: Gold Coast
Organizer: **Forrest Briscoe**, Pennsylvania State U.
Discussant: **Jesper B Sorensen**, Stanford U.

Open to the Market? Prior Relationships, Competition, and Project Assignments in the Staffing Sector | **Isabel Fernandez-Mateo**, London Business School; **Zella King**, U. of Reading

Seeds of Success: Early Assignment and Later Performance for Workers in Flexible Employment Programs | **Forrest Briscoe**, Pennsylvania State U.; **Katherine C. Kellogg**, Massachusetts Institute of Technology

Progressing to the Center: The Antecedents and Consequences of Lateral Authority | **Siobhan O'Mahony**, Boston U.

Career Mobility in Women's Intercollegiate Athletics: Ecological and Institutional Forces | **Joseph Broschak**, U. of Arizona; **Emily S. Block**, U. of Notre Dame

Participants: **Isabel Fernandez-Mateo**, London Business School**; Katherine C. Kellogg**, Massachusetts Institute of Technology**; Emily S. Block**, U. of Notre Dame**; Zella King**, U. of Reading

729 : *(Paper Session) - (ONE)* **Renewable Energy and Climate Change**

MONDAY

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ONE 1
Presented on Panels 23-26

- Investor Strategies in Cleantech | **Anastasia Rose O'Rourke**, Yale U.
- Global Renewable Energy: Technology Adoption and Industry Opportunities | **Gregory Theyel**, California State U.
- Assessing Organizational Adaptation and Resilience to Extreme Weather Events | **Martina K. Linnenluecke**, U. of Queensland
- Legitimacy in the Solar Energy Sector: The Role of Entrepreneurs and Environmental Organizations | **Desiree Pacheco**, U. of Colorado, Boulder

730 : *(Paper Session) - (ONE)* **Environmental and Social Performance**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ONE 2
Presented on Panels 27-29

- Going beyond Compliance to Gain Social Consent to Operate: Framework for land acquisitions in India | **Raghu Ram Tata**, XLRI Jamshedpur School of Business & Human Resources; **Ram Kumar Kakani**, XLRI Jamshedpur School of Business & Human Resources
- Green versus good: Discriminating between corporate social and environmental performance | **Jijun Gao**, U. of Manitoba
- Business Response to Environmental Challenges: Three Cases of Russian Industrial Companies | **Oleg Vikhanskiy**, Moscow State U.; **Natalia Churkina**, Institute for Complex Strategic Studies; **Sergey Zaverskiy**, moscow state U., graduate school of business

731 : *(Paper Session) - (ONE)* **Climate Change Strategies**
9:45am - 11:15am Fairmont Chicago: Crystal Room
Chair: **Laure Cabantous**, U. of Nottingham

- Climate: A Changing Environment for Business | **Monika Winn**, U. of Victoria; **Andrew Griffiths**, U. of Queensland; **Manfred Kirchgeorg**, Leipzig Graduate School of Management; **Elmar Guenther**, Schott AG; **Martina K. Linnenluecke**, U. of Queensland
- Carbon Offsets: Paying to Pollute? | **Kathy K. Dhanda**, DePaul U.; **Patrick J. Murphy**, DePaul U.
- Strategizing for Physical Climate Change? Sensemaking and Strategies in Response to Climate Impacts | **Nardia Haigh**, U. of Michigan
- Companies' participation in an emissions trading market | **Martin Huth**, U. of Hamburg

732 : *(ONE)* **Creating a Sustainable Future: New Models**
9:45am - 11:15am Fairmont Chicago: State Room
Moderator: **Vered Doctori-Blass**, U. of California, Santa Barbara
Participants: **John Ehrenfeld**, International Society for Industrial Ecology**; Renato J. Orsato**, INSEAD**; Jeana Wirtenberg**, Fairleigh Dickinson U.

733 : *(Paper Session) - (PNP)* **Performance & Change Management**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV PNP 1
Presented on Panels 30-38

- An Empirical Analysis of NPM and Post-NPM Reform Drivers in the Civil Service | **Sung Min Park**, U. of Nevada, Las Vegas
- Establishing a culture of performance management in the public sector | **Pietro Micheli**, Cranfield U.; **Andrey Pavlov**, Cranfield U.
- Partnering for Change: Sectoral Perspectives on Partnerships for Sustainable Development | **Annekathrin Ellersiek**, Tilburg U.; **Patrick Kenis**, TiasNimbas Business School
- Impact of NPM Reform on Administrative Staff Job Stress in Australian Universities | **Stephen T.T. Teo**, U. of Western Sydney; **Melissa Yeung**, U. of Technology Sydney
- Korean Public Employee Agreeableness in the effectiveness of Performance Management System | **Yong Soo Kwon**, Department of Public Administration, Konkuk U.; **Dong Chul Shim**, State U. of New York, Albany; **Sung Won Hwang**, Korea Institute of Public Administration
- Toward Entrepreneurial Government for Improving Performance | **Younhee Kim**, East Carolina U.
- Servant Leadership and Transformational Leadership in Church Organizations | **Noelle F. Scuderi**, George Washington U.
- Impacts of Organizational Resources on Agency Performance: Evidence from Federal Agencies | **Soo-Young Lee**, U. of Georgia
- Make and Buy – An Alternative to Make or Buy? An Investigation of Four Theoretical Explanations | **Jesper Rosenberg Hansen**, U. of Aarhus, School of Economics and Management; **Niels Peter Mols**, U. of Aarhus, School of Economics and Management; **Anders Villadsen**, Aarhus U.

734 : *(Paper Session) - (PNP)* **Network Structure & Connections in Non-Profits**
9:45am - 11:15am Fairmont Chicago: Ambassador Room
Chair: **David R Connelly**, Utah Valley U.
Discussant: **Kira Kristal Reed**, Syracuse U.

- Networks and Social Service Agency Performance: Empirical Links | **Helen Liu**, Indiana U.; **David Reingold**, Indiana U., Bloomington
- Network Structure and the Formation of Collaborative Relationships between Human Services Nonprofits | **Jessica Word**, U. of Nevada, Las Vegas
- Stimulating Advocacy in Charitable Nonprofits: Organizational, Network, and Managerial Factors | **Angela L. Bies**, Texas A&M U.
- Towards a Framework for Profiling Member Outcomes in Multi-Sector Community Collaboratives | **Branda Nowell**, North Carolina State U.; **Pennie Foster-Fishman**, Michigan State U.

735 : *(Paper Session) - (PNP)* **Collaboration & Conflict Management**
9:45am - 11:15am Fairmont Chicago: Regent Room
Chair: **Eric C. Martin**, Eastern Connecticut State U.
Discussant: **Donald P. Moynihan**, U. of Wisconsin, Madison

- The Relationship Between Reproducing Ownership and Sustaining Non-Profit Collaboration | **Nonie Brennan**, Case Western Reserve U.

MONDAY

Thoughts Beyond Green: Mutual Organizational Sustainability in the New Public Service | **Elizabeth Davis**, George Washington U.; **Kathryn E. Newcomer**, George Washington U.; **Janet K. Tinoco**, Embry Riddle Aeronautical U.

Effects of Conflict and Cohesiveness on Nonprofit Board Effectiveness | **Amy Zi Qi Chung**, U. of New South Wales; **Denise M. Jepsen**, U. of Technology, Sydney

Police, public, partners: identities in interaction at a public meeting | **Annette Davies**, Cardiff U.; **Anita Mangan**, U. College Dublin; **Robyn Thomas**, Cardiff U.

736 JS: *(RM, IM, BPS)* **Making the Case: Rhetoric, Rigor and 'Getting it Right' with Case Study Research**
9:45am - 11:15am Sheraton Chicago: Superior A and B
Organizers: **Rebecca Piekkari**, Helsinki School of Economics**; Jane E. Salk**, U. of Texas at Dallas
Participants: **Catherine Welch**, U. of Sydney**; Gabriel Szulanski**, INSEAD**; Karen D Locke**, College of William & Mary**; Eriikka Johanna Paavilainen**, Turku School of Economics

737 : *(Paper Session) - (SIM)* **II.CSR & Corporate Citizenship: Sensemaking and the Creation of Shared Meaning.**
9:45am - 11:15am Fairmont Chicago: Chancellor Room
Chair: **Deborah Vidaver-Cohen**, Florida International U.
Discussant: **Scott Sonenshein**, Rice U.

Corporations as Political Actors: Classifying Corporate Citizenship and Advancing Legitimation | **Dirk Ulrich Gilbert**, U. of Erlangen-Nuremberg; **Iris Sabine Hofmann**, U. of Erlangen-Nuremberg

Authenticity, Identity and Corporate Social Responisibility | **Helen Haugh**, U. of Cambridge

Shaping the processual view of CSR: A multipartite sensemaking-sensegiving conceptualization | **François Maon**, Louvain School of Management; **Valérie Swaen**, Louvain School of Management

The Effects of Business Ethics Education on Moral Efficacy, Moral Meaningfulness, and Moral Courage | **Douglas R May**, U. of Kansas; **Matt Luth**, U. of Kansas; **Catherine E Schwoerer**, U. of Kansas

738 : *(Paper Session) - (SIM)* **I.Ethics & Mgt:Ethical Decision Making and Organizational Membership & Recruitment: Relevance of Ethical Signals, Moral Norms, Moral Identity, Attribution of Responsibility, and Moral Intensity.**
9:45am - 11:15am Fairmont Chicago: Embassy Room
Chair: **Jacqueline N. Hood**, U. of New Mexico
Discussant: **Virginia K. Bratton**, Montana State U.

Go, stop, yield: The effect of ethical signals on recruitment outcomes | **Sandra Wolverton DeGrassi**, Texas A&M U.

The Ethics of Lateral Hiring: A Genealogical Account | **Timothy M. Gardner**, Vanderbilt U.; **Jason Stansbury**, Calvin College; **David W Hart**, Brigham Young U.

Moral Identity Congruence, OCBs and Deviant Behaviors in Organizations | **Curtis Francis Matherne**, East Tennessee State U.; **Tim Barnett**, Mississippi State U.

Effects of Attribution of Responsibility and Moral Intensity on the Ethicality of Layoffs | **Ron Roman**, San Jose State U.; **Juliana Durr Lilly**, Sam Houston State U.; **Meghna Virick**, San Jose State U.

739 JS: *(SIM, BPS)* **Stakeholder Theory's Silver Anniversary: Freeman '84 @ 25**
9:45am - 11:15am Fairmont Chicago: Gold Room
Chair: **Robert A. Phillips**, U. of Richmond
Discussant: **Edward Freeman**, U. of Virginia - Darden

Bounding the World's Misery: Corporate Responsibility and Freeman's Stakeholder Theory | **Heather Elms**, American U.; **Michael E Johnson-Cramer**, Bucknell U.; **Shawn Berman**, U. of New Mexico

It's (the Nature of) Relationships, Stupid! Contributions of Stakeholder Theory in the Past 25 years | **Thomas M. Jones**, U. of Washington

Resetting the Clock, Rediscovering the Business of Stakeholder Management | **Joshua D Margolis**, Harvard U.

Mental Models and Decentering Stakeholder Approaches | **Patricia Werhane**, DePaul U.

740 : *(Paper Session) - (TIM)* **Alliances, Knowledge Sharing and Innovation Outcomes**
9:45am - 11:15am Hyatt Regency Chicago: Crystal C
Chair: **Thorsten Andreas Teichert**, U. of Hamburg

The Dual Role of External Corporate Venturing in Technological Exploration | **Ying Li**, DTU Danish Technical U.; **Vareska Van De Vrande**, Ecole Polytechnique Federale de Lausanne; **Wim Vanhaverbeke**, Hasselt U.

Effects of Alliance Portfolio Resources and Competitive Attributes on Firm Innovation | **Byung Jin (Robert) Park**, Virginia Tech; **Devi R Gnyawali**, Virginia Tech; **Manish K. Srivastava**, Michigan Technological U.

Communication Elements and the Performance of Enterprises' Cooperative Technological Innovation | **Rong Ren**, Shandong U.; **Ming yu Feng**, Shandong U.; **Yan Yan**, Shandong U.

The Importance of Interfirm Cooperation for New Knowledge Search | **Annapoornima M Subramanian**, National U. of Singapore; **Pek-Hooi Soh**, Simon Fraser U.

741 : *(Paper Session) - (TIM)* **Managing New Product Development**
9:45am - 11:15am Hyatt Regency Chicago: Picasso
Chair: **Celine Abecassis-Moedas**, U. Catolica Portuguesa

Experience and Knowledge Similarity as Determinants of Launch Rate in New Product Development | **Kimberly G Nix**, Clemson U.

From Strategic Supplier to Knowledge Broker in the Learning Economy | **Poul Houman Andersen**, Aarhus U.; **Christopher Lettl**, Vienna U. of Economics and Business Administration

Organizing NPD Projects: Single-Firm Projects versus Multi-Firm Projects | **Ferdinand Jaspers**, Rotterdam School of Management, Erasmus U.; **Wilhelm Michel van der Borgh**, Eindhoven U. of Technology

Effectuation in the Context of R&D Projects: Characteristics and Impact on Project Performance | **Daniel Kuepper**, RWTH Aachen U.; **Tina Burkhart**, RWTH Aachen U.

MONDAY

742 👁: *(Paper Session) - (TIM)* **Knowledge, Routines, Adaptation and Change**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 39-43
👁Mechanisms of Aesthetic Exaptation in Artefact Design | **Santi Furnari**, SDA Bocconi U.
👁💻The Effects of Corporate Venture Capital on the Production of Familiar and Unfamiliar Knowledge | **Pek-Hooi Soh**, Simon Fraser U.; **Kwanghui Lim**, U. of Melbourne
👁💻An Agent-Based Model of Organizational Ambidexterity Decisions | **Christine Chou**, National Dong Hwa U.; **Steven O Kimbrough**, Wharton School, U. of Pennsylvania
👁💻Complementarity in Explorative Strategies: Corporate Venture Capital and Corporate Diversification | **Laura Toschi**, U. of Bologna; **Federico Munari**, U. of Bologna

743 👁: *(Paper Session) - (TIM)* **Human Capital, Culture and Innovation**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 44-50
👁💻Determinants of Openness to External Knowledge: Evidence from Academic Research Departments | **Kremena Slavcheva Slavova**, U. Carlos III de Madrid
👁💻When Does Excess Human Capital Enhance Exploration? | **Daniel Tzabbar**, U. of Central Florida; **Terry Amburgey**, U. of Toronto; **Alex Vestal**, U. of Central Florida
👁💻The Influence of Human Resource Management on Innovation: the Mediating Role of Affective Commitment | **Carmen Camelo-Ordaz**, U. de Cadiz; **Joaquin Garcia-Cruz**, Pablo de Olavide U.; **Elena Sousa-ginel**, U. Pablo de Olavide; **Ramón Valle-Cabrera**, U. Pablo de Olavide
✈👁💻Innovative Cultures and Confucian Work Ethics: Learning about Professional Quality | **Quey-Jen Yeh**, National Cheng Kung U.
👁💻Managing Innovation Success: Using Team Development Interventions to Influence Communication | **Deanna M. Kennedy**, U. of Massachusetts Amherst; **Sara A. McComb**, Texas A&M U.
👁💻Team members' Network and the Performance of New Product Development: the Strength of Strong Ties | **Sebastien Brion**, U. de Savoie - IREGE; **Vincent Chauvet**, U. de Savoie - IREGE; **Barthelemy Chollet**, U. de Savoie; **Mickael Geraudel**, U. de Savoie; **Caroline Mothe**, U. de Savoie - IREGE
👁💻Behavioral and Structural Factors Influencing the Decision to Make a Team More Virtual | **Paul Bierly**, James Madison U.; **Eric M. Stark**, James Madison U.; **Steven R. Harper**, James Madison U.

744 💻: *(Paper Session) - (TIM)* **Routines, Innovation and Organizational Change**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 260
Chair: **Jatinder Singh Sidhu**, Rotterdam School of Management, Erasmus U.
💻Do Organisations Dream of Electric Sheep? A Model of Routines Change through Identity Adaptation | **Anna Canato**, Imperial College Business School; **Stefano Brusoni**, Bocconi U.
Making Sense Out of Nonsense: A Garbage Can Model of Organizational Change | **Heidi Bertels**, Stevens Institute of Technology
✈💻Exploration and Exploitation in Competitive Environments: How does Appropriability Factor in? | **Riitta Katila**, Stanford U.; **Risto Miikkulainen**, U. of Texas, Austin
☯✈💻Ambidexterity under the Microscope: Organization Design and Architectural Innovation | **Torsten Schmid**, U. of St. Gallen

745 💻: *(Paper Session) - (TIM)* **Network Position and Performance**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 272
Chair: **Leon A. G. Oerlemans**, Tilburg U.
🏳💻Outside in, Inside Out: Knowledge Heterogeneity and External Ties | **Paola Criscuolo**, Imperial College London; **Linus Dahlander**, Stanford U.; **Ammon Salter**, Imperial College Business School
💻Networks and the Decision to Persist with Underperforming R&D Projects | **Anja Klaukien**, Max Planck Institute of Economics; **Holger Patzelt**, Max Planck Institute of Economics; **Christian Lechner**, Groupe ESC Toulouse Business School
🏳💻Contingent Effects of Social Capital in the UK Biotechnology Alliance Network 1994-2000 | **Anastasios Karamanos**, ESSEC
💻Structural Holes and Innovation: A Contingency Approach | **Ya Lin**, City U. of Hong Kong

Monday 10:15AM

746 : *(AAA)* **Conference Break**
10:15am - 10:45am Hyatt Regency Chicago: Riverside Center- Break

Monday 11:00AM

747 : *(ICW)* **Informal meeting of the European Journal of International Management (EJIM) editorial board members.**
11:00am - 1:00pm Sheraton Chicago: Lincoln Boardroom
Please RSVP to vlad@ru.is by July 15, 2009
Organizer: **Vlad Vaiman**, Reykjavik U.

Monday 11:30AM

748 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Enduring Differences in Performance?**
11:30am - 1:00pm Hyatt Regency Chicago: Acapulco
Chair: **Rogerio Victer**, Fairleigh Dickinson U.
Discussant: **Marvin B Lieberman**, U. of California, Los Angeles
Competitive Heterogeneity in a Commodity Industry | **Gordon Walker**, Southern Methodist U.; **Jody Magliolo**, Southern Methodist U.
✈💻The persistence of abnormal returns in emerging economies: Evidence from Latin America | **Francisco Diaz Hermelo**, U. San Andres; **Hernan Etiennot**, IAE Business School - Austral U.; **Roberto Vassolo**, IAE Business School - Austral U.
🏳📖☯💻How Long Must a Firm be Great to Rule out Luck? Benchmarking Sustained Superior Performance | **Andrew D**

MONDAY

Henderson, U. of Texas, Austin; **Michael Raynor**, Deloitte Consulting; **Mumtaz Ahmed**, Deloitte Consulting

- Empirical Validation of the Resource Based View of the Firm Through Matching Estimation | **Wolfgang Sofka**, ZEW Centre for European Economic Research; **Thorsten Andreas Teichert**, U. of Hamburg

749 : *(Paper Session) - (BPS)* **Strategy Process & Change: Strategic Execution Throughout the Organization**
11:30am - 1:00pm Hyatt Regency Chicago: Addams
Chair: **K. Thomas Chandy**, Santa Clara U.
Discussant: **Richard Whittington**, Said Business School

- Strategic Consensus and Firm Performance: Beyond Management Teams | **Yeqing Bao**, U. of Alabama in Huntsville; **Eric Fong**, U. of Alabama, Huntsville; **Kevin Zhou**, U. of Hong Kong
- Choice, Chance, Determinism: a 40 Years Time Series Analysis of Strategic Events | **Raymond-Alain Thietart**, ESSEC; **Mark de Rond**, Cambridge U.
- Modelling the influence of front-line employee improvisation on opportunity identification | **Thomas Schrettle**, U. of St. Gallen
- Doing one's homework: Preparatory moves, prior experience, and issue-selling success | **Karen Bishop**, Suffolk U.; **Sheila Webber**, Suffolk U.; **Regina O'Neill**, Suffolk U.

750 : *(Paper Session) - (BPS)* **Innovation & Strategic Renewal: Organizational Goals**
11:30am - 1:00pm Hyatt Regency Chicago: Atlanta
Chair: **John Joseph**, Duke U.
Discussant: **Anne Marie Knott**, Washington U.

- The Economic Organization of Public Entrepreneurship | **Peter G Klein**, U. of Missouri; **Anita McGahan**, U. of Toronto; **Christos N. Pitelis**, U. of Cambridge
- Visions in a Warped Crystal Ball: How Past Experience & Divergence From Routines Alter Forecasts | **Russell Coff**, Emory U.; **Rodolphe Durand**, HEC Paris; **Violetta Gerasymenko**, U. Nova of Lisbon
- Learning from Strategic Feedback Gaps: Scope and Environmental Dependency – March 2000 Bubble Burst | **Chanan Ben-Oz**, Technion Israel Institute of Technology; **Avi Fiegenbaum**, Technion Israel Institute of Technology; **Galia Rosen Schwarz**, Technion Israel Institute of Technology; **Paul Feigen**, Technion Israel Institute of Technology

Goals, Attention and Resource Allocation: A Study of Technology Commercialization at Motorola | **John Joseph**, Duke U.; **William Ocasio**, Northwestern U.

751 : *(Paper Session) - (BPS)* **Industry Dynamics: Industry Environment & Complexity**
11:30am - 1:00pm Hyatt Regency Chicago: Burnham
Chair: **Scott G. Johnson**, Oklahoma State U.
Discussant: **Brian Wu**, U. of Michigan, Ann Arbor

- Scenarios for the Road Freight Transport Industry in Brazil | **Pérsio Penteado Pinto Martins**, U. Paulista; **Joao Mauricio Gama Boaventura**, Fundação Instituto de Administração; **Adalberto A. Fischmann**, Sao Paulo U.; **Benny Kramer Costa**, Centro U. Nove de Julho; **Renata Giovinazzo Spers**, Fundação Instituto de Administração
- Prospering in a Hypercompetitive Environment: The Roles of TMT Dynamics and Competitive Behavior | **Ming-Jer Chen**, U. of Virginia; **Hao-Chieh Lin**, National Chung Cheng U.; **John G Michel**, U. of Notre Dame
- Time Compression in Turbulent Environments | **Goncalo Pacheco-de-Almeida**, New York U.
- Complexity Arbitrage, Competition and the Timing of Economic Rents | **Miguel Angel Campo-Rembado**, Dartmouth College

752 : *(Paper Session) - (BPS)* **Alliances & Networks: Contracting & Negotiation**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus G
Chair: **Libby Weber**, U. of Southern California
Discussant: **Africa Arino**, IESE Business School

- Contract Design in Buyer-Supplier Relations: A Closer Look at Specificity and Safeguarding | **Thomas Mellewigt**, Free U. Berlin; **Ingo Weller**, Freie U. Berlin; **Bjoern Eckhard**, Free U. Berlin
- A Focal Firm's Safeguarding Tension among Subcontractors in a Coopetitive Context | **Keng Hsiang Cheng**, National Chung Hsing U.; **Yu-Ching Chiao**, National Chung Hsing U.; **Yi-Hsiang Huang**, National Chung Hsing U.
- The Influence of Governance on Negotiation Strategies in Buyer-Supplier Disputes | **Fabrice Lumineau**, IMD; **James Henderson**, IMD
- The Relationship Between Contract, Relational Governance, & Vendor Profitability in IT Outsourcing | **Anand Gopal**, U. of Maryland, College Park; **Balaji R. Koka**, Rice U.

753 : *(Paper Session) - (BPS)* **Corporate Governance: CEO Status & Power**
11:30am - 1:00pm Hyatt Regency Chicago: Comiskey
Chair: **Peggy M. Lee**, Arizona State U.
Discussant: **Thomas Clarke**, U. of Technology, Sydney

- CEO Celebrity as a Social Construct:Examining the Antecedents of CEO Certification | **Theresa S. Cho**, Seoul National U.; **Yoonju Cho**, Seoul National U.
- CEO Social Status and Managerial Risk Taking | **Jinyu He**, Hong Kong U. of Science and Technology; **Zhi Huang**, Hong Kong U. of Science and Technology
- Top Management Team Human Capital and Strategic Exploration: The Moderating Role of CEO Power | **Alex Vestal**, U. of Central Florida; **Daniel Tzabbar**, U. of Central Florida
- Me or We: The Influence of CEO Values on Organizational Performance | **Liangding Jia**, Nanjing U.; **Peggy M. Lee**, Arizona State U.; **Henry Moon**, London Business School; **Lan Li**, Chinese Entrepreneur Survey System

754 : *(Paper Session) - (BPS)* **Corporate Effects: Governance & Diversification**
11:30am - 1:00pm Hyatt Regency Chicago: Grand C North
Chair: **Michael Abebe**, U. of Texas Pan American
Discussant: **Heather Elms**, American U.

- Do Institutional Owners Matter? Institutional Ownership in Firms' Diversification Process | **Fan Xia**, Peking U.

MONDAY

Shareholder Heterogeneity and Conflicting Goals: The Impact on Strategic Investments | **Toru Yoshikawa**, McMaster U.; **Asli M Colpan**, Kyoto U.; **Takashi Hikino**, Kyoto U.

Stakeholder Influences on Diversification: Implications for Shareholders and Stakeholders | **Parthiban David**, American U.; **Toru Yoshikawa**, McMaster U.; **Jonathan O'Brien**, Rensselaer Polytechnic Institute; **Andrew Delios**, National U. of Singapore

Who's the Boss? In Mergers of Equals | **Youngeun Chu**, U. of Minnesota; **J Myles Shaver**, U. of Minnesota

755 : *(Paper Session) - (BPS)* **Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 28-38

Determinants of Sustainable Innovation in Collaborative Relations | **Bart A.G. Bossink**, VU U.; **Paul W. L. Vlaar**, Vrije U. Amsterdam

Uncertainty, Information Asymmetry and the Decision to Divest | **Naga Lakshmi Damaraju**, Indian School of Business; **Jay B Barney**, Ohio State U.

Absorptive capacity: A critical review of the empirical research since Cohen and Levinthal | **Jarrett Emory Kotrozo**, Cali State U., Stanislaus; **Andrew C. Corbett**, Rensselaer Polytechnic Institute

Explaining Knowledge Stickiness in the Initiation of the External Knowledge Sourcing Process | **Felipe Monteiro**, Wharton School, U. of Pennsylvania

Employee Entrepreneurship and Incumbent Firm Technology: A Complexity Approach | **Martin Ganco**, U. of Illinois, Urbana-Chamaign

The Horizontal Perspective: Linking Solutions and Problems across Organizational Fields | **Zack Kertcher**, U. of Chicago

Outsourcing in High Technology Industries | **Nandini Lahiri**, U. of North Carolina, Chapel Hill; **Sriram Narayanan**, Michigan State U.

Does innovation strategy matter? A study of the effects of exploration and exploitation on IPOs | **Karynne L. Turner**, Georgia State U.; **Vladislav Maksimov**, Georgia State U.

Strategic R&D Disclosures and Patenting | **Sharon D. James**, Ohio State U.

Firms' Innovative Performance: The Mediating Role of Innovative Collaborations | **Lena Lee**, National U. of Singapore

756 SHCS: *(BPS, OB, OMT)* **Forging a Path Forward: How to Get More Value from Management Research**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus IJ
Organizer: **Michael L. Barnett**, U. of South Florida

Our Field's Devotion to Theory Stymies Our Significance | **Donald C. Hambrick**, Pennsylvania State U.

Misuse of Statistical Methods in Management Research | **William H. Starbuck**, U. of Oregon

Discovering the Uses of Evidence | **Denise M. Rousseau**, Carnegie Mellon U.

Looking for Research Value? Look to the Classroom | **James P. Walsh**, U. of Michigan, Ann Arbor

Can We Collude to Cumulate Knowledge? Exploring Management Roadmaps | **Michael L. Barnett**, U. of South Florida

757 : *(Paper Session) - (CAR)* **Career Success: Countries, Competencies, Contexts, and Chromosomes**
11:30am - 1:00pm Sheraton Chicago: Chicago 10
Chair: **Helen LaVan**, DePaul U.
Discussant: **Barbara A. Ribbens**, Western Illinois U.

Successful Pursuit of a Boundaryless Career: Career Competencies Perspective | **Sidika Nihal Colakoglu**, Norfolk State U.

Men and Women – what else? Gender role types and their effects on objective career success over time | **Thomas M. Schneidhofer**, WU Vienna; **Michael Schiffinger**, WU Vienna; **Wolfgang Mayrhofer**, WU Vienna

Personal and Contextual Antecedents of Career Satisfaction | **Baek-Kyoo Joo**, Winona State U.

Cracking the fortune cookies: Influencing factors in career success across 11 countries | **Barbara Demel**, WirtschaftsU. Wien; **Yan Shen**, Boston U.; **Douglas T. Hall**, Boston U.; **Wolfgang Mayrhofer**, WU Vienna; **Katharina Chudzikowski**, WirtschaftsU. Wien; **Julie Unite**, Northern Illinois U.; **Jon P. Briscoe**, Northern Illinois U.; **Rohayu Abdul-Ghani**, U. Kebangsaan Malaysia; **Biljana Bogicevic Milikic**, Faculty of Economics Belgrade, Serbia; **Ociel Colorado**, Tecnológico de Monterrey; **Zhangfeng Fei**, Donghua U.; **Mireia Las Heras**, Boston U.; **Enrique Ogliastri**, IE and INCAE; **Asya Pazy**, Tel Aviv U.; **June M. L. Poon**, U. Kebangsaan Malaysia; **Dana Shefer**, Tel Aviv U.; **Mami Taniguchi**, Waseda U.; **Jelena Zikic**, York U.

758 : *(Paper Session) - (CAR)* **Transitioning to Roads Less Traveled**
11:30am - 1:00pm Sheraton Chicago: Huron Room
Chair: **Darlene Alexander-Houle**, Hewlett Packard
Discussant: **Dorothy Perrin Moore**, Citadel

Encore careers: Looking to make a difference | **Jaron Harvey**, U. of Oklahoma

Intelligent Career Divestments | **Konstantin Korotov**, ESMT; **Svetlana Khapova**, VU U. Amsterdam

How Do Retired Military Officers Start Anew? A Phenomenological Study of Life Transition | **Sydney Savion**, George Washington U.; **Michael Marquardt**, George Washington U.

Crossing boundaries: How for profit executives become effective nonprofit CEOs | **Antoinette La Belle**, Case Western Reserve U.; **Paul Salipante**, Case Western Reserve U.; **Sheri Perelli**, Case Western Reserve U.

Predicting Retirement Decision: A Meta-analytic Review | **Yujie Zhan**, U. of Maryland, College Park; **Songqi Liu**, U. of Maryland, College Park; **Lauren A Murphy**, Portland State U.; **Mo Wang**, U. of Maryland, College Park; **Todd Bodner**, Portland State U.; **Zheyu Zhang**, CCSI Company

759 CAU: *(CAU)* **Public Policy on Equal Treatment:A Cross-Cultural, Multi-National Study**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 269
Organizers: **Rana Haq**, Laurentian U.**; Eddy S. Ng**, California State Polytechnic U.

MONDAY

760 🕮☯✈💻CAU: *(CAU)* **Indian Academy of Management**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 281
Organizers: **Arup Varma**, Loyola U. Chicago**; Dharm P. S. Bhawuk**, U. of Hawaii, Manoa

761 ✈💻CAU: *(CAU)* **Russian and CIS Management Research Caucus**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 283
Organizers: **Carl Fey**, Stockholm School of Economics**; Sheila M. Puffer**, Northeastern U.

762 🗪CAU: *(CAU)* **How to make green matter on campus**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 284
Organizers: **Jean-Marie Kauth**, Benedictine U.**; John Kevin Doyle**, Benedictine U.

763 🗪💻CAU: *(CAU)* **Cooperative Organizations and Sustainable Development**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 285
Organizers: **James J Kennelly**, Skidmore College**; Christopher Whann**, Empire State College, State U. of New York

764 💻: *(Paper Session) - (CM)* **Different Faces of Power that Affect Disputes and Decision Making**
11:30am - 1:00pm Sheraton Chicago: Chicago 8
Chair: **Lakshmi Ramarajan**, Harvard U.
✈💻The Influence of Culture on the Interpersonal Effects of Anger in Negotiations | **Hajo Adam**, INSEAD; **Aiwa Shirako**, U. of California, Berkeley; **William W. Maddux**, INSEAD
💻Conflict Management and Team Decision-Making: The Role of Power and the Physiology of the Human Body | **Frank De Wit**, Leiden U.
Power and Decision Making in Negotiation: Predictions from Construal Level Theory | **Ronny Ben-Dov**, Tel Aviv U.; **Daniel Heller**, Tel Aviv U.
☯🗪💻Big Water Tales and Small Town Stories: Power and Identity in Environmental Disputes | **Ralph Hanke**, Bowling Green State U.; **Barbara Gray**, Pennsylvania State U.; **Boris H. J. M. Brummans**, U. de Montréal

765 💻: *(Paper Session) - (CM)* **Coming Together: Managing Conflict While Forming Relationships and Partnerships**
11:30am - 1:00pm Sheraton Chicago: Erie Room
Chair: **Charlotte Rayner**, U. of Portsmouth
💻Conflict Management in Public-Private Partnerships: The Case of the London Underground | **Denise Savage**, Queen's U. Belfast; **Paul Teague**, Queen's U. Belfast
✈Relationships and Discussion for Privatizing State Owned Enterprises in China: Deciding Next Steps | **Dean Tjosvold**, Lingnan U.; **Yi Feng Chen**, Lingnan U.; **Sofia Fang Su**, Shanghai U. of Finance and Economics; **Yi Liao**, Lingnan U.
✈💻Effects of (Inter)Organizational Conflict: Policy Drift | **Annemarije Oosterwaal**, Utrecht U.; **René Torenvlied**, Utrecht U.
Winner of CM Division Best Paper Award - Conflict in Context
💻A Reciprocal Model of Intergroup Conflict and Post-Merger Organizational Integration | **Kangyong Sun**, U. of Minnesota; **Andrew H. Van de Ven**, U. of Minnesota

766 👁: *(Paper Session) - (CMS)* **CMS Visual Papers**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV CMS 1
Presented on Panels 1-13
Facilitator: **Craig Prichard**, Massey U.
👁Conscious Consumption in Brazil: "Greening the Corporation" Through Organizational Discourses. | **Denise Franca Barros**, EBAPE-FGV; **Alessandra Mello Costa**, EBAPE-FGV; **João Felipe Rammelt Sauerbronn**, EBAPE-FGV; **Eduardo André Teixeira Ayrosa**, EBAPE-FGV
✈👁Unfolding creative process in GDT: Brazilian team work with SW, FR & IN counterparts | **Rosana Silveira Reis**, U. of Bologna - UNIBO; **Françoise Chevalier**, HEC
👁💻The Constitutive Role of Roadmaps and Timelines in Joint Project Development | **Senem Guney**, State U. of New York, Albany; **James R Taylor**, -
✈🗪👁💻Negotiated locally and marketed globally | **George Kandathil**, Cornell U.
👁💻Masculinities under Threat: Visual Representations of Symbolic Violence | **Rafael Alcadipani**, EAESP-FGV; **Maria Jose Tonelli**, Fundação Getulio Vargas
👁💻The limits to accessibility: Body politics in an urban planning organization | **Torkild Thanem**, Stockholm U.
🗪👁The Problematization of Garbage and the Scavenger's Governmentality in Rio de Janeiro City, Brazil | **Luis Cesar Araujo**, Escola Brasileira de Administração Publica e de Empresas; **Scarlet Carmo**, Unigranrio, EBAPE/FGV
✈👁Transforming and negotiating organizational space: A visual study of university libraries | **Sharon Schembri**, Griffith U.; **Maree Veronica Boyle**, Griffith U.
👁💻An Exploration of Factors Predicting Work Alienation of Knowledge Workers | **Nisha Nair**, Indian Institute of Management, Ahmedabad; **Neharika Vohra**, Indian Institute of Management, Ahmedabad
🗪👁What is wrong with food waste? | **Sharon Sze Lun Chan**, Monash U.; **Jan Schapper**, Monash U.
👁💻Finding Fame: The Creation of the Celebrity Chef | **Natasha Slutskaya**, Brunel Business School; **Andre Spicer**, U. of Warwick
👁US Press and the Highest Glass Ceiling: WSJ Coverage of Hillary Clinton and Sarah Palin | **Linda A Krefting**, Texas Tech U.

767 ☯💻: *(Paper Session) - (CMS)* **Power and Management Practice**
11:30am - 1:00pm Hyatt Regency Chicago: Toronto
Chair: **Kathleen Marshall Park**, Massachusetts Institute of Technology
💻They should listen to us. A process of accomodation to unexpected resistance in the workplace | **David Courpasson**, EM Lyon; **Françoise Dany**, EM Lyon; **Stewart Clegg**, U. of Technology, Sydney
✈The emergence of Israel's field of management as a dynamic of overlapping fields | **Michal Frenkel**, Hebrew U. of Jerusalem
💻Silenced musicians: the major labels' discursive work in the reproduction of the institutional order | **Antoine Blanc**, U-Paris Dauphine; **Isabelle Huault**, U-Paris Dauphine
💻Busting Stereotypes? A Critical Analysis of Recruitment Messages from ICAO | **Peggy Wallace**, Trent U.

MONDAY

768 💻: *(Paper Session) - (ENT)* **Contextual Issues in VC Funding**
11:30am - 1:00pm Hyatt Regency Chicago: Field
Chair: **Thomas Keil**, Helsinki U. of Technology
💻Technological and Regional Prominence: Why Some Ventures Fail, Others Survive, and Some Even Thrive | **Shaila Miranda**, U. of Oklahoma
🏳✈💻Evaluation or Attention: How do Social Ties Matter in Venture Financing? | **Yanbo Wang**, Massachusetts Institute of Technology
💻A longitudinal study on the impact of venture capital firm heterogeneity on portfolio company growth | **Tom R. Vanacker**, Ghent U.
🏳✈💻An Option to Partner: A Dyadic Analysis of CVC Relationships | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Corey Phelps**, U. of Washington

769 💻: *(Paper Session) - (ENT)* **New Venture Creation: Discovery and Early Development**
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Chair: **Dawn R. DeTienne**, Colorado State U.
💻Passive Search or Active Alertness? A Causal Mapping Approach to Implementing Informed Foresight | **William Acar**, Kent State U.; **Sergey Anokhin**, Kent State U.
💻Materiality and felicitous opportunity | **Philip Roscoe**, CEROM Montpellier Business School; **Allan Discua**, Lancaster U.; **Carole Howorth**, Lancaster U.
Trait-based Imitation among Entrepreneurial Market Entrants | **Richard John Gentry**, West Virginia U.; **Mark A Jamison**, U. of Florida
💻Developing New Ventures' First Product | **Michael Song**, U. of Missouri - Kansas City; **Lisa Z. Song**, U. of Missouri at Kansas City; **Dirk Libaers**, U. of Missouri-Kansas City

770 💻: *(Paper Session) - (ENT)* **Entrepreneurship and Institutions: Various Themes**
11:30am - 1:00pm Hyatt Regency Chicago: New Orleans
Chair: **Joseph P. Eshun**, East Stroudsburg U.
💻Standing on Shaky Ground: Frames and Emergent Institutions in the U.S. Wireless Telegraphy Field | **Phillip H. Kim**, U. of Wisconsin-Madison; **Stephen Lippmann**, Miami U. Ohio
Survival: Mimetic Practice in the Emerging Field of U.S. Hedge Fund Management Companies | **Justin I. Miller**, New York U.
💻Institutional environments and entrepreneurial actions: The mediating role of aspirations | **Sanjay Goel**, U. of Minnesota, Duluth; **Ranjan Karri**, U. of Illinois at Springfield
💻Towards a Better Understanding of Schumpeter's Theory of Creative Destruction | **Scott Latham**, U. of Massachusetts, Lowell; **Craig Randall**, Bentley U.

771 💻JS: *(ENT, MOC, OB)* **Psychological Determinants of Entrepreneurial Action**
11:30am - 1:00pm Hyatt Regency Chicago: Grand B
Chair: **J. Craig Wallace**, Oklahoma State U.
Discussant: **Robert Baron**, Rensselaer Polytechnic Institute
Positive Affect and New Venture Performance: Evidence for a Curvilinear Relationship | **Jintong Tang**, Saint Louis U.; **Robert Baron**, Rensselaer Polytechnic Institute
Creative Self-Efficacy, Regulatory Focus and Innovation | **Paul Johnson**, Oklahoma State U.; **J. Craig Wallace**, Oklahoma State U.; **Aaron Hill**, Oklahoma State U.; **Jason Ridge**, Oklahoma State U.
Entrepreneurial Motivational Foci and Firm Performance: The Moderating Role of Environmental Dynamism | **Aaron Hill**, Oklahoma State U.; **Jason Ridge**, Oklahoma State U.; **J. Craig Wallace**, Oklahoma State U.; **Paul Johnson**, Oklahoma State U.
Towards a Unified Theory of Entrepreneurial Cognition: Theoretical and Model Development | **David M. Townsend**, North Carolina State U.; **J. Robert Mitchell**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma; **Ronald K. Mitchell**, Texas Tech U.

772 👁: *(Paper Session) - (GDO)* **Diversity and Teams**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 14-17
👁Disclosure Decisions and Impacts of Disclosing Stigmatized Identities in Virtual Teams | **Janice Lo**, Baylor U.; **Cindy Riemenschneider**, Baylor U.
👁The Role of Communication on the Demographic Faultlines and Group Performance Relationship | **Davina E. Vora**, State U. of New York, New Paltz
👁💻Social Identities and Intergroup Behavior in Diverse Teams: The Role of Intergroup Behavior | **Patricia Garcia-Prieto**, U. Libre de Bruxelles; **Veronique Tran**, ESCP-EAP European School of Management; **Marcus Maharg Stewart**, Bentley U.; **Diane Mackie**, U. of California, Santa Barbara
👁Team Diversity and Performance: A Temporal Orientation Approach | **Wei Chen**, Texas Tech U.

773 💻: *(Paper Session) - (GDO)* **Diversity of Perspectives, Social Capital, and Team Performance**
11:30am - 1:00pm Sheraton Chicago: Chicago 9
Chair: **Taryn Lyn Stanko**, U. of Oregon
Discussant: **Anne D. Smith**, U. of Tennessee
💻The Ways Teams Think: Contributions of Team Thought Diversity to Innovation | **Corinne Post**, Lehigh U.; **Emilio De Lia**, Rutgers U.; **Nancy DiTomaso**, Rutgers U.
💻Functional Diversity and Team Innovation: The Moderating Role of Transformational Leadership | **Hendrik Huettermann**, U. of Konstanz; **Sabine Boerner**, U. of Konstanz
Human Resource Diversity in the Creation of Social Capital for Team Innovation | **Jing Han**, Peking U.; **Daniel J. Brass**, U. of Kentucky; **Jian Han**, CEIBS
💻The Internal and External Social Capital of Diverse R&D Teams: The Role of Task Characteristics | **Yun Chung**, U. of Idaho

774 💻JS: *(GDO, CAR, OB)* **Beyond Work and Family: Adopting a Broader Perspective on Nonwork Roles**
11:30am - 1:00pm Sheraton Chicago: Chicago 7
Chair: **Ann Marie Ryan**, Michigan State U.
Investigating the Relative Contribution of Psychological and Behavioral Involvement in Nonwork Roles | **Marcus M. Butts**, U. of Texas, Arlington; **Lillian Eby**, U. of Georgia

MONDAY

Testing a Model of Work Interference with Multiple Life Domains | **Jessica Fandre**, Michigan State U.; **Elizabeth Poposki**, Michigan State U.; **Ruchi Sinha**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.

Extending Work-Family Balance to Work-Life Balance: Examining Organizational Consequences | **Paula Brough**, Griffith U.; **Carolyn Timms**, Griffith U.

Breaking the "Iron" Barrier: The Role of Household Labor on Health Perceptions of Working Couples | **Katina B. Sawyer**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Robert Drago**, Pennsylvania State U.

Presenters: **Marcus M. Butts**, U. of Texas, Arlington**; Jessica Fandre**, Michigan State U.**; Paula Brough**, Griffith U.**; Katina B. Sawyer**, Pennsylvania State U.

Participants: **Lillian Eby**, U. of Georgia**; Elizabeth Poposki**, Michigan State U.**; Ruchi Sinha**, Michigan State U.**; Ann Marie Ryan**, Michigan State U.**; Carolyn Timms**, Griffith U.**; Jeanette N. Cleveland**, Pennsylvania State U.**; Robert Drago**, Pennsylvania State U.

775 💻JS: *(GDO, OB, CM)* **Diversity 2.0: Using Context to Create New Visions of Traditional Dimensions of Difference**

11:30am - 1:00pm Sheraton Chicago: Ontario Room

Organizers: **Andrea Maurizio**, Cornell U.**; Melissa C. Thomas-Hunt**, Cornell U.

Discussant: **Quinetta Roberson**, Villanova U.

Diversity (In)visibility and Task Relatedness in Work Groups: Performance Effects over Time in Punk Rock Bands | **Karen A. Jehn**, Leiden U.; **Donald E. Conlon**, Michigan State U.; **Lindred Greer**, U. of Amsterdam

Diversity Is in the Eye of the Beholder: How Majority and Minority Group Members Perceive Organizational Diversity | **Miguel M. Unzueta**, UCLA; **Kevin Binnings**, Stanford U.

Diversity in Hiring: Interaction Effects of Multiple Status Cues on Judgments of Candidate Suitability | **Andrea Maurizio**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.; **Tiffany Galvin**, U. of Massachusetts, Amherst

The Impact of Race and Socio-Economic Status on Social Judgment | **Michelle Duguid**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.

Status Transference in Mentor-Mentee Relationships: The Role of Gender | **Jiunwen Wang**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.

Presenters: **Miguel M. Unzueta**, UCLA**; Michelle Duguid**, Cornell U.**; Lindred Greer**, U. of Amsterdam**; Jiunwen Wang**, Northwestern U.

Participants: **Katherine W. Phillips**, Northwestern U.**; Karen A. Jehn**, Leiden U.**; Donald E. Conlon**, Michigan State U.**; Kevin Binnings**, Stanford U.**; Tiffany Galvin**, U. of Massachusetts, Amherst

776 : *(Paper Session) - (HCM)* **Healthcare Information Technology: Organizational Characteristics and Outcomes**

11:30am - 1:00pm Swissôtel Chicago: Vevey Salon 4

Chair: **Grant T. Savage**, U. of Missouri

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

💻An Examination of Strategic Group Measurement and Technology in Nursing Homes | **Alexandre Laberge**, U. of Florida

HCM Best Paper Based on a Dissertation Nominee

☯💻Influence of Environmental and Organizational Factors on Hospitals' Clinical IT Sophistication | **Qian Xiao**, West Texas A&M U.; **Keke Wu**, U. of Alabama, Tuscaloosa

✈Innovation and Decision-Making in Health Care: Insights from the Medical and Management Literatures | **Russell Seidle**, McGill U.

☯Management Practices that Support the Use of eHealth Technologies | **Kathryn H. Dansky**, Pennsylvania State U.

777 👁: *(Paper Session) - (HR)* **Employee Development, Diversity, and Information Systems**

11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV HR 1

Presented on Panels 59-64

👁💻Moderating Role of Content Complexity on the Relation between Training Media and Training Outcomes | **Benjamin P Granger**, U. of South Florida; **Edward L Levine**, U. of South Florida

🗪👁The Influence of Human Capital Investments and Manpower Re-deployment on Organizational Performance | **Yen-Fen Lo**, Shih Chien U.; **Hsiao-Yun Huang**, Shih Chien U.

✈👁💻Empowerment of Employees: Using Multi-Rater Perspective | **Manjari Singh**, Indian Institute of Management, Ahmedabad; **Anita Sarkar**, Indian Institute of Management, Ahmedabad

👁💻eHRM System Quality and User Acceptance | **Indu Ramachandran**, U. of Texas at San Antonio; **Vishag Badrinarayanan**, Texas State U.; **Kim Clark**, U. of Texas, San Antonio

✈👁Employee Perceptions of Human Resource Diversity Management Practices in Australia | **Brian D'Netto**, Australian Catholic U.; **Manjit Monga**, U. of South Australia; **Jie Shen**, U. of South Australia; **John Chelliah**, U. of Technology, Sydney

✈👁💻Language Diversity and Human Resource Practices in Foreign Subsidiaries | **Floor Van Den Born**, HEC; **Vesa Matti Peltokorpi**, HEC

778 👁: *(Paper Session) - (HR)* **Strategic Human Resources Management: HR Practices and Performance**

11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV HR 2

Presented on Panels 65-69

👁💻HRM, satisfaction and performance: A multilevel test | **Corine Boon**, Tilburg U. / Erasmus U.; **Robert M. Verburg**, Delft U. of Technology

👁HRM and Strategic Capability: Exploring the Linkage in the Management Consulting Industry | **Andrea Kim**, Rutgers U., SPAA

👁💻Impacts of HR Service Quality and Expectations of HR Contributions on HR Strategic Participation | **Jin-Feng Uen**, National Sun Yat-sen U.; **Shu-Yuan Chen**, National Sun Yat-sen U.; **Pai-Wei Tseng**, National Sun Yat-sen U.

☯✈👁💻HR Strategy and Business Strategy Alignment: Operationalizing the Dynamics of Fit | **Liza Castro Christiansen**, Henley Business School; **Malcolm Higgs**, Southampton U. School of Management

MONDAY

Strategic Human Resource Management in Small Businesses: The role of Intrinsic HRM | **Mathew R Allen**, Northeastern U.; **Jeff Ericksen**, U. of Illinois, Urbana-Champaign

779 : *(Paper Session) - (HR)* **Human Resources and Competitive Advantage**
11:30am - 1:00pm Sheraton Chicago: Sheraton 4
Chair: **Janice C. Molloy**, Michigan State U.
Discussant: **David P. Lepak**, Rutgers U.
Experience on the line: The impact of firm-specific knowledge and experience on NFL performance | **Anne Parmigiani**, U. of Oregon; **James R Terborg**, U. of Oregon
The imitability of HR systems: Top-management team knowledge, causal ambiguity, and HR philosophy | **Jeffrey B. Arthur**, Virginia Polytechnic Institute; **Andrew O. Herdman**, East Carolina U.
High Performance Work Systems And Firm Performance: The Mediating Role Of Organizational Energy | **Heike Bruch**, U. of St. Gallen; **Jochen I. Menges**, U. of St. Gallen; **Michael S. Cole**, Texas Christian U.; **Bernd Vogel**, U. of Reading
Strategic HRM 2.0: Relationships among Human Capital, Social Capital, Behaviors, and Performance | **Christopher Harris**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington; **Patrick Wright**, Cornell U.

780 JS: *(HR, CM)* **Perceived Politics and Political Skill: Exploring The Different Faces of Politics in Organizations**
11:30am - 1:00pm Sheraton Chicago: Sheraton 3
Chairs: **Christopher C. Rosen**, U. of Arkansas, Fayetteville**; Lance Ferris**, Singapore Management U.
Discussant: **L A Witt**, U. of Houston
Perceived Politics and Employee Outcomes: A Test of Competing Theoretical Perspectives | **Lance Ferris**, Singapore Management U.; **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Douglas J. Brown**, U. of Waterloo
Optimists' Reactions to Workplace Politics: "Not a Problem" or "Woe is Me"? | **Wayne A. Hochwarter**, Florida State U.; **Kenneth R Thompson**, DePaul U.
Political Skill as a Neutralizer of Generational-Related Stress: A Multiple Study Investigation | **Laci Mae Rogers**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Pamela L. Perrewe**, Florida State U.; **Gerald R. Ferris**, Florida State U.
The Relationship Between Leader Political Skill, TMX, and Work Outcome Relationships | **Kenneth J. Harris**, Indiana U., Southeast; **K. Michele Kacmar**, U. of Alabama

781 : *(IM)* **IMD-AIB Joint Symposium on "State-of-the-Art Research on Emerging Markets"**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal B
Organizers: **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies**; Ravi Ramamurti**, Northeastern U.
Distinguished Speakers: **Anil K Gupta**, U. of Maryland, College Park**; Tarun Khanna**, Harvard U.**; Donald Lessard**, Massachusetts Institute of Technology**; Srilata Zaheer**, U. of Minnesota**; Mike Peng**, U. of Texas at Dallas
Global Strategy and Emerging Markets | **Anil K Gupta**, U. of Maryland, College Park
Business Groups in Emerging Markets | **Tarun Khanna**, Harvard U.
Global Competitors from Emerging Markets | **Donald Lessard**, Massachusetts Institute of Technology
Softpower Capability in Emerging Markets: the Case of India | **Srilata Zaheer**, U. of Minnesota
Institutions in Emerging Markets | **Mike Peng**, U. of Texas at Dallas

782 : *(Paper Session) - (IM)* **Corporate Social Responsibility in IB**
11:30am - 1:00pm Hyatt Regency Chicago: McCormick
Chair: **Yong-Sik Hwang**, Sejong U.
Discussant: **Karen Paul**, Florida International U.
The Impact of National Institutional Context on Social Responsibility | **Jill M. Purdy**, U. of Washington, Tacoma; **Elizabeth A. Alexander**, U. of Washington, Tacoma; **Stern Neill**, California Polytechnic State U., San Luis Obispo
Propensity to Support Sustainability Initiatives: A Cross-national Model | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Helena M. Addae**, U. of Wisconsin, Whitewater; **John Cullen**, Washington State U.
Do Corporate Social Responsibility Practices Make a Difference in Eastern and Western Contexts? | **Yu-Chen Wei**, National Changhua U. of Education; **Carolyn P. Egri**, Simon Fraser U.; **Carol Yeh-Yun Lin**, National Chengchi U.
Myth or Reality? Understanding the Impact of BOP Initiatives on Poverty | **Carlos Rufin**, Suffolk U.; **Miguel Rivera-Santos**, Babson College

783 : *(Paper Session) - (IM)* **National Competitiveness and International Economics**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 39-47
Matrix Strategies and Structures in MNCs | **William G Egelhoff**, Fordham U.; **Joachim Wolf**, Christian-Albrechts-U. of Kiel
Post-Acquisition Restructuring, HRM Policies and Performance | **Hein Bogaard**, U. of Michigan, Ann Arbor; **Jan Svejnar**, U. of Michigan
Cross-Cultural Training on Cross-Cultural Adjustment: The Mediating Effect of Relationship Learning | **Yi-Ping Lin**, National Kaohsiung Marine U.; **Yu-Chuan Tung**, Naional Kaohsiung U. of Applied Sciences; **Chen-Chou Chang**, Southern Taiwan U.
Human Capital, Social Capital, and Knowledge Transfer from Global Headquarters to Subsidiaries | **Sachiko Yamao**, U. of Melbourne
The Effect of Institutions and Incentives on Firm Performance: Transition Economy Evidence | **Aldas Kriauciunas**, Purdue U.; **George A. Shinkle**, Purdue U., West Lafayette
Performance Implications and Constraints of WOFS RBSs in Volatile Regulatory Environments | **George O. White III**, U. of Michigan - Flint; **Laurence Anthony Marsh**, U. of Texas at El Paso; **Frank Hoy**, Worcester Polytechnic Institute
About Strange Lands and People - Explaining Relationship Conflicts in Multi-Cultural Teams | **Viviane Annette Winkler**, U. of Greifswald

MONDAY

Uncertainy and Ownership-based Entry Mode: International Mergers and Acquisitions by Chinese Firms | **Zhenzhen Xie**, Hong Kong U. of Science & Technology

The Interaction Effect of Technological Position and Market Position on R&D Alliance Formation | **Bau-Jung Chang**, National Taiwan U.; **Hsiu-Ling Li**, National Taiwan U.; **Shuwen Wang**, National Taiwan U.; **Shihmin Jimmy Lo**, National Chi Nan U.

Local Network Resources and the Propensity to Export | **Dirk Michael Boehe**, Insper Institute of Education and Research

784 : *(Paper Session) - (IM)* **TMT and Executive Perceptions**
11:30am - 1:00pm Hyatt Regency Chicago: Soldier Field
Chair: **David C. Thomas**, Simon Fraser U.
Discussant: **Vas Taras**, U. of North Carolina Greensboro

TMT Structure Change and Internationalization Degree Change: The Study of CEO Succession Event (WITHDRAWN) | **Wen-Ting Lin**, Tunghai U.; **Yunshi Liu**, National Yunlin U. of Science and Technology; **Kuei-Yang Cheng**, National Taiwan U.

Host Country Executives' Assessments of International Joint Ventures and Divestitures | **Tony W. Tong**, U. of Colorado; **Jeffrey J. Reuer**, Purdue U.; **Beverly B. Tyler**, North Carolina State U.; **Shujun Zhang**, Sun Yat-Sen U.

The Reasons for the Existence of the Firm: Germany and Japan Compared | **Michael A. Witt**, INSEAD; **Gordon Redding**, INSEAD

Uncertainty Sources Perceived by Executives in the U.S., Taiwan and Mexico: Building Context Theory | **Jeff Vanevenhoven**, U. of Wisconsin, Whitewater; **Richard L Priem**, U. of Wisconsin, Milwaukee

785 : *(Paper Session) - (IM)* **Clustering**
11:30am - 1:00pm Hyatt Regency Chicago: Wrigley
Chair: **Charles Wankel**, St. John's U., New York
Discussant: **Robert D. Hamilton**, Temple U.

Dynamics of Coopetition Networks and Innovation | **Kuen-Shiou Yang**, National Taiwan U.

Accessing and Leveraging Knowledge Within IT Clusters. The Bangalore Experience | **Federica Angeli**, Maastricht U. India Institute; **Andrea Lipparini**, U. of Bologna

Legitimation, Agglomeration and Connection: International Clustering and Subsidiary Performance | **Jing'an Tang**, Sacred Heart U.

Outsider's Influence on Indigenous Firm Innovation in Industry Clusters | **Dean A. Hennessy**, Tilburg U.

786 : *(Paper Session) - (IP)* **Current Issues in Capability Development**
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 1
Facilitator: **Joseph E Coombs**, Texas A&M U.

TIM: Solving Innovation Paradox with Lower-Level Ambidextrous Capabilities | **Hong Jiang**, U. of New South Wales; **Feng-bin Wang**, Renmin U. of China

BPS: Developing and exercising dynamic political capabilities: the case of European airlines | **Thomas Lawton**, Cranfield U.; **Tazeeb Rajwani**, Cranfield U.

BPS: A Multidimensional Approach to Firm Growth: Size, Relationships and Capabilities in Action | **Andrea Furlan**, U. of Padova; **Roberto Grandinetti**, U. of Padova

IM: An Institutional Perspective on the Effects of International Expansion on Capability Evolution | **Hamid Akbari**, York U.

787 : *(Paper Session) - (IP)* **Diffusion, Adoption, and Standardization of Technology**
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 2
Facilitator: **Lynn W Bakstran**, Western New England College

TIM: Surgeon Acceptance of Computer Assisted Surgery | **Jonathan Brewster**, Case Western Reserve U.; **Sheri Perelli**, Case Western Reserve U.

TIM: Understanding the Outcome of Standards Battles in the Home Networking Industry: An AHP Analysis | **Geerten van de Kaa**, Delft U. of Technology; **Henk de Vries**, RSM Erasmus U.; **Eric van Heck**, Rotterdam School of Management, Erasmus U.

TIM: How Does Scientific Know-How Diffuse Across Organizations? | **Andrew Nelson**, U. of Oregon

OCIS: Managerial Responses to IT Implementation: The Case of French Public Middle-Managers | **Christophe Max-Olivier Elie-Dit-Cosaque**, CEROM Montpellier Business School

TIM: Standards as the Cornerstone of Technology-based Competition: Accomplishment and Challenges | **Vadake Narayanan**, Drexel U.; **Tianxu Chen**, Drexel U.

788 : *(Paper Session) - (IP)* **Stakeholder Perspectives in Examining Social Issues**
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 3
Facilitator: **Russell W. Robbins**, U. of Pittsburgh

SIM: Implications of Habermasian Philosophy for a Reconstructed Integrative Social Contracts Theory | **Dirk Ulrich Gilbert**, U. of Erlangen-Nuremberg; **Michael Behnam**, Suffolk U.

SIM: The role of stakeholder theory and multinational firms in institutional and economic development | **Paul C Godfrey**, Brigham Young U.

SIM: The Other Side of Stakeholder Theory:A Paradoxical Approach to Managing Social Responsibility | **Wendy K. Smith**, U. of Delaware

SIM: A configurations approach to linking corporate social performance and organizational performance | **Jae Hwan Lee**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.

SIM: New perspectives on managerial fraud detection: the role of growth, strategy, and stakeholders | **Claudia Gabbioneta**, IULM U.; **Mario Minoja**, Bocconi U.

789 : *(Paper Session) - (IP)* **Customer-Focused Research**
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 4
Facilitator: **Leland E. Taylor**, Houston Baptist U.

RM: Who are the Customer Evangelists? How Worthy are They? A Network Model to Measure CRV | **Guillermo Armelini**, ESE Graduate Business School, U. de los Andes, Chile; **Erica Helena Salvaj**, ESE Graduate Business School, U. de los Andes, Chile; **Julian Villanueva**, IESE Business School

MONDAY

OM: Moderating of Technology Acceptance Perspectives on E-Service Quality Formation | **Feng-Hui Lee**, National Cheng Kung U.; **Wann-Yih Wu**, National Cheng Kung U.

BPS: Velocity: A definition, a measure, and customers as an antecedent | **Chris Meyer**, U. of Massachusetts Amherst

TIM: Has the Internet Accelerated the Diffusion of New Products? | **Jeffrey T. Prince**, Cornell U.; **Daniel H. Simon**, Cornell U.

790 : *(Paper Session) - (IP)* **Upper Echelons Perspectives**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Edythe McNickle**, U. of Phoenix-Central Florida Campus

HR: Executive Work Design | **Gerald R. Ferris**, Florida State U.; **Timothy P. Munyon**, Florida State U.; **James K Summers**, Florida State U.; **Michael R. Buckley**, U. of Oklahoma; **Annette L. Ranft**, Florida State U.

RM: Rigor in Survey-Based Upper Echelons Research: A Two-Decade Study of Threats, Trade-Offs, and Trends | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. of Connecticut, Storrs; **Smriti Prabhakar**, U. of Connecticut

OMT: Corporate Headquarters Change: Investigating Antecedents from an Upper Echelons Perspective | **Sven Kunisch**, U. of St. Gallen; **Torsten Schmid**, U. of St. Gallen

791 : *(Paper Session) - (IP)* **Leadership Research: Focus on the Leader**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Diane E. Johnson**, U. of Alabama, Tuscaloosa

HR: The Coming Leadership Gap: Leadership Challenges Affected by the Predicted Competency Shortage | **Steven B Wolff**, Hay Group; **Anthony Callahan**, Hay Group; **Signe Spencer**, Hay Group

IM: An Examination of Leadership Style Preferences: The Influence of Societal Culture and Gender | **Gretchen Lina Schaupp**, Virginia Tech; **Mary L. Connerley**, Virginia Tech

BPS: Leaders' Backgrounds, Influence Tactics' Sophistication, and Consequences for Board Appointments | **Ithai Stern**, Northwestern U.; **James Westphal**, U. of Michigan

OB: Paternalistic leadership and creativity: The moderating role of leader's gender | **An-chih Wang**, National Taiwan U.; **Shu-Tsen Kuo**, National Taiwan U.; **Tzu-Ting Lin**, National Taiwan U.; **Chou-Yu Tsai**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.

792 : *(Paper Session) - (IP)* **The Role of Government in Environmentalism**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Maria J. Montes-Sancho**, Carlos III U.

ONE: Critical Reflective Organizations: An Empirical Observation of Global Citizenship and Green Politics | **Jorge Alexis Arevalo**, Laboratory Institute of Merchandising

ONE: Shifting the Focus on Everglades Policy: Arguing for a Macro-level Approach to Policy Analysis | **Claire Connolly Knox**, Florida State U.

ONE: An everlasting story: environmental protection and competitiveness of nations – a research synthesis | **Edeltraud Guenther**, Technische U. Dresden; **Korinna Laitenberger**, Technische U. Dresden; **Holger Hoppe**, Technische U. Dresden

793 : *(Paper Session) - (IP)* **Exploring Organizational Learning**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Anthony Briggs**, Boston U.

MED: Sharing Experiences as a Source of Learning:Comparing two Executive MBA Programs | **Karina De Déa Roglio**, Pontifícia U. Católica do Paraná; **Gregory Light**, Northwestern U.

BPS: Organization- and Interorganization-level Solutions to the Exploration-Exploitation Dilemma | **Mumtaz Cagri ARICI**, Rotterdam School of Management; **Jatinder Singh Sidhu**, Rotterdam School of Management, Erasmus U.

BPS: Exploration Levels, Industry Life Cycle and the Growth of Knowledge Intensive Firms | **Leonid Bakman**, Hebrew U.; **Niron Hashai**, Hebrew U.

BPS: The Role of Organizational Learning Capabilities in Strategic Alliances | **Wai Kwan Lau**, U. of North Texas

794 : *(Paper Session) - (IP)* **Macro Issues in Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Nicholas Argyres**, Washington U. in St. Louis

TIM: Economic environmental factors as determinants of product versus process innovation | **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Christopher L Tucci**, EPFL; **Cristiano Zazzara**, EPFL

OMT: Categorical Distortion in Evaluation of Innovation and Competition in the Stock Market | **Xuesong Geng**, U. of Toronto

OM: Exploring the Blackbox: Concurrent engineering, Cycle Time and Organizational Performance | **Anant Ravindra Deshpande**, U. of Texas Pan American

OM: Customized Compliance: Exploring Patterns of Quality Practice Adoption in a Multidivisional Context | **Matthew W. Ford**, Northern Kentucky U.

OMT: The Imitator's Dilemma: Regulation and Innovation in the Generic Pharmaceutical Industry | **Jerry W. Kim**, Columbia U.

795 : *(Paper Session) - (IP)* **Directors, Top Management Teams, & Diversity**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Phyllis R. Anderson**, Governors State U.

BPS: Do Women Directors Contribute to Board Decision-Making and Strategy? The Role of Equality Perception | **Sabina Nielsen**, Copenhagen Business School; **Morten Huse**, BI Norwegian School of Management

BPS: Top Management Team Nationality Diversity, International Strategic Alliances and Firm Performance | **Sabina Nielsen**, Copenhagen Business School; **Bo Bernhard Nielsen**, Copenhagen Business School

BPS: The Effects of Non-Executive Informational Diversity and Faultlines on Performance Variability | **Dennis Veltrop**, U. of Groningen

GDO: A Critical Mass Perspective on the Contribution of Women Directors on Board Tasks | **Mariateresa Torchia**, Tor Vergata U.; **Andrea Calabrò**, Tor Vergata U.

796 : *(Paper Session) - (IP)* **Evolutionary & Ecological Perspectives: Contextual Issues**

MONDAY

11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Frances H. Fabian**, U. of Memphis
✈ **BPS:** Competitive strategy in a Sudden Stop/Phoenix Miracle context | **Javier Garcia Sanchez**, IAE Business School - Austral U.; **Roberto Vassolo**, IAE Business School - Austral U.
☯ **BPS:** Entry in Indian Cellular Market and Early Mover Advantage | **Rajkumar Upadhyay**, Indian Institute of Management, Bangalore
BPS: Technological Asymmetry as Reverse Salience: An Empirical Illustration in Personal Computer Gaming | **Ozgur Dedehayir**, Tampere U. of Technology; **Saku Makinen**, Tampere U. of Technology; **Tomi Samuli Nokelainen**, Tampere U. of Technology
OMT: Restaurant Organizational Forms and Community in the U.S. in 2005 | **Glenn R Carroll**, Stanford U.; **Magnus Torfason**, Columbia U.

797 : *(Paper Session) - (IP)* **Advancing Research on Strategic Planning**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Michael McDonald**, U. of Central Florida
☯ **PNP:** What is public sector strategic planning? Findings from a review of the literature | **Melanie P. Cohen**, U.S. Department of Housing & Urban Development
PNP: The application of RBT and strategic intent approach to public and urban management | **Christophe Favoreu**, Groupe ESC Toulouse Business School
RM: Evidence-based Modeling of Hybrid Organizational Strategies: An Introduction to NCaRBS | **Malcolm James Beynon**, Cardiff U.; **Rhys Andrews**, Cardiff U.; **George Alexander Boyne**, Cardiff U.

798 ✈: *(Paper Session) - (IP)* **Multi/Cross-Cultural Relations**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Sherry M Thatcher**, U. of Louisville
✈ **IM:** Common Language and Group Cohesiveness in Multicultural Organizations | **Jakob Lauring**, Aarhus U.; **Jan Selmer**, Aarhus U.
OB: The Contingent Effect of Social Networks on Organizational Commitment | **Young-Choon Kim**, National U. of Singapore; **Mooweon Rhee**, U. of Hawaii
CM: A Dynamic Constructivist Approach to Cross-cultural Negotiation | **Wu Liu**, Hong Kong Polytechnic U.
✈ **CM:** Adaptation in Intercultural Negotiations: Mental Model Change, Culture and Time Pressure | **Wu Liu**, Hong Kong Polytechnic U.; **Leigh Anne Liu**, Georgia State U.
IM: Cultural Challenges in Corporate Communication. A multi-level approach. | **Lisbeth Clausen**, Copenhagen Business School

799 : *(Paper Session) - (IP)* **Change & Adaptation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Mary Finney**, Ohio U.
ODC: Buffalo Herd and Monkey Memory: When Failure is Change | **Gavin M. Schwarz**, U. of New South Wales; **Bernadette Maria Watson**, U. of Queensland
☯ **ODC:** To Bankruptcy and Back: Turnaround Strategies for Firm Survival, Sustainability, and Speed. | **Ram Tenkasi**, Benedictine U.; **Yehia M. Kamel**, American U. in Beirut
ENT: Riding with the cowboys? Temporal realignment in response to changes in competitive geography | **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Susanna Khavul**, U. of Texas at Arlington; **David A. Harrison**, Pennsylvania State U.; **Jeffrey E McGee**, U. of Texas, Arlington
ODC: Shared Intentions Trigger Real Change | **Davide Sola**, ESCP-EAP European School of Management; **Marie Taillard**, ESCP-EAP European School of Management; **Giovanni Scarso-Borioli**, ESCP-EAP European School of Management
☯ **BPS:** A Contingency View of Modularity and Identity in Corporate Adaptation | **Andreea Noemi Kiss**, Georgia State U.; **Pamela S. Barr**, Georgia State U.

800 : *(Paper Session) - (IP)* **Employee Training, Transfer, and Evaluation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Bradford S Bell**, Cornell U.
✈ **CMS:** Understanding intercultural training – an Actor – Network Perspective | **Betina Szkudlarek**, Rotterdam School of Management, Erasmus U.
☯ ✈ **HR:** Revisting Transfer Through a Qualitative Analysis of Reflective Learning Journals | **Travor C. Brown**, Memorial U. of Newfoundland; **Martin McCracken**, U. of Ulster; **Paula Marie O'Kane**, U. of Ulster
HR: Variability as a Criterion in Training Evaluation: The Example of Frame-of-Reference (FOR) Training | **S. Duane Hansen**, Purdue U., West Lafayette; **Deidra J Schleicher**, Purdue U., West Lafayette
HR: Training evaluation in italian corporate universities : a stakeholder based analysis | **Marco Guerci**, Politecnico di Milano; **Emilio Bartezzaghi**, Politecnico di Milano; **Luca Solari**, U. degli studi di milano
OB: Feedback Specificity, Information Processing, and Transfer of Training | **Jodi S. Goodman**, U. of Connecticut; **Robert E. Wood**, U. of Melbourne; **Zheng Chen**, U. of Connecticut

801 : *(Paper Session) - (IP)* **Designing and Managing Work Roles**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Teresa J Rothausen**, U. of St. Thomas
HR: An overture to sustainable work crafting | **Mari Kira**, Helsinki U. of Technology; **David B. Balkin**, U. of Colorado, Boulder; **Frans M. Van Eijnatten**, Eindhoven U. of Technology
OCIS: Information Systems Professionals' Performance: An Examination of Psychological and Task Outcomes | **Isis Olimpia Gutierrez-Martinez**, U. de las Americas-Puebla
✈ **HR:** Initiative climate and emergent work role performance: A cross-level moderated mediation model | **Steffen P. Raub**, Ecole Hoteliere de Lausanne; **Hui Liao**, U. of Maryland, College Park

802 : *(Paper Session) - (IP)* **Personality at Work**
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Ryan D. Zimmerman**, Texas A&M U.
HR: The Role of Personality Factors in Interview Performance: A Meta-analysis of the Five Factor Model | **Kristen Purvis**, Cornell U.; **Philip L. Roth**, Clemson U.; **Fred Switzer**, Clemson U.; **Thomas W Britt**, Clemson U.

MONDAY

💻**OB:** Validation of the Personality-Related Position Requirements Form: Empirical Extensions (WITHDRAWN) | **Brandon W Smit**, Saint Louis U.; **Patrick William Maloney**, Saint Louis U.; **Dana Borchert**, Saint Louis U.

☯💻**HR:** The Five-Factor Model of Personality and Managerial Performance Measured Using 360 Degree Ratings | **In-Sue Oh**, U. of Iowa; **Christopher Berry**, Texas A&M U.

💻**OB:** Individual Differences Matter: Predictions Regarding Psychological Contract Breach | **Chih-Ting Shih**, National Pingtung Institute of Commerce; **Chih-Hsun Chuang**, Tamkang U.; **Jung-Feng Tseng**, National Kaohsiung U.

803 : *(Paper Session) - (IP)* **The Value of Diversity**
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Joy E. Beatty**, U. of Michigan, Dearborn

💻**OB:** When Does Relational Diversity Influence group Creativity? The Moderating Role of Group Processes | **Yan Zhang**, Peking U.

💻**OB:** We Are Not Only the Same, but Also Different | **Chi Tai Shen**, National Taiwan U.; **Min-Ping Huang**, Yuan Ze U.

💻**OB:** Work Group Diversity and Group Performance: A Meta-Analysis | **Hans van Dijk**, Vlerick Leuven Gent Management School; **Marloes L. van Engen**, Tilburg U.; **Daan van Knippenberg**, Erasmus U. Rotterdam

💻**GDO:** Differences as a Matter of Feelings: Dissimilarity, Affect, and Their Impact on Behavior | **Maria Kakarika**, IE Business School

💻**GDO:** Diversity Perspectives: Comparing Espoused Theory with Theory-in-Use | **Erica Gabrielle Foldy**, New York U.; **Tamara R. Buckley**, Hunter College, City U. of New York

804 : *(Paper Session) - (IP)* **Career Success Factors**
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **David M. Kaplan**, Saint Louis U.

🏳☯💻**CAR:** Antecedents and outcomes in careers of high potentials, key experts and average performers | **Nicky Dries**, Vrije U. Brussel

🏳💻**GDO:** Untangling the Relation Between Age and Job Performance During Late Career | **Sue Hyun Moon**, U. of Toronto

☯💻**GDO:** Bridging the Gap: Assessing Leadership and Career Satisfaction in a Diverse Context | **Guohong Han**, Youngstown State U.

805 : *(Paper Session) - (IP)* **The Influence of Efficacy**
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Jin Zhang**, Tsinghua U.

MED: Developing facets of leadership efficacy: What I can do versus what I can get us to do | **Suzzette M Chopin**, Virginia Commonwealth U.; **Anson Seers**, Virginia Commonwealth U.; **Steven J Danish**, Virginia Commonwealth U.

💻**MED:** Effects of Student Task Self-Efficacy and Expected Reciprocity on Intent to Share Knowledge | **Megan Lee Endres**, Eastern Michigan U.; **Sanjib K Chowdhury**, Eastern Michigan U.; **Kyle T Rhoad**, Eastern Michigan U.

💻**OB:** Self, Others and Chance: A Multi-Dimensional Examination of Efficacy, Control and Job Attitudes | **Diemo Urbig**, Max Planck Institute of Economics; **Erik Monsen**, Max Planck Institute of Economics; **Wayne Boss**, U. of Colorado, Boulder

💻**OCIS:** Training for Issues Management: Measuring the Impact on Manager Learning, Efficacy and Commitment | **Anthony R. Yue**, St. Mary's U.; **Margaret C. McKee**, Saint Mary's U.; **E Kevin Kelloway**, Saint Mary's U.; **Roy Jamieson**, Mount Saint Vincent U.

806 🕮☯✈💻: *(Paper Session) - (MC)* **Emerging Trends in Management Consulting**
11:30am - 1:00pm Hyatt Regency Chicago: Hong Kong
Chair: **Susan M. Adams**, Bentley U.
Discussant: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg

🏳The Follower's Dilemma: Innovation and Imitation in the Professional Services Industry | **Matthew Semadeni**, Indiana U., Bloomington; **Brian S. Anderson**, Indiana U.

🏳✈💻Management Consultancies as Institutional Agents | **Markus R. Reihlen**, U. of Cologne; **Michael Smets**, Said Business School; **Andreas Veit**, WHU – Otto Beisheim School of Management

🕮☯✈💻Insourcing and Outsourcing as Paths for ITSP Firms to Diversify into Management Consulting | **Stephanie Hurt**, Meredith College; **Marcus James Hurt**, EDHEC

💻With a Little Help From my Friends: How do Management Consultants Contribute to Innovation Processes | **Poul Houman Andersen**, Aarhus U.; **Hanne Kragh**, Aarhus School of Business, Aarhus U.; **Chris Ellegaard**, Copenhagen Business School

807 ☯👁: *(Paper Session) - (MC)* **MCD Visual Presentations**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV MC 1
Presented on Panels 18-27

☯👁Hybrid Organizations: Challenges for Consultants | **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo

☯✈👁💻The Contingency of Knowledge Exchange: A Multi-Method, Multi-Tiered Approach | **Sheen S. Levine**, Singapore Management U.; **Michael J. Prietula**, Emory U.

👁💻Performing an Internal Control Function through Management Consulting Intervention | **Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3; **Florence Noguera**, U. of Montpellier 1 - ERFI

☯👁Scenario-based Strategy Maps | **Frank Buytendijk**, Oracle Corp.; **Toby Hatch**, Oracle; **Pietro Micheli**, Cranfield U.

🕮☯👁Mobile Phone Competition in Two State Capitals of Brazil:A Game Theory Application to Oligopoly | **Marcos Sena**, U. of Fortaleza (UNIFOR); **Carlos Pereira**, U. of Fortaleza (UNIFOR); **Jomar Borges**, U. of Fortaleza (UNIFOR)

☯👁Do Internal Consultants Compete With or Complement External Consultants? | **Henri Savall**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of Lyon 3

☯👁Management Consulting Interventions Aimed at Up-grading Skills Within Companies | **Marc Bonnet**, ISEOR, U. of Lyon 3; **Michel Peron**, ISEOR / U. of Paris Sorbonne

☯👁Example of a management consulting intervention in an artistic organisation | **Frantz Datry**, ISEOR, U. of Lyon 3

🕮☯👁💻Managing Crises: A Conceptual Approach for Developing Organizational Crisis Prevention Capabilities |

MONDAY

Christophe Roux-Dufort, Ecole de Management de Lyon; **Rickie A. Moore**, EM Lyon

☯👁The Dilemma of Toxic Leadership: Overcoming Organizational Resistance in Achieving Positive Change | **Alan Goldman**, Arizona State U.

808 🕮☯: *(Paper Session) - (MED)* **Curricular Design Issues: Promoting Entrepreneurial, Gender, and Stereotypical Sensitivity Awareness**
11:30am - 1:00pm Hyatt Regency Chicago: Buckingham
Chair: **Nancy M Carter**, Catalyst
Discussant: **Amy L. Kenworthy**, Bond U.

🕮Experiential Stereotype Awareness Training: The Relevance of Context and Self-efficacy. | **Brent MacNab**, U. of Sydney

🕮☯What's Up With Engineering? Identifying a Continuing Gender-Equity Gap in Academia | **Alicia A. Black**, U. of Washington; **Janice A. Black**, California State U. Bakersfield

🕮Developing Communication Skills in Men and Leadership Skills in Women with Game-Based Simulation | **Jacqueline Williams**, North Carolina A & T State U.; **Betty Turner Kane**, Guilford College; **Alice C Stewart**, North Carolina A & T State U.

🕮☯💻Designing Effective Andragogy in Entrepreneurship: Application of the Socratic Elenchus | **Manjula S Salimath**, U. of North Texas

809 : *(MED)* **MED Past Chair's Luncheon**
11:30am - 1:00pm Hyatt Regency Chicago: Grand F
Presentation Title: Next Steps--Towards MBA Programs that Serve as a Foundation for Tomorrow's Leaders
Organizer: **James A F Stoner**, Fordham U.
Presiding: **Alvin Hwang**, Pace U.
Speakers: **Laurie Milton**, U. of Calgary/U. of Western Ontario**; Alvin Hwang**, Pace U.

810 🕮☯🗪SHCS: *(MED, HCM, ODC)* **Improving Sustainable Management in Health Care, Management Education, and Organization Development**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Chairs: **Jeffrey Miles**, U. of the Pacific**; Stefanie E Naumann**, U. of the Pacific

Foundations and Framework: Making Sustainability Sustainable. | **Fred Cohen**, Perception Advisors

Case Studies of Sustainable Universities: Pioneering Approaches to Sustainable Management Education. | **Nicola Jane Acutt**, Presidio School of Management

Managing for Sustainability. | **Kenneth Lee Bettenhausen**, U. of Colorado Denver; **John Byrd**, U. of Colorado Denver

Building a Sustainability Program. | **Nagaraj Sivasubramaniam**, Duquesne U.

The Best Environmentally Preferable Management Practices in Health Care Management. | **Patrick Lastowski**, U. of California, Davis

A Review of Best Practices in Sustainable Facilities Management. | **Jeffrey Miles**, U. of the Pacific; **Stefanie E Naumann**, U. of the Pacific; **Dara Szyliowicz**, U. of the Pacific

Presenters: **Fred Cohen**, Perception Advisors**; Nicola Jane Acutt**, Presidio School of Management**; Kenneth Lee Bettenhausen**, U. of Colorado Denver**; John Byrd**, U. of Colorado Denver**; Nagaraj Sivasubramaniam**, Duquesne U.**; Patrick Lastowski**, U. of California, Davis**; Jeffrey Miles**, U. of the Pacific**; Stefanie E Naumann**, U. of the Pacific**; Dara Szyliowicz**, U. of the Pacific

811 ✈💻: *(Paper Session) - (MH)* **Ideas and Culture - Ideas in Culture**
11:30am - 1:00pm Swissôtel Chicago: St. Gallen Salon 1

🏳✈Re-Considering Child Labor: Why Nineteenth Century Australia was Different | **Bradley Bowden**, Griffith U.
Winner of John F. Mee Management History Contribution Award

✈💻Postcolonial Historiography: Critically Revisiting the Westocentricism in Organization Theories | **Ajnesh Prasad**, Hebrew U. of Jerusalem

🏳✈💻Alternative paths to competitive advantage: European paper industries 1900-2000 | **Joonas M.J. Järvinen**, Helsinki U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology; **J. Peter Murmann**, AGSM-Australian School of Business; **Jari Ojala**, U. of Jyvaskyla

The Idea of Productivity on its journey to Europe: US Technical Assistance and Productivity Programs within the Context of Marshall Aid in Austria and Germany. | **Bernadette Bullinger**, U. of Mannheim; **Ole Dammann**, U. of Mannheim

812 💻: *(Paper Session) - (MOC)* **Mechanisms and Outcomes of Employee Engagement**
11:30am - 1:00pm Hyatt Regency Chicago: Wright
Chair: **Steven R. Harper**, James Madison U.
Discussant: **Alan James Krause**, U. of Oregon

Effect of Perceived Employer Obligations on Commitment & OCB: Mediating Role of Self-Concept | **Dayo Akinlade**, U. of Illinois, Chicago; **Shelley Brickson**, U. of Illinois, Chicago

💻Care Felt, Psychological Conditions, and Innovative Behaviors at Work | **Hedva Vinarski-Peretz**, Bar Ilan U.; **Abraham Carmeli**, Bar Ilan U.

✈Trust: Decision Problem or Performance? | **Svein Tvedt Johansen**, Harstad U. College; **Marcus Selart**, Norwegian School of Econ. and Bus. Admin.; **Kjell Gronhaug**, Norwegian School of Econ. and Bus. Admin.

✈💻Formal Control as a Driver of Trust in the Organization? | **Antoinette Weibel**, U. of Liechtenstein; **R. H. Searle**, Open U.; **Deanne N. DenHartog**, U. of Amsterdam; **Tally Hatzakis**, Brunel U.; **Nicole Gillespie**, Melbourne Business School, U. of Melbourne; **Denise Skinner**, Oxford Brookes U.; **Frederique Six**, U. of Amsterdam

813 🗪💻JS: *(MOC, OMT, ODC)* **The Mundane Roots of Dramatic Change: Linking Everyday Practices and Routines to Sustainability**
11:30am - 1:00pm Hyatt Regency Chicago: Truffles
Discussant: **Paula Jarzabkowski**, Aston U.
Coordinator: **Monica C. Worline**, Emory U.

Organizational Change and the Mundane Search for Resources | **Jean M. Bartunek**, Boston College; **Marta M. Elvira**, IESE Business School

How Routines Magnify Their Effects: Exploring Relations Between Routines and Organizational Schema | **Martha S. Feldman**, U. of California, Irvine

MONDAY

Courage in the Context of Knowledge Work: Disruption as a Mechanism of Creative Fracture in Practice | **Monica C. Worline**, Emory U.

Theories in the Wild: Socio-Cognitive and Socio-Cultural Theories-as-Practice and Change | **Alexandra Michel**, U. of Southern California

814: *(Paper Session) - (MSR)* **Management Spirituality and Religion Research**
11:30am - 1:00pm Hyatt Regency Chicago: Haymarket
Chair: **Lynne Sedgmore**, Centre for Excellence in Leadership

Want to do MSR research? Foundations, lessons, and [insider] tips | **Charles J. Fornaciari**, Florida Gulf Coast U.; **Kathy Lund Dean**, Idaho State U.

A Systems View Framework of Spiritual Decision Making | **Manish Kumar**, Doctoral Student; **Shailendra Singh**, Indian Institute of Management, Lucknow

Toward a Greater Understanding of Spirit at Work: A Model of Spirit at Work and Outcomes | **James Stevison**, Miltec Systems, A Ducommun Company / TUI U.; **Eric B. Dent**, U. of North Carolina, Pembroke; **Darin W. White**, Brock School of Business, Samford U.

Visionary Leadership and Religious Congregation Performance | **Qian Ye**, U. of Louisville

815: *(Paper Session) - (OB)* **Employment Practices and Work Performance**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV OB 1
Presented on Panels 48-58

Psychological Contract Breach and Organizational Identification | **Olga Epitropaki**, ALBA Business School

From Social Support to Training Transfer: What are the Mechanisms? | **Dan S. Chiaburu**, Texas A&M U.; **Karen Van Dam**, Tilburg U.; **Holly Hutchins**, U. of Houston

Job Insecurity and Employee Outcomes: An Investigation of Mediating and Moderating Effects | **Xiao Song Lin**, Australian National U.; **Zhen-Xiong Chen**, Australian National U.; **Cynthia Lee**, Northeastern U.

Exploring the Relationship Between Fit and Misfit: An In-depth Qualitative Study | **Danielle Talbot**, Open U., United Kingdom; **Jon Billsberry**, Coventry U.

Perceived Investment in Employee Development, Perceived Supervisor Support and Employee Outcomes | **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, Norwegian School of Management

Reciprocity as a Moderator on the Curvilinear Relationship Between Job Demands and Job Satisfaction | **Shuangyan Li**, Xi'an Jiaotong U.

Strain, Stress, and "Flooding Out": Status Discordance and Risk Taking in Professional Golf | **Edward Bishop Smith**, U. of Chicago

Employee and Manager Influence on Job Performance Ratings, and the Moderating Role of Manager Trust | **Yao Chen**, Hong Kong U. of Science and Technology; **Riki Takeuchi**, Hong Kong U. of Science and Technology

Conservation of Resources and Job Embeddedness: An Empirical Test with Social Support Antecedents | **Anthony R. Wheeler**, U. of Rhode Island; **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire

Turning Enemies into Allies: The Effect of Performance Contingent Rewards & Goal Type on Creativity | **Reut Livne-Tarandach**, Boston College; **Ido Erev**, Technion Israel Institute of Technology

Moderating Effects of Demography and Hukou on the Job Satisfaction –Wellbeing Relationship in China | **Ingrid Nielsen**, Monash U.; **Russell Smyth**, Monash U.

816: *(Paper Session) - (OB)* **Putting Expertise to Use**
11:30am - 1:00pm Sheraton Chicago: Arkansas Room
Chair: **Brenda E. Ghitulescu**, Rochester Institute of Technology
Discussant: **Joan Brett**, Arizona State U.

Feeling the Heat: The Effects of Performance Pressure on Teams' Knowledge Use and Performance | **Heidi K. Gardner**, Harvard U.
Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee

Decision Making, Expertise and Task Ambiguity: Predicting Success in the Music Industry | **Matthias Seifert**, Instituto de Empresa Business School; **Allegre L. Hadida**, U. of Cambridge

Effects of Expertise Legitimation and Expertise Typicality on Information Utilization in Groups | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Margaret A. Neale**, Stanford U.

Managing Experts by Managing Diversity: Individual Motivations for Sharing Expertise in Work Teams | **Karin S Moser**, Roehampton U. London

817: *(Paper Session) - (OB)* **Helping, Reciprocity and Mutual Obligation**
11:30am - 1:00pm Sheraton Chicago: Colorado Room
Chair: **Emily Stiehl**, U. of Pittsburgh
Discussant: **Suzanne S. Masterson**, U. of Cincinnati

Consequences of Helping on Psychological Well-Being – The Role of the Social Context of Helping | **Matthias Spitzmueller**, Michigan State U.; **Linn Van Dyne**, Michigan State U.; **Klodiana Lanaj**, Michigan State U.

Effects of Direct and Indirect Exchange on Perceived Obligation in Professional Networks | **Roy YJ Chua**, Harvard U.; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Michael Morris**, Columbia U.

Why Do I Feel Valued and Why Do I Reciprocate | **Cynthia Lee**, Northeastern U.; **Jun Liu**, Renmin U.; **Chun Hui**, Chinese U. of Hong Kong; **Zhen-Xiong Chen**, Australian National U.

The Emergence of Team Helping Norms: Foundations within Members' Attributes and Behavior | **Jana L. Raver**, Queen's U.; **Mark G. Ehrhart**, San Diego State U.; **Ingrid C. Chadwick**, Queen's U.

818: *(Paper Session) - (OB)* **Constructing the Job: Job Design and Improvisation**
11:30am - 1:00pm Sheraton Chicago: Mayfair Room
Chair: **Jenell Lynn-Senter Wittmer**, U. of Toledo
Discussant: **Geoffrey Leonardelli**, Rotman School of Management, U. of Toronto

💻Disguised Improvisation: An Example from Medical Practice | **Maria Graca Batista**, U. dos Acores; **Miguel Pina Cunha**, U. Nova de Lisboa

💻Control at Work, Job Satisfaction, and Work-Life conflict: The moderating Role of Planning Behavior | **Laurent M. Lapierre**, U. of Ottawa

An Exploration into Project Design and Meaningfulness: A Case Study of an Architecture Firm | **Heather C. Vough**, McGill U.

💻A Field Study of Exploitation and Exploration in the Project-Based Organization | **Yuqing Ren**, U. of Minnesota; **Jingjing Zhang**, U. of Minnesota

819 💻: *(Paper Session) - (OB)* **Developing Teamwork**
11:30am - 1:00pm Sheraton Chicago: Mississippi Room
Chair: **Sherae Daniel**, U. of Pittsburgh
Discussant: **Jennifer Dunn**, Michigan State U.

💻Teamwork Behaviors and Potency | **Caroline Aubé**, HEC Montreal; **Vincent Rousseau**, U. of Montreal

💻How and When Selling Team Reflexivity Impacts Job Performance of Salespeople | **Bart Dietz**, RSM Erasmus U.; **Michaéla C. Schippers**, RSM Erasmus U.; **Angelo Giardini**, -

☯✈💻Do Social Stressors Trigger or Inhibit Task Reflexivity in Teams in Organizations? | **Andrea Gurtner**, Berne U. of Applied Sciences; **Franziska Tschan**, Neuchâtel U.; **Yvonne Bogenstätter**, U. of Neuchâtel

✈💻Teamwork Behaviors in Organization: a Hierarchical Structure and Relationships with Team Performance | **Feng Li**, Institute of Psychology, Chinese Academy of Sciences; **Yongjuan Li**, Chinese Academy of Sciences; **Erping Wang**, Chinese Academy of Sciences

820 💻: *(Paper Session) - (OB)* **The Deadly Sins: Envy, Sloth, Pride and Narcissism**
11:30am - 1:00pm Sheraton Chicago: Missouri Room
Chair: **Stuart Daniel Sidle**, U. of New Haven
Discussant: **James M. LeBreton**, Purdue U.

🏳💻Green-eyed Monsters in the Workplace: Antecedents and Consequences of Envy | **Paresh Mishra**, Indiana U.

🏳Adaptive Consequences of Social Loafing | **Dustin James Bluhm**, Foster School of Business, U. of Washington

☯✈💻Self-enhancers Flourish in Job Interviews: A Case of Person-Situation Fit | **P. D. Harms**, U. of Nebraska-Lincoln; **Delroy Paulhus**, U. of British Columbia; **Bryce Garreth Westlake**, U. of British Columbia; **Stryker S. Calvez**, U. of Guelph

💻All I Need Is a Stage to Shine: Narcissist's Leader Emergence and Performance | **Barbara Nevicky**, U. of Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam; **Annelies Van Vianen**, U. of Amsterdam; **Bianca Beersma**, U. of Amsterdam

821 💻: *(Paper Session) - (OB)* **New Approaches to Understanding Leadership**
11:30am - 1:00pm Sheraton Chicago: Ohio Room
Chair: **Min Z Carter**, Auburn U.
Discussant: **Chester A. Schriesheim**, U. of Miami

🏳✈💻Leadership – Universal or Culturally-Contingent – A Multi-Theory / Multi Method Test in India | **Rita Palrecha**, SUNY Binghamton

✈💻Transformational Leadership Climate, Ambidexterity, and Performance | **Christian Schudy**, HSG St.Gallen

💻Social Intelligence, Emotional Intelligence Cultural Intelligence & Leadership: Testing A New Model | **Kerri Crowne**, Widener U.

💻Linking Neuroscience and Charismatic Leadership Behavior | **David Waldman**, Arizona State U.; **Pierre Balthazard**, Arizona State U.; **Benjamin M. Galvin**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.; **Robert Thatcher**, Applied Neuroscience Research Institute; **Jeffrey L. Fannin**, Center for Cognitive Enhancement

822 💻JS: *(OB, CM)* **Personality and Conflict in Work Teams**
11:30am - 1:00pm Sheraton Chicago: Sheraton 5
Chairs: **Narda Quigley**, Villanova U.**; Amanuel G. Tekleab**, Wayne State U.
Discussant: **Randall S. Peterson**, London Business School

How Conscientiousness Influences Team Processes and Team Effectiveness over Time | **Catherine G. Collins**, U. of New South Wales

The Impact of Agreeable Team Members on Team Conflict, Flexibility, and Performance | **Sharyn D. Gardner**, California State U. Sacramento

Team Member Personality and the Relationship between Interpersonal Conflict and Team Effectiveness | **Amanuel G. Tekleab**, Wayne State U.; **Narda Quigley**, Villanova U.

Team Leader Personality and Conflict in Work Teams: A Role-Based Approach | **Narda Quigley**, Villanova U.; **Jennifer Ann Marrone**, Seattle U.

A Laboratory Test of Why and To What Degree Bad Apple Group Members Spoil the Barrel | **Will Felps**, Erasmus U. Rotterdam

823 ☯✈💻JS: *(OB, CM, MOC)* **Emerging Research Bridging the Fields of Justice and Decision Making**
11:30am - 1:00pm Sheraton Chicago: Sheraton 1
Chairs: **Marion Fortin**, Durham U.**; David L. Patient**, Catholic U. of Portugal - FCEE
Discussants: **Stephen Gilliland**, U. of Arizona**; Daniel Read**, Durham U.

A Prospective Account of the Use of Process and Outcome Cues in Decisions under Uncertainty | **Kelly E. See**, New York U.

When Fair is Unfair: Halo, Negativity and Uniqueness Biases in Justice Perceptions over Time | **Michael Bashshur**, U. Pompeu Fabra; **Irina Cojuharenco**, Catholic U. of Portugal - FCEE

Which Procedural Justice Rules Matter Most and for Whom? A Policy-capturing Approach | **Kristina Workman**, U. of Central Florida

How are Global Justice Judgments Formed? A Policy-Capturing Study | **Marion Fortin**, Durham U.; **Hayley Claire German**, Durham U.; **Daniel Read**, Durham U.

MONDAY

824 ☯✈💻SHCS: *(OB, MC)* **Critical Issues Facing Corporate Boardrooms**
11:30am - 1:00pm Sheraton Chicago: Sheraton 2
Chair: **Jay Conger**, Claremont McKenna College
Sharing Leadership on Corporate Boards:A Critical Requirement for Teamwork at the Top | **Jay Conger**, Claremont McKenna College; **Edward E. Lawler III**, U. of Southern California
Should CEOs Serve Simultaneously as Board Chairperson in the Post Sarbanes-Oxley Era? | **Dan R. Dalton**, Indiana U., Bloomington
Who Is In the Boardroom?: Evaluating American Public Director Competencies | **Richard W. Leblanc**, York U.
Revisiting the Board's Role in CEO Succession | **Mark Nadler**, Oliver Wyman Delta
Restructuring Corporate Governance at China's Lenovo | **Neng Liang**, China Europe International Business School; **Michael Useem**, U. of Pennsylvania

825 💻: *(Paper Session) - (OCIS)* **Working with THEM!?!: Trust and Adaptation Across Cultural Boundaries**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal A
Chair: **Ravishankar M.N.**, RMIT U.
Discussant: **Mark Mortensen**, Massachusetts Institute of Technology
🏳✈💻The Dialectical Dynamics of Nested Structuration in Globally Distributed Teams | **Catherine Cramton**, George Mason U.; **Pamela Hinds**, Stanford U.
🏳✈💻Trust Across Borders: Buyer-Supplier Trust in Global B2B E-commerce | **Tat Koon Koh**, Carnegie Mellon U.; **Mark Fichman**, Carnegie Mellon U.; **Robert E. Kraut**, Carnegie Mellon U.

OCIS Best Paper Award - Finalist

🏳✈💻I Am Not One of Them Anymore:Onshore Immigrant Managers on Offshored Software Development Projects | **Natalia Levina**, New York U.; **Aimee A. Kane**, New York U.

826 💻: *(Paper Session) - (OCIS)* **Knowledge and Interorganizational Partnership Performance**
11:30am - 1:00pm Hyatt Regency Chicago: Water Tower
Chair: **Jose Rocha**, Florida International U.
Discussant: **Jim Nelson**, Southern Illinois U. Carbondale
🏳💻Vendor's Perspective on Social Capital and Absorptive Capacity for Offshore Contract Performance | **Shirish C Srivastava**, HEC, Paris
💻Transfer Mechanisms and Transition Performance: Laboratory Experiments on Outsourcing | **Vinay Tiwari**, Rotterdam School of Management, Erasmus U.; **Jasper de Gier**, Rotterdam School of Management, Erasmus U.; **Otto Koppius**, RSM Erasmus U.; **Eric van Heck**, Rotterdam School of Management, Erasmus U.
💻An Effect of the Fit between Motivation and Knowledge Sharing Ambidexterity in Interfirm Partnering | **Ghiyoung Im**, Clark Atlanta U.; **Arun Rai**, Georgia State U.; **Lisa Schurer Lambert**, Georgia State U.

827 ☯💻: *(ODC)* **Expanding Compassion Conversation for Changing Organizations**
11:30am - 1:00pm Swissôtel Chicago: St. Gallen Salon 2
Organizer: **Andre Avramchuk**, Fielding Graduate U.
Discussant: **Kim Cameron**, U. of Michigan
Compassionate Organization as an Antidote to Disenfranchised Grief in the Workplace | **Mary Ann Hazen**, U. of Detroit Mercy
Do You Feel What I Feel? A Comparison of Self versus Subordinate Ratings of Supervisor Compassion | **Jacoba Lilius**, Queen's U. Canada; **Glenda M Fisk**, Queen's U.
Coaching for Sustained Desired Change | **Melvin L. Smith**, Case Western Reserve U.; **Richard E. Boyatzis**, Case Western Reserve U.
Compassion in Changing Organizations: Moving Forward | **Andre Avramchuk**, Fielding Graduate U.

828 ☯🗪💻: *(Paper Session) - (ODC)* **The Dialogic Nature of Organization Life: Understanding Organization through Discourse, Storytelling and Leader Language**
11:30am - 1:00pm Swissôtel Chicago: Vevey Salon 3
Chair: **Jacqueline M. Stavros**, Lawrence Technological U.
Discussant: **Edward H. Powley**, Naval Postgraduate School
✈🗪💻The Language of Leading for Sustainability: From Directing to Connecting | **Donna Ladkin**, Cranfield U.
🏳💻A Discourse-based Theory of Organizational Change | **David Stephen Grant**, U. of Sydney; **Robert J Marshak**, American U.

Winner of ODC Division Best Paper Award

💻Journey Away and Return: Using Analogical Problem Solving in Persuasive Organizational Storytelling | **Fei Zhu**, Richard Ivey School of Business; **Stewart Thornhill**, U. of Western Ontario
💻The Concept of Dialogue Before and After the Linguistic Turn: In Search of a Controversy? | **Claus D Jacobs**, U. of St. Gallen; **Chris Steyaert**, U. of St. Gallen

829 💻: *(Paper Session) - (OM)* **Operations Management and Measurement**
11:30am - 1:00pm Hyatt Regency Chicago: San Francisco
Chair: **John K. LeBlanc**, Cedarville U.
Updating Measurement Standards for Empirical OM Research: Toward Contextual Analysis | **Mikko Ketokivi**, Helsinki U. of Technology
💻Operational Capabilities: Theoretical Foundation and Measurement | **Sarah Jinhui Wu**, Fordham U.; **Steven Alexander Melnyk**, Michigan State U.; **Barbara B. Flynn**, Indiana U.
💻Defining and Measuring Alignment in Performance Management | **Steven Alexander Melnyk**, Michigan State U.; **John D. Hanson**, U. of San Diego; **Roger Calantone**, Michigan State U.
💻You get what you measure: grounding product modularity metrics on real data analysis | **Arnaldo Camuffo**, Bocconi U. and Sda Bocconi School of Management; **Anna Cabigiosu**, U. of Padova; **Melissa A Schilling**, New York U.

830 : *(Paper Session) - (OMT)* **Discourse and Symbolic Action**
11:30am - 1:00pm Hyatt Regency Chicago: Columbian
Chair: **Peer C. Fiss**, U. of Southern California

MONDAY

Justifiability as the Basis of Institutions: Culture as Normative Structures of Reasoning | **Henri Schildt**, Imperial College London

Concept Mongering and the Institutionalization of Meanings | **Henri Schildt**, Imperial College London

💻Symbolic Action and the Media as a Governance Mechanism | **Michael K. Bednar**, U. of Illinois

🏴‍☠️💻Executives' Use of Labels in Emerging Domains of Activity | **Nina Granqvist**, Helsinki School of Economics; **Stine Grodal**, Boston U.; **Jennifer Woolley**, Santa Clara U.

831 : *(Paper Session) - (OMT)* **Alliances**
11:30am - 1:00pm Hyatt Regency Chicago: DuSable
Chair: **Nicholas C. Fairclough**, U. of Alberta

💻Interpartner Sensemaking in Alliances: Managing Cultural Differences and Internal Tensions | **TK Das**, City U. of New York; **Rajesh Kumar**, Nottingham U.

☯💻Strategic Alliance Performance: A Critical Review of the Literature | **Louis Rinfret**, Lancaster U.; **Ian Michael Clarke**, Lancaster U.; **David Brown**, Lancaster U.

✈Interorganizational Routines: Imprinting and Coordinating Practices in International Alliances | **Anja Mante**, Free U. Berlin; **Joerg Sydow**, Freie U. Berlin

💻Leveraging Market and Innovation Performance through Alliances and Alliance Capabilities | **Olli-Pekka Kauppila**, U. of Maryland, College Park; **Mika Westerlund**, Helsinki School of Economics; **Risto Rajala**, Helsinki School of Economics; **Sami Kajalo**, Helsinki School of Economics

🏴‍☠️☯✈💻Ambidexterity in Inter-Firm Relationships: Governance Structures and Knowledge Processes | **Alexander Zimmermann**, U. of St. Gallen; **Sebastian Raisch**, U. of St. Gallen

832 💻: *(OMT)* **Networks and Hierarchies: Revisiting the Interplay Between Informal and Formal Structures**
11:30am - 1:00pm Hyatt Regency Chicago: Gold Coast
Organizer: **Valery Yakubovich**, Wharton School, U. of Pennsylvania
Discussant: **Martin Gargiulo**, INSEAD

Informal Structure, Formal Structure, and Change Implementation in Organizations | **Julie Battilana**, Harvard U.; **Tiziana Casciaro**, U. of Toronto

On the Origins of Brokerage in Intraorganizational Networks | **Adam M. Kleinbaum**, Tuck School of Business at Dartmouth

A Bridge Too Far: Informal Relationships, Formal Boundaries and their Effects on Exploration | **Marie Louise Mors**, London Business School; **Susan Lynch**, INSEAD

The Formal Structure of Informal Networks: the Case of a Russian Corporate Bureaucracy | **Valery Yakubovich**, Wharton School, U. of Pennsylvania; **Stanislav Shekshnia**, INSEAD

Presenters: **Tiziana Casciaro**, U. of Toronto**; Adam M. Kleinbaum**, Tuck School of Business at Dartmouth**; Susan Lynch**, INSEAD**; Marie Louise Mors**, London Business School**; Stanislav Shekshnia**, INSEAD

833 : *(Paper Session) - (OMT)* **Mergers**
11:30am - 1:00pm Hyatt Regency Chicago: Horner
Chair: **Michel Anteby**, Harvard U.

🗨💻Green Matters: Courting Institutional Investors Through Acquisition of Corporate Social Performance | **Susan L. Young**, Ohio State U.

💻A Longitudinal Examination of the Relation Between Social Identification and Merger Satisfaction | **David Kroon**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.

💻Understanding Organizational Identity Dynamics in Post-Merger Integration | **David Kroon**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.

✈💻Production and Consumption of Norms of Distributive Justice in the Air France-KLM Merger | **Philippe M. Monin**, EM Lyon; **Niels G. Noorderhaven**, Tilburg U.; **Eero Vaara**, Hanken School of Economics; **David Kroon**, Tilburg U.

834 : *(Paper Session) - (OMT)* **To Learn or Not to Learn...**
11:30am - 1:00pm Hyatt Regency Chicago: Ogden
Chair: **Don Antunes**, Cambridge U.

💻Top Management Experience and Organizational Learning (WITHDRAWN) | **Hakan Ener**, IESE

💻Recognizing Near-Misses to Improve Organizational Learning and Prevent Future Risk Creep | **Robin Dillon-Merrill**, Georgetown U.; **Catherine Tinsley**, Georgetown U.; **Edward W. Rogers**, NASA Goddard Space Flight Center

🏴‍☠️Lying by Omission: The Effect of Withholding Negative Information on Organizational Learning | **Christina Fang**, New York U.; **Ji-hyun Kim**, New York U.; **Frances J. Milliken**, New York U.

✈💻Learning to Fail in the Medical Device Industry | **David Maslach**, Ivey School of Business; **Oana Branzei**, U. of Western Ontario

835 : *(Paper Session) - (OMT)* **Politics, Power and Resource Dependence**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 261
Chair: **Kenji Klein**, U. of California, Irvine

🏴‍☠️Executive Stock Options After Enron: Theorizing Managerial Power Within Institutional Environments | **Edward Carberry**, Rotterdam School of Management, Erasmus U.

✈💻Explaining Inter-Firm Dynamics: The Network Firm as a Political Coalition | **Josh Whitford**, Columbia U.; **Francesco Zirpoli**, U. of Salerno

✈💻Constructing Global Firms: Process and Power in International Management Consultancies | **Mehdi Boussebaa**, Said Business School; **Glenn Morgan**, U. of Warwick; **Andrew Sturdy**, Warwick Business School

☯💻Toward a Contingency Perspective on Organizational Paradox | **Pieter-Jan Bezemer**, Rotterdam School of Management, Erasmus U.; **Paul W. L. Vlaar**, Vrije U. Amsterdam

836 : *(Paper Session) - (OMT)* **Structural Holes**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 265
Chair: **Emily Cox**, Stanford U.

Bridging the Gap:Consequences of Structural Hole Spanning at Multiple Levels | **Lei Wang**, State U. of New York, Buffalo; **Prasad Balkundi**, State U. of New York, Buffalo; **David A. Harrison**, Pennsylvania State U.

☯💻How Shallow is a Bug? The Role of Structural Holes, Task Complexity and Status in Fixing Firefox | **Diederik W. Van Liere**, U. of Toronto; **Alexander Oettl**, U. of Toronto

MONDAY

✈💻The Embeddedness of Embeddedness: Institutions, Networks and Innovativeness | **Gurneeta Vasudeva**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota; **Exequiel Hernandez**, U. of Minnesota

🗪💻A Matter of Time: Structural Holes, Resources Richness, and Knowledge Production | **Juan Ling**, Georgia College & State U.; **Ajay Mehra**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky; **De Liu**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky

837 💻SHCS: *(OMT, BPS, TIM)* **Theoretical and Empirical Studies on Networks, Propinquity, and Knowledge Production**
11:30am - 1:00pm Hyatt Regency Chicago: Grand A
Chair: **Christopher C. Liu**, Harvard U.
Discussant: **Brian Uzzi**, Northwestern U.
Institutions and the Value of Social Capital | **Lee Fleming**, Harvard U.
Organizational and Institutional Genesis: The Emergence of High-Tech Clusters in the Life Sciences | **Woody Powell**, Stanford U.
Human Capital, Propinquity, and Knowledge Production | **Christopher C. Liu**, Harvard U.; **Toby E. Stuart**, Harvard U.
Network Fear and the Intrepid Entrepreneur: Analyzing the Agency Question with Respect to Brokers | **Ronald S. Burt**, U. of Chicago
Presenters: **Ronald S. Burt**, U. of Chicago**; Woody Powell**, Stanford U.**; Toby E. Stuart**, Harvard U.

838 💻JS: *(OMT, MOC)* **Attitudes and Latitudes: Origins, Dynamics and Consequences of Regional Identity**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus H
Chairs: **Alan D. Meyer**, U. of Oregon**; Matthew Lee Metzger**, U. of Oregon
Discussants: **Kimberly D. Elsbach**, U. of California, Davis**; Patricia H Thornton**, Duke U.
The More We Change the More We Stay the Same: The Re-emergence of Tracktown USA | **Matthew Lee Metzger**, U. of Oregon; **Jennifer Howard-Grenville**, U. of Oregon; **Alan D. Meyer**, U. of Oregon
Cluster Configuration and the Development of Regional Industrial Identities | **Olga Khessina**, Cornell U.; **Elaine Romanelli**, Georgetown U.
Places of the Heart: The Role of Geography in Identity | **Mary Ann Glynn**, Boston College; **Dan Halgin**, U. of Kentucky
Presenters: **Elaine Romanelli**, Georgetown U.**; Alan D. Meyer**, U. of Oregon**; Olga Khessina**, Cornell U.**; Jennifer Howard-Grenville**, U. of Oregon**; Mary Ann Glynn**, Boston College**; Dan Halgin**, U. of Kentucky**; Matthew Lee Metzger**, U. of Oregon

839 🗪💻: *(Paper Session) - (ONE)* **Environmental and Financial Performance**
11:30am - 1:00pm Fairmont Chicago: Crystal Room
Chair: **Jean-Pascal Gond**, Nottingham U.

☯🗪💻Sustainable Net Present Value: A value-based approach to sustainable investment appraisal | **Andrea Liesen**, Institute for Futures Studies and Technology Assessment; **Tobias Hahn**, Euromed Marseille Business School; **Frank Figge**, Queen's U. Belfast

🗪💻Beyond "Does it pay to be green?" A Meta-Analysis of Moderators of the CEP and CFP relationship. | **Heather R. Dixon-Fowler**, U. of Arkansas; **Daniel J. Slater**, U. of Arkansas; **Andrea M Romi**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas

🏳🗪💻Do Investors Want Firms to be Green? Environmental Performance, Ownership and Stock Market Liquidity | **Chitru Fernando**, U. of Oklahoma, Norman; **Mark P Sharfman**, U. of Oklahoma; **Vahap Uysal**, U. of Oklahoma

🗪💻Are Some Corporate Sustainability Activities Associated with Greater Financial Payoffs? | **Brent Kurapatskie**, George Mason U.; **Nicole Darnall**, George Mason U.

840 🗪💻: *(Paper Session) - (ONE)* **Environment, Operations and the Supply Chain**
11:30am - 1:00pm Fairmont Chicago: State Room
Chair: **Robert D Klassen**, U. of Western Ontario

🗪💻Evaluating Solid Waste Management in SMEs using Parametric and Non-Parametric Efficiency Techniques | **James J Cordeiro**, State U. of New York, Brockport; **Joseph Sarkis**, Clark U.; **Diego Alfonso Vazquez Brust**, BRASS Institute, Cardiff U.; **Lori Frater**, Cardiff U.; **Jeroen Dijkshoorn**, BRASS Institute, Cardiff U.

☯🗪💻Determinants of Green Practice Adoption by Logistics Service Providers | **Chieh-Yu Lin**, Chang Jung Christian U.; **Yi-Hui Ho**, Chang Jung Christian U.; **Cher-Hung Tseng**, National Pingtung Institute of Commerce

🗪Implementing Socially Responsible Purchasing: An Evolution Model | **Mirjam I. Kibbeling**, Eindhoven U. of Technology; **Wendy van der Valk**, Eindhoven U. of Technology; **Arjan J. van Weele**, Eindhoven U. of Technology

🗪💻The Sustainability of Industrial Symbiosis | **Brent A McKnight**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario

841 ☯💻: *(Paper Session) - (PNP)* **Networks in Policy & Public Administration Domains**
11:30am - 1:00pm Fairmont Chicago: Ambassador Room
Chair: **Michael Card**, U. of South Dakota
Discussant: **Branda Nowell**, North Carolina State U.

🏳💻The Politics of Connections: Assessing the Determinants of Social Structure in Policy Networks | **Hyun Hee Park**, U. at Albany, SUNY; **R. Karl Rethemeyer**, U. at Albany, SUNY; **Deneen M. Hatmaker**, U. of Connecticut

☯✈💻Behind Closed Doors: Diplomatic Network Influence on Decision Making in the UN | **Debbie Elizabeth de Lange**, Suffolk U.

🏳💻Resource Tangibility and the Evolution of Public Network Sub-Structures | **Keith G Provan**, U. of Arizona and Tilburg U.; **Kun Huang**, U. of New Mexico

🏳💻When Does Trust Influence Cooperation Effects in Public-private Partnerships? | **Zhang Zhe**, Xi'an Jiaotong U.; **Jia Ming**, Northwestern Polytechnical U.-China; **Wan Difang**, Xi'an Jiaotong U.

842 ☯✈💻: *(Paper Session) - (PNP)* **Public Administration Discourse & Theory**
11:30am - 1:00pm Fairmont Chicago: Regent Room
Chair: **Santo D Marabella**, Moravian College
Discussant: **Laurie N DiPadova-Stocks**, Park U.

MONDAY

Corruption and Public-Private Mix: A Cross-Country Analysis | **Nuno S. Themudo**, U. of Pittsburgh

💻Government Assistance to Entrepreneurs and Their Loyalty to the Community: The Case of Japan | **Nobuaki Namiki**, Rikkyo U.; **Mamoru Nakagawa**, Yokosuka City Government

✈💻Civil Society in the Non-Western Setting: The Case of Taiwan and the Tzu Chi Foundation | **Chih-Wei Hsieh**, Florida State U.; **Kai-Jo Fu**, Florida State U.; **Ralph Brower**, Florida State U.

💻Public Administration as an Interdisciplinary Field: A Research note | **Bradley E. Wright**, U. of North Carolina, Charlotte

843 💻: *(Paper Session) - (RM)* **Multilevel Data Analysis: Investigating Issues of Size, Agreement, and Dispersion**
11:30am - 1:00pm Sheraton Chicago: Superior A and B
Chair: **Joshua B. Barbour**, Texas A&M U.
Discussant: **Janaki Gooty**, State U. of New York, Binghamton

🏳Size Does Matter: How Varying Group Sizes in a Sample Affect Common Measures of Group Diversity | **Torsten Biemann**, Jacobs U. Bremen; **Eric Kearney**, Jacobs U. Bremen

🏳Quantifying the Similarity of Team Mental Models – Shortcomings and Advancement | **Torsten Biemann**, Jacobs U. Bremen; **Thomas Ellwart**, U. of Applied Sciences Northwestern Switzerland; **Oliver Rack**, U. of Applied Sciences Northwestern Switzerland

On the Usefulness of Within-Group Agreement Indices to Legitimate Aggregation of Lower Level Data | **Torsten Biemann**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

💻The Level and Dispersion of Work-Group Cohesion: Joint Implications for Groups' Affective Tone | **Michael S. Cole**, Texas Christian U.; **Robert R Hirschfeld**, U. of Colorado at Colorado Springs

844 ✈💻: *(Paper Session) - (SIM)* **III.CSR & Corporate Citizenship :Structuring & Implementing CSR.**
11:30am - 1:00pm Fairmont Chicago: Chancellor Room
Chair: **Donna J Wood**, U. of Northern Iowa
Discussant: **Athanasios G. Chymis**, Centre for Planning and Economic Research

☯✈💻CSR in Developing Countries Through An Institutional Lens | **Dima Jamali**, American U. of Beirut

Organizational Modes Of Scaling Impact: An Investigation of Knowledge Transfer Across Modes | **Funda Sezgi**, IESE Business School; **Tim Lehmann**, Witten/Herdecke U.; **Johanna Mair**, IESE Business School; **Christian Seelos**, IESE Business School

✈🗨💻Isomorphism in the Practice of Corporate Social Responsibility Evidence of an Institution | **Krista Bondy**, Cranfield U.

☯🗨💻The Evolution of CSR Activity Diversification: External Pressures versus Internal Needs | **Darrell G. Coleman**, U. of utah; **Karin Fladmoe-Lindquist**, U. of utah

☯✈🗨💻How do leading retail MNCs organize their CSR activities worldwide? | **Luciano Barin Cruz**, U. of Fortaleza (UNIFOR); **Dirk Michael Boehe**, Insper Institute of Education and Research

845 : *(Paper Session) - (SIM)* **II.Ethics & Mgt:Ethical & CSR Engagement in Organizations.**
11:30am - 1:00pm Fairmont Chicago: Embassy Room
Chair: **Ramon J. Aldag**, U. of Wisconsin, Madison
Discussant: **Ron Roman**, San Jose State U.

💻The propensity to morally disengage: Development and validation of a measure for adults | **Celia Moore**, London Business School; **Linda K. Trevino**, Pennsylvania State U.; **James R. Detert**, Cornell U.; **Vicki L. Sweitzer**, Albion College

🗨💻CSR in SMEs: Investigating Employee Engagement in Fair Trade Companies | **Iain Andrew Davies**, Cranfield U.

Does CSR build employee commitment? Evidence from manufacturing in China | **Shaoling Luo**, Hong Kong Polytechnic U.; **Carlos Wing-Hung Lo**, Hong Kong Polytechnic U.; **Ed Snape**, Hong Kong Baptist U.

🏳The Impact of Corporate Social Responsibility on Employee Attitudes and Behaviors | **Aimee Dars Ellis**, Ithaca College

💻Insight into Empathy's Role in Making Ethical Employee Decisions: A Phenomenology Approach | **Jennifer Mencl**, U. of Minnesota, Duluth

846 💻: *(Paper Session) - (SIM)* **I. The Performance of Market Systems: Base of the Pyramid and Microfinance.**
11:30am - 1:00pm Fairmont Chicago: Gold Room
Chair: **Ted London**, U. of Michigan
Discussant: **Silvia Dorado**, U. of Rhode Island

☯Towards Shared Social Responsibility | **Tobias Goessling**, Tilburg U.

✈Bridging Capabilities Across Institutional & Market Boundaries: Exploration of the Bottom Billion | **Kevin McKague**, York U.

🏳✈💻Gender, Loan Methodology, Environment and the Formation of Capital by Microfinance Institutions | **Denis John Griffin**, EGADE-ITESM

💻Dynamic capabilities and pro-poor business strategies | **Pete Tashman**, George Washington U.; **Valentina Marano**, U. of South Carolina

🏳☯✈🗨💻Creating Mutual Value with Base of the Pyramid Producers | **Ted London**, U. of Michigan; **Ravi M. Anupindi**, U. of Michigan; **Sateen Sheth**, U. of Michigan

847 💻: *(Paper Session) - (TIM)* **Individuals, Community, Culture and Technology**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal C
Chair: **Riccardo Fini**, U. of Bologna

🏳💻The Collective Sense of the Scientist | **Danielle D Dunne**, Binghamton U.; **Deborah J Dougherty**, Rutgers U.

Technology, Agency, and Individuals: Understanding Effective Technology-Stakeholder Relationships | **Kirsten Edrie Martin**, Catholic U. of America

💻Do Ethnic Communities Enhance Innovativeness? | **Paul Almeida**, Georgetown U.; **Anupama Phene**, George Washington U.; **Sali Li**, U. of Wisconsin Milwaukee

💻Effects of National Culture on Corporate Innovation Strategies: Individualism and Masculinity | **Chia-hung Wu**, National Tsing Hua U.

848 💻: *(Paper Session) - (TIM)* **Macro and Micro Dimensions of R&D**

MONDAY

11:30am - 1:00pm Hyatt Regency Chicago: Picasso
Chair: **Alberto Di Minin**, UC Berkeley
☯✈💻Global Patent Systems - Integration and Divergence | **Deli Yang**, Trinity U.
💻The Effects of Technological Relatedness and Ownership Structure on R&D Performance | **Jongtae Shin**, Long Island U., C.W. Post
💻Hotspot Location and R&D Expense Effects during Different Types of Environmental Uncertainty | **Samir Shrivastava**, Swinburne U. of Technology; **Federica Pazzaglia**, U. of Manitoba
🏳💻Technological Competition and Knowledge Disclosure: A Study of Firms' Scientific Publications | **Francisco Polidoro**, U. of Texas at Austin; **Matt Theeke**, U. of Texas at Austin

849 💻: *(Paper Session) - (TIM)* **Dynamic Capabilities and Ambidexterity**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 260
Chair: **Giovanni Valentini**, Bocconi U.
💻The Locus of Innovative Capability: Learning and Forgetting in Biotechnology Research | **Amit Jain**, INSEAD
💻Balancing Exploration and Exploitation for Innovation | **Anja Schulze**, ETH Zurich; **Silke Muehlmeier**, U. of St.Gallen
Organizational Learning, NPD and Environmental Uncertainty: An Ambidexterity Perspective | **Heng Liu**, Xi'an Jiaotong U.; **Jeffrey Xiaofei Huang**, Washington U.
☯✈💻Untangling the Origin of Dynamic Capabilities: Co-evolutionary Dynamics of Technological Innovation | **Sonya H Wen**, Tamkang U.; **Ji-Ren Lee**, National Taiwan U.

850 💻: *(Paper Session) - (TIM)* **Interorganizational Networks, Collaboration and Firm Performance**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 272
Chair: **Hongyan Yang**, Hong Kong Polytechnic U.
💻Why Do We Rework? Organizational Dyadic Interactions and Design Rework in Software Development | **Manuel Sosa**, INSEAD
💻Inventors' Knowledge Sourcing Behaviors in the Absence of Formal Collaboration Mechanisms | **Srikanth Paruchuri**, U. of Florida; **Micki Eisenman**, Baruch College
💻Can't See the Forest for the Leaves: Similarity and Distance Measures for Hierarchical Taxonomies | **Robert C. McNamee**, Rutgers U.
💻The Impact of Network Position within the Clique on Innovative Performance | **Michiel Pieters**, Tilburg U.; **John Hagedoorn**, Maastricht U.; **Vareska Van De Vrande**, Ecole Polytechnique Federale de Lausanne

Monday 12:30PM

851 : *(ICW)* **Journal of Organizational Behavior Luncheon and Board Meeting**
12:30pm - 2:30pm Sheraton Chicago: Chicago 6
By invitation only.
Organizer: **Neal M. Ashkanasy**, U. of Queensland

852 : *(ICW)* **JMS Editorial Board Working Lunch**
12:30pm - 2:00pm Sheraton Chicago: Michigan B
Organizer: **Jo Brudenell**, Journal of Management Studies

Monday 1:15PM

853 : *(AAA)* **AOM Ethics Committee Meeting**
1:15pm - 2:45pm Sheraton Chicago: Parlor B
Organizer: **Terese M. Loncar**, Academy of Management

854 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Value Appropriation**
1:15pm - 2:45pm Hyatt Regency Chicago: Acapulco
Chair: **Michael J. Fern**, Santa Clara U.
Discussant: **Tunji Adegbesan**, Pan-African U.
💻Towards a Resource-based Theory of Value Appropriation: An Appropriation Factor Framework | **Niklas Lars Hallberg**, Lund U.
💻Investments in Value Creation and Value Appropriation: The Effect of Industry Growth and Volatility | **David R. King**, U.S. Air Force; **Rebecca J. Slotegraaf**, Indiana U.
🏳💻Frictions, Rivalry and the Emergence of Heterogeneity | **Olivier Chatain**, Wharton School, U. of Pennsylvania; **Peter Zemsky**, INSEAD
Business Model Construction: The Importance Of Regime Of Appropriability Strategies | **Laure Muselli**, Queensland U. of Technology; **Stephane A. Tywoniak**, Queensland U. of Technology

855 💻: *(Paper Session) - (BPS)* **Strategy Process & Change: Cognition**
1:15pm - 2:45pm Hyatt Regency Chicago: Addams
Chair: **Sabina Nielsen**, Copenhagen Business School
Discussant: **dt ogilvie**, Rutgers U.
☯✈Managerial Cognition and Business Model Evolution: Lessons from Nokia | **Jaakko Aspara**, Helsinki School of Economics; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Arjo Laukia**, Helsinki U. of Technology; **Henrikki Tikkanen**, Helsinki School of Economics
📖☯✈💻Towards A Cognitive Model of Effective Strategy Practitioners | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Daniela Patricia Blettner**, U. of Southern Mississippi; **Richard Soparnot**, ESCEM Tours
💻Introducing a two-reference point prospect theory into adaptive aspirations: Why satisficing is wise | **Songcui Hu**, North Carolina U., Chapel Hill; **Daniela Patricia Blettner**, U. of Southern Mississippi; **Richard A Bettis**, U. of North Carolina, Chapel Hill
💻The Value of Understanding External and Internal Contingencies | **Nicolaj Siggelkow**, U. of Pennsylvania; **Dirk Martignoni**, U. of St. Gallen

856 💻: *(Paper Session) - (BPS)* **Innovation & Strategic Renewal: Managerial and Human Capital**
1:15pm - 2:45pm Hyatt Regency Chicago: Atlanta
Chair: **Jennifer Woolley**, Santa Clara U.
Discussant: **Preeta Banerjee**, Brandeis U.
💻Unlocking Value of Heterogeneity: Managerial Social Capital, Partner Diversity, and Firm Innovation | **Wouter Stam**, Hong Kong U. of Science & Technology; **Tom Elfring**, VU U. Amsterdam; **Gerhard Van de Bunt**, VU U. Amsterdam
💻Exploratory and Exploitive Search in TMTs: The Role of Search Terrain and Process on Innovation | **Qiang Li**, U. of Maryland - College Park; **Ken G. Smith**, U. of Maryland; **Patrick**

MONDAY

G. Maggitti, Villanova U.; **Dax Basdeo**, U. of Maryland, College Park; **Riitta Katila**, Stanford U.

- Entrepreneurial Orientation and Firm Performance: Senior Team and Environmental Moderators | **Sebastiaan van Doorn**, RSM Erasmus U.; **Henk W. Volberda**, Erasmus U.
- Corporate Entrepreneurship and Firm Performance: The Mediating Role of Intellectual Capital | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. of Connecticut, Storrs; **Smriti Prabhakar**, U. of Connecticut

857 : *(Paper Session) - (BPS)* **Industry Dynamics: Industrial Economic Theory**
1:15pm - 2:45pm Hyatt Regency Chicago: Burnham
Chair: **Kate Hughes**, Macquarie Graduate School of Management
Discussant: **Mike Ryall**, U. of Toronto

- Market Power, Factor Utilization and Adjustment Costs in US Manufacturing | **Panayiota Konstantina Kiousis**, Southern Methodist U.
- Brand Externalities and Intra-Chain Pricing Variation: the Effect of Organizational Form | **Arturs Kalnins**, Cornell U.
- The Strategic Logic of Product Differentiation | **Richard Makadok**, Emory U.; **David Gaddis Ross**, Columbia Business School
- "When More is NOT Better". Managing Complementors in Platform-Mediated Markets | **Carmelo Cennamo**, IE Business School; **Juan Santalo**, Instituto de Empresa Business School

858 : *(Paper Session) - (BPS)* **Alliances & Networks: Status, Scope, & Sustaining Alliances**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus G
Chair: **Poonam Khanna**, Arizona State U.
Discussant: **Joanne Oxley**, U. of Toronto

- Status and Alliance Valuation: A Differential Signaling Perspective | **Guoli Chen**, INSEAD; **Wenpin Tsai**, Pennsylvania State U.
- Centrality Advantage and the Creation of Distant Ties by Peripheral Firms in Vertical Networks | **Hitoshi Mitsuhashi**, Keio U.; **Lailani Laynesa Alcantara**, East Texas Baptist U.; **Jung Won Min**, Science and Technology Policy Institute
- Determinants of Alliance Scope: Agency and Competence Perspectives | **Constantinos Lioukas**, Rotterdam School of Management, Erasmus U.
- Why Offshore Outsourcing Relationships Last: The Role of Relation Specificity and Interest Alignment | **Marc Schuerch**, PhD student U. of St Gallen; **Stephan Manning**, Duke U.; **Arie Y. Lewin**, Duke U.

859 : *(Paper Session) - (BPS)* **Corporate Governance: Changes at the Top - Interim CEOs & Dismissals**
1:15pm - 2:45pm Hyatt Regency Chicago: Comiskey
Chair: **Vilmos F. Misangyi**, Pennsylvania State U.
Discussant: **Gerry McNamara**, Michigan State U.

- Fending Knights or Masked Kings: Toward a theoretical framework of interim CEO succession | **Xin Liang**, U. of Minnesota, Duluth; **Sibin Wu**, U. of Texas, Pan American; **Yanxin Liu**, U. of Texas, Pan American; **Shujuan Zhang**, Northwestern Polytechnical U.
- Opting for the Interim CEO: What is the role of performance? | **Christine H Mooney**, Northern Illinois U.; **Matthew Semadeni**, Indiana U., Bloomington; **Idalene F. Kesner**, Indiana U.
- Business Risk, Ownership Concentration, and CEO Dismissal | **JinAi Wang**, Peking U.; **Ming Yu**, Peking U.; **Zhiwen Zhu**, Peking U.
- The Board's Decision to Dismiss Reputationally-Compromised Directors | **Amanda Cowen**, U. of Virginia; **Jeremy John Marcel**, U. of Virginia

860 : *(Paper Session) - (BPS)* **Corporate Effects: Strategic Processes of M&A and Diversification**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand C North
Chair: **Lisa Chandler**, Rensselaer Polytechnic Institute
Discussant: **Annette L. Ranft**, Florida State U.

- Understanding Strategy through Strategic Organizational Practices | **Gwyneth Edwards**, Concordia U.
- What's Your Integration Manager Like? | **Satu Päivi Teerikangas**, Helsinki U. of Technology; **Philippe Very**, EDHEC; **Vincenzo Pisano**, U. of Catania
- The Right Frame of Mind for M&A: The Post-merger Impact of Deal Frames on Target Management Behavior | **Libby Weber**, U. of Southern California
- Perceiving Perceptions: A Behavioral Model of Investor Reactions to Acquisition Announcements | **Mario Schijven**, Texas A&M U.

861 : *(Paper Session) - (BPS)* **Corporate Strategy, Diversification, Mergers & Acquisitions**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 55-62

- Diversification and Performance: A Study OF Indian Firms | **Saptarshi Purkayasthap**, ICFAI U.
- Institutional Environment and Diversification Strategy: An Investigation of Chinese H-Share Firms | **Nan Zhou**, U. of Pennsylvania
- Institutional Capital, Resource Capital, and the Ownership Structure of the Listed SOEs in China | **Hao Cui**, Peking U.; **Dean Xu**, U. of Hong Kong
- Global Equity Offerings, Corporate Valuation, and Subsequent International Diversification | **Haizhi Wang**, Illinois Institute of Technology; **Iftekhar Hasan**, Rensselaer Polytechnic Institute
- Do Synergies Exist in Related Acquisitions? A Meta-Analysis of Acquisition Studies | **Fabian Homberg**, U. of Zurich; **Katja Rost**, U. of Zurich; **Margit Osterloh**, U. of Zurich
- Acquiring Managers' Intent and Actions in Acquisition Implementation | **Xavier Castañer**, U. of Lausanne; **Samina Karim**, Boston U.
- Exploration and Knowledge Sharing During Pre-Acquisition Alliances and Post-Acquisition Performance | **Exequiel Hernandez**, U. of Minnesota; **Jin Qi**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota
- Performance Feedback, Problemistic Search, and Acquirer Returns | **Dinesh N Iyer**, Ohio U.
- A Resource-interaction M&A Typology | **Nir N. Brueller**, INSEAD; **Sayan Chatterjee**, Case Western Reserve U.; **L J Bourgeois**, U. of Virginia - Darden

MONDAY

862 💻JS: *(BPS, ENT)* **Strategic Exit Decisions: Optimal and Otherwise**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus IJ
Chair: **Anne Marie Knott**, Washington U.
Discussant: **Marvin B Lieberman**, U. of California, Los Angeles
The Effect of Markets for Technology and Vertical Integration on Exit, Entry and Price | **John M de Figueriredo**, UCLA Anderson School of Management; **Brian S. Silverman**, U. of Toronto
The Impact of capabilities on Divestiture | **Brian Wu**, U. of Michigan, Ann Arbor
Persistence in an Emerging Industry: The Role of Expectations and Prior Industry | **Mary Tripsas**, Harvard U.
No Exit: Failure to Exit Under Uncertainty | **Anne Marie Knott**, Washington U.

863 ✈💻: *(Paper Session) - (CAR)* **Who We Think We Are: Identity and the Career Experience**
1:15pm - 2:45pm Sheraton Chicago: Huron Room
Chair: **Madeline M. Crocitto**, State U. of New York
Discussant: **Sally J. Power**, U. of St. Thomas
🏳💻The Effects of Social Identity on Career Progression: A Study of NCAA Basketball Coaches | **Dan Halgin**, U. of Kentucky
💻Networking Configurations and Social Identity Outcomes: An Empirical Model of Networking | **Claudia D. Jonczyk**, ESCP Europe; **Ben M. Bensaou**, INSEAD; **Charles D. Galunic**, INSEAD
💻Racial Differences in Job Attributes: The Influence of Ethnic Identity and Psychological Capital | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Jakari Griffith**, U. of Nebraska, Lincoln; **Seung Hoon Jang**, U. of Nebraska, Lincoln
☯✈💻Ethnic Identity and Career Experience of Chinese Ancestry Immigrants in Australia | **Cynthia YP Ho**, UNSW; **Stephen T.T. Teo**, U. of Western Sydney; **Karen Yuan Wang**, U. of Technology, Sydney; **Linda F Xie**, Citibank China

864 💻JS: *(CAR, OB, MOC)* **New Directions in Professional Identity Research**
1:15pm - 2:45pm Sheraton Chicago: Chicago 10
Organizer: **Holly Slay**, Seattle U.
Discussant: **Laura Morgan Roberts**, Georgia State U.
Accuracy of Protege Perceptions in Developmental Networks | **Shoshana Dobrow**, Fordham U.
Identity Narratives in Occupational Communities | **Roxana Barbulescu**, McGill U.; **Heather C. Vough**, McGill U.
Professional Identity: Exits and Entrances | **Holly Slay**, Seattle U.; **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign
Professional Identity and Employee Adjustment During Involuntary Employment Transition | **Jennifer Tosti-Kharas**, San Francisco State U.
Presenters: **Roxana Barbulescu**, McGill U.**; Brianna Barker Caza**, U. of Illinois, Urbana-Champaign**; Shoshana Dobrow**, Fordham U.**; Jennifer Tosti-Kharas**, San Francisco State U.**; Heather C. Vough**, McGill U.

865 🕮☯🗪CAU: *(CAU)* **Greening and the UN Principles for Management Education**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 281
The practices, processes and behavior of business leaders responsible for putting society "on the brink" had to be learned somewhere. Former Merrill Lynch CEO John Thaine did not have a medical condition that dictated the need for a $35,000 commode. Any objective assessment of where business leadership today acquired their core competencies has to include some of our most prestigious universities.
Organizers: **Timothy P. Keane**, Saint Louis U.**; Martin H. Stack**, Rockhurst U.
Participants: **Myles P. Gartland**, Rockhurst U.**; Richard Donald Graham**, -**; Philipp A Stoeberl**, St. Louis U.**; Candace Agrella Martinez**, Saint Louis U.**; George Watson**, Southern Illinois U. Edwardsville**; Phillip H Phan**, Johns Hopkins Carey Business School

866 💻CAU: *(CAU)* **Field experiments: Strategies for gaining access, avoiding pitfalls and getting published.**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 284
Organizers: **Susan Kochanowski**, Marist College**; Charles F. Seifert**, Siena College
Participants: **Gary P. Latham**, U. of Toronto**; Dov Eden**, Tel Aviv U.**; Gary Yukl**, U. of Albany

867 🗪💻CAU: *(CAU)* **Sensemaking research: Where have we been? Where are we going?**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 285
Organizers: **Ryan Smerek**, U. of Michigan**; Peter Bacevice**, U. of Michigan
Participants: **Daniel A. Gruber**, U. of Michigan**; Sally Maitlis**, U. of British Columbia**; James Douglas Orton**, Project on National Security Reform**; Timothy J. Vogus**, Vanderbilt U.**; Marlys K. Christianson**, Rotman School, U. of Toronto

868 💻: *(Paper Session) - (CM)* **Advocacy, Argument, Persistence, and Engineering Consent: Strategic Communication Practices in Negotiation**
1:15pm - 2:45pm Sheraton Chicago: Erie Room
Chair: **Linda L. Putnam**, U. of California, Santa Barbara
✈💻Preferences, Structure and Influence: The Engineering of Consent | **Witold Jerzy Henisz**, U. of Pennsylvania
💻Negotiating for Me, You, and Us: Advocacy as a Moderator of Backlash Against Female Negotiators | **Emily T. Amanatullah**, U. of Texas at Austin; **Catherine Tinsley**, Georgetown U.
💻Getting Past No: Gender and Persistence in Negotiation | **Hannah Riley Bowles**, Harvard U.; **Frank Flynn**, Stanford U.
💻Arguments in First Offers: Negotiation and Persuasion | **Joseph Maaravi**, Tel Aviv U.; **Asya Pazy**, Tel Aviv U.; **Yoav Ganzach**, Tel Aviv U.

869 💻JS: *(CM, OB)* **Retribution and Restoration**
1:15pm - 2:45pm Sheraton Chicago: Chicago 8
Organizers: **Tyler G. Okimoto**, Yale U.**; Elizabeth Mullen**, Stanford U.
Customer Retribution and Restoration in Online Public Complaining Contexts | **Yany Grégoire**, Washington State U., Vancouver; **Thomas M. Tripp**, Washington State U.; **Renaud Legoux**, HEC Montreal
Power Influences Preferences for Retributive and Compensatory Justice | **Elizabeth Mullen**, Stanford U.; **Sonya**

MONDAY

Zak, Stanford U.; **Rosalind M. Chow**, Carnegie Mellon U.; **Gabrielle Adams**, Stanford U.

A Theoretical and Meta-Analytic Review of the Forgiveness Nomological Net | **Ryan Fehr**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland; **Monisha Nag**, U. of Maryland - College Park

Retributive versus Restorative Conceptualizations of Justice and Preferences for Conflict Management | **Tyler G. Okimoto**, Yale U.; **Michael Wenzel**, Flinders U. of South Australia; **Norman T. Feather**, Flinders U. of South Australia; **Michael J. Platow**, Australian National U.

And Restorative Justice for All: Redemption, Forgiveness, and Reintegration in Organizations | **Jerry Goodstein**, Washington State U., Vancouver; **Karl Aquino**, U. of British Columbia

Presenters: **Thomas M. Tripp**, Washington State U.**; Elizabeth Mullen**, Stanford U.**; Ryan Fehr**, U. of Maryland, College Park**; Tyler G. Okimoto**, Yale U.**; Jerry Goodstein**, Washington State U., Vancouver

870 🕮💻: *(CMS)* **Keynote Speaker Charles Mills**
1:15pm - 2:45pm Hyatt Regency Chicago: Toronto
Chair: **Ann L Cunliffe**, U. of Hull

871 💻: *(Paper Session) - (ENT)* **Entrepreneurs' Personality and Motivation**
1:15pm - 2:45pm Hyatt Regency Chicago: Field
Chair: **Norris F. Krueger**, Max Planck Institute of Economics

💻Predicting entrepreneurial status and success from personality | **Tim Vantilborgh**, Vrije U. Brussel; **Jeroen Joly**, Vrije U. Brussel; **Roland Pepermans**, Vrije U. Brussel

🏳💻Personality, Uncertainty and Logic: Impact on Entrepreneurial Outcomes | **Greg Fisher**, U. of Washington

💻Need for Achievement, Organization Goals, the Fit and Entrepreneurial Persistence | **Sibin Wu**, U. of Texas, Pan American

💻Novel Opportunity Exploitation: Impact of Personality, Environment and Uncertainty Avoidance Culture | **Lena Lee**, National U. of Singapore

872 ✈💻: *(Paper Session) - (ENT)* **Entrepreneurship and Institutions: National Environments**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand D North
Chair: **Kevin Francis Mole**, Warwick Business School

🏳✈💻Performance Differentials Between Returnee and Homegrown Entrepreneurs in China | **Haiyang Li**, Rice U.; **Yan Anthea Zhang**, Rice U.; **Li-An Zhou**, Peking U.; **Weiying Zhang**, Peking U.

✈💻Structural Reform and Entrepreneurship | **Luis Alfonso Dau**, U. of South Carolina; **Alvaro Cuervo-Cazurra**, U. of South Carolina

✈Political Capital and Entrepreneurial Reinvestment Decisions | **Wubiao Zhou**, NTU

✈💻Entrepreneurial Decision to Commit Corruption. On the Role of Trust. | **Vartuhi Tonoyan**, Mannheim U.

873 💻: *(Paper Session) - (ENT)* **Opportunity Formation, Characteristics, and Performance**
1:15pm - 2:45pm Hyatt Regency Chicago: New Orleans
Chair: **Dimo Dimov**, U. of Connecticut

💻A knowledge efficiency approach to opportunity formation and new value emergence | **J. Robert Mitchell**, U. of Oklahoma; **Ronald K. Mitchell**, Texas Tech U.; **Adam Bailey**, Texas Tech U.

✈💻Is New Better? A Meta-Analysis of the Innovation-Performance Relationship in SME | **Nina Rosenbusch**, Friedrich-Schiller, U. of Jena; **Jan Brinckmann**, ESADE; **Andreas Bausch**, Friedrich-Schiller, U. of Jena

💻De novo firms and modular product architecture | **Raja Roy**, Tulane U.

The role of threat perceptions for entrepreneurial actions | **Nils Plambeck**, HEC

874 👁: *(Paper Session) - (ENT)* **Social and Green Entrepreneurship**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ENT 1
Presented on Panels 14-18

👁💻Developing social entrepreneurship research: Dynamic capabilities and CSR | **Laura J. Spence**, Royal Holloway, U. of London; **Richard K. Blundel**, Brunel U.

👁💻Social Ventures from a Resource-Based Perspective: An Exploratory Study Assessing Ashoka Fellows | **Moriah A. Meyskens**, Florida International U.; **Colleen Post**, Åbo Akademi U.; **Jeffrey Allen Stamp**, U. of North Dakota; **Alan L. Carsrud**, Ryerson U.; **Paul D Reynolds**, George Mason U.

🗨👁A Schumpeterian Typology for Green Entrepreneurship Innovation | **Mariana J. Lebron**, Syracuse U.

👁💻In the eyes of the beholder: A stakeholder view of Baumol's theory of entrepreneurial activity | **Tracey Eira Messer**, Case Western Reserve U.; **Latha Poonamallee**, Michigan Technological U.

☯✈🗨👁💻Supporting Green Enterprise: Policy Research Empowering Stakeholders to Formulate Research Questions | **David Watkins**, Southampton Business School, U.K.

875 👁: *(Paper Session) - (ENT)* **New and Small Firm Strategy**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ENT 2
Presented on Panels 19-23

✈👁💻Building Competitive Advantage in Early Stage Start-Ups: The Role of Entrepreneurial Capabilities | **Paul Richard Steffens**, Queensland U. of Technology; **Henri Burgers**, Queensland U. of Technology/ RSM Erasmus U.

👁💻The Choice Among Strategic Simplicity & Variety and The Performance of New Ventures: Origin Effects | **Barbara Larraneta Gómez-Cami**, U. Pablo de Olavide; **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Jose Luis Galan**, U. of Seville

👁💻Entrepreneurial Orientation and Learning in High and Low-Performing SMEs | **Timothy Pett**, Wichita State U.; **James A Wolff**, Wichita State U.

👁Real Options in Strategic Entrepreneurship | **Thomas Brady Harris**, Texas A & M U., College Station

👁💻Defending emerging market entrepreneurial firms from foreign competitors | **Lance Brouthers**, U. of Texas at El Paso; **Torsten Michael Pieper**, Kennesaw State U.; **Keith D. Brouthers**, King's College London; **Jason McNichol**, Social Science Research Council; **Yan Gao**, U. of Texas, El Paso

MONDAY

876 👁: *(Paper Session) - (ENT)* **New Venture Creation**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 24-30

- 👁💻Linking Cultural and Financial Capital of the Entrepreneur: A Cross-Country Comparison | **Malgorzata A. Wdowiak**, U. of Klagenfurt; **Erich J. Schwarz**, U. of Klagenfurt; **Robert J. Breitenecker**, U. of Klagenfurt; **Rainer Harms**, U. of Twente
- 👁Examining the Impact of the Voice-of-the-Consumer in Knowledge Intensive Entrepreneurial Firms | **Basil Englis**, Berry College; **Paula Danskin Englis**, Berry College; **Aard J Groen**, U. of Twente, NIKOS; **Peter van der Sijde**, Vrije U. Amsterdam
- 👁💻The Effects of Effectual Logic: Nascent Entrepreneurial Performance and Effectuation | **William Forster**, Lehigh U.
- 👁💻The Role of Economic Instiutions in Shaping Entrepreneurial Opportunities | **Sean Lux**, U. of South Florida
- 📖☯✈👁💻What are the Lessons for Entrepreneurship from Creativity and Design? | **Judy Matthews**, Queensland U. of Technology
- 👁💻Risk Taking in the Gain Domain: a Predictive Decision Model of New Venture Creation | **Yan Li**, City U. of Hong Kong
- 👁💻Knowledge Acquisition Modes Within The Entrepreneurial Process:How Do Start-ups Learn? | **Sihem Ben Mahmoud-Jouini**, HEC Paris; **Thomas Paris**, HEC School of Management; **Sylvain P. Bureau**, ESCP Europe

877 💻JS: *(ENT, OB)* **Multi-level Interdisciplinary Perspectives on Angel Investing Decisions**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand B
Organizers: **Melissa S. Baucus**, U. of Louisville**; Juan Florin**, U. of New Hampshire
Moderator: **Melissa S. Baucus**, U. of Louisville
Presenters: **Richard N. Dino**, U. of Connecticut**; Juan Florin**, U. of New Hampshire**; Richard T. Harrison**, Queen's U. Belfast**; Colin Mason**, U. of Strathclyde**; Cheryl Mitteness**, Northeastern U.**; Zeki Simsek**, U. of Connecticut**; Jeff Sohl**, U. of New Hampshire**; Richard Sudek**, Chapman U.**; Robert Wiltbank**, Willamette U.

878 💻: *(Paper Session) - (GDO)* **Family Friendly Policies: Effects of Supervision and Impact on Employment Outcomes**
1:15pm - 2:45pm Sheraton Chicago: Chicago 7
Chair: **Beth Ann Livingston**, U. of Florida
Discussant: **S. Gayle Baugh**, U. of West Florida

- A Longitudinal Investigation of LMX, Family Supportive Supervision, and Work Outcomes | **Jessica Bagger**, California State U. Sacramento; **Andrew Li**, West Texas A&M U.
- Kindred Spirit: Supervisor Family Support Amidst Similarities, Organizational Support and Attachment | **Dynah Basuil**, U. of Texas, Arlington; **Wendy J. Casper**, U. of Texas, Arlington
- 💻Work-Life Flexibility, Job Satisfaction & Promotions: Impact of Gender and Lone Parenthood | **Alison M. Konrad**, U. of Western Ontario; **Yang Yang**, Wharton School, U. of Pennsylvania
- Opting In but Still Losing Out: State Policy and Mothers' Employment | **Erin Marie Reid**, Harvard U.

879 💻: *(Paper Session) - (GDO)* **Considering the Complexity of Multiple Social Identities**
1:15pm - 2:45pm Sheraton Chicago: Ontario Room
Chair: **Claudia J. Ferrante**, U.S. Air Force Academy
Discussant: **Erica Gabrielle Foldy**, New York U.

- 💻Similarity Across Multiple Identities and Decision Making in Dyads | **Avner Ben-Ner**, U. of Minnesota; **Amit Kramer**, U. of Minnesota
- 💻Personality Shifts in Response to Cultural Priming as a Function of Bicultural Identity Integration | **Aurelia Mok**, Columbia U.; **Michael Morris**, Columbia U.
- 💻Becoming a Working Mother: Identity, Efficacy and Re-socialization Following Re-entry | **Jamie J. Ladge**, Northeastern U.

Sage Dissertation Award

- ✈💻The 'Inauspicious' Interplay of Identity and Work | **Jawad Syed**, U. of Kent; **Omar Hadid**, U. of Kent

880 💻JS: *(GDO, OB)* **New Directions in Studying Group Diversity**
1:15pm - 2:45pm Sheraton Chicago: Chicago 9
Coordinators: **Jennifer L. Berdahl**, U. of Toronto**; H. Colleen Stuart**, U. of Toronto

- On the Unintended Consequences of Political Correctness in Work Groups | **Jack Anthony Goncalo**, Cornell U.; **Jennifer A. Chatman**, U. of California, Berkeley; **Michelle Duguid**, Cornell U.; **Jessica Kennedy**, U. of California, Berkeley
- The Effects of Laughter on Team Member Affect Under Stress | **Golnaz Tajeddin**, York U.; **Mary J. Waller**, York U.; **Lorna Doucet**, China Europe International Business School; **Lu Wang**, U. of Illinois, Urbana-Champaign; **Sybil Phillips**, U. of Illinois, Urbana-Champaign
- Modeling Diversity and Stereotyping in Work Groups Over Time | **Jennifer L. Berdahl**, U. of Toronto; **H. Colleen Stuart**, U. of Toronto
- Minority Influence and Diverse Group Performance: The Effect of Attachment Security | **Sujin Lee**, KAIST; **Katherine W. Phillips**, Northwestern U.; **Zoe Kinias**, Northwestern U.

Presenters: **Jennifer A. Chatman**, U. of California, Berkeley**; Lorna Doucet**, China Europe International Business School**; Michelle Duguid**, Cornell U.**; Jack Anthony Goncalo**, Cornell U.**; Jessica Kennedy**, U. of California, Berkeley**; Zoe Kinias**, Northwestern U.**; Sujin Lee**, KAIST**; Katherine W. Phillips**, Northwestern U.**; Sybil Phillips**, U. of Illinois, Urbana-Champaign**; Golnaz Tajeddin**, York U.**; Mary J. Waller**, York U.**; Lu Wang**, U. of Illinois, Urbana-Champaign

881 👁: *(Paper Session) - (HCM)* **Learning and Quality in Healthcare Organizations**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV HCM 1
Presented on Panels 63-69

- ☯✈👁💻Mapping Networks of Agency: How Seriously Ill Patients Interact with the Health Care System | **Kathleen Montgomery**, U. of California, Riverside; **Stacy Carter**, U. of Sydney, Australia; **Miles Little**, U. of Sydney, Australia
- 👁💻Generating Patient Accounts of Quality Using Photography and Voice | **Jon Chilingerian**, Brandeis U.; **Laura Lorenz**, Brandeis U.

✈👁💻Parents, Spouses, and Children of Hospitalized Patients: Evaluation of Nursing Service Quality | **Dana Yagil**, U. of Haifa; **Gil Luria**, U. of Haifa; **Hanna Admi**, U. of Haifa; **Yael Eilon**, U. of Haifa; **Shai Linn**, U. of Haifa

👁💻Managing Error in Medical Complexity | **Katharina Janus**, Columbia U.; **Xi Zou**, Columbia U.

☯👁Did We Learn Everything We Need to Know in School? A Study of Learning in Healthcare Organizations | **Amy K. Yarbrough**, U. of Alabama at Birmingham

👁Applying Shared Mental Model Theory to Health System Integration: A Framework for Improvement | **Jenna M. Evans**, U. of Toronto

☯👁Organizational Learning in the Context of Hospital Infection Prevention | **Pavani Rangachari**, Medical College of Georgia

882 : *(Paper Session) - (HCM)* **Patient Centered Care: Making it Really Happen**
1:15pm - 2:45pm Swissôtel Chicago: Vevey Salon 4
Chair: **Margarete Arndt**, Clark U.
Discussant: **Andrew N. Garman**, Rush U.

💻Patient, Staff, and Physician Satisfaction: A New Model, Instrument, and Implications | **Anne S. York**, Creighton U.; **Kim A McCarthy**, Creighton U.

💻The Patient Experience: Tests of a Theoretical Model of Patient-Centered Care | **Cheryl Rathert**, U. of Missouri; **Ghadir Ishqaidef**, U. of Kansas

☯✈💻Empowering Patients Through Service Design | **Claudia Steinke**, U. of Victoria
Winner of HCM Division Best Paper Based on a Dissertation Award

☯✈💻A Politeness Theory Analysis of Physician-Patient Interaction - A Pediatrics Department Case Study | **Chun-Po Yin**, Kaohsiung Municipal Haiching Vocational High School of Technology and Commerce; **Chiung-Wen Hsu**, Cheng-Shiu U.; **Cecilia I. Lin**, National Sun Yat-sen U.; **Yuan-Te Huang**, Tainan Hospital Department of Health, Executive Yuan
HCM Best Theory-to-Practice Paper Nominee

883 💻: *(Paper Session) - (HR)* **The Internal Workings of Human Resource Management Systems**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 3
Chair: **Sven Kepes**, Virginia Commonwealth U.
Discussant: **Jeffrey B. Arthur**, Virginia Polytechnic Institute

🏳💻Understanding Human Resource Systems: Conceptualizing How the Parts Work Together | **Kaifeng Jiang**, Rutgers U., Dept. of HRM; **Mee Sook Kim**, Rutgers U., SPAA; **Kyongji Han**, Rutgers U., Dept. of HRM; **David P. Lepak**, Rutgers U.; **Ying Hong**, Rutgers U.; **Andrea Kim**, Rutgers U., SPAA; **Anne-Laure Pelissier Winkler**, Rutgers U.

🏳💻HRM Configurations, KSAs, Motivation, and Knowledge Creation:A Multilevel Model | **Zheng Jane Zhao**, U. of Kansas; **James P. Guthrie**, U. of Kansas; **Hui Liao**, U. of Maryland, College Park

💻General versus Targeted HR Systems:Striving for Accuracy and Generalizability | **Ying Hong**, Rutgers U.; **Andrea Kim**, Rutgers U., SPAA; **Anne-Laure Pelissier Winkler**, Rutgers U.; **Kaifeng Jiang**, Rutgers U., Dept. of HRM; **Mee Sook Kim**, Rutgers U., SPAA; **Kyongji Han**, Rutgers U., Dept. of HRM

💻Strategic Human Resource Management and Supply Chain Orientation | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio; **Carolee Maureen Rigsbee**, U. of Texas at San Antonio

884 ☯✈💻JS: *(HR, IM)* **International Human Resource Management in Hybrid Cultural Environments**
1:15pm - 2:45pm Sheraton Chicago: Missouri Room
Chair: **Chris Brewster**, U. of Reading

The Organizational Culture of Multinational Companies' Subsidiaries in Mexico | **Andreas M Hartmann**, Tecnologico de Monterrey

Best Practices in HRM Policy Transfer: From a Mexican Subsidiary to the German Holding Company | **Laura Zapata-Cantu**, Tecnologico de Monterrey; **Jacobo Ramirez**, Tecnologico de Monterrey

A Model of Workforce Diversity Policy Transfer: Data from Foreign Subsidiaries in Spain | **Lourdes Susaeta**, IESE Business School; **Maria Jesus Belizon**, IESE Business School

Human Resource Management and Stakeholder Theory in Latin America | **Anabella Davila**, Tecnologico de Monterrey; **Marta M. Elvira**, IESE Business School

Participants: **Anabella Davila**, Tecnologico de Monterrey**; Marta M. Elvira**, IESE Business School**; Andreas M Hartmann**, Tecnologico de Monterrey**; Laura Zapata-Cantu**, Tecnologico de Monterrey**; Jacobo Ramirez**, Tecnologico de Monterrey**; Lourdes Susaeta**, IESE Business School**; Maria Jesus Belizon**, IESE Business School

885 ✈💻: *(IM)* **Universal v. Indigenous Theory: The Future of International Management Research**
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal B
Chairs: **Yunxia Zhu**, U. of Queensland**; Gavin Jack**, La Trobe U.
Participants: **David A. Whetten**, Brigham Young U.**; Jay B Barney**, Ohio State U.**; Mary Yoko Brannen**, INSEAD/ San Jose State U.**; Craig Prichard**, Massey U.**; Kulwant Singh**, National U. of Singapore

886 ☯✈: *(Paper Session) - (IM)* **MNC Interactions with Institutions**
1:15pm - 2:45pm Hyatt Regency Chicago: McCormick
Chair: **Daya Shanker**, Deakin U.
Discussant: **Lilach Nachum**, Baruch College

🏳✈💻Institutional Distance, Organizational Legitimacy, and Foreign Acquisition Performance in the US | **Daniel Rottig**, California State U. Long Beach; **Taco Reus**, Rotterdam School of Management, Erasmus U.

✈💻Helping Cross-Border Managers Estimate Host-Country Institutional Maturity and Corruption Levels | **Joao Neiva De Figueiredo**, Saint Joseph's U.

✈🗪💻Multinationals as Agents of Institutional Diffusion | **Peter M. Madsen**, Brigham Young U.

✈💻Country Institutional Environments and Multinationality Advantage | **Mehmet Erdem Genc**, Baruch College; **Xavier Castañer**, U. of Lausanne

887 🕮☯✈: *(Paper Session) - (IM)* **Career Ups and Downs**
1:15pm - 2:45pm Hyatt Regency Chicago: Soldier Field
Chair: **Sully Taylor**, Portland State U.
Discussant: **Stephanie Hurt**, Meredith College

MONDAY

✈💻CQ and Network Centrality: Implications for Pathways to Informal Leadership Emergence | **Lu M Shannon**, U. College Dublin, Ireland; **Thomas M Begley**, U. College Dublin

💻The Route to the Top: Does International Experience Matter? | **Monika Hamori**, IE Business School; **Burak Koyuncu**, IE Business School

✈💻A Test of the Relationship of Employee Trust to Turnover Intentions | **Robert D Costigan**, St. John Fisher College; **Richard Charles Insinga**, St. John Fisher College

Further Exploring the Causes of Short-termism in Emerging Countries | **MINH TRAN DUC**, IBM; **Valerie Claude-Gaudillat**, Audencia Nantes School of Management

888 ☯✈💻: *(Paper Session) - (IM)* **Knowledge Transfer**
1:15pm - 2:45pm Hyatt Regency Chicago: Wrigley
Chair: **Christian Geisler Asmussen**, Copenhagen Business School
Discussant: **Cordula Barzantny**, Groupe ESC Toulouse Business School

✈💻Knowledge Transfer Cost, Competition and the Geographic and Organizational Boundaries of MNEs | **Nicole Adler**, Hebrew U.; **Niron Hashai**, Hebrew U.

💻Moving beyond Replication: Toward a Typology of Knowledge Transfer Modes | **Rajiv Nag**, U. of Arkansas, Fayetteville; **Ru-Shiun Liou**, U. of Arkansas, Fayetteville

✈💻I Learned More Than I Taught: The Hidden Dimension of Learning in Knowledge Transfer | **Fang Chen**, U. of Manitoba; **Hari Bapuji**, I. H. Asper School of Business; **Bruno Dyck**, U. of Manitoba; **Xiaoyun Wang**, U. of Manitoba

✈💻Knowledge Transfer and Thresholds in Multinational Corporations | **Christian Geisler Asmussen**, Copenhagen Business School; **Nicolai Foss**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School

889 : *(Paper Session) - (IP)* **Understanding Strategic Choice**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 1
Facilitator: **Thomas Schrettle**, U. of St. Gallen

💻**BPS:** When is Strategic Differentation Dysfunctional? Integrating insights on its benefits and perils | **Laura Singleton**, Boston College

☯✈💻**BPS:** A Timely High Capability Case Study from the Banking and Finance Industry | **Timothy F. O'Shannassy**, RMIT U.

✈💻**IM:** Perceived Strategic Uncertainty and Strategy Formation Mode Among SMEs in Emerging Economies | **Scott Bruce Droege**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

890 : *(Paper Session) - (IP)* **Understanding Absorptive Capacity**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 2
Facilitator: **Kandice A Kapinos**, U. of Michigan

✈💻**TIM:** R&D Alliance, Absorptive Capacity, and Firm Innovativeness | **Kuo-Feng Huang**, National Chengchi U.; **Kai Xu**, Xi'an Jiaotong U.

💻**TIM:** Exploring Patterns of Absorptive Capacity in Ambidextrous Organizations | **Henning Droege**, ESADE; **Dagmar Hildebrand**, ESADE

💻**TIM:** Cross-Functional Integration for NPD Success: The Moderating Role of Risk Tolerance and Openness | **Gerda Gemser**, Delft U. of Technology; **Mark a.a.m. Leenders**, Amsterdam U.

💻**IM:** The Impact of Network Involvement on Absorptive Capacity: Dynamic Model of Subsidiary Role Evolution | **Xiaoyu Pu**, Rutgers U.; **Ranfeng Qiu**, Rutgers U.

891 🗪: *(Paper Session) - (IP)* **Green Management and Individuals**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 3
Facilitator: **Peter A. Heslin**, Southern Methodist U.

🗪💻**OB:** At the Heart of Green Management: A Test of the Effect of Emotion on Proenvironmental Behavior | **Sally V. Russell**, Griffith U.; **Neal M. Ashkanasy**, U. of Queensland

💻**MED:** Does the MBA Employment Market Value Awareness of Social and Environmental Responsibility? | **Barry Aaron Friedman**, State U. of New York, Oswego; **Thomas James Tribunella**, State U. of New York, Oswego

🗪**HR:** A Model of the Role of Recruitment Messages in Recruiting Environmentally Responsible Applicants | **Stanley M Gully**, Rutgers U.; **Jean Phillips**, Rutgers U.; **Bill Castellano**, Rutgers U.; **Kyongji Han**, Rutgers U., Dept. of HRM

💻**OCIS:** The Consequences of Distributed 'Green' Game Design: A Sensemaking Perspective | **Patrick K Stacey**, Imperial College Business School; **Joe Nandhakumar**, U. of Warwick; **Andrew D. Brown**, U. of Bath

892 : *(Paper Session) - (IP)* **Anchoring, Comparative, and Collaborative Judgments**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 4
Facilitator: **Allard C.R. Van Riel**, U. of Liège

MOC: Psychological Processes in Comparative Judgment | **Joseph R. Radzevick**, Carnegie Mellon U.

💻**CM:** Overcoming Initial Anchors: The Effect of Negotiators' Dispositional Control Beliefs | **Shaul Shalvi**, U. of Amsterdam; **Simone Moran**, Ben Gurion U. of the Negev; **Ilana Ritov**, Hebrew U. of Jerusalem

💻**MOC:** When do Implausible Anchors Influence Judgment? A 2-stage Model of Anchoring Effects | **Michael James Liersch**, New York U.; **Craig R.M. McKenzie**, U. of California, San Diego

☯💻**OM:** How to Manage an Overconfident Newsvendor | **David C Croson**, Southern Methodist U.; **Rachel Croson**, U. of Texas at Dallas; **Yufei Ren**, U. of Texas at Dallas

☯💻**OB:** The Limited Wisdom of Dyads: Naïve Realism, False Consensus, and Failure to Benefit from Aggregation | **Varda Liberman**, Interdisciplinary Center Herzliya; **Julia Alexandra Minson**, Stanford U.; **Christopher Bryan**, Stanford U.; **Lee Ross**, Stanford U.

893 : *(Paper Session) - (IP)* **Macro Issues in Understanding Identity**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Peter O. Foreman**, Illinois State U.

💻**ENT:** Dual Identities in Social Ventures: An Empirical Examination | **Todd W. Moss**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.

💻**OMT:** Industry Identity and Image: Implications for Strategic Responses | **Rumina Dhalla**, U. of Guelph

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IM: Chao and Moon's (2005) Cultural Mosaic Theory; a Critical Review and an Alternative Approach | **Ivan Muslin**, U. of Memphis

894 : *(Paper Session) - (IP)* **Knowledge Sharing: Transfer, Flow and Exchange**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Deirdre McCaughey**, Pennsylvania State U.
✈**IM:** When Being the Only One Hurts: The Effects of Team Dispersion and Configurations on Knowledge Flows | **Katharina J. Raab**, WU Vienna; **Björn Ambos**, WU Vienna
✈💻**IM:** Knowledge Transfer in an International Context: The how and why across organizational boundaries | **Frederic Prevot**, Euromed Marseille Business School; **Robert Spencer**, Euromed Marseille Business School
💻**OM:** New Product Development Flexibility from the KBV: The Mediating Role of Information Sharing | **Ying Liao**, Meredith College; **Jane E. Barnes**, Meredith College
TIM: Competing Explanations for Knowledge Exchange:Technology Sharing in the Dispersed R&D of the MNE | **Prescott C Ensign**, U. of Ottawa
BPS: Competitive Advantages Through The Strategic Use Of Training: The Role of Top Management Teams | **Kevin J. Hurt**, U. of Texas Pan American

895 : *(Paper Session) - (IP)* **Understanding the Management of Emergency Response**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Peter Groenewegen**, VU U. Amsterdam
☯✈**PNP:** Red, white and blue: organizational fragmentation of the Emergency Response Rooms in Amsterdam | **Peter Groenewegen**, VU U. Amsterdam; **Kees Boersma**, VU U. Amsterdam; **Pieter Wagenaar**, VU U. Amsterdam
💻**PNP:** Building the Disaster State: Disaster Relief from the Founding to the Twentieth Century | **Patrick Roberts**, Virginia Tech
💻**PNP:** Improvisation and learning in an emergency response agency | **Hyun Hee Park**, U. at Albany, SUNY; **Dong Chul Shim**, State U. of New York, Albany
☯💻**PNP:** The Cultural Moment: The Department of Defense during Hurricane Katrina | **Donald P. Moynihan**, U. of Wisconsin, Madison

896 : *(Paper Session) - (IP)* **Further Perspectives on Learning**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Pablo Martin de Holan**, IE and INCAE
💻**MED:** Action Learning Research: A Systematic Review and Conceptual Framework | **Yonjoo Cho**, Indiana U., Bloomington; **Toby Marshall Egan**, Texas A&M U.
💻**MOC:** Conversational Learning and Performance: Interpreting Great Strategic Conversations | **Ann Kowal Smith**, Case Western Reserve U.; **David A Kolb**, Case Western Reserve U.
💻**TIM:** Depth, Breadth, and Diversity: Experiential Learning and Knowledge Creation in Drug Development | **Michael J. Mannor**, U. of Notre Dame

897 : *(Paper Session) - (IP)* **Legitimacy in Context: New Ventures and Across Cultures**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Dawn R. DeTienne**, Colorado State U.
💻**ENT:** The importance of appearance: Visual symbols and entrepreneurial legitimacy | **Jean Siobhan Clarke**, Leeds U.
💻**ENT:** Legitimacy and New Venture: Empirical Evidence from Kauffman Firm Survey | **Tang Wang**, U. of Missouri at Kansas City; **Lisa Z. Song**, U. of Missouri at Kansas City; **Michael Song**, U. of Missouri - Kansas City
💻**OMT:** Loose Coupling and Contagion of Legitimacy: Legitimation of Korean Religious Organizations 1972-1986 | **Sunhyuk Kim**, SKK GSB.; **Kiwon Jung**, Yonsei U.; **Dongyoub Shin**, Yonsei U.; **Dongjun Kim**, Yonsei U.; **Sunyoung Catherine Cho**, Yonsei U.
BPS: Multidimensionality of Legitimacy during Institutional Change – the Bulgarian Wine Industry | **Sylvaine Castellano**, IAE Toulon; **Olga Ivanova**, EDHEC
✈💻**IM:** Mapping the Cultural Schemata of Religio-Cultural Actors: A Methodological Note | **Matthew C. Mitchell**, U. of South Carolina

898 : *(Paper Session) - (IP)* **Applying Real Options Theory**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Sandip Basu**, California State U. East Bay
💻**HR:** Applying Real Options Theory to HRM: An Empirical Study of IT Software Firms in India | **Sanghamitra Sanyal**, Indian Institute of Management, Calcutta; **Prodip Kumar Sett**, Indian Institute of Management, Calcutta
✈💻**BPS:** Shareholder Valuation of Foreign Expansion Using Real Options Logic | **Joshua Sears**, U. of Illinois at Urbana-Champaign
💻**BPS:** Selective, Deliberate, and Diligent: Strategic Decision-Making in Response to Emerging Uncertainties | **Ronald Klingebiel**, U. of Cambridge

899 ✈: *(Paper Session) - (IP)* **Examining the Chinese Context**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Yan Xie**, Xi'an Jiaotong U.
✈💻**BPS:** The Development of a Process Model of Self-Rejuvenating Capability: Chinese Approach to Managing Fit | **Adela Chen**, U. of Georgia; **Shan-Ling Pan**, National U. of Singapore; **Cheng Zhang**, Fudan U.; **Zhiyu Cui**, Fudan U.
💻**IM:** Chinese Firms' FDI Mode Choices:The Effects of Firm Types and Chinese Government Financial Supports | **Qunyong Xie**, U. of Agder
☯✈💻**IM:** Organization's Acculturation Process:An Exploration from Spanish Firms in China | **Yingying Zhang**, CUNEF, Complutense U. of Madrid; **Chad Albrecht**, Huntsman School of Business, Utah State U.
☯✈💻**BPS:** The Contingent Value of Group Affiliation and Firm Governance: Evidence from China and India | **Deeksha A Singh**, National U. of Singapore

900 : *(Paper Session) - (IP)* **Resource-Based View**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Ana Cristina O Siqueira**, U. of Cambridge and MIT

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💻**GDO:** Strategic Mentoring: A Resource-Based Perspective | **David Zoogah**, Morgan State U.
💻**BPS:** A Capacity-Flow-Stock Model of the Firm: An Elaboration of the Resource-Based View | **Dovev Lavie**, Technion Israel Institute of Technology; **Avi Fiegenbaum**, Technion Israel Institute of Technology
💻**BPS:** What do we really know about the RBV? A call to improve the link between theory and method | **Scott L. Newbert**, Villanova U.
💻**IM:** Network Embeddedness, Resource Synchronization, and Bargaining Power in Strategic Alliances | **R. Michael Holmes Jr.**, Louisiana State U.; **Tim R. Holcomb**, Florida State U.

901 💻: *(Paper Session) - (IP)* **Perspectives on Research Design**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Eliezer Geisler**, Illinois Institute of Technology
✈💻**RM:** Phenomena-based Research in Management and Organization Science: Towards a Research Strategy | **Georg von Krogh**, ETH Zurich; **Cristina Rossi Lamastra**, Politecnico di Milano; **Stefan Haefliger**, ETH Zurich
☯💻**OMT:** Exploring How Organizational Structure and Environment Affect Response to Survey Design Features | **Ashley Bowers**, U. of Michigan
RM: Response Rates in Organizational Research: Towards a Standardized Practice | **Mindy Krischer**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

902 : *(Paper Session) - (IP)* **Creativity and Innovation**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Jordi Comas**, Bucknell U.
💻**TIM:** Definition of innovation -The complexity of nonassembled products | **Olavi Herman Uusitalo**, Tampere U. of Technology
ENT: Positive Affect, Creativity, and Innovation in New Ventures: A Moderated Mediation Model | **Robert Baron**, Rensselaer Polytechnic Institute; **Jintong Tang**, Saint Louis U.
💻**MOC:** Reasoning About Novelty: Modeling Coherence Given Arbitrary Logical Relations | **Timo Ehrig**, Max Planck Institute for Mathematics in the Sciences; **Louis Kauffman**, U. of Illinois at Chicago
💻**OB:** Towards a Theory of Creative Insight in Organizations: Connecting Context and Cognition | **R. Jeffrey Wylie**, Queen's U.
💻**TIM:** Boomerang Effects of Networked Ideas | **Dirk Deichmann**, Rotterdam School of Management, Erasmus U.

903 : *(Paper Session) - (IP)* **Exploring Organizational Citizenship Behavior**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Paul V. Martorana**, U. of Texas, Austin
💻**OB:** Beyond Organizational Citizenship: Toward a Multilevel Model of Team Citizenship Behavior | **Ning Li**, Texas A&M U.; **Bradley L. Kirkman**, Texas A&M U.; **Christopher O. L. H. Porter**, Texas A&M U.
💻**OB:** From Organizational Justice to OCBs: The Moderating Effects of Informational Justice | **Xiaoye Wang**, Hong Kong U. of Science and Technology; **Seokhwa Yun**, Seoul National U.; **Emily M. Nason**, Hong Kong U. of Science and Technology
💻**OB:** Values as Predictors of Individual- and Group-Level Organizational Citizenship Behaviors | **Marne Lynn Arthaud-Day**, Kansas State U.; **Joseph Charles Rode**, Miami U. Ohio; **Brian P. Niehoff**, Kansas State U.; **William H. Turnley**, Kansas State U.
☯💻**HR:** Exploring citizenship behavior and performance evaluations in a test of attribution theory | **Daniel Gregory Bachrach**, U. of Alabama; **Brian J. Collins**, U. of Southern Mississippi

904 : *(Paper Session) - (IP)* **Motivational Work Design**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Achim Schmitt**, Columbia Business School
MOC: Enthusiastic About a Job? Meaningfulness Making at Work | **Timo Vuori**, Helsinki U. of Technology; **Elina San**, Helsinki U. of Technology; **Mari Kira**, Helsinki U. of Technology
💻**HR:** Performance management and proactivity: The mediating role of work characteristics | **Karina van de Voorde**, Tilburg U.; **Luc W. Dorenbosch**, TNO Work & Employment; **Marc Van Veldhoven**, Tilburg U.
💻**SIM:** Meaningful Work and the Good Life:A Framework for Understanding Meaningful Work | **Christopher Michaelson**, U. of St. Thomas-Opus College of Business

905 : *(Paper Session) - (IP)* **Diversity in Teams: Processes and Effects**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Christopher O. L. H. Porter**, Texas A&M U.
✈💻**CM:** Triggering faultline effects in teams: The role of bonding, breaching and bridging social ties | **Hong Ren**, U. of Wisconsin-Milwaukee; **Barbara Gray**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.
✈**MOC:** Value Dissimilarity and National Dissimilarity in Teams: The Role of Distinctiveness and Congruence | **Danielle Cooper**, U. of North Texas
💻**OB:** The Curvilinear Relationship of Workgroup Diversity and Inter-group Relations in China and U.S. | **Yan Zhang**, Peking U.
OB: Harmony in diversity: Constructing commonalities and differences in cross-disciplinary teams | **Vanessa Pouthier**, Northwestern U.
💻**OCIS:** The Effects of Diversity and Communication Media on Conflict and Cohesion in Teams | **Anita D. Bhappu**, U. of Arizona; **Robert C Giambatista**, Lehigh U.; **Rena Shifrin**, U. of Arizona

906 : *(Paper Session) - (IP)* **Strategic HRM and Human Capital**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Rhett Andrew Brymer**, Texas A&M U.
☯✈**HR:** What Does Strategic Human Resource Management Mean? The Case for a Practice Perspective | **Stephanie Kaudela-Baum**, Lucerne School of Business; **Nada Endrissat**, U. of Applied Sciences Bern
✈💻**HR:** Comparative Perspectives of HR and Middle Managers on Their Relationships and Firm Performance | **Yu-Shan Hsu**, U. of Wisconsin Milwaukee; **Yu-Ping Chen**, U. of

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Wisconsin Milwaukee; **Felix Wai-Kwong Yip**, Yantian International Container Terminals Ltd (YICT)

💻**BPS:** What about the People?Human Assets' Contribution to Firm Performance Variance? | **Aya S. Chacar**, Florida International U.; **Natarajan Balasubramanian**, Florida International U.

💻**BPS:** Human Capital and Firm Productivity: Importance of Task-Specific Human Capital | **Sanjib K Chowdhury**, Eastern Michigan U.; **Eric Schulz**, Eastern Michigan U.

907 ✈: *(Paper Session) - (IP)* **Exploring the Role of Expatriates**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Craig R. Littler**, St. Andrews U.

💻**HR:** International Experience and Higher Level Contacts: Predictors of Expatriate Assignment Acceptance | **Bram Kuijken**, U. of Amsterdam Business School; **Stefan T. Mol**, U. of Amsterdam; **Wendelien Van Eerde**, U. of Amsterdam Business School

✈**IM:** The Role of Host Country Nationals in ensuring Expatriate Effectiveness | **Ashish Mahajan**, U. of Windsor

💻**OMT:** The Relevant Community of the Liminal Expatriate: A Model to Define the Free Moral Space Boundary | **Nuno Guimaraes-Costa**, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA; **Miguel Pina Cunha**, U. Nova de Lisboa

908 : *(Paper Session) - (IP)* **Organizational Values**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Yusuf M. Sidani**, American U. of Beirut

💻**BPS:** The Dynamics of values in organizations | **Humphrey Bourne**, U. of Bristol; **Mark Jenkins**, Cranfield U.

✈💻**IM:** Value Identification and Appropriation Processes in International Joint Ventures | **Yi Sun**, Guanghua School of Management, Peking U.; **Xin Chen**, Peking U.

✈**OMT:** The CEO`s Golden-Mean Thinking, Ambidextrous Orientation and Firm Performance | **Yuanyuan Ling**, Renmin U. of China; **Jian-xun Chen**, Renmin U. of China; **Xin Li**, Northeastern U.

💻**SIM:** Corporations, the Poor and Value Analysis: To Serve and Be Served? | **Kamala Gollakota**, U. of Redlands; **Vipin Gupta**, Simmons School of Management

909 📖☯💻: *(Paper Session) - (MC)* **Consulting Approaches to Learning and Change**
1:15pm - 2:45pm Hyatt Regency Chicago: Hong Kong
Chair: **Marc Bonnet**, ISEOR, U. of Lyon 3
Discussant: **Larry M. Starr**, U. of Pennsylvania

☯DEMAGOGUE TO DIALOGUE: Consultations with Leaders Under Fire | **Alan Goldman**, Arizona State U.

☯✈Why do Games Work? In Search of the Active Substance | **Vincent Peters**, Samenspraak Advies; **Leon De Caluwe**, Vrije U. Twynstra; **Gertjan Hofstede**, Wageningen U. & Delft U.

💻"Listening to the Managers" – Managers as Co-producers of Management Knowledge | **Claudia Groß**, U. of Nijmegen; **Stefan Heusinkveld**, Radboud U. Nijmegen; **Jos Benders**, Radboud U. Nijmegen

☯Intervention and Organizational Change: Building Organizational Change Capacity | **Anthony F. Buono**, Bentley U.; **Kenneth W, Kerber**, Kerber & Associates

910 📖☯: *(Paper Session) - (MED)* **Organizational and Management Learning: Applications of Theories**
1:15pm - 2:45pm Hyatt Regency Chicago: Buckingham
Chair: **William J. Heisler**, Troy U.
Discussant: **Michael J. Provitera**, Barry U.

💻Measuring the Effects of Learning Styles on Learning: Evidence from Management Education | **Ross E. Azevedo**, U. of Minnesota; **Mesut Akdere**, U. of Wisconsin Milwaukee

✈💻Organizational learning in a global context | **Helen Shipton**, Aston U.; **Erik Mooi**, U. of Aston

🏳📖☯💻Reflexivity as a Threshold Concept: Troublesome Understanding | **Paul Hibbert**, Strathclyde U.

🏳☯Facilitating Double-Loop Learning: Steps for Interveners | **Jenny W. Rudolph**, Harvard U.; **Robert Simon**, Harvard U.; **Dan Raemer**, Harvard U.; **Walter Eppich**, Northwestern U.

911 📖☯✈🗨JS: *(MED, IM)* **Sustainable Business Solutions for Poverty Alleviation: Innovations in Management Education**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus KL
Organizers: **Madhubalan Viswanathan**, U. of Illinois**; Ted London**, U. of Michigan
Discussant: **Srinivas Sridharan**, Richard Ivey School of Business

Educational Innovations On Sustainable Business Solutions For Subsistence Marketplaces | **Madhubalan Viswanathan**, U. of Illinois

Bringing the Base of the Pyramid to the Classroom | **Ted London**, U. of Michigan

Food for Thought: Educational Innovations For Sustainable Development | **Oana Branzei**, U. of Western Ontario

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

912 ☯💻: *(MH)* **Finding the Hawthorne Relay Assembly Ladies: A Tribute to Al Bolton**
1:15pm - 2:45pm Swissôtel Chicago: St. Gallen Salon 1
Chair: **Julia Teahen**, Baker College
Presenters: **John G Joos**, Nova Southeastern U.**; Regina Greenwood**, Nova Southeastern U.**; Mirta M Martin**, U. of Richmond**; Jane Whitney Gibson**, Nova Southeastern U.**; Daniel A Wren**, U. of Oklahoma

913 👁💻: *(Paper Session) - (MOC)* **Leadership and Motivation: The Role of Affect**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 35-40

👁💻The Effect of Follower Affect and Organizational Commitment on the Perception of Distant Leadership | **Boram Do**, KAIST; **Seung-Yoon Rhee**, KAIST; **Hyewon Park**, Business School of Korea U.

👁💻Emotional Contagion and Emotional Transitions: How Are Changing Emotions 'Caught' | **Allan Filipowicz**, INSEAD; **Shimul Melwani**, U. of Pennsylvania

👁💻Taking the Reins: Effects of Incoming Leader Status and Style on Perceptions and Performance | **Stephen Sauer**, Clarkson U.

👁💻Subordinate Stewardship: Its Leadership Antecedents and Governance Consequences | **Subodh P. Kulkarni**, Howard U.; **Nagarajan Ramamoorthy**, U. of Houston, Victoria

👁💻The Role of Shame in Motivation | **Philip Gordon Stiles**, Cambridge U.

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The Impact of Intuition on Motivation: The Flow Theory Perspective | **Claudia Kuhnle**, Mannheim U.; **Marta Sinclair**, Griffith U.

914 : *(Paper Session) - (MOC)* **Cognition in Work Groups and Teams: II**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV MOC 2
Presented on Panels 41-44

Knowledge Workers and Interdisciplinary Teams for Knowledge Creation: Predicting Participation | **Maritza R. Salazar**, New York U.; **Theresa K Lant**, New York U.; **Aimee A. Kane**, New York U.

Friend or Foe: Effects of Competitiveness and Status Level on Interactions among Group Members | **Sandra Spataro**, Cornell U.; **Nathan Pettit**, Cornell U.; **Stephen Sauer**, Clarkson U.

The Effect of In-Group and Out-Group Tie Strengths on the Perception of Organizational Justice | **Seung-Yoon Rhee**, KAIST; **Hyewon Park**, Business School of Korea U.

Facilitating High Quality Idea Evaluation Using Telescoping | **Min Basadur**, McMaster U.; **Timothy Mark Basadur**, U. of Illinois at Chicago; **Frederik Beuk**, U. of Illinois at Chicago

915 : *(Paper Session) - (MOC)* **Knowledge, Expertise, Creativity and Innovation**
1:15pm - 2:45pm Hyatt Regency Chicago: Truffles
Chair: **Viktor Dorfler**, Strathclyde U.
Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

Knowledge Exchange in Organizations: Integrating Knowledge, Creativity, and Innovation Perspectives | **Robert C. McNamee**, Rutgers U.; **Daniel Z. Levin**, Rutgers U.

Creativity as a Multi-Stage Process Motivated by Regulatory Mode Orientation | **Timothy Mark Basadur**, U. of Illinois at Chicago; **Frederik Beuk**, U. of Illinois at Chicago

Assessing Relative Member Expertise in Groups: An Expertise Dependence Perspective | **Michelle A. Barton**, U. of Michigan, Ann Arbor; **J. Stuart Bunderson**, Washington U.

Expertise Utilization in Accounting & Consulting Teams: The Effects of Shared Representations | **Heidi K. Gardner**, Harvard U.

916 : *(Paper Session) - (MOC)* **Knowledge Transfer**
1:15pm - 2:45pm Hyatt Regency Chicago: Wright
Chair: **Morten Thanning Vendelo**, Copenhagen Business School
Discussant: **David R. Schwandt**, George Washington U.

Lost in Translation: Why Organizations Should Facilitate Knowledge Transfer | **Charlotte Fillol**, U. of Paris Dauphine; **Pierre Roy**, U. of Montpellier 1

Examining the Evidence: The Case for Evidence-based Management | **Tina L. Juillerat**, U. of North Carolina, Chapel Hill

Analogical Reasoning and Deep Structure Knowledge Transfer in Managerial Decision Making | **Tracey Pillinger**, AGSM-Australian School of Business; **Shayne Gary**, Australian Graduate School of Management; **Robert E. Wood**, U. of Melbourne

Transfer of Organizational Practices and Values in MNCs: A Recontextualization Perspective | **Alexei Koveshnikov**, Hanken School of Economics; **Wilhelm Barner-Rasmussen**, Hanken School of Economics

917 : *(Paper Session) - (MSR)* **Spiritual Leadership and Decision-Making**
1:15pm - 2:45pm Hyatt Regency Chicago: Haymarket
Chair: **Gerald Biberman**, U. of Scranton
Facilitator: **Lyubov Bogan**, Odesa Institute of Entrepreneurship & Law

Maximizing the Triple Bottom Line & Spiritual Leadership: The CEL Story | **Louis W. (Jody) Fry**, Tarleton State U.; **Lynne Sedgmore**, Centre for Excellence in Leadership; **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II

Hubris or Humility: Cautions Surrounding the Construct and Self-Definition of Authentic Leadership | **Glenna Chang**, Seattle Pacific U.; **Margaret Diddams**, Seattle Pacific U.

Spirituality and Strategic Leadership: The Influence of Spiritual Beliefs in Decision Making | **Kelly A Phipps**, U. of Nebraska, Lincoln

Job Stressors and Bad Economic Times:Multiple Roles of Spirituality in Job Stress and Well Being | **Kelly L Zellars**, U. of North Carolina, Charlotte; **Jeremy Ray Brees**, Florida State U.

918 : *(Paper Session) - (OB)* **Organizational Commitment**
1:15pm - 2:45pm Sheraton Chicago: Arkansas Room
Chair: **Jenny M. Hoobler**, U. of Illinois, Chicago
Discussant: **Vishwanath V. Baba**, McMaster U.

Perceived Organizational Support, Organizational Commitment and Well-Being: A Longitudinal Study | **Alexandra Panaccio**, HEC Montreal; **Christian Vandenberghe**, HEC Montreal

Profiles of Commitment: A Multidimensional Perspective | **Laura J. Stanley**, U. of Georgia; **Robert J. Vandenberg**, U. of Georgia; **Christian Vandenberghe**, HEC Montreal; **Kathleen Bentein**, U. of Quebec at Montreal

A Self-Identification Approach to Organizational Commitment | **Anyi Chung**, National Sun Yat-sen U.; **I-Heng Chen**, National Sun Yat-sen U.; **Ying-Tzu Lin**, National Sun Yat-sen U.; **Amber Yun-Ping Lee**, National Sun Yat-sen U.; **Hsien Chun Chen**, National Sun Yat-sen U.

Shift Happens: Understanding Commitment Shifts in Mergers and Acquisitions | **Byron C. Clayton**, Case Western Reserve U.

919 : *(Paper Session) - (OB)* **Work and Family**
1:15pm - 2:45pm Sheraton Chicago: Colorado Room
Chair: **Sigmar Malvezzi**, Instituto de Psicologia - USP
Discussant: **Ellen Ernst Kossek**, Michigan State U.

The Role of Work-Family Balance in Organizational Citizenship Behaviors | **Dawn S. Carlson**, Baylor U.; **K. Michele Kacmar**, U. of Alabama; **Joseph Grzywacz**, Wake Forest U.; **Merideth Ferguson**, Baylor U.; **Bennett J. Tepper**, Georgia State U.; **Dwayne Whitten**, Texas A&M U.

The Role of Significant Other Perspectives of Work-Family Conflict on Employee Work Outcomes | **Marla Baskerville Watkins**, Northeastern U.; **Run Ren**, Longwood U.; **Wendy R. Boswell**, Texas A&M U.; **María Carmen Triana**, U. of Wisconsin, Madison; **Asghar Zardkoohi**, Texas A&M U.

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✈💻Work Demand, WFC and Work-Related Attitudes and Performances: The Role of Chinese Work Value | **Bei Wang**, Peking U.; **Chang-qin Lu**, Peking U.

A Cross-national Comparative Study of Work-family Conflict: Gender Egalitarianism | **Eunae Cho**, U. of South Florida; **Liuqin Yang**, U. of South Florida; **Tammy D. Allen**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Steven A. Y. Poelmans**, IESE Business School; **Cary L. Cooper**, Lancaster U.; **Laurent M. Lapierre**, U. of Ottawa; **Michael O'Driscoll**, U. of Waikato; **Juan I. Sanchez**, Florida International U.; **Chang-qin Lu**, Peking U.; **Oi Ling Siu**, Lingnan U.

920 ☯💻: *(OB)* **Service and Organizational Justice: New Directions**
1:15pm - 2:45pm Sheraton Chicago: Mayfair Room
Chair: **Robert C. Ford**, U. of Central Florida
Discussant: **S. Douglas Pugh**, U. of North Carolina, Charlotte

Employees Sabotaging the Customer for Unfair Treatment | **David Douglas Walker**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia; **Danielle van Jaarsveld**, U. of British Columbia

Service Providers Responses to Unfair Customer Treatment | **Joel M. Evans**, U. of Arizona; **Stephen Gilliland**, U. of Arizona

When Customers are Rude, Employees Pay the Costs | **Anat Rafaeli**, Technion Israel Institute of Technology; **Amir Erez**, U. of Florida

Fairness is a Three Way Street | **Robert Folger**, U. of Central Florida; **Robert C. Ford**, U. of Central Florida

921 💻: *(Paper Session) - (OB)* **Teams: Coming Together or Coming Apart?**
1:15pm - 2:45pm Sheraton Chicago: Mississippi Room
Chair: **Kenneth Lee Bettenhausen**, U. of Colorado Denver
Discussant: **Laurie R. Weingart**, Carnegie Mellon U.

💻To Approach or Avoid Dissenting Newcomers: The Influence of Newcomers on Team Performance | **Floor Rink**, Groningen U.; **Naomi Ellemers**, Leiden U.

📖💻Managing Conflict in Teams: A Meta-Analysis | **Jessica R. Mesmer-Magnus**, U. of North Carolina - Wilmington; **Leslie A. DeChurch**, U. of Central Florida; **Daniel Doty**, U. of Central Florida; **Luiz Xavier**, U. of Central Florida; **Natalie Wright**, U. of Central Florida

💻Social and Task Cohesion in Face-to-Face and Computer-mediated Communication Groups (WITHDRAWN) | **Yuhyung Shin**, Sungkyunkwan U.

🏴When and How Does Norm-Based Peer Control Affect the Performance of Self-Managing Teams? | **Bart A. de Jong**, VU U. Amsterdam; **Katinka Monica Bijlsma-Frankema**, VU U. Amsterdam

922 💻: *(Paper Session) - (OB)* **Leader Emergence**
1:15pm - 2:45pm Sheraton Chicago: Ohio Room
Chair: **Roya Ayman**, Illinois Institute of Technology
Discussant: **John Humphreys**, Texas A&M U. - Commerce

🏴✈💻When Is LMX Instrumental to Leader Emergence? A Cross-Level Moderation Analysis | **Zhen Zhang**, Arizona State U.; **Zhen Wang**, Chinese Academy of Sciences; **David Waldman**, Arizona State U.; **Kan Shi**, Chinese Academy of Sciences

🏴The Two Faces Conceptualization of Conscientiousness and Leadership Emergence | **Sophia Vladimirova Marinova**, U. of Illinois, Chicago; **Henry Moon**, London Business School

Uncovering the Role of Emotional Abilities in Leadership Emergence - a Social Network Approach | **Cécile Emery**, U. of Lugano

💻Hierarchy, Trust, and Control: A Structurational Approach to Leadership Emergence in Organizations | **Alexander Mathew**, Indian School of Business; **Ajay Thomas Abraham**, Indian School of Business

923 💻JS: *(OB, CM, MOC)* **Distrust in Organizations: Empirical Developments**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 2
Chair: **Marie S. Mitchell**, U. of Nebraska
Discussant: **Jone L. Pearce**, U. of California, Irvine

Intuitive Distrust: An Exploratory Study | **Sandra L. Robinson**, U. of British Columbia; **Eiston Lo**, U. of British Columbia

The Persistence of Distrust Following False Allegations and Implications of Race | **Peter Austin Boumgarden**, Washington U. in St. Louis; **Kurt T Dirks**, Washington U. in St. Louis; **Laura Scherer**, Washington U. in St Louis; **Alan Lambert**, Washington U. in St. Louis

Unforgivable--and Unforgettable: Deep Wounds and the Dynamics of Distrust | **Robert Bies**, Georgetown U.

The Challenges of Separating (and Calibrating) the Trust and Distrust Constructs | **Roy J. Lewicki**, Ohio State U.

Participants: **Sandra L. Robinson**, U. of British Columbia**; Eiston Lo**, U. of British Columbia**; Peter Austin Boumgarden**, Washington U. in St. Louis**; Kurt T Dirks**, Washington U. in St. Louis**; Laura Scherer**, Washington U. in St Louis**; Alan Lambert**, Washington U. in St. Louis**; Robert Bies**, Georgetown U.**; Roy J. Lewicki**, Ohio State U.

924 💻JS: *(OB, MOC)* **Snap, Crackle, Pop! Energy and Passion in Organizations**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 1
Organizers: **Dana McDaniel**, U. of California, Irvine**; Spencer Harrison**, Boston College

Passion for one's work: Construct, measurement, and empirical validation | **Kimberly H. Perttula**, California State U. Dominguez Hills

Dirtbags, dawnpatrols, and dogs: The role of passion in organizing and normative control | **Spencer Harrison**, Boston College; **Kevin G. Corley**, Arizona State U.

Toward an integrative model of energy at work | **Chak Fu Lam**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

Energizer bunny or wet blanket? The social processes of emotional energy in organizations | **Dana McDaniel**, U. of California, Irvine

925 💻JS: *(OB, MOC, HR)* **Developing the Person-Environment Fit Research Agenda: Increasing Our Understanding of Fit Processes**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 5
Chairs: **Abbie J. Shipp**, Texas A&M U.**; Karen Jansen**, U. of Virginia
Discussant: **Amy L. Kristof-Brown**, U. of Iowa

MONDAY

Comparison Processes in Person-Environment Fit: A Proposed Research Agenda | **Jeffrey R. Edwards**, U. of North Carolina

Crafting and Recrafting Perceptions of Fit: Narratives In Medias Res | **Abbie J. Shipp**, Texas A&M U.; **Karen Jansen**, U. of Virginia

Fit as Wellness, Misfit as Illness | **Jon Billsberry**, Coventry U.

Perceived Person-Organization Fit: Moving Beyond Correspondence-Based Explanations | **Todd C. Darnold**, Creighton U.

926 💻: *(Paper Session) - (OCIS)* **Networks and Expertise in Technology Projects and Firms**
1:15pm - 2:45pm Hyatt Regency Chicago: Water Tower
Chair: **Yukika Awazu**, Bentley College
Discussant: **Katherine J. Stewart**, U. of Maryland, College Park

☯💻Network Structure and Expertise Distribution in Software Development Teams | **Samer Faraj**, McGill U.; **Sri Kudaravalli**, U. of Maryland

💻The Impact of Awareness and Accessibility on Expertise Retrieval: A Multi-Level Network Perspective | **Y. Connie Yuan**, Cornell U.; **Inga Carboni**, College of William & Mary; **Kate Ehrlich**, IBM

₧💻The Co-Evolution of Social Networks And Software Structures In Open- And Closed-Source Projects | **Francesco Merlo**, Politecnico di Milano; **Sandra Slaughter**, Georgia Institute of Technology; **Chiara Francalanci**, Politecnico di Milano

927 👁💻: *(Paper Session) - (ODC)* **Change Patterns Over Time: Micro and Macro Perspectives**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ODC 1
Presented on Panels 31-34

👁Change Fatigue: Development of a Change Construct and its Place in a Pernicious Nomological Sequence | **Jeremy Bernerth**, Louisiana State U.; **Harvell Jackson Walker**, Texas Tech U.

👁💻Are Employees Committed to a Change From the Beginning? The Role of Uncertainty and Climate | **Chih-Hsun Chuang**, Tamkang U.; **Joung-Liang Lan**, TVGH; **Jin-An Huang**, TVGH; **Yuh Yau**, TVGH

🗪👁💻Gasoline Prices and the American Auto Industry:Repeated Environmental Shocks in a Unique Framework | **Doug Chun**, U. of Hawaii at Manoa; **Nolan Kido**, U. of Hawaii at Manoa

👁💻Recursive Change - Changing Change During a Hospital Merger | **Harald Heinz Tuckermann**, U. of St. Gallen; **Johannes Rüegg-Stürm**, U. of St. Gallen

928 🕮☯💻: *(Paper Session) - (ODC)* **Employee Readiness and Experience of Change: The Central Role of Trust**
1:15pm - 2:45pm Swissôtel Chicago: Vevey Salon 3
Chair: **Jane V. Wheeler**, Bowling Green State U.
Discussant: **Consuelo Luisa Waight**, U. of Houston

₧💻Managing the Downside Effects of Organizational Changes in Fast Moving Service Environments | **Jun Ye**, U. of Oregon; **Jesse King**, U. of Oregon

☯💻Perceived Need for Organizational Change: A Test of Individual Emotion and Contextual Influences | **Gregory D Hammond**, Air Force Institute of Technology; **Dean Vitale**, Air Force Institute of Technology; **Alfred E. Thal Jr.**, Air Force Institute of Technology

Trust, Sensemaking, and Individual Responses to Organizational Change | **Robert M Sloyan**, Benedictine U.

💻The Value of Trust in Implementing Organizational Design Capabilities of a Customer-centric Strategy | **Jean-Francois Rosa**, HEC Montreal; **Curt Moore**, Texas Christian U.; **Barry A Macy**, Texas Tech U.

929 ☯✈💻JS: *(ODC, OMT, BPS)* **In Search of Sustainable High Performance**
1:15pm - 2:45pm Swissôtel Chicago: St. Gallen Salon 2
Organizer: **Michael Beer**, Harvard U.
Chair: **Tobias Fredberg**, Chalmers U. of Technology
Discussant: **Nathaniel Foote**, TruePoint Centre for High Commitment and High Performance

Organizational Ambidexterity: IBM and Emerging Business Opportunities | **Charles A O'Reilly**, Stanford U.; **Bruce J Harreld**, Harvard U.; **Michael L. Tushman**, Harvard U.

High-Performing Organizations: Implementing Multi-Dimensional Forms | **Jay Galbraith**, U. of Southern California

Collaborative Enterprise | **Charles Heckscher**, Rutgers U.

High Commitment, High Performance: How to Build a Resilient Organization for Sustained Advantage | **Michael Beer**, Harvard U.

Speakers: **Charles Heckscher**, Rutgers U.**; Jay Galbraith**, U. of Southern California**; Charles A O'Reilly**, Stanford U.

930 ✈💻: *(OM)* **Discovering New Challenges in Services Operations**
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal A
Organizer: **Andrew Neely**, Cranfield U.
Chair: **Veronica Martinez**, Cranfield U.

Prototyping Service Innovations: The Challenge of Visualizing the Invisible | **Kathrin Möslein**, U. of Erlangen-Nuremberg

Platforms for Innovation in Integrated Solutions | **Andrew Davies**, Imperial College London; **Annabelle Gawer**, Imperial College London; **Anna Canato**, Imperial College Business School

Managing Individual Learning Curves in High-Contact Services | **Rogelio Oliva**, Texas A&M U.

Service-Dominant Logic 2.0: Towards a Balanced View of Service Management | **Larry Menor**, U. of Western Ontario

Presenters: **Kathrin Möslein**, U. of Erlangen-Nuremberg**; Andrew Davies**, Imperial College London**; Rogelio Oliva**, Texas A&M U.**; Larry Menor**, U. of Western Ontario
Participants: **Annabelle Gawer**, Imperial College London**; Anna Canato**, Imperial College Business School

931 : *(Paper Session) - (OMT)* **Varieties of Social Responsibility**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbian
Chair: **Alison Kemper**, U. of Toronto

💻Beyond Boardrooms: Institutional Theory and the Prospects for Socially Relevant Scholarship | **Tyler Earle Wry**, U. of Alberta

💻When Does Decoupling Work? Stakeholder Characteristics and the Adequacy of Cosmetic Compliance | **Donal Crilly**, INSEAD; **Maurizio Zollo**, Bocconi U.; **Morten Hansen**, INSEAD

MONDAY

Transformation in the Nature of Pro Bono Work and Institutional Commitment in Corporate Law Firms | **Ryon Lancaster**, U. of Chicago; **Tae-Hyun Kim**, Northwestern U.; **Brian Uzzi**, Northwestern U.

Institutional or Instrumental: What Affects Corporate Social Responsibility in Emerging Economies? | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign; **Jianjun Zhang**, Peking U.

932 : *(Paper Session) - (OMT)* **Legitimating and Using Network Ties**
1:15pm - 2:45pm Hyatt Regency Chicago: DuSable
Chair: **Atul Teckchandani**, UC Berkeley

The Legitimacy of Market Relations: Formalization, Professionalization, and the Dynamics of Networks | **Helena Buhr**, U. of Michigan

Interorganizational Relations and Organizational Members' Prior Education and Employment Networks | **Christopher I. Rider**, Emory U.

Managerial Ties in China: The Roles of External Resource Exploitation and Environmental Turbulence | **Gang Wang**, Xi'an Jiaotong U.; **Xu Jiang**, Xi'an Jiaotong U.; **Changhong Yuan**, Xi'an Jiaotong U.

Constructing and Using Social Networks: A Regulatory Focus Perspective | **Xi Zou**, Columbia U.

933 : *(OMT)* **Decay, Death, and Rebirth of Networks and Network Ties**
1:15pm - 2:45pm Hyatt Regency Chicago: Gold Coast
Organizers: **Daniel Z. Levin**, Rutgers U.**; Jorge Walter**, Portland State U.
Discussants: **Ranjay Gulati**, Harvard U.**; Ray Reagans**, Carnegie Mellon U.

Network Plasticity, Aggregation Dynamics, and the Embeddedness of Organizational Innovation | **Jason Davis**, Massachusetts Institute of Technology

Tie Portfolios, Tie Interdependence, and the Emergence of Churning Ties | **Todd Zenger**, Washington U.; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research

Dormant Ties: Reconnection Choices and the Value of Reconnecting | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, Portland State U.; **Keith Murnighan**, Northwestern U.

934 : *(Paper Session) - (OMT)* **Emotions, Motives, Careers and Compensation**
1:15pm - 2:45pm Hyatt Regency Chicago: Ogden
Chair: **Emily S. Block**, U. of Notre Dame

The Dynamics of Interorganizational Careers | **Matthew J. Bidwell**, Wharton School, U. of Pennsylvania; **Forrest Briscoe**, Pennsylvania State U.

Bridging the Gap: Emotions as Mechanisms Interfacing Work and Organizational Structure | **Carlos Rodriguez-Lluesma**, IESE Business School; **Yosem Eduardo Companys**, Stanford U.

Why Do They Serve? A Typology of Director Motives | **Susana Velez-Castrillon**, U. of Houston; **Seemantini Madhukar Pathak**, U. of Houston

Firm Productivity Moderated Link Between Human Capital and Compensation | **Eric Schulz**, Eastern Michigan U.; **Sanjib K Chowdhury**, Eastern Michigan U.

Gender Earnings Gaps Among Young Managers: How Career Patterns Differentially Affect Earnings | **Jennifer M. Hitler**, U. of Chicago; **Stanislav D. Dobrev**, INSEAD

935 : *(Paper Session) - (OMT)* **Learning - From Whom & How?**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 45-49

Knowledge Co-Creation Involving a Foreign Subsidiary in China and Its Local Supplier: A Case Study | **Jacky Hong**, U. of Macau; **Robin Stanley Snell**, Lingnan U.

Learning the Hard Way: Organizational Learning and Task Complexity in British Fertility Clinics | **Mihaela Stan**, London Business School; **Freek Vermeulen**, London Business School

Learning from Whom? Vicarious Learning Under Ambiguity in Emergent Industries | **Yan Gong**, U. of California, Irvine; **Ann Terlaak**, U. of Wisconsin, Madison

How Do Organizations Selectively Disregard Problematic Information? | **Junko Shimazoe**, U. of North Carolina at Chapel Hill

Learning to Take Risk: Effects of Success and Distress Experience on Risk Preference in New Firms | **June-Young Kim**, Marquette U.; **Jay Kim**, U. of Southern California; **Anne S Miner**, U. of Wisconsin, Madison

936 : *(Paper Session) - (OMT)* **Issues of Measurement**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 261
Chair: **Mehdi Boussebaa**, Said Business School

Shall We Care that Performance Variability Makes Our Theories Contingent on Performance Level? | **Fabrice L. Cavarretta**, ESSEC Business School

Legitimacy in Empirical Management Research: A Review and a Suggestion for Future Research | **Carolin Decker**, Freie U. Berlin

Creating Whole Worlds out of Half Truths: The IQ-Job Performance Relationship as Self-Fulfilling | **Eliza Byington**, Rotterdam School of Management, Erasmus U.; **Will Felps**, Erasmus U. Rotterdam

The Epistemology of Performance Measurement | **Pietro Micheli**, Cranfield U.

How to Evaluate Causal Explanations of Samples of One | **Jochen Runde**, Cambridge U.; **Mark de Rond**, Cambridge U.

937 : *(Paper Session) - (OMT)* **Imprinting, Identity and Institutionalization**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 265
Chair: **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science and Technology

The Role of Transactive Autobiographical Memory in Organizational Imprinting | **Peter Bryant**, IE Business School

Making an Entrance: Organizational Growth Rates in the Swiss Banking Industry, 1936-2002 | **Fabiana Visentin**, U. of Lugano; **Filippo Carlo Wezel**, U. of Lugano; **Alessandro Lomi**, U. of Lugano

MONDAY

☯💻From History to Heritage: Corporate Museums and Organizational Institutionalization | **Davide Ravasi**, Bocconi U.; **Violina Rindova**, U. of Texas, Austin; **Ileana Stigliani**, Imperial College Business School

💻Organizational Experience in the U.S. TV Industry, 1950-2002 | **Samira Reis**, Bocconi U.

938 🗪💻: *(Paper Session) - (ONE)* **Environmental Managerial Attitudes and Intentions**
1:15pm - 2:45pm Fairmont Chicago: Crystal Room
Chair: **Alfred Allen Marcus**, U. of Minnesota

🗪💻Sustainability for the Individual: Multiple Constructions and Resistance to Change | **Robert Perey**, Macquarie U.

🗪What it means to be Green: Differential Effects of the Green Economy on Occupational Roles | **Erich C. Dierdorff**, DePaul U.; **Jennifer J Norton**, North Carolina State U.; **Donald W Drewes**, North Carolina State U.

✈🗪💻Ideals and Attributes of Environmentally-Conscious Managers | **Manjari Singh**, Indian Institute of Management, Ahmedabad; **Srinath Jagannathan**, Indian Institute of Management, Ahmedabad; **Patturaja Selvaraj**, Indian Institute of Management, Ahmedabad

💻Environmental Management Intentions: An Empirical Investigation of Argentina's Polluting Firms | **Diego Alfonso Vazquez Brust**, BRASS Institute, Cardiff U.; **Catherine Liston-Heyes**, Royal Holloway, U. of London

939 🗪💻: *(Paper Session) - (ONE)* **Proactive Environmental Strategies, Capabilities and Performance**
1:15pm - 2:45pm Fairmont Chicago: State Room
Chair: **Tobias Hahn**, Euromed Marseille Business School

🗪💻Oil Prices & Greening: Antecedents of Evolving Corporate Environmental Strategy in the US. | **Frederik Dahlmann**, U. of Bath

🗪Developing capabilities for proactive sustainability strategies | **Catalin Ratiu**, Concordia U.; **Sanjay Sharma**, John Molson School of Business; **Rick Molz**, Concordia U.

☯🗪💻Greening and Competitive Advantage:: An Empirical Analysis of the Canadian Oil and Gas Industry | **Mona Sellers**, U. of Calgary; **Alain C. Verbeke**, U. of Calgary; **Frances E Bowen**, U. of Calgary

Characterizing Strategic Alliances:Implications for Performance Improvement | **Haiying Lin**, George Mason U.

940 ☯✈👁💻: *(Paper Session) - (PNP)* **Non-Profit Management**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV PNP 1
Presented on Panels 1-6

☯👁Mission Gap: The Missing Driver for Nonprofit Strategy | **Robert M Sheehan**, U. of Maryland, College Park

👁💻The Volunteer Legacy of Major Sport Events | **Alison Doherty**, U. of Western Ontario

👁💻"They are a nonprofit because they make no profit": constructing organisational orientation | **Carolyn J. Cordery**, Victoria U. of Wellington; **Rachel Frances Baskerville**, Exeter U.; **Brenda Porter**, Victoria U. of Wellington

👁💻Employees' work motivation in service organizations: Comparing the for and the not-for-profit sector | **Rein De Cooman**, Vrije U. Brussel; **Sara De Gieter**, Vrije U. Brussel; **Roland Pepermans**, Vrije U. Brussel; **Marc Jegers**, Vrije U. Brussel

👁💻Resource Dependence and Nonprofit Fundraising Performance: The Case of Symphony Orchestras | **Ruey-Der Twu**, Nanhua U.

👁Strategic Practices of Nonprofits | **Charlotte Cloutier**, HEC Montreal

941 ☯✈💻: *(Paper Session) - (PNP)* **Technology & Entrepreneurship Policy**
1:15pm - 2:45pm Fairmont Chicago: Ambassador Room
Chair: **Dean F. Eitel**, DePaul U.
Discussant: **Charles H. Fay**, Rutgers U.

🏴An Application and Extension of the Technology Acceptance Model to Nonprofit Certification | **Lise Anne D. Slatten**, U. of Louisiana at Lafayette

☯🗪💻Accountability Online: The Web-based Accountability Practices of Nonprofit Organizations | **Chao Guo**, U. of Georgia; **Gregory D. Saxton**, U. at Buffalo

💻Communicating and Prioritizing Science and Technology Policy Using AHP | **Yi-Ching Wu**, National Tsing Hua U.

✈💻Ants or Grasshoppers: Entrepreneurship Policy Discourse in the United States and New Zealand | **Alejandro Amezcua**, Syracuse U.; **Shoko Kato**, Syracuse U.

942 ☯💻: *(Paper Session) - (PNP)* **Individual and Group Activity in Public Settings**
1:15pm - 2:45pm Fairmont Chicago: Regent Room
Chair: **Ralph Brower**, Florida State U.
Discussant: **Eric C. Martin**, Eastern Connecticut State U.

💻You are what you wear! Public employee perceptions of the impact of their dress and appearance | **Katherine A. Karl**, Marshall U.; **Leda McIntyre Hall**, Indiana U., South Bend; **Joy Van Eck Peluchette**, U. of Southern Indiana

💻Psychological Climate and Affective Commitment:Occupational Group Differences in the Public Sector | **Shahidul Hassan**, State U. of New York, Albany; **John Rohrbaugh**, State U. of New York, Albany

💻The Operation of Expressive and Instrumental Activity in Nonprofit and Voluntary Organizations | **Wenjue Lu Knutsen**, Queen's U.

💻Antecedents of whistle-blowing in a military base | **Marcia P Miceli**, Georgetown U.; **Janet P Near**, Indiana U.; **Michael T. Rehg**, California State U. Chico; **James R Van Scotter**, Louisiana State U.

943 👁💻: *(Paper Session) - (RM)* **Measurement Issues: The Importance of Item Wording and Grouping**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV RM 1
Presented on Panels 50-54

👁Never say "Always"?: Extreme Item Wording Effects on Scalar Invariance and Item Response Curves | **Christopher D. Nye**, U. of Illinois at Urbana-Champaign; **Daniel A. Newman**, U. of Illinois at Urbana-Champaign; **Dana L. Rhodes**, U. of Illinois at Urbana-Champaign

👁💻'Our survey says...' Very Different Things to Different People: Linguistics in Survey Research. | **Ben Hardy**, U. of Cambridge; **Lucy R. Ford**, St. Joseph's U.

Quantifying Item Validity Using the Dm Index | **Vas Taras**, U. of North Carolina Greensboro; **Theresa J.B. Kline**, U. of Calgary

Grouped or Intermixed Items? Resolving the Debate with Criterion-Related Evidence | **Lida Lingling Zhang**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

An Item Response Theory Assessment of the Minnesota Satisfaction Questionnaire | **Brendan Morse**, Ohio U.; **Rodger Griffeth**, Ohio U.

944 : *(RM)* **Micro and Meso Computational Models of Organizational Behavior**
1:15pm - 2:45pm Sheraton Chicago: Superior A and B
Chair: **Jeffrey B Vancouver**, Ohio U.
Discussant: **Charles Hulin**, U. of Illinois at Urbana Champaign

Overview | **Jeffrey B Vancouver**, Ohio U.

An Evaluation of Existing Computational Models of Self-Regulation | **Rick DeShon**, Michigan State U.

Computationally Modeling Motivation: Multiple Goal Pursuit | **Jeffrey B Vancouver**, Ohio U.; **Justin Weinhardt**, Ohio U.

Maintaining a Healthy Balance with Organizational Diversity: An Agent-Based Model of the ASA Model | **Paul Hanges**, U. of Maryland; **Juliet Aiken**, U. of Maryland, College Park; **Michael Kotelba**, U. of Maryland

Examining Team Emergent Processes, Mental Models, and Decision Making with Agent-Based Modeling | **Shelley D. Dionne**, Binghamton U.; **Hiroki Sayama**, Binghamton U.; **Francis J. Yammarino**, Binghamton U.

945 : *(Paper Session) - (SIM)* **I.Corporate Social Performance: CSP on CFP and CFP on CSP.**
1:15pm - 2:45pm Fairmont Chicago: Chancellor Room
Chair: **Timothy Michael Devinney**, AGSM-Australian School of Business
Discussant: **Donald Siegel**, U. at Albany-SUNY

When it's good to be good and when it's good to be bad: CSP and the cost of debt vs equity capital | **Jeff Frooman**, U. of New Brunswick; **Charlene E. Zietsma**, U. of Victoria; **Brent A McKnight**, U. of Western Ontario

Corporate Philanthropy and Financial Performance: Roles of Social Expectations and Political Access | **Heli Wang**, Hong Kong U. of Science and Technology; **Cuili Qian**, Hong Kong U. of Science and Technology

The Effect of Social Capital on Financial Capital | **Josep A. Tribó**, U. of Carlos III Madrid; **Jordi Surroca**, U. Carlos III de Madrid; **Moshe Kim**, Pompeu Fabra U.

Black Economic Empowerment in South Africa: Corporate Social Responsibility that Creates Value? | **Todd Alessandri**, Northeastern U.; **Sylvia Sloan Black**, Black Star Strategies, Inc.; **William E. Jackson**, U. of Alabama

Where to focus: Examining the Effectiveness of Corporate Social Issue Participation | **Na Ni**, Hong Kong Polytechnic U.; **Jijun Gao**, U. of Manitoba

946 : *(Paper Session) - (SIM)* **III.Ethics & Mgt:Ethical Leadership.**
1:15pm - 2:45pm Fairmont Chicago: Embassy Room
Chair: **Bradley R. Agle**, U. of Pittsburgh
Discussant: **Kristin Smith-Crowe**, U. of utah

Ethical leadership and power: Combined effects on unit outcomes | **Maribeth Kuenzi**, Southern Methodist U.; **Jay Carson**, Southern Methodist U.

ANTECEDENTS AND CONSEQUENCES OF EMPLOYEE-SUPERVISOR AGREEMENT ON ETHICAL LEADERSHIP | **David Mayer**, U. of Michigan; **Manuela Priesemuth**, U. of Central Florida; **Michael E. Brown**, - Pennsylvania State U., Erie; **Maribeth Kuenzi**, Southern Methodist U.

Responsible Leadership as Presupposition of Successful Stakeholder Management | **Christian Voegtlin**, U. of Zurich

Measuring the Relational Dimension of Ethical Decisions | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee

947 JS: *(SIM, BPS, ONE)* **Shareholder activism: How do firms respond?**
1:15pm - 2:45pm Fairmont Chicago: Gold Room
Organizer: **Cynthia Clark Williams**, Bentley College
Participants: **Aaron Chatterji**, Duke U.**; Lori Verstegen Ryan**, San Diego State U.**; Karen Schnatterly**, U. of Missouri-Columbia**; Kathleen Rehbein**, Marquette U.**; W. Trexler Proffitt**, Franklin & Marshall College

948 : *(TIM)* **Organizations, Institutions and the Science System**
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal C
Organizers: **Francisco Veloso**, Carnegie Mellon U.**; Jeff Furman**, Boston U.
Discussant: **Lee Fleming**, Harvard U.

The Economics of Scientific Misconduct | **Nicola Lacetera**, Case Western Reserve U.; **Lorenzo Zirulia**, Bologna U.

Institutions that Police Science: The Sources and Effects of Journal Retractions | **Jeff Furman**, Boston U.; **Kyle Jensen**, U. of California, Davis; **Fiona Murray**, Massachusetts Institute of Technology

Navel Gazing: Academic inbreeding and scientific productivity | **Francisco Veloso**, Carnegie Mellon U.; **Hugo Horta**, Carnegie Mellon U.

Helpfulness and Productivity: Implications of a New Taxonomy for Star Scientists | **Alexander Oettl**, U. of Toronto

The Role of DARPA in Seeding and Encouraging New Technology Trajectories | **Erica Renee Fuchs**, Massachusetts Institute of Technology

Participants: **Nicola Lacetera**, Case Western Reserve U.**; Erica Renee Fuchs**, Massachusetts Institute of Technology**; Alexander Oettl**, U. of Toronto

949 : *(Paper Session) - (TIM)* **Knowledge Protection and Patent Wars**
1:15pm - 2:45pm Hyatt Regency Chicago: Horner
Chair: **Kwanghui Lim**, U. of Melbourne

Knowledge Production in Innovative Firms under Uncertain Intellectual Property Conditions | **Kenneth G Huang**, Singapore Management U.

Formal and Strategic Knowledge Protection Strategies of Multinationals – A Cross Country Comparison | **Pedro Faria**, Instituto Superior Tecnico; **Wolfgang Sofka**, ZEW Centre for European Economic Research

MONDAY

✈💻Stock Market Reactions to Patent Oppositions in Biotechnology and Pharmaceuticals | **Dietmar Harhoff**, U. of Munich; **Carolin Haeussler**, U. of Munich

💻What Determines Patenting Strategy? A Case Study on Patent Wars | **Florian Jell**, Technical U. Munich

950 💻: *(Paper Session) - (TIM)* **Modularity, Collaboration and Innovation**

1:15pm - 2:45pm Hyatt Regency Chicago: Picasso

Chair: **Raghu Garud**, Pennsylvania State U.

💻Stuck in the Middle: Engineering's Changed Role in a Changed Aerospace Industry | **Alan O'Sullivan**, U. of Ottawa

💻Benefits and Risks of Strategic Collaboration in the Creation of Core and Non-core Technologies | **Victor Gilsing**, Tilburg U.; **Wim Vanhaverbeke**, Hasselt U.; **Geert Duysters**, Eindhoven U. of Technology

💻Managing Innovation in Complex Products:A Multiple Level Approach | **Andrea Prencipe**, U. G. d'Annunzio; **Stefano Brusoni**, Bocconi U.

✈💻Persistent Integrality: Product Architectures and Inter-firm Coordination in the Auto Industry | **Francesco Zirpoli**, U. of Salerno; **Arnaldo Camuffo**, Bocconi U. and Sda Bocconi School of Management

951 👁: *(Paper Session) - (TIM)* **Technology Adoption and Implementation**

1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV TIM 1

Presented on Panels 7-13

👁💻Where There's a Way, is There a Will? Installed Base and Product Quality in a Network Industry | **David McIntyre**, U. of Alabama

👁💻The Implementation and Use of Contactless RFID Smartcard | **Ziqi Liao**, Hong Kong Baptist U.; **Wing-Keung Wong**, Hong Kong Baptist U.

☯👁💻Toward a Deeper Understanding of Information Technology (IT) Adoption: A Multilevel Analysis | **Tracey Rizzuto**, Louisiana State U.; **Andrew Schwarz**, Louisiana State U.; **Colleen Schwarz**, Louisiana State U.

👁💻Information Technology Usage in Medical Laboratories: An Empirical Study | **Peter Sietins**, Bridgewater State U.; **Ruth Clarke**, Nova Southeastern U.

☯👁💻Online Store Atmospherics and Consumer Responses: An Integrated Framework | **Su Wen Chen**, National Cheng Kung U. / Yung-Ta Institute; **Hsin Hsin Chang**, National Cheng Kung U.

🗪👁💻Technology Adoption Of Alternative Fuels And Engines In Private Transport | **Klaus-Peter Wiedmann**, Leibniz U. Hannover; **Martin Kassubek**, Leibniz U. Hannover; **Nadine Hennigs**, Leibniz U. Hannover; **Lars Pankalla**, Leibniz U. Hannover

952 💻: *(Paper Session) - (TIM)* **Ambidexterity in Organizations: New Perspectives**

1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 260

Chair: **Michael R Weeks**, U. of Tampa

Disentangling the Exploration/Exploitation Cacophony: A Strategy-Oriented Typology for Incumbents | **Heidi Bertels**, Stevens Institute of Technology; **Peter A. Koen**, Stevens Institute of Technology

🏳☯💻Ambidexterity in NPD: The Impact of Differentiated Integration Structures on Innovation Performance | **Matthias de Visser**, U. of Twente; **Petra C. De Weerd-Nederhof**, U. of Twente; **Dries Faems**, U. of Twente; **Bart Van Looy**, K.U.Leuven; **Klaasjan Visscher**, U. of Twente

💻Ambidexterity & Innovative Performance:The Role of Human Capital & Strategic Alliances | **Andrew Hess**, U. of Virginia; **Frank T. Rothaermel**, Georgia Institute of Technology

How to Use Networks to Create Ambidexterity? | **Olli-Pekka Kauppila**, U. of Maryland, College Park

953 💻: *(Paper Session) - (TIM)* **Alliances, Partner Selection and Firm Performance**

1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 272

Chair: **Dzidziso Samuel Kamuriwo**, City U. London

💻How Do Exploration and Diversity Interact for Interfirm Knowledge Transfer? | **Hamid Mazloomi Khamseh**, ERPI-INPL and CERAM Business School; **Dominique R. Jolly**, CERAM

💻Are all "Sharks" Dangerous?: New Biotechnology Ventures and Partner Selection in R&D Alliances | **Luis Diestre**, U. of Southern California

Signaling Innovation Value through Alliances | **Peter McNamara**, UCD Dublin; **Dorota Piaskowska**, U. College Dublin

💻Intra- and Inter-firm Collaboration as Predictors of Service versus Product Innovation Performance | **Stephanie Christine Schleimer**, Griffith U.; **Arthur Shulman**, Griffith U.

Monday 1:30PM

954 : *(OB)* **Thank You Coffee**

1:30pm - 2:30pm Sheraton Chicago: Michigan A

An opportunity for members of our various OB Division commitees to relax. Please join us for a coffee.

Monday 2:00PM

955 : *(AAA)* **AOM Diversity Task Force Committee Meeting**

2:00pm - 3:00pm Sheraton Chicago: Lincoln Boardroom

Monday 2:30PM

956 : *(HR)* **HR Division Ice Cream Social**

2:30pm - 4:30pm Sheraton Chicago: Sheraton 4

Program Chair: **John E. Delery**, U. of Arkansas

Monday 2:45PM

957 : *(AAA)* **Conference Break**

2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center- Break

Monday 3:00PM

958 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Positioning, Entry, & Uncertainty**

3:00pm - 4:30pm Hyatt Regency Chicago: Acapulco

Chair: **Nydia MacGregor**, U. of California, Berkeley

Discussant: **Walter J Ferrier**, U. of Kentucky

💻Market Evolution, Technological Change, Market Entry Timing, and Firm Competitive Performance | **Jaime Gomez**,

U. of Zaragoza; **Gianvito Lanzolla**, Cass Business School, City U.; **Juan Pablo Maicas**, U. of Zaragoza

- Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG | **Ashton Hawk**, New York U.
- Profitably Stuck in the Middle: Intermediate Quality Positions as Hedges Against Demand Uncertainty | **David C Croson**, Southern Methodist U.
- Strategic Deviation (or Conformity) and Firm Performance Under Environmental Uncertainty. | **Bongjin Kim**, U. of Texas, San Antonio; **Derrick McIver**, U. of Texas at San Antonio; **Michael L Burns**, U. of Texas at San Antonio

959 : *(Paper Session) - (BPS)* **Strategy Process & Change: The Challenges of Structure**
3:00pm - 4:30pm Hyatt Regency Chicago: Addams
Chair: **Henk W. Volberda**, Erasmus U.
Discussant: **Patrick Reinmoeller**, Cranfield U.

- Organizational Structure as a Determinant of Performance: Evidence From Mutual Funds | **Felipe Csaszar**, INSEAD
- Task Structure, Organization Modularity and Hierarchy | **Yue Maggie Zhou**, U. of Maryland
- Delegation in Multi-Divisonal Firms: Determinants of the Structure of I.T. Purchasing Authority | **Kristina Steffenson McElheran**, Harvard Business School
- Transcending the Paradox within Ambidexterity: The Joined Effect of In- and External Social Capital | **Michiel Pieter Tempelaar**, RSM Erasmus U.; **Justin J.P. Jansen**, RSM Erasmus U.; **Henk W. Volberda**, Erasmus U.

960 : *(Paper Session) - (BPS)* **Innovation & Strategic Renewal: Invention Strategies**
3:00pm - 4:30pm Hyatt Regency Chicago: Atlanta
Chair: **April Franco**, U. of Toronto
Discussant: **Richard Makadok**, Emory U.

- Determinants of R&D Investment: Integrating Behavioral Theory and Managerial Incentives Arguments | **Todd Alessandri**, Northeastern U.; **Jason Michael Pattit**, Syracuse U.
- Firm Performance, Innovation Capabilities and Knowledge Management Tools | **Antonino Vaccaro**, Catholic U. of Lisbon FCEE; **Ronaldo C. Parente**, Rutgers U.; **Francisco Veloso**, Carnegie Mellon U.
- Patent Leveraging Strategies: Fight or Cooperate? | **Francesco Baldi**, U. of Rome La Sapienza; **Lenos Trigeorgis**, U. of Cyprus
- Timing in Business Model and Product Market Strategy Tradeoffs: Performance Implications | **Dzidziso Samuel Kamuriwo**, City U. London

961 : *(Paper Session) - (BPS)* **Industry Dynamics: Location & Geography**
3:00pm - 4:30pm Hyatt Regency Chicago: Burnham
Chair: **Hart E. Posen**, U. of Michigan
Discussant: **Alberto Di Minin**, UC Berkeley

- Spatial Density and Plant Survival in Alternative Fuels: The Effect of Organizational Form | **Serden Ozcan**, Copenhagen Business School
- Demand-side Dynamics of Inducements and Barriers to Geographic Mobility | **Lalit Manral**, U. of Central Oklahoma; **Kathryn Rudie Harrigan**, Columbia Business School
- Time Contingence of Geographic Concentration: Wine Production in Ontario, 1865 – 1974 | **Liang Wang**, Schulich School of Business; **Anoop Madhok**, Schulich School of Business; **Stan X. Li**, York U.
- Competition and Coordination: the Strategic Use of Product Variety in Consumer Electronics Retailing | **Charlotte R. Ren**, Purdue U., West Lafayette; **Ye Hu**, U. of Houston; **Yu Jeffrey Hu**, Purdue U., West Lafayette; **Jerry Hausman**, Massachusetts Institute of Technology

962 : *(Paper Session) - (BPS)* **Alliances & Networks: The Latest on Alliance Portfolios**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus G
Chair: **Anindya Ghosh**, Wharton School, U. of Pennsylvania
Discussant: **Daniel Arturo Heller**, Harvard U.

- Alliance Portfolio Diversity: Defining the Concept | **Olga Petrovna Bruyaka**, Virginia Tech
- Alliance Portfolio Diversity: Antecedents and Implications for Firm Performance | **Turanay Caner**, North Carolina State U.; **Olga Petrovna Bruyaka**, Virginia Tech
- The Impact of Portfolio Convergence and Divergence on Portfolio Turnover | **Shalini Rogbeer**, Vienna U. of Economics and Business Administration
- The Performance Effects of Balancing Exploration and Exploitation within and across Alliance Domains | **Dovev Lavie**, Technion Israel Institute of Technology; **Jingoo Kang**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania

963 : *(BPS)* **Demand-Side Approaches to Strategy and Innovation: Moving Beyond a Resource-Only Focus**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus IJ
Chairs: **Richard L Priem**, U. of Wisconsin, Milwaukee**; Gianmario Verona**, Bocconi U.
Discussant: **Mary Tripsas**, Harvard U.

- De Gustibus Est Disputandum:A Demand-Based View of Technological Innovation | **Alfonso Gambardella**, Bocconi U.; **Giada Di Stefano**, Bocconi U.; **Gianmario Verona**, Bocconi U.
- How Consumers' Evaluations Can Limit Potential Brand Resource Extensions: The Case of Smith Corona | **Erwin Danneels**, Worcester Polytechnic Institute
- The Two Sides of Competition and Their Implications for Strategy | **Joshua Gans**, U. of Melbourne; **Glenn MacDonald**, Washington U. in St. Louis; **Michael Ryall**, U. of Melbourne
- Responses to Technological Threats: Demand Heterogeneity and Graceful Technology Retreats | **Ron Adner**, Dartmouth College; **Daniel Snow**, Harvard U.

Presenters: **Alfonso Gambardella**, Bocconi U.**; Erwin Danneels**, Worcester Polytechnic Institute**; Michael Ryall**, U. of Melbourne**; Ron Adner**, Dartmouth College
Participants: **Daniel Snow**, Harvard U.**; Glenn MacDonald**, Washington U. in St. Louis**; Joshua Gans**, U. of Melbourne**; Giada Di Stefano**, Bocconi U.

964 : *(Paper Session) - (BPS)* **Corporate Governance: Board Composition**
3:00pm - 4:30pm Hyatt Regency Chicago: Comiskey

MONDAY

Chair: **Guoli Chen**, INSEAD
Discussant: **W Glenn Rowe**, Richard Ivey School of Business
- 💻Lone-Insider Boards: Improved Monitoring or a Recipe for Disaster? | **John A. Martin**, Air Force Academy; **Jim Combs**, Florida State U.
- 💻Board Knowledge Diversity and Firm Operating Risk | **Kong-Hee Kim**, St. Cloud State U.
- ✈Boards, Stockholders and Managers: A multidisciplinary recasting of their relationships | **Gavin John Nicholson**, Queensland U. of Technology; **Zoie Cook**, Queensland U. of Technology
- 💻Longitudinal changes in board composition: From IPO to the S&P500 | **Christine Shropshire**, U. of Georgia; **Amy Hillman**, Arizona State U.; **Katalin Takacs Haynes**, Texas A&M U.

965 💻: *(Paper Session) - (BPS)* **Corporate Effects: Corporate Strategy & Institutions**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand C North
Chair: **Igor Filatotchev**, City U. London
Discussant: **Paul Dunn**, Brock U.
- ✈💻Institutions and the Product Scope of the Firm | **Kyeungrae (Kenny) Oh**, U. of Missouri-St. Louis; **Seung-Hyun Lee**, U. of Texas, Dallas
- ✈💻A "Lemon" or a "Bargain"? The Impact of Information Institutions on Acquirer's Returns | **Jessie Qi Zhou**, Southern Methodist U.; **Jaideep Anand**, Ohio State U.
- ☯💻Prestige Effects of Analysts' Evaluation of Stocks on the Capital Market Response | **Tariq H. Malik**, U. of London
- 🏳💻Leaders and Followers in Industry Merger Waves | **Jerayr M Haleblian**, U. of California, Riverside; **Gerry McNamara**, Michigan State U.; **Bernadine Johnson Dykes**, Michigan State U.

966 👁💻: *(Paper Session) - (BPS)* **Alliances**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV BPS2
Presented on Panels 46-56
- 👁💻Contributions of Alliances to Performance: The Mediating Influence of Internal Collaboration | **Stephanie Christine Schleimer**, Griffith U.; **Arthur Shulman**, Griffith U.
- ☯✈👁💻Determinants and Impact of Alliance Capability: The Role of Exploration or Exploitation Alliances | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management
- 👁💻The Allocation of Control Rights in Biopharmaceutical Alliances: A Relational Perspective | **Yang Fan**, London Business School
- 👁💻Decision making biases in alliance life cycle: implications for alliance failure | **Yu-Chieh Chao**, National Taiwan U.
- 👁💻The Link between Contractual Complexity and Governance Forms in Alliances | **Jochen Schweitzer**, U. of Technology, Sydney
- 👁💻Creating and Appropriating Value in Alliance Portfolios Through Portfolio Composition and Structure | **Joseph Paul O'Connor Jr.**, U. of Texas at El Paso; **Laurence Anthony Marsh**, U. of Texas at El Paso; **Edward O'Donnell**, Columbus State U.
- 👁💻Legitimation and Relational Perspectives on the Alliance Management Function | **Yamuna Baburaj**, Drexel U.; **Dona Marie DeCarolis**, Drexel U.
- 👁💻How Firms Develop Alliance Portfolio Management Capability: Coevolution of Structures and Processes | **Werner Helmut Hoffmann**, Vienna U. of Economics and Business Administration
- ✈👁💻Alliance Networks and Dyadic Competitive Interaction in the Context of Mergers and Acquisitions | **You-Ta Chuang**, York U.; **Jung-Chin Shen**, York U.; **Peggy Ng**, York U.
- 👁A Friend of My Enemy Is My Enemy: The Effects of Alliance on Creating Competition | **Kwangho Kim**, Pennsylvania State U.
- 👁Agency Hazards & Firm's Alliance Portfolio:The Composition of Weak/Strong & Vertical/Horizontal Ties | **Majid Abdi**, York U.
- 👁💻The Persistent Value of Social Capital | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Todd Zenger**, Washington U.

967 ✈💻: *(Paper Session) - (CAR)* **Commitment in Contemporary Careers**
3:00pm - 4:30pm Sheraton Chicago: Huron Room
Chair: **Kathleen Campbell**, United States Military Academy
Discussant: **Rebecca G Long**, Mississippi State U.
- 💻Can organizational commitment be experienced by individuals pursuing contemporary career paths? | **Mihaela Enache**, U. Politècnica de Catalunya; **Jose Maria Sallan**, U. Politècnica de Catalunya; **Pep Simo**, U. Politècnica de Catalunya; **Vicenc Fernandez**, U. politecnica de catalunya
- Turnover intentions among knowledge workers in high-tech and low-tech organizations | **Meni Koslowsky**, Bar Ilan U.; **Jacob Weisberg**, Bar Ilan U.
- Examining the Antecedents of Mothers' Organizational Commitment and Turnover Intentions | **Jennifer N. Reeves**, U. of Houston; **Altovise Monae Rogers**, U. of Houston; **Lisa Penney**, U. of Houston
- ☯✈An examination of Multiple-commitment and three-component commitment theory on careers in Vietnam | **Hung Quoc Pham**, U. of East Anglia; **Yehuda Baruch**, U. of East Anglia; **Hongwei He**, U. of East Anglia

968 ☯✈💻JS: *(CAR, HR)* **Crossing Boundaries of the "Boundaryless Career": Examining Empirical Possibilities and Limitations**
3:00pm - 4:30pm Sheraton Chicago: Chicago 10
Chairs: **Jon P. Briscoe**, Northern Illinois U.**; Svetlana Khapova**, VU U. Amsterdam
- A leftover task in defining the new career: An empirically based typology of boundaries | **Jon P. Briscoe**, Northern Illinois U.; **Julie Unite**, Northern Illinois U.
- Linking personality and career outcomes through the boundaryless mindset: A mediated relationship | **Jon P. Briscoe**, Northern Illinois U.; **Wendy Marcinkus Murphy**, Northern Illinois U.
- Intelligent careers and generations: Does age influence perception? | **Elza Fátima Rosa Veloso**, U. de Sao Paulo; **Joel Souza Dutra**, U. de Sao Paulo; **André Luiz Fischer**, U. de Sao

MONDAY

Paulo; **Lina Eiko Nakata**, U. de Sao Paulo; **Wilson Aparecido Costa Amorim**, Fundação Instituto de Administração

Different forms of mobility for different folks? An empirical study of business graduates in Austria | **Katharina Chudzikowski**, WirtschaftsU. Wien; **Michael Schiffinger**, WU Vienna

Employees' meanings of work, career investments and organizational learning | **Svetlana Khapova**, VU U. Amsterdam; **Michael B. Arthur**, Suffolk U.; **Chen Fliesher**, VU U. Amsterdam

969 💻CAU: *(CAU)* **Intuition in organizations**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 281
List of issues in which interested AoM members expressed interest:1.Intuition measurement 2.Methodologies to study intuition3.Relationship between intuitive and rational processes4.Relationship between the cognitive and the affective elements of intuition5.Relationship between intuition and tacit knowledge/implicit learning6.Types of intuition7.Expert and entrepreneurial intuition8.Physiological and neurological correlates of intuition9.Intuition in healthcare management10.Intuition in management education11.Dual vs. unitary perspective on intuition12.Intuition/analysis in relation to personality and leadership styles13.Cognitive style and analysis14.The neuroscience of intuition15.Non-local intuition16.Scope of intuition17.Intuition in experts vs. novices
Organizers: **Marta Sinclair**, Griffith U.**; Jean-Francois Coget**, California Polytechnic State U.

970 ✈💻CAU: *(CAU)* **The Role of Cultural Intelligence in Cross-Cultural Management Research**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 283
The purpose of this caucus is to provide a venue for conference participants to discuss issues related to research on cultural intelligence. Specifically, we would like to focus on the nature, antecedents, and consequences of cultural intelligence and its viability as a key topic in cross-cultural research more broadly.
Organizers: **Tjai M. Nielsen**, George Washington U.**; Sheetal Singh**, U. of Maryland, College Park
Participants: **Linn Van Dyne**, Michigan State U.**; Debra L. Shapiro**, U. of Maryland**; Soon Ang**, Nanyang Technological U.**; Gilad Chen**, U. of Maryland

971 🗨CAU: *(CAU)* **Voluntary Carbon Markets: All these standards, which one to pick?**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 284
People who support this proposal and think it might be of interest to others:1.Joanne Oxley, University of Toronto , AoM Division Chair-Elect - Business Policy & Strategy2.Anita McGahan, University of Toronto , AOM Committee Member - Terry Book Award3.Magali Delmas, UCLA, Division Program Chair - Organizations & The Natural Environment4.Andrew King, Tuck School of Business, Dartmouth5.Michael W. Toffel, HBS 6.Dr. Paul Joskow , MIT
Organizers: **Chirag Pathak**, U. of Toronto**; Ann Armstrong**, Rotman School of Management, U. of Toronto
Participant: **Magali Delmas**, UCLA

972 CAU: *(CAU)* **Show Me the Stats: Where's the Assurance that Business Students are Learning What We Say They Will Learn in Short-Term, Study Abroad Programs?**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 285
Organizers: **Mary Tucker**, Ohio U.**; Nicole Gullekson**, Ohio U.**; Gary Coombs**, Ohio U.

973 💻: *(Paper Session) - (CM)* **Ties that Bind (or Blind) During Disputes**
3:00pm - 4:30pm Sheraton Chicago: Chicago 8
Chair: **Geoffrey Leonardelli**, Rotman School of Management, U. of Toronto

💻Resolving Inter-Firm Disputes: The Efficacy of Contractual vs. Relational Governance | **Fabrice Lumineau**, IMD; **Deepak Malhotra**, Harvard U.

💻Who's Fighting? An Examination of Intragroup Conflict Involvement | **Lindred Greer**, U. of Amsterdam; **Karen A. Jehn**, Leiden U.; **Anne Louise Lytle**, Australian Graduate School of Management

🏴💻The Relational Versus Collective "We" and Intergroup Allocation Decisions | **Sujin Lee**, KAIST; **Wendi L. Adair**, U. of Waterloo; **Elizabeth A. Mannix**, Cornell U.
Winner of CM Division Best Paper Award - Empirical or Theoretical

✈💻Bicultural Identification and Identity Compatibility in Negotiations | **Lakshmi Ramarajan**, Harvard U.

974 💻: *(Paper Session) - (CM)* **Examining Trust as a Critical Predictor and Outcome**
3:00pm - 4:30pm Sheraton Chicago: Erie Room
Chair: **Dejun Tony Kong**, Washington U. in St. Louis

💻The Influence of Automatic Trust on Information Sharing in Negotiations | **Li Huang**, Northwestern U.; **Keith Murnighan**, Northwestern U.

✈💻Gender and Job Role Congruence: A Field Study of Trust in Labor Mediators | **Alice F Stuhlmacher**, DePaul U.; **Jean Poitras**, HEC Montreal

💻Seeing and Believing: How Expressed Emotions InfluenceTrust and Advice Taking | **Francesca Gino**, U. of North Carolina in Chapel Hill; **Maurice Schweitzer**, U. of Pennsylvania

💻The Effects of Reputation Favorableness, Breadth and Consensus on Initial Trust | **Jennifer Dunn**, Michigan State U.

975 ☯💻: *(Paper Session) - (CMS)* **The Practice of Studying Management Critically**
3:00pm - 4:30pm Hyatt Regency Chicago: Toronto
Chair: **Rafael Alcadipani**, EAESP-FGV

📖💻"MANaging with Power"?: Re-reading Pfeffer's Teachings on Power in Organizations | **Tiffany Galvin**, U. of Massachusetts, Amherst; **Lindsey Pilver**, Pennsylvania State U.

💻An exploratory analysis of the Research Excellence Framework for academic accounting in England. | **Douglas Renwick**, U. of Sheffield

💻Organizing Derrida Organizing | **Andreas Rasche**, U. of Warwick

976 ☯💻: *(Paper Session) - (ENT)* **Entrepreneur - Investor Relationship and Conflict**
3:00pm - 4:30pm Hyatt Regency Chicago: Field
Chair: **David M. Townsend**, North Carolina State U.

💻Entrepreneur-Venture Capitalist Matching and Performance: Resource versus Homophily Effects | **David Hsu**, Wharton School; **Ola Bengtsson**, Cornell U.

MONDAY

Angel investors and entrepreneurs: Do they live happily ever after? | **Veroniek Collewaert**, Ghent U.

Conflict between angel investors and entrepreneurs: Perception, reality and impact on innovation | **Veroniek Collewaert**, Ghent U.

Cognitive and Affective Conflicts between Venture Capitalists and CEOs | **Dmitry Mikhail Khanin**, California State U. Fullerton; **Ofir Turel**, California State U. Fullerton

977 ✈ : *(ENT)* **Family Business Governance, Management, and Performance**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand B
Chair: **Raphael H Amit**, U. of Pennsylvania

Family Ownership in China | **Yuan Ding**, CEIBS

Patterns of Strategy and Governance in Italian Family-Controlled Firms | **Guido Corbetta**, Bocconi U.; **Carlo Salvato**, Bocconi U.; **Pramodita Sharma**, Concordia U.

Transgenerational Entrepreneurship | **Thomas Markus Zellweger**, U. of St. Gallen

A Synthesized Family Business Research Agenda: The AGES Framework | **Justin B Craig**, Bond U. Australia

Presenters: **Guido Corbetta**, Bocconi U.**; Justin B Craig**, Bond U. Australia**; Yuan Ding**, CEIBS**; Thomas Markus Zellweger**, U. of St. Gallen
Participants: **Carlo Salvato**, Bocconi U.**; Pramodita Sharma**, Concordia U.

978 : *(Paper Session) - (ENT)* **New Venture Creation: Exploitation Decisions and Processes**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand D North
Chair: **Ann McFadyen**, U. of Texas at Arlington

✈ Heterogeneity and the entrepreneur: A longitudinal examination of nascent entrepreneurs in Sweden | **Benson Honig**, Wilfrid Laurier U.; **Mikael J Samuelsson**, Stockholm School of Economics

✈ The Effect of Relational Embeddedness on the Execution of Gestation Activities | **Warren Byabashaija**, Makerere U.

☯ ✈ Escaping from Impasse: A Paradoxical Logic of Exploration and Exploitation in Chinese New Ventures | **Chunyan Jiang**, Nanjing U.; **Shuming Zhao**, Nanjing U.

Intrapreneurship or Entrepreneurship? | **Simon C Parker**, Ivey School of Business

979 ✈ : *(ENT)* **Entrepreneurship in Emerging Economies**
3:00pm - 4:30pm Hyatt Regency Chicago: New Orleans
Organizer: **Michael Gielnik**, Justus-Liebig U. Giessen
Discussant: **Michael Frese**, Giessen U.

High-Growth Aspiration Entrepreneurship | **Saul Estrin**, London Business School; **Tomasz Mickiewicz**, U. College London

Entrepreneurship in Context: The Role of Innovation in Developing, Growing, and Developed Economies | **Andreas Rauch**, Erasmus U. Rotterdam

Poverty and entrepreneurship is a complex relationship: Evidence from a Ugandan study | **Peter John Rosa**, Edinburgh U.

The Interplay of Creative Ability and Diverse Information in the Entrepreneurial Process | **Michael Gielnik**, Justus-Liebig U. Giessen; **Michael Frese**, Giessen U.

Perceptions of Distributive Justice and the Productivity of Entrepreneurial Behavior | **Jeffery S. McMullen**, Indiana U., Bloomington

980 : *(Paper Session) - (ENT)* **Institutions, Environments and Entrepreneurship**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 1
Presented on Panels 1-5

✈ Who has the 'Right Stuff'? Human Capital, Entrepreneurship and Institutional Change in China | **Charles Eesley**, Massachusetts Institute of Technology

✈ Institutional Environments for Entrepreneurship: Evidence from the BRIC Economies | **Rangamohan V. Eunni**, Youngstown State U.; **Tatiana S. Manolova**, Bentley College

The Context Matters: Understanding the Evolution of the Finnish and Irish Entrepreneurship Policies | **Jarna Kaarina Heinonen**, Turku School of Economics; **Ulla Hytti**, Turku School of Economics; **Thomas M. Cooney**, Dublin Institute of Technology

✈ The Knowledge Spillover Theory of Entrepreneurship: An Application to Foreign Direct Investment | **Zoltan J. Acs**, George Mason U.; **David Brooksbank**, U. of Wales Institute, Cardiff; **Colm O'Gorman**, UCD Dublin; **David Pickernell**, U. of Glamorgan; **Siri Ann Terjesen**, Indiana U., Bloomington

Founding Context and Performance Evolution: A Longitudinal Study of Emerging Economy Firms | **Indrajit Mukherjee**, Indian Institute of Management, Calcutta; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited; **Anubha Shekhar Sinha**, Indian Institute of Management, Calcutta, India

981 : *(Paper Session) - (ENT)* **Venture Capital**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 2
Presented on Panels 6-11

Disruptive innovation : Between ambidextrous clusters and specialized organizations | **Michel Ferrary**, CERAM

Risky Networks: The Diffusion of CVC Investment Through Interlocking Boards in the S&P500 | **Erik A. Noyes**, Babson College; **Candida G Brush**, Babson College

Toward a Process Model of Venture Capital Emergence: The Case of Botswana | **David Charles Lingelbach**, Stevenson U.; **Evan Gilbert**, U. of Stellenbosch

Pre-IPO Factors That Sustain Value | **Briance Mascarenhas**, Rutgers U.; **David Vance**, Rutgers U.

Human Capital, Venture Capital and Strategic Choice | **Jennifer Walske**, Boston U.; **Andrew Zacharakis**, Babson College

982 : *(Paper Session) - (ENT)* **Miscellaneous Topics in Entrepreneurship**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 12-15

The Entrepreneur's Choice of Product Roll-out Sequence and New Venture Growth | **Evan John Douglas**, U. of the Sunshine Coast; **Krittinee Nuttavuthisit**, Chulalongkorn U.

Turning the Page on Industry Formation: A population analysis of the nascent e-Text industry | **Susan L. Cohen**, U. of North Carolina

MONDAY

Rankings of Top Entrepreneurship Researchers and Affiliations: 1995 through 2006 | **Micah E. S. Crump**, Howard U.; **Augustus Abbey**, Morgan State U.; **Xingxing Zu**, Morgan State U.

The Nature of Talent Migration in Service Industries | **Ilgaz Arikan**, Georgia State U.; **David C Croson**, Southern Methodist U.

983 : *(Paper Session) - (GDO)* **Gender and Leadership**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 24-30

Where Colleagues Fear to Tread: How Gender Composition Influences Interpersonally Sensitive Behavior | **Michele Williams**, Cornell U.; **Evan Polman**, Cornell U.

Gender and Age Cohort Effects on Preferences for Leadership Behaviors: A Study of Romanian Managers | **Erich C. Fein**, U. of South Australia; **Aharon Tziner**, Netanya U. College; **Cristinel Vasiliu**, Bucharest Academy of Economic Studies

An Entitlement Perspective: Why Women Evade Salary Negotiations | **Shanna R Daniels**, Tulane U.; **Marla Baskerville Watkins**, Northeastern U.

Gender Differences of Paternalistic Leadership Effectiveness over Time | **Tzu-Ting Lin**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.; **Shu-Tsen Kuo**, National Taiwan U.; **Chou-Yu Tsai**, National Taiwan U.

Gender-Bias for Female Leadership and Social Distance | **Sung Soo Kim**, McGill U.

Mentoring Protégés of Color | **Rowena Ortiz-Walters**, Quinnipiac U.; **Lucy L. Gilson**, U. of Connecticut, Storrs

An Exploratory Study of Gender and Contextual Factors in Project Management | **Linda S. Henderson**, U. of San Francisco; **Richard W. Stackman**, U. of San Francisco

984 : *(GDO)* **If I Do, then I Can't: Yet Another Diversity Dilemma and Career Paradox**
3:00pm - 4:30pm Sheraton Chicago: Ontario Room
Organizer: **C Douglas Johnson**, Georgia Gwinnett College
Chair: **Donna Maria Blancero**, National Society of Hispanic MBAs
Discussant: **C Douglas Johnson**, Georgia Gwinnett College

If "We Do" Then "I Can't": Career and Employment Discrimination of Interracially Married Applicants | **Ny Mia Tran**, U. of Georgia; **Kecia M. Thomas**, U. of Georgia

For Whom Is it Lonely at the Top? Gender Stereotypes and Social Costs of Asking for Help | **R David Lebel**, Wharton School, U. of Pennsylvania; **Jennifer Mueller**, U. of Pennsylvania; **Ashleigh Shelby Rosette**, Duke U.

Creative Identities: Promoting Entrepreneurial Activity in the Face of Interpersonal Discrimination | **Channelle D. James**, U. of North Carolina Greensboro

985 SHCS: *(GDO, OB)* **Sustainability in Combining Work and Family: Obstacles and Resources for Career Success of Parents**
3:00pm - 4:30pm Sheraton Chicago: Chicago 7
Organizers: **Marloes L. van Engen**, Tilburg U.**; Claartje J Vinkenburg**, VU U. Amsterdam**; Dikkers Josje**, Vrije U. Amsterdam
Discussant: **Isabel Metz**, U. of Melbourne

Descriptive and Prescriptive Stereotypes as Obstacles for Working Mothers' Career Success. | **Tyler G. Okimoto**, Yale U.; **Madeline E. Heilman**, New York U.

Enhancing Female Career Advancement? A Comparison of Work-Life Practices and Policies in Europe | **Caroline Straub**, ESADE

Family-Friendly Policies and Climate Influence Team Responses to Work-Family Conflict. | **Eden King**, George Mason U.; **Whitney E. Botsford**, George Mason U.

Careers of Mothers in Science and Technology: The Impact of Career Breaks and Part Time Work. | **Clem Herman**, Open U.; **Suzan Lewis**, Middlesex U.

Extent and Stability of Maternal Employment in Relation to Children's Development. | **Wendy Goldberg**, U. of California, Irvine; **JoAnn Prause**, U. of California, Irvine; **Rachel Lucas-Thompson**, U. of California, Irvine

Family Policies, Labor Market Conditions and Attitudes Towards Childbearing Behavior. | **Ola Sjoberg**, Stockholm U.

986 JS: *(GDO, OB)* **Creativity and Innovation in a Multicultural World**
3:00pm - 4:30pm Sheraton Chicago: Chicago 9
Chairs: **Carmit T. Tadmor**, Tel Aviv U.**; Jeffrey T. Polzer**, Harvard U.

Diverse Cultural Experiences Facilitate Creativity and Innovation | **Adam D. Galinsky**, Northwestern U.; **William W. Maddux**, INSEAD; **Carmit T. Tadmor**, Tel Aviv U.; **Hajo Adam**, INSEAD; **Angela Leung**, Singapore Management U.; **Hal B Gregersen**, INSEAD; **Jeffrey H. Dyer**, Brigham Young U.

The Influence of Multiculturalism and Self-Verification on Creativity in Culturally Diverse Dyads | **Carmit T. Tadmor**, Tel Aviv U.; **Patricia Hernandez**, Harvard U.; **Sujin Jang**, Harvard U.; **Jeffrey T. Polzer**, Harvard U.

Multicultural Exposure and Cultural Habits as Catalysts for Team Creativity | **Chi-Ying Cheng**, Singapore Management U.; **Shira Mor**, Columbia Business School

Culture, Creative Ability, Need for Uniqueness and Creativity Types in Multicultural Teams | **Rikki Nouri**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology

Participants: **Adam D. Galinsky**, Northwestern U.**; William W. Maddux**, INSEAD**; Carmit T. Tadmor**, Tel Aviv U.**; Hajo Adam**, INSEAD**; Angela Leung**, Singapore Management U.**; Hal B Gregersen**, INSEAD**; Jeffrey H. Dyer**, Brigham Young U.**; Patricia Hernandez**, Harvard U.**; Sujin Jang**, Harvard U.**; Jeffrey T. Polzer**, Harvard U.**; Chi-Ying Cheng**, Singapore Management U.**; Shira Mor**, Columbia Business School**; Rikki Nouri**, Technion Israel Institute of Technology**; Miriam Erez**, Technion Israel Institute of Technology

987 SHCS: *(HCM, ODC, OMT)* **Innovation Implementation in Healthcare: Saving Good Ideas from Destruction**
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 4
Organizer: **Timothy Hoff**, State U. of New York, Albany
Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

When Ideas Meet Context: The Implementation of Incident Reporting in Hospitals | **Rangaraj Ramanujam**, Vanderbilt U.

MONDAY

Beyond Diffusion: The Social and Economic Forces that Shape Medical Home Implementation | **Timothy Hoff**, State U. of New York, Albany
Leading the Implementation Journey | **Amy C. Edmondson**, Harvard U.

988 👁: *(Paper Session) - (HR)* **Strategic Human Resources Management: Capturing the Value of Employees**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 62-67
👁💻Environmental Dynamism, HR Flexibility & Firm Performance: Analysis of a Multi-Level Causal Model | **Sumita Ketkar**, Indian Institute of Management, Calcutta; **Prodip Kumar Sett**, Indian Institute of Management, Calcutta
👁💻HR Practices and Value Capture from Investment in Innovation: Evidence from a Quasi-Experiment | **Andreas Georgiadis**, Centre for Economic Performance, LSE; **Christos N. Pitelis**, U. of Cambridge
👁💻Organizational values, employee negative affect, and high performance work practices | **Olivia Amanda O'Neill**, U. of Georgia; **Daniel Feldman**, U. of Georgia; **Robert J. Vandenberg**, U. of Georgia; **David M. Dejoy**, U. of Georgia; **Mark G. Wilson**, U. of Georgia
👁Leveraging the innovative performance of human capital through HRM and social capital | **Carmen Cabello**, Pablo de Olavide U.; **Alvaro Lopez-Cabrales**, Pablo de Olavide U.; **Ramón Valle-Cabrera**, U. Pablo de Olavide
👁💻Perceptual Mechanisms Linking HR Practices and OCBs: A Multilevel Moderated Mediation Study | **Li-Yun Sun**, Macau U. of Science and Technology; **Wen Pan**, Beijing Institute of Technology
✈👁💻Organizational performance, employee attitudes, and HRM: a study of small businesses | **Chin-Ju Tsai**, Royal Holloway, U. of London; **Paul Kerr Edwards**, Warwick U.; **Sukanya Sen-gupta**, Cardiff U.

989 💻: *(Paper Session) - (HR)* **International and Cross-Cultural Issues In Human Resources Management**
3:00pm - 4:30pm Sheraton Chicago: Missouri Room
Chair: **Cordula Barzantny**, Groupe ESC Toulouse Business School
Discussant: **Peter J. Dowling**, Victoria U. of Wellington
✈💻Social Interactions and Expatriate Adjustment: Who or What Really Matters | **Xiaoyun Wang**, U. of Manitoba; **Nealia Sue Bruning**, U. of Manitoba; **Karan Sonpar**, Instituto de Empresa Business School
✈💻A Social Capital Perspective of International Assignee Retention | **B. Sebastian Reiche**, IESE Business School; **Maria Kraimer**, U. of Iowa; **Anne-Wil Harzing**, U. of Melbourne
💻Perceived Job Quality in 19 European Countries: A Multilevel Approach | **Ingrid Esser**, SOFI; **Karen Modesta Olsen**, NHH
✈💻A Study on the HR-Performance Link in South Korea using Two Differently Measured HR Practices | **Jang-Ho Choi**, Chung-Ang U.

990 💻: *(Paper Session) - (HR)* **Exploring the Link Between HR Systems and Outcomes**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 3
Chair: **Gary C. McMahan**, U. of Texas, Arlington
Discussant: **James P. Guthrie**, U. of Kansas
🏳💻High Commitment HR Practices, Employee Effort, and Firm Performance | **Elizabeth McClean**, Cornell U.
☯💻HRM Practices, Affective Commitment and Job Performance: A Study of Hair Salons | **Po Chien Chang**, National Sun Yat-sen U.; **Pei-Chi Huang**, National Sun Yat-sen U.; **Shyh-jer Chen**, National Sun Yat-sen U.
💻HRM System Outcomes and Knowledge Sharing:The Mediating Effect of Individual Motivation and Behavior | **Dana Minbaeva**, Copenhagen Business School; **Kristiina Makela**, Helsinki School of Economics; **Larissa Rabbiosi**, Copenhagen Business School
✈High Performance HR Climates and Employment Relationships: An Anatomy of the Black Box | **Pei-Chuan Wu**, National U. of Singapore; **Yew Kwan Tong**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

991 📖☯✈💻: *(Paper Session) - (IM)* **MNC Strategy Issues**
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal B
Chair: **Augustine A. Lado**, Clarkson U.
Discussant: **Ruihua Joy Jiang**, Oakland U.
✈The Strategy and Structure of Multinational Corporations | **Heather Berry**, U. of Pennsylvania
✈💻How Macrostructure Shapes Multinational Competition | **Subramanian Rangan**, INSEAD; **Aldemir Drummond**, Fundação Dom Cabral
🏳✈An Analysis of the Relationships of International Diversification, Firm Resources and Performance | **Nejat Capar**, Bilkent U.
✈💻Emerging Organizational Forms and International Diversification Strategies of Emerging Economy MNEs | **Daphne W. Yiu**, Chinese U. of Hong Kong; **Chung-Ming Lau**, Chinese U. of Hong Kong

992 ☯✈💻: *(Paper Session) - (IM)* **Institutional Distance**
3:00pm - 4:30pm Hyatt Regency Chicago: McCormick
Chair: **Kehan Xu**, Texas A&M U.
Discussant: **Candace Agrella Martinez**, Saint Louis U.
🏳✈💻Multinationalization in Response to Reforms | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Luis Alfonso Dau**, U. of South Carolina
Best Paper in Strategy / IB Theory
✈💻Institutional Distance and Cross-border M&A Value Creation | **Hong Zhu**, Chinese U. of Hong Kong; **Laszlo Tihanyi**, Texas A&M U.
✈💻Institutional Distance and Local Isomorphism Strategy | **Robert Salomon**, New York U.; **Zheying Wu**, U. of Southern California
☯✈Entry Strategies of Firms from NIEs: The Roles of Institutional Distances and Corporate Governance | **WB Kittilaksanawong Yu**, Chulalongkorn U.

993 ☯✈👁: *(Paper Session) - (IM)* **Global Strategy and Tactics**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 31-37
✈👁💻A Multi-Dimensional Analysis of Subsidiaries' Competence Development within the MNC | **Qin Yang**, Robert Morris U.; **Ram Mudambi**, Temple U.; **Ulf Holm**, Uppsala

U.; **Christina Hallin**, Uppsala U.; **Christine Holmstrom**, Uppsala U.

✈👁💻What Determines Destination Attractiveness in International Venturing for Services? | **Shirish C Srivastava**, HEC, Paris

✈👁💻Performance Implications of Exploration, Exploitation and Ambidexterity in Internationalization | **Nina Rosenbusch**, Friedrich-Schiller, U. of Jena; **Verena Mueller**, Friedrich-Schiller, U. of Jena; **Andreas Bausch**, Friedrich-Schiller, U. of Jena

✈👁💻International Knowledge Diffusion and Convergence of Performance at the Olympic Games | **Jin Hyun Bae**, New York U.; **Robert Salomon**, New York U.

✈👁💻The Influence of Home Country on MNC performance | **Rogerio Victer**, Fairleigh Dickinson U.

✈👁💻The Moderating Effects of Internal Manpower Adequacy and Local HR Complexity on Internationalization | **Yu-Ching Chiao**, National Chung Hsing U.; **Angela Shin-yih Chen**, National Chung Hsing U.

✈👁💻The Moderating Effect of Home Region Orientation on R&D Investment and International SME Performance | **In Hyeock Ian Lee**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

✈👁💻How Alliance Network Evolve in Developing versus Developed Countries? | **Chih-Sheng Hsu**, National Taiwan U.; **Jr-Shing Liu**, National Taiwan U.

994 ☯✈💻: *(Paper Session) - (IM)* **Refining Meanings and Measures**

3:00pm - 4:30pm Hyatt Regency Chicago: Soldier Field

Chair: **Verner Worm**, Copenhagen Business School

Discussant: **Vas Taras**, U. of North Carolina Greensboro

✈Developing a Measure of Transnational Social Capital of Individuals | **Orly Levy**, IMD; **Maury Peiperl**, IMD

☯✈Utility of the Personality Test for Knowledge Workers in a Taiwanese Media Holding Group | **Meiyu Fang**, National Central U. Taiwan

🏳💻Organizational Justice and Fairness in China: An Inductive Analysis of the Meaning and Dimensions | **Chun Guo**, U. of Massachusetts Amherst; **Jane Giacobbe Miller**, U. of Massachusetts, Amherst

IM Division Samsung Best Paper Award Finalist
Best Paper in OB / HRM / OT

🏳Cross-cultural Generalizability of the Political Skill Construct: A Validation of the PSI in Russian | **Elena Lvina**, Concordia U.; **Gary Johns**, Concordia U.; **Tatyana Bobrova**, Concordia U.

Best Paper on Emerging Markets

995 ☯✈💻: *(Paper Session) - (IM)* **Looking at International Acquisitions from Multiple Levels**

3:00pm - 4:30pm Hyatt Regency Chicago: Wrigley

Chair: **Malika Richards**, Pennsylvania State U.

Discussant: **Shih-Fen S. Chen**, U. of Western Ontario

✈💻Similarity in Cross-border M&As: Imitation, Uncertainty and Experience Among Chinese Firms,1985-2006 | **Monica Yang**, Adelphi U.

🏳✈💻Research on International Acquisition Performance: A Critical Evaluation and New Directions | **Daniel Rottig**, California State U. Long Beach

Doug Nigh Award Finalist
Best Paper in Strategy / IB Theory

How Top Management Teams Affect Acquisition Behavior and Performance | **Anna Nadolska**, RSM Erasmus U.

💻Institutional Change and Strategic Change: Foreign Takeovers in Transition Economies | **Jun Xia**, Montclair State U.

996 : *(Paper Session) - (IP)* **Models of Firm Evolution & Transformation**

3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 1

Facilitator: **Karen D. W. Patterson**, U. of New Mexico

TIM: From a life cycle to a life spiral model in committee-based standardization | **Anke Piepenbrink**, Rutgers U.

💻**BPS:** Industry Transformation and its Microfoundations. Conceptual Contributions to How Industries Change | **Martin Gersch**, Freie U. Berlin; **Christian Goeke**, Freie U. Berlin

📖☯✈🗪💻**CMS:** Sustainability in employment ecology models of the modern firm | **Charles Thomas Tackney**, Copenhagen Business School

997 : *(Paper Session) - (IP)* **Models of Entrepreneurship**

3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 2

Facilitator: **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston

ENT: Effects of Theoretical and Methodological Rigor on Article Impact in the Field of Entrepreneurship | **Valentina V. Kuskova**, Indiana U., Bloomington; **Nathan Philip Podsakoff**, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

CMS: An Inquiry into the Metaphysical Underpinnings of the Question of the Entrepreneur | **Stratos E Ramoglou**, Cambridge U.

💻**TIM:** The Schumpeterian Entrepreneur is Alive and Well | **Serguey Braguinsky**, Carnegie Mellon U.; **Steven Klepper**, Carnegie Mellon U.; **Atsushi Oyama**, U. of Illinois at Urbana Champaign

💻**ENT:** Austrian economics and the study of entrepreneurship: concepts and contributions | **Henrik Berglund**, Chalmers U. of Technology

✈💻**ENT:** Entrepreneurship within the Creative Industries: Looking back to go further | **Eduardo Davel**, TÉLUQ, U. of Quebec in Montreal, Canada; **Fernando Fachin**, Concordia U.

998 : *(Paper Session) - (IP)* **Structure and Role of MNCs**

3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 3

Facilitator: **Marios I Katsioloudes**, Hellenic American U.

✈**IM:** Which Come First: Domestic or Foreign Subsidiaries? Analysis of Japanese Service Companies | **Kiyohiko Ito**, U. of Hawai`i, Manoa; **Elizabeth L. Rose**, Helsinki School of Economics; **Tohyun Kim**, U. of Hawaii

✈💻**IM:** Why it is Likely that the Network Organization will Fail in MNCs | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **William G Egelhoff**, Fordham U.

💻**IM:** Institutional Distance and MNC Strategy | **Taïeb Hafsi**, HEC Montreal; **Gwyneth Edwards**, Concordia U.; **Mehdi Farashahi**, Concordia U.; **Rick Molz**, Concordia U.

☯✈💻**SIM:** Financial Giants and Moral Pygmies? Multinational Corporations and Human Rights | **Shaomin Li**, Old Dominion U.; **Ajai S Gaur**, Old Dominion U.

MONDAY

999 : *(Paper Session) - (IP)* **Managing Intellectual Property**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 4
Facilitator: **Muharrem Nesij Huvaj**, U. of Connecticut, Storrs
BPS: Modularity for Value Appropriation | **Joachim Henkel**, Technical U. Munich; **Carliss Baldwin**, Harvard U.
TIM: Bridging North-South Innovation Divide: Licensing Patents to Multinationals by Indian National Labs | **Prithwiraj Choudhury**, Harvard U.; **Tarun Khanna**, Harvard U.
TIM: When Two Worlds Collide - Measuring Industry Convergence | **Clive-Steven Curran**, U. of Muenster; **Jens Leker**, U. of Muenster

1000 : *(Paper Session) - (IP)* **Leadership in a Global Context**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Connson Chou Locke**, London School of Economics
IM: Emergent Global Strategy: Role of Local Institutional Strategy and Subsidiary Leadership Attributes | **Ali Taleb**, HEC Montreal
GDO: Expatriate Leaders' Cross-Cultural Uncertainty | **Ruth Stock-Homburg**, Technical U. Darmstadt; **Nadine Ringwald**, Technical U. Darmstadt
IM: Towards a Global Leadership Theory for the 21st Century | **Christine Nielsen**, U. of Baltimore
IM: Cultural Mythology and Global Leadership: Present Morphing of the Past to Move Into the Future | **Eric H Kessler**, Pace U.; **Diana J. Wong-Millette**, Eastern Michigan U.

1001 : *(Paper Session) - (IP)* **Current Issues in Social Networks**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Hilla Dotan**, Tel-Aviv U.
OMT: Neighborhoods: A Tacit Social Structure Connecting Individuals and Organizations | **Barbara S. Lawrence**, U. of California, Los Angeles; **Michael J. Zyphur**, U. of Melbourne
OCIS: Organizations as Networks of Communications: A Methodological Proposal | **Steffen Blaschke**, U. of Bamberg; **Dennis Schoeneborn**, U. of Zurich; **David Nils Seidl**, U. of Zurich
OCIS Best Interactive Paper Award - Finalist
CM: A Turn for the Better: The Mediating Role of Interaction for Improving Network Ties | **Travis Grosser**, U. of Kentucky; **Ginny L. Kidwell**, U. of Kentucky; **Brian R. Dineen**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky

1002 : *(Paper Session) - (IP)* **Corporate Response to Environmental Issues**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Valerie Ellen Mock**, UTEP--CEDARS
ONE: How Ecopreneurial Businesses are Responding to the Call of Nature | **Kate Kearins**, Auckland U. of Technology; **Eva Marie Collins**, U. of Waikato; **Helen M. Tregidga**, AUT U.
ONE: Organizational Migration and Displacement Due to Climate Change and Weather Extremes | **Martina K. Linnenluecke**, U. of Queensland; **Alexander Stathakis**, U. of Queensland; **Andrew Griffiths**, U. of Queensland
ONE: Corporate Responses to Climate Change | **Younsung Kim**, George Mason U.
SIM: The Uptake of CSR Tools among MNEs from Developing Countries | **Lutz Preuss**, Royal Holloway, U. of London; **Ralf Barkemeyer**, Queen's U. Belfast
SIM: Natural Environment and Social Vulnerability: The Key Role of Stakeholders | **Diego Alfonso Vazquez Brust**, BRASS Institute, Cardiff U.; **Jose Antonio Plaza-Ubeda**, U. de Almeria (Ministerio de CyE and FEDER ref. ECO2008-03445/ECO; **Claudia E Natenzon**, U. de Buenos Aires

1003 : *(Paper Session) - (IP)* **Toward a Better Understanding of Governance**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Deborah Blackman**, U. of Canberra
CMS: Parallel Or Colliding Universes Of Corporate Governance? European and Anglo-American Governance | **Thomas Clarke**, U. of Technology, Sydney
PNP: Governance and New Public Management: Convergences and Contradictions in the Brazilian context | **Alketa Peci**, EBAPE-FGV; **Octavio Pieranti**, EBAPE-FGV; **Silvia Rodrigues**, EBAPE-FGV
BPS: Learning from the Past: How Effective are Structural Changes in Corporate Governance | **Ashay B. Desai**, U. of Wisconsin, Oshkosh; **John D. Francis**, San Diego State U.

1004 : *(Paper Session) - (IP)* **The Effect of Directors**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Zhenyan Lu**, Peking U.
BPS: The Effects Of Director Experience On Firm Performance: Startups Vs. Diversifying Entrants | **Pao-Lien Chen**, National Tsing Hua U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Danchi Tan**, National Chengchi U.
BPS: Firm preferences for TMT external directorships: Theorizing about a resource | **Seemantini Madhukar Pathak**, U. of Houston; **Katalin Takacs Haynes**, Texas A&M U.
ENT: The relationship between board service task, knowledge and export intensity in family firms | **Andrea Calabrò**, Tor Vergata U.; **Donata Mussolino**, Second U. of Naples; **Morten Huse**, BI Norwegian School of Management

1005 : *(Paper Session) - (IP)* **The Strategic Role of Social Capital**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **George A. Redmond**, Franklin U.
ENT: Social capital forms in the Family – Firm System. A Conceptual Framework | **Daniela Montemerlo**, Bocconi U.; **Pramodita Sharma**, Concordia U.
MOC: How to Become a Strategist: The Role of Social Interactions | **Svetlana Serdukov**, REIMS Management School
BPS: A Social Capital Model of New Product and Service Launch | **Rebecca R. Kehoe**, Cornell U.

1006 : *(Paper Session) - (IP)* **Diversification Strategies**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Abdul Beydoun**, Florida International U.
BPS: The Impact of Dynamic Capabilities and Corporate Diversification on Firm Performance | **Chia-Wen Hsu**, Yuan Ze U.; **Heng-Yih Liu**, Yuan Ze U.
TIM: Influence of Strategic Alliances on Product Diversification | **Yong-Sik Hwang**, Sejong U.

BPS: Manufacturing firms diversifying into services: a conceptual and empirical assessment | **Ivanka Visnjic**, K.U.Leuven; **Bart Van Looy**, K.U.Leuven

BPS: Technological Platforms and Business Diversification | **Maryam Nasiriyar**, CERAM; **Lionel J Nesta**, OFCE; **Ludovic Dibiaggio**, CERAM

BPS: How Much Does Corporate Headquarters Matter? | **Federica Pazzaglia**, U. of Manitoba; **Stan X. Li**, York U.; **Karan Sonpar**, Instituto de Empresa Business School

1007 ☯: *(Paper Session) - (IP)* **The Complexities of Consultancy**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Donald D Warrick**, U. of Colorado, Colorado Springs

OB: Consultancy firms: A complex and conflictual environment for work and employment | **Rory Donnelly**, Manchester Business School

☯✈**MC:** A Global Study of the Effectiveness of An Emerging Methodology in Managerial Consulting: Dialogue | **Deloras D Jones**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Peter Sorensen**, Benedictine U.

☯**MC:** Biased Argumentation in Economic Policy Advice | **Onno Bouwmeester**, VU U. Amsterdam

ODC: It Depends: Relative Dependence in OD&C Education and Consultancy | **Jean E. Neumann**, Tavistock Institute; **Deborah Davidson**, U. of Birmingham UK

1008 : *(Paper Session) - (IP)* **A Closer Look at Pay Disparity**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Jingqiu Chen**, Shanghai Jiao Tong U.

BPS: Pay Disparity, Turnover, and Performance – Peaceful co-existence of tournament and equity theories | **Seema Pissaris**, Barry U.; **Peggy A Golden**, Florida Atlantic U.; **John Bernardin**, Florida Atlantic U.

GDO: The Impact of Relative Earnings Among Dual-Earner Couples on Career and Family Satisfaction | **Ronit Waismel-Manor**, Netanya U. College; **Pamela S. Tolbert**, Cornell U.

✈**HR:** Pay Structure and Male-Female Compensation Differentials in China | **Lin Xiu**, U. of Toronto

1009 : *(Paper Session) - (IP)* **Identity and the Individual**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Sammy Showail**, American U. of Beirut

OB: On Becoming a Leader: A Process of Claiming and Granting Identity | **Daniel Scott DeRue**, U. of Michigan; **Susan J. Ashford**, U. of Michigan

ENT: Construction of entrepreneurial identities in the context of the high technology business incubator. | **Maura McAdam**, Queen's U. Belfast; **Susan Marlow**, De Montfort U.

OMT: Out of Sight, Out of Mind: The Mere Labeling Effect of Multiple-Category Membership | **Ming D. Leung**, Stanford U.; **Amanda J Sharkey**, Stanford U.

1010 : *(Paper Session) - (IP)* **Layoffs, Downsizing & Talent Management**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Guangrui Guo**, Tsinghua U.

1011 : *(Paper Session) - (IP)* **Deviance in Organizations**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Torkild Thanem**, Stockholm U.

ODC: The Gang of Four: Discourse Strategies to Legitimize Divergent Change Behavior | **Ole Hope**, NHH - Norwegian School of Econ. & Bus. Adm.

GDO: Exploring Fatherhood at Work Through the Lens of Workplace Deviance | **Kate Rowbotham**, U. of Toronto

OB: Positive Deviance: Encouraging Pro-Social Non-Conformity | **Nicholas Hays**, UCLA Anderson School of Management

OB: Reducing the Tendency to Self-Handicap: The Moderating Effect of Procedural Fairness | **Phyllis A. Siegel**, Rutgers U.; **Alice Wieland**, UCLA Anderson School of Management

GDO: Dealing with Resistance to Management: Managing Different Types of Management-Resistant Individuals | **Lucas Dufour**, CEROM Montpellier Business School; **Arnaud Banoun**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

1012 : *(Paper Session) - (IP)* **Further Understanding Job Satisfaction**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Paula Marie O'Kane**, U. of Ulster

OB: Reexamining five-response EVLN model: Mutual substitution phenomenon and response pattern analysis | **Hsin-Hua Hsiung**, National Dong Hwa U.; **Kuo-Pin Yang**, National Dong Hwa U.; **Jia-Jhen Lin**, National Dong Hwa U.

PNP: The Effects of Job Choice Motivation on Job Satisfaction in the Public and Non-Profit Sectors | **Taesik Yun**, U. of Georgia

OB: Assessing the Affective and Cognitive Components of Job Satisfaction | **Joseph Huff**, U. of Illinois, Springfield; **Jeremy Tekell**, Nationstar Mortgage

OB: The Dissatisfying Nature of Situational Constraints: Mechanisms and Boundary Conditions | **Ned Wellman**, U. of Michigan, Ann Arbor

1013 ✈: *(Paper Session) - (IP)* **Current Research on Expatriates**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Rebecca A. Bull**, Illinois State U.

✈**IM:** Job Factors and Work Outcomes of Expatriate Academics | **Jan Selmer**, Aarhus U.; **Jakob Lauring**, Aarhus U.

CMS: Expatriates, Migrants, Gender, Race, and Class | **Daphne Perkins Berry**, U. of Massachusetts at Amherst
Best Student Paper

✈**HR:** Managing global talent: What do expatriate spouses really need? | **Nina D Cole**, Ryerson U.

✈**IM:** Partial Test of a Model of Cross-Cultural Coping | **Roger N. Blakeney**, U. of Houston; **Laura Galarza**, U. of Puerto Rico

1014 : *(Paper Session) - (IP)* **Stress & Well-Being: Context and Sample**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Radha R. Sharma**, Management Development Institute

✈**OB:** Team Interaction, Media Attention and Playfulness - the Case of a Televised Management Competition | **Marko Rillo**, Tallinn U. of Technology; **Claus D Jacobs**, U. of St. Gallen

MONDAY

💻**OB:** Comparison of Entrepreneurs' and Employee's Health in a National Representative Sample | **Ute Stephan**, K.U.Leuven; **Ulrike Roesler**, Philipps-U. Marburg

💻**GDO:** Intimate Partner Violence Among Employed Individuals: Do Demographics Really Matter? | **Carol Reeves**, U. of Arkansas; **Ru-Shiun Liou**, U. of Arkansas, Fayetteville; **Anne O'Leary-Kelly**, U. of Arkansas; **Amy Guerber**, U. of Arkansas; **Emily Lean**, U. of Arkansas

💻**GDO:** Work Hours, Retirement and Supportive Relations Among Older Adults | **Inbal Nahum-Shani**, Technion Israel Institute of Technology; **Peter Bamberger**, Technion Israel Institute of Technology

💻**OB:** Physiological Reactions to Acute Stressors:The Role of Chronic Anxiety and Stable Resources | **James A. Meurs**, U. of Mississippi; **Pamela L. Perrewe**, Florida State U.; **Ana Maria Rossi**, Clinica De Stress E Biofeedback

1015 📖☯: *(Paper Session) - (MED)* **Ideas to Improve Organization Development Approaches: Reflection, Thinking Strategically, and Looking at Smooth Flows**
3:00pm - 4:30pm Hyatt Regency Chicago: Buckingham
Chair: **Alice C Stewart**, North Carolina A & T State U.
Discussant: **Nicholas Mathys**, DePaul U.

💻Experiences That Develop the Ability to Think Strategically: A Nationally Study | **Ellen F. Goldman**, George Washington U.; **Terrence F. Cahill**, Seton Hall U.; **Rubens Pessanha Filho**, George Washington U.

📖☯Enhancing the Ability to Think Strategically: A Learning Model | **Andrea Casey**, George Washington U.; **Ellen F. Goldman**, George Washington U.

🏳☯💻Reflection as a Strategy to Enhance Performance after Feedback | **Frederik Anseel**, Ghent U.; **Filip Lievens**, Ghent U.; **Eveline Schollaert**, Ghent U.

Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)

☯✈💻Autopoiesis Revisited in a Japanese IT Company: Biological Natures of Learning | **Nobuyuki Chikudate**, Hiroshima U.

1016 ☯✈💻JS: *(MED, MOC)* **Learning Across Levels: Creating Capability Through Building Belief**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus KL

Building belief in organizational learning: the role of organizational learning efficacy | **Helen Shipton**, Aston U.

The impact of transformational leadership on innovative behaviour: A learning perspective | **Qin Zhou**, U. of Twente; **Karin Sanders**, U. of Twente, The Netherlands

Team learning and performance in short-term teams- the role of goals and climate | **Petra Klumb**, U. of Fribourg; **Christiane Herre**, U. of Fribourg

Managing communities of practice for organizational learning: Measuring maturity | **Allan Macpherson**, U. of Liverpool; **Elena P. Antonacopoulou**, U. of Liverpool

Leading network learning: Influencing change and developing learning capability | **Annie Pye**, U. of Exeter; **Louise Knight**, U. of Aston

Participant: **Helen Shipton**, Aston U.

1017 💻: *(Paper Session) - (MH)* **Thinking about people and their management**
3:00pm - 4:30pm Swissôtel Chicago: St. Gallen Salon 1

Unpacking Intuition: A Historical and Thematic Review, 1938-2008 | **Cinla Akinci**, U. of Surrey; **Eugene Sadler-Smith**, U. of Surrey

💻Opening Maslow's Black-Box: An ANTist Perspective | **Terrance G. Weatherbee**, Acadia U.; **Gabrielle Durepos**, Saint Mary's U.

💻The Hawthorne Legacy: A Reassessment of the Impact of the Hawthorne Studies, 1930-1958 | **Jeffrey Muldoon**, Louisiana State U.

Management History Division Best Student Paper

📖✈East Meets West: Synergy of Confucius and Peter F. Drucker | **Nell Tabor Hartley**, Robert Morris U.; **Susan B. Malcolm**, Duquesne U.

1018 👁💻: *(Paper Session) - (MOC)* **Social Structures**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 57-61

👁💻Collaborative Imprints: Implicit Social Cognition and Organizational Networks | **Sameer B. Srivastava**, Harvard U.; **Mahzarin Banaji**, Harvard U.

👁💻Managing Supplier Relations in Coopetitive Contexts | **Miriam Wilhelm**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin

✈👁Naturalistic Decision Making and Social Structures: A Case Study of Coordination and Growth | **Markus H V Vanharanta**, Lancaster U.; **Mark Stevenson**, Lancaster U.

✈👁A Cultural-Cognitive Approach to Coopetition in Networks of Working Relationships | **Josh W. Keller**, U. of Texas, Austin; **Jeffrey Loewenstein**, U. of Texas, Austin; **Martin J. Kilduff**, U. of Cambridge; **Jin Yan**, Zhejiang U.

👁💻In Search of Mediating Factors in the Service-Profit Chain: Looking Through the Identification Lens | **Humphry Hung**, Hong Kong Polytechnic U.

1019 💻: *(Paper Session) - (MOC)* **Managing and Constructing Meaning**
3:00pm - 4:30pm Hyatt Regency Chicago: Wright
Chair: **Bing Ran**, Pennsylvania State U., Harrisburg
Discussant: **CV Harquail**, Authentic Organizations

Time as a Missile Launch: Exploring Temporal Metaphors Used by a Top Management Team | **Jo Longnecker**, George Washington U.

💻Fine-tuning the Signal: Sensegiving Practices at the Federal Reserve | **Mitchel Abolafia**, U. at Albany, SUNY; **Deneen M. Hatmaker**, U. of Connecticut

💻Managing Strategic Balance through Corporate Messaging: A Case Study in the Oil Industry | **Mignon Van Halderen**, RSM, Erasmus U.; **Cees B.M. Van Riel**, Erasmus U. Rotterdam; **Tom Brown**, Oklahoma State U.

💻Deal Characteristics and Collective Rumination: How Employees make Sense of a Merger Announcement | **Katty Marmenout**, INSEAD

1020 💻JS: *(MOC, OB)* **Status and Power in Organizations: New Perspectives on Conventional Wisdom**
3:00pm - 4:30pm Hyatt Regency Chicago: Truffles
Chair: **Lisa M. Leslie**, U. of Minnesota

MONDAY

Discussant: **Steven Blader**, New York U.

Big Wigs, Big Egos: Understanding the Link between Social Status and Overconfidence. | **Cameron Anderson**, U. of California, Berkeley; **Sebastien Brion**, U. of California, Berkeley

Acceleration with Steering: How Power and Perspective-taking Combine to Create Exceptional Outcomes | **Diana Rus**, Groningen U.; **Adam D. Galinsky**, Northwestern U.; **Joe Magee**, New York U.

A Question of Status or Power? Social Hierarchy and the Experiences of Ethnic Minorities | **Lisa M. Leslie**, U. of Minnesota

Power Prerequisites: The Legitimating Effects of Status on Power Possession and Use | **Alison Fragale**, U. of North Carolina; **Margaret A. Neale**, Stanford U.

1021 : *(MSR)* **A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship**
3:00pm - 4:30pm Hyatt Regency Chicago: Haymarket
Chair: **Sandra King Kauanui**, Florida Gulf Coast U.

A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship | **Sandra King Kauanui**, Florida Gulf Coast U.; **Cynthia L. Sherman**, Claremont Graduate U.; **Kevin D. Thomas**, U. of Texas: Austin; **Arthur J. Rubens**, Florida Gulf Coast U.

Presenters: **Sandra King Kauanui**, Florida Gulf Coast U.**; Cynthia L. Sherman**, Claremont Graduate U.**; Arthur J. Rubens**, Florida Gulf Coast U.**; Kevin D. Thomas**, U. of Texas: Austin

1022 : *(Paper Session) - (OB)* **Individual Differences, Attitudes and Behavior**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV OB 1
Presented on Panels 38-45

Professed Impressions: What People Say About Others Affects Onlookers' Perceptions of Speaker Power | **Daniel Ames**, Columbia U.; **Emily Bianchi**, Columbia U.; **Joe Magee**, New York U.

An Integrative Model of Identity Threat and Change | **Jennifer Louise Petriglieri**, INSEAD

Personality and Performance: What's Sex Got to Do With It? | **T. Alexandra Beauregard**, London School of Economics

Value/Identity Based Motivation and Organizational Citizenship Behavior | **Lei Wang**, U. of Texas, Pan American; **Jon P Howell**, New Mexico State U.; **Kim T. Hinrichs**, Minnesota State U. Mankato

A Rhetorical Analysis of Shifting Identities | **John Sillince**, Strathclyde U.; **Barbara Simpson**, Strathclyde U.

Expanding Citizenship Motives' Nomological Network | **Magda Donia**, Concordia U.; **Gary Johns**, Concordia U.

Willing to Sell or Actually Issue Selling? Proactive Personality, Optimism, and Inclusion | **Amy Randel**, San Diego State U.; **Kim Jaussi**, Binghamton U.; **Anne Wu**, National Chenchi U.; **Rosalind M. Chow**, Carnegie Mellon U.

1023 : *(Paper Session) - (OB)* **Customer Service**
3:00pm - 4:30pm Sheraton Chicago: Arkansas Room
Chair: **Emily M Hunter**, Hankamer School of Business, Baylor U.
Discussant: **Mahesh V. Subramony**, Northern Illinois U.

The Effect of Customer-Directed Justice on Service Agents' Emotions and Behavior | **Sarah Hovind**, U. of Lethbridge; **Janelle Enns**, U. of Lethbridge

Promoting Good Service: A Study of Regulatory Focus and Emotional Labor | **Jason Dahling**, College of New Jersey; **Hazel-Anne M. Johnson**, Rider U.

Daily Customer Mistreatment and Employee Sabotage against Customers: A Resource Perspective | **Mo Wang**, U. of Maryland, College Park; **Hui Liao**, U. of Maryland, College Park; **Yujie Zhan**, U. of Maryland, College Park; **Junqi Shi**, Peking U.; **Zheyu Zhang**, CCSI Company

A Multilevel Investigation on Mechanisms Linking Transformational Leadership and Customer Outcomes | **Tawei Tang**, Asia U., Taichung, Taiwan; **Shang-Ping Lin**, National Yunlin U. of Science and Technology; **Ya-Yun Tang**, National Central U. Taiwan; **Chih-Hung Wang**, National Central U. Taiwan

1024 : *(Paper Session) - (OB)* **Integrating Newcomers**
3:00pm - 4:30pm Sheraton Chicago: Colorado Room
Chair: **Samuel Rabinowitz**, Rutgers U., Camden
Discussant: **Veronique Tran**, ESCP-EAP European School of Management

Structural Holes in Newcomer Networks: Beneficial in Work Networks, Bad in Friendship Networks | **Anja Iseke**, U. of Paderborn

Psychological Contract Creation of Newcomers: A Diary Study exploring the Role of Social Influence | **Maria Tomprou**, Athens U. of Economics and Business; **Ioannis Nikolaou**, Athens U. of Economics and Business; **Dimitris Bourantas**, Athens U. of Economics and Business

How Do Newcomers Fit In? The Dynamics between P-E Fit and Social Capital across Cultures | **Yih-teen Lee**, IESE Business School; **B. Sebastian Reiche**, IESE Business School; **Dongmei Song**, IESE Business School

Talking to Strangers - Building Trust in Virtual Team Leadership | **Audrey Korsgaard**, U. of South Carolina; **Jakob Johannes Assmann**, Ludwig-Maximilians U.; **Julia Valerie Gallenkamp**, Ludwig-Maximilians U.; **Arnold Picot**, Ludwig-Maximilians U.; **Isabell Melanie Welpe**, TUM School of Management

1025 : *(Paper Session) - (OB)* **Promoting Creativity at Work**
3:00pm - 4:30pm Sheraton Chicago: Mayfair Room
Chair: **Jina Mao**, Boston U.
Discussant: **Richard Blackburn**, U. of North Carolina, Chapel Hill

Employee Innovation Behaviors: The Development of a Measure | **David Holman**, U. of Sheffield; **Peter Totterdell**, U. of Sheffield; **Carolyn Axtell**, U. of Sheffield, UK; **Chris Stride**, U. of Sheffield; **Rebecca Port**, DDI; **Ruth Svensson**, KPMG; **Lara Zibarras**, City U. London

A Meta-analytic Investigation of the Relationship between Anxiety and Creative Performance | **Kristin Byron**, Syracuse U.; **Shalini Khazanchi**, Rochester Institute of Technology

Breaking the Mold: Relational and Personal Correlates of Radical Idea Generation | **Markus Baer**, Washington U. in St. Louis

Facilitators of Innovative Behavior in the Context of IT and Management Consulting | **Mats Ehrnrooth**, Hanken School of Economics; **Marjo-Riitta Parzefall**, European Business School

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1026 💻: *(Paper Session) - (OB)* **Transformational Leadership**
3:00pm - 4:30pm Sheraton Chicago: Ohio Room
Chair: **Zhen Zhang**, Arizona State U.
Discussant: **Gerard Beenen**, Carnegie Mellon U.
💻A Multilevel Investigation on Mechanisms Linking Transformational Leadership and Innovative Behavior | **Chun-Hsi Vivian Chen**, National Central U. Taiwan; **Ya-Yun Tang**, National Central U. Taiwan
🏳☯💻Transformational Leadership and Follower Performance: A Meta-Analytic Review | **Gang Wang**, U. of Iowa; **In-Sue Oh**, U. of Iowa; **Stephen H Courtright**, U. of Iowa; **Amy E. Colbert**, U. of Iowa
🏳Transformational Leadership and Followers' Performance | **Min Z Carter**, Auburn U.; **Allison Jones-Farmer**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Daniel J. Svyantek**, Auburn U.
💻Development of a New Self-report Measure of Transformational Leadership. | **Rebecca J Reichard**, Kansas State U.; **Ronald E. Riggio**, Claremont McKenna College; **Michael R Smith**, Kansas State U.

1027 💻JS: *(OB, CM, SIM)* **New Findings from the Dark Side: Fresh Perspectives on Incivility in the Workplace**
3:00pm - 4:30pm Sheraton Chicago: Mississippi Room
Chair: **Lilia Cortina**, U. of Michigan
The Social Context of Workplace Incivility: Does the Gender of the Situation Matter? | **Dana B. Kabat**, U. of Michigan; **Lilia Cortina**, U. of Michigan
Workplace Incivility and Culture of Honor: Male Employees' Responses to Dishonorable Treatment | **Kathi Miner-Rubino**, Texas A&M U.; **Michael L. Seigel**, U. of Florida
The Effects of Workplace Incivility on Work and Family | **Sandy Lim**, National U. of Singapore; **Alexia Lee**, Singapore Management U.
Witnessing Incivility among Employees: Effects on Consumer Anger, Global Judgments, and Repatronage | **Christine L. Porath**, U. of Southern California; **Deborah MacInnis**, U. of Southern California; **Valerie Folkes**, U. of Southern California
Customers Behaving Badly: Negative Effects of Customer Incivility on Service Employees | **Lisa Marchiondo**, U. of Michigan; **Lilia Cortina**, U. of Michigan
Participants: **Lisa Marchiondo**, U. of Michigan**; Dana B. Kabat**, U. of Michigan**; Alexia Lee**, Singapore Management U.**; Christine L. Porath**, U. of Southern California**; Deborah MacInnis**, U. of Southern California**; Valerie Folkes**, U. of Southern California**; Kathi Miner-Rubino**, Texas A&M U.**; Michael L. Seigel**, U. of Florida**; Sandy Lim**, National U. of Singapore

1028 🕮☯💻JS: *(OB, MED)* **Compassion in Organizations and Compassionate Questions in Organizational Scholarship**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 1
Chair: **Andre Avramchuk**, Fielding Graduate U.
Participants: **Richard E. Boyatzis**, Case Western Reserve U.**; Kim Cameron**, U. of Michigan**; Jason Kanov**, Seattle U.**; Jacoba Lilius**, Queen's U. Canada**; Robert E Quinn**, U. of Michigan
Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School

1029 💻JS: *(OB, MOC)* **Social Consequences of Expressing Complex Emotions in the Workplace**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 2
Organizers: **Lu Wang**, U. of Illinois, Urbana-Champaign**; Naomi B. Rothman**, U. of Illinois, Urbana-Champaign
Chairs: **Lu Wang**, U. of Illinois, Urbana-Champaign**; Naomi B. Rothman**, U. of Illinois, Urbana-Champaign
Discussant: **Sigal Barsade**, U. of Pennsylvania
More than a Passionate Face: Authenticity of Leaders' Emotion Expression and Leader Effectiveness | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Arran Caza**, U. of Illinois, Urbana-Champaign; **Gang Zhang**, U. of Illinois, Urbana-Champaign
Does Emotional Management Underpin Perceptions of Justice?: Managers and Subordinates Perspectives | **Soyoung Kim**, U. of Illinois, Urbana-Champaign; **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign; **Arran Caza**, U. of Illinois, Urbana-Champaign; **E. Allan Lind**, Duke U.
Social Consequences of Emotional Ambivalence Expressions in Social Interactions | **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign
Emotional Aperture Facilitates Working in and Leading Teams | **Jeffrey Sanchez-Burks**, U. of Michigan; **Caroline A Bartel**, U. of Texas at Austin; **Laura L. Rees**, U. of Michigan, Ann Arbor

1030 💻JS: *(OB, RM)* **Multilevel and Longitudinal Perspectives on Goal Orientation**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Organizer: **Michael Horvath**, Cleveland State U.
Discussant: **Rick DeShon**, Michigan State U.
The Distinctiveness of Goal Orientations at Multiple Levels of Specificity | **Michael Horvath**, Cleveland State U.; **Hailey A Herleman**, Clemson U.; **Amber N. Schroeder**, Clemson U.; **Benjamin Slade**, Clemson U.; **Paula Chan**, U. of South Florida
Task-Specific Goal Orientation, Engagement, and Mental Energy | **Hailey A Herleman**, Clemson U.; **Melissa Waitsman**, Clemson U.; **Eric McKibben**, Clemson U.; **Anthony Kincaid**, Clemson U.; **Steven Sweat**, Clemson U.; **Charlotte Powers**, Clemson U.; **Thomas W Britt**, Clemson U.
The Role of Goal Orientation in Goal Directed Behavior | **James Beck**, U. of Akron; **Aaron M. Schmidt**, U. of Minnesota, Twin Cities

1031 👁💻: *(Paper Session) - (ODC)* **The Impacts of Culture, Team Climate and Shared Leadership on Change Processes**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ODC 1
Presented on Panels 66-68
👁💻Motivational Aspects of Shared Leadership: On the Role of Team Identification and Team Self-Efficacy | **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Sarah Gehrlein**, WHU - Otto Beisheim School of Management
👁💻Internalization of New Organizational Culture: Lessons From Employees' Lived-In Experiences | **Dr Richa Awasthy**, International Management Institute of New Delhi; **Rajen K Gupta**, Management Development Institute; **C. Vijayalakshmi**, IFMR, Chennai
👁💻The Role of Team Climate for Innovation in Resource-Constrained Innovation Projects | **Matthias Weiss**, WHU -

MONDAY

Otto Beisheim School of Management; **Martin Hoegl**, WHU - Otto Beisheim School of Management; **Michael Gibbert**, Bocconi U.

1032 🕮☯✈💻: *(Paper Session) - (ODC)* **Organizational Change in Difficult Times: Corporate Re-structuring, Innovation, Transformational Merger, and Radical Re-organization Under Duress**
3:00pm - 4:30pm Swissôtel Chicago: St. Gallen Salon 2
Chair: **Anthony J DiBella**, Naval War College
Discussant: **David S. Bright**, Wright State U.
💻The Dynamics of Mergers of Equals and the Creation of Culture During Integration Period | **Israel Drori**, College of Management, Israel; **Shmuel Ellis**, Tel Aviv U.
💻Business Exit and Strategic Change: Sticking to the Knitting or Striking a New Path? | **Carolin Decker**, Freie U. Berlin; **Thomas Mellewigt**, Free U. Berlin
💻The Tension between Dynamic Capabilities and Path Dependency in Innovation Processes | **Erk Peter Piening**, Leibniz U. Hannover
💻Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro Longitudinal Study | **Zachary Sheaffer**, Open U. of Israel & Ariel U. Centre; **Benson Honig**, Wilfrid Laurier U.; **Shaul Zionit**, Open U. Israel; **Orly Yeheskel**, Interdisciplinary Center

1033 🕮☯🗨💻: *(ODC)* **ODC Distinguished Speaker: Jane E. Dutton**
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 3
Booster Shots: Strengthening Change Agents for Sustainable Change |
Presenter: **Jane E. Dutton**, U. of Michigan

1034 💻: *(Paper Session) - (OM)* **Supply Chain Coordination, Innovation and Product Development**
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal A
Chair: **Arash Azadegan**, New Mexico State U.
Uncovering the Operational Impact of Supply Chain Alliances: A Plant Level Empirical Investigation | **Xiaosong (David) Peng**, Texas A&M U.
💻Is Integration Enough by Itself? Integration Practices,Innovation Capabilities & NPD Program Success | **William H. A. Johnson**, Penn State Erie U.; **Roberto Filippini**, U. of Padua
💻The Role of the Supply Chain Executive in Supply Chain Integration: A Behavioral Approach | **Veronica Haydee Villena Martínez**, Instituto de Empresa Business School; **Luis R. Gomez-Mejia**, Arizona State U.; **Elena Revilla**, Instituto de Empresa Business School
💻Measuring Buyer-Supplier Relationalism: A Content Analysis-Based Approach | **Chanchai Tangpong**, North Dakota State U.

1035 💻: *(Paper Session) - (OM)* **Services Operations Management**
3:00pm - 4:30pm Hyatt Regency Chicago: San Francisco
Chair: **Rosemond Moore**, U. of Texas Pan American
The Moderating Role of Strategy on the Relationship Between Servicescape and Customer Satisfaction | **Patti Lynn Collett**, U. of Maine; **Grant Miles**, U. of North Texas; **Alan R. Cannon**, U. of Texas at Arlington
💻Bridging Between Goods and Services SCM: Some Fresh Perspectives | **T. T. Niranjan**, Swiss Federal Institute of Technology Zurich, ETH; **Miles Weaver**, De Montfort U.; **Sumit Pillai**, Management Development Institute
☯Schedule Quality Assessment Metrices | **Richard J Tarpey**, Middle Tennessee State U.; **Millicent F. Nelson**, Middle Tennessee State U.
💻Linking business strategy and operations strategy: Are we looking in the right place? | **George Burt**, U. of Strathclyde; **Tom Mullen**, U. of Strathclyde

1036 : *(Paper Session) - (OMT)* **Perspectives on Governance**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbian
Chair: **Simona Giorgi**, Northwestern U.
🏳💻Me or We: The Effects of CEO Organizational Identification on Agency Costs | **Steven Boivie**, U. of Arizona; **Donald A. Lange**, Arizona State U.; **Michael McDonald**, U. of Central Florida; **James Westphal**, U. of Michigan
💻Setting Your Own Standards: Internal Corp. Governance Codes as a Response to Institutional Pressure | **Ilya Okhmatovskiy**, McGill U.; **Robert J David**, McGill U.
🗨Corporate Sustainability Antecedents: Governance, Board Monitoring and Environmental Regulation | **Mariana J. Lebron**, Syracuse U.; **Punit Arora**, Syracuse U.
💻Economic Imperialism and its Enemies | **Ian Maitland**, U. of Minnesota

1037 : *(Paper Session) - (OMT)* **Categories**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus H
Chair: **Renate Elisabeth Meyer**, WirtschaftsU. Wien
Knowledge Cohesion and Category Growth | **Elizabeth G. Pontikes**, U. of Chicago
💻Growing Categories: Cultural Brokerage and Innovation Generativity in Nanotechnology | **Michael Lounsbury**, U. of Alberta; **Tyler Earle Wry**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta
💻Categorical Coherence: A New Perspective on Legitimacy | **Steven Kahl**, U. of Chicago; **JoAnne Yates**, Massachusetts Institute of Technology
What Connects Audience and Critic? Evidence from the U.S. Brokerage Industry | **Anne Fleischer**, U. of Toronto

1038 : *(Paper Session) - (OMT)* **The Uses and Outcomes of Networks**
3:00pm - 4:30pm Hyatt Regency Chicago: DuSable
Chair: **Francois Herve Collet**, ESADE
💻Networks as Covers: Evidence from Business and Social On-Line Networks | **Mikolaj Jan Piskorski**, Harvard U.
💻Social Network Ties, Social Identity and the Sources of Innovative Performance | **Gina Dokko**, U. of California, Davis/New York U.; **Aimee A. Kane**, New York U.; **Marco Tortoriello**, HEC Paris
Blurred Transitions: How Online Social Interactions Pattern Creative Practices | **Esther R Maier**, Richard Ivey School of Business

MONDAY

Transactional Attributes and Transaction Costs in Knowledge-Sharing Networks | **Alexander Fliaster**, U. Bundeswehr, Munich; **Florian Schloderer**, INSEAD

1039 : *(Paper Session) - (OMT)* **Partner Selection in Networks**
3:00pm - 4:30pm Hyatt Regency Chicago: Gold Coast
Chair: **Markus Perkmann**, Imperial College London
Network-Independent Partner Selection and the Evolution of Innovation Networks | **Joel A.C. Baum**, U. of Toronto; **Robin Cowan**, UNU-MERIT/Maastricht U.; **Nicholas Jonard**, U. Luxembourg
Winner of OMT Division Best Paper Award
Do Birds of a Feather Always Flock Together? Homophily Cycles in Joint Venture Networks | **Sean Tsuhsiang Hsu**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh
An Evolutionary Model of Partner Selection and Organizational Performance | **Mohamed Boukhris**, U. of Lugano
Beyond Homophily: Hybrid Networks in Venture Capital Investments | **Chun-Yun Cheng**, National Taiwan U.; **Jung-Chin Shen**, York U.

1040 : *(Paper Session) - (OMT)* **Framing: From Bath Houses to Opera via Nanotechnology**
3:00pm - 4:30pm Hyatt Regency Chicago: Ogden
Chair: **Samantha Fairclough**, U. of Oxford/U. of Alberta
Bounding Nanotechnology: Deconstructing the Drexler-Smalley Debate | **Sarah Kaplan**, Rotman School, U. of Toronto; **Joanna Radin**, U. of Pennsylvania
It Is What You Have and How You Present It: How Subcategorization Affects Opera Market Identities | **Bo Kyung Kim**, U. of Michigan; **Michael Jensen**, U. of Michigan
Pay No Attention to the Organization Behind the Curtain: The Enactment of Image at the Bathhouse | **Bryant A Hudson**, Florida Atlantic U.; **Gerardo Okhuysen**, U. of utah
Social Dimensions of Ratings: Conformity and Differentiation in Security Analysts' Recommendations | **Matteo Prato**, IESE Business School; **Fabrizio Ferraro**, IESE Business School

1041 : *(Paper Session) - (OMT)* **Organizing for Flexibility, Change, Innovation & Communication**
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 16-23
Communication Networks in Routine and Non-Routine Tasks | **Anssi Smedlund**, Helsinki U. of Technology; **Emily W. Choi**, U. of California, Berkeley
Organizing to Reorganize: Doing End-to-End Management in Practice | **Paula Jarzabkowski**, Aston U.; **Jane Kirsten Matthiesen**, Aston U.; **Martha S. Feldman**, U. of California, Irvine
Organizing the "Flexible" Organization: A Spatial Perspective on Flexibility | **Sara Varlander**, Stockholm U.; **Ebba Sjögren**, Stockholm School of Economics
Performance Effects of Aligning Information Technology with Organization and Product Market Strategy | **Ferdinand Mahr**, U. of Munich; **Tobias Kretschmer**, U. of Munich
What Do We Know About Organic/Mechanistic Structures? Not as Much as We Thought! | **Stacey Robin Kessler**, Montclair State U.; **Walter Nord**, U. of South Florida; **Ashley E. Nixon**, U. of South Florida; **Jasmine V James**, U. of West Florida; **Sarah M Acker**, Montclair State U.
Heterarchy as a Variation of Hierarchy: A Case Study on Baosteel's Managerial Systems | **Feng-bin Wang**, Renmin U. of China; **Zhen Zhen**, PhD Student, Renmin U. of China; **Yang Yang**, PhD Student, Renmin U. of China
Organization Design and Ambidexterity: Service Innovation in a Decentralized Firm | **Deborah Mulders**, Eindhoven U. of Technology; **Hans Berends**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology; **Peter Berends**, Maastricht U.
Centralizing Decisions or Decision-Making? The Duality of Centralization and Innovation | **Lorenzo Bizzi**, HEC Montreal

1042 : *(Paper Session) - (OMT)* **Buyers, Sellers and Suppliers**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 261
Chair: **Dedrick A. Smith**, Capella U.
How Can We Explain Who Makes Specific Investments: Buyer or Supplier? | **Mark Ebers**, U. zu Koeln; **Thorsten Semrau**, U. zu Koeln
Unraveling Adaptive Selling: An Empirical Analysis of Underlying Relational Behaviors | **Ganesh Kumar**, Case Western Reserve U.
Supply Chain Integration as a Spider-Web Network Through Governance Mechanisms | **Ming-Chang Huang**, Providence U.; **Chiu-Yen Chiu**, National Chung Hsing U.; **Ting-Chun Lu**, National Chengchi U.; **Hsiang-Lin Cheng**, Feng Chia U.
Configurations of Outsourcing Firms and Performance: Exploring Organizational Gestalts | **Kirti Sharda**, Indian Institute of Management Ahmedabad; **Leena Chatterjee**, IIM Calcutta

1043 : *(Paper Session) - (OMT)* **Organizational Identity**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 265
Chair: **Aubepine Dahan**, U. Paris-Est
Organizational Identity and Scope: Competition Among Commercial Banks in California | **Mi Feng**, Stanford U.
Organizational Identity Crisis as the Result of Managerial Sensegiving Failure | **Saku Mantere**, Swedish School of Economics and Business Administration; **John Sillince**, Strathclyde U.; **Henri Schildt**, Imperial College London
Climate Change, Cars, and Catholic Nuns: How Identity Influences Shareholder-Manager Relationships | **Melissa Forbes**, U. of Michigan, Ann Arbor
Explaining Consistency in Corporate Social Performance from an Organizational Identity Perspective | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **David A. Whetten**, Brigham Young U.

1044 : *(Paper Session) - (ONE)* **Environmental Reporting and Reputation**
3:00pm - 4:30pm Fairmont Chicago: Crystal Room
Chair: **Michael L. Barnett**, U. of South Florida
The Impact of Voluntary Environmental Disclosure Quality on Firm Value | **Marlene Plumlee**, U. of utah; **R Scott Marshall**, Portland State U.; **Darrell Brown**, Portland State U.

MONDAY

The Effect of Corporate Social Responsibility on Brand Loyalty | **Yuanqiong He**, Huazhong U. of Science & Technology; **K.K. Lai**, City U. of Hong Kong

Appropriateness or Expected Returns? Organizational Representations of Corporate Environmentalism | **Deborah Philippe**, HEC Paris

Why Companies Rent Green: CSR and the Role of Real Estate | **Piet MA Eichholtz**, Maastricht U.; **Nils Kok**, Maastricht U.; **John M Quigley**, UC Berkeley

1045 : *(Paper Session) - (ONE)* **Resistance to Institutional Pressures and Symbolic Adoption of Environmental Practices**
3:00pm - 4:30pm Fairmont Chicago: State Room
Chair: **Maria J. Montes-Sancho**, Carlos III U.

The Impact of Symbolic and Substantive Actions on Environmental legitimacy | **Pascual Berrone**, IESE Business School; **Liliana Gelabert**, U. Carlos III de Madrid; **Andrea Fosfuri**, U. of Carlos III de Madrid

Decoupling of Standard Implementation from Certification: Implications for Firm Self-Regulation | **Deepa Aravind**, City U. of New York-College of Staten Island; **Petra Christmann**, Rutgers U.

Modeling the Impact of ISO 14001 on Environmental Performance: A Comparative Approach | **Olivier Boiral**, U. Laval; **Jean-François Henri**, U. Laval

To Conform or to Resist: Response Strategies to Institutional Pressures in Light of Uncertainty | **David Christopher Sprengel**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

1046 : *(Paper Session) - (PNP)* **Innovation Management**
3:00pm - 4:30pm Fairmont Chicago: Ambassador Room
Chair: **Gordon Kingsley**, Georgia Institute of Technology
Discussant: **Meredith H. Myers**, Case Western Reserve U.

Management Innovation, Strategy Implementation, and Organizational Performance | **Richard Mark Walker**, U. of Hong Kong; **Fariborz Damanpour**, Rutgers U.; **Carlos Alberto Devece**, U. Jaume I

Toeing, Blurring or Crossing the Line? How Regulated Organizations View Compliance and Innovation | **Marilyn Ayenew Hosea**, Case Western Reserve U.; **Paul Salipante**, Case Western Reserve U.

Hidden, yet Meaningful: Innovation Creation in the Public Sector | **Torsten Oliver Salge**, U. of Cambridge

Harnessing Knowledge for Innovation in Social Enterprises: An Intellectual Capital Perspective | **Eric Kong**, U. of Southern Queensland

1047 : *(Paper Session) - (PNP)* **Impacting Employee & Organizational Performance**
3:00pm - 4:30pm Fairmont Chicago: Regent Room
Chair: **Anthony T. Milanowski**, U. of Wisconsin, Madison
Discussant: **Dean F. Eitel**, DePaul U.

Pay for Performance: Does it Really Motivate Public Officials? | **Margit Osterloh**, U. of Zurich; **Bruno S. Frey**, U. of Zurich; **Fabian Homberg**, U. of Zurich

Sectoral Differences in Health Benefits and Performance-Based Incentives: An Empirical Study | **Xinxiang Chen**, U. of Minnesota; **Ting Ren**, Peking U. HSBC School of Business

Linking Governance and Performance: ICANN as a Conservative Internet Self-Governance Regime | **Maeng Joo Lee**, Knowledge Economy Officials Training Institute; **Karen M Hult**, Virginia Tech; **Sang Ok Choi**, Virginia Tech

Measuring and Explaining Organizational Performance in U.S. Federal Agencies | **Chansu Jung**, U. of Georgia

1048 : *(RM)* **How to Publish in Organizational Research Methods (ORM): Insights and Advice from the Editor and Editorial Board Members**
3:00pm - 4:30pm Sheraton Chicago: Superior A and B
Organizer: **Robert J. Vandenberg**, U. of Georgia

Introduction and Comments from the Editor | **Robert J. Vandenberg**, U. of Georgia

Editorial Board Members' Views: What Does it Take to Publish in ORM? | **Robert P. Gephart**, U. of Alberta; **Terri A. Scandura**, U. of Miami; **Timothy Hinkin**, Cornell U.; **Jeremy Collin Short**, Texas Tech U.

Round Table Discussion Groups: Bring Your Questions, or Just Come to Gather Wisdom | **Herman Aguinis**, Indiana U., Bloomington; **Anne D. Smith**, U. of Tennessee; **James M. LeBreton**, Purdue U.; **Robert P. Gephart**, U. of Alberta; **Timothy Hinkin**, Cornell U.; **Jeremy Collin Short**, Texas Tech U.; **Terri A. Scandura**, U. of Miami

1049 : *(Paper Session) - (SIM)* **II.Corporate Social Performance: Contexts & Effects**
3:00pm - 4:30pm Fairmont Chicago: Chancellor Room
Chair: **Archie B Carroll**, U. of Georgia
Discussant: **Robbin Derry**, U. of Lethbridge

Correlates of Corporate Social Responsibility Expenditures in an Emerging Sub-Saharan Economy | **Scott D Julian**, Wayne State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

Compliance or Resistance: Performance Feedback and Strategic Responses to Institutional Pressures | **Noshua Watson**, INSEAD

Endangering social and economic sustainability: supply chain management in the automobile industry | **Julia Roloff**, ESC Rennes School of Business; **Michael Stefan Asslaender**, U. Kassel

1050 : *(Paper Session) - (SIM)* **IV.Ethics & Mgt:Theoretical & Philosophical Ethics.**
3:00pm - 4:30pm Fairmont Chicago: Embassy Room
Chair: **Gerald F Cavanagh**, U. of Detroit Mercy
Discussant: **Ben Wempe**, Erasmus U.

Is the Integrative Social Contracts Theory Appropriate for International Business? | **Cesar G. Canton**, IESE Business School; **Domenec Mele**, IESE Business School

Political Theory and Organizational Justice: A Matter of Context | **Scott L. Newbert**, Villanova U.; **Michael Stouder**, U. of Michigan, Flint

The Two Sides of Virtue: Traits, Strengths, and Behavior in Organizations | **Miguel Alzola**, Fordham U.

MONDAY

1051 SHCS: *(SIM, OB, MOC)* **New Directions in Ethics Research: Disentangling the Dynamic Processes in Ethical Decision-making**
3:00pm - 4:30pm Fairmont Chicago: Gold Room
Chair: **Suzanne Chan-Serafin**, U. of New South Wales
Discussant: **Ann Tenbrunsel**, U. of Notre Dame
A Functional Account of Moral Emotions in Organizations | **Kristin Smith-Crowe**, U. of utah; **Danielle E. Warren**, Rutgers U.
Walking a Thin Line at Time Zero: The Ethical Consequences of Time Pressure | **Dolly Chugh**, New York U.; **Mary Kern**, Baruch College
Weaving a Tangled Web of Lies: How Lying Escalates and Diffuses in Organizations | **Suzanne Chan-Serafin**, U. of New South Wales
Missed Opportunities and Inherent Limitations of the Ethical Decision-making Approach | **Donald A Palmer**, U. of California, Davis
Winner of Making Connections Award, sponsored by the OB Division

1052 : *(TIM)* **Technology & Innovation Management Distinguished Speaker Session**
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal C
Division Chair: **Paul Almeida**, Georgetown U.
Program Chair: **Fernando Suarez**, Boston U.
New Frontiers in Innovation Research | **Rebecca Henderson**, Massachusetts Institute of Technology

1053 : *(Paper Session) - (TIM)* **Intellectual Property Strategies**
3:00pm - 4:30pm Hyatt Regency Chicago: Horner
Chair: **Daya Shanker**, Deakin U.
Financial Patenting in Europe | **Bronwyn Hall**, U. of California, Berkeley; **Grid Thoma**, Department of Computer Science and Mathematics - U. of Camerino; **Salvatore Torrisi**, U. of Bologna
Alternative Motives to File for Patents: Defensive Publishing in the Patent System | **Joachim Henkel**, Technical U. Munich; **Florian Jell**, Technical U. Munich
License to Speed: the Role of Technology Licensing in Accelerating the Invention process | **Maria Isabella Leone**, Luiss Guido Carli U.; **Toke Reichstein**, Copenhagen Business School
Firm Status and Screening at the Patent Office | **Ryan Michigan**, Columbia U.

1054 : *(Paper Session) - (TIM)* **Antecedents of Entrepreneurial Activity**
3:00pm - 4:30pm Hyatt Regency Chicago: Picasso
Chair: **Sergey Anokhin**, Kent State U.
The Foundation of Entrepreneurial Intention | **Riccardo Fini**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna; **Gian Luca Marzocchi**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna
The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility | **Martin Ganco**, U. of Illinois, Urbana-Champaign
The Influence of Professional Identity on New Opportunity Recognition in Offshoring Processes | **Rosa Grimaldi**, U. of Bologna; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of Bologna
Spinoff Legitimacy and the Social Construction of University Funding. | **Konstantinos Pitsakis**, Cass Business School, City U.; **Vangelis Souitaris**, City U. London

1055 : *(Paper Session) - (TIM)* **Strategic Alliances and Firm Performance**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 272
Chair: **Nicholas Argyres**, Washington U. in St. Louis
Expanding the Technological Breadth of a Firm with Strategic Alliances: A Study of Joint Patenting | **Erin G. Pleggenkuhle-Miles**, U. of Texas, Dallas; **Theodore Andrew Khoury**, Oregon State U.
Rotating Leadership and Symbiotic Organization: Relationship Processes in Collaborative Innovation | **Jason Davis**, Massachusetts Institute of Technology
Alliance Portfolio, Technological Knowledge and Innovation: A Longitudinal Study | **Cristina Quintana-Garcia**, Malaga U.; **Carlos A. Benavides-Velasco**, Malaga U.
Alliance Organization and Technological Performance | **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Michael J Leiblein**, Ohio State U.; **Jeff Macher**, Georgetown U.

1056 JS: *(TIM, OCIS)* **Academia - Industry Collaboration: The Changing Contours**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 260
Distinguished Speakers: **Pamela Hinds**, Stanford U.**; Kamal Munir**, U. of Cambridge**; Roger Stough**, George Mason U.**; Parasuraman Balasubramanian**, Purdue U., West Lafayette
Chairs: **Vivekanand P. Kochikar**, Infosys Technologies**; Gopakumar Gopalakrishnan**, Infosys Leadership Institute
Discussant: **Vishwanath Madhugiri**, Infosys Technologies Limited

Monday 3:45PM

1057 : *(OCIS)* **OCIS Keynote Address: Designing Online Communities from Theory**
3:45pm - 5:15pm Hyatt Regency Chicago: Water Tower
Distinguished Speaker: **Robert E. Kraut**, Carnegie Mellon U.

Monday 4:45PM

1058 : *(Paper Session) - (BPS)* **Competitive Heterogeneity: Dynamic Capabilities**
4:45pm - 6:15pm Hyatt Regency Chicago: Acapulco
Chair: **Paul Louis Drnevich**, U. of Alabama
Discussant: **David J Collis**, Harvard U.
Dynamic Capabilities Deconstructed | **Giada Di Stefano**, Bocconi U.; **Margaret Peteraf**, Dartmouth College; **Gianmario Verona**, Bocconi U.
Making the Dynamic Capabilities View Dynamic: An Evolutionary Resource-based Theory | **J.W. Stoelhorst**, U. of Amsterdam; **Hung-Yao Liu**, U. of Amsterdam Business School
The Performance Implications of Dynamic Capabilities: The Case of Innovation | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management
Dynamic Capabilities & Organizational Performance: Evidence from Mutual Funds | **Dimo Ringov**, INSEAD

1059 💻: *(Paper Session) - (BPS)* **Strategy Process & Change: Decomposing Decision Making? Emotions Biases and Context**
4:45pm - 6:15pm Hyatt Regency Chicago: Addams
Chair: **Christine H Mooney**, Northern Illinois U.
Discussant: **Andreas Koenig**, IMD
💻Decomposability in Decision Making: Investigating the Roles of Interdependence and Coupling | **Sai Krishna Yayavaram**, National U. of Singapore
💻The Effect of Emotions on Strategic Decision Making | **Anil Nair**, Old Dominion U.; **Mahesh Gopinath**, Old Dominion U.; **Weichu Xu**, Old Dominion U.
💻Psychological Biases and Strategic Decision Making:It is not all Bad News | **Dirk Martignoni**, U. of St. Gallen; **Daniela Patricia Blettner**, U. of Southern Mississippi; **Richard A Bettis**, U. of North Carolina, Chapel Hill
☯The Role of Broader Context in the Process of Making and Implementing Strategic Decisions | **Maria- Niki Lyriotaki**, Athens U. of Economics and Business; **Vassilis Papadakis**, Athens U. of Economics and Business

1060 💻: *(BPS)* **Business Location**
4:45pm - 6:15pm Hyatt Regency Chicago: Burnham
Organizer: **David Ridley**, Duke U.
Chair: **Kira Fabrizio**, Duke U.
Location Strategy for Agglomeration Economies | **Wilbur Chung**, U. of Maryland, College Park
Fragile Foundations of Regional Scientific Advantage? US Stem Cell Policy and Geography of Discovery | **Jeff Furman**, Boston U.
Retail Zoning and Competition | **David Ridley**, Duke U.
Value Creation and Appropriation through Geographic Strategy: Evidence from FDI | **J Myles Shaver**, U. of Minnesota

1061 💻: *(BPS)* **New Perspectives on Alliance Structure & the Allocation of Control Rights**
4:45pm - 6:15pm Hyatt Regency Chicago: Columbus G
Organizers: **Simon D. Wakeman**, ESMT**; Matthew J Higgins**, Georgia Institute of Technology
Chair: **Carolin Haeussler**, U. of Munich
Contractual Incompleteness, Contingent Control Rights, and the Design of Internet Portal Alliances | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Josh Lerner**, Harvard U.
The Evolution of Alliance Structure in the Biopharmaceutical Industry (1978-2008) | **Simon D. Wakeman**, ESMT
Strategic alliance contracts: An overview of ex ante preferences for control rights | **Carolin Haeussler**, U. of Munich; **Matthew J Higgins**, Georgia Institute of Technology
Target Selection and Value Appropriation: Role of Board Interlocks in Research Intensive Industries | **Tunji Adegbesan**, Pan-African U.; **Matthew J Higgins**, Georgia Institute of Technology; **Leslie Vincent**, U. of Kentucky
Presenters: **Daniel Walter Elfenbein**, Washington U. in St. Louis**; Simon D. Wakeman**, ESMT**; Matthew J Higgins**, Georgia Institute of Technology**; Tunji Adegbesan**, Pan-African U.

1062 💻: *(Paper Session) - (BPS)* **Corporate Governance: Implications of TMT Diversity**
4:45pm - 6:15pm Hyatt Regency Chicago: Comiskey
Chair: **Steve Gove**, Virginia Tech
Discussant: **Chamu Sundaramurthy**, San Diego State U.
💻An Examination of What, How and When TMT Experience Matters for Firm Innovativeness | **Eric Fang**, U. of Illinois; **Michael K. Bednar**, U. of Illinois
✈💻TMT Functional Diversity To Organizational Innovation: The Moderating Effects of Environment | **Cuili Qian**, Hong Kong U. of Science and Technology; **Qing Cao**, U. of Connecticut; **Hongping Zhang**, Shandong U.
💻Harnessing Internal Knowledge for Exploratory Innovation: The Mediating Role of TMT Factors | **Mariano L.M. Heyden**, Rotterdam School of Management, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.
💻Taking a Closer Look at the Relationship Between Top Management Team Diversity and Firm Performance | **Hyuntak Roh**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

1063 💻: *(BPS)* **Wiley-Blackwell Dissertation Award Finalists**
4:45pm - 6:15pm Hyatt Regency Chicago: Grand C North
Chair: **Joanne Oxley**, U. of Toronto
Organizational experience and the creation of new products for new markets | **J.P. Eggers**, New York U.
Connecting the dots: Uncovering the technology scouting process | **Felipe Monteiro**, Wharton School, U. of Pennsylvania
Acquisition capability development:Behavioral and cognitive learning perspectives | **Mario Schijven**, Texas A&M U.
Four Essays on Antecedents and Consequences of Governance in Strategic Alliances | **Jochen Schweitzer**, U. of Technology, Sydney
Essays on delegation and control in multi-unit firms | **Metin Sengul**, Boston College

1064 👁💻: *(Paper Session) - (BPS)* **Cooperation, Coordination and Networks**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 40-51
✈👁Coordination Within vs. Across Firms | **Kannan Srikanth**, Indian School of Business
👁💻Partner Experience, Capability Complementarity, and the Quality of Interfirm Collaborations | **Sahangsoon Kim**, U. of Southern California, Marshall School of Business
👁💻Risk Management in the Network Economy | **JiFeng Yu**, U. of Nevada, Las Vegas; **Yijia Lin**, U. of Nebraska, Lincoln; **Manferd Peterson**, U. of Nebraska, Lincoln
👁💻The Uncertainty-Governance Choice Puzzle Revisited: A Review of TCE, RBV and Real Options Studies | **Thomas Mellewigt**, Free U. Berlin; **Franziska Koenig**, Freie U. Berlin
✈👁Network Dynamics, Network Resource, Power, and Innovation | **Cheng-Min Chuang**, National Taiwan U.; **Kuen-Shiou Yang**, National Taiwan U.
👁💻A Property-Rights View of Franchise Branding | **Shih-Fen S. Chen**, U. of Western Ontario
👁💻Governance Strength and the Content of Experience: Evidence from Fire Service Organizations | **Jay Horwitz**, U. of Toronto

MONDAY

✈👁💻Emergent Forms of Coopetition and Cooperation: An International Study on the Opera Houses Sector | **Marcello M Mariani**, U. of Bologna; **Gino Cattani**, New York U.

👁💻TCE and RBV Explanations of Firms' Boundary Choices: Unintended Assumptions and Subtle Implications | **Nilesh Khare**, Ohio State U.

👁💻Why Weaker Firms Collaborate with Dominant Partners! | **Brian Vincent Tjemkes**, VU U. Amsterdam; **Anoop Madhok**, Schulich School of Business; **Olivier Furrer**, Radboud U. Nijmegen

✈👁💻New Tie Formation in an Evolving Network: The Network Entrepreneurship of Multinational Firms | **J. Muir Macpherson**, Georgetown U.

1065 👁💻: *(Paper Session) - (BPS)* **Industry Dynamics**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV BPS2
Presented on Panels 52-58

✈👁💻How to Survive, Compete and Thrive: Small Firms' Business Models in the Italian Textile Industry | **Arnaldo Camuffo**, Bocconi U. and Sda Bocconi School of Management; **Andrea Vinelli**, U. of Padova; **Roberto Pozzana**, U. of Padova; **Laura Benedetti**, Società per gli Studi di Settore

👁💻The Industry Convergence Process: the Case of Telecommunications Equipment and Computer Networking | **Sean Tsuhsiang Hsu**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

👁💻Firm and Industry Dynamics: Entry, Exit and Investment During a Change in Industry Conditions | **James Costantini**, INSEAD

👁💻Institutional Forces as a Predictor of Competitive Rivalry | **Mike Valente**, U. of Victoria; **Christine Oliver**, York U.; **Christopher Fredette**, Sprott School of Business, Carleton U.

✈👁💻Strategic Convergence Under Multiple Reference Targets in the UK Mobile Phone Industry | **Claudio Giachetti**, U. Ca' Foscari of Venice; **Joseph Lampel**, City U. London

👁💻"Maximize Value" & "Manage for Cash": Firm Operating and Financial Responses to a Financial Crisis | **James Costantini**, INSEAD

👁💻Disentangling Positive and Negative Externalities on Two-Sided Markets: the EBay Case | **Corentin Curchod**, Audencia Nantes School of Management; **Nicolas Neysen**, Louvain School of Management

1066 🗪JS: *(BPS, ONE)* **Triple Bottom Line: Senior Leadership and Directors' Roles in Creating Strategic Issue Momentum**
4:45pm - 6:15pm Hyatt Regency Chicago: Columbus IJ
Moderator: **Rocki-Lee DeWitt**, U. of Vermont
Discussants: **Michael Dupee**, Green Mountain Coffee Roasters**; Kathryn Rudie Harrigan**, Columbia Business School**; Al Douglas McCready**, McCready Manigold Ray & Co., Inc.**; Richard A. Voell**, Private investor, Retired President and CEO, The Rockefeller Group

1067 ☯💻JS: *(BPS, TIM, ENT)* **Managing Across Technological Transitions**
4:45pm - 6:15pm Hyatt Regency Chicago: Atlanta
Organizers: **Erwin Danneels**, Worcester Polytechnic Institute**; Justin J.P. Jansen**, RSM Erasmus U.
Participants: **Gary Dushnitsky**, U. of Pennsylvania**; Dovev Lavie**, Technion Israel Institute of Technology**; Mary J. Benner**, U. of Pennsylvania**; Ashish Sood**, Emory U.

1068 : *(CAR)* **CAR Business Meeting**
4:45pm - 6:00pm Sheraton Chicago: Chicago 10
All members of the division are encouraged to attend.
Division Chair: **Jon P. Briscoe**, Northern Illinois U.

1069 ☯💻: *(CAR)* **Does Social Identity Affect Interpersonal Discrimination? Surfacing Invisible Diversities**
4:45pm - 6:15pm Sheraton Chicago: Huron Room
Organizer: **Arlise P. Mckinney**, U. of North Carolina, Greensboro
Chair: **C Douglas Johnson**, Georgia Gwinnett College
Discussant: **Michelle R. Hebl**, Rice U.

I am Similar to and Different from You: How Workplace Personalization Signals Identity | **Gregory Allen Laurence**, Syracuse U.; **Kristin Byron**, Syracuse U.

Discrimination & Self-disclosure as a Matter of Differences/Feelings: A Social Identity Perspective | **Maria Kakarika**, IE Business School

Linking Ethnic Identity & Voice with Discriminatory Experiences and Perceptions of Diversity Climate | **Arlise P. Mckinney**, U. of North Carolina, Greensboro

To Ask or Not to Ask: Do Inquiry Minds Really Want to Know About Sexual Identity? | **C Douglas Johnson**, Georgia Gwinnett College; **Godfrey A Gibbison**, Georgia Southern U.

1070 🕮☯✈🗪💻CAU: *(CAU)* **Humanistic Management Network**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 283
The Humanistic Management Network (www.humanetwork.org) tries to impact the way businesses operate by integrating humanistic thought into strategy in the quest for a more 'life-conducive' economy. In the caucus session we will want to work on current publications in progress (2 case volumes on humanistic management in practice, 1 volume on humanistic business philosophy, 1 volume on humanistic management education, 1 volume on humanistic management tools). We will also work on a series of working papers aimed at the Academy of Management Review, AMLE, and the Journal of Business Ethics.The Humanistic Management Network has already come forward with, 'Humanism in Business', a book that looks at how humanism can contribute to management theory and practice on a system, organizational and personal level. (Cambridge University Press, March 2009.)
Organizers: **Michael Andreas Pirson**, Fordham U./ Harvard U.**; Heiko Spitzeck**, Cranfield U.

1071 🕮☯✈🗪💻CAU: *(CAU)* **Going Green, Art/Aesthetic Inquiry for Managing and Organizational Change**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 284
Organizer: **Mary Finney**, Ohio U.

1072 CAU: *(CAU)* **Greening the Curriculum: How Do We Infuse Green Management into a Business School Curriculum – More Than Reduce, Reuse and Recycle**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 285
Organizer: **Laura Ann Ketter**, Tiffin U.

1073 💻JS: *(CM, HR)* **Alternative Dispute Resolution in the Workplace**
4:45pm - 6:15pm Sheraton Chicago: Erie Room

Discussant: **Julie B Olson-Buchanan**, California State U. Fresno
Coordinators: **Douglas Mahony**, U. of South Carolina**; Brian S. Klaas**, U. of South Carolina

Decision-Making in Employment Arbitration: An Analysis of Case Outcomes | **Alexander Colvin**, Cornell U.

ADR in the Workplace: The Effect of Decision-Maker Type on Wrongful Discharge Claims | **Douglas Mahony**, U. of South Carolina; **Brian S. Klaas**, U. of South Carolina

Restructuring and Its Implications for Workplace Conflict and Dispute Resolution | **Ariel C. Avgar**, U. of Illinois

Managerial Use of Organizational Ombuds Programs to Facilitate Employee Voice | **Debra Rauanheimo Casey**, Pennsylvania State U., Abington

1074 JS: *(CM, OB)* **Power to the Powerless: How Low Power Individuals Achieve Influence in Exchange Relationships**
4:45pm - 6:15pm Sheraton Chicago: Chicago 8
Chair: **Aiwa Shirako**, U. of California, Berkeley

The strength of weakness: Sympathy elicitation in exchange relationships | **Aiwa Shirako**, U. of California, Berkeley

Negotiating Flirts: Likable Losers | **Laura Kray**, U. of California, Berkeley; **Connson Chou Locke**, London School of Economics

The Benefits of Submissive Behavior in Negotiations | **Scott Wiltermuth**, Stanford U.; **Larissa Z. Tiedens**, Stanford U.; **Margaret A. Neale**, Stanford U.

The Strategic Advantages of Soliciting Others for Advice | **Katie Liljenquist**, Brigham Young U.; **Adam D. Galinsky**, Northwestern U.

Cooperation as a means of reducing conflict: Requesting versus offering help | **Frank Flynn**, Stanford U.; **Caitlin Miller Hogan**, Stanford U.

Presenters: **Aiwa Shirako**, U. of California, Berkeley**; Connson Chou Locke**, London School of Economics**; Scott Wiltermuth**, Stanford U.**; Katie Liljenquist**, Brigham Young U.**; Caitlin Miller Hogan**, Stanford U.
Participants: **Adam D. Galinsky**, Northwestern U.**; Laura Kray**, U. of California, Berkeley**; Frank Flynn**, Stanford U.**; Margaret A. Neale**, Stanford U.**; Larissa Z. Tiedens**, Stanford U.

1075 ✈: *(CMS)* **After the Fall: Saving Management Knowledge from Itself**
4:45pm - 6:15pm Hyatt Regency Chicago: Toronto
Chairs: **Marta B. Calas**, U. of Massachusetts - Amherst**; Linda Smircich**, U. of Massachusetts, Amherst
Discussants: **Hugh Willmott**, U. of Cardiff**; Stephen Dunne**, U. of Leicester

After the Fall: Saving Management Knowledge from Itself? | **Marta B. Calas**, U. of Massachusetts - Amherst
Presenters: **Martin Parker**, U. of Leicester**; Rick Delbridge**, Cardiff U.**; Robyn Thomas**, Cardiff U.**; Raza A Mir**, William Paterson U.**; Gavin Jack**, La Trobe U.

1076 : *(Paper Session) - (ENT)* **Biotech Entrepreneurship**
4:45pm - 6:15pm Hyatt Regency Chicago: Field
Chair: **Mark J. Ahn**, Victoria U. of Wellington

The Parent's Legacy: Firm Founders and Technological Choice | **Warren Boeker**, U. of Washington Seattle; **Sandip Basu**, California State U. East Bay; **Michael Deane Howard**, U. of Washington Business School; **Arvin Sahaym**, Washington State U.

Midlife opportunities: Firm age and the value of isomorphic alliance strategies in biotech IPOs | **Theodore Andrew Khoury**, Oregon State U.; **David Deeds**, U. of St. Thomas

Dedicated biotechnology firms in the Ivory Tower | **Dorothy M. Kirkman**, U. of Houston - Clear Lake

The reputational effects of smart money: Insights from Biotechnology Private Placements | **Jay J Janney**, U. of Dayton

1077 : *(Paper Session) - (ENT)* **Family Business Governance and Performance**
4:45pm - 6:15pm Hyatt Regency Chicago: Grand B
Chair: **Pramodita Sharma**, Concordia U.

A Numerical Taxonomy of Family Business Outcomes: Ten Years of DVs in Family Business Research | **Andy Yu**, Texas Tech U.; **G. T. Lumpkin**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.; **Ritch L Sorenson**, U. of St. Thomas

Stewardship or Agency? A Social Embeddedness Reconciliation of Conduct and Performance | **Danny Miller**, HEC; **Isabelle Le Breton-Miller**, HEC Montreal / U. of Alberta; **Richard Lester**, Texas A&M U.

The Board-Performance Link in Family Firms: An Agency & Resource Dependence Theory Analysis | **Peter Jaskiewicz**, U. of Alberta; **Klaus Uhlenbruck**, U. of Montana

Is blood thicker than water? Toward a behavioral agency framework of risk taking in family firms | **Elizabeth Lim**, U. of Texas at Dallas; **Michael H. Lubatkin**, UConn + EM Lyon

1078 : *(Paper Session) - (ENT)* **Networking for Resource Acquisition**
4:45pm - 6:15pm Hyatt Regency Chicago: Grand D North
Chair: **Chao Guo**, U. of Georgia

The Cost of an Entrepreneur's Social Capital and its Implications for Resource Accumulation | **Jane Nyakecho Omalla Khayesi**, U. of Lausanne; **Gerard George**, Imperial College London; **Erkko Autio**, Imperial College London

Competition for VC Attention: When, How and Why Do Social Referrals Matter? | **Azi Gera**, U. of Maryland, College Park; **Brent Goldfarb**, U. of Maryland; **David A. Kirsch**, U. of Maryland

Bring Social Skills into Social Networks: Findings from A Field Study of Entrepreneurs | **Lei Chi**, Rensselaer Polytechnic Institute; **Ruolian Fang**, U. of Minnesota; **Manli Chen**, Rensselaer Polytechnic Institute

More or less? How closure collaboration and networks impact on new venture performance | **Ming-Chao Wang**, National Cheng Kung U.

1079 : *(Paper Session) - (ENT)* **Entrepreneurial Learning**
4:45pm - 6:15pm Hyatt Regency Chicago: New Orleans
Chair: **Marco Van-Gelderen**, Massey U. New Zealand

Understanding the Relationship Between Entrepreneurial Orientation and Strategic Learning | **Brian S. Anderson**, Indiana U.

✈ Sleeping with Elephants: Learning Alliances Between Technology Startups and Industry Leaders | **Lourdes Perez**,

MONDAY

EADA; **Juan Florin**, U. of New Hampshire; **Jeryl Whitelock**, Bradford School of Management

The Heritability of Firm Know-How: Individual Defectors as Knowledge Conduits | **Anne Marie Woolstenhulme**, U. of utah

✈ External knowledge sources, firm age and new venture internationalization: An attention-based view | **Stephanie A. Fernhaber**, Iowa State U.; **Dan Li**, Indiana U.

1080 : *(Paper Session) - (GDO)* **Effects of Gender, Race, and Immigrant Status on Employment Outcomes**
4:45pm - 6:15pm Sheraton Chicago: Chicago 7
Chair: **Erin Marie Reid**, Harvard U.
Discussant: **Caren Goldberg**, American U.

Earnings Differentials in Corporate Canada – When Ethnicity Meets Gender | **Margaret Yap**, Ryerson U.; **Charity Ann Hannan**, Ryerson U.

☯ ✈ Performance Pay and Ethnic Wage Differentials: The Role of Gender, Immigration, and Foreign Language | **Tony Fang**, York U.; **John S Heywood**, U. of Wisconsin, Milwaukee

Taking a Closer Look: Institutional Influences on the Presence of Women Directors | **Jennifer Miner Knippen**, U. of Florida; **Wei Shen**, U. of Florida

Mobility and Compensation: The Role of Executive Search Firms in Explaining the White-Male Advantage | **George Dreher**, Indiana U., Bloomington; **Jeong-Yeon Lee**, U. of Kansas; **Thomas A. Clerkin**, Indiana U.

1081 🕮 ☯ ✈ : *(GDO)* **GDO Town Hall Meeting: Academy Coalition on Faculty Diversity - Progress Report & Future Planning**
4:45pm - 6:15pm Sheraton Chicago: Chicago 9
For more information see:
http://division.aomonline.org/GDO/coalition/
Organizers: **Ron Ophir**, York U.**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Susan L. Kirby**, Texas State U.**; Erika H. James**, U. of Virginia
Facilitators: **Robyn A. Berkley**, Southern Illinois U. Edwardsville**; Christine Brown Mahoney**, U. of California, Berkeley**; Joycelyn Finley-Hervey**, Florida A&M U.**; Gwendolyn M. Combs**, U. of Nebraska, Lincoln**; Lucrezia Songini**, Bocconi U.**; Manuela Brusoni**, Bocconi U.**; Karen S. Whelan-Berry**, Providence College

1082 : *(HCM)* **HCM Distinguished Speaker**
4:45pm - 6:15pm Swissôtel Chicago: Vevey Salon 4
Sponsored by the University of Alabama at Birmingham
Organizer: **Robert Weech-Maldonado**, U. of Alabama at Birmingham (UAB)
Distinguished Speakers: **Edward O'Connor**, U. of Colorado, Denver**; C. Marlena Fiol**, U. of Colorado, Denver

1083 : *(HR)* **Advances in E-Learning Theory and Research**
4:45pm - 6:15pm Sheraton Chicago: Missouri Room
Chairs: **Annette Towler**, DePaul U.**; Eyal Ronen**, Commercial Legal Software Incorporated
Discussant: **Kenneth G. Brown**, U. of Iowa

Interruptions During Training: Implications for E-Learning | **Katherine Ely**, George Mason U.; **Traci Sitzmann**, Advanced Distributed Learning

The Effects of Technical Interruptions on Learning and Attrition from Web-Based Instruction | **Traci Sitzmann**, Advanced Distributed Learning; **Katherine Ely**, George Mason U.; **Bradford S Bell**, Cornell U.; **Kristina Bauer**, Advanced Distributed Learning

The Role of Personality in Determining the Degree of Learner Control in E-Learning Environments | **Karin A. Orvis**, Old Dominion U.; **Robert Brusso**, Old Dominion U.; **Michael E Wasserman**, Clarkson U.; **Sandra Fisher**, Clarkson U.

Transfer of E-learning in the Workplace: The Effects of Trainee Characteristics and Transfer Climate | **Eyal Ronen**, Commercial Legal Software Incorporated; **Annette Towler**, DePaul U.

Participants: **Katherine Ely**, George Mason U.**; Traci Sitzmann**, Advanced Distributed Learning**; Bradford S Bell**, Cornell U.**; Kristina Bauer**, Advanced Distributed Learning**; Karin A. Orvis**, Old Dominion U.**; Robert Brusso**, Old Dominion U.**; Michael E Wasserman**, Clarkson U.**; Sandra Fisher**, Clarkson U.

1084 : *(Paper Session) - (HR)* **The Relationship Between Human Resources Management Practices and Firm, Unit, and Individual Performance**
4:45pm - 6:15pm Sheraton Chicago: Sheraton 3
Chair: **Larry Hunter**, U. of Wisconsin - Madison
Discussant: **M. Diane Burton**, Massachusetts Institute of Technology

Enhancing HRM Practices: A Stakeholder Approach | **Michel Hermans**, Cornell U.; **Patrick Wright**, Cornell U.; **David Ulrich**, U. of Michigan; **Alejandro Luis Sioli**, IAE Business School - Austral U.

✈ Employee-organization relationship, psychological ownership and contextual performance | **Samuel Aryee**, Aston U.; **Li-Yun Sun**, Macau U. of Science and Technology; **Qin Zhou**, U. of Twente

Human Resources in the Service Context: A Unit Level Model | **Robert E Ployhart**, U. of South Carolina; **Chad H. Van Iddekinge**, Florida State U.; **William Iverson MacKenzie**, U. of South Carolina

Human Resource Management's Effects on Firm-level Relative Efficiency | **Clinton Chadwick**, U. of Alabama, Huntsville; **Ji-Young Ahn**, U. of Illinois, Urbana-Champaign; **Kiwook Kwon**, U. of Illinois, Urbana-Champaign

1085 ✈ : *(Paper Session) - (IM)* **Barry Richman Dissertation Award Finalists Session**
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal B
Division Chair: **Tatiana Kostova**, U. of South Carolina
Chair: **David Ralston**, U. of Oklahoma

✈ Comparative Institutional Arrangements Of Social Intermediation in Developing Countries | **Geoff Kistruck**, Ohio State U.

✈ Connecting the Dots: Uncovering the Technology Scouting Process | **Felipe Monteiro**, Wharton School, U. of Pennsylvania

✈ R&D Services Outsourcing: Evidence from European and U.S. Firms | **Andrea Martinez-Noya**, U. of Oviedo

✈ Institutional Distance, Social Capital, and the Performance of Foreign Acquisitions in the United States | **Daniel Rottig**, California State U. Long Beach

1086 ☯ ✈ : *(Paper Session) - (IM)* **FDI Impact on Local Economies**
4:45pm - 6:15pm Hyatt Regency Chicago: McCormick

Chair: **Jean J Boddewyn**, Baruch College
Discussant: **Xiaoming He**, Texas A&M U.
✈The Two Faces of Foreign Management Capabilities: Competition and Spillovers from FDI in UK Retail | **Xiaolan Fu**, Oxford U.; **Christian Helmers**, Oxford U.; **Jing Zhang**, U. of Nottingham
🏳☯✈💻The Linkage between Inward Investment and Outward Investment in the Venture Capital Industry | **Qian Gu**, National U. of Singapore; **Jane Lu**, National U. of Singapore
Doug Nigh Award Finalist
💻Dynamic Interaction between Foreign Direct Investment and Domestic Investment | **Lei Wang**, U. of Lugano, USI; **Erik Larsen**, U. of Lugano, USI
✈💻Concentrated Power, Foreign Direct Investment and Economic Growth | **Witold Jerzy Henisz**, U. of Pennsylvania

1087 ☯✈👁💻: *(Paper Session) - (IM)* **International Management of People and the Organization**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 1-6
☯✈👁💻Expatriate Categorization And Evaluation: A Three-Nation Quasi-Experimental Study | **Arup Varma**, Loyola U. Chicago; **Shaun Pichler**, Michigan State U.; **Pawan S. Budhwar**, Aston U.
✈👁💻The Causal Relationship between Corruption and Foreign Direct Investment: Evidence from Panel Data | **Erin McLaughlin**, Cabrini College; **Joshua Shackman**, TUI U.; **Stephen Pollard**, California State U. Los Angeles; **Steven Brown**, Cedar Valley College
✈👁Institutional Logics and Models of Retail Pharmacy: A Comparison of Sweden, Italy, UK and USA | **Trish Reay**, U. of Alberta; **Giuseppe Delmestri**, Bergamo U.; **Elizabeth Goodrick**, Florida Atlantic U.; **Davide Nicolini**, U. of Warwick; **Petra Adolfsson**, Goteborg U.; **Kajsa Lindberg**, Goteborg U.
✈👁💻Chinese Enterprises in Germany: Strategic, Structural, and Cultural Patterns | **Andreas Michael Klossek**, Capgemini Consulting (WITHDRAWN); **Bernd Michael Linke**, Friedrich-Schiller, U. of Jena; **Michael Nippa**, Freiberg U.
👁💻Cross-culture Differences in Responding to Adverse Situations in Strategic Alliances | **Koen Adolfs**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **Brian Vincent Tjemkes**, VU U. Amsterdam; **Arzu Ulgen Aydinlik**, Istanbul U.; **Dilek Donmez**, Canakkale Onsekiz Mart U.

1088 ☯✈🗨👁💻: *(Paper Session) - (IM)* **International Management of the Evolving Environment**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV IM 2
Presented on Panels 7-11
☯✈👁💻Cultural Affinity in International Joint Ventures - An Experimental Study | **Fan Wu**, U. of Magdeburg; **Abdolkarim Sadrieh**, U. of Magdeburg; **Birgitta Wolff**, Otto-von-Guericke U. Magdeburg
✈👁💻Impression Management Strategies over Structural Supports by Work Experiences in Korea and the U.S. | **Sang-Joon Kim**, U. of California, Irvine; **Jung-Jin Kim**, Indiana U., Bloomington
👁Internationalization and Performance: An Analysis of Indian Firms | **Rejie George**, Indian Institute of Management, Bangalore; **Chitra Singla**, Indian Institute of Management, Bangalore
👁Isomorphic Pressures and Demonstration Effects: Conformity and Upgrading in International Business | **Helena Barnard**, U. of Pretoria; **Gregory Poisson**, U. of Pretoria
✈👁💻Technology Offshore Outsourcing and Firm Performance | **C. Annique Un**, U. of South Carolina

1089 ☯✈💻: *(Paper Session) - (IM)* **Cultural and Social Issues**
4:45pm - 6:15pm Hyatt Regency Chicago: Soldier Field
Chair: **Kerri Crowne**, Widener U.
Discussant: **Kevin B. Lowe**, U. of North Carolina, Greensboro
✈Dual Commitment to Organization and Union: Examining the Moderating Effect of Perceived Inflation | **Edward Osei Akoto**, Jackson State U.; **Claire Allison Stammerjohan**, Jackson State U.
✈💻The Relationship of Social Capital to Career Management in MNCs | **Sully Taylor**, Portland State U.; **Mila B. Lazarova**, Simon Fraser U.
✈💻Exporting Culture: The Impact of Multinational Corporations on Local Employees' Cultural Identity | **Dan V. Caprar**, AGSM-Australian School of Business
✈An Examination of the Role of Experiential Learning in the Development of Cultural Intelligence | **Ming Li**, U. College Dublin; **Aidan Kelly**, U. College Dublin; **William H Mobley**, China Europe International Business School

1090 ☯✈💻: *(Paper Session) - (IM)* **International Entrepreneurship and Innovation**
4:45pm - 6:15pm Hyatt Regency Chicago: Wrigley
Chair: **William Rhyne**, U. of California-Davis
Discussant: **Banu Ozkazanc Pan**, U. of Massachusetts Boston
☯✈🗨💻Engaging Transnational Corporations in Community Entrepreneurship Initiatives inSubsidiaryOperations | **Dr. Aloysius Marcus Newenham-Kahindi**, Edwards School of Business, U. of Saskatchewan
Watching Your Foreign Neighbor: Foreign Learning and Innovation in the Biotechnology Industry | **Amanda E.K. Budde-Sung**, U. of Sydney
✈The Impact of Agglomeration and External Relationships on Foreign Firms' Innovativeness | **Tsai-Ju Liao**, National Taichung Institute of Technology; **Chwo-Ming Yu**, National Chengchi U.
✈Human Mobility, Knowledge Spillovers and Innovation in High-tech Firms in Emerging Markets | **Igor Filatotchev**, City U. London; **Xiaohui Liu**, Loughborough U.; **Mike Wright**, U. of Nottingham; **Jiangyong Lu**, GSM, Peking U.

1091 : *(Paper Session) - (IP)* **Perspectives on Leaders and Leadership**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Jennifer Jordan**, Northwestern U.
☯💻**CAR:** Motive to Develop Leadership vs. Motive to Lead in Relation to Leadership Ratings and Career Success | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, Georgia Institute of Technology
💻**ENT:** The VC as a Leader: Effects of VC Empowering Leadership on Entrepreneur Stress and Performance |

MONDAY

Yuntao Dong, U. of Maryland - College Park; **Henry P. Sims**, U. of Maryland; **J Robert Baum**, U. of Maryland

📖☯💻**MED:** Leadership Coaching in Columbia Business Schools™ Program on Social Intelligence | **Aaron S. Wallen**, Columbia Business School; **Beth A. Devine**, Columbia Business School

💻**ENT:** Entrepreneurial Leadership - Construct Refinement and Scale Development | **Maija Renko**, U. of Illinois - Chicago; **Ayman Tarabishy**, George Washington U.; **Alan L. Carsrud**, Ryerson U.

1092 : *(Paper Session) - (IP)* **The Value of Networks**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Bat Batjargal**, Harvard U./Peking U.

✈💻**ENT:** Transnational Entrepreneurs' Venture Internationalization Strategies: A Practice Theory Approach | **Siri Ann Terjesen**, Indiana U., Bloomington; **Amanda Brickman Elam**, Babson College

✈💻**ENT:** Heterogeneous Networks and Resource Acquisition in Emerging Economy | **Karen Yuan Wang**, U. of Technology, Sydney; **ChunYong Tang**, Southwest Jiaotong U.

IM: Learning through a Double Network: International R&D Strategies of Chinese Companies in Europe | **Alberto Di Minin**, UC Berkeley; **Jieyin Zhang**, Scuola Superiore Sant'Anna

💻**ENT:** Evolution of the Entrepreneurial Network after Failure:Attribution, Trust and Self-Regulation | **Sharon Simmons**, Syracuse U.

💻**ENT:** Innovating through corporate venture capital: Role of network and industry characteristics | **Sergey Anokhin**, Kent State U.; **Daniel Örtqvist**, Luleå U. of Technology; **Sara Thorgren**, Luleå U. of Technology; **Joakim Wincent**, Luleå U. of Technology

1093 : *(Paper Session) - (IP)* **Strategic Decision Making and Cognition**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Rhonda K. Reger**, U. of Maryland

💻**MOC:** Strategic Short-termism as an Issue of Top-Teams' Temporal Orientation | **Boris Kabanoff**, Queensland U. of Technology; **Jack Keegan**, Queensland U. of Technology

OMT: Managing Organizational Tensions: Toward a Paradox Perspective | **Wendy K. Smith**, U. of Delaware; **Marianne W. Lewis**, U. of Cincinnati

💻**ENT:** The Impact of Cognitive Characteristics, Human Capital and Institutional Forces on Business Planning | **Jan Brinckmann**, ESADE; **Sung Min Kim**, Loyola U. Chicago

💻**ENT:** "This Deal is Dead!"A Longitudinal Study of VC Decision Making | **Jeffrey Scott Petty**, Faculty of Business and Economics, U. of Lausanne; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne

1094 : *(Paper Session) - (IP)* **Venture Capital Investment**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Christian Hopp**, U. of Vienna

✈**ENT:** Cultural Distance, Global Integration and Performance of Corporate Venture Capital Investments | **Yong Li**, State U. of New York, Buffalo; **Steven C. Michael**, U. of Illinois, Urbana-Champaign

💻**ENT:** Equity Traps: Near Equal Distribution of Equity in VC Syndicates and the Performance of Start-ups | **Reddi Kotha**, Singapore Management U.

💻**ENT:** Decoding Figurative Language in Venture Capitalists' Communications of Confidence | **Mark Cannice**, U. of San Francisco; **Art Bell**, U. of San Francisco

☯💻**TIM:** Corporate Venture Capital as an Exploratory Mechanism. | **Gautam Kasthurirangan**, Deloitte Consulting; **Daniel Robeson**, Rensselaer Polytechnic Institute

ENT: Entrepreneurial stories: Getting to the "gut feel" of investors | **Jaume Villanueva**, U. of Minnesota

1095 : *(Paper Session) - (IP)* **Developments for Institutions: Theory & Context**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Wesley Helms**, York U.

💻**OMT:** Translating Institutions Across Organizational Boundaries: Six Sigma Implementation at 4Post | **Anna Canato**, Imperial College Business School; **Davide Ravasi**, Bocconi U.

☯✈🗪💻**BPS:** The Substance and Symbolism of Restructuring ¨C A Nested Institution View | **Pengji Wang**, National U. of Singapore; **Sangchan Park**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

💻**OMT:** Reconciling the World Society/Transnational Governance Debate: A Typology of Institutional Context | **Farzad Alvi**, EGADE Zona Centro, Tecnológico de Monterrey

💻**OMT:** From Theorization to Realization: A Conflict Model of Institutional Strategies | **Marvin Washington**, U. Alberta; **Karen D. W. Patterson**, U. of New Mexico

💻**MH:** Institutionalisation and deinstitutionalisation of budget. | **Nicolas Berland**, U. Paris-Dauphine; **Vassili Joannides**, Groupe Sup de Co La Rochelle; **Yves Levant**, ESC Lille

1096 : *(Paper Session) - (IP)* **Examining Agency Theory**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Justin I. Miller**, New York U.

✈**BPS:** The determinants and the implications of control enhancing mechanisms | **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

💻**BPS:** Ability and Agency Costs: Evidence From Polish Banking | **Tomasz Obloj**, INSEAD; **Frank Douglas**, INSEAD

💻**BPS:** Ownership Structure and Performance in US Public Firms: Superior Performance of Owner-Manager CEOs | **Vilmos F. Misangyi**, Pennsylvania State U.; **Henry L Tosi**, U. of Florida

✈💻**OB:** Board Independence: Integrating Agency and Resource Dependence Theories | **Raul Barroso**, U. of Lausanne

💻**OM:** Maverick buying as an agency problem | **Katri Karjalainen**, Helsinki School of Economics; **Erik van Raaij**, Rotterdam School of Management, Erasmus U.

1097 : *(Paper Session) - (IP)* **The Intersection of Technology and Innovation**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Turanay Caner**, North Carolina State U.

💻**TIM:** Technology Development in the Oil Industry | **Christian Stadler**, Dartmouth College

MONDAY

TIM: Firm Decision on Innovation Types: Evidence on Product, Process and Organizational Innovation | **Pedro Faria**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico

TIM: Users as Innovators: A Review, Theoretical Framework, and Future Research Directions | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne; **Allan N Afuah**, U. of Michigan; **Bettina Lynda Bastian**, Ecole Polytechnique Fédérale de Lausanne

TIM: The Content of Management Interpretations of Technical Change | **Lauris Apse**, Schulich School of Business

1098 : *(Paper Session) - (IP)* **The Exploitation Process**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Parshotam Dass**, U. of Manitoba

BPS: Exploration, Exploitation and Scarce Resources: The Evolution of Firm Scope | **Aseem Kaul**, U. of Pennsylvania

ENT: Windows of opportunity in entrepreneurial decision making | **Craig E. Armstrong**, U. of Alabama

TIM: The Distinction and Balance of Exploration and Exploitation | **Yi-Fen Huang**, Dayeh U.

1099 : *(Paper Session) - (IP)* **Lean Operations and Quality Management**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **David Zepeda**, U. of Minnesota, Twin Cities

OM: Process Management and Quality System. What are the hampering and enabling conditions? | **Jon Iden**, NHH

TIM: Lean Product Development –Enabling management factors for waste elimination | **Anja Schulze**, ETH Zurich; **Thorsten Stoermer**, ETH Zurich

OM: Where Should Resources be Spent in Just-in-Time Manufacturing? A Meta-Analytic Investigation | **Alan Mackelprang**, U. of South Carolina; **Anand Nair**, U. of South Carolina

1100 : *(Paper Session) - (IP)* **Critical Issues on Ethics, Regulation and Compliance**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Jennifer Leigh**, Nazareth College

SIM: An Analysis of Experienced Discrimination in Italy. The Case of Home Mortgages | **Davide Secchi**, U. of Wisconsin, La Crosse; **Raffaello Seri**, Insubria U.

SIM: The Reputational Penalty for Illegal Insider Trading | **Peter-Jan Engelen**, Utrecht School of Economics

SIM: The self-regulation value of voluntary international initiatives: The role of sponsor goals | **Glen Stirling Taylor**, California State U. East Bay; **Petra Christmann**, Rutgers U.

1101 : *(Paper Session) - (IP)* **New Directions in Justice Research**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Adam C. Stoverink**, Texas A&M U.

OB: Why Do Managers Behave Unfairly? | **Jie Li**, U. Cincinnati; **Suzanne S. Masterson**, U. of Cincinnati

ENT: How Fairness Perceptions Affect New-Venture Development | **Elco van Burg**, Eindhoven U. of Technology; **Isabelle Reymen**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology; **Victor Gilsing**, Tilburg U.

OB: The Neural Correlates of Organizational Justice: A Model of Neuro-Organizational Justice | **Constant D. Beugre**, Delaware State U.

OB: Ind v Coworker Justice: The Importance of Predictor-Criterion Homogeneity & Impact of Differences | **Jeremy Bernerth**, Louisiana State U.; **Harvell Jackson Walker**, Texas Tech U.

OB: Organizational Justice Perceptions and Work Outcomes: Dynamic Trajectories and Residual Effects | **John P. Hausknecht**, Cornell U.; **Michael Sturman**, Cornell U.; **Quinetta Roberson**, Villanova U.

1102 : *(Paper Session) - (IP)* **The Measurement of Performance**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Nicholas Mathys**, DePaul U.

HR: Prediction of Performance Ratings over Time | **Lian Shao**, Cornell U.; **Michael Sturman**, Cornell U.

HR: A critical examination of employees' perceived appraisal accuracy in China | **Wenlai Wang**, Royal Holloway, U. of London; **Chin-Ju Tsai**, Royal Holloway, U. of London

OM: Is optimization the true hallmark of planning and scheduling? An empirical study of quality criteria | **Cees De Snoo**, U. of Groningen; **Wout Van Wezel**, U. of Groningen; **René J. Jorna**, U. of Groningen

1103 : *(Paper Session) - (IP)* **Understanding Empowerment**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Yvonne Brunetto**, Southern Cross U.

HCM: Do Empowered Nurses Provide Better Quality of Patient Care? | **Pauline Stanton**, La Trobe U.; **Timothy Bartram**, La Trobe U.; **Sandra Leggat**, La Trobe U.

OB: Empowering Teams and Sharing Leadership: An Examination of Team Empowerment and Shared Leadership | **Jonathan C. Ziegert**, Drexel U.

OB: Personal Responsibility in the Workplace – Dimensions, Measurement and Validation | **Wajda Irfaeya**, U. of Gothenburg

HCM: How Empowerment Practices Work: The Role of Employee Confidence in Management | **Jose Proenca**, Widener U.

1104 : *(Paper Session) - (IP)* **Trust and the Organization**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Corinne Bendersky**, U. of California, Los Angeles

BPS: Assessing the Impact of Trust and Committed Interactions on the Resource Deployment Process | **Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology

CM: Harnessing the potential for joint gain between employees and organizations in unionized workplaces | **Dionne Pohler**, U. of Alberta; **Andrew Luchak**, U. of Alberta

IM: Conceptual Openness and Actor Focus in Research on International Business Relations | **Guido Moellering**, Max Planck Institute for the Study of Societies

1105 : *(Paper Session) - (IP)* **Stress, Stressors, and Strains**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **James A. Meurs**, U. of Mississippi

MONDAY

✈🗪💻**ONE:** Pollution, congestion and personal wellbeing in urban China | **Ingrid Nielsen**, Monash U.; **Russell Smyth**, Monash U.

💻**OB:** A Higher-Order Network of Interrole Conflict and Faciliation: Relations with Coping and Well-Being | **Tracy Hecht**, Concordia U.; **Julie M. McCarthy**, U. of Toronto

💻**OB:** A Multi-faceted Model of the Relationship between Job Satisfaction and Burnout: A Meta-Analysis | **Hyung In Park**, Central Michigan U.; **Stephen H. Wagner**, Central Michigan U.; **Terry A. Beehr**, Central Michigan U.

💻**SIM:** Consequences of Concern: Ethics, Social Responsibility, and Well-Being | **Mark Promislo**, Temple U.; **Robert A Giacalone**, Temple U.; **Jeremy Welch**, Temple U.

1106 : *(Paper Session) - (IP)* **Aggression and Abuse in the Workplace**
4:45pm - 6:15pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Jonathan Pinto**, Imperial College Business School

GDO: Women Helping Women? Think Again: Relational Aggression Among Women in the Workplace | **Beth K. Humberd**, Boston College; **Judith A. Clair**, Boston College

OB: The Influence of Organizational Traits on Abusive Supervision | **David Sikora**, Florida State U.

💻**OB:** Direct vs. Indirect Abusive Supervision: Personality Determinants of Aggressive Responses | **Melinda L. Scheuer**, Northern Illinois U.; **James Paul Burton**, Northern Illinois U.; **Chris Parker**, Northern Illinois U.; **Jenny M. Hoobler**, U. of Illinois, Chicago

☯💻**ENT:** Abusive Behavior within New Venture Top Management Teams | **Keith Hmieleski**, Texas Christian U.; **Michael S. Cole**, Texas Christian U.; **Bennett J. Tepper**, Georgia State U.

1107 🕮☯✈💻JS: *(MC, ODC)* **Curriculum for an Academic Coaching Program**
4:45pm - 6:15pm Hyatt Regency Chicago: Hong Kong
Facilitator: **Larry M. Starr**, U. of Pennsylvania
Participants: **Terrence Earl Maltbia**, Columbia U.**; Ruth L. Orenstein**, U. of Pennsylvania**; John Brent**, Ross School of Management, Franklin U.**; Leni Wildflower**, Fielding Graduate U.

1108 🕮☯: *(Paper Session) - (MED)* **Executive Education: Approaches and Outcome Assessment**
4:45pm - 6:15pm Hyatt Regency Chicago: Buckingham
Chair: **Gerard Beenen**, Carnegie Mellon U.
Discussant: **Shahid Yamin**, United Arab Emirates U.

☯💻Evaluation of a Leadership Development Program Using a Goal-Attainment Approach | **Lauren Duarte**, Colorado State U.; **Stefanie K. Johnson**, U. of Colorado, Denver; **Gina Hernez-Broome**, Center for Creative Leadership; **Judith Steed**, Center for Creative Leadership

Ensuring Executive Education Impact: Beyond the Program Itself | **Bettina Buchel**, IMD

🏳💻Seasons of a leader development | **Laura Guillén Ramo**, INSEAD; **Herminia Ibarra**, INSEAD

Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

🏳☯💻The Role of Personally Transformative Learning in Leadership Development | **Rachel Ciporen**, Teachers College, Columbia U.

1109 🕮💻: *(MH)* **Distinguished Speaker: Edgar Schein"The Academic as Artist: Personal and Professional Roots"**
4:45pm - 6:15pm Swissôtel Chicago: St. Gallen Salon 1
Distinguished Speaker: **Edgar H. Schein**, Massachusetts Institute of Technology
Chairs: **Jane Whitney Gibson**, Nova Southeastern U.**; Regina Greenwood**, Nova Southeastern U.

The Academic as Artist: Personal and Professional Roots | **Edgar H. Schein**, Massachusetts Institute of Technology
Participant: **Daniel A Wren**, U. of Oklahoma

1110 💻: *(Paper Session) - (MOC)* **Information Processing and Sensemaking in Crises and Uncertainty**
4:45pm - 6:15pm Hyatt Regency Chicago: Truffles
Chair: **Eliezer Geisler**, Illinois Institute of Technology
Discussant: **Mary J. Waller**, York U.

🏳💻Roles, Power, and Sense-Making after 9/11: Differences in the Content of Attention and Construal | **Joe Magee**, New York U.; **Frances J. Milliken**, New York U.; **Adam R. Lurie**, New York U.

Winner of MOC Division Best Paper Award

🏳💻A Process Model of Strategic Orientation and Collective Information Processing in Teams | **Anita Williams Woolley**, Carnegie Mellon U.

💻Adaptive Coordination and Heedfulness make Better Cockpit Crews | **Gudela Grote**, ETH Zurich; **Michaela Kolbe**, ETH Zurich; **Enikö Zala-Mezö**, Pädagogische Hochschule Zürich; **Nadine Bienefeld**, ETH Zurich; **Barbara Künzle**, ETH Zurich

✈💻Weak Cues and Attentional Triangulation: The Pearl Jam Concert Accident at Roskilde Festival | **Morten Thanning Vendelo**, Copenhagen Business School; **Claus Rerup**, U. of Western Ontario

1111 💻: *(Paper Session) - (MOC)* **Strategic Cognition**
4:45pm - 6:15pm Hyatt Regency Chicago: Wright
Chair: **Gerry McNamara**, Michigan State U.
Discussant: **William Bogner**, Georgia State U.

✈💻An Attention-Based View of Internationalization | **Serdar Yavuz**, York U.

🏳💻Preventive Capacity and the Mediating Role of Metacognition in Hypercompetitive Environments | **Andrea Lanza**, U.Bocconi/U.Calabria; **Antonella Pellegrino**, U.Calabria; **Giusy Simone**, U.Calabria

💻Information Use, Environmental Uncertainty and Cognitive Style in Strategic Decision Processes | **Wolfgang Gänswein**, RWTH Aachen U.; **Bastian Winkenbach**, RWTH Aachen U.

💻Incorporating Organizational Psychopathology into Strategic Issue Diagnosis | **Scott D Julian**, Wayne State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

1112 💻: *(Paper Session) - (OB)* **Similarity and Diversity**
4:45pm - 6:15pm Sheraton Chicago: Arkansas Room
Chair: **Nicole Cundiff**, Southern Illinois U. Carbondale
Discussant: **Christopher O. L. H. Porter**, Texas A&M U.

MONDAY

Age Diversity, Age Discrimination, and Performance Consequences – A Cross Organizational Study | **Florian Kunze**, U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

In It for the Love? Perceived Similarity as a Moderator of Judgments of Intrinsic Motivation | **Emily Bianchi**, Columbia U.; **Daniel Ames**, Columbia U.

Informational Diversity, Team Cooperation, and Team Members' Long-term Orientation | **Kang Yang Trevor Yu**, Nanyang Technological U.; **Daniel M. Cable**, U. of North Carolina, Chapel Hill

Inter- and Intra-team Functional Diversity and Multi-team System Effectiveness | **Michael Kukenberger**, U. of Connecticut, Storrs

1113 : *(Paper Session) - (OB)* **Climate and Culture**
4:45pm - 6:15pm Sheraton Chicago: Colorado Room
Chair: **Patrick S. Malone**, American U.
Discussant: **Ramon J. Aldag**, U. of Wisconsin, Madison

Strategic Climate and Organizational Productivity: The Role of Work Satisfaction | **Karina van de Voorde**, Tilburg U.; **Marc Van Veldhoven**, Tilburg U.; **Jaap Paauwe**, Tilburg U.

A Multilevel Model of Safety Climate: Linking Team-Level Leader-Member Exchange to Safety Outcomes | **Scott Seibert**, U. of Iowa; **Maria Kraimer**, U. of Iowa; **Daejeong Choi**, U. of Iowa

When Anger Hits Home: The Effects of Aggressive Work Culture | **Simon Lloyd D. Restubog**, U. of New South Wales; **Kristin L. Scott**, Clemson U.; **Thomas J. Zagenczyk**, Clemson U.

Diversity Climate Spillover: Psychological Perceptions of Organizational and Societal Diversity | **C. Ashley Fulmer**, U. of Maryland - College Park; **Cheri Ostroff**, U. of Maryland

1114 : *(Paper Session) - (OB)* **Victims in the Workplace**
4:45pm - 6:15pm Sheraton Chicago: Mississippi Room
Chair: **Christopher D. Nye**, U. of Illinois at Urbana-Champaign
Discussant: **Katherine A DeCelles**, U. of Michigan

The Impact of Ostracism on Thwarted Belongingness and Workplace Contributions | **Jane O'Reilly**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

Subodinates as Targets of Noncontingent Punishment: A Victimology Perspective | **William H. Bommer**, California State U. Fresno; **Jane O'Reilly**, U. of British Columbia

Identifying Targets of Counterproductive Behavior: The Role of Personality and Physical Appearance | **Brent A. Scott**, Michigan State U.; **Timothy A. Judge**, U. of Florida

They're Talkin' About Me Again: The Negative Impact of Being the Target of Gossip | **Girish Chandra**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

1115 : *(Paper Session) - (OB)* **Trust or Cynicism in the Face of Change?**
4:45pm - 6:15pm Sheraton Chicago: Ohio Room
Chair: **Paul Johnson**, Oklahoma State U.
Discussant: **Michael J. Provitera**, Barry U.

An Empirical Examination of Employee Responses to Confidential Information Rules | **David R Hannah**, Simon Fraser U.; **Kirsten M. Pankratz**, Simon Fraser U.

Predicting and Mitigating the Effects of Organizational Cynicism on Work Outcomes | **Kristyn A. Scott**, U. of Toronto at Scarborough; **David Zweig**, U. of Toronto

An Exploration of the Antecedents to Cynicism about the Information Technology Profession | **Trevor B King**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas; **Nita Brooks**, Middle Tennessee State U.; **Darryl D. Wilson**, Old Dominion U.; **Vicki R. McKinney**, unaffiliated

Trust Through Institutions? Employment Regulation & Employees' Perceptions of Job Security | **Magdalena Hipp**, Cornell U.

1116 JS: *(OB, HR)* **Antecedents and Consequences of Psychological Contracts: From Development to Breach**
4:45pm - 6:15pm Sheraton Chicago: Sheraton 5
Chair: **Crystal M. Harold**, Temple U.
Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

Predictors of Applicant Fit: Recruiter's Employment Relationship and Interview Evaluation | **Lynn Shore**, San Diego State U.; **James Hamilton Dulebohn**, Michigan State U.; **Karen Holcombe Ehrhart**, San Diego State U.

Influences on Psychological Contract Breach: Information-Seeking, Tenure, and Causal Attribution | **Richard Hermida**, George Mason U.; **Joseph Nicholas Luchman**, George Mason U.; **Luke Brooks-Shesler**, George Mason U.; **Lois Tetrick**, George Mason U.

Exploring an Equity Model of a Psychological Contract | **Lisa Schurer Lambert**, Georgia State U.

Social Exchanges as Mechanisms Between Psychological Contract Breach and Work Performance | **P. Matthijs Bal**, VU U. Amsterdam; **Dan S. Chiaburu**, Texas A&M U.; **Paul G W Jansen**, VU U. Amsterdam

The Role of Attributional Processing Following Employee Psychological Contract Breach | **Stacie Lindley**, IUPUI; **Crystal M. Harold**, Temple U.

Participants: **Lynn Shore**, San Diego State U.**; James Hamilton Dulebohn**, Michigan State U.**; Karen Holcombe Ehrhart**, San Diego State U.**; Richard Hermida**, George Mason U.**; Joseph Nicholas Luchman**, George Mason U.**; Luke Brooks-Shesler**, George Mason U.**; Lois Tetrick**, George Mason U.**; Lisa Schurer Lambert**, Georgia State U.**; P. Matthijs Bal**, VU U. Amsterdam**; Dan S. Chiaburu**, Texas A&M U.**; Paul G W Jansen**, VU U. Amsterdam**; Stacie Lindley**, IUPUI**; Crystal M. Harold**, Temple U.

1117 JS: *(OB, HR, OMT)* **Speaking Up or Shutting Up: Exploring New Directions in Research on Voice and Silence**
4:45pm - 6:15pm Sheraton Chicago: Sheraton 2
Chairs: **R David Lebel**, Wharton School, U. of Pennsylvania**; Katherine Klein**, U. of Pennsylvania**; Nancy Rothbard**, U. of Pennsylvania

Speaking Up Versus Being Heard: The Outcomes of Voice From Multiple Perceptions | **Ethan Burris**, U. of Texas, Austin; **James R. Detert**, Cornell U.

Supervisor Reactions to Employee Voice: Effects of Performance and Time Pressure | **Sara L. Wheeler-Smith**, New York U.

Is It Safe To Speak Up? The Effects of Voice Behavior on Individual Performance Ratings | **R David Lebel**, Wharton

School, U. of Pennsylvania; **Katherine Klein**, U. of Pennsylvania; **Nancy Rothbard**, U. of Pennsylvania; **Steffanie L. Wilk**, Ohio State U.

Measuring Motives for Silence | **Sharon K. Parker**, U. of Sheffield; **Uta Bindl**, U. of Sheffield; **Linn Van Dyne**, Michigan State U.; **Siok Fun Wong**, Applied Behavioral Sciences Dept. Ministry of Defense, Singapore

The Courage of Their Convictions: Explaining Observer Intervention in Racially Biased Behavior | **Ashleigh Shelby Rosette**, Duke U.; **Patricia Faison Hewlin**, Georgetown U.; **Lynn Bowes-Sperry**, Western New England College

Participants: **Sara L. Wheeler-Smith**, New York U.**; Steffanie L. Wilk**, Ohio State U.**; Sharon K. Parker**, U. of Sheffield**; Uta Bindl**, U. of Sheffield**; Linn Van Dyne**, Michigan State U.**; Ashleigh Shelby Rosette**, Duke U.**; Patricia Faison Hewlin**, Georgetown U.**; Lynn Bowes-Sperry**, Western New England College**; Siok Fun Wong**, Applied Behavioral Sciences Dept. Ministry of Defense, Singapore**; Ethan Burris**, U. of Texas, Austin**; James R. Detert**, Cornell U.

1118 JS: *(OB, ONE)* **Green Creativity and Entrepreneurship**
4:45pm - 6:15pm Sheraton Chicago: Mayfair Room
Chair: **Pamela Tierney**, Portland State U.
Discussant: **Andrew J. Hoffman**, U. of Michigan

Creativity and Sustainability in the Organization: Bridging Two Distant but Related Streams | **Desiree Pacheco**, U. of Colorado, Boulder

How Social Norms Influence Environmental Innovation | **William Meek**, U. of Louisville; **Jeffrey G. York**, U. of Virginia

The Personal and Contextual Profile of a 'Green Innovator' | **Pamela Tierney**, Portland State U.

1119 JS: *(OB, TIM)* **Creativity and Teams: Bringing Parallel Research Streams Together**
4:45pm - 6:15pm Sheraton Chicago: Sheraton 1
Organizer: **Lucy L. Gilson**, U. of Connecticut, Storrs
Chair: **Matthew A. Cronin**, George Mason U.
Discussants: **Paul E. Tesluk**, U. of Maryland**; Lucy L. Gilson**, U. of Connecticut, Storrs

Is Compositional Balance the Key to Team Creativity? | **Nora Madjar**, U. of Connecticut; **John Mathieu**, U. of Connecticut, Storrs

Team Creative Environment: An Expanded View of the Nomological Network within Supply Chain Teams | **Travis Maynard**, Colorado State U.; **Tammy L. Rapp**, U. of Connecticut, Storrs; **Matthew D. Dean**, U. of New Orleans

Does Individual Help Seeking Aid Creativity? It Depends on the Group–Cross-Level Effects | **Jennifer Mueller**, U. of Pennsylvania; **Dishan Kamdar**, Indian School of Business

Team Creativity in New Product Idea Selection and Development | **Christina E. Shalley**, Georgia Institute of Technology; **Yi Liu**, Georgia Institute of Technology; **Alka Citrin**, -

1120 : *(ODC)* **ODC Business Meeting: World Cafe on the Future of ODC**
4:45pm - 6:15pm Swissôtel Chicago: Vevey Salon 2

Let's talk about what matters! Tell us how ODC can best support your work. Join in round table dialogues to shape the future of our Division.
Host: **Frank J. Barrett**, Naval Postgraduate School
Facilitator: **Jude G. Olson**, Lockheed Martin Aeronautics Company

1121 : *(Paper Session) - (OM)* **Outsourcing**
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal A
Chair: **Gopesh Anand**, U. of Illinois at Urbana-Champaign

Offshore Outsourcing of Services: An Evolutionary Perspective | **Wendy Lea Tate**, U. of Tennessee, Knoxville; **Lisa Marie Ellram**, Miami U.; **Evi Hartmann**, European Business School; **Lydia Bals**, Copenhagen Business School

Corporate Global Outsourcing Decisions: A Choice of Rationality and Interorganizational Ties | **Humphry Hung**, Hong Kong Polytechnic U.

To What Extent Do Outsourcing Decisions Go Beyond Cost Savings? A Choice Experimental Approach | **Nidthida Perm-Ajchariyawong**, Duke U.; **Timothy Michael Devinney**, AGSM-Australian School of Business

The Dynamics of Strategic Resources in the Logistics Outsourcing Relationship | **Fujun Lai**, U. of Southern Mississippi; **Yu Tian**, Sun Yat-Sen U.; **Brian J. Collins**, U. of Southern Mississippi

1122 : *(Paper Session) - (OM)* **Projects, Innovation and Service Operations**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OM 1
Presented on Panels 59-63

Logistics Costs: an essay of the modal shift operation on containerized cargo | **Camila Papa Lopes**, U. Católica de Santos; **Rafael Mateus Barreto**, unisantos; **Washington Luiz Pereira Soares**, unisantos; **Getulio Kazue Akabane**, U. Católica de Santos; **Luiz Carlos Silveira**, U. Metropolitana de Santos

A Multi-Level Analysis of Low-Volume Professional Service Work | **Rachna Shah**, U. of Minnesota; **Devasheesh P. Bhave**, John Molson School of Business, Concordia U.

Customer Interaction, Learning, and Service Innovation: Evidence from China | **Ruoyong Zhang**, Xi'an Jiaotong U.; **Xinmei Liu**, Xi'an Jiaotong U.; **Wei Sun**, Xi'an Jiaotong U.

Trends of Project Management Research | **Frank T. Anbari**, George Washington U.; **Young H. Kwak**, George Washington U.

Product Innovation: An International Perspective | **Muammer Ozer**, City U. of Hong Kong

1123 : *(Paper Session) - (OM)* **Perceptions, Performance and Theory**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OM 2
Presented on Panels 64-68

A Behavioral Theory of Operational Focus | **Mikko Ketokivi**, Helsinki U. of Technology; **Fabrizio Salvador**, Instituto de Empresa Business School

integrating he resource based view and the transaction cost theory of the firm | **Francois Duhamel**, U. de Las Américas, Puebla, Mexico

Traceability, normal accident theory and food safety | **Paul Skilton**, Arizona State U. Polytechnic; **Jessica L Robinson**, Arizona State U. Polytechnic

Supply Chain Management, Social Capital, and Micro-Enterprise Performance | **Jasmine Tata**, Loyola U. Chicago; **Sameer Prasad**, U. of Wisconsin, Whitewater

Perceptions of Quality Programs and Creativity: A Use of Multidimensional Scaling | **Cory Sherb**, Healthfirst, Inc.

1124 : *(Paper Session) - (OM)* **Environmental & Sustainability Issues**
4:45pm - 6:15pm Hyatt Regency Chicago: San Francisco
Chair: **Deanna M. Kennedy**, U. of Massachusetts Amherst

Non-participation as a driver of institutional change in social and environmental performance | **Dayna Simpson**, Oregon State U.; **Robert D Klassen**, U. of Western Ontario; **Damien Power**, U. of Melbourne

Toward Assessing Financial Returns from Green Structural and Infrastructural Expenditures | **Robert D Klassen**, U. of Western Ontario; **Markus Biehl**, York U.
OM Division Chan Hahn Best Paper Award Finalist
OM Division Winner of Chan Hahn Best Paper Award

The Relationship between Sustainable SCM and Sustainable Performance: An Integrated Framework | **Hale Kaynak**, U. of Texas, Pan American; **Ivan Montiel**, California State U. Los Angeles

Beyond the Product-Process Matrix: Fit between Production Process Specificity and Task Environment | **Pekka Helkiö**, Helsinki U. of Technology; **Antti Tenhiälä**, Helsinki U. of Technology
OM Division Best Student Paper Award Finalist
Winner of OM Division Best Student Paper Award

1125 : *(Paper Session) - (OMT)* **Institutional Logics**
4:45pm - 6:15pm Hyatt Regency Chicago: Columbian
Chair: **Renate Elisabeth Meyer**, WirtschaftsU. Wien

Making Sense of Conflicting Logics: The Micro Social & Cognitive Dynamics of Institutional Processes | **Ebony N. Bridwell-Mitchell**, Brown U.

The Logics of Politics: The U.S. Automobile Industry's Struggle With Safety Regulation | **Simona Giorgi**, Northwestern U.

The Institutionally Contingent Nature of Diffusion: Modernization of Danish Municipalities | **Anders Villadsen**, Aarhus U.

1126 : *(Paper Session) - (OMT)* **Searching for Knowledge**
4:45pm - 6:15pm Hyatt Regency Chicago: Columbus H
Chair: **Emmanuel A. Abegunrin**, Capella U.

Conceptualizing Institutional Incentives in the Resource Allocation Process | **Colleen Beecken Rye**, Wharton School, U. of Pennsylvania

When Policy Meets Practice: The Problems of 'Mode 2' Initiatives in Translating Academic Knowledge | **Jacky Swan**, U. of Warwick; **Michael Bresnen**, Manchester Business School; **Maxine Robertson**, Queen Mary U. of London; **Sue Newell**, Bentley College; **Sue Dopson**, Said Business School

Who Says Incumbents Can't Innovate? A Contingency Theory Perspective on Search and Structure | **Sebastian Raisch**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen; **Laura B. Cardinal**, Tulane U.

The Impact of Intrafirm Networks and Knowledge Base Heterogeneity on Firms' Innovation | **Elisa Operti**, U. of Lugano, USI; **Gianluca Carnabuci**, U. of Lugano

1127 : *(Paper Session) - (OMT)* **Network Governance: Trust, Reciprocity and Sanctions**
4:45pm - 6:15pm Hyatt Regency Chicago: DuSable
Chair: **Balazs Kovacs**, Stanford U.

My Brother's Keeper: The Impact of Third-Party Sanctioning on Social Network Dynamics | **Magnus Torfason**, Columbia U.

Reciprocity as a Means of Interorganizational Governance: A Multicase Analysis | **Christiana Weber**, U. of Hamburg; **Markus Goebel**, U. of Hamburg

Fundamental Trade-off in Collaboration: Evidence from Wikipedia | **Andreea Daniela Gorbatai**, Harvard U.; **Mikolaj Jan Piskorski**, Harvard U.

The Evolution of Pure Generalized Reciprocity | **Wayne E Baker**, U. of Michigan; **Nathaniel Bulkley**, Pfizer Inc

1128 : *(Paper Session) - (OMT)* **Entrepreneurship**
4:45pm - 6:15pm Hyatt Regency Chicago: Gold Coast
Chair: **Sheryllynn Roberts**, U. of Texas at Arlington

Old Mindsets and New Opportunities: How Founders' Prior Experience Affects New Venture Survival | **Chad Navis**, Emory U.

Bring the Society Back In: Relational Identities in the Creation of Entrepreneurship | **Dali Ma**, Drexel U.
Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

Should I Stay or Should I Go? Informal Ties and Entrepreneurship Choices: Evidence From Mutual Funds | **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor

Performance Aspirations and Exit from Entrepreneurship | **Karl Wennberg**, Imperial College Business School

1129 : *(Paper Session) - (OMT)* **Absorptive Capacity**
4:45pm - 6:15pm Hyatt Regency Chicago: Ogden
Chair: **Bob Hinings**, U. of Alberta
Discussant: **Mark Ebers**, U. zu Koeln

A Measure of Absorptive Capacity: Development and Validation | **Tessa Flatten**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.; **Andreas Engelen**, RWTH Aachen U.; **Greta Greve**, RWTH Aachen U.

Relative Absorptive Capacity and Trust in Knowledge-Seeking Alliances | **Rekha Krishnan**, Simon Fraser U.; **Preet S Aulakh**, York U.; **Marshall Shibing Jiang**, Brock U.

The Configuration of Internal and External Routines of Absorptive Capacity: A New Perspective | **Arie Y. Lewin**, Duke U.; **Silvia Massini**, Manchester Business School; **Carine Peeters**, ULB - Solvay Brussels School of Economics and Management

1130 : *(Paper Session) - (OMT)* **Deinstitution & Institutional Resistance**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 12-18

Diffusion of MNE Practices in Host Countries: Economic or Institutional Effects? | **Jesper Edman**, Hitotsubashi U.

MONDAY

👁Breaking the Chains: Privatization and Deinstitutionalization of Chinese State Enterprises | **Guochen Du**, Nankai U./Yantai U.; **Klaus Meyer**, U. of Bath; **Zhenyan Lu**, Peking U.

☯✈👁Analysis of Public Policies Against Piracy | **Arnaldo Luiz Ryngelblum**, U. Paulista-UNIP; **Ernesto Michelangelo Giglio**, U. Paulista-UNIP

👁💻Institutional Defense in the Internet Age: Scientology vs. Anonymous | **Felipe Gorenstein Massa**, Boston College

✈👁💻Top Managerial Attention and Organizational Response to Coercive Institutional Pressures | **Karan Sonpar**, Instituto de Empresa Business School; **Bob Hinings**, U. of Alberta; **Trish Reay**, U. of Alberta

👁Choosing between Competing Sustainability Standards and its Consequences for Firm Performance | **Andrea Maria Prado**, New York U.

1131 👁: *(Paper Session) - (OMT)* **Institutional Entrepreneurship & Change**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OMT 2
Presented on Panels 19-25

👁💻Institutional Entrepreneurship of the Self: Contradiction, Identity Work, and Role Use | **Douglas Creed**, U. of Rhode Island; **Rich DeJordy**, Boston College; **Jaco Lok**, AGSM-Australian School of Business

👁💻Organizational Outsets of Institutional Change: Windows Versus Linux in Large Municipalities | **Leonhard Dobusch**, Freie U. Berlin

✈👁💻Institutions and Resource-Mobilization in International Social Enterprises | **Geoffrey Desa**, San Francisco State U.

👁💻The Institutional Entrepreneurship Architecture: Toward the Institutional Change Process | **Shen-Chen William Chang**, Birkbeck College, U. of London

👁The Adaptive Role of Institutional Entrepreneurs in Mature Organizational Field | **Richard Windischhofer**, PBI Research Institute; **Mika Skippari**, Helsinki School of Economics

👁💻Nuts and Bolts: American Rock Climbing as a Dynamic Institution | **Jennifer G. Irwin**, U. of Oregon

✈👁💻Unleashing Entrepreneurship in Privatization | **Li Sun**, U. of Texas at Dallas; **Livia Anna Markoczy**, U. of Texas, Dallas; **Yuan Lu**, Chinese U. of Hong Kong; **Weiwen Li**, Chinese U. of Hong Kong

1132 : *(Paper Session) - (OMT)* **Networks, Knowledge and Creativity**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 261
Chair: **Jean-Paul Lambermont-Ford**, Royal Holloway, U. of London

✈💻High-Quality Connections with Multiple References: Implications for Team Learning and Performance | **Daphna Brueller**, Bar Ilan U.; **Abraham Carmeli**, Bar Ilan U.

💻Network Learning and Intellectual Tie Formation: Extending Notions of Network Refunctionality | **Linus Dahlander**, Stanford U.; **Daniel McFarland**, Stanford U.

💻Core-Periphery Dynamics and Individual Creativity: A Socio-Structural Perspective | **Simone Ferriani**, U. of Bologna; **Gino Cattani**, New York U.; **Mariachiara Colucci**, Bologna U.

✈💻Is Network Centrality a Sufficient Condition for Knowledge Acquisition? On Why Motivation is Needed | **Mia Reinholt**, CBS; **Torben Pedersen**, Copenhagen Business School; **Nicolai Foss**, Copenhagen Business School

1133 : *(Paper Session) - (OMT)* **The Ecology of Organizations**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 265
Chair: **Nydia MacGregor**, U. of California, Berkeley

🏳💻Even You, Brutus? Naming, Institutional Linkages, and Form Demise in Dutch Warehousing, 1871-2007 | **Jeroen Kuilman**, Hong Kong U. of Science and Technology; **Hugo van Driel**, Rotterdam School of Management, Erasmus U.

💻The Effects of Organizational Origins, Strategies and Environmental Drift on Survival | **Olga Suhomlinova**, U. of Leicester, UK; **Ilya Okhmatovskiy**, McGill U.

Organizational Form and Asymmetric Competition: The Dynamics of Surgery Center and Hospital Exit | **Michael Gene Housman**, Wharton School, U. of Pennsylvania

Matters of Life and Death? A Meta-Analysis of the Ecology of Population Ecology Theories | **Pursey Heugens**, RSM Erasmus U.; **Michel Lander**, RSM Erasmus U.

✈Contested Legitimacy: Cultural Resistance and Local Struggles in the Diffusion of a New Form | **Giuseppe Delmestri**, Bergamo U.; **Filippo Carlo Wezel**, U. of Lugano

1134 ☯✈🗪: *(ONE)* **ONE Speaker: Richard L. Sandor, Chairman and Chief Executive Officer of the Chicago Climate Exchange**
4:45pm - 6:00pm Fairmont Chicago: Crystal Room

Richard L. Sandor, Ph.D., Dr. Sc.h.c. Chairman and Chief Executive Officer of the Chicago Climate Exchange | New Title |

1135 ☯✈💻: *(Paper Session) - (PNP)* **Public Participation & Engagement**
4:45pm - 6:15pm Fairmont Chicago: Ambassador Room
Chair: **Andrew Harry Barton**, Nottingham Trent U.
Discussant: **Frank Hamilton**, Eckerd College

💻Does Ownership Matter in the Selection of Nursing Homes?Evidence from Consumer Surveys | **Avner Ben-Ner**, U. of Minnesota; **Darla Flint Paulson**, U. of Minnesota, Twin Cities; **Ting Ren**, Peking U. HSBC School of Business

🏳☯✈The Role of Social Capital and Donor Commitment in a Geographically Isolated Community | **Yuliya V. Ivanova**, U. of Alaska Southeast; **Joan Winn**, U. of Denver

💻An Evaluative Model on Public Participation | **Bing Ran**, Pennsylvania State U., Harrisburg

COMMITTING TO ENGAGEMENT?:CHINESE PROTESTANT CHURCHES IN THE UNITED STATES | **Cecilia Chan**, Case Western Reserve U.

1136 ☯✈💻: *(Paper Session) - (PNP)* **Governance & Public Employee Behavior**
4:45pm - 6:15pm Fairmont Chicago: Regent Room
Chair: **Michele A Govekar**, Ohio Northern U.
Discussant: **Marguerite Schneider**, NJIT

💻Public Value Creation: Accountability Discourses in a Swiss Development Aid Organization | **Nina Hug**, U. of St.Gallen; **Urs Jaeger**, U. of St. Gallen

Union Organizing and Membership Growth: Why Don't They Organize? | **Jack Fiorito**, Florida State U.; **Paul Jarley**, U. of Nevada, Las Vegas

Are the New Public Servants Ordinary People, Too? | **Hun Myoung Park**, Indiana U.; **James L. Perry**, Indiana U.

Organizational Commitment and Change for Federal Employees: A Confusing Relationship | **Trent Engbers**, Indiana U.

1137 : *(SIM)* **SIM Division Business Meeting**
4:45pm - 6:15pm Fairmont Chicago: Moulin Rouge
Division Chair: **Linda K. Trevino**, Pennsylvania State U.
Program Chair: **Barry M Mitnick**, U. of Pittsburgh
Professional Development Workshop Chair: **Shawn Berman**, U. of New Mexico

1138 : *(TIM)* **Technology and Innovation Management Division Business Meeting**
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal C
Division Chair: **Paul Almeida**, Georgetown U.
Division Chair-Elect.: **Shawn M. Carraher**, Cameron U.
Program Chair: **Fernando Suarez**, Boston U.
Professional Development Workshop Chair: **Paul M Olk**, U. of Denver
Past Chair: **Lori Rosenkopf**, U. of Pennsylvania
Webmaster: **BJ Zirger**, U. of Cincinnati
Treasurer: **Patricia M. Norman**, Baylor U.

1139 : *(Paper Session) - (TIM)* **M&A Strategy and Innovation**
4:45pm - 6:15pm Hyatt Regency Chicago: Horner
Chair: **Paul Almeida**, Georgetown U.

Corporate Venture Capital and the Sequencing of Inter-organizational Ties over Time | **Vareska Van De Vrande**, Ecole Polytechnique Federale de Lausanne; **Wim Vanhaverbeke**, Hasselt U.

Diffusion Patterns in New Technological Capabilities of Greenfield and Acquired Subsidairies | **Katarina Blomkvist**, Uppsala U.

Inventors' Response to Firm Acquisitions | **Katrin Hussinger**, U. of Maastricht

The Role of Geographic Location in the Acquisition Strategies of High-Technology Firms | **Kirill Yurov**, Northeastern Illinois U.; **Shane Greenstein**, Northwestern U.; **Mark Shanley**, U. of Illinois, Chicago

1140 : *(Paper Session) - (TIM)* **Diffusion and Adoption of New Technologies**
4:45pm - 6:15pm Hyatt Regency Chicago: Picasso
Chair: **Paul Richard Steffens**, Queensland U. of Technology

Developing an Integrative Model for Understanding Innovation Adoption | **Kerrie Unsworth**, U. of Western Australia; **Sukanlaya Sawang**, Griffith U.; **Jennifer Murray**, Queensland U. of Technology; **Tamma Sorbello**, Queensland U. of Technology

Understanding the Adoption of Personal Technologies: Introducing Identity Signaling | **Alessandro Arbore**, Bocconi U.; **Isabella Soscia**, Bocconi U.

What Mechanisms Govern the Diffusion of Energy Efficient Technologies? Diffusion of Housing Designs | **Stefan N. Groesser**, U. of St. Gallen

Exploring the Role of Overt vs. Covert Personalization Strategy in Privacy Calculus | **Heng Xu**, Pennsylvania State U.; **Cheng Zhang**, Fudan U.; **Pan Shi**, Pennsylvania State U.; **Peijian Song**, Fudan U.

1141 : *(Paper Session) - (TIM)* **New Product Development**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 26-32

Creativity of Collaboration Outcomes: Content, Characteristics, and Context of Dyadic Collaborations | **Namgyoo Kenny Park**, Seoul National U.; **Hyojung Kim**, Seoul National U.; **Jinsung Kim**, Seoul National U.; **Junghyun Suh**, Seoul National U.; **Yoonhee Choi**, Seoul National U.

Evaluation of Theories of Integrated Product Development Effectiveness | **Donald Gerwin**, Carleton U.

The Interplay Between Process Control, Managerial Knowledge, and Product Innovation Outcomes | **Serge Rijsdijk**, Rotterdam School of Management, Erasmus U.; **Jan Van den Ende**, Rotterdam School of Management, Erasmus U.

Portfolio Innovativeness – Functional Bias and Performance Impact | **Soeren Salomo**, DTU Danish Technical U.; **Carsten Schultz**, TU Berlin; **Katrin Talke**, Delft U. of Technology

Managing Parallel Strategy in Projects with Unforeseeable Uncertainty: Revisiting the Manhattan Case | **Sylvain Lenfle**, CRG Ecole Polytechnique

Lean Technology Development in German Firms and Research Facilities | **Daniel Gerhard**, U. of Erlangen-Nuremberg; **Christian Scheiner**, U. Erlangen-Nuremberg; **Sebastian Engel**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Kai-Ingo Voigt**, U. of Erlangen-Nuremberg

Conceptualizing the Dynamics of Rhetorical Congruence in the Context of User-centered Design | **Jimmy Huang**, U. of Warwick; **Andrea Chou**, U. of Warwick; **Wendy L Currie**, U. of Warwick

1142 : *(Paper Session) - (TIM)* **Inter-firm collaboration and innovation**
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 33-39

The Choice of Project Team Structure in R&D Alliances: The Antecedents of Project Team Complexity | **Mahmut N. Ozdemir**, Rotterdam School of Management, Erasmus U.; **Jan Van den Ende**, Rotterdam School of Management, Erasmus U.

Spatial Dynamics in High Technologies: A Comparative Analysis of Nanoelectronics | **Charles Henry Collet**, U. of Grenoble

The Contingency Effects of Network Structure on the Innovative Benefits of Firms' Network Position | **Ishtiaq Pasha Mahmood**, National U. of Singapore

Diversity in Technology Transfer Policies and Practices?Empirical Evidence from the Netherlands | **Marianne van der Steen**, U. of Twente; **Rudi Bekkers**, Technical U. Eindhoven; **Roland Ortt**, Technical U. Delft

👁💻Analyzing the Outsourcing of Information Technology (IT) Professionals | **H. Michael Chung**, California State U. Long Beach; **Sandra Garcia**, California State U., Long Beach

✈👁💻Innovation at Headquarter vs. Foreign Subsidiaries:Location Determinants and New Product Performance | **Shao-Chi Chang**, National Cheng Kung U.; **Yung-Chang Hsiao**, National Cheng Kung U.

✈👁💻Supplier Innovation&Strategy: Performance Implications of Dependencies and Trust in the Supply Chain | **Ricarda R. Bouncken**, U. of Greifswald; **Thorsten Andreas Teichert**, U. of Hamburg

1143 💻: *(Paper Session) - (TIM)* **Technological Discontinuities**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 260
Chair: **Bart Van Looy**, K.U.Leuven

✈💻The Role of Peripheral Information for Innovation Success: The Moderating Effect of Discontinuity | **Dirk Luettgens**, RWTH Aachen U.; **Frank T. Piller**, RWTH Aachen U.; **Kathleen Diener**, RWTH Aachen U.; **Philipp Wagner**, RWTH Aachen U.

Putting Technological Capabilities Back In: Revisiting Incumbents' Failures | **Kitty Chiu**, INSEAD

🏳💻Two Roads to Riches? The (In)Frequency of Strongly Disruptive Technological Change | **Kenneth L Simons**, Rensselaer Polytechnic Institute

🏳💻Radical Innovators and Incremental Developers: Capabilities and Innovations in the Media Industry | **Patrik Wikström**, Jönköping U.; **Hanna-Kaisa Ellonen**, Lappeenranta U. of Technology; **Ari Jantunen**, Lappeenranta U. of Technology

1144 💻: *(Paper Session) - (TIM)* **Product Technology and Product Innovation**
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 272
Chair: **Arash Azadegan**, New Mexico State U.

💻Do Firms Sustain Innovation Through More Employee Training? Evidence from Italian Enterprises | **Paolo Neirotti**, Politecnico di Torino; **Emilio Paolucci**, Politecnico di Torino

💻Product Technology Strategy of Firms with In-house Users and Pre-existing Technological Competence | **Raja Roy**, Tulane U.; **Mitrabarun Sarkar**, U. of Central Florida

✈Learning by Exporting: Product vs. Process Innovation and the Role of Firm Size | **Elena Golovko**, Tilburg U.; **Giovanni Valentini**, Bocconi U.

☯✈💻Exploring the Relationship between Technical And Service Characteristics in Product Innovation | **Paul Windrum**, Manchester Metropolitan U.

Monday 5:00PM

1145 : *(MED)* **Management Education Division Business Meeting and Awards Celebration**
5:00pm - 6:30pm Hyatt Regency Chicago: Haymarket
Division Chair: **Alvin Hwang**, Pace U.
Division Chair-Elect.: **Katherine A. Karl**, Marshall U.
Program Chair: **Kenneth R Thompson**, DePaul U.
Professional Development Workshop Chair: **Jon Billsberry**, Coventry U.

1146 : *(RM)* **Research Methods Division Business Meeting**
5:00pm - 6:00pm Sheraton Chicago: Superior A and B
Join us for a briefing on all the activities your officers, representatives, and other volunteers have engaged in over the past year.
Division Chair: **Charles A. Pierce**, U. of Memphis
Division Chair-Elect.: **Timothy Hinkin**, Cornell U.
Program Chair: **Stephanie L. Castro**, Florida Atlantic U.
Professional Development Workshop Chair: **Mark A. Griffin**, U. of Sheffield
Past Chair: **Mark Gavin**, Oklahoma State U.

Monday 5:15PM

1147 : *(OCIS)* **OCIS Business Meeting**
5:15pm - 6:15pm Hyatt Regency Chicago: Water Tower

Monday 5:30PM

1148 : *(ICW)* **Northeastern University and Moscow State University Annual Reception**
5:30pm - 7:30pm Sheraton Chicago: Ontario Room
Organizer: **Cynthia Lee**, Northeastern U.

1149 : *(ICW)* **OBTS Teaching Society for Management Educators Reception**
5:30pm - 7:30pm Sheraton Chicago: Sheraton 4
Organizer: **Jeanie Mannheimer Forray**, Western New England College

Monday 6:00PM

1150 : *(ICW)* **Baker College Doctoral Student Seminar Monday**
6:00pm - 9:00pm Hyatt Regency Chicago: Skyway 269
Organizer: **John Coulter Vinton**, Baker College

1151 : *(RM)* **Research Methods Division Social Hour**
6:00pm - 8:00pm Sheraton Chicago: Michigan A and B
Come join us for some great food and conversation!
Division Chair: **Charles A. Pierce**, U. of Memphis
Division Chair-Elect.: **Timothy Hinkin**, Cornell U.
Program Chair: **Stephanie L. Castro**, Florida Atlantic U.
Professional Development Workshop Chair: **Mark A. Griffin**, U. of Sheffield
Past Chair: **Mark Gavin**, Oklahoma State U.

Monday 6:15PM

1152 : *(CAR)* **CAR Division Social**
6:15pm - 8:30pm Sheraton Chicago: Chicago 10
Members and guests of the division are invited to attend.
Division Chair: **Jon P. Briscoe**, Northern Illinois U.
Program Chair: **Suzanne C. de Janasz**, U. of Mary Washington

1153 : *(TIM)* **TIM Division Social Event**
6:15pm - 10:00pm Hyatt Regency Chicago: Grand F

Monday 6:30PM

1154 : *(BPS)* **Business Policy & Strategy Division Business Meeting**

Division Chair-Elect.: **Joanne Oxley**, U. of Toronto
Program Chair: **Tammy L. Madsen**, Santa Clara U.
Professional Development Workshop Chair: **Nicholas Argyres**, Washington U. in St. Louis
Chair: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign
Past Chair: **Russell Coff**, Emory U.

1155 : *(CMS)* **Critical Management Studies Division Business Meeting**
6:30pm - 8:00pm Hyatt Regency Chicago: Toronto
CMS Prizes, Awards and Executive Reports
Chair: **Ann L Cunliffe**, U. of Hull

1156 : *(ENT)* **ENT Business Meeting**
6:30pm - 7:30pm Hyatt Regency Chicago: Grand B
To be held 6.30 - 7.30 pm, immediately followed by the ENT Social Reception
Division Chair: **Ronald K. Mitchell**, Texas Tech U.
Division Chair-Elect.: **Eileen Fischer**, York U.
Program Chair: **Per Davidsson**, Queensland U. of Technology
Professional Development Workshop Chair: **Mike Wright**, U. of Nottingham
Coordinators: **G. T. Lumpkin**, Texas Tech U.**; Sharon Alvarez**, Ohio State U.**; Lowell W. Busenitz**, U. of Oklahoma
Past Chair: **Timothy M Stearns**, California State U. Fresno
Newsletter Editor: **Melissa S. Baucus**, U. of Louisville
Secretary: **Terry W Noel**, Illinois State U.
Treasurer: **Timothy S. Reed**, U.S. Air Force Academy

1157 : *(GDO)* **GDO Business Meeting**
6:30pm - 7:30pm Sheraton Chicago: Chicago 9
Division Chair: **Jeanette N. Cleveland**, Pennsylvania State U.
Division Chair-Elect.: **Quinetta Roberson**, Villanova U.
Program Chair: **David A. Kravitz**, George Mason U.
Professional Development Workshop Chair: **Diana Bilimoria**, Case Western Reserve U.

1158 : *(HCM)* **HCM Business Meeting**
6:30pm - 7:30pm Swissôtel Chicago: Vevey Salon 4
Division Chair: **Christy Harris Lemak**, U. of Michigan
Division Chair-Elect.: **Robert Weech-Maldonado**, U. of Alabama at Birmingham (UAB)
Program Chair: **Eric S. Williams**, U. of Alabama
Professional Development Workshop Chair: **Trish Reay**, U. of Alberta

1159 : *(ICW)* **MMD Debriefing #4, CBS**
6:30pm - 8:00pm Hyatt Regency Chicago: Skyway 260
Organizer: **Mette Halborg**, Copenhagen Business School

1160 : *(IM)* **International Management Division Business Meeting**
6:30pm - 7:30pm Hyatt Regency Chicago: Crystal B
Business update and award presentations
Division Chair: **Tatiana Kostova**, U. of South Carolina
Division Chair-Elect.: **Anil K Gupta**, U. of Maryland, College Park
Program Chair: **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: **Mary Yoko Brannen**, INSEAD/ San Jose State U.

1161 : *(MED)* **Management Education Division Social**
6:30pm - 9:30pm Hyatt Regency Chicago: Grand E
Division Chair: **Alvin Hwang**, Pace U.
Division Chair-Elect.: **Katherine A. Karl**, Marshall U.
Program Chair: **Kenneth R Thompson**, DePaul U.
Professional Development Workshop Chair: **Jon Billsberry**, Coventry U.

1162 : *(MH)* **Management History Division Business Meeting**
6:30pm - 7:30pm Swissôtel Chicago: St. Gallen Salon 3

1163 : *(MOC)* **MOC Business Meeting**
6:30pm - 7:30pm Hyatt Regency Chicago: Wright
Division Chair: **Luis Martins**, Georgia Institute of Technology
Division Chair-Elect.: **Richard Blackburn**, U. of North Carolina, Chapel Hill
Program Chair: **Gerard P. Hodgkinson**, U. of Leeds
Professional Development Workshop Chair: **Mark J. Martinko**, Florida State U.

1164 : *(OB)* **OB Division Awards and Celebration/Social**
6:30pm - 8:30pm Sheraton Chicago: Chicago 6
Presentation of OB Division Awards followed by Division Celebration and Social Hour

1165 : *(OCIS)* **OCIS Social Hour**
6:30pm - 8:30pm Hyatt Regency Chicago: Columbus KL

1166 👁💻: *(Paper Session) - (OCIS)* **OCIS Visual Papers**
6:30pm - 8:30pm Hyatt Regency Chicago: Columbus KL Visual Papers
- 👁💻A Framework for Analyzing M-Commerce Innovation and Strategy | **Chung-Shing Lee**, Pacific Lutheran U.; **Jonathan C. Ho**, Yuan Ze U.
- 👁💻Designing Effective Meetings: A Logistical Perspective | **Joseph Andrew Allen**, UNCCharlotte; **Melissa Cohen**, Carlson Marketing; **Steven Rogelberg**, U. of North Carolina, Charlotte
- 👁💻The Lab Versus the Virtual Lab and Virtual Field | **Marina Fiedler**, U. of Munich; **Ernan Haruvy**, U. of Texas at Dallas
- ✈👁💻Configuring Interorganizational Information Systems for Networked Advantage | **Diederik W. Van Liere**, U. of Toronto
- 🏳👁Isomorphism in Organizational Self-Representation in the World Wide Web? | **Achim Oberg**, Mannheim U.; **Tino Schoellhorn**, Mannheim U.; **Michael Woywode**, Mannheim U.
- ☯✈👁💻The Effect of Buyer Feedback Categories on Online Auction Prices:The Moderating Role of Nationality | **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg; **Birgitta Wolff**, Otto-von-Guericke U. Magdeburg
- ☯✈👁💻Knowledge Management Challenges in Small Professional Services Firms: Action Research in China | **Maris G. Martinsons**, City U. of Hong Kong; **Robert M Davison**, City U. of Hong Kong; **Qian Huang**, U. of Science and Technology of China – City U. of Hong Kong Joint Advanced Research
- 👁💻Back to the Niches: On the Role of e-Word-of-Mouth for Long Tail Formation – Evidence from Germany | **Hendrik Schmale**, U. of Münster; **Thomas Ehrmann**, U. of Münster
- 👁Does the Network Trump the Firm? Knowledge Workers' Engagement with a Knowledge Network | **Emmanuelle Vaast**, Long Island U.
- 👁Distributed Agency Using Digital Technologies | **Raghu Garud**, Pennsylvania State U.; **Arun Kumaraswamy**, Temple U.;

MONDAY

Philipp Tuertscher, Vienna U. of Economics and Business Administration

- The Influence of Virtualness on Onboarding within Virtual Teams: A Call for Further Research | **Delmonize Antonio Smith**, Rochester Institute of Technology; **Rose Hair**, Rochester Institute of Technology; **Felicia Cheung**, Rochester Institute of Technology
- The Role of Gatekeeper Expertise and Cognition in the Design of Routines: A Conceptual Model | **Devaki Rau**, Northern Illinois U.; **Thorvald Haerem**, Norwegian School of Management
- Network Embeddedness and Interpersonal Citizenship Behaviors: A Multilevel Analysis | **Myung-Ho Chung**, Ewha Woman's U.; **Jeehye Park**, Yonsei U.; **Hyoung Koo Moon**, Korea U.; **Hongseok Oh**, Yonsei U.
- A Study of the Significant Factors Affecting Trust in Electronic Commerce | **Musfiq Mannan Choudhury**, Durham Business School; **Christos Tsinopoulos**, Durham Business School
- Technology as Enabler for Empowerment in Distributed Teams: A Field Study on Leadership Attitudes | **Petra Saskia Bayerl**, Delft U. of Technology; **Kristina Lauche**, Delft U. of Technology
- Project Management Offices in the IT Area: A Context-Discriminant Model for Their Establishment | **Andrea Giovanni Spelta**, U. Municipal de São Caetano do Sul - USCS - Brazil; **Alberto Luiz Albertin**, EAESP, Fundação Getúlio Vargas
- Value Gains in Alliances: The Roles of Related Experience and Information Technology | **Yu Liu**, Rensselaer Polytechnic Institute
- Work Design for Volunteers: The Case of Open Source Software Development | **Caryn A. Conley**, Florida Atlantic U.
- The Effect of Process Ambidexterity on the Success of Distributed Information Systems Development | **Gwanhoo Lee**, American U.; **J. Alberto Espinosa**, American U.; **William DeLone**, American U.
- Two Cases, One Result: Marketplace Becomes a Strategic Mediator | **Lapo Mola**, U. of Verona; **Cecilia Rossignoli**, U. of Verona; **Andrea Carugati**, Aarhus U.
- Media Synchronicity: An Examination of its Influence on Identity and Learning in Virtual Teams | **Garry G. Burnett**, George Washington U.; **Mary Granger**, George Washington U.
- Online Identity and Its Effects in Computer Mediated Communication | **Rebecca Jestice**, Binghamton U.; **Surinder Kahai**, State U. of New York, Binghamton; **Rui Huang**, State U. of New York, Binghamton
- Handling Live Fire: Enacting Strategic Communication in Crisis Situations | **Matthew Weber**, Annenberg School for Communication, U. of So. California; **Kimberlie J. Stephens**, U. of Southern California; **Gail Fann Thomas**, Naval Postgraduate School
- Differential Learning Curves in Software Development: Does Type of Project Knowlede Matter? | **Keumseok Kang**, Purdue U., West Lafayette; **Jungpil Hahn**, Purdue U.
- TML: The Role of Information System Attributes, the User and the Learning Experience | **Allard C.R. Van Riel**, U. of Liège; **Zuzana Sasovova**, VU U. Amsterdam
- Knowledge Transactions in Teams: A Network Formulation to Test and Extend Transactive Memory Theory | **Jing Wang**, Northwestern U.; **Noshir Contractor**, Northwestern U.

1167 : *(ODC)* **ODC Division Reception**
6:30pm - 8:30pm Swissôtel Chicago: Vevey Salon 3
Host: **Frank J. Barrett**, Naval Postgraduate School

1168 : *(OMT)* **OMT Business Meeting and Artifact**
6:30pm - 7:30pm Hyatt Regency Chicago: Columbus H
Division reports, award presentations and The Artifact.
Division Chair: **William Ocasio**, Northwestern U.
Division Chair-Elect.: **Henrich R. Greve**, INSEAD
Program Chair: **Royston Greenwood**, U. of Alberta
Professional Development Workshop Chair: **Matthew Kraatz**, U. of Illinois
Past Chair: **Kimberly D. Elsbach**, U. of California, Davis

1169 : *(ONE)* **ONE Business Meeting**
6:30pm - 7:30pm Fairmont Chicago: Crystal Room
Program Chair: **Magali Delmas**, UCLA

1170 : *(PNP)* **PNP Business Meeting**
6:30pm - 7:30pm Fairmont Chicago: Ambassador Room

1171 : *(SIM)* **SIM Division Reception**
6:30pm - 8:00pm Fairmont Chicago: Gold Room
Division Chair: **Linda K. Trevino**, Pennsylvania State U.

1172 : *(Paper Session) - (SIM)* **International Corporate Citizenship, Sustainability, and MNCs.**
6:30pm - 8:30pm Fairmont Chicago: Gold Room VV

- Responding to global demand for negative external effect management | **Bertrand Valiorgue**, Clermont graduate school of management
- The Evolution of Corporate Social Reporting Practices in Mexico | **Moriah A. Meyskens**, Florida International U.; **Karen Paul**, Florida International U.
- Globalization Ethics: The Case of MNC Gold Mining Failures in El Salvador | **Denis Collins**, Edgewood College
- Designing Organizations to Innovate for Sustainability | **Leslie Elizabeth Sekerka**, Menlo College; **Anke Arnaud**, Embry Riddle Aeronautical U.; **Howard Harris**, U. of South Australia
- Employee Values and Environmental Attitudes in the Chinese Energy Industry | **Rosa Chun**, Manchester Business School; **Du Meng**, Manchester Business School
- How Acceptable is Bullying? Cultural Explanations for Trends in 15 Countries | **Jacqueline Laura Power**, Odette School of Business; **Celeste M. Brotheridge**, U. of Quebec, Montreal; **Silvia Ines Monserrat**, U. Nacional del Centro; **Luisa Mayoral**, U. Nacional del Centro; **Catherine Lee Jordan**, U. of Western Australia; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Panagiotis Polychroniou**, U. of Patras; **Wai-ming Mac Mak**, Hong Kong Polytechnic U.; **Zoltan Buzady**, Budapest College of Management; **Romina Mathew**, IIMT, India; **Antonio Garzon-Vico**, U. College; **Sergio Madero**, Tecnológico de Monterrey, Campus Monterrey; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Daria Golebiowska-Tataj**, Warsaw U. of Technology; **Aichia Chuang**, National Taiwan U.; **John Blenkinsopp**, U. of Teesside; **Nikos Bozionelos**, U. of Durham; **Christine Ann Sprigg**, U. of Sheffield; **Carolyn Axtell**,

MONDAY

U. of Sheffield, UK; **David Holman**, U. of Sheffield; **Dawn J. Fischer**, Texas Tech U.; **Lynn Bowes-Sperry**, Western New England College; **Bahaudin Mujtaba**, Nova Southeastern U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey

- Beyond the compliance model in MNC supplier factories: A Social Capital Model | **Elisabet Garriga**, EADA Business School
- Moral Reasoning of Procurement Professionals: An Empirical Study across the Taiwan Strait | **Yi-Hui Ho**, Chang Jung Christian U.; **Chieh-Yu Lin**, Chang Jung Christian U.
- Trust in Supply Chain Relationship: measurement, process and culture impact | **Zheng Liu**, U. of Cambridge; **Yongjiang Shi**, Cambridge U.
- Corporate Citizenship as the Reconstruction of Governance Roles and Relationships | **Judy Muthuri**, International Centre for Corporate Social Responsibility; **Jeremy Moon**, Nottingham U.
- Corporate Citizenship in Switzerland: Nature and extent, subnational variations, and firm size | **Gian-Claudio Gentile**, Swiss Federal Institute of Technology Zurich, ETH; **Christian Lorenz**, Swiss Federal Institute of Technology Zurich, ETH

1173 : *(Paper Session) - (SIM)* **CSR, CSP, Governance.**
6:30pm - 8:00pm Fairmont Chicago: Gold Room VV

- Dark Side of the Norm of Reciprocity: Ethical Compromise in Managerial Decision Making | **Chanchai Tangpong**, North Dakota State U.; **Jin Li**, North Dakota State U.
- Changing Corporate Responsibility Perceptions: Finnish Mangers' Stakeholder Views from 1994 to 2004 | **Johanna Kujala**, U. of Tampere
- Does corporate social responsibility change caring citizens to egoistic consumers? (WITHDRAWN) | **Toke Fosgaard**, Copenhagen U.
- Corporate Social Responsibility Excellence: Findings from Leading Companies in the U.S. | **Misato Sakai**, U. of Minnesota
- CSR Perceptions and Job Choice: An Analysis of American, Chinese, and Lebanese Workers | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **Dima Jamali**, American U. of Beirut; **Lianlian Lin**, California State Polytechnic U.; **Ji-Xin Zhao**, North China U. of Technology
- CSR Case Safari | **Sophia Kusyk**, IESE Business School
- The Social Enterprise Challenge to Business Models | **Marlene J Le Ber**, Ivey School of Business
- Institutional determinants of good corporate governance: Insights from Nigeria | **Emmanuel Afolabi Adegbite**, City U. London; **Chizu Nakajima**, Cass Business School, City U.
- Resolving the CSP-CFP Link: The Role of CSP Scope and Strategic Relatedness on Firm Identity | **Carmen K. Ng**, Hong Kong U. of Science and Technology
- Corporate Political Strategies: Does Ownership Structure Matter? | **Mine Ozer**, State U. of New York, Oneonta; **Ekin Alakent**, Chapman U.; **Mujtaba Ahsan**, Pittsburg State U.
- Do Blood Ties really Matter? The Effects of Family Ownership on Corporate Social Performance. | **Sébastien Fosse**, Instituto de Empresa Business School; **Luis R. Gomez-Mejia**, Arizona State U.; **Pascual Berrone**, IESE Business School; **Carl J. Kock**, Instituto de Empresa Business School
- Market and Non-Market Competitive Interactions: An Empirical Investigation | **Xinming Deng**, Wuhan U.; **Taïeb Hafsi**, HEC Montreal; **Zhilong Tian**, Huazhong U. of Science & Technology
- Employee Health: A Value Creating Resource | **Lori Kiyatkin**, U. of Maryland; **J Robert Baum**, U. of Maryland; **Min Liu**, U. of Maryland - College Park

1174 : *(Paper Session) - (SIM)* **Stakeholders, Government & Business, Corruption.**
6:30pm - 8:00pm Fairmont Chicago: Gold Room VV

- An exploratory study into the relationship between stakeholder orientation and firm survival | **Lisa Papania**, Simon Fraser U.; **Carolyn P. Egri**, Simon Fraser U.; **Irene Gordon**, Simon Fraser U.
- Stakeholders' involvement as a social construct process. A use of the Actor Network Theory | **Manal EL ABBOUBI**, HEC; **Annie Cornet**, HEC
- Dynamic Capabilities and Persistence of Stakeholder Justice | **Subodh P. Kulkarni**, Howard U.
- Sovereign Enforcer or Subordinate Enabler: The Government in the Management Literature | **Roberto Nolan Galang**, IESE Business School
- OF COURSE WE CARE BUT... (RISK, REWARD AND RESPONSIBILITY IN SECURING INFRASTRUCTURE FROM TERRORISM) | **James Kevin Hayes**, Case Western Reserve U.
- Political Responsibility in Public-Private Joint Ventures | **Julia Roloff**, ESC Rennes School of Business; **Cyrlene Claasen**, ESC Rennes School of Business
- The evolution of corporate scoial performance and the role of media visibility | **Stelios C. Zyglidopoulos**, U. of Cambridge; **Donald Siegel**, U. at Albany-SUNY; **Andreas Georgiadis**, Centre for Economic Performance, LSE; **Craig Carroll**, U. of Southern California
- Corruption and Corporate Governance | **Andreas Butz**, U. Zurich
- Where is it good to be bad?The impact of country-level interpersonal trust on corporate reputation | **Luciana Carvalho de Mesquita Ferreira**, Rotterdam School of Management and CAPES/Brazil; **Guido Berens**, Erasmus U.
- Neurocognitive social exchange across cultural contexts in the presence of political corruption | **K. Thomas Chandy**, Santa Clara U.; **David M. Wasieleski**, Duquesne U.; **Nagaraj Sivasubramaniam**, Duquesne U.
- Successful Implementation of Anti-Corruption Policies in Tenders: Evidence From a Case Study | **Ignacio Osuna**, IESE Business School; **Luis Fernando Jaramillo**, INALDE, U. de la Sabana
- Towards a dynamic interpretation of subjective and objective values | **Timo Meynhardt**, U. of St. Gallen; **Camillo von Mueller**, U. of sankt gallen

Monday 7:30PM

1175 : *(BPS)* **Business Policy & Strategy Division Social**

7:30pm - 8:30pm Hyatt Regency Chicago: Columbus IJ
Division Chair: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Joanne Oxley**, U. of Toronto
Program Chair: **Tammy L. Madsen**, Santa Clara U.
Professional Development Workshop Chair: **Nicholas Argyres**, Washington U. in St. Louis
Past Chair: **Russell Coff**, Emory U.

1176 : *(ENT)* **ENT Social Reception**
7:30pm - 10:30pm Hyatt Regency Chicago: Grand D North
Monday 7.30pm, immediately after the ENT Business Meeting.
Program Chair: **Per Davidsson**, Queensland U. of Technology
Professional Development Workshop Chair: **Mike Wright**, U. of Nottingham
Facilitator: **Helena Yli-Renko**, U. of Southern California

1177 : *(GDO)* **GDO Reception and 25th Anniversary Celebration**
7:30pm - 9:30pm Sheraton Chicago: Sheraton 5
New, international, and continuing members are invited to join us for a special reception, as we celebrate the Division's 25th anniversary.
Organizers: **Gary N. Powell**, U. of Connecticut, Storrs**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee
Division Chair: **Jeanette N. Cleveland**, Pennsylvania State U.
Division Chair-Elect.: **Quinetta Roberson**, Villanova U.
Program Chair: **David A. Kravitz**, George Mason U.
Professional Development Workshop Chair: **Diana Bilimoria**, Case Western Reserve U.

1178 : *(HCM)* **HCM Division Reception**
7:30pm - 9:30pm Swissôtel Chicago: Vevey Salon 1
Sponsored by the American College of Healthcare Executives
Hosts: **Peter A Weil**, American College of Healthcare Executives**; Reed L. Morton**, American College of Healthcare Executives
Division Chair: **Christy Harris Lemak**, U. of Michigan
Division Chair-Elect.: **Robert Weech-Maldonado**, U. of Alabama at Birmingham (UAB)
Program Chair: **Eric S. Williams**, U. of Alabama
Professional Development Workshop Chair: **Trish Reay**, U. of Alberta
Past Chair: **Timothy Hoff**, State U. of New York, Albany

1179 : *(ICW)* **The University of Texas, Arlington Texas Dept of Management**
7:30pm - 9:30pm Hyatt Regency Chicago: Crystal A
The University of Texas, Arlington, Department of Management will be hosting a reception this year at the Academy of Management.
Organizer: **Kathy Dunn**, U. of Texas, Arlington

1180 : *(MH)* **Management History Division Reception**
7:30pm - 10:00pm Swissôtel Chicago: St. Gallen Salon 1

1181 : *(MOC)* **MOC Social Hour**
7:30pm - 9:00pm Hyatt Regency Chicago: Truffles
Division Chair: **Luis Martins**, Georgia Institute of Technology
Division Chair-Elect.: **Richard Blackburn**, U. of North Carolina, Chapel Hill
Program Chair: **Gerard P. Hodgkinson**, U. of Leeds
Professional Development Workshop Chair: **Mark J. Martinko**, Florida State U.

1182 : *(OMT)* **OMT Social Hour**
7:30pm - 9:00pm Hyatt Regency Chicago: Grand A
Sponsored by: Imperial College London and the University of Alberta School of Business
Division Chair: **William Ocasio**, Northwestern U.
Division Chair-Elect.: **Henrich R. Greve**, INSEAD
Program Chair: **Royston Greenwood**, U. of Alberta
Professional Development Workshop Chair: **Matthew Kraatz**, U. of Illinois
Past Chair: **Kimberly D. Elsbach**, U. of California, Davis

1183 : *(ONE)* **ONE Social**
7:30pm - 9:00pm Fairmont Chicago: State Room
Program Chair: **Magali Delmas**, UCLA

1184 : *(PNP)* **PNP Social**
7:30pm - 9:00pm Fairmont Chicago: Regent Room

Monday 7:45PM

1185 : *(IM)* **International Management Division Social (Offsite)**
7:45pm - 10:45pm Offsite: Navy Pier
IMD Social will be held 7:45-10:45 p.m. on Monday at Crystal Garden@Navy Pier, "Live Blues Band", 700 East Grand Avenue, Mezzanine Level, Chicago, Tel:3125955436/3125955446
Division Chair: **Tatiana Kostova**, U. of South Carolina
Division Chair-Elect.: **Anil K Gupta**, U. of Maryland, College Park
Program Chair: **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: **Mary Yoko Brannen**, INSEAD/ San Jose State U.

Monday 8:00PM

1186 : *(ICW)* **Copenhagen Business School Reception**
8:00pm - 10:00pm Hyatt Regency Chicago: Wrigley
Organizer: **Flemming Poulfelt**, Copenhagen Business School

1187 : *(ICW)* **British Academy Of Management Reception**
8:00pm - 10:00pm Sheraton Chicago: Sheraton 4
Organizer: **Beatriz Castel-Arles**, British Academy of Management

Monday 8:30PM

1188 : *(ICW)* **Case Weatherhead School of Management Organizational Behavior Department Reception**
8:30pm - 10:30pm Swissôtel Chicago: Vevey Salon 2
Please join us at the 2009 AOM Weatherhead School of Management Department of Organizational Behavior Alumni, Faculty & Student Reception
Organizer: **Lila E Robinson**, Weatherhead School of Management

Monday 9:00PM

1189 : *(ICW)* **University of Pittsburgh Academy of Management Conference 2009 Reception**
9:00pm - 11:00pm Hyatt Regency Chicago: Crystal C
Organizer: **Patrick Lawrence Yorio**, U. of Pittsburgh

Tuesday 7:00AM

1190 : *(HCM)* **HCM Networking Breakfast**
7:00am - 8:00am Swissôtel Chicago: Vevey Salon 1
Sponsored by Rush University
Host: **Andrew N. Garman**, Rush U.
Program Chair: **Eric S. Williams**, U. of Alabama

1191 : *(MSR)* **MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: **Gerald Biberman**, U. of Scranton

Tuesday 7:30AM

1192 : *(AAA)* **AOM Past Presidents Breakfast**
7:30am - 8:30am Hyatt Regency Chicago: Crystal A

Tuesday 8:00AM

1193 : *(AAA)* **AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
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.

1194 : *(AAA)* **Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

1195 : *(AAA)* **Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: **Lisa K Gundry**, DePaul U.; **Margaret Posig**, DePaul U.

1196 ☯✈💻: *(BPS)* **Entrepreneurial Actions within Networks**
8:00am - 9:30am Hyatt Regency Chicago: Acapulco
Organizers: **Benjamin L. Hallen**, U. of Maryland, College Park; **Balagopal Vissa**, INSEAD
Discussant: **Filipe Manuel Simoes Dos Santos**, INSEAD
Are Chameleons More Changeable? Self-Monitoring, Five-Factor Model, and Network and Strategic Change | **Martin J. Kilduff**, U. of Cambridge; **Michael G. Hendron**, Brigham Young U.; **Michael K. Bednar**, U. of Illinois
The Accuracy of Entrepreneur Evaluations of Venture Capitalists and Network Safety Nets | **Benjamin L. Hallen**, U. of Maryland, College Park
Who do Entrepreneurs Connect to? A Matching Theory of Tie Formation in Entrepreneurial Networks | **Balagopal Vissa**, INSEAD
Social Influence Given (Partially) Deliberate Matching: Career Imprints and Academic Entrepreneurs | **Toby E. Stuart**, Harvard U.; **Pierre Azoulay**, Massachusetts Institute of Technology; **Christopher C. Liu**, Harvard U.

1197 💻: *(Paper Session) - (BPS)* **Strategy Process & Change: Risk taking, Flexibility & Consistency**
8:00am - 9:30am Hyatt Regency Chicago: Addams
Chair: **Nathan T. Washburn**, Thunderbird
💻Sophistication in Strategic Risk Taking | **Daniel Malter**, U. of Maryland, College Park
💻Strategic flexibility: An Exploration of Its Nature, Antecedents and Consequences | **Antonio J Verdu**, U. Miguel Hernández; **Ernst Verwaal**, Erasmus U.
💻The Role of Financial Analysts in the Strategy Formation Process of Business Firms | **Dodo Zu Knyphausen-Aufses**, Technical U. Berlin; **Michael Mirow**, Technical U. Berlin
💻On the Decomposition of Project Finance Risk | **Barclay James**, Louisiana State U.
💻How Does the Field of Strategy Keep a Consistent Ethos? | **Guilherme Azevedo**, McGill U.

1198 💻: *(Paper Session) - (BPS)* **Corporate Effects? Reputation, Legitimacy, & Consumer Utility**
8:00am - 9:30am Hyatt Regency Chicago: Atlanta
Chair: **Jai Joon Lee**, California State U. Sacramento
Discussant: **Bente Lowendahl**, BI Norwegian School of Management
🏷💻Compensatory Legitimation: Naming Strategies and the Categorical Imperative | **Eric Zhao**, U. of Toronto
💻Do Reputable Sellers Extract Price Premia? Role of Competitors' Reputation Gap and Consumers Utility | **Tomasz Obloj**, INSEAD; **Laurence Capron**, INSEAD
💻Responding to Organizational Crises: Impression Management Activities to Repair Firm Reputation | **Donald Joseph Schepker**, U. of Kansas

1199 💻: *(Paper Session) - (BPS)* **Industry Dynamics: Within & Between**
8:00am - 9:30am Hyatt Regency Chicago: Burnham
Chair: **Feng Zhu**, U. of Southern California
Discussant: **James Costantini**, INSEAD
💻Rivalry Within and Between Strategic Networks: An Investigation of the US Automotive Industry | **Jennifer Davies**, Curtin U. of Technology; **Peter Galvin**, Curtin U. of Technology; **Prakash Singh**, U. of Melbourne
🏷💻Do Business Groups Enable or Constrain the Strategic Transformation of Affiliated Firms? | **Sathyajit Gubbi**, Indian Institute of Management, Calcutta; **Preet S Aulakh**, York U.; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited
💻Organizational Attributes, Interfirm Competition and Firm Performance: A Cross-sectional Analysis | **Yunxuan Han**, Temple U.; **Patrick G. Maggitti**, Villanova U.; **Robert D. Hamilton**, Temple U.; **Pamela J Derfus**, U. of Maryland
💻Digital Technology Diffusion and the Barriers to Inter-industry Business Model Convergence | **Gianvito Lanzolla**, Cass Business School, City U.

1200 💻: *(Paper Session) - (BPS)* **Alliances & Networks: Funky Methods in Alliance/Network Research**
8:00am - 9:30am Hyatt Regency Chicago: Columbus G
Chair: **Mazhar Islam**, U. of Minnesota
Discussant: **Andrew V. Shipilov**, INSEAD
💻Entrepreneurial Network Configurations: Using Q-Analysis to Study Network Structures and Flows | **Martin Bliemel**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.; **Elicia Maine**, Simon Fraser U.

TUESDAY

Network Interdependencies: Relationships between Venture Capital and Strategic Alliances | **Umit Ozmel**, UNC-Chapel Hill / Kenan-Flagler; **Jeffrey J. Reuer**, Purdue U.; **Ranjay Gulati**, Harvard U.

Whether and How Network Structure Shapes the Value of Firm Capabilities? | **Hongjin Zhu**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

Social Capital, Knowledge Transfer and Outcomes: Meta-analysis of a Moderated Mediation Model | **Raymond Van Wijk**, Erasmus U.; **Marjorie A Lyles**, Indiana U.

1201 : *(BPS)* **Strategic Challenges in Organizational Learning**

8:00am - 9:30am Hyatt Regency Chicago: Columbus IJ

Organizers: **Jerker C. Denrell**, U. of Oxford**; Christina Fang**, New York U.

Two Faces of Learning: Experience and Novelty | **Daniel Levinthal**, U. of Pennsylvania

Learning to detect change | **Ye Li**, U. of Chicago Booth School of Business; **Cade Massey**, Yale U.; **George Wu**, U. of Chicago

Organizational Learning in Hubby Networks | **Christina Fang**, New York U.; **Melissa A Schilling**, New York U.

Transactive Memory and Strategic Advantage | **Linda Argote**, Carnegie Mellon U.

Learning and Improvisation in New Firms: The Problem of Creation | **Anne S Miner**, U. of Wisconsin, Madison

Participants: **Daniel Levinthal**, U. of Pennsylvania**; George Wu**, U. of Chicago**; Christina Fang**, New York U.**; Linda Argote**, Carnegie Mellon U.**; Anne S Miner**, U. of Wisconsin, Madison

1202 : *(Paper Session) - (BPS)* **Corporate Governance: Executive Compensation - Comparisons & Dynamics**

8:00am - 9:30am Hyatt Regency Chicago: Comiskey

Chair: **Joachim Schwalbach**, Humboldt-U. Berlin

Discussant: **David Souder**, U. of Connecticut

Do CEOs Encounter Within-Tenure 'Settling Up'? New Evidence That Boards Have Short Memories | **Adam J. Wowak**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

Does One Size Fit All? The Effects of CEO Compensation Types on Firm Performance over CEO Tenure | **Wanrong Hou**, U. of Wisconsin-Milwaukee; **Maria Goranova**, U. of Wisconsin Milwaukee

The Executive-Employee Pay Differential: A 21-Country Study of Institutional and Firm Effects. | **Katalin Takacs Haynes**, Texas A&M U.; **Laszlo Tihanyi**, Texas A&M U.; **Brian Connelly**, Auburn U.; **Cynthia E. Devers**, U. of Wisconsin-Madison

Peer Comparisons of CEO Pay: Fair Pay or Power Play? | **Taekjin Shin**, U. of California, Berkeley

1203 : *(Paper Session) - (BPS)* **Corporate Effects: Performance of Diversification Strategies**

8:00am - 9:30am Hyatt Regency Chicago: Grand C North

Chair: **Lalit Manral**, U. of Central Oklahoma

Discussant: **Todd Alessandri**, Northeastern U.

Management Innovation In Multibusiness Firms: Dimensions, Contextuality, And Performance | **Markus Menz**, U. of St. Gallen/Harvard U.

Persistence of outstanding performance and shareholder value among diversified firms | **Federico Marinelli**, IESE Business School

Performance of Acquirers of Divested Assets: "Bottom Fishers" of the U.S. Software Industry | **Tomi M. M. Laamanen**, Helsinki U. of Technology; **Matthias F. Brauer**, U. of St. Gallen; **Olli Junna**, Helsinki U. of Technology

Acquisitions of Industrial Units and the Evolution of Operational Performance across the Firm | **Santiago Mingo**, U. of Miami

1204 : *(Paper Session) - (BPS)* **Governance: Top Management**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV BPS 1

Presented on Panels 1-11

Effect of Environmental Dynamism on Top Management Team Characteristics | **Hector R. Flores**, U. of Massachusetts - Amherst

It's All down Hill from Here: A Theory of Director Capital Deterioration | **Michael C. Withers**, Arizona State U.; **Mark Castleton**, Arizona State U.

They make what?! Employee evaluations of CEO pay fairness | **S Trevis Certo**, Arizona State U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Joanna Tochman Campbell**, Texas A&M U.

I can do it better than you: The role of comparative risk in understanding CEO decision making | **S Trevis Certo**, Arizona State U.; **Tim R. Holcomb**, Florida State U.; **Angelo DeNisi**, Tulane U.

Implications of Multiple-Agency in Compensation Committee Chairmanships | **James Robert Van Scotter II**, U. of Florida

The Role of Performance Feedback in Early Stage High Tech Boards: Empirical Evidence | **Chanan Ben-Oz**, Technion Israel Institute of Technology; **Avi Fiegenbaum**, Technion Israel Institute of Technology

Industry Specific Managerial Experience And Firm Performance In The Cellular Phone Service Industry | **Pao-Lien Chen**, National Tsing Hua U.; **Charles Williams**, Duke U.; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

Taking Charge: The Effect of CEO Power on Corporate Turnaround Performance in Declining Firms | **Michael Abebe**, U. of Texas Pan American

The Antecedents and Consequences of CEO succession: Evidence from Small Venture Startup Companies | **Yangmin Kim**, Sogang U.; **Jee-Hyun Park**, Sogang U.

Linking Celebrity to Firm Performance: A Multi-Level Analysis | **Alexa A Perryman**, Texas Christian U.

A Woman's Value(s): Evolutionary psychology and compensation of male and female top executives | **Christine Shropshire**, U. of Georgia; **Erika H. James**, U. of Virginia; **Peggy M. Lee**, Arizona State U.

The Influence of Strategic Motives and Competitive Context on Decision Comprehensiveness | **Margarethe F Wiersema**, U. of California, Irvine; **Matthias F. Brauer**, U. of St. Gallen

TUESDAY

1205 ✈💻JS: *(CAR, HR)* **Mentoring Frontiers: Forging New Connections to Emotions, Networks, and Institutional Logics**
8:00am - 9:30am Sheraton Chicago: Chicago 10
Discussant: **Kathy E. Kram**, Boston U.
Coordinators: **Wendy Marcinkus Murphy**, Northern Illinois U.**; Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo
Mentor Behaviors in India and the U.S. | **Aarti Ramaswami**, Indiana U., Bloomington
Mentor Support: How it Benefits Emotion Workers and Their Employers | **Nikos Bozionelos**, U. of Durham; **Smriti Joshi**, Durham Business School; **Tom Redman**, U. of Durham
An Emotional Signaling Theory of Mentoring Initiation | **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Jean-Francois Coget**, California Polytechnic State U.
The Multiplexity of Developmental Networks: An Empirical Investigation | **Otilia Obodaru**, INSEAD; **Wendy Marcinkus Murphy**, Northern Illinois U.; **Dan Halgin**, U. of Kentucky
Historical Contingency of Developmental Networks: A Study of Major League Baseball 1910-2006 | **Richard Donald Cotton**, Boston College
Participants: **Nikos Bozionelos**, U. of Durham**; Jean-Francois Coget**, California Polytechnic State U.**; Richard Donald Cotton**, Boston College**; Dan Halgin**, U. of Kentucky**; Smriti Joshi**, Durham Business School**; Otilia Obodaru**, INSEAD**; Aarti Ramaswami**, Indiana U., Bloomington**; Tom Redman**, U. of Durham

1206 ✈🗪💻CAU: *(CAU)* **African Management Research**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 283
Participants: **David Zoogah**, Morgan State U.**; Moses Acquaah**, U. of North Carolina, Greensboro**; Eileen Kwesiga**, Bryant U.

1207 💻CAU: *(CAU)* **What we (don't) know about race, status and negotiations**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 284
Organizers: **Lisa M. Amoroso**, Roosevelt U.**; Denise Lewin Loyd**, Massachusetts Institute of Technology
Participants: **Jenny M. Hoobler**, U. of Illinois, Chicago**; Terri R. Kurtzberg**, Rutgers U.**; Josetta McLaughlin**, Roosevelt U.**; Katherine W. Phillips**, Northwestern U.**; Ashleigh Shelby Rosette**, Duke U.

1208 💻CAU: *(CAU)* **Methods: Innovative Technologies in Research**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 285
*This caucus will provide an opportunity for scholars to share their experiences and collaboratively build new knowledge around using technology in management research. Through a facilitated discussion, we will explore: * examples of the various ways scholars are using innovative technology in management research in order to map the landscape; * the implications of using these technologies – the opportunities and challenges scholars have encountered; and * lessons learned that can guide scholars as they consider adopting technology in their own research.*
Organizers: **Jason Azuma**, Boston U.**; Amy M. Gannon**, Boston U.
Participants: **Modupe Akinola**, Harvard U.**; Felipe Gorenstein Massa**, Boston College**; Spencer Harrison**, Boston College**; Ryan Quinn**, U. of Virginia**; Dorian Stiefel**, U. of Tennessee, Knoxville

1209 ☯💻: *(Paper Session) - (CM)* **New Thoughts on Conflict in the Organization**
8:00am - 9:30am Sheraton Chicago: Erie Room
Chair: **Alice F Stuhlmacher**, DePaul U.
💻The Impact of LMX Differentiation on Relationship Conflict through Justice Climate Strength | **Rebecca S Lau**, City U. of Hong Kong; **Anthony Cobb**, Virginia Tech
💻Conflict Avoiding: Its Malfunctioning, Mechanism, and Solution | **Zhi-Xue Zhang**, Peking U.; **Xin Wei**, Peking U., P. R. China
💻An Organizing Framework for Lay Thinking About Conflict | **Nir Halevy**, Northwestern U.; **Eileen Chou**, Northwestern U.
💻Does Task Conflict Trigger More Relationship Conflict in Geographically Distributed Teams ? | **Patricia J Holahan**, Stevens Institute of Technology; **Ann C Mooney**, Stevens Institute of Technology; **Laura Finnerty Paul**, Skidmore College

1210 💻SHCS: *(CM, RM, OB)* **Dealing with Common Pitfalls and Misconceptions in Team Research**
8:00am - 9:30am Sheraton Chicago: Chicago 8
Organizers: **Astrid C. Homan**, VU U. Amsterdam**; Gerben A. Van Kleef**, U. of Amsterdam**; Bernard Nijstad**, U. of Groningen
Introduction: **Astrid C. Homan**, VU U. Amsterdam
Chair: **Astrid C. Homan**, VU U. Amsterdam
Facilitator: **Gerben A. Van Kleef**, U. of Amsterdam
Speakers: **John Hollenbeck**, Michigan State U.**; Katherine Klein**, U. of Pennsylvania**; Steve W. J. Kozlowski**, Michigan State U.**; Bernard Nijstad**, U. of Groningen**; John Mathieu**, U. of Connecticut, Storrs**; Randall S. Peterson**, London Business School**; Laurie R. Weingart**, Carnegie Mellon U.

1211 ✈💻: *(Paper Session) - (CMS)* **The Political Economy of Management**
8:00am - 9:30am Hyatt Regency Chicago: Toronto
Chair: **Anna-Maria Murtola**, Åbo Akademi U.
Discussant: **Paul Adler**, U. of Southern California
🏳💻Diversity in the Lean Automobile Factory: Re-Doing Class along Socio-Demographic Identities | **Patrizia Zanoni**, Hasselt U.

Best CMS Paper

The Ideology of Opposition: Accounting for Managerial Hostility Towards Trade Unions | **Brian Harney**, Dublin City U.; **Tony Dundon**, National U. of Ireland, Galway; **Niall Cullinane**, National U. of Ireland, Galway
✈Self-fulfilling Processes at a Global Level: The Evolution of HRM Practices in Korea, 1987-2007 | **Johngseok Bae**, Korea U.
✈💻Buyers of Souls & Sellers of Souls – Some Dynamics of the Current Financial Crisis | **Craig R. Littler**, St. Andrews U.

1212 ✈💻: *(Paper Session) - (ENT)* **International & Transnational Entrepreneurship**
8:00am - 9:30am Hyatt Regency Chicago: Field
Chair: **Siri Ann Terjesen**, Indiana U., Bloomington
✈Beyond cost: The role of intellectual capital in SME offshoring and innovation | **Martina Musteen**, San Diego State U.; **Mujtaba Ahsan**, Pittsburg State U.
☯✈💻Does Internationalization Always Enhance Performance of High-Tech Entrepreneurial Firms? | **Hong-**

TUESDAY

Jen Charles Chiu, National Taiwan U.; **WB Kittilaksanawong Yu**, Thammasat U.

✈💻Strategy Process Effects on Internationalization Speed and Performance | **Shameen Prashantham**, Glasgow U.; **Pavlos Dimitratos**, Athens U. of Economics and Business; **Petrou Andreas**, Cyprus International Institute of Management; **Jeffrey E Johnson**, St. Mary's U.

☯✈💻Complementary effects of tie strength and network range on transnational venture performance | **Pankaj C Patel**, U. of Louisville

1213 💻: *(Paper Session) - (ENT)* **Corporate Entrepreneurship**

8:00am - 9:30am Hyatt Regency Chicago: Grand B

Chair: **Judy Matthews**, Queensland U. of Technology

The Differential Effects Of Organizational Antecedents On Dimensions Of Corporate Entrepreneurship | **Henri Burgers**, Queensland U. of Technology/ RSM Erasmus U.

✈💻Organizational Aging Processes and Technological Entrepreneurship | **Young Rok Choi**, Singapore Management U.

💻Managing Career Risk in Corporate Ventures: Analysis from the field | **Gordon Kwesi Adomdza**, Northeastern U.; **Mathew R Allen**, Northeastern U.; **Marc Meyer**, Northeastern U.; **Bruce Pratt**, EMC

💻Parent Resources and Managerial Oversight as Determinants of Internal Corporate Venture Performance | **Robert P. Garrett**, Oregon State U.

1214 💻: *(Paper Session) - (ENT)* **Not-for-profit and Social Entrepreneurship: Theory and Method Developments**

8:00am - 9:30am Hyatt Regency Chicago: Grand D North

Chair: **Sameeksha Desai**, U. of Missouri - Kansas City

💻Taking Social Entrepreneurship Seriously | **Patricia Corner**, Auckland U. of Technology; **Marcus W. Y. Ho**, Auckland U. of Technology

Identifying the Drivers of Social Entrepreneurial Impact: An Exploratory Empirical Study | **Paul Bloom**, Duke U.; **Brett R. Smith**, Miami U. Ohio

💻Patterns of Meaning in the Social Entrepreneurship: Semantic Network Analysis Insights | **TL Hill**, Temple U.; **Tanvi Kothari**, Temple U.; **Matthew Shea**, Temple U.

Development and Validation of Empirical Measures for Social Entrepreneurship | **Matthew Grimes**, Vanderbilt U.; **Bart Irwin Victor**, Vanderbilt U.

1215 💻: *(Paper Session) - (ENT)* **Gender Issues in Entrepreneurship**

8:00am - 9:30am Hyatt Regency Chicago: New Orleans

Chair: **Amanda Bullough**, Thunderbird

💻Explaining female and male preferences and actual involvement in self-employment | **Ingrid Verheul**, Erasmus U. Rotterdam; **Roy Thurik**, Erasmus U. Rotterdam; **Isabel Grilo**, European Commission

💻Gender Effects on Entrepreneurial Intentions: a Multi-group Analysis at Factor and Indicator Level | **Hannes Leroy**, Katholieke U. Leuven; **Johan Maes**, Katholieke U. Leuven; **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School; **Luc Sels**, Katholieke U. Leuven; **Jonas Debrulle**, Katholieke U. Leuven

☯✈💻The Impact of Entrepreneurship Training on Entrepreneurship Characteristics of Youth | **Noa Bergman**, Technion Israel Institute of Technology; **Zehava Rosenblatt**, U. of Haifa; **Uzi De Haan**, Technion Israel Institute of Technology

✈💻The Husband of an Entrepreneur – Traditional Leader or Modern Follower? | **Anna Nikina**, Grenoble Ecole de Management; **Lois Shelton**, California State U. Northridge

1216 👁: *(Paper Session) - (ENT)* **The Entrepreneurial Individual**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 1

Presented on Panels 12-15

👁💻Human Capital Factors Influencing Performance in High-Technology SMEs | **Gary Castrogiovanni**, Florida Atlantic U.; **Domingo Ribeiro**, U. of Valencia, Spain

👁Do Entrepreneurs Actually Use Intuition or Just Say That They Do? | **Brian D. Blume**, U. of Michigan, Flint

☯✈👁💻Entrepreneurs' Core Self-Evaluations and Firm Performance: A Longitudinal Critical Event Analysis | **Dong Liu**, U. of Washington; **Ho Kwong Kwan**, Drexel U.

👁💻Starting Technologically Innovative Ventures: Reasons, Human Capital, and the Role of Gender | **Anat BarNir**, U. of North Texas

1217 👁: *(Paper Session) - (ENT)* **Corporate Entrepreneurship**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 2

Presented on Panels 16-19

👁💻Corporate Entrepreneurship in Global Auto Industry: A Supply Chain and Learning Perspective | **Ronaldo C. Parente**, Rutgers U.; **Denise R. Dunlap-Hinkler**, Northeastern U.; **Eugene Hahn**, Salisbury U.

👁💻Firm resources, organizational capabilities and corporate entrepreneurship: A case of China | **Crystal Xiangwen Jiang**, Bryant U.; **Chun Guo**, U. of Massachusetts Amherst

👁💻The profile of the intrapreneur and its effect on innovation performance in creative firms | **Carmen Camelo-Ordaz**, U. de Cadiz; **Luz Férnandez-Alles**, U. de Cadiz; **Angeles Frende-Vega**, U. de Cadiz; **Elena Sousa-ginel**, U. Pablo de Olavide; **Jose Ruiz-Navarro**, U. of Cadiz

👁💻External Corporate Venturing within the Resource-based View and the Real Options Theory | **Nalin Kulatilaka**, Boston U.; **Laura Toschi**, U. of Bologna

👁💻How Syndication Determines Performance of Corporate Venture capital? | **Chun-Yun Cheng**, National Taiwan U.

1218 👁: *(Paper Session) - (ENT)* **Opportunities and New Venture Ideas**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 3

Presented on Panels 20-23

👁💻Innovating for Social Change: Is Bricolage the Catalyst for Change? | **Jill Kickul**, New York U.; **Lisa K Gundry**, DePaul U.; **Mark Griffiths**, Miami U. Ohio

👁The Impact of Entrepreneurial Actions on Market Discourse and the Market Process | **R. Scott Livengood**, U. of Maryland

TUESDAY

✈👁💻The Structuration View of Entrepreneurial Opportunity Development | **Jing Zhang**, Iowa State U.; **Wei Zhang**, Tsinghua U.

1219 👁: *(Paper Session) - (ENT)* **Growth of New and Small Business**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 4
Presented on Panels 24-28

☯👁💻A Dynamic Resource-Based View of Sustainable Entrepreneurial Firm Growth | **Dominic S. K. Lim**, Brock U.

👁💻The fragile link between profitability and growth in small biotech firms: An exploratory study | **Malin Brannback**, Abo Akademi U.; **Ralf Östermark**, Abo Akademi U.; **Alan L. Carsrud**, Ryerson U.; **Maija Renko**, U. of Illinois - Chicago; **Jaana Aaltonen**, Abo Akademi U.

👁💻Owner Sacrifice and Firm Strategy as Predictors of Growth in Small Business in Turkey | **Kamil Kozan**, St. John Fisher College; **Dolun Oksoy**, Ankara U.; **Onur Ozsoy**, Ankara U.

👁💻Rapid-growth enterprises in the united states from 1983 to 2003 | **Christian Keen**, U. of Southern Denmark/ Odense U.; **Hamid Etemad**, McGill U.

👁Performance feedback and new firm growth | **Frederic Delmar**, EM Lyon; **Karl Wennberg**, Imperial College Business School

1220 ☯💻: *(Paper Session) - (GDO)* **Diversity Management and Diversity Climate**
8:00am - 9:30am Sheraton Chicago: Chicago 7
Chair: **Marcy Crary**, Bentley U.
Discussant: **C Douglas Johnson**, Georgia Gwinnett College

💻Acculturation Strategies and Values in Approaches to Diversity Management: An Integration and Model | **Jesse E. Olsen**, Georgia Institute of Technology; **Luis Martins**, Georgia Institute of Technology

💻Building the Multicultural Organization from the Ground Up | **Aditi Raghuram**, U. of Houston; **Aleksandra Luksyte**, U. of Houston; **Sabrina D Volpone**, U. of Houston; **Raenada Wilson**, U. of Houston; **Brooke Lerman**, U. of Houston

💻An Examination of the Consequences of Compliance with Perceived Pressure to Assimilate in Work Roles | **T. Nichole Phillips**, Virginia Tech

💻The Role of Organizational Diversity Climate on Employee of Color Outcomes: Does Justice Matter? | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, Greensboro

1221 💻: *(Paper Session) - (GDO)* **Racial, Sexual, and Sexual Orientation Discrimination and Harassment**
8:00am - 9:30am Sheraton Chicago: Chicago 9
Chair: **Aneika L. Simmons**, Sam Houston State U.
Discussant: **Lynn Bowes-Sperry**, Western New England College

🏳💻Sexual Orientation Anti-Discrimination Legislation and Hiring Discrimination and Prejudice | **Laura G. Barron**, Rice U.

💻Mock Victims' Perceptions of Sexual Harassment: When Do They Blame the Organization? | **Jeanna Lea Abbott**, U. of Houston; **Teri Elkins**, U. of Houston; **James S Phillips**, U. of Houston

💻Is Ignorance Really Bliss? Race and Awareness of Racial Harassment in the Workplace | **Donna Chrobot-Mason**, U. of Cincinnati; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Frank Linnehan**, Drexel U.

Males in the Minority: A Test of Sex-Based Harassment Theory | **Bryce Nielsen**, James Madison U.; **Marshall Wilson Pattie**, James Madison U.; **Charles David White**, James Madison U.

1222 ☯💻JS: *(GDO, OB, HR)* **Looming Crisis in the U.S. Labor Force: Exploring Ways to Engage and Retain Aging Workers**
8:00am - 9:30am Sheraton Chicago: Ontario Room
Chair: **Lisa Hisae Nishii**, Cornell U.
Discussant: **Barbara S. Lawrence**, U. of California, Los Angeles

The Prevalence of Practices Conducive to the Retention of Retirement-Eligible Employees | **Samuel Bacharach**, Cornell U.; **Peter Bamberger**, Technion Israel Institute of Technology

The Impact of Age Group Norms and Employee Relative Age | **William H. Bommer**, California State U. Fresno; **Lynn Shore**, San Diego State U.; **Bryan J. Pesta**, Cleveland State U.

The Role of Climate, LMX, and Demographic Faultlines in the Experiences of Aging Workers | **Lisa Hisae Nishii**, Cornell U.; **Angela Langevin**, Cornell U.

1223 ☯✈💻: *(HCM)* **Refining Theories of Diffusion in Health Care: Insights from the Spread of DRGs Around the Globe**
8:00am - 9:30am Swissôtel Chicago: Vevey Salon 4
Chair: **John R Kimberly**, U. of Pennsylvania
Discussant: **Jeffrey Alexander**, U. of Michigan, Ann Arbor

The Influence of DRGs on Managerial Mindsets and Behavior | **Jon Chilingerian**, Brandeis U.

Cultural Variations and the Morphology of Innovation: The Global Diffusion of DRGs | **John R Kimberly**, U. of Pennsylvania

The Globalization of a Management Technology: Lessons from the Global Diffusion of DRGs | **Thomas D'Aunno**, Columbia U.

1224 👁: *(Paper Session) - (HR)* **Layoffs, Turnover, and Employee Stress**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 60-63

👁💻Layoff Characteristics and Layoff Agents' Cognitions: An Experimental Study | **Jasmin C Lin**, Southern Illinois U.; **William McKinley**, SIU Carbondale

👁💻HR Practices, Organizational Commitment, and Voluntary Early Retirement among Late-Career Managers | **Olivier Herrbach**, U. Bordeaux and ESC Rennes; **Karim Mignonac**, IAE - U. of Toulouse I; **Christian Vandenberghe**, HEC Montreal; **Alessia Negrini**, HEC Montreal

👁An In-Depth Look at Personality and Voluntary Turnover: The Moderating Role of Job Complexity | **Cristina Rubino**, U. of Houston; **Aleksandra Luksyte**, U. of Houston; **Kayo Sady**, U. of Houston

☯👁💻Work Team Characteristics and Individual Stress | **Kevin Saul Cruz**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh

TUESDAY

1225 👁: *(Paper Session) - (HR)* **Supervisors, Subordinates, and Performance**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 2
Presented on Panels 64-69

☯👁💻The Differential Focus of Supervisors and Peers in Evaluations of Managerial Potential | **Stephanie Thomason**, U. of Tampa; **Michael R Weeks**, U. of Tampa; **John Bernardin**, Florida Atlantic U.

👁HOW MUCH DO I TELL MY BOSS? ANTECEDENTS OF KNOWLEDGE SHARING BETWEEN HIERARCHICAL LEVELS | **Chunli Zhao**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

✈👁💻How to support innovative behaviour? The role of satisfaction with HR practices and LMX | **Karin Sanders**, U. of Twente, The Netherlands; **Nicole Torka**, UTwente; **Matthijs Moorkamp**, U. Twente, The Netherlands; **Sandra Groeneveld**, U. Twente, The Netherlands; **Claudia Groeneveld**, U. Twente, The Netherlands

👁💻Analysing the Psychological Contract in a multiple-commitment foci environment | **Mark Green**, U. of Bath; **Nick Kinnie**, U. of Bath; **Juani Swart**, U. of Bath

👁Subgroup Differences in Job Performance Over Time | **William Iverson MacKenzie**, U. of South Carolina; **Douglas V. Hawks**, U. of South Carolina; **Robert E Ployhart**, U. of South Carolina; **Milton D. Hakel**, Bowling Green State U.

👁💻The effect of an unfair event of rating discrepancy under FDRS on employee appraisal reactions | **Won Jun Kwak**, Purdue U., West Lafayette; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Stephen G Green**, Purdue U.

1226 💻: *(Paper Session) - (HR)* **New Avenues of Employee Selection Research**
8:00am - 9:30am Sheraton Chicago: Missouri Room
Chair: **Ryan D. Zimmerman**, Texas A&M U.
Discussant: **Michael Wesson**, Texas A&M U.

🏳💻Third-party Effects of Psychological Capital: Observer Attributions and Responses | **Arran Caza**, U. of Illinois, Urbana-Champaign; **Matthew W. McCarter**, U. of Illinois; **Darel Hargrove**, Dartmouth College; **Sabrina Wad**, U. of Illinois

💻Reconsidering Vocational Interests for Use in Personnel Selection | **Chad H. Van Iddekinge**, Florida State U.; **Dan J. Putka**, Human Resources Research Organization; **John P. Campbell**, U. of Minnesota

💻Nepotism and Its Link to Tacit Knowledge: Putting Some Old Myths to Rest | **Peter Jaskiewicz**, U. of Alberta; **Klaus Uhlenbruck**, U. of Montana; **David B. Balkin**, U. of Colorado, Boulder; **Trish Reay**, U. of Alberta

The Paradox of Status: How Firm and Career Status Moderate Applicant Reactions to Selection Tests | **John J. Sumanth**, U. of North Carolina; **Daniel M. Cable**, U. of North Carolina, Chapel Hill

1227 💻: *(Paper Session) - (HR)* **The Effects of Pay Systems on Employees and Organizations**
8:00am - 9:30am Sheraton Chicago: Sheraton 4
Chair: **Allan Claudius Queiroz Barbosa**, Federal U. of Minas Gerais, Brazil
Discussant: **Jason D. Shaw**, U. of Minnesota

☯💻Alternatives of Employee Pay Mix and Their Implications for Organizational Human Capital Management | **Yoshio Yanadori**, U. of British Columbia; **Sung-Choon Kang**, Seoul National U.

💻Pay Dispersion and Workforce Performance | **Tae-Youn Park**, U. of Minnesota; **Eugene Kim**, U. of Minnesota, Twin Cities; **Jason D. Shaw**, U. of Minnesota

💻Pay System Change as an Affective Event | **Aino Salimaki**, Helsinki U. of Technology; **Robert B. Lount**, Ohio State U.

The Relative Effects of Different Pay-for-Performance Plans on Future Job Performance Levels | **Sanghee Park**, Cornell U.; **Michael Sturman**, Cornell U.

1228 ☯✈💻JS: *(HR, OCIS)* **Technology, the Internet and Global HRM Transformation**
8:00am - 9:30am Sheraton Chicago: Sheraton 3
Organizers: **Janet H. Marler**, U. at Albany-SUNY**; Richard D. Johnson**, U. at Albany-SUNY
Chair: **Xiaoya Liang**, Fudan U.
Discussant: **Sandra Fisher**, Clarkson U.

e-HRM in Different National Contexts: Strategic Trigger or Strategic Choice? | **Janet H. Marler**, U. at Albany-SUNY; **Emma Parry**, Cranfield U.; **David P. Lepak**, Rutgers U.

Does e-HRM Appropriation Lead to HRM Service Improvements? | **Tanya Bondarouk**, U. Twente, The Netherlands; **Rainer Harms**, U. of Twente

e-HRM and Value Creation: Does Organizational Context Make a Difference? | **Huub Ruel**, U. Twente, The Netherlands; **Tanya Bondarouk**, U. Twente, The Netherlands

Human Resource Metrics and Decision Support: Can Information Systems Research Inform HRIS Research? | **Richard D. Johnson**, U. at Albany-SUNY; **James Hamilton Dulebohn**, Michigan State U.

Presenters: **Janet H. Marler**, U. at Albany-SUNY**; Emma Parry**, Cranfield U.**; David P. Lepak**, Rutgers U.**; Tanya Bondarouk**, U. Twente, The Netherlands**; Rainer Harms**, U. of Twente**; Huub Ruel**, U. Twente, The Netherlands**; Huub Ruel**, U. Twente, The Netherlands**; Richard D. Johnson**, U. at Albany-SUNY**; James Hamilton Dulebohn**, Michigan State U.

1229 : *(ICW)* **Haas Alumni Reception**
8:00am - 10:00am Sheraton Chicago: Parlor C
Organizer: **Atul Teckchandani**, UC Berkeley

1230 🕮☯✈💻: *(Paper Session) - (IM)* **International Dimensions of Knowledge Creation**
8:00am - 9:30am Hyatt Regency Chicago: McCormick
Chair: **Joyce Osland**, San Jose State U.
Discussant: **Jane E. Salk**, U. of Texas at Dallas

✈💻The Moderating Effects of Strategic Independence and Foreignness on the Benefits of R&D Activities | **Jörg Zimmermann**, Max Planck Institute of Economics

✈💻International Orientation: Antecedents and Outcomes for Innovation | **Holger Ernst**, WHU - Otto Beisheim School of Management; **Mohan Subramaniam**, Boston College; **Anna Dubiel**, WHU - Otto Beisheim School of Management

Cross-Cultural Knowledge Creation: A Native American Case Study | **Gelaye Debebe**, George Washington U.

1231 ✈💻: *(Paper Session) - (IM)* **HRM and Performance**

TUESDAY

8:00am - 9:30am Hyatt Regency Chicago: Soldier Field
Chair: **Jorge A. Gonzalez**, U. of San Francisco
Discussant: **Peter J. Dowling**, Victoria U. of Wellington
- The Adoption of High Performance Work Systems in Foreign Subsidiaries | **Sharon Foley**, CEU Business School; **Hang-yue Ngo**, Chinese U. of Hong Kong; **Raymond Loi**, U. of Macau
- Human Resource Management Practices and Performanceof Mergers and Acquisitions in Israel | **Yaakov Weber**, College of Management, Israel; **Shlomo Yedidia Tarba**, Open U.,Raanana,Israel
- The Impact of Experience and Experiential Diversity on the Performance of National Football Teams | **Winfried Ruigrok**, U. of St. Gallen; **Peder M. Greve**, U. of St. Gallen; **Martin Engeler**, U. of St. Gallen
- Nationality Background of MNC Affiliates' Top Management and Affiliate Performance in Japan | **Tomoki Sekiguchi**, Osaka U.; **Ralf Bebenroth**, Kobe U.; **DongHao Li**, Wakayama U.

1232 : *(Paper Session) - (IM)* **Subsidiary Control**
8:00am - 9:30am Hyatt Regency Chicago: Wrigley
Chair: **Suhaib Riaz**, U. of Ontario Institute of Technology
Discussant: **Stephen Chen**, Macquarie U.
- Delegation and Control Mechanisms of Multinational Corporations in Managing Global Accounts | **Tiemin Wang**, Peking U.
- MNC Control of Foreign Subsidiaries: A Cross-level Theorizing | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Cuili Qian**, Hong Kong U. of Science and Technology; **Jeffrey Shay**, U. of Montana

IM Division Samsung Best Paper Award Finalist
Best Paper in Strategy / IB Theory

- A Question of Legitimacy? A Dynamic Perspective on MNC Control | **Barbara Brenner**, Vienna U. of Economics and Business Administration; **Björn Ambos**, WU Vienna
- Remote Control: "Viking" Subsidiaries in Germany and East Asia 1995-2005 | **Jørn Flohr Nielsen**, Aarhus U.; **Mikael Sondergaard**, U. of Arhaus

1233 JS: *(IM, OB, HR)* **Cross-Cultural Competence: Assessing the Construct, its Predictors and Outcomes**
8:00am - 9:30am Hyatt Regency Chicago: Crystal B
Chairs: **Jeffrey L. Herman**, George Mason U.**; Allison Abbe**, U.S. Army Research Institute for the Behavioral and Social Sciences
Discussant: **David Matsumoto**, San Francisco State U.
- Assessing Cross-cultural Effectiveness and Global Leadership Capability | **Allan Bird**, U. of Missouri, St. Louis; **Allison Abbe**, U.S. Army Research Institute for the Behavioral and Social Sciences; **Gary Oddou**, California State U. San Marcos
- Predicting Effective Overseas Behavior from Personality and Behavioral Indicators | **Lisa M. V. Gulick**, George Mason U.; **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **Michael J. Stevens**, Weber State U.
- Cross-Cultural Motivation, Affective Commitment and Job Performance Abroad | **Irwin José**, George Mason U.; **Jeffrey L. Herman**, George Mason U.
- Comparing Developmental, Trait-Based, and Multi-Dimensional Measures of Cross-Cultural Competence | **Allison Abbe**, U.S. Army Research Institute for the Behavioral and Social Sciences; **David Geller**, George Mason U.; **Stacy Everett**, George Mason U.

Presenters: **Allan Bird**, U. of Missouri, St. Louis**; Lisa M. V. Gulick**, George Mason U.**; Irwin José**, George Mason U.
Participants: **Gary Oddou**, California State U. San Marcos**; Mark E. Mendenhall**, U. of Tennessee, Chattanooga**; Michael J. Stevens**, Weber State U.**; David Geller**, George Mason U.**; Stacy Everett**, George Mason U.

1234 : *(Paper Session) - (IP)* **New Perspectives in LMX Research**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Andrew T. Hinrichs,** Texas A&M U.
- **OB:** LMX and Leaders' Delegation of Responsibility, Trust and Effectiveness Ratings of Subordinates | **Thomas D Taber**, State U. of New York, Albany; **Yann-Jang Wu**, State U. of New York, Albany
- **OB:** Servant Leadership: Linking the Heart of the Servant-Leader to Leader-Member Exchange | **Christine Siew-Kuan Koh**, Nanyang Technological U.; **Kok-Yee Ng**, Nanyang Technological U.
- **OB:** The Effects of LMX Quality and Perceived Marketing Capabilities on Employees' Learning Orientation | **Ada Hiu Kan Wong**, Hong Kong Polytechnic U.; **Wing Lam**, Hong Kong Polytechnic U.; **Paul Ellis**, Hong Kong Polytechnic U.
- **OB:** The Effects of LMX and Participative Management on OBSE and its Relationship with Task Performance | **Yang Sui**, GSM, Peking U.; **Hui Wang**, Peking U.
- **SIM:** What makes Leaders different from Managers? Embodying the Three Roles of a Steward | **Morela Hernandez**, U. of Washington; **Marion B Eberly**, U. of Washington

1235 : *(Paper Session) - (IP)* **Knowledge Sharing and the Individual**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Roxanne Zolin**, Queensland U. of Technology
- **IM:** Tacit Knowledge Transfer between Foreign Agents: Role of Individualism and Collectivism | **Kiran Mirza Ismail**, St. John's U.
- **OCIS:** Sharing Knowledge at Work: Macro, Social and Relational Individual Influences on Individual Behavior | **Claire M. Gardiner**, Queensland U. of Technology
- **OCIS:** The Impact of External Knowledge Seeking in EKN on Individual Outcomes | **Kyung Young Lee**, McGill U.; **Genevieve Bassellier**, McGill U.
- **OB:** An Empirical Study of Variety of Indiviudal Experience and Ease of Knowledge Sharing | **Xiumei Zhu**, Duke U.

1236 : *(Paper Session) - (IP)* **Green Entrepreneurship and Green Practices**
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Shady Kanfi**, McGill U.
- **ONE:** Obstacles to Sustainability Initiatives: Insights from Industry Leaders | **Nancy B Kurland**, California State U. Northridge; **Deone Maria Zell**, California State U. Northridge
- **OMT:** Green, Simple and Profitable: The Paradox of Failed Best Practices in University Maintenance | **John**

TUESDAY

Lyneis, Massachusetts Institute of Technology; **John Sterman**, Massachusetts Institute of Technology

ENT: The Path of Two Green Entrepreneurs: From Obsolescent Fish Farm to International Success | **David Watkins**, Southampton Business School, U.K.

ONE: Images of Sustainability. Photographic Messages in Leading CSR Reports. | **Hans Ramo**, Stockholm U.

SIM: Public-Private Partnerships for Promoting Energy Efficiency in the Commercial Building Market | **Richard E Wokutch**, Virginia Tech; **Hanko K. Zeitzmann**, Virginia Tech; **John Johansen**, Virginia Tech

1237 : *(Paper Session) - (IP)* **Organizational Learning: From Venture to Performance**

8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 4

Facilitator: **Robert Jensen**, Brigham Young U.

ENT: New Business Venturing: Strategy, Organizational Learning, and Uncertainty | **JiFeng Yu**, U. of Nevada, Las Vegas

PNP: Gauging Org Performance through the Lens of Organizational Learning: Assessing the impact of ..... | **Mohan P. Pokharel**, Virginia Tech; **Sang Ok Choi**, Virginia Tech

BPS: Recombination Experience: A Study of Organizational Learning And Its Innovation Impact | **Anindya Ghosh**, Wharton School, U. of Pennsylvania; **Xavier Martin**, Tilburg U.; **Johannes M Pennings**, U. of Pennsylvania; **Filippo Carlo Wezel**, U. of Lugano

BPS: Is Competition Good? Competition, Learning, and the Performance of New Entrants | **Hart E. Posen**, U. of Michigan; **John S. Chen**, U. of Michigan

1238 : *(Paper Session) - (IP)* **Understanding Organizational Legitimacy**

8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 1

Facilitator: **Konstantinos Grigoriou**, Georgia Institute of Technology

OMT: A New Measure of Organizational Legitimacy for Institutional Research: Methodology and Illustration | **Jean-Philippe Vergne**, HEC Paris

CMS: A Critical Perspective of Authority, Legitimacy and Strategy From an Emerging Economy | **Alex Faria**, EBAPE-FGV; **Robin Wensley**, U. of Warwick; **Takeyoshi Imasato**, EBAPE-FGV

OMT: The Diffusion of Downsizing in Korea: From Legitimation to Rationalization | **Sookyoung Lee**, Korea U.; **Hicheon Kim**, Korea U.

OMT: (Re)producing Institutions: Meaning Construction in the Implementation of a Legitimate Template | **Maria B Gondo**, U. of Memphis; **John Matthew Amis**, U. of Memphis; **Brian Janz**, U. of Memphis; **Amy Hennington**, Department of Computer Information Systems Middle Tennessee State U.

1239 : *(Paper Session) - (IP)* **Corporate Ventures and Entrepreneurship**

8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 2

Facilitator: **David G. Sirmon**, Texas A&M U.

BPS: FlashOfGenius.net: The Structure of Online Knowledge Marketplaces | **Gary Dushnitsky**, U. of Pennsylvania; **Thomas Klueter**, Wharton School, U. of Pennsylvania

ENT: Solving the paradox: a multifaceted approach to corporate entrepreneurship | **Cristina Cruz**, Instituto de Empresa Business School; **Rachida Justo**, Instituto de Empresa Business School

ENT: The Effect of Firm Capabilities on Strategic Entrepreneurship | **Lida Kyrgidou**, International Hellenic U.; **Mathew Hughes**, U. of Nottingham

ENT: Management of Uncertain Ventures by Redirecting An Exploratory Analysis | **Taina Tukiainen**, Helsinki U. of Technology

ENT: Should de novo firms be radical, unpredictable and fast? | **Burak Cem Konduk**, Georgia State U.

1240 : *(Paper Session) - (IP)* **Emerging Issues Involving Information Technology and a Virtual Environment**

8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 3

Facilitator: **Lyda S. Bigelow**, U. of utah

OCIS: How Anonymous Contributions Impact Digital Innovations: The Case of Open-Source Projects | **Sherae Daniel**, U. of Pittsburgh; **Tingting Rachel Chung**, U. of Pittsburgh

OB: My Space:Personalization in the Context of Workspace Characteristics, Privacy & Employee Reactions | **Gregory Allen Laurence**, Syracuse U.; **Yitzhak Fried**, Syracuse U.; **Martin Sliwinski**, Syracuse U.; **Linda Haynes Slowik**, U. of Detroit, Mercy

TIM: Motivating firm-sponsored e-collective work | **Juan Andrei Villarroel**, Massachusetts Institute of Technology

OCIS: Information Privacy and Correlates: An Attempt to Navigate in the Misty Conceptual Waters | **Tamara Dinev**, Florida Atlantic U.; **Heng Xu**, Pennsylvania State U.; **Jeff Smith**, Miami U. Ohio

SIM: Do Companies Embrace Online Privacy as a Social Responsibility? An Exploratory Study of IT Companies | **Irene Pollach**, Aarhus U.

1241 : *(Paper Session) - (IP)* **Organizational and Industry Failure/Decline**

8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 4

Facilitator: **Sanjay Bhowmick**, U. of Auckland

BPS: Defying the Trend: Strategies to Counter the Negative Impact of Operating in Declining Industries | **Tom Kirchmaier**, Manchester Business School; **Vicky Bamiatzi**, Manchester Business School

OMT: Wresting Control: Subunit Power in Organizational Decline | **Todd G. Peterson**, INSEAD

ENT: Only the Good Die Young? A Review of Liability of Newness and Related New Venture Mortality Research | **Brian Nagy**, Bradley U.; **Franz T. Lohrke**, Brock School of Business, Samford U.

ENT: Entrepreneurial Failure Frames: The Effects of Experience | **Alexander Bolinger**, U. of utah; **Kory D. Brown**, U. of utah

1242 : *(Paper Session) - (IP)* **Examining Supply Chains**

8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 1

TUESDAY

Facilitator: **Chris Peasner**, CELSC - Center for Emerging Logistics and Supply Chain

✈💻**IM:** Are there Global or Regional Supply Chains? | **Alan M Rugman**, U. of Reading; **Jing Li**, Simon Fraser U.; **Chang Hoon Oh**, Brock U.

BPS: Supply Chain Orientation Contribution to Firm Absorptive Capacity | **Carolee Maureen Rigsbee**, U. of Texas at San Antonio

💻**OB:** Seeing the Forest and the Trees? A Study into Collaborative Planning and its Antecedents | **Hannes Günter**, Maastricht U.; **Gudela Grote**, ETH Zurich

💻**OM:** Awareness, Access and Affordability: Health Care Supply Chain Design for Underserved Communities | **Kingshuk Sinha**, U. of Minnesota; **Emily Kohnke**, U. of Minnesota

1243 : *(Paper Session) - (IP)* **Political Activities and Strategies**

8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 2

Facilitator: **Margaret Dalziel**, U. of Ottawa

💻**BPS:** Political Connection, Institutional Environment and Corporate Philanthropy | **Jia Ming**, Northwestern Polytechnical U.-China; **Zhang Zhe**, Xi'an Jiaotong U.; **Wan Difang**, Xi'an Jiaotong U.

💻**SIM:** The Effective Economic Institutional Paradox: How Political Activity Degrades Economic Performance | **Sean Lux**, U. of South Florida

💻**BPS:** Does a Firm's Focus on Corporate Political Activities Trigger a Path-dependent Process? | **Jan Siedentopp**, Freie U. Berlin

☯✈**PNP:** The Role of Government-Nonprofit Partnerships in a Results-oriented Management Reform in Brazil | **Alketa Peci**, EBAPE-FGV; **Juliana Figale**, EBAPE-FGV

💻**SIM:** Corporate Political Activity of Multinationals from Newly Developed Countries in Emerging Economies | **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign; **Erica Helena Salvaj**, ESE Graduate Business School, U. de los Andes, Chile; **Alfredo Enrione**, ESE Graduate Business School, U. de los Andes, Chile

1244 : *(Paper Session) - (IP)* **Understanding Employee Turnover**

8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 3

Facilitator: **Sarah Sorenson**, U. of Northern Iowa

💻**HR:** Integration of Two Employee Turnover Theories: An Empirical Test in Two samples | **Rodger Griffeth**, Ohio U.; **Peter Hom**, Arizona State U.; **Mian Zhang**, Tsinghua U.; **Stefan Gaertner**, amgen

✈💻**OB:** Expatriate Embeddedness and Repatriate Turnover: An Identity Distress Perspective | **Maria Kraimer**, U. of Iowa; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Hong Ren**, U. of Wisconsin-Milwaukee

💻**HR:** The Impact of Employer-Supported General Training on Voluntary Turnover | **Byron Lee**, U. of Toronto

1245 : *(Paper Session) - (IP)* **Ambiguity, Risk, and Decision Making**

8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 4

Facilitator: **Joseph Heinzman**, Hodges U.

💻**ENT:** Seeing Through the Fog of Ambiguity: Entrepreneurial Judgments of New Venture Success | **Desmond W. Ng**, Texas A&M U.

💻**BPS:** Management's Perception of Causal Ambiguity in Firm Competencies & Performance:An Analysis in Chile | **Richard J Boland**, Case Western Reserve U.; **Jonathan H. Coleman**, Case Western Reserve U.; **Richard Ivan Araya**, Case Western Reserve U.

✈💻**ENT:** Learning from technology ventures: the impact of causal and effectual behaviour on uncertainty | **René Mauer**, RWTH Aachen U.

ENT: Cognitive Isolation: Clearing the Path to Entrepreneurial Risk Assessment | **Jeremy Funk**, I. H. Asper School of Business; **Chris T. Street**, U. of Regina

1246 : *(Paper Session) - (IP)* **Current Research Issues on Work Attitudes**

8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 1

Facilitator: **Christina L. Stamper**, Western Michigan U.

📖✈💻**ENT:** Entrepreneurship in the Emerging Portugal: A national survey of student attitudes and perceptions | **Dana Thacher Redford**, U. of California at Berkeley

💻**HR:** Effects of Scheduling Perceptions on Attitudes and Mobility in Different Part-time Employee Types | **Jenell Lynn-Senter Wittmer**, U. of Toledo; **James E. Martin**, Wayne State U.

💻**HR:** Applicant Reactions over Time: An Investigation of How and Why Change Occurs | **Crystal M. Harold**, Temple U.; **Lynn A. McFarland**, Clemson U.; **Robert E Ployhart**, U. of South Carolina

MOC: Which Types of Attitude Elicitation Best Predicts Behavior? | **Sam Swift**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.; **William Klein**, U. of Pittsburgh

SIM: Does Making a Difference Make a Difference? Corporate Social Performance & Employee Job Attitudes | **Marc Hoffman Lavine**, Boston College

1247 : *(Paper Session) - (IP)* **Power and Influence in Organizations**

8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 2

Facilitator: **Deborah Kidder**, U. of Hartford

☯💻**CM:** Beyond BATNA: The Dynamic Role Alternatives Play in Negotiation Initiation | **Jason Myrowitz**, Arizona State U.
Winner of CM Division Best Student Paper Award

✈💻**PNP:** A behavioural approach to public organizations governance: perspectives, influences, implications | **Luca Gnan**, Tor Vergata U.; **Alessandro Hinna**, Tor Vergata U.; **Danila Scarozza**, PhD student; **Maurizio Decastri**, Tor Vergata U.

MC: Business Advice and Archer's Morphogenetic Approach to Macro and Micro | **Kevin Francis Mole**, Warwick Business School; **Jim McLaughlin**, Optima Consulting

📖**MED:** A Reference Analysis of Strategic Management Textbooks | **Steve Gove**, Virginia Tech; **Xiaoping Zhao**, Virginia Tech; **Hanko K. Zeitzmann**, Virginia Tech

1248 ✈: *(Paper Session) - (IP)* **Managing Talent in India**

8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 3

Facilitator: **Kathryn King-Metters**, Capella U., School of Business

TUESDAY

✈💻**HR:** Exploring Talent Management in India: The Neglected Role of Intrinsic Rewards | **Jonathan P Doh**, Villanova U.; **Stephen A Stumpf**, Villanova U.; **Walter G Tymon Jr.**, Villanova U.

HR: Performance Appraisal Politics from Appraisee perspective: Exploration in Indian Context | **Amit Dhiman**, IIM Calcutta; **Sunil Maheshwari**, Indian Institute of Management, Ahmedabad

✈💻**IM:** Innovative Human Resource Practices of High Technology MNCs in India: Case Study Analysis | **Harish C. Jain**, McMaster U.; **Mary Mathew**, Indian Institute of Science; **Akanksha Bedi**, McMaster U.

1249 : *(Paper Session) - (IP)* **The Role of Goals**
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Richard W. Stackman**, U. of San Francisco

💻**OB:** The Effects of Negative Feedback, Goals and Conscientiousness on Tension and Performance | **Anna Cianci**, Drexel U.; **Howard J. Klein**, Ohio State U.; **Gerard H Seijts**, U. of Western Ontario

HR: Raters give differentially distorted ratings for high and low performers to achieve specific goals | **Xiaoye Wang**, 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

☯💻**HR:** Coaching Style and Performance: The Mediating Roles of Subjective Task Complexity and Goals | **Tak Yin Hui**, City U. of Hong Kong; **Christina Sue-Chan**, City U. of Hong Kong

💻**OB:** Ethnic Diversity as a Double-Edged Sword: The Moderating Role of Goal Orientation | **Anne Nederveen Pieterse**, RSM Erasmus U.; **Dirk Van Dierendonck**, Rotterdam School of Management, Erasmus U.

💻**HCM:** Relationship between Goal Ambiguity and Performance in an European Healthcare System | **Stefano Calciolari**, U. of Lugano; **Elena Cantù**, SDA Bocconi / Bocconi U.; **Giovanni Fattore**, SDA Bocconi / Bocconi U.

1250 ☯✈💻JS: *(MC, ODC)* **The Changing Paradigm of Consulting: Adjusting to the Fast-Paced World**
8:00am - 9:30am Hyatt Regency Chicago: Hong Kong
Chair: **Ralph Grossmann**, U. of Klagenfurt
Participants: **Ann E. Feyerherm**, Pepperdine U.**; Rickie A. Moore**, EM Lyon**; Leon De Caluwe**, Vrije U. Twynstra

1251 🕮☯: *(Paper Session) - (MED)* **Student Engagement: Innovative Approaches to Make It Happen**
8:00am - 9:30am Hyatt Regency Chicago: Buckingham
Chair: **Bill Lee**, U. of Sheffield, UK
Discussant: **Alan T Belasen**, State U. of New York, Empire State College

🕮💻Identity, engagement and student learning | **Kathy Lund Dean**, Idaho State U.; **James Jolly**, Idaho State U.

🏳💻Examining the Relationship between University Student Commitment Profiles and Behavior | **Jeff McNally**, Wilfrid Laurier U.; **Greg Irving**, Wilfrid Laurier U.

🕮Increasing Student Engagement and Learning: Using Big Hairy Audacious Goals as a Semester Project | **Alan D. Boss**, U. of Maryland, College Park; **Matthew L. Sanders**, Utah State U.; **David S. Boss**, Babson College; **Wayne Boss**, U. of Colorado, Boulder

🕮Absenteeism in undergraduate management education | **Lisa A. Burke**, U. of Tennessee at Chattanooga

1252 🕮✈💻JS: *(MED, GDO, IM)* **Developing Women Leadership in the Middle East: Generating Local Knowledge**
8:00am - 9:30am Hyatt Regency Chicago: Columbus KL
Organizer: **Katty Marmenout**, INSEAD
Chair: **Stella M. Nkomo**, U. of South Africa
Discussant: **Beverly Dawn Metcalfe**, Hull U.

The First Steps Toward Developing Leadership Programs for Women in the United Arab Emirates: A Survey Study Exploring the Transformation of Emirati College Students | **Susan R. Madsen**, Utah Valley U.

A Preliminary Investigation of Emirati Women Business Leaders | **Lynda L Moore**, Simmons School of Management

The Social Dimension of Management and Gender in the Middle East: A Comparative Study | **Hayfaa Tlaiss**, U. of Manchester

Challenges Going Forward: How Middle Eastern Women Cope | **Katty Marmenout**, INSEAD

Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1253 💻: *(Paper Session) - (MOC)* **Methodological Advances in Managerial and Organizational Cognition**
8:00am - 9:30am Hyatt Regency Chicago: Truffles
Chair: **Devaki Rau**, Northern Illinois U.
Discussant: **Frances H. Fabian**, U. of Memphis

The State of the Science in Team Cognition Measurement: A Review and Initial Observations | **Jessica L Wildman**, U. of Central Florida; **Davin Pavlas**, U. of Central Florida; **Eduardo Salas**, U. of Central Florida

💻What's in Sampling? How Illusion of Control Mediates an Experience-based Task | **José Lejarraga**, U. Carlos III de Madrid; **Tomás Lejarraga**, U. Pompeu Fabra; **Charlotte Gaston-Breton**, U. Carlos III de Madrid

💻Toward a Multidimensional Framework of Nonlinear Thinking Style | **Charles M. Vance**, Loyola Marymount U.; **Kevin S. Groves**, Pepperdine U.

💻Modeling the Effects of Conditional Feedback on Learning | **Navid Ghaffarzadegan**, U. at Albany - SUNY; **Thomas R. Stewart**, U. at Albany - SUNY

1254 💻: *(Paper Session) - (MOC)* **Emotions in Organizational Decision Making**
8:00am - 9:30am Hyatt Regency Chicago: Wright
Chair: **James A. Downing**, U. of Illinois at Chicago
Discussant: **Mark P. Healey**, U. of Leeds

Linking Organizational Emotions to Strategic Responses | **Donal Crilly**, INSEAD; **Susan C. Schneider**, HEC U. of Geneva

💻Maximizing Moral Intuition in Managerial Decision-Making | **Christopher Adkins**, College of William & Mary; **Todd Mooradian**, College of William & Mary; **Kurt Matzler**, U. of Innsbruck

💻An Experimental Study of Risk Adapation and Emotion Differentiation in Dynamic Decision-Making | **Yan Li**, City U. of Hong Kong

TUESDAY

Choice Overload, Individual Creativity, and the Mitigating Effect of Positive Affect | **Sharon Kim**, Cornell U.; **Alice M. Isen**, Cornell U.; **Jack Anthony Goncalo**, Cornell U.

1255 : *(Paper Session) - (MSR)* **Relationship and Work Attitude in Spiritual Environment**
8:00am - 9:30am Hyatt Regency Chicago: Haymarket
Chair: **Margaret Diddams**, Seattle Pacific U.
Managing the Relationship Between Individuals and Their Organisations: A Spiritual Perspective | **Ekaterina Zhuravleva-Todarello**, Macquarie U.
Eternal Beliefs: Impact on Satisfaction and Performance | **William J. Worthington**, Baylor U.
The Relationships between Spirit at Work and Employee Work Attitudes and Organizational Outcomes | **Passagorn Tevichapong**, Aston U.
What did Weber Say? A Comprehensive Materialization of his Implicit Theory of Calling. | **Valerie L. Myers**, U. of Michigan

1256 : *(Paper Session) - (OB)* **Feedback, Rewards, and Performance Evaluation**
8:00am - 9:30am Sheraton Chicago: Arkansas Room
Chair: **Suzanne T. Bell**, DePaul U.
Discussant: **Laura M. Little**, U. of Georgia
Does Task Type Moderate the Effect of Feedback Sign on Motivation and Performance? | **Dina Van Dijk**, Ben Gurion U. of the Negev; **Avraham N. Kluger**, Hebrew U. of Jerusalem
Winner of OB Division Best Paper Award
A Comprehensive Analytitical Framework For Studying Performance Evaluation | **Nicolas J.B. Mangin**, HEC Paris
Examining the Effects of Hybrid Rewards in Teams: Balancing Cooperative and Competitive Dynamics | **Michael Christian**, U. of Arizona; **Matthew Pearsall**, U. of Maryland - College Park; **Aleksander P. J. Ellis**, U. of Arizona
Harnessing Positive Mood for Team Learning Facilitation: The Role of Perceived Team Feedback | **Frank Walter**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen

1257 : *(Paper Session) - (OB)* **Personality at Work**
8:00am - 9:30am Sheraton Chicago: Colorado Room
Chair: **Laura Parks**, James Madison U.
Discussant: **Stephen E. Humphrey**, Pennsylvania State U.
Personality Change in Organizational Settings | **Jerel Slaughter**, U. of Arizona; **Joel Feldman**, U. of Arizona, Tucson
Personality, Conflict, and Group Perceptions: The Case for Antisocial Personality Traits | **Michael Baysinger**, Purdue U.; **James M. LeBreton**, Purdue U.
The Influence of Personality and Environment on the Use of Self-promoting Behavior. | **Brian J. Collins**, U. of Southern Mississippi
Impression Management, Personality Development, and Applicant Personality Ratings Over Time | **P. D. Harms**, U. of Nebraska-Lincoln; **Brent Roberts**, U. of Illinois at Urbana-Champaign; **Robert Hogan**, Hogan Assessment Systems

1258 : *(OB)* **Culture and Creativity: How Culture Interacts with Person or Situation in Affecting Creativity**
8:00am - 9:30am Sheraton Chicago: Mayfair Room
Chairs: **Lilach Sagiv**, Hebrew U. of Jerusalem**; Sharon Arieli**, Hebrew U. of Jerusalem
Discussant: **Michael Morris**, Columbia U.
Team Creative Efficacy and Team Innovation of Chinese R&D Engineers | **Yunyun Chen**, Peking U.; **Miriam Erez**, Technion Israel Institute of Technology; **Cynthia Lee**, Northeastern U.; **Hui Wang**, Peking U.
Creativity and Culture: Riddle Solving and Cultural Autonomy versus Embeddedness | **Sharon Arieli**, Hebrew U. of Jerusalem; **Lilach Sagiv**, Hebrew U. of Jerusalem
Creative Performance: The Roles of Acculturation Strategies and Integrative Complexity | **Carmit T. Tadmor**, Tel Aviv U.
Individual Differences in Identity Integration and Creative Performance | **Chi-Ying Cheng**, Singapore Management U.; **Jeffrey Sanchez-Burks**, U. of Michigan; **Fiona Lee**, U. of Michigan
Presenters: **Yunyun Chen**, Peking U.**; Sharon Arieli**, Hebrew U. of Jerusalem**; Carmit T. Tadmor**, Tel Aviv U.**; Chi-Ying Cheng**, Singapore Management U.
Participants: **Miriam Erez**, Technion Israel Institute of Technology**; Cynthia Lee**, Northeastern U.**; Hui Wang**, Peking U.**; Lilach Sagiv**, Hebrew U. of Jerusalem**; Jeffrey Sanchez-Burks**, U. of Michigan**; Fiona Lee**, U. of Michigan

1259 : *(Paper Session) - (OB)* **Ethics and Moral Values**
8:00am - 9:30am Sheraton Chicago: Mississippi Room
Chair: **William H Clampitt**, Strayer U.
Discussant: **Anthony P. Ammeter**, U. of Mississippi
Supervisors' Abuse of Customers: The Moderating Role of Moral Obligation | **Rebecca L. Greenbaum**, Oklahoma State U.; **Mary Bardes**, Drexel U.; **David Mayer**, U. of Michigan; **Manuela Priesemuth**, U. of Central Florida
Business Moral Values of Supervisors and Subordinates and Their Effect on Employee Effectiveness | **Ding Yu Jiang**, National Chung Cheng U.; **Yi-Chen Lin**, National Chung Cheng U.; **Linda Lin-Chin Lin**, Kun Shan U.; **Yung-Han Chang**, National Chung Cheng U.
The Role of Moral Identity in Maintaining a Favorable Self-Perception in the Aftermath of Lying | **Laetitia Mulder**, U. of Groningen; **Karl Aquino**, U. of British Columbia
Sorry, But It Wasn't My Fault: Managerial Blame Attribution After Enacting a Necessary Evil | **Meena Andiappan**, Boston College

1260 : *(Paper Session) - (OB)* **Strategic Leadership and Crisis Management**
8:00am - 9:30am Sheraton Chicago: Ohio Room
Chair: **Malcolm Higgs**, Southampton U. School of Management
Discussant: **David D. Van Fleet**, Arizona State U.
Leader Identities In Crises | **Wei Zheng**, Northern Illinois U.; **Min Wu**, Sichuan U.
When It's Not The Thought That Counts: The Double-Edged Sword Of Care In Corporate Crisis Responses | **Jennifer Jordan**, Northwestern U.; **Daniel Diermeier**, Northwestern U.
The Influence of Leadership Styles and Organizational Context on Absorptive Capacity | **Peter Sun**, U. of Waikato; **Marc H Anderson**, U. of Waikato

✈💻Productive Organizational Energy as a Mediator Between Strategic Leadership and Performance | **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of Reading; **Anneloes Raes**, U. of St. Gallen

1261 💻: *(OB)* **New Developments in Abusive Supervision Research**
8:00am - 9:30am Sheraton Chicago: Sheraton 1
Chairs: **Marie S. Mitchell**, U. of Nebraska**; Noel F. Palmer**, U. of Nebraska
Discussant: **Bennett J. Tepper**, Georgia State U.
Supervisors' Goals as Antecedents of Abusive Supervision | **Mary Bardes**, Drexel U.
An Experimental Investigation of Abusive Supervision as an Emotional Reaction to Injustice | **Denise Marie Breaux**, Florida State U.; **Pamela L. Perrewe**, Florida State U.
The Role of Supervisors' Prior Experience of Family Undermining in Predicting Abusive Supervision | **Christian Kiewitz**, U. of Dayton; **Simon Lloyd D. Restubog**, U. of New South Wales; **Kohyar Kiazad**, U. of Melbourne; **Thomas J. Zagenczyk**, Clemson U.; **Robert L. Tang**, De La Salle-College of Saint Benilde
Multi-Level Analysis of Abusive Supervision, Employee Discretionary Behaviors and Ethics Orientation | **Marie S. Mitchell**, U. of Nebraska; **Marshall Schminke**, U. of Central Florida; **Maureen L. Ambrose**, U. of Central Florida; **Noel F. Palmer**, U. of Nebraska
Participants: **Mary Bardes**, Drexel U.**; Denise Marie Breaux**, Florida State U.**; Pamela L. Perrewe**, Florida State U.**; Christian Kiewitz**, U. of Dayton**; Simon Lloyd D. Restubog**, U. of New South Wales**; Kohyar Kiazad**, U. of Melbourne**; Thomas J. Zagenczyk**, Clemson U.**; Robert L. Tang**, De La Salle-College of Saint Benilde**; Marie S. Mitchell**, U. of Nebraska**; Marshall Schminke**, U. of Central Florida**; Maureen L. Ambrose**, U. of Central Florida**; Noel F. Palmer**, U. of Nebraska

1262 💻: *(Paper Session) - (OB)* **Juggling Multiple Roles**
8:00am - 9:30am Sheraton Chicago: Sheraton 2
Chair: **Diane Bergeron**, Case Western Reserve U.
Discussant: **Heather C. Vough**, McGill U.
🏳💻The Co-existence of Positive and Negative Reactions to Organic Jobs in the Knowledge Economy | **Jia Lin Xie**, U. of Toronto; **A R Elangovan**, U. of Victoria; **Coreen Hrabluik**, U. of Toronto
💻A Wolf in Sheep's Clothing? Uncovering the Hidden Costs of Compartmentalizing Multiple Roles | **Taryn Lyn Stanko**, U. of Oregon
💻Emotional Exhaustion In Short-Term Business Travelers: Effects Of CQ, Autonomy And Conflicts | **Cheryl SL Tay**, Nanyang Technological U.; **Riyang Phang**, Nanyang Technological U.
The Effects of Role Clarity and Role Discretion on Performance | **Paraskevi T. Christoforou**, National U. of Singapore

1263 ✈💻JS: *(OB, IM, GDO)* **A Comparison of Three Collaborative International Research Projects**
8:00am - 9:30am Sheraton Chicago: Sheraton 5
Chair: **Cary L. Cooper**, Lancaster U.
Discussant: **Steven A. Y. Poelmans**, IESE Business School
Presenters: **Karen Korabik**, U. of Guelph**; Margaret Shaffer**, U. of Wisconsin, Milwaukee**; Laurent M. Lapierre**, U. of Ottawa**; Aline D. Masuda**, EADA
Participants: **Roya Ayman**, Illinois Institute of Technology**; Janice R. Joplin**, Southern Illinois U. Edwardsville**; Theresa Lau**, Hong Kong Polytechnic U.**; Anne Marie Francesco**, Hong Kong Baptist U.

1264 ☯🗪💻JS: *(OB, ODC)* **Improving Corporate Citizenship: A Multidisciplinary Perspective**
8:00am - 9:30am Sheraton Chicago: Huron Room
Organizer: **Anthony Callahan**, Hay Group
Moderator: **Philip H. Mirvis**, Center for Corporate Citizenship
Participants: **Paul Shrivastava**, Bucknell U.**; Hugh Willmott**, U. of Cardiff**; Signe Spencer**, Hay Group**; David Stangis**, Campbell Soup Company

1265 🗪💻: *(Paper Session) - (OCIS)* **Green IT: Opportunities and Challenges**
8:00am - 9:30am Hyatt Regency Chicago: Picasso
Chair: **Nannette Rene'e Jones**, Lockheed Martin
Discussant: **Kevin P Gallagher**, Northern Kentucky U.
🗪💻Green Information Technologies and Systems in Organizations: The State of Practice | **Tracy Jenkin**, Queen's School of Business, Canada; **Lindsay McShane**, Queen's School of Business, Canada
🗪💻Green IS: Using Information Systems to Encourage Green Behavior | **Paul T. York**, Augusta State U.; **Richard Thomas Watson**, U. of Georgia; **Marie-Claude Boudreau**, U. of Georgia; **Adela Chen**, U. of Georgia
🗪💻An Agenda for 'Green' Information Technology and Systems Research | **Tracy Jenkin**, Queen's School of Business, Canada; **Jane Webster**, Queen's U. Canada; **Lindsay McShane**, Queen's School of Business, Canada

1266 💻: *(OCIS)* **Communicative Dimensions of Strategic Planning**
8:00am - 9:30am Hyatt Regency Chicago: Sandburg
Organizer: **Ann Langley**, HEC Montreal
Discussant: **Roy R Suddaby**, Alberta U.
Strategic Planning as a Communicative Process | **Andreas Paul Spee**, Aston U.; **Paula Jarzabkowski**, Aston U.
The Role of Rhetoric in the Creation of Strategic Coherence | **Valérie Chanal**, Grenoble U.; **Franck Tannery**, Lyon U.
Strategy as Authoring, Editing and Translation: Implications for Subjectivity and Power | **Virpi Sorsa**, Hanken Swedish School of Economics and Business Administration; **Eero Vaara**, Hanken School of Economics
The Dialectics of Strategy in a Cultural Organization | **Chahrazad Abdallah**, U. of London, Birkbeck; **Ann Langley**, HEC Montreal

1267 💻: *(Paper Session) - (OCIS)* **Individual Behavior in Online Communities**
8:00am - 9:30am Hyatt Regency Chicago: Water Tower
Chair: **Julie 'JP' Palmer**, Webster U.
Discussant: **Steven L. Johnson**, Temple U.
The Role of Psychological Safety in Promoting Knowledge Sharing in Virtual communities | **Yixiang Zhang**, U. of Science and Technology of China/City U. of Hong Kong; **Yulin**

TUESDAY

Fang, City U. of Hong Kong; **Kwok-Kee Wei**, City U. of Hong Kong; **Huaping Chen**, U. of Science and Technology of China

✈💻Emergent Specialization in a Large Online Customer Community: The Case of Rooster Teeth | **Peter Michael Jaeger**, ETH Zurich; **Stefan Haefliger**, ETH Zurich

💻Dimensions of Online Community Experience (OCE): Impact on Customer Attitudes and Perceptions | **Priya Nambisan**, State U. of New York, Albany

1268 💻: *(ODC)* **Conversations and the Conduct of Change**

8:00am - 9:30am Swissôtel Chicago: St. Gallen Salon 2

Chair: **Jeffrey D Ford**, Ohio State U.

Participants: **Frank J. Barrett**, Naval Postgraduate School**; Jean M. Bartunek**, Boston College**; Robert J Marshak**, American U.

1269 ☯✈💻: *(Paper Session) - (ODC)* **New Designs in Organizational Development and Change: Artifaction, Arts-based Learning, Resilience Reservoirs and Innovative Action-Research**

8:00am - 9:30am Swissôtel Chicago: Vevey Salon 3

Chair: **Leslie Stager Jacques**, Massey U. Auckland

Discussant: **Meredith H. Myers**, Case Western Reserve U.

☯💻Intervening in Organizations: An Artifaction Perspective | **Georges Romme**, Eindhoven U. of Technology

☯💻Material Matters: Designing Arts-Based Learning Processes in Organizations | **Steven S Taylor**, Worcester Polytechnic Institute; **Matt Statler**, New York U.

☯💻Beyond Programmatic Change: Building Reservoirs for Resilience | **Liisa Valikangas**, Helsinki School of Economics

Winner of ODC Best Action Research Paper

💻Frameworks: An Approach to Bridging the Gap between Theory and Practice | **Boris Alexander Ricken**, Holcim

1270 💻: *(Paper Session) - (OM)* **Capacity and Constraint Management**

8:00am - 9:30am Hyatt Regency Chicago: San Francisco

Chair: **Zhaohui Wu**, Oregon State U.

💻Is the Theory of Constraints a Good Managerial Theory According to Wacker's Criteria? | **Michael Naor**, George Mason U.; **Alex Coman**, Academic College of Tel Aviv Jaffa

💻A Theory of the Response Capacity of Complex Projects | **Serghei Floricel**, U. of Quebec, Montreal; **Sorin Eugen Piperca**, U. of Quebec, Montreal

💻Behavioral causes of Bullwhip: An empirically validated critique | **T. T. Niranjan**, Swiss Federal Institute of Technology Zurich, ETH; **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH; **Srinagesh Gavirneni**, Cornell U.

💻Order management in the customization-responsiveness squeeze | **Antti Tenhiälä**, Helsinki U. of Technology; **Mikko Ketokivi**, Helsinki U. of Technology

1271 : *(Paper Session) - (OMT)* **Transparency, Trust, Legitimacy and Signals**

8:00am - 9:30am Hyatt Regency Chicago: Columbian

Chair: **Jo-Ellen Pozner**, U. of California, Berkeley

💻Measuring Transparency: Towards a Greater Understanding of Systemic Transparence and Accountability | **Andrew Schnackenberg**, Case Western Reserve U.

💻The Importance of Different Forms of Legitimacy: A Dynamic Model | **Kim Clark**, U. of Texas, San Antonio; **Indu Ramachandran**, U. of Texas at San Antonio; **Stewart R. Miller**, U. of Texas at San Antonio

💻Signal Emergence and Evolution: Economic and Institutional Perspectives | **Dror Etzion**, McGill U.

✈💻Organization Moral Identity and Antecedent Trust in Transformational Leaders | **Felix Martin**, Manchester Business School; **Rosa Chun**, Manchester Business School

1272 : *(Paper Session) - (OMT)* **Network Formation**

8:00am - 9:30am Hyatt Regency Chicago: DuSable

Chair: **Roxana Barbulescu**, McGill U.

💻The Small and Not Small Worlds of Strategic Management | **Duncan Robertson**, Warwick Business School; **Francois Herve Collet**, ESADE

💻Resource Search, Psychological Distance, and Network Tie Formation: A Study of Network Emergence | **Elissa Grossman**, Loyola Marymount U.; **Helena Yli-Renko**, U. of Southern California; **Ramkumar Janakiraman**, Texas A&M U.

✈💻Strategic Experience Accumulation and the Evolution of Network Structure in German Board Interlocks | **Exequiel Hernandez**, U. of Minnesota; **Wm. Gerard Sanders**, Rice U.; **Anja Christine Tuschke**, U. of Munich

💻Networking With Newbies? Social Influence, Firm Heterogeneity, and Internet Interlocks | **Lori Qingyuan Yue**, Columbia U.

1273 👁: *(Paper Session) - (OMT)* **The Dynamics of Social Networks**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV OMT 1

Presented on Panels 29-34

👁Actors, Networks, Institutions: Exploring the Processes of Co-Evolution | **Thibaut Bardon**, U. Paris Dauphine, CREPA / U. of Geneva, HEC; **Emmanuel Josserand**, U. of Geneva; **Andreea Zara**, HEC Geneva

👁💻The Impact of Identity Focus on Network Dynamics in the Hong Kong Film Industry, 1981-1997 | **Yi Tang**, Hong Kong Polytechnic U.; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Jeroen Kuilman**, Hong Kong U. of Science and Technology

👁💻What is Social Status? Comparisons and Contrasts With Cognate Concepts | **Matthew S. Bothner**, U. of Chicago; **Frédéric Clément Godart**, Columbia U.

👁💻Anybody Out There? Measuring the Influence of the Propinquity Effect on the Choice of a Co-Author | **Helene Delacour**, IAE de Toulouse; **Sebastien Liarte**, IAE Toulouse; **Philippe Merigot**, U. of Paris Dauphine

✈👁💻Bridging the Knowledge-Gap: The Role of Tie Strength, Cohesion, and Range | **Marco Tortoriello**, HEC Paris; **Ray Reagans**, Carnegie Mellon U.; **Bill McEvily**, U. Toronto

👁💻Structural Closure and Performance in Networks of Competition: ATP Professional Tennis 1997-2006 | **Wonjae Lee**, U. of Chicago

1274 👁: *(Paper Session) - (OMT)* **Processes of Technological Evolution**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV OMT 2

TUESDAY

Presented on Panels 35-41

✈👁💻Theorization as Strategy: How Actors Shape the Diffusion of New Technologies | **Eva Boxenbaum**, Copenhagen Business School; **Thibault Daudigeos**, Grenoble Ecole de Management

👁💻Social Movements, Regulatory Politics and Technology Evolution | **Kerem Gurses**, IESE Business School

☯👁💻It Takes Two to Tango: The Choreography of Successful Technological Innovation | **Polly S. Rizova**, Willamette U.

👁💻Acceptance of Radical Innovation and the Emergence of the Chronometer Dominant Design | **Andrea Lanza**, U.Bocconi/U.Calabria

👁💻Inter-Firm R&D Networks and Firms' Technological Knowledge Base: A Co-Evolutionary Perspective | **Gianluca Carnabuci**, U. of Lugano; **James C. Hayton**, Bocconi U.

✈👁💻Specialize? Or Diversify? Or Both?: Niche Width Strategies in Emerging, Technology Based Industries | **Juha T. Mattsson**, Stanford U.; **Joonas M.J. Järvinen**, Helsinki U. of Technology

1275 : *(Paper Session) - (OMT)* **Theorizing and Theoretical Issues**

8:00am - 9:30am Hyatt Regency Chicago: Skyway 261

Chair: **Bob Hinings**, U. of Alberta

🏳💻Why New Theories of Organization are Unlikely – and What to do About It | **Paul Hibbert**, Strathclyde U.; **John Sillince**, Strathclyde U.; **Thomas Diefenbach**, Strathclyde U.

💻A Naturalistic Theory of Organization | **J.W. Stoelhorst**, U. of Amsterdam; **Peter J. Richerson**, U. of California, Davis

💻Zeitgeist and Fashion in Organization Theory | **Suleika Bort**, Mannheim U.; **Alfred Kieser**, Mannheim U.

A Wittgensteinian Response to Institutional Conundrums | **Stratos E Ramoglou**, Cambridge U.

1276 : *(Paper Session) - (OMT)* **Tales from the Top**

8:00am - 9:30am Hyatt Regency Chicago: Skyway 265

Chair: **Nicholas C. Fairclough**, U. of Alberta

🏳What's All That (Strategic) Noise?An Examination of Anticipatory Obfuscation in CEO Successions | **Scott D. Graffin**, U. of Georgia; **Mason A Carpenter**, U. of Wisconsin, Madison; **Steven Boivie**, U. of Arizona

💻My Brother's Keeper? The Provision of Social Support Among CEOs | **James Westphal**, U. of Michigan; **Michael McDonald**, U. of Central Florida

💻Succession Context and New CFO Origin: A Role-Specific Perspective on Managerial Succession | **Kevin Zander**, WHU – Otto Beisheim School of Management, Vallendar; **Volker Büttner**, WHU – Otto Beisheim School of Management, Vallendar; **Utz Schäffer**, WHU – Otto Beisheim School of Management, Vallendar

💻Conceptualizing the Body Work of Executives: A Thematic Treatment | **Yew Kwan Tong**, National U. of Singapore; **Cynthia S. Wang**, National U. of Singapore; **Daniel J. McAllister**, National U. of Singapore

1277 💻SHCS: *(OMT, OCIS)* **Materiality and Organization Studies**

8:00am - 9:30am Hyatt Regency Chicago: Columbus H

Organizers: **Anne-Laure Fayard**, Polytechnic Institute of New York U.**; John Weeks**, IMD

Discussant: **Wanda J Orlikowski**, Massachusetts Institute of Technology

Bringing Materiality In: Affordances as a Lens to Analyze Socio-Material Practices | **John Weeks**, IMD; **Anne-Laure Fayard**, Polytechnic Institute of New York U.

Narrative Networks and Materiality in Routines | **Brian T Pentland**, Michigan State U.

Office Design Elements That Matter: Examining Partitions, Personalization, and Plants | **Kimberly D. Elsbach**, U. of California, Davis

The Materiality of Intangible Artifacts: Why Substance and Significance Matter | **Paul M. Leonardi**, Northwestern U.

Ethnographies of Work and the Work of Ethnographers: The Implications of a Sociomaterial Approach | **Beth Bechky**, U. of California, Davis

Presenters: **Beth Bechky**, U. of California, Davis**; Paul M. Leonardi**, Northwestern U.**; Brian T Pentland**, Michigan State U.**; Kimberly D. Elsbach**, U. of California, Davis

1278 🗪👁: *(Paper Session) - (ONE)* **Voluntary Agreements**

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ONE 1

Presented on Panels 1-5

🗪👁💻Private Governance Networks: Competing to Define the Rules of Environmental Performance | **Miriam Fischlein**, U. of Minnesota; **Timothy M. Smith**, U. of Minnesota

☯🗪👁💻Limits to Knowledge Development in Sustainability Partnerships | **Suzanne Benn**, Macquarie U.; **Andrew Martin**, U. of Sydney

☯✈🗪👁The Global Bumble Bee Industry and Ecological Sustainability | **Carol Wasbauer Reade**, San Jose State U.; **Robbin Thorp**, U. of California, Davis; **Akira Shimizu**, Tokyo Metropolitan U.; **Marius Wasbauer**, U. of California, Davis; **Mark Reade McKenna**, San Jose State U.

🗪👁Conceptualizing the Role of Business in Sustainable Water Management | **Nicole Kranz**, Freie U. Berlin

☯🗪👁Using Chemical Management Services to Support Environmental Management System Initiatives | **Joe Sprangel**, Ithaca College

1279 🗪💻: *(Paper Session) - (ONE)* **Institutional Pressures and Environmental Strategies**

8:00am - 9:30am Fairmont Chicago: Crystal Room

Chair: **Andrew J. Hoffman**, U. of Michigan

📖🗪💻Sustainability uptake in mgt. ed.: Institutional, stakeholder, and strat.-orientation perspectives | **Timothy Stewart Clark**, George Washington U.; **Mark Heuer**, Susquehanna U.; **Mark Starik**, George Washington U.

🗪💻An Exploratory Study of Institutional Pressure to Adopt Environmental Practices in New Zealand | **Jarrod M. Haar**, U. of Waikato; **Eva Marie Collins**, U. of Waikato

✈🗪💻Industry Associations and corporate environmental performance in emerging economies. | **Kalim U. Shah**, U. of Trinidad & Tobago; **Jorge Rivera**, George Washington U.

✈🗪Beyond Dichotomy: the Curvilinear Relationship between Env Regulation and Env Responsiveness | **Yousef Eiadat**, U. of College Dublin; **Patrick Gibbons**, U. College Dublin; **Frank Roche**, U. College Dublin

TUESDAY

1280 ☯✈💻: *(Paper Session) - (PNP)* **Macro-Level Governance**
8:00am - 9:30am Fairmont Chicago: Ambassador Room
Chair: **Joy Smith**, Elizabeth City State U.
Discussant: **Andrew Cardow**, Massey U.
🏳💻Challenges for New Models of Territorial Governance | **Giuseppe Argiolas**, U. of Cagliari; **Stefano Cabras**, Cagliari U.; **Cinzia Dessi**, U. of Cagliari; **Michela Floris**, U. of Cagliari
💻What Bankruptcy Research Tells Us About Bailing out General Motors: A Conceptual Discussion | **Robert P Singh**, Morgan State U.; **Cynthia B. Lloyd**, Morgan State U.
✈💻Does university governing body size matter? A qualitative assessment of the Australian experience | **Gavin John Nicholson**, Queensland U. of Technology; **Michelle Sheldrake**, Queensland U. of Technology
☯✈🗨UK POLICING FOR THE 21st CENTURY | **Andrew Harry Barton**, Nottingham Trent U.; **Lisa Ceinwen Barton**, Cardiff U.

1281 💻: *(RM)* **Structural Equation Modeling in Management Research: Suggestions for Improved Analysis**
8:00am - 9:30am Sheraton Chicago: Superior A and B
Chair: **Larry J. Williams**, Virginia Commonwealth U.
Decomposing Model Fit in Management Research: Good Measures vs. Good Theory? | **Ernest H O'Boyle**, Virginia Commonwealth U.; **Larry J. Williams**, Virginia Commonwealth U.
A Two Stage Approach to Latent Variable Model Evaluation | **Larry J. Williams**, Virginia Commonwealth U.; **Ernest H O'Boyle**, Virginia Commonwealth U.
Issues Related to Formative vs. Reflective Measurement in Management Research | **Jeffrey R. Edwards**, U. of North Carolina
Structural Model Specification: Basic Issues with Control Variables | **Robert J. Vandenberg**, U. of Georgia

1282 💻: *(Paper Session) - (SIM)* **I. Upper Echelons: CEOs, Compensation & Time Horizons**
8:00am - 9:30am Fairmont Chicago: Chancellor Room
Chair: **Paul Dunn**, Brock U.
Discussant: **Brian W. Kulik**, Central Washington U.
🏳Market reactions to voluntary vs. involuntary disclosure in the stock-option backdating scandal | **Jay J Janney**, U. of Dayton; **Steve Gove**, Virginia Tech
Environmental Determinism and CEO Pay: The Effect of Green Management Practices on CEO pay. | **Banu Ayse Goktan**, U. of North Texas
Relative CEO pay and stakeholder management | **Eric Fong**, U. of Alabama, Huntsville
🏳Corporate social responsibility? Not my business anymore: CEO horizon problem in CSP | **Jingoo Kang**, U. of Pennsylvania

1283 🗨💻: *(Paper Session) - (SIM)* **I. Public Affairs and Issues Management: Issues Management & Ethical Positioning.**
8:00am - 9:30am Fairmont Chicago: Embassy Room
Chair: **Mark P Sharfman**, U. of Oklahoma
Discussant: **John M Holcomb**, U. of Denver
✈🗨💻Sustainability and climate change: equilibriums, evolution and attention cycles in the public sphere | **Diane Holt**, Queen's U. Belfast; **Ralf Barkemeyer**, Queen's U. Belfast
🏳🗨💻A comprehensive framework for strategic CSR: Ethical positioning and strategic activities | **David Weitzner**, York U.; **James L Darroch**, York U.
🗨GREEN MANAGEMENT? BE TRANSPARENT ! | **Antonino Vaccaro**, Catholic U. of Lisbon FCEE; **Dalia Patino Echeverri**, Duke U.
💻Emphasizing the negative: How critical media coverage impacts the regulatory process | **David Eduardo Cavazos**, James Madison U.

1284 💻: *(Paper Session) - (SIM)* **II. The Performance of Market Systems: The Financial Crisis, Legal Systems, and Compliance Issues**
8:00am - 9:30am Fairmont Chicago: Gold Room
Chair: **Marguerite Schneider**, NJIT
Discussant: **David Katz**, Tel Aviv U.
Recurrent Failure Of The Financial System | **Joseph John McManus**, Rutgers U.
✈🗨💻Exploring the Influence of Different Legal Systems on Corporate Responsibility | **Celine Gainet**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Heidi Wechtler**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises
🗨💻Perceived Voluntary Code Legitimacy: Towards a Theoretical Framework and Research Agenda | **Kernaghan Webb**, Ryerson U.; **Wesley Helms**, York U.
🗨💻Can negative externalities be internalized within a CSR framework? | **Bertrand Valiorgue**, Clermont graduate school of management; **Thibault Daudigeos**, Grenoble Ecole de Management

1285 💻: *(Paper Session) - (TIM)* **Service, Technology and Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Crystal C
Chair: **Kenneth G Huang**, Singapore Management U.
💻The Locus of Innovation | **Floortje P. Blindenbach-Driessen**, Vlerick Leuven Gent Management School; **Vincent Fructuoso van der Ve**, Statistics Netherlands
💻Customer-Centered Product and Service Development: The Imperatives of Organizational Learning | **Charles R. Greer**, Texas Christian U.; **David Lei**, Southern Methodist U.
💻Is Firm Performance in Technology Service Firms Linked to Process Innovations? | **Maheshkumar P Joshi**, George Mason U.; **Sidhartha R Das**, George Mason U.
☯💻Patent-Centered Diabetes Education: The Dynamics of Product Innovation in Health Services | **Paul Windrum**, Manchester Metropolitan U.; **Manuel Garcia-Goni**, Complutense de Madrid

1286 💻: *(Paper Session) - (TIM)* **Technology and Society**
8:00am - 9:30am Hyatt Regency Chicago: Horner
Chair: **Anne W. Fuller**, California State U. Sacramento
☯Idiosyncratic Distances: Practices around Mobile Technologies | **Nicolas Battard**, Dublin Institute of Technology; **Vincent Mangematin**, Grenoble Ecole of Management
💻Toward a Contingency Theory of Telecommuting Adoption: The Role of Leadership | **Margarita Mayo**, Instituto de

TUESDAY

Empresa Business School; **Luis R. Gomez-Mejia**, Arizona State U.; **Shainaz Firfiray**, IE Business School; **Veronica Haydee Villena Martínez**, Instituto de Empresa Business School

Social Media Users: One Size does not Fit All | **Mary Foster**, Ryerson U.; **Fernando E Pardo**, Ryerson U.; **Anthony Francescucci**, Ryerson U.; **Bettina C West**, Ryerson U.

1287 : *(Paper Session) - (TIM)* **Societal Implications of Technology**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 42-47

Managing Innovation for Safer, Greener and Less Energy Consuming Outcomes | **Christoph Grimpe**, ZEW Centre for European Economic Research; **Ihsen Ketata**, Georgia Institute of Technology

Innovation and Green Technology: Seven Case Studies from a Russian Context. | **Anna Trifilova**, London Metropolitan U.; **Dean Bartlett**, London Metropolitan U.

Corporate Governance and Innovation: A Contingency Perspective | **Chung-Jen Chen**, National Taiwan U.; **Bou-Wen Lin**, National Tsing Hua U.; **Ya-Hui Lin**, National Taiwan U.; **Yung-Chang Hsiao**, National Cheng Kung U.

Software Piracy among Accounting Students Revisited: an Empirical Investigation using ETPB | **Jean Baptiste K. Dodor**, Jackson State U.

Consumer Preference for Fuel Efficiency and Implications for Hybrid-electric Product Development | **Sruthi M. Thatchenkery**, Cornerstone Research

Democratizing Social Infrastructure Development: The Case of Teacher Involvement in School Design | **Nuno A Gil**, Manchester Business School; **Marcela Miozzo**, U. of Manchester

1288 : *(Paper Session) - (TIM)* **Technology Strategy**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 48-55

Start-ups' Commercialization in the Markets for Technology: the Effect of Technology Generality | **Lin Jiang**, Georgia Institute of Technology; **Marco Ceccagnoli**, Georgia Institute of Technology

Product Partitioning and Licensing Strategies | **Szabolcs Szilard Sebrek**, U. Carlos III de Madrid; **Andrea Fosfuri**, U. of Carlos III de Madrid; **Marco Giarratana**, U. Carlos III de Madrid

Sense of Belonging and its Effects on Technology Use: A Study of a GPS Dispatching Taxi Fleet | **Sheng-Tsung Hou**, Feng Chia U.; **Hsueh-Liang Fan**, National Chengchi U.; **Tzu-Shian Han**, National Chengchi U.

"Not Invented Here" Revisited: The Bias against Innovations from Technology Acquisitions | **Michael Deane Howard**, U. of Washington Business School

The Effect of R&D Location on Innovative Performance: Technological Autonomy vs. Communication Cost | **Yuri Jo**, KAIST; **Chang-Yang Lee**, KAIST

An Empirical Study on Purposeful Creation of Potential Disruptive Innovation | **Dan Yu**, National U. of Singapore; **Chang Chieh Hang**, National U. of Singapore

When Divisions Collaborate in the Front End of Innovation: Evidence from 110 Multidivisional Firms | **Markus Grote**, Hamburg-Harburg U.; **Cornelius Herstatt**, Hamburg-Harburg U.; **Hans Georg Gemuenden**, Berlin Institute of Technology

1289 : *(Paper Session) - (TIM)* **Managing Resources for Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 3
Presented on Panels 56-59

A Resource-based Examination of the Mediating Effects of Innovation and Export Performance | **Shuk Wong**, TUI U.

Managing Resources: A Dynamic Capabilities Approach | **Yong-Sheng Chang**, National Chung Hsing U.; **Shyh-Rong Fang**, National Chung Hsing U.; **Yan-Chiun Peng**, National Chung Hsing U.

Role of Strategy & Slack Resources in Determining Product Innovations among Indian Organizations | **Roma Puri**, Eastern Institute of Management, Kolkata India; **Bharatendu Nath Srivastava**, Indian Institute of Management, Calcutta

Technological and Stylistic Innovations in the Evolution of the Games Industry | **Mirva Peltoniemi**, Tampere U. of Technology

Performance Effects of Relational Learning in Alliances of the Solar Industry | **Ricarda R. Bouncken**, U. of Greifswald; **Andreas A. Rauth**, Ernst-Moritz-Arndt U. Greifswald; **Jan Schittek**, U. of Greifswald

1290 : *(Paper Session) - (TIM)* **The Role of Internal and External Sources on Knowledge Innovation**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 260
Chair: **Paulo Prochno**, U. of Maryland, College Park

Global Pipelines or Global Buzz? A Micro-level Approach towards the Knowledge-based View of Clusters | **Marc Bahlmann**, VU U. Amsterdam; **Marleen Huysman**, Vrije U. Amsterdam; **Tom Elfring**, VU U. Amsterdam; **Peter Groenewegen**, VU U. Amsterdam

Innovation without R&D: Measuring the Economic Impact of Informal Innovation in User Firms | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne; **Stéphane Lhuillery**, Ecole Polytechnique Fédérale de Lausanne

The Sources of Knowledge in Patent Activities: External and Internal Sources and Open Innovation | **Marco Giarratana**, U. Carlos III de Madrid; **Myriam Mariani**, Bocconi U.

Exploitation and New Product Development: The Role of Cognitive Skills and Strategic Orientations | **Yen-Chih Huang**, National Cheng Kung U.; **Rong Ma**, U. of Memphis

1291 : *(Paper Session) - (TIM)* **Historical and Institutional Perspectives on Technological Dynamics**
8:00am - 9:30am Hyatt Regency Chicago: Skyway 272
Chair: **Serge Rijsdijk**, Rotterdam School of Management, Erasmus U.

Components, Systems and Discontinuities: the Case of Magnetic Recording and Playback Equipment | **Jeffrey Lee Funk**, National U. of Singapore

Firms' Strategic Choice in Standards War: A Historical Analysis of 78 Cases | **Tianxu Chen**, Drexel U.; **Lee J. Zane**, Drexel U.; **Hideo Yamada**, Waseda U.; **Sam Kurokawa**, Drexel U.

TUESDAY

💻An Institutional Theory Investigation of U.S. R&D Partnership Trends Since the Mid-19th Century | **Jason Michael Pattit**, Syracuse U.; **S. P. Raj**, Syracuse U.; **David Wilemon**, Syracuse U.

A History of Quality: Did Political Shifts Produce Variations in the Quality of Medicine? | **Peter Younkin**, U. of California, Berkeley

Tuesday 9:00AM

1292 💻: *(OB)* **Lifetime Achievement Award Address: Denise Rousseau**

9:00am - 10:10am Sheraton Chicago: Michigan A

Introduction: **Carrie R. Leana**, U. of Pittsburgh

Distinguished Speaker: **Denise M. Rousseau**, Carnegie Mellon U.

Introduction | **Carrie R. Leana**, U. of Pittsburgh

Don't Leave It at the Office: OB Insights on Family Life | **Denise M. Rousseau**, Carnegie Mellon U.

Tuesday 9:45AM

1293 💻: *(BPS)* **Organizational Economics and Organizational Capabilities: Opportunities for Real Integration**

9:45am - 11:15am Hyatt Regency Chicago: Acapulco

Presenters: **Teppo Felin**, Brigham Young U.**; Nicholas Argyres**, Washington U. in St. Louis**; Todd Zenger**, Washington U.**; Nicolai Foss**, Copenhagen Business School**; Robert Gibbons**, Massachusetts Institute of Technology

1294 💻: *(Paper Session) - (BPS)* **Transitional Economies? Political Ties, Fraud, & Group Affiliation**

9:45am - 11:15am Hyatt Regency Chicago: Addams

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

Discussant: **Bat Batjargal**, Harvard U./Peking U.

💻How Does Political and Social Capital Affect Firm Performance? | **Hongxin John Zhao**, Saint Louis U.; **Jiangyong Lu**, GSM, Peking U.

💻State Control, Group Affiliation And Corporate Performance: Evidence From China's Listed Firms | **Hans Van Ees**, U. of Groningen; **Robert Lensink**, Groningen U.; **Huanjun Yu**, Groningen U.

☯💻What Keeps Business Group Affiliated Firms Ticking? A View through the Absorptive Capacity Lens | **K S Manikandan**, Indian Institute of Management, Bangalore; **Srinivas Gunta**, Indian Institute of Management, Bangalore

✈💻Corporate Fraud and Public Shaming in Transition Economies: A Theoretical Exploration | **William P. Wan**, Texas Tech U.; **Daphne W. Yiu**, Chinese U. of Hong Kong

1295 💻: *(Paper Session) - (BPS)* **Industry Dynamics: Organizational Learning**

9:45am - 11:15am Hyatt Regency Chicago: Burnham

Chair: **Lei Zhang**, U. of Maryland, College Park

Discussant: **Natarajan Balasubramanian**, Florida International U.

🏳📖☯✈💻Adaptive Ambidexterity: Simulating Burgelman and Grove's (2007) Model of Strategic Dynamics | **Andre O. Laplume**, U. Manitoba; **Parshotam Dass**, U. of Manitoba

💻Reflexive and Selective Organizational Learning | **David Lanier Major**, U. of Maryland, College Park; **Curt Grimm**, U. of Maryland

✈💻The imitation-performance paradox: Modes of imitation and their performance effects | **Daniel Han Ming Chng**, Sungkyunkwan U.; **Daniel C. Indro**, Pennsylvania State U., Great Valley; **Stewart R. Miller**, U. of Texas at San Antonio; **Malika Richards**, Pennsylvania State U.

💻Two Bandwagons: Industry and Niche Level Bandwagons and New Niche Explorations by Korean SI Firms | **Sunhyuk Kim**, SKK GSB.; **Kiwon Jung**, Yonsei U.; **Shinwon Noh**, Yonsei U.; **Dongyoub Shin**, Yonsei U.; **Kangsan Lee**, Yonsei U.

1296 💻: *(Paper Session) - (BPS)* **Alliances & Networks: Firm Scope - War, Drugs, Junk Food, & Taxis**

9:45am - 11:15am Hyatt Regency Chicago: Columbus G

Chair: **Nilesh Khare**, Ohio State U.

Discussant: **Lyda S. Bigelow**, U. of utah

💻Outsourcing War: The Transaction Cost Dynamics of Private Military Companies after the Cold War | **Joel A.C. Baum**, U. of Toronto; **Anita McGahan**, U. of Toronto

💻Shopping for the Family: How Intra-firm Organization affects the Use of Inter-firm Alliances | **Pranav Garg**, U. of Michigan; **Minyuan Zhao**, U. of Michigan

🏳💻Beyond agency theory: A resource-based explanation for franchising and franchisor performance | **Bill Gillis**, U. of South Alabama; **Jim Combs**, Florida State U.

💻Information, Knowledge and Asset Ownership in Taxicab Fleets | **Evan Rawley**, Wharton School, U. of Pennsylvania; **Tim Simcoe**, U. of Toronto

1297 💻: *(Paper Session) - (BPS)* **Corporate Governance: Putting the Compensation Pieces Together**

9:45am - 11:15am Hyatt Regency Chicago: Comiskey

Chair: **Yu Zhang**, U. of California, Irvine

Discussant: **Joseph E Coombs**, Texas A&M U.

💻Do the Pieces Fit? A Set-theoretic Spproach to Executive Compensation | **Michele E. Yoder**, U. of Wisconsin-Madison; **Cynthia E. Devers**, U. of Wisconsin-Madison; **Mason A Carpenter**, U. of Wisconsin, Madison

☯💻Institutional Shareholders and Stock Option Incentives in CEO and Managerial Compensation | **Janet H. Marler**, U. at Albany-SUNY; **Yoshio Yanadori**, U. of British Columbia

✈💻Executive Compensation and CEO Equity Incentives in China's Listed Firms | **Martin J. Conyon**, ESSEC; **Lerong He**, SUNY-Brockport

💻Compensation Committee Group Process, Social Exchange and CEO Compensation | **Lerong He**, SUNY-Brockport; **Martin J. Conyon**, ESSEC

1298 💻: *(Paper Session) - (BPS)* **Corporate Effects: Competition, Environment, & Deal-Making in Corporate Strategy**

9:45am - 11:15am Hyatt Regency Chicago: Grand C North

Chair: **Aseem Kaul**, U. of Pennsylvania

Discussant: **Peter G Klein**, U. of Missouri

💻Acquisitions and Aggressive Competitive Eesponse by Rivals | **Klaus Uhlenbruck**, U. of Montana; **Margaret V.**

TUESDAY

Hughes, Michigan State U.; **Walter J Ferrier**, U. of Kentucky; **Rhett Andrew Brymer**, Texas A&M U.

Firm and Rival R&D as Antecedents of Corporate Transactions | **Aseem Kaul**, U. of Pennsylvania

Effect of Acquisitions on Targets' Routines: Evidence from Facilities' Environmental Performance | **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Glen Dowell**, Cornell U.; **Andrew King**, Dartmouth U./Harvard U.

Not All Deals Are Created Equal: The Determinants of Different Deal Structures in Acquisitions | **Roberto Ragozzino**, U. of Texas at Dallas

1299 : *(Paper Session) - (BPS)* **Governance: Ownership and Control**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 46-57

Agency Theory, Potential for Operational Engineering and Buyout Activity | **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill

Self-interest and Organizational Performance: A Study with U.S. and Brazilian Managers | **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Gazi Islam**, Ibmec São Paulo; **Luiz F. Mesquita**, Arizona State U. / Insper

Dilemmas on the Corporate Ownership and Performance in Chinese Public Companies | **Qingxia Tong**, Harvard U.

Ownership Structure, Board Composition and Investors' Protection: Evidence from S&P 500 Firms | **Giuliano Iannotta**, Bocconi U.; **Alessandro Minichilli**, Bocconi U.; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

Constraints & Discretion in Relationship Governance: Examining Level of Investment by Corporate VCs | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Sandip Basu**, California State U. East Bay

The Paradox of Governance Structure Adaptation and Firm Performance | **Bongjin Kim**, U. of Texas, San Antonio; **John E Prescott**, U. of Pittsburgh; **Michael L Burns**, U. of Texas at San Antonio; **Derrick McIver**, U. of Texas at San Antonio

Opportunities to Cheat: The Role of Information Asymmetry in Financial Reporting Fraud | **Curtis L Wesley II**, Texas A&M U.; **Hermann Achidi Ndofor**, Texas A&M U.

Middle Managers, Consensus, and Performance: From a Perspective of Strategy Implementation | **Katsuhiko Shimizu**, U. of Texas, San Antonio

1300 JS: *(BPS, CAR)* **Living With the Past: Individuals' Prior Experiences and Organizational Behaviors and Outcomes**
9:45am - 11:15am Hyatt Regency Chicago: Atlanta
Organizers: **Christopher I. Rider**, Emory U.**; Gina Dokko**, U. of California, Davis/New York U.
Chair: **Adina D. Sterling**, Emory U.
Discussant: **M. Diane Burton**, Massachusetts Institute of Technology

Pre-Founding Social Ties and the Success of New Entrants in Emerging Regions | **Peter W Roberts**, Emory U.; **Adina D. Sterling**, Emory U.

Venturing into New Territory: Prior Experience of CVC Managers and Venturing Practices | **Gina Dokko**, U. of California, Davis/New York U.; **Vibha Gaba**, INSEAD

Status, Stigma and Selective Disclosure of Prior Employment Affiliations. | **Christopher I. Rider**, Emory U.; **Giacomo Negro**, Emory U.; **Peter W Roberts**, Emory U.

Promoting Inertia: How Executive Links Influence Market Entry and Exit in Medical Firms | **Charles Williams**, Duke U.; **Samina Karim**, Boston U.

Presenters: **Peter W Roberts**, Emory U.**; Charles Williams**, Duke U.**; Christopher I. Rider**, Emory U.**; Gina Dokko**, U. of California, Davis/New York U.
Participants: **Samina Karim**, Boston U.**; Vibha Gaba**, INSEAD**; Giacomo Negro**, Emory U.**; Adina D. Sterling**, Emory U.

1301 JS: *(BPS, TIM, OMT)* **Management Innovation: What are Tomorrow's Management Moonshots?**
9:45am - 11:15am Hyatt Regency Chicago: Columbus IJ

How Does Management Innovation Happen? | **Julian Birkinshaw**, London Business School

How Do Management Innovations Evolve? | **Eric Abrahamson**, Columbia U.

What Are Management's Moonshots? | **Gary Hamel**, London Business School

Participant: **Julian Birkinshaw**, London Business School

1302 : *(Paper Session) - (CAR)* **Creativity and Flexibility: Careers in Context**
9:45am - 11:15am Sheraton Chicago: Chicago 10
Chair: **Samuel Rabinowitz**, Rutgers U., Camden
Discussant: **David M. Kaplan**, Saint Louis U.

The Mozart paradox: Careers in creative industries | **Pedro Fernando Bendassolli**, Escola de Administração de Empresas de São Paulo; **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo

The Siren Song of a Calling: Ability (Mis)perception in Musicians and MBAs | **Shoshana Dobrow**, Fordham U.

Careers in Academia: Does context matter? | **Silvia Bagdadli**, Bocconi U. and Sda Bocconi School of Management; **Luca Solari**, U. degli studi di milano

Knowing-Why, Knowing-How, Knowing-Whom, Knowing-When: A Study of Canadian Flexworkers | **Julia Richardson**, York U.

1303 CAU: *(CAU)* **Theory Development in Green Management Research**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 283
Participants: **David Gras**, U. of Connecticut**; Jodi S. Goodman**, U. of Connecticut

1304 CAU: *(CAU)* **Awakening the Dreamer--Inspiring Action At the Intersection of Environment, Justice and Spirit**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 284
Join us for a powerfully engaging, inspiring, and practical exploration of the essential intersection of environmental sustainability, healthy spirit, and social justice. This event will demonstrate an extraordinarily effective process for interactive exploration of the crises facing the human race, how we got here, and the exhilarating possibilities for positive action to change our world.

TUESDAY

Organizers: **Martin N. Davidson**, U. of Virginia**; Christopher Tennis**, Sanchez Tennis & Associates, LLC**; Tarek Hatem**, American U. in Cairo
Participants: **Barbara Parker**, Seattle U.**; Forrest F Aven**, U. of Houston-Downtown**; Ryan Quinn**, U. of Virginia**; Erika H. James**, U. of Virginia**; Melissa C. Thomas-Hunt**, Cornell U.

1305 CAU: *(CAU)* **Green Matters in Turbulent Times: The Impact of Responsible Leadership**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 285
Organizer: **Matrecia S.L. James**, Jacksonville U.
Participants: **Millicent F. Nelson**, Middle Tennessee State U.**; Angela Miles**, North Carolina A & T State U.**; Jennifer Bowers**, Florida A & M U.**; Sally Sledge**, Norfolk State U.**; Joseph E McCann**, U. of Tampa

1306 : *(CM)* **Self Regulation and Social Interdependence**
9:45am - 11:15am Sheraton Chicago: Chicago 8
Chairs: **Jun Gu**, U. of Toronto**; Geoffrey Leonardelli**, Rotman School of Management, U. of Toronto
Social Networks and Well-Being: Contingent Effects of Individuals' Self-Regulation Orientation | **Xi Zou**, Columbia U.
self regulation and perception of social interaction | **Jun Gu**, U. of Toronto
Outsourcing Self-Regulation to the Social Environment | **Grainne Fitzsimons**, U. of Waterloo
Strategic Compatibility in Social Interactions: The Case of Regulatory Focus Complementarity | **Vanessa Bohns Lake**, U. of Toronto
Presenters: **Vanessa Bohns Lake**, U. of Toronto**; Grainne Fitzsimons**, U. of Waterloo**; Xi Zou**, Columbia U.

1307 : *(Paper Session) - (CM)* **Questionable Tactics in Promoting Organizational Effectiveness and Negotiation Success**
9:45am - 11:15am Sheraton Chicago: Erie Room
Chair: **Emily M Hunter**, Hankamer School of Business, Baylor U.
Are You Paying Your Employees to Cheat? An Experimental Investigation | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Francis Tapon**, U. of Guelph
Competing To Be Certain (But Wrong): Social Pressure and Overprecision in Judgment | **Joseph R. Radzevick**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.
When Bad Equals Good: Cross-Cultural Reactions to Honesty and Deception | **Cynthia S. Wang**, National U. of Singapore
Factors Impacting Perceived Acceptability & Reputation Risks of Questionable Tactics in Negotiation | **Sammy Showail**, American U. of Beirut; **Li Ma**, Washington U. in St Louis; **Judi McLean Parks**, Washington U. in St Louis

1308 : *(Paper Session) - (CMS)* **Gender and Management Practice**
9:45am - 11:15am Hyatt Regency Chicago: San Francisco
Chair: **Mary Godwyn**, Babson College
´Macho´ Managers and Organizational Heroes:Discourses of Power and Resistance in Popular Cinema | **Alexia Panayiotou**, U. of Cyprus
An alternative analysis of gender tokenism: implications for occupations and organizations | **Lindsey Pilver**, Pennsylvania State U.
So What's a Nurse to Do? The Gendered Logic(s) of Nursing and Health Care Organizations | **Paula Lentz**, U. of Wisconsin, Eau Claire; **Kristina A. Bourne**, U. of Wisconsin, Eau Claire
A Critical Review of Theory and Methods in the Work-Life Literature | **Mustafa F Ozbilgin**, U. of East Anglia; **T. Alexandra Beauregard**, London School of Economics; **Myrtle P. Bell**, U. of Texas, Arlington

1309 JS: *(CMS, HR)* **The Employee Free Choice Act and the Prospects for a New Green Social Contract**
9:45am - 11:15am Hyatt Regency Chicago: Toronto
Chair: **David Jacobs**, Morgan State U.
Participants: **Lewis Maltby**, National Workrights Institute**; Joel Cutcher-Gershenfeld**, U. of Illinois, Urbana-Champaign**; Mary Beth Maxwell**, American Rights at Work**; Michael Peck**, MAPA

1310 : *(Paper Session) - (ENT)* **Cognition and Decision Making**
9:45am - 11:15am Hyatt Regency Chicago: Field
Chair: **Jon C. Carr**, Texas Christian U.
First-time strategy formation of nascent entrepreneurs | **Dietmar Grichnik**, WHU - Otto Beisheim School of Management; **Jan Brinckmann**, ESADE; **Diana Kapsa**, Witten/Herdecke U.
A Social Cognition View of Alertness in the Discovery Process of Entrepreneurial Opportunities | **Jintong Tang**, Saint Louis U.; **K. Michele Kacmar**, U. of Alabama; **Lowell W. Busenitz**, U. of Oklahoma
Entrepreneurs Seeking Gains: Profit Motives and Risk Aversion in Inventors' Commercialization | **Kenneth L Simons**, Rensselaer Polytechnic Institute; **Thomas Astebro**, HEC
Reviewing the Comprehensiveness of Entrepreneurship Cognition Research | **Denis A. Gregoire**, Georgia State U.; **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Jeffery S. McMullen**, Indiana U., Bloomington

1311 : *(Paper Session) - (ENT)* **Corporate Venturing**
9:45am - 11:15am Hyatt Regency Chicago: Grand B
Chair: **Ivo Zander**, Uppsala U.
When does corporate venture capital add value for new ventures? | **H. Dennis Park**, U. of Washington; **Kevin Steensma**, U. of Washington
Corporate Venture Capital and the Internationalization of Portfolio Companies | **Joseph A LiPuma**, EMLYON Business School
The Imprinting Process of Corporate Venturing Units | **Marina Biniari**, Strathclyde U.
Revealment or concealment: A study on voluntary disclosure of corporate venturing programs | **Shu-Jou Lin**, Chang Gung U.

1312 : *(ENT)* **Learning from USASBE Best Practices in Entrepreneurship Pedagogy**
9:45am - 11:15am Hyatt Regency Chicago: Grand D North
Co-sponsored by AOM and USASBE
Organizer: **Michael H. Morris**, Oklahoma State U.

TUESDAY

Presenters: **Kathleen M. Eisenhardt**, Stanford U.**; Andrew C. Corbett**, Rensselaer Polytechnic Institute**; Minet Schindehutte**, Syracuse U.**; Brad Burke**, Rice U.

1313 🗪💻: *(ENT)* **Publishing on Social, Sustainable and Environmental Entrepreneurship Theory**
9:45am - 11:15am Hyatt Regency Chicago: New Orleans
Distinguished Speakers: **Ana- Maria Peredo**, U. of Victoria, Faculty of Business and Director Institute of Co-operative Studies**; Mark Starik**, George Washington U.**; Norris F. Krueger**, Max Planck Institute of Economics
Chair: **William D Schulte**, Shenandoah U.
Discussant: **Sophie Bacq**, IAG-Louvain School of Management

1314 👁: *(Paper Session) - (ENT)* **International Entrepreneurship**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 1
Presented on Panels 24-27
✈👁💻International human capital, international networks and cross-border private equity investing | **Sofie De Prijcker**, Ghent U.; **Sophie Manigart**, Vlerick Leuven Gent Management School; **Wouter De Maeseneire**, Erasmus U. Rotterdam
✈👁Effects of knowledge acquisition types on international intentions | **Jose Carlos Casillas**, U. de Sevilla, Spain; **Jose Luis Barbero**, Pablo de Olavide U.; **Harry J Sapienza**, U. of Minnesota
👁New Institutionalism in International Entrepreneurship: Perspectives from Economics, Sociology and Political Science | **Stephen Chen**, Macquarie U.

1315 👁: *(Paper Session) - (ENT)* **Entrepreneurship and Social Context**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 2
Presented on Panels 28-32
👁From founders to firms: Examining the retention of Founder-CEO social capital | **Bret Ryan Fund**, U. of Colorado - Boulder
👁💻Entrepreneur's Intensity and Social Support effects on Entrepreneurial Persistence. | **Swapnil Garg**, U. of Florida
🗪👁💻Family firms and employment downsizing: evidence from S&P 500 firms | **Joern Hendrich Block**, Technical U. München
✈👁💻Nonlinear Effects of Family Ownership and Involvement on Internationalization | **Salvatore Sciascia**, IULM U.; **Pietro Mazzola**, IULM U.; **Joseph H Astrachan**, Kennesaw State U.; **Torsten Michael Pieper**, Kennesaw State U.

1316 👁: *(Paper Session) - (ENT)* **High Tech/High Potential Ventures**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 33-36
👁💻Hard Science, Soft Art:Frame Craft in the Emerging Field of Nanotechnology | **Jade Yu-Chieh Lo**, U. of Southern California
✈👁💻The impact of relationships on employee commitment within fast growing SMEs | **Rodney S Farr-Wharton**, U. of the Sunshine Coast; **Yvonne Brunetto**, Southern Cross U.; **Silvia Azevedo Nelson**, U. Estadual do Maranhao
👁💻Knowledge Transfer and Innovation: The Moderating Effect of Perceived Environmental Turbulence | **Stephen Ko**, Hong Kong Polytechnic U.
✈👁💻Academic researcher characteristics: Between identifying & exploiting entrepreneurial opportunities | **Pablo D'Este**, U. Politecnica de Valencia; **Surya Mahdi**, Cranfield School of Management; **Andrew Neely**, Cranfield U.

1317 🕮☯✈: *(GDO)* **Two Decades of Running Women's Leadership Programmes: Do We Still Need Them?**
9:45am - 11:15am Sheraton Chicago: Chicago 9
Chair: **Susan Vinnicombe**, Cranfield U.
Developing Tomorrow's Women Business Leaders:The Case for Women-Only Leadership Development Programs | **Savita Kumra**, Brunel Business School
Navigating the System and Coalescing for Change: Second Generation Issues and Leadership Programs for Women | **Deborah M Kolb**, Simmons School of Management; **Stacy Blake-Beard**, Simmons College
Personal Reflections on the Evolution of Women's Leadership Programmes | **Susan Vinnicombe**, Cranfield U.; **Deirdre Anderson**, Cranfield U.
Women in Leadership Programs in Australian Universities: Two Steps Forward - One Step Back? | **Linley Anne Lord**, Curtin U. of Technology
Participants: **Deirdre Anderson**, Cranfield U.**; Stacy Blake-Beard**, Simmons College**; Deborah M Kolb**, Simmons School of Management**; Savita Kumra**, Brunel Business School**; Linley Anne Lord**, Curtin U. of Technology

1318 💻: *(GDO)* **Multiple Perspectives on Asian American Stereotypes and Their Implications for Workplace Diversity**
9:45am - 11:15am Sheraton Chicago: Ontario Room
Chairs: **Caitlin Miller Hogan**, Stanford U.**; Ji-A Min**, U. of Toronto**; Melody Manchi Chao**, Hong Kong U. of Science and Technology
Discussant: **Melody Manchi Chao**, Hong Kong U. of Science and Technology
From Yellow Peril to Model Minority: Prescriptive Stereotypes of Asians in North America | **Ji-A Min**, U. of Toronto; **Jennifer L. Berdahl**, U. of Toronto
The Stereotype-Consistent Attribution Bias | **Peter Glick**, Lawrence U.; **Margaret A. Thomas**, Pennsylvania State U.; **Theresa K. Vescio**, Pennsylvania State U.; **Susan T. Fiske**, Princeton U.
The Perfect Enemy: When the Model Minority Stereotype Elicits Hostile Prejudice | **Amy J. C. Cuddy**, Northwestern U.
The Self-Protective Function of the Model Minority Myth | **Caitlin Miller Hogan**, Stanford U.; **Brian Lowery**, Stanford U.
Speakers: **Caitlin Miller Hogan**, Stanford U.**; Ji-A Min**, U. of Toronto**; Peter Glick**, Lawrence U.**; Amy J. C. Cuddy**, Northwestern U.
Participants: **Brian Lowery**, Stanford U.**; Jennifer L. Berdahl**, U. of Toronto**; Margaret A. Thomas**, Pennsylvania State U.**; Theresa K. Vescio**, Pennsylvania State U.**; Susan T. Fiske**, Princeton U.

1319 💻JS: *(GDO, HR)* **Inclusion in Organizations: Measures, HR Practices, and Climate**
9:45am - 11:15am Sheraton Chicago: Chicago 7
Chair: **Beth G Chung**, San Diego State U.

TUESDAY

Discussant: **Caren Goldberg**, American U.

Inclusive Behavior and the Experience of Inclusion. | **Bernardo M. Ferdman**, Alliant International U.; **Victoria Barrera**, Alliant International U.; **Ashley A. Allen**, Alliant International U.; **Vanna Vuong**, Alliant International U.

Strategies for Increasing the Inclusion of Individuals with Disabilities in Work Groups. | **Dianna L. Stone**, U. of Texas at San Antonio; **Eugene F Stone-Romero**, U. of Texas at San Antonio; **Kimberly Lukaszewski**, State U. of New York, New Paltz

Inclusive HRM Practices and Related Outcomes. | **Beth G Chung**, San Diego State U.; **Amy Randel**, San Diego State U.; **Michelle A. Dean**, San Diego State U.; **Karen Holcombe Ehrhart**, San Diego State U.; **Gangaram Singh**, San Diego State U.

Climate for Inclusion: Unit Predictors and Outcomes | **Lisa Hisae Nishii**, Cornell U.; **Angela Langevin**, Cornell U.

Participants: **Ashley A. Allen**, Alliant International U.**; Victoria Barrera**, Alliant International U.**; Michelle A. Dean**, San Diego State U.**; Karen Holcombe Ehrhart**, San Diego State U.**; Bernardo M. Ferdman**, Alliant International U.**; Angela Langevin**, Cornell U.**; Kimberly Lukaszewski**, State U. of New York, New Paltz**; Lisa Hisae Nishii**, Cornell U.**; Amy Randel**, San Diego State U.**; Gangaram Singh**, San Diego State U.**; Dianna L. Stone**, U. of Texas at San Antonio**; Eugene F Stone-Romero**, U. of Texas at San Antonio**; Vanna Vuong**, Alliant International U.

1320 : *(Paper Session) - (HCM)* Leadership, Culture and Organizational Change

9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 1

Chair: **Leonard H. Friedman**, George Washington U.

Discussant: **Rebecca Wells**, U. of North Carolina

Identification and Institutional Change: The Case of Medical Managers | **Imran Chowdhury**, ESSEC Business School - Paris

✈ Leading Change in a Primary Healthcare Context: The Case of Distributed Agency | **Samia Chreim**, U. of Ottawa; **Bernard E Williams**, U. of Lethbridge; **Ali Dastmalchian**, U. of Victoria; **Linda Janz**, U. of Lethbridge

☯ ✈ Leadership, Innovation and Uptake of Quality Improvement Methods in UK General Practice | **Joseph Gerald McSorley**, NHS Institute for Innovation and Improvement; **Tanefa Antoinette Apekey**, Lincolnshire Teaching Primary Care Trust; **Niroshan Siriwardena**, U. of Lincoln; **Michelle Tilling**, Lincolnshire Teaching Primary Care Trust

HCM Best Theory-to-Practice Paper Nominee

✈ Theory Building Using Context:The Capacity and Climate for Service-Improvement in Irish Hospitals | **Aoife McDermott**, Dublin City U.; **Mary A. Keating**, Trinity College Dublin

1321 : *(Paper Session) - (HCM)* Stressful Environments and Health Professionals

9:45am - 11:15am Swissôtel Chicago: Vevey Salon 4

Chair: **Cheryl Rathert**, U. of Missouri

Discussant: **L Michele Issel**, U. of Illinois, Chicago

✈ Stress among Nurses: A Multi-Nation Test of the Demand-Control-Support Model | **Vishwanath V. Baba**, McMaster U.; **Louise Tourigny**, U. of Wisconsin, Whitewater; **Xiaoyun Wang**, U. of Manitoba; **Terri R Lituchy**, Concordia U.; **Silvia Ines Monserrat**, U. Nacional del Centro

Winner of HCM Best International Paper Award

✈ Psychological Service Climate in Hospitalization Units: A Coping Resource for Nurses | **Dana Yagil**, U. of Haifa; **Gil Luria**, U. of Haifa; **Hanna Admi**, U. of Haifa; **Yael Eilon**, U. of Haifa; **Shai Linn**, U. of Haifa

☯ ✈ Workplace Illness and Injury Experience: Influences on Healthcare Workers' Workplace Safety Climate | **Deirdre McCaughey**, Pennsylvania State U.; **Nealia Sue Bruning**, U. of Manitoba

✈ Stressful Times Call For Team-Based Measures: Psychiatric Nursing inthe UK National Health Service | **Joanne Richardson**, Aston U.; **Matthew Richard Carter**, Aston U.

1322 : *(Paper Session) - (HR)* Investing in Human Capital: The Effects of Training and Development

9:45am - 11:15am Sheraton Chicago: Missouri Room

Chair: **George Benson**, U. of Texas, Arlington

Discussant: **Bradford S Bell**, Cornell U.

✈ Perceived Investment in Employee Development: The Mediating and Moderating Effects on Work Outcomes | **Yuhee Jung**, Meiji U.; **Norihiko Takeuchi**, Tokyo U. of Science

Building on the Continuous Learning Model: The Role of Human Agency in Training & Development | **Jake Messersmith**, George Washington U.; **Laura Elizabeth Marler**, Mississippi State U.

✈ Perceived Investment in Employee Development, Intrinsic Motivation, and Work Performance | **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, Norwegian School of Management

Developing Organizational Commitment in Political Environments: An Empirical Investigation | **Hunter L. Harris**, Oklahoma State U.; **Timothy P. Munyon**, Florida State U.

1323 : *(Paper Session) - (HR)* Innovative Research on Work-Life Balance Issues

9:45am - 11:15am Sheraton Chicago: Sheraton 3

Chair: **Trevor B King**, U. of Arkansas

Explaining Organizational Responsiveness to Work-Life Balance Issues: The Role of Business Strategy | **Jing Wang**, U. of Toronto; **Anil Verma**, U. of Toronto

Winner of HR Division Best Student Paper Award

The Maternal Wall: A Human Capital Perspective | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Grace Lemmon**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

HRM Strategies Across Four Generations: One Size Does Not Fit All. | **Julie Ann Cogin**, AGSM-Australian School of Business

✈ Meta-Analytic Review of Organizations' Responses to Work-Family Policies | **Tae Seok Yang**, U. of Texas at Arlington

1324 : *(Paper Session) - (HR)* Employee Turnover Dynamics

9:45am - 11:15am Sheraton Chicago: Sheraton 4

Chair: **Kevin E. Henderson**, U. of St. Thomas-Opus College of Business

Discussant: **Ingo Weller**, Freie U. Berlin

TUESDAY

Linking Emotional Dissonance and Organizational Identification to Turnover intention and Well-being | **Sushanta Kumar Mishra**, Indian Institute of Management, Ahmedabad; **Deepti Bhatnagar**, Indian Institute of Management, Ahmedabad

Shocks and final straws: Using exit interview data to examine the unfolding model's decision paths | **Carol T. Kulik**, U. of South Australia; **Gerry Treuren**, U. of South Australia; **Prashant Bordia**, U. of South Australia

A Relationship between High Performer Turnover and Firm Performance: A Firm-level Field Study | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign

Dynamic Performance and Curvilinearity in Voluntary Turnover | **William J. Becker**, U. of Arizona; **Russell Cropanzano**, U. of Arizona

1325 : *(Paper Session) - (IM)* **International CSR Issues**

9:45am - 11:15am Hyatt Regency Chicago: McCormick

Chair: **William Newburry**, Florida International U.

Discussant: **Helena Barnard**, U. of Pretoria

A Cross-Level Study of Entity Affluence, Money Attitude, Pay Satisfaction, and Corrupt Intent | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Jian Liang**, Shanghai Jiao Tong U.; **Toto Sutarso**, Middle Tennessee State U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Debo Akande**, Potchefstroom U.; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Mark G. Borg**, U. of Malta; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzhi Du**, Nankai U.; **Ilya Garber**, Saratov State Socio-Economic U.; **Consuelo Adelaida Garcia-de-la-Torre**, 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; **Alice S. Moreira**, Federal U. of Para; **Richard T Mpoyi**, Middle Tennessee State U.; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **AAhad Osman-Gani**, Nanyang Technological U.; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon, Portugal; **Ruja Pholsward**, Rangsit U.; **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**, Andrews U.; **Theresa Li-Na Tang**, Affinion Group; **Thompson SH Teo**, National U. of Singapore; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Peter Vlerick**, Ghent U.

Corporate Social Responsibility, Product Differentiation Strategy and Export Performance | **Dirk Michael Boehe**, Insper Institute of Education and Research; **Luciano Barin Cruz**, U. of Fortaleza (UNIFOR)

International and Domestic Pressures and Chinese Organizational Responses to Greening | **James J Cordeiro**, State U. of New York, Brockport; **Qinghua Zhu**, Dalian U. of Technology; **Joseph Sarkis**, Clark U.

Best Paper on Emerging Markets

CSR of Foreign Invested Enterprises in China: The Case of Sichuan Earthquake Donation | **Jianjun Zhang**, Peking U.; **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

1326 : *(Paper Session) - (IM)* **Internationalization Process and Performance**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV IM 1

Presented on Panels 37-45

Magement of Paradox: A Comparative Study of Managerial Practices in Korean and Japanese Firms | **Se Joon Yoon**, Yonsei U.; **Yeon Joo Chae**, Yonsei U.

Internationalization under Resource Scarsity: The Use of Cooperative Strategies by SMEs | **Gerda Gemser**, Delft U. of Technology; **Maryse Brand**, U. of Groningen; **Arndt Sorge**, U. of Groningen

Home Country Institutional Advancement and Outbound Internationalization | **Li Sun**, U. of Texas at Dallas; **Mike Peng**, U. of Texas at Dallas; **Ruby P. Lee**, Florida State U.; **Weiqiang Tan**, City U. of Hong Kong

Sequence Pattern of Ownership Change:Theory and Empirical Evidence in International Equity Alliances | **Akie Iriyama**, State U. of New York, Buffalo; **Weilei (Stone) Shi**, Baruch College

Corporate Culture Diversity - A New Determinant of Entry Modes: An Empirical Study of Taiwanese MNCs | **Cher-Min Fong**, National Sun Yat-sen U.; **Linh Hoang Nguyen**, National Sun Yat-sen U.

The Determinants of Foreign Investment Size:The Role of Parent Firm and National Distance | **Nan Zhou**, U. of Pennsylvania; **Jiawen Yang**, George Washington U.; **Andrew Delios**, National U. of Singapore

Giving up Linearity: How Does the Nature of Relationships in Management Differ across Cultures? | **Dominik Austermann**, RWTH Aachen U.; **Simon Land**, RWTH Aachen U.

Perceived Institutional Pressures in the Global Wine Industry: A Three Country Study | **Paresha N Sinha**, U. of Waikato; **Michele Akoorie**, U. of Waikato; **Ralph Hamann**, U. of South Africa; **R Scott Marshall**, Portland State U.

A Closer Examination of the Relationship between Interpersonal Skills and Expatriate Performance | **Lisa M. V. Gulick**, George Mason U.

Entry Strategies of Firms from NIEs in Emerging Markets: The Role of Institutions and Firm Resources | **Yi-Long Jaw**, National Taiwan U.; **Wiboon Kittilaksanawong**, National Taiwan U.

1327 : *(Paper Session) - (IM)* **Management Issues in China**

9:45am - 11:15am Hyatt Regency Chicago: Soldier Field

Chair: **Dong Chen**, Loyola Marymount U.

Discussant: **Yu Yang**, Cornell U.

A Literature Review for Management of Foreign Firms in China: Where Are We and Where to Go? | **Jing Yu Yang**, U. of Sydney; **Ben F. Tipton**, U. of Sydney, Australia

Free to Go: A study of Turnover Intentions in Chinese Enterprises | **Jane Giacobbe Miller**, U. of Massachusetts, Amherst; **Chun Guo**, U. of Massachusetts Amherst; **Daniel J**

TUESDAY

Miller, Central Connecticut State U.; **Xiajun Yao**, Huazhong Agricultural U.

Moderating Effects of Managerial Ties on Resource Bundling and Firm Performance: China vs. U.S. | **Xijao Li**, Xi'an Jiaotong U.; **Yuan Li**, Xi'an Jiaotong U.; **David G. Sirmon**, Texas A&M U.; **Yi Liu**, Xi'an Jiaotong U.; **Hong Zhu**, Chinese U. of Hong Kong

The Diversity and Relatedness of Strategy Configuration In Chinese SMEs | **Zhi Tang**, Rochester Institute of Technology; **Clyde Hull**, Rochester Institute of Technology

Best Paper on Emerging Markets

1328 : *(Paper Session) - (IM)* International Strategic Alliances

9:45am - 11:15am Hyatt Regency Chicago: Wrigley

Chair: **Sea Jin Chang**, National U. of Singapore

Discussant: **Debbie Elizabeth de Lange**, Suffolk U.

Strategic Alliances in the Japanese Economy: Types, Critiques, Embeddedness, and Change | **James R Lincoln**, U. of California, Berkeley

The acquisition and application of knowledge in alliance and networks | **Chia-Ling Eunice Liu**, National Chung Cheng U.

Competing Globally, Allying Locally: Host Country Factors and Alliances between Global Rivals | **Tieying Yu**, Boston College; **Mohan Subramaniam**, Boston College; **Albert Cannella**, Tulane U.

Dynamics of Partner Fit in International Alliances | **Chih-Sheng Hsu**, National Taiwan U.; **Hsueh Liang Wu**, National Taiwan U.

1329 JS: *(IM, HR)* Global Leadership: From Domestic and Multi-Domestic to Global Leaders

9:45am - 11:15am Hyatt Regency Chicago: Crystal B

Chairs: **Miriam Erez**, Technion Israel Institute of Technology**; Alon Lisak**, Technion Israel Institute of Technology**; Nancy J Adler**, McGill U.

Discussant: **Nancy J Adler**, McGill U.

Expert Cognition in Global Leaders. | **Joyce Osland**, San Jose State U.; **Asbjorn Osland**, San Jose State U.; **Gary Oddou**, California State U. San Marcos

Intercultural Competency as a Foundation for Developing Global Leadership Competency | **Allan Bird**, U. of Missouri, St. Louis

Authentic Flexibility: Global Leadership through Self-Concept Complexity | **Jeffrey L. Herman**, George Mason U.; **Stephen J. Zaccaro**, George Mason U.

Attaining Global Leadership through Global Mindset Development | **Rachel Clapp-Smith**, U. of Nebraska, Lincoln; **Todd J. Weber**, U. of Nebraska-Lincoln

Understanding global leadership behaviors and multicultural team effectiveness | **Alon Lisak**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology

Presenters: **Joyce Osland**, San Jose State U.**; Allan Bird**, U. of Missouri, St. Louis**; Jeffrey L. Herman**, George Mason U.**; Rachel Clapp-Smith**, U. of Nebraska, Lincoln**; Alon Lisak**, Technion Israel Institute of Technology

Participants: **Asbjorn Osland**, San Jose State U.**; Gary Oddou**, California State U. San Marcos**; Stephen J. Zaccaro**, George Mason U.**; Todd J. Weber**, U. of Nebraska-Lincoln**; Miriam Erez**, Technion Israel Institute of Technology

1330 : *(Paper Session) - (IP)* Research in Leadership and Followership

9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 1

Facilitator: **Kim T. Hinrichs**, Minnesota State U. Mankato

OB: Not Just Holding Forth: The Roles of Listening in Managerial Effectiveness | **Lily Benjamin Maissen**, Columbia U.; **Daniel Ames**, Columbia U.; **Joel Brockner**, Columbia U.

OB: Implicit Followership Theories: Developing a Measure of What Leaders Value in Their Followers | **Brian W. Tate**, Pennsylvania State U.; **Douglas Lindsay**, Pennsylvania State U.; **Samuel Hunter**, Pennsylvania State U.

OB: Frustration-Based Outcomes of Entitlement and the Influence of Supervisor Communication | **Paul Harvey**, U. of New Hampshire; **Kenneth J. Harris**, Indiana U., Southeast

OB: Reexamining Full Range Leadership: Creating Leader Effectiveness for Millennial Followers | **Tyler Russell Stockstill**, U. of utah; **Darrell G. Coleman**, U. of utah

SIM: How Do Ethics, Organizational Support, and Leader-Member Exchange Affect Links in the Safety Chain | **Keith Credo**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Robert Young**, Florida Institute of Technology

1331 : *(Paper Session) - (IP)* Innovation and Networks

9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 2

Facilitator: **Paul Skilton**, Arizona State U. Polytechnic

ENT: Language as means for involvement in the entrepreneurial process | **Björn Remneland**, Gothenburg U.

TIM: Workshopping for Innovation: Probing Knowledge Transformation Across Boundaries in Networks | **Pauli Raafael Alin**, Helsinki U. of Technology; **John E. Taylor**, Columbia U.; **Riitta Smeds**, Helsinki U. of Technology

CMS: Social Innovation in Sub-Political Arrangements | **Suzanne Benn**, Macquarie U.; **Mel Edwards**, School of Management, UTS; **Ellen Baker**, U. of Technology, Sydney

OMT: Innovating a New Management Practice: A Case Study of the Emergence of the 'Competence Pool' | **Marjo-Riitta Parzefall**, European Business School

1332 : *(Paper Session) - (IP)* Management Research and Practice: The Intersection

9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 3

Facilitator: **Arup Varma**, Loyola U. Chicago

BPS: The Scholar-Practitioner Gap: Luck and Causality | **John A Parnell**, U. of North Carolina, Pembroke; **Eric B. Dent**, U. of North Carolina, Pembroke; **Tim Hughes**, Bristol Business School; **Nicholas O'Regan**, Bristol Business School

RM: What is the Purpose of Academic Management Research? – Towards a Pragmatic Answer | **Mikko Martela**, Helsinki U. of Technology

TIM: Neighborhood Watch and Absorptive Capacity: the Link Between Academic Knowledge and Innovation | **Fiona Xiaoying Ji**, Virginia Tech; **Linda Tegarden**, Virginia Tech; **William Lamb**, Ohio U.; **Donald E. Hatfield**, Virginia Tech

TUESDAY

BPS: The Concept of Business Model in Management Practice and Research: Bridging the Relevance Gap | **Aku Valtakoski**, Helsinki U. of Technology; **Mikko Rönkkö**, Helsinki U. of Technology

1333 : *(Paper Session) - (IP)* **Organizational Learning in Context**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Claire A. Simmers**, Saint Joseph's U.
CMS: Organizational Learning and Competency Building: Trade Union Organizations in Brazil and the USA | **Wilson Aparecido Costa Amorim**, Fundação Instituto de Administração; **André Luiz Fischer**, U. de Sao Paulo; **Elza Fátima Rosa Veloso**, U. de Sao Paulo; **Joel Souza Dutra**, U. de Sao Paulo
BPS: The Dymanics of Replication and Template-Use in a Professional Service Firm | **Shad S. Morris**, Ohio State U.; **Ryan Hammond**, Massachusetts Institute of Technology
HCM: Health Care Strategy Research, 2000-2006: A New Millennium Review | **Anantachai Panjamapirom**, U. of Alabama, Birmingham; **Jocelyn Louise Steward**, U. of Alabama, Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham
OCIS: Toward a Taxonomy of IT-enabled Integration in NPD | **Shamel Addas**, McGill U.; **Alain Pinsonneault**, McGill U.

1334 : *(Paper Session) - (IP)* **Mergers & Acquisitions: Patterns, Challenges, and Effectiveness**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Annette L. Ranft**, Florida State U.
TIM: M&As of high-tech firms: organizational challenges and innovative performances | **Massimo Gaetano Colombo**, Politecnico di Milano; **Diego D'Adda**, Politecnico di Milano; **Evila Piva**, Politecnico di Milano
BPS: Strategic business cycle management and merger and acquisition patterns | **Jason Whan Park**, U. of Pittsburgh; **Kevin Hyunkyung Kim**, U. of Pittsburgh
BPS: Relationship of TMT Pre-merger Power Characteristics with Post-merger Effectiveness | **K Blaine Lawlor**, U. of West Florida; **Margaret A White**, Oklahoma State U.; **Kimberly M Ellis**, Florida Atlantic U.
TIM: Technology Sourcing by Large Incumbents through Acquisition of Small Firms | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée
OB: Is the merger necessary? Antecedents of post-merger identification | **Steffen Robert Giessner**, Erasmus U. Rotterdam

1335 : *(Paper Session) - (IP)* **Role of the CEO: Pay and Other Matters**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Cheryl ANN Trahms**, Texas A & M U., College Station
BPS: CEOs matter, but not that much | **Markus A. Fitza**, U. of Colorado, Boulder
BPS: CEOs on the Bed of Thorn: The Role of the Managerial Labor Market in Firm R&D Investment | **Choelsoon Park**, Seoul National U.; **Jeongil Seo**, Hanyang U.; **Munkyun Chin**, Seoul National U.
MC: Share-Based Compensation Arrangements Using a Firm Valuation Perspective | **Randall Hayes**, Central Michigan U.; **Lawrence Lepisto**, Central Michigan U.; **William Cron**, Central Michigan U.

1336 : *(Paper Session) - (IP)* **Evolutionary Perspectives in Entrepreneurship**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Peter Bryant**, IE Business School
ENT: Genealogy as evolutionary dynamics | **Shmuel Ellis**, Tel Aviv U.; **Israel Drori**, College of Management, Israel; **Zur Shapira**, New York U.
ENT: Antecedents to social entrepreneurship | **Michelle Shumate**, U. of Illinois at Urbana Champaign
BPS: How Small Firms Enter Markets Dominated by Large Incumbents | **Gideon D Markman**, Colorado State U.; **Theodore L. Waldron**, U. of Georgia
ENT: An Evolutionary Framework for Entrepreneurship | **Benjamin C. Powell**, Appalachian State U.

1337 : *(Paper Session) - (IP)* **Decision Making Under Uncertainty**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Subrahmaniam Tangirala**, U. of Maryland, College Park
OB: Thinking about Risk: Dynamic Inconsistencies in Individual Decision Making | **Gazi Islam**, Ibmec São Paulo; **Danny Pimentel Claro**, Insper Institute of Education and Research; **Eduardo B Andrade**, U. of California, Berkeley
OB: Valuation of New Information Under Uncertainty and Time Pressure: The Role of Comparison Orientation | **Yonjeong Paik**, U. of Maryland - College Park; **Subrahmaniam Tangirala**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park; **Crystal I Chien Farh**, U. of Maryland - College Park
MOC: Degrees of Belief: Investigating the Managerial Cognition of Uncertainty | **Graham M Winch**, Manchester U.; **Eunice Maytorena**, Manchester U.

1338 ✈: *(Paper Session) - (IP)* **Outsourcing/Offshoring Strategies**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Susan F. Storrud-Barnes**, Cleveland State U.
OCIS: An Empirical Study of Factors that Affect Chinese Software Vendors Interest in Adopting Offshoring | **Jingfang Liu**, U. of Southern California; **Michael Gallivan**, Georgia State U.
IM: Int'l Strategic Patterns & Perf. Variability: Roles of Dispersion, Global Integration, Offshoring | **Alfredo J Mauri**, Saint Joseph's U.; **Joao Neiva De Figueiredo**, Saint Joseph's U.
OCIS: Research in Offshore Outsourcing of Information Systems: An Overview | **Krishna S**, IIM Bangalore; **Nalini Guhesh**, IIM Bangalore; **Jang Bahadur Singh**, IIM Bangalore; **Jayaram Holla**, IIM Bangalore
BPS: Backsourcing: an endless new beginning? Proposition and test of a backsourcing process model. | **Florence Law-Kheng**, ESCP Europe; **Frederic Frery**, ESCP Europe

1339 : *(Paper Session) - (IP)* **Supplier Relations and Supplier Management**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Antony Paulraj**, U. of North Florida

TUESDAY

OM: Formal and Informal Communications in Supplier Relations: A study of Organizational Permeability | **Arash Azadegan**, New Mexico State U.; **Bryan Ashenbaum**, Miami U. Ohio

✈**OM:** Key driving factors of buyer - supplier relationships in Global Sourcing Strategies. | **Julio María Loppacher**, Austral U.; **Raffaella Cagliano**, Politecnico di Milano; **Gianluca Spina**, Politecnico di Milano

OM: Technology Newness as Moderator of Supplier Integration and Product Development Performance | **Yunsook Hong**, Bowling Green State U.; **Janet L. Hartley**, Bowling Green State U.

ONE: The Role of Trust, EFA & SOAR™ in Chemical Management Services Supplier Performance | **Joe Sprangel**, Ithaca College

BPS: Strategic Selection of Supplier Teams in Customized Projects | **Marko Madunic**, Western Washington U.

1340 : *(Paper Session) - (IP)* **Theories of Decision Making**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Francesca Gino**, U. of North Carolina in Chapel Hill

OB: Direct and Indirect Mechanisms Driving Escalation of Commitment – An Empirical Investigation | **Dominik Steinkuehler**, RWTH Aachen U.; **Matthias D. Mahlendorf**, WHU - Otto Beisheim School of Management

OB: Longitudinal Accounts of Help-Seeking Behavior: An Image Theory Alternative | **Erin N. Smith**, Bowling Green State U.; **Milton D. Hakel**, Bowling Green State U.

OMT: On the Strategic Management of Irrationality | **Mihnea Calin Moldoveanu**, U. of Toronto

1341 : *(Paper Session) - (IP)* **Entrepreneurial Orientation**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Garry Buttermann**, U. of Louisville

ENT: Entrepreneurial Orientation, Strategic Flexibility, and the Speed of Strategic Change | **Zhongfeng Su**, Xi'an Jiaotong U.; **Yuan Li**, Xi'an Jiaotong U.; **Yi Liu**, Xi'an Jiaotong U.; **Mingfang Li**, California State U. Northridge

ENT: A Multilevel Examination of Competitive Aggressiveness: Firms, Markets and Performance | **Jeff Stambaugh**, Midwestern State U.; **G. T. Lumpkin**, Texas Tech U.; **Ronald K. Mitchell**, Texas Tech U.

BPS: A Dynamic Perspective on Entrepreneurial Orientation: Evidence from the Chinese Manufacturing Sector | **Yuan Ding**, CEIBS; **Veronique Malleret**, Groupe HEC Graduate School of Management; **S Ramakrishna Velamuri**, CEIBS

HR: HRM and Corporate Entrepreneurial Capabilities: A study of Italian Manufacturing Firms | **James C. Hayton**, Bocconi U.; **Ubaldo Macchitella**, Bocconi U.

1342 : *(Paper Session) - (IP)* **Diversity and Anti-Discrimination Initiatives**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Dorothy Perrin Moore**, Citadel

GDO: Can We Teach Diversity? | **Yekaterina Bezrukova**, Santa Clara U.; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

GDO: A Model of the Role of Recruitment Messages in Applicant Diversity and Attitudes Toward Diversity | **Jean Phillips**, Rutgers U.; **Stanley M Gully**, Rutgers U.; **Bill Castellano**, Rutgers U.

HR: Effects of Human Resource Diversity Management on Organizational Citizen Behavior | **Jie Shen**, U. of South Australia; **Brian D¡¯Netto**, Australian Catholic U.; **Jiong Tang**, Fujin Normal U.

GDO: Stock Price Reaction to GLBT-Nondiscrimination Policies | **Peng Wang**, U. of Miami Ohio; **Joshua Schwarz**, Miami U.

1343 : *(Paper Session) - (IP)* **Applying Theories of Motivation**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Feirong Yuan**, U. of Kansas

MH: The Adoption and Legacy of the Human Relations School in Finland | **Hannele Merja Johanna Seeck née Huhtala**, London School of Economics; **Anna Kuokkanen**, Finnish Institute of Occupational Health

✈**HR:** The Route to Employability: Examining Job Resources and the Mediating Role of Motivation | **Hetty Van Emmerik**, Utrecht U.; **Bert Schreurs**, HU Brussel; **Maria C.W. Peeters**, Utrecht U.

OB: Antecedents and Consequences of Psychological Empowerment: A Meta-Analytic Review | **Scott Seibert**, U. of Iowa; **Gang Wang**, U. of Iowa; **Stephen H Courtright**, U. of Iowa

OB: A Cross-Level Mediating Effect of Motivation on Creativity Climate and Perceived Innovation | **Feng-chuan Liu**, Chang Gung U.; **Pe-Cheng Wang**, Chang Gung U.

1344 : *(Paper Session) - (IP)* **New Perspectives in Employee Incentive Research**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 3
Facilitator: **William H Clampitt**, Strayer U.

OB: Tangible and Intangible Rewards and Employee Creative Performance | **Hye Jung Yoon**, Seoul National U.; **Jin Nam Choi**, Seoul National U.; **Kyungmook Lee**, Seoul National U.; **Seongsu Kim**, Seoul National U.

OB: The Use of Lotteries in Incentive Design | **Emily Celia Haisley**, Yale U.; **Cynthia Cryder**, Carnegie Mellon U.; **George Loewenstein**, Carnegie Mellon U.; **Kevin Volpp**, Wharton School, U. of Pennsylvania

OB: Incentive Effects in Tournaments with Heterogeneous Competitors | **Norbert Bach**, Ilmenau U. of Technology; **Oliver Guertler**, U. of Bonn; **Joachim Prinz**, U. of Paderborn

BPS: Extrinsic Rewards and Motivation Crowding-out: Results from an Experimental Vignette Study | **Jennifer Kunz**, Johann Wolfgang Goethe U. Frankfurt; **Stefan Linder**, Copenhagen Business School

1345 : *(Paper Session) - (IP)* **Non-Traditional Work Arrangements**
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Christopher D. Zatzick**, Simon Fraser U.

✈**OB:** A Study of the Antecedents and Consequences of Ex post and Developmental I-deals in Chinese Context | **Guo-hua Huang**, Hong Kong Baptist U.; **Xiongying Niu**, Chinese U. of International Economics and Business

TUESDAY

CAR: An Investigation of Overtime Working Among the Part-Time Workforce | **Neil Conway**, London U., Birkbeck; **Jane Sturges**, King's College London

OB: The Effects of Nonstandard Workers on Work Attitudes of Standard Employees | **Mallika Banerjee**, Cornell U.; **Pamela S. Tolbert**, Cornell U.

1346 : *(Paper Session) - (MC)* **Building Organizational Capabilities Through Management Consulting.**
9:45am - 11:15am Hyatt Regency Chicago: Hong Kong
Chair: **Rickie A. Moore**, EM Lyon
Discussant: **Charles G. Capps**, Lipscomb U.

A Quasi-Experimental Field Study of Leveraging Employee Engagement via a Talent Management Strategy | **Susan L. Sweem**, Benedictine U.

Developing Human Capital through Management Consulting: An Action Research Project | **Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3; **Richard C. Baker**, Adelphi U.; **Florence Noguera**, U. of Montpellier 1 - ERFI

Supporting Virtual Teamwork | **Velvet L. Weems-Landingham**, Kent State U.

Individuals and Institutions: Understanding Ethics in the UK Consulting Industry. | **Joe O'Mahoney**, Cardiff U.

1347 : *(Paper Session) - (MED)* **Assurance of Learning in Innovative Course Designs: International Travel Courses, Internships, & Personal Development Initiatives: Can They Make a Difference?**
9:45am - 11:15am Hyatt Regency Chicago: Buckingham
Chair: **T Russell Crook**, U. of Tennessee-Knoxville
Discussant: **James C Spee**, U. of Redlands

Developing Worldview: A Framework for Assurance of Learning in International Travel Courses | **Jeanie Mannheimer Forray**, Western New England College; **Jill Woodilla**, Sacred Heart U.

Assurance of Learning in the Business Internship: An Exploratoy Study | **Giles Jackson**, Shenandoah U.; **William D Schulte**, Shenandoah U.; **Randy Boxx**, Shenandoah U.

The MBA within: A study of in-depth personal development in an elite MBA program | **Gianpiero Petriglieri**, INSEAD; **Jack Denfeld Wood**, -; **Jennifer Louise Petriglieri**, INSEAD

Developmental interactions for business students: Do they make a difference? | **Caroline P. D'Abate**, Skidmore College

Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)

1348 : *(Paper Session) - (MED)* **Ideas in Improving Graduate and Adult Learning Experiences and Work Performance**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MED 1
Presented on Panels 15-19

Part-Time Versus Full-Time MBAs: A Differentiated Cultural Exploration | **Christina G Cataldo**, George Washington U.; **Jonathan D. Raelin**, Loyola College in Maryland

The MBA as an Emotional Arena: An Exploratory Study | **Amanda Hay**, Nottingham Trent U.; **John Blenkinsopp**, U. of Teesside

Creating differentiation in PGDM/MBA Curriculum | **Ajoy Kumar Dey**, Birla Institute of Management Technology

The Psychological Work Preferences of Business Students | **G Ronald Gilbert**, Florida International U.; **Meredith F. Burnett**, Florida International U.; **Watcharaphong Leartsurawat**, Florida International U.

The Management Education Antinomy: We Educate Adults Yet We Neglect Adult Education | **Amy L. Kenworthy**, Bond U.; **George A. Hrivnak Jr**, George Washington U.

1349 : *(Paper Session) - (MED)* **Issues in Management Education**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MED 2
Presented on Panels 20-23

Emotional Mind Maps to Promote Team Psychological Safety and Learning in High Affect Environments | **Jonathan D. Raelin**, Loyola College in Maryland; **Anthony J Mento**, Loyola College in Maryland

Afghan-Americans Perception of Developments in Afghanistan: A Study of Gender Differences | **Belal Ahmad Kaifi**, U. of San Francisco; **Bahaudin Mujtaba**, Nova Southeastern U.

Personality & Teaming in Bioscience Commercialization: Results from a Naturally Occurring Experiment | **Anne S. York**, Creighton U.; **Kim A McCarthy**, Creighton U.; **Todd C. Darnold**, Creighton U.

Forms of Weak Ties Networking For Management Development: Ways Of Managing Dynamic Knowledge | **Saraswati Sastrowardoyo**, School of Management, U. of South Australia; **Mike Metcalfe**, U. of South Australia

1350 JS: *(MED, OCIS, TIM)* **Teaching in Virtual Worlds**
9:45am - 11:15am Hyatt Regency Chicago: Columbus KL
Chairs: **Charles Wankel**, St. John's U., New York**; Jan Kingley**, European Foundation for Management Development

Teaching in Virtual Worlds | **Charles Wankel**, St. John's U., New York; **Jan Kingley**, European Foundation for Management Development

Virtual Worlds – Entry Barriers in Higher Education | **Gavin Dudeney**, The Consultants-E; **Howard Ramsay**, U. of Strathclyde

Aging, Lifelong Learning, and the Virtual World of Second Life | **Leslie Jarmon**, U. of Texas at Austin; **John W. Traphagan**, U. of Texas at Austin; **Tomoko Watanabe Traphagan**, U. of Texas at Austin; **Lynn Jones-Eaton**, U. of Texas at Austin

The Space Between | **Sandra Bassendowski**, U. of Saskatchewan

A New Design Education Experience: Application of Collaborative Virtual Environments | **Anthony Williams**, U. of Newcastle; **Ning Gu**, U. of Newcastle; **Lehman Figen Gul**, U. of Newcastle; **Walaiporn Nakapan**, Rangsit U.

1351 : *(Paper Session) - (MOC)* **Adaptation and Transition**
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 6-10

Optimizing Real-Life Problems for Workplace Learning | **Roland K. Yeo**, King Fahd U. of Petroleum & Minerals

TUESDAY

✈👁The Influence Of Organizational Justice On Employee Attitudes In India and Ireland | **Nagarajan Ramamoorthy**, U. of Houston, Victoria; **Subodh P. Kulkarni**, Howard U.

👁💻Cognitive Agility: A Real-Time Adaptive Capacity | **Darren Good**, Case Western Reserve U.

✈👁💻Competitor Identification in Dynamic Environments: Capability, Networks & Institutional Environment | **Jie Wu**, U. of Macau; **Paul M Olk**, U. of Denver

👁💻Who Am I Now? CEO's Identity Transition after an Exit | **Kanu Priya**, U. of Georgia; **Andrew Ward**, U. of Georgia

1352 👁💻: *(Paper Session) - (MOC)* **Sensemaking, Identity and the Meaning of Work**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MOC 2

Presented on Panels 11-14

👁Linking Sensemaking, Social Exchange, Identity and Capital from an Affective Perspective | **Inju Yang**, U. College Dublin; **Aidan Kelly**, U. College Dublin

👁💻Goal Structure and the Meaning of Work | **Andrew M. Carton**, Duke U.

👁Sensemaking and Sensegiving Under Conditions of High Conflict | **Lorenzo Bizzi**, HEC Montreal

👁💻Personifying the Organization: Taking the Natives' Perspective | **Will Felps**, Erasmus U. Rotterdam; **Eliza Byington**, Rotterdam School of Management, Erasmus U.

1353 💻: *(Paper Session) - (MOC)* **Trade Offs and Biases in Organizational Decision Making**

9:45am - 11:15am Hyatt Regency Chicago: Wright

Chair: **Bidhan Parmar**, U. of Virginia

Discussant: **Morten Thanning Vendelo**, Copenhagen Business School

💻When It's Right to be Wrong: Overconfidence Effects on Product Introductions in Dynamic Markets | **Mark Simon**, Oakland U.; **Susan Houghton**, North Carolina A & T State U.; **John Kim**, Oakland U.

(Un)realistic Optimism? How Not Internalizing Performance can Lead to Riskier Strategic Decisions | **Emily T. Amanatullah**, U. of Texas at Austin; **Jennifer Whitson**, U. of Texas at Austin

💻When are Losers More Risky than Winners? Examining a 'Gain-loss Affective Bias' | **Michael James Liersch**, New York U.; **Christine R. Harris**, U. of California, San Diego; **Noriko Coburn**, U. of California, San Diego

Why are Maximizers Less Happy than Satisficers? Because they Maximize Success and Failure | **Evan Polman**, Cornell U.

1354 💻JS: *(MOC, OMT, SIM)* **The Interplay Between Organizational Identity and Relationships With and Within Organizations**

9:45am - 11:15am Hyatt Regency Chicago: Truffles

Chairs: **Shelley Brickson**, U. of Illinois, Chicago**; Dayo Akinlade**, U. of Illinois, Chicago

Influence of Organizational Identity on the Relationship Between Organizations and their Members | **Shelley Brickson**, U. of Illinois, Chicago; **Dayo Akinlade**, U. of Illinois, Chicago

The Burden of Identity: How the Relational Content of the Identity Narrative Shifts | **Mary Ann Glynn**, Boston College; **Mamta Bhatt**, Boston College

The Experience of Culture and Identity: Issues of Durability and the Influence of Attachment | **Spencer Harrison**, Boston College; **Kevin G. Corley**, Arizona State U.; **David M. Sluss**, U. of South Carolina

Forgiveness Within Organizations: An Identity Perspective | **Bryant Thompson**, U. of South Carolina; **David M. Sluss**, U. of South Carolina

Professional Identity, Organizational Identity and Scientific Innovation | **Aimee L. Hamilton**, Pennsylvania State U., Park; **Dennis A. Gioia**, Pennsylvania State U.

Participants: **Mary Ann Glynn**, Boston College**; Mamta Bhatt**, Boston College**; Spencer Harrison**, Boston College**; Kevin G. Corley**, Arizona State U.**; David M. Sluss**, U. of South Carolina**; Bryant Thompson**, U. of South Carolina**; Aimee L. Hamilton**, Pennsylvania State U., Park**; Dennis A. Gioia**, Pennsylvania State U.

1355 📖☯💻: *(MSR)* **The Crash of 2008-09: Causes and Cures from a Management & Spirituality Perspective**

9:45am - 11:15am Hyatt Regency Chicago: Haymarket

Organizer: **Lee Robbins**, Golden Gate U.

Distinguished Speaker: **Andre L Delbecq**, Santa Clara U.

Presenters: **Margaret Benefiel**, Andover Newton Theological School**; James A F Stoner**, Fordham U.**; Arthur L. Jue**, U. of Phoenix / Oracle Corp.**; Frank Werner**, Fordham U.

1356 💻: *(Paper Session) - (OB)* **Ability, Expertise and Achievement**

9:45am - 11:15am Sheraton Chicago: Arkansas Room

Chair: **Michele L. Swift**, Oregon State U.

Discussant: **Minu Ipe**, Arizona State U.

💻Self-estimated and Psychometric Intelligence: A Meta-analysis | **Bennett E. Postlethwaite**, U. of Iowa

☯💻A Meta-Analytic Approach Examining an Ability Based Measure of EI and Leadership | **Derek Y.T. Mann**, Multi Health Systems, Inc.; **E Manolo Romero Escobar**, Multi Health Systems, Inc.; **Deena Logan**, MHS; **Peter Papadogiannis**, Multi Health Systems, Inc.

💻Naturals and Strivers: Beliefs and Behavior About Innate versus Learned Sources of Achievement | **Chia-Jung Tsay**, Harvard U.; **Mahzarin Banaji**, Harvard U.

☯💻Expanding on Expertise: The History and Future of the Concept | **David Tomczyk**, George Washington U.

1357 💻: *(Paper Session) - (OB)* **Regulating Emotions at Work**

9:45am - 11:15am Sheraton Chicago: Colorado Room

Chair: **Anushri Rawat**, U. of Pittsburgh

Discussant: **Elaine C. Hollensbe**, U. of Cincinnati

🏳💻The Role of Emotional Labor in Performance Appraisal: Are Supervisors Getting into the Act? | **Samantha Ritchie**, U. of Akron; **Alison O'Malley**, U. of Akron

🏳💻An Empirical Analysis of Surface Acting in Intra-Organizational Relationships | **Hakan Ozcelik**, California State U. Sacramento

TUESDAY

✈💻Antecedents and Consequences of Employee Surface Acting | **Yuann-Jun Liaw**, National Taiwan U.; **Aichia Chuang**, National Taiwan U.

💻Emotion Regulation of Others in the Workplace: Measurement Development and Field Study Validation | **Laura M. Little**, U. of Georgia; **Donald H. Kluemper**, Louisiana State U.; **Debra L Nelson**, Oklahoma State U.

1358 💻: *(Paper Session) - (OB)* **It's About Time (And Change)**
9:45am - 11:15am Sheraton Chicago: Huron Room
Chair: **Seth Spain**, U. of Illinois, Urbana-Champaign
Discussant: **Richard H Reeves-Ellington**, State U. of New York, Binghamton

Temporal Atypicality: The Role of Cognitive Load, Task Complexity and Individual Time Orientation | **Chris Sterling**, U. of Kentucky; **Ginny L. Kidwell**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky

💻A Dynamic Approach to Fairness: Effects of Temporal Changes of Fairness Perceptions on Job Attitudes | **Tae-Yeol Kim**, City U. of Hong Kong; **Xiao-Wan Lin**, U. of Macau; **Kwok Leung**, City U. of Hong Kong

💻Leader Development, Identity, and Goal Orientation: A Study of Personal Change Trajectories | **David V. Day**, U. of Western Australia; **Hock-Peng Sin**, Michigan State U.

✈💻The Impacts of Conflict Dynamics and Temporal Orientation on Team Performance and Team Cohesion | **Jia Li**, U. of Maastricht; **Robert A. Roe**, U. of Maastricht

1359 💻: *(Paper Session) - (OB)* **Stress and Well-Being**
9:45am - 11:15am Sheraton Chicago: Mississippi Room
Chair: **Susan Cartwright**, Lancaster U.
Discussant: **Richard S DeFrank**, U. of Houston

💻Social Relations and Individual Differences as Predictors of Physiological and Psychological Stress | **Aarti Ramaswami**, Indiana U., Bloomington; **Marne Lynn Arthaud-Day**, Kansas State U.; **Janet P Near**, Indiana U.; **Joseph A. Near**, Indiana U., Bloomington

💻Job Control and Burnout: A Meta-Analytic Test of the Conservation of Resources Model | **Hyung In Park**, Central Michigan U.; **Mavis Baiden**, Central Michigan U.; **Annalyn Jacob**, Central Michigan U.; **Stephen H. Wagner**, Central Michigan U.

💻Influences of Personality, Appraisal, and Coping on Soldiers' Adjustment to Deployment In Iraq | **Laura Riolli**, California State U. Sacramento; **John Schaubroeck**, Michigan State U.; **Chunyan Peng**, Michigan State U.; **Everett S.P. Spain**, US.Army

💻Conversations about Health: Supervisor Health and Safety Support Scale Development and Validation | **Carrie S. Hurst**, Tennessee State U.; **Lillian Eby**, U. of Georgia; **Marcus M. Butts**, U. of Texas, Arlington

1360 💻: *(Paper Session) - (OB)* **Leadership: Revisiting Old Friends**
9:45am - 11:15am Sheraton Chicago: Ohio Room
Chair: **Weichun Zhu**, Claremont McKenna College
Discussant: **Stefan Krummaker**, Leibniz U. Hannover

💻Putting the "Implicit" in Implicit Leadership Theory: Assessing ILTs using Implicit Measures | **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Russell E. Johnson**, U. of South Florida

💻Servant Leadership, Justice and Service Climates, and Work-related Outcomes: A Multilevel Framework | **Fred O. Walumbwa**, Arizona State U.; **Chad Hartnell**, Arizona State U.; **Adegoke Oke**, Cranfield U.

💻Trait and Behavioral Theories of Leadership: A Meta-Analytic Test of Their Relative Validity | **Daniel Scott DeRue**, U. of Michigan; **Jennifer Nahrgang**, Arizona State U.; **Ned Wellman**, U. of Michigan, Ann Arbor; **Stephen E. Humphrey**, Pennsylvania State U.

💻Does Leadership Matter? Examining the Criterion Space of 20 Years of Leadership Research | **Toshio Murase**, U. of Central Florida; **Nathan J. Hiller**, Florida International U.; **Daniel Doty**, U. of Central Florida; **Leslie A. DeChurch**, U. of Central Florida; **David Rohrer**, U. of Central Florida

1361 💻JS: *(OB, CAR, HR)* **Proactivity: Benefits, Costs and Temporal Dynamics**
9:45am - 11:15am Sheraton Chicago: Sheraton 2
Welcome: **Susan J. Ashford**, U. of Michigan
Chairs: **Samir Nurmohamed**, U. of Michigan, Ann Arbor**; Susan J. Ashford**, U. of Michigan
Discussant: **Thomas S. Bateman**, U. of Virginia

Employee, Manage Thyself: Potential Negative Implications of Expecting Employees to Be Proactive | **Mark C. Bolino**, U. of Oklahoma; **Sorin Valcea**, U. of Oklahoma

Let Me Tell You How Great I Am: Proactive Personality, Self-Promotion and Success in the Job Search | **Samir Nurmohamed**, U. of Michigan, Ann Arbor; **Susan J. Ashford**, U. of Michigan; **Kathryn Dekas**, U. of Michigan

Proactive Newcomer Adjustment Behavior and Work Group Diversity | **John Kammeyer-Mueller**, U. of Florida; **Beth Ann Livingston**, U. of Florida

Foci of Proactive Behavior: Differential Antecedents and Consequences | **Frank D. Belschak**, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam

Presenters: **Samir Nurmohamed**, U. of Michigan, Ann Arbor**; Sorin Valcea**, U. of Oklahoma**; Beth Ann Livingston**, U. of Florida**; Frank D. Belschak**, U. of Amsterdam
Participants: **Kathryn Dekas**, U. of Michigan**; Mark C. Bolino**, U. of Oklahoma**; John Kammeyer-Mueller**, U. of Florida

1362 ☯💻SHCS: *(OB, HR)* **Staying Engaged: How to Get and Keep Employee Engagement**
9:45am - 11:15am Sheraton Chicago: Sheraton 5
Chairs: **Bruce Louis Rich**, California State U. San Marcos**; Eean Crawford**, U. of Florida
Discussant: **Amy E. Colbert**, U. of Iowa

Staying Engaged: Psychological Detachment From Work During Off-Job Time | **Sabine Sonnentag**, U. of Konstanz; **Carmen Binnewies**, U. of Mainz; **Eva J. Mojza**, U. of Konstanz

Not all Demands are Equal: A Meta-Analysis of Job Demands-Resources with Employee Engagement | **Eean Crawford**, U. of Florida; **Jeffery LePine**, U. of Florida; **Bruce Louis Rich**, California State U. San Marcos

Follower Engagement During Revolutionary Change Initiatives | **Jill Waymire Paine**, Columbia U.

TUESDAY

Explaining the Dynamics of Work Engagement: An Integration of Antecedents | **Ronald Bledow**, U. of Giessen; **Antje Schmitt**, Giessen U.; **Jana Kuhnel**, Konstanz U.; **Kerstin Schaupp**, Giessen U.

Presenters: **Sabine Sonnentag**, U. of Konstanz**; Eean Crawford**, U. of Florida**; Jill Waymire Paine**, Columbia U.**; Ronald Bledow**, U. of Giessen

Participants: **Carmen Binnewies**, U. of Mainz**; Eva J. Mojza**, U. of Konstanz**; Jeffery LePine**, U. of Florida**; Bruce Louis Rich**, California State U. San Marcos**; Antje Schmitt**, Giessen U.**; Jana Kuhnel**, Konstanz U.**; Kerstin Schaupp**, Giessen U.

1363 ☯✈💻JS: *(OB, ODC)* **The Influence of Affective Processes on Collective Outcomes**

9:45am - 11:15am Sheraton Chicago: Sheraton 1

Chair: **Quy Nguyen Huy**, INSEAD

Discussants: **Matthew Kraatz**, U. of Illinois**; Jeffrey Sanchez-Burks**, U. of Michigan

The Nature and Function of Collective Emotional Abilities | **Stephane Cote**, U. of Toronto

The Effects of Anger Expressions on Workplace Outcomes | **Anat Rafaeli**, Technion Israel Institute of Technology

The Effects of Anger Expressions on Workplace Outcomes | **Ella Miron-Spektor**, Carnegie Mellon U.

Affective Variation and the Accuracy of Forecasts in Collectives | **Laura L. Rees**, U. of Michigan, Ann Arbor

Affective Variation and the Accuracy of Forecasts in Collectives | **Caroline A Bartel**, U. of Texas at Austin

Mutual Dependence and Cooperation--How Entrepreneurs Attract Valuable Resources | **Man Zhang**, INSEAD

1364 💻JS: *(OB, SIM, CM)* **Vulnerability to the Dark Side: Factors Affecting the Experience of and Reactions to Workplace Abuse**

9:45am - 11:15am Sheraton Chicago: Mayfair Room

Chairs: **Kathi Miner-Rubino**, Texas A&M U.**; Adam C. Stoverink**, Texas A&M U.**; Elizabeth Eve Umphress**, Texas A&M U.

Discussant: **Robert Bies**, Georgetown U.

Protection from or Vulnerability to Social Undermining? The Roles of Social Capital and Core Self-evaluation | **Ruolian Fang**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota

Not All Groups Are Created Equal: A Contingency Perspective on Interpersonal Justice | **Adam C. Stoverink**, Texas A&M U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.; **Brian W. Swider**, Texas A&M U.

No Politics in the Office! Incivility and Political Orientation During the 2008 Presidental Election | **Amanda Pesonen**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.

Counterproductive Reactions to Organizational Injustice:The Moderating Role of Honesty-Humility | **Kisha Jones**, U. of Illinois, Urbana-Champaign; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

Presenters: **Michelle K. Duffy**, U. of Minnesota**; Ruolian Fang**, U. of Minnesota**; Kisha Jones**, U. of Illinois, Urbana-Champaign**; Kathi Miner-Rubino**, Texas A&M U.**; Amanda Pesonen**, Texas A&M U.**; Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign**; Adam C. Stoverink**, Texas A&M U.**; Brian W. Swider**, Texas A&M U.**; Elizabeth Eve Umphress**, Texas A&M U.

1365 💻: *(Paper Session) - (OCIS)* **Portfolio Models of Technology Use**

9:45am - 11:15am Hyatt Regency Chicago: Picasso

Chair: **Alexandre Barsi Lopes**, U. of Cincinnati

Discussant: **Mary Beth Watson-Manheim**, U. of Illinois, Chicago

💻Politics in TBKW: Links Between Strategic Ambiguity, Status Differentials and Media Use. | **Niclas Erhardt**, U. of Maine; **Jennifer Gibbs**, Rutgers U.

✈💻Impacts of Individual Differences on the Choice Communication Portfolio to Accomplish Task | **Chei Sian Lee**, Nanyang Technological U.; **Dion Hoe-Lian Goh**, Nanyang Technological U.; **Alton Y.K. Chua**, Nanyang Technological U.; **Brendan Luyt**, Nanyang Technological U.

🗪💻It's Not Easy Using IT to be Green: The Choice and Effectiveness of IT for Team-Based Smog Forecasts | **Nicholas Lurie**, Georgia Institute of Technology; **Chih-Hung Peng**, Georgia Institute of Technology; **Sandra Slaughter**, Georgia Institute of Technology

1366 💻: *(Paper Session) - (OCIS)* **Managing IT Implementation: Risk, Failure, and Control**

9:45am - 11:15am Hyatt Regency Chicago: Water Tower

Chair: **Bijan Azad**, American U. of Beirut

Discussant: **Raymond M. Henry**, Clemson U.

💻Managing Risk in a Failing IT Project: A Social Constructionist View | **Siew Kien Sia**, Nanyang Technological U.; **Wee-Kiat Lim**, U. of Colorado, Boulder; **Yong Kwang Adrian Yeow**, Nanyang Technological U.

💻The Trajectory of Public Information Systems (IS) Project Implementations: A Control Perspective | **Ravishankar M.N.**, RMIT U.

💻Reassessing the Mediating Role of Responsibility in the Basic Whistleblowing Model | **Mark Keil**, Georgia State U.; **ChongWoo Park**, Georgia Gwinnett College

1367 🕮☯💻: *(Paper Session) - (ODC)* **What Drives Successful Change? Effects of Culture, Process, and Hierarchy on Change Implementation**

9:45am - 11:15am Swissôtel Chicago: Vevey Salon 3

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

Discussant: **David Jamieson**, Jamieson Consulting Group, Inc.

✈💻The Effects of Cultural Content, Strength, and Hierarchical Subcultures on Change Implementation | **Ray Zammuto**, U. of Queensland

🏳☯💻Preserving the Peace through Organization Development: 30 Years of Successful Organizational Change | **Wayne Boss**, U. of Colorado, Boulder; **Benjamin B. Dunford**, Purdue U.; **Alan D. Boss**, U. of Maryland, College Park; **Mark L. McConkie**, U. of Colorado, Colorado Springs

Linking Change Drivers and the Organizational Change Process: A Review and Synthesis | **Karen S. Whelan-Berry**, Providence College; **Karen Ann Somerville**, Hamline U.

ODC Division Best Paper Finalist

💻Distance Matters: Influences on Perceived Top Management Communication and Commitment to Change | **Jae Hyeung Kang**, George Washington U.; **N. Sharon Hill**, George Washington U.; **Myeong-Gu Seo**, U. of Maryland

TUESDAY

1368 JS: *(ODC, ONE)* **What Makes a Leader Green: Dispositional and Situational Antecedents to Green Leadership**
9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 2
Organizer: **Emily Amdurer**, Case Western Reserve U.
Participants: **Garima Sharma**, Case Western Reserve U.**; Keith Cox**, Benedictine U.**; Mona Amodeo**, U. of Southern Mississippi & idgroup**; Shuo Wang**, Dublin City U.**; Andrew McGill**, U. of Michigan**; Mark B. Milstein**, Cornell U.**; Ante Glavas**, Case Western Reserve U.

1369 : *(Paper Session) - (OM)* **Quality Management and Lean Concepts**
9:45am - 11:15am Hyatt Regency Chicago: Crystal A
Chair: **Dr. Saroj Koul**, Acadia U.
- Measuring information distortion in real-world supply chains **| T. T. Niranjan**, Swiss Federal Institute of Technology Zurich, ETH; **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH; **Vijay Aggarwal**, Management Development Institue
- Underlying Dynamics of Organizational Learning: Containment and Problem Population Dynamics **| Marcelo Pancotto**, IAE Business School - Austral U.
- Qulaity Risk in Offshore Manufacturing: An Explanation and Empirical Test **| John Gray**, Ohio State U.; **Aleda V. Roth**, Clemson U.; **Michael J Leiblein**, Ohio State U.
  OM Division Chan Hahn Best Paper Award Finalist
- Searching for complementarity in lean manufacturing settings **| Andrea Furlan**, U. of Padova; **Giorgia Dal Pont**, U. of Padova; **Andrea Vinelli**, U. of Padova

1370 : *(Paper Session) - (OMT)* **Social Movements**
9:45am - 11:15am Hyatt Regency Chicago: Columbian
Chair: **Chris Marquis**, Harvard U.
Discussant: **Mark Thomas Kennedy**, U. of Southern California
- Pride at Work: Social Movements, Field Dynamics, and Organizational and Institutional Change **| You-Ta Chuang**, York U.; **Robin Church**, Ryerson U.; **Kristina Dahlin**, HEC Paris
- Taking Stock on Social Movement Perspectives: What do We Know? Where do We Go? **| Yuan Li**, U. of Southern California
- From Social Movement to Settlement: Three Phases of the Institutionalization Process **| Sean Safford**, U. of Chicago Graduate School of Business; **Forrest Briscoe**, Pennsylvania State U.

1371 : *(Paper Session) - (OMT)* **Micro-Foundations, Dynamic Capabilities and Emergent Organizational Change**
9:45am - 11:15am Hyatt Regency Chicago: DuSable
Chair: **Anthony Briggs**, Boston U.
- The Micro-Foundations of the Knowledge-Based View of the Firm **| Petra Nylund**, IESE Business School
- Building Dynamic Capabilities in Times of Drastic Change: Lessons from Complexity Science **| Catherine Thomas**, -
- A Longitudinal Study of Process and Conditions Fostering Emergent Change Within Organizational Teams **| Shalini Lal**, UCLA
- From Social Capital to Dynamic Capabilities **| Emmanuel Josserand**, U. of Geneva; **Mohamed Hedi Charki**, EDHEC Business School

1372 : *(Paper Session) - (OMT)* **Organizational Change**
9:45am - 11:15am Hyatt Regency Chicago: Ogden
Chair: **Alan James Krause**, U. of Oregon
- Now is the Time: Routines, Attention, and Interdependence in Organizational Change **| Henrich R. Greve**, INSEAD
- Conceptualizing Dynamic Fit and Misfit: Organizational Design Implications **| Mark E. Nissen**, Naval Postgraduate School
- The Cancer of Organizational Change **| Michael S. Dahl**, Aalborg U.
- Radical Organizational Change to Ambiguous Archetypes: The Transition to Sustainable Development **| Mike Valente**, U. of Victoria

1373 : *(Paper Session) - (OMT)* **Portfolios, Industry Evolution and Corporate Performance**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 261
Chair: **Andrew Spicer**, U. of South Carolina
- Organizational Culture, Industry Volatility and Shareholder Value **| Ryan Smerek**, U. of Michigan; **Daniel Denison**, IMD
- Empirical Test of Organizational Portfolio Theory **| Steven D. Charlier**, U. of Iowa
- Fools Enter Late? Differences in Organizational Fit and the First-Mover Advantage **| Aleksios Gotsopoulos**, U. of Chicago
- Product Line Extension in Hypercompetitive Environments: Evidence From the U.S. Video Game Industry **| Thorsten Grohsjean**, U. of Munich; **Tobias Kretschmer**, U. of Munich
- Performance Effects of Corporate Divestiture Programs: Evidence from the Global Insurance Industry **| Markus Schimmer**, U. of St. Gallen; **Matthias F. Brauer**, U. of St. Gallen

1374 : *(Paper Session) - (OMT)* **Issues in Identity**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 265
Chair: **Jaco Lok**, AGSM-Australian School of Business
- Theorizing the 'I' in Institutional Theory: Building Microfoundations Through Theories of Identity **| Jaco Lok**, AGSM-Australian School of Business
- The Contribution of Identity Work to Leadership: Explaining Leadership Dynamics **| Nada Endrissat**, U. of Applied Sciences Bern
- Through the Looking Glass: Video Art, Surveillance, and the Reflection of Social Identity **| Vanessa Pouthier**, Northwestern U.; **Harris Sondak**, U. of utah
- Collective Identity Mobilization in an Emerging Field: The Case of Nanotube Technology **| Tyler Earle Wry**, U. of Alberta; **Michael Lounsbury**, U. of Alberta

1375 JS: *(OMT, BPS)* **Professional Services: Insights for Managing Knowledge Intensive Firms**
9:45am - 11:15am Hyatt Regency Chicago: Gold Coast
Chairs: **Daria Panina**, Texas A&M U.**; Leonard Bierman**, Texas A&M U.
Discussant: **Laura Empson**, City U. London

TUESDAY

What is a Professional Service Firm? Towards a Theory and Taxonomy of Knowledge Intensive Firms | **Andrew von Nordenflycht**, Simon Fraser U.

The Rise and Development of Large US Corporate Law Firms | **Peter D Sherer**, U. of Calgary

The Growth of Large Corporate Law Firms and the Managerial Constraint | **Huseyin Leblebici**, U. of Illinois

Designing Ambidexterity in Knowledge-Intensive Organizations: Professional Firms' Response | **Heidi K. Gardner**, Harvard U.; **Tim J Morris**, U. of Oxford; **Anand Narasimhan**, IMD

The Relationship Between Inter-Agency Managerial Mobility and the Circulation of Client Ties | **Joseph Broschak**, U. of Arizona

Presenters: **Andrew von Nordenflycht**, Simon Fraser U.**; Peter D Sherer**, U. of Calgary**; Huseyin Leblebici**, U. of Illinois**; Tim J Morris**, U. of Oxford**; Anand Narasimhan**, IMD

1376 JS: *(OMT, BPS, OB)* **Understanding How Organizations Respond to Failure: That Which Does Not Kill Me Makes Me…?**
9:45am - 11:15am Hyatt Regency Chicago: Columbus H
Organizers: **J.P. Eggers**, New York U.**; Isin Guler**, U. of North Carolina
Chair: **William H. Starbuck**, U. of Oregon
Discussant: **Margarethe F Wiersema**, U. of California, Irvine

Failure in Context: Organizational Learning from Deviations, Breakdowns and Trials | **Amy C. Edmondson**, Harvard U.

Learning from Ambiguous Events: A Longitudinal Study of Near Failures in the European Ferry Industry | **Claus Rerup**, U. of Western Ontario; **Mark J Zbaracki**, Ivey School of Business

Falling Flat: Failed Technologies and Behavioral Path Dependence | **J.P. Eggers**, New York U.

Termination of Unsuccessful Investments and Firm Performance | **Isin Guler**, U. of North Carolina

Presenters: **Amy C. Edmondson**, Harvard U.**; Mark J Zbaracki**, Ivey School of Business**; J.P. Eggers**, New York U.**; Isin Guler**, U. of North Carolina

1377 : *(Paper Session) - (ONE)* **Climate Change and Financial Performance**
9:45am - 11:15am Fairmont Chicago: Crystal Room
Chair: **Jonatan Pinkse**, U. of Amsterdam

Eco-efficiency vs Eco-effectiveness. Exploring the Link between GHG Emissions and Firm Performance | **Stefano Pogutz**, Bocconi U.; **Angeloantonio Russo**, Parthenope U.

How hot is your bottom-line? Linking Carbon and Financial Performance | **Timo Busch**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich

Strategic change: Hybrids of symbolic and substantive action? The case of banks' climate strategies | **Bettina Furrer**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

Evaluating Mexico's Green Supply Chains Program | **Thomas P Lyon**, U. of Michigan; **Bernhardus Johannes Van Hoff**, U. de los Andes

1378 : *(PNP)* **Seeing Organizations as Communities: Community Perspectives on Public/Nonprofit Management**
9:45am - 11:15am Fairmont Chicago: Ambassador Room
Participants: **Branda Nowell**, North Carolina State U.**; Neil M. Boyd**, Lycoming College**; Cecile Lardon**, U. of Alaska, Fairbanks**; Kimberly Bess**, Vanderbilt U.**; Scot Evans**, U. of Miami

1379 : *(Paper Session) - (RM)* **How Choices Affect Outcomes: Measurement, Model Specification, and Meta-Analysis**
9:45am - 11:15am Sheraton Chicago: Superior A and B
Chair: **Christopher D. Nye**, U. of Illinois at Urbana-Champaign
Discussant: **Hettie A. Richardson**, Louisiana State U.

Meta-analytic Choices and Judgment Calls: Implications for Theory and Scholarly Impact | **Herman Aguinis**, Indiana U., Bloomington; **Dan R. Dalton**, Indiana U., Bloomington; **Frank A. Bosco**, U. of Memphis; **Charles A. Pierce**, U. of Memphis; **Catherine M. Dalton**, Indiana U., Bloomington

Replication and Meta-analysis: A Serendipitous Case of Three Independent Telecommuting Meta-analyses | **Levi Ryan Gust Nieminen**, Wayne State U.; **Jessica M. Nicklin**, U. at Albany, SUNY; **Tara Kristen McClure**, Wayne State U.

The Influence of Misspecification of Error Covariances on the Reliability and Path Estimation in SEM | **Cherng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

Measuring Work Group Diversity of Categorical Variables | **Jeremy Dawson**, Aston U.

1380 : *(Paper Session) - (SIM)* **II. Upper Echelons: Top Mgt Teams, CSP, & Shareholder Activism.**
9:45am - 11:15am Fairmont Chicago: Chancellor Room
Chair: **Donald A Palmer**, U. of California, Davis
Discussant: **David Souder**, U. of Connecticut

The Effects of Top Management Team Decision Making on Corporate Social Performance | **Elaine M. Wong**, Northwestern U.; **Margaret Ormiston**, London Business School; **Philip E. Tetlock**, U. of California, Berkeley

Shareholder proposals: Hoping better governance will improve corporate social performance? | **Sara A Morris**, Old Dominion U.; **Barbara R Bartkus**, Old Dominion U.

Corporate responses to shareholder resolutions: An institutional perspective | **Kathleen Rehbein**, Marquette U.; **Stephen Brammer**, U. of Bath; **Jeanne M Logsdon**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

The Shareholder Democracy Paradox: An Empirical Examination | **Ann K. Buchholtz**, U. of Georgia; **Jill Ann Brown**, Lehigh U.; **Anne M Anderson**, Lehigh U.; **Kareem M. Shabana**, Indiana U., Kokomo

1381 : *(Paper Session) - (SIM)* **II.Public Affairs and Issues Management: Issue Settings.**
9:45am - 11:15am Fairmont Chicago: Embassy Room
Chair: **Jeffrey Lenn**, George Washington U.
Discussant: **Mary Mallott**, U. of Pittsburgh

An Empirical Analysis of Sport Involvement Effects on Ethical Perceptions in Sport and Business | **Paula L. Rechner**, Texas State U.; **Dennis L Smart**, Texas State U.

TUESDAY

☯Privacy Revisited: From Lady Godiva's Peeping Tom to Facebook's Beacon Program | **Kirsten Edrie Martin**, Catholic U. of America

The obesity epidemic: A cosmopolitan interpretation of corporate responsibility | **Judith Schrempf**, U. of Lausanne

💻Meat Your Enemy? Making Sense of Animal Rights Activism in the Age of Global Warming. | **Glen Whelan**, Nottingham U.

1382 ☯✈💻: *(SIM)* **Responding to Allegations of Corporate Wrongdoing**

9:45am - 11:15am Fairmont Chicago: Gold Room

Organizer: **Vikas Anand**, U. of Arkansas

Chair: **Anne O'Leary-Kelly**, U. of Arkansas

Discussant: **Candace Jones**, Boston College

Understanding Observers' Perceptions of the Ethicality of Organizational Decisions | **Amy Guerber**, U. of Arkansas

The Role of Organizational Identity in Response to Allegations of Impropriety | **Glen E. Kreiner**, Pennsylvania State U.

Organizational Multiple Identities and Responses to the Discovery of Unethical Acts | **Mahendra Joshi**, Grand Valley State U.; **Marie McKendall**, Grand Valley State U.

The Effectiveness of Organizational Accounts in Response to Corruption Allegations | **Vikas Anand**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas; **Aparna Rajagopalan**, U. of Arkansas; **Matthew A Waller**, U. of Arkansas, Sam M. Walton College of Business; **Iris Reychav**, Holon Institute of Technology; **Mahua Datta**, Fortune Institute of International Business

1383 💻: *(Paper Session) - (TIM)* **Managing Inter-firm Linkages in Periods of Technological Change**

9:45am - 11:15am Hyatt Regency Chicago: Horner

Chair: **Jason Woodard**, Singapore Management U.

How Component Dependencies Predict Change in Complex Technologies | **Georg von Krogh**, ETH Zurich; **Matthias Emmanuel Stürmer**, ETH Zurich; **Markus Michael Geipel**, ETH Zurich; **Sebastian Spaeth**, ETH Zurich; **Stefan Haefliger**, ETH Zurich

💻Managing Innovation during Rapid Technological Shift: Design Hierarchy and Knowledge Boundaries | **Jaegul Lee**, Wayne State U.

🏳💻Investigating the Dynamics of System-based Competition in the Video Game Sector | **Arati Srinivasan**, Boston U.; **N Venkatraman**, Boston U.

💻Balancing Alliance Network and Technological Portfolios under Periods of Technological Change | **Michiel Pieters**, Tilburg U.

1384 👁: *(Paper Session) - (TIM)* **National Innovation Systems**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 1

Presented on Panels 58-63

👁💻Empirical Assessment of Technology Dominance in Technology Programs | **Seppo J. Hänninen**, Helsinki U. of Technology; **Ilkka Kauranen**, Asian Institute of Technology

☯👁💻Technology Transfer Officer Application of Commercialization Success Factors | **Steven Tello**, U. of Massachusetts Lowell; **Valerie Kijewski**, U. of Massachusetts Lowell

👁💻The Diffusion Effects of International Technology Trade: The Case of Taiwan | **Szu-Wei Yen**, WuFeng Institute of Technology; **Tz-Li Wang**, National Chung Cheng U.

👁💻Social Ties and Indigenous Firm Innovation in China: The Moderating Role of Learning Intent | **Yan Xie**, Xi'an Jiaotong U.; **Shanxing Gao**, Xi'an Jiaotong U.; **Xu Jiang**, Xi'an Jiaotong U.

👁FDI and the National Innovation System – Emerging Economies in Central and Eastern Europe | **Johannes Stephan**, Halle Institute for Economic Research; **Björn Jindra**, Halle Institute for Economic Research; **Jutta Guenther**, Halle Institute for Economic Research

✈👁💻Innovation and Economic Growth | **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Christopher L Tucci**, EPFL; **Cristiano Zazzara**, EPFL

1385 👁: *(Paper Session) - (TIM)* **Theoretical Perspectives on Technology and Innovation**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 2

Presented on Panels 64-69

☯👁💻Towards a Unifying Classification of Emerging & Specialist Industries: the Niche Industries Typology | **Marcos Makoto Ikegame**, U. of Tokyo

👁💻Developing Measures of the Evolutionary Dynamics of Technology Systems: A Study of Reverse Salience | **Ozgur Dedehayir**, Tampere U. of Technology; **Saku Makinen**, Tampere U. of Technology

✈👁💻Explaining R&D Project Portfolio Dynamics with Evolutionary Selection Mechanisms | **Pertti Aaltonen**, Helsinki U. of Technology

🗪👁💻Mapping Knowledge Evolution of Technology Foresight | **Hsin-Ning Su**, Science and Technology Policy Research and Information Center; **Pei-Chun Lee**, Science & Technology Policy Research and Information Center

👁💻GPTs, ICTs and Their Role in Firm Technological Diversification | **Ranfeng Qiu**, Rutgers U.; **John Cantwell**, Rutgers U.

👁💻On the Construction of a New Innovation Life Cycle | **Ping Lan**, U. of Alaska, Fairbanks

1386 💻: *(Paper Session) - (TIM)* **Inter and Intra-firm Knowledge Transfer**

9:45am - 11:15am Hyatt Regency Chicago: Skyway 260

Chair: **Dorothy M. Kirkman**, U. of Houston - Clear Lake

💻Intra-firm Knowledge Transfer and Degree of Process Formalization:The Case of Small Software Firms | **Martin Spraggon**, American U. of Sharjah; **Virginia Bodolica**, American U. of Sharjah

💻Timing in Knowledge Transfer: Primary Mechanisms and Their Contingent Effect on Transfer Stickiness | **Robert Jensen**, Brigham Young U.; **Gabriel Szulanski**, INSEAD

💻On the Spatial Embeddedness of Configurations of Interorganizational Knowledge Transfer Relations | **Joris Knoben**, Tilburg U.; **Leon A. G. Oerlemans**, Tilburg U.

💻International Knowledge Spillover Network: Construction and an Empirical Study Using Patent Data | **Xiyao Xiang**, Xi'an Jiaotong U.; **Cai Hong**, Xi'an Jiaotong U.; **Shui F. Lam**, California State U. Long Beach

TUESDAY

1387 💻: *(Paper Session) - (TIM)* **Open Innovation**
9:45am - 11:15am Hyatt Regency Chicago: Skyway 272
Chair: **Karim R. Lakhani**, Harvard U.
🏴✈💻Searching for Innovation in Market and Transition Economies: Evidence Across Europe | **Christoph Grimpe**, ZEW Centre for European Economic Research; **Wolfgang Sofka**, ZEW Centre for European Economic Research
Openness, Innovation and Appropriation Strategies: Empirical Evidence from Australian Businesses | **Fang Huang**, U. of Adelaide; **John Rice**, U. of Adelaide; **Peter Galvin**, Curtin U. of Technology
🏴💻Open Innovation Model and Open Source Software: The Sources of Increasing Returns | **Marco Giarratana**, U. Carlos III de Madrid; **Alessandra Luzzi**, U. Carlos III de Madrid
Linking Coordination, Motivations and Code in Successful Open Source Projects: A Stigmergic Approach | **Jean-Michel Dalle**, U. Pierre et Marie Curie; **Paul A David**, Stanford U.; **Francesco Rullani**, Copenhagen Business School

1388 ☯💻JS: *(TIM, BPS)* **Users as Sources of Technological Innovation: Consequences for Firm Strategy and Industry Evolution**
9:45am - 11:15am Hyatt Regency Chicago: Crystal C
Organizers: **David M. Gomulya**, U. of Washington, Seattle**; Raja Roy**, Tulane U.**; Sonali K. Shah**, U. of Washington
Discussant: **Ron Adner**, Dartmouth College
Users as Sources of Technological Innovation:Consequences for Firm Strategy and Industry Evolution | **Aaron Chatterji**, Duke U.; **Kira Fabrizio**, Duke U.; **Sheryl Winston Smith**, Temple U.; **Raja Roy**, Tulane U.; **Sonali K. Shah**, U. of Washington; **David M. Gomulya**, U. of Washington, Seattle; **Jason Davis**, Massachusetts Institute of Technology

Tuesday 10:10AM

1389 : *(OB)* **OB Making Connections Coffee**
10:10am - 11:10am Sheraton Chicago: Michigan B

Tuesday 11:30AM

1390 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Micro-Foundations of Capabilities - Cognitive, Psychological, & Social**
11:30am - 1:00pm Hyatt Regency Chicago: Acapulco
Chair: **Connie R James**, Pepperdine U.
Discussant: **Giovanni Gavetti**, Harvard U.
💻Cognitive Flexibility in Decision-Making: A Neurological Model of Learning and Change | **Daniella Laureiro-Martínez**, Bocconi U. and U. de los Andes, Colombia; **Stefano Brusoni**, Bocconi U.; **Maurizio Zollo**, Bocconi U.
🏴💻Psychological foundations of dynamic capabilities: Reflexion and reflection in strategic management | **Gerard P. Hodgkinson**, U. of Leeds; **Mark P. Healey**, U. of Leeds
💻Social Games in an Economic Frame: Strategy Processes, Activities and Organizational Capabilities | **Patrick Regner**, Stockholm School of Economics; **Udo Zander**, Stockholm School of Economics
🏴💻The 'Hows' of Dynamic Capabilities: Underlying Processes and their Drivers | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Christina Hoon**, Leibniz U. Hannover; **Alina S. McCandless**, Leibniz U. Hannover

1391 💻: *(Paper Session) - (BPS)* **Global Strategy: An Institutional Lens**
11:30am - 1:00pm Hyatt Regency Chicago: Addams
Chair: **Florian A. Täube**, European Business School
Discussant: **Mark Thomas Kennedy**, U. of Southern California
✈💻Firm Vulnerability and Performance in a Double Void Economy | **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Scott D Julian**, Wayne State U.
💻Strategic Choice and the Pursuit of Fit in the Face of Alternative Institutional Logics | **Steven White**, China Europe International Business School; **Howard A. Davies**, Hong Kong Polytechnic U.
💻MNC Host-County Competitive Behavior:Roles of Institutional Dissimilarity and Strategic Importance | **Ming-Jer Chen**, U. of Virginia; **Tieying Yu**, Boston College; **John G Michel**, U. of Notre Dame; **Albert Cannella**, Tulane U.
🏴☯✈How do Institutional Distances Shape Entry Strategies of Taiwanese High-Tech Firms? | **Wiboon Kittilaksanawong**, National Taiwan U.

1392 💻: *(Paper Session) - (BPS)* **Industry Dynamics: Multi-Market Competition**
11:30am - 1:00pm Hyatt Regency Chicago: Burnham
Chair: **Ana Elisa Iglesias**, Georgia State U.
Discussant: **Olivier Chatain**, Wharton School, U. of Pennsylvania
💻Multimarket Competition, Strategic Similarity and Performance | **Lucio Fuentelsaz**, U. of Zaragoza; **Jaime Gomez**, U. of Zaragoza
💻Multimarket Competition Within the Software Industry | **Chi-Hyon Lee**, George Mason U.; **Huseyin Tanriverdi**, U. of Texas, Austin
💻Multimarket Competition, Mobility Barriers, and Firm Performance | **Zied Guedri**, EM Lyon; **Jean McGuire**, Louisiana State U.
✈🗪💻Imitation of First Movers, Multi-market Contact and Institutional Effects: An Integrated Model | **ji Li**, Hong Kong Baptist U.; **Guiyao Tang**, Hong Kong Baptist U.; **Gongming Qian**, Chinese U. of Hong Kong; **Lei Fang**, Hong Kong Baptist U.

1393 💻: *(Paper Session) - (BPS)* **Alliances & Networks: Chips & Bits - Technology Alliances**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus G
Chair: **Elisa Alvarez-Garrido**, Wharton School, U. of Pennsylvania
Discussant: **J. Muir Macpherson**, Georgetown U.
💻Sourcing Capabilities through Alliances: A Study of the Semiconductor Industry | **Jeffrey J. Reuer**, Purdue U.; **Nandini Lahiri**, U. of North Carolina, Chapel Hill
💻Impact of Relational Resources on Breakthrough Innovation: Evidence from U.S. Semiconductor Industry | **Manish K. Srivastava**, Michigan Technological U.; **Devi R Gnyawali**, Virginia Tech
🏴💻Competitive Strategy and Alliance Network Formation: Understanding the Origins of Network Positions | **Goce Andrevski**, Queen's School of Business, Canada

TUESDAY

Are Cooperative Returns Historically Contingent?A Study of a High Tech Industry, 1978-1999 | **Hans T. W. Frankort**, Maastricht U.

1394 : *(Paper Session) - (BPS)* **Corporate Governance: Managerial Discretion and Agency**
11:30am - 1:00pm Hyatt Regency Chicago: Comiskey
Chair: **Manisha Singal**, Virginia Tech
Discussant: **Denisa Mindruta**, HEC Paris

Agents behaving like stewards: Executive discretion and the display of steward behaviors | **Nathan T. Washburn**, Thunderbird; **David Waldman**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird

The Effects of Narcissism on CEOs' Glory-Hoarding and Blame-Deflecting Behavior | **Arijit Chatterjee**, Pennsylvania State U.

Ownership Structure, Profit Maximization, and Competitive Behavior | **Brian T. McCann**, Purdue U.; **Govert Vroom**, IESE Business School

1395 : *(Paper Session) - (BPS)* **Corporate Effects: Corporate Strategy & Organizational Learning**
11:30am - 1:00pm Hyatt Regency Chicago: Grand C North
Chair: **Thorbjoern Knudsen**, U. of Southern Denmark
Discussant: **Nils Stieglitz**, U. of Southern Denmark

Caution or Causation? The Underlying Mechanism of Deliberate Learning in Acquisitions | **Koen Heimeriks**, Rotterdam School of Management; **Mario Schijven**, Texas A&M U.

Corporate Exploration: A New Perspective on Search in Multiple Markets | **Thorbjoern Knudsen**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark

The Vicious Circle of Failure in Acquisitions | **Pierre-Xavier Meschi**, CERAM; **Emmanuel Metais**, EDHEC

Portfolio Restructuring Decision-Making: The Interaction Between Experience and Analytical Intensity | **Thorsten Kahlert**, U. of St. Gallen

1396 : *(Paper Session) - (BPS)* **Stratetgy Process & Organizational Change**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 62-68

Expeditionary Leadership on the New Competitive Landscape | **John W. Medcof**, McMaster U.

Confounding Changes in Averages with Marginal Effects: Anchoring in Strategic Investment Assessments | **Zur Shapira**, New York U.; **J Myles Shaver**, U. of Minnesota

Ready for Encore? Testing Hybrid Ideal Type Strategic Orientation and Equifinality | **Melih Madanoglu**, Florida Atlantic U.; **Umut Avci**, Mugla U.; **Fevzi Okumus**, U. of Central Florida

Society as Source of Competitive Advantage: A Case Survey on CSR Actions and Firm Performance | **Saroj Kumar Pani**, IIM Bangalore

A history of globalization: Strategy, cognition and national context in industry evolution | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Juha S. Laurila**, Helsinki School of Economics; **Tomi Samuli Nokelainen**, Tampere U. of Technology; **Henri Suur-Inkeroinen**, Tampere U. of Technology

The Limits of Political Behavior in Strategic Decision Making | **Mark P Sharfman**, U. of Oklahoma; **James W Dean**, U. of North Carolina - Chapel Hill; **J. Robert Mitchell**, U. of Oklahoma; **Nicholas Nelson Bartkoski**, U. of Oklahoma

Investor Response to Earnings Surprise, Strategic Behavior, and Strategic Interactions | **Yu Zhang**, U. of California, Irvine

The Side Effect of Control Mechanisms:Managerial Entrenchment against Internal Control Mechanisms | **Choelsoon Park**, Seoul National U.; **Wonyong Choi**, Seoul National U.

1397 JS: *(BPS, OMT)* **Toward a Multi-Level Perspective on Interfirm Knowledge Governance**
11:30am - 1:00pm Hyatt Regency Chicago: Atlanta
Organizers: **Dries Faems**, U. of Twente**; Kenneth Husted**, U. of Auckland**; Michailova Snejina**, U. of Auckland
Discussant: **Gabriel Szulanski**, INSEAD

Knowledge Governance in Strategic Alliances: A Multi-Level Perspective | **Bo Bernhard Nielsen**, Copenhagen Business School

The Role of Strategic Alliances and Individual Level Collaborations in Firm Innovation | **Paul Almeida**, Georgetown U.

New Firm Networks and Knowledge Governance: Building Requisite Multilayered Absorptive Capacity | **Shaker A. Zahra**, U. of Minnesota, Twin Cities

Organizational Antecedents and Outcomes of Knowledge Transfer: A Moderated Mediation Model | **Justin J.P. Jansen**, RSM Erasmus U.

On Collaborative Know-How and Interfirm Knowledge Governance: Unresolved Issues | **Bernard L. Simonin**, Tufts U.

Participants: **Paul Almeida**, Georgetown U.**; Justin J.P. Jansen**, RSM Erasmus U.**; Bo Bernhard Nielsen**, Copenhagen Business School**; Bernard L. Simonin**, Tufts U.**; Shaker A. Zahra**, U. of Minnesota, Twin Cities

1398 JS: *(BPS, TIM)* **Regulating The Market For Ideas:The Role Of Communities, Norms, And Networks**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus IJ
Chairs: **Giada Di Stefano**, Bocconi U.**; Andrew King**, Dartmouth U./Harvard U.**; Gianmario Verona**, Bocconi U.
Discussant: **Brian S. Silverman**, U. of Toronto

Is There a Market for Ideas? | **Joshua Gans**, U. of Melbourne; **Scott Stern**, Northwestern U.

Cooperative Resource Exchange & Value Creation Through Open Technology Platforms | **Sonali K. Shah**, U. of Washington; **Patrick Wagstrom**, Carnegie Mellon U.; **James D. Herbsleb**, Carnegie Mellon U.

Kitchen Confidential? The Role of Social Norms in the Exchange and Diffusion of Innovations | **Giada Di Stefano**, Bocconi U.; **Andrew King**, Dartmouth U./Harvard U.; **Gianmario Verona**, Bocconi U.

Network Positions, Network Signals, and New Tie Formation | **David M. Waguespack**, U. of Maryland, College Park; **Lee Fleming**, Harvard U.; **Tim Simcoe**, U. of Toronto

TUESDAY

Presenters: **Scott Stern**, Northwestern U.**; Sonali K. Shah**, U. of Washington**; Giada Di Stefano**, Bocconi U.**; David M. Waguespack**, U. of Maryland, College Park
Participants: **Joshua Gans**, U. of Melbourne**; Patrick Wagstrom**, Carnegie Mellon U.**; James D. Herbsleb**, Carnegie Mellon U.**; Lee Fleming**, Harvard U.**; Tim Simcoe**, U. of Toronto

1399 ☯💻: *(Paper Session) - (CAR)* **A Closer Look at Mentor Relationships: Origins and Effects**
11:30am - 1:00pm Sheraton Chicago: Chicago 10
Chair: **Laci Mae Rogers**, Florida State U.
Discussant: **Angela Murphy**, Florida A & M U.
Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis | **Frankie J. Weinberg**, U. of Georgia; **Melenie J. Lankau**, U. of Georgia
💻Factors Related to Proteges' Initiation of Formal Mentoring Relationships | **Maxine M Wade**, St. Ambrose U.; **Monica L Forret**, St. Ambrose U.; **Thomas W. Dougherty**, U. of Missouri, Columbia
✈💻Trust and Mentoring Functions: The Role of Protégé Locus of Control | **Sheng Wang**, U. of Nevada, Las Vegas; **Ed Tomlinson**, John Carroll U.; **Raymond A. Noe**, Ohio State U.
💻The Powerful Mentor Effect: Differential Career Returns for Males and Females | **Thomas W. Dougherty**, U. of Missouri, Columbia; **George Dreher**, Indiana U., Bloomington; **Vairam Arunachalam**, U. of Missouri; **James E Wilbanks**, U. of Missouri

1400 🗪CAU: *(CAU)* **Green Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 283
Presenter: **Harish C Chandan**, Argosy U. Atlanta
Participants: **Andrea Banto**, Argosy U.**; Robert Berg**, Argosy U.**; Victor Williams**, Argosy U.**; Sheryl J Kae**, Argosy U.**; Pat Taylor**, Argosy U.

1401 ☯✈💻CAU: *(CAU)* **Women on Boards - Is progress sustainable in times of economic crisis?**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 284

Organizer: **Ruth H.V. Sealy**, Cranfield U.
Participants: **Rosanne Hawarden**, Massey U.**; Susan M. Adams**, Bentley U.**; Diana Bilimoria**, Case Western Reserve U.

1402 CAU: *(CAU)* **Teaching Sustainability Within and Across Disciplines: A Caucus for Critically Engaged Scholars**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 285
Organizers: **Kent D. Fairfield**, Fairleigh Dickinson U.**; Dima Jamali**, American U. of Beirut**; Jennifer Leigh**, Nazareth College**; Jeana Wirtenberg**, Fairleigh Dickinson U.

1403 👁💻: *(Paper Session) - (CM)* **Trust and Trustworthiness in Negotiation**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV CM 1
Presented on Panels 1-4
👁💻The Consequences of Cross-cultural Assumptions about Trust in Negotiation | **Brian C. Gunia**, Northwestern U.; **Jeanne M Brett**, Northwestern U.
👁💻Electronic Signatures and Interpersonal Trustworthiness in Online Negotiations | **Terri R. Kurtzberg**, Rutgers U.; **Charles E. Naquin**, DePaul U.
👁💻Beyond Reliability and Concern: Trust is Not Enough for Selecting Future Negotiation Partners | **Shay Tzafrir**, U. of Haifa; **Laliv Egozi**, U. of Haifa; **Rudolph J Sanchez**, California State U. Fresno
👁💻Vicarious Experience of Injustice at Work: An Integrated Perspective | **Jason Huang**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.

1404 💻JS: *(CM, OB)* **The Role of Perspective Taking in Conflict Resolution and Interpersonal Justice**
11:30am - 1:00pm Sheraton Chicago: Erie Room
Chair: **Ruchi Sinha**, Michigan State U.
A Dynamic Perspective on Perspective Taking and Its Role in Mitigating Conflict Within Teams | **Sharon K. Parker**, U. of Sheffield; **Thomas Calvard**, U. of Sheffield; **Catherine G. Collins**, U. of New South Wales
Justice is in the Eye of the Beholder: How does Perspective Taking Facilitate Interpersonal Justice? | **Michele Williams**, Cornell U.
Forgiveness and Revenge: The Role of Perspective Taking in the Aftermath of Interpersonal Conflict | **Ruchi Sinha**, Michigan State U.
How Leading with Emotional Labor and Empathy Enhances Perspective Taking and Conflict Resolution | **Ronald H. Humphrey**, Virginia Commonwealth U.
Presenters: **Sharon K. Parker**, U. of Sheffield**; Ronald H. Humphrey**, Virginia Commonwealth U.**; Michele Williams**, Cornell U.**; Ruchi Sinha**, Michigan State U.

1405 💻JS: *(CM, OMT)* **The Determinants and Consequences of (Un)ethical Judgment and Behavior**
11:30am - 1:00pm Sheraton Chicago: Chicago 8
Chair: **J. Lamar Pierce**, Washington U. in St. Louis
Discussant: **Don Moore**, Carnegie Mellon U.
Why it is Easier to Get Forgiveness than Permission: A Temporal Asymmetry in Perceptions of Morality | **Eugene M Caruso**, U. of Chicago
The Ethical Perils of Loss Framing Under Cognitive Load | **Dolly Chugh**, New York U.; **Mary Kern**, Baruch College
Double Standards in the Evaluation of Ethical Behavior | **Celia Moore**, London Business School
Dishonest Deed, Clear Conscience: Self-Preservation through Moral Disengagement | **Lisa Shu**, Harvard Business School
Information about Others' Wealth, Emotional Distress and Unethical Behavior | **J. Lamar Pierce**, Washington U. in St. Louis

1406 💻JS: *(CM, SIM, OB)* **What is in a Word? Developments in Behavioral Integrity Research**
11:30am - 1:00pm Sheraton Chicago: Ontario Room
Chair: **Tony L Simons**, Cornell U.
Discussants: **Sim B. Sitkin**, Duke U.**; Jerald Greenberg**, RAND Corporation
Culture's Impact on Behavioral Integrity: When is a Promise Not a Promise? | **Ray Friedman**, Vanderbilt U.; **Tony L Simons**, Cornell U.; **Ying-Yi Hong**, Nanyang Technological U.
Leadership and the Ideological Halo: How Employees Respond to Violations of Organizational Values | **Sandra Cha**, McGill U.

Gender Differences in Behavioral Integrity from a Social Contracts Perspective | **Heh Jason Huang**, National Sun Yat-sen U.; **Yishuo Hung**, National Sun Yat-sen U.

Behavioral Integrity and Authentic Leadership | **Hannes Leroy**, Katholieke U. Leuven

When Behavioral Integrity Hurts: The Negative Effects of Behavioral Integrity on Job Performance | **Michael E. Palanski**, Rochester Institute of Technology; **Francis J. Yammarino**, Binghamton U.

Merging under Hypocrites: The Performance Impact of Organization-Level Behavioral Integrity | **Margaret Cording**, Rice U.; **Tony L Simons**, Cornell U.; **Brent Smith**, Rice U.

1407 : *(Paper Session) - (CMS)* **Critical Analysis of Management Knowledge**
11:30am - 1:00pm Hyatt Regency Chicago: San Francisco
Chair: **Ann L Cunliffe**, U. of Hull

Transformational Leadership: Scientific Concept or Management Concept? | **Sverre Spoelstra**, Lund U.

Green Management: A Hermeneutic Phenomenological Interpretation | **Dominikus Josef Heil**, U. of Witwatersrand

Identities in interaction: An analysis of a public meeting | **Robyn Thomas**, Cardiff U.; **Anita Mangan**, U. College Dublin; **Annette Davies**, Cardiff U.

1408 : *(Paper Session) - (CMS)* **Management and Labour Relations**
11:30am - 1:00pm Hyatt Regency Chicago: Toronto
Chair: **Craig R. Littler**, St. Andrews U.

To be critical or to be functionalist: IHRM in developing countries | **Miguel Pinto Caldas**, Fundação Getulio Vargas; **Maria Jose Tonelli**, Fundação Getulio Vargas; **Beatriz Maria Braga Lacombe**, EAESP-FGV

Performance Measurement Practices and Ambivalent Technology in the Pharmaceutical Industry | **Claire Dambrin**, HEC Paris

The knowledge economy and the restructuring of employment: The case of consultants | **Rory Donnelly**, Manchester Business School

Sociological Imagination in Researching the Multinational | **Diana Rosemary Sharpe**, Regents College, London

1409 : *(Paper Session) - (ENT)* **High-tech/High-potential Businesses**
11:30am - 1:00pm Hyatt Regency Chicago: Field
Chair: **Paul Richard Steffens**, Queensland U. of Technology

Capital Demand of High-Tech vs. Low-Tech Start-Ups – A Linear Expenditure Approach | **Ann-Kristin Achleitner**, Technical U. Munich; **Reiner Braun**, Technical U. Munich; **Karsten Kohn**, KfW Bankengruppe

VC financing and high-tech firms' growth: does self-selection in the market for VC matter? | **Massimo Gaetano Colombo**, Politecnico di Milano; **Fabio Bertoni**, Politecnico di Milano; **Diego D'Adda**, Politecnico di Milano; **Luca Grilli**, Politecnico di Milano

Resource valuation through early-stage capital acquisition: an empirical analysis | **David M. Townsend**, North Carolina State U.

Performance Implications of the Business Model and the Moderating Effects of the Environment | **Malte Bornemann**, Aachen U. (RWTH)

1410 : *(Paper Session) - (ENT)* **Antecedents and Effect of Entrepreneurial Orientation (EO)**
11:30am - 1:00pm Hyatt Regency Chicago: Grand B
Chair: **Susan Coombes**, Virginia Commonwealth U.

CEO ownership and founder status as antecedents of EO: A contingency based approach | **Palash Deb**, Syracuse U.; **Johan Wiklund**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Alexander McKelvie**, Syracuse U.

Impact of EO and Alliance Capability on Knowledge Creation in Strategic Alliances of SMEs | **Vishal K. Gupta**, State U. of New York, Binghamton; **Douglas Moesel**, U. of Missouri

The Mediating Role of New Product Development between Entrepreneurial Orientation and Performance | **Dominik Austermann**, RWTH Aachen U.; **Simon Land**, RWTH Aachen U.

Impact of Entrepreneurial Orientation: Longitudinal Analysis of Small Technology Firms in Japan | **Kozo Yamada**, Sophia U.; **Yoshihiro Eshima**, osaka U. of economics

1411 : *(Paper Session) - (ENT)* **Human Capital, Entrepreneurial Action, and Performance**
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Chair: **Kira Kristal Reed**, Syracuse U.

The Role of Entry Thresholds in the Decision to Become a Nascent Entrepreneur | **Brian T. McCann**, Purdue U.; **Timothy B Folta**, Purdue U., EM Lyon

Differentiating the Role Played by Founders' Human Capital in the Performance of Firms | **Joana Mendonca**, Instituto Superior Tecnico; **Rui Baptista**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico

Entrepreneurial Human Capital and the Internal Organization of the Firm | **Miguel Torres Preto**, Instituto Superior Tecnico; **Rui Baptista**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico

Long-term growth and survival chances of newly founded business ventrues | **Andreas Rauch**, Erasmus U. Rotterdam

1412 : *(Paper Session) - (ENT)* **Entrepreneurship, Ethics, and Sustainability**
11:30am - 1:00pm Hyatt Regency Chicago: New Orleans
Chair: **Kai Hockerts**, Copenhagen Business School

Who behaves more ethically - Business owners or managers? | **Boris F. Blumberg**, Maastricht U.; **Sean Patrick O. Sassmannshausen**, U. Wuppertal; **Monika Anna Hofmann**, U. Wuppertal

Tapping the essence of familiness? Ethical focus and performance in family firms. | **Ernest H O'Boyle**, Virginia Commonwealth U.; **Jeffrey Matthew Pollack**, U. of Richmond; **Matthew W. Rutherford**, Virginia Commonwealth U.

Ecopreneuring in the ethical fashion movement: Conceptual and empirical challenges | **Kim Poldner**, HSG St.Gallen

The Influence of Sustainability Orientation on Entrepreneurial Intentions | **Marcus Wagner**, Bureau d'

TUESDAY

Economie Théorique et Appliquée; **Andreas Kuckertz**, U. of Duisburg-Essen

1413 👁💻: *(Paper Session) - (GDO)* **Outsiders and Sensitive Issues**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 5-8

✈👁💻Veiled Diversity? Workplace Experiences of Muslim Women in Australia | **Jawad Syed**, U. of Kent; **Edwina Pio**, AUT U.

👁💻Migrant Employees in German Companies. Empirical Insights into Personnel Structures and Practices | **Barbara Sieben**, Freie U. Berlin; **Renate Ortlieb**, Freie U. Berlin

✈👁💻Breaking the Glass Ceiling: The Experience of Women Partners in France | **Camilla Quental**, HEC Paris

👁💻Antecedents of Females' Proactive Encouragement of a Work-Family Culture | **Caroline Straub**, ESADE

1414 ☯💻JS: *(GDO, SIM)* **Is Weight the New Race?: Implications of Workplace Weight Discrimination**
11:30am - 1:00pm Sheraton Chicago: Chicago 7
Chairs: **Natasha Wilkins Randle**, Mississippi State U. Meridian**; Myrtle P. Bell**, U. of Texas, Arlington
Discussant: **Eden King**, George Mason U.

The Effect of Legal Protection for Overweight Employees: Evidence from the Michigan Experience | **Mark V Roehling**, Michigan State U.; **Patricia Vincent Roehling**, Hope College

The Impact of Age and Obesity Stigmatization in Employment | **Enrica Ruggs**, Rice U.; **Michelle R. Hebl**, Rice U.

Demographic Differences in the Endorsement of Negative Stereotypes About Overweight Managers | **Cort W. Rudolph**, Wayne State U.; **Boris B Baltes**, Wayne State U.

Coping with Workplace Weight Discrimination: An Exploratory Study of a Life Outcome | **Natasha Wilkins Randle**, Mississippi State U. Meridian; **Christopher J. Mathis**, Morgan State U.; **Dewaynna A. Cates**, Jackson State U.

Shifting the Paradigm: A Focus on Overall Health to Reduce Workplace Weight Discrimination | **Tina R Opie**, New York U.; **Myrtle P. Bell**, U. of Texas, Arlington; **Natasha Wilkins Randle**, Mississippi State U. Meridian

1415 👁: *(Paper Session) - (HCM)* **Diversity, Strategy and Utilization in Health Care**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV HCM 1
Presented on Panels 29-36

👁💻Defining Diversity: A Qualitative Analysis of Leading Hospitals | **Valerie L. Myers**, U. of Michigan; **Lynn Wooten**, U. of Michigan

👁Diversity Training as a Strategic Response to Cultural Changes in the Long-Term Care Environment | **Marilyn V. Whitman**, U. of Alabama; **Jullet A. Davis**, U. of Alabama; **Diane Brannon**, Pennsylvania State U.

👁💻Gaming the Liver Transplant Market | **Jason Snyder**, U. of California, Los Angeles

👁💻Emergency Department Utilization by Insured Users: A Study Of Motivating Factors | **Reid Oetjen**, U. of Central Florida; **Dawn Oetjen**, U. of Central Florida; **Timothy Rotarius**, U. of Central Florida

👁💻Measuring the Impact of Volunteer Deliverables in Healthcare | **Myron D Fottler**, U. of Central Florida; **Renee Brent Hotchkiss**, Georgia Southern U.; **Lynn Unruh**, U. of Central Florida

👁💻The Effect of Performance-Based Contracting on Case Management and Service Receipt in Child Welfare | **Emmeline Chuang**, U. of North Carolina; **Rebecca Wells**, U. of North Carolina

✈👁💻Niche Overlap and Interorganizational Exchange: An Empirical Analysis in the Healthcare Sector | **Francesca Pallotti**, U. of Lugano; **Daniele Mascia**, Catholic U. Rome; **Americo Cicchetti**, Catholic U. Rome

✈👁💻Health Services Globalization: Is a Major Paradigm Shift in US Health Services on the Horizon? | **Terrie C. Reeves**, U. of North Carolina, Greensboro

1416 💻: *(Paper Session) - (HCM)* **The Impact of Organizational Factors on Nurse and Patient Outcomes**
11:30am - 1:00pm Swissôtel Chicago: St. Gallen Salon 1
Chair: **Kathryn H. Dansky**, Pennsylvania State U.
Discussant: **Judith W Alexander**, U. of South Carolina

🏳💻Testing a Multi-Level Model of Staff Nurse Organizational Commitment | **Heather Spence Laschinger**, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario; **Piotr Wilk**, Middlesex U.

HCM Best Paper Award Nominee

💻Can Internal Marketing Improve Nurse Retention in Hospitals? | **Avinandan Mukherjee**, Montclair State U.

✈Impact of Nursing Work Environments on Teamwork and Patient Outcomes | **Nancy Purdy**, U. of Western Ontario; **Heather Spence Laschinger**, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario; **Mickey Kerr**, U. of Western Ontario; **Fernando Olivera**, U. of Western Ontario

☯✈💻Comparing Supervisor-Subordinate Relationships on Public and Private Sector Nurses' Commitment | **Yvonne Brunetto**, Southern Cross U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast; **Kate Shacklock**, Griffith U.

1417 ✈: *(HCM)* **Organizational Behavior in Health Care: Diverse Perspectives and International Dimensions**
11:30am - 1:00pm Swissôtel Chicago: Vevey Salon 4
Organizer: **Jane Banaszak-Holl**, U. of Michigan
Discussant: **Elizabeth West**, U. of Greenwich

Ethical and Coordination Challenges of Providing Appropriate Health Care to Multi-Ethnic Patients | **Kathleen Montgomery**, U. of California, Riverside

Dynamics of Culture Change and an Illustrative Example from Nursing Homes in the US | **Jane Banaszak-Holl**, U. of Michigan; **Rosalind Keith**, U. of Michigan

Organizational Networks in Health Care: What can They Deliver? | **Louise Fitzgerald**, De Montfort U.; **Ewan Ferlie**, Royal Holloway, U. of London; **Gerald McGivern**, Royal Holloway, U. of London; **Sue Dopson**, Said Business School

Critical Healthcare Management Studies: An Emergent European Perspective | **Martin Kitchener**, U. of California, San Francisco; **Graeme Currie**, U. of Nottingham; **Mark Learmonth**, U. of Nottingham

TUESDAY

Building Knowledge in Multidisciplinary Contexts and Challenges of Multidisciplinary Working | **Lorna McKee**, U. of Aberdeen

1418 ☯✈💻: *(HR)* **Removing the Guesswork from Diversity Management: An Analysis of Diversity Policies and Implications**
11:30am - 1:00pm Sheraton Chicago: Huron Room
Chair: **Quinetta Roberson**, Villanova U.
Risky Business: An Exploratory Study of Diversity Practice Litigation | **Quinetta Roberson**, Villanova U.
Anti-Sexual Harassment Activities and their Effects on Work Attitudes and Psychological Well-Being | **Patrick F. McKay**, Rutgers U.; **Ying Hong**, Rutgers U.; **Kaifeng Jiang**, Rutgers U., Dept. of HRM; **Derek R. Avery**, U. of Houston; **David C. Wilson**, U. of Delaware
Turning to My Community for Survival: Coping with Organizational Exclusion via Group Identification | **Raymond Nam Cam Trau**, U. of Queensland; **Charmine E. J. Hartel**, Monash U., Clayton
National Origins and Acceptance Rates: Implications for Class Based Affirmative Action | **Kecia M. Thomas**, U. of Georgia; **Bryan L. Dawson**, U. of Georgia; **Ny Mia Tran**, U. of Georgia; **Lindsay Johnson**, U. of Georgia; **Carlton Lewis**, U. of Georgia

1419 💻: *(Paper Session) - (HR)* **Performance Management and Supervisor - Subordinate Relations**
11:30am - 1:00pm Sheraton Chicago: Missouri Room
Chair: **Jia Hu**, U. of Illinois at Chicago
Discussant: **Mary Uhl-Bien**, U. of Nebraska
☯✈💻An Exploratory Analysis Of Supervisor Narrative Comments in Performance Appraisal | **Kathlyn Y Wilson**, Delaware State U.
💻LMX and Leader Prototypicality as Predicators of Performance Appraisal Participation | **Christina S. Everett**, Coastal Carolina U.; **Barbara A. Ritter**, Coastal Carolina U.
✈💻Performance Management in China:A Case Study of Knowledge-Intensive Companies | **Qi Wei**, City U. London; **Hon fun Poon**, City U. London; **Chris Rowley**, City U. London
💻The Effects of Supervisor and Subordinate Personality on Emotional Exhaustion | **Emily David**, U. of Houston

1420 💻: *(Paper Session) - (HR)* **The Socialization and Role Identification Process**
11:30am - 1:00pm Sheraton Chicago: Sheraton 3
Chair: **Diane E. Johnson**, U. of Alabama, Tuscaloosa
🏳✈💻Socialization Tactics, Newcomer Work Experience and Information-seeking: An Interactionist Study | **N Rao Kowtha**, Solbridge International Business School
☯✈💻Effects of Psychological Empowerment on Incumbents' Job Analysis Ratings and Perceived Role Breadth | **Wen-Dong Li**, National U. of Singapore; **Kan Shi**, Chinese Academy of Sciences
💻Organizational Socialization and Work Attitudes: The Mediating Effects of POS | **Liang-Chih Huang**, National Chung Cheng U.; **Yu-Fang Yvonne Yen**, National Kinmen Institute of Technology; **Michael S. Chien**, National Sun Yat-sen U.
Negative Affectivity and Job Satisfaction: The Mediating Role of Social Stressors | **Ari Malka**, U. of Houston; **Christiane Spitzmueller**, U. of Houston; **Dieter Zapf**, Work and Organizational Psychology, Frankfurt U.

1421 💻JS: *(HR, OB, CAR)* **Unfolding Trends in Voluntary Turnover Research**
11:30am - 1:00pm Sheraton Chicago: Sheraton 4
Chair: **Craig J Russell**, Price College Of Business
Discussant: **Barry Gerhart**, U. of Wisconsin-Madison
Threat Appraisal as an Underlying Mechanism of Employee Withdrawal During Organizational Change | **Mel Fugate**, Southern Methodist U.; **Gregory Prussia**, Seattle U.; **Angelo J. Kinicki**, Arizona State U.
Performance, Compensation and Turnover | **Anthony J Nyberg**, U. of South Carolina
Involuntary Employment: Employees Who Want to Turnover but Cannot | **Craig J Russell**, Price College Of Business
Modern Models of Turnover: Old Wine in New Bottles or Old Wine with a Chaser? | **Ryan D. Zimmerman**, Texas A&M U.; **Brian W. Swider**, Texas A&M U.; **Wendy R. Boswell**, Texas A&M U.
Presenters: **Anthony J Nyberg**, U. of South Carolina**; Ryan D. Zimmerman**, Texas A&M U.**; Mel Fugate**, Southern Methodist U.

1422 ☯✈💻: *(Paper Session) - (IM)* **International Ownership Issues**
11:30am - 1:00pm Hyatt Regency Chicago: McCormick
Discussant: **Rakesh B. Sambharya**, Rutgers U., Camden
✈💻Unpacking Qwnership Concentration and Firm Performance in Europe: A Meta-analysis | **Marc van Essen**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.; **Pursey Heugens**, RSM Erasmus U.
✈💻The Impact of State Ownership on Internationalization and Firm Performance of State-Owned MNEs | **Xiaoming He**, Texas A&M U.; **Lorraine Eden**, Texas A&M U.
✈💻The Effect of Competitor Orientation on Horizontal Alliances with Different Ownership | **Kai Xu**, Xi'an Jiaotong U.; **Shanxing Gao**, Xi'an Jiaotong U.
✈💻Liability of Multiple Ownership Changes | **Chris Changwha Chung**, Florida International U.; **Paul Beamish**, U. of Western Ontario

1423 ☯✈👁: *(Paper Session) - (IM)* **MNC Management and Governance**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 43-47
✈👁💻Enterprise Performance and Its Antecedents in a 'Hybrid' Institutional Setting | **Kehan Xu**, Texas A&M U.; **Howard A. Davies**, Hong Kong Polytechnic U.
✈👁Group Affiliation and Strategic Investment of Institutional Investors | **Aharon Yehuda Cohen Mohliver**, Columbia Business School
✈👁Structural Economic Change and Foreign Acquisition | **Hein Bogaard**, U. of Michigan, Ann Arbor
✈👁💻International Expansion, Diversification and Regulated Firms' Nonmarket Strategy | **Jean-Philippe Bonardi**, HEC Lausanne; **Bertrand V. Quelin**, HEC Paris; **Santiago Urbiztondo**, FIEL

TUESDAY

1424 ☯✈👁: *(Paper Session) - (IM)* **MNC Structure-Alliances, JVs and the Network Organization**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 2
Presented on Panels 48-53

✈👁💻Determinants of Expatriate Pay Satisfaction: A Job Demands-Resources Perspective | **Barjinder Singh**, U. of Wisconsin, Milwaukee; **Yu-Ping Chen**, U. of Wisconsin Milwaukee

✈👁Foreign Subsidiary Survival in Emerging versus Developed Economies: A Co-Evolutionary Perspective | **Heechun Kim**, Georgia State U.; **Robert E. Hoskisson**, Arizona State U.

✈👁💻Early Stage Internationalization of U.S. Biopharmaceutical SMES | **Lei Li**, U. of Portland; **Dan Li**, Indiana U.

☯👁💻Learning and Work Satisfaction in Japanese, Chinese, and Malaysian Managers | **Yoshitaka Yamazaki**, International U. of Japan; **D Christopher Kayes**, George Washington U.

✈👁💻The Relationship between Location-Bound Advantages and International Strategy | **Fang-Yi Lo**, Feng Chia U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Danchi Tan**, National Chengchi U.

1425 ☯✈💻: *(Paper Session) - (IM)* **Institutional Pressures in Emerging Markets**
11:30am - 1:00pm Hyatt Regency Chicago: Soldier Field
Chair: **Kathleen Marshall Park**, Massachusetts Institute of Technology
Discussant: **Jacqueline Fendt**, ESCP-EAP European School of Management

✈Political Ties, Technological Capabilities, and Rigidity: Impacts of Market Liberalizations | **Sungjin J. Hong**, UTD

💻Why do Some Subsidiaries Bribe Less in Transition Economies? | **David H. Weng**, U. of Texas at Dallas

✈💻Exchange Hazards, Trust, and Contracts in China: The Contingent Role of Legal Enforceability | **Laura Poppo**, U. of Kansas; **Kevin Zhou**, U. of Hong Kong

💻International Institutional Entrepreneurship | **Michael Carney**, Concordia U.; **Marleen Dieleman**, National U. of Singapore

1426 ☯✈: *(Paper Session) - (IM)* **Intercultural Skills**
11:30am - 1:00pm Hyatt Regency Chicago: Wrigley
Chair: **Matthew C. Mitchell**, U. of South Carolina
Discussant: **Dan V. Caprar**, AGSM-Australian School of Business

✈💻The Role of Working Memory Capacity in Cross-Cultural Interactions | **Sung Doo Kim**, U. of South Carolina; **Elizabeth C. Ravlin**, U. of South Carolina

✈💻Role and Relationship Performance: The Role of Emotional Intelligence and Personality | **Doan E. Winkel**, U. of Wisconsin, Milwaukee; **Xiangyang Liu**, South China U. of Technology; **Ben Shaffer**, United International College; **Rebecca L Wyland**, U. of Wisconsin Milwaukee

🏳✈💻Situated Knowledge: A Practice-based View on Intercultural Interaction | **Han Ou**, U. of Massachusetts at Amherst

Best Paper in OB / HRM / OT

A Longitudinal Study of Cultural Intelligence and Self-Monitoring Personality | **Krista Crawford-Mathis**, Capella U.

1427 ✈💻JS: *(IM, BPS)* **New Perspectives on Risk and Investment in the Developing World**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal B
Organizer: **Paul M Vaaler**, U. of Minnesota
Chair: **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Concentrated Power, Liberalization and Growth in the Global Wireless Telecommunications Sector | **Witold Jerzy Henisz**, U. of Pennsylvania

Economic Dependence, Political Capabilities, and the Bargaining Power of Multinational Firms | **Bennet A. Zelner**, Duke U.; **Sinziana Dorobantu**, Duke U.

Mobile Capital and the Nation-State: Taxing the Investments of Multinational Corporations | **Nathan Jensen**, Washington U.

Immigrant Remittances and the Venture Investment Environment in Developing Countries | **R. Isil Yavuz**, U. of Minnesota; **Paul M Vaaler**, U. of Minnesota

Presenters: **Witold Jerzy Henisz**, U. of Pennsylvania**; Sinziana Dorobantu**, Duke U.**; R. Isil Yavuz**, U. of Minnesota**; Nathan Jensen**, Washington U.
Participant: **Bennet A. Zelner**, Duke U.

1428 : *(Paper Session) - (IP)* **Leadership Dynamics**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Andrew T. Hinrichs**, Texas A&M U.

☯💻**OB:** As Complexity Goes So Goes the Leadership: The Management Implications of Dynamical Systems | **James K. Hazy**, Adelphi U.

MH: A Black Barber in the Early Republic: Wealth Creation and Civic Activism in Philadelphia in the Early 1800s | **Janine Black**, Temple U.

✈🗪💻**OMT:** Modeling Extended Rationality | **Yi Han**, Peking U., P. R. China

💻**OB:** The Swoon Effect: An Investigation of Misfit, Facades of Conformity, and Charismatic Leadership | **Patricia Faison Hewlin**, Georgetown U.; **Tracy L. Dumas**, Emory U.; **Meredith F. Burnett**, Florida International U.; **Jay A. Hewlin**, Life Management Institute

1429 : *(Paper Session) - (IP)* **Knowledge Management Processes**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Jeff Furman**, Boston U.

💻**IM:** The Role of Knowledge in the Quest for Subsidiary Power | **Lisa Katarina Gaerber**, Vienna U. of Economics and Business Administration

☯💻**MOC:** Past and Future Research on Organizational Knowledge Processes | **Jeroen Kraaijenbrink**, U. of Twente

☯✈💻**MOC:** Knowledge Dis-Integration: The Dynamic Tensions of Knowledge Management Processes | **Elena P. Antonacopoulou**, U. of Liverpool; **Stephanie Geary**, U. of Liverpool; **Efrosyni Konstantinou**, U. of Liverpool

💻**TIM:** Does Organizing for R&D Mean Organizing for Absorptive Capacity? | **Anna Comacchio**, U. Ca' Foscari of Venice; **Sara Bonesso**, U. Ca' Foscari of Venice; **Martina Valente**, U. Ca' Foscari of Venice

💻**TIM:** Knowledge Integration Mechanism Really Mediates the Collaboration-Performance Relationship? | **Tiaojung**

TUESDAY

Hsu, National Taipei U.; **Kuen-Hung Tsai**, National Taipei U.; **Wenchang Fang**, National Taipei U.

1430 : *(Paper Session) - (IP)* **A Deeper Understanding of Financial/Capital Markets**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Claudia Gabbioneta**, IULM U.

- 🕮☯✈**CMS:** Causes Of The Global Financial Crisis? Recurring Crises In Anglo-American Corporate Governance | **Thomas Clarke**, U. of Technology, Sydney
- ✈💻**OMT:** Distributed Execution in Illiquid Times: An Alternative Explanation of Trading in Stock Markets | **Aaron Pitluck**, Illinois State U.
- **BPS:** Determinants and Consequences of Qualitative Disclosures: Evidence on Strategic Plan Presentations | **Claudia Gabbioneta**, IULM U.; **Pietro Mazzola**, IULM U.

1431 : *(Paper Session) - (IP)* **Current Trends in Strategic Alliance Research**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Nicholas C. Fairclough**, U. of Alberta

- 💻**BPS:** Strategic Alliances between Complementors: How Diversity affects Innovation and Performance | **Fatma Ahmed Mohamed**, Morehead State U.; **Ahmad M. Hassan**, Morehead State U.; **Barbara Spencer**, Mississippi State U.
- 💻**BPS:** The Impact of Perceived Familiarity on Executives' Decisions to Form and Terminate Joint Ventures | **Ithai Stern**, Northwestern U.; **Andrew D Henderson**, U. of Texas, Austin
- **IM:** Strategic Alliances in the Base of the Pyramid: A Model of Partner Attractiveness and Selection | **Leif Willard Lundmark**, U. of utah
- 💻**BPS:** Strategic alliance team diversity, coordination and effectiveness | **Davina E. Vora**, State U. of New York, New Paltz; **Orlando C. Richard**, U. of Texas, Dallas

1432 ✈: *(Paper Session) - (IP)* **Research Issues in Emerging and Transitional Economies**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Denise E. Williams**, Indiana U.

- ✈🗪💻**BPS:** Scarcity of Water: The Experience of Viticulturist Clusters of Petrolina and Tierra Amarilla | **Suzana Bierrenbach Souza Santos**, U. Paulista - UNIP; **João Chang Junior**, Centro U. da FEI; **Mateus Silva Chang**, Esalq - USP
- ☯✈💻**IM:** Poverty Alleviation as Interdependence: A Review of the Base of the Pyramid Literature | **Ted London**, U. of Michigan
- ✈💻**IM:** How Organizations Respond to Institutional Demands in Transition Economies | **Stephen Ko**, Hong Kong Polytechnic U.; **John E Butler**, U. of Hawaii at Manoa
- 💻**ONE:** From the Base of the Pyramid: Corporate Environmentalism in Developing Countries | **Sukhbir Kaur Sandhu**, U. of South Australia; **Clive Smallman**, Lincoln U., New Zealand; **Ross Cullen**, Lincoln U., New Zealand; **Lucie Ozanne**, U. of Canterbury, New Zealand
- 💻**OMT:** Legitimacy and Co-Evolution in Transition Economies: The Case of South Africa | **Olu Aluko**, Nottingham U.; **Andy Lockett**, U. of Nottingham

1433 : *(Paper Session) - (IP)* **Applying Open Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Fran Ackermann**, Strathclyde U.

- 💻**TIM:** Managing Knowledge Complementarity for Open Innovation | **Shari S. C Shang**, National Chengchi U.; **Se-Hwa Wu**, National Chengchi U.; **Chen-Yen Yao**, National Chengchi U.
- ☯💻**TIM:** Managerial Challenges in Open Innovation: A Study of Innovation Intermediation | **Jan Henrik Sieg**, Swiss Federal Institute of Technology Zurich, ETH; **Martin W Wallin**, Swiss Federal Institute of Technology Zurich, ETH; **Georg von Krogh**, ETH Zurich
- ✈**TIM:** Facets of Open Innovation: Development of a Conceptual Framework | **Kathleen Diener**, RWTH Aachen U.; **Dirk Luettgens**, RWTH Aachen U.; **Evalotte Lindgens**, RWTH Aachen U.; **Uwe Gross**, RWTH Aachen U.
- ☯💻**PNP:** Open Governance and Citizensourcing - Applying the idea of open innovation to the public sector | **Dennis Hilgers**, RWTH Aachen U.; **Christoph Ihl**, RWTH Aachen U.; **Evalotte Lindgens**, RWTH Aachen U.; **Uwe Gross**, RWTH Aachen U.

1434 : *(Paper Session) - (IP)* **Allocation of Resources**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **James Welch**, Kentucky Wesleyan College

- ☯💻**BPS:** Resource Allocation Trade-off:Another Explanation for Strategy Implementation Failure | **Katsuhiko Shimizu**, U. of Texas, San Antonio
- 💻**OMT:** Excess Human Resources: Growth and Performance Implications of Absolute and Relative Levels of Slack | **Flora Ferlic**, U. of St. Gallen
- 💻**BPS:** How Resource Structuring affects Speed Strategic Change in Uncertain Environment | **ZE LONG WEI**, Xi'an Jiaotong U.; **Yuan Li**, Xi'an Jiaotong U.; **David G. Sirmon**, Texas A&M U.; **Yan Tian**, Xi'an Jiaotong U.
- 💻**BPS:** Aspiration driven influences on the efficiency of the internal capital allocation process | **Mathias Arrfelt**, Arizona State U.; **Robert M Wiseman**, Michigan State U.; **G Tomas M Hult**, Michigan State U.

1435 : *(Paper Session) - (IP)* **Inter-Organizational Relationships**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Sadhvi Dar**, Queen Mary U. of London

- **PNP:** Working together as One UN? Inter-agency collaboration in UN peacebuilding. | **Sebastian I. Doering**, U. of Konstanz; **Melanie Schreiner**, U. of Konstanz
- 🗪💻**TIM:** Proximity and the speed of knowledge diffusion: Evidence from biotech industry | **Emery Yao**, U. of Kentucky; **Xiaoli Yin**, Baruch College; **Dong Chen**, Loyola Marymount U.
- ✈**IM:** Inter-organizational Collectivism | **Abdulrahman Chikhouni**, John Molson School of Business
- 💻**HCM:** What Makes Inter-Agency Relationships Work? The Role of Local Resources | **Rebecca Wells**, U. of North Carolina; **Lindsey E. Haynes**, U. of North Carolina; **Emmeline Chuang**, U. of North Carolina; **Yu Bai**, Duke U.

1436 : *(Paper Session) - (IP)* **Organizational Transformation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Colleen Beecken Rye**, Wharton School, U. of Pennsylvania

TUESDAY

MC: Internationalization as Transformation of Archetypes: The Case of Deutsche Treuhandanstalt | **Sascha Albers**, U. of Cologne; **Markus R. Reihlen**, U. of Cologne; **Tuulia Kewitz**, U. of Cologne

✈**OCIS:** Co-Evolution of Transformational IS and Core Practices: An Institutional Logic Perspective | **Bijan Azad**, American U. of Beirut

OCIS Best Interactive Paper Award - Finalist

💻**ENT:** Strategic Transformation of Entrepreneurial Firms: Continuous vs. Punctuated Approach | **Asda Chintakananda**, Marquette U.

🗨💻**OMT:** Catalytic Events: How Environmental Events Can Transform Institutions and Organizations | **Ken Chung**, Rutgers U.

1437 : *(Paper Session) - (IP)* **Career Construction: A New Look**

11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 3

Facilitator: **Wendelien Van Eerde**, U. of Amsterdam Business School

✈💻**CAR:** Constructing careers: An interpretive study of the 'bounded transnational' career | **Marian Crowley-Henry**, Dublin Institute of Technology

💻**CAR:** Cross-Level Dynamics between Individual Career Journeys and Organizational Currents | **Mary Dean Lee**, McGill U.; **Ellen Ernst Kossek**, Michigan State U.; **Jean-Baptiste Litrico**, Queen's School of Business, Canada

🗨**CAR:** Spreading risks in order to keep them | **Ann Vogel**, Singapore Management U.; **Alan Shipman**, Open U.

1438 : *(Paper Session) - (IP)* **Applications of Social Exchange Theory**

11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 4

Facilitator: **Dana L. Haggard**, Missouri State U.

💻**OB:** A Theoretical Model of Allocation Preferences | **Celile Itir Gogus**, Bilkent U.

💻**OB:** Negotiating Social Exchanges | **Brian Christopher Glibkowski**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Grace Lemmon**, U. of Illinois, Chicago

💻**OB:** Relational Identity, Benevolence, and OCBs: Identity Perspectives and Social Exchange Theory | **Li-Fang Chou**, Yuan Ze U.; **Ding Yu Jiang**, National Chung Cheng U.; **Michael Chung-Jung Tseng**, SITA

1439 : *(Paper Session) - (IP)* **Organizational Entry: Recruitment, Job Search & Socialization**

11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 1

Facilitator: **Aneika L. Simmons**, Sam Houston State U.

🗨💻**SIM:** Who are you attracting with the Corporate Social Practice? | **Sarah Sorenson**, U. of Northern Iowa; **James E. Mattingly**, U. of Northern Iowa

💻**CAR:** How Did You Figure That Out? Employee Learning During Socialization | **Jaron Harvey**, U. of Oklahoma; **Anthony R. Wheeler**, U. of Rhode Island; **Michael R. Buckley**, U. of Oklahoma

HR: Self-enhancement in a job search context | **María Fernanda García**, U. of Texas at El Paso; **María Carmen Triana**, U. of Wisconsin, Madison; **Abby Peters**, U. of Texas at El Paso; **Mabel Sánchez**, U. of Texas at El Paso

HR: An Examination of Socialization, Person-Environment Fit, and Job Satisfaction over Time | **Malissa Amy Clark**, Wayne State U.; **Cynthia W Shantz**, Credit Acceptance Corporation; **Boris B Baltes**, Wayne State U.; **Christian J. Resick**, Drexel U.; **Kenneth R. Randall**, Banner Health

1440 : *(Paper Session) - (IP)* **Moral Issues in Management Research**

11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 2

Facilitator: **Julie A. Clarkson**, Wartburg College

💻**CM:** Moral Identity and Negative Reciprocity Norms as Predictors of Responses to Hate Speech | **Laurie J. Barclay**, Wilfrid Laurier U.; **Karl Aquino**, U. of British Columbia

💻**MED:** Moral Accountability of College Students | **Anthony P. Ammeter**, U. of Mississippi; **Bart Garner**, U. of Mississippi

☯**PNP:** Science, Power and Money in Academia - The Professional Ethics of Scientists and Academics | **Yves Fassin**, Ghent U.

💻**SIM:** Integrating a Virtue Ethics Perspective in Positive Organizational Scholarship | **David S. Bright**, Wright State U.; **Jason Stansbury**, Calvin College; **Jacqueline M. Stavros**, Lawrence Technological U.

🕮🗨💻**MED:** Management Practices and Administrators' Social Representations: Is there a problem? | **Jacquelaine Florindo Borges**, U. of São Paulo; **Tania Casado**, U. of Sao Paulo - USP; **Cintia Rodrigues O Medeiros**, FEDERAL U. OF UBERLANDIA/ BRAZIL

1441 : *(Paper Session) - (IP)* **The Role of Trust in a Virtual Environment**

11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 3

Facilitator: **John P. Meyer**, Iona College

💻**OMT:** Trading Partner Selection in Online Marketplaces: Does it Matter Where They Are and What They Are? | **Gianvito Lanzolla**, Cass Business School, City U.; **Vanina Jasmine Torlò**, Cass Business School, City U.

OCIS: Trust and Other Required Characteristics: Establishing Effective Virtual Teams | **Gregory R. Berry**, Central Connecticut State U.

OB: Virtualness and Organizational Climate: A Multi-level Study Examining Trust Development. | **John Elshaw**, Purdue U., West Lafayette; **Bradley J Alge**, Purdue U.

ODC: Toward a New Model of Virtual Team Development | **Thomas Brady Harris**, Texas A & M U., College Station; **Bradley L. Kirkman**, Texas A&M U.

1442 : *(Paper Session) - (IP)* **Emotions in the Workplace**

11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 4

Facilitator: **Ingrid Nielsen**, Monash U.

💻**OB:** The Disappointing Consequences of Anger: Comparing anger and disappointment in group work situations | **Jennifer T. Carson**, London Business School; **Celia Moore**, London Business School

MOC: Antecedents and Consequences of Emotions and Cognition in Negotiation | **Brona Russell**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin

💻**OB:** Fear of Envy: Anxious Brakes on Performance | **Paresh Mishra**, Indiana U.

TUESDAY

1443 🕮☯✈💻: *(Paper Session) - (MC)* **Knowledge Management and Knowledge Transfer.**
11:30am - 1:00pm Hyatt Regency Chicago: Hong Kong
Chair: **Larry E. Greiner**, U. of Southern California
Discussant: **Matthew Semadeni**, Indiana U., Bloomington
🏳💻Trading „Best Practices" – a Good Practice? | **Benjamin Wellstein**, Mannheim U.; **Alfred Kieser**, Mannheim U.
Does Coalescent Knowledge Exist? | **Keith K. Morgan**, Berkeley College
☯✈🗨💻Consulting, Commodification, and Corporate Social Responsibility: Evidence from the United Kingdom | **Peter Graham**, U. of Bath
💻The Influence of Founding Team and Consultant Knowledge on New Venture Launch Speed | **Michael L. DeVaughn**, U. of St. Thomas, St. Paul/Mpls, MN; **Myleen Leary**, Montana State U.

1444 🕮☯: *(Paper Session) - (MED)* **Cultural Variations in the Learning Experience: International Variations in Approaches**
11:30am - 1:00pm Hyatt Regency Chicago: Buckingham
Chair: **Danielle Talbot**, Open U., United Kingdom
Discussant: **Travor C. Brown**, Memorial U. of Newfoundland
Approaches to Learning and Culture: An Empirical Investigation | **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad; **N. S. Anuradha**, Indian Institute of Science; **Katrin Hansen**, Gelsenkirchen U. of Applied Sciences
💻Student Competitive Attitudes Across Countries - More Similar or Different? | **Alvin Hwang**, Pace U.
🕮Bridging Theory and Experience: Using Video to Develop Cultural Intelligence | **Anthony Fee**, U. of Sydney; **Amanda E.K. Budde-Sung**, U. of Sydney
🕮✈💻Entrepreneurship Education: Global Relevance - Regional Approaches | **Peter Russo**, European Business School; **Johanna Schönrok**, European Business School

1445 🕮☯: *(Paper Session) - (MED)* **Issues Facing Academe: How To Manage the Beast to Improve the Product**
11:30am - 1:00pm Hyatt Regency Chicago: Wright
Chair: **Julia Teahen**, Baker College
Discussant: **William N. Ruud**, President - Shippensburg U.
🕮☯💻Do Research and Education Matter to Business School Rankings? | **Paul Louis Drnevich**, U. of Alabama; **Craig E. Armstrong**, U. of Alabama; **T Russell Crook**, U. of Tennessee-Knoxville
🕮💻Examining Business Acumen | **James A. Belohlav**, DePaul U.
💻How Can Private Universities Survive Taxing Economic Times? Business School Leadership is the Key | **Darin W. White**, Brock School of Business, Samford U.; **Keith Absher**, Union U.; **John Eli Smothers**, Union U.
💻Can Academic Misconduct Predict OCB and CWB? | **Thomas H. Stone**, Oklahoma State U.; **I. M. Jawahar**, Illinois State U.; **Jennifer L. Kisamore**, U. of Oklahoma

1446 🕮☯✈💻JS: *(MED, CMS)* **The Promise and Reality of Management Education: A World View**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Chairs: **Tojo Thatchenkery**, George Mason U.**; Slawomir Magala**, Erasmus U.
Discussant: **KB Akhilesh**, Indian Institute of Science
The Promise and Reality of Management Education: A World View | **Tojo Thatchenkery**, George Mason U.; **Slawomir Magala**, Erasmus U.
Sabanci University: From Greenfield to Performance | **Oğuz N. Babüroğlu**, Sabanci U. Istanbul
Management Education for Development: Game-changing Opportunities for Brazil | **Luiz Antonio Joia**, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas
The HRM Program at the Tata Institute of Social Sciences | **Vijayakumar Parameswaranunnithan**, Tata Institute of Social Sciences; **Gopakumar Gopalakrishnan**, Infosys Leadership Institute
Participants: **Oğuz N. Babüroğlu**, Sabanci U. Istanbul**; Luiz Antonio Joia**, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas**; Vijayakumar Parameswaranunnithan**, Tata Institute of Social Sciences**; Gopakumar Gopalakrishnan**, Infosys Leadership Institute

1447 👁💻: *(Paper Session) - (MOC)* **Knowledge, Expertise and Decision Making**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 58-61
🕮☯👁💻Knowledge Levels: A 3-D Model of the Levels of Expertise | **Viktor Dorfler**, Strathclyde U.; **Zoltan Baracskai**, Doctus Co.; **Jolan Velencei**, Budapest U. of Technology and Economics
👁💻A Short Measure of Generalized Beliefs in One's Own Performance, Other's Support, and Good Luck | **Diemo Urbig**, Max Planck Institute of Economics
👁On the Robustness and Generality of the Correspondence Bias | **Zachariah Steven Sharek**, Carnegie Mellon U.; **Sam Swift**, Carnegie Mellon U.
👁💻Advancing to the Core: A Decision-Making Level Analysis of Obstacles to Discontinuous Change | **Peter Kesting**, Aarhus School of Business, Aarhus U.; **Remigiusz Smolinski**, HHL - Leipzig Graduate School of Management

1448 💻: *(Paper Session) - (MOC)* **Relationship Matters: Exploring the Nature and Significance of Workplace Relationships**
11:30am - 1:00pm Hyatt Regency Chicago: Truffles
Chair: **Kuo Frank Yu**, City U. of Hong Kong
Discussant: **David M. Sluss**, U. of South Carolina
🏳☯💻Workplace Friendships: Origins and Consequences for Managerial Effectiveness | **Hilla Dotan**, Tel-Aviv U.
Beyond Internal and External: Relational Attributions and their Significance in Organizations | **Erica Christine Holley**, U. of Washington; **Terence R. Mitchell**, U. of Washington
✈💻Crossing Over: The Impact of Permeability on Attitudes of Temporary and Standard Workers | **Elizabeth George**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology
🏳💻Abusive Supervision: Perception or Reality? | **Mark J. Martinko**, Florida State U.; **Paul Harvey**, U. of New Hampshire; **David Sikora**, Florida State U.; **Scott C. Douglas**, U. of Montana

TUESDAY

1449 💻: *(Paper Session) - (MSR)* **MSR Theme Session: Perspectives on Leaders and Leadership**
11:30am - 1:00pm Hyatt Regency Chicago: Haymarket
The complex economic, political, business and social crises in today's world seem to require new forms of leadership for ingenuity and excellence. Current leadership theories are largely based on Behavioral and economic models that ostensibly do not account for the real depth and richness of human experience required by today's leaders. In this MSR Theme Session on "Perspectives on Leaders and Leadership" we attempt to integrate cutting edge knowledge with emerging leadership theories, well proven ancient wisdom and practices. Four speakers will present discussion papers and talks on leaders and leadership from different perspectives. These include an emerging theory of leadership based on the needs for creativity, and intuitions; proposal of a leadership framework based on ancient Indian Karma-Yoga and self-management to inspire holistic performances by setting personal examples; and decision-making practice through democratically elected bodies of the "Bahai community"; and more. It is expected that the session will make sound contribution in addressing the complex leadership problems in today's increasingly competitive world, evolving Human Resource Management, and Management Spirituality & Religion literature.
Organizer: **Debu Mukerji**, Macquarie U.
Discussant: **Mark P. Kriger**, Norwegian School of Management
Presenters: **Margaret Benefiel**, Andover Newton Theological School**; Mark P. Kriger**, Norwegian School of Management**; Marjolein Lips-Wiersma**, U. of Canterbury

1450 👁: *(Paper Session) - (OB)* **Leadership and Teamwork**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV OB 1
Presented on Panels 9-18
- 👁💻The Impact of Perceived Support on the Attitudes and Behaviors of Customer Service Employees | **John W. Michel**, Towson U.; **Michael J Kavanagh**, State U. of New York, Albany
- 👁💻What Managers Value Influences their Perceptions and Commitment to the Organization | **Mary Bambacas**, U. of South Australia
- 👁💻The Inferential Capacity of Leadership Research: A 20-Year Review | **Leslie A. DeChurch**, U. of Central Florida; **Toshio Murase**, U. of Central Florida; **Nathan J. Hiller**, Florida International U.; **Saarah Kison**, U. of Central Florida
- 👁💻Abusive Supervision and Organizational Deviance: A Mediated Moderation Model | **Huiwen Lian**, U. of Waterloo; **Lance Ferris**, Singapore Management U.; **Douglas J. Brown**, U. of Waterloo; **Joseph W. Berry**, U. of Waterloo
- 👁Interpersonal Affect and Performance Ratings in Work Teams: A Longitudinal Field Study | **Siu-On Kwan**, City U. of Hong Kong; **C. Harry Hui**, U. of Hong Kong
- 👁💻Emotional Intelligence and Cohesion Effects on Communication Performance in Teams | **Ashlea Clare Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sandra A. Lawrence**, Griffith U.; **Herman H. M Tse**, Griffith U.
- 👁💻The Influence of Second-Level Superior's Delegation on Subordinate's Trust in Immediate Superior | **Dong Woon Go**, Seoul National U.; **Oh Soo Park**, Seoul National U.; **Won-Woo Park**, Seoul National U.; **Seong-Ik Ahn**, Seoul National U.
- 👁💻Antecedents of Network Centrality: Personality, OCB and Knowledge Sharing Behavior | **Yuwen Liu**, ChungHsing U.; **Minu Ipe**, Arizona State U.
- 👁Interactive Effects of Perceived Entitlement Behavior and Political Skill on Job Tension | **Katina W. Thompson**, Florida State U.; **James K Summers**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.
- ✈👁💻The Impacts of Temporal Characteristics on Project Team Performance | **Jia Li**, U. of Maastricht
- 👁💻Social Exchange & Safe Work Rules: The Mediating Role of Self Regulation and Command & Control | **Patrick Lawrence Yorio**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh

1451 💻: *(Paper Session) - (OB)* **Responsibility and Performance**
11:30am - 1:00pm Sheraton Chicago: Arkansas Room
Chair: **Valentina V. Kuskova**, Indiana U., Bloomington
Discussant: **Robert C Giambatista**, Lehigh U.
- Thanks, but No Thanks: The Role of Personal Responsibility in the Experience of Gratitude | **Rosalind M. Chow**, Carnegie Mellon U.
- 💻Commitment and Job Performance: The Mediating Role of Felt Responsibility | **James W. Bishop**, New Mexico State U.; **Dow Scott**, Loyola U. Chicago; **Bonnie Daily**, New Mexico State U.
- 💻Accountability: A Field Study of the Effects of Accountability on Performance | **Neal P. Mero**, Kennesaw State U.; **Rebecca Monette Guidice**, U. of Nevada, Las Vegas
- 💻The Mechanism of Sanctioning Systems: Promoting or Destroying | **Yue Zhu**, City U. of Hong Kong; **Sijing Chen**, Zhejiang U.

1452 : *(Paper Session) - (OB)* **Emotional Intelligence**
11:30am - 1:00pm Sheraton Chicago: Colorado Room
Chair: **Laura G. Barron**, Rice U.
Discussant: **Rachael E. Wells**, Fordham U.
- 💻Working Well Under Challenge: Job Context as a Moderator of the EI-performance Relationship | **Crystal I Chien Farh**, U. of Maryland - College Park; **Myeong-Gu Seo**, U. of Maryland
- Emotions and Emotional Intelligence: A Field Investigation | **Janaki Gooty**, State U. of New York, Binghamton; **Mark Gavin**, Oklahoma State U.
- ☯✈💻Augmented Transformational Leadership as a Mediator Between Emotional Intelligence and Team Outcomes | **YoungHee S Hur**, U. of Twente; **Peter van den Berg**, Tilburg U.; **Celeste P. M. Wilderom**, U. of Twente
- 💻Do Happy People Make Happy, Effective Groups?: The Role of Affect and Leader Emotional Intelligence | **Sophia Soyoung Jeong**, U. of South Carolina; **Audrey Korsgaard**, U. of South Carolina

1453 💻: *(Paper Session) - (OB)* **Organizational Citizenship**
11:30am - 1:00pm Sheraton Chicago: Mississippi Room
Chair: **Consuelo Luisa Waight**, U. of Houston
Discussant: **Reeshad Sam Dalal**, George Mason U.
- 🏳💻Satisfaction, Citizenship, and Performance in Units: A Meta-Analysis of Collective Constructs | **Daniel S. Whitman**,

TUESDAY

U. of Bridgeport; **David L. Van Rooy**, Marriott International, Inc.; **Chockalingam Viswesvaran**, Florida International U.

- Going Beyond Motives: A Role Identity Framework for the Dark Side of Organizational Citizenship | **Jason Stoner**, Ohio U.; **Timothy P. Munyon**, Florida State U.
- Role Expectations as Antecedents of Citizenship: Examining the Moderating Effects of Work Context | **Erich C. Dierdorff**, DePaul U.; **Robert S. Rubin**, DePaul U.; **Daniel Gregory Bachrach**, U. of Alabama
- Mediating Mechanisms between Mentoring and OCB: A Relational Perspective | **Rajashi Ghosh**, Drexel U.; **Thomas G. Reio Jr.**, Florida International U.

1454 : *(Paper Session) - (OB)* **Managing Success and Failure**
11:30am - 1:00pm Sheraton Chicago: Ohio Room
Chair: **Amit K. Nandkeolyar**, Indian School of Business
Discussant: **Arup Varma**, Loyola U. Chicago

- Managing Impressions on The Way From Failure to Redemption | **Maria Riaz Hamdani**, U. of Oklahoma - Norman; **Sorin Valcea**, U. of Oklahoma; **Mark C. Bolino**, U. of Oklahoma
- Success In the Beholder's Eyes: Effects of Regulatory Focus on Responses to Non-Contingent Success | **Phyllis A. Siegel**, Rutgers U.; **Ariel Y. Fishman**, Yeshiva U.; **Alice Wieland**, UCLA Anderson School of Management
- Leaders' Personal Experience and Response to Failure: A Theoretical Framework and Initial Test | **Maria Carolina Saffie Robertson**, John Molson School of Business; **Melanie Ann Robinson**, John Molson School of Business; **Kathleen Boies**, John Molson School of Business
- When Will Supervisors Regard Extra-Role Actions as Citizenship Behaviors? | **Chi-Sum Wong**, Chinese U. of Hong Kong; **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Fung Yi Millissa Cheung**, Hong Kong Shue Yan U.

1455 : *(OB)* **What To Expect When You're Expecting Creativity**
11:30am - 1:00pm Sheraton Chicago: Sheraton 1
Chair: **Pamela Tierney**, Portland State U.
Discussant: **Lucy L. Gilson**, U. of Connecticut, Storrs

- How Creativity-Related Conflict Can Hurt Creative Individuals | **Onne Janssen**, U. of Groningen; **Ellen Giebels**, U. of Twente
- Creativity and Performance: A Multi-Level Approach | **Hyoun Sook Lim**, U. of Connecticut; **Lucy L. Gilson**, U. of Connecticut, Storrs
- Multi-Level Outcomes of Creative Engagement | **Pamela Tierney**, Portland State U.

1456 : *(OB)* **Longitudinal Perspectives on Leadership in Autonomous Work Teams**
11:30am - 1:00pm Sheraton Chicago: Sheraton 2
Discussant: **Katherine Klein**, U. of Pennsylvania
Coordinator: **N Andrew Cohen**, U. of Pennsylvania

- Concurrent and Longitudinal Group Influence: Impact of Cognitive Ability and Personality Traits | **Jacqueline K. Mitchelson**, Auburn U.; **Jaap J.A. Denissen**, Humboldt-U. Berlin; **Leonardis Bruce**, Auburn U.; **Maarten Selfhut**, Utrecht U.
- From Identities to Reputations: The Effects of Time on the Negotiation of Team Leadership Roles | **N Andrew Cohen**, U. of Pennsylvania
- Norms as Leadership Substitutes in Internationally Distributed Teams | **Tine Koehler**, U. of Melbourne; **Michael Berry**, Turku School of Economics; **Alois Moosmueller**, Ludwig Maximilians U.

Presenters: **Jacqueline K. Mitchelson**, Auburn U.**; N Andrew Cohen**, U. of Pennsylvania**; Tine Koehler**, U. of Melbourne

1457 : *(OB)* **Team processes and outcomes: Diversity, information sharing, reflexivity and innovation**
11:30am - 1:00pm Sheraton Chicago: Sheraton 5
Organizers: **Jeremy Dawson**, Aston U.**; Karin S Moser**, Roehampton U. London
Chair: **Jeremy Dawson**, Aston U.

- Innovating when it counts most: The role of reflexivity when external demands are high | **Michaéla C. Schippers**, RSM Erasmus U.; **Jeremy Dawson**, Aston U.; **Michael West**, Aston U.
- Knowledge management and team innovation: Understanding team processes underlying innovativeness | **Karin S Moser**, Roehampton U. London; **Jeremy Dawson**, Aston U.; **Michael West**, Aston U.
- The impact of stressors and intrinsic motivation on creativity:Moderating role of team empowerment | **Jeffrey Chin Hui Chen**, National Sun Yat-sen U.; **Giles Hirst**, Monash U.; **Claudia A. Sacramento**, Aston U.
- Team members' innovativeness fit: Effects on socio-emotional and performance outcomes | **Margarita Mayo**, Instituto de Empresa Business School; **Juan-Carlos Pastor**, Instituto de Empresa Business School; **Andreas W. Richter**, Instituto de Empresa Business School
- Does it matter what we think about differences? A meta-analysis on the effects of diversity beliefs | **Sebastian Stegmann**, Goethe U.; **Rolf Van Dick**, U. of Frankfurt

1458 JS: *(OB, MOC)* **Emergent Creativity and Innovation in Organizations**
11:30am - 1:00pm Sheraton Chicago: Mayfair Room
Organizers: **Michelle A. Barton**, U. of Michigan, Ann Arbor**; Brent Rosso**, U. of Michigan
Discussant: **Teresa M Amabile**, Harvard U.

- A Grounded Process Model of Creative Production | **Elizabeth Long Lingo**, Curb Center at Vanderbilt U.; **Siobhan O'Mahony**, Boston U.
- Organizing for Emergent Creativity in Teams | **Brent Rosso**, U. of Michigan
- The Emergence of Entrepreneurial Opportunities | **Michelle A. Barton**, U. of Michigan, Ann Arbor
- Organizational Trajectories and Emergent Creativity | **David Obstfeld**, U. of California, Irvine

Presenters: **Michelle A. Barton**, U. of Michigan, Ann Arbor**; Elizabeth Long Lingo**, Curb Center at Vanderbilt U.**; David Obstfeld**, U. of California, Irvine**; Siobhan O'Mahony**, Boston U.**; Brent Rosso**, U. of Michigan

1459 : *(Paper Session) - (OCIS)* **Systems Behaving Badly: Lying, Phishing, and Fraud**
11:30am - 1:00pm Hyatt Regency Chicago: Picasso

TUESDAY

Chair: **Gurvirender Pal Singh Tejay**, Nova Southeastern U.
Discussant: **Cecil Eng Huang Chua**, Nanyang Technological U.
The Influence of Online Technology On Deception and its Consequences | **Jingjun David Xu**, U. of British Columbia; **Ronald T. Cenfetelli**, U. of British Columbia
An Undesirable Consequence of IT Adoption: Earnings Manipulation | **Theophanis C. Stratopoulos**, U. of Waterloo; **Thomas W. Vance**, U. of Waterloo
Unethical Behavior Using Information Technology | **Sutirtha Chatterjee**, Prairie View A&M U.; **Suprateek Sarker**, Copenhagen Business School

1460 JS: *(OCIS, OB)* **Virtual Work: Paths Taken and to be Taken**
11:30am - 1:00pm Hyatt Regency Chicago: Water Tower
Chairs: **Sumita Raghuram**, Pennsylvania State U.**; Philipp Tuertscher**, Vienna U. of Economics and Business Administration
Participants: **Patricia Mokhtarian**, U. of California, Davis**; Timothy Golden**, Rensselaer Polytechnic Institute**; Stacey Lea Connaughton**, Purdue U., Indiana**; Ravi Shanker Gajendran**, Pennsylvania State U.**; Terri Griffith**, Santa Clara U.

1461 : *(Paper Session) - (ODC)* **Emotions, Attitudes and Impressions throughout the Change Process**
11:30am - 1:00pm Swissôtel Chicago: Vevey Salon 3
Chair: **Julie Wolfram Cox**, Deakin U.
Discussant: **Garima Sharma**, Case Western Reserve U.
Loss, Grief and Organizational Death: A Continuing Bonds Perspective | **Emma Bell**, U. of Bath; **Scott Taylor**, U. of Exeter
Interaction between Cognition and Emotion on Processes of Strategic Renewal | **Quy Nguyen Huy**, INSEAD
ODC Division Best Paper Finalist
Impressions of Competency: Tactics and Effectiveness | **Julita A. Haber**, TUI U.; **Robyn L. Brouer**, Hofstra U.; **Stephen P Fitzgerald**, TUI U.
ODC Division Best Paper Finalist
Positioning Change Recipients' Attitudes Toward Change in the Organizational Change Literature | **Dave Bouckenooghe**, Vlerick Leuven Gent Management School

1462 JS: *(ODC, MC)* **Green Matters and Sustained Learning: Creating Appreciative Learning Cultures in a Virtual World**
11:30am - 1:00pm Swissôtel Chicago: St. Gallen Salon 2
Distinguished Speakers: **Frank J. Barrett**, Naval Postgraduate School**; James D Ludema**, Benedictine U.
Chair: **George W. Hay**, Benedictine U.
Presenters: **Dave Ewert**, Benedictine U.**; Gina Hinrichs**, Capella U.**; Anne Stoughton**, Benedictine U.**; Cliff Chan**, Benedictine U.**; Chris Garrabrant**, Benedictine U.

1463 : *(Paper Session) - (OM)* **Information Systems, Integration and Agile Supply Chains**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal A
Chair: **Kathy K. Dhanda**, DePaul U.
Enabling agile supply chains | **Yi Wu**, Warwick Business School; **Jannis Jan Angelis**, Warwick Business School; **Margi Levy**, Warwick Business School
Supply Chain Agility: Scale development | **Xun Li**, U. of Kentucky; **Thomas J. Goldsby**, U. of Kentucky; **Clyde Holsapple**, U. of Kentucky
The Impact of SCM and IS Practices on Operational Performance: A Study of Turkish and Bulgarian SMEs | **Erkan Bayraktar**, Bahcesehir U.; **Ekrem Tatoglu**, Bahcesehir U.; **Mehmet Demirbag**, U. of Sheffield
Supplier perceived fairness of electronic reverse auctions | **Erik van Raaij**, Rotterdam School of Management, Erasmus U.; **Marjolein Caniels**, Open U. of the Netherlands

1464 : *(Paper Session) - (OMT)* **Social Capital**
11:30am - 1:00pm Hyatt Regency Chicago: Columbian
Chair: **Joseph Broschak**, U. of Arizona
Social Capital in Asia: Do Managers in Collective Cultures Benefit from Boundary Spanning? | **Jennifer M. Hitler**, U. of Chicago
Network Ties, Transactive Memory, and Performance in Groups: A Look at the Role of Task Structure | **Jeong-Yeon Lee**, U. of Kansas; **Daniel Gregory Bachrach**, U. of Alabama
The Contingent Value of Bridging and Bonding Social Capital on Firm Performance: A Meta-Analysis | **Paolo Ferri**, U. of Bologna; **Maria Lusiani**, U. of Bologna; **Simone Santoni**, Bologna U.
TMT Social Capital, Competitive Aggressiveness, and Firm Performance | **Hao-Chieh Lin**, National Chung Cheng U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce
Re-Thinking the War for Talent: The Impact of Team Stability & Relational Legacy on Team Performance | **Fabio Fonti**, Boston College; **Massimo Maoret**, Boston College; **Fabrizio Montanari**, U. of Modena and Reggio Emilia

1465 : *(Paper Session) - (OMT)* **Exploitation and Exploration**
11:30am - 1:00pm Hyatt Regency Chicago: DuSable
Chair: **Franz Wohlgezogen**, Northwestern U.
Balancing Exploration and Exploitation: The Moderating Impact of Knowledge Stocks and Flows | **Andreas Al-Laham**, U. of Kaiserslautern; **Terry Amburgey**, U. of Toronto; **Daniel Tzabbar**, U. of Central Florida
Market Dynamics, Organizational Design, and Replication Strategies: A (Co-)Evolutionary Perspective | **Stefan W. Konlechner**, WU Vienna U. of Economics and Business; **Wolfgang H. Guettel**, U. of Hamburg
Mirroring Growth: An Empirical Study of Exploitation and Exploration in Declining Organizations | **Achim Schmitt**, Columbia Business School; **Gilbert Probst**, U. of Geneva
When do Alignment and Adaptability Improve Performance? | **Narongsak Thongpapanl**, Brock U.; **Dirk De Clercq**, Brock U.; **Dimo Dimov**, U. of Connecticut
The Investment of Individual Resources in Professional Relationships | **Michelle A. Rogan**, INSEAD; **Marie Louise Mors**, London Business School

1466 : *(Paper Session) - (OMT)* **Ownership and Governance**
11:30am - 1:00pm Hyatt Regency Chicago: Ogden
Chair: **Ming D. Leung**, Stanford U.
The Effect of Core Change on Survival Chances of Small and Medium-Sized Organizations | **Simon Oertel**, Friedrich Schiller U. Jena; **Peter Walgenbach**, Friedrich Schiller U. of Jena
The Effect of Organizational Ownership on the Economic Growth of Communities | **Atul Teckchandani**, UC Berkeley

TUESDAY

Re-Conceptualizing Agency Theory: A Legal Perspective | **Luh Luh Lan**, National U. of Singapore; **Loizos Th. Heracleous**, U. of Warwick

Is Transaction Cost Economics a Useful Perspective for the Explanation of Plural Governance? | **Anna Krzeminska**, U. of Technology Sydney, Faculty of Business, School of Marketing

1467 : *(Paper Session) - (OMT)* **Leadership, Gender & Managing Change**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 54-57

TMT Behavioral Integration, Episodic Processes, and Firm Performance: A Multi-Level Model | **Elizabeth Lim**, U. of Texas at Dallas

Sustaining Livable Organizations: Identifying Toxicity in Organizational Leadership | **Kathie Lynne Pelletier**, California State U. San Bernardino

Effecting Value Change: Top Down, Spontaneous Decentralized and Interactive Processes | **B Michael**, Sac State U.

Developing a Framework for Studying Political Skills in Leadership | **Jean Hartley**, Warwick U.; **Clive Fletcher**, U. of Warwick; **Christoph Ungemach**, U. of Warwick

1468 : *(Paper Session) - (OMT)* **Reputation**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 265
Chair: **David L. Deephouse**, U. of Alberta

From Guilty to (Looking) Good: Reputation Dynamics in the U.S. Toy Industry | **Anastasiya A. Zavyalova**, U. of Maryland, College Park; **Mike Pfarrer**, U. of Denver; **Rhonda K. Reger**, U. of Maryland; **Debra L. Shapiro**, U. of Maryland

Does Reputation Matter to Organizational Performance? A Meta-Analysis | **Aimee L. Hamilton**, Pennsylvania State U., Park; **Ujwal Kayande**, Australian National U.

Intraindustry Network Embeddedness, Reputation and Syndication Behavior | **Qian Gu**, National U. of Singapore; **Xiaohui Lu**, National U. of Singapore

Do Performance Declines Matter More? Re-Examining How Performance Affects Corporate Reputation | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign

1469 JS: *(OMT, ENT)* **Whither the State? Rethinking Connections Between the State, Social Movements and Green Markets**
11:30am - 1:00pm Hyatt Regency Chicago: Gold Coast
Organizers: **Barbara Zepp Larson**, Harvard U.**; Brandon H. Lee**, London Business School
Discussant: **Brayden G King**, Northwestern U.

Collective Action Without Selective Incentives: How Self-Selected Stakeholders... | **Jeffrey G. York**, U. of Virginia; **Saras D Sarasvathy**, U. of Virginia

Changing Practice and Changing Policy: Green Building Certification and the Role of the State | **Beth M. Duckles**, U. Arizona; **Steve Corral**, U. Arizona

The Effect of Contentious Politics on the Solar Industry in the United States | **Sarah A Soule**, Stanford U.; **Susan Olzak**, Stanford U.

Picking Battles, Winning Wars? Implications of Multiple Targets for Social Movement Mobilizing... | **Barbara Zepp Larson**, Harvard U.; **Brandon H. Lee**, London Business School
Presenters: **Saras D Sarasvathy**, U. of Virginia**; Sarah A Soule**, Stanford U.**; Susan Olzak**, Stanford U.**; Beth M. Duckles**, U. Arizona**; Steve Corral**, U. Arizona

1470 JS: *(OMT, MOC)* **Managerial Work in Modern Organizational Contexts: New Work or New Challenges?**
11:30am - 1:00pm Hyatt Regency Chicago: Columbus H
Organizer: **Tina L. Juillerat**, U. of North Carolina, Chapel Hill
Participants: **Rob B. Briner**, U. of London**; Lars Engwall**, Uppsala U.**; Henry Mintzberg**, McGill U.**; Frederick P. Morgeson**, Michigan State U.**; Michael G. Pratt**, Boston College**; Stefan Tengblad**, U. of Boras

1471 : *(Paper Session) - (ONE)* **The Institutionalization of environmental management practices**
11:30am - 1:00pm Fairmont Chicago: Crystal Room
Chair: **Ivan Montiel**, California State U. Los Angeles

Sustainability dialogues and institutionalization of a social movement | **Aarti Sharma**, U. of South Florida

Sustainability and Accountability: An Empirical Study of the United Nations Global Compact | **Luis Antonio Perez-Batres**, Central Michigan U.; **Van Miller**, Central Michigan U.

Governing Corporate Environmentalism in South Africa: A Process of Punctuated Institutionalization | **James Van Alstine**, U. of Leeds

Signal Dynamics: An Industry Level Analysis of the Diffusion of Environmental Management Systems | **Dror Etzion**, McGill U.

1472 : *(Paper Session) - (PNP)* **Public Management & Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV PNP 1
Presented on Panels 19-28

The Impact of HRM on Commitment in Dutch Child Daycare | **Paul Boselie**, Tilburg U.; **Monique Veld**, Erasmus U.

Completing the Organizational Process Theory of Budgeting: A Positive Model of Expenditure Growth | **Michael Uriel Dothan**, Willamette U.; **Fred Thompson**, Willamette U.

Time to Seek Help: The role of critical incident involvement intensity and job control | **Samuel Bacharach**, Cornell U.; **Dana Rachel Vashdi**, U. of Haifa

Comparing Public and Private Managers' Leadership Style:Understanding the Role of Job Context | **Jesper Rosenberg Hansen**, U. of Aarhus, School of Economics and Management; **Anders Villadsen**, Aarhus U.

Government career commitment: Occupational group differences in perceptions of the work environment | **Dong Chul Shim**, State U. of New York, Albany; **John Rohrbaugh**, State U. of New York, Albany

Agency Rulemaking and Optimal Regulatory Standard: An Irrelevant Result of Market Structure | **Xueyong Zhan**, Hong Kong Polytechnic U.; **Guangliang Ye**, Southwestern U. of Finance and Economics

TUESDAY

Fiscal Determinants of Clergy Executive Compensation | **Nicholas Harvey**, Georgia State U.; **Grace Lyness Chikoto**, Georgia State U.

How networks matter: Insights from armed forces collaborative activity | **Yan Cimon**, U. Laval; **Louis Hebert**, HEC Montreal

Knowledge Sharing: Enablers and Constraints in an Australian Public Sector Organisation | **Claire M. Gardiner**, Queensland U. of Technology

Spontaneous or Constructed?Neighborhood Governance Reforms in Los Angeles and Shanghai | **Bin Chen**, Baruch College

1473 : *(PNP)* **Dimensions and Issues of Dual Leadership**
11:30am - 1:00pm Fairmont Chicago: Ambassador Room
Organizer: **Wendy Reid**, HEC Montreal
Chair: **Ann Langley**, HEC Montreal
Discussant: **Peter Gronn**, U. of Cambridge

Dual or unitary leadership: Managing competing logics in pluralistic organizations | **Hilde Fjellvaer**, Trondheim Business School

Leadership structure in nonprofit performing arts: impact on budgets and financial performance | **Angela Beard**, New York U.

Perceptions of governance in the checks and balances of dual leadership | **Wendy Reid**, HEC Montreal

At the intersection of autonomy and communion: Defining the shared career | **Silviya Svejenova**, ESADE; **Luis Vives De Prada**, ESADE; **Jose Luis Alvarez**, -

1474 : *(PNP)* **Social and Environmental Responsibility: An Expanded View of Green Management**
11:30am - 1:00pm Fairmont Chicago: Regent Room
Organizers: **Ellen O'Connor**, O'Connor Partners**; Anne Pezet**, U. Paris-Dauphine, DRM

We Have Always Been Social: A Long View of Business-Society Relations | **Ellen O'Connor**, O'Connor Partners

Historical Perspectives on Corporate Social Responsibility | **Peter Dobkin Hall**, Harvard U.

Green Management Reluctant Practices: The Aluminum of Cameroon Case | **Marie-Claire Loison**, U. of Paris Dauphine; **Anne Pezet**, U. Paris-Dauphine, DRM

Corporate Social Responsibility: Fad or Classic? | **Emmanuel Raufflet**, HEC Montreal

1475 : *(Paper Session) - (RM)* **From Spatial Regression to Measurement Issues to Qualitative Comparative Analysis: Visual Papers on Varied Topics**
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV RM 1
Presented on Panels 37-42

Space: The Final Frontier. Using Spatial Regression Models in Organizational Research | **Graham David Cookson**, King's College London

Multicollinearity and Measurement Error: A Dangerous Blind Spot in What We've Learned from Textbooks | **Dale Louis Goodhue**, U. of Georgia; **William Lewis**, Independent Consultant; **Ron L. Thompson**, Wake Forest U.

Detecting the Mediation Effect in the Context of Nonindependence | **Cheng-Chen Lin**, National Pingtung U. of Science and Technology; **Chung-Ping Cheng**, National Chengchi U.; **Michael S. Chien**, National Sun Yat-sen U.; **Yi Hsien Wang**, HRM, NSYSU

Intercoder Reliability as Shared Mental Models | **Susannah Paletz**, U. of Pittsburgh; **Christopher Bearman**, U. of South Australia; **Christian Schunn**, U. of Pittsburgh

Qualitative Comparative Analysis: A Potential to Advance Management Research Still to be Exploited | **Cyrine Ben Hafaiedh-Dridi**, GROUPE ESC TROYES

When Mindsets Collide: Switching Analytical Mindsets to Advance Organization Science | **Michael J. Zyphur**, U. of Melbourne

1476 : *(Paper Session) - (RM)* **Fine Tuning: Recommendations for the Application of a Variety of Methods**
11:30am - 1:00pm Sheraton Chicago: Superior A and B
Chair: **Kevin Carlson**, Virginia Tech
Discussant: **Brian Boyd**, Arizona State U.

Further Understanding of Fit Indices in Evaluating Model Fit of Structural Equation Models | **Gordon W Cheung**, Chinese U. of Hong Kong; **Rebecca S Lau**, City U. of Hong Kong; **Linda Chang Wang**, Michigan State U.
Sage Publications/RM Division Best Paper Winner

Using Multifacet Correlational Analysis to Measure Trait, Method, and Person Variance in MTMM Data | **Steve Scullen**, Drake U.

Toward a Confidence Estimate for the Most-Central-Actor Finding | **Terrill Frantz**, Carnegie Mellon U.; **Kathleen M. Carley**, Carnegie Mellon U.
Sage Publications/RM Division Best Student Paper Winner

Performance of a Proportion-Based Approach to Meta-Analytic Moderation: Results from Simulations | **Miguel Ignacio Aguirre-Urreta**, DePaul U.; **Wenying Nan Sun**, U. of Kansas; **Michael E Ellis**, U. of Kansas

1477 : *(Paper Session) - (SIM)* **III. Upper Echelons: CSR, CSP, and Corporate Governance**
11:30am - 1:00pm Fairmont Chicago: Chancellor Room
Chair: **W. Trexler Proffitt**, Franklin & Marshall College
Discussant: **Georgina Voss**, CENTRIM, Brighton U.

Upper Echelons and Strategic Corporate Social Responsibility | **Nicholas Nelson Bartkoski**, U. of Oklahoma

The Ethics of Corporate Governance Ratings: Are Institutional Investors Complicit? | **Lori Verstegen Ryan**, San Diego State U.

The Effect of Gender and Human Capital on Boardroom Committee Membership | **Paul Dunn**, Brock U.

Corporate Beneficence: An Upper Echelon Perspective | **Daina Mazutis**, U. of Western Ontario

1478 : *(Paper Session) - (SIM)* **III.Public Affairs and Issues Management: Reputation & Branding.**
11:30am - 1:00pm Fairmont Chicago: Embassy Room
Chair: **Timothy M. Smith**, U. of Minnesota
Discussant: **Stephanie Bertels**, Simon Fraser U.

TUESDAY

☯💻Firm response to illegitimate acts: Firms' actions to recover from a loss in reputation | **David M. Gomulya**, U. of Washington, Seattle; **Warren Boeker**, U. of Washington Seattle

💻What's in a name? Decomposing corporate reputation | **Carol-Ann Tetrault Sirsly**, Concordia U.; **Sujit Sur**, Dalhousie U.

🏴‍☠️Can reputation conscious buyers improve working conditions? The case of Cambodia's garment sector | **Chikako Oka**, London School of Economics

Corporate social responsibility: Consumer perceptions of a brand and its environmental cause | **Sunny Oliver-Bennetts**, La Trobe U.; **Aaron C.T. Smith**, RMIT U.; **Fiona M. Graetz**, Deakin U.

1479 ✈💻: *(Paper Session) - (SIM)* **I.Accountability & Standards: U.N. Global Compact.**
11:30am - 1:00pm Fairmont Chicago: Gold Room
Chair: **Richard E Wokutch**, Virginia Tech
Discussant: **Adele Santana**, U. of Northern Iowa

🏴‍☠️✈🗨💻The UN Global Compact: Moving Towards a Critical Mass or a Critical State? | **Ralf Barkemeyer**, Queen's U. Belfast; **Giulio Napolitano**, Queen's U. Belfast

☯The United Nations Global Compact - A Response to Its Critics | **Andreas Rasche**, U. of Warwick

☯✈🗨MNEs and the UN Global Compact: An Empirical Analysis of the Implementation of Corporate Citizenship | **Dorothée Baumann**, U. of Zurich; **Andreas Georg Scherer**, U. of Zurich

1480 💻: *(Paper Session) - (TIM)* **Human Resource Management and Technological Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Horner
Chair: **Kristina Lauche**, Delft U. of Technology

☯💻Individual Initiative, Skill Variety, and Creativity | **Chung-Jen Chen**, National Taiwan U.; **Hsi-An Shih**, National Cheng Kung U.; **Ya-Ching Yeh**, National Cheng Kung U.

💻The Jack of All Technologies: Knowledge Recombination across Technological Boundaries | **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Dietmar Harhoff**, U. of Munich; **Karin Hoisl**, U. of Munich

💻Specialized or Omnipotent? - A Meta-analytic Review of Innovator Roles | **Katharina Hoelzle**, Berlin Institute of Technology; **Alexander Kock**, Berlin Institute of Technology; **Hans Georg Gemuenden**, Berlin Institute of Technology; **Tanja Petersen**, Berlin Institute of Technology

💻Good work if You Can Get It...Again: Non-competes, Technical Expertise, and Staffing Small Firms | **Matt Marx**, Harvard U.

1481 💻: *(Paper Session) - (TIM)* **Competitive Interactions in High Technology Markets**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 272
Chair: **J.P. Eggers**, New York U.

💻Schumpeterian Competition within Computing Markets and Organizational Diseconomies of Scope | **Shane Greenstein**, Northwestern U.; **Rebecca Henderson**, Massachusetts Institute of Technology; **Timothy Bresnahan**, Stanford U.

💻Parallel Search, Incentives and Problem Type: Revisiting the Competition and Innovation Link | **Kevin Boudreau**, London Business School; **Nicola Lacetera**, Case Western Reserve U.; **Karim R. Lakhani**, Harvard U.

💻All the Right Moves: Origins of Competitive Interaction in New and Established Markets | **Eric L. Chen**, Stanford U.; **Rory Morgan McDonald**, Stanford U.; **Riitta Katila**, Stanford U.

💻Standard Selection in Converging Technologies: The Interplay Between Network and System | **Geerten van de Kaa**, Delft U. of Technology; **Henk de Vries**, RSM Erasmus U.

1482 ☯✈💻JS: *(TIM, BPS, OCIS)* **Strategic Crowdsourcing: Orchestrating Innovation Through the Cream of the Crowd**
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 260
Organizers: **Jan Van den Ende**, Rotterdam School of Management, Erasmus U.**; Juan Andrei Villarroel**, Massachusetts Institute of Technology**; Christopher L Tucci**, EPFL
Chair: **Christopher L Tucci**, EPFL
Participants: **Allan N Afuah**, U. of Michigan**; Irma Borst**, Rotterdam School of Management, Erasmus U.**; Dwayne Spradlin**, InnoCentive**; Jan Van den Ende**, Rotterdam School of Management, Erasmus U.**; Juan Andrei Villarroel**, Massachusetts Institute of Technology

1483 ✈💻JS: *(TIM, OM)* **Service Innovation: From Idea Generation to Intellectual Property Protection**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal C
Chairs: **Pedro Oliveira**, Catholic U. of Portugal - FCEE**; Celine Abecassis-Moedas**, U. Catolica Portuguesa

New Ideas Generation and Development in the Service Sector: The Role of Lead-Users | **Rosa Eterno**, Catholic U. of Portugal - FCEE; **Pedro Oliveira**, Catholic U. of Portugal - FCEE

Innovative Choices Among Successful Entrepreneurs | **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **John E. Ettlie**, Rochester Institute of Technology

Deployment and Protection of Innovations: The Case of Financial Patents | **Peter T. Gianiodis**, Clemson U.

Bridging the Gap between Practice and Research in Service Innovation | **Liana Victorino**, U. of utah; **Rohit Verma**, U. of Utah and Cornell U.

Participants: **John E. Ettlie**, Rochester Institute of Technology**; Peter T. Gianiodis**, Clemson U.**; Liana Victorino**, U. of utah**; Rosa Eterno**, Catholic U. of Portugal - FCEE

Tuesday 1:15PM

1484: *(AAA)* **Membership Debriefing Meeting**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 281
Organizer: **James Calvin**, Johns Hopkins U.

1485 💻: *(Paper Session) - (BPS)* **Competitive Heterogeneity: Knowledge-based Explanations**
1:15pm - 2:45pm Hyatt Regency Chicago: Acapulco
Chair: **Teppo Felin**, Brigham Young U.

💻Making Knowledge Management a Strategic Capability: A Functional Framework and Empirical Exploration | **Jeroen Kraaijenbrink**, U. of Twente

💻Looking Inside the Dream Team: Tacit Knowledge as a Driver of Performance | **Jamal Shamsie**, Michigan State U.; **Michael J. Mannor**, U. of Notre Dame

TUESDAY

Intra-Firm Knowledge Transfer: Methods of Transfer among Different Types of Knowledge | **Dawn R. DeTienne**, Colorado State U.; **Andrew C. Corbett**, Rensselaer Polytechnic Institute

Search modes and organizational capabilities | **Aleksey Martynov**, U. of Kansas

Indigenous Knowledge as a Strategic Resource: An Ethical and Societal Challenge | **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio; **Pepe Lee Chang**, U. of Texas at San Antonio; **Amanda J. Lengnick-Hall**, U. of Minnesota, Twin Cities

1486 : *(Paper Session) - (BPS)* **Alliances & Networks: Exploitation & Collaboration**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus G
Chair: **Marcel Charles Minutolo**, U. of Pittsburgh
Discussant: **Irem Demirkan**, Northeastern U.

Theoretical Analysis of Governance Mode Choices at the Activity Level | **Norbert Bach**, Ilmenau U. of Technology; **Peter Galvin**, Curtin U. of Technology

The Dynamics of Exploration and Exploitation Joint Ventures | **Anna Shaojie Cui**, Rensselaer Polytechnic Institute; **Shyam Kumar**, Rensselaer Polytechnic Institute

From Cooperation to Autonomy: When Do Firms Harvest External Knowledge? | **Louis Mulotte**, Tilburg U.

Performance Consequences of Collaborative vs. Autonomous Product Development | **Xavier Castañer**, U. of Lausanne; **Louis Mulotte**, Tilburg U.; **Bernard Garrette**, HEC Paris; **Pierre Dussauge**, HEC Paris

1487 : *(Paper Session) - (BPS)* **Corporate Governance: Corporate Roles & Decision Making**
1:15pm - 2:45pm Hyatt Regency Chicago: Comiskey
Chair: **Richard John Gentry**, West Virginia U.
Discussant: **Hugh O'Neill**, U. of North Carolina, Chapel Hill

Undivided attention?: An attention-based view of organizational exploration and exploitation | **Jason Ridge**, Oklahoma State U.; **Aaron Hill**, Oklahoma State U.

The Chief Strategy Officer: Characteristics, Contingency, and Firm Performance | **Markus Menz**, U. of St. Gallen/Harvard U.; **Isabel Collischonn**, U. of St. Gallen

Managerial Interplay: Linking Intent to Realized Strategy | **Juan Ignacio Canales**, U. of St. Andrews; **Bill Wooldridge**, U. of Massachusetts, Amherst

The Corporate Context and the Speed of SBU-Level Decision Making | **Maximilian Kownatzki**, Oliver Wyman; **Jorge Walter**, Portland State U.; **Christoph F. Lechner**, U. of St. Gallen

1488 : *(Paper Session) - (BPS)* **Corporate Effects: Resource-based Views of Diversification**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand C North
Chair: **Craig E. Armstrong**, U. of Alabama
Discussant: **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

Synergies, Coordination Costs and Diversification Choices | **Yue Maggie Zhou**, U. of Maryland

Why There? A Decomposition of the Choice of Target Industry | **Lasse B. Lien**, Norwegian School of Econ. and Bus. Admin.; **Peter G Klein**, U. of Missouri

The Returns to Bidding Firms in M&A: On the Nature of Synergies and the Market for Corporate Control | **Benjamin Blunck**, U. of Aarhus, School of Economics and Management; **Jaideep Anand**, Ohio State U.

Skill, Luck, and Reputation in Product Diversification Decisions: Evidence from Hedge Funds | **Rui de Figueiredo**, U. of California at Berkeley; **Evan Rawley**, Wharton School, U. of Pennsylvania

1489 : *(Paper Session) - (BPS)* **Strategies Across Institutional, Environmental and Political Contexts**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV BPS 1

The Institution, Terrorism, Natural and Technological Disasters, and Subsidiary Response | **Chang Hoon Oh**, Brock U.; **Jennifer Oetzel**, American U.

Differentiating Between Levels of Strategic Political Management Approaches | **Paul Baines**, Cranfield U.; **Howard Viney**, Open U.

Environmental Sustainability: Hindrance or Help to Organizatioanl Success? | **Denise L. Fleck**, Federal U. Rio de Janeiro

Moving Targets: Does Recalcitrance on Domestic Labor Issues Deter Anti-Sweatshop Campaigns? | **Amy Nguyen-Chyung**, UC Berkeley; **Anna Wetterberg**, UC Berkeley

Business Models in the Context of Deep Poverty: A Theoretical Perspective | **Christian Seelos**, IESE Business School

Strategic Analysis Tools for Fair Trade Organizations: Imitating or Revisiting the Classics? | **Luc K Audebrand**, U. of British Columbia; **Annie Camus**, ESG-UQAM; **Marie-Claire Malo**, HEC Montreal

Ownership Structure and Principal-principal Conflicts in China | **Fangyu Zong**, Peking U.

1490 JS: *(BPS, HR, MC)* **Knowledge Workers and Competitive Advantage**
1:15pm - 2:45pm Hyatt Regency Chicago: Atlanta
Chairs: **Deepak Somaya**, U. of Illinois at Urbana Champaign**; Ian O. Williamson**, U. of Melbourne
Discussant: **Lori Rosenkopf**, U. of Pennsylvania

Competitive Actions and Firms' Accumulation of Human Assets | **Deepak Somaya**, U. of Illinois at Urbana Champaign; **Ian O. Williamson**, U. of Melbourne

The Value of Knowledge Stocks within the Global Professional Service Firm | **Shad S. Morris**, Ohio State U.; **Scott A. Snell**, U. of Virginia; **Ryan Hammond**, Massachusetts Institute of Technology

Who Make Better Stock Picks: The Sell-Side Or The Buy-Side? | **Boris Groysberg**, Harvard U.; **Paul M. Healy**, Harvard U.; **George Serafeim**, Harvard U.; **Devin Shantikumar**, Harvard U.

Employee Mobility, Employee Entrepreneurship and the Effects on Parent Firm Performance | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Benjamin A. Campbell**, Ohio State U.; **April Franco**, U. of Toronto; **Martin Ganco**, U. of Illinois, Urbana-Chamaign

1491 JS: *(BPS, OMT)* **Behavioral Foundations of Strategy**
1:15pm - 2:45pm Hyatt Regency Chicago: Addams

TUESDAY

Organizers: **Jerker C. Denrell**, U. of Oxford**; Giovanni Gavetti**, Harvard U.
Participants: **Jerker C. Denrell**, U. of Oxford**; Giovanni Gavetti**, Harvard U.**; Henrich R. Greve**, INSEAD**; Christina Fang**, New York U.**; Daniel Levinthal**, U. of Pennsylvania

1492 💻SHCS: *(BPS, OMT, ENT)* **Integrating Business Models in Strategy, Organization and Entrepreneurship Research**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus IJ
Chair: **Joan Enric Ricart**, IESE Business School
Discussants: **Stephanie Hurt**, Meredith College**; Rita Gunther McGrath**, Columbia U.**; Michael G. Jacobides**, London Business School
Strategy vs. Business Models vs. Tactics | **Ramon Casadesus-Masanell**, Harvard U.; **Joan Enric Ricart**, IESE Business School
Product Market Strategies and Business Models | **Christoph Zott**, INSEAD; **Raphael H Amit**, U. of Pennsylvania
Make, Buy--- Or Organizing as Platform? | **Kevin Boudreau**, London Business School
Business Models in Motion: Insides Form the Case of Ferran Adria | **Silviya Svejenova**, ESADE; **Marcel Planellas**, ESADE; **Luis Vives De Prada**, ESADE

1493 ☯✈👁💻: *(Paper Session) - (CAR)* **Career Choice, Meaning and Development**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 1
Presented on Panels 17-23
✈👁Labs coats versus business suits: A study of career preferences among Indian high school students | **Sruthi M. Thatchenkery**, Cornerstone Research
👁Native American Cultural Influences on Career Self-Schemas and MBA Aspirations | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Joe Gladstone**, New Mexico State U.; **Deanna M. Kennedy**, U. of Massachusetts Amherst
✈👁💻Effects of Personality on Students' Career Plans: An International Comparison of Business Students | **Marjaana Gunkel**, Otto-von-Guericke U. Magdeburg; **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg; **Ian M. Langella**, Shippensburg U.; **Joy Van Eck Peluchette**, U. of Southern Indiana
👁Career Development of College Students through Part-Time Work: The Role of LMX and Taking Charge | **Tomoki Sekiguchi**, Osaka U.
👁💻Failure to launch? Graduate underemployment and the subjective career | **Tracy Scurry**, Newcastle U.; **John Blenkinsopp**, U. of Teesside
👁💻Certification-Seeking Motivation and Careers: What Does that Piece of Paper Mean? | **Jason Fertig**, U. of Southern Indiana
👁💻From What Might Have Been to What Must Have Been: Finding Meaning through Counterfactual Reflection | **Katie Liljenquist**, Brigham Young U.; **Laura Kray**, U. of California, Berkeley; **Linda Gary George**, UC Berkeley; **Philip E. Tetlock**, U. of California, Berkeley; **Neal Roese**, Northwestern U.

1494 ☯✈👁💻: *(Paper Session) - (CAR)* **Career Challenges and Transitions**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 2
Presented on Panels 24-27
👁The Response to an Aging Workforce: Unacknowledged Differences among Objectives and Stakeholders | **Martin Greller**, Milano - The New School for Management & Urban Policy
☯👁Agency or Communion: A Psychosocial Analysis of Financially Secure Midlife Males Following Job Loss | **Thomas Calo**, Salisbury U.; **Mary A. Gowan**, Elon U.
✈👁💻New Immigrants' Reactions to Social Undermining in the Workplace: A Cross-Cultural Perspective | **Soo Min Toh**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

1495 ☯👁💻: *(Paper Session) - (CAR)* **Mentoring, Networking and Careers**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 3
Presented on Panels 28-30
👁💻A Moderated Mediation Model of E-mentoring | **Marco S. DiRenzo**, Drexel U.; **Frank Linnehan**, Drexel U.; **Ping Tyra Shao**, Drexel U.; **William L. Rosenberg**, Drexel U.
🏳👁💻Differential Effects of Networking on Career Mobility | **Hans-Georg Wolff**, U. of Erlangen-Nuernberg; **Klaus Moser**, U. of Erlangen-Nuernberg
👁Satisfaction with mentoring: Does mentor's and mentee's personality matter? | **Christine Seeliger**, U. of St.Gallen

1496 💻SHCS: *(CAR, GDO)* **Making Waves: Advancing Knowledge on Diversity and Careers Through Longitudinal Research**
1:15pm - 2:45pm Sheraton Chicago: Chicago 10
Organizer: **Joy A. Schneer**, Rider U.
Discussant: **Gary N. Powell**, U. of Connecticut, Storrs
Longitudinal Studies of Managerial Careers in an Internal Labor Market | **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.; **Jeffrey Alan Sonnenfeld**, Yale U.
Exploring the River of Time: A 20-Year Longitudinal Study of the Career Paths of Men and Women MBAs | **Joy A. Schneer**, Rider U.; **Corinne Post**, Lehigh U.; **dt ogilvie**, Rutgers U.; **Frieda Reitman**, Pace U.
The Magic Third Wave. Gender and Income – A Longitudinal Analysis of the Vienna Career Panel Project | **Wolfgang Mayrhofer**, WU Vienna; **Johannes Steyrer**, WirtschaftsU. Wien; **Katharina Chudzikowski**, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien; **Astrid Reichel**, WU Vienna U. of Economics and Business; **Michael Schiffinger**, WU Vienna; **Thomas M. Schneidhofer**, WU Vienna; **Guido Strunk**, WU Vienna U. of Economics and Business
In Search for the Holy Grail: A Longitudinal Study on Career Expectations and Career Experiences | **Ans De Vos**, Vlerick Leuven Gent Management School
A Second Chance to Make a First Impression? An Examination of Changes in LMX and Career Future | **Caren Goldberg**, American U.; **Lu Zhang**, Pennsylvania State U., Harrisburg
Presenters: **Corinne Post**, Lehigh U.**; Caren Goldberg**, American U.**; Ans De Vos**, Vlerick Leuven Gent Management School**; Amy Elizabeth Hurley-Hanson**, Chapman U.**; Cristina Marie Giannantonio**, Chapman U.**; Wolfgang Mayrhofer**, WU Vienna
Participants: **dt ogilvie**, Rutgers U.**; Frieda Reitman**, Pace U.**; Lu Zhang**, Pennsylvania State U., Harrisburg**; Jeffrey Alan**

TUESDAY

Sonnenfeld, Yale U.**; Johannes Steyrer**, WirtschaftsU. Wien**; Barbara Demel**, WirtschaftsU. Wien**; Katharina Chudzikowski**, WirtschaftsU. Wien**; Astrid Reichel**, WU Vienna U. of Economics and Business**; Michael Schiffinger**, WU Vienna**; Thomas M. Schneidhofer**, WU Vienna**; Guido Strunk**, WU Vienna U. of Economics and Business

1497 ✈🗪💻CAU: *(CAU)* **Emotions in Organizations Network**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 269
Facilitator: **Sally V. Russell**, Griffith U.
Coordinator: **Neal M. Ashkanasy**, U. of Queensland

1498 ✈🗪💻CAU: *(CAU)* **Building Global Networks for a Green Management Agenda**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 284
Organizers: **Luis Felipe M Nascimento**, Federal U. of Rio Grande do Sul**; Luciano Barin Cruz**, U. of Fortaleza (UNIFOR)
Chair: **Cleber Dutra**, U. of Fortaleza - UNIFOR
Participants: **Kumba Jallow**, De Montfort U.**; Johannes Fresner**, Graz U.**; Dirk Michael Boehe**, Insper Institute of Education and Research

1499 ✈💻CAU: *(CAU)* **Fit Happens - Person Environment Fit and Misfit**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 285
The organizers and committed attendees of this conference are top scholars in PE fit who have committed themselves to looking ahead at the future of PE fit research. The caucus will serve as a way to physically get together a broad group of international scholars, with the intention of taking a collaborative effort initiated at the caucus, and formalizing it into a book that focuses on new directions in PE fit and misfit research. Thus, the caucus will provide mechanism for a "mini-conference" on PE fit, without incurring additional travel expenses for our international colleagues. The caucus is open to all participants, with the hopes that new and up-and-coming scholars of fit will be interested and involved in this project. It should be viewed as a place to discuss and share the latest trends and breakthroughs in fit research, but also a place to influence future directions in fit research. Finally, we would like to learn from people in closely related fields such as job embeddedness, stress, job satisfaction and psychological contracts. Insights from all these, and more, will help us better understand the domain of PE fit and misfit.
Organizers: **Amy L. Kristof-Brown**, U. of Iowa**; Jon Billsberry**, Coventry U.
Participants: **Jeffrey R. Edwards**, U. of North Carolina**; Annelies Van Vianen**, U. of Amsterdam**; Danielle Talbot**, Open U., United Kingdom**; Karen Jansen**, U. of Virginia**; Abbie J. Shipp**, Texas A&M U.**; Benjamin Schneider**, Valtera Corporation**; Cheri Ostroff**, U. of Maryland**; Veronique Ambrosini**, Cardiff U.**; Helena Cooper Thomas**, U. of Auckland

1500 💻JS: *(CM, OB, MOC)* **All Revved Up: Causes, Consequences, and Construal of Physiological Arousal in Negotiation**
1:15pm - 2:45pm Sheraton Chicago: Chicago 8
Chair: **Ashley Brown**, Massachusetts Institute of Technology
Discussant: **Max H. Bazerman**, Harvard U.
The Mind and Heart (literally) of the Negotiator | **Donald E. Conlon**, Michigan State U.; **Nikos Dimotakis**, Michigan State U.; **Remus Ilies**, Michigan State U.
Stress and Arousal in Negotiation | **Kathleen O'Connor**, Cornell U.; **Josh Arnold**, California State U., Long Beach; **Andrea Maurizio**, Cornell U.
Consequences of Physiological Arousal in Negotiation | **Ashley Brown**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology
Emotion, Physiological Reactivity, and Visceral Self Perception | **Jennifer Lerner**, Harvard U.; **Shelley Taylor**, UCLA; **Lei Lai**, Tulane U.
Participants: **Josh Arnold**, California State U., Long Beach**; Donald E. Conlon**, Michigan State U.**; Jared R. Curhan**, Massachusetts Institute of Technology**; Nikos Dimotakis**, Michigan State U.**; Remus Ilies**, Michigan State U.**; Lei Lai**, Tulane U.**; Jennifer Lerner**, Harvard U.**; Andrea Maurizio**, Cornell U.**; Kathleen O'Connor**, Cornell U.**; Shelley Taylor**, UCLA

1501 💻JS: *(CMS, SIM)* **Life for Sale: Commodification and its Consequences**
1:15pm - 2:45pm Hyatt Regency Chicago: Toronto
Chair: **Anna-Maria Murtola**, Åbo Akademi U.
Accounting for Interdisciplinarity | **Miranda Joseph**, U. of Arizona
If We Are Having Fun, Can it be All Bad? Play, Identity, and Community in Virtual Worlds | **Jordi Comas**, Bucknell U.; **Feichin Ted Tschang**, Singapore Management U.
How to not sell your soul | **Campbell Jones**, Copenhagen Business School

1502 ✈💻: *(Paper Session) - (ENT)* **Critical Perspectives on Entrepreneurship**
1:15pm - 2:45pm Hyatt Regency Chicago: Field
Chair: **Andreas Schwab**, Iowa State U.
💻Virtual Redlining: Unproductive Entrepreneurs and Racial Profiling in the Digital Marketplace | **Susan Feinberg**, Rutgers U.; **Jeffrey A. Robinson**, Rutgers U.
💻A multi-layered approach to nascent entrepreneurship in the Creative Industries | **Mine Karatas-Ozkan**, U. of Southampton
☯✈💻Practical Confucian Wisdom for Entrepreneurship Development and Training in China | **Yunxia Zhu**, U. of Queensland
💻Is Value-Added Valuable? A Study of Finnish Business Angels | **Juhana Peltonen**, Helsinki U. of Technology; **Mikko Rönkkö**, Helsinki U. of Technology

1503 💻: *(Paper Session) - (ENT)* **Method Developments in Entrepreneurship Research**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand D North
Chair: **Bhupendra V. Singh**, Banaras Hindu U.
💻Still Blinded by the Cites: Has there been Progress in Entrepreneurship Research | **Linda F. Edelman**, Bentley U.; **Tatiana S. Manolova**, Bentley College; **Candida G Brush**, Babson College
💻Using Experience Sampling Methodology to Advance Entrepreneurship Theory and Research | **Marilyn A. Uy**, U. of Victoria; **Maw-Der Foo**, U. of Colorado, Boulder; **Herman Aguinis**, Indiana U., Bloomington
📖☯✈💻Agent Based Simulation in Entrepreneurship Research | **Shu-Jung Sunny Yang**, U. of Melbourne; **Yanto Chandra**, U. of Amsterdam

TUESDAY

💻The Effect of Entrepreneur Turnover on an Intangible Resource: A Virtual Experiment | **Janice A. Black**, California State U. Bakersfield; **Richard L Oliver**, New Mexico State U.; **Philip Benson**, New Mexico State U.

1504 💻: *(Paper Session) - (ENT)* **Entrepreneurial Teams and Performance**
1:15pm - 2:45pm Hyatt Regency Chicago: Haymarket
Chair: **Ralph Hanke**, Bowling Green State U.
💻The Impact of Traits in Entrepreneurial Team Composition on Venture Success | **Christine Boersch**, RWTH Aachen U.; **Ralf Schmelter**, RWTH Aachen U.
Group Composition, Conflict, and Performance: Faultlines, Factions, and New Venture Teams | **Christopher C. Bradshaw**, U. of Missouri
💻CEO versus Top Management Teams: Performance Differences in the Entrepreneurial Environment | **Brandon Ofem**, U. of Kentucky; **Goce Andrevski**, Queen's School of Business, Canada
🏳Teams in the Entrepreneurial Processes; An Input-Mediator-Output-Input (IMOI) Approach | **Chien Sheng Richard Chan**, U. of Washington

1505 ✈💻: *(Paper Session) - (ENT)* **International Perspectives on Social Capital**
1:15pm - 2:45pm Hyatt Regency Chicago: New Orleans
Chair: **Florian A. Täube**, European Business School
🏳✈💻Too Much of a Good Thing: Entrepreneurs' Reliance on Referrals and Exchange Relationship Formation | **Balagopal Vissa**, INSEAD
✈Social Capital of SMEs in a Low-Trust Business Environment | **Yuliya V. Ivanova**, U. of Alaska Southeast
✈💻Location Effects on Small Firm Crossborder Social Capital Levels: The Case of Overseas Coethnic Ties | **Shameen Prashantham**, Glasgow U.
🏳💻Homophily in Entrepreneurial Networks: The Case of Neroli | **Nelson Phillips**, Imperial College London; **Paul Tracey**, U. of Cambridge; **Neri Karra**, Imperial College Business School

1506 💻JS: *(ENT, RM)* **Issues and Applications of the Entrepreneurial Orientation (EO) Construct**
1:15pm - 2:45pm Hyatt Regency Chicago: Grand B
Chair: **Sheryllynn Roberts**, U. of Texas at Arlington
Moderator: **Justin L. Davis**, Ohio U.
Participants: **Jeffrey S Hornsby**, Kansas State U.**; Erik Monsen**, Max Planck Institute of Economics**; Alankrita Pandey**, U. of Texas at Arlington**; Jeffrey Matthew Pollack**, U. of Richmond**; Marshall Sashkin**, George Washington U.**; Todd Saxton**, IU Kelley School of Business**; Ayman Tarabishy**, George Washington U.**; William John Wales**, Rensselaer Polytechnic Institute**; Roxanne Zolin**, Queensland U. of Technology

1507 ☯💻: *(Paper Session) - (GDO)* **Women: Leadership Excellence and Negotiation Challenges**
1:15pm - 2:45pm Sheraton Chicago: Chicago 7
Chair: **Nicole Cundiff**, Southern Illinois U. Carbondale
Discussant: **Karen Korabik**, U. of Guelph
🏳Glass Cliffs, Empathy, and Biology: A Functional Magnetic Resonance Imaging Study in Leadership | **John G. Vongas**, John Molson School of Business
🏳💻Effective Leadership in Extreme Contexts: Unexpectedly Feminine? | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine Loughlin**, St. Mary's U.
💻Salary Negotiation Propensity and Social Comparisons | **Kandice A Kapinos**, U. of Michigan; **Gwenith Fisher**, U. of Michigan
☯💻Competent and Likeable? Protecting and Promoting Women's Likeability in Employment Negotiations | **Carol T. Kulik**, U. of South Australia; **Mara Olekalns**, U. of Melbourne

1508 💻: *(Paper Session) - (GDO)* **Stigmatization of Men, Caregivers, and Sexual Minorities**
1:15pm - 2:45pm Sheraton Chicago: Chicago 9
Chair: **Laura M. Graves**, Clark U.
Discussant: **Eden King**, George Mason U.
The Stigmatization of Fatherhood | **Kathleen M. Shumate**, U. of Texas at Arlington
💻Disclosing Caregiving Responsibilities at Work | **Hugh TJ Bainbridge**, U. of New South Wales
💻Will Your Identity Ever Be Left at Home? Stigmatized Identity, Context and Stereotype Fear at Work | **Raymond Nam Cam Trau**, U. of Queensland

1509 💻JS: *(GDO, SIM)* **Race Matters: Addressing the Role of Race and Racial Identity in the Workplace**
1:15pm - 2:45pm Sheraton Chicago: Ontario Room
Chair: **Jeanne Johnson Holmes**, U. of South Carolina
Discussant: **Olenda E Johnson**, North Carolina A & T State U.
Coordinator: **Atira Cherise Charles**, Florida State U.
Dirty Laundry: An Examination of Counterproductive Behaviors in African American Organizations | **Monika Hudson**, U. of San Francisco
Facades of Conformity: Scale Development and Nomological Validation | **Jeanne Johnson Holmes**, U. of South Carolina; **Douglas Mahony**, U. of South Carolina; **Sasha Johnson**, U. of Georgia
The Teddy Bear Effect: Facial Cues of Warmth Benefit Black CEOs | **Robert Livingston**, Northwestern U.; **Nicholas A. Pearce**, Northwestern U.
The Impact of Identity-Impacting Societal Events on Organizations | **Atira Cherise Charles**, Florida State U.; **Jakari Griffith**, U. of Nebraska, Lincoln; **Oscar Holmes IV**, Virginia Commonwealth U.

1510 : *(Paper Session) - (HCM)* **Healthcare Information Technology and Organizational Performance**
1:15pm - 2:45pm Swissôtel Chicago: St. Gallen Salon 1
Chair: **Darrell E. Burke**, U. of Alabama at Birmingham (UAB)
Discussant: **Mark Diana**, Tulane U.
✈Conceptualizing the Institutional Knife-Edge of Technology Adoption: A Case Study in Healthcare | **Andre Spicer**, U. of Warwick; **Wendy L Currie**, U. of Warwick; **Jimmy Huang**, U. of Warwick
HCM Best International Paper Award Nominee
☯💻IT Outsourcing and Firm Performance: The Mediating Effects of IT Agility | **Mark F. Thouin**, U. of Texas at Dallas; **James J Hoffman**, Texas Tech U.; **Donald R. Jones**, Texas Tech U.; **Eric W. Ford**, U. of North Carolina - Greensboro
✈IT Adoption and Use in Multidisciplinary Healthcare Teams | **Eivor Oborn**, U. of London; **Michael Barrett**, U. of Cambridge

TUESDAY

Assessing Differences Between Realized and Anticipated Gains from Electronic Health Record Adoption | **Lori T. Peterson**, Texas Tech U.; **John Eberhardt**, DecisionQ; **Eric W. Ford**, U. of North Carolina - Greensboro; **Timothy R. Huerta**, Texas Tech U.
Winner of HCM Division Best Theory-to-Practice Paper

1511 JS: *(HCM, HR)* **Human Resource Management as Strategic Change Agent in Health Care Organizations**
1:15pm - 2:45pm Swissôtel Chicago: Vevey Salon 4
Organizer: **Cheryl Rathert**, U. of Missouri
Participants: **Louise Fitzgerald**, De Montfort U.; **Karin Sanders**, U. of Twente, The Netherlands; **Judy Scully**, Aston U.; **Helen Shipton**, Aston U.

1512 : *(Paper Session) - (HR)* **Using Empirical Methods to Enhance the Practice of Human Resources Management**
1:15pm - 2:45pm Sheraton Chicago: Missouri Room
Chair: **Philip L. Roth**, Clemson U.
Discussant: **Patrick Wright**, Cornell U.
Evidence-Based HR Management: A Review of Its Major Prototypes and Guiding Principles | **David Lewin**, U. of California, Los Angeles; **Danut Adrian Casoinic**, Pierre Mendès-France U., Grenoble
A Measurement of Faking That Enhances Personality Test Validity: Overclaiming's Suppression Effect | **Mark N. Bing**, U. of Mississippi; **Donald H. Kluemper**, Louisiana State U.; **H. Kristl Davison**, U. of Mississippi; **Kerry S. Sauley**, Louisiana State U.; **Milorad M. Novicevic**, U. of Mississippi
The Employee Turnover-Workforce Performance Relationship: An Analysis using Computational Simulation | **Harold D. Kohn**, Virginia Tech
Identification of Leadership Potential: Is There Consensus about "The" Criteria? | **Nicky Dries**, Vrije U. Brussel; **Roland Pepermans**, Vrije U. Brussel

1513 : *(HR)* **Cross-boundary Working and Knowledge Renewal in Professional Service Organizations**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 3
Organizer: **Juani Swart**, U. of Bath
Chair: **Scott A. Snell**, U. of Virginia
Discussant: **Paul Sparrow**, Lancaster U.
Filling in Global Gaps: How Codified Social Context Improves Knowledge Value across Boundaries | **Shad S. Morris**, Ohio State U.; **James Oldroyd**, SKK Graduate School of Business
Improving Organizations' Product and Service Launch Outcomes through HRM Initiatives | **Rebecca R. Kehoe**, Cornell U.; **Christopher Collins**, Cornell U.
Renewing Knowledge across Organizational Boundaries in PSOs: The Role of HR Practices | **Nick Kinnie**, U. of Bath; **Juani Swart**, U. of Bath
Starting Points for Knowledge Renewal: Partner Preferences in Inter-organizational Collaboration | **Zella King**, U. of Reading
Participant: **Nick Kinnie**, U. of Bath

1514 : *(Paper Session) - (HR)* **Individual and Team Based Reward Systems**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 4
Chair: **Ceasar Douglas**, Florida State U.
Discussant: **Charles H. Fay**, Rutgers U.
Peer-Based Reward and Individual Performance: A Field Examination | **Greg L Stewart**, U. of Iowa; **Stephen H Courtright**, U. of Iowa; **Murray R. Barrick**, Texas A&M U.
How Do the Reward Approaches Affect Creativity? An Empirical Study in Chinese Enterprises | **Yu Zhou**, Renmin U. of China; **Yingying Zhang**, CUNEF, Complutense U. of Madrid; **Angeles Montoro**, U. Complutense de Madrid
Team-Based Rewards: An Integrative Theoretical Model | **Michael D. Johnson**, U. of Washington
Group-Based Pay-For-Performance Plans and Firm Performance | **Hyondong Kim**, Dongguk U.; **Kyra Sutton**, Auburn U.

1515 SHCS: *(HR, GDO, OB)* **Paradoxes of Implementing Work-Life Flexibility Policies: Emerging Research, Theory and Practice**
1:15pm - 2:45pm Sheraton Chicago: Huron Room
Organizer: **Ellen Ernst Kossek**, Michigan State U.
Discussant: **Lisa A Mainiero**, Fairfield U.
Implementing Different Types of Work-life Flexibility in Unionized Contexts: Individual, Organizational and Multi-Level Perspectives | **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.; **Jesse S. Michel**, Florida International U.
Diverse Approaches to Early Adoption & Implementation of Flexible Work & Age Inclusion Practices | **Ariane Ollier-Malaterre**, Rouen School of Management; **Marcie Pitt Castsouphes**, Boston College; **Christina Matz-Costa**, Boston College
Work-Life Fit: Aligning Workplace Flexibility to Benefit (and Not Exploit) Employees | **Ellen Galinsky**, Families and Work Institute; **Kerstin Annette Aumann**, Families and Work Institute; **Terry Bond**, Families and Work Institute
Flexible Working and Work Intensification: Trading Choice for Effort | **Clare Kelliher**, Cranfield U.; **Deirdre Anderson**, Cranfield U.
Flexible Work & Fairness: Unintended Consequences of Formal & Informal Flexible Work Arrangements | **Spela Trefalt**, Simmons School of Management

1516 : *(Paper Session) - (IM)* **IMD Executive Panel**
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal B
Organizer: **Timothy Michael Devinney**, AGSM-Australian School of Business
Moderator: **Art Kleiner**, Booz & Company

1517 : *(Paper Session) - (IM)* **Ownership and Agency Issues**
1:15pm - 2:45pm Hyatt Regency Chicago: McCormick
Chair: **Paresha N Sinha**, U. of Waikato
Discussant: **Heather Elms**, American U.
Managerial Ownership, Diversification, and Firm Performance: Evidence from an Emerging Market | **Chiung-Jung Chen**, Chung Yuan Christian U.; **Chwo-Ming Yu**, National Chengchi U.
Agency within Institutionally-Embedded MNCs | **Ayse Saka**, U. of Surrey; **Mike Geppert**, U. of Surrey

TUESDAY

💻Market Signaling: Managerial Ownership Structure Change during International Initial Public Offering | **Yi Jiang**, California State U. East Bay; **Mona Makhija**, Ohio State U.; **Mike Peng**, U. of Texas at Dallas

☯✈💻For Whose Sake - The Nation, the Corporation or the Self? Agency Theory and the Country Manager | **Anirvan Pant**, Indian Institute of Management, Bangalore; **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **J Ramachandran**, Indian Institute of Management, Bangalore

1518 ☯✈💻: *(Paper Session) - (IM)* **Internationalization and Performance Issues**
1:15pm - 2:45pm Hyatt Regency Chicago: San Francisco
Chair: **Marcus James Hurt**, EDHEC
Discussant: **Paul M Vaaler**, U. of Minnesota

✈💻Evolutionary Trajectories of Internationalizing and Domestic SMEs | **Lei Li**, U. of Portland; **Weilei (Stone) Shi**, Baruch College; **Dan Li**, Indiana U.

✈💻Extending the Depth of the Multinational Network: Evidence from Cross-Border Acquisitions | **Thomas Hutzschenreuter**, WHU - Otto Beisheim School of Management; **Ingo Ralf Kleindienst**, WHU - Otto Beisheim School of Management; **Boris Bieberstein**, Otto Beisheim Graduate School of Management (WHU)

☯💻Leveraging Entrepreneurial Orientation to Enhance SME Export Performance | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville

✈💻The Transformation of Firm Profitability Pattern in the Global Economy | **Kenneth J. Hatten**, Boston U.; **Rogerio Victer**, Fairleigh Dickinson U.

1519 ☯✈💻: *(Paper Session) - (IM)* **International HR Resources**
1:15pm - 2:45pm Hyatt Regency Chicago: Soldier Field
Chair: **Stefan T. Mol**, U. of Amsterdam
Discussant: **Chris Brewster**, U. of Reading

✈Job Resources as Antecedents of Employee Engagement: a Cross-national Investigation | **Elaine Farndale**, Tilburg U.; **Inge Murrer**, Tilburg U.

🏳✈The Curvilinear Impact of Foreign Direct Investment on Labor Productivity | **William M. Tracy**, Rensselaer Polytechnic Institute

Doug Nigh Award Finalist

✈💻Expatriate Resources and Subsidiary Evolution: A Longitudinal Analysis | **Suhaib Riaz**, U. of Ontario Institute of Technology; **W Glenn Rowe**, Richard Ivey School of Business; **Paul Beamish**, U. of Western Ontario

1520 ☯✈💻: *(Paper Session) - (IM)* **Cross-Cultural Value Comparisons**
1:15pm - 2:45pm Hyatt Regency Chicago: Wrigley
Chair: **Tine Koehler**, U. of Melbourne
Discussant: **Svjetlana Madzar**, U. of Minnesota

✈The Relationship between Values and Commitment: A Comparison between Chinese and Israeli Employees | **Ying Liu**, Renmin U.; **Aaron Cohen**, U. of Haifa

📖☯✈💻Subcultures in a Country, Work Values and Preferred Workplace Rewards: Evidence From Russia | **Detelin S Elenkov**, U. of Tennessee, Knoxville; **Irina Naoumova**, U. of Hartford; **Peter Wright**, U. of Memphis; **Mark E. Collins**, U. of Tennessee, Knoxville; **Joana Pimentel**, U. of Canterbury, New Zealand; **Marina Veliotsinskaya**, U. of Tennessee

✈Values Of Males And Females In Latin America And The Us: Are They Similar Or Dissimilar? | **Regina Greenwood**, Nova Southeastern U.; **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Sergio Madero**, Tecnológico de Monterrey, Campus Monterrey; **Silvia Ines Monserrat**, U. Nacional del Centro; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo; **Mark David Woodhull**, Schreiner U.; **William Teeple**, Embry Riddle Aeronautical U.; **Shaista Ehsan Khilji**, George Washington U.

Power Mental Imagery in Chinese and American People: Power as Action versus Power as Strategy | **Isabel W. Ng**, Dartmouth College

1521 : *(Paper Session) - (IP)* **Teams and Knowledge Sharing**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Gergana Todorova**, Carnegie Mellon U.

✈💻**OCIS:** How Knowledge Transfers withing Work Teams: A Multi-level Social Network Approach | **Wei Jun**, U. of Science and Technology Beijing; **Wei Zheng**, Northern Illinois U.; **Mian Zhang**, Tsinghua U.

💻**OCIS:** Sources of Information, Knowledge Sharing, Learning, and Performance of Work Teams | **Yau-De Wang**, National Chiao Tung U.; **Tzu-En Huang**, National Chiao Tung U.

OCIS: What Does Interdependence Miss? Knowledge Sharing Through Social Identification Towards Teams | **Angela Yan YU**, City U. of Hong Kong; **Xiaoying Dong**, Peking U.

OB: Knowledge Access & Diffusion in Teams: The Interplay between Leader Position and Group Structure | **Eric Quintane**, U. of Melbourne; **Joeri M. Mol**, U. of Melbourne

1522 : *(Paper Session) - (IP)* **Networks and the Organization**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Angel Saz-Carranza**, ESADE

TIM: Network Governance and the Tertius Gaudens: the Case of ASML | **Irene Lammers**, Vrije U. Amsterdam; **Ard-Pieter de Man**, Vrije U. Amsterdam; **Mariann Jelinek**, College of William & Mary

✈💻**IM:** Two-sided Conceptual Framework for Studying International Growth of New Technology-based Firms | **Vesa Johannes Puhakka**, U. of Oulu; **Tuija Mainela**, U. of Oulu; **Anita Juho**, U. of Oulu; **Sakari Sipola**, U. of Oulu

☯✈**GDO:** How Are the Governors Governed? Growth And Diversity in an Elite New Zealand Director Small-World | **Rosanne Hawarden**, Massey U.; **Stephen Marsland**, Massey U.

💻**CAR:** The Roles of Personality and Developmental Network Characteristics in Developmental Assistance | **Yu Ha Cheung**, Hong Kong Baptist U.; **Neil C. Herndon**, Herndon & Cheung; **Longzeng Wu**, Hong Kong Baptist U.

1523 : *(Paper Session) - (IP)* **Innovation Processes: New Directions**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **David Souder**, U. of Connecticut

TUESDAY

BPS: The scope of motion picture distribution as a function of preproduction resource commitments. | **Paul Skilton**, Arizona State U. Polytechnic

TIM: Openness in the Context of Innovation: Organizational Antecedents and Consequences | **Tina Burkhart**, RWTH Aachen U.; **Daniel Kuepper**, RWTH Aachen U.; **Philipp Wagner**, RWTH Aachen U.

TIM: Human Dynamics and Breakthrough Innovation | **Lois S. Peters**, Rensselaer Polytechnic Institute

TIM: Prior Knowledge and Efficiency in Innovation Process at the Firm Level | **Yonghoon Lee**, Korea U.

1524 : *(Paper Session) - (IP)* **Alliances and Joint Ventures**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Brett Anitra Gilbert**, Texas A&M U.

ENT: Collaborating to Improve Entrepreneurial Capabilities in Developing Countries | **William J Oliver**, Case Western Reserve U.

BPS: Alliance life cycle stages and valuation effects for partners | **Ulrich Wassmer**, Concordia U.; **Pierre-Xavier Meschi**, CERAM

BPS: A Framework of Local Embeddedness: The Rice Industry in Taiwan | **I Han**, National Taiwan U.; **Cheng-Min Chuang**, National Taiwan U.

ENT: Network resource rent generation by small entrepreneurial firms | **Ernst Verwaal**, Erasmus U.; **Eline Van der Gaast**, Erasmus U.; **Lotte Coene**, ass researcher

1525 : *(Paper Session) - (IP)* **Understanding Institutional Change**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **Julie A. Clarkson**, Wartburg College

OMT: Multinational Corporations as Institutional Chameleons | **Liang Wang**, Schulich School of Business

PNP: Antecedents of Institutional Change: Local Implementation of the United Way Community Impact Model | **Stephen Meinhold**, U. of North Carolina Wilmington; **Laurie E. Paarlberg**, U. of North Carolina-Wilmington

OMT: Institutionalization of Social Innovations: Navigating Between Tensions and Trajectories | **Annie Camus**, ESG-UQAM; **Luc K Audebrand**, U. of British Columbia; **Marie-Claire Malo**, HEC Montreal

1526 : *(Paper Session) - (IP)* **Emerging Research on Emerging Markets**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **Mingfang Li**, California State U. Northridge

IM: Internationalization of SMEs from Argentina | **Christian Keen**, U. of Southern Denmark/ Odense U.

IM: WOFS Relation-Based Strategies in Volatile Emerging Market Regulatory Environments | **George O. White III**, U. of Michigan - Flint; **Janice R. Joplin**, Southern Illinois U. Edwardsville; **Laurence Anthony Marsh**, U. of Texas at El Paso

IM: Arbitration and Transaction Costs | **Brian Pinkham**, U. of Texas at Dallas

IM: Resources, Strategies and FDI Determinants of Emerging Market Firms | **Naveen Kumar Jain**, Florida International U.

OCIS: Internet Business Practices Across the Globe: Lessons from Emerging Economies | **Jonathan Whitaker**, U. of Richmond; **Nigel Melville**, U. of Michigan; **Robert Plice**, San Diego State U.; **Jason Dedrick**, U. of California, Irvine

1527 : *(Paper Session) - (IP)* **New Directions in Technology and Innovation**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Edward Levitas**, U. of Wisconsin, Milwaukee

TIM: A Review and a Critical Assessment of Combinatorial Perspectives on Technological Innovation. | **Elisa Operti**, U. of Lugano, USI

BPS: Industry Associations and Discontinuous Technological Change – Towards a Midrange Theory | **Martin Schulte**, Boston Consulting Group; **Albrecht Enders**, IMD; **Andreas Koenig**, IMD; **Harald Hungenberg**, U. of Erlangen, Nuremberg

ONE: Choosing an Appropriate University or College Environmental Management System | **Amelia C. Clarke**, U. of Waterloo; **Rosa Kouri**, Oxford U.

OCIS: Demo or Die:The Collective Championing of Digital Innovations in an R&D Organization | **Aditya Johri**, Virginia Tech

TIM: Appropriating Value from Innovations for Small Businesses | **Francois Duhamel**, U. de Las Américas, Puebla, Mexico; **Sophie Reboud**, Groupe ESC Dijon; **Michel Santi**, HEC Paris

1528 : *(Paper Session) - (IP)* **Strategic Decision Making**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Vassilis Papadakis**, Athens U. of Economics and Business

BPS: The Role Of Broader Context In Shaping The Rationality Of Strategic Decision Making | **Ioannis Thanos**, Athens U. of Economics and Business; **Vassilis Papadakis**, Athens U. of Economics and Business

PNP: Strategic Decision Making in Canadian Arts Organizations | **Loretta May Inglis**, Monash U.; **David Cray**, Carleton U.

OB: The Impact of Functional Background on Top Management Team Decision Making: A Contingencies Model | **Tine Buyl**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Walter Hendriks**, Maastricht U.

MOC: Managers, Ideas and Jesters - A Battle for Cognition | **Guje Sevon**, Stockholm School of Economics; **Liisa Valikangas**, Helsinki School of Economics

1529 : *(Paper Session) - (IP)* **Sensemaking in Organizations**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Kai N. Hockerts**, Copenhagen Business School

RM: All That Jazz: A Methodological Story of Stories | **Michael Humphreys**, U. of Nottingham; **Deniz Ucbasaran**, Nottingham U.; **Andy Lockett**, U. of Nottingham

ENT: The Constructive Articulation of Entrepreneuring: Sensemaking and Language-in-Use | **Maria Aggestam**, Lund U.

SIM: An International Comparison of Sense-making of Social Issues in Management by Small Business Owners | **Yves Fassin**, Ghent U.; **Annick Hortense, Dominique Van**

TUESDAY

Rossem, Vlerick Leuven Gent Management School; **Silvana Signori**, U. of Bergamo

💻**TIM:** Making Senses of Technology: A Triple Contextual Perspective of GPS Use in the Taxi Industry | **Sheng-Tsung Hou**, Feng Chia U.

💻**PNP:** Using the past to make sense of the present: Understanding the context of organisational change | **Aoife McDermott**, Dublin City U.; **Mairi Watson**, De Montfort U.

1530 : *(Paper Session) - (IP)* **Commercialization: University Relations and Academic Spin-offs**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Norris F. Krueger**, Max Planck Institute of Economics

💻**ENT:** How does the Failure to Raise Venture Capital affect Startups? A University Spinout Perspective | **Harveen Chugh**, Royal Holloway, U. of London; **Nicos Nicolaou**, U. of Cyprus; **Simon Barnes**, Tate & Lyle Ventures

☯💻**TIM:** Commercializing University Invention: Taiwanese Firm's perspective | **Peter J. Sher**, National Chi Nan U.; **Hsin-Yu Shih**, National Chi Nan U.; **Beryl L Kuo**, National Chi Nan U.

💻**TIM:** Out of Control Technology: Organizational Control Theory and University-based Technologies | **William H. A. Johnson**, Penn State Erie U.

💻**ENT:** Determinants of Life Sciences Spin-off Creation: Empirical Evidence from the Netherlands | **Marianne van der Steen**, U. of Twente; **Roland Ortt**, Technical U. Delft; **Victor Scholten**, Delft U. of Technology

1531 : *(Paper Session) - (IP)* **Employee Retention Issues**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Christina Mary Scott-Young**, Pennsylvania State U.

🏳💻**GDO:** Retaining Older Workers: Using a Case Study to Formulate Propositions on the Role of HR Bundles | **Dorien Kooij**, VU U. Amsterdam; **Paul G W Jansen**, VU U. Amsterdam; **Dikkers Josje**, Vrije U. Amsterdam; **Annet De Lange**, RijksU. Groningen

☯💻**OB:** Contextualizing Perceived Organizational Politics: A Multi-level Exploration | **Po Chien Chang**, National Sun Yat-sen U.; **Long Sheng Lin**, National Sun Yat-sen U.; **Chin Ming Ho**, National Sun Yat-sen U.; **Tong-Ming Lin**, National Sun Yat-sen U.

☯**HR:** Managing Human Capital in an Economic Crisis: Integrating Downsizing and Talent Management Practices | **Christopher D. Zatzick**, Simon Fraser U.; **Roderick D Iverson**, Simon Fraser U.; **Mitchell Lee Marks**, San Francisco State U.

💻**HR:** Measuring Human Resource Outsourcing and the Relationship with Employee Retention | **Thomas James Norman**, California State U. Dominguez Hills

1532 ✈: *(Paper Session) - (IP)* **Examining Cross-Cultural Employment Issues**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Brenda L. Geren**, New York Institute of Technology

📖✈🗨💻**MH:** Legacy of Suehiro Izutaro (1888 - 1951) Architect of Postwar Japanese Industrial Relations | **Charles Thomas Tackney**, Copenhagen Business School

✈💻**HR:** Solving an Intercultural Russian Puzzle: Typology of Mid-level Manager Groups in Modern Russia | **Marina N Astakhova**, Kent State U.; **Cathy DuBois**, Kent State U.; **Mary Hogue**, Kent State U.

☯**MC:** Finding an HR Role In International Organizational Change | **Jean E. Neumann**, Tavistock Institute; **Theresa Schneider**, Royal Bank of Scotland; **Lisa Clegg**, -

✈💻**IM:** Policies and Practices in HRM in Brazil: A Contextually Based Human Resource Approach | **Beatriz Maria Braga Lacombe**, EAESP-FGV

1533 : *(Paper Session) - (IP)* **Organizational Commitment and Other Work Attitudes**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Rudolph J Sanchez**, California State U. Fresno

💻**RM:** Moderating Effects of Attitude Strength on the Commitment-Turnover Intentions Relationship | **Kelly Reed**, Saint Louis U.; **Kevin E Fox**, Saint Louis U.; **Kosha Bramesfeld**, Saint Louis U.

✈**HCM:** Job Rotation and Organizational Commitment: The Mediating Effect of Nurses' Job Satisfaction | **Ching-Sheng Chang**, National Cheng Kung U.; **Shih Chin Tai**, I-Shou U.

OB: Leadership Antecedents Of Affective Organizational Commitment: A Field And Experimental Study | **Simon Taggar**, Wilfrid Laurier U.; **Saba Sharih**, Wilfrid Laurier U.

✈💻**PNP:** Committment in the Australian Public Service: What form does it take and does this matter? | **Deborah Blackman**, U. of Canberra; **Samantha Jane Johnson**, U. of Canberra

🏳💻**CAR:** Underemployment Perceptions, Job Attitudes, and Outcomes: An Equity Theory Perspective | **Katina W. Thompson**, Florida State U.

1534 : *(Paper Session) - (IP)* **Trust and Work Outcomes**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Angela Miles**, North Carolina A & T State U.

MOC: Same as the Old Boss? A Theory and Test of Experiential Influences on Initial Trust at Work | **Christopher Jay Roussin**, Suffolk U.

✈💻**HCM:** A Longitudinal Study of Trust, Autonomy Preferences and Patient Outcomes | **Yin-Yang Lee**, I-Shou U./ Yongkang Veterans Hospital, VAC, Taiwan; **Julia L. Lin**, I-Shou U.

☯💻**OB:** Triple trust and team performance | **Katinka Monica Bijlsma-Frankema**, VU U. Amsterdam; **Ed Sleebos**, VU U. Amsterdam; **Dick De Gilder**, Vrije U. Amsterdam

1535 : *(Paper Session) - (IP)* **Organizational Justice and Attitudinal and Behavioral Outcomes**
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Sandy Lim**, National U. of Singapore

✈💻**OB:** Distributive and Procedural Justice, Collectivism and Job Satisfaction: A Study From Tanzanian | **Jarrod M. Haar**, U. of Waikato; **Chester S. Spell**, Rutgers U.; **Pauline Mtunda**, U. of Waikato

HCM: Patients and Workgroups as Sources of Justice and Beneficiaries of Citizenship Behavior | **James J. Lavelle**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington; **Christopher Harris**, U. of Texas, Arlington

TUESDAY

✈💻**CM:** Positive and Negative Emotions as Mediators between Justice Perceptions and Work Attitudes/Behaviors | **Laurie J. Barclay**, Wilfrid Laurier U.; **Tina Kiefer**, U. of London

☯💻**MC:** The Differential Effects of Organizational Justice on the Transfer of Tacit and Explicit Knowledge | **Terence Rodgers**, U. of Massachusetts at Amherst; **Jane Giacobbe Miller**, U. of Massachusetts, Amherst

☯✈💻**TIM:** The Influence of Procedural Justice and FWC on Employee Creativity: The Role of Traditionality | **Run Ren**, Longwood U.; **Yaqun Yi**, Xi'an Jiaotong U.

1536 : *(Paper Session) - (IP)* **The Influence of Culture and/or Climate**

1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 4

Facilitator: **Lisa M. Leslie**, U. of Minnesota

OCIS: Culture Clash - How Socio-Technical Factors Contribute to Information Systems Interoperability | **Alan George-David Fisk**, Case Western Reserve U.

✈💻**HCM:** Factors Affecting Nurses' Perceptions of Patient Safety: An International Perspective | **Ari Mwachofi**, U. of Oklahoma

💻**PNP:** Evaluating Evidence on Organizational Culture and Service Improvement in the Public Sector | **Rachel Elizabeth Ashworth**, Cardiff U.

💻**SIM:** Direct and Multiplicative Effects of Ethical Dispositions and Climates on Personal Justice Norms | **Victor P. Lau**, Chinese U. of Hong Kong; **Yin Yee Wong**, City U. of Hong Kong

💻**SIM:** Establishing Organizational Ethical Climate: How do Managerial Practices Work? | **Hsien Chun Chen**, National Sun Yat-sen U.; **Ying-Tzu Lin**, National Sun Yat-sen U.; **I-Heng Chen**, National Sun Yat-sen U.; **Amber Yun-Ping Lee**, National Sun Yat-sen U.; **Anyi Chung**, National Sun Yat-sen U.

1537 🕮☯✈💻: *(Paper Session) - (MC)* **Challenges in Consulting Relationships**

1:15pm - 2:45pm Hyatt Regency Chicago: Hong Kong

Chair: **Kurt Motamedi**, Pepperdine U.

Discussant: **Michael Kamel**, Deloitte & Touche

✈💻Determinants of Client Loyalty for Consulting Services | **Roland Harste**, European Business School; **Ansgar Richter**, European Business School

💻Management Consulting as a Dynamic Routine | **Alex Wright**, The Open U. Business School

Horses for Courses: How Do Clients Select and Retain a Stable of Professional Advisors? | **Samantha Fairclough**, U. of Oxford/U. of Alberta

✈💻In the Eye of the Beholder: The Evaluation of Management Consulting Projects in Client Organizations | **Frida Pemer**, Stockholm School of Economics

1538 🕮☯✈🗪💻: *(MC)* **Cross-Fertilizing IT Knowledge, Consulting & Practice: From Evolution to Greening of Technology**

1:15pm - 2:45pm Hyatt Regency Chicago: Horner

Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Peter Sorensen**, Benedictine U.**; Joan Finley**, Benedictine U.**; Elise Barho**, Benedictine U.**; Flemming Poulfelt**, Copenhagen Business School

1539 🕮☯: *(Paper Session) - (MED)* **Organizational and Management Learning: Vicarious Learning, Attraction, Learning from Errors, and How My Own Fears Hurt My Learning**

1:15pm - 2:45pm Hyatt Regency Chicago: Buckingham

Chair: **Melanie P. Cohen**, U.S. Department of Housing & Urban Development

Discussant: **Michele A Govekar**, Ohio Northern U.

"I don't know what I am doing!" Surfacing Struggles in Management Learning | **Amanda Hay**, Nottingham Trent U.

💻I Watch You, I Like You, I Learn: Similarity-Attraction in Learning Contexts | **Otmar Enrique Varela**, Nicholls State U.; **John James Cater**, Nicholls State U.; **Norbert Michel**, Nicholls State U.

💻An Evaluation of the Relative Efficacy of Vicarious Experiential Learning | **J Duane Hoover**, Texas Tech U.; **Robert C Giambatista**, Lehigh U.

💻Leading for Learning: The Impact of Leadership on Error Learning | **Bi-Hong Deng**, Claremont Graduate U.; **Michelle C. Bligh**, Claremont Graduate U.

1540 🕮☯: *(Paper Session) - (MED)* **Experiences and Research in Hybrid (Blended) and E-Learning**

1:15pm - 2:45pm Hyatt Regency Chicago: Wright

Chair: **Jacob Eisenberg**, U. College Dublin

Discussant: **Joseph E Champoux**, Emeritus U. of New Mexico

🕮"Hybrids": A Practical Template for an Undergraduate Strategic Management Course | **Douglas N Ross**, Towson U.; **Al Rosenbloom**, Dominican U.

🕮💻A Review of Research on Online and Blended Learning in the Management Discipline | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Ashay B. Desai**, U. of Wisconsin, Oshkosh; **Barbara L Rau**, U. of Wisconsin, Oshkosh; **B. S. Sridhar**, U. of Wisconsin, Oshkosh

Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

🕮Blended Learning & Globalizing International Business Students:Virtual Teams Across the Water | **Nancy Jean Higginson**, Fort Lewis College; **Ina Freeman**, La Rochelle Business School

🕮☯💻Instructor characteristics and immediacy behaviors in online MBA courses: An exploratory study | **J B Arbaugh**, U. of Wisconsin, Oshkosh

1541 🕮☯✈🗪JS: *(MED, ONE, CMS)* **Practicing Capitalism as if the Earth Matters: Teaching Sustainability to MBA Students**

1:15pm - 2:45pm Hyatt Regency Chicago: Columbus KL

Chair: **Carol D Watson**, Rider U.

Discussant: **Joel I Harmon**, Fairleigh Dickinson U.

Sustainability: What it is and Why it Matters to Management Professors | **Carol D Watson**, Rider U.

Beyond the Economic Rationalist Paradigm: Teaching Sustainability to MBAs | **Edward Lockhart**, Monash U.

Developing Sustainable Subsistence Marketplaces: Management Education for the 21st Century | **Madhubalan Viswanathan**, U. of Illinois

TUESDAY

1542 💻: *(Paper Session) - (MOC)* **Managing Identity Concerns**
1:15pm - 2:45pm Hyatt Regency Chicago: Sandburg
Chair: **Katherine A DeCelles**, U. of Michigan
Discussant: **Richard Blackburn**, U. of North Carolina, Chapel Hill
Explaining Post-death Organizing: The Role of Organizational Identification | **Ian Walsh**, Boston College
Strategies for the Resolution of Identity Ambiguity | **Luciana Turchick Hakak**, York U.
💻Tearing Fabric or Weaving Tapestry? Discursive Interplay of Culture and Organizational Identities | **Mathew L. Sheep**, Illinois State U.; **Elaine C. Hollensbe**, U. of Cincinnati
Positive Professional Identity and the Creation of Positive Meaning | **Jeffrey Bednar**, U. of Michigan

1543 💻: *(MOC)* **New Theorizing on Leadership**
1:15pm - 2:45pm Hyatt Regency Chicago: Truffles
Chairs: **Catherine Theresa Shea**, Duke U.**; Sim B. Sitkin**, Duke U.**; E. Allan Lind**, Duke U.
Discussant: **Amy C. Edmondson**, Harvard U.
Empirical Test of Leadership Behaviors and Effects | **E. Allan Lind**, Duke U.; **Catherine Theresa Shea**, Duke U.
Personal Loyalty and Organizational Commitment in Organizations | **James Denton Emery**, Duke U.
Cultivating Trust in Leaders: Are All Leader Behaviors Equally Influential? | **Chris Paul Long**, Georgetown U.
Inspirational Leadership and Raised Aspirations | **Sim B. Sitkin**, Duke U.; **James Denton Emery**, Duke U.
Conceptualizing Leadership Through a Stewardship Lens | **Morela Hernandez**, U. of Washington
Presenters: **James Denton Emery**, Duke U.**; Chris Paul Long**, Georgetown U.**; Morela Hernandez**, U. of Washington**; Catherine Theresa Shea**, Duke U.**; Sim B. Sitkin**, Duke U.
Participant: **E. Allan Lind**, Duke U.

1544 💻: *(Paper Session) - (OB)* **Goal Setting and Goal Management**
1:15pm - 2:45pm Sheraton Chicago: Arkansas Room
Chair: **Jennifer Ellen Yugo**, Bowling Green State U.
Discussant: **Edwin A. Locke**, U. of Maryland, College Park
💻The Effects of Learning Goal Orientation and Creativity Goals on Creative Performance | **Christina E. Shalley**, Georgia Institute of Technology; **Jeremy Schoen**, Georgia Institute of Technology
💻The Downside of Goal-Focused Leadership: The Burnout Effect Among Unmotivated Workers | **Sara Jansen Perry**, U. of Houston; **Lisa Penney**, U. of Houston; **L A Witt**, U. of Houston
💻Understanding How People Manage Multiple Goals at Work: A Theoretical Model and Its Implications | **Daniela M. Kirchberg**, U. of Maastricht; **Robert A. Roe**, U. of Maastricht; **Wendelien Van Eerde**, U. of Amsterdam Business School
✈💻Achievement Goals and Leaders' Openness to Employee Creativity | **Roy B. L. Sijbom**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen

1545 💻: *(Paper Session) - (OB)* **Trust at Work**
1:15pm - 2:45pm Sheraton Chicago: Colorado Room
Chair: **John B Stark**, California State U. Bakersfield
Discussant: **Lorena R. Perez Floriano**, U. of California, Irvine
🏳💻Effects of Interpersonal Trust on Employee Avoidance and Approach Self-Regulation | **Gregory A. Bigley**, U. of Washington; **Daniel J. McAllister**, National U. of Singapore; **Hwee-Hoon Tan**, Singapore Management U.
💻Leader Reinforcement, Behavioral Integrity, Trust, and Subordinate Outcomes: Some Empirical Tests | **Timothy Hinkin**, Cornell U.; **Chester A. Schriesheim**, U. of Miami
✈💻A Reciprocal Model of Trust in Manager-Subordinate Relationships: An Eighteen-Country Study | **Pablo Cardona**, IESE Business School; **B. Sebastian Reiche**, IESE Business School; **Yih-teen Lee**, IESE Business School; **Miguel Canela**, U. of Barcelona; **Marisa Aguirre Nieto**, PAD - U. de Piura; **Esther Akinnukawe**, Pan-African U.; **César Bullara**, Instituto Superior de Empresa; **Maria Victoria Caparas**, U. of Asia & Pacific School of Management; **Dan V. Caprar**, AGSM-Australian School of Business; **Dallied Charlemagne Kien**, Afrique Business School; **Tor Grenness**, Norwegian School of Management; **Konrad Jamro**, IESE Business School; **Astrid Kainzbauer**, Mahidol U.; **Kathrin Koester**, U. of Heilbronn; **Alma Lazo**, IPADE, Mexico; **Alejandro Moreno**, INALDE, U. de la Sabana; **Michael Morley**, U. of Limerick; **Barbara Myloni**, Athens U. of Economics and Business; **Sadia Nadeem**, National U. of Computer and Emerging Sciences_FAST; **Alexey Svishchev**, MGIMO; **Scott N. Taylor**, U. of New Mexico; **Wei He**, IESE Business School
💻Dispositional Trust Predicts Employees' Perceptions of Procedural Fairness | **Emily Bianchi**, Columbia U.; **Joel Brockner**, Columbia U.

1546 💻: *(OB)* **What's in a Norm?: New Advances in Research on the Maintenance and Violation of Work-Group Norms**
1:15pm - 2:45pm Sheraton Chicago: Mayfair Room
Chair: **William Self**, U. of California, Berkeley
Acting out what's right: The development of moral and amoral group norms | **Brian C. Gunia**, Northwestern U.
Self-uncertainty and minority opinion expression | **Kimberly Rios Morrison**, Ohio State U.; **S. Christian Wheeler**, Stanford U.; **Dale Miller**, Stanford U.
Varying perceptions in norms for collaboration: Linking help getting and giving to creative status | **Kevyn Yong**, HEC Paris; **Nathan Pettit**, Cornell U.
Paying out and moving up: Compensating victims leads to more status than punishing offenders | **Gabrielle Adams**, Stanford U.; **Elizabeth Mullen**, Stanford U.
Norm enforcement and responses to normatively deviant group members | **William Self**, U. of California, Berkeley
Presenters: **Brian C. Gunia**, Northwestern U.**; Kimberly Rios Morrison**, Ohio State U.**; Kevyn Yong**, HEC Paris**; Gabrielle Adams**, Stanford U.**; William Self**, U. of California, Berkeley
Participants: **S. Christian Wheeler**, Stanford U.**; Dale Miller**, Stanford U.**; Nathan Pettit**, Cornell U.**; Elizabeth Mullen**, Stanford U.

1547 💻: *(Paper Session) - (OB)* **Employee Voice**
1:15pm - 2:45pm Sheraton Chicago: Mississippi Room
Chair: **Michael Lance Frazier**, Oklahoma State U.
Discussant: **Michael Wesson**, Texas A&M U.

TUESDAY

☯💻A Closer Look: Leader Personality, Ethical Leadership, Psychological Safety and Voice in Work Groups | **Fred O. Walumbwa**, Arizona State U.; **John Schaubroeck**, Michigan State U.

💻Speaking Up in Groups: The Effects of Voice Climate | **Elizabeth Wolfe Morrison**, New York U.; **Sara L. Wheeler-Smith**, New York U.; **Dishan Kamdar**, Indian School of Business

💻When Does Manager Consultation Lead to Employee Voice? An Examination of Moderators | **Subrahmaniam Tangirala**, U. of Maryland, College Park; **Rangaraj Ramanujam**, Vanderbilt U.

💻Voice Behavior as Social Dilemma:Roles of Interactional, Procedural, and Distributive Justice Facets | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Sally Siu Yin Cheung**, Hong Kong U. of Science and Technology; **Zhijun Chen**, Hong Kong U. of Science and Technology

1548 💻: *(Paper Session) - (OB)* **Leaders and Followers**
1:15pm - 2:45pm Sheraton Chicago: Ohio Room
Chair: **Marshell Glenn Cobb**, US Army Research Institute
Discussant: **Christian J. Resick**, Drexel U.

🏳💻Constructive Developmental Theory and Development of Leaders and Followers | **Sorin Valcea**, U. of Oklahoma; **Maria Riaz Hamdani**, U. of Oklahoma - Norman; **Michael R. Buckley**, U. of Oklahoma

💻Impact of Team Energy and Leader Empowerment on Transformational Leadership: A Follower Perspective | **Stefan Krummaker**, Leibniz U. Hannover; **Bernd Vogel**, U. of Reading; **Florian Kunze**, U. of St. Gallen

💻The Additive and Interactive Effects of Subordinate and Supervisor Goal Orientations | **Gerard Beenen**, Carnegie Mellon U.

💻Exploring Motivational Mediators Between Transformational Leadership and Employee Outcomes | **Jan Ketil Arnulf**, BI Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, Norwegian School of Management

1549 ✈💻JS: *(OB, IM)* **Positive Organizational Scholarship: A Cross-Cultural Perspective from Five Nations**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 5
Chair: **Rabi S. Bhagat**, U. of Memphis
Discussants: **Rabi S. Bhagat**, U. of Memphis**; Kwok Leung**, City U. of Hong Kong

Positive Organizational Scholarship: Perspective from Canada: | **Jelena Zikic**, York U.

Positive Organizational Scholarship: Perspective from Germany: | **Guenter Stahl**, WU Vienna

Positive Organizational Scholarship: Perspective from Spain: | **Alberto Ribera**, IESE Business School

Positive Organizational Scholarship: Perspective from Argentina: | **Hector O. Rocha**, IAE Business School - Austral U.

Positive Organizational Scholarship: Perspective from India: | **Bharatendu Nath Srivastava**, Indian Institute of Management, Calcutta

1550 💻JS: *(OB, MOC)* **The Social Effects of Emotions in Organizations: Mechanisms and Moderators**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 2
Organizers: **Stéphane Côté**, U. of Toronto**; Daan van Knippenberg**, Erasmus U. Rotterdam

The Many Faces of Emotional Contagion: An Affective Process Theory | **Hillary Anger Elfenbein**, Washington U. in St. Louis

Moving the Hearts and Minds of Followers: Leader Affect and Effectiveness | **Daan van Knippenberg**, Erasmus U. Rotterdam; **Gerben A. Van Kleef**, U. of Amsterdam

Anger vs. Rigidity: Separating the Effects of Emotion and Behavior | **Anat Rafaeli**, Technion Israel Institute of Technology; **Arik Cheshin**, Technion Israel Institute of Technology

The Regulation of Emotions in Conflict Resolution: Consequences for Economic and Relational Capital | **Ivona Hideg**, U. of Toronto; **Stephane Cote**, U. of Toronto

Follow the Leader, or Not? When Leader Emotional Displays and Follower Personality Collide | **Gerben A. Van Kleef**, U. of Amsterdam

1551 ☯✈💻JS: *(OB, OMT)* **Managing Identity Conflicts**
1:15pm - 2:45pm Sheraton Chicago: Sheraton 1
Chair: **Kanu Priya**, U. of Georgia
Discussant: **Andrew Ward**, U. of Georgia

Managing Hybrid Identities via Organizational Identity Work | **Glen E. Kreiner**, Pennsylvania State U.; **Chamu Sundaramurthy**, San Diego State U.; **Joshua R. Knapp**, U. of Lethbridge; **Brett R. Smith**, Miami U. Ohio; **Sidney L Barton**, U. of Cincinnati

Identity Conflict, Ambivalence and Director Disengagement | **Christine Shropshire**, U. of Georgia; **Kristie M Rogers**, Arizona State U.

Resolving Conflicts Between Status and Distinctiveness in Individual Identity | **Kimberly D. Elsbach**, U. of California, Davis

The Role of Multiple Boundary Crossings on Identification When Changing Organizational Affiliations | **Najung Kim**, Boston College; **Michael G. Pratt**, Boston College

Identity Management in Indian Call Center Representatives | **Laura M. Little**, U. of Georgia; **Kanu Priya**, U. of Georgia; **Debra L Nelson**, Oklahoma State U.

1552 💻: *(Paper Session) - (OCIS)* **Information Systems Use: Motivation, Habit, and Change**
1:15pm - 2:45pm Hyatt Regency Chicago: Picasso
Chair: **John M. Nord**, Capella U.
Discussant: **Patrick K Stacey**, Imperial College Business School

💻Understanding Intention to Switch between Personal IT Products: A Push-Pull-Mooring Model and Habit | **Chen Ye**, U. of Illinois at Chicago; **Richard Potter**, U. of Illinois at Chicago

💻Intrinsic Motivation toward Using Information Systems: A Rich Conceptualization and Empirical Test | **Xixi Li**, Hong Kong Polytechnic U.; **JJ Po-An Hsieh**, Hong Kong Polytechnic U.; **Arun Rai**, Georgia State U.

💻Effect of Social Interaction on Post-Adoptive IT Use | **Ning Nan**, U. of Oklahoma

1553 💻: *(Paper Session) - (OCIS)* **IT and Organizational Adaptability: Mindfulness, Workarounds, and Dynamic Capabilities**
1:15pm - 2:45pm Hyatt Regency Chicago: Water Tower

TUESDAY

Chair: **Lih-Bin Oh**, Xi'an Jiaotong U.
Discussant: **Carol Hsu**, National Taiwan U.
- IT is Risky Business: Routine and Mindful Behavior in Achieving IT Infrastructure Reliability | **Catherine Long Anderson**, U. of Maryland, College Park; **Ritu Agarwal**, U. of Maryland, College Park; **George Westerman**, Massachusetts Institute of Technology
- Thrive, not just Survive: Enhancing Dynamic Capabilities of SMEs Through IS Competences | **Yi Wang**, Shantou U.; **Xinping Shi**, Hong Kong Baptist U.
- Institutional Analysis of Persistent Computer Workarounds | **Bijan Azad**, American U. of Beirut; **Nelson King**, American U. of Beirut

1554 : *(Paper Session) - (ODC)* **Complex Adaptive Systems: Developing Capacity for Continuous Change and Overcoming Resistance**
1:15pm - 2:45pm Swissôtel Chicago: St. Gallen Salon 2
Chair: **Charles McClintock**, Fielding Graduate U.
Discussant: **Karen S. Whelan-Berry**, Providence College
- Social Identity and HRM: An Analysis of a Resistance to Change Process in a French IT Company | **Isabella Freitas Vasconcelos**, Centro U. da FEI; **Flavio Vasconcelos**, FGV-EAESP
- The Anatomy of Continuous Organizational Transformation: A Complex Adaptive Systems Perspective | **Heather Stebbings**, Cranfield U.; **Ashley Braganza**, Cranfield U.
- Change-adept Culture: A Key to Sustainable Organizations | **Janet McCollum**, McCollum Consulting
- Creating Organizational Capacity for Continuous and Adaptive Change | **Sarah A. Malone**, AldonMalone Group ltd

1555 : *(Paper Session) - (ODC)* **Designing and Leading Ambidextrous Organizations: Harnessing Paradoxical Forces for High Performance**
1:15pm - 2:45pm Swissôtel Chicago: Vevey Salon 3
Chair: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg
Discussant: **Kuo Frank Yu**, City U. of Hong Kong
- Harnessing Opposing Forces to Achieve Organizational Ambidexterity | **Radhashyam Giridharadas**, Case Western Reserve U.
- Ambidextrous Organizational Design: A Process Perspective | **Yen Tran**, Copenhagen Business School
  Winner of ODC Division Best Doctoral Student Paper
- Transcending Paradox: Movement as a Means for Sustaining High Performance | **Jason A. Wolf**, Benedictine U.

1556 : *(Paper Session) - (OMT)* **Organizational Design**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbian
Chair: **Evelyn Rita Micelotta**, Politecnico di Milano
- Strategic Leadership in Heterarchical Networks? A Structuration Perspective on Leadership Practices | **Gordon Mueller-Seitz**, Free U. Berlin; **Joerg Sydow**, Freie U. Berlin; **Arnold Windeler**, Technical U. Berlin; **Knut Lange**, Free U. Berlin
- Knowledge Building Trajectories and the Design of Boundary Spanning Activities | **Dzidziso Samuel Kamuriwo**, City U. London; **Charles Baden-Fuller**, City U. London
- No Project is Just a Beginning and End: Conceptual Approaches Toward Temporary Organization | **Rene Bakker**, Tilburg U.
- The Emergence and Maintenance of Organizational Routines: A Situated Action Perspective | **Dionysios D. Dionysiou**, ALBA Graduate Business School; **Haridimos Tsoukas**, ALBA & Warwick Business School

1557 : *(Paper Session) - (OMT)* **Mechanisms and Discontinuities in Organizational Learning**
1:15pm - 2:45pm Hyatt Regency Chicago: DuSable
Chair: **Pablo Martin de Holan**, IE and INCAE
- A Taxonomy of Organizational Learning, Imitation, and Contagion | **Karen L. Page**, U. of Wyoming
- A Magic of Hierarchy: The Role of Formal Organizational Structure in Learning | **Eocman Lee**, London Business School; **Jeho Lee**, KAIST; **Ji-Hwan Lee**, KAIST; **Dan Braha**, U. of Massachusetts, Dartmouth
- Discontinuities and Transitions in Organizational Learning: A Process Analysis | **Hans Berends**, Eindhoven U. of Technology; **Irene Lammers**, Vrije U. Amsterdam
- Rule Work: The Mechanisms of Organizational Memorizing | **Pursey Heugens**, RSM Erasmus U.; **Sergey Edward Osadchiy**, Rotterdam School of Management, Erasmus U.

1558 : *(Paper Session) - (OMT)* **Organizational Change: Punctuation, Inertia and Emergence**
1:15pm - 2:45pm Hyatt Regency Chicago: Ogden
Chair: **Rich DeJordy**, Boston College
- Continuous Versus Punctuated Organizational Change: The Positive Role of Inertia | **Dorthe Døjbak Haakonsson**, Aarhus School of Business, Aarhus U.; **Peter Klaas**, Vestas; **Timothy N. Carroll**, U. of South Carolina
- The Conspiracy of Organizational Inertia: A Complex Systems Perspective on School Reform | **Spiro Maroulis**, Northwestern U.; **Uri Wilensky**, Northwestern U.
- Toward a Convergence in Emergence: The Four-Sequence Process Theory of Organizational Emergence | **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston
- Structural Antecedents of Punctuated Equilibrium Evolution in Complex Adaptive Systems | **Juha Uotila**, Helsinki U. of Technology

1559 JS: *(OMT, BPS)* **Beyond Unidimensionality of Social Structure: Consequences and Antecedents of Multiplex Networks**
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus H
Organizer: **Andrew V. Shipilov**, INSEAD
Discussant: **Joel A.C. Baum**, U. of Toronto
- The Global Technology Collaboration Network: Structure, Trends, and Implications | **Melissa A Schilling**, New York U.
- Interdependence in Evolution of Inter-Firm Networks: How Alliances Shape Corporate Venture Capital | **Gary Dushnitsky**, U. of Pennsylvania
- The Missing Link: The Effect of Customers on the Formation of Relationships among Producers | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, York U.

TUESDAY

Network Evolution and Strategy Development: A Multilevel Analysis | **Matthew T Bowers**, U. of Texas, Austin; **Martin J. Kilduff**, U. of Cambridge; **Wenpin Tsai**, Pennsylvania State U.
Presenter: **Andrew V. Shipilov**, INSEAD
Participants: **Matthew T Bowers**, U. of Texas, Austin**; Wenpin Tsai**, Pennsylvania State U.

1560 💻JS: *(OMT, OB)* **Culture and Institutions: Initiating a Conversation Between Scholars**
1:15pm - 2:45pm Hyatt Regency Chicago: Gold Coast
Organizers: **Kathryn Aten**, U. of Oregon**; Jennifer Howard-Grenville**, U. of Oregon
Participants: **Mary Jo Hatch**, Copenhagen Business School**; Jennifer Howard-Grenville**, U. of Oregon**; Majken Schultz**, Copenhagen Business School**; Marc Ventresca**, NPS**; Tammar B. Zilber**, Hebrew U. of Jerusalem

1561 👁: *(Paper Session) - (ONE)* **Greening the Supply Chain**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ONE 1
Presented on Panels 1-4
🗪👁Impacts and Benefits of Environmental Management and Reporting Systems. | **Tania Braga**, IMD; **Aileen Ionescu-Somers**, IMD; **Ulrich Steger**, -; **Sophie Coughlan**, IMD
☯✈🗪👁💻Using life cycle approaches to enhance the value of corporate environmental disclosure | **Josef Kaenzig**, U. of St. Gallen; **Damien Friot**, Mines-Paristech; **Myriam Saddé**, U. of Lausanne; **Manuele Margni**, École Polytechnique, Montreal; **Olivier Jolliet**, U. of Michigan
✈🗪👁💻Business and Environmental Value: China's Circular Economy and Electronics Industry Context | **Joseph Sarkis**, Clark U.; **Jacob Park**, Green Mountain College; **Zhaohui Wu**, Oregon State U.
☯🗪👁💻Residual Materials Reclaiming Practices: A Qualitative Study in Canadian Facilities | **Jean Dibondo Kabongo**, Millersville U.; **Olivier Boiral**, U. Laval

1562 🗪👁: *(Paper Session) - (ONE)* **Environmental Responsiveness, Perceptions and Discourse**
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ONE 2
Presented on Panels 5-8
👁Evolving environmental responsiveness. A longitudinal study of corporate environmental strategy. | **Giorgos Papagiannakis**, Athens U. of Economics and Business; **Irini Voudouris**, Athens U. of Economics and Business
🗪👁Managing Fresh Water Resources in New Zealand: The 'Modernization' of Environmental Governance? | **P.A. Memon**, Lincoln U., New Zealand; **John W Selsky**, U. of South Florida
🗪👁Polluted Air Meets "Slumdog Millionaire": Environmental Perceptions in a Global Subduction Zone | **Catherine Marshall**, Temple U.; **Lynne Andersson**, Temple U.
☯👁💻Representation or Reality: Matters of Environmental Discourse Alignment | **Alicia Eggington**, U. of Technology, Sydney; **Suzanne Benn**, Macquarie U.; **Stephen T.T. Teo**, U. of Western Sydney

1563 ☯✈🗪: *(ONE)* **Innovation, Markets and Sustainable Energy. The Challenge of Hydrogen and Fuel Cells**
1:15pm - 2:45pm Fairmont Chicago: Crystal Room
Organizer: **Angeloantonio Russo**, Parthenope U.
Distinguished Speaker: **Michael V. Russo**, U. of Oregon
Moderator: **Stefano Pogutz**, Bocconi U.
Speakers: **James Brown**, City U. London**; Ludovic Dibiaggio**, CERAM**; Paul Harborne**, City U. London**; Chris Hendry**, City U. London**; Paul Nieuwenhuis**, BRASS Institute, Cardiff U.**; Clodia Vurro**, Bocconi U.**; Robert Joseph Wuebker**, Rensselaer Polytechnic Institute**; Rolf Wuestenhagen**, U. of St. Gallen

1564 ✈💻: *(PNP)* **Public utilities: Organizational Change and New Governance Structures for sustainable development**
1:15pm - 2:45pm Fairmont Chicago: Ambassador Room
Chair: **Marcello Martinez**, Second U. of Naples
Participants: **Gianluigi Mangia**, U. degli Studi di Napoli Federico II**; Lorenzo Mercurio**, U. degli Studi di Napoli Parthenope**; Paolo Canonico**, U. degli Studi di Napoli Federico II**; Sven-Olof Collin**, Halmstad U.**; Mark A Jamison**, U. of Florida**; Elin Smith**, Kristianstad U.**; Ernesto De Nito**, U. degli Studi Magna Græcia di Catanzaro

1565 ☯💻: *(PNP)* **The Work of Making Music: New Notes and Fresh Sounds**
1:15pm - 2:45pm Fairmont Chicago: Regent Room
Organizer: **John Paul Stephens**, U. of Michigan, Ann Arbor
Moderator: **Frank J. Barrett**, Naval Postgraduate School
Participants: **Sally Maitlis**, U. of British Columbia**; Shoshana Dobrow**, Fordham U.**; Colin M. Fisher**, Harvard U.

1566 ✈💻JS: *(RM, ODC)* **The Study of Mergers and Acquisitions: Initiating a Research Methodological Debate**
1:15pm - 2:45pm Sheraton Chicago: Superior A and B
Chair: **Susan Cartwright**, Lancaster U.
Discussants: **Elisabeth Wilson-Evered**, Monash U.**; Janne Tienari**, Helsinki School of Economics
Coordinators: **Audrey Rouzies**, IAE - U. of Toulouse I**; Satu Päivi Teerikangas**, Helsinki U. of Technology
Story Telling and Narratives in the Study of M&A – An Ethnographic Approach | **Susan Cartwright**, Lancaster U.
Mixed Methods in the Study of M&A | **Audrey Rouzies**, IAE - U. of Toulouse I
Inductive Theory-building in the Study of M&A | **Satu Päivi Teerikangas**, Helsinki U. of Technology
Critical Discourse Analysis in the Study of M&A | **Janne Tienari**, Helsinki School of Economics
Using Action Research in the Study of M&A | **Elisabeth Wilson-Evered**, Monash U.

1567 💻: *(Paper Session) - (SIM)* **I. Coercion and Corruption in Organizations: Causes, Contexts, Diffusion.**
1:15pm - 2:45pm Fairmont Chicago: Embassy Room
Chair: **Deborah Kidder**, U. of Hartford
Discussant: **Mahendra Joshi**, Grand Valley State U.
Coerced Deviance: Introducing the Self Disconfirming and Restoring Model of Organizational Deviance | **Niki A. den Nieuwenboer**, Rotterdam School of Management, Erasmus U.; **Joao Cunha**, U. Nova de Lisboa
💻Corruption in Organizations - How Much Does the Situation Matter? | **Tanja Rabl**, U. of Bayreuth

TUESDAY

The Diffusion of Illegal Innovations among Management Elites | **Peter J. Snyder**, Calvin College; **Richard L Priem**, U. of Wisconsin, Milwaukee; **Edward Levitas**, U. of Wisconsin, Milwaukee

Corruption and Environmental Certification: The Case of ISO 14001 in Mexico | **Ivan Montiel**, California State U. Los Angeles; **Bryan W Husted**, York U.; **Petra Christmann**, Rutgers U.

1568 : *(Paper Session) - (SIM)* **II.Accountability & Standards:Global Accountability Standards.**
1:15pm - 2:45pm Fairmont Chicago: Gold Room
Chair: **Duane Windsor**, Rice U.
Discussant: **Melvin J Dubnick**, U. of New Hampshire

Global accountability standards advancing corporate responsibility: Global and local implications | **Jennifer J Griffin**, George Washington U.; **Charles Koerber**, George Washington U.

Leaders and Followers: Developing Capabilities in Sustainability Reporting | **Irene M. Herremans**, U. of Calgary; **Jamal A. Nazari**, U. of Calgary; **Laurie Ingraham**, U. of Calgary

A Practitioner Lens on Global Accountability Standards | **Dima Jamali**, American U. of Beirut; **Amalia Basiou**, U. of Southampton

Where is the accountability in International Accountability Standards? A Decoupling Perspective. | **Michael Behnam**, Suffolk U.; **Tammy MacLean**, Suffolk U.

1569 JS: *(SIM, OMT)* **Moral Imagination: Schemas, Organizations and Systems**
1:15pm - 2:45pm Fairmont Chicago: Chancellor Room
Organizer: **Jason Stansbury**, Calvin College
Chair: **Patricia Werhane**, DePaul U.
Discussant: **Dennis Moberg**, Santa Clara U.

Extending Moral Imagination | **Angelo Carlo Silva Carrascoso**, U. of Redlands

Examining the Impact of Moral Imagination on Organizational Decision-Making | **Lindsey Godwin**, Morehead State U.

Morally Imaginative Action: A Contingency Approach (Or: Heaven Must Wait) | **Tim Hargrave**, U. of Washington, Bothell

A Theory of a Dynamic Capability for Moral Imagination | **Jason Stansbury**, Calvin College; **David Touve**, Washington and Lee

1570 : *(Paper Session) - (TIM)* **Decision Making, Communication and Technology Management**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 260
Chair: **Philipp Tuertscher**, Vienna U. of Economics and Business Administration

But What's the Effect? Examining a Workaround Outcomes-Based Model | **Rhetta Long Standifer**, U. of Wisconsin, Eau Claire; **Dawna Drum**, U. of Wisconsin - Eau Claire; **Kristina A. Bourne**, U. of Wisconsin, Eau Claire

Toward a General Model of Portfolio Decision-Making Effectiveness | **Linda Kester**, Delft U. of Technology; **Abbie Griffin**, U. of utah; **Erik Jan Hultink**, Delft U. of Technology; **Kristina Lauche**, Delft U. of Technology

Are We Communicating? Reflection on Knowledge Management Approaches in Semiconductor Industry | **Stephen Tsai**, National Sun Yat-sen U.; **Ching-fang Lee**, Shih Chien U., Kaohsiung; **Mansour Amjadi**, National Kaohsiung U.

Unlocking the Effect of Faultlines on Innovation-the Role of Task Conflict and Collective Efficacy | **Yunyun Chen**, Peking U.

1571 : *(Paper Session) - (TIM)* **Knowledge Transfer Mechanisms and Organizational Innovation**
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 272
Chair: **George S. Vozikis**, California State U. Fresno

Impact of Knowledge Governance Mechanisms on Individual Knowledge Creation Behavior | **Min-shi Liu**, Soochow U.; **Nienchi Liu**, National Central U.

Perceived Trustworthiness in Innovation Teams and the Moderating Effects of Virtuality | **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Frank Siebdrat**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, WHU - Otto Beisheim School of Management

The Top Team, Trust, Reflexivity, Knowledge Sharing and Innovation | **Sarah MacCurtain**, U. of Limerick; **Patrick Christopher Flood**, Dublin City U.; **Nagarajan Ramamoorthy**, U. of Houston, Victoria; **Michael West**, Aston U.; **Jeremy Dawson**, Aston U.

The Effectiveness of Cross-Functional Innovation Teams | **Floortje P. Blindenbach-Driessen**, Vlerick Leuven Gent Management School

1572 JS: *(TIM, ENT)* **Academic Entrepreneurship in the US and Europe**
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal C
Organizers: **Rosa Grimaldi**, U. of Bologna**; Donald Siegel**, U. at Albany-SUNY
Discussants: **Maryann P Feldman**, U. of Georgia**; Rory P. O'Shea**, U. College Dublin

Supporting Entrepreneurship: Rationale, Tools and Results of French Innovation Policy | **Philippe Mustar**, Ecole Nationale Superieure des Mines de Paris

Academic Entrepreneurship in the UK | **Mike Wright**, U. of Nottingham; **Simon Mosey**, Nottingham U.

Universities and the Success of Entrepreneurial Ventures: Evidence from the SBIR Programme | **Donald Siegel**, U. at Albany-SUNY; **Charles Wessner**, National Research Council

Inside or Outside the IP-System? Business Creation in Academia | **Riccardo Fini**, U. of Bologna; **Nicola Lacetera**, Case Western Reserve U.; **Scott Shane**, Case Western Reserve U.

The Interplay between University and Local Context in Supporting Academic Spin-offs | **Riccardo Fini**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna; **Simone Santoni**, Bologna U.; **Maurizio Sobrero**, U. of Bologna

Tuesday 3:00PM

1573 : *(Paper Session) - (BPS)* **Alliances & Networks: Issues in Joint Ventures**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus G
Chair: **Roberto Ragozzino**, U. of Texas at Dallas
Discussant: **Hans T. W. Frankort**, Maastricht U.

TUESDAY

Are Joint Ventures Positive Sum Games? Effects of Cooperative and Non-Cooperative Behavior | **Shyam Kumar**, Rensselaer Polytechnic Institute

Home Country Network as a Strategic Signal: Partner Selection in Emerging Economies | **Weilei (Stone) Shi**, Baruch College; **Li Sun**, U. of Texas at Dallas

The Public Face of Partnership: The Impact of External Feedback on JV Termination Decisions | **Franz Wohlgezogen**, Northwestern U.; **Ithai Stern**, Northwestern U.

Whose Call Is It? Understanding Real Options in International Joint Ventures | **Tony W. Tong**, U. of Colorado; **Sali Li**, U. of Wisconsin Milwaukee

1574 : *(Paper Session) - (BPS)* **A Stakeholder View: Organizational Legitimacy, CSR, & Reputation Effects**
3:00pm - 4:30pm Hyatt Regency Chicago: Comiskey
Chair: **Maurizio Zollo**, Bocconi U.
Discussant: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

Toward an Integrated Theory of Strategy | **Maurizio Zollo**, Bocconi U.; **Vittorio Coda**, Bocconi U.

A Pluralistic Legitimacy Framework: Strategies for Managing Conflicting Stakeholder Demands | **Rebecca Suzanne Bednarek**, Victoria U. of Wellington

Above and beyond: Asymmetric information, corporate social responsibility and firm performance. | **Joanna Tochman Campbell**, Texas A&M U.; **Lorraine Eden**, Texas A&M U.; **Stewart R. Miller**, U. of Texas at San Antonio

Connecting the Dots: An Exploration of Customer and Investor Reputations and Outcomes | **Xueming Luo**, UTA; **Margaret Cording**, Rice U.; **Vikas Mittal**, Rice U.

1575 : *(Paper Session) - (BPS)* **Corporate Effects: Resources, Technology, & Growth**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand C North
Chair: **Michael J. Prietula**, Emory U.
Discussant: **Mario Schijven**, Texas A&M U.

External Resource Sourcing: Does Experience Help Firms Select Governance Modes? | **Laurence Capron**, INSEAD; **William G Mitchell**, Duke U.

Procuring More Than Knowledge Through Technology Acquisitions | **Abhishek Kathuria**, Emory U.; **Astrid Fontaine**, Emory U.; **Michael J. Prietula**, Emory U.

Computer-Assisted Work as a Strategic Resource: How Information Technology Enables Business Growth | **David James Brunner**, Harvard U.

1576 JS: *(BPS, ODC, RM)* **Researching the Strategic Middle Manager**
3:00pm - 4:30pm Hyatt Regency Chicago: Addams
Chair: **Julia Balogun**, Lancaster U.
Discussant: **Ann Langley**, HEC Montreal

Theoretical Foundations for Middle Manager Research | **Steven W Floyd**, U. of St. Gallen

Researching Middle Managers Through Work Life Stories | **Linda Rouleau**, HEC Montreal

Researching Middle Managers and Their Identity in Change | **Inger G. Stensaker**, Norwegian School of Econ. and Bus. Admin.

Researching Middle Managers Collaboratively | **Julia Balogun**, Lancaster U.

1577 JS: *(BPS, SIM, HR)* **Going Private: Antecedents and Implications for PTP Firms and the Market-Based Society**
3:00pm - 4:30pm Hyatt Regency Chicago: Atlanta
Organizers: **Marguerite Schneider**, NJIT**; Alix Valenti**, U. of Houston, Clear Lake
Moderator: **Marguerite Schneider**, NJIT

Why do Firms go Private? An Examination of Environmental Factors in the 21st Century | **Marguerite Schneider**, NJIT; **Alix Valenti**, U. of Houston, Clear Lake

Public-to-Private Buyouts, In-Firm Behaviour and Sustainability: Diversity in Practices and Outcomes | **Geoffrey Wood**, U. of Sheffield; **Charlie Weir**, Aberdeen Business School

The Public2private Model (PTP): Evidence and Reflections for Business Systems and Firms from the UK | **Ian Clark**, U. of Birmingham

Private Equity and the Current Financial Crisis | **James L Darroch**, York U.

Private Equity-LBO Finance Capitalism as a Key Cause of the Financial Crisis and Potential Reforms | **Richard P Nielsen**, Boston College

1578 JS: *(BPS, TIM, ENT)* **Scope, Boundary Choices and Profit Evolution over the Industry Life-Cycle**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus IJ
Organizers: **Francisco Veloso**, Carnegie Mellon U.**; Michael G. Jacobides**, London Business School
Discussants: **Carliss Baldwin**, Harvard U.**; Alfonso Gambardella**, Bocconi U.

Value Chain Dynamics: From Scope to Profit Evolution given Modular and Architectural Innovation | **Claudio Wolter**, Carnegie Mellon U.; **Michael G. Jacobides**, London Business School; **Francisco Veloso**, Carnegie Mellon U.

How Does Profit Flow Along a Value Chain? Segment Dynamics and Position in the Industry Architecture | **Michael G. Jacobides**, London Business School; **Chung Won Tae**, London Business School

Acquisition or Alliance: An Integrative Framework of Firm Size and Industry Evolution Stages | **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Lihong Qian**, U. of Illinois at Urbana-Champaign

Market Evolution, Firm Development and the Temporal Plasticity of Identity | **Filipe Manuel Simoes Dos Santos**, INSEAD

Participants: **Claudio Wolter**, Carnegie Mellon U.**; Chung Won Tae**, London Business School**; Glenn Hoetker**, U. of Illinois, Urbana-Champaign**; Lihong Qian**, U. of Illinois at Urbana-Champaign**; Filipe Manuel Simoes Dos Santos**, INSEAD

1579 : *(Paper Session) - (CAR)* **New Directions in Work/Family Research**
3:00pm - 4:30pm Sheraton Chicago: Chicago 10
Chair: **Sherry E. Sullivan**, Bowling Green State U.
Discussant: **Laura M. Graves**, Clark U.

TUESDAY

The impact of early career experiences on women's identity and work/family decisions | **Christine Deborah Bataille**, McGill U.

💻The Best of Both Worlds? Work, Family Life and Self-Employment | **Ronit Waismel-Manor**, Netanya U. College

💻Is High Involvement at Work and Home So Bad? Contrasting Scarcity and Expansionary Perspectives | **David J Prottas**, Adelphi U.; **MaryAnne Hyland**, Adelphi U.

💻Trouble on the home front: How being a "good soldier" at work may contribute to conflict at home | **Jaron Harvey**, U. of Oklahoma; **Mark C. Bolino**, U. of Oklahoma; **William H. Turnley**, Kansas State U.

1580 CAU: *(CAU)* **Making Businesses Take the Global Environment Seriously: Regulation as a Weapon in the Armoury**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 283
Organizers: **Chizu Nakajima**, Cass Business School, City U.**; Wes Harry**, City U. London

1581 CAU: *(CAU)* **Organizational errors and high reliability**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 284
Organizers: **Rangaraj Ramanujam**, Vanderbilt U.**; Timothy J. Vogus**, Vanderbilt U.

1582 ✈💻: *(CM)* **You See a Bird and I see an Airplane: Causes and Consequences of Asymmetric Perceptions in Teams**
3:00pm - 4:30pm Sheraton Chicago: Chicago 8
Chairs: **Sonja Rispens**, Eindhoven U. of Technology**; Astrid C. Homan**, VU U. Amsterdam
Facilitator: **Karen A. Jehn**, Leiden U.

Racial Diversity as a Liability for Perception of Relationship Conflicts in Groups | **Robert B. Lount**, Ohio State U.; **Katherine W. Phillips**, Northwestern U.; **Floor Rink**, Groningen U.

How Within-Group Differences in Norm Perception Affect the Emergence and Maintenance of Group Norms | **William Self**, U. of California, Berkeley; **Jennifer A. Chatman**, U. of California, Berkeley

The Role of One's Position in Diverse Teams on Perceptions of Anticipated Interaction | **Astrid C. Homan**, VU U. Amsterdam; **Stephen E. Humphrey**, Pennsylvania State U.

Asymmetries in Perceptions of Conflict: The Role of Human Physiology | **Frank De Wit**, Leiden U.; **Karen A. Jehn**, Leiden U.

Making Sense of He Said She Said: The Influence of Power on 3rd Parties' Conflict Perceptions | **Sonja Rispens**, Eindhoven U. of Technology; **Ellen Giebels**, U. of Twente

Presenters: **Robert B. Lount**, Ohio State U.**; William Self**, U. of California, Berkeley**; Frank De Wit**, Leiden U.**; Sonja Rispens**, Eindhoven U. of Technology**; Astrid C. Homan**, VU U. Amsterdam
Participants: **Jennifer A. Chatman**, U. of California, Berkeley**; Floor Rink**, Groningen U.**; Katherine W. Phillips**, Northwestern U.**; Stephen E. Humphrey**, Pennsylvania State U.**; Ellen Giebels**, U. of Twente**; Karen A. Jehn**, Leiden U.**; Astrid C. Homan**, VU U. Amsterdam**; Sonja Rispens**, Eindhoven U. of Technology**; Robert B. Lount**, Ohio State U.**; William Self**, U. of California, Berkeley**; Frank De Wit**, Leiden U.

1583 ☯💻: *(Paper Session) - (CMS)* **Resistance and Organizing**
3:00pm - 4:30pm Hyatt Regency Chicago: Toronto
Chair: **Terrance G. Weatherbee**, Acadia U.

💻Anti-Corporate Activist Anger: Inappropriate Irrationality or Social Change Essential? | **Sheldene K Simola**, Trent U.

💻Exploring Transactions in the Organization's Underworld: A Preliminary Typology | **Dan S. Chiaburu**, Texas A&M U.

Dancing Round the Maypole: Decaf Resistance, Wishful Leadership, and Lacan | **Michael B Elmes**, Worcester Polytechnic Institute

🏳Critical Management Studies and Actor Network Theory: Towards a Political Ontology of Organising | **Rafael Alcadipani**, EAESP-FGV; **John S Hassard**, U. of Manchester

1584 💻: *(Paper Session) - (ENT)* **Venture Growth**
3:00pm - 4:30pm Hyatt Regency Chicago: Field
Chair: **Rui Baptista**, Instituto Superior Tecnico

💻Organizational Antecedents of Startup Growth Trajectories | **Fabian Eggers**, San Jose State U.; **Joel West**, San Jose State U.; **Joe Giglierano**, San Jose State U.

🏳💻Market Pioneering and Firm Growth: Knowing When and to What Degree Pioneering Makes Sense | **Brandon Mueller**, Indiana U.; **Varkey K Titus**, Indiana U., Bloomington; **Jeff Covin**, Indiana U.; **Dennis P Slevin**, U. of Pittsburgh

💻Are there Non-Linearities between SME Growth and their Determinants? A Quantile Approach | **Zélia Serrasqueiro**, U. of Beira Interior; **Paulo Maçãs Nunes**, U. of Beira Interior; **João Carlos Leitão**, Instituto Superior Tecnico; **Manuel J. Rocha Armada**, Minho U.

✈💻The Effects Organizational Climate and Strategic Choice on SME Growth | **James Fiet**, U. of Louisville

1585 ✈💻: *(Paper Session) - (ENT)* **Family Ties in Entrepreneurial Business**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand B
Chair: **Salvatore Sciascia**, IULM U.

🏳💻A relational model explaining work and relationship outcomes of co-entrepreneurs | **Asa Marianne Bjornberg**, London School of Economics; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics

✈💻The Banyan and the Birch Tree: Family Ties and Embeddedness in the Indian Film Industry in Bollywood | **Florian A. Täube**, European Business School; **Mark Lorenzen**, Copenhagen Business School

✈The Utilization and Benefits of Social Capital in Family and Nonfamily Firms in an African Economy | **Moses Acquaah**, U. of North Carolina, Greensboro

✈Corporate Entrepreneurship and Image in Family Firms | **Esra Memili**, Mississippi State U.; **Kimberly Eddleston**, Northeastern U.; **Thomas Markus Zellweger**, U. of St. Gallen; **Franz W. Kellermanns**, Mississippi State U.; **Tim Barnett**, Mississippi State U.

1586 ✈💻: *(Paper Session) - (ENT)* **New Measurement Instruments for Entrepreneurship Research**
3:00pm - 4:30pm Hyatt Regency Chicago: Grand D North
Chair: **Grace K. Dagher**, Lebanese American U.

🏳The discriminant validity of entrepreneurial passion | **Melissa S. Cardon**, Pace U.; **Christopher E. Stevens**, Gonzaga U.

TUESDAY

Global Entrepreneurship Index: A Multi-Dimensional Perspective on Entrepreneurship | **Pekka Stenholm**, George Mason U.; **Zoltan J. Acs**, George Mason U.

Locus of control in entrepreneurship: development and validation of a scale | **Leon Schjoedt**, Illinois State U.; **Kelly G Shaver**, College of Charleston

Development and First Validation of the Culture of Entrepreneurship (C-ENT) Scale | **Ute Stephan**, K.U.Leuven

1587 : *(Paper Session) - (ENT)* **Not-for-profit and Social Entrepreneurship: Various Themes**
3:00pm - 4:30pm Hyatt Regency Chicago: New Orleans
Chair: **Patricia Corner**, Auckland U. of Technology

Social Entrepreneurship: Antecedents, prevalence and manifestations | **Bjørn Willy Åmo**, Bodo Graduate School of Business

The Interplay of Form, Structure, and Embeddedness in Organizational Social Entrepreneurship | **Geoff Kistruck**, Ohio State U.

Behavioral Orientations of Nonprofit Boards and Entrepreneurial Performance: Does Governance Matter? | **Michael H. Morris**, Oklahoma State U.; **Susan Coombes**, Virginia Commonwealth U.

The Role of Power in Disadvantaged Persons' Integration into Entrepreneurship | **Dirk De Clercq**, Brock U.; **Benson Honig**, Wilfrid Laurier U.

1588 : *(Paper Session) - (GDO)* **Gender Differences in Social Networks**
3:00pm - 4:30pm Sheraton Chicago: Chicago 7
Chair: **Marjorie L McInerney**, Marshall U.
Discussant: **Joy E. Beatty**, U. of Michigan, Dearborn

A Longitudinal Analysis of Gender Differences in Networks | **Sharique Hasan**, Carnegie Mellon U.; **David Krackhardt**, Carnegie Mellon U.; **MJ Tocci**, Fulcrum Advisors

Women's Sex Homophily in Social Networks: A Longitudinal Study | **Hyun Hee Park**, U. at Albany, SUNY; **R. Karl Rethemeyer**, U. at Albany, SUNY

Why Men and Women Form Ties at Work | **Susan Lynch**, INSEAD

Naked After All These Years: An Exploration of Race & Gender in Social Network Theory | **Kimberly Sherman**, U. of Massachusetts Amherst

1589 : *(Paper Session) - (GDO)* **Effects of Stereotypes on Performance and Perceptions of Stereotyped Group Members**
3:00pm - 4:30pm Sheraton Chicago: Chicago 9
Chair: **Maria Kakarika**, IE Business School
Discussant: **Raymond Nam Cam Trau**, U. of Queensland

A Psychometric Re-Analysis of the Multiple Disability Implicit Association Test | **Edwin Daly Vaughn**, Auburn U.; **Adrian Thomas**, Auburn U.; **Brennan D. Cox**, Auburn U.; **Andrea L Doyle**, Auburn U.

Stereotyping and Visibility of Duos: The Numbers Don't Always Add Up for a Minority of Two | **Judith B. White**, Dartmouth College; **Denise Lewin Loyd**, Massachusetts Institute of Technology; **Mary Kern**, Baruch College

Effects of Interethnic Ideologies on the Perceptions of Stereotypic and Counterstereotypic Targets | **Angélica S. Gutiérrez**, UCLA; **Miguel M. Unzueta**, UCLA

The Glass Ceiling for Asian Americans: How Perceived Social Skills Explains Hiring Differentials | **Lei Lai**, Tulane U.; **Linda Babcock**, Carnegie Mellon U.

1590 : *(Paper Session) - (HCM)* **Finance, Efficiency and Performance in Health Care Organizations**
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 4
Chair: **Peter A Weil**, American College of Healthcare Executives
Discussant: **Peter Hilsenrath**, U. of the Pacific

Effects of Ownership on Hospital Efficiency in Germany | **Oliver Tiemann**, Munich U.; **Jonas Schreyögg**, Munich U.

HCM Best Paper Award Nominee
HCM Best International Paper Award Nominee

Stark Contrasts: The Impact of Prohibiting Physician Self-Referrals on Prescribing Behavior | **Brian K. Chen**, U. of California, Berkeley

HCM Best Paper Based on a Dissertation Nominee

Agglomeration, Product Portfolio, and PerformanceEvidence from the Hospital Industry | **Hsuan Lo**, Chia Nan U. of Pharmacy & Science; **Hsien-Jui Chung**, National Chung Cheng U.

Financial Incentives and Performance: The Moderating Role of Autonomy | **Gary J. Young**, Boston U.; **Errol Baker**, VA Center for Organization, Management and Leadership Research; **Howard Beckman**, Rochester Independent Practice Association

1591 : *(HR)* **Human Resource Management in the Project-Based Organization: A New Form of Organization**
3:00pm - 4:30pm Sheraton Chicago: Missouri Room
Distinguished Speaker: **Jaap Paauwe**, Tilburg U.
Discussant: **Martina Huemann**, U. of economics and business administration Vienna
Speakers: **J. Rodney Turner**, U. of Limerick**; Karin Bredin**, Linköping U.**; Henrik Holt Larsen**, Copenhagen Business School**; Jonas Söderlund**, Linköping U.

1592 : *(Paper Session) - (HR)* **The Design of Work: Teams, Training, and Safety**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 3
Chair: **Rene Schalk**, Tilburg U.
Discussant: **John Cordery**, U. of Western Australia

The Power of 'We': Effects of Psychological Collectivism on Team Performance Over Time | **Suzanne T. Bell**, DePaul U.; **James A. Belohlav**, DePaul U.

Will Teams Work? How The Nature Of Work Drives Synergy In Autonomous Team Designs | **Troy Victor Mumford**, Colorado State U.; **Marifran Mattson**, Purdue U.

Work Environment Effects on Training Transfer: A Meta-Analysis | **Michael T. Rehg**, California State U. Chico; **Daniel T. Holt**, Air Force Institute of Technology; **Daniel J. Williams**, Air Force Institute of Technology; **Robert P. Toney**, Air Force Institute of Technology

The Dread Factor: How Hazards and Safety Training Influence Training Outcomes | **Michael J. Burke**, Tulane U.; **Rommel O. Salvador**, U. of Washington Tacoma; **Alexis Nicole**

TUESDAY

Smith, Tulane U.; **Suzanne Chan-Serafin**, U. of New South Wales; **Kristin Smith-Crowe**, U. of utah; **Shirley C Sonesh**, Tulane U.

1593 💻: *(Paper Session) - (HR)* **Human Resources Management Practices, Helping, and Organizational and Social Support**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 4
Chair: **Christina L. Stamper**, Western Michigan U.
Discussant: **Timothy M. Gardner**, Vanderbilt U.
☯✈🗪💻Downsizing in High-Performance Work Systems: The Value of Showing Consideration for Employees | **Roderick D Iverson**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.
💻Alcohol Consumption and Workplace Absenteeism: The Moderating Effect of Social Support | **Samuel Bacharach**, Cornell U.; **Peter Bamberger**, Technion Israel Institute of Technology; **Michal Biron**, Tilburg U. & U. of Haifa
💻Human Resource Practices and Helping in Organizations: A Relational Perspective | **Kevin W. Mossholder**, Auburn U.; **Hettie A. Richardson**, Louisiana State U.; **Randall Patrick Settoon**, Southeastern Louisiana U.
High Performance Human Resource Practices and POS: Does Organizational Cuture Matter? | **Zhang Zhe**, Xi'an Jiaotong U.

1594: *(IM)* **Booz Allen Hamilton Eminent Scholar in International Management Award**
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal B
Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.
Introduction: **Timothy Michael Devinney**, AGSM-Australian School of Business
Distinguished Speaker: **Harry Triandis**, U. of Illinois at Urbana-Champaign
Discussants: **Kwok Leung**, City U. of Hong Kong**; Christopher Earley**, U. of Connecticut**; Art Kleiner**, Booz & Company

1595 ☯✈💻: *(Paper Session) - (IM)* **MNC Regional Strategies**
3:00pm - 4:30pm Hyatt Regency Chicago: McCormick
Chair: **Elizabeth L. Rose**, Helsinki School of Economics
Discussant: **Jasmine Tata**, Loyola U. Chicago
✈💻Institutional Environment and MNEs' Foreign Subsidiary Locations: A Semi-Globalization Approach | **Jean-Luc Arregle**, U. of Luxembourg; **Toyah L. Miller**, Indiana U., Bloomington; **Michael A. Hitt**, Texas A&M U.; **Paul Beamish**, U. of Western Ontario
✈💻The MNE as a Portfolio:Interdependencies and Path-dependence in MNE Location Choices | **Lilach Nachum**, Baruch College; **Sangyoung Song**, Baruch College
✈💻The Regional Strategies and Performance of International New Ventures from Korea | **In Hyeock Ian Lee**, Western Kentucky U.; **Alan M Rugman**, U. of Reading
✈💻The Role of Host Country Technological Base in Location Choice of Assets-exploiting FDI | **Shengsheng Huang**, Rutgers U.

1596 ☯✈💻: *(Paper Session) - (IM)* **MNC Coordination and Control**
3:00pm - 4:30pm Hyatt Regency Chicago: San Francisco
Chair: **Shalini Rogbeer**, Vienna U. of Economics and Business Administration
Discussant: **Niron Hashai**, Hebrew U.
✈💻How do Distance and Time Impact Coordination and Control in Family Business Groups | **Hsi-Mei Chung**, I-Shou U,; **Garry D Bruton**, Texas Christian U.
✈💻Subsidiary Autonomy in the MNC:The Influence of Bureaucratic Behavioral Controls and Subsidiary Type | **Christina Cregan**, U. of Melbourne; **Stewart Johnston**, U. of Melbourne
💻Cross-Functional Integration and International Coordination in Purchasing and Supply Management | **Kai Foerstl**, European Business School; **Evi Hartmann**, European Business School; **Finn Wynstra**, RSM Erasmus U.
Technological Resource Commitments, Motivation and Control in Emerging Economies | **Yu-Ching Chiao**, National Chung Hsing U.; **Tsai-Ju Liao**, National Taichung Institute of Technology

1597 ☯✈💻: *(Paper Session) - (IM)* **Emerging Multinationals**
3:00pm - 4:30pm Hyatt Regency Chicago: Soldier Field
Chair: **Changqi Wu**, Peking U.
Discussant: **Andrew Spicer**, U. of South Carolina
✈💻Factors Determining Emerging Market MNEs' Location Choice: A Study of Turkish MNEs | **Mehmet Demirbag**, U. of Sheffield; **Ekrem Tatoglu**, Bahcesehir U.; **Keith W. Glaister**, U. of Sheffield
☯✈💻Firm Resources, Internationalization, and Performance of Emerging Market Multinationals | **Elitsa R. Banalieva**, Northeastern U.; **Ravi Sarathy**, Northeastern U.
💻Host versus Home Country Institutions and FDI Entry Mode Choice by Emerging Market Enterprises | **Daying Yan**, Nankai School of Economics
☯✈💻Resources, Institutions and Internationalization Process of Emerging Market Firms | **Ajai S Gaur**, Old Dominion U.; **Deeksha A Singh**, National U. of Singapore; **Vikas Kumar**, Bocconi U.

1598 ☯✈: *(Paper Session) - (IM)* **Leadership Across Countries**
3:00pm - 4:30pm Hyatt Regency Chicago: Wrigley
Chair: **Sally Sledge**, Norfolk State U.
Discussant: **Laura Riolli**, California State U. Sacramento
💻Biculturalism and Attributional Complexity: Cross-cultural leadership Effectiveness | **C Lakshman**, Bordeaux Business School
🏳✈💻Don't Just Say What You Mean - Contextualize It: A Leadership Study across 17 Countries | **Lena Zander**, Victoria U. of Wellington; **Audra I. Mockaitis**, Victoria U. of Wellington; **Anne-Wil Harzing**, U. of Melbourne; **Joyce Baldueza**, WorldBank; **Wilhelm Barner-Rasmussen**, Hanken School of Economics; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Anne Canabal**, U. of Maine; **Anabella Davila**, Tecnologico de Monterrey; **Alvaro Espejo**, U. Adolfo Ibanez; **Rita Ferreira**, IESE Business School; **Axele Giroud**, U. of Bradford; **Kathrin Koester**, U. of Heilbronn; **Yung-Kuei Liang**, Tatung U.; **Michael Morley**, U. of Limerick; **Barbara Myloni**, Athens U. of Economics and Business; **Joseph O. T. Odusanya**, HELP U. C; **Sharon Leiba O'Sullivan**, U. of Ottawa,

TUESDAY

School of Management; **Ananda Kumar Palaniappan**, U. of Malaya; **Paulo Prochno**, U. of Maryland, College Park; **Srabani Roy Choudhury**, Jawaharlal Nehru U.; **Ayse Saka**, U. of Surrey; **Sununta Siengthai**, Asian Institute of Technology; **Ayda Uzuncarsili Soydas**, Marmara U.; **Linda Viswat**, Otemon Gakuin U.

Best Paper in OB / HRM / OT

Culture, Leadership, and Nonverbal Behaviors: Comparing the United States, Estonia and Hungary | **Mary Ann Gaal**, New Hampshire State U. System; **Ruth Alas**, Estonian Business School

Paternalistic Leadership: A Generalization Study under Globalization | **Li-Fang Chou**, Yuan Ze U.

1599 : *(Paper Session) - (IP)* **Perspectives on Transformational Leadership**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: **Afroditi Dalakoura**, Athens U. of Economics and Business

ONE: Sustainability and Transformational Leadership: Unlocking Keys to Employee Engagement | **Greg Bell**, U. of Dallas; **Srinath Beldona**, U. of Dallas; **J. Lee Whittington**, U. of Dallas

OB: Transformational Leadership and Innovation: A Person-Situation Interactional Perspective | **Herman H. M Tse**, Griffith U.; **Warren C. K Chiu**, Hong Kong Polytechnic U.

OB: Transformational Leadership and Follower Outcomes: A Meta-Analysis of Direct and Mediating Links | **Todd J. Weber**, U. of Nebraska-Lincoln; **Melissa K. Carsten**, U. of Nebraska; **P. D. Harms**, U. of Nebraska-Lincoln; **Bruce J. Avolio**, U. of Washington

OB: Filming and Surveying Transformational Behavior of Dutch Primary School Leaders | **Joke Nijhuis**, U. Twente, The Netherlands; **Celeste P. M. Wilderom**, U. of Twente; **Sonja Hulsman**, U. Twente, The Netherlands; **Peter van den Berg**, Tilburg U.

1600 : *(Paper Session) - (IP)* **Knowledge Management: Culture and Context Matter**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: **Lei Li**, U. of Alberta

BPS: Strategic Orientations, Controls and Knowledge Acquisition: Evidence from Sino-foreign Alliance | **Yang Zhao**, Xi'an Jiaotong U.; **Yi Liu**, Xi'an Jiaotong U.; **Jingyu Li**, Xi'an Jiaotong U.

OCIS: Knowledge Transfer across Dissimilar Cultures: A Study of Individual's Attitudes | **Thanh Thi Nguyen**, BI Norwegian School of Management; **Wai Fong Boh**, Nanyang Technological U.

OCIS Best Interactive Paper Award - Finalist

OCIS: Tacit versus Explicit Portal-based Complementarities in High- and Low-Performing Firms | **Shaila Miranda**, U. of Oklahoma; **William Shawn**, U. of Oklahoma; **Tsui-shan Chang**, U. of Oklahoma

CMS: "Turkeys Don't Vote for Christmas": Why Hybrid Strategic Knowledge Frames Drive Strategizing | **David Roy Stiles**, Cardiff U.; **Denise Jarratt**, Charles Sturt U.

IM: Interplay of Individual and Collective Knowledge in MNCs-An Integrative Constructivist Framework | **Michael Behnam**, Suffolk U.; **Dirk Ulrich Gilbert**, U. of Erlangen-Nuremberg

1601 : *(Paper Session) - (IP)* **Investigating the Research-Practitioner Gap**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: **Jan Schapper**, Monash U.

TIM: Investigating the factors that diminish barriers to university-industry collaboration | **Johan Bruneel**, Imperial College Business School; **Pablo D'Este**, U. Politecnica de Valencia; **Ammon Salter**, Imperial College Business School

IM: Corporate CEOs and Popular Management Literature: An Anatomy of Organizational Coevolution | **Jacqueline Fendt**, ESCP-EAP European School of Management

MED: Navigating an Unknown Future: A Nascent Practitioner Perspective of the Use of Service-Learning | **George A. Hrivnak Jr**, George Washington U.; **Amy L. Kenworthy**, Bond U.; **Cynthia L. Sherman**, Claremont Graduate U.

MED: The Curious Elusiveness of Procedural Management Knowledge | **Timothy Baldwin**, Indiana U., Bloomington; **Jason R Pierce**, Indiana U., Bloomington; **Shameem Farouk**, Indiana U., Bloomington; **Richard C. Joines**, MPS-Corporation

1602 : *(Paper Session) - (IP)* **New Perspectives in Technological Capabilities**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: **Pedro Faria**, Instituto Superior Tecnico

BPS: IT Resources, Capabilities, and Competitive Advantage: 2 Camps, 4 Perspectives, 1 Elusive Goal | **Paul Louis Drnevich**, U. of Alabama

TIM: Network Resources and Technological Capability | **Suli Zheng**, Zhejiang U.; **Xiaobo Wu**, Zhejiang U.

TIM: Classifying Organisational Capabilities by their Nature and Role for Technological Capabilities | **Rossitza Rousseva**, Delft U. of Technology and Science and Technology Policy Research (SPRU), UK

OM: Performance Pay-offs from ERP: Linking System Implementation Status to Performance Enhancement | **Arun Madapusi**, Drexel U.; **Derrick E. D'Souza**, U. of North Texas

ENT: New Venture Strategic Behaviour and Technology Leveraging | **Huan Joy Zou**, Loughborough U.; **Xiaohui Liu**, Loughborough U.; **Pervez N Ghauri**, King's College London

1603 : *(Paper Session) - (IP)* **Research Trends in Entrepreneurship**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: **William D Schulte**, Shenandoah U.

ENT: Are Founders Non-Substitutable? Evidence from Nascent Firms where a Founder Dies | **Hans K Hvide**, U. of Aberdeen

ENT: Entrepreneurial Capital" within the Context of Environmental Jolts in Poland | **Maria Aggestam**, Lund U.

OB: Perseverance strategies for enterprising individuals (WITHDRAWN) | **Marco Van-Gelderen**, Massey U. New Zealand

TUESDAY

✈💻**BPS:** Technology Deepening or Technology Widening: Towards a Dispersed Concentration | **Shihmin Jimmy Lo**, National Chi Nan U.

1604 : *(Paper Session) - (IP)* **Technological Alliances and Innovation**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: **John Rice**, U. of Adelaide
✈💻**TIM:** Developing Country Innovation and the Role of Multinational Corporations | **Joel Nicolas Blit**, U. of Toronto
💻**TIM:** Complementor Relationships for Market Innovation: an explorative Study in the Printing Industry | **Thijs Habets**, U. of Twente; **Ariane Raesfeld**, U. of Twente; **Peter van der Sijde**, Vrije U. Amsterdam
✈💻**IM:** Social Structure, Inertia, and Technology Spillovers from Foreign to Domestic Firms | **Alex Eapen**, U. of Sydney
✈**IM:** The Choice of Governance Mode for Sourcing Technology in the Global Market | **Anju Seth**, Virginia Tech; **Mahka Moeen**, U. of Illinois, Urbana-Champaign
ENT: The Interrelationship of Technology and Location in High Status Partner Alliances and Networks | **Brett Anitra Gilbert**, Texas A&M U.; **Kevin L. Johnson**, Baylor U.

1605 : *(Paper Session) - (IP)* **Social Capital Research Trends**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: **Linda F. Edelman**, Bentley U.
☯💻**CAR:** The Impact of Downsizing on the Social Capital Resources and Careers of African-American Survivors | **Rochelle Parks-Yancy**, Texas Southern U.
💻**TIM:** Internal Social Capital, External Social Capital, and Synergies of Knowledge | **Shyh-Rong Fang**, National Chung Hsing U.; **Yong-Sheng Chang**, National Chung Hsing U.; **Yan-Chiun Peng**, National Chung Hsing U.
MOC: A New Route from Social Identification to Social Capital Incorporating the Self | **Jennifer Dolores Evans**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin; **Ciaran Benson**, U. College Dublin
💻**OMT:** Bridging and Bonding Revisited: An Examination of School Board Social Capital | **Gokce Sargut**, City College, CUNY; **Argun Saatcioglu**, U. of Kansas; **Suzanne K. Moore**, Westchester Area School District
✈**OB:** Social Effects on Coworker Reliance and Individual Contributions to Intercultural Teams | **Deborah E. Gibbons**, Naval Postgraduate School; **Roxanne Zolin**, Queensland U. of Technology

1606 : *(Paper Session) - (IP)* **Strategic Groups and Strategic Positioning**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: **Mernoush Banton**, Mernoush Banton
☯💻**HCM:** Strategic Groups and Outcomes in the Hospice Care Industry | **Eric G Kirby**, Texas State U.
💻**OM:** A Framework for Understanding Operational & Strategic Implications of Product-Service Organisations | **Veronica Martinez**, Cranfield U.; **Umit Bititci**, U. of Strathclyde
💻**BPS:** Locus of Competitive Advantage: Structural Holes and Mobility Barriers | **Ulas Burkay**, BI Norwegian School of Management
💻**BPS:** Stakeholder Management and The Source of Competitive Advantage: An Empirical Study | **Minyu Wu**, Massey U. Albany; **Gabriel Eweje**, Massey U.

1607 : *(Paper Session) - (IP)* **Effective Collaboration**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: **Diana L. Burley**, George Washington U.
☯**ODC:** A TV Crew's Guide to Process: Schein's (1999) Ten Process Principles of Consultation in Action | **Leslie Stager Jacques**, Massey U. Auckland
💻**OCIS:** Boundary Searching: Enacting Adaptive Collaboration among Occupational Communities: A Field Study | **Ching-fang Lee**, Shih Chien U., Kaohsiung
💻**MOC:** Working Together in the Space between Expertise and Ignorance | **Jeanne Mengis**, U. of Warwick; **Davide Nicolini**, U. of Warwick; **Jacky Swan**, U. of Warwick
🗪💻**ONE:** Subversive Collaboration in Bureaucratic Interstices: Reducing PFC Emissions at Semiconductor Cos. | **Chad White**, U. of Cailfornia, Berkeley
💻**MED:** Management & Business Faculty and Librarian Collaboration: Sustainable Benefits | **Barbara Norelli**, Skidmore College; **Timothy Harper**, Skidmore College

1608 : *(Paper Session) - (IP)* **Value Creation**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: **Chengli Shu**, U. of Illinois at Chicago
OM: The Value Creation and Appropriation Explanations for Value Erosion in Supply Chain Exchange Dyads | **Christopher Robert Penney**, Florida State U.
💻**OM:** Value Creation Versus Value Appropriation: Towards an Understanding of the Underlying Capabilities | **Sebastian Bonnemeier**, TUM Business School; **Christoph Ihl**, RWTH Aachen U.; **Ralf Reichwald**, HHL - Leipzig Graduate School of Management
💻**BPS:** Does Leveraged-Buyout Strategy of Private Equity Firms Really Achieve Persistent Performance? | **Hong-Jen Charles Chiu**, National Taiwan U.
✈💻**MOC:** The Genesis of Value Creation and Network Dynamics | **G zhi Wang**, Manchester Metropolitan U.; **Stuart Horsburgh**, Manchester Metropolitan U.

1609 : *(Paper Session) - (IP)* **Climates for Innovation**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: **Vidia Ramdeen**, Pace U.
💻**TIM:** Harnessing Complexity to Sustain Innovation: Lessons From 3M Corporation | **Raghu Garud**, Pennsylvania State U.; **Joel Gehman**, Pennsylvania State U.; **Arun Kumaraswamy**, Temple U.
✈💻**OMT:** Integrative Model of Innovation Adoption: Empirical Test of Adoption of ERP Systems in Italy | **Srikanth Paruchuri**, U. of Florida; **Vincenzo Morabito**, Bocconi U.; **Henry L Tosi**, U. of Florida
✈💻**TIM:** Integrating two perspectives on innovation in organizations: The barriers approach to innovation | **Christoph Mirow**, Berlin Institute of Technology
🗪**ONE:** The origins of proactive and reactive green innovations: the case of AUO in Taiwan | **Yu-Shan Chen**, National Yunlin U. of Science and Technology; **Ming-ji James**

TUESDAY

Lin, National Central U.; **Ching-Hsun Chang**, National Central U.

1610 : *(Paper Session) - (IP)* **Employee Work Engagement**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: **Jennifer Ellen Yugo**, Bowling Green State U.
OB: Transformational Leadership and Job Performance: The Mediating Role of Job Engagement | **Yiwen Zhang**, U. of Florida; **Bruce Louis Rich**, California State U. San Marcos; **Jeffery LePine**, U. of Florida
MC: The Engagement Factor: Building a High-Commitment Organization in a Low-Commitment World | **J. Lee Whittington**, U. of Dallas; **Timothy Galpin**, U. of Dallas
OB: Toward a Framework and Operational Definition for Employee Work Passion | **Drea Zigarmi**, Ken Blanchard Companies; **Kim Nimon**, U. of North Texas; **Dobie Houson**, Ken Blanchard Companies; **David Witt**, Ken Blanchard Companies; **James B. Diehl**, Ken Blanchard Companies
MC: Regulatory Focus and Work Engagement in an Organizational Change | **Steven C. Brown**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Eric B. Gresch**, Auburn U.

1611 : *(Paper Session) - (IP)* **The Influence of Gender**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: **Olivia Amanda O'Neill**, U. of Georgia
CM: How do people respond to negotiation attempts? The effect of gender role incongruity on avoidance | **Julia Bear**, Carnegie Mellon U.
GDO: The Intersection of Farm Management Software and Gender in Australian Family Cotton Farms | **Dale Carolyn Mackrell**, Griffith U.; **Maree Veronica Boyle**, Griffith U.
OB: It May Not Be What You Think: Gender Differences in Predicting Emotional and Social Competence | **Scott N. Taylor**, U. of New Mexico
PNP: Toward a Gender Theory of the Nonprofit Sector | **Nuno S. Themudo**, U. of Pittsburgh

1612 : *(Paper Session) - (IP)* **Group Decision Making: Knowledge and Influence**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: **Veronique Tran**, ESCP-EAP European School of Management
MOC: The Influence of Emergent Expertise on Group Decision Processes | **Golnaz Tajeddin**, York U.; **Frank Safayeni**, U. of Waterloo; **Catherine E Connelly**, McMaster U.; **Kevin Tasa**, McMaster U.
OB: Intra-individual Knowledge Management and Expertise Feedback in Estimating Groups | **Sheli Sillito**, Brigham Young U.; **Bryan Bonner**, U. of utah
CM: Group Status, Social Motivation, Quality of Intergroup Decision Making: Role of Negotiation Style | **Andreas W. Richter**, Instituto de Empresa Business School; **Wendy P. Van Ginkel**, Erasmus U. Rotterdam; **Anne Nederveen Pieterse**, RSM Erasmus U.
OMT: The Motivational Foundations of Different Knowledge Sharing Behaviors (WITHDRAWN) | **Mia Reinholt**, CBS

1613 : *(Paper Session) - (IP)* **Compensation: Rewards, Incentives, and Wages**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: **Christy Harris Weer**, Salisbury U.
MOC: Norms, Knowledge Sharing, and Group Performance: A Simulation Study of the Effects of Rewards | **Taehyon Choi**, U. of Southern California; **Peter J. Robertson**, U. of Southern California
OB: The Effort-Reward Imbalance Model, Well-Being, Procrastination & Turnover Intentions | **Sarah E. DeArmond**, U. of Wisconsin Oshkosh; **Russell A. Matthews**, Louisiana State U.; **Jennifer A. Bunk**, West Chester U.
HR: Antecedents of Wage Differentials: Evidence from Canadian Compensation Survey Data | **Sandra Rolfe**, TUI U.; **Joshua Shackman**, TUI U.
OB: The Role of Identification, Rewards, and Knowledge Types in a Dual Exchange Knowledge Sharing Model | **Michele L. Swift**, Oregon State U.; **Lori D. Paris**, California State U. Bakersfield

1614 : *(Paper Session) - (IP)* **Current Research on High Performance Work Systems**
3:00pm - 4:30pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: **Taryn Lyn Stanko**, U. of Oregon
GDO: Diversity and Job Satisfaction: A Cross-Level Examination of High Performance Work Systems | **Yang Yang**, Wharton School, U. of Pennsylvania; **Alison M. Konrad**, U. of Western Ontario
HR: High Performance Work Systems and Employee-Level Outcomes:A Conceptual Model | **Preeti Wadhwa**, U. of Kansas; **James P. Guthrie**, U. of Kansas
HR: Inside the Black Box: How Do High-Performance Work Systems Enhance Employees f Involvement? | **Norihiko Takeuchi**, Tokyo U. of Science; **Tomokazu Takeuchi**, Tokyo Fuji U.

1615 : *(MC)* **Emerging Trends in Management Consulting – Client and Practitioner Perspectives**
3:00pm - 4:30pm Hyatt Regency Chicago: Horner
Moderator: **Drumm McNaughton**, The Change Leader, Inc.
Participants: **Ilse Ennsfellner**, Ennsfellner Consulting**; Sarah Miller Caldicott**, Power Patterns of Innovation**; John Doerr**, Wellsley Hills Group, Inc.**; Mark Haas**, Research and Organization Management, Inc.

1616 JS: *(MC, PNP, ODC)* **Greening Practice & Theory:Embedding A Sustainability Agenda In Contrasting Organzational Archetypes**
3:00pm - 4:30pm Hyatt Regency Chicago: Hong Kong
Chair: **Peter Sorensen**, Benedictine U.
Discussant: **Therese F. Yaeger**, Benedictine U.
Participants: **Jorge Cestou**, Benedictine U.**; Kevin Lynch**, Benedictine U.**; Sue Tinnish**, SEAL INC/BENEDICTINE U.

1617 : *(Paper Session) - (MED)* **Frontiers in the Journey for Quality MBA & PhD Programs**
3:00pm - 4:30pm Hyatt Regency Chicago: Buckingham
Chair: **Cynthia L Sutton**, Metropolitan State College of Denver
Discussant: **Joseph F Byrnes**, Bentley U.
How "Special" are Specialized MBAs? Relevance, Requirements, and Ramifications of SMBS Programs | **Robert S. Rubin**, DePaul U.; **Erich C. Dierdorff**, DePaul U.

TUESDAY

Student Readiness: A Skills Enhancement Approach to MBA Programs | **J Duane Hoover**, Texas Tech U.; **James J Hoffman**, Texas Tech U.; **James C. Wetherbe**, Texas Tech U.

The Role of Professional Doctorates in Management | **Bobby Banerjee**, U. of Western Sydney

PhD Times to Degree in Management:Student, Alumni, and Faculty Insights at a Research University | **Russell Seidle**, McGill U.

1618 : *(Paper Session) - (MED)* **Improving Value Development Through Course and Work Experiences**
3:00pm - 4:30pm Hyatt Regency Chicago: Wright
Chair: **Grace Lemmon**, U. of Illinois, Chicago
Discussant: **Charles Roy Fenner**, State U. of New York, Canton

Management Academics' Intention to Influence Values – Model Development and Evaluation | **Dirk C. Moosmayer**, RWTH Aachen U.

Barry Armandi Award for Best Student Paper in Management Education Research

Developing Ethically & Culturally-Intelligent Leaders Through International Service Experiences | **Charles E Wilson**, North Carolina A & T State U.; **Alice C Stewart**, North Carolina A & T State U.

Investigating the Sustainability of a Sustained 360 Process | **Frank Shipper**, Salisbury U.

Social Protest Novels in Management Education | **Jim W. Westerman**, Appalachian State U.; **Jennifer Hughes Westerman**, U. of Nevada, Reno

1619 JS: *(MED, MOC, OB)* **Thinking Styles in Managerial Learning, Cognition and Behavior: An Integrative Overview**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus KL

Thinking Style and Its Relevance for Business and Management | **Steven Armstrong**, U. of Hull

Thinking Styles: a Dual-process Theoretical Framework | **Eugene Sadler-Smith**, U. of Surrey

Research Methodologies in the Thinking Styles Field | **Eva Cools**, Vlerick Leuven Gent Management School

Linear and Non-linear Thinking Styles | **Charles M. Vance**, Loyola Marymount U.; **Kevin S. Groves**, Pepperdine U.

A Critical Perspective on Cognitive Styles | **Maria Kozhevnikov**, George Mason U.

Presenters: **Eugene Sadler-Smith**, U. of Surrey**; Steven Armstrong**, U. of Hull**; Eva Cools**, Vlerick Leuven Gent Management School**; Kevin S. Groves**, Pepperdine U.**; Maria Kozhevnikov**, George Mason U.**; Charles M. Vance**, Loyola Marymount U.

1620 : *(Paper Session) - (MOC)* **Team Learning**
3:00pm - 4:30pm Hyatt Regency Chicago: Truffles
Chair: **Steven J. Karau**, Southern Illinois U. Carbondale
Discussant: **Frances J. Milliken**, New York U.

Organizational Culture and Team Learning in Entrepreneurial Ventures: A Cross-Cultural Comparison | **Jessica Rottenberger**, RWTH Aachen U.

Individual and Organizational Influences on the Development of Group Learning | **Ingrid C. Chadwick**, Queen's U.; **Jana L. Raver**, Queen's U.

Team Learning Activities and Team Effectiveness: The Role of Psychological Safety and Task Conflict | **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Nikos Bozionelos**, U. of Durham; **Gregory P. Prastacos**, Athens U. of Economics and Business

Breaking The Negative Performance Spiral: The Role of Team Reflexivity and Team Learning | **Michaéla C. Schippers**, RSM Erasmus U.; **Astrid C. Homan**, VU U. Amsterdam

1621 : *(Paper Session) - (OB)* **Motivation, Initiative and Conscientiousness**
3:00pm - 4:30pm Sheraton Chicago: Arkansas Room
Chair: **David L. McLain**, SUNY IT Utica
Discussant: **Heather Anne MacDonald**, Memorial U. of Newfoundland

Contingent Beliefs As Predictors of Within-Person Variation in Conscientiousness at Work | **Amirali Minbashian**, U. of New South Wales; **Robert E. Wood**, U. of Melbourne; **Nadin Beckmann**, U. of New South Wales

A Quantitative Review of the Nomological Network of Proactive Personality | **Matthias Spitzmueller**, Michigan State U.; **Hock-Peng Sin**, Michigan State U.

Multifoci Organizational Justice Effects on Newcomers' Proactive Behaviors | **Mohamed Ikram Nasr**, U. of Toulouse 1; **Assâad El Akremi**, U. of Toulouse 1; **Patrice Roussel**, U. of Toulouse 1; **Narjes Sassi**, U. of Toulouse 1

Personal Initiative at Work: Psychological Mechanisms and the Role of Work Characteristics | **Yuanyuan Huo**, City U. of Hong Kong

1622 : *(Paper Session) - (OB)* **Organizational Identity**
3:00pm - 4:30pm Sheraton Chicago: Colorado Room
Chair: **Kevin E. Henderson**, U. of St. Thomas-Opus College of Business
Discussant: **Audrey Korsgaard**, U. of South Carolina

Organizational Identification in China: Clarification of Construct and Validation of a Measure | **Jian Min Sun**, Renmin U. of China; **Hua Wang**, Renmin U. of China

Does Organizational Identification Matter beyond Organizational Commitment? | **Long Wai Lam**, U. of Macau; **Yan Liu**, U. of Macau

The People Make the Place: The Impact of Relationships on Organizational Identification | **Herminia Ibarra**, INSEAD; **Otilia Obodaru**, INSEAD; **Nancy M Carter**, Catalyst

Spiraling Toward Identity: The Catalytic Role of Emotions in Sensemaking | **Niyati Kataria**, Pennsylvania State U.; **Glen E. Kreiner**, Pennsylvania State U.; **Elaine C. Hollensbe**, U. of Cincinnati; **Mathew L. Sheep**, Illinois State U.

1623 : *(Paper Session) - (OB)* **Cross-Cultural Comparisons**
3:00pm - 4:30pm Sheraton Chicago: Mississippi Room
Chair: **Janice R. Joplin**, Southern Illinois U. Edwardsville
Discussant: **Yu Yang**, Cornell U.

Expatriate Motivation and Effectiveness: The Roles of Cultural Distance and Subsidiary Support | **Gilad Chen**, U. of Maryland; **Bradley L. Kirkman**, Texas A&M U.; **Kwanghyun Kim**, California State U. East Bay; **Crystal I Chien Farh**, U. of Maryland - College Park

TUESDAY

Winner of OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal

✈When the True Color Shines: Creative Self-efficacy and Employee Creativity in China | **Shung Shin**, Washington State U.; **Feirong Yuan**, U. of Kansas

💻Coping with Work Stress in the Era of Globalization: A Cross-National Study in Nine Countries | **Rabi S. Bhagat**, U. of Memphis; **Tejinder K Billing**, Virginia State U.; **Balaji Krishnan**, U. of Memphis; **David L Ford Jr**, U. of Texas, Dallas; **Pamela K. Steverson**, U. of Memphis; **Charlotte Davis**, U. of Memphis

✈💻A Cross-Cultural Comparison of Supervisor-Subordinate Interpersonal Relationship Patterns | **Ying Chen**, Vanderbilt U.

1624 💻: *(Paper Session) - (OB)* **Politics, Power and Status**
3:00pm - 4:30pm Sheraton Chicago: Ohio Room
Chair: **Jeffrey Glen Peterson**, U. of Washington
Discussant: **Lindred Greer**, U. of Amsterdam

🏳💻Performance is Not Enough: Political Skill in the Longitudinal Performance–Power Relationship | **Darren C. Treadway**, State U. of New York, Buffalo; **Jacob W. Breland**, U. of Idaho; **Jeewon Cho**, Montclair State U.; **Jun Yang**, State U. of New York, Buffalo; **Allison Duke**, Lipscomb U.

🏳✈Perceptions of Politics, Intrinsic Motivation and Creative Performance | **Samuel Aryee**, Aston U.; **Qin Zhou**, U. of Twente; **Li-Yun Sun**, Macau U. of Science and Technology; **Susanna Lo**, Hong Kong Baptist U.

💻Leader and Context influences on employees' perception of organizational politics | **Olivier Doucet**, HEC Montreal; **Marie-Ève Lapalme**, ESG-UQAM; **Gilles Simard**, ESG-UQAM

💻Gaining Status But Losing Power: Third Party Reactions to Procedural Justice | **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign; **Sara L. Wheeler-Smith**, New York U.; **Batia Mishan Wiesenfeld**, New York U.

1625 💻: *(OB)* **Emotion Regulation: Theoretical and Methodological Advances**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 2
Chair: **S. Douglas Pugh**, U. of North Carolina, Charlotte
Coordinator: **Joseph Andrew Allen**, UNCCharlotte

A Multilevel Investigation of Display Rules, Emotional Labor, and Employee Well-being in China | **James Diefendorff**, U. of Akron; **Jane Yang**, City U. of Hong Kong; **Cecily Becker**, U. of Akron

Multi-foci Justice and the Attitudes, Emotional Exhaustion and Emotional Labor of Service Workers | **Marion Fortin**, Durham U.; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Konstantina Kougiannou**, Durham U.

Dirty Work as a Positive Identity: How Emotion Regulation Improves Attitudes and Performance | **S. Douglas Pugh**, U. of North Carolina, Charlotte; **Alicia A. Grandey**, Pennsylvania State U.; **Joseph Andrew Allen**, UNCCharlotte

Do we know emotional regulation skill when we see it? A multi-trait multi-method analysis | **Hillary Anger Elfenbein**, Washington U. in St. Louis; **Sigal Barsade**, U. of Pennsylvania; **Noah Eisenkraft**, U. of Pennsylvania

1626 💻: *(OB)* **Examining the Motivation to Lead and the Motivation to Follow: Leadership and Regulatory Focus**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Chair: **Thomas Kosalka**, U. of Central Florida
Discussant: **Ronit Kark**, Bar Ilan U.

Enhancing Explanations for Change Through Regulatory Focus Priming | **Michael Christian**, U. of Arizona

Follower Regulatory Focus and Leadership Vision Communication | **Daan Stam**, Erasmus U. Rotterdam

The Effect of Leadership Style and Regulatory Focus on Followers' Emotions | **Michal Teeni**, Ben Gurion U.

Contingent Reward, Regulatory Focus, and Psychological Capital | **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College

Presenters: **Michael Christian**, U. of Arizona**; Daan Stam**, Erasmus U. Rotterdam**; Michal Teeni**, Ben Gurion U.**; Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College
Participants: **Andrew Li**, West Texas A&M U.**; Joel M. Evans**, U. of Arizona**; Stephen Gilliland**, U. of Arizona**; Jordan H. Stein**, U. of Arizona**; Edgar E. Kausel**, U. of Arizona**; Dina Van Dijk**, Ben Gurion U. of the Negev**; Craig D. Crossley**, U. of Nebraska/Schwans U.

1627 ☯💻JS: *(OB, OCIS)* **What Works in Virtual Teams: Uncovering Antecedents of Successful Team Functioning in Virtual Teams**
3:00pm - 4:30pm Sheraton Chicago: Mayfair Room
Organizers: **Tine Koehler**, U. of Melbourne**; Julia E. Hoch**, Technical U. Dresden
Discussant: **Paul E. Tesluk**, U. of Maryland

Personality Judgment Accuracy as Predictor of Team Performance and Cohesion in Virtual Project Teams | **Radostina K Purvanova**, Drake U.

Shared Leadership: Ways to Compensate for Lower Performance in Virtual Teams | **Julia E. Hoch**, Technical U. Dresden

Group Norms and Team Processes in Internationally Distributed Teams | **Tine Koehler**, U. of Melbourne

Best Practices for Virtual Teaming: A Qualitative Case Study | **Kara Lynn Orvis**, Aptima, Inc.; **Zachary Horn**, Aptima, Inc.; **Tyrone Jefferson**, Aptima, Inc.

Presenters: **Radostina K Purvanova**, Drake U.**; Kara Lynn Orvis**, Aptima, Inc.
Participants: **Zachary Horn**, Aptima, Inc.**; Tyrone Jefferson**, Aptima, Inc.

1628 💻JS: *(OB, ODC)* **The Impact of Emotions in the Leadership Process: A Follower-Centric Perspective**
3:00pm - 4:30pm Sheraton Chicago: Sheraton 1
Organizer: **Marion B Eberly**, U. of Washington
Discussant: **Mary Uhl-Bien**, U. of Nebraska

Emotion Spirals: Upward, Downward, and Horizontal Emotional Contagion in the Workplace | **Marie T. Dasborough**, U. of Miami; **Eugene Y. J. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Knowing how you Feel about Catching your Boss's Feelings | **Stefanie K. Johnson**, U. of Colorado, Denver; **Camille Johnson**, San Jose State U.

TUESDAY

How & When Leaders' Emotions Influence Followers' Perceptions of Leadership Effectiveness | **Marion B Eberly**, U. of Washington; **Christina Fong**, U. of Washington

Leaders' Emotional Expressiveness and Relational Authenticity: Effects on Followers | **Nikos Dimotakis**, Michigan State U.; **Matthias Spitzmueller**, Michigan State U.; **Remus Ilies**, Michigan State U.

1629 💻: *(Paper Session) - (OCIS)* **Interpersonal Communication, Voice, and Leadership**
3:00pm - 4:30pm Hyatt Regency Chicago: Picasso
Chair: **Laura Erskine**, Illinois State U.
Discussant: **Rebecca Heino**, Georgetown U.

✈💻How Does Openness of Vertical Communication Matter? The Effects of Formal/Informal Characteristics | **Masaru Karube**, Hitotsubashi U.; **Toshihiko Kato**, Hitotsubashi U.; **Tsuyoshi Numagami**, Hitotsubashi U.

💻Passing the Baton: Middle Managers as Conduits of Employee Improvement-Oriented Voice | **Nancy Lam**, New York U.

A Communication-Centered Approach to Leadership: Links to Leadership and Emotional Intelligence | **Marilyn Macik-Frey**, Nicholls State U.

1630 💻: *(Paper Session) - (OCIS)* **Time and Technology: Emergence and Adaptation**
3:00pm - 4:30pm Hyatt Regency Chicago: Water Tower
Chair: **Marco Marabelli**, Cattolica U.
Discussant: **Nora Misiolek**, Marist College

💻A History of Patent Information Management: The Emergence of Interests and Technology Requirements | **Anthony Briggs**, Boston U.; **Paul R. Carlile**, Boston U.

✈🗨💻When Global Times Encounter Local Times | **George Kandathil**, Cornell U.
OCIS Best Student Paper Award - Finalist

Understanding the BlackBerry™ Spiral: Negotiating Connectivity in Different Organizational Worlds | **Melissa Mazmanian**, Massachusetts Institute of Technology
OCIS Best Student Paper Award - Finalist

1631 🕮☯💻: *(Paper Session) - (ODC)* **Leadership that Transforms: The Importance of Flexibility, Vision, and Development**
3:00pm - 4:30pm Swissôtel Chicago: St. Gallen Salon 2
Chair: **Shirley Ann Hazlett**, Queen's U. Belfast
Discussant: **George W. Hay**, Benedictine U.

₱💻Transformational Leadership and Organizational Change: The Impact of Vision Content and Delivery | **Mark D. Howarth**, U. of Queensland; **Alannah E. Rafferty**, U. of Queensland

☯A Little More Rigidity: Firming up the Construct of Leader Flexibility | **Darren Good**, Case Western Reserve U.; **Garima Sharma**, Case Western Reserve U.

💻Worklife Improvement and Leadership Development (WILD): The Experience of Leadership Development | **Greta Cummings**, U. of Alberta; **Janice Sharlow**, Deloitte & Touche; **Judith Spiers**, U. of Alberta; **Paula Langenhoff**, Alberta Cancer Board

₱Leaders' Characteristics and Behaviors and Employees' Resistance to Organizational Change | **Shaul Oreg**, U. of Haifa; **Yair Berson**, U. of Haifa

1632 🕮☯✈💻SHCS: *(ODC, MC)* **The Challenges of the Scholar-Practitioner: A Symposium in Honor of Edgar H. Schein**
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 3
Chairs: **David Coghlan**, Trinity College Dublin**; A.B. Rami Shani**, California State Polytechnic U.
Discussants: **Edgar H. Schein**, Massachusetts Institute of Technology**; Richard W. Woodman**, Texas A&M U.

Reinvigorating the Struggling Organization | **Christina G Cataldo**, George Washington U.; **Jonathan D. Raelin**, Loyola College in Maryland; **Melissa Lambert**, George Washington U.

Process Consultation Revisited | **Lambrechts Jean Frank**, Hasselt U.; **Styn Grieten**, HU Brussel; **Rene Bouwen**, U. of Leuven

Enacting the Scholar-Practitioner Role: An Exploration of Narratives | **Ilene Carol Wasserman**, ICW Consulting Group; **Kathy E. Kram**, Boston U.

Dialogical Inquiry: An Extension of Schein's Clinical Inquiry | **Jean-Francois Coget**, California Polytechnic State U.

Clinical Inquiry and Reflective Design in a Secrecy-Based Organization | **Michael W Stebbins**, California Polytechnic State U., San Luis Obispo

1633 : *(Paper Session) - (OMT)* **Studies in Status**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbian
Chair: **Francois Herve Collet**, ESADE

₱💻Organizing Contests for Status: The Matthew Effect Versus the Mark Effect | **Edward Bishop Smith**, U. of Chicago; **Matthew S. Bothner**, U. of Chicago; **Joel M Podolny**, Yale U.

💻Status and Surprises: Causes of Overreaction to New Information About Firm Performance | **Daniela Lup**, London School of Economics

💻Social Boundaries and the Non-Vertical Component of Social Status | **Edward Bishop Smith**, U. of Chicago

₱An Instrumental Variable Approach to Uncover the Status Dynamics in the U.S. Venture Capital | **Young-Kyu Kim**, Harvard Law School

✈💻Double Jeopardy: Discrimination, Foci, and Intersectionality Within the Minority Network Portfolio | **Eiston Lo**, U. of British Columbia; **Dennis Ma**, U. of British Columbia; **Marc-David L Seidel**, U. of British Columbia

1634 : *(Paper Session) - (OMT)* **Antecedents of Innovation**
3:00pm - 4:30pm Hyatt Regency Chicago: DuSable
Chair: **W. L. Dougan**, U. of Wisconsin, Whitewater

₱✈💻The Moderating Role of Organizational Culture in Innovation: Evidence from China | **Sheng Wang**, U. of Nevada, Las Vegas; **Rebecca Monette Guidice**, U. of Nevada, Las Vegas; **Judith W. Tansky**, Ohio State U.; **Zhong-Ming Wang**, Zhejiang U.

💻Organizational Innovation: A New Theoretical Perspective | **Mary Crossan**, U. of Western Ontario; **Marina Apaydin**, Richard Ivey School of Business

TUESDAY

Aspiration Correlation and Innovation in the Mobile Phone Industry | **John Joseph**, Duke U.

Quit From the Cage: A Network Investigation on Antecedents of Product Creativity and Innovation | **Giuseppe Soda**, SDA Bocconi U.; **Alessandra Carlone**, Bocconi U.

1635 : *(Paper Session) - (OMT)* **Institutional Change**
3:00pm - 4:30pm Hyatt Regency Chicago: Ogden
Chair: **Michael Smets**, Said Business School

Sources of Variation in Embedded Agency: The Adoption of Unconventional Therapies by Hospitals | **Sangchan Park**, National U. of Singapore; **Sangmook Yi**, Duksung Women's U.

Firm Conflict Management Responses as Predictors of Convergent or Radical Institutional Change | **Wesley Helms**, York U.

The Strength of a Weak Institution: Clearing House, Federal Reserve, and Manhattan Banks 1840-1950 | **Lori Qingyuan Yue**, Columbia U.; **Jiao Luo**, Columbia U.; **Paul Ingram**, Columbia U.

Institutional Change: Cohort Dynamics and the Decline of the Loyalty Norm in Large Law Firms | **Nina Shah**, SUNY Fredonia

1636 : *(Paper Session) - (OMT)* **Routines, Rules and Organizational Design**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 265
Chair: **Peter D Sherer**, U. of Calgary

Modularity and Incremental Innovation: The Roles of Design Rules and Organizational Communication | **Gang Zhang**, Zhejiang U.; **Ruoyang Gao**, Zhejiang U.; **Jingjing Gao**, Zhejiang U.

The Internal Structure and Dynamics of Organizational Routines Using Language as a Metaphor | **Arnaud Gorgeon**, UCLA Anderson School of Management

Flexible Formalization: A Study on Inter-Organizational Project Governance | **Anna Grandori**, Bocconi U.; **Marco Furlotti**, Tilburg U.

Changing Organizational Designs and Frontiers of Healthcare Clinics | **Andrew H. Van de Ven**, U. of Minnesota; **Ricky Leung**, U. of Minnesota

1637 JS: *(OMT, BPS)* **Emerging Research on the Abandonment of Cultural Practices, Innovations, and Market Positions**
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus H
Chairs: **Ann Terlaak**, U. of Wisconsin, Madison**; Vibha Gaba**, INSEAD
Discussant: **Henrich R. Greve**, INSEAD

Adoption Velocity and the Abandonment of Cultural Tastes | **Jonah Berger**, U. of Pennsylvania; **Gael Le Mens**, Stanford U.

Aspirations, Ambiguity, and Abandonment: The Firing of Baseball Managers | **David Strang**, Cornell U.; **Kelly Patterson**, Cornell U.

Contagious Exit? Interorganizational Learning and Cognitive Heuristics in Market Abandonment | **Vibha Gaba**, INSEAD; **Ann Terlaak**, U. of Wisconsin, Madison

Selection Biases in Abandonment Studies | **Jerker C. Denrell**, U. of Oxford; **Balazs Kovacs**, Stanford U.

Presenters: **Gael Le Mens**, Stanford U.**; Jonah Berger**, U. of Pennsylvania**; David Strang**, Cornell U.**; Kelly Patterson**, Cornell U.**; Balazs Kovacs**, Stanford U.

1638 JS: *(OMT, TIM)* **The Changing Forms of Community in Industry**
3:00pm - 4:30pm Hyatt Regency Chicago: Gold Coast
Organizer: **Paul Adler**, U. of Southern California
Discussant: **Mary Ann Glynn**, Boston College

The Community Construct In Organizational Theory | **Siobhan O'Mahony**, Boston U.; **Karim R. Lakhani**, Harvard U.

Community Structure as Collective Identity Construction and Resource Sharing | **Lin Chai**, U. of Southern California

The Dynamics Of Collaborative Community Innovation | **Ned Gulley**, Mathworks; **Karim R. Lakhani**, Harvard U.

What Do Practitioners Mean By Community? | **Laurence Prusak**, Independent Consultant

A Parsonian View Of Community And Its Future | **Charles Heckscher**, Rutgers U.

Presenters: **Charles Heckscher**, Rutgers U.**; Karim R. Lakhani**, Harvard U.**; Laurence Prusak**, Independent Consultant**; Lin Chai**, U. of Southern California

1639 : *(Paper Session) - (ONE)* **Organizations, Governance and the Ecosystem**
3:00pm - 4:30pm Fairmont Chicago: Crystal Room
Chair: **Irene Henriques**, York U.

Green Governance: Boards of Directors Composition and Environmental Corporate Social Responsibility | **Corinne Post**, Lehigh U.; **Noushi Rahman**, Pace U.; **Emily Rubow**, Pace U.

Corporate Decision Making and Socio-Environmental Investments in Brazil | **Andre Luiz Bufoni**, U. Federal do Rio de Janeiro; **Aracéli Cristina Ferreira**, U. Federal do Rio de Janeiro; **Luiz Fernando Loureiro Legey**, COPPE/UFRJ - Federal U. of Rio de Janeiro

Organizational Ecosystem Embeddedness and its Implications for Sustainable Fit Strategies | **Stefano Pogutz**, Bocconi U.; **Monika Winn**, U. of Victoria

Short on Time: The Role of Time in Business Sustainability | **Natalie Slawinski**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario

1640 JS: *(PNP, MSR)* **Leadership, Environment and Entrepreneurship in Religious Organizations**
3:00pm - 4:30pm Fairmont Chicago: Ambassador Room
Organizer: **Jeffrey A. Robinson**, Rutgers U.

Identifying the disconnect: Toward a typology of perceived value breaches in a megachurch settin | **Patricia Faison Hewlin**, Georgetown U.; **Sandra Cha**, McGill U.; **Jay A. Hewlin**, Life Management Institute

What Institutional and Environmental Factors Motivate Social Entrepreneurial Engagement by Churche | **Nicholas A. Pearce**, Northwestern U.; **Richard N. Hayes**, Hofstra U.; **Jeffrey A. Robinson**, Rutgers U.

The Role of African American Church in social innovation and community development | **Marci B. Littlefield**, IUPUI

1641 : *(Paper Session) - (RM)* **Capturing and Analyzing Data: Ethnography and Visual Methods**

TUESDAY

3:00pm - 4:30pm Sheraton Chicago: Superior A and B
Chair: **Catherine Cassell**, Manchester Business School
Discussant: **Thomas Greckhamer**, Louisiana State U.
The Practice Database: Capturing and Analyzing Everyday Practice | **Jane Kirsten Matthiesen**, Aston U.
Rhetorical Criticism as a Method for Examining Cultural/Discursive Pressures on Organizational Form | **Craig Lee Engstrom**, Southern Illinois U. Carbondale
An Accounting of Counting: Universalism, Particularism, and the Counting of Qualitative Data | **Brenda A. Lautsch**, Simon Fraser U.; **David R Hannah**, Simon Fraser U.; **Kirsten M. Pankratz**, Simon Fraser U.
Using Video Data as the Text for Analysis | **Yu-Ming Kuo**, National Chung Cheng U.; **Bella Ya-Hui Lien**, National Chung Cheng U.

1642 : *(SIM)* **The Craft, Science, and Ethics of Reviewing for the SIM Program**
3:00pm - 4:30pm Fairmont Chicago: Chancellor Room
As submissions to SIM have grown (up over 20% in one year) and participation in reviewing has widened to a worldwide base of over 400 reviewers from
Program Chair: **Barry M Mitnick**, U. of Pittsburgh
Professional Development Workshop Chair: **Shawn Berman**, U. of New Mexico

1643 : *(Paper Session) - (SIM)* **II. Coercion & Corruption in Organizations: Perceptions, Responses, Corrections**
3:00pm - 4:30pm Fairmont Chicago: Embassy Room
Chair: **Dawn R Elm**, U. of St. Thomas
Discussant: **Jonathan Pinto**, Imperial College Business School
Taking a Chit: Cognitive Constraints on Stakeholder Response to Corporate Misconduct | **Michael L. Barnett**, U. of South Florida
Employee Reactions to Workplace Wrongdoing: Emotional Responses, Behavioral Responses and Motive | **Marissa S. Edwards**, U. of Queensland
In the Name of the Company: Identification, Positive Reciprocity, and Unethical Prosocial Behavior | **Elizabeth Eve Umphress**, Texas A&M U.; **John B. Bingham**, Brigham Young U.; **Marie S. Mitchell**, U. of Nebraska
Comparing the rational and emotional processes of whistle-blowing on low intensity wrongdoings | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

1644 : *(Paper Session) - (SIM)* **III.Accountability & Standards: Corporate Social Reporting.**
3:00pm - 4:30pm Fairmont Chicago: Gold Room
Chair: **Kathleen Getz**, American U.
Discussant: **Arno Eerikki Kourula**, Helsinki School of Economics
The market as panopticon – Explaining differences in CSR accounts | **Anna Blombäck**, Jönköping International Business School; **Caroline Wigren**, Lund U.
Corporate Social Reporting: Rational and Institutional Approaches to Achieving Legitimacy | **Kareem M. Shabana**, Indiana U., Kokomo; **Ann K. Buchholtz**, U. of Georgia; **Archie B Carroll**, U. of Georgia
Toward a New Rhetoric of Corporate Social Responsibility and the Legitimacy Strategies Behind | **Itziar Castello**, ESADE; **Josep M. Lozano**, ESADE
In Search of Stakeholder Salience: Exploring Corporate Social and Sustainability Reports | **Kathryn Marley**, Duquesne U.; **James Weber**, Duquesne U.
More than Words: The impact of Nonfinancial Disclosure Structure on Corporate Social Performance | **Clodia Vurro**, Bocconi U.; **Francesco Perrini**, Bocconi U. and Sda Bocconi School of Management

1645 : *(Paper Session) - (TIM)* **National and Global Drivers of Innovation**
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal C
Chair: **Luca Berchicci**, Rotterdam School of Management, Erasmus U.
Faculty Serial Inventors: Life Cycle, University & Transitional Analysis | **Anne W. Fuller**, California State U. Sacramento
Why do Innovation Intermediaries Exist? | **Margaret Dalziel**, U. of Ottawa
Export Performance and Strategies to Protect Innovation among US and UK High-technology SMEs | **Ana Cristina O Siqueira**, U. of Cambridge and MIT; **Andy Cosh**, U. of Cambridge

1646 : *(Paper Session) - (TIM)* **Knowledge and Innovation Management**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 260
Chair: **Nuno A Gil**, Manchester Business School
Search Activities for Innovation: An Attention-Based View | **Chuan-Chuan Tseng**, National Pingtung Institute of Commerce; **Pei-Chen Chen**, National Cheng Kung U.
The Effect of Potential and Realized Absorptive Capacity on Firm's Competitive Advantage in China | **Erming Xu**, Renmin U. of China; **Yin Chen**, Beijing Foreign Studies U.; **Danming Lin**, Shantou U.
Agglomeration and Variability in Firm's Innovative Performance | **Raffaele Conti**, Bocconi U.
Coherence and Cohesion:The Two Faces of Knowledge Integration | **Ludovic Dibiaggio**, CERAM; **Maryam Nasiriyar**, CERAM; **Lionel J Nesta**, OFCE

1647 : *(Paper Session) - (TIM)* **Standards and Dominant Designs: the Role of Entry Timing and Complementors**
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 272
Chair: **Feng Zhu**, U. of Southern California
Advantages and Disadvantages of Technological Generation First-mover in a Two-sided Market | **Carmelo Cennamo**, IE Business School
Innovation and the Contingent Value of Complementary Assets | **Jonghoon Bae**, Korea U.; **Jaiho Chung**, Korea U.; **Jun Koo**, Korea U.
First-Movers and Technological Uncertainty: Commitment Timing and the Benefits of Making Mistakes | **J.P. Eggers**, New York U.
Dominant Designs, Vertical Disintegration, and Founding Date: The Case of the IT Sector | **Jeffrey Lee Funk**, National U. of Singapore

Tuesday 4:00PM

TUESDAY

1648 : *(MED)* **Management Education Division Executive Committee Meeting**
4:00pm - 5:30pm Hyatt Regency Chicago: Burnham
Division Chair: **Alvin Hwang**, Pace U.
Division Chair-Elect.: **Katherine A. Karl**, Marshall U.
Program Chair: **Kenneth R Thompson**, DePaul U.
Professional Development Workshop Chair: **Jon Billsberry**, Coventry U.

Tuesday 5:00PM

1649 : *(AAA)* **All-Academy Closing Reception**
5:00pm - 7:00pm Hyatt Regency Chicago: Grand Ballroom
Sponsored by: Tulane University, A.B. Freeman School of Business
Hosts: **Susan E. Jackson**, Rutgers U.**; Anne S. Tsui**, Arizona State U.
Local Arrangements Chairs: **Lisa K Gundry**, DePaul U.**; Margaret Posig**, DePaul U.

1650 : *(IM)* **IMD Dinner (EC and BAH Award Winner)**
5:00pm - 7:00pm Hyatt Regency Chicago: Crystal B
This event is to be held offsite.

Tuesday 5:30PM

1651 : *(ICW)* **Administrative Sciences Association of Canada/Canadian Journal of Administrative Sciences Social**
5:30pm - 7:00pm Hyatt Regency Chicago: Columbus KL
Organizer: **Robert Brent Anderson**, U. of Regina

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Notes

Get Involved, Make a Difference, and Have Some Fun!!!

All-Academy Activities brought to you by the Local Arrangements Committee

All-Academy Closing Reception! Come Hear the CTA! End on a High Note!

We are pleased to present the Chicago Trombone Authority (CTA) for your entertainment pleasure at the All-Academy Closing Reception on Tuesday 8/11, from 5:00 – 7:00 pm, at the Hyatt Regency Grand Ballroom. The CTA is an eclectic collection of some of the best trombonists from the Chicago area. Their mission is to preserve, promote, and enhance the legacy of the trombone and the music written for it. With performing ensembles varying in size from 4 to 20, the CTA is building a strong following and is now in its third year of existence.

March in with the CTA to the reception and learn about the trombone. Then enjoy your friends and colleagues while the CTA plays all styles of music in the background. Appetizers and drinks will be provided as well at our annual closing reception. Let's end on a high note!

Conference T-shirts - "Green Management" really does matter, and this year the Local Arrangements Committee decided to do what we could to make a difference. Although we were able to find t-shirt suppliers who were environmentally- and socially-responsible, we ultimately realized that the biggest difference would result from saving the cotton, carbon emissions, etc. that would be required to produce and ship the t-shirts. Why bring one more t-shirt into this world when we really do not need it?

Growing Power Donations - You can help us to make a difference with your contribution to the local charity that we have selected, Growing Power. Although you will not receive a t-shirt for your donation this year, you will receive the satisfaction of knowing that you have made a difference in the lives of local Chicago area residents who are growing their own healthy food, right in the heart of the metro area! Be sure to visit the Growing Power desk on site at the Hyatt to make your donation. You may also donate online using the link at the "Go Green" page of the 2009 AOM Annual Meeting website or go directly to http://www.growingpower.org/Index.htm. (Be sure to note the Academy in the memo section.) The Local Arrangements Committee chose Growing Power as the official charity this year because of the contribution to environmental, social and economic sustainability that this organization is making.

Academy Service Project – Growing Power is also the site and partner for the 2009 Academy Service Project. In partnership with the Chicago Park District and a local landscaping business, Growing Power has created a 20,000 square foot urban farm on Chicago's lakefront, located adjacent to Buckingham Fountain and Lincoln Memorial in Grant Park near the intersection of East Congress Parkway and South Columbus Drive, only a ten to twenty minute walk from the conference hotels. Those interested in giving something back to our host community this year are encouraged to devote three hours of service at the Grant Park urban farm. Service will consist of activities such as general garden clean-up and beautification, adding compost to growing beds, bed preparation, weeding, and planting.

Individuals can volunteer for any one or more of three different project times on Friday August 7th or Saturday August 8th: Friday 1-4, Saturday 9-noon, or Saturday 1-4. Space may still be available. Contact Gordon Rands at 309-255-1735 (cell) if you are interested in participating.

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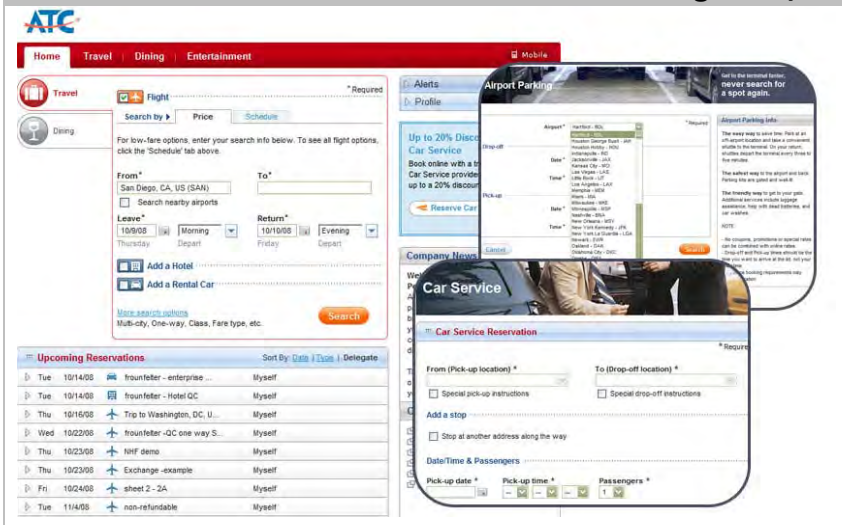

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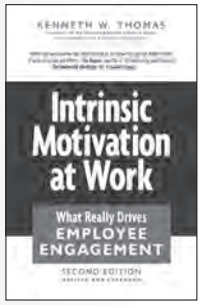

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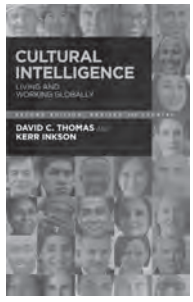

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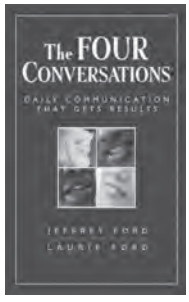

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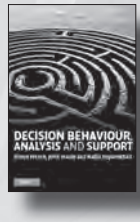

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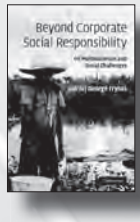

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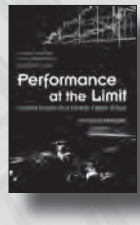

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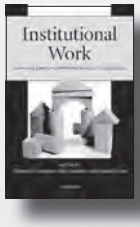

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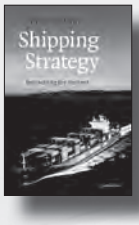

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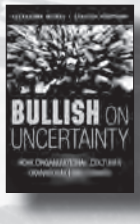

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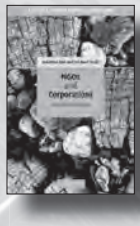

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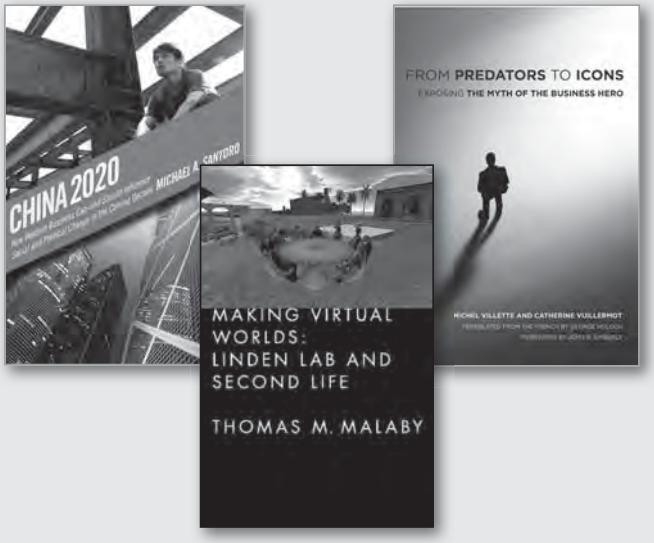

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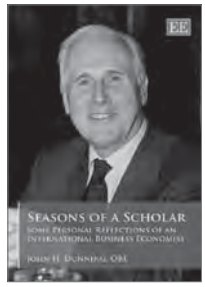

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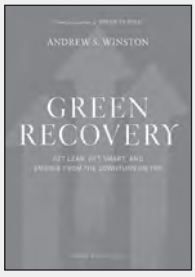

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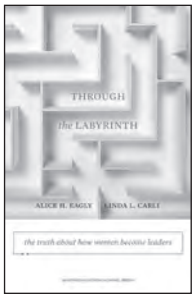

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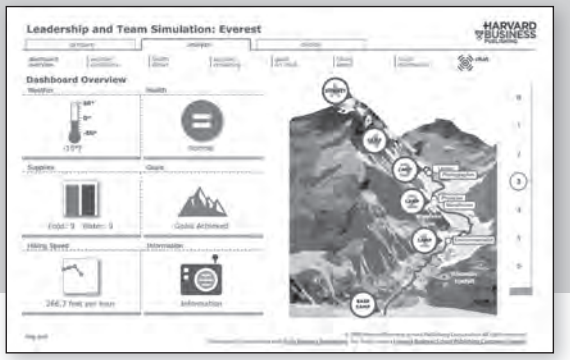

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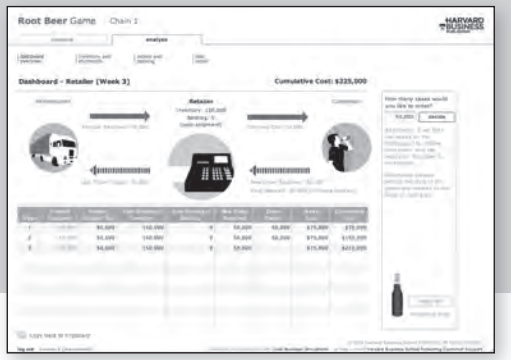

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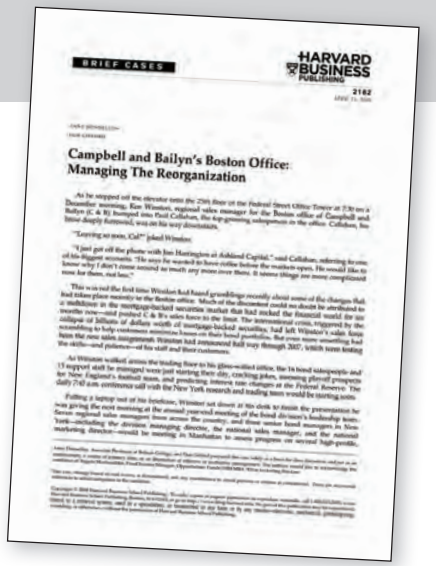
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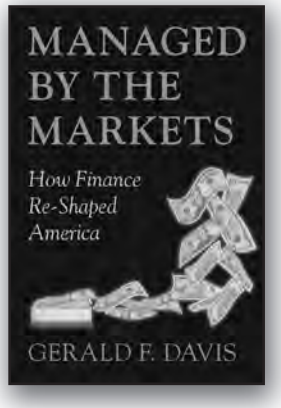

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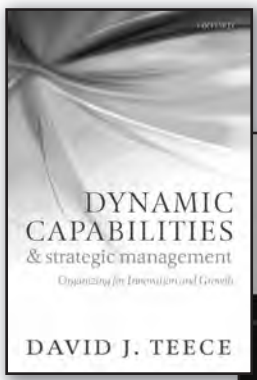

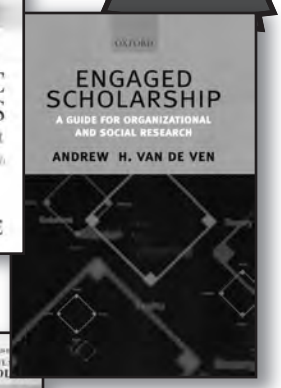

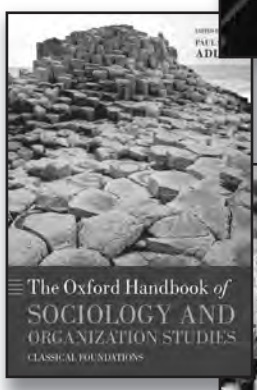

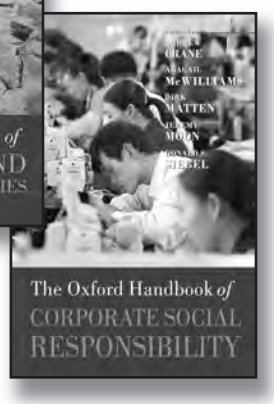

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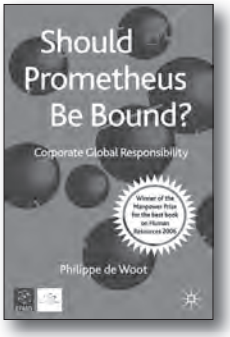

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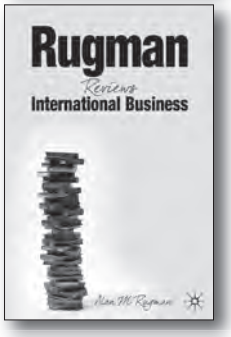

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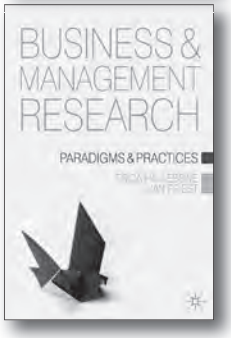

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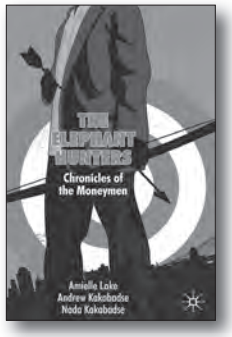

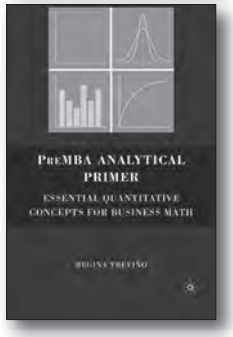

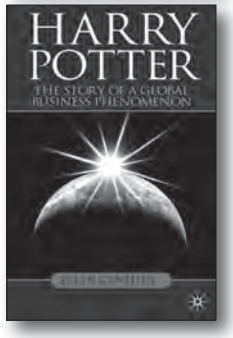

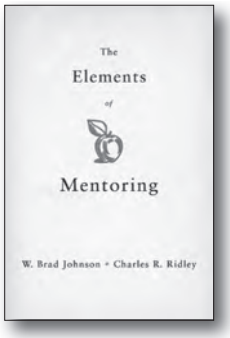

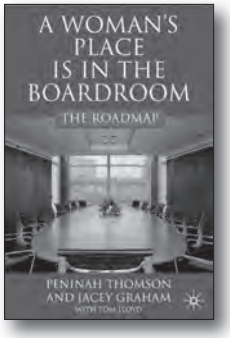

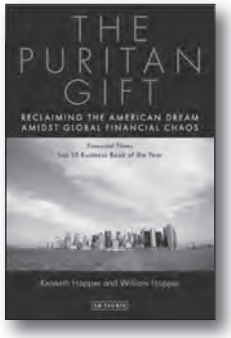

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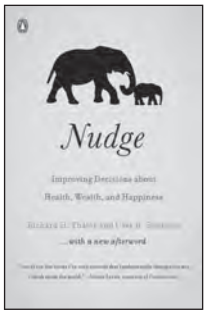

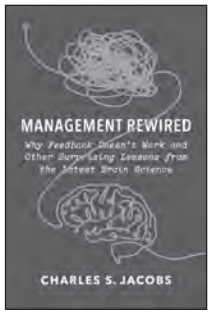

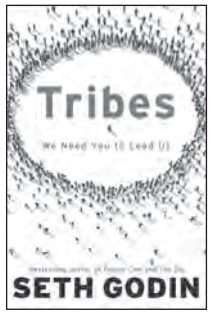

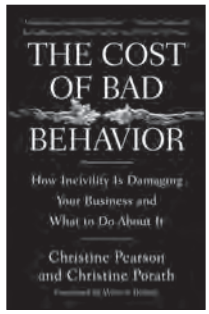

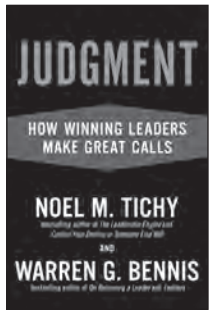

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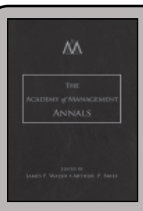

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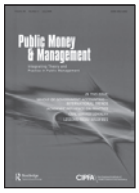

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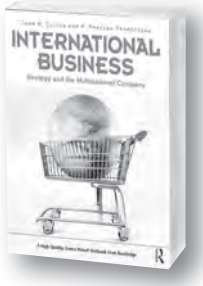

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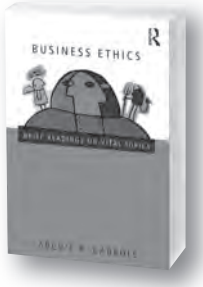

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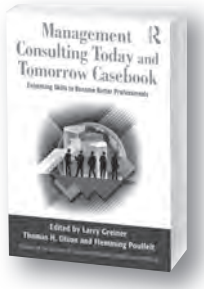

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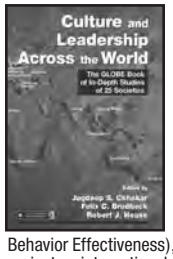

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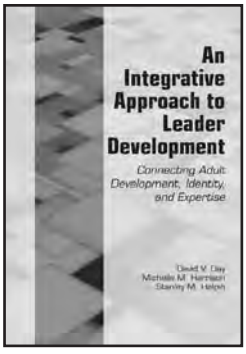

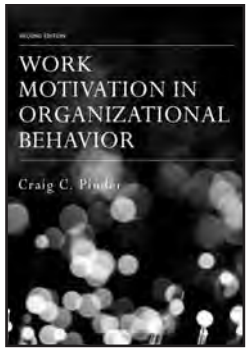

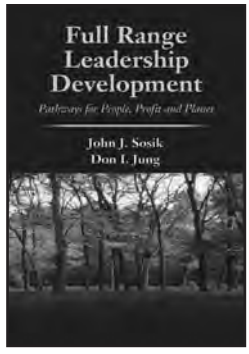

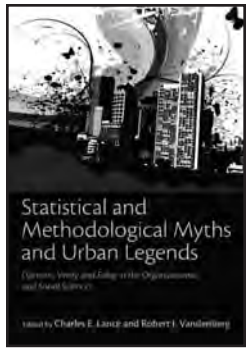

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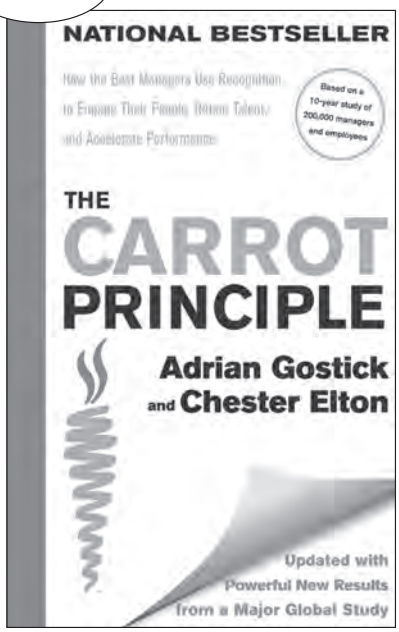

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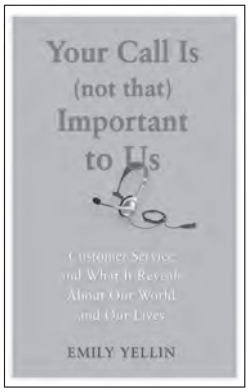

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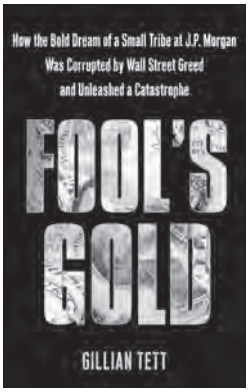

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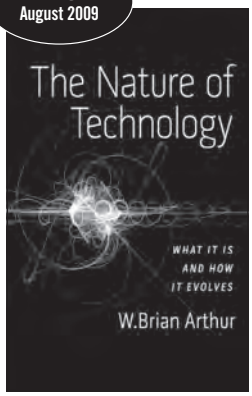

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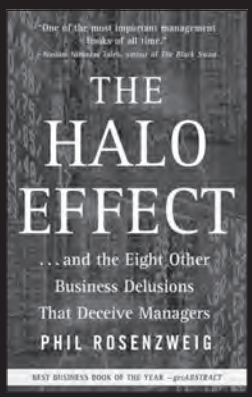

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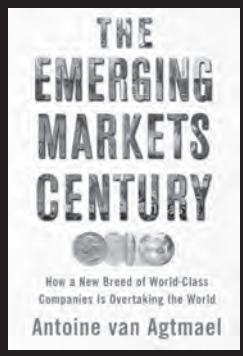

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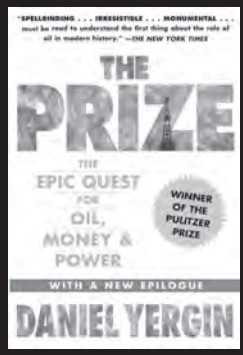

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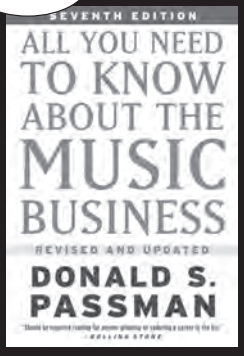

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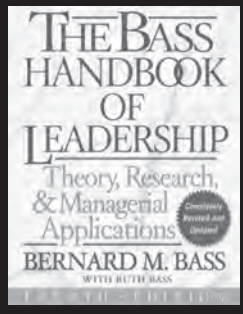

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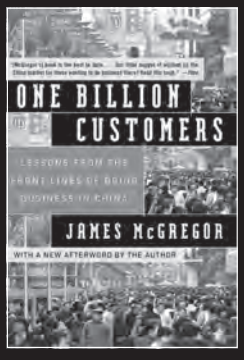

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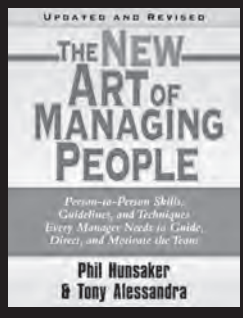

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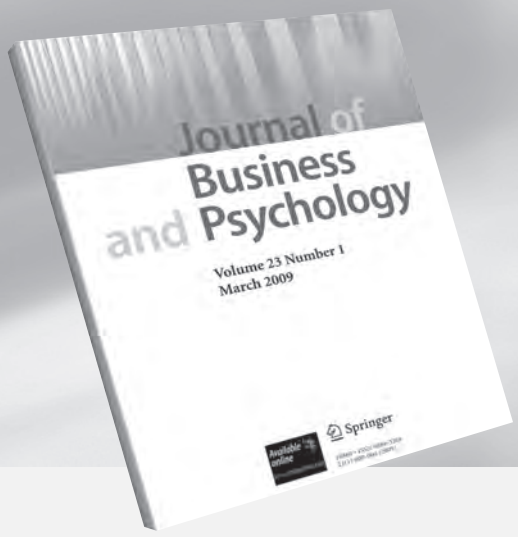

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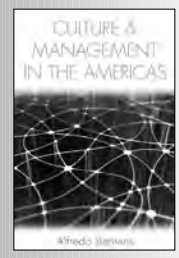

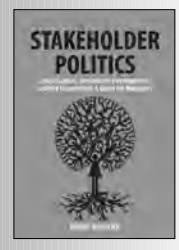

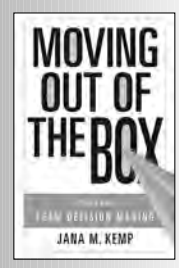

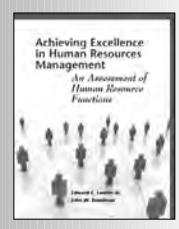

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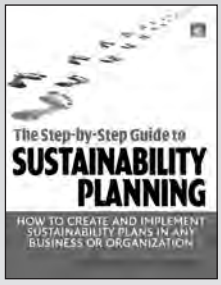

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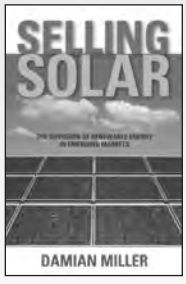

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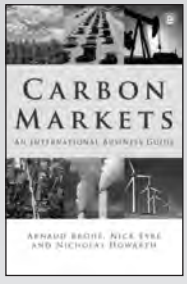

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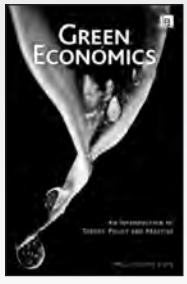

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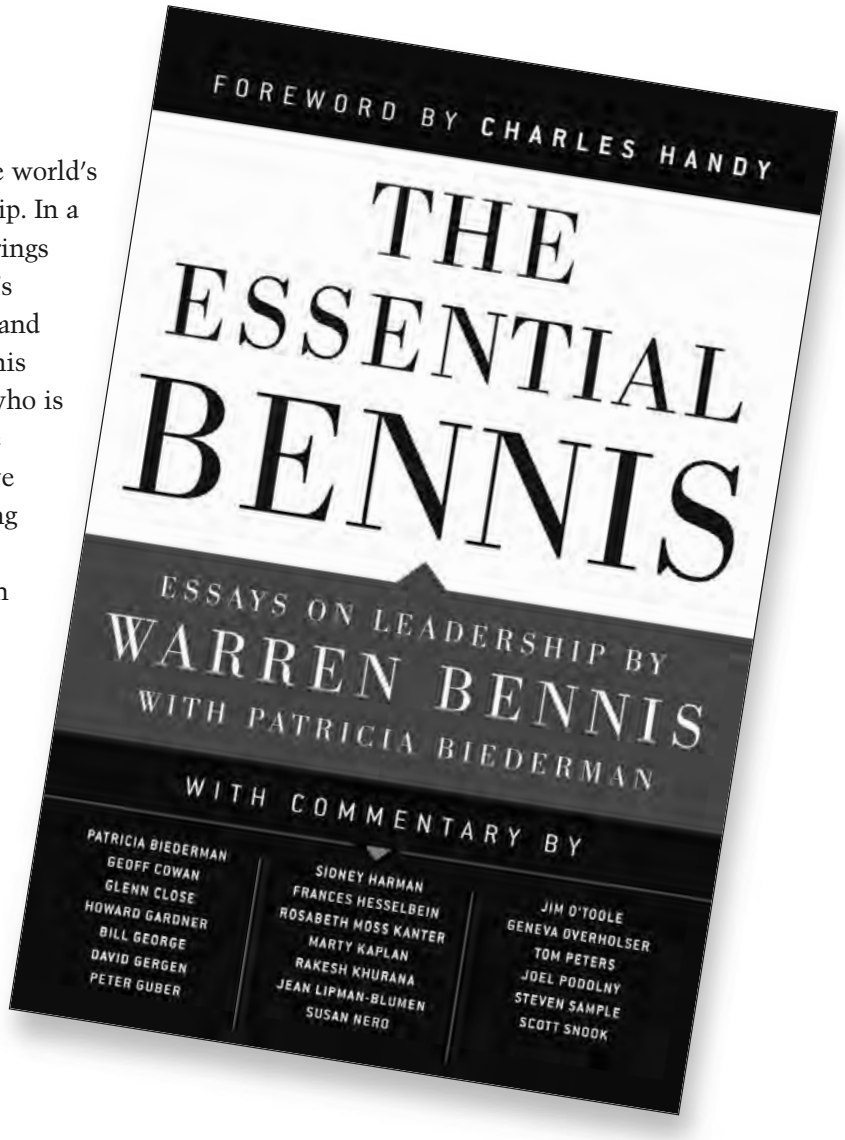

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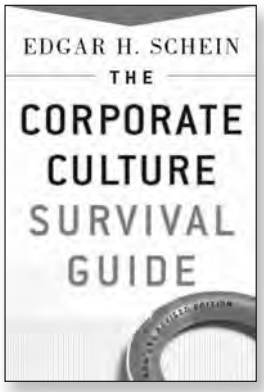

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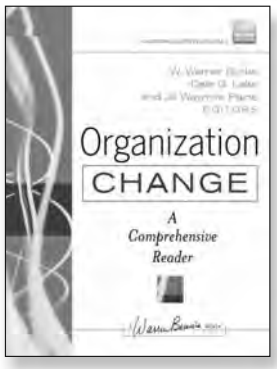

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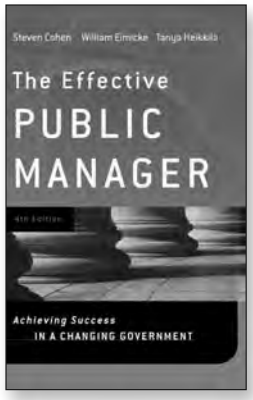

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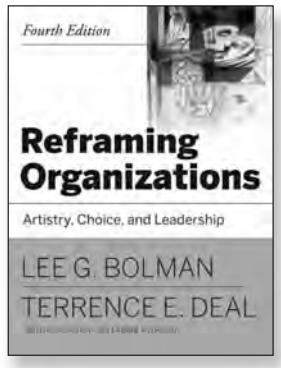

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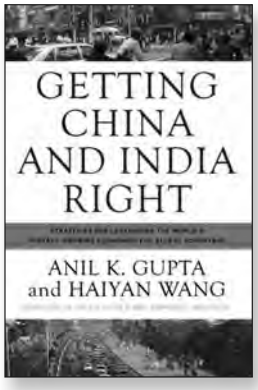

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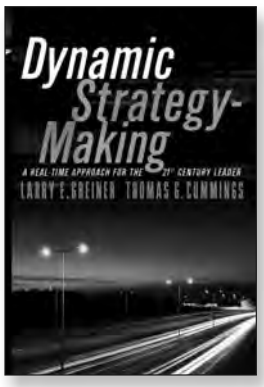

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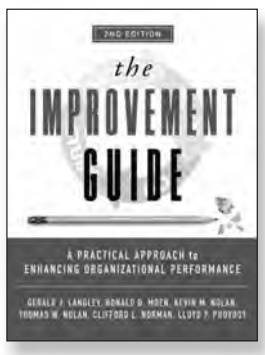

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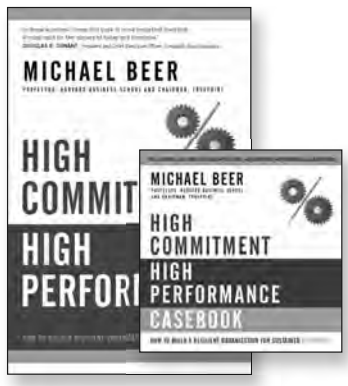

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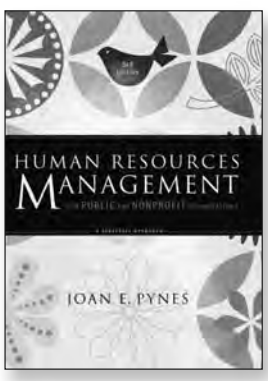

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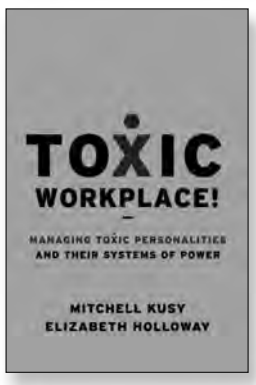

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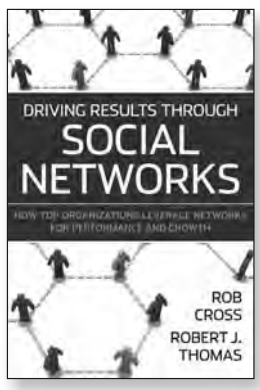

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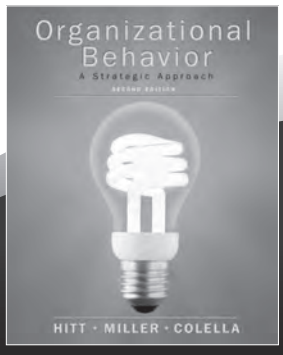

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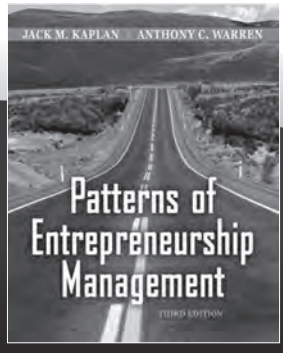

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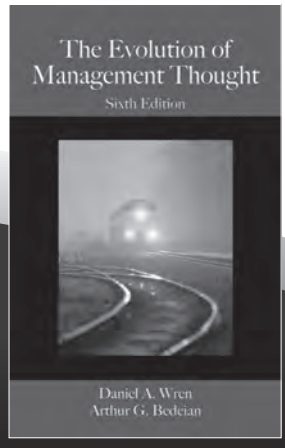

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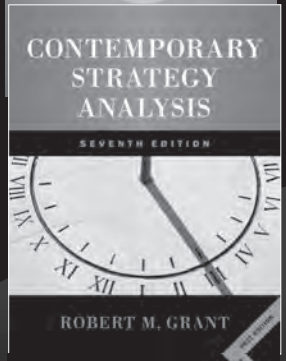

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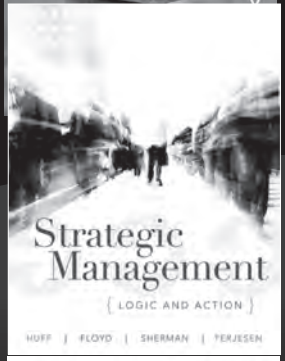

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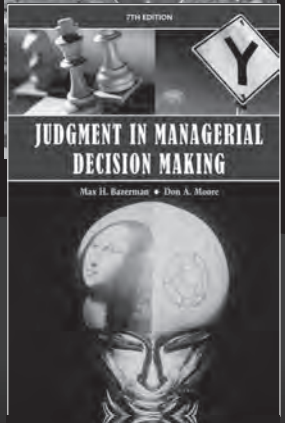

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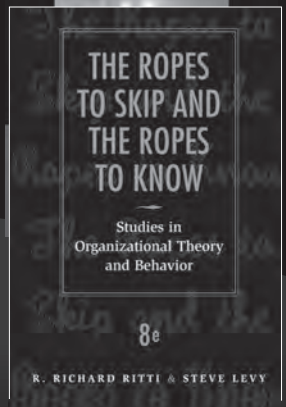

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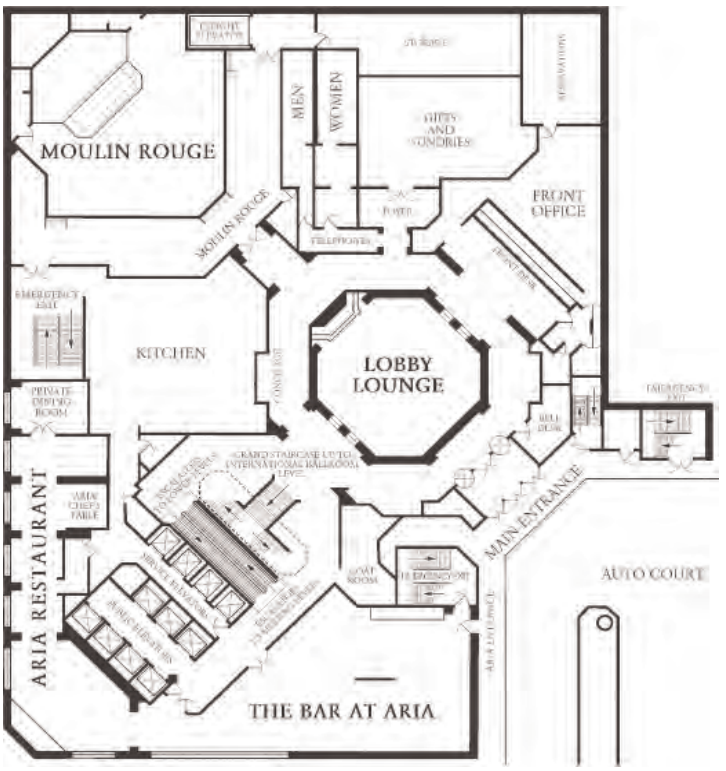

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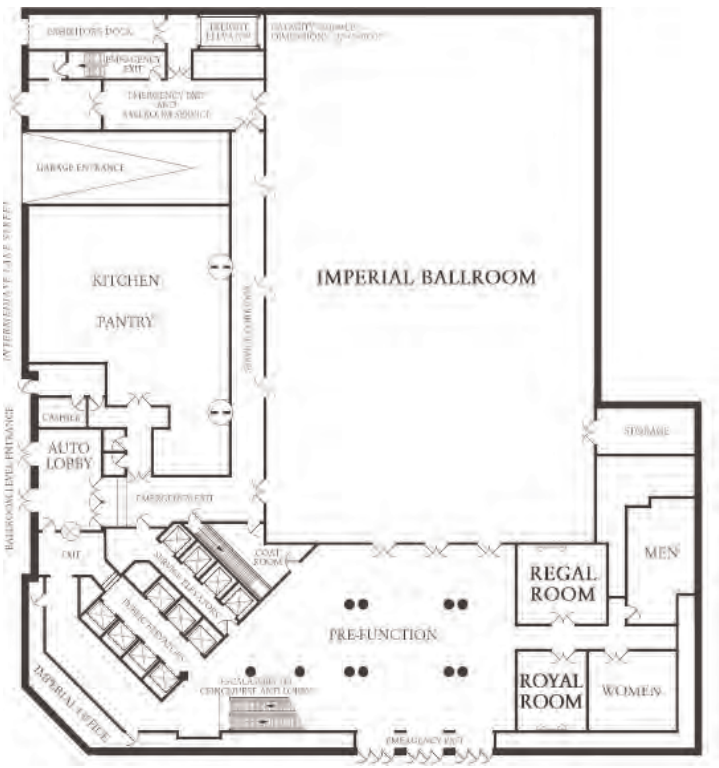

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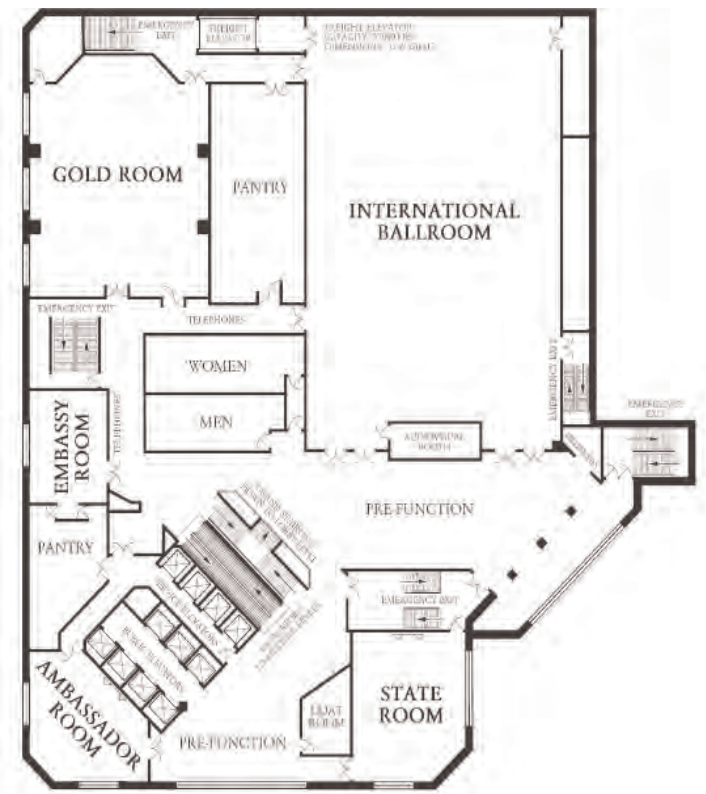

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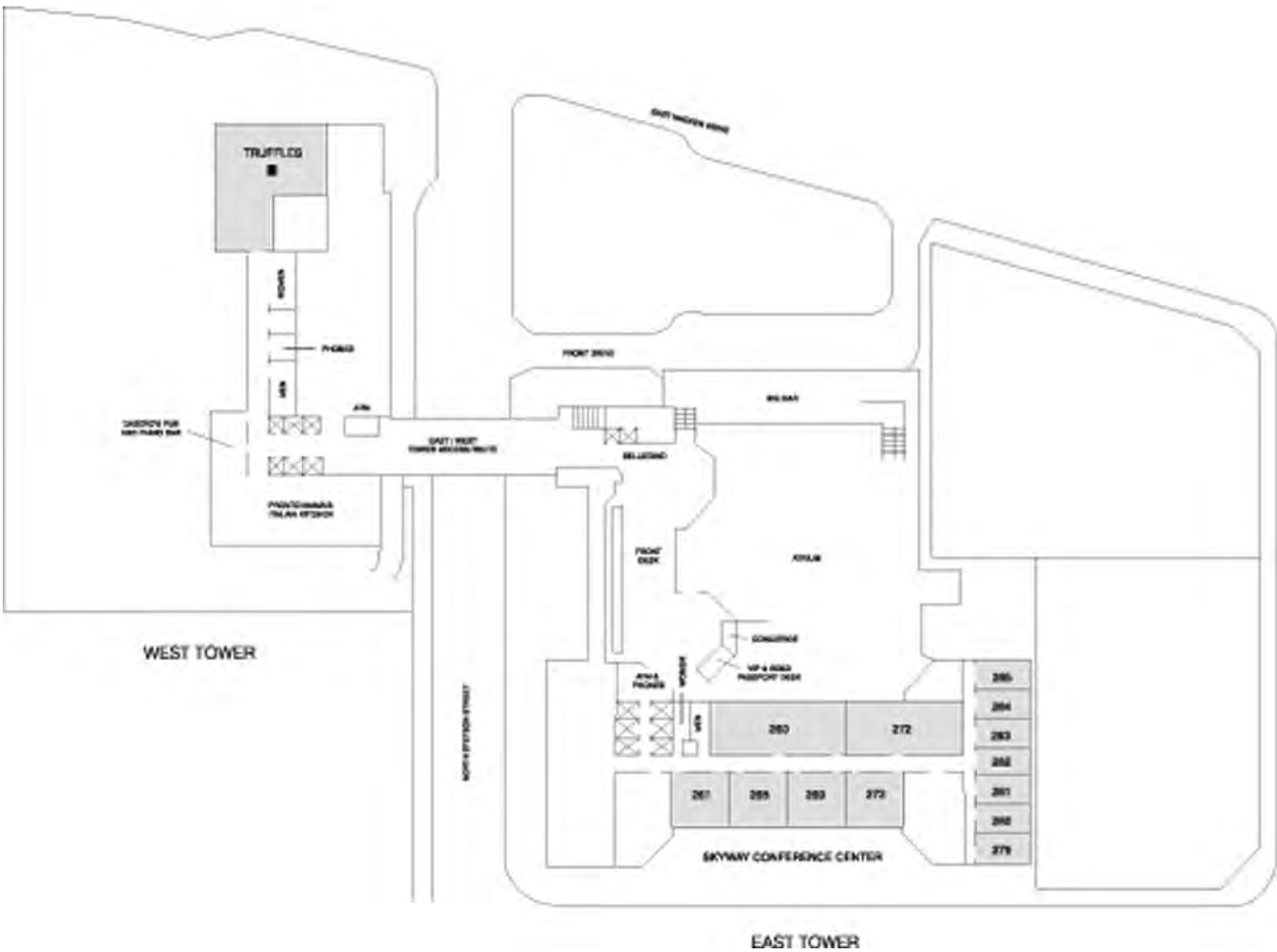

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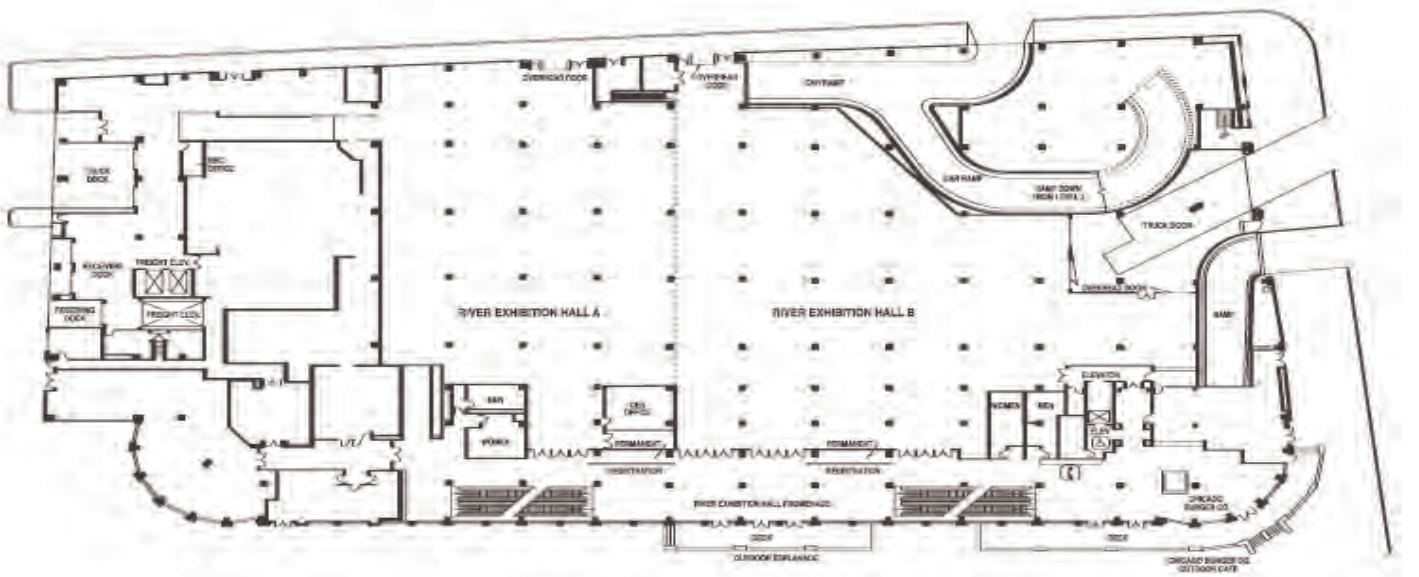

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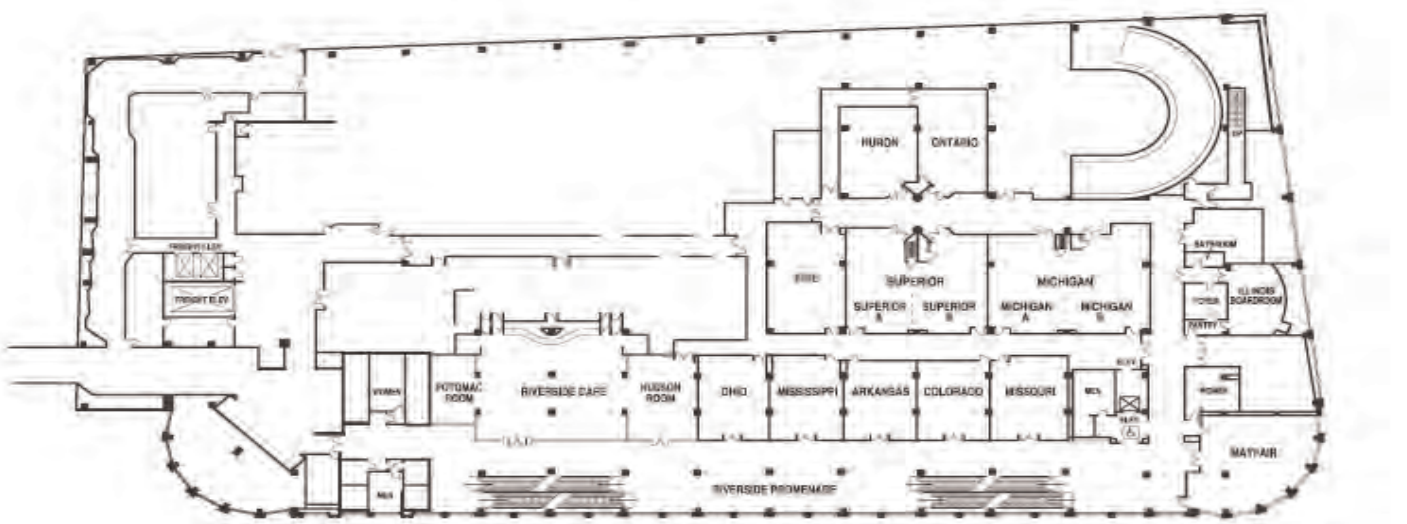

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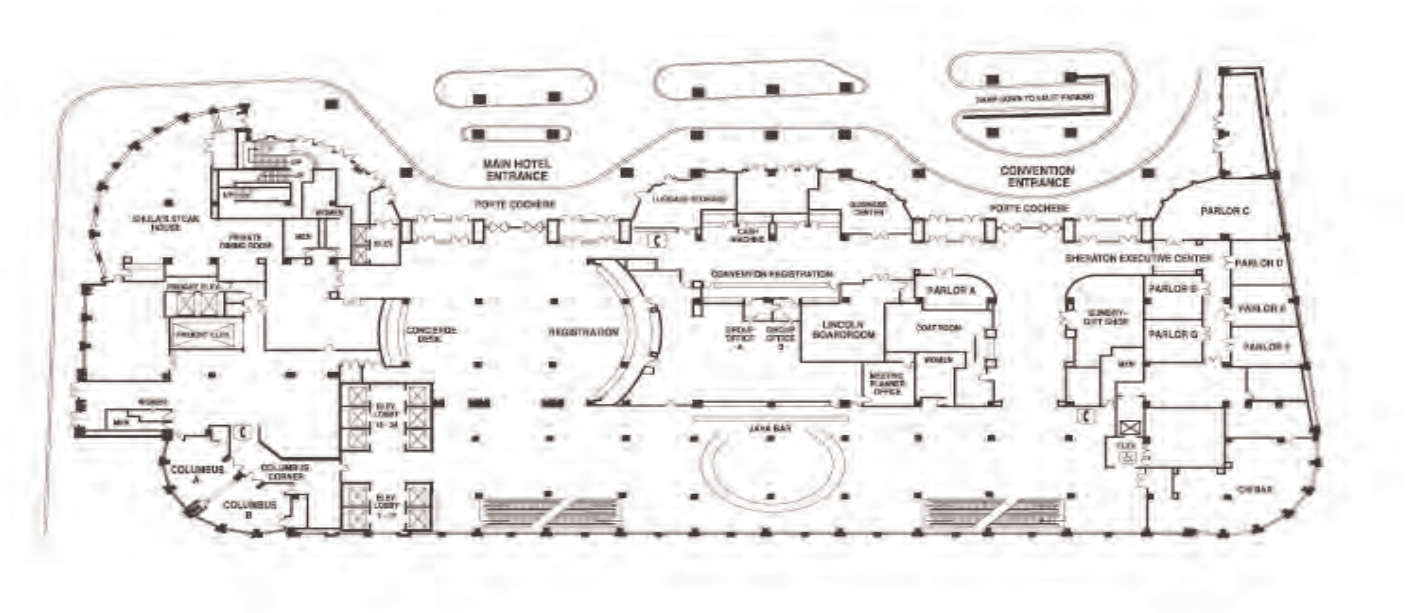

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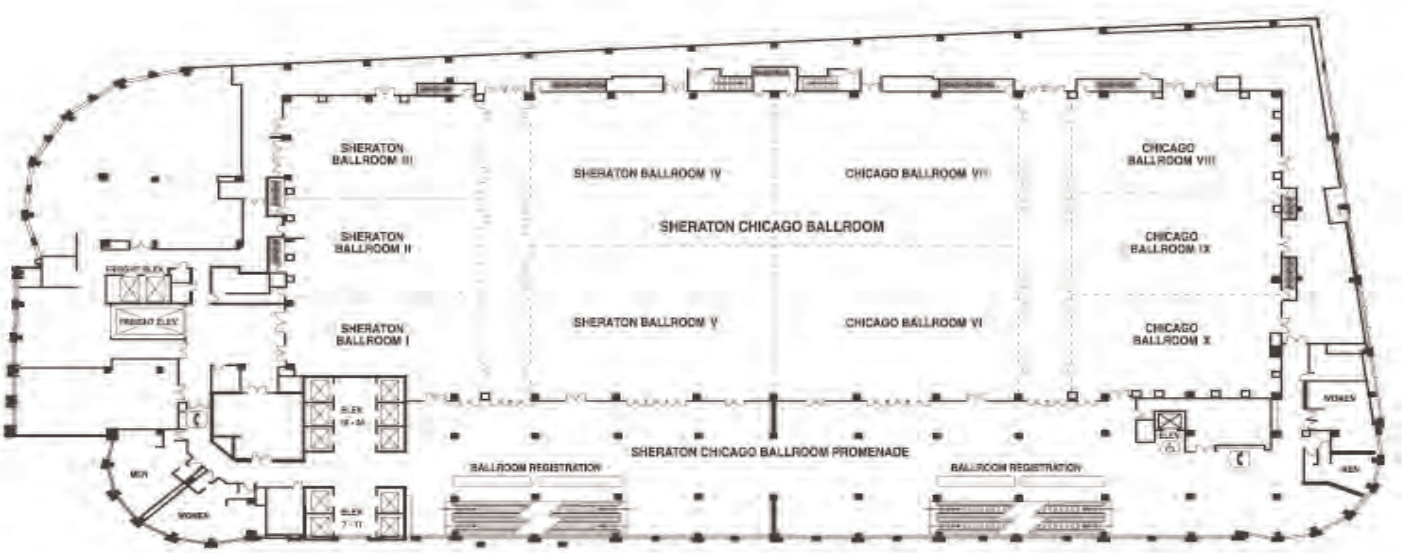

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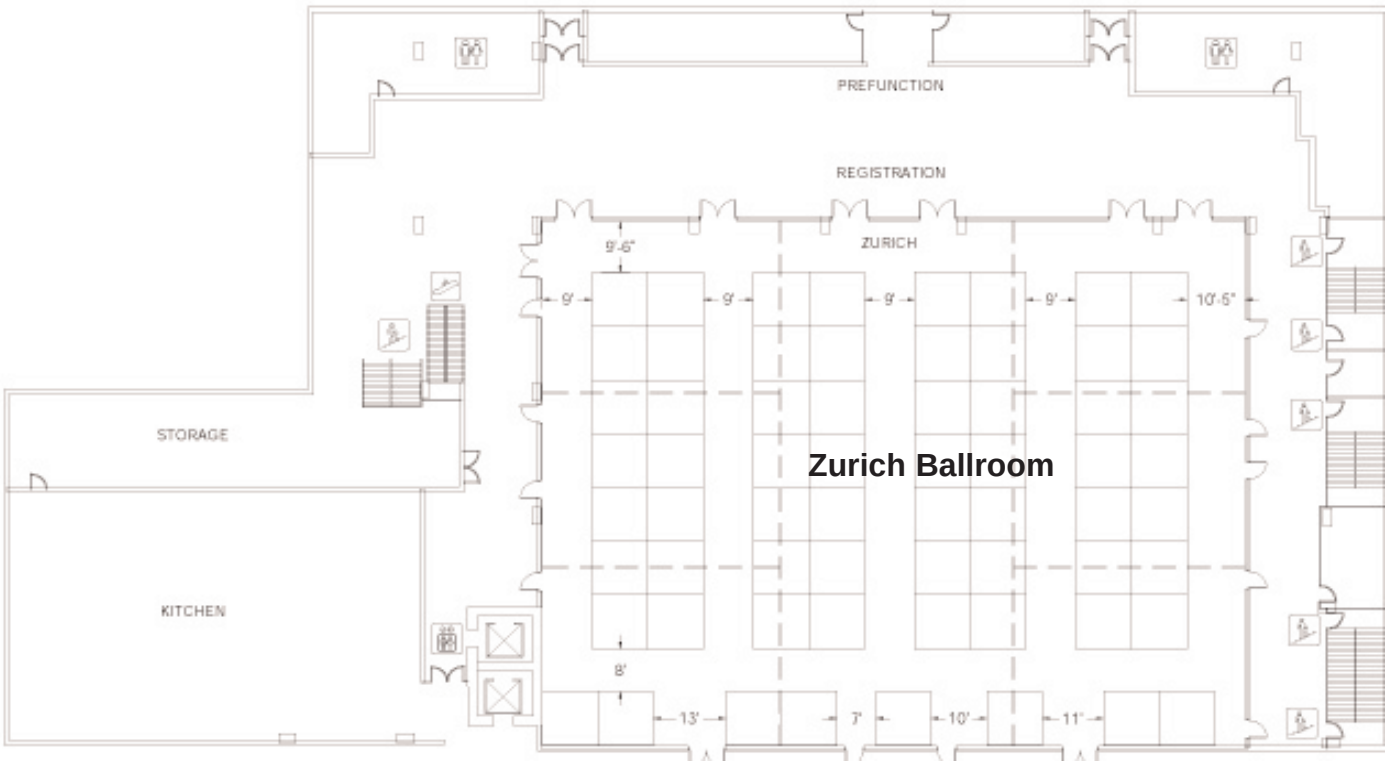

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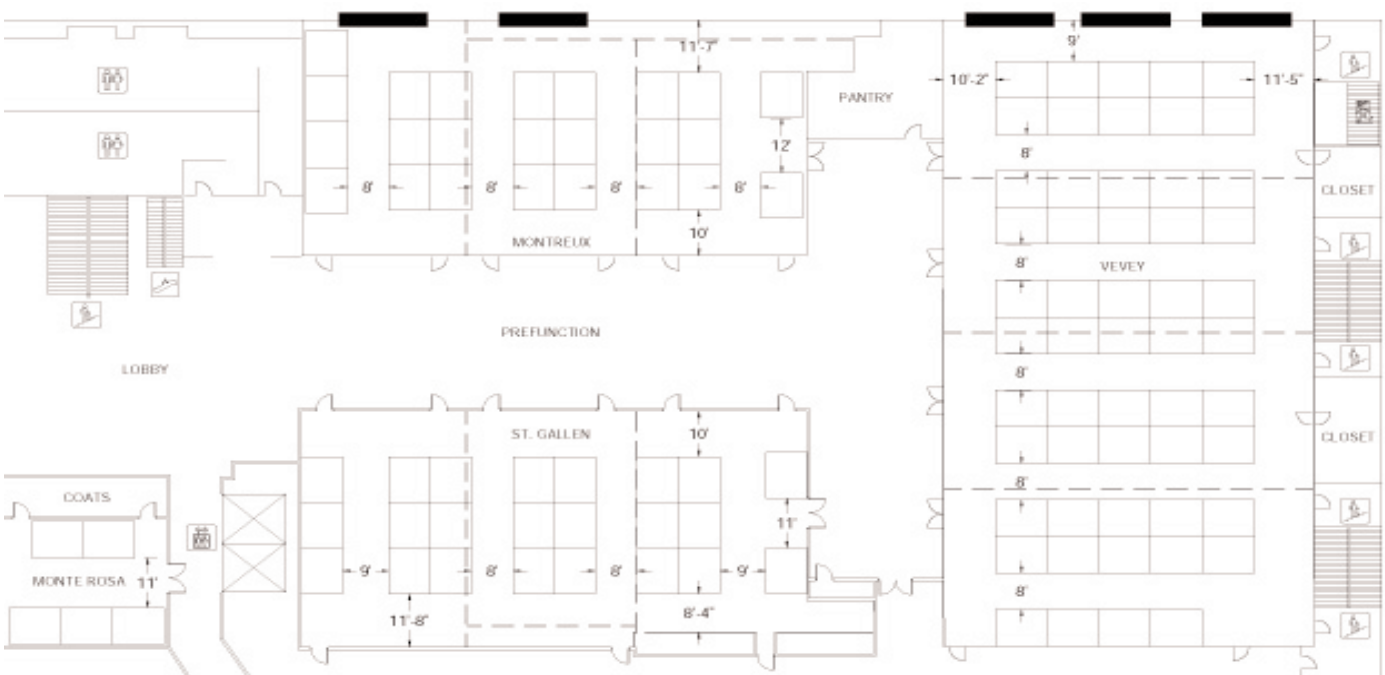

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The select group of sessions that are being recorded was identified by the Academy Divisions, Committees and All-Academy Program Chairs. Collectively, these sessions offer unmatched content that can be used in a classroom or work setting. Doctoral students who are in the job market can take advantage of the session "*How to Negotiate Your First Job Offer*;"Academics and practitioners looking to learn from one of the best can listen to Ed Schein's "*The Academic as Artist: Personal and Professional Roots*" These are just two examples of the great value available to you at **the AOM Live Learning Center**!

To learn more about the **AOM Live Learning Center**, drop by the onsite demo booth located at the Hyatt Regency Grand Ballroom registration area.

Welcome to the AOM Live Learning Center.

www.softconference.com/aom

SAVE THE DATE
The 2010 AOM Annual Meeting
August 6-10
Montreal, Canada

BE SURE TO VISIT THE MONTREAL BOOTH LOCATED IN THE REGISTRATION AREA AT THE HYATT HOTEL. Stop by Friday, Saturday and Sunday until 12:00 Noon.

Join us for the General Session on Sunday morning in the Sheraton Chicago Ballroom and you could win a special gift from the Montréal Convention and Visitors Bureau!

Fun facts about Montreal

Did you know that...?

- **Montreal is actually an island; it is surrounded by the St. Lawrence, Ottawa and Prairies rivers.**
- **Montreal is the largest city in the province of Quebec and the second-largest city in Canada.**
- **Montreal was initially called Ville-Marie (City of Mary). It was in 1775 that the city became known by its current name.**
- **Montreal is the second largest francophone (French speaking) city in the World, after Paris, France.**
- **Montreal is sister-city to Hiroshima, Japan.**
- **The city is home to the largest church in Canada: St-Joseph's Oratory.**
- **Mount Royal Park was designed by Frederick Olmsted, the same person who conceived Central Park in New York City.**
- **Montreal is home to an "Underground City", a climate-controlled labyrinth of 2000 shops, spread over an area of 18 miles.**
- **The island of Notre-Dame, where the Casino de Montréal is located, is actually artificial; it was built with all the dirt excavated from the construction of the Metro and Underground City.**
- **In 2007, Forbes Magazine ranked Montreal as the 10th cleanest city in the world.**
- **In the June 2008 edition, London-based Monocle Magazine ranked Montreal as 16th in a list of the world's 25 most livable cities.**
- **After New York, Montreal has the highest number of restaurants per capita in North America.**
- **Montreal has the second highest number of students per capita in North America.**
- **Founded in 1909 by J. Ambrose O'Brien, a sportsman from Ottawa, the Montreal Canadiens are the oldest continuously operating professional ice hockey team in the world. The Montreal Canadiens have won 24 Stanley Cups, the most in the history of the NHL.**
- **Jackie Robinson broke baseball's colour barrier when he suited up for the Montreal Royals in 1946.**
- **John Lennon and Yoko Ono held a bed-in for peace at the Fairmont the Queen Elizabeth Hotel in Montreal in 1969. Guests including Tommy Smothers sang along with the famous couple as they recorded the anti-Vietnam War song "Give Peace a Chance" in their room.**
- **Montreal hosted the Summer Olympics in 1976. Until the recent Beijing Games surpassed it, the 1976 Olympics had the distinction of being the most expensive ever staged.**
- **The Montréal International Jazz Festival and the Just for Laughs Comedy Festival are both the largest festivals of their kind in the world.**
- **Famous Montreal natives include: William Shatner, Leonard Cohen, Céline Dion, Jacques Villeneuve, Saul Bellow, Oscar Peterson, Mordecai Richler, Roch Carrier, Mario Lemieux, and Pierre Elliot Trudeau.**
- **Go to http://www.tourisme-montreal.org/ for more fun information!**

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