





## **Global Recruitment**

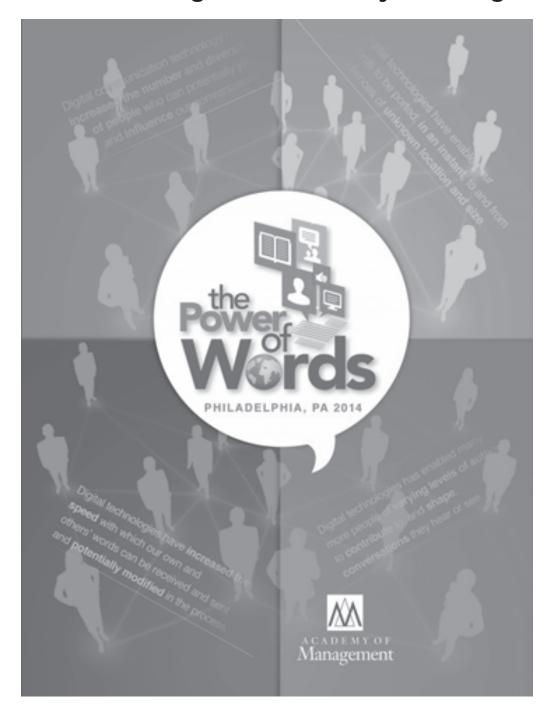
The School of Economics and Management, Tongji University (Tongji SEM), a top business school in Shanghai, is recruiting full-time professors, associate professors and assistant professors in areas of Innovation Management, Marketing, Accounting, Economics, Finance, Industrial Economics, HR Management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

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### 74<sup>th</sup> Annual Meeting of the Academy of Management



http://aom.org/annualmeeting/2014

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## Welcome to the 74<sup>th</sup> Annual Meeting of the Academy of Management

On behalf of the thousands of AOM members and staff who have worked diligently and effectively to organize the 2014 program, we welcome you to Philadelphia for the 74th Annual Meeting of the Academy of Management!

With more than 18,000 members from over 110 nations, the Academy's vision is to inspire and enable a better world through our scholarship and teaching about management and organizations. Supporting this vision is our mission, which is to build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas. Our Annual Meeting provides a forum for us to:

- connect with each other
- share our research experiences
- exchange teaching resources
- discuss the implications of our work for practice
- create and renew friendships
- develop our professional skills and contacts.

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

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

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

- Friday and Saturday: Professional Development Workshops offered by 34 divisions and interest groups, and special committees;
- Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics;
- Sunday: The second Teaching and Learning Conference (back by popular demand from its inaugural
  offering a year ago): TLC@AOM is an Academy-wide teaching conference in response to the growing
  teaching related-needs of AOM members around the globe.
- Monday Tuesday: The scholarly programs comprised of symposia and paper sessions.

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

#### **Academy of Management Presidential Address and Awards Ceremony**

Sunday, August 3<sup>rd</sup> at 8:30 am - 11:00 am in the Pennsylvania Convention Center Grand Ballroom AB

- Enjoy coffee and pastries
- 2014 Program Chair's Introduction of this Year's Meeting Theme
- 2015 Program Chair's Announcement of Next year's (2015) Meeting Theme
- Awards Ceremony
- Presidential Address

#### **All-Academy Reception**

Sunday, August 3<sup>rd</sup> at 6:00 pm – 8:00 pm in the Pennsylvania Convention Center Grand Ballroom AB

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

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

Debra L. Shapiro and Anita M. McGahan 2014 Program Chair and PDW Chair



#### 74th Annual Meeting of the Academy of Management

### **All-Academy Theme Program**

Sunday, August 3, 2014 Pennsylvania Convention Center Philadelphia, Pennsylvania



**Debra L. Shapiro, Ph.D.**University of Maryland
Vice-President & Program Chair
All-Academy Theme Chair
Academy of Management

#### **All-Academy Theme Committee**

Elena Antonacopoulou UNIVERSITY OF LIVERPOOL

Mary Ann Glynn BOSTON COLLEGE

David Hofmann UNIVERSITY OF NORTH CAROLINA

Maren (Etty) Jehn
Michael Lounsbury
Sunil Mithas
Mike Peng
MELBOURNE UNIVERSITY
UNIVERSITY OF ALBERTA
UNIVERSITY OF MARYLAND
UNIVERSITY OF TEXAS-DALLAS

Katherine Phillips COLUMBIA UNIVERSITY

Linda Putnam UNIVERSITY OF CALIFORNIA—SANTA BARBERA

Tony Simons CORNELL UNIVERSITY
Mary Waller YORK UNIVERSITY

Joanne Yates MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Yan (Anthea) Zhang RICE UNIVERSITY

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

	-			
ROOM 103 A	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
<u>TRACK:</u> The Power of Words on Government- Organizational Relationships	587: Empty Words? – The Contested Nature of the UN Global Compact	628: Towards Government 2.0: Open Data and Innovation through Cross-Sector Collaboration	666: More than Words? The Effects of Policy Reforms on Entrepreneurial Firms	
ROOM 103 B	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Leaders' Words to Motivate Performance		606: More than Words: Interpersonal Skills and Effective Leadership	658: Behavioral Integrity –Perceived Word-Action Alignment as a Driver of the Power of Words	722: Positive and Negative Effects of the Power of Words: Using Sport as a Lens
ROOM 103 C	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Leaders' Words to Motivate Performance	559: The Power of Words: The Role of Re-naming, Re-labeling, and Self-labeling Stigmatized Groups	618: Advancing Research on Discrimination: The Contextual Meanings and Effects of the Word "Disability"	672: Research and Interventions for Empowering Members of Historically Disadvantaged Groups	732: Construals of "Diversity": Examining Frameworks for Justifying, Defining, and Perceiving Diversity

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# 74<sup>th</sup> Annual Meeting of the Academy of Management All-Academy Theme Program

ROOM 114	11.15 1.15	1.20 2.20		
Auditorium	11:15am - 1:15pm	1:30pm - 3:30pm		
Professional Development Workshops	560: Out of the Ivory Tower and into the World: A Thought Leader Panel on Boundaryless Conversations	633: The Book is Dead, Long Live the Book: The Future of Management Book Publishing		
ROOM 118 A	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words that are "Hot" and in Social Media	561: Hot Words and the Politics of Language	607: The Power of Words in Capital Markets	659: The Power of Words and the Words of the Powerful	748: Corporations, Citizenship and Digital Technologies: New Media, Metaphors and Organizational Forms
ROOM 119 A	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words to Create Organizational Change	562: The Potential Power of Words to Achieve Congruence Between University Athletics & University Mission	608: What Gives Power to Words? A Multi- disciplinary Conversation on Social Change	660: How to Do Things with Words: Connecting Words to Actions in Organizations	723: Leveraging the Power of Words in Governance Systems
ROOM 119 B	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words for Organizing	581: What's in a Word? The Power of Articulating Values to Develop Values-Driven, Virtuous Organization	609: Expanding the Vocabulary of Organizing: Design in Social-Organizational Life	661: What are We Talking About? Words, Meanings, and Organizing	724: The Power of Writing in Knowledge Sharing and Collective Production of Meaning
ROOM 120 A	11:15am - 1:15pm	1:30pm - 3:30pm		
Professional Development Workshops	563: Storytelling and the Wisdom of words in Management: An African Perspective	634: The Power of Words in 140 Characters or Less		
ROOM 120 B	11:15am - 2:15pm	2:30pm - 4:30pm		
Professional Development Workshops	564: The Language of Inclusion (and Exclusion) at the Academy of Management: An Interactive Workshop on the Power of Words	651: Empowering Words: Achieving High Quality Writing in Management and Organizational Studies		
ROOM 120 C	11:15am - 2:15pm	2:30pm - 5:00pm		
Professional Development Workshops	565: Theory as Empowering Words: Enhancing Transformative Learning in Management Education	652: In Search of Sustainability Metaphors: The Power of Words to Mobilize Collective Action		
ROOM 121 A	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words to Increase Learning and other Outcomes	579: The Power of Speaking Up in Organizations: An Exploration of Outcomes of Voice	624: Narrative Approaches to Learning and Development in Organizations	665: The Reflective Power of Words— Capturing Upper Eche- lons' Cognition Through Their Verbal Communication	741: The Melting of All That's Solid: Dialogue, Process Theory and Practice



# 74<sup>th</sup> Annual Meeting of the Academy of Management All-Academy Theme Program

ROOM 121 B	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words in the Work of Scholars, Educators, and Leaders	570: Teaching Careers: From Publishing to People	630: The Power of Words we RARELY Use: Dignity, Rights and Responsibility	668: Critical Perspectives on Authentic Leadership	728: Business Model Innovation, And Its Consequences: The New Uses And Effects of Words
ROOM 121 C	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words to Influence Cross-cultural Understanding	566: Opportunities and Challenges for Integrating Universal Ideas and Indigenous Ones	610: How Words Matter for Understanding Individuals Crossing Borders and Engaging in Entrepreneurship	675: Complexity and Nuance in Communication in Global Organizations	737: National Culture and Leadership: Implications from the GLOBE CEO Leadership Study
ROOM 122 A	11:15am - 12:45pm	1:00pm - 2:30pm	2:45pm - 4:15pm	4:30pm - 6:00pm
TRACK: The Power of Words to Increase the Quality of Scholarly Work and Its Impact	567: The Power of Words in Big Data: Ngrams, Mega-Text Corpora, and Computer-Automated Text Analysis	611: Words That Make A Difference	662: Impact and Usefulness: The Influence of Management Research on Public Policy and Society	725: The Power of Pilfered Words: Actions are Stronger than Words in Creating Ethical Research Climates

#### ASIA ACADEMY OF MANAGEMENT (AAM)

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

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

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

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

The program will close on August 2 with a PDW on Contemporary Issues on the Japanese Management: Changes and Challenges in the

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

We hope to see you there!

#### **BUSINESS POLICY AND STRATEGY (BPS)**

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

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

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

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

BPS Plenary Session: Strategy at Crossroads: What Ideas Matter?

Mon, Aug 4, 9:45am - 11:15am, Sheraton: Horizons Rooftop Ballroom

Moderator: Rajshree Agarwal; U. of Maryland; Presenters: Constance E Helfat, Dartmouth College;

Kathleen M. Eisenhardt, Stanford U.; Daniel Levinthal, U. of Pennsylvania; Gautam Ahuja; U. of Michigan.

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

Wiley Dissertation Award Finalists
Mon, Aug 4, 1:15-2:45 pm, Sheraton:
Philadelphia South

Chair: Christoph Zott, IESE Business School Finalist Presenters: Christian Catalini, MIT Sloan; Seth Carnahan, U. of Michigan; Keyvan Vakili, London Business School; Supradeep Dutta, U. at Buffalo, the State U. of New York; Robert Neal Eberhart, Santa Clara U.;

This session showcases research of the Wiley Dissertation Award Finalists. Following an introduction by the BPS Division Chair-Elect, each finalist will make a short presentation of his or her research. The award winner will be announced at the BPS Business Meeting later in the day.

BPS Program Tracks: Mon, Aug 12 and Tue, Aug 13

- Alliances and Networks
   Haibin Yang, City U. of Hong Kong
   Sheraton: Parlor A, Salon 5,
   Independence A & B
- Competitive Heterogeneity
   Thomas Klueter, IESE Business School
   Sheraton: Salon 2&4
- Corporate Governance

Niron Hashai, Hebrew U. of Jerusalem Sheraton: Salon 10, Seminar B, Logan's 1&2

- Firm Boundaries and Corporate
   Strategy
   Olivier Chatain, The Wharton School, U.
   of Pennsylvania
   Sheraton: Salon 2&3
- Industry Dynamics
   PK Toh, Carlson School of Management,
   U. of Minnesota
   Sheraton: Seminar C, Logan's 1&2
- Innovation and Strategic Renewal
   Tony Tong, U. of Colorado Boulder
   Sheraton: Independence, Seminar C
- Strategy Process and Change
  Ram Ranganathan, McCombs School of
  Business, U. of Texas at Austin
  Sheraton: Salon 2&5, Parlor A

#### CAREERS (CAR)

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

Our program begins with an assortment of Professional Development Workshops intended to help AOM members succeed at any stage of their careers. Our PDWs address topics like publishing advice, navigating global careers, writing impactful research, and negotiating career transitions. We also invite doctoral students to register for our invigorating Doctoral Consortium! Finally, we celebrate the PDW program with a Social Event Saturday night from 6:00 to 8:00 pm at the acclaimed Pennsylvania 6, one of the best restaurants in Philadelphia, just around the corner from the conference venues.

Next, the CAR Division program offers new insights on career development for academic members and practitioners, in the form of symposia, plenary and session papers related to all career stages, work-life integration, as well as methods and tools for career development. A highlight of CAR Division program is our Plenary Session. During the plenary, our distinguished speakers will share and discuss their experience on work and life integration. Come, listen and talk to our distinguished panelists: Donna Hrinak (CEO at Boeing and former USA Ambassador), and renowned scholars Douglas (Tim) Hall, Gary Powell and Lotte Bailyn. Donna Hrinak will share her experiences in integrating her professional, family, and personal lives. Professors Tim Hall, Gary Powell, and Lotte Bailyn will comment on Donna's presentation from an academic perspective, including personal insights of their own.

Executive and Academic Insights on Work-Life Integration -Work-Life Integration Insights
Monday, Aug 4 2014 1:15PM - 2:45PM at
Philadelphia Marriott Downtown - Grand
Ballroom Salon A.

Panelist: **Donna Hrinak**; Boeing Company; Panelist: **Douglas T. Hall**; Boston U.; Panelist: **Gary N. Powell**; U. of Connecticut; Panelist: **Lotte Bailyn**; Massachusetts Institute

of Technology;

Chair: **Tania Casado**; U. de São Paulo; Chair: **Kimberly Eddleston**; Northeastern U.;

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

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

#### **CONFLICT MANAGEMENT (CM)**

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

Join us 9.45 am on **Monday 4**th for our first Showcase Symposium, *Trust development and repair in organizations*. Organized Emma Levine and Derek Harmon, this symposium solves important puzzles in existing trust research, points to promising directions for future study, and provides prescriptive advice for how to build and restore trust in organizations. Trust is essential to organizations and interpersonal relationships. Developing and sustaining trust improves leadership effectiveness, fosters cooperation, and reduces transaction costs. The four papers provide novel insights on the antecedents of trust. Jointly, they

investigate how individuals make trusting decisions when they have conflicting information about others' trustworthiness, they uncover new dimensions that influence trust repair, and they explore how trust can be strengthened over time.

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

#### **CRITICAL MANAGEMENT STUDIES (CMS)**

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

The program starts with a number of PDWs focused on the 2014 theme *The Power of Words*, such as "Power in Dialogue" (#95, Friday 11.45-1.15pm, PCC 203 A), "United We Speak" (#204, Saturday 8.00-10.00am, PCC 111A), and "The Linearity of Words and Oppressions of Linearity" (#282, Saturday 10.15-1145am, PCC 102A), all bringing together leading scholars from a variety of divisions such as CMS, IM, and

OMT. The Division also continues its support for emerging scholars through the annual "Doctoral and New Scholar Consortium", sponsored by University of Portsmouth, UK (#21, Friday 8.00 am, PCC 203 A).

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

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

### DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)

We have several interesting sessions this year that address inclusion in the AOM in various

ways. Here are three general sessions to consider:

<u>Diversity and Inclusion in the Academy: A Town</u>
<u>Hall Meeting and Connections Cafe</u>
Saturday, August 1, 2:00-4:00pm and 4:155:45pm, Loews Philadelphia Hotel
Commonwealth B

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

#### <u>The Language of Inclusion (and Exclusion) at</u> <u>the AOM: An Interactive Workshop on the Power</u> of Words

Sunday, August 2, 11:15am–2:15pm, Pennsylvania Convention Center Room 120 B

This session builds on the mission of AOM's Diversity and Inclusion Theme Committee to provide learning and outreach opportunities across the Academy that foster a more diverse and inclusive Academy in which all members are involved in, and contribute to, its growth and success. In line with the conference theme, "The Power of Words," the goal of this session is to create an interactive dialogue to foster understanding of the ways in which language and its usage can create inclusion or exclusion. The structure of the session brings together members of the DITC and three additional panelists to share personal experiences and perspectives regarding the power of language to create experiences of inclusion or exclusion in the Academy of Management. The panelists bring content expertise to the session as well as their experiences in fostering inclusion or mitigating exclusion. Learning during the highly interactive workshop will be structured on three levels. At the individual level, participants will consider the connections between language and

identity and how language in relation to self can support or detract from inclusion. At the interpersonal level, the focus will be on the role of words and language in processes of inclusion and exclusion premised on labeling, classifying, and co-cultural exchanges (communication between non-dominant and dominant groups). Finally, at the organizational level, the discussion will center on how words and language become normative or institutionalized as well as on the challenges of displacing these taken-for-granted practices and the possibilities for fostering inclusion.

#### Late Night at the Academy

Sunday, August 2, 10:00-11:30pm, Loews Philadelphia Hotel Regency Ballroom A

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

#### **ENTREPRENEURSHIP (ENT)**

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

PDW: "The Potential of a Clinical Approach: Psychological Disorders and Entrepreneurship Theory" (#85)

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

Presenter: **Johan Wiklund**; Syracuse U.; Presenter: **Holger Patzelt**; Technical U.

München:

Presenter: Roy Thurik; Erasmus U. Rotterdam;

Presenter: Phillip H Phan; The John Hopkins

U.;

Presenter: Keith Hmieleski; Texas Christian U.;

Presenter: **Dimo Dimov**; U. of Bath;

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

PDW: "Social Ontology: Implications for Entrepreneurship Theory, Research and Practice" (#342)

Saturday, Aug 2 2014 12:30PM - 2:30PM at Sheraton Philadelphia Downtown Hotel in Salon 10

Organizer: **Robert Joseph Wuebker**; U. of Utah;

Presenter: **Sharon Alvarez**; U. of Denver; Chair: **William S Schulze**; U. of Utah;

Participant: Jay B Barney; Eccles School, U. of

Utah;

Presenter: **Barclay Burns**; U. of Cambridge; Discussant: **P. Devereaux Jennings**; U. of

Moderator: **Peter G. Klein**; U. of Missouri; Presenter: **Russell McBride**; U. of Utah; Presenter: **Jana Thiel**: ESADE Business

School;

Presenter: Randall E Westgren; U. of Missouri;

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

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

### GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

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

and symposia that cover a wide range of levels of analysis, methodologies, geographies, and dimensions of diversity.

Please be sure to check out our plenary session on Monday afternoon (3-4:30, Loews Hotel, Regency Ballroom B) when we will engage with leading corporate diversity officers about issues related to the All-Academy theme of "the power of words" within the practice of diversity. This session will be followed by the GDO Business Meeting (6-7pm, Lowes Hotel, Lescaze Room) and Social Hour (7-9pm, Loews Hotel, Howe Room). In addition to these events, we look forward to seeing you at the GDO Preconference Social Hour on Friday (6-7:30pm, Loews Hotel, Parlor1) and the GDO Welcome Breakfast on Monday (8-9am, Loews Hotel, Penn).

#### **HEALTH CARE MANAGEMENT (HCM)**

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

"Theory Building for Healthcare Management Research" (Saturday, Aug. 2 2014 9:45AM - 11:45AM at Pennsylvania Convention Center in Room 110 A,B) will focus on developing and testing theories. This PDW aims to enable participants to hone their skills in applying and critiquing organizational theories to generate new insights about the management and performance of organizations operating in the healthcare sector. A second goal of the PDW is to promote the stronger use of theory in empirical studies. This PDW will employ a case-based approach moderated by an expert panel to generate research guestions and hypotheses derived from the

perspectives of institutional theory, transaction cost economics, and high reliability organizing to examine the development and performance of Accountable Care Organizations (ACOs), an emerging organizational form in the U.S.

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

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

 "High-Performance Work Practices in Healthcare Organizations" (Monday, Aug 4 2014 9:45AM - 11:15AM at Pennsylvania Convention Center in Room 111 A) features the winner of our Division's Best Paper Award along with two other papers that have been designated as Best Papers for this

annual meeting. The four papers in this session consider issues such as engagement, empowerment, and organizational culture, and provide perspectives from both US and international settings.

#### **HUMAN RESOURCES (HR)**

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

**PDW:** Experiential HR - A Potluck for Reviving and Expanding your Teaching Repertoire **Time:** Saturday, August 3, 3:45-6:15pm,

Philadelphia Marriott Downtown, Rooms 407,408,409.

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

### **Paper Session**: Mediating Mechanisms in Strategic HRM Research

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

This session, chaired by Kaifeng Jiang, features four papers that examine the "black box" relating HR Practices to Firm Performance. The first paper (Demortier, Delobbe, & El Akremi) found support for a path model linking skill-enhancing HR practices to business unit performance

through employees' ability and collective human capital in a sample of 46 business units. The second paper (Cogin & Boedker) found support for skills flexibility, human capital, behavior flexibility, and social capital as mediators explaining the relationship between high commitment HR practices and firm performance in a study of 77 Australian firms. The third paper (Lin, Sanders, Sun, Shipton, & Mooi), using a sample of 355 Chinese firms, found that customer-linking capabilities and customer satisfaction played a mediating role linking employee-oriented HR practices and firm performance. The final paper (Oh & Kim) examined the relationship between personality-based homogeneity within organizations and organizational-level job satisfaction and firm performance in a sample of 71 Korean firms. These four papers shed light on how and when a variety of HR practices relate to firm performance.

### HR Division Welcome Breakfast and Awards Presentation

**Time:** Monday, August 4, 7:30-9:30am, Philadelphia Marriott Downtown, Salon F Join us in congratulating the 2014 HR Division award winners. Short presentations will be provided by this year's distinguished award winners: the Herbert Heneman Jr. Career Achievement Award (Ed Lawler), Thomas A. Mahoney Mentoring Award (**Bob Liden**), and the Distinguished HR Executive Award (Marian Graddick-Weir, Executive VP of HR, Merck). Other winners to be recognized include the innovative teaching award (Ken Brown) and early career research award (In-Sue Oh) along with several best paper awards. A continental breakfast will be served.

Please also join us at the following Networking Opportunities:

HR Division Business Meeting and Social: Sunday, August 3, 6:00-8:30pm, Philadelphia Marriott Downtown, Salon H

HR Division Ice Cream Social: Monday, August 4, 2:30-4:30pm, Philadelphia Marriott Downtown, Salon F

### IBEROAMERICAN ACADEMY OF MANAGEMENT (IAM)

Share with us at these interesting PDWs:

"To do it or not to do it, it all depends: cultural differences on entrepreneurial motivations"

Main Speaker: Alan L. Carsrud, Abo Akademi

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

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

<u>"Exploiting Formal Institutional Opportunity Spaces: Unexplored Sources of Firm Survival and Growth"</u> Organized by **Arie Y. Lewin;** Duke University.

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

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

And don't forget our <u>Business Meeting of the Iberoamerican Academy of Management</u> to share with our new Division Chair: **Herman Aguinis**; Indiana University, Bloomington.

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

#### **INTERNATIONAL MANAGEMENT (IM)**

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

The <u>Academic Program</u> is organized into ten tracks:

- Global Strategy, with paper sessions on HQ-subsidiary relationships, subsidiary management, global value chain, legitimacy, liability of foreignness, and embeddedness; symposia on boundary spanning, and MNCs in challenging locations; and the FDC Award, and CEIBs Award sessions.
- 2. <u>Emerging Markets</u>, with paper sessions on management, capability upgrading, innovation, and internationalization; and the GWU award session.
- Internationalization, with paper sessions on determinants, performance, exports, inward FDI, outward FDI, entry modes, IJVs, IJVs and distance, and M&As.
- Global Governance, with paper sessions on ownership, finance, and external influences; symposia on external corporate governance, and institutional complexity; and the CGIO Award session.
- Global Leadership, with paper sessions on leader styles, teams, expatriates, management, and success; symposia on global team dynamics, multiculturals, leadership, and institutions and HRM; and the OB/HRM/OT Award session.
- 6. <u>Global Social Responsibility</u>, with paper sessions on strategies, and corruption; and the Willamette Award session.
- 7. Frontiers of International Management, with paper sessions on language, and new topics; symposia on interdisciplinary theories, and diaspora entrepreneurship; and the Nigh Award, and Gustavson Award sessions.
- 8. <u>Global Innovation</u>, with paper sessions on knowledge creation, management,

- transfer, and protection; and a symposium on demand side perspectives.
- Institutions, with paper sessions on institutional differences, distance, challenges, crises, and institutions and firm behavior.
- Culture, with paper sessions on the concept, measurement, and distance; and two symposia on cultural intelligence.

We have several **Social Events**: the PDW welcome on Friday; the walking tour and the PDW reception on Saturday; the thought leadership café, business meeting, and social on Monday; and the meet the executive committee breakfast on Tuesday.

I would like to highlight three sessions that represent innovativeness in the topics and arguments. First, the panel Institutional Change and Business Groups in Emerging Economies, organized by Robert Hoskisson and Prashant Kale, with Raveendra Chittoor, Tarun Khanna. Hicheon Kim, Luiz Mesquita, Harbir Singh, and William Wan. Second, the showcase symposium Developing Interdisciplinary Theories of the Multinational Corporation, chaired by Joseph Cheng, with Timothy Devinney, Eleanor Westney, Charles Dhanaraj, Nathan Jensen, and Jane Qiu. Third, the showcase symposium MNEs in Deadly Environments: Strategic Response to Disasters, Conflict and Crime, chaired by Miguel Ramos, with Nathan Ashby, Li Dai, Lorraine Eden, Jennifer Oetzel, Chang Hoon Oh, and Andreas Schotter.

Thanks to all who contributed to and helped me organize the program. Enjoy!
Alvaro Cuervo-Cazurra, 2014 Program Chair

#### INTERNATIONAL THEME COMMITTEE (ITC)

The International Theme Committee (ITC) has planned another innovative and thought-provoking program for the upcoming 2014 AOM conference in Philadelphia. The ITC has put together a series of outstanding workshops that span teaching, research, and practice. Don't miss these sessions!!

We would like to highlight in particular:

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

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

government institutions, and businesses will be also suggested.

PDW: Developing an alternative Paradigm: Global Perspectives on Humanistic Management. (#217)

Time: Saturday, Aug 2 2014 8:00AM - 10:00AM Location: Sheraton Philadelphia Downtown

Hotel in Salon 4

Organizer: Michael Andreas Pirson; Fordham U.

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

### MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

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

BYOS (Bring Your Own Syllabus): Sharing the Words We Use to Help Communicate What We Want (PDW Session # 68)

Scheduled: Friday 10am Loews Philadelphia Hotel: Congress Room C

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

MED Division Plenary

David Kolb: Becoming an Experiential

Management Educator

Scheduled: Monday 11.30am Loews: Regency

Ballroom A

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

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

Best Paper in Management Education Award Winner is here!

This paper session explores how the traits, behaviors and procedural justice approaches of us as instructors have an impact on the satisfaction, behaviors and educational outcomes of our students. These include a

survey of over 2700 UK students, from which we gain insights into how different instructor leadership approaches yield different learning outcomes. We learn how instructor's attitudes and commitment to teaching are associated with student satisfaction. Two of the papers in this session explore how procedural justice in grading plays a key role in the relationship between student evaluations and student behaviors: strong emotional reactions by students are associated with combinations of distributive, procedural and interactional injustices.

#### **MANAGEMENT HISTORY (MH)**

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

New Member Workshop: Volunteerism, Professional Development and the AOM Meeting

Session #: 31 | Friday, 8:00-10:00AM, Loews, Washington Room C | Organizer: Regina A. Greenwood

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

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

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

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

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

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

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

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

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

### MANAGEMENT SPIRITUALITY AND RELIGION (MSR)

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

We would like to highlight in particular:

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

MSR PDW: Please consider joining the very interactive Saturday noon session "Using

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

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

Finally, please also don't forget our MSR Business Meeting (724), Best Dissertation Awards and Social Event (773), Sunday evening from 6.30pm – 8pm Loews Philadelphia Hotel: Commonwealth D; and 8:00pm - 9:30pm Loews Philadelphia Hotel: Commonwealth B.

Please join us for great networking, conversation and refreshments!

### MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

Reflective Power of Words--Capturing Upper Echelons' Cognition Through Their Verbal Communication – Sunday, 2:45pm to 4:15pm (PCC: Room 121A). In this showcase

symposium, the presenters explore future directions for capturing upper echelons' cognition through their use of verbal communication and should provide participants with an inspiring overview of the growing importance of the power of words as a means to look into executives' minds.

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

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

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

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

Part 1 (8-10 am) provides an introduction to content analysis as a research methodology. Experts will walk through examples of content analysis techniques from published research

and offer publishing tips. Part 1 is open to all AOM attendees. In Part 2 (10:30 am – 12:30 pm), experts and authors will interact in small groups to discuss submitted proposals. Part 2 requires pre-registration and a proposal submission (contentanalysis1@gmail.com; deadline June 15).

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

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

#### **OPERATIONS MANAGEMENT (OM)**

<u>Sustainability in Multinational Multi-Tier Supply</u> Chains (PDW)

Saturday, Aug 2 2014 10:15AM - 12:15PM at Philadelphia Marriott Downtown in Grand Ballroom Salon B

We start our program with a PDW devoted to the problem of managing the complex issue of sustainability requirements in as global supply chain. The multi-nationality of many modern supply chains produces an environment in which firms and their suppliers will behave differently in their respective local contexts. This makes the alignment of sustainability goals and practices a challenging task. This PDW aims to move the discussion of sustainability in a global context beyond the static supply chain view and toward a more realistic view of the dynamic, multinational, multi-tier supply chain. This session provides an interactive panel discussion involving scholars drawn from many AoM

Divisions (OM, BPS, IM, ITC, ONE, SIM) to discuss recent developments in multinational supply chain management and explore opportunities for research. The organizers, Julia Hartmann (EBS Business School) and Joerg S. Hofstetter (U. of St. Gallen) will facilitate discussion with participants and a panel of scholars that include Lisa M. Ellram (Miami U.), Robert D. Klassen (Western U.), Paul Shrivastava (Concordia U.), Thomas Y. Choi (Arizona State U.), Donald Lange (Arizona State U.), Robert F. Lusch (U. of Arizona), Mark Pagell (U. College Dublin), Harbir Singh (U. of Pennsylvania) and Andrew C. Wicks (U. of Virginia).

#### Meet the Editors of the Journal of Operations Management

Monday, Aug 4 2014 8:00AM - 9:30AM at Philadelphia Marriott Downtown in Grand Ballroom Salon A

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

## Publishing in OM Journals: Will What We've Done in the Past Be Good Enough for The Future?

Monday, Aug 4 2014 11:30AM - 1:00PM at Philadelphia Marriott Downtown in Grand Ballroom Salon A

Finally, continuing on with the theme of publishing in operations management, we will hold a discussion panel with our OM Scholars and editorial board members from OM journals. The theme of the discussion will be the challenges of publishing now relative to the past. In particular, the panel will address changes in

publishing trends in the field of operations management. This session will discuss issues surrounding the changing expectations of OM journals as well as Universities with regard to data, authorship, contribution, methodologies and theory development. Panel discussants will include Barbara Flynn (Indiana U), Robert Klassen (U. of Western Ontario), Keong Leong (U. of Nevada), Ken Boyer (Ohio State U), Enno Siemsen (U. of Minnesota) and Lisa Ellram (Miami U.).

### ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

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

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

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

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

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

Our paper sessions include Discourse Language and Change (#1152) in which presenters consider how change might be influenced by discourse and how change may itself be a discursive practice. The session occurs *Monday*. 1.15PM, Pennsylvania Convention Centre, Rm. 116. Other paper sessions consider a range of contemporary change-related phenomena. For example, the session Engagement and Organizational Change (#1058) will examine "employee engagement" from a variety of perspectives. It will be held Monday, 11.30AM, Pennsylvania Convention Centre, Rm. 103A. The session *Practice*. *Actionable Knowledge* and Learning for Change (#1151) will look at theory-practice links, engaged scholarship and how praxis might inform action research-based approaches. It will take place Monday, 1.15PM, Pennsylvania Convention Centre, Rm. 103A.

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

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

#### ORGANIZATIONAL BEHAVIOR (OB)

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

On Friday and Saturday, we are offering a number of PDWs that address the full spectrum of career-related issues (e.g., Advice for Pre-Dissertation Doctoral Students; Research Tips and Strategies from Prolific Junior Faculty; Mentoring Graduate Students; From Associate to Full. . . and Beyond; and Congratulations, You Got a Revise and Resubmit! Now What?). There will also be several great teaching-focused workshops as well as a wide array of topic specific research-related PDWs. We particularly recommend sessions that strengthen connections between research and practice (e.g., Research in Practice: Connecting Theory and Work through Academic/Practitioner Collaborations, and Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data).

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

Best Paper Award, "Turning Good Soldiers into Bad Apples: Examining When and Why Citizenship Behavior Leads to Deviance," Monday, Aug. 4 2014 1:15-2:45 in Philadelphia Marriott Room 308

Most Innovative Student Paper Award, "When Hierarchy Conquers and When it Kills: The Benefits and Costs of Hierarchical Cultural Values," Tuesday, Aug. 4 2014 3-4:30 in Philadelphia Marriott Room 302.

Best Paper with Practical Implications Award, "Prophets vs. Profits: How Market Competition influences Leaders' Disciplining Behavior," Tuesday, Aug. 5 1:15-2:45 Philadelphia Marriott

Room 303

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

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

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

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

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

### ORGANIZATIONAL COMMUNICATION AND INFORMATION SYSTEMS (OCIS)

Making Meaning through Language

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

Leveraging Crowdsourcing Communities for Learning and Innovation

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

### ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

The ONE team has once again assembled an exciting, stimulating and relevant collection of sessions that span teaching, research, and practice. Our sessions also leverage the overall AOM program theme, with many linking to other divisions, theme groups and committees. All of our sessions are in the Pennsylvania Convention Center (PCC) which provides for a very convenient and central location.

On Friday and Saturday, we have an exciting range of PDWs. The PDW program launches early Friday morning with a timely, interactive session lead by Mark Starik on Urgent Academic and Sustainability Action (#43). Along with PDWs on corporate disclosure, authentic action, and engaging Ostrom, Michael Wood will be coordinating the ONE Doctoral Consortium. On Saturday, we are offering sessions on sustainability education, energy research, cosmopolitanism, the power of words and deeds, becoming an intellectual shaman, and working for a productive living planet. Saturday evening is the ONE Welcome Reception from 6:30pm-8:30pm in the PCC Room 121 B. We welcome participants in our PDW workshops, as well as new and returning members at the reception.

For Sunday's All-Academy program, we are cosponsoring (with SIM) an exciting showcase session on <a href="The Contested Nature of the UN Global Compact">The Contested Nature of the UN Global Compact</a> (session #562) from 11:15am - 12:45pm in the PCC, Room 103A. In this session, scholars Christian Voegtlin, Andreas Rasche, Satyarth P Sethi, Donald H Schepers, Sandra Waddock, Daniel Berliner, Aseem Prakash, Andreas Georg Scherer, and Oliver Williams will discuss, debate, and critique what is arguably the most important and widely adopted private global social and environmental standard.

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

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

challenges of corporate environmental sustainability.

#### PRACTICE THEME COMMITTEE (PTC)

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

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

We focus on building strong DBA programs in this year's PDW offerings. Please consider attending both conjoined sessions on DBAs (see below) that build on each other's learning to maximize impact. Another highlighted session addresses the theme of the conference – The Power of Words – in the context of the role of inner transformation in corporate and societal change, with distinguished speakers Subhanu Saxena, Otto Scharmer, Peter Senge, and Susan Skjei. Continuously blessed with strong proposals, PTC also sponsors and co-sponsors a number of other quality PDWs.

#279 Connecting Inner Transformation as a Leader to Corporate and Societal Change: The Power of Words; Saturday, 10:00am - 12:30pm Organizers: Kuo Frank Yu, City U. of Hong Kong; Fedor Ovchinnikov, CEL; Host: Kathryn Goldman Schuyler, Alliant International U.

Distinguished Speakers: Otto Scharmer, MIT Sloan; Peter M. Senge, SOL; Subhanu Saxena, CIPLA; Susan Skjei, Naropa U.

#332 Professional Doctorate Programs: Sharing Success Stories and Secrets;

Saturday, 12:00pm - 3:00pm

Organizer & Chair: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management;

Presenters: Lisa Anderson, U. of Liverpool; Louise Kelly, Alliant International U.; Kalle Lyytinen, Case Western Reserve U.; Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management; Muammer Ozer, City U. of Hong Kong

#424 DBAs Critical Success Factors: Spanning Research and Practice; Saturday, 3:15pm - 5:15pm

Distinguished Speakers:

**Michellana Jester**, MIT Sloan; **David Schuff**, Temple U.; **Tom Mierzwa**, U. of Maryland U. College

Chairs: Emmanuel Monod, Shanghai JiaoTong U.; Louise Kelly, Alliant International U. Moderator: Ismael Plascencia, U. Autónoma de. Baja California;

Discussants: Patrick Tabchoury, U. of Balamand; Karim J. Nasr, U. of Balamand; Michel Peron, ISEOR agellan / IAE Lyon / U. Jean Moulin; TL Hill, Fox School of Business, Temple U.; Andry Rasolofoarisoa, ISEOR; Henri Savall, U. Jean Moulin Lyon III Presenter: Nadine Tournois, IAE U. de Nice PUBLIC AND NONPROFIT (PNP)

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

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

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

PNP Social, Sponsored by Cardiff University's College of Arts, Humanities and Social Sciences

Sunday, Aug 3 2014 6:30PM - 8:30PM Philadelphia School of Circus Arts Public and Nonprofit Division

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

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

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

Georgia and Joe Galaskiewicz of University of Arizona.

#### **SOCIAL ISSUES IN MANAGEMENT (SIM)**

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

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

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

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

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

### STRATEGIZING ACTIVITIES AND PRACTICES (SAP)

Please join us for an exciting program of papers, professional development workshops, symposia, and social events. Program highlights include the SAP Distinguished Keynote Address by Kathleen Eisenhardt, the Best Paper Session which features groundbreaking new work and

ties directly to the AOM conference theme, and a methods-related PDW on Video Ethnography.

SAP Distinguished Keynote Address: Kathleen Eisenhardt

Monday 9:45 to 11:15, Liberty Ballroom A

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

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

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

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

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

We look forward to you joining us for these academic sessions and our two **social events**. We are hosting an **informal dinner and get** 

together on Friday night (Philadelphia Museum, registration required) and our social on Monday night (follows short business meeting, 6:30p.m.).

#### **TEACHING THEME COMMITTEE (TTC)**

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

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

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

Worldly Wisdom: Facilitating the Development of Global Leadership & Global Citizenship

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

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

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

### TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)

TIM Distinguished Speaker Luncheon Saturday, August 2, 12:00pm - 1:30pm, Pennsylvania Convention Center: Room 201 A This year's TIM Distinguished Speaker is Kathleen M. Eisenhardt, the Stanford W. Ascherman M.D. Professor at Stanford University and Co-Director of the Stanford Technology Ventures Program.

TIM Plenary Session: Creating Capacity for Innovation

Monday, August 4, 2014, 11:30 – 1:00, Pennsylvania Convention Center: Room 114-Aud. Lecture Hall

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

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

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

TIM Showcase Symposium: Unpacking the Dynamics of Platforms and Ecosystems:
Collective Insights from Empirical Research Monday, August 4, 9:45am – 11:15am,
Pennsylvania Convention Center: Room 113 C
Discussants: Carliss Baldwin, Harvard
Business School; C. Jason Woodard, Singapore Management University. Presenters: Arvind Karunakaran, MIT Sloan School, David Lopez-Berzosa, University of Exeter Business School & Annabelle Gawer, Imperial College London; Elizabeth Altman, Harvard Business School; Bilgehan Uzunca, IESE, Dmitry Sharapov, Imperial College London, Richard Tee, EPFL.

### Special Thanks

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GDO - Gender & Diversity in

Organizations

Program Chair: Lisa H. Nishii PDW Chair: W. E. Douglas Creed

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Anand

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**MED** - Management Education

& Development

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PDW Chair: Manuela Brusoni MH - Management History

Program Chair: Stephanie

Case Henagan

PDW Chair: Bradley Gerald

Bowden

MOC - Managerial & Organizational Cognition

Program Chair: Kevin W. Rockmann

PDW Chair: David Sluss

MSR - Management, Spirituality & Religion

Program Chair: Kathryn Pavlovich

PDW Chair: James A. F. Stoner

**OB** - Organizational Behavior Program Chair: Mary Uhl-Bien

Program Chair (symposia): Kimberly D. Elsbach

PDW Chair: Amy Colbert **OCIS** - Organizational

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PDW Chair: Mary Beth

Watson-Manheim **ODC** - Organization

Development & Change Program Chair: David Grant

PDW Chair: Julie Wolfram Cox

**OM** - Operations Management Program Chair: Dayna

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PDW Chair: John Gray

**OMT** - Organization & Management Theory Program Chair: Nelson **Phillips** 

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PDW Chair: P. Devereaux **Jennings** 

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Newman

SAP - Strategizing Activities & Practices

Program Chair: Anne D.

Smith

PDW Chair: Jane Kirsten Le SIM - Social Issues in

Management

Program Chair: Harry J. Van

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PDW Chair: Jamie R. Hendry

TIM - Technology & Innovation Management Program Chair: Mary

**Tripsas** 

PDW Chair: Keld Laursen

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Seferian

PTC - Practice Theme

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### Welcome to all New Members & First Time Httendees!

#### MAKE THE MOST OF YOUR MEETING EXPERIENCE!

#### \*PLAN YOUR SCHEDULE

- Friday and Saturday consist of Professional Development Workshops (PDW's); Sunday consists of All-Academy Theme sessions (AAT) for PDW's, symposia and paper sessions; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia
- Balance your schedule with those presenters that you are interested in seeing with some core sessions geared to your research interests and professional development
- Focus on sessions that are organized by your two primary divisions to eliminate overscheduling yourself
- Attend your division's social events and business meetings. Some of the social events may require a prior reservation, so be sure to check the program for details
- Avoid disappointment by carefully reading each session's detail as some select workshops require pre-registration
- Attend the New Member Orientation Fair on Friday 5:30 pm 7:30 pm, Convention Center Rm. 107AB
- Don't miss the All Academy Presidential Address & Awards Ceremony

   Sunday, 8:30 am 11:00 am, Convention Center-Grand Ballroom A&B
- Be sure to attend the All Academy Reception Sunday, 6:00 pm Convention Center- Grand Ballroom A&B
- Stop by the Exhibit Hall in the Convention Center for a full array of cutting-edge information, books, and ideas to help you
  improve your research, teaching, and service to the profession as a whole. Open Saturday-Monday only in the Convention
  Center. Exhibit Hall B
- Say goodbye to new friends at the AOM Farewell Gathering Tuesday, 5:00 pm at the Lowes Hotel in the Howe & Terrace rooms.

#### \*NETWORKING TIPS

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

#### \*PRINTED PROGRAM HIGHLIGHTS FOR FIRST TIME ATTENDEES

Table of Contents - Points of interest:

\*Hotel and Convention Center Map \*Abbreviations/Acronym/Symbol Guide \*Academy Program Highlights

Conference Program Guide presented in 4 tabbed sections for viewing options:

Section B - listing of ALL sessions by day (morning/afternoon/evening)

**Section C** - sessions categorized by division/sponsor in chronological order

Section D - detailed session descriptions listed by day in chronological order

**Section E** - sessions listed by name of program participants

#### \*RESOURCES

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

ADDITIONAL QUESTIONS? Please visit: Hospitality Suite for First Time Attendees

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

### Philadelphia Housing Map



# The Academy of Management Extends Special Appreciation to All of the Sponsors of the 74th Annual Meeting of the Academy of Management

#### **Platinum Plus Sponsors:**

 Copenhagen Business School (Sponsor of the AOM Shuttle Buses)

#### Copenhagen Business School

Founded in 1917 by the business community in Denmark, Copenhagen Business School (CBS) is one of Europe's leading business universities. It offers a wide range of business-oriented degrees as well as diploma programmes and short courses. In its research and education, CBS covers a broad range of subjects relevant to business in the modern world. We constantly strive to take full advantage of this scale and diversity by combining academic excellence with cross-disciplinarity.

#### Classical business disciplines with a twist

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

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

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

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

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

One of CBS' goals is to develop research and education in areas that can have a significant societal impact. In line with this, we have established five 'business in society platforms' which operate on a cross-departmental basis.

#### The CBS 'business in society platforms':

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

#### CBS contributes locally AND globally.

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

CBS is committed to developing open, two-way and beneficial relations with our students, stakeholders and collaborators. We believe that open and constructive partnerships are essential, both with researchers and other universities but also between students, businesses, public institutions, NGOs and policy makers.

For CBS, 'business in society' is about taking our societal responsibility seriously. But it is also about

being open to new ways of thinking and working – including new ways of delivering education. CBS has integrated elements of sustainability and business ethics into numerous academic programmes; raised awareness among students by encouraging the formation of student organisations engaged in discussing and promoting these issues; and launched new initiatives such as Responsibility Day and Sustainable Student.

#### Facts:

Full and part-time students: 20,819 Foreign exchange students: 3,474 Full-time faculty members: 681

PhD students: 239 Administrative staff: 621 Exchange agreements: 338

CBS provides Bachelor, Masters, MBA/EMBA, PhD and Executive programmes taught in English and Danish. CBS is the Danish member of CEMS (The Global Alliance in Management Education) and of PIM (Partnership in International Management). CBS has triple accreditation - by EQUIS (European Quality Improvement System), AMBA (Association of MBAs) and AACSB (The Association to Advance Collegiate Schools of Business).

#### **Platinum Sponsors:**

#### ♦ IMD

(Sponsor of Conference Tote Bags)

#### The IMD Difference

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

#### Why IMD?

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

### We are 100% focused on real-world executive development

All IMD programs and services focus on real-world challenges faced by executives. We work with our clients—individuals, teams and organizations—to resolve their issues, build capabilities and prepare for the future.

We attract outstanding Faculty members who combine thought leadership and practical experience. Run like a business, not only as an academic institution, we adopt a relentlessly problem-solving approach to create lasting value and impact.

### We offer Swiss excellence with a global perspective

Based in Switzerland and also operating out of key locations worldwide, IMD shares its host nation's commitment to excellence while offering a unique global experience.

Consistently at the top of rankings, we are intellectually and culturally diverse with no single dominant nationality and no one world view. Just look at the numbers:

- -More than 8,000 executives from 98 countries come to IMD each year
- -120 global companies chose IMD for their customized programs each year
- -80,000 alumni are members of 45 clubs around the world
- -Over 34 different nationalities represented in the IMD Faculty and Staff
- -IMD is ranked No. 1 in open programs worldwide (2012 & 2013) and No. 1 in executive education outside the US (*Financial Times 2008-2013*)

### We have a flexible, customized and effective approach

IMD is constantly innovating to give our clients the programs they need, where and how they need them.

Without the constraints of traditional university structures and academic processes, we are agile and responsive. Starting from our own pioneering approaches—such as action learning and blended learning — our programs are adapted to address each client's individual challenges. Our only goal is to meet our clients' needs as quickly, flexibly and effectively as possible.

www.imd.org

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

As largest public business university in the EU, WU is located in Vienna, Austria – the gateway to Central and Eastern Europe, home to international organizations as the UN or OPEC and the headquarter of multinational companies. The only university of its size to be accredited by EQUIS, WU's Executive Academy is also AMBA-accredited. The Financial Times has ranked WU's International Business program at rank 22 in 2012.

#### **WU Undergraduate Programs**

BSc Business, Economics & Social Sciences (in German)

LL.B. Business Law (in German)

#### **WU Graduate Programs**

in English:

MSc Quantitative Finance MSc Strategy, Innovation & Management Control MSc Supply Chain Management MSc Marketing MSc Information Systems Socio-Ecological MSc **Economics and Policy** MSc/MIM International Management (CEMS) PhD Finance PhD/DIBT International **Business Taxation** 

in German:

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

#### **WU Executive Academy**

MBA, EMBA, MBL and LL.M. programs and certificate programs in German and English WU has a strong international orientation with about 26% of its 23,600 degree students coming from abroad and 1,000 incoming exchange students every year. With memberships in PIM and CEMS and over 220 partner universities on all six continents as well as 8 annual international summer universities, WU is part of a network of excellent universities.

Come and explore Vienna, experience WU!

### Society for Human Resource Management (SHRM) (Sponsor of ID Name Badge Lanyard)

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 275,000 members in over 160 countries, SHRM serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and offices in China, India and United Arab Emirates.

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

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

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

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

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

and liking us on Facebook at:

**Facebook**.com/societyforhumanresourcemanageme nt.

#### Isenberg School of Management, UMass Amherst (Sponsor of Mobile Meeting App)

The Isenberg School of Management, on the University of Massachusetts Amherst flagship campus, is the Bay State's premier public business school. Isenberg offers AACSB-accredited programs with bachelor's, master's, and Ph.D. degrees in management, accounting, finance, marketing, and operations management. It also has bachelor's, master's, and Ph.D. programs in hospitality & tourism management, sport management, and resource

economics. Isenberg is home to the Mark H. McCormack Collection, an extensive archive that chronicles the history of modern sport management.

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

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

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

A Tradition of Leadership in Business Education:

Isenberg is one of New England's first three accredited business schools, has the region's oldest doctoral program, and has accepted international exchange students for nearly three decades.

- Founded: 1947
- Students: 5000+ (3,450 undergraduates, 1486 master's (1486—Full-time MBA; online/blended MBA; M.S.) 64 Ph.D.
- Isenberg's Ph.D. program is the oldest and largest among New England's public colleges and universities. Its graduates hold faculty positions in industry and at more than 100 colleges and universities.
- Alumni: 42,000 in 50 states and 72 countries

#### Management at Isenberg

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

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

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

#### BI Norwegian Business School (Sponsor of Hotel Key Cards)

#### BI Norwegian Business School

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

#### Norway

It's good to be in Norway! The U.N.'s latest "happiness index" ranks Norway as the number one country to live in based on factors such as income. education, health, life expectancy, economy, gender equality and sustainability. Oslo is connected to all the major European cities with several flights per day; most European destinations are less than two hours away. For more detailed information about Oslo, please visit http://www.visitoslo.com.

**About BI Norwegian Business School** 

With its approximately 20 000 students and 340 faculty, the BI Norwegian Business School is one of Europe's largest business schools, and is Norway's largest supplier of economic and administrative professionals. The school's academic rigor places BI among the top business schools in Europe. Since 1983 more than 200 000 graduates have completed their studies at BI.

#### Ranking and Accreditations

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

BI has had EQUIS accreditation since 1999 and was among the first to obtain this status. Accreditation is given for a maximum period of five years and reaccreditation was bestowed upon BI in 2004/05 and then again in 2010.

BI is also currently in the process of receiving the AACSB accreditation. With this BI will have achieved the prestigious Triple Crown status.
BI was ranked number 44 in the Financial Times European Business School Rankings 2013.

#### International Profile

The BI Norwegian Business School has an international profile and its faculty cooperates extensively internationally. BI also has student exchange agreements with more than 170 institutions in 45 different countries. Approximately 20 % of BI's faculties are from other countries than Norway. BI's Strategy 2010-2014 states the clear ambition to increase the number and proportion of international faculty at BI Norwegian Business School both through permanent and temporary full-time positions and through part-time and visiting, guest lecturing arrangements.

#### Research areas

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

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

In addition to this, BI has 26 research centers associated with the various departments that address knowledge development and communication on specific sectors and topics.

#### **Bl's Portfolio**

- Bachelor: 12 BSc programs, plus the BSc/MSc in Business Administration
- MSc: 5 full-time MSc programs.
- Executive Education: More than 200 parttime courses and programs, of which 100 were specially adapted or tailor-made training programs for private and government enterprises.

 PhD: A total of 100 candidates have earned a PhD at BI Norwegian Business School since 2000.

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

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

Welcome to visit us in Oslo!

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

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

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

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

Developing business leaders for a better world.®

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

VSB offers undergraduate degree programs in accountancy and business administration, with majors

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

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

#### **Gold Sponsors:**

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

Texas A&M is a top-tier university with more than a century of business education experience. Mays

Business School is accredited by AACSB-International, the premier accrediting agency and service organization for business schools.

#### <u>Mays Academic Programs and Research</u> <u>Centers/Institutes</u>

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

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

#### Mays Business School Mission

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

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

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

regarding the types of instructional and research issues important to them.

#### Mays Rankings and Recognition

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

#### Mays Department of Management

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

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

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

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

partners with universities around the world for educational and research purposes.

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

#### **Leadership University Sponsors:**

#### ♦ The Rotman School of Management, University of Toronto

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

meaningfully to contemporary management research and practice. Rotman shares the Academy of Management's vision of building a vibrant and supportive community of scholars and, as a Leadership Sponsor of this event, we are pleased to help expand opportunities for scholars to connect and explore new ideas.

#### Department of Management, Texas A&M University

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

#### <u>Mays Academic Programs and Research</u> <u>Centers/Institutes</u>

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

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

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- Serves society through the exchange of ideas and practices
- Practices ethical leadership by managing its resources effectively and efficiently

- Fosters a culture of excellence, inclusion, collaboration and respect for diverse ideas
- Assesses and reflects upon the attainment of its goals, resulting in continuous improvement of its practices

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

#### University of Maryland

#### **About the University of Maryland:**

The University of Maryland, College Park is a public research university, the flagship campus of the university System of Maryland, the original 1862

land-grant institution in the State, and one of the nation's preeminent public research universities. The university is home to more than 37,000 students, 9,000 faculty and staff, and 250 academic programs. It is one of only 62 members of the Association of American Universities, an organization composed of the leading research universities in the United States and Canada. The university is committed to preeminence as a national center of research and graduate education, and as the institution of choice for Maryland's undergraduates of exceptional ability and promise.

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

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

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

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

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

#### Pace University, Lubin School of Business

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

#### **AOM Sponsorship Information**

Are you interested in supporting superior scholarship about management and organizations? Are you interested in having your university/organization associated with one of the world's premier academic meetings? Are you interested in showcasing your university/organization at a leading professional conference?

If your answers to these questions are "yes", then you need to serve as a university/organization sponsor for the Academy of Management (AOM)

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

 Platinum Plus
 \$20,000

 Platinum
 \$16,500

 Gold
 \$11,000

 Silver
 \$8,500

 Bronze
 \$5,500

 Pewter
 \$4,000

For complete information, please contact Megan Johnson, AOM Meetings Coordinator, at <a href="mailto:mjohnson@aom.org">mjohnson@aom.org</a>

#### Exhibit Floor Plan and Schedule **Academy of Management Annual Meeting** August 1 - 4, 2014 9mx9m Pennsylvania Convention Center Level 200 Hall B Exhibitor Philadelphia, PA Conf. Room <u>716</u> Internet Cafe ENTRANCE 3' DRAPE 8' DRAPE 3' DRAPE REGISTRATION **ENTRANCE**

#### **Exhibit Schedule:**

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

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

Friday, August 1

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

#### **EXHIBITS HOURS** (open only to those wearing badges):

Saturday, August 2 Sunday, August 3 Monday, August 4

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

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

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

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.

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

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

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

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

Monday, August 4

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

## 2014 Academy of Management Exhibitors

The Academy of Management Email: exhibits@aom.org

> Tel: (914) 944-2910 Fax: (914) 923-2636

#### Exhibitors/BoothNumber(s)

Alexander Street Press – 709

Annual Reviews – 313

Association Book Exhibit - 707

Berrett-Koehler Publishers – 717, 719

BI Norwegian Business School - 513

Business Expert Press - 613

California Management Review - 414

Cambridge University Press - 720

Canadian Journal of Administrative Sciences - 525

CARMA (Center for the Advancement of

Research Methods and Analysis) - 700

The Case Centre – 412

Cengage Learning – 704, 706

Centre for Monitoring Indian Economy – 310

Cesim - 515

Copenhagen Business School - 509

Darden Business Publishing - 621

Edward Elgar Publishing - 406, 408

EFMD – European Foundation for Management

Development –309

Elsevier BV – 424

Emerald Group Publishing Inc. – 318, 320

GlobaLens/William Davidson Institute at the

University of Michigan – 204

Gower Publishing – 521

Graziadio Business Review, Pepperdine

University – 625

Greenleaf Publishing – 114

Harvard Business Publishing - 416, 418, 420

Harvard Kennedy School Case Program - 325

Hay Group - 217

IAP - Information Age Publishing Inc. - 611

IMD - 511

Innovaccer - 718

#### Exhibitors/BoothNumber(s)

Innovative Learning Solutions

(Marketplace Simulations) – 307

Interpretive Simulations – 410

Ivey Publishing - 505

Kendall Hunt Publishing Co. - 609

Kogan Page. – 617

M.E. Sharpe, Inc. - 308

Magic Massage Therapy. - 213

McGraw-Hill Education - 304,306

The MIT Press - 519

MIT Sloan Management Review - 209

Now Publishers - 425

Oxford University Press 312, 314

Palgrave Macmillan - 205, 207

Pearson - 705

Penguin Random House - 708

Philosophy Documentation Center – Table Display

Project Management Institute - 711

Provalis Research - 507

Rotman School of Management & University

of Toronto Press - 615

Routledge - 612, 614, 616, 618, 620

SAGE - 315, 317, 319, 321

Social Learning Solutions – 624

Society for Human Resource

Management – 305, 404

Springer - 605, 607

Stanford University Press - 517

Stylus Publishing – 619

Thuze (Bridgeport Education) - 721

Walden University - 211

Wiley - 604, 606, 608, 610

WorldStrides Capstone Programs – 316

YouSeeU - 221

## **Exhibits**

Exhibits Coordinator: Megan Johnson, Academy of Management

Day	Start	#	Location	Session Information		
Sat	9:45am	1959	PCC:Exhibit Hall Conf. Room	HRManagement Simulation: Demo and Best Practices		
	12:30pm	1976	PCC:Exhibit Hall B - Booth 524	Witold J. Henisz -Author Event		
Sun	9:45am	9:45am <b>1972</b> PCC:Exhibit Hall Conf. Room		The Power of Digital Textbooks (WITHDRAWN)		
	11:30am	1975	PCC:Exhibit Hall Conf. Room	New Rsrch on Stakeholder Mgmt		
	1:15pm	1973	PCC:Exhibit Hall Conf. Room	Provalis Text Analytics Tools		
	3:00pm	00pm <b>1977</b> PCC:Exhibit Hall B - Booth 524		Greenleaf Publishing 'Meet and Greet'		
		1978	PCC:Exhibit Hall Conf. Room	Datashop: Accessing Data Was Never This Easy		
Mon	9:30am	1974	PCC:Exhibit Hall B - Booth 525	Breakfast with the Editor in Chief		

#### Saturday 9:45AM

## 1959 : (EXH) HRManagement Simulation: Demo and Best Practices

9:45am - 11:15am Pennsylvania Convention Center: Exhibit Hall Conf. Room Tweet this session: #AOM2014 1

Speaker: Clayton Shumate, President of Interpretive Simulations In this session, we will demonstrate our HRManagement Simulation and provide examples of how it can be used effectively in the classroom. I think you will find the presentation to be informative and the event to be a good opportunity to ask questions about your specific course!

#### Saturday 12:30PM

#### 1976 : (EXH) Witold J. Henisz -Author Event

12:30pm - 1:30pm Pennsylvania Convention Center: Exhibit Hall B - Booth 524 Tweet this session: #AOM2014 2

Witold J. Henisz, author of Corporate Diplomacy: Building Reputations and Relationships with External Stakeholders, will be discussing his book and signing copies at the Greenleaf Publishing booth. Witold is the Deloitte & Touche Professor of Management at The Wharton School, The University of Pennsylvania. Witold has served as a consultant for Anglo Gold Ashanti, Rio Tinto, Shell Corporation, Maritime Financial Group, The World Bank, The Inter-American Development Bank, The Conference Board, Eurasia Group, and Philippine Long Distance Telephone Company (PLDT).

#### Sunday 9:45AM

## 1972 : (EXH) The Power of Digital Textbooks (WITHDRAWN)

9:45am - 11:15am Pennsylvania Convention Center: Exhibit Hall Conf. Room Tweet this session: #AOM2014 3

This informative session will cover the myths and realities of eTextbooks. We will highlight our born-digital texts and describe the process of bringing this innovative combination of textbook and eplatform to life. Attendees to this session will learn how our Thuze eTextbooks are created, designed, and developed. Specifically, we'll showcase our business and management list and present the power and depth of the digital textbook. At the end of a session we'll hold a small meet and greet providing coffee, tea, and snacks.

#### Sunday 11:30AM

## 1975 : (EXH) Rethinking Project Stakeholder Management - Findings from an International Research Project funded by PMI

11-30am - 1:00pm Pennsylvania Convention Center: Exhibit Hall Conf. Room Tweet this session: #AOM2014 4

In this international research project, partly funded by Project Management Institute, the researchers have examined methods of project stakeholder management in companies and public organizations. Author, Prof. Dr. Pernille Eskerod, University of Southern Denmark, will present findings relevant for both researchers and practitioners of stakeholder management on applied and studied systemic methods for stakeholder analysis in real projects. The Project Management Institute is the world's largest not-for-profit membership association supporting the creation and

dissemination of knowledge in the field of project, program and portfolio management.

#### Sunday 1:15PM

## 1973 : (EXH) Analyze Text Data with Provalis Research Text Analytics Tools

1:15pm - 2:45pm Pennsylvania Convention Center: Exhibit Hall Conf. Room Tweet this session: #AOM2014 5

In this presentation, Provalis Research will showcase its integrated collection of text analytics software. QDA Miner is an easy to use qualitative and mixed methods software that meets the needs of researchers performing qualitative data analysis and would like to code more quickly and more consistently larger amounts of documents. It offers high level computer assistance for qualitative coding with innovative text search tools that help users speed up the coding process as well as advanced statistical and visualization tools. Users with even bigger text data, can also take advantage of WordStat. This add-on module to QDA Miner can be used to analyze huge amounts of unstructured information, quickly extract themes, find trends over time, and automatically identify patterns and references to specific concepts using categorization dictionaries.

#### Sunday 3:00PM

#### 1977: (EXH) Greenleaf Publishing 'Meet and Greet'

3:00pm - 4:00pm Pennsylvania Convention Center: Exhibit Hall B - Booth 524 Tweet this session: #AOM2014 6

Greenleaf Publishing invites you to join us at is our 'Meet and Greet' event at the Academy of Management; we look forward to meeting old friends and new. It is taking place at the Greenleaf booth and will be an informal meeting with refreshments and will provide you with the opportunity to join our community and hear about our plans for the future, discuss book proposals with our publishing team and also talk to Greenleaf authors, including Sanjay Sharma, author of Competing for a Sustainable World: Building Capacity for Sustainable Innovation.

## 1978 : (EXH) Datashop: Accessing Data Was Never This Easy

3:00pm - 4:30pm Pennsylvania Convention Center: Exhibit Hall Conf. Room Tweet this session: #AOM2014 7

Today, the biggest problem that researchers face is access to clean and standardized data. Join us to explore how Datashop provides easy access to research-ready and linked datasets hosted across finance, macroeconomic, legal, social, and other domains.

#### Monday 9:30AM

#### 1974 : (EXH) Breakfast with the Editor in Chief

9:30am - 10:30am Pennsylvania Convention Center: Exhibit Hall B - Booth 525 Tweet this session: #AOM2014 8

Please join us at the Canadian Journal of Administrative Science's booth for the opportunity to speak with Professor Vishwanath Baba, Editor in Chief.

## **Placement Services**

Director: Garry Adams, Auburn University Associate Director: Mike Ryan, Bellarmine University Assistant Director: Marianne Miller, Virginia

Commonwealth University

Placement Coordinator: Wendy Kramer, Keystone College

Online Placement Services: http://aom.org/placement/

## 2014 Academy of Management Onsite Placement Services Registration

Location:

Philadelphia Marriott Downtown 1201 Market St. Philadelphia, PA 19107

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

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

#### Placement Committee Volunteers 2014-2015

- Becky Badawy, University at Buffalo (State University of New York)
- Josh Bendickson, Louisiana State University
- Jeffrey Bentley, University at Buffalo (State University of New York)
- Jeremy Bernerth, Louisiana State University
- Janice Black, Coastal Carolina University
- Robyn Brouer, Canisius College
- Shawna Chen, Texas Tech University
- Jason DeBode, Missouri St. University
- Kaitlyn DeGhetto, Florida State University
- Kay Devine, Athabasca University
- Stacey Donahue, Keystone College
- James Dulebohn, Michigan State University
- Kimberly Ellis, Florida Atlantic University
- Randy Evans, University of Tennessee-Chattanooga
- Claudia Ferrante, USAF Academy
- Jason Fertig, University of Southern Indiana
- Angela French, Texas Tech University
- Crissie Frye, Eastern Michigan University
- Vickie Coleman Gallagher, Cleveland State University
- Ann Gregory, American University Bulgaria
- Jakari Griffith, Bridgewater St. University
- Erin Henry, Harvard University

#### **Process & Costs**

Placement Services for the 2014 Academy of Management annual meeting will be located in Downtown Marriott, 1201 Market St., Philadelphia, PA 19107. Although the Online placement services are now conducted annually on a rolling basis, it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the conference—our summer career fair. You must "buy" this option and a table when you put in your new ad beginning in June and continuing through the meeting in Philadelphia. We will provide assistance on-site in Philadelphia if you are unsure on how to place your ad and involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

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

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

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

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

Tables are provided for conducting interviews during the Academy of Management's meeting in Philadelphia. They are located in small-medium size rooms (12–18 tables/room) and will be available from noon on Friday, August 1st through noon on Tuesday, August 5th. The cost to reserve a table for the meeting is \$135. Reservations will be available online with the purchase of an ad at <a href="http://aom.org/placement/">http://aom.org/placement/</a> beginning May 15<sup>th</sup>, on a first come first served basis. If space is available, some tables may be reserved on-site on a daily prorated cost basis.

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

Ins and Outs of Faculty Recruitment: Workshop for Recruiters Friday, August 1<sup>st</sup>: 3:30 – 5:00 p.m., Auditorium Lecture Hall (Room 114), Philadelphia Convention Center

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

The Academic Job Search: Workshop for Applicants Friday, August 1<sup>st</sup>: 5:30 – 7:00 p.m., Auditorium Lecture Hall (Room 114), Philadelphia Convention Center

#### **Placement Services**

- Andy Hinrichs, California St. University Chico
- Jessica Inocencio-Gray, University of Texas San Antonio
- Gary Insch, West Virginia University
- Matrecia James, Jacksonville University
- Teresa Svacina-Johnson, University of Texas San Antonio
- Cheryl Jordan, Color Outside the Lines, LLC
- Christian Kiewitz, University of Dayton
- Ida Kutschera, Bellarmine University
- Jae Hwan Lee, Texas Tech University
- Ying Liu, Florida International University
- Alejandra Marin, Texas Tech University
- John Martin, USAF Academy
- Matt Mazzei, Samford University
- Angela Miles, North Carolina A&T University
- Melanie Milovac, University of Cambridge
- Millicent Nelson, Middle Tennessee State University
- Stephanie Newell, Eastern Michigan University
- Deborah Pembleton, College of St. Benedict/St. John's University
- LeJon Poole, Campbell College
- Maiyuwai Reeves, University at Buffalo (State University of New York)
- Bill Ritchie, James Madison University
- Sammie Robinson, Texas Southern University
- Stephanie Seitz, California State University East Bay
- Brooke Shaughnessy, Technische Universitat Munchen
- Scott Sherman, Texas A&M Corpus Christi
- Joe Thornton, Bellarmine University
- Janice Witt Smith, Winston-Salem University
- Lisa Stickney, University of Baltimore
- Darren Treadway, University at Buffalo (State University of New York)
- Liva Van Scotter, University of Florida
- Diana Wong, Eastern Michigan University
- Jun Yang, Renmin University

This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and features a panel of university placement experts.

#### **Placement Activities**

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

#### **Excerpt from the Academy's Code of Ethical Conduct**

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

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

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

#### William H. Newman Award

for best paper based on a dissertation

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

The Awards Committee, under the direction of Chair Helena Barnard, Gordon Institute of Business, South Africa, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs.

#### The 2014 William H Newman Award Nominees are:

#### **BPS**

Envisioning the Improbable: Judgment and Strategy in Heavy-Tailed Contexts

Shellwyn L Weston, New York U.

#### CAR

Possible Selves' Dynamism: Identity Experiments following a Career Transition

Pamela A. Suzanne, U. de San Andrés

#### CM

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

Constructing Professional Identities in Ambiguity: The 'Shapeshifter' Cara Reed. Cardiff U.

#### **ENT**

Opportunity Pursuit, Disinhibition, & Social Bias: Advancing Beyond Individual Action

Daniel Lerner, U. de Deusto

#### **GDO**

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

#### HCN

Is Privatization the Solution to the Financial Distress of Public Hospitals?

Zo Harivololona Ramamonjiarivelo, Governors State U.

#### HR

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

#### IM

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

#### MC

Developing Theory and Skills in Conversational Consulting: The Relevance of a Doctoral Programme.

Stefan Cantore, U. of Southampton

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

#### The Search for 'Real' Farmers-Questions of Social Identity in

Farmer- Based Organizations
Natasha Katuta Mwila, Monash U.

#### OB

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

#### **OCIS**

Information Flow in Interactions
Natalie C. Cotton-Nessler, Bentley
II

#### **ODC**

Dancing between Illusion and Reality: Decoupling in Postacquisition Integration Natalia Vuori, Aalto U.

#### OMT

Understanding the Evolution of Theoretical Constructs in Organization Studies: Examining "Purpose"

Laura Singleton, Eckerd College

#### ONE

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

#### RM

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

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

#### TIM

Casting Shadows: Impact Of Parent-Spinout Knowledge Distance On New Venture Alliances Shweta Gaonkar, U. of Maryland

## Carolyn Dexter Award

for best international paper

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for this prestigious Award include the following:

(a) The theme and content of the paper should reflect an awareness of business and management outside the domestic

boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are

considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates

one paper to the chair of this year's Dexter Award Committee, Silvia Inés Monserrat, UNICEN Business School, Argentina

#### The 2014 Carolyn Dexter Award Nominees Are:

#### **BPS**

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

#### CAR

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

#### CM

Motivating Groups in Base-of-the-Pyramid Markets
Geoffrey Kistruck, Schulich School of Business
Robert Lount, The Ohio State U. Brett R. Smith, Miami U. Ohio Brian Bergman, Miami U. Ohio

Competition vs. Cooperation:

Todd W. Moss, Syracuse U.

**CMS** 

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

#### **ENT**

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

#### **GDO**

How does ethnic diversity impact group performance? – Network cohesion and diversification Wei Zheng, U. of Wisconsin - River Falls

Jun Wei, U. of Science and Technology Beijing

#### HCM

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

#### HR

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

#### IM

Expatriate Social Networks in Terrorism-Endangered Countries: An Empirical Analysis Benjamin Bader, U. of Hamburg

Tassilo Schuster, U. of Erlangen, Nuremberg

#### **MED**

The Role of Social Closeness in Chinese Business Students' Ethical Judgments

Emmy van Esch, Hong Kong Baptist

Flora F T Chiang, Hong Kong Baptist U.

Thomas A Birtch, U. of Cambridge

#### MH

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

Using Oppositional Analysis Grounded in Personal Construct Theory to Elicit Strategic Tensions Robert Phillip Wright, Hong Kong Polytechnic U.

Mac Wai-Ming MAK, Hong Kong Polytechnic U.

#### **OCIS**

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

#### ODC

Infusing sustainability: The role of external triggers and internal actors in pursuing change

Vera Blazevic, Radboud U. Nijmegen Kristina Lauche, Radboud U.

Niimeaen

Karen L. Janssen, Radboud U. Niimegen

Allard C.R. Van Riel, Radboud U. Nijmegen

#### OM

Environmental Competencies and Competitive Advantage: Is Green IS the missing link? Vaidy Jayaraman, U. of Miami

Antony Paulraj, U. of Southern Denmark

Shaorui Li, Southwestern U. of Finance and Economics Kuo-chung Shang, National Taiwan Ocean U.

## Carolyn Dexter Award

for best international paper

#### **OMT**

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

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

#### **PNP**

Wales

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

Janine O'Flynn, U. of Melbourne **RM** 

Multigroup Ethnic Identity Measure: An Investigation of Its Psychometric Properties Jennifer Feitosa, U. of Central Florida

Central Florida
Deeja Cruz, U. of Central Florida
Lindsay Moynihan, U. of Central
Florida

Christina Noelle Lacerenza, U. of

#### SAP

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

Vocabularies of Divergent Legitimizing Strategies and their Effect on Ethical Standardization

Melanie Maria Ganter, U. of St. Gallen **TIM** 

The Evolution of Absorptive Capacity Routines in Corporate R&D Subsidiaries Aneesh Banerjee, Cass Business School, City U. London

Joseph Lampel, City U. London

Ajay Bhalla, City U.

## **2014 Academy of Management Annual Meeting Statistics**

TABLE 1: Submissions by Sponsors (Numbers reflect the submissions that were checked in and reviewed. Some symposia were submitted to more that one sponsor.)

Sponsor	Paper Submitted	Papers Accepted	Discussion Papers Accepted	Best Papers	Symposia Submitted	Symposia Accepted	Showcase Symposia	PDWs Submitted	PDWs Accepted	
AAA	0	0	0	0	0	0	0	8	8	
AAM	0	0	0	0	0	0	0	4	4	
AAT	0	0	0	0	53	30	8	16	8	
BPS	682	328	32	32	71	57	6	33	30	
CAR	110	57	8	6	23	14	2	24	9	
CM	99	56	4	6	35	21	2	4	4	
CMS	108	58	8	6	13	7	1	11	10	
D&ITC	0	0	0	0	0	0	0	4	4	
ENT	572	298	28	30	39	26	3	32	29	
GDO	200	96	12	10	34	23	3	10	9	
нсм	119	64	7	7	5	1	1	12	10	
HR	327	160	16	15	74	48	6	27	22	
IAM	0	0	0	0	0	0	0	5	5	
IM	407	204	0	21	30	18	2	32	27	
INDAM	0	0	0	0	0	0	0	4	4	
ITC	0	0	0	0	0	0	0	5	4	
MC	43	20	3	2	8	6	0	19	10	
MED	114	52	5	6	7	5	0	25	17	
MH	44	19	3	2	5	2	1	9	9	
мос	184	96	8	9	54	33	3	8	7	
MSR	43	24	4	2	9	5	1	16	9	
NDSC	0	0	0	0	0	0	0	5	2	
ОВ	855	407	0	41	155	109	11	30	30	
OCIS	173	100	10	10	20	7	1	5	5	
ODC	119	54	6	6	33	24	3	24	18	
ОМ	105	53	8	6	2	1	0	6	6	
OMT	606	284	16	30	92	66	7	35	29	
ONE	111	56	6	6	11	9	1	18	9	
PNP	186	92	4	6	5	1	1	5	5	
PTC	0	0	0	0	0	0	0	7	6	
RM	68	32	3	3	10	6	1	27	18	
SAP	76	38	3	4	11	4	1	6	5	
SIM	305	156	16	17	48	31	3	18	11	
TIM	495	253	24	28	50	36	3	22	21	
TLC	0	0	0	0	0	0	0	72	46	
TTC	0	0	0	0	0	0	0	5	5	
Totals:	6151	3057	234	311	897	590	71	593	455	

TABLE 2: Sessions & Participants

Session Type	Total
Caucus	30
Discussion Paper	
Session	59
Meeting	290
Paper Session	766
PDW Workshop	449
Plenary Session	19
Social Event	75
Symposium	296
All Sessions	1984

Participants	Total
People On Program	9572
Countries	
Represented	89

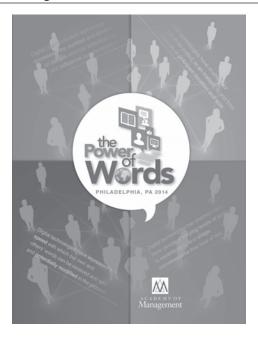
TABLE 3: Affiliations with 40+ Participants

Affiliation Name						
Aalto U.	Rutgers U.					
Arizona State U.	Stanford U.					
Bocconi U.	The Ohio State U.					
Case Western Reserve U.	Tilburg U.					
Columbia U.	U. of Central Florida					
Copenhagen Business School	U. of Illinois, Urbana-Champaign					
Cornell U.	U. of Maryland					
Erasmus U. Rotterdam George Washington U.	U. of Michigan U. of Minnesota					
Harvard U.	U. of New South Wales					
IESE Business School	U. of Pennsylvania					
INSEAD	U. of Southern California					
Michigan State U.	U. of St. Gallen					
National U. of Singapore	U. of Toronto					
New York U.	VU U. Amsterdam					
Northwestern U.	Xi`an Jiaotong U.					
Pennsylvania State U.	York U.					

<sup>\*</sup>Self-identified. Data may be incomplete. The Academy takes no position on national borders.

**TABLE 4: Participant Country Representation** 

Country Name*	Count	Country Name*	Count	Country Name*	Count
ARGENTINA	10	ICELAND	4	PERU	5
AUSTRALIA	321	INDIA	91	PHILIPPINES	6
AUSTRIA	69	INDONESIA	2	POLAND	12
AZERBAIJAN	1	IRAN	1	PORTUGAL	40
BANGLADESH	1	IRELAND	45	PUERTO RICO	1
BARBADOS	4	ISRAEL	67	QATAR	5
BELGIUM	104	ITALY	178	ROMANIA	1
BRAZIL	92	JAMAICA	1	Russian Federation	23
BURKINA FASO	1	JAPAN	44	SAUDI ARABIA	2
CANADA	484	KENYA	3	SINGAPORE	136
CHILE	13	Korea, Republic Of	1	SLOVENIA	9
CHINA	307	KUWAIT	2	SOUTH AFRICA	15
COLOMBIA	12	LAOS	1	SOUTH KOREA	105
COSTA RICA	7	LEBANON	13	SPAIN	211
CYPRUS	5	LIECHTENSTEIN	2	SRI LANKA	1
CZECH REPUBLIC	1	LITHUANIA	3	SWEDEN	62
DENMARK	124	LUXEMBOURG	4	SWITZERLAND	197
Dominican Republic	2	MACAU	8	TAIWAN	127
ECUADOR	1	MALAYSIA	7	TANZANIA	1
EGYPT	5	MALTA	2	THAILAND	9
ESTONIA	1	MARTINIQUE	1	TRINIDAD & TOBAGO	4
FINLAND	108	MEXICO	14	TUNISIA	1
FRANCE	255	NETHERLANDS	313	TURKEY	21
GERMANY	426	NEW ZEALAND	47	UGANDA	6
GHANA	2	NICARAGUA	1	United Arab Emirates	20
GREECE	14	NIGER	1	UNITED KINGDOM	694
GRENADA	1	NIGERIA	9	UNITED STATES	4422
GUATEMALA	1	NORWAY	50	VENEZUELA	2
HONG KONG	121	OMAN	1	VIETNAM	2
HUNGARY	3	PAKISTAN	23		



#### **Abbreviations Used in the Program Guide**

#### **Divisions & Interest Groups:**

BPS - Business Policy & Strategy

**CAR** - Careers

CM - Conflict Management

CMS - Critical Management Studies

**ENT** - Entrepreneurship

GDO - Gender & Diversity in Organizations

**HCM** - Health Care Management

HR - Human Resources

**IM** - International Management

MC - Management Consulting

MED - Management Education & Development

MH - Management History

MSR - Management Spirituality & Religion

MOC - Managerial & Organizational Cognition

OM - Operations Management

OMT - Organization & Management Theory

ODC - Organization Development & Change

OB - Organizational Behavior

OCIS - Organizational Communication & Information Systems

ONE - Organizations & the Natural Environment

PNP - Public & Nonprofit

RM - Research Methods

SAP - Strategizing As Practices

SIM - Social Issues in Management

TIM - Technology & Innovation Management

#### Other Abbreviations:

AAA - All Academy Activities

AAC - Affiliate Activities & Committees

AAM - Asia Academy of Management

AAT - All Academy Theme

CAU - Caucuses

D&ITC - Diversity & Inclusion Theme Committee

**DISC - Discussion Paper Sessions** 

EXH - Exhibit Hall

IAM - Iberoamerican Academy of Management

ICW - In-Conjunction With Activities

INDAM - Indian Academy of Management

ITC - International Theme Committee

JS - Joint Symposia

NDSC - New Doctoral Student Consortium

PTC - Practice Theme Committee

SHCS - Showcase Symposia

TTC - Teaching Theme Committee

TLC - Teaching & Learning Conference

#### **Session Locations:**

PCC - Pennsylvania Convention Center

MAR - Philadelphia Marriott Downtown

LWS - Loews Philadelphia Hotel

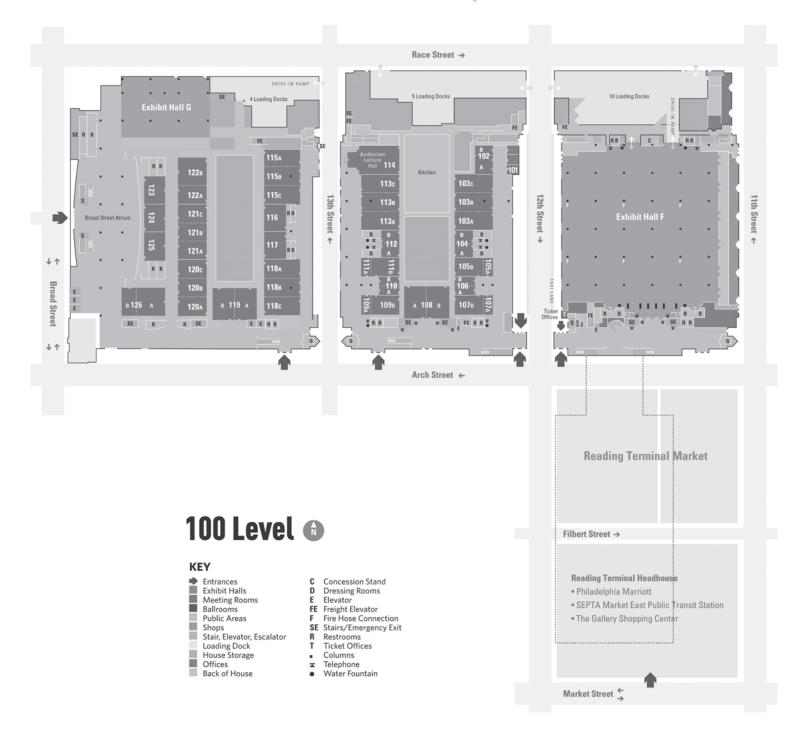
SHR - Sheraton Philadelphia Downtown Hotel

OS - Offsite

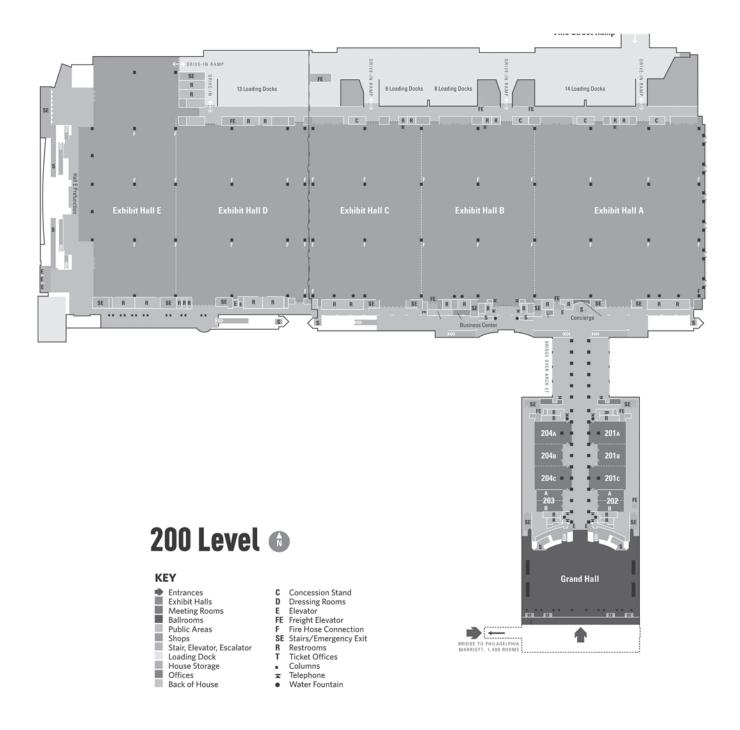
#### Symbols:

- Program Theme-oriented
- Teaching-oriented
- Management Practice-oriented
- → International-oriented
- Research-oriented
- Diversity-oriented
- Selected as a conference Best Paper

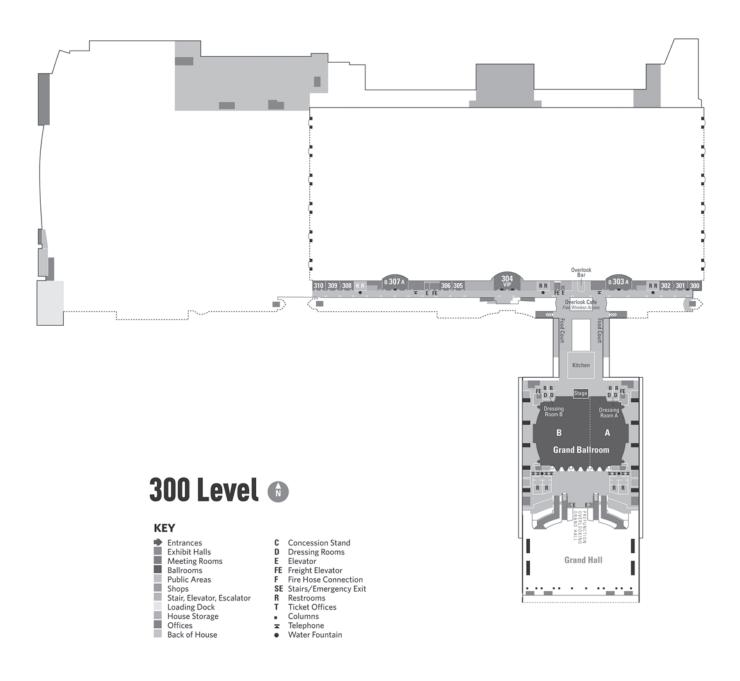
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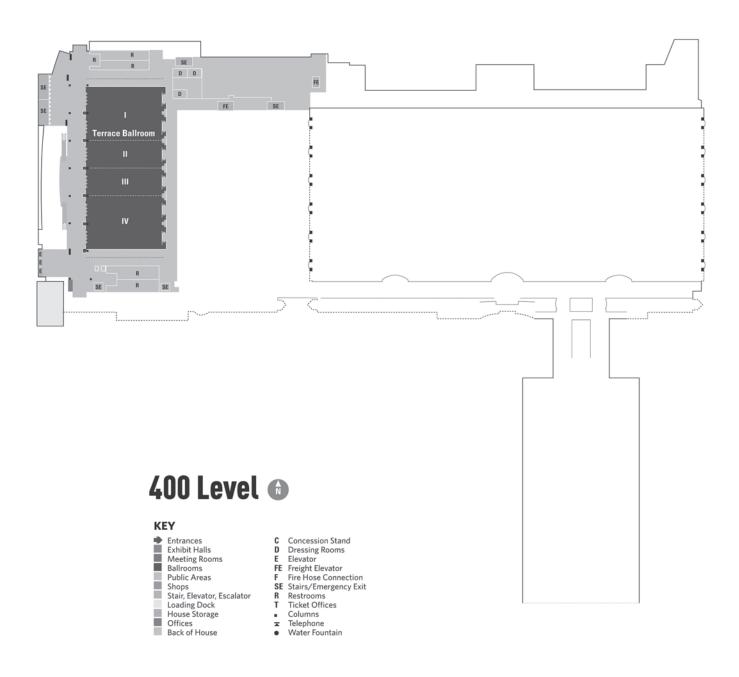
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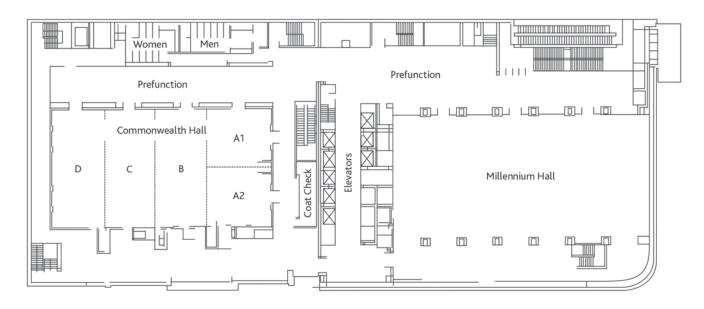
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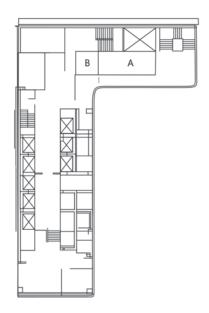
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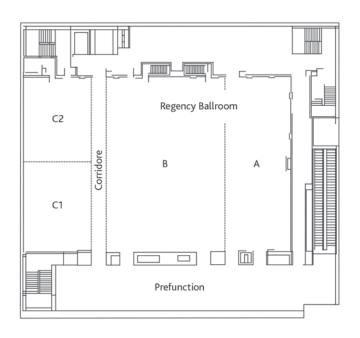
## Loews



**Second Floor** 

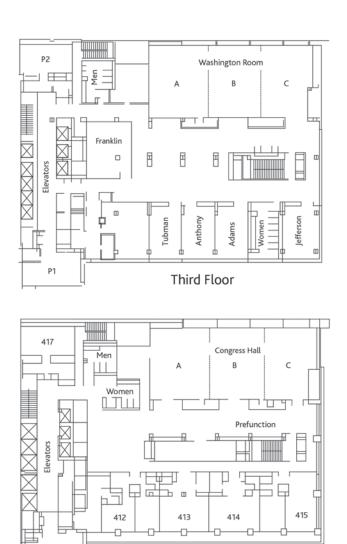


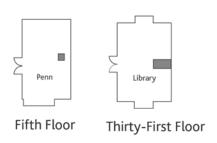


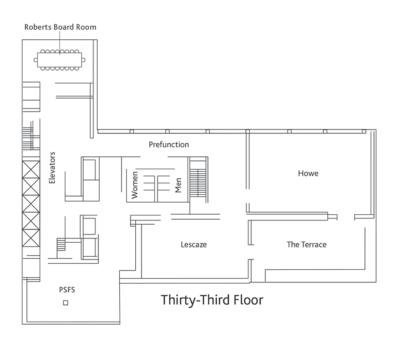


Second Floor Mezzanine

## Loews



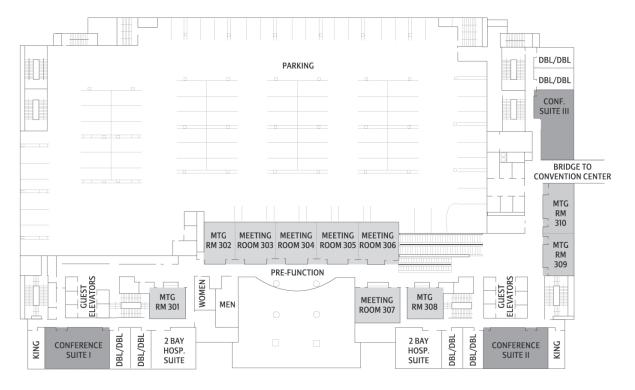




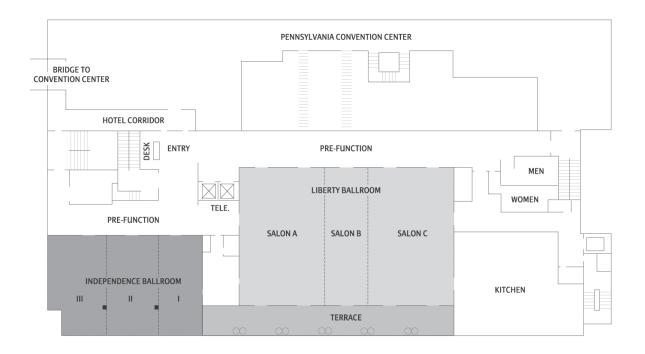
Section A 59

Fourth Floor

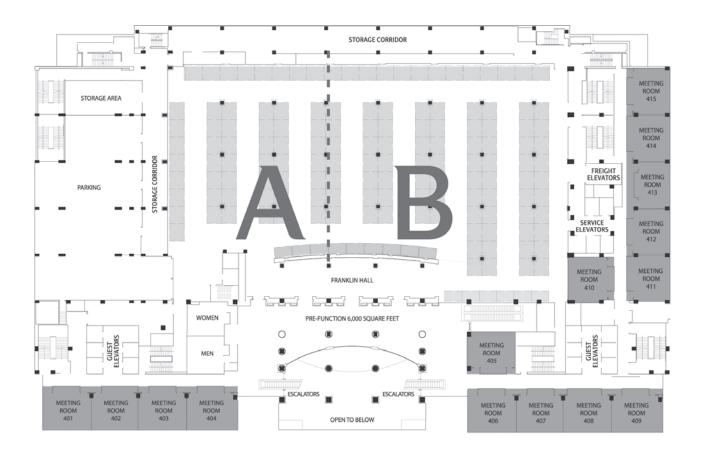
## Philadelphia Marriott Downtown



## LEVEL 3

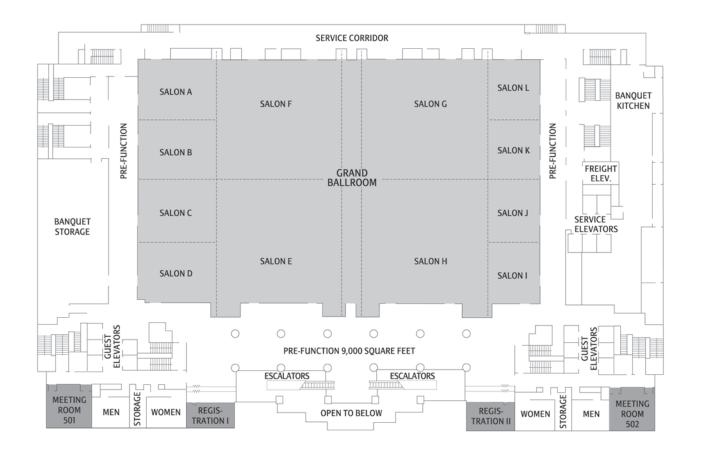


## Philadelphia Marriott Downtown



LEVEL 4

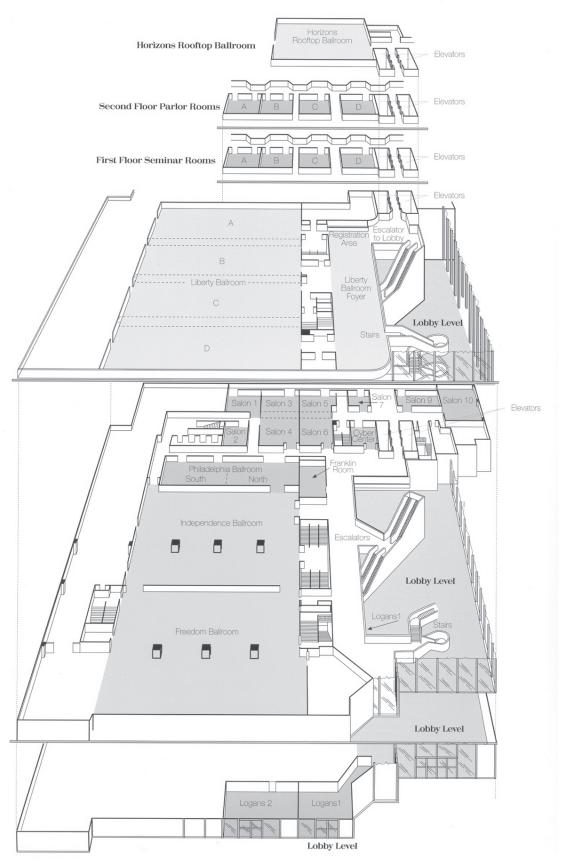
## Philadelphia Marriott Downtown



#### LEVEL 5

	Dimensions			Capacity				
Meeting Room	W×L×H	Sq. Ft.	Theater	Schoolroom	Conference	U-Shape	Reception	Banquet
Grand Ballroom	245x140x22	33,000	2,400	-	-	4,500	2,950	50
Salon A, B, C & D (each)	46x34x18	1,550	100	46	46	215	120	50
Salon E, F, G & H (each)	72x69x22	4,920	350	-	-	700	420	30
Salon I, J, K & L (each)	32x35x18	1,050	70	32	34	150	90	50
Registration I & II (each)	27x21x10	394	22	20	18	-	20	22
Meeting Room 501 & 502 (each)	27x20x10	498	28	26	20	70	40	20

## Sheraton



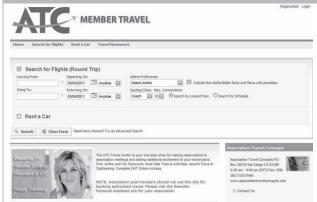
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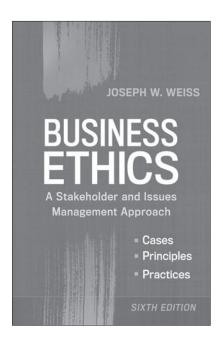
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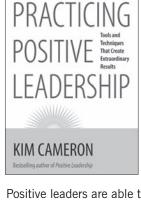
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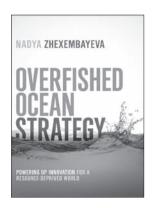
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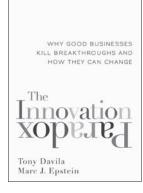
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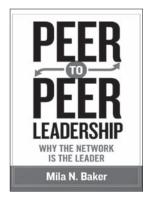
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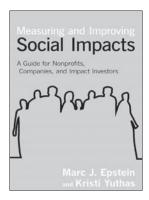
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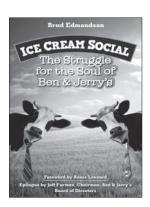


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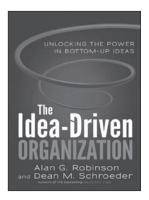
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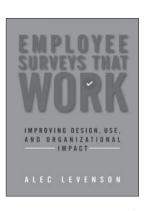
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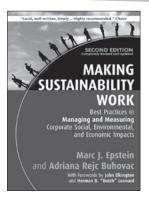
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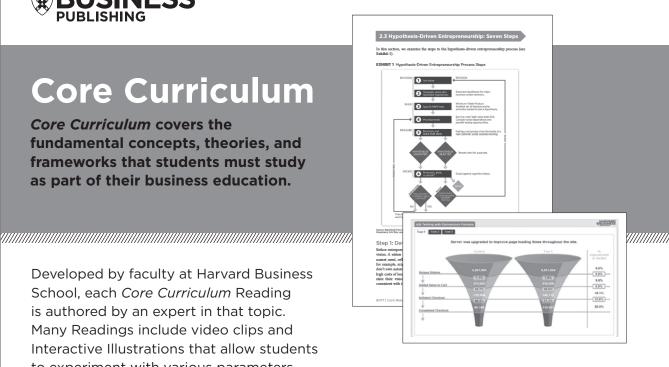


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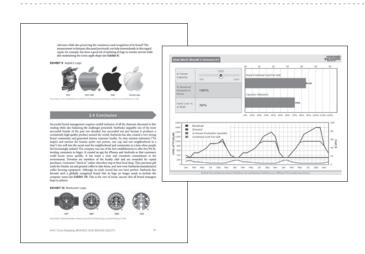
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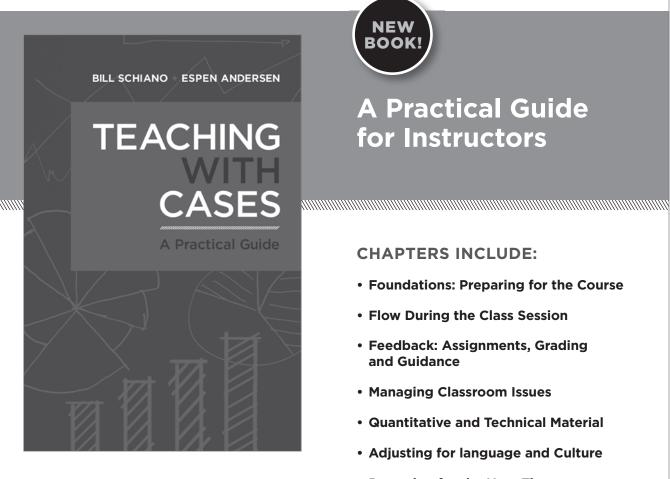
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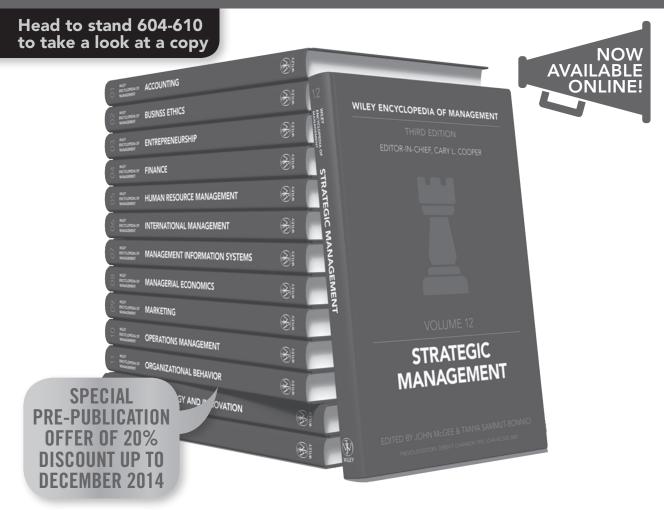
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LWS: Regency Ballroom A	3 € OD: TI	ne Productivity I	Process				OU IVII I. I	ne Netum or on	1 4401025
LWS: Regency Ballroom C1		octoral PDW	-100635						-
LWS: Regency Ballroom C2		Naming Create:	Awaranasa			75	MCD: Evil Dv. /	Any Other Name	`
LWS: Tubman Room						15	IVIOR. EVII DY F	Any Other Name	<del>.</del>
LWS: Washington Room A	<b>34</b> MSR/0		pirituality & Work			76	MSR/SIM- Wie	sdom in Busine	Se .
LWS: Washington Room B		<b>51</b> GD0	OB: Beyond Bal	ance	74				
LWS: Washington Room B	24 1417	C/NDCC-N-	Mamber M. J.		/1			able Economies	no rio o
	<b>31</b> MH/II	C/NDSC: New I	Member Worksho	op		74	iaw/iw: insign	ts from Iberoan	
OS: Campbell Soup Headquarter	24121								94 OM:
OS: QVC	<b>24</b> HR: H	R Corporate To							-
OS: TBD	L.(D.::	<b>50</b> ENT/	SIM: SE Site Visi	its					
OS: Temple University, Fox Schoo	l of Business				66	ENT: O	oen Source Vid	leo Resource	-
OS: Temple University			ENT Doctoral Co	onsortium					-
OS: Temple University		<b>49</b> ENT:	ENT ECDC						-
OS: Wharton School				<b>62</b> ∏	M/BPS/ONE/I	M/OM: F	rom (Auto)Mob	oile to Mobility	-
PCC: A-125 South Show Office		ırsing Room							
	AA: Registration								
PCC: Room 102 A			and IM Research		64 IM/BPS	OB: Pov	erty Alleviation		
PCC: Room 102 B	<b>16</b> AAM:	Guanxi/Social n	etwork						Research in South Asia
PCC: Room 103 C							<b>81</b> ODC/I	MC/TTC/MED:	High Impact Change
PCC: Room 104 A,B			ODC Doctoral C	Consortium					-
PCC: Room 105 B.	<b>9</b> AAA: Ho	spitality Suite							
PCC: Room 106 AB	<b>10</b> AAA:	Technology Cer							-
PCC: Room 109 A			<b>59</b> ONE:	Social & Env	iron. Disclosu	re			
PCC: Room 109 B	<b>38</b> OMT:	OMT Junior Fac	culty Consortium						
PCC: Room 110 A,B	<b>26</b> IM: CS	R in a Global V	Vorld			77	ODC/MC/NDS	C: Action Rese	arch
PCC: Room 111 A			<b>60</b> PTC:	Words for elif	es				<b>86</b> HCM: Reflection on
PCC: Room 111 B	<b>39</b> OMT:	OMT Doc Con							-
PCC: Room 112 A	7 OCIS: OCIS Cor	ntinental	<b>57</b> OCIS	: OCIS Docto	ral Consortiun	n			-
PCC: Room 112 B			<b>58</b> OCIS	: OCIS Junior	Faculty Cons	ortium			-
PCC: Room 120 A	<b>27</b> IM: Do	Well in Global	Teaching						9 MC/ODC: Effective
PCC: Room 120 B	<b>37</b> ODC/0	CMS/OMT: Navi	igating Complexi	ty					1 OMT/SAP/OCIS:
PCC: Room 120 C	<b>42</b> OMT/7	TIM/BPS/MOC/E	ENT: Cultural Ent	trepreneurshi	)	79	PNP/MC/ODC	: Boundary Spa	nning Leadership
PCC: Room 121 B				<b>61</b> ⊺∥	M: TIM Doctor	al Conso	ortium		•
PCC: Room 121 C		<b>52</b> HCM	: Emerging Scho	lars Consortiu	m				-
PCC: Room 122 A	<b>40</b> OMT/E	3PS: Scandal P	rocess and Rese	arch		78	OMT/ONE/PNI	P: Engaging Os	trom
PCC: Room 126 B	<b>30</b> MC: N	Igmt. Consulting	In the Rough						90
PCC: Room 202 A			gorization Worksl	hop				8	<b>37</b> IM: Global
PCC: Room 202 B		Urgent Sustaina				73	HCM: Patient		
PCC: Room 203 A			New Scholar Con	S.					95
PCC: Room 203 B			Gender Education		sia			s	38 IM/BPS: Institutiona
PCC: Room 300		Speaker Prepara		o iii Coddii A	J				
	AA: Technology Center	opeaner Frepan	uuon						=
MAR: Conference Suite 1		MD Internations	al						
www. Oomerence oulle I	<b>∠3</b> I∪W: I	MD Internationa	ai .						

F	riday	Mo	rning	g, Au	gust	1,	2014	(conti	nued)		
		:00	8:30	9:00	9:30		10:00	10:30	11:00	11:30	
MAR: Room 302							<b>69</b> OB/MS	R: Words as Tok	ens		
MAR: Room 414,415	3	6 OB/PN	P: Power of W	ords &Team from	Hell	<b>63</b> C	AR/OB: Dem	stifying Postdocs	3		
SHR: Franklin Room & Foyer	← AAA: Technolog	y Center									>
SHR: Freedom G							<b>70</b> SAP/B	PS: New Ways of	Teaching St	rategy	>
SHR: Independence A	4	15 RM/OE	B/HR: Advance	d SEM						93 RM/OMT/BPS:	<b>→</b>
SHR: Independence B	2	20 BPS/T	IM/OMT: Dealir	ng with Endogene	eity					85 ENT: Clinical	>
SHR: Independence C				<b>54</b> BPS/	TIM/IM: Design	ning All	iance Agreen	nents			
SHR: Independence D	2	22 ENT/M	ED: Measuring	Education			72	ENT: The Art an	d Craft of Re	viewing	
SHR: Philadelphia North	1	<b>18</b> BPS: E	BPS Doctoral C	onsortium							<b>→</b>
SHR: Philadelphia South	1	9 BPS/H	R/OB/RM: Stra	tegic Human Car	oital			82	ENT/BPS: P	sychology of	<b>→</b>
SHR: Salon 2	2	29 ITC/ME	ED/ENT: Conte	xtualization of Le	arning						
SHR: Salon 5	4	4 RM/M0	OC/OB: Advice	on Qual Disserta	tions					<b>92</b> RM/OB/OMT:	>
SHR: Salon 6			<b>47</b> BPS:	BPS Dissertation	n Consortium						•
SHR: Salon 7	1	<b>15</b> AAA: S	peaker Prepar	ation							>
SHR: Salon 9							<b>67</b> INDAM	I/AAM: Indian Ma	nagement Co	oncepts	

Section B

	Fr	iday	Aft	erno	on, A	lugu	st 1,	2014		
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
LWS: 1M-A									<b>149</b> A/	A: AMD Editors's
LWS: Anthony Room	← GDO	):	114 M	H: Image-base	d research and	rigor				
LWS: Commonwealth A1	◆ AAA:	Technology	Center							
LWS: Commonwealth A2		<b>100</b> AAA	A: AMLE/JME	Reviewer's W	/orkshop			<b>145</b> GDO/	MED: Race an	d Gender in BSchool
LWS: Commonwealth C				t Analysis Res	earch					
LWS: Commonwealth D	◆ AAA:	Ethics in Ma	anagement							
LWS: Congress Room A					<b>128</b> M	DC: Language	in Cognition			
LWS: Congress Room C				ersity Publishi	ng Workshop					
LWS: Howe Room			overnors' Mee	eting						
LWS: Jefferson Boardroom	◆ AAA:	Speaker Pro	eparation							
LWS: Penn				OO: Pedagogy	and Women L	eaders				
LWS: Regency Ballroom C1	← SIM:	Doctoral PD	W							
LWS: Regency Ballroom C2		<b>105</b> MH:	: Researching	Sport			<b>137</b> M	SR: MSR Docto	oral Consortiur	n
LWS: Washington Room A					<b>126</b> D8	ATC/CAR: Aca	ademic Careers	s Options		
LWS: Washington Room C			A: Publishing i		<b>124</b> AAA: Pub	lishing in				
OS: Campbell Soup Headquarter	r ← OM:	Campbell Sc	oup World HQ	Visit						
OS: Drexel University									<b>152</b> ⊺∥	M/BPS/ENT:
OS: Maggiano's Little Italy Restar										155 HR:
OS: QVC		HR Corporat								
OS: TBD		SIM: SE Site								
OS: Temple University			ral Consortiun	n						
OS: Temple University		ENT ECDC								
OS: Wharton School				Auto)Mobile to	Mobility					
PCC: A-125 South Show Office		Nursing Ro								
PCC: Exhibit Hall B.		Registration		· ·						
PCC: Room 102 A	← IIM:		aculty Consc							
PCC: Room 102 B		<b>107</b> OD	C/MC: The Ur	nexpressed						
PCC: Room 103 B	- Lliab	Impact Char	aga Evaraisas		<b>127</b> M	C: Framing cha	ange			
PCC: Room 103 C			nge Exercises							
PCC: Room 104 A,B		Hospitality	oral Consortiu	m						
PCC: Room 105 B. PCC: Room 106 AB		Technology								
			r Faculty Con	a a rti um				Pt 11 1 1		
PCC: Room 109 B	← OIVI I					1	135 110: Qua	ality Undergrad		
PCC: Room 110 A,B PCC: Room 111 A	- UCM	: Reflection		pment Worksl		ID/MOD O	b.l. A.d. M.		47 MC: How	to Co-Create for
		: OMT Doc (			129 PM	IP/MSR: Susta	ainable Arts Ma		or a programme	
PCC: Room 111 B PCC: Room 112 A			toral Consorti	um			139 ON	MT: OMT Teach		
			or Faculty Co							54 MC: Organizatio
PCC: Room 112 B PCC: Room 114-Aud. Lecture Ha		o. OOIO Julii	of Faculty Co	11301 tiuili				444 ^ ^		53 AAM: Latest
		DDC: Effectiv	o Global	400 114	VOD/ODO: C				A: Ins and Ou	
PCC: Room 120 A PCC: Room 120 B		/SAP/OCIS:	. C Global	122 11	I/OB/ODC: Cro		· · · · · · · · · · · · · · · · · · ·	1	40 UNIT/SAF	P/OB: Mid-Career
PCC: Room 120 B	₹ OWI		/DDC: Dags	rohina Onor I		M/BPS: Emplo		IA2 ONTALIA	/ENT: Lintow :	
PCC: Room 120 C		T TU IIM		rching Open Ir	NT: Multilevel	nnovation N-4		142 OMT/MH/	LINI. MISTORY &	
PCC: Room 121 B	₹ TIM:	TIM Doctora	I Consortium		in i : iviuitilevel	nnovation iver	WORKS			
PCC: Room 121 C			Scholars Cons							
PCC: Room 121 C	₹ HOW				n Dorticination		I 2 A TIMA/ONAT	/DDC: Notice of	o and Innover	an .
PCC: Room 122 A		TUS PN			en Participation		134 HW/OMT	/BPS: Network	s and innovati	JII
PCC: Room 126 B PCC: Room 202 A	← IM: 0	Hohal			oral Consortium			IA2 ONTITUE	Organization	ol Coarab
PCC: Room 202 B	₹ IIVI. C				experimental R			Seduction of C		ai Search
PCC: Room 202 B	4 CMS	: Power in D		esearch-Praction				Seduction of C		occoporari IICA
PCC: Room 203 B		PS: Institutio			MT/RM/OB: Sta					cosponsors: USA as edia Content Analysis
PCC: Room 203 B		Speaker Pr		120 0	MS/OMT: Phil.	rounuations 0	olg Res.	191	OWIT/LINT. IVIE	dia Content Analysis
MAR: 4th Floor Prefunction Area		Technology	<u> </u>							
MAR: 4th Floor Prefunction Area MAR: Conference Suite 1	₹ /////	recimology	Jeniel	424 10	W. IMD Intorn	tional				
MAR: Conference Suite 1	<b>~</b> ΔΔΛ-	Placement		121 10	W: IMD Interna	uonal				
IVIAN. FIAHNIH FIAH	₹ /\/A.	i iaccilicil								

Fr	iday	Afte	erno	on, Aı	ıgus	t 1,	2014	(conti	nued)		
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
MAR: Grand Ballroom Salon A									<b>150</b> O	3: OB Doctoral	>
MAR: Room 301							<b>138</b> 0	M/SIM: Project	Stakeholder A	nalysis	
MAR: Room 303	← HR	: Data Driven H	HRM .				1	40 HR: Publis	hing in top US	S journals	
MAR: Room 304			113 HR	: Getting Tenure							
MAR: Room 401,402,403					<b>125</b> CAR:	Industry-to-	Academia Ca	reers			
MAR: Room 407,408,409		106 OB/H	HR/CAR/MOC	C: Mentoring Grad	uate Students	1:	32 HR: HRM	-as-Practice			
MAR: Room 414,415	<b>←</b> CA	R/HR/OB: Pub	lishing Caree	rs Research							
SHR: Franklin Room & Foyer	<b>←</b> AA	A: Technology	Center								<b>→</b>
SHR: Freedom G	← SA	P/BPS: New	1	18 SAP: Publishi	ng from PhD 1	Thesis					
SHR: Freedom H			111 BP	S/TIM: False Posi	tives in Manag	gement					
SHR: Independence A	← RN	I/OMT/BPS: Qu	ıal. Comp. An	nalysis							
SHR: Independence B	← EN	T: Clinical		119 BPS/IN	M: Corporate S	Strategy					
SHR: Independence D		<b>102</b> ENT	: Technology	Business Incubati	ion		1	41 INDAM/IM	: Research in	India	<b>→</b>
SHR: Philadelphia North	← BP	S: BPS Doctora	al Consortium	ı							<b>→</b>
SHR: Philadelphia South	← EN	T/BPS: Psycho	logy of				<b>136</b> BI	PS/TIM/ENT: Ci	eating and Ca	apturing Value	
SHR: Salon 5	← RN	I/OB/OMT: Und	btrusive mea	sures		<b>131</b> BP	S/TIM/ENT: N	lanagement an	d Finance		
SHR: Salon 6	<b>←</b> BP	S: BPS									
SHR: Salon 7	<b>←</b> AA	A: Speaker Pre	paration								<b>→</b>

	Friday	Even	ing. /	<b>A</b> 11011	st 1.	2014		
	5:00 5:30	6:00	6:30	7:00	7:30	8:00	8:30	
LWS: 1M-A	← AAA: AMD Editors's Meeting							
LWS: Commonwealth A1	← AAA: Technology Center							
LWS: Commonwealth A2	← GDO/MED:							
LWS: Howe Room	← AAA: Board of Governors`							
LWS: Jefferson Boardroom	← AAA: Speaker Preparation							
LWS: Parlor 1		<b>167</b> GDO: GDO	O Pre-Conference	ce Social Hour				
LWS: Regency Ballroom C1								
LWS: Washington Room A	158 MED/NDSC: MED JME W	/riters Workshop						
OS: Drexel University	← TIM/BPS/ENT: Technological							
OS: Location TBA				<b>174</b> OCIS: C	CIS Doctoral	Consortium Dir	nne	
OS: Location TBA.		170 MSR: MSF	R Dinner					
OS: Location TBD		171 NDSC: ND	SC Social Hour					
OS: Maggiano's Little Italy	← HR: Dinner Faculty Consortiur	n						
OS: Philadelphia Museum of	f Art	<b>173</b> SAP: SAP	Social Event					
OS: Sampan Restaurant	<b>164</b> HCM: He	alth Care Manage	ement Emerging					
OS: TBA	<b>165</b> HR: HR [	Doctoral consortiur	m dinner					
OS: TBD.				175 OCIS: C	CIS Junior Fa	culty Dinner		
OS: Temple University	← ENT: ENT Doctoral Consortium	m						
PCC: A-125 South Show Off	fice ← AAA: Nursing Room							
PCC: Room 102 A	← TIM: TIM Junior Faculty			176 TTC: TT	C Business M	leeting		
PCC: Room 104 A,B	160 CM/ENT: Food N	aming						
PCC: Room 106 AB	← AAA: Technology Center							
PCC: Room 107 AB	<b>162</b> AAA: Nev	w Member Orienta	ition					
PCC: Room 109 A	161 TIM: Innovation in	Services						
PCC: Room 109 B	157 MC/ODC: Rookie Mistake	s & Lessons						
PCC: Room 110 A,B	← MC: How to Co-Create for Imp	act						
PCC: Room 111 B	← OMT: Teaching Roundtables							
PCC: Room 112 A	← MC: Organization Emotional N	leglect						
PCC: Room 112 B	← AAM: Latest Values Research							
PCC: Room 114-Aud. Lectu	re Hall 163 AAA: Wo	rkshop for Applica	ints					
PCC: Room 120 A	← Mid-Career Faculty Papers	169 IM: Divisio	n PDW Welcom	е				
PCC: Room 122 A	← TIM/OMT/BPS: Networks and	Innovation						
PCC: Room 124		<b>172</b> OMT: Mee	et OMT					
PCC: Room 126 B	← ONE: Doctoral Consortium							
PCC: Room 203 A	← CMS and cosponsors: USA as	3						
PCC: Room 203 B	← Media Content 166 (	ONE/MSR: Authen	tic Sustainability	/				
PCC: Room 300	← AAA: Speaker Preparation							
MAR: 4th Floor Pre-function	← AAA: Technology Center							
MAR: Conference Suite 1	← ICW: IMD							
	A ← OB: OB Doctoral Consortium	1						
	H 156 ICW: WBS Reception							
MAR: Room 303	← HR: Publishing in top US journ	nals						
	159 OB: OB Junior Faculty Wo							
MAR: Room 401 402 403	- 30 Ob. Ob outflot I doubly We	168 ICW: Futur	re of Supply Mai	t Research				
			. C of Cupply Mg					
MAR: Room 401,402,403  MAR: Room 410  SHR: Franklin Room & Fove	er ← AAA: Technoloav Center							
MAR: Room 410 SHR: Franklin Room & Foye	er ← AAA: Technology Center  ← INDAM/IM: Research in India							
MAR: Room 410	rr ← AAA: Technology Center ← INDAM/IM: Research in India ← BPS: BPS Doctoral							

						2, 201		
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
WS: Adams Room							3	17 D&ITC/CAR/H
	echnology Center							
WS: Commonwealth A2	<b>205</b> D&I7	TC/GDO: Fixing	Leaks in the Pipe	eline		3	10 SIM/PNP/IM	: Mgmt. Education
WS: Commonwealth B			<b>265</b> MOC	C: Cognition in the	ne Rough			
.WS: Commonwealth C			<b>266</b> MOO	C/RM/IM/OMT: L	anguage & Cult	ural Knowledge		
LWS: Commonwealth D	<b>243</b> SIM/	ONE: Junior Fac	culty Consortium					
LWS: Congress Room A	<b>220</b> MED	): create online of	case discussion		<b>278</b> ME	D: Teaching with	Cases	
LWS: Congress Room B	<b>221</b> MED	): Sustaining Imp	pact Education		2	89 MSR: MSR	International PDV	V
LWS: Congress Room C		<b>249</b> GD0	O: GDO Doctoral	Consortium				
LWS: Howe Room	<b>190</b> AAA	: Board of Gove	rnors` Meeting					
_WS: Jefferson Boardroom	<b>191</b> AAA	: Speaker Prepa	aration					
LWS: Parlor 1	<b>224</b> MED	and cosponsor	s: Teaching with	Technology		3	07 IAM/ENT: Er	
.WS: Parlor 2	<b>225</b> MH:	New Tools					3	18 GDO/CMS/ON
WS: Regency Ballroom C1				2	73 MED: Use \	our Words		
WS: Regency Ballroom C2							32	21
WS: Washington Room A	<b>223</b> MED	O/OB: Teaching \	Virtual Students					
WS: Washington Room B	<b>222</b> MED	)/CM/HR: Online	Courses Who, V	Vhat & How		<b>303</b> ME	D: Creative Teach	ning Techniques
WS: Washington Room C				2	74 MH: Getting	Published		<b>322</b> MH:
OS: Benjamin Franklin Museum			<b>270</b> SAP	: Franklin`s Stra	tegic Alliances			
OS: Fork Restaurant								<b>324</b> OMT:
OS: TBD ← CMS/S	SIM/PTC: Getting or	ut of the hotels						
OS: Temple University.		<b>248</b> ENT	Γ: ENT Doctoral C	Consortium Part	2			
OS: Temple University	<b>213</b> IM: I	M Doctoral Cons	sortium					
OS: Temple University	<b>214</b> IM: I	M Junior Faculty	/ Consortium					
PCC: A-125 South Show Office		: Nursing Room						
PCC: Exhibit Hall B					2	<b>80</b> AAA:		
PCC: Exhibit Hall B.	<b>183</b> AAA	: Registration						
PCC: Exhibit Hall B	<b>184</b> AAA							
PCC: Room 102 A		TIM Junior Faci	ulty Consortium		2	82 CMS: Oppre	essions of Linearit	v
PCC: Room 102 B			the Power of Wo	irds			Taking back the	•
PCC: Room 103 C		TIM Doctoral C		iluo		O CIVIO/ODO.	Taking back the e	32
PCC: Room 104 A.B	243 11111.		C: ODC Doctoral	Consortium DAY	V 2			JE
PCC: Room 105 B	195 ^^^	.: Opening Meeti		Consoluum DA	1 2			
PCC: Room 105 B.		.: Hospitality Suit						
PCC: Room 106 AB		,						
PCC: Room 107 A		: Technology Ce		T:		00 TTO: Tb	TI- f O	-:
PCC: Room 107 B		•	Change & Real-	rime			Tools for Commun	
	<b>233</b> UNI	T/BPS/CM/MOC/		DO LOCUCADA		88 IIVI/IAIVI/ITC:	: IB Research & G	eneralizability
PCC: Room 108 B	045 114/0	DO LOCE CO		PS: Institutional		07 IM/DD0 N		
PCC: Room 109 A			and Entrepreneur	rs			nmarket Strategy	
PCC: Room 109 B		S/GDO: The F w	ord				SIM: Sustainability	in Mngt Ed
PCC: Room 110 A,B	<b>209</b> HCM			2	72 HCM/OMT/	PNP: Theory Bui		
PCC: Room 111 A	<b>204</b> CMS	S/IM/OMT: Unite					<b>311</b> AAA	: Outgoing Division
PCC: Room 111 B		<b>247</b> CM/	/CAR/OB/GDO: F	inding Value in	Academic Life			
PCC: Room 112 A			<b>269</b> ODC	C/MC: Collabora	tive Change Res	earch		32
PCC: Room 112 B	<b>216</b> IM/B	PS: Strategy an	d Macroeconomic	CS			3	19 IM: Intercultura
PCC: Room 113 C	<b>231</b> OCI	S/RM: Organizat	tional Genetics					
PCC: Room 115 A					<b>279</b> PT	C/ODC/MSR/SIM	/MED: Words, Le	ading, and Change
PCC: Room 118 B	<b>194</b> AAM	1: Issues on Japa	anese Business		2	<b>97</b> TIM/ENT: C	utreach Via Onlin	e Courses
PCC: Room 119 B	<b>236</b> OMT	Tand cosponsor	s: Introduction to	Social Network				
PCC: Room 120 A	<b>232</b> ODC	C: Speaking Trut	h to Power		3	OO TTC/MED: \	When Words Matt	er: Feedback
PCC: Room 120 C	<b>246</b> TIM/	MED/ODC: Glob	bal Online Educat	tion		3	08 MC/TTC: Inn	ovative Projects in
PCC: Room 121 A							<b>312</b> OM7	Tand cosponsors:
PCC: Room 122 A		<b>256</b> PNF	P: PNP Doctoral (	Consortium				
PCC: Room 124	239 PTC		s: From Scholarsh			3	09 ONE/OMT/R	PS: The Organizat

PCC: Room 202 A	237 OMT/SAP/MOC: Processes/Practices/ Routines	<b>320</b> OMT/CMS:
PCC: Room 202 B	218 MC: Linking Scholarly & Practical	320 OWI/CWS.
PCC: Room 203 A	257 TIM/IM/ENT: Discourse on Globa	al Innovation 316 CM/OB/HR/CAR
PCC: Room 203 B	238 OMT/TIM/BPS/ENT: Exaptation	298 TIM/OMT/BPS: Revisiting Product Ontology
PCC: Room 300	188 AAA: Speaker Preparation	200 This own Di C. Novisiung i roduct Ontology
MAR: 4th Floor Prefunction AreaAAA: 1		
MAR: Conference Suite 1	212 ICW: IMD International Meeting Room	
MAR: Franklin Hall	189 AAA: Placement	
MAR: Grand Ballroom Salon A	226 OB: OB Doctoral Consortium	
MAR: Grand Ballroom Salon B	230 OB/MED/OMT/ODC/MOC: Innovative POS Teac	hing 292 OM/IM/SIM/BPS: Sustainable Supply Chains
MAR: Grand Ballroom Salon C	254 OM: OM Combined Consortia	232 OWNIW/SIW/BF3. Sustainable Supply Chains
MAR: Grand Ballroom Salon D	228 OB/HR: Managing Field Research	
MAR: Grand Ballroom Salon G	252 NDSC: NDSC Session	
MAR: Grand Ballroom Salon I		
MAR: Grand Ballroom Salon J	227 OB: OB Junior Faculty Workshop II	Connect unities from NCF
MAR: Grand Ballroom Salon K	261 HR/CIVI. FUIIdilli	g Opportunities from NSF
MAR: Grand Ballroom Salon L	244 LID/OD: Decease in the Name Madia	277 HR/OB/TTC: Teaching HR
MAR: Room 301	211 HR/OB: Research in the News Media	290 OB/BPS/HR/CAR: Revise and Resubmit
MAR: Room 301 MAR: Room 302		areers: Networks & identity
	255 OM:	OTO UP UP P. M. HIL OL. O. O
MAR: Room 303 MAR: Room 304	229 OB/HR: Empathy-Based Management	276 HR: HR Div Middle-Stage Consortium
	<b>267</b> OB/PTC/ODC: F	Research in Practice
MAR: Room 305	250 HR: Junior Faculty Consortium	004 00 UD/00/0 D
MAR: Room 306	200117770071	291 OB/HR/OCIS: Researching Virtual Teams
MAR: Room 307		gorating Strategy in HRM
MAR: Room 308	262 ICW: ASQ Edito	rs Meeting
MAR: Room 401,402,403	251 HR: Doctoral Consortium	2 2 4 4 5 4 4 5 4 4 5 4 4
MAR: Room 406		R: Phone-Enabled ESM & EMA
MAR: Room 407,408,409	210 HR: Innovative Teaching	315 CAR and
MAR: Room 410		OB: OB Research Incubator 325
MAR: Room 411,412	258 CAR: CAR Doct	
MAR: Room 413	263 ICW: HR Editors	
MAR: Room 414,415	202 CAR and cosponsors: Navigating Global	275 OB/MED: OB Teaching Incubator 323
SHR: Franklin Room & Foyer ← AAA:	·	
SHR: Freedom E	195 BPS: BPS Dissertation Workshop	DE DIMITIDIODIDO O III.
SHR: Freedom F		295 RM/HR/OB/BPS: Outliers
SHR: Freedom G	208 ENT/TIM/BPS/OB: Academic ENT Theories	304 ENT: Lean Startup Principles
SHR: Freedom H	241 RM/OB/HR: Ask Experts: Research Methods	294 RM: Polynomial Regression
SHR: Independence A	196 BPS: Junior Faculty Workshop	313 BPS/ENT/RM:
SHR: Independence B	201 BPS/SAP/OMT: Discourse Analysis in Strategy	314 BPS/TIM/ENT/RI
SHR: Independence C		305 ENT: Lean Social Ventures
SHR: Independence D	206 ENT: Challenging ENT research	306 ENT: Family Entrepreneurship
SHR: Liberty Ballroom B		<b>302</b> BPS/ENT/AAM: State of Strategy
SHR: Logan's 1 & 2	197 BPS: BPS - Junior Fac. Consortium	
SHR: Philadelphia North	242 RM/TIM/OMT: Qualitative Methods	296 RM/OMT/OCIS: Grounded Theory
SHR: Philadelphia South	240 RM: Moderation	281 BPS/OMT: Multilevel Theory in Strategy
SHR: Salon 10	200 BPS/ENT/TIM: Entrepreneurial Finance	284 ENT: Embracing Process
SHR: Salon 2	193 AAC: Midwest Board of Governors Mtg	
SHR: Salon 3	207 ENT/SIM/PNP: SE & family business research	286 ENT/RM/BPS: PSED: 2014 Status and Future
SHR: Salon 4	217 ITC/MSR/IAM/SIM: Humanistic Management	285 ENT: Rethinking EE
SHR: Salon 5	198 BPS: Fostering Publication	
SHR: Salon 6	199 BPS: BPS Doctoral Consortium	
SHR: Salon 7	<b>192</b> AAA: Speaker Preparation	

	Saturd	ay A	fterno	oon,	Augu	ıst 2	, 201	4	
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LWS: Commonwealth A2	← SIM/PNP/IM: M	<u> </u>	and Poverty	393 SIM	/IM: Practicing	Political CSR		4	52 MOC/OMT/RM:
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LWS: Commonwealth C	<b>347</b> M	SR/SIM/ONE: I	Power of Spiritu					Turns in Organ	
LWS: Commonwealth D	<b>337</b> MOC: Dia			au Wordo		<b>50</b> IIII II 0 III 17	SIVIO: TIIOLOTIO	rumo in Organ	ization
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LWS: Parlor 1	← IAM/ENT:	· ·	DO/CMS/OMT:	Questions of In	equality				
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LWS: Regency Ballroom C1	← SIM: SIM Manu				99 SIM/ONE/F	NP: SIM Res	earch Incubato	or <b>461</b>	MOC: Think About
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LWS: Tubman Room	← IAM/IM: Critical		JI O IAN	W/IIWI. EXPIOILING	montational v	Jius	432 IC	N: JME Editoria	al
LWS: Washington Room A			SR/OB: MSR R	esearch Incuba	tor	4		Power of Word	
LWS: Washington Room B	← MED:		ED: Touchina S		101			ding the Words	
LWS: Washington Room C	← MH: What's the	<b>300</b> IVII	LD. Touching O	itudoni Livos		-	LE MED. I IIIC		SIMian Speed Datin
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PCC: Room 120 A	353 OMT/BPS/CMS/ONE: Ali	ern, to the Corporation				OCIS/BPS:	Strategic
PCC: Room 120 B	336 IM: Meet the Editors of Journals					DDC: Learnin	
PCC: Room 120 C		<b>B1</b> OMT/OCIS: Rethinkin	ng Theory of the				
PCC: Room 121 A	← OMT and cosponsors: Teaching Social	Networks	402 ONE/SIM	/IM: Cosmop	olitan		
PCC: Room 122 A	← PNP: PNP Doctoral Consortium						
PCC: Room 124	← ONE/OMT/BPS: <b>369</b> OMT/CMS	: Visuality: Beyond Word:	3				
PCC: Room 126 B	355 TIM/MED: Innovating tea	ching innovation	<b>410</b> 0	CIS: Can this	paper be sa	ved?	•
PCC: Room 201 A	← TIM: TIM Distinguished Scholar						
PCC: Room 202 A		<b>BO</b> ODC: Reflective Hybr	rids		438	ODC: Creati	ve Tensions?
PCC: Room 202 B	← MC:					<b>449</b> TTC/	MED: Threshold
PCC: Room 203 A	← CM/OB/HR/CAR: Negotiating Job Offe		403 TIM/BPS/				
PCC: Room 203 B	← TIM/OMT/BPS:	<b>384</b> AAA: S	Session Chairs	426	IM: Bierly`s	Legacy to TIN	Λ
PCC: Room 300	← AAA: Speaker Preparation						
PCC: Room 301	a ← AAA: Technology Center	Organizing			44	1 AAA: Ethic	cs Education in AON
MAR: 4th Floor Prefunction Are	<u> </u>		.1				
MAR: Conference Suite 1 MAR: Franklin Hall	← AAA: Placement	77 ICW: IMD Internation	aı				
MAR: Grand Ballroom Salon A	← OB: OB Doctoral Consortium						
MAR: Grand Ballroom Salon B	348 OB/CM/ODC: Halfway Th	noro					462
MAR: Grand Ballroom Salon C	← OM: OM Combined Consortia	icic					463
MAR: Grand Ballroom Salon D	338 OB/MOC/HR: Positive Relations	hins at Work			433 OR: V	alues: Words	with Meaning
MAR: Grand Ballroom Salon G	← NDSC: NDSC Session	IIIpo at Work			<b>400</b> OB. VI	aluos. Wolus	With Micaning
MAR: Grand Ballroom Salon H					<b>434</b> OB/CN	Л: OB Networ	kina Forum
MAR: Grand Ballroom Salon I	← OB: OB Junior Faculty Workshop II						
MAR: Grand Ballroom Salon J	3	79 OB: Essentials of the	OB Division	423	DB/RM: Ment	oring Leaders	ship Scholars
MAR: Grand Ballroom Salon K	← HR/OB/TTC: <b>367</b> OB: Divers	ity of Trust					
MAR: Grand Ballroom Salon L	351 OM: Commons Theory m	eets Academy	<b>407</b> H	R/OB: Practic	e-Focused H	R Teaching	
MAR: Room 302						448 OM:	Consortium
MAR: Room 303	← HR: HR Div Middle-Stage Consortium	394	HR/MC/ODC: Im	pacting HR F	ractice		
MAR: Room 304	<b>352</b> OM: Consortium		4	<b>120</b> OB: Tea	ching OB		
MAR: Room 305	← HR: Junior Faculty Consortium						
MAR: Room 306	349 OB/HR/MC: Research or						
MAR: Room 307	343 HR/OB: Being a Departm	ent Chair					
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MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413	← CAR and cosponsors:  ← HR: Carrots without the Sticks  ← OB: From Associate to Full	<b>75</b> HR/OB: Research Sh	aping HRs`Futur	115 CAR/O	3/HR: Career	445 ICW: s in the Roug 446 ICW:	CCM board
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412	← CAR and cosponsors:  ← HR: Carrots without the Sticks  ← OB: From Associate to Full  ← ICW:	<b>75</b> HR/OB: Research Sh	aping HRs`Futur		3/HR: Career	445 ICW: s in the Roug 446 ICW:	CCM board
MAR: Room 407,408,409  MAR: Room 410  MAR: Room 411,412  MAR: Room 413  MAR: Room 414,415	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center	<b>75</b> HR/OB: Research Sh	aping HRs`Futur	115 CAR/O	3/HR: Career	445 ICW: s in the Roug 446 ICW: embers	CCM board h HR Ed Board
MAR: Room 407,408,409  MAR: Room 410  MAR: Room 411,412  MAR: Room 413  MAR: Room 414,415  SHR: Franklin Room & Foyer	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi	75 HR/OB: Research Sh	aping HRs`Futur 4 406 HI	115 CAR/O	B/HR: Career al HR Div Me 430 ENT/T	445 ICW: s in the Roug 446 ICW: embers	CCM board h HR Ed Board
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center     335 ENT: Firm Growth Theory  340 BPS/TIM: Organizations	75 HR/OB: Research Sh	406 HI	115 CAR/OB	B/HR: Career al HR Div Me 430 ENT/T	445 ICW: s in the Roug 446 ICW: embers	CCM board h HR Ed Board  oorate Spin-offs
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center     335 ENT: Firm Growth Theory     340 BPS/TIM: Organizations     ← ENT: Lean Startup     361 BPS/ENT:	75 HR/OB: Research Sh	406 HI	I15 CAR/OB  R: Internation  M/OB/HR: Mo	B/HR: Career al HR Div Me 430 ENT/T	445 ICW: s in the Roug 446 ICW: embers	CCM board h HR Ed Board  oorate Spin-offs
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F SHR: Freedom G	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center     335 ENT: Firm Growth Theory     340 BPS/TIM: Organizations     ← ENT: Lean Startup     361 BPS/ENT:	75 HR/OB: Research Sh cs and Strategy Demand-Side Perspectiv 74 BPS/IM/TIM: Acquisit	406 HI	PACE Internation  M/OB/HR: Mc	8/HR: Career al HR Div Me 430 ENT/T	445 ICW: s in the Roug 446 ICW: embers	CCM board h HR Ed Board  oorate Spin-offs
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F SHR: Freedom G SHR: Freedom H	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center	75 HR/OB: Research Sh cs and Strategy Demand-Side Perspectiv 74 BPS/IM/TIM: Acquisit	406 HI 412 RI es ions and Alliance	R: Internation  M/OB/HR: Mo s repreneurship	B/HR: Career al HR Div Me 430 ENT/T derated Mec	445 ICW: s in the Roug 446 ICW: embers IM/BPS: Con liation 45	CCM board h HR Ed Board  oorate Spin-offs
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F SHR: Freedom G SHR: Freedom H SHR: Independence A	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center	75 HR/OB: Research Sh cs and Strategy Demand-Side Perspectiv 74 BPS/IM/TIM: Acquisit	406 HI 412 RI res ions and Alliance 400 ENT: Ent	R: Internation  M/OB/HR: Mo s repreneurship	B/HR: Career al HR Div Me 430 ENT/T derated Mec b Qualitative shop	445 ICW: s in the Roug 446 ICW: embers IM/BPS: Con liation 45	CCM board h HR Ed Board  coorate Spin-offs
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F SHR: Freedom G SHR: Freedom H SHR: Independence A SHR: Independence B	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center	75 HR/OB: Research Sh  cs  and Strategy  Demand-Side Perspectiv  74 BPS/IM/TIM: Acquisit  391 RM/OB	406 HI 412 RI res ions and Alliance 400 ENT: Ent	R: Internation  M/OB/HR: Mo s repreneurship	B/HR: Career al HR Div Me 430 ENT/T iderated Mec b) Qualitative shop	445 ICW: s in the Roug 446 ICW: embers IM/BPS: Con liation 45	CCM board h HR Ed Board  corate Spin-offs  RM: Vignette
MAR: Room 407,408,409 MAR: Room 410 MAR: Room 411,412 MAR: Room 413 MAR: Room 414,415 SHR: Franklin Room & Foyer SHR: Freedom E SHR: Freedom F SHR: Freedom H SHR: Independence A SHR: Independence B SHR: Independence C	← CAR and cosponsors:     ← HR: Carrots without the Sticks     ← OB: From Associate to Full     ← ICW:     ← OB/HR/CAR/MOC: Thrive as Academi     ← AAA: Technology Center	75 HR/OB: Research Sh  cs  and Strategy  Demand-Side Perspectiv  74 BPS/IM/TIM: Acquisit  391 RM/OB  392 SAP: S	406 HI 412 RI res res rions and Alliance 400 ENT: Ent B/HR: Scale deve	R: Internation  M/OB/HR: Mo s repreneurship lopment work	B/HR: Career al HR Div Me 430 ENT/T iderated Mec b) Qualitative shop	445 ICW: s in the Roug 446 ICW: embers IM/BPS: Con liation 45	CCM board h HR Ed Board  corate Spin-offs  RM: Vignette

Sat	urda	y Af	tern	oon,	Aug	ust 2	, 201	<b>4</b> (con	tinuec	d)
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
SHR: Liberty Ballroom D			371	RM and cospons	ors: Process R	esearch PDW				
SHR: Logan's 1 & 2	← BPS	: BPS - Junio	or Fac. Con	sortium						
SHR: Philadelphia North	← RM/0	OMT/OCIS: (	Grounded		<b>386</b> BP	S/OB/OMT: B	ehavioral Strate	egy 5		•
SHR: Philadelphia South										
SHR: Salon 10		<b>342</b> EN	T/OMT/BPS	S: Social Ontolog	y and ENT	4	108 INDAM: C	rony Capitalisr	n in India	
SHR: Salon 2	← AAC	: Midwest Bo	ard							
SHR: Salon 3	← ENT.	/RM/BPS:	370	RM: Publication I	Bias: Causes, E	Dete	4:	25 RM: SEM	Model Evaluat	ion
SHR: Salon 4	← ENT	: Rethinking	EE		3	95 ITC/ENT/I	IM: Family Offic	e Practices		457 BPS/IM: *
SHR: Salon 5	◆ BPS	35	58 BPS/TII	M/ENT/OMT: Cre	ating a Structu	red Draft			<b>443</b> BP	S/MOC/OMT/TIM:
SHR: Salon 6	← BPS	: BPS Doctor	ral	<b>373</b> ENT: Orga	anizational Spo	nsorship		<b>429</b> BP	S/OMT/ODC:	Organizational
SHR: Salon 7	← AAA	: Speaker Pr	eparation							,
SHR: Salon 8			362	ENT: Spreading t	the Word					

	S	aturda	x Fx	zenin.	or <b>A</b> 11	Guet '	2 2014	1	
				`					
LWS: Commonwealth A1	5:00	5:30 chnology Center	6:00	6:30	7:00	7:30	8:00	8:30	
		MT/RM: Measuring	Callactive Mar	nina					
LWS: Commonwealth A2			Collective ivies	aning					
LWS: Commonwealth B	← D&ITC:		. 1.						
LWS: Commonwealth D		iamonds in the Rou	gn						
LWS: Jefferson Boardroom		peaker Preparation							
LWS: Regency Ballroom A		iblishing in AMD: A	Workshop with	n the Editors					
LWS: Regency Ballroom C1									
LWS: Washington Room A		ne Power of							
LWS: Washington Room B	← MED:								
LWS: Washington Room C	← SIM: SI	Mian	<b>480</b> IAM	: Business Meeti	ng				
OS: Lucky Strike Philadelphi	ia				<b>492</b> HCI	M: HCM PDW Di	vision Social		
OS: National Constitution Ce	enter			<b>487</b> ENT	: Entrepreneurs	hip Social			•
OS: Pennsylvania 6 Restaur	ant				<b>491</b> D&I	TC: D&ITC Exec	. Committee Meet	ing	
OS: Pennsylvania 6 Restaur				R: Careers Division	on PDW Social				
OS: Philadelphia Marriott Do	wntown •	INDAM: Stepping	out with INDA	M					
OS: Radisson Blu Warwick F	Hotel	476 SIM: S	SIM/SBE Keyno	ote & Reception					
OS: TBA	← ENT/TIN	1: Mid-Career							
OS: TBD	← CMS/SI	M/PTC: Getting out	of the hotels						
OS: Temple University		NT New Member							
OS: Temple University	← IM: IM D	octoral Consortium							
PCC: A-125 South Show Off	fice ← AAA:	Nursing Room							
PCC: Room 102 A	← OMT/BF	_	Human Capita	I Strategy					
PCC: Room 102 B		ustainability	Turnari Oapita	Chalogy					
PCC: Room 103 A		,		489 MC	MC Social Hour	-			
PCC: Room 103 B			494 001	S: OCIS Recepti					
PCC: Room 103 C	← OMT· Fi	nriching Paradox Th		o. Ocio Necepti	OH				
PCC: Room 104 A,B		NE/SIM: Degrowth -		1					
PCC: Room 106 AB		chnology Center	oonoo making	,					
PCC: Room 107 B	← ODC/BF		C						
PCC: Room 108 A	€ ODO/DI	3. <b>4/1</b> IW: Cr	oss-Culture Re	esearcn	400 DT/	D. D.T.O. A	D		
	40E DT/		0 .		493 PTC	C: PTC Awards &	Reception		
PCC: Room 108 B PCC: Room 109 A	<b>467</b> PTC ← IM: Kore	C: Award Winning F	ilm Screening						
PCC: Room 109 B		S/ENT: Business Mo		1					
PCC: Room 110 A,B		nationalizing Under	grads						
PCC: Room 111 B		Consortia Meet							
PCC: Room 112 A		69 MC: Facilitation	n of Strategy						
PCC: Room 112 B		Connectivity &							
PCC: Room 113 B	← PTC:								
PCC: Room 116				: Kauffman Four	ndation Receptio	n			
PCC: Room 118 B			IC Business M	eeting					
PCC: Room 119 B	← ODC/OE								
PCC: Room 120 A		PS: Strategic							
PCC: Room 120 B	← HCM/OI	DC:							
PCC: Room 121 A			<b>482</b> IM: I	M Division PDW	Reception				
PCC: Room 121 B				<b>490</b> ONE	E: ONE Welcome	e Reception			
PCC: Room 121 C				486 CMS	S: CMS Welcom	e Social			
PCC: Room 126 B	← OCIS: C	an this paper be sa	ved?						
PCC: Room 202 A	← ODC: C	reative							
PCC: Room 202 B	← TTC/ME	D: Threshold							
PCC: Room 203 A	4	68 HCM: Anatomy	of an Article						
PCC: Room 203 B	← TIM:								
PCC: Room 300	← AAA: Sr	eaker Preparation							
PCC: Room 301	← AAA: Et								
MAR: 4th Floor Prefunction		chnology Center							
MAR: Conference Suite 1	← ICW: IM								
u.v. comoronos culto I									

Sa	aturd	av E	venin	g, Au	gust	2, 201	14 (con	tinued)	
					5				
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	
MAR: Grand Ballroom Salor									
MAR: Grand Ballroom Salor									
MAR: Grand Ballroom Salor	n C ← OB/MO	C/OMT/PTC/OD	C: Mindfulness	n Organizations					
MAR: Grand Ballroom Salor	n D ← OB: Val	ues:							
MAR: Grand Ballroom Salor	n E			<b>488</b> ICW	: CMSC Reunior	1			
MAR: Grand Ballroom Salor	n F		<b>483</b> OB:	OB Social					
MAR: Grand Ballroom Salor	n J ← OB/RM:	: Mentoring							
MAR: Grand Ballroom Saloi			er Session						
MAR: Room 305	← HR: Junio	or							
MAR: Room 401,402,403	← HR: Docto	oral							
MAR: Room 407,408,409	← HR/OB/M	ED: Reviving yo	ur HR						
MAR: Room 410	← ICW: CCM	M board meeting							
MAR: Room 413	← ICW: HR	Ed Board Meetir	ng						
SHR: Franklin Room & Foye	er ← AAA: Tec	hnology Center							
SHR: Freedom E	← ENT/TIM/	BPS: Corporate							
SHR: Freedom G	← SAP/RM/I	BPS/ODC: Video	Ethnography						
SHR: Independence A	<b>464</b> ENT:	The Batten Lec	tureship						
SHR: Independence B	← RM: Vigne	ette Studies							
SHR: Independence C	← RM/BPS/	OB/TIM/IM:	<b>478</b> BPS	OMT: From Mad	cro to Micro				
SHR: Liberty Ballroom A	← ITC/IM: Fo	ostering Internat	ional						
SHR: Liberty Ballroom D				<b>485</b> BPS	: BPS Conversa	tions			
SHR: Logan's 1 & 2	← BPS: Juni	ior Fac.							
SHR: Philadelphia North	← BPS/OB/0	OMT: Behavioral							
SHR: Salon 10	<b>465</b> ENT/	TIM: Entreprene	urial Ecosystem	S					
SHR: Salon 2			<b>477</b> AAC	: Southwest AOI	M Executive Boa	rd			
SHR: Salon 3		475 RM/0	DB/HR: IRA and	IRR Methods					
SHR: Salon 4	← BPS/IM: I	nstitutional Inter	mediation						
SHR: Salon 5	← BPS/MOC	C/OMT/TIM: Brai	ns to						
SHR: Salon 6		<b>470</b> BPS:	: BPS Mid-Care	er Workshop					
SHR: Salon 7	← AAA: Spe	aker Preparation	1						
SHR: Salon 9		<b>474</b> RM:	RM Consortium	Social					

	Sunc	lay Mo	ornin	g, Au	igust 3	3, 201	<u>l</u> 4	
	7:30 8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
LWS: Adams Room	513	MSR: MSR Execu	tive Meeting		Ę	543 MSR: JM	SR Board	
LWS: Commonwealth A1	- AAA: Technology Ce	nter						-
LWS: Congress Room A								<b>574</b> GDO: D&I
LWS: Jefferson Boardroom	509	AAA: Speaker Pre	paration					-
LWS: Lescaze Room					<b>537</b> AA	A: INCOMING	Editorial Review	Boar
LWS: Parlor 2						<b>545</b> N	MOC: MOC EC M	leeting
LWS: Penn	510	AAA: AMLE INCO	MING	<b>523</b> AAA: AN	//J Editors			
LWS: Washington Room A								<b>578</b> MH: Historical
LWS: Washington Room B								586 SIM: Internationa
LWS: Washington Room C					<b>538</b> AA	A: AMD Adviso	ory Committee ar	
PCC: A-125 South Show Office	502	AAA: Nursing Roo	m					
PCC: Exhibit Hall B					Ę	<b>542</b> AAA:		
PCC: Exhibit Hall B.	503	AAA: Registration						
PCC: Exhibit Hall B	504	AAA: Exhibits						-
PCC: Grand Ballroom AB		<b>515</b> A	AA: All-Academy	General Sessi	on			
PCC: Room 100 B				<u></u>				<b>571</b> CM: Group
PCC: Room 102 A								577 MC: Consulting ir
PCC: Room 102 B		<b>516</b> C	MS: CMS Execut	ive Meeting				
PCC: Room 103 A								587 SIM/ONE/AAT:
PCC: Room 103 C								559 AAT: Labeling
PCC: Room 104 B								<b>575</b> HCM: Healthcare
PCC: Room 105 B.	505	AAA: Hospitality S	uite					-
PCC: Room 106 AB	506	AAA: Technology	Center					
PCC: Room 107 A								<b>572</b> CMS: Critical
PCC: Room 108 A								588 TIM: Interfirm
PCC: Room 112 A							555 A	AA: Incoming Program
PCC: Room 112 B							<b>556</b> A	AA: Division Chairs
PCC: Room 114-Aud. Lecture I	Hall							<b>560</b> AAT:
PCC: Room 115 A								580 OCIS: Online
PCC: Room 116								583 OMT: Markets an
PCC: Room 117								589 TIM: Creativity
PCC: Room 118 A								<b>561</b> AAT: Hot Words
PCC: Room 119 A								<b>562</b> AAT: Univ.
PCC: Room 119 B								581
PCC: Room 120 A								563 AAT: Wisdom of
PCC: Room 120 B								<b>564</b> AAT: The
PCC: Room 120 C								<b>565</b> AAT: Theory as
PCC: Room 121 A								<b>579</b> OB/MOC/HR/AA1
PCC: Room 121 B								570 CAR/MED/AAT:
PCC: Room 121 C								<b>566</b> AAT: Theory
PCC: Room 122 A								<b>567</b> AAT: The Power
PCC: Room 126 B								<b>593</b> ODC:
PCC: Room 201 AB	514	TLC: BYOB Open	Space	524	526 TLC: Virtual D	istance and	<b>546</b> TLC: A	Assessment Challenges
PCC: Room 201 C					527 TLC: From Str	ategy to	<b>547</b> TLC: E	experiential Exercise Tales
	501 TLC: Doctoral In	stitute - Opening			528 TLC: Quantita	tive	<b>548</b> TLC: E	Evidence in SoTL
PCC: Room 202 B					529 TLC: Peer Fee	edback	<b>549</b> TLC: E	ducating for Responsibilit
PCC: Room 203 A					530 TLC: Use Chil		<b>550</b> TLC: 0	Gender Equity
PCC: Room 203 B					531 TLC: The Vision	on Thing	<b>551</b> TLC: Strat	egic Relationships@Work
PCC: Room 204 A					532 TLC: First Do,	Then Learn	<b>552</b> TLC: 0	Comptency-Based Course
PCC: Room 204 B					533 TLC: B-Studer	nt	<b>553</b> TLC: I	ntegrative Capstones
PCC: Room 204 C				Į.	534 TLC: Teaching	Virtual	<b>554</b> TLC: T	eaching Design Thinking
PCC: Room 300	507	AAA: Speaker Pre	paration					
PCC: Room 301					<b>536</b> AA	A: Ethics Edu.	Committee Meet	
MAR: 4th Floor Prefunction	- AAA: Technology Ce	nter						-
MAR: Conference Suite 2	512	ICW: IMD Internati	onal Meeting Ro	om				

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30	unda	ly IVI		g, Aug	gusi	), 2014	+ ( <i>comi</i>	inuea)	
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
MAR: Franklin Hall		<b>508</b> AAA	A: Placement						+
MAR: Grand Ballroom Salon								57	<b>′6</b> HR: HR and Firm →
MAR: Grand Ballroom Salon	K					<b>540</b> ICW:	PPsych Editoria	I Board Meeting	
MAR: Liberty Ballroom Salor	ιA								591 ICW: *
MAR: Liberty Ballroom Salor	C <b>500</b> ICW:	POS Gatherin	ıg						
MAR: Room 301				<b>521</b> CAR:	: CAR Division E	Executive Meeting	1		
MAR: Room 302						<b>541</b> OM:	Executive Comm	nittee Meeting	
MAR: Room 303								58	32 OM: Leveraging
MAR: Room 304							<b>544</b> ICW:	EJIM annual ge	t-together
MAR: Room 401				<b>522</b> ICW:	Editorial Board	Meeting			
MAR: Room 406			<b>517</b> ICW	: JOM Review Iss	sue - Micro				
MAR: Room 407									<b>592</b> ICW: JOI→
SHR: Franklin Room & Foye	r ← AAA: Tech	nology Center							+
SHR: Freedom G								57	'3 ENT: CE →
SHR: Freedom H								58	<b>35</b> SAP: Str. →
SHR: Independence C								<b>568</b> BPS: Ecos	ystems&Responses →
SHR: Independence D								56	9 BPS: Human &
SHR: Parlor A								58	4 RM: Mixed Topics
SHR: Parlor D				<b>520</b> AAC:	Eastern AOM E	Executive Comm.	Mt		
SHR: Salon 10			518 ICW	: JABS AE Meetir	ng <b>5</b> :	35 ICW: JABS E	RB Meeting		
SHR: Salon 2						<b>539</b> AAC	Midwest AOM (	Officers Meeting	
SHR: Salon 4					<b>525</b> ICW	: OS Board Meet	ng & Breakfast		
SHR: Salon 7		<b>511</b> AAA	A: Speaker Prepa	ration					+
SHR: Salon 8				·				<b>557</b> AAC:	Eastern Academy o
SHR: Seminar Room A			<b>519</b> ICW	: CDI Ed Board m	neeting			<b>558</b> ICW:	JOEPP Ed Board

	Sund	ay Af	terno	oon, A	Aug	ust 3,	2014	<u> </u>	
12	2:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
LWS: Adams Room		SIM: SIM Govern	nance Commit	tee		11.11			
LWS: Commonwealth A1	← AAA: Techno								
LWS: Commonwealth A2							<b>699</b> GE	O: GDO Exec	cutive Committee
LWS: Commonwealth D								<b>716</b> SII	M: Best
LWS: Congress Room A	← GDO: D&I	<b>617</b> GI	DO: Generatio	nal Differences		<b>671</b> GDO: Div	ersity and Perf	ormance	<b>738</b> MED:
LWS: Howe Room									<b>720</b> AAA:
LWS: Jefferson Boardroom	← AAA: Speake	r Preparation							
LWS: Lescaze Room									<b>721</b> AAA:
LWS: Parlor 1	← AAA: AEs & A	dvisory Board							
LWS: Parlor 2			<b>638</b> M	IH: MH Executiv	e Committe	e Meeting			
LWS: Penn	600	AAA: AMP Editor	rial						
LWS: Regency Ballroom B			<b>632</b> A	AA: AMJ Editori	al Review B	oard			
LWS: Regency Ballroom C1									<b>746</b> SIM: B&S
LWS: Washington Room A	← MH: Historica	<b>623</b> M	OC: Identity a	nd Identification		<b>674</b> MOC: Wo	ords and Sense	making	<b>739</b> MSR:
LWS: Washington Room B	← SIM: Internati		M: Stakeholde			678 SIM: CSF			747 SIM: SIM
LWS: Washington Room C							<b>97</b> AAA: INC		
PCC: A-125 South Show Office	← AAA: Nursing	Room							
PCC: Exhibit Hall B						657 Conferen	ce Break		
PCC: Exhibit Hall B.	← AAA: Registra	ation							
PCC: Exhibit Hall B	← AAA: Exhibits								
PCC: Room 100 B	← CM: Group P	ocesses							
PCC: Room 102 A	← MC: Consultir	ng							<b>745</b> PNP: PNI
PCC: Room 102 B						<b>681</b> CI	M: CMD Execut	tive Committee	
PCC: Room 103 A	← AAT: The Cor	ntested <b>628</b> PM	NP/TIM/AAT: 1	Towards Govern	ment	<b>666</b> BPS/TIM/			<b>744</b> ONE:
PCC: Room 103 B			AT: Interpersor			<b>658</b> AAT: Beh			<b>722</b> AAT:
PCC: Room 103 C	← AAT: Labeling			AT: Meanings of		<b>672</b> GDO/OB			<b>732</b> GDO/AA <sup>-1</sup>
PCC: Room 104 A							CIS: OCIS Exec		
PCC: Room 104 B	← HCM: Healtho	are <b>619</b> HO	CM: Strategy i	n Healthcare		<b>679</b> TIM: "Gre			
PCC: Room 105 B.	← AAA: Hospita								
PCC: Room 106 AB	← AAA: Techno	ogy Center							
PCC: Room 107 A	← CMS: Critical	<b>614</b> CI	MS: Pedagogy	and practice		<b>677</b> PNP: Col	laboration and	Behavior	
PCC: Room 108 A	← TIM: Interfirm		M: Managing			<b>680</b> TIM: Prot			<b>749</b> TIM: Ope
PCC: Room 108 B	← ICW: SAMS/J								•
PCC: Room 109 A		·			655	PNP: PNP Exec	Com		
PCC: Room 110 A							MT: OMT Exec	Meeting	
PCC: Room 110 B			<b>639</b> 0	DC: ODC Board	Mta.				
PCC: Room 111 A	599	AAA: Division							<b>750</b> TIM: Exec
PCC: Room 111 B			AA: Academy	Leadership Foru	m			712 CN	MS: Business Meeting
PCC: Room 112 A	← AAA: Incomin			PDW Chairs Mto					<b>719</b> AAA:
PCC: Room 112 B	← AAA: Division						<b>701</b> MC	C: MC Executiv	
PCC: Room 113 A									<b>742</b> OMT:
PCC: Room 113 B		<b>621</b> IC	W: IACMR MO	OR meeting					
PCC: Room 114-Aud. Lecture Hall	← AAT: Bounda			AT: Book is Dea	d. the `Boo	k` Lives			
PCC: Room 115 A	← OCIS: Online					CMS: Keynote P	anel		<b>740</b> OCIS: Inf
PCC: Room 115 B				<b>646</b> ICV	V: Editor`s I		u.10.		1 10 0010
PCC: Room 116	← OMT: Markets	627 0	MT: Research		T. Editor O I	unoi			<b>743</b> OMT:
PCC: Room 117	← TIM: Creativit			cation and Char	ge	<b>676</b> ODC: Co	mmitment and I	Engagement	736 IM: Booz
PCC: Room 118 A	← AAT: Hot			Capital Markets	,n 2	<b>659</b> AAT: The			748
PCC: Room 118 B		331 A		NE: ONE Execu	tive Commi		TOTAL OF LITE	Stroniui	. 70
PCC: Room 119 A	← AAT: Univ.	608 4		s Power to Wor		<b>660</b> AAT: Hov	v to Do Things	with Words	<b>723</b> AAT:
PCC: Room 119 B		D/AAT: <b>609</b> AA			.U:	661 AAT: Wor			724 AAT: The
PCC: Room 120 A	← AAT: Wisdom			AT: Power of W	de 8.#8804		ius and Medilin	iyə iyə	r∠⇔ AAT. THE
PCC: Room 120 B		guage of In(Ex)o		AT. FUWEI UI W			na Mritina Ma-d	le .	
		as Empowering \				AAT: Empowerin		18	
PCC: Room 120 C	← OB/MOC/HR/			AT. Name Control		AAT: Sustainabil		0 4:	7/11
PCC: Room 121 A	€ OB/IVIOU/FIK/	624 M	OC/OB/HR/A/	AT: Narratives ar	ıd	<b>665</b> BPS/MO0	JAAT: The Ref	nective	741

Sur	nday Afte	erno	on,	Augus	t 3,	2014	(conti	nued	<u>')</u>	
	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	)
PCC: Room 121 B	← CAR/MED/AAT:			S/AAT: Words Rarely			Authentic Leade	rshin	72	
PCC: Room 121 C	← AAT: Theory			- How Words Matter			F: Communicatio			7 IM/AAT: <sup>-</sup>
PCC: Room 122 A	← AAT: The		•	nat Make A Difference			ct and Usefulnes			<b>5</b> AAT:
PCC: Room 124	e /vti. mo	OIIA				<b>32</b> AAT. IIIIpa	ct and Oserumes	-5	12	J AAT.
	← ODC: JCM Editoria	al Doord Mto		IM: IM Committees N	ieetings					
PCC: Room 126 B						000 TI (		ELO 1/11		
PCC: Room 201 AB	598 TLC: TLC	Luncheon a	and			688 TLC		ΓLC: Virtua		<b>752</b> TLC:
PCC: Room 201 C	← TLC:				-	689 TLC		TLC: Teach		
PCC: Room 202 A	← TLC:			<b>641</b> TLC: EBR		690 TLC		ΓLC: Antigo		
PCC: Room 202 B	← TLC:			642 TLC: Servi		<b>691</b> TLC		ΓLC: Learn		
PCC: Room 203 A	← TLC:			643 TLC: Teacl		<b>692</b> TLC		TLC: Live C		
PCC: Room 203 B	← TLC:			644 TLC: Critica	al	<b>693</b> TLC	C: <b>707</b>	TLC: Reflec	tion and	
PCC: Room 204 A	← TLC:					<b>694</b> TLC	708 T	ΓLC: Facilit	ating	
PCC: Room 204 B	← TLC:					<b>695</b> TLC	7 <b>09</b> 7	ΓLC: Custo	mized	
PCC: Room 204 C	← TLC:			645 TLC: Foste	ring Deep	<b>696</b> TLC	710 T	TLC: Teach	ing Org	
PCC: Room 300	← AAA: Speaker Pre	paration								•
PCC: Room 301	← AAA: AOM Ethics									
MAR: 4th Floor Prefunction Area	← AAA: Technology	Center								
MAR: Conference Suite 1	<b>602</b> OB:	OB Executiv	e Committee	9						
MAR: Conference Suite 2			635	ICW: IMD Internation	al					
MAR: Franklin Hall	← AAA: Placement									
MAR: Grand Ballroom Salon A						<b>686</b> OM	: OM Division	-	718 OM:	JOM Best
MAR: Grand Ballroom Salon B							V: ASQ Receptio		10 01111	OOM BOOK
MAR: Grand Ballroom Salon C				<b>647</b> ICW: I	O Board		V: NLS Member		747 10\\\	NLS Award
MAR: Grand Ballroom Salon I	← HR: HR and	620 11	D: Individual	HR practices			ensation Issues			3 HR: HR
MAR: Grand Ballroom Salon J	C THE THE GIRD	020111	1. IIIuiviuuai	648 ICW: /		J Tilk. Comp	ensauon issues		73	J 1111. 1111
MAR: Grand Ballroom Salon K				<b>040</b> ICW. /	ASQ BOATO			742 10	W. IOM F	'ditorial '
									W: JOM E	
MAR: Independence Ballroom I	<u> </u>									nati Alums
MAR: Independence Ballroom I								715 K	W: MFCA	Business
MAR: Liberty Ballroom Salon A	← ICW: ET&P Lunch	eon								
MAR: Liberty Ballroom Salon C			636	ICW: AKMS Meeting	& Doc Stud	Cons				
MAR: Room 301							700 HR: H	R Executiv		
MAR: Room 303	← OM: Leveraging	<b>626</b> OI	M: Sustainab	le, Global Suppliers	6	<b>67</b> CAR: Care	er Mobility		72	9 CAR:
MAR: Room 305								7	734 ICW:	Followershi
MAR: Room 307	← ICW: OrgSci Senio	or Editors Lu	ıncheon							
MAR: Room 406		<b>622</b> IC	W: JOM Rev	view Issue - Macro						
MAR: Room 407	← ICW: JOM Associa	ite								
SHR: Franklin Room & Foyer	← AAA: Technology	Center								
SHR: Freedom E, F				<b>650</b> ITC: C	arolyn Dext	er Award Rece	eption			
SHR: Freedom G	← ENT: CE	615 EN	NT: Theories	and Scholarship	6	69 ENT: Instit	utional settings		73	O ENT:
SHR: Freedom H	← SAP: Str.		NT: Social G			70 ENT: Socia				1 ENT:
SHR: Independence C	← BPS:			ive Interaction			mics in Strategy			6 BPS: Top
SHR: Independence D	← BPS: Human			ence of Stakeholders			nizational Chang			<b>7</b> BPS:
SHR: Parlor A	← RM: Mixed	<b>313</b> DI	J. THE IIIIIU	CHOC OF CLARCHOIDER	. 3	J DI O. Olya	Zationai Onaliț	1~	12	. Di U.
SHR: Parlor B				649 10\\\-	)raanizatior	Board Meetin	in			
SHR: Philadelphia South				OHO ICVI: (	ziyanızallor	Doard Mee(II)	ч		73E IOM	Oracai EDI
·	604 1014	COMEDO	Lunok				GOO TAIT.			: OrgSci ERI
SHR: Salon 10	6U1 ICW:	GOM ERB	Lunch		050 5	DME "	698 ENT:		utive Comi	
SHR: Salon 5							e Committee Me			751
SHR: Salon 6					<b>653</b> BP:	s: Global	71	BPS: Exe	ecutive	
SHR: Salon 7	← AAA: Speaker Pre									
SHR: Salon 8	← AAC: Eastern Aca			ter						
SHR: Salon 9	← ITC: ITC Executive	Business N	Meeting							
SHR: Seminar Room A	← ICW: JOEPP					684 ICV	V: JMP Ed Board	meeting		

		Sunday	Eve	ning	, Aug	gust 3	, 2014	1
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
.WS: Adams Room			772 SIM: IA	ABS Board Mee	eting			
WS: Commonwealth A1	← AAA:	Technology Center						
WS: Commonwealth B							<b>783</b> MS	R: MSR Social Hour
VS: Commonwealth C	757	CW: CEMS & GBSN Net	working Event					
WS: Commonwealth D				773 MSR	: MSR Busines	s Meeting		
WS: Congress Room A	← MED:	Educating Executives						
WS: Howe & The Terrace							<b>782</b> AA	A: President's Reception
WS: Howe Room	← AAA:	OUTGOING Editorial						
WS: Jefferson Boardroom	← AAA:	Speaker Preparation						
WS: Lescaze Room	← AAA:	OUTGOING Editorial						
WS: Regency Ballroom C1	← SIM:	B&S Editorial Board						
WS: Regency Ballroom C2						781 SIM	1: SIM Sunday Ni	ight Reception
WS: Washington Room A	← MSR:	: Leadership and						
WS: Washington Room B	← SIM:	SIM Theory Building						
WS: Washington Room C				<b>775</b> SIM:	SIM Salon			
S: Location TBD						<b>780</b> MC	: MC Members &	Friends Dinner
S: Philadelphia School of C	ircus Art	S		<b>774</b> PNP	PNP Social			
S: TBD	•		<b>766</b> GDO: 0		Committee Dir	ner		
CC: A-125 South Show Offi	ce← AAA	A: Nursing Room	20000.					
CC: Grand Ballroom AB		<b></b>	<b>763</b> AAA. A	All-Academy Re	ecention			
CC: Room 102 A	← PNP·	PNP Business Meeting		in Academy IN	oopuUII			
CC: Room 103 A		Strategy & Governance						
CC: Room 103 B		Power of Words:Sport as	1					
CC: Room 103 C		/AAT: Construals of	,					
PCC: Room 104 B	<b>₹</b> 0D0/		Duringer					
CC: Room 104 B	. ۸۸۸.	<b>761</b> TIM: TIM Technology Center	Business					
CC: Room 107 A		**						
CC: Room 107 A	/54	CM: CMD Business	<b></b>	MD 0 : 15				
	← TIM:	Onon	765 CM: CI	MD Social Eve	nt			
PCC: Room 108 A	← I IIVI.	Ореп				/ IA OND (OLL II)		
PCC: Room 108 B							otong U Reception	on
PCC: Room 109 B	000	ODO		776 IIM:	TIM Division So	ocial		
PCC: Room 110 B	← ODC:							
PCC: Room 111 A		TIM Exec						
CC: Room 111 B	← CMS:							
CC: Room 112 A		AOM Tweet Up						
PCC: Room 113 A		Attention and Legitimacy	/					
CC: Room 115 A		: Info Systems,						
CC: Room 115 B		CW: IACMR Business Me	eeting					
CC: Room 116		: Dynamic and		_				
CC: Room 117		ooz Scholar Award						
CC: Room 118 A	← SIM/C	OCIS/AAT:						
PCC: Room 118 B		AAM: APJM/AAM Board N	Meetings					
CC: Room 119 A		Words in Governance						
CC: Room 119 B		The Power of Writing						
CC: Room 121 A		/SAP/OMT/AAT: Dialogue	9					
CC: Room 121 B	← BPS/	ENT/TIM/AAT: Business						
PCC: Room 121 C	← IM/A/	AT: Culture and GLOBE		<u> </u>				
CC: Room 122 A	← AAT:	Ethical Research		-				
CC: Room 201 AB	← TLC:	TLC						
PCC: Room 202 A		<b>762</b> TLC	: Doctoral					
PCC: Room 300	← AAA:	Speaker Preparation						
		Technology Center						
MAR: 4th Floor Prefunction								
	← ICW:	IMD						
MAR: 4th Floor Prefunction MAR: Conference Suite 2 MAR: Grand Ballroom Salon	← ICW:							

S	unday	y Ex	ening	g, Au	gust 3	5, 201 <sup>4</sup>	4 (cont	inued)	
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	
MAR: Grand Ballroom Salon	C ← ICW: NLS								
MAR: Grand Ballroom Salon	D <b>759</b> I	CW: Leade	rship Scholars						
MAR: Grand Ballroom Salon			. o.i.p co.ioiaic		778 ICW:	The HKUST-AC	M Reception, 20	014	
MAR: Grand Ballroom Salon	G		768 ICV	/: PolyU MM Rec				* * * *	
MAR: Grand Ballroom Salon	Н			HR Business Me	•				
MAR: Grand Ballroom Salon	← HR: HR and t	urbulent			•				
MAR: Grand Ballroom Salon	J <b>756</b> ICW: No	ne							
MAR: Grand Ballroom Salon			rd						
MAR: Independence Ballroo	m I← ICW: Cincin	nati Alums	and Friends						
MAR: Independence Ballroo	m II ← ICW: MFC	A Business	Meeting						
MAR: Liberty Ballroom Salor	n C ← ICW: AKM	S	<b>769</b> ICV	/: HR Reception					
MAR: Room 301	← HR: HR								
MAR: Room 303	← CAR: Method	s and Motiv	es for						
MAR: Room 305	← ICW:								
SHR: Franklin Room & Foye	r ← AAA: Techno	logy Center	٢						
SHR: Freedom G	← ENT: Entrepr	eneurial							
SHR: Freedom H	← ENT: Entrepr	eneurial Be	havior						
SHR: Independence C	← BPS: Top Ma	nagement							
SHR: Independence D	← BPS: Ambigu	ity in Firm							
SHR: Liberty Ballroom A					<b>779</b> ICW:	Univ. of Michiga	n Reception		
SHR: Parlor B			<b>770</b> ICV	V: O&E ERB Mee	ting				
SHR: Philadelphia North			<b>764</b> BPS	S: Irwin Award: M	yles Shaver				
SHR: Philadelphia South	← ICW: OrgSci				·			<u> </u>	·
SHR: Salon 5	← RM: RM Past	Chairs							
SHR: Salon 6	<u> </u>	<b>760</b> BPS	S: BPS Teaching		·			<u> </u>	·
SHR: Salon 7	← AAA: Speake	r Preparation	on						
SHR: Salon 9	<b>758</b> SAP: SA	P IG Exec	committee Meetir	ng					

M	. 1. N/L	4 2014
Mo	nday Morning, A	august 4, 2014
7:30	8:00 8:30 9:00	9:30 10:00 10:30 11:00
LWS: 1M-A	806 AAA: Annals Editor/HQ	
LWS: Adams Room ← MSR: Morning		984 SIM/OB: Sense of Duty
LWS: Anthony Room	894 SIM: Doing Good	980 SIM: Consumers and Ethics
LWS: Commonwealth A1 ← AAA: Technology	Center	
LWS: Commonwealth A2	895 SIM: CSR and Strategy	981 SIM: The Power of Words
LWS: Commonwealth B	896 SIM: Dialogue and Engagement	934 GDO/OB/SIM: Community Matters
LWS: Commonwealth C	852 MED: Top Mgt Teams Leadership Dev.	949 MED: Ethics in Education
LWS: Commonwealth D		909 AAA: Showcase Symposium on Ambidext
LWS: Congress Room A	858 MOC/OB/ENT: Intuition in Entrepreneurship	
LWS: Congress Room B	897 SIM: Corporate Irresponsibility	982 SIM: Poverty Alleviation
LWS: Congress Room C	898 SIM: Identity and Orientation	983 SIM: Moral Intensity and Awareness
LWS: Howe Room ← ICW: Christian Ma	nagement	
LWS: Jefferson Boardroom	807 AAA: Speaker Preparation	
LWS: Parlor 1	853 MED: Art/Sleep/Spirituality/Success	932 GDO: Gender and Firm Performance
LWS: Parlor 2	854 MH: Industrial Relations	951 MH/MC/ODC: Honoring Management Greats
LWS: Penn	837 GDO: GDO Welcome	
LWS: Regency Ballroom A		953 MSR: MSR Plenary: Transcendence
LWS: Regency Ballroom B		952 MOC: MOC Scholar Address - Sitkin
LWS: Regency Ballroom C1 797 SIM: SIM		950 MED: What Ought our Curriculum be?
LWS: Regency Ballroom C2	855 MH: Economics Lessons	MEB. What ought our ournourn bo.
LWS: Tubman Room	856 MOC: Emotion Regulation	
LWS: Washington Room A	857 MOC: Identity and Work	
LWS: Washington Room B	To I moo. Identity and From	933 GDO: Women in Leadership
LWS: Washington Room C	859 MSR: Spiritual Leadership	935 GDO/OB/SIM: Men and Masculinity at Work
PCC: A-125 South Show Office	798 AAA: Nursing Room	GDO/OB/ONVI. WIET AND WISSCUMMEY AL WORK
PCC: Exhibit Hall B	1 30 AAA. INdishing Noom	<b>994</b> AAA:
PCC: Exhibit Hall B.	<b>799</b> AAA: Registration	<b>337</b> AAA.
	199 AAA. Negistiation	
PUL: EXPINIT HAIL R	800 AAA: Exhibits	
PCC: Exhibit Hall B	800 AAA: Exhibits	
PCC: Room 102 A	899 TIM: Technology Use and Adoption	
PCC: Room 102 A PCC: Room 102 B <b>793</b> AAA: AOI	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting	QEE ODC: Measuring Change
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting  881 ODC/ONE/SIM: Sustainability Journey	955 ODC: Measuring Change
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting  881 ODC/ONE/SIM: Sustainability Journey  877 ODC: Responses to Change	959 ODC/OB/OMT: Intervention Research Design
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting  881 ODC/ONE/SIM: Sustainability Journey  877 ODC: Responses to Change  900 TIM: Innovation at the Boundary	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting  881 ODC/ONE/SIM: Sustainability Journey  877 ODC: Responses to Change  900 TIM: Innovation at the Boundary  901 TIM: IP Trust & R&D Collaborations	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B	899 TIM: Technology Use and Adoption  M Committee Chairs Meeting  881 ODC/ONE/SIM: Sustainability Journey  877 ODC: Responses to Change  900 TIM: Innovation at the Boundary	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B PCC: Room 105 B    ♠ AAA: Adopt-a	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B PCC: Room 105 B PCC: Room 105 B PCC: Room 105 B.	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt 801 AAA: Hospitality Suite	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 105 B PCC: Room 105 B PCC: Room 105 B PCC: Room 105 B PCC: Room 106 AB	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt 801 AAA: Hospitality Suite 802 AAA: Technology Center	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 105 B PCC: Room 105 B PCC: Room 105 B PCC: Room 106 AB PCC: Room 107 A	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt 801 AAA: Hospitality Suite 802 AAA: Technology Center 887 PNP: Bureaucracy	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B PCC: Room 105 B PCC: Room 105 B. PCC: Room 106 AB PCC: Room 107 A PCC: Room 107 B	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt 801 AAA: Hospitality Suite 802 AAA: Technology Center 887 PNP: Bureaucracy 841 IM: Frontiers of IM: New Topics	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China  974 PNP: Decision Making 969 OMT/MOC: Emotions and Logics
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B PCC: Room 105 B PCC: Room 105 B. PCC: Room 106 AB PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt 801 AAA: Hospitality Suite 802 AAA: Technology Center 887 PNP: Bureaucracy 841 IM: Frontiers of IM: New Topics 885 ONE: CSR: Markets & Strategy	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China  974 PNP: Decision Making 969 OMT/MOC: Emotions and Logics 973 ONE/ODC: Pro-environmental Behavior
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 104 B PCC: Room 105 B PCC: Room 105 B. PCC: Room 106 AB PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt  801 AAA: Hospitality Suite 802 AAA: Technology Center 887 PNP: Bureaucracy 841 IM: Frontiers of IM: New Topics 885 ONE: CSR: Markets & Strategy 825 CM/OB/MOC: Social Status in Groups	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China  974 PNP: Decision Making 969 OMT/MOC: Emotions and Logics 973 ONE/ODC: Pro-environmental Behavior 919 CM: Trust development and repair
PCC: Room 102 A PCC: Room 102 B PCC: Room 103 A PCC: Room 103 B PCC: Room 103 C PCC: Room 104 A PCC: Room 105 B PCC: Room 105 B PCC: Room 105 B. PCC: Room 106 AB PCC: Room 107 A PCC: Room 108 A PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A	899 TIM: Technology Use and Adoption M Committee Chairs Meeting 881 ODC/ONE/SIM: Sustainability Journey 877 ODC: Responses to Change 900 TIM: Innovation at the Boundary 901 TIM: IP Trust & R&D Collaborations 902 TIM: Multicultural Issues in Mgmt  801 AAA: Hospitality Suite 802 AAA: Technology Center 887 PNP: Bureaucracy 841 IM: Frontiers of IM: New Topics 885 ONE: CSR: Markets & Strategy 825 CM/OB/MOC: Social Status in Groups 842 IM: Global CSR: Willamette Award	959 ODC/OB/OMT: Intervention Research Design 985 TIM: University-Indstry Collaborati 986 TIM: IP Management 993 TIM/ENT: Innovation in China  974 PNP: Decision Making 969 OMT/MOC: Emotions and Logics 973 ONE/ODC: Pro-environmental Behavior 919 CM: Trust development and repair 920 CM: Status, Power and Groups
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		: <b>4, 2014</b> (continued)
7:30	8:00 8:30 9:00 9:3	30 10:00 10:30 11:00
PCC: Room 117	905 TIM: Open Innovation: Past & Future	988 TIM: Open Innovation and Customers
PCC: Room 118 A	846 IM: Int'lization: Performance	946 IM: Int'lization: Determinants
PCC: Room 118 B	879 ODC: Strategic Change	960 ODC/OMT/OB: Leadership and Org. Culture
	V: WU Vienna Breakfast Reception	OD OBOJOINTOB. Educationing and org. Outland
PCC: Room 119 A	886 ONE: Employees & Suppliers	972 ONE: Innovation & Strategy
PCC: Room 119 B	827 CMS/SIM: Inequality and Organizations	922 CMS: Postcolonialism
CC: Room 120 A	847 IM: Emerging Markets: GWU Award	947 IM: Emerging Markets: Management
CC: Room 120 B	850 IM/BPS/OMT: Global Gov: Corporate Gov	948 IM: Global Gov: External Influence
PCC: Room 120 C	906 TIM: Comp Dynamics of Innovation	989 TIM: Org Boundaries & Innovation
PCC: Room 121 A	848 IM: Frontiers of IM: Nigh Award	968 OMT/BPS: Rankings and Ratings
PCC: Room 121 B	849 IM: Frontiers IM: Gustavson Award	970 OMT/OB/OCIS: Digital Data in Organizations
PCC: Room 121 C	907 TIM: Financial Innovation	990 TIM: Entrepreneurship & Policy
PCC: Room 122 A	875 OCIS: Virtual and Distributed Teams	964 OMT: Network Theory in Action
PCC: Room 124	826 CMS: Globalization, Corruption	923 CMS: Professions and Elites
PCC: Room 125	889 PNP: Organizational Change	976 PNP: Design of Public Organizations
PCC: Room 126 A	803 AAA: CASS	
PCC: Room 126 B	883 OMT: OMT Breakfast	965 OMT: Leadership & Strategic Change
PCC: Room 202 A ← IM: IM Thou		CC OM IT Education in a citation of citation
PCC: Room 202 B	876 OCIS/OB: Using Construal Level Theory	966 OMT: Networks and Performance
PCC: Room 203 A	908 TIM: CEO Leadership Styles	991 TIM: New Knowledge Strategies
PCC: Room 203 B	COC THIN OLD LOUGH ON THE OLD THE	967 OMT: Top Managers
PCC: Room 204 A	884 OMT: Contested Meanings	921 CM: Justice and Emotion at Work
PCC: Room 300	804 AAA: Speaker Preparation	
MAR: 4th Floor Prefunction ← AAA: Techr		
MAR: Conference Suite 1	840 ICW: IMD International Meeting Room	
MAR: Franklin Hall	805 AAA: Placement	
MAR: Grand Ballroom Salon A	882 OM: OM Breakfast/Meet The Editors	
MAR: Grand Ballroom Salon B	873 OB/OMT/CAR: Success at the Academy	
MAR: Grand Ballroom Salon C 796 ICV	·	
MAR: Grand Ballroom Salon C & D		995 OB: Hot Coffee Cool
MAR: Grand Ballroom Salon E		954 OB: OB Lifetime Achievement Award
MAR: Grand Ballroom Salon F <b>794</b> HR	: HR Division Breakfast /Awards	
MAR: Grand Ballroom Salon I		943 HR/OB: Supportive Leadership and POS
MAR: Grand Ballroom Salon J	874 OB/SIM: Workplace Interactions	
MAR: Grand Ballroom Salon K	860 OB: Proactive Workplace Behavior	
MAR: Grand Ballroom Salon L	872 OB/MOC/OMT: Advancements in Adaptation	
MAR: Room 301	861 OB: Source of Motivation	
MAR: Room 303	862 OB: Leadership and Creativity	911 CAR: Boundaryless Career
MAR: Room 304	863 OB: Impact of Employee Affect	912 CAR: Developmental Networks
MAR: Room 305	868 OB/CM/HR: Trust in Leadership	·
MAR: Room 306		937 HR: Turnover Antecedents
MAR: Room 307		938 HR: HR Systems
MAR: Room 308	864 OB: Impact of Social Comparison	
MAR: Room 401	865 OB: The Effects of Anger Displays	
MAR: Room 402	869 OB/CM/OMT: Experiencing Legitimacy	
IAR: Room 403	866 OB: Economic Downturns & Employees	
MAR: Room 404		913 CAR: Retirement
MAR: Room 406	867 OB: Contextualizing Justice	
MAR: Room 407	871 OB/MOC: Intercultural Interactions	
MAR: Room 408	821 CAR/HR/OB: Minding Career Gaps	914 CAR: Career Transition and Identity
MAR: Room 409	<u> </u>	961 OM: Environment And Safety Issues
MAR: Room 410	870 OB/HR/GDO: Work-Family Balance Policies	
MAR: Room 411	,	939 HR: Mentoring
MAR: Room 412		940 HR: Creativity

Monda	ay Mornin	g, Augus	st 4	, 2014	(contina	ued)
7:30	8:00 8:30	9:00	9:30	10:00	10:30	11:00
MAR: Room 414				<b>942</b> HR: Coping a	and Stress	
MAR: Room 415	822 CAU: Networking f	or Time Scholars		916 CAU: Legitim	izing the AFAM	
MAR: Room 502	820 CAR: Protean Care	eer and Identity		915 CAR: Acader	mic Careers	
SHR: Franklin Room & Foyer AAA: Techno	logy Center					-
SHR: Freedom E	828 ENT: Cognitive Sk	ills		924 ENT: Resour	ces in Entreprene	urship
SHR: Freedom F	819 BPS/TIM: Policy R	eforms and Startups				
SHR: Freedom G	890 RM: The Power of	Words in RM		978 RM/OMT/BP	S: Qualitative Com	np. Analysis
SHR: Freedom H	829 ENT: Entrepreneur	rship Research MENA		<b>925</b> ENT: CEOs 8	& Founders in Fam	nily Firm
SHR: Horizons Rooftop Ballroom	892 SAP: Power of Wo	rds: Rhetoric		910 BPS: Strateg	y at Crossroads	
SHR: Independence A	809 BPS: Ecosystems	and Disruption				
SHR: Independence B	817 BPS/GDO/OMT: W	Vomen in Upper Echelons				
SHR: Independence C	830 ENT: Franchising			926 ENT: Opport	unities and Cogniti	ion
SHR: Independence D	891 RM: Common Met	hod Variance		977 RM: Improvin	g Measurement	
SHR: Liberty Ballroom A				<b>979</b> SAP: SAP Di	stinguished Keyno	ote
SHR: Liberty Ballroom C ← ICW: FBR Bo	pard Meetings					
SHR: Logan's 1 & 2	893 SAP: Middle Mgmt	Strategic Activity				
SHR: Parlor A	810 BPS: Individual Ne	tworks				
SHR: Parlor B	831 ENT: Culture in En	trepreneurship		927 ENT: Entrepr	eneurial Orientation	on
SHR: Parlor C	832 ENT: Business Mo	dels		928 ENT: Entrepr	eneurial Strategie	s
SHR: Parlor D	823 CAU: Communicat	tion Challenges		917 CAU: Labelin	g Emotions	
SHR: Philadelphia North	836 ENT/BPS: Entrepr	eneurial Financing				
SHR: Philadelphia South	818 BPS/SIM/ONE: CS	SR, People, and				
SHR: Salon 10	811 BPS: Govern. in E	merging Economies				
SHR: Salon 3	812 BPS: Corporate Sp	oinoffs				
SHR: Salon 4	813 BPS: Acquiring Re	sources				
SHR: Salon 5	814 BPS: Exploration a	and Exploitation				
SHR: Salon 6	833 ENT: Entrepreneur	rial Performance		929 ENT: Motivat	ions and Outcome	es
SHR: Salon 7	808 AAA: Speaker Pre	paration				-1
SHR: Salon 8	824 CAU: Collective Me	oral Development		918 CAU: Creativ	e Idea Implementa	ation
SHR: Salon 9	834 ENT: Crowdfundin	g		930 ENT: Entrepr	eneurial Action	
SHR: Seminar Room A	835 ENT: Entrepreneur	rship & Firm Growth		931 ENT: Failure	and Recovery	
SHR: Seminar Room B	815 BPS: Executive Co	ompensation				
SHR: Seminar Room C	816 BPS: geography of	f innovation			·	·

	av Farly Afternoo	on, August 4, 2014
WIOHU	ay Larry Arternoo	ni, August 4, 2014
	11:30 12:00 12:30	1:00 1:30 2:00 2:30
LWS: Adams Room	1088 SIM: Employee Responsibility	<b>1117</b> GDO: Disability in the Workplace
LWS: Anthony Room	1089 SIM: Shared Value and Values	1178 SIM: Stakeholder Influences
LWS: Commonwealth A1 ← AAA: Technolo	gy Center	
LWS: Commonwealth A2	1090 SIM: Strategy and Responsibility	1179 SIM: Reactions to Wrongdoing
LWS: Commonwealth B	<b>1026</b> GDO: Gender Segregation	1118 GDO: Demographic Similarity
LWS: Commonwealth C		1124 MH: Historical Critique
LWS: Commonwealth D	<b>1027</b> GDO: Sexism, Gender Identity	1119 GDO: Work-Life Balance
LWS: Congress Room A	<b>1051</b> MOC: Intuition and Emotion	1125 MOC: Inutition: Qualitative Methods
LWS: Congress Room B	1091 SIM: Political CSR	1180 SIM: Philosophical Perspectives
LWS: Congress Room C	1092 SIM: Discourse Ethics	1181 SIM: Ethical Leadership
LWS: Howe Room	1095 ICW: JMS Editorial Board	Meeting
LWS: Jefferson Boardroom← AAA: Speaker	Preparation	
LWS: Parlor 1	<b>1028</b> GDO: Diversity Management Practices	<b>1120</b> GDO: Diversity, Networks, Tokenism
LWS: Parlor 2	1050 MH: Historical Case Study	1182 SIM: Responsibility in Family Firms
LWS: Penn	1054 MOC/HR: Self-regulation	1126 MOC: Positive Org Scholarship
LWS: Regency Ballroom A	1049 MED: David Kolb: MED Keynote	
LWS: Regency Ballroom C1	1055 MSR: Cultural perspectives	1129 MSR: Creative application
LWS: Regency Ballroom C2		1096 MED: MED Lunch & Strategy Meeting
LWS: Tubman Room	<b>1052</b> MOC: Cognition and Performance	1127 MOC: Strategy and Cognition
LWS: Washington Room A	1053 MOC: Organizational Identity	1128 MOC: Personal Identities
LWS: Washington Room B	1029 GDO: Inclusion	1121 GDO: LGBT Disclosure & Stigma
LWS: Washington Room C	<b>1030</b> GDO: Bridging Differences	1122 GDO/ODC/OB: Boardroom of the Future
PCC: A-125 South Show Office ← AAA: Nurs	sing Room	
PCC: Exhibit Hall B		1194 Conference Bro
PCC: Exhibit Hall B. ← AAA: Registrat	ion	
PCC: Exhibit Hall B ← AAA: Exhibits		
PCC: Room 102 A	1083 PTC: PTC Business Meeting	
PCC: Room 102 B	1040 IM: Global CSR: Strategies	1150 ODC: Planned Change
PCC: Room 103 A	1058 ODC: Engagement and Change	1151 ODC: Change as Practice
PCC: Room 103 B	1063 ODC/MC: Fifty Years of JABS	
PCC: Room 103 C	<b>1048</b> MC: Client Consultant Relationship	1188 TIM/BPS: Changing Research Enterprise
PCC: Room 104 A	1047 IM/BPS/OMT: MNC Interdisciplinary	1183 TIM: Intellectual Property Strategy
PCC: Room 104 B		1184 TIM: Innovation Adoption Barriers
PCC: Room 105 B. ← AAA: Hospitalit	ty Suite	
PCC: Room 106 AB ← AAA: Technolo	av Center	
	gy ochtor	
	1041 IM: Global Gov: Intl Finance	1113 CMS: Entrepreneurship, Strategy
PCC: Room 107 A		1113 CMS: Entrepreneurship, Strategy 1158 OMT: Navigating Logics
PCC: Room 107 A PCC: Room 107 B	1041 IM: Global Gov: Intl Finance	
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical	1158 OMT: Navigating Logics
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 110 B	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 110 B PCC: Room 111 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance
PCC: Room 107 A PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 110 B PCC: Room 111 B PCC: Room 111 B	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership
PCC: Room 107 A  PCC: Room 108 A  PCC: Room 108 B  PCC: Room 109 A  PCC: Room 109 B  PCC: Room 110 A  PCC: Room 110 B  PCC: Room 111 B  PCC: Room 111 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership
PCC: Room 107 A  PCC: Room 108 A  PCC: Room 108 B  PCC: Room 109 A  PCC: Room 109 B  PCC: Room 110 A  PCC: Room 110 B  PCC: Room 111 A  PCC: Room 111 B  PCC: Room 112 A  PCC: Room 112 B	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of
PCC: Room 107 A  PCC: Room 108 A  PCC: Room 108 B  PCC: Room 109 A  PCC: Room 109 B  PCC: Room 110 A  PCC: Room 110 B  PCC: Room 111 A  PCC: Room 111 B  PCC: Room 112 A  PCC: Room 112 B  PCC: Room 113 A	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability 1061 ODC: Leadership and Change	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of
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PCC: Room 107 A PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 110 B PCC: Room 111 B PCC: Room 112 A PCC: Room 112 B PCC: Room 113 A PCC: Room 113 B PCC: Room 113 B PCC: Room 113 B PCC: Room 113 B PCC: Room 113 C	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability 1061 ODC: Leadership and Change 1066 OMT: Institutional Complexity 1067 OMT: Reconsidering the Categorical 1077 ONE: Regulations	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of
PCC: Room 107 A PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 110 B PCC: Room 111 A PCC: Room 112 A PCC: Room 113 A PCC: Room 113 B PCC: Room 113 B PCC: Room 113 C PCC: Room 114-Aud. Lecture Hall	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability 1061 ODC: Leadership and Change 1066 OMT: Institutional Complexity 1067 OMT: Reconsidering the Categorical 1077 ONE: Regulations 1094 TIM: Creating Capacity for Innovation	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of 1115 CMS/GDO/OMT: Diversity & Inequality 1168 OMT/TIM/BPS: Industry Evolution 1159 OMT: Executive Compensation 1191 TIM/OMT/BPS: Innovation Ecosystems
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 A PCC: Room 109 B PCC: Room 110 A PCC: Room 111 A PCC: Room 111 B PCC: Room 112 A PCC: Room 112 A PCC: Room 113 A PCC: Room 113 B PCC: Room 113 C PCC: Room 114-Aud. Lecture Hall PCC: Room 115 C	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability 1061 ODC: Leadership and Change 1066 OMT: Institutional Complexity 1067 OMT: Reconsidering the Categorical 1077 ONE: Regulations 1094 TIM: Creating Capacity for Innovation	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of 1115 CMS/GDO/OMT: Diversity & Inequality 1168 OMT/TIM/BPS: Industry Evolution 1159 OMT: Executive Compensation 1191 TIM/OMT/BPS: Innovation Ecosystems
PCC: Room 107 A PCC: Room 107 B PCC: Room 108 A PCC: Room 108 B PCC: Room 109 B PCC: Room 110 A PCC: Room 111 A PCC: Room 111 B PCC: Room 112 A PCC: Room 113 A PCC: Room 113 C PCC: Room 114-Aud. Lecture Hall PCC: Room 115 C PCC: Room 116 PCC: Room 116 PCC: Room 116 PCC: Room 117	1041 IM: Global Gov: Intl Finance 1073 OMT/CMS: Making Inst Theory Critical 1031 HCM: HCM Distinguished Speaker 1014 CM: Building or Eroding Trust 1015 CM: Task and Intergroup Conflict 1065 OMT: Exploring Routines 1059 ODC: Organizational Change in Japan 1056 OCIS: Teams and Collaboration 1076 ONE: Stakeholders & Social Activism 1079 PNP: SHRM & Public Sector Austerity 1060 ODC: Innovation and Sustainability 1061 ODC: Leadership and Change 1066 OMT: Institutional Complexity 1067 OMT: Reconsidering the Categorical 1077 ONE: Regulations 1094 TIM: Creating Capacity for Innovation	1158 OMT: Navigating Logics 1169 ONE: Innovation & Positive Change 1112 CM: The Dynamic Nature of Conflict 1114 CMS: Materialities and Bodies 1167 OMT/SIM: Pathways to Alleviate Poverty 1172 PNP: Financial Performance 1147 OCIS: Mobile Technologies 1123 HCM: Perceptions of Leadership 1190 TIM/OCIS/OMT: Impact of 1115 CMS/GDO/OMT: Diversity & Inequality 1168 OMT/TIM/BPS: Industry Evolution 1159 OMT: Executive Compensation 1191 TIM/OMT/BPS: Innovation Ecosystems

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

Monday 1	Early Afternoon, Au	gust 4, 2014 (continued)
	11:30 12:00 12:30 1:00	0 1:30 2:00 2:30
PCC: Room 118 B	1057 OCIS: Communication Practices	1149 OCIS: Innovation and Creativity
PCC: Room 119 A	1078 ONE/SIM/BPS: Maintaining Core Mission	1171 ONE: Management I
PCC: Room 119 B	1016 CMS: Ethics	
PCC: Room 120 A	1044 IM: Emerging Markets: Upgrading	1153 ODC/MC/BPS: Parallel Organization
PCC: Room 120 B	1045 IM: Global Gov: CGIO Award	1154 ODC/OMT/OB: Action Science in
PCC: Room 120 C	1080 PNP: Diversity and Inclusion	1185 TIM: R&D Spending & Productivity
PCC: Room 121 A	1075 OMT/MOC/ENT: Strategies of Action	1160 OMT: Institutional Logics
PCC: Room 121 B	1068 OMT: Field Emergence and Change	1161 OMT: Institutional Change
PCC: Room 121 C	1081 PNP: Employee Attitudes	1186 TIM: "Evolution of Early Ventures"
PCC: Room 122 A	1069 OMT: Institutional Work	1166 OMT/BPS/ENT: The Dynamics of
PCC: Room 124	1093 SIM/CMS: What's a Corp. Elite to Do?	
PCC: Room 125	1082 PNP: Values and Ethics	1173 PNP: Human Resource Management
PCC: Room 126 B	1074 OMT/MOC/BPS: Recognizing the New	1162 OMT: Corporations and Development
PCC: Room 202 A	1070 OMT: Reputation and Legitimacy	1163 OMT: Politics
PCC: Room 202 B	1071 OMT: Effects of Legitimacy	1164 OMT: Deviance and Defiance
PCC: Room 203 A	107 1 OWY. Effects of Legitimacy	1187 TIM: Administrative Outcomes
PCC: Room 203 B	<b>1072</b> OMT: Corruption, Cronvism and Crime	1165 OMT: Teams and Networks
	aker Preparation	TIOS OWIT. Teaths and Networks
MAR: 4th Floor Prefunction Area A: Tech	•	3
MAR: Conference Suite 1 ← ICW: IMD		1192 ICW: IMD International
MAR: Franklin Hall	•	1192 ICW. IIVID IIILEITIALIOITAI
MAR: Grand Ballroom Salon A		1108 CAR: Work-Life Integration Insights
MAR: Grand Ballroom Salon B	1064 OM: Publishing Trends in OM	
MAR: Grand Ballroom Salon C & D← OB	2. Hot Coffoo Cool	1130 OB: Conformity & Deviance in Teams
MAR: Grand Ballroom Salon F	3. Hot Collee Cool	4402 HD. HD Ioc Coons
MAR: Grand Ballroom Salon I	4020 LID. Desferences Defines	1193 HR: HR Ice Cream
	1032 HR: Performance Ratings	1155 OM: Best Student Paper Nominees
MAR: Grand Ballroom Salon J	1033 HR: A large Scale survey	1142 OB/GDO: Faultlines and Power
MAR: Grand Ballroom Salon K		1145 OB/HR/MOC: A Closer Look at
MAR: Grand Ballroom Salon L		1131 OB: Practices for Creativity
MAR: Room 301		1144 OB/HR/CAR: Challenge/Hindrance
MAR: Room 302		1132 OB: Scale Validation
MAR: Room 303	<b>1007</b> CAR: Trusting on Partners	<b>1133</b> OB: Creativity in Context
MAR: Room 304	<b>1008</b> CAR: The Impact of Mentoring	<b>1134</b> OB: Social & Work Relationships
MAR: Room 305		1135 OB: Positivity and Authenticity
MAR: Room 306	1034 HR: Turnover outcomes	
MAR: Room 307	1035 HR: HPWS and context	
MAR: Room 308		1136 OB: Organization Performance & OCB
MAR: Room 401		1137 OB: Ethical Leadership Perceptions
MAR: Room 402		1138 OB: Leisure and Work
MAR: Room 403		1139 OB: Examining Turnover
MAR: Room 404		1146 OB/HR/MSR: Leader Humility
MAR: Room 406		1140 OB: Examining Emotional Labor
MAR: Room 407		1143 OB/HR: The Global-Virtual Workplace
MAR: Room 408	1009 CAR: Individual Aspects of Career	1156 OM: Supplier Management
MAR: Room 409		1157 OM: Services Operations
MAR: Room 410		1141 OB: Scales of Work and Life
MAR: Room 411	1036 HR: Succession Planning	
MAR: Room 412	1037 HR: Leadership	
MAR: Room 413	1038 HR: HR Function	
MAR: Room 414	1039 HR: Employee Selection	
MAR: Room 415	1011 CAU: Disabled Faculty	1109 CAU: The HRM Process Approach: A
MAR: Room 502	1010 CAR/OB/HR: Antecedents of FSSB	- 100 O/O. THO FRANT TOOOGO / Approach. / Y
	nnology Center	4
SHR: Freedom E	1017 ENT: Cognitive Threats	
SHR: Freedom F	1005 BPS/OMT/TIM: Routines: Theory & Data	1107 BPS/SIM: Power of Corporate
i 10000m1	TOO DI GIOINITITINI. NOULINES. THEOLY & Dala	I I VI DI O/Olivi. I Owel di Colpulate

### Monday Early Afternoon, August 4, 2014 (continued) SHR: Freedom G 1084 RM: Multi-level Methods 1175 RM/HR/OB: "Big Science" in SHR: Freedom H 1176 SAP: New Agendas in SAP Research 1018 ENT: Models of Family Firm SHR: Horizons Rooftop Ballroom 1087 SAP/OMT/ODC: Emergence of Routines 1116 ENT: ENT Plenary SHR: Independence A 996 BPS: Organizing for Innovation 1106 BPS/ENT/TIM: Crowdfunding 997 BPS: R&D and Pricing Strategies SHR: Independence B 1097 BPS: Organizational Decision-Making SHR: Independence C 1019 ENT: Entrepreneurial Opportunities SHR: Independence D 1085 RM: Approaches to Modeling 1174 RM: Methods to Theory SHR: Logan's 1 & 2 1086 SAP/ODC: Strategizing, Change, Identity 1177 SAP/ODC: Leadership-as-Practice SHR: Parlor A 998 BPS: Alliance Partners 1098 BPS: Network Attributes SHR: Parlor B 1020 ENT: Liability of Foreignness SHR: Parlor C 1021 ENT: CEO in Entrepreneurial Firms SHR: Parlor D 1110 CAU: Authentic Leadership Caucus **1012** CAU: Indian Academy of Management SHR: Philadelphia North 1025 ENT/ONE/OMT: Cleantech Entry SHR: Philadelphia South 1006 BPS/TIM: Ent Finance, Selection, Perf 1099 BPS: Dissertation Finalists SHR: Salon 10 999 BPS: Directors' Compensation 1100 BPS: Governance and Risk Taking SHR: Salon 3 1000 BPS: Corp. Advantages & Failures **1101** BPS: Knowledge From&Across Markets SHR: Salon 4 1001 BPS: Agency Perspective 1102 BPS: Capability Development SHR: Salon 5 1002 BPS: Organization Design 1103 BPS: Change and Firm Performance SHR: Salon 6 1022 ENT: Academic Entrepreneurship ← AAA: Speaker Preparation SHR: Salon 7 SHR: Salon 8 1013 CAU: Words' Power on Sustainability 1111 CAU: Errors Reliability and Culture SHR: Salon 9 1023 ENT: Emotions in Entrepreneurship SHR: Seminar Room A 1024 ENT: Human Capital SHR: Seminar Room B 1003 BPS: Board Composition 1104 BPS: CSR SHR: Seminar Room C 1004 BPS: Market Structure & Competition 1105 BPS: Multimarket Competition

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Mond	ay Late A	Aiternoo	m,	Augus	st 4, 2	W14	
	3:00 3:30	4:00	4:30	5:00	5:30	6:00	
LWS: Adams Room	1240 MSR/ODC: Imp	act of Mindfulness		1349 MSR: Spirit	tuality at work		
LWS: Anthony Room	1284 SIM: CSR in As	ia		1341 MED: Educ	ation of Internat	t. Student	
LWS: Commonwealth A1 ← AAA: Technology	y Center						4
LWS: Commonwealth A2	1285 SIM: Corporatio	n in the Community					
LWS: Commonwealth B				1387 SIM: SIM D	ivision Meeting		
LWS: Commonwealth D						1398	ICW: 25th LQ
LWS: Congress Room A	1236 MOC: Decision	Making		1345 MOC: Judg	ment and Decis	sion Making	
LWS: Congress Room B	1286 SIM: Issue Man	agement					
LWS: Congress Room C	1288 SIM/IM/BPS: De	evelopment-oriented CSR	}	1350 MSR: Theo	logy		
LWS: Jefferson Boardroom← AAA: Speaker Pr	reparation						4
LWS: Lescaze Room						1395	GDO: GDO Business
LWS: Parlor 1	1234 MED: Education	Student Performance		1342 MED: Instru	uctor/Student Be	ehaviour	
LWS: Parlor 2	1287 SIM: External In	stitutional Theory		1343 MED: Bus	School Change	Mgt & Purpos	
LWS: Penn	1237 MOC: Cognition	and Leadership		1346 MOC: Narra	atives of Leader	ship	
LWS: Regency Ballroom A	1235 MH: Global Mar	nagement History					
LWS: Regency Ballroom B	<b>1223</b> GDO: GDO Ple	nary Session					
LWS: Regency Ballroom C1	1259 OB/MED/HR: W	riting about Goals		1344 MED/OB: E	Best PhD Studer	nt Paper	
LWS: Tubman Room	1238 MOC: CEO Cha	aracteristics		1347 MOC: Strat	egic Decision M	laking	
LWS: Washington Room A	1239 MOC/OB: Relat	ionships and Identity		1348 MOC/OB: I	dentity and Soci	ial Influence	
LWS: Washington Room BC					<b>1394</b> M	H: MH Busines	S
OS: McCormick & Schmick's						1396	HCM: HCM Division
PCC: A-125 South Show Office ← AAA: Nursi	ing Room						4
PCC: Exhibit Hall B 1194	Conference Break						
PCC: Exhibit Hall B. ← AAA: Registration	n						
PCC: Exhibit Hall B ← AAA: Exhibits							
PCC: Room 102 A				1381 OMT/OB: T	rust and Distrus	st	
PCC: Room 102 B	1227 IM: Global CSR	: Corruption		1313 CM: Culture	e in Negotiation		
PCC: Room 103 A	1225 HCM/OB: Innov	ation and Implementation	1				
PCC: Room 103 C	1289 TIM: Academic	Science & Industry		1388 TIM: Univer	rsity Technology	/ Transfer	
PCC: Room 104 A	1290 TIM: IP Litigatio	n		1325 HCM: HCM	l Business Meet	ing	
PCC: Room 104 B	1291 TIM: Managing	Global R&D					
PCC: Room 105 B. ← AAA: Hospitality							
PCC: Room 106 AB ← AAA: Technology	y Center						-
PCC: Room 107 A	1212 CMS: Gendered	l Organizations					
PCC: Room 107 B	1267 OMT: Complexi	ty and Pluralism		1374 OMT: Hybr	id Organizations	3	
PCC: Room 108 A	1278 ONE/SIM/OMT:	After Greenwashing		1316 CMS: CMS	Activist Speake	er	
PCC: Room 108 B	<b>1211</b> CM/OB: First Of	ffers in Negotiations		1315 CM/OB/HR	: Comparison in	Competitions	
PCC: Room 109 A				1338 MC: Schola	ar/Practitioner Ed	ducation	
PCC: Room 109 B	1268 OMT: Organizat	tional Ethnography					
PCC: Room 110 A				1339 MC: Motiva	tion in Different	Settin	
PCC: Room 110 B	1261 OCIS: Making n	neaning through Languag	1			1397	ICW: Management
PCC: Room 111 A	1224 HCM: Strategy	& Decisions in Health					
PCC: Room 111 B	1233 MC: MC Disting	uished Speaker		1389 TIM: Crowd	dsourcing Innova	ations	
PCC: Room 112 A	1210 CM: Deception	in Negotiation		<b>1314</b> CM: Ethica	l and Moral Judg	gments	
PCC: Room 112 B	<b>1213</b> CMS: Agency a	nd Resistance		1340 MC: Socio-	Economic/Confl	lict Issues	
PCC: Room 113 A	<b>1275</b> OMT/OB: Organ	nizational Wrongdoing		1375 OMT: Innov	vation and Learr	ning	
PCC: Room 113 B	<b>1277</b> OMT/TIM/ONE:	Non-market Actors &		1376 OMT: Cate	gory Creation a	nd Change	
BOO B 440 O	4202 TIM: Innovation	via Ecosystems		1390 TIM: Stand	ards: Cost Bene	efit & Comp	
PCC: Room 113 C	1292 Hivi. IIIIIOValion			400 4 DUD DUD			
PCC: Room 113 C PCC: Room 114-Aud. Lecture Hall	<b>1263</b> ODC: Plenary: 0	Gareth Morgan		<b>1384</b> PNP: PNP	Plenary		
		•		1384 PNP: PNP		ngmt	
PCC: Room 114-Aud. Lecture Hall	<b>1263</b> ODC: Plenary: 0	: FDC Award			Strategy: MNE r		
PCC: Room 114-Aud. Lecture Hall PCC: Room 115 C	<b>1263</b> ODC: Plenary: ( <b>1228</b> IM: Global Strat	: FDC Award I Team Dynamics		1333 IM: Global	Strategy: MNE r Global Leaders	: Multiculturals	
PCC: Room 114-Aud. Lecture Hall PCC: Room 115 C PCC: Room 116	1263 ODC: Plenary: 0 1228 IM: Global Strat 1232 IM/GDO: Globa	: FDC Award I Team Dynamics vation in Creatives		1333 IM: Global 3 1337 IM/OB/HR:	Strategy: MNE r Global Leaders	: Multiculturals	
PCC: Room 114-Aud. Lecture Hall PCC: Room 115 C PCC: Room 116 PCC: Room 117	1263 ODC: Plenary: ( 1228 IM: Global Strat 1232 IM/GDO: Globa 1293 TIM: Open Inno	: FDC Award I Team Dynamics vation in Creatives nward FDI		1333 IM: Global 3 1337 IM/OB/HR:	Strategy: MNE r Global Leaders	: Multiculturals	

Monday	Late Afternoon, Ai	igust 4, 2014 (continued)
Wildiay	·	
PCC: Room 120 B	3:00 3:30 4:00 4 <b>1231</b> IM: Global Gov: Owners	4:30 5:00 5:30 6:00 <b>1335</b> IM: Global Gov: External Corp Gov
PCC: Room 120 C	1294 TIM: Methodological Advances	·
PCC: Room 121 A	1269 OMT: TMTs and Firm Performance	1391 TIM: Industry Emergence + Evolution 1377 OMT: The Virtuous Organization
PCC: Room 121 B	1270 OMT: Categorization	1378 OMT: Unpacking Identity
PCC: Room 121 C	1295 TIM: New Venture Learning Methods	1376 OMT. Oripacking identity 1392 TIM: Tech New Venture Strategies
PCC: Room 122 A	1276 OMT/OB/GDO: Female Leaders and	1370 OCIS: OCIS Keynote
PCC: Room 125	1279 PNP: Performance	1370 OCIS. OCIS Reyrible
PCC: Room 126 A	1219 FIVE. Fellormance	1336 IM: IM Richman Award 1399 IM: IM Buss
PCC: Room 126 B	1271 OMT: Attention, Cliques and Trust	1379 OMT: Field Emergence
PCC: Room 202 A	1272 OMT: Attention, Oriques and Trust	1380 OMT: Speaking of Language
PCC: Room 202 B	1273 OMT: Symbols and Narratives	1383 ONE: ONE Business Meeting
PCC: Room 203 A	1296 TIM: Ambidexterity & Capabilities	1393 TIM: Problem-Solving
PCC: Room 203 B	1274 OMT: Risk, Fear and Safety	1382 OMT/TIM/ENT: Resource Malleability
	ker Preparation	1362 OWITH INVINCINT. Resource Maileability
PCC: Room 301	1297 TLC: TLC Organizing	
MAR: 4th Floor Prefunction ← AAA: Techi		-
MAR: Conference Suite 1 ← ICW: IMD I		
MAR: Franklin Hall		
MAR: Grand Ballroom Salon A		4300 CAR CAR Division Dusiness Martin
MAR: Grand Ballroom Salon A	1206 CAR: Everett C Hughes Award	1308 CAR: CAR Division Business Meeting
	1241 OB: Better Performing Teams	1365 OB/HR/SIM: CSR and Sustainability
MAR: Grand Ballroom Salon C	1242 OB: Price of Negative Affect	1351 OB: Positive Affect & Work Outcome
MAR: Grand Ballroom Salon D	1260 OB/MOC/OMT: Group Dynamics	<b>1367</b> OB/OMT: Team Boundary Spanning
	HR: HR Ice Cream Social	
MAR: Grand Ballroom Salon I	1264 OM: Chan Hahn Best Paper Nominees	1332 HR/SIM: Silence as Employee Response
MAR: Grand Ballroom Salon J	1243 OB: Workplace Incivility	1363 OB/CM: Workplace Mistreatment
MAR: Grand Ballroom Salon K	<b>1244</b> OB: Antecedents of Motivation	1366 OB/MOC/HR: Leadership and
MAR: Grand Ballroom Salon L	1245 OB: Supporting Creativity	1369 OB/TIM: Network drivers of creativity
MAR: Room 301	1246 OB: Workplace Stress	1352 OB: Deference and Collaboration
MAR: Room 302	<b>1247</b> OB: Allocating Employee Time	1353 OB: Servant Leadership
MAR: Room 303	<b>1248</b> OB: Feedback Seeking Revisited	<b>1354</b> OB: Motivational Feedback
MAR: Room 304	<b>1249</b> OB: Authentic Leadership	1368 OB/OMT: Psychodynamics &
MAR: Room 305	<b>1250</b> OB: Trust in Organizations	1364 OB/CM/HR: Organizational Trust
MAR: Room 306		1326 HR: withdrawal
MAR: Room 307		1327 HR: HPWS and Mediators
MAR: Room 308	<b>1251</b> OB: Perceptual Aspects of OCB	1355 OB: OCB & Perceptions
MAR: Room 401	1258 OB/HR: Ethical Leadership	<b>1356</b> OB: Outcomes of Ethical Leadership
MAR: Room 402	<b>1252</b> OB: Social Status Change Process	1357 OB: Relationships and Work
MAR: Room 403	<b>1253</b> OB: Employee Turnover	<b>1358</b> OB: Healthiness is Happiness
MAR: Room 404	<b>1254</b> OB: How We Harm and Help Ourselves	1359 OB: Organizational Politics
MAR: Room 406	1255 OB: Emotions at Work	<b>1360</b> OB: Emotional Intelligence
MAR: Room 407	<b>1256</b> OB: Individual Differences	<b>1361</b> OB: Affect Contagion in Teams
MAR: Room 408	<b>1265</b> OM: Service Innovation	1372 OM: Risks And Capabilities
MAR: Room 409	1266 OM: Inventory And Order Management	1373 OM: Sustainable Supply Chains
MAR: Room 410	1257 OB/GDO/CAR: Unique Workers &	<b>1362</b> OB: Generational Differences
MAR: Room 411		1328 HR: Employee Training
MAR: Room 412		1331 HR/OB: Employer Branding and Image
MAR: Room 413		1329 HR: Labor Relations
MAR: Room 414		1330 HR: Diversity and Selection
MAR: Room 415	<b>1207</b> CAU: Discretion and CEO Effect	<b>1309</b> CAU: Russian Research Caucus
MAR: Room 502		<b>1310</b> CAU: Ethical Leadership
	nology Center	1010 0/10. Edition Educations
SHR: Freedom E	1214 ENT: Decision Making	1324 ENT/BPS/TIM: Hackers Makers &
SHR: Freedom F	1203 BPS/IM: Global Value Chains	1307 BPS/OMT/TIM: Dyn. Cap. and Path
SHR: Freedom G	1280 RM: Ethnography	JOSE DI O/OMIT/THM. Dyn. Oup. and I am
SHR: Freedom H		1317 ENT: Family Rucinose Covernose
OF III A. I TOGUUIII II	<b>1215</b> ENT: Dynamics in Family Firms	1317 ENT: Family Business Governance

Mon	day	Late	Aftern	oon, A	Aug	ust 4,	<b>2014</b> (c	ontin	ued)
		3:00	3:30	4:00	4:30	5:00	5:30	6:00	
SHR: Independence A		1195	BPS: Patenting Str	ategy		<b>1298</b> BPS: Bus	siness Model Innova	tion	
SHR: Independence B		1205	BPS/OMT: Corpor	ate Parenting					
SHR: Independence C		1216	ENT: Entrepreneu	rial Policies		<b>1318</b> ENT: Age	e and Experience		
SHR: Independence D		1281	RM/OB: Statistical	Control					
SHR: Liberty Ballroom C		1226	ICW: ORM ERB M	eeting					
SHR: Logan's 1 & 2		1282	SAP: Change, Rer	newal, Managemer	nt				
SHR: Parlor A		1196	BPS: Strategic Ne	work		1299 BPS: Net	twork Dynamics		
SHR: Parlor B		1217	ENT: Performance	of IPOs		<b>1319</b> ENT: Wo	rds in Social ENT		
SHR: Parlor C		1218	ENT: Conceptual I	Models		1320 ENT: Info	ormal Entrepreneurs	nip	
SHR: Parlor D		1208	CAU: Crowdsourci	ng Expert Network	(	1311 CAU: Lov	ve: The Power of a V	Vord	
SHR: Philadelphia North		1222	ENT/TIM: Neuroer	trepreneurship!		1385 RM: Doin	g Meaningful Resea	rch	
SHR: Philadelphia South		1204	BPS/IM/OMT: Why	and How Context	t	1306 BPS/OM	T/ENT: Origins of Ca	pability	
SHR: Salon 10		1197	BPS: Boards, Stra	tegy, Performance		1300 BPS: Poli	itics and Governance	е	
SHR: Salon 2		1283	SAP: Strategy Too	ls I		1386 SAP: Stra	ategy Tools II		
SHR: Salon 3		1198	BPS: Global Succe	ess		1301 BPS: Mai	rket Behavior&Firm \$	Strategy	
SHR: Salon 4		1199	BPS: Creating and	Capturing Value		1302 BPS: Firm	m Boundaries&Value	Creation	
SHR: Salon 5		1200	BPS: Bus. Models	ENT and Venturing	ng	1303 BPS: Firm	m Resources & Capa	abilities	
SHR: Salon 6		1219	ENT: Bottom of the	e Pyramid		<b>1321</b> ENT: Dyr	namic Capabilities		
SHR: Salon 7	← AAA: Spea	aker Preparation							
SHR: Salon 8		1209	CAU: MENA Mana	gement Research		1312 CAU: Pov	werful Translation		
SHR: Salon 9		1220	ENT: Entrepreneu	rial Education		1322 ENT: Eth	nic Entrepreneurship	)	
SHR: Seminar Room A		1221	ENT: Entrepreneu	rial Innovation		1323 ENT: Ent	repreneurial Intentio	ns	
SHR: Seminar Room B		1201	BPS: Board Intera	ction		1304 BPS: Gov	vernance & Firm Per	formance	
SHR: Seminar Room C		1202	BPS: Entrants, Inc	umbents, Spinouts	6	1305 BPS: Nev	w Product Innovation	1	

N	Monda	y Ev	ening	g, Aug	gust 4	l, 201	4	
	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
LWS: Commonwealth A1 ← AAA: Te	chnology Center	•						
LWS: Commonwealth B	1407 MOC	: MOC Busine	ss Meeting					
LWS: Commonwealth C	1413 SIM:	SIM Social						
LWS: Commonwealth D 1398 IC	W: 25th LQ Celebra	tion						
LWS: Howe Room		<b>1414</b> GE	O: GDO Social	Hour				
LWS: Jefferson Boardroom ← AAA: Sp	eaker Preparation							
LWS: Lescaze Room 1395 G	DO: GDO Business							
LWS: Millenium Hall		1415 IC\	N: BYU Ice Crea	am Social at AON	И			
LWS: Regency Ballroom A	<b>1405</b> MED:	MED Busines	SS					
LWS: Regency Ballroom B			<b>1419</b> ME	ED: MED Social				
LWS: Washington Room BC	<b>1406</b> MH: N	MH Social						
OS: Maggiano's Little Italy Restaurant	1401 CAR:	Careers Divis	ion Social Hour					
OS: McCormick & Schmick's 1396 Ho	CM: HCM Division S	ocial						
OS: National Constitution Center				1423 IM	I: IM Social			
OS: Top of the Tower		<b>1416</b> ON	NE: 2014 ONE S	ocial Reception				
PCC: A-125 South Show Office AAA: Nu	rsing Room							
PCC: Room 106 AB ← AAA: Te	chnology Center							
PCC: Room 109 B	1402 CMS:	CMS Social						
PCC: Room 110 B <b>1397</b> IC	W: Management Le	arning Social						
PCC: Room 118 A	1409 ODC:	ODC Membe	rs Reception					
PCC: Room 122 A	1408 OCIS	: OCIS Divisio	n Business Mee	ting				
PCC: Room 122 B			<b>1420</b> 00	CIS: OCIS Recep	otion and Social I	Even		
PCC: Room 126 A	399 IM: IM Buss N	Meeting						
PCC: Room 203 B	<b>1410</b> OMT:	OMT Busines	SS					
PCC: Room 204 A			<b>1421</b> ON	MT: OMT Social	Hour			
PCC: Room 300 ← AAA: Sp	eaker Preparation							
MAR: 4th Floor Prefunction ← AAA: Te	chnology Center							
MAR: Grand Ballroom Salon H					<b>1424</b> IC	W: CWRU ORB	H/DM Reception	
SHR: Franklin Room & Foyer ← AAA: Te	chnology Center							
SHR: Freedom E	<b>1404</b> INDA	M: INDAM So	cial					
SHR: Horizons Rooftop Ballroom	<b>1412</b> SAP:	SAP IG Busin	ess Mtg & Socia	ıl				
SHR: Independence A	<b>1411</b> RM: F	RM Business						
SHR: Independence B			1422 RM	M: RM Reception				
SHR: Liberty Ballroom A	<b>1400</b> BPS:	BPS Business	S					
SHR: Liberty Ballroom B			<b>1417</b> BF	S: BPS Social				
SHR: Liberty Ballroom C	<b>1403</b> ENT:	ENT Business	S					
SHR: Liberty Ballroom D			1418 EN	NT: ENT Social				
SHR: Salon 7 ← AAA: Sp	eaker Preparation							

Tue	esdav	Mo	rning,	Aug	gust 5, 2	2014		
							11.00	
7:30  LWS: Adams Room ← MSR: Morning	8:00	8:30	9:00	9:30	10:00	10:30	11:00	
	4500 0114	000:00:1	0		1600 MOC: Group		Oterior	
LWS: Anthony Room  LWS: Commonwealth A1 ← AAA: Technology		CSR in Small	Organizations		1644 SIM: Leader	rs, Emotions, and	Stories	<b>→</b>
		1		_	404F 0IM 0	1 OOD		
LWS: Commonwealth A2			Responsible Firms		1645 SIM: Govern		.,	
LWS: Commonwealth B	1471 GDO	: Work Encroa	ches on Recovery		1580 GDO: Busin		ersity	
LWS: Commonwealth C					1646 SIM: A Space	•		
LWS: Commonwealth D			ns & Discrimination		1581 GDO: Haras			
LWS: Congress Room A			ntity Work on the Fri	nges	1602 MOC/OB/CA			
LWS: Congress Room B		Rights and Glo			1647 SIM: Interna			
LWS: Congress Room C		Ethics and Su	•		<b>1648</b> SIM: Social	Enterprises/NGO	\$	<b>→</b>
LWS: Jefferson Boardroom		Speaker Prep						
LWS: Parlor 1			erational Diversity					
LWS: Parlor 2		New Perspect	ives on CSP					
LWS: Penn 1430 AAA: A								
LWS: Regency Ballroom C1 1431 SIM: S								
LWS: Regency Ballroom C2		Historical Entre	•		1599 MH/OB/ENT			
LWS: Tubman Room	<b>1494</b> MOC	: Cognition an	d Networks		1601 MOC: Divers		1	
LWS: Washington Room A	<b>1492</b> MED	: MED Executi	ve Meeting		<b>1598</b> MED: Feedb			
LWS: Washington Room B	<b>1473</b> GDO	: Sexual/Gend	er Harassment		1582 GDO/OB/SI	M: Social Class in	the	
LWS: Washington Room C	1474 GDO	: Women, Net	works, Leadership					
PCC: A-125 South Show Office	<b>1432</b> AAA:	Nursing Roon	n					•
PCC: Exhibit Hall B.	<b>1433</b> AAA:	Registration						•
PCC: Room 102 A	<b>1531</b> OMT	/TIM/BPS: Per	formativity		1637 OMT/BPS/C	B: Learning from	Success	
PCC: Room 102 B	1456 CM:	Groups and Te	eams in Conflict		1639 PNP: Comm	nunity, Society & N	Nonprofit	
PCC: Room 103 A	1476 HCM	I: Goal Setting	and Performance		<b>1583</b> HCM: Evide	nce into Practice	in HCM	
PCC: Room 103 B	1460 CMS	: Reflexivity			1570 CMS: Reass	sembling Manage	ment	
PCC: Room 104 A	<b>1543</b> TIM:	Mobility Collab	& Science		<b>1652</b> TIM/BPS: SI	kills, Innovation a	nd Mobilit	
PCC: Room 104 B	<b>1516</b> OCIS	S: Crowdsourci	ng Communities		1623 OCIS: Open	Source Commun	ities	
PCC: Room 105 B.	<b>1434</b> AAA:	: Hospitality Su	ite					<b>→</b>
PCC: Room 106 AB	<b>1435</b> AAA:	: Technology C	enter					<b>→</b>
PCC: Room 107 A	<b>1517</b> OCIS	S: Preparing for	r Knowledge Transf		1624 OCIS: Creat	ting Knowledge		
PCC: Room 107 B	<b>1521</b> OMT	: The Challeng	e of Change		1628 OMT: Under	rstanding the CEC	)	
PCC: Room 108 A	<b>1532</b> ONE	: Government	& Networks					
PCC: Room 109 A	1457 CM: I	Repairing Dam	naged Relationship		<b>1567</b> CM: Gender	Effects in Negoti	ation	
PCC: Room 109 B	<b>1522</b> OMT	: Alternative Fo	oci		<b>1629</b> OMT: Theor	rizing Practices		
PCC: Room 110 A	<b>1534</b> PNP:	: Turnover and	Job Security		<b>1640</b> PNP: Contra	act Mgmt & Perfor	mance	
PCC: Room 110 B	<b>1518</b> OCIS	S: Trust and Or	nline Reputation		1625 OCIS: Cons	umer & Buying Be	ehavior	
PCC: Room 111 A	<b>1533</b> ONE	: Corp. Visionii	ng & Investing					
PCC: Room 111 B	<b>1544</b> TIM:	Nets & Knowle	edge Diffusion		1649 TIM: Intraorg	g Networks & Inno	ovation	
PCC: Room 112 A	<b>1477</b> HCM	l: Leadership ir	n Healthcare		1584 HCM: Emplo	oyee, Patient Sati	sfaction	
PCC: Room 112 B	<b>1519</b> OCIS	S: Materiality ar	nd Affordances		<b>1626</b> OCIS: Ethic	s and New Techn	ologies	
PCC: Room 113 A	<b>1523</b> OMT	: Corporate Go	overnance		1630 OMT: Know	Thyself		
PCC: Room 113 B	1545 TIM:	Development '	Teams		1650 TIM: Crossin	ng Functions & Cl	usters	
PCC: Room 113 C	<b>1478</b> HCM	l: Integration a	nd Coordination		1585 HCM/OB: Le			
PCC: Room 114-Aud. Lecture Hall					1638 ONE: The F			
PCC: Room 115 C	<b>1486</b> IM: G	Global Strat: Va	lue Chains		<b>1592</b> IM: Global S	Strat: MNEs Dead	y Envt	
PCC: Room 116		nt'lization: Outv			1593 IM: Intl: Entr			
PCC: Room 117		Appropriability			1653 TIM/BPS/ON			
PCC: Room 118 A			tudies in Negotiation		1569 CM/OB/SIM			
PCC: Room 118 B		Resolving Lab			1568 CM: Cognition			
PCC: Room 119 B		/MH: Rewriting						
PCC: Room 120 A			Expat Analysis		<b>1594</b> IM: Global L	eaders: Expat Mo	ımt	
PCC: Room 120 B		nstit: Institution			1595 IM: Instit: Ins			
PCC: Room 120 C		Culture: Concer			1596 IM: Culture:			
1 00.100111 120 0	1430 IIVI: C	Juiture. Corice	Jio		1330 IIVI. CUITUTE:	Oultural Distance		

Tuesda	y Morning, Augus	st 5, 2014 (continued)			
7:30		9:30 10:00 10:30 11:00			
PCC: Room 121 B					
PCC: Room 121 C	1525 OMT: Board and TMT Diversity	1631 OMT: Imprinting in Organizations			
	1547 TIM: Shaping New Markets	1654 TIM/OMT/BPS: Firm Adaptation: Org			
PCC: Room 122 A	1491 IM: Global Innov: Knowledge Creat.	1597 IM: Global Innov: Knowledge Mgmt			
PCC: Room 124	1526 OMT: Non-Traditional Settings	1632 OMT: OMT in Action			
PCC: Room 125	<b>1535</b> PNP: Public Organizational Behavior	<b>1641</b> PNP: Collaboration and Complexity			
PCC: Room 126 B	1527 OMT: Strategic Alliances	<b>1633</b> OMT: Power and Politics			
PCC: Room 202 A   ← IM: IM Exec					
PCC: Room 202 B	<b>1528</b> OMT: Organizational Boundaries	<b>1634</b> OMT: Critics and Rankings			
PCC: Room 203 A	1548 TIM: Implications for Innovation	1651 TIM: Learning and Innovation			
PCC: Room 203 B	<b>1529</b> OMT: Legitimacy and Organizations	1635 OMT/BPS: Product Demography			
PCC: Room 204 A	<b>1530</b> OMT/MOC: Sensemaking and Learning				
PCC: Room 300	<b>1436</b> AAA: Speaker Preparation				
MAR: 4th Floor Prefunction ← AAA: Technology	ogy Center				
MAR: Conference Suite 1	1485 ICW: IMD International Meeting Room				
MAR: Franklin Hall	1437 AAA: Placement				
MAR: Grand Ballroom Salon A	1515 OB/OMT/MOC: Clarifying Culture	1617 OB/CM/MOC: Relational Ambivalence			
MAR: Grand Ballroom Salon B	1496 OB: Team Context	1603 OB: Team Learning			
MAR: Grand Ballroom Salon C	<b>1497</b> OB: Destructive Leadership	1618 OB/CM/MOC: HPWP or Abusive			
MAR: Grand Ballroom Salon D	1498 OB: Relative LMX	1604 OB: LMX Revisited			
MAR: Grand Ballroom Salon I	1479 HR: Compensation and Incentives	1586 HR: Strategic Human Capital			
MAR: Grand Ballroom Salon J	1499 OB: Use Your Words	1622 OB/HR/ODC: Voice/Silence Research			
MAR: Grand Ballroom Salon K	<b>1500</b> OB: Leader and Follower Influence	<b>1620</b> OB/HR: Both Sides of Leadership			
MAR: Grand Ballroom Salon L	<b>1501</b> OB: Network Positions & Structure	1605 OB: Positions in Networks			
MAR: Room 301	<b>1502</b> OB: Perceptions of Leadership	<b>1606</b> OB: Leadership Effectiveness			
MAR: Room 302	<b>1503</b> OB: Authenticity in the Workplace	1616 OB/BPS/HR: Incentives for Creativity			
MAR: Room 303	<b>1504</b> OB: Influencing Negative Behavior	1607 OB: Unproductive Behavior			
MAR: Room 304	1505 OB: Employee Relationships	1621 OB/HR/CAR: Adversity at Work			
MAR: Room 305	1506 OB: Ethics & Interfirm Cooperation	1619 OB/CM/SIM: Moral Psychology At Work			
MAR: Room 306	1480 HR: Work life balance and culture	1587 HR: HRM Implementation			
MAR: Room 307	1481 HR: Expatriates	1588 HR: HR in MNEs			
MAR: Room 308	1507 OB: Identification at Work	1608 OB: Identity Work			
MAR: Room 401	1510 OB/CM/MOC: Beyond the Stigma of Envy	1609 OB: Employee Socialization			
MAR: Room 402	1511 OB/HR: Person-Situation Predictions	1610 OB: Temployee Socialization			
MAR: Room 403	<b>1514</b> OB/MOC/TIM: Creativity as an Antecedent	1611 OB: Drivers of Creativity			
MAR: Room 404	1508 OB: Idiosyncratic Contracts	1612 OB: Psychological Contracts			
MAR: Room 406	1513 OB/MOC: Conditions for Compassion	1613 OB: Mindfulness at Work			
MAR: Room 407					
MAR: Room 408	1512 OB/HR: Dynamic Work Life	1614 OB: Changing Workplace			
MAR: Room 409	1452 CAR: PWD and Entrepreneurship	1562 CAR: Objective / Subjective Success			
MAR: Room 410	1520 OM: Supply Chain Strategy	1627 OM: Knowledge Management Issues			
MAR: Room 411	1509 OB: OB in Contemporary World	1615 OB: Commitment Factors			
	1482 HR: Customer mistreatment	1589 HR: Social Networking Websites			
MAR: Room 412	1453 CAU: Systemic Shocks and the Firm	1564 CAU: Leadership and Neuroscience			
MAR: Room 413	1483 HR: Social Networks	1590 HR: Recruitment			
MAR: Room 414	1484 HR: Measurement	1591 HR: Performance Management			
MAR: Room 415	<b>1454</b> CAU: Behavioral Integrity Incubator	1565 CAU: Women on Corporate Boards			
MAR: Room 502	0.45	1563 CAR/GDO/HR: Beyond the Dyad: Work &			
SHR: Franklin Room ← AAA: Technolo	•				
SHR: Freedom E	<b>1462</b> ENT: Crowdfunding	<b>1579</b> ENT/OMT/BPS: Social Entrepreneurship			
SHR: Freedom F	1440 BPS: Strategic Human Capital	1560 BPS/OMT/TIM: Firms & Innovation			
SHR: Freedom G		<b>1549</b> BPS: Boards and Performance			
SHR: Freedom H	1463 ENT: Innovation in Family Firms	1571 ENT: Family Ownership			
SHR: Independence A	<b>1441</b> BPS: Governance & Social Exchange	1550 BPS: Knowledge Search			
SHR: Independence B	1450 BPS/OMT: Alliance Network Advantage	1559 BPS/IM: Political Relationships			
SHR: Independence C	1464 ENT: Financing Social ENT	1572 ENT: Social Capital			
SHR: Independence D	1536 RM: Measurement Development	1642 RM: Best Practices			
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Tı	ıesday	M	lorning	, Aug	ust 5	5, 2	014	(contin	ued)	
	7:30	8:00	8:30	9:00	9:30		10:00	10:30	11:00	
SHR: Logan's 1 & 2		1442	BPS: external shocks	3		1551	BPS: Lang	uage and Competi	tion	
SHR: Parlor A		1443	BPS: Alliance Portfoli	io		1552	BPS: Allian	ice Contract		
SHR: Parlor B		1465	ENT: International IP	Os		1573	ENT: Lead	ership in Entreprer	neurship	
SHR: Parlor C		1466	ENT: Spatial Issues &	& Agglomeration		1574	ENT: Cogn	itive Issues in Tea	ms	
SHR: Parlor D		<b>1537</b> SAP: Field Level Value Creation				1643 SAP: Perceptions and Strategizing				
SHR: Philadelphia North		1470	ENT/BPS/OMT: Entre	epreneurial Entry		1578	ENT/BPS/1	ΓΙΜ: Entrepreneuri	al Ecosystems	
SHR: Philadelphia South		1451	BPS/TIM: Patents and	d IP		1561	BPS/TIM/E	NT: Industries vs I	Ecosystems	
SHR: Salon 10		1444	BPS: Firm-Stakehold	er Relationships		1553	BPS: New	Issues in Governa	nce	
SHR: Salon 2		1445	BPS: Human Capital			1554	BPS: TMT	Influences		
SHR: Salon 3		1446	BPS: Corporate Dives	stitures		1555	BPS: Atten	tion in Diversificati	on	
SHR: Salon 4		1447	BPS: Organizational I	Knowledge		1556	BPS: Orga	nizational Capabili	ties	
SHR: Salon 5		1448	BPS: Network Govern	nance		1557	BPS: Perfo	rmance Feedback		
SHR: Salon 6		1467	ENT: Passion and Mo	otivations		1575	ENT: Self-E	Employment		
SHR: Salon 7		1439	AAA: Speaker Prepar	ration						-
SHR: Salon 8		1455	CAU: Indigenous Ped	oples Caucus		1566	CAU: X-Cu	Iture Caucus		
SHR: Salon 9		1468	ENT: Venture Capital	Research		1576	ENT: Seed	Funding & Ventur	e Capital	
SHR: Seminar Room A		1469 ENT: Identity and Governance				1577	ENT: Unce	rtainty and Risk		
SHR: Seminar Room B		1449	BPS: Governance an	d Partnerships		1558	BPS: Exec	utives` Diversity		

Tues	sday Early Afternoon	, August 5, 2014
	11:30 12:00 12:30 1:00	0 1:30 2:00 2:30
WS: Adams Room	1707 MOC: Cognition: Macro Level	1813 MOC: Motivation
WS: Anthony Room	1703 MED: Work Skills Development	1854 SIM: External and Linguistic
WS: Commonwealth A1 ← AAA: Ted	·	1004 Olivi. External and Eniguistic
WS: Commonwealth A2	1711 MSR: Repression and discrimination	1855 SIM: Corporate Political Activity
WS: Commonwealth B	1683 GDO: TMT Gender Diversity	1795 GDO/HR/OB: Org. Dynamics of Flexibility
.WS: Commonwealth C	1704 MED: Multimedia Case Studies	1811 MED: Development/ Value of Research
WS: Commonwealth D	1684 GDO: Aging and Ageism	1791 GDO: Work on Family Well Being
.WS: Congress Room A	1710 MOC/OB: Unpacking Identification	<b>1814</b> MOC: Identity, Status, Agency
LWS: Congress Room B	1706 MH: Re-examining the Past	1858 SIM/OB/CM: Behavioral Ethics
LWS: Congress Room C	1712 MSR/OB/SIM: Workplace Spirituality	1856 SIM: Microfinance Challenges
.WS: Jefferson Boardroom← AAA: Spe		
WS: Parlor 1	1687 GDO/HR/SIM: The Bursting Pipeline	1792 GDO: Working wo(men) of South Asia
WS: Parlor 2		<b>1857</b> SIM: Gender and Ethics
.WS: Penn	1708 MOC: Emotion Change	<b>1815</b> MOC: Attribution, Conflict, Teams
.WS: Regency Ballroom B	1755 SIM: SIM Plenary	
WS: Regency Ballroom C1	1705 MED: Res. Productivity & Hiring	<b>1812</b> MED: Student Feedback; E-Learning
.WS: Tubman Room	1709 MOC/CAR: Crafting Resilience	<b>1816</b> MOC: Knowledge Mgmt and Change
WS: Washington Room A		1817 MOC/OB/MSR: Mindfulness at Work
.WS: Washington Room B	<b>1685</b> GDO: Diversity Management Practices	1793 GDO: Gender Pay Inequality
WS: Washington Room C	1686 GDO: Promoting Inclusion	<b>1794</b> GDO: Gender, Emotions, and Trust
PCC: A-125 South Show Office ← AAA	A: Nursing Room	
PCC: Exhibit Hall B. ← AAA: Reg	gistration	
PCC: Room 102 A	1738 OMT: Power and Organizations	<b>1841</b> OMT: Guises of Entrepreneurship
PCC: Room 102 B	1751 PNP: Nonprofit Capacity & Structure	
PCC: Room 103 A	1688 HCM: Health Policy, Reform & Mgmt	1796 HCM: Implementation in Healthcare
PCC: Room 103 B	1748 ONE: Corp. Governance & Reporting	
PCC: Room 104 A	1756 TIM: Innovative Performance	1859 TIM: Manage Complexity w/Modularity
PCC: Room 104 B	1733 OCIS: Outsourcing & Crowdfunding	<b>1836</b> OCIS: New Perspectives on Systems Us
PCC: Room 105 B		1764 AAA: Closing Debrief Meeting
PCC: Room 105 B. ← AAA: Hos	spitality Suite	
PCC: Room 106 AB ← AAA: Ted	chnology Center	
PCC: Room 107 A	1734 OCIS: Culture, Meaning, and Knowledg	<b>1837</b> OCIS: IT Use and Performance
PCC: Room 107 B	1739 OMT: Institutional Theory	<b>1842</b> OMT: institutional Complexity
PCC: Room 108 A	1749 ONE: Resilience & Climate Change	
PCC: Room 109 A	1702 MC: Consulting Services and Firms	<b>1810</b> MC/ODC: Greiner OD/MC Contributions
PCC: Room 109 B	1740 OMT: New Ventures	<b>1843</b> OMT: Focusing on the Top
PCC: Room 110 A	1752 PNP: PSM: Evolving Knowledge	<b>1851</b> PNP: Leadership
PCC: Room 110 B	1735 OCIS: IT Use on Performance	<b>1838</b> OCIS: Emotions and Technology Use
PCC: Room 111 A	1672 CMS: Managerialism	1781 CMS: Critical CSR
PCC: Room 111 B	1757 TIM: Network Diversity	1860 TIM: Inter-Organizational Alliances
PCC: Room 112 A	1750 ONE: Performance, Resources & Tech.	1849 ONE: Management II
PCC: Room 112 B	1736 OCIS: Language and Identity on the W	<b>1839</b> ODC: Innovation Empathy
PCC: Room 113 A	1741 OMT: Changing Organizations	1848 OMT/ONE/TIM: Social Movements and
PCC: Room 113 B	1758 TIM: Cognitive Styles & Creativity	1861 TIM: Analyzing Creativity
PCC: Room 113 C	1689 HCM: Healthcare System Changes	1850 ONE/SIM/OMT: Environmental
PCC: Room 115 C	1696 IM: Global Strat: Legitimacy	1804 IM: Global Strat:Liability Foreign
PCC: Room 116	1697 IM: Int'lization: IJVs	1805 IM: Int'lization: IJV & Distance
PCC: Room 117	1759 TIM: Open and User Innovation	<b>1862</b> TIM: Incentives for Contributing
PCC: Room 118 A	1671 CM/OB/OMT: Subtle Factors in Negotiations	1780 CM/OB: Al in Negotiation & Mediation
PCC: Room 118 B	1673 CMS: Dark Side Competition	1797 HCM: Finances, Costs, and Performan
PCC: Room 120 A	1698 IM: Global Leaders: Expat Success	1806 IM: Global Leaders: Russian
PCC: Room 120 B	1699 IM: Inst: Institutional Challenges	1807 IM: Institut: Institutional Crises
PCC: Room 120 C	1700 IM: Culture: Measurement	1809 IM/GDO/OB: Cultural Competence
PCC: Room 121 A	1742 OMT: Corporate Governance	1844 OMT: Path Dependence
PCC: Room 121 B	1743 OMT: Innovation and the TMT	<b>1845</b> OMT: Organizations and Innovation

	11:30 12:00 12:30 1:0	0 1:30 2:00 2:30
PCC: Room 121 C	17.50 12.00 12.30 1.0	1863 TIM: Building & Seeking Legitimacy
PCC: Room 122 A	1701 IM: Global Innov: Knowledge Protec	1808 IM: Global Innov: Knowledge Transf
CC: Room 124	1747 OMT/BPS: Managing social business	1782 CMS: Identity
CC: Room 125	1753 PNP: Multi-Sector Collaboration	1762 Givio. Identity
CC: Room 126 B	1760 TIM: Supply Chain	<b>1864</b> TIM: Stakeholder Expectations
CC: Room 202 A	1744 OMT: Career Pathways	1004 Tilvi. Stakeriolder Expectations
CC: Room 202 B	1745 OMT: Scanning and Search	<b>1846</b> OMT: Networks and Organizations
CC: Room 203 A	1761 TIM: Org Structure and Innovation	1865 TIM: Learning via Licensing and Acq
CC: Room 203 B	1746 OMT: Routines, Networks and Tasks	1847 OMT: Organizational Deviance
	aker Preparation	1047 OWT. Organizational Deviance
AR: 4th Floor Prefunction ← AAA: Tech		
AR: Conference Suite 1 ← ICW: IMD		1866 ICW: IMD International
AR: Franklin Hall ← AAA: Place	-	1000 ICW. IIVID IIILEITIALIONAI
IAR: Grand Ballroom Salon A		
IAR: Grand Ballroom Salon B	1763 ICW: Mindfulness Gathering	1919 OR: Conflict and Climate in Tooms
IAR: Grand Ballroom Salon B	1713 OB: The More We Get Together	1818 OB: Conflict and Climate in Teams
AR: Grand Ballroom Salon D	1714 OB: Affect in Abusive Supervision	1833 OB/CM/HR: Abusive Supervision
IAR: Grand Ballroom Salon D	1715 OB: LMX Agreement and Substitutes	1819 OB: LMX Differentiation
	1690 HR: Strategic HRM and Mediators	1803 HR/OB/ODC: Performance Measurement
IAR: Grand Ballroom Salon J IAR: Grand Ballroom Salon K	1716 OB: Voice in Context	1820 OB: Predictors of Voice
AR: Grand Ballroom Salon K  AR: Grand Ballroom Salon L	1717 OB: The Power of Words - OB	1835 OB/MOC: On Leaders and Followers
AR: Grand Balloom Salon L	1718 OB: Employee Networks	1821 OB: Benefits from Network Ties
	1719 OB: Effective Leaders	1822 OB: Leadership Effectiveness
AR: Room 302 AR: Room 303	1720 OB: Learning in Organization	1823 OB: Types of Commitment
	1721 OB: Workplace Misconduct	1824 OB: Unethical Behaviors
AR: Room 304	1727 OB/CM: Dark and Bright Side of Leader	1825 OB: Decision Making Processes
AR: Room 305	1722 OB: Managing Competing Motivations	1834 OB/CM/SIM: Moral Fire in the Belly
AR: Room 306	1695 HR/OB: Impression Management	1798 HR: Pay for Performance
AR: Room 307	1691 HR: Planning Recruitment	1799 HR: Cross-Cultural
AR: Room 308	1730 OB/MOC: Authenticity	<b>1826</b> OB: Relationship & Identification
IAR: Room 401	1728 OB/CM/MOC: Significance of Moral Anger	1827 OB: Shared Leadership
MAR: Room 402	1723 OB: The Emotional Abilities	1828 OB: Emotions as Information
MAR: Room 403	1729 OB/HR/TIM: Interactionist Creativity	<b>1829</b> OB: Effects of Self Concept
IAR: Room 404	1724 OB: Breaches at Work	
MAR: Room 406	1725 OB: Energy in Organizations	1830 OB: Person-Environment Fit
IAR: Room 407	1731 OB/ODC/HR: The Future of Job Design	1831 OB: Technology and Fun
MAR: Room 408	1667 CAR: Career Outcomes	1777 CAR/HR: Employability Paradox
MAR: Room 409	1737 OM: Managerial And Strategic Bias	1840 OM: Lean And Quality Management
MAR: Room 410	1726 OB: Team Leadership	<b>1832</b> OB: The Nature of the Team Process
MAR: Room 411	1692 HR: WFB - Boundaries	<b>1800</b> HR: Human Capital and Microfoundat
IAR: Room 412	<b>1669</b> CAU: Theories of Mind and Behavior	1778 CAU: EBMgt Caucus
IAR: Room 413	1693 HR: Job Design	<b>1801</b> HR: Ethics
AR: Room 414	1694 HR: Talent Management	1802 HR: Interviews
AR: Room 415	<b>1670</b> CAU: Words in Network Research	1779 CAU: Emergence Dialogue
AR: Room 502	<b>1668</b> CAR: Work-Family-Personal Issues	1776 CAR: Personal Aspects Career Outcom
HR: Franklin Room ← AAA: Tech	nnology Center	
HR: Freedom E	<b>1674</b> ENT: Entrepreneurial Orientation	1783 ENT: Virtues of Decision Making
HR: Freedom F	<b>1665</b> BPS/HR/OMT: Human Capital and Context	1775 BPS/TIM/ENT: Mobility and Innovation
HR: Freedom H	<b>1675</b> ENT: Gender Issues	1784 ENT: Succession in Family Firms
HR: Independence A	<b>1655</b> BPS: Capability in Network	1765 BPS: Competition and Innovation
HR: Independence B	<b>1656</b> BPS: Coopetition in Network	1766 BPS: China, Innovation, & Energy
HR: Independence C	1676 ENT: Social Entrepreneurship	1785 ENT: Social Ventures
HR: Independence D	1732 OB/RM: Words and Leadership Ratings	1852 RM/OMT/OB: Size of Organization Science
HR: Logan's 1 & 2	<b>1657</b> BPS: Succession	
HR: Parlor A	1658 BPS: Alliance Ambidexterity	1767 BPS: Search, Attention & Strategy
HR: Parlor B	1677 ENT: Entrepreneurial Networks	1786 ENT: Entrepreneurial Networks

#### Tuesday Early Afternoon, August 5, 2014 (continued) 1:00 12:00 12:30 SHR: Parlor C 1678 ENT: Entrepreneurial Teams SHR: Parlor D 1754 SAP: Power of Words 1853 SAP: Words & Strategic Thinking SHR: Philadelphia North 1682 ENT/BPS/TIM: New Conversations on 1787 ENT: Strategic Entrepreneurial Ties SHR: Philadelphia South 1666 BPS/TIM/ENT: Appropriating Value from 1774 BPS/OMT/OB: Replication in Management SHR: Salon 10 1659 BPS: Executives` Personal Goals 1768 BPS: Entrepreneurship & Governance SHR: Salon 2 1660 BPS: Temporary Advantages&Strategy 1769 BPS: Explore and Exploit SHR: Salon 3 1661 BPS: Cognition, Knowledge and M&A 1770 BPS: Theory of Multinational Firm SHR: Salon 4 1771 BPS: Star Employees&Performance 1662 BPS: Imitation, Replication, Outcomes SHR: Salon 5 **1663** BPS: Middle Management Practices 1772 BPS: Uncertainty and Cognitive Bias SHR: Salon 6 **1679** ENT: Strategies in Family Firms 1788 ENT: Social and Economic Outcomes ← AAA: Speaker Preparation SHR: Salon 7 SHR: Salon 9 **1680** ENT: Access to Venture Capital 1789 ENT: Supporting Start-up SHR: Seminar Room A 1681 ENT: Resources and Capabilities **1790** ENT: Entrepreneurship Theory SHR: Seminar Room B 1664 BPS: Governance Dynamics 1773 BPS: Risk and Uncertainty

					Augu		
	3:00	3:30	4:00	4:30	5:00	5:30	6:00
Adams Room		DO: Diversity Pr	ractices/Gender				
Commonwealth A1 ← AAA: Tecl	nnology Center						
Commonwealth C	<b>1947</b> S	IM: Legitimacy a	and Responsibility				
Congress Room A	<b>1908</b> M	OC: Cognition a	and Teams				
Congress Room B	<b>1948</b> S	IM: Corporate W	/rongdoing				
Congress Room C	<b>1949</b> S	IM: CSR					
Howe & The Terrace					<b>1958</b> A	AA: Farewell Gat	thering
Jefferson Boardroom← AAA: Spe	aker Preparation						
: Parlor 1	<b>1890</b> G	DO: Navigating	the Labyrinth				
Parlor 2	<b>1950</b> S	IM: Space for Hi	uman Trafficking				
Regency Ballroom C1	<b>1907</b> M	ED: Evidence B	ased Ed & Curriculur	n			
: Tubman Room	<b>1910</b> M	OC/BPS: Multip	le Goal Pursuit in Org	ļS			
Washington Room A		OC: Time and S					
Washington Room B			ership of African				
Washington Room C		DO/OB: Inclusiv	•				
A-125 South Show Office ← AAA:		_ 5, 52. 11010014					
Exhibit Hall B. ← AAA: Reg							
Room 102 A		MT/SIM/OR: W/F	nat Happened To The				
Room 102 B							
Room 103 A			e Committee Meeting				
Room 103 A Room 104 A		CM: Efficiency in					
			ation & Performance				
Room 104 B		CIS: Measuring	Communication				
	nnology Center						
Room 107 A		M: Emotion in N					
Room 107 B			rks and Innovation				
Room 109 B	<b>1934</b> 0	MT: Status and	Reputation				
Room 110 A	<b>1944</b> P	NP: Networks ar	nd Performance				
Room 110 B	<b>1931</b> 0	CIS: Information	n Management				
Room 111 A	<b>1894</b> H	CM: Healthcare	Workers				
Room 111 B	<b>1952</b> T	M: Ambidexterit	y and Networks				
Room 112 B	<b>1932</b> 0	DC: Capability a	and Change				
Room 113 A	<b>1935</b> 0	MT: Big Data ar	nd Social Media				
Room 113 B	1953 T	M: Group Creat	ivity & Personality				-
Room 115 C	1900 IN	1: Global Strat: E	Embeddedness				
Room 116			oss-border M&A				
Room 117			ation When it Works?				
Room 118 A			tion and Collaboration				
Room 120 A		· · · · · · · · · · · · · · · · · · ·	aders: Instit. & HRM				
Room 120 B		1: Institutions: In					
Room 120 C		1/GDO: Cultural					
Room 121 A		MT: The Dynam					
Room 121 B							
		MT: Gender and					
Room 121 C		M: Tech Innova					
Room 122 A			nnov:Demand-Side				
Room 124			nging Industrial Food				
Room 125		NP: Nonprofit R					
Room 126 B	1956 T	M: R&D Alliance	es				
Room 202 A	<b>1938</b> 0	MT: Learning ar	nd Knowledge Transf	Э			
Room 202 B	<b>1939</b> 0	MT: Organizatio	nal Knowledge				
Room 203 A	<b>1957</b> TI	M: Innovate Exp	olore Exploit				
Room 203 B	<b>1940</b> O	MT/HR/CAR: Cr	rossing Boundaries				
Room 300 ← AAA: Spe	aker Preparation						
4th Floor Prefunction ← AAA: Tecl	nnology Center						
nference Suite 1 ← ICW: IMD							

Tuesd	ay L	ate A	fterno	on,	Augus	st 5, 2	2014	
	3:00	3:30	4:00	4:30	5:00	5:30	6:00	
MAR: Grand Ballroom Salon C	<b>1911</b> OB:	Outcome of A	Abusive Supervision		<u> </u>			
MAR: Grand Ballroom Salon D			wer Congruence					
MAR: Grand Ballroom Salon I			rvice and HRM					
MAR: Grand Ballroom Salon J		Recognizing						
MAR: Grand Ballroom Salon K			form or Deviate?					
MAR: Grand Ballroom Salon L			rsonality and Social					
MAR: Room 301		Context in Le	•					
MAR: Room 302		Cultural Diffe	•					
MAR: Room 303	<b>1921</b> OB	CM/SIM: Kind	Ihearted Reactions					
MAR: Room 304			fluence at Work					
MAR: Room 305		Responsible						
MAR: Room 306		Pay Structure	•					
MAR: Room 308		Identity in Le						
MAR: Room 401			Future of Job					
MAR: Room 402			ective Influences in					
MAR: Room 403			Wage Inequality					
MAR: Room 404			er Misbehavior					
MAR: Room 406		SIM: Inequalit						
MAR: Room 407			uses of Job Design					
MAR: Room 408		R: Internationa						
MAR: Room 409		: Projects And						
MAR: Room 410		Demographic						
MAR: Room 411		Micro and St						
MAR: Room 413		HR Legal Iss						
MAR: Room 414		Downsizing						
MAR: Room 415			or Something Else					
MAR: Room 502		R: Work-Home						
SHR: Franklin Room ← AAA: Technology	Center							<b>→</b>
SHR: Freedom E	1888 EN	Γ/ODC/MC: So	cholar Pract.					
SHR: Freedom F	<b>1867</b> BPS	S: Partner Cho	pice and Matching					
SHR: Freedom H	1881 EN	Γ: Female Ent	repreneurship					
SHR: Independence A	<b>1868</b> BPS	S: Uncertainty						
SHR: Independence B	<b>1873</b> BPS	S/ENT: Crowd	funding at the					
SHR: Independence C	<b>1882</b> EN	Γ: Resilience						
SHR: Independence D	<b>1941</b> OM	T/RM: State o	f the Arts					
SHR: Parlor B	1883 EN	Γ: Entrepreneu	urial Process					
SHR: Parlor D	<b>1946</b> SAF	: Coping w/po	owerful environments					
SHR: Philadelphia North	<b>1887</b> EN	Γ/MOC: Failur	e in Entrepreneurship					
SHR: Philadelphia South		S/ENT/TIM: Te						
SHR: Salon 3			Flows and Outcomes					
SHR: Salon 4			ategic Positioning					
SHR: Salon 5	<b>1871</b> BPS	S: Microfounda	ations of Strategy					
SHR: Salon 6			lated Phenomena					
SHR: Salon 7 ← AAA: Speaker Pro	eparation							7
SHR: Salon 9	<b>1885</b> EN	Γ: Social Issue	es in VC Research					
SHR: Seminar Room A	<b>1886</b> EN	Γ: Social ENT	Models					
SHR: Seminar Room B	<b>1872</b> BPS	S: CEOs: Pers	onality Traits					

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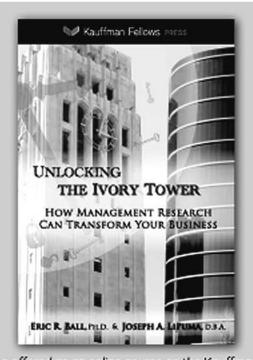
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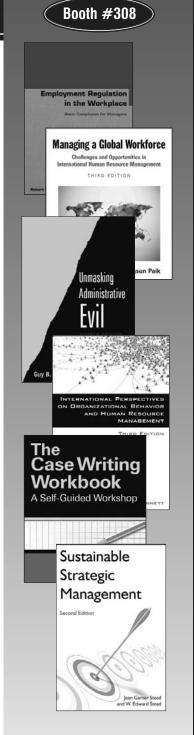
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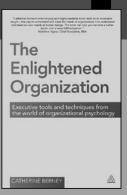
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# All Academy Activities

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

Day :	Start # Location  12:00am 4 MAR://th Floor Prefunction Area		Location	Session Information	
Fri	12:00am	1	MAR:4th Floor Prefunction Area	Technology Center	
		2	LWS:Commonwealth A1	Technology Center	
		3	SHR:Franklin Room & Foyer	Technology Center	
_	7:00am	4	PCC:Room 105 B	Adopt-a-Member Meet & Greet	
		5	LWS:Lescaze Room	Journal Committee Breakfast	
_	7:30am	6	PCC:Exhibit Hall B.	Conference Registration	
_	8:00am	8	PCC:A-125 South Show Office	Mother's Nursing Room	
		9	PCC:Room 105 B.	Hospitality Suite for First Time Attendees	
		10	PCC:Room 106 AB	Technology Center	
		11	PCC:Room 300	Speaker Preparation	
		12	LWS:Commonwealth D	Writing Theoretical Papers	
		13	LWS:Howe Room	Board of Governors' Meeting	
		14	LWS:Jefferson Boardroom	Speaker Preparation	
		15	SHR:Salon 7	Speaker Preparation	
-	11:00am	84	LWS:Commonwealth D	Ethics in Management Research	
-	12:00pm	96	MAR:Franklin Hall	Placement Services	
-	12:30pm	100	LWS:Commonwealth A2	AMLE/JME Reviewer's Workshop	
	1	101	LWS:Washington Room C	Publishing in AMP	
-	1:45pm	124	LWS:Washington Room C	Publishing in the Academy of Management Annals	
-	3:30pm	144	PCC:Room 114-Aud. Lecture Hall	The Ins and Outs of Faculty Recruiting	
-	4:00pm	149	LWS:1M-A	, ,	
-	5:30pm			AMD Editor's Meeting	
	3.30pm	162	PCC:Room 107 AB	New Member Orientation Fair	
Sat	12:00am	163	PCC:Room 114-Aud. Lecture Hall	The Academic Job Search: Workshop for Applicants	
Sal	12.00a111	177	MAR:4th Floor Prefunction Area	Technology Center	
		178	LWS:Commonwealth A1	Technology Center	
_	0.000	179	SHR:Franklin Room & Foyer	Technology Center	
	8:00am	182	PCC:A-125 South Show Office	Mother's Nursing Room	
		183	PCC:Exhibit Hall B.	Conference Registration	
		184	PCC:Exhibit Hall B	Conference Exhibits	
		185	PCC:Room 105 B	Membership Committee Opening Meeting & Breakfast	
		186	PCC:Room 105 B.	Hospitality Suite for First Time Attendees	
		187	PCC:Room 106 AB	Technology Center	
		188	PCC:Room 300	Speaker Preparation	
		189	MAR:Franklin Hall	Placement Services	
		190	LWS:Howe Room	Board of Governors' Meeting	
		191	LWS:Jefferson Boardroom	Speaker Preparation	
_	10:15am	192	SHR:Salon 7	Speaker Preparation	
_		280	PCC:Exhibit Hall B	Conference Break	
_	11:00am	311	PCC:Room 111 A	Outgoing Division Chairs Meeting	
_	12:45pm	357	LWS:Anthony Room	AMLE Nurse Shark Tank	
_	1:00pm	360	LWS:Regency Ballroom B	Publishing in AMJ Tips from the Editors	
	2:00pm	383	PCC:Room 111 A	Connecting the Academy Through Technology	
		384	PCC:Room 203 B	Orientation for Session Chairs and Discussants	
_		385	LWS:Adams Room	AOM Affiliates & Associates	
_	2:45pm	404	PCC:Exhibit Hall B	Conference Break	
_	3:00pm	414	LWS:Parlor 2	AMR Incoming Editors Only	
_	3:30pm	428	PCC:Room 112 A	Outgoing Program Chairs Meeting	
_	4:00pm	441	PCC:Room 301	Open Forum: Ethics Education in AOM	
		442	LWS:Regency Ballroom A	Publishing in AMD: A Workshop with the Editors	
Sun	12:00am	494	MAR:4th Floor Prefunction Area	Technology Center	
		495	LWS:Commonwealth A1	Technology Center	
		793	ETTO: COMMINGHING		

		A	All Academy A	ctivities (cont.)
Day 3	Start	#	Location	Session Information
Sun	8:00am	502	PCC:A-125 South Show Office	Mother's Nursing Room
		503	PCC:Exhibit Hall B.	Conference Registration
		504	PCC:Exhibit Hall B	Conference Exhibits
		505	PCC:Room 105 B.	Hospitality Suite for First Time Attendees
		506	PCC:Room 106 AB	Technology Center
		507	PCC:Room 300	Speaker Preparation
		508	MAR:Franklin Hall	Placement Services
		509	LWS:Jefferson Boardroom	Speaker Preparation
		510	LWS:Penn	AMLE INCOMING Editors Meeting
_		511	SHR:Salon 7	Speaker Preparation
_	8:30am	515	PCC:Grand Ballroom AB	All-Academy General Session
_	9:15am	523	LWS:Penn	AMJ Editors
_	10:00am	536	PCC:Room 301	Ethics Education Committee Meeting
		537	LWS:Lescaze Room	AMR INCOMING Editorial Review Board
_		538	LWS:Washington Room C	AMD Advisory Committee and Editorial Review Board
	10:15am	542	PCC:Exhibit Hall B	Conference Break
_	11:00am	555	PCC:Room 112 A	Incoming Program Chairs Meeting
_		556	PCC:Room 112 B	2014-2015 Division Chairs Meeting
_	11:30am	590	PCC:Room 301	AOM Ethics Committee Meeting
_	12:00pm	594	LWS:Parlor 1	Annals Associate Editors and Advisory Board
_	12:30pm	599	PCC:Room 111 A	Division Treasurers' Meeting
		600	LWS:Penn	AMP Editorial Review Board
_	1:00pm	604	PCC:Room 111 B	Academy Leadership Forum
		605	PCC:Room 112 A	Incoming PDW Chairs Mtg
_	1:30pm	632	LWS:Regency Ballroom B	AMJ Editorial Review Board
_	2:45pm	657	PCC:Exhibit Hall B	Conference Break
_	3:15pm	697	LWS:Washington Room C	AMLE INCOMING Editorial Review Board
_	4:30pm	719	PCC:Room 112 A	AOM Tweet Up
		720	LWS:Howe Room	AMR OUTGOING Editorial Review Board
		721	LWS:Lescaze Room	AMLE OUTGOING Editorial Review Board
_	6:00pm	763	PCC:Grand Ballroom AB	All-Academy Reception
_	8:00pm	782	LWS:Howe & The Terrace	President's Reception (Invitation Only)
Mon	12:00am	785	MAR:4th Floor Prefunction Area	Technology Center
		786	LWS:Commonwealth A1	Technology Center
		787	SHR:Franklin Room & Foyer	Technology Center
_	7:00am	788	PCC:Room 105 B	Adopt-a Member Meet & Greet
_	7:30am	793	PCC:Room 102 B	AOM Committee Chairs Meeting
_	8:00am	798	PCC:A-125 South Show Office	Mother's Nursing Room
		799	PCC:Exhibit Hall B.	Conference Registration
		800	PCC:Exhibit Hall B	Conference Exhibits
		801	PCC:Room 105 B.	Hospitality Suite for First Time Attendees
		802	PCC:Room 106 AB	Technology Center
		803	PCC:Room 126 A	Community of Academy Senior Scholars (CASS)
		804	PCC:Room 300	Speaker Preparation
		805	MAR:Franklin Hall	Placement Services
		806	LWS:1M-A	Annals Editor/HQ Meeting with Taylor & Francis
		807	LWS:Jefferson Boardroom	Speaker Preparation
_		808	SHR:Salon 7	Speaker Preparation
_	9:45am	909	LWS:Commonwealth D	Showcase Symposium on Ambidext
_	10:15am	994	PCC:Exhibit Hall B	Conference Break
_	2:45pm	1194	PCC:Exhibit Hall B	Conference Break
Tue	12:00am	1425	MAR:4th Floor Prefunction Area	Technology Center
		1426	LWS:Commonwealth A1	Technology Center
		1427	SHR:Franklin Room & Foyer	Technology Center
_	7:30am	1430	LWS:Penn	AOM Past Presidents Breakfast

	All Academy Activities (cont.)						
Day	Start	#	Location	Session Information			
Tue	8:00am	am 1432 PCC:A-125 South Show Office Mother's Nursing Room		Mother's Nursing Room			
		1433	PCC:Exhibit Hall B.	Conference Registration			
		1434	PCC:Room 105 B.	Hospitality Suite for First Time Attendees			
		1435	PCC:Room 106 AB	Technology Center			
		1436	PCC:Room 300	Speaker Preparation			
		1437	MAR:Franklin Hall	Placement Services			
		1438	LWS:Jefferson Boardroom	Speaker Preparation			
		1439	SHR:Salon 7	Speaker Preparation			
	1:15pm	1764	PCC:Room 105 B	Membership Committee Closing Debrief Meeting			
	5:00pm	1958	LWS:Howe & The Terrace	AOM Farewell Gathering			

### Affiliate Activities & Committees

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

Day	Start	#	Location	Session Information
Fri	8:00am	16	PCC:Room 102 B	AAM: Guanxi/Social network
		17	PCC:Room 203 B	AAM: Gender Education in South Asia
-		29	SHR:Salon 2	ITC: Contextualization of Learning
	9:00am	60	PCC:Room 111 A	PTC: Words for elites
-	10:00am	65	LWS:Adams Room	D&ITC: Talking Gender and Diversity
		67	SHR:Salon 9	INDAM: Indian Management Concepts
-	10:15am	74	LWS:Washington Room C	IAM: Insights from Iberoamerica
-	12:30pm	109	PCC:Room 202 B	PTC: Bridging Research-Practice Gap
-	2:00pm	126	LWS:Washington Room A	D&ITC: Academic Careers Options
	2:45pm	135	PCC:Room 109 B	TTC: Quality Undergraduate Research
-	3:15pm	141	SHR:Independence D	INDAM: Research in India
-	4:15pm	153	PCC:Room 112 B	AAM: Latest Values Research
-	6:00pm	171	OS:Location TBD	NDSC: New Doctoral Student Consortium Social Hour
-	7:00pm	176	PCC:Room 102 A	TTC: Teaching Theme Committee Business Meeting
Sat	8:00am	193	SHR:Salon 2	AAC: Midwest Board of Governors Mtg
		194	PCC:Room 118 B	AAM: Issues on Japanese Business
		205	LWS:Commonwealth A2	D&ITC: Fixing Leaks in the Pipeline
		217	SHR:Salon 4	ITC: Humanistic Management
		239	PCC:Room 124	PTC: From Scholarship to Action
-	8:30am	252	MAR:Grand Ballroom Salon G	NDSC: New Doctoral Student Consortium
-	10:00am	279	PCC:Room 115 AB	PTC: Words, Leading, and Change
-	10:15am	299	PCC:Room 107 A	TTC: Tech Tools for Communication
		300	PCC:Room 120 A	TTC: When Words Matter: Feedback
		301	PCC:Room 126 B	TTC: Global Citizenship/Leadership
-	10:45am	307	LWS:Parlor 1	IAM: Entrepreneurial motivations
-	11:15am	317	LWS:Adams Room	D&ITC: Researchers at the periphery
	12:00pm	330	LWS:Tubman Room	IAM: Critical Relationships
	·=·••	332	PCC:Room 113 B	PTC: Professional Doctorate Success
-	12:30pm	344	LWS:Congress Room B	IAM: SocEnt in Latin America
-	1:30pm	376	LWS:Regency Ballroom C2	IAM: Exploiting Institutional Voids
-	2:00pm	387	LWS:Commonwealth B	D&ITC: Diversity and Inclusion in AOM
	p	388	SHR:Liberty Ballroom A	ITC: Fostering International
-	2:15pm	395	SHR:Salon 4	ITC: Family Office Practices
-	2:45pm	408	SHR:Salon 10	INDAM: Indian Brand of Crony Capitalism
-	3:15pm	424	PCC:Room 113 B	PTC: DBAs CSF
-	4:00pm	449	PCC:Room 202 B	
-	4:15pm	449		TTC: Threshold Concepts/Conceptions  D&ITC: AOM Diversity and Theme Committee Connections Cafe
-	4:30pm		LWS:Commonwealth B	,
-	5:00pm	460	OS:Philadelphia Marriott Downtown	INDAM: Stepping Out With the Indian Academy of Management
-	•	467	PCC:Room 108 B	PTC: Award Winning Film Screening
	6:00pm	477	SHR:Salon 2	AAC: Southwest Academy of Management Executive Board
-	7:00nm	480	LWS:Washington Room C	IAM: Business Meeting IAM
	7:00pm	491	OS:Pennsylvania 6 Restaurant	D&ITC: D&ITC Executive Committee Meeting
2	0:00am	493	PCC:Room 108 A	PTC: Practice Theme Committee Awards and Reception
Sun	9:00am	520	SHR:Parlor D	AAC: Eastern AOM Executive Comm. Mt
-	10:00am	539	SHR:Salon 2	AAC: Midwest AOM Officers Meeting
-	11:00am	557	SHR:Salon 8	AAC: Eastern Academy of Management International Advi
-	12:00pm	597	SHR:Salon 9	ITC: ITC Executive Business Meeting
_	2:00pm	650	SHR:Freedom E, F	ITC: Carolyn Dexter Award Reception
_	5:00pm	753	PCC:Room 118 B	AAM: APJM/AAM Board Meetings
	10:00pm	784	LWS:Regency Ballroom A	D&ITC: Late Night at the Academy with Dr. Q
Mon	11:30am	1083	PCC:Room 102 A	PTC: Practice Theme Committee Business Meeting
_	6:30pm	1404	SHR:Freedom E	INDAM: India Academy of Management Social

# All Academy Theme

Program Chair: Debra L. Shapiro, U. of Maryland

Day	Start	#	Location	Session Information
Sun	11:15am	559	PCC:Room 103 C	Labeling Stigmatized Groups
		560	PCC:Room 114-Aud. Lecture Hall	Boundaryless Conversations
		561	PCC:Room 118 A	Hot Words and the Politics of Language
		562	PCC:Room 119 A	Univ. Athletics and Mission
		563	PCC:Room 120 A	Wisdom of Words
		564	PCC:Room 120 B	The Language of In(Ex)clusion
		565	PCC:Room 120 C	Theory as Empowering Words
		566	PCC:Room 121 C	Theory Integration
		567	PCC:Room 122 A	The Power of Words in Big Data
		570	PCC:Room 121 B	SHCS: Teaching Careers: From Publishing to People
		579	PCC:Room 121 A	SHCS: Exploring Outcomes of Voice
		581	PCC:Room 119 B	JS: Words and Org Culture
		587	PCC:Room 103 A	SHCS: The Contested Nature of UN GC
	1:00pm	606	PCC:Room 103 B	Interpersonal Skills
		607	PCC:Room 118 A	The Power of Words in Capital Markets
		608	PCC:Room 119 A	What Gives Power to Words?
		609	PCC:Room 119 B	Vocabulary of Organizing
		610	PCC:Room 121 C	Migrants - How Words Matter
		611	PCC:Room 122 A	Words That Make A Difference
		618	PCC:Room 103 C	SHCS: Meanings of "Disability"
		624	PCC:Room 121 A	SHCS: Narratives and Learning
		628	PCC:Room 103 A	SHCS: Towards Government 2.0
		630	PCC:Room 121 B	JS: Words Rarely Used
	1:30pm	633	PCC:Room 114-Aud. Lecture Hall	Book is Dead, the 'Book' Lives
		634	PCC:Room 120 A	"The Power of Words" in 140 Characters or Less
	2:30pm	651	PCC:Room 120 B	Empowering Writing Words
		652	PCC:Room 120 C	Sustainability Metaphors
	2:45pm	658	PCC:Room 103 B	Behavioral Integrity Impact
		659	PCC:Room 118 A	The Power of Words and the Words of the Powerful
		660	PCC:Room 119 A	How to Do Things with Words
		661	PCC:Room 119 B	Words and Meanings
		662	PCC:Room 122 A	Impact and Usefulness
		665	PCC:Room 121 A	SHCS: The Reflective Power of Words
		666	PCC:Room 103 A	JS: Policy Reforms and Startups
		668	PCC:Room 121 B	JS: Critical Perspectives on Authentic Leadership
		672	PCC:Room 103 C	JS: Empowering Interventions
	4.00	675	PCC:Room 121 C	JS: Communication in Global World
	4:30pm	722	PCC:Room 103 B	Power of Words:Sport as a Lens
		723	PCC:Room 119 A	Words in Governance Systems
		724	PCC:Room 119 B	The Power of Writing
		725	PCC:Room 122 A	Ethical Research Climates
		728	PCC:Room 121 B	JS: Business Model Innovation
		732	PCC:Room 103 C	JS: Construals of Diversity
		737	PCC:Room 121 C	JS: Culture and GLOBE CEO Study
		741	PCC:Room 121 A	JS: Dialogue and Process Theory
		748	PCC:Room 118 A	SHCS: Corporates-Citizens-New Media

# Showcase Symposia

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

Day		#	Location	Session Information
Sun	11:15am	570	PCC:Room 121 B	SHCS: Teaching Careers: From Publishing to People
		579	PCC:Room 121 A	SHCS: Exploring Outcomes of Voice
		587	PCC:Room 103 A	SHCS: The Contested Nature of UN GC
	1:00pm	618	PCC:Room 103 C	SHCS: Meanings of "Disability"
		624	PCC:Room 121 A	SHCS: Narratives and Learning
		628	PCC:Room 103 A	SHCS: Towards Government 2.0
_	2:45pm	665	PCC:Room 121 A	SHCS: The Reflective Power of Words
	4:30pm	748	PCC:Room 118 A	SHCS: Corporates-Citizens-New Media
Mon	8:00am	817	SHR:Independence B	SHCS: Women in Upper Echelons
		836	SHR:Philadelphia North	SHCS: Entrepreneurial Financing: A Panel Discussion
_		873	MAR:Grand Ballroom Salon B	SHCS: How to be Successful at the Academy of Management
	9:45am	913	MAR:Room 404	SHCS: Retirement
		919	PCC:Room 108 B	SHCS: Trust development and repair in organizations
		951	LWS:Parlor 2	SHCS: Honoring Management Greats
		960	PCC:Room 118 B	SHCS: Leadership and Org. Culture
		970	PCC:Room 121 B	SHCS: Digital Data in Organizations
_		992	PCC:Room 113 C	SHCS: Platforms and Ecosystems
	11:30am	1025	SHR:Philadelphia North	SHCS: Cleantech Entry Dynamics
		1047	PCC:Room 104 A	SHCS: MNC Interdisciplinary Theories
		1063	PCC:Room 103 B	SHCS: Fifty Years of JABS
		1086	SHR:Logan's 1 & 2	SHCS: Strategizing, Change and Identity Work
_		1093	PCC:Room 124	SHCS: What's a Corp. Elite to Do?
	1:15pm	1146	MAR:Room 404	SHCS: Leader Humility
		1167	PCC:Room 109 B	SHCS: Pathways to Alleviate Poverty
		1168	PCC:Room 113 A	SHCS: Industry Evolution Revisited
	3:00pm	1259	LWS:Regency Ballroom C1	SHCS: Writing about Goals
		1260	MAR:Grand Ballroom Salon D	SHCS: Group Dynamics
		1272	PCC:Room 202 A	SHCS: Virtual Collective Production
		1278	PCC:Room 108 A	SHCS: After Greenwashing
_		1281	SHR:Independence D	SHCS: Statistical Control
	4:45pm	1306	SHR:Philadelphia South	SHCS: Where Do Capabilities Come From?
		1365	MAR:Grand Ballroom Salon B	SHCS: CSR and Sustainability
Tue	8:00am	1470	SHR:Philadelphia North	SHCS: Entrepreneurial Entry
		1495	LWS:Congress Room A	SHCS: Identity Work on the Fringes
		1515	MAR:Grand Ballroom Salon A	SHCS: Clarifying Culture
	9:45am	1561	SHR:Philadelphia South	SHCS: Industries vs Ecosystems
		1582	LWS:Washington Room B	SHCS: Social Class in the Workplace
		1585	PCC:Room 113 C	SHCS: Leadership Accountability
		1592	PCC:Room 115 C	SHCS: Global Strat: MNEs Deadly Envt
		1602	LWS:Congress Room A	SHCS: Unconscious Identity Work
		1617	MAR:Grand Ballroom Salon A	SHCS: Relational Ambivalence
	11:30am	1671	PCC:Room 118 A	SHCS: Subtle Factors in Negotiations
		1728	MAR:Room 401	SHCS: Significance of Moral Anger
_		1731	MAR:Room 407	SHCS: The Future of Job Design
-	1:15pm	1774	SHR:Philadelphia South	SHCS: The Role of Replication in Management Research
		1787	SHR:Philadelphia North	SHCS: Strategic Entrepreneurial Ties
		1795	LWS:Commonwealth B	SHCS: Org. Dynamics of Flexibility
		1817	LWS:Washington Room A	SHCS: Mindfulness at Work: Implications for Performance
		1850	PCC:Room 113 C	SHCS: Environmental Sustainability

	Showcase Symposia (cont.)					
Day	Start	#	Location	Session Information		
Tue	3:00pm	1874	SHR:Philadelphia South	SHCS: Technological Discontinuities		
		1888	SHR:Freedom E	SHCS: Scholar Pract. Collaboration		
		1890	LWS:Parlor 1	SHCS: Navigating the Labyrinth		
		1923	MAR:Room 401	SHCS: The Future of Job Embeddedness		
		1924	MAR:Grand Ballroom Salon L	SHCS: Personality and Social Network		
		1925	MAR:Room 407	SHCS: Causes of Job Design		

### Caucuses

Program Chair: Frank I. Mullins, North Carolina A&T State U.

Day	Start	#	Location	Session Information
Mon	8:00am	822	MAR:Room 415	CAU: Networking for Time Scholars
		823	SHR:Parlor D	CAU: Communication Challenges
		824	SHR:Salon 8	CAU: Collective Moral Development
	9:45am	916	MAR:Room 415	CAU: Legitimizing the AFAM
		917	SHR:Parlor D	CAU: Labeling Emotions
		918	SHR:Salon 8	CAU: Creative Idea Implementation
	11:30am	1011	MAR:Room 415	CAU: Accommodating the Disabled University Professor
		1012	SHR:Parlor D	CAU: Indian Academy of Management
		1013	SHR:Salon 8	CAU: The Power of Words on the Sustainability Agenda
	1:15pm	1109	MAR:Room 415	CAU: The HRM Process Approach: A Global Project
		1110	SHR:Parlor D	CAU: Authentic Leadership Caucus
		1111	SHR:Salon 8	CAU: Errors Reliability and Culture
	3:00pm	1207	MAR:Room 415	CAU: Discretion and CEO Effect
		1208	SHR:Parlor D	CAU: Crowdsourcing Expert Network
		1209	SHR:Salon 8	CAU: MENA Management Research
	4:45pm	1309	MAR:Room 415	CAU: Russian and CIS Management Research Caucus
		1310	MAR:Room 502	CAU: Ethical Leadership and Contemplation
		1311	SHR:Parlor D	CAU: Love: The Power of a Word
		1312	SHR:Salon 8	CAU: Powerful Translation
Tue	8:00am	1453	MAR:Room 412	CAU: Systemic Shocks and the Firm
		1454	MAR:Room 415	CAU: Behavioral Integrity Incubator
		1455	SHR:Salon 8	CAU: Indigenous Peoples Caucus
	9:45am	1564	MAR:Room 412	CAU: Leadership and Neuroscience
		1565	MAR:Room 415	CAU: Women on Corporate Boards
		1566	SHR:Salon 8	CAU: X-Culture Caucus
	11:30am	1669	MAR:Room 412	CAU: Theories of Mind and Behavior
		1670	MAR:Room 415	CAU: Words in Network Research
	1:15pm	1778	MAR:Room 412	CAU: Evidence Based Management Caucus
		1779	MAR:Room 415	CAU: Emergence Dialogue
	3:00pm	1877	MAR:Room 415	CAU: Is it Racism or Something Else

# Teaching & Learning Conference

Teaching & Learning Conference Committee: Elena P. Antonacopoulou, U. of Liverpool Teaching & Learning Conference Committee: Kenneth G. Brown, U. of Iowa Teaching & Learning Conference Committee: Claudia J. Ferrante, U.S. Air Force Academy Teaching & Learning Conference Committee: Jeanie Mannheimer Forray, Western New England U. Teaching & Learning Conference Committee: Christina A. Hannah, U. of Maryland U. College Teaching & Learning Conference Committee: James C Spee, U. of Redlands Teaching & Learning Conference Committee: Toni Ungaretti, The John Hopkins U.

Day S	Start	#	Location	Session Information
Sat	1:00pm	372	PCC:Room 301	TLC Organizing Committee Meeting
Sun	7:30am	501	PCC:Room 202 A	TLC Doctoral Institute - Opening
_	8:00am	514	PCC:Room 201 AB	BYOB Open Space
_	9:15am	524	PCC:Room 201 AB	TLC@AOM Welcome
_	9:40am	526	PCC:Room 201 AB	Virtual Distance and Learning
		527	PCC:Room 201 C	From Strategy to Design Think
		528	PCC:Room 202 A	Quantitative Applications in HRM
		529	PCC:Room 202 B	Using Peer Feedback to Teach About Teams
		530	PCC:Room 203 A	Use Children's Words to Teach
		531	PCC:Room 203 B	The Vision Thing Exercise
		532	PCC:Room 204 A	First Do, Then Learn Approach
		533	PCC:Room 204 B	B-Student Communication
_		534	PCC:Room 204 C	Teaching Virtual Work Skills
	10:50am	546	PCC:Room 201 AB	Assessment Challenges
		547	PCC:Room 201 C	Experiential Exercise Tales
		548	PCC:Room 202 A	Evidence in SoTL
		549	PCC:Room 202 B	Educating for Responsibility
		550	PCC:Room 203 A	Gender Equity
		551	PCC:Room 203 B	Strategic Relationships@Work
		552	PCC:Room 204 A	Comptency-Based Courses
		553	PCC:Room 204 B	Integrative Capstones
_		554	PCC:Room 204 C	Teaching Design Thinking in Business Schools
_	12:20pm	598	PCC:Room 201 AB	TLC Luncheon and Plenary
	1:50pm	641	PCC:Room 202 A	EBR & Information Literacy
		642	PCC:Room 202 B	Service Learning and Business
		643	PCC:Room 203 A	Teaching for the NetGeneration
		644	PCC:Room 203 B	Critical Reflection & Learning
_		645	PCC:Room 204 C	Fostering Deep Learning
	3:00pm	688	PCC:Room 201 AB	Teaching Collaborations
		689	PCC:Room 201 C	IDEAL Writing Framework
		690	PCC:Room 202 A	Teaching Cultural Intelligence
		691	PCC:Room 202 B	Visuals in the Classroom
		692	PCC:Room 203 A	Laughter is the Best Teacher
		693	PCC:Room 203 B	"Wairua" in the Classroom
		694	PCC:Room 204 A	Pros & Cons of Flipping Class
		695	PCC:Room 204 B	Saturate the Market Exercise
_	0.40	696	PCC:Room 204 C	Engagement in Online Courses
	3:40pm	702	PCC:Room 201 AB	Virtual Teamwork in Classes
		703	PCC:Room 201 C	Teaching as a doctoral student
		704	PCC:Room 202 A	Antigone: A Leadership Lesson
		705	PCC:Room 202 B	Learning & Threshold Concepts
		706	PCC:Room 203 A	Live Cases: Opportunities and Challenges
		707	PCC:Room 203 B	Reflection: Key to Developing Future Leaders
		708	PCC:Room 204 A	Structuring and Facilitating Online Discussion
		709	PCC:Room 204 B	Customized Executive Programs
_	4:E0nm	710	PCC:Room 204 C	Teaching Org Behavior
_	4:50pm	752	PCC:Room 201 AB	TLC@AOM Recap and Closing
Mon	5:40pm	762	PCC:Room 202 A	TLC Doctoral Institute - Closing
Mon	3:00pm	1297	PCC:Room 301	TLC Organizing Committee Meeting

# Business Policy & Strategy

Program Chair: Alfonso Gambardella, Bocconi U. Professional Development Workshop Chair: Brian S. Silverman, U. of Toronto

Day	Start	#	Location	Session Information
Fri	8:00am	18	SHR:Philadelphia North	BPS Doctoral Consortium
		19	SHR:Philadelphia South	Strategic Human Capital
		20	SHR:Independence B	Dealing with Endogeneity
		32	LWS:Commonwealth C	Content Analysis Research
		40	PCC:Room 122 A	Scandal Process and Research
		41	PCC:Room 202 A	Categorization Workshop
		42	PCC:Room 120 C	Cultural Entrepreneurship
	8:30am	47	SHR:Salon 6	BPS Dissertation Consortium
	9:00am	54	SHR:Independence C	Designing Alliance Agreements
	9:30am	62	OS:Wharton School	From (Auto)Mobile to Mobility
	9:45am	64	PCC:Room 102 A	Poverty Alleviation
	10:00am	70	SHR:Freedom G	Exploring Innovative Ways of Teaching Strategy
	10:45am	82	SHR:Philadelphia South	Psychology of Entrepreneurship
	11:15am	88	PCC:Room 203 B	Institutional Change&Biz Group
		90	PCC:Room 126 B	Bringing Your Research into the Classroom
		93	SHR:Independence A	Qualitative Comparative Analysis (QCA)
	12:30pm	110	PCC:Room 120 C	Researching Open Innovation
	1:00pm	111	SHR:Freedom H	False Positives in Management
		115	PCC:Room 202 A	Experimental Research
		117	PCC:Room 121 A	Multilevel Innovation Networks
	1:30pm	119	SHR:Independence B	Corporate Strategy: Governance, Location and Scope
	2:00pm	130	PCC:Room 120 B	Employees' Mobility: Approaches and Methods
	2:30pm	131	SHR:Salon 5	Management and Finance
	2:45pm	134	PCC:Room 122 A	Networks and Innovation
	3:00pm	136	SHR:Philadelphia South	Creating and Capturing Value
	4:00pm	152	OS:Drexel University	Technological Disruption
Sat	8:00am	195	SHR:Freedom E	BPS Managing Your Dissertation Workshop
		196	SHR:Independence A	Junior Faculty Paper Development Workshop
		197	SHR:Logan's 1 & 2	BPS - Junior Fac. Consortium
		198	SHR:Salon 5	Fostering Publication
		199	SHR:Salon 6	BPS Doctoral Consortium
		200	SHR:Salon 10	Entrepreneurial Finance
		201	SHR:Independence B	Discourse Analysis in Strategy
		208	SHR:Freedom G	Academic ENT Theories
		215	PCC:Room 109 A	Institutions and Entrepreneurs
		216	PCC:Room 112 B	Strategy and Macroeconomics
		235	PCC:Room 107 B	Trust Between Individuals and Organizations
		236	PCC:Room 119 B	Introduction to Social Network
		238	PCC:Room 203 B	Exaptation
	9:00am	260	MAR:Room 307	Reinvigorating Strategy in HRM
		264	PCC:Room 108 B	Institutional Diversity
	10:15am	281	SHR:Philadelphia South	Multilevel Theory in Strategy
		286	SHR:Salon 3	PSED: 2014 Status and Future
		287	PCC:Room 109 A	Nonmarket Strategy
		290	MAR:Grand Ballroom Salon L	Revise and Resubmit
		292	MAR:Grand Ballroom Salon B	Sustainable Supply Chains
		295	SHR:Freedom F	How to Define, Identify, and Handle Outliers
	40.00	298	PCC:Room 203 B	Revisiting the Product Ontology
	10:30am	302	SHR:Liberty Ballroom B	The State of Strategy
	10:45am	309	PCC:Room 124	The Organization of Energy
	11:00am	312	PCC:Room 121 A	Teaching Social Networks
	11:15am	313	SHR:Independence A	Methods and Data for Research on Business Models
		314	SHR:Independence B	Measuring Value

		Bu	siness Policy	& Strategy (cont.)
Dev	Stout			
Day S	12:30pm	# 340	Location SHR:Freedom F	Session Information Organizations and Strategy
	оор	342	SHR:Salon 10	Social Ontology and ENT
		346	PCC:Room 107 B	Dirty Words
		353	PCC:Room 120 A	Alternatives to the Corporation
		356	PCC:Room 107 A	Big Data and Innovation: Toward a Research Agenda
-	12:45pm	358	SHR:Salon 5	Creating a Structured Draft
-	1:00pm	361	SHR:Freedom G	Demand-Side Perspectives
-	1:30pm	374	SHR:Freedom H	Acquisitions and Alliances
-	2:00pm	386	SHR:Philadelphia North	Behavioral Strategy 5
_	2:15pm	397	PCC:Room 107 B	Post-merger Integration
	·	398	PCC:Room 102 A	Organization Design
-	2:30pm	403	PCC:Room 203 A	Patent PDW
-	3:00pm	419	LWS:Congress Room A	Reviewing in the Rough
-	3:15pm	427	PCC:Room 109 B	Business Model Innovation
-	3:30pm	429	SHR:Salon 6	Organizational Performance
	·	430	SHR:Freedom E	Corporate Spin-offs
-	3:45pm	437	PCC:Room 120 A	Strategic Contributions of IS
	·	440	SHR:Independence C	Advanced Bayesian Statistics
-	4:00pm	443	SHR:Salon 5	Brains to Organization
_	4:15pm	455	SHR:Freedom G	Video Ethnography
_	4:30pm	457	SHR:Salon 4	Institutional Intermediation
-	5:30pm	470	SHR:Salon 6	BPS Mid-Career Workshop
_	6:00pm	478	SHR:Independence C	From Macro to Micro
-	6:30pm	485	SHR:Liberty Ballroom D	BPS Conversations
Sun	11:15am	568	SHR:Independence C	Ecosystems and Responses to Change
		569	SHR:Independence D	Institutions, Human & Social Capital
_	1:00pm	612	SHR:Independence C	Competitive Interaction
		613	SHR:Independence D	The Influence of Stakeholders
_	2:30pm	653	SHR:Salon 6	BPS Global Representatives Meeting
-	2:45pm	663	SHR:Independence C	Dynamics in Strategy Research
	·	664	SHR:Independence D	Micro-foundations of Organizational Change
		665	PCC:Room 121 A	SHCS: The Reflective Power of Words
		666	PCC:Room 103 A	JS: Policy Reforms and Startups
_	3:45pm	711	SHR:Salon 6	BPS Executive Committee Meeting
-	4:30pm	726	SHR:Independence C	Top Management Decision Making
		727	SHR:Independence D	Outcomes of Ambiguity in Firm Boundaries
		728	PCC:Room 121 B	JS: Business Model Innovation
_	5:30pm	760	SHR:Salon 6	BPS Teaching Committee Meeting
_	6:00pm	764	SHR:Philadelphia North	Irwin Award: Myles Shaver
Mon	8:00am	809	SHR:Independence A	Ecosystems and Competitive Disruption
		810	SHR:Parlor A	Individual Networks
		811	SHR:Salon 10	Corporate Governance in Emerging Economies
		812	SHR:Salon 3	The Performance Implications of Corporate Spinoffs
		813	SHR:Salon 4	Acquiring Resources: Process and Outcomes
		814	SHR:Salon 5	Balancing Exploration and Exploitation
		815	SHR:Seminar Room B	Executive Compensation
		816	SHR:Seminar Room C	Geography, Agglomeration, and Spillovers
		817	SHR:Independence B	SHCS: Women in Upper Echelons
		818	SHR:Philadelphia South	JS: CSR, People, and Performance
		819	SHR:Freedom F	JS: Policy Reforms and Startups
		836	SHR:Philadelphia North	SHCS: Entrepreneurial Financing: A Panel Discussion
		850	PCC:Room 120 B	JS: Global Gov: Corporate Gov

	Bı	usiness Policy &	& Strategy (cont.)
Day Start	#	Location	Session Information
<b>Mon</b> 9:45a	am <b>910</b>	SHR:Horizons Rooftop Ballroom	Strategy at Crossroads: What Ideas Matter?
	968	PCC:Room 121 A	JS: Rankings and Ratings
	978	SHR:Freedom G	JS: Qualitative Comp. Analysis
	992	PCC:Room 113 C	SHCS: Platforms and Ecosystems
11:30a	am <b>996</b>	SHR:Independence A	Organizing for Innovation
	997	SHR:Independence B	R&D and Pricing Strategies
	998	SHR:Parlor A	Alliance Partners
	999	SHR:Salon 10	Directors' Compensation and Firm Performance
	1000	SHR:Salon 3	Sources of Corporate Advantages and Failures
	1001	SHR:Salon 4	Agency Perspective on Value Creation
	1002	SHR:Salon 5	Organization Design and Firm Performance
	1003	SHR:Seminar Room B	Board Composition
	1004	SHR:Seminar Room C	Market Structure and Competition
	1005	SHR:Freedom F	JS: Routines: Theory & Data
	1006	SHR:Philadelphia South	JS: Ent Finance, Selection, Perf
	1046	PCC:Room 115 C	JS: Global Strat:Boundary Spanning
	1047	PCC:Room 104 A	SHCS: MNC Interdisciplinary Theories
	1074	PCC:Room 126 B	JS: Recognizing the New
	1078	PCC:Room 119 A	JS: Maintaining Core Mission
1:15p	om <b>1097</b>	SHR:Independence B	Organizational Decision-Making
	1098	SHR:Parlor A	Network Attributes
	1099	SHR:Philadelphia South	Dissertation Finalists
	1100	SHR:Salon 10	Corporate Governance and Risk Taking
	1101	SHR:Salon 3	Using Knowledge From and Across Multiple Markets
	1102	SHR:Salon 4	Capability Development in Organizations
	1103	SHR:Salon 5	Change and Firm Performance
	1104	SHR:Seminar Room B	Corporate Social Responsibility
	1105	SHR:Seminar Room C	Multimarket Competition and Competitive Actions
	1106	SHR:Independence A	JS: Crowdfunding
	1107	SHR:Freedom F	JS: Power of Corporate Documents
	1153	PCC:Room 120 A	JS: Parallel Organization: Practice and Issues
	1166	PCC:Room 122 A	JS: The Dynamics of Brokerage
	1168	PCC:Room 113 A	SHCS: Industry Evolution Revisited
	1188	PCC:Room 103 C	JS: Changing Research Enterprise
	1191	PCC:Room 113 C	JS: Innovation Ecosystems
3:00p	om <b>1195</b>	SHR:Independence A	Patenting Strategy and Outcomes
	1196	SHR:Parlor A	Strategic Network
	1197	SHR:Salon 10	Board of Directors, Strategy and Performance
	1198	SHR:Salon 3	Organizing for Global Success
	1199	SHR:Salon 4	Creating and Capturing Value
	1200	SHR:Salon 5	Bus. Models, ENT and Venturing
	1201	SHR:Seminar Room B	Board Interaction
	1202	SHR:Seminar Room C	Entrants, Incumbents and Spinouts
	1203	SHR:Freedom F	JS: Global Value Chains
	1204	SHR:Philadelphia South	JS: Why and How Context Matters
	1205	SHR:Independence B	JS: Corporate Parenting
	1288	LWS:Congress Room C	JS: Development-oriented CSR

		Du	siness Policy	& Strategy (cont.)
	Start	#	Location	Session Information
on	4:45pm	1298	SHR:Independence A	Business Model Innovation
		1299	SHR:Parlor A	Network Dynamics
		1300	SHR:Salon 10	Politics and Corporate Governance
		1301	SHR:Salon 3	Norms of Market Behavior and Firm Strategy
		1302	SHR:Salon 4	Firm Boundaries and Value Creation
		1303	SHR:Salon 5	Firm Resources & Capabilities
		1304	SHR:Seminar Room B	Governance and Firm Performance
		1305	SHR:Seminar Room C	New Product Innovation
		1306	SHR:Philadelphia South	SHCS: Where Do Capabilities Come From?
		1307	SHR:Freedom F	JS: Dyn. Cap. and Path Dependence
		1324	SHR:Freedom E	JS: Hackers Makers & Crowdfunding
	6:30pm	1400	SHR:Liberty Ballroom A	Business Policy and Strategy Business Meeting
	7:30pm	1417	SHR:Liberty Ballroom B	Business Policy and Strategy Social
ue	8:00am	1440	SHR:Freedom F	Strategic Human Capital
		1441	SHR:Independence A	Governance, Social Exchange and Innovation
		1442	SHR:Logan's 1 & 2	External Shocks and Competitive Dynamics
		1443	SHR:Parlor A	Alliance Portfolio
		1444	SHR:Salon 10	Firm-Stakeholder Relationships
		1445	SHR:Salon 2	Strategic Advantages from Human Capital
		1446	SHR:Salon 3	The Determinants of Corporate Divestitures
		1447	SHR:Salon 4	New Insights into Organizational Knowledge
		1448	SHR:Salon 5	Network Governance
		1449	SHR:Seminar Room B	Governance and Partnerships
		1450	SHR:Independence B	JS: Alliance Network Advantage
		1451	SHR:Philadelphia South	JS: Patents and Intellectual Property Rights
		1470	SHR:Philadelphia North	SHCS: Entrepreneurial Entry
		1531	PCC:Room 102 A	JS: Performativity
_	9:45am	1549	SHR:Freedom G	Board of Directors and Performance
		1550	SHR:Independence A	Knowledge Search
		1551	SHR:Logan's 1 & 2	Language and Competition
		1552	SHR:Parlor A	Alliance Contract
		1553	SHR:Salon 10	Emerging Issues in Corporate Governance
		1554	SHR:Salon 2	TMT Influences on Strategy and Firm Performance
		1555	SHR:Salon 3	Attention in Diversification
		1556	SHR:Salon 4	Insights from Organizational Capabilities
		1557	SHR:Salon 5	Performance Feedback
		1558	SHR:Seminar Room B	Executives' Diversity and Similarity
		1559	SHR:Independence B	JS: Strategic Management of Political Relationships
		1560	SHR:Freedom F	JS: Firms & Innovation Communities
		1561	SHR:Philadelphia South	SHCS: Industries vs Ecosystems
		1578	SHR:Philadelphia North	JS: Creating & Growing Entrepreneurial Ecosystems
		1579	SHR:Freedom E	JS: The Potential of Social Entrepreneurship
		1616	MAR:Room 302	JS: Incentives for Creativity
		1635	PCC:Room 203 B	JS: Product Demography
		1636	PCC:Room 121 A	JS: Status
		1637	PCC:Room 102 A	JS: Learning from Success
		1652	PCC:Room 104 A	JS: Skills, Innovation and Mobilit
		1653	PCC:Room 117	JS: Profiting from Open Innovation
		1000	1 00.10011111	55. I foliding from Open inflovation

		Bu	siness Policy	& Strategy (cont.)
Day	Start	#	Location	Session Information
Tue	11:30am	1655	SHR:Independence A	Capability in Network
		1656	SHR:Independence B	Coopetition in Network
		1657	SHR:Logan's 1 & 2	Succession
		1658	SHR:Parlor A	Alliance Ambidexterity
		1659	SHR:Salon 10	Personal Goals of Managers and CEOs
		1660	SHR:Salon 2	Temporary Advantages and Firm Strategy
		1661	SHR:Salon 3	Cognition, Knowledge and M&A
		1662	SHR:Salon 4	Imitation, Replication and Firm Outcomes
		1663	SHR:Salon 5	Middle Management Practices
		1664	SHR:Seminar Room B	Dynamics in Corporate Governance
		1665	SHR:Freedom F	JS: Examining Context in the Study of Human Capital
		1666	SHR:Philadelphia South	JS: Appropriating Value from Ideas
		1682	SHR:Philadelphia North	JS: New Conversations on Business Models
		1747	PCC:Room 124	JS: Managing social business
		1762	PCC:Room 121 C	JS: Sci Professionals & Tech Direc
	1:15pm	1765	SHR:Independence A	Competition and Innovation
		1766	SHR:Independence B	China, Innovation, & Energy
		1767	SHR:Parlor A	Search, Attention & Strategy
		1768	SHR:Salon 10	Corporate Governance in Entrepreneurial Firms
		1769	SHR:Salon 2	Learning to Explore and Learning to Exploit
		1770	SHR:Salon 3	Theory of the Multinational Firm
		1771	SHR:Salon 4	Star Employees and Organizational Performance
		1772	SHR:Salon 5	Uncertainty and Cognitive Bias
		1773	SHR:Seminar Room B	Risk and Uncertainty
		1774	SHR:Philadelphia South	SHCS: The Role of Replication in Management Research
_		1775	SHR:Freedom F	JS: Geographic Mobility and Innovative Activity
	3:00pm	1867	SHR:Freedom F	Partner Choice and Matching
		1868	SHR:Independence A	Uncertainty and Firm & Technological Scope
		1869	SHR:Salon 3	Information Flows and Corporate Outcomes
		1870	SHR:Salon 4	Rivalry and Strategic Positioning
		1871	SHR:Salon 5	Microfoundations of Strategy
		1872	SHR:Seminar Room B	Narcissism, Anxiety and Hubris in CEOs
		1873	SHR:Independence B	JS: Crowdfunding at the Crossroads
		1874	SHR:Philadelphia South	SHCS: Technological Discontinuities
		1903	PCC:Room 122 A	JS: Global Innov:Demand-Side Persp
		1910	LWS:Tubman Room	JS: Multiple Goal Pursuit in Orgs

### Careers

Program Chair: Tania Casado, U. de São Paulo Professional Development Workshop Chair: Corinne Post, Lehigh U.

Day 3	Start	#	Location	Session Information
Fri	9:45am	63	MAR:Room 414,415	Demystifying Postdocs
-	12:00pm	97	MAR:Room 414,415	Publishing Careers Research in Top Journals
_	12:30pm	106	MAR:Room 407,408,409	Mentoring Graduate Students
_	2:00pm	125	MAR:Room 401,402,403	Mid-Life Career Changers from Industry to Academia
		126	LWS:Washington Room A	Academic Careers Options
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
_	8:30am	247	PCC:Room 111 B	Finding Value in Academic Life
_	9:00am	258	MAR:Room 411,412	Careers Doctoral Consortium
		259	MAR:Room 301	Careers: Networks & identity
-	10:15am	290	MAR:Grand Ballroom Salon L	Revise and Resubmit
_	11:15am	315	MAR:Room 407,408,409	Translating Research
		316	PCC:Room 203 A	How to Negotiate Your First Job Offer
		317	LWS:Adams Room	Researchers at the periphery
-	11:30am	323	MAR:Room 414,415	Thrive as Academics
-	3:00pm	415	MAR:Room 411,412	Careers in the Rough
-	4:45pm	462	· · · · · · · · · · · · · · · · · · ·	Š
-	6:00pm		MAR:Grand Ballroom Salon B	The Power to Define Your Path
Sun	9:00am	479	OS:Pennsylvania 6 Restaurant.	Careers Division PDW Social Event
- -		521	MAR:Room 301	Careers Division Executive Committee Meeting
_	11:15am	570	PCC:Room 121 B	SHCS: Teaching Careers: From Publishing to People
-	2:45pm	667	MAR:Room 303	Career Mobility
	4:30pm	729	MAR:Room 303	On Methods and Motives for Career Development
/lon	8:00am	820	MAR:Room 502	Protean Career, Identity and Career Development
		821	MAR:Room 408	JS: Minding Career Gaps
_		873	MAR:Grand Ballroom Salon B	SHCS: How to be Successful at the Academy of Management
	9:45am	911	MAR:Room 303	Boundaryless Career
		912	MAR:Room 304	Developmental Networks
		913	MAR:Room 404	SHCS: Retirement
		914	MAR:Room 408	Career Transition and Identity
_		915	MAR:Room 502	Academic Careers
	11:30am	1007	MAR:Room 303	Trusting on Partners
		1008	MAR:Room 304	The Impact of Mentoring
		1009	MAR:Room 408	Individual Aspects of Career
_		1010	MAR:Room 502	JS: Antecedents of FSSB
_	1:15pm	1108	MAR:Grand Ballroom Salon A	Work-Life Integration Insights
		1144	MAR:Room 301	JS: Challenge/Hindrance Stressors
	3:00pm	1206	MAR:Grand Ballroom Salon A	Everett C Hughes Award
		1257	MAR:Room 410	JS: Unique Workers & Work-Family
	4:45pm	1308	MAR:Grand Ballroom Salon A	Careers Division Business Meeting
_	6:30pm	1401	OS:Maggiano's Little Italy Restaurant	Careers Division Social Hour
Гuе	8:00am	1452	MAR:Room 408	PWD and Entrepreneurship
_	9:45am	1562	MAR:Room 408	Objective and Subjective Career Success
		1563	MAR:Room 502	JS: Beyond the Dyad: Work & Family
		1602	LWS:Congress Room A	SHCS: Unconscious Identity Work
		1621	MAR:Room 304	JS: Adversity at Work
		1636	PCC:Room 121 A	JS: Status
-	11:30am	1667	MAR:Room 408	Career Outcomes
		1668	MAR:Room 502	Work-Family-Personal Issues
			LWS:Tubman Room	JS: Crafting Resilience
_	1:15pm	1709 1776	MAR:Room 502	Studies on Personal Aspects of Career Outcomes

	Careers (cont.)				
Day	Start	#	Location Session Information		
Tue	3:00pm	1875	MAR:Room 408	International Careers: a Matter of Culture	
		1876	MAR:Room 502	Work-Home Interface: Balance? Fit? Integration?	
		1923	MAR:Room 401	SHCS: The Future of Job Embeddedness	
		1940	PCC:Room 203 B	JS: Crossing Boundaries	

### Conflict Management

Program Chair: Mara Olekalns, U. of Melbourne Professional Development Workshop Chair: Matthew A. Cronin, George Mason U.

Day	Start	#	Location	Session Information
Fri	5:15pm	160	PCC:Room 104 A,B	Food Naming
Sat	8:00am	222	LWS:Washington Room B	Online Courses Who, What & How
		235	PCC:Room 107 B	Trust Between Individuals and Organizations
		236	PCC:Room 119 B	Introduction to Social Network
-	8:30am	247	PCC:Room 111 B	Finding Value in Academic Life
-	9:00am	261	MAR:Grand Ballroom Salon J	Funding Opportunities from NSF
-	11:15am	316	PCC:Room 203 A	How to Negotiate Your First Job Offer
-	12:30pm	341	PCC:Room 113 A	CMD Doctoral Consortium
		348	MAR:Grand Ballroom Salon B	Halfway There
-	3:30pm	434	MAR:Grand Ballroom Salon H	OB New Member Networking and Research Forum
Sun	11:15am	571	PCC:Room 109 A	Group Processes in Conflict
-	3:00pm	681	PCC:Room 102 B	CMD Executive Committee Meeting
-	5:00pm	754	PCC:Room 107 A	CMD Business Meeting
-	6:00pm	765	PCC:Room 107 B	CMD Social Event
Mon	8:00am	825	PCC:Room 108 B	JS: Social Status in Groups
	0.000	868	MAR:Room 305	JS: Trust in Leadership
		869	MAR:Room 402	JS: Experiencing Legitimacy
-	9:45am	919	PCC:Room 108 B	SHCS: Trust development and repair in organizations
	5.40am	920	PCC:Room 109 A	Status, Power and Groups
		920 921	PCC:Room 204 A	Nine to Five: Justice and Emotion at Work
-	11:30am	1014	PCC:Room 108 B	Building or Eroding Trust
	11.00411	1014	PCC:Room 109 A	
=	1:15pm	1112		Task and Intergroup Conflict
-	3:00pm	1210	PCC:Room 108 B	About Time: The Dynamic Nature of Conflict
	3.00pm		PCC:Room 112 A	Deception in Negotiation
-	4:45pm	1211	PCC:Room 108 B	JS: First Offers in Negotiations
	4.45pm	1313	PCC:Room 102 B	Culture in Negotiation
		1314	PCC:Room 112 A	Ethical and Moral Judgments
		1315	PCC:Room 108 B	JS: Comparison in Competitions
		1363	MAR:Grand Ballroom Salon J	JS: Putting a Face to Aggressive Words and Actions
Tue	8:00am	1364	MAR:Room 305	JS: Organizational Trust Symposium
iue	0.00am	1456	PCC:Room 102 B	Groups and Teams in Conflict
		1457	PCC:Room 109 A	Sweet Forgiveness? Repairing Damaged Relationships
		1458	PCC:Room 118 B	Hard Bargain: Resolving Labor Grievances
		1459	PCC:Room 118 A	JS: Field Studies in Negotiation
-	9:45am	1510	MAR:Room 401	JS: Envy – Beyond the Stigma of the Word
	9.45am	1567	PCC:Room 109 A	Gender Effects in Negotiation
		1568	PCC:Room 118 B	Cognition in Negotiation
		1569	PCC:Room 118 A	JS: Justice as a DV
		1617	MAR:Grand Ballroom Salon A	SHCS: Relational Ambivalence
		1618	MAR:Grand Ballroom Salon C	JS: HPWP or Abusive Supervision?
-	11:20am	1619	MAR:Room 305	JS: Moral Psychology At Work
	11:30am	1671	PCC:Room 118 A	SHCS: Subtle Factors in Negotiations
		1727	MAR:Room 304	JS: Bridging the Dark and Bright Sides of Leadership
-	1:15	1728	MAR:Room 401	SHCS: Significance of Moral Anger
	1:15pm	1780	PCC:Room 118 A	JS: Al in Negotiation & Mediation
		1833	MAR:Grand Ballroom Salon C	JS: Abusive Supervision Antecedent
		1834	MAR:Room 305	JS: Moral Fire in the Belly
-	0.00	1858	LWS:Congress Room B	JS: Behavioral Ethics
	3:00pm	1878	PCC:Room 107 A	Emotion in Negotiation
		1879	PCC:Room 118 A	JS: Competition and Collaboration
		1921	MAR:Room 303	JS: Kindhearted Reactions

# Critical Management Studies

Program Chair: Emma Bell, Keele U. Program Chair: Scott Taylor, U. of Birmingham

Professional Development Workshop Chair: Nimruji Jammulamadaka, Indian Institute of Management Calcutta Professional Development Workshop Chair: Latha Poonamallee, Michigan Technological U.

Day	Start	#	Location	Session Information
Fri	8:00am	21	PCC:Room 203 A	CMS Doctoral/New Scholar Cons.
		37	PCC:Room 120 B	Navigating Complexity
	11:45am	95	PCC:Room 203 A	Power in Dialogue
	1:30pm	120	PCC:Room 203 B	Phil. Foundations of Org Res.
	3:45pm	146	PCC:Room 203 A	USA as Scholarly Problem
Sat	1:30pm	180	OS:TBD	Getting out of the hotels
	8:00am	203	PCC:Room 109 B	The F word: Feminism and Business Schools
		204	PCC:Room 111 A	United We Speak
	10:15am	282	PCC:Room 102 A	Oppressions of Linearity
		283	PCC:Room 102 B	Taking back the economy
	11:15am	318	LWS:Parlor 2	Words, Power, and Identity
		320	PCC:Room 202 A	Organization Studies and Process Philosophy
		321	LWS:Regency Ballroom C2	Intellectual Shamans
	11:45am	328	PCC:Room 103 C	Habitus
	12:30pm	353	PCC:Room 120 A	Alternatives to the Corporation
	1:00pm	364	LWS:Parlor 1	Questions of Inequality
		369	PCC:Room 124	Visuality: Beyond the Power of Words
	2:45pm	409	LWS:Commonwealth C	Historic Turns in Organization
	4:30pm	458	PCC:Room 104 A,B	Degrowth - sense-making
	6:30pm	486	PCC:Room 121 C	CMS Welcome and PDW Program Social
Sun	8:30am	516	PCC:Room 102 B	CMS Executive Meeting
	11:15am	572	PCC:Room 113 A	Critical Methodologies and Ways of Knowing
	1:00pm	614	PCC:Room 113 A	Business School Pedagogy and Practice
		630	PCC:Room 121 B	JS: Words Rarely Used
	2:30pm	654	PCC:Room 115 A	Keynote Panel - Metamorphoses: Paradigms and Since
	2:45pm	668	PCC:Room 121 B	JS: Critical Perspectives on Authentic Leadership
	4:00pm	712	PCC:Room 111 B	CMS Business Meeting
/lon	8:00am	826	PCC:Room 124	Globalization and Organizational Corruption
		827	PCC:Room 119 B	JS: Inequality and Organizations
	9:45am	922	PCC:Room 119 B	Postcolonialism and Corporate Capitalism
		923	PCC:Room 124	Professions and Elites
	11:30am	1016	PCC:Room 119 B	The Ethics of Leadership and HRM
		1073	PCC:Room 107 B	JS: Making Institutional Theory More Critical
		1093	PCC:Room 124	SHCS: What's a Corp. Elite to Do?
	1:15pm	1113	PCC:Room 107 A	Critical Entrepreneurship and Strategy
		1114	PCC:Room 109 A	Materialities and Bodies in Time and Space
		1115	PCC:Room 112 B	JS: Diversity & Inequality
	3:00pm	1212	PCC:Room 107 A	Gendered Organizations and Institutions
		1213	PCC:Room 112 B	Agency and Resistance
	4:45pm	1316	PCC:Room 108 A	CMS Activist Speaker
	6:30pm	1402	PCC:Room 109 B	CMS Division Main Program Social
Tue	8:00am	1460	PCC:Room 103 B	Reflexivity and Critical Engagement
		1461	PCC:Room 119 B	JS: Rewriting History
	9:45am	1570	PCC:Room 103 B	Reassembling Management Discourses and Histories
	11:30am	1672	PCC:Room 111 A	Discourses of Managerialism
		1673	PCC:Room 118 B	Dark Side Competition
	1:15pm	1781	PCC:Room 111 A	Critical CSR and Business Ethics
		1782	PCC:Room 124	Identity Construction, Regulation and Resistance
	3:00pm	1880	PCC:Room 124	JS: Challenging Industrial Food

# Entrepreneurship

Program Chair: Carlo Salvato, Bocconi U. Professional Development Workshop Chair: Alain Fayolle, EM Lyon

-	Start	#	Location	Session Information
Fri	8:00am	22	SHR:Independence D	Measuring Education
		29	SHR:Salon 2	Contextualization of Learning
		41	PCC:Room 202 A	Categorization Workshop
		42	PCC:Room 120 C	Cultural Entrepreneurship
	8:30am	48	OS:Temple University	ENT Doctoral Consortium 2014
		49	OS:Temple University	ENT Early Career Development Consortium
		50	OS:TBD	SE Site Visits
•	10:00am	66	OS:Temple University, Fox Scho	ool of Business Open Source Video Resource
	10:15am	72	SHR:Independence D	The Art and Craft of Reviewing
	10:45am	82	SHR:Philadelphia South	Psychology of Entrepreneurship
	11:15am	85	SHR:Independence B	Clinical Entrepreneurship
	12:30pm	102	SHR:Independence D	Technology Business Incubation
	1:00pm	117	PCC:Room 121 A	Multilevel Innovation Networks
	2:30pm	131	SHR:Salon 5	Management and Finance
	3:00pm	136	SHR:Philadelphia South	Creating and Capturing Value
	3:15pm	142	PCC:Room 120 C	History & Organization Studies
	4:00pm	151	PCC:Room 203 B	Media Content Analysis
	·	152	OS:Drexel University	Technological Disruption
	5:15pm	160	PCC:Room 104 A,B	Food Naming
at	8:00am	200	SHR:Salon 10	Entrepreneurial Finance
		206	SHR:Independence D	Challenging ENT research
		207	SHR:Salon 3	SE & family business research
		208	SHR:Freedom G	Academic ENT Theories
		236	PCC:Room 119 B	Introduction to Social Network
		238	PCC:Room 203 B	Exaptation
	8:30am	248	OS:Temple University.	ENT Doctoral Consortium Part 2
		257	PCC:Room 203 A	Globalizing Innovation: The Current Discourse
	10:15am	284	SHR:Salon 10	Embracing Process in Entrepreneurship Research
		285	SHR:Salon 4	Rethinking EE
		286	SHR:Salon 3	PSED: 2014 Status and Future
		297	PCC:Room 118 B	Outreach Via Online Courses
	10:30am	302	SHR:Liberty Ballroom B	The State of Strategy
	10:45am	304	SHR:Freedom G	Lean Startup Principles
		305	SHR:Independence C	Lean Social Ventures
		306	SHR:Independence D	Exploring Family Entrepreneurship
		307	LWS:Parlor 1	Entrepreneurial motivations
	11:00am	312	PCC:Room 121 A	Teaching Social Networks
	11:15am	313	SHR:Independence A	Methods and Data for Research on Business Models
		314	SHR:Independence B	Measuring Value
	12:15pm	335	SHR:Freedom E	Firm Growth Theory
	12:30pm	342	SHR:Salon 10	Social Ontology and ENT
	opin	342 344	LWS:Congress Room B	SocEnt in Latin America
	12:45pm	358	SHR:Salon 5	Creating a Structured Draft
	1:00pm	361	SHR:Freedom G	Demand-Side Perspectives
	1.00ріп	362	SHR:Salon 8	Spreading the Word
		362		, ,
	1:15pm		OS:TBA	Mid-Career Faculty Consortium
	2:15pm	373	SHR:Salon 6	Organizational Sponsorship
	2:30pm	395	SHR:Salon 4	Family Office Practices
		400	SHR:Independence A	Entrepreneurship Through a Qualitative Lens
	2:45pm	411	PCC:Room 118 B	Impact Investing: Rhetoric or Reality?
	3:00pm	417	LWS:Anthony Room	Active Learning & Social ENT
	3:15pm	427	PCC:Room 109 B	Business Model Innovation
	3:30nm	430	SHR:Freedom E	Corporate Spin offs

			Entrepreneur	rship (cont.)
Day S	Start	#	Location	Session Information
Sat	4:00pm	444	OS:Temple University	ENT New Member Meeting Point
		465	SHR:Philadelphia South	Entrepreneurial Ecosystems
_	5:00pm	464	SHR:Independence A	The Batten Lectureship
Sun	6:30pm	487	OS:National Constitution Center	Entrepreneurship Social
Sun	11:15am	573	SHR:Freedom G	CE performance
_	1:00pm	615	SHR:Freedom G	Entrepreneurship: Theories and Scholarship
		616	SHR:Freedom H	Social Goals in Entrepreneurship
_	2:45pm	666	PCC:Room 103 A	JS: Policy Reforms and Startups
		669	SHR:Freedom G	Institutional settings
		670	SHR:Freedom H	Social Capital
_	3:30pm	698	SHR:Salon 10	ENT Executive Committee Meeting
_	4:30pm	728	PCC:Room 121 B	JS: Business Model Innovation
		730	SHR:Freedom G	Entrepreneurial Opportunities
		731	SHR:Freedom H	Entrepreneurial Behavior
Mon	8:00am	828	SHR:Freedom E	Cognitive Skills
		829	SHR:Freedom H	Entrepreneurship Research MENA
		830	SHR:Independence C	Franchising
		831	SHR:Parlor B	Culture in Entrepreneurship
		832	SHR:Parlor C	Business Models
		833	SHR:Salon 6	Entrepreneurial Performance
		834	SHR:Salon 9	Crowdfunding for Entrepreneurial Ventures
		835	SHR:Seminar Room A	Entrepreneurship and Firm Growth
		836	SHR:Philadelphia North	SHCS: Entrepreneurial Financing: A Panel Discussion
		851	PCC:Room 112 A	JS: Frontiers IM: Diaspora Entrep
		858	LWS:Congress Room A	JS: Intuition in Entrepreneurship
_	9:45am	924	SHR:Freedom E	Resources in Entrepreneurship
		925	SHR:Freedom H	CEOs and Founders in Family Firms
		926	SHR:Independence C	Opportunities and Cognition
		927	SHR:Parlor B	Entrepreneurial Orientation
		928	SHR:Parlor C	Entrepreneurial Strategies
		929	SHR:Salon 6	Motivations and Outcomes
		930	SHR:Salon 9	Theory of Effectuation and Entrepreneurial Action
		931	SHR:Seminar Room A	Failure and Recovery in Entrepreneurial Ventures
		993	PCC:Room 104 B	JS: Innovation and Entrepreneurship in China
_	11:30am	1017	SHR:Freedom E	Cognitive Threats
		1017	SHR:Freedom H	Advancing Conceptual Models of Family Firms
		1010	SHR:Independence C	Entrepreneurial Opportunities
		1019	SHR:Parlor B	Liability of Foreignness
		1020	SHR:Parlor C	The CEO in Entrepreneurial Firms
		1021	SHR:Salon 6	Academic Entrepreneurship
		1022	SHR:Salon 9	Emotions in Entrepreneurship
				·
		1024 1025	SHR:Seminar Room A SHR:Philadelphia North	Human Capital SHCS: Cleantech Entry Dynamics
		1025 1075	•	, ,
-	1:15pm	1075	PCC:Room 121 A	JS: Strategies of Action
	ι. ισμιι	1106	SHR:Independence A	JS: Crowdfunding
		1116	SHR:Horizons Rooftop Ballroom	ENT Plenary
_	2.0000	1166	PCC:Room 122 A	JS: The Dynamics of Brokerage
	3:00pm	1214	SHR:Freedom E	Decision Making
		1215	SHR:Freedom H	Dynamics in Family Firms
		1216	SHR:Independence C	Entrepreneurial Policies
		1217	SHR:Parlor B	The Entrepreneurial Performance of IPOs
		1218	SHR:Parlor C	Conceptual Models
		1219	SHR:Salon 6	Entrepreneurship at the Bottom of the Pyramid
		1220	SHR:Salon 9	Entrepreneurial Education
		1221	SHR:Seminar Room A	Entrepreneurial Innovation
		1222	SHR:Philadelphia North	JS: Neuroentrepreneurship!

			Entreprene	urship (cont.)
				1 /
Day S Mon	4:45pm	# 4200	Location Occurrence	Session Information
WIOII	4.45pm	1306	SHR:Philadelphia South	SHCS: Where Do Capabilities Come From?
		1317	SHR:Freedom H	Family Business Governance
		1318	SHR:Independence C	Age and Experience
		1319	SHR:Parlor B	The Power of Words in Social Entrepreneurship
		1320 1321	SHR:Parlor C	Informal Entrepreneurship
			SHR:Salon 6	Entrepreneurial Dynamic Capabilities
		1322 1323	SHR:Salon 9 SHR:Seminar Room A	Ethnic Entrepreneurship
		1323	SHR:Freedom E	Entrepreneurial Intentions
		1324		JS: Hackers Makers & Crowdfunding JS: Resource Malleability
_	6:30pm		PCC:Room 203 B	,
_	7:30pm	1403	SHR:Liberty Ballroom C	Entrepreneurship Division Business Meeting
Tue	8:00am	1418	SHR:Liberty Ballroom D	Entrepreneurship Division Social
iue	0.00am	1462	SHR:Freedom E	Crowdfunding
		1463	SHR:Freedom H	Innovation in Family Firms
		1464	SHR:Independence C	Financing Social Entrepreneurship
		1465	SHR:Parlor B	International and Cross-border IPOs
		1466	SHR:Parlor C	Spatial Issues & Agglomeration
		1467	SHR:Salon 6	Passion and Motivations
		1468	SHR:Salon 9	Venture Capital Research
		1469	SHR:Seminar Room A	Identity and Governance
_	0.45000	1470	SHR:Philadelphia North	SHCS: Entrepreneurial Entry
	9:45am	1561	SHR:Philadelphia South	SHCS: Industries vs Ecosystems
		1571	SHR:Freedom H	Family Ownership
		1572	SHR:Independence C	Social Capital
		1573	SHR:Parlor B	Leadership in Entrepreneurship
		1574	SHR:Parlor C	Cognitive Issues in Entrepreneurial Teams
		1575	SHR:Salon 6	Entrepreneurial Policies and Self-Employment
		1576	SHR:Salon 9	Seed Funding & Venture Capital
		1577	SHR:Seminar Room A	Uncertainty and Risk in Entrepreneurial Activities
		1578	SHR:Philadelphia North	JS: Creating & Growing Entrepreneurial Ecosystems
		1579	SHR:Freedom E	JS: The Potential of Social Entrepreneurship
_	11:30am	1599	LWS:Regency Ballroom C2	JS: Then and Now
	11.30am	1666	SHR:Philadelphia South	JS: Appropriating Value from Ideas
		1674	SHR:Freedom E	Entrepreneurial Orientation
		1675	SHR:Freedom H	Gender Issues
		1676 4677	SHR:Independence C	Social Entrepreneurship as a Career
		1677	SHR:Parlor B	Entrepreneurial Networks
		1678	SHR:Parlor C	Entrepreneurial Teams and Venture Performance
		1679	SHR:Salon 6	Business Models and Strategies in Family Firms
		1680	SHR:Salon 9	Access to Venture Capital
		1681 1682	SHR:Seminar Room A	Resources and Capabilities
_	1:15pm		SHR:Philadelphia North	JS: New Conversations on Business Models
	ι. ισμιι	1775	SHR:Freedom F	JS: Geographic Mobility and Innovative Activity
		1783	SHR:Freedom E	Virtues of Decision Making
		1784	SHR:Freedom H	Succession Issues in Family Firms
		1785 4786	SHR:Independence C	Social Ventures
		1786 4787	SHR:Parlor B	Entrepreneurial Networks and Institutions
		1787	SHR:Philadelphia North	SHCS: Strategic Entrepreneurial Ties
		1788	SHR:Salon 6	Social and Economic Outcomes
		1789	SHR:Salon 9	Supporting Start-up
		1790	SHR:Seminar Room A	Advancing Entrepreneurship Theory and Scholarship

	Entrepreneurship (cont.)					
Day	Start	#	Location	Session Information		
Tue	3:00pm	1873	SHR:Independence B	JS: Crowdfunding at the Crossroads		
		1874	SHR:Philadelphia South	SHCS: Technological Discontinuities		
		1881	SHR:Freedom H	Female Entrepreneurship		
		1882	SHR:Independence C	Resilience in Entrepreneurial Action		
		1883	SHR:Parlor B	Entrepreneurial Process		
		1884	SHR:Salon 6	Process-Related Phenomena		
		1885	SHR:Salon 9	Social Issues in VC Research		
		1886	SHR:Seminar Room A	Social ENT Models		
		1887	SHR:Philadelphia North	JS: Failure in Entrepreneurship		
		1888	SHR:Freedom E	SHCS: Scholar Pract. Collaboration		

# Gender & Diversity in Organizations

Program Chair: Lisa Hisae Nishii, Cornell U. Professional Development Workshop Chair: Douglas Creed, U. of Rhode Island

Day :	Start	#	Location	Session Information
Fri	8:00am	17	PCC:Room 203 B	Gender Education in South Asia
		23	LWS:Anthony Room	GDO Junior Faculty Consortium
		34	LWS:Tubman Room	Values, Spirituality & Work
_	8:30am	51	LWS:Washington Room A	Beyond Balance
_	10:00am	65	LWS:Adams Room	Talking Gender and Diversity
_	12:30pm	103	LWS:Congress Room C	Publishing Diversity Research Workshop
		108	PCC:Room 122 A	Leading Citizen Participation
_	1:00pm	112	LWS:Penn	Pedagogy and Women Leaders
_	3:30pm	145	LWS:Commonwealth A2	Race and Gender in BSchools
_	3:45pm	146	PCC:Room 203 A	USA as Scholarly Problem
_	6:00pm	167	LWS:Parlor 1	GDO Pre-Conference Social Hour
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
		203	PCC:Room 109 B	The F word: Feminism and Business Schools
		205	LWS:Commonwealth A2	Fixing Leaks in the Pipeline
_	8:30am	247	PCC:Room 111 B	Finding Value in Academic Life
		249	LWS:Congress Room C	2014 GDO Doctoral Consortium
_	10:15am	283	PCC:Room 102 B	Taking back the economy
_	11:15am	315	MAR:Room 407,408,409	Translating Research
		318	LWS:Parlor 2	Words, Power, and Identity
_	1:00pm	364	LWS:Parlor 1	Questions of Inequality
_	2:45pm	405	LWS:Congress Room C	Collective Impact in Business
Sun	11:15am	574	LWS:Congress Room A	D&I Practices
_	1:00pm	617	LWS:Congress Room A	Generational Differences in the Workplace
		618	PCC:Room 103 C	SHCS: Meanings of "Disability"
_	2:45pm	671	LWS:Congress Room A	Diversity and Performance
		672	PCC:Room 103 C	JS: Empowering Interventions
_	3:30pm	699	LWS:Commonwealth A2	GDO Executive Committee Meeting
	4:30pm	732	PCC:Room 103 C	JS: Construals of Diversity
_	6:00pm	766	OS:TBD	GDO Executive Committee Dinner
Mon	8:00am	817	SHR:Independence B	SHCS: Women in Upper Echelons
		837	LWS:Penn	GDO Welcome Breakfast
_		870	MAR:Room 410	JS: Work-Family Balance Policies
	9:45am	932	LWS:Parlor 1	Gender and Firm Performance
		933	LWS:Washington Room B	Women in Leadership
		934	LWS:Commonwealth B	JS: Community Matters
_		935	LWS:Washington Room C	JS: Men and Masculinity at Work
	11:30am	1026	LWS:Commonwealth B	Gender, Stereotypes, and Segregation
		1027	LWS:Commonwealth D	Sexism, Gender Identity, and Outcomes
		1028	LWS:Parlor 1	Diversity Management Practices
		1029	LWS:Washington Room B	Inclusion and Acculturation in the Workplace
_	4.45	1030	LWS:Washington Room C	Bridging Differences
	1:15pm	1115	PCC:Room 112 B	JS: Diversity & Inequality
		1117	LWS:Adams Room	Disability in the Workplace
		1118	LWS:Commonwealth B	Demographic Similarity and Its Outcomes
		1119	LWS:Commonwealth D	Work-life Balance Practices and Their Outcomes
		1120	LWS:Parlor 1	Diversity, Networks, Tokenism
		1121	LWS:Washington Room B	Stigmatization of LGBT employees
		1122	LWS:Washington Room C	JS: Boardroom of the Future
-	2:00nm	1142	MAR:Grand Ballroom Salon J	JS: Faultlines and Power
	3:00pm	1223	LWS:Regency Ballroom B	GDO Plenary Session
		1232	PCC:Room 116	JS: Understanding the Dynamics of Global Teams
		1257	MAR:Room 410	JS: Unique Workers & Work-Family
		1276	PCC:Room 122 A	JS: Female Leaders and Inequality

	Ge	nder	& Diversity in	Organizations (cont.)
Day S	Start	#	Location	Session Information
Mon	6:00pm	1395	LWS:Lescaze Room	GDO Business Meeting
	7:00pm	1414	LWS:Howe Room	GDO Social Hour
Tue	8:00am	1471	LWS:Commonwealth B	Work Encroaches on Recovery
		1472	LWS:Commonwealth D	Consequences of Gender Norms and Discrimination
		1473	LWS:Washington Room B	Sexual/Gender Harassment
		1474	LWS:Washington Room C	Women, Networks, Leadership
_		1475	LWS:Parlor 1	JS: Generational Diversity
	9:45am	1563	MAR:Room 502	JS: Beyond the Dyad: Work & Family
		1580	LWS:Commonwealth B	Business Case for Diversity
		1581	LWS:Commonwealth D	Workplace Harassment and Mistreatment
_		1582	LWS:Washington Room B	SHCS: Social Class in the Workplace
	11:30am	1683	LWS:Commonwealth B	Gender Diversity in Top Management Teams
		1684	LWS:Commonwealth D	Aging, Ageism, and Age Diversity
		1685	LWS:Washington Room B	Organizational Strategies for Promoting Diversity
		1686	LWS:Washington Room C	Promoting Inclusion
_		1687	LWS:Parlor 1	JS: The Bursting Pipeline
	1:15pm	1791	LWS:Commonwealth D	Work on Family Well Being
		1792	LWS:Parlor 1	Working wo(men) of South Asia: Why we matter
		1793	LWS:Washington Room B	Gender Pay Inequality
		1794	LWS:Washington Room C	Gender, Emotions, and Trust
		1795	LWS:Commonwealth B	SHCS: Org. Dynamics of Flexibility
_		1809	PCC:Room 120 C	JS: Cultural Competence
	3:00pm	1889	LWS:Adams Room	Diversity Management Practices - Gender
		1890	LWS:Parlor 1	SHCS: Navigating the Labyrinth
		1891	LWS:Washington Room B	JS: Leadership of African Women
		1892	LWS:Washington Room C	JS: Inclusive Leadership
		1904	PCC:Room 120 C	JS: Cultural Intelligence

# Health Care Management

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

Day	Start	#	Location	Session Information
Fri	8:30am	52	PCC:Room 121 C	Emerging Scholars Consortium
	10:15am	73	PCC:Room 202 B	Patient Safety Culture
	11:15am	86	PCC:Room 111 A	Reflection on Interventions
	5:30pm	164	OS:Sampan Restaurant	Health Care Management Emerging Scholars Consort
Sat	8:00am	209	PCC:Room 110 A,B	Dialogue as a Teaching Tool
		224	LWS:Parlor 1	Teaching with Technology
	9:45am	272	PCC:Room 110 A,B	Theory Building for Healthcare Management Research
	11:15am	315	MAR:Room 407,408,409	Translating Research
	12:00pm	329	PCC:Room 110 A,B	Lean in Healthcare
	1:45pm	382	PCC:Room 110 A,B	International Research
	3:30pm	431	PCC:Room 120 B	Learning to Listen
	5:15pm	468	PCC:Room 203 A	Anatomy of an Article
	7:00pm	492	OS:Lucky Strike Philadelphia	HCM Division PDW Social
Sun	11:15am	575	PCC:Room 104 A	Healthcare Workforce
	1:00pm	619	PCC:Room 102 B	Strategy in Healthcare
Mon	8:00am	838	PCC:Room 113 A	Networks in Healthcare
		839	PCC:Room 113 B	Innovation in Healthcare Organizations
	9:45am	936	PCC:Room 111 A	High-Performance Work Practice
	11:30am	1031	PCC:Room 108 A	HCM Distinguished Speaker
	1:15pm	1123	PCC:Room 111 A	Perceptions of Leadership
	3:00pm	1224	PCC:Room 111 A	Strategy & Decisions in Health
		1225	PCC:Room 103 A	JS: Innovation and Implementation
	4:45pm	1325	PCC:Room 104 A	HCM Business Meeting
	6:00pm	1396	OS:McCormick & Schmick's	Health Care Management Division Social
Tue	8:00am	1476	PCC:Room 103 A	Goal Setting and Organizational Performance
		1477	PCC:Room 112 A	Leadership in Healthcare
		1478	PCC:Room 113 C	Integration and Coordination
	9:45am	1583	PCC:Room 103 A	Evidence into Practice in HCM
		1584	PCC:Room 112 A	Employee and Patient Satisfaction
		1585	PCC:Room 113 C	SHCS: Leadership Accountability
	11:30am	1688	PCC:Room 103 A	Health Policy, Reform & Mgmt
		1689	PCC:Room 113 C	Healthcare Delivery System Changes
	1:15pm	1796	PCC:Room 103 A	Implementation in Healthcare
		1797	PCC:Room 118 B	Finances, Costs, and Performance in Healthcare
	3:00pm	1893	PCC:Room 103 A	Efficiency in Healthcare
		1894	PCC:Room 111 A	Healthcare Workers in Organizational Context

### Human Resources

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

Day	Start	#	Location	Session Information
Fri - -	8:00am	19	SHR:Philadelphia South	Strategic Human Capital
		24	OS:QVC	HR Corporate Tour: Trip to QVC
		45	SHR:Independence A	Advanced SEM
	10:00am	68	LWS:Congress Room C	BYOS (Bring Your Own Syllabus)
	12:00pm	97	MAR:Room 414,415	Publishing Careers Research in Top Journals
		98	MAR:Room 303	Data Driven HRM
-	12:30pm	106	MAR:Room 407,408,409	Mentoring Graduate Students
-	1:00pm	113	MAR:Room 304	Getting Tenure in Non-US Universities
-	2:45pm	132	MAR:Room 407,408,409	From HRM Practices to the Practice of HRM
-	3:15pm	140	MAR:Room 303	Publishing in top US journals
-	4:30pm	155	OS:Maggiano's Little Italy Restaurant	Dinner HR Junior Faculty consortium
-	5:30pm	165	OS:TBA	HR Division Doctoral Consortium Social and Dinner
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
		210	MAR:Room 407,408,409	Innovative Teaching Methods
		211	MAR:Grand Ballroom Salon L	Research in the News Media
		222	LWS:Washington Room B	Online Courses Who, What & How
		224	LWS:Parlor 1	Teaching with Technology
		228	MAR:Grand Ballroom Salon D	Managing Field Research
		229	MAR:Room 303	Empathy-Based Management
		236	PCC:Room 119 B	Introduction to Social Network
		241	SHR:Freedom H	Ask the Experts: Micro & Macro Research Methods
-	8:30am	250		•
	0.504111		MAR:Room 305	HR Division – Junior Faculty Consortium 2014
-	9:00am	251	MAR:Room 401,402,403	HR Division Doctoral Consortium
	9.00am	259	MAR:Room 301	Careers: Networks & identity
		260	MAR:Room 307	Reinvigorating Strategy in HRM
		261	MAR:Grand Ballroom Salon J	Funding Opportunities from NSF
-	10:00am	268	MAR:Room 406	Phone-Enabled ESM & EMA
	10.00am	276	MAR:Room 303	HR Div Middle-Stage Consortium
-	10:15	277	MAR:Grand Ballroom Salon K	Innovations and Fundamentals in HR Teaching
	10:15am	290	MAR:Grand Ballroom Salon L	Revise and Resubmit
		291	MAR:Room 306	Researching Virtual Teams
_		295	SHR:Freedom F	How to Define, Identify, and Handle Outliers
	11:15am	315	MAR:Room 407,408,409	Translating Research
		316	PCC:Room 203 A	How to Negotiate Your First Job Offer
_		317	LWS:Adams Room	Researchers at the periphery
_	11:30am	323	MAR:Room 414,415	Thrive as Academics
_	11:45am	325	MAR:Room 410	Carrots without the Sticks
	12:15pm	338	MAR:Grand Ballroom Salon D	New Directions in Positive Relationships at Work
	12:30pm	343	MAR:Room 307	Being a Department Chair: Learning from Others
_		349	MAR:Room 306	Research on Loyalty&Commitment
- - -	1:30pm	375	MAR:Room 407,408,409	Research Shaping HRs`Future
	2:00pm	391	SHR:Independence B	Scale development workshop
	2:15pm	394	MAR:Room 303	Impacting HR Practice
	2:45pm	406	MAR:Room 414,415	International HR Div Members
		407	MAR:Grand Ballroom Salon L	Practice-Focused HR Teaching
		412	SHR:Freedom F	Moderated Mediation
-	3:00pm	415	MAR:Room 411,412	Careers in the Rough
-	3:45pm	435	MAR:Room 407,408,409	Reviving your HR Teaching
-	5:30pm	475	SHR:Salon 3	IRA and IRR Methods
Sun	11:15am	576	MAR:Grand Ballroom Salon I	HR and Firm Performance
			t. Orana Damooni Galon i	

			Human Resc	ources (cont.)
Day	Start	#	Location	Session Information
Sun	1:00pm	618	PCC:Room 103 C	SHCS: Meanings of "Disability"
		620	MAR:Grand Ballroom Salon I	Focusing on Individual HR Practices
		624	PCC:Room 121 A	SHCS: Narratives and Learning
-	2:45pm	673	MAR:Grand Ballroom Salon I	Examining Compensation Issues
-	3:30pm	700	MAR:Room 301	HR Division Executive Committee Meeting
-	4:30pm	733	MAR:Grand Ballroom Salon I	HR in turbulent environments
-	6:00pm	767	MAR:Grand Ballroom Salon H	HR Division Business Meeting and Reception
Mon	7:30am	794	MAR:Grand Ballroom Salon F	HR Division Breakfast /Awards
-	8:00am	821	MAR:Room 408	JS: Minding Career Gaps
		868	MAR:Room 305	JS: Trust in Leadership
		870	MAR:Room 410	JS: Work-Family Balance Policies
-	9:45am	937	MAR:Room 306	Antecedents to Turnover in Organizations
		938	MAR:Room 307	Strategic HRM - Reconsidering HR systems
		939	MAR:Room 411	Advances in Mentoring Research
		940	MAR:Room 412	Employee Adaptation and Creativity
		941	MAR:Room 413	Employee Socialization
		942	MAR:Room 414	Coping and Stress
		943	MAR:Grand Ballroom Salon I	JS: Supportive Leadership and POS
-	11:30am	1010	MAR:Room 502	JS: Antecedents of FSSB
		1032	MAR:Grand Ballroom Salon I	Employee Performance and Performance Ratings
		1033	MAR:Grand Ballroom Salon J	A large Scale survey
		1034	MAR:Room 306	Advances in Turnover Research
		1035	MAR:Room 307	High Performance Work Systems in Context
		1036	MAR:Room 411	Executive Coaching and Succession Planning
		1037	MAR:Room 412	Bridging Leadership and HR Research
		1038	MAR:Room 413	The HR function and HR professionals
		1039	MAR:Room 414	Employee Selection
		1054	LWS:Penn	JS: Self-regulation
-	1:15pm	1143	MAR:Room 407	JS: The Global-Virtual Workplace
		1144	MAR:Room 301	JS: Challenge/Hindrance Stressors
		1145	MAR:Grand Ballroom Salon K	JS: A Closer Look at Proactivity
		1146	MAR:Room 404	SHCS: Leader Humility
		1175	SHR:Freedom G	JS: "Big Science" in Management
-	2:30pm	1193	MAR:Grand Ballroom Salon F	HR Division Ice Cream Social
-	3:00pm	1258	MAR:Room 401	JS: Ethical Leadership
		1259	LWS:Regency Ballroom C1	SHCS: Writing about Goals
-	4:45pm	1315	PCC:Room 108 B	JS: Comparison in Competitions
		1326	MAR:Room 306	Research on Job Withdrawal
		1327	MAR:Room 307	HPWS and Mediators
		1328	MAR:Room 411	Employee Training
		1329	MAR:Room 413	Labor Relations and HR Research
		1330	MAR:Room 414	Diversity Considerations in Selection Research
		1331	MAR:Room 412	JS: Employer Branding and Image
		1332	MAR:Grand Ballroom Salon I	JS: Silence as Employee Response
		1337	PCC:Room 116	JS: Global Leaders: Multiculturals
		1364	MAR:Room 305	JS: Organizational Trust Symposium
		1365	MAR:Grand Ballroom Salon B	SHCS: CSR and Sustainability
		1366	MAR:Grand Ballroom Salon K	JS: Leadership and Neuroscience

		Human Resc	ources (cont.)
Day Start	#	Location	Session Information
<b>Tue</b> 8:00am	1459	PCC:Room 118 A	JS: Field Studies in Negotiation
	1475	LWS:Parlor 1	JS: Generational Diversity
	1479	MAR:Grand Ballroom Salon I	Compensation and Incentives
	1480	MAR:Room 306	Work Life Balance - Cultural Considerations
	1481	MAR:Room 307	Advances in Expatriate Research
	1482	MAR:Room 411	New Developments in Customer Mistreatment Research
	1483	MAR:Room 413	Social Networks and Social Capital and HR Research
	1484	MAR:Room 414	Measurement Considerations in HR research
	1511	MAR:Room 402	JS: Person-Situation Predictions
	1512	MAR:Room 407	JS: Dynamic Work Life
9:45am	1563	MAR:Room 502	JS: Beyond the Dyad: Work & Family
	1586	MAR:Grand Ballroom Salon I	Strategic Human Capital
	1587	MAR:Room 306	HRM Implementation
	1588	MAR:Room 307	HRM and Multinational Enterprises
	1589	MAR:Room 411	Social Networking Websites
	1590	MAR:Room 413	Job Choice and Employee Recruitment
	1591	MAR:Room 414	Performance Management
	1616	MAR:Room 302	JS: Incentives for Creativity
	1620	MAR:Grand Ballroom Salon K	JS: Both Sides of Leadership
	1621	MAR:Room 304	JS: Adversity at Work
<u> </u>	1622	MAR:Grand Ballroom Salon J	JS: Voice/Silence Research
11:30am	1665	SHR:Freedom F	JS: Examining Context in the Study of Human Capital
	1687	LWS:Parlor 1	JS: The Bursting Pipeline
	1690	MAR:Grand Ballroom Salon I	Mediating Mechanisms in Strategic HRM Research
	1691	MAR:Room 307	Planning Recruitment
	1692	MAR:Room 411	Work Family Balance - Managing the Boundaries
	1693	MAR:Room 413	Trends and Issues in Job Design Research
	1694	MAR:Room 414	Talent Management
	1695	MAR:Room 306	JS: Impression Management
	1729	MAR:Room 403	JS: Interactionist Creativity
	1731	MAR:Room 407	SHCS: The Future of Job Design
1:15pm	1777	MAR:Room 408	JS: Employability Paradox
	1795	LWS:Commonwealth B	SHCS: Org. Dynamics of Flexibility
	1798	MAR:Room 306	Pay for Performance
	1799	MAR:Room 307	Cross-Cultural Research in HR
	1800	MAR:Room 411	Strategic Human Capital - Microfoundations
	1801	MAR:Room 413	Ethics and Social Responsibility in HR Research
	1802	MAR:Room 414	Employee Interviews
	1803	MAR:Grand Ballroom Salon I	JS: Performance Measurement Trends
	1833	MAR:Grand Ballroom Salon C	JS: Abusive Supervision Antecedent
3:00pm	1895	MAR:Grand Ballroom Salon I	Front-line Service and HRM
	1896	MAR:Room 306	Examining Pay Structure in Compensation Research
	1897	MAR:Room 411	Micro considerations in Strategic HRM research
	1898	MAR:Room 413	Focusing on legal issues in HR
	1899	MAR:Room 414	HR planning, downsizing, and restructuring
	1905	PCC:Room 120 A	JS: Global Leaders: Instit. & HRM
	1922	MAR:Grand Ballroom Salon B	JS: Changing Conversations in Management Research
	1923	MAR:Room 401	SHCS: The Future of Job Embeddedness
	1924	MAR:Grand Ballroom Salon L	SHCS: Personality and Social Network
	1925	MAR:Room 407	SHCS: Causes of Job Design
	1927	MAR:Room 402	JS: Affective Influences in Teams
	1940	PCC:Room 203 B	JS: Crossing Boundaries

## International Management

Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Day	Start	#	Location	Session Information
Fri	8:00am	17	PCC:Room 203 B	Gender Education in South Asia
		26	PCC:Room 110 A.B	CSR in a Global World
		27	PCC:Room 120 A	Do Well in Global Teaching
		28	PCC:Room 102 A	Visualization and IM Research
-	9:00am	54	SHR:Independence C	Designing Alliance Agreements
-	9:30am	62	OS:Wharton School	From (Auto)Mobile to Mobility
-	9:45am	64	PCC:Room 102 A	Poverty Alleviation
-	10:15am	74	LWS:Washington Room C	Insights from Iberoamerica
-	10:45am	83	PCC:Room 102 B	Research in South Asia
-	11:15am	87	PCC:Room 202 A	Global Coopetition Research
		88	PCC:Room 203 B	Institutional Change&Biz Group
•	12:30pm	104	PCC:Room 110 A,B	Paper Development Workshop
-	1:30pm	119	SHR:Independence B	Corporate Strategy: Governance, Location and Scope
		122	PCC:Room 120 A	Crosscultural Competency Model
•	3:15pm	141	SHR:Independence D	Research in India
•	6:00pm	169	PCC:Room 120 A	International Management Division PDW Welcome
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
		204	PCC:Room 111 A	United We Speak
		213	OS:Temple University	IM Doctoral Consortium
		214	OS:Temple University	IM Junior Faculty Consortium
		215	PCC:Room 109 A	Institutions and Entrepreneurs
_		216	PCC:Room 112 B	Strategy and Macroeconomics
	8:30am	257	PCC:Room 203 A	Globalizing Innovation: The Current Discourse
	9:00am	264	PCC:Room 108 B	Institutional Diversity
		266	LWS:Commonwealth C	Language & Cultural Knowledge
	10:15am	287	PCC:Room 109 A	Nonmarket Strategy
		288	PCC:Room 107 B	IB Research & Generalizability
		292	MAR:Grand Ballroom Salon B	Sustainable Supply Chains
		301	PCC:Room 126 B	Global Citizenship/Leadership
	10:45am	310	LWS:Commonwealth A2	Mgmt. Education and Poverty
-	11:15am	319	PCC:Room 112 B	Intercultural Competencies
-	11:45am	326	PCC:Room 112 A	IM Division Mid-Career Faculty Consortium
	12:00pm	330	LWS:Tubman Room	Critical Relationships
-	12:15pm	336	PCC:Room 120 B	Meet the Editors of Journals
	12:30pm	345	PCC:Room 109 A	Service-sector EMNEs
-	4:20===	346	PCC:Room 107 B	Dirty Words
	1:30pm	374	SHR:Freedom H	Acquisitions and Alliances
		376	LWS:Regency Ballroom C2	Exploiting Institutional Voids
	2:00pm	378	PCC:Room 112 B	Assessing International Impact
	2.00pm	388	SHR:Liberty Ballroom A	Fostering International
-	2:15pm	393	LWS:Commonwealth A2 SHR:Salon 4	Practicing Political CSR
-	2:30pm	395 402	PCC:Room 121 A	Family Office Practices  Cosmopolitan Sustainability
	2.00pm	402	PCC:Room 203 A	Patent PDW
-	2:45pm	411	PCC:Room 118 B	Impact Investing: Rhetoric or Reality?
-	3:00pm	416	OS:Location TBA	International Management Walking Tour
	5.55pm	419	LWS:Congress Room A	Reviewing in the Rough
-	3:45pm	436	PCC:Room 112 B	Connectivity & Innovation
		440	SHR:Independence C	Advanced Bayesian Statistics
-	4:00pm	447	PCC:Room 110 A,B	Internationalizing Undergrads
-	4:15pm	451	PCC:Room 111 B	IM Consortia Meet Editors
-	4:30pm	457	SHR:Salon 4	Institutional Intermediation
	···	459	PCC:Room 109 A	Korean HR
		-133	1 CO.ROOM 100 A	NOIQUITIN

		Int	ternational N	Management (cont.)
Day 3	Start	#	Location	Session Information
Sat	5:30pm	471	PCC:Room 107 B	Cross-Culture Research
_	6:00pm	482	PCC:Room 121 A	International Management Division PDW Reception
Sun	1:30pm	637	PCC:Room 124	IM Committees Meetings
-	2:45pm	675	PCC:Room 121 C	JS: Communication in Global World
=	4:30pm	736	PCC:Room 117	Booz Scholar Award
	•	737	PCC:Room 121 C	JS: Culture and GLOBE CEO Study
Mon	7:00am	791	PCC:Room 202 A	IM Thought Leadership
-	8:00am	841	PCC:Room 107 B	Frontiers of International Management: New Topics
		842	PCC:Room 109 A	Global CSR: Willamette Award
		843	PCC:Room 111 A	Frontiers of International Management: Language
		844	PCC:Room 115 C	
		845	PCC:Room 116	Global Strat: HQ-Subsidiary Global Leadership: Styles
		846	PCC:Room 118 A	Int'lization: Performance
		847	PCC:Room 120 A	
		848		Emerging Markets: GWU Award
			PCC:Room 121 A	Frontiers of IM: Nigh Award
		849	PCC:Room 121 B	Frontiers IM: Gustavson Award
		850	PCC:Room 120 B	JS: Global Gov: Corporate Gov
_	9:45am	851	PCC:Room 112 A	JS: Frontiers IM: Diaspora Entrep
	9.45am	944	PCC:Room 115 C	Global Strategy: Subsidiary Management
		945	PCC:Room 116	Global Leaders:OB/HRM/OT Award
		946	PCC:Room 118 A	Internationalization: Determinants
		947	PCC:Room 120 A	Emerging Market Firms: Management
_		948	PCC:Room 120 B	Global Governance: External Influences
	11:30am	1040	PCC:Room 102 B	Global Social Responsibility: Strategies
		1041	PCC:Room 107 A	Global Governance: International Finance
		1042	PCC:Room 116	Global Leadership: Teams
		1043	PCC:Room 118 A	Internationalization: Exports
		1044	PCC:Room 120 A	Emerging Market Firms: Capability Upgrading
		1045	PCC:Room 120 B	Global Gov: CGIO Award
		1046	PCC:Room 115 C	JS: Global Strat:Boundary Spanning
_		1047	PCC:Room 104 A	SHCS: MNC Interdisciplinary Theories
	3:00pm	1203	SHR:Freedom F	JS: Global Value Chains
		1204	SHR:Philadelphia South	JS: Why and How Context Matters
		1227	PCC:Room 102 B	Global Social Responsibility : Corruption
		1228	PCC:Room 115 C	Global Strat: FDC Award
		1229	PCC:Room 118 A	Int'lization: Inward FDI
		1230	PCC:Room 120 A	Emerging Market Firms: Innovation
		1231	PCC:Room 120 B	Global Governance: Owners
		1232	PCC:Room 116	JS: Understanding the Dynamics of Global Teams
_		1288	LWS:Congress Room C	JS: Development-oriented CSR
_	4:45pm	1333	PCC:Room 115 C	Global Strategy: Multinational Management
		1334	PCC:Room 120 A	Emerging Market Firms: Internationalization
		1335	PCC:Room 120 B	Global Gov: External Corp Gov
		1336	PCC:Room 126 A	Barry M. Richman Best Dissertation Award Session
		1337	PCC:Room 116	JS: Global Leaders: Multiculturals
_	6:15pm	1399	PCC:Room 126 A	International Management Division Business Meeting
_	8:00pm	1423	OS:National Constitution Cer	
Tue	7:00am	1428	PCC:Room 202 A	IM Exec Committee Breakfast
-	8:00am	1486	PCC:Room 115 C	Global Strategy: Global Value Chains
		1487	PCC:Room 116	Int'lization: Outward FDI
		1488	PCC:Room 120 A	Global Leadership: Expatriate Analysis
		1489	PCC:Room 120 B	Institutions: Institutional Differences
		1490	PCC:Room 120 C	Culture: Concepts
		1491	PCC:Room 122 A	Global Innovation: Knowledge Creation
		1731	1 OO.NOOIII 122 A	Giobai Illilovation. Milowicuge Greation

	Int	ernational	Management (cont.)
Day Start	#	Location	Session Information
<b>Tue</b> 9:45am	1559	SHR:Independence B	JS: Strategic Management of Political Relationships
	1592	PCC:Room 115 C	SHCS: Global Strat: MNEs Deadly Envt
	1593	PCC:Room 116	Internationalization: Entry Mode Selection
	1594	PCC:Room 120 A	Global Leadership: Expatriate Management
	1595	PCC:Room 120 B	Institutions: Institutional Distance
	1596	PCC:Room 120 C	Culture: Cultural Distance
	1597	PCC:Room 122 A	Global Innovation: Knowledge Management
11:30am	1696	PCC:Room 115 C	Global Strategy: Legitimacy
	1697	PCC:Room 116	Internationalization: International Joint Ventures
	1698	PCC:Room 120 A	Global Leadership: Expatriate Success
	1699	PCC:Room 120 B	Institutions: Institutional Challenges
	1700	PCC:Room 120 C	Culture: Measurement of Culture
	1701	PCC:Room 122 A	Global Innovation: Knowledge Protection
1:15pm	1804	PCC:Room 115 C	Global Strategy: Liability of Foreignness
	1805	PCC:Room 116	Int`lization: IJV & Distance
	1806	PCC:Room 120 A	Global Leaders: Russian
	1807	PCC:Room 120 B	Institutions: Institutional Crises
	1808	PCC:Room 122 A	Global Innovation: Knowledge Transfer
	1809	PCC:Room 120 C	JS: Cultural Competence
3:00pm	1900	PCC:Room 115 C	Global Strategy: Embeddedness
	1901	PCC:Room 116	Int'lization: Cross-border M&A
	1902	PCC:Room 120 B	Institutions: Institutions and Firm Behavior
	1903	PCC:Room 122 A	JS: Global Innov:Demand-Side Persp
	1904	PCC:Room 120 C	JS: Cultural Intelligence
	1905	PCC:Room 120 A	JS: Global Leaders: Instit. & HRM

#### Management Consulting

Program Chair: Kathleen A. Edwards, The U. of Texas at Austin Professional Development Workshop Chair: Soeren H. Jensen, Copenhagen Business School

Day	Start	#	Location	Session Information
Fri	8:00am	30	PCC:Room 126 B	Mgmt. Consulting In the Rough
	10:15am	77	PCC:Room 110 A,B	Introduction to Action Research
		79	PCC:Room 120 C	Boundary Spanning Leadership
	10:30am	81	PCC:Room 103 C	High Impact Change Exercises
	11:15am	89	PCC:Room 120 A	Effective Global Consulting
	12:30pm	107	PCC:Room 102 B	The Unexpressed
	2:00pm	127	PCC:Room 103 B	Framing change
	3:45pm	147	PCC:Room 110 A,B	How to Co-Create for Impact
	4:15pm	154	PCC:Room 112 A	Organization Emotional Neglect
	5:00pm	157	PCC:Room 109 B	Rookie Mistakes & Lessons
Sat	8:00am	218	PCC:Room 202 B	Linking Scholarly & Practical
		219	PCC:Room 107 A	Disruptive Change & Real-Time Strategy
		233	PCC:Room 126 B	Narrate or be Narrated!
		239	PCC:Room 124	From Scholarship to Action
	9:00am	269	PCC:Room 112 A	Collaborative Change Research
	10:45am	308	PCC:Room 120 C	Innovative Projects in EBMgt
	11:00am	312	PCC:Room 121 A	Teaching Social Networks
	12:30pm	349	MAR:Room 306	Research on Loyalty&Commitment
		350	PCC:Room 118 B	Internal Consulting Words
-	2:15pm	394	MAR:Room 303	Impacting HR Practice
	5:15pm	469	PCC:Room 112 A	Facilitation of Strategy
	5:30pm	472	PCC:Room 118 B	Management Consulting Division Business Meeting
	6:30pm	489	PCC:Room 103 A	Management Consulting Division Social Hour
Sun	11:15am	577	PCC:Room 102 B	Management Consulting in Action
		581	PCC:Room 119 B	JS: Words and Org Culture
	3:30pm	701	PCC:Room 112 B	MC Executive Committee Meeting
	7:30pm	780	OS:Location TBD	MC Members & Friends Dinner
Mon	9:45am	951	LWS:Parlor 2	SHCS: Honoring Management Greats
	11:30am	1048	PCC:Room 103 C	Client Consultant Relationships
		1063	PCC:Room 103 B	SHCS: Fifty Years of JABS
	1:15pm	1153	PCC:Room 120 A	JS: Parallel Organization: Practice and Issues
	3:00pm	1233	PCC:Room 111 B	MC Distinguished Speaker David Cooperrider
	4:45pm	1338	PCC:Room 109 A	Scholar/Practitioner Education
		1339	PCC:Room 110 A	Motivation in Different Settin
		1340	PCC:Room 112 B	Socio-Economic/Conflict Issues
Tue	11:30am	1702	PCC:Room 109 A	Consulting Services and Firms
	1:15pm	1810	PCC:Room 109 A	JS: Greiner OD/MC Contributions
	3:00pm	1888	SHR:Freedom E	SHCS: Scholar Pract. Collaboration
		1906	PCC:Room 202 A	MC Division Executive Committee Meeting

## Management Education & Development

Program Chair: Peter McNamara, National U. of Ireland Maynooth Professional Development Workshop Chair: Manuela Brusoni, Bocconi U.

Day S	Start	#	Location	Session Information
Fri	8:00am	22	SHR:Independence D	Measuring Education
		29	SHR:Salon 2	Contextualization of Learning
_	9:00am	55	LWS:Commonwealth B	Transforming Power of Poetry
		56	LWS:Commonwealth A2	Responsible Education Action
_	10:00am	68	LWS:Congress Room C	BYOS (Bring Your Own Syllabus)
_	10:30am	81	PCC:Room 103 C	High Impact Change Exercises
_	11:15am	90	PCC:Room 126 B	Bringing Your Research into the Classroom
_	3:30pm	145	LWS:Commonwealth A2	Race and Gender in BSchools
_	5:00pm	158	LWS:Washington Room A	MED JME Writers Workshop
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
		220	LWS:Congress Room A	create online case discussion
		221	LWS:Congress Room B	Sustaining Impact Education
		222	LWS:Washington Room B	Online Courses Who, What & How
		223	LWS:Washington Room A	Teaching Virtual Students
		224	LWS:Parlor 1	Teaching with Technology
		230	MAR:Grand Ballroom Salon B	Innovative POS Teaching
		239	PCC:Room 124	From Scholarship to Action
		246	PCC:Room 120 C	Global Online Education
_	9:45am	273	LWS:Regency Ballroom C1	Use Your Words
		275	MAR:Room 414,415	OB Teaching Incubator
_	10:00am	278	LWS:Congress Room A	Over-the-Top Approaches to Teaching with Cases
		279	PCC:Room 115 AB	Words, Leading, and Change
-	10:15am	293	PCC:Room 109 B	Sustainability in Mngt Ed
		300	PCC:Room 120 A	When Words Matter: Feedback
		301	PCC:Room 126 B	Global Citizenship/Leadership
_	10:30am	303	LWS:Washington Room B	Creative Teaching Techniques
_	11:15am	315	MAR:Room 407,408,409	Translating Research
-	12:30pm	355	PCC:Room 126 B	Š
-	12:45pm	359		Innovating teaching innovation
-	1:00pm	365	LWS:Congress Room A	Religion and Management
-	3:00pm		LWS:Washington Room B	Touching Student Lives
-	3:15pm	417	LWS:Anthony Room	Active Learning & Social ENT
	3. T3piii	421	LWS:Washington Room A	The Power of Words in Class
-	3:45pm	422	LWS:Washington Room B	Finding the Words? Addressing Reviewer's Comments
_	•	435	MAR:Room 407,408,409	Reviving your HR Teaching
Sun	4:00pm 11:15am	449	PCC:Room 202 B	Threshold Concepts/Conceptions
Sun	11.15am	570	PCC:Room 121 B	SHCS: Teaching Careers: From Publishing to People
_	4:20::	581	PCC:Room 119 B	JS: Words and Org Culture
	4:30pm	738	LWS:Congress Room A	Educating Executives
Mon	8:00am	852	LWS:Commonwealth C	Top Mgt Teams Leadership Dev.
_	0:45:	853	LWS:Parlor 1	Art/Sleep/Spirituality/Success
	9:45am	949	LWS:Commonwealth C	Ethics in Education
_		950	LWS:Regency Ballroom C1	What Ought our Curriculum be?
_	11:30am	1049	LWS:Regency Ballroom A	David Kolb: MED Keynote
_	1:00pm	1096	LWS:Regency Ballroom C2	MED Lunch & Strategy Meeting
	3:00pm	1234	LWS:Parlor 1	Education Student Performance
_		1259	LWS:Regency Ballroom C1	SHCS: Writing about Goals
	4:45pm	1341	LWS:Anthony Room	Education of Internat. Student
		1342	LWS:Parlor 1	Instructor/Student Behaviour
		1343	LWS:Parlor 2	Bus School Change Mgt & Purpos
		1344	LWS:Regency Ballroom C1	JS: Best PhD Student Paper Winners
_	6:30pm	1405	LWS:Regency Ballroom A	MED Business Meeting and Awards
_	7:30pm	1419	LWS:Regency Ballroom B	MED Social - Management Education & Development
Tue	8:00am	1492	LWS:Washington Room A	MED Executive Committee Meeting

#### Management Education & Development (cont.) Day Start Tue 9:45am 1598 LWS:Washington Room A Feedback from MED Participants 11:30am 1703 LWS:Anthony Room Work Skills Development 1704 LWS:Commonwealth C Multimedia Case Studies 1705 LWS:Regency Ballroom C1 Res. Productivity & Hiring 1:15pm 1811 LWS:Commonwealth C Development/ Value of Research LWS:Regency Ballroom C1 1812 Student Feedback Processes & E-Learning Tools 3:00pm 1907 LWS:Regency Ballroom C1 Evidence Based Education & Curriculum Development

# Management History

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

Start	#	Location	Session Information
8:00am	31	LWS:Washington Room C	New Member Workshop
10:30am	80	LWS:Parlor 2	The Return of old Words
12:30pm	105	LWS:Regency Ballroom C2	Researching Sport
1:00pm	114	LWS:Anthony Room	Image-based research and rigor
3:15pm	142	PCC:Room 120 C	History & Organization Studies
8:00am	225	LWS:Parlor 2	New Tools for Old Data: Data Visualization
9:45am	274	LWS:Washington Room C	Getting Published: Tips for Success
11:30am	322	LWS:Washington Room C	What's the Meaning of This.
2:45pm	409	LWS:Commonwealth C	Historic Turns in Organization
3:00pm	418	OS:Location TBD	Chemical Heritage Tour
11:15am	578	LWS:Washington Room A	Historical Case Studies
3:00pm	638	LWS:Parlor 2	MH Executive Committee Meeting
8:00am	854	LWS:Parlor 2	Industrial Relations in Management History
	855	LWS:Regency Ballroom C2	Economics Lessons from History
9:45am	951	LWS:Parlor 2	SHCS: Honoring Management Greats
11:30am	1050	LWS:Parlor 2	Historical Case Study
1:15pm	1124	LWS:Commonwealth C	A Historical Critique of the Field of Management
3:00pm	1235	LWS:Regency Ballroom A	Internationalizing the Management History Division
5:30pm	1394	LWS:Washington Room BC	Management History Division Business Meeting
6:30pm	1406	LWS:Washington Room BC	Management History Division Social
8:00am	1461	PCC:Room 119 B	JS: Rewriting History
	1493	LWS:Regency Ballroom C2	An Historical Examination of Entrepreneurship
9:45am	1599	LWS:Regency Ballroom C2	JS: Then and Now
11:30am	1706	LWS:Congress Room B	Learning from a Re-examination of the Past
	8:00am 10:30am 10:30am 12:30pm 1:00pm 3:15pm 8:00am 9:45am 11:30am 2:45pm 3:00pm 11:15am 3:00pm 8:00am 11:30am 11:30am 1:30am 1:30am 1:45am 11:30am 1:45am 11:30am 1:45am 11:30am 1:45am 11:40am 11:40	8:00am     31       10:30am     80       12:30pm     105       1:00pm     114       3:15pm     142       8:00am     225       9:45am     274       11:30am     322       2:45pm     409       3:00pm     418       11:15am     578       3:00pm     638       8:00am     854       855     9:45am     951       11:30am     1050       1:15pm     1124       3:00pm     1235       5:30pm     1394       6:30pm     1406       8:00am     1461       1493     9:45am       1599	8:00am         31         LWS:Washington Room C           10:30am         80         LWS:Parlor 2           12:30pm         105         LWS:Regency Ballroom C2           1:00pm         114         LWS:Anthony Room           3:15pm         142         PCC:Room 120 C           8:00am         225         LWS:Parlor 2           9:45am         274         LWS:Washington Room C           11:30am         322         LWS:Washington Room C           2:45pm         409         LWS:Commonwealth C           3:00pm         418         OS:Location TBD           11:15am         578         LWS:Washington Room A           3:00pm         638         LWS:Parlor 2           8:00am         854         LWS:Parlor 2           9:45am         951         LWS:Parlor 2           11:30am         1050         LWS:Parlor 2           11:15pm         1124         LWS:Commonwealth C           3:00pm         1235         LWS:Regency Ballroom A           5:30pm         1394         LWS:Washington Room BC           6:30pm         1406         LWS:Washington Room BC           8:00am         1461         PCC:Room 119 B           LWS:45am         LWS:Reg

### Management Spirituality & Religion

Program Chair: Kathryn Pavlovich, U. of Waikato Professional Development Workshop Chair: James A.F. Stoner, Fordham U.

Day	Start	#	Location	Session Information
Fri	8:00am	33	LWS:Regency Ballroom C2	Naming Creates Awareness
		34	LWS:Tubman Room	Values, Spirituality & Work
-	10:00am	69	MAR:Room 302	Using Words as Tokens of Appreciation
	10:15am	75	LWS:Regency Ballroom C2	Evil By Any Other Name
		76	LWS:Washington Room A	Wisdom in Business
	2:00pm	129	PCC:Room 111 A	Sustainable Arts Management
	3:00pm	137	LWS:Regency Ballroom C2	MSR Doctoral Consortium
	5:45pm	166	PCC:Room 203 B	Authentic Sustainability
	6:00pm	170	OS:Location TBA.	MSR Dinner
Sat	7:00am	181	LWS:Tubman Room	Morning Meditation
	8:00am	217	SHR:Salon 4	Humanistic Management
	9:00am	268	MAR:Room 406	Phone-Enabled ESM & EMA
	10:00am	279	PCC:Room 115 AB	Words, Leading, and Change
	10:15am	289	LWS:Congress Room B	MSR: Tower of Babel or Global Village
	11:15am	321	LWS:Regency Ballroom C2	Intellectual Shamans
	12:30pm	347	LWS:Commonwealth C	Power of Spiritual Words
	12:45pm	359	LWS:Congress Room A	Religion and Management
	1:00pm	366	LWS:Washington Room A	MSR Research Incubator
Sun	7:00am	497	LWS:Anthony Room	Morning Meditation
	8:00am	513	LWS:Adams Room	MSR Executive Committee Meeting
	10:15am	543	LWS:Adams Room	JMSR Board Meeting
	1:00pm	630	PCC:Room 121 B	JS: Words Rarely Used
	4:30pm	739	LWS:Washington Room A	Spiritual Leadership and Education
	6:30pm	773	LWS:Commonwealth D	MSR Business Meeting
	8:00pm	783	LWS:Commonwealth B	MSR Social Hour
Mon	7:00am	792	LWS:Adams Room	Morning Meditation
	8:00am	859	LWS:Washington Room C	Spiritual Leadership
	9:45am	953	LWS:Regency Ballroom A	MSR Plenary Session: Transcendental Leadership
	11:30am	1055	LWS:Regency Ballroom C1	Cultural perspectives
	1:15pm	1129	LWS:Regency Ballroom C1	Creative application of spiritual awareness
		1146	MAR:Room 404	SHCS: Leader Humility
	3:00pm	1240	LWS:Adams Room	JS: Impact of Mindfulness
	4:45pm	1349	LWS:Adams Room	Spirituality at work
		1350	LWS:Congress Room C	Theology
Tue	7:00am	1429	LWS:Adams Room	Morning Meditation
	11:30am	1711	LWS:Commonwealth A2	Repression and discrimination
		1712	LWS:Congress Room C	JS: Workplace Spirituality
	1:15pm	1817	LWS:Washington Room A	SHCS: Mindfulness at Work: Implications for Performance
	3:00pm	1891	LWS:Washington Room B	JS: Leadership of African Women

#### Managerial & Organizational Cognition

Program Chair: Kevin W. Rockmann, George Mason U. Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology

Day :	Start	#	Location	Session Information
Fri	8:00am	32	LWS:Commonwealth C	Content Analysis Research
		42	PCC:Room 120 C	Cultural Entrepreneurship
		44	SHR:Salon 5	Advice on Qual Dissertations
_	12:30pm	106	MAR:Room 407,408,409	Mentoring Graduate Students
_	2:00pm	128	LWS:Congress Room A	The Power of Language in Cognition Scholarship
Sat	8:00am	230	MAR:Grand Ballroom Salon B	Innovative POS Teaching
		235	PCC:Room 107 B	Trust Between Individuals and Organizations
		237	PCC:Room 202 A	Processes/Practices/ Routines
-	9:00am	265	LWS:Commonwealth B	Cognition in the Rough
		266	LWS:Commonwealth C	Language & Cultural Knowledge
_	11:30am	323	MAR:Room 414,415	Thrive as Academics
-	12:15pm	337	LWS:Commonwealth D	Diamonds in the Rough
		338	MAR:Grand Ballroom Salon D	New Directions in Positive Relationships at Work
-	3:00pm	419	LWS:Congress Room A	Reviewing in the Rough
-	4:00pm	443	SHR:Salon 5	Brains to Organization
-	4:15pm	452	LWS:Commonwealth A2	How to Measure Meaning at the Collective Level
-	4:30pm	461	LWS:Regency Ballroom C1	Think About ItOver a Beer (or a Glass of Wine)
-	4:45pm	463	MAR:Grand Ballroom Salon C	Mindfulness in Organizations
Sun	10:30am	545	LWS:Parlor 2	MOC Executive Committee Meeting
-	11:15am	579	PCC:Room 121 A	SHCS: Exploring Outcomes of Voice
-	1:00pm	623	LWS:Washington Room A	Identity and Identification
	1.00pm	624	PCC:Room 121 A	SHCS: Narratives and Learning
-	2:45pm	665	PCC:Room 121 A	SHCS: The Reflective Power of Words
	2.40pm	674		
Mon	8:00am	825	LWS:Washington Room A PCC:Room 108 B	Words, Strategy, and Sensemaking  JS: Social Status in Groups
	0.000111	856	LWS:Tubman Room	Emotion Regulation
		857	LWS:Washington Room A	Identity and Work
		858	LWS:Congress Room A	JS: Intuition in Entrepreneurship
		871	MAR:Room 407	JS: Intercultural Interactions
		872	MAR:Grand Ballroom Salon L	JS: Advancements in Adaptation
-	9:45am	952	LWS:Regency Ballroom B	MOC Scholar Address - Sitkin
		969	PCC:Room 107 B	JS: Emotions and Logics
-	11:30am	1051	LWS:Congress Room A	Intuition, Emotion, and Creativity
		1052	LWS:Tubman Room	Cognition and Performance
		1053	LWS:Washington Room A	Organizational Identity
		1054	LWS:Penn	JS: Self-regulation
		1074	PCC:Room 126 B	JS: Recognizing the New
		1075	PCC:Room 121 A	JS: Strategies of Action
-	1:15pm	1125	LWS:Congress Room A	Intuition and Qualitative Methods
	•	1126	LWS:Penn	Cognition and Positive Organizational Scholarship
		1127	LWS:Tubman Room	Cognition, Strategy and Coordination
		1128	LWS:Washington Room A	Personal and Work Identities
		1145	MAR:Grand Ballroom Salon K	JS: A Closer Look at Proactivity
-	3:00pm	1236	LWS:Congress Room A	Individual Decision Making
		1237	LWS:Penn	Cognition and Leadership
		1238	LWS:Tubman Room	CEO Characteristics
		1239	LWS:Washington Room A	JS: Relationships and Identity
		1260	MAR:Grand Ballroom Salon D	SHCS: Group Dynamics
-	4:45pm	1345	LWS:Congress Room A	Judgment and Decision Making
	•	1346	LWS:Penn	Leadership and Leadership Narratives
		1347	LWS:Tubman Room	Strategic Decision Making
		1348	LWS:Washington Room A	JS: Identity and Social Influence
		1366	MAR:Grand Ballroom Salon K	JS: Leadership and Neuroscience
		.000	Crana Ballioom Calon K	CO. Educationip and Hourocolotto

	Mar	nageri	al & Organizati	onal Cognition (cont.)
Day S	Start	#	Location	Session Information
Mon	6:30pm	1407	LWS:Commonwealth B	MOC Social Hour and Business Meeting
Tue	8:00am	1494	LWS:Tubman Room	Cognition and Networks
		1495	LWS:Congress Room A	SHCS: Identity Work on the Fringes
		1510	MAR:Room 401	JS: Envy – Beyond the Stigma of the Word
		1513	MAR:Room 406	JS: The Conditions for Compassion
		1514	MAR:Room 403	JS: Flipping the Script: Creativity as an Antecedent
		1515	MAR:Grand Ballroom Salon A	SHCS: Clarifying Culture
_		1530	PCC:Room 114-Aud. Lecture Hall	JS: Sensemaking and Learning Amidst Dynamic Complexity
	9:45am	1600	LWS:Adams Room	Cognition in Groups and Creativity
		1601	LWS:Tubman Room	Cognition, Diversity, and Mediation
		1602	LWS:Congress Room A	SHCS: Unconscious Identity Work
		1617	MAR:Grand Ballroom Salon A	SHCS: Relational Ambivalence
_		1618	MAR:Grand Ballroom Salon C	JS: HPWP or Abusive Supervision?
	11:30am	1707	LWS:Adams Room	Cognition Under Uncertainty: Macro Contexts
		1708	LWS:Penn	Emotion Change
		1709	LWS:Tubman Room	JS: Crafting Resilience
		1710	LWS:Congress Room A	JS: Unpacking Identification
		1728	MAR:Room 401	SHCS: Significance of Moral Anger
_		1730	MAR:Room 308	JS: Authenticity
	1:15pm	1813	LWS:Adams Room	Motivation, Affect, and Humor
		1814	LWS:Congress Room A	Organizational Identities, Status, and Agency
		1815	LWS:Penn	Attribution, Conflict, and Teams
		1816	LWS:Tubman Room	Knowledge Management and Change
		1817	LWS:Washington Room A	SHCS: Mindfulness at Work: Implications for Performance
_		1835	MAR:Grand Ballroom Salon K	JS: On Leaders and Followers
	3:00pm	1887	SHR:Philadelphia North	JS: Failure in Entrepreneurship
		1908	LWS:Congress Room A	Cognition and Teams
		1909	LWS:Washington Room A	Timing Issues and Sensemaking
		1910	LWS:Tubman Room	JS: Multiple Goal Pursuit in Orgs
		1926	MAR:Grand Ballroom Salon K	JS: To Conform or Deviate?

# Operations Management

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

Day	Start	#	Location	Session Information
Fri	9:30am	62	OS:Wharton School	From (Auto)Mobile to Mobility
	11:30am	94	OS:Campbell Soup Headquarter	Campbell Soup World Headquarters Visit
	3:00pm	138	MAR:Room 301	Project Stakeholder Analysis
Sat	8:30am	254	MAR:Grand Ballroom Salon C	OM Combined Consortia
		255	MAR:Room 302	Consortium Breakfast
	10:15am	292	MAR:Grand Ballroom Salon B	Sustainable Supply Chains
	12:00pm	329	PCC:Room 110 A,B	Lean in Healthcare
	12:30pm	351	MAR:Grand Ballroom Salon L	Commons Theory meets Academy
		352	MAR:Room 304	Junior Faculty and Doctoral Consortium Lunch
		356	PCC:Room 107 A	Big Data and Innovation: Toward a Research Agenda
	4:00pm	448	MAR:Room 302	Consortium Closing Drinks
	5:00pm	466	MAR:Grand Ballroom Salon L	JSCM Best Paper Session
Sun	7:00am	498	OS:TBA	OM Division Sunday Morning Jog Around Philadelphia
	10:00am	541	MAR:Room 302	OM Executive Committee And Officers Meeting
	11:15am	582	MAR:Room 303	Leveraging Firm Capabilities
	1:00pm	626	MAR:Room 303	Sustainable, Global Suppliers
	3:00pm	686	MAR:Grand Ballroom Salon A	OM Division Business Meeting
	4:15pm	718	MAR:Grand Ballroom Salon A	JOM Best Paper and Awards
	6:00pm	771	MAR:Grand Ballroom Salon B	OM Division Social
Mon	8:00am	882	MAR:Grand Ballroom Salon A	OM Breakfast/Meet The Editors
	9:45am	961	MAR:Room 409	Environment And Safety Issues
	11:30am	1064	MAR:Grand Ballroom Salon A	Publishing Trends in OM
	1:15pm	1155	MAR:Grand Ballroom Salon I	Best Student Paper Nominees
		1156	MAR:Room 408	Supplier Development And Relationship Management
		1157	MAR:Room 409	Services Capacity And Delivery
	3:00pm	1264	MAR:Grand Ballroom Salon I	Chan Hahn Best Paper nominees
		1265	MAR:Room 408	Service Innovation
		1266	MAR:Room 409	Inventory Control And Order Management
	4:45pm	1372	MAR:Room 408	Operational Risks And Capabilities
		1373	MAR:Room 409	Sustainable And Socially Responsible Supply Chains
Tue	8:00am	1520	MAR:Room 409	Supply Chain Strategy
	9:45am	1627	MAR:Room 409	Knowledge Management And Innovation
	11:30am	1737	MAR:Room 409	Implications Of Managerial And Strategic Bias
	1:15pm	1840	MAR:Room 409	Lean, Quality And Continuous Improvement Issues
	3:00pm	1933	MAR:Room 409	Projects And Performance

### Organization & Management Theory

Program Chair: Nelson Phillips, Imperial College London Professional Development Workshop Chair: Ann Langley, HEC Montreal

•	Start	#	Location	Session Information
Fri	8:00am	20	SHR:Independence B	Dealing with Endogeneity
		32	LWS:Commonwealth C	Content Analysis Research
		37	PCC:Room 120 B	Navigating Complexity
		38	PCC:Room 109 B	OMT Junior Faculty Consortium
		39	PCC:Room 111 B	OMT Doctoral Consortium 2014
		40	PCC:Room 122 A	Scandal Process and Research
		41	PCC:Room 202 A	Categorization Workshop
		42	PCC:Room 120 C	Cultural Entrepreneurship
_	10:15am	78	PCC:Room 122 A	Engaging Ostrom
_	11:15am	90	PCC:Room 126 B	Bringing Your Research into the Classroom
		91	PCC:Room 120 B	Vocabularies Matter
		92	SHR:Salon 5	Unobtrusive Measures
		93	SHR:Independence A	Qualitative Comparative Analysis (QCA)
_	1:00pm	115	PCC:Room 202 A	Experimental Research
		117	PCC:Room 121 A	Multilevel Innovation Networks
_	1:30pm	120	PCC:Room 203 B	Phil. Foundations of Org Res.
		123	PCC:Room 203 A	Stages of Org Ethnography
-	2:45pm	134	PCC:Room 122 A	Networks and Innovation
-	3:00pm	139	PCC:Room 111 B	TeachOMT: The OMT Teaching Roundtables
-	3:15pm	142	PCC:Room 120 C	History & Organization Studies
	·	143	PCC:Room 202 A	Organizational Search
-	3:45pm	148	PCC:Room 120 A	OMT Mid-Career Faculty Paper Development Workshop
_	4:00pm	151	PCC:Room 203 B	Media Content Analysis
-	6:00pm	172	PCC:Room 124	Meet OMT Social
Sat	8:00am	201		
Out	0.00am	201	SHR:Independence B PCC:Room 111 A	Discourse Analysis in Strategy
		230	MAR:Grand Ballroom Salon B	United We Speak
		235	PCC:Room 107 B	Innovative POS Teaching
		235	PCC:Room 119 B	Trust Between Individuals and Organizations Introduction to Social Network
		236		Processes/Practices/ Routines
			PCC:Room 202 A	
		238 242	PCC:Room 203 B	Exaptation Ovalitative Methods: Ask the Experts
-	9:00am		SHR:Philadelphia North	Qualitative Methods: Ask the Experts
-	9:45am	266	LWS:Commonwealth C	Language & Cultural Knowledge
-	10:15am	272	PCC:Room 110 A,B	Theory Building for Healthcare Management Research
	10.15a111	281	SHR:Philadelphia South	Multilevel Theory in Strategy
		296	SHR:Philadelphia North	Grounded Theory
-	10:45am	298	PCC:Room 203 B	Revisiting the Product Ontology
-		309	PCC:Room 124	The Organization of Energy
-	11:00am	312	PCC:Room 121 A	Teaching Social Networks
	11:15am	315	MAR:Room 407,408,409	Translating Research
		318	LWS:Parlor 2	Words, Power, and Identity
_	44-00:	320	PCC:Room 202 A	Organization Studies and Process Philosophy
_	11:30am	324	OS:Fork Restaurant	12th Annual OMT Dissertation Proposal Workshop
_	11:45am	328	PCC:Room 103 C	Habitus
	12:30pm	342	SHR:Salon 10	Social Ontology and ENT
_		353	PCC:Room 120 A	Alternatives to the Corporation
_	12:45pm	358	SHR:Salon 5	Creating a Structured Draft
-	•			Questions of Inequality
-	1:00pm	364	LWS:Parlor 1	queenene et mequanty
<del>-</del>	•	364 369	LWS:Parlor 1 PCC:Room 124	Visuality: Beyond the Power of Words
-	•			
- -	•	369	PCC:Room 124	Visuality: Beyond the Power of Words
- - -	1:00pm	369 371	PCC:Room 124 SHR:Liberty Ballroom D	Visuality: Beyond the Power of Words Novel Data and Methods in Process Research

	Or	ganiz	ation & Manag	gement Theory (cont.)
•	Start	#	Location	Session Information
at _	2:15pm	398	PCC:Room 102 A	Organization Design
- - - -	2:45pm	409	LWS:Commonwealth C	Historic Turns in Organization
	3:00pm	419	LWS:Congress Room A	Reviewing in the Rough
	3:30pm	429	SHR:Salon 6	Organizational Performance
	4:00pm	443	SHR:Salon 5	Brains to Organization
	4:15pm	452	LWS:Commonwealth A2	How to Measure Meaning at the Collective Level
		453	PCC:Room 103 C	Enriching Paradox Theory
_	4:45pm	463	MAR:Grand Ballroom Salon C	Mindfulness in Organizations
_	6:00pm	478	SHR:Independence C	From Macro to Micro
n	11:15am	583	PCC:Room 116	The Construction of Markets and Fields
-	1:00pm	627	PCC:Room 116	Research at the Top
-	3:00pm	687	PCC:Room 110 A	OMT Executive Committee Meeting
-	4:30pm	741	PCC:Room 121 A	JS: Dialogue and Process Theory
		742	PCC:Room 113 A	Attention and Legitimacy
		743	PCC:Room 116	Dynamic and Unexpected
n	8:00am	817	SHR:Independence B	SHCS: Women in Upper Echelons
		850	PCC:Room 120 B	JS: Global Gov: Corporate Gov
		851	PCC:Room 112 A	JS: Frontiers IM: Diaspora Entrep
		869	MAR:Room 402	JS: Experiencing Legitimacy
		872	MAR:Grand Ballroom Salon L	JS: Advancements in Adaptation
		873	MAR:Grand Ballroom Salon B	SHCS: How to be Successful at the Academy of Management
		880	PCC:Room 110 B	JS: A (N)ever Changing Change?
		883	PCC:Room 126 B	OMT Distinguished Scholar Breakfast
		884	PCC:Room 204 A	Contested Meanings
-	9:45am	959	PCC:Room 103 B	JS: Intervention Research Design
		960	PCC:Room 118 B	SHCS: Leadership and Org. Culture
		962	PCC:Room 113 A	Words, Symbols and Signals
		963	PCC:Room 113 B	Symbolic Management in the 21st Century
		964	PCC:Room 122 A	Network Theory in Action
		965	PCC:Room 126 B	Leadership & Strategic Change
		966	PCC:Room 202 B	Networks and Performance
		967	PCC:Room 203 B	Top Managers and Their Role in Corporations
		968	PCC:Room 121 A	JS: Rankings and Ratings
		969	PCC:Room 107 B	JS: Emotions and Logics
		970	PCC:Room 121 B	SHCS: Digital Data in Organizations
		971	PCC:Room 109 B	JS: Investing in Impact: Social Innovation in Finance
		978	SHR:Freedom G	JS: Qualitative Comp. Analysis
		992	PCC:Room 113 C	SHCS: Platforms and Ecosystems
-	11:30am	1005	SHR:Freedom F	JS: Routines: Theory & Data
		1025	SHR:Philadelphia North	SHCS: Cleantech Entry Dynamics
		1047	PCC:Room 104 A	SHCS: MNC Interdisciplinary Theories
		1065	PCC:Room 109 B	Exploring the Creation and Change of Routines
		1066	PCC:Room 113 A	Organizations And Institutional Complexity
		1067	PCC:Room 113 B	Reconsidering the Categorical
		1068	PCC:Room 121 B	Field Emergence and Change
		1069	PCC:Room 122 A	Institutional Work
		1070	PCC:Room 202 A	Reputation and Legitimacy
		1071	PCC:Room 202 B	Effects of Legitimacy
		1072	PCC:Room 203 B	Corruption, Cronyism and Crime
		1073	PCC:Room 107 B	JS: Making Institutional Theory More Critical
		1074	PCC:Room 126 B	JS: Recognizing the New
		1075	PCC:Room 121 A	JS: Strategies of Action
		1087	SHR:Horizons Rooftop Ballroom	JS: The Emergence of Organizational Routines

	Or	ganiz	ation & Mana	gement Theory (cont.)
Day Sta	art	#	Location	Session Information
Mon	1:15pm	1115	PCC:Room 112 B	JS: Diversity & Inequality
		1154	PCC:Room 120 B	JS: Action Science in Practice: What Can We Learn?
		1158	PCC:Room 107 B	Navigating Logics
		1159	PCC:Room 113 B	Executive Compensation
		1160	PCC:Room 121 A	Institutional Logics
		1161	PCC:Room 121 B	Institutional Change
		1162	PCC:Room 126 B	Corporations and Development
		1163	PCC:Room 202 A	Political Action and Political Processes
		1164	PCC:Room 202 B	Deviance and Defiance
		1165	PCC:Room 203 B	Teams and Networks
		1166	PCC:Room 122 A	JS: The Dynamics of Brokerage
		1167	PCC:Room 109 B	SHCS: Pathways to Alleviate Poverty
		1168	PCC:Room 113 A	SHCS: Industry Evolution Revisited
		1190	PCC:Room 111 B	JS: Impact of Crowdsourcing Ideas
		1191	PCC:Room 113 C	JS: Innovation Ecosystems
	3:00pm	1204	SHR:Philadelphia South	JS: Why and How Context Matters
		1205	SHR:Independence B	JS: Corporate Parenting
		1260	MAR:Grand Ballroom Salon D	SHCS: Group Dynamics
		1267	PCC:Room 107 B	Institutional Complexity and Pluralism
		1268	PCC:Room 109 B	Organizational Ethnography
		1269	PCC:Room 121 A	TMTs and Firm Performance
		1270	PCC:Room 121 B	The Practice and Politics of Categorization
		1271	PCC:Room 126 B	Attention, Cliques and Trust
		1272	PCC:Room 202 A	SHCS: Virtual Collective Production
		1273	PCC:Room 202 B	Symbols and Narratives
		1274	PCC:Room 203 B	Risk, Fear and Safety
		1275	PCC:Room 113 A	JS: Organizational Wrongdoing
		1276	PCC:Room 122 A	JS: Female Leaders and Inequality
		1277	PCC:Room 113 B	JS: Non-market Actors & Innovation
		1278	PCC:Room 108 A	SHCS: After Greenwashing
	4:45pm	1306	SHR:Philadelphia South	SHCS: Where Do Capabilities Come From?
		1307	SHR:Freedom F	JS: Dyn. Cap. and Path Dependence
		1367	MAR:Grand Ballroom Salon D	JS: Team Boundary Spanning
		1368	MAR:Room 304	JS: Psychodynamics & Organizations
		1374	PCC:Room 107 B	Hybrid Organizations
		1375	PCC:Room 113 A	Innovation and Learning in Networks
		1376	PCC:Room 113 B	Category Creation and Change: New Perspectives
		1377	PCC:Room 121 A	The Virtuous Organization
		1378	PCC:Room 121 B	Unpacking Identity
		1379	PCC:Room 126 B	Field Emergence and Change
		1380	PCC:Room 202 A	Speaking of Language
		1381	PCC:Room 102 A	JS: Trust and Distrust: Two Sides of the Same Coin?
		1382	PCC:Room 203 B	JS: Resource Malleability
	6:30pm	1410	PCC:Room 203 B	OMT Business Meeting
	7:30pm	1421	PCC:Room 204 A	OMT Social Hour

	Org	ganiz	ation & Manage	ement Theory (cont.)
	Start	#	Location	Session Information
Tue	8:00am	1450	SHR:Independence B	JS: Alliance Network Advantage
		1470	SHR:Philadelphia North	SHCS: Entrepreneurial Entry
		1495	LWS:Congress Room A	SHCS: Identity Work on the Fringes
		1515	MAR:Grand Ballroom Salon A	SHCS: Clarifying Culture
		1521	PCC:Room 107 B	The Challenge of Change
		1522	PCC:Room 109 B	Alternative Foci
		1523	PCC:Room 113 A	Corporate Governance
		1524	PCC:Room 121 A	Better Together: Team Processes and Dynamics
		1525	PCC:Room 121 B	Board and TMT Diversity
		1526	PCC:Room 124	Non-Traditional Settings
		1527	PCC:Room 126 B	Trust and Emotion in Strategic Alliances
		1528	PCC:Room 202 B	Organizational Boundaries
		1529	PCC:Room 203 B	New Perspectives on Legitimacy and Organizations
		1530	PCC:Room 114-Aud. Lecture Hall	JS: Sensemaking and Learning Amidst Dynamic Complexity
		1531	PCC:Room 102 A	JS: Performativity
	9:45am	1560	SHR:Freedom F	JS: Firms & Innovation Communities
		1579	SHR:Freedom E	JS: The Potential of Social Entrepreneurship
		1628	PCC:Room 107 B	Understanding the CEO
		1629	PCC:Room 109 B	Theorizing Practices in Theory and Teaching
		1630	PCC:Room 113 A	Know Thyself
		1631	PCC:Room 121 B	Imprinting in Organizations
		1632	PCC:Room 124	OMT in Action
		1633	PCC:Room 126 B	Power, Politics and the Modern Corporation
		1634	PCC:Room 202 B	Critics and Rankings
		1635	PCC:Room 203 B	JS: Product Demography
		1636	PCC:Room 121 A	JS: Status
		1637	PCC:Room 102 A	JS: Learning from Success
		1653	PCC:Room 117	JS: Profiting from Open Innovation
	44.00	1654	PCC:Room 121 C	JS: Firm Adaptation: Org Change
	11:30am	1665	SHR:Freedom F	JS: Examining Context in the Study of Human Capital
		1671	PCC:Room 118 A	SHCS: Subtle Factors in Negotiations
		1738	PCC:Room 102 A	Power in and Around Organizations
		1739	PCC:Room 107 B	Institutional Theory
		1740	PCC:Room 109 B	Research on New Venture Creation and Growth
		1741	PCC:Room 113 A	Changing Organizations
		1742	PCC:Room 121 A	The Effectiveness of Corporate Governance
		1743	PCC:Room 121 B	Innovation and the Top Management Team
		1744	PCC:Room 119 B	Career Pathways
		1745	PCC:Room 202 B	Scanning and Search: New Evidence
		1746	PCC:Room 203 B PCC:Room 124	Routines, Networks and the Structuring of Tasks
		1747		JS: Managing social business
	1:15pm	1762	PCC:Room 121 C	JS: Sci Professionals & Tech Direc
	i. iopiii	1774 1841	SHR:Philadelphia South PCC:Room 102 A	SHCS: The Role of Replication in Management Research
		1842	PCC:Room 107 B	Guises of Entrepreneurship
		1843	PCC:Room 109 B	Investigating Institutional Complexity Focusing on the Top: Four Perspectives on the CEO
		1844	PCC:Room 121 A	Path Dependence
		1845	PCC:Room 121 B	Organizations and Innovation
		1846	PCC:Room 202 B	New Perspectives on Networks and Organizations
		1847	PCC:Room 203 B	•
		1848	PCC:Room 113 A	Organizational Deviance JS: Social Movements and Markets
		1850	PCC:Room 113 C	
		1852		SHCS: Environmental Sustainability
		1032	SHR:Independence D	JS: Size of Organization Science

	Or	ganiz	ation &	Management Theory (cont.)
Day	Start	#	Location	Session Information
Tue	3:00pm	1934	PCC:Room 109 B	Status and Reputation
		1935	PCC:Room 113 A	Big Data and Social Media
		1936	PCC:Room 121 A	The Dynamics of Markets: Four Perspectives
		1937	PCC:Room 121 B	Gender and Diversity
		1938	PCC:Room 119 B	Learning and Knowledge Transfer in Organizations
		1939	PCC:Room 202 B	Organizational Knowledge
		1940	PCC:Room 203 B	JS: Crossing Boundaries
		1941	SHR:Independence	D JS: State of the Arts
		1942	PCC:Room 102 A	JS: What Happened To The Elites?
		1943	PCC:Room 107 B	JS: Networks and Innovation: The Multilevel Journey

### Organization Development & Change

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

Day	Start	#	Location	Session Information
Fri	8:00am	37	PCC:Room 120 B	Navigating Complexity
	8:30am	53	PCC:Room 104 A,B	ODC Doctoral Consortium
_	9:00am	55	LWS:Commonwealth B	Transforming Power of Poetry
_	10:15am	77	PCC:Room 110 A,B	Introduction to Action Research
		79	PCC:Room 120 C	Boundary Spanning Leadership
	10:30am	81	PCC:Room 103 C	High Impact Change Exercises
_	11:15am	89	PCC:Room 120 A	Effective Global Consulting
_	12:30pm	107	PCC:Room 102 B	The Unexpressed
		108	PCC:Room 122 A	Leading Citizen Participation
_	1:30pm	122	PCC:Room 120 A	Crosscultural Competency Model
_	5:00pm	157	PCC:Room 109 B	Rookie Mistakes & Lessons
Sat	8:00am	219	PCC:Room 107 A	Disruptive Change & Real-Time Strategy
		230	MAR:Grand Ballroom Salon B	Innovative POS Teaching
		232	PCC:Room 120 A	Speaking Truth to Power
		233	PCC:Room 126 B	Narrate or be Narrated!
		234	PCC:Room 102 B	Unlocking the Power of Words
		239	PCC:Room 124	From Scholarship to Action
		246	PCC:Room 120 C	Global Online Education
_	8:30am	253	PCC:Room 104 A,B	ODC Doctoral Consortium DAY 2
_	9:00am	267	MAR:Room 304	Research in Practice
		269	PCC:Room 112 A	Collaborative Change Research
-	10:00am	279	PCC:Room 115 AB	Words, Leading, and Change
-	12:30pm	348	MAR:Grand Ballroom Salon B	Halfway There
		350	PCC:Room 118 B	Internal Consulting Words
_		354	PCC:Room 109 B	Living Planet @ Work
	1:00pm	371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
-	1:30pm	380	PCC:Room 202 A	Reflective Hybrids
-	2:00pm	389	PCC:Room 103 C	The Language of Leadership
-	2:15pm	394	MAR:Room 303	Impacting HR Practice
		396	PCC:Room 109 A	Bridging Silence
		397	PCC:Room 107 B	Post-merger Integration
-	2:30pm	401	PCC:Room 119 B	Leaders Building Relationships
-	3:00pm	419	LWS:Congress Room A	Reviewing in the Rough
-	3:30pm	429	SHR:Salon 6	Organizational Performance
		431	PCC:Room 120 B	Learning to Listen
-	3:45pm	438	PCC:Room 202 A	Creative Tensions?
-	4:15pm	455	SHR:Freedom G	Video Ethnography
-	4:45pm	463	MAR:Grand Ballroom Salon C	Mindfulness in Organizations
-	5:30pm	473	PCC:Room 102 A	Human Capital Strategy
Sun	11:15am	581	PCC:Room 119 B	JS: Words and Org Culture
-	11:30am	593	PCC:Room 126 B	JCM Editorial Board Mtg.
-	1:00pm	625	PCC:Room 104 A	Communication and Change
-	1:30pm	639	PCC:Room 110 B	ODC Board Meeting
-	2:45pm	676		Commitment and Engagement in the Context of Change
-	4:30pm	741	PCC:Room 111 A	
Mon	8:00am		PCC:Room 121 A	JS: Dialogue and Process Theory
	0.00am	877 979	PCC:Room 103 B	Responses to Change
		878 870	PCC:Room 109 B	Large Scale and Institutional Change
		879	PCC:Room 118 B	Effecting Strategic Change
		880	PCC:Room 110 B	JS: A (N)ever Changing Change?
		881	PCC:Room 103 A	JS: Sustainability Journey

Organization Development & Chang	ge (cont.)
Day Start # Location Session Information	
Mon 9:45am 951 LWS:Parlor 2 SHCS: Honoring Management	t Greats
<b>955</b> PCC:Room 103 A Measuring Organizational Cha	ange and its Effects
<b>956</b> PCC:Room 110 B Change and Teams	
957 PCC:Room 112 A Change and Organizational Co	ulture
958 PCC:Room 112 B When Words Matter Most	
<b>959</b> PCC:Room 103 B JS: Intervention Research Des	sign
<b>960</b> PCC:Room 118 B SHCS: Leadership and Org. C	Culture
973 PCC:Room 108 A JS: Pro-environmental Behavior	or
11:30am <b>1058</b> PCC:Room 103 A Engagement and Organization	nal Change
<b>1059</b> PCC:Room 110 A Organizational Change in Japa	an
<b>1060</b> PCC:Room 112 A Change, Innovation and Susta	ainability
<b>1061</b> PCC:Room 112 B Leadership and Organizationa	ıl Change
<b>1062</b> PCC:Room 117 ROCD: Current Trajectories	
<b>1063</b> PCC:Room 103 B SHCS: Fifty Years of JABS	
<b>1086</b> SHR:Logan's 1 & 2 SHCS: Strategizing, Change a	and Identity Work
<b>1087</b> SHR:Horizons Rooftop Ballroom JS: The Emergence of Organia	zational Routines
1:15pm <b>1122</b> LWS:Washington Room C JS: Boardroom of the Future	
<b>1150</b> PCC:Room 102 B Planned Change	
<b>1151</b> PCC:Room 103 A Change as Practice	
<b>1152</b> PCC:Room 116 Discourse, Language and Cha	ange
<b>1153</b> PCC:Room 120 A JS: Parallel Organization: Practical St. Parallel Organization (Practical St. Parallel Organization)	ctice and Issues
<b>1154</b> PCC:Room 120 B JS: Action Science in Practice	: What Can We Learn?
<b>1177</b> SHR:Logan's 1 & 2 JS: Leadership-as-Practice	
3:00pm <b>1240</b> LWS:Adams Room JS: Impact of Mindfulness	
1263 PCC:Room 114-Aud. Lecture Hall Distinguished Speaker: Garett	n Morgan
4:45pm <b>1371</b> PCC:Room 117 ODC Division Business Meeting	ng
6:30pm 1409 PCC:Room 118 A ODC Division Members Recep	otion.
Tue    9:45am    1622    MAR:Grand Ballroom Salon J    JS: Voice/Silence Research	
11:30am <b>1731</b> MAR:Room 407 SHCS: The Future of Job Des	ign
1:15pm <b>1803</b> MAR:Grand Ballroom Salon I JS: Performance Measuremer	nt Trends
<b>1810</b> PCC:Room 109 A JS: Greiner OD/MC Contribution	ons
<b>1839</b> PCC:Room 112 B Innovation Empathy	
3:00pm <b>1888</b> SHR:Freedom E SHCS: Scholar Pract. Collabo	ration
1925 MAR:Room 407 SHCS: Causes of Job Design	
1932 PCC:Room 112 B Organizational Capabilities an	d Enacting Change

## Organizational Behavior

Program Chair: Mary Uhl-Bien, U. of Nebraska Symposium Chair: Kimberly D. Elsbach, U. of California, Davis Professional Development Workshop Chair: Amy E. Colbert, U. of Iowa

Day :	Start	#	Location	Session Information
Fri	8:00am	19	SHR:Philadelphia South	Strategic Human Capital
		32	LWS:Commonwealth C	Content Analysis Research
		35	LWS:Regency Ballroom A	The Productivity Process
		36	MAR:Room 414,415	Power of Words &Team from Hell
		44	SHR:Salon 5	Advice on Qual Dissertations
		45	SHR:Independence A	Advanced SEM
_	8:30am	51	LWS:Washington Room A	Beyond Balance
_	9:45am	63	MAR:Room 414,415	Demystifying Postdocs
		64	PCC:Room 102 A	Poverty Alleviation
	10:00am	68	LWS:Congress Room C	BYOS (Bring Your Own Syllabus)
		69	MAR:Room 302	Using Words as Tokens of Appreciation
_	11:15am	90	PCC:Room 126 B	Bringing Your Research into the Classroom
		92	SHR:Salon 5	Unobtrusive measures
_	12:00pm	97	MAR:Room 414,415	Publishing Careers Research in Top Journals
_	12:30pm	106	MAR:Room 407,408,409	Mentoring Graduate Students
_	1:30pm	122	PCC:Room 120 A	Crosscultural Competency Model
		123	PCC:Room 203 A	Stages of Org Ethnography
-	3:45pm	148	PCC:Room 120 A	OMT Mid-Career Faculty Paper Development Workshop
_	4:00pm	150	MAR:Grand Ballroom Salon A	OB Doctoral Consortium
_	5:00pm	159	MAR:Room 401,402,403	OB Junior Faculty Workshop
Sat	8:00am	202	MAR:Room 414,415	Navigating Global Careers
		208	SHR:Freedom G	Academic ENT Theories
		211	MAR:Grand Ballroom Salon L	Research in the News Media
		223	LWS:Washington Room A	Teaching Virtual Students
		224	LWS:Parlor 1	Teaching with Technology
		226	MAR:Grand Ballroom Salon A	OB Doctoral Consortium
		227	MAR:Grand Ballroom Salon I	OB Junior Faculty Workshop II
		228	MAR:Grand Ballroom Salon D	Managing Field Research
		229	MAR:Room 303	Empathy-Based Management
		230	MAR:Grand Ballroom Salon B	Innovative POS Teaching
		235	PCC:Room 107 B	Trust Between Individuals and Organizations
		236	PCC:Room 119 B	Introduction to Social Network
		239	PCC:Room 124	From Scholarship to Action
		241	SHR:Freedom H	Ask the Experts: Micro & Macro Research Methods
-	8:30am	247	PCC:Room 111 B	Finding Value in Academic Life
-	9:00am	259	MAR:Room 301	Careers: Networks & identity
		267	MAR:Room 304	Research in Practice
		268	MAR:Room 406	Phone-Enabled ESM & EMA
_	9:30am	271	MAR:Room 410	OB Research Incubator
-	9:45am	275	MAR:Room 414,415	OB Teaching Incubator
-	10:00am	277	MAR:Grand Ballroom Salon K	Innovations and Fundamentals in HR Teaching
-	10:15am	290	MAR:Grand Ballroom Salon L	Revise and Resubmit
	. 3	290 291	MAR:Room 306	Researching Virtual Teams
		295	SHR:Freedom F	How to Define, Identify, and Handle Outliers
		301	PCC:Room 126 B	Global Citizenship/Leadership
-	11:00am	312	PCC:Room 121 A	Teaching Social Networks
-	11:15am	315	MAR:Room 407,408,409	Translating Research
	71.100111		· · ·	
-	11:30am	316	PCC:Room 203 A	How to Negotiate Your First Job Offer Thrive as Academies
-	11:45am	323	MAR:Room 414,415	Thrive as Academics
_	12:15pm	327	MAR:Room 411,412	From Associate to Fulland Beyond
	ιζ. ιθμιι	338	MAR:Grand Ballroom Salon D	New Directions in Positive Relationships at Work

		C	Organizational I	Behavior (cont.)
Day	Start	#	Location	Session Information
Sat	12:30pm	343	MAR:Room 307	Being a Department Chair: Learning from Others
		348	MAR:Grand Ballroom Salon B	Halfway There
		349	MAR:Room 306	Research on Loyalty&Commitment
•	1:00pm	366	LWS:Washington Room A	MSR Research Incubator
		367	MAR:Grand Ballroom Salon K	Diversity of Trust
		368	MAR:Room 406	Innovation Versus Risk – All the Same for Teams?
		371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
•	1:30pm	375	MAR:Room 407,408,409	Research Shaping HRs`Future
		379	MAR:Grand Ballroom Salon J	Essentials of the OB Division
•	2:00pm	386	SHR:Philadelphia North	Behavioral Strategy 5
		390	PCC:Room 117	Advanced Networks PDW
		391	SHR:Independence B	Scale development workshop
•	2:30pm	401	PCC:Room 119 B	Leaders Building Relationships
-	2:45pm	407	MAR:Grand Ballroom Salon L	Practice-Focused HR Teaching
		412	SHR:Freedom F	Moderated Mediation
-	3:00pm	415	MAR:Room 411,412	Careers in the Rough
		419	LWS:Congress Room A	Reviewing in the Rough
		420	MAR:Room 304	Teaching OB
<del>-</del>	3:15pm	423	MAR:Grand Ballroom Salon J	Mentoring Leadership Scholars
	3:30pm	433	MAR:Grand Ballroom Salon D	Values as an Integrative Mechanism
	·	434	MAR:Grand Ballroom Salon H	OB New Member Networking and Research Forum
•	3:45pm	435	MAR:Room 407,408,409	Reviving your HR Teaching
		440	SHR:Independence C	Advanced Bayesian Statistics
	4:45pm	463	MAR:Grand Ballroom Salon C	Mindfulness in Organizations
	5:30pm	475	SHR:Salon 3	IRA and IRR Methods
	6:00pm	483	MAR:Grand Ballroom Salon E, F	OB Awards Ceremony & Social
Sun	11:15am	579	PCC:Room 121 A	SHCS: Exploring Outcomes of Voice
•	12:30pm	602	MAR:Conference Suite 1	OB Division Executive Committee Meeting
	1:00pm	618	PCC:Room 103 C	SHCS: Meanings of "Disability"
	1.000111	624	PCC:Room 121 A	SHCS: Narratives and Learning
	2:45pm	672	PCC:Room 103 C	
	2.40pm	675	PCC:Room 121 C	JS: Empowering Interventions JS: Communication in Global World
Mon	8:00am	821	MAR:Room 408	
111011	0.000111	825	PCC:Room 108 B	JS: Minding Career Gaps JS: Social Status in Groups
				·
		858 860	LWS:Congress Room A MAR:Grand Ballroom Salon K	JS: Intuition in Entrepreneurship
		861	MAR:Room 301	Proactive Workplace Behavior Source of Motivation
		862	MAR:Room 303	Leadership and Creativity
		863	MAR:Room 304	Don't Underestimate the Effect of Affect at Work
		864	MAR:Room 308	Impact of Social Comparison
		865	MAR:Room 401	·
		866	MAR:Room 403	The Effects of Anger Displays
		867		Economic Downturns & Employees
		868	MAR:Room 406 MAR:Room 305	Contextualizing Organizational Justice
		869	MAR:Room 402	JS: Trust in Leadership JS: Experiencing Legitimacy
		870		
			MAR:Room 410 MAR:Room 407	JS: Work-Family Balance Policies
		871 872		JS: Intercultural Interactions
		872 973	MAR:Grand Ballroom Salon L	JS: Advancements in Adaptation
		873 874	MAR:Grand Ballroom Salon B	SHCS: How to be Successful at the Academy of Management
		874 876	MAR:Grand Ballroom Salon J PCC:Room 202 B	JS: Workplace Interactions
		876	POO:K00III 202 B	JS: Using Construal Level Theory

		O	rganizational E	Behavior (cont.)
Day S	Start	#	Location	Session Information
Mon	9:45am	934	LWS:Commonwealth B	JS: Community Matters
		935	LWS:Washington Room C	JS: Men and Masculinity at Work
		943	MAR:Grand Ballroom Salon I	JS: Supportive Leadership and POS
		954	MAR:Grand Ballroom Salon E	OB Lifetime Achievement Award
		959	PCC:Room 103 B	JS: Intervention Research Design
		960	PCC:Room 118 B	SHCS: Leadership and Org. Culture
		970	PCC:Room 121 B	SHCS: Digital Data in Organizations
_		984	LWS:Adams Room	JS: Sense of Duty: The Meaning Behind the Words
_	10:45am	995	MAR:Grand Ballroom Salon C & D	Hot Coffee, Cool People!
_	11:30am	1010	MAR:Room 502	JS: Antecedents of FSSB
	1:15pm	1122	LWS:Washington Room C	JS: Boardroom of the Future
		1130	MAR:Grand Ballroom Salon B	Conformity & Deviance in Teams
		1131	MAR:Grand Ballroom Salon L	Practices for Creativity
		1132	MAR:Room 302	Scale Validation
		1133	MAR:Room 303	Creativity in Context
		1134	MAR:Room 304	Social & Work Relationships
		1135	MAR:Room 305	Positivity and Authenticity
		1136	MAR:Room 308	Organization Performance & OCB
		1137	MAR:Room 401	Ethical Leadership Perceptions
		1138	MAR:Room 402	Leisure and Work
		1139	MAR:Room 403	Examining Turnover
		1140	MAR:Room 406	Examining Emotional Labor
		1141	MAR:Room 410	Scales of Work and Life
		1142	MAR:Grand Ballroom Salon J	JS: Faultlines and Power
		1143	MAR:Room 407	JS: The Global-Virtual Workplace
		1144	MAR:Room 301	JS: Challenge/Hindrance Stressors
		1145	MAR:Grand Ballroom Salon K	JS: A Closer Look at Proactivity
		1146	MAR:Room 404	SHCS: Leader Humility
		1154	PCC:Room 120 B	JS: Action Science in Practice: What Can We Learn?
_	2:00nm	1175	SHR:Freedom G	JS: "Big Science" in Management
	3:00pm	1211	PCC:Room 108 B	JS: First Offers in Negotiations
		1225	PCC:Room 103 A	JS: Innovation and Implementation
		1239	LWS:Washington Room A	JS: Relationships and Identity
		1241	MAR:Grand Ballroom Salon B	Better Performing Teams
		1242	MAR:Grand Ballroom Salon C	The Price of Negative Affect: What We Can Do
		1243	MAR:Grand Ballroom Salon J	Workplace Incivility
		1244	MAR:Grand Ballroom Salon K	The Effects of Voice and Proactivity on Motivation
		1245 1246	MAR:Grand Ballroom Salon L	More Creativity Wanted? Mobilize the Leader First
			MAR:Room 301	Broadly Looking at Workplace Stress
		1247	MAR:Room 302	Allocating Employee Time
		1248 1249	MAR:Room 303	Feedback Seeking Revisited Authentic Leadership: New Insights and Methods
		1249 1250	MAR:Room 304	
		1250 1251	MAR:Room 305	Trust in Organizations Perceptual Aspects of OCB
		1251 1252	MAR:Room 308 MAR:Room 402	
		1252 1253	MAR:Room 402 MAR:Room 403	Social Status Change Process
		1253 1254		Employee Turnover  How We Harm and Help Ourselves
		1254 1255	MAR:Room 404 MAR:Room 406	The Costs and Benefits of Emotional Governance
		1255 1256	MAR:Room 407	Individual Differences
		1257	MAR:Room 410	JS: Unique Workers & Work-Family
		1258	MAR:Room 401	JS: Ethical Leadership
		1259	LWS:Regency Ballroom C1	SHCS: Writing about Goals
		1260	MAR:Grand Ballroom Salon D	SHCS: Group Dynamics
		1275	PCC:Room 113 A	JS: Organizational Wrongdoing
		1276	PCC:Room 122 A	JS: Female Leaders and Inequality
		1281	SHR:Independence D	SHCS: Statistical Control

		$\circ$	rganizational	Behavior (cont.)
Day S	Start	#	Location	Session Information
Mon	4:45pm	1315	PCC:Room 108 B	JS: Comparison in Competitions
		1331	MAR:Room 412	JS: Employer Branding and Image
		1337	PCC:Room 116	JS: Global Leaders: Multiculturals
		1344	LWS:Regency Ballroom C1	JS: Best PhD Student Paper Winners
		1348	LWS:Washington Room A	JS: Identity and Social Influence
		1351	MAR:Grand Ballroom Salon C	Positive Affect & Work Outcome
		1352	MAR:Room 301	Deference and Collaboration
		1353	MAR:Room 302	Servant Leadership
		1354	MAR:Room 303	Motivational Feedback
		1355	MAR:Room 308	OCB & Perceptions
		1356	MAR:Room 401	Outcomes of Ethical Leadership
		1357	MAR:Room 402	Relationships and Work
		1358	MAR:Room 403	Healthiness is Happiness
		1359	MAR:Room 404	Organizational Politics
		1360	MAR:Room 406	Emotional Intelligence
		1361	MAR:Room 407	Affect Contagion in Teams
		1362	MAR:Room 410	Generational Differences
		1363	MAR:Grand Ballroom Salon J	JS: Putting a Face to Aggressive Words and Actions
		1364	MAR:Room 305	JS: Organizational Trust Symposium
		1365	MAR:Grand Ballroom Salon B	SHCS: CSR and Sustainability
		1366	MAR:Grand Ballroom Salon K	JS: Leadership and Neuroscience
		1367	MAR:Grand Ballroom Salon D	JS: Team Boundary Spanning
		1368	MAR:Room 304	JS: Psychodynamics & Organizations
		1369	MAR:Grand Ballroom Salon L	JS: Network drivers of creativity
		1381	PCC:Room 102 A	JS: Trust and Distrust: Two Sides of the Same Coin?
Tue	8:00am	1459	PCC:Room 118 A	JS: Field Studies in Negotiation
		1475	LWS:Parlor 1	JS: Generational Diversity
		1495	LWS:Congress Room A	SHCS: Identity Work on the Fringes
		1496	MAR:Grand Ballroom Salon B	Team Context
		1497	MAR:Grand Ballroom Salon C	Destructive Leadership
		1498	MAR:Grand Ballroom Salon D	Relative LMX
		1499	MAR:Grand Ballroom Salon J	Use Your Words
		1500	MAR:Grand Ballroom Salon K	Leader and Follower Influence
		1501	MAR:Grand Ballroom Salon L	Network Positions & Structure
		1502	MAR:Room 301	Perceptions of Leadership
		1503	MAR:Room 302	Authenticity in the Workplace
		1504	MAR:Room 303	Influencing Negative Behavior
		1505	MAR:Room 304	Employee Relationships
		1506	MAR:Room 305	Ethics & Interfirm Cooperation
		1507	MAR:Room 308	Identification, Attitudes, and Performance
		1508	MAR:Room 404	Idiosyncratic Contracts
		1509	MAR:Room 410	Changes and Challenges: The Role of OB
		1510	MAR:Room 401	JS: Envy – Beyond the Stigma of the Word
		1511	MAR:Room 402	JS: Person-Situation Predictions
		1512	MAR:Room 407	JS: Dynamic Work Life
		1513	MAR:Room 406	JS: The Conditions for Compassion
		1514	MAR:Room 403	JS: Flipping the Script: Creativity as an Antecedent
		1515	MAR:Grand Ballroom Salon A	SHCS: Clarifying Culture

	$\circ$	rganizational	Behavior (cont.)
Day Start	#	Location	Session Information
<b>Tue</b> 9:45am	1569	PCC:Room 118 A	JS: Justice as a DV
	1582	LWS:Washington Room B	SHCS: Social Class in the Workplace
	1585	PCC:Room 113 C	SHCS: Leadership Accountability
	1599	LWS:Regency Ballroom C2	JS: Then and Now
	1602	LWS:Congress Room A	SHCS: Unconscious Identity Work
	1603	MAR:Grand Ballroom Salon B	Team Learning
	1604	MAR:Grand Ballroom Salon D	LMX Revisited
	1605	MAR:Grand Ballroom Salon L	Positions in Networks
	1606	MAR:Room 301	Leadership Effectiveness
	1607	MAR:Room 303	Examining Unproductive Workplace Behavior
	1608	MAR:Room 308	Identity Work
	1609	MAR:Room 401	Analyzing Newcomer Socialization at Work
	1610	MAR:Room 402	Temporal Distance
	1611	MAR:Room 403	Drivers of Creativity
	1612	MAR:Room 404	Psychological Contracts
	1613	MAR:Room 406	New Perspectives on Mindfulness at Work
	1614	MAR:Room 407	Changing Workplace
	1615	MAR:Room 410	Commitment Factors
	1616	MAR:Room 302	JS: Incentives for Creativity
	1617	MAR:Grand Ballroom Salon A	SHCS: Relational Ambivalence
	1618	MAR:Grand Ballroom Salon C	JS: HPWP or Abusive Supervision?
	1619	MAR:Room 305	JS: Moral Psychology At Work
	1620	MAR:Grand Ballroom Salon K	JS: Both Sides of Leadership
	1621	MAR:Room 304	JS: Adversity at Work
	1622	MAR:Grand Ballroom Salon J	JS: Voice/Silence Research
	1637	PCC:Room 102 A	JS: Learning from Success
11:30am	1671	PCC:Room 118 A	SHCS: Subtle Factors in Negotiations
	1695	MAR:Room 306	JS: Impression Management
	1710	LWS:Congress Room A	JS: Unpacking Identification
	1712	LWS:Congress Room C	JS: Workplace Spirituality
	1713	MAR:Grand Ballroom Salon B	The More We Get Together
	1714	MAR:Grand Ballroom Salon C	Affect in Abusive Supervision
	1715	MAR:Grand Ballroom Salon D	LMX Agreement and Substitutes
	1716	MAR:Grand Ballroom Salon J	Speaking Up but Under What Context?
	1717	MAR:Grand Ballroom Salon K	That's Not What I Meant: The Power of Words
	1718	MAR:Grand Ballroom Salon L	Antecedents of Individual Network Development
	1719	MAR:Room 301	Effective Leaders
	1720	MAR:Room 302	Learning in Organization
	1721	MAR:Room 303	Workplace Misconduct
	1722	MAR:Room 305	Managing Competing Motivations
	1723	MAR:Room 402	The Emotional Abilities
	1724	MAR:Room 404	Breaches at Work
	1725	MAR:Room 406	Energy in Organizations
	1726	MAR:Room 410	Team Leadership
	1727	MAR:Room 304	JS: Bridging the Dark and Bright Sides of Leadership
	1728	MAR:Room 401	SHCS: Significance of Moral Anger
	1729	MAR:Room 403	JS: Interactionist Creativity
	1730	MAR:Room 308	JS: Authenticity
	1731	MAR:Room 407	SHCS: The Future of Job Design
-	1732	SHR:Independence D	JS: Words and Leadership Ratings

	С	rganizational	Behavior (cont.)
Day Start	#	Location	Session Information
<b>Tue</b> 1:15pm	1774	SHR:Philadelphia South	SHCS: The Role of Replication in Management Research
	1780	PCC:Room 118 A	JS: AI in Negotiation & Mediation
	1795	LWS:Commonwealth B	SHCS: Org. Dynamics of Flexibility
	1803	MAR:Grand Ballroom Salon I	JS: Performance Measurement Trends
	1809	PCC:Room 120 C	JS: Cultural Competence
	1817	LWS:Washington Room A	SHCS: Mindfulness at Work: Implications for Performance
	1818	MAR:Grand Ballroom Salon B	Conflict and Climate in Teams
	1819	MAR:Grand Ballroom Salon D	LMX Differentiation
	1820	MAR:Grand Ballroom Salon J	Predictors of Voice
	1821	MAR:Grand Ballroom Salon L	Benefits from Network Ties
	1822	MAR:Room 301	A Multi-Faceted View of Leadership Effectiveness
	1823	MAR:Room 302	Studying Types of Commitment and their Effects
	1824	MAR:Room 303	Unethical Behaviors
	1825	MAR:Room 304	Decision Making Processes
	1826	MAR:Room 308	Relationship & Identification
	1827	MAR:Room 401	Shared Leadership
	1828	MAR:Room 402	Emotions as Information
	1829	MAR:Room 403	Effects of Self Concept
	1830	MAR:Room 406	Person-Environment Fit: Predictors and Outcomes
	1831	MAR:Room 407	Technology and Fun
	1832	MAR:Room 410	The Nature of the Team Process
	1833	MAR:Grand Ballroom Salon C	JS: Abusive Supervision Antecedent
	1834	MAR:Room 305	JS: Moral Fire in the Belly
	1835	MAR:Grand Ballroom Salon K	JS: On Leaders and Followers
	1852	SHR:Independence D	JS: Size of Organization Science
-	1858	LWS:Congress Room B	JS: Behavioral Ethics
3:00pm	1879	PCC:Room 118 A	JS: Competition and Collaboration
	1892	LWS:Washington Room C	JS: Inclusive Leadership
	1911	MAR:Grand Ballroom Salon C	Abusive Supervision and Disengagement from Work
	1912	MAR:Grand Ballroom Salon D	Leader-Follower Congruence
	1913	MAR:Grand Ballroom Salon J	Recognizing Voice
	1914	MAR:Room 301	Context in Leadership
	1915	MAR:Room 302	Cultural Differences
	1916	MAR:Room 304	Estimating Influence at Work
	1917	MAR:Room 305	Responsible Leadership
	1918	MAR:Room 308	Identity in Leaders
	1919	MAR:Room 403	New Insights Wage Inequality
	1920	MAR:Room 410	Demographic Differences
	1921	MAR:Room 303	JS: Kindhearted Reactions
	1922	MAR:Grand Ballroom Salon B	JS: Changing Conversations in Management Research
	1923	MAR:Room 401	SHCS: The Future of Job Embeddedness
	1924	MAR:Grand Ballroom Salon L	SHCS: Personality and Social Network
	1925	MAR:Room 407	SHCS: Causes of Job Design
	1926	MAR:Grand Ballroom Salon K	JS: To Conform or Deviate?
	1927	MAR:Room 402	JS: Affective Influences in Teams
	1928	MAR:Room 404	JS: Customer Misbehavior
	1929	MAR:Room 406	JS: Inequality and Trust
	1942	PCC:Room 102 A	JS: What Happened To The Elites?

#### Organizational Communication & Information Systems

Program Chair: Paul M. Leonardi, Northwestern U. Professional Development Workshop Chair: Mary Beth Watson-Manheim, U. of Illinois at Chicago

Day	Start	#	Location	Session Information
Fri	7:45am	7	PCC:Room 112 A	OCIS Kick-Off Continental Breakfast
-	9:00am	57	PCC:Room 112 A	OCIS Doctoral Consortium
		58	PCC:Room 112 B	OCIS Junior Faculty Consortium
-	11:15am	90	PCC:Room 126 B	Bringing Your Research into the Classroom
		91	PCC:Room 120 B	Vocabularies matter
-	7:00pm	174	OS:Location TBA	OCIS Doctoral Consortium Dinner and Networking
	•	175	OS:TBD.	OCIS Junior Faculty Dinner
Sat	8:00am	224	LWS:Parlor 1	Teaching with Technology
		231	PCC:Room 113 C	Organizational Genetics
		239	PCC:Room 124	From Scholarship to Action
-	10:15am	291	MAR:Room 306	Researching Virtual Teams
		296	SHR:Philadelphia North	Grounded Theory
-	12:00pm	332	PCC:Room 113 B	Professional Doctorate Success
-	12:30pm	356	PCC:Room 107 A	Big Data and Innovation: Toward a Research Agenda
-	1:00pm	371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
-	1:30pm	381	PCC:Room 120 C	Rethinking the (Theory of the) Firm
-	2:45pm	410	PCC:Room 126 B	Can this paper be saved?
-	3:45pm	437	PCC:Room 120 A	
-	6:00pm	484	PCC:Room 103 B	Strategic Contributions of IS OCIS Reception
Sun	11:15am	580		•
	3:00pm	685	PCC:Room 124	Online Technologies
-	4:30pm		PCC:Room 104 A	OCIS Executive Committee Meeting
	4.30pm	740	PCC:Room 126 B	Information Systems, Knowledge Sharing and Teams
Mon	8:00am	748	PCC:Room 118 A	SHCS: Corporates-Citizens-New Media
WIOII	0.00am	875	PCC:Room 122 A	Virtual and Distributed Teams
-	9:45am	876	PCC:Room 202 B	JS: Using Construal Level Theory
-		970	PCC:Room 121 B	SHCS: Digital Data in Organizations
	11:30am	1056	PCC:Room 110 B	New Forms of Teams and Collaboration
-	1:1Enm	1057	PCC:Room 118 B	Communication Practices
	1:15pm	1147	PCC:Room 110 B	Development and Use of Mobile Technologies
		1148	PCC:Room 118 A	How People Choose and Use Social Media
		1149	PCC:Room 118 B	Strategies for Promoting Innovation and Creativity
		1189	PCC:Room 117	JS: Debate Open Innovation Crowds
-	3:00pm	1190	PCC:Room 111 B	JS: Impact of Crowdsourcing Ideas
	3.00pm	1261	PCC:Room 110 B	Making Meaning through Language
-	4:45pm	1262	PCC:Room 118 B	IT in the Public Sphere
-	6:30pm	1370	PCC:Room 122 A	OCIS Division Keynote Presentation
-	7:30pm	1408	PCC:Room 122 A	OCIS Division Business Meeting
Tue	8:00am	1420	PCC:Room 122 B	OCIS Reception and Social Event
rue	0.00am	1516	PCC:Room 104 B	Crowdsourcing Communities
		1517	PCC:Room 107 A	Preparing for Knowledge Transfer
		1518	PCC:Room 110 B	Trust and Online Reputation
-	9:45am	1519	PCC:Room 112 B	Materiality and Affordances
	3.40diii	1623	PCC:Room 104 B	Open Source Communities
		1624	PCC:Room 107 A	Creating Knowledge
		1625	PCC:Room 110 B	Consumer & Buying Behavior Online
-	11:30am	1626	PCC:Room 112 B	Ethics and New Technologies
	i i.suaiii	1733	PCC:Room 104 B	Outsourcing & Crowdfunding
		1734	PCC:Room 107 A	Culture, Meaning, and Knowledge Sharing
		1735	PCC:Room 110 B	IT Use on Performance
-	1:15	1736	PCC:Room 112 B	Language and Identity on the Web
	1:15pm	1836	PCC:Room 104 B	New Perspectives on Systems Use
		1837	PCC:Room 107 A	IT Use and Performance
		1838	PCC:Room 110 B	Emotions and Technology Use in Organizations

(	Organiz	ational	Communication	n & Information Systems (cont.)
Day	Start	#	Location	Session Information
Tue	3:00pm	1924	MAR:Grand Ballroom Salon L	SHCS: Personality and Social Network
		1927	MAR:Room 402	JS: Affective Influences in Teams
		1930	PCC:Room 104 B	Measuring, Valuing, and Enacting Communication
		1931	PCC:Room 110 B	Accessing, Sharing, and Managing Information

#### Organizations & the Natural Environment

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

Day	Start	#	Location	Session Information
Fri	8:00am	43	PCC:Room 202 B	Urgent Sustainability Action
	9:00am	59	PCC:Room 109 A	The Power of Social and Environmental Disclosure
	9:30am	62	OS:Wharton School	From (Auto)Mobile to Mobility
	10:15am	78	PCC:Room 122 A	Engaging Ostrom
	1:00pm	116	PCC:Room 126 B	ONE Doctoral Consortium
	5:45pm	166	PCC:Room 203 B	Authentic Sustainability
Sat	8:00am	243	LWS:Commonwealth D	The 2014 Joint ONE-SIM Junior Faculty Consortium
	10:15am	293	PCC:Room 109 B	Sustainability in Mngt Ed
	10:45am	309	PCC:Room 124	The Organization of Energy
	11:15am	321	LWS:Regency Ballroom C2	Intellectual Shamans
	12:30pm	347	LWS:Commonwealth C	Power of Spiritual Words
		353	PCC:Room 120 A	Alternatives to the Corporation
		354	PCC:Room 109 B	Living Planet @ Work
	2:15pm	399	LWS:Regency Ballroom C1	SIM Research Incubator
	2:30pm	402	PCC:Room 121 A	Cosmopolitan Sustainability
	2:45pm	413	LWS:Congress Room B	Film: teaching social issues
	3:45pm	439	PCC:Room 102 B	Sustainability Ed. Exercises
	4:30pm	458	PCC:Room 104 A,B	Degrowth - sense-making
	6:30pm	490	PCC:Room 121 B	ONE Welcome Reception
Sun	11:15am	587	PCC:Room 103 A	SHCS: The Contested Nature of UN GC
	1:30pm	640	PCC:Room 118 B	ONE Executive Committee Meeting
	4:30pm	744	PCC:Room 120 A	Strategy & Governance
Mon	8:00am	818	SHR:Philadelphia South	JS: CSR, People, and Performance
		881	PCC:Room 103 A	JS: Sustainability Journey
		885	PCC:Room 108 A	Resources, Markets, Strategy, & Performance
		886	PCC:Room 119 A	Role of Employees & Suppliers
	9:45am	972	PCC:Room 119 A	Innovation & Strategy
		973	PCC:Room 108 A	JS: Pro-environmental Behavior
	11:30am	1025	SHR:Philadelphia North	SHCS: Cleantech Entry Dynamics
		1076	PCC:Room 111 A	Stakeholders & Social Activism
		1077	PCC:Room 113 C	Regulations
		1078	PCC:Room 119 A	JS: Maintaining Core Mission
	1:15pm	1169	PCC:Room 108 A	Innovation, Resilience, & Change
		1170	PCC:Room 115 C	Partnerships, Alliances, & Collaboration
		1171	PCC:Room 119 A	Management I
	3:00pm	1277	PCC:Room 113 B	JS: Non-market Actors & Innovation
		1278	PCC:Room 108 A	SHCS: After Greenwashing
	4:45pm	1383	PCC:Room 202 B	ONE Business Meeting
	7:00pm	1416	OS:Top of the Tower	2014 ONE Social Reception
Tue	8:00am	1532	PCC:Room 108 A	Government & Networks
		1533	PCC:Room 111 A	Corporate Visioning & Investing
	9:45am	1638	PCC:Room 114-Aud. Lecture Hall	The Future of Sustainability
	11:30am	1748	PCC:Room 103 B	Corporate Governance & Reporting
		1749	PCC:Room 108 A	Community Resilience & Climate Change
		1750	PCC:Room 112 A	Performance, Resources, & Technology
	1:15pm	1848	PCC:Room 113 A	JS: Social Movements and Markets
		1849	PCC:Room 112 A	Management II: Systems & Strategies
		1850	PCC:Room 113 C	SHCS: Environmental Sustainability

#### Public & Nonprofit

Program Chair: Leisha DeHart-Davis, U. of North Carolina, Chapel Hill Professional Development Workshop Chair: Amy E. Smith, U. of Massachusetts Boston

Fri	Day	Start	#	Location	Session Information
12:30pm	Fri	8:00am	36	MAR:Room 414,415	Power of Words &Team from Hell
12:30pm		10:15am	78	PCC:Room 122 A	Engaging Ostrom
2.00pm   129   PCC:Room 111 A   Sustainable Arts Management			79	PCC:Room 120 C	Boundary Spanning Leadership
Set		12:30pm	108	PCC:Room 122 A	Leading Citizen Participation
8:30am   256   PCC:Room 122 A   PNP Doctoral Consortium		2:00pm	129	PCC:Room 111 A	Sustainable Arts Management
9.45am   272   PCC:Room 110 A,B   Theory Building for Healthcare Management Research	Sat	8:00am	207	SHR:Salon 3	SE & family business research
10:45am   310		8:30am	256	PCC:Room 122 A	PNP Doctoral Consortium
11:15am   315		9:45am	272	PCC:Room 110 A,B	Theory Building for Healthcare Management Research
12:30pm   354   PCC:Room 109 B		10:45am	310	LWS:Commonwealth A2	Mgmt. Education and Poverty
2.15pm   399		11:15am	315	MAR:Room 407,408,409	Translating Research
2:45pm		12:30pm	354	PCC:Room 109 B	Living Planet @ Work
1:00pm   628		2:15pm	399	LWS:Regency Ballroom C1	SIM Research Incubator
2:30pm		2:45pm	411	PCC:Room 118 B	Impact Investing: Rhetoric or Reality?
2:45pm	Sun	1:00pm	628	PCC:Room 103 A	SHCS: Towards Government 2.0
4:30pm   745		2:30pm	655	PCC:Room 109 A	PNP Executive Committee Meeting
6:30pm   774		2:45pm	677	PCC:Room 126 B	Collaboration and Behavior
Mon		4:30pm	745	PCC:Room 115 A	PNP Business Meeting
888   PCC:Room 110 A   Ethics and Values		6:30pm	774	OS:Philadelphia School of Circus Arts	PNP Social
888   PCC:Room 110 A   Ethics and Values   889   PCC:Room 125   Organizational Change: Determinants and Outcomes   9:45am   974   PCC:Room 107 A   Public and Nonprofit Decision Making   975   PCC:Room 110 A   Public Management & Policy   976   PCC:Room 110 A   Public Management & Policy   976   PCC:Room 125   Design of Public Organizations   11:30am   1079   PCC:Room 121 C   Employee Attitudes   1082   PCC:Room 121 C   Employee Attitudes   PCC:Room 125   Values, Ethics and Stewardship   1:15pm   1172   PCC:Room 125   Values, Ethics and Stewardship   1:15pm   1172   PCC:Room 125   Human Resource Management   3:00pm   1279   PCC:Room 125   Performance in Public and Nonprofit Organizations   4:45pm   1384   PCC:Room 110 A   Public and John Security   1535   PCC:Room 110 A   Turnover and Job Security   1535   PCC:Room 102 B   Community, Society and Nonprofits   1640   PCC:Room 102 B   Community, Society and Nonprofit Organizations   1641   PCC:Room 102 B   Contract Mgmt & Performance   1641   PCC:Room 102 B   Contract Mgmt & Performance   1751   PCC:Room 102 B   Capacity and Structure in Nonprofit Organizations   1752   PCC:Room 102 B   Capacity and Structure in Nonprofit Organizations   1753   PCC:Room 102 B   Capacity and Structure in Nonprofit Organizations   1753   PCC:Room 102 B   Capacity and Structure in Nonprofit Organizations   1753   PCC:Room 104   Public Service Motivation: Evolving Knowledge   1753   PCC:Room 105   Multi-Sector Collaboration   1753   PCC:Room 110 A   Leadership in Public and Nonprofit Organizations   1755   PCC:Room 110 A   Leadership in Public and Nonprofit Organizations   1755   PCC:Room 110 A   Leadership in Public and Nonprofit Organizations   1755   PCC:Room 110 A   Networks and Performance   1750   1751   175	Mon	8:00am	887	PCC:Room 107 A	New Directions for Research on Bureaucracy
9:45am 974 PCC:Room 107 A Public and Nonprofit Decision Making 975 PCC:Room 110 A Public Management & Policy 976 PCC:Room 125 Design of Public Organizations  11:30am 1079 PCC:Room 111 B SHRM & Public Sector Austerity 1080 PCC:Room 120 C Diversity and Inclusion Employee Attitudes 1082 PCC:Room 125 Values, Ethics and Stewardship 1:15pm 1172 PCC:Room 125 Values, Ethics and Stewardship 1:15pm 1172 PCC:Room 125 Human Resource Management 3:00pm 1279 PCC:Room 125 Performance in Public and Nonprofit Organizations 4:45pm 1384 PCC:Room 114-Aud. Lecture Hall Honoring The Life and Work of Keith Provan 1534 PCC:Room 110 A Turnover and Job Security 1535 PCC:Room 125 Organizational Behavior in the Public Sector 9:45am 1639 PCC:Room 102 B Community, Society and Nonprofits 9:45am 1639 PCC:Room 102 B Community, Society and Nonprofits 11:30am 1751 PCC:Room 102 B Capacity and Structure in Nonprofit Organizations 1752 PCC:Room 102 B Capacity and Structure in Nonprofit Organizations 1753 PCC:Room 104 Public Service Motivation: Evolving Knowledge 1753 PCC:Room 110 A Leadership in Public and Nonprofit Organizations 1:15pm 1851 PCC:Room 110 A Leadership in Public and Nonprofit Organizations 11:15pm 1851 PCC:Room 110 A Networks and Performance			888	PCC:Room 110 A	
975   PCC:Room 110 A   Public Management & Policy			889	PCC:Room 125	Organizational Change: Determinants and Outcomes
11:30am		9:45am	974	PCC:Room 107 A	Public and Nonprofit Decision Making
11:30am			975	PCC:Room 110 A	Public Management & Policy
1080			976	PCC:Room 125	Design of Public Organizations
1081   PCC:Room 121 C   Employee Attitudes		11:30am	1079	PCC:Room 111 B	SHRM & Public Sector Austerity
1082   PCC:Room 125   Values, Ethics and Stewardship			1080	PCC:Room 120 C	Diversity and Inclusion
1:15pm			1081	PCC:Room 121 C	Employee Attitudes
1173   PCC:Room 125   Human Resource Management			1082	PCC:Room 125	Values, Ethics and Stewardship
3:00pm		1:15pm	1172	PCC:Room 110 A	Public and Nonprofit Financial Performance
4:45pm			1173	PCC:Room 125	Human Resource Management
Tue         8:00am         1534 PCC:Room 110 A PCC:Room 125         Turnover and Job Security Organizational Behavior in the Public Sector           9:45am         1639 PCC:Room 102 B Community, Society and Nonprofits 1640 PCC:Room 110 A Contract Mgmt & Performance 1641 PCC:Room 125 Collaboration and Complexity           11:30am         1751 PCC:Room 102 B Capacity and Structure in Nonprofit Organizations 1752 PCC:Room 110 A Public Service Motivation: Evolving Knowledge 1753 PCC:Room 125 Multi-Sector Collaboration           1:15pm         1851 PCC:Room 110 A Leadership in Public and Nonprofit Organizations 3:00pm           3:00pm         1944 PCC:Room 110 A			1279	PCC:Room 125	Performance in Public and Nonprofit Organizations
1535   PCC:Room 125   Organizational Behavior in the Public Sector		· ·	1384	PCC:Room 114-Aud. Lecture Hall	Honoring The Life and Work of Keith Provan
9:45am	Tue	8:00am	1534	PCC:Room 110 A	Turnover and Job Security
1640			1535	PCC:Room 125	Organizational Behavior in the Public Sector
11:30am 1751 PCC:Room 125 Collaboration and Complexity  11:30am 1751 PCC:Room 102 B Capacity and Structure in Nonprofit Organizations 1752 PCC:Room 110 A Public Service Motivation: Evolving Knowledge 1753 PCC:Room 125 Multi-Sector Collaboration  1:15pm 1851 PCC:Room 110 A Leadership in Public and Nonprofit Organizations  3:00pm 1944 PCC:Room 110 A Networks and Performance		9:45am	1639	PCC:Room 102 B	Community, Society and Nonprofits
11:30am 1751 PCC:Room 102 B Capacity and Structure in Nonprofit Organizations 1752 PCC:Room 110 A Public Service Motivation: Evolving Knowledge 1753 PCC:Room 125 Multi-Sector Collaboration 1:15pm 1851 PCC:Room 110 A Leadership in Public and Nonprofit Organizations 3:00pm 1944 PCC:Room 110 A Networks and Performance			1640	PCC:Room 110 A	Contract Mgmt & Performance
1752 PCC:Room 110 A Public Service Motivation: Evolving Knowledge 1753 PCC:Room 125 Multi-Sector Collaboration  1:15pm 1851 PCC:Room 110 A Leadership in Public and Nonprofit Organizations  3:00pm 1944 PCC:Room 110 A Networks and Performance			1641	PCC:Room 125	Collaboration and Complexity
1753PCC:Room 125Multi-Sector Collaboration1:15pm1851PCC:Room 110 ALeadership in Public and Nonprofit Organizations3:00pm1944PCC:Room 110 ANetworks and Performance		11:30am			· · · ·
1:15pm1851PCC:Room 110 ALeadership in Public and Nonprofit Organizations3:00pm1944PCC:Room 110 ANetworks and Performance					
3:00pm <b>1944</b> PCC:Room 110 A Networks and Performance					
1945 PCC:Room 125 Understanding Resources in Nonprofit Organizations		3:00pm			
			1945	PCC:Room 125	Understanding Resources in Nonprofit Organizations

### Research Methods

Program Chair: Hettie A. Richardson, Texas Christian U. Professional Development Workshop Chair: Daniel A. Newman, U. of Illinois at Urbana-Champaign

Day S	Start	#	Location	Session Information
Fri	8:00am	19	SHR:Philadelphia South	Strategic Human Capital
		28	PCC:Room 102 A	Visualization and IM Research
		32	LWS:Commonwealth C	Content Analysis Research
		44	SHR:Salon 5	Advice on Qual Dissertations
		45	SHR:Independence A	Advanced SEM
_	11:15am	92	SHR:Salon 5	Unobtrusive measures
		93	SHR:Independence A	Qualitative Comparative Analysis (QCA)
_	1:00pm	115	PCC:Room 202 A	Experimental Research
_	1:30pm	123	PCC:Room 203 A	Stages of Org Ethnography
Sat	8:00am	231	PCC:Room 113 C	Organizational Genetics
		234	PCC:Room 102 B	Unlocking the Power of Words
		236	PCC:Room 119 B	Introduction to Social Network
		240	SHR:Philadelphia South	Moderation
		241	SHR:Freedom H	Ask the Experts: Micro & Macro Research Methods
_		242	SHR:Philadelphia North	Qualitative Methods: Ask the experts
	9:00am	266	LWS:Commonwealth C	Language & Cultural Knowledge
		268	MAR:Room 406	Phone-Enabled ESM & EMA
_	10:15am	286	SHR:Salon 3	PSED: 2014 Status and Future
		294	SHR:Freedom H	Polynomial Regression
		295	SHR:Freedom F	How to Define, Identify, and Handle Outliers
_		296	SHR:Philadelphia North	Grounded Theory
	11:15am	313	SHR:Independence A	Methods and Data for Research on Business Models
_		314	SHR:Independence B	Measuring Value
	1:00pm	370	SHR:Salon 3	Publication Bias: Causes, Dete
_		371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
	2:00pm	390	PCC:Room 117	Advanced Networks PDW
_		391	SHR:Independence B	Scale development workshop
_	2:45pm	412	SHR:Freedom F	Moderated Mediation
	3:15pm	423	MAR:Grand Ballroom Salon J	Mentoring Leadership Scholars
_		425	SHR:Salon 3	Tools for Improving SEM Model Evaluation
_	3:45pm	440	SHR:Independence C	Advanced Bayesian Statistics
	4:15pm	452	LWS:Commonwealth A2	How to Measure Meaning at the Collective Level
		454	SHR:Independence B	Vignette Studies
_		455	SHR:Freedom G	Video Ethnography
	5:30pm	474	SHR:Salon 9	Research Methods Doctoral Consortium Social
_	44.45	475	SHR:Salon 3	IRA and IRR Methods
Sun	11:15am	584	SHR:Parlor A	Mixed Topics on Methods
_	2:30pm	656	SHR:Salon 5	RM Executive Committee Meeting
	4:45pm	751	SHR:Salon 5	Research Methods Division Past Chairs Meeting
Mon	8:00am	890	SHR:Freedom G	The Power of Words in RM
_	0.45	891	SHR:Independence D	Common Method Variance
	9:45am	977	SHR:Independence D	Improving Measurement
_	11:20c	978	SHR:Freedom G	JS: Qualitative Comp. Analysis
	11:30am	1084	SHR:Freedom G	Developments in Multi-Level Methods
_	1:15000	1085	SHR:Independence D	Approaches to Modeling
	1:15pm	1174	SHR:Independence D	Research Methods for Building Better Theory
_	2:00nm	1175	SHR:Freedom G	JS: "Big Science" in Management
	3:00pm	1280	SHR:Freedom G	Advances and Challenges in Ethnography
_	1:45nm	1281	SHR:Independence D	SHCS: Statistical Control
_	4:45pm	1385	SHR:Philadelphia North	Doing Meaningful Research
_	6:30pm	1411	SHR:Independence A	Research Methods Division Business Meeting
T	7:30pm	1422	SHR:Independence B	Research Methods Division Reception
Tue	8:00am	1536	SHR:Independence D	A Selection of Measurement Development Studies

	Research Methods (cont.)			
Day	Start	#	Location	Session Information
Tue	9:45am	1642	SHR:Independence D	Best Practices
	11:30am	1732	SHR:Independence D	JS: Words and Leadership Ratings
	1:15pm	1852	SHR:Independence D	JS: Size of Organization Science
	3:00pm	1941	SHR:Independence D	JS: State of the Arts

# Social Issues in Management

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

Day 3	Start	#	Location	Session Information
Fri	8:00am	32	LWS:Commonwealth C	Content Analysis Research
		46	LWS:Regency Ballroom C1	Social Issues in Management Doctoral Consortium
_	8:30am	50	OS:TBD	SE Site Visits
_	9:00am	56	LWS:Commonwealth A2	Responsible Education Action
_	10:00am	71	LWS:Washington Room B	Creating Sustainable Economies
_	10:15am	76	LWS:Washington Room A	Wisdom in Business
_	3:00pm	138	MAR:Room 301	Project Stakeholder Analysis
Sat	1:30pm	180	OS:TBD	Getting out of the hotels
_	8:00am	207	SHR:Salon 3	SE & family business research
		217	SHR:Salon 4	Humanistic Management
		243	LWS:Commonwealth D	The 2014 Joint ONE-SIM Junior Faculty Consortium
_	10:00am	279	PCC:Room 115 AB	Words, Leading, and Change
_	10:15am	292	MAR:Grand Ballroom Salon B	Sustainable Supply Chains
		293	PCC:Room 109 B	Sustainability in Mngt Ed
-	10:45am	310	LWS:Commonwealth A2	Mgmt. Education and Poverty
-	11:15am	321	LWS:Regency Ballroom C2	Intellectual Shamans
-	12:00pm	333	LWS:Regency Ballroom C1	SIM Manuscript Development Workshop
_	12:15pm	339	LWS:Penn	Shareholder Empowerment
_	12:30pm	347	LWS:Commonwealth C	Power of Spiritual Words
-	2:00pm	393	LWS:Commonwealth A2	Practicing Political CSR
_	2:15pm	399	LWS:Regency Ballroom C1	SIM Research Incubator
-	2:30pm	402	PCC:Room 121 A	Cosmopolitan Sustainability
_	2:45pm	413	LWS:Congress Room B	Film: teaching social issues
-	3:00pm	417	LWS:Anthony Room	Active Learning & Social ENT
	•	419	LWS:Congress Room A	Reviewing in the Rough
_	4:15pm	456	LWS:Washington Room C	SIMian Speed Dating
_	4:30pm	458	PCC:Room 104 A,B	Degrowth - sense-making
_	5:30pm	476	OS:Radisson Blu Warwick Hotel	SIM/SBE Joint Keynote and Reception
Sun	11:15am	586	LWS:Washington Room B	International SIM Research
		587	PCC:Room 103 A	SHCS: The Contested Nature of UN GC
_	12:30pm	603	LWS:Adams Room	SIM Governance Committee
_	1:00pm	629	LWS:Washington Room B	Roundtable on Stakeholder Research
	•	630	PCC:Room 121 B	JS: Words Rarely Used
_	2:45pm	678	LWS:Washington Room B	Roundtable on CSP and CSR Research
_	4:00pm	716	LWS:Commonwealth D	SIM Best Dissertation Finalists
_	4:30pm	746	LWS:Regency Ballroom C1	Business & Society Editorial Board Meeting
	•	747	LWS:Washington Room B	Roundtable on Theory Building SIM Research
		748	PCC:Room 118 A	SHCS: Corporates-Citizens-New Media
_	6:00pm	772	LWS:Adams Room	IABS Board Meeting
_	6:30pm	775	LWS:Washington Room C	SIM Salon
_	7:30pm	781	LWS:Regency Ballroom C2	SIM Sunday Night Reception
Mon	7:30am	797	LWS:Regency Ballroom C1	SIM Morning Jumpstart
_	8:00am	818	SHR:Philadelphia South	JS: CSR, People, and Performance
		827	PCC:Room 119 B	JS: Inequality and Organizations
		874	MAR:Grand Ballroom Salon J	JS: Workplace Interactions
		881	PCC:Room 103 A	JS: Sustainability Journey
		894	LWS:Anthony Room	Doing Good
		895	LWS:Commonwealth A2	CSR and Strategy
		896	LWS:Commonwealth B	Stakeholder Dialogue and Engagement
			LWC:Congress Boom B	Irresponsible Corporate Behavior
		897	LWS:Congress Room B	irresponsible Corporate Beriavior

		Soci	al Issues in	Management (cont.)
Day :	Start	#	Location	Session Information
Mon	9:45am	934	LWS:Commonwealth B	JS: Community Matters
		935	LWS:Washington Room C	JS: Men and Masculinity at Work
		971	PCC:Room 109 B	JS: Investing in Impact: Social Innovation in Finance
		980	LWS:Anthony Room	Consumers and Ethics
		981	LWS:Commonwealth A2	The Power of Words in SIM Research
		982	LWS:Congress Room B	Poverty Alleviation: Strategies and Outcomes
		983	LWS:Congress Room C	Moral Intensity and Awareness
		984	LWS:Adams Room	JS: Sense of Duty: The Meaning Behind the Words
_	11:30am	1078	PCC:Room 119 A	JS: Maintaining Core Mission
		1088	LWS:Adams Room	Employees and Business Responsibility
		1089	LWS:Anthony Room	Shared Value, Shared Values
		1090	LWS:Commonwealth A2	Strategy and Responsibility
		1091	LWS:Congress Room B	Political CSR: Definitions and Critiques
		1092	LWS:Congress Room C	Discourse Analysis and Business Ethics
		1093	PCC:Room 124	SHCS: What's a Corp. Elite to Do?
_	1:15pm	1107	SHR:Freedom F	JS: Power of Corporate Documents
		1167	PCC:Room 109 B	SHCS: Pathways to Alleviate Poverty
		1178	LWS:Anthony Room	Stakeholder Influences and Responsibilities
		1179	LWS:Commonwealth A2	Internal and External Reactions to Wrongdoing
		1180	LWS:Congress Room B	Philosophical Perspectives on SIM Research
		1181	LWS:Congress Room C	Ethical Leadership
		1182	LWS:Parlor 2	Responsibility in Family Firms
_	3:00pm	1278	PCC:Room 108 A	SHCS: After Greenwashing
		1284	LWS:Anthony Room	CSR and Sustainability in Asia
		1285	LWS:Commonwealth A2	Corporation in the Community
		1286	LWS:Congress Room B	Issue Management: Processes and Outcomes
		1287	LWS:Parlor 2	External Institutional Theory
		1288	LWS:Congress Room C	JS: Development-oriented CSR
_	4:45pm	1332	MAR:Grand Ballroom Salon I	JS: Silence as Employee Response
		1365	MAR:Grand Ballroom Salon I	B SHCS: CSR and Sustainability
		1387	LWS:Commonwealth B	SIM Division Meeting
	6:30pm	1413	LWS:Commonwealth C	SIM Social
Tue	7:30am	1431	LWS:Regency Ballroom C1	SIM Morning Jumpstart
	8:00am	1538	LWS:Anthony Room	CSR in Small and Locally Focused Organizations
		1539	LWS:Commonwealth A2	Leaders and Responsible Firms
		1540	LWS:Congress Room B	Human Rights, Labor Rights, and Globalization
		1541	LWS:Congress Room C	Business Ethics and Sustainability
_		1542	LWS:Parlor 2	New Perspectives on Corporate Social Performance
	9:45am	1569	PCC:Room 118 A	JS: Justice as a DV
		1582	LWS:Washington Room B	SHCS: Social Class in the Workplace
		1619	MAR:Room 305	JS: Moral Psychology At Work
		1644	LWS:Anthony Room	Leaders, Emotions, and Stories
		1645	LWS:Commonwealth A2	Governance & CSP
		1646	LWS:Commonwealth C	Creating a Space for Social Hybrids
		1647	LWS:Congress Room B	Internal Institutional Theory
-	11:30am	1648	LWS:Congress Room C	Social Enterprises, NGOs, and Social Outcomes
	11.50am	1687	LWS:Parlor 1	JS: The Bursting Pipeline
		1712 1755	LWS:Congress Room C LWS:Regency Ballroom B	JS: Workplace Spirituality SIM Plenary
-	1:15pm	1834	MAR:Room 305	JS: Moral Fire in the Belly
	птории	1850	PCC:Room 113 C	SHCS: Environmental Sustainability
		1854	LWS:Anthony Room	External and Linguistic
		1855	LWS:Commonwealth A2	Corporate Political Activity
		1856	LWS:Congress Room C	Microfinance: Social Challenges and Social Effects
		1857	LWS:Parlor 2	Gender and Ethical Decision Making
		1858	LWS:Congress Room B	JS: Behavioral Ethics
		.000		CO. Donational Europ

		Soci	al Issues in	Management (cont.)
Day	Start	#	Location	Session Information
Tue	3:00pm	1880	PCC:Room 124	JS: Challenging Industrial Food
		1921	MAR:Room 303	JS: Kindhearted Reactions
		1928	MAR:Room 404	JS: Customer Misbehavior
		1929	MAR:Room 406	JS: Inequality and Trust
		1942	PCC:Room 102 A	JS: What Happened To The Elites?
		1947	LWS:Commonwealth C	Legitimacy and Responsibility
		1948	LWS:Congress Room B	New Perspectives on Corporate Wrongdoing
		1949	LWS:Congress Room C	Corporate Social Responsibility
		1950	LWS:Parlor 2	Space for Human Trafficking

#### Strategizing Activities and Practices

Program Chair: Anne D. Smith, U. of Tennessee, Knoxville Professional Development Workshop Chair: Jane Kirsten Le, The U. of Sydney

Day	Start	#	Location	Session Information
Fri	10:00am	70	SHR:Freedom G	Exploring Innovative Ways of Teaching Strategy
	11:15am	91	PCC:Room 120 B	Vocabularies matter
	1:15pm	118	SHR:Freedom G	Publishing from PhD Thesis
	3:45pm	148	PCC:Room 120 A	OMT Mid-Career Faculty Paper Development Workshop
	6:00pm	173	OS:Philadelphia Museum of Art	SAP Social Event
Sat	8:00am	201	SHR:Independence B	Discourse Analysis in Strategy
		237	PCC:Room 202 A	Processes/Practices/ Routines
	9:00am	270	OS:Benjamin Franklin Museum	Franklin's Strategic Alliances
	1:00pm	371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
	2:00pm	392	SHR:Independence D	SAP Paper Development Workshop
	4:15pm	455	SHR:Freedom G	Video Ethnography
Sun	11:15am	585	SHR:Freedom H	Str. Activities: Agri. Context
	4:30pm	741	PCC:Room 121 A	JS: Dialogue and Process Theory
	5:00pm	758	SHR:Salon 9	SAP IG Executive committee meeting
Mon	8:00am	880	PCC:Room 110 B	JS: A (N)ever Changing Change?
		892	SHR:Horizons Rooftop Ballroom	Power of Words: Rhetoric
		893	SHR:Logan's 1 & 2	Middle Mgmt Strategic Activity
	9:45am	979	SHR:Liberty Ballroom A	SAP Distinguished Keynote
	11:30am	1086	SHR:Logan's 1 & 2	SHCS: Strategizing, Change and Identity Work
		1087	SHR:Horizons Rooftop Ballroom	JS: The Emergence of Organizational Routines
	1:15pm	1176	SHR:Freedom H	New Agendas in SAP Research
		1177	SHR:Logan's 1 & 2	JS: Leadership-as-Practice
	3:00pm	1282	SHR:Logan's 1 & 2	Change, Renewal, Management
		1283	SHR:Salon 2	Strategy Tools I: Diverse Tools
	4:45pm	1386	SHR:Salon 2	Strategy Tools II: Tools-In-Practice
	6:30pm	1412	SHR:Horizons Rooftop Ballroom	SAP Business Meeting and Social
Tue	8:00am	1537	SHR:Parlor D	Field Level Value Creation
	9:45am	1643	SHR:Parlor D	Managerial Perceptions and Strategizing Activities
	11:30am	1754	SHR:Parlor D	The Power of Words in Strategizing Activities
	1:15pm	1853	SHR:Parlor D	Words & Strategic Thinking
	3:00pm	1946	SHR:Parlor D	Coping w/powerful environments

### Technology & Innovation Management

Program Chair: Mary Tripsas, Boston College Professional Development Workshop Chair: Keld Laursen, Copenhagen Business School

Day	Start	#	Location	Session Information
Fri	8:00am	20	SHR:Independence B	Dealing with Endogeneity
		42	PCC:Room 120 C	Cultural Entrepreneurship
_	9:00am	54	SHR:Independence C	Designing Alliance Agreements
_	9:30am	61	PCC:Room 121 B	TIM Doctoral Students Consortium (Day 1)
		62	OS:Wharton School	From (Auto)Mobile to Mobility
	12:00pm	99	PCC:Room 102 A	TIM Junior Faculty Consortium (Day1)
_	12:30pm	110	PCC:Room 120 C	Researching Open Innovation
_	1:00pm	111	SHR:Freedom H	False Positives in Management
		117	PCC:Room 121 A	Multilevel Innovation Networks
_	2:00pm	130	PCC:Room 120 B	Employees' Mobility: Approaches and Methods
_	2:30pm	131	SHR:Salon 5	Management and Finance
_	2:45pm	133	PCC:Room 202 B	The Seduction of Coopetition
		134	PCC:Room 122 A	Networks and Innovation
_	3:00pm	136	SHR:Philadelphia South	Creating and Capturing Value
-	3:15pm	143	PCC:Room 202 A	Organizational Search
-	4:00pm	152	OS:Drexel University	Technological Disruption
-	5:15pm	161	PCC:Room 109 A	Innovation in Services
Sat	8:00am	200	SHR:Salon 10	Entrepreneurial Finance
		208	SHR:Freedom G	Academic ENT Theories
		238	PCC:Room 203 B	Exaptation
		242	SHR:Philadelphia North	Qualitative Methods: Ask the experts
		244	PCC:Room 102 A	TIM Junior Faculty Consortium (Day 2)
		245	PCC:Room 103 C	TIM Doctoral Students Consortium (Day 2)
		246	PCC:Room 120 C	Global Online Education
_	8:30am	257	PCC:Room 203 A	Globalizing Innovation: The Current Discourse
-	10:15am	297	PCC:Room 118 B	Outreach Via Online Courses
		298	PCC:Room 203 B	Revisiting the Product Ontology
_	11:00am	312	PCC:Room 121 A	Teaching Social Networks
-	11:15am	314	SHR:Independence B	Measuring Value
_	12:00pm	334	PCC:Room 201 A	TIM Distinguished Scholar Luncheon
-	12:30pm	340	SHR:Freedom F	Organizations and Strategy
		355	PCC:Room 126 B	Innovating teaching innovation
		356	PCC:Room 107 A	Big Data and Innovation: Toward a Research Agenda
-	12:45pm	358	SHR:Salon 5	Creating a Structured Draft
_	1:00pm	363	OS:TBA	Mid-Career Faculty Consortium
		368	MAR:Room 406	Innovation Versus Risk – All the Same for Teams?
		371	SHR:Liberty Ballroom D	Novel Data and Methods in Process Research
_	1:30pm	374	SHR:Freedom H	Acquisitions and Alliances
-	2:30pm	403	PCC:Room 203 A	Patent PDW
-	3:15pm	426	PCC:Room 203 B	Bierly`s Legacy to TIM
		427	PCC:Room 109 B	Business Model Innovation
_	3:30pm	430	SHR:Freedom E	Corporate Spin-offs
-	3:45pm	436	PCC:Room 112 B	Connectivity & Innovation
		440	SHR:Independence C	Advanced Bayesian Statistics
-	4:00pm	443	SHR:Salon 5	Brains to Organization
	•	465	SHR:Philadelphia South	Entrepreneurial Ecosystems
Sun	7:00am	499	PCC:Room 126 B	TIM Breakfast
-	11:15am	588	PCC:Room 108 A	Interfirm relationships and competition
		589	PCC:Room 111 B	Creativity and the Design Process
=	1:00pm	628	PCC:Room 103 A	SHCS: Towards Government 2.0

ıy S	Start	#	Location	on Management (cont.)  Session Information
ın	2:45pm	666	PCC:Room 103 A	JS: Policy Reforms and Startups
		679	PCC:Room 116	"Green" Innovation Strategies
		680	PCC:Room 108 A	Protecting IP: Patents and Trademarks
_	4:30pm	728	PCC:Room 121 B	JS: Business Model Innovation
		749	PCC:Room 108 A	Open Innovation and Communities
		750	PCC:Room 111 A	TIM Executive Committee Meeting
_	5:30pm	761	PCC:Room 103 A	TIM Business Meeting
_	6:30pm	776	PCC:Room 109 B	TIM Division Social
on	8:00am	819	SHR:Freedom F	JS: Policy Reforms and Startups
		899	PCC:Room 204 A	Technology Use and Adoption
		900	PCC:Room 103 C	Innovation at the Boundary
		901	PCC:Room 104 A	IP Trust & R&D Collaborations
		902	PCC:Room 104 B	Multicultural Issues in Innovation and Management
		903	PCC:Room 111 B	Network Configuration and Innovation
		904	PCC:Room 113 C	Ecosystems and Complementary Assets
		905	PCC:Room 117	Open Innovation Research: Past and Future
		906	PCC:Room 120 C	Competitive Dynamics of Innovation
		907	PCC:Room 121 C	How Financial Resources Influence Innovation
_		908	PCC:Room 203 A	CEO Characteristics and Leadership Styles
	9:45am	985	PCC:Room 103 C	University-Industry Collaboration
		986	PCC:Room 104 A	IP Management as a Capability
		987	PCC:Room 111 B	Innovation Contests
		988	PCC:Room 117	Open Innovation and Customers
		989	PCC:Room 120 C	Organizational Boundaries and Innovation
		990	PCC:Room 121 C	Institutions, Entrepreneurship, and Policy
		991	PCC:Room 203 A	New Knowledge Strategies
		992	PCC:Room 113 C	SHCS: Platforms and Ecosystems
		993	PCC:Room 104 B	JS: Innovation and Entrepreneurship in China
	11:30am	1005	SHR:Freedom F	JS: Routines: Theory & Data
		1006	SHR:Philadelphia South	JS: Ent Finance, Selection, Perf
		1094	PCC:Room 114-Aud. Lecture Hall	Creating Capacity for Innovation
	1:15pm	1106	SHR:Independence A	JS: Crowdfunding
		1168	PCC:Room 113 A	SHCS: Industry Evolution Revisited
		1183	PCC:Room 104 A	Intellectual Property Strategy
		1184	PCC:Room 104 B	Innovation Adoption: Barriers and Conditions
		1185	PCC:Room 120 C	R&D Spending and Innovative Productivity
		1186	PCC:Room 121 C	"Evolution of Early Ventures"
		1187	PCC:Room 203 A	Administrative Outcomes
		1188	PCC:Room 103 C	JS: Changing Research Enterprise
		1189	PCC:Room 117	JS: Debate Open Innovation Crowds
		1190	PCC:Room 111 B	JS: Impact of Crowdsourcing Ideas
_		1191	PCC:Room 113 C	JS: Innovation Ecosystems
	3:00pm	1222	SHR:Philadelphia North	JS: Neuroentrepreneurship!
		1277	PCC:Room 113 B	JS: Non-market Actors & Innovation
		1289	PCC:Room 103 C	Academic Science & Industry
		1290	PCC:Room 104 A	Patent Thickets and the influence of IP litigation
		1291	PCC:Room 104 B	Managing Global R&D
		1292	PCC:Room 113 C	Innovation through ecosystems and platforms
		1293	PCC:Room 117	Open Innovation in Creative Industries
		1294	PCC:Room 120 C	Methodological Advances
		1295	PCC:Room 121 C	New Venture Learning Methods
		1296	PCC:Room 203 A	Ambidexterity and Dynamic Capabilities

6	Technology & Innovation Management (cont.)					
	Start	#	Location	Session Information		
on	4:45pm	1307	SHR:Freedom F	JS: Dyn. Cap. and Path Dependence		
		1324	SHR:Freedom E	JS: Hackers Makers & Crowdfunding		
		1369	MAR:Grand Ballroom Salon L	JS: Network drivers of creativity		
		1382	PCC:Room 203 B	JS: Resource Malleability		
		1388	PCC:Room 103 C	University Technology Transfer		
		1389	PCC:Room 111 B	Crowdsourcing Innovations		
		1390	PCC:Room 113 C	Standards: Costs, Benefits and Competition		
		1391	PCC:Room 120 C	Industry Emergence + Evolution		
		1392	PCC:Room 121 C	Technology-Based New Venture Strategies		
		1393	PCC:Room 203 A	Search and Innovation Problem-Solving		
ue	8:00am	1451	SHR:Philadelphia South	JS: Patents and Intellectual Property Rights		
		1514	MAR:Room 403	JS: Flipping the Script: Creativity as an Antecedent		
		1531	PCC:Room 102 A	JS: Performativity		
		1543	PCC:Room 104 A	•		
				Mobility Collab & Science		
		1544	PCC:Room 111 B	Nets & Knowledge Diffusion		
		1545	PCC:Room 113 B	Development Teams		
		1546	PCC:Room 117	Appropriability and Open Innovation		
		1547	PCC:Room 121 C	Shaping New Markets		
_		1548	PCC:Room 203 A	Mind the Market: Implications for Innovation		
	9:45am	1560	SHR:Freedom F	JS: Firms & Innovation Communities		
		1561	SHR:Philadelphia South	SHCS: Industries vs Ecosystems		
		1578	SHR:Philadelphia North	JS: Creating & Growing Entrepreneurial Ecosystems		
		1649	PCC:Room 111 B	Intra-Organizational Networks and Innovation		
		1650	PCC:Room 113 B	Crossing Functions & Clusters		
		1651	PCC:Room 203 A	Learning and Innovation		
		1652	PCC:Room 104 A	JS: Skills, Innovation and Mobilit		
		1653	PCC:Room 117	JS: Profiting from Open Innovation		
		1654	PCC:Room 121 C	JS: Firm Adaptation: Org Change		
_	11:30am					
	11.000111	1666	SHR:Philadelphia South	JS: Appropriating Value from Ideas		
		1682	SHR:Philadelphia North	JS: New Conversations on Business Models		
		1729	MAR:Room 403	JS: Interactionist Creativity		
		1756	PCC:Room 104 A	Recombination and Innovation Performance		
		1757	PCC:Room 111 B	Inter-firm Networks and Diversity		
		1758	PCC:Room 113 B	Cognitive Styles & Creativity		
		1759	PCC:Room 117	Profiting from Open and User Innovation		
		1760	PCC:Room 126 B	Supply Chain Innovation and Integration		
		1761	PCC:Room 203 A	Organization Structure and Innovation		
		1762	PCC:Room 121 C	JS: Sci Professionals & Tech Direc		
	1:15pm	1775	SHR:Freedom F	JS: Geographic Mobility and Innovative Activity		
		1848	PCC:Room 113 A	JS: Social Movements and Markets		
		1859	PCC:Room 104 A	Managing Complexity Through Modularity		
		1860	PCC:Room 111 B	Inter-Organizational Alliances		
		1861	PCC:Room 113 B	Analyzing Creativity		
		1862	PCC:Room 117	Open Innovation: Incentives for Contributing		
		1863				
			PCC:Room 121 C	Building and Seeking Legitimacy		
		1864	PCC:Room 126 B	Stakeholder Expectations		
_	2:00n	1865	PCC:Room 203 A	Learning Through Licensing and Acquisitions		
	3:00pm	1874	SHR:Philadelphia South	SHCS: Technological Discontinuities		
		1943	PCC:Room 107 B	JS: Networks and Innovation: The Multilevel Journey		
		1951	PCC:Room 104 A	Business model innovation and firm performance		
		1952	PCC:Room 111 B	Ambidexterity and Networks		
		1953	PCC:Room 113 B	Group Creativity and Team Personalities		
		1954	PCC:Room 117	Open Innovation: When it Works, When it Doesn't		
				Technology Innovation and Sustainability		
		1955	PCC.ROOM IZEC			
		1955 1956	PCC:Room 121 C PCC:Room 126 B	R&D Alliances		

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# In Conjunction With Activities

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

Day	Start	#	Location	Session Information		
Fri	8:00am	25	MAR:Conference Suite 1	IMD International Meeting Room		
_	1:30pm	121	MAR:Conference Suite 1	IMD International		
_	5:00pm	156	MAR:Grand Ballroom Salon H	Warwick Business School Reception		
_	6:00pm	168	MAR:Room 410	Future of Supply Mgt. Research		
Sat	8:00am	212	MAR:Conference Suite 1	IMD International Meeting Room Day 2		
_	9:00am	262	MAR:Room 308	Administrative Science Quarterly Editors Meeting		
		263	MAR:Room 413	Human Relations Editorial Team Meeting		
_	1:30pm	377	MAR:Conference Suite 1	IMD International Day 2		
	3:30pm	432	LWS:Tubman Room	JME Editorial Board Meeting		
	4:00pm	445	MAR:Room 410	Cross Cultural Management editorial board meeting		
_		446	MAR:Room 413	Human Relations Editorial Board Business Meeting (CANCELLED)		
	6:30pm	488	MAR:Grand Ballroom Salon H	CMSC Reunion		
Sun	7:30am	500	MAR:Liberty Ballroom Salon C	Gathering of POS Scholars		
_	8:00am	512	MAR:Conference Suite 2	IMD International Meeting Room Day 3		
	8:30am	517	MAR:Room 406	JOM Review Issue - Micro AE's		
		518	SHR:Salon 10	JABS AE Meeting		
_		519	SHR:Seminar Room A	CDI Ed Board meeting		
_	9:00am	522	MAR:Room 401	Editorial Board Meeting		
_	9:30am	525	SHR:Salon 4	OS Board Meeting & Breakfast		
_	9:45am	535	SHR:Salon 10	JABS ERB Meeting		
_	10:00am	540	MAR:Grand Ballroom Salon K	PPsych Editorial Board Meeting		
_	10:30am	544	MAR:Room 304	EJIM annual get-together		
_	11:00am	558	SHR:Seminar Room A	JOEPP Ed Board meeting		
	11:30am	591	MAR:Liberty Ballroom Salon A	ET&P Luncheon		
-		592	MAR:Room 407	JOM Associate Editors lunch		
	12:00pm	331	MAR:Room 404	Kauffman Foundation Emerging Scholars Luncheon		
		595	PCC:Room 108 B	SAMS/JMS Reception		
-		596	MAR:Room 307	OrgSci Senior Editors Luncheon		
	12:30pm	601	SHR:Salon 10	GOM ERB Lunch		
	1:00pm	621	PCC:Room 113 B	IACMR MOR meeting		
-	1.00	622	MAR:Room 406	JOM Review Issue - Macro AEs		
	1:30pm	635	MAR:Conference Suite 2	IMD International - Day 3		
	2:00pm	646	PCC:Room 115 B	Editor`s Panel		
		647	MAR:Grand Ballroom Salon C	The Leadership Quarterly Board Meeting		
		648	MAR:Grand Ballroom Salon J	Administrative Science Quarterly Board Meeting		
-	2:00nm	649	SHR:Parlor B	Organization Board Meeting		
	3:00pm	682 684	MAR:Grand Ballroom Salon B SHR:Seminar Room A	Administrative Science Quarterly Reception		
- - - -	3:15pm		MAR:Grand Ballroom Salon C	JMP Ed Board meeting		
	4:00pm	683		NLS Member Meeting		
	4.00pm	713	MAR:Grand Ballroom Salon K	JOM Editorial Board Meeting and Reception		
		714 745	MAR:Independence Ballroom I	Cincinnati Managment Department Reception		
	4:15pm	715	MAR: Independence Ballroom II	MFCA Business Meeting		
	4:30pm	717 734	MAR:Grand Ballroom Salon C MAR:Room 305	NLS Awards Presentations  New Books from Emerald Group Publishing Ltd.		
	4.00μπ	734 735				
	5:00pm	755 755	SHR:Philadelphia South PCC:Room 115 B	OrgSci ERB Reception  IACMR Business Meeting		
	0.00pm	755 757	LWS:Commonwealth C	CEMS & GBSN Joint Social Networking Event		
	5:15pm	759	MAR:Grand Ballroom Salon D	Network of Leadership Scholars (NLS) Reception		
	6:00pm	481	PCC:Room 113 C	Kauffman Foundation Reception		
-	0.00piii	<b>→0</b> I	1 OO.NOOHI 113 C	radiman i odnodion reception		

Section C 180

		In Co	onjunction Wit	th Activities (cont.)		
Day	Start	#	Location	Session Information		
Sun	6:00pm	756	MAR:Grand Ballroom Salon J	University at Buffalo Reception		
		768	MAR:Grand Ballroom Salon G	PolyU MM Reception		
	769 MAR:Liberty Ballroom Salon (		MAR:Liberty Ballroom Salon C	Human Relations Reception		
_		770	SHR:Parlor B	O&E ERB Meeting		
	7:00pm	777	PCC:Room 108 B	IACMR/SH Jiaotong U Reception		
		778	MAR:Grand Ballroom Salon F	The HKUST-AOM Reception, 2014		
		779	SHR:Liberty Ballroom A	Univ. of Michigan Reception		
Mon	7:00am	789	LWS:Howe Room	Christian Management Scholars Network Breakfast		
		790	SHR:Liberty Ballroom C	FBR Advisory and Editorial Review Board Meetings		
	7:30am	795	PCC:Room 118C	WU Vienna Breakfast Reception		
_		796	MAR:Grand Ballroom Salon C	University of New Mexico Breakfast Reception		
_	8:00am	840	MAR:Conference Suite 1	IMD International Meeting Room Day 4		
- - -	12:00pm	1095	LWS:Howe Room	JMS Editorial Board Working Lunch		
	1:30pm	1192	MAR:Conference Suite 1	IMD International Day 4		
	3:00pm	1226	SHR:Liberty Ballroom C	ORM ERB Meeting		
	6:00pm	1397	PCC:Room 110 B	Management Learning Meet the Editors Social		
		1398	LWS:Commonwealth D	25th LQ Celebration		
-	7:00pm	1415	MAR:Liberty Ballroom	BYU Ice Cream Social at AOM		
-	8:30pm	1424	MAR:Grand Ballroom Salon H	CWRU ORBH/DM Reception		
Tue	8:00am	1485	MAR:Conference Suite 1	IMD International Meeting Room Day 5		
-	11:45am	1763	MAR:Grand Ballroom Salon A	Mindfulness at Work Microcommunity Gathering		
	1:30pm	1866	MAR:Conference Suite 1	IMD International Day 5		

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# **New from University of Toronto Press**

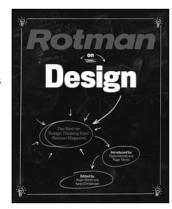


#### **Partners and Rivals**

The Uneasy Future of China's Relationship with the United States

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In *Partners and Rivals*, acclaimed economist Wendy Dobson, examines the central role that China and the United States will play on the global stage in the next half-century.



#### **Rotman on Design**

The Best on Design Thinking from Rotman Magazine

edited by Roger Martin and Karen Christensen

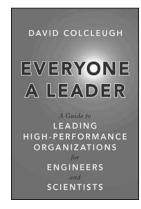
This collection features *Rotman* magazine's best articles on design thinking and business design. Anyone who is interested in fostering creativity and innovation in their organization will benefit from this engaging book.



# Innovating for the Global South

Towards an Inclusive Innovation

by Dilip Soman, Janice Gross Stein, and Joseph Wong Innovating for the Global South examines the causes and onsequences of poverty in the developing world and offers fresh solutions to mitigate its effects.



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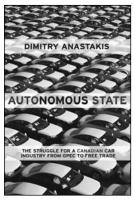


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Communication Strategies for Healthcare Managers in the Digital Age

by Patricia J. Parsons

Beyond Persuasion provides healthcare managers with a guide to using strategic communication to meet both personal and professional objectives in the digital age.



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### **Autonomous State**

The Epic Struggle for a Canadian Car Industry from OPEC to Free Trade

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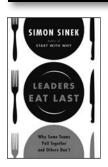
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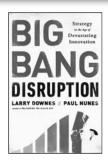
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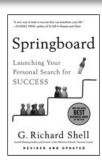
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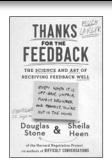


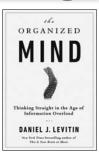












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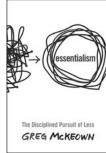
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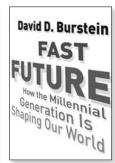
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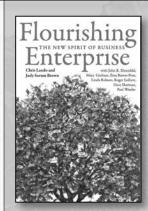
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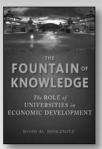


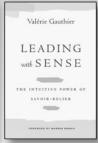
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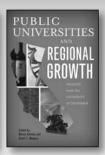
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# Notes

#### Friday 12:00AM

#### 1 : (AAA) Technology Center

12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area Tweet this session: #AOM2014 1

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

#### 2 : (AAA) Technology Center

12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1 Tweet this session: #AOM2014 2

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

### 3: (AAA) Technology Center

12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer Tweet this session: #AOM2014 3

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

#### Friday 7:00AM

#### 4: (AAA) Adopt-a-Member Meet & Greet

7:00am - 8:00am Pennsylvania Convention Center: Room 105 B

Tweet this session: #AOM2014 4

RSVP Only by July 15, 2014. Designated meet and greet space for pre-assigned mentees and mentors that have mutually pre-registered with the Membership Committee. Pennsylvania Convention Center 105B.

#### 5 : (AAA) Journal Committee Breakfast

7:00am - 8:00am Loews Philadelphia Hotel: Lescaze Room

Tweet this session: #AOM2014 5

By Invitation Only

Organizer: Mary J. Waller, York U.

#### Friday 7:30AM

#### **6** : (AAA) Conference Registration

7:30am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.

Tweet this session: #AOM2014 6

Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor

Registration

#### Friday 7:45AM

#### 7: (OC/S) OCIS Kick-Off Continental Breakfast

7:45am - 8:45am Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 7

For more information regarding this offsite event please contact

Mary Beth Watson-Manheim @ mbwm@uic.edu

#### Friday 8:00AM

#### 8: (AAA) Mother's Nursing Room

8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office Tweet this session: #AOM2014 8

## 9: (AAA) Hospitality Suite for First Time Attendees

8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B.

Tweet this session: #AOM2014 9

Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

#### 10: (AAA) Technology Center

8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB

Tweet this session: #AOM2014 10

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

#### 11: (AAA) Speaker Preparation

8:00am - 8:00pm Pennsylvania Convention Center: Room 300 Tweet this session: #AOM2014 11

### 12: (AAA) AMR: Writing Theoretical Papers – A **Workshop from the Editors**

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

Tweet this session: #AOM2014 12

This session is sponsored by the Oxford University Centre for Corporate Reputation.

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

Organizers: Cynthia E. Devers, Michigan State U.; Roy R Suddaby, U. of Alberta; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ingrid Fulmer, Rutgers U.; Neal M. Ashkanasy, The U. of Queensland, Australia

#### 13: (AAA) Board of Governors' Meeting

8:00am - 6:00pm Loews Philadelphia Hotel: Howe Room Tweet this session: #AOM2014 13

#### 14: (AAA) Speaker Preparation

8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom Tweet this session: #AOM2014 14

#### 15: (AAA) Speaker Preparation

8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7 Tweet this session: #AOM2014 15

# 16 ☐: (AAM) Guanxi/Social Network and Impacts in Varieties of Organizational Forms

8:00am - 10:30am Pennsylvania Convention Center: Room 102 B

Tweet this session: #AÓM2014 16 Organizer: Bing Ren, Nankai U.

Coordinator: Meng Yu Cheng, Feng Chia U.

Presenters: Jar-Der Luo, Tsinghua U.; Xiaotao Yao, Xi'an Jiaotong U.; Han Wu, Xi'an Jiaotong U.; Yi Guo, East China U. of Science &

Technology; Li-Qun Wei, Hong Kong Baptist U.

Participants: Yan Ling, George Mason U.; Qing Cao, U. of

Connecticut

# 17 → 🖃 🖑: (AAM, D&ITC, GDO, IM) Gender Education in South Asia's Afghanistan and Pakistan

8:00am - 11:00am Pennsylvania Convention Center: Room 203 B

Zareen, Superior U.; Adiqa Kiani, Quaid-i-Azam U.

Tweet this session: #AOM2014 17

Chair: Bahaudin G. Mujtaba, Nova Southeastern U.

Presenters: Belal Ahmad Kaifi, Franklin U.; Wajma Aslami, Saint Mary's College of California; Farzana Rahman Safi, U. of Peshawar; Qudsia Batool, U. of Azad Jammmu & Kashmir; Razia Begum, U. of Peshawar; Ayesha Zahid, Superior U.; Sumaira Rehman, Superior U.; Ch. Abdul Rehman, Superior U.; Memoona

# 18: (BPS) Business Policy & Strategy Division Doctoral Consortium, Part 1

 $8:00 \, \text{am}$  –  $6:00 \, \text{pm}$  Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session:  $\mbox{\bf \#AOM2014}$  18

Participants: Sonali K. Shah, U. of Washington; Melissa Graebner, The U. of Texas at Austin; Nandini Rajagopalan, U. of Southern California; Puay Khoon Toh, U. of Minnesota; Matt Marx, Massachusetts Institute of Technology; Phanish Puranam, INSEAD; Lyda S. Bigelow, U. of Utah; Gary Dushnitsky, London Business School; Jack A. Nickerson, Washington U.

# 19 € ☐: (BPS, HR, OB, RM) Strategic Human Capital: Exploring the Bright and Dark Sides of Mega-Stars and Firm Performance

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 19

Chair: Craig E. Armstrong, The U. of Alabama Coordinator: Ali Jifri. The U. of Alabama

Speakers: Russell Coff, U. of Wisconsin, Madison; Yasemin Y. Kor, U. of South Carolina; Alison Mackey, California Polytechnic State U., San Luis Obispo; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Thomas P. Moliterno, U. of Massachusetts Amherst; Deepak Somaya, U. of Illinois at Urbana-Champaign; Patrick M. Wright, U. of South Carolina

# 20 🖃: (BPS, TIM, OMT) Do I Have an Endogeneity Problem, and Does It Matter?

8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 20

Organizers: Anne Bowers, U. of Toronto; Tim Simcoe, Boston U.; Rosemarie Ziedonis, U. of Oregon

Discussants: Bruno Cassiman, IESE Business School; Lee Fleming, U. of California, Berkeley; William G. Mitchell, U. of Toronto

Participants: Vikas A. Aggarwal, INSEAD; Victor Bennett, U. of Southern California; Jason Snyder, U. of California, Los Angeles; Bo Zhao, U. of Michigan, Ann Arbor

# 21 🖾 🖃: (CMS) Doctoral and New Scholar Consortium: Fostering Critical Scholars and Scholarship

8:00am - 11:30am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 21

Sponsored by University of Portsmouth. Pre-registration is required for this workshop. To register online, please visit

https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

Organizers: Nimruji Jammulamadaka, Indian Institute of Management Calcutta; Latha Poonamallee, Michigan Technological U.; Sarah Elaine Gilmore, U. of Portsmouth; Gabrielle Durepos, St. Francis Xavier U.; Jonathan Murphy, Cardiff U.; AnaMaria Peredo, U. of Victoria; Albert J. Mills, Saint Mary's U.; Banu Özkazanç-Pan, U. of Massachusetts Boston; Gavin Jack, La Trobe U.

Presenters: Maureen A. Scully, U. of Massachusetts Boston; Arturo E Osorio, Rutgers U.; Jean Helms Mills, Saint Mary's U.; Sadhvi Dar, Queen Mary U. of London; Rick Delbridge, Cardiff U.; Robbin Derry, U. of Lethbridge; Roy Stager Jacques, Massey U.; Maxim Voronov, Brock U.

# 22 🕮 🖃 (ENT, MED) Measuring Entrepreneurship Education: Are We Providing Value?

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 22

Open to all interested attendees; no pre-registration required.

Organizer: **Jeff McNally**, U. of New Brunswick

Chairs: Benson Honig, McMaster U.; Bruce Martin, U. College Dublin; Jeff McNally, U. of New Brunswick

Panelists: Heiko Bergmann, U. of St. Gallen; Andrew C. Corbett, Babson College; Dawn R. DeTienne, Colorado State U.; James Fiet, U. of Louisville; Jerome Katz, Saint Louis U.; Panagiotis Piperopoulos, Newcastle U.; Julia Christensen Hughes, U. of Guelph

#### 23: (GDO) GDO Junior Faculty Consortium

8:00am - 12:30pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 23

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

Organizers: Donna Maria Blancero, Bentley U.; Susan Vinnicombe, Cranfield U.

Presenters: Myrtle P. Bell, The U. of Texas at Arlington; David A. Kravitz, George Mason U.; Kecia M. Thomas, U. of Georgia; Stacy Blake-Beard, Simmons College; Laquita C. Blockson, Saint Leo U.; Elena Doldor, Queen Mary U. of London; Eden King, George Mason U.; Patricia G Martinez, Loyola Marymount U.; Raymond N. C. Trau, Curtin U.; C. Douglas Johnson, Georgia Gwinnett College; Robert G. DelCampo, U. of New Mexico

### 24 ♥→ ♥: (HR) HR Corporate Tour: Trip to QVC

8:00am - 2:00pm Offsite: QVC Tweet this session: #AOM2014 24

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 1, 2014. The cost to register is \$30.00.Attendees should meet in the lobby of the Marriott at 7:45am for transportation to QVC. For questions or information regarding this offsite event please contact Ryan Zimmerman at rdzimmer@vt.edu.

Organizers: Ryan D. Zimmerman, Virginia Tech; Tamara L. Giluk, Xavier U.; Denise Potosky, Pennsylvania State U.

### 25: (ICW) IMD International Meeting Room

8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 25

Organizer: Marianne Rothenbuehler, IMD International

# 26 → ➡⊒: (IM) Corporate Social Responsibility in a Global World: An Institutional Perspective

8:00am - 10:00am Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 26

*Chairs:* Jiao Luo, U. of Minnesota; Gurneeta Vasudeva, U. of Minnesota

Panelists: Magali Delmas, U. of California, Los Angeles; Andrew King, Dartmouth College; Mary-Hunter McDonnell, Georgetown U.; Nandini Rajagopalan, U. of Southern California; Laszlo Tihanyi, Texas A&M U.

# 27 □ ♥ →: (IM) Do Well and Do Good in Global Teaching Environments: Experiential Approaches in Different Settings

8:00am - 11:00am Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 27

Organizers: Ruth Alas, Estonian Business School; Anabella Davila, Tecnologico de Monterrey; Cyril Daniel Bouquet, IMD; Jacobo Ramirez, Copenhagen Business School

Chair: Katherine Xin, CEIBS

Speakers: Stephen E Weiss, York U.; Andy Molinsky, Brandeis U.

# 28 ☐ → ➡ ☐: (IM, RM) Visualization Tools for Advancing International Management Research

8:00am - 9:30am Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 28

Organizers: Olga Buchel, The U. of Western Ontario; Tatiana Lukoianova Vashchilko, The Ohio State U.

Participants: Joseph L. C. Cheng, U. of New South Wales; Li Dai, Loyola Marymount U.; Andreas P.J. Schotter, Western U.

# 29 ☐→: (ITC, MED, ENT) Contextualization of Learning about Innovation Management and Entrepreneurship in Emerging Markets

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 29

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

Chair: Florian Schloderer, INSEAD

Coordinator: Constance Van Horne, Zayed U.

Speakers: Victor Zengyu Huang, Zayed U.; Stephen Mezias, INSEAD; Kathy Shen, U. of Wollongong in Dubai; Alexander Fliaster, U. of Bamberg; Pavan Soni, Indian Institute of Management Bangalore; Amitaksha Nag, Frametrics Consulting

### 30 €: (MC) Management Consulting In the Rough: Forging New Connections among Industry and Academic Researchers

8:00am - 11:00am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 30

Organizers: David Brian Szabla, George Washington U.; William J

Oliver, Brandeis U.

Panelists: Anthony F. Buono, Bentley U.; Daniel Denison, IMD; Ronald Sanders, Booz Allen Hamilton; Deborah Stokes, EMC Corporation; John Shumadine, Deloitte Consulting, LLP

## 31 → ♥: (MH, ITC, NDSC) New Member Workshop: Volunteerism, Professional Development and the AOM Meeting

8:00am - 10:00am Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 31

This workshop is open to all who are new to the Academy or first-time attendees at the annual conference. Members will learn how to get the most from the Philadelphia meeting program and how to manage time during the annual meeting. The workshop will also provide information and strategies about how to become involved professionally and how volunteerism can add to one's professional development.

Organizer: Regina A. Greenwood, Nova Southeastern U. Presenters: Silvia Ines Monserrat, Unicen; Roland E. Kidwell, U. of Wyoming; Stephanie Case Henagan, Louisiana State U.; Baiyun Gong, Nova Southeastern U.; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Jane Whitney Gibson, Nova Southeastern U.; John Humphreys, Texas A&M U.-Commerce; Franz T. Lohrke, Brock School of Business, Samford U.; Robert C. Ford, U. of Central Florida

# 32 ← ☐: (MOC, RM, OMT, BPS, SIM, OB) Content Analysis in Organizational Research: Techniques and Applications

8:00am - 12:30pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 32

Facilitators: Jonathan Bundy, Pennsylvania State U.; Aaron Francis McKenny, U. of Oklahoma; Vilmos F. Misangyi, Pennsylvania State U.; Rhonda K. Reger, U. of Tennessee; Robert Vesco, Robert H. Smith School of Business; Miles A. Zachary, West Virginia U.

Coordinators: Moriah A. Meyskens, U. of San Diego; Michael D.

Pfarrer, U. of Georgia

Presenters: Michael K. Bednar, U. of Illinois; Timothy R. Hannigan, U. of Oxford; Jason Kiley, U. of Georgia; Todd W. Moss, Syracuse U.

# 33 ☐ → ■: (MSR) Naming Creates Awareness and Intention: How to Develop Sustainability Mindfulness in Action

8:00am - 10:00am Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 33

Organizer: Isabel Rimanoczy, Fordham U.

Discussants: Shelley F. Mitchell, U. of New Hampshire; Sarah Chace, Marian U.; Ashish Pandey, Indian Institute of Technology Bombay; Maria L Nathan, Lynchburg College; Milagros Lagrosa, Asian Institute of Management; Aliza Racelis, U. of the Philippines; Sashika Abeydeera, Auckland U. of Technology; Amelia Indrajaya, IPMI; Aleandra Scarfati, Pontificia U. Catolica Argentina Coordinator: Kerul Kassel, Fielding Graduate U.

# 34 □→ ♥ (MSR, GDO) Cross Cultural Values & Spirituality as Drivers of Sustainability and Meaningful Work

8:00am - 10:00am Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 34

Coordinators: Simon L. Dolan, ESADE; Yochanan Altman, BEM Bordeaux Management School; Kristine Marin Kawamura, St. George's U.

Participants: Chad Albrecht, Utah State U.; Ben Capell, Ramon Llull U. / ESADE; Tugba Kalafatoglu, Ramon Llull U.; Carlos Marrodan Losada, Ramon Llull U.; Josep M. Lozano, ESADE Business School; Zahra Solouki, ESADE; Caroline Straub, Grenoble Ecole de Management; Yingying Zhang, CUNEF, Complutense U. of Madrid; Yu Zhou, Renmin U. of China

# **35** ■: (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty

8:00am - 12:00pm Loews Philadelphia Hotel: Regency Ballroom A Tweet this session: #AOM2014 35

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

Organizers: Jaron Harvey, U. of Wyoming; John J. Sumanth, Wake Forest U.

Facilitators: Morela Hernandez, U. of Virginia; Scott Wiltermuth, U. of Southern California

Presenters: Spencer Harrison, Boston College; David R. Hekman, U. of Colorado; Gavin J Kilduff, New York U.; Keith Leavitt, Oregon State U.; Sandy Lim, National U. of Singapore; Celia Moore, London Business School; Jessica Rodell, U. of Georgia

# 36 □ • □ □ : (OB, PNP) Using Concrescent Conversation to Understand and Explain a Team from Hell Experience

8:00am - 9:30am Philadelphia Marriott Downtown: Room 414,415 Tweet this session: #AOM2014 36

Host: Obasi H. Akan, U. of North Carolina, Greensboro

# 37 **○ •**: (ODC, CMS, OMT) Navigating Institutional Complexity: Using the Power of Words for Cross-Level Change

8:00am - 11:00am Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 37

Presenters: Danielle Zandee, Nyenrode Business U.; Clifford Oswick, City U. London; Hans Vermaak, Sioo & Twynstra; Robert J Marshak, American U.

### 38: (OMT) OMT Junior Faculty Consortium

8:00am - 2:30pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 38

*Organizers:* Chris Marquis, Harvard U.; Brayden G King, Northwestern U.

Distinguished Speakers: Linda Argote, Carnegie Mellon U.; Linda M Johanson, Cornell U.; Daniel Levinthal, U. of Pennsylvania; Edward Zajac, Northwestern U.

Participants: Julie Battilana, Harvard U.; Beth Bechky, New York U.; Matthew J. Bidwell, U. of Pennsylvania; Matthew S. Bothner, ESMT European School of Management and Technology; Tiziana Casciaro, U. of Toronto; Robert J David, McGill U.; Rodolphe Durand, HEC Paris; Henrich R. Greve, INSEAD; Isin Guler, Sabanci U.; Greta Hsu, U. of California, Davis; Giuseppe Labianca, U. of Kentucky; Siobhan O'Mahony, Boston U.; Donald A Palmer, U. of California, Davis; Joseph Porac, New York U.;

Andrew V. Shipilov, INSEAD; Pamela S. Tolbert, Cornell U.; Paul Tracey, U. of Cambridge

# 39 🕮 🖃: (OMT) OMT Doctoral Consortium 2014

8:00am - 2:30pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 39

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.

Chairs: Mark Ebers, U. zu Koeln; Forrest Briscoe, Pennsylvania State U.

Facilitators: Linda Argote, Carnegie Mellon U.; Emilio J. Castilla, Massachusetts Institute of Technology; Gina Dokko, U. of California, Davis; Dror Etzion, McGill U.; Isabel Fernandez-Mateo, London Business School; Bob Hinings, U. of Alberta; Frank G.A. de Bakker, VU U. Amsterdam; Sarah Kaplan, U. of Toronto; Ji-Yub Jay Kim, INSEAD; Bill McEvily, U. of Toronto; Amalya L Oliver, Hebrew U. of Jerusalem; Damon J Phillips, Columbia Business School; Timothy G. Pollock, Pennsylvania State U.; Walter W Powell, Stanford U.; Andrea Prencipe, Luiss Guido Carli U.; Violina Rindova, The U. of Texas at Austin; Wendy K. Smith, U. of Delaware; Ithai Stern, Northwestern U.; Joerg Sydow, Freie U. Berlin; Maxim Sytch, U. of Michigan; Andrew H. Van de Ven, U. of Minnesota; Keith G Provan, U. of Arizona

# 40 ♥ ➡ ...: (OMT, BPS) Scandal Process: Untapped Opportunities for Organizational Research

8:00am - 10:00am Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 40

To participate to the PDW, applicants are requested to submit a brief statement of interest by June 15, 2014. Please contact Marco Clemente at marco.clemente@aalto.fi for more information.

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

Organizers: Joseph Porac, New York U.; Rodolphe Durand, HEC Paris; Marco Clemente, Aalto U.

Presenters: Donald A Palmer, U. of California, Davis; Hayagreeva Rao, Stanford U.; Bryant A. Hudson, Florida Atlantic U.; Jonathan Bundy, Pennsylvania State U.; Rupert Younger, Oxford U.; Gabriel Natividad. New York U.

# 41 ☐: (OMT, BPS, ENT) From Stable and Static Categories to a Dynamic View on Categories and Categorization

8:00am - 11:00am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 41

Organizers: Rodolphe Durand, HEC Paris; Nina Granqvist, Hanken School of Economics; Anna Tyllstrom, Uppsala U. Facilitators: Stine Grodal, Boston U.; Lionel Paolella, Judge Business School; Jean-Philippe Vergne, Ivey School of Business; Tyler Earle Wry, Wharton School

Presenters: Mukti V Khaire, Harvard U.; Elizabeth G. Pontikes, The U. of Chicago; Ezra Zuckerman, Massachusetts Institute of Technology

# 42 ☐: (OMT, TIM, BPS, MOC, ENT) Cultural Design and Designing Culture: Institutions, Values and Entrepreneurs 8:00am - 10:00am Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 42

Organizers: Joel Gehman, U. of Alberta; Matthew G Grimes, U. of Alberta; Tyler Earle Wry, Wharton School; Jean Siobhan Clarke, U. of Leeds

Participants: Howard E. Aldrich, U. of North Carolina; Ted Baker, North Carolina State U.; Raghu Garud, Pennsylvania State U.; Mary Ann Glynn, Boston College; Andrew B. Hargadon, U. of California, Davis; Michael Lounsbury, U. of Alberta; Alan D. Meyer, U. of Oregon; Violina Rindova, The U. of Texas at Austin; Siobhan O'Mahony, Boston U.; Majken Schultz, Copenhagen Business School; Klaus Weber. Northwestern U.

# 43 ☐: (ONE) Urgent Academic Sustainability Management Action: If Not Now, When? If Soon, What To Do Today?

8:00am - 10:00am Pennsylvania Convention Center: Room 202 B Tweet this session: **#AOM2014 43** 

Organizer: Mark Starik, San Francisco State U.
Discussants: Sanjay Sharma, U. of Vermont; J Alberto
Aragon-Correa, U. of Surrey; Monika Winn, U. of Victoria;
Suzanne Benn, U. of Technology, Sydney; Marie-France B.
Turcotte, U. du Québec à Montréal; Gordon P. Rands, Western
Illinois U.; Yijun Xing, Beijing Jiaotong U.; Martina K.
Linnenluecke, The U. of Queensland, Australia; Yipeng Liu, Kent
U.; Robert Perey, U. of Technology, Sydney

# 44 : (RM, MOC, OB) Navigating Qualitative Dissertations: Advice from the Experts

8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 44

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

Organizers: Beth Schinoff, Arizona State U.; Courtney R. Masterson, U. of Illinois at Chicago

Facilitators: Shelley Brickson, U. of Illinois at Chicago; Blake E. Ashforth, Arizona State U.; Kevin G. Corley, Arizona State U.; Kimberly D. Elsbach, U. of California, Davis; Elaine C. Hollensbe, U. of Cincinnati; Jennifer Howard-Grenville, U. of Oregon; Jamie J. Ladge, Northeastern U.; Karen Locke, College of William and Mary; Michael G. Pratt, Boston College; Kristie M Rogers, U. of Kansas; Elizabeth D. Rouse, Boston U.; Scott Sonenshein, Rice U.; Heather C. Vough, McGill U.

# 45 ☐: (RM, OB, HR) Advanced Procedures in Structural Equation Modeling

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 45

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

Speaker: Robert J. Vandenberg, U. of Georgia

# 46 □ • → • □: (SIM) Social Issues in Management Doctoral Consortium

8:00am - 6:00pm Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 46

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 7, 2014.

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

Participants: Melissa S. Baucus, U. of Otago; Shawn Berman, U. of New Mexico; Heather Elms, American U.; Edward Freeman, U. of Virginia; Jamie R. Hendry, Bucknell U.; Michelle Greenwood, Monash U.; Michael E Johnson-Cramer, Bucknell U.; Robert A. Phillips, U. of Richmond; Lori Verstegen Ryan, San Diego State U.; James Weber, Duquesne U.; Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School; Duane Windsor, Rice U.; Andrew I. Millington, U. of Bath; Katherina Glac, U. of St. Thomas; Jo Crotty, Salford U.; Harry J Van Buren, U. of New Mexico; Virginia Gerde, Duquesne U.; Richard E Wokutch, Virginia Tech; Andrew C Wicks, U. of Virginia; Jennifer J Griffin, George Washington U.; Jill Ann Brown, Bentley U.; Bruce A. Rayton, U. of Bath; Robbin Derry, U. of Lethbridge; Marne L. Arthaud-Day, Kansas State U.; Scott J. Reynolds, U. of Washington

#### Friday 8:30AM

# 47 届: (BPS) Business Policy and Strategy Division Dissertation Consortium

8:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 47

Chairs: Xiaowei Luo, INSEAD; Hart E. Posen, U. of Wisconsin,

Madison

Participants: John Joseph, Duke U.; Rahul Kapoor, U. of Pennsylvania; Riitta Katila, Stanford U.; Mitrabarun Sarkar, Temple U.

### 48: (ENT) ENT Doctoral Consortium 2014

8:30am - 6:00pm Offsite: Temple University.. Tweet this session: **#AOM2014 48** 

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

If registering for this workshop, you MUST also be registered for the ENT Doctoral Consortium Part 2 on Saturday.

For information or questions regarding this offsite event please contact Jeff McMullen at mcmullej@indiana.edu.

*Chairs:* **Jeffrey S. McMullen**, Indiana U., Bloomington; **Andrew C. Corbett**, Babson College

# 49 : (ENT) ENT Early Career Development Consortium

8:30am - 5:00pm Offsite: Temple University...

Tweet this session: #AOM2014 49

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

For questions or information regarding this offsite event please contact Kimberly Eddleston at k.eddleston@neu.edu or Donna Marie DeCarolis at decarold@drexel.edu.

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

# 50 €: (ENT, SIM) Social Innovation in the Wild: Site Visits to Philadelphia Area Social Ventures

8:30am - 1:30pm Offsite: TBD Tweet this session: #AOM2014 50

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

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

# 51 (GDO, OB) Beyond Balance: Managing Prescribed Role Identities in Motherhood and Academia

8:30am - 10:00am Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 51

Organizers: Madeline Toubiana, York U.; Luciana Turchick Hakak, York U.

Participants: Lisa Hisae Nishii, Cornell U.; Judith A. Clair, Boston College; Charlene E. Zietsma, York U.; Kristie M Rogers, U. of Kansas; Danna Greenberg, Babson College; Jamie J. Ladge, Northeastern U.; Trish Ruebottom, Brock U.; Susana Velez-Castrillon, U. of West Georgia

# 52 □ © □: (HCM) Health Care Management Emerging Scholars Consortium

8:30am - 4:30pm Pennsylvania Convention Center: Room 121 C Tweet this session: #AOM2014 52

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.

Professional Development Workshop Chair: Victoria Anne Parker, Boston U.

Coordinators: Jami Leanne DelliFraine, Virginia Commonwealth U.; Elizabeth Goodrick, Florida Atlantic U.; Cheryl Rathert, U. of Missouri

Presenters: Jane Banaszak-Holl, U. of Michigan; Sandra C. Buttigieg, U. of Malta; Thomas D'Aunno, Columbia U.; Andrew N. Garman, Rush U.; Mattia J Gilmartin, New York U.; Jody Hoffer Gittell, Brandeis U.; Tory Harper Hogan, U. of Alabama at Birmingham; Timothy R. Huerta, The Ohio State U.; Christopher Johnson, U. of Washington; Deirdre McCaughey, Pennsylvania State U.; Laura McClelland, Virginia Commonwealth U.; Nir Menachemi, U. of Alabama at Birmingham; Trish Reay, U. of Alberta; Thomas E. Vaughn, U. of Iowa

# 53 ☐: (ODC) Organization Development and Change Division Doctoral Consortium DAY 1

8:30am - 5:00pm Pennsylvania Convention Center: Room 104 A,B Tweet this session: #AOM2014 53

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

If registering for this workshop, you MUST also be registered for the ODC Doctoral Consortium Day 2 on Saturday.

Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich Panelists: Julie Wolfram Cox, Monash U.; John Matthew Amis, U. of Edinburgh Business School; Andre S. Avramchuk, California State U. Los Angeles; Julia Balogun, U. of Bath; Bill Cooke, Lancaster U.; David Stephen Grant, U. of New South Wales; Ann E. Feyerherm, Pepperdine U.; Jeffrey D Ford, The Ohio State U.; James D Ludema, Benedictine U.; Clifford Oswick, City U.

London; Gavin M. Schwarz, U. of New South Wales; Inger G. Stensaker, Norwegian School of Economics; James M. Vardaman, Mississippi State U.; Richard W. Woodman, Texas A&M U.; Rune Todnem By, Staffordshire U.; Quy Nguyen Huy, INSEAD

#### Friday 9:00AM

# 54 ⊒: (BPS, TIM, IM) Designing Alliance Agreements – Paper and Research Development Workshop

9:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 54

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

Organizer: Laura Poppo, U. of Kansas Coordinator: Zheng Cheng, U. of Kansas

Speakers: Africa Arino, IESE Business School; Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign; Tailan Chi, U. of Kansas; Rajesh Kumar, Menlo College; Dovev Lavie, Technion Israel Institute of Technology; Kyle J. Mayer, U. of Southern California; Joanne Oxley, U. of Toronto; Jeffrey J. Reuer, Purdue U.; Beverly B. Tyler, North Carolina State U.

# 55 □ ♥ → ■ : (MED, ODC) The Inner Power of Words: Using Poetic Creation to Transform Our Teaching, Writing and Actions

9:00am - 11:30am Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 55

Organizer: Mark P. Kriger, BI Norwegian Business School Presenters: Mary Jo Hatch, Singapore Management U.; Philip H. Mirvis, Global Network on Corporate Citizneship

# 56 □ ○ □: (MED, SIM) Responsible Management Education in Action: Organizational, Curricular, and Classroom Practice

9:00am - 11:00am Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 56

Organizers: Oliver Laasch, The U. of Manchester; Dirk C.
Moosmayer, The U. of Nottingham Ningbo China; Agata
Stachowicz-Stanusch, Silesian U. of Technology
Presenters: Jonas Haertle, PRME Secretariat / United Nations
Global Compact Office; David Chandler, U. of Colorado Denver;
Abiola Olukemi Ogunyemi, Lagos Business School; Scott Kelley,
DePaul U.; Mary Catherine Gentile, Babson College; Claus
Dierksmeier, U. of Tuebingen; Jean-Christophe Carteron, Kedge
Business School; Ross Angus McDonald, U. of Auckland

### 57 □ • → □: (OCIS) OCIS Doctoral Consortium

9:00am - 4:00pm Pennsylvania Convention Center: Room 112 A Tweet this session: #AOM2014 57

The OCIS doctoral consortium is most valuable to Ph.D. candidates

interested in conducting leading-edge research and teaching in the OCIS domain.

Organizer: Mary Beth Watson-Manheim, U. of Illinois at Chicago Presenters: Ann Majchrzak, U. of Southern California; Noshir Contractor, Northwestern U.; Jennifer Gibbs, Rutgers U.; Massimo Magni, Bocconi U.

58 □ • → □: (OC/S) OCIS Junior Faculty Consortium

9:00am - 4:00pm Pennsylvania Convention Center: Room 112 B Tweet this session: #AOM2014 58

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

This professional development workshop is for assistant professor rank (or its equivalent) who teach or research in the OCIS domain.

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

Organizer: Youngjin Yoo, Temple U.

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

### 59 **Q**: (ONE) The Power of Social and Environmental Disclosure

9:00am - 11:00am Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 59

Organizer: Susan Kayser, Indiana U., Bloomington Participants: Glen Dowell, Cornell U.; Eun-Hee Kim, George Washington U.: Mark Cohen, Vanderbilt U.: Xiaowei Luo, INSEAD

## 60 €: (PTC) What Words provide effective consulting-research feedback in practice? The case of elites

9:00am - 11:00am Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 60

Participants: Frank Bournois. U. Pantheon-Assas (Paris II): Véronique Chanut, U. Pantheon-Assas (Paris II); Richard Jackson Major. Institut de Gestion Sociale: Madina Rival. CNAM-LIRSA/LARGEPA; Jacques Rojot, U. Pantheon-Assas (Paris II)

#### Friday 9:30AM

61 🛄 🖃 : (TIM) TIM Doctoral Students Consortium (Day 1)

9:30am - 5:00pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 61

Organizers: Kevin Boudreau, London Business School; Jennifer Woolley, Santa Clara U.

## 62 □ © → □: (TIM, BPS, ONE, IM, OM) From (Auto)Mobile to Mobility: Technological Change and Innovation in the **Global Vehicle Industry**

9:30am - 2:30pm Offsite: Wharton School Tweet this session: #AOM2014 62

Pre-registration is required for Part Two of this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to send paper submissions and register is June 30, 2014. Please send paper submissions to icc.si.auto@gmail.com.

Organizers: Florian A. Täube, EBS Business School; Anja

Schulze. ETH Zurich

Host: John Paul MacDuffie, U. of Pennsylvania Discussants: Stefano Brusoni, ETH Zurich; Ram Mudambi, Temple U.; Rafael A. Corredoira, U. of Maryland; Paul Louis Drnevich, The U. of Alabama; Kevin A. Miceli, U. of North Carolina, Chapel Hill; Stefan Haefliger, City U. London; Paolo Aversa, Cass Business School, City U. London; Bernard M Wolf, York U.

### Friday 9:45AM

### 63: (CAR, OB) Finding and Making the Most of Postdoc **Opportunities**

9:45am - 11:45am Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 63

Organizers: Angela J. Oetama-Paul, Case Western Reserve U.;

Njoke K. Thomas, Case Western Reserve U.

Panelists: Zachary Burns, Northwestern Kellogg School of Management; Kristin L. Cullen, Center for Creative Leadership; Nardia Haigh, U. of Massachusetts; Jason Jackson, The Wharton School, U. of Pennsylvania; Audrey Murrell, U. of Pittsburgh; Gerard H Seijts, Western U.; Lisa L Shu, Northwestern Kellogg School of Management; Melissa J. Williams, Emory U.

## 64 €→ ← □ ♥: (IM, BPS, OB) Poverty Alleviation through **Enterprise Development: Conversation and Debate**

9:45am - 11:15am Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 64

Presenters: Ted London, U. of Michigan; Paul C. Godfrey,

Brigham Young U.

#### Friday 10:00AM

### 65 ☐ → ♥: (D&ITC, GDO) Let's Talk About Gender and Diversity, Let's Talk About You and Me

10:00am - 12:00pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 65

Participants will explore how to create open and safe dialogue and discourse on diversity without perpetuating stereotypes and reinforcing biases.

Facilitators: Eddy S. Ng, Dalhousie U.; Isabel Metz, U. of Melbourne

Presenters: Martin N. Davidson, U. of Virginia; Lisa Hisae Nishii, Cornell U.; Michalle E. Mor Barak, U. of Southern California; Edwina Pio, Auckland U. of Technology; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Myrtle P. Bell, The U. of Texas at Arlington; Stella M. Nkomo, U. of Pretoria; Mustafa F. Ozbilgin, Brunel U.

# 66 ☐ ←: (ENT) Creating an Open-source Online Video Resource for Teaching Innovation and Entrepreneurship

10:00am - 12:00pm Offsite: Temple University, Fox School of Business Tweet this session: #AOM2014 66

Fox School of Business, Alter Hall, 1801 Liacouras Walk, Philadelphia, PA, 19122. Refreshments (and transportation) will be provide. Please contact Andrew Maxwell at

andrew.maxwell@temple.edu for more information regarding this offsite PDW

Facilitator: Andrew Lewis Maxwell, Fox School of Business, Temple U.

## 67 ♥→ 🔙: (INDAM, AAM) Indian Economic and Social System and Need for Context Sensitive Management Concepts

10:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 67

Participants: Ashish Pandey, Indian Institute of Technology Bombay; Rajen K Gupta, Management Development Institute

# 68 : (MED, OB, TTC, HR) BYOS (Bring Your Own Syllabus): Sharing the Words We Use to Help **Communicate What We Want**

10:00am - 12:00pm Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 68

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

### 69 □ • (OB, MSR) Using Words as Tokens of Appreciation

10:00am - 12:00pm Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 69

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

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

### 70 : (SAP, BPS) Exploring Innovative Ways of Teaching Strategy

10:00am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom G

Tweet this session: #AOM2014 70

Pre-registration is required for Part Two of this workshop (11:30 AM-1:00 PM). To register online, please visit

https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

Organizers: Stephane Guerard, U. of Zurich; Tomi M. M.

Laamanen, U. of St. Gallen

Facilitators: Ellen R. Auster, York U.; Russell Coff, U. of Wisconsin, Madison; Kira Fabrizio, Boston U.; Claus D Jacobs,

Bern U. of Applied Sciences; Veijo Kyosti, Cesim

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

#### 71 🛄 👁 🖃 : (SIM) Entrepreneurs and the Creation of Sustainable Economies

10:00am - 12:00pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 71

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

Organizer: Gordon P. Rands, Western Illinois U.

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

#### Friday 10:15AM

## 72 **□**: (ENT) Using Words Wisely to Shape Entrepreneurship Research: The Art and Craft of Reviewing

10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 72

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

Host: Ray Bagby, Baylor U.

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

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

### 73 : (HCM) The Impact of Workplace Relationships on **Patient Safety Culture**

10:15am - 12:15pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 73

Organizer: Yvonne Brunetto, Southern Cross U.

Chair: Kate Shacklock, Griffith U.

Speakers: Elisabetta Trinchero, Bocconi U.; Elio Borgonovi,

Bocconi U.

### 74 → \( \( \lambda \). (IAM, IM) The Internationalization of Corporate Social Responsibility

10:15am - 12:15pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 74

Organizer: Lourdes Susaeta, IESE Business School

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

Facilitator: Angela Gallifa, IESE Business School

Participants: Carlos Marti, IESE Business School; Carlos Colón, Barna Business School: Rodolfo Hollander, Barna Business School; Francisco Leguizamón, INCAE Business School; Felipe Pérez, INCAE Business School; Esperanza Suárez, IESE Business

School; Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla; Sandra Idrovo, INALDE; Pamela

Leyva-Townsend, INALDE; Carolina Torres-Castillo, INALDE; Manuela Correa, U. Lusíada de Lisboa; Rita Campos Cunha, Nova U., Lisbon; Natalia Weisz, IAE Business School Argentina;

Paula Apascaritei, IESE

### 75 □ • The Power Strip Evil By Any Other Name: The Power of Provocative Language to Instigate Change

10:15am - 12:15pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 75

Chair: Carole L. Jurkiewicz, Hofstra U.

Presenter: Melvin J Dubnick, U. of New Hampshire

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

Jurkiewicz, Hofstra U.

### 76 € ■: (MSR, SIM) Wisdom in Business: Wisdom Traditions and the Added Value for Management

10:15am - 12:15pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 76

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

Chair: Robert Blomme, Nyenrode Business U. Presenter: Bertine Van Hoof, Wisdom in Business

### 77 🛄 🗨 🖃: (ODC, MC, NDSC) Introduction to Action Research

10:15am - 12:15pm Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 77

Coordinator: David Coghlan, Trinity College Dublin

## 78 **...** (OMT, ONE, PNP) **Engaging Ostrom: Why and How** Organizational Theorists Should

10:15am - 12:15pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 78

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

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

Participant: Jill M. Purdy, U. of Washington, Tacoma

## 79 ⊕→ ← □: (PNP, MC, ODC) Boundary Spanning **Leadership and Power in Public Sector Organizations**

10:15am - 12:15pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 79

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

Fogsgaard, Aalborg U.

#### Friday 10:30AM

#### 80 > \= \( \text{(MH)} \) The Return of old Words

10:30am - 12:00pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 80

Discussants: Yochanan Altman, BEM Bordeaux Management School: Frank Bournois. U. Pantheon-Assas (Paris II) Coordinator: Catherine VOYNNET FOURBOUL, U.

Pantheon-Assas (Paris II)

Presenters: Jacques Rojot, U. Pantheon-Assas (Paris II); Muriel de Fabrègues, U. of Paris, Sorbonne

## 81 (ODC, MC, TTC, MED) "That Was Great!" More High Impact Exercises For Teaching Or Consulting On **Organizational Change**

10:30am - 12:30pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 81

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

#### Friday 10:45AM

# 82 © > \( \ext{ENT, BPS} \) Entrepreneurial Individuals and Teams: Advances in the Psychology of Entrepreneurship

10:45am - 1:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 82

Organizers: Daniela Bolzani, U. of Bologna; Katrin Susanne Muehlfeld, U. of Trier; Ute Stephan, Aston Business School; Theresa Treffers, Eindhoven U. of Technology; Lorraine M. Uhlaner, EDHEC Business School

Distinguished Speakers: Alan L. Carsrud, Abo Akademi U.; Maw-Der Foo, U. of Colorado, Boulder; Michael Frese, National U. of Singapore; James C. Hayton, Warwick Business School

### 83 → 🖃 🖐 : (IM, AAM, ITC) Conducting Research in South Asia- Thinking Ahead and Being Different

10:45am - 12:15pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 83

Organizers: Vipin Gupta, California State U. San Bernardino; Masud Chand, Wichita State U.: Randall S. Schuler, Rutgers U.: Candice Matthews, George Washington U.; Tassilo Schuster, U. of Erlangen, Nuremberg; Jawad Syed, U. of Huddersfield Chair: Shaista E. Khilji, George Washington U.

#### Friday 11:00AM

### 84 : (AAA) Ethics in Management Research: Collusion. Competition, or Collaboration?

11:00am - 12:30pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 84

Organizers: Donald Siegel, U. at Albany - State U. of New York; Kenneth G. Brown, U. of Iowa; Benson Honig, McMaster U. Presenters: Joseph Lampel, City U. London; Paul Louis Drnevich, The U. of Alabama; Nancy J Adler, McGill U.; Siri Ann Terjesen,

Indiana U., Bloomington

### Friday 11:15AM

### **85** $\blacksquare$ : (ENT) The Potential of a Clinical Approach: **Psychological Disorders and Entrepreneurship Theory**

11:15am - 1:15pm Sheraton Philadelphia Downtown Hotel: Independence B

Tweet this session: #AOM2014 85

Presenters: Johan Wiklund, Syracuse U.; Holger Patzelt, Technical U. München; Roy Thurik, Erasmus U. Rotterdam; Phillip H Phan, The John Hopkins U.; Keith Hmieleski, Texas Christian U.; Dimo Dimov, U. of Bath

# 86 ♥ ■ : (HCM) Designing and Organizing the Process of Organizational Change by Professional Development

11:15am - 1:15pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 86

Presenters: Martinus Cornelis Van Es, Royal Auris Group; Anne Marie Weggelaar, Erasmus U. Rotterdam; Petra Van Dalsen, Royal Auris Group

## 87 ⊕→ 🖃: (IM) Global Coopetition Research: Challenges and Opportunities

11:15am - 12:45pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 87

Organizer: Manish K. Srivastava, Michigan Technological U. Panelists: Stephen B Tallman, U. of Richmond; Devi R Gnyawali, Virginia Polytechnic Institute: Soren Kock, Hanken School of Economics; Giovanni Battista Dagnino, U. of Catania

## 88 → 🖃 🖐: (IM, BPS) Institutional Change and Business **Groups in Emerging Economies**

11:15am - 1:15pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 88

Organizers: Robert E. Hoskisson, Rice U.; Prashant Kale, Rice U. Participants: Raveendra Chittoor, Indian School of Business; Tarun Khanna, Harvard U.; Hicheon Kim, Korea U.; Luiz F. Mesquita, Arizona State U.; Harbir Singh, U. of Pennsylvania; William P. Wan, City U. of Hong Kong

# 89 □ • → • [MC, ODC] The Power of Effective Global Consulting: Words of Global Consulting **Challenges and Success**

11:15am - 1:15pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 89

Chair: Peter Sorensen, Benedictine U.

Participants: Therese F. Yaeger, Benedictine U.; Flemming Poulfelt, Copenhagen Business School; Hasse Schobel, Novo Nordisk; Henrik Kongsbak, Resonans; Matt Minahan, OD Network, American U.

### 90 📖 🖃 : (OMT, MED, BPS, OB, OCIS) Bringing Your Research into the Classroom

11:15am - 12:45pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 90

Organizers: Paul M. Leonardi, Northwestern U.; Holly J Raider,

Northwestern Kellogg School of Management

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

# 91 ← ☐: (OMT, SAP, OCIS) Vocabularies Matter: Cognition, Communication, Coordination, and Constitution

11:15am - 1:15pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 91

Organizer: Jeffrey Loewenstein, U. of Illinois at

Urbana-Champaign

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

## 92 ☐: (RM, OB, OMT) The New Unobtrusive Measures: Leveraging Technology to Advance Research

11:15am - 2:15pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 92

Presenters: J. Stuart Bunderson, Washington U.; Adam M. Kleinbaum, Dartmouth College; Andrew P. Knight, Washington U. in St. Louis; Kristin Smith-Crowe, U. of Utah; Bradley R Staats, U. of North Carolina, Chapel Hill; Karren Watkins, Washington U. in St. Louis

Participants: Sigal Barsade, U. of Pennsylvania; Jaime Potter, The Wharton School, U. of Pennsylvania

# 93 □□ □: (RM, OMT, BPS) Qualitative Comparative Analysis (QCA)

11:15am - 2:15pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 93

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

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

#### Friday 11:30AM

#### 94 ©: (OM) Campbell Soup World Headquarters Visit

11:30am - 2:30pm Offsite: Campbell Soup Headquarter

Tweet this session: #AOM2014 94

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 25, 2014. The cost to register is \$20.00. For information or questions regarding this offsite event please contact Arash Azadegan at Aazadegan@business.rutgers.edu Organizer: Arash Azadegan, Rutgers Business School

#### Friday 11:45AM

# 95 □ → ← □: (CMS) Power in Dialogue: Critical Insights into the Role of Stakeholder Dialogue as a Governance Mechanism

11:45am - 1:15pm Pennsylvania Convention Center: Room 203 A Tweet this session: #AOM2014 95

Organizers: Marjo Elisa Siltaoja, Jyväskylä U.; Virpi Orvokki
Malin, Jyväskylä U.; Salla Laasonen, U. of Turku
Porticipanto: Parather Para

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

#### Friday 12:00PM

#### 96: (AAA) Placement Services

12:00pm - 5:00pm Philadelphia Marriott Downtown: Franklin Hall Tweet this session: #AOM2014 96

Placement Services-Registration and Information

# 97 届: (CAR, HR, OB) Publishing Careers Research in Top Journals

12:00pm - 2:00pm Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 97

Moderator: Lois M. Shelton, California State U., Northridge Panelists: Matthew J. Bidwell, U. of Pennsylvania; Shoshana Dobrow Riza, London School of Economics; Peter A. Heslin, U. of New South Wales; Julia Richardson, York U.; Scott Seibert, U. of Iowa

# 98 🕮 🕒 : (HR) Big Data, Business Intelligence and Data-driven HR Decision-making in Teaching and Research

12:00pm - 2:30pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 98

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

*Organizers:* **Janet H. Marler**, U. at Albany - State U. of New York; **Sandra Fisher**, Clarkson U.

Facilitators: Kenneth G. Brown, U. of lowa; James Hamilton Dulebohn, Michigan State U.; Sandra Fisher, Clarkson U.; Richard D. Johnson, U. at Albany - State U. of New York; Janet H. Marler, U. at Albany - State U. of New York; Stefan Strohmeier, Saarland U.

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

#### 99 🛄 🖃 : (TIM) TIM Junior Faculty Consortium (Day1)

12:00pm - 6:00pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 99

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

apply, please email your vita to Ammon Salter at a.j.salter@bath.ac.uk. We will take applications on a rolling basis until May 15, 2014.

If registering for this workshop, you MUST also be registered for the TIM Junior Faculty Consortium (Day 2) on Saturday.

Representative-at-Larges: Ammon Salter, U. of Bath; Maryann P Feldman, U. of North Carolina, Chapel Hill

## Friday 12:30PM

#### 100 : (AAA) AMLE/JME Reviewer's Workshop

12:30pm - 2:30pm Loews Philadelphia Hotel: Commonwealth A2

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Tweetthissession: #AOM2014 100

Organizers: Kathy Lund Dean, Gustavus Adolphus College; Jeanie Mannheimer Forray, Western New England U.; Christine Quinn Trank, Vanderbilt U.; Kenneth G. Brown, U. of Iowa

#### 101: (AAA) Publishing in AMP

12:30pm - 1:30pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 101

Organizers: Timothy Michael Devinney, U. of Leeds; Donald Siegel, U. at Albany - State U. of New York

## 102 **№** .: (ENT) Technology Business Incubation Mechanisms as Focal Points of Innovative **Entrepreneurship**

12:30pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 102

Chairs: Sarfraz A Mian, State U. of New York at Oswego; Wadid Mohamed Lamine, Toulouse Business School

Presenters: Phillip H Phan, The John Hopkins U.; Sarah Jack, Lancaster U.; Donald Siegel, U. at Albany - State U. of New York; Magnus Klofsten, Linköpings U.; Wim Hulsink, Erasmus U. Rotterdam

### 103 → 🖃 🖑: (GDO, D&ITC) Publishing Diversity Research Workshop

12:30pm - 3:30pm Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 103

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

Organizer: Raymond N. C. Trau, Curtin U.

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.

Discussants: Derek R. Avery, Temple U.; Jean M. Bartunek, Boston College; Myrtle P. Bell, The U. of Texas at Arlington; Jennifer L. Berdahl, U. of Toronto; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Martin N. Davidson, U. of Virginia; Marta M. Elvira, IESE; Alicia A. Grandey, Pennsylvania State U.; Charmine E. J. Hartel, The U. of Queensland, Australia; Michelle R. Hebl, Rice U.; Aparna Joshi, Pennsylvania State U.; Eden King, George Mason U.; Alison M. Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Margarita Mayo, IE Business School; Patrick F. McKay, Rutgers U.; Lisa Hisae Nishii, Cornell U.: Mustafa F. Ozbilgin. Brunel U.: Ashleigh Shelby Rosette, Duke U.; María Carmen Triana, U. of Wisconsin, Madison

### 104 → 🖃: (IM) International Management Division Paper **Development Workshop**

12:30pm - 3:30pm Pennsylvania Convention Center: Room 110 A.B. Tweet this session: #AOM2014 104

By invitation only; papers are selected by the Program Chair. Chair: Gerald A. McDermott, U. of South Carolina

Panelists: Nandini Lahiri, Temple U.; Gurneeta Vasudeva, U. of Minnesota; Roberto Vassolo, Austral U.; Mariko Sakakibara, U. of California, Los Angeles; Anupama Phene, George Washington U.; Andrew Spicer, U. of South Carolina; Ram Mudambi, Temple U.; Bennet A. Zelner, Duke U.; Joanne Oxley, U. of Toronto

# 105 € ■: (MH) Researching Sport: Creating Databases, Understanding the Journals, and **Opportunities**

12:30pm - 2:30pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 105

Organizers: Chad Seifried, Louisiana State U.; Brian P. Soebbing,

Participants: Marvin Washington, U. of Alberta; Josh Bendickson, Louisiana State U.

# 106 □ © □: (OB, HR, CAR, MOC) Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts

12:30pm - 2:30pm Philadelphia Marriott Downtown: Room 407,408,409

Tweet this session: #AOM2014 106

The target audience is junior faculty or faculty making a transition to mentoring graduate students.

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

Organizers: Jennifer D. Nahrgang, Arizona State U.; Crystal I.C. Farh, Michigan State U.; Samir Nurmohamed, The Wharton School, U. of Pennsylvania

Facilitators: Jessica Rodell, U. of Georgia; Eean Crawford, U. of Iowa; Madan M. Pillutla, London Business School; John Kammeyer-Mueller, U. of Minnesota; Jing Zhu, Hong Kong U. of Science and Technology; David M. Sluss, Georgia Institute of Technology

Speakers: John Hollenbeck, Michigan State U.; Jason Colquitt, U. of Georgia; Keith Murnighan, Northwestern U.; Connie Wanberg, U. of Minnesota; Blake E. Ashforth, Arizona State U.; Sharon K. Parker, U. of Western Australia: Jeffery LePine, Arizona State U. Presenters: Susan Elaine Murphy, U. of Edinburgh Business School; Ellen Ensher, Loyola Marymount U.

## **107 ●**: (ODC, MC) Building Trust and Cooperation through Putting into Words the Unexpressed: Al and **SEAM Interventions**

12:30pm - 2:30pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 107

Organizer: Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean

Chair: Peter Sorensen, Benedictine U.

Presenters: Michel Peron, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Amandine Savall, CNAM-LIRSA, ISEOR; Therese F. Yaeger, Benedictine U.

# 108 € €: (PNP, ODC, GDO) Leading Citizen Participation or Multiparty Collaboration: What's in a Name?

12:30pm - 2:30pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 108

Facilitators: Anders Ramian Trillingsgaard, The Development

Consultants; Morten Fogsgaard, Aalborg U.

Presenter: Manon De Jongh, The Development Consultants

# 109 □ • □ · (PTC) Bridging the Research-Practice Gap though Evidence-Based Management and Systematic Review

12:30pm - 2:30pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 109

This PDW is for anyone interested in how to bridge the research-practice gap and the roles evidence-based management in helping to do this.

Organizers: Rob B. Briner, U. of Bath; David Denyer, Cranfield U.

# 110 : (TIM, BPS) Researching Open Innovation: Theoretical and Empirical Approaches at Different Levels of Analysis

12:30pm - 3:00pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 110

Organizers: Marcel Bogers, U. of Southern Denmark; Ann-Kristin Zobel, U. of California, Berkeley

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

#### Friday 1:00PM

# 111 : (BPS, TIM) Scientific Apophenia: Is my rResult a False Positive, and How Can I Prevent Them?

1:00pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 111

Organizer: Brent Goldfarb, U. of Maryland

Presenters: Andrew King, Dartmouth College; Tim Simcoe, Boston

U.; Joseph Simmons, U. of Pennsylvania

Panelists: Richard A. Bettis, U. of North Carolina, Chapel Hill; J.

Myles Shaver, U. of Minnesota

# 112 (GDO) Developing Women Leaders: Sharing Teaching and Learning Practice

1:00pm - 3:00pm Loews Philadelphia Hotel: Penn Tweet this session: #AOM2014 112

Pre-registration is required for this workshop. Submissions should be sent to deirdre.anderson@cranfield.ac.uk by June 30, 2014. In return, Deirdre, the workshop organizer, will email you a registration code that you will use to register for the workshop at

https://secure.aom.org/PDWReg. The deadline to register is July 17, 2014

Chair: Deirdre Anderson, Cranfield U.

Discussants: Diana Bilimoria, Case Western Reserve U.; Elena

Doldor, Queen Mary U. of London

Presenters: Gelaye Debebe, George Washington U.; Susan Vinnicombe, Cranfield U.; Stacy Blake-Beard, Simmons College Participants: Linley Lord, Curtin U.; Lynda L Moore, Simmons College

#### 113 □ → □: (HR) Getting Tenure in Non-US Universities

1:00pm - 2:30pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 113

Early pre-registration is required to have the option of inviting other panel members from the most sought after geographic areas for teaching.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the

workshop organizer(s) to obtain the approval code. The deadline to register is June 30, 2014.

Organizers: Liza Castro Christiansen, U. of Reading; Christina Sue-Chan, City U. of Hong Kong

Speakers: Brian Boyd, City U. of Hong Kong; Pawan S. Budhwar, Aston U.; Bard Kuvaas, BI Norwegian Business School; Wolfgang Mayrhofer, WU Vienna; Jian Min Sun, Renmin U. of China

# 114 **○** — : (MH) One picture equals 1000 words: The practice of rigorous image-based historical research

1:00pm - 3:00pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 114

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

Presenters: Maree Veronica Boyle, Griffith U.; Sharon Schembri, The U. of Texas - Pan American

# 115 ☐: (OMT, BPS, RM) Experiments in Institutional Theory and Strategy Research

1:00pm - 3:00pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 115

Organizers: Alex B. Bitektine, HEC Montreal; Oliver Schilke, U. of

California, Los Angeles

Facilitators: Richard M. Burton, Duke U.; Timothy Coombs, U. of Central Florida; Fei Song, Ryerson U.; Roy R Suddaby, U. of Alberta; Leigh Plunkett Tost, U. of Michigan, Ann Arbor; Libby Weber, U. of California, Irvine

Presenters: Pamela S. Tolbert, Cornell U.; Rachel Ruttan,

Northwestern U.; Verena Krause, Cornell U.

#### 116 : (ONE) ONE Doctoral Consortium

1:00pm - 5:30pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 116
Chair: Michael O. Wood. U. of Waterloo

Participants: Frances E Bowen, Queen Mary U. of London; Oana Branzei, U. of Western Ontario; Glen Dowell, Cornell U.; Frank Figge, Kedge Business School; Caroline Flammer, Ivey School of Business; Adam Fremeth, Ivey School of Business; Joerg S. Hofstetter, U. of St. Gallen; John M Jermier, U. of South Florida; James J Kennelly, Skidmore College; Haiying Lin, U. of Waterloo; Dirk Matten, York U.; Ivan Montiel, Loyola Marymount U.; Mike Valente, York U.; Charlene E. Zietsma, York U.

# 117 🖃: (TIM, BPS, OMT, ENT) Multilevel Innovation Networks

1:00pm - 5:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 117

If you plan to participate in the second part of this PDW (group discussions), please register via this page:

http://tinyurl.com/min2014

Organizers: Corey Phelps, HEC Paris; Srikanth Paruchuri,
Pennsylvania State U.; Martin C. Goossen, HEC Paris
Presenters: Teppo Felin, U. of Oxford; Aparna Joshi,
Pennsylvania State U.; Thomas P. Moliterno, U. of Massachusetts
Amherst; Frank T. Rothaermel, Georgia Tech; Melissa A.
Schilling, New York U.; Zheng Jane Zhao, U. of Kansas

#### Friday 1:15PM

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

1:15pm - 3:15pm Sheraton Philadelphia Downtown Hotel: Freedom G

Tweet this session: #AOM2014 118
Organizer: Julia Balogun, U. of Bath

Discussants: Julia Balogun, U. of Bath; David Seidl, U. of Zurich;

Linda Rouleau. HEC Montreal

Participants: Sotirios Paroutis, U. of Warwick; Rajiv Nag, Georgia State U.; A. Paul Spee, The U. of Queensland, Australia; Feng Liu,

Warwick Business School

#### Friday 1:30PM

# 119 ☐: (BPS, IM) Corporate Strategy: Governance, Location and Scope

1:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Independence B

Tweet this session: #AOM2014 119

Organizers: Emilie Feldman, U. of Pennsylvania; Evan Rawley,

Columbia U.; Charles Williams, Bocconi U.

Presenters: Juan Alcacer, Harvard U.; Caludine Gartenberg, New York U.; Aseem Kaul, U. of Minnesota; Tomasz Obloj, HEC Paris; Phanish Puranam, INSEAD; Harbir Singh, U. of Pennsylvania

# **120 ← :** (CMS, OMT) Philosophical Foundations of Organizational Research

1:30pm - 3:45pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 120

Organizer: Raza A. Mir, William Paterson U.

Participants: Andre Spicer, Cass Business School, City U. London; Ali Mir, William Paterson U.; Marieke van den Brink, Radboud U.

Nijmegen; Cristina Neesham, Monash U.

#### 121: (ICW) IMD International

1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 121

Organizer: Marianne Rothenbuehler, IMD International

# 122 □ • → • □ ७: (IM, OB, ODC) A Global Cross-cultural Competency Model in Action: Voyage into the Power of Cross-cultural Skills

1:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 122

Organizers: Kristine Marin Kawamura, St. George's U.; Simon L. Dolan, ESADE

Presenters: Chad Albrecht, Utah State U.; David Caruso, Yale U.; Elmos Konis, European U. Cyprus; Thomas Rockstuhl, Nanyang Technological U.; Racheli Gabel Shemueli, U. del Pacifico

# 123 : (OMT, RM, OB) Being There/Being Them: Stages of Entry, Exit, and In-Between in Organizational Ethnography

1:30pm - 3:30pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 123

Organizers: Michel Anteby, Harvard U.; Curtis Kwinyen Chan,

Harvard U.; Julia DiBenigno, Massachusetts Institute of

Technology; Elizabeth Hansen, Harvard U.

Presenters: Beth Bechky, New York U.; Carol Heimer,

Northwestern U.; Jeffrey Sallaz, U. of Arizona; John Van Maanen,

Massachusetts Institute of Technology

#### Friday 1:45PM

# 124 : (AAA) Publishing in the Academy of Management Annals

1:45pm - 2:45pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 124

**-**

Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

#### Friday 2:00PM

# 125 ♥ 🖃 💖: (CAR) Mid-Life Career Changers from Industry to Academia

2:00pm - 4:00pm Philadelphia Marriott Downtown: Room 401,402,403 Tweet this session: #AOM2014 125

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

*Organizers:* Kathleen Buse, Case Western Reserve U.; Jeffrey D. Yergler, Golden Gate U.

Panelists: Ruth Sessler Bernstein, Pacific Lutheran U.; Michael Dickmann, Cranfield U.; Ronald William Eastburn, U. of South Alabama; Margaret M. Hopkins, U. of Toledo; Deborah Anne O'Neil, Bowling Green State U.; Linda M Pittenger, Stevens Institute of Technology; Julia Richardson, York U.; Glen J. Weaver, Hood College; Ellen Brooks Van Oosten, Case Western Reserve U.

# 126 : (D&ITC, CAR) The Academic Career: Words that Limit or Open Paths?

2:00pm - 5:00pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 126

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

Distinguished Speaker: Sherry E. Sullivan, Bowling Green State U. Chair: Laura Guerrero, U. of Texas at El Paso

Moderator: Timothy Patrick Carey, The Chinese U. of Hong Kong Participants: Christina Sue-Chan, City U. of Hong Kong; Alix Valenti, U. of Houston, Clear Lake; Tracey Rockett, Texas Christian U.: Larry Garner. Texas A&M U. - Central Texas

# 127 □ • → ■ ♥: (MC) FRAMING CHANGE: working with multiple perspectives on change

2:00pm - 4:00pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 127

Presenters: Leon De Caluwe, Vrije U. Amsterdam; Hans Vermaak, Sioo & Twynstra

# 128 ← ₩: (MOC) The Power of Language in Cognition Scholarship

2:00pm - 5:00pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 128

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

Organizers: Gail P. Clarkson, U. of Leeds; Vadake Narayanan, Drexel U.

Discussants: Gerard P. Hodgkinson, U. of Warwick; Rhonda K.

Reger, U. of Tennessee

Presenters: Kathleen M. Carley, Carnegie Mellon U.; Matthew C. Davis, Leeds U. Business School; David Gefen, Drexel U.; Barbara Summers, U. of Leeds

# 129 → ← .: (PNP, MSR) Arts Management for Sustainability & Sustainable Arts Management: A Contradiction in Terms?

2:00pm - 5:00pm Pennsylvania Convention Center: Room 111 A Tweet this session: **#AOM2014 129** 

Distinguished Speaker: Jaime Ruiz-Gutierrez, U. de los Andes Chair: Benjamin Stuart Rodney Farr-Wharton, Southern Cross U. Discussants: Kerry Brown, Southern Cross U.; Robyn Keast, Southern Cross U.; Alessandro Hinna, Tor Vergata U.; Yuliya Shymko, Vlerick Business School; Narasimhan Srinivasan, U. of Connecticut; Marcus Alban, Federal U. of Bahia; Alison C. Minkus. U. of Alberta: Thomas Dick. Southern Cross U. Coordinator: Siegrid Guillaumon, Catholic U. of Brasília

### 130 \( \subseteq : \( (TIM, BPS) \) Employees' Mobility: Approaches and Methods

2:00pm - 4:30pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 130

Pre-registration is required for this workshop. To register online. please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.

Organizers: Francesco Di Lorenzo, Copenhagen Business School;

Valentina Tartari, Copenhagen Business School

Moderator: Paul Almeida, Georgetown U.

Speakers: Jasjit Singh, INSEAD; Lee Fleming, U. of California, Berkeley; Karin Hoisl, U. of Munich; Rajshree Agarwal, U. of Maryland; Neus Palomeras, U. Carlos III de Madrid; Seth

Carnahan, U. of Michigan

#### Friday 2:30PM

## **131 Q**: (BPS, TIM, ENT) **Research Dialogue: Exploring** the Complementarities and Departures between Management and Finance

2:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 131

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

Organizer: Asli Musaoglu Arikan, The Ohio State U. Presenters: Rosemarie Ziedonis, U. of Oregon; Todd Zenger, Washington U. in St. Louis; Edward Zajac, Northwestern U.; Jeffrey J. Reuer, Purdue U.; Gary Dushnitsky, London Business School; Asli Musaoglu Arikan, The Ohio State U.

#### Friday 2:45PM

# 132 **Q** .: (HR) From HRM Practices to the Practice of

2:45pm - 4:45pm Philadelphia Marriott Downtown: Room 407,408,409

Tweet this session: #AOM2014 132

Organizers: Adam Smale, U. of Vaasa; Kristiina Mäkelä, Aalto U.; Jennie Sumelius, Hanken School of Economics; Mats Ehrnrooth, Hanken School of Economics

Discussants: Dana Minbaeva, Copenhagen Business School; Paul Gooderham, Norwegian School of Economics; Shad S. Morris, The Ohio State U.; Chris Brewster, Henley Business School Presenters: Karin Sanders, U. of New South Wales; Ingmar Björkman, Aalto U.; Paul Sparrow, Lancaster U.; David E Guest, King's College London

## 133 **Q** ■: (TIM) The Seduction of Coopetition: The Speed and Acceleration of Technological Innovation

2:45pm - 4:45pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 133

Organizer: Stavros Sindakis, Bangkok U.

Facilitator: Audrey Catherine Depeige. The Institute for Knowledge and Innovation - South East Asia

Coordinator: Elias Carayannis, George Washington U. Participants: Manlio Del Giudice, Second U. of Naples; David Campbell, U. of Klagenfurt; Thierry Isckia, Telecom Ecole de Management, France; Paavo Ritala, Lappeenranta U. of Technology: John R Schermerhorn. Ohio U.

### 134 : (TIM, OMT, BPS) Avenues of Future Research on **Networks and Innovation**

2:45pm - 6:45pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 134

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

Organizers: Anne L.J. ter Wal, Imperial College Business School; Antoine Vernet, Imperial College Business School Distinguished Speaker: Martin Gargiulo, INSEAD Moderators: Linus Dahlander, ESMT European School of Management and Technology; Dirk Deichmann, Erasmus U. Rotterdam; Daniel Halgin, U. of Kentucky; Christopher C. Liu, U. of Toronto; Zuzana Sasovova, VU U. Amsterdam

### 135 🛄 💻: (TTC) Developing undergraduate students through meaningful academic research

2:45pm - 4:45pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 135

Discussants: Heather Weiss, Shippensburg U.; Jazmine Hall, Shippensburg U.; Christopher Weidner, Shippensburg U.; Jackelyn Cheesman, Shippensburg U.; Hannah Greenberg, Shippensburg U.; SaraBeth Riley, Shippensburg U. Presenters: M. Blake Hargrove, Shippensburg U.; Nathan Goates, Shippensburg U.; Virginia E. Pitts, Shippensburg U.; Robin L. McCann, Shippensburg U.

#### Friday 3:00PM

# **136 □**: (BPS, TIM, ENT) **Theories and Their Words: A Cross-Academy Discussion of Perspectives on Value Creation and Capture**

3:00pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 136

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

Organizer: Larry Tribble. The U. of Alabama

Moderator: Paul Louis Drnevich. The U. of Alabama

Presenters: David C. Croson, Southern Methodist U.; Peter G.

Klein, U. of Missouri; Michael J. Leiblein, The Ohio State U.;

Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Jonathan O'Brien, Rensselaer Polytechnic Institute; Michael Ryall, U. of

## 137 : (MSR) MSR Doctoral Consortium

3:00pm - 5:00pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 137

Co-coordinated by Dr. Judi Neal, one of the founders of MSR, and Richard Major, a doctoral student at Marseille Universite in France.

### 138 ⊕→ \( \subseteq : (OM, SIM) \) Improved Project Stakeholder **Analysis by Systemic Methods**

3:00pm - 5:00pm Philadelphia Marriott Downtown: Room 301

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper 200

Tweet this session: #AOM2014 138

Organizers: Pernille Eskerod, U. of Southern Denmark; Martina

Huemann. WU Vienna

### 139 (OMT) TeachOMT: The OMT Teaching Roundtables

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

Tweet this session: #AOM2014 139

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 25, 2014.

Organizer: David Touve, U. of Virginia

Facilitators: Martine Haas, U. of Pennsylvania; Ellen R. Auster, York U.: Bill McEvily, U. of Toronto: Joseph Broschak, U. of Arizona: Holly J Raider, Northwestern Kellogg School of

Management

#### Friday 3:15PM

### 140 → \( (HR)\) Publishing in top-tier US journals for non-US scholars

3:15pm - 5:15pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 140

Early pre-registration will be required. The papers to be reviewed should be submitted during the pre-registration.

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

Organizers: Liza Castro Christiansen, U. of Reading; Elaine Farndale, Pennsylvania State U.; Hazel Williams, Nottingham Trent U.

Speakers: Yehuda Baruch, Southampton Business School, U.K.; Chris Brewster, Henley Business School: Pawan S. Budhwar. Aston U.; Jaap Paauwe, Tilburg U. / Erasmus U.; Bernd Vogel, U. of Reading

Participants: Tanya Bondarouk, U. of Twente; Veronica Hope-Hailey, U. of Bath; Liza Jane Howe-Walsh, U. of Portsmouth; Denise M. Jepsen, Macquarie U.; Clare Kelliher, Cranfield U.; Bard Kuvaas, BI Norwegian Business School; Scott L Martin, Zayed U.; Huub Ruel, Windesheim U. of Applied Science; Helen Joanne Shipton, Nottingham Trent U.; Carole Tansley, Nottingham Trent U.; Sarah Turnbull, U. of Portsmouth; Stefan Strohmeier, Saarland U.

# 141 → \( \): (INDAM, IM) Building and strengthening research partnerships in India

3:15pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 141

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

Organizers: Nagaraj Sivasubramaniam, Duquesne U.; Aarti Ramaswami, ESSEC Business School; Senthil Kumar Muthusamy, Middle Georgia State College

# 142 : (OMT, MH, ENT) Historical Approaches to Management and Organization Studies: Sources and Methods

3:15pm - 4:45pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 142

Facilitator: Marcelo Bucheli, U. of Illinois at Urbana-Champaign

Coordinator: R. Daniel Wadhwani, U. of the Pacific

Speakers: JoAnne Yates, MIT Sloan; Steven Kahl, Dartmouth College; David A. Kirsch, U. of Maryland; Michael Rowlinson,

Queen Mary U. of London

## 143 🖃: (OMT, TIM) Unpacking Process In Organizational Search: From Simulation To Ethnography And Back Again

3:15pm - 4:45pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 143

Organizers: Sam MacAulay, Imperial College London; Amit Nigam, City U. London; Thorsten Grohsjean, LMU Munich; Nils Stieglitz,

Frankfurt School of Finance & Management

Participants: Gino Cattani, New York U.; Ruthanne Huising, McGill U.; Hart E. Posen, U. of Wisconsin, Madison; Lars Frederiksen. Aarhus U.

#### Friday 3:30PM

### 144: (AAA) The Ins and Outs of Faculty Recruiting

3:30pm - 5:00pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 144

### 145 🕮 🗬 🖐 : (GDO, MED) The Power of Words in our **Business School Curriculum: Who Gets Seen and Heard**

3:30pm - 5:30pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 145

Coordinator: Danna Greenberg, Babson College

Participants: Robin Ely, Harvard U.; Wendy Marcinkus Murphy, Babson College; Tina R. Opie, Babson College; Shoshana

Dobrow Riza, London School of Economics

### Friday 3:45PM

#### 146 □→ • □ : (CMS, AAM, IAM, GDO, D&ITC) The

### Problem of the United States of America and USAM for Management Scholarship: A Witness Seminar

3:45pm - 6:15pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 146

Chair: Ana Sílvia Rocha Ipiranga, Ceará U.

Coordinator: Bill Cooke, Lancaster U.

Presenters: Rafael Alcadipani, FGV-EAESP; Anindita Banerjee, Lancaster U.; Amon Narciso de Barros, Fundação Getulio Vargas; Kristene Eleanore Coller, U. of Lethbridge; Arun Kumar, Lancaster U.; Alex Faria, Fundação Getulio Vargas; Richard Marens, California State U. Sacramento; H. C. Willmott, Cardiff U.

## 147 → □: (MC) How to Co-Create for Impact – Using Strategic Visualization to Design Co-Creation Initiatives

3:45pm - 6:15pm Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 147

Organizers: Rex Degnegaard, Copenhagen Business School; Stine Arensbach, KPMG

## **148 □**: (OMT, SAP, OB) **OMT Mid-Career Faculty Paper Development Workshop**

3:45pm - 5:45pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 148

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the

workshop organizer(s) to obtain the approval code. The deadline to register is June 30, 2014.

Organizer: Candace Jones. Boston College

Facilitators: Linda M Johanson, Cornell U.; Trish Reay, U. of Alberta; Robin Holt, U. of Liverpool; Jennifer Howard-Grenville, U. of Oregon; Diane Burton, Cornell U.; Roy R Suddaby, U. of Alberta

#### Friday 4:00PM

#### 149: (AAA) AMD Editor's Meeting

4:00pm - 10:00pm Loews Philadelphia Hotel: 1M-A Tweet this session: #AOM2014 149

By Invitation Only

Organizer: Andrew H. Van de Ven, U. of Minnesota

# **150** □□ □: (OB) Organizational Behavior Division Doctoral

4:00pm - 7:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 150

Must be nominated by advisor by May 16 and selected. Go to http://www.obweb.org/index.php?option=com\_content&view=section &layout=blog&id=12&Itemid=65

Organizers: Nancy Rothbard, U. of Pennsylvania; Abbie J. Shipp, Texas Christian U.

Speakers: Amy Wrzesniewski, Yale U.; Batia Mishan Wiesenfeld, New York U.

Panelists: Greg L Stewart, U. of Iowa; David Mayer, U. of Michigan; Kevin B. Lowe, U. of Auckland; K. Michele Kacmar, The U. of Alabama; Lance Ferris, Pennsylvania State U.; Ethan Burris, The U. of Texas at Austin; Michelle K. Duffy, U. of Minnesota; Katherine W. Phillips, Columbia U.; Lynn Shore, Colorado State

### **151** ■: (OMT, ENT) The Power of Words: Media Content Analysis in Management Research

4:00pm - 5:30pm Pennsylvania Convention Center: Room 203 B Tweet this session: #AOM2014 151

Organizers: Sinziana Dorobantu, New York U.; Witold Jerzy Henisz, U. of Pennsylvania

Distinguished Speakers: Michael L. Barnett, Rutgers U.; Craig E. Carroll, New York U.; David L. Deephouse, U. of Alberta; Brayden G King, Northwestern U.; Anoop Menon, The Wharton School, U. of Pennsylvania; Sinziana Dorobantu, New York U. Chair: Witold Jerzy Henisz, U. of Pennsylvania

## 152 © .: (TIM, BPS, ENT) Technological Disruption: What Do We Know and What Are the Unanswered Questions?

4:00pm - 6:00pm Offsite: Drexel University Tweet this session: #AOM2014 152

The offsite location is Room 722, Gerri C. LeBow Hall, Drexel University, 3220 Market Street, Philadelphia, PA 19104. Organizers: Raja Roy, Drexel U.; Rahul Kapoor, U. of

Pennsylvania

Participants: Rajshree Agarwal, U. of Maryland; Ron Adner, Dartmouth College; Donna Marie DeCarolis, Drexel U.; Jim Wilson, U. of Pennsylvania

## Friday 4:15PM

### **153** ■: (AAM) Latest Developments in Personal Values Research in the Chinese Context

4:15pm - 6:45pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 153

Chair: Ping Ping Fu, Chinese U. of Hong Kong

Discussants: Carolyn P. Egri, Simon Fraser U.; Victor M Lidz,

Participants: Guangtao Yu, Central U. of Finance and Economics; Qing Qu, Tsinghua U.; Youmin Xi, Xi'an Jiaotong U.; Melody P M Chong, City U. of Hong Kong; Yuen-Shan Noel Wong, Chinese U. of Hong Kong; Sophia Soyoung Jeong, Chinese U. of Hong Kong; Wei Wang, U. of British Columbia; Xiji Zhu, Chinese U. of Hong Kong; Liguo Xu, Xi'an Jiaotong U.; Cong Sun, Chinese U. of Hong

# Organization Emotional Neglect and the Role of the **Change Agent**

4:15pm - 6:15pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 154

The workshop introduces an instrument to diagnose organizational emotional neglect. We focus on the role of the change agent in the recovery process

Moderator: Leon De Caluwe, Vrije U. Amsterdam

Presenters: Joost Kampen, Vrije U. Amsterdam; Andre Henken,

U. of Applied Sciences Utrecht

#### Friday 4:30PM

#### 155 : (HR) Dinner HR Junior Faculty consortium

4:30pm - 8:00pm Offsite: Maggiano's Little Italy Restaurant Tweet this session: #AOM2014 155

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 17, 2014. The PDW will take place at Maggianos, 1201 Filbert St, Philadelphia.

For information or questions regarding this offsite event please contact Sumita Raghuram at sur19@psu.edu, James Hayton at James.Hayton@wbs.ac.uk, or Lisa Nishii at Ihn5@cornell.edu. Organizers: Sumita Raghuram, Pennsylvania State U.; Lisa Hisae Nishii. Cornell U.

#### Friday 5:00PM

#### 156 : (ICW) Warwick Business School Reception

5:00pm - 7:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H Tweet this session: #AOM2014 156

Dean of Warwick Business School (WBS), Professor Mark P. Taylor, will be joined by senior faculty from WBS at an open drinks reception for delegates. Organizer: Rhona Macdonald, Dean's Office Manager, WBS

Organizer: Rhona MacDonald, Warwick Business School

## **157** □ • •: (MC, ODC) Rookie Mistakes: Learning the Ropes as a New Consultant & Extracting Meaningful Lessons Learned

5:00pm - 7:00pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 157

Participants: Tonya L Henderson, Gly Solutions, LLC; Philip N. Brown, Six Points Consulting; Daphne DePorres, Colorado Technical U.; David Jamieson, U. of St. Thomas; Joanne C Preston, Joanne C. Preston & Associates; Rod Hagedorn, BPI Consortium

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper 202

# 158 ☐: (MED, NDSC) 2014 Management Education and Development and Journal of Management Education Writers Workshop

5:00pm - 7:30pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 158

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 18, 2014.

Please contact the coordinator for registration and e-mail a PDF copy of your manuscript to kathleenjbarnes@gmail.com. After the session, you will have a chance to meet & mingle with MED members and officers at dinner! Join us for food (self-paid), fun and networking. Meet outside LWS: Washington Room A at 7.30 pm. We will leave as a group once the MED/JME Writers PDW is finished. Dinner is off-site, location TBD. This event is organized by Jacob Eisenberg, MED Chair Division. For questions, please contact Manuela Brusoni, SDA Bocconi at medpdw@sdabocconi.it. Facilitators: Robert Albright, Rensselaer Polytechnic Institute; Jeanie Mannheimer Forray, Western New England U.; Charles J. Fornaciari, Florida Gulf Coast U.; Thomas F Hawk, Frostburg State U.; Kathy Lund Dean, Gustavus Adolphus College; Gordon W Meyer, Canisius College; Maria L Nathan, Lynchburg College; V Seshan, Pepperdine U.; George E. Smith, Albright College; James C Spee, U. of Redlands; John B Stark, California State U. Bakersfield; Lisa T. Stickney, U. of Baltimore; Carolyn Wiley, Roosevelt U.

Coordinator: Kathleen J. Barnes, U. of New Haven

### 159 🕮 🖃 : (OB) OB Junior Faculty Workshop

5:00pm - 9:00pm Philadelphia Marriott Downtown: Room 401,402,403 Tweet this session: #AOM2014 159

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The cost to register is \$150.00 and the deadline to register is June 15, 2014. Please contact Scott DeRue at dsderue@umich.edu for an approval code to register.

If registering for this workshop, you MUST also be registered for the OB Junior Faculty Workshop II on Saturday.

Organizers: Leanne E Atwater, U. of Houston; Daniel Scott DeRue, U. of Michigan

Participants: Robin Ely, Harvard U.; David A Hofmann, U. of North Carolina, Chapel Hill; Keith Murnighan, Northwestern U.; Sabine Sonnentag, U. of Mannheim; Don Vandewalle, Southern Methodist U.; Francis J. Yammarino, Binghamton U.; Chester A. Schriesheim, U. of Miami

## Friday 5:15PM

# 160 ⊕→ ■□ ♥: (CM, ENT) Naming and Framing as a Means of Balancing Product Innovation with Fair speak: The Case of Foods

5:15pm - 7:15pm Pennsylvania Convention Center: Room 104 A,B Tweet this session: #AOM2014 160

Organizer: Viktor Smith, Copenhagen Business School Participants: Alex Klinge, Copenhagen Business School; Henrik Selsøe Sørensen. Copenhagen Business School

# 161 → •: (TIM) Innovation and Collective Intelligence in Services: The Next Big Brand

5:15pm - 7:15pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 161

Panel discussion

Organizer: Dimitrios Salampasis, CRP Henri Tudor

Speakers: Anne-Laure Mention, CRP Henri Tudor; Marko T. Torkkeli, Lappeenranta U. of Technology; Allard C.R. Van Riel, Radboud U. Nijmegen; Csaba Deak, National Innovation Office; Carl J. Kock, IE Business School; Serdal Temel, Ege U. Science

and Technology Centre

#### Friday 5:30PM

#### 162: (AAA) New Member Orientation Fair

5:30pm - 7:30pm Pennsylvania Convention Center: Room 107 AB

Tweet this session: #AOM2014 162

Join the Membership Committee and division representatives for an informal networking opportunity to find which division is the best fit for you by learning about their activities. Get all of your meeting and membership questions answered as well! Pennsylvania Convention Center 107AB.

# **163**: (AAA) The Academic Job Search: Workshop for Applicants

5:30pm - 7:00pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 163

# 164 : (HCM) Health Care Management Emerging Scholars Consortium social

5:30pm - 7:00pm Offsite: Sampan Restaurant Tweet this session: **#AOM2014** 164

Sampan Restaurant in the Graffiti Bar - 124 S. 13th Street. For more information regarding this offsite event please contact Timothy Huerta at timothy.huerta@osumc.edu

Organizer: Timothy R. Huerta, The Ohio State U.

# 165 □□□: (HR) HR Division Doctoral Consortium Social and Dinner

5:30pm - 9:00pm Offsite: TBA

Tweet this session: #AOM2014 165

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

If registering for this workshop, you MUST also be registered for the HR Division Doctoral Consortium on Saturday. For more information regarding this offsite event please contact Maria Kraimer at maria-kraimer@uiowa.edu.

Organizers: Julie I Hancock, Rutgers U.; Corine Boon, U. of Amsterdam

#### Friday 5:45PM

# 166 □ • (ONE, MSR) Authentic Sustainability: Pitfalls, Pathways, and Paradoxes in Conversations for a Better World

5:45pm - 7:15pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 166

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

Organizers: Jason Jesurum Jay, Massachusetts Institute of Technology; Sara B. Soderstrom, U. of Michigan

#### Friday 6:00PM

#### 167 : (GDO) GDO Pre-Conference Social Hour

6:00pm - 7:30pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 167

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland,

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: **Douglas Creed**, U. of

Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

### **168**: (ICW) The Future of Supply Management Research: A World Café Session

6:00pm - 9:00pm Philadelphia Marriott Downtown: Room 410 Tweet this session: #AOM2014 168 Organizer: Craig R. Carter, Arizona State U.

### 169 : (IM) International Management Division PDW Welcome

6:00pm - 6:30pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 169

After a brief welcome, IM PDW participants join the Executive Committee for dinner in nearby restaurants (each person buys own

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Past Chair: John Mezias, U. of Miami

170 : (MSR) MSR Dinner

6:00pm - 9:00pm Offsite: Location TBA. Tweet this session: #AOM2014 170

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReq. The cost to register is \$50.00 USD and the deadline to register is July 30, 2014

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

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

#### 171 : (NDSC) New Doctoral Student Consortium Social Hour

6:00pm - 9:00pm Offsite: Location TBD Tweet this session: #AOM2014 171

For more information regarding this offsite event please contact

Wonjoon Chung at aomndsc2014@gmail.com

Professional Development Workshop Chair: Wonjoon Chung, U. of Illinois at Urbana-Champaign

172 : (OMT) Meet OMT Social

6:00pm - 8:00pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 172

Everyone is welcome!

# 173: (SAP) SAP Social Event: Night and Entertainment at

Philadelphia's Museum of Art 6:00pm - 7:30pm Offsite: Philadelphia Museum of Art

Tweet this session: #AOM2014 173

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

#### Friday 7:00PM

# 174: (OC/S) OCIS Doctoral Consortium Dinner and Networking

7:00pm - 10:00pm Offsite: Location TBA Tweet this session: #AOM2014 174

For more information regarding this offsite event please contact Mary Beth Watson-Manheim at mbwm@uic.edu

### 175: (OCIS) OCIS Junior Faculty Consortium Dinner and **Networking Event**

7:00pm - 10:00pm Offsite: TBD. Tweet this session: #AOM2014 175

For more information regarding this offsite event please contact Youngiin Yoo at yxy23yoo@gmail.com

# 176: (TTC) Teaching Theme Committee Business

7:00pm - 9:00pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 176

This is a business and planning session for 2014 Teaching Theme Committee members.

Organizer: Claudia J. Ferrante, U.S. Air Force Academy Professional Development Workshop Chairs: Lisa T. Stickney, U. of Baltimore; Anna Seferian, U. of Maryland U. College

#### Saturday 12:00AM

#### 177: (AAA) Technology Center

12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area Tweet this session: #AOM2014 177

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

## 178: (AAA) Technology Center

12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1

Tweet this session: #AOM2014 178

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

#### 179: (AAA) Technology Center

12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer Tweet this session: #AOM2014 179

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

# Saturday 1:30PM

# 180 🕮 ©: (CMS, SIM, PTC) Getting Out of the Hotels:

Words and Action in Philadelphia 1:30pm - 5:30pm Offsite: TBD

Tweet this session: #AOM2014 180

For more information in regard to this offsite event please contact

Sarah Stookey at stookeysab@ccsu.edu

Organizer: Sarah Stookey, Central Connecticut State U.

#### Saturday 7:00AM

#### 181: (MSR) Morning Meditation

7:00am - 8:00am Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 181

Presenter: Richard Peregov, U. of Dallas

#### Saturday 8:00AM

#### 182 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office

Tweet this session: #AOM2014 182

#### 183 : (AAA) Conference Registration

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.

Tweet this session: #AOM2014 183

Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor

Registration

#### **184**: (AAA) Conference Exhibits

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B..

Tweet this session: #AOM2014 184

Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks, Internet stations, and conference materials. Be one of the first 200 people to visit the exhibit hall and receive a swag bag!

# 185 : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Pennsylvania Convention Center: Room 105 B

Tweet this session: #AOM2014 185

All interested volunteers are welcome to join us as we begin the planning process for our upcoming year. Come and add your voice!

### 186 : (AAA) Hospitality Suite for First Time Attendees

8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B.

Tweet this session: #AOM2014 186

Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

#### 187 : (AAA) Technology Center

8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB

Tweet this session: #AOM2014 187

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

### **188**: (AAA) Speaker Preparation

8:00am - 8:00pm Pennsylvania Convention Center: Room 300

Tweet this session: #AOM2014 188

# 189: (AAA) Placement Services

8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall

Tweet this session: #AOM2014 189

Placement Services-Registration and Information.

#### 190: (AAA) Board of Governors' Meeting

8:00am - 1:00pm Loews Philadelphia Hotel: Howe Room Tweet this session: #AOM2014 190

### 191: (AAA) Speaker Preparation

8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom Tweet this session: **#AOM2014** 191

#### 192: (AAA) Speaker Preparation

8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7

Tweet this session: #AOM2014 192

# 193 : (AAC) Midwest Academy of Management Board of Governors Meeting

8:00am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 193

# 194 □ ♥ → ■: (AAM) Contemporary Issues on the Japanese Management: Changes and Challenges in the Age of Globalization

8:00am - 10:00am Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 194

The PDW session will be held with support from Academic Association for Organizational Science, Japan (Soshiki Gakkai) and Asia Academy of Management.

Coordinator: Tsutomu Nakano, Aoyama Gakuin U.

Presenters: Yasuo Sugiyama, Kyoto U.; Kiyohiro Oki, Kansai U.; Tsutomu Nakano, Aoyama Gakuin U.; Yutaka Yamauchi, Kyoto U.

#### 195: (BPS) BPS Managing Your Dissertation Workshop

8:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 195

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

Coordinator: Kenneth Younge, Purdue U.

Panelists: Mary J. Benner, U. of Minnesota; Jerker C. Denrell, U. of Warwick; Witold Jerzy Henisz, U. of Pennsylvania; Riitta Katila, Stanford U.; Rory McDonald, Harvard U.; Lite Nartey, U. of South Carolina; Ram Ranganathan, The U. of Texas at Austin; Miguel Rivera-Santos, EMLYON Business School; Melissa A. Schilling, New York U.; Zur Shapira, New York U.; Tony W. Tong, U. of Colorado; Natalya Vinokurova, U. of Pennsylvania

# 196 🖃: (BPS) Junior Faculty Paper Development Workshop

8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 196

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

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 15, 2014.

Organizers: Benjamin L. Hallen, London Business School; Aseem Kaul, U. of Minnesota; Nandini Lahiri, Temple U.; Caterina Moschieri. IE Business School

Discussants: Juan Alcacer, Harvard U.; Mary J. Benner, U. of Minnesota; Julio O. DeCastro, Babson College; Sendil Ethiraj, London Business School; Martha Feldman, U. of California, Irvine; Fabrizio Ferraro, IESE Business School; Suresh Kotha, U. of Washington, Seattle; Michael J. Leiblein, The Ohio State U.; Michael Lenox, U. of Virginia; Joseph T. Mahoney, U. of Illinois at

Urbana-Champaign; Kyle J. Mayer, U. of Southern California; Phanish Puranam, INSEAD; Claudia Bird Schoonhoven, U. of California, Irvine; Balagopal Vissa, INSEAD; Todd Zenger, Washington U. in St. Louis; Yan Anthea Zhang, Rice U.

# 197 □ • → □: (BPS) Business Policy and Strategy Division – Junior Faculty Consortium 2014

8:00am - 5:30pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 197

Chairs: Jeff Furman, Boston U.; Rosemarie Ziedonis, U. of

Panelists: David C. Croson, Southern Methodist U.; Waverly W. Ding, U. of Maryland; Fabrizio Ferraro, IESE Business School; Giovanni Gavetti, Harvard U.; Rahul Kapoor, U. of Pennsylvania; Michael J. Leiblein. The Ohio State U.; Mitrabarun Sarkar.

Temple U.; Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne

# 198 → 🖃 🖑: (BPS) Fostering Publication from Around the World in Leading Strategy and Organization Journals

8:00am - 12:30pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 198

Participants: Vincent Amooti Bagire, Makerere U. Business School; Hernan Etiennot, IAE Business School Argentina; Luca Gnan, Tor Vergata U.; Allya Paramita Koesoema, U. of New South Wales; Romel Mostafa, U. of Western Ontario; Haibin Yang, City

U. of Hong Kong

# 199 : (BPS) Business Policy & Strategy Division Doctoral Consortium, Part 2

8:00am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 199

Participants: Melissa Graebner, The U. of Texas at Austin; Sonali K. Shah, U. of Washington; Lyda S. Bigelow, U. of Utah; Gary Dushnitsky, London Business School; Matt Marx, Massachusetts Institute of Technology; Jack A. Nickerson, Washington U.; Nandini Rajagopalan, U. of Southern California; Puay Khoon Toh, U. of Minnesota

# 200 : (BPS, ENT, TIM) Innovation and Trends in Entrepreneurial Finance Research

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 200

Coordinators: Benjamin L. Hallen, London Business School; Riitta Katila, Stanford U.; Emily Cox Pahnke, U. of Washington Participants: Raphael H. Amit, U. of Pennsylvania; Anil K. Gupta, INSEAD and U. of Maryland; P. Devereaux Jennings, U. of Alberta; Suresh Kotha, U. of Washington, Seattle; Scott Stern, Massachusetts Institute of Technology; Robert J. Strom, Kauffman Foundation

# **201 Q**: (BPS, SAP, OMT) **Opportunities for Integrating** Discourse **Analysis into Strategy Research**

8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 201

Organizers: Stine Grodal, Boston U.; Winston Kwon, Lancaster U. Moderators: Julia Balogun, U. of Bath; Peer C. Fiss, U. of Southern California; David Stephen Grant, U. of New South Wales; Steven Kahl, Dartmouth College; Michael D. Pfarrer, U. of Georgia; Fernando Suarez, Boston U.

Presenters: William Ocasio, Northwestern U.; Eero Vaara, Hanken School of Economics

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

## 202 Drofessors : (CAR, HR, IM, GDO, MED, ITC, OB) Professors without Borders: Developing Competences for Navigating **Global Careers**

8:00am - 9:30am Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 202

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

Chairs: Yehuda Baruch, Southampton Business School, U.K.; Cristina Reis, Autonoma U. / Reis Center LLC; Sherry E. Sullivan, Bowling Green State U.

Presenters: Shawn M. Carraher, Oxford Journal Distinguished Research Professor; David A. Lamond, Victoria U.; Udechukwu Ojiako, British U. in Dubai; Jason R Pierce, U. Adolfo Ibanez; Scott Seibert, U. of Iowa; Dean Tjosvold, Lingnan U.; Vlad Vaiman, California Lutheran U.; David Weir, U. Campus Suffolk

### 203 🗎 👽 🖃 🖐 : (CMS. GDO) The F word: Feminism and **Business Schools**

8:00am - 10:00am Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 203

Organizer: Deborah Helen Jones, Victoria U. of Wellington Presenters: Alessia Contu, U. of Warwick; Tracy Patricia Wilcox, U. of New South Wales; Alison Pullen, Swansea U.; Sadhvi Dar, Queen Mary U. of London

### 204 > CMS, IM, OMT) United We Speak: Reaping the **Power of Language in and Across Management** Communities

8:00am - 10:00am Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 204

Host: Susanne Tietze, Keele U.

Speakers: Rebecca Piekkari, Aalto U.; John Blenkinsopp, U. of Hull; Chris Steyaert, U. of St. Gallen; Pushkala Prasad, Skidmore College; Penny Dick, The U. of Sheffield

# **205 ₹** (D&ITC, GDO) Fixing Leaks in the Pipeline: Increasing Retention of Minority Students and Faculty in Management

8:00am - 10:30am Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 205

This session will provide AOM members with a forum to fix 'leaks.' or barriers to inclusion and retention, in the academic pipeline. Organizers: Ishva Minefee, U. of Illinois at Urbana-Champaign; Nicole C. Jones Young, U. of Connecticut; Oscar Jerome Stewart, U. of North Carolina, Charlotte; Veronica C. Rabelo, U. of Michigan, Ann Arbor; Regina Michelle Taylor, U. of Central Florida; Armond Edmund Sinclair. U. of Toledo

## 206 : (ENT) Challenging The Assumptions and **Accepted Research Practices in Entrepreneurship** Research

8:00am - 10:30am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 206

Organizers: Hans Landstrom, Lund U.; Annaleena

Parhankangas, U. of Illinois at Chicago; Philippe Riot, EMLYON **Business School** 

Speakers: Gry Agnete Alsos, U. of Nordland; Matthias Fink, Johannes Kepler U.; Tina Gruber-Muecke, Johannes Kepler U.; Steffen Korsgaard, Aarhus U.; Denise Fletcher, U. Luxembourg

## 207 : (ENT, SIM, PNP) What Can Social Entrepreneurship Researchers Learn from Family **Business Scholars?**

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 207

Chairs: Sophie Bacq, Northeastern U.; G. T. Lumpkin, Syracuse

Discussant: Scott L. Newbert, Villanova U.

Presenters: Alfredo De Massis, Lancaster U.; Isabelle Le Breton-Miller, HEC Montreal & U. of Alberta; Donald O. Neubaum, Oregon State U.; Lorraine M. Uhlaner, EDHEC Business School Participant: Danny Miller, HEC Montreal & U. of Alberta

### 208 € : (ENT. TIM. BPS. OB) Theoretical Perspectives of Academic Entrepreneurship:Current and Future **Directions**

8:00am - 10:30am Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 208

The PDW is designed to engage participants in a discussion of the actors and processes that shape the phenomena of academic entrepreneurship.

Organizers: Sharon Alicia Simmons, William Paterson U.; Erik Monsen, U. of Strathclyde

Presenters: Donald Siegel, U. at Albany - State U. of New York; Phillip H Phan, The John Hopkins U.; Peter T. Gianiodis, Clemson U.; Albert Link, U. of North Carolina; Jeffrey S Hornsby, U. of Missouri, Kansas City; William Meek, U. of Dayton; Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign

#### 209 ☐ ●: (HCM) Dialogue as a Teaching Tool

8:00am - 9:30am Pennsylvania Convention Center: Room 110 A,B Tweet this session: #AOM2014 209

Presenters: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.

#### 210 : (HR) Innovative Teaching Methods

8:00am - 10:30am Philadelphia Marriott Downtown: Room 407,408,409

Tweet this session: #AOM2014 210

Organizer: Christopher C. Rosen, U. of Arkansas

Presenters: Laura Parks-Leduc, James Madison U.; Maritza Yvette Soto, U. of Puerto Rico- Rio Piedras; Marshall Wilson

Pattie. James Madison U.

### 211 ©: (HR, OB) Extra! Extra! Read All about It! Using News Media to Communicate Research Findings to the Public

8:00am - 10:00am Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 211

Chair: Stephen H Courtright, Texas A&M U.

Participants: Christopher M. Barnes, U. of Washington; John B. Bingham, Brigham Young U.; Wendy R. Boswell, Texas A&M U.; Beth Ann Livingston, Cornell U.; Thomas Snee, U. of Iowa; Greg L Stewart, U. of Iowa

#### 212: (ICW) IMD International Meeting Room Day 2

8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 212

Organizer: Marianne Rothenbuehler, IMD International

### 213 □ • → □: (IM) International Management Division **Doctoral Consortium**

8:00am - 5:30pm Offsite: Temple University... Tweet this session: #AOM2014 213

Temple University - Pre-registration required; see IM website. For information or questions about this offsite event please contact Gurneeta Vasudeva at gurneeta@umn.edu.

Chair: Gurneeta Vasudeva, U. of Minnesota

Panelists: Ruth V. Aguilera, U. of Illinois at Urbana-Champaign; Isin Guler, Sabanci U.; Martine Haas, U. of Pennsylvania; Xavier Martin, Tilburg U.; Rajneesh Narula, U. of Reading; Jeffrey J. Reuer, Purdue U.; Jordan Siegel, Harvard U.; Jasjit Singh, INSEAD; Mary Zellmer-Bruhn, U. of Minnesota; J. Myles Shaver, U. of Minnesota; Brian Wu, U. of Michigan; Paul Almeida, Georgetown U.

# 214 □ • → □: (IM) International Management Division Junior Faculty Consortium

8:00am - 3:30pm Offsite: Temple University... Tweet this session: **#AOM2014 214** 

Pre-registration required; see IM website. For information or questions about this offsite event please contact Aya Chacar at chacara@fiu.eduAlter Hall 7th floor, Fox School of Business, Temple University Main Campus on north Broad Street. Directions: Take Broad Street line subway (Orange Line) from City Hall - a few blocks from all the conference hotels. Get off at Cecil B Moore / Temple University stop (about 12 minutes) and proceed to Alter Hall Breakfast, coffee breaks and a lunch will be provided.

Chair: Aya S. Chacar, Florida International U.

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

# 215 → ☐: (IM, BPS) Institutions and Entrepreneurship in the Asia-Pacific:Research Opportunities and Prospects

8:00am - 10:00am Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 215

Chairs: Robert Neal Eberhart, Santa Clara U.; Joseph L. C.

Cheng, U. of New South Wales

Presenters: Chuck Eesley, Stanford U.; James R Lincoln, U. of California, Berkeley; Per Davidsson, Queensland U. of Technology; Daeil Nam. Korea U.

# 216 : (IM, BPS) Strategic Management under Macroeconomic Volatility

8:00am - 11:00am Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 216

Chairs: Luiz F. Mesquita, Arizona State U.; Roberto Vassolo, Austral U.

Panelists: Abhirup Chakrabarti, McGill U.; William G. Mitchell, U. of Toronto; Javier Garcia Sanchez, Austral U.; Fernando Suarez, Boston U.; William P. Wan, City U. of Hong Kong

# 217 □ ♥ → □ ♥: (ITC, MSR, IAM, SIM) Developing an alternative Paradigm: Global Perspectives on Humanistic Management.

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 217

Organizer: Michael Andreas Pirson, Fordham U.

Presenters: Carlos Largacha-Martínez, U. EAN; Abiola Olukemi Ogunyemi, Lagos Business School; Alejo José G.-Ignacio Ferrero Sison, U. of Navarre; Ernst von Kimakowitz, Humanistic Management Center; Radha R. Sharma, HHL-Leipzig Graduate School of Management / MDI, India; Helena Kemppainen, Humanistic Management Network

Panelists: Osmar Arandia, U. Cristóbal Colón; Consuelo Adelaida Garcia-de-la-Torre, EGADE Business School; Robert Blomme, Nyenrode Business U.; Shiv K Tripathi, Mzumbe U.; Yetunde Anibaba, Lagos Business School

# 218 ⊕→ ☐: (MC) Linking Doctoral Studies with Careers Using Practical Scholarship

8:00am - 12:30pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 218

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

Distinguished Speakers: Michael Jarrett, INSEAD; William A Pasmore, Columbia U.

Chair: Jean E. Neumann, Tavistock Institute

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

# 219 (MC, ODC) Disruptive Change & Real-Time Strategy

8:00am - 10:00am Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 219

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

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

# **220** (MED) Opening eyes, changing minds, and creating conversation through online case discussions.

8:00am - 10:00am Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 220

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

Organizer: Theresa Taylor-Coates, Limestone College

Facilitator: David J Collis, Harvard U.

Discussants: Chi Anyansi-Archibong, North Carolina A&T State

U.; Marilyn L. Taylor, U. of Missouri, Kansas City

Presenters: J Kay Keels, Coastal Carolina U.; Vadake Narayanan,

Drexel U.; J B Arbaugh, U. of Wisconsin, Oshkosh Participant: Vijaya L. Narapareddy, U. of Denver

# 

8:00am - 10:00am Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 221

Chair: Elio Borgonovi, Bocconi U.

Speakers: Niccolo' Cusumano, SDA Bocconi; Lisa Leander, GRSN

Presenter: Roland Siegers, CEMS

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Participants: Veronica Vecchi, SDA Bocconi; Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Kristiana Raube, U. of California, Berkeley; Manuel Rodriguez, U. de los Andes; Yasmin Zafar, IBA, Karachi; Nyla Aleem Ansari, IBA, Karachi; Olawale Ajai, Lagos Business School

# 222 : (MED, CM, HR) Online Education Who, What and How: Maintaining Learning Quality into the Future.

8:00am - 10:00am Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 222

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

Presenters: Henry W Lane, Northeastern U.; Ronda R. Callister, Utah State U.; McKenzie R. Rees, U. of Utah

# 223 (MED, OB) What Teaching Tools Are Able To "Plant the Seeds of Knowledge" in Today's Virtual Students?

8:00am - 10:00am Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 223

Pre-registration required for this workshop. To register online, visit https://secure.aom.org/PDWReg. The deadline to register is July 27, 201

Organizer: Ernestina Giudici, U. of Cagliari

Presenters: Mikelle A. Calhoun, Georgia Southern U.; Charles Roy Fenner, State U. of New York Canton; Hetty Van Emmerik, Maastricht U.; Jacqueline Fendt, ESCP Europe; Luisa Varriale, U. OF NAPLES PARTHENOPE; Angela Dettori, U. of Cagliari; Claudia Melis, U. of Cagliari; Rita Cannas, U. of Cagliari; Michael D. Santonino, Embry-Riddle Aeronautical U.

# 224 : (MED, OB, TTC, OCIS, HR, HCM) Teaching with Technology: How to Expand Scope and Value of Course "Conversations"

8:00am - 10:30am Loews Philadelphia Hotel: Parlor 1 Tweet this session: #AOM2014 224

Session Goals: gain perspectives; provide experiences; assist implementations; suggest directions; propel learning; expand sharing networks

Organizer: Randall G. Sleeth, Virginia Commonwealth U. Presenters: Joan L. Weiner, Drexel U.; Randall B. Dunham, U. of Wisconsin, Madison; Kim Gower, Virginia State U.; Bonnie S. O'Neill, Marquette U.; Stuart Allen, Robert Morris U.

## 225 : (MH) New Tools for Old Data: Data Visualization

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2 Tweet this session: **#AOM2014 225** 

Organizer: James M Wilson, U. of Glasgow

# 226 🕮 🖃 : (OB) Organizational Behavior Division Doctoral Consortium

8:00am - 5:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 226

Must be nominated by advisor by May 16 and selected. Go to http://www.obweb.org/index.php?option=com\_content&view=section &layout=blog&id=12&Itemid=65

Organizers: Nancy Rothbard, U. of Pennsylvania; Abbie J. Shipp, Texas Christian U.

Speakers: Ronald F. Piccolo, Rollins College; Amy L. Kristof-Brown, U. of Iowa; Kenneth G. Brown, U. of Iowa; Frederick P. Morgeson, Michigan State U.; Michael G. Pratt, Boston College; David Mayer, U. of Michigan

Panelists: Christine Quinn Trank, Vanderbilt U.; Amir Erez, U. of Florida; Ashleigh Shelby Rosette, Duke U.; Christina E. Shalley, Georgia Institute of Technology; Elaine C. Hollensbe, U. of Cincinnati; Marcie LePine, Arizona State U.; Megan Margaret Gerhardt, Miami U.; Mark Mortensen, INSEAD; Theresa M. Glomb, U. of Minnesota; Elizabeth Eve Umphress, U. of Washington; John B. Bingham, Brigham Young U.; Cheri Ostroff, U. of South Australia; Erik Dane, Rice U.; Lisa Dragoni, Cornell U.; David T. Wagner, Singapore Management U.; Marie S. Mitchell, U. of Georgia; Daniel Gregory Bachrach, The U. of Alabama; Brent A. Scott, Michigan State U.; Ronit Kark, Bar Ilan U.; Steffanie L. Wilk, The Ohio State U.; Jill Perry-Smith, Emory U.; Jeffrey R. Edwards, U. of North Carolina; Mike Crant, U. of Notre Dame; Amy E. Colbert, U. of Iowa; Linn Van Dyne, Michigan State U.; David G. Allen, U. of Memphis; J. Stuart Bunderson, Washington U.; Ingrid Fulmer, Rutgers U.; Xiao-Ping Chen, U. of Washington; Suzanne S. Masterson, U. of Cincinnati; Gilad Chen, U. of Maryland; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Donald Siegel, U. at Albany - State U. of New York; Bradley L. Kirkman, North Carolina State U.; Samir Nurmohamed, The Wharton School, U. of Pennsylvania; Tracy L. Dumas, The Ohio State U.; Lakshmi Ramarajan, Harvard U.; Katherine W. Phillips, Columbia U.; Tsedal Neeley, Harvard U.; Olivia Amanda O'Neill, George Mason U.; Jochen I. Menges, U. of Cambridge; Ethan Burris, The U. of Texas at Austin; Morela Hernandez, U. of Virginia; Andrew M. Carton, The Wharton School, U. of Pennsylvania

### 227: (OB) OB Junior Faculty Workshop II

8:00am - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 227

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The cost to register is \$150.00 and the deadline to register is June 15, 2014. Please contact Scott DeRue at dsderue@umich.edu for an approval code to register.

If registering for this workshop, you MUST also be registered for the OB Junior Faculty Workshop on Friday.

Organizers: Leanne E Atwater, U. of Houston; Daniel Scott DeRue, U. of Michigan

Panelists: Michelle K. Duffy, U. of Minnesota; John A Wagner, Michigan State U.; Xiao-Ping Chen, U. of Washington; Ingrid Fulmer, Rutgers U.; Eden King, George Mason U.; Batia Mishan Wiesenfeld, New York U.; Kevin B. Lowe, U. of Auckland; Aparna Joshi, Pennsylvania State U.; David A Hofmann, U. of North Carolina, Chapel Hill; Keith Murnighan, Northwestern U.; Don Vandewalle, Southern Methodist U.; Francis J. Yammarino, Binghamton U.; Sabine Sonnentag, U. of Mannheim; Chester A. Schriesheim, U. of Miami; Robin Ely, Harvard U.; Martin J. Kilduff, U. College London

# 228 : (OB, HR) Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data

8:00am - 12:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: **#AOM2014 228** 

Organizers: Ethan Burris, The U. of Texas at Austin; Lisa Dragoni, Cornell U.

Facilitators: Crystal I.C. Farh, Michigan State U.; Sharon K. Parker, U. of Western Australia; Erk Peter Piening, ESCP Europe; Scott Sonenshein, Rice U.; Gerben van der Vegt, U. of Groningen

Speakers: Ethan S. Bernstein, Harvard U.; J. Stuart Bunderson, Washington U.; Carrie R. Leana, U. of Pittsburgh; Michaéla C. Schippers, Erasmus U. Rotterdam; Phyllis Tharenou, Flinders U.

# 229 (OB, HR) How Do I Keep My Employees Motivated? An Application of the Practice of Empathy-Based Management

8:00am - 9:30am Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 229

Presenter: George Langelett, South Dakota State U.

# 230 (OB, MED, OMT, ODC, MOC) Innovative Teaching of Positive Organizational Scholarship in the Management Classroom

8:00am - 10:00am Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 230

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is August 1, 2014.

Organizers: Kim Cameron, U. of Michigan; Marc Hoffman Lavine, U. of Massachusetts Boston

Presenters: Justin Berg, U. of Pennsylvania; Emily Heaphy,
Boston U.; Jason Kanov, Western Washington U.; Sally Maitlis, U.
of British Columbia; James Pawelski, U. of Pennsylvania; Edward
H. Powley, Naval Postgraduate School; Ryan Quinn, U. of
Louisville; John Paul Stephens, Case Western Reserve U.; Lynn
Wooten, U. of Michigan; Amy Wrzesniewski, Yale U.; Schon
Beechler, INSEAD; Shelley Brickson, U. of Illinois at Chicago;
David S. Bright, Wright State U.; Jody Hoffer Gittell, Brandeis U.;
Mary Dunn, St. Edward's U.; Bernd Vogel, U. of Reading; Jean M.
Bartunek, Boston College

# 231 : (OC/S, RM) Organizational Genetics: Detecting Evolution and Variation in Process Data

8:00am - 12:00pm Pennsylvania Convention Center: Room 113 C Tweet this session: #AOM2014 231

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

register is July 30, 2014.

Distinguished Speakers: Kalle Lyytinen, Case Western Reserve U.;

Chair: James Gaskin, Brigham Young U.

Facilitators: Aron Lindberg, Case Western Reserve U.; Zhewei Zhang, Temple U.; Sungyong Um, Temple U.

# 232 **○ •**: (ODC) Speaking Truth To Power: Using Words to Motivate Change with C-Suite Executives

8:00am - 10:00am Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 232

Youngjin Yoo, Temple U.

Organizer: William H Berman, Berman Leadership Development Panelists: Robert J. Lee, iCoachNY; Carol Kauffman PhD ABPP, Harvard U.

# 233 ⊕→ ← ...: (ODC, MC) Narrate or be Narrated! A Workshop on how to Manage a Corporate World of Constant Change

8:00am - 10:00am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 233

Organizers: Eva Boxenbaum, Mines ParisTech; Flemming Christensen, THINK ABOUT IT; Cindy Marteney, The Marteney Group - Cultivating the art of leadership

## 

8:00am - 10:00am Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 234

Presenters: Bart Brock, The Coleman Company, Inc.; Ram Tenkasi. Benedictine U.

# 235 ☐: (OMT, BPS, CM, MOC, OB) Trust Between Individuals and Organizations

8:00am - 10:00am Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 235

The workshop consists of two segments. Each segment requires pre-registration with the workshop organizers who will provide the registration approval code. Please see the workshop description above for more details. The approval code is then used for additional registration at https://secure.aom.org/PDWReg.

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

Organizers: Oliver Schilke, U. of California, Los Angeles; Bart A. de Jong, VU U. Amsterdam

Facilitators: Reinhard Bachmann, U. of Surrey; Kurt T Dirks, Washington U. in St. Louis; Nicole Gillespie, The U. of Queensland, Australia; Audrey Korsgaard, U. of South Carolina; Deepak Malhotra, Harvard U.; Laura Poppo, U. of Kansas; Maurice Schweitzer, U. of Pennsylvania; Antoinette Weibel, Konstanz U.; Edward Zajac, Northwestern U.; Akbar Zaheer, U. of Minnesota

# 236 : (OMT, OB, BPS, RM, ENT, CM, HR) Theoretical And Empirical Applications Of Social Network Analysis

8:00am - 11:00am Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 236

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

Organizers: Prasad Balkundi, U. at Buffalo, the State U. of New York; Daniel Halgin, U. of Kentucky

Hosts: **Tejaswi Ajit**, U. of Kentucky; **Ning Xu**, U. at Buffalo, the State U. of New York

Speakers: Stephen Borgatti, U. of Kentucky; Andrew V. Shipilov, INSEAD

# 237 : (OMT, SAP, MOC) Processes, Practices, and Routines as Approaches and Units of Analysis: an Exploration

8:00am - 11:00am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 237

Discussant: Wanda J. Orlikowski, Massachusetts Institute of Technology

Speakers: Martha Feldman, U. of California, Irvine; Davide Nicolini, U. of Warwick; Haridimos Tsoukas, U. of Cyprus / U. of Warwick; Brian T Pentland, Michigan State U.; Richard Whittington, Said Business School; Tor Hernes, Copenhagen Business School

## 238 : (OMT, TIM, BPS, ENT) Exaptation: An Unrecognized Mechanism in the Evolutionary Theory of **Organizations**

8:00am - 10:00am Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 238

Organizers: Alan D. Meyer, U. of Oregon; Vibha Gaba, INSEAD Discussants: Philip Anderson, INSEAD; Daniel Levinthal, U. of Pennsylvania; Anne S Miner, U. of Wisconsin, Madison

Panelists: Saras D. Sarasvathy, U. of Virginia; Gino Cattani, New

York U.; Chris Marquis, Harvard U.

# 239 ©: (PTC, MED, MC, OB, ODC, OCIS) Translating the Results of Scholarship into Actions by Practitioners

8:00am - 10:30am Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 239

Builds on the PDW "Translating Scholarship into Practice" from the 2013 AOM Conference in Orlando.

Chair: Geoffery Seaver, National Defense U.

Participants: Melanie Cohen, U.S. Department of Housing & Urban Development; Hans Georg Gemuenden, Berlin Institute of Technology; Cathy A Enz, Cornell U.; Usha C. V. Haley, West Virginia U.; Stefan Krummaker, U. of East Anglia; Jennifer S. A. Leigh, Nazareth College; Frank Shipper, Salisbury U.; Catherine Jo Hand, FDIC Corp U.; Julie 'JP' Palmer-Schuyler, Webster U.; Janet E. Salmons, Capella U.; Claudine SchWeber, U. of Maryland U. College; Claudia Verena Peus, Technische U. München; Kuo Frank Yu, City U. of Hong Kong

## 240 : (RM) Everything You Wanted to Know about Moderated Regression (but were afraid to ask)

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 240

Participants: Jeremy Dawson, The U. of Sheffield; Andreas W. Richter, U. of Cambridge

### 241 📖 🖃 : (RM, OB, HR) Ask the Experts: Micro & Macro **Research Methods**

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 241

Presenters: Brian Boyd, City U. of Hong Kong; Jose M. Cortina, George Mason U.; Dan R. Dalton, Indiana U., Bloomington; Jodi S. Goodman, West Virginia U.; Dana Joseph, U. of Central Florida; Lisa Schurer Lambert, Georgia State U.; James M. LeBreton, Purdue U.; Ernest H O'Boyle, U. of Iowa; Robert J. Vandenberg. U. of Georgia; Larry J. Williams, Wayne State U.; Zhen Zhang, Arizona State U.

### **Experts**

8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 242

Learn how to design and publish research employing qualitative methods from the experts!

Organizers: Sanjay Jain, Santa Clara U.; Raza A. Mir, William Paterson U.

Presenters: Deborah J Dougherty, Rutgers U.; Kevin G. Corley, Arizona State U.; Siobhan O'Mahony, Boston U.; Thomas

Greckhamer, Louisiana State U. Participant: Ann Langley, HEC Montreal

# 243 🛄 🔙 : (SIM, ONE) The 2014 Joint ONE-SIM Junior **Faculty Consortium**

8:00am - 12:00pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 243

Chairs: Jean-Pascal Gond, Cass Business School, City U. London; Stephanie Bertels. Simon Fraser U.

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

### 244 📖 🖃 : (TIM) TIM Junior Faculty Consortium (Day 2)

8:00am - 10:00am Pennsylvania Convention Center: Room 102 A Tweet this session: #AOM2014 244

The Junior Faculty Consortium will join the Doctoral consortium between 10am and 11.30 noon Saturday for a joint meeting with iournal editors in Room 103 C.

Representative-at-Larges: Ammon Salter, U. of Bath; Maryann P Feldman, U. of North Carolina, Chapel Hill

### 245 📖 🖃 : (TIM) TIM Doctoral Students Consortium (Day 2)

8:00am - 11:30am Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 245

Representative-at-Larges: **Kevin Boudreau**, London Business

School; Jennifer Woolley, Santa Clara U.

# 246 🕮 🖃 : (TIM, MED, ODC) Global Online Education **Experiments: From MOOC's to 3D Immersive Classrooms**

8:00am - 10:30am Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 246

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

Organizers: Ana Reyes, U. of Pennsylvania; Juan Andrei Villarroel, Massachusetts Institute of Technology

Presenters: Geoffrey A. Irwin, U. of Pennsylvania; Scott Larmore, Hewlett Packard; Angela Palermo, Genentech, Inc.; Christine R. Williams, Otto-Williams Limited Consulting; Casey Sofchak Scott, Bristol-Myers Squibb

### Saturday 8:30AM

## 247 🕮 🗨 : (CM, CAR, OB, GDO) Finding Value in Academic Life: A PDW for Junior Faculty

8:30am - 12:30pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 247

Pre-registration is required for this workshop. To register online. please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.

Organizer: Nate Pettit, New York U.

Facilitator: Matthew A. Cronin, George Mason U.

Discussants: Susan J. Ashford, U. of Michigan; Mark A. Clark, American U.; James R. Detert, Cornell U.; Katherine Klein, U. of Pennsylvania; Roy J. Lewicki, The Ohio State U.; Batia Mishan Wiesenfeld, New York U.; Jonathan C. Ziegert, Drexel U.

#### 248 : (ENT) ENT Doctoral Consortium Part 2

8:30am - 3:00pm Offsite: Temple University.
Tweet this session: #AOM2014 248

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

If registering for this workshop, you MUST also be registered for the ENT Doctoral Consortium 2014 on Friday.

For information or questions regarding this offsite event please contact Jeff McMullen at mcmullej@indiana.edu.

Chairs: Jeffrey S. McMullen, Indiana U., Bloomington; Andrew C. Corbett, Babson College

#### 249 🕮 : (GDO) 2014 GDO Doctoral Consortium

8:30am - 2:30pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 249

Invitation only:Doctoral Student Application Deadline: July 15, 2014 Organizers: Caren Goldberg, American U.; Orlando C. Richard, U. of Texas, Dallas

Presenters: Derek R. Avery, Temple U.; Laquita C. Blockson, Saint Leo U.; Suzanne C. de Janasz, IMD; Bernardo M. Ferdman, Alliant International U.

Panelists: Goce Andrevski, Queen's School of Business, Canada; David A. Kravitz, George Mason U.; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Ashleigh Shelby Rosette, Duke U.; Marcus Maharg Stewart, Bentley U.; Lynn Shore, Colorado State U.; C. Justice Tillman, Baruch College-The City U. of New York; María Carmen Triana, U. of Wisconsin, Madison; Lu Zhang, Ulsan National Institute of Science and Technology

### 250 : (HR) HR Division – Junior Faculty Consortium 2014

8:30am - 5:30pm Philadelphia Marriott Downtown: Room 305 Tweet this session: #AOM2014 250

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 17, 2014.

Organizers: Sumita Raghuram, Pennsylvania State U.; James C. Hayton, Warwick Business School; Lisa Hisae Nishii, Cornell U. Facilitators: Wendy R. Boswell, Texas A&M U.; Caren Goldberg, American U.; Charlie O. Trevor, U. of Wisconsin, Madison; Rosemary Batt, Cornell U.; Christopher C. Rosen, U. of Arkansas; David P. Lepak, Rutgers U.; John P. Hausknecht, Cornell U.; Katherine Xin, CEIBS; Gilad Chen, U. of Maryland; Berrin Erdogan, Portland State U.; Patrick M. Wright, U. of South Carolina; Paula M Caligiuri, Northeastern U.; Amy E. Colbert, U. of Iowa; Jake Messersmith, The U. of Nebraska Kearney; Clint Chadwick, U. of Kansas; K. Michele Kacmar, The U. of Alabama; Stanley M Gully, Pennsylvania State U.; Elizabeth George, Hong Kong U. of Science and Technology; Steven Rogelberg, U. of North Carolina, Charlotte; Mark Huselid, Rutgers U.; Neal M. Ashkanasy, The U. of Queensland, Australia

#### 251 🕮 🖃 : (HR) HR Division Doctoral Consortium

8:30am - 5:30pm Philadelphia Marriott Downtown: Room 401,402,403 Tweet this session: #AOM2014 251

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

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

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

# 252 💷 👽 🗏 💖: (NDSC) New Doctoral Student Consortium 8:30am - 3:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon G

8:30am - 3:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon G Tweet this session: **#AOM2014** 252

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

Organizers: Christian Calderon, U. of Memphis; Alireza Chavosh, U. of Bologna/U. of California, Berkeley; Christina L. Frye, U. of Illinois at Urbana-Champaign; Michael Addison Johnson, U. of Central Florida; Brandon Carlyle Grant, U. of Illinois at Urbana-Champaign; Nathan Tong, U. of Cincinnatii Professional Development Workshop Chair: Wonjoon Chung, U. of Illinois at Urbana-Champaign

# 253 : (ODC) Organization Development and Change Division Doctoral Consortium DAY 2

8:30am - 2:00pm Pennsylvania Convention Center: Room 104 A,B Tweet this session: #AOM2014 253

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

If registering for this workshop, you MUST also be registered for the ODC Doctoral Consortium DAY 1 on Friday.

Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich Panelists: Julie Wolfram Cox, Monash U.; John Matthew Amis, U. of Edinburgh Business School; Andre S. Avramchuk, California State U. Los Angeles; Bill Cooke, Lancaster U.; David Stephen Grant, U. of New South Wales; Jeffrey D Ford, The Ohio State U.; James D Ludema, Benedictine U.; Clifford Oswick, City U. London; Gavin M. Schwarz, U. of New South Wales; James M. Vardaman, Mississippi State U.; Richard W. Woodman, Texas A&M U.; Rune Todnem By, Staffordshire U.; Quy Nguyen Huy, INSEAD

# 254 : (OM) OM Division Joint Junior Faculty and Doctoral Consortium

8:30am - 4:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 254

Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

Participants: Ken Boyer, The Ohio State U.; Amelia Carr, Bowling Green State U.; Craig R. Carter, Arizona State U.; Thomas Y. Choi, Arizona State U.; Barbara B. Flynn, Indiana U.; Daniel Guide, Pennsylvania State U.; Robert D Klassen, U. of Western Ontario; Ram Narasimhan, Michigan State U.; Damien Power, U. of Melbourne; Morgan Swink, Texas Christian U.; Mohan V. Tatikonda, Indiana U.

# 255 : (OM) Junior Faculty And Doctoral Consortium Welcome Breakfast

8:30am - 9:00am Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 255

Welcome breakfast for the junior faculty and doctoral consortium. Consortium participants only.

Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

# 256 □ • □ : (PNP) 2014 Doctoral Student Professional Development Consortium

8:30am - 4:30pm Pennsylvania Convention Center: Room 122 A Tweet this session: #AOM2014 256

Chairs: Shahidul Hassan, The Ohio State U.; Chris Silvia, Brigham Young U.

Participants: Elizabeth Anne Baldwin, Indiana U.; Candice Pippin Bodkin, North Carolina State U.; Lukas Brun, Duke U.; Melissa Cast, New Mexico State U.; Elizabeth A. Castillo, U. of San Diego; Ji Eun Chang, New York U.; Lourdes Alers-Tealdi, Rutgers U.; William Cleveland, Indiana U.; Anne-Marie Duval, Laval U., Quebec, Canada; Sarah Farsad, Milano - The New School for Management & Urban Policy; Yousueng Han, Indiana U. Bloomington; Lijun He, Indiana U.; Erin Henry, Harvard U.; Erynn Elizabeth Herman, U. of Massachusetts Boston; Leslie Hine, Arizona State U.; Jennifer Ihm, Northwestern U.; Amanda Janis Stewart, American U.; Jennifer Jones, U. of San Diego; Jaehee Jong, U. at Albany - State U. of New York; Kerry Kuenzi, U. of Colorado; Hyo-Shin Kwon, U. at Albany - State U. of New York; Julie A. Langer, U. of Illinois at Chicago; Kirk Leach, Rutgers U.; Justin Louie, Northwestern U.; Shawn McCafferty, Northern Illinois U.; Terri McCormick Dawson, Marian U.; Daisha M Merritt, James Madison U.; Camille Roger Charles Meyer, ULB - Solvay Brussels School; CERMi; Sheryl Lynn Mitchell, Lawrence Technological U.; Maria Paola Ometto, FGV-EAESP; Alexander Pinz, U. of Mannheim; Thomas Pittz, New Mexico State U.; Palina

Prysmakova, Florida International U.; Elizabeth Searing, Georgia State U.; Eileen Setti, Northern Illinois U.; Christine H. Shaefer, Marian U.; Aminata Sillah, U. of North Texas; Shahid Umar, U. at Albany - State U. of New York; Marlene Walk, U. of Pennsylvania; Zachary Wendling, Indiana U.; Solange Hai, ESADE; Vivian Tu, City U. of Hong Kong

# 257 → ← □: (TIM, IM, ENT) Globalizing Innovation: The Current Discourse

8:30am - 11:00am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 257

Organizer: Gita Surie, Adelphi U.

Participants: David Audretsch, Indiana U., Bloomington; Jeff Furman, Boston U.; Chirantan Chatterjee, Indian Institute of Management Bangalore; Felipe Monteiro, INSEAD; Rafael A. Corredoira, U. of Maryland; Shyama Ramani, United Nations U., Maastricht

#### Saturday 9:00AM

#### 258 : (CAR) Careers Doctoral Consortium

9:00am - 11:30am Philadelphia Marriott Downtown: Room 411,412 Tweet this session: #AOM2014 258

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

Organizers: Katharina Chudzikowski, U. of Bath; Corinne Post, Lehigh U.

Facilitators: Yan Shen, U. of Victoria; Stefanie Gustafsson, U. of Bath; Fida Afiouni, American U. of Beirut; Emma Parry, Cranfield U.; Barbara Mueller, Johannes Kepler U.

Speakers: Svetlana Khapova, VU U. Amsterdam; Jon P. Briscoe, Northern Illinois U.; Anders Dysvik, Bl Norwegian Business School; Sherry E. Sullivan, Bowling Green State U.; Holly Slay Ferraro, Seattle U.

# **259 □**: (CAR, OB, HR) Linking social networks and identity development in career research

9:00am - 11:00am Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 259
Organizer: Gudela Grote, ETH Zurich

Panelists: Roxana Barbulescu, McGill U.; Gudela Grote, ETH Zurich; Martin J. Kilduff, U. College London; Barbara S. Lawrence, U. of California, Los Angeles; Wendy Marcinkus Murphy, Babson College

# 260 : (HR, BPS) Reinvigorating the Strategy Perspective in Strategic Human Resource Management

9:00am - 11:30am Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 260

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

Facilitators: Rosemary Batt, Cornell U.; Kaifeng Jiang, U. of Notre Dame; Jaap Paauwe, Tilburg U. / Erasmus U.; Scott A. Snell, U. of Virginia; Riki Takeuchi, Hong Kong U. of Science and Technology Coordinators: Clint Chadwick, U. of Kansas; Carol Flinchbaugh, New Mexico State U.; James P. Guthrie, U. of Kansas

Participant: Barry Gerhart, U. of Wisconsin, Madison

### 261 : (HR, CM) Funding Opportunities for Academy of Management Scholars, from the National Science **Foundation**

9:00am - 11:00am Philadelphia Marriott Downtown: Grand Ballroom Salon J

Tweet this session: #AOM2014 261

Chair: Mo Wang, National Science Foundation

Panelists: Kevin Crowston, National Science Foundation; Gerald C Kane, Boston College; John Kammeyer-Mueller, U. of Minnesota; Kevin W. Rockmann, George Mason U.; Paul M. Leonardi, Northwestern U.

### 262 : (ICW) Administrative Science Quarterly Editors Meeting

9:00am - 12:00pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 262

By invitation only

Organizer: Joan Friedman, Administrative Science Quarterly

#### 263: (ICW) Human Relations Editorial Team Meeting

9:00am - 12:30pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 263

Organizer: Claire Castle, Human Relations

## 264 → 🖳 🖑 : (IM, BPS) An Institutional Diversity Perspective of Global Strategy: Emerging Market Global **Players**

9:00am - 11:00am Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 264

Organizers: Victor Zitian Chen, U. of North Carolina, Charlotte; Raveendra Chittoor. Indian School of Business

Panelists: Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Rice U.; Tarun Khanna, Harvard U.; Mona V Makhija, The Ohio

State U.; Aldo Musacchio, Harvard U.; Ravi Ramamurti, Northeastern U.; Michael A. Witt, INSEAD; Guoming Xian, Nankai U.: Benny Bing Yan. Nankai U.: Kiattichai Kalasin. Mahidol U.: Dan Catarivas, Manufacturers' Association of Israel

#### **265** ⊞: (MOC) Cognition in the Rough

9:00am - 12:00pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 265

Pre-registration is required for this PDW. The submission deadline for this PDW was May 15, 2014 and we have filled our allotted number of spots for this year. We encourage participants who were not able to submit proposals for this year's session to consider applying next year - the Call for Proposals for next year will go out on AOM listservs, appear in the MOC Newsletter, and be posted on the MOC website.

Organizers: Michelle A. Barton, Boston U.; Marlys K. Christianson, U. of Toronto; Christopher G Myers, U. of Michigan Facilitators: Neal M. Ashkanasy, The U. of Queensland, Australia; Andrea Casey, George Washington U.; Dov Eden, Tel Aviv U.; Janet M. Dukerich, The U. of Texas at Austin; C. Marlena Fiol, U. of Colorado Denver; Elizabeth George, Hong Kong U. of Science and Technology; Margaret Delaney Gorman, Northeastern U.; Gerard P. Hodgkinson, U. of Warwick; George P. Huber, The U. of Texas at Austin; Lynn A. Isabella, U. of Virginia; Glen E. Kreiner, Pennsylvania State U.; Kyle Lewis, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin; Stephen Mezias, INSEAD; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Sucheta Nadkarni, Drexel U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Subrahmaniam Tangirala, U. of Maryland; David A. Whetten, Brigham Young U.

### **266** → **—** : (MOC, RM, IM, OMT) Advances in Linguistic Approaches to Examining Cultural Knowledge

9:00am - 11:00am Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 266

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

Organizers: Josh W. Keller, Nanyang Technological U.; Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign

Presenters: Keyvan Vakili, London Business School; Thomas Greckhamer, Louisiana State U.

## 267 ©: (OB, PTC, ODC) Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations

9:00am - 11:30am Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 267

Chair: Mary Kate Stimmler, Google Research

Coordinator: Geoffrey C. Ho, Google People Innovation Lab Speakers: Jennifer Kurkoski, Google; Jean M. Bartunek, Boston College; Deb Cohen, Society for Human Resource Management; Geoffrey Kistruck, Schulich School of Business; Jane E McKenzie, Henley Business School; Christine M. van Winkelen, U. of Reading: Katherine L. Milkman. U. of Pennsylvania: Jennifer Louise Petriglieri, INSEAD; Mikolaj Jan Piskorski, IMD; Masamichi Takahashi, Fuji Xerox Co., Ltd.; David M. Sluss, Georgia Institute of Technology

## 268 €→ II: (OB, RM, MSR, HR) A Field Guide to Experience Sampling Methods Using Mobile Devices and **Smartphones**

9:00am - 12:00pm Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 268

Organizer: Emi Makino, Kyushu U.

Presenters: Dan Beal, The U. of Texas at San Antonio; Marilyn A. Uy, Nanyang Technological U.; Mitzi Desselles, Louisiana Tech U.; Stephanie Murphy, Louisiana Tech U.; Cynthia L. Sherman, Claremont Graduate U.: Masakatsu Ono. Claremont Graduate U.

## 269 ⊕ → \( \) \( \) (ODC, MC) Collaborative Research Projects: Studying Org'l Change Through Scholar-Practitioner **Partnerships**

9:00am - 11:30am Pennsylvania Convention Center: Room 112 A Tweet this session: #AOM2014 269

Organizers: Inger G. Stensaker, Norwegian School of Economics; James D Ludema. Benedictine U.

Participants: Therese Egeland Sverdrup, NHH Norwegian School of Economics; Michael R Manning, Benedictine U.; Paul Gooderham, Norwegian School of Economics; Anne Cathrin Haueng, Deloitte; Frank Elter, BI Norwegian Business School; Kevin Lynch, Benedictine U.; Raul Candeloro, Small Giants Community: Thomas J Walter, Tasty Catering, Inc.

## 270 **○ •**: (SAP) Cooperative Strategies and Relationships: A Historical Perspective from Benjamin Franklin's Life

9:00am - 11:30am Offsite: Benjamin Franklin Museum Tweet this session: #AOM2014 270

Pre-registration is required for this workshop. To register online. please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014. For more information regarding this offsite event please contact Marlene Biseda at mbiseda@earthlink.net or 626-298-3893. Museum entrance fee is \$5. Optional lunch at City

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Tavern afterwards will be at attendees' expense. Please provide e-mail and cell phone information when signing up. Meet in the lobby of the Loews Philadelphia Hotel (co-headquarters) for initial discussion and subsequent walk to the museum.

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

#### Saturday 9:30AM

#### 271 =: (OB) OB Research Incubator

9:30am - 11:30am Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 271

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

Organizer: Steven Whiting, Indiana U.

Facilitators: Talya N. Bauer, Portland State U.; Berrin Erdogan, Portland State U.; Robert Folger, U. of Central Florida; David A. Jones, U. of Vermont; Nathan Philip Podsakoff, U. of Arizona; Christopher O. L. H. Porter, Indiana U.; Christian J. Resick, Drexel U.; Brent A. Scott, Michigan State U.; Kerrie Unsworth, U. of Western Australia; Jing Zhou, Rice U.

#### Saturday 9:45AM

## 272 ➡: (HCM, OMT, PNP) Theory Building for **Healthcare Management Research**

9:45am - 11:45am Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 272

Organizer: Mattia J Gilmartin, New York U.

Presenters: Thomas D'Aunno, Columbia U.; Stephen S Mick, Virginia Commonwealth U.; Timothy J. Vogus, Vanderbilt U.

## 273 (MED) "Use your Words!" Enhancing Student **Communication Skills Using the Flipped Classroom**

9:45am - 11:45am Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 273

Organizer: Jennifer Bowers-Collins, Florida A & M U.

Presenters: Shawnta S. Friday-Stroud, Florida A&M U.; Matrecia S.L. James, Jacksonville U.; Angela K. Miles, North Carolina A&T State U.; Arlise P. Mckinney, Coastal Carolina U.; Sally Sledge, Norfolk State U.; Millicent F. Nelson, Middle Tennessee State U.; Angela Murphy, Florida A & M U.; T. Nichole Phillips, Virginia

#### 

9:45am - 11:15am Loews Philadelphia Hotel: Washington Room C Tweet this session: #AOM2014 274

This workshop is open to members of all divisions and interest aroups.

Presenters: Jane Whitney Gibson, Nova Southeastern U.; John

Humphreys, Texas A&M U.-Commerce Participants: Robert C. Ford, U. of Central Florida; Peter B. Petersen, The John Hopkins U.; Bahaudin G. Mujtaba, Nova

Southeastern U.

## 275 (OB, MED) OB Teaching Incubator

9:45am - 11:15am Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 275

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014. The cost to register is \$10.00.

Organizers: Robert Litchfield, Washington and Jefferson College; Michael D. Johnson, U. of Washington; Jennifer S. A. Leigh, Nazareth College; George A. Hrivnak, Bond U.

### Saturday 10:00AM

### 276 🕮 🖃 : (HR) HR Division Middle-Stage Doctoral Student Professional Development Workshop

10:00am - 2:00pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 276

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

Chairs: Jill Ellingson, The Ohio State U.; Michal Biron, U. of Haifa Coordinators: Erin E. Makarius, The U. of Akron; Elena Belogolovsky, Cornell U.

Speakers: David G. Allen, U. of Memphis; Elaine Farndale, Pennsylvania State U.

Participants: Jenny M. Hoobler, U. of Illinois at Chicago; Jessica Methot, Rutgers U.; Clint Chadwick, U. of Kansas; Rebecca R. Kehoe, Rutgers U.; Angela Langevin Heavey, Florida International U.; Jacob Holwerda, Cornell U.; Bradford S Bell, Cornell U.; Patrick F. McKay, Rutgers U.; James C. Hayton, Warwick Business School; William Iverson MacKenzie, U. of Alabama in Huntsville; Deidra J Schleicher, Texas A&M U.

### 277 (HR. OB. TTC) Innovations and Fundamentals in **HR Teaching**

10:00am - 12:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

Tweet this session: #AOM2014 277

Facilitator: Timothy Baldwin, Indiana U., Bloomington Speakers: Kenneth G. Brown, U. of Iowa; Xiao Chen, Tsinghua

SEM

### 278 (MED) Over-the-Top Approaches to Teaching with Cases

10:00am - 12:30pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 278

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

Organizer: Marilyn L. Taylor, U. of Missouri, Kansas City Host: Richard McCracken, The Case Centre

Facilitators: Virpi Orvokki Malin, Jvväskylä U.: Sally A Baack, San Francisco State U.; Theresa Coates, Clarkson U.; Päivikki Jääskelä, Jyväskylä U.; Vijaya L. Narapareddy, U. of Denver; Debapratim Purkayastha, IBS Hyderabad; Shailendra Kumar Rai, Management Development Institute; Lee Bolman, U. of Missouri, Kansas City

Coordinators: Veronica Vecchi, SDA Bocconi; Chi Anyansi-Archibong, North Carolina A&T State U.

## 279 ⊕→ ♥ : (PTC, ODC, MSR, SIM, MED) Connecting Inner Transformation as a Leader to Corporate and Societal Change: The Power of Words

10:00am - 12:30pm Pennsylvania Convention Center: Room 115 AB

Tweet this session: #AOM2014 279

Organizers: Kuo Frank Yu, City U. of Hong Kong; Fedor Ovchinnikov, Center for Evolutionary Leadership

Host: Kathryn Goldman Schuyler, Alliant International U.

Distinguished Speakers: Subhanu Saxena, CIPLA; Otto Scharmer, MIT Sloan; Peter M. Senge, Society of Organizational Learning: Susan Skiei, Naropa U.

### Saturday 10:15AM

#### 280 : (AAA) Conference Break

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 280

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

## 281 🖃: (BPS, OMT) Multilevel Theoretical Challenges in Strategic Management Research: A Focus on Emergence

10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 281

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is August 1, 2014.

Moderator: Thomas P. Moliterno, U. of Massachusetts Amherst Coordinators: Alia Crocker, U. of Massachusetts Amherst: Rorv Eckardt, Binghamton U.; Yoojung Ahn, U. of Massachusetts Amherst

Participants: Teppo Felin, U. of Oxford; Steven W. Floyd, U. of Massachusetts Amherst; Tammy L. Madsen, Santa Clara U.; Corey Phelps, HEC Paris; Frank T. Rothaermel, Georgia Tech

### 282 (CMS) The linearity of Words and Oppressions of Linearity: Mapping, Dreaming and Imagining of Workplaces

10:15am - 11:45am Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 282

Coordinators: Nancy Harding, Bradford U.; Jacqueline Ford, U. of

Presenters: Farah Palmer, Massey U.; Michelle Evans, Melbourne U.; Joseph E Eyong, U. of Leeds; Joseph Gladstone, New Mexico State U.

Participant: Suze Wilson, Massey U.

## **283** ■: (CMS, GDO) 'Taking Back the Economy': Rethinking and Reshaphing Organizations Within and Without Capitalism

10:15am - 12:15pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 283

Organizers: Patrizia Zanoni, Hasselt U.; Raza A. Mir, William

Participants: Craig Prichard, Massey U.; AnaMaria Peredo, U. of Victoria; Maliha Safri, Drew U.

### 284 : (ENT) Embracing Process in Entrepreneurship Research

10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 284

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

Presenters: Andrew H. Van de Ven, U. of Minnesota; Saras D. Sarasvathy, U. of Virginia; William B. Gartner, California Lutheran U. / Copenhagen Business School; Dimo Dimov, U. of Bath

## 285 □ • □ : (ENT) Strategies to Think and Design Entrepreneurship Education Out of the Box

10:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 285

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

Organizers: Olivier Toutain, ESC Dijon Burgundy School of Business; Bruce Martin, U. College Dublin; Ana Naia, U. of Lisbon; Benoît Raucent, Catholic U. of Louvain

Distinguished Speakers: Patricia G Greene, Babson College; Norris F. Krueger, Entrepreneurship Northwest; Dawn R. DeTienne, Colorado State U.; Luke Pittaway, Ohio U. Chair: Caroline Verzat, Novancia Business School

Facilitators: Kåre Sven Moberg, Copenhagen Business School; Thomas Lans, Wageningen U.

Discussants: James Fiet, U. of Louisville; Linda F. Edelman, Bentley U.; Heidi M. Neck, Babson College

Participants: Andrew Lewis Maxwell, Fox School of Business, Temple U.; Manjula S Salimath, U. of North Texas; Sergio Janczak, ICN Business School; Saulo Dubard Barbosa, EMLYON Business School; Helge Lobler, U. of Leipzig; Silvia Fernandes Costa, ISCTE - Lisbon U. Institute; D Paul Roberts, CCE (Creativity Culture & Education)

## 286 → \(\subseteq : (ENT, RM, BPS)\) Panel Study of Entrepreneurial Dynamics (PSED): 2014 Status & Cross-National **Opportunities**

10:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 286 Organizer: Paul D Reynolds, Aston U.

Chair: Per Davidsson, Queensland U. of Technology

Discussants: Howard E. Aldrich, U. of North Carolina; Ted Baker, North Carolina State U.

Presenters: Kim Klyver, U. of Southern Denmark; Tomasz Marek Mickiewicz, Aston Business School; José L. González-Pernía, Orkestra - Basque Institute of Competitiveness; Donato Iacobucci, U. Politecnica delle Marche; Li Tian, Nankai U.

### 287 → \( \big| \): (IM, BPS) The Next Big Questions: Globalization and Nonmarket Strategy

10:15am - 12:15pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 287

Organizer: Susan Perkins, Northwestern U.

Distinguished Speakers: William P Barnett, Stanford U.; Sinziana Dorobantu, New York U.; Thomas C. Lawton, The Open U.; Jordan Siegel, Harvard U.

### 288 → \( \): (IM, IAM, ITC) In the Quest for Generalizability: International Business Research and Boundary Conditions

10:15am - 12:15pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 288

Organizer: Rafael A. Corredoira, U. of Maryland

Participants: Felipe Monteiro, INSEAD; Exeguiel Hernandez, U. of Pennsylvania; **Gerald A. McDermott**, U. of South Carolina; Mercedes Delgado, Temple U.; Jordan Siegel, Harvard U.; Andrew Spicer, U. of South Carolina; Bennet A. Zelner, Duke U.

### 289 →: (MSR) MSR: Tower of Babel or Global Village

10:15am - 12:15pm Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 289

Organizers: Judith A. Neal, Edgewalkers International; Richard Jackson Major, Institut de Gestion Sociale; Yochanan Altman, BEM Bordeaux Management School; Simon L. Dolan, ESADE

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

# 290 ☐: (OB, BPS, HR, CAR) Congratulations, You Got a Revise and Resubmit! Now What?

10:15am - 12:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 290

*Organizers:* Rachel Clapp-Smith, Purdue U., Calumet; Gretchen Vogelgesang, San Jose State U.

Presenters: William L. Gardner, Texas Tech U.; Leanne E Atwater, U. of Houston; Hui Liao, U. of Maryland; Sucheta Nadkarni, Drexel U.; Aparna Joshi, Pennsylvania State U.

# 291 € ⊒: (OB, HR, OCIS) Researching Virtual Teams: Tips and Strategies from Virtual Teams Scholars and Practitioners

10:15am - 12:15pm Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 291

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

Organizers: Radostina K Purvanova, Drake U.; Steven D. Charlier, Georgia Southern U.; Julia E. Hoch, California State U., Northridge

Participants: Steve W. J. Kozlowski, Michigan State U.; John Mathieu, U. of Connecticut; Bradley L. Kirkman, North Carolina State U.; Gary Poisson, ING; James Carnall, Cyveillance; Jeff Liggett, Wells Fargo Home Mortgage; Kara Smith, Federal Reserve Bank of Chicago

# 292 → ■ ♥: (OM, IM, SIM, BPS) Sustainability in Multinational Multi-Tier Supply Chains

10:15am - 12:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 292

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

Organizers: Julia Hartmann, EBS Business School; Joerg S. Hofstetter, U. of St. Gallen

Distinguished Speakers: Thomas Y. Choi, Arizona State U.; Donald Lange, Arizona State U.; Mark Pagell, U. College Dublin; Robert F. Lusch, U. of Arizona; Harbir Singh, U. of Pennsylvania; Andrew C Wicks, U. of Virginia

*Chairs:* Lisa Marie Ellram, Miami U.; Robert D Klassen, U. of Western Ontario; Paul Shrivastava, Concordia U.

Discussants: Pat Auger, Melbourne Business School; Petra Christmann, Rutgers U.; Timothy Michael Devinney, U. of Leeds; Anthony Goerzen, Queen's U.; Tracy Gonzalez-Padron, U. of Colorado Colorado Springs; Tobias Hahn, Kedge Business School; Malcolm McIntosh, Griffith U.; Andrea Maria Prado, INCAE Business School; Anthony Ross, Michigan State U.; Michael V. Russo, U. of Oregon; Joseph Sarkis, Worcester Polytechnic Institute; Sanjay Sharma, U. of Vermont; Jordi Surroca, U. Carlos III de Madrid; Wendy L Tate, U. of Tennessee; Stephan Vachon, Richard Ivey School of Business; Monika Winn, U. of Victoria; Claudine Soosay, U. of South Australia

# 293 : (ONE, MED, SIM) Sustainability in Management Education: Multidisciplinary, Innovative and Integrated Approaches

10:15am - 12:15pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 293

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

Chairs: Jorge Alexis Arevalo, William Paterson U.; Shelley F. Mitchell, U. of New Hampshire

Facilitators: Suzanne Benn, U. of Technology, Sydney; Melissa Edwards, U. of Technology, Sydney; Sara B. Soderstrom, U. of Michigan; Claire A. Simmers, Saint Joseph's U.; Patricia G. Vidal, U. Presbiteriana MacKenzie; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Natalia Yakovleva, U. of Winchester; Diego Alfonso Vazquez, Royal Holloway U. of London Discussants: Deborah E. de Lange, Ryerson U.; Alan Murray, The U. of Sheffield; Jennifer S. A. Leigh, Nazareth College; Melissa Edwards, U. of Technology, Sydney

Participants: John O'Gorman, William Paterson U.; Adela Jana McMurray, RMIT U.; Andrea Leite Rodrigues, U. de São Paulo; Elina Meliou, U. of Winchester; Cathy A. Rusinko, Philadelphia U.; Andre Reichel, Zeppelin U.

# 294 (RM) Alternatives to Difference Scores: Polynomial Regression and Response Surface Methodology

10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 294

Presenter: Jeffrey R. Edwards, U. of North Carolina

# 295 : (RM, HR, OB, BPS) How to Define, Identify, and Handle Outliers

10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 295

Speakers: Herman Aguinis, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington; Ryan K. Gottfredson, California State U., Fullerton

# 296 🕮 🖃: (RM, OMT, OCIS) Leveraging the Full Power of Grounded Theory Methodology

10:15am - 1:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 296

• GT for theory building• Principles & methods of GT• 'Full package' methodology • Writing up GT studies • Networking with grounded theorists

Organizers: Judith A Holton, Mount Allison U.; Isabelle Walsh, NEOMA Business School

Facilitators: Natalia Levina, New York U.; Gaetan Mourmant, EM Strasbourg Business School

Participants: Mark Rosenbaum, Northern Illinois U.; Pat Hendrickson, Central Piedmont Community College; Markko Hamalainen, Aalto U.; Sebastien Point, EM Strasbourg Business School

# 297 (TIM, ENT) Strategic Plan for Community Outreach Through Online Distance Learning Courses

10:15am - 12:15pm Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 297

Organizer: Ron G Cheek, Academy of Entrepreneurship Journal Participants: Tamela Ferguson, U. of Louisiana; James W. Logan, U. of New Orleans; John R Tanner, U. of Louisiana at Lafayette; Barbara A Wech, U. of Alabama at Birmingham; Annetta Dolowitz, U. of Alabama at Birmingham; R Samuel Sale, Lamar U.; Barbara D Minsky, Troy State U., Dothan; Myles Hassell, U. of New Orleans; Bob Hatfield, Western Kentucky U.

## 298 ☐: (TIM, OMT, BPS) Revisiting the Product Ontology

10:15am - 12:45pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 298

Coordinators: Timothy R. Hannigan, U. of Oxford; Marc

Ventresca. U. of Oxford

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

## 299 ☐ ♠: (TTC) Facilitating Faculty-Student Communication through Technology Tools: TTC Interactive Workshop

10:15am - 12:15pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 299

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

## 300 □ •: (TTC, MED) When Words Matter: Tips, **Techniques, and Best Practices for Giving Effective** Feedback

10:15am - 12:15pm Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 300

Organizers: Christina A. Hannah, U. of Maryland U. College; Preeti Wadhwa, California State Polytechnic U., Pomona Facilitators: G. James Lemoine, Georgia Institute of Technology; Claudia J. Ferrante, U.S. Air Force Academy; Randall G. Sleeth, Virginia Commonwealth U.; Lisa T. Stickney, U. of Baltimore; Toni Ungaretti, The John Hopkins U.

## **301** □→ ♥ : (TTC, MED, IM, OB) Worldly Wisdom: Global Leadership & Global Citizenship Teaching Issues

10:15am - 12:15pm Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 301

Chairs: Ricardo Gabriel Flores, U. of New South Wales;

Emmanuel Monod, Shanghai JiaoTong U.

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

#### Saturday 10:30AM

302 □ • The State of Strategy

10:30am - 12:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom B

Tweet this session: #AOM2014 302

Organizer: John-Christopher Spender, Kozminski U. Participants: Joan Enric Ricart, IESE Business School; Gerard P. Hodgkinson, U. of Warwick; Henry Mintzberg, McGill U.; Saras D. Sarasvathy, U. of Virginia; Richard L. Priem, Texas Christian U.

## **303** □ **•**: (MED) Improving Management Education: **Creative Teaching Strategies and Techniques**

10:30am - 12:30pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 303

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

Speakers: Rebecca L. Greenbaum, Oklahoma State U.; Mary Mawritz, Drexel U.; Rowena Ortiz-Walters, Quinnipiac U.; Manuela Priesemuth. Wilfrid Laurier U.

### Saturday 10:45AM

## 304 □ © □: (ENT) Leveraging Lean Startup Principles to **Build Bridges between Academia and Practice**

10:45am - 12:45pm Sheraton Philadelphia Downtown Hotel: Freedom G

Tweet this session: #AOM2014 304

Distinguished Speaker: Suresh U Kumar, NexAge Technologies/U. of Phoenix

Presenter: Robert S. D'Intino, Rowan U.

### 305 □ © □: (ENT) Adapting Lean Start-up Methods to Social Entrepreneurship

10:45am - 12:45pm Sheraton Philadelphia Downtown Hotel: Independence C

Tweet this session: #AOM2014 305

Presenter: Ted Ladd, Case Western Reserve U.

### **306 ■**: (ENT) Exploring Family Entrepreneurship

10:45am - 1:15pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 306

Chairs: Kathleen Randerson. U. de Grenoble ELab Research Center; Cristina Bettinelli, U. of Bergamo ELab Research Center;

Giovanna Dossena, U. of Bergamo ELab Research Center Discussants: Torsten Michael Pieper, Kennesaw State U.; Justin B Craig, Northeastern U.; Leif Melin, Jonkoping International

Business School

Speakers: Cristina Bettinelli, U. of Bergamo ELab Research Center: Kathleen Randerson. U. de Grenoble ELab Research Center; Howard E. Aldrich, U. of North Carolina; Frank Hoy, Worcester Polytechnic Institute; Pramodita Sharma, U. of Vermont; Franz W. Kellermanns, U. of North Carolina, Charlotte; Francesco Chirico, Jonkoping International Business School

## 307 □→ □: (IAM, ENT) To do it or not to do it, it all depends: cultural differences on entrepreneurial motivations

10:45am - 12:45pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 307

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

Organizer: Carlos A. Albornoz, U. del Desarrollo

Facilitators: René Mauer, RWTH Aachen U.; Xiaohua Howard Lin,

Ryerson U.; Akin Kocak, Ankara U.

Moderator: José Ernesto Amorós, U. del Desarrollo

Speakers: Alan L. Carsrud, Abo Akademi U.; Malin Brannback, Abo Akademi U.

## 308 (MC, TTC) Evidence-Based Management in Action: Reports on Innovations in Practice, Consulting and Teaching

10:45am - 1:15pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 308

Organized by AOM's Evidence-Based Management Collaborative

Organizers: Denise M. Rousseau, Carnegie Mellon U.; Eric Barends, VU U. Amsterdam; Rob B. Briner, U. of Bath Panelists: Edward Gamble, Montana State U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper 218

Participants: Cedric Velghe, Ghent U.; Barbara Janssen, TEN HAVE Change Management; Renee van Tulder, Dutch Tax Authority; Richard Puyt, Amsterdam U. of Applied Sciences; Andrew Mawson, Advanced Workplace Associates; Karen Plum, Advanced Workplace Associates; Collins Kuan, SAIC; Maxime Loose, Flemish Government Belgium; Tony Bell, Coca Cola Corporation; David Creelman, Creelman Associates; ByeongJo Kim. Carnegie Mellon U.

## 309 → \( \overline{A} \): (ONE, OMT, BPS) Researching the Organization of Energy: Dirty, Clean and In-Between

10:45am - 12:45pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 309

Organizers: Joel Gehman, U. of Alberta; Dror Etzion, McGill U.; Lianne Lefsrud, U. of Alberta

Distinguished Speaker: Andrew Revkin, Pace U.

Participants: Magali Delmas, U. of California, Los Angeles; Nathan Furr, Brigham Young U.; Robert P. Gephart, U. of Alberta; Ashton Hawk, The Ohio State U.; Alfred Allen Marcus, U. of Minnesota; Goncalo Pacheco-de-Almeida, HEC Paris; Gail Whiteman, Erasmus U. Rotterdam; Charlene E. Zietsma, York U.

### 310 □ →: (SIM, PNP, IM) Poverty Alleviation through Management Education Initiatives

10:45am - 1:45pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 310

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

Organizer: Patrick Shulist, Western U.

Panelists: Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Oana Branzei, U. of Western Ontario; David B. Zoogah, Morgan State U.; Nicole Haggerty, U. of Western Ontario; Deborah Rigling Gallagher, Duke U.

### Saturday 11:00AM

### 311 : (AAA) Outgoing Division Chairs Meeting

11:00am - 12:00pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 311

Outgoing Division Chairs will meet to debrief on the past year's activities and will be recognized for their term in office. Organizer: Kerry Ignatz, Academy of Management

## 312 : (OMT, BPS, ENT, OB, MC, TIM) Teaching Social Networks

11:00am - 2:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 312

Organizers: Bill McEvily, U. of Toronto; Martin Gargiulo, INSEAD Speakers: Andrew V. Shipilov, INSEAD; Isabel Fernandez-Mateo, London Business School; Ronald S. Burt, The U. of Chicago; Wayne E. Baker, U. of Michigan

#### Saturday 11:15AM

### 313 → ■: (BPS, ENT, RM) Methods and Data for Research on Business Models

11:15am - 1:45pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 313

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

Chairs: Yuliya Snihur, Toulouse Business School; Christoph Zott, IFSF Business School

Speakers: Raphael H. Amit, U. of Pennsylvania; Benoît Demil, U. of Lille 1; Xu Han, U. of Pennsylvania; Xavier Lecocq, U. of Lille 1; Constantinos Markides, London Business School; Joan Enric Ricart, IESE Business School

## 314 🖃: (BPS, TIM, ENT, RM) Measuring Value Creation and Value Capture in Strategy Research: New Challenges and New Methods

11:15am - 1:15pm Sheraton Philadelphia Downtown Hotel: Independence B

Tweet this session: #AOM2014 314

Organizers: Natarajan Balasubramanian, Syracuse U.; Olivier Chatain, U. of Pennsylvania; Denisa Mindruta, HEC Paris; Michael Rvall. U. of Toronto

Discussants: Marvin B. Lieberman, U. of California, Los Angeles; Harborne Stuart, Columbia U.

Presenters: Natarajan Balasubramanian, Syracuse U.; Victor Bennett, U. of Southern California; Olivier Chatain, U. of Pennsylvania; Denisa Mindruta, HEC Paris; Tomasz Obloj, HEC Paris; Michael Ryall, U. of Toronto

## **315** □ • • □ : (CAR, OB, OMT, HCM, PNP, GDO, HR, MED) Does This Make Sense or Is It Nonsense? Translating Scholarship to Practice-Oriented Outlets

11:15am - 1:15pm Philadelphia Marriott Downtown: Room 407,408,409

Tweet this session: #AOM2014 315

Organizers: Timothy Hoff, Northeastern U.; Kimberly Eddleston, Northeastern U.

Participants: Kimberly D. Elsbach, U. of California, Davis; Lawton R Burns, The Wharton School, U. of Pennsylvania; Andy Molinsky, Brandeis U.; Julia Kirby, Harvard Business Review; Ellen Ernst Kossek, Purdue U.

### 316 ©: (CM, OB, HR, CAR) How to Negotiate Your First Job Offer

11:15am - 2:15pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 316 Organizer: Lisa M. Leslie, New York U.

Presenters: Deepak Malhotra, Harvard U.; Kathleen L. McGinn, Harvard U.

Panelists: Modupe Akinola, Columbia U.; Corinne Bendersky, U. of California, Los Angeles; Ray Friedman, Vanderbilt U.; Brian C. Gunia, The John Hopkins U.; Robin L. Pinkley, Southern Methodist

## 317 → 🖃 🖐: (D&ITC, CAR, HR) Researchers at the periphery: stories from the trenches on how to join the research conversation

11:15am - 1:45pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 317

This session will offer tips, peer reflection, and actionable items that can help international scholars navigate through AOM and publishing.

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

Chair: Fida Afiouni, American U. of Beirut Discussant: Bijan Azad, American U. of Beirut

Presenters: Fida Afiouni, American U. of Beirut; Nathalie Belhoste, NEOMA Business School; Charlotte M. Karam. American U. of Beirut; Farah Kodeih, NEOMA Business School

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

11:15am - 1:15pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 318

Organizers: Suzanne M. Gagnon, McGill U.; Pushkala Prasad,

Skidmore College

Presenters: Sadhvi Dar, Queen Mary U. of London; Suzanne M. Gagnon, McGill U.; Jina Mao, Skidmore College; Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

## 319 □ • →: (IM) Innovations for Developing Intercultural Competencies in B-school Students and Executives

11:15am - 1:15pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 319

Organizers: Mary Zellmer-Bruhn, U. of Minnesota; Mark E.

Mendenhall, U. of Tennessee, Chattanooga

Presenters: Maury Peiperl, IMD; Schon Beechler, INSEAD; Mary Zellmer-Bruhn, U. of Minnesota; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Gary Oddou, California State U. San Marcos: Allan Bird. Northeastern U.: Iris Berdrow. Bentlev U.: Todd J. Weber, Central Washington U.; Leigh Anne Liu, Georgia State U.; Julia Gluesing, Wayne State U.; Nancy Philippart, Wayne State U.

### 320 : (OMT, CMS) Organization Studies and Process Philosophy

11:15am - 1:15pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 320

Chairs: Matt Statler, New York U.; Tor Hernes, Copenhagen

**Business School** 

Discussants: Elena P. Antonacopoulou, U. of Liverpool; Robin Holt, U. of Liverpool; Majken Schultz, Copenhagen Business

School; Chris Stevaert, U. of St. Gallen Speaker: Romain Laufer, HEC Paris

Participants: Robert Chia, U. of Strathclyde; Ann L Cunliffe, Leeds U. Business School; Roger L. Dunbar, New York U.; Henrika Franck, Hanken School of Economics: Raghu Garud, Pennsylvania

State U.; Pierre Guillet de Monthoux, Copenhagen Business School; Daniel Hjorth, Copenhagen Business School; Richard P Nielsen, Boston College; Sverre Raffnsoe, Copenhagen Business

School; Perttu Salovaara, U. of Tampere; Linh-Chi Vo, Ecole de

Management de Normandie

## 321 € \(\overline{\overli Shaman: Tackling Big Ideas Around Social, Ecological, and Economic Issues

11:15am - 1:15pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 321

Organizers: Andreas Rasche, Copenhagen Business School;

Sandra Waddock, Boston College

Discussants: Erica L. Steckler, Northeastern U.; Lea Stadtler, U. of Geneva

Presenters: Stuart Hart, Cornell U.; Paul Shrivastava, Concordia U.

## Saturday 11:30AM

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

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 322

Participants: Andrew Cardow, Massey U.; Larry Chandler, Walden U.; Alistair Emerson, UNITEC New Zealand; David A. Lamond, Victoria U.; James Lee Rairdon, National American U.; Bernard Stancati, Colorado Technical U.

# 323 🕮 🗨 🖃: (OB, HR, CAR, MOC) Thrive! Energizing

### **Ourselves and Others as Academics**

11:30am - 2:30pm Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 323

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

Organizers: Ulrich Leicht-Deobald, U. of St. Gallen; Chak Fu Lam, U. of Michigan, Ann Arbor; Dana McDaniel Sumpter, California State U. Long Beach; Petra Kipfelsberger, U. of St. Gallen Speakers: Theresa M. Glomb, U. of Minnesota; Christine L. Porath, Georgetown U.; Sabine Sonnentag, U. of Mannheim

## 324 : (OMT) 12th Annual OMT Dissertation Proposal Workshop

11:30am - 2:30pm Offsite: Fork Restaurant Tweet this session: #AOM2014 324

Please contact Michael Lounsbury for details on the location and

organization of this event: ml37@ualberta.ca Organizer: Michael Lounsbury, U. of Alberta

Facilitators: Mary Ann Glynn, Boston College; Royston

Greenwood, U. of Alberta; Sarah Kaplan, U. of Toronto; William Ocasio, Northwestern U.; Donald A Palmer, U. of California, Davis; Violina Rindova, The U. of Texas at Austin; Klaus Weber, Northwestern U.; James Westphal, U. of Michigan; David A.

Whetten, Brigham Young U.

## Saturday 11:45AM

## 325 € → 🔙: (HR) Carrots without the Sticks: Global Talent Management in the Context of Guaranteed Employment.

11:45am - 1:45pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 325 Chair: Ibraiz Tarique, Pace U.

Discussant: Randall S. Schuler, Rutgers U.

Presenters: Alan B. Eisner, Pace U.; Marian Thunnissen, Hogeschool Utrecht; Vishwanath V. Baba, McMaster U.; Marieke

van den Brink, Radboud U. Nijmegen

## 326 □ • → □: (IM) IM Division Mid-Career Faculty Consortium

11:45am - 3:15pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 326

Chair: Mona V Makhija, The Ohio State U.

Panelists: Jone L. Pearce, U. of California, Irvine; Subramanian Rangan, INSEAD; Jane E. Salk, U. of Texas, Dallas; Jaeyong Song, Seoul National U.

### 327 € .: (OB) From Associate to Full...and Beyond

11:45am - 1:45pm Philadelphia Marriott Downtown: Room 411,412

Tweet this session: #AOM2014 327

Provides OB scholars who are advanced assistant professors and tenured associate professors with insight regarding the promotion to full professor.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Organizers: Rosalind M. Chow, Carnegie Mellon U.; Christopher O. L. H. Porter. Indiana U.

Speakers: Kevin B. Lowe, U. of Auckland; Katherine W. Phillips, Columbia U.; Ian O. Williamson, Melbourne Business School; Karen A. Jehn, Melbourne U.; Jeffrey R. Edwards, U. of North Carolina

## 328 : (OMT, CMS) Habitus: Theoretical Foundations and Operationalization for Organization and Management Theory

11:45am - 1:45pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 328

Organizers: Jost Sieweke, U. of Duesseldorf; Maxim Voronov, Brock U.; Damon Golsorkhi, Grenoble Ecole de Management Presenters: Israel Drori, College of Management, Israel; Charles Kirschbaum, Insper Institute of Education and Research: John Mohr, U. of California, Santa Barbara; Davide Nicolini, U. of Warwick; Eero Vaara, Hanken School of Economics; Marc Ventresca, U. of Oxford; Klaus Weber, Northwestern U.; Penny Dick, The U. of Sheffield

### Saturday 12:00PM

329 □ © □: (HCM, OM) Quality Improvement and Lean in Healthcare: Training, Implementation, and Practicing

12:00pm - 1:30pm Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 329 Organizer: Gouri Gupte, Boston U.

Presenters: Winnie Suen, Inova Fairfax Hospitals; Wiljeana

Jackson Glover, Babson College

## 330 → ■: (IAM, IM) The Power of Words: The Enduring and Critical Nature of Relationships for Business in Iberoamerica

12:00pm - 2:00pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 330

Macro and micro topics include entrepreneurship, M&A, FDI, OB, organizational justice and contingent employment relationships. Participants: Patricia G Martinez, Loyola Marymount U.; Monica C. Gavino, Saint Xavier U.; Carolina Gomez, Florida International U.; Miles Kevin Davis, Shenandoah U.; Anabella Davila, Tecnologico de Monterrey; Marta M. Elvira, IESE; Mario Norbis, Quinnipiac U.; Rowena Ortiz-Walters, Quinnipiac U.

# 332 □ • → • ७: (PTC. OCIS) Professional Doctorate **Programs: Sharing Success Stories and Secrets**

12:00pm - 3:00pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 332

Executive DBA, Doctor of Management, Executive Doctor of **Business** 

Organizer: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management

Chair: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management

Presenters: Lisa Anderson, U. of Liverpool; Louise Kelly, Alliant International U.; Kalle Lyytinen, Case Western Reserve U.; Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management; Muammer Ozer, City U. of Hong Kong

## 333 .: (SIM) SIM Manuscript Development Workshop 12:00pm - 2:00pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 333

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

Organizers: Andrew Crane, York U.; Michael E. Brown, Pennsylvania State U., Erie

### 334 : (TIM) TIM Distinguished Scholar Luncheon

12:00pm - 1:30pm Pennsylvania Convention Center: Room 201 A

Tweet this session: #AOM2014 334

Hosts: Riitta Katila, Stanford U.; Dianne HB Welsh, U. of North

Carolina, Greensboro

Distinguished Speaker: Kathleen M. Eisenhardt, Stanford U.

### Saturday 12:15PM

## 335 : (ENT) Firm Growth: Towards Theoretical **Development on a Distinct Performance Outcome**

12:15pm - 3:15pm Sheraton Philadelphia Downtown Hotel: Freedom E

Tweet this session: #AOM2014 335

Organizers: Robert S. Nason, Syracuse U.; Johan Wiklund, Svracuse U.

Speakers: Alex Coad, U. of Sussex; Per Davidsson, Queensland U. of Technology; Brett Anitra Gilbert, Rutgers U.; Lucia Naldi, Jönköping International Business School; Jan Brinckmann, ESADE **Business School** 

### 336 $\rightarrow \square$ : (IM) Meet the Editors of Internationally Themed **Journals**

12:15pm - 1:45pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 336

Organizer: Kazuhiro Asakawa, Keio U.

Speakers: Kazuhiro Asakawa, Keio U.; John Cantwell, Rutgers U.; Michael Carney, Concordia U.; Timothy Michael Devinney, U. of Leeds; Jonathan P Doh, Villanova U.; Stephen B Tallman, U. of Richmond; Joachim Wolf, Christian-Albrechts-U. of Kiel

### 337 : (MOC) Diamonds in the Rough

12:15pm - 5:15pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 337

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

Organizers: Jennifer Louise Petriglieri, INSEAD; Frances H. Fabian, U. of Memphis

Facilitators: Caroline A Bartel, The U. of Texas at Austin; Henrik Bresman, INSEAD; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Theresa S. Cho, Seoul National U.; Spencer Harrison, Boston College; Robert G. Lord, Durham U.; Sally Maitlis, U. of British Columbia; Michael D. Pfarrer, U. of Georgia; Kevin W. Rockmann, George Mason U.; Wendy K. Smith, U. of Delaware; Scott Sonenshein, Rice U.; Anita Williams Woolley, Carnegie Mellon U.

## 338 **Q** .: (OB, MOC, HR) New Directions in Positive Relationships at Work

12:15pm - 3:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 338

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

Organizers: Stephanie J Creary, Boston College; Dana McDaniel Sumpter, California State U. Long Beach; Elana R. Feldman, Boston U.; Meghana Rao, Claremont Graduate U.; Beth Schinoff, Arizona State U.; Tanya Vacharkulksemsuk, U. of California, Berkeley; Njoke K. Thomas, Case Western Reserve U. Presenters: Wayne E. Baker, U. of Michigan; Shelley Brickson, U. of Illinois at Chicago; Ryan Quinn, U. of Louisville

### 339 ☐: (SIM) Shareholder Empowerment

12:15pm - 2:15pm Loews Philadelphia Hotel: Penn

Tweet this session: #AOM2014 339

Organizers: Maria Goranova, U. of Wisconsin, Milwaukee; Lori

Verstegen Ryan, San Diego State U.

Discussants: Parthiban David, American U.; Loizos Th.

Heracleous, U. of Warwick; Sergio Giovanetti Lazzarini, Insper

Institute of Education and Research

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

### Saturday 12:30PM

## 340 € \( \exists : (BPS, TIM) Organizations and Strategy

12:30pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 340

Discussant: Tim Simcoe, Boston U.

Participants: Mitchell Hoffman, U. of Toronto; Lamar Pierce, Washington U. in St. Louis; Pian Shu, Harvard U.; Anil R. Doshi, Harvard U.

# 341 □□ □□: (CM) The Longest Journey: The paths from doctoral student to a fulfilling career

12:30pm - 4:30pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 341

Organizer: Matthew A. Cronin, George Mason U.

Discussants: Bruce Barry, Vanderbilt U.; Donald E. Conlon, Michigan State U.; Peter J. Carnevale, U. of Southern California; Dan Druckman, George Mason U.; Peter H Kim, U. of Southern California; Nate Pettit, New York U.; Linda L. Putnam, U. of California, Santa Barbara; Dean Tjosvold, Lingnan U.

# **342 ←** □: (ENT, OMT, BPS) **Social Ontology: Implications** for Entrepreneurship Theory. Research and Practice

12:30pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 342

Organizer: Robert Joseph Wuebker, U. of Utah

Chair: William S Schulze, U. of Utah Moderator: Peter G. Klein, U. of Missouri

Discussant: P. Devereaux Jennings, U. of Alberta

Presenters: Sharon Alvarez, U. of Denver; Barclay Burns, U. of

Cambridge; Russell McBride, U. of Utah; Jana Thiel, ESADE

Business School; Randall E Westgren, U. of Missouri Participant: Jay B Barney, Eccles School, U. of Utah

# 343 ©: (HR, OB) Being a Department Chair: Learning from Others

12:30pm - 4:00pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 343

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

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

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

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

# 344 → ■ ♥: (IAM, ENT) Social Entrepreneurship in Latin America: Opportunities for Research and Theorizing

12:30pm - 2:30pm Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 344

Organizer: Pablo Muñoz, U. Adolfo Ibáñez

Presenters: AnaMaria Peredo, U. of Victoria; Garry D Bruton, Texas Christian U.; Christian Felzensztein, U. Adolfo Ibáñez; Claudia Alvarez, U. of Medellin; David Urbano, Autonoma U. of Barcelona

# **345** → □: (IM, INDAM) Service-sector Internationalization from Emerging Markets

12:30pm - 2:00pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 345
Chair: Elizabeth L. Rose, U. of Otago

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

# 346 → •: (IM, ITC, BPS) Dirty Words: Topics that Drive Debate and (sometimes) Divide International Scholars

12:30pm - 2:00pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 346

Organizer: Mikelle A. Calhoun, Georgia Southern U. Participants: Mikelle A. Calhoun, Georgia Southern U.; Alvaro Cuervo-Cazurra, Northeastern U.; John Lawler, U. of Illinois at Urbana-Champaign; Denis G. Arnold, U. of North Carolina, Charlotte; Florian Wettstein, U. of St. Gallen; John Mezias, U. of

Miami

# 347 □ •> → •□: (MSR, SIM, ONE) Using the Power of Spiritual and Religious Words to Create a Sustainable and Responsible World

12:30pm - 2:30pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 347

Organizers: Agata Stachowicz-Stanusch, Silesian U. of Technology; Mary Catherine Gentile, Babson College; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Michael Andreas Pirson. Fordham U.

Presenters: Ruth Alas, Estonian Business School; Faisal Ali Alshehri, The U. of Manchester; Audur ARNA Arnardottir, Reykjavik U.; Rolph Nigel Sterling Balgobin, U. of the West Indies; Cordula Barzantny, Toulouse Business School; Regine Bendl, WU Vienna; Paulo Bontempo, Mackenzie U.; David S. Bright, Wright State U.; Manuela Brusoni, Bocconi U.; Min-Seok Cha, Changwon National U.; Athanasios G. Chymis, Centre for Planning and Economic Research; Giovanni Battista Dagnino, U. of Catania; Anabella Davila, Tecnologico de Monterrey; Miles Kevin Davis, Shenandoah U.; Dominic DePersis, The State U. of New York; Angela Dettori, U. of Cagliari; Claus Dierksmeier, U. of Tuebingen; Dev K. Dutta, U. of New Hampshire; Mary Catherine

Gentile, Babson College; Ernestina Giudici, U. of Cagliari; Luiz F. Autran M. Gomes, Ibmec; Gustavo Gonzalez, Uniandes; Paul L Govekar, Ohio Northern U.; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Rana Haq, Laurentian U.; Mike Henry, MacEwan U.; Anna B. Holm, Aarhus U.; John C Hollwitz, Fordham U.; Heh Jason Huang, National Sun Yat-sen U.; John F. Hulpke, Hong Kong U. of Science and Technology; I-Chieh Hsu, National Changhua U. of Education; Kiran Mirza Ismail, St. John's U.; Ding Yu Jiang, National Chung Cheng U.; Fahri Karakas, U. of East Anglia; Sofia A. Kauko-Valli, Jyväskylä U.; Saleema Kauser, The U. of Manchester; Hamid H Kazeroony, Phoenix U.; Eric Kearney, U. of Potsdam; Louise Kelly, Alliant International U.; Konstantin Korotov, ESMT; Robert Krug, St. Joseph's College; Oliver Laasch, The U. of Manchester; Nancy E. Landrum, Loyola U. Chicago; Alfred Lewis, Lewis Associates; Waheeda Lillevik, College of New Jersey; Chieh-Yu Lin, Chang Jung Christian U.; John Luiz, U. of Cape Town; Mehdi Majidi, American U. of Paris: Wolfgang Mayrhofer, WU Vienna: Mariorie L McInerney, Marshall U.; Claudia Melis, U. of Cagliari; Sushanta Kumar Mishra, Indian Institute of Management, Indore; Chizu Nakajima, City U.; Irene Nikandrou, Athens U. of Economics and Business; Banu Özkazanç-Pan, U. of Massachusetts Boston; Hsu O'Keefe, Pace U.; Rozhan B. Othman, Malaysia-Japan International Institute of Technology; David Odrakiewicz, Poznan U. College of Business: Peter Odrakiewicz. Poznan U. College of Business; Miquel R. Olivas-Lujan, Clarion U. of Pennsylvania; Michael Andreas Pirson, Fordham U.; Tracy Porter, Cleveland State U.; Cristina Reis, Autonoma U. / Reis Center LLC; Isabel Rimanoczy, Fordham U.; James L. Ritchie-Dunham, Harvard U.; Cynthia Roberts, Purdue U., North Central; Jaime Ruiz-Gutierrez, U. de los Andes; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de São Paulo; Radha R. Sharma, HHL-Leipzig Graduate School of Management / MDI, India; Throstur Olaf Sigurjonsson, CBS / RU; Tony L Simons, Cornell U.; Agata

Stachowicz-Stanusch, Silesian U. of Technology; Augustin Suessmair, U. of Lueneburg; Kenneth R. Thompson, DePaul U.; John P Ulhoi, Aarhus U.; Carolyn Wiley, Roosevelt U.; Sinikka Vanhala, Aalto U.; Joan Ernst Van Aken, Eindhoven U. of Technology; Shahid Yamin, Sultan Qaboos U.; Jae Eon Yu, Keimyung U.; Pavel Zufan, Mendel U.

## **348** $\square$ : (OB, CM, ODC) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (5th Annual)

12:30pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 348

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

Organizers: Cindy P. Zapata, Texas A&M U.; Ned Wellman, Arizona State U.; Maribeth Kuenzi, Southern Methodist U. Facilitators: Brooke R. Buckman, Florida International U.; Elizabeth Margaret Campbell, U. of Minnesota; Brady Firth, U. of Maryland; Richard Grover Gardner, Brigham Young U.; Virginia Stewart Kay, Southern Methodist U.; Alex L. Rubenstein, U. of Memphis; David Welsh, U. of Washington; Le Zhou, U. of Minnesota; Brian W. McCormick, Northern Illinois U. Presenters: Susan J. Ashford, U. of Michigan; John Hollenbeck, Michigan State U.; Ronald F. Piccolo, Rollins College; Bennett J. Tepper, The Ohio State U.; Ned Wellman, Arizona State U.

## 349 €→ 🔙: (OB, HR, MC) Employee Loyalty and Organizational Commitment Revisited-Exploring Future **Research Opportunities**

12:30pm - 3:30pm Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 349

Why Employee Loyalty and Organizational Commitment Matter, How They Are Different, and What Do We Have Yet to Learn?

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReq. The deadline to reaister is July 25, 2014.

Chairs: Michael C. Nippa, Technische U. Bergakademie Freiberg; Schon Beechler, INSEAD

Facilitators: Tanja Hornung, Technische U. Bergakademie Freiberg; Stephan Meschke, Technische U. Bergakademie Freiberg; Richard Coughlan, U. of Richmond; Jens Papperitz, Siemens Medical Instruments Pte Ltd

### **350 ○ □ □**: (ODC, MC, PTC) Internal Consulting: Exchanging "Words" between Research and Practice

12:30pm - 2:30pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 350

Organizer: Julie Smendzuik-O'Brien, Fielding Graduate U. Presenters: David Jamieson, U. of St. Thomas; David Coghlan, Trinity College Dublin; Andreas Werr, Stockholm School of Economics; Argerie Vasilakes, GOJO Industries

## **351 □**: (OM) Elinor Ostrom's Commons Theory meets the Academy: Exploring Complementarities and Overlaps

12:30pm - 2:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 351

Organizer: Nuno A Gil, The U. of Manchester

Presenters: Shaz Ansari, U. of Cambridge; Carliss Baldwin, Harvard U.; Charlotte Hess, Indiana U., Bloomington; Peter G.

Klein, U. of Missouri

### 352: (OM) Junior Faculty and Doctoral Consortium Lunch

12:30pm - 1:30pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 352

Lunch for the junior faculty/doctoral consortium. Consortium participants only.

Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

## 353 ⊞: (OMT, BPS, CMS, ONE) Alternatives to the Corporation

12:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 353

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

Chair: Gerald F Davis, U. of Michigan

Coordinator: Paul S. Adler, U. of Southern California Participants: Lynn Stout, Cornell U.; James P. Walsh, U. of Michigan, Ann Arbor; Charles Heckscher, Rutgers U.; Ted Hall, Shopbot Tools, Inc; Joseph Blasi, Rutgers U.; Anna Grandori, Bocconi U.; Peer Hull Kristensen, Copenhagen Business School; Nick luviene, Massachusetts Institute of Technology; Erik Olin Wright, U. of Wisconsin, Madison

### 354 □ • → • □: (ONE, PNP, ODC, PTC) Living Planet @ Work: Bold Talks and Walks for Bettering Our World

12:30pm - 3:00pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 354

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

Organizers: Oana Branzei, U. of Western Ontario; Haiying Lin, U. of Waterloo; Marlene Janzen Le Ber, Western U.; David Graham Hyatt, U. of Arkansas

Distinguished Speaker: Barbara Gray, Pennsylvania State U. Facilitators: Ralph Hamann, U. of Cape Town; Amelia C. Clarke, U. of Waterloo; Nino Antadze, U. of Waterloo; Karin Strzeletz Ivertsen, Copenhagen Business School; Lea Stadtler, U. of Geneva; Jonathan Lewis Johnson, U. of Arkansas; Jonathan P Doh, Villanova U.; Ans Kolk, U. of Amsterdam; Miguel Rivera-Santos, EMLYON Business School; Dwarkaprasad Chakravarty, Richard Ivey School of Business; Jenna P. Stites, Pennsylvania State U.

## 355 (TIM, MED) Innovating how we teach Innovation -Faculty experiments with new forms of courses and curricula

12:30pm - 2:30pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 355

Organizers: Sebastian Fixson, Babson College; Tucker James Marion, Northeastern U.; Victor P. Seidel, Babson College Presenters: Jeanne Liedtka, U. of Virginia; Sihem Ben Mahmoud-Jouini, HEC Paris; Christophe Midler, Ecole Polytechnique; Frido Smulders, TU Delft

**356 №**  $\blacksquare$ : (TIM, OCIS, OM, BPS) **Big Data and Innovation:** Toward a Research Agenda

12:30pm - 2:30pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 356

Organizers: Aija E. Leiponen, Cornell U.; Llewellyn D W Thomas, Imperial College London

Facilitators: Rashik Parmar, IBM; Arpita Ghosh, Cornell U.; Gabriele Piccoli, U. of Pavia

### Saturday 12:45PM

357 : (AAA) AMLE Nurse Shark Tank

12:45pm - 2:45pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 357

Organizer: Kenneth G. Brown, U. of Iowa

Panelists: J B Arbaugh, U. of Wisconsin, Oshkosh; Kenneth G. Brown, U. of Iowa; Misty L Loughry, Georgia Southern U.

### 358 .: (BPS, TIM, ENT, OMT) Developing and Writing a Structured Draft of a Paper

12:45pm - 3:45pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 358

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

Organizers: Raishree Agarwal, U. of Maryland; Alfonso Gambardella. Bocconi U.

Facilitators: Gautam Ahuja, U. of Michigan; Juan Alcacer, Harvard U.; Marco Giarratana, Bocconi U.; Anil K. Gupta, INSEAD and U. of Maryland; Kyle J. Mayer, U. of Southern California; Fernando Suarez, Boston U.

### **359**: (MSR, MED) "See better, be better!" - Religious **Literacy and Managerial Decisions**

12:45pm - 2:45pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 359

Organizer: Claus Dierksmeier, U. of Tuebingen

Facilitators: Louis W. (Jody) Fry, Texas A&M U. - Central Texas; Christopher Gohl, Global Ethic Institute; Kurt Johnson, National Ethical Service; Mark P. Kriger, BI Norwegian Business School; Anne Messervy, AUT U.; Judith A. Neal, Edgewalkers International; Lee Robbins, Golden Gate U.; Nicolai Scherle, BiTS U. of Applied Sciences; Chellie Spiller, U. of Auckland; Agata Stachowicz-Stanusch, Silesian U. of Technology; Jean Garner Stead, East Tennessee State U.; W Edward Stead, East Tennessee State U.; Cindy Graves Wigglesworth, Conscious

Presenters: Theodore Roosevelt Malloch, Yale U.: André Habisch, Katholische U. Eichstätt-Ingolstadt

### Saturday 1:00PM

### **360**: (AAA) Publishing in AMJ Tips from the Editors

1:00pm - 4:00pm Loews Philadelphia Hotel: Regency Ballroom B

Tweet this session: #AOM2014 360

Pursuits Inc.

Organizer: Gerard George, Imperial College London

## 361 \( \subseteq \): (BPS, ENT) Demand-Side Perspectives in Management, Entrepreneurship and Technology

1:00pm - 3:30pm Sheraton Philadelphia Downtown Hotel: Freedom G

Tweet this session: #AOM2014 361

Organizer: Daniel Chaffin, Michigan State U.

Presenters: Ron Adner, Dartmouth College; Richard L. Priem, Texas Christian U.; Erwin Danneels, U. of South Florida; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Christos N.

Pitelis, U. of Bath; Robert C. Seamans, New York U.

## 362 (ENT) SPREADING THE WORD: Spreading the Word: Innovation in Entrepreneurship Pedagogy

1:00pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Salon 8

Tweet this session: #AOM2014 362

Coordinator: Linda F. Edelman, Bentley U.

Participants: Andrew C. Corbett, Babson College; Heidi M. Neck,

Babson College; Linda M Sama, St. John's U.

## 363 🕮 🖃 : (ENT, TIM) Mid-Career Faculty Consortium

1:00pm - 6:00pm Offsite: TBA

Tweet this session: #AOM2014 363

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014. For more information regarding this offsite event please contact Brett Anitra Gilbert at

bagilbert@business.rutgers.edu

Organizer: Brett Anitra Gilbert, Rutgers U. Facilitator: Louis Marino, The U. of Alabama

## **364** □→□ : (GDO, CMS, OMT) Questions of Inequality: Gender, Race, Class... Intersectionality and Beyond

1:00pm - 4:00pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 364

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

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Organizers: Marta B. Calas, U. of Massachusetts Amherst; Linda Smircich, U. of Massachusetts Amherst

Presenters: Barbara Gray, Pennsylvania State U.; Jennifer J. Kish-Gephart, U. of Arkansas; Maureen A. Scully, U. of Massachusetts Boston; Patrizia Zanoni, Hasselt U.; Stella M. Nkomo, U. of Pretoria; Banu Özkazanç-Pan, U. of Massachusetts Boston; Linda Smircich, U. of Massachusetts Amherst; Marta B. Calas, U. of Massachusetts Amherst

# 365 □ ©: (MED) Touching Student Lives through Our Teaching: a Share and Learn Session

1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 365

Presenters: Charles J. Fornaciari, Florida Gulf Coast U.; Cynthia Fukami, U. of Denver; Dale E. Rude, U. of Houston; John B Stark, California State U. Bakersfield

# 366 €: (MSR, OB) Management, Spirituality, & Religion Research Incubator

1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 366

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

Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui,

Florida Gulf Coast U. *Chair:* **Emily Lean**, Union U.

# 367 □ • → • □: (OB) Diversity of Trust: Current and Emergent Issues in the Field

1:00pm - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 367

Pre-registration is required at https://secure.aom.org/PDWReg by June 30. Contact workshop organizer(s) for approval code. Organizers: Ann-Marie Nienaber, Coventry Business School; Rosalind H. Searle, Coventry Business School; Sim B. Sitkin, Duke U.

# **368 □**: (OB, TIM) Innovation Versus Risk – All the Same for Teams?

1:00pm - 3:30pm Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 368
Organizer: Gudela Grote, ETH Zurich

Presenters: Eduardo Salas, U. of Central Florida; John Mathieu, U. of Connecticut; Frederick P. Morgeson, Michigan State U.; Samer Faraj, McGill U.

### **369** ⊞: (OMT, CMS) Visuality: Beyond the Power of Words

1:00pm - 3:00pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 369

Organizers: Dennis Jancsary, WU Vienna; Markus A. Höllerer, U. of New South Wales; Lianne Lefsrud, U. of Alberta
Panelists: Emma Bell, Keele U.; Eva Boxenbaum, Mines
ParisTech; Candace Jones, Boston College; Theo van Leeuwen,
U. of Technology, Sydney; Alan D. Meyer, U. of Oregon; Paolo
Quattrone, U. of Edinburgh Business School; Chris Steyaert, U. of
St. Gallen

# 370 ☐: (RM) Publication Bias: Causes, Detection, and Remediation

1:00pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 370

Presenters: Sven Kepes, Virginia Commonwealth U.; Michael A. McDaniel, Virginia Commonwealth U.

# **371** ■: (RM, SAP, OMT, OCIS, ODC, OB, TIM) Novel Data and Methods in Process Research

1:00pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom D Tweet this session: #AOM2014 371

Participants wanting feedback on projects during 2nd part of PDW, go to www.processresearchmethods.org [must submit 1000-2000 word paper by 27 June]

Chair: Jennifer Howard-Grenville, U. of Oregon

Facilitators: Jaco Lok, U. of New South Wales; JoAnne Yates, MIT Sloan; Connie J. Gersick, Yale U.; Taryn Lyn Stanko, U. of Oregon

Discussant: Andrew H. Van de Ven, U. of Minnesota Coordinator: Harry Sminia, U. of Strathclyde

Presenters: Ulrike Schultze, Southern Methodist U.; Spencer Harrison, Boston College; Curtis LeBaron, Brigham Young U.; Russell J. Funk, U. of Michigan, Ann Arbor

### 372: (TLC) TLC Organizing Committee Meeting

1:00pm - 2:00pm Pennsylvania Convention Center: Room 301 Tweet this session: #AOM2014 372

By Invitation Only.

### Saturday 1:15PM

# 373 ☐: (ENT) Innovative Methods For Testing Theory In The Practice Of Organizational Sponsorship

1:15pm - 3:15pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 373

Organizers: Alejandro Amezcua, Syracuse U.; Cameron Ford, U. of Central Florida

*Presenters:* **Tiago Ratinho**, U. of Baltimore; **Thomas O'Neal**, U. of Central Florida; **Vernet Lasrado**, U. of Central Florida; **Ivan Garibay**, U. of Central Florida

Participants: Christopher Hollander, U. of Central Florida; Henriette Schoen, Doctoral Student; Ozlem Garibay, U. of Central Florida

### Saturday 1:30PM

# 374 \( \subseteq : \text{(BPS, IM, TIM)} \) Acquisitions, Alliances and Capabilities: New Research Directions

1:30pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 374

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 15, 2014.

Organizers: Abhirup Chakrabarti, McGill U.; Aseem Kaul, U. of Minnesota; Brian Wu. U. of Michigan

Panelists: Gautam Ahuja, U. of Michigan; Xavier Martin, Tilburg U.; J. Myles Shaver, U. of Minnesota; Giovanni Valentini, Bocconi

U.; Haibin Yang, City U. of Hong Kong

# 375 **○** ☐ : (HR, OB) "Shaping the Future of HR: A Call For Research on Three Critical, "What's Next" Themes for HR"

1:30pm - 3:30pm Philadelphia Marriott Downtown: Room 407,408,409

Tweet this session: #AOM2014 375

This PDW is for those interested in applying for funding in response to the SHRM Foundation's "Calls for Research" proposals.

Facilitator: M. Susan Taylor, U. of Maryland

Presenters: Mark J. Schmit, Society for Human Resource
Management; David C. Humphreys, The Economist Intellegence

Unit; Brian R. Dineen, Purdue U.

Participants: Talya N. Bauer, Portland State U.; David P. Lepak, Rutgers U.

# 376 →: (IAM, IM) Exploiting Formal Institutional Opportunity Spaces: Unexplored Sources of Firm Survival and Growth

 $1{:}30 pm$  -  $4{:}30 pm$  Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 376

Organizers: Arie Y. Lewin, Duke U.; José Ernesto Amorós, U. del Desarrollo; Silvia Massini, The U. of Manchester; Ei Shu, Kyushu

U.; Yu-Shan Su, National Taiwan Normal U.

Presenters: José Ernesto Amorós, U. del Desarrollo; Silvia

Massini, The U. of Manchester

Panelists: Amy Hillman, Arizona State U.; Joerg Sydow, Freie U. Berlin; Michael A. Witt, INSEAD; Xuhong Li, Fudan U.; Yu-Shan Su, National Taiwan Normal U.; Ei Shu, Kyushu U.; Arie Y. Lewin, Duke U.

### 377: (ICW) IMD International Day 2

1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 377

Organizer: Marianne Rothenbuehler, IMD International

# 378 ⊕→ ← .: (IM, PTC) The Power of Words: Assessing the International Impact of Research

1:30pm - 3:30pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 378

Organizer: Usha C. V. Haley, West Virginia U.

Panelists: Elena P. Antonacopoulou, U. of Liverpool; Marcio Alves Amaral-Baptista, INDEG-IUL ISCTE Executive Education; Guillaume Carton, U. of Paris Dauphine; William D Guth, New York U.; Usha C. V. Haley, West Virginia U.; Kathryn Rudie Harrigan, Columbia U.; Kuo Frank Yu, City U. of Hong Kong; Tyrone S. Pitsis, Newcastle U.

### 379 □□ □: (OB) Essentials of the OB Division

1:30pm - 3:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon J

Tweet this session: #AOM2014 379

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 25, 2014.

Coordinators: Shannon G. Taylor, U. of Central Florida; Adam C. Stoverink, Northern Illinois U.; Jennifer Carson Marr, Georgia Institute of Technology

Speakers: Cheri Ostroff, U. of South Australia; Riki Takeuchi, Hong Kong U. of Science and Technology; Marie S. Mitchell, U. of Georgia; Harry Joo, Indiana U., Bloomington

# 380 ⊕ •> : (ODC) Reflective Hybrids: Walking on the Two Legs of Theory and Practice

1:30pm - 3:30pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 380

Organizer: Gary Wagenheim, Simon Fraser U.

Participants: Ann E. Feyerherm, Pepperdine U.; Maria Spindler, Consulting and Research; Tonnie van der Van Der Zouwen, Van der Zouwen Consultancy; Nancy C. Wallis, Pitzer College; Liselotte Zvacek, Organisationsberatung

# 381 ☐ : (OMT, OCIS) Rethinking the (Theory of the)

1:30pm - 3:00pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 381

Organizers: Timothy Kuhn, U. of Colorado, Boulder;

John-Christopher Spender, Kozminski U.

Participants: David Seidl, U. of Zurich; Andre Spicer, Cass Business School, City U. London; Alex Wright, The Open U.

### Saturday 1:45PM

# 382 → □: (HCM) International Research: Methodological Challenges, Pitfalls and Practicalities

1:45pm - 3:45pm Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 382

Organizer: Sandra C. Buttigieg, U. of Malta

Chair: Cheryl Rathert, U. of Missouri

Participants: Thomas D'Aunno, Columbia U.; Grant T. Savage, U.

of Alabama at Birmingham

### Saturday 2:00PM

# **383**: (AAA) Connecting the Academy Through Technology

2:00pm - 4:00pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 383

This is an invitation only meeting of Division & Interest Group communication leaders to explore the tools of the Academy and mainstream social media to effectively engage and communicate with members. For more information, contact Connect@aom.org. Organizer: Matthew L. Suppa, Academy of Management

# 384 : (AAA) Orientation for Session Chairs and Discussants

2:00pm - 3:00pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 384

of Toronto

Organizers: Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Gabriel Bramson, Academy of Management Program Chair: Debra L. Shapiro, U. of Maryland Professional Development Workshop Chair: Anita M. McGahan, U.

# **385**: (AAA) Forum for Leaders of the Academy's Affiliated & Associated Societies

2:00pm - 5:00pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 385

AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM, IBERO, INDAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD,

ASAC, BAM, ACACIA, IACMR

### 386 → ■: (BPS, OB, OMT) Behavioral Strategy 5

2:00pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North

Tweet this session: #AOM2014 386

Chair: Sheen S. Levine, Columbia U.

Discussants: Wayne E. Baker, U. of Michigan; Philip Bromiley, U. of California, Irvine; Richard M. Burton, Duke U.; Jerker C. Denrell, U. of Warwick; Teppo Felin, U. of Oxford; Michael Lenox, U. of Virginia; Hart E. Posen, U. of Wisconsin, Madison; Michael J. Prietula, Emory U.; Rhonda K. Reger, U. of Tennessee; Zur Shapira, New York U.

# **387**: (D&ITC) Diversity and Inclusion in the Academy: A Town Hall Meeting

2:00pm - 4:00pm Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 387

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | 戶 Best Paper

Please join us as we build on past years' efforts to make the AOM more welcoming and inclusive to its members. At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall. Most of the session will focus on participant sharing of inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in AOM. Professional Development Workshop Chair: Christina L. Stamper, Western Michigan U.

Past Chair: Bernardo M. Ferdman, Alliant International U. Chair: Eddy S. Ng, Dalhousie U.

Participants: Yvonne Benschop, Radboud U. Nijmegen; Isabel Metz, U. of Melbourne; Stella M. Nkomo, U. of Pretoria; Lynn Shore, Colorado State U.; Patrick F. McKay, Rutgers U.; Jenny M. Hoobler, U. of Illinois at Chicago; Regine Bendl, WU Vienna; C. Douglas Johnson, Georgia Gwinnett College; Ron Ophir, .

# 388 □→ □: (ITC, IM) Fostering International Teaching and Research Collaborations

2:00pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A Tweet this session: #AOM2014 388

Organizers: Charles Wankel, St. John's U.; Olivia del Roble Hernández-Pozas, Tec De Monterrey

Presenters: Gianpaolo Abatecola, Tor Vergata U.; Fida Afiouni, American U. of Beirut; Upasna A Agarwal, NITIE; Ezaz Ahmed, Central Queensland U.; Ruth Alas, Estonian Business School; Aneta Aleksander, Silesian U. of Technology; Alexander S. Alexiev, VU U. Amsterdam; Belinda C. Allen, Monash U.; Wissam Al-Hussaini, American U. of Beirut; Sascha Albers, U. of Southern Denmark; Abdullah A. Alshwer, King Saud U.; Christian Tabi Amponsah, Fairleigh Dickinson U.; Maike Andresen, U. of Bamberg; Philip Anderson, INSEAD; Robert Brent Anderson, U. of Regina; Meena Andiappan, GSCM, Montpellier Business School; Tatiana Andreeva, St. Petersburg U. GSOM; Nino Antadze, U. of Waterloo: Raquel Antolin-Lopez, U. of Almeria: Eleni Apospori, Athens U. of Economics and Business; Osmar Arandia, U. Cristóbal Colón; Guler Aras, Georgetown U. / Yildiz Technical U.; Jan Ketil Arnulf, BI Norwegian Business School; Richard D Arvey, National U. of Singapore; Kazuhiro Asakawa, Keio U.; Naeem Ashraf, Lahore U. of Management Sciences; Michael Stefan Asslaender, Technische U. Dresden; Alpha Ayande, UQAM; Oguz Baburoglu, Sabanci U.; Julia Backmann, LMU Munich: Sabine Bacouel-Jentiens. ISC Paris Business School; Benjamin Bader, U. of Hamburg; Walter Baets, U. of Cape Town; Vincent Amooti Bagire, Makerere U. Business School; Lydia Bals, Copenhagen Business School; Peter A. Bamberger, Tel Aviv U.; Allan Claudius Queiroz Barbosa, Federal U. of Minas Gerais; Helena Barnard, GIBS / U. of Pretoria; Denise Franca Barros, Unigranrio - U. do Grande Rio; Anne Barraguier, SKEMA Business School; Cordula Barzantny, Toulouse Business School; Bernadette Alexa Baumstark, U. of Mannheim; Dorothea Baur, U. of St. Gallen; Secil Bayraktar, U. of Victoria; Nikolaus Beck, U. of Lugano; Bianca Beersma, U. of Amsterdam; Elena Belogolovsky, Cornell U.; Regine Bendl, WU Vienna; Lars G Bengtsson, Blekinge Institute of Technology; **Yvonne Benschop**, Radboud U. Nijmegen; Ariane Berthoin Antal, WZB Berlin Social Science Center; Nousheen Tarig Bhutta, International Islamic U.; Shivganesh Bhargava, Indian Institute of Technology; Sanjay Bhowmick, Auckland U. of Technology; Marina Biniari, Aalto U.; Toke Bjerregaard, Aarhus U.; Tali Hadasa Blank, Technion Israel

Institute of Technology; Tomas Blomquist, Umea U.; Paolo Boccardelli, Luiss Guido Carli U.: Virginia Bodolica, American U. of Sharjah; Börje Jan Boers, Jönköping U.; Paulo Bontempo, Mackenzie U.; Elio Borgonovi, Bocconi U.; Brian Boyd, City U. of Hong Kong; Katarzyna Bratnicka, U. of Economics, Katowice; Dietmar Brodel, Carinthia U. of Applied Sciences; Josefina Fabiana Bruni Celli, IESA; Ilona Buciuniene, ISM U. of Management and Economics; Sandra C. Buttigieg, U. of Malta; Patrice Cailleba, Groupe ESC Pau; Daniel Arturo Cernas Ortiz, U. Autónoma del Estado de México; Suwichit Chaidaroon, The U. of Sydney; Andrew Chan, City U. of Hong Kong; Shen-Chen William Chang, National Sun Yat-sen U.; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Reccia Natasha Charles, St. George's U.; Ying Cheng, Chongqing U.; Xiao Chen, Tsinghua SEM; Kok-Wai Chew, Multimedia U.; Audrey Chia, National U. of Singapore; Theresa S. Cho, Seoul National U.; Seungho Choi, Ewha Womans U.; Janine L Clarke, Azerbaijan Diplomatic Academy; Sandra Pereira Costa, NOVA School of Business and Economics; Susan Crotty, Zayed U.; Marian Crowley-Henry, National U. of Ireland Maynooth; Grace K. Dagher, Lebanese American U.; Samuel Dawa, Makerere U.; Anders Dysvik, BI Norwegian Business School; A Dutse, Abubakar Tafawa Balewa U.; Said Elbanna, Qatar U.; Detelin S Elenkov, Angelo State U.; Päivi Eriksson, U. of Eastern Finland; Pernille Eskerod, U. of Southern Denmark; Bjarne Espedal, Norwegian School of Economics; Hernan Etiennot, IAE Business School Argentina; Vanina Farber, U. del Pacifico (Lima); Tomas Enrique Farchi, IAE - U. Austral; Sharon M. Feeney, Dublin Institute of Technology; Nikolay B. Filinov, National Research U.; Sergey Filonovich, National Research U.; Henrika Franck, Hanken School of Economics; Marcelline Fusilier, American U. of Kuwait; Celine Gainet, U. of California, Los Angeles; Robert Galavan, National U. of Ireland Maynooth; Sebastian Garcia-Dastugue, U. San Andres; Thomas Gegenhuber, Johannes Kepler U.; Maja Graso, Zayed U.; Ralph Grossmann, U. of Klagenfurt; Gonca Gunay, Istanbul Bilgi U.; Igor Gurkov, State U. - Higher School of Economics; Veronika Gustafsson, Alpen-Adria U. Klagenfurt, Austria; Ralph Hamann, U. of Cape Town; William R. Hanson, Anderson U.; Rana Haq, Laurentian U.; Earl Angelinus Harewood, U. of Minnesota; Olivia del Roble Hernández-Pozas, Tec De Monterrey; Janis Hilaricus, U. des antilles et de la guyane; Mohd Faiz Hilmi, U. Sains Malaysia; Khaleid Holder, U. of the West Indies; Costas An. Hoppas, Cyprus U. of Technology; Jacky Hong, U. of Macau; Martina Huemann, WU Vienna; John F. Hulpke, Hong Kong U. of Science and Technology; Victor Zengyu Huang, Zayed U.; Hao Hu, U. of Macau; Moronke Idiagbon-Oke, Grand Canyon U.; Marc Idelson, Peking U.; Sandra Idrovo, INALDE; S. Noorein Inamdar, San Jose State U.; Geoffrey A. Irwin, U. of Pennsylvania; Adrienne A. Isakovic, Hamdan Bin Mohammed Smart U.; Lynn A. Isabella, U. of Virginia; Jody Johannessen, Zayed U.; Luiz Antonio Joia, Fundacao Getulio Vargas; Charlotte M. Karam, American U. of Beirut; Marios I Katsioloudes, Qatar U.; Kamil Sergiusz Kawecki, Fundacja Proventus S.K.A.; Hamid H Kazeroony, Phoenix U.; Ruta Kazlauskaite, ISM U. of Management and Economics; Violetta Khoreva, Hanken School of Economics; Cheol Young Kim, Seoul National U.: Nicole Knight, U. of the West Indies: Pawel Korzynski, Kozminski U.; Sombat Kusumavalee, National Institute of Development Administration; Mandy S Lee, Trinity College Dublin; Mark M. Lennon, Frostburg State U.; Terri R Lituchy, U. of the West Indies; Laubie Li, U. of Wollongong in Dubai; Slawomir

Magala, Erasmus U. Rotterdam; Mehdi Majidi, American U. of Paris; Ivan Maney, U. of Maine; Scott L Martin, Zayed U.; Adela Jana McMurray, RMIT U.: Elham Metwally, American U. in Cairo: Santiago Mingo, U. Adolfo Ibanez; Thaddeus Mkamwa, Dublin City U.; Nasima Mohamed Hoosen Carrim, U. of Pretoria; Lailawati - Mohd Salleh, U. PUTRA MALAYSIA; Jeffrey Moore, Anderson U.; Alejandro Moreno-Salamanca, INALDE Business School; Simon Mosey, The U. of Nottingham; Claudio G. Müller, U. de Chile; Cristian Alejandro Muñoz, U. de Santiago; Sinéad Murnane, National U. of Ireland, Maynooth; Monica Murphy, Waterford Institute of Technology; Rebecca Namatovu, Makerere U.; Florence Nansubuga, Makerere U.; Paul Hendry Nkuna, U. of South Africa; Sharon E. Norris, Spring Arbor U.; Christy Benjamin Nsien, U. of Uyo; Nceku Nyathi, The Open U.; Peter Odrakiewicz, Poznan U. College of Business; Enrique Ogliastri, IE and INCAE; Henrietta T Onwuegbuzie, Pan-African U.; Carlos A Osorio-Urzua, U. Adolfo Ibanez; Angela Palermo, Genentech, Inc.; Agata Pierscieniak, Rzeszow U.; Andrea Maria Prado, INCAE Business School; Betty Jane Punnett, U. of the West Indies; Danica Purg, IEDC-Bled School of Management; Majdi Anwar Quttainah, Kuwait U.; Jaime Ruiz-Gutierrez, U. de los Andes; Farida Saleem, Fatima Jinnah Women U.; Erica Salvaj, U. del Desarrollo; Andrea Santiago, De La Salle U.; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de São Paulo; Leon Schjoedt, Indiana U. South Bend; Paul A Sears, U. of Findlay; Thomas Senaji, Kenya Methodist U.; Grishma Shah, Manhattan College; Radha R. Sharma, HHL-Leipzig Graduate School of Management / MDI, India; Daphne Simmonds, U. of South Florida; Luca Solari, U. of Milan; Ron Sookram, U. of the West Indies; Seweryn J. Spalek, Silesian U. of Technology; Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Runolfur Smari Steinthorsson, U. of Iceland; Augustin Suessmair, U. of Lueneburg; Lavanchawee Sujarittanonta, U. of Calgary; Badri Munir Sukoco, Airlangga U.; Lukasz Sulkowski, Jagiellonian U.; Anna Svirina, Kazan National Research Technical U.; Joo-Seng Tan, Nanyang Technological U.; Ernesto Tavoletti, U. di Macerata; Rosa Nelly Trevinyo-Rodríguez, Trevinyo-Rodriguez & Associates; S Bruce Thomson, MacEwan U.; Marilyn A. Uy, Nanyang Technological U.; Erika Vaiginiene, International Business School at Vilnius U.; Jose Guadalupe Vargas-Hernandez, U. de Guadalajara; Elza Veloso, Faculdades Metropolitanas Unidas; Rica Cornelia Viljoen, U. of Johannesburg; Charles Wankel, St. John's U.; David Watkins, Southampton Business School, U.K.; Natalia Weisz, IAE Business School Argentina; Nilay Yajnik, NMIMS U.; Natalia Yakovleva, U. of Winchester; Norhayati Zakaria, U. Utara Malaysia; Sergey Zaverskiy, Lomonosov Moscow State U. Business School; Zita Zoltay-Paprika, Corvinus U. of Budapest; Michaela Andela Balzarova, Lincoln U.: Fiorenza Belussi, U. of Padua: Carol Brunt, The U. of Manchester; Margaret C. Case, Higher Colleges of Technology; Marie-Therese Claes, U. Catholique de Louvain; AAhad Osman-Gani, IIUM U.; Sara De Hauw, Vlerick Business School; Athanasios G. Chymis, Centre for Planning and Economic Research: **Anne Graham**, Waterford Institute of Technology: Joshua K Ault, U. of Victoria; Owolabi Lateef Kuye, U. of Lagos; Sabine Hoidn, U. of St. Gallen; Eman L. ElShenawy, Suez Canal U.; Gerhard Apfelthaler, California Lutheran U.; Maria Victoria Caparas, U. of Asia & the Pacific; John Chrysestomus Kigozi Munene, Makerere U.; Artur Baldauf, U. of Bern; Sujit Sur, Carleton U.; Rico J. Baldegger, U. of Fribourg; Fernando

Sydney; Vlado Dimovski, U. of Ljubljana; Fusun Akdag, Bahcesehir U.; Denis Harrington, -; Georgy Petrov, Kingston U. London; Noble Philip, Case Western Reserve U.

# 389 ⊕→ •: (ODC) The Language of Leadership: Practice for 21st Century Global Business

2:00pm - 4:00pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 389

Moderator: Mila N Baker, New York U.

Discussants: Tom Thomson, New York U.; Pauline Fernandes, New York U.; Marsha Ershagi-Hames, LRN Corporation

# 390 ☐: (OMT, OB, RM) Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM Workshop

2:00pm - 5:00pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 390

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014 and the registration fee is \$10.00 USD. Presenters: Tejaswi Channagiri Ajit, U. of Kentucky; Meredith Lauren Woehler, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Daniel Halgin, U. of Kentucky

# 391 □□ • □□: (RM, OB, HR) Scale Development and Validation – A hands-on session

2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 391

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

Organizer: Lucy R. Ford, St. Joseph's U.

Participants: Terri A. Scandura, U. of Miami; Claudia C. Cogliser, Texas Tech U.; Chester A. Schriesheim, U. of Miami; Stephanie L. Castro, Florida Atlantic U.; Kyle Heyne, U. of Central Florida

# **392**: (SAP) Publishing Strategy as Practice Research: SAP Paper Development Workshop

2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 392

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

Organizers: Chahrazad Abdallah, U. of London, Birkbeck; Carola Wolf. Aston Business School

# 393 → □: (SIM, IM) Practicing Political Corporate Social Responsibilty: Exploring The Boundaries

2:00pm - 4:00pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 393

Coordinators: Kathleen Rehbein, Marquette U.; Frank G.A. de Bakker, VU U. Amsterdam

Participants: Jeremy Moon, Copenhagen Business School; Dirk Matten, York U.; Andreas Rasche, Copenhagen Business School; Dorothea Baur, U. of St. Gallen; Douglas A Schuler, Rice U.; Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School; Itziar Castello, U. Carlos III de Madrid; Christopher Wickert, VU U. Amsterdam

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

D'Alessio, Centrum Catolica; Chivonne T Algeo, U. of Technology,

### Saturday 2:15PM

# 394 € ⊒: (HR, MC, ODC) Impacting HR practice: How Academics Can Make a Difference in the "Real World" (Or Not).

2:15pm - 4:15pm Philadelphia Marriott Downtown: Room 303

Tweet this session: **#AOM2014 394**Organizer: **Brad Winn**, Utah State U.

Panelists: Kim Cameron, U. of Michigan; Jennifer Kurkoski, Google; Anna Tavis, New York U.; Ian Ziskin, Exec Excel Consultancy

# 395 ⊕→ ...: (ITC, ENT, IM) Family Office: Conceptions and Practices Around the Globe

2:15pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 395

Chair: Rosa Nelly Trevinyo-Rodríguez, Trevinyo-Rodriguez & Associates

Speakers: Hung-Bin Ding, Loyola U. Maryland; Wee-Liang Tan, Singapore Management U.; Kandarp Mehta, IESE Business School; Gary B. Kane, Chimera Strategies

# 396 □ ♥→ ■ ♥: (ODC) Advancing Epistemology as a Method to Bridge Silence and the Power of Words

2:15pm - 4:15pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 396

*Presenter:* **Linda Klonsky**, Chicago School of Professional Psychology

# **397**: (ODC, BPS) **Post-merger Integration: Research**, **Practice & Teaching**

2:15pm - 5:15pm Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 397

Organizers: Taco Reus, Erasmus U. Rotterdam; Quy Nguyen Huy, INSEAD

Speakers: Sayan Chatterjee, Case Western Reserve U.; Kimberly M Ellis, Florida Atlantic U.; Melissa Graebner, The U. of Texas at Austin; Koen Heimeriks, Tilburg U.; Tomi M. M. Laamanen, U. of St. Gallen; Bruce T. Lamont, Florida State U.; Philippe M. Monin, EM Lyon; Mario Schijven, Texas A&M U.; Mark L. Sirower, Monitor Deloitte; Inger G. Stensaker, Norwegian School of Economics; Satu Teerikangas, UCL; Natalia Vuori, Aalto U.; Yaakov Weber, College of Management, Israel

# **398** ☐: (OMT, BPS) Current Research in Organization Design: Topics, Tools, and Triumphs

2:15pm - 5:15pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 398

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

Organizers: Oliver Baumann, U. of Southern Denmark; Dorthe Døjbak Haakonsson, Aarhus U.; John Joseph, Duke U.; Marlo Raveendran, U. of California, Riverside; Nils Stieglitz, Frankfurt School of Finance & Management

Distinguished Speakers: Carliss Baldwin, Harvard U.; Richard M. Burton, Duke U.; Michael L. Tushman, Harvard U.; Akbar Zaheer, U. of Minnesota

Presenters: Kevin Boudreau, London Business School; Felipe A. Csaszar, U. of Michigan; Jason Davis, INSEAD; Samina Karim, Boston U.; Giuseppe Soda, Bocconi U.; Charles Williams, Bocconi U.; Yue Maggie Zhou, U. of Michigan

### 399 : (SIM, ONE, PNP) SIM Research Incubator

2:15pm - 4:15pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 399

Organizers: Andrew Crane, York U.; Michael E. Brown,

Pennsylvania State U., Erie

Participants: Irene Henriques, York U.; Linda K. Trevino,
Pennsylvania State U.; Gary R. Weaver, U. of Delaware; Robert A.
Phillips, U. of Richmond; Anke Arnaud, Embry Riddle Aeronautical
U.; Jean-Pascal Gond, Cass Business School, City U. London

### Saturday 2:30PM

# 400 ☐: (ENT) Entrepreneurship Through a Qualitative Lens

2:30pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 400

Chairs: Garry D Bruton, Texas Christian U.; Roy R Suddaby, U. of Alberta; Dean A Shepherd, Indiana U.; Steven X Si, Bloomsburg U. of Pennsylvania

Participants: Theodore L. Waldron, Baylor U.; Nicola Breugst, Technische U. München; Rick Delbridge, Cardiff U.; Patricia Corner, Auckland U. of Technology; Edward McKeever, Lancaster

# **401** □ • □ • (ODC, OB) Leadership as Building Relationships:Timing, Improvisation and Humble Inquiry

2:30pm - 5:30pm Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 401

Presenters: **Stuart Albert**, U. of Minnesota; **Frank J. Barrett**, Naval Postgraduate School; **Edgar H. Schein**, Massachusetts Institute of Technology

# **402** → $\blacksquare$ : (ONE, SIM, IM) Cosmopolitanism and Ecological Citizenship: Re-Thinking the Politics of Sustainability

2:30pm - 4:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 402

Chairs: Jose Manuel Alcaraz, Murdoch U.; Katerina Nicolopoulou, Strathclyde Business School, U. of Strathclyde; John M Jermier, U. of South Florida

Participants: Bobby Banerjee, City U. London; Laura Anna Costanzo, U. of Surrey; Andrew Dobson, Keele U.; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Karsten Jonsen, IMD; Nada Kakabadse, Henley Business School; Orly Levy, IMD; Thomas Maak, ESADE; Ashly H Pinnington, The British U. in Dubai; Mark Starik, San Francisco State U.; Francisco Tirado, Autonoma U. of Barcelona; Maury Peiperl, IMD

# 403 ⊕→ 🖃: (TIM, BPS, IM) Advances in Patent Research: Data, Tools, and Results

2:30pm - 5:00pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 403

Organizers: Michael Roach, Cornell U.; Tony W. Tong, U. of Colorado

Chair: Stuart Graham, Georgia Institute of Technology Presenters: Lee Branstetter, Carnegie Mellon U.; Lee Fleming, U. of California, Berkeley; Zi-Lin He, Tilburg U.; Tony W. Tong, U. of Colorado; Luis Rios, Duke U.

### Saturday 2:45PM

### 404 : (AAA) Conference Break

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 404

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

## **405** □ • (GDO) Implementing Collective Impact in Business: Challenges, Opportunities for Diversity & Inclusion

2:45pm - 4:45pm Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 405

In this PDW, we investigate the potential use of Collective Impact in the business context.

Coordinators: Katherine Giscombe, Catalyst; Lisa Whitten, State

U. of New York College at Old Westbury

## **406** → **•**: (HR) Enhancing International Members' Engagement in the HR Division: Results from **Ambassadors**

2:45pm - 4:15pm Philadelphia Marriott Downtown: Room 414,415

Tweet this session: #AOM2014 406

The objective of this PDW is to increase the involvement and commitment of international members in the HR Division through the Ambassadorial network.

Organizers: Karin Sanders, U. of New South Wales; Michal Biron,

U. of Haifa; Pawan S. Budhwar, Aston U.; Liza Castro

Christiansen, U. of Reading; Helen Joanne Shipton, Nottingham

Trent U.; James Jainmin Sun, Renmin U. of China

### 407 (HR. OB) Practice-Focused HR Teaching: Advice and Innovative Approaches

2:45pm - 4:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 407 Organizer: Philip L. Roth, Clemson U. Chair: Chelsea Willness, U. of Saskatchewan

Participants: Mark J. Schmit, Society for Human Resource Management; Ian O. Williamson, Melbourne Business School;

Tamara L. Giluk, Xavier U.

### 408 € → 🖃: (INDAM) Indian Brand of Crony Capitalism

2:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 408

Organizer: Naresh Khatri, U. of Missouri

Presenters: Tejinder K Billing, Rowan U.; Vishal Gupta, Indian Institute of Management Ahmedabad; Rishikesha Krishnan, Indian Institute of Management, Indore; Abhoy Kumar Ojha, Indian Institute of Management Bangalore; Arup Varma, Loyola U. Chicago

## **409 ←** □: (MH, OMT, CMS) **Historic Turns in Organization** and Management Theory: Critical, Cultural, and Qualitative

2:45pm - 4:45pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 409

Coordinators: Kyle Bruce, Macquarie U.; Gabrielle Durepos, St. Francis Xavier U.; Michael Rowlinson, Queen Mary U. of London Panelists: Shawn M. Carraher, Oxford Journal Distinguished Research Professor; Diego M Coraiola, U. Positivo - UP; Stephanie Decker, Aston Business School; William M Foster, U. of Alberta; John Hassard, The U. of Manchester; Albert J. Mills, Saint Mary's U.; R. Daniel Wadhwani, U. of the Pacific

### 410 © \( \omega: (OC/S) \) Can This Paper Be Saved? Dealing with Difficult Reviews (and Reviewers)

2:45pm - 6:15pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 410

PDW will address dealing with difficult reviews. Tutorial panel open to all (Part 1). Pre-registration required for paper workshop (Part 2).

Coordinator: Elizabeth Davidson, U. of Hawaii-Manoa

Speaker: Daniel Robey, Georgia State U.

Panelists: Gerald C Kane, Boston College; Emmanuelle Vaast, McGill U.; Sirkka Jarvenpaa, The U. of Texas at Austin; Andrew Burton-Jones, The U. of Queensland, Australia

### 411 ⊕→ •: (PNP, ENT, IM) Impact Investing: Rhetoric or Reality?

2:45pm - 4:45pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 411

Organizer: Veronica Vecchi, SDA Bocconi

Chair: Manuela Brusoni, Bocconi U.

Participants: Harry Hummels, Maastricht U.; Brinda Ganguly, Rockefeller Foundation; David Wood, Harvard Kennedy School; Ben Farr - Wharton, Southern Cross U.; Luciano Balbo, Oltre Venture: Niccolo' Cusumano. SDA Bocconi

## 412 : (RM, OB, HR) Moderation, Mediation, and Models **Combining Moderation and Mediation**

2:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 412

Presenter: Lisa Schurer Lambert, Georgia State U.

### 413 : (SIM, ONE) Film: The power of words on the screen in teaching social issues and ethics

2:45pm - 4:45pm Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 413

Organizer: Howard Harris, U. of South Australia

Participants: Tara L. Ceranic, U. of San Diego; Aimee Dars Ellis,

Ithaca College; Joseph P. Gaspar, Quinnipiac U.

### Saturday 3:00PM

### 414: (AAA) AMR Incoming Editors Only

3:00pm - 5:00pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 414

By Invitation Only

Organizer: Belle Rose Ragins, U. of Wisconsin, Milwaukee

## 415 \( \subseteq : (CAR, OB, HR) \) Careers in the Rough: A Research **Development Workshop**

3:00pm - 5:00pm Philadelphia Marriott Downtown: Room 411,412

Tweet this session: #AOM2014 415

Pre-registration is required for this workshop. Please send the workshop organizer a careers-related manuscript that is close to submission for a refereed journal, as well as a paragraph (max 250 words) on a challenge you want help addressing. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 15, 2014.

Organizer: Lauren A. Keating, U. of New South Wales Facilitators: Edgar H. Schein, Massachusetts Institute of Technology; Jeffrey H. Greenhaus, Drexel U.; Hugh P. Gunz, U. of Toronto; Scott Seibert, U. of Iowa; Peter A. Heslin, U. of New South Wales; Berrin Erdogan, Portland State U.; Yehuda Baruch, Southampton Business School, U.K.; Jane Sturges, King's College London; Barbara S. Lawrence, U. of California, Los Angeles; Shoshana Dobrow Riza, London School of Economics; Katharina

Chudzikowski, U. of Bath; Jon P. Briscoe, Northern Illinois U.; Julia Richardson, York U.; Corinne Post, Lehigh U.; Ute-Christine Klehe, Justus-Liebig U. Giessen; Monica L. Forret, St. Ambrose U.; Daniel Tzabbar, Drexel U.; Gina Dokko, U. of California, Davis; Daniel Turban, U. of Missouri; Marcus M. Butts, The U. of Texas at Arlington; Denise M. Rousseau, Carnegie Mellon U.

### 416 : (IM) International Management Walking Tour

3:00pm - 4:30pm Offsite: Location TBA Tweet this session: **#AOM2014 416** 

Please contact Jaideep Anand at anand.18@osu.edu for more information regarding this offsite event.

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Past Chair: John Mezias, U. of Miami

# 417 (MED, SIM, ENT) Empower Assurance of Learning through Sustainability and Social Entrepreneurship Active Learning

3:00pm - 5:00pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 417

Organizers: Ana Cristina O Siqueira, Duquesne U.; Diane Ramos, Duquesne U.; Dianne HB Welsh, U. of North Carolina, Greensboro Presenters: Debra Sea, Bemidji State U.; Isabella Sacramento, U. Federal Fluminense; Sandra R. H. Mariano, U. Federal Fluminense; Nadja

Guenster, U. of California, Berkeley; Luciano Barin Cruz, HEC Montreal; Marlei Pozzebon, HEC Montreal

# 418 : (MH) Chemical Heritage Foundation: Touring the Foundations of American Business

3:00pm - 5:00pm Offsite: Location TBD Tweet this session: **#AOM2014 418** 

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

Meet: Chemical Heritage Foundation, 313 Chestnut Street, PhiladelphiaThe aim of the Tour is multi-faced. First, it seeks to facilitate a better understanding of the role of the chemical industry in the development of both American economic growth and the modern corporate firm. To achieve this, the Management History Division proposes a tour of the Chemical Foundation Museum, which is located in Philadelphia's "Olde City", at 315 Chestnut Street. Participants will be taken in small tour groups through the Foundation's exhibits, which include Making Modernity – a permanent collection that traces the chemical industry's contribution to economic development. Secondly, it seeks to highlight the central role of Philadelphia in the chemical industry's future. Third, it seeks to bring to the attention the resources and Scholarly Fellowships – both long and short-term. For questions or information regarding this offsite event please contact Bradley Bowden at b.bowden@griffith.edu.au

Organizers: Bradley G Bowden, Griffith U.; Janine Black, Kean U.

# 419 : (MOC, OB, OMT, BPS, ODC, SIM, IM) Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty Members

3:00pm - 5:00pm Loews Philadelphia Hotel: Congress Room A Tweet this session: #AOM2014 419

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

Organizers: Jeffrey Bednar, Brigham Young U.; Kevin S. Cruz, U. of Texas at El Paso; Douglas A Lepisto, Boston College; Christopher G Myers, U. of Michigan

Facilitators: Neal M. Ashkanasy, The U. of Queensland, Australia; John B. Bingham, Brigham Young U.; Erik Dane, Rice U.; Luis Martins, The U. of Texas at Austin; Suzanne S. Masterson, U. of Cincinnati; Frits Pil, U. of Pittsburgh

Presenters: David Mayer, U. of Michigan; Michael G. Pratt, Boston College; Glen E. Kreiner, Pennsylvania State U.

# **420** □: (OB) Teaching Organizational Behavior (OB): Approaches for Students in Different Types of Organizations

3:00pm - 5:00pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 420

Organizers: Denise Potosky, Pennsylvania State U.; Philip Bobko, Gettysburg College

Participants: Phillip L. Roth, Clemson U.; R. Craig Bullis, U.S. Army War College; Alex Barelka, Wright State U.; Kurt Ramick,

Pennsylvania State U., Great Valley

### Saturday 3:15PM

# 421 ☐ → ■: (MED) The Power of Words in Class: Performing Discourses to Train Responsible Managers

3:15pm - 5:45pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 421

Chairs: Matt Statler, New York U.; Anna Inesta, ESADE Speakers: Nicolaj Tofte Brenneche, U. of St. Gallen; Leonardo Caporarello, Bocconi U.; F. Javier Coloma, ESADE Business School; Pierre Guillet de Monthoux, Copenhagen Business School; Scott Loren, U. of St. Gallen; Anna Inesta, ESADE; Jörg Metelmann, U. of St. Gallen; Queralt Prat-i-Pubill, U. of St. Gallen; Xari Rovira, ESADE; Josep Sayeras, ESADE; Matt Statler, New York U.; David Soler, ESADE; Romain Laufer, HEC Paris; Timon Beyes, Copenhagen Business School

Participants: Joao Amaro de Matos, NOVA School of Business and Economics; Catriona Campbell, CEMS GLOBAL ALLIANCE; Paola Dubini, Bocconi U.; Emma Stenstrom, Stockholm School of Economics; Lars Strannegard, Stockholm School of Economics

# 422 ♥ ■: (MED) Finding the Words? Addressing Reviewer's Comments

3:15pm - 5:15pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 422

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

Coordinators: Deborah A. Blackman, U. of New South Wales; Stephen A Leybourne, Boston U.; Fiona Buick, U. of Canberra Participants: Stephen T.T. Teo, Auckland U. of Technology; Richard T. Harrison, Queen's U. Belfast; Robert P. Gephart, U. of Alberta; Mustafa F. Ozbilgin, Brunel U.; Paul Hibbert, U. of St Andrews; Andrew Harry Barton, Nottingham Trent U.

## 423 → 🔙 🖐: (OB, RM) Some Words of Advice: A Mentoring Session to Promote High Quality Leadership Research

3:15pm - 5:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 423

Participants MUST submit a research proposal to the organizer by June 6 to be matched with a mentor. Must have accepted proposal to join this session.

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

Organizer: Marie T. Dasborough, U. of Miami Facilitator: Kevin B. Lowe, U. of Auckland

Participants: Gary Yukl, U. at Albany - State U. of New York; John Antonakis. U. of Lausanne: Ronit Kark. Bar Ilan U.: Francis J. Yammarino, Binghamton U.; Terri A. Scandura, U. of Miami; William L. Gardner, Texas Tech U.; Michael Mumford, U. of Oklahoma; Robert G. Lord, Durham U.; Ronald E. Riggio, Claremont McKenna College; Claudia C. Cogliser, Texas Tech U.; Chester A. Schriesheim, U. of Miami; Fred O. Walumbwa, Florida International U.; Sean Hannah, Wake Forest U.; Mary F. Sully de Lugue, Thunderbird

## 424 □ • → • □: (PTC) DBAs Critical Success Factors: **Spanning Research and Practice**

3:15pm - 5:15pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 424

Distinguished Speakers: Michellana Jester, MIT Sloan; David Schuff, Temple U.; Tom Mierzwa, U. of Maryland U. College Chairs: Emmanuel Monod, Shanghai JiaoTong U.; Louise Kelly, Alliant International U.

Moderator: Ismael Plascencia, U. Autónoma de. Baja California Discussants: Patrick Tabchoury, U. of Balamand; Karim J. Nasr, U. of Balamand; Michel Peron, ISEOR Magellan / IAE Lyon / U. Jean Moulin; TL Hill, Fox School of Business, Temple U.; Andry Rasolofoarisoa, ISEOR - Institut de Socio-Economie des Entreprises et des organisations; Henri Savall, U. Jean Moulin Lyon

Presenter: Nadine Tournois, IAE U. de Nice

### 425 : (RM) Tools for Improving SEM Model Evaluation

3:15pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 425

Participants: Larry J. Williams, Wayne State U.; Ernest H O'Boyle, U. of Iowa

# **426 □**: (*TIM*) Paul Bierly's Legacy to TIM Research: Lessons Learned and Thoughts for Scholars at All Career

3:15pm - 5:15pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 426

Madison U.

Organizer: Michael D Santoro, Lehigh U.

Participants: Alok K Chakrabarti. New Jersev Institute of Technology; Fariborz Damanpour, Rutgers U.; John-Christopher Spender, Kozminski U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Eric H. Kessler, Pace U.; Robert W. Kolodinsky, James Madison U.; Scott R Gallagher, James

427 🗨 🖃 : (TIM, BPS, ENT) New Forms of Business **Modeling and Innovation Management** 

3:15pm - 5:45pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 427 Organizer: John P Ulhoi, Aarhus U.

Facilitators: Björn Kijl, U. of Twente; Tobias Weiblen, U. of St.

Gallen

Speakers: Anna B. Holm, Aarhus U.; Olga Tretyak, National Research U.; Vincent Mangematin, Grenoble Ecole de Management; Allan N Afuah, U. of Michigan; Karolin

Frankenberger, U. of St. Gallen

### Saturday 3:30PM

### 428: (AAA) Outgoing Program Chairs Meeting

3:30pm - 5:00pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 428

Organizers: Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management: Gabriel Bramson. Academy of Management Program Chair: Debra L. Shapiro, U. of Maryland

Professional Development Workshop Chair: Anita M. McGahan, U. of Toronto

## 429 □ • =: (BPS, OMT, ODC) Organizational Performance: What Is It? A Key Concept in Close Focus

3:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 429

Organizers: Pietro Micheli, U. of Warwick; Andrey Pavlov,

Cranfield School of Management

### 430 : (ENT, TIM, BPS) Value Creation and Innovation **Through Corporate Spin-offs**

3:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Freedom E

Tweet this session: #AOM2014 430

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

Organizers: Felix Arndt, U. of Nottingham Ningbo; Vareska Van De Vrande, Erasmus U. Rotterdam

Distinguished Speakers: Constantinos Markides, London Business School; Margarethe F Wiersema, U. of California, Irvine; Caterina Moschieri, IE Business School

### 431 ☐ ● C: (HCM, ODC) Learning to Listen: The Role of **Effective Conversations**

3:30pm - 5:30pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 431

Organizers: Leonard H. Friedman, George Washington U.;

Barbara Bigelow. Clark U.

## 432 : (/CW) Journal of Management Education Editorial **Board Meeting**

3:30pm - 4:30pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 432

By invitation only

Organizers: Kathy Lund Dean, Gustavus Adolphus College; Jeanie Mannheimer Forray, Western New England U.

### 433 ⊕→ ♥ (OB) Values as an Integrative Mechanism

3:30pm - 5:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D

Tweet this session: #AOM2014 433

Organizer: Elizabeth Haas-Edersheim, NYCP

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

232 Section D

Participants: Joseph Cohen, Haier America; Phil Noelting, Qwaiify

# 434 ⊑: (OB, CM) OB New Member Networking and Research Forum

3:30pm - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H Tweet this session: #AOM2014 434

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

Organizers: Bart A. de Jong, VU U. Amsterdam; Kristie M Rogers, U. of Kansas

Facilitators: Markus Baer, Washington U. in St. Louis; Jing Zhou, Rice U.; Cecily D Cooper, U. of Miami; Jeffery LePine, Arizona State U.; John Mathieu, U. of Connecticut; Nathan J. Hiller, Florida International U.; Sabine Sonnentag, U. of Mannheim; Susan Mohammed, Pennsylvania State U.; Prasad Balkundi, U. at Buffalo, the State U. of New York; Katherine Klein, U. of Pennsylvania; Eric Kearney, U. of Potsdam; Blake E. Ashforth, Arizona State U.; Heather C. Vough, McGill U.; Lance Ferris, Pennsylvania State U.; Nathan Philip Podsakoff, U. of Arizona; Cindy P. Zapata, Texas A&M U.; Amy E. Colbert, U. of Iowa; Robert C Liden, U. of Illinois at Chicago; Gianluca Carnabuci, U. of Lugano; Philip M. Podsakoff, Indiana U.;

### Saturday 3:45PM

# 435 □ ♥ (HR, OB, MED) Experiential HR: A Potluck for Reviving and Expanding your Repertoire

3:45pm - 6:15pm Philadelphia Marriott Downtown: Room 407,408,409 Tweet this session: #AOM2014 435

Chairs: Suzanne C. de Janasz, IMD; Caren Goldberg, American U.

Presenters: Scott J Behson, Fairleigh Dickinson U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Lynn Bowes-Sperry, Western New England U.; Suzanne C. de Janasz, IMD; Beverly J. DeMarr, Ferris State U.; Ellen Ensher, Loyola Marymount U.; Monica L. Forret, St. Ambrose U.; Caren Goldberg, American U.; David M. Kaplan, Saint Louis U.; Melenie J. Lankau, Wake Forest U.; Maury Peiperl, IMD; Joy A. Schneer, Rider U.; Monique Valcour, EDHEC Business School; Hetty Van Emmerik, Maastricht

# 436 → 🖃: (IM, TIM) Global Connectivity As The Basis For Local Innovation

3:45pm - 5:45pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 436

Organizers: Thomas J. Hannigan, Temple U.; Ram Mudambi, Temple U.; Marcelo F. Cano-Kollmann, Temple U. Participants: John Cantwell, Rutgers U.; Mark Lorenzen, Copenhagen Business School; Felipe Monteiro, INSEAD; Kristin Brandl, Copenhagen Business School; Vittoria Giada Scalera.

Politecnico di Milano

# **437** ☐: (OC/S, BPS) Valuing the Strategic Contributions of Information Systems Research

3:45pm - 5:45pm Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 437

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

Presenters: David C. Croson, Southern Methodist U.; Paul Louis Drnevich, The U. of Alabama; Eric C. Larson, U. of Illinois; Sunil Mithas, U. of Maryland; Gautam Ray, The U. of Texas at Austin Participant: Larry Tribble, The U. of Alabama

# 438 □ © □: (ODC) Creative Tensions? Comparing Perspectives on Researching and Teaching Creativity

3:45pm - 5:45pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 438

Chairs: Stephen Cummings, Victoria Management School; Chris Bilton, Warwick U.; Richard Hall, The U. of Sydney

# 439 (ONE) Power of Words & Deeds: Exercises to Integrate Sustainability in Management Education

3:45pm - 5:45pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 439

Organizer: Cathy A. Rusinko, Philadelphia U.

Facilitators: Suzanne Benn, U. of Technology, Sydney; Melvin Blumberg, Pennsylvania State U., Harrisburg; Robert Perey, U. of Technology, Sydney; Deborah M. Steketee, Aquinas College; Melissa Edwards, U. of Technology, Sydney

# **440** 届: (RM, BPS, OB, TIM, IM) Advanced Bayesian Statistics: How to Conduct and Publish High-Quality Bayesian Studies

3:45pm - 5:45pm Sheraton Philadelphia Downtown Hotel: Independence C

Tweet this session: #AOM2014 440

Presenters: William H. Starbuck, U. of Oregon; Andreas Schwab, lowa State U.; Eugene Hahn, Salisbury U.; Zhanyun Zhao, Rider U.

### Saturday 4:00PM

# **465 © □**: (ENT, TIM) Growing Startup Communities: What Do We REALLY Know about Entrepreneurial Ecosystems?

4:00pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 465

We bring together here the leading experts on entrepreneurial ecosystems, research and practice.

Distinguished Speakers: David Audretsch, Indiana U., Bloomington; Zoltan J. Acs, George Mason U.; Yasuyuki Motoyama, Ewing Marion Kauffman Foundation

Chair: Norris F. Krueger, Entrepreneurship Northwest Discussants: Suresh U Kumar, NexAge Technologies/U. of

Phoenix; **Philip Auerswald**, George Mason U. *Presenter:* **Tina Jennen**, U. of Waikato

# 441: (AAA) Open Forum: Ethics Education in AOM

4:00pm - 5:30pm Pennsylvania Convention Center: Room 301 Tweet this session: #AOM2014 441

# **442**: (AAA) Publishing in AMD: A Workshop with the Editors

4:00pm - 6:00pm Loews Philadelphia Hotel: Regency Ballroom A Tweet this session: **#AOM2014 442** 

Participants must submit a 2,000 word summary of a potential manuscript for individual and round table discussion with the AMD editors. Please include the division(s) that represent the best fit for your content. Email your 2,000 word manuscript summary to szaid@aom.org by June 30, 2014.

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

Organizers: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School: Peter A. Bamberger, Tel Aviv U.: Curtis LeBaron, Brigham Young U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Andrew H. Van de Ven, U. of Minnesota

## 443 €→ I: (BPS, MOC, OMT, TIM) From Brains to Organization: Micro-Macro Solutions for Attention and **Cognition Research**

4:00pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 443

Participants submit in advance a synopsis of research challenges they face. They will work in teams to jointly solve challenges.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 28, 2014.

Organizers: Daniella Laureiro-Martínez, ETH Zurich; Vinod Venkatraman, Temple U.; Angelika Dimoka, Temple U.; Stefano Brusoni, ETH Zurich

Moderators: Christopher Chabris, Union College; Giovanni Gavetti, Harvard U.; Malia Mason, Columbia Business School; Gerry McNamara, Michigan State U.; Valentina Tartari, Copenhagen Business School; Theresa Treffers, Eindhoven U. of Technology; Christian Voegtlin, U. of Zurich; Sidney G. Winter, U. of Pennsylvania; Maurizio Zollo, Bocconi U.

## 444: (ENT) Entrepreneurship Division New Member Meeting Point 2014

4:00pm - 6:00pm Offsite: Temple University Tweet this session: #AOM2014 444

Location: Fox School of B.Alter Hall's Commons (ground floor).1801 Liacouras Walk, Philadelphia. Contact: Moren Levesque, MLevesque@schulich.york

## 445: (ICW) Cross Cultural Management editorial board meeting

4:00pm - 6:00pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 445

Organizer: Martyn Lawrence, Emerald Group Publishing

## 446: (ICW) Human Relations Editorial Board Business Meeting (CANCELLED)

4:00pm - 7:00pm Philadelphia Marriott Downtown: Room 413 Tweet this session: #AOM2014 446 Organizer: Claire Castle, Human Relations

## 447 (IM) Developing an International Perspective in **Undergraduates Enrolled in Business Programs**

4:00pm - 5:30pm Pennsylvania Convention Center: Room 110 A,B

Tweet this session: #AOM2014 447

Participants: Eleanor Westney, York U.; Elizabeth L. Rose, U. of Otago; Allan Bird, Northeastern U.; Lorna L Wright, York U.

## 448 : (OM) Junior Faculty And Doctoral Consortium **Closing Drinks**

4:00pm - 5:00pm Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 448

Reception for the junior faculty/doctoral consortium. Consortium participants only.

Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

### 449 : (TTC, MED) Identifying and Overcoming Threshold Concepts/Conceptions: A Practical Example 4:00pm - 6:00pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 449

Presenters: Gerald Burch, Tarleton State U.; Thomas P. Bradley, Tarleton State U.; Nathan Heller, Tarleton State U.

### Saturday 4:15PM

### 450 : (D&ITC) AOM Diversity and Theme Committee **Connections Cafe**

4:15pm - 5:45pm Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 450

Open to all AOM conference attendees; you are invited to connect with other members at this social following the D&ITC Townhall. Host: Eddy S. Ng. Dalhousie U.

Past Chair: Bernardo M. Ferdman, Alliant International U. Coordinator: Christina L. Stamper, Western Michigan U. Participants: Isabel Metz, U. of Melbourne; Yvonne Benschop, Radboud U. Nijmegen; Lynn Shore, Colorado State U.; Stella M. Nkomo. U. of Pretoria: Patrick F. McKav. Rutgers U.: Jenny M. Hoobler, U. of Illinois at Chicago: C. Douglas Johnson, Georgia Gwinnett College; Regine Bendl, WU Vienna; Ron Ophir, .

### **451** → 🖃: (IM) International Management Division **Consortia Meet the Editors**

4:15pm - 5:45pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 451

This session is limited to the participants and panelists in the IM Mid-Career Faculty, Junior Faculty, and Doctoral Consortia. In this session, editors of several Management journals will discuss the opportunities and challenges related to publication of internationally themed research.

## 452 : (MOC, OMT, RM) How to Measure Meaning at the Collective Level

4:15pm - 6:45pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 452

Pre-registration required for the second half of this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact Lee Watkiss lee.watkiss@bc.edu) to obtain the approval code and for more information. The deadline to register online is July 1, 2014.

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

Organizers: Christi Lockwood. Boston College: Lee Watkiss. **Boston College** 

Participants: Michel Anteby, Harvard U.; Julie Battilana, Harvard U.; Peer C. Fiss, U. of Southern California; Simona Giorgi, Boston College; Mary Ann Glynn, Boston College; Michael Lounsbury, U. of Alberta; Mary-Hunter McDonnell, Georgetown U.; Lauren Rivera, Northwestern Kellogg School of Management; Tyler Earle Wry, Wharton School

## **453 © ■**: (OMT) Enriching Paradox Theory: Comparing **Eastern and Western Views**

4:15pm - 6:15pm Pennsylvania Convention Center: Room 103 C Tweet this session: #AOM2014 453

Moderator: Amy Ingram, Clemson U.

Presenters: Wendy K. Smith, U. of Delaware; Ming-Jer Chen, U. of Virginia; Ella Miron-Spektor, Technion Israel Institute of Technology; Josh W. Keller, Nanyang Technological U.; Angela Leung, Singapore Management U.; David Chan, Singapore Management U.

# **454 □**: (RM) Best-practice Recommendations for Designing and Implementing Experiments Using Vignettes

4:15pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 454

Participants: Kyle J. Bradley, Indiana U., Bloomington; Herman Aguinis, Indiana U., Bloomington

# **455 ② □**: (SAP, RM, BPS, ODC) Video Ethnography in Practice: A Workshop on 'How to' Do it

4:15pm - 7:15pm Sheraton Philadelphia Downtown Hotel: Freedom G

Tweet this session: #AOM2014 455

Organizers: Michael Jarrett, INSEAD; Feng Liu, Warwick Business

Distinguished Speaker: Curtis LeBaron, Brigham Young U.

Discussant: Michael G. Pratt, Boston College

Presenters: A. Paul Spee, The U. of Queensland, Australia;

Charlotte Cloutier, HEC Montreal

## 456 ⊞: (SIM) SIMian Speed Dating

4:15pm - 5:30pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 456 Organizer: Andrew Crane, York U.

Participants: Stephen Brammer, Birmingham Business School; Cynthia Clark, Bentley U.; Philip L Cochran, Indiana U.; Jo Crotty, Salford U.; Paul Dunn, Brock U.; Heather Elms, American U.; Johanne Grosvold, U. of Bath; Colin Patrick Higgins, Deakin U.; Dima Jamali, American U. of Beirut; Robert A. Phillips, U. of Richmond; Gary R. Weaver, U. of Delaware; James Weber, Duquesne U.; Duane Windsor, Rice U.; Michelle Greenwood, Monash U.

#### Saturday 4:30PM

# 457 ☐→ ☐: (BPS, IM) Institutional Intermediation in Emerging Markets: Economics, Sociology, and Business Strategy

4:30pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 457

Participants: William G. Mitchell, U. of Toronto; Laurence Capron, INSEAD; Nilanjana Dutt, Bocconi U.; Aline Gatignon, INSEAD; Olga Hawn, Boston U.; Tarun Khanna, Harvard U.; Joanne Oxley, U. of Toronto; Elena Vidal, Baruch College-The City U. of New York; Walter W Powell. Stanford U.

# 458 ☐ ←☐: (CMS, ONE, SIM) Degrowth – Problems with Sense-Making: New Imaginaries for Management Science

4:30pm - 6:30pm Pennsylvania Convention Center: Room 104 A,B Tweet this session: #AOM2014 458

Organizers: Robert Perey, U. of Technology, Sydney; Andre Reichel, Zeppelin U.

Participants: Carolyn P. Egri, Simon Fraser U.; Gavin Jack, La Trobe U.; John M Jermier, U. of South Florida; Mark Starik, San Francisco State U.; Sandra Waddock, Boston College

# 459 ⊕⊕→: (IM) HR Strategy of Korean Multinational Companies, the New Global Leaders

4:30pm - 6:30pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 459
Chair: Seongsu Kim, Seoul National U.

Presenters: Kweontaek Chung, Samsung Economic Research Institute; Michael Byungnam Lee, LG Academy, Seoul

# 460 □→ □: (INDAM) Stepping Out With the Indian Academy of Management

4:30pm - 6:30pm Offsite: Philadelphia Marriott Downtown

Tweet this session: #AOM2014 460

For information or questions regarding this offsite event please contact Arati Ramaswami at ramaswami@essec.edu - All attendees should meet in the lobby of the Philadelphia Marriott Downtown near the reception desk.

Organizer: Aarti Ramaswami, ESSEC Business School Facilitators: Meenakshi Aggarwal Gupta, Indian Institute of Management, Indore; Stacy Blake-Beard, Simmons College; Rajashi Ghosh, Drexel U.; C Lakshman, Tongji U.; Sushil Nifadkar, Georgia State U.; Charmi Patel, U. of Edinburgh Business School; T. T. Rajan Selvarajan, U. of Houston, Victoria; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management

# **461** : (MOC) Think About It...Over a Beer (or a Glass of Wine)

4:30pm - 5:30pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 461

Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth George, Hong Kong U. of Science and Technology Program Chair: Kevin W. Rockmann, George Mason U.

Program Chair: **Nevin W. Rockmann**, George Mason U.

Professional Development Workshop Chair: **David M. Sluss**,
Georgia Institute of Technology

### Saturday 4:45PM

# 462 �→ ♠♥: (CAR) The Power to Define Your Path to 'Having It All':Enriching the Discussion of Balance in Academia

4:45pm - 6:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 462

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

Organizers: Charlice Hurst, U. of Notre Dame; Jennifer Miner Knippen, U. of Virginia; Mary F. Sully de Luque, Thunderbird Speakers: Joyce E. Bono, U. of Florida; Laura Huang, The Wharton School, U. of Pennsylvania; John Kammeyer-Mueller, U. of Minnesota; Aimee A. Kane, Duquesne U.; Ellen Ernst Kossek, Purdue U.; Pamela Peng Park, Harvard U.; Ronald F. Piccolo, Rollins College; Shaun Pichler, California State U., Fullerton; Lynn Roseberry, Copenhagen Business School; J. Goosby Smith, Pepperdine U.

# **463 ② Q □**: (*OB, MOC, OMT, PTC, ODC*) Researching Organisational Mindfulness and Mindful Organising: Theory, Method, and Practice

4:45pm - 7:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 463

Organizers: Jutta Tobias, Cranfield School of Management; David Denyer, Cranfield U.; Andrey Pavlov, Cranfield School of Management

Facilitator: Diana Danziger, Cranfield School of Management

Presenters: Jochen Reb, Singapore Management U.; Christian Gaertner, Helmut-Schmidt U.; Timothy J. Vogus, Vanderbilt U.

### Saturday 5:00PM

## **464** ■: (ENT) The Batten Lectureship: Perspectives on the Future Direction of the Field of Entrepreneurship

5:00pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 464

Facilitators: Michael Lenox, U. of Virginia; Daniel P. Forbes, U. of Minnesota

Coordinator: Joyce Smaragdis, U. of Virginia

# 466 : (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper

5:00pm - 7:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 466

Chairs: Craig R. Carter, Arizona State U.; Lisa Marie Ellram,

## 467 : (PTC) "Fire in the Blood": View the Film and Dialogue in Person with Cipla CEO

5:00pm - 7:00pm Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 467

"Fire in the Blood" is an award-winning documentary about how the Indian pharmaceutical company Cipla defied conventional corporate norms to work with a unique coalition of doctors, politicians, and iournalists and lowered the cost of AIDS drugs to under \$1/day in Africa. Cipla Managing Director and Global CEO Subhanu Saxena will be present to participate in a Q&A about pharmaceuticals and the questions raised by the film. Mr. Saxena is a highly accomplished global executive, with experience over the last 25+ years in Europe, North America, Africa, and Asia.

Host: Kathryn Goldman Schuyler, Alliant International U. Distinguished Speaker: Subhanu Saxena, CIPLA

### Saturday 5:15PM

## 468 : (HCM) Preparing Manuscripts for Publication: The Anatomy of a Publishable Article

5:15pm - 7:15pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 468

Chair: Nir Menachemi, U. of Alabama at Birmingham

## **469 ⊕** →: (MC) Facilitating the Development of Strategy: the Role of Visual Strategy Mapping

5:15pm - 7:15pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 469

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

Presenters: John M. Bryson, U. of Minnesota: Fran Ackermann.

Curtin Business School

Participant: Colin Eden, Strathclyde U.

#### Saturday 5:30PM

### 470 : (BPS) BPS Division Mid-Career Workshop: Managing Your Evolving Career

5:30pm - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 470

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

Organizers: Amy Hillman, Arizona State U.: Adelaide Wilcox King, U. of Virginia

Facilitators: Donald C. Hambrick, Pennsylvania State U.; Gavin John Nicholson, Queensland U. of Technology; Brian S. Silverman, U. of Toronto; Anja Christine Tuschke, U. of Munich; Yan Anthea Zhang, Rice U.

## 471 → 🖃 🖐: (IM) Undertaking Cross-Cultural Research **Using International Networks**

5:30pm - 7:30pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 471

Chair: Hilla Peretz, ORT Braude College

Facilitators: Emma Parry, Cranfield U.; Amnon Caspi, Bar Ilan U.; Michael Morley, U. of Limerick

Presenters: Dirk Buyens, Ghent U.; Eleni Stavrou, U. of Cyprus; Sinikka Vanhala, Aalto U.; József Poor, Szent István U.; Anna Sender, U. of Zurich; Ruta Kazlauskaite, ISM U. of Management and Economics; Ilona Buciuniene, ISM U. of Management and **Economics** 

## 472 : (MC) Management Consulting Division Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 472

## 473 □ • → •: (ODC) What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

5:30pm - 7:30pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 473

Presenters: Claudy Jules, Accenture, LLP; Richard R Smith, Singapore Management U.; Josie Kang, Accenture

### 474: (RM) Research Methods Doctoral Consortium Social

5:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 474

This event is by invitation only.

Host: Todd Alessandri, Northeastern U.

### **475 □**: (RM, OB, HR) **Estimating Interrater Agreement and** Interrater Reliability in Organizational Research

5:30pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 475

Chair: James M. LeBreton, Purdue U.

Coordinator: Jenell Lynn-Senter Wittmer, U. of Toledo

### 476 : (SIM) SIM/SBE Joint Keynote and Reception

5:30pm - 9:00pm Offsite: Radisson Blu Warwick Hotel

Tweet this session: #AOM2014 476

For more information in regard to this offsite event please contact Harry Van Buren at sim2014philly@gmail.com

#### Saturday 6:00PM

### **477**: (AAC) Southwest Academy of Management **Executive Board**

6:00pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Salon 2 Tweet this session: #AOM2014 477

# **478** □ • □: (BPS, OMT) From Macro to Micro: Psychological Underpinnings to the Behavioral Theory of

6:00pm - 8:00pm Sheraton Philadelphia Downtown Hotel: Independence C

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

236 Section D

Tweet this session: #AOM2014 478

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 21, 2014.

Organizers: Nicole Alexandra Rosenkranz, ETH Zurich; Stefano Brusoni, ETH Zurich

Speakers: Nicole Alexandra Rosenkranz, ETH Zurich; Stefano Brusoni, ETH Zurich; Giovanni Gavetti, Harvard U.; David A. Whetten, Brigham Young U.; Christoph Zott, IESE Business School; Felipe A. Csaszar, U. of Michigan

#### 479 : (CAR) Careers Division PDW Social Event

6:00pm - 8:00pm Offsite: Pennsylvania 6 Restaurant.

Tweet this session: #AOM2014 479

CAR Div welcomes all members for an informal get-together. For information about this offsite event contact Corinne Post coripost@optonline.net

Organizer: Roxana Barbulescu, McGill U.

Division Chair: Peter A. Heslin, U. of New South Wales Division Chair-Elect: Kimberly Eddleston, Northeastern U.

Program Chair: Tania Casado, U. de São Paulo

Professional Development Workshop Chair: Corinne Post, Lehigh

Past Chair: Julia Richardson, York U.

## 480 : (IAM) Business meeting of the Iberoamerican **Academy of Management**

6:00pm - 7:00pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 480

Open to all members.

Division Chair: Herman Aguinis, Indiana U., Bloomington Program Chair: José Ernesto Amorós, U. del Desarrollo

## 482 : (IM) International Management Division PDW Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 482

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The

Ohio State U.

Past Chair: John Mezias, U. of Miami

### 483 : (OB) OB Awards Ceremony & Social

6:00pm - 8:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon E, F Tweet this session: #AOM2014 483

Join us as we honor the award winners for the OB Division. This session is immediately followed by the OB Social.

## 484 : (OC/S) OCIS Doctoral Consortium Reception and **Member Networking**

6:00pm - 7:30pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 484

### Saturday 6:30PM

# 485: (BPS) BPS Conversations

6:30pm - 9:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom D Tweet this session: #AOM2014 485

Come and get involved with BPS! This social/reception event is designed for you to learn more about the Division's activities. There will be two main sessions within the event:

- 1) "Conversations" (preregistration required, please contact the organizer) is for new members only (from 6.30pm till 7.30pm). This will be a special occasion for new members to feel part of the BPS community and learn directly from the experiences of officers, track chairs, committee members and senior members.
- 2) "Meet the BPS Officers" is open to all members (from 7.30pm till 9.00pm). There will be a brief formal introduction of the BPS officers and their responsibilities. Both sessions offer ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.

### 486: (CMS) CMS Welcome and PDW Program Social

6:30pm - 8:00pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 486

The CMS Division welcomes new and old members to this year'smeeting. This event is sponsored by Durham University Business School, UK.

Organizers: Nimruji Jammulamadaka, Indian Institute of Management Calcutta; Latha Poonamallee, Michigan Technological U.

### 487 : (ENT) Entrepreneurship Social

6:30pm - 10:00pm Offsite: National Constitution Center

Tweet this session: #AOM2014 487 To register online, please visit

https://secure.aomonline.org/PDWReg. The cost to register is \$60.00 USD before July 10 and \$70.00 USD from July 10 to July 28; the deadline to register is July 28, 2014.

Location: National Constitution Center, 525 Arch Street, Independence Mall, Philadelphia. For information: Alain Fayolle, favolle@em-lvon.com

## 488: (ICW) The 6th Alumni Reunion of the Chinese Management Scholars' Community (CMSC)

6:30pm - 10:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H Tweet this session: #AOM2014 488

Organizer: Yan Ling, George Mason U.

### 489 : (MC) Management Consulting Division Social Hour

6:30pm - 8:30pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 489

## 490 : (ONE) ONE Welcome Reception for PDW Participants/New Members

6:30pm - 8:30pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 490

### Saturday 7:00PM

### 491 : (D&ITC) D&ITC Executive Committee Meeting

7:00pm - 9:30pm Offsite: Pennsylvania 6 Restaurant

Tweet this session: #AOM2014 491

This executive board event will be held offsite at a local restaurant; please contact Christina Stamper for more details

(christina.stamper@wmich.edu)

Division Chair: Eddy S. Ng, Dalhousie U.

Professional Development Workshop Chair: Christina L. Stamper, Western Michigan U.

Past Chairs: Bernardo M. Ferdman, Alliant International U.; Lynn

Shore. Colorado State U.

Coordinator: Yvonne Benschop, Radboud U. Nijmegen Newsletter Editor: Isabel Metz, U. of Melbourne

Representative-at-Larges: Stella M. Nkomo, U.of Pretoria; Jenny M. Hoobler, U. of Illinois at Chicago; Ron Ophir, .; Patrick F. McKay, Rutgers U.; Regine Bendl, WU Vienna; C. Douglas Johnson, Georgia Gwinnett College

492: (HCM) HCM Division PDW Social

7:00pm - 9:00pm Offsite: Lucky Strike Philadelphia Tweet this session: **#AOM2014 492** 

Sponsored by the Association of University Programs in Health Administration (AUPHA), the HCM Division PDW Social will be held offsite at Lucky Strike Philadelphia, 1336 Chestnut Street. For more information regarding this event, please contact Timothy Huerta at timothv.huerta@osumc.edu.

Organizer: Timothy R. Huerta, The Ohio State U.

## 493: (PTC) Practice Theme Committee Awards and Reception

7:00pm - 8:30pm Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 493

In honor of the life and work of Chris Argyris. Award Sponsors: Newcastle University Business School, University of Technology -

Sydney, Academy of Management

Award Recipient: William Torbert, Boston College

Division Chairs: Kathryn Goldman Schuyler, Alliant International

U.; Kuo Frank Yu, City U. of Hong Kong

Professional Development Workshop Chairs: Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Fedor Ovchinnikov, Center for Evolutionary Leadership

## Sunday 12:00AM

494: (AAA) Technology Center

12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area

Tweet this session: #AOM2014 494

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

495 : (AAA) Technology Center

12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1

Tweet this session: #AOM2014 495

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

496 : (AAA) Technology Center

12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer Tweet this session: #AOM2014 496

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

### Sunday 7:00AM

497: (MSR) Morning Meditation

7:00am - 8:00am Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 497

Presenter: Richard Peregov, U. of Dallas

498: (OM) OM Division Sunday Morning Jog Around Philadelphia

7:00am - 8:00am Offsite: TBA Tweet this session: #AOM2014 498

All fitness levels welcome. Start at Philadelphia Marriott but please email John Gray (gray.402@fisher.osu.edu) for the exact location. Organizers: John Gray, The Ohio State U.; Dayna Simpson, Monash U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

499: (TIM) TIM Breakfast

7:00am - 8:00am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 499

### Sunday 7:30AM

500 : (ICW) Gathering of POS Scholars

7:30am - 9:00am Philadelphia Marriott Downtown: Liberty Ballroom Salon C

Tweet this session: #AOM2014 500 Organizer: Genel Frye, U. of Michigan

501 (TLC) TLC Doctoral Institute - Opening

7:30am - 9:15am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 501 Pre-registration required.

Organizer: Sally A Baack, San Francisco State U. Presenters: Sally A Baack, San Francisco State U.; Willis

Emmons, Harvard U.

### Sunday 8:00AM

502 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office

Tweet this session: #AOM2014 502

**503**: (AAA) Conference Registration

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.

Tweet this session: #AOM2014 503

Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor

Registration

**504**: (AAA) Conference Exhibits

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B..

Tweet this session: #AOM2014 504

Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks, Internet stations, and conference materials. Be one of the first 200 people to visit the exhibit hall and receive a swag bag!

505: (AAA) Hospitality Suite for First Time Attendees

8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B.

Tweet this session: #AOM2014 505

Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

**506**: (AAA) Technology Center

8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB

Tweet this session: #AOM2014 506

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

### 507 : (AAA) Speaker Preparation

8:00am - 8:00pm Pennsylvania Convention Center: Room 300

Tweet this session: #AOM2014 507

### 508: (AAA) Placement Services

8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall

Tweet this session: #AOM2014 508

Placement Services-Registration and Information

#### 509 : (AAA) Speaker Preparation

8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom

Tweet this session: #AOM2014 509

### 510: (AAA) AMLE INCOMING Editors Meeting

8:00am - 9:00am Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014 510** 

By Invitation Only

Organizer: Christine Quinn Trank, Vanderbilt U.

#### 511 : (AAA) Speaker Preparation

8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7

Tweet this session: #AOM2014 511

### 512: (ICW) IMD International Meeting Room Day 3

8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 2

Tweet this session: #AOM2014 512

Organizer: Marianne Rothenbuehler, IMD International

### 513 : (MSR) MSR Executive Committee Meeting

8:00am - 10:00am Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 513

# **514**: (TLC) BYOB - Bring Your Own Breakfast Roundtables and Open Space

8:00am - 9:15am Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 514

Roundtable discussions of interest to TLC conference attendees using an Open Space approach.

Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kenneth G. Brown, U. of Iowa; Claudia J. Ferrante, U.S. Air Force Academy; Jeanie Mannheimer Forray, Western New England U.; Christina A. Hannah, U. of Maryland U. College; James C Spee, U. of Redlands; Toni Ungaretti, The John Hopkins U. Facilitators: Travor C. Brown, Memorial U. of Newfoundland; Brigid Jan Carroll, U. of Auckland; Irene Hau-siu Chow, Hang Sang Management College; Mariana L.L. Chow, Hang Seng Management College; Kelley A Conrad, U. of Phoenix; Kathryne Dupre, Carleton U.; Kent S Faught, Ouachita Baptist U.; William P. Ferris, Western New England U.; Anu A Gokhale, Illinois State U.; Eric Guthey, Copenhagen Business School; Ann-Louise Holten, U. of Copenhagen; Päivikki Jääskelä, Jyväskylä U.; Jeff Klein, The Wharton School, U. of Pennsylvania; Tanvi Kothari, San Jose State U.; Siu-On Kwan, City U. of Hong Kong; Hwangji Sherrie Lu, Ashford U.; Shahid Majeed, AGSM-Australian School of Business; Virpi Orvokki Malin, Jyväskylä U.; Robin Smith Mathis, Texas State U.; Lorianne D. Mitchell, East Tennessee State U.; Helen Nicholson, Auckland U.; Holly A. Rick, U. of Phoenix; Malu Roldan, San Jose State U.; Jennifer Lynn Schultz, Metropolitan State U.; Joseph Seltzer, LaSalle U.; V Seshan, Pepperdine U.; Christina Sue-Chan, City U. of Hong Kong; Markus Vodosek, German Graduate School of Management & Law (GGS); Amy Warren, Memorial U. of Newfoundland; Amy Chung Yee

### Sunday 8:30AM

# **515**: (AAA) Academy of Management Presidential Address and Awards Ceremony

8:30am - 11:00am Pennsylvania Convention Center: Grand Ballroom AB

Tweet this session: #AOM2014 515

Join us for the morning to begin your day and enhance your 2014 Annual Meeting experience. Enjoy coffee and pastries as you reconnect with old friends, make new connections and develop your professional network. As you settle in, see who, among your esteemed colleagues, will be presented with the various Career Achievement Awards and the George R. Terry Book Award. R. Duane Ireland, the 69th President of the Academy, will address the Academy on the topic of "Our Academy, Our Future". The Presidential Address will begin promptly at 9:00AM ET.

## 516: (CMS) CMS Executive Meeting

8:30am - 10:00am Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 516

Organizers: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.

### 517: (ICW) JOM Review Issue - Micro AE's

8:30am - 11:30am Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 517

Organizer: Patrick M. Wright, U. of South Carolina

# **518**: (ICW) Journal of Applied Behavioral Science Associate Editor Meeting

8:30am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 518

Organizer: Cynthia Nalevanko, Sage Publications

# **519**: (ICW) Career Development International Editorial Board meeting

8:30am - 10:00am Sheraton Philadelphia Downtown Hotel: Seminar Room A

Tweet this session: #AOM2014 519

Please note that this meeting is by invitation only.
Organizer: **Zoe Sanders**, Emerald Group Publishing

### Sunday 9:00AM

# **520**: (AAC) Eastern Academy of Management Executive Committee Meeting

9:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 520

# **521**: (CAR) Careers Division Executive Committee Meeting

9:00am - 10:30am Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 521

Division Chair: Peter A. Heslin, U. of New South Wales Division Chair-Elect: Kimberly Eddleston. Northeastern U.

Program Chair: Tania Casado, U. de São Paulo

Professional Development Workshop Chair: Corinne Post, Lehigh U.

Past Chair: Julia Richardson, York U. Treasurer: Emma Parry, Cranfield U.

Secretary: Gina Dokko, U. of California, Davis
Newsletter Editor: Yan Shen, U. of Victoria

Representative-at-Larges: Roxana Barbulescu, McGill U.; Katharina Chudzikowski, U. of Bath; Ans De Vos, U. of Antwerp/

Antwerp Management School

Wong, Hang Seng Management College

# **522**: (ICW) Editorial Board Meeting of the "Business Ethics: A European Review" Journal

9:00am - 11:00am Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 522
This is a by invitation only meeting.

Organizer: Charlotte M. Karam, American U. of Beirut

### Sunday 9:15AM

### 523: (AAA) AMJ Editors

9:15am - 10:45am Loews Philadelphia Hotel: Penn

Tweet this session: #AOM2014 523

By Invitation Only

Organizer: Gerard George, Imperial College London

### 524: (TLC) TLC@AOM Welcome

9:15am - 9:30am Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 524

Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kenneth G. Brown, U. of Iowa; Claudia J. Ferrante, U.S. Air Force Academy; Jeanie Mannheimer Forray, Western New England U.; Christina A. Hannah, U. of Maryland U. College; James C Spee, U. of Redlands; Toni Ungaretti, The John Hopkins U.

#### Sunday 9:30AM

# 525 : (ICW) Organization Studies Editorial Board Meeting & Breakfast

9:30am - 11:00am Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 525

By invitation only.

Organizer: Sophia Tzagaraki, Organization Studies

#### Sunday 9:40AM

# 526 □ ○ → •: (TLC) Virtual Distance and Learning: The Invisible Learning Dynamics that Faculty Need to See

9:40am - 10:40am Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 526

Presenter: Karen Sobel Lojeski, Stony Brook U.

# 527 □ ○: (TLC) Can Old Dogs Learn New Tricks? A Faculty Journey from Strategy to Design Thinking

9:40am - 10:40am Pennsylvania Convention Center: Room 201 C

Tweet this session: #AOM2014 527

Participant: Jeanne Liedtka, U. of Virginia

### 528 (TLC) Quantitative Applications in HRM

9:40am - 10:40am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 528

Presenter: Barbara L Rau, U. of Wisconsin Oshkosh

# 529 ☐: (TLC) Using Peer Feedback to Teach About Teams

9:40am - 10:40am Pennsylvania Convention Center: Room 202 B

Tweet this session: **#AOM2014 529** *Presenter:* **Brian Griffith**, Vanderbilt U.

# 530 ☐ ←: (TLC) Humpty Dumpty Sat on a Wall:Using Children's Words to Teach Management

9:40am - 10:40am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 530

Presenter: Michael E. Cafferky, Southern Adventist U.

# **531** $\square$ : (TLC) The Vision Thing: An Experiential Exercise Introducing the Key Activities of Leaders

9:40am - 10:40am Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 531

Participant: Atul Teckchandani, California State U., Fullerton

# 532 ☐ ←: (TLC) The Power of Student Articulation in the "First Do, Then Learn" Teaching Approach

9:40am - 10:40am Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 532

Presenters: Dorothy Marcic, Columbia U.; Richard L Daft,

Vanderbilt U.

# 533 ☐ ←: (TLC) B-Student Communication: Bridging the Curriculum between Industry and Academe

9:40am - 10:40am Pennsylvania Convention Center: Room 204 B

Tweet this session: #AOM2014 533

Presenters: Seth Powless, U. of Toledo; Terribeth Gordon Moore,

U. of Toledo; Kristy Taylor, U. of Toledo

# 534 □ ♥: (TLC) Teaching Our Students Skills to Succeed in Virtual Work

9:40am - 10:40am Pennsylvania Convention Center: Room 204 C

Tweet this session: #AOM2014 534

Presenters: Barbara Zepp Larson, Northeastern U.; Erin E.

Makarius, The U. of Akron

## Sunday 9:45AM

# **535**: (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 535

Organizer: Cynthia Nalevanko, Sage Publications

## Sunday 10:00AM

### 536 : (AAA) Ethics Education Committee Meeting

10:00am - 11:30am Pennsylvania Convention Center: Room 301

Tweet this session: #AOM2014 536

# 537: (AAA) AMR INCOMING Editorial Review Board

10:00am - 11:30am Loews Philadelphia Hotel: Lescaze Room

Tweet this session: #AOM2014 537

By Invitation Only

Organizer: Belle Rose Ragins, U. of Wisconsin, Milwaukee

# **538**: (AAA) AMD Advisory Committee and Editorial Review Board

10:00am - 11:30am Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 538

By Invitation Only

Organizer: Andrew H. Van de Ven, U. of Minnesota

Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Curtis LeBaron, Brigham Young U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.

# **539**: (AAC) Midwest Academy of Management Board of Governors Meeting

10:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 539

Mid-year meeting of the Midwest Academy Board of Governors.

## 540 : (ICW) Personnel Psychology Editorial Board reception (By Invitation Only)

10:00am - 12:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

Tweet this session: #AOM2014 540 Organizer: Bradford S Bell, Cornell U.

# 541: (OM) OM Executive Committee And Officers

10:00am - 11:30am Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 541 OM Executive Committee And Officers Organizer: Dayna Simpson, Monash U.

### Sunday 10:15AM

#### 542 : (AAA) Conference Break

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 542

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

## 543: (MSR) Journal of Management, Spirituality and **Religion Board Meeting**

10:15am - 11:15am Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 543

### Sunday 10:30AM

## 544 : (ICW) European Journal of International Management (EJIM) editorial board members annual gettogether

10:30am - 12:00pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 544

By invitation only

Organizer: Vlad Vaiman, California Lutheran U.

### 545: (MOC) MOC Executive Committee Meeting

10:30am - 12:00pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 545

Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth

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

Georgia Institute of Technology

Participants: Christopher G Myers, U. of Michigan; Frances H. Fabian, U. of Memphis: Marlys K. Christianson, U. of Toronto: Jennifer Louise Petriglieri, INSEAD: Davide Ravasi, Cass Business School, City U. London; Michelle A. Barton, Boston U.; Kerrie Unsworth, U. of Western Australia; Richard Blackburn, U. of North Carolina, Chapel Hill; Andac Arikan, Florida Atlantic U.; Charles Watson, George Washington U.; Paul Harvey, U. of New Hampshire

### Sunday 10:50AM

### 546 (TLC) Addressing Challenges in Our Traditional Assessment Formats

10:50am - 12:20pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 546

Chair: Dirk C. Moosmayer, The U. of Nottingham Ningbo China Presenters: Tine Koehler, U. of Melbourne; Thomas Wing Yan Man, The U. of Nottingham Ningbo China; Peter G. Morgan, The U. of Nottingham Ningbo China; Dirk C. Moosmayer, The U. of Nottingham Ningbo China

## 547 ☐ ←: (TLC) If These Walls Could Talk: Tales of Proven Experiential Exercises

10:50am - 12:20pm Pennsylvania Convention Center: Room 201 C

Tweet this session: #AOM2014 547

Chair: C. Douglas Johnson, Georgia Gwinnett College Presenters: Donna Maria Blancero, Bentley U.; Robert G. DelCampo, U. of New Mexico; Cynthia Fukami, U. of Denver;

Natalie C. Cotton-Nessler, Bentley U.

### 548 (TLC) What's the "evidence" in evidence-based teaching & learning?

10:50am - 12:20pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 548

Facilitators: Joy E. Beatty, U. of Michigan, Dearborn; Kathy Lund Dean, Gustavus Adolphus College; Jennifer S. A. Leigh, Nazareth College

## 549 □ ♥: (TLC) From Educating about Responsibility to Educating for Responsibility

10:50am - 12:20pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 549

Participant: Ross Angus McDonald, U. of Auckland

## 550 □ ♥ (TLC) The Power of "Her": PRME'ing Gender Equity in the Classroom

10:50am - 12:20pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 550

Chair: Amy Klemm Verbos, Central Michigan U.

Presenters: Deanna M. Kennedy, U. of Washington, Bothell; Susan M. Adams, Bentley U.; Maria Theresia Humphries, U. of Waikato;

Maureen A. Kilgour, U. de St-Boniface

### 551 (TLC) Strategic Relationships at Work: A Developmental Network Map Exercise for Teachers and Students

10:50am - 12:20pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 551

Facilitators: Wendy Marcinkus Murphy, Babson College; Kathy E.

Kram. Boston U.

## 552 (TLC) Building and Assessing a Competency-Based MBA Curriculum

10:50am - 12:20pm Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 552

Please bring an MBA course syllabus to this session!

Organizers: TL Hill, Fox School of Business, Temple U.; William Aaronson, Fox School of Business, Temple U.; Barbara Manaka, Fox School of Business, Temple U.; Cliff Tironi, Fox School of Business, Temple U.; Radek Ostrowski, Fox School of Business,

# **553** □ **□** □: (*TLC*) Innovation as Integrative Capstone: Transferable Learning in Problem Solving and Process

10:50am - 12:20pm Pennsylvania Convention Center: Room 204 B

Tweet this session: #AOM2014 553 Presenter: Jane Robbins, U. of Arizona

### 554 (TLC) Teaching Design Thinking in Business **Schools**

10:50am - 12:20pm Pennsylvania Convention Center: Room 204 C Tweet this session: #AOM2014 554

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Facilitator: Adriane MacDonald, U. of Waterloo

### Sunday 11:00AM

### 555: (AAA) Incoming Program Chairs Meeting

11:00am - 12:30pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 555

Organizers: Anita M. McGahan, U. of Toronto; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Megan Johnson, Academy of Management; Gabriel Bramson, Academy of Management

Program Chair: Anita M. McGahan, U. of Toronto

### 556: (AAA) 2014-2015 Division Chairs Meeting

11:00am - 12:30pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 556

Welcome to your year as Chair of your division or interest group! This session provides an opportunity to meet face to face with your fellow Chairs, your primary contacts on the Board of Governors, and your staff liaison at AOM Headquarters. The Guidebook for Division and Interest Group Chairs will be distributed at this meeting and discussion will include an overview of its contents, particularly highlighting some important Academy policies. We will also review important dates and deadlines for the upcoming year and have ample time for general discussion to answer your specific questions. Organizers: Kerry Ignatz, Academy of Management; Quinetta Roberson, Villanova U.

## 557: (AAC) Eastern Academy of Management International Advisory Board and Executive Committee Meeting

11:00am - 3:00pm Sheraton Philadelphia Downtown Hotel: Salon 8 Tweet this session: #AOM2014 557

# **558**: (ICW) Journal of Organizational Effectiveness: People and Performance Editorial Board meeting

11:00am - 12:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 558

Please note that this meeting is by invitation only.

Organizer: **Zoe Sanders**, Emerald Group Publishing

### Sunday 11:15AM

# 559 © ■ □ ♥: (AAT) The Power of Words: The Role of Re-naming, Re-labeling, and Self-labeling Stigmatized Groups

11:15am - 12:45pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 559

Chairs: Adam D Galinsky, Columbia U.; Erika Verniece Hall, Emory U., Gozuieta Bus Sch

A rose by any other name? The subtyping of "Blacks" vs.
"African-Americans | Erika Verniece Hall, Emory U., Gozuieta
Bus Sch; Sarah Townsend, U. of Southern California

Lipstick feminists: Understanding the processes of re-labeling | Cynthia S. Wang, Oklahoma State U.

The reappropriation of stigmatizing labels: The relationship between power and self-labeling | Adam D Galinsky, Columbia U.; Eric Anicich, Columbia U.

Group identification as a cause, moderator and consequence of self-labeling with stigmatizing labels | Jennifer Whitson, The U. of Texas at Austin

# **560 Q**: (AAT) Out of the Ivory Tower and into the World: A Thought Leader Panel on Boundaryless Conversations

11:15am - 1:15pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 560

Coordinators: Monique Valcour, EDHEC Business School; Jamie J. Ladge. Northeastern U.

Participants: Teresa M Amabile, Harvard U.; C V Harquail, Authentic Organizations; Stewart Friedman, U. of Pennsylvania; Ellen Galinsky, Families and Work Institute; Francesca Gino, Harvard U.; Adam M. Grant, The Wharton School, U. of Pennsylvania; Julia Kirby, Harvard Business Review; Gianpiero Petriglieri, INSEAD; Andre Spicer, Cass Business School, City U. London

### **561 ←** □: (AAT) Hot Words and the Politics of Language

11:15am - 12:45pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 561

Organizers: Marta B. Calas, U. of Massachusetts Amherst; Linda Smircich, U. of Massachusetts Amherst

Hot Words and the Politics of Language: Overview | Marta B. Calas, U. of Massachusetts Amherst; Linda Smircich, U. of Massachusetts Amherst

"Social Entrepreneurship" for A Critical Hermeneutic of Imagination | Chris Steyaert, U. of St. Gallen; Pascal Dey, U. of St. Gallen

"Sustainability" for Affirmative Possibilities | Seray Ergene, U. of Massachusetts Amherst

"The New Economy" for Postcapitalist Organizing | Erim Ergene, U. of Massachusetts Amherst

# 562 ♥ ■: (AAT) The Potential Power of Words to Achieve Congruence Between University Athletics & University Mission

11:15am - 12:45pm Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 562

Organizers: Richard Wolfe, U. of Victoria; Joshua K Ault, U. of Victoria

Discussants: Gordon Gee, West Virginia U.; Joel Brockner,

Columbia U.; C Thomas McMillen, U. of Maryland

Participants: Secil Bayraktar, U. of Victoria; Thomas D'Aunno, Columbia U.; Armen Keteyian, 60 Minutes Sports; CBS News

# **563** → • (AAT) Storytelling and the Wisdom of Words in Management: An African Perspective

11:15am - 1:15pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 563

No prior registration.

Participants: Constant D. Beugre, Delaware State U.; David B. Zoogah, Morgan State U.; Eileen Kwesiga, Bryant U.; Mzamo P Mangaliso, U. of Massachusetts Amherst

# 564 □ • → • ७: (AAT) The Language of Inclusion (and Exclusion) in the AOM: An Interactive Workshop on the Power of Words

11:15am - 2:15pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 564

Organizers: Bernardo M. Ferdman, Alliant International U.; Stella M. Nkomo, U. of Pretoria; Ilene Carol Wasserman, ICW Consulting Group

Panelists: Paul S. Adler, U. of Southern California; Linda L. Putnam, U. of California, Santa Barbara; Ian O. Williamson, Melbourne Business School

## 565 □ • → • □ ♥: (AAT) Theory as Empowering Words: **Enhancing Transformative Learning in Management** Education

11:15am - 2:15pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 565

If you have been wondering how you can energize your teaching with your research, come and join us for this workshop. The workshop will end with an informal reception.

Chairs: Charles Dhanaraj, IMD; Albrecht Enders, International Institute for Management Development

Presenters: Andreas Konig, U. of Passau; Denise M. Rousseau, Carnegie Mellon U.; Philip M Rosenzweig, IMD; Roderick E White, Ivey School of Business; Julian Birkinshaw, London **Business School** 

## 566 → ← .: (AAT) Opportunities and Challenges for Integrating Universal Ideas and Indigenous Ones

11:15am - 12:45pm Pennsylvania Convention Center: Room 121 C Tweet this session: #AOM2014 566

Chairs: Yunxia Zhu, The U. of Queensland, Australia; Peter Ping Li, Copenhagen Business School

Participants: David A. Whetten, Brigham Young U.; William H. Starbuck, U. of Oregon; Mary B Teagarden, Thunderbird; Jar-Der Luo, Tsinghua U.

## **567 ←** □: (AAT) The Power of Words in Big Data: Ngrams, Mega-Text Corpora, and Computer-Automated **Text Analysis**

11:15am - 12:45pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 567

Chair: Ivana Katic, Columbia Business School Discussant: Eric Abrahamson, Columbia U.

Scandal Semantics: Using Text Analytics to Uncover Contaminating and Purifying Media Narratives | Timothy R. Hannigan, U. of Oxford; Joseph Porac, New York U.; Jonathan Bundy, Pennsylvania State U.; Scott D. Graffin, U. of Georgia; James B. Wade, Emory U., Gozuieta Bus Sch

Age Dependence in the Mortality Rates of Business Techniques: A Survival Analysis | Sungyong Chang. Columbia Business School

Glocal Diffusion of Business Techniques | Ivana Katic, Columbia Business School

Category Shifts and Organizational Sensemaking in the Service Design Industry from 1997-2013 | Mark Thomas Kennedy, Imperial College Business School; Eva Kirschberger, Imperial College London

### **568** □: (DISC Paper Session) - (BPS) **Ecosystems and** Responses to Change

11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 568

Discussant: Nydia MacGregor, Santa Clara U.

■The Fifth Facet: The Ecosystem as an Organizational Field Llewellyn D W Thomas, Imperial College London; Erkko Autio, Imperial College London

Revisiting Network Effects Theory: Towards a Strategy Perspective | Carmelo Cennamo, Bocconi U.

Expand or Retrench? Alliance Portfolio Adaptation to Environmental Jolts | Qingjiu Tao, James Madison U.; Ruihua Joy Jiang, Oakland U.; Michael D Santoro, Lehigh U.

Incumbent Responses to Disruptive Business Model Innovations: Rational and Behavioral Perspectives | Oleksiy Osiyevskyy, Northeastern U.; James R. Dewald, U. of Calgary

## **569 № ..**: (DISC Paper Session) - (BPS) **Institutions**, **Human** & Social Capital

11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 569

Discussant: Anna Grosman, Advanced Institute of Management Research and Aston Business School, UK

■New Insights to Absorptive Capacity: A study into Knowledge Stocks and Social Integration Mechanisms Peter Edward Marzec, The U. of Nottingham; Kim Hua Tan, The U. of Nottingham; Rupert Lawrence Matthews, NTU

Repetition or Reconfiguration: Project Characteristics and Mobile Professionals' Performance | Kristina Vaarst Andersen, Copenhagen Business School

■Corrupt Business Practices as a Market Entry Strategy | James Ostler, U. of Michigan, Ann Arbor

Measuring Institutional Relatedness | Karthik Dhandapani, Indian Institute of Management, Ahmedabad; Rakesh Basant, Indian Institute of Management, Ahmedabad

## 570 ☐ SHCS: (CAR, MED, AAT) Teaching Careers: From **Publishing to People**

11:15am - 12:45pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 570

Chair: Madeline M. Crocitto, The State U. of New York

Where We Are Now and How We've Arrived: The History of Careers Thinking and Application | Samuel Rabinowitz, Rutgers U.-Camden

Where Is All the Research on Careers Education Management? | J B Arbaugh, U. of Wisconsin, Oshkosh

A Little Help from My Friends: The Careers Division Teaching Community | Holly S. Slay, Seattle U.; Michael B. Arthur, Suffolk U.

Staying Afloat in the Boundaryless Sea: Teaching Students Career Planning Using the ICCS. | Madeline M. Crocitto, The State U. of New York; Shalei V. K. Simms, State U. of New York College at Old Westbury

Teaching about Careers using the Kaleidoscope Career Model | Sherry E. Sullivan, Bowling Green State U.; Shawn M. Carraher, Oxford Journal Distinguished Research Professor

Teaching about Careers to Executives | Maury Peiperl, IMD: Suzanne C. de Janasz, IMD

Teaching Developmental Networking in a Virtual Age | Veronica M. Godshalk, Pennsylvania State U.; Barrie E. Litzky, Pennsylvania State U., Great Valley

## **571** ■: (DISC Paper Session) - (CM) **Two Works Better Than** One: Group Processes in Conflict

11:15am - 12:45pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 571

Chair: Thomas J. Roulet, U. of Oxford

☐ The Influence of Asymmetric Creative Thinking on the Negotiation Process and Outcomes | Elizabeth Ruth Wilson,

- Northwestern Kellogg School of Management; **Leigh Thompson**, Northwestern U.
- ■Dynamic interaction of supervisor and informal leader and effect on power sharing within workgroup | Lin Wang, Lingnan (U.) College; Kenneth S. Law, Chinese U. of Hong Kong; Melody J. Zhang, Chinese U. of Hong Kong
- Reciprocate or Compensate: Ingroup Identification Determines Response to Defection | Poonam Arora, Manhattan College; Jennifer Marie Logg, U. of California, Berkeley
- A Model of Intergroup Territoriality in Organizations | Lisa Kwan, Harvard U.

# **572 ■**: (DISC Paper Session) - (CMS) **Critical Methodologies and Wavs of Knowing**

11:15am - 12:45pm Pennsylvania Convention Center: Room 113 A Tweet this session: #AOM2014 572

Chair: Gabrielle Durepos, St. Francis Xavier U.

Narrative Organizing: Revisiting Turns We Make and Take | Hakushi Hamaoka, Nova U., Lisbon

- Writing the Feminine: Donna Haraway and (Feminist?) Organization Studies | Ajnesh Prasad, EGADE Business School
- Moving Beyond Mode 1 and Mode 2 of Knowledge Production by John Dewey's Experimentalism | Linh-Chi Vo, Ecole de Management de Normandie; Mihaela Kelemen, Keele U.
- Historiographic Processes: The Writing-In and Writing-Out of MacKenzie King from MOS History | Terrance G. Weatherbee, Acadia U.

# **573 ② □**: (DISC Paper Session) - (ENT) Corporate Entrepreneurship, Resources and Performance

11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 573

Discussant: Nousheen Tariq Bhutta, International Islamic U.
Corporate Entrepreneurship and Firm Performance: The
Moderating Role of Corporate Governance | Andrew C
Burkemper, U. of Missouri, Kansas City

- Resource Stocks and Needs as Drivers of External Corporate Venturing | Varkey K Titus, The U. of Nebraska-Lincoln; Jenny M. House, Indiana U., Bloomington; Jeffrey G. Covin, Indiana U.
- Antecedents, Consequences, and the Mediating Role of Bricolage in Corporate Entrepreneurship | Henri Burgers, Queensland U. of Technology; Michael Stuetzer, Ilmenau U. of Technology; Julienne Marie Senyard, Queensland U. of Technology
- Collective Entrepreneurship: Towards a Process Model | Heidi Johanna Tuominen, LUT School of Business; Sanjay Goel, U. of Minnesota, Duluth; Iiro Jussila, LUT School of Business; Noora Rantanen, LUT School of Business

# **574** □: (DISC Paper Session) - (GDO) **Organizational** Practices for Promoting Diversity and Inclusion

11:15am - 12:45pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 574

Chair: Beena Salim, Skyline U. College

Development and Validation of a Measure of Workforce
Diversity Management Practices | Lilian Otaye, Lancaster U.

- ☐ ♥ Organizational Inclusiveness: A Trickle Down Approach and the role of Supervisor Political Skill | Darryl Rice, U. of Central Florida; Sharon Sheridan, U. of Central Florida
- Creating Community Inclusive Organization: Organizational Accountability Framework | Yuka Fujimoto, Deakin U.; Fara Azmat, Deakin U.; Nava Subramaniam, Deakin U.

**575** ☐: (DISC Paper Session) - (HCM) Healthcare Workforce 11:15am - 12:45pm Pennsylvania Convention Center: Room 104 A Tweet this session: #AOM2014 575

Chair: Deirdre McCaughey, Pennsylvania State U.

- Organizational Learning Capacity and Health Literacy in Acute Care Hospitals | Jennifer Innis, U. of Toronto; Whitney B. Berta, U. of Toronto
- Socio-emotional support at work : effects on french nurses'
  job strain and affective commitment | Caroline Ruiller, U. de
  Rennes; Beatrice Van der Heijden, Radboud U. Nijmegen
- Understanding Compassion Practices: Managing Workplace Suffering through Structure | Laura McClelland, Virginia Commonwealth U.; Timothy J. Vogus, Vanderbilt U.
- An analysis of Canadian paramedics' and nurses' experiences with patient transfers | Jennifer Tredinnick-Moir, Humber River Regional Hospital; Lana Ivanitskaya, Central Michigan U.; Lawrence V. Fulton, Texas State U.; Patrick Safieh, Humber River Regional Hospital

**576**: (DISC Paper Session) - (HR) **HR** and **Firm Performance** 11:15am - 12:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: **#AOM2014 576** 

Chair: David Lewin, U. of California, Los Angeles

- □ High Performance Work Systems and Firm Performance: Examining Causal Order | Joon Yeol Lew, U. of Seoul; John Lawler, U. of Illinois at Urbana-Champaign
- ■A Trimodal Theory of Human Resource Management and Business Performance | David Lewin, U. of California, Los Angeles; Hilla Dotan, Tel Aviv U.
- Unpacking knowledge resources contribution to performance, and the role of middle managers. | Andrea Lanza, Bocconi U.: Giusy Simone, U. of Calabria
- Contingent Effects of Workforce Diversity on irm Performance | Sun Young Sung, Nanjing U.

# **577**: (DISC Paper Session) - (MC) Management Consulting in Action

11:15am - 12:45pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 577

- ■Job Embeddedness and Enthusiastic Stayers:

  Management Consulting Strategies for Employee Retention

  | Chris J. Sablynski, U. of the Pacific
- OD Consultant's Use of Self in Facilitating Change: From Functionality to Mastery | Leslie McKnight, Benedictine U. Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting
- ■Management Consulting as Hiding Hand | Isaac Waisberg, Tel Aviv U.

# 578 → □: (DISC Paper Session) - (MH) A Focus on Institutionalization and Controversy in Historical Research

11:15am - 12:45pm Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 578

Discuss with authors the historical backgrounds of the brewing industry in the UK and family-owned firms in Turkey and benefits of controversy.

Discussant: Denise L. Fleck, Federal U. Rio de Janeiro

- ■The Role of Historical Controversies in Enriching Organization Theory | Benoît Roux, IESEG School of Management; Xavier Lecocq, U. of Lille 1
- → Institutional Bricolage and family Imprint: History of Family Holding Form in Turkey | Mehmet Ercek, Istanbul Technical U. Competition Policy and Financialization in the UK Brewing Industry | Julie Bower, Independent Scholar

# 579 ← SHCS: (OB, MOC, HR, AAT) The Power of Speaking Up in Organizations: An Exploration of Outcomes of Voice

11:15am - 12:45pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 579

Chair: Yurianna Kim, The U. of Texas at Austin Discussant: Susan J. Ashford, U. of Michigan

- Tailoring the pitch: The Impact of Idea Framing and Regulatory Fit on Endorsement of Voice | Yurianna Kim, The U. of Texas at Austin; Ethan Burris, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin
- Extra Credit for Proactivity: How Granting Autonomy Shapes Reactions to Voice and Taking Charge | R David Lebel, U. of Pittsburgh; Shefali V. Patil, U. of Pennsylvania
- Look Who's Talking?: Temporal and Compositional Contingencies of Voice and Innovation in Teams | Crystal I.C. Farh, Michigan State U.; Stephanie M. Lee, Michigan State
- Differential Effects of Promotive and Prohibitive Voice on Team Productivity and Safety Performance | Ning Alex Li, U. of Maryland; Subrahmaniam Tangirala, U. of Maryland; Brady Firth, U. of Maryland
- OB Division Best Symposium Award, sponsored by Cambridge University Press

# **580**: (DISC Paper Session) - (OCIS) Exploring Organizational Implications of Online Technologies

11:15am - 12:45pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 580

Discussant: Gwanhoo Lee, American U.

- ■Participation in Open Knowledge Communities and Job-hopping: Evidence from Enterprise Software | Peng Huang, U. of Maryland; John Zhang, U. of Connecticut
- ■Well-Being Paradox of Social Networking Sites: Maintaining Relationships and Gathering Unhappiness | Mudra Mukesh, IE Business School; Margarita Mayo, IE Business School; Dilney Goncalves, IE Business School

■The Times They Are A-Changin: Examining the Impact of Social Media on Music Album Performance | Thomas Frick, Erasmus U. Rotterdam; Dimitrios Tsekouras, Erasmus U. Rotterdam; Ting Li, Erasmus U. Rotterdam

# 581 ☐ ♥ ☐ JS: (ODC, MC, MED, AAT) What's in a Word? The Power of Articulating Values to Develop Values-Driven, Virtuous Organization

11:15am - 12:45pm Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 581

Organizer: Michael R Manning, Benedictine U.

- The Power of Words: How Reframing to See the Positive May Have a Lasting Impact | **Tojo Thatchenkery**, George Mason U.; **Kevin McGee**, Prince William County Department of Fire and Rescue
- Giving Voice to Values: The Power of Words to Re-Frame, Empower, and Enact Values-Driven Leadersh | Mary Catherine Gentile, Babson College
- The Meaning of Excellence: Using Dialogue to Enable the Virtues Within | David S. Bright, Wright State U.
- What is the Link between Values and Performance? Lessons from Value-Driven Companies | James D Ludema, Benedictine U.; Thomas J Walter, Tasty Catering, Inc.

# 582 ☐: (DISC Paper Session) - (OM) Leveraging Firm Capabilities In Complex Or Difficult Operating Environments

11:15am - 12:45pm Philadelphia Marriott Downtown: Room 303 Tweet this session: **#AOM2014 582** 

Discussant: Hale Kaynak, U. of Texas Pan American

- ■Evolving Procurement Organizations: External and Internal fit Considerations | Lydia Bals, Copenhagen Business School; Aki Laiho, Aalto U.; Jari Laine, Aalto U.
- Contingencies on Benefiting from JIT practices:Operating in resource scarce and complex environments | Arash Azadegan, Rutgers Business School; Maryam Mahdikhani, graduated student; Wayne Eastman, Rutgers U.; Kevin Linderman, U. of Minnesota
- Expanding the service process matrices for expert services | Juliana Bonomi Santos, Centro U. da FEI; Martin Spring, Lancaster U.
- ☐ The patterns of product and process innovations: resource-based view | Young Sik Cho, U. of Texas Pan American; Hale Kaynak, U. of Texas Pan American

# **583 ■**: (DISC Paper Session) - (OMT) **The Construction of Markets and Fields**

11:15am - 12:45pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 583

Chair: Wesley Helms, Brock U.

The Rise of the Authenticity Economy: A Study of the Transformation and Spread of Food Trucks | Todd Schifeling, U. of Michigan, Ann Arbor; Daphne Ann Demetry, Northwestern U.

- → Sacred Commodification The Construction of a Cognitive-Cultural Market Logic | Anna Tyllstrom, Uppsala U.
- An Analysis of Cultural Vulnerability and Opportunity Exploitation in Marcellus Shale Drilling | Joel Gehman, U. of Alberta; Dror Etzion, McGill U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Howactorstransforminstitutions:SãoPaulofashionweek and changes in fashion in Brazil | Laura Cristina Prates Xavier Pansarella, FGV-EAESP; Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo

### **584** ■: (DISC Paper Session) - (RM) **Mixed Topics on** Methods

11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 584

Chair: Jeremy Dawson, The U. of Sheffield

- Neuroscience Methods: Promising Tools to Advance Organizational Research on Affect | Sebastiano Massaro, Warwick Business School
- □ Towards the End of Linearity in Management Research | Yongheng Yao, McMaster U.
- Sample Size Requirement for Unbiased Estimation of Structural Equation Models: A Monte Carlo Study | Nicolas Bastardoz, U. of Lausanne; John Antonakis, U. of Lausanne

## 585 → \( \): (DISC Paper Session) - (SAP) In the field: Strategic **Activities and Identity in Agricultural Contexts**

11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 585

Chair: Parshotam Dass, U. of Manitoba

- → Mediating Effect of Commercial Strategies in the Resources-performance Relationship | Gricelda Juárez-Luis, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca; René Díaz-Pichardo, Groupe ESC Troyes
- Managing Identity 'Beyond' Compliance and Rebellion: The Third Way of Tuscan Wineries | Taeyoung Yoo, Hankuk U. of Foreign Studies; Reinhard Bachmann, U. of Surrey
- Reciprocal Risk: An Empirical Study of Strategic and Tactical Risk Behaviors Within the Firm | Craig Turner, East Tennessee State U.; Kyle Turner, U. of Tennessee, Knoxville

## 586: (DISC Paper Session) - (SIM) Roundtable on **Internationally Oriented SIM Research**

11:15am - 12:45pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 586

Chair: Dima Jamali, American U. of Beirut

- → Does microlending affect innovation and entrepreneurship? Evidence from Ethiopia | Robert Hirth, High Point U.
- Case Study in the Chinese Context | Kuan-Cheng Chen. Shih Hsina U.
- → Maasai or Tanzanian? Institutional isolation/integration of subsistence markets & business ventures | Alexander Tetteh Kwasi Nuer, Wageningen U.; Miguel Rivera-Santos, EMLYON Business School; Carlos Rufin, Suffolk U.
- > \( \) Multinational enterprises, and the management of sustainable development through employees | Aloysius Marcus Newenham-Kahindi, U. of Saskatchewan

### 587 ⊕→ SHCS: (SIM, ONE, AAT) Empty Words? - The **Contested Nature of the UN Global Compact**

11:15am - 12:45pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 587

Organizers: Christian Voegtlin, U. of Zurich; Andreas Rasche,

Copenhagen Business School

Participants: Satvarth P Sethi. Baruch College-The City U. of New York; Donald H Schepers, Baruch College-The City U. of New York; Sandra Waddock, Boston College; Daniel Berliner, U. of Minnesota; Aseem Prakash, U. of Washington; Andreas Georg Scherer, U. of Zurich; Oliver Williams, U. of Notre Dame

## **588** ☐: (DISC Paper Session) - (TIM) Interfirm relationships and competition

11:15am - 12:45pm Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 588

Chair: Do Bum Chung, Yonsei U.

- ☐ The Role of Strategic Alliances in Gaining Sustainable Competitive Advantage | Chia Chi Sun, Tamkang U.; C.C. Lin, Metal Industries Research & Development Centre; S. C. Chang, National Changhua U. of Education,; H. Y. Tasi, Tamkang U.
- Recombining for Breakthroughs: The Role of the Alliance Network, Portfolio, and Partners | Steffen Keijl, WU Vienna; Victor Gilsing, Tilburg U.; Joris Knoben, Radboud U. Nijmegen; Geert Duysters, Tilburg U.
- How to Use a Double-Edged Sword: Knowledge Acquisition and Knowledge Leakage in R&D Alliances | Do Bum Chung, Yonsei U.; Jooyoung Kwak, Yonsei U.
- Government Roles in Evaluation and Arrangement of R&D Consortia | Ji-hyun Kim, Yonsei U.; Sung Joo Bae, Yonsei U.; Jae-Suk Yang, Columbia U.

## 589 ■: (DISC Paper Session) - (TIM) Creativity and the **Design Process**

11:15am - 12:45pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 589

Chair: Thomas Mack. EBS Business School

- Winners, Losers, and Non-Participants in Innovation Contests - Motivation, Creativity, and Skills (WITHDRAWN) | Thomas Mack, EBS Business School; Christian Landau, EBS Business School
- ■How Physical Artefacts Contribute to Design Processes ? | Sihem Ben Mahmoud-Jouini, HEC Paris; Christophe Midler, Ecole Polytechnique; Virginia Cruz, IDSL; Nicolas Gaudron,
- Teamwork Makes the Difference: Creativity in Knowledge Exchange Processes (WITHDRAWN) | Minea Schwenk, Berlin Institute of Technology
- ■Linking Design Thinking to Innovation Outcomes: the Role of Cognitive Bias Reduction | Jeanne Liedtka, U. of Virginia

## Sunday 11:30AM

### 590 : (AAA) AOM Ethics Committee Meeting

11:30am - 1:00pm Pennsylvania Convention Center: Room 301 Tweet this session: #AOM2014 590 By Invitation only

## 591: (ICW) Entrepreneurship Theory and Practice **Editorial Board Luncheon**

11:30am - 2:00pm Philadelphia Marriott Downtown: Liberty Ballroom Salon A Tweet this session: #AOM2014 591

By invitation only.

Organizer: Ray Bagby, Baylor U.

**592**: (ICW) **JOM** Associate Editors lunch

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 592

By Invitation only

Organizer: Patrick M. Wright, U. of South Carolina

593 : (ODC) Journal of Change Management Editorial **Board Meeting.** 

11:30am - 1:30pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 593

Chair: Rune Todnem By, Staffordshire U.

### Sunday 12:00PM

# 331 : (ICW) Kauffman Foundation Emerging Scholars

12:00pm - 2:00pm Philadelphia Marriott Downtown: Room 404

Tweet this session: #AOM2014 331

By invitation only.

Organizer: Michelle St. Clair, Ewing Marion Kauffman Foundation

594: (AAA) Annals Associate Editors and Advisory Board

12:00pm - 1:30pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 594

By Invitation Only

Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

595: (ICW) SAMS/JMS Reception

12:00pm - 2:00pm Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 595

Organizer: Margaret Turner, Journal of Management Studies

### 596 : (ICW) Organization Science Senior Editors **Luncheon Meeting**

12:00pm - 2:00pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 596 Organizer: Kate Luckey, INFORMS

### **597**: (ITC) International Theme Committee (ITC) **Executive Business Meeting**

12:00pm - 2:00pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 597

on invitations only

### Sunday 12:20PM

598: (TLC) TLC Luncheon and Plenary

12:20pm - 1:40pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 598

The TLC Luncheon and Plenary begins with an opening talk by Russ Vince on 'The Power of Reflection and Reflections on Power in Teaching and Learning.' Attendees will then be invited to participate in one of three concurrent breakout sessions for exploring related themes: Stefan Meisek (Studio Pedagogy for Management Education), Anne Pässilä (From As Is to As If: Co-constructing Reflexive Practice in Arts-based Management Learning), and Nancy Adler (Leadership Insight: Going Beyond the Dehydrated Language of Management).

Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kenneth G. Brown, U. of Iowa; Claudia J. Ferrante, U.S. Air Force Academy; Jeanie Mannheimer Forray, Western New England U.; Christina A. Hannah, U. of Maryland U. College; James C Spee, U. of Redlands; Toni Ungaretti, The John Hopkins U.

Distinguished Speakers: Russ Vince. U. of Bath: Nancy J Adler. McGill U.; Stefan Meisiek, Copenhagen Business School; Anne Pässilä, Lappeenranta U, of Technology

### Sunday 12:30PM

599 : (AAA) Division Treasurers' Meeting

12:30pm - 1:30pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 599

600 : (AAA) AMP Editorial Review Board

12:30pm - 1:30pm Loews Philadelphia Hotel: Penn

Tweet this session: #AOM2014 600

By Invitation Only

Organizers: Timothy Michael Devinney. U. of Leeds: Donald

Siegel, U. at Albany - State U. of New York

## 601: (ICW) Group and Organization Management **Editorial Board Review Luncheon**

12:30pm - 2:00pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 601

Organizer: Cynthia Nalevanko, Sage Publications

#### 602 : (OB) OB Division Executive Committee Meeting

12:30pm - 2:00pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 602

This meeting is for OB Division Executive Committee members only.

## 603: (SIM) SIM Governance Committee

12:30pm - 4:00pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 603

By invitation only. You know who you are.

Division Chair-Elect: Michael L. Barnett, Rutgers U. Program Chair: Harry J Van Buren, U. of New Mexico

Professional Development Workshop Chair: Jamie R. Hendry.

Past Chair: Virginia Gerde, Duquesne U.

Treasurer: Paul Dunn, Brock U.

Chair: Jennifer J Griffin, George Washington U. Newsletter Editor: Jegoo Lee, Stonehill College Listserv Manager: Aimee Dars Ellis, Ithaca College

Representative-at-Larges: Michael E. Brown, Pennsylvania State U., Erie; Tara L. Ceranic, U. of San Diego; Cynthia Clark, Bentley U.; John F Mahon, U. of Maine; Kathleen Rehbein, Marguette U.;

Marguerite Schneider, NJIT

### Sunday 1:00PM

# 604: (AAA) Academy Leadership Forum: Workshop for **Academy Volunteer Leaders**

1:00pm - 3:00pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 604

By Invitation Only. This annual interactive workshop is designed to to help build cooperative relationships among those serving the Academy through their leadership roles. Representatives from the Board of Governors. Divisions and Interest Groups come together to share best practices and promote conversations among volunteer

Organizers: Kerry Ignatz, Academy of Management; Paul S. Adler, U. of Southern California; Mark Gavin, Oklahoma State U.; Ann K. Buchholtz, Rutgers U.; Quinetta Roberson, Villanova U.

# 605 : (AAA) Incoming Professional Development **Workshop Chairs Meeting**

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

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

Tweet this session: #AOM2014 605

Organizers: Mary Ann Glynn, Boston College; Anita M. McGahan, U. of Toronto; Michelle Donohue, Academy of Management; Jel Erica Hampson, Academy of Management; Gabriel Bramson, Academy of Management

Professional Development Workshop Chair: Mary Ann Glynn, Boston College

# 606 © ← .: (AAT) More than Words: Interpersonal Skills and Effective Leadership

1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 606

Chairs: Gerard Beenen, California State U., Fullerton; Shaun

**Pichler**, California State U., Fullerton *Discussant:* **Robert S. Rubin**, DePaul U.

How Outstanding Leaders use Emotional Intelligence to Manage Interpersonal Challenges | Cary Cherniss, Rutgers U.

Assessing and Developing Basic Managerial and Leader Communication Skills | Ronald E. Riggio, Claremont McKenna College; Masakatsu Ono, Claremont Graduate U.

Leader Perceived Ethical Skill and the Enactment of Ethical Leadership | Peter Jennings, U.S. Military Academy, West Point; Sean Hannah, Wake Forest U.; Dustin James Bluhm, U. of Colorado Colorado Springs

Social Skill as Knowledge Articulation and Social Network Connecting: How Words Create Innovation | David Obstfeld, California State U., Fullerton

Developing a Model and Measure of Managerial Interpersonal Skills | Gerard Beenen, California State U., Fullerton; Shaun Pichler, California State U., Fullerton

# 607 → ← □: (AAT) The Power of Words in Capital Markets

1:00pm - 2:30pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 607

Chairs: Margarethe F Wiersema, U. of California, Irvine; Yan Anthea Zhang, Rice U.

Panelists: Michael K. Bednar, U. of Illinois; Mary J. Benner, U. of Minnesota; Tim Pollock, Pennsylvania State U.; Rhonda K. Reger, U. of Tennessee; James Westphal, U. of Michigan

# **608 ←** □: (AAT) What Gives Power to Words? A Multi-disciplinary Conversation on Social Change

1:00pm - 2:30pm Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 608

Organizers: Ryan Quinn, U. of Louisville; Klaus Weber, Northwestern U.

Speakers: Stanley Deetz, U. of Colorado; Adam D Galinsky, Columbia U.; Michael Schudson, Columbia U.; Stephen T Ziliak, Roosevelt U.

# **609 ■**: (AAT) Expanding the Vocabulary of Organizing: Design in Social-Organizational Life

1:00pm - 2:30pm Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 609

Organizer: Richard J. Boland, Case Western Reserve U. Discussant: Kenneth Gergen, Swarthmore College

Design Thinking: Why Choose Weak Words when we have Strong Ones Available? | Richard J. Boland, Case Western Reserve U.

Design Speech Genre in a Command and Control Organization: The US Submarine Community | Frank J. Barrett, Naval Postgraduate School

From Consumers to Creators: The Power of Design | Youngjin Yoo, Temple U.; Frank J. Barrett, Naval Postgraduate School

# 610 ■♥: (AAT) How Words Matter for Understanding Individuals Crossing Borders and Engaging in Entrepreneurship

1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 610

Organizers: Prithwiraj Choudhury, Harvard U.; Exequiel

**Hernandez**, U. of Pennsylvania *Chair:* **Tarun Khanna**. Harvard U.

Discussants: William G. Mitchell, U. of Toronto; Elena Kulchina, Duke U.

Skilled Migrants and Diffusion of Contextual Knowledge: Evidence from Traditional Medicine | **Prithwiraj Choudhury**, Harvard U.; **Tarun Khanna**, Harvard U.

Finding a Home Away From Home: Immigrants and Firm Internationalization | Exequiel Hernandez, U. of Pennsylvania

Diaspora Engagement Institutions: Promoting Migrant Entrepreneurship in Developing Countries | Paul M Vaaler, U. of Minnesota

Do It Yourself or Hire a Manager? Foreign Entrepreneurs and Firm Performance | **Elena Kulchina**, Duke U.

### 611 ■ : (AAT) Words That Make A Difference

1:00pm - 2:30pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 611

Organizer: Ann L Cunliffe, Leeds U. Business School

Words for Others, and Words for Oneself — from Information Transmission to Self- orientation. | **John Shotter**, Leeds U. Business School

Words that Matter: Language, Communication and Context. | Gail T Fairhurst, U. of Cincinnati

The Rise and Rise of 'Employee Engagement': A Deeply Superficial Construction? | Clifford Oswick, City U. London

On 'Follower/ship'. | Nancy Harding, Bradford U.; Jacqueline Ford, U. of Leeds

'The Basic Practical Moral Problem in Life...' | Ann L Cunliffe, Leeds U. Business School

# **612** ☐: (DISC Paper Session) - (BPS) **Competitive** Interaction and Different Levels of Analysis

1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 612

Discussant: Michael Quinn Christensen. Stanford U.

Competitive Action Routines and Their Role in Interfirm Rivalry | Jukka Luoma, Aalto U.; Juha-Antti Lamberg, Jyväskylä U.

Being Cooperative or Competitive in Alliance Formation around a Rival | Kwang-Ho Kim, College of Business Administration/Hankuk U. of Foreign Studies; Byung II Park, College of Business Administration/Hankuk U. of Foreign Studies

→ Globalisation and Competitive Strategy: A History of Competitive Stagnation | Tomi Nokelainen, Tampere U. of Technology; Juha-Antti Lamberg, Jyväskylä U.; Juha S. Laurila, U. of Turku Patent Litigation as Real Option Exercise in a Highly Competitive, Dynamic Market | Jinsil Kim, U. of Texas, Dallas; Seung-Hyun Lee, U. of Texas, Dallas

## 613 € \( \subseteq : (DISC Paper Session) - (BPS) \) The Influence of **Stakeholders**

1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 613

Discussant: Caroline Flammer, Ivey School of Business

- To Be Special, To Be Responsible: How Product Specificity Affects Corporate Social Responsibility | Rui Shen, Nanyang Technological U.; Yi Tang, Hong Kong Polytechnic U.; Ying Zhang, Erasmus U. Rotterdam
- Does Doing Good Pay-off for Firms? Using Bayesian Analysis for Insight on a Timeworn Question | Alison Mackey, California Polytechnic State U., San Luis Obispo; Tyson Brighton Mackey, California Polytechnic State U.; Janice C. Molloy, Michigan State U.
- ☐ The Persuasive Effect of External Financial Relationships Sara Parker, Rutgers Business School
- Stakeholder Engagement Capabilities to Explain M&A Performance Differences | Emanuele Luca Maria Bettinazzi, Bocconi U.

## 614 ☐ ☐: (DISC Paper Session) - (CMS) Business School **Pedagogy and Practice**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 614

Chair: Mark Learmonth, Durham U.

- ☐ The Alienation of Scholarship in Modern Business Schools: Contributions from Marx and Lacan | Ozan Nadir Alakavuklar, Massey U. Palmerston North; Andrew G Dickson, Massey U.; Ralph E Stablein, Massey U.
- ♥ Whose Welfare? A Critical Discourse Analysis of Harvard Business Publishing Cases | Michelle Ann Kweder. U. of Massachusetts Boston
- ■Words and the Writing of Organizational Soul | Edward Wray-Bliss, Deakin U.
- ☐→ ☐ Higher Education and Neo-liberal Pathologies: Reflections of a Private Business School Lecturer | Volker M. Rundshagen, Cologne Business School

## **615** .: (DISC Paper Session) - (ENT) Entrepreneurship: Theories and Scholarship

1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 615

Discussant: David Watkins, Southampton Business School, U.K.

- ☐ Increasing the Problem Solving Speed Through Effectual Decision Making | Matthias Jan Blauth, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Niklas Friederichsen, RWTH Aachen U.
- Philosophy Theory Into Entrepreneurial Education Practice: A Holistic Model | Cristiano Ciappei, U. of Florence; Massimiliano Matteo Pellegrini. Princess Sumava U. for Technology; Giacomo Marzi, U. of Florence
- → The Author Affiliation Index (AAI) as an Assessment of 25 Entrepreneurship Journals, 2007-2011 | Jay J Janney, U. of Dayton; Steve Gove, Virginia Tech; Brett Paul Matherne, Georgia State U.

Schumpeter's impact on entrepreneurship research: A bibliometric study in the premier journals | Manuel Portugal Ferreira, U. Nove de Julho; Nuno Rosa Reis, ESTG - Instituto Politecnico de Leiria; Rui Morato Miranda, ESTG - Instituto Politecnico de Leiria; Marcirio Silveira Chaves, U. Nove de

## 616 € \( \overline{\overl Entrepreneurship

1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 616

Discussant: Chao Guo, U. of Pennsylvania

- Making Sense of Hybrid Business Entrepreneurship An Empirical Framework | Rüdiger Hahn, U. of Kassel; Inan Ince,
- Uncovering the Antecedents of the Internationalization of Social Ventures | Liman Zhao, CEIBS
- Passion for Purpose: Aspirational Fantasy and Organizational Form Choice | Kate M. Kenny, Queens U. Belfast; Helen Haugh, U. of Cambridge
- Stakeholders in Turnaround. The Case of SME Rehabilitation within the Finnish Restructuring Act | Nick John Collett, The U. of Manchester; Jukka Saarikko, CM Consulting OY; Naresh Pandit, U. of East Anglia; Gary Cook, U. of Liverpool

# **617** ■: (DISC Paper Session) - (GDO) **Generational**

### Differences in the Workplace

1:00pm - 2:30pm Loews Philadelphia Hotel: Congress Room A Tweet this session: #AOM2014 617

Chair: Janet L Barnes-Farrell, U. of Connecticut

- Perceptions of Generational Differences in the Workplace | Kelly Pledger Weeks, Centenary College of Louisiana; Caitlin Schaffert, Centenary College of Louisiana; Nick Long, Centenary College of Louisiana
- → 🖳 🖑 Getting More than you Bargained for: Effects of Demographic Diversity on Customer's Service Quality | Jacob Eisenberg, U. College Dublin; Xiaojing Wang, BIT Congress; Jing Jing Huang, UCD; Anna Forde, UCD
- ■One Size Fits All: Servant Leadership an Effective Approach for All Generations | Tatiana Ekaterina Zimmerer, Colorado Technical U.; John R. Latham, Leadership Plus Design, Ltd.
- Leadership for the Millennial Generation | Alix Valenti, U. of Houston, Clear Lake

## 618 ■ ♥ SHCS: (GDO, HR, OB, AAT) Advancing Research on Discrimination: The Contextual Meanings and Effects of the Word "Disability"

1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 C Tweet this session: #AOM2014 618

Organizer: David C. Baldridge, Oregon State U.

Panelists: Joy E. Beatty, U. of Michigan, Dearborn; Mark E. Moore, East Carolina U.; Mukta Kulkarni, Indian Institute of Management Bangalore; Stephan Alexander Boehm, U. of St. Gallen

**619** ■: (DISC Paper Session) - (HCM) **Strategy in Healthcare** 1:00pm - 2:30pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 619 Chair: James D. Bramble, Creighton U.

➡ Electronic Health Records and Treatment Organization Strategic Orientation | Dail Fields, U. of Georgia; Kelly Riesenmy, Kaplan U.; Terry C. Blum, Georgia Institute of Technology; Paul M. Roman, U. of Georgia

Hospitalists And Hospitals' Bottom Line: How Do Hospitals
That Use Hospitalists Fare? | Josue Patien Epane, UNLV
Individual Attributes Affecting Physician-Scientist Partnership
in Research and Knowledge Transfer | Yunmei Wang, Case
Western Reserve U.

## **620** : (DISC Paper Session) - (HR) Focusing on Individual HR Practices

1:00pm - 2:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 620

Chair: Ying Hong, McMaster U.

- ■The Power of Words in Recruitment: Examining Message Content and Attractiveness to a Firm. | Isabel C. Botero, U. of Kentucky
- ☑A Model of Information Processing in Performance Evaluation | Daanish Pestonjee, U. of Arkansas; Danny Franklin, U. of Arkansas
- Engagement as mediator and LOC as moderator in organziation politics- outcomes relationship. | Upasna A Agarwal, NITIE

## **621**: (ICW) International Association for Chinese ResearchManagement--MOR Meeting

1:00pm - 5:00pm Pennsylvania Convention Center: Room 113 B Tweet this session: #AOM2014 621

By Invitation Only.

Organizer: Xiaomeng Zhang, American U.

#### 622 : (ICW) JOM Review Issue - Macro AEs

1:00pm - 4:00pm Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 622

By invitation only

Organizer: Patrick M. Wright, U. of South Carolina

### **623** ⊆: (DISC Paper Session) - (MOC) Identity, Identification, and Organizational Stories

1:00pm - 2:30pm Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 623

Chair: Philipp Bubenzer, Haute Ecole de Gestion Fribourg

- The Effects of Hybrid Product and Organizational Identities on Organizational Identification | Philipp Bubenzer, Haute Ecole de Gestion Fribourg; Peter O. Foreman, Illinois State U.
- ■The power of words: Dominant stories as a source of organizational action | Jane Hendy, U. of Surrey
- Organizational Identification: The Role of Social Capital | Cristina Broch, U. of Lugano; Francesco Lurati, U. of Lugano; Alessandra Zamparini, U. of Lugano; Simone Mariconda, U. of Lugano
- Tradeoffs and Pressures to Adapt on Personal and Organizational Identities in a R&D Network | Israel Fortin, HEC Montreal

# **624** ■ SHCS: (MOC, OB, HR, AAT) Narrative Approaches to Learning and Development in Organizations

1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 624

Organizer: Christopher G Myers, U. of Michigan Discussant: Amy C. Edmondson, Harvard U.

Telling the Story of Learning as it Happens: Impact of Self-Narratives on Leadership Development | Daniel Scott DeRue, U. of Michigan; Christopher G Myers, U. of Michigan

The Power of Progress for Positive Identity Construction | **Jeffrey Bednar**, Brigham Young U.; **Jane E. Dutton**, U. of Michigan; **Laura Morgan Roberts**, Antioch U.

The Stories We Tell: Vicarious Learning in Air Medical Transport Teams | Christopher G Myers, U. of Michigan

A Narrative Approach to Harnessing Ambiguity for Innovation | Raghu Garud, Pennsylvania State U.; Marja Turunen, Aalto U.

# 625 € ■ : (DISC Paper Session) - (ODC) Communication and Change: Leadership, Feedback, and Knowledge Transfer

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

Tweet this session: #AOM2014 625

Chair: Brian Charles Carroll, Southeastern U.

- Paradoxical Leadership and the Competing Values
  Framework | Marc Hoffman Lavine, U. of Massachusetts
  Boston
- ☐ The interplay of performance feedback and group-based market structure on risk taking | Jie Wu, U. of Macau; Jeroen Kuilman, Tilburg U.
- ☐ The Role of Network Knowledge Transfer and Social Capital in Service Transition Processes | Sven M. Laudien, Otto von Guericke U. Magdeburg; Birgit Daxböck, Otto von Guericke U. Magdeburg

# **626** ☐: (DISC Paper Session) - (OM) Managing The Sustainable, Global Supplier: Challenges And Solutions

1:00pm - 2:30pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 626

Discussants: Stephan Vachon, Richard Ivey School of Business; Wendy L Tate, U. of Tennessee

Understanding Managerial Choices in Sustainable Operations
Decision Problems | Julia Benkert, U. of Melbourne; Daniel
Samson, U. of Melbourne; Vikram Bhakoo, U. of Melbourne

Managing Supplier Sustainability Risk: Strategies and Predictors | Sara Hajmohammad, Richard Ivey School of Business; Stephan Vachon, Richard Ivey School of Business

- Sustainability and India's Supply Chain: Some Insights | Rohit Nishant, National U. of Singapore; Mark Goh, The Logistics Institute Asia Pacific
- → How Offshoring Elicits Reconfiguration of the Service Production System | Kristin Brandl, Copenhagen Business School; Michael J. Mol, U. of Warwick; Bent Petersen, Copenhagen Business School

**627**: (DISC Paper Session) - (OMT) Research at the Top: New Directions in Research on Managers

1:00pm - 2:30pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 627

Chair: Micki Eisenman, Hebrew U. of Jerusalem

- ☐ TowardaRefinementoftheMeta -Construct of Behavioral Integration in Upper Echelons Theory | Mark E. Mendenhall, U. of Tennessee, Chattanooga; Frank Christopher Butler, U. of Tennessee, Chattanooga; Andrew F. Ehat, Western Standard Publishing
- Managerial Attention and Sensing and Seizing Emerging Technologies: The Role of Structure | Saeed Khanagha, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam
- ■Not Too Close Please: Dysfunctional Effects of Manager-Worker Co-location on Worker Productivity | **Rocio Bonet**, IE Business School; **Fabrizio Salvador**, IE Business School
- → □ Paying the price: Executive demotion after stock option exercises in Chinese state-owned enterprises | Fiona Kun Yao, U. of Illinois at Urbana-Champaign

# 628 € SHCS: (PNP, TIM, AAT) Towards Government 2.0: Open Data and Innovation through Cross-Sector Collaboration

1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 628

Chairs: Peter J Robertson, U. of Southern California; Peter

Pirnejad, City of Palo Alto, California

Panelists: Mark Dixon, IBM; Steven Adler, IBM; Mark Headd, Accela, Inc.; Christopher Thomas, Esri; Ben Berkowitz, SeeClickFix, Inc.; Rodrigo Davies, Massachusetts Institute of Technology; Ines Mergel, Syracuse U.; Erik Johnston, Arizona State U.

### 629 : (DISC Paper Session) - (SIM) Roundtable on Stakeholder Research

1:00pm - 2:30pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 629

Chair: Shawn Berman, U. of New Mexico

- → Lack of Stakeholder Influence on the Greening of Industry:A Developing Country Perspective | **Asadul Hoque**, U. of Waterloo; **Amelia C. Clarke**, U. of Waterloo
- ■Not Just Keeping the Lights On: Using Push-Pull Stakeholder Engagement for Mutual Gain at a Utility | Erin Henry, Harvard U.
- Mission Statement Content and Responsiveness to Stakeholders in Social Ventures | Jeffrey Gauthier, U. of Massachusetts Amherst; Kirk Silvernail, U. of Massachusetts Amherst

# 630 → ■ USI: (SIM, MSR, CMS, AAT) The Power of Words we RARELY Use: Dignity, Rights and Responsibility

1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 630

Organizer: Michael Andreas Pirson, Fordham U.

Discussant: André Habisch, Katholische U. Eichstätt-Ingolstadt

Presenters: Sandra Waddock, Boston College; Claus

Dierksmeier, U. of Tuebingen; Florian Wettstein, U. of St. Gallen

# 631 ☐: (DISC Paper Session) - (TIM) Managing technological Innovation in China: challenges and opportunities

1:00pm - 2:30pm Pennsylvania Convention Center: Room 108 A Tweet this session: **#AOM2014 631** 

Chair: Li Tang, Shanghai U. of Finance and Economics

- → "Illusion of increased research quality? A clubbing effect analysis of China; s research | Li Tang, Shanghai U. of Finance and Economics
- □ Top management succession and subsequent firm innovation: Evidence from Chinese listed companies | Chen Cheng, Huazhong U. of Science & Technology; Xiu-Hao Ding, Huazhong U. of Science & Technology
- → In-house R&D and External Knowledge Acquisition What Makes Chinese Firms Productive? | Philipp Boeing, Centre for European Economic Research (ZEW); Elisabeth Mueller, Frankfurt School of Finance and Management; Philipp G. Sandner, Technische U. München
- → ☐ The dual role of local R&D collaboration partners for firms' technological innovation in China | Ying Li, DTU Danish Technical U.; Yuandi Wang, Sichuan U.

### Sunday 1:30PM

#### 632 : (AAA) AMJ Editorial Review Board

1:30pm - 3:00pm Loews Philadelphia Hotel: Regency Ballroom B

Tweet this session: #AOM2014 632

By Invitation Only

Organizer: Gerard George, Imperial College London

## 633 □ • □ : (AAT) The Book is Dead, Long Live the "Book": The Future of Management Book Publishing

1:30pm - 3:30pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 633

Organizer: Joseph Lampel, City U. London

Participants: Henry Mintzberg, McGill U.; David Musson, Oxford U. Press; Amalya L Oliver, Hebrew U. of Jerusalem; Jeevan Sivasubramaniam, Berrett-Koehler; Michael Roche, Cengage Learning

### 634 **◆**: (AAT) "The Power of Words" in 140 Characters or Less

1:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 634

This session will be tweeted live and colleagues who are not on site are encouraged to join in accordingly

Chair: David A. Lamond, Victoria U.

Presenters: Marcel Bogers, U. of Southern Denmark; David Burkus, Oral Roberts U.; Terri Griffith, Santa Clara U.; C V Harquail, Authentic Organizations; Patrick J. Murphy, DePaul U.; Bret L Simmons, U. of Nevada, Reno

### 635 : (ICW) IMD International - Day 3

1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 2

Tweet this session: #AOM2014 635

Organizer: Marianne Rothenbuehler, IMD International

# **637**: (*IM*) International Management Executive Committee Meetings with the Division Commitees

1:30pm - 4:30pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 637

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore

Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Past Chair: John Mezias. U. of Miami

### 639: (ODC) ODC Board Meeting

1:30pm - 5:30pm Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 639

### 640 : (ONE) ONE Executive Committee Meeting

1:30pm - 3:00pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 640

#### Sunday 1:50PM

### 641 □ ← □: (TLC) Incorporating Evidence-based Research into Assignments: Building Information **Literacy Competence**

1:50pm - 2:50pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 641

Organizer: Tom Mierzwa, U. of Maryland U. College Moderator: Anna Seferian, U. of Maryland U. College

### 642 (TLC) College Seniors Mentor High School Student Teams to Assist Inner City Small Businesses

1:50pm - 2:50pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 642

Participants: Cheryl Wyrick, California State Polytechnic U., Pomona; Lynn Turner, California Polytechnic State U., Pomona

### 643 (TLC) Teaching for the Net-Generation: A 3D Game of Business Ethics

1:50pm - 2:50pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 643

Presenter: Suzy Jagger, U. of Roehampton

### 644 □ ← □: (TLC) The Power of Critical Reflection and Social Dialogue in On-Line Virtual Learning Environments

1:50pm - 2:50pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 644

Presenters: Ginger Grant, Sheridan Institute of Technology and Advanced Learning; Golnaz Golnaraghi, Sheridan Institute of Technology and Advanced Learning

### 645 ☐ ←: (TLC) Peering into the Future: Fostering Deep **Learning Using 21st Century Tools and Techniques**

1:50pm - 2:50pm Pennsylvania Convention Center: Room 204 C

Tweet this session: #AOM2014 645

Facilitators: Stanley M Gully, Pennsylvania State U.; Jean Phillips, Pennsylvania State U.; Jessica Methot, Rutgers U.

#### Sunday 2:00PM

### 646: (ICW) Business and Management Journals: Current Issues for Authors, Reviewers, and Editors

2:00pm - 3:30pm Pennsylvania Convention Center: Room 115 B

Tweet this session: #AOM2014 646

Facilitator: Bob Doherty, The University of YorkPanelists: Patrick J. Murphy, DePaul University; Simon L. Dolan, ESADE Business School; Paul Sparrow, Journal of Organizational Effectiveness Organizer: Patti Davis, Emerald Group Publishing

### 647: (ICW) The Leadership Quarterly Board Meeting

2:00pm - 3:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon C

Tweet this session: #AOM2014 647

Invitation Only

Organizer: Vicki Wetherell, Elsevier Ltd.

### 648 : (ICW) Administrative Science Quarterly Board Meeting

2:00pm - 3:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon J

Tweet this session: #AOM2014 648

By invitation only

Organizer: Joan Friedman, Administrative Science Quarterly

### 649 : (ICW) Editorial Board Meeting for Organization: The Critical Journal of Organization, Theory and Society

2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Parlor B

Tweet this session: #AOM2014 649

Organizer: Jayne Whiffin, Sage Publications, U.K.

### 650 : (ITC) Carolyn Dexter Award Reception

2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Freedom E, F

Tweet this session: #AOM2014 650

### Sunday 2:30PM

### **651** □ **Q** : (AAT) Empowering Words: Achieving High Quality Writing in Management and Organizational Studies

2:30pm - 4:30pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 651

Organizers: Erik Dane, Rice U.; Otilia Obodaru, Rice U. Presenters: Joyce E. Bono, U. of Florida; Charlotte Cloutier, HEC Montreal; Kevin G. Corley, Arizona State U.; Timothy G. Pollock, Pennsylvania State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

### 652 **○** ← .: (AAT) In Search of Sustainability Metaphors: The Power of Words to Mobilize Collective Action

2:30pm - 5:00pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 652

Organizers: Nagaraj Sivasubramaniam, Duquesne U.; Krzysztof Dembek, Monash U.

Facilitator: Andrew Marshall, ThinkPrimed

### 653 : (BPS) BPS Global Representatives Meeting

2:30pm - 3:30pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 653

By invitation only.

### 654 : (CMS) Keynote Panel - Metamorphoses: Paradigms and Since

2:30pm - 4:00pm Pennsylvania Convention Center: Room 115 A

Tweet this session: #AOM2014 654

A futurological conversation on the changing shape of organization theorizing including the rise of the monstrous and the end of the taken for granted

Organizer: Raza A. Mir, William Paterson U.

Distinguished Speakers: Marta B. Calas, U. of Massachusetts Amherst; Linda Smircich, U. of Massachusetts Amherst; Gibson Burrell, Leicester U.

### 655 : (PNP) PNP Executive Committee Meeting

2:30pm - 4:30pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 655

### 656: (RM) Research Methods Division Executive **Committee Meeting**

2:30pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 656

This meeting is by invitation only.

### Sunday 2:45PM

### 657: (AAA) Conference Break

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 657

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

# 658 © ■ ₩: (AAT) Behavioral Integrity –Perceived Word-Action Alignment -- as a Driver of the Power of Words

2:45pm - 4:15pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 658
Discussant: Tony L Simons, Cornell U.

Department-Level and Business-Unit-Level Effects of Behavioral Integrity | Tony L Simons, Cornell U.; Judi McLean Parks, Washington U. in St. Louis; Ed Tomlinson, West Virginia U.

What Happens To Employee Behavior When Ethical Leaders Do Not Practice What They Preach? | James B. Avey, Central Washington U.; David Mayer, U. of Michigan; Tony L Simons, Cornell U.; Michael Palanski, Rochester Institute of Technology

A Behavioral Integrity Lens On Climate Research | Lisa Hisae Nishii, Cornell U.; Hannes Leroy, Cornell U.; Tony L Simons, Cornell U.

The Importance of 'Walking the Talk' When Addressing Employees' Strengths at Work | Marlies Veestraeten, U. of Leuven; Hannes Leroy, Cornell U.

Would you rather work for a gorilla who says he is one, or someone who just pretends to be nice? | Hannes Leroy, Cornell U.; Tony L Simons, Cornell U.; Stijn Masseschlein, U. of Western Australia

## **659 ■**: (AAT) The Power of Words and the Words of the Powerful

2:45pm - 4:15pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 659

Organizers: Anne Vestergaard, Copenhagen Business School; Julie Uldam, Copenhagen Business School

Voices of Resistance | Bobby Banerjee, City U. London Management of visibility: silencing critical voices in the (online) public sphere | Julie Uldam, Copenhagen Business School

CSR Rhetoric of Retailers under Austerity: The Case of Greece and the Sale of Nationhood | **Eleftheria Lekakis**, U. of Sussex

Democracy, Civil Society and the Deliberation of the Defeatist | Anne Vestergaard, Copenhagen Business School

The Ideological 'Truth Effects' of Discursive CSR | Peter Fleming, Cass Business School, City U. London

# **660 ←** □: (AAT) How to Do Things with Words: Connecting Words to Actions in Organizations

2:45pm - 4:15pm Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 660

Organizer: Simona Giorgi, Boston College

Chair: Christi Lockwood, Boston College Discussant: Mary Ann Glynn, Boston College

Participants: Michaela DeSoucey, Northwestern U.; Michael Lounsbury, U. of Alberta; Violina Rindova, The U. of Texas at Austin; Tyler Earle Wry, Wharton School

### 661 ■ : (AAT) What are We Talking About? Words, Meanings, and Organizing

2:45pm - 4:15pm Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 661

Discussant: William Ocasio, Northwestern U.

More than words: Meaning as mutually constituted through symbol and material | Candace Jones, Boston College

Linking Words and Institutions: How frames and interaction rituals shape field-level change | Barbara Gray, Pennsylvania State U.; Jill M. Purdy, U. of Washington, Tacoma

Words, Complex Meanings, and Simplified Actions | Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign

Patterns of word associations and category ontology | Mark Thomas Kennedy, Imperial College Business School

# 662 □ ♥ → ■: (AAT) Impact and Usefulness: The Influence of Management Research on Public Policy and Society

2:45pm - 4:15pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 662

Organizer: Usha C. V. Haley, West Virginia U.

Panelists: Elena P. Antonacopoulou, U. of Liverpool; Charles Brooks, Xerox; Melanie Cohen, U.S. Department of Housing & Urban Development; Richard Anthony D'Aveni, Dartmouth College; Usha C. V. Haley, West Virginia U.; Catherine Jo Hand, FDIC Corp U.; Marshall W Meyer, U. of Pennsylvania; Tyrone S. Pitsis. Newcastle U.

## 663 ☐: (DISC Paper Session) - (BPS) Dynamics in Strategy Research

 $2{:}45 pm$  -  $4{:}15 pm$  Sheraton Philadelphia Downtown Hotel: Independence C

Tweet this session: #AOM2014 663

Discussant: Jeffrey A. Martin, U. of Alabama, Tuscaloosa

A Dynamic, Resource-Based View of the Firm | Ali Kazeminia, ESADE Business School

Toward a Configurational Approach to Dynamic Capabilities and Environmental Dynamism | Brent A McKnight, McMaster U.

Different Conceptual Understandings of Dynamics in Strategy Research | Markus Schwenke, U. of St. Gallen; Stefan N. Groesser, U. of Applied Sciences Bern

Strategic Agility Explanations for the Use of Franchising (WITHDRAWN) | Ilan Alon, Rollins College; Amir Shoham, Temple U.; Melih Madanoglu, Florida Atlantic U.

# **664** ☐: (DISC Paper Session) - (BPS) Micro-foundations of Organizational Change

2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Independence D

Tweet this session: #AOM2014 664

Discussant: Indu Ramachandran, Texas State U.

■What Goes Around Comes Around: When Early Turnover Hurts Firm Performance | Bo H. Eriksen, U. of Southern Denmark

Diversity vs Dharma: How Social Capital Increases and Impedes Project Performance in Bollywood | Kristina Vaarst

- **Andersen**, Copenhagen Business School; **Mark Lorenzen**, Copenhagen Business School
- Thar She Blows! Middle Managers and the Microfoundations of the Attention Based View of the Firm | **David Cohen**, Skidmore College
- Avoiding Rookie Mistakes: The Value of Managerial Experience for Firm Performance | Bryan Hong, Western U.

# 665 ■ SHCS: (BPS, MOC, AAT) The Reflective Power of Words—Capturing Upper Echelons' Cognition Through Their Verbal Communication

2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 665

Organizers: Andreas Koenig, U. of Passau; Theresa S. Cho, Seoul National U.; Angela Fehn, U. of Passau; Albrecht Enders, International Institute for Management Development Distinguished Speaker: James Pennebaker, The U. of Texas at Austin

Discussant: Donald C. Hambrick, Pennsylvania State U. Speakers: Arijit Chatterjee, ESSEC; Theresa S. Cho, Seoul National U.; Dennis A. Gioia, Pennsylvania State U.; Wei Guo, Hong Kong Polytechnic U.; Andreas Koenig, U. of Passau; Sucheta Nadkarni, Drexel U.; Michael D. Pfarrer, U. of Georgia

# 666 ← □JS: (BPS, TIM, ENT, AAT) More than Words? The Effects of Policy Reforms on Entrepreneurial Firms

2:45pm - 4:15pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 666

Chair: Rosemarie Ziedonis, U. of Oregon

Discussants: David Hsu, Wharton School; Nandini Rajagopalan, U. of Southern California

- How Policies to Create Innovative New Ventures are Muted by Institutional Conformity | Robert Neal Eberhart, Santa Clara U.
- Founding Environment and New Venture Survival: The Role of State Innovation Programs | **Bo Zhao**, U. of Michigan, Ann Arbor
- State Policy Experiments: An Evaluation of State Government Investment in Small Business Innova... | Lauren Lanahan, U. of North Carolina, Chapel Hill

### 667 ⊕→ 🖃 ♥: (DISC Paper Session) - (CAR) Career Mobility:

### Organizational and Personal Aspects

2:45pm - 4:15pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 667

Discussant: Kathleen Buse, Case Western Reserve U.

- → ☐ The dynamics of public sector careers: Individual & organizational perspectives of state ambassadors | Dan Hart, Birmingham Business School; Yehuda Baruch, Southampton Business School, U.K.
- A Paradigm for Surviving Economic Disruption: The Promethean Life and Career Measurement Tool | Larry G. Straub, Case Western Reserve U.; James Gaskin, Brigham Young U.
- → □ ® Drawing a canvas of career dreams and passions in life context: A visual study on self-making | Fahri Karakas, U. of East Anglia; Emine Sarigollu, McGill U.
- ☐ The Impact of Gender and Dual Career Issues on Work-Family Decisions | Xuguang Guo, California Polytechnic State U., Pomona; Jon M. Werner, U. of Wisconsin, Whitewater

# 668 → ■□♥JS: (CMS, AAT) Critical Perspectives on Authentic Leadership

2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 668

Facilitators: Donna Ladkin, Plymouth U.; Chellie Spiller, U. of Auckland

Participants: Steven S Taylor, Worcester Polytechnic Institute; Suze Wilson, Massey U.; Sebastien Vendette, New Mexico State U.; Catherine A. Helmuth, Auburn U.; Helen Nicholson, Auckland U.; Brigid Jan Carroll, U. of Auckland; Jacqueline Ford, U. of Leeds; Nancy Harding, Bradford U.; Doyin Atewologun, Queen Mary U. of London; Joanne B Ciulla, U. of Richmond; Ceasar Douglas, Florida State U.; Dail Fields, U. of Georgia; Clare Kelliher, Cranfield U.; B. Parker Ellen III, Florida State U.; Ghislaine Caulat, Ashridge; Rita Gardiner, U. of Western Ontario

### 669 € ⊒: (DISC Paper Session) - (ENT) Entrepreneurship in Different Institutional Settings

2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 669

Discussant: Carol Sanford, The Responsible Entrepreneur Institute

- → Corruption Propensity of Entrepreneurs in Asian Emerging Economies: A Theoretical Model | Madhurima Bhattacharyay, McGill U.; Feng Jiao, McGill U.
- ■An Integrated Institutional Model of the Broad Implications of Renegade Entrepreneurship | David Blen Nance, Lehi, UT
- → Defining the 'Urban' in Urban Entrepreneurship: Implications for Economic Development Policy | Arturo E Osorio, Rutgers U.; Banu Özkazanç-Pan, U. of Massachusetts Boston
- PhD Students' Revealed preferences Over Career Outcomes, Productivity and Medium-term Placement | **Annamaria Conti**, Georgia Institute of Technology; **Fabiana Visentin**, Swiss Federal Institute of Technology (Lausanne)

## 670 € .: (DISC Paper Session) - (ENT) Social Capital and Access to Entrepreneurial Resources

2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 670

Discussant: Charles Chen, U. of Phoenix

- Complementary or Compensatory? How Human and Social Capital Interact in the Start-up Process | Thorsten Semrau, U. of Cologne; Christian Hopp, Aachen U. of Technology (RWTH)
- An Analytical Investigation of The Entrepreneur's Ability to Acquire Valued Resources From Others | Salih Zeki Ozdemir, U. of New South Wales; Peter Moran, AGSM-Australian School of Business; Xing Zhong, Duke U.; Martin Bliemel, U. of New South Wales
- → ■To Use or not to Use: Ethnic Resource Utilization among Immigrant Entrepreneurs | **Abiodun Ige**, U. of Alberta School of Management
- ■Ability Dispersion and Team Performance | Sander Hoogendoorn, U. of Amsterdam; Simon C Parker, Ivey School of Business; Mirjam Van Praag, CBS

# 671 ☐: (DISC Paper Session) - (GDO) The Impact of Diversity on Team and Organizational Performance

2:45pm - 4:15pm Loews Philadelphia Hotel: Congress Room A Tweet this session: **#AOM2014** 671

Chair: Kathryn McDonald Larson, Southern Methodist U.

- From Having to Using: The Nonlinear Impacts of Educational Background Diversity on Team Innovation I Kun Luan, Zhejiang U.; Xiao-Yun Xie, Zhejiang U.
- Factional Faultlines, Perceived Subgroups, and Cascading Faultlines in Alliance Teams | Martijn van der van der Kamp, U. of Melbourne
- Gender Diversity, Business Strategy, and Organizational Performance | Yang Yang, Rowan U.; Alison M. Konrad, U. of Western Ontario
- ☐ Gender Asymmetrical effects And Firm Performance, The Moderating Effect Of diversification Strategy | Hong Zhu, Hong Kong Baptist U.; ji Li, Hong Kong Baptist U.; Xin Yang, Hong Kong Baptist U.; Moxi Song, Hong Kong Baptist U.; Haomin Zhang, Hong Kong Baptist U.

### 672 € ■ ♥JS: (GDO, OB, AAT) Research and Interventions for Empowering Members of Historically **Disadvantaged Groups**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 672 Chair: Peter Belmi, Stanford U.

Discussant: Kristin Laurin, Stanford U.

- Closing the Social Class Achievement Gap Using A Diversity Education Intervention | Nicole Stephens, Northwestern Kellogg School of Management; MarYam Hamedani, Stanford U.; Sarah Townsend, U. of Southern California; Mesmin Destin, Northwestern U.
- Attaining Positions at the Top: Class and the Politics of Power-Seeking | Peter Belmi, Stanford U.; Kristin Laurin,
- Perceptions that Undermine vs. Promote Sense of Belonging in Scientific Research Careers | Aneeta Rattan, London Business School; Carol Boggs, U. of South Carolina; Nalini Ambady, Stanford U.
- Similarities or Differences? Finding Connections Across Boundaries | Ashli Carter, Columbia U.; Negin Toosi, Columbia Business School; Katherine W. Phillips, Columbia U.

### 673 : (DISC Paper Session) - (HR) Examining Compensation Issues

2:45pm - 4:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 673

Chair: Nina Gupta, U. of Arkansas

- Executive Compensation and Human Capital Investments Through Industry Selection | Boris Groysberg, Harvard U.; Eric Lin, Harvard U.
- ■The Equity, Equality, & Pay Variation Debate: Experimental Evidence | Samantha A. Conroy, U. of Arkansas; Nina Gupta, U. of Arkansas
- ■Upper-level managerial human capital and compensation relationship: A multi-level analysis | Sanjib K Chowdhury, Eastern Michigan U.; Eric Schulz, Eastern Michigan U.
- ■Investments in training and downsizing versus reducing pay | Yeong Joon Yoon, Cornell U.

### 674 ■: (DISC Paper Session) - (MOC) Words, Strategy, and Sensemaking

2:45pm - 4:15pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 674

Chair: Alesia Slocum, Saint Louis U., Madrid / Shenandoah U.

- Recursive Dialogue in Practice: How Words Are Used to Frame a Technological Change | Alesia Slocum, Saint Louis U., Madrid / Shenandoah U.
- The Complexity of Simple Rules: A Concept of Organizational Heuristics in Strategic Decision Making | Tatjana Vadimovna Kazakova, U. of Hamburg; Daniel Geiger, Hamburg U.
- Cognition, Social Identification and Financial Crisis: A Simonian Approach | Rouslan Koumakhov, NEOMA Business
- Exogenous Shock or Scapegoat: Making Sense of a Banking Crisis' Impact on Manufacturing Industries | Andreas Nienhaus, Johann Wolfgang Goethe U. Frankfurt

### 675 → ← □ ♥ JS: (OB, IM, AAT) Complexity and Nuance in **Communication in Global Organizations**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 675

Chairs: Miriam Erez, Technion Israel Institute of Technology; Catherine Cramton, George Mason U.; Ella Glikson, Technion Israel Institute of Technology

Discussant: Gilad Chen, U. of Maryland

- Culture as Dynamic System or Static Entity: How Does It Matter for Global Teams? | Catherine Cramton, George
- Hiring and Status Evaluation for Accented Nonnative Speakers in Global Organizations | Tsedal Neelev, Harvard U.; Tina R. Opie, Babson College; Wannawiruch Wiruchnipawan, Harvard U.; Melissa C. Thomas-Hunt, U. of Virginia; Jeffrey T. Polzer, Harvard U.
- When Good Communication Models Undermine Communication in Globally Distributed Engineering Teams Elizabeth Keating, The U. of Texas at Austin; Sirkka Jarvenpaa, The U. of Texas at Austin
- Kick-off message's effect on emergence of trust and team identity in multicultural virtual team | Ella Glikson, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

### 676 € → 🔙: (DISC Paper Session) - (ODC) Commitment and **Engagement in the Context of Change**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 676

Chair: Danielle Zandee, Nyenrode Business U.

- □ Keeping promises: A case study of escalating commitment leading to organizational change collapse | Eric Arne Lofquist, BI Norwegian Business School; Rune Lines, Norwegian School of Economics and Business Administration
- New Public Management of Local Government in Japan: An Action Study | Tomoaki Shimada, Kobe U.; Yoko Uryuhara, Kyoto U.; Hidehiko Yuzaki, Hiroshima Prefecture
- Informational Justice and Reactions to Change: The Role of Cynicism and Identification | David Patient, U. Católica Portuguesa; Francesco Squera, U. Católica Portuguesa; Marjo-Riitta Diehl, EBS International U.

### **677** ■: (DISC Paper Session) - (PNP) Collaboration and **Behavior in Public and Nonprofit Sectors**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 677

Chair: Karen M Hult, Virginia Tech

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- DoingWellbyReturningtotheOrigin:MissionDrift,Outreach and Financial Performance of MFIs. | Francesca Spina, U. Cattolica del Sacro Cuore (Milano); Matteo Pedrini, U. Cattolica del Sacro Cuore
- Collaborative Public Leadership in Complex Governance Systems | **Chul Hyun Park**, Arizona State U.; **Erik Johnston**, Arizona State U.
- → ■An Invisible Elephant: Ethnicity, Board Interlocks, and the Under-performing Kenyan Housing Sector | Felichism Kabo, U. of Michigan
- The Impact of Codes of Conduct and Ethical Leadership on Public Employees' Attitudes and Behaviors | Julia Stephanie Thaler, U. of Mannheim; Bernd Helmig, U. of Mannheim

### **678**: (DISC Paper Session) - (SIM) Roundtable on CSP and CSR Research

2:45pm - 4:15pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 678

Chair: Duane Windsor, Rice U.

- → Strategic CSR of MNC Subsidiaries in Emerging Markets: Evidences from China | Juelin Yin, Xi'an Jiaotong-Liverpool U.: Dima Jamali, American U. of Beirut
- Alternative Mechanisms and Differential Effects of CSR Components On Consumer Behavior | Omer Farooq, Kedge Business School; Mariam Farooq, U. of Lahore; Muhammad Arshad, U. of Lahore, Lahore, Pakistan
- Corporate Social Responsibility, Capital Structure and Product Market Performance | Ying Zheng, U. of South Carolina
- Boards and Corporate Social Performance: The role of community influentials and interlocks | Klavdia Ballard, U. of Houston; Dusya M. Vera, U. of Houston; Seemantini Madhukar Pathak, U. of Houston; Ashley Salaiz, U. of Houston

## **679 □**: (DISC Paper Session) - (TIM) **"Green" Innovation Strategies**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 679

Chair: Roh Pin Lee, Technische U. Bergakademie Freiberg
Context matters: An investigation of factors contributing to
energy attitude lock-in | Roh Pin Lee, Technische U.
Bergakademie Freiberg; Silke Gloaguen, Technische U.
Bergakademie Freiberg

- ■Inter-firm Relations and Innovation Performance: Clean Energy SMEs in the UK and California | Nelli Theyel, U. of Cambridge
- In Search of Information Sourcing for Environmental Innovation Propensity | Rasi Kunapatarawong, U. Carlos III de Madrid; Ester Martinez-Ros, U. Carlos III de Madrid
- A Study of Environmental Innovation Strategy, Resource Alignment, and Green Innovation Performance | Jing-Wen Huang, National Pingtung U. of Education; Yong-Hui Li, National Pingtung Institute of Commerce

### 680 ☐: (DISC Paper Session) - (TIM) Protecting IP: Patents and Trademarks

2:45pm - 4:15pm Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 680

Chair: Stefan Wagner, ESMT European School of Management and Technology

- Patent indicators and product commercialization -Evidence from the pharmaceutical industry | Stefan Wagner, ESMT European School of Management and Technology; Simon D. Wakeman, ESMT
- How patent experts create patent breadth | Karin Beukel, Copenhagen U.
- Exploiting Trademark Records and Matched Data for Innovation Research. | Meindert Flikkema, VU U. Amsterdam; Carolina Castaldi, Eindhoven U. of Technology; Ard-Pieter de Man, VU U. Amsterdam; Marcel Seip, VU U. Amsterdam
- Patent citation indicators: one size fits all? | Jurriën Bakker, KU Leuven; Dennis Verhoeven, KU Leuven; Lin Zhang, North China U. of Water Conservancy and Electric Power; Bart Van Looy, KU Leuven

### Sunday 3:00PM

# **638**: (MH) Management History Division Executive Committee Meeting

3:00pm - 5:00pm Loews Philadelphia Hotel: Parlor 2 Tweet this session: **#AOM2014** 638 By invitation only.

### 681: (CM) CMD Executive Committee Meeting

3:00pm - 5:00pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 681

Restricted to CMD Executive Committee Members

Division Chair: William P. Bottom, Washington U. in St. Louis

Division Chair-Elect: Michael A. Gross, Colorado State U.

Program Chair: Mara Olekalns, U. of Melbourne

Professional Development Workshop Chair: Matthew A. Cronin, George Mason U.

Past Chair: Zoe Barsness, U. of Washington, Tacoma Representative-at-Larges: Robert Lount, The Ohio State U.; Francesca Gino, Harvard U.; Nate Pettit, New York U.; Lisa M. Leslie, New York U.

Participant: Anita D. Bhappu, U. of Arizona

### 682 : (/CW) Administrative Science Quarterly Reception

3:00pm - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 682

By invitation only

Organizer: Joan Friedman, Administrative Science Quarterly

## **683**: (ICW) Network of Leadership Scholars (NLS) Member Meeting

3:15pm - 4:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 683

The Network of Leadership Scholars (NLS) aims to foster and facilitate multidisciplinary collaboration in the scholarship of leadership. The Member Meeting is a forum for scholars and practitioners with an interest in leadership research from all disciplines. The Network Coordinators will provide an update on the status of activities and members will have an opportunity to interact and share ideas. This session is open to all leadership scholars and we encourage all disciplines to attend.

Organizer: Rachel Clapp-Smith, Purdue U., Calumet

# **684** : (ICW) Journal of Managerial Psychology Editorial Board meeting

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A

Tweet this session: #AOM2014 684

Please note that this meeting is by invitation only.

Organizer: **Zoe Sanders**, Emerald Group Publishing

### 685: (OCIS) OCIS Executive Committee Meeting

3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 685

For OCIS executive committee members

### 686: (OM) OM Division Business Meeting

3:00pm - 4:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon A

Tweet this session: #AOM2014 686

Division business meeting to update members on Division activities -

all members are encouraged to attend

Presenters: Dayna Simpson, Monash U.; Karen Chinander Dye, Florida Atlantic U.; Kevin Linderman, U. of Minnesota; Stephan Vachon, Richard Ivey School of Business; John Gray, The Ohio

State U.; Arash Azadegan, Rutgers Business School Participant: Ednilson Santos Bernardes, West Virginia U.

### 687: (OMT) OMT Executive Committee Meeting

3:00pm - 5:00pm Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 687

Only open to members of the OMT Executive Committee.

## 688 □: (TLC) Teaching Collaborations: Initiatives that Inform, Excite, and (Sometimes) Aggravate

3:00pm - 3:30pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 688

Participants: Kate Rowbotham, Queen's U.; Marie-Helene

Budworth, York U.

# 689 ☐ ←: (TLC) Creating the "IDEAL" Writing Assignment: A Framework for Teaching and Assessing Written Work

3:00pm - 3:30pm Pennsylvania Convention Center: Room 201 C

Tweet this session: #AOM2014 689

Presenter: Sinéad G. Ruane, Western New England U.

# 690 □→ ♥: (TLC) Cultural Intelligence Learning Activities Based on Undergraduates Cognitive Development Level

3:00pm - 3:30pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 690

Presenters: Kathleen J. Barnes, U. of New Haven; George E.

Smith, Albright College

### **691** □ **(***TLC*) Is It Worth a Thousand Words?:

### **Effective Use of Visuals in the Classroom**

3:00pm - 3:30pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 691

Presenters: Nathan Tong, U. of Cincinnati; Elaine C. Hollensbe, U.

of Cincinnati

# 692 □ ©: (TLC) Laughter is the Best Teacher: An Exploration of Laughter in Teaching and Learning

3:00pm - 3:30pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 692

Organizer: Regina F. Bento, U. of Baltimore

Facilitator: Sushil Bhatia, Suffolk U.

## 693 ☐→ ♥♥: (TLC) Endorsing Diverse Trajectories Through an Indigenous Word 'Wairua'

3:00pm - 3:30pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 693

Presenters: Pare Keiha, Auckland U. of Technology; Edwina Pio, Auckland U. of Technology

# 694 □□ =: (TLC) Flipping Class: Assessing Differences and Sharing Experiences

3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 694

Distinguished Speaker: J B Arbaugh, U. of Wisconsin, Oshkosh Facilitator: Gerard Beenen, California State U., Fullerton

# 695 ☐: (TLC) Saturate the Market: An Interactive Approach to Illustrating Business Strategy and Market Dynamics

3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 B

Tweet this session: #AOM2014 695

Participant: Jake Messersmith, The U. of Nebraska Kearney

### 696 □: (TLC) Increasing Engagement in Online Courses: Student Discussions and Live Online Presentations

3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 C

Tweet this session: #AOM2014 696

Presenter: Ada Hurst, U. of Waterloo

#### Sunday 3:15PM

### 697: (AAA) AMLE INCOMING Editorial Review Board

3:15pm - 4:15pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 697

By Invitation Only

Organizer: Christine Quinn Trank, Vanderbilt U.

### Sunday 3:30PM

### 698: (ENT) ENT Executive Committee Meeting

3:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 698

### 699: (GDO) GDO Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 699

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland,

Australia

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of

Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

### 700: (HR) HR Division Executive Committee Meeting

3:30pm - 5:30pm Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 700

## **701**: (MC) Management Consulting Division Executive Committee Meeting

3:30pm - 5:00pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 701

### Sunday 3:40PM

# 702 □ • → □: (TLC) Teaching Students to Work In Virtual Teams: Lessons Learned from Three Virtual Team Projects

3:40pm - 4:40pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 702

Chairs: Sara Jansen Perry, Baylor U.; Opal Leung, Bentley U.

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

**Section D** 

Presenters: Marissa Shuffler, Clemson U.; Shannon Brown, U. of St. Francis; Matthew C. Davis, Leeds U. Business School; Kerrie

Unsworth, U. of Western Australia

# 703 ☐: (TLC) Tested Tips for Doctoral Students to Successfully Teach, Get Great Evaluations and Still Graduate!

3:40pm - 4:40pm Pennsylvania Convention Center: Room 201 C

Tweet this session: #AOM2014 703

Chair: Meredith J. Woodwark, Richard Ivey School of Business Panelists: Karen Teresa MacMillan, Richard Ivey School of Business; Karin Schnarr, Richard Ivey School of Business; Alana Arshoff, U. of Toronto

# 704 □ ⊕ → ■: (TLC) Arts-based Methodologies for Effective Action and Reflection in Managerial Decision-making

3:40pm - 4:40pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 704

Presenters: Jonothan Neelands, Warwick Business School; Ashley James Byron Roberts, Warwick Business School

# **705** □: (*TLC*) Using Experiential Learning to Address Threshold Concepts: A Practical Example

3:40pm - 4:40pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 705

*Presenters:* **Gerald Burch**, Tarleton State U.; **Thomas P. Bradley**, Tarleton State U.; **Nathan Heller**, Tarleton State U.

### 706 (TLC) Live Cases: Opportunities and Challenges

3:40pm - 4:40pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 706

Organizer: Markus Vodosek, German Graduate School of

Management & Law (GGS)

Presenters: Rob Macklin, U. of Tasmania; Stuart Schonell, U. of Tasmania; Edward J Conlon, U. of Notre Dame; Christopher Stehr, German Graduate School of Management & Law (GGS); Vicki Culpin, Ashridge

## **707** □ **•**: (*TLC*) Reflection: Key to Developing Future Leaders

3:40pm - 4:40pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 707

Participant: Cynthia Roberts, Purdue U., North Central

### 708 ☐ ■ : (TLC) Structuring and Facilitating Online Discussion

3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 708

Organizer: Lynn Bowes-Sperry, Western New England U. Presenters: Stacie Chappell, Western New England U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Lucy R. Ford, St. Joseph's U.; C. Douglas Johnson, Georgia Gwinnett College; Janelle Goodnight, Western New England U.

# 709 □ •>: (TLC) Redesigning Customized Executive Programs: Adapting Curriculum and Emotional Tone to External Shocks

3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 B

Tweet this session: #AOM2014 709

Participants: Mikko Laukkanen, Aalto U.; Pekka Mattila, Aalto U.

# 710 ☐: (TLC) Teaching Undergraduate Organizational Behavior: A Duel-Layer Approach

3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 C

Tweet this session: #AOM2014 710

Presenter: Vance Johnson Lewis, U. of Texas, Dallas

#### Sunday 3:45PM

#### 711 : (BPS) BPS Executive Committee Meeting

3:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 711

By invitation only.

### Sunday 4:00PM

### 712: (CMS) CMS Business Meeting

4:00pm - 5:30pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 712

Organizer: Raza A. Mir, William Paterson U.

### 713 : (ICW) JOM Editorial Board Meeting and Reception

4:00pm - 6:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

Tweet this session: #AOM2014 713

By invitation only

Organizer: Patrick M. Wright, U. of South Carolina

### 714 : (ICW) Cincinnati Managment Department Reception

4:00pm - 6:30pm Philadelphia Marriott Downtown: Independence Ballroom I

Tweet this session: #AOM2014 714

Organizer: Ralph Katerberg, U. of Cincinnati

### 715 : (ICW) Management Faculty of Color Association Business Meeting

4:00pm - 6:00pm Philadelphia Marriott Downtown: Independence Ballroom II

Tweet this session: #AOM2014 715

Organizer: Angela K. Miles, North Carolina A&T State U.

### 716: (SIM) SIM Best Dissertation Finalists

4:00pm - 5:00pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 716

### Sunday 4:15PM

### 717 : (ICW) Network of Leadership Scholars (NLS) Awards Presentations

4:15pm - 5:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 717

The Network of Leadership Scholars is proud to present two leadership awards:The 2014 Alvah H. Chapman Jr. Outstanding Dissertation Award sponsored by The Center for Leadership at Florida International University. The Eminent Senior Scholar Award sponsored by Elsevier. The winner of the 2014 Eminent Senior Scholar, Dr. Alice H. Eagly, will deliver an address.

Organizer: Rachel Clapp-Smith, Purdue U., Calumet

### 718 : (OM) Journal of Operations Management Best Paper and Awards

4:15pm - 5:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 718

The Journal of Operations Management recognizes the Jack Meredith Best Paper Award, along with the best Associate Editor and Reviewers for JOM.

The Jack Meredith Best Paper Award nominees are:

Dixon, M., R. Verma. Sequence effects in service bundles: Implications for service design and scheduling.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Bendoly, E. Real-time feedback and booking behavior in the hospitality industry: Moderating the balance between imperfect judgment and imperfect prescription.

Williams, B., Roh, J., Tokar, T., Swink, M. Leveraging supply chain visibility for responsiveness: The moderating role of internal integration.

Handley, S., Benton, W.C. The influence of task- and location-specific complexity on the control and coordination costs in global outsourcing relationships.

Presenters: Daniel Guide, Pennsylvania State U.; Thomas Y. Choi, Arizona State U.

#### Sunday 4:30PM

### **719** : (AAA) **AOM** Tweet Up

4:30pm - 6:00pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 719

Meet fellow AOM members involved in social media in this informal face-to-face social gathering aimed at bringing life to those avatars to help make a personal connection with online connections, and to make some new ones. Academy staff responsible for social media activities will be on hand to answer questions about our website and social media plans now and into the future. RSVP is not required, but kindly requested by email to Connect@aom.org. Don't forget to use the meeting hashtag: #AOM2014.

Organizer: Matthew L. Suppa, Academy of Management

### 720: (AAA) AMR OUTGOING Editorial Review Board

4:30pm - 6:00pm Loews Philadelphia Hotel: Howe Room

Tweet this session: #AOM2014 720

By Invitation Only

Organizer: Roy R Suddaby, U. of Alberta

### 721: (AAA) AMLE OUTGOING Editorial Review Board

4:30pm - 6:00pm Loews Philadelphia Hotel: Lescaze Room

Tweet this session: #AOM2014 721

By Invitation Only

Organizer: Kenneth G. Brown, U. of Iowa

### **722 ■**: (AAT) Positive and Negative Effects of the Power of Words: Using Sport as a Lens

4:30pm - 6:00pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 722

Organizer: Richard Wolfe, U. of Victoria

Discussant: James P. Walsh, U. of Michigan, Ann Arbor Participants: Kim Cameron, U. of Michigan; Daniel A. Gruber, Northwestern U.; Sim B. Sitkin, Duke U.; Barry M Staw, U. of California, Berkeley

### **723 ←** □: (AAT) Leveraging the Power of Words in **Governance Systems**

4:30pm - 6:00pm Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 723

Organizers: Thomas J. Donaldson, U. of Pennsylvania; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Sybille Sachs, U. of Applied Sciences, Zurich

Panelists: Ruth V. Aguilera, U. of Illinois at Urbana-Champaign; Jared D. Harris, U. of Virginia; Anita M. McGahan, U. of Toronto

### **724 —** ∴ (AAT) The Power of Writing in Knowledge **Sharing and Collective Production of Meaning**

4:30pm - 6:00pm Pennsylvania Convention Center: Room 119 B Tweet this session: #AOM2014 724

Organizers: Beth Bechky, New York U.; Anca Metiu, ESSEC **Business School** 

Discussant: JoAnne Yates, MIT Sloan

More than a trace: the power of written words in knowledge development | Anca Metiu, ESSEC Business School: Anne-Laure Fayard, New York U.

Inscribed Work: Mobile Professionalism in and through Information Infrastructures | Ingrid Erickson, Rutgers U.

From scientific 'truth' to legal 'proof': Writing reports in forensic science | Beth Bechky, New York U.

The Generativity of Words: Linguistic framing and the opening and closing of discourse | Stanley Deetz, U. of Colorado

### 725 □ ← □: (AAT) The Power of Pilfered Words: Actions are Stronger than Words in Creating Ethical Research Climates

4:30pm - 6:00pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 725

Organizers: Joan Brett, Arizona State U.; Daniel Newton, Arizona State U.

Moderator: Benson Honig, McMaster U.

Participants: Gerald Keim, Arizona State U.; Kevin G. Corley, Arizona State U.

### 726 € ...: (DISC Paper Session) - (BPS) Top Management Decision Making

4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Independence C

Tweet this session: #AOM2014 726

Discussant: Marketa Sonkova, Boston U.

Time Horizons and the Determinants of Corporate Governance | Davin Raiha, The U. of Western Ontario

■TMT Tenure Diversity and Its Performance: The Moderating Role of Behavioral Integration | Yagun Yi, Xi'an Jiaotong U.; Xiaoming He, Beijing Jiaotong U.; Zelong Wei, Xi'an Jiaotong U.

Under Pressure: How Financial Analysts and Investors Contribute to Short-Termism | Mark R DesJardine, Western U.; Pratima Bansal, U. of Western Ontario

■ Do Strategists Matter? Sources and Consequences of Chief Strategy Officer's Perceived Discretion | Christine Scheef, U. of St. Gallen: Markus Menz. U. of St. Gallen

### 727 € □: (DISC Paper Session) - (BPS) Outcomes of Ambiguity in Firm Boundaries

4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Independence D

Tweet this session: #AOM2014 727 Discussant: Marcus M. Larsen, Copenhagen Business School

- Ambiguous Adaptation: The Effect of Formal and Informal Governance on Premature Termination | Marcus M. Larsen, Copenhagen Business School; Jacob Lyngsie, Copenhagen **Business School**
- ■Acquisition Announcements and Stock Market Valuations of Acquiring Firms' Alliance Partners | JaSeung Koo, Waseda U.; Junichi Yamanoi, CHUO U.; Tomoaki Sakano, Waseda U.
- ■Plural Governance: A Modified Transaction Cost Model | Niels Peter Mols, Aarhus U.; Claude Menard, Centre d'Economie de la Sorbonne
- Performance Implications | Carlos Adrian Rodriguez, McGill U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

# 728 € ■JS: (BPS, ENT, TIM, AAT) Business Model Innovation, And Its Consequences: The New Uses And Effects Of Words

4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 728

Chair: Raphael H. Amit, U. of Pennsylvania Speakers: Ron Adner, Dartmouth College; Ramon

Casadesus-Masanell, Harvard U.; Violina Rindova, The U. of Texas at Austin; Christoph Zott, IESE Business School; Jay B Barney, Eccles School, U. of Utah; David Teece, U. of California, Berkeley

### 729 : (DISC Paper Session) - (CAR) On Methods and Motives for Career Development

4:30pm - 6:00pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 729

Discussant: Holly S. Slay, Seattle U.

What Job Seekers Really Do on On-Line Networking Platforms? | Pawel Korzynski, Kozminski U.

- Subjective career, calling and the dual continua model of mental health | Petrus Raulino, U. de São Paulo; Betina Silvestri Miranda, U. de São Paulo; Augusto Takerissa Nishimura, U. de São Paulo
- Bringing schemas to the tableDefinition and measurement of cognitive schemas involved in careers | Jean Pralong, NEOMA Business School; Veronique Tran, ESCP Europe; Renata Lobo, NEOMA Business School
- Mentoring and Self-Determination Theory: The Impact of Motivation upon the Phases of Mentoring. | James E Wilbanks, U. of Arkansas at Little Rock; Sharon Y. Wu, High Point U.

# **730 ②** ☐: (DISC Paper Session) - (ENT) Entrepreneurial Opportunities Development, Identification, and Distribution

4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 730

Discussant: Brian M. Saxton, Heidelberg U.

- ■Business Model Design of High-Growth Firms in Emerging and Mature Economies | Veronika Gustafsson, Alpen-Adria U. Klagenfurt, Austria; Erich J. Schwarz, Alpen-Adria U. Klagenfurt, Austria
- Application of Thinking Process tools of Theory of Constraints to initiate a business. | Abhishek Jaysing Shinde, Indian Institute of Management Calcutta
- → Entrepreneurial Cognition across Cultures: The Underlying Structure for Opportunity Identification | Silvia Fernandes Costa, ISCTE Lisbon U. Institute; Dominika Dej, Technische U. Dresden; Susana Correia Santos, ISCTE Lisbon U. Institute; Antonio Caetano, ISCTE Lisbon U. Institute
- → Growth-Orientation in Emerging Economies: Towards Path Dependence of Entrepreneurial Opportunities | Kiven Pierre, Syracuse U.; Todd W. Moss, Syracuse U.

### 731 € ☐: (DISC Paper Session) - (ENT) Persistence, Resilience, and Personal Orientation in Entrepreneurial Behavior

4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 731

Discussant: Marcus Wolfe, Ball State U.

- ■Death That Builds: Death Awareness and Family Firms' Social Orientation | Sébastien M. Fosse, U. de Deusto; Carl J. Kock, IE Business School; Marianna Makri, U. of Miami
- ■Entrepreneurial Behavior in Family Business: Do Steward-oriented Managers Matter? | Chia-Jung Lee, National Taiwan U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology; Hsueh Liang Wu, National Taiwan U.
- ■What Keeps Entrepreneurs Entrepreneurial? A Regulatory Focus Theory of Entrepreneurial Persistence | Cristina Martinez, IE Business School; Peter T. Bryant, IE U. - IE Business School
- ☐ The Role of Job Embeddedness in Entrepreneurial Staying: Contextual Influences | Alexander Newman, Monash U.; Cristina Neesham, Monash U.

# 732 ♥ ■ ♥ JS: (GDO, AAT) Construals of "Diversity": Examining Frameworks for Justifying, Defining, and Perceiving Diversity

4:30pm - 6:00pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 732

Chairs: John Oliver Siy, Columbia U.; Katherine W. Phillips, Columbia U.

Discussant: Martin N. Davidson, U. of Virginia

The Moral Case and the Business Case: Implications of How Diversity is Justified | Evan Apfelbaum, MIT Sloan; Matthew Amengual, Massachusetts Institute of Technology

- Are Diversity Scholars "Servants of Power"? The
  Consequences of Diversity Rhetoric | Tina R. Opie, Babson
  College; Geoffrey C. Ho, Google People Innovation Lab;
  Modupe Akinola, Columbia U.; Miguel M. Unzueta, U. of
  California, Los Angeles; Safiya E Castel, Temple U.; Arthur P.
  Brief, U. of Utah
- Seeing Race versus Culture: Examining when Group Differences are Justified | John Oliver Siy, Columbia U.; Katherine W. Phillips, Columbia U.
- Understanding Cultural Differences in Intercultural
  Negotiation: The Role of Essentialism | Melody Manchi
  Chao, Hong Kong U. of Science and Technology; Donna Yao,
  Hong Kong U. of Science and Technology; Jeanne Ho-Ying Fu,
  City U. of Hong Kong

### 733 : (DISC Paper Session) - (HR) HR in turbulent environments

4:30pm - 6:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 733

Chair: Jacobo Ramirez, Copenhagen Business School

- ➡HRM Signals for the Capital Market | Achim Krausert, The U. of Nottingham Ningbo China
- ■Event analysis: organizational financial performance and downsizing | Nita Chhinzer, U. of Guelph; Elliott Currie, U. of Guelph
- ➡☐ Human Resource Cuts During Financial Crisis: Deinstitutionalization of Cost-Cutting Practices | Kuo Frank Yu, City U. of Hong Kong; Yik-Kiu Lee, City U. of Hong Kong; Jane Yang, City U. of Hong Kong

### 734: (ICW) New Books from Emerald Group Publishing

4:30pm - 5:30pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 734

Organizer: Juliet Harrison, Emerald Group Publishing

### 735 : (/CW) Organization Science Editorial Review Board Reception

4:30pm - 5:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 735 Organizer: Kate Luckey, INFORMS

### 736 : (IM) Booz&Co./Strategy+Business Eminent Scholar in International Management Award Presentation

4:30pm - 6:30pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 736

This session honors the recipient of the

Booz&Co./Strategy+Business Eminent Scholar in International

Management Award

Organizer: Timothy Michael Devinney, U. of Leeds

Distinguished Speaker: Pankai Ghemawat, IESE Business School Discussants: Africa Arino, IESE Business School; David J Collis, Harvard U.; Art Kleiner, Booz & Company / strategy+business

### 737 ♥→ ■JS: (IM, AAT) National Culture and Leadership: Implications from the GLOBE CEO Leadership Study

4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 737

Chair: Peter W Dorfman, New Mexico State U.

Panelists: Mansour Javidan, Thunderbird; Michael Frese, National U. of Singapore; Gary P. Latham, U. of Toronto; Rakesh Mittal, New Mexico State U.; Michael Mumford, U. of Oklahoma; Gary Yukl, U. at Albany - State U. of New York

### 738 : (DISC Paper Session) - (MED) Educating Executives:

**Design Choices & Performance Consquences** 4:30pm - 6:00pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 738

Chair: Weiru Chen, China Europe International Business School

- Managerial skills, mindsets, and roles: advancing taxonomy to relevancy and practicality | Jorge Alexis Arevalo, William Paterson U.; Robert L Laud, William Paterson U.; Matthew Johnson, Columbia U.
- □→ ■What effects do part-time MBA students experience in their careers? | Julia Fernandes Personini Cruz, FGV-EAESP; Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo
- ⊕ 'It definitely made a difference to me' Practical Relevance of Management Development Programs | Thomas Schumacher, U. of St. Gallen
- □ □ Designing Leadership Development Programs (LDPs) for High Impact: Towards an Integrated Approach | Camelia Ilie, INCAE Business School; Guillermo Cardoza, INCAE Business School; Jaume Hugas, ESADE
- □ And Now You Are Heir Apparent! A Conceptual Paper to Explore how the Designation Affects Learning | Rida Elias, Western U.

### 739 ©: (DISC Paper Session) - (MSR) Spiritual Leadership and Education

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

Tweet this session: #AOM2014 739

Chair: Lee Robbins, Golden Gate U.

- Spiritual Leadership as a Model for Implementing the Baldrige Performance Criteria | Louis W. (Jody) Fry, Texas A&M U. - Central Texas; John R. Latham, Leadership Plus Design, Ltd.; Sharon Clinebell, U. of Northern Colorado; Keiko Krahnke, U. of Northern Colorado
- Mindfulness as a Predictor of Servant Leadership: A Multilevel Approach | Armin Pircher Verdorfer, Technische U. München; Daniela Datzer, Technische U. München
- ■The Power of Words: Spirituality in Higher Education | Margaret Benefiel, Andover Newton Theological School
- ■The Power of Words in Conversations About Faith and Spirituality in the Workplace | Linda Carol Jones, U. of Arkansas; Rhonda S Bell DBA, American Public U.; Judith A. Neal, Edgewalkers International; Molly Longstreth, U. of Arkansas

### 740 : (DISC Paper Session) - (OCIS) Information Systems,

**Knowledge Sharing and Teams** 

4:30pm - 6:00pm Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 740

Discussant: Kui Du. U. of Massachusetts Boston

- Individuals' Reactions to Human Resources Information Systems Policies and Practices | Kimberly Lukaszewski, Wright State U.; Dianna L. Stone, U. at Albany - State U. of New York
- □ A Review of Ethnographic Research in Information Systems | Marc Stickdorn, Friedrich-Alexander-U. Erlangen-Nuremberg
- Enterprise SNS Adoption and its Usage Potential for Knowledge Sharing: Conceptual Framework | Abhishek Kalra, Indian Institute of Technology Madras
- ■The Duality of Coordination in Cooperative NPD | Sven-Volker Rehm, WHU - Otto Beisheim School of Management; Lakshmi Goel, U. of North Florida
- Media Richness, Contextualization and Team Performance: The Moderating Role of Overconfidence | Thorvald Haerem, BI Norwegian Business School; Sigmund Valaker, BI Norwegian Business School; Bjørn Tallak Bakken, Hedmark U. College

### 741 De Sap. (ODC, SAP, OMT, AAT) The Melting of All that's Solid: Dialogue, Process Theory and Practice

4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 741

Chair: Frank J. Barrett, Naval Postgraduate School Discussant: Haridimos Tsoukas, U. of Cyprus / U. of Warwick

Taking Process Seriously: Purity and Danger | Kenneth Gergen, Swarthmore College

Intuitive practices in a streaming world: the role of a dialogical hermeneutics | John Shotter, Leeds U. Business School

Cooperation as Process: a Call for a Discourse of Aesthetics Frank J. Barrett, Naval Postgraduate School

### 742 : (DISC Paper Session) - (OMT) Attention and Legitimacy In and Around Organizations

4:30pm - 6:00pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 742

Chair: Patrick Reinmoeller, Cranfield U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Legitimacy effects of different forms of decoupling between organizational policies and practices | Juha S. Laurila, U. of Turku
- Early Adopters as "Conformists" and Later Adopters as "Pragmatists": Lead Director Adoption | Wei Shi, Rice U.
- → Governmental Attention and Environmental Enforcement in China | Chris Marquis, Harvard U.; Yanhua Zhou, Harvard
- A grounded theory of scholarly generativity | John Sillince, Newcastle U.; Ben Golant, Newcastle U.; Tyrone S. Pitsis, Newcastle U.

# **743**: (DISC Paper Session) - (OMT) Dynamic and Unexpected: Research on Processes of Change In and Around Organizations

4:30pm - 6:00pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 743 Chair: Trish Reay, U. of Alberta

The Intricate Dynamics of Self-reinforcing Processes:
Towards a Comprehensive Theory | **Georg Schreyogg**, Freie
U. Berlin; **Joerg Sydow**, Freie U. Berlin

- To be pecuniary or to be professional? The rise of the modern law firm in the early 20th Century | Jonathan Jaffee, Drucker School of Management; Jade Yu-Chieh Lo, Drexel U.
- Operationalization in dynamic capabilities research: Review and recommendations for future research | Ola Laaksonen, Aalto U.; Mirva Peltoniemi, Jyväskylä U.

### 744 □ © □ ♥: (DISC Paper Session) - (ONE) Strategy & Governance

4:30pm - 6:00pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 744

Chair: Melissa Edwards, U. of Technology, Sydney

- Pro-environmental Intrapreneurship: The Role of Life-work Identity Spill-over Effects | Susanne Blazejewski, Alanus U. of Arts and Social Sciences; Franziska Dittmer, Alanus U.; Anja Graef, Nuertingen-Geislingen U.; Carsten Herbes, Nuertingen-Geislingen U.
- Who Should Be on a Board Corporate Social Responsibility Committee? | Edina Eberhardt-Toth, ICN Business School
- Institutional Antecedents of Decoupling | Arkangel Miguel Cordero, Cornell U.; Wesley David Sine, Cornell U.
- Determinants of GHG Reporting: An Analysis of Global Oil and Gas companies | **Breeda Comyns**, Kedge Business School
- Sustainable Innovation at Interface | Steven Kennedy, Erasmus U. Rotterdam; Gail Whiteman, Erasmus U. Rotterdam; Amanda Nicole Williams, Erasmus U. Rotterdam

#### 745: (PNP) PNP Business Meeting

4:30pm - 6:00pm Pennsylvania Convention Center: Room 115 A Tweet this session: #AOM2014 745

746: (SIM) Business & Society Editorial Board Meeting

4:30pm - 6:00pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 746
Organizer: Duane Windsor, Rice U.

747 : (DISC Paper Session) - (SIM) Roundtable on Theory Building SIM Research

4:30pm - 6:00pm Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 747 Chair: Jill Ann Brown, Bentley U.

- ☐ ☐ Strategic decoupling and sustainability in business schools: a review and conceptual model | Annie Powell, U. of Bath; Johanne Grosvold, U. of Bath
- ➡Hubris & Earnings Management: Financial Restatement as Greek Tragedy | Joseph John McManus, Monmouth U.
- Signaling Ethical Quality: a Review and Research Agenda | Fabrizio Zerbini, ESCP Europe
- ■Fair trade in the frame: A rhetorical analysis of new market creation and institutionalization | Bob Doherty, U. of York; Helen Haugh, U. of Cambridge; Benjamin Huybrechts, U. of Liege

# 748 ☐SHCS: (SIM, OCIS, AAT) Corporations, Citizenship and Digital Technologies: New Media, Metaphors and Organizational Forms

4:30pm - 6:00pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 748

Chairs: Jeremy Moon, Copenhagen Business School; Dirk Matten, York U.

Participants: Dennis Schoeneborn, Copenhagen Business School; Mette Morsing, Copenhagen Business School; Andreas Georg Scherer, U. of Zurich; Andreas Rasche, Copenhagen Business School

## **749** $\sqsubseteq$ : (DISC Paper Session) - (TIM) **Open Innovation and Communities**

4:30pm - 6:00pm Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 749
Chair: Jonathan Sims, Babson College

Managing Open Innovation Across SMEs: The Case of a Regional Ecosystem | Agnieszka Radziwon, U. of Southern Denmark; Marcel Bogers, U. of Southern Denmark; Arne Bilberg, U. of Southern Denmark

- ➡ Trust embedded open innovation: Literature review, synthesis and research propositions | Dimitrios Salampasis, CRP Henri Tudor; Anne-Laure Mention, CRP Henri Tudor; Marko T. Torkkeli, Lappeenranta U. of Technology
- Organizing Firm-Community Collaboration for Growth | Dilan Aksoy-Yurdagul, ESC Rennes School of Business; Francesco Rullani, Luiss Guido Carli U.; Cristina Rossi-Lamastra, Politecnico di Milano
- ☐Is it Better to Give than Receive? Exchange Relationships between Firms & An Open Source Community | Jonathan Sims, Babson College

### 750: (TIM) TIM Executive Committee Meeting

4:30pm - 5:30pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 750

By invitation only (for TIM Executive Committee members)

### Sunday 4:45PM

# **751**: (RM) Research Methods Division Past Chairs Meeting

4:45pm - 5:45pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: **#AOM2014 751** 

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

This meeting is by invitation only.

### Sunday 4:50PM

752: (TLC) TLC@AOM Recap and Closing

4:50pm - 5:30pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 752

Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kenneth G. Brown, U. of Iowa; Claudia J. Ferrante, U.S. Air Force Academy; Jeanie Mannheimer Forray, Western New England U.; Christina A. Hannah, U. of Maryland U. College; James C Spee, U. of Redlands; Toni Ungaretti, The John Hopkins U.

#### Sunday 5:00PM

### 753: (AAM) Asia Pacific Journal of Management Editorial **Board Meeting / Asia Academy of Management Board** Meeting

5:00pm - 7:00pm Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 753

754: (CM) CMD Business Meeting

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

Tweet this session: #AOM2014 754

Open to all members

Division Chair: William P. Bottom, Washington U. in St. Louis Division Chair-Elect: Michael A. Gross, Colorado State U.

Program Chair: Mara Olekalns, U. of Melbourne

Professional Development Workshop Chair: Matthew A. Cronin,

George Mason U.

Past Chair: Zoe Barsness, U. of Washington, Tacoma

### 755 : (ICW) International Association for Chinese Management Research Business Meeting

5:00pm - 7:00pm Pennsylvania Convention Center: Room 115 B

Tweet this session: #AOM2014 755

Organizer: Xiaomeng Zhang, American U.

### 757: (ICW) CEMS & GBSN Joint Social Networking Event

5:00pm - 8:00pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 757

Organizer: Catriona Campbell, CEMS GLOBAL ALLIANCE

### 758 : (SAP) SAP IG Executive committee meeting

5:00pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 758

Only elected members of SAP IG executive committee and advisory

board members.

Division Chair-Elect: Tomi M. M. Laamanen, U. of St. Gallen Program Chair: Anne D. Smith, U. of Tennessee, Knoxville Past Chair: Richard Whittington, Said Business School Chair: Saku Mantere, Hanken School of Economics Representative-at-Larges: Chahrazad Abdallah, U. of London, Birkbeck; Charlotte Cloutier, HEC Montreal; A. Paul Spee, The U.

of Queensland, Australia

### Sunday 5:15PM

### 759: (ICW) Network of Leadership Scholars (NLS) Reception

5:15pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 759

Calling all Leadership Scholars to join us to celebrate another great year for the Network and to meet up with other leadership scholars.

A great opportunity to mix and mingle with leadership scholars from multiple disciplines. Food and cash bar provided. Co-Sponsored by Elsevier and the Center for Leadership at Florida International University (FIU).

Organizer: Rachel Clapp-Smith, Purdue U., Calumet

### Sunday 5:30PM

### 760 : (BPS) BPS Teaching Committee Meeting

5:30pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 760

By invitation only.

### 761: (TIM) TIM Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 761 Open to TIM Division Members

### Sunday 5:40PM

### 762: (TLC) TLC Doctoral Institute - Closing

5:40pm - 6:30pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 762 Pre-registration required.

Organizer: Sally A Baack, San Francisco State U.

Presenter: Willis Emmons, Harvard U.

### Sunday 6:00PM

#### 756: (ICW) University at Buffalo Reception

6:00pm - 8:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon J

Tweet this session: #AOM2014 756

Organizer: Cheryl Tubisz, U. at Buffalo, the State U. of New York

### 481: (ICW) Kauffman Foundation Junior Faculty **Fellowship Awards Reception**

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

Tweet this session: #AOM2014 481

All Kauffman Foundation emerging scholars are welcome to attend.

This is an open reception.

Organizer: Michelle St. Clair, Ewing Marion Kauffman Foundation

### 763: (AAA) All-Academy Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Grand Ballroom AB

Tweet this session: #AOM2014 763

Please join us at the All-Academy Reception on Sunday evening. It is sure to be a fantastic venue for networking and relaxing with your colleagues. Join us from 6pm-8pm in the Grand Ballroom AB in the Convention Center.

### 764: (BPS) 2014 Irwin Outstanding Educator Award in **Honor of Myles Shaver**

6:00pm - 8:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 764

#### **765**: (CM) CMD Social Event

6:00pm - 8:00pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 765

Open to all members

Division Chair-Elect: Michael A. Gross, Colorado State U.

### 766: (GDO) GDO Executive Committee Dinner

6:00pm - 8:00pm Offsite: TBD

Tweet this session: #AOM2014 766

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

For more information regarding this offsite event please contact Lisa Nishii at lhn5@cornell.edu

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of

Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

### 767: (HR) HR Division Business Meeting and Reception

6:00pm - 8:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon H Tweet this session: #AOM2014 767

# **768**: (ICW) Reception - Department of Management and Marketing, The Hong Kong Polytechnic University

6:00pm - 10:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon G

Tweet this session: #AOM2014 768

by invitation only

Organizer: Martha Hui, The Hong Kong Polytechnic U.

#### 769: (ICW) Human Relations Reception

6:00pm - 8:00pm Philadelphia Marriott Downtown: Liberty Ballroom Salon C

Tweet this session: #AOM2014 769

Organizer: Claire Castle, Human Relations

# 770 : (ICW) Organization and Environment Editorial Review Board Meeting

6:00pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Parlor B

Tweet this session: #AOM2014 770

Organizer: Cynthia Nalevanko, Sage Publications

### 771: (OM) OM Division Social

6:00pm - 7:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B

Tweet this session: #AOM2014 771

Join the Operations Management Division for refreshments, catch

up with friends and get to know our Division. Organizer: **Dayna Simpson**, Monash U.

### 772: (SIM) IABS Board Meeting

6:00pm - 9:00pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 772

Organizer: Gordon P. Rands, Western Illinois U.

### Sunday 6:30PM

### 773: (MSR) MSR Business Meeting

6:30pm - 8:00pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 773

### 774 : (PNP) PNP Social at the Philadelphia School of Circus Arts

6:30pm - 8:30pm Offsite: Philadelphia School of Circus Arts

Tweet this session: #AOM2014 774

Sponsored by Cardiff University's College of Arts, Humanities and Social Sciences, a top 100 social science institution for research and teaching.

# 775: (SIM) SIM Salon - A Collection of Words that We Should be Using More Frequently in SIM Research

6:30pm - 7:30pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 775

Program Chair: Harry J Van Buren, U. of New Mexico
Presenters: Stephen Brammer, Birmingham Business School;
Gerald F Cavanagh, U. of Detroit Mercy; Jean-Pascal Gond, Cass

Business School, City U. London; Michelle Greenwood, Monash U.; Sandra Waddock. Boston College

### 776: (TIM) TIM Division Social

6:30pm - 8:00pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 776

#### Sunday 7:00PM

## 777 : (ICW) IACMR & Shanghai Jiaotong University Joint Reception

7:00pm - 8:30pm Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 777

Organizer: Xiaomeng Zhang, American U.

# 778: (ICW) The HKUST-AOM Reception hosted by The Hong Kong University of Science and Technology, Hong Kong

7:00pm - 9:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon F

Tweet this session: #AOM2014 778

Organizer: Jiatao Li, Hong Kong U. of Science and Technology

## 779 : (ICW) University of Michigan Ross School of Business Alumni Reception

7:00pm - 10:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A Tweet this session: #AOM2014 779

The purpose of this event is to provide a venue to showcase and publicize our school, and to provide networking opportunities for alumni, Ross faculty and doctoral students, job candidates, journal editors, prospective students, and faculty and students from other schools. This reception has a long tradition at the AOM. The Ross School has hosted an annual event for at least 20 years. Receptions are open events. Anyone can attend. We send out well over 500 invitations.

Organizer: Lindsey D. Cameron, U. of Michigan, Ann Arbor

### Sunday 7:30PM

# **780**: (MC) MC Members & Friends Dinner: Terry Armstrong Speaker

7:30pm - 9:30pm Offsite: Location TBD Tweet this session: #AOM2014 780

Open to all AOM Members & Guests. For more information on this

offsite event please contact Kathy Edwards at

Kathy.Edwards@mccombs.utexas.edu. Pre-registration is required

for this workshop. To register online, please visit

https://secure.aomonline.org/PDWReg. The cost to register is

\$50.00 and the deadline to register is July 30, 2014.

Organizer: Kathleen A. Edwards, The U. of Texas at Austin

### 781 : (SIM) SIM Sunday Night Reception

7:30pm - 9:00pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 781

After the SIM Salon, come to socialize and have a bit to eat and drink.

### Sunday 8:00PM

### 782 : (AAA) President's Reception (Invitation Only)

8:00pm - 10:00pm Loews Philadelphia Hotel: Howe & The Terrace

Tweet this session: #AOM2014 782

By Invitation Only.

783: (MSR) MSR Social Hour

8:00pm - 9:30pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 783

### Sunday 10:00PM

### 784: (D&ITC) Late Night at the Academy with Dr. Q

10:00pm - 11:30pm Loews Philadelphia Hotel: Regency Ballroom A

Tweet this session: #AOM2014 784

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

Organizer: C. Douglas Johnson, Georgia Gwinnett College Host: Quinetta Roberson, Villanova U.

#### Monday 12:00AM

785 : (AAA) Technology Center

12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area

Tweet this session: #AOM2014 785

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

786 : (AAA) Technology Center

12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1

Tweet this session: #AOM2014 786

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

787 : (AAA) Technology Center

12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer Tweet this session: #AOM2014 787

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

### Monday 7:00AM

788 : (AAA) Adopt-a Member Meet & Greet

7:00am - 8:00am Pennsylvania Convention Center: Room 105 B

Tweet this session: #AOM2014 788

RSVP Only by July 15, 2014. Designated meet and greet space for pre-assigned mentees and mentors that have mutually pre-registered with the Membership Committee. Pennsylvania Convention Center 105B.

### 789 : (ICW) Christian Management Scholars Network Breakfast

7:00am - 8:30am Loews Philadelphia Hotel: Howe Room

Tweet this session: #AOM2014 789

The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie\_Tonkin@baylor.edu

Organizer: Mitchell J. Neubert, Baylor U.

**790**: (ICW) FBR Advisory and Editorial Review Board Meetings

7:00am - 8:30am Sheraton Philadelphia Downtown Hotel: Liberty Ballroom C

Tweet this session: #AOM2014 790

Organizer: Pramodita Sharma, U. of Vermont

**791**: (IM) International Management Thought Leadership Breakfast

7:00am - 8:00am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 791

Distinguished Speaker: Susan Feinberg, Fox School of Business,

Temple U.

**792**: (MSR) Morning Meditation

7:00am - 8:00am Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 792

Presenter: Richard Peregoy, U. of Dallas

### Monday 7:30AM

793: (AAA) AOM Committee Chairs Meeting

7:30am - 9:00am Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 793

**794**: (HR) HR Division Welcome Breakfast and Awards Presentation

7:30am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon F

Tweet this session: #AOM2014 794

795 : (ICW) WU Vienna Breakfast Reception

7:30am - 11:30am Pennsylvania Convention Center: Room 118C

Tweet this session: #AOM2014 795
Organizer: Clemens Rogi, WU Vienna

**796**: (ICW) University of New Mexico Breakfast Reception

7:30am - 9:00am Philadelphia Marriott Downtown: Grand Ballroom Salon C

Tweet this session: #AOM2014 796

Organizer: Megan Borders, U. of New Mexico

797: (SIM) SIM Morning Jumpstart

7:30am - 8:00am Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 797 It's just coffee. And good company.

Program Chair: Harry J Van Buren, U. of New Mexico

### Monday 8:00AM

798: (AAA) Mother's Nursing Room

8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office

Tweet this session: #AOM2014 798

**799**: (AAA) Conference Registration

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.

Tweet this session: #AOM2014 799

Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor

Registration

800 : (AAA) Conference Exhibits

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B..

Tweet this session: #AOM2014 800

Today is the last day that the Exhibit Hall will be open. Don't forget to stop by to take advantage of show discounts! And, remember, the first 200 people to visit the exhibit hall and receive a swag bag!

### 801 : (AAA) Hospitality Suite for First Time Attendees

8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B.

Tweet this session: #AOM2014 801

Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

### 802: (AAA) Technology Center

8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB

Tweet this session: #AOM2014 802

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

## **803**: (AAA) Community of Academy Senior Scholars (CASS)

8:00am - 11:00am Pennsylvania Convention Center: Room 126 A

Tweet this session: #AOM2014 803

Continental Breakfast followed by Business Meeting - RSVP by July 15, 2014 for invited Emeritus members.

### 804 : (AAA) Speaker Preparation

8:00am - 8:00pm Pennsylvania Convention Center: Room 300

Tweet this session: #AOM2014 804

#### 805 : (AAA) Placement Services

8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall

Tweet this session: #AOM2014 805

Placement Services-Registration and Information

### 806 : (AAA) Annals Editor/HQ Meeting with Taylor & Francis

8:00am - 9:00am Loews Philadelphia Hotel: 1M-A

Tweet this session: #AOM2014 806

By Invitation Only

Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

### 807: (AAA) Speaker Preparation

8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom

Tweet this session: #AOM2014 807

#### 808 : (AAA) Speaker Preparation

8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7

Tweet this session: #AOM2014 808

#### 809 : (Paper Session) - (BPS) Ecosystems and

#### **Competitive Disruption**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 809

Chair: Craig Crossland, U. of Notre Dame

□ The Duration of Competitive Disruption: Evidence from the U. S. Airline Industry | Tieying Yu, Boston College; Yu Zhang, U. of California, Irvine; Javier Gimeno, INSEAD

The Quality-Coordination Dilemma and Coordination Capabilities in the Construction Design Ecosystem | Jens Schmidt, Aalto U.; Outi Salonen, Aalto U.

Waiting Time in Platform Markets | Mohammad Mahdi Tavalaei, Instituto de Empresa Business School; Juan Santalo, Instituto de Empresa Business School

#### 810 ■: (Paper Session) - (BPS) Individual Networks

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 810

Chair: Paul F Skilton, Washington State U.

- ■The Role of the Board and CEO Influence in Earnings Manipulation | Brandon Fleming, U. of Washington
- The Facts About Referrals: Toward an Understanding of Employee Referral Networks | Stephen V Burks, U. of Minnesota, Morris; Bo Cowgill, U. of California, Berkeley; Mitchell Hoffman, U. of Toronto; Michael Gene Housman, Evolv. Inc.
- Parames & Attribution on Future Transactions | Libby Weber, U. of California, Irvine
- ☐ The Private Scope in Public-Private Partnerships: An International Cross-Sector Study | Bertrand V. Quelin, HEC Paris; Sandro Cabral, Federal U. of Bahia; Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Ilze Kivleniece, Imperial College London

### 811 → ← □: (Paper Session) - (BPS) Corporate Governance

in Emerging Economies

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 811

Chair: Sharyn D. Gardner, California State U. Sacramento
Corporate Political Activities, Bank-Firm Relations, and Credit
Ratings in a Transitional Economy | Kun Guo, GSM, Peking
U.; Yanlong Zhang, GSM, Peking U.; Haoyu Zhang, Peking U.

- Evidence and Impact of Social Proximity: A Study of Caste-based Hiring of CEOs in India | Naga Lakshmi Damaraju, Indian School of Business; Anil Makhija, The Ohio State U.; Scott Yonker, Indiana U. Kelley School
- → Government Officials' Political Incentives and Corporate Diversification in an Emerging Economy | Danqing Wang, INSEAD
- ➡The Miles and Snow Strategic Framework: Corporate Environmental Strategies in China | Patrick T. Gibbons, U. College Dublin; Cubie Lau, U. College Dublin

### 812 : (Paper Session) - (BPS) The Performance Implications of Corporate Spinoffs

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 812

Chair: Peter G. Klein, U. of Missouri

Managerial Compensation and Incentive Alignment in Corporate Spinoffs | Emilie Feldman, U. of Pennsylvania Environmental Uncertainty, Growth, and the Performance of Divested Spin-offs | Donald D Bergh, U. of Denver; Kitty Chiu, INSEAD; Barton M Sharp, Northern Illinois U.

- Geographical Proximity to Parent Firms and the Knowledge Impact of New Ventures | Warren Boeker, U. of Washington, Seattle; Sandip Basu, Baruch College-The City U. of New York
- Lessons from the Flipside How Do Acquirers Learn from Divestitures? | Trang Thu Doan, U. of Antwerp; Padma Rao Sahib, U. of Groningen; Arjen Van Witteloostuijn, U. of Antwerp

### 813 🖃: (Paper Session) - (BPS) Acquiring Resources:

### **Process and Outcomes**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 813

- Chair: Supradeep Dutta, U. at Buffalo, the State U. of New York

  ☐ The Relatedness, Velocity, and Regularity of Acquisition
  Programs | Yu-Chieh Chao, National Pingtung U. of Science
  and Technology
- ■Where Do Unique Synergies Come From? An Investigation of the Resource-based View of Acquisitions | George Chondrakis, Pompeu Fabra U.
- You Can Buy Competitive Advantage: Strategic Factor Market Theory and Acquisition Strategy | William S Schulze, U. of Utah; Joakim Wincent, Luleå U. of Technology; Sergey Anokhin, Kent State U.; Robert Joseph Wuebker, U. of Utah
- Divestiture Capability and Firm Performance | Patia J. McGrath, U. of Pennsylvania

## **814** $\sqsubseteq$ : (Paper Session) - (BPS) Balancing Exploration and Exploitation

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 814 Chair: Joost Rietveld, City U. London

- ☐ The Inertial Effect of Good Corporate Reputation on Exploration-Exploitation Interplay | Hesam Fasaei, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Michiel Pieter Tempelaar, Erasmus U. Rotterdam
- Intra and Inter-Temporal Economies of Scope in Balancing Exploration and Exploitation | **Johannes Luger**, HEC U. of Geneva
- ■What We Know & What We Seek: Strategic Orientation, Knowledge Stock, Ambidexterity and Performance | Indu Ramachandran, Texas State U.; Cynthia A. Lengnick-Hall, The U. of Texas at San Antonio ; Vishag Badrinarayanan, Texas State U.
- Achieving Temporal Ambidexterity: CEO Turnover and Firm's shift between Exploration and Exploitation | Yoonhee Cecile Choi, U. of Minnesota

**815** ☐: (Paper Session) - (BPS) Executive Compensation 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 815

Chair: Raul Barroso, HEC Paris

- ■The Grass is Greener: What Executives Reap at 'So Long' | Richard J Arend, U. of Missouri, Kansas City
- Position Activity | Jeongil Seo, Sogang U.; Daniel Gamache, Michigan State U.; Cynthia E. Devers, Michigan State U.
- Pay Disparity, External Pay Alternatives and Turnover of the Second Best Paid Executive | Stephanie Mankel, EBS Business School; Ansgar Richter, U. of Liverpool; Klaus Uhlenbruck, U. of Montana

■Business Strategy, Compensation Strategy and Innovation Performance: A Best-fit Perspective | Liqiang Chen, Saint Mary's U.; Jing Wang, York U.; Jiaping Qiu, McMaster U.

## **816** ☐: (Paper Session) - (BPS) **Geography**, **Agglomeration**, and **Spillovers**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room C Tweet this session: #AOM2014 816

Chair: Charlotte Ren, U. of Pennsylvania

- ☐ The Impacts of Neighboring Agglomeration: The Canadian Telecom Equipment Industry (1995–2005) | Liang Wang, U. of San Francisco; Justin Tan, Schulich School of Business
- Knowledge, Proximity and R&D Exodus | Grigorios Livanis, Northeastern U.: Anna Lamin. Northeastern U.
- Trademarks, Spillover and Geography | Maryam Zehtabchi, Bocconi U.
- ☐ Intra and Cross-Industry Knowledge in the Interactive Entertainment Industry | Nachiket Bhawe, U. of Minnesota; Shaker A. Zahra, U. of Minnesota

# 817 SHCS: (BPS, GDO, OMT) Breaking into the Upper Echelons: How Women Get There, Succeed, and Pave the Way for Others

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 817

*Organizers:* **Priyanka Dwivedi**, Pennsylvania State U.; **Aparna Joshi**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.

- A Comparative Analysis of Male and Female CEO Succession Events | Priyanka Dwivedi, Pennsylvania State U.; Aparna Joshi, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.
- Playing the Gender Card: The Strategic Portrayal of Female Leadership | Christine Shropshire, U. of Georgia; Abbie Oliver, U. of Georgia
- Ruminating at the Top: Exploring the Effects of Gender Bias on Strategic Choice | Jennifer Miner Knippen, U. of Virginia
- Women on Boards and Firm Performance: The Effects of Critical Mass | Ting Yao, U. of North Carolina, Chapel Hill; Diana Bilimoria, Case Western Reserve U.
- White Male Top Managers' Responses to the Appointment of a Racial Minority/Female CEO at Their ... | Michael McDonald, The U. of Texas at San Antonio ; James Westphal, U. of Michigan; Gareth D Keeves, U. of Michigan

# **818 ②** ■ JS: (BPS, SIM, ONE) **Socially Responsible Firm** Policies, People, and Performance

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 818

Organizers: Timothy Gubler, Washington U. in St. Louis; Vanessa Burbano, UCLA

Chair: Mike Toffel, Harvard U.

Discussant: Aaron Chatterji, Duke U.

How Socially Responsible Business Practices Reinforce Human Capital Strategy | Vanessa Burbano, UCLA; John Mamer, UCLA; Jason Snyder, U. of California, Los Angeles

From Waistlines to the Bottom Line: Field Evidence on Employee Wellness and Productivity | **Timothy Gubler**, Washington U. in St. Louis; **Ian Larkin**, U. of California, Los Angeles

CSR and Employee Performance: The Role of Configurations of Intellectual Capital | Magali Delmas, U. of California, Los Angeles; Sanja Pekovic, Paris Dauphine U.

Monitoring the Monitors: How Social Factors Influence Supply Chain Auditors | Jodi Short, U. of California (Hastings); Mike Toffel, Harvard U.; Andrea Hugill, Harvard U.

### 819 JS: (BPS, TIM) Fork in the Road: The Effects of Policy Reforms on Entrepreneurial Firms

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 819

Organizer: Rosemarie Ziedonis, U. of Oregon

Discussant: Marvin B. Lieberman, U. of California, Los Angeles

Crazy as a Fox? Overoptimism vs. Asymmetric Information in Entrepreneurial Restarts | Arvids A Ziedonis, Stanford U.; Rosemarie Ziedonis, U. of Oregon

Boulevard of Broken Behaviors: Cognitive and Behavioral Effects of Start-Up Chile | Michael Gerald Leatherbee, Stanford U.

Debtor Rights, Credit Supply, and Innovation | Deepak Heade. New York U.; Robert C. Seamans, New York U.

### 820 → 🖃 🖐: (Paper Session) - (CAR) Protean Career,

**Identity and Career Development** 

8:00am - 9:30am Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 820

Chair: Katharina Chudzikowski, U. of Bath

■Why do Indian women choose a career in ICT? And why don't they stay? | Carola Jungwirth, U. of Passau; Nobina Roy, U. of Passau

The moderating role of career progression on job mobility: A study on career change and turnover | Sean McGinley, Pennsylvania State U.; John W. O'Neill, Pennsylvania State U.; Larry R Martinez, Pennsylvania State U.

→ ® The Dynamics of the Careers of Migrant CEOs | Akram Al Ariss, Toulouse Business School; Nikos Bozionelos, Audencia Nantes School of Management; Celine Legrand, Audencia Nantes School of Management

The Careers Best International Paper Award Finalist Identity in Transition: Women's Narrative Identity Work on the Path to Professional and Mother | Christine D. Bataille. McGill U.

### 821 **②** ■ JS: (CAR, HR, OB) Minding the Gap: Addressing Discrepancies Between Career Aspirations and Realities

8:00am - 9:30am Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 821

Chair: Jon P. Briscoe, Northern Illinois U.

Discussant: Douglas T. Hall, Boston U.

Stuck in the Muck? The Role of Mindsets and Self-regulation when Stymied During Job Search | Peter A. Heslin, U. of New South Wales; Lauren A. Keating, U. of New South Wales

A Cross-Culturally Generated Measure of Perceived Career Success: Results of a Three-Stage Study | Jon P. Briscoe, Northern Illinois U.; Robert Kaše, U. of Ljubljana; Nicky Dries, Katholieke U. Leuven; Anders Dysvik, BI Norwegian Business School; Julie Unite, Northern Illinois U.; K. Ovgu Cakmak-Otluoglu, Istanbul U.; Ifedapo Adeleye, Lagos

Business School; Eleni Apospori, Athens U. of Economics and Business; Silvia Bagdadli, Bocconi U. / SDA Bocconi; Olusegun

Babalola, Lagos Business School; Jean-Luc Cerdin, ESSEC Business School; Zhangfeng Fei, Donghua U.; Martina Gianecchini, U. of Padova; Najung Kim, Kookmin U.; Wolfgang Mayrhofer, WU Vienna; Sushanta Kumar Mishra, Indian Institute of Management, Indore; Astrid Reichel, WU Vienna; Richa Saxena, Indian Institute of Management, Ahmedabad; Yan Shen, U. of Victoria; Vivien Supangco, U. of the Philippines; Marijke Verbruggen, KU Leuven

Effects of Career Shocks and Obstacles on Early-Career Employee Retention: An Image Theory View | Scott Seibert. U. of Iowa; Maria Kraimer, U. of Iowa; Abigail J Pierotti, U. of lowa; Brooks C. Holtom, Georgetown U.

Using Sustainable Career Practices to Bridge Gaps in Contemporary Careers | Monique Valcour, EDHEC Business

### 822 CAU: (CAU) It's About Time: Building a Community of Time Scholars

8:00am - 9:30am Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 822

The format of our session will be a variety of roundtable sessions to facilitate connections among time scholars.

Organizers: Abbie J. Shipp, Texas Christian U.; Karen Jansen, James Madison U.

### **823 ■**CAU: (CAU) Communication Challenges: Branding the Message for - "I Got It"

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 823

Organizers: Sally Sledge, Norfolk State U.; Angela K. Miles, North Carolina A&T State U.

Participants: Matrecia S.L. James, Jacksonville U.; Millicent F. Nelson, Middle Tennessee State U.; Jennifer Collins, Florida A&M U.; Arlise P. Mckinney, Coastal Carolina U.; Carolyn Turknett, Turknett Leadership Group

### **824** $\square$ CAU: (CAU) A Moral Development Model for Organizational Level Management of Collective Dynamics and Culture?

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 8

Tweet this session: #AOM2014 824

Organizers: William R. Hanson, Anderson U.; Jeffrey Moore,

### **825** A JS: (CM. OB. MOC) Social Status in Groups: Current Conceptualizations and New Directions

8:00am - 9:30am Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 825

Organizer: Jessica Kennedy, Vanderbilt U.

Discussant: Stefan Thau. INSEAD

The Effects of Status Differences in Cross-functional Teams on Decision- making | Corinne Bendersky, U. of California, Los Angeles; Catherine Tinsley, Georgetown U.

Can Status Make You Thin? The Relationship between Status Change and Weight | Eugene Kim, Georgia Institute of Technology; Jennifer Carson Marr, Georgia Institute of

The Ethical Consequences of Potential Status Gains and Losses | Nate Pettit, New York U.; Sarah Doyle, The Ohio State U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

StatusSpillover:HowStatusinOneGroupAffectsBehaviorin
Other Groups | Catarina R. Fernandes, Harvard U.; Jeffrey T.
Polzer, Harvard U.

# **826** → 🖃: (Paper Session) - (CMS) Globalization and Organizational Corruption

8:00am - 9:30am Pennsylvania Convention Center: Room 124 Tweet this session: #AOM2014 826

Chair: Gavin Jack, La Trobe U.

- Between Transparency and Censorship: Discursive Struggles in the Extractive Industries | Julie Uldam, Copenhagen Business School; Hans Krause Hansen, Copenhagen Business School
- ➡Business at the Cost of Life: Experience of the Apparel Workers of Bangladesh | Fahreen Alamgir, Independent Researcher
- Corporate Social Responsibility as a Process of Governance: Feminist Perspectives and Women's NGOs | Kate Grosser, La Trobe U.
- A Post-Colonial Reading of the Social Construction of Local Corruption | Arpita Mathur, Indian Institute of Management Calcutta; Nimruji Jammulamadaka, Indian Institute of Management Calcutta

# 827 □JS: (CMS, SIM) Economic Inequality and Organizational Studies: Theoretical Antecedents and New Directions

8:00am - 9:30am Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 827

Organizer: Bryan W Husted, York U. / ITESM

Chair: Hari Bapuji, U. of Manitoba

- Firm-level Causes and Consequences of Income Equality | Bryan W Husted, York U. / ITESM; Irene Henriques, York U.; Hari Bapuji, U. of Manitoba
- The Role of Perceived Dependence in the Process of Value Capture | Cliff Bowman, Cranfield U.
- Income Inequality and Value Creation: A Social Capital
  Perspective | Hari Bapuji, U. of Manitoba; Lukas Neville, U. of
  Manitoba
- Organizational Studies and Epistemic Inequality | Raza A. Mir, William Paterson U.

## 828 ☐: (Paper Session) - (ENT) Creativity, Abstraction, and Other Entrepreneurial Cognitive Skills

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom E

Tweet this session: #AOM2014 828

Chair: Dante DiGregorio, U. of New Mexico

Discussant: Cameron Ford, U. of Central Florida

- The Role of The Creativity Spillover of Entrepreneurship In Reconciling The Innovation Paradox | Maksim Belitski, U. of Reading: David Audretsch, Indiana U., Bloomington
- ☐ ☐ Youth Entrepreneurship: It Takes a Special Kind of Grit |

  Dante DiGregorio, U. of New Mexico; Teresa Cordova, U. of

  Illinois at Chicago
- Opportunity Conception: An Analysis of Percept-Concept Structures in the Human Brain | David A. Baucus, U. of Otago; Melissa S. Baucus, U. of Otago
- Does Creativity Take a Village? A Model of Community Participation and Entrepreneurial Creativity | Alisa Boguslavskaya, Indiana U. Kelley School

## 829 ©→ 🖃 🖑: (ENT) Bokra of Entrepreneurship Research - Perspectives from the Arab Middle East

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 829

Organizer: Victor Zengyu Huang, Zayed U.

Chair: Florian Schloderer, INSEAD

Discussant: Scott L Martin, Zayed U.

Cognitive Dissonance of Management Research and Practice - the Case of MENA | Victor Zengyu Huang, Zayed U.

- New Venture Growth Strategy and Resource Orchestration in Dynamic Environment | **Kathy Shen**, U. of Wollongong in Dubai
- Extending Definition on International Entrepreneurs: The Case of Cross- Cultural Capital | Valerie J Lindsay, Victoria U. of Wellington; Kathy Shen, U. of Wollongong in Dubai
- Entrepreneurs and Their Networks in MENA: 14 Country Comparison on Gender Effects | Constance Van Horne, Zaved U.
- MENA Entrepreneurs' Socio-demographic Factors and Determinants of Advisory Network | **Anup Nandialath**, Zayed U.

# **830 ②** *□*: (Paper Session) - (ENT) Entrepreneurial Performance of Franchising and Alliance Organizational Forms

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 830

Chair: Francesco Chirico, Jonkoping International Business School Discussant: Punit Arora, City U. of New York

- Pa Too Much of a Good Thing? Risk Propensity, Need for Achievement and Performance among Franchisees | Tessa Karcisky, U. of Cologne
- □ Franchisee Networking: A Blessing or a Curse? A Study on Local Knowledge Acquisition and Performance | Evelien Croonen, U. of Groningen; Maryse Brand, U. of Groningen; Roger T.A.J. Leenders, Tilburg U.
- □ In Good Company: How and When SMEs Benefit from a Relationship with a Key Strategic Partner | Ana Maria Bojica, U. of Granada; Isabel Estrada, Groningen U. (RuG)

# 831 �→ ☐: (Paper Session) - (ENT) The Role of Culture and Institutions in International Entrepreneurial Ventures

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 831

Chair: Qin Han, U. of Alberta

Discussant: Colin David Reddy, U. of Johannesburg

- → Cross-National Differences in Entrepreneurship: Impact of Culture and Institutions | Ratan J. S. Dheer, Florida Atlantic U.
- → Quality of Government Institutions and Entrepreneurial Motivation: A Multi-country Approach | José Ernesto Amorós, U. del Desarrollo; Pekka Stenholm, U. of Turku
- → Returnee Entrepreneur, Institutions, and Firm
  Performance: Evidence from Chinese Private Firms | Qing
  Liu, U. of International Business and Economics; Runjuan Liu,
  U. of Alberta; Qin Han, U. of Alberta; Ruosi Lu, U. of

- Birmingham; Chao Zhang, U. of International Business and Economics
- → Global Entrepreneurship Research and Institutional Polycentrism Theory | Bat Batjargal, Nottingham U. Business School China

### 832 © .: (Paper Session) - (ENT) Business Models in Different Entrepreneurial Contexts

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor C Tweet this session: #AOM2014 832

Chair: Fiorenza Belussi. U. of Padua

Discussant: Ted Ladd, Case Western Reserve U.

- "Tell Me the Business Model": Professional Roles and Heuristics in Business Model Development | Thorsten Lambertus, Fraunhofer Institute for Industrial Engineering; Christopher Lettl, WU Vienna; Steffen Keijl, WU Vienna
- Effectual and Causal Behaviors, Business Model Change, and Performance of Early-Stage Firms | Sergio Costa, The U. of Strathclyde; Jonathan Levie, U. of Strathclyde
- □ Discovering Entrepreneurial Opportunities in the Creation of New Firms in Italy | Maria Francesca Savarese, U. of Verona; Fiorenza Belussi, U. of Padua; Luigi Orsi, U. of Padua
- Business Models, Intangibles, and Firm performance Cristina Bettinelli, U. of Bergamo ELab Research Center; Marco Cucculelli, U. Politecnica delle Marche

### 833 Q =: (Paper Session) - (ENT) Financial and Non-Financial Performance of Entrepreneurial Ventures

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 833

Chair: Diana Hechavarria, U. of South Florida Discussant: Fedor Ovchinnikov, Center for Evolutionary Leadership

- Determinants of Cash Holdings on Start-Ups | Ana Venancio, ISEG – Lisboa School of Economics and Management: Maria Duarte, ISEG – Lisboa School of Economics and Management; Tiago Gonçalves, ISEG - Lisboa School of Economics and Management
- ■An Investigation of Start-up Outcomes Over Time: Does Start-up Capital Structure Matter? | Diana Hechavarria, U. of South Florida; Charles H. Matthews, U. of Cincinnati; Paul D Reynolds, Aston U.
- A Conceptual Framework for the Measurement of Entrepreneurial Performance | René Díaz-Pichardo, Groupe ESC Troyes; Gricelda Juárez-Luis, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca; Patricia Soledad Sánchez-Medina, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca
- Insights about the Information Quality Provided in Annual Reports of Publicly Listed Firms (WITHDRAWN) | Stefan Hahnenkamp, Vienna U. of Economics and Business Administration

### 834 € ...: (Paper Session) - (ENT) Crowdfunding for **Entrepreneurial Ventures**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 834

Chair: Rembrand Michael Koning, Stanford GSB Discussant: John M Mueller, Western Michigan U.

- ■Persuasion Within the Crowd Funding Context: The Role of Positive Affect | Blakley Chase Davis, Oklahoma State U.: Justin W. Webb, Oklahoma State U.; Joe Coombs, Virginia Commonwealth U.
- Smart Money vs. Fast Money: Equity Crowdfunding and Transaction Cost Optimization for New Ventures | Regan M. Stevenson, U. of Central Florida; Sean McMahon, Elon U.
- ■The Legitimacy of Crowdfunding: An Institutional Theory Perspective | Constant D. Beugre, Delaware State U.
- Experimental Study of Crowdfunding Cascades: When Nothing is Better than Something | Rembrand Michael Koning, Stanford GSB; Jacob Model, Stanford U.

### 835 € ...: (Paper Session) - (ENT) Entrepreneurship and Firm Growth

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 835

Chair: Arash Najmaei, Macquarie Graduate School of Management Discussant: Joao Leitao, U. da Beira Interior

- Competition and Co-Opetition: A Case Study of Alternative Approaches to Co-Creation | Efstathia-Maria Pitsa, U. of Cambridge; Shai Vyakarnam, U. of Cambridge
- A Resource-Based Model of Alliance Portfolios and Growth of Small and Medium-Sized Enterprises | Ciaran Heavey, U. College Dublin; Zeki Simsek, U. of Connecticut; Brian C. Fox, U. of Connecticut
- ☐ Firm Growth: Assessing Resource-Based Explainations | Robert S. Nason, Syracuse U.; Johan Wiklund, Syracuse U.
- Firm Growth: Research Front and Intellectual Structure I Ivan Zupic, U. of Ljubljana; Mateja Drnovsek, U. of Ljubljana

### 836 SHCS: (ENT, BPS) Entrepreneurial Financing: A Panel Discussion

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia North

Tweet this session: #AOM2014 836

Organizer: John Berns, U. of Missouri

Moderator: John Berns, U. of Missouri

Participants: Candida G Brush. Babson College: Sharon F. Matusik, U. of Colorado, Boulder; Harry J Sapienza, U. of Minnesota: Jaume Villanueva. ESADE Business School

#### 837 : (GDO) GDO Welcome Breakfast

8:00am - 9:00am Loews Philadelphia Hotel: Penn

Tweet this session: #AOM2014 837

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

838 : (Paper Session) - (HCM) Networks in Healthcare 8:00am - 9:30am Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 838

Chair: Deirdre McCaughey, Pennsylvania State U.

Cognitions, Power, and Network Evolution in Healthcare Innovation Processes | Daniela D'Andreta, U. of Warwick; Marco Marabelli, Bentley U.; Sue Newell, Bentley U.; Harry Scarbrough, Keele U.; Jacky Swan, U. of Warwick

- → Do patient sharing networks between hospitals afford access to better care? | Alessandro Lomi, U. of Lugano; Daniele Mascia, Catholic U. Rome; Duy Quang Vu, Melbourne U.; Francesca Pallotti, Greenwich U.; Guido Conaldi, U. of Greenwich; Theodore J. Iwashyna, U. of Michigan HCM Division Best International Paper
- ➡■Social Networks and Outcomes in Health Care. An Organizational Perspective | Stefano Tasselli, Judge Business School; Elio Borgonovi, Bocconi U.; Giovanni Fosti, Bocconi U.
- ■Informal Networking in Healthcare Management:

  Motivations, Tensions and Challenges | Damian Edward Hodgson, The U. of Manchester; Simon Bailey, The U. of Manchester; Mike Bresnen, The U. of Manchester; Paula Hyde, Durham U.; John Hassard, The U. of Manchester

## 839 € ⊒: (Paper Session) - (HCM) Innovation in Healthcare Organizations

8:00am - 9:30am Pennsylvania Convention Center: Room 113 B Tweet this session: #AOM2014 839

Chair: Peter E. Rivard, Suffolk U.

- ■When Routines Support or Stifle Innovation: Evidence from Primary Care Practices | Timothy Hoff, Northeastern U.
- □ Creativity for the rest of us:Examining status and creativity in a successful safety climate | Sharon H Kim, The John Hopkins U.; Sallie J. Weaver, Johns Hopkins U. School of Medicine; Michael Rosen, Johns Hopkins U. School of Medicine; Ting Yang, The John Hopkins U.
- Openness to Institutional Change: Altered Task Responsibilities in German University Hospitals | Jessica Bianca Chromik, U. of Cologne
- Conceptualizing healthcare innovation sustainment | Sarah Abigail Birken, U. of North Carolina, Chapel Hill; David Chambers, National Institute of Mental Health; Alicia C. Bunger, The Ohio State U.

#### 840 : (ICW) IMD International Meeting Room Day 4

8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1 Tweet this session: #AOM2014 840

Organizer: Marianne Rothenbuehler, IMD International

# 841 → ☐: (Paper Session) - (IM) Frontiers of International Management: New Topics

8:00am - 9:30am Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 841

- P→ The Power of Concepts, Typologies, Theories and Methodologies in IBGR Research | Jean J Boddewyn, Baruch College-The City U. of New York
- → Trends in Global Strategy Research From 2000 to 2010: Text Mining and Bibliometric Analyses | George O. White, Old Dominion U.; Wu He, Old Dominion U.; Thomas A. Hemphill, U. of Michigan, Flint; Roberto Martin Nolan Galang, Ateneo de Manila U.; Mehdi Sharifi Khobdeh, Old Dominion U.
- → ■Beyond Single Opportunity Explanations in International Entrepreneurship Research | Yanto Chandra, City U. of Hong Kong
- → Does Government's International Acquisitions Help or Hurt Home Country Firms? | Gurneeta Vasudeva, U. of Minnesota; Lilac Nachum, Baruch College-The City U. of New York

# 842 → □: (Paper Session) - (IM) Global Social Responsibility: IM Division Willamette Best Paper in Social Responsibility Session

8:00am - 9:30am Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 842

Chair: Gary Knight, Willamette U.

- Pa→ When in Rome, do as the Romans do: Subsidiary
  Autonomy as a Response to Corruption Distance | Larissa
  Rabbiosi, Copenhagen Business School; Grazia D. Santangelo,
  U. of Catania
- ₽→ Bribery and Firm Performance in Different Institutional Environments | Canan Canbulat Mutlu, U. of Texas, Dallas
- Pu→ What Determines Tax Haven FDI | Chris Jones, Aston U.; Yama Temouri, Aston U.
- Purb Loose-Lipped Leviathan? Transparency in Private- and State-Owned Multinationals | Anthony Cannizzaro, George Washington U.; Robert Weiner, George Washington U.

## 843 → ← □: (Paper Session) - (IM) Frontiers of International Management: Language

8:00am - 9:30am Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 843

- ■10 Reasons Why Corporate Language Policies Can Create More Problems Than They Solve | Guro Refsum Sanden, Copenhagen Business School
- → ►□ ♥ Selecting Communication Media in Multilingual Virtual Teams | Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.
- The Impact of Language on Power in Multinational Contexts:

  The Impact of Language on Power in Multinational Teams |

  Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.
- → Introducing Metaphor Complexity: How Executives
  Can Use Metaphors to Communicate Strategy in MNCs |
  Angela Fehn, U. of Passau; Jonas F Puck, WU Vienna

### 

**Headquarters-Subsidiary Relationships** 8:00am - 9:30am Pennsylvania Convention Center: Room 115 C

Tweet this session: #AOM2014 844

Chair: Andreas P.J. Schotter, Western U.

- → Evaluating the role of headquarters in the contemporary MNC | William G Egelhoff, Fordham U.; Joachim Wolf, Christian-Albrechts-U. of Kiel
- ➡ In Defense of Hierarchy: The Hypermodern Structure in U.S. Military and Multinational Corporations | Tanya A Peacock, U. of Hawaii at Manoa; Kiyohiko Ito, U. of Hawaii at Manoa
- → □ Parent-Subsidiary Linkages and Foreign Subsidiary Performance | Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.
- → Building Radical Innovation Capabilities in Emerging
  Market Subsidiaries: The Case of Intel India | Pavan Soni,
  Indian Institute of Management Bangalore; Kumar
  Kothandaraman, Indian Institute of Management Bangalore
- 845 → □: (Paper Session) (IM) Global Leadership: Styles 8:00am - 9:30am Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 845
- → ■EI Jefe: Differences in Expected Leadership Behaviors across Latin American Countries | Nathalie Castano, Wayne

- State U.; Mary F. Sully de Luque, Thunderbird; Tara Wernsing, IE Business School; Enrique Ogliastri, IE and INCAE; Racheli Gabel Shemueli, U. del Pacifico; Rosa Maria Fuchs, U. del Pacifico (Lima); Jose Antonio Robles, ESAN
- → Global Mindset as Sensemaking Structures: A Multi-Level Model | Sonia C. Oliveira, NOVA School of Business and Economics, Portugal
- ♦ Why You Become a Leader or a Follower? A Q Methodology Study on Chinese Business Practitioners | Xueting Jiang, U. of Massachusetts Amherst
- → Decision Making Process: Conceptualizing How Chinese and Western Managers Differ | Mariya Eranova, The U. of Nottingham Ningbo China; Shameen Prashantham, The U. of Nottingham Ningbo China

# **846** → 🖃: (Paper Session) - (IM) Internationalization: Internationalization and performance

8:00am - 9:30am Pennsylvania Convention Center: Room 118 A Tweet this session: **#AOM2014 846** 

- → ■Whether and How Does Exporting Improve Firm Performance?: A Quasi-Experimental Approach | Sea Jin Chang, National U. of Singapore; Jaiho Chung, Korea U.; Jon Jungbien Moon, Korea U.
- →International Diversification and the Nature of Value Creation: A Real Options Perspective | Todd Alessandri, Northeastern U.; Anju Seth, Virginia Tech
- → The Impact of Internationalization on Performance in Regulated and Non- Regulated Firms | Raquel García-García, U. of Oviedo; Esteban García-Canal, U. de Oviedo, Spain; Mauro F Guillen, U. of Pennsylvania
- → Can FDI Location Choice and Operating Mode Choice Complement Each Other? | Min Jung Kim, Korea U.; Jon Jungbien Moon, Korea U.; Chris Changwha Chung, Korea U.; Jingoo Kang, Korea U. Business School

# 847 → □: (Paper Session) - (IM) Emerging Market Firms: IM Division GWU-CIBER Best Paper Award Session

8:00am - 9:30am Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 847

Chair: Jennifer Spencer, George Washington U.

- Pair The Synchronization Trap: Cross-border Acquisition Pacing during Institutional Transition | Yinuo Tang, U. of Pittsburgh; Weilei (Stone) Shi, Baruch College-The City U. of New York; John E Prescott, U. of Pittsburgh
- Pa→ Culture, Geography, and Networks: Private Equity Investments in Three Emerging Market Regions | Santiago Mingo, U. Adolfo Ibanez; Francisco Morales, U. of Colorado, Boulder
- From Imitation to Imutation: Conditions and Consequences | Vladislav Maksimov, U. of Miami; Jinyun Sun, Fudan U.; Yadong Luo, U. of Miami; Stephanie Lu Wang, Indiana U., Bloomington
- ₽→ ☐ Perceived Home Country Supportiveness/Unfavorableness and Emerging Market Firms' Outward FDI | Ajai S Gaur, Rutgers U.; Xufei Ma, Chinese U. of Hong Kong; Zhujun Ding, Hang Seng Management College

# 848 → 🖃: (Paper Session) - (IM) Frontiers of International Management: Douglas Nigh Award Session

8:00am - 9:30am Pennsylvania Convention Center: Room 121 A Tweet this session: #AOM2014 848

- → ■A Deontological Based Framework for Leadership Ethics in a Cross- Cultural Management. | Christian Linder, U. of Bamberg
- → Do Emerging-market Acquirers Gain Productivity via Cross-border M&As?Evidence from Chinese Acquirers | Wenxin Guo. UIUC
- Pa⊕→ □ ♥ Foreign Subsidiary Location Strategy and Financial Performance: A Global Value Chain Perspective | Yong Yang, U. of Sussex; Deeksha A Singh, Rutgers U.

# 849 → □: (Paper Session) - (IM) Frontiers of IM: IM Division Gustavson School Award for Best Qualitative Paper in IB Session

8:00am - 9:30am Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 849

Chair: Joshua K Ault, U. of Victoria

- → □Task Allocation Strategies and Motivational Processes in Advanced Task Offshoring | Angelika Zimmermann, Loughborough U.; M.N. Ravishankar, Loughborough U.
- ➡☐ Location and the Categorical Imperative: Identity Rebellion in the Indian I.T. Services Industry | Anirvan Pant, Indian Institute of Management Calcutta; J Ramachandran, Indian Institute of Management Bangalore
- → <sup>®</sup> On Becoming Bicultural: A Taxonomy of Expatriate Cultural Identity | Ling Eleanor Zhang, Hanken School of Economics
- When Spouses Trail Along: Gender differences in Needs for Expatriate Partner Assistance | Nina D Cole, Ryerson U.; Amina Malik, York U.; Nadia C. DeGama, York U.

# **850** → □JS: (IM, BPS, OMT) Global Governance: Institutional Complexity and Corporate Governance: Advancing the Research Agenda

8:00am - 9:30am Pennsylvania Convention Center: Room 120 B Tweet this session: **#AOM2014 850** 

Organizers: Marc Van Essen, U. of South Carolina; Tatiana Kostova. U. of South Carolina

Chair: Tatiana Kostova, U. of South Carolina

- The Effects of Institutional Polycentricity on Firm Strategy and Governance. | Michael A. Hitt, Texas A&M U.
- Institutional Determinants of Concentrated Owners' Wealth Generation and Preservation Strategies. | Michael Carney, Concordia U.
- Efficiency and Legitimacy Perspectives on Corporate Governance: Points of Tension and Integration | Igor Filatotchev, City U. London
- Family-legitimizing Environment as Key Determinant of Prevalence, Strategy, and Profitability | Pursey Heugens, Erasmus U. Rotterdam
- The Impact of Borrowing Foreign Institution on Ownership | **Jordan Siegel**, Harvard U.
- State Owned Enterprises and Private Benefits of Control | Marc Van Essen, U. of South Carolina

# 851 �→ □JS: (IM, ENT, OMT) Frontiers of IM: Connections to Local and Distant Communities: Geography, Cross-border Flows & Entrep

8:00am - 9:30am Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 851

*Organizers*: **Anastasia Veronica Graham Bailey**, The Ohio State U.; **Mallika Banerjee**, McGill U.

Discussants: Siri Ann Terjesen, Indiana U., Bloomington; Daniel Z. Levin, Rutgers U.

When Returnees Become Entrepreneurs? Effects of Institutional Environment and Regional Embeddedness | Dan Wang, Columbia Business School

Innovation Paradox of Returnees: Evidence from China's High Technology Industries | Haiyang Li, Rice U.; Jiangyong Lu, Peking U.; Xiaohui Liu, Loughborough U.; Seong-jin Choi, Hanyang U.

Enabling Diaspora Entrepreneurship in Post-Conflict Regions Through Donor Grants | **Nedim Efendic**, Stockholm School of Economics; **Erik Wetter**, Stockholm School of Economics

Social Capital, Ethnic Clustering & Survival of Indian-Immigrant Owned IT Firms | Mallika Banerjee, McGill U.: Peter Norlander, UCLA

## **852**: (Paper Session) - (MED) **Top Management Teams**, Leadership **Development** and **Value** of Education

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth C Tweet this session: **#AOM2014 852** 

Chair: Manuela Brusoni, Bocconi U.

■ Emotional Teaching: How CEOs develop Top Management Teams in Chinese Firms | Quy Nguyen Huy, INSEAD; Weiru Chen, China Europe International Business School; Ganqi Tang, CEIBS

MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.

- □□The Impact of Emotional Intelligence and Executive Coaching on Leader Effectiveness | Ellen Brooks Van Oosten, Case Western Reserve U.
- ■Know, See, Plan, Do: A Model For Curriculum Design In Leadership Development | Scott J Allen, John Carroll U.; Rosanna Miguel, John Carroll U.; Beth Ann Martin, John Carroll U.
- → ■Is an MBA Degree Worth the Cost? Idiosyncratic Deals and the Perceived Value of MBA Degree | Smriti Anand, IIT Stuart School of Business; Hae Sang Park, U. of Illinois at Chicago; Prajya Rakshit Vidyarthi, U. of Texas at El Paso; Robert C Liden, U. of Illinois at Chicago

# **853**: (Paper Session) - (MED) Art, Sleep, Spirituality, Success: Perspectives on What to Teach and How to Teach

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 853

Chair: Gail A. Dawson. -

Realizing the Potential of Art-based Methods in Managerial Learning | Claus Springborg, Cranfield School of Management; Donna Ladkin, Plymouth U.

Management Educators are Asleep and the Wheel: Sleep and Management Education | Christopher M. Barnes, U. of

- Washington; Maartje E. Schouten, Erasmus U. Rotterdam; Evelyn van de veen, evandeveen
- Embedding Workplace Spirituality into the Management Curriculum | Joanna Elizabeth Crossman, U. of South Australia
- ■ Impediments to Student Learning Success: A Critical Examination | Charles J. Fornaciari, Florida Gulf Coast U.; J B Arbaugh, U. of Wisconsin, Oshkosh

## **854**: (Paper Session) - (MH) Industrial Relations in Management History

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2 Tweet this session: **#AOM2014 854** 

Authors present historical research involving the dynamics of management/labor relations.

Chair: Tom J. Sanders, U. of Montevallo

- → ■State and Knowledge Production: the Slow Development of Industrial Relations Field in China | Enying Zheng, U. of Cambridge
- ■Writing Out Praise; Air Canada Employees and the 1968 CEO Change | Christopher Michael Hartt, Dalhousie U.
- ➡The Price of Autonomy: The Chandlerian Firm and the Changing Face of Explicit CSR | Richard Marens, California State U. Sacramento
- Center for Ethical Business Cultures Halloran Award for Best Management History Division Paper in Business Ethics

## **855 ©**: (Paper Session) - (MH) Economics Lessons from History

8:00am - 9:30am Loews Philadelphia Hotel: Regency Ballroom C2 Tweet this session: #AOM2014 855

An exploration of lessons learned from historical economic events. Chair: John Norman Davis Hardin Simmons U.

- "Results of the Decade" and Bond Rating Stability During the U.S. Great Depression | John Donnellan, New Jersey City U.; Berry Wilson, Pace U.
- ➡The New Deal for Management & Organization Studies:Lessons, Insights and Reflections | Albert J. Mills, Saint Mary's U.; Terrance G. Weatherbee, Acadia U.; Jason Foster, Athabasca U.; Jean Helms Mills, Saint Mary's U.

# 856 ⊕→ 🖃 🖑: (MOC) Can all emotions be regulated? A comprehensive examination from multiple perspectives

8:00am - 9:30am Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 856

Organizers: Hongguo Wei, Case Western Reserve U.; Mai P. Trinh, Case Western Reserve U.

Discussant: Richard E. Boyatzis, Case Western Reserve U.
Emotional Labor and the Regulation of Discrete Emotions |
Ronald H. Humphrey, Virginia Commonwealth U.

Bursting with Pride? Emotion Regulation for a Discrete Positive Emotion | Alicia A. Grandey, Pennsylvania State U. Mitigating Envy: Why Successful Individuals Should Reveal Their Failures | Alison Wood Brooks, Harvard U.

Qing-Li (Affect-Rationality) for Managerial Decision Making | Yunxia Zhu, The U. of Queensland, Australia

**857** : (Paper Session) - (MOC) Identity and Work 8:00am - 9:30am Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 857

Chair: Jiping Li, Hong Kong U. of Science and Technology

- □ Identity in the making: Exploring self and object in work production | Douglas A Lepisto, Boston College; Elizabeth D. Rouse. Boston U.
- Doing what you are or becoming what you do: the interplay between identity and dynamic capabilities | Giacomo Carli,
   U. of Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia;
   Maria Rita Tagliaventi, U. of Bologna
- Look Up or Look Down: The Role of Social Comparison Orientation among Physically Dirty Workers | Shanshan Wen, Chinese U. of Hong Kong
- The Value of Voice (to Managers): Employee Identification and the Content of Voice | Ethan Burris, The U. of Texas at Austin; Kevin W. Rockmann, George Mason U.; Yurianna Kim, The U. of Texas at Austin

## **858 ②**→ □JS: (MOC, OB, ENT) Intuition in Organizations: Its Role in Entrepreneurship

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 858
Organizer: Marta Sinclair, Griffith U.

Entrepreneurial Learning through Intuitive Decision Making | Cinla Akinci, U. of St Andrews

- Toward a Geocentric Framework of Entrepreneurial Cognition: The Salience of Metaphor | Peter Ping Li, Copenhagen Business School
- Beyond Systematic Entrepreneurship: The Role of Intuition in Experience Innovation | Marc Benjamin Stierand, EHL; Viktor Dörfler, Strathclyde U.
- Measuring Intuition in Entrepreneurship Research: A
  Multi-Method Approach | Leonie Baldacchino, U. of Malta;
  Deniz Ucbasaran, U. of Warwick; Andy Lockett, U. of Warwick

Intuition in Entrepreneurial Discovery | Liisa Valikangas, Aalto U.; Satu Teerikangas, UCL

Disentangling Intuition in Creative and Entrepreneurial Environments | Olli Hyppänen, Aalto U.; Marta Sinclair, Griffith U.

**859**: (Paper Session) - (MSR) **Spiritual Leadership** 8:00am - 9:30am Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 859

Chair: Eric B. Dent, Fayetteville State U.

- ■When Proactive Employees Meet Humble Leaders: Job Satisfaction, Innovation and Learning Behavior | Shuhua Sun, Maastricht U.; Bradley Paul Owens, Brigham Young U.; David R. Hekman, U. of Colorado
- Motivation to Lead: The Moderating Role of the Transformational Leader in a Spiritual Work Context | Tracy Porter, Cleveland State U.; Kelly Riesenmy, Kaplan U.
- Parameter; Tanmika Tamwatin, U. of Westminster;
- □ The Influence of Servant Leadership and Regulatory Focus on Forms of Deviance in Organizations | Mitchell J.

Neubert, Baylor U.; Cindy Wu, Baylor U.; Kevin Dougherty, Baylor U.

## **860** : (Paper Session) - (OB) Spurring Proactive Behavior Among Individuals and Across Teams

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 860

Chair: Lei Huang, The U. of Nebraska-Lincoln

- The Impact of High Quality Relationships on Proactive Behaviour | Jennifer Bridget Farrell, U. of Limerick; Patrick Christopher Flood, Dublin City U.; Gerard P. Hodgkinson, U. of Warwick
- ■Workplace Ostracism, Organizational Identification and Proactive Behavior | Long-Zeng Wu, Xiamen U.; Cynthia Lee, Northeastern U.; Flora F T Chiang, Hong Kong Baptist U.; Ho Kwong Kwan, Shanghai U. of Finance and Economics
- Proactive Team Innovation: An Integrative View of Information Exchange and Supervisor Support | Nadia Y. Yu, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology; Zhijun Chen, Shanghai U. of Finance and Economics

## 861 ☐: (Paper Session) - (OB) Finding the Source of Motivation: Internal, External, or Does it Even Matter

8:00am - 9:30am Philadelphia Marriott Downtown: Room 301 Tweet this session: #AOM2014 861

Chair: Jessica Marie Greenwald, St. Ambrose U.

- ■Interactive Effects of Extrinsic Orientation and Competence Feedback: Orchids and Dandelions | Kimberly K. Merriman, U. of Massachusetts, Lowell
- ■Is Extrinsic Motivation Good or Bad, or Doesn't it Matter? | Bard Kuvaas, BI Norwegian Business School; Robert Buch, Norwegian School of Sport Sciences
- □ The Role of Self-Determined Motivation in Job Search: A
   Dynamic Approach | Serge P. da Motta Veiga, Lehigh U.;
   Allison S. Gabriel, Virginia Commonwealth U.
- Self-Determination and Employees' Responses to a Large-Scale Organizational Change | An-Chih Wang, Chung Yuan Christian U.

# **862** $\sqsubseteq$ : (Paper Session) - (OB) Leading for Creativity and Innovation: Role of Leaders

8:00am - 9:30am Philadelphia Marriott Downtown: Room 303 Tweet this session: #AOM2014 862

Chair: Pamela Tierney, Portland State U.

- Regulating Creativity: Why and How Leader Regulatory Focus Influences Employee Creativity | Ramzi Said, U. of Groningen; Bernard Nijstad, U. of Groningen
- Reaping the Benefits of Innovation through Supervisor Support from a Motivational Perspective | Tingting Chen, National Sun Yat-sen U.; Fuli Li, Xi'an Jiaotong U.; Yi Zhao, GSM, Peking U.
- ➡☐ The Impact of Transformational/Transactional Leadership on Creative Behavior: A Cross-Level Study | Cailing Feng, Shandong U. / Ludong U.; Xiaoyu Huang, U. of Toronto; Lihua Zhang, Renmin U. of China

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

→ ■Three-Way or Highway: Effects of Time Pressure, Work-Family Balance, and LMX on Creativity | Darija Aleksic, U. of Ljubljana, Faculty of Economics; Katarina Katja Mihelic, U. of Ljubljana, Faculty of Economics

### 863 : (Paper Session) - (OB) Don't Underestimate the Effect of Affect at Work

8:00am - 9:30am Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 863 Chair: Jun Yang, Renmin U. of China

- ☐ The Dark Side of Political Skill: When Awareness Reduces Life Satisfaction | Mario Hayek, Texas A&M U.-Commerce; Brandon Randolph-Seng, Texas A&M U.-Commerce; Wallace A. Williams, Texas A&M U.-Commerce; Kendra Ingram, Texas A&M U.-Commerce
- Bliss is Ignorance: The Interpersonal Costs of Being Very Happy | Alixandra Barasch, The Wharton School, U. of Pennsylvania; Emma Levine, U. of Pennsylvania
- → ■Managing Emotions: The Placement of Boundaries on Affective Spillover | **Zen W.C Goh**, National U. of Singapore
- □ Cycles of Influence: Affect Dynamics During the Job Search | Abdifatah Ahmed Ali, Michigan State U.; Brent J.
   Lyons, Michigan State U.; Ann Marie Ryan, Michigan State U.;
   Philip Gardner, Michigan State U.

# 864 ☐: (Paper Session) - (OB) With Them or Against Them? The Impact of Social Comparison Processes on Employee Outcomes

8:00am - 9:30am Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 864

Chair: Christian Troester, Kuehne Logistics U.

- Keeping Rivals Down: The Effect of Social Comparison Dynamics on Workplace Behavior | Susan Reh, Kuehne Logistics U.; Christian Troester, Kuehne Logistics U.; Niels Van Quaquebeke, Kuehne Logistics U.
- Being Better or Being Good: Conflicting Self-Evaluation Motivations in the Multifaceted Self | Stephanie Chia-Ying Lin, Stanford U.; S. Christian Wheeler, Stanford U.; Szu-chi Huang, Stanford U.
- Social Comparison Processes and Intent to Quit: The Mediating Role of POS and Identification | Irene Tsachouridi, Athens U. of Economics and Business; Irene Nikandrou, Athens U. of Economics and Business
- Individual's Competitive Behavior when Facing Former Employers and Colleagues | Pascal Kober, LMU Munich; Thorsten Grohsjean, LMU Munich

# 865 ☐: (Paper Session) - (OB) You Think I'm Angry? Effects of Anger Displays on Power Bases, Ethics and Perceptions of Others

8:00am - 9:30am Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 865

Chair: Vickie Coleman Gallagher, Cleveland State U.

More than Just Power: Differential Effects of Anger Displays on the Bases of Power | Tanja Schwarzmüller, Technical U. Munich; Prisca Brosi, TUM School of Management; Matthias Spörrle, U. of Applied Management; Isabell Melanie Welpe, Technical U. Munich

Filhyestigating the Effects of Anger and Guilt on Unethical Behavior: A Self Regulation Approach | Daphna Motro, U. of

- Arizona; Lisa Ordonez, U. of Arizona; Andrea Pittarello, U. of Padova
- A Phenomenological Study of Anger Expression in the Military: The Role of Display Norms | Lucy Clarke, Liverpool U.; Dirk Lindebaum, U. of Liverpool

# **866** ☐: (Paper Session) - (OB) Times are Hard: Effect of Economic Instability on Employee Perception, Narcissism & Task Crafting

8:00am - 9:30am Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 866

Chair: Kenneth Goh, Ivey School of Business

- ☐ The Impact of Economic Instability on Defense of Organizational Inefficiencies | Devon Proudfoot, Duke U.; Aaron C. Kay, Duke U.; Heather Mann, Duke U.
- Entering Adulthood in a Recession Tempers Later Narcissism | **Emily Bianchi**, Emory U.

### **867** ☐: (Paper Session) - (OB) Contextualizing Organizational Justice

8:00am - 9:30am Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 867

Chair: David Patient, U. Católica Portuguesa

- Explaining the Counterintuitive Justice-Conflict Relationship: A Multilevel Approach | Mladen Adamovic, U. of Toulouse I, Capitole; Marion Fortin, U. of Toulouse I, Capitole; Marjo-Riitta Diehl, EBS International U.
- → Is Consistency a Universal Rule for Procedural Fairness? A Relational Approach to Chinese Context | Guiqin Wang, U. of Electronic Science and Technology of China / Tsinghua U.; Guozhen Zhao, Delta State U.; Hao Jiao, Beijing Normal U.
- When Happiness at Work Matters and When It Doesn't: The Importance of Interpersonal Justice Climate | Wisanupong Potipiroon, U. at Albany - State U. of New York; Michael T. Ford, Albany State U.

# **868** ⊟JS: (OB, CM, HR) Trust in Leadership: New Insights and Empirical Evidence

8:00am - 9:30am Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 868

Chairs: Heeman Park, The Ohio State U.; Kristie Lynne McAlpine, Cornell U.

Discussant: David V. Day, U. of Western Australia

- Supervisor Trust and the Interplay Between Self and Other-Oriented Proactive Behaviors | Emily K. Knecht, The Ohio State U.; Steffanie L. Wilk, The Ohio State U.; R David Lebel, U. of Pittsburgh; Nancy Rothbard, U. of Pennsylvania
- Who Trusts You? Do You Know? Determinants and Implications of Meta- Accuracy | Rachel Campagna, U. of Pittsburgh; Kurt T Dirks, Washington U. in St. Louis; Sandra Robinson, U. of British Columbia; Ravi S. Kudesia, Washington U. in St. Louis; Craig D. Crossley, U. of Central Florida
- Gender Differences in the Effectiveness of Trust Repair Efforts of Leaders | Kristie Lynne McAlpine, Cornell U.; Haeseen Park, Cornell U.; Heeman Park, The Ohio State U.; Lisa Dragoni, Cornell U.

Concurrent Effects of Top-Down and Bottom-Up Processes on Justice Climate | Burak Oc, Pompeu Fabra U.; Michael Bashshur, Singapore Management U.; E. Layne Paddock, Singapore Management U.

### **869** ■ JS: (OB, CM, OMT) Experiencing Legitimacy: Comparing Legitimacy, Power, and Status in Work **Behavior**

8:00am - 9:30am Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 869

Organizers: McKenzie R. Rees, U. of Utah; Harris Sondak, U. of

Discussant: Steven Blader. New York U.

The Effects of Hierarchy on Feelings and Expressions of Compassion in the Workplace | Ashlev Elizabeth Hardin, U. of Michigan; Leigh Plunkett Tost, U. of Michigan, Ann Arbor

To Give or Not To Give? Interactive Effects of Status and Legitimacy on Generosity | Nicholas A Hays, Michigan State U.; Steven Blader, New York U.

An Exception to the Rule: How Legitimacy Decreases Conformity | McKenzie R. Rees, U. of Utah; Justin Wareham, Eccles School, U. of Utah; Cameron Verhaal, Tulane U.; Harris Sondak, U. of Utah

### 870 W JS: (OB, HR, GDO) Attitudes Toward and **Outcomes of Organizational Work-Family Balance Policies**

8:00am - 9:30am Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 870

Organizer: Anthony R. Wheeler, U. of Rhode Island

Discussant: Lisa M. Leslie, New York U.

Does parental leave positively impact wages over time? The impact of workers' socioeconomic Status | Grace Lemmon. DePaul U.; Jenny M. Hoobler, U. of Illinois at Chicago

Understanding attitudes toward parental leave policies | Wendy J. Casper. The U. of Texas at Arlington: Dynah A Basuil, The U. of Auckland

Strategies to reduce hiring discrimination against parents | Amanda J Anderson, George Mason U.; Eden King, George

A dynamic inter-spousal spillover model for understanding post-maternity workforce reentry | Anthony R. Wheeler, U. of Rhode Island; Laura M. Little, U. of Georgia

### 871 → □JS: (OB, MOC) Perception of and Reaction to Intercultural Interactions: Individual and Organization Adaptation

8:00am - 9:30am Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 871

Chairs: Jaee Cho, Columbia U.; Zhi Liu, Columbia U.

Discussant: Fiona Lee, U. of Michigan

Organizational Implications of Multicultural Interactions | Eliza Bivolaru, INSEAD; William W. Maddux, INSEAD; Andrew Hafenbrack, INSEAD; Carmit T. Tadmor, Tel Aviv U.

The Effect of Intercultural Ideologies on the Perception of Newcomer's Adaptation | Jaee Cho, Columbia U.; Michael Morris. Columbia U.

Acknowledgment of Cultural Differences and Support for Social and Organizational Change | Zhi Liu, Columbia U.; Chi-Yue Chiu, Nanyang Technological U.; Xia Chen, Sichuan U. Culture's Impact on Behavioral Integrity: When is a Promise not a Promise? | Ray Friedman, Vanderbilt U.; Ying-Yi Hong, Nanyang Technological U.; Tony L Simons, Cornell U.

Organizational Intercultural Adaptation through Social Networks | Jing Betty Feng, Georgia State U.; Leigh Anne Liu, Georgia State U.

### **872** JS: (OB, MOC, OMT) Adapting Across Levels: **Empirical Advancements in Performance Adaptation** Theory

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 872

Organizers: John Paul Stephens. Case Western Reserve U.: Samantha K. Baard, Michigan State U.

Discussant: Stephen J. Zaccaro, George Mason U.

Self-regulation: A driver of Adaptive Performance Over Time | Samantha K. Baard, Michigan State U.; Steve W. J. Kozlowski, Michigan State U.

Aspirations in the Prisoner's Dilemma: A Computational Simulation of Performance Adaptation | Corinne Coen, Case Western Reserve U.

A Phenomenology of Learning to Adaptively Coordinate With Leaders and Across Levels | John Paul Stephens, Case Western Reserve U.; Njoke K. Thomas, Case Western Reserve

### 873 © SHCS: (OB, OMT, CAR) How to be Successful at the Academy of Management

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon B

Tweet this session: #AOM2014 873

Chair: Jeffrey Miles, U. of the Pacific

Discussant: Roy R Suddaby, U. of Alberta

How to Write an Award-Winning Symposium | Jeffrey Miles, U. of the Pacific

How to Write an Impactful Paper | Dennis A. Gioia, Pennsylvania State U.

How to Write a Successful PDW | Deborah E. de Lange. Rverson U.

How to Write an Award-Winning Book | Patricia H Thornton,

How to Create a Successful New Theory | Edwin A. Locke, U. of Maryland

How to be a Successful Program Chair | Susan E. Jackson, Rutgers U.

How to be a Successful Journal Editor | Roy R Suddaby, U. of Alberta

### **Finalist for Best Symposium Award**

### 874 JS: (OB, SIM) Answering the Call: New Directions in the Study of Workplace Interactions

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 874

Chairs: Benjamin Walsh, U. of Illinois Springfield; Dana

Kabat-Farr, U. of Nevada Reno

Discussant: Julian Barling, Queen's U.

Individual Differences in Employee Behavioral Reactions to Supervisor Incivility | Dana Kabat-Farr, U. of Nevada Reno; Benjamin Walsh, U. of Illinois Springfield

- Attachment Styles at Work: Measurement, Collegial Relationships, and Burnout | Michael Leiter, Acadia U.; Lisa Price, Acadia U.; Arla L Day, Saint Mary's U.
- The Influence of Victim and Perpetrator Archetypal Roles on Third-party Reactions to Mistreatment | Tara Reich, London School of Economics
- Does Civility Pay?: It Pays to Play Nice | Christine L. Porath, Georgetown U.; Alexandra Gerbasi, Grenoble Ecole de Management

### 875 : (Paper Session) - (OCIS) Coordination and Knowledge Management in Virtual and Distributed Teams

8:00am - 9:30am Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 875

Discussant: Alexandre Barsi Lopes, Indiana U.

- ■Working Out Loud: Adapting Communication to Support Distributed Collaboration | Kathryn Aten. Naval Postgraduate School; Luciara Nardon, Carleton U.; Taryn Lyn Stanko, U. of
- → Integrating Knowledge through Consistency between Leadership and Technology in Distributed Teams Vincenza Poliandri, U. of Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia; Fabiola Bertolotti, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna; Alessandro Grandi, U. of Bologna
- A Critical Review and Meta-Analysis Of Leadership Behaviors and Virtual Teams Performance | N. Sharon Hill, George Washington U.; Natalia Lorinkova, Wayne State U.; Ayse Karaca, Wayne State U.
- ₽What Difference does a Robot Make? Managing Ambiguity in Distributed Knowledge Work | Matt Beane, Massachusetts Institute of Technology; Wanda J. Orlikowski, Massachusetts Institute of Technology

### 876 €JS: (OCIS, OB) Using Construal Level Theory to **Explore the Power of Words and Distance**

8:00am - 9:30am Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 876

Organizer: Brad Crisp, Abilene Christian U.

Discussant: Mark Mortensen, INSEAD

Geography, Identity and Psychological Distance in Virtual Groups | Jeanne M. Wilson, William & Mary

- The Social Implications of Construal Level for Status Conferral Jean-Nicolas Reyt, New York U.; Batia Mishan Wiesenfeld, New York U.
- Understanding Choices of Activism at Amnesty International: A Construal-Level Theory Perspective | Sirkka Jarvenpaa, The U. of Texas at Austin; Lisen Selander, Chalmers U. of Technology

### **877 Q**: (Paper Session) - (ODC) **Responses to Change:** Resistance, Cynicism and Decoupling

8:00am - 9:30am Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 877

Chair: Robert A. Carpino, California State U. Los Angeles

- ■The Emergence of Organized Secrecy in Stabilizing Organizational Identity | Ina Toegel, INSEAD
- ◆ Dancing between Illusion and Reality: Decoupling in Post-acquisition Integration | Natalia Vuori, Aalto U. **ODC Division Best Paper Based on a Dissertation**

- ₽ Lost (But Not Missing) at Work: Organizational Lostness As An Employee Response to Change | Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Scott Carlson Hammond, Utah Valley U.
- ■■Metaphors of Occupational Identity: Traces of a Changeable Workplace in Journalism | Stephanie Grubenmann, U. of St. Gallen; Miriam Meckel, U. of St. Gallen

### 878 > .: (Paper Session) - (ODC) Large Scale and Institutional Change

8:00am - 9:30am Pennsylvania Convention Center: Room 109 B Tweet this session: #AOM2014 878

Chair: Anthony F. Buono, Bentley U.

- → Tracking the Global Diffusion of Management Ideas Lutz Preuss, U. of London
- → 💻 <sup>®</sup> The Cost of Well-Being: The Role of Income Following Social Transition | Ben Bulmash, U. of Massachusetts Amherst; Ishak Saporta, Tel Aviv U.; Yoav Ganzach, Tel Aviv U.
- ■Examining Industrial Influences on Foreign SMEs' Product Quality Performance in China | Ming-Chih Tsai, National Chung Hsing U.; Shiau-Chi Lin, National Chung Hsing
- → Fortunes for the Bold: Emergence and Evolution of the Private Military and Security Industry | Joseph R Bongiovi, U. of North Carolina, Chapel Hill

### 879 ■: (Paper Session) - (ODC) Effecting Strategic Change

8:00am - 9:30am Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 879

Chair: Alyncia Magdalene Bowen, Franklin U.

- ■Power of Words: Strategic Change Constituted in a Managerial Narrative | Minna Logemann, Aalto U.
- ■The Impact of Diversification on Risk-taking in the Financial Holding Companies | Tsai-Jyh Chen, National Chengchi U.
- How middle managers develop capacity for multiple changes by "hooking up" with internal stakeholders | Monica Rydland, NHH Norwegian School of Economics; Inger G. Stensaker, Norwegian School of Economics
- Restoring trust and renegotiating psychological contracts in the context of strategic change | Therese Egeland Sverdrup, NHH Norwegian School of Economics; Inger G. Stensaker, Norwegian School of Economics

### **880** ■JS: (ODC, OMT, SAP) Exploring the Duality of Stability and Change in and of Change Initiatives

8:00am - 9:30am Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 880

Organizers: Reut Livne-Tarandach, U. of Oregon; Harald Heinz Tuckermann, U. of St. Gallen

Chair: Wendy K. Smith, U. of Delaware

Change resurrected: How and why change initiative

re-emerge? | Reut Livne-Tarandach, U. of Oregon

Organizational Mindfulness and the paradox of organizational change | Harald Heinz Tuckermann, U. of St. Gallen

Exploring the duality of coercion and empowerment in strategic change programs | Torsten Schmid, U. of St. Gallen; Martha Feldman, U. of California, Irvine

Achieving Familiar Novelty through the Use of Organizational Routines | Scott Sonenshein, Rice U.

### 881 & \( \rightarrow \) \( \lefta \) JS: (ODC, ONE, SIM) The Journey to Sustainable Effectiveness: An Examination of the Design and Implementation Issues

8:00am - 9:30am Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 881

Organizer: Chris Worley, U. of Southern California

Speakers: A B Rami Shani, California Polytechnic State U.; Susan A. Mohrman, U. of Southern California; Svante Lifvergren,

Chalmers U. of Technology; Laura Galuppo, U. Cattolica del Sacro Cuore; Philip H. Mirvis, Global Network on Corporate Citizneship

### 882 : (OM) OM Division Breakfast And 'Meet The Editors' Of Journal of Operations Management

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 882

Division breakfast (8-8:30) followed by a panel session with the Editors of the Journal of Operations Management (8:30-9:30)

Organizer: Dayna Simpson, Monash U.

Presenters: Daniel Guide, Pennsylvania State U.; Thomas Y. Choi, Arizona State U.

### 883 : (OMT) OMT Distinguished Scholar Breakfast

8:00am - 9:30am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 883

Distinguished Speaker: Royston Greenwood, U. of Alberta; Open to all members.

### 884 ← □: (Paper Session) - (OMT) Contested Meanings in **Institutional Processes: Four Perspectives**

8:00am - 9:30am Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 884

Chair: Katharina Pernkopf-Konhäusner, WU Vienna

- Enchanted Exchanges: Evidence from Media Coverage of the Maker Movement | Andreea Daniela Gorbatai, U. of California, Berkeley; Cyrus Dioun, U. of California, Berkeley
- ₽ Between Fame and Blame: The Contested Meaning of Personal Branding in the Field of Journalism | Patrick Lam Le, HEC Paris; Kristine De Valck, HEC Paris
- ■Unsettled Framing: Institutional Dynamics of Essentially Contested Concepts | Frank Wijen, Erasmus U. Rotterdam; Ben Wempe, Erasmus U. Rotterdam
- ₽ Up for Interpretation: How Audiences' Unexpected Responses Threaten Social Movement Identities | Ryann Elizabeth Manning, Harvard U.; Julie Battilana, Harvard U.; Lakshmi Ramarajan, Harvard U.

Finalist for Best ESP Award

### 885 e: (Paper Session) - (ONE) Resources, Markets, Strategy, & Performance

8:00am - 9:30am Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 885

Chair: Carolyn P. Egri, Simon Fraser U.

- → The Role of Environmental and Market Capabilities for the Efficient Use of Natural Capital by Firms | Frank Figge. Kedge Business School; Tobias Hahn, Kedge Business School
- Proactive Environment Strategy and Performance: An Integrated View | Longwei Tian, Shanghai Jiao Tong U.; Yuan Li, Shanghai JiaoTong U.
- Natural Resource Dependence Theory: Organizational Impacts of Extreme Weather Events | Anne Bergmann. Dresden U. of Technology; Kristin Stechemesser, Technische U. Dresden; Edeltraud Guenther, Technische U. Dresden

₱Many Ways to Rome: Exogenous and Endogenous CSR Pathways to Environmental and Social Performance | Minna Halme, Aalto U.; Jukka Rintamäki, Aalto U.; Jette Steen Knudsen, Copenhagen Business School; Mika Kuisma, Aalto U.

### Suppliers

8:00am - 9:30am Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 886

Chair: Patricia G. Vidal, U. Presbiteriana MacKenzie

Exploring the Influence of Individual Differences on Employees' Pro-Environmental Behaviors | Johny Tay, Queen's U.; Jane Webster, Queen's U.; Sandy Staples,

- Employees and Environmental Performance: The Role of Environmental Strategies and Shared Vision | Elisa Alt, Anglia Ruskin U.
- Using the Power of Words to Encourage Employees' Pro-Environmental Behaviors | Johny Tay, Queen's U.; Jane Webster, Queen's U.; Sandy Staples, Queen's U.
- ■Sustainable Supply Chain Management: A Literature Review and Social Network Analysis | Robert Sroufe, Duquesne U.; Inna Nirenburg, Accenture

### **887** $\square$ : (Paper Session) - (PNP) **New Directions for** Research on Bureaucracy

8:00am - 9:30am Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 887

Chair: Bing Ran, Pennsylvania State U., Harrisburg

- ■What Happens When Rules Stay the Same: Implementation Change in Minority Preference Purchasing Jessica Terman, U. of Nevada
- ☐ Theory of Bureaucratic Error | Justin B Bullock, Texas A&M
- Procedural Rules, Access of SMEs and Efficiency: Evidence from French Public Procurement | Anissa Boulemia, Sorbonne Business School; John Moore, Sorbonne **Business School**

### Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student

■ The Role of Informal Control for Volunteer Satisfaction and Turnover in Volunteer Work Teams | Markus Kreutzer. U. of St. Gallen; Karin Kreutzer, European Business School, Wiesbaden

### 888 .: (Paper Session) - (PNP) Ethics and Values in Public and Nonprofit Organizations

8:00am - 9:30am Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 888

Chair: Neil M. Boyd, Bucknell U.

- Effects of Organizational Ethics and Organizational Constraints on Emotional Exhaustion | Dianhan Zheng, U. of Houston; Kori Callison, U. of Alaska Anchorage; L A Witt, U. of Houston; Benjamin Farmer, U. of Houston; Lars Johnson, U. of Houston; Sophie Romay, U. of Houston; Amanda Palmer, U. of Houston
- Organizational Equity, Justice, and Individual Public Service Motives | Robert K Christensen, U. of Georgia; Elizabeth Sassler, U. of Georgia; Kukkyoung Moon, U. of Georgia

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- WeatheringtheStorm:EffectsofPsychologicalSafetyand Accountability on Performance | Monica Higgins, Harvard U.; Jennie Weiner, U. of Connecticut
- ■Third Mission and Espoused Values of Italian Universities:An Investigation of Official Documents | Michela Loi, U. of Cagliari; Chiara Maria Di Guardo, U. of Cagliari

### 889 🖃: (Paper Session) - (PNP) Organizational Change:

Determinants and Outcomes 8:00am - 9:30am Pennsylvania Convention Center: Room 125

Tweet this session: #AOM2014 889

Chair: James P Gelatt, U. of Maryland U. College

- ➡ Psychological Capital as Moderator of Organizational Change Demands on Nursing Stress | Stephen T.T. Teo, Auckland U. of Technology; Maree Roche, U. of Waikato; David Pick, Curtin U.; Cameron John Newton, Queensland U. of Technology
- □ Coping with Multiple Logics: The Role of Actors in the Negotiation of Institutional Change | Rachel Elizabeth Ashworth, Cardiff U.; Tom Entwistle, Cardiff U.
- Exploring Emotional Reactions to Ongoing Organizational Change in the UK Public Sector | Clare Kelliher, Cranfield U.; Emma Parry, Cranfield U.
- Public Sector Change, Person—Organization Fit, and Work Attitudes: A Mediation Model | Stephen T.T. Teo, Auckland U. of Technology; David Pick, Curtin U.; Matthew John Xerri, Southern Cross U.; Cameron John Newton, Queensland U. of Technology

# 890 ← □: (Paper Session) - (RM) The Power of Words in Research Methods: Measurement, Models, and the Management Discipline

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 890

Chair: Lisa Schurer Lambert, Georgia State U.

- ➡The Power of Words: With Great Power Comes Great Responsibility | Stephanie Maynard-Patrick, New Mexico State U.: Melissa Cast, New Mexico State U.
- ■Mapping the Management Discipline A Bibliometric and Qualitative Synthesis | Will Felps, U. of New South Wales; Nees Jan van Eck, Leiden U.; Ludo Waltman, Leiden U.; Johannes Meuer, U. of Zurich
- ➡ From Words to Models: A Bibliometric Approach to Designing Agent-Based Models in Entrepreneurship | Jaehu Shim, Queensland U. of Technology; Martin Bliemel, U. of New South Wales; Myeonggil Choi, Chung Ang U.
- ■■Modification of Measures: Threats to Construct Validity and Recommendations for Improving Items | Lucy R. Ford, St. Joseph's U.; Terri A. Scandura, U. of Miami

# 891 (RM) Current Issues in Investigating Common Method Variance

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 891

Chair: Larry J. Williams, Wayne State U.

Discussants: Ronald S. Landis, Illinois Institute of Technology; Adam W. Meade, North Carolina State U.

A Review of Recent Organizational Studies Using an Unmeasured Latent Method Construct | Alyssa K.

- McGonagle, Wayne State U.; Larry J. Williams, Wayne State U.; Daniel Wiegert, Wayne State U.
- Use of an Unmeasured Latent Method Construct in the Presence of Multidimensional Method Variance | Larry J. Williams, Wayne State U.
- Detecting Common Method Variance with a Marker Variable:
  A Replication and Extension | Michael Sturman, Cornell U.;
  Marcia Simmering, Louisiana Tech U.; Andrey Ukhov, Cornell II
- Insufficient Effort Responding: A Unique Source of Method Variance | Jason L. Huang, Wayne State U.; Mengqiao Liu, Wayne State U.

## 892 → ■ : (Paper Session) - (SAP) Rhetoric: The Power of Words in Strategizing Activities and Practices

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom Tweet this session: #AOM2014 892

Chair: Saku Mantere, Hanken School of Economics

Practicing transcendence: Rhetorical strategies and constructing a response to paradox | Rebecca Bednarek, Cass Business School, City U. London; Sotirios Paroutis, U. of Warwick; John Sillince, Newcastle U.

### **SAP Best Paper Award**

- ■Going backstage in entrepreneurial impression management: The role of analogical reasoning | Florian Ueberbacher, U. of St. Gallen; Claus D Jacobs, Bern U. of Applied Sciences
- → Toyota's Crisis Management Strategies by the Apologia in 2010 | Nobuyuki Chikudate, Hiroshima U.

# 893 ⊕→ \( \subseteq : (Paper Session) - (SAP) \) Middle Managers: Connecting to Strategy; Bridging government policy, technology, & professional norms

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 893

Chair: Julia Balogun, U. of Bath

- ™ The Role of Practical Coping in Strategy Making | Paula Jarzabkowski, Cornell U.; Carola Wolf, Aston Business School
- ■Understanding technological change in schools: the entwinement of strategy and technology | Sari Laari-Salmela, U. of Oulu; Marianne Kinnula, U. of Oulu
- → ☐ Professional Socialization & Professional Commitment in Social Work Students—A Longitudinal Study | Anat Freund, Haifa U.; Ayala Cohen, Tel-Hai College; Edith Blit-Cohen, Hebrew U. of Jerusalem; Nicole Dehan, Haifa U.

# **894** : (Paper Session) - (SIM) Doing Good for Others in the Organizational Context

8:00am - 9:30am Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 894

Chair: Elena Dowin Kennedy, U. of Massachusetts Boston
Exploration of Chinese Employees' Perceived Organizational
Family Support | Yang Zhao, China U. of Geosciences; Yuka
Fujimoto, Deakin U.; Shi Kui Gao, China U. of Geosciences

Pao Is Pro Bono also Pro Lucrum? Doing Well by Letting your Human Capital Do Good | Amit Jain Chauradia, Indian

- School of Business; **Deepak Somaya**, U. of Illinois at Urbana-Champaign
- Commercial and philanthropic exploitability as the determinants of corporate social action | Yuliya Shymko, Vlerick Business School

Interorganizational Influence on Corporate Philanthropy | Tae-Hyun Kim, KAIST

895 : (Paper Session) - (SIM) Stakeholder Management and CSR in Strategic Decision Making

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 895

Chair: Nicholas N Bartkoski, Ball State U.

- Stakeholder Welfare Maximization and Competitive Advantage in Turbulent Environments | David Weitzner, York U.; Yuval Deutsch, York U.
- Forced Strategic Approach to CSR (Mis)managing Paradoxical Social Demands | Kirsti livonen, Aalto U.
- Does CSR Impact M&A Target Attractiveness? | Pamela
   J. Harper, Marist College
- ■Using Item Response Theory to Improve Measurement in Strategic Management: An Application to CSR | Robert J. Carroll, U. of Rochester; David M. Primo, U. of Rochester; Brian Kelleher Richter, The U. of Texas at Austin

**896**: (Paper Session) - (SIM) Stakeholder Dialogue and Engagement

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 896

Chairs: Sarah Glozer, U. of Nottingham / ICCSR; Robert Caruana, U. of Nottingham / ICCSR

- Shareholder Dialogue Behind The Scenes: Addressing The Bulk Of The Iceberg | Jennifer Coralie Goodman, Ramon Llull U.; Tessa Hebb, Carleton U.; Andreas Hoepner, U. of Reading
- The paradox of success: Managing tensions between enlarging & deepening multistakeholder initiatives | Markus Beckmann, U. Erlangen-Nuremberg; Stella Wolters, Friedrich-Alexander-U. Erlangen-Nuremberg; Anica Zeyen, Friedrich-Alexander-U. Erlangen-Nuremberg
- Optimizing Stakeholder Relationships: A Real Options Approach to Stakeholder Management | **Erik Taylor**, Louisiana State U.
- → ® Recreation of Routines: A Process Model for Marginalized Stakeholder Group Engagement | Rashedur Chowdhury, U. College Dublin: Smurfit; Andrew C Wicks, U. of Virginia

897 : (Paper Session) - (SIM) Irresponsible Corporate Behavior

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room B

Tweet this session: **#AOM2014 897**Chair: **Marguerite Schneider**, NJIT

- Pa→ Institutions Behind Corporate Tax Evasion | Omer N. Gokalp, Suffolk U.
- → ■A Process Model of Shaming Sanctions on Corporate
  Fraudulence in Transition Economies | William P. Wan, City
  U. of Hong Kong; Daphne W. Yiu, Chinese U. of Hong Kong
- ■Which CSiR practices matters to firms? | Qian Lu, National U. of Singapore

☐ Two Faced CSR: Why are Firms Socially Inconsistent?
(WITHDRAWN) | Limin Fu, U. of Adelaide; Dirk Michael Boehe, The U. of Adelaide; Susan Freeman, U. of Adelaide

**898**: (Paper Session) - (SIM) The Effects of Organizational Identity and Orientation on CSR

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 898 Chair: Tammy MacLean, Suffolk U.

Identity, justice, and social responsibility: Micro-foundations of CSR | **Pamala J. Dillon**, U. of Massachusetts Amherst

- CSR Evaluation and Affective Attachment to CSR in DIfferent Identity Orientation Firms | Barbara Fryzel, Jagiellonian U.; Nina Seppala, Regent's U. London
- Building an identity for scaling up: Case studies of Indian affordable healthcare organizations | Rajesh Chandwani, Indian Institute of Management Ahmedabad; Vasanthi Srinivasan, HHL Leipzig Graduate School of Management; Mithileshwar Jha, Indian Institute of Management Bangalore; Vishnuprasad Nagadevara, Indian Institute of Management Bangalore
- Examining Corporate Social Orientations in an Emerging Country Context: A Study on India | Tanusree Jain, ESADE; Dima Jamali, American U. of Beirut; Ruth V. Aguilera, U. of Illinois at Urbana-Champaign

899 届: (Paper Session) - (TIM) Technology Use and Adoption

8:00am - 9:30am Pennsylvania Convention Center: Room 204 A Tweet this session: #AOM2014 899

Chair: Sung Doo Kim, U. of Cincinnati

- Technology Use and Technological Capabilities: Implications for Innovation | Larry Tribble, The U. of Alabama; Paul Louis Drnevich, The U. of Alabama
- ☐ The Sensemaking Process of Users in Response to an Innovation: A Meso-level Qualitative Analysis | Madelynn Rassia Dawn Matthews, Haskayne School of Business; Loren Falkenberg, U. of Calgary
- Personal Use of Technology at Work: Exploring Paradoxes of Control and Flexibility | Sung Doo Kim, U. of Cincinnati
- Status Processes in Human-Computer Interactions: Does Gender Matter? | Marek N Posard, U. of Maryland

900 ☐: (Paper Session) - (TIM) Research and Innovation at the Academic-Industry Boundary

8:00am - 9:30am Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 900

Chair: Christoph Grimpe, Copenhagen Business School

- Second-hand Signals: How and Why Firms Are Being Referenced in Scientific Publications | Carsten Bergenholtz, Aarhus U.
- Academic Entrepreneurship and Traditional Academic Duties: Synergy or Rivalry? | Muthu de Silva, Big Innovation Centre / Lancaster U.
- Delay and Secrecy: Does Industry Sponsorship Jeopardize Disclosure of Academic Research? | Dirk Czarnitzki, KU Leuven; Christoph Grimpe, Copenhagen Business School; Andrew Toole, United States Department of Agriculture

Academic Engagement at Canadian and Finnish Business Schools | Jaana Woiceshyn, U. of Calgary; Päivi Eriksson, U. of Eastern Finland

### 901 ☐: (Paper Session) - (TIM) Intellectual Property, Trust, and R&D Collaborations

8:00am - 9:30am Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 901

Chair: André P Slowak, U. of East London

- Pa→ Sharing knowledge or not? Innovation and imitation in shipbuilding projects in China | Kim van Oorschot, Bl Norwegian Business School; Hans Solli-Sæther, Bl Norwegian Business School; Jan Terje Karlsen, Bl Norwegian Business School
- ■Once Bitten, Less Shy? The Impact of Legal Copying and Illegal Infringement on R&D Cooperation | Theresa Helena Veer, Ramon Llull U.; Annika Lorenz, Technische U. Berlin
- ➡The Words of Power behind Shared IP: The Case of Automotive Electronics | André P Slowak, U. of East London
- Balancing appropriability mechanisms for innovation collaboration by services firms | Marcela Miozzo, The U. of Manchester; Panos Desyllas, U. of Bath; Hsing-fen Lee, Middlesex U.; lan Miles, The U. of Manchester

## 902 : (Paper Session) - (TIM) Multicultural Issues in Innovation and Management

8:00am - 9:30am Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 902

Chair: Quey-Jen Yeh, National Cheng Kung U.

- → ■Work Values and Manager Leadership Relationships among Four Ownership Types of Chinese Firms | Quey-Jen Yeh, National Cheng Kung U.
- ➡ The Effect of Social Capital on Organizational Innovation: A Perspective of Chinese Schema | Hsing-Kuo Wang, National Quemoy U.; Yu-Fang Yvonne Yen, National Quemoy U.; Jung-Feng Tseng, National Kaohsiung U.
- Transcultural Challenges for Open Online Learning | Nabil Sultan, U. Campus Suffolk; Sylvia van de Bunt-Kokhuis, Vrije U. Amsterdam
- → Realizing Product Harmonization under Market Demand Heterogeneity: Reconciliation of Competing Logics | Yang Liu, U. of Cambridge; Yongjiang Shi, U. of Cambridge

### 903 : (Paper Session) - (TIM) Network Configuration and Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 111 B Tweet this session: #AOM2014 903

Chair: Maria Teresa Bolivar Ramos, U. of Granada

- → ☐ The relation between R&D spending and patents: The moderating effect of collaboration networks | Maria Teresa Bolivar Ramos, U. of Granada
- Configuration of Innovation Networks: A Conceptual Framework | Paavo Ritala, Lappeenranta U. of Technology; Devi R Gnyawali, Virginia Polytechnic Institute; Kati Helena Järvi, Lappeenranta U. of Technology
- Relying on Partners or Itself? How Network Centrality
  Pursues Technological Diversity | Hsien-Che Lai, National U.
  of Tainan; Lu-Jui Chen, Ming Chuan U.
- The Role of Intermediaries in Open Innovation: Developing a Model for Collaborative R&D | Elisa Thomas, The U. of the

Sinos Valley (UNISINOS); **Alsones Balestrin**, The U. of the Sinos Valley (UNISINOS); **Jeremy Richard Howells**, U. of Southampton

### 904 届: (Paper Session) - (TIM) Ecosystems and Complementary Assets

8:00am - 9:30am Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 904

Chair: Ayfer H. Ali, U. Carlos III de Madrid

- ☐ The Role of Technological Uncertainty in Markets for Technology | Ayfer H. Ali, U. Carlos III de Madrid; Mariano Mastrogiorgio, U. Carlos III de Madrid
- ■When less can be more Setting technology levels in complementary goods markets | Jörg Claussen, Copenhagen Business School; Christian Essling, Ifo Institute for Economic Research; Tobias Kretschmer, LMU Munich
- A Study on Electric Vehicle Business Ecosystem from the Perspective of Complementary Assets | Yanfei Song, Tongji U.; Luning Shao, Tongji U.; Jianxin You, Tongji U.
- Systemic innovation in a decentralized organizational setting: Towards value chain orchestration | Andreas Hinterhuber, Hinterhuber & Partners

### 905 ☐: (Paper Session) - (TIM) Open Innovation Research: Past and Future

8:00am - 9:30am Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 905

Chair: François Scheid, EM Lyon

- Open Innovation: Content, Impact and Future Research Directions | Krithika Randhawa, U. of Technology, Sydney; Ralf Wilden, Newcastle U.; Jan Hohberger, U. of Technology, Sydney
- Exploring the scope of open innovation: a bibliometric review of a decade of research | Adrian Kovacs, KU Leuven; Bart Van Looy, KU Leuven; Bruno Cassiman, IESE Business School
- The Role of Tertius lungens in Open Innovation Projects | François Scheid, EM Lyon
- Why some firms are better able to collaborate with innovation intermediaries than others | Patrick Pollok, RWTH Aachen U.; Dirk Luettgens, RWTH Aachen U.

## 906 ☐: (Paper Session) - (TIM) Competitive Dynamics of Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 906

Chair: I. Kim Wang, Suffolk U.

- Speed of imitation of competitors' innovation.

  Performance implications and contingency factors | Claudio Giachetti, U. Ca' Foscari of Venice; Stefano Li Pira, U. Ca' Foscari of Venice
- The role of competitive aggressiveness in the emergence of dominant design: A contingency approach | Tianxu Chen, Oakland U.; Vadake Narayanan, Drexel U.
- Pa ☐ From Indifferent, to Mutual Forbear and Fierce:

  Technology and Market Similarity on Competition | Lihong
  Qian, Portland State U.; I. Kim Wang, Suffolk U.
- ■Laggard strategy: Why a firm is sometimes better off lagging behind the technology frontier | I. Kim Wang, Suffolk U.

### 907 : (Paper Session) - (TIM) How Financial Resources Influence Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 907

Chair: Alessandra Luzzi, BI Norwegian Business School

- ■After the IPO: Patenting, Fear of Litigation and Secrecy. | Serena Morricone, U. of Lausanne, HEC Lausanne; Enrico Forti, U. College London; Federico Munari, U. of Bologna
- ■Patent use under financial constraints | Alessandra Luzzi, BI Norwegian Business School
- Avoiding the Valley of Death: A Cross-Case Analysis of SBIR Innovation Processes | J. Krist Schell, Case Western Reserve U.; Nicholas Berente, U. of Georgia
- ■CVC vs. VC funding: invention's influence on technological evolution | Rafael A. Corredoira. U. of Maryland: Francesco Di Lorenzo, Copenhagen Business School

### 908 : (Paper Session) - (TIM) CEO Characteristics and **Leadership Styles**

8:00am - 9:30am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 908

Chair: Michael Deane Howard, Texas A&M U., College Station Leadership styles, competitive intensity and innovation

- choices | Huijun Yang, Xi'an Jiaotong U.; Jianjun Yang, Xi'an
- ☐ The Effects of CEO Career Horizon, Power and Education on R&D Spending: Software Industry Evidence | Zheng Cheng, U. of Kansas; Vincent L. Barker, U. of Kansas
- ₽ Consequences of TMT Dynamics: The Failure to Utilize Innovation from Technology Acquisitions | Michael Deane Howard, Texas A&M U., College Station; David Blen Nance, Lehi, UT; David M. Gomulya, Nanyang Technological U.; H. Dennis Park, Drexel U.
- ₱ Irrational Resistance or Irrational Support? Performance Effects of Project Leader Status | Balazs Szatmari, Erasmus U. Rotterdam; Dirk Deichmann, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam

### Monday 9:45AM

### 909 : (AAA) Academy of Management Perspectives: **Showcase Symposium on Ambidexterity**

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 909

Chair: Timothy Michael Devinney, U. of Leeds

Panelists: Michael L. Tushman, Harvard U.; Julian Birkinshaw, London Business School; Constantinos Markides, London Business School; Shlomo Yedidia Tarba, The U. of Sheffield; Charles A O'Reilly, Stanford U.

### 910: (Plenary) - (BPS) Strategy at Crossroads: What Ideas Matter?

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Horizons Rooftop

Rallroom

Tweet this session: #AOM2014 910

Moderator: Rajshree Agarwal, U. of Maryland

Presenters: Constance E Helfat, Dartmouth College; Kathleen M. Eisenhardt, Stanford U.; Daniel Levinthal, U. of Pennsylvania;

Gautam Ahuja, U. of Michigan

### 911 → 🖳 🖑: (Paper Session) - (CAR) Fresh perspectives on **Boundaryless Careers: Intra- and Extra- Organizational** Views

9:45am - 11:15am Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 911

Chair: Julia Richardson, York U.

Discussant: Erica Berte, Indiana U. - Purdue U. Columbus ₽ Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers | Matthew J. Bidwell, U. of Pennsylvania; Ethan Mollick, Wharton School

#### The Careers Best Paper Award Finalist

→ ■ ♥ Women's careers in Academia: understanding local constraints to the boundaryless career view | Fida Afiouni, American U. of Beirut

### The Careers Best International Paper Award Finalist

- Looking for Jobs in All the Right Places? Job Search Behaviors in the Boundaryless Career Era | Sherry E. Sullivan, Bowling Green State U.; Monica L. Forret, St. Ambrose U.; Archana Samtani, The Ladders
- ■Who benefits from the new career? Employees. organizations, or both? | Ricardo Martins Rodrigues, Kingston U. London; David E Guest, King's College London; Teresa Oliveira. U. de Coimbra
- The Effect of Job Embeddedness on the Relationship between Employability and Career Outcomes | K. Ovgu Cakmak-Otluoglu, Istanbul U.; James Paul Burton, Northern Illinois U.; Jon P. Briscoe, Northern Illinois U.

### 912 🛄 👽 🔙: (Paper Session) - (CAR) Gains and benefits -

#### **Developmental Networks Outcomes**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 304 Tweet this session: #AOM2014 912

Chair: Petrus Raulino, U. de São Paulo

- Developmental Network Degree Centrality and the Impact of Superdevelopers on Career Achievement | Richard Donald Cotton, Appalachian State U.
- ■Advancing the Study of Developmental Networks to Include Developer Types and Person-Network Fit | Yan Shen, U. of Victoria; Richard Donald Cotton, Appalachian State U.: Kathy E. Kram. Boston U.

### Reed Center Best Careers Applied Paper Award Finalist

- Separate vet connected: Developmental networks as forums for individual growth | Elana R. Feldman, Boston U.; Amy Gannon, Edgewood College; William A Kahn, Boston U.
- ■In Search of a Relational Antecedent of Emotional Labor:A Social Network Perspective | Na Yoon Kim, Cornell U.

### 913 ©SHCS: (CAR) The Golden Years? Identity, Choice, and Serendipity in Retiring from an Academic Career

9:45am - 11:15am Philadelphia Marriott Downtown: Room 404

Tweet this session: #AOM2014 913

Organizer: Lotte Bailyn, Massachusetts Institute of Technology Participants: Myron D Fottler, U. of Central Florida; Deborah M Kolb, Simmons College; Roy J. Lewicki, The Ohio State U.; Barry M Staw, U. of California, Berkeley; Eleanor Westney, York U. **Best Symposium Award Finalist** 

914 ■: (Paper Session) - (CAR) Career Transition and Identity

9:45am - 11:15am Philadelphia Marriott Downtown: Room 408 Tweet this session: #AOM2014 914

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Chair: Lina Eiko Nakata, Federal U. of Uberlandia Discussant: Sigmar Malvezzi, Fundação Dom Cabral

- "I still feel kind of temporary about myself": Liminality in Cruise Ship Work | John Blenkinsopp, U. of Hull; Imke Matuszewski, U. of Teesside
- Possible Selves' Dynamism: Identity Experiments following a Career Transition | Pamela A. Suzanne, U. de San Andrés
- Not Just Somebody That I Used to Be: Identity Preservation Through Role Exit | Sarah Wittman, INSEAD Change in Career Orientations and the Organizational Learning Process: A Conceptual Framework | Jana Gruner, Otto von Guericke U. Magdeburg

## 915 ← ☐: (Paper Session) - (CAR) Work Arrangements and Tools for Enhancing Academic Careers

9:45am - 11:15am Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 915

Chair: S. Gayle Baugh, U. of West Florida

Examining the Relationship among Part-Time Work
Arrangements, Job Satisfaction, and Work Effort | **Xiangmin**Liu, Pennsylvania State U.; Liang Zhang, Pennsylvania State U.

Mapping Career Studies: A Bibliometric Analysis | Colin Idzert Sarkies Lee, Erasmus U. Rotterdam; Will Felps, U. of New South Wales; Yehuda Baruch, Southampton Business School, U.K.

The Arnon Reichers Best Student Paper Award Finalist

Does Double Plateau Always Lead to Turnover Intention Evidence from China | **Xie Baoguo**, Renmin U. of China; **Lu Xinxin**, Renmin U. of China; **Zhou Wenxia**, Renmin U. of China

■The Psychological Contract and Career Agency of Young Scientists in the Entrepreneurial University | Alice Lam, U. of London; Andre Campos, State U. of Campinas

## 916 → ♥ CAU: (CAU) Legitimizing the Africa Academy of Management Through Communication.

9:45am - 11:15am Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 916

Organizers: David B. Zoogah, Morgan State U.; Moses Acquaah,

U. of North Carolina, Greensboro Chair: **Stella M. Nkomo**, U. of Pretoria Participant: **Karel Stanz**, U. of Pretoria

# 917 ← □CAU: (CAU) Words and Emotions: How do Individuals Label What They are Feeling?

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 917

Organizers: Sophia Soyoung Jeong, Chinese U. of Hong Kong;

Shanshan Wen, Chinese U. of Hong Kong

# 918 ⊕→ ← □ CAU: (CAU) Capitalizing on Creativity at Work: Fostering the Implementation of Creative Ideas in Organizations

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 8

Tweet this session: #AOM2014 918

Organizers: Matej Cerne, U. of Ljubljana, Faculty of Economics;

Miha Skerlavaj, BI Norwegian Business School

## 919 SHCS: (CM) Trust development and repair in organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 919

Chairs: Emma Levine, U. of Pennsylvania; Derek Harmon, U. of Southern California

Trust, white lies, and harsh truths | Long Wang, City U. of Hong Kong; Keith Murnighan, Northwestern U.

Trust development within teams: On the benefits of knowing who trusts you (and who doesn't) | **Sebastien Brion**, IESE Business School; **Robert Lount**, The Ohio State U.

Beyond intentionality: How violations resulting from action versus inaction affect trust repair | Derek Harmon, U. of Southern California; Peter H Kim, U. of Southern California

The benefits of faking it: emotional misrepresentation increases trust | Emma Levine, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

### 920 ☐: (Paper Session) - (CM) In Weakness and In Power: Status. Power and Group Dynamics

9:45am - 11:15am Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 920

Chair: Sherry M Thatcher, U. of South Carolina

Conflict between Leaders and Employees: The Role of Transformational Leadership | Yang Guo, National U. of Singapore; Dean Tjosvold, Lingnan U.; Alfred Wong, National Sun Yat-sen U.; Xinxin Li, National U. of Singapore

- Dominance versus cooperativeness: Status construal as a determinant of status acquisition strategy | Nathanael J. Fast, U. of Southern California; Yoo Kyoung Kim, U. of Southern California
- ☐ The micro velvet glove: Low status group members are compensated for their deference. | Siyu Yu, New York U.; Robb Willer, U. of California, Berkeley
- The Power of Leader Attention: Leader Gaze Equalizes
  Hierarchies and Improves Team Performance | So-Hyeon
  Shim. Northwestern U.

### 921 : (Paper Session) - (CM) Nine to Five: Justice and Emotion at Work

9:45am - 11:15am Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 921

Chair: Andrew Soderberg, U. of Utah

- A Moderated Mediation Model of Emotional Labor and the Work Family Interface | Longzhu Dong, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee; Dora Luk, The U. of Hong Kong; Xiangyang Liu, South China U. of Technology
- A Multilevel Model of Interactional Justice, Leader-Member Exchange, and Employee Performance | Wei He, Huazhong U. of Science & Technology; Lirong Long, Huazhong U. of Science & Technology
- ☐ Justice from Above and Below: The Moderating Effect of Relative Rank on Procedural Justice Reactions | Laura Reitman, New York U.; Steven Blader, New York U.; Ya-Ru Chen, Cornell U.
- Daily experiences of justice: A within-person, dynamic, and event-based perspective | Laurie J. Barclay, Wilfrid Laurier U.; Tina Kiefer, Warwick Business School Winner of CM Division Best Paper Award - New Directions

# 922 → 🖃: (Paper Session) - (CMS) Postcolonialism and Corporate Capitalism

9:45am - 11:15am Pennsylvania Convention Center: Room 119 B

Tweetthissession: #AOM2014 922

Chair: Raza A. Mir, William Paterson U.

- ■For Whom Does the Subaltern Speak? Critical and Strategic Issues on Post-colonial Management Studies I Francois Goxe, U. de Versailles St-Quentin-En-Yvelines; Nathalie Belhoste, NEOMA Business School
- Decolonizing the Bottom of the Pyramid | Alex Faria, Fundação Getulio Vargas; Marcus Hemais, IAG PUC Rio; Bill Cooke,
- ₽→ = Englishization in Offshore Call Centres: A Postcolonial Perspective | Mehdi Boussebaa, U. of Bath; Yiannis Gabriel, U. of Bath; Shuchi Sinha, Indian Institute of Technology Delhi
- Theorising The State (Or Its Absence?) In Anti-Corporate Protest: Insights From India | Nimruji Jammulamadaka, Indian Institute of Management Calcutta
- 923 -> (CMS) Professions and Elites 9:45am - 11:15am Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 923

Chair: Dan Kärreman, Copenhagen Business School

- Institutional Maintenance in an Elite Organization | Sabina Siebert, U. of Glasgow; Fiona Wilson, U. of Glasgow; John Hamilton, Faculty of Advocates
- → Power of Words in a UN Institution: An Ethnography of Agency in Institutional Maintenance | Toke Bjerregaard, Aarhus U.; Bjarke Nielsen, Aarhus U.
- Civilianization and its Discontents | Kevin Morrell, Warwick **Business School**
- ■Policy Imagination in Stasis? Contesting and Policing Banking Reform in the UK | Jason Glynos, U. of Essex; Robin Patrik Klimecki, U. of Bristol; H. C. Willmott, Cardiff U.

### 924 € \(\overline{\overli **Competences for Corporate Entrepreneurship**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 924

Chair: Jing Betty Feng, Georgia State U.

Discussant: Marc Lerchenmueller, Yale U.

- ■TMT Behavioral Integration and Corporate Entrepreneurship: Moderating Role of Institutional Support Ying Feng, Erasmus U. Rotterdam
- Parent Prospects, Resource Slack, and the Operations Independence of Internal Corporate Ventures | Robert P. Garrett, U. of Louisville; Jeffrey G. Covin, Indiana U.
- Unpacking the Networking Capabilities and Corporate Entrepreneurship Relationship | Kamal Sakhdari. Queensland U. of Technology; Henri Burgers, Queensland U. of Technology; Per Davidsson, Queensland U. of Technology
- PaAn Integrated Model of Corporate Strategic Entrepreneurship in Service and Manufacturing Contexts | Marc Lerchenmueller, Yale U.

### 925 € \( \subseteq : (Paper Session) - (ENT) CEOs and Founders in Family Firms

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 925

Chair: Ionela Neacsu, U. Carlos III de Madrid Discussant: Luca Gnan, Tor Vergata U.

- CEO Risk Taking in Family Firms: The Behavioral Agency Model, Family Control and CEO Option Wealth | Ionela Neacsu, U. Carlos III de Madrid; Luis R Gomez-Mejia, Texas A&M U.; Geoff Martin, Melbourne Business School
- Is an Overconfident CEO Good for Advertising Investments? | Ying-Jiuan Wong, National Kaohsiung U. of Applied Sciences; Cheng-Ning Song, National Kaohsiung U. of **Applied Sciences**
- ■The Influence of Family Involvement and CEO Decision-Making Style on Performance Evaluation | Arthur Posch. WU Vienna: Nora Haas. WU Vienna
- How do the Characteristics of Entrepreneurial Teams Influence the Exit Path of Founders? | Evila Piva, Politecnico

### 926 € \( \subseteq \subseteq : (Paper Session) - (ENT) Cognitive Factors in Opportunity Creation and Identification

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 926

Chair: Leonie Baldacchino. U. of Malta

Discussant: Norris F. Krueger, Entrepreneurship Northwest

- The Mental Accounting of Resource Tradeoffs during the Entrepreneurial Plunge Decision | Anusha Ramesh, Indian Institute of Management Bangalore; Nicholas Dew, Naval Postgraduate School; Stuart Read, IMD
- ₽ Opportunity Pursuit, Disinhibition, & Social Bias: Advancing Beyond Individual Action | Daniel Lerner, U. of
- Experience and Opportunity Identification: The Role of Intuition and Cognitive Versatility | Leonie Baldacchino, U. of Malta; Deniz Ucbasaran, U. of Warwick; Laure Cabantous, Cass Business School, City U. London
- The Influence of Cognitive Biases on Opportunity Cost and Value When Evaluating a New Venture | Lee J. Zane, Rider U.; Marco S. DiRenzo, Naval Postgraduate School; Donna Marie DeCarolis, Drexel U.

### 927 ♥→ \( (Paper Session) - (ENT) Entrepreneurial Orientation in Different Geographical Settings

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 927

Chair: Tatiana Romanova Stettler, U. of Bern

Discussant: Mohammad Akbar, Indian Institute of Management,

- → The Ambivalent Role of Risk-Taking Orientation in Uncertain Environments | Carina Lomberg, U. of Bern; Artur Baldauf, U. of Bern
- → ■A Longitudinal Cross-Country Study of Entrepreneurial Orientation | Tatiana Romanova Stettler, U. of Bern; Galina Shirokova, St. Petersburg U. GSOM; Karina Bogatyreva, St. Petersburg U. GSOM; Artur Baldauf, U. of Bern
- → Entrepreneurial Orientation and Firm Performance in the United States and China: A Meta-analysis | Li Peng, Xi'an Jiaotong U.; Jingyu Xie, Xi'an Jiaotong U.; Yuan Li, Shanghai JiaoTong U.
- International Knowledge Spillovers and Returnee Entrepreneurship: Evidence from China | Daomi Lin, Peking U.; Xiaohui Liu, Loughborough U.; Xiru Zhang, Peking U.

928 .: (Paper Session) - (ENT) Entrepreneurial Strategies 9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor C Tweet this session: #AOM2014 928

Chair: Johanna Vanderstraeten, U. of Antwerp

Discussant: Alessandro Giudici, Cass Business School, City U.

- Antecedents of New Entrant's Product Scope Strategy: Evidence from the U.S. Hospital Industry | Joon Mahn Lee. Purdue U., West Lafavette: Yongwook Paik, U. of Southern
- □→ □Incubator Strategy and the Brazilian Institutional Context: Influences on Incubator Performance (WITHDRAWN) | Johanna Vanderstraeten, U. of Antwerp
- Big Names and Fragmented Experiences: Deductive and Inductive Sensemaking | Christina Kyprianou, The U. of Texas at Austin; Violina Rindova, The U. of Texas at Austin; Melissa Graebner, The U. of Texas at Austin
- ₽→ When Ambidexterity Backfires: Strategic Discipline in New Technology Ventures | Enrico Forti, U. College London; Simcha Jong, U. College London

#### 929 € \( (Paper Session) - (ENT) Motivations and Outcomes of Academic Entrepreneurship

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 929

Chair: Shanti Dewi Anak Agung Istri, Drexel U.

Discussant: Tor A Johannessen. Norwegian School of Economics

- → ■Beyond Communities and Populations: Organizational Groups and the Case of UK University Spinoffs | Aleksios Gotsopoulos, SKK Graduate School of Business; Konstantinos Pitsakis, Kingston U. London
- Academic Scientists and Entrepreneurship: Differences Across Academic Fields | Shanti Dewi Anak Agung Istri. Drexel U.
- Entrepreneurs in a Resource Constrained Environment Muthu de Silva, Big Innovation Centre / Lancaster U.; Elvira Uvarra, The U. of Manchester
- The Emergence and Salience of an Entrepreneurial Identity in Academic Entrepreneurs | Ana Maria Bojica, U. of Granada; Jaume Villanueva, ESADE Business School; María del Mar Fuentes, U. Granada

#### 930 =: (Paper Session) - (ENT) Theory of Effectuation and **Entrepreneurial Action**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 930

Chair: Gry Agnete Alsos, U. of Nordland

Discussant: Matthew Lee Metzger, U. of Colorado Colorado

- Employing Control in Entrepreneurial Actions: An Action-to-Action Model | Hamid Vahidnia, Texas Tech U.; Ronald Mitchell, Texas Tech U.
- Coordinating the Uncoordinated: Institutionalizing Tacit Business Creation in the Established Firm | Ecaterina Puricel, ETH Zurich; Fredrik Hacklin, ETH Zurich
- ■Towards a Better Measurement Scale of Causation and Effectuation | Gry Agnete Alsos, U. of Nordland; Tommy Høyvarde Clausen, U. of Nordland; Sølvi Solvoll, Nordland Research Institute

Effectuation, Exploratory Learning and New Venture Performance: Evidence from China | Li Cai, Jilin U.; Runping Guo, Jilin U.; Yupeng Fei, Jilin U.; Zhao Liu, Jilin U.

#### 931 © .: (Paper Session) - (ENT) Failure and Recovery in Entrepreneurial Ventures

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room A

Tweet this session: #AOM2014 931 Chair: Evelyn Rita Micelotta, U. of Alberta

Discussant: Ana Venancio, ISEG – Lisboa School of Economics and Management

- Opportunity Identification in the Financial Crisis: A 60-Country Study of Multi-level Drivers | Siri Ann Terjesen, Indiana U., Bloomington; Niels Bosma, Utrecht U.
- The Rocky Road of Business Demise, Failure and Recovery | Orla Byrne, U. of Bath
- ₱ The Role of Temporal Orientation and Framing Sequence in Entrepreneurial Failure | Iva Docekalova, U. of Alberta: Evelyn Rita Micelotta, U. of Alberta; Marvin Washington, U. of Alberta
- Business Failure in an Uncertain Environment | Grace Sheila Walsh, U. of Deusto: James A. Cunningham, National U. of Ireland - Galway

#### 932 \( \subseteq : (Paper Session) - (GDO) \( \text{Gender}, \) Entrepreneurship, and Organizational Performance

9:45am - 11:15am Loews Philadelphia Hotel: Parlor 1 Tweet this session: #AOM2014 932

role of gender in commercialization, social networking, compisition/demography, firm performance, gender and

Chair: Florence Villeseche. Copenhagen Business School Why do women entrepreneurs have smaller firms? The effect of agreeableness on firm goals and size | Asia A. Eaton. Florida International U.; Victoria L. Pace, U. of Central Florida; Kristin A. Nichols-Lopez, Florida International U.

- Agents of change: The role of gender and communities in commercializing the social sector | Stefan Dimitriadis, Harvard U.; Julie Battilana, Harvard U.; Matthew Lee, INSEAD; Lakshmi Ramarajan, Harvard U.
- Social networking and technology-focused business incubators: A critical gender perspective | Susan Clark Muntean, Ball State U.; Banu Özkazanç-Pan, U. of Massachusetts Boston
- ☐ ♥ Homophily Matters: The Impact of Minority Group Homophily on the Performance of MBEs | Delmonize Antonio Smith, Rochester Institute of Technology; Ian Blount, The Ohio State U.; dt ogilvie, Rochester Institute of Technology

933 =: (Paper Session) - (GDO) Women in Leadership 9:45am - 11:15am Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 933

women in management, diversity policies & practice, gender, race/ethnicity, leadership, quantitative research methods Chair: Jennifer L. Berdahl, U. of Toronto

 ⊕ Gender diversity, time to take it from the top? An integration of competing theories | Jill A. Gould, U. of South Australia; Carol T. Kulik, U. of South Australia; Shruti Sardeshmukh, U. of South Australia

- → 🖃 🖑 Stakeholder perceptions of the "right" pathway for women to corporate board membership | Linley Lord, Curtin U.; Anne Ross-Smith, Macquarie U.; Melissa Marinelli, Curtin U.; Alison Jane Sheridan, U. of New England
- Breaking Glass: Meta-Analytic Resolution of the Performance Effects of Women in Strategic Leadership | Seung-Hwan Jeong, The U. of Texas at Austin; David A. Harrison, The U. of Texas at Austin
- ➡ ♥ Promotion and Success of Women and Minority Leaders: The Impact of Board Diversity | Alison Cook, Utah State U.; Christy Glass, Utah State U.

#### 934 "JS: (GDO, OB, SIM) Expanding the Conversation on the Community-Organizational Interface in the Context of **Diversity**

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 934

Organizers: Beth K. Humberd, Boston College; Judith A. Clair, **Boston College** 

Panelists: Derek R. Avery, Temple U.; Eden King, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Flannery G. Stevens, U. of Utah

#### 935 🖃 🖑 JS: (GDO, OB, SIM) Men and Masculinity at Work: Implications for Theory, Research, and Practice

9:45am - 11:15am Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 935

Chairs: Veronica C. Rabelo, U. of Michigan, Ann Arbor; Lilia Cortina, U. of Michigan

- When Wives Bring Home the Job Status: The Effect of Job Status Leakage on Marital Instability | Alyson Byrne, U. of Manitoba; Julian Barling, Queen's U.
- Corporate Responsibility and the Governance of Harassment in Online Game Spaces | Thorsten Busch, Concordia U.; Florence Chee, Loyola U. Chicago; Alison Harvey, U. of
- Is Love All You Need? Debunking Assumptions about Masculinity and Work-Family Conflict | Olivia Amanda O'Neill, George Mason U.; Nancy Rothbard, U. of Pennsylvania
- Mere Overrepresentation? Using Injury and Job Analysis Data to Explain Men's Workplace Fatalities | Timothy Bauerle, U. of Connecticut; Alyssa K. McGonagle, Wayne State U.; Vicki J. Magley, U. of Connecticut

#### 936 —☐: (Paper Session) - (HCM) High-Performance Work **Practices in Healthcare Organizations**

9:45am - 11:15am Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 936

Chair: Andrew N. Garman, Rush U.

- ₽ Perceptions of HRM practices, safety and quality in healthcare: The mediating role of engagement | Lilith Arevshatian, Kingston U.; Amanda Shantz, IESEG School of Management; Kerstin Alfes, Tilburg U.
- ₽ Empowered to Perform: A Multi-level Investigation of Empowerment on Performance in Hospital Units | Lauren D'Innocenzo, U. of Connecticut: Margaret M. Luciano, U. of Connecticut; John Mathieu, U. of Connecticut; Travis Maynard, Colorado State U.; Gilad Chen, U. of Maryland **HCM Division Best Paper**

₱Employees 'Words' on High Involvement Work Practices, Value Congruence and Burnout | Steven Kilroy, Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Denis Chênevert, HEC Montreal

Employee Engagement, Organizational Culture and Healthcare Outcomes | Peter E. Rivard, Suffolk U.; Tal Katz-Navon, Interdisciplinary Center

#### 937 : (Paper Session) - (HR) Antecedents to Turnover in **Organizations**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 937

Chair: Kevin Carlson, Virginia Tech

- Employees? An Empirical Analysis | Regina Viola Frey, German Graduate School of Management & Law (GGS); Marion Buettgen, Hohenheim U.; Steffen Pietsch, IB Solution
- Shared Perceptions of Organizational Support and Social Comparisons: Implications for Turnover | James M. Vardaman, Mississippi State U.; David G. Allen, U. of Memphis; Robert F Otondo, Mississippi State U.; Julie I Hancock, Rutgers U.
- Can empowerment and organizational support for development stem turnover? Depends on power distance I Morgan Wilson, Mount St. Mary's U.; Anjali Chaudhry,
- Predicting Voluntary Turnover from Job Applicant Biodata and Other Applicant Information | James A. Breaugh, U. of Missouri-St. Louis

#### 938 : (Paper Session) - (HR) Strategic HRM - Reconsidering HR systems

9:45am - 11:15am Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 938

Chair: Jaap Paauwe, Tilburg U. / Erasmus U.

- Re-visiting the Conceptualizing of the HRM System Strength | Marjolein Bomans, U. of Twente; Anna Christina Bos-Nehles, U. of Twente; Tanya Bondarouk, U. of Twente
- Employees; Role Performance | Jin-Feng Uen, National Sun Yat-sen U.; Shu-Yuan Chen, National United U.; Chih-chan Chen. National Sun Yat-sen U.
- Human Resource Management Sub-Systems and the Service Profit Chain | Bruce A. Rayton, U. of Bath; Patchara Popaitoon, Chulalongkorn U.; Nick Kinnie, U. of Bath
- Level and Consensus of High Performance Work System Perceptions: Effects on Customer Satisfaction | Julian Suess, U. of Munich; Ingo Weller, U. of Munich; Heiner Evanschitzky, Aston Business School; Florian Wangenheim, Swiss Federal Institute of Technology Zurich, ETH

#### 939 : (Paper Session) - (HR) Advances in Mentoring Research

9:45am - 11:15am Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 939

Chair: Dana L. Haggard, Missouri State U.

How Words Can Improve Organizational Performance: Understanding Employee Feedback Preferences | Meriem Hodge, U. of Georgia; Hal G. Rainey, U. of Georgia

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Setting the Stage for Successful Formal Mentoring:
  Considering Antecedents beyond the Relationship |
  Elizabeth Welsh, U. of St. Thomas; Pamela Dixon, Menttium
  Corporation
- Pu Looking Beyond Costs and Benefits: Mentoring as an Organizational Citizenship Behavior | Tamara Montag, Ball State U.; Brandon Smit, Saint Louis U.; Rik Nemanick, The Leadership Effect; Ursula Sanborn, Saint Louis U.
- ■A Study on Mentoring: A Relational Cultural Perspective | Sushmita Srivastava, Tata Steel Limited; Rita Palrecha, Binghamton U.

## **940** : (Paper Session) - (HR) Employee Adaptation and Creativity

9:45am - 11:15am Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 940

Chair: Serge P. da Motta Veiga, Lehigh U.

- A Process Model of Engagement: The Relationship between Learning Climate and Work Performance | Liat Eldor, U. of Haifa; Itzhak Harpaz, U. of Haifa
- ■Words That Make Customer Contact Employees Tick: A Grounded Study | Angela C. Crawford, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.
- Rewards and performance: A comparison across creative and routine tasks | Susanne Neckermann, Centre for European Economic Research (ZEW); Arne Jonas Warnke, Centre for European Economic Research (ZEW); Christiane Bradler, Centre for European Economic Research (ZEW)
- Learning Oriented Team Management and Creative Performance: A Multi Level Investigation | Jiin Lee, Seoul National U.; Seongsu Kim, Seoul National U.

#### 941 : (Paper Session) - (HR) Employee Socialization

9:45am - 11:15am Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 941

Chair: Walter D Davis, U. of Mississippi

- New Employee Socialization: The Roles of Social Networks | Yongjun Choi, U. of Minnesota
- Adapt to survive: Individual differences affect performance trends during organizational entry | David Glerum, U. of Central Florida; Dana Joseph, U. of Central Florida; Jeremy Beus, Louisiana State U.; Steven Jarrett, Select International, Inc.
- Employee Strategic Alignment: Aligning Newcomers with the Organizational Strategic Priorities | Annelies De Vuyst, Ghent U.; Sebastian Desmidt, Ghent U.; Alex Vanderstraeten, Ghent U.
- Making Use of Organizational Insiders' Resources: An Interactive Model of Newcomer Socialization | Yukun Liu, National U. of Singapore; Zhen Wang, Central U. of Finance and Economics

## 942 : (Paper Session) - (HR) An HR perspective on coping and stress in the workplace

9:45am - 11:15am Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 942

Chair: Timothy Golden, Rensselaer Polytechnic Institute

Pa⊟HIM and Employee Psychological Strain | Qin Liu, Virginia Tech; Calais Klein, Virginia Tech; Anna Katherine Ward, Virginia Tech

- ☐ The Interactive Effect of Job Complexity Trajectory,
  Autonomy, and Emotional Stability on Job Stress | Junchao
  Li, U. of Washington; Tyler C. Burch, U. of Washington;
  Thomas Lee, U. of Washington
- ☐ The Differential Impact of Interactions with Customers on Employee Well-Being | Devasheesh P. Bhave, Singapore Management U.; Freyr Halldorsson, Icelandic Health Insurance Administration; Eugene Kim, Georgia Institute of Technology; Alexandru Lefter, Concordia U.
- Discrimination Buffers and the Mediating Effect of Resilience on Minority Group Members | Demetria Henderson, The U. of Texas at Arlington

## 943 ☐ JS: (HR, OB) Leadership and Perceived Organizational Support: Favorable Treatment of and by Leaders

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon I

Tweet this session: #AOM2014 943

Chair: Linda Shanock, U. of North Carolina, Charlotte

Discussant: Lynn Shore, Colorado State U.

Coordinator: Robert Eisenberger, U. of Houston

- Leadership's Contributions to Perceived Organizational Support: A Meta-analytic Review | James Kurtessis, Society for Human Resource Management; Louis C. Buffardi, George Mason U.; Robert Eisenberger, U. of Houston; Michael T. Ford, Albany State U.
- Non-beneficiaries of leader support: The misfortune of the wary | Kyle Ingram, U. of Greenwich; Jacqueline A-M. Coyle-Shapiro, London School of Economics
- Perceived Follower Support as a Source of Supportive Leadership | Robert Eisenberger, U. of Houston; Zhuxi Wang, U. of Houston; Salar Mesdaghinia, U. of Houston; Hao Wu, U. of Houston; Kyoung Yong Kim, U. of Houston; Robert Wickham, Palo Alto U.
- Trickle Down Effects of Supervisor Perceived Organizational Support | Linda Shanock, U. of North Carolina, Charlotte; Haley J. Myers, U. of North Carolina, Charlotte; Alexandra Dunn, U. of North Carolina, Charlotte; Eric Heggestad, U. of North Carolina, Charlotte; Zoa Ordoñez, U. of North Carolina, Charlotte

## 944 → □: (Paper Session) - (IM) Global Strategy: Subsidiary Management

9:45am - 11:15am Pennsylvania Convention Center: Room 115 C

Tweet this session: #AOM2014 944

- ☐ Psychic Distance, Global Mindset, and Headquarters-Subsidiary Relationship Quality | Jizhong Li, Curtin U.; Fuming Jiang, Curtin U.; Antonio Travaglione, Curtin U. of Technology
- ➡ Inbound Foreign Direct Investment in Japan: A Typology | Remy Magnier-Watanabe, U. of Tsukuba; Jean-Paul Lemaire, ESCP Europe
- → Foreign Subsidiary Governance: A Multi-Method Approach | Bassam Farah, Western U.
- → Assets and Liabilities of Foreignness: A Mixed Balance for Hotel Groups in Vietnam | Benedicte Geraud, U. of Poitiers; Jean-Paul Lemaire, ESCP Europe; Eric Milliot, U. of Poitiers

#### 945 → 🖳: (Paper Session) - (IM) Global Leadership: IM Division Best Paper in OB/HRM/OT Session

9:45am - 11:15am Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 945

- ₽→ 🖃 🖑 Toward a Theory of Speed of Socialist Imprinting Decay | Elitsa R. Banalieva, Northeastern U.; Charles Dhanaraj, IMD
- ₽→ Stop the Knowledge Flow: Knowledge Protection Intensity of MNC Subsidiaries | Pedro de Faria, U. of Groningen; Wolfgang Sofka, Copenhagen Business School; Edlira Shehu, U. of Hamburg
- ■So Far Away yet So Close: Nostalgia Facilitates Repatriation Success | Xi Zou, London Business School: Dan Cable, London Business School; Constantine Sedikides, U. of Southampton; Tim Wildschut, U. of Southampton
- №A Temporal Ambidexterity View towards Emerging Market Firms | Stephanie Lu Wang, Indiana U., Bloomington; Yadong Luo, U. of Miami; Nikhil Celly, The U. of Hong Kong; Jinyun Sun. Fudan U.

#### **946** → 🔙: (Paper Session) - (IM) Internationalization: **Determinants**

9:45am - 11:15am Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 946

- Influence of Experiential Learning on Subsidiary Performance of Emerging Multinationals | Arindam Mondal, Indian Institute of Management Calcutta; Sougata Ray, Indian Institute of Management Calcutta; Raveendra Chittoor, Indian School of Business; Ranjan Das, Indian Institute of Management Calcutta
- → □ ♥ Drivers of the Speed of Internationalization of Emerging Economy Firms | Garry D Bruton, Texas Christian U.; Vikas Kumar, The U. of Sydney; Ajai S Gaur, Rutgers U.
- → Socioemotional Wealth and Internationalization of Family Firms | Bart Debicki, Towson U.; Barbara Spencer, Mississippi State U.; James J Chrisman, Mississippi State U.; Allison W Pearson, Mississippi State U.
- → Small Firms' Internationalization Process: A Gradual or Born-Global Approach? | Hoang Anh Luong Buu, Nottingham Trent U.; Michael Wei Zhang, Nottingham Trent U.

#### 947 → 🖳: (Paper Session) - (IM) Emerging Market Firms: Management

9:45am - 11:15am Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 947

- → Organizational attractiveness of Emerging and Developed Market Multinationals in developed markets | Katrin Held, U. of Hamburg; Benjamin Bader, U. of Hamburg; Nicola Berg, U. of Hamburg
- → A Foreign Subsidiary's Identity Typology: Enabling Cooperation in Emerging-Market Multinationals | Ru-Shiun Liou, Texas A&M U. - Central Texas
- → ■To Capitalize on the Home Turf of Global Incumbents and Prevail | Lei Li, The U. of Nottingham Ningbo China; Weilei (Stone) Shi, Baruch College-The City U. of New York; Sunny Li Sun, U. of Missouri, Kansas City
- Multinationals: Outward FDI Analysis of Indian Firms I Rajesh Srinivas Upadhyayula, Indian Institute of Management Kozhikode; Amit Karna, Indian Institute of Management Ahmedabad

#### 948 → □: (Paper Session) - (IM) Global Governance: External Influences

9:45am - 11:15am Pennsylvania Convention Center: Room 120 B Tweet this session: #AOM2014 948

- □→ □Institutional Origins of WOFS Formal Contracting: A Judicial Arbitrariness Perspective | George O. White, Old Dominion U.; Kaveh Moghaddam, U. of Houston-Victoria; Thomas Weber, Old Dominion U.
- → □ Ownership Participation and Market Value of Cross-border Mergers and Acquisitions | Monica Yang.
- → Governance and Earnings Management in Emerging Markets - An Institutionalized Agency Perspective | Rosey Bao, Old Dominion U.; Krista Lewellyn, U. of Wyoming
- Evolution and Structuration of Corporate Governance Models Over Time and Accross Countries | Anne-Laure Boncori, INSEEC Business School; Eric Braune, INSEEC Business School

#### 949 : (Paper Session) - (MED) Ethics in Education

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth C Tweet this session: #AOM2014 949

Chair: Barbara A. Ritter, Coastal Carolina U.

₱ ■ ■ Business Students Should Read Great Novels: The

Power of Literary Words for Management Education I Christopher Michaelson, U. of St. Thomas

- □→ ♥ The Role of Social Closeness in Chinese Business Students' Ethical Judgments | Emmy van Esch, Hong Kong Baptist U.; Flora F T Chiang, Hong Kong Baptist U.; Thomas A Birtch, U. of Cambridge
- The De-Ethicisation of Economics and Teaching Business Ethics | Matthias Hühn, Kuehne Logistics U.
- ₱□■The Cool Professor: Instructor Personal Conduct's Influence on Student Civility and Professionalism | Rebecca M. Chory, Frostburg State U.; Evan Hayden Offstein, Frostburg State U.

#### 950 : (Paper Session) - (MED) What Ought our Curriculum be? Capstones, MBA, Threshold Concepts

9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 950

Chair: Caterina Tantalo, San Francisco State U.

- An Assessment of the Integration of Entrepreneurship via Strategic Management Textbooks | Steve Gove, Virginia Tech; Brett Paul Matherne, Georgia State U.; Jay J Janney, U.
- Instructional Techniques and Delivery Formats in Capstone Business Courses | Jeffrey W Alstete, Iona College; Nicholas J Beutell, Iona College
- Another perspective on the misalignment of MBA curricula requirements | Robert D Costigan, St. John Fisher College; Kyle E Brink, Western Michigan U.
- SWOT as a threshold concept: A case study of the problems encountered with threshold concepts | Geoffrey G Bell, U. of Minnesota, Duluth; Linda Rochford, U. of Minnesota, Duluth

951 □ • SHCS: (MH, MC, ODC) The Power of Them: Honoring Management Greats, The Seashores, Argyris, Greiner, and JR Hackman

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper 290

9:45am - 11:15am Loews Philadelphia Hotel: Parlor 2 Tweet this session: #AOM2014 951

Chair: Therese F. Yaeger, Benedictine U.

Participants: Peter Sorensen, Benedictine U.; Greg R. Oldham, Tulane U.; Michael Beer, Harvard U.; Matt Minahan, OD Network, American U.

#### 952 : (Plenary) - (MOC) MOC Distinguished Scholar Address and Scholarly Awards

9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom B Tweet this session: #AOM2014 952

Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth

George, Hong Kong U. of Science and Technology Program Chair: Kevin W. Rockmann, George Mason U. Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology

Distinguished Speaker: Sim B. Sitkin, Duke U.

#### 953 : (Plenary) - (MSR) MSR Plenary Session:

#### Transcendental Leadership

9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom A Tweet this session: #AOM2014 953

Organizer: Kathryn Pavlovich, U. of Waikato

Speakers: Jay B Barney, Eccles School, U. of Utah; Otto Scharmer, MIT Sloan; Judy Wicks, White Dog Enterprises

#### 954: (Plenary) - (OB) OB Lifetime Achievement Address and Hot Coffee, Cool People Reception

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon E

Tweet this session: #AOM2014 954

This is the plenary session for the OB Division. Distinguished Speaker: Victor Vroom, Yale U.

Chair: Amy Wrzesniewski, Yale U.

#### 955 € ☐: (Paper Session) - (ODC) Measuring Organizational Change and its Effects

9:45am - 11:15am Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 955 Chair: David S. Bright, Wright State U.

- Measuring Cumulative Workplace Change: Development of the Cumulative Change Scale | Kristin L. Cullen. Center for Creative Leadership; Brian D. Webster, Oklahoma State U.; Bryan D. Edwards, Oklahoma State U.; Phillip W. Braddy, Center for Creative Leadership
- ₱ 🖃 Cynical about Change? A Meta-Analysis of Organizational Cynicism Correlates | Tomas Thundiyil, Texas A&M U., College Station; Dan S. Chiaburu, Texas A&M U.; George Christopher Banks, Longwood U.; Ann Chunyan Peng, U. of Western Ontario

#### Winner of ODC Division Best Paper Award

- ■The impacts of new CEOs; psychological factors on post-succession strategic change | Qingan Huang, City U.
- ■A longitudinal study of change resistance: Its antecedents and consequences over time | Stephen L Jones, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

### 956 €→ 🖃 🖐: (Paper Session) - (ODC) Team Processes,

#### **Teambuilding and Team Effectiveness**

9:45am - 11:15am Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 956 Chair: James D Ludema, Benedictine U.

- □ Keeping It Fresh: Client-Facing Processes and Creativity in the Advertising Industry | Christian René Grahle, U. of St Andrews: Paul Hibbert, U. of St Andrews
- Collaboration over Time: The Occurrence and Recurrence of Team Processes | Deanna M. Kennedy, U. of Washington, Bothell; Sara A McComb, Purdue U., West Lafayette
- ♥ Unraveling the Double-Edged Sword: Effects of Cultural Diversity on Creativity and Innovativeness | Matthias Kramer, Reutlingen U.; Hermann Lassleben, Reutlingen U.; Melrona Kirrane, Dublin City U.
- Does Appreciative Inquiry Enhance Team Effectiveness? Yu-Ming Kuo, Tzu Chi College of Technology

#### 957 **○** ■: (Paper Session) - (ODC) Change and Organizational Culture

9:45am - 11:15am Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 957 Chair: Clifford Oswick, City U. London

- ■Is it just me? Exploring perceptions of organizational culture change | Laura Gover, Carleton U.; Mike Halinski, Carleton U.; Linda Duxbury, Carleton U.
- Exploring leadership culture change within a non-profit organization | Craig Schreiber, Lenoir-Rhyne U.; Ivana Milosevic, U. of Wisconsin, Oshkosh; Melissa K. Carsten, Winthrop U.
- Organisational Theatre and Polyphony: The Negotiation Bazaar | Linda J. Matula, Macquarie U.; Richard Badham, Macquarie U.; Stefan Meisiek, Copenhagen Business School
- Organizational design, pricing and firm performance | Stephan Liozu, Case Western Reserve U.; Andreas Hinterhuber, Hinterhuber & Partners

#### 958 ⊕→ ← \( \old \): (ODC) When Words Matter Most: Stories of Values-Driven Leadership in Critical Context

9:45am - 11:15am Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 958 Chair: Marie Di Virgilio, Benedictine U.

Participants: Premalatha Mony, Benedictine U.; Kerrie Aman Carfagno, Benedictine U.; Carolyn Maraist, Benedictine U.

#### 959 S: (ODC, OB, OMT) Creating Relational and Organizational Change: Past, Present and Future of Intervention Research

9:45am - 11:15am Pennsylvania Convention Center: Room 103 B Tweet this session: #AOM2014 959

Organizers: Jody Hoffer Gittell, Brandeis U.; Elizabeth Hansen, Harvard U.; Anna Perlmutter, Case Western Reserve U. Participants: Amy C. Edmondson, Harvard U.; Lotte Bailyn, Massachusetts Institute of Technology; Edgar H. Schein, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology; Ethan S. Bernstein, Harvard U.

#### 960 €→ SHCS: (ODC, OMT, OB) Leadership and Organizational Culture: Exploring a Multi-Faceted Relationship

9:45am - 11:15am Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 960

Organizers: Sonja A. Sackmann, U. Bundeswehr, Munich; Chad A. Hartnell, Georgia State U.

- Informational or Controlling? The Effects of CEO Leadership and Culture on Executive Work | Chad A. Hartnell, Georgia State U.; Angelo J. Kinicki, Arizona State U.; Suzanne J. Peterson, Arizona State U.
- Do As I Say Not As I Do: How Leaders' Interpersonal Style and Power influence Organizational Culture | Jennifer A. Chatman, U. of California, Berkeley; John Angus Hildreth, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley
- Examining the Empirical Linkages between Leadership and Organizational Culture | Benjamin Biermeier-Hanson, Wayne State U.; Levi R. G. Nieminen, Denison Consulting
- Top Leader Succession and Related Cultural Dynamics | Sonja A. Sackmann, U. Bundeswehr, Munich

Participant: Fred O. Walumbwa, Florida International U.

## 961 ← ☐: (Paper Session) - (OM) Environment And Safety Issues In Operations Management

9:45am - 11:15am Philadelphia Marriott Downtown: Room 409 Tweet this session: #AOM2014 961

Chair: Wendy L Tate, U. of Tennessee

- Environmental Competencies and Competitive Advantage: Is Green IS the missing link? | Vaidy Jayaraman, U. of Miami; Antony Paulraj, U. of Southern Denmark; Shaorui Li, Southwestern U. of Finance and Economics; Kuo-chung Shang, National Taiwan Ocean U.
- ■Green HRM and SCM practices and their effects on environmental and economic performance | Davide Luzzini, Politecnico di Milano; Annachiara Longoni, Ramon Llull U.; Marco Guerci, U. degli Studi di Milano
- Is the Relationship Between being Safe and Operationally Effective a Dualism or a Duality? | Mark Pagell, U. College Dublin; Robert D Klassen, U. of Western Ontario; David Johnston, York U.; Anton Shevchenko, York U.; Sharvani Sharma, York U.
- Timing and Ownership Effects in Environmental Projects | Suvrat Dhanorkar, U. of Minnesota; Enno Siemsen, U. of Minnesota; Kevin Linderman, U. of Minnesota

962 ← ☐: (Paper Session) - (OMT) Words, Symbols and Signals: The Power of Meaning in Organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 113 A Tweet this session: #AOM2014 962

Chair: Murad A Mithani, Stevens Institute of Technology

- ➡Winning Strategies | Candace Jones, Boston College; Reut Livne-Tarandach, U. of Oregon
- ■A Model of Competitive Impression Management: Edison versus Westinghouse in the AC/DC Standards War | Benjamin M. Cole, Fordham U.; David Chandler, U. of Colorado Denver
- Getting Off to a Good Start: The Effects of Signals, Sequences and Status on Performance | Monika Kackovic, U. of Amsterdam; Joris J. Ebbers, U. of Amsterdam
- The Effects of Source Credibility and Source Salience on Sales: A Study of Corporate Art Collectors | Monika Kackovic, U. of Amsterdam; Joris J. Ebbers, U. of Amsterdam; Maurice Bun, U. of Amsterdam; Charles Weinberg, U. of British Columbia

## 963 ➡: (OMT) Symbolic Management in the 21st Century

9:45am - 11:15am Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 963

Organizer: Corinne Coen, Case Western Reserve U. Moderator: Andrew Schnackenberg, American U.

Panelists: Michael D. Pfarrer, U. of Georgia; Jonathan Bundy, Pennsylvania State U.; Mary-Hunter McDonnell, Georgetown U.; Brayden G King, Northwestern U.

## 964 ☐: (Paper Session) - (OMT) Network Theory in Action: Applying Concepts from Network Theory to Real World Problems

9:45am - 11:15am Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 964

Chair: Patrick Reinmoeller, Cranfield U.

- Structure and Content: Interorganizational Referral Valence and Limited Partner Investment Decisions | Pavel Ivanov Zhelyazkov, Harvard U.
- Designing and Building Latent Networks for Effective Transboundary Emergency Preparation | Joan Ernst Van Aken, Eindhoven U. of Technology; Paul C van Fenema, Netherlands Defense Academy
- Micro Dynamics and Macro Outcomes: A Study of the Role of Networks in Segregation Processes | Francois Herve Collet, ESADE Business School; Peter Hedström, Institute For Future Studies; Anders Johansson, U. of Bristol Finalist for Best Paper Award
- ■When Doesn't Network Embeddedness Work? The Role of Partner Choice Sets in Alliance Networks | Jungwon Min, Kyushu U.

## 965 ☐: (Paper Session) - (OMT) Leadership and Strategic Change: Multiple Perspectives on Restructuring Organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 965

Chair: Yuri Mishina, Imperial College London

- Organizational Architecture & Problem Solving: A Topic Modeling Approach to New Problem Attention | John Joseph, Duke U.; Alex James Wilson, Duke U.
- Capitalizing on Change in Unexpected Places | Rene Wiedner, U. of Cambridge; Michael Barrett, U. of Cambridge; Eivor Oborn, Warwick Business School
- □ Coping With Fragility: The Practice of Leading Strategic Change in Pluralistic Organizations | Matthias Mitterlechner, U. of St. Gallen
- Organizational Restructuring as a Catalyst for Cross-unit Ties | Steven M Gray, Washington U. in St. Louis; J. Stuart Bunderson, Washington U.; Peter Austin Boumgarden, Hope College; John P. Bechara, Tilburg U.

966 ☐: (Paper Session) - (OMT) Networks and Organizational Performance: New Perspectives

9:45am - 11:15am Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 966

Chair: Forrest Briscoe, Pennsylvania State U.

■ Coordination vs. Cooperation in Interfirm Collaboration: Evidence from the Airbus A350 Program | Oliver Baumann, U. of Southern Denmark; Markus C. Becker, U. of Southern

- Denmark; Isabel Doerfler, Center for Digital Technology and Management
- Roles Of Performance Feedback And Technological Knowledge Networks In Technological Search | You-Ta Chuang, York U.; Chunchi Yang, Fu-Jen Catholic U.
- How Network Facilitators Create Value in Inter-firm Networks – A Differentiated View I Elisabeth F. Mueller, U. of
- The Impact of Investment Networks on Venture Capital Firm Performance: A Contingency Framework | Cristiano Bellavitis, City U. London; Igor Filatotchev, City U. London; Vangelis Souitaris, City U. London

#### 967 ☐: (Paper Session) - (OMT) Top Managers and Their **Role in Corporations**

9:45am - 11:15am Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 967

Chair: Suhaib Riaz, U. of Massachusetts Boston

- Dedicated to Our Executive? The Influence of Dedicated Institutional Investors on CEO Succession | Michael C. Withers, Texas A&M U.; David S. Boss, Texas A&M U., College Station; R. Duane Ireland, Texas A&M U.
- Top Management Involvement in Project-based Firms: A Dynamic Capabilities Approach | Victor Hermano, U. de Valladolid; Natalia Martin Cruz, U. de Valladolid
- CEO Entrenchment at Network Level | Ziyuan Tang, U. Carlos III de Madrid; Jordi Surroca, U. Carlos III de Madrid; Josep A. Tribó, U. Carlos III de Madrid
- Organizational Resilience in Unsettled Times | Derin Kent. Queen's U.

#### 968 ■JS: (OMT, BPS) Rankings and Ratings

9:45am - 11:15am Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 968

Organizers: Anne Bowers, U. of Toronto; Balazs Kovacs, U. of Lugano; Matteo Prato, U. of Lugano

Discussant: David M. Waguespack, U. of Maryland

Status: Asset or Liability? How High Status can Lead to Higher Expectations and Dissatisfaction | Balazs Kovacs, U. of Lugano; Amanda J Sharkey, The U. of Chicago

Status, Network Boundedness as Market Identity: Evidence from the Film Industry | Amir Goldberg, Stanford U.; Anthony Vashevko, Stanford U.

Intransitive Status Assignments and Order effects in Status Comparisons | Jerker C. Denrell, U. of Warwick

Stability of Rankings and Ranking System Evolution | Anne Bowers, U. of Toronto; Matteo Prato, U. of Lugano

#### 969 ☐JS: (OMT, MOC) Emotions and Institutional Logics: Putting Affect onto the Y-axis

9:45am - 11:15am Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 969

Organizer: Madeline Toubiana, York U. Discussant: Patricia H Thornton, Duke U.

Participants: Charlene E. Zietsma, York U.; Douglas Creed, U. of Rhode Island; Maxim Voronov, Brock U.; Trish Reay, U. of

Alberta; Elizabeth Goodrick, Florida Atlantic U.

#### 970 SHCS: (OMT, OB, OCIS) Toward a Network Science of Digital Data in Organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 970

Organizers: Adam M. Kleinbaum, Dartmouth College; Eric

Quintane, U. de los Andes

Panelists: Ronald S. Burt, The U. of Chicago; Noshir Contractor, Northwestern U.; David Lazer, Northeastern U.; Toby E. Stuart, U. of California, Berkeley

#### 971 ⊕→ □JS: (OMT, SIM) Investing in Impact: Social Innovation in Finance

9:45am - 11:15am Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 971

Organizers: Klaus Weber, Northwestern U.; Razvan Lungeanu, Pennsylvania State U.; Jayaram Suryanarayana Uparna, Northwestern U.

Discussant: Timothy G. Pollock, Pennsylvania State U.

- An institutional analysis of the field of responsible and impact investing, 1970-2010 | Klaus Weber, Northwestern U.; Razvan Lungeanu, Pennsylvania State U.
- Empirical Research in the Cross-National Transfer of The Microfinance Business Model | Andrew Spicer, U. of South Carolina; Joshua K Ault, U. of Victoria
- Coping with Goal-Duality: Classification and Tools in Impact Investing | Fabrizio Ferraro, IESE Business School; Tom Paul Vandebroek, IESE; Heinrich Liechtenstein, IESE Business
- Self-Presentation and Cognitive Biases in Crowd-Funding I Jayaram Suryanarayana Uparna, Northwestern U.

972 🛄 👽 🔙 : (Paper Session) - (ONE) Innovation & Strategy 9:45am - 11:15am Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 972

Chair: Jan M. W. N. Lepoutre, ESSEC Business School ₱Innovation, Proactive Environmental Strategy & Firm Performance: The Contingent Effect of Munificence | Javier Martínez-del-Río, U. de Almeria; Raquel Antolin-Lopez, U. of Almeria; Jose Cespedes-Lorente, U. of Almeria

- Beyond Symbolism: Do Symbolic Environmental Actions Improve Organizational Reputation? | Yann Truong, ESC Rennes School of Business; Hamid Mazloomi Khamseh, ESC Rennes School of Business; Pascual Berrone, IESE Business School
- ■The Role of Umbrella Agreements in Developing Sustainable Business Models | Gareth John Veal, U. of Bath; Frederik Dahlmann, Warwick Business School
- The Process of Legitimizing Sustainability within an Organization | Sarah Birrell Ivory, U. of Edinburgh Business School; Robert Bradley MacKay, U. of Edinburgh

#### 973 ⊕→ □JS: (ONE, ODC) Promoting Pro-environmental **Behavior in Organizations**

9:45am - 11:15am Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 973

Organizer: Matthew C. Davis, Leeds U. Business School

Chair: Elisa Alt, Anglia Ruskin U.

Applying Organizational Change Theory to Promoting Pro-Environmental Behavior | Matthew C. Davis, Leeds U. Business School; Phillipa Coan, U. of Leeds

Pro-Environmental Behavior Change at Work: An Employee Choice Model | Janet E Palmer, Griffith U.; Sally V. Russell,

- U. of Leeds; Nick Barter, Griffith U.; Malcolm McIntosh, Griffith U.
- Self-Concordance Interventions: Getting Everyone To Engage In Pro-Environmental Behaviors | Kerrie Unsworth, U. of Western Australia
- Environmentally-specific Transformational Leadership as an Intervention to Support Workplace PEB | Jennifer Robertson, Western U.
- The Challenge of Pro-environmental Behavior Change: An Interactive Discussion | Sally V. Russell, U. of Leeds

## 974 : (Paper Session) - (PNP) Public and Nonprofit Decision Making

9:45am - 11:15am Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 974

Chair: Sanjay K. Pandey, Rutgers U.

- "I Won't Back Down"? Complexity and Courage in U.S. Federal Executive Decision Making | Steven Kelman, Harvard U.; Ronald Sanders, Booz Allen Hamilton; Gayatri Pandit, Booz Allen Hamilton; Sarah Taylor, Booz Allen Hamilton
- ➡ How NEDs of German Public Hospitals Manage and Fail to Influence Strategic Decision-Making Processes | Michael Rueß, Baden-Wuerttemberg Cooperative State U.
- → Middle Managers: Upward Strategic Roles in the Public Sector (WITHDRAWN) | Chung-An Chen, Nanyang Technological U.; Evan Berman, Victoria U. of Wellington
- Relationships with Management, NPM, Discretionary Power and Performance. | Yvonne Brunetto, Southern Cross U.; Matthew John Xerri, Southern Cross U.; Elisabetta Trinchero, Bocconi U.; Rona Beattie, Glasgow Caledonian U.; Rodney S Farr-Wharton, U. of the Sunshine Coast; Kate Shacklock, Griffith U.; Elio Borgonovi, Bocconi U.; Frank Crossan, Glasgow Caledonian U.

## 975 =: (Paper Session) - (PNP) New Directions in Public Management and Policy Research

9:45am - 11:15am Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 975

Chair: Joanna Woronkowicz, Indiana U.

- Po Integrating and Advancing Policy & Program Implementation Research | Jodi Sandfort, U. of Minnesota; Stephen Roll, The Ohio State U.; Stephanie Moulton, The Ohio State U.
- ▶ ☐ \*\*Positive Psychology for Social Justice Interventions: A Case Example of Strengths-Driven Evaluation | Meghana Rao, Claremont Graduate U.; Stewart I. Donaldson, Claremont Graduate U.; Nicole Porter, Claremont Graduate U.
- Redundancy in Disaster Response Systems: A Pathway to Resilience or a Recipe for Disaster? | Candice Pippin Bodkin, North Carolina State U.; Branda Nowell, North Carolina State U.; Deena Bayoumi, North Carolina State U.
- → Joint Policy Advocacy in Two Health and Human Services Delivery Networks | Kun Huang, U. of New Mexico; Bin Chen, Baruch College-The City U. of New York; Beilei Yang, Tongji U.; Shanshan Zou, Tongji U.

## 976 ☐: (Paper Session) - (PNP) Design of Public Organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 125 Tweet this session: **#AOM2014 976** 

Chair: Jessica Terman, U. of Nevada

- ☐ Activating Accountability Mechanisms in Services for Stigmatized Groups: A Corrections Example | Sandro Cabral, Federal U. of Bahia; Maria Fatima Santos, U. of California, Berkeley
- Combined Effects: Organizational Form, Structural Embeddedness and Contract Performance | Julia L. Carboni, Indiana U. Purdue U., Indianapolis
- Organizational Size and Social Capital in the Public Sector:Does Decentralization Matter? | Rhys Andrews, Cardiff U.
- Proverbs and the Evolution of Public Administration | **Kenneth J. Meier**, Texas A&M U.

## 977 ⊒: (Paper Session) - (RM) Improving Measurement, Response, and Generalizability

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 977

Chair: Alex D. Stajkovic, U. of Wisconsin, Madison

- Scale Development by Taking into Account Common Method Variance | Cherng G Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.; Chiu-Hui Wu, National Chiao Tung U.; Hang-Rung Lin, National Chiao Tung U.
- Po ☐ Organizational Surveys: Using Response Enhancing Techniques and Conducting Nonresponse Analyses | Brad R. Fulton, Duke U.
- Does Where We Study Affect What We Find? A Meta-Analysis Comparing Lab and Field-Based Effects | Adam J. Vanhove, The U. of Nebraska-Lincoln; P. D. Harms, The U. of Nebraska-Lincoln
- Po ☐ Formative Measurement when Indicators Contain Error:
  Analysis of Ten Alternative Approaches | Mikko Rönkkö,
  Aalto U.; Miguel Ignacio Aguirre-Urreta, DePaul U.
  Sage Publications/RM Division Best Student Paper Award

## 978 → □JS: (RM, OMT, BPS) The Re-Emergence of the Configurational Perspective: Qualitative Comparative Analysis (QCA)

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 978

Organizary Deer C. Fine II of Carr

Organizer: Peer C. Fiss, U. of Southern California Discussant: Peer C. Fiss, U. of Southern California

- Reactions to Abusive Supervision: A Fuzzy-Set Qualitative Comparative Analysis | Vilmos F. Misangyi, Pennsylvania State U.; Sung Won Min, Pennsylvania State U.
- Career Management in High-Performing Organizations: A Set-Theoretic Approach | Ans De Vos, U. of Antwerp/ Antwerp Management School; Bart Cambré, U. of Antwerp/ Antwerp Management School
- Stakeholder Orientations, Varieties of Capitalism, and Corporate Financial Performance | Santi Furnari, Cass Business School, City U. London
- Complementarities or Substitutes? CSR and Institutional Context | Kamini Gupta, London Business School; Donal Crilly, London Business School; Thomas Greckhamer, Louisiana State U.
- A General Approach to Panel Data Set-Theoretic Research | Roberto García-Castro, IESE Business School; Miguel A. Ariño, IESE Business School

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

## 979 : (Plenary) - (SAP) SAP Distinguished Keynote Speaker: Kathleen M. Eisenhardt

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A Tweet this session: #AOM2014 979

Organizer: Tomi M. M. Laamanen, U. of St. Gallen
Distinguished Speaker: Kathleen M. Eisenhardt, Stanford U.
Presenters: Sarah Kaplan, U. of Toronto; Ann Langley, HEC
Montreal

980 : (Paper Session) - (SIM) Consumers and Ethics

9:45am - 11:15am Loews Philadelphia Hotel: Anthony Room Tweet this session: **#AOM2014 980** 

Chair: Gerald F Cavanagh, U. of Detroit Mercy

- ■A New Scale to Measure Ethically Mindful Consumer Behavior | Lynn Sudbury-Riley, U. of Liverpool; Florian Kohlbacher, German Institute for Japanese Studies, Tokyo
- An empirical investigation into factors driving consumers' privacy judgments online | Kirsten Edrie Martin, George Washington U.
- The Morality of Anti-Consumerism in America | Jared Peifer, Baruch College-The City U. of New York
- Value Co-Creation and Society: The synergetic Interplay between Customer Value and Public Value | Timo Meynhardt, U. of St. Gallen; Jennifer Chandler, California State U., Fullerton; Pepe Strathoff, U. of St.Gallen

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9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 981

Chair: Barry M Mitnick, U. of Pittsburgh

- The Power of Words: Charting Espoused Organizational Values | Humphrey Bourne, U. of Bristol; Mark Jenkins, Cranfield U.; Emma Parry, Cranfield U.
- ■ Multinational Corporations, Self-Interest, and the Neglected Role of Empathy | Robert Strand, Copenhagen Business School
- ■Theorizing the Moral Limits of Markets: Social Domains, Values, Mechanisms | Ben Wempe, Erasmus U. Rotterdam; Jeff Frooman, U. of New Brunswick
- ■When Freedom Trumps Profits: A Liberal Approach to Corporate Social Responsibility | Dominik van Aaken, LMU Munich; Andreas Ostermaier, TUM School of Management

## **982** : (Paper Session) - (SIM) **Poverty Alleviation: Strategies** and **Outcomes**

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 982

Chair: Barrie E. Litzky, Pennsylvania State U., Great Valley

- ■The alignment of competing frames in impact sourcing ventures | M S Sandeep, Loughborough U.; M.N. Ravishankar, Loughborough U.
- → Financial services for the poor within the formal/informal nexus in Sub-Saharan Africa | Diane Holt, U. of Essex; David Littlewood, Henley Business School
- Framework for Evaluating Approaches to Poverty
  Alleviation | Ahmed Doha, Carleton U.; Markus Biehl, York U.;
  Kaleem Mahmood, Carleton U.
- Pu → Exploring the Link between Business Strategy and Social Impact: Comparing Poverty Impact Profiles | Ted

**London**, U. of Michigan; **Heather Esper**, The William Davidson Institute at the U. of Michigan; **Yaquta Kanchwala Fatehi**, The William Davidson Institute at the U. of Michigan

### 983 : (Paper Session) - (SIM) Moral Intensity, Moral Awareness, and Moral Disengagement

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 983

Chair: Scott J. Reynolds, U. of Washington

- Pu An interactionist model of punishment severity: The effects of moral intensity and moral identity | Shannon L. Rawski, U. of Arkansas; Jennifer J. Kish-Gephart, U. of Arkansas; Vikas Anand, U. of Arkansas; Iris Reychav, Ariel U.
- Unethical Managerial Behavior: The Moderating Roles of Moral Intensity and Situational Strength | Christof Miska, WU Vienna; Günter K. Stahl, WU Vienna; Matthias Fuchs, Not Affiliated
- Moral Awareness in Family Business: An Issue-Contingent, Socio-Cognitive Explanation | Desmond W. Ng, Texas A&M U.; Harvey James, Missouri, Columbia
- Mentor influence on protégé ethics: A new conceptualization of moral disengagement | Robert Steinbauer, U. of Memphis; Robert W. Renn, U. of Memphis

### 984 № ■ JS: (SIM, OB) Sense of Duty: The Meaning Behind the Words

9:45am - 11:15am Loews Philadelphia Hotel: Adams Room Tweet this session: **#AOM2014** 984

Organizers: Janet K. Tinoco, Embry Riddle Aeronautical U.; Anke Arnaud, Embry Riddle Aeronautical U.

Participants: Elizabeth Davis, U. of New Haven; Claudia J. Ferrante, U.S. Air Force Academy; Thomas Tacker, Embry Riddle Aeronautical U.; Analia Castiglioni, U. of Central Florida

## 985 ☐: (Paper Session) - (TIM) University-Industry Collaboration

9:45am - 11:15am Pennsylvania Convention Center: Room 103 C Tweet this session: **#AOM2014** 985

Chair: Arjan Markus, The Wharton School, U. of Pennsylvania Bound to the Ivory Tower? Scientist Mobility as a Driver of University-Industry Collaboration | Arjan Markus, The Wharton School, U. of Pennsylvania

- Disentangling the role of universities in academia-industry partnerships success | Emilio Alvarez-Suescun, U. Complutense de Madrid; Pablo Vera-Salazar, U. del Magdalena
- ■The Division of Innovative Labor between Universities and Firms: Evidence from "Knowledge Twins" | Michael Alexandre Bikard, London Business School
- Assessing the impact of university-industry collaborations: a multi-dimensional approach | Federica Rossi, Birkbeck College; Ainurul Rosli, U. of Wolverhampton; Nick Yip, U. of East Anglia; Ewelina Lacka, U. of the West of Scotland

## 986 ☐: (Paper Session) - (TIM) IP Management as a Capability

9:45am - 11:15am Pennsylvania Convention Center: Room 104 A Tweet this session: #AOM2014 986

Chair: Paul Nagy, Suffolk U.

■ Pure and Hybrid Intellectual Property Rights Capabilities | M. Nesij Huvaj, Suffolk U.; Paul Nagy, Suffolk U.

- Appropriability Strategies and Patenting motivations | Mu-Yen Hsu, National Chengchi U.; Hao-Jun Chuang, NCCU
- Strategy, organization and IP management in knowledge intensive service firms | Panos Desyllas, U. of Bath; Marcela Miozzo, The U. of Manchester; lan Miles, The U. of Manchester; Hsing-fen Lee, Middlesex U.
- Strategic&Organizational Determinants of Patent Management Proficiency in Knowledge-Intensive Firms | Steven Setvadi Kasih, U. of Mannheim

987 : (Paper Session) - (TIM) Innovation Contests

9:45am - 11:15am Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 987

Chair: Olga Kokshagina, Mines ParisTech

- Taking the eyes off the prize: Recreational labor in innovation contests | Benedikt Fabian Langner, Bain & Company Germany, Inc.; Tomas Enrique Farchi, IAE U. Austral; Victor P. Seidel, Babson College
- → ♥ The Prize of Innovation: Define, Broadcast, Attract, and Select | Linus Dahlander, ESMT European School of Management and Technology; Lars Bo Jeppesen, Bocconi U.
- Towards a new form of ideas contests in high-tech environment: design community building | Olga Kokshagina, Mines ParisTech; Thomas Gillier, Grenoble Ecole de Management; Patrick Cogez, ST-Microelectronics; Pascal Le Masson, Mines ParisTech; Benoît Weil, Ecole des Mines de Paris
- Walking parallel paths or walking the same road? Collaborative incentives in innovation contests | Viktoria Boss, RWTH Aachen U.; Robin Kleer, RWTH Aachen U.; Alexander Vossen, BI Norwegian Business School

## 988 : (Paper Session) - (TIM) Open Innovation and Customers

9:45am - 11:15am Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 988

Chair: Sruthi M. Thatchenkery, Stanford U.

- ■Is There a Doctor in the House?: The Impact of Users on Medical Device Innovation | Michael Quinn Christensen, Stanford U.; Riitta Katila, Stanford U.; Sruthi M. Thatchenkery, Stanford U.; Stefanos Zenios, Stanford U.
- ECo-Development with Customers: Investigation of Strategic
  Drivers and Product Innovation Outcomes | Ruth Maria
  Stock, Technische U. Darmstadt; Nicolas Zacharias,
  Technische U. Darmstadt; Armin Schnellbächer, Technische U.
  Darmstadt

   Darmstadt
- How does co-creation with customers influence exploratory innovation and exploitative innovation | Cornelis Vincent Heij, Erasmus U. Rotterdam

## 989 ☐: (Paper Session) - (TIM) Organizational Boundaries and Innovation

9:45am - 11:15am Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 989

Chair: Saikat Chaudhuri, The Wharton School, U. of Pennsylvania

- Implementing the Spin-Along Approach: A Capability Analysis | Sarah Mahdjour, Technical U. Berlin; Sebastian Fischer, Technical U. Berlin
- Divergence in Firms: How Technology Convergence Relate to Organizational Boundaries | Deniz Tuncalp, Istanbul Technical U.; Mehmet Ercek, Istanbul Technical U.
- Visibility or Quality? The Role of Vertical Specialization in the Video Game Industry (1980-2011) | Elisa Operti, ESSEC Business School; Jerome Barthelemy, ESSEC Business School
- ➡ High-Value Outsourcing: Impact of Team Structure on Complex and Uncertain Offshoring Projects | Saikat Chaudhuri, The Wharton School, U. of Pennsylvania; Abhijit Mandal, Middlesex U.

### 990 : (Paper Session) - (TIM) Institutions, Entrepreneurship, and Policy

9:45am - 11:15am Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 990

Chair: Robert Anthony Edgell, State U. of New York Institute of Technology

- Patent Regime Shift and Firm Innovation: Evidence from the Second Amendment to China's Patent Law | Tony W. Tong, U. of Colorado; Wenlong He, Peking U.; Zi-Lin He, Tilburg U.; Jiangyong Lu, Peking U.
- ➡ ♥ A sociotechnological theory of discursive change and entrepreneurial capacity | Robert Anthony Edgell, State U. of New York Institute of Technology
- ➡Institutional Entrepreneurship in Technological Transitions: The Development of TD-SCDMA in China | Marina Yue Zhang, U. of New South Wales, Canberra

## 991 : (Paper Session) - (TIM) Strategies for Acquiring and Leveraging New Knowledge

9:45am - 11:15am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 991

Chair: Atul Nerkar, U. of North Carolina, Chapel Hill

- Knowledge Bases and Collaboration Propensity during Clinical Drug Development | **Thomas Crispeels**, Vrije U. Brussel; **Bruno Heyndels**, Vrije U. Brussel; **Ilse Scheerlinck**, Vesalius College
- Knowledge Base Structure and Governance Choice | Louis Mulotte, Tilburg U.; Geert Duysters, Tilburg U.; Ruud Sneep, Tilburg U.
- □ IP Strategy: The impact of litigation and internal R&D on the external acquisition of IP | Tian Chen, U. of North Carolina, Chapel Hill; Atul Nerkar, U. of North Carolina, Chapel Hill
- Pu Innovation-Related Diversification and Firm Value | Zhao Rong, Southwestern U. of Finance and Economics; Sheng Xiao, Westminster College

## 992 SHCS: (TIM, BPS, OMT) Unpacking the Dynamics of Platforms and Ecosystems: Collective Insights from Empirical Research

9:45am - 11:15am Pennsylvania Convention Center: Room 113 C Tweet this session: #AOM2014 992

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Organizers: Arvind Karunakaran, Massachusetts Institute of Technology; Elizabeth J. Altman, Harvard U.; Richard Tee, EPFL Discussants: Carliss Baldwin, Harvard U.; C. Jason Woodard, Singapore Management U.

Signaling, Differentiation, and Identity-based Barriers in Platform Evolution | **Arvind Karunakaran**, Massachusetts Institute of Technology

Coordination of Innovation in Platform-Based Ecosystems | **David Lopez**, U. of Exeter; **Annabelle Gawer**, Imperial College London

Joining an Ecosystem: Organizational Implications | Elizabeth J. Altman. Harvard U.

When is a Bottleneck Not a Bottleneck? Impediments to Kingpin Value Capture in Business Ecosystems | Bilgehan Uzunca, IESE Business School; Dmitry Sharapov, Imperial College London; Richard Tee, EPFL

## 993 → □JS: (TIM, ENT) Innovation and Entrepreneurship in China

9:45am - 11:15am Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 993

Organizer: Waverly W. Ding, U. of Maryland

Does Political Connections Lead to More Innovations? A Study of Chinese Firms | Waverly W. Ding, U. of Maryland; Chenqi Huang, U. of Maryland

Does Institutional Change Influence High-tech
Entrepreneurship? Evidence from China's Project 985 |
Chuck Eesley, Stanford U.; Delin Yang, Tsinghua U.; Jian Bai
Li, Stanford U.

A Comparative Analysis of Invention Patents of Chinese Listed Firms | **Tony W. Tong**, U. of Colorado

The Perpetuation of Obesity: Bureaucracy and Entrepreneurship under Market Transition | Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.

#### Monday 10:15AM

#### 994: (AAA) Conference Break

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 994

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

#### Monday 10:45AM

#### 995: (OB) Hot Coffee, Cool People!

10:45am - 11:45am Philadelphia Marriott Downtown: Grand Ballroom Salon C & D Tweet this session: #AOM2014 995

Join us for coffee, food, a fun gift and the ever-popular photo booth! This session is part of the OB Plenary and immediately follows the Lifetime Achievement address in Grand Ballroom Salon E.

#### Monday 11:30AM

996 : (Paper Session) - (BPS) Organizing for Innovation
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 996

Chair: Tian Chen, U. of North Carolina, Chapel Hill

- Organizational Scope and Innovation Performance: Evidence from the US Semiconductor Industry | Nandini Lahiri, Temple U.; Carmen Weigelt, Tulane U.
- ☑A Multilevel Approach to Knowledge Management:

  Examining Contextual and Emergent Processes | Derrick

  McIver, Western Michigan U.; Cynthia A. Lengnick-Hall, The U.

  of Texas at San Antonio
- Employee Treatment and Contracting with Private Lenders | Bill Francis, Rensselaer Polytechnic Institute; Iftekhar Hasan, Rensselaer Polytechnic Institute; Liuling Liu, Bowling Green State U.; Haizhi Wang, Illinois Institute of Technology

How Vertical Integration Affects Firm Innovation:

Quasi-Experimental Evidence | Yuchen Zhang, U. of Colorado, Boulder

## 997 : (BPS) Strategic Decision Making under Uncertainty: R&D and Pricing Strategies in Biopharmaceuticals

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 997

Organizers: Colleen M Cunningham, Duke U.; David Ridley, Duke U.

Discussant: William G. Mitchell, U. of Toronto

Intellectual Property Rights and Research on Neglected Diseases I **Keyvan Vakili**. London Business School

Search Processes and Product Development Success:
Evidence from the Global Pharmaceutical Industry |
Nilanjana Dutt, Bocconi U.; Elena Vidal, Baruch College-The
City U. of New York

Firm-Level Pricing Strategy: When Irrelevant Products Are Relevant | **David Ridley**, Duke U.; **Colleen M Cunningham**, Duke U.

#### 998 🖭: (Paper Session) - (BPS) Alliance Partners

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor A Tweet this session: #AOM2014 998

Chair: Xavier Martin, Tilburg U.

- Organizational Contingencies and the Value of Partnering Experience | Melike N Findikoglu, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology
- Complementarity Explained: the Interaction between Networks and Proactiveness on BMI | Maria Rita Micheli, Erasmus U. Rotterdam; Luca Berchicci, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam
- ■Inertia, Collective Rationality, and Partner Selection | En Xie, Xi'an Jiaotong U.; Jie Liang, Xi'an Jiaotong U.; Yuan Yuan Huang, Xi'an Jiaotong U.
- How Does an Alliance Network Distance Affect a Firm's Innovation? | Ribuga Rebecca Kang, U. of Minnesota

#### 999 → ■: (Paper Session) - (BPS) Directors'

#### Compensation and Firm Performance

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 999

Chair: Punit Arora, City U. of New York

→ Director Brokerage and Compensation in China: An Inner Circle Perspective | Zhu Zhu, Baruch College-The City U. of New York; Weilei (Stone) Shi, Baruch College-The City U. of

- New York; Sunny Li Sun, U. of Missouri, Kansas City; Kangtao Ye. Renmin U. of China
- Do Chinese CEOs Consume Abnormal Perks Before Leaving Their Firms? | Lerong He, The College at Brockport: State U. of New York; Martin J. Conyon, Lancaster U.; Junxiong Fang, Fudan U.
- CEO Pay Inequity, Firm Performance, and Acquisition Premiums | Gilsoo Lee, Oregon State U.; Sam Yul Cho, Oregon State U.; Eun Kyung Lee, U. of San Francisco
- ■The Quad Model for Identifying a Corporate Director's Potential for Effective Monitoring | Donald C. Hambrick, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.; Chuljin Park, Pennsylvania State U.

#### 1000 € 🖃 🖐: (Paper Session) - (BPS) Sources of Corporate Advantages and Failures

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1000

Chair: Patia J. McGrath, U. of Pennsylvania

- ₽ Business Model Diversification, Resource Relatedness, and Firm Performance | Timo Sohl, IESE Business School; Govert Vroom, IESE Business School
- ■Unraveling the "Black Box" of Cross-Business-Unit Collaboration | Adrian Atilio Caldart, AESE Portugal; Martin Horacio Kunc, Warwick Business School
- A Process View of Organizational Failure: The Case of Nortel | Gregory Richards, Telfer School of Management, U. of Ottawa; Laurent Mirabeau, McGill U.; Jonathan Calof, Telfer School of Management, U. of Ottawa; Muriel Mignerat, Telfer School of Management, U. of Ottawa
- Divided We Stand, United We Fall: Internal Coupling Structure and Business Group Failure | Jung Yeon Lee. Emory U.

#### 1001 € \( \operatorname{A} \): (Paper Session) - (BPS) Agency Perspective on Value Creation

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1001

Chair: Roberto Ragozzino, ESADE Business School

- Do Fund Managers Capture All the Returns from Their Skills? A Study of Actively Managed Mutual Funds | Viktorie Sevcenko, London Business School; Sendil Ethiraj, London **Business School**
- Board Independence: Integrating Agency and Resource Dependence Theories | Raul Barroso, HEC Paris: Tony Davila, IESE Business School; Daniel Oyon, U. of Lausanne
- Heterogeneity in Risk Appetite: Evidence from Venture Capital Fund Investments | Supradeep Dutta, U. at Buffalo, the State U. of New York
- The Impact of Family Ownership, Management and Governance on Performance Volatility | Kurt Matzler, U. of Innsbruck; Michael Eder, U. of Innsbruck; Juergen Huber, U. of Innsbruck; Julia Hautz, U. of Innsbruck; Viktoria Veider, U. of Innsbruck

#### 1002 🗨 🖃: (Paper Session) - (BPS) Organization Design and Firm Performance

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1002

Chair: Solon Moreira, Copenhagen Business School

- ☐ Unpacking the Black Box of Interdependencies Fit | Keren Caspin-Wagner, Duke U.; Arie Y. Lewin, Duke U.
- ₽ Formal and Informal Controls as Complements or Substitutes? The Role of the Task Environment | Markus Kreutzer, U. of St. Gallen; Laura B. Cardinal, U. of Houston; Jorge Walter, George Washington U.; Christoph F. Lechner, U. of St. Gallen
- № Corporate Programs: Analysis of a Major Structural Choice in Strategy Implementation | Michael Boppel, U. of St. Gallen; Sven Kunisch, U. of St. Gallen; Julian Birkinshaw, London Business School
- ₽ A Meta Analysis of the Antecedents and Consequences of Strategic Flexibility | Dennis Herhausen, U. of St. Gallen; Robert Morgan, Cardiff U.; Henk W. Volberda, Erasmus U. Rotterdam

1003 → ← .: (Paper Session) - (BPS) Board Composition 11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1003

Chair: Anthony Cannizzaro, George Washington U.

- The Throne or the Kingdom: The Founder's Resource-Dependence Challenge | Noam Wasserman, Harvard U.
- Exploring the CEO-TMT Interface: CEO Generalized Self-Efficacy and Strategic Decision-Making | Viva Ona Bartkus, U. of Notre Dame; Michael J. Mannor, U. of Notre Dame; Craig Crossland, U. of Notre Dame
- Positive Politics and Strategic Decision Making Outcomes: The Moderating Role of Context | Ilias Kapoutsis, Athens U. of Economics and Business; Said Elbanna, Qatar U.; Kamel Mellahi, Warwick U.
- Gaining a Seat at the Table: A Mediated Model of Functional Representation on Top Management Teams Ryan Adam Krause, Texas Christian U.; Kimberly A. Whitler, U. of Virginia
- → → The Logics of Board Design: Creating a Language for Corporate Governance (WITHDRAWN) | Donald Nordberg, Bournemouth U.

#### 1004 € \( \subseteq : (Paper Session) - (BPS) Market Structure and Competition

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room C Tweet this session: #AOM2014 1004

Chair: Emilie Feldman, U. of Pennsylvania

- Market Structure, Reputation, and the Value of Quality Certification | Daniel Walter Elfenbein, Washington U. in St. Louis; Raymond Fisman, Columbia U.; Brian McManus, U. of North Carolina, Chapel Hill
- Airport Dominance and Airline Pricing Power (WITHDRAWN) | Ruowei Chen, Shanghai Aircraft Design and Research Institute; Zheng Lei, Cranfield U.
- Brand Strategies in a Competitive Scenario | Marco Giarratana, Bocconi U.; Alessandra Perri, U. Ca' Foscari of
- Harmonic Oscillation Theory: Competitive and Cooperative Entrainment as a View of the Firm | Robert Conan Ryan, U. of Pittsburgh

## 1005 ☐JS: (BPS, OMT, TIM) Routines: Theoretical and Empirical Advancements and Avenues for Future Research

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 1005

Participants: April Franco, U. of Toronto; Evan Rawley, Columbia U.; Teppo Felin, U. of Oxford; Youngeun Chu, U. of Minnesota

### 1006 JS: (BPS, TIM) Entrepreneurial Finance, Selection, and Performance

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1006

Organizer: Sandy Yu, New York U.

Chair: Gary Dushnitsky, London Business School Discussant: Gary Dushnitsky, London Business School

The Role of Selection in Entrepreneurship Education,
Mentoring, and Funding | Roman Lubynsky, MIT Venture
Mentoring Service; Erin L. Scott, National U. of Singapore; Pian
Shu, Harvard U.

Spatial Investment Patterns and Performance in the Venture Capital Industry | Chris Rider, Georgetown U.; Robert C. Seamans, New York U.; Sandy Yu, New York U.

Internal and External Resource Complementarity: The Syndication Strategy of Hybrid-Funded VC Firms | Waverly W. Ding, U. of Maryland; Ying Geng, U. of Maryland; Jiangyong Lu, Peking U.; Xiru Zhang, Peking U.

Institutional Investors and the Supply of Private Equity | Matthew Rhodes-Kropf, Harvard U.; Sampsa Samila, National U. of Singapore; Olav Sorenson, Yale School of Management

## 1007 → 🖃: (Paper Session) - (CAR) Trusting on Partners - Social Exchange and Alternative Work Arrangements

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1007 Chair: Maury Peiperl, IMD

The use of work-life practices and work-life conflict: A dual-earner couples perspective | Tess Schooreel, Catholic U. Leuven

- Pa ☐ Genetic and Environmental Influences on the Characteristics of Social Capital | Markku Jokisaari, Durham U.; Jari-Erik Nurmi, Jyväskylä U.; Eero Vuoksimaa, U. of Helsinki; Richard J. Rose, Indiana U.; Jaakko Kaprio, U. of Helsinki
- Role Boundary Permeability Theory | **Opal Leung**, Bentley U.; **Susan M. Adams**, Bentley U.
- → Sequential Mediation Among Family Friendly Culture and Outcomes | Mireia Las Heras, IESE Business School; Maria-José Bosch, ESE Business School

1008 = : (Paper Session) - (CAR) The Impact of Mentoring

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 304 Tweet this session: **#AOM2014 1008** 

Chair: Shawn M. Carraher, Oxford Journal Distinguished Research Professor

- Taking empowerment from tasks to relationships: A conceptual model of protégé empowerment | Rowena Ortiz-Walters, Quinnipiac U.; Amy Klemm Verbos, Central Michigan U.; Julia M. Fullick, Quinnipiac U.
- Mentor career support and protégé career planning and self-defeating job search behavior | Robert W. Renn, U. of

Memphis; Robert Steinbauer, U. of Memphis; Robert R Taylor, U. of Memphis; Daniel James Detwiler, U. of Memphis

Reed Center Best Careers Applied Paper Award Finalist

Pa ■ Learning Behavior and Leader Workplace Influence: The Mediating Effect of Leader Mentoring Behavior | Elsa Chan, U. of Colorado, Boulder

## The Arnon Reichers Best Student Paper Award Finalist The Careers Best Paper Award Finalist

■ The Impact of Effective Leadership on Follower Career Success (WITHDRAWN) | Reuben Mondejar, City U. of Hong Kong; Chris WL Chu, U. of Surrey

## **1009** ■: (Paper Session) - (CAR) Let's Turn to Individual Aspects of Career Development

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1009

Chair: Kimberly Eddleston, Northeastern U.

- ₽₃ Siren Song? A Longitudinal Study of the Facilitating Role of Calling and Ability in Career Pursuit | Shoshana Dobrow Riza, London School of Economics; Daniel Heller, Tel Aviv U.

#### The Careers Best Paper Award Finalist

- A Life Span Perspective for Understanding Employee
  Career Orientations and Success | Yuhee Jung, Ritsumeikan
  U.: Norihiko Takeuchi, Waseda U.
- ■Getting on in Engineering: an intersectional analysis of women's career accounts | Dulini Fernando, Warwick U.; Laurie Cohen, The U. of Nottingham; Joanne Duberley, U. of Birmingham UK

## 1010 ⊒JS: (CAR, OB, HR) Examining the Antecedents of Family-Supportive Supervisory Behaviors

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1010

Chairs: Jaclyn Margolis, Drexel U.; Russell A. Matthews, Bowling Green State U.

Discussant: Laurent M. Lapierre, U. of Ottawa

- Leadership Antecedents of FSSBs: The Role of Theory X
  Beliefs And Bottom-Line Mentality | Blythe L Rosikiewicz,
  Drexel U.; Katrina A. Graham, Drexel U.; Jaclyn Margolis,
  Drexel U.; Jeffrey H. Greenhaus, Drexel U.
- Quality of leader-member exchange and FSSBs: A school-level study of principals and teachers | Russell A. Matthews, Bowling Green State U.; Benjamin Walsh, U. of Illinois Springfield; Rachel C Trout, Louisiana State U.; Julie Holliday Wayne, Wake Forest U.; Sara McKersie, Bowling Green State U.
- FSSBs and Dynamic Shifts in Negative Work Events and Job Satisfaction | David E. Caughlin, Portland State U.; Leslie B. Hammer, Portland State U.; Todd Bodner, Portland State U.; Ellen Ernst Kossek, Purdue U.; Phyllis Moen, U. of Minnesota; Orfeu Buxton, Harvard U.
- The Role of FSSBs on Psychological Distress: A Longitudinal Randomized Field Control Study | Ellen Ernst Kossek, Purdue U.; Katie Lawson, Pennsylvania State U.; Todd Bodner, Portland State U.; Rebecca J Thompson, Purdue U.; David Almeida, Pennsylvania State U.; Leslie B. Hammer, Portland

StateU.; Phyllis Moen, U. of Minnesota; Orfeu Buxton, Harvard II

#### **Best Symposium Award Finalist**

## 1011 CAU: (CAU) Accommodating the Disabled University Professor

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1011

Organizers: Alix Valenti, U. of Houston, Clear Lake; Kevin C. Wooten, U. of Houston, Clear Lake

# 1012 ☐→ ← ☐ ♥ CAU: (CAU) Maximizing Research Impact: Utilizing the Opportunities Created by Indian Academy of Management

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1012

This meeting will provide an opportunity for scholars to come together and discuss India related research.

Coordinators: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

Participants: Naresh Khatri, U. of Missouri; Charmi Patel, U. of Edinburgh Business School; Jyotsna Bhatnagar, Management Development Institute; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management; Aarti Ramaswami, ESSEC Business School

## 1013 □ ○ → ■ □ CAU: (CAU) The Power of Words on the Sustainability Agenda

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 8 Tweet this session: #AOM2014 1013

Organizers: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.

Participants: Luis Felipe Machado Nascimento, PPGA - EA -UFRGS; Johannes Fresner, Graz U.; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul; Dirk Michael Boehe, The U. of Adelaide

#### 1014 ⊕→ — : (Paper Session) - (CM) A Matter Of Trust:

#### Building, Eroding, and Benefiting from Trust

11:30am - 1:00pm Pennsylvania Convention Center: Room 108 B Tweet this session: #AOM2014 1014

Chair: Alexandra A. Mislin, American U.

- Pa⊒Sinking Slowly: Asymmetry in Propensity to Trust Predicts Downward Trust Spirals in Small Groups | Amanda Ferguson, Northern Illinois U.; Randall S. Peterson, London Business School
- As Long As You Trust Me:Negotiation Outcome upon Power Transition, Asymmetric Awareness, and Trust | Sanghoon Kang, Korea Military Academy; Hun-Joon Park, Yonsei U.
- ➡☐ Competition vs. Cooperation: Motivating Groups in Base-of-the-Pyramid Markets | Geoffrey Kistruck, Schulich School of Business; Robert Lount, The Ohio State U.; Brett R. Smith, Miami U. Ohio; Brian Bergman, Miami U. Ohio; Todd W. Moss, Syracuse U.

#### **1015 □**: (Paper Session) - (CM) **Different Sides**:

#### Perspectives on Task and Intergroup Conflict

11:30am - 1:00pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1015

Chair: Liuba Y. Belkin, Lehigh U.

- The How, Who, and What of Task Conflict: Unbundling the Task Conflict-Team Performance Relationship | Elad Netanel Sherf, U. of Maryland; Elijah Xun Ming Wee, U. of Maryland
- ■When and How Task Conflict Leads to Team Creativity | Sejin Keem, Georgia Institute of Technology; In Seong Jeong, Samsung Economic Research Institute
- ■Why Won't Task Conflict Cooperate? Deciphering Stubborn Results | Misty L Loughry, Georgia Southern U.; Allen Amason, Georgia Southern U.
- □ Using Virtual Confederates to Research Intergroup Bias and Conflict | Celso M. de Melo, U. of Southern California; Peter J. Carnevale, U. of Southern California; Jonathan Gratch, U. of Southern California

## 1016 € <-> □: (Paper Session) - (CMS) The Ethics of Leadership and HRM

11:30am - 1:00pm Pennsylvania Convention Center: Room 119 B Tweet this session: #AOM2014 1016

Chair: **Donna Ladkin**. Plymouth U.

Bodies, Appearance, Abjection: Women Elite Leaders' Intra-Gender Experiences | **Sharon Mavin**, Northumbria U.; **Gina Grandy**, U. of Regina

- ☐ 'Talent' Is More Than A Word: The (Im)Possibility of Ethical Reflection within Talent Management | Mollie Painter-Morland, Nottingham Trent U.; Susan Jane Kirk, Nottingham Trent U.; Ghislain Deslandes, ESCP Europe; Carole Tansley, Nottingham Trent U.
- The Female Advantage'? Feminine Leadership, Feminine Ethics | Alison Pullen, Swansea U.; Sheena Vachhani. U. of Bristol
- The Maintenance of Leader-centricity Via the Discursive Subjugation of the Follower | Suze Wilson, Massey U.

## 1017 © ☐: (Paper Session) - (ENT) Burnout, Stress, and Cognitive Threats Experienced by Entrepreneurs

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1017

Chair: Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.

Discussant: Joe Coombs, Virginia Commonwealth U.

- Entrepreneurial Self-Regulation and New Venture Performance | Eric P. Arseneau, Oklahoma State U.
- Advancing Entrepreneurship Education: Stress Influences on Developing Entrepreneurial Self-Efficacy | Philipp Eckerle, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Melania Mateias, RWTH Aachen U.
- ☐ Founder Identity Threat: Causes and Consequences of Threatened Identity During New Venture Distress | Daniel Han Ming Chng, China Europe International Business School; Matthew Rodgers, The Ohio State U.; Sharon Alvarez, U. of Denver
- A Framework to Study Start-Up Conditions, Burn-Out and Start-Up Success | Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.; Matthias Fink, Johannes Kepler U.; Andreas Rauch, U. of Groningen; Andreas Baranyi, Medical U. of Graz

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

#### 1018 : (Paper Session) - (ENT) Advancing Conceptual **Models of Family Firms**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1018

Chair: Robert S. Nason, Syracuse U.

Discussant: Aaron Francis McKenny, U. of Oklahoma

- ■Winnowing Wheat from the Chaff: The Evolution of the Family Business Concept | Soumodip Sarkar, U. of Évora: Remedios Hernández-Linares, U. de Extremadura; Manuel Jesús Cobo, U. of Cádiz
- ₱Socio-emotional Wealth and a Stakeholder View of Family Firm Productivity | Amanda L. Christensen, U. of Cincinnati; Luiz F. Mesquita, Arizona State U.; Marcos Hashimoto, Faculdade Campo Limpo Paulista; Peter Hom, Arizona State U.; Luis R Gomez-Mejia, Texas A&M U.
- The Familiness Concept in Family Firm Research A Literature Review | Sabina Dienemann, HHL - Leipzig Graduate School of Management; Stephan Stubner, HHL -Leipzig Graduate School of Management
- → The Role of the Family Institution in Economic Activity: Evidence from Indian Slum Households | Robert S. Nason, Syracuse U.; David Gras, Texas Christian U.; G. T. Lumpkin, Syracuse U.

#### 1019 € \( \subseteq : (Paper Session) - (ENT) \) Are Entrepreneurial Opportunities Created or Discovered?

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1019

Chair: Richard J Arend, U. of Missouri, Kansas City Discussant: Susan L. Young, Seton Hall U.

- ☐ Create or Discover? Entrepreneurial Opportunity Types and Interdependence | Richard J Arend, U. of Missouri, Kansas City; Moren Levesque, York U.
- An Interactionist Approach to Entrepreneurial Opportunity: Combining Discovery and Creation Theory | Kunal Y Sevak, Auburn U.; LaKami T. Baker, Auburn U.
- ☐ Implications of Discovery and Creation: How Entrepr. Opportunities Relate to the Market Process | Per L. Bylund. Baylor U.; Wolf von Laer, King's College London
- Levi-Strauss' Types and the Subjectivist-Objectivist Debate in Entrepreneurship | Reed E. Nelson, UNINOVE: Brian T. Stinchfield, Franklin & Marshall College; Carlos Rodriguez-Lluesma, IESE Business School; Yosem Eduardo Companys, Stanford U.

#### **1020 ②** → **□**: (Paper Session) - (ENT) **International** Opportunities and the Liability of Foreignness in **Entrepreneurial Ventures**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1020

Chair: J Peter Murmann, U. of New South Wales Discussant: Matthias Baum, U. of Kaiserslautern

Douglas E. Thomas, U. of New Mexico

- → Alertness to International Business Opportunities: Firm Characteristics, Experience & Networks | Dante DiGregorio, U. of New Mexico; Martina Musteen, San Diego State U.;
- → Liabilities of Foreignness and New Venture Internationalization | Noni E. Symeonidou, Warwick Business School; Johan Bruneel, Ghent U.

- Pa ■ Simple Word of Mouth or Complex Resource Orchestration for Overcoming Liabilities of Foreignness | Stoyan Petrov Stoyanov, U. of Edinburgh Business School; Richard Woodward, U. of Edinburgh Business School
- The Role of Home Demand in the Internationalization of New Ventures | J Peter Murmann, U. of New South Wales: Salih Zeki Ozdemir, U. of New South Wales; Deepak Sardana, U. of South Australia

#### 1021 € \(\overline{\overl **Entrepreneurial Firms**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor C

Tweet this session: #AOM2014 1021

Chair: Andrea Furlan, U. of Padova

Discussant: Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.

- □ Investigating the Joint Contributions of EO and CEO Values to Performance of Chinese SMEs | Jintong Tang, Saint Louis U.; **Zhi Tang**, Rochester Institute of Technology; **Birton** Cowden. Saint Louis U.
- Survival of Spinoffs Founded as Sole Proprietorships. An Empirical Study on Italian New Ventures | Andrea Furlan, U. of Padova
- ■Let Go and Move On Role Transitions of Dismissed Founder-CEOs | Caroline Kaehr Serra, U. of Geneva
- ■CEO Personality and the Use of Performance Evaluations in Small Firms | Gerhard Speckbacher, WU Vienna; Nora Haas. WU Vienna

#### 1022 : (Paper Session) - (ENT) Knowledge Stocks and Flows in Academic Entrepreneurship

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 1022

Chair: Muthu de Silva, Big Innovation Centre / Lancaster U. Discussant: Margaret Blume-Kohout, MBK Analytics, LLC

- How Industry Practices Foster Successful University-Business Knowledge Exchange | Muthu de Silva. Big Innovation Centre / Lancaster U.; Federica Rossi, Birkbeck College
- University? An Entrepreneurial Competency Perspective Einar Rasmussen, U. of Nordland
- → Determinants of Students' Entrepreneurial Activities: A Multilevel Analysis | Heiko Bergmann, U. of St. Gallen; Christian Hundt, Ruhr-U. Bochum; Rolf Sternberg, U. of
- Academic Spin-off Performance: Revealing the Impact of the Core Academic Entrepreneurial Team | Cyrine Ben-Hafaiedh, Groupe ESC Troves: Alessandra Micozzi, U. Politecnica delle Marche; Pierpaolo Pattitoni, U. of Bologna

#### 1023 **②** ■: (Paper Session) - (ENT) **Emotional Capabilities**, Emotional Intelligence, and Emotional support in **Entrepreneurial Behavior**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 1023

Chair: Kim Klyver, U. of Southern Denmark

Discussant: Nava Michael-Tsabari, Technion Israel Institute of Technology

- Emotional Capability, Normalization, Culture, and the Development of Negative Emotions | Marcus Wolfe, Ball State U.; Valentina V. Kuskova, NRU Higher School of
- Do I Have to Ask for it? Emotional Support and Network Agency | Kim Klyver, U. of Southern Denmark; Mark T. Schenkel, Belmont U.
- ₱ = Emotional Intelligence, Interpersonal Process Effectiveness, and Entrepreneurial Performance | Amv Ingram, Clemson U.; Whitney Oliver Peake, Western Kentucky U.; Wayne Stewart, Clemson U.; Warren E Watson, U. of North Texas
- Pass on the Good Vibes: How Social Support is Provided to Nascent Entrepreneurs | Mette Søgaard Nielsen, U. of Southern Denmark; Kim Klyver, U. of Southern Denmark

#### 1024 © ■: (Paper Session) - (ENT) Human Capital and **Individual Skills in Entrepreneurial Activities**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1024

Chair: Sylvia Hubner, TU Kaiserslautern Discussant: Lars Frederiksen, Aarhus U.

- ₽ General Mental Ability and Entrepreneurial Behavior and Performance: A Meta-Analytic Review | David S. DeGeest, U. of Iowa; Scott Seibert, U. of Iowa; Ernest H O'Boyle, U. of
- Skill Balance and Entrepreneurship | Li-Wei Chen, Emory U.; Peter Thompson, Emory U.
- Exploring Human Resource Development Strategies in Entrepreneurial Firms | Sylvia Hubner, TU Kaiserslautern; Matthias Baum, U. of Kaiserslautern; Matthias Philip Hofmuth,
- The Role of Ambidexterity and other Work Experiences I Sedigheh Yeganegi, U. of Manitoba; Parshotam Dass, U. of Manitoba; Andre O. Laplume, Michigan Technological U.; Nathan Sidney Greidanus, U. of Manitoba

#### 1025 SHCS: (ENT, ONE, OMT) Market Entry and Adoption Dynamics in the Emerging Cleantech Sector 11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North

Tweet this session: #AOM2014 1025

Organizers: Siddharth Vedula, U. of Colorado, Boulder; Xin Yao, U. of Colorado, Boulder; Jeffrey G. York, U. of Colorado, Boulder Social Movement Intervention in Cleantech Industry

Development | Desiree F. Pacheco, Portland State U.; Theodore Andrew Khoury, Portland State U.

- The Effects of Organizational Identity on Firm Entry into Movement- Driven Markets | Shon R Hiatt, Harvard U.; W. Chad Carlos, Brigham Young U.
- The Geography of Entrepreneurship in the Emerging Cleantech Sector. | Siddharth Vedula, U. of Colorado, Boulder; Jeffrey G. York, U. of Colorado, Boulder
- Venture Capital Firms' Investment Trajectories in the Emerging Cleantech Sector. | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Xin Yao, U. of Colorado, Boulder; Antoaneta Petkova, San Francisco State U. **Finalist for Best Symposium Award**

#### 1026 : (Paper Session) - (GDO) Gender, Stereotypes, and Segregation

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 1026

women in management, prejudice/bias/stereotyping, identity, barriers/glass ceiling, occupational segregation, competition Chair: Jacqueline N. Hood, U. of New Mexico

- ₽ Would You Prefer to Work for a Man or a Woman? A Matter of Sex. Gender, and Population | Gary N. Powell, U. of Connecticut; D. Anthony Butterfield, U. of Massachusetts Amherst
- The Gender of Genius: Explaining Occupational Sex Segregation in Creative Fields | Sharon Koppman, U. of Arizona, Tucson
- The compassionate sexist? How benevolent sexism promotes and undermines support for employment equity | Ivona Hideg, Wilfrid Laurier U.; Lance Ferris, Pennsylvania State U.
- Friends or Foes? Males' Stereotyping Triggers Competitive Interaction within Female Duos | Kawon Kim, London **Business School**

#### 1027 : (Paper Session) - (GDO) Sexism, Gender Identity, and Outcomes

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth D Tweet this session: #AOM2014 1027

work-family life, negotiation, success factors, barriers/glass ceiling, stereotyping/bias/discrimination, qualitative/quantitative research Chair: Gelaye Debebe, George Washington U.

- ➡□ ♥ Straying From the Breadwinner Norm: Men's Work Identities and their Wives' Work Choices | Erin Marie Reid. Boston U.
- The Costs (and Benefits) of Sexism at the Negotiating Table | Justin Wareham, Eccles School, U. of Utah
- ☐ Gendered Peer Review Experiences and Outcomes at Administrative Science Quarterly | Kyle Siler, U. of Toronto; David Strang, Cornell U.
- Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour | Raphael Silberzahn, U. of Cambridge; Eric Luis Uhlmann, HEC Paris; Lei Zhu, U. of Manitoba

#### **1028** $\blacksquare$ : (Paper Session) - (GDO) **Diversity Management Practices - Context and Outcomes**

11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 1028

diversity training, conceptual/review, bias/discrimination/prejudice, gender, barriers, policies & practices, selection

Chair: Sandra Groeneveld, Erasmus U. Rotterdam

- Research on Diversity Training Evaluation | Yekaterina Bezrukova, Santa Clara U.: Chester S. Spell, Rutgers U.: Jamie L. Perry, Cornell U.; Karen A. Jehn, Melbourne U.
- Does Industry Matter for Diversity Management? | Manisha Singal, Virginia Tech
- Sorganizational Citizenship and Selection: Does Candidate Gender Matter? | Caitlin E. Smith, Tulane U.; Alison V. Hall, Tulane U.; Angelo DeNisi, Tulane U.
- ⊕ 
   □ 
   ♥ Organizational Diversity Efforts and Employee Discrimination Claims: Organizational Motives Matter |

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

María Carmen Triana, U. of Wisconsin, Madison; Tanja Rabl, Technical U. Kaiserslautern; Seo-Young Byun, U. of Wisconsin, Madison; Olga Chapa, U. of Houston, Victoria

#### 1029 : (Paper Session) - (GDO) Inclusion and Acculturation in the Workplace

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 1029

culture and gender diversity, regional inclusion, workplace inclusion, identity, success factors, human resource management

Chair: Diana Hechavarria, U. of South Florida

- Acculturation: an exploration of professional Chinese immigrants in the Australian workplace | Ying Lu, Macquarie U.; Ramanie Samaratunge, Monash U.
- Understanding gender and inclusion in a Scandinavian context | Laura E. Mercer Traavik, BI Norwegian Business School
- → 🖃 🖑 Hispanic Career Success: The Role of Acculturation | Donna Maria Blancero, Bentley U.; Jill Lynch Cruz, JLC Consulting, LLC
- ■Process Model Linking Daily Political Behavior and Affective Wellbeing: The Role of Gender | Jennica R Webster, Marquette U.; Gary A Adams, U. of Wisconsin, Oshkosh; Cheryl L. Maranto, Marquette U.; Dale M Feinauer, U. of Wisconsin Oshkosh

#### **1030** ■: (Paper Session) - (GDO) Bridging Differences: Psychological Safety, Facades, and Fairness

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room C Tweet this session: #AOM2014 1030

racial and socioeconomic diversity, psychological safety, facades, perceived pay equity, job/organizational attitudes Chair: Marcy Crary, Bentley U.

- ➡ Bridging Cultural Practices in Racially and Socioeconomically Diverse Civic Organizations | Ruth Braunstein, U. of Connecticut; Brad R. Fulton, Duke U.; Richard L. Wood, U. of New Mexico
- Us It Safe To Be Me?: The Effects of Psychological Safety. Race and Leadership on Creating Facades | Patricia Faison Hewlin, McGill U.; Tracy L. Dumas, The Ohio State U.; Meredith F. Burnett, George Washington U.
- Navigating careers intelligently in Professional Services Firms: What's diversity got to do with it? | Doyin Atewologun, Queen Mary U. of London; Elena Doldor, Queen Mary U. of London; Madeleine Wyatt, U. of Kent; Anita Maharaj, Queen Mary U. of London
- Relationship between Scholars' of Color Perceived Pay Equity, Productivity & Commitment | E. Holly Buttner, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of Auckland

1031: (Plenary) - (HCM) HCM Distinguished Speaker

11:30am - 1:00pm Pennsylvania Convention Center: Room 108 A Tweet this session: #AOM2014 1031

Distinguished Speaker: Paula Stillman, Independent Consultant

#### 1032 : (Paper Session) - (HR) Employee Performance and Performance Ratings

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1032

Chair: Jill Ellingson, The Ohio State U.

- Can I get a Witness? The Role of the Audience in Impression Management Effectiveness | K. Michele Kacmar, The U. of Alabama; Wayne S. Crawford, The U. of Alabama; Kenneth J. Harris, Indiana U., Southeast
- Po Morning Employees are Better: Employees' Start Times Influence Supervisor Performance Ratings | Kai Chi Yam, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle; Christopher M. Barnes, U. of Washington

#### Winner of HR Division Best Student Paper Award

- ■Interpreting the appraisal of leaders' behaviour by looking at rater cognitive styles. (WITHDRAWN) | Jasmijn Verbrigghe, Vlerick Business School; Eva Cools, Vlerick Leuven Gent Management School; Herman van den Broeck, Vlerick **Business School**
- ₽ Work Characteristics and Employee Performance: Does Needs-Supply Congruence Matter? | Scott B. Dust, Eastern Kentucky U.; Christian J. Resick, Drexel U.

#### 1033 ©→ \(\text{\text{\$\omega\$}}: (HR)\) Is the Iberoamerican HR system prepared for a management revolution?

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1033

Organizer: Angela Gallifa, IESE Business School Chair: Richard A. Posthuma, U. of Texas at El Paso Moderator: Rodrigo Costamagna, IESE Business School Coordinator: Lourdes Susaeta, IESE Business School

High Performance HR practices in Iberoamerica | Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla

- Internal communication as a corporate challenge: A comparative analysis in Iberoamerica | Sandra Idrovo, INALDE
- The importance of training in operationalizing HR policy: An Iberoamerican Research | SERGIO JOSE NOGUERA GOTOPO, U. of Carabobo
- Talent Management in Iberoamerican countries | Paula Apascaritei, IESE; Jose Ramon Pin, IESE Business School; Esperanza Suárez, IESE Business School
- The state of the HR function and its strategic role in multinational companies in Latin-America | Maria Jesus Belizon, IESE Business School; Lourdes Susaeta, IESE **Business School**

#### 1034 : (Paper Session) - (HR) Advances in Turnover Research

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 306 Tweet this session: #AOM2014 1034

Chair: Julie I Hancock, Rutgers U.

- ₽ → When Do Turnover Intentions Fuel Workplace Deviance? A Cross-cultural Investigation | Dong Liu, Georgia Institute of Technology; Marion B. Eberly, U. of Washington, Tacoma
- → ■When Acquaintances or Friends Leave: Turnover Embedded in Instrumental and Expressive Networks Dongmei Song, IESE Business School; Carlos J. Sanchez-Runde, IESE Business School; B. Sebastian Reiche, IESE Business School; Miguel Canela, IESE Business School
- ₱ Voluntary Turnover and Unit Performance: Test and Extension of Context-Emergent Turnover Theory | Cristina Simon, IE Business School; Jason D. Shaw, The Hong Kong Polytechnic U.; Isabel de Sivatte, U. of Castilla-La Mancha

Work-to-family Enrichment and Voluntary Turnover: A Moderated Mediation Model | Jiexin Wang, Texas A&M U.; Richard Grover Gardner, Brigham Young U.; Wendy R. Boswell, Texas A&M U.

## 1035 : (Paper Session) - (HR) High Performance Work Systems in Context

11.30am - 1:00pm Philadelphia Marriott Downtown: Room 307 Tweet this session: #AOM2014 1035

Chair: Corine Boon, U. of Amsterdam

- High Performance Work Systems, Teachers' Job Performance and Students' Quality of School Life | Binhua Huang, U. of South Australia; John Benson, U. of South Australia; Ying Zhu, U. of South Australia; Shruti Sardeshmukh, U. of South Australia
- Using High-Performance Work Practices to Prevent Blood Stream Infections: A Qualitative Study | Ann Scheck McAlearney, The Ohio State U.; Jennifer Lynn Hefner, The Ohio State U.; Julie Robbins, The Ohio State U.; Andrew N. Garman, Rush U.
- □ High Performance Work Systems and workplace performance in small, medium-sized and large firms | Ning Wu, Nottingham Trent U.; Kim Hoque, Warwick Business School; Nick Bacon, Cass Business School, City U. London; Juan Carlos Bou Llusar, U. Jaume I Castelló
- Mapping the Terrain: A Systematic Review of HRM in Small Business Management and Entrepreneurship | Zeynep Kadire Sayim, Hotelschool The Hague; Deniz Tuncalp, Istanbul Technical U.

## 1036 : (Paper Session) - (HR) Executive Coaching and Succession Planning

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1036

Chair: Toby Egan, Indiana U. - Purdue U., Indianapolis

- Succession Planning and Financial Performance Does Competition Matter? | Nitish Patidar, U. of Alabama at Birmingham; Shivani Gupta, U. of Alabama at Birmingham; Ginger D Azbik, U. of Alabama at Birmingham; Robert Weech-Maldonado, U. of Alabama at Birmingham
- CEO Succession: A 20 Year Review and Typology | Ormonde Cragun, U. of South Carolina; Anthony J Nyberg, U. of South Carolina
- Does External Coaching Impact Retention? | Ginka Toegel, IMD; Jean-Louis Barsoux, IMD
- CEO Transformational Leadership and Firm Performance | Weichun Zhu, Pennsylvania State U.; Hongwei He, U. of Strathclyde

### 1037 : (Paper Session) - (HR) Bridging Leadership and HR Research

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 1037

Chair: Jennifer D. Nahrgang, Arizona State U.

- Authentic Leadership Influences Employee Work
   Engagement through Employee Perception and Trust |
   Chia-Chun Hsieh, TransWorld U.; Dan-Shang Wang, National Changhua U. of Education
- Effect of leader member exchange relationships on organizational alumni: A longitudinal study | Sumita

- Raghuram, Pennsylvania State U.; Ravi Shanker Gajendran, U. of Illinois at Urbana-Champaign; Xiangmin Liu, Pennsylvania State U.
- Joint Effects of LMX Differentiation and Incentive Pay on Group Affective Climates and Coordination | Joo Hun Han, U. of Maryland
- I-Deals: A Competence Development Strategy Servant Leaders Employ to Manage Individuals and Groups | Chenwei Liao, U. of Illinois at Chicago

## **1038**: (Paper Session) - (HR) **The HR function and HR** professionals

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1038

Chair: Michael A. McDaniel, Virginia Commonwealth U.

- ■Breaking Down Organizational Silos Competences and Courage | Riitta Forsten-Astikainen, Lappeenranta U. of Technology; Pia Heilmann, Lappeenranta U. of Technology; Pia Hurmelinna-Laukkanen, U. of Oulu; Tuija Lämsä, U. of Oulu; Elina Hyrkäs, U. of Oulu
- ■Dynamic Language For Dynamic Organization: The Role Of Human Resource Management | Tobias Michael Scholz, U. of Siegen
- Symbol or Substance? HR Executives and Women in Management | Mary E. Graham, Syracuse U.; Maura A. Belliveau, Long Island U.; Julie L. Hotchkiss, Federal Reserve Bank of Atlanta

1039: (Paper Session) - (HR) Employee Selection

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1039

Chair: Kate Shacklock, Griffith U.

- Gender Differences in Work Sample Assessments: Not All Tests Are Created Equal | Michael Harari, Florida International U.; Jose F. Rodriguez, Florida International U.; Chockalingam Viswesvaran, Florida International U.; Rachel O'Rourke, City of Jacksonville
- Differential Validity of the Five Factor Model: A Large Multi-Sample Investigation | Adam Howard Kabins, Assess-Systems; Christopher Berry, Indiana U.; Keith McCook, Assess-Systems
- Employment Qualifications, Fit, Attributions, and Hiring Recommendation: A Three-Study Examination | Tina W. Thompson, Illinois State U.; David Sikora, Cal Poly San Luis Obispo; Pamela L. Perrewe, Florida State U.; Gerald R. Ferris, Florida State U.
- General Managers' Prevention Focus as an Antecedent of Intra-Organizational Trust | Aybars I. Tuncdogan, Erasmus U. Rotterdam

### 1040 → 🖃: (Paper Session) - (IM) Global Social

Responsibility: Strategies

11:30am - 1:00pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 1040

Chair: Michael A. Sartor, Ivey School of Business

→ Reexamining the Impact of National Culture on Corporate Social Responsibility | Yu-Shu Peng, National

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Dong Hwa U.; **ALTAN-UYA DASHDELEG**, National Dong Hwa U.; **Hsiang-Lin Chih**, National Taipei U.
- → International Diversification and Corporate Social
  Performance | Xueji Jessie Liang, National U. of Singapore;
  Jane Lu, U. of Melbourne
- → Corporate Responsibility and The Institutional Engagement
  Of Multinational Corporations | Daniel Waeger, Northwestern
  Kellogg School of Management

## 1041 → 🖃: (Paper Session) - (IM) Global Governance: International Finance

11:30am - 1:00pm Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1041

- ➡☐Institutional Voids, Avoidance Response and Foreign Listing | Yangwen Wang, The Chinese U. of Hong Kong; Xufei Ma, Chinese U. of Hong Kong
- → ☐ The Dividend Puzzle Revisited, Again: Does Home Country Matter? | Stav Fainshmidt, Florida International U.; Asligul Erkan, Old Dominion U.
- → Does Microfinance Matter? The Impact of its Efficiency in Emerging Markets | Chien-Chi Tseng, U. of Florida
- Building Big: Risk and the Global Scope of Project Finance Syndicates | Sinziana Dorobantu, New York U.; Jakob Muellner, WU Vienna

## 1042 → 🖃: (Paper Session) - (IM) Global Leadership: Teams 11:30am - 1:00pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 1042

- → ® Nationality Divides and Shared Leadership in Multinational Teams | Minna Paunova, Technical U. of Denmark
- → Why TMT International Experience and Diversity may (not) Improve Acquisition Performance | Dorota Piaskowska, U. College Dublin; Grzegorz Trojanowski, U. of Exeter; Suparna Ray, U. of Exeter; Rajesh Tharyan, U. of Exeter
- → ® Too Much of a Good Thing: the Role of Organizational Identification on organizational performance | Bi-Juan Zhong, Baruch College-The City U. of New York; Yaping Gong, Hong Kong U. of Science and Technology; Oded Shenkar, The Ohio State U.
- → Intercultural Team Role Expectations: A Sino-German Comparison | Laura Joan Salm, LMU Munich; Martin Hoegl, LMU Munich; Miriam Muethel, WHU - Otto Beisheim School of Management

## 1043 → 🖃: (Paper Session) - (IM) Internationalization: Exports

11:30am - 1:00pm Pennsylvania Convention Center: Room 118 A Tweet this session: #AOM2014 1043

Chair: Bernard M Wolf, York U.

→ The Virtualization of Exchange: Electronic Commerce, Foreign R&D, and Export Performance | Konstantinos Trantopoulos, ETH Zurich; Shiko M. Ben-Menahem, ETH Zurich; Georg von Krogh, ETH Zurich; Martin W Wallin, Chalmers U. of Technology; Martin Wörter, ETH Zurich

- → What Makes the Difference to Succeed when Exporting? | Jean-Michel Quentier, France Business school Clermont campus
- → The Relationship between Slack Resources and Firms' Exporting Behavior | Ine Paeleman, Ghent U.; Catherine Fuss, National Bank of Belgium; Tom R. Vanacker, Ghent U.
- → ■Domestic Business-to-Business Relationships and the Internationalization of SMEs | Michael Beier, Swiss Institute for Entrepreneurship; Christian Hauser, Swiss Institute for Entrepreneurship; Jens Hogenacker, Institute for the Study of Labor

## 1044 → □: (Paper Session) - (IM) Emerging Market Firms: Capability Upgrading

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1044

Chair: Wenjie Chen, George Washington U.

- → Export-led Development and Capability Upgrading through Internationalization & Multinationalization | Pavida Pananond, Thammasat U.
- Converting Country-Specific Advantages into Firm-Specific Advantages in Emerging Markets | Feng Wan, Beijing Normal U.
- ➡ Building Capabilities in Emerging Markets: The Double-Edged Sword of Cross-Sector Alliances | Aline Gatignon, INSEAD
- → Paradoxical Effects of Institutions on MNC Firms: Evidence from the Indian Textile Industry | Raveendra Chittoor, Indian School of Business; Preet S Aulakh, York U.; Oana Branzei, U. of Western Ontario

## 1045 → □: (Paper Session) - (IM) Global Governance: IM Division CGIO Best Paper in International Corporate Governance Session

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 B Tweet this session: #AOM2014 1045

Chair: Sea Jin Chang, National U. of Singapore

- Pa→ Does Government Stake Influence Cross-Border Deal Completion? Evidence from Brazil | Yingdan Cai, Groningen U. (RuG); Kees Van Veen, Groningen U. (RuG); Sathyajit Gubbi, Groningen U. (RuG)
- ₽→ Linguistic Distance and Bridge Language Effects on Equity Ownership in Cross-Border Acquisitions | Ilya Cuypers, Singapore Management U.; Jean-Francois Hennart, Tilburg U.
- Pa→ □ Do International Investment Agreements Protect Investment? Micro-Level Evidence | Srividya Jandhyala, ESSEC Business School; Robert Weiner, George Washington
- Pu→ □ Unveiling the Antecedents of International
  Diversification: An Agency Theory Approach | Giovanni
  Battista Dagnino, U. of Catania; Claudio Giachetti, U. Ca'
  Foscari of Venice; Maurizio La Rocca, U. of Calabria; Pasquale
  Massimo Picone, U. of Catania

## 1046 ©→ □JS: (IM, BPS) Global Strategy: Boundary Spanning in Global Organizations

11:30am - 1:00pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1046 Moderator: Ajai S Gaur, Rutgers U. Speakers: Andreas P.J. Schotter, Western U.; Ram Mudambi, Temple U.; Yves Doz, INSEAD; Felipe Monteiro, INSEAD

## 1047 → ■SHCS: (IM, BPS, OMT) Frontiers of IM: Developing Interdisciplinary Theories of the Multinational Corporation

11:30am - 1:00pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1047

Chair: Joseph L. C. Cheng, U. of New South Wales
Panelists: Timothy Michael Devinney, U. of Leeds; Eleanor
Westney, York U.; Charles Dhanaraj, IMD; Nathan Jensen,
Washington U.; Jane Qiu, AGSM-Australian School of Business

## 1048 €: (Paper Session) - (MC) Client Consultant Relationships

11:30am - 1:00pm Pennsylvania Convention Center: Room 103 C Tweet this session: #AOM2014 1048

- ■Unravelling the Experience of Consultants at Work: a Pattern of Role Enactment Beyond Compliance | Lucie Noury, Mines ParisTech; Sébastien Gand, Mines ParisTech; Jean-Claude Sardas, Mines ParisTech
- ■Through a glass, darkly: boundary-work in client-consultant interaction | Lovisa Näslund, Stockholm School of Economics;
  Frida Pemer, Stockholm School of Economics
- Business or pleasure? What is a client-consultant relationship? Really. | Tale Skjolsvik, Oslo and Akershus U. College of Applied Sciences

# 1049 : (Plenary) - (MED) MED Distinguished Scholar Address by David Kolb: Becoming an Experiential Management Educator

11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom A Tweet this session: #AOM2014 1049

Speaker: David A. Kolb, Case Western Reserve U.

## **1050** □: (Paper Session) - (MH) Building Present Knowledge Through Historical Case Study

11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 2 Tweet this session: **#AOM2014** 1050

Authors contribute new ideas to the field through an examination of historical case studies and offer guidance for future management research.

Chair: Sally Sledge, Norfolk State U.

- Organizational Legitimacy: A Historical Review of the NAIA from 1940 to 1973 | Dylan Williams, Louisiana State U.; Chad Seifried, Louisiana State U.; Patrick Tutka, Louisiana State U.
- → Role of Informal Networks in Mitigating the Liability of Outsidership: Case of the Iranian Bazaar | Jon Thornberry, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Marina Apaydin, American U. of Beirut

## Journal of Management History Award for Best International Paper

Where Did We Come From, and Where Do We Go? A
Critique of the Dynamic Capability Literature | Lee Brown,
Texas A&M U. - Central Texas

#### Ronald B. Shuman Award for MH Division Best Student Paper

## **1051** ☐: (Paper Session) - (MOC) Intuition, Emotion, and Creativity

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room A Tweet this session: #AOM2014 1051

Chair: Jinyu Hu, Texas Tech U.

Pa→ ☐ The Influence of Openness to Experience on Employee Creativity | Sen Xu, Nanjing U.; Xueting Jiang, U. of Massachusetts Amherst; Ian J. Walsh, U. of Massachusetts Amherst

#### Finalist for MOC Division Best Student Paper

- When to think and when to act: Timing of intuitive and systemic thinking | **Jukka Luoma**, Aalto U.; **Frank Martela**, Aalto U.
- Overload and emotion in sensemaking: A two-phase, intuitive-then-rational sensemaking model. | Greg S Molecke, Grenoble Ecole de Management

## **1052 ←** □: (Paper Session) - (MOC) Cognition and Performance

11:30am - 1:00pm Loews Philadelphia Hotel: Tubman Room Tweet this session: **#AOM2014 1052** 

Chair: Ashita Goswami, Central Michigan U.

- ➡The Hazards of Interaction: When Isolation Benefits Performance | Sheen S. Levine, Columbia U.; Michael J. Prietula, Emory U.
- □ The Music of Power: Perceptual and Behavioral Consequences of Powerful Music | Yu-Wei Hsu, Northwestern Kellogg School of Management; Li Huang, INSEAD; Loran F. Nordgren, Northwestern U.; Derek D. Rucker, Northwestern Kellogg School of Management
- Work-Play Integration: An Alternative Perspective on Play in Organizational Settings | Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Virginia Bodolica, American U. of Sharjah

#### 1053 : (Paper Session) - (MOC) Organizational Identity

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 1053

Chair: Douglas A Lepisto, Boston College

- Perspectives in Organizational Identity, Culture, and Change in Light of the Theory of Autopoiesis | Pedro S. Hurtado, Texas A&M International U.; Ananda Mukherji, Texas A&M International U.
- Operationalizing and Measuring Organizational Identity: A Comprehensive Review of Past Research | Peter O. Foreman, Illinois State U.; David A. Whetten, Brigham Young U.
- Cccupational Identity and Competing Narratives On Disruptive Organizational Events | Sungchul Noh, McGill U. Identity expansion in hybrid identity organizations | Camille Pradies, Boston College

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

#### **1054** ■ JS: (MOC, HR) The Antecedents and Effects of Self-regulation inside and outside the Workplace

11:30am - 1:00pm Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014** 1054 Chair: Hengchen Dai, U. of Pennsylvania

Attachment Styles and Job Performance: Roles of Self-regulation and Team Conflict | KiYoung Lee, U. at Buffalo, the State U. of New York; Karyn Dossinger, U. of Minnesota; Patricia Caulfield Dahm, U. of Minnesota

The Effect of Self-regulatory Resource Depletion on Perceived Need to Monitor | Christy Zhou Koval, Duke U.; Grainne Fitzsimons, Duke U.; Michelle R VanDellen, U. of

The Negative Effects of Shared Experience on Evaluations of Failure | Rachel Ruttan, Northwestern U.: Loran F. Nordgren. Northwestern U.; Mary-Hunter McDonnell, Georgetown U.

The Impact of Accumulated Time, Work Intensity and Work Breaks on Hand Hygiene Compliance | Hengchen Dai, U. of Pennsylvania; Katherine L. Milkman, U. of Pennsylvania; David A Hofmann, U. of North Carolina, Chapel Hill; Bradley R Staats, U. of North Carolina, Chapel Hill

Fast Food and Impatience | Sanford Ely DeVoe, U. of Toronto; Julian House, U. of Toronto; Chen-Bo Zhong, U. of Toronto

#### 1055 → ♥: (Paper Session) - (MSR) Cultural perspectives to religion and spirituality in the workplace

11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 1055

Chair: Judith A. Neal, Edgewalkers International

- → The Impact of Confucianism towards Working Overtime in Asian Workplaces | Jae Hyeung Kang, Oakland U.; James Matusik, Oakland U.
- → Inter-Organizational Knowledge Transfer An International Halal-Based Network Experience | Julio Arauio Carneiro da Cunha, UNINOVE; Flavio Romero Macau, U. Paulista - UNIP; Nawfal Alssabak, U. Paulista - UNIP; Leandro Januário, U. Paulista - UNIP
- HUMAN QUALITY TREATMENT IN SMEs RUN BY CHRISTIAN OWNER-MANAGERS | Domenec Mele, IESE Business School; Abiola Olukemi Ogunyemi, Lagos Business
- → Overlap and Separation: Religion-Work Boundaries in the Workplace | Brandon Vaidyanathan, Rice U.

#### 1056: (Paper Session) - (OCIS) New Forms of Teams and Collaboration

11:30am - 1:00pm Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 1056

Discussant: Burcu Bulgurcu, Boston College

- □ Intra-Firm and Inter-Firm Knowledge Exchange: The Effects of Formal, Informal & Hybrid Coordination | Timm Wutzler, Mannheim U.
- Dual Group Membership and Behavior on an Online Collaboration Platform | Bas Reus, VU U. Amsterdam; Christine Moser, VU U. Amsterdam: Peter Groenewegen, VU U. Amsterdam
- ■Research Challenges in Organizing and Motivating E-Lance Team Collaboration | Yuging Ren, U. of Minnesota; Alok Gupta, U. of Minnesota; Brian S. Butler, U. of Maryland

☐ The Signatures of Success in Teams & Multliteam Systems Aaron Schecter, Northwestern U.; Roger T.A.J. Leenders, Tilburg U.; Leslie A. DeChurch, Georgia Institute of Technology; Noshir Contractor, Northwestern U.

#### **1057**: (Paper Session) - (OCIS) Improving Communication **Practices for Creativity and Performance**

11:30am - 1:00pm Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 1057

Discussant: Jennifer Gibbs, Rutgers U.

- ☐ Collaborative Partner or Opponent: How the Messenger Influences the Deaf Effect in IT Projects | Arno Nuijten, Erasmus U. Rotterdam; Mark Keil, Georgia State U.; Harry R. Commandeur, Erasmus U. Rotterdam
- Factors Affecting Effective Organizational Communication? Abdallah Salami, New York U.
- Creativity and Performance in MNCs: The Power of Inclusive Language Use | Jakob Lauring, Aarhus U.; Anders Klitmøller, U. of Southern Denmark
- ■Integrated Marketing Communication: Creating Brand Communities, A Case Study | Rosalyn Rufer, State U. of New York Empire State College

#### **Organizational Change**

11:30am - 1:00pm Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 1058

Chair: Annie Pye, U. of Exeter

- Engaged in what? Role theory perspectives for enhancing employee engagement research and practice | Theresa M. Welbourne. The U. of Nebraska-Lincoln: Steven Schlachter. The U. of Nebraska-Lincoln
- ₽ Beyond Formal Contracts: The Post Merger Integration Experience of Acquired Executives | David Grogan, Case Western Reserve U.

#### Winner of ODC Division Best Doctoral Student Paper

- Age-related Differences in the Relations between Individualized HRM and Organizational Performance | Matthijs Bal, U. of Bath; Luc W. Dorenbosch, TNO Work &
- ■A model of recipients' change proactivity | Shaul Oreg, The Hebrew U. of Jerusalem; Jean M. Bartunek, Boston College; Gayoung Lee, Boston College

#### 1059 → 🗨 🖃 : (ODC) Language, Discourse and **Organizational Change in Japanese Contexts**

11:30am - 1:00pm Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 1059

Organizers: Katsuki Aoki, Meiji U.; Rick Delbridge, Cardiff U.; Toru Kiyomiya, Seinan Gakuin U.

Discussant: David Stephen Grant, U. of New South Wales Entrepreneurship As Practice: A critical interpretation of corporate venturing | Yasushi Fukuhara, Senshu U.

- Customer satisfaction and strategy: A discourse analysis of a Japanese hotel company case | Takeshi Saito, Meiji U.; Kenichi Suzuki, Meiji U.; Masayasu Takahashi, Meiji U.; Rick Delbridge, Cardiff U.
- Collaboration and power of discourse in a crisis | Toru Kiyomiya, Seinan Gakuin U.; Yasushi Masuda, Meiji U.; Shigeaki Hayashi, Rissho U.

Using same words, seeing different worlds: A case of the Fukushima No.1 nuclear accident | Masato Yotsumoto, Kanto Gakuin U.; Aki Nakanishi, Meiji U.; Hajime Ushimaru, Meiji U.; Daisuke Sugihara, Meiji U.; Toshio Takagi, Okinawa U.

## 1060 ©→ \( \): (Paper Session) - (ODC) Change, Innovation and Sustainability

11:30am - 1:00pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 1060

Chair: John Matthew Amis, U. of Edinburgh Business School Expanding the Realm of the Possible: Enclaves and the Transformation of Fields | Victor J. Friedman, Max Stern Jezreel Valley College; Israel Sykes, Bar Ilan U.; Markus Strauch, U. of Freiburg

- → Infusing Sustainability: The Role of External Triggers and Internal Actors in Pursuing Change | Vera Blazevic, Radboud U. Nijmegen; Kristina Lauche, Radboud U. Nijmegen; Karen L. Janssen, Radboud U. Nijmegen; Allard C.R. Van Riel, Radboud U. Nijmegen
- In search for generic sources of capability dynamism: Insights from organizational change theory | Tatiana Andreeva, St. Petersburg U. GSOM; Paavo Ritala, Lappeenranta U. of Technology
- The business model concept and its antecedents and consequences towards a common understanding | Nicolas Frederik Höflinger, Mannheim U.

## 1061 ♥☐: (Paper Session) - (ODC) Leadership and Organizational Change

11:30am - 1:00pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1061

Chair: Fiona M. Sutherland, La Trobe U.

- Domains of Emergent Change: Making Sense of Emerging Patterns in the Midst of Change | Sharon Varney, U. of Reading; Bernd Vogel, U. of Reading
- □ Leadership in the Conduct of Organizational Change: An Integrative View | Jeffrey D Ford, The Ohio State U.; Laurie Ford, Critical Path Consultants; Beth Polin, Eastern Kentucky U.
- ₽ When Businesses Falter: How Relational Climates Foster or Hinder Recovery | Lori D Kendall, Case Western Reserve U.

## 1062 ☐: (ODC) Research in Organization Change & Development: Trajectories and Insights of ROCD Volume 22 Authors

11:30am - 1:00pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 1062

Chairs: A.B. Rami Shani, California Polytechnic State U.; Debra A. Noumair. Columbia U.

- The Role of Coercive Persuasion in Education and Learning: Subjugation or Animation? | Edgar H. Schein, Massachusetts Institute of Technology
- Co-Creating the Classroom Experience to Transform Learning and Change Lives | Katherine Heynoski, Battelle for Kids
- The Dialogic Mindset in Organization Development | Gervase R Bushe, Simon Fraser U.; Robert J Marshak, American U.

- Connecting Organizational Change Content with Change Strategy: Has Theory become Practice? | David Brian Szabla, George Washington U.; James E. Stefanchin, George Washington U.
- System-wide Change in Cancer Care: Exploring
  Sensemaking, Sensegiving and Consent | Svante
  Lifvergren, Chalmers U. of Technology; Andreas Hellstrom,
  Chalmers U. of Technology
- Changing Interaction Patterns at Agility-Critical Interfaces: A 25-year Longitudinal Study | Gert Jan Schuiling, VU U. Amsterdam
- Accelerating Global Hybrid Team Effectiveness | Katherine Schroeder, Benedictine U.

## 1063 © ■ SHCS: (ODC, MC) Fifty Years of Powerful Words: A Retrospective and Prospective Look at the Impact of JABS

11:30am - 1:00pm Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 1063

Chair: William A Pasmore, Columbia U.

Discussant: Barbara Gray, Pennsylvania State U.

Paradigm Shifts in Applied Behavior Science Has JABS led, lagged, or moved with the herd? | **Philip H. Mirvis**, Global Network on Corporate Citizneship

Positive Organizational Change | **Kim Cameron**, U. of Michigan Changing Loosely Coupled Systems | **Warner Burke**, Columbia U.

The Science of Organizational Change and the Art of Changing Organizations | Richard W. Woodman, Texas A&M U.

## 1064 : (Plenary) - (OM) Publishing In OM Journals: Will What We've Done in the Past Be Good Enough For The Future?

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1064

Facilitator: Dayna Simpson, Monash U.

Discussants: Barbara B. Flynn, Indiana U.; Robert D Klassen, U. of Western Ontario; G. Keong Leong, U. of Nevada, Las Vegas; Ken Boyer, The Ohio State U.; Enno Siemsen, U. of Minnesota; Lisa Marie Ellram, Miami U.

## 1065 ⊟: (Paper Session) - (OMT) Exploring the Creation and Change of Routines

11:30am - 1:00pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1065

Chair: Martin J. Kilduff, U. College London

- Exploring Change in Operating Routines | Hendrik Wilhelm, U. of Cologne; Indre Maurer, U. of Goettingen
- Routines and Organizational Change: Inertia as a Hidden Source of Adaptation | Sangyoon Yi, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark; Thorbjoern Knudsen, U. of Southern Denmark
- ■Undrstanding the Dynamics of Routine Creation and Evolution under Uncertainty | Dionysios D. Dionysiou, ALBA Graduate Business School; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

#### 1066 🖃 ♥: (OMT) Organizations And Institutional Complexity

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1066

Organizers: Chris Marquis, Harvard U.; András Tilcsik, U. of Toronto

Chair: András Tilcsik, U. of Toronto

Discussant: Royston Greenwood, U. of Alberta

Different Shades of Green: A Dynamic Process Model of Logic Imprinting in Innovative Hybrid Org's | John Almandoz, IESE Business School; Matthew Lee, INSEAD

Constructing Institutional Complexity: Changing Conceptions of Social Enterprise, 2000-2010 | Jean-Baptiste Litrico. Queen's School of Business, Canada; Marya L. Besharov, Cornell U.

Managing Institutional Complexity in Blended Hybrids: The Dilemma of Success | Giulia Cappellaro, Bocconi U.; Paul Tracey, U. of Cambridge

Serving Two Masters: Industry Fields, Geographic Communities, and Corporate Philanthropy | Chris Marquis, Harvard U.; András Tilcsik, U. of Toronto

#### **1067** ■: (OMT) Reconsidering the Categorical Imperative: Boundary Spanning as a Gateway to **Organizational Success**

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1067 Organizer: Peter Younkin, McGill U.

Imitation and Differentiation in the Emergence of New Categories | Chad Navis, U. of Wisconsin, Madison; Greg Fisher, Indiana U.; Shannon LT Younger, U. of Wisconsin,

- The Effect of Audience-Distance on the Penalty to Spanning for New Entrants | Keyvan Kashkooli, U. of California, Los Angeles; Peter Younkin, McGill U.
- The Impact of Interdisciplinarity on Scientists' Careers | Christine Beckman, U. of California, Irvine; Erin Leahey, U. of Arizona, Tucson
- The Evaluator's Option: Identity, Performance, and Endogenous Reference Group Selection | Edward Bishop Smith, Northwestern Kellogg School of Management; Heewon Chae, U. of Michigan, Ann Arbor

#### **1068** ■: (Paper Session) - (OMT) The More Things Change, the More They Stay the Same: Research on Field **Emergence and Change**

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 B Tweet this session: **#AOM2014** 1068

Chair: Jennifer Kuan, Stanford U.

- ☐ Inside the Smoke-Filled Room: A Corporate Political Action Perspective on Field Change | A. Wren Montgomery, Queen's U.
- ☐ Idea Generation in Highly Institutionalized Fields: A Dual Process Model of Ideation | Marine Agogué, Mines ParisTech; Eva Boxenbaum, Mines ParisTech
- ■Discursive Agency and Emergence of New Institutional Fields | Nina Grangvist, Hanken School of Economics; Eero Vaara. Hanken School of Economics

→ ■ Field Connectors, Institutional Work and Institutional Change between Interdependent Fields | Santi Furnari. Cass Business School, City U. London

#### **1069 □**: (Paper Session) - (OMT) **Understanding Actors and** Institutions: New Directions in Research on Institutional Work

11:30am - 1:00pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1069 Chair: Arijit Chatterjee, ESSEC

₽ ■ Relational Work by Elite Actors: Defining Authority Relationships as Institutional Maintenance | Suhaib Riaz, U. of Massachusetts Boston; Sean C. Buchanan, York U. **Finalist for Best ESP Award** 

■Institutional Maintenance as Accommodation of Change: Open Access in Higher Education Publishing I Evelyn Rita Micelotta, U. of Alberta

Positive Institutional Maintenance: Sustaining Engagement in a Social Purpose Organization | Warren O. Nilsson, U. of Cape Town

■Protect to Damage? Purposive Action, Unintended Consequences and Institutional Dynamics | EY EunYoung Song, U. of New South Wales

#### 1070 : (Paper Session) - (OMT) Status. Reputation and **Legitimacy: Multiple Perspectives**

11:30am - 1:00pm Pennsylvania Convention Center: Room 202 A Tweet this session: #AOM2014 1070

Chair: Emily S. Block, U. of Notre Dame

- From Dealing to Healing: Social Movements and Changing Conceptions of Marijuana in California | Cyrus Dioun, U. of California, Berkeley
- How Institutional Leaders Repair Legitimacy: The Case of Misconduct and the NFL | Benjamin M. Cole, Fordham U.: Marvin Washington, U. of Alberta; Brian P. Soebbing, LSU
- Multi-level Status: Explain Departments' Performances and Behaviors in Top Business Schools | Pengfei Wang, Erasmus U. Rotterdam
- Reputations for Toughness in Patent Litigation: Implications for Settlement vs. Trial Decisions | Hyunsun Kim, U. of Illinois at Urbana-Champaign; E. Geoffrey Love, U. of Illinois at Urbana-Champaign

#### **1071** ■: (Paper Session) - (OMT) The Effects of Legitimacy: Four Empirical Investigations

11:30am - 1:00pm Pennsylvania Convention Center: Room 202 B Tweet this session: #AOM2014 1071

Conceptualizing Legitimacy in the Context of Sport Sponsorship: The Role of Social Capital | Jimmy Huang, U. of Warwick: Y.H. Lien. National Taiwan U.: Carol Hsu. National

- Not Too Much, but Not Too Little: Legitimacy-Building Cost and Tactics in Corporate Giving | Tai-Young Kim, SKK Graduate School of Business; Young-Chul Jeong, Concordia U.
- Market mediators and the tradeoffs of legitimacy-seeking behaviors in a nascent category | Brandon H. Lee, Melbourne Business School
- Overcoming Legitimacy Deficits: Leveraging Regional Collective Identity in the Quebec Wine Field | Robert J

David, McGill U.; Johnny Boghossian, McGill U.; Tina Dacin, Queen's U.

## **1072** ☐: (Paper Session) - (OMT) Corruption, Cronyism and Crime: The Dark Side of Organizational Life

11:30am - 1:00pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1072

Chair: Donald Lange, Arizona State U.

- → Fraud and Innovation: Is There a Cheater's Discount? | Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.
- → Leader-Member Guanxi: An Invisible Hand of Cronyism in Chinese Management | Jiarui Zhang, Southwestern U. of Finance & Economics; Carol Gill, Melbourne Business School
- ■The Intentional Escalation of Vulnerability: Antecedents and Implications | Richard Hunt, Virginia Polytechnic Institute
- Minding the store: Board independence, board expertise, and white-collar crime | Michael K. Bednar, U. of Illinois

### 1073 ☐ JS: (OMT, CMS) Making Institutional Theory More Critical

11:30am - 1:00pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 1073

Organizers: Shazia Karmali, U. of Victoria; Michael Lounsbury, U. of Alberta

Facilitator: Michael Lounsbury, U. of Alberta

Participants: Mike Geppert, Friedrich-Schiller, U. of Jena; Paul M Hirsch, Northwestern U.; Kamal Munir, U. of Cambridge; H. C. Willmott. Cardiff U.

## **1074** ■ JS: (OMT, MOC, BPS) Recognizing the New: The Emergence and Dissolution of Social Realities

11:30am - 1:00pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1074

Organizers: Mark Thomas Kennedy, Imperial College Business

School; Peer C. Fiss, U. of Southern California

Discussant: Martin Ruef, Princeton U.

A Relational Model of Field Formation | Maria T. Farkas, Imperial College Business School

Using Text Analysis to Identify Innovative Breakthroughs | Sarah Kaplan, U. of Toronto

A Relational Account of Social Ontologies | Mark Thomas Kennedy, Imperial College Business School; Peer C. Fiss, U. of Southern California

Speaker: Toby E. Stuart, U. of California, Berkeley

## 1075 ← JS: (OMT, MOC, ENT) Affinities of Language, Cultural Tool Kits, Institutional Logics: Advancing Strategies of Action

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 1075

Organizer: Patricia H Thornton, Duke U.

Participants: Mary Ann Glynn, Boston College; Stephen Vaisey, Duke U.; Omar Lizardo, U. of Notre Dame; William Ocasio, Northwestern U.

### 1076 € ⊒: (Paper Session) - (ONE) Stakeholders & Social Activism

11:30am - 1:00pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 1076

Chair: Carol-Ann Tetrault Sirsly, Carleton U.

Let's talk: Examining Dialogue among Firms and Outside Actors on Social and Environmental Issues | Horacio

- Enrique Rousseau, IESE Business School; Pascual Berrone, IESE Business School; Judith Walls, Nanyang Technological U.
- Direct or Indirect Activism? Social Movements and the Adoption of Green Information Systems | Ed Carberry, U. of Massachusetts Boston; Pratyush Bharati, U. of Massachusetts Boston; David Levy, U. of Massachusetts Boston; Abhijit Chaudhury, U. of Massachusetts Boston
- ➡ Promoting Practices: How Activists Employ Online Tactics to Promote Energy Efficiency | Maarten Renkema, U. of Twente; Tijs Adriaan Van Den Broek, U. of Twente

#### 1077 □ • □: (Paper Session) - (ONE) Regulation:

#### Institutional, Voluntary, and Strategic

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1077

Chair: Javier Martínez-del-Río, U. de Almeria

Rethinking Environmental Strategy: The Role of Regulatory Response | Preston Teeter, The U. of Queensland, Australia; Jorgen Sandberg, The U. of Queensland, Australia

- → Firm Density, Social Movement Support, and Government Endorsement of Nascent Industries | Panayiotis G. Georgallis, HEC Paris; Glen Dowell, Cornell U.; Rodolphe Durand, HEC Paris
- The Complexity of Voluntary Sustainability Standards:
  An Emerging Economies Perspective | Ivan Montiel, Loyola Marymount U.; Petra Christmann, Rutgers U.; Trevor Zink, Loyola Marymount U.
- ➡ How Punishment and Reward Increase Customer Acceptance of Demand Response in the Energy Industry | Karoline Kuenzel, U. of St. Gallen; Moritz Loock, U. of St. Gallen; Claudio Cometta, Zurich U. of Applied Sciences

# 1078 ⊕→ ●JS: (ONE, SIM, BPS) The Power of Words in Maintaining Core Mission: the Ben & Jerry's – Unilever Sale Agreements

11:30am - 1:00pm Pennsylvania Convention Center: Room 119 A

Tweet this session: #AOM2014 1078
Organizer: Mark B. Milstein, Cornell U.
Moderator: Brad Edmondson, author

Participants: Anuradha Mittal, The Oakland Institute; Rob

Michalak, Ben & Jerry's Homemade, Inc.; Mark B. Milstein, Cornell U.

## 1079 ⊕→ \( \frac{1}{2}\): (PNP) Strategic HRM and Public Sector Austerity: Friend or Foe

11:30am - 1:00pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1079

Organizers: Deborah A. Blackman, U. of New South Wales; Fiona Buick, U. of Canberra; Stephen T.T. Teo, Auckland U. of Technology

Human Resource Management in times of Austerity | Robin Kramar, Australian Catholic U.

Is the practice of placing 'just anyone' in HR roles wise in periods of austerity? | Tanya Hammond, U. of New South Wales

- Antecedents and Consequences of Ambidexterity in Public Sector Organisations | Geoff Plimmer, Victoria Management School; Stephen T.T. Teo, Auckland U. of Technology
- Strategic Human Resources Management for the next financial crisis: lessons to be learnt | Fiona Buick, U. of Canberra; Deborah A. Blackman, U. of New South Wales

#### 1080 🖃 ♥: (Paper Session) - (PNP) Diversity and Inclusion in Public and Nonprofit Organizations

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1080

Chair: Avner Ben-Ner, U. of Minnesota

- <sup>®</sup> On the Edge of a Glass Cliff: Women in Leadership in Local Government | Amy E. Smith, U. of Massachusetts
- Representation and Inclusion in Public Organizations: An Evaluation of the UK Civil Service | Rhys Andrews, Cardiff U.; Rachel Elizabeth Ashworth, Cardiff U.
- Context - Gender Differences Count | Nina Jost, RWTH Aachen U.; Ron Ferguson, Concordia U.; Michele Paulin, Concordia U.; Kaspar Philipp Schattke, Concordia U.
- ☐ ♥ Gender Diversity in Top Management and Financial Performance. The Role of Organizational Structure | Niels Opstrup, U. of Southern Denmark; Anders R. Villadsen, Aarhus

#### 1081 ☐: (Paper Session) - (PNP) Employee Attitudes in **Public and Nonprofit Organizations**

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 C Tweet this session: #AOM2014 1081

Chair: Shahidul Hassan, The Ohio State U.

→ Prosocial Attitudes in the Public and Private Sector I Alexander Kroll, Florida International U.; Dominik Vogel, U. of Potsdam

#### Carlo Masini Award for Innovative Scholarship in the Fields of **Public and Nonprofit Management**

- Personal Experience, Individual Traits and Attitude Formation: Evidence from China; s Health Service I Yongheng Yang, Tsinghua U.; Kaifeng Yang, Florida State U.
- ■How Organizational Information Sources Influence Employee Mission Valence: A Quantitative Analysis | Sebastian Desmidt, Ghent U.; Anita Prinzie, Ghent U.; Annelies De Vuyst, Ghent U.
- Energizing Networks and Public Sector Employees' Attitudes | Kyoungjoo Choi, Chonnam National U.; Min Jeong Kim. Chonnam National U.

#### 1082 : (Paper Session) - (PNP) Values, Ethics and Stewardship

11:30am - 1:00pm Pennsylvania Convention Center: Room 125

Tweet this session: #AOM2014 1082

Chair: Jennie Weiner, U. of Connecticut

- ■Is There a Nonprofit Advantage? Examining the Impact of Institutional Context on Value Congruence | Shuyang Peng. Rutgers U.; Sheela Pandey, Kean U.; Sanjay K. Pandey, Rutgers U.
- ₽ When Employee and Organization Values Align: Job Satisfaction in Local Government | Julie A. Langer, U. of Illinois at Chicago; Mary K. Feeney, Arizona State U.

- Effective Succession of Social Entrepreneurs: A Stewardship-based Model | Mario Hayek, Texas A&M U.-Commerce; Wallace A. Williams, Texas A&M U.-Commerce; Sonia Taneja, Texas A&M U.-Commerce; Roberto Salem, U. San Francisco de Quito
- Rethinking Public Integrity Review of Italy | Paolo Esposito. Eastern Piedmont U.; Elio Borgonovi, Bocconi U.

#### 1083: (PTC) Practice Theme Committee Business Meeting

11:30am - 2:00pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 1083

Strategic and tactical planning for the Practice Theme Committee, open to all who are interested in joining.

Division Chairs: Kathryn Goldman Schuyler, Alliant International U.; Kuo Frank Yu, City U. of Hong Kong

Professional Development Workshop Chairs: Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Fedor Ovchinnikov, Center for Evolutionary Leadership

#### 1084 : (Paper Session) - (RM) Developments in Multi-Level Methods

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 1084

Chair: Steven E. Markham, Virginia Tech

- The Analysis of Multilevel Networks in Organizations: Models and Empirical Tests | Paola Zappa, U. of Lugano; Alessandro Lomi, U. of Lugano
- Understanding the Structure and Evolution of Organizational Networks: ERGMs | Warren Boeker, U. of Washington. Seattle; Emily Cox Pahnke, U. of Washington; Michael Deane Howard, Texas A&M U., College Station; Ji Youn (Rose) Kim,
- Justifying Team-Level Constructs: A Quantitative Review of Aggregation Indices | Andrew C. Loignon, U. of North Carolina, Charlotte; Jane Shumski Thomas, U. of North Carolina, Charlotte; David J Woehr, U. of North Carolina, Charlotte; Janaki Gooty, U. of North Carolina, Charlotte; Paul Schmidt, U. of North Carolina, Charlotte
- ☐ Discrete Choice Models in Organizational Research: An Introduction to Hierarchical Bayes Estimation | George Benson, The U. of Texas at Arlington; Maritza Salazar, Claremont Graduate U.; John Colias, Decision Analyst; Marcus M. Butts, The U. of Texas at Arlington

#### **1085** $\blacksquare$ : (Paper Session) - (RM) **Approaches to Modeling**: Bayesian, Computational, and Multinomial Logit

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1085

Chair: Charles A. Pierce, U. of Memphis

- ₽ A Critical Realist Perspective on Agent-Based Modeling | Kent D Miller, Michigan State U.
- ☐ Interpreting Marginal Effects in the Multinomial Logit Model: Demonstrated by Foreign Market Entry | Jesper Wulff, Aarhus U.
- Attitudinal Antecedents of Intention to Leave and Model Averaging: A Union of Two Literatures | Anup Nandialath. Zayed U.; Diya Das, Bryant U.; Ramesh Mohan, Bryant U.
- Auxiliary Assumptions and Epistemic Ratios: Fun with Bayes I Rohny Saylors, New Mexico State U.

## 1086 ■SHCS: (SAP, ODC) Strategizing, Change and

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 1086

Organizers: Julia Balogun, U. of Bath; Inger G. Stensaker, Norwegian School of Economics

Discussant: Davide Ravasi, Cass Business School, City U. London

Strategizing as Organizational Identity Work | Gwyneth Edwards, HEC Montreal; Julia Balogun, U. of Bath

Strategizing and identity work – Towards a recursive view | Claus D Jacobs, Bern U. of Applied Sciences; A. Paul Spee, The U. of Queensland, Australia

Who do you think you are? How Identity Influences Strategic Change | Helene Loe Colman, BI Norwegian Business School; Birgitte Grogaard, U. of Calgary; Inger G. Stensaker, Norwegian School of Economics

#### **1087** ■ JS: (SAP, OMT, ODC) The Emergence of **Organizational Routines**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Horizons Rooftop **Ballroom** 

Tweet this session: #AOM2014 1087

Organizers: David Seidl, U. of Zurich; Katharina Dittrich, U. of

Zurich

Discussant: Martha Feldman, U. of California, Irvine Small accidents and unlocking paths in routinized behavior | Alessandro Narduzzo, Free U. Bozen-Bolzano

Resourcing new routines: How resources influence the emergence of organizational routines | Katharina Dittrich, U. of Zurich; David Seidl, U. of Zurich

Roping in the cowboys at Oilco: How companies integrate externally-sourced organizational routines | Stephanie Bertels, Simon Fraser U.; Jennifer Howard-Grenville, U. of Oregon

Performing the replication dilemma: How organizations balance multiple goals in routines transfer | Luciana D'Adderio, U. of Edinburgh

#### 1088: (Paper Session) - (SIM) Employees and Business Responsibility

11:30am - 1:00pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1088 Chair: Charles Cookson, Grantham U.

- ■What motivates individuals to participate in employee volunteering programs? | Yeonji Seo, Pennsylvania State U.
- Arbiter Evaluations of Controversial Corporate Policies: LGBT-Friendly Practices and Reputation | Naomi A Gardberg, Baruch College-The City U. of New York; William Newburry, Florida International U.; Bryant A. Hudson, Florida Atlantic U.; Yonathan Feffer, Baruch College-The City U. of New York
- ☐ The mediating effects of job satisfaction and affective commitment on the CSR-performance link | Joana S. Story, NOVA School of Business and Economics; Filipa Castanheira, NOVA School of Business and Economics

Workforce ageing and exploitative/ exploratory innovation: The moderating role of diversity | Jisung Park, Seoul National

1089 : (Paper Session) - (SIM) Shared Value, Shared Values 11:30am - 1:00pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 1089 Chair: Andrew Crane, York U.

- Gastón de los Reyes, George Washington U.; Markus Scholz, U. of Applied Sciences bfi Vienna
- → Shared Value: A Valuable Concept or a Management Buzzword? | Krzysztof Dembek, Monash U.; Prakash Jagat Singh, Melbourne U.
- The VBA-Model and Public Value Filling the Value Gap | Pepe Strathoff, U. of St.Gallen
- ■Shared or Conflicting Values? A Comparative Analysis of Corporate and Independent Foundations | Justin Koushyar, Emory U.; Wesley Longhofer, Emory U.; Peter W Roberts, Emory U.

#### 1090 : (Paper Session) - (SIM) Strategic Decision Making and Corporate Responsibility

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 1090

Chair: Rajat Panwar, Northland College

Analysis and Making Socially Responsible Decisions | Abagail McWilliams, U. of Illinois at Chicago; Annaleena Parhankangas, U. of Illinois at Chicago; Jason Coupet Coupet, U. of Illinois at Chicago; Darold Barnum, U. of Illinois at Chicago

₽ ■ Does Temporal Orientation Matter for CSR Strategies? | Yanvan Fan. The Hong Kong Polytechnic U.: Carolyn P. Egri. Simon Fraser U.; Na Ni, Hong Kong Polytechnic U.

Rational Strategic Management and the Normative Solution | Jooho Lee, The Wharton School, U. of Pennsylvania

■ Does CSR Matter for Alliance formation? The Role of Capability Complementarity and Institutions | Niloofar Abolfathi, Bocconi U.; Hessamoddin Sarooghi, U. of Missouri, Kansas City

#### 1091: (Paper Session) - (SIM) Political CSR: Definitions and Critiques

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 1091

Chair: Jeffrey Lenn, George Washington U.

₽ ■ Theoretically meaningful but economically unsustainable: The case of political CSR | Pushpika Vishwanathan, Erasmus U. Rotterdam

Muddling through Political and Economic Tensions:A Territorialized Conception of Political CSR | Nolywé **Delannon**, HEC Montreal; **Emmanuel Raufflet**, HEC Montreal

■The Governance of Political Corporate Social Responsibility | Bobby Banerjee, City U. London; Cameron Sabadoz, U. of Toronto

Decades of Corporate Social Responsibility: Let's Not Pretend The Nation State Is Dead | Judith Schrempf-Stirling, U. of Richmond

#### 1092: (Paper Session) - (SIM) Discourse Analysis and Business Ethics

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 1092

Chair: Joe Sprangel, Mary Baldwin College

₽A Discourse Ethics Approach To Social Shareholder Engagement: Developing A Normative Perspective |

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Jennifer Coralie Goodman, Ramon Llull U.; Daniel Arenas, ESADE Business School
- ■Investigating Partnerships for Climate Change: a Discourse Analytic Approach | Ken Tann, U. of Technology, Sydney; Suzanne Benn, U. of Technology, Sydney
- Great Expectations! Analyzing the evolving discourse and practice of Corporate Social Responsibility | Stephen Brammer, Birmingham Business School; Shawn Berman, U. of New Mexico
- "Free enterprise as a hunting license" On the Occupy Movement's discourse on corporate influence | François Maon, IESEG School of Management; Kenneth De Roeck, IESEG School of Management

## 1093 € ■SHCS: (SIM, CMS) What's a Corporate Elite to Do? Past, Present & Future of Executive involvement in Public Affairs

11:30am - 1:00pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 1093

Moderator: Paul S. Adler, U. of Southern California

Participants: Richard Marens, California State U. Sacramento; Mark S Mizruchi, U. of Michigan; Nien-he Hsieh, Harvard U.

#### 1094 : (Plenary) - (TIM) Creating Capacity for Innovation

11:30am - 1:00pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall

Tweet this session: #AOM2014 1094

Moderator: Maryann P Feldman, U. of North Carolina, Chapel Hill Panelists: Richard Bendis, Innovation America; Dan Carol, Office of Governor John Kitzhaber (Oregon); Tom Guevara, Department of Commerce; RoseAnn Rosenthal, Ben Franklin Technology Partners

#### Monday 12:00PM

#### 1095: (ICW) JMS Editorial Board Working Lunch

12:00pm - 2:00pm Loews Philadelphia Hotel: Howe Room

Tweet this session: #AOM2014 1095

Organizer: Margaret Turner, Journal of Management Studies

#### Monday 1:00PM

## 1096: (MED) MED Past Chairs, Keynote Lunch and Strategy Meeting

1:00pm - 3:00pm Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 1096

By invitation only

#### Monday 1:15PM

### 1097 : (BPS) Organizational Decision-Making -

Aggregating Individuals' Incentives and Information

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1097

Organizer: Markus Reitzig, U. of Vienna

Discussants: Richard A. Bettis, U. of North Carolina, Chapel Hill;

Felipe A. Csaszar, U. of Michigan

Strategic Decision-Making in Hierarchies | Helge Klapper, U. of Vienna; Boris Maciejovsky, U. of California, Riverside; Phanish Puranam, INSEAD; Markus Reitzig, U. of Vienna

Organizational Structure and Joint Learning | Michael Christensen, U. of Southern Denmark; Thorbjoern Knudsen, U. of Southern Denmark

Searching in Teams: an Experimental Study of Aggregation and Incentives | Nils Stieglitz, Frankfurt School of Finance & Management

The Costs and Benefits of Decentralized Resource Allocation in Organizations: An Experimental Study | Reddi Kotha, Singapore Management U.; Jayanth Narayanan, National U. of Singapore; Phanish Puranam, INSEAD

#### 1098 : (Paper Session) - (BPS) Network Attributes

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor A Tweet this session: #AOM2014 1098

Chair: Corey Phelps, HEC Paris

- Alliance Network Structure and Inter-firm Knowledge Flows: Evidence from R&D Alliances | Simona Ileana Giura, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute
- ☐ Coordination within Multiproduct Firms: Implications of Organizational Forms on Product Portfolio | Joon Mahn Lee, Purdue U., West Lafayette; Rahul Kapoor, U. of Pennsylvania
- Complexity, Heterogeneity, and Transfer Effects of Joint Venture Experience on Performance | **Dorota Piaskowska**, U. College Dublin; **Anna Nadolska**, Erasmus U. Rotterdam; **Harry G. Barkema**, London School of Economics

### 1099 □ © → • □ ♥: (BPS) Wiley-Blackwell Outstanding

#### **Dissertation Award Finalists**

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1099

Chair: Christoph Zott, IESE Business School

Three Essays on the Impact of Geographic and Social Proximity on Innovation | Christian Catalini, MIT Sloan

Employee Departure from Organizations: Three Empirical Essays | Seth Carnahan, U. of Michigan

The Interaction between Competition, Collaboration and Innovation in Knowledge Industries. | **Keyvan Vakili**, London Business School

Role of Private Equity Investment in Technology Start-Ups. | Supradeep Dutta, U. at Buffalo, the State U. of New York Institutional Change and Entrepreneurship. | Robert Neal Eberhart, Santa Clara U.

## 1100 ☐: (Paper Session) - (BPS) Corporate Governance and Risk Taking

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 10

Tweet this session: #AOM2014 1100 Chair: David Partington, Cranfield U.

№ ICEO Option Wealth and Firm Risk-Taking: An Analysis of Multiple Reference Points | Elizabeth Lim, Georgia State U.

- Pasie Effects of Accumulated CEO Pay and Relative
  Performance on Risk Taking and Performance Variance |
  Daniel Jinyong Zyung, Rice U.; William Gerard Sanders, The
  U. of Texas at San Antonio
- ⊟Hero or Custodian? The Polarization of Retiring CEO
  Beliefs and Strategic Risk Taking | Hansin Bilgili, U. of
  Arkansas; Joanna Tochman Campbell, U. of Arkansas; Alan E.
  Ellstrand, U. of Arkansas; Jonathan Lewis Johnson, U. of
  Arkansas

Employment Risk and Risk Taking: The Moderating Impacts of Internal and External Executive Markets | Shu-Ping Li, National U. of Singapore

## 1101 ♠→ 届: (Paper Session) - (BPS) Using Knowledge From and Across Multiple Markets

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1101

Chair: Exequiel Hernandez, U. of Pennsylvania

Chair: Exequier Hernandez, U. of Pennsylvania

- → International Strategies by Emerging Market Companies:
  A Dynamic Capabilities Perspective | Ping Deng, Cleveland
  State U.; Yipeng Liu, Kent U.; Vickie Coleman Gallagher,
  Cleveland State U.
- Growth Logics: Market vs. Technological Knowledge and the Direction of Organizational Expansion | Sungyong Chang, Columbia Business School; J.P. Eggers, New York U.; Dongil Daniel Keum, New York U.

#### 1102 ☐ ♥ → ☐: (Paper Session) - (BPS) Capability

#### **Development in Organizations**

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1102

Chair: John S. Chen, U. of Florida

- □□□How Do Firms Develop New Capabilities? Leica's Rocky Road from Analog to Digital Imaging | Arne Keller, Freie U. Berlin; Georg Schreyogg, Freie U. Berlin
- ➡ How Standalone Firms Build Capabilities: The Role of Shared Institutional Infrastructure in Brazil | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
- Subnational Institutional Environment and Product Diversification of Chinese Trust Companies | Xiaoming He, Beijing Jiaotong U.; Lin Cui, Australian National U.; Yang Liu, The U. of Manchester
- □ Capability Development: Learning from Performance Feedback | Ari Dothan, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology

## 1103 ☐: (Paper Session) - (BPS) Organizational Change, Environmental Change and Firm Performance

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1103

Chair: Craig E. Armstrong, The U. of Alabama

- Driving Performance Via Exploration In Changing Environments: Evidence From Formula One Racing | Alessandro Marino, Luiss Guido Carli U.; Paolo Aversa, Cass Business School, City U. London; Luiz F. Mesquita, Arizona State U.; Jaideep Anand, The Ohio State U.
- Organizational Complexity Attributes and Performance during Economic Shocks: An Activity System View | Lyndon Jefferson Oh, U. of St. Gallen; Markus Kreutzer, U. of St. Gallen; Christoph F. Lechner, U. of St. Gallen

Managing Throughout Time: A Dynamic Model of Organizational Adaptation to Environmental Changes |

- Achim Schmitt, École hôtelière de Lausanne; Patricia Klarner, U. of Munich
- Stability-Change Dialectical Dynamics and Corporate Turnaround | Chanchai Tangpong, North Dakota State U.; Zonghui Li, Mississippi State U.; Lehmberg G Derek, North Dakota State U.

## 1104 ☐: (Paper Session) - (BPS) Corporate Social Responsibility

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1104

Chair: Marne L. Arthaud-Day, Kansas State U.

- The Effect of Corporate Social Responsibility on Employee Salary Requirements and Performance | Vanessa Burbano, UCLA
- Effects of CSR on Firm Financial Performance: A
  Competitive-Action Perspective | Kwang-Ho Kim, College of
  Business Administration/Hankuk U. of Foreign Studies; Min
  Chung Kim, Hong Kong Polytechnic U.; Cuili Qian, City U. of
  Hong Kong; Byung II Park, College of Business
  Administration/Hankuk U. of Foreign Studies
- Stakeholder Response to Expected Change in CSR: Do CSR Ratings Effect Value Creation from M&A? | Gunae Choi, Rutgers Business School; Petra Christmann, Rutgers U.; Ivan Montiel, Loyola Marymount U.
- ── Who Cares about That? How CEO Hubris Affects
  Corporate Social Responsibility | Yi Tang, Hong Kong
  Polytechnic U.; Cuili Qian, City U. of Hong Kong; Guoli Chen,
  INSEAD; Rui Shen, Nanyang Technological U.

## 1105 =: (Paper Session) - (BPS) Multimarket Competition and Competitive Actions

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room C Tweet this session: #AOM2014 1105

Chair: Richard D. Wang, U. of Minnesota

- A Game-Theoretical Propensity Score Analysis of Multimarket Contingencies | Seongsu Kim, The Ohio State U.
- Rivalry in Both Upstream and Downstream Markets: A Multimarket Competition Approach | Hyun-Soo Woo, Arizona State U.; Albert Cannella, Arizona State U.
- The Impact of Multimarket Contact on Efficiency and Profitability | Luz Elena Orozco, U. de los Andes; Albert Cannella, Arizona State U.
- Competitive Actions under Rival's Attack | Wan-Ting Su, National Tsing Hua U.; Bou-Wen Lin, National Tsing Hua U.

## 1106 © ■ □JS: (BPS, ENT, TIM) The Crowdfunding Phenomenon: Mapping Research and Data Opportunities

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 1106

Organizers: Gary Dushnitsky, London Business School; Dan Marom, The Hebrew U. of Jerusalem

Crowdfunding Data Enclave: State of the Art of Future Steps | Lee Fleming, U. of California, Berkeley

When Firms are Potemkin Villages: Entrepreneurs and Formal Organizations | Ethan Mollick, Wharton School

Gender Dynamics in Crowdfunding: Evidence on Entrepreneurs, Investors, and Deals from Kickstarter | Alicia Robb, Ewing Marion Kauffman Foundation

Participant: Sharon F. Matusik, U. of Colorado, Boulder

# 1107 □JS: (BPS, SIM) The Power of Corporate Documents: Exploring the Impact of Information Disclosed by Organizations

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1107

Chairs: Corey Fox, Oklahoma State U.; Scott G. Johnson, Oklahoma State U.

Avoiding the Adverse Consequences Associated with Risk Events: The Role of Managerial Attention | Corey Fox, Oklahoma State U.; Scott G. Johnson, Oklahoma State U.

The Impact of a Board Level Technology Committee on Technology Outcomes and Firm Performance | Brent Clark, U. of South Dakota; Karen Schnatterly, U. of Missouri; Richard A Johnson, U. of Missouri

The Pay-Performance Link: Using Text Data in Proxy Statements | Rebecca A Ranucci, U. of Connecticut; David Souder, U. of Connecticut

The Impact of Corporate Social Responsibility Reporting on Corporate Social Performance | Kareem M. Shabana, U. of Wisconsin, La Crosse

## 1108: (Plenary) - (CAR) Executive and Academic Insights on Work-Life Integration

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1108

Sponsored by University of São Paulo - FEA/USP

*Chairs:* **Tania Casado**, U. de São Paulo; **Kimberly Eddleston**, Northeastern U.

Panelists: Donna Hrinak, Boeing Company; Douglas T. Hall, Boston U.; Gary N. Powell, U. of Connecticut; Lotte Bailyn, Massachusetts Institute of Technology

## 1109 → ← □ ♥ CAU: (CAU) The HRM Process Approach: A Global Project

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1109

Organizers: Karin Sanders, U. of New South Wales; Helen Joanne Shipton, Nottingham Trent U.

Participants: Jorge F.S. Gomes, ISEG/UTL; Anders Dysvik, BI Norwegian Business School; Aharon Tziner, Netanya U. College; Ricardo Martins Rodrigues, Kingston U. London; Rita Campos Cunha, Nova U., Lisbon; Timothy Colin Bednall, U. of New South Wales; Frances Jørgensen, Aarhus U.; Ma Teresa Canet-Giner, U. of Valencia; Naiara Escriba-Carda, U. of Valencia; Kerstin Alfes, Tilburg U.

## 1110 © ■ CAU: (CAU) Authentic Leadership Caucus – Building a Research Community – The Power of Words.

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 1110

Organizers: Hannes Leroy, Cornell U.; William L. Gardner, Texas Tech U.

## 1111 © ■ CAU: (CAU) Organizational Errors, Reliability, and Safety Culture

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 8 Tweet this session: #AOM2014 1111

Organizers: Timothy J. Vogus, Vanderbilt U.; Rangaraj Ramanujam, Vanderbilt U.

## 1112 ☐ ☐ ②: (Paper Session) - (CM) About Time: The Dynamic Nature of Conflict

1:15pm - 2:45pm Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 1112

Chair: Matthew A. Cronin, George Mason U.

➡The Directness and Oppositional Intensity of Conflict Expression | Laurie R. Weingart, Carnegie Mellon U.; Kristin J. Behfar, U. of Virginia; Corinne Bendersky, U. of California, Los Angeles; Gergana Todorova, U. of Miami; Karen A. Jehn, Melbourne U.

### Winner of CM Division Best Paper Award - Empirical or Theoretical

□ ♥ Conflict in the Kitchen: Temporal Diversity and Temporal Disagreements in Chef Teams | Susan Mohammed,
Pennsylvania State U.; Kent K. Alipour, Pennsylvania State U.;
Patricia Martinez, Pennsylvania State U.; David E. Livert,
Pennsylvania State U.; Dinora Fitzgerald, Pennsylvania State U.

Winner of CM Division Post Pener Averd Conflict in Context.

Winner of CM Division Best Paper Award - Conflict in Context Temporal influences and downstream consequences of

actions during the bargaining process | Alexandra A. Mislin, American U.; Rachel Campagna, U. of Pittsburgh

■Team conflict dynamics: A multi-level longitudinal view of conflict for team performance | Stephen E. Humphrey, Pennsylvania State U.; Federico Aime, Oklahoma State U.; Lily Cushenbery, Stony Brook U.-State U. of New York; Aaron Hill, Oklahoma State U.; Joshua Fairchild, Pennsylvania State U.

#### 1113 ■: (Paper Session) - (CMS) Critical

#### **Entrepreneurship and Strategy**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1113

Chair: Paul F Donnelly, Dublin Institute of Technology

- ➡The Power of Words in Tension: Enterprise/Strategy as a Dilemma in Neo-liberalism's Persistence | Brendan K O'Rourke, Dublin Institute of Technology
- "Everyone a Changemaker": Social Entrepreneurship, Hegemony and the Fantasy of Social Change | Pascal Dey, U. of St. Gallen; Hanna Schneider, WU Vienna; Florentine Maier, WU Vienna

Against Innovation, Against Entrepreneurship (WITHDRAWN)

| Gerard Hanlon, Queen Mary U. of London

- ■Conceptualizing Strategy Praxis Through Power Relations | Anniina Rantakari, U. of Oulu; Vesa Johannes Puhakka, U. of Oulu
- Ontological Inattention and Epistemological Naivety: A Critique of Entrepreneurial Alertness | Stratos Ramoglou, U. of Southampton; Stelios C. Zyglidopoulos, U. of Glasgow Adam Smith Business School

## 1114 $\blacksquare$ $\heartsuit$ : (Paper Session) - (CMS) Materialities and Bodies in Time and Space

1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 A

Tweet this session: #AOM2014 1114

Chair: Emma Bell, Keele U.

- Images of Workplace Politics: Control and Resistance via Visual Materiality | Rafael Alcadipani, FGV-EAESP; Gazi Islam, Grenoble Ecole de Management
- ➡ ♥Work, Women and the Menopause: An Exploratory Study | Gavin Jack, La Trobe U.; Emily Bariola, La Trobe U.; Kathleen Riach, Monash U.; Jan Schapper, La Trobe U.; Marian Pitts, La Trobe U.; Philip Sarrel, Yale U.

The Patient's Body in Organizing Care: Examining Power/Knowledge Relations in Decision-making | Laura

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Visser, Radboud U. Nijmegen; Inge Bleijenbergh, Radboud U. Nijmegen

➡Space as Text | Mike Lucas, The Open U.; Alex Wright, The Open U.

## 1115 ← ₩ JS: (CMS, GDO, OMT) Relational Inequality and Diversity: Bridging Sociological and Organization Studies Perspectives

1:15pm - 2:45pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1115

Chairs: Patrizia Zanoni, Hasselt U.; Steven Vallas, Northeastern

Participants: Ahu Tatli, U. of London; Renate Ortlieb, Graz U.; Barbara Sieben, Helmut-Schmidt U.; Mustafa F. Ozbilgin, Brunel U.; Donald Tomaskovic-Devey, U. of Massachusetts Amherst

### 1116: (Plenary) - (ENT) ENT Plenary: The Power of Words in Entrepreneurship

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom Tweet this session: #AOM2014 1116
Chair: Ram Mudambi, Temple U.

## 1117 ☐: (Paper Session) - (GDO) Disability in the Workplace

1:15pm - 2:45pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1117

disability, prejudice, stereotyping, career stages, inclusion, stigmatization, work-family life, diversity climate, job/organizational attitude

Chair: Joy E. Beatty, U. of Michigan, Dearborn

- Po The moderating effect of climate for inclusion on supervisor-subordinate dissimilarity outcomes | David J. G. Dwertmann, U. of St. Gallen; Stephan Alexander Boehm, U. of St. Gallen
- Disability Caregiving and Employment | Andrew Li, West Texas A&M U.; Jonathan Shaffer, West Texas A&M U.; Jessica Bagger, California State U. Sacramento
- Diagnosis Matters: Employment Implications of Early Diagnosis among Autistic Adults | Tiffany D. Johnson, Pennsylvania State U.
- ➡ The Mother of all Evils: Hepatitis C Virus Stigma in the Workplace | Ahmed Amin Mohamed, German U. in Cairo; Mohamad Saad, Cairo U.; Mariam Magdy, German U. in Cairo

### 1118 : (Paper Session) - (GDO) Demographic Similarity and Its Outcomes

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 1118

race/ethnic dissimilarity in the workplace, identity, mentoring & networks, fault lines, inclusion ,inter-group relations, quantitative research

Chair: Rae Yunzi Tan, U. of Baltimore

- Demographic faultlines in boards: Impact of diversity and board size | Muhammad Ali, Queensland U. of Technology; Oluremi B. Ayoko, The U. of Queensland, Australia
- Unlocking the Performance Potential of Employees Who Are Racially Dissimilar From Their Boss | Orlando C. Richard, U. of Texas, Dallas; María Carmen Triana, U. of Wisconsin, Madison

- Bicultural Experience and Developmental Relationships: A Professional Approach | Jonathan Ashong-Lamptey, London School of Economics
- ➡ ♥ It Is Worse When You Do it: Effects of Presenteeism and Demographic Dissimilarity on Coworkers | Aleksandra Luksyte, U. of Western Australia; Derek R. Avery, Temple U.; Gillian Bernadette Yeo, U. of Western Australia

### 1119 : (Paper Session) - (GDO) Work-life Balance Practices and Their Outcomes

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth D Tweet this session: #AOM2014 1119 work-family life, gender, communication, comparative/cross-culture,quantitative research, job/organizational

comparative/cross-culture,quantitative research, job/organizational attitudes, human resource management

Chair: Amit Kramer, U. of Illinois at Urbana-Champaign

- → ☐ How National Context Moderates the Effect of FSSB on Job Performance and Turnover Intentions | Mireia Las Heras, IESE Business School; Spela Trefalt, Simmons College; Pablo Ignacio Escribano, IESE Business School
- The Double-Edged Sword of Managing the Boundary between Work and Family | Dawn S. Carlson, Baylor U.; K. Michele Kacmar, The U. of Alabama; Suzanne Zivnuska, California State U. Chico; Merideth Ferguson, Utah State U.; Reginald Lewis Tucker, U. of Alabama, Tuscaloosa
- ⊕ ☐ ♥ Gender Matters: The Effects of Communication
   Technologies on Engagement and Enrichment | Altovise
   Monae Rogers, San Jose State U.; Kori Callison, U. of Alaska
   Anchorage
- → Work-to-family Conflict and Individual Consequences: How Gender Egalitarianism Makes a Difference | Kai Zhao, Tsinghua SEM; Mian Zhang, Tsinghua U.; Sharon Foley, No Affiliation

## **1120** ☐: (Paper Session) - (GDO) Situating Diversity's Effects: Networks, Tokenism, and Atypical Leaders

1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 1 Tweet this session: **#AOM2014** 1120

diversity's impact on group performance, tokens, team performance, in group incivility, appraisal, stereotyping

Chair: Cristina Rubino, California State U., Northridge

- → "How does ethnic diversity impact group performance? Network cohesion and diversification | Wei Zheng, U. of Wisconsin - River Falls; Jun Wei, U. of Science and Technology Beijing
- The Crabs in a Barrel Syndrome: Structural Influence on Competitive Behavior | Carliss D. Miller, U. of Texas, Dallas
- ₱Does valuing diversity result in worse performance ratings for minority and female leaders? | David R. Hekman, U. of Colorado; Maw-Der Foo, U. of Colorado, Boulder
- Tokens, Race & Dyadic Interactions: Considering the impact of childhood tokenism | Nicole C. Jones Young, U. of Connecticut

## 1121 ☐: (Paper Session) - (GDO) Stigmatization of LGBT employees

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 1121 disclosure, invisible stigma, Igbt, identity Chair: Raymond N. C. Trau, Curtin U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Sexual Orientation and Leadership Suitability: How Being Gay Affects Perceptions of Fit | Renzo Javier Barrantes, Florida International U.; Asia A. Eaton, Florida International U.
- The power of words, trust and HRM in the disclosure of sexual minority identity at work | Ben Capell, Ramon Llull U. / ESADE; Shay S Tzafrir, U. of Haifa; Simon L. Dolan, ESADE; Guy Enosh, U. of Haifa
- Bldentity Management Motives of Stigmatized Employees: An Examination of Mediating Mechanisms | Christine May Yan Kermond, Michigan State U.; Ann Marie Ryan, Michigan State U.
- Prejudice, and Pride: Stigma Avoidance versus Stigma Acceptance of Gay and Lesbian Auditors | Sebastien Stenger, HEC Paris; Thomas J. Roulet, U. of Oxford

# 1122 ©→ 🖃 🖑 JS: (GDO, ODC, OB) Boardroom of the Future: Challenges to and Strategies for Effective Functioning

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room C

Tweet this session: #AOM2014 1122
Organizer: Suzanne C. de Janasz, IMD

Presenters: Karsten Jonsen, IMD; Florence Villeseche, Copenhagen Business School; Morten Huse, U. of

Witten/Herdecke; Heather Foust-Cummings, Catalyst; Jan Hagen, ESMT; Tracy Long, Boardroom Review Limited; Suzanne C. de

Janasz, IMD; Maury Peiperl, IMD

## 1123 ➡: (Paper Session) - (HCM) Perceptions of Leaders and Leadership in Healthcare

1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 1123

Chair: Brian Hilligoss, The Ohio State U.

- Uncovering Healthcare managers' conceptions of Leadership Development: A Phenomenographic Analysis | Paul Benedict Joseph-Richard, Queen's U. Belfast; Shirley Ann Hazlett, Queen's U. Belfast
- ➡ The role of dominant culture type in aligning organizational performance with system-level goals | Stefano Calciolari, U. della Svizzera Italiana; Anna Prenestini, Bocconi U.; Federico Lega, Bocconi U.
- Leadership talk: Discourses of management and leadership in healthcare | Paula Hyde, Durham U.; Michael Bresnen, The U. of Manchester; Damian Edward Hodgson, The U. of Manchester; Simon Bailey, The U. of Manchester; John Hassard, The U. of Manchester

## 1124 ■ : (Paper Session) - (MH) A Historical Critique of the Field of Management

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 1124

Authors will present a critical review of the field, challenging accepted methods and offering suggestions for improvement going forward.

Chair: Kyle Bruce, Macquarie U.

- Parameter The Power of Babel: Thinking Through Academic Management's Institutionalized Conversation | Roger L. Dunbar, New York U.; Renee Rottner, New York U. John F. Mee Award for Paper with the Best Management History Division Contribution
- Decentering Wren's History of Management Thought | Milorad M. Novicevic, U. of Mississippi; Logan Jones, U. of Mississippi
- Constructing the historical narratives of organizations | William M Foster, U. of Alberta; Jochem Kroezen, Erasmus U. Rotterdam; Diego M Coraiola, U. Positivo UP; David Chandler, U. of Colorado Denver

## 1125 🖃: (Paper Session) - (MOC) Intuition and Qualitative Methods

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: **#AOM2014** 1125 Chair: **Abby Mello**, Towson U.

- □□□Understanding 'Expert' Scientists: Implications for Management and Organization Research | Viktor Dörfler, Strathclyde U.; Colin Eden, Strathclyde U.
- Enacting Intuitions: How Police Use Their Intuitive Judgments in First-Response | Cinla Akinci, U. of St Andrews; Eugene Sadler-Smith, U. of Surrey
- Sharing and Communicating Intuition in Organizational Decision Making | Ioanna Constantiou, Copenhagen Business School; Arisa Shollo, Copenhagen Business School; Morten Thanning Vendelo, Copenhagen Business School
- □Conceptualizing Imagination and Its Effective Use in Business | Arjan Frederiks, U. of Twente

## 1126 🖃: (Paper Session) - (MOC) Cognition and Positive Organizational Scholarship

1:15pm - 2:45pm Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014** 1126

Chair: Lyndon Earl Garrett, U. of Michigan

№ — Co-constructing a Sense of Community at Work: The Emergence of Community in Coworking Spaces | Lyndon Earl Garrett, U. of Michigan; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Peter Bacevice, DEGW

#### **Finalist for MOC Division Best Student Paper**

- ➡☐ How and when does customer feedback influence organizational health? An organizational-level study | Petra Kipfelsberger, U. of St. Gallen; Dennis Herhausen, U. of St. Gallen
- Broken promises: Repairing behavioral integrity via dissonance attributions and constraints | **Ed Tomlinson**, West Virginia U.; **Andrew Michael Carnes**, West Virginia U.
- Pa⊒Relational Underpinning of Strategic Adaptability: The Power of Caring and Generativity | Abraham Carmeli, Tel Aviv U.; Carla D. Jones, Sam Houston State U.; Galy Binyamin, Ariel U.

#### **Finalist for MOC Division Best Paper**

### 1127 🖃: (Paper Session) - (MOC) Cognition, Strategy and Coordination

1:15pm - 2:45pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1127

Chair: Gerard P. Hodgkinson, U. of Warwick

- Emotionalizing Strategy Research with the Repertory Grid Technique | Gerard P. Hodgkinson, U. of Warwick; Robert Phillip Wright, Hong Kong Polytechnic U.; Jamie Anderson, U. of Warwick
- Environment, Social and Governance (ESG) criteria and preference of Managers | Ali Murad Syed, U. of Central Puniab
- Shaping the Future: Grounded Model Of Strategy-Making in a Forward-Looking Firm | Shubha Patvardhan, Pennsylvania State U.
- Relational coordination in an Open Source Software project: The role of attention networks | Marco Tonellato, U. of Lugano

### 1128 🖃: (Paper Session) - (MOC) Personal and Work Identities

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 1128

Chair: Elizabeth D. Rouse, Boston U.

- Religious Identity and its Role in Individual Workplace Experiences | Shelly C. McArdle, Boston College; Michael G. Pratt, Boston College
- The Search for 'Real' Farmers- Questions of Social Identity in Farmer- Based Organizations | Natasha Katuta Mwila, Monash U.
- → ® Being Two People at the Same Time: Bicultural Identity Integration Affects Intergroup Prejudice | Yu-Wei Hsu, Northwestern Kellogg School of Management; Robert W. Livingston, Northwestern U.
- Life after Founder: Exploring the Link between Organization and Leader Image Following Succession | Isabelle Yi Ren, Boston College

## 1129 ☐: (Paper Session) - (MSR) Creative application of spiritual awareness

1:15pm - 2:45pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 1129

Chair: Kathy Lund Dean, Gustavus Adolphus College Knowledge Creation through Inner Self Exploration | Patricia Corner, Auckland U. of Technology

- Spirituality and Entrepreneurial Failure | Smita Singh, Auckland U. of Technology; Patricia Corner, Auckland U. of Technology
- Greed at Work: A Review and Assessment | Joel B. Carnevale, Auburn U.; Alan G. Walker, Auburn U.

# 1130 ☐: (Paper Session) - (OB) Holding Each Other Accountable in Teams: Effects of Conformity and Heterogenity on Team Performance

1:15pm - 2.45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1130

Chair: Gamze Koseoglu, Georgia Tech

- ■Authorized Peer Pressure and Mutual Accountability in Teams | Faaiza Rashid, Harvard U.
- Systemic Mismatch: Bringing Down the Risks of Conformity and Deviation Biases | Shefali V. Patil, U. of Pennsylvania

- Performance | Edward Bishop Smith, Northwestern Kellogg School of Management
- Is Status Inequality Functional for Group Performance? Examining Legitimacy and Task Type | Feng Bai, U. of Toronto; Colleen H Stuart, Johns Hopkins U.; Jennifer L. Berdahl, U. of Toronto

## 1131 ☐: (Paper Session) - (OB) Pushing a Bit Harder for Creativity: Practices and Tools

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1131

Chair: Celine Abecassis-Moedas, U. Católica Portuguesa

- Taking Time to Incubate: Moderating Role of 'What You Do' and 'When You Do It' on Creativity | Nora Madjar, U. of Connecticut; Benjamin Herndon, Georgia Tech; Christina E. Shalley, Georgia Institute of Technology
- Drawing Mickey Mouse and Animating Nemo: How the Use of Technological Tools Affects Creativity | Pier Vittorio Mannucci, HEC Paris
- □ Endure and Innovate: Effects of Reflected Best Self
   Exercise on Resilience and Creativity | Jooa Julia Lee,
   Harvard U.; Dan Cable, London Business School; Bradley R
   Staats, U. of North Carolina, Chapel Hill
- Effects of Job Complexity on Proactive and Responsive Creativity | Sun Young Sung, Nanjing U.; Jin Nam Choi, Seoul National U.

## 1132 🖃: (Paper Session) - (OB) Construct Development and Scale Validation of Organizational Measures

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 302 Tweet this session: #AOM2014 1132

Chair: Lucy R. Ford, St. Joseph's U.

- Development and Validation of the Workplace Hazing Scale | Johnna Capitano, Drexel U.; Mary Mawritz, Drexel U.; Quinn W. Cunningham, Drexel U.
- ₱Ostracism in Team Socialization: Teaching Social Norms through Exclusion | Catherine Ott-Holland, Michigan State U.
- ☐ The Development and Utility of a True Collective Goal
  Orientation Measure | Christopher O. L. H. Porter, Indiana U.;
  Tomas Thundiyil, Texas A&M U., College Station; Aleksander
  P. J. Ellis, U. of Arizona
- Multi-Leader Teams in Review: A Framework for Understanding Collective Leadership Effectiveness | Scott B. Dust, Eastern Kentucky U.; Jonathan C. Ziegert, Drexel U.

## 1133 ☐: (Paper Session) - (OB) Creativity in Context: Culture and Feedback Sources Matter

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 303 Tweet this session: #AOM2014 1133

Chair: Lucy L. Gilson, U. of Connecticut

- → \*\* Learning from Cultural Shocks: A Cross-cultural Longitudinal Study of Expatriate Creativity | Dong Liu, Georgia Institute of Technology; Xiao-Ping Chen, U. of Washington
- Pa Abide, Push Back or Challenge? Face Loss and Creativity in Face, Dignity and Honor Cultures | Ella Miron-Spektor, Technion Israel Institute of Technology; Susannah Paletz, U. of Maryland; Chun-Chi Lin, National Taiwan U.

- ☐ The Effect of Feedback Sources Learning-Goal Orientation on Employee Creativity | Su Jin Son, Ajou U.; Do-Yeong Kim, Ajou U.
- How Feedback Source Diversity and Time Pressure Affect Creativity: A Dual Process Perspective | Roy B. L. Sijbom, Ghent U.; Michiel Crommelinck, Ghent U.; Frederik Anseel, Ghent U.; Alain De Beuckelaer, Ghent U.

#### 1134 : (Paper Session) - (OB) Observing and Interacting with Others: Insights into our Relational World

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 1134

Chair: Alyson Byrne, U. of Manitoba

- More Than Meets the Eye: The Power of Emotional Ability Convergence | Blair Kidwell, The Ohio State U.; Chris Blocker, Colorado State U.; Virginie Lopez Kidwell, U. of Texas, Dallas
- ■What Your (In)Authentic Expression Means to Me: Social Inferences in Initial Business Encounters | Laura Rees. Vanderbilt U.
- ₽ Seeing Too Much: Too Much In Sight, Too Little Insight? An Attention-Driven View of Productivity | Ethan S. Bernstein, Harvard U.
- OB Division Best Dissertation-Based Paper Award, sponsored by Wiley-Blackwell on behalf of the Journal of Organizational **Behavior**

#### 1135 ■: (Paper Session) - (OB) Shining and Thriving at Work: The Power of Positivity and Authenticity

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1135

Chair: Tara Wernsing, IE Business School

- Effects of a Strengths Intervention on Work Engagement and Burnout: Positive Affect as a Mediator | Maria Christina Meyers, Tilburg U.; Marianne van Woerkom, Tilburg U.
- Letting Your True Self Shine Through: Antecedents And Consequences Of Authenticity At Work | Germano Glufke Reis, Fundação Getulio Vargas; Jordi Trullen, ESADE Business School; Joana S. Story, NOVA School of Business and
- ■Team Performance and Team Members' PsyCap: Role of Leaders in Changing Post-Performance Positivity | Lei Huang, The U. of Nebraska-Lincoln; Fred Luthans, The U. of Nebraska-Lincoln
- Do Leaders' Psychological Capital and Engagement Influence Follower Teams or Vice Versa? | Jarrod M. Haar, Massey U.; Maree Roche, U. of Waikato; Fred Luthans, The U. of Nebraska-Lincoln

#### 1136 : (Paper Session) - (OB) Organizational Performance and OCBs: The Impacts of Age, Obligation and Entitlement

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1136

Chair: Sigmar Malvezzi, Fundação Dom Cabral

■Human Resource Systems and Broaden OCB Role Definitions: An Ability- Motivation-Opportunity Model | Chun-Hsiao Wang, McMaster U.; Vishwanath V. Baba, McMaster U.; Rick D. Hackett, McMaster U.; Ying Hong, McMaster U.

₽ Turning Good Soldiers into Bad Apples: Examining when and why Citizenship Behavior Leads to Deviance | Kai Chi Yam, U. of Washington, Seattle; Anthony Klotz, Oregon State U.; Wei He, Huazhong U. of Science & Technology; Scott J. Reynolds, U. of Washington

#### **OB Division Best Paper Award**

- Subjective Age in Organizations Performance Consequences and Antecedents | Florian Kunze, U. of St. Gallen; Anneloes Raes, IESE Business School; Heike Bruch, U. of St. Gallen
- Unraveling the Impact of Workforce Age Diversity on Organizational Performance | Kim De Meulenaere, U. of Antwerp; Christophe Boone, U. of Antwerp; Tine Buyl, U. of Antwerp

#### 1137 =: (Paper Session) - (OB) Leader's Characteristics and Perceptions of Ethical Leadership

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 401 Tweet this session: #AOM2014 1137

Chair: Nicholas Clarke, U. of Southampton

- Examining the Effects of Race and Communication Style on Ethical Leadership Perceptions | Dennis John Marquardt, The U. of Texas at Arlington; Lee Brown, Texas A&M U. -Central Texas
- ☐ The "Right" and the "Good" in Ethical Leadership | Chaim Ross Letwin, U. of Central Florida; David X.H. Wo, U. of Central Florida; Robert Folger, U. of Central Florida; Darryl Rice, U. of Central Florida: Regina Michelle Taylor, U. of Central Florida: Brendan Mark Richard, U. of Central Florida
- Shaping Emotional Reactions to Ethical Behaviors: Proactive Personality as a Leadership Substitute | Maria João Velez, Nova U., Lisbon; Pedro Neves, Nova U., Lisbon

#### 1138 =: (Paper Session) - (OB) Too Much Of A Good Thing? Relationships and Fun at Work

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 402 Tweet this session: #AOM2014 1138

Chair: Pauline Schilpzand, Oregon State U.

- Disentangling the Life Domain: How Does Serious Leisure Influence Task Performance at Work? | Troy Smith, Texas A&M U.
- An Exploration of Multi-Domain Leadership | Michelle Hammond, U. of Limerick; Rachel Clapp-Smith, Purdue U., Calumet; Michael Palanski, Rochester Institute of Technology
- When Work-Family Support is Misallocated: The Key Role of Supervisor-Employee Value Congruence | Lisa Walther Sublett, U. of Houston; Lisa M. Penney, U. of Houston; Dena Rhodes, U. of Houston
- Formal Networks and Reverse Job Design: When Subordinates and Supervisors Perceive the Opposite I Lorenzo Bizzi, California State U., Fullerton

#### 1139 ☐: (Paper Session) - (OB) What's the Price? Factors that Drive or Restrain Turnover

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 403 Tweet this session: #AOM2014 1139 Chair: James A. Meurs. U. of Calgary

■Stressful Work and Turnover: The Mediating Role of Psychological Strain | Marcus James Fila, Hope College

- WhenWillPayAffectExecutiveVoluntaryTurnover?An
  Integration of Two Comparison Perspectives | Christian
  Troester, Kuehne Logistics U.; Stefan Thau, INSEAD; Karl
  Aquino, U. of British Columbia; Niels Van Quaquebeke, Kuehne
  Logistics U.
- Merit-based Rewards, Job Satisfaction, and Voluntary
  Turnover: The Moderating Effect of Demographics | Azusa
  Hitotsuyanagi, U. of Göttingen; Fabian Jintae Froese, U. of
  Goettingen; Vesa Peltokorpi, Japan Advanced Institute of
  Science and Technology
- □ How External And Internal Organizational Image Impact Absenteeism | Katleen De Stobbeleir, Vlerick Business School; Marjolein Caniels, Open U. Nederland; Inge De Clippeleer, Vlerick Leuven Gent Management School; Jana Deprez, Vlerick Business School; Dirk Buyens, Ghent U.

## 1140 : (Paper Session) - (OB) More than What's on the Surface: Examining Emotional Labor

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 406 Tweet this session: #AOM2014 1140

Chair: Prisca Brosi, TUM School of Management

- Dynamic Effect of Emotional Labor on Outcomes: Role of Time and Leader Inclusiveness | Sheetal Singh, George Washington U.; Natalia Lorinkova, Wayne State U.
- Emotional Labor Interactions and Coworker Harming: A Self-Regulatory Depletion Perspective | Hong Deng, the London School of Economics and Political Science; Frank Walter, Justus-Liebig-U. Giessen; Catherine K Lam, City U. of Hong Kong; Helen Hailin Zhao, U. of Iowa
- Faking it for the Higher-Ups: Status and Emotional Labor in Workplace Meetings | Jane Shumski Thomas, U. of North Carolina, Charlotte; Joseph Andrew Allen, U. of Nebraska Omaha; Steven Rogelberg, U. of North Carolina, Charlotte; John Kello, Davidson College
- Survival Mentality? A Study of Status-Striving Behaviors Following Shocks to Status Hierarchy | Elijah Xun Ming Wee, U. of Maryland; Rellie Rachel Derfler-Rozin, Robert H. Smith School of Business; Jennifer Carson Marr, Georgia Institute of Technology

## 1141 : (Paper Session) - (OB) The Scales of Work and Life: Moving Work-Life Balance Research Forward

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 410 Tweet this session: #AOM2014 1141

Chair: Laura M. Graves, Clark U.

- New Directions for Work-Life Balance Research: A Conceptual, Qualitative Approach | Ruth Maria Stock, Technische U. Darmstadt; Theresa Margareta Entringer, Technische U. Darmstadt; Gisela Irene Bieling, Technische U. Darmstadt
- Examining Work-Family Enrichment as an Autonomously Motivated Experience of Resource Investment | Heidi M. Baumann, Bradley U.; Kelly Schwind Wilson, Purdue U., West Lafayette
- → ☐ How Is Satisfaction with Work-Family Balance Shaped and Does It Affect Job Attitudes? | Andrea Kim, Sungkyunkwan U.; Kyongji Han, Rutgers U.; Seongmin Ryu, Kyonggi U.; Jaepil Choi, Sungkyunkwan U.; Jong Gyu Park, Pennsylvania State U.; Bora Kwon, Pennsylvania State U.

What Keeps Employees from Bringing Work Home? The Dual Impact of Work Support and Spousal Support | Helen Pluut, Tilburg U.; Petru Lucian Curseu, Tilburg U.; Marius T.H. Meeus, Tilburg U.

## 1142 ♥ ➡ ♥ JS: (OB, GDO) Integrating Power and Faultlines to Better Explain Organizational Realities

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1142

Chairs: Mirko Antino, U. Complutense de Madrid; Sherry M Thatcher, U. of South Carolina; Ramon Rico, U. Autónoma de Madrid

- The Effect of the Status Faultlines on Group Performances | Leitan Zhang, Harvard U.
- Group Faultline, Equity Ownership, and Nonfamily Manager Turnover in Family Firms | **Weiwen Li**, Sun Yat-sen U.; **Dora C. Lau**, Chinese U. of Hong Kong
- The Role of Fairness perception and power structure in faultlines teams | Mirko Antino, U. Complutense de Madrid; Ramon Rico, U. Autónoma de Madrid; Sherry M Thatcher, U. of South Carolina
- From Micro to Macro and Back: Getting the Most out of Faultline Theory in Understanding Multi-Team Systems | Yekaterina Bezrukova, Santa Clara U.; Chester S. Spell, Rutgers U.; Terry C. Blum, Georgia Institute of Technology

## 1143 ♥→ ■JS: (OB, HR) Leadership and Teamwork in the Global-Virtual Workplace

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 407 Tweet this session: **#AOM2014 1143** 

Chairs: April D. Schantz, Florida International U.; Victoria L. Pace, U. of Central Florida

Discussant: Stephen J. Zaccaro, George Mason U.

Personality's Impact on Shared Leadership and Outcomes in Virtual Teams | William S. Kramer, Clemson U.; Marissa Shuffler, Clemson U.; Shawn Burke, U. of Central Florida; Eduardo Salas, U. of Central Florida

- How Team Composition Predicts Team Performance at Different Levels of Virtuality | Radostina K Purvanova, Drake U.
- Kickoff-meetings, Shared Leadership and Team Identification in Virtual Teams | Julia E. Hoch, California State U., Northridge; Steve W. J. Kozlowski, Michigan State U.; James Hamilton Dulebohn, Michigan State U.

## 1144 ☐ JS: (OB, HR, CAR) The Power of Stressors: New Directions in the Challenge and Hindrance Stressor Framework

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 1144

Organizers: Margaret Shaffer, U. of Wisconsin, Milwaukee; Steven D. Charlier, Georgia Southern U.; Maria Kraimer, U. of Iowa Discussants: Brooke R. Buckman, Florida International U.; Mihaela Dimitrova, Oakland U.; Stacy Lolkus, U. of Iowa Resource Constrained Yet Proactive? The Mediating Role of Cognitive Appraisals | Ingrid C. Chadwick, Concordia U.; Jana L. Raver, Queen's U.

Stress is in the Eye of the Beholder: Work Demands, Demand Appraisals, and Well-Being | **Stacy Lolkus**, U. of Iowa

- Interaction Effects of Job Demands on Daily Goal Completion Satisfaction and Daily Work Engagement | Mihaela Dimitrova, Oakland U.; Margaret Shaffer, U. of Wisconsin, Milwaukee
- Family Challenge and Hindrance Stressors: Family
  Engagement as a Key Transmitter to the Work Domain |
  Brooke R. Buckman, Florida International U.; Marcie LePine,
  Arizona State U.
- Are Global Work Requirements a Challenge or a Hindrance? It Depends on the Employee's Partner | Maria Kraimer, U. of Iowa; Mark C. Bolino, U. of Oklahoma; Steven D. Charlier, Georgia Southern U.; Olivier Wurtz, U. of Vaasa

## 1145 → □JS: (OB, HR, MOC) A Closer Look at Proactivity: Antecedents and Consequences

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1145

Chairs: Chia-Huei Wu, London School of Economics; Scott L Martin. Zaved U.

Discussant: Angelo DeNisi, Tulane U.

- Predicting Internal Service Quality: The Role of Employee Proficiency, Adaptivity, and Proactivity | Scott L Martin, Zayed U.; Richard J. Klimoski, George Mason U.
- How and When Self-construals Can Shape Proactivity | Chia-Huei Wu, London School of Economics; Sharon K. Parker, U. of Western Australia; Long-Zeng Wu, Xiamen U.; Cynthia Lee, Northeastern U.
- The Pursuit of Happiness at Work: How Active Changes at Work Influence Well-being and Work Outcome | Uta Bindl, London School of Economics and Political Science; Kerrie Unsworth, U. of Western Australia; Cristina Gibson, U. of Western Australia
- A Future Work Self Intervention To Enhance Proactive Behavior At Work | **Karoline Strauss**, U. of Warwick; **Sharon K. Parker**, U. of Western Australia

# 1146 ©→ ■SHCS: (OB, HR, MSR) Leader Humility: The Boundary Conditions, Cross-Cultural Comparisons, and Practical Implications

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 404 Tweet this session: #AOM2014 1146

Organizer: Chia-Yen Chiu, U. at Buffalo, the State U. of New York Discussants: Bradley Paul Owens, Brigham Young U.; James Emrich, Servant-Leader Associates

- Cross-Level Interactive Effects between Proactive Personality and Humble Leadership | Shuhua Sun, Maastricht U.
- Do Humble Leaders Affect All Followers Similarly? The Role of Power Distance | Michael A Daniels, Singapore Management U.; Gary Greguras, Singapore Management U.; Michael Bashshur, Singapore Management U.; Burak Oc, Pompeu Fabra U.
- Cross-Cultural Comparison of Humility and Charismatic Leadership: Status Incongruences as Moderato | Amy Y. Ou, National U. of Singapore; Qin Su, Chinese U. of Hong Kong; Chia-Yen Chiu, U. at Buffalo, the State U. of New York; Bradley Paul Owens, Brigham Young U.
- CEO Humility: Development of an Unobtrusive Measure and Strategic Implications | Marie Michele Beauchesne, Florida International U.; Nathan J. Hiller, Florida International U.

## **1147**: (Paper Session) - (OCIS) Development and Use of Mobile Technologies

1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 B Tweet this session: #AOM2014 1147

Discussant: Nilesh Saraf. Simon Fraser U.

- ☐ → ☐ Giving Voice to Team Members: IM and Texting Conversation Networks in Classrooms | Lorn Sheehan, Dalhousie U.; Binod Sundararajan, Dalhousie U.
- Design Parameters of Business Models in Two-Sided Markets: Strategies for App Platforms | Robin Kleer, RWTH Aachen U.; Iana Kouris, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.
- ■Mobile Communication and the Spiraling Effects of Techno-overload, Autonomy and Commitment | Stephen Glenn Jeffrey, U. of Passau; Heike Wissmann, U. of Passau; Marina Fiedler, U. of Passau
- ■Understanding Mobile Apps Purchase: The Effect of Free Trial and Online Consumer Review | Eugenia Y. Huang, National Chengchi U.; Kuang-Li Hung, National Chengchi U.

## 1148: (Paper Session) - (OCIS) How People Choose and Use Social Media

1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 A Tweet this session: #AOM2014 1148

Discussant: Shuk Wong, TUI U.

- ☐The Decision of Small Firms to Adopt Social Media: Perception of Risks and Benefits | Michael Beier, Swiss Institute for Entrepreneurship; Kerstin Wagner, Swiss Institute for Entrepreneurship
- Perspective Taking and Social Capital: Moderating Effects of Social Networking Sites Use and Gender | Hongguo Wei, Case Western Reserve U.; Xuan Xiao, Harbin Institute of Technology; Melvin L. Smith, Case Western Reserve U.; Tienan Wang, Harbin Institute of Technology
- •> \* The Adoption of Social Network Sites: Does Gender Inequality Matter? | Andreas Koenig, U. of Passau; Claus Gerckens, Friedrich-Alexander-U. Erlangen-Nuremberg; Peter Baumgart, Friedrich-Alexander-U. Erlangen-Nuremberg
- Parassroots versus Established Actors' Framing of a Crisis: Tweeting the Oil Spill | Emmanuelle Vaast, McGill U.; Hani Safadi, McGill U.; Bogdan Negoita, McGill U.; Liette Lapointe, McGill U.

## **1149**: (Paper Session) - (OCIS) Strategies for Promoting Innovation and Creativity

1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 B Tweet this session: **#AOM2014 1149** 

Discussant: Bart van den Hooff, VU U. Amsterdam

- Designing Individual Creativity Support Systems | Kai Wang, Stevens Institute of Technology; Jeffrey V. Nickerson, Stevens Institute of Technology
- □ A Study of the Relationship between the Knowledge Base and the Innovation Performance | Xin Jin, Tongji U.; Song Chen, Tongji U.; Jie Wang, Stanford U.; Ting Wang, China U. of Political Science and Law
- Exploring the Process of Architectural Innovation through Decomposing Practices (WITHDRAWN) | Mohammad Hosein Rezazade Mehrizi, VU U. Amsterdam; Joan Rodon, ESADE

₽ Innovation from Imitation: Error Correction in Networks Reduces Accuracy and Promotes Innovation | Eric C Gladstone, Cornell U.; Matthew Brashears, Cornell U.

#### 1150 € → \( \hat{Paper Session} \) - (ODC) Planning and **Designing for Organizational Effectiveness**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 1150

Chair: Frances A Viggiani, Southern Connecticut State U.

- ■The Development of a Multidisciplinary Model for Governing Projects | Christina Kirsch, The U. of Sydney; Simon Poon, The U. of Sydney; Raymond Young, U. of Canberra; Adrian Wong, The U. of Sydney
- Processual Mechanisms of Organizational Change Readiness | James M. Vardaman, Mississippi State U.; John Matthew Amis, U. of Edinburgh Business School; Paul Wright, U. of Memphis; **Ben Dyson**, U. of Auckland
- Where did it all go wrong?: Predicting the decline of Nortel Networks | Ken Ogata, York U.; Sandra Scott, U. of Guelph
- ☐ How Organizational Approach Emotions Influence Sharing of Sensitive Information | Francesco Squera, U. Católica Portuguesa; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder; David S. Boss, Texas A&M U., College Station
- Longitudinal study of road safety climate intervention: Climate as organizational boundary spanner | Eitan Naveh, Technion Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center

#### 1151 € ■: (Paper Session) - (ODC) Practice, Actionable **Knowledge and Learning for Change**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 1151

Chair: Katherine Heynoski, Battelle for Kids

- ■Beyond Boundaries. Reconceptualizing Exchanges between Management Scholars and Practitioners | Paula Ungureanu, Northwestern U.
- Elaborating From Practice on the Theoretical Model of Engaged Scholarship | Jane E McKenzie, Henley Business School; Christine M. van Winkelen, U. of Reading; Jean M. Bartunek, Boston College

#### Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

- ■■Developing a Framework for Tacit Knowledge Codification | Kate Elgayeva, Chicago School of Professional Psychology
- An Aristotelian Praxis Approach To Action Research | Richard P Nielsen. Boston College

#### 1152 ■ : (Paper Session) - (ODC) Discourse, Language and Change

1:15pm - 2:45pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1152

Chair: Kate Isaacs, MIT Sloan

 ■ The Power of Informal Conversations in Diffusing Buy-in to Planned Organizational Change | Heidi K. Gardner, Harvard U.; J. Stuart Bunderson, Washington U.

Sensegiving and Sensemaking in a Professional Services Firm: A Dualities Perspective | Fiona M. Sutherland, La Trobe U.; Aaron C.T. Smith, RMIT U.; David Gilbert, RMIT U.

- When mission is mission-critical Towards strategic mission management in hybrid organizations | Claus D Jacobs, Bern U. of Applied Sciences
- ☐ Fractal Patterns in Storytelling: A Deeper Understanding of Organizational Complexity | Tonya L Henderson, Gly Solutions, LLC

#### **1153 ②** ■ JS: (ODC, MC, BPS) **Parallel Organization:**

#### Practice and Issues

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1153

Chairs: Thomas F Hawk, Frostburg State U.; Dale E Zand, New York U.

The Parallel Organization Model: Small-Scale, Deliberative, Democratic Processes | Thomas F Hawk, Frostburg State U.

Learning Mechanisms as Modified Version of Parallel

Organization | A B Rami Shani, California Polytechnic State U. Exploring Parallelism in Parallel Organization: Some Insights from the Italian Context | Luca Solari, U. of Milan

Moving Beyond "Parallel": Moving Beyond "Intervention" | Susan A. Mohrman, U. of Southern California

#### 1154 JS: (ODC, OMT, OB) Action Science in Practice: What Can We Learn?

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1154

Chair: Amy C. Edmondson, Harvard U.

Participants: Robert W Putnam, Action Design; Michael Beer, Harvard U.; Victor J. Friedman, Max Stern Jezreel Valley College

#### 1155 : (Paper Session) - (OM) Best Student Paper **Nominees**

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1155

Papers nominated for the OM Division's Best Student Paper award Chair: Xiaosong (David) Peng, U. of Houston

- The effect of supply networks structural and relational properties on dynamic capabilities | Leila Alinaghian, U. of Cambridge; Jagiit Srai, U. of Cambridge
- ₽ The Impact of Hospital Information Technology Bundles on Performance: an Econometric Study | Luy Sharma. The Ohio State U.; Aravind Chandrasekaran, The Ohio State U.; Ken Boyer, The Ohio State U.
- Pelean and Performance: The Impact of Organizational Culture | Rick Hardcopf, U. of Minnesota; Rachna Shah, U. of
- № Measuring Firm Capabilities for Mass Customization: Construction of a Formative Measurement Index | Moritz Wellige, RWTH Aachen U.; Frank Steiner, RWTH Aachen U.

#### 1156 : (Paper Session) - (OM) Supplier Development And Relationship Management

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1156

Chair: Antti Tenhiala, IE Business School

Dependence and Lock-in Effects in Logistics Outsourcing Relationships - An Empirical Investigation | Tobias Schmitz, U. of Cologne, Dept. of Business Policy & Logistics; Bastian Schweiger, U. of Cologne; Jost Daft, U. of Cologne, Dept. of **Business Policy & Logistics** 

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- → Supplier development as knowledge transfer routines: managerial versus operational knowledge | Daesik Hur, Yonsei U.; Hyojin Kim, Yonsei U.
- → First-Tier Supplier as a Bridge for Innovation: Unpacking the Moderating Role of "Trust Imbalance" | Vikram Bhakoo, U. of Melbourne; Giles Hirst, Monash U.; Thomas Y. Choi, Arizona State U.; Ivan Destian Butar Butar, Monash U.
- Value Creation and Appropriation in Buyer-Supplier
  Relationship: Evidence from Brazilian Firms | Priscila
  Laczynski de Souza Miguel, Fundacao Getulio Vargas; Renata
  Peregrino de Brito, Ibmec Business School

### 1157 ☐: (Paper Session) - (OM) Services Capacity And Delivery

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 409 Tweet this session: #AOM2014 1157

Chair: Pettis Kent, U. of Minnesota

- ☐ The Effects of Hospital-Level and Physician-Specific Surgical Volume on Patient Outcomes | Gregory N. Stock, U. of Colorado Colorado Springs; Christopher McDermott, Rensselaer Polytechnic Institute; Gopesh Anand, U. of Illinois at Urbana-Champaign
- ■Make me Wait: When Waiting is not Always Negative | Gilda Hernandez-Maskivker, U. Rovira I Virgili; Gerard Anthony Ryan, U. Rovira I Virgili; Maria del Mar Pàmies, U. Rovira I Virgili; Doriana Chicu, U. Rovira I Virgili
- Opening the Black Box of Replication Strategy: The Role of Enabling Bureaucracy | **Pettis Kent**, U. of Minnesota

### **1158** ■: (Paper Session) - (OMT) Navigating Institutional Logics and Institutional Change

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 1158

Chair: Stephanie Bertels, Simon Fraser U.

- Chance or Genius?: Dutch Sustainability Reporting and Garbage Can Institutionalism | Koen Van Bommel, VU U. Amsterdam
- A Theoretical Model of Institutional Pluralism and Institutional Change | Emily S. Block, U. of Notre Dame
- Dual Performance Feedback and Elite Law Firm Mergers | Wooseok Jung, Northwestern U.
- Situated Professionalism: Navigating Competing Institutional Logics of Professionalism and Market | Jillian Darroch Chown, U. of Toronto

# 1159 ☐: (Paper Session) - (OMT) Peer Effects, Clawbacks and Feedback: The Challenges of Managing Executive Compensation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1159

Chair: Maxine Robertson, Queen Mary U. of London

■Peer Effects inside the Firm and the Diffusion of Managerial Pay | Amir Goldberg, Stanford U.; Ran Duchin, U. of Washington; Denis Sosyura, U. of Michigan

- Fixing the Loopholes—How Monitoring Quality Influences Degrees of Freedom in Compensation Contracts | Laura Jacobey, U. of Goettingen
- Firm-Level Heterogeneity of Clawback Provisions | Michael Erkens, HEC Paris; Ying Gan, WHU - Otto Beisheim School of Management; Burcin Yurtoglu, WHU - Otto Beisheim School of Management
- Performance Feedback and Financing Decisions: Exploring Complementarities Between TCE and BTF | Jaya Dixit, Lally School of Management & Technology; Jonathan O'Brien, Rensselaer Polytechnic Institute

### 1160 : (Paper Session) - (OMT) Understanding Institutional Logics: Four Perspectives

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 A Tweet this session: #AOM2014 1160

Chair: Dahart I David MaCill II

Chair: Robert J David, McGill U.

- From Invisible Hand to Visible Hand: Platform Governance and Institutional Logics of Independent Mac Application Developers, 2001-2012 | Yixin Qiu, Health Integrity, LLC; II-Horn Hann, U. of Maryland; Anand Gopal, U. of Maryland
- Pa→ Brewing an Assortment of Responses to Institutional Logics | Lærke Højgaard Christiansen, Stanford U.

  Finalist for the Best Student Paper Award
- ☐ The Institutional Logics of Firm Survival Following Merger and Acquisition Transactions | Laura T. Madden, East Carolina U.; Timothy M. Madden, Old Dominion U.; Jason Andrew Strickling, U. of Tennessee, Knoxville
- ■Confrontation of Institutional Logics: Success and Failure of Cross Sector Partnerships | Alireza Ahmadsimab, ESSEC Business School; Gilles van Wijk, ESSEC

## 1161 ☐: (Paper Session) - (OMT) Institutional Change as a Semiotic Process: The Role of Actors and Symbols in Institutional Processes

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 1161

Chair: Markus Perkmann, Imperial College London

- ■A Semiotic Perspective on Decoupling and Institutionalization | Yuan Li, McGill U.
- Once in Orange Always in Orange?: Logic De-identification During Institutional Transition | Madeline Toubiana, York U.
- □ Sequential Attention during Institutional change: a
   Behavioral Interpretation | Jun Li, Southwest Minnesota State
   U.; Liting Liang, U. of Vaasa
- ☐ The Proliferation of the Actor and Its Consequences | Hokyu Hwang, U. of New South Wales; Jeannette Colyvas, Northwestern U.

## 1162 ☐: (Paper Session) - (OMT) Inequality, Environmental Degradation and the Responsibility of Business in Development

1:15pm - 2:45pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1162

Chair: Tyrone S. Pitsis, Newcastle U.

These Unequal States: Corporate Organization and Income Inequality across the US States | Adam Cobb, U. of Pennsylvania; Flannery G. Stevens, U. of Utah Winner of OMT Division Best Paper Award

- → Agent Autonomy and Local Context in the Management of International Development Agencies | Daniel Joshua Honig, Harvard Kennedy School
- ₽-Vicious and Virtuous Practices: Logics of Mining at the Frontiers of an Emerging Economy | Anna Canato, IESEG School of Management; Jacob Vakkayil, IESEG School of Management

#### **Finalist for Best International Paper Award**

→ The Process Of Responsibilization. Linking Business to Conflict Minerals and Human Rights Abuse | Juliane Reinecke, U. of Warwick; Shaz Ansari, U. of Cambridge

### 1163 🖃: (Paper Session) - (OMT) Political Action and Political Processes

1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 1163 Chair: Anne Bowers, U. of Toronto

- → From a Celebrity to a Villain: Organizational Recategorization through Mediated Political Processes | Riku Ruotsalainen, VU U. Amsterdam; Lauri Wessel, Freie U. Berlin; Henri Schildt, Aalto U.; Janne Tienari, Aalto U.
- ─ Elite-Driven Community Collective Action and The Issues of Currency Substitutes In the Panic of 1907 | Lori Qingyuan Yue, U. of Southern California
- Politician's Dilemma: The Interplay of Commitment and Conformity in Pluralism | Sushanta Kumar Sarma, T. A. Pai Management Institute
- → ■Subtle Strategic Agency: Organizational Cognition and Actions under Structural Constraints | Yanfei Hu, Richard Ivey School of Business

## 1164 ☐: (Paper Session) - (OMT) Deference, Deviance and Defiance: Unpacking the Complexity of Institutional Processes

1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 1164

Chair: Oliver Baumann, U. of Southern Denmark

- Does Aspiration Influence Conformity Timing? A Study of Board Committee Adoption in Chinese Firms | **Changhui Zhou**, Peking U.; **Danxue Gao**, Peking U.
- → The Price of Admission: Deference in Overlapping Institutional Environments | Julien Jourdan, Bocconi U.
- → Organizational Defiance to Institutional Change: Empirical Study on China; S Minimum Wage System | Runtian Jing, Shanghai Jiao Tong U.
- ■Entrepreneurial Imagination in Detroit: Creating an Alternative through Anti-Isomorphic Divergence | Suntae Kim, U. of Michigan, Ann Arbor

### 1165 ☐: (Paper Session) - (OMT) Teams and Networks: Explaining Learning and Performance

1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1165

Chair: Jennifer Chandler, California State U., Fullerton

■Learning Foci and the Reproduction of Social Relations | Valery Yakubovich, ESSEC; Ryan Burg, National Research U. Finalist for Best International Paper Award

Taking One For The Team: The Performance Effects of Negative Affect Ties in Imbalanced Triads | James Ballard

- **Oldroyd**, The Ohio State U.; **Michael G. Hendron**, Brigham Young U.
- → Network Effects on Team Performance: The Effect of Deep Diversity | Henrich R. Greve, INSEAD; Jasjit Singh, INSEAD; Gopakumar Gopalakrishnan, Infosys Limited
- ☐ Tripping yourself up? Team Formation and Effective Teams

  | Antoine Vernet, Imperial College Business School; Tore

  Opsahl, Measr Inc

### 1166 JS: (OMT, BPS, ENT) The Dynamics of Brokerage

1:15pm - 2:45pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1166

Organizers: Martin Gargiulo, INSEAD; Yonghoon Lee, INSEAD

Chair: Martin Gargiulo, INSEAD

Discussant: Martin Gargiulo, INSEAD

Sustained Returns to Brokerage | Chris Rider, Georgetown U.; Sampsa Samila, National U. of Singapore

Multirole Brokers and Brokerage Dynamics in Collaborative Networks | Yonghoon Lee, INSEAD

How do Brokers Broker? Un-embedded Brokerage and the Temporality of Structural Holes | Eric Quintane, U. de los Andes; Gianluca Carnabuci, U. of Lugano; Garry L. Robins, U. of Melbourne; Philippa E. Pattison, U. of Melbourne

Network Dynamics and Responsiveness to Structural Change: Evidence from a Natural Experiment | Adam M. Kleinbaum, Dartmouth College

Finalist for Best Symposium Award

## 1167 ♥→ ■SHCS: (OMT, SIM) Pathways to Poverty Alleviation: The Role of Discourse, Mechanisms and Innovative Solutions

1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1167

Organizers: Tina Dacin, Queen's U.; Dan S. Samosh, Queen's

School of Business, Canada

Discussant: Gerald F Davis, U. of Michigan

Governance of International Advocacy NGOs | Alnoor Ebrahim, Harvard U.

Innovation Trajectories of Development Organizations | **Johanna Mair**, Stanford U.; **Christian Seelos**, Stanford U.

Migration and Institutional Work: Towards a Model of Institutional Accommodation | Paul Tracey, U. of Cambridge

Making Markets in Least Developed Economies through Institutional Opportunity Recognition | **Kevin McKague**, York U.: **Christine Oliver**, York U.

### 1168 ← SHCS: (OMT, TIM, BPS) Industry Evolution Revisited: The Role of Categories in Emerging Market Spaces

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1168

Organizers: Stine Grodal, Boston U.; Fernando Suarez, Boston U. Presenters: Ezra Zuckerman, Massachusetts Institute of

Technology; Elizabeth G. Pontikes, The U. of Chicago; Steven Kahl, Dartmouth College; Mary Tripsas, Boston College

Winner of OMT Division Best Symposium Proposal Award

### 1169 € \( \subseteq : (Paper Session) - (ONE) Innovation, Resilience, & Change

1:15pm - 2:45pm Pennsylvania Convention Center: Room 108 A Tweet this session: #AOM2014 1169

- Chair: Nagaraj Sivasubramaniam, Duquesne U.
- Systemic Engagement: Companies as Agents of Positive
  Change for Social-ecological Resilience | Ralph Hamann, U.
  of Cape Town; Kristy Faccer, U. of Cape Town; Nadine
  Methner, U. of Cape Town; Tom Herbstein, U. of Cape Town
- Resilient Communities and Meaning of Work in Crisis:
  A Qualitative Study in Japan | Nobuyuki Chikudate,
  Hiroshima U.
- Purity Why Are Your Green Patents Outside the Regular Domains in the Industry? | Dante Ignacio Leyva-de la Hiz, U. of Granada; J Alberto Aragon-Correa, U. of Surrey; Javier Aguilera-Caracuel, Pablo de Olavide U.
- ■Identifying Sources of Legitimacy in Shifting Fields: An Exploration of Legitimating Accounts | Michael J Sheridan, New Paltz-State U. of New York

### 1170 € ☐: (Paper Session) - (ONE) Partnerships, Alliances, & Collaboration

1:15pm - 2:45pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1170

Chair: Benyamin Lichtenstein, U. of Massachusetts Boston

- To Ally or Not to Ally with Firms Having Lower Environmental Reputations | **Anne Norheim-Hansen**, SKEMA Business School
- → Understanding Partnerships as Collaborative Intermediary Organisations in Sustainable Social Change | Verena Bitzer, U. of Cape Town
- Partnerships as Vehicles for Change: The Implication of Partner Diversity and Change Focus | **Haiying Lin**, U. of Waterloo; **Lea Stadtler**, U. of Geneva
- Knowledge and Reputation Spillovers: Strategic Alliances and Firm Environmental Performance | Thomas Graf, Instituto de Empresa Business School; Carl J. Kock, IE Business School; Luis Diestre, Instituto de Empresa Business School

### 1171 **②** ■: (Paper Session) - (ONE) **Management I**: Compliance, Strategy, & Responsibilities

1:15pm - 2:45pm Pennsylvania Convention Center: Room 119 A Tweet this session: #AOM2014 1171

Chair: Claire A. Simmers, Saint Joseph's U.

- → Facilitators, Champions and Prospectors: The Role of Sustainability Managers | Sukhbir Sandhu, U. of South Australia
- Business Co-managing the New Global Commons: A Collective Action View of Corporate Sustainability | Laura Albareda, U. de Deusto
- Rules versus Discretion in Corporate Environmental
  Compliance | Nicole Ning Liu, The Hong Kong Polytechnic U.;
  Carlos Wing-Hung Lo, The Hong Kong Polytechnic U.;
  Xueyong Zhan, The Hong Kong Polytechnic U.
- Towards Strategic and Authentic Corporate Social Responsibility in Professional Sport | Sara B. Soderstrom, U. of Michigan; Kathryn Heinze, U. of Michigan, Ann Arbor; Jennifer Zdroik, U. of Michigan

### 1172 : (Paper Session) - (PNP) Public and Nonprofit Financial Performance

1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 A Tweet this session: #AOM2014 1172 Chair: Kira Kristal Reed, Syracuse U.

- ☐ The Effect of Capital Facilities Investments on Nonprofit Financial Vulnerability | Joanna Woronkowicz, Indiana U.
- It's All About the Numbers... Or is it? Fiscal Stewardship in Ohio Public School Districts (WITHDRAWN) | Robert P. Hardis, Case Western Reserve U.
- Is Growth a Dirty Word? How Non-Profit CEOs View Growth, Finance, and Strategy | Colleen Robb, Abo Akademi U.; Malin Brannback, Abo Akademi U.; Alan L. Carsrud, Abo Akademi U.; Jeffrey A. Stamp, U. of North Dakota
- □ Local Officials Support for PILOTs/SILOTs: Nonprofit Engagement, Economic Stress and Politics | Kellie L McGiverin-Bohan, Indiana U.; Lauren Dula, Indiana U. Bloomington; Kirsten Gronbjerg, Indiana U.; Rachel Miller, Indiana U.

# 1173 : (Paper Session) - (PNP) Human Resource Management: Evidence from Public and Nonprofit Organizations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 125 Tweet this session: #AOM2014 1173

Chair: Deborah A. Blackman, U. of New South Wales

- Active Management of Volunteers: How Training and Staff Support Promote Commitment of Volunteers | Tina Saksida, U. of Prince Edward Island; Amanda Shantz, IESEG School of Management
- Seeking Common Ground: Assessing Concepts and Measures of Professionalization | Amanda Janis Stewart, American U.
- Just How Impossible Are 'Impossible Jobs'? The Case of Riot Policing | Kevin Morrell, Warwick Business School

### 1174 : (Paper Session) - (RM) Research Methods for Building Better Theory

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1174

Chair: James W. Bishop, New Mexico State U.

- ☐ Generating New Theory In Entrepreneurship:
  Re-Envisioning Concept Development In Grounded Theory
  | Karen Locke, College of William and Mary; Adina Dabu, HEC
  Paris
- Ooops, I've Got an Outlier in My Data What Now? Using the Deviant Case Method for Theory Building | Michael Gibbert, U. of Lugano; Lakshmi Balachandran Nair, U. della Svizzera Italiana; Matthias Weiss, LMU Munich

Sage Publications/RM Division Best Paper Award

- Self-Fulfillment of Social Science Theories: Cooling the Fire | Carsten Bergenholtz, Aarhus U.; Jacob Busch, Aarhus U.
- Bridging the Great Divide Between Theoretical and Empirical Management Research | Jeffrey R. Edwards, U. of North Carolina; James Berry, U. College London; Virginia Stewart Kay, Southern Methodist U.

## **1175** ■ JS: (RM, HR, OB) The "Big Science" Revolution in Management: Possibilities, Technology, and Applications

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 1175

Chairs: Frank A. Bosco, Virginia Commonwealth U.; Piers Steel, U. of Calgary

Discussant: Michael A. McDaniel, Virginia Commonwealth U. Imagining the Possibilities of "Big Science": The Case of Field Mapping and Real Time Meta-Analysis | Krista Uggerslev. Northern Alberta Institute of Technology: Frank A. Bosco. Virginia Commonwealth U.; Piers Steel, U. of Calgary

A Collaborative, Standards-Based International Participant Pool | N Sriram, Implisci; Brian Nosek, U. of Virginia

Mapping the Nomological Web of the Social Sciences | Piers Steel, U. of Calgary

Assessing the Impact of Nonresponse Bias: A "Big Science" Approach | Frank A. Bosco. Virginia Commonwealth U.: Herman Aguinis, Indiana U., Bloomington; Sven Kepes, Virginia Commonwealth U.; Allison S. Gabriel, Virginia Commonwealth U.; James G Field, Virginia Commonwealth U.

### 1176 : (Paper Session) - (SAP) New Agendas in Strategy as Practice: Sociomateriality, Neo-institutional theory, and Open Strategy

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1176

Chair: Richard Whittington, Said Business School

- → The material turn in organization studies and strategy-as-practice | Jane Kirsten Le, The U. of Sydney; A. Paul Spee, The U. of Queensland, Australia
- A Sociomaterial Perspective on Temporal Work: Practice Breakdowns during Strategic Upheaval | Raymond Loohuis, U. of Twente; Michel Ehrenhard, U. of Twente
- ■Studying strategizing activities at the field's level, the case of ESG rating agencies | Tamim Elbasha, Audencia Nantes School of Management; Emma Avetisvan, Audencia Nantes School of Management
- Opening up the Strategy-making Process: Comparing Open Strategy and Open Innovation | Leonhard Dobusch. Free U. Berlin; David Seidl, U. of Zurich; Felix Werle, U. of

#### 1177 © JS: (SAP, ODC) Leadership-as-Practice: A New Move-ment in Leadership

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 1177

Organizer: Joseph A Raelin, Northeastern U.

Introduction to Leadership-as-Practice | Joseph A Raelin, Northeastern U.

Mapping the Leadership-as-Practice Terrain: Comparative Elements | Nada Endrissat, Bern U. of Applied Sciences; Lucia Crevani, Mälardalen U.

Who's Leading the Way? Investigating the Contributions of Materiality to the Practice of Leadership | Viviane Sergi. **UQAM** 

Leading as Dialogic Practice | Kenneth Gergen, Swarthmore

Grappling with Rhinos: Artefacts, Identity and Meaning in Leadership Practice | Brigid Jan Carroll, U. of Auckland

Turning Leadership Inside-Out: The Emergence of Organization from Within a Relational Practice | John Shotter, Leeds U. Business School

#### 1178 : (Paper Session) - (SIM) Stakeholder Influences and Responsibilities

1:15pm - 2:45pm Loews Philadelphia Hotel: Anthony Room Tweet this session: #AOM2014 1178

Chair: Rashedur Chowdhury, U. College Dublin: Smurfit

- ■Who do they think they are?The Effect of Activists' Identity on their Targeting Decisions | Kate Sikavica, U. of Zurich; Elise Perrault, College of Charleston; Kathleen Rehbein, Marquette U.
- Seeing the shareholder whole: a potential rapprochement between stakeholder and shareholder theory | Katherina Glac, U. of St. Thomas; Diane Brehmer, Center for Ethical **Business Cultures**
- Does having a fair treatment matter? | Lin Ching Hsu, Far East U.; Chien Hua Chang, Cheng Shiu U.
- ☐ Towards a Minimalist Theory of Intra-Firm Management Professionalism | Sareh Pouryousefi, U. of Nottingham /

#### 1179 : (Paper Session) - (SIM) Internal and External Reactions to Wrongdoing

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 1179

Chair: Sébastien M. Fosse. U. de Deusto

Po ■Word Power: The Impact of News Media on Corporate Pollution Practices | Ming Jia, Northwestern Polytechnical U.-China; Li Tong, Northwestern Polytechnical U.-China; P.V. Viswanath, Pace U.; Zhe Zhang, Xi'an Jiaotong

- Corporate Social Responsibility as a Remedy for Moral Hazard? | Caroline Flammer, Ivey School of Business; Jiao Luo. U. of Minnesota
- Explaining Systematic Differences in Anxiety and Intentions Following Random Acts of Violence | Kurt Wurthmann, Florida Atlantic U.
- Hazing and bullying in the socialization context | Lucas Dufour, GSCM, Montpellier Business School

### 1180 : (Paper Session) - (SIM) Philosophical Perspectives on SIM Research

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1180

Chair: Heather Elms, American U.

- \*\*Just People in the Making | Amy Klemm Verbos, Central Michigan U.; Maria Theresia Humphries, U. of Waikato
- ■People versus Profits and Self-Determination at Work | Bidhan Parmar, U. of Virginia; Andrew C Wicks, U. of Virginia; Adrian Keevil, U. of Virginia
- Perspective on Reflection as a Pathway to Virtuousness I Robert Gemmell, Georgia State U.
- № Reconnecting Management Theory and Social Welfare: A Humanistic Perspective | Michael Andreas Pirson, Fordham

#### 1181: (Paper Session) - (SIM) Ethical Leadership: The Good, the Bad, and the Uglv

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 1181

Chair: Anke Arnaud, Embry Riddle Aeronautical U.

- □ Development of a Measure of Responsible Leadership I Nicola M. Pless, ESADE; Thomas Maak, ESADE; David A. Waldman, Arizona State U.; Danni Wang, Arizona State U.
- ₽ → Are Transformational Leadership and Ethical Leadership Two Sides of the Same Coin? | Junghyun Lee, U. of Michigan, Dearborn; Rajnandini Pillai, California State U.
- ■Upper Echelons as a Link between Corporate Social Responsibility and Positive Financial Performance Timothy J. Quigley, U. of Georgia; Jonathan Bundy, Pennsylvania State U.
- ■Why Do Leaders Practice Amoral Management? A Conceptual Investigation | Rebecca L. Greenbaum. Oklahoma State U.; Matthew Quade, Baylor U.; Julena Bonner, Oklahoma State U.

#### 1182 : (Paper Session) - (SIM) CSR, Stakeholder Management, and Sustainability in Family Firms

1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 2 Tweet this session: #AOM2014 1182

Chair: Luciana Carvalho de Mesquita Ferreira, Insper Institute of Education and Research

- → Family Control and Corporate Social Responsibility: Evidence from East Asia | He Wang, U. of South Carolina
- ■Stakeholder management in family firms that outperform competitors: an empirical study | Mario Minoja, U. of Modena and Reggio Emilia; Andrea Lionzo, U. of Verona; Ugo Lassini,
- Family Firms, Inter-Generational Management, and Sustainability Strategies | Sara Jane Jane McCaffrey. Franklin & Marshall College
- Family Business Participation in Community Social Responsibility: The Moderating Effect of Gender | Whitney Oliver Peake, Western Kentucky U.; Danielle Cooper, U. of North Texas; Margaret A, Fitzgerald, North Dakota State U.; Glenn Muske, North Dakota State U.

## 1183 =: (Paper Session) - (TIM) Intellectual Property

1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 A Tweet this session: #AOM2014 1183

Chair: Henrique M. Barros, Insper Institute of Education and Research

- Do patent acquisitions pay off? | Patrick Julian Hoflinger, Technical U. Munich; Philipp Scheik, Technical U. Munich; Philipp G. Sandner, Technische U. München
- Persistence of innovation protection methods: evidence from French context | Marc Frechet, Jean Monnet U.; Nawel Ayadi, Institut supérieur de gestion de (ISG) Tunis / Center of Research in Management at Toulouse (CRM); Aude Martin, U.
- ■Twenty Thousand Leagues under the Patent System: Do Complementarities Emerge? | Henrique M. Barros, Insper Institute of Education and Research
- How Does Uncertainty Affect Venture Capital Investment? Evidence from Inevitable Disclosure | Carlos Alexandre Kemeny, Catolica Lisbon / Carnegie Mellon; Francesco Castellaneta, Catolica Lisbon School of Business and Economics; Raffaele Conti, Catolica Lisbon School of

Business and Economics; Francisco Veloso, Catolica Lisbon / Carnegie Mellon

### **1184** : (Paper Session) - (TIM) Innovation Adoption:

#### **Barriers and Conditions**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 1184

- Chair: Jennifer Kuan, Stanford U.
- "A Diamond is Born in a Lab?" The Role of Ritual in the Production Process Conservatism (WITHDRAWN) Jae-Kyung Ha, MIT Sloan
- Corporate Prediction Markets: Evidence from Google. Ford, and Firm X | Bo Cowgill, U. of California, Berkeley; Eric Zitzewitz, Dartmouth College
- ■The Political Economy of Long-Term Technological Stasis: The Case of Saharan Salt Mining | Jennifer Kuan, Stanford U.; Ekundayo Shittu, Tulane
- ₱ Impact of consumer innovativeness, social identity and social networks on purchase decisions | Aiax Persaud. Telfer School of Management, U. of Ottawa; Sandra Schillo, Telfer School of Management, U. of Ottawa

### 1185 =: (Paper Session) - (TIM) R&D Spending and **Innovative Productivity**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1185

Chair: Carl Vieregger, U. of Illinois at Urbana-Champaign

- ■RQ and Endogenous Firm Growth | Anne Marie Knott, Washington U. in St. Louis; Carl Vieregger, U. of Illinois at Urbana-Champaign
- ₽ Corporate Science, Innovation and Firm Value | Markus Simeth, KU Leuven; Michele Cincera, U. Libre de Bruxelles
- → ■R&D Expenditures, Ultimate Ownership and Future Performance: Evidence from China | Ruigi Wang, Xi'an Jiaotong U.; Fangjun Wang, Xi'an Jiaotong U.; Lixin Zhu, Xi'an Jiaotong U.; Changhong Yuan, Xi'an Jiaotong U.
- → ♥ Fly to learn: interregional integration and firms' innovative productivity | Stefano Horst Baruffaldi, Swiss Federal Institute of Technology (Lausanne); Guillaume Burghouwt, SEO Economic Research

#### 1186 → ■: (TIM) "Evolution of Early Ventures"

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1186

Chair: Michael W. Lawless, U. of San Diego

Discussant: Robert A Burgelman, Stanford U.

Nature, Nurture and Learning in New Venture Evolution | Steven Walter Bradley, Baylor U.

Entrepreneurial Opportunities and Firms | Sharon Alvarez, U.

Early-stage Evolution of Technology Ventures | Michael W. Lawless, U. of San Diego; Philip Anderson, INSEAD

### **1187** ■: (Paper Session) - (TIM) Administrative Policies, **Human Resources, and Innovative Outcomes**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 A Tweet this session: #AOM2014 1187

Chair: Jonas Söderlund, BI Norwegian Business School Cleaning House: The Impact of Information Technology Monitoring on Employee Theft and Productivity | Lamar

- Pierce, Washington U. in St. Louis; Daniel Snow, Brigham Young U.; Andrew McAfee, MIT Sloan
- Knowledge Cycling and Swift Transition: Organizing Human Resources in the Technical Consultancy | Svjetlana Pantic-Dragisic, Linköping U.; Jonas Söderlund, BI Norwegian **Business School**
- ■A Quantitative Review of Research on Performance Effects of Management Innovation | Fariborz Damanpour, Rutgers U.; Richard Mark Walker, City U. of Hong Kong; Jiyao Chen, Oregon State U.; Deepa Aravind, City U. of New York-College of Staten Island
- Person-Job Fit, Person-Organization Fit and Innovative Work Behavior | Bilal Afsar, Asian Institute of Technology; Yuosre F. Badir, Asian Institute of Technology; Bilal Saeed, Dongling School of Economics and Management

### **1188** JS: (TIM, BPS) The Changing Research Enterprise: Issues and New Models in Translational Research

1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 C Tweet this session: #AOM2014 1188

Organizer: Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign Dynamics in Academic Research Funding and Implications for Translational Efforts | Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign; Maryann P Feldman, U. of North Carolina, Chapel Hill; Michael Roach, Cornell U.; Alexandra Graddy-Reed, U. of North Carolina, Chapel Hill

The Impact of Star Scientists on Patenting: A Cross Field Analysis | Michelle Gittelman, Rutgers U.; Sebastian Jayaraj, Rutgers Business School

Collaborators or Competitors? Modeling the Effects of Competition in Disease-Focused Nonprofits | Alexandra Graddy-Reed, U. of North Carolina, Chapel Hill

The Role of Exaptation in Pharmaceutical Innovation | Ayfer H. Ali, U. Carlos III de Madrid; Pierpaolo Andriani, Kedge Business School; Mariano Mastrogiorgio, U. Carlos III de

### 1189 □ • → • □ ♥ JS: (TIM, OCIS) Resolving the Debate on Competition and Collaboration in Open Innovation Crowds

1:15pm - 2:45pm Pennsylvania Convention Center: Room 117 Tweet this session: #AOM2014 1189

Chair: Sabine Brunswicker, Purdue U., West Lafayette Panelists: Ann Majchrzak, U. of Southern California; Johann Fueller, U. of Innsbruck; Karim R. Lakhani, Harvard U.; Jan Marco Leimeister, U. of St. Gallen; Allan N Afuah, U. of Michigan

### 1190 JS: (TIM, OCIS, OMT) Demystifying the Impact of Crowdsourcing Innovation: What Happens with "Not **Invented Here" Ideas?**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 B Tweet this session: #AOM2014 1190

Organizers: Natalia Levina, New York U.; Hila Lifshitz-Assaf,

Discussant: Michael L. Tushman, Harvard U.

The Role of Uncertainty and Bounded Rationality in Selecting Scientific Research Projects | Christoph Riedl, Northeastern

The Voice of Ideas: Hundreds of Opinions versus One Cumulative Dialogue | Natalia Levina, New York U.

From Problem Solvers to Solution Seekers | Hila Lifshitz-Assaf, Harvard U.

Remix Landscapes | Jeffrey V. Nickerson, Stevens Institute of Technology

#### 1191 ⊕→ ■JS: (TIM, OMT, BPS) Innovation **Ecosystems: Benefits, Challenges, and Structures**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 C Tweet this session: #AOM2014 1191

Organizer: Sohyeong Kim, U. of California, Berkeley Discussant: Joel West, Keck Graduate Institute

Sharing vs. Appropriating Knowledge: An Organizational Perspective | Luigi Marengo, Luiss U.

Innovation Across Collaborative Communities of Firms | Raymond E Miles, U. of California, Berkeley

Designing Innovation Ecosystems and Collaborative Communities of Firms | Charles C. Snow, Pennsylvania State

What University Structures and Values Assist in Creating Innovation Ecosystems? | David Teece, U. of California, Berkeley; Sunyoung Leih, U. of California, Berkeley

#### Monday 1:30PM

#### 1192: (ICW) IMD International Day 4

1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 1192

Organizer: Marianne Rothenbuehler, IMD International

#### Monday 2:30PM

#### 1193: (HR) HR Division Ice Cream Social

2:30pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon F Tweet this session: #AOM2014 1193

#### Monday 2:45PM

#### 1194 : (AAA) Conference Break

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall B

Tweet this session: #AOM2014 1194

Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

### Monday 3:00PM

### 1195 🗨 🖃: (Paper Session) - (BPS) Patenting Strategy and **Outcomes**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 1195

Chair: Asli Musaoglu Arikan, The Ohio State U.

How Reliable Is the Market for Technology? | Vincenzo Palermo, U. of Toronto; Marco Ceccagnoli, Georgia Institute of Technology; **Matthew J Higgins**, Georgia Institute of Technology

Lowering Appropriability Hazards by Raising Infringers' Costs Jaclyn Selby, U. of Southern California

Patents' Effects on Knowledge Asymmetries | Edward Levitas, U. of Wisconsin, Milwaukee

■The Organizational Advantage in Inventing and Patenting Speeds | Andre O. Laplume, Michigan Technological U.; Emanuel Xavier-Oliveira, Michigan Technological U.;

**Parshotam Dass**, U. of Manitoba; **Ramesh Thakur**, Michigan Technological U.

1196 : (Paper Session) - (BPS) Strategic Network 3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 1196 Chair: Zhengyu Li, Tilburg U.

- ☐The Role of Market Identity on the Relationship Between Knowledge and Strategic Alliances | Rajiv Nag, Georgia State U.; Angeloantonio Russo, LUM U.; Clodia Vurro, Bocconi U.
- The Extant Research on Strategic Alliances: A Bibliometric Study of the Past Two Decades | Manuel Portugal Ferreira, U. Nove de Julho; Jose Eduardo Storopoli, U. Nove de Julho; Fernando Antônio Ribeiro Serra. U. Nove de Julho
- Managing Interdependence in a Multi-business Organization: Control Systems at the Corporate Level (WITHDRAWN) | Jetta Frost, Hamburg U.; Rick Vogel, Zeppelin U.; Khaled Bagban, Hamburg U.
- ■Illegitimacy Recovery: The Role of Strategic Networking | Weiguo Zhong, GSM, Peking U.; Haibin Yang, City U. of Hong Kong

### 1197 ♥→ III: (Paper Session) - (BPS) Board of Directors, Strategy and Performance

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1197

Chair: Robert Neal Eberhart, Santa Clara U.

- □ Director Expertise and its Influence on Firm Strategy:

  Theory/Evidence from Firms after their IP | Razvan

  Lungeanu, Pennsylvania State U.; Edward Zajac, Northwestern

  U.
- A Theoretical Expansion and Meta-Analysis of the Women on Boards Firm Performance Relationship | Corinne Post, Lehigh U.; Kris Byron, Syracuse U.
- → ■When Elites Forget Their Duties: The Double-Edged Sword of Star Directors on Boards | Daniel Braun, U. of Goettingen; Jana Oehmichen, U. Gottingen; Michael Wolff, U. of Goettingen; Toru Yoshikawa, Singapore Management U.
- Value Co-creation and Exploration: The Mediating Roles of Managerial Attention and Initiatives | Saeed Khanagha, Erasmus U. Rotterdam

### 1198 �→ ➡ : (Paper Session) - (BPS) Organizing for Global Success

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1198

Chair: Olga Hawn, Boston U.

- →A Cross-National Comparison of Linkages among Strategic Goals, Customer Habits & Firm-Level Outcomes | Brinja Meiseberg, Westfälische Wilhelms-U. Münster
- + From Here to There: Home Country Alliance Experience and Foreign Subsidiary Survival | Linda Rademaker, Tilburg U.; Xavier Martin, Tilburg U.
- → The Power of Words: How, Why, and When Do Language Barriers Affect Alliance Formation? | Amol M. Joshi, Oregon State U.; Nandini Lahiri, Temple U.
- → What Matters Most? Balancing Formal and Informal Institutions in the FDI Process (WITHDRAWN) | Lucio

Fuentelsaz, U. of Zaragoza; Elisabet Garrido, U. of Zaragoza; Juan P Maicas, U. of Zaragoza

### 1199 ☐: (Paper Session) - (BPS) Creating and Capturing Value

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 1199

Chair: Bo H. Eriksen, U. of Southern Denmark

- □ The Effects of Relational and Firm-Specific Human Capital on Employee and Firm Value Appropriation | John Mawdsley, U. of Illinois at Urbana-Champaign
- Do Strategic Alliances Create Value for Bond Investors? | Ian P.L. Kwan, U. of Navarra; Carmen Aranda León, U. of Navarra
- Consumer Sovereignty and Subjective Value: A Demand-Side Perspective | Mark Packard, U. of Missouri
- R&D, Patents, Citations, and Firm Market Performance:
  New Insights from Quantile Regression | Manish K.
  Srivastava, Michigan Technological U.; Sai Krishna
  Yayavaram, Indian Institute of Management Bangalore

### **1200 Q**: (Paper Session) - (BPS) **Business Models**, **Entrepreneurship and Corporate Venturing**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 1200

Chair: Diego Campagnolo, U. of Padova

- □ Increasing Firm Value Through External Corporate Venturing Strategy: A Configurational Model | Varkey K Titus, The U. of Nebraska-Lincoln; Brian S. Anderson, U. of Colorado; Bret Ryan Fund, U. of Colorado, Boulder
- ■Narrative Coherence and Organizational Structure | Adam J Bock, U. of Edinburgh
- Modelling the Determinants and Consequences of Business Model Innovation in Small Firms | Arash Najmaei, Macquarie Graduate School of Management; Jo Rhodes, Macquarie Graduate School of Management; Peter Lok, The U. of Sydney; Zahra Sadeghinejad, Macquarie Graduate School of Management
- Business Model Imitation and New Venture Performance | Karolin Frankenberger, U. of St. Gallen

#### **1201 ■**: (Paper Session) - (BPS) **Board Interaction**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1201

Chair: Miriam Nicole Flickinger, U. of Passau

- Batman and Robin or Superman: How CEO/COO Duos Impact Firm Performance | Daniel Chaffin, Michigan State U.; Daniel Gamache, Michigan State U.; Gerry McNamara, Michigan State U.
- Profiting from CEOs' Empowerment of TMTs: Does the Social Context Matter? | Yan Ling, George Mason U.; Li-Qun Wei, Hong Kong Baptist U.; Richard J. Klimoski, George Mason U.
- ■CEOs with Insufficient Power: The Performance Implications | Jianyun Tang, Memorial U. of Newfoundland
- ■Communication as Executive Teamwork: CEO and CFO Role Consistency and Analysts' Evaluations | Michael Wiedermann, U. of Passau; Angela Fehn, U. of Passau; Jan Mammen, Friedrich-Alexander-U. Erlangen-Nuremberg; Johannes Luger, HEC U. of Geneva; Albrecht Enders, International Institute for Management Development

#### 1202 : (Paper Session) - (BPS) Entrants, Incumbents and Spinouts

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room C Tweet this session: #AOM2014 1202

Chair: Martin Ganco, U. of Minnesota

- Types of Experience, and Firm Entry and Exit Decisions | KwangWook Gang, Ulsan National Institute of Science and Technology; Kenneth L Simons, Rensselaer Polytechnic Institute
- ☐ The Dynamics of Inter-Cohort Mobility: Incumbent Status and Entrant Growth | Gordon Walker, Southern Methodist U.; Tammy L. Madsen, Santa Clara U.; Bo Kyung Kim, Southern Methodist U.
- ₽ Enforcing Covenants Not to Compete: The Life-Cycle Impact on New Firms | Evan Starr, U. of Michigan, Ann Arbor: Natarajan Balasubramanian, Syracuse U.; Mariko Sakakibara, U. of California, Los Angeles
- Co-opetive Dyanmics in IPOs: The Case of Biotech IPOs I Mina Lee, Xavier U.; Yoon-Suk Baik, KAIST

### 1203 → JS: (BPS, IM) An Evolving Landscape: The **Reconfiguration of Global Value Chain Activities**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 1203

Organizer: Joanne Oxley, U. of Toronto Discussant: Ram Mudambi, Temple U.

Offshore Integration, Offshore Outsourcing and Global Innovation | Heather Berry, George Washington U.

From Hobson's Choice to Spoiled for Choice: Buyer-Supplier Matching in the Mobile Phone Industry | Juan Alcacer. Harvard U.; Ramon Lecuona, London Business School; Joanne Oxley, U. of Toronto

Vertical De-Integration and Innovation in Regional Clusters | Juan Alcacer, Harvard U.; Gordon Hanson, U. of California, San Diego; Haris Tabakovic, Harvard U.

An Equilibrium Model of Capability Change | Christopher C. Liu, U. of Toronto; Joel Nicolas Blit, U. of Waterloo

#### 1204 ⊕ → □JS: (BPS, IM, OMT) Why and How Context Matters

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 1204

Organizer: Ilgaz Arikan, The Ohio State U. Discussant: Robert A Burgelman, Stanford U.

Presenters: Kyle J. Mayer, U. of Southern California; Ilgaz Arikan, The Ohio State U.; Michael Rowlinson, Queen Mary U. of London; Subramanian Rangan, INSEAD; Joseph T. Mahoney, U. of Illinois

at Urbana-Champaign

Participant: Anita M. McGahan, U. of Toronto

### 1205 JS: (BPS, OMT) A New Look at Corporate Parenting: Linking Structure and Cognition in the **Multibusiness Firm**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1205

Organizers: John Joseph, Duke U.; Seung-Hyun Rhee,

Northwestern U.; Kevin Du, Duke U.

Distinguished Speaker: Ranjay Gulati, Harvard U.

Discussant: Andrew Campbell, Ashridge Strategic Management Centre

Corporate Structure and Technology Introductions | John Joseph, Duke U.; Ronald Klingebiel, Warwick Business School; Kevin Du, Duke U.

Attention to Member Firm Performance in Hierarchical Business Groups | Seung-Hyun Rhee, Northwestern U.; William Ocasio, Northwestern U.; Tae-Hyun Kim, KAIST

A Behavioral Theory of Multiunit Firms | Metin Sengul, Boston College; Tomasz Obloj, HEC Paris

The Dark Side of Corporate Attention | Cyril Daniel Bouquet, IMD; Orly Levy, IMD

#### 1206: (CAR) Everett Cherrington Hughes Award Social -John Van Maanen

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1206

Distinguished Speaker: John Van Maanen. Introduction by Lotte Bailvn. MIT - Sloan School

Organizer: Maury Peiperl, IMD

Division Chair: Peter A. Heslin, U. of New South Wales Division Chair-Elect: Kimberly Eddleston, Northeastern U.

Program Chair: Tania Casado, U. de São Paulo

Past Chair: Julia Richardson, York U.

Distinguished Speaker: John Van Maanen, Massachusetts Institute of Technology

Chair: Lotte Bailyn, Massachusetts Institute of Technology

### **1207** ■ CAU: (CAU) The CEO Effect, Managerial Discretion, and the Impact of Individual CEOs

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1207

This caucus will provide a venue for scholars to discuss future directions for the CEO effects, discretion, and related literatures Organizer: Timothy J. Quigley, U. of Georgia

### 1208 € → □ CAU: (CAU) Crowdsourcing in Socially Contested Issue Areas - First Steps Towards an AoM **Expert Network**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 1208

This caucus aims at establishing a network of AoM experts who are interested in applying crowdsourcing in areas with high potential of conflicting views.

Organizer: Andre Martinuzzi, WU Vienna Moderator: Adele Wiman, WU Vienna

Discussants: Daren C. Brabham, Annenberg School for

Communication, U. of So. California; Timothy Michael Devinney, U. of Leeds

Participants: Itziar Castello, U. Carlos III de Madrid; Dennis Hilgers, Johannes Kepler U.; Erik Johnston, Arizona State U.; Jegoo Lee, Stonehill College; Natalia Levina, New York U.; Christof Miska, WU Vienna; Simon Pickard, European Academy of Business in Society; Nattavud Pimpa, RMIT U.; Andre Reichel, Zeppelin U.; Yuqing Ren, U. of Minnesota; Jan Van den Ende, Erasmus U. Rotterdam; Juan Andrei Villarroel, Massachusetts Institute of Technology

### 1209 → ■ CAU: (CAU) Proposing projects and building a lexicon: growing a Middle East Research presence at the AOM

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 8 Tweet this session: #AOM2014 1209

Organizers: Constance Van Horne, Zayed U.; Florian Schloderer, **INSEAD** 

#### **1210** $\square$ : (Paper Session) - (CM) **About Liars and Cheaters**: The Use of Deception in Negotiation

3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 A

San Diego; Keith Murnighan, Northwestern U.

Tweet this session: #AOM2014 1210 Chair: Bruce Barry, Vanderbilt U.

- ☐ Cheating at the End to Avoid Regret | Daniel A. Effron, London Business School; Christopher J. Bryan, U. of California,
- ■What's in a Name: Hand Signatures Censor, while Electronic Signatures Condone, Cheating | Eileen Y Chou, U. of Virginia
- ☐ The Effects of Lying on the Relationship Between Voice and Self- Perceived Status | Andrew Soderberg, U. of Utah Winner of CM Division Best Student Paper Award
- Prosocial Lies: When Deception Breeds Trust | Emma Levine, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

#### 1211 JS: (CM. OB) First Offers Revisited: The Impact of Counteroffers, Integrative Information and Anchor Precision.

3:00pm - 4:30pm Pennsylvania Convention Center: Room 108 B

Tweet this session: #AOM2014 1211

Organizers: David D Loschelder, Saarland U.; Malia Mason, Columbia Business School

- Anchors Away The Sources and Impact of Counteroffers | Abbie Wazlawek, Columbia Business School; Daniel Ames, Columbia U.
- Pitfalls of Moving First When and How First Offers Backfire | David D Loschelder, Saarland U.; Roman Trotschel, Leuphana U.; Malte Friese, Saarland U.
- More Than What is Said Attributions of Knowledge and Intent Shape Negotiated Agreements | Daniel Ames. Columbia U.: Malia Mason. Columbia Business School: Alice J Lee, Columbia Business School; Elizabeth A. Wiley, Columbia **Business School**

Discussant | Gillian Ku, London Business School

### 1212 🖳 🖐 : (Paper Session) - (CMS) Gendered

#### **Organizations and Institutions**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1212

Chair: Kathleen Riach, Monash U.

- "Why Do You Want to Ruin These Young Women?": Institutional Work in the Video Game Industry | Alexander Styhre, U. of Gothenburg
- → □ ♥ How Social Events in Organizations Contribute to Local Gender Regimes: A Narrative Approach | Renate Ortlieb, Graz U.; Barbara Sieben, Helmut-Schmidt U.
- № Resistance to Institutional Work: Power and Gender in the Fair Trade Cocoa Value Chain | Lauren McCarthy, U. of Nottingham / ICCSR

#### **Best Student Paper**

■Surprised into Gender? Moving Into, Out Of, and Beyond the Male/Female Binary | Nancy Harding, Bradford U.; Sarah Elaine Gilmore, U. of Portsmouth

### 1213 → \( \text{!--}\) : (Paper Session) - (CMS) Agency, Resistance, and Alternative Ways of Organizing

3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1213

Chair: Rafael Alcadipani, FGV-EAESP

- Dirty Money? An Ethnographic Account in an Intentional Community | Carine Farias, EM Lyon
- → Global Tensions Between Mainstream Economic Discourse and Humanistic Management Agendas | Thomas Stephen Calvard, U. of Edinburgh; James Hine, U. of Edinburgh **Business School**
- Capital's Circuit of Control: A Dialogical Analysis of Work Intensification | Amanda Peticca-Harris, York U.; Johanna Weststar, The U. of Western Ontario; Steve McKenna, York U.
- The Quest of a Subaltern: Resistance for De-prisoning | Srinath Jagannathan, Tata Institute of Social Sciences; Rajnish Rai, Indian Institute of Management Udaipur; Patturaja Selvaraj, Indian Institute of Management, Indore

#### 1214 € \( \extstyle \): (Paper Session) - (ENT) Advancing Conceptual Models of Entrepreneurial Decision Making

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1214

Chair: Rakesh Kumar Pati, Indian Institute of Management, Kozhikode

Discussant: Jon C. Carr, Texas Christian U.

- Impact of Decision Making Approaches on Business Model Attributes: Evidence from Indian SMEs | Rakesh Kumar Pati, Indian Institute of Management, Kozhikode; Nandakumar Mankavil Kovil Veettil, Indian Institute of Management, Kozhikode
- A Judgmental Decision-Making Approach to Entrepreneurship: Toward a Behavioral Model | R. Michael Holmes Jr., Florida State U.; Tim R. Holcomb, Miami U.; Peter G. Klein, U. of Missouri; R. Duane Ireland, Texas A&M U.
- ☐ Thinking About Entrepreneurial Decision Making: Review, Integration, and Research Agenda | Dean A Shepherd, Indiana U.; Trenton A Williams, Indiana U., Bloomington; Holger Patzelt, Technical U. München
- Developing Entrepreneurial Expertise: Cognitive Entrenchment and Decision Incongruence | Jana Thiel, ESADE Business School; Sung Min Kim, Loyola U. Chicago; Jan Brinckmann, ESADE Business School

### 1215 € 🖃: (Paper Session) - (ENT) Exit and Other **Entrepreneurial Dynamics in Family Firms**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1215

Chair: Naveed Akhter, Jonkoping International Business School Discussant: Pramodita Sharma, U. of Vermont

- ■What Makes Family Business Different? The Identification of the no Exit Option Effect. | Céline Barrédy, U. Montesquieu Bordeaux IV
- Employee Dowsizing and Family Firm Performance | Michael Gaska, U. of St. Gallen
- ⇒ 
   ⇒ 
   ⊕ Entrepreneurial Exit in Family Firm Portfolios I. Naveed Akhter, Jonkoping International Business School; Mattias Nordqvist, Jonkoping International Business School

→ Strategic Entrepreneurship and Controlling Family Effect Yung-Chih Lien, National Taiwan U.; Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.

#### **1216 ②** ■: (Paper Session) - (ENT) Entrepreneurial Policies, the Labor Market, and New-Venture Creation

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence C

Tweet this session: #AOM2014 1216 Chair: Paul D Reynolds, Aston U.

Discussant: Marie Gould Harper, American Public U.

PaMatching and Transition to Entrepreneurship | Navid Bazzazian, HEC Paris

- Evidence on Creative Destruction: Small Business Creation and Unemployment | Shinjinee Chattopadhyay, U. of Illinois
- ■Do Opposites Attract? Exploring Who Micro Firm Owners Hire and Why | Jason A. Harkins, U. of Maine; Niclas Erhardt,
- ■New Growth Firms and Regional Job Growth: Impact and Policy Implication | Paul D Reynolds, Aston U.

#### 1217 **②** ■: (Paper Session) - (ENT) The Entrepreneurial Performance of IPOs

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1217

Chair: Douglas Miller, U. of North Carolina, Wilmington

Discussant: Roberto Ragozzino, ESADE Business School

- The Divergent Influence of Risk and Uncertainty: Evidence from IPOs Amid Firm Competition | Asda Chintakananda, Nanyang Technological U.; David McIntyre, Providence College
- ☐ The Impact of Ownership Structure Change at IPO on Firm Growth | Yue Song, Virginia Tech; Marc T. Junkunc, Virginia Tech; David M. Townsend, Virginia Tech
- ■The Role of TMTs Competitor-Specific & Competitor-Related Human Capital on IPO Performance Tapan Seth, Wayne State U.; Amanuel G. Tekleab, Wayne State U.; Jaegul Lee, Wayne State U.
- Creative Destruction: Evidence From Initial Public Offerings | Douglas Miller, U. of North Carolina, Wilmington; Kun Liu, Wayne State U.

#### 1218 : (Paper Session) - (ENT) Advancing Conceptual Models of Corporate Entrepreneurship

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor C

Tweet this session: #AOM2014 1218

Chair: Alex Makarevich, ESADE Business School

Discussant: Marina Biniari, Aalto U.

- Starting Inside or Outside of Corporate Walls? Multiple Perspectives on the Venture Mode Choice | Matthias Alfred Tietz, IE Business School
- A System Dynamic Perspective of Organizational Entrepreneurship | James M Bloodgood, Kansas State U.: Jeffrey S Hornsby, U. of Missouri, Kansas City; Andrew C Burkemper, U. of Missouri, Kansas City
- Organizational Alignment and Ventures' Internal Visibility in Integrated Corporate Venturing | Alex Makarevich, ESADE **Business School**
- Organizing for Corporate Entrepreneurship: a Contingency View | Henri Burgers, Queensland U. of Technology; Jeffrey G. Covin, Indiana U.

#### 1219 **№** .: (Paper Session) - (ENT) Entrepreneurship at the **Bottom of the Pyramid**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 1219

Chair: Ted Ladd. Case Western Reserve U.

Discussant: Cynthia Vaughan Clemons, Bennett College

- ₽ → Business Models at the Bottom of the Pyramid: Leveraging Context in Undeveloped Markets | Ted Ladd. Case Western Reserve U.
- Human, Social, and Psychological Capital for Microfinance: How Do Entrepreneurs Access Resources? | Susan Schwarz, The U. of Nottingham Ningbo China; Gary Schwarz, The U. of Nottingham Ningbo China
- The Informal Economy: Predicting an Entrepreneur's Decision to Legally Register | Bradley Skousen, U. of Illinois at Urbana-Champaign
- ₽ Trust, Formality, and Performance in Base-of-the-Pyramid Markets | Iana Ezhova, Oklahoma State U.; Garry D Bruton, Texas Christian U.; Justin W. Webb, Oklahoma State U.

### **1220 ② □**: (Paper Session) - (ENT) **Developing and** Assessing Entrepreneurial Education and Training

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 1220

Chair: Xiao Song Lin, School of Management, Xiamen U. Discussant: Dawn R. DeTienne, Colorado State U.

- Assessing Kolvereid's (1996) Measure of Entrepreneurial Attitudes | Jeff McNally, U. of New Brunswick: Bruce Martin, U. College Dublin; Benson Honig, McMaster U.; Heiko Bergmann, U. of St. Gallen; Panagiotis Piperopoulos, Newcastle U.
- How Entrepreneurship Education Promotes Entrepreneurial Intentions? Mediating and Moderating Effects | Zhi Rong Mu, School of Management, Xiamen U.; Xiao Song Lin, School of Management, Xiamen U.; Zhi Yun Zhang, School of Management, Xiamen U.
- Examining the Effects of Entrepreneurs' Intelligence and Educational Attainment on Venture Outcomes | Brian D. Blume, U. of Michigan, Flint
- ■The Effects of Mentoring in Entrepreneurial Career Choice | Yanbo Wang, Boston U.
- → Entrepreneurship Training Makes Happy: Examining Short- and Long-Term Effects on Life Satisfaction | Michael Marcus Gielnik, Leuphana U. Lüneburg; Miriam Stark, Leuphana U. Lüneburg; Kim Marie Bischoff, Leuphana U. Lueneburg

### **1221 ② □**: (Paper Session) - (ENT) **Entrepreneurial**

**Innovation: Determinants and Outcomes** 

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1221

Chair: Ricarda B. Bouncken, U. of Bayreuth

Discussant: Regis Cabral, FEPRO - Funding for European Projects Entrepreneurial Orientation in Supply Chain Partnerships - A Driving Force for Innovation | Ricarda B. Bouncken, U. of Bayreuth; Boris D. Plüschke, U. of Bayreuth; Robin N. Pesch, U. of Bavreuth

■Does Open Innovation Help New Technology-Based Firms, located in Isolated Areas? | Yongseok Jang, U. of Florida

- Experimentation Strategies and Entrepreneurial Innovation: Killer Apps in the iPhone Ecosystem | Jason Davis, INSEAD; Yulia Muzyrya, U. of Michigan; Pai-Ling Yin, Stanford U.
- Strategic Innovation within Hybrid-enterprises | Mark Clark, New Mexico State U.
- ■How SMEs' Innovativeness Affect ISO Certification Strategy and Its Outcome | Yunzhou Du, Anhui U. of Finance & Economics

### 1222 ■ □JS: (ENT, TIM) In Search of the "Entrepreneurial Mindset":Insights from Neuroscience

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia North

Tweet this session: #AOM2014 1222

Distinguished Speaker: Robert Joseph Wuebker, U. of Utah Chair: Norris F. Krueger, Entrepreneurship Northwest

Discussant: Olga Belousova, Groningen U. (RuG)

Presenters: Gabi Kaffka, U. of Twente; Silvia Fernandes Costa, ISCTE - Lisbon U. Institute; Arjan Frederiks, U. of Twente; Pablo Martin de Holan, EM Lyon; Mellani Day, Colorado Christian U.

Participant: Russ McBride, U. of Utah

### 1223 : (Plenary) - (GDO) GDO Plenary Session

3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom B Tweet this session: **#AOM2014** 1223

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

### 1224 ♥ ☐: (Paper Session) - (HCM) Strategy and Strategic Decisions in Healthcare Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 111 A

Tweet this session: #AOM2014 1224

Chair: Christina Hoon, Leibniz U. Hannover

- Strategy in Health Care: Re-Directing the Field From a Behavioral Strategy Perspective | Christina Hoon, Leibniz U. Hannover; Rebekka Skubinn, U. of Hannover; Hans-Gerd Ridder, Leibniz U. Hannover; Simon Schrader, Leibniz U. Hannover
- Agency Strategic Orientation and Involvement in Knowledge Sharing Relationships | Kun Huang, U. of New Mexico
- Assessing the Relationship between Patient Safety Culture and EHR Strategy | Geoffrey Silvera, Pennsylvania State U.; Eric W. Ford, U. of North Carolina, Greensboro; Mark L. Diana, Tulane U.; Abby Swanson Kazley, Medical U. of South Carolina; Timothy R. Huerta, The Ohio State U.
- A Systems Theory Approach: Meso-level Strategic Action Fields Changing Healthcare Workforce Models | **Johanna E. Steenrod**, U. of Pittsburgh

**HCM Division Best Paper Based on a Dissertation** 

# 1225 © ■JS: (HCM, OB) Innovations and Implementation in Health Care: Understanding People, Technology & Process Changes

3:00pm - 4:30pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 1225

Organizer: Patricia Satterstrom, Harvard U. Discussant: Timothy J. Vogus, Vanderbilt U.

Innovating Through Team-Based Care in Primary Care
Settings | Hummy Song, Harvard U.; Alyna T Chien, Harvard
U.; Josephine Fisher, Harvard U.; Shalini A Tendulkar,
Harvard U.; Julia G Kite, Harvard U.; Julia Martin, Children's
Hospital Boston; Antoinette S Peters, Harvard U.; Karen
Hacker, Allegheny County Health Department; Meredith
Rosenthal, Harvard U.; Sara J. Singer, Harvard U.

Patient Participation: Shifts in Power and Culture to Promote Innovation in Primary Care | Patricia Satterstrom, Harvard U. Implementing Role-Changing vs. Time-Changing Innovations |

Ingrid M. Nembhard, Yale U.; Christopher Morrow, Yale U.; Elizabeth Bradley, Yale U.

Understanding Opinion Leader Influence in the Implementation of an Electronic Medical Record Syste | Christina Yuan, Yale U.

### 1226: (ICW) Organizational Research Methods Editorial Review Board Meeting

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom C

Tweet this session: #AOM2014 1226

Organizer: Cynthia Nalevanko, Sage Publications

### 1227 -> ...: (Paper Session) - (IM) Global Social

Responsibility: Corruption

3:00pm - 4:30pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 1227

- → Helping Global Managers Estimate Host-Country Corruption Levels and Institutional Maturity | Joao Neiva de Figueiredo, Saint Joseph's U.
- → Corruption, Multinational Enterprise Strategy and Foreign Subsidiary Survival | Michael A. Sartor, Ivey School of Business
- → Government Corruption and Multinational Enterprise Strategy | Michael A. Sartor, Ivey School of Business
- → Greasing the Wheels of Change: The Impact of Corruption and Institutions on Firm Innovation | Marius Sorin Krammer, Groningen U. (RuG)

# 1228 → ☐: (Paper Session) - (IM) Global Strategy: IM Division Fundação Dom Cabral Best Paper in Strategy/IB Theory Award Session

3:00pm - 4:30pm Pennsylvania Convention Center: Room 115 C

Tweet this session: #AOM2014 1228

Chair: Paulo Resende, Fundação Dom Cabral

- ₩ When Diplomacy Matters: How Foreign Subsidiaries Survive Bilateral Relation Fluctuations | Tianyou Hu, National U. of Singapore; Jane Lu, U. of Melbourne
- Pa→ ☐ The Impact of Parent Firms' Market Munificence on MNCs' Subsidiaries Performance | Aude Le Cottier, Instituto de Empresa Business School; Juan Santalo, Instituto de Empresa Business School
- The Relevance of Political Affinity for the Bidding Strategy in Cross-Border Acquisitions | Olivier Bertrand, SKEMA Business School; Marie-Ann Betschinger, NRU Higher School of Economics; Alexander Settles, Rutgers U.
- Pa⊕→ ■Option Exercise Decision Making under the Shadow of the Past: The Case of Joint Ventures | Heechun Kim, Georgia State U.; Sushil Nifadkar, Georgia State U.; Hicheon Kim, Korea U.

#### **1229** → $\blacksquare$ : (Paper Session) - (IM) Internationalization: **Inward Foreign Direct Investment Determinants**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 A Tweet this session: #AOM2014 1229

- → EU Firms' FDI Decisions in China: Static & Dynamic Approaches Testing Eclectic Paradigm | Huifen Cai, U. of Huddersfield
- → Specification Uncertainty and Model Averaging: Do Institutions Matter for FDI? | Tim Rogmans, Zayed U.; Anup Nandialath, Zayed U.
- → Riding on the Dragon: Host Country Regulatory Constraints and FDI Bandwagon Diffusions in China I Jing Yu (Gracy) Yang, The U. of Sydney
- → Subnational Institutions, Performance Feedback and Subsequent Expansion of A Foreign Subsidiary | Tingting Zhang, Capital U. of Business and Economics; Christine M. Chan, The U. of Hong Kong

### 1230 → 🔙: (Paper Session) - (IM) Emerging Market Firms: Innovation

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 1230

- & Aggregation in Global Innovation Networks | Srivardhini Jha, Indian Institute of Management Bangalore; Charles Dhanaraj, IMD; Rishikesha Krishnan, Indian Institute of Management, Indore
- → R&D Investment Dynamics in Agglomerations under Weak Appropriability Regimes | Anna Lamin, Northeastern U.; Miguel A. Ramos, U. of Texas at El Paso
- In Search Of A Theoretical Framework For Reverse Innovations | Ahreum Lee, Temple U.; Robert McNamee, Temple U.
- Business Models at the BOP in China | Xia Pan, Harbin Engineering U.; Carlos Rufin, Suffolk U.

#### **1231** → $\blacksquare$ : (Paper Session) - (IM) Global Governance: **Owners**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 B Tweet this session: #AOM2014 1231

- State-owned vs. Private Multinationals: Two Motivations of International Expansion? | Sinziana Dorobantu, New York U.; Bennet A. Zelner, Duke U.
- → Escaping from the Bear's Embrace: State-Owned Enterprises and International Expansion | Kiattichai Kalasin, Mahidol U.; Miguel Rivera-Santos, EMLYON Business School; Pierre Dussauge, HEC Paris
- Affiliated Firms? Empirical Evidence from India | Sarah Castaldi, Groningen U. (RuG); Sathyajit Gubbi, Groningen U. (RuG); Vincent Kunst, Groningen U. (RuG)
- Ownership Structure and Global Certification in a Weak Institutional Environment | Stewart R. Miller, The U. of Texas at San Antonio ; Kefeng Xu, The U. of Texas at San Antonio ; Jayanth Jayaram, U. of South Carolina; Bruce C. Rudy, The U. of Texas at San Antonio

#### 1232 → 🖃 🖐 JS: (IM, GDO) Understanding the Dynamics of **Global Teams**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1232

Chairs: Sujin Jang, INSEAD; Bobbi Thomason, Stanford U.

Discussant: Andy Molinsky, Brandeis U.

Understanding Global Team Participation | Jennifer Gibbs, Rutgers U.; Cristina Gibson, U. of Western Australia; Yana Grushina, U. of Western Australia

- Cultural Brokerage and Creativity in Multicultural Teams | Sujin Jang, INSEAD
- Language and Knowledge Processes in Multi-Cultural Teams Mary Zellmer-Bruhn, U. of Minnesota; Lingtao Yu, U. of Minnesota; Mary M. Maloney, U. of St. Thomas; Henrik Bresman, INSEAD
- The Role of Agents in Global Practice Transfer | Bobbi Thomason, Stanford U.; Pamela Hinds, Stanford U.; Sara Varlander, Stockholm U.; Brandi Pearce, U. of California, Berkeley

#### 1233 : (MC) MC Distinguished Speaker David Cooperrider

3:00pm - 4:30pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1233

### 1234 : (Paper Session) - (MED) Business School **Interventions & Improving Student Performance**

3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 1 Tweet this session: #AOM2014 1234

Chair: Jodi S. Goodman. West Virginia U.

- A three-wave study of the impact that the work-school interface has on job performance | Rebecca L Wyland, U. of Wisconsin, Eau Claire; Scott W Lester, U. of Wisconsin, Eau Claire; Rhetta Long Standifer, U. of Wisconsin, Eau Claire; Abraham Y. Nahm, U. of Wisconsin, Eau Claire
- Diversity and Participation in Helping Networks among MBA Students:Impact on Influence | Alison M. Konrad, U. of Western Ontario; Vaughan Radcliffe, Western U.; Duckjung Shin, U. of Western Ontario
- □ Impact of Writing Proficiency and Writing Center Participation on Academic Performance | Agnieszka Kwapisz, Montana State U.
- Learning rock climbing: Building a metaphor to tame fear of failure in young entrepreneurs | François Fourcade, ESCP Europe; Miruna Radu, Advancia; Veronique Tran, ESCP Europe

### **1235**: (Plenary) - (MH) Internationalizing the Management **History Division**

3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom A

Tweet this session: #AOM2014 1235

Chair: Stephanie Case Henagan, Louisiana State U All Academy members are invited to join the MH Division to discuss ideas to broaden the division's focus and membership, to network and form possible research partnerships, and to provide input on the future direction of the division. This session is designed to be an open forum for discussion and a networking opportunity across the Academy.

### **1236** ■: (Paper Session) - (MOC) Individual Decision Making

3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 1236

Chair: Martin Spraggon, American U. of Sharjah / ESE Business School (Chile)

- Decisions from Experience: How Groups and Individuals Adapt to Change | Tomás Lejarraga, Max Planck Institute for Human Development; José Lejarraga, IE U.; Cleotilde Gonzalez, Carnegie Mellon U.
- Error Prevention, Error Management, or Both? | Nicoletta G. Dimitrova, VU U. Amsterdam; Cathy Van Dyck, VU U. Amsterdam; Edwin A.J. van Hooft, U. of Amsterdam; Peter Groenewegen, VU U. Amsterdam
- De Gustibus (Non) Est Disputandum: From First Impression to Selection in Employment Interview | Liviu Florea, Washburn U.; Thomas W. Dougherty, U. of Missouri; Sorin Valcea, Washburn U.; Maria Riaz Hamdani, The U. of Akron
- ➡The Influence of Event Characteristics on Assessing Advisor Credibility and Advice-Taking | Hana Huang Johnson, U. of Washington; Michael D. Johnson, U. of Washington

### **1237 □**: (Paper Session) - (MOC) Creating a Shared Sense of Purpose: Leader Emotions and Communication

3:00pm - 4:30pm Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014 1237** 

Chair: Muhammad Umer Azeem, Johannes Kepler U.

Parameter Vision and Values | Andrew M. Carton, The Wharton School, U. of Pennsylvania; Chad Murphy, Pennsylvania State U.; Jonathan Clark, Pennsylvania State U.

### **Finalist for MOC Division Best Paper**

- How do leaders develop relational transparency?: The role of emotions and scripts. | **Peter J. Jordan**, Griffith U.
- ■When leader anger helps and when it hurts | Lu Wang, U. of New South Wales; Bo Shao, U. of New South Wales; Sai Lan, Peking U.
- ■How do leaders experience and manage social dynamics among organizational members? | Karan Sonpar, U. College Dublin; Ian J. Walsh, U. of Massachusetts Amherst; Federica Pazzaglia, U. College Dublin; Miranda Eng, Public Works and Government Services; Ali Dastmalchian, U. of Victoria

### 1238 ☐: (Paper Session) - (MOC) Strategy, CEO Characteristics and Managerial Decision-Making

3:00pm - 4:30pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1238

Chair: Benjamin M. Galvin, San Diego State U.

- Managerial Cognition and Slack Resources: Exploration and Exploitation in Research | Peter Teirlinck, KU Leuven; André Spithoven, Belgian Science Policy Office
- Essence of Strategic Surprise: Another Look At The Cuban Missile Crisis | Philippe Silberzahn, EM Lyon; Milo Jones, IE Business School
- ■The power of words: CEOs; psychological factors and CEO turnover types | Qingan Huang, City U.
- CEO decision-making under perceptions of threat: The influence of CEO narcissism and humility | Mujtaba Ahsan, San Diego State U.; Benjamin M. Galvin, San Diego State U.

## 1239 ☐ JS: (MOC, OB) Relationships, Relational Identification, Personal Identification: Similar yet Distinct Constructs?

3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 1239

Organizers: Kristie M Rogers, U. of Kansas; Beth Schinoff, Arizona State U.; Stephanie J Creary, Boston College Presenters: Kerry Roberts Gibson, Georgia Institute of Technology; Stephanie J Creary, Boston College; Beth Schinoff, Arizona State U.

Panelists: David M. Sluss, Georgia Institute of Technology; Blake E. Ashforth, Arizona State U.; Emily Heaphy, Boston U.

## 1240 ©→ ■JS: (MSR, ODC) Words, Presence, and Self-Compassion: Researching the Impact of Mindfulness at Work

3:00pm - 4:30pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1240

Discussants: Hilary Bradbury-Huang, Oregon Health and Sciences U.; Otto Scharmer, MIT Sloan

Coordinator: Kathryn Goldman Schuyler, Alliant International U. Waking Up at Work | Kathryn Goldman Schuyler, Alliant International U.; Susan Skjei, Naropa U.; Jyotsna Sanzgiri, Alliant International U.; Virpi Koskela, Lappeenranta U. of Technology; Lorna Cortes Urrutia, U. Adolfo Ibanez

Beyond Rehabilitation: Prison Hospice and the Future of Leadership | John Eric Baugher, U. of Southern Maine; Kandyce Powell, Maine Hospice Council & Center for End-of-Life Care

The Everyday Embodiment of Contemplative Leadership | **Kim Nolan**, The Dignity Foundation

Spiritual Intelligence, Self-Compassion, and Well-Being: Implications for Leaders and Organizations | Margaret Benedict-Montgomery, California School of Professional Psychology; Louis W. (Jody) Fry, Texas A&M U. - Central Texas

## 1241 ☐: (Paper Session) - (OB) Striving for Better Team Performance: The Influence of Team Characteristics and Team Environment

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1241

Chair: Travis Maynard, Colorado State U.

- The No Asshole Rule Revisited: How Interdependence and Emotional Stability Buffer Team Performance | Bret H. Bradley, U. of Oklahoma, Norman; John Edward Baur, U. of Oklahoma, Norman; Greg L Stewart, U. of Iowa; Christopher George Banford, U. of Oklahoma
- ☐ The Physical Environment and Action Team Performance: Evidence From NASCAR Pit Crews | Jonathan E. Miles, Michigan State U.; Donald E. Conlon, Michigan State U.
- ➡ ♥ Diversity and Performance in Teams: Evidence from 10 Seasons of German Soccer | Avner Ben-Ner, U. of Minnesota; John-Gabriel Joseph Licht, Carlson School of Management; Jin Park, Carlson School of Management
- ■Does Identity and Communication Affect Distribution Rules and Productivity of Self-Managed Teams? | Helia Marreiros, U. of Southampton

### **1242** ■: (Paper Session) - (OB) The Price of Negative Affect: What We Can Do

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1242

Chair: Michael S Christian, U. of North Carolina, Chapel Hill Personal Characteristics and the Affective Process at Work:

An Experience Sampling Study | Laura Venz, U. of

- Mannheim; **Myriam Kalde**, U. of Mannheim; **Sabine Sonnentag**, U. of Mannheim
- Daily Negative Moods, Service Sabotage, and Task Performance: The Moderating Roles of Controls | Nai-Wen Chi, National Sun Yat-sen U.; Huo Tsan Chang, National Changhua U. of Education; Hsien-Lier Huang, National Changhua U. of Education; I-An Wang, National Sun Yat-sen U.
- □ Harnessing the Power of Loneliness: A Social Functional Approach to Loneliness at Work | Deirdre Gobeille Snyder, U. of North Carolina, Chapel Hill
- Waking Up on the Wrong Side of the Bed, Ending up a Worse Day? Helping as a Moderator | Katrina Jia Lin, National U. of Singapore; Marilyn A. Uy, Nanyang Technological U.; Remus Ilies, National U. of Singapore

### 1243 🖃: (Paper Session) - (OB) Under Attack: Internal and External Sources of Distress

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1243

Chair: Tara Reich, London School of Economics

- Isolation and Embarrassment in Reaction to Daily Incidents of Workplace Incivility | Sandy Hershcovis, U. of Manitoba; Amy Christie, Wilfrid Laurier U.; Tara Reich, London School of Economics
- Taking a Closer Look at the Effects of Failure (and Success) on Self-Handicapping Behavior | Phyllis A. Siegel, Rutgers Business School; Katie R. Manley, Rutgers Business School; Shoshana Bass, Rutgers Business School
- ■HR Systems and Interpersonal Workplace Deviance A Dynamic Perspective | Erk Peter Piening, ESCP Europe; Torsten Oliver Salge, RWTH Aachen U.; Alina McCandless Baluch, U. of St Andrews: Tae-Youn Park, Vanderbilt U.
- ■Complementing 'Workplace Aggression' with 'Work-Life Aggression' | Jonathan Pinto, Imperial College London

## **1244** ☐: (Paper Session) - (OB) The Effects of Voice and Proactivity on Motivation

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1244

Chair: David L. McLain, State U. of New York at Oswego

- The Role of Rewards and Recognition in Increasing Customer Oriented Citizenship Behaviors | Guillermo Gustavo Wilches, U. of Waterloo; Scott Jeffrey, Monmouth U.
- □ Promotive and Prohibitive Voice Behaviors: The Role of Self-Regulation | Szu-Han Lin, Michigan State U.; Russell E. Johnson, Michigan State U.
- ■What Makes Employees Proactive? Integration of Proactive Personality within Approach/Avoidance Model | Shereen Fatimah, Pennsylvania State U.; Lance Ferris, Pennsylvania State U.
- Pathways to Training Transfer: Proactive Transfer Behaviour and Hope at Work | Ramon Wenzel, U. of Western Australia

### 1245 =: (Paper Session) - (OB) More Creativity Wanted? Mobilize the Leader First

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1245

Chair: Jie Feng, U. of Wisconsin, Madison

The Right Amount of Ethics Inspires: A Cross Level Investigation of Employee Creativity | **Jie Feng**, U. of

- Wisconsin, Madison; **Xiao Han**, Xi'an Jiaotong U.; **Xinmei Liu**, Xi'an Jiaotong U.; **Lu Song**, Xi'an Jiaotong U.
- Stuck in the Middle: Crafting Roles in Dual Leadership

  Structures | Joris J. Ebbers, U. of Amsterdam; Nachoem M.

  Wijnberg, U. of Amsterdam
- ■Unpacking Individuals' Psychological Bonds to Creative Action: Insights for Leader Support | Robert Litchfield, Washington and Jefferson College
- ■The Role of Supervisor Support in Creative Networks | Maartje E. Schouten, Erasmus U. Rotterdam; Christina E. Shalley, Georgia Institute of Technology; Daan van Knippenberg, Erasmus U. Rotterdam

### **1246 □**: (Paper Session) - (OB) **Broadly Looking at Workplace Stress**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 1246

Chair: Stuart Daniel Sidle, U. of New Haven

- Occupational Stress: Considering the Complex Interplay of Sex, Gender and Job Roles | Shannon L. Rawski, U. of Arkansas; Emilija Djurdjevic, U. of Rhode Island; Leah D Sheppard, Washington State U.
- Sense of Control, Job Stress, and Well-Being: A Longitudinal Examination of Older U.S. Workers | Mengqiao Liu, Wayne State U.; Alyssa K. McGonagle, Wayne State U.; Gwen Fisher, U. of Michigan
- An Experience Sampling Study on the Role of Coping with Challenge and Hindrance Stressors at Work | Stefan Razinskas, LMU Munich; Julia Backmann, LMU Munich; Matthias Weiss, LMU Munich; Martin Hoegl, LMU Munich
- From Combat to Khakis: An Examination of Job Stress with Veterans | Charn Patrick McAllister, Florida State U.; Jeremy D. Mackey, Florida State U.; Kaylee Hackney, Florida State U.; Pamela L. Perrewe, Florida State U.

### **1247** □: (Paper Session) - (OB) Like Sands Through the Hourglass: Spending Time Strategically

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 302 Tweet this session: #AOM2014 1247

Chair: Abbie J. Shipp, Texas Christian U.

- State Temporal Focus in Organizations and Mindfulness Meditation as an On-The-Spot Intervention | Andrew Hafenbrack, INSEAD
- Making Good Things Last Longer: Savoring and the Relationship Between HRM and Employee Outcomes | Filipa Castanheira, NOVA School of Business and Economics; Joana S. Story, NOVA School of Business and Economics
- ■I Have a Dream but Ought to Do Something Else: Time Allocation to Prevention and Promotion Goals | Michal Milka Schodl, The Hebrew U. of Jerusalem; Dina Van Dijk, Ben Gurion U. of the Negev

# 1248 ☐: (Paper Session) - (OB) Looking Up and Looking Around: The Influence of Leaders and Peers on Employee Feedback Seeking

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1248

Chair: Laura Elizabeth Marler, Mississippi State U.

■ The Presence of a Feedback-Seeking Role Model in Promoting Employee Feedback Seeking | Jing Qian, Beijing

- Normal U.; Zhuo Han, Beijing Normal U.; Bowen Tian, Beijing Normal U.; Yao Xu, Beijing Normal U.
- ₽ The Power of Peers: Antecedents and Outcomes of Peer Feedback Seeking Behavior. | Katleen De Stobbeleir, Vlerick Business School; Susan J. Ashford, U. of Michigan
- → Perceived Constructiveness and Timing of Supervisor Performance Feedback and Work Performance | Bard Kuvaas, BI Norwegian Business School; Robert Buch, Norwegian School of Sport Sciences; Anders Dysvik, BI Norwegian Business School
- The Stability and Development of Feedback Orientation Over Time: A Qualitative Study | **Noelle B Frantz**, The U. of Akron

#### 1249 : (Paper Session) - (OB) Authentic Leadership: New Insights and Methods

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 304 Tweet this session: #AOM2014 1249

Chair: Matthew Quade, Baylor U.

- ■Valuing Benevolence or Power? The Joint Effects of Authentic Leadership and Leaders' Values | Yuanmei Qu. U. of Miami; Mi Zhou, Xi'an Jiaotong U.; Marie T. Dasborough, U. of Miami; Gergana Todorova, U. of Miami
- <sup>®</sup> Does It Help to Show the Real Me? How Authentic Leadership Impacts Evaluations of Women Managers Susanne Braun, Ludwig Maximilians U. / Technische U. München; Dieter Frey, Ludwig Maximilian U. of Munich
- Mindfulness Meditation as Antecedent of Authentic Leadership: A Qualitative Approach | Adam Austen Kay, U. of British Columbia
- A Multilevel Investigation of Authentic Leadership as an Antecedent to Helping Behavior | Giles Hirst, Monash U.; Fred O. Walumbwa, Florida International U.; Samuel Aryee, King's College London; Ivan Destian Butar Butar, Monash U.

### **1250** ■: (Paper Session) - (OB) Why Do I Trust You? Insight into Conditions and Nature of Trust in **Organizations**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 305 Tweet this session: #AOM2014 1250

Chair: Bart A. de Jong, VU U. Amsterdam

- ☐ Configurations of Interpersonal Trust in Peer Relationships Anja Iseke, U. of Paderborn
- An Investigation of the Effects of Face Trustworthiness on Perceptions of Justice | Brian C. Holtz, Temple U.
- ■Trusted by Supervisor: Feeling Obligated or Engaged? I Hui Li, Chinese U. of Hong Kong; Dora C. Lau, Chinese U. of Hong Kong
- Multi-Facets of Trust and Employee Outcomes: Trust in Supervisor, Felt Trust, and Mutual Trust | Tae-Yeol Kim. China Europe International Business School; Jie Wang, Nottingham U. Business School China; Junsong Chen, China Europe International Business School

#### 1251 : (Paper Session) - (OB) Drivers and Outcomes of Volitional Behavior: The Power of Perception

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1251

Chair: Jonathan E. Keeney, U. of North Carolina, Chapel Hill

■ In the Eye of the Beholder: A Multi-Stakeholder Perspective of Discretionary Work Behaviors | Clair Reynolds, Saint

- Louis U.; Mindy K. Shoss, Saint Louis U.; Dustin K. Jundt, Saint Louis U.
- Do All Employees Engage in Citizenship Behaviors for the Same Motives? | Sherwin Ignatius Chia, Nanyang Technological U.; Chi-Yue Chiu, Nanyang Technological U.
- Pa Interpersonal Citizenship Behaviors (ICB): The Role of ICB Attitude and Members' Prototypicality | Alberto Monti, Bocconi U.; Massimo Bergami, U. of Bologna
- I Have Unlucky Days, Too: Bad Luck Reduces Psychological Distance and Increases Prosocial Behavior | Sreedhari D. Desai, U. of North Carolina; Jonathan E. Keeney, U. of North Carolina, Chapel Hill

### **1252** $\sqsubseteq$ : (Paper Session) - (OB) Reaching for the Stars: Understanding Antecedents and Outcomes of the Change in Social Status

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1252

Chair: P. D. Harms, The U. of Nebraska-Lincoln

- ☐ Predicting Leader Role Occupancy: A Functional Leadership Approach | Lauren D'Innocenzo, U. of Connecticut; Michael Kukenberger, Rutgers U.; John Mathieu, U. of Connecticut
- Exploring the Changing Effects of Individual Differences on Social Status | Wonho Jeung, Korea National Defense U.; P. D. Harms, The U. of Nebraska-Lincoln
- ₽ A (Moral) Virtue Theory of Status Attainment in Human Social Hierarchies | Feng Bai, U. of Toronto
- ₩ When Does Power Disparity Help? The Role of Leader Competence and Task Complexity | Murat Tarakci, Erasmus U. Rotterdam

#### 1253 : (Paper Session) - (OB) Why Do Employees Leave? **New Insights Into the Causes and Contexts**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1253

Chair: Irene Nikandrou, Athens U. of Economics and Business 'Should I Stay Or Should I Go?' Context Moderates Whether Thriving Employees Turnover | Emily Li-Peng Chew, U. of

New South Wales; Catherine G. Collins, U. of New South Wales

- ■If You've Got Leavin' on Your Mind: Validation of Inadvertent Behavioral Cues of Voluntary Turnover | Timothy Gardner, Utah State U.; Steve Hanks, Utah State U.
- Turnover Intentions and Turnover: The Moderating Role of Dispositional Affectivity | Charles H Ritter, Ohio U.; Justin D. Purl, Ohio U.; Rodger Griffeth, Ohio U.; Xiaofei Li, Ohio U.; Leah Halper, Ohio U.; Kathleen E. Hall, Ohio U.
- → ■A Multilevel Model of Top Management Diversity, Empowering Leadership and Middle Managers' Turnover | Amy Y. Ou, National U. of Singapore; Dongwon Choi, National U. of Singapore; Jungmin Seo, Arizona State U.

#### **1254** ■: (Paper Session) - (OB) Our Own Worst Enemy: How We Harm and Help Ourselves

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 404 Tweet this session: #AOM2014 1254

Chair: Laura M. Little, U. of Georgia

Evidence for the Differential Effects of Self-Initiated vs. Organization-Imposed Overload | Yitzhak Fried, Syracuse U.;

- **Gregory Allen Laurence**, U. of Michigan, Flint; **Steffen P. Raub**, Ecole hôtelière de Lausanne
- Po Too Much of a Good Thing: The Effect of Contingency of Self-Worth on Goal Setting | Xi Chen, New York U.
- Pa ☐ The Joint Effects of Perspective Taking and Proactive Personality on Customer Service Performance | Yuanyuan Huo, Hong Kong Baptist U.; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong
- Onboard with an Alcohol-Focused Work-Style? An Examination of Newcomer Emergent Behavior Patterns | Songqi Liu, Pennsylvania State U.; Peter A. Bamberger, Tel Aviv U.; Mo Wang, National Science Foundation; Junqi Shi, Sun Yat-sen U.; Samuel Bacharach, Cornell U.; Robert Melloy, Pennsylvania State U.

### 1255 🖃: (Paper Session) - (OB) The Costs and Benefits of Emotional Governance

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 1255

Chair: Michael A Daniels, Singapore Management U.

- → ■Linking Emotion Regulation to Adaptive Selling Behaviors: The Role of Climate of Authenticity | Mei-Ling Wang, Tamkang U.; Min-Shi Liu, Soochow U.
- ₽ Linking Emotion Recognition and Income: An Examination of the Interpersonal Mechanisms | Andreas Wihler, U. of Bonn; Tassilo Momm, U. of Bonn; Jochen I. Menges, U. of Cambridge; Gerhard Blickle, U. of Bonn
- The Cost of a Poker-Face: Consequences of Self-Regulation on Emotion Recognition | Adam Wood, U. of Southern California
- Mental Construal and Perceived Job Control as Antecedents of Emotional Labor and Well-being | Michael A Daniels, Singapore Management U.; Gary Greguras, Singapore Management U.; Jennifer Zophy Gillespie, U. of South Florida, Sarasota-Manatee

### **1256** ☐: (Paper Session) - (OB) Acknowledging and Measuring Individual Differences at Work

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 1256

Chair: Jason L. Huang, Wayne State U.

- □ A Meta-Analysis of the Relationship between General Mental Ability and Attitudes | Erik Gonzalez-Mule, U. of Iowa; Kameron Carter, U. of Iowa; Michael K Mount, U. of Iowa
- ☐ Firing on Different Cylinders: How Context Cues Activate Different Dimensions of Conscientiousness | Sophia Soyoung Jeong, Chinese U. of Hong Kong; Daniel L. Morrell, Middle Tennessee State U.; Audrey Korsgaard, U. of South Carolina
- A Mediated Moderation Model of Personality,
  Self-Monitoring and OCB | Jonathan Shaffer, West Texas
  A&M U.; Andrew Li, West Texas A&M U.; Jessica Bagger,
  California State U. Sacramento
- ■Development and Validation of a Comprehensive Needs Measure | Vickie Coleman Gallagher, Cleveland State U.; Rachel Frieder, Old Dominion U.; Karen L. Dragish, Cleveland State U.; Matthew Valle, Elon U.

## 1257 🗏 🖑 JS: (OB, GDO, CAR) Shining a Light on Overlooked and Understudied Workers in Work-Family Research

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1257

Chairs: Samantha C. Paustian-Underdahl, Florida International U.; Elizabeth M Boyd, Indiana U.-Purdue U. Indianapolis

Discussant: Ellen Ernst Kossek. Purdue U.

Low Resources, Low Demands: Fast Food Jobs and Work Family Conflict | Elizabeth M Boyd, Indiana U.-Purdue U. Indianapolis; Leslie Ashburn-Nardo, Indiana U.-Purdue U. Indianapolis; Morgan Jones, Indiana U.-Purdue U. Indianapolis; Courtney Laughman, Indiana U.-Purdue U. Indianapolis; Nathan Schultz, Indiana U.-Purdue U. Indianapolis

Work-Life Management in Boundaryless Work: An Examination of Mompreneurs | **Danna Greenberg**, Babson College; **Wendy Marcinkus Murphy**, Babson College

Senior Executives' Boundary Management and Work-Family Conflict: Do Organizational Supplies Matter | Samantha C. Paustian-Underdahl, Florida International U.

Developing Occupational and Family Resilience in U.S.

Migrant Farm Workers | Ellen Ernst Kossek, Purdue U.; Lisa
Burke, Purdue U.

### 1258 ⊒JS: (OB, HR) Ethical Leadership: Distinguishing Leaders from the Context on Ethical Behavior

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1258

Chair: Paul J Hanges, U. of Maryland Discussant: Marcus W. Dickson, Wayne State U.

How Breached Obligations, Isolation, and Fairness Shape Ethical Leadership Perceptions | Craig D. Crossley, U. of Central Florida; Maribeth Kuenzi, Southern Methodist U.; Ronda R. Callister, Utah State U.

- Ethical Climate or Ethical Leaders: Does Alignment Matter? | Rabiah Sahara Muhammad, U. of Maryland; Joo Y. Park, U. of Maryland; Paul J Hanges, U. of Maryland
- In Good Conscience: Ethical Leadership and Employee Ethical Mindfulness | Scott B. Dust, Eastern Kentucky U.; Christian J. Resick, Drexel U.

## 1259 SHCS: (OB, MED, HR) Writing about Goals Enhances Academic Performance and Aids Personal Development

3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 1259

Chair: Edwin A. Locke, U. of Maryland

Discussant: Dominique Morisano, Centre for Addiction and Mental Health / U. of Toronto

Coordinator: Michaéla C. Schippers, Erasmus U. Rotterdam Enhancing Student Retention and Academic Performance:

The Effects of Guided Reflection on Goals | Michaéla C. Schippers, Erasmus U. Rotterdam; Ad Scheepers, Erasmus U. Rotterdam; Dominique Morisano, Centre for Addiction and Mental Health / U. of Toronto; Edwin A. Locke, U. of Maryland; Jordan Peterson, U. of Toronto

A brief goal-setting intervention closes both the gender and minority achievement gap | Michaéla C. Schippers, Erasmus U. Rotterdam; Ad Scheepers, Erasmus U. Rotterdam

ReflectiveGoalSettinganditsImpactonPersonal Development | Cheryl Travers, Loughborough U.

Investigating the On-going Impact of a Goal-Setting
Intervention | Cheryl Travers, Loughborough U.; Raymond
Randall, Loughborough U.; Alistair Cheyne, Loughborough U.
MED Best Symposium in Management Education and
Development Award sponsored by McGraw Hill/Irwin for the
symposium that offers the most significant contribution to
advance management education and development.

### **1260** ■ SHCS: (OB, MOC, OMT) A Time for Change: Dynamic Approaches to Group Dynamics

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1260

Organizers: Andrew P. Knight, Washington U. in St. Louis; Colin M. Fisher, Boston U.

Discussant: Matthew A. Cronin, George Mason U.

- Conceptualizing emergent states: A strategy to advance the study of group dynamics | Mary J. Waller, York U.; Gerardo Okhuysen, U. of Utah; Marzieh Saghafian, Schulich School of Business
- Using recurrence analysis to understand group dynamics | Andrew P. Knight, Washington U. in St. Louis
- New beginnings: The influence of temporal structure on team learning and performance | **Kenneth Goh**, Ivey School of Business; **Colin M. Fisher**, Boston U.; **Amy Sommer**, HEC Paris
- The causes and consequences of leadership structure schema convergence in groups | Jennifer D. Nahrgang, Arizona State U.; Daniel Scott DeRue, U. of Michigan

### **1261**: (Paper Session) - (OCIS) Making Meaning through Language

3:00pm - 4:30pm Pennsylvania Convention Center: Room 110 B Tweet this session: **#AOM2014 1261** 

Discussant: Edward C. Brewer, Appalachian State U.

- Paradibility and Defamiliarization in Strategic Plans: A Narrative Analysis | Isabelle Piette, HEC Montreal; Linda Rouleau, HEC Montreal; Joelle Basque, HEC Montreal
- ■Language Abstraction in Marketing Communication: Online Reviews of Product Failure Context | Varsha Verma, Indian Institute of Management Ahmedabad
- ➡The Vocabulary Structure of Management Science: The Power of Words | Efe Aksuyek, ETH Zurich; Diego Ardila, ETH Zurich; Boris Battistini, ETH Zurich; Fredrik Hacklin, ETH Zurich; Stefan Haefliger, City U. London
- Words of Others: A Mixed-Effects Analysis of Forwarding in Social Media | Amit Das, Qatar U.; Shobha S. Das, Qatar U.; Jennifer L. Ziegelmayer, Qatar U.

### **1262**: (Paper Session) - (OCIS) Information Technology Impacts in the Public Sphere

3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 1262

Discussant: Gamel O. Wiredu, Ghana Institute of Management and Public Administration (GIMPA)

- Reviewing the Role of Media Attributes in Mobilizing Protest Participation | Tijs Adriaan Van Den Broek, U. of Twente; Michel Ehrenhard, U. of Twente
- → Designing for Food Security: Expansion of Capabilities through the COREPDS in Chhattisgarh, India | Prashant

- Rajan, Saint Louis U.; Shweta Chopra, Purdue U.; A.K. Somasekhar, NIC Chhattisgarh State Centre; Chad Laux, Purdue U.
- Organizational Antecedents of Social Media Adoption in Public Administration | Christian Pieter Hoffmann, U. of St. Gallen; Christoph Lutz, U. of St. Gallen; Miriam Meckel, U. of St. Gallen
- A Framework for Creating IT Shared Services: Lessons from the Public Sector | Tonya Cullen, U. of Ulster; Ronan McIvor, U. of Ulster; Martin McCracken, U. of Ulster

### 1263 : (Plenary) - (ODC) Distinguished Speaker: Gareth Morgan

3:00pm - 4:30pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 1263

### 1264 🖃: (Paper Session) - (OM) Chan Hahn Best Paper nominees

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1264

Papers nominated for the OM Division's annual Chan Hahn best paper award

Chair: Adegoke Oke, Arizona State U.

- The Impact of Purchasing Strategy-Structure (Mis)fit on Purchasing Cost and Innovation Performance | Melek Akin Ates, Erasmus U. Rotterdam; Erik van Raaij, Erasmus U. Rotterdam; Finn Wynstra, Erasmus U. Rotterdam
- ™ Managing Contract Manufacturer Quality when Product Testability is Low | John Gray, The Ohio State U.; Sean Handley, Notre Dame
- ₩ ₩ And how industrial suppliers integrate upstream supply chain management and downstream marketing | Kai Foerstl, EBS Business School; Thomas Leppelt, Friedrich-Alexander-U. Erlangen-Nuremberg; Evi Hartmann, U. of Erlangen, Nuremberg
- Pa An evaluation of U.S. consumer perceptions of controversial global sourcing practices | Robert Bregman, U. of Houston; Xiaosong (David) Peng, U. of Houston; Wynne W Chin, U. of Houston

### 1265 ☐: (OM) Service Innovation Research: Towards Integration and Rigor

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 408 Tweet this session: #AOM2014 1265

Chair: Alexander S. Alexiev, VU U. Amsterdam

Participants: Kathrin M Moeslein, U. of Erlangen-Nuremberg; Ivanka Visnjic, ESADE Business School; Aija E. Leiponen, Cornell U.; Veronica Martinez, U. of Cambridge

### 1266 € ☐: (Paper Session) - (OM) Inventory Control And Order Management

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 409

Tweet this session: #AOM2014 1266
Chair: Mauro Sampaio FFI II

- Chair: Mauro Sampaio, FEI U.
- Aligning Order Picking Methods, Incentives and Regulatory Focus to Increase Picking Performance | Jelle De Vries, Erasmus U. Rotterdam; Rene B.M. de Koster, Erasmus U. Rotterdam; Daan Stam, Erasmus U. Rotterdam
- Managerial response to stockouts: the effect of remedies on consumer behavior | Mauro Sampaio, FEI U.

- ■Duplicated Material Records Identification in ERP Systems: A Data Quality Improvement Framework | Wei Zong, Xi'an Jiaotong U.
- ☐ The Impact of Remanufacturing on Total Inventory Cost and Order Variance | Adnan Corum, Bahcesehir U.; Ozalp Vayvay, Marmara U.; Erkan Bayraktar, Bahcesehir U.

### **1267** ☐: (Paper Session) - (OMT) Institutional Complexity and Pluralism

3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 1267

Chair: John Matthew Amis, U. of Edinburgh Business School

- Institutional pluralism, stakeholder sensegiving, and organizational responses | Feibo Shao, Oklahoma State U.; Xiaoping Zhao, U. of Pittsburgh
- ■Institutional Complexity and the Embedded Logics of Public School Reform | Ebony N. Bridwell-Mitchell, Harvard U.; David G Sherer, Harvard U.
- ■Shifting Logics: Erosion of Appropriateness and Knowledge Uptake of Rules | Martin Schulz, U. of British Columbia; Kejia Zhu, U. of British Columbia
- Sociomaterial Negotiation of Conflicting Institutional Logics at the Swedish Migration Board | Lotta Hultin, Stockholm School of Economics; Magnus Mähring, Stockholm School of Economics

## 1268 ☐: (Paper Session) - (OMT) Getting Down to the Nitty Gritty: Organizational Ethnography and the Meaningfulness of Organizational Life

3:00pm - 4:30pm Pennsylvania Convention Center: Room 109 B Tweet this session: **#AOM2014 1268** 

Tweet this session: #AUM2014 1268

Chair: Brandon H. Lee, Melbourne Business School

- Pu→ When Times Collide. Temporal Brokerage at the Intersection of Markets and Development | Juliane Reinecke, U. of Warwick; Shaz Ansari, U. of Cambridge Winner of the OMT Division Best International Paper Award
- When Coordination Creates Interdependencies. A
  Processual View of a Large Construction Project | Fabio
  James Petani, U. of Lugano; Jeanne Mengis, U. of Lugano
- ■Commitment Traps in Winner-Take-All Labor Markets: An Investigation of Stand-Up Comedy | Patrick Reilly, UCLA
- Pa-Generalist-Specialist Jurisdiction and Work Boundaries: An Ethnography of Hospitalist Integrators | Mariam Lisa Krikorian, U. of Southern California

### 1269 ⊟: (Paper Session) - (OMT) What's Going on in the Boardroom?: TMTs and Firm Performance

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 1269

Chair: Matthew W. McCarter, The U. of Texas at San Antonio CFO dismissal: The role of macro vs. micro-level performance measures and external constituents | Malte Schulmeyer, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Tobias Knobl, RWTH Aachen U.

Cohesion and Task Engagement Affect the Top Team Outside Directorships-Firm Performance Relationship | Amanda Ferguson, Northern Illinois U.; Margaret Ormiston, London Business School; Elaine M. Wong, U. of Wisconsin, Milwaukee

- → ®Top Management Team Faultlines and Firm
  Performance: Moderating Effects of CEO characteristics |
  Dimitrios Georgakakis, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen
- Po ☐ Competing from the board room: How the board affects a firm's competitive dynamics | Michael C. Withers, Texas A&M U.; David Sirmon, U. of Washington; Chris Tuggle, The U. of Nebraska-Lincoln; Christina M. Carnes, Texas A&M U., College Station

#### **Finalist for Best Paper Award**

### **1270** ☐: (Paper Session) - (OMT) The Practice and Politics of Categorization

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 1270
Chair: Candace Jones, Boston College

- ☐Is transparency a value on OTC markets? Challenging industry registers to escape categorization. | Isabelle Huault, U-Paris Dauphine; Hélène RAINELLI WEISS, EM Strasbourg Business School
- Label emergence in a nascent market category:
  Environmental influence on producers' label use | Jessica
  Burshell, U. of Toronto; William G. Mitchell, U. of Toronto
- The Limits of Reflected Glory: Effects of Product Name Similarity in the U.S. Network TV Programs | Olga Khessina, Cornell U.; Samira Reis, U. Carlos III de Madrid

## 1271 ☐: (Paper Session) - (OMT) Attention, Cliques and Trust: Multiple Perspectives on Organizational Effectiveness

3:00pm - 4:30pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1271

Chair: Amir Sasson, BI Norwegian Business School

- → Substitutive vs. additive attention to demands explaining unequal practice implementation in MNEs | Anne Jacqueminet, HEC Paris; Rodolphe Durand, HEC Paris
- ☐ Is selective attention always beneficial? | Thomas Keil, U. of Zurich; Markus Lang, U. of Zurich; Dirk Martignoni, U. of Zurich
- Collectivist Analysis of Adaptive Leadership, Interaction, and Cliques on Organizational Capacity | Russ Marion, Clemson U.; Craig Schreiber, Lenoir-Rhyne U.; Hans Klar, Clemson U.; Jon Christiansen, Clemson U.; Kenyae Reese, Clemson U.
- □ Effects of interpersonal trust, corporate sustainability and propensity to trust on impersonal trust | Francesco Pepi, Politecnico di Milano; Stefano Vitale, Politecnico di Milano; Marco Guerci, U. degli Studi di Milano; Francesca De Battisti, The U. of Milan; Elena Siletti, The U. of Milan; Giovanni Radaelli, Politecnico di Milano

# 1272 ☐SHCS: (OMT) Virtual Collective Production: Questions, Pitfalls and Possibilities for Organization Theory

3:00pm - 4:30pm Pennsylvania Convention Center: Room 202 A Tweet this session: #AOM2014 1272

Organizers: Ming D. Leung, U. of California, Berkeley; Andreea Daniela Gorbatai, U. of California, Berkeley

Discussant: Glenn R Carroll, Stanford U.

Allocation of Expert Attention in Collective Production: Evidence from Wikipedia | **Andreea Daniela Gorbatai**, U. of California, Berkeley

How Controversy Drives Novelty in the Collective Production of Movie Reviews | Ming D. Leung, U. of California, Berkeley; Jue Wang, Renmin U. of China

Signature Products, Product Proliferation, and Audience Appeal in Microbrewery Reviews | Cameron Verhaal, Tulane U.

Using Online Reviews for Management Research: Should Researchers Worry About Self-selection? | Balazs Kovacs, U. of Lugano

#### **Finalist for Best Symposium Award**

## 1273 : (Paper Session) - (OMT) Symbols, Categories and Narratives: Approaches to Studying Meaning in Organizational Processes

3:00pm - 4:30pm Pennsylvania Convention Center: Room 202 B Tweet this session: **#AOM2014 1273** 

Chair: Judith A Holton, Mount Allison U.

 □ Categorical Stigma and Firm Behavior: Nuclear Power Generation in the U.S., 1970-2000 | Alessandro Piazza, Columbia Business School; Fabrizio Perretti, Bocconi U.

Birds of a Feather - Management Knowledge as Interlocking Vocabularies | Markus A. Höllerer, U. of New South Wales; Dennis Jancsary, WU Vienna; Vitaliano Andrea Barberio, WU Vienna; Renate Elisabeth Meyer, WU Vienna

₽ ■ Betting on Football to Induce Change: An Examination of an Antenarrative Journey to Narrative Glory | David Petla Moura, Florida Atlantic U.; Bryant A. Hudson, Florida Atlantic U.

■Turning Back the Clock in Baseball: Crises of Commitment and Symbolic Value of Inferior Technologies | Oliver Hahl, Carnegie Mellon U. - Tepper School of Business

# 1274 ☐: (Paper Session) - (OMT) Risk, Fear and Safety: Understanding How Actors Deal With Uncertainty in Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1274

Chair: Joseph Broschak, U. of Arizona

₽ Resisting or Governing Risk? Professional Struggles and the Regulation of Safe Science | **Joelle Evans**, HEC Paris

### Finalist for Pondy Award

→ ■ Ripples of Fear: The Diffusion of a Bank Panic |
Henrich R. Greve, INSEAD; Ji-Yub Jay Kim, INSEAD; Daphne
Teh, INSEAD

■Risk-Taking as a Contingent Signal of Future Performance | Joon Nak Choi, Hong Kong U. of Science and Technology; Xin Wang, Hong Kong U. of Science and Technology

■ Social Comparison of Top Management Wealth, Environment, and Risk-Taking: A Growth Modeling Analysis | Elizabeth Lim, Georgia State U.

### **1275** ■ JS: (OMT, OB) Exploring Central Questions in Organizational Wrongdoing: A Micro/Macro Approach

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1275

Organizers: Lily Morse, Carnegie Mellon U.; Brandy Aven, Carnegie Mellon U.; Evelyn Zhang, Carnegie Mellon U.

When is Organizational Behavior Wrongful? Attributing Fault in Fatal Agricultural Accidents | **Donald A Palmer**, U. of California, Davis

Paying Attention to Misconduct: The Impact of Regulation on Reactions to Firm Misconduct | **Jo-Ellen Pozner**, U. of California, Berkeley; **Colleen H Stuart**, Johns Hopkins U.

(Un)Forgettable? When organizational wrongdoing leads to stigmatization | Brian Seongyup Park, INSEAD; Michelle Rogan, INSEAD

When Social Relations Promote Malfeasance: A Study of Bank-Auditor Relationships | Lily Morse, Carnegie Mellon U.; Brandy Aven, Carnegie Mellon U.; Evelyn Zhang, Carnegie Mellon U.

The Role of Ethical Infrastructure, Construal Level, and Planned Behavior on Whistle Blowing | Abhijeet K. Vadera, Indian School of Business; Ann Tenbrunsel, U. of Notre Dame; Kristina Diekmann, U. of Utah

## 1276 ☐ ♥JS: (OMT, OB, GDO) The Role of Powerful Women for Reshaping Organizations and Professional Labor Markets and Practices

3:00pm - 4:30pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1276

Organizers: Mabel Abraham, MIT Sloan; Jamie J. Ladge, Northeastern U.

Discussant: Julia Kirby, Harvard Business Review Participants: Michelle Duguid, Washington U. in St. Louis; Timothy Hoff, Northeastern U.; Bruce Kogut, Columbia Business School; Kathleen L. McGinn, Harvard U.; Susan Perkins, Northwestern U.; Gary N. Powell, U. of Connecticut

## 1277 ■JS: (OMT, TIM, ONE) The More the Merrier: Integrating Civil Society and the State in Innovation Research

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1277

Chairs: Ivana Katic, Columbia Business School; Jocelyn M.

Leitzinger, U. of Wisconsin, Madison

Discussant: Hayagreeva Rao, Stanford U.

A Theory of Sociocultural Munificence: How Norms Impact the Survival of Hybrid Social Entrepreneur | Jeffrey G. York, U. of Colorado, Boulder; Michael Conger, U. of Colorado, Boulder; David R. Hekman, U. of Colorado; Siddharth Vedula, U. of Colorado, Boulder

Here Comes the Sun: the Adoption of Photo Voltaic Technology in the United States, 1996-2012 | Ion Bogdan Vasi, Columbia U.; Sarah A Soule, Stanford U.

Institutional Change through Market Reforms and Its Effects on Entrepreneurship in China | **Chuck Eesley**, Stanford U.

Technology Definitions and Entrepreneurship in the U.S. Geothermal Power Sector | Shon R Hiatt, Harvard U.; Sangchan Park, National U. of Singapore

## 1278 ☐ SHCS: (ONE, SIM, OMT) After Greenwashing: New Directions on the Symbol and Substance of Environmental Responsiveness

3:00pm - 4:30pm Pennsylvania Convention Center: Room 108 A Tweet this session: #AOM2014 1278

Chair: Jorge Rivera, George Washington U.

Participants: Frances E Bowen, Queen Mary U. of London; John M Jermier, U. of South Florida; Linda Forbes, Western Connecticut State U.; Magali Delmas, U. of California, Los Angeles; Mike Toffel, Harvard U.

### 1279 🖃: (Paper Session) - (PNP) Performance in Public and Nonprofit Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 125

Tweet this session: #AOM2014 1279

Chair: Bradley E. Wright, U. of Georgia

- Ambidexterity in Academia: A Multilevel Analysis of Determinants of Research Performance | Sebastian Kobarg, Technical U. Munich; Jutta Wollersheim, Technical U. Munich; Isabell Melanie Welpe, Technical U. Munich
- Founder-CEO & Board of Director Influence on Nonprofit Organizational Performance | **Skylar Rolf**, The U. of Nebraska-Lincoln
- → The Use of Performance Information in Public Sector Organizations: How Much or What For? | Pietro Micheli, U. of Warwick; Andrey Pavlov, Cranfield School of Management
- ■Performance in the Public Sector: A Look at Federal Improper Payment Rates | Justin B Bullock, Texas A&M U.

### **1280** ☐: (Paper Session) - (RM) Advances and Challenges in Ethnography

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 1280

Chair: Janet E. Salmons, Capella U.

- Organizational Multi-Sited Ethnography: Challenges and Strategies in Management Research | Lara Pecis, The U. of Warwick
- → □ Crisis Ethnography: Reflections on the Tunisian Revolution | Hèla Yousfi, U-Paris Dauphine; Chahrazad Abdallah, U. of London, Birkbeck
- → Conducting Global Team-based Ethnography: Methodological Challenges and Reflections | Paula Jarzabkowski, Cornell U.; Rebecca Bednarek, Cass Business School, City U. London; Laure Cabantous, Cass Business School, City U. London

# 1281 ☐ SHCS: (RM, OB) Statistical Control in Organizational Research: An Update, Analysis, & Discussion of Next Steps

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence D

Tweet this session: #AOM2014 1281

Chair: Thomas E Becker, U. of Delaware

Participants: Guclu Atinc, Drake U.; James A. Breaugh, U. of Missouri-St. Louis; Kevin Carlson, Virginia Tech; Jeffrey R. Edwards. U. of North Carolina

### **1282** ☐: (Paper Session) - (SAP) Strategizing Processes: Change, Renewal and Management Involvement

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2

Tweet this session: #AOM2014 1282

Chair: Veronique Ambrosini, Monash U.

Discussant: A. Paul Spee, The U. of Queensland, Australia

Farategic change: A dynamic perspective on the framing strategic initiatives | Winston Kwon, Lancaster U.; Julia Balogun, U. of Bath; Eero Vaara, Hanken School of Economics

- Business Model Design as a 'Patchwork Quilt': The Role of Local Social Identity in Imitation Choices | Olga I. Ryazanova, U. College Dublin; Padraig O'Donnell, Midlands 103 FM; Peter McNamara, National U. of Ireland Maynooth
- Away from the Top: Exploring Strategic Leadership in an Emergent Strategic Initiative Process | A Erin Bass, U. of Nebraska Omaha; Ivana Milosevic, U. of Wisconsin, Oshkosh
- Sensegiving of Top Managers in Fast Strategic Change | Shenghui Ma, U. of Zurich; Chunhua Chen, South China U. of Technology; Zhoutao Cao, South China U. of Technology

### 1283 ♥ 届: (Paper Session) - (SAP) Strategy Tools I: Diverse Tools

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 1283

Chair: Winston Kwon, Lancaster U.

- Studying Strategy Practices with Visual Tools: From Every-Day Strategizing to Organizational Effects | Jennifer Whyte, U. of Reading; Alice Comi, U. of Reading
- → Sustained use of strategic tools: the perceived usefulness of stress testing | Nina Andreeva, U. of Cambridge
- Constructing Vision with Scenario Planning | Terry R Schumacher, Rose-Hulman Institute of Technology
- ☐ The Effects Of Formal And Informal Strategy Practices On Firm Performance | Linda Alanen, Aalto U.; Mikko Rönkkö, Aalto U.; Olli-Pekka Mutanen, Aalto U.; Mona Roman, Aalto U.

### **1284**: (Paper Session) - (SIM) CSR and Sustainability in Asia

3:00pm - 4:30pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 1284

Chair: Nicolas M Dahan, Fox School of Business, Temple U.

- Individual Motivations to Create Social Enterprises: Cultural Impacts in China | Wendy K. Smith, U. of Delaware; Yunhe Tian, U. Delaware
- CSR in the Indian Context: Determinants and Outcomes | James J Cordeiro, The College at Brockport: State U. of New York; Ambra Galeazzo, U. of Padova; Tara Shankar Shaw, Indian Institute of Technology Bombay; Sridhar Telidevera, T. A. Pai Management Institute; Rajaram Veliyath, Kennesaw State U.
- → Which Sustainability Practices Impact Firm's Value? Evidence From Asia | Prakash Jagat Singh, Melbourne U.; Kannan Sethuraman, Melbourne U.; Jocelin Yinfen Lam, U. of Melbourne
- → The Dynamics of Corporate Social Responsibility in Asia:
  A 6 Country Study | Wendy Chapple, The U. of Nottingham;
  Christian Herzig, Nottingham Trent U.; Rieneke Catharina
  Slager, The U. of Nottingham

### **1285**: (Paper Session) - (SIM) The Corporation: In the Community or of the Community?

3:00pm - 4:30pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 1285

Chair: Philip T. Roundy, The U. of Texas at Austin

- ■Building blocks of success: A rhetorical toolkit for relanguaging corporate community relations | Carolyn Day, U. of South Florida
- Microfinance and common goods: A study of Brazilian community development banks | Marek Hudon, ULB - Solvay

- Brussels School; CERMi; Camille Roger Charles Meyer, ULB Solvay Brussels School; CERMi
- Opportunity creation in low-income market: Developing a community-operated business venture | **Paula Linna**, Aalto IJ
- ■From Civic Institution to Community Place: The Meaning of the Public Market in Modern America | Nancy B Kurland, Franklin & Marshall College; Linda S Aleci, Franklin & Marshall College

#### 1286 : (Paper Session) - (SIM) Issue Management:

#### **Processes and Outcomes**

3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room B

Tweet this session: #AOM2014 1286

Chair: Robert Krug, St. Joseph's College

₽ REVISITING ISSUE MANAGEMENT:

#TheImpactOfSocialMedia | Elise Perrault, College of Charleston; Shawn Berman, U. of New Mexico; Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School

- □ Theorizing Grassroots Organizations' Network Strategies across an Issue Life-Cycle | Rashedur Chowdhury, U. College Dublin: Smurfit; Arno Kourula, U. of Amsterdam; Marjo Elisa Siltaoja, Jyväskylä U.
- How Much Does Negative Public Exposure on Environmental Issues Increase Environmental Performance? | Estefania Amer Maistriau, U. of Lausanne, HEC Lausanne; Jean-Philippe Bonardi, HEC U. of Lausanne
- Perceived Legitimacy, Trust and Cooperation in Stakeholder Networks: An Experimental Approach | Thomas Schneider, HWZ U. of Applied Sciences in Business Administration Zurich

### 1287 : (Paper Session) - (SIM) Institutional Theory and CSR: External Perspectives

3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 1287

Chair: David Eduardo Cavazos, U. of New Mexico

- □ Institutional Complexity and the Authenticity of Corporate Social Responsibility Initiatives | Paul F Skilton, Washington State U.; Jill M. Purdy, U. of Washington, Tacoma
- Responding to the Institutional Voids: Cognition- versus
  Affect- based Government Ties | Luqun Xie, Hong Kong U. of
  Science and Technology
- Institutional work and poverty reduction: Case of smallholder cultivation in Northern India | Suyash Jolly, Eindhoven U. of Technology; Saurabh Arora, SPRU U. of Sussex
- Managing Institutional Complexity: A Study on the Legitimacy Strategies of a Sports Utility Firm | Dorothée Baumann-Pauly, U. of Lausanne; Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne

# 1288 → □JS: (SIM, IM, BPS) Development-Oriented CSR: Responsible Businesses Building Positive Change in Developing Countries

3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 1288

Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; Michael Blowfield, Wolverhampton U.

Chair: David A. Ralston, .

Discussant: Dima Jamali, American U. of Beirut

- A Responsibility Calculus: Global Dialogue and Local Discourses | **Duane Windsor**, Rice U.
- Corporations and the Development Deficit: Is CSR Part of the Solution or Part of the Problem | **Nonita Yap**, U. of Guelph
- When Microfinance meets CSR: Bridging the Gap | Diego B.
  Marconatto, HEC Montreal; Luciano Barin Cruz, HEC
  Montreal; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do
- The Headquartering Effect in International CSR: Evidence from UN Global Compact Signatories | Ralf Barkemeyer, U. of Leeds; Lutz Preuss, U. of London; Frank Figge, Kedge Business School
- Understanding Corporations as Political Actors: Implications for Social Development | **Kristin E. Huber**, U. of Hamburg; **Dirk Ulrich Gilbert**, U. of Hamburg

### **1289** ☐: (Paper Session) - (TIM) The Relationship between Academic Science and Industry

3:00pm - 4:30pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 1289

Chair: Eunhee Sohn, MIT Sloan

- Conflicting Identities in New Ventures: When Academic Founders may be a Liability | Michael Deane Howard, Texas A&M U., College Station; Kai Xu, Texas A&M U.
- □ The Research On Factors Influencing University's Participation In Regional Innovation | Ling Zhu, Zhejiang U.; Jingyao Mei, Zhejiang U.
- Pb The Endogeneity of Academic Science to Local Industrial R&D | Eunhee Sohn, MIT Sloan
- → A Chip Off the Old Block? Nanotech R&D Strategies and Entrepreneurial Opportunities in China & Japan | Daniela Baglieri, U. of Messina; Fabrizio Cesaroni, Carlos III U.

### 1290 (Paper Session) - (TIM) Patent Thickets and the influence of IP litigation

3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1290

Chair: Steven Edward Minns, U. of British Columbia

- How does patent litigation help disclose patent value? Evidence in PC chipset firms | Chia Yi Liu, Tunghai U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology
- Strategies from the counterfeiting battlefield Protecting firms' identity | **Karin Beukel**, Copenhagen U.; **Francesco Rullani**, Luiss Guido Carli U.
- Untangling the Thicket: Ownership Fragmentation,
  Technological Diversity and Patent Litigation | Steven
  Edward Minns, U. of British Columbia; Ilan Vertinsky, U. of
  British Columbia
- Dietmar Harhoff, U. of Munich; Georg von Graevenitz, UEA; Stefan Wagner, ESMT European School of Management and Technology

1291 🗨 🖃 : (Paper Session) - (TIM) Managing Global R&D

3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 1291

Chair: Henry Lopez-Vega, Linkoping U.

→ Embedding R&D Units in Emerging Economies: The Case of Brazil | Fredrik Tell, Linkoping U.

- → International collaboration as insurance against external shocks | Keyvan Vakili, London Business School
- ■Termination of R&D projects: the role of firm; s external search and innovation strategy | Tianyu Gong, Hong Kong U. of Science and Technology; Jianhong Yuan, Southeast U.
- → The Evolution of Absorptive Capacity Routines in Corporate R&D Subsidiaries | Aneesh Baneriee, City U. London; Joseph Lampel, City U. London; Ajay Bhalla, City U.

### 1292 =: (Paper Session) - (TIM) Innovation through ecosystems and platforms

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 C Tweet this session: #AOM2014 1292

Chair: Alessio Cozzolino, Bocconi U.

- ₽ Bridging Differing Perspectives on Technological Platforms: Toward an Integrative Framework | Annabelle Gawer, Imperial College London
- Technological Change: Mechanisms beyond Network Size | Alessio Cozzolino, Bocconi U.
- → Network Structure and Evolvability of Innovation Ecosystems | Jianxi Luo, Singapore U. of Technology and
- ■How Ex Ante Inferior Innovations Can Win Races for Markets with Network Externalities | Piet Hausberg, U. of Hamburg, Sebastian Spaeth, U. of Hamburg

#### 1293 : (TIM) Open Innovation in Creative Industries

3:00pm - 4:30pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 1293

Organizer: Celine Abecassis-Moedas, U. Católica Portuguesa The mixed blessings of openness in creative industries: The case of European chefs de cuisine | Andreas Braun, BSP Business School Berlin Potsdam; Christoph Ihl, RWTH Aachen U.; Gordon Mueller-Seitz, Freie U. Berlin

- The influence of critics in creative industries: Innovation, consistency or ambidexterity? | Celine Abecassis-Moedas, U. Católica Portuguesa; Julia Mueller, Martin-Luther-U. of Halle-Wittenberg
- Scouting creative resources: The open innovation model of Cirque du Soleil | Thomas Paris, HEC School of Management; David Massé, École Polytechnique
- Copyright or copy right? Users as market-makers by infringing the copyright of digital products | Christoph IhI, RWTH Aachen U.; Alexander Vossen, BI Norwegian Business School

#### **1294** $\blacksquare$ : (Paper Session) - (TIM) Methodological Advances: Patents, Networks, and Innovation Measurement

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 1294

Chair: Anke Piepenbrink, Azerbaijan Diplomatic Academy

- ■The topic structure of the technology management research - a bibliometric study | Anke Piepenbrink, Azerbaijan Diplomatic Academy
- ■It's a small world? Identification challenges and implications for performance | Anindya Ghosh, IESE Business School; Lori Rosenkopf, U. of Pennsylvania
- Leveraging Labeled USPTO Inventor Records to Build and Evaluate Inventor Disambiguation Algorithms | Samuel L

Ventura, Carnegie Mellon U.; Rebecca Nugent, Carnegie Mellon U.; Erica Renee Fuchs, Carnegie Mellon U. ₱Online Word of Mouth and Product Quality Disagreement | Frank Nagle, Harvard U.; Christoph Riedl, Northeastern U.

### **1295** ■: (Paper Session) - (TIM) New Venture Learning through Accelerators, VCs, and Universities

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 C Tweet this session: #AOM2014 1295

Chair: Sheryl Winston Smith, Fox School of Business, Temple U.

₽ Do Accelerators Accelerate? A Study of Venture Accelerators as a Path to Success? | Benjamin L. Hallen. London Business School; Christopher B. Bingham, U. of North Carolina, Chapel Hill; Susan Cohen, U. of Richmond

- ☐ Home Run, Strike Out, or Base Hit: How Do Accelerators Impact Exit and VC Financing in New Firms? | Sheryl Winston Smith, Fox School of Business, Temple U.; Thomas J. Hannigan, Temple U.
- ■How Venture Capitalists Influence Innovation Novelty at Different Venture Stages | H. Dennis Park, Drexel U.; Daniel Tzabbar, Drexel U.
- Linkages with universities and innovation: an application in a science park | Isabel Diez-Vial, U. Complutense de Madrid: Angeles Montoro-Sanchez, U. Complutense de Madrid

#### 1296 ☐: (Paper Session) - (TIM) Ambidexterity and **Dynamic Capabilities**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1296

Chair: Jose-Mauricio Galli Geleilate, Florida International U.

- The Development of Innovation Ambidexterity in an Emerging Economy: A Knowledge-Based Perspective | Denise R. Dunlap, Northeastern U.; Jose-Mauricio Galli Geleilate, Florida International U.: Rafael Burstein Goldszmidt. Fundação Getulio Vargas; Ronaldo C. Parente, Florida International U.
- Ambidextrous Ambidexterity: Two New Worlds of Exploration and Ambidexterity | Nicolas Zacharias, Technische U. Darmstadt
- ■How Does Ambidexterity Matter for Radical and Incremental Innovation Capabilities? | Maggie Qiuzhu Mei. Grenoble Ecole de Management; Keld Laursen, Copenhagen Business School; Kwaku Atuahene-Gima, City U. of Hong Kong
- + Managing Sequential Ambidexterity: Roles of Temporal Switching Capability and Contingent Factors | Christine Chou, National Dong Hwa U.; Kuo-Pin Yang, National Dong Hwa U.; Yu-Jen Chiu, National Dong Hwa U.

#### 1297: (TLC) TLC Organizing Committee Meeting

3:00pm - 4:00pm Pennsylvania Convention Center: Room 301 Tweet this session: #AOM2014 1297 By Invitation Only.

### Monday 4:45PM

### 1298 : (Paper Session) - (BPS) Business Model

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 1298

Chair: Stefano Brusoni, ETH Zurich

■ Does Business Model Reconfiguration Lead to Better Performance in Incumbents? An Empirical Analysis | Monika

- Hartmann, Luiss Guido Carli U.; Raffaele Oriani, Luiss Guido Carli U.; Hazel Bateman, U. of New South Wales
- The Effect of Strategic Agility on Business Model Innovation | Thomas Clauß, Philipps-U. Marburg; Marianne Hock, Philipps-U. Marburg
- Pa Intra-firm Networks and Novelty-centered Business Models | Amir Bonakdar, U. of St. Gallen; Karolin Frankenberger, U. of St. Gallen; Oliver Gassmann, U. of St. Gallen
- ☐ The Pressure of Being Celebrated An Investigation of Firm Responses toward a Celebrity Event | Weiping Liu, Shanghai U. of Finance and Economics; Yanling Lian, Shanghai U. of Finance and Economics; Cuili Qian, City U. of Hong Kong

### **1299** ■: (Paper Session) - (BPS) **Network Dynamics**

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor A Tweet this session: #AOM2014 1299

Chair: Brian Philip Reschke, U. of California, Berkeley

- Membership Changes in Strategic Alliances and the Hazard of Premature Dissolution | Rene M. Bakker, Queensland U. of Technology
- ☐ The Resonance of Imbalance: How the Partner Asymmetry Affects Alliance Instability | Tianyou Hu, National U. of Singapore; Andrew Delios, National U. of Singapore
- □ A Tighter Embrace: When Does an Alliance Lead to Partner Acquisition? | Miranda Stienstra, Tilburg U.; Xavier Martin, Tilburg U.
- ☐ From Collaboration to Acquisition: The Role of Geographic Distance and Location | Florian Noseleit, Groningen U. (RuG); Isabel Estrada, Groningen U. (RuG); Killian J. McCarthy, U. of Groningen

### 1300 → ☐: (Paper Session) - (BPS) Politics and Corporate Governance

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1300

Chair: Jianhua Ge, U. of North Carolina, Charlotte

- → Political Ties and Business Exchange Performance: A Moderated Mediation Model | Weiguo Zhong, GSM, Peking U.; Haibin Yang, City U. of Hong Kong; Yuanyuan Zhang, City U. of Hong Kong
- The Influence of Business Group, Family, and Institutions on Political Ties in Emerging Economies | Chi-Nien Chung, National U. of Singapore; Hongjin Zhu, McMaster U.
- Political Strategy Choices: Cognitive Influences in the Brazilian Ethanol Industry | Carlos Afonso Caldeira, Insper Institute of Education and Research/Getulio Vargas Foudation
- → Political Status and the Performance of Private Enterprises in China | Yuan Tian, Hong Kong U. of Science and Technology

### 1301 → □: (Paper Session) - (BPS) Norms of Market Behavior and Firm Strategy

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1301

Chair: Marco Clemente, Aalto U.

- ■A Dialogical Model of Market Building in Emerging Markets | Mohit Anand, FORE school of Management, India; Philippe M. Monin, EM Lyon
- Palnfluence of Local Market's Preceding Acquisition on Acquisition Premiums | Shavin Malhotra, Ryerson U.;

- Pengcheng Zhu, U. of San Diego; Taco Reus, Erasmus U. Rotterdam
- → Institutions and First Mover Advantages | Jaime Gomez, U. of La Rioja; Gianvito Lanzolla, Cass Business School, City U. London; Juan P Maicas, U. of Zaragoza
- ☐ The Effects of Different Owner Categories on Corporate Internationalization | Nikolaos Kavadis, Erasmus U. Rotterdam; Xavier Castañer, U. of Lausanne

### 1302 🖃: (Paper Session) - (BPS) Firm Boundaries and Value Creation

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1302

Chair: Jason Pattit, U. of St. Thomas

- Asset Specificity and the Governance Forms: Do dyad perspective and endogeneity matter? | Nilesh Khare, Abu Dhabi U.; Michael J. Leiblein, The Ohio State U.
- The Influence of Markets on the Boundaries of the Firm: A Value-Based Approach | **Gianluigi Giustiziero**, U. of Michigan, Ann Arbor
- □ Firm Emergence in a Thick Market: the Boundaries and Management of Voluntary Organization | Susanne C
   Bylund, Independent Scholar; Per L. Bylund, Baylor U.
- ☐ The Limits of Market Efficiency and the Need for Sheltering | Peter Moran, AGSM-Australian School of Business; Wouter Rosingh, the OMREUS Companies

### 1303 © 届: (Paper Session) - (BPS) Developing and Deploying Firm Resources and Capabilities

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1303

Chair: Leonardo P Santiago, Federal U. of Minas Gerais

- ■Dynamic Capabilities and Merger Success: A Laboratory Experiment | Jutta Wollersheim, Technical U. Munich; Koen Heimeriks, Tilburg U.
- Do Organizations Benefit from Changing their Resource Base? A Configurational Perspective | Stav Fainshmidt, Florida International U.; Adam Smith, Old Dominion U.; Orhun Guldiken, Old Dominion U.
- Efficiency and Influence in the Deployment of Human Assets: Evidence from M&A Legal Advisors | Olivier Chatain, U. of Pennsylvania; Philipp Meyer-Doyle, INSEAD

### 1304 ⊕→ \(\text{\tin}}}}}}} \end{\text{\texi}\text{\text{\text{\text{\text{\text{\texi}\text{\text{\text{\texi{\texi}\text{\text{\text{\text{\texi}\text{\texi}\text{\text{\text{\text{\text{\text{\text{\t

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1304

Chair: Scott Hicks, Liberty U.

- ☐ Independent Directors' Professional Role Identities, Board Effectiveness, and Firm Performance | Ying Feng, Erasmus U. Rotterdam; Jatinder S. Sidhu, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam
- ☐ The Value of Being Politically Connected: Impact of Political Linkages on Financial Performance | Asli Kozan, IPAG Business School

- A Context of Contracts: Rethinking the Link between Corporate Social and Financial Performance | David Gras, Texas Christian U.; Ryan Adam Krause, Texas Christian U.
- ➡☐ Too Much of a Good Thing? The Dual Effect of Public Sponsorship on Firm Performance | Julien Jourdan, Bocconi U.; Ilze Kivleniece, Imperial College London

1305 =: (Paper Session) - (BPS) New Product Innovation 4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Seminar Room C

Tweet this session: #AOM2014 1305

Chair: Elisa Alvarez-Garrido, Georgia State U.

Conversion Ability as a Driver of New Product Development Decisions | Ha Hoang, ESSEC Business School - Paris; Hakan Ener, IESE Business School

- Market Knowledge Tacitness and SMEs' New Product Performance | Lu Jin, The U. of Hong Kong; Shibin Sheng, U. of Alabama at Birmingham; Kevin Zheng Zhou, The U. of Hong
- ■How Long Does It Take to Recover from Product Recall? A Study on Pharmaceutical Industry Recalls | Pawinee Changphao, The U. of Texas at Dallas; Seung-Hyun Lee, U. of Texas, Dallas
- Analyzing the Impact of Innovation on Firm Performance in a Changing Institutional Landscape | Xu Li, London Business School: Freek Vermeulen. London Business School

#### 1306 SHCS: (BPS, OMT, ENT) Where Do Capabilities Come From?

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1306

Participants: Jay B Barney, Eccles School, U. of Utah; Teppo Felin, U. of Oxford; Michael G. Jacobides, London Business School; Todd Zenger, Washington U. in St. Louis

#### 1307 JS: (BPS, OMT, TIM) Dynamic Capabilities & Path Dependence: Organizational Adaptability in Turbulent **Environments**

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 1307

Chairs: Georg Reischauer, Vienna U. of Technology; David Wagner, German Graduate School of Management & Law (GGS) Moderator: Margaret Ann Peteraf, Dartmouth College

How to Become a Different Kind of Company: Dynamic Capabilities or Path Breaking Change? | Arne Keller, Freie U. Berlin; Wolfgang H. Guettel, Johannes Kepler U.

- A Practice Theory Approach to Dynamic Managerial Capabilities in Multi- business Organizations | Jeffrey A. Martin, U. of Alabama, Tuscaloosa
- How do Dynamic Capabilities Evolve? The Impact of Imprints on Early Stage Formation | Georg Reischauer, Vienna U. of Technology; Monika Biedulska, European U. Viadrina; Jochen Koch, European U. Viadrina
- Stakeholder Management and the Tension Between Dynamic Capabilities and Path Dependence | Veit Wohlgemuth. German Graduate School of Management & Law (GGS); Katharina Hoehne, European U. Viadrina

#### 1308: (CAR) Careers Division Business Meeting

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1308

Division Chair: Peter A. Heslin, U. of New South Wales

Division Chair-Elect: Kimberly Eddleston, Northeastern U. Program Chair: Tania Casado, U. de São Paulo Past Chair: Julia Richardson, York U. Treasurer: Emma Parry, Cranfield U.

#### 1309 ⊕→ ← □ CAU: (CAU) Russian and CIS Management **Research Caucus**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1309

Organizer: Carl F. Fey, Nottingham U. Business School China

#### 1310 © CAU: (CAU) Ethical Leadership and Contemplation

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1310

Organizers: Metta McGarvey, Harvard Graduate School of Education; Kathryn Goldman Schuyler, Alliant International U.

#### 1311 CAU: (CAU) Love: The Power of a Word

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor D

Tweet this session: #AOM2014 1311

Organizers: Duncan Coombe, Ashridge; Linda Robson, Case Western Reserve U.

#### **1312** → CAU: (CAU) The Power of Words: When Meaning is Beyond Translation

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 8

Tweet this session: #AOM2014 1312

Chairs: Valentina V. Kuskova, NRU Higher School of Economics; Irina O. Volkova, NRU Higher School of Economics Participants: Marie-Ann Betschinger, NRU Higher School of Economics; Anastasia Bozhya-Volya, NRU Higher School of Economics; Nikolay B. Filinov, National Research U.; Ivan Kuznetsov, NRU Higher School of Economics; Julia Levashina, Kent State U.; William Newburry, Florida International U.; Liudmila V. Petrova, NRU Higher School of Economics; Dmitriy Potapov, NRU Higher School of Economics; Alexander Settles, Rutgers U.; Elena Shakina, NRU Higher School of Economics; Elena Shadrina, NRU Higher School of Economics; Irina N. Shafranskaya, NRU Higher School of Economics; Galina Shirokova, St. Petersburg U. GSOM; Larisa Taradina, NRU Higher School of Economics; Juha T Väätänen, Lappeenranta U. of Technology; Andrei Vernikov, NRU Higher School of Economics

### **1313** → ♥: (Paper Session) - (CM) Games Without Frontiers? Understanding and Adapting to Cultural **Differences in Negotiation**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 1313 Chair: Deanna Geddes, Temple U.

- → ■The Icarus Paradox: An Analysis of Boomerang Effect of Trust in Joint Ventures | Hao-Cheng Chen, National Cheng Kung U.
- → Negotiating Globally with Fearful Attachment: An Individual and Contextual Approach to Risk | Sujin Lee. KAIST; Mary Kern, Baruch College-The City U. of New York; Wendi L. Adair, U. of Waterloo; Zeynep G. Aytug, California State Polytechnic U., Pomona; Tuvana Rua, Sacred Heart U.
- → Culture, scripts and negotiation | Chris M Bell, York U.; Samina Qurat-ul-ain, LUMS; Abdul Karim Khan, Lahore U. of Management Sciences
- → ■Culture and Negotiation: Resolving Three Enigmas | Jeanne M Brett, Northwestern U.; Brosh M. Teucher, INCAE; Brian C. Gunia, The John Hopkins U.

### 1314 🖃: (Paper Session) - (CM) Between My Sins: Exploring Ethical and Moral Judgments

4:45pm - 6:15pm Pennsylvania Convention Center: Room 112 A Tweet this session: #AOM2014 1314

Chair: William P. Bottom, Washington U. in St. Louis

- ™ Moral Symbols: A Necklace of Garlic against Unethical Requests | Sreedhari D. Desai, U. of North Carolina
- Moralization and Amoralization Predict Empathy and Perceptions of Bias in Contentious Social Domains | Brian Lucas, Northwestern Kellogg School of Management; Adam Waytz, Northwestern Kellogg School of Management
- □ Hormones and Ethics: The Joint Influence of Testosterone and Cortisol on Cheating Behavior | Jooa Julia Lee, Harvard
   □

### **1315** ■ JS: (CM, OB, HR) Know Your Enemy: Status Comparisons and Rivalry in Competitive Environments

4:45pm - 6:15pm Pennsylvania Convention Center: Room 108 B Tweet this session: #AOM2014 1315

Chair: Bradford Tuckfield, The Wharton School, U. of Pennsylvania

- Rally around the Rival: Organizational Rivalry Promotes Identification, Commitment, and Citizenship | Gavin J Kilduff, New York U.; Nate Pettit, New York U.
- Failure at the Top: How Power Undermines Collaborative Performance | **John Angus Hildreth**, U. of California, Berkeley; **Cameron Anderson**, U. of California, Berkeley
- Competition in the Eye of the Beholder: The Impact of Psychological Momentum in Ranked Hierarchies | Hemant Kakkar, London Business School; Niro Sivanathan, London Business School; Nate Pettit, New York U.
- Quitting: The Downside of Great Expectations in Competitions | Bradford Tuckfield, The Wharton School, U. of Pennsylvania; Berkeley J. Dietvorst, The Wharton School, U. of Pennsylvania; Katherine L. Milkman, U. of Pennsylvania
- Social Ties and Pay-for-Performance: Sales Competition Within and Across Firm Boundaries | Lamar Pierce, Washington U. in St. Louis; Tat Y. Chan, Washington U. in St. Louis; Jia Li, Washington U. in St. Louis

## 1316 : (Plenary) - (CMS) CMS Activist Speaker Biju Mathew: Labor Organization in Theory and Practice

4:45pm - 6:15pm Pennsylvania Convention Center: Room 108 A Tweet this session: #AOM2014 1316

Organizer: Raza A. Mir, William Paterson U.

### 1317 € ☐: (Paper Session) - (ENT) Family Business Governance

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1317

Chair: Christian Michael Hoffmann, Philipps-U. Marburg Discussant: Cristina Bettinelli, U. of Bergamo ELab Research Center

☐ The Effect of Professional Boards in Between SEW and Family Firm Performance | Christian Michael Hoffmann, Philipps-U. Marburg; Peter Jaskiewicz, U. of Alberta; Torsten Wulf, Philipps-U. Marburg

- Untangling Board Composition in Family Firms: Main Effects on Firm Performance | Mariangela Vecchiarini, Second U. of Naples; Rodrigo Basco, U. of Witten/Herdecke; Andrea Calabrò, U. of Witten/Herdecke
- Po → Saymmetric Factional Groups in Family Firms: When Group Faultline is a Good Thing | Weiwen Li, Sun Yat-sen U.;

  Dora C. Lau, Chinese U. of Hong Kong
- ■Blood is Thicker than Merit: When is Transition from Professional to Family Governance Appropriate | S Ramakrishna Velamuri, CEIBS; Kumar Kothandaraman, Indian Institute of Management Bangalore; Nitu Nathani, Indian Institute of Management Bangalore

### 1318 (Paper Session) - (ENT) The Effect of Age and Experience on Entrepreneurial Activities

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1318

Chair: Keith Hmieleski, Texas Christian U.

Discussant: Per Davidsson, Queensland U. of Technology

- ☐ The Value of Entrepreneurs' Intangible Resources in Contexts of Discovery versus Creation | Keith Hmieleski, Texas Christian U.; Jon C. Carr, Texas Christian U.; Robert Alan Baron, Oklahoma State U.
- Age and Subjective Age Identity as Moderators of the Entrepreneurial Intention-Action Relationship | Teemu Kautonen, Aalto U.; Ewald Kibler, Aalto U.; Thomas Wainwright, U. of Southampton; Matthias Fink, Johannes Kepler U.; Robert Blackburn, Kingston U.
- An Exploratory Study on Effects an Aging Population can have on Entrepreneurship | Tosha Knopp, Eastern Washington U.; Amanda Lazaro, Eastern Washington U.; Chad Moss, Eastern Washington U.; Mohammed Moussamir, Eastern Washington U.; Lisa Nguyen, Eastern Washington U.; Harm-Jan Steenhuis, Eastern Washington U.
- Does Habitual Entrepreneurship Matter for Job Creation and Sustainment? | Miguel Amaral, Instituto Superior Tecnico; Rui Baptista, Brunel Business School; Manuel Flores, Lancaster U.

### 1319 ♥ ■ .: (Paper Session) - (ENT) The Power of Words in Social Entrepreneurship

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1319
Chair: Jacobo Ramirez, Copenhagen Business School Discussant: Jason Lortie, Florida Atlantic U.

- ■The Application of Computer-Aided Text Analysis in Social Entrepreneurship Research | Aaron Anglin, U. of Oklahoma; Thomas H. Allison, Washington State U.; Aaron Francis McKenny, U. of Oklahoma; Lowell W. Busenitz, U. of Oklahoma
- Toward a Meta-Linguistic Model of Social Entrepreneurship: Insights from Computational Linguistics | Yanto Chandra, City U. of Hong Kong
- → Different Visions of Framing Violence in International Press News | Jacobo Ramirez, Copenhagen Business School; Carlos Muñiz Muriel, U. Autónoma de Nuevo León
- Demystifying "Value" through an Empirical Examination of Entrepreneurial Ventures | Ishrat Ali, U. of Missouri, Kansas City; Saras D. Sarasvathy, U. of Virginia

### 1320 € \( \subseteq : (Paper Session) - (ENT) Informal Practices, Political Ties, and Corruption in Entrepreneurial Settings Around the World

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor C Tweet this session: #AOM2014 1320

Chair: Li Tian, Nankai U.

Discussant: Patrick J. Murphy, DePaul U.

- ☐ Informal Entrepreneurial Practices: A Study of Ukrainian Entrepreneurs in the UK | Peter Rodgers, The U. of Sheffield; Tim Vorley. The U. of Sheffield: NIck Williams. The U. of Sheffield
- ₱ The Role of Entrepreneurs' Political Ties in Private Firms R&D Investment and the Contingency Value | Shuangying Chen, U. of Electronic Science and Technology of China; Tailan Chi, U. of Kansas; Laura Poppo, U. of Kansas
- → Taxes. Corruption and Entrepreneurship | Farzana Chowdhury, Indiana U.; Maksim Belitski, U. of Reading; Sameeksha Desai, U. of Missouri, Kansas City
- Sanding or Greasing the Wheel? Government Corruption and Nascent Ventures' Resources Acquisition | Li Tian, Nankai U.; Jing Yu (Gracy) Yang, The U. of Sydney

#### **1321** ■: (Paper Session) - (ENT) Entrepreneurial Dynamic Capabilities

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 1321

Chair: Barbara Larraneta. Pablo de Olavide U.

Discussant: Nandakumar Mankavil Kovil Veettil, Indian Institute of Management, Kozhikode

- A Cognitive Perspective on the Micro-Foundations of Dynamic Capabilities | Bart Clarysse, Imperial College Business School; Johan Bruneel, Ghent U.
- ■Toward an Integrative Research Framework for New Venture Legitimacy Judgment Formation | Whitney Oliver Peake, Western Kentucky U.; Derrick E. D'Souza, U. of North
- ■Putting All Eggs In One Basket: Capability Configurations and New Venture Survival | Noni E. Symeonidou, Warwick Business School; Erkko Autio, Imperial College London; Aija E. Leiponen, Cornell U.; Johan Bruneel, Ghent U.
- Early Efforts to Develop Absorptive Capacity and Their Performance Implications | Bárbara Larrañeta, Pablo de Olavide U.; Jose Luis Galan, U. of Seville

#### 1322 ♥→ 🖃 🖑 : (Paper Session) - (ENT) Ethnic and Immigrant Entrepreneurship Around the World

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 1322

Chair: Zhen Zhang, U. of Alberta

Discussant: Joseph A LiPuma, EM Lyon

- among Indian American Immigrant Entrepreneurs | Suresh U Kumar, NexAge Technologies/U. of Phoenix
- ₽→ ® Cognitive Implications of Acculturation: Impact on Entrepreneurial Intentions | Ratan J. S. Dheer, Florida Atlantic
- → A Study of Identity Transition of Chinese Immigrant Entrepreneurs in Canada | Zhen Zhang, U. of Alberta

Immigrant Entrepreneurs Liability of Foreignness: Myth or Reality | Kaveh Moghaddam, U. of Houston-Victoria; William Q Judge, Old Dominion U.

### 1323 **②** ■: (Paper Session) - (ENT) The Origins and Effects of Entrepreneurial Intentions

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1323

Chair: Ricardo Fernando Paiz. U. del Valle de Guatemala Discussant: Sibin Wu, U. of Texas Pan American

- Exploring the Origins of Entrepreneurial Intentions: A meta-analytic Review | Ricardo Fernando Paiz, U. del Valle de Guatemala; Jan Brinckmann, ESADE Business School
- Emergence of Entrepreneurship: Locus of Control Moderating the Effect of Self-efficacy | Diemo Urbig, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research; Erik Monsen, U. of Strathclyde; Maija Renko, U. of Illinois at Chicago; **Leon Schjoedt**, Indiana U. South Bend; Ayman Tarabishy, George Washington U.
- ₽ Applying Prospect Theory to Predict New Venture Creation | Andreas Hack, U. of Bern; Frauke von Bieberstein, U. of Bern; Nils Daniel Kraiczy, U. of Bern
- Driving Entrepreneurial Intentions by Integrating Self-efficacy and Identification | Jisun Sun Kim. Arizona State U.; Glenn Hoetker, Arizona State U.; Luiz F. Mesquita, Arizona
- Empirical Evidence Toward the Development of a Measure of Entrepreneurial Collective Efficacy | Sanjib K Chowdhury, Eastern Michigan U.; Megan Lee Endres, Eastern Michigan U.

### 1324 → ■JS: (ENT. BPS. TIM) The Democratization of Entrepreneurship? Hackers, Makerspaces, and Crowdfunding

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1324

Coordinator: Howard E. Aldrich, U. of North Carolina

Mavericks, Missionaries and Masterminds: Founder Identity and Entrepreneurial Exit | Maria Anna Halbinger, Zicklin School of Business, Baruch College-The City U. of New York

- Opportunities and Challenges of Maker Related Community Spinoffs in the Field of Open Hardware I Jan-Peter Ferdinand, TU Berlin
- Together at Last: How Makerspaces Simultaneously Support Exploration and Exploitation | Andreea Daniela Gorbatai, U. of California, Berkeley; Sonali K. Shah, U. of Washington
- Is the Crowd Discriminating? Gender and Geography in Crowdfunding | Ethan Mollick, Wharton School; Jason Greenberg, New York U.

### 1325 : (HCM) HCM Business Meeting

4:45pm - 6:15pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1325

Please join us for our HCM Business Meeting. Sponsored by Boston U SPH HIth Policy and Mgmt, Ohio State Dept of Family Medicine, SHOC, VCU Dept of Health Admin, Texas A&M Health Policy & Mgmt, UAB Dept of Health Svcs Admin, UNC-Greensboro Bryan School of Business and Economics, Vanderbilt Owen Grad School of Mgmt. All HCM Division members are encouraged to attend.

### 1326: (Paper Session) - (HR) Research on Job Withdrawal

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 1326

Chair: Christopher M. Barnes, U. of Washington

- ■The Impact of Work Hours Discrepancy on Absenteeism | Jing Wang, York U.; Frank Reid, U. of Toronto
- The Reliability, Validity, and Accuracy of Self-Reported Absenteeism from Work: A Meta-Analysis | Gary Johns, Concordia U.; Mariella Miraglia, Concordia U.
- → ☐ Hours Underemployment and Employee Turnover: The Moderating Role of Human Resource Practices | Jing Wang, York U.
- ■The influence of human resource practices on the negative consequences of customer aggression | Yoshio Yanadori, U. of South Australia; Danielle van Jaarsveld, U. of British Columbia

#### 1327 : (Paper Session) - (HR) Mediators in the High Performance Work Systems - Performance Relationship

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 1327

Chair: Rebecca R. Kehoe, Rutgers U.

- ☐ HPWS and Team Performance: The Roles of Team
  Reflexivity and Outcome Interdependence | Hun Whee Lee,
  Seoul National U.; Jongwook Pak, Seoul National U.; Seongsu
  Kim, Seoul National U.
- ⊟High-Performance Work Systems and Firm Performance: A Multiple Mediation-Model | Nina Katrin Hansen, U. of Hamburg; Dorothea Alewell, U. of Hamburg; Sven Hauff, U. of Hamburg
- ➡→ ➡HPWS and Corporate Performance: The Role of Trust in Management and Common Perception | Sunjin Pak, Korea U. Business School; Boreum Ju, Korea U.
- Exploring Indirect HPWS-Performance Link in PSFs: A Practice-Resource-Use-Performance Linkage Model | Na Fu, Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Denise M. Rousseau, Carnegie Mellon U.; Tim J Morris, U. of Oxford; Philip O'Regan, U. of Limerick

#### 1328 : (Paper Session) - (HR) Employee Training

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1328

Chair: Jon M. Werner, U. of Wisconsin, Whitewater

- Pa ☐ Formal training stimulates follow-up participation in informal learning: A three-wave study | Timothy Colin Bednall, U. of New South Wales; Karin Sanders, U. of New South Wales
- The Impact of Environmental Factors on Transfer of Training Over Time | Kristina Bauer, U. of West Florida; Stormy Z. Speaks, U. of West Florida; William T. Howard, U. of West Florida; Richard N. Landers, Old Dominion U.; Holly C. Cameron, Old Dominion U.
- ☐ Ignored No More: Within-person Variability Enables Better Understanding of Training Transfer | Jason L. Huang, Wayne State U.; J Kevin Ford, Michigan State U.; Ann Marie Ryan, Michigan State U.
- Training Engagement Theory: A Multilevel, Temporal Perspective on the Effectiveness of Training | Traci Sitzmann, U. of Colorado Denver; Justin Weinhardt, Ohio U.

### 1329 : (Paper Session) - (HR) Labor Relations and HR Research

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1329

Chair: Rocio Bonet, IE Business School

- Non-Strike Collective Actions and Alternative Dispute Resolution System In Non-Union Workplaces | Sungchul Noh, McGill U.
- To Be or Not To Be Unionized? | Brandon Carlyle Grant, U. of Illinois at Urbana-Champaign; Teresa Cardador, U. of Illinois at Urbana-Champaign; Gregory Northcraft, U. of Illinois
- ₽→ Labor Codes and Human Resource Strategy in Emerging Economies | Mevan M. Jayasinghe, Michigan State U.
- HPWS- Firm Performance link from the Unitarist and Critical School Thinking Perspectives | Hoang Ho, BI Norwegian Business School; Bard Kuvaas, BI Norwegian Business School

### 1330 : (Paper Session) - (HR) Diversity Considerations in Selection Research

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1330

Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

- Man Investigation of the Underlying Mechanism of Discrimination: The Prototype Matching Model | Adam J. Vanhove, The U. of Nebraska-Lincoln; Alyssa Gibbons, Colorado State U.
- Pa⊕→ ™Mind the Gap: Gender Differences in Global Leadership Competencies and Why It Matters | Mansour Javidan, Thunderbird; Amanda Bullough, Thunderbird; Rebekah Dibble, U. of San Francisco
- Factors Affecting Hiring Decisions about Veterans |
  Christopher B. Stone, The U. of Texas at San Antonio;
  Dianna L. Stone, U. at Albany State U. of New York; William
  P. Phillips, The U. of Texas at San Antonio
- Hispanic and Asian Performance on Selection Tests:Two (Largely) "Forgotten" Minorities? | Philip L. Roth, Clemson U.; Chad H. Van Iddekinge, Florida State U.; Philip S. DeOrtentiis, Florida State U.; Kaylee Hackney, Florida State U.

# 1331 ☐JS: (HR, OB) New Directions in Employer Branding Research: Managing Organizations' Image as an Employer

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 1331

Chairs: Greet Van Hoye, Ghent U.; Jerel Slaughter, U. of Arizona Discussant: Daniel Turban, U. of Missouri

- Early Image Beliefs, Justice Perceptions, and Applicant Job Acceptance Decisions (WITHDRAWN) | Crystal M. Harold, Temple U.; Brian C. Holtz, Temple U.; Brian K. Griepentrog, Fors Marsh Group; Lindsey M. Brewer, Fors Marsh Group; Sean M. Marsh, Fors Marsh Group
- Beyond Intention: Organizational Image and Job Advertisements as Predictors of Application Decisions | Saartje Cromheecke, Ghent U.; Greet Van Hoye, Ghent U.; Filip Lievens, Ghent U.
- The Power of Word-of-Mouth in Recruitment: A Policy-Capturing Study | Greet Van Hoye, Ghent U.; Bert Weijters, Ghent U.; Filip Lievens, Ghent U.

Expanding Branding: Multiple Forms of Branding and Recruitment Outcomes | Brian R. Dineen, Purdue U.; Lusi Wu, Purdue U., West Lafayette

# 1332 ← JS: (HR, SIM) \* Silence and Voice as Employee Responses to Critical Events: Conceptual and Empirical Developments

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1332

Chairs: Michael Knoll, Durham U.; Rosalie Joan Hall, Durham U. Discussant: Art Padilla, North Carolina State U.

Employee silence revisited: The power of words withheld | Karen Harlos, U. of Winnipeg

Employee silence as a mediator of organizational context relationships with psychological health | Michael Knoll, Durham U.; Oliver Weigelt, U. of Hagen; Rosalie Joan Hall, Durham U.

Interactive dynamic effects of problematic events and voice on employee well-being – a diary study | Oliver Weigelt, U. of Hagen; Michael Knoll, Durham U.; Bernd Marcus, U. of Hagen

The interaction of authentic leadership and organizational identification on voice and silence | Lucas Monzani, U. de Valencia; Rolf van Dick, Goethe U.; José María Peiró, U. of Valencia

Links to destructive leadership: Beyond leader-centrism and toward a holistic theoretical framework | Christian Thoroughgood, Villanova U.; Laura Lunsford, U. of Arizona

### 1333 → 🖃: (Paper Session) - (IM) Global Strategy:

#### **Multinational Management**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1333

- → Paradox of MNE Overseas Subsidiary CEO Nationality and Relational Ties Strength on Performance | Daniel Han Ming Chng, China Europe International Business School; Fabian Jintae Froese, U. of Goettingen; Almasa Sarabi, U. of Goettingen
- → Multicultural Competence: Contributions from Cultural Sensitivity and Cultural Intelligence | Otmar E Varela, U. of Arkansas at Little Rock
- Management, Culture and Language: Native and Second Languages in Management Team Communication | Jan Ketil Arnulf, BI Norwegian Business School; Hui Lu, BI Norwegian Business School; Zhe Niu, BI Norwegian Business School
- → Adding the Perspective of Process Integration to the Bartlett and Ghoshal Typology of MNCs | Steffen M. Wuetz, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen; Anthony Goerzen, Queen's U.

### 1334 → 🖃: (Paper Session) - (IM) Emerging Market Firms: Internationalization

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1334

Chair: Seung Ho (Sam) Park, SKOLKOVO Institute for Emerging Market Studies

→ Buying to Catch up: Assessing Destinations in Emerging Market Multinationals' Ownership Strategy | Ru-Shiun Liou, Texas A&M U. - Central Texas; Mike Chen-ho Chao, William Paterson U.; Monica Yang, Adelphi U.

- →International Springboard by Emerging Market Enterprises: A Contextual Perspective | Vladislav Maksimov, U. of Miami; Yadong Luo, U. of Miami
- → Internationalization of Emerging Economy
  Firms: Exploration Across Institutional & Product
  Boundaries | Majid Abdi, U. of Melbourne
- → Corporate Entrepreneurship and Internationalization of Emerging MNEs: The Case of a Chinese MNE | Cherrie J. Zhu, Monash U.; Mingqiong Mike Zhang, Monash U.; Peter J. Dowling, La Trobe U.; Helen DeCieri, Monash U.; Zhen-Xiong Chen, Australian National U.

## 1335 €→ 届: (IM) Global Governance: Bringing External Corporate Governance into the Corporate Governance Equation

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1335

Organizers: Ruth V. Aguilera, U. of Illinois at Urbana-Champaign; Michael K. Bednar, U. of Illinois; Jun Ho Lee, U. of Illinois at Urbana-Champaign

Panelists: Craig Crossland, U. of Notre Dame; David L. Deephouse, U. of Alberta; Michael D. Pfarrer, U. of Georgia; Karen Schnatterly, U. of Missouri; Michael K. Bednar, U. of Illinois

### 1336 → ⊒: (IM) Barry M. Richman Best Dissertation Award Session

4:45pm - 6:15pm Pennsylvania Convention Center: Room 126 A

Tweet this session: #AOM2014 1336

Come hear and honor the finalists for the Barry M. Richman Best Dissertation Award

Division Chair: Jennifer Spencer, George Washington U.

Chair: Elizabeth L. Rose, U. of Otago

Behavioral Underpinnings, Boundary-Spanning Search, and Performance of Internationalizing Firms: Three Essays | Majid Abdi, U. of Melbourne

Formal and Informal Institutional Influences on Multinational Enterprise Social Responsibility: Two Empirical Studies | Dawn Keig, Brenau U.

Capability Development within the Multinational Corporation | Paula Kilpinen, Aalto U.

The Organizational Design of Offshoring | Marcus M. Larsen, Copenhagen Business School

Essays on Leadership Emergence in Multinational Teams | Minna Paunova, Technical U. of Denmark

## **1337** JS: (*IM, OB, HR*) Global Leadership: Multicultural Individuals and Organizations: Benefits, Challenges, and Next Steps

4:45pm - 6:15pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1337

Chair: Davina E. Vora, New Paltz-State U. of New York

Discussant: Carmit T. Tadmor, Tel Aviv U.

The Role of Multicultural Individuals in Facilitating Dual Organizational Identification in MNEs | Yih-teen Lee, IESE Business School; Farah Yasmine Shakir, IESE Business School

Receiving Knowledge from Self-initiated Repatriates: An Organizational Level Analysis | **Chun Guo**, Sacred Heart U.

Cultural Frame Switching and Persuasion: Are Multiculturals

More Persuasive than Monoculturals? | Davina E. Vora, New

- Paltz-State U. of New York; **Napatsorn Jiraporn**, State U. of New York at Oswego
- How Multicultural Employees Negotiate Cultural Identity and Implications for Work Performance | Hae-Jung Hong, NEOMA Business School; Junko Takagi, ESSEC Business School; Susan C. Schneider, HEC U. of Geneva
- Priming Intergroup Bias of Asian-American Biculturals | Andy Yu-Yen Chiou, Baruch College-The City U. of New York

### 1338 (Paper Session) - (MC) Management Consulting: Scholar/Practitioner Education

4:45pm - 6:15pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1338

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

- The Instructor's Role in the Student Consulting Process:
  Working with the Student Team | Atul Teckchandani,
  California State U., Fullerton; Dmitry Khanin, U. of La Verne
- ☐ Motor Trike:Building A Brand Community | John James Cater, U. of Texas at Tyler; Brent D Beal, U. of Texas at Tyler; James Tarter, The U. of Texas at Tyler; Krist Swimberghe, The U. of Texas at Tyler
- Documenting Organizational Culture: Not Just a Bottom-Up or Top-Down Act | Unnikrishnan K Nair, IIM Kozhikode, INDIA; Debabrata Chatterjee, IIM Kozhikode, INDIA

## 1339 : (Paper Session) - (MC) Cooperation, Engagement, Motivation, and Recognition in Different Client Settings and Systems

4:45pm - 6:15pm Pennsylvania Convention Center: Room 110 A Tweet this session: #AOM2014 1339

Chair: Joe J. Eassa Jr., Palm Beach Atlantic U.

Presenting the F-Change Methodology Applied to Engagement Challenges in Congregations | Barbara O. Ragland, Benedictine U.

#### Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

- Cooperation as a System of Theatrical Representations

  During Management Consulting Process | Carole Lalonde,

  U. Laval; MarieHélène Gilbert, U. Laval
- \* How can management consulting foster performance through enhancing recognition practices? | Alexis Roche, U. Jean Moulin Lyon 3
- Nonprofit Employees to their Bosses: It's Not About the Money! | Brian Dozer, Webster U.; Julie 'JP' Palmer-Schuyler, Webster U.; Eric Rhiney, Webster U.

### **1340**: (Paper Session) - (MC) Diagnosis of Socio-Economic and Conflict Issues in Organizations

4:45pm - 6:15pm Pennsylvania Convention Center: Room 112 B Tweet this session: #AOM2014 1340

Chair: Joseph W Weiss, Bentley College

- ➡How to Bridge the Gap Between Art and Management in Architecture Practices | Veronique Zardet, ISEOR - Institut de Socio-Economie des Entreprises et des organisations; Miguel Delattre, U. Jean Moulin Lyon 3
- ◆→ Contribution of SEAM to the Internationalization Process of Family Businesses | Amandine Savall, CNAM-LIRSA, ISEOR

### Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

- Contribution of MC to creating words to integrate ISO 26000 norms and economic constrainsts | Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Michel Peron, ISEOR Magellan / IAE Lyon / U. Jean Moulin
- Combining Manual Content Analysis with Computer-aided Text Analysis in an Organizational Diagnosis | Catherine A. Helmuth, Auburn U.; Achilles A. Armenakis, Auburn U.; Sebastien Vendette. New Mexico State U.

### 1341 : (Paper Session) - (MED) Education of International Students: Transnational & National Contexts

4:45pm - 6:15pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 1341

Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania

Contracting in Academe: Universities and International

Services Entrepreneurship | W. L. Dougan, U. of Wisconsin, Whitewater

→ The impact of different HE systems on international student learning | Lucy Zheng, U. of Wolverhampton

- Regulation-to-Innovation: Reframing the Business Education Quality Debate in India | Divya Bhutiani, U. of Twente; Padmakumar Nair, LM Thapar School of Management; Jeffrey N. Hicks, The U. of Texas at Dallas
- → Reflections on Supervising International Students'
  Theses and Dissertations: Just "Grazing Asians"? | Patricia
  Corner, Auckland U. of Technology; Edwina Pio, Auckland U. of
  Technology

### 1342 : (Paper Session) - (MED) Instructor Traits & Behaviours: Student Behaviours & Evaluation

4:45pm - 6:15pm Loews Philadelphia Hotel: Parlor 1 Tweet this session: **#AOM2014 1342** 

Chair: Christopher Michaelson, U. of St. Thomas

Pa Practice What You Preach: Instructors As

Transformational Leaders In Higher Education Classrooms | Paul Tristen Balwant, The U. of Sheffield; Ute Stephan, Aston Business School; Kamal Birdi, The U. of Sheffield

- MED Best Paper in Management Education Award sponsored by OBTS and the Journal of Management Education for the paper that offers the most significant contribution to management education.
- □□If you don't care, then why should I? The influence of instructor commitment on student outcomes | Alison M. Dachner, John Carroll U.; Brian M. Saxton, Heidelberg U.
- Unfair Instructors and Student Emotional and Behavioral Responses: The Classroom Justice Process | Rebecca M. Chory, Frostburg State U.; Sean M. Horan, Texas State U.; Shannon T. Carton, West Virginia U.; Marian L. Houser, Texas State U.
- ☐ ☐ Fair Process Effect in the Classroom: Eliminating the Grades and Student-Evaluations Correlation | Thomas M. Tripp, Washington State U.; Lixin Jiang, U. of Wisconsin, Oshkosh; Maja Graso, Zayed U.; Kristine J Olson, Dixie State U.

#### 1343 : (Paper Session) - (MED) Business School **Educational Purpose and Change Management**

4:45pm - 6:15pm Loews Philadelphia Hotel: Parlor 2 Tweet this session: #AOM2014 1343

Chair: Gabriele Lakomski, U. of Melbourne

- □ → □ Decoupling Responsible Management Education Why Business Schools May Not Walk Their Talk | Andreas Rasche, Copenhagen Business School; Dirk Ulrich Gilbert, U. of Hamburg
- The power of negativity: the role of negative emotion in determining readiness for change | Laurie A. Branch. Case Western Reserve U.; Tony Lingham, Case Western Reserve U.
- ■■BSchools and Their Business Models | John-Christopher Spender, Kozminski U.
- ☐ Thinking in and of the World: Actualizing Wisdom in Business Education? | Matt Statler, New York U.; Perttu Salovaara, U. of Tampere

### 1344 □ • □JS: (MED, OB) Habits, Routines, and Practices of Best Student Paper Winners

4:45pm - 6:15pm Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 1344

Organizer: Phillip S. Thompson, Case Western Reserve U.

Facilitator: Phillip S. Thompson, Case Western Reserve U. Panelists: Marcus A. Bellamy, Georgia Institute of Technology; G. James Lemoine, Georgia Institute of Technology; Shubha Patvardhan, Pennsylvania State U.; Stefano Tasselli, Judge Business School; Phillip S. Thompson, Case Western Reserve U.

### 1345 =: (Paper Session) - (MOC) Judgment and Decision

4:45pm - 6:15pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 1345 Chair: Zachary Sheaffer, Ariel U.

₱Self-Serving Sins versus In-Group Indiscretions: How Self-Construal Predicts Unethical Behavior | John-Gabriel Joseph Licht, Carlson School of Management; Sophie Leroy, U. of Minnesota; Kathleen Vohs, Carlson School of Management

#### Finalist for MOC Division Best Student Paper

- Parairness judgments and counterfactual thinking: Pricing goods versus services | Charles E. Naquin, DePaul U.; Terri R. Kurtzberg, Rutgers U.; Aparna Krishnan, Rutgers U.
- ■Jov Leads to Overconfidence and A Simple Remedy I Philipp Koellinger, Erasmus U. Rotterdam; Theresa Treffers, Eindhoven U. of Technology
- ■Social Judgments of Warmth and Competence Drive Object Evaluation | Yu-Wei Hsu, Northwestern Kellogg School of Management; Derek D. Rucker, Northwestern Kellogg School of Management

#### 1346 ■: (Paper Session) - (MOC) Leadership and Leadership Narratives

4:45pm - 6:15pm Loews Philadelphia Hotel: Penn Tweet this session: #AOM2014 1346

Chair: Cristiano L. Guarana, U. of Washington

- Building Sense out of Contextual Complexity: Functional Ambivalence and Leadership Processes | Cristiano L. Guarana, U. of Washington; Morela Hernandez, U. of Virginia
- Transforming the Media Narrative of Joe Paterno | Derron

- Bishop, Pennsylvania State U.; Linda K. Trevino, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.
- A Multi-Level Investigation of Informal Leadership Emergence in Work Teams | Chia-Yen Chiu, U. at Buffalo. the State U. of New York; Maiyuwai Reeves, U. at Buffalo, the State U. of New York; Shu-hwa Chiu, Shih Hsing U.
- ☐ Through the Eyes of the Manager: Managing Authority Using Control, Trust, and Fairness | Chris P. Long, Georgetown U.; Laura B. Cardinal, U. of Houston

### 1347 → ☐: (Paper Session) - (MOC) Strategic Decision Making

4:45pm - 6:15pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1347

Chair: Yoojung Ahn, U. of Massachusetts Amherst

- Return in Business Angel Investment Decisions | Andrew Lewis Maxwell, Fox School of Business, Temple U.; Moren Levesque, York U.; Scott Jeffrey, Monmouth U.
- Misaligned Collective Fears and Temporal Myopia | Timo Vuori, Aalto U.; Quy Nguyen Huy, INSEAD
- → Strategic Decisions under Uncertainty as Cause of Foreign Firms' Performance Disadvantage | Jörg Zimmermann, European Commission - Joint Research Centre
- + 🖃 "An Integrative Model of Attention Load and Its Roles When Solving Complex Problems in Organizations | Emmanuelle Reuter, U. of St. Gallen; Tomi M. M. Laamanen, U. of St. Gallen

### **1348** ■ JS: (MOC, OB) New Directions in Professional Identity Work: Exploring Forms of Social Influence

4:45pm - 6:15pm Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 1348

Organizers: Rachel D. Arnett, Harvard U.; Catarina R. Fernandes, Harvard U.; Jennifer Louise Petriglieri, INSEAD

Chairs: Rachel D. Arnett, Harvard U.; Jennifer Louise Petriglieri, **INSEAD** 

Discussant: Glen E. Kreiner, Pennsylvania State U.

Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension | Douglas A Lepisto, Boston College; Eliana Crosina, Boston College; Michael G. Pratt, Boston College

- Threat or Opportunity? Pathways of Leader Identity Development | Catarina R. Fernandes, Harvard U.: Lakshmi Ramarajan, Harvard U., N Andrew Cohen, The George Washington U.
- Approach and Avoidance: How Parental Role Models Influence Professional and Family Identity Work | Rachel D. Arnett, Harvard U.; Robin Ely, Harvard U.; Kathleen L. McGinn, Harvard U.
- Manufacturing Self-Authenticity: A Reflexive Process of Crafting Authenticity at Work | Beth A. Devine, INSEAD; Jennifer Louise Petriglieri, INSEAD

**1349** □: (Paper Session) - (MSR) Spirituality at work

4:45pm - 6:15pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1349

Chair: Tim Ewest, Wartburg College

The Demise of Spirituality? Testing the Pulse of Spirituality in Leadership Studies | Simon Robinson, Leeds Metropolitan U.

- Workfamilyconflictandwellbeing:ModeratingRoleof Spirituality | Rajan Selvarajan, U. of Houston, Victoria; Barjinder Singh, U. of Houston, Victoria; Olga Chapa, U. of Houston, Victoria; Donna Y Stringer, U. of Houston, Victoria
- Managing Personal and Organizational Spiritual Identities. | Joanna Elizabeth Crossman, U. of South Australia
- ➡□♥Development of The Integration Box: An Individual and Organizational Faith at Work Assessment Scale | David W. Miller, Princeton U.; Tim Ewest, Wartburg College

### **1350** ■: (Paper Session) - (MSR) Religion and theological perspectives in the workplace

4:45pm - 6:15pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 1350

Chair: Howard Harris, U. of South Australia

- ☐ The Separation of Church and Work: Exploring the Antecedents and Consequences of Work-Faith Conflict | Christopher Robert Langford, The U. of Texas at San Antonio
- □ → □ ♥ Authenticity in Employment Relations: A Theology of the Workplace Analysis | Charles Thomas Tackney, Copenhagen Business School
- ☐ ♥Freedom of Religion or Freedom from Religion in Organizations:Dialogue for Voicing Values | Tracy Porter, Cleveland State U.; Susan S. Case, Case Western Reserve U.; Matthew C. Mitchell, Drake U.; Wasseem Abaza, Case Western Reserve U.
- Give Us This Day Our Daily Bread: A Theology of Work and Implications for Managers | Mark Spence, Fuller Theological Seminary Pasadena; Lee Brown, Texas A&M U. Central Texas

## 1351 : (Paper Session) - (OB) To Be Passionate or Not to Be Passionate? Exploring Effects of Positive Affect on Work Outcomes

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1351

Chair: Tamara Montag, Ball State U.

- ➡─When and Why does Harmonious Passion Lead to Increased Performance | Marina N Astakhova, The U. of Texas at Tyler; Gayle Porter, Rutgers U.
- ➡The Curvilinear Relationships between Work Passion and OCB: The Moderating Effect of Collectivism | Marina N Astakhova, The U. of Texas at Tyler
- Positivity Makes for Poor Pitches: Affective Tone Conveyed by Entrepreneurs Shapes Support for Creative Ideas | Melanie Milovac, U. of Cambridge; Jeffrey Sanchez-Burks, U. of Michigan
- Investigating the Relationship between Task-Related Affect and Task Persistence | Mark Geiger, U. of Kansas; Terry W Noel, Illinois State U.

## 1352 ☐: (Paper Session) - (OB) Navigating Peer Relationship: Examining Deference and Collaboration in Peer Interactions

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 1352

Chair: Ning Li, U. of Iowa

☐ Instrumental Collaboration: Why Autonomous Professionals Collaborate and How They Benefit | Heidi K. Gardner, Harvard U.; Melissa Valentine, Stanford U.

- Dominance Flux Allows Maintenance of Competing Egalitarianism and Hierarchy Relationship Goals | Sean Malahy, Stanford U.; Larissa Z. Tiedens, Stanford U.
- ₽⊒ ♥ Who Defers to Whom and Why? Demographic Differences and Dyadic Deference in Teams | Aparna Joshi, Pennsylvania State U.; Andrew P. Knight, Washington U. in St. Louis
- ☐ The Role of Deference in the Boardroom | Philip Gordon Stiles, U. of Cambridge

### 1353 : (Paper Session) - (OB) From Leaders "of" to Leaders "to": Servant Leadership

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 1353

Chair: Susanne Braun, Ludwig Maximilians U. / Technische U. München

- □ The Influence of Servant Leadership and Organizational Structure on Employee and Patient Outcomes | Mitchell J. Neubert, Baylor U.; Emily M Hunter, Baylor U.; Remy Tolentino, Baylor Scott and White Health
- □□ How Does Servant Leadership Enhance Employee
  Outcomes? A Self-Determination Theory Perspective | Fu
  Yang, Renmin U. of China; Lihua Zhang, Renmin U. of China
- Does It Matter if Leadership is About Us? A Meta-Analysis of Other-Oriented Leadership | Sophia Vladimirova Marinova, U. of Illinois at Chicago; Hae Sang Park, U. of Illinois at Chicago
- The Effects of Empowering Leadership on Managers' Career Perceptions | Eric Kearney, U. of Potsdam; Kathrin Marggraf, Deloitte Consulting

## 1354 ☐: (Paper Session) - (OB) Giving Feedback that Can Arouse Motivation: Approach and Framing of Feedback Matter

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1354

Chair: Joan Brett. Arizona State U.

- ☐ Is the Feedback Environment Always Empowering?
  Feedback Orientation as a Critical Moderator | Allison S.
  Gabriel, Virginia Commonwealth U.; Noelle B Frantz, The U. of Akron; Paul E. Levy, U. of Akron; Adam W Hilliard, Select International, Inc.
- Show Me What I Could Gain or Lose: Feedback Framing Effects on Intrinsic Motivation and Performance | Elad Netanel Sherf, U. of Maryland; M. Susan Taylor, U. of Maryland; Kathleen B. Sedano, U. of Maryland
- Revising Creative Work: How Workers' Curiosity and Reviewers' Feedback Influences Creative Drafts | Spencer Harrison, Boston College; Karyn Dossinger, U. of Minnesota

## **1355** ■: (Paper Session) - (OB) **OCB** Perceptions at the Individual, Team, and Organization Level

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1355

Chair: Samina Saifuddin, Carleton U.

- Newcomers' Helping and Voice Behaviors: A Social Cognitive Perspective | **Jie Li**, Osaka U.; **Tomoki Sekiguchi**, Osaka U.
- ■The Impact of Receiver's Perception: Interpersonal Helping and Commitment to Coworker | Jihye Lee, Seoul National U.;

- Heesun Chae, Seoul National U.; Boyoung Kim, Kookmin U.; Oh Soo Park, Seoul National U.
- ₱Citizenship and Regret: When Employees Wish They had (or Hadn't) Gone the Extra Mile | Heather J. Anderson, U. of Oklahoma; Mark C. Bolino, U. of Oklahoma
- Absorptive Capacity: Exploring the Implications of Team and Organizational Context | Tiai M. Nielsen, High Point U.: Daniel Gregory Bachrach, The U. of Alabama; Patrick McHugh, George Washington U.

### 1356 🖃: (Paper Session) - (OB) Insights into Ethical **Leadership and Employee Outcomes**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1356

Chair: Keith Leavitt, Oregon State U.

- Supervisor Moral Attentiveness, Ethical Leadership, and Employee Unethical Decision Making | Babatunde Ogunfowora, U. of Calgary; Madelynn Rassia Dawn Matthews, Haskayne School of Business
- Does Ethical Leadership Influence Conflict among Employees? The Role of Resolution Efficacy | Mayowa Tosin Babalola, KU Leuven; Jeroen Stouten, KU Leuven; Martin Euwema, KU Leuven
- Moralized Leadership: The Construction and Consequences of Ethical Leader Perceptions | Ryan Fehr, U. of Washington, Seattle: Kai Chi Yam, U. of Washington. Seattle; Carolyn Dang, U. of Washington
- A Meta-Analytic Test of the Outcomes and Correlates of Ethical Leadership | Evan Thevs. Louisiana Tech U.: William Scanu, Louisiana Tech U.; Bryan Fuller, Louisiana Tech U.

### 1357 =: (Paper Session) - (OB) Relationships and Work Outcomes: Interactions with Family, Workers, and Outsiders

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1357

Chair: Andrea Kim, Sungkyunkwan U.

- ₽ The Impact of Interaction with the Public on Work Outcomes: Role of Agreeableness and Job Complexity | Angsuthon Srisuthisa-Ard, Syracuse U.
- ■Process and Management Expertise: The Relational Construction of Temporal Flexibility | Spela Trefalt, Simmons College; Emily Heaphy, Boston U.
- Lagged Effects between Family-Specific and Generalized Work-Related Resources | Russell A. Matthews, Bowling Green State U.; Tatiana H. Toumbeva, Bowling Green State U.
- Social Support as Moderator between Organizational Injustice and Work Family Interference | Aneel Kumar, Shah Abdul Latif U. / Sukkur Institute of Business Administration: Ghulam Ali Arain, Sukkur Institute of Business Administration; Sumaiya Syed, Shah Abdul Latif U.; Marloes van Engen, Tilburg U.

#### **1358** ■: (*Paper Session*) - (*OB*) **Healthiness is Happiness**: A Health-Centered Focus on Work Relationships and Satisfaction

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1358

Chair: Margaret Shaffer, U. of Wisconsin, Milwaukee

- Health-Focused Leadership Prevention and Intervention as Enablers of Work Ability and Performance | Stephan Alexander Boehm, U. of St. Gallen; Miriam Karin Baumgaertner, U. of St. Gallen
- Forgiving is Good for Health and Performance: How Forgiveness Helps Individuals Cope with Breach | Sandra Pereira Costa, NOVA School of Business and Economics: Pedro Neves, Nova U., Lisbon
- Effects of Leaders' Expressions of Gratitude and Pride on Followers' Leader and Job Satisfaction | Lisa Ritzenhoefer. Technical U. Munich; Prisca Brosi, TUM School of Management; Matthias Spoerrle, U. of Applied Management; Isabell Melanie Welpe, Technical U. Munich
- Gratitude as Felt Positive Regard: A Risk Regulation Perspective | Jennifer A. Harrison, York U.; Marie-Helene Budworth, York U.; Thomas H. Stone, Oklahoma State U.

#### **1359** ■: (Paper Session) - (OB) Navigating Murky Waters: The Anatomy of Organizational Politics

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 404 Tweet this session: #AOM2014 1359

Chair: Rachel Frieder, Old Dominion U.

- ■A Pluralist Framework of Organizational Politics: Contextualization of Interests Alignment | Nadia Y. Yu, Hong Kong U. of Science and Technology
- The Role of Culture on Perceptions of Organizational Politics and Work Outcomes: A Meta-Analysis | Marla Baskerville Watkins. Northeastern U.: Alexis Nicole Smith. Oklahoma State U.; Erin D. Cooke, U. of North Carolina, Chapel Hill; Michael S Christian, U. of North Carolina, Chapel Hill
- Organization Politics and Work Outcomes: Engagement as Mediator and LOC as Moderator | Upasna A Agarwal, NITIE
- From Politically Naive to Politically Mature: Examining Leaders' Political Maturation Journey | Elena Doldor, Queen Mary U. of London

### **1360** ■: (Paper Session) - (OB) When Does Emotional Intelligence Influence Performance and Promotability?

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 406 Tweet this session: #AOM2014 1360

Chair: Yochi Cohen-Charash, Baruch College-The City U. of New

- Is Emotional Intelligence Flawed? A Phenomenological Study of its Underlying Processes & Outcomes | Dirk Lindebaum, U. of Liverpool
- Positive Affectivity and Individualism as Moderators of the El to Work Well-being Relationship | Jialin Zhao, The U. of Sydney; **Xuhong Li**, Fudan U.; **John Shields**, The U. of Sydney
- Emotional Intelligence and Team Performance: The Moderating Role of Cognitive Diversity | Shirley Chaoyi Wang, Cornell Johnson School
- ☐ The Effect of Emotional Intelligence on Promotability: The Process Conditional Model | Sirkwoo Jin, Merrimack College: Myeong-Gu Seo, U. of Maryland

### 1361 =: (Paper Session) - (OB) Positive and Negative **Affect and Contagion in Teams**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 407 Tweet this session: #AOM2014 1361

Chair: Liuba Y. Belkin, Lehigh U.

- ■The Viral Spread of Incivility | Trevor Foulk, U. of Florida; Amir Erez, U. of Florida; Yair Berson, Bar-llan U.; Andrew Woolum, U. of Florida
- Contagious Peers in Teams: Peer Affective Influence on Individual Emotions and Performance | Zhike Lei, ESMT European School of Management and Technology; Nale Lehmann-Willenbrock, VU U. Amsterdam
- ■How Positive Communication Improves Team Performance and Negative Communication Takes a Toll | Yihao Liu, U. of Florida; Thomas Coe Cross, U. of Florida; Amir Erez, U. of Florida
- Distress Crossover in Teams: The Mediating Role of Abusive Supervision and Multiple Boundaries | Yuhui Li, Renmin U. of China: Zhen Wang, Renmin U. of China: Songbo Liu, Renmin U. of China; Luomeng Wan, Renmin U. of China; Yuxiang Kong, Renmin U. of China; Dan Yang, Renmin U. of China

### 1362 : (Paper Session) - (OB) Generational Differences in the New Work Context: Issues of Job Flexibility and Work-Life Balance

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1362

Chair: Songqi Liu, Pennsylvania State U.

- Hope in Early Careers: Mediating Effects of Work Motivation on Performance and Turnover Intentions | Domingo Valero, U. of Bern; Andreas Hirschi, U. of Lausanne
- ■Change of Retirement Attitudes and Retirement Planning: A Latent Growth Modeling Approach | Yujie Zhan, Wilfrid
- Staving Engaged in the New World of Work | Christina Wessels, Erasmus U. Rotterdam; Peter van Baalen, Erasmus U. Rotterdam; Karin Proper, Vrije U. Amsterdam
- Integrating Work-Life Conflict and Enrichment in a Model by Life Stage | Esther Canonico, London School of Economics

#### 1363 JS: (OB, CM) Putting a Face to Aggressive Words and Actions

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1363

Chairs: Payal Nangia Sharma, Rutgers U.; David Yoon, Wichita

Discussant: Jana L. Raver, Queen's U.

- Customer Incivility, Customer Courtesy, and Service Performance | David Yoon, Wichita State U.; Eugene Kim, Georgia Institute of Technology; Mahn Hee Yoon, Daegu U.; Cindy P. Zapata, Texas A&M U.
- Social Identity Comparison and Target Meaning-Making of Workplace Incivility | Lisa A Marchiondo, Wayne State U.: Daniel Krenn, Wayne State U.; Dana Kabat-Farr, U. of Nevada
- Spillover of Incivility from Work to Family: The Buffering Effects of Self-Compassion and Empathy | Sandy Lim. National U. of Singapore; Xinxin Li, National U. of Singapore; Yang Guo, National U. of Singapore

- Tall Poppies? When Employee Self-Leading Actions Predict Leader Social Undermining | Payal Nangia Sharma, Rutgers U.; Joo Hun Han, U. of Maryland
- The Paradox of Niceness Norms: Why Women Harm Each Other More in Female Task Groups | Olivia Amanda O'Neill. George Mason U.; Jennifer Mueller, U. of San Diego

#### 1364 ⊕ → ■ JS: (OB, CM, HR) Surprising Discoveries in **Organizational Trust Research**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1364

Organizers: Dejun Tony Kong, U. of Richmond; Ashley Fulmer, National U. of Singapore

Discussant: Tony L Simons, Cornell U.

- Can I Trust My Boss? The Effect of One's Bosses' Upward Strategic Impression Management | Sanghee Park, Rutgers U.; Michele Williams, Cornell U.; Michael Sturman, Cornell U.
- Dyadic Perspective on Trust between Leaders and Followers: Implications of Trust A/symmetry | Ashley Fulmer, National U. of Singapore; Wei Lun Ng, National U. of Singapore; Dione Chen, National U. of Singapore
- Distributive Justice, System Trust in Pay-for-Performance, and Interpersonal Trust in Leaders | Dejun Tony Kong, U. of Richmond; Zoe Barsness, U. of Washington, Tacoma
- Organizational Trust: A Multi-Stakeholder Perspective | Nicole Gillespie, The U. of Queensland, Australia; Victoria Downs, The U. of Queensland, Australia; Jonathan Staggs, The U. of Queensland, Australia

### 1365 € SHCS: (OB, HR, SIM) Corporate Social Responsibility and Sustainability: New Insights from **Micro-OBHR Perspective**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1365

Organizers: Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong

Discussant: Patrick M. Wright, U. of South Carolina Intraorganizational Institutional Variance: Defining Sustainability within the Organization | Erica L. Steckler, Northeastern U.; William B. Stevenson, Boston College

- Socially Responsible Behaviors at Work: A Theoretical Exploration | Akwasi Opoku-Dakwa, Rutgers Business School
- Corporate Sustainability: A Case Study of Challenges and Strategies for Employee Acceptance | Mariah Yates, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati
- Individualism in the Curvilinear Relationship between Social Responsibility and Employee Engagement | Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong
- Do Claims about Skill Development Reflect the Nature of Employees' Volunteer Experiences? | David A. Jones, U. of Vermont

#### 1366 → ■JS: (OB, MOC, HR) Leadership and **Neuroscience: Current Controversies and New Evidence**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

Tweet this session: #AOM2014 1366 Chairs: Jochen I. Menges, U. of Cambridge; Tim Astandu, U. of

Cambridge; Jon Michael Jachimowicz, Columbia Business School Discussant: Robert G. Lord, Durham U.

- Neuroscience Research and Ethical Leadership: Understanding Oneself to Inspire Others | Christian Voegtlin, U. of Zurich; Ina Kaufmann, UFSP Ethik
- A Neurocognitive Perspective on Dark Leadership and Employee Deviance | Jessica E. Dinh, The U. of Akron; Robert G. Lord. Durham U.
- Exploring the Dynamics Between CEO Decision Making, Leaders' Own Identity and Influences of Others | Carola Hillenbrand, U. of Reading; Kevin Money, U. of Reading; Bernd Vogel, U. of Reading
- Neural Overlap of Visual Attention and Self-regulatory Focus: Implications for Leader Coaching | Angela Passarelli, Case Western Reserve U.; Dalia Abou Zeki, Case Western Reserve U.; Richard E. Boyatzis, Case Western Reserve U.; Abigail J. Dawson, Carnegie Mellon U.; Anthony Jack, Case Western Reserve U.

### 1367 ■ JS: (OB, OMT) Managing External Relationships to Achieve Coordinated Action Within and Across Teams

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1367

Chairs: Jennifer Ann Marrone, Seattle U.; Narda Quigley, Villanova U.

Discussant: Paul E. Tesluk, U. at Buffalo, the State U. of New York Contextualizing teams research: A look back and a path forward | Henrik Bresman, INSEAD; Mary Zellmer-Bruhn, U. of Minnesota; Mary M. Maloney, U. of St. Thomas

- Improving internal and external team briefings: A teamwork training intervention | Margaret M. Luciano, U. of Connecticut; Travis Maynard, Colorado State U.; John Mathieu, U. of Connecticut; Catherine Kleiner, Catholic Health Initiatives; David Marshall, Safer Healthcare
- External team competencies and firm performance: An examination of auditing teams | Jennifer Ann Marrone, Seattle U.; Narda Quigley, Villanova U.; Bruce Koch, Seattle U.
- Turning teams around: Creating inflection points in team performance with an intervention | Catherine G. Collins, U. of New South Wales; Cristina Gibson, U. of Western Australia

### 1368 ☐JS: (OB, OMT) Beyond Risk and Anxiety: New Directions in Psychodynamics and Organization Theory

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 1368

Organizer: Elizabeth Hansen, Harvard U.

Discussant: David A. Thomas, Georgetown U.

Organizational Identity and Social Defenses Against Decision-Making | Elizabeth Hansen, Harvard U.

The Psychodynamics of Organizations: Theorizing Danger and Excitement | Larry Hirschhorn, Center for Applied Research

Trust in Systems that Oscillate Between Face-to-Face and Networks | Thomas N. Gilmore, Center for Applied Research

### **1369** ■ JS: (OB, TIM) Social Network Drivers of Creativity and Innovation at the Individual and Team Level

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 1369

Organizers: Travis J Grosser, U. of Connecticut; Nora Madjar, U. of Connecticut

Discussant: Jill Perry-Smith, Emory U.

- A social network perspective on team innovation: A review, integration, and extension | **Karoline Evans**, Washington U. in St. Louis; **Markus Baer**, Washington U. in St. Louis; **Greg R. Oldham**, Tulane U.
- Balancing repeat collaboration with external memberships in a network of professional jazz musicians | Floor van den Born, VU U. Amsterdam; Kevyn Yong, HEC Paris
- Networks and creativity: The effect of functional diversity and goal orientation on creativity | Wonseok Choi, U. of Connecticut; Nora Madjar, U. of Connecticut
- A social resources perspective on employee creativity | Travis J Grosser, U. of Connecticut; Giuseppe Labianca, U. of Kentucky

#### 1370 : (OCIS) OCIS Division Keynote Presentation

4:45pm - 6:15pm Pennsylvania Convention Center: Room 122 A Tweet this session: #AOM2014 1370

#### 1371: (ODC) ODC Division Business Meeting

4:45pm - 6:15pm Pennsylvania Convention Center: Room 117 Tweet this session: #AOM2014 1371

Recognition of ODC award winners (e.g. Best Paper Award, Rupe Chisholm Practical Theory Award, Best Student Paper)

### **1372** ☐: (Paper Session) - (OM) **Operational Risks And Capabilities**

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 408 Tweet this session: **#AOM2014 1372** 

Chair: William H. A. Johnson, Pennsylvania State U., Erie Economic Implications of 3D Printing: Market Structure Models Revisited | Christian Weller, RWTH Aachen U.; Robin Kleer, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.; Christian Hinke, RWTH Aachen U.

- Why Do Firms Trade-Off Or Accumulate Operations Capabilities?: Competition Based Explanation. | Alka Ashwini Nand, Melbourne U.; Prakash Jagat Singh, Melbourne U.
- □ Perspectives on Supply Chain Resilience: Where have we been and where are we going? | Nils-Ole Hohenstein, Friedrich-Alexander-U. Erlangen-Nuremberg; Edda Feisel, Friedrich-Alexander-U. Erlangen-Nuremberg; Evi Hartmann, U. of Erlangen, Nuremberg; Larry C Giunipero, Florida State U.
- ■Identifying and Reducing Hidden Risks in Operation of Nuclear Power Plants | Cherng G Ding, National Chiao Tung U.; Hang-Rung Lin, National Chiao Tung U.; Chiu-Hui Wu, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.

### **1373** ☐: (Paper Session) - (OM) Sustainable And Socially Responsible Supply Chains

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 409

Tweet this session: #AOM2014 1373

Chair: Claudine Soosay, U. of South Australia

- Review of Sustainable Supply Chain Management
  Literature: Using the SCOR Process Model | Norma
  Harrison, Macquarie Graduate School of Management; Tayyab
  wagas Amjed, Macquarie Graduate School of Management
- The Impact of Global Sourcing on Social Monitoring of Suppliers and Use of Collaborative Teams. | Fraser Johnson, U. of Western Ontario; Asad Shafiq, U. of Western Ontario; Amrou Awaysheh, IE Business School; Michiel Leenders, U. of Western Ontario

- Value Creation of Cross-Sector Partnerships in Socially Sustainable Supply Chains | Jorge Andres Rodriguez, Ramon Llull U.; Cristina Gimenez, Ramon Llull U.; Daniel Arenas, ESADE Business School

## **1374** ☐: (Paper Session) - (OMT) Institutional Complexity and the Hybrid Organization: Conceptual and Empirical Perspectives

4:45pm - 6:15pm Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 1374

Chair: Ebony N. Bridwell-Mitchell, Harvard U.

- ■Who Fit into the Hybrid Organization? Institutional Logic Incongruence and Employee Turnover | Sarah M. L. Krøtel,
  - Aarhus U.; Anders R. Villadsen, Aarhus U.
- When Hybrid Organizations Transform: Understanding the Emerging Tensions | Celine Louche, Audencia Nantes School of Management; Marek Hudon, ULB - Solvay Brussels School; CERMi
- Scaling Hybrid Organizations: Path Dependencies and Paradoxes (WITHDRAWN) | Anna Krzeminska, The U. of Queensland, Australia
- Pa Deconstructing Complexity: How Organizations Cope with Multiple Institutional Logics | Mia Raynard, U. of Alberta; Royston Greenwood, U. of Alberta

### 1375 ☐: (Paper Session) - (OMT) Innovation and Learning in Networks

4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 A Tweet this session: #AOM2014 1375

Chair: David M. Gomulya, Nanyang Technological U.

- ☐ The making of brokers: when second-order brokerage leads to formation of neighborhood-spanning ties | Julien Clement, INSEAD; Andrew V. Shipilov, INSEAD; Charles D. Galunic, INSEAD
- ₱Connecting and Creating: Tertius lungens, Individual Creativity, and Strategic Decision Processes | Olli-Pekka Kauppila, Aalto U.; Lorenzo Bizzi, California State U., Fullerton; Kristiina Mäkelä, Aalto U.; David Obstfeld, California State U., Fullerton

#### Finalist for Best International Paper Award

- Pa Networks, Attention, and Good Ideas: Taking Advantage of Social Structure | Seung-Hyun Rhee, Northwestern U.; Paul M. Leonardi, Northwestern U.
- Paul Lost in transition: knowledge acquisition and knowledge loss in interpersonal exchanges | Marco Tortoriello, IESE Business School; Florian A. Täube, EBS Business School; Sebastian Moebus, EBS Business School

### 1376 ⊟: (Paper Session) - (OMT) Category Creation and Change: New Perspectives

4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 B Tweet this session: #AOM2014 1376

Parameter Category Taken-for-grantedness as a Strategic Opportunity: The Case of Light Cigarettes, 1964-1993 | Greta Hsu, U. of California, Davis; Stine Grodal, Boston U.

- Category Promotion: How Hybrid Ventures Integrate "Standing Out" and "Fitting In" | Joel Gehman, U. of Alberta; Matthew G Grimes, U. of Alberta
- Pa→ Category recombination and entrepreneurial inertia in the market for electronic music, 1978-2011 | Martina Montauti, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
- ■Audience-Dependent Impact of Category Spanning by U.S. Art Museums | Shinwon Noh, Cornell U.

### 1377 ⊒: (Paper Session) - (OMT) Doing Well by Doing Good: Perspectives on the Virtuous Organization

4:45pm - 6:15pm Pennsylvania Convention Center: Room 121 A Tweet this session: #AOM2014 1377

Chair: James Ballard Oldroyd, The Ohio State U.

- ■Three Forms of Organizational Virtuousness: Conceptualizing Virtues at the Collective Level | David S. Bright, Wright State U.; Jason Combs, U. of Dayton; Brad Winn, Utah State U.

Winner of OMT Best Paper on Environmental and Social Practices

#### **Finalist for Pondy Award**

- Sharing Design Rights: A Commons Approach for Developing infrastructure | Nuno A Gil, The U. of Manchester; Carliss Baldwin, Harvard U.
- ■An unintended crisis: Bounded reliability and corporate sustainability | Liena Kano, Haskayne School of Business; Loren Falkenberg, U. of Calgary; Alain C. Verbeke, U. of Calgary

## 1378 ☐: (Paper Session) - (OMT) The Dynamics of Identity: Unpacking Organizational and Professional Identity Processes

4:45pm - 6:15pm Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 1378

Chair: Daniel Beunza, London School of Economics

- Mass-Production of Professional Services and Pseudo-Professional Identity in Tax Preparation Work | Roman V. Galperin, Johns Hopkins U.
- ☐ The co-construction of organizational identities:Organizational identity work in nonprofits | Charlotte Cloutier, HEC Montreal; Davide Ravasi, Cass Business School, City U. London
- Identity without Membership? Anonymous and the Communicative Formation of Organizational Identity | Leonhard Dobusch, Free U. Berlin; Dennis Schoeneborn, Copenhagen Business School
- Multiple Organization Membership and Identity: Outcome Moderation. | Mekki MacAulay Abdelwahab, Schulich School of Business

### 1379 ☐: (Paper Session) - (OMT) Field Emergence and Change

4:45pm - 6:15pm Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 1379

Chair: Frank G.A. de Bakker, VU U. Amsterdam

➡Structuring Through Dissent: Field Emergence and the Strategic Role of Organizational Agency | Itziar Castello, U. Carlos III de Madrid; David Barbera, Institute of Innovation and KnowledgeManagementINGENIO(CSIC -UPV); Frank G.A. de Bakker, VU U. Amsterdam

- Pa A Framing Perspective on Field Emergence: Constructing Institutional Fields as Settlements | Santi Furnari, Cass Business School, City U. London
- Regulatory institutional entrepreneurship: The USDA and the promotion of regional food hubs | Paul F Skilton, Washington State U.; Lindsay E Mahony, No Affiliation; Tomislav Rimac, Autonoma U. of Barcelona

Bootstrapping New Organizational Forms: The Legitimation of the Travel Agency in Victorian England | Christian E. Hampel, U. of Cambridge; Paul Tracey, U. of Cambridge

# 1380 ← ☐: (Paper Session) - (OMT) Speaking of Language: Research into the Central Role of Language in Organizational Processes

4:45pm - 6:15pm Pennsylvania Convention Center: Room 202 A Tweet this session: #AOM2014 1380

Chair: Nina Granqvist, Hanken School of Economics

- Pu→ The Gift of Tongues: Translation Work in Multilingual Organizations | Susanne Tietze, Keele U.; Rebecca Piekkari, Aalto U.
- ■When Do Language Wrappers Matter? Market Reactions to Language Use in Earnings Announcements | Jo-Ellen Pozner, U. of California, Berkeley; Ivana Naumovska, Erasmus U. Rotterdam; Edward Zajac, Northwestern U.
- → Speaking of Corporate Social Responsibility | Hao Liang, Tilburg U.; Chris Marquis, Harvard U.; Luc D. R. Renneboog, Tilburg U.; Sunny Li Sun, U. of Missouri, Kansas City
- The Language of Lean Production and the Organized Anarchy of Its Foreign Adoption | Valery Yakubovich, ESSEC; An Yi, ESSEC

### 1381 € □ JS: (OMT, OB) Trust and Distrust: Two Sides of the Same Coin?

4:45pm - 6:15pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 1381

Chair: Fabrice Lumineau, Purdue U.

Discussant: Roy J. Lewicki, The Ohio State U.

Organizational Distrust: Conceptual Foundations and Empirical Approaches | **Shiau-Ling Guo**, Purdue U., West Lafayette; **Fabrice Lumineau**, Purdue U.

Distrust and Trust in Organizations: A Critical Reexamination | Sim B. Sitkin, Duke U.; James Denton Emery, Duke U.

Disentangling the Role of the Law in Providing a Context to Repair Interorganizational Trust | Mohamed-Hedi Charki, EDHEC Business School; Nabila Boukef Charki, U. of Paris Dauphine

Exploring Distrust - A Study in the Current Turmoil of the British Public Sector | Rosalind H. Searle, Coventry Business School; Antoinette Weibel, Konstanz U.; Ann-Marie Nienaber, Coventry Business School; Alison Legood, Coventry Business School

## 1382 JS: (OMT, TIM, ENT) The Nature of Resources: Their malleability, and the means by which they are put into service

4:45pm - 6:15pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1382

Organizers: Christian Mealey, Rice U.; Scott Sonenshein, Rice U. Culture: A resource for identity construction | Mary Ann Glynn, Boston College; Lee Watkiss, Boston College

Enacting Resources | Martha Feldman, U. of California, Irvine I feel free: Cognitive and normative slack as drivers of entrepreneurial resourcefulness | Ted Baker, North Carolina State U.; Erin Powell, Clemson U.

A Theory of Resourcing Actions in Organizations | Christian Mealey, Rice U.; Scott Sonenshein, Rice U.

#### 1383: (ONE) ONE Business Meeting

4:45pm - 6:15pm Pennsylvania Convention Center: Room 202 B Tweet this session: #AOM2014 1383

Meet with ONE executive committee and teams to discuss division activities and learn details for our Social. All division awards will be presented.

### **1384**: (Plenary) - (PNP) Honoring The Life and Work of Keith Provan

4:45pm - 6:15pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 1384

Chair: Kimberley Roussin Isett, Georgia Institute of Technology

## 1385 : (Plenary) - (RM) Methodological Approaches to Establishing and Enhancing Research Meaningfulness

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 1385

Moderator: Ernest H O'Boyle, U. of Iowa

Panelists: Jose M. Cortina, George Mason U.; Jeffrey R.

Edwards, U. of North Carolina; Karen Jansen, James Madison U.; Ronald S. Landis, Illinois Institute of Technology; Andreas Schwab, Iowa State U.; William H. Starbuck, U. of Oregon

### 1386 ©⊒: (Paper Session) - (SAP) Strategy Tools II: Tools-In-Practice

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 1386 Chair: Viviane Sergi, UQAM

Discussant: Timo J Santalainen, Aalto U.

Pa© How Do Consultants Construct and Mobilize Tools to Build Markets | Luc Pierre Bres, HEC Montreal; Jean-Pascal Gond, Cass Business School, City U. London

#### **SAP Best Practice-Oriented Paper Award**

Adoption of Management Practices: Explaining individual motivations toward strategy tools adoption | Bruno Oliveira, U. of Bath; Paula Jarzabkowski, Cornell U.; Nick Lee, Aston U.

■ Exploring & developing strategy theory through practice | Colin Eden, Strathclyde U.; Fran Ackermann, Curtin Business School

#### 1387: (SIM) SIM Division Meeting

4:45pm - 6:15pm Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 1387

Come hear about the great work of the division and to honor award winners.

## **1388** ■: (Paper Session) - (TIM) University Technology Transfer

4:45pm - 6:15pm Pennsylvania Convention Center: Room 103 C Tweet this session: #AOM2014 1388

Chair: Markus Perkmann, Imperial College London

The Effect of University-Level Support Policies on Female Participation in Academic Patenting | Anna Kochenkova, U. of Bologna; Federico Munari, U. of Bologna

- ☐ The Impact of University Technology Transfer Offices on Faculty Consulting. | Yulia Muzyrya, U. of Michigan
- → □ Open data in industrial R&D: Organizing open collaboration between firms and public science | Markus Perkmann, Imperial College London; Henri Schildt, Aalto U.
- → How Social Capital Dimensions Facilitate Firm Collaboration with Public Research Organizations | Marianne Steinmo, U. of Nordland; Einar Rasmussen, U. of Nordland

# 1389 ☐: (Paper Session) - (TIM) Crowdsourcing **Innovations**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 111 B Tweet this session: #AOM2014 1389

Chair: Nikolaus Franke, WU Vienna

- ■Don't mess with the crowd! The emergence and management of crowdsourcing disasters | Johann Fueller, U. of Innsbruck; Katja Hutter, Harvard U.; Julia Hautz, U. of Innsbruck; Carina Thürridl, WU Vienna
- ₽ "Does God Play Dice?" Randomness vs. Deterministic Explanations of Crowdsourcing Success | Nikolaus Franke. WU Vienna; Christopher Lettl, WU Vienna; Susanne Roiser, WU Vienna; Philipp Tuertscher, VU U. Amsterdam
- ☐ Crowdsourcing Solutions for Innovation Problems: The Interplay of Expertise and Knowledge Search | Oguz Ali Acar, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam
- → Bistant Search, Narrow Attention: How Crowding Alters Organizations' Filtering of User Suggestions | Henning Piezunka, Stanford U.; Linus Dahlander, ESMT European School of Management and Technology

# 1390 : (Paper Session) - (TIM) Standards: Costs, Benefits and Competition

4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1390

Chair: Ram Ranganathan, The U. of Texas at Austin

- Closing the door on open standards? | Ram Ranganathan. The U. of Texas at Austin
- ■Standard Gold Rush?A Longitudinal Study of Standard participation and Innovation Performance | Maggie Qiuzhu Mei, Grenoble Ecole de Management
- ☐ The Interplay of Standardization and Research: Evidence from the Biotechnology Industry | Michael Raven, TU Berlin
- ■Do you back me up? The Power of 'collective knowledge' assets in standards competition | André P Slowak, U. of East London; Julian Christ, Baden-Wuerttemberg Cooperative State U.

## 1391 .: (Paper Session) - (TIM) Industry Emergence and **Evolution: New Entrants and Incumbents**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 1391 Chair: Mazhar Islam, Drexel U.

- Battle on the Wrong Field? Entrant Type and Firm Survival Prior to Dominant Design | Lihong Qian, Portland State U.; Tianxu Chen. Oakland U.
- ■Product Innovation in the Disrupted Technology: Evidence from the Industrial Robotics Industry | Raja Roy, Drexel U.; Mazhar Islam, Drexel U.
- Pre-Entry Resources, Strategic Positioning Choices and Introduction of Dominant Designs | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Richard Tee, EPFL
- Product Innovation Differences between New Ventures and Incumbent Firms | Chao-Yang Song, Singapore U. of Technology and Design; Jianxi Luo, Singapore U. of Technology and Design; Katja Hölttä-Otto, Singapore U. of Technology and Design; **Kevin Otto**, Singapore U. of Technology and Design

## 1392 : (Paper Session) - (TIM) Technology-Based New **Venture Strategies**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 121 C Tweet this session: #AOM2014 1392

Chair: Marc Bahlmann, VU U. Amsterdam

The Art of the Possible: Increasing value of nascent technologies using Strategic Disclosure | Tilo Stratton Peters, Ecole Polytechnique Fédérale de Lausanne; Vareska Van De Vrande, Erasmus U. Rotterdam

- → Structuring and Bundling Resources for Innovation in Different Firm Life Cycle Stages | Francesco Chirico, Jonkoping International Business School; Christina M. Carnes. Texas A&M U., College Station; Dong Wook Huh, Texas A&M U.; Michael A. Hitt, Texas A&M U.; Vincenzo Pisano, U. of Catania
- Technology-Sourcing Portfolio, Product Innovation Strategy, and New Venture Performance | Ya-Hui Lin. Ministry of Science and Technology; Poh-Kam Wong, National U. of Singapore; **Yuen Ping Ho**, National U. of Singapore
- Exploration, exploitation, and geographic diversity: A study of new entrepreneurial ventures | Marc Bahlmann, VU U. Amsterdam

# 1393 ■: (Paper Session) - (TIM) Search and Innovation **Problem-Solving**

4:45pm - 6:15pm Pennsylvania Convention Center: Room 203 A Tweet this session: #AOM2014 1393

Chair: Eni Gambeta. Rice U.

- Search Behavior and Problem Definition: The Impact of Managerial Self-Interest | Eni Gambeta, Rice U.; Toby Li, Rice U.
- ■Toward a Contingency Perspective on Organizational Slack: Evidence from the Pharmaceutical Industry | Osamu Suzuki, Kwansei Gakuin U.
- Markets for Technology and the Importance of Firm-Specific Search for Innovation Performance | Wolfgang Sofka, Copenhagen Business School; Christoph Grimpe, Copenhagen Business School
- What Determines Loci of External Knowledge?: Historical Aspiration Prevailing over Social Aspiration | Jong Seon Lee, Korea Advanced Institute of Science & Technology; Jeong **Duk Choi**, Korea Advanced Institute of Science & Technology;

Zong-Tae Bae, Korea Advanced Institute of Science & Technology

#### Monday 5:30PM

## 1394 : (MH) Management History Division Business Meeting

5:30pm - 6:30pm Loews Philadelphia Hotel: Washington Room BC

Tweet this session: #AOM2014 1394

Business meeting of the Management History Division. All members of the division are encouraged to attend.

## Monday 6:00PM

#### 1395 : (GDO) GDO Business Meeting

6:00pm - 7:00pm Loews Philadelphia Hotel: Lescaze Room

Tweet this session: #AOM2014 1395

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland,

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

### 1396: (HCM) Health Care Management Division Social

6:00pm - 8:00pm Offsite: McCormick & Schmick's

Tweet this session: #AOM2014 1396

Please join us for our HCM Division Social, to be held offsite at McCormick and Schmick's, 1 S. Broad Street. Sponsored by Boston U SPH HIth Policy and Mgmt, Ohio State Dept of Family Medicine, SHOC, VCU Dept of Health Admin, Texas A&M Health Policy & Mgmt, UAB Dept of Health Svcs Admin, UNC-Greensboro Bryan School of Business and Economics, Vanderbilt Owen Grad School of Mamt. For more information regarding this event, please contact Timothy Huerta at timothy.huerta@osumc.edu.

Organizer: Timothy R. Huerta, The Ohio State U.

## 1397: (ICW) Management Learning Meet the Editors Social

6:00pm - 8:00pm Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 1397

Organizer: Eugene Sadler-Smith, U. of Surrey

## 1398 : (ICW) The Leadership Quarterly 25th Anniversary Celebration

6:00pm - 7:30pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 1398

All Welcome

Organizer: Vicki Wetherell, Elsevier Ltd.

## Monday 6:15PM

# 1399 : (IM) International Management Division Business Meeting

6:15pm - 7:30pm Pennsylvania Convention Center: Room 126 A

Tweet this session: #AOM2014 1399

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The

Ohio State U.

Past Chair: John Mezias, U. of Miami

## Monday 6:30PM

## 1400 : (BPS) Business Policy and Strategy Business Meeting

6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A

Tweet this session: #AOM2014 1400

#### 1401 : (CAR) Careers Division Social Hour

6:30pm - 8:30pm Offsite: Maggiano's Little Italy Restaurant

Tweet this session: #AOM2014 1401

This session will take place at Maggiano's. For information regarding

this offsite event please contact Tania Casado at

tcasado.aom@gmail.com

Organizer: Roxana Barbulescu, McGill U.

Division Chair: Peter A. Heslin, U. of New South Wales Division Chair-Elect: Kimberly Eddleston, Northeastern U.

Program Chair: Tania Casado, U. de São Paulo

Professional Development Workshop Chair: Corinne Post, Lehigh

Past Chair: Julia Richardson, York U.

## 1402 : (CMS) CMS Division Main Program Social

6:30pm - 8:30pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1402

Welcome to the main annual social gathering for CMS members and friends. This event is sponsored by Birmingham Business School, University of Birmingham, UK.

Program Chairs: Emma Bell, Keele U.; Scott Taylor, U. of Birmingham

## 1403 : (ENT) Entrepreneurship Division Business Meeting

6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom C Tweet this session: #AOM2014 1403

# 1404 : (INDAM) India Academy of Management Social

6:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1404

## 1405: (MED) MED Business Meeting and Awards

6:30pm - 7:30pm Loews Philadelphia Hotel: Regency Ballroom A

Tweet this session: #AOM2014 1405

All are welcome! Celebrate success of paper, symposia, reviewer and PDW award winners. Be part of our business meeting - learn about MED and shape

## 1406 : (MH) Management History Division Social

6:30pm - 8:30pm Loews Philadelphia Hotel: Washington Room BC

Tweet this session: #AOM2014 1406

This social hour will be dedicated to Dr. Robert C. Ford, who is receiving the Richard M. Hodgetts Distinguished Career Award for furthering the goals and mission of the division over a sustained period of time. All division members are encouraged to attend.

## 1407 : (MOC) MOC Social Hour and Business Meeting

6:30pm - 8:30pm Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 1407

Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth

**George**, Hong Kong U. of Science and Technology Program Chair: Kevin W. Rockmann, George Mason U. Professional Development Workshop Chair: David M. Sluss. Georgia Institute of Technology

## 1408: (OCIS) OCIS Division Business Meeting

6:30pm - 8:30pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1408

1409 : (ODC) ODC Division Members Reception.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper 360

6:30pm - 8:30pm Pennsylvania Convention Center: Room 118 A Tweet this session: #AOM2014 1409

# 1410: (OMT) OMT Business Meeting

6:30pm - 7:30pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1410 All OMT members are welcome.

## 1411 : (RM) Research Methods Division Business Meeting

6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 1411

Division Chair: Michael Sturman, Cornell U.

Division Chair-Elect: Brian Boyd, City U. of Hong Kong Program Chair: Hettie A. Richardson, Texas Christian U.

Professional Development Workshop Chair: Daniel A. Newman, U.

of Illinois at Urbana-Champaign

Past Chair: Lisa Schurer Lambert, Georgia State U.

## 1412: (SAP) SAP Business Meeting and Social

6:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom Tweet this session: #AOM2014 1412

The social will follow a short business meeting. Please come out to mix and mingle with SAP members and prospective members and celebrate the success of the Interest Group.

#### **1413**: (SIM) **SIM Social**

6:30pm - 9:00pm Loews Philadelphia Hotel: Commonwealth C Tweet this session: #AOM2014 1413

It's a time to see old friends and make new friends. Program Chair: Harry J Van Buren, U. of New Mexico

## Monday 7:00PM

## 1414: (GDO) GDO Social Hour

7:00pm - 9:00pm Loews Philadelphia Hotel: Howe Room

Tweet this session: #AOM2014 1414

Division Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland,

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: **Douglas Creed**, U. of

Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

# 1415 : (ICW) Annual Brigham Young University Ice Cream Social at the Academy of Management Conference

7:00pm - 10:00pm Philadelphia Marriott Downtown: Liberty Ballroom

Tweet this session: #AOM2014 1415

By invitation only

Organizer: Stephanie Graham, Brigham Young U.

#### 1416: (ONE) 2014 ONE Social Reception

7:00pm - 9:00pm Offsite: Top of the Tower Tweet this session: #AOM2014 1416

The event will take place in the Vista/Furness Forum Room. For information or questions regarding this offsite event please contact Jonathan Doh at oneprogram2014@gmail.com

## Monday 7:30PM

## 1417 : (BPS) Business Policy and Strategy Social

7:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom B

Tweet this session: #AOM2014 1417

# 1418: (ENT) Entrepreneurship Division Social

7:30pm - 9:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom D

Tweet this session: #AOM2014 1418

# 1419: (MED) MED Social - Management Education & Development

7:30pm - 10:00pm Loews Philadelphia Hotel: Regency Ballroom B

Tweet this session: #AOM2014 1419

All are welcome - come along and share your stories of life as an educator & researcher!

### 1420 : (OCIS) OCIS Reception and Social Event

7:30pm - 10:30pm Pennsylvania Convention Center: Room 122 B

Tweet this session: #AOM2014 1420

## **1421** : *(OMT)* **OMT Social Hour**

7:30pm - 9:00pm Pennsylvania Convention Center: Room 204 A

Tweet this session: #AOM2014 1421 All members are welcome.

## 1422: (RM) Research Methods Division Reception

7:30pm - 9:30pm Sheraton Philadelphia Downtown Hotel: Independence B

Tweet this session: #AOM2014 1422

## Monday 8:00PM

## 1423 : (IM) International Management Division Social

8:00pm - 11:59pm Offsite: National Constitution Center

Tweet this session: #AOM2014 1423

Come and have fun with your IM friends at the National Constitution Center (525 Arch Street). For more information, or if you have questions, please contact John Mezias at imezias@miami.edu.

### Monday 8:30PM

# 1424: (ICW) Case Western Reserve, Organizational Behavior and Doctor of Management Receiption

8:30pm - 10:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon H Tweet this session: #AOM2014 1424

Admission is free but requires a Business Card and/or sign-in to the

Organizer: Lila E Robinson, Weatherhead School of Management

#### Tuesday 12:00AM

#### 1425 : (AAA) Technology Center

12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area Tweet this session: #AOM2014 1425

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

### 1426 : (AAA) Technology Center

12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1

Tweet this session: #AOM2014 1426

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

## 1427 : (AAA) Technology Center

12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer Tweet this session: #AOM2014 1427

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

# Tuesday 7:00AM

# 1428 : (/M) Meet the International Management Executive **Committee Breakfast**

7:00am - 8:00am Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 1428

Members of the IM division have breakfast with the executive

committee of the division

Division Chair: Jennifer Spencer, George Washington U. Division Chair-Elect: Sea Jin Chang, National U. of Singapore Program Chair: Alvaro Cuervo-Cazurra, Northeastern U. Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Past Chair: John Mezias, U. of Miami

**1429**: (MSR) Morning Meditation

7:00am - 8:00am Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1429 Presenter: Richard Peregov, U. of Dallas

### Tuesday 7:30AM

#### 1430 : (AAA) AOM Past Presidents Breakfast

7:30am - 8:30am Loews Philadelphia Hotel: Penn Tweet this session: #AOM2014 1430

#### 1431 : (SIM) SIM Morning Jumpstart

7:30am - 8:00am Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 1431 It's coffee. And good company.

Program Chair: Harry J Van Buren, U. of New Mexico

## Tuesday 8:00AM

## 1432 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office

Tweet this session: #AOM2014 1432

## 1433: (AAA) Conference Registration

8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.

Tweet this session: #AOM2014 1433

Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

### **1434**: (AAA) Hospitality Suite for First Time Attendees

8:00am - 3:00pm Pennsylvania Convention Center: Room 105 B.

Tweet this session: #AOM2014 1434

Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a guiet respite between your sessions! Pennsylvania Convention Center 105B.

## 1435 : (AAA) Technology Center

8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB

Tweet this session: #AOM2014 1435

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

#### 1436 : (AAA) Speaker Preparation

8:00am - 8:00pm Pennsylvania Convention Center: Room 300

Tweet this session: #AOM2014 1436

## **1437**: (AAA) Placement Services

8:00am - 12:00pm Philadelphia Marriott Downtown: Franklin Hall

Tweet this session: #AOM2014 1437

Placement Services-Registration and Information

## 1438: (AAA) Speaker Preparation

8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom

Tweet this session: #AOM2014 1438

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

## 1439 : (AAA) Speaker Preparation

8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7 Tweet this session: **#AOM2014** 1439

# 1440 🖃: (Paper Session) - (BPS) Strategic Human Capital:

## Mobility, Retention and Value Creation

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1440
Chair: Aaron Hill. Oklahoma State U.

- Towards A Theory of Perceived Firm-Specific Human Capital | Russell Coff, U. of Wisconsin, Madison; Joseph Raffiee, U. of Wisconsin, Madison
- ■Deep Dive and Back: Social Impact Projects and Employee Retention | Christiane Bode, INSEAD; Jasjit Singh, INSEAD; Michelle Rogan, INSEAD
- Penrosian Growth of the Human Capital-intensive Firm | Craig E. Armstrong, The U. of Alabama
- Competitive Response to Employee Mobility: Evidence From Mutual Fund Companies | Kwangjune Ahn, U. of Toronto

# 1441 → □: (Paper Session) - (BPS) Governance, Social Exchange and Innovation

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 1441

Chair: Zachary Sheaffer, Ariel U.

- → Family Firm Innovativeness—A Meta-Analysis | Patricio Duran, U. of South Carolina; Nadine Kammerlander, U. of St. Gallen; Marc Van Essen, U. of South Carolina; Thomas Markus Zellweger, U. of St. Gallen
- Exploration, Exploitation and Incentives to Innovate: The Disciplining Role of Debt | Byung-Chul Choi, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute; Fabio Zambuto, U. of Palermo
- Pa Hell's Kitchen: Sanctioning Violations of Norms of Knowledge Use in Gourmet Cuisine | Giada Di Stefano, HEC Paris; Andrew King, Dartmouth College; Gianmario Verona, Bocconi U.

# **1442** ☐: (Paper Session) - (BPS) External Shocks and Competitive Dynamics

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 1442

Chair: Lyda S. Bigelow, U. of Utah

- Long-Term Performance Effects of Adjustments in R&D Investments During Environmental Jolts | Eberhard Riesenkampff, EBS Business School
- ■Paralyzing or Activating? Market Shocks and their Effects on Interfirm Rivalry | Markus Schimmer, U. of St. Gallen
- Retail Union and Regional First Mover Advantages | Ajay Bhaskarabhatla, Erasmus U. Rotterdam; Chirantan Chatterjee, Indian Institute of Management Bangalore; Bas Karreman, Erasmus U. Rotterdam
- ☐ Competitive Dynamics: Are Firms As Vulnerable As They Are Aggressive? | Wan-Ting Su, National Tsing Hua U.; Gideon D Markman, Colorado State U.

1443 € \( ! (Paper Session) - (BPS) Alliance Portfolio

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor A Tweet this session: #AOM2014 1443

Chair: Martin C. Goossen, HEC Paris

- ☐ Governance in Platform-Mediated Ecosystems:

  Complementary Products | Javier Cenamor, Carlos III U.
- Concentrating or Dispersing Alliances within Firms: A Fragmented Alliance Portfolio Perspective | Brenda Bos, Groningen U. (RuG); Dries Faems, Groningen U. (RuG); Florian Noseleit, Groningen U. (RuG)
- Take or Give: How Resource Flows Into and Out Of Alliance Portfolios Affect Firm Performance | Manuela N. Hoehn-Weiss, U. of Washington, Bothell; Samina Karim, Boston U.
- ☐ The Effect of Resource Commitment and Status for Firm Performance in a Firm's Alliance Portfolio | Seong-Young Kim, ESC Rennes School of Business

# 1444 ■ —: (Paper Session) - (BPS) Firm-Stakeholder Relationships

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1444

Chair: Johanna K. Jaskari, Aalto U.

- ■Examining New Dimensions of Firm-Stakeholder Relationships through Social Media | Eun-Hee Kim, George Washington U.; Yoona Youm, George Washington U.
- An Examination of Firm Reputational Penalty from Public Stakeholders | Yuehua Xu, Sun Yat-sen U.; Daphne W. Yiu, Chinese U. of Hong Kong
- ➡Fin. Mkt. vs. Consumer Mkt. Responses to Emergent Phenomena: Application to a Social Media Boycott | Brian Kelleher Richter, The U. of Texas at Austin; Timothy Werner, The U. of Texas at Austin

# 1445 ☐: (Paper Session) - (BPS) Strategic Advantages from Human Capital

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 1445

Chair: Daniel Tzabbar, Drexel U.

- The Effect of Human Capital on Firm Performance and Survival: Context of the Asian Financial Crisis | Hilary Schloemer, U. of Kansas; Dongni Wan, U. of Kansas; Clint Chadwick, U. of Kansas
- ■Do Middle Managers Capabilities Matter? | Roberto Gabriele, U. of Trento; Elena Feltrinelli, U. of Trento; Sandro Trento, U. of Trento
- □ Effects of Human & Social Capital on Employees' Strategic Orientation: A Knowledge-based Perspective | Karynne L. Turner, U. of South Carolina; Mona V Makhija, The Ohio State U.
- ■Which Came First? Human Capital and Human Process Advantage and the Circulation of Market Ties | Joseph Broschak, U. of Arizona; Emily S. Block, U. of Notre Dame; Sharon Koppman, U. of Arizona, Tucson

## 1446 → \( \): (Paper Session) - (BPS) The Determinants of **Corporate Divestitures**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1446

Chair: Asli Musaoglu Arikan, The Ohio State U.

- ■To Divest or Not to Divest: A Meta-analysis of the Drivers of Corporate Divestitures | Kalin D. Kolev, Marquette U.
- → Policy Risk and Divestitures: Firm-Specific and Macro Considerations | Daniel Blake, IE Business School; Caterina Moschieri, IE Business School
- ₽ Analyst Pressure and Corporate Down-scoping: A Balanced-power Approach | Yu Zhang, U. of California, Irvine; Jun Xia, The U. of Texas at Dallas, Yan Gong, China Europe International Business School
- When Firms Benefit from Previous Divestitures: An Agency Theoretic View | Donald D Bergh, U. of Denver; Kitty Chiu, INSEAD; Enzo Peruffo, Luiss Guido Carli U.; Michael A. Hitt, Texas A&M U.

# 1447 □ • → □: (Paper Session) - (BPS) New Insights into **Organizational Knowledge**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1447

Chair: Sheryl Winston Smith, Fox School of Business, Temple U.

- ₽ Knowledge Complexity and the Performance of Inter-unit Knowledge Transfer Structures | Sungho Kim, Southern Illinois U. Edwardsville; Zheng Jane Zhao, U. of Kansas; Jaideep Anand, The Ohio State U.
- Organizational Energy as the Mediator Between Organizational Structure and Absorptive Capacity. Andreas Alexiou, Erasmus U. Rotterdam; Saeed Khanagha, Erasmus U. Rotterdam
- and Exploitation | Nir N. Brueller, Tel Aviv U.; Gabriel Szulanski, INSEAD
- ₽ Learning on the Job? Entrepreneurial Spawning in the Asset Management Industry | Aaron Chatterji, Duke U.; Rui de Figueiredo, U. of California, Berkeley; Evan Rawley, Columbia U.

# 1448 → 🖃: (Paper Session) - (BPS) Network Governance 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 1448 Chair: Hans T. W. Frankort, Cass Business School, City U. London

- Not All Control Rights Are Created Equal: Allocation of Control Rights in Biotechnology Alliances | Marko Madunic, Western Washington U.; Jongwook Kim, Western Washington
- ■Aligning Transactional Attributes and Organizational Design Sandra Corredor, U. of Illinois at Urbana-Champaign; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Cheng Wang, U. of Illinois at Urbana-Champaign
- A Governance Model of Joint Venture Value Creation | G. Tyge Payne, Texas Tech U.; Abdallah Assaf, Texas Tech U.; Miles A. Zachary, West Virginia U.
- → The Muscle of Co-poiesis: Firm Performance in Alliances by Governance of Knowledge Conversion | Ricarda B. Bouncken, U. of Bayreuth; Robin N. Pesch, U. of Bayreuth; Martin Ratzmann, U. of Bayreuth; Thomas Clauß, Philipps-U. Marburg

## 1449 : (Paper Session) - (BPS) Governance and **Partnerships**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1449

Chair: Marios I Katsioloudes, Qatar U.

- Control and Collaboration: Exploring Governance Paradox in International Joint Venture Boards | Xuanli Xie, Peking U.
- Upper Echelon Revisited: The Influence of Dark-Side CEO Traits on Alliance Formation and Governance | Gary R. **Thurgood**, Texas A&M U., College Station
- Bridging Science and Technology through Academic-Industry Partnerships | Willy Shih, Harvard U.; Sen Chai. Harvard U.
- Transaction Costs and Modes of Service Provision: The Moderating Effect of Sourcing Availability | Marguerite Schneider, NJIT; Fernando Sanchez, Rutgers Business School; Catherine Magelssen, Rutgers U.; Fariborz Damanpour, Rutgers U.

## **1450** □ • □ JS: (BPS, OMT) Alliance Network Advantage: At the Frontiers of Research and Teaching

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1450

Organizer: Andrew V. Shipilov, INSEAD

After the Break-Up: The Relational and Reputational Consequences of Withdrawals from VC Syndicates I Ranjay Gulati, Harvard U.; Pavel Ivanov Zhelyazkov, Harvard

Partnering Experience and Alliance Performance | **Dovey** Lavie, Technion Israel Institute of Technology

What do Alliance Managers Do? | Yves Doz, INSEAD Network Advantage: How to Unlock Value from Your Alliances and Partnerships | Henrich R. Greve, INSEAD; Tim Rowley, U. of Toronto; Andrew V. Shipilov, INSEAD

# 1451 JS: (BPS, TIM) Patents and Intellectual Property Rights

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 1451

Organizers: Deepak Hegde, New York U.; Roger Smeets, Rutgers

Chair: Wesley M. Cohen, Duke U.

Discussant: Michelle Gittelman, Rutgers U.

- What is the Probability of Receiving a US Patent? | Deepak Hegde, New York U.
- Codifying Prior Art and Patenting: Natural Experiment of Herbal Patent Prior Art Adoption | Prithwiraj Choudhury,
- Does Patent Litigation Reduce Corporate R&D? An Analysis of US Public Firms | Roger Smeets, Rutgers U.
- Copyright and Creativity: Evidence from Romantic Period Authors | Megan MacGarvie, Boston U.

# 1452 W: (CAR) Persons with Disabilities and **Entrepreneurship: Barriers and Opportunities**

8:00am - 9:30am Philadelphia Marriott Downtown: Room 408 Tweet this session: #AOM2014 1452

Organizers: Lizabeth A Barclay, Oakland U.; Karen S Markel, Oakland U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

Discussants: Mark Simon, Oakland U.; Caren Goldberg, American U.

- The Inclusion of People with Disabilities into the Workforce:
  Utilizing Comparative Skills for Entrepreneurship | David J.
  G. Dwertmann, U. of St. Gallen
- The self-evaluation benefits of entrepreneurship for persons with disabilities | **Bruce Martin**, U. College Dublin; **Benson Honig**, McMaster U.
- Barriers to entrepreneurship for people with disabilities: Focus on financial and social barriers | Maija Renko, U. of Illinois at Chicago; Sarah Parker Harris, U. of Illinois at Chicago; Katherine E. Caldwell, U. of Illinois at Chicago
- The Boundaryless Career and Entrepreneurship: Making Room for People with Disabilities | Karen S Markel, Oakland U.; Lizabeth A Barclay, Oakland U.

## **Best Symposium Award Finalist**

# 1453 © → ← □ CAU: (CAU) The Power of Words and the Relationship between Systemic Shocks and the Firm

8:00am - 9:30am Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 1453

Organizers: Luis Ballesteros, The Wharton School, U. of

Pennsylvania; Chris Marquis, Harvard U.

Participants: Michael Useem, U. of Pennsylvania; Alan Muller, U. of Amsterdam; Jennifer Oetzel, American U.; Xiaowei Luo, INSEAD; András Tilcsik, U. of Toronto; Gail Whiteman, Erasmus U. Rotterdam; Chang Hoon Oh, Simon Fraser U.

# 1454 € ← □ CAU: (CAU) Behavioral Integrity Research Incubator: Aligned words and actions are powerful, but rare. Why?

8:00am - 9:30am Philadelphia Marriott Downtown: Room 415 Tweet this session: #AOM2014 1454

Organizer: Tony L Simons, Cornell U.

# 1455 → □ □ ♥ CAU: (CAU) Discovering Indigenous Voices and Their Words for "Management": Native and Indigenous Peoples Caucus

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 8 Tweet this session: **#AOM2014** 1455

Organizers: Joseph Gladstone, New Mexico State U.; Chellie Spiller, U. of Auckland

# 1456 🖃 <sup>™</sup>: (Paper Session) - (CM) Smells Like Team Spirit: Groups and Teams in Conflict

8:00am - 9:30am Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 1456 Chair: Kathleen O'Connor, Cornell U.

- □ Strong vs. weak synergy in team negotiations: A competitive test of two theoretical approaches | Alfred Zerres, U. of Amsterdam; Joachim Hüffmeier, Federal Institute for Occupational Safety and Health
- Servant Leadership for Team Conflict Management, Coordination, and Customer Relationships | Alfred Wong, National Sun Yat-sen U.; Ying Liu, Renmin U. of China; Dean Tjosvold, Lingnan U.
- An Examination of How Leadership Style Influences Team Performance through Conflict | Elizabeth Ruth Wilson, Northwestern Kellogg School of Management; Leigh Thompson, Northwestern U.

☐ The Effects of Group Diversity on Miscalibration in Confidence Judgments (WITHDRAWN) | Steffen Keck, Carnegie Mellon U.

# 1457 ☐: (Paper Session) - (CM) Sweet Forgiveness?

## Repairing Damaged Relationships

8:00am - 9:30am Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1457

Chair: Beth Polin, Eastern Kentucky U.

- ■Being Right or Being Sorry: Leader Responses to Task and Relationship Mistakes | Andrea Hetrick, U. of Georgia; Lily Cushenbery, Stony Brook U.-State U. of New York; Joshua Fairchild, Pennsylvania State U.; Samuel Hunter, Pennsylvania State U.; Jenna Shapiro, U. of Connecticut; Mona Shah, Columbia U.
- ■Recovery From Public And Private Mistakes:Apology Reduces Leader Avoidance Of Followers | Lily Cushenbery, Stony Brook U.-State U. of New York; Andrea Hetrick, U. of Georgia; Joshua Fairchild, Pennsylvania State U.; Samuel Hunter, Pennsylvania State U.
- Forgiveness Is Not Always Divine: When Expressing Forgiveness Makes Others Want to Avoid You | Gabrielle Adams, London Business School; Xi Zou, London Business School; M. Ena Inesi, London Business School; Madan M. Pillutla, London Business School
- ☐ The 3 Faces of Compassion: Trust Restoration by Transgressors, Victims and Third Parties | Michele Williams, Cornell U.

# 1458 �→ 🖃 🖑: (Paper Session) - (CM) Hard Bargain:

# **Resolving Labor Grievances**

8:00am - 9:30am Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 1458 Chair: Barry M Goldman, U. of Arizona

- Pathe Role of Provocation in Workplace Violence: Reviewing Published Arbitration Cases | Margaret A. Lucero, Texas A&M, Corpus Christi; Robert E. Allen, U. of Wyoming
- → Strike Actions without Consent? Explaining the Role of Unions in Labor Protests in Vietnam | Mark S. Anner, Pennsylvania State U.; Xiangmin Liu, Pennsylvania State U.
- ☐ <sup>®</sup>Clean up your network How a strike changed the social networks of a working team | Kirsten Thommes, RWTH Aachen U.; Agnes Akkerman, Radboud U. Nijmegen

# 1459 ☐ ♥ ☐ JS: (CM, OB, HR) Getting into the Field: Studying Negotiation in Naturally Occurring Settings

8:00am - 9:30am Pennsylvania Convention Center: Room 118 A Tweet this session: #AOM2014 1459

Chair: **Sudeep Sharma**, Washington U. in St. Louis *Discussant:* **Bruce Barry**, Vanderbilt U.

Personality traits and supervisor perceptions of negotiation effectiveness | Sudeep Sharma, Washington U. in St. Louis; Hillary Anger Elfenbein, Washington U. in St. Louis; William P. Bottom, Washington U. in St. Louis; Jeff Foster, Hogan Assessment Systems

The Effects of Negotiator Expertise Evidence from 18,156 Real Estate Negotiations | **Noah Eisenkraft**, U. of North Carolina, Chapel Hill; Jessica Siegel Christian, U. of North

Studying Negotiation in Context: Why Field Data is Rare, but Important | Ray Friedman, Vanderbilt U.

Negotiation of Frame Conflicts in Contested Institutional Fields | Barbara Gray, Pennsylvania State U.

Yin and Yang: Why mediators need to speak assertively and listen empathetically to resolve dispute | Martin Simon Freres, The Chicago School of Prof. Psych. / Pepperdine U. Law School, Straus Inst. of Dispute Resolution

# 1460 🕮 🖎 🖃: (Paper Session) - (CMS) Reflexivity and **Critical Engagement**

8:00am - 9:30am Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 1460

Chair: Ajnesh Prasad, EGADE Business School

- The Game of Excellence and the Ludic Imperative in the Business School | Nick Butler, Lund U.; Sverre Spoelstra.
- ■A Critical Analysis of Strategic Management Discourse in Education | Thomas Greckhamer, Louisiana State U.; Sebnem Cilesiz, U. of Louisiana at Lafayette
- ■Wordplay in the World of CMS: Ethics and/or Success in Conducting Field Research | Fabio Vizeu, Unigranrio - U. do Grande Rio
- Doing Management Critically: An Experiment in Critically Engaged Scholarship | Daniel King, Nottingham Trent U.; Mark Learmonth, Durham U.

# 1461 □ • → • □ ♥ JS: (CMS, MH) Rewriting History / Reimagining (Critical) Management Studies

8:00am - 9:30am Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 1461

Organizer: Anshuman Prasad. U. of New Haven

Chairs: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

Rethinking History: An ANTiHistory Perspective | Albert J. Mills, Saint Mary's U.

Souls, Hearts and Minds: A Discursive History of CSR in the United States | Pushkala Prasad, Skidmore College

Microfinance: A Neoliberal Instrument or a Site of the 'Other's' Resistance? | Nimruji Jammulamadaka, Indian Institute of Management Calcutta

Rewriting History as Postcolonial Intervention: Critical Implications | Anshuman Prasad, U. of New Haven

## 1462 € ■: (ENT) Crowdfunding State of the Union and the Related Research Horizon

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1462

Organizers: Jennifer Dinger, U. of Colorado, Boulder; Alicia Robb, Ewing Marion Kauffman Foundation

Participants: Gordon Burtch, U. of Minnesota; Keyvan Kashkooli, U. of California, Los Angeles; Suresh Kotha, U. of Washington, Seattle; Richard Swart, U. of California, Berkeley; Peter Younkin, McGill U.

## **1463 ②** ■: (Paper Session) - (ENT) Innovation in Family **Firms**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1463

Chair: Patricio Raul Mori, Montana State U. Billings Discussant: Alfredo De Massis. Lancaster U.

- Do Family Startups Explore Less than Lone Founder Startups? The Mediating Role of Promotion Focus. Patricio Raul Mori, Montana State U. Billings; Marianna Makri, U. of Miami
- Blurred Lines: Familial and Entrepreneurial Logics in a Family Technology Venture | Suho Han, The U. of Texas at Austin; Philip T. Roundy, The U. of Texas at Austin; Melissa Graebner, The U. of Texas at Austin
- → Family Ownership and Innovation: A Contingency Perspective | Carolin Decker, WHU - Otto Beisheim School of Management; Christina Guenther, Max Planck Institute of **Economics**
- ■When the Environment Gets Tough, the Family Gets Going: Innovation in Family Firms I Francesco Chirico. Jonkoping International Business School; Lucia Naldi, Jönköping International Business School; Massimo Bau', Jönköping International Business School; Giuseppe Criaco, Jonkoping International Business School

# 1464 € .: (Paper Session) - (ENT) Financing Social Entrepreneurship

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1464

Chair: Chris Welter. Georgia Southern U.

Discussant: Yanto Chandra, City U. of Hong Kong

- → ☐ Financing for Social Enterprise: Third World Impact Strategies for "Necessity Entrepreneurs" | James C. Brau. Brigham Young U.; Warner P. Woodworth, Brigham Young U.; Sunshine Nicolle Cardell, Brigham Young U.
- → Crowdfunding: Religiosity and Pro-social Behavior Juan Andrei Villarroel, Massachusetts Institute of Technology; Vanessa Pinto, Catholic U. of Portugal
- Behind the Curtain: A Mission-Based Model to Predict Crowdfunding Success by Social Entrepreneurs | Lumina S Albert, Colorado State U.; Matthew A Josefy, Texas A&M U., College Station; Thomas J Dean, Colorado State U.; Markus A. Fitza, U. of Colorado, Boulder
- Behind Every Great Social Venture: The Role Of Support Organizations In Social Entrepreneurship | Chris Welter, Georgia Southern U.: Michael Conger, U. of Colorado, Boulder: Matthew A Josefy, Texas A&M U., College Station

# **Cross-border IPOs**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1465

Chair: Kaveh Moghaddam, U. of Houston-Victoria Discussant: Zhijian Xu, Nanjing U.

- Crisis Conditions and IPO Firms: Founder CEO Effect and Foreign Listings | Christina Tupper, Old Dominion U.
- Geographic Distance and IPO Underpricing: The Impact of Firm Associations | John Berns, U. of Missouri; Robert E White, Iowa State U.; Jing Zhang, Old Dominion U.
- → Former Chinese Government Officials on Board of Directors and Cross-Border IPO Performance in US I Sakdipon Juasrikul, Washington State U.; Jonathan D. Arthurs, Oregon State U.; Sangyoun Lee, Washington State U.; Gilsoo Lee, Oregon State U.

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

The Signal Complexity of International Alliances in Pre-IPO Firms | Kaveh Moghaddam, U. of Houston-Victoria; Mike Provance, Growth Kinetics LLC

# **1466 ② □**: (Paper Session) - (ENT) **Spatial Issues**, **Location**, and **Agglomeration in Entrepreneurship**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor C

Tweet this session: #AOM2014 1466 Chair: Sabine Mueller, Aarhus U.

Discussant: Gilberto Sarfati, Fundacao Getulio Vargas

- ■Entrepreneurial Clusters and the Co-agglomeration of Related Industries | Carla Costa, Maastricht U.; Rui Baptista, Brunel Business School
- Do Birds of a Feather Flock Together? Determinants of Social Enterprise Sustainability and Location | Kate Thirlaway, U. of Cambridge; Helen Haugh, U. of Cambridge; Paul J. A. Robson, U. of London
- Pa→ ■How Nascent Community Enterprises Build Legitimacy in Internal and External Environments | Ingebjørg Vestrum, Nordland Research Institute; Einar Rasmussen, U. of Nordland
- ☐(Re)Sources of opportunities The Role of Spatial Context for Entrepreneurship | Sabine Mueller, Aarhus U.; Steffen Korsgaard, Aarhus U.

# **1467 ② □**: (Paper Session) - (ENT) **Passion and Motivations Underlying Entrepreneurial Behavior**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 1467 Chair: Annelore Huyghe, Ghent U.

Discussant: Magdalena Cholakova, Erasmus U. Rotterdam

- Spin-off Versus Start-up Intentions: A Tale of Two Passions | Annelore Huyghe, Ghent U.; Mirjam Knockaert, Ghent U.; Martin Obschonka, U. of Jena
- A Tale of Two Passions: How Non-Entrepreneurial Identities Stimulate Entrepreneurial Activity | **Benjamin Warnick**, IU Kelley School of Business
- Do Leaders Who Are Passionate About Inventing Rub Off on Their Firm? | Michael Keller, RWTH Aachen U.; Niklas Thieme, RWTH Aachen U.
- Come Together? Founder Values and Problems of Mission Emergence in Nascent Ventures | Erin Powell, Clemson U.; Ted Baker, North Carolina State U.

# **1468** ■: (Paper Session) - (ENT) Conceptual and Empirical Advances in Venture Capital Research

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 1468

Chair: Julian Kolev, Southern Methodist U.

Discussant: R Scott Livengood, The Ohio State U.

- Can Organizations Learn to Be Better at Forecasting Under Uncertainty: What Experience Matters? | Violetta Gerasymenko, U. Nova of Lisbon
- Credit Constraints, Entrepreneurship, and Innovation: Evidence from Venture Capital Exits | Julian Kolev, Southern Methodist U.

→ 'Cleantech' Venture Capital Around the World | Douglas Cumming, York U.; Perry Sadorsky, York U.; Irene Henriques, York U.

# 1469 € ⊒: (Paper Session) - (ENT) Identity and Governance Issues in Entrepreneurial Ventures

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room A

Tweet this session: #AOM2014 1469

Chair: Cassandra Aceves, U. of Michigan

Discussant: Steve Stewart, Georgia Southern U.

- A Foot in Both Camps: Role Identity and Entrepreneurial Orientation in Professional Service Firms | Steve Stewart, Georgia Southern U.; Gary Castrogiovanni, Florida Atlantic U.
- □ Controlled Risk Taking as a Driver of Value Creation |
   Thomas Keil, U. of Zurich; Markku V. J. Maula, Aalto U.;
   Evangelos D. Syrigos, U. of Zurich
- ☐ Immigrant Entrepreneurship: The Role of Formal Corporate
  Governance Arrangement and Social Capital | Lei Xu, Texas
  Tech U.; Wei Du, Louisiana State U., E J Ourso school of
  Business
- Entrepreneurs Enacting Conflicting Organizational Identities to Gain Legitimacy | Cassandra Aceves, U. of Michigan

# 1470 ♥ ■SHCS: (ENT, BPS, OMT) Entrepreneurial Entry and New Venture Creation: Determinants and Constraints

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: **#AOM2014** 1470

*Organizers:* **Jing Chen**, Copenhagen Business School; **Daniel Olson**, U. of Maryland; **Michael Roach**, Cornell U.

Discussants: Diane Burton, Cornell U.; Brent Goldfarb, U. of Maryland

- Organizational Bureaucracy and the Structure of Entrepreneurial Founding Teams | Jing Chen, Copenhagen Business School; Michael Roach, Cornell U.
- Firm Size Effect or Performance Effect? | Daniel Olson, U. of Maryland; Rajshree Agarwal, U. of Maryland
- Green Card Timing and Entrepreneurship Decision by Foreign Graduates in Science and Engineering | Martin Ganco, U. of Minnesota
- Entrepreneurship and the Cost of Experimentation | Michael Ewens, Carnegie Mellon U.; Ramana Nanda, Harvard U.; Matthew Rhodes-Kropf, Harvard U.

# 1471 € ☐: (GDO) Beware the Intruder? When Work Encroaches on Recovery Time

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 1471

Chair: Maura J. Mills, Hofstra U.

Discussant: Wendy J. Casper, The U. of Texas at Arlington
Connected but Conflicted: Smartphones and After-Hours
Work E-mail | William J. Becker, Texas Christian U.; Marcus
M. Butts, The U. of Texas at Arlington

- The Consequences of Unexpected Work Intrusions into Employees' Personal Lives | Angela R Grotto, Sirota Survey Intelligence; Karen S. Lyness, Baruch College-The City U. of New York /The Graduate Center, City U. of New York
- Perceived Organizational Support for Work/Life Balance: Relation to Work and Non-Work Outcomes | Gwen Fisher, U. of Michigan; Steven G. Manning, Colorado State U.; James Weston, Colorado State U.; Courtney McCluney, U. of Michigan

# 1472 : (Paper Session) - (GDO) Consequences of Gender Norms and Discrimination

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth D Tweet this session: #AOM2014 1472

gender, women in management, success factors, sexism, abuse, bias/discrimination/stereotyping, job/organizational attitudes Chair: Diana Bilimoria, Case Western Reserve U.

- Power Does consistency pay? The effects of information sequence and content on women's negotiation outcomes | Carol T. Kulik, U. of South Australia; Mara Olekalns, U. of Melbourne; Emma T Swain, U. of Melbourne
- Antecedents of Sexualized Work Environment and Their Relationship with Emotional Exhaustion | Hong T. M. Bui, U. of Southampton; Jonathan Pinto, Imperial College London; Abhishek Srivastava, West Virginia U.
- Pa Breaking the Male Norm of Success: How Women Entrepreneurs Benefit from Femininity | Golshan Javadian, Morgan State U.
- ■Differing Reactions to Abusive Male Supervisors between Chinese Male and Female Employees | Yi-Jung Chen, National Kaohsiung U. of Applied Sciences; Hsiu-Min Chen, Antai Medical Cooperation Antai Tian-Sheng Memorial Hospital

# 1473 🖃: (Paper Session) - (GDO) Perceptions and Outcomes of Sexual/Gender Harassment

8:00am - 9:30am Loews Philadelphia Hotel: Washington Room B Tweet this session: **#AOM2014** 1473

gender, diversity, stigmatization, stereotyping, conflict, bias, discrimination, harassment, women in management, inter-group relations

Chair: Louise Tourigny, U. of Wisconsin, Whitewater

- Stigmatizing Women in the Workplace: The Consequences of Gendered Labeling of Aggression | Beth Ann Livingston, Cornell U.; Charlice Hurst, U. of Notre Dame; John Kammeyer-Mueller, U. of Minnesota
- ➡ ♥ Shades of Grey at Work: The Impact of Communication Medium on Perceptions of Harassment | Robyn A. Berkley, Southern Illinois U., Edwardsville; David M. Kaplan, Saint Louis U.
- ☐ WHumor or sexual harassment?: The frame analysis of workplace socio-sexual behavior | Denise M. Breaux-Soignet, U. of Arkansas; Shannon L. Rawski, U. of Arkansas; Anne O'Leary-Kelly, U. of Arkansas
- ™ Understanding the Queen Bee Effect in the Workplace: A
  Cross-cultural Examination | Samantha C.
  Paustian-Underdahl, Florida International U.; Steven
  Rogelberg, U. of North Carolina, Charlotte; Eden King, George
  Mason U.; Zoa Ordoñez, U. of North Carolina, Charlotte; Ines
  Wichert, Kenexa; Rena Rasch, Kenexa High Performance
  Institute

# 1474 \(\subseteq:\) (Paper Session) - (GDO) Women in the Workplace: Social Networks and Leadership

8:00am - 9:30am Loews Philadelphia Hotel: Washington Room C Tweet this session: **#AOM2014** 1474

status of women, effects of education, stereotyping, work-family life, glass ceiling, social network outcomes, networking
Chair: Isabel Metz, U. of Melbourne

- The Glass Ceiling: Exploring and Questioning the Concept among Women Middle Managers in Brazil | Ana Vitelli Morgado, FGV-EAESP; Maria Jose Tonelli, Fundacao Getulio Vargas
- Po ☐ ♥ A Meta-Analysis on Women's Social Network Position:

  Does Education Help? | Ruolian Fang, National U. of
  Singapore; Zhen Zhang, Arizona State U.
- → □ What top managers think about gender and the relevance they ascribe to this category | Andrea D. Buehrmann, U. of Goettingen; Katrin Hansen, Westfaelische Hochschule
- An Investigation of Workplace Social Network Outcomes: Employed Mothers' Value Illustration | Jennifer Lynn Schultz, Metropolitan State U.

# **1475** → 🖃 🖑 JS: (GDO, HR, OB) Generational Diversity at

# Work: New Research Perspectives

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 1 Tweet this session: **#AOM2014 1475** 

Chair: Emma Parry, Cranfield U.

Coordinator: Xander Lub, Vrije U. Amsterdam / Saxion U. of Applied Sciences

- Why do generational differences in psychological contracts exist? | Xander Lub, Vrije U. Amsterdam / Saxion U. of Applied Sciences; Matthijs Bal, U. of Bath; Rene Schalk, Tilburg U.; Robert Blomme, Nyenrode Business U.
- Work-Home Values: The Interplay Between Historical Trends and Generational Work-Home Values | Jenny Sok, Hotelschool The Hague; Xander Lub, Vrije U. Amsterdam / Saxion U. of Applied Sciences; Robert Blomme, Nyenrode Business U.
- Toward An Identity-based Perspective of Generations | Michael Joseph Urick, St. Vincent College
- Keen, Groovy, Wicked, or Phat, it is all cool: Generational Stereotyping and Social Identity | **Katherine Roberto**, The U. of Texas at Arlington; **John Biggan**, The U. of Texas at Arlington
- Launching a Career: Inter-Generational Differences in the Early Career Stage | Sean Thomas Lyons, U. of Guelph; Eddy S. Ng, Dalhousie U.; Linda Schweitzer, Carleton U.
- Generational Differences In The Factors Influencing Career Success Across Countries | Julie Unite, Northern Illinois U.; Yan Shen, U. of Victoria; Emma Parry, Cranfield U.; Barbara Demel, WU Vienna
- Back to basics: Is there a significant generational dimension and where does it cut'? | Peter Urwin, Westminster U.; Franz Buscha, Westminster U.; Emma Parry, Cranfield U.

# 1476 ⊕→ \( \): (Paper Session) - (HCM) Goal Setting and Organizational Performance

8:00am - 9:30am Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 1476

Chair: Elizabeth Goodrick, Florida Atlantic U.

- ➡ The role of social capital in primary care reforms | Stefano Calciolari, U. della Svizzera Italiana; Laura Gonzalez Ortiz, U. della Svizzera Italiana; Federico Lega, Bocconi U.
- □ A Multi-Organization Examination of Stretch Goals in SUD Treatment Centers | G. James Lemoine, Georgia Institute of Technology; Terry C. Blum, Georgia Institute of Technology; Dail Fields, U. of Georgia; Paul M. Roman, U. of Georgia

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Challenges in delivering brand promise focusing on municipal health care organisations | Ulla Hytti, U. of Turku: Päivikki Kuoppakangas, U. of Turku: Kati Suomi, U. of Turku: Chris Chapleo, Bournemouth U.; Massimo Giovanardi, Stockholm U.
- ■The implications of redundancy on complex operations: An investigation of hospital operations | Huay Ling Tay, Melbourne U.; Vikram Bhakoo, U. of Melbourne

## 1477 → \( \text{Paper Session} \) - (HCM) Leadership and **Governance in Healthcare Organizations**

8:00am - 9:30am Pennsylvania Convention Center: Room 112 A Tweet this session: #AOM2014 1477

Chair: Azza AbuDagga, Health Research Group News - Public

- Leadership in Health Care Teams: Constellation Role Distribution and Leadership Practices | Samia Chreim, U. of Ottawa; Kate MacNaughton, Ottawa U.
- ■Potential Challenges Facing Distributed Leadership in Health Care: Evidence from the UK NHS | Graeme Martin, U. of Dundee; Nic Beech, U. of St Andrews; Robert MacIntosh, Heriot-Watt U.; Stacey Bushfield, U. of Dundee
- The Role Of Hospital Board Composition in an Electronic Health Records Implementation | Michele Heath. Cleveland State U.; Lori T. Peterson, Cleveland State U.; Raymond M. Henry, Cleveland State U.
- Improving Performance Standards: The Potential Impact of Ethical Leadership and Accreditation | Lisa Akers, James Madison U.; Marshall Wilson Pattie, James Madison U.

## **1478 ○** □: (Paper Session) - (HCM) Integration, Coordination and Communication in Healthcare

8:00am - 9:30am Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1478

Chair: Alan T Belasen, State U. of New York Empire State College ☐ The Costs of Physician-Hospital Integration | Na-Eun Cho. Clarkson U.

- Achieving Care Integration from the Patients' Perspective: Results from a Care Management Program | Ashley-Kay Fryer, Harvard U.; Sara J. Singer, Harvard U.
- Development through Fractals: Strategic and Operational Cycles in Healthcare Collaborations | Daniela Patru, Radboud U. Niimegen: Kristina Lauche. Radboud U. Niimegen: Hans van Kranenburg, Radboud U. Nijmegen; Gerrit Willem Ziggers, Radboud U. Nijmegen
- Relationship between Environment and Physician' Communication: Health Information Technology | Olena Mazurenko, UNLV; Larry R. Hearld, U. of Alabama at Birmingham; Nir Menachemi, U. of Alabama at Birmingham
- **1479**: (Paper Session) (HR) Compensation and Incentives 8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1479 Chair: Ingrid Fulmer, Rutgers U.
- Stay in the Same Boat: A Study on Employment Relationship, Profit Sharing Plan and Firm Performanc | Jiwen Song, Renmin U. of China; Haolan Li, Remin U. of China; Anne S. Tsui, Arizona State U.; Jinyun Sun, Fudan U.; Byron Y Lee, Renmin U. of China; Wei Si, Hong Kong Polytechnic U.

- The Performance Benefits of Reward Choice: A Procedural Justice Perspective | Arran Caza, Griffith U.; Gregory Northcraft, U. of Illinois: Matthew W. McCarter. The U. of Texas at San Antonio
- The price of unfair prizes to R&D inventors | Marco Giarratana, Bocconi U.; Myriam Mariani, Bocconi U.; Ingo Weller, U. of Munich
- Psychological Contracts and Independent Sales Contractors: Fulfillment, Performance and Management | David J. Finch, Mount Royal U.; Carola Hillenbrand, U. of Reading; Norman O'Reilly, Ottawa U.; Paul Varella, Mount Royal U.

## 1480 : (Paper Session) - (HR) Work Life Balance - Cultural Considerations

8:00am - 9:30am Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 1480

Chair: Fida Afiouni. American U. of Beirut

- → Perceptual Discrepancies of Entitlement to Life Management Support and their Effects on Outcomes | Eleni Stavrou, U. of Cyprus; Christiana lerodiakonou, U. of Cyprus
- → □ Discretionary HRM: How work-life support practices influence firm non-financial performance outcomes | Julie Ann Cogin, U. of New South Wales; Karin Sanders, U. of New South Wales; Ian O. Williamson, Melbourne Business School
- → □ Chronic Regulatory Focus and Work-Family Conflict among Chinese Workers | Xinyuan Zhao, Business School, Sun Yat-Sen U.; Karthik Namasivayam, Pennsylvania State U.; Nicholas J Beutell, Iona College; Jingyan Liu, National Sun Yat-sen U.
- → Organizational Work-Family Support as Universal Remedy? A Cross-Cultural Comparison | Ruth Maria Stock, Technische U. Darmstadt; Marina Melanie Wagner, Technische U. Darmstadt; Gisela Irene Bieling, Technische U. Darmstadt

## 1481: (Paper Session) - (HR) Advances in Expatriate Research

8:00am - 9:30am Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 1481

Chair: Ibraiz Tarique, Pace U.

- → Understanding Re-Expatriation Intentions among Overseas Returnee Professionals | Nga Thi Thuy Ho, Flinders U.; Pi-Shen Seet, Flinders U.; Janice Jones, Flinders U.
- → The Role of Wasta in Shaping the Psychological Contract: A Saudi Arabian Case Study | Maryam Aldossari, Queen Mary U. of London; Maxine Robertson, Queen Mary U. of
- Expatriation strategies for the adaptation of employment modes to different market economies | Johannes Meuer, U. of Zurich; Marlies Kluike, U. of Tuebingen; Uschi Backes-Gellner, U. Zurich; Kerstin Pull, Eberhard Karls U.
- Africa: Chinese Managers; HRM Practices | Yijun Xing, Beijing Jiaotong U.; Cary L. Cooper, Lancaster U.; Yipeng Liu, Kent U.; Shlomo Yedidia Tarba, The U. of Sheffield

## 1482 : (HR) New Developments in Customer Mistreatment Research

8:00am - 9:30am Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1482

Chairs: Danielle van Jaarsveld, U. of British Columbia; Simon Lloyd D. Restubog, The Australian National U.

Discussant: Mo Wang, National Science Foundation

Customer Mistreatment and Employee Attributions: An Event Level Analysis I Yuiie Zhan. Wilfrid Laurier U.: Xiaoxiao Hu. Old Dominion U.; Xiang Yao, Peking U.; Manuela Priesemuth, Wilfrid Laurier U.

The Role of Self-Esteem Threat in the Experience of Customer Mistreatment | Rajiv Amarnani, Australian National U.; Simon Lloyd D. Restubog, The Australian National U.; Prashant Bordia, The Australian National U.

The Compensatory Effect of Supervisor Fairness in Predicting Employee Sabotage Toward the Customer | Daniel Skarlicki, U. of British Columbia; Danielle van Jaarsveld, U. of British Columbia; Ruodan Shao, City U. of Hong Kong; Young Ho Song, McGill U.

# 1483: (Paper Session) - (HR) Social Networks and Social Capital and HR Research

8:00am - 9:30am Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1483

Chair: Jian Min Sun, Renmin U. of China

- ■Multi-level Antecedents of Social Capital and its Performance Consequences | Viet Hai Nguyen, National Cheng Kung U.; Hao-Chieh Lin, National Sun Yat-sen U.; Lam Huu Nguyen, U. of Economics Ho Chi Minh City
- Collaborative HRM and Firm Performance: The Role of Employee Intra-organizational Social Networks | Zhongxing Su, Renmin U. of China; Sunghoon Kim, U. of New South Wales; Patrick M. Wright, U. of South Carolina
- □ It's Who You Know: A Relationship View of Strategic Human Resource Management | Mark L. Lengnick-Hall, The U. of Texas at San Antonio ; Cynthia A. Lengnick-Hall, The U. of Texas at San Antonio; Andrea Rae Neely, The U. of Texas at San Antonio
- ■High-performance Work Systems Are not Always Beneficial: their Interaction with Network Building | Ulrich Leicht-Deobald, U. of St. Gallen; Heike Bruch, U. of St. Gallen

## 1484 : (Paper Session) - (HR) Measurement Considerations in HR research

8:00am - 9:30am Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1484

Chair: Christopher C. Rosen, U. of Arkansas

- ■The Use of Twitter Profiles to Assess Personality and Hireability | Peter A. Rosen, Pittsburg State U.; Benjamin David McLarty, Louisiana State U.; Candace Esken, Louisiana State U.; Shelby Solomon, Louisiana State U.; Erik Taylor, Louisiana State U.
- ■Who r u? Incumbent Based Range Restriction Corrections in Staffing and Differential Validity | Philip L. Roth, Clemson U.; Huy Le, U. of Nevada, Las Vegas; In-Sue Oh, Fox School of Business, Temple U.; Chad H. Van Iddekinge, Florida State U.

Whole-self Identity at Work: Measuring Multiple Work-related Identities to Enhance HRM Research | Theresa M.

Welbourne, The U. of Nebraska-Lincoln; Ted A. Paterson, U. of

₱The Validity of Conscientiousness and its Facets: Stable or Dynamic Across Time? | Michael Harari, Florida International U.; Bobby Naemi, Educational Testing Service; Chockalingam Viswesvaran, Florida International U.; Richard D Roberts, Educational Testing Service; Jose F. Rodriguez, Florida International U.

# 1485 : (ICW) IMD International Meeting Room Day 5

8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 1485

Organizer: Marianne Rothenbuehler, IMD International

# 1486 → 🖃: (Paper Session) - (IM) Global Strategy: Global **Value Chains**

8:00am - 9:30am Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1486

Chair: Pavida Pananond, Thammasat U.

- → The Complexity of Outsourced Services and the Role of International Business Travel | Runjuan Liu, U. of Alberta; Barry Scholnick, U. of Alberta; Adam Finn, U. of Alberta
- → Learning from Temporary Organizations in the Internationalization of Distributed Work | Metin Onal Vural, IE Business School
- → Internationalization of Firm's Upstream and Support Activities | Carlos Adrian Rodriguez, McGill U.
- → □ Dynamics of Persistent Heterogeneity in the Global Configuration of Business Services Value Chains | Carine Peeters. U. Libre de Bruxelles

# **1487** → 🖃: (Paper Session) - (IM) Internationalization:

**Outward Foreign Direct Investment Determinants** 

8:00am - 9:30am Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 1487

- → Export Promotion of OFDI from Emerging Markets Transaction-level Evidence from China | Wenjie Chen. George Washington U.; Heiwai Tang, John Hopkins U.
- → Internationalization of Spanish or Portuguese Speaking Banks | Joao Fabio Meggiolaro Alvarez, Fundação Getulio Vargas; Hsia Hua Sheng, Fundacao Getulio Vargas; Daniela Verzola Vaz, UNIFESP
- → ■The Relationship between Past Performance and FDI by Indian Software Firms | Naveen Kumar Jain. The U. of Akron: Nitin Pangarkar, National U. of Singapore; Lin Yuan, U. of
- → The Effects of Domestic and Host Market Competition on New and Repeated Foreign Entry | Exequiel Hernandez, U. of Pennsylvania; Anja Christine Tuschke, U. of Munich

# 1488 → 🖃: (Paper Session) - (IM) Global Leadership: **Expatriate Analysis**

8:00am - 9:30am Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 1488

- → Building Intercultural Benevolence: Cultural Strategies and Their Receptivity | Justin Kraemer, U. of Wisconsin, La Crosse
- → Emotional Intelligence: Resource or Demand? Implications for the Model of Expatriate Performance | Alexei Koveshnikov, Hanken School of Economics; Heidi Wechtler, Macquarie Graduate School of Management

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- → What is the Meanings of 'Expatriate'? Defining the Construct of Corporate Expatriation | Yvonne McNulty. Singapore Institute of Management U.
- → Engaging Institutions in Global Careers: Self-Initiated Expatriates in a Nordic Welfare State | Toke Bjerregaard, Aarhus U.

# **1489** → $\blacksquare$ : (Paper Session) - (IM) Institutions: Institutional

8:00am - 9:30am Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1489

- Subnational Differences and Firm Strategies during Institutional Transitions | Sergey Lebedev, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas
- → Competing in (and out of) Transition Economies | Canan Canbulat Mutlu, U. of Texas, Dallas; Wu Zhan, The U. of Sydney; Zhiang (John) Lin, U. of Texas, Dallas
- → ☐ Time Horizons in Different Institutional Settings Analysis of M&A Deals of US and European Firms | Johannes Sauset, U. of Goettingen
- → When does it Matter? National Culture, Finance and the Moderating Role of Politics | Sebastian Lavezzolo, IESE Business School; Carlos Rodriguez-Lluesma, IESE Business School; Marta M. Elvira, IESE

### 8:00am - 9:30am Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1490

- Linking Personality to Cultural Intelligence: The Interactive Effect of Openness and Agreeableness | Ming Li, U. of Hull; William H Mobley, U. of Macau; Aidan Kelly, U. College Dublin
- → 🖃 🖑 Interculturality: A New Approach to Understanding Culture in International Business | Yunxia Zhu, The U. of Queensland, Australia; Francesca Bargiela-chiappini, U. of Warwick
- → 🖃 🖑 Individuals with Multi-Institutional Profiles: Construct Development and Operationalization | Qin Han, U. of Alberta; Jennifer E Jennings. U. of Alberta
- → ■A Structured Snowball Model Toward Cross-level Cultural Analyses | Ying Liu, Florida International U.; Faisal Harahap, Florida International U., Mary Ann Von Glinow, Florida International U.

# **1491** → □: (Paper Session) - (IM) Global Innovation: **Knowledge Creation**

8:00am - 9:30am Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1491

- → Innovating Across Boundaries: Towards an Ecosystem View of the Multinational Corporation | Torsten Oliver Salge, RWTH Aachen U.; Erk Peter Piening, ESCP Europe; Sebastian Schaefer, RWTH Aachen U.
- ☐ Collaboration Routinization, Social Capital, and Innovation Performance of R&D Strategic Alliances | Marshall Shibing Jiang, Brock U.; Preet S Aulakh, York U.; Rekha Krishnan, Simon Fraser U.
- → Factors Affecting International Joint Venture Innovation: Evidence from South Korea | Chansoo Park, Memorial U. of Newfoundland; Yiannis Kouropalatis, Cardiff U.

→ Global Sourcing and Foreign Knowledge Seeking: A Formal Model and Empirical Analysis | Heather Berry. George Washington U.; Aseem Kaul, U. of Minnesota

## 1492: (MED) MED Executive Committee Meeting

8:00am - 9:30am Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 1492 By invitation only

# 1493 € \( \subseteq : (Paper Session) - (MH) \( \text{An Historical} \) **Examination of Entrepreneurship**

8:00am - 9:30am Loews Philadelphia Hotel: Regency Ballroom C2 Tweet this session: #AOM2014 1493

Chair: Joe J. Eassa Jr., Palm Beach Atlantic U.

- Examining an Implicit Theory of Small Business Entrepreneurship | Edward McMullan, U. of Calgary; Thomas P. Kenworthy, U. of Dayton
- An Opportunity Space Odyssey: Analysis of Demand-Side Signaling Using Historical Artifacts | Richard Hunt, Virginia Polytechnic Institute
- → The Difficulties of Youth: America's Railroads and Organizational Life-Cycles 1875-1895 | Bradley G Bowden. Griffith U.; Peta Stevenson-Clarke, RMIT U.

## 1494 : (Paper Session) - (MOC) Cognition and Networks 8:00am - 9:30am Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1494

Chair: John E McCarthy, The Wharton School, U. of Pennsylvania № — Network Shadows: The Perceptual and Performance Implications of Intra-Organizational Dormant Ties | John E McCarthy, The Wharton School, U. of Pennsylvania; Daniel Z. Levin, Rutgers U.

## Finalist for MOC Division Best Student Paper

- → Motivation, Cognition and Network Change | Stefano Tasselli, Judge Business School; Martin J. Kilduff, U. College London
- Who networks outside their team and why it matters | Bret Sanner, Washington U. in St. Louis; J. Stuart Bunderson, Washington U.; Gerben van der Vegt, U. of Groningen; Roger T.A.J. Leenders, Tilburg U.
- Seeing Networks Clearly: The Influence of Holistic-Analytical Thinking Styles on Network Perception | Xiumei Zhu, Purdue U.; Benjamin T. Russell, Purdue U.

# 1495 SHCS: (MOC, OB, OMT) Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 1495

Organizers: Tiffany D. Johnson, Pennsylvania State U.; Glen E. Kreiner, Pennsylvania State U.; Aparna Joshi, Pennsylvania State

Discussant: Blake E. Ashforth, Arizona State U.

- Organizational Identity and the Undesired Self | Kimberly D. Elsbach, U. of California, Davis; Janet M. Dukerich, The U. of Texas at Austin
- Beast or God? Unpacking an Autistic Identity in Organizations Aparna Joshi, Pennsylvania State U.; Tiffany D. Johnson, Pennsylvania State U.; Glen E. Kreiner, Pennsylvania State U.
- Entrepreneurship in Stigma: Legitimization Strategies of Medical 'Cannabusinesses' | Kisha Lashley, Pennsylvania State U.

- Facing the Void: Identity Clarity and the Search for Compensatory Resources | **Chad Murphy**, Pennsylvania State U.
- 1496 ☐: (Paper Session) (OB) Learning, Sharing, and Contributing: The Good and the Bad of the Team Context

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1496

Chair: Margaret M. Luciano, U. of Connecticut

- Setting the Stage for Virtual Team Development: Designing Teams to Foster Knowledge Sharing | Michael R. Parke, U. of Maryland; Elizabeth Margaret Campbell, U. of Minnesota; Kathryn M. Bartol, U. of Maryland
- An Empirical Examination of Personal Learning within the Context of Teams | Yuan Jiang, Shanghai JiaoTong U.; Susan E. Jackson, Rutgers U.; Saba Colakoglu, Berry College
- Pb When the Time is Right: How the Timing of Formal Interventions Affects Group Process and Decisions | Colin M. Fisher, Boston U.
- Many Hands Make Overlooked Work: Overclaiming of Responsibility Increases with Group Size | Juliana Schroeder, The U. of Chicago; Eugene M Caruso, The U. of Chicago; Nicholas Epley, The U. of Chicago
- **1497** ■: (Paper Session) (OB) Walking on the Dark Side: Novel Insights into Destructive Leadership Practices

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1497

Chair: Chad Seifried, Louisiana State U.

- Shedding Light on Leaders' Self-Interest: Theory and Measurement of Exploitative Leadership | Ellen Anke Schmid, Technische U. München; Armin Pircher Verdorfer, Technische U. München; Claudia Verena Peus, Technische U. München
- Telltale Signs: Micromanagement Signals Insecurity and Low-levels of Leadership | Roshni Raveendhran, U. of Southern California; Cheryl Wakslak, U. of Southern California
- Punishment and Restoration: Managerial Responses to Interpersonal Counterproductive Work Behavior | Kenneth D Butterfield, Washington State U.; Jerry Goodstein, Washington State U., Vancouver
- **1498** ■: (Paper Session) (OB) Relative Standing Matters: Outcomes of Relative Leader-Member Exchange

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1498

Chair: John M Maslyn, Belmont U.

- Do Frogs in Small Ponds Feel Big? Examining How and When RLMX Impacts Employee Performance (WITHDRAWN) | Jasmijn Verbrigghe, Vlerick Business School
- Multilevel Study on the Asymmetric Impacts of RLMX in Blended Workforce Context | Hu Li, Nanjing U.; Chunlin Liu, Nanjing U.; Zhiyu Feng, Nanjing U.; Jing Wu, Nanjing U.

- Playing Favorites: How Leader Favoritism Undermines
   Leader-Member Exchange Relationships | Mark C. Bolino,
   U. of Oklahoma; Hsin-Hua Hsiung, National Dong Hwa U.
- ☐ The Power of Neglected Ones: A Social Network
  Perspective on LMX in Teams | Ning Li, U. of Iowa; Jia Yu,
  U. of Iowa; Xin-an Zhang, Shanghai JiaoTong U.; Hailin Zhao,
  U. of Iowa

# 1499 ← □: (OB) Use Your Words: Causes of Silence and Consequences of Speaking Up

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1499

Chairs: Abbie Wazlawek, Columbia Business School; Stacey Sasaki, Columbia Business School

- Managerial Self-Efficacy, Ego Defensiveness, and the Aversion to Employee Voice | Nathanael J. Fast, U. of Southern California; Caroline A Bartel, The U. of Texas at Austin
- Maintaining a Monster: Faint Assertiveness Feedback in a Force Field | Abbie Wazlawek, Columbia Business School; Daniel Ames, Columbia U.
- The Whistleblower's Dilemma and the Fairness–Loyalty
  Tradeoff | Adam Waytz, Northwestern Kellogg School of
  Management; James Dungan, Boston College; Liane Young,
  Boston College
- The Influence of Power on the Likelihood of Speaking Up on Behalf of Others | **Stacey Sasaki**, Columbia Business School

# **1500** ☐: (Paper Session) - (OB) Leading, Dominating, or What? The Myths of Influence Tactics

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1500

Chair: Melissa K. Carsten, Winthrop U.

- □ In Extremis Leadership: Full Mental Jacket | Deirdre Dixon, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.; James Gaskin, Brigham Young U.; Michael R Weeks, U. of Tampa; Gary Hunter, Case Western Reserve U.
- ■Words to Die For: The Influence Tactics of Terrorist Leaders | Mackenzie Harms, U. of Nebraska Omaha; Daniel J Harris, U. of Nebraska Omaha; Ginamarie Scott Ligon, U. of Nebraska Omaha; JoDee R Friedly, U. of Nebraska Omaha
- ■Abusive Subordination: A Multilevel Model of Abusive Subordination | Christine May Yan Kermond, Michigan State U.

# 1501 ☐: (Paper Session) - (OB) Where You Are in a Network Matters: Network Positions, Network Structure and Employee Outcomes

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1501

Chair: Cécile Emery, London School of Economics

☐ Influence of Employees' and Leaders' Informal Network
Positions on Work-Central Employees' Voice | Le Zhou, U.
of Minnesota; Vijaya Venkataramani, U. of Maryland; Hui Liao,
U. of Maryland; Junqi Shi, Sun Yat-sen U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Negative and Positive Networks and Citizenship Behaviors towards Co-Workers | Daegyu Yang, Kyung Hee U.; Altantsetseg Battulga, Kyung Hee U.
- Pull Impact of Leadership Network Structure on the Creative Output of Multiteam Systems | Dorothy R Carter, Georgia Institute of Technology; Leslie A. DeChurch, Georgia Institute of Technology; Stephen J. Zaccaro, George Mason U.
- □ Influence of Subordinates' and Supervisors' Network Positions on the Effect of Abusive Supervision | Cass Shum, Hong Kong U. of Science and Technology; Le Zhou, U. of Minnesota; Dorothy R Carter, Georgia Institute of Technology; Shenjiang Mo, Lingnan (U.) College, Sun Yat-sen U.; Honghui Chen, Lingnan (U.) College, Sun Yat-sen U.

**1502** : (Paper Session) - (OB) Perceptions of Leadership 8:00am - 9:30am Philadelphia Marriott Downtown: Room 301 Tweet this session: #AOM2014 1502

Chair: Philippe Jacquart, EMLYON Business School

- I Feel Happy to Speak Up and Make Sacrifice: Roles of Leader Sacrifice and Environmental Uncertainty | Po Hao, Huazhong U. of Science & Technology; Ruyi Zhou, Huazhong U. of Science & Technology; Lirong Long, Huazhong U. of Science & Technology
- Selecting Top-Level Leaders: The Effect of Charisma Under Conditions of Attributional Ambiguity | Philippe Jacquart, EMLYON Business School; John Antonakis, U. of Lausanne
- Leadership as Motivated Behavior: Regulatory Focus, Motivation to Lead, and Leadership Style | Laura Guillen, ESMT; Daniel Whitman, Louisiana State U.; Konstantin Korotov, ESMT
- □ A Neuroscience Perspective of Emotions in the Formation of Shared Vision | David A. Waldman, Arizona State U.;

  Christopher Reina, Arizona State U.

# 1503 ☐: (OB) Authenticity in the Workplace: Highlighting Costs and Bridging Conceptualizations.

8:00am - 9:30am Philadelphia Marriott Downtown: Room 302 Tweet this session: #AOM2014 1503

Organizer: Hannes Leroy, Cornell U.

- The advantage of being oneself: The role of self-verification in successful job search. | Celia Moore, London Business School; Sun Young Lee, London Business School; Kawon Kim, London Business School
- Being or presenting oneself: Authenticity, self-presentation, behavioral integrity, and trust. | Hannes Leroy, Cornell U.; Carol Gill, Melbourne Business School; Brenda Nguyen, U. of Calgary; Paul W.B. Atkins, Australian National U.
- Is authenticity overrated? How leaders with high levels of authenticity diminish employee creativit | Matej Cerne, U. of Ljubljana, Faculty of Economics; John J. Sumanth, Wake Forest U.; Miha Skerlavaj, BI Norwegian Business School
- The confidence to lead authentically. | Sean Hannah, Wake Forest U.; Hana Huang Johnson, U. of Washington; Bruce J. Avolio, U. of Washington
- On being true to a multi-facetted self: Perceived authenticity versus authentic functioning. | Hannes Leroy, Cornell U.; Caroline Rook, Anglia Ruskin U.

# 1504 ☐: (Paper Session) - (OB) Environmental Influences on Negative Workplace Behavior

8:00am - 9:30am Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1504

Dustin K. Jundt, Saint Louis U.

- Chair: Abdul Karim Khan, Lahore U. of Management Sciences

  □ Deterring CWB: A Qualitative Investigation Based on The
  Theory of Planned Behavior | Mindy K. Shoss, Saint Louis U.;
  Clair Reynolds, Saint Louis U.; Allison Maurer, Saint Louis U.;
- A Little Status Goes a Long Way: Envy Mediates the Effect of Status Dispersion on Ostracism | Alyson Byrne, U. of Manitoba; Julian Barling, Queen's U.
- Impact of Workplace Incivility on Satisfaction and Burnout:
  Moderating Effects of Cultural Values | Jennifer L.
  Welbourne, U. of Texas Pan American; Ashwini Gangadharan,
  U. of Texas Pan American; Ana M. Sariol, U. of Texas Pan
  American
- ☐ The Effects of Workplace Bullying on Engagement and Health: The Mediating Role of Job Insecurity | Masakatsu Ono, Claremont Graduate U.; Joon Hyung Park, The U. of Nottingham Ningbo China

# 1505 ☐: (Paper Session) - (OB) Helping at Work: Insights into Employee Relationships and their Impact on Beneficial Work Outcomes

8:00am - 9:30am Philadelphia Marriott Downtown: Room 304 Tweet this session: #AOM2014 1505

Chair: Walter D Davis, U. of Mississippi

- ■Another Look at Social Exchange: Two Dimensions of Reciprocity | Russell Cropanzano, U. of Colorado, Boulder; Erica L Anthony, Morgan State U.; Shanna R Daniels, Florida State U.; Alison V. Hall, Tulane U.
- Linking POS and Exchange Ideology to Behavioral Outcomes:
  A Social Exchange Framework | Daejeong Choi, U. of
  Melbourne; Steven D. Charlier, Georgia Southern U.; Bennett
  E. Postlethwaite, Pepperdine U.
- Personal Knowledge: Measuring and Understanding the Role of Non-Work-Related Knowledge at Work | **Shannon Rariden**, The U. of Texas at Austin
- → Factors Leading Employees to Help Social Network
  Contacts and the Benefits for Helpers | Mingyun Huai, Hong
  Kong U. of Science and Technology; Bilian Ni Sullivan, Hong
  Kong U. of Science and Technology; Roy YJ Chua, Harvard U.

# 1506 ☐: (Paper Session) - (OB) Interfirm Cooperation and Ethics: The Role of Interpersonal Relationships on Social Behavior

8:00am - 9:30am Philadelphia Marriott Downtown: Room 305 Tweet this session: #AOM2014 1506

Chair: Douglas R May, U. of Kansas

- ■■Adversaries, Friends, then Foes: Insights on Shared Value Creation in Company-Stakeholder Engagement | Kate Isaacs, MIT Sloan
- ☐ Inter-Firm Cooperation of Family Firms: Past Research,
  Contradictory Conclusions and Future Research | Gershon
  Kumeto, Jönköping International Business School; Ethel L
  Brundin, Jönköping U.; Mattias Nordqvist, Jonkoping
  International Business School
- ■The Impact Of Management Journal Editors On The Publication Success Of Their Own Co-Author Network |

**Michael C. Nippa**, Technische U. Bergakademie Freiberg; **Jan Schulz**, Technische U. Bergakademie Freiberg

Observing Workplace Mistreatment: A Study of Appraisals, Emotions, and Behaviors | Celia Wing See Chui, U. of Lausanne, HEC Lausanne

# 1507 届: (Paper Session) - (OB) Identification, Attitudes, and Performance

8:00am - 9:30am Philadelphia Marriott Downtown: Room 308

Tweet this session: **#AOM2014 1507** *Chair:* **Diya Das**, Bryant U.

Serving Two Masters? How Identification with Users Affects Employees' Job Attitude | Tim Schweisfurth, TUM School of Management; Christina Raasch, TUM School of Management

- → ►□ The Role of Identity Centrality and Disclosure in the Discrimination-Turnover Relationship | Raymond N. C. Trau, Curtin U.; Charmine E. J. Hartel, The U. of Queensland, Australia
- □ Effect of Organizational Support and Self-Esteem on the Stigma Internalization-Performance Linkage | Darren C. Treadway, U. at Buffalo, the State U. of New York; Jeffrey Bentley, U. at Buffalo, the State U. of New York; Jun Yang, Renmin U. of China; Ning Xu, U. at Buffalo, the State U. of New York; Nick Everest, U. at Buffalo, the State U. of New York
- Paternalistic Leadership and Follower Performance: The Role of LMX and Identification with Leader | Jie Li, U. of Michigan, Flint; Suzanne S. Masterson, U. of Cincinnati

# 1508 ☐: (Paper Session) - (OB) That's I-Deal: Examining Facets of Idiosyncratic Contracts

8:00am - 9:30am Philadelphia Marriott Downtown: Room 404

Tweet this session: #AOM2014 1508

Chair: Yasin Rofcanin, Warwick Business School

- How I-Deals Build Resources to Facilitate Reciprocation: Mediating Role of Positive Affective States | Yasin Rofcanin, Warwick Business School; Tina Kiefer, Warwick Business School; Karoline Strauss, U. of Warwick
- Idiosyncratic Deals (I-Deals): When Does an I-Deal Turn into an Ordeal for the Organization? | Sargam Garg, Rutgers U.
- ☐ Idiosyncratic Deals and Employee Performance: The Role of Team Orientation and Social Comparison | Satvir Singh, U. of Texas at El Paso; Anjali Chaudhry, Dominican U.; Prajya Rakshit Vidyarthi, U. of Texas at El Paso; Richard A. Posthuma, U. of Texas at El Paso
- Growing with Job Crafting and I-Deals:The Mediation of Team Resilience on Work Performance | Yasin Rofcanin, Warwick Business School; Stefan Koch, Bogazici U.

# 1509 ☐: (Paper Session) - (OB) Changes and Challenges: The Role of OB

8:00am - 9:30am Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1509

*Chair:* **Samir Nurmohamed**, The Wharton School, U. of Pennsylvania

- Radical Change Seen through a 'Micro' Lens: Usual Suspects, Unusual OB Context | Raghid Al Hajj, Concordia U.; John G. Vongas, John Molson School of Business
- Ownership Effects in the Wild: Land Ownership Influences Agribusiness Goals and Decisions | Poonam

- Arora, Manhattan College; Federico Bert, U. de Buenos Aires; Guillermo Podesta, U. of Miami
- ₱ Surf's Up: Reducing Internet Abuse without Demotivating Employees | Brian C. Gunia, The John Hopkins U.
- ➡The Interactive Effect of Contingency Feedback and Self-Construal on Self-Handicapping Behavior | Phyllis A. Siegel, Rutgers Business School; Katie R. Manley, Rutgers Business School; Shoshana Bass, Rutgers Business School; Weijian David Xie, Rutgers Business School

# **1510** ← JS: (OB, CM, MOC) Envy – Beyond the Stigma of the Word

8:00am - 9:30am Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1510

Chairs: Elliott Larson, Baruch College-The City U. of New York; Yochi Cohen-Charash, Baruch College-The City U. of New York Discussant: Yochi Cohen-Charash, Baruch College-The City U. of New York

- Two Faces of Coworker Envy: A Process Model of Antecedents and Consequences of Envy | Ryan M. Vogel, Pennsylvania State U., Erie; Lingtao Yu, U. of Minnesota
- Ostracism Increases Pro-social Behaviors and Decreases Undermining Towards Envied Targets | Kenneth Tai, National U. of Singapore; Jayanth Narayanan, National U. of Singapore; Krishna Savani, National U. of Singapore
- Can Envy Promote Job Performance? How Envy Plays a Functional Role at Work | **KiYoung Lee**, U. at Buffalo, the State U. of New York; **Michelle K. Duffy**, U. of Minnesota
- The Ambivalent Nature -- and Outcomes -- of Envious Prejudice | Amy J. C. Cuddy, Harvard U.; Peter Glick, Lawrence U.; William W. Maddux, INSEAD

# **1511** JS: (OB, HR) Person-Situation Predictions of Employee and Organizational Outcomes

8:00am - 9:30am Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1511

Chairs: Shaul Oreg, The Hebrew U. of Jerusalem; Yair Berson, Bar-llan U.

Discussant: Joyce E. Bono, U. of Florida

Why Enriched Job Characteristics are Engaging: Consider the Person | Murray R. Barrick, Texas A&M U.

Unethical Pro-Organizational Behavior: Examining Traits, Norms, and Judgments | Christian J. Resick, Drexel U.; Katrina A. Graham, Drexel U.; Jaclyn Margolis, Drexel U.; Michael B. Hargis, U. of Central Arkansas; Ping Tyra Shao, California State U. Sacramento

Leader values and stakeholder outcomes: Influencing life outside the organization | Yair Berson, Bar-llan U.; Shaul Oreg, The Hebrew U. of Jerusalem

The People Really Do Make the Place: Effects of Peers' and Supervisors' Personality on Satisfaction | Andrew Woolum, U. of Florida; Amir Erez, U. of Florida

# 1512 → □JS: (OB, HR) A New Look into the Dynamic Work Life in A Mobile Era

8:00am - 9:30am Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 1512

Chairs: Jinlong Zhu, National U. of Singapore; Xian Li, National U. of Singapore

Discussant: Sabine Sonnentag, U. of Mannheim

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Leader and Member's Interactional Experiences and Leader Member Exchange | Xian Li, National U. of Singapore; Zhaoli Song, National U. of Singapore; Wu Liu, Hong Kong Polytechnic U.; Zhenyu Liao, National U. of Singapore
- Personal Recognition and Positive Affect Spillover and Crossover among Dual-earner Couples | Christian Dormann, Johannes Gutenberg-U. Mainz; Nan Wang, National U. of Singapore; Zhaoli Song, National U. of Singapore
- The Dynamics of Momentary Performance: Developing and Testing a Reciprocal Model | **Zhaoli Song**, National U. of Singapore; **Jinlong Zhu**, National U. of Singapore; **Seang Mei Saw**, National U. of Singapore; **Eric Andrew Finkelstein**, National U. of Singapore; **Vicki Drury**, Educare Consulting
- Reciprocal Relations between Recovery and Positive Affect: A Dual-Process Model | **Jinlong Zhu**, National U. of Singapore; **Nan Wang**, National U. of Singapore

# **1513 ©** ■ JS: (OB, MOC) The Conditions for Compassion

8:00am - 9:30am Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 1513

Organizers: Jason Kanov, Western Washington U.; Laura T. Madden, East Carolina U.

- Beginnings Matter: How Organizations Enable and Disable Compassion Activation at Work | Jane E. Dutton, U. of Michigan; Ashley Elizabeth Hardin, U. of Michigan; Kristina Marie Workman, U. of Michigan
- On one condition: The impact of organizational policies on granting compassion | Laura T. Madden, East Carolina U.; Timothy M. Madden, Old Dominion U.; Blake D. Mathias, U. of Tennessee, Knoxville
- Relating through reframing: A means to a compassionate end | **Deborah Way**, U. of Washington
- Courageous Action as an Antecedent to Compassion | Edward H. Powley, Naval Postgraduate School; Neil D. Walshe, U. of San Francisco
- Compassion Blinders: The Impact of Callings Orientation on Noticing Suffering | Kira F. Schabram, U. of British Columbia; Sandra Robinson, U. of British Columbia

# **1514** ■ JS: (OB, MOC, TIM) Flipping the Script: Creativity as an Antecedent

8:00am - 9:30am Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1514

Organizers: Elizabeth D. Rouse, Boston U.; Spencer Harrison, Boston College

Discussant: Teresa M Amabile, Harvard U.

- Working with creative leaders | Gamze Koseoglu, Georgia Tech; Yi Liu, U. of Houston; Christina E. Shalley, Georgia Institute of Technology
- If creative ideas have value why do we give them away | James Berry, U. College London
- The development of collective ownership in entrepreneurial teams | Steven M Gray, Washington U. in St. Louis; Andrew P. Knight, Washington U. in St. Louis; Markus Baer, Washington U. in St. Louis; Karren Watkins, Washington U. in St. Louis

Handoffs' impact on creative workers' psychological ownership | Elizabeth D. Rouse, Boston U.

Making sense of my creative career: An inductive study of the impact of working at the Eames Office | Spencer Harrison, Boston College

# 1515 SHCS: (OB, OMT, MOC) Clarifying Organizational Culture: Conceptual Clarifications, Extensions, and Research Directions

8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon A

Tweet this session: #AOM2014 1515

Chair: Chad A. Hartnell, Georgia State U.

Discussant: Edgar H. Schein, Massachusetts Institute of Technology

Speakers: Mark G. Ehrhart, San Diego State U.; Daniel Denison, IMD; Jennifer A. Chatman, U. of California, Berkeley; Angelo J. Kinicki, Arizona State U.

Participant: Levi R. G. Nieminen, Denison Consulting

# **1516**: (Paper Session) - (OCIS) Leveraging Crowdsourcing Communities for Learning and Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 1516

Discussant: Pamela Hinds, Stanford U.

- Socializing the Crowd: Learning to Talk in Citizen Science | Carsten S. Oesterlund, Syracuse U.; Gabriel Mugar, Syracuse U.; Corey Jackson, Syracuse U.; Katie DeVries Hassman, Syracuse U.; Kevin Crowston, National Science Foundation
- Participation in Context: An Exploratory Study of Querying in Participatory Applications | Caren Crowley, KU Leuven; Rafael Bachiller, KU Leuven; Wouter Joosen, KU Leuven; Danny Hughes, KU Leuven
- Exploring IT-Enabled Opportunities for Crowdsourcing Innovation: An Epistemic Stance Perspective | Anne-Laure Fayard, New York U.; Emmanouil Gkeredakis, Warwick Business School; Natalia Levina, New York U.

# 1517 : (Paper Session) - (OCIS) Preparing for Knowledge Transfer

8:00am - 9:30am Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1517

Discussant: Paul D. Collins. U. of Washington

- ■To Impress or Improve? Role of Goal Orientations on Knowledge Sharing in Knowledge-Intensive Work | Alice Cheng, Hong Kong Polytechnic U.; Kenneth S. Law, Chinese U. of Hong Kong; Melody J. Zhang, Chinese U. of Hong Kong
- Deliberate Knowledge Seekers: How Actors Use Media to Build Tie Strength Before Knowledge Transfer | Samantha Meyer, Northwestern U.
- Media Richness and Accuracy of Understanding: Moderating Role of Perceived Mutual Understanding | Sigmund Valaker, BI Norwegian Business School; Thorvald Haerem, BI Norwegian Business School; Dominique Kost, BI Norwegian Business School
- From Scanning to Keeping Knowledgeable: A Practice Based View of the Information Behavior of CEOs | Davide Nicolini, U. of Warwick; Maja Korica, U. of Warwick

1518 : (Paper Session) - (OCIS) Trust and Online Reputation

8:00am - 9:30am Pennsylvania Convention Center: Room 110 B Tweet this session: **#AOM2014** 1518

Discussant: Matthew Weber, Rutgers U.

- Making Virtual Worlds Real: Goffman's Interaction Order in Second Life | JoAnn M Brooks, Independent Scholar; Ulrike Schultze, Southern Methodist U.
- Study on Communication, Subordinates' Upward Trust, and Job Satisfaction in China | Ping Han, Xi'an Jiaotong U.;
   Bahaudin G. Mujtaba, Nova Southeastern U.; Lilin Gan, Xi'an Jiaotong U.
- Managing Online Reputation: The Role of Social Media in Insurance Industry | Paola Barbara Floreddu, U. of Cagliari; Francesca Cabiddu, U. of Cagliari
- Contextual Influences on Online Trust Formation | Christian Pieter Hoffmann, U. of St. Gallen; Severina Mueller, U. of St.Gallen

1519 : (Paper Session) - (OCIS) Materiality and Affordances

8:00am - 9:30am Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1519

Discussant: Ingrid Erickson, Rutgers U.

- Materialization of Policies into Technology: Exploring Policy Constraints & Technology Flexibility | Casey Pierce, Northwestern U.
- → ☐ The Materiality of Elusive Social Practices: How New Technology Changes "Everything and Nothing" | Bijan Azad, American U. of Beirut; Samer Faraj, McGill U.
- ■Digital Design Tools and the Temporality of Design | Zhewei Zhang, Temple U.; Aron Lindberg, Case Western Reserve U.; Youngjin Yoo, Temple U.
- ■The Path Constitution of Technology Artifacts and Organizational Routines: A Morphogenetic Approach | Luisa Errichiello, Institute for Service Industry Research, National Research Council of Italy

# 1520 ⊟: (Paper Session) - (OM) Supply Chain Management And Strategic Purchasing Issues

8:00am - 9:30am Philadelphia Marriott Downtown: Room 409

Tweet this session: #AOM2014 1520

Chair: Marcus A. Bellamy, Georgia Institute of Technology

- Strategic purchasing in dynamic capability development and deployment: A contingency perspective | Alistair Brandon-Jones, The U. of Manchester; Desiree Knoppen, EADA Business School; Erik van Raaij, Erasmus U. Rotterdam
- ☐ The Effects of Objective and Perceived Environmental Uncertainty on Supply Chain Flexibility | Kangkang Yu, Renmin U. of China; Jack Cadeaux, U. of New South Wales; Ben Nanfeng Luo, Renmin U. of China; Jian Gao, Chinese Research Academy of Environmental Science
- Supply networks and performance: the joint role of relationship strength and structure | Marcus A. Bellamy, Georgia Institute of Technology; Soumen Ghosh, Georgia Institute of Technology; Manpreet Hora, Georgia Institute of Technology
- ■Better Off Alone?: SME Preferences for Joining a Cooperative Purchasing Group | Michel Ehrenhard, U. of Twente; Petra Hoffmann, U. of Twente

# **1521** ☐: (Paper Session) - (OMT) The Challenge of Change: Organizational and Network Perspectives

8:00am - 9:30am Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 1521

Chair: Gino Cattani, New York U.

- Path-breaking Organizational Change: Effective Cancer Treatment through Multi-Center Cooperation | Florian Stache, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
- ☐ The Logic of Organizational Change | Murad A Mithani, Stevens Institute of Technology
- Experience and Knowledge as Complements to Effect Change to the Organizational Code | Amit Jain, National U. of Singapore
- Network change: how performance mediates the effects of network structure | Maria Rita Micheli, Erasmus U. Rotterdam

# 1522 ☐: (Paper Session) - (OMT) Social Ventures, Not For Profits and Communities: Alternative Foci for Organizational Research

8:00am - 9:30am Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1522

Chair: Craig Prichard, Massey U.

- Mission and Markets? The Viability of Hybrid Social Ventures | Matthew Lee, INSEAD
- → Eradicating Poverty through Profits? | Eric Yanfei Zhao, Indiana U. Kelley School
- Great Expectations and Best Intentions? How Paradoxical Tensions Arise in HRM in NPOs | Alina McCandless Baluch, U. of St Andrews
- Linking Organizations in Communities: Actively Shaping Organizational Behavior | **Kathryn Heinze**, U. of Michigan, Ann Arbor; **Sara B. Soderstrom**, U. of Michigan; **Justin Heinze**, U. of Michigan

# **1523** ■: (Paper Session) - (OMT) Corporate Governance, Boards, and the Role of Shareholders

8:00am - 9:30am Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1523

Chair: Ryan Raffaelli, Harvard U.

- ■Managing Competing Institutional Pressures: We Get By With a Little Help From Our Friends | Mario Krenn, Southeastern Louisiana U.; Jean McGuire, Louisiana State U.
- What shareholders do: Changing signal reliance around financial misconduct and new CEO appointment | David M. Gomulya, Nanyang Technological U.; Samuel Tan, U. of California, Berkeley; Yuri Mishina, Imperial College London
- The Intra-business Group Effects of Capital Expenditure
  Announcements on Firm Value | I-Fen Chen, National Cheng
  Kung U.; Shao-Chi Chang, National Cheng Kung U.
- An Institutional Perspective on Firms' Efforts to Fulfill the Earnings Cult | Guilhem Bascle, Catholic U. of Louvain; Jiwook Jung, National U. of Singapore

# **1524** ■: (Paper Session) - (OMT) Better Together: Team Processes and Dynamics

8:00am - 9:30am Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 1524

Chair: Ken Ogata, York U.

Moving toward Collective Mindsets: An Investigation of Group-based Synchrony in Work Teams | Tanya Vacharkulksemsuk, U. of California, Berkeley

₽Task Segregation: A Mechanism for Work Inequality | Curtis Kwinyen Chan, Harvard U.

# Winner of the Best Student Paper Award Finalist for the Best Student Paper Award

- Exploring Directors' Interaction During Board Meetings: A Video-Observational Analysis | Amedeo Pugliese, Queensland U. of Technology; Pieter-Jan Bezemer, Queensland U. of Technology; Gavin John Nicholson, Queensland U. of Technology
- Does Cooperation Require Co-Laboring? How Authority
  Moderates Project Team Structure | Trevor Young-Hyman,
  U. of Wisconsin, Madison

# **1525** ■: (Paper Session) - (OMT) Boards and Top Management Teams: The Impact of Diversity

8:00am - 9:30am Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 1525

Chair:

- ☐TMT diversity in bureaucracies: Consequences for Dutch accounting firms, 1940-1982 | Chanchal Balachandran, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
- Board Diversity Research: A Proposal For Conceptual and Measurement Clarity | Gokhan Turgut, HEC Montreal; Taïeb Hafsi, HEC Montreal; Eduardo Schiehll, HEC Montreal
- The Impact of Board Heterogeneity on IPO Underpricing | Zhijian Xu, Nanjing U.
- Partners in crime: effects of diversity on performance in interfirm misconduct | Olivier Bertrand, SKEMA Business School

# 1526 : (Paper Session) - (OMT) Emotions, Identity and Rationality: Empirical Studies in Non-Traditional Settings

8:00am - 9:30am Pennsylvania Convention Center: Room 124 Tweet this session: **#AOM2014** 1526

Chair: Wei Shen, Arizona State U.

- ■Unfolding Rationality: Visual Memory, Performative Accountability, and Order | Paolo Quattrone, U. of Edinburgh Business School
- Pa→ A Place for Emotion: How Space Structures Nurse-Parent Interactions in W. African Pediatric Wards | Ryann Elizabeth Manning, Harvard U.
- Next Generation Socioemotional Wealth: Impact of Work on Relational and Psychological Outcomes | Marjan Houshmand, U. of British Columbia; Marc-David L Seidel, U. of British Columbia; Dennis Ma, U. of British Columbia
- ■I Just Cannot Get You Out of My Head: Regulatory Capture of Financial Sector Supervisors | Dennis Veltrop, Dutch Central Bank (DNB); Jakob de Haan, Dutch Central Bank (DNB)

# **1527** ☐: (Paper Session) - (OMT) Trust and Emotion in Strategic Alliances

8:00am - 9:30am Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 1527

Chair: Birgitte Grogaard, U. of Calgary

☐A stagewise model of trust development in strategic alliances | Linh Nguyen, HHL - Leipzig Graduate School of Management; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management

- ☐ The Role Of Complex Leadership In Interfirm Strategic Networks: Enabling Effect Versus Emergence | Gabriella Levanti, U. of Palermo; Pasquale Massimo Picone, U. of Catania
- → ® Brokerage and Closure in the Indian Ownership Network: Distinguishing between Levels of Analyses | Dalhia Mani, HEC Paris
- □ How emotions impact alliance relationships:
   Reconceptualizing the role of discrepancies | Rajesh
   Kumar, Menlo College; Gerben A. Van Kleef, U. of Amsterdam;
   Tory Higgins, Columbia U.

# **1528** ☐: (Paper Session) - (OMT) Theorizing Organizational Boundaries: New Perspectives

8:00am - 9:30am Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 1528

Chair: Charlotte Cloutier, HEC Montreal

- Exploring the Sources, Characteristics, and Effects of Information Boundaries in Organizations | David R Hannah, Simon Fraser U.; Michael Parent, Simon Fraser U.; Leyland Pitt, Simon Fraser U.; Pierre Berthon, Bentley U.
- The Firm Boundary as Semi-Permeable Membrane | Emanuel Roland Kastl, Cass Business School, City U. London
- Extending Transaction Cost Economics to Final Product
  Market Firms | Bruce Skaggs, U. of Massachusetts Amherst;
  David Cohen, Skidmore College; Sudhir Nair, U. of Victoria;
  Chris Meyer, Effex Capital
- ■Constructing Social and Symbolic Boundaries during the Emergence of the Nanotechnology Field | Stine Grodal, Boston U.

# 1529 🖃: (Paper Session) - (OMT) New Perspectives on Legitimacy and Organizations

8:00am - 9:30am Pennsylvania Convention Center: Room 203 B Tweet this session: #AOM2014 1529

Chair: Deborah J Dougherty, Rutgers U.

- Legitimacy Attainment in Temporary Business | Celina Smith, EMLYON Business School; Ignasi Marti, EM Lyon
- ☐ "From the Heart": The Role of Emotional Expression in the Legitimation of Ontario Wine | Felipe G. Massa, Loyola U. New Orleans; Maxim Voronov, Brock U.; Liang Wang, U. of San Francisco
- ☐ The Search for Common Ground: Audience Closure and Producer Legitimation | Jose Uribe, Columbia Business School; Paul Ingram, Columbia U.
- Security Analysts and Strategic Decision Making: The Disparate Effects of Loss & Adaptation-Pressure | Johannes Luger, HEC U. of Geneva; Jan Mammen, Friedrich-Alexander-U. Erlangen-Nuremberg

# **1530** ■JS: (OMT, MOC) Sensemaking and Learning Amidst Dynamic Complexity

8:00am - 9:30am Pennsylvania Convention Center: Room 114-Aud. Lecture Hall Tweet this session: #AOM2014 1530

Chair: lan Colville, U. of Bath

Panelists: Haridimos Tsoukas, U. of Cyprus / U. of Warwick; Andrew D. Brown, U. of Bath; Annie Pye, U. of Exeter; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Theodore DeWitt, U. of Michigan; Jean M. Bartunek, Boston College; Masamichi Takahashi, Fuji Xerox Co., Ltd.

# 1531 ♥■□JS: (OMT, TIM, BPS) Theories of

Performativity and the Performativity of Theories 8:00am - 9:30am Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 1531

Organizers: Raghu Garud, Pennsylvania State U.; Joel Gehman, U. of Alberta

The Performativity Praxis Framework: On the Performativity of Rational Choice Theory, and Beyond | Laure Cabantous, Cass Business School, City U. London; Jean-Pascal Gond, Cass Business School, City U. London

The Performativity of Business Models as Valuation Devices | Liliana Doganova, Copenhagen Business School

The Hidden-shop Effect: Technology and Institutional Change in the Responsible Investing Field | Daniel Beunza, London School of Economics; Fabrizio Ferraro, IESE Business School

Performing Organizational Theories: Competing Rules, Performative Struggles and Materiality | Luciana D'Adderio, U. of Edinburgh; Neil Pollock, Edinburgh U.

Performativity of Theories that Inform Management Practices | Raghu Garud, Pennsylvania State U.; Joel Gehman, U. of Alberta; Paula Ungureanu, Northwestern U.

# 1532 ♥ 🗏 🖐: (Paper Session) - (ONE) Government & Networks

8:00am - 9:30am Pennsylvania Convention Center: Room 108 A Tweet this session: **#AOM2014** 1532

Chair: Muhammad Umer Azeem, Johannes Kepler U.

- Networks as Agents: Achieving Carbon Neutrality in a Networked Society | Gareth John Veal, U. of Bath; Krista Bondy, U. of Bath; Stefanos Mouzas, Lancaster U.
- Pa⊒Institutional Uncertainty as Public Politics: Climate
  Change Hearings & New Technology Development | Shon
  R Hiatt, Harvard U.; Jake B. Grandy, U. of Southern California
- □ Getting the Attention of VCs: The Endorsement of Clean Energy Startups through Government Grants | Mazhar Islam, Drexel U.; Adam Fremeth, Ivey School of Business; Alfred Allen Marcus, U. of Minnesota
- Networks of Practice for Energy Efficiency: a Role for Boundary Objects | Suzanne Benn, U. of Technology, Sydney; Patrick Crittenden, U. of Technology, Sydney; Paul J Brown, U. of Technology, Sydney; David Brown, U. of Technology, Sydney

# 1533 € ...: (Paper Session) - (ONE) Corporate Visioning & Investing

8:00am - 9:30am Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 1533

Chair: Ernestina Giudici, U. of Cagliari

- ■The Impact of Green Mission Statements and Green Policy on Actual and Perceived Green Competence. | Dina AbdelZaher, U. of Houston, Clear Lake; William Newburry, Florida International U.
- ■Corporate Visions of Sustainability: Implications for Management Theory | Judith Walls, Nanyang Technological U.; Catalin Ratiu, California State U.
- The Effect of Corporate Philanthropy on Organizational Citizenship Behavior and Employee Performance | Vanessa Burbano, UCLA

Cognitive Barriers to the Engagement of Wealthy Private Investors in Sustainable Investing | Timo Busch, U. of Hamburg; Falko Paetzold, U. of Zurich

# **1534** ■: (Paper Session) - (PNP) **Do They Stay or Do They Go: Turnover and Job Security in Public Organizations**

8:00am - 9:30am Pennsylvania Convention Center: Room 110 A Tweet this session: #AOM2014 1534

Chair: Alexander Kroll, Florida International U.

- ☐ The Impact of Job Security Rule Change on U.S. Federal Employee Organizational Commitment | Hyunkang Hur, Indiana U., Bloomington; James L. Perry, Indiana U. / The U. of Hong Kong
- Revisiting the Public Job Security: Thirty Years of Research and an Agenda for the Future | Hyunkang Hur, Indiana U., Bloomington; James L. Perry, Indiana U. / The U. of Hong Kong
- Exploring the Influence of Economic Conditions on Collective Turnover in the Federal Government | Shinwoo Lee, Indiana U., Bloomington
- Cascading Effects of Transformational Leadership and its Impact on Mission Valence | **Obed Pasha**, Georgia State U.; **Theodore Poister**, Georgia State U.; **Bradley E. Wright**, U. of Georgia; **John Clayton Thomas**, Georgia State U.

# 1535 ⊒: (Paper Session) - (PNP) Organizational Behavior in the Public Sector

8:00am - 9:30am Pennsylvania Convention Center: Room 125 Tweet this session: **#AOM2014** 1535 Chair: **Shoko Kato**, Rutgers U.

- ■Instrumental Aggression and Abusive Supervision: A Test of Theory | Terry A. Nelson, U. of Alaska Anchorage; Kori Callison, U. of Alaska Anchorage; L A Witt, U. of Houston; Benjamin Farmer, U. of Houston; Sophie Romay, U. of Houston; Amanda Palmer, U. of Houston
- → Self-Efficacy, Emotional Labor, and Job Satisfaction: A Study of Public Service Workers in Taiwan (WITHDRAWN) | Chih-Wei Hsieh, City U. of Hong Kong; Jun Yi Hsieh, Taipei Municipal U. of Education
- ☐ Teamwork in the Public Cage: Antecedents of Self-Management of Teams in Public Organizations | Sandra Groeneveld, Erasmus U. Rotterdam; Ben S. Kuipers, Erasmus U. Rotterdam

## Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

■ Relating Followership to Citizenship Behaviors, Safety Citizenship and Employee Performance | Michael K Muchiri, RMIT U.

# 1536 🖃: (Paper Session) - (RM) A Selection of

Measurement Development Studies

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1536

Chair: Justin Marcus, Ozyegin U.

- Seeing the Bigger Picture: Development and Validation of a Work-Based Construal Level Scale | Jean-Nicolas Reyt, New York U.; Batia Mishan Wiesenfeld, New York U.
- Subjective Underemployment: The Development of a Measure | Tina W. Thompson, Illinois State U.
- The Measurement of Guilt:Psychometric Properties of the Test of Self-Conscious Affect | Christina Noelle Lacerenza,

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- U. of Central Florida; **Dana Joseph**, U. of Central Florida; **Jeffrey Cassisi**, U. of Central Florida
- Multigroup Ethnic Identity Measure: An Investigation of Its Psychometric Properties | Jennifer Feitosa, U. of Central Florida; Christina Noelle Lacerenza, U. of Central Florida; Deeja Cruz, U. of Central Florida; Lindsay Moynihan, U. of Central Florida; Eduardo Salas, U. of Central Florida

# 1537 → ⊒: (Paper Session) - (SAP) Strategic Practices and Value Creation Activities at the Field Level

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1537

Chair: Sotirios Paroutis, U. of Warwick

- → ■Accounting Strategies and Financialization: Calculating Values and Fees in Real Estate Markets | Sebastian Botzem, Social Science Research Center Berlin (WZB); Leonhard Dobusch, Free U. Berlin
- → Exploring Strategizing of Kirana Shopkeepers: The Case of Indian Retail Industry | Atul Arun Pathak, Indian Institute of Management Ahmedabad; George Kandathil, Indian Institute of Management, Ahmedabad

#### **SAP Best Student Paper Award**

→ ■ Signalizing a New Trend? An Analysis of the Fashion Apparel Production in Brazil | Marcelo Machado Barbosa Pinto, UFSM; Yeda Swirski de Souza, UNISINOS; Maria Emilia Camargo, U. de Caxias do Sul

# 1538: (Paper Session) - (SIM) CSR in Small and Locally Focused Organizations

8:00am - 9:30am Loews Philadelphia Hotel: Anthony Room Tweet this session: #AOM2014 1538

Chair: Jegoo Lee, Stonehill College

- Disclosure and integrated reporting choices: improving integrated management in local businesses | Anna Maria Fellegara, Catholic U.; Davide Galli, U. Cattolica del Sacro Cuore; Carlotta D'Este, U. Cattolica del Sacro Cuore
- Small Firms' Ongoing CSR Initiatives Amidst a Financial Downturn | Rajat Panwar, Northland College; Eric N. Hansen, Oregon State U.; Jonatan Pinkse, Grenoble Ecole de Management; Erlend Nybakk, Norwegian Forest Research Institute
- ORGANIZATIONAL LEVELS OF HUMAN QUALITY TREATMENT: EVIDENCE FROM FOUR SMEs | Abiola Olukemi Ogunyemi, Lagos Business School; Domenec Mele, IESE Business School
- Stakeholder Management in the Youth Care System | Yves Fassin, Vlerick Business School; Annelien Vandenabeele, Ghent U.; Jolien Deprez, Ghent U.; Aimé Heene, Ghent U.

# **1539**: (Paper Session) - (SIM) How Organizational Leaders Affect Responsible Firm Behavior

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 1539

Chair: Charlotte M. Karam, American U. of Beirut

Leadership Behaviour and Firm Social Performance | Muralee Das, Melbourne Business School

- ₽ CEO open executive orientation and positive CSR initiative adoption | Daina Mazutis, IMD
- When CEO Career Horizon Problems Matter for Corporate Social Responsibility? | Won-Yong Oh, U. of Calgary; Young

- K. Chang, U. of Wisconsin, Whitewater; Zheng Cheng, U. of Kansas
- ■Do investors see value in ethically sound CEO apologies? | Daryl Koehn, U. of St Thomas; Maria Goranova, U. of Wisconsin, Milwaukee

# 1540 : (Paper Session) - (SIM) Human Rights, Labor Rights, and Globalization

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1540

Chair: Andrew C Wicks, U. of Virginia

- → Messy Governance: Global Supply Chains, Working Conditions and Developing Countries | Vivek Soundararajan, Royal Holloway U. of London; Jill Ann Brown, Bentley U.
- ☐ The Politics of Transnational Labor Certification in the Chinese Export Toy Industry | Ling Yang, Tsinghua U. Implementing the UN Global Compact: The impact of the initiative on its business participants | Stefan Schembera, U. of Zurich

# 1541 : (Paper Session) - (SIM) Business Ethics and Sustainability

8:00am - 9:30am Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 1541 Chair: Ans Kolk, U. of Amsterdam

Qualitative Research in Business Ethics | Laura Janz, WHU - Otto Beisheim School of Management; Miriam Muethel, WHU - Otto Beisheim School of Management

- □ Empowering Employee Sustainability: Perceived Organizational Support toward the Environment | Jennifer Tosti-Kharas, San Francisco State U.; Eric Lamm, San Francisco State U.; Cynthia King, San Francisco State U.
- Students' Ethical Judgment and Moral Intentions toward Business Ethics: Kenya versus Austria | Georg Kodydek, WU Vienna; Ronald Hochreiter, WU Vienna; Everlyne Awuor Ochome, Catholic U. of Eastern Africa

# 1542 : (Paper Session) - (SIM) New Perspectives on Corporate Social Performance

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2 Tweet this session: **#AOM2014** 1542

Chair: Natalia Vidal, U. of New Mexico

- → □ Organizational Slack and Corporate Social Performance | Erming Xu, Renmin U. of China; Hui Yang, Renmin U. of China; Yuan Lu, Chinese U. of Hong Kong
- ■The implications of slack heterogeneity for the slack-resources and CSP relationship | Ali Shahzad, James Madison U.: Fariss T Mousa, James Madison U.
- → The Best of Both Worlds? Impact investors and the Financial versus Social Performance Debate | Luciana Carvalho de Mesquita Ferreira, Insper Institute of Education and Research; Sergio Giovanetti Lazzarini, Insper Institute of

- Education and Research; Leandro Pongeluppe, Insper Institute of Education and Research; Angelica Rotondaro, U. of St. Gallen
- ■Corporate Social Performance in a Digital, Free Society | Dustin Bradley Smith, Webster U.; Kevin Chastagner, Peking U., HSBC Business School

## **1543** ■: (Paper Session) - (TIM) On the Move: Mobility, Collaboration, and Scientific Performance

8:00am - 9:30am Pennsylvania Convention Center: Room 104 A Tweet this session: #AOM2014 1543

Chair: Kenneth G. Huang, Singapore Management U.

- An inch too deep? Mobility, entrenchment and innovative productivity of genomics scientists | Kenneth G. Huang, Singapore Management U.
- → Should I Stay Or Should I Go? How Mobility Explains Individual Scientific Performance | Francesco Di Lorenzo. Copenhagen Business School; Valentina Tartari, Copenhagen **Business School**
- ₽→ 🖃 🖑 One Foot In, One Foot Out:Individuals' External Search Breadth and Innovation Outcomes | Linus Dahlander, ESMT European School of Management and Technology; Siobhan O'Mahony, Boston U.; David M Gann, Imperial College London
- Big Egos in Big Science | Kristina Vaarst Andersen, Copenhagen Business School; Finn Valentin, CBS; Giancarlo Lauto, U. of Udine; Jacob Jeppesen, Copenhagen Business

## **1544** ■: (Paper Session) - (TIM) Network Clusters, Knowledge Diffusion and Recombination

8:00am - 9:30am Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1544

Chair: Wonsang Ryu, Purdue U., West Lafayette

- Roles of Giant Cluster in Knowledge Diffusion and Recombination | Sungyong Chang, Columbia Business School; Jeho Lee, Seoul National U.; Jaeyong Song, Seoul National U.
- Cluster Size: A Critical Determinant of Network Strategy and Innovation Performance | Wonsang Ryu, Purdue U., West Lafavette
- → Network Embeddedness, Product Innovation Strategy and Firm Performance | Xuefeng Liu, School of Management, Xiamen U.; Jing Cai, U. of Aberdeen
- Sharing Knowledge in Industry Clusters: An Identity-Based Perspective | Nina Geilinger, ETH Zurich; Georg von Krogh, ETH Zurich; Stefan Haefliger, City U. London

## 1545 : (Paper Session) - (TIM) Knowledge, Routines, and **New Product Development Teams**

8:00am - 9:30am Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1545

Chair: Kimberly M Green, U. of West Georgia

- ■Hamburgers and Broccoli: The averaging bias in project management | Kim van Oorschot, BI Norwegian Business School; Therese Dille, BI Norwegian Business School; Jonas Söderlund, BI Norwegian Business School
- Knowledge Utilization, Development Speed, and Discontinue Speed for New Product Initiatives | Kimberly M Green, U. of West Georgia

- The Process of Design, Development and Implementation of Idea Management Systems | Michela Beretta, Aarhus U.: Viktorija Kulikovskaja, Aarhus U.; Lars Frederiksen, Aarhus U.
- Incremental Innovation in the Automotive Industry | Oliver Kallenborn, EBS Business School; Florian A. Täube, EBS **Business School**

## **1546 □**: (Paper Session) - (TIM) **Appropriability and Open** Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 1546

Chair: Leid Zeinilovic, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.

- ☐ Protecting Aesthetic Innovations? An Exploration of the Use of Registered Community Designs | Rainer Filitz, Technische U. München; Joachim Henkel, Technische U. München; Bruce Tether, The U. of Manchester
- ☐ Innovation efforts, diffusion, and fall-offs of innovation activity in medical patients community | Leid Zejnilovic, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; Pedro Oliveira, Catholic U. of Portugal
- Does Copyright Affect Reuse? Evidence from the Google Books Digitization Project | Abhishek Nagaraj, MIT Sloan
- Contingencies of profiting from innovation: Appropriability mechanisms' non-linearities | Joachim Henkel, Technische U. München; Timo Fischer, Technical U. München

# **1547** ■: (Paper Session) - (TIM) **Shaping New Markets** 8:00am - 9:30am Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1547

Chair: Sang-Joon Kim, U. of California, Irvine

- Managing Demand-side Changes for Technological Innovations | Matthias Wenzel, European U. Viadrina; Jochen Koch, European U. Viadrina; Wasko Rothmann, European U.
- Creation of the Nanotechnology-Based Community | Sang-Joon Kim, U. of California, Irvine
- ■To be visible or not? Positioning Organizational Discourses in an Emerging Market | Benoît Demil, U. of Lille 1; Zhen Zong, U. de lille 1 - iae
- → Massive open online courses: An emergence of the field Evgenia Dolgova, Leeds U. Business School; Miriam Wolf, U. of Leeds; Krsto Pandza, U. of Leeds
- ■Words with friends: The role of metaphors and relationships in corporate Internet adoption | Mary Still, U. of Massachusetts Boston

# **1548 □**: (Paper Session) - (TIM) **Mind the Market:**

#### Implications for Innovation

8:00am - 9:30am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1548

Chair: Joel Ryman, East Tennessee State U.

Enhancing Firm Innovativeness: The Role of Dynamic Marketing Capabilities | **Joel Ryman**. East Tennessee State U.; David C. Roach, Dalhousie U.; Rosalind Jones, Birmingham **Business School** 

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Big Data, Big Profits? Understanding the Role of Tracking Technologies | **Dan Breznitz**, Georgia Tech; **Vincenzo Palermo**, U. of Toronto
- Innovative Activities and Young Firm Growth | Alexander McKelvie, Syracuse U.; Anna Brattström, Stockholm School of Economics; Karl Wennberg, Stockholm School of Economics
- Decoupling novelty from R&D: The importance of marketing innovation for performance | Christoph Grimpe, Copenhagen Business School; Rabikar Chatterjee, U. of Pittsburgh; Mukesh Bhargava, Oakland U.

## Tuesday 9:45AM

# 1549 € ⊒: (Paper Session) - (BPS) Board of Directors and Performance

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom G Tweet this session: #AOM2014 1549

Chair: Vincent L. Barker, U. of Kansas

- Pa A Multilevel Model of Minority Director Participation
  Linking Board Diversity and Firm Performance | Chris
  Tuggle, The U. of Nebraska-Lincoln; David Sirmon, U. of
  Washington; Leonard Bierman, Texas A&M U.; A Erin Bass, U.
  of Nebraska Omaha
- ■Board Stability and Independence Reduce Volatility in Firm Revenues | John A Pearce, Villanova U.; Richard B Robinson, U. of South Carolina; Donald J. Schepker, U. of South Carolina
- Performance Consequences of Hiring exCEOs and the Moderating Roles of the Board and the TMT | Jenny Tian, The Chinese U. of Hong Kong; Sophia Shu-Chuan Wang, National Dong Hwa U.; Shanshan Lin, The Chinese U. of Hong Kong; Eliza Ching-Yick Tse, U. of Missouri
- Too Much of a Good Thing? The Impact of Board Independence on Shareholder Value Creation | Wei Shen, Arizona State U.; Richard John Gentry, U. of Mississippi

**1550 ○** ☐: (Paper Session) - (BPS) **Knowledge Search** 9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 1550

Chair: Denisa Mindruta, HEC Paris

- ■Market-political Ambidexterity on Firm Patent Output in Emerging Economies | Gang Wang, Wuhan U.
- Enabling Constraints: When Constraining Organizational Search Improves Innovative Performance? | Martin Ganco, U. of Minnesota
- Is Organizational Complexity Good for Innovation? | Julian Birkinshaw, London Business School; Maya Cara, London Business School; Suzanne Heywood, McKinsey and Co.
- Of Mice and Academics: Examining the Effect of Openness on Innovation | Julian Kolev, Southern Methodist U.; Fiona Murray, Massachusetts Institute of Technology; Scott Stern, Massachusetts Institute of Technology; Philippe Aghion, Harvard U.; Mathias Dewatripont, U. Libre de Bruxelles

# 1551 ■ ☐: (Paper Session) - (BPS) Language and Competition

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 1551

Chair: Elizabeth Lim, Georgia State U.

- Understanding Verbal Response in Competitive Dynamics | He Gao, Arizona State U.; Tieying Yu, Boston College; Albert Cannella, Arizona State U.
- □ How Do Firms Benefit from their Language in Competitive Situations? A Framing Perspective | Tianxu Chen, Oakland U.; Shimeng Xiao, Drexel U.; Dazhi Zheng, West Chester U.
- Language and Competition: Exploring the Antecedents and Consequences of Firm Verbal Signals | Wei Guo, Hong Kong Polytechnic U.; Tieying Yu, Boston College; Javier Gimeno, INSEAD
- 'Know Thy Enemy': A Synthesis of Research on Competitor Identification | Furkan Amil Gur, LSU; Thomas Greckhamer, Louisiana State U.

1552 → 🖃 🖐: (Paper Session) - (BPS) Alliance Contract

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 1552

Chair: Mazhar Islam, Drexel U.

- When Can You Trust "Trust"? Calculative Trust, Relational Trust, and Supplier Performance | Laura Poppo, U. of Kansas; Kevin Zheng Zhou, The U. of Hong Kong; Julie Juan Li, City U. of Hong Kong
- ☐ The Double-Edged Effect of Contracts on Alliance
  Performance | Oliver Schilke, U. of California, Los Angeles;
  Fabrice Lumineau, Purdue U.
- → Does It Matter If You Got It Wrong? Governance Misalignment, Opportunism and Performance | Thomas Mellewigt, Freie U. Berlin; Glenn Hoetker, Arizona State U.; Carolin Decker, WHU - Otto Beisheim School of Management
- Revisiting the Interplay between Contractual and Relational Governance | **Zhi Cao**, Xi'an Jiaotong U.; **Fabrice Lumineau**, Purdue U.

# 1553 �→ ☐: (Paper Session) - (BPS) Emerging Issues in Corporate Governance

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1553

Chair: Adrian Keevil, U. of Virginia

- ➡☐Upmarket and Downmarket OFDI in Response to Reforms | Luis Alfonso Dau, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.
- Pa→ An Inductive Study of Foreign CEOs of Japanese Firms | Sheela Pandey, Kean U.; Shanggeun Rhee, Kean U.
- → ■The Rise of State Capitalism as a Reaction to Financial Globalization | Richard Carney, Australian National U.
- ➡ The Double-Edged Sword Effects of Mechanisms Disconnecting Cash-Flow Rights From Voting Rights | Asma Fattoum, Copenhagen Business School; Zied Guedri, EMLYON Business School

# 1554 🖃 ♥: (Paper Session) - (BPS) TMT Influences on Strategy and Firm Performance

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 2 Tweet this session: #AOM2014 1554

Chair: Basak Yakis-Douglas, Oxford U.

The Downward Spiral of Organizational Decline and Top Management Team Demographic Faultlines | Jiatao Li, Hong Kong U. of Science and Technology; Guoguang Wan, Hong Kong U. of Science and Technology

- ■The Impact of Changes to TMT Wealth on Resource Allocation Decisions | Jason Pattit, U. of St. Thomas; Todd Alessandri, Northeastern U.
- When Does Managerial Experience Benefit the Organization? CEO Experience Scope and Firm Innovation Yuan Shi, U. of Maryland
- ■CEO Human and Social Capital and Corporate Divestitures: An Investigation of Endowment Effects | Shih-Chi Chiu. Nanyang Technological U.; Seemantini Madhukar Pathak, U. of Houston; Robert E. Hoskisson, Rice U.; Richard A Johnson, U. of Missouri

# **1555** → 🖃: (Paper Session) - (BPS) **Dynamics of Information** and Attention in Corporate Diversification

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1555

Chair: Caterina Moschieri. IE Business School

- → Performance Feedback and Shifts in Focus of Attention: The Case of Diversification | Ohad Ref, Hebrew U. of Jerusalem; Zur Shapira, New York U.
- ■The Impact of Management's Coordination Effort on the Relatedness-Performance Relationship | Jonas Patrick König, U. of Bern; Artur Baldauf, U. of Bern
- Is it Hot in Here or is it Just Me? Information Quality and Investment Timing | Scott Rockart, U. of North Carolina, Chapel Hill; Kristin Elizabeth Wilson, U. of North Carolina, Chapel Hill
- ■Towards a Dynamic Theory of Corporate Strategy: Portfolio Dynamism Heterogeneity and Performance | Martin Weiss, U. of Erlangen-Nuremberg; Andreas Koenig, U. of Passau; Jan Mammen, Friedrich-Alexander-U. Erlangen-Nuremberg; Sebastian Junge, Friedrich-Alexander-U. Erlangen-Nuremberg; Harald Hungenberg, U. of Erlangen, Nuremberg

# 1556 € → 🖃: (Paper Session) - (BPS) Insights from **Organizational Capabilities**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1556

Chair: Elena Vidal, Baruch College-The City U. of New York

- ▶ Performance Effects of Value-based Management Systems under Institutional Complexity | Sebastian Firk, U. of Goettingen; Sebastian Schrapp, U. of Goettingen
- An Assessment of Empirical Support for Core Tenets of the Dynamic Capabilities View | Omar R Malik, Independent
- Dynamic Capabilities: Maintaining The Distinction Between Practices And Possibilities | Maziar Raz, Ivey School of Business; Mark J Zbaracki, Western U.
- ■How Firm Customer Heterogeneity Can Enhance and Limit Firm Outcomes | Daniel Chaffin, Michigan State U.

# **1557 ←** □: (Paper Session) - (BPS) **Performance Feedback**, Aspirations and Experiential Learning

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1557

Chair: Philip Bromiley, U. of California, Irvine

■How Does Performance Feedback Affect Executives¹ Exploratory Attention? The Role of Industry Context | Tine Buyl, U. of Antwerp; Christophe Boone, U. of Antwerp

- ☐ Different Slopes for Different Folks? Train Accident Learning Curves. | Kristina B Dahlin, HEC Paris; Thomas J. Roulet, U. of Oxford
- ☐ The Impact of Prior Performance on Strategic Choice: An Emotion-Based Argument | **Anoop Menon**, The Wharton School, U. of Pennsylvania
- How Performance and Technological Strength Impact Knowledge Utilization: A Behavioral Explanation | Shihao Zhou, Virginia Tech; Devi R Gnyawali, Virginia Polytechnic Institute; Manish K. Srivastava, Michigan Technological U.; Yue Song, Virginia Tech

# **1558** → 🖃 . (Paper Session) - (BPS) **Executives' Diversity** and Similarity

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1558

Chair: Kalin D. Kolev, Marquette U.

- How Empowering Female Directors on Boards Affects Firms' Selection of a Female CEO | Jihae You, U. of Illinois at Urbana-Champaign
- Performance Implications of Diversity and Its Symmetry Across Organizational Levels | Stephen Smulowitz, IE Business School; Manuel Becerra, Instituto de Empresa Business School; Margarita Mayo, IE Business School
- → ® Better the Devil you Know: Executive Hiring Modes and the Emergence of Top Management Team Diveristy I Dimitrios Georgakakis, U. of St. Gallen: Peder M. Greve, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen
- Revisiting Agency theory: Outside Directors, Financial Slack and R&D Investments | Ibrahim Shaikh, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute

## 1559 → □JS: (BPS, IM) Strategic Management of Political Relationships

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1559

Organizers: Lite Nartey, U. of South Carolina; Srividya Jandhyala, ESSEC Business School

Discussant: Anand Swaminathan, Emory U.

- It's All Relative?: Institutional Experience, Political Capabilities and Investment | Daniel Blake, IE Business School
- Politics and Institutional Change: The Rise of an Economic Oligarchy in Post-Communist Russia | Andrew Spicer, U. of South Carolina
- Home Bias Investing and Corporate Governance in an African Frontier Market | Christopher B. Yenkey, The U. of Chicago
- Strategic Determinants of Investor-State Arbitration | Srividva Jandhyala, ESSEC Business School

## **1560** ■JS: (BPS, OMT, TIM) Innovation and the Modern Firm: How firms Benefit from the Contributions of Communities

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom F Tweet this session: #AOM2014 1560

Organizers: Jonathan Sims, Babson College; Joel West, Keck Graduate Institute

Discussant: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

- How Do Virtual Communities Help Firm Innovation? | Joel West, Keck Graduate Institute; Jonathan Sims, Babson College
- Does it Pay to be Open? Firms, Community-Based Innovation & Value Creation | Tim Schweisfurth, TUM School of Management; Christina Raasch, TUM School of Management
- How Disclosure Policies Impact Search in Open Innovation I Dilan Aksoy-Yurdagul, ESC Rennes School of Business; Sonali K. Shah, U. of Washington
- The Effect of External Community Knowledge on Corporate Exploration and Exploitation | Karim R. Lakhani, Harvard U.; Kevin Boudreau, London Business School
- Defining Problems for Open Innovation Contests | Martin W Wallin, Chalmers U. of Technology; Georg von Krogh, ETH Zurich; Jan Henrik Sieg, Swiss Federal Institute of Technology Zurich, ETH

# 1561 ☐ SHCS: (BPS, TIM, ENT) The Aggregate Level for Strategy Research: Industries, Ecosystems or Architectures?

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1561

Coordinator: Michael G. Jacobides, London Business School Participants: Ron Adner, Dartmouth College; Constance E Helfat, Dartmouth College; Sidney G. Winter, U. of Pennsylvania; Dennis Yao. Harvard U.

## 1562 → \( \): (Paper Session) - (CAR) Objective and **Subjective Career Success**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 408 Tweet this session: #AOM2014 1562

Chair: Monica L. Forret, St. Ambrose U.

- → An Improved Measure of Subjective Career Success: Developing a Multidimensional Scale I Jingzhou Pan. Tianiin U.; Wenxia Zhou, Renmin U. of China; Rentao Miao, Renmin U. of China
- Chinese Traditionality and Career Success: Mediating Roles of Procedural Justice and Job Insecurit | Hui Li. Chinese U. of Hong Kong; Hang-yue Ngo, Chinese U. of Hong
- ■New organizations, new careers? Objective success and "career worlds" in new organizations | Renata Lobo, NEOMA Business School; Jean Pralong, NEOMA Business School
- ☐ High-Performance Work Systems and Career Success: Exploring the Moderating Roles of Perfectionism | Janet A. Boekhorst, York U.

# **1563** ■ ♥ JS: (CAR, GDO, HR) Beyond the Dyad of Work and Family: Towards a More Holistic Understanding of Work-life Balance

9:45am - 11:15am Philadelphia Marriott Downtown: Room 502 Tweet this session: #AOM2014 1563

Organizers: Clare Kelliher, Cranfield U.; Julia Richardson, York U. Would you Help? Examining the Antecedents of

Co-worker-enacted Informal Work Accommodations to Life Elisabeth B. Schmitz, Volkswagen AG; T. Alexandra Beauregard, London School of Economics

The Changing Employer Orientation to Work-life Policies in Britain: Evidence from WERS | Lilian M. de Menezes. Cass Business School, City U. London; Stephen Wood, U. of Leicester

Flexibility as an Employability Enhancement Tool?: Time-spatial Flexibility and Employability | Pascale Peters, Radboud U. Nijmegen; **Beatrice Van der Heijden**, Radboud U. Nijmegen; Guy Notelaers, U. of Bergen

When Work Becomes into Community Care: A Redefining of Work/Life Management for Public Servants | Robyn Remke. Copenhagen Business School

# **1564 ●**CAU: (CAU) Rewriting Leadership Development: **Contributions from Contemplative Practices and** Neuroscience

9:45am - 11:15am Philadelphia Marriott Downtown: Room 412 Tweet this session: #AOM2014 1564

Organizers: Marian Ruderman, Center for Creative Leadership; Cathleen Clerkin, Center for Creative Leadership

## 1565 € ■ CAU: (CAU) Women on Boards: The challenges of developing international comparative data through collaboration

9:45am - 11:15am Philadelphia Marriott Downtown: Room 415 Tweet this session: #AOM2014 1565

Organizers: Linley Lord, Curtin U.; Melissa Marinelli, Curtin U. Discussants: Anne Ross-Smith, Macquarie U.; Alison Jane Sheridan, U. of New England

# 1566 CAU: (CAU) Large-Scale International Collaboration Projects for Experiential Learning and Research in IB

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 8

Tweet this session: #AOM2014 1566

Organizers: Vas Taras, U. of North Carolina, Greensboro; Peter Magnusson, Florida International U.

## 1567 🖳 🖑: (Paper Session) - (CM) Just Like A Woman? **How Gender Shapes Negotiation Processes**

9:45am - 11:15am Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1567

Chair: Laurie R. Weingart, Carnegie Mellon U.

- Should We Chit Chat? Benefits of Small Talk for Male but not Female Negotiators | Brooke Ann Shaughnessy, Technische U. München; Alexandra A. Mislin, American U.; Tanja Hentschel, Technische U. München
- Power is in the eye of the beholder: Gender differences in power attributions in negotiation | Julia Bear, Stony Brook U.-State U. of New York; Daniel Heller, Tel Aviv U.
- Advocacy, Gender and Reputation; a Motivational Framework for Creativity in Negotiations | Mikhail Alexander Wolfson, U. of Connecticut; Nora Madjar, U. of Connecticut
- Culture as a Moderator of Gender difference in Negotiation Performance: A Meta-analysis | Wen Shan, Nanyang Technological U.

# **1568 Q**: (Paper Session) - (CM) **Don't Think Twice: How** Cognition Influences Negotiation Outcomes

9:45am - 11:15am Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 1568

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

- ■Words vs. Numbers Integrative and Distributive Language Framing in Negotiations | Michele Griessmair, U. of Vienna; Haris Seferagic, U. of Vienna
- Gambling on second opinions: How seeking a second opinion can impact your primary advisor's advice | Sunita Sah, Georgetown U.; George Loewenstein, Carnegie Mellon U.

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Feeling Depleted and Powerless: The Construal-Level Mechanism | Junha Kim, KAIST; Sujin Lee, KAIST
- □ I can profit from my failure, not yours: Loyalty inhibits capitalizing on a close other's failure | Simone Tang, Duke U.; Carey K. Morewedge, Carnegie Mellon U.

# **1569** ■JS: (CM. OB. S/M) New Insights into the **Antecedents, Boundary Conditions, and Processes Underlying Fair Behavior**

9:45am - 11:15am Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 1569

Chairs: David B. Whiteside, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier U.

Discussant: Cindy P. Zapata, Texas A&M U.

- The Effect of a Primed and Consciously Set Goal on Fairness Deshani B. Ganegoda, The Australian National U.; Gary P. Latham, U. of Toronto; Robert Folger, U. of Central Florida
- When Wanting to be Fair Isn't Enough: Examining and Overcoming the Effects of Depletion on Fairness | David B. Whiteside, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier
- Procedural Fairness as Reward or Shield: The Role of Subordinates' Trustworthiness | Guozhen Zhao, Delta State U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.
- Using Managers' Perspectives to Map the Main Routes to Fairness | Chris P. Long, Georgetown U.
- Does Variability Matter Beyond the Mean? An Uncertainty Management Approach to Justice Variability | Fadel K. Matta, Michigan State U.: Brent A. Scott, Michigan State U.: Joel Koopman, Michigan State U.; Jason Colquitt, U. of

# 1570 —∷ (Paper Session) - (CMS) Reassembling **Management Discourses and Histories**

9:45am - 11:15am Pennsylvania Convention Center: Room 103 B

Tweet this session: #AOM2014 1570

Chair: Sarah Elaine Gilmore, U. of Portsmouth

- Regimes of Super Exploitation: Minorities' Skills and the Labor Process | Hannah Vermaut, Hasselt U.; Patrizia Zanoni. Hasselt U.
- Constructing Contingent Necessity: CEO Discursive Practices and Downsizing | Tracy Patricia Wilcox, U. of New South Wales
- ANTi-history: Toward Amodern Histories | Gabrielle Durepos, St. Francis Xavier U.
- ₽ The Origin of Management is Sustainability: Recovering an Alternative Foundation for Management | Stephen Cummings, Victoria Management School; Todd Bridgman, Victoria U. of Wellington

#### **Best Critical Paper**

# **1571 № ..**: (Paper Session) - (ENT) **The Effect of Family**

Ownership on Family Firms' Behavior and Performance

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1571

Chair: Alfredo De Massis, Lancaster U.

Discussant: Kathleen Randerson, U. de Grenoble ELab Research Center

- Entrenchment Index in Publicly-traded Family Firms: A Longitudinal Analysis | Esra Memili, U. of North Carolina, Greensboro; Zhonghui Wang, U. of North Carolina, Greensboro
- Prosocial Missions in Family Firms: Testing Behavioral Agency vs. Stakeholder Theories | Youngbin Joo, U. of Alberta; Jennifer E Jennings, U. of Alberta; Anthony Briggs, U.
- ₽ Are They All Alike? Heterogeneity of Family Owners' Goals and P-P Agency Costs in Private Firms | Alfredo De Massis, Lancaster U.; Josip Kotlar, Lancaster U.; Pietro Mazzola, IULM U.; Tommaso Minola, U. of Bergamo; Salvatore Sciascia, IULM U. - MILAN
- ₽ Buoys & Anchors: Owning Family Behaviours that Influence Non-family Manager Preferences to Stay | Albert E. James, Dalhousie U.; Jennifer E Jennings, U. of Alberta

# 1572 € \( \subseteq : (Paper Session) - (ENT) \( \text{Social Capital}, \) Socialization and Network Resources for Entrepreneurial **Ventures**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1572

Chair: Bettina Lynda Bastian, American U. of Beirut Discussant: Boris F. Blumberg, Maastricht U.

- Antecedents of Advice Sources: Venture Stage, Innovativeness and Internationalization. | Bettina Lynda Bastian, American U. of Beirut
- ■Multidimensional Social Capital of Entrepreneurs: A Configurational Approach | Cédric Verstraete, Ghent U.; Ingrid Wakkee, VU U. Amsterdam; Martin van der Gaag, VU U. Amsterdam; Ronan Van Rossem, Ghent U.
- Tell Me How You Socialize and I Will Tell You Who You Are. A Study of Small Firms' Socialization | Emilie Bargues, France Business School
- How Venture Capitalists Foster or Destroy Relational Rents: The Entrepreneur's Perspective | Wei Zhang, Tsinghua U.; Steven White, Tsinghua U.

## **1573 ② □**: (Paper Session) - (ENT) **Different Forms of Leadership within Entrepreneurial Ventures**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor B

Tweet this session: #AOM2014 1573

Chair: Mark Johnson, U. of Strathclyde

Discussant: Brandon Mueller, Oklahoma State U.

- Promoting or Preventing Academic Commercialization? | Mark Johnson, U. of Strathclyde
- → 

   Cultural Leadership Stereotypes and the Entrepreneurial Process: A Multi-Level, Cross-National Study | Ute Stephan, Aston Business School; Saurav Pathak, Michigan Technological
- From Passion to Performance: Multilevel Effects of Leadership and Entrepreneurial Orientation | Jae Hyeung Kang, Oakland U.; Jonathan Mark Phillips, George Washington U.; George T Solomon, George Washington U.; David Yhonsung Choi, Loyola Marymount U.
- Multilevel Effects of Charismatic Leadership on Learning and Performance in Entrepreneurial Teams | Kristin Knipfer, Technische U. München; Emanuel Schreiner, Technische U. München; Ellen Anke Schmid, Technische U. München

## 1574 € .: (Paper Session) - (ENT) Cognitive Issues in **Entrepreneurial Teams**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor C Tweet this session: #AOM2014 1574

Chair: Jonathan Pinto, Imperial College London

Discussant: Cyrine Ben-Hafaiedh, Groupe ESC Troyes

- Entrepreneurial Leadership and Innovativeness: The Mediating Role of Team Psychological Safety | Lida Hu, The U. of Nottingham Ningbo China; Joon Hyung Park, The U. of Nottingham Ningbo China; Chendong Wu, The U. of Nottingham Ningbo China; Angus Hooke, The U. of Nottingham Ningbo
- ■A Cross Level Perspective on Individual Improvisation Within Founding Teams | Sohrab Soleimanof, Oklahoma
- Need for Achievement Diversity and Relationship Conflicts in Entrepreneurial Teams, I Mohammad Saud Khan, Alpen-Adria U. Klagenfurt, Austria; Robert J. Breitenecker, Alpen-Adria U. Klagenfurt, Austria; Erich J. Schwarz, Alpen-Adria U. Klagenfurt, Austria
- ₽ Entrepreneurs' Cognitive Biases and Heuristics in Entrepreneurial Team Recruitment. | Jonathan Pinto, Imperial College London

# **1575 № ..**: (Paper Session) - (ENT) **Entrepreneurial Policies** and Self-Employment

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 1575

Chair: Saulo Dubard Barbosa, EMLYON Business School Discussant: Mona Anita Olsen, Cornell U.

Modeling Temporary Subsidies for Self-employment | Frederik Witte, Lund U.

- → □ Occupations and Self-Employment Entry: A Multilevel Approach | Frederik Witte, Lund U.; Frederic Delmar, Lund U.; Saulo Dubard Barbosa, EMLYON Business School
- ₱Unpredictably Stable. An Investigation into the Stayer-Mover Tendencies among Self-Employed | Virgilio Failla. Copenhagen Business School; Francesca Melillo, Copenhagen Business School / KU Leuven; Toke Reichstein, Copenhagen **Business School**
- Variation in Self-employment Entry: Data Mining, Inference and Prediction | Frederik Witte, Lund U.

## 1576 ♥→ \( (Paper Session) - (ENT) Seed Funding and Venture Capital in Different Industrial and Geographical Contexts

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 1576

Chair: Martina Pasquini, U. of Southampton

Discussant: Li Xiao, U. of Lancaster

- From The Lab To The Stock Market? An Analysis Of University-Oriented Seed Funds In Europe | Federico Munari, U. of Bologna; Martina Pasquini, U. of Southampton; Laura Toschi, U. of Bologna
- → ■VC Experience and the Innovative Outcomes and Legal Environment of Startups: A Global Analysis | Elisa Alvarez-Garrido, Georgia State U.
- Why Do Chinese Venture Capitals Invest Jointly? An Analysis of Complex Investment Network | Jar-Der Luo,

- Tsinghua U.; Ling Zhou, Nankai U.; Jie Tang, Tsinghua U.; Yun Zhou, National U. of Defense Technology
- The Impact of Corporate Venture Capital on the Branding Efforts of New Technology Firms | Ikenna Uzuegbunam, U. of Kentucky & Luno Ventures, LLC; Brandon Ofem, U. of Kentucky; Satish Nambisan, U. of Wisconsin, Milwaukee

# 1577 € .: (Paper Session) - (ENT) Uncertainty and Risk in **Entrepreneurial Activities**

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1577

Chair: David Johnson, U. of Edinburgh Business School Discussant: Richard Chan, Stony Brook U.-State U. of New York Information Uncertainty, Risk, and Orientation: Examining Organizational Social Exchanges | John R. Busenbark, Arizona State U.; Curtis L Wesley II, Indiana U. Kelley School; Todd Saxton, IU Kelley School of Business; M Kim Saxton, IU Kelley School of Business

- Coping with Unresolvable Uncertainty: A Situational Analysis of Regenerative Medicine Venturing | David Johnson, U. of Edinburgh Business School; Adam J Bock, U. of Edinburgh
- An Exploration into the Nature of Entrepreneurial Uncertainty | Mark Packard, U. of Missouri; Brent Clark, U. of South Dakota; Peter G. Klein, U. of Missouri
- Entrepreneurial Uncertainty as a 3 Legged Stool | William R. Forster, Lehigh U.; Jeffrey G. York, U. of Colorado, Boulder

# 1578 JS: (ENT, BPS, TIM) Creating & Growing

**Entrepreneurial Ecosystems** 

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 1578

Organizers: Jason Andrew Strickling, U. of Tennessee, Knoxville; Rhonda K. Reger, U. of Tennessee

Presenters: Shaker A. Zahra, U. of Minnesota; Howard E. Aldrich, U. of North Carolina; Frank T. Rothaermel, Georgia Tech; David Audretsch, Indiana U., Bloomington

## **1579** ■ JS: (ENT, OMT, BPS) The Potential of Social Entrepreneurship

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1579

Organizer: Rolf Lorenz Hoefer, INSEAD

Discussant: Stephen Mezias, INSEAD

- Harnessing Productive Tensions in Hybrid Organizations | Julie Battilana, Harvard U.
- Sustaining Paradoxical Tensions over Time: A Longitudinal Study of a Global Social Enterprise | Marya L. Besharov, Cornell U.; Wendy K. Smith, U. of Delaware
- Building Productive Networks: A Longitudinal Study of Nascent Entrepreneurial Actors | Rolf Lorenz Hoefer. **INSEAD**
- Testing Ideas About Social Entrepreneurship: The Case for a Comprehensive Program | Peter W Roberts, Emory U.

## **1580** ■: (Paper Session) - (GDO) The Business Case for Diversity: Gender and Sexual Orientation

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth B

Tweet this session: #AOM2014 1580

firm performance, sexual orientation disclosure, women in management, critical theory, race/ethnicity, inter-group relations Chair: Deborah Helen Jones, Victoria U. of Wellington

- The Benefits of Coming Out: Disclosing Gay Identity Leads to Increased Organizational Performance | Benjamin Everly, U. of Sussex; Joshua Schwarz, Miami U.; Margaret Shih, U. of California, Los Angeles
- ■Temporal and spatial contingencies of the managerial diversity's effect on firm performance | Goce Andrevski, Queen's School of Business, Canada; Orlando C. Richard, U. of Texas, Dallas; Sheryl Skaggs, The U. of Texas at Dallas
- → <sup>®</sup> Gender diversity, knowledge combination and innovation in the technological context | Jenny María Ruiz Jiménez, U. of Granada; Matilde Ruiz-Arroyo, U. of Granada; Dainelis Cabeza Pulles, U. de Granada
- ☐ ♥ Getting Off the Bandwagon: Theoretical and Empirical Critique of the Business Case for Women Leaders | Jenny M. Hoobler, U. of Illinois at Chicago; Courtney R. Masterson, U. of Illinois at Chicago; Stella M. Nkomo, U. of Pretoria; Eric J. Michel, U. of Illinois at Chicago

## **1581** ■: (Paper Session) - (GDO) Workplace Harassment and Mistreatment

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 1581

workplace mistreatment, observer values, conflict, gender harassment, power privilege, group effectiveness and cohesion, Chair: Lilia Cortina, U. of Michigan

- Satisfaction: Observer Values are Key | Seo-Young Byun, U. of Wisconsin, Madison; Kwanghyun Kim, Korea U.
- The social context of workplace mistreatment: A multilevel approach | Peng Zhao, Texas A&M U.; Xiaohong Xu, Texas A&M U.; Kathi Miner, Texas A&M U.
- □ ♥ The "Ambition Gap" Explained: Workplace Mistreatment as a Function of Gender, Ambition, and Rank | Feng Bai, U. of Toronto; Jennifer L. Berdahl, U. of Toronto; Scott Schieman, U. of Toronto
- Effects of Gender Harassment on Organizational Trust, Workgroup Effectiveness and Cohesion | Justin D. Purl, Ohio U.; Leah Halper, Ohio U.; Kathleen E. Hall, Ohio U.; Allison Tenbrink, Ohio U.; Rodger Griffeth, Ohio U.

# 1582 🖃 🖑 SHCS: (GDO, OB, SIM) The Manifestations of Social Class in Organizational Life

9:45am - 11:15am Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 1582

Organizer: Jennifer J. Kish-Gephart, U. of Arkansas

Discussant: Kamal Munir, U. of Cambridge

- How does situational rank shape psychological functioning? It depends on social class background. | Sarah Townsend, U. of Southern California; Nicole Stephens, Northwestern Kellogg School of Management
- Bridging the Charitable Giving Divide: Social class, reputation, and pro-social behavior | Bennett Callaghan, U. of Illinois at Urbana-Champaign; Michael W. Kraus, U. of Illinois
- For the Benefit of the Collective: Ostracism, social class, and unethical behavior | Jennifer J. Kish-Gephart, U. of Arkansas; Niki A. den Nieuwenboer, U. of Kansas; Linda K. Trevino, Pennsylvania State U.
- Work Beliefs and Social Class: How class shapes leadership expectations and meaningfulness of work | Sean Martin,

- Cornell U.; Stephane Cote, U. of Toronto; Todd Woodruff, United States Military Academy
- Breaking the Class Ceiling: How lower social class students get higher class jobs | Lauren Rivera, Northwestern Kellogg School of Management

## into Practice in Healthcare Management

9:45am - 11:15am Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 1583

Chair: Hummy Song, Harvard U.

- Putting it in the blender: managerial engagement with concepts of evidence | Jane Hendy, U. of Surrey
- Infection Prevention Practices & Outcomes in Two Units I Pavani Rangachari, Georgia Regents U.; R Karl Rethemeyer, U. at Albany - State U. of New York

## **HCM Division Best Theory to Practice**

- ■Knowledge leadership: The (non-)mobilization of management knowledge in health care organizations | Michael D Fischer, U. of Melbourne; Sue Dopson, U. of Oxford; Louise Fitzgerald, U. of Oxford; Chris Bennett, King's College London; Ewan Ferlie, King's College London; Jean Ledger, King's College London; Gerry McGivern, Warwick Business School
- Releasing Normative Commitments in Science: A Longitudinal Study of Translational Research in the UK | Tomas Enrique Farchi, IAE - U. Austral; Sue Dopson, U. of Oxford

## **1584 ② □**: (Paper Session) - (HCM) **Employee and Patient** Satisfaction

9:45am - 11:15am Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 1584

Chair: Louise Tourigny, U. of Wisconsin, Whitewater

- ■An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction and Turnover among Nurses | Amit Kramer, U. of Illinois at Urbana-Champaign; Jooyeon Son, U. of Illinois at Urbana-Champaign
- Employee retention in long term care: The link between HR practices, climate and employee outcomes | Monique Veld, Open U. Nederland; Kerstin Alfes, Tilburg U.
- ₽ The myth of the sovereign consumer: Exploring consumer identities in nursing homes | Belinda C. Allen, Monash U.; Leisa D. Sargent, U. of Melbourne; Bill Harley, U. of Melbourne
- ■Who cares for the doctor? Job demands and resources as predictors of junior physician well-being | Yseult Miriam Freeney, Dublin City U.; Martin R. Fellenz, Trinity College Dublin

# 1585 SHCS: (HCM, OB) Leadership Accountability For Patient Safety: From Theory to Practice

9:45am - 11:15am Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1585

Chair: Wendy L. Bedwell, U. of South Florida

A Framework for Examining Leadership Accountability for Patient Safety and Quality Improvement | Sallie J. Weaver, Johns Hopkins U. School of Medicine; Christine A Goeschel, MedStar Health; Xinxuan Che, U. of South Florida; Joseph Oluyinka Fawole, Johns Hopkins U.; Keith Kosel, VHA Inc.;

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Peter Pronovost, The John Hopkins U.; Michael Rosen, Johns Hopkins U. School of Medicine
- Leadership for Patient Safety: Accountability and Alignment Strategies Across the Organization | Michael Rosen, Johns Hopkins U. School of Medicine; Christine A Goeschel, MedStar Health; Xinxuan Che, U. of South Florida; Keith Kosel, VHA Inc.; Peter Pronovost, The John Hopkins U.; Sallie J. Weaver, Johns Hopkins U. School of Medicine
- Simulation in the Executive-Suite: Building Leadership for Safety | Xinxuan Che, U. of South Florida; Michael Rosen, Johns Hopkins U. School of Medicine; Christine A Goeschel, MedStar Health; Joseph Oluyinka Fawole, Johns Hopkins U.; Sallie J. Weaver, Johns Hopkins U. School of Medicine

# 1586 : (Paper Session) - (HR) Strategic Human Capital and Performance Implications

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1586

Chair: Deepak Somaya, U. of Illinois at Urbana-Champaign

№ Human Capital and Productivity: The Impact of Collective

Employee Inflows and Outflows | Edoardo Della Torre, U. of

Bergamo; David Sikora, Cal Poly San Luis Obispo; Christopher
D. Zatzick, Cal Poly San Luis Obispo; Luca Solari, U. of Milan
Winner of HR Division Best Conference Paper Award
Sponsored by Personnel Review

# ☐ Human capital and performance: The moderating effect of culture and knowledge acquisition | Wan-Chun Liao, National Pingtung U. of Science and Technology; Carol Yeh-Yun Lin.

- ■Competitive Actions and Firms' Accumulation of Specialized Human Capital | Ian O. Williamson, Melbourne Business School; Deepak Somaya, U. of Illinois at Urbana-Champaign
- ➡Human Capital, Ownership, and Performance: Evidence from China's Transportation Equipment Industry | Xiaodan Wang, Western Michigan U.; William P. Wan, City U. of Hong Kong

# 1587 **②** ■: (HR) Advancing a Multi-Actor Perspective on HRM Implementation

9:45am - 11:15am Philadelphia Marriott Downtown: Room 306 Tweet this session: #AOM2014 1587

National Chengchi U.

Chairs: Jeroen Meijerink, U. of Twente; Sargam Garg, Rutgers U. Project Managers in Multi-Actor HRM Systems | Anne Keegan, U. of Amsterdam

- HR Attributions, HR Implementation and Employee
  Well-Being | David E Guest, King's College London; Ricardo
  Martins Rodrigues, Kingston U. London
- Understanding HRM Frames Congruence in a Healthcare Organization | Tanya Bondarouk, U. of Twente; Xanthe Hesselink, U. of Twente; Anna Christina Bos-Nehles, U. of Twente
- The Contribution of the HR department to the Effective Implementation of HR practices | Jordi Trullen, ESADE Business School; Luigi Strippe, U. Carlos III de Madrid
- The Role of P-O Fit in HRM Implementation | Corine Boon, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam

# **1588**: (Paper Session) - (HR) **HRM** and **Multinational Enterprises**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 307 Tweet this session: #AOM2014 1588

Chair: Chris Brewster, Henley Business School

- → Dual effects of subsidiary and parent organizations' human resource practices on employee responses | Hilla Peretz, ORT Braude College; Yitzhak Fried, Syracuse U.; Shlomit Kaminka, The College of Management, Rishon Lezion; Ariel Levi, Wayne State U.
- The Competency Requirements for HR Practitioners in Domestic Firms and Multinational Enterprises | Karen Lo, Auckland U. of Technology; Keith Macky, Auckland U. of Technology; Edwina Pio, Auckland U. of Technology
- → ■The Optimal Level of Investment in the HRM System | Ilro Lee, U. of New South Wales; Julie Ann Cogin, U. of New South Wales
- → MODES OF GLOBAL INTEGRATION AND LOCAL RESPONSIVENESS IN HRM OF MNEs | Chul Chung, Henley Business School

# **1589 □**: (*HR*) How social networking websites affect employment: Implications for theory and practice

9:45am - 11:15am Philadelphia Marriott Downtown: Room 411 Tweet this session: #AOM2014 1589

Chair: Donald H. Kluemper, U. of Illinois at Chicago Participants: Bret Becton, U. of Southern Mississippi; Shawn M. Bergman, Appalachian State U.; Philip Bobko, Gettysburg College; Leanne Hirschfield, Syracuse U.; Philip L. Roth, Clemson U.

# 1590 : (Paper Session) - (HR) Job Choice and Employee Recruitment

9:45am - 11:15am Philadelphia Marriott Downtown: Room 413 Tweet this session: **#AOM2014** 1590

Chair: Denise Potosky, Pennsylvania State U.

- ■When do Employer Awards Pay Off and When do They Not? | Matthias Baum, U. of Kaiserslautern; Anja Überschaer, TU Kaiserslautern
- ■Does Experience Matter? Employee Selection in the National Basketball Association | Randall Croom, U. of Florida; Janelle E. Wells, Florida State U.
- ■A Unified Framework of Recruiter Behavior With Implications for Using the Best to Recruit the Rest | Michael
   C. Campion, U. of South Carolina
- New Venture Organization Personality and Recruitment: Understanding the Job Seeker's Perspective | Steven A. Edelson, Walsh U.; Alexander McKelvie, Syracuse U.; Mike Haynie, Syracuse U.

**1591**: (Paper Session) - (HR) **Performance Management** 9:45am - 11:15am Philadelphia Marriott Downtown: Room 414 Tweet this session: #AOM2014 1591

Chair: Sharon Clinebell, U. of Northern Colorado

Performance Management in Practice: The Power of Words in the Words of HR Practitioners | Martin McCracken, U. of Ulster; Paula Marie O'Kane, U. of Otago; Travor C. Brown, Memorial U. of Newfoundland; Nicholas Read, U. of Ulster

Appraisal Reactions: A Lao Perspective | Vanvilay Phommalath, The U. of Queensland, Australia; Tyler G. Okimoto, The U. of Queensland, Australia; Charmine E. J. Hartel, The U. of Queensland, Australia

- Appraising Performance During Different Organizational Change Periods | Hansin Bilgili, U. of Arkansas; Emilija Djurdjevic, U. of Rhode Island
- Putting Raters in Context: A Multilevel Analysis of Supervisory Performance Ratings | James Kemp Ellington, Illinois Institute of Technology; Mark A. Wilson, North Carolina State U.

# 1592 → ■SHCS: (IM) Global Strategy: MNEs in Deadly Environments: Strategic Response to Disasters, Conflict and Crime

9:45am - 11:15am Pennsylvania Convention Center: Room 115 C

Tweet this session: #AOM2014 1592

Chair: Miguel A. Ramos, U. of Texas at El Paso Panelists: Nathan J Ashby, U. of Texas at El Paso; Li Dai, Loyola Marymount U.; Lorraine Eden, Texas A&M U.; Jennifer Oetzel, American U.; Chang Hoon Oh, Simon Fraser U.; Andreas P.J.

Schotter, Western U.

# 1593 → 🖳: (Paper Session) - (IM) Internationalization: Entry Mode Selection

9:45am - 11:15am Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1593

- Risk Management in Market Entry: The Case of Project Finance | **Jakob Muellner**, WU Vienna
- ☐ The Impact of Entry Mode Portfolio and Internationalization on Firm Performance | Bau-Jung Chang, Feng Chia U.;

  Yi-Ching Chiang, Feng Chia U.
- → Customer Interaction Uncertainty, Knowledge, and Service Firm Internationalization Strategies | Chris Meyer, Effex Capital; Bruce Skaggs, U. of Massachusetts Amherst; David Cohen, Skidmore College; Sudhir Nair, U. of Victoria
- → Family Capital and the Entry Mode into Entrepreneurship:
  The Contingent Role of National Culture | Sangyoun Lee,
  Washington State U.; John Cullen, Washington State U.;
  Sakdipon Juasrikul, Washington State U.

# 1594 € ⊞: (Paper Session) - (IM) Global Leadership: Expatriate Management

9:45am - 11:15am Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1594

Female Military Expats: Sixty Years of Work in International War Zones | Kelly Fisher, Texas A&M U.-Kingsville; Kate Hutchings, Griffith U.; Luisa Ferreira Pinto, U. of Porto

- → One Assignment, Two Careers: Exploiting Expatriate Talent with a Dual- Career Competency Framework | Miriam Moeller, The U. of Queensland, Australia; Yvonne McNulty, Singapore Institute of Management U.
- → □ Opportunity, Threat, and Asymmetric Moderating Effects on Multinational Firms' Staffing Strategies | Fiona Kun Yao, U. of Illinois at Urbana-Champaign; Jing Yu (Gracy) Yang, The U. of Sydney; Song Chang, Chinese U. of Hong Kong; Andrew Delios, National U. of Singapore
- → Expatriate Voice in Host Country: Examining the Expatriate Managers- Subordinate Interface | Jiping Li, Hong Kong U. of Science and Technology

# 1595 → ☐: (Paper Session) - (IM) Institutions: Institutional Distance

9:45am - 11:15am Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1595

- → Home-Host Ties, Firm-Specific Political Resources and International Expansion Strategies | Joao Albino Pimentel, HEC Paris; Pierre Dussauge, HEC Paris
- The Extent and Effect of Psychic Distance Perceptions in Cross-border M&As: Role of Status | Harun Emre Yildiz, Stockholm School of Economics; Carl F. Fey, Nottingham U. Business School China
- Institutional Asymmetry: Examining the Role of Political
  Alignment and Relative Power | Ben L Kedia, U. of Memphis;
  Rama Krishna Reddy, Fogelman College of Business and
  Economics; Frances H. Fabian, U. of Memphis
- → ■A Network View of FDI Drivers | Sokol Celo, Suffolk U.;

  Aya S. Chacar, Florida International U.

1596 → 🖃: (Paper Session) - (IM) Culture: Cultural Distance 9:45am - 11:15am Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1596

Chair: Malika Richards, Pennsylvania State U.

- → Leveraging the Cross-Cultural Dynamics of M&A Integration: The Case of a French-American Merger | Christine Jeannine Coisne, EDHEC Business School
- → Cultural Friction and the Role of Effective Cultural Distance in Cross- border M&A Deal Abandonment | Manish Popli, Indian Institute of Management, Lucknow; Mohammad Akbar, Indian Institute of Management, Lucknow; Vikas Kumar, The U. of Sydney
- → The Impact of Cultural Distance in Contractual
  Buyer-Supplier Relationships | Dina Ribbink, Western U.;
  Curt Grimm, U. of Maryland; Tashfeen Sohail, Brock U.
- → Cross-border Acquisition Completion in the Chinese Context: An Organizational Learning Perspective | Le Wang, Johann Wolfgang Goethe U. Frankfurt; Bjoern Michaelis, Goethe U.; Lars Schweizer, Goethe U.

# 1597 → □: (Paper Session) - (IM) Global Innovation: Knowledge Management

9:45am - 11:15am Pennsylvania Convention Center: Room 122 A Tweet this session: #AOM2014 1597

- → ■Transnational Integration in the Digital Age | Wenjie Chen, George Washington U.; Fariha Kamal, U.S. Census Bureau
- → Firm Slack, National Corporate Governance Institutions and Firm Innovation Effort Around the World | Joel Malen, Hitotsubashi U.; Paul M Vaaler, U. of Minnesota
- → Boundary Capabilities in MNCs: The Role of Opportunity Formation in Creative Solution Development | Esther Tippmann, U. College Dublin; Pamela Sharkey Scott, Dublin Institute of Technology; Andrew Parker, Grenoble Ecole de Management
- → Organizational Identification and Knowledge Creation in Multinational Teams | Bi-Juan Zhong, Baruch College-The City U. of New York

# **1598**: (MED) Feedback from MED Paper Presenters, Chairs & PDW participants

9:45am - 10:45am Loews Philadelphia Hotel: Washington Room A

Tweet this session: #AOM2014 1598

All MED program participants and audience welcome to give feedback on MED directly to the MED executive and input into future conferences.

## 1599 → ■JS: (MH, OB, ENT) Then and Now

9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom C2

Tweet this session: #AOM2014 1599

Distinguished Speaker: Fred Luthans, The U. of Nebraska-Lincoln Chairs: Robert C. Ford, U. of Central Florida; Julia Teahen, Baker College

Moderator: Craig D. Crossley, U. of Central Florida

Speakers: Dianne HB Welsh, U. of North Carolina, Greensboro; Suzanne J. Peterson, Arizona State U.

# 1600 ← ☐: (Paper Session) - (MOC) Cognition in Groups and Creativity

9:45am - 11:15am Loews Philadelphia Hotel: Adams Room Tweet this session: #AOM2014 1600

Chair: Kenneth Goh, Ivey School of Business

- ➡The Highest Form of Intelligence: Sarcasm Increases Creativity Through Abstract Thinking | Li Huang, INSEAD
- ☐ Team Adaptiveness in Dynamic Contexts: The Roles of Planning and Patterns | Zhike Lei, ESMT European School of Management and Technology; Mary J. Waller, York U.; Jan Hagen, ESMT; Seth A. Kaplan, George Mason U.
- Structurally Redundant Heterogeneity and Group Decision Making | Yuan Hou, U. of Pennsylvania; Reid Hastie, The U. of Chicago
- Problem construction in uncertain situations: The case of the Chilean miners rescue operation | Andrea Tunarosa, Boston College

# **1601** 🖃 <sup>®</sup>: (Paper Session) - (MOC) Cognition, Diversity, and Mediation

9:45am - 11:15am Loews Philadelphia Hotel: Tubman Room Tweet this session: **#AOM2014 1601** 

Chair: Jeremy Ray Brees, U. of Scranton

Gender Differences in the Activation of Social Capital in Response to a Job Threat | Raina A. Brands, London Business School; Gillian Ku, London Business School; Kawon Kim, London Business School

- → □ \*\* The Role of Regulatory Focus and Emotion
  Recognition in Cross-Cultural Negotiation | Donghee Han,
  Sogang U.; Seung-Yoon Rhee, Hongik U.; Hyewon Park, Korea
- Examining the Effects of Leader-Follower Gender Match on Managerial Response to Voice | Cristiano L. Guarana, U. of Washington; Junchao Li, U. of Washington; Morela Hernandez, U. of Virginia
- On Whether to Meditate Before a Negotiation: A Test of State Mindfulness | Andrew Hafenbrack, INSEAD; Sigal Barsade, U. of Pennsylvania; Zoe Kinias, INSEAD

# 1602 ☐ SHCS: (MOC, OB, CAR) The Return of the Repressed: Promises and Perils of Bringing "The Unconscious" into Identity Work

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 1602

Organizers: Gianpiero Petriglieri, INSEAD; Susan J. Ashford, U. of Michigan

Discussant: Sally Maitlis, U. of British Columbia

Making Waves: A Metaphor for (Un)Conscious Identity Work | Glen E. Kreiner, Pennsylvania State U.; Chad Murphy, Pennsylvania State U.

- The Accidental Entrepreneur? Unconscious Identity Learning in an Organizational Bankruptcy | Eliana Crosina, Boston College; Michael G. Pratt, Boston College
- The Work-Family Narrative as a Social Defense | Irene Padavic, Florida State U.; Robin Ely, Harvard U.; Erin Marie Reid, Boston U.
- Agony and Ecstasy: Identity Dynamics in the Pursuit of Personalized Work | Gianpiero Petriglieri, INSEAD; Susan J. Ashford, U. of Michigan

# 1603 ☐: (Paper Session) - (OB) Learning Within and Across Teams: The Role of Boundary Spanners, Shared Leadership, and Transactive Memory Systems

9:45am - 11:15am Philadelphia Marriott Downtown: Ğrand Ballroom Salon B Tweet this session: **#AOM2014** 1603

Chair: Jia Yu, U. of Iowa

Agreeing is Not Enough: Boundary Spanning's Role in Fostering Cooperation Between Management Teams | Jeanine Pieternel Porck, Erasmus U. Rotterdam

- ™ Whose Brain to Pick? Boundary Spanning and Transactive Memory in Inter-Group Knowledge Integration | Julija Mell, Erasmus U. Rotterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Wendy P. van Ginkel, Erasmus U. Rotterdam; Pursey Heugens, Erasmus U. Rotterdam
- Willing to Learn? A Longitudinal Study of Shared Leadership and Team Learning | Lan Wang, Boston U.; Jian Han, CEIBS; Colin M. Fisher, Boston U.; Yan Pan, China Europe International Business School
- Pall The Other Side of the Coin: Transactive Memory Systems and the Prevention of Resource Losses | Daniel Gregory Bachrach, The U. of Alabama; Anthony C. Hood, U. of Alabama at Birmingham; Kyle Lewis, The U. of Texas at Austin; Elliot Bendoly, Emory U.

# 1604 : (Paper Session) - (OB) Leader-Member Exchange Revisited: The Interplay of Self, Peers, and the Leader 9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon D

Tweet this session: #AOM2014 1604

Chair: Robin Martin, Manchester Business School
Leader-member Exchange (LMX) and Performance: A
Meta-Analytic Review | Robin Martin, Manchester Business

School; Yves R. F. Guillaume, Aston U.; Geoff Thomas, Aston Business School; Allan Lee, Aston Business School; Olga Epitropaki, ALBA Graduate Business School

- Two Faces of Consciousness on Knowledge Sharing
  Dilemmas: The Moderating Role of LMXSC | Heesun Chae,
  Seoul National U.; Jisung Park, Seoul National U.
- → Follower's Interpersonal Cognition, Leader's Affect and LMX | Oluremi B. Ayoko, The U. of Queensland, Australia; Anthony Pao, P. Tan, The U. of Queensland, Australia
- Social Capital Contingencies of when Exchange Relationships Help or Harm Member Performance in Teams | Crystal I.C. Farh, Michigan State U.; Klodiana Lanaj, U. of Florida; Remus Ilies, National U. of Singapore

# 1605 =: (Paper Session) - (OB) Finding Your Place in the

World: Social Network Positions

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1605

Chair: Xiumei Zhu, Purdue U.

- Beautiful People Build Better Networks: A Social Capital Explanation for Why Beauty Pays | Eric C Gladstone, Cornell U.; Kathleen O'Connor, Cornell U.
- Exploring the Effects of Network Duality of Group Boundary Spanners on Group Effectiveness | Hongseok Oh, Yonsei U.; Myung-Ho Chung, Ewha Womans U.; Kihyun Lee, Korea Naval Academy
- Network Structure, Coworkers' Knowledge and Individual Ambidexterity: A Cross-Order Search View | Haifeng Wang, Antai College, SJTU; Jingyu Li, Texas A&M U., College Station; Chuanjia Li, Antai College, SJTU
- ■Boundary Spanning in Organizations:The Role of Affective and Instrumental Multiplexity | Alberto Monti, Bocconi U.; Giuseppe Soda, Bocconi U.; Lorenzo Bizzi, California State U., Fullerton

# **1606** ☐: (Paper Session) - (OB) Leadership Processes, Perceptions, and Effectiveness

9:45am - 11:15am Philadelphia Marriott Downtown: Room 301

Tweet this session: #AOM2014 1606

Chair: Brad Harris, U. of Illinois at Urbana-Champaign

- → Examining the Relationships among Coaching,
  Trustworthiness, and Role Behaviors | Sewon Kim, State U.
  of New York Empire State College; Minhsun Kuo, National
  Central U.
- ■Give and Take: The Cognitive and Affective Process of Leader Member Interaction | Xian Li, National U. of Singapore; Zhaoli Song, National U. of Singapore
- ■Pick Your Words Carefully! Leader Gender, Emotion Regulation Request and Follower Reactions | Mahmut Bayazit, Sabanci U.; Gergely Czukor, Sabanci U.; Uzay Dural, Sabanci U.; Ilknur Ozalp Turetgen, Istanbul U.
- ☐ The Bright Side of Minority Leadership | Jasmien Khattab, Erasmus U. Rotterdam; Anne Nederveen Pieterse, Erasmus U. Rotterdam

# **1607 □**: (Paper Session) - (OB) **Examining Unproductive Workplace Behavior**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1607

Chair: Mindy K. Shoss, Saint Louis U.

- Reducing Thoughts of Revenge and Mistreatment: The Role of HRM Practices | Al-Karim Samnani, U. of Windsor; Jacqueline L. Power, Odette School of Business
- Why Do I Feel Left Out? A Social Influence Model of Workplace Ostracism | Jun Yang, Renmin U. of China; Darren C. Treadway, U. at Buffalo, the State U. of New York
- Exchange Ideology and Employee Social Loafing: An Interactional Perspective | Gukdo Byun, Southern Illinois U. Carbondale; Steven Karau, Southern Illinois U. Carbondale; Soojin Lee, Seoul National U.
- → Why Groups Engage in Collective Deviance? The Role of Unethical Leadership | Guo-hua Huang, Hong Kong Baptist U.; Ming Nick Yan, National Sun Yat-sen U.

# **1608** ■: (Paper Session) - (OB) Context Does Matter: Insights Into the Impact of Context on Identity Work

9:45am - 11:15am Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1608

Chair: Amy L. Fraher, Independent Scholar

- Identity Integration and Indecisiveness | Kathrin J. Hanek, U. of Michigan, Ann Arbor; Fiona Lee, U. of Michigan
- → Test of an Identity-Based Model of Antecedents of Workplace Safety Behavior | Samuel Aryee, King's College London; Hsin-Hua Hsiung, National Dong Hwa U.; Fred O. Walumbwa, Florida International U.
- ■Prostitute, Gambler, Advocate, Addict: Airline Piloting as 'Invisibilized Dirty Work' | Amy L. Fraher, Independent Scholar
- Professionals in Disguise: Identity Work in Situations of Downward Occupational Transition | Luciana Turchick Hakak, York U.

# 1609 ☐: (Paper Session) - (OB) Analyzing Newcomer Socialization at Work

9:45am - 11:15am Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1609

Chair: Brian J. Collins, U. of Southern Mississippi

- Avoiding "Hangover": How Socialization Tactics Can Reduce Newcomers' Declining Job Satisfaction | Danni Wang, Arizona State U.; Peter Hom, Arizona State U.; David G. Allen, U. of Memphis
- ☐ They are Watching You! The Supervisor's Role During the Newcomer's Socialization | Lucas Dufour, GSCM, Montpellier Business School; Meena Andiappan, GSCM, Montpellier Business School

# **1610 □**: (OB) Sooner or Later: How Temporal Distance Influences Decisions and Dynamics within Organizations

9:45am - 11:15am Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1610

Chairs: Hengchen Dai, U. of Pennsylvania; Cheryl Wakslak, U. of Southern California

Discussant: Sophie Leroy, U. of Minnesota

- Effects of Temporal Distance on Cancer Screening Decisions | Cheryl Wakslak, U. of Southern California; Alison Ledgerwood, U. of California, Davis; Amber Sanchez, U. of California Davis
- The Impact of Temporal Distance and Climate on Perceived Risk and Innovative Behaviors | James Berry, U. College London; David A Hofmann, U. of North Carolina, Chapel Hill; Deirdre Gobeille Snyder, U. of North Carolina, Chapel Hill
- Meaningful Temporal Landmarks Distance Past Imperfections and Motivate Aspirational Behavior | Hengchen Dai, U. of Pennsylvania; Katherine L. Milkman, U. of Pennsylvania; Jason Riis, The Wharton School, U. of Pennsylvania
- Does Difference = Distance? Experiencing Diversity as Psychological Construal of Teams in Time | David A. Harrison, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin; Yurianna Kim, The U. of Texas at Austin

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

# **1611** ■: (Paper Session) - (OB) **Drivers of Creativity: Roles** of Supervisor and Team Resources

9:45am - 11:15am Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1611

Chair: Robert Litchfield, Washington and Jefferson College Uncertainty as the Driver and the Regulator of Individual Creativity and Team Innovation | Jieying Chen, Hong Kong U. of Science and Technology

- © From Creativity to Implementation: Role of Sponsorship in Putting Employees' Ideas into Practice | Elijah Xun Ming Wee, U. of Maryland; Vijaya Venkataramani, U. of Maryland
- Team Selection of Creative Ideas and its Implications for Team Creativity | Celine Flipo, HEC Paris
- ₱ Overcoming Creative Failure for Sustained Employee Creativity: The Relevance of Team Resources | Hendrik Wilhelm, U. of Cologne; Andreas W. Richter, U. of Cambridge; Thorsten Semrau, U. of Cologne

# 1612 : (Paper Session) - (OB) Approaching Psychological Contracts: Views of Leaders, Employees, and Context

9:45am - 11:15am Philadelphia Marriott Downtown: Room 404

Tweet this session: #AOM2014 1612

- Chair: Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN
- Reciprocation Wary Employees Discount Psychological Contract Fulfillment | Gokhan Karagonlar, Dokuz Eylul U.; Robert Eisenberger, U. of Houston; Justin Aselage, Corporate **Executive Board**
- Leaders' and Employees' Psychological Contract Fulfillment in Teams | Ans De Vos. U. of Antwerp/ Antwerp Management School; Amanuel G. Tekleab, Wayne State U.
- A Job Embeddedness Perspective on Responses to Psychological Contract Fulfillment | Kohyar Kiazad, Monash U.; Maria Kraimer, U. of Iowa; Scott Seibert, U. of Iowa
- ■Context Matters: The Influence of Organizational Change on Psychological Contracts | Sioerd Van der Smissen. Tilburg U.; Charissa Freese, Tilburg U.; Rene Schalk, Tilburg U.; Johan Braeken, Tilburg U.

# **1613 © □**: (OB) New Perspectives on Mindfulness at

9:45am - 11:15am Philadelphia Marriott Downtown: Room 406

Tweet this session: #AOM2014 1613

Chairs: Tao Yang, U. of Minnesota; Michelle K. Duffy, U. of

Discussant: Jochen Reb, Singapore Management U.

- A Qualitative Study of the Influence of Mindfulness Meditation on Social Relationships at Work | Michelle K. Duffy, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Joyce E. Bono, U. of Florida; Tao Yang, U. of Minnesota
- A Qualitative Exploration of Mindfulness Training and Worker Resilience | Christopher Lyddy, Case Western Reserve U.
- Mindfulness, Reappraisal, Career Commitment and Psychological Well-Being | Ramaswami Mahalingam, U. of Michigan, Ann Arbor; You Jeong Huh, U. of Michigan, Ann Arbor
- Emotion Regulation, Mindfulness, and Authentic Leadership: A Mediation Model | Adam Austen Kay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia
- Team Mindfulness: Theoretical Development of a New Collective Construct | Mary Zellmer-Bruhn, U. of Minnesota

# **1614** $\blacksquare$ : (Paper Session) - (OB) Changing Workplaces: Insights into Generational Differences, Work-Life Balance, and Job Design

9:45am - 11:15am Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 1614

- Chair: Sophia Vladimirova Marinova, U. of Illinois at Chicago ■Do Generational Stereotypes Exist and How Do They Impact the Work Experiences of Young Professionals | Radostina K Purvanova, Drake U.; Michelle Raymer, Iowa Commission on Volunteer Service; Melissa Spiegel, Iowa Department of Transportation; Marissa Reed, Sunshine Residential, Inc.
- Managing Organizational Culture to Engage Today's Multigenerational Workforce | la Ko, Denison Consulting
- □ Enhancing Work Engagement Towards Performance Improvement through a Non-Work Domain | Chris WL Chu. U. of Surrey; Reuben Mondejar, City U. of Hong Kong
- ₽ Taking a Break via Technology? Triggers, Nature, and Effects of "Online" Work Breaks | Sung Doo Kim, U. of Cincinnati; Daniele A. Bologna, U. of Cincinnati; Stacie Furst-Holloway, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati; Therese Sprinkle, U. of Dallas

# **1615** ■: (Paper Session) - (OB) What it Means to Me: **Factors that Affect Organizational Attachment**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1615 Chair: Sungwon Choi, Yonsei U.

- ■The Relative Influence of Work Commitment on Work Outcomes | Mark John Somers, New Jersey Institute of Technology; Dee Birnbaum, Rhodes College
- Unpacking Causal Order between Commitment and Performance: An Organization-Level Examination | Byung-Jik Kim, KAIST; Eun-Suk Lee, KAIST
- Job Satisfaction over Time: A Longitudinal Study of the Differential Roles of Age and Tenure | Shoshana Dobrow Riza, London School of Economics; Yoav Ganzach, Tel Aviv U.
- ☐ The Reciprocal Relationship between Locus of Control and Job Autonomy: A Longitudinal Analysis | Xiaohan Gao, U. of Mannheim; Torsten Biemann, U. of Mannheim

# 1616 □ □ □JS: (OB, BPS, HR) Do High-Powered Incentives for Knowledge and Creative Workers Work?

9:45am - 11:15am Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 1616

Moderator: Nicola Lacetera, U. of Toronto

Participants: Sanford Ely DeVoe, U. of Toronto; Jed Friedman, World Bank; Sheena S. Iyengar, Columbia U.; Mario Macis, Johns Hopkins U.

# **1617** SHCS: (OB, CM, MOC) Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1617

Chairs: Jessica Methot, Rutgers U.; Naomi B. Rothman, Lehigh U. Discussant: Giuseppe Labianca, U. of Kentucky

The Relationship of Victim Traits and Variability with Coworker Ambivalence and Incivility | Charlice Hurst, U. of Notre Dame; Lauren Simon, Portland State U.; Karen Teresa MacMillan,

- Richard Ivey School of Business; **Jane M Howell**, U. of Western Ontario
- The Grand Duality: Who Sees Competition within Friendship, and How Do They Perform at Work? | Xi Zou, London Business School; Paul Ingram, Columbia U.
- The Impact of Ambivalent Friendships on Network Brokerage, Network Turbulence, and Work Engagement | Jessica Methot, Rutgers U.; Jeffery LePine, Arizona State U.
- The Emotional, Cognitive and Behavioral Outcomes of Ambivalent Relationships | **Shimul Melwani**, U. of North Carolina, Chapel Hill; **Naomi B. Rothman**, Lehigh U.

# 1618 € □JS: (OB, CM, MOC) High Performance Work Practice or Abusive Supervision: Where's the Boundary?

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1618

Organizers: Neal M. Ashkanasy, The U. of Queensland, Australia; Rebecca J. Bennett, Louisiana Tech U.; Mark J. Martinko, Florida State U.

Participants: Robert Bies, Georgetown U.; Frank Christopher Butler, U. of Tennessee, Chattanooga; MeowLan Evelyn Chan, National U. of Singapore; Bryan Fuller, Louisiana Tech U.; Paul Harvey, U. of New Hampshire; Robert G. Lord, Durham U.; Laura Elizabeth Marler, Mississippi State U.; Daniel J. McAllister, National U. of Singapore; Bennett J. Tepper, The Ohio State U.; Thomas M. Tripp, Washington State U.

# 1619 ☐ JS: (OB, CM, SIM) Moral Psychology at Work: Using Moral Psychology to Understand Organizational Problems

9:45am - 11:15am Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1619

Chairs: Madeline Ong, U. of Michigan; David Mayer, U. of Michigan

- Does Working For A Socially Responsible Organization Make Employees More Or Less Prosocial? | Madeline Ong, U. of Michigan; David Mayer, U. of Michigan; Leigh Plunkett Tost, U. of Michigan, Ann Arbor
- Why Are Do-Gooders Seen As Immoral? Formal Leadership Position And Perceptions Of Moral Rebels | Ned Wellman, Arizona State U.; David Mayer, U. of Michigan; Daniel Scott DeRue, U. of Michigan; Kathleen Grace, U. of Michigan
- Dangerous Expectations: Breaking Rules To Resolve
  Cognitive Dissonance | Celia Moore, London Business School;
  Wiley Wakeman, London Business School
- Cheating On Expenses: Evidence From The Field | Francesca Gino, Harvard U.; Lamar Pierce, Washington U. in St. Louis; Lisa L Shu, Northwestern Kellogg School of Management
- The Contaminating Effects Of Building Instrumental Ties: How Networking Can Make Us Feel Dirty | Tiziana Casciaro, U. of Toronto; Maryam Kouchaki, Harvard U.; Francesca Gino, Harvard U.

# **1620** ■ JS: (OB, HR) Both Sides of the Story - Leaders and Followers in Constructive and Destructive Leadership Processes

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1620

Chairs: Alexander Pundt, U. of Mannheim; Laura Venz, U. of Mannheim

Discussant: Rebecca L. Greenbaum, Oklahoma State U.

- Dissonance or Strategy? Leaders' Social Skills and Subordinates' Reactions to Abusive Supervision | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology
- The Power of Mixed Messages Interactions Between Abusive Supervision and Supportive Leadership | Alexander Pundt, U. of Mannheim
- Caring Leader Healthy Follower? Self-directed and Follower-directed Health-Oriented Leadership | Franziska Franke, Federal Institute for Occupational Health and Safety
- Engaged on My Own: Followers Self-regulation as a Substitute of LMX | Laura Venz, U. of Mannheim; Alexander Pundt, U. of Mannheim
- Epistemic Motives and Implicit Followership Theories in Destructive Leadership and Followership | Michael Knoll, Durham U.; Birgit Schyns, Durham U.; Lars-Eric Petersen, Martin-Luther U. Halle

# 1621 □JS: (OB, HR, CAR) What Doesn't Kill You: The Developmental Impact of Going Through Adverse Work Experiences

9:45am - 11:15am Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 1621

Chairs: Bernd Carette, Ghent U.; Lisa Dragoni, Cornell U. Discussant: Shmuel Ellis, Tel Aviv U.

- The Relationship Between Workplace Adversity and Job Performance in a Banking Organization | Bernd Carette, Ghent U.; Frederik Anseel, Ghent U.; Filip Lievens, Ghent U.; Helga Peeters, U. College West Flanders
- Learning from Others' Failures: The Effect of Failure-stories on Knowledge Transfer | Ronald Bledow, Ghent U.; Bernd Carette, Ghent U.; Jana Kuhnel, Konstanz U.
- The Elusive Effects of Failure Experiences in the Practice of Entrepreneurship | Maiyuwai Reeves, U. at Buffalo, the State U. of New York; Paul E. Tesluk, U. at Buffalo, the State U. of New York
- Job Challenge as a Motivational State | Irene E. De Pater, National U. of Singapore; Annelies E.M. Van Vianen, U. of Amsterdam; Paul Tae Young Preenen, U. of Amsterdam

# 1622 □JS: (OB, HR, ODC) An Impetus for Voice/Silence Research: Uncovering New Drivers and Contingencies

9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1622

Chairs: Hannes Guenter, Maastricht U.; Bert Schreurs, Maastricht U.; Shuhua Sun, Maastricht U.; Sofya Isaakyan, Maastricht U. Discussant: Ethan Burris, The U. of Texas at Austin

- Employee Voice Behavior And Supervisor Dependence: A Goal Orientation Perspective | **Onne Janssen**, U. of Groningen; **Ran Zhang**, Stenden U. of Applied Sciences
- Lateral Voice and Team Performance: The Moderating Role of Team Cooperative Goal | Rongwen Jia, Hong Kong Polytechnic U.; Wu Liu, Hong Kong Polytechnic U.; Erica Xu, Hong Kong Polytechnic U.
- Psychological Safety and Voice Behavior: A Trickle-Down Model of Supervisor Prosocial Motivation | M. Lance Frazier, Old Dominion U.; Christina Tupper, Old Dominion U.
- Silence in Teams: How Proactive Personality Moderates the Influence of Authentic Leadership | Hannes Guenter,

Thematic orientation: ☐ Teaching | Practice | → International | Program Theme | ☐ Research | University | Dest Paper

Maastricht U.; Bert Schreurs, Maastricht U.; Hetty Van Emmerik, Maastricht U.; Shuhua Sun, Maastricht U.; Sofya Isaakvan, Maastricht U.

## 1623: (Paper Session) - (OCIS) Interactions and Innovations in Open Source Communities

9:45am - 11:15am Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 1623

Discussant: Anca Metiu, ESSEC Business School

- Penguin Persuasion: Company Manoeuvres to Manage Open Source | Maha Shaikh, U. of Warwick; Tony Cornford, London School of Economics
- ■Is "Open" Always Better? An Exploration of Open Innovation Projects | Tingru Cui, National U. of Singapore: Jungpil Hahn, National U. of Singapore; Yu Tong, City U. of Hong Kong; Hock-Hai Teo, National U. of Singapore
- ■Aligning Information Processing Capabilities and Gaps in Open Source Software Development | Aron Lindberg, Case Western Reserve U.; Nicholas Berente, U. of Georgia
- The Power of Words Online: Explaining Tie Formation of New Members in Open-Source Online Communities | Hani Safadi, McGill U.; Samer Faraj, McGill U.

1624 : (Paper Session) - (OCIS) Creating Knowledge

9:45am - 11:15am Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 1624

Discussant: Bing Ran, Pennsylvania State U., Harrisburg

- Epistemic Objects and Embedded Paradigms | Emad Khazraee, Drexel U.: Susan Gasson, Drexel U.
- ■Democratization or Reflection: The Paradox of Databases' Influences on Knowledge Production | Leslie Paik, City U. of New York, City College; Maria Christina Binz-Scharf, City U. of New York, City College
- Opportunities and Challenges in the 'Crowd' and 'Sensor' Era of Knowledge Management | Sue Newell, Bentley U.; Marco Marabelli, Bentley U.
- SLAs as an Organizational Playground for Collective Problem-Solving and Tacit Knowledge Generation | Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Virginia Bodolica, American U. of Sharjah

## 1625: (Paper Session) - (OCIS) Consumer & Buying **Behavior Online**

9:45am - 11:15am Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 1625

Discussant: Orneita Burton, Abilene Christian U.

- Think Twice Before You Buy! Explaining and Influencing. Product Returns in E-Commerce | Niklas J Hellemann, Aachen U. of Technology (RWTH)
- Intentions: A Two-Level Hierarchical Linear Model | Shiu-Wan Hung, National Central U.; Min-Jhih Cheng, National Central U.; Dong-Sing He, National Central U.; Chia-Jung Lee, National Central U.
- An Analysis of Consumer Search Behaviour in the US and Germany using Online Panel Data | Christopher Holland, U. of Manchester; Julia Andrea Jacobs, Westfälische Wilhelms-U. Münster
- Toward Everyone's IT: A Study of Consumerization at GlobalBankCorp | Robert Wayne Gregory, U. of Navarra;

Thierry Jean Ruch, U. of Goettingen; Evgeny A. Kaganer, U. of Navarra; Ola Henfridsson, U. of Warwick

## 1626: (Paper Session) - (OCIS) Gossip, Revenge, and **Ethical Use of New Technologies**

9:45am - 11:15am Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1626

Discussant: Brian S. Butler, U. of Maryland

- B Gossip in Organizations: From an Evolutionary Psychological Perspective | Chulguen Yang, Southern Connecticut State U.; Robert Minjock, Central Michigan U.; Bernard Edward Voss, Central Michigan U.; Stephen M Colarelli, Central Michigan U.
- Moderating Effect of Machiavellianism and Perceived Similarity on Cyber Incivility & its Outcomes | Neha Tripathi. National U. of Singapore; Vivien KG Lim, National U. of Singapore
- ☐ Disentangling the Effects of Legal Intervention on Unethical IT Use in the Post-Adoption Phase | Mohamed-Hedi Charki, EDHEC Business School; Emmanuel Josserand, U. of Technology, Sydney; Nabila Boukef Charki, U. of Paris Dauphine
- Explaining the Transmission of Rumor and Information on Social Media in Disasters | Fang Liu, The U. of Queensland, Australia; Andrew Burton-Jones, The U. of Queensland, Australia; Dongming Xu, The U. of Queensland, Australia

## **1627 ■**: (Paper Session) - (OM) **Knowledge Management** And Innovation

9:45am - 11:15am Philadelphia Marriott Downtown: Room 409

Tweet this session: #AOM2014 1627

Chair: Jennifer Bailey, Babson College

- Empirical testing of a model for knowledge accumulation in the supply chain | Damien Power, U. of Melbourne
- A Knowledge Management View of Open Innovation Strategies | Tingting Yan, Wayne State U.; Arash Azadegan, Rutgers Business School; Adegoke Oke, Arizona State U.
- Managerial Control Policies in NPD Projects and the Moderating Role of Team Knowledge Tacitness | Serge Rijsdijk, Erasmus U. Rotterdam; Mohan V. Tatikonda, Indiana U.; Jan Van den Ende, Erasmus U. Rotterdam
- The Ambidexterity Paradox: Balancing Exploration, Exploitation and Learning from Failure. | Jennifer Bailey, Babson College; Manpreet Hora, Georgia Institute of Technology; Cheryl Gaimon, Georgia Tech

# **1628** $\sqsubseteq$ : (Paper Session) - (OMT) Understanding the CEO: **Empirical and Conceptual Approaches**

9:45am - 11:15am Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 1628

Chair: Jan M. W. N. Lepoutre, ESSEC Business School

- CEO Narrative as a Self-reinforcing Process: The Case of Nortel | Gwyneth Edwards, HEC Montreal
- Pumping their Ego and Popping it Down: How Ingratiation Leads to Social Undermining by Top Managers Gareth D Keeves, U. of Michigan; James Westphal, U. of Michigan; Michael McDonald, The U. of Texas at San Antonio
- Competitive Aggressiveness & Behavioral Agency: Exploring the Role of CEO Self-Interest | Carla D. Jones, Sam Houston

- State U.; Phillip M. Jolly, U. of Houston; Geoff Martin, Melbourne Business School
- ■Different Approaches to Hubris Research: Current Evidence and Future Challenges | Fabian Homberg, Bournemouth U.; Hossam Zeitoun, U. of Warwick

# 1629 ☐: (Paper Session) - (OMT) Theorizing Practices in Theory and Teaching

9:45am - 11:15am Pennsylvania Convention Center: Room 109 B Tweet this session: **#AOM2014** 1629

Chair:

- A practice lens of the service relationship and of "leaving a service relationship" | **Angela Aristidou**, U. of Cambridge; **Michael Barrett**, U. of Cambridge
- Making sense of practice and giving sense to practice in management education | Violetta Violetta Splitter Splitter, U. of Zurich
- Material Practices and Ethos: The Construction of an Occupational Mandate by Service Designers | Anne-Laure Fayard, New York U.; Ileana Stigliani, Imperial College London; Beth Bechky, New York U.
- → The role of theorization by ancestral organizations in cross-border translation of an actor | Daniel Waeger, Northwestern Kellogg School of Management; Sébastien Mena, Cass Business School, City U. London

# **1630** ☐: (Paper Session) - (OMT) Know Thyself: Reflections on the Field of Organizationa and Management Theory

9:45am - 11:15am Pennsylvania Convention Center: Room 113 A Tweet this session: #AOM2014 1630

Chair: Pablo Martin de Holan, EM Lyon

Paul Understanding the Evolution of Theoretical Constructs in Organization Studies: Examining "Purpose" | Laura Singleton, Eckerd College

# Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

- ■How Peer Review Chooses and Changes Published Science in Administrative Science Quarterly | Kyle Siler, U. of Toronto; David Strang, Cornell U.
- What, Really, Constitutes a Theoretical Contribution? | David A. Whetten, Brigham Young U.; Zachariah J. Rodgers, Stanford U.; Colby D. Green, Rice U.; Ryan S. Coles, Brigham Young U.
- → Taking the "Advancement of Knowledge" Seriously A Reflection on the Journal Reviewing Process | Dirk C. Moosmayer, The U. of Nottingham Ningbo China

# **1631** ☐: (OMT) Imprinting in Organizations: New Perspectives for Unpacking the Past

9:45am - 11:15am Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 1631

Organizer: András Tilcsik, U. of Toronto

Chair: Diane Burton, Cornell U.

Discussant: Diane Burton, Cornell U.

Failing to Imprint: The Effects of Adopting Unusual Job Structures at Startup | Lisa Ellen Cohen, McGill U.; Heather Haveman, U. of California, Berkeley

Once Learned – Not Forgotten: Institutional Imprint
Persistence in Transition Economies | Aldas Pranas

Kriauciunas, Purdue U.; George A. Shinkle, U. of New South Wales

The Imprinting Effects of Founding Conditions on Organizational Ideology | **Abhinav Gupta**, Pennsylvania State U.; **Forrest Briscoe**, Pennsylvania State U.

Remembrance of Things Past: Linking Organizational Fortunes and Individual Performance | András Tilcsik, U. of Toronto

# 1632 ☐: (Paper Session) - (OMT) OMT in Action: High Velocity Environments, Category Dynamics and Activity Domains

9:45am - 11:15am Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 1632

Chair: Florian A. Täube, EBS Business School

From Zero to Hero: How to Predict and Manage High Velocity Evolution | James M. Wheeler, U. of Oklahoma; Mark P Sharfman, U. of Oklahoma

- Shifting Levels of Abstraction: The Role of Vertical Category Dynamics in Market Valuation | Vern Glaser, U. of Southern California; Mariam Lisa Krikorian, U. of Southern California; Peer C. Fiss, U. of Southern California
- Recombining Activity Domains in Activity Systems: A Modularity Perspective | Daniel Albert, U. of Pennsylvania
- Reflecting on and Advancing the Resource Dependence Perspective (WITHDRAWN) | **Adeline Thomas**, Freie U. Berlin

# **1633 □**: (Paper Session) - (OMT) **Power**, **Politics and the Modern Corporation**

9:45am - 11:15am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1633

Chair: Dirk Deichmann, Erasmus U. Rotterdam

- A Dynamic Process Model of Contentious Politics:
  Corporate Receptivity to Activist Challenges | Mary-Hunter
  McDonnell, Georgetown U.; Brayden G King, Northwestern U.;
  Sarah A Soule, Stanford U.
- Modelling the interrelationship between business and society:
  A complexity perspective | Anselm Schneider, U. of Zurich;
  Christopher Wickert, VU U. Amsterdam; Emilio Marti, U. of Zurich
- → Cognitive Capitalism, Organization, and the Labor Theory of Value | George Tsogas, Independent Scholar

# 1634 ⊒: (Paper Session) - (OMT) Critics and Rankings: Unpacking the Role of Information Intermediaries

9:45am - 11:15am Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 1634

Chair: Rocio Bonet, IE Business School

- Contention and contribution in the collective production of movie reviews | Ming D. Leung, U. of California, Berkeley; Jue Wang, Renmin U. of China
- Social Influence and Competition Among Critics | Daniel Olson, U. of Maryland; David M. Waguespack, U. of Maryland
- → ☐ "You're not Going to Measure Me!" Commensuration in the Performance Ranking of Fund Managers | Yally Avrahampour, London School of Economics

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

Rankings and organisations: An assessment and review | Chris Moos, London School of Economics

## **1635** ■ JS: (OMT, BPS) Product Demography in Management and Organization Theory

9:45am - 11:15am Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1635

Organizers: Olga Khessina, Cornell U.; Samira Reis, U. Carlos III de Madrid

Discussant: Glenn R Carroll, Stanford U.

Sellouts: How Producers Ride Their Reputations to the Mass-Market | **Etan Green**, Stanford U.

Artist Identity and the Appeal of Automobile Mentions in Rap Lyrics | Elizabeth G. Pontikes, The U. of Chicago; Damon J Phillips, Columbia Business School; Giacomo Negro, Emory U.

Emotional Lives of Products in the U.S. Craft Beer Market | Cameron Verhaal, Tulane U.; Olga Khessina, Cornell U.; Stanislav D. Dobrev, Sheldon B. Lubar School of Business

The Role of Names in Product Demography of Technological Niches | Olga Khessina, Cornell U.; Samira Reis, U. Carlos III de Madrid

### **1636** ■ JS: (OMT, BPS, CAR) Other Sides of Status: Dimensions, Detriments, and Deliberations

9:45am - 11:15am Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 1636

Organizer: Brian Philip Reschke, U. of California, Berkeley

Discussant: Michael Jensen, U. of Michigan

High-status Affiliations, Identity Creation, and Rank Mobility | Daniel Malter, Harvard U.

- Status and Strategic Change in the U.S. Venture Capital Industry | Matthew S. Bothner, ESMT European School of Management and Technology; Young-Kyu Kim, Korea U. Business School; Wonjae Lee, KAIST
- The Judgment of Paris? Status Shocks and the Structure of Constraint in the Academic Life Sciences | Pierre Azoulay, Massachusetts Institute of Technology; Brian Philip Reschke, U. of California, Berkeley; Toby E. Stuart, U. of California, Berkeley
- Managing Impressions with Authentic Culture: How & Why High Status Actors Consume L... | Oliver Hahl, Carnegie Mellon U. Tepper School of Business; Ezra Zuckerman, Massachusetts Institute of Technology

# 1637 □ JS: (OMT, BPS, OB) Historical and Contextual Contingencies of Learning from Success and Failure

9:45am - 11:15am Pennsylvania Convention Center: Room 102 A

Tweet this session: #AÓM2014 1637
Organizer: Ryan Quinn, U. of Louisville
Discussant: Ryan Quinn, U. of Louisville

Learning to Take Risk: The Effects of Success and Distress Experience on Organizational Risk Ta... | June-Young Kim, Marquette U.; Ji-Yub Jay Kim, INSEAD; Anne S Miner, U. of Wisconsin, Madison

An Information Theoretic Approach to Learning from Corporate Restructuring Processes | Katrin Susanne Muehlfeld, U. of Trier; Padma Rao Sahib, U. of Groningen; Harmen de Weerd, Groningen U. (RuG) My Bad: Effects of Internal Attribution on Learning from Failure | Bradley R Staats, U. of North Carolina, Chapel Hill; Christopher G Myers, U. of Michigan

Learning from Apparent Success: Organizational Learning from Near-misses | **Peter M. Madsen**, Brigham Young U.

# 1638 : (Plenary) - (ONE) The Future of Corporate Environmental Sustainability: Insights from Scholars and Executives

9:45am - 11:15am Pennsylvania Convention Center: Room 114-Aud. Lecture Hall

Tweet this session: #AOM2014 1638

Moderator: Jonathan P Doh, Villanova U.

Discussant: Jorge Rivera, George Washington U.

Panelists: Magali Delmas, U. of California, Los Angeles; Glen Dowell, Cornell U.; Dawn Rittenhouse, Director of Sustainability, DuPont; David Stangis, Campbell Soup Company

## **1639 □**: (Paper Session) - (PNP) **Community**, **Society and Nonprofits**

9:45am - 11:15am Pennsylvania Convention Center: Room 102 B Tweet this session: #AOM2014 1639 Chair: Eric C. Martin, Bucknell U.

- → □ Civil Society In a Restrictive Context: The Impact on Russian NPOs | Sergej Ljubownikow, Nottingham Trent U.; Jo Crotty, Salford U.
- ☐ Testing a Theory of Sense of Community and Community Responsibility in Non-Profit Organizations | Neil M. Boyd, Bucknell U.; Branda Nowell, North Carolina State U.
- Europeanization, Pre-emption, Revolution: NGOs and Volunteering in Former Soviet Union Countries | Daiga Kamerade, U. of Birmingham UK; Jo Crotty, Salford U.; Sergej Ljubownikow, Nottingham Trent U.
- ■Speaking and Being Heard: How Nonprofit Advocacy Organizations Gain Attention on Social Media | Chao Guo, U. of Pennsylvania; Gregory D. Saxton, U. at Buffalo, the State U. of New York

### 1640 =: (Paper Session) - (PNP) Public and Nonprofit Contract Management and Performance

9:45am - 11:15am Pennsylvania Convention Center: Room 110 A Tweet this session: #AOM2014 1640

Chair: Jason Coupet Coupet, U. of Illinois at Chicago

- Pacameters: Enhancing Performance in the Australian Public Service: A Case of Co-production | Fiona Buick, U. of Canberra; Deborah A. Blackman, U. of New South Wales; Damian West, U. of Canberra; Michael O'Donnell, U. of New South Wales; Janine O'Flynn, U. of Melbourne
- Managing Complex Contracts | Trevor L. Brown, The Ohio State U.; Matthew Potoski, U. of California, Santa Barbara; David Van Slyke, Syracuse U.
- ■Them That's Got Shall Have: School Social Capital and Access to Resources in Organizational Fields | Ebony N. Bridwell-Mitchell, Harvard U.
- Contracting for Energy Renovation: Diffusion of New Contracting Practices at Local Government Level | Sarah M. L. Krøtel, Aarhus U.

## **1641** ☐: (Paper Session) - (PNP) Collaboration and Complexity

9:45am - 11:15am Pennsylvania Convention Center: Room 125 Tweet this session: #AOM2014 1641

Chair: Emanuele Vendramini, Catholic U. / SDA Bocconi

- □ Civic Festivals and Collaborative Governance | Sandro Cabral, Federal U. of Bahia; Dale Krane, U. of Nebraska Omaha
- Powerful Stakeholders and Interorganizational
  Collaboration-The Case of HIV/AIDS Epidemic in India |
  Luis Fernando Escobar, U. of Lethbridge; Sameer Deshpande,
  U. of Lethbridge
- Determinants of NGO-Corporate Partnership Performance: NGO's Perspective | Suyeon Kim, Yonsei U.; Seungwha Andy Chung, Yonsei U.; Soonkyoo Choe, Yonsei U.

# 1642 ☐: (Paper Session) - (RM) Best Practices: Moderated Mediation, Longitudinal Analyses, Repeated Testing, & Predictive Analytics

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1642

Chair: Seth M. Spain, Binghamton U.

- Testing Moderated Mediation Effects with Latent Variable Models | Gordon W Cheung, Chinese U. of Hong Kong; Rebecca S Lau. The Open U. of Hong Kong
- ☐ The Truth Lies Within...and Between: The Theoretical and Empirical Implications of Longitudinal Data | Trevis Certo, Arizona State U.; Michael C. Withers, Texas A&M U.; Matthew Semadeni, Arizona State U.
- Repeated Testing Problem in Management Research:
  Remedies and a Statistical Tool | Nufer Yasin Ates, Tilburg
  U.; Patrick J.F. Groenen, Erasmus U. Rotterdam
- The Robustness of Predictive Algorithms: The Effects of Size, Noise, Missing Data, and Skewness | Onno Smits, Erasmus U. Rotterdam; Otto Koppius, Erasmus U. Rotterdam

## 1643 → 🖃: (Paper Session) - (SAP) Managerial Perceptions and Strategizing Activities

9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1643

Chair: Carola Wolf, Aston Business School

- Social dynamics in strategizing: Linking micro phenomena to strategy performance | Lisa Thomas, Salford U.;

  Veronique Ambrosini, Monash U.; Paul Hughes, Durham U.
- → Strategic Investment Decision Making In Singapore | Christine Soh, U. of Edinburgh; Chris Carr, Edinburgh U.
- ☐ The Embeddedness of R&D Operational Strategy in Social Relations | Dima Younes, EMLYON Business School

### **1644**: (Paper Session) - (SIM) Leaders, Emotions, and Stories in Responsible Organizations

9:45am - 11:15am Loews Philadelphia Hotel: Anthony Room Tweet this session: #AOM2014 1644

Chair: Michael E. Brown, Pennsylvania State U., Erie

Doing Good by Telling Stories: Emotion in Social Enterprise Communication | Philip T. Roundy, The U. of Texas at Austin

- Moral Emotions and Ethical Leadership: An Investigation of Leader Displayed Emotions | Regina Michelle Taylor, U. of Central Florida
- ☐ The Positive Role Of Negative Emotions In Ethical Decision Making | Laura Jimena Noval, WU Vienna; Günter K. Stahl, WU Vienna; Chen-Bo Zhong, U. of Toronto
- → Leader Moral Identity/Attentiveness and Follower Moral Identity/Attentiveness | Weichun Zhu, Pennsylvania State U.; Xiaoming Zheng, Tsinghua U.

### 1645 : (Paper Session) - (SIM) New Perspectives on Corporate Governance and Social Performance

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: #AOM2014 1645

Chair: Lori Verstegen Ryan, San Diego State U.

- Women in the Boardroom and Community Stakeholder Performance- A Cognitive Perspective | W.G. Douglas Fernandez, Florida International U.; Meredith F. Burnett, George Washington U.
- ■Women on boards of directors and firms' social performance: A meta-analysis | Corinne Post, Lehigh U.; Kris Byron, Syracuse U.
- Multinational corporations and governance reform: Towards a more integrative board | Cynthia Clark, Bentley U.; Jill Ann Brown, Bentley U.
- Legitimizing Corporate Social Responsibility Governance | Sarah Jastram, Humboldt-U. Berlin; Julia Prescher, Humboldt-U. Berlin

#### **1646 ←** □: (SIM) Creating a Space for Social Hybrids

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth C Tweet this session: #AOM2014 1646

Organizers: Michael E. Cummings, U. of Nevada, Las Vegas; Hans Nikolas Rawhouser, U. of Nevada, Las Vegas; Andrew Crane, York U.

Discussant: Johanna Mair, Stanford U.

Insights from (semi-)hybrid organizations in unconventional contexts | **Ans Kolk**, U. of Amsterdam; **Francois Lenfant**, U. of Amsterdam

From trial to adoption: The diffusion of the Certified B Corporation | **Justin Koushyar**, Emory U.

- The diffusion of new legal forms for social hybrids | Hans Nikolas Rawhouser, U. of Nevada, Las Vegas; Michael E. Cummings, U. of Nevada, Las Vegas; Andrew Crane, York U.
- The interplay between for-benefit companies and traditional CSR | Peter William Moroz, U. of Regina; Edward Gamble, Montana State U.; Simon C Parker, Ivey School of Business

## **1647**: (Paper Session) - (SIM) Institutional Theory and CSR: Internal Perspectives

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1647

Chair: Nolywé Delannon, HEC Montreal

- Institutional work and professionalization: who benefits? | Frederik Dahlmann, Warwick Business School; Johanne Grosvold, U. of Bath
- Institutional Effect on Corporate Commitment to 'Socially' Responsible Behavior | Hee-Chan Song, KAIST; Tae-Hyun Kim, KAIST

- → Embedding CSR in an MNE: A process model of translation of complex institutional pressures | Laurence Vigneau, The U. of Nottingham; Michael Humphreys, Durham U.
- Revolutionary Deconstruction of Logics and the Stability Paradox in Institutional Theory | Krista Bondy, U. of Bath

#### 1648: (Paper Session) - (SIM) Social Enterprises, NGOs, and Social Outcomes

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room C

Tweet this session: #AOM2014 1648

Chair: Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School

- Mechanisms and boundaries of collective action in social entrepreneurship | Riccardo Maiolini, Luiss Guido Carli U.; Pietro Versari, Luiss Guido Carli U.
- ■The Role of Beneficiary Engagement in Performance and Impact Measurement in Social Enterprises | Elena Dowin Kennedy, U. of Massachusetts Boston; Nardia Haigh, U. of Massachusetts
- Social evaluation in the non-profit sector: Sources of disagreement | Cristina Neesham, Monash U.; Leanne McCormick, Monash U.; Michelle Greenwood, Monash U.
- Striving for irrelevance: Toward a normative theory of non-governmental organizations | Balaji R. Koka, Rice U.; Douglas A Schuler, Rice U.; Christian Mealey, Rice U.

### 1649 ⊟: (Paper Session) - (TIM) Intra-Organizational Networks and Innovation

9:45am - 11:15am Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1649

Chair: Srikanth Paruchuri, Pennsylvania State U.

- Product innovation in SMEs: Formal and informal knowledge integration mechanisms | Alexander Fliaster, U. of Bamberg; Tanja Golly, U. of Bamberg
- ☐ The development of innovation in multiple core/periphery networks | Daniela lubatti, IESE Business School; Marco Tortoriello, IESE Business School
- ■Inventors and the Idiosyncrasy of Organizational Knowledge | Srikanth Paruchuri, Pennsylvania State U.
- R&D Production Team Composition and Firm-Level Innovation | Vikas A. Aggarwal, INSEAD; David Hsu, Wharton School; Andy Wu, The Wharton School, U. of Pennsylvania

# **1650** ☐: (Paper Session) - (TIM) Crossing Functions, Crossing Clusters: Research on Innovative Teams

9:45am - 11:15am Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1650

Chair: Emily Cox Pahnke, U. of Washington

- New product development: The impact of cross-functional coopetition on performance | Marcel Wolfgang Meuer, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Tessa Christina Flatten, Aachen U. of Technology (RWTH)
- Prior Collaboration, Expertise, and status in new venture innovation | Warren Boeker, U. of Washington, Seattle; Amrita Lahiri, U. of Washington, Seattle; Emily Cox Pahnke, U. of Washington
- ₽ How do Cross-cluster Teams Affect Innovation Quality? The Moderating Role of Team Compilation | Alex Vestal, Oregon State U.

- ☐ Conferences as a Vehicle for Collaborative Discovery and Innovation | Sen Chai, Harvard U.; Marissa Suchyta, Harvard U.; Richard B. Freeman, Harvard U.
- **1651 □**: (Paper Session) (TIM) **Learning and Innovation**

9:45am - 11:15am Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1651

Chair: Tao Wang, U. College London

- From Functional to Architectural Knowledge: A Process Model of Knowledge Integration | Simge Tuna, ETH Zurich; Stefano Brusoni, ETH Zurich; Anja Schulze, ETH Zurich
- ■Innovation Learning: Evidence from the U.S. Biotechnology Industry | Tao Wang, U. College London
- □ Knowledge-Based Evolution and Firm-specific Resources |
   Stefano Miraglia, U. of Cambridge / UEL; Andrew Davies, U.
   College London; Andrea Prencipe, Luiss Guido Carli U.
- □ □ Up-Hill and Down-Hill Learning: Patterns of Knowledge Transfer Methods and Stickiness | Gabriel Szulanski, INSEAD; Dimo Ringov, ESADE Business School; Robert Jensen, Brigham Young U.

### 1652 ♥ ■ JS: (TIM, BPS) Skills, Innovation and Mobility in Knowledge Workers

9:45am - 11:15am Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1652

Discussants: Pian Shu, Harvard U.; April Franco, U. of Toronto Presenters: Bo Cowgill, U. of California, Berkeley; Lee Fleming, U. of California, Berkeley; Evan Rawley, Columbia U.; Prasanna Tambe, New York U.

# **1653** □ JS: (*TIM, BPS, OMT*) **Open Innovation: Tensions** between Value Creation and Value Capture?

9:45am - 11:15am Pennsylvania Convention Center: Room 117 Tweet this session: #AOM2014 1653

Participants: Ann-Kristin Zobel, U. of California, Berkeley; Marcel Bogers, U. of Southern Denmark; John E. Ettlie, Rochester Institute of Technology; Joachim Henkel, Technische U. München; John Hagedoorn, Maastricht U.; Allan N Afuah, U. of Michigan; Keld Laursen, Copenhagen Business School

### **1654** ■ JS: (*TIM*, *OMT*, *BPS*) Incumbent Firm Adaptation: New Perspectives on Organizational Change

9:45am - 11:15am Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1654

Organizer: Emily Truelove, Massachusetts Institute of Technology Discussant: Michael L. Tushman, Harvard U.

- Truce Breaking and Remaking: The CEO's Role in Changing Organizational Routines | Sarah Kaplan, U. of Toronto
- Incumbent Firm Adaptation: Intraorganizational Power Struggles and the Radical Flank Effect | Emily Truelove, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology
- Product to Platform Transitions: Organizational Identity Implications | Elizabeth J. Altman, Harvard U.; Mary Tripsas, Boston College
- Technological Change, Innovation, and Organizational Responses in Music and Movies | Mary J. Benner, U. of Minnesota

#### Tuesday 11:30AM

**1655** → 🖃: (Paper Session) - (BPS) Capability in Network

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 1655

Chair: Geoffrey Silvera, Pennsylvania State U.

- Architecture of Dynamic Capabilities: Explaining Innovativeness in the Context of Nanotechnology | Olga Petricevic, U. of Calgary; William Bogner, Georgia State U.
- Improving the Capacity for Strategic Anticipation | **Gabriel Berczely**, Case Western Reserve U.
- → ■To Certify or To Broker: How Science Parks Help Entrepreneurs Access Policy Resources | Daniel Armanios, Stanford U.
- ■Antecedents and Consequences of Absorptive Capacity Development through Basic Science Investments | Ramin Vandaie, U. at Buffalo, the State U. of New York

**1656** ☐: (Paper Session) - (BPS) Coopetition in Network 11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1656

Chair: Amol M. Joshi, Oregon State U.

- Competition and Alliance Formation: Evidence from the US Hospital Software Industry | Hermann Juergens, McGill U.; Abhirup Chakrabarti, McGill U.; Kulwant Singh, National U. of Singapore
- Buyer Mediated Coopetition and Supplier's Innovation | Paolo Boccardelli, Luiss Guido Carli U.; Chiara D'Alise, Luiss Guido Carli U.
- Emotions in Paradoxical Inter-firm Relationships: A Conceptual Framework | Tatbeeq Raza-Ullah, Umea U.; Maria Bengtsson, Umea U.
- Po Image: No Strings Attached: The Relationship between Loosely Coupled Research Partnerships and Innovation | Thomas Klueter, IESE Business School; Felipe Monteiro, INSEAD; Denise R. Dunlap, Northeastern U.
- 1657 =: (Paper Session) (BPS) Succession

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2 Tweet this session: #AOM2014 1657

Chair: Raul Barroso, HEC Paris

- ☐ The Effects of Leader Succession and Prior Leader Experience on Post-Succession Performance (WITHDRAWN) | Malay Desai, The U. of Nottingham; Dave Paton, The U. of Nottingham
- ■Pay Equity and Top Management Turnover Following CEO Succession | Taekjin Shin, U. of Illinois at Urbana-Champaign
- ■When Does CEO Succession Lead to Strategic Change? The Mediating Role of Top Management Team Change | David B. Wangrow, U. of Kansas; Donald J. Schepker, U. of South Carolina; Vincent L. Barker, U. of Kansas
- Institutional Investors and the Appointment of Prestigious CEOs | Joshua Hernsberger, Western Kentucky U.; Margarethe F Wiersema, U. of California, Irvine

**1658 ●** \*\*: (Paper Session) - (BPS) **Alliance Ambidexterity** 11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 1658

Chair: John E Prescott, U. of Pittsburgh

Exploitative and Explorative Innovative Performance: The Effect of Technology-based M&As | Fiorenza Belussi, U. of

- Padua; Ivan De Noni, U. of Milan; Andrea Ganzaroli, U. of Milan; Luigi Orsi, U. of Padua
- Coordinate Ambidexterity Through Collaboration: The Buffer Effect of Absorptive Capacity | Zhengyu Li, Tilburg U.
- Internal and External Exploration Orientation: Substitutes or Complements? | Werner Helmut Hoffmann, WU Vienna; Roman Wörner, WU Vienna
- Rapid Overreaction: Perceived Value Creation Via Alliance Announcements | Matthias Bollmus, Carroll U.; Edward Levitas, U. of Wisconsin, Milwaukee

# **1659 ②→ □ ③**: (Paper Session) - (BPS) **Personal Goals of Managers and CEOs**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1659

Chair: Tim R. Holcomb. Miami U.

- ■Directorships as Certifications: How Board Service Affects Executive Career Outcomes | Steven Boivie, Texas A&M U.; Scott D. Graffin, U. of Georgia; Adam J. Wowak, U. of Notre Dame; Abbie Oliver, U. of Georgia
- Managerial Self-determination and Securities Fraud | Wei Shi, Rice U.; Robert E. Hoskisson, Rice U.; Brian L. Connelly, Auburn U.; Laszlo Tihanyi, Texas A&M U.
- The Videometric Approach: Measuring Unobservable Individual Constructs | Oleg V. Petrenko, Oklahoma State U.; Aaron Hill, Oklahoma State U.; Jason Ridge, Clemson U.; Federico Aime, Oklahoma State U.
- Pa→ ® New CEO Origin and Firm Performance: A Multilevel Investigation | Dimitrios Georgakakis, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen

# **1660** ☐: (Paper Session) - (BPS) **Temporary Advantages** and **Firm Strategy**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 1660

Chair: Qingjiu Tao, James Madison U.

- ■Boundaries of Long-Term Orientation in Family Firms | David Souder, U. of Connecticut; Akbar Zaheer, U. of Minnesota; Harry J Sapienza, U. of Minnesota; Rebecca A Ranucci, U. of Connecticut
- ☐ First Mover Advantage of Exchange-Traded Products | Tina Yue Tang, Harvard U.
- ■Temporary Competitive Advantages and Firm Profitability: The Role of Alliance Network Structures | Goce Andrevski, Queen's School of Business, Canada
- ■Unpacking the Temporary Nature of Competitive Advantage | Rahul Kapoor, U. of Pennsylvania; Shiva Agarwal, The Wharton School, U. of Pennsylvania

### **1661** 届: (Paper Session) - (BPS) Cognition, Knowledge and M&A

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 3

Tweet this session: #AOM2014 1661

Chair: Patrick Reinmoeller, Cranfield U.

- Rhytms and Motives: A Cognitive Perspective on Acquisition Sequences | Xena Welch Guerra, U. of St. Gallen; Tomi M. M. Laamanen, U. of St. Gallen
- ■Acquisition Experience and Performance Implications | Ya Lin, Hong Kong U. of Science and Technology

- The Contingent Effect of Knowledge Codification and Articulation on Post-Acquisition Performance | **Koen Heimeriks**, Tilburg U.; **Melissa Graebner**, The U. of Texas at Austin
- Pa Shackles of the Past: Why Firms Divest Too Late and When They Can Free Themselves | Young Huk Kim, Seoul National U.: Taewoo Roh, Seoul National U.

## **1662 ② □**: (Paper Session) - (BPS) **Imitation**, **Replication** and **Firm Outcomes**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1662

Chair: Sandip Basu, Baruch College-The City U. of New York

- Whom Should We Imitate? Imitation Strategy and the Efficacy of Boundary Crossing Exploration | Hart E. Posen, U. of Wisconsin, Madison; Sangyoon Yi, U. of Southern Denmark; Jeho Lee, Seoul National U.
- Routine Contraction in Good Times: An Example of a Typical Prototype Development Routine | Mahua Guha, Indian Institute of Management, Rohtak
- Superior and Near-Failure Performance in Multiunit-multimarket Organizations | Haibo Liu, INSEAD; Dimo Ringov, ESADE Business School; Robert Jensen, Brigham Young U.; Gabriel Szulanski, INSEAD
- ■Towards a Practice Based View of Strategy | Philip Bromiley, U. of California, Irvine; Devaki Rau, Northern Illinois U.

### 1663 ⊟: (Paper Session) - (BPS) Middle Management Practices and the Strategy Process

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1663

Chair: Barbara Aquilani, U. degli Studi della Tuscia

- Measuring What Matters for Management Practices (WITHDRAWN) | Victor Bennett, U. of Southern California; Jason Snyder, U. of California, Los Angeles
- A Justice-Power Perspective on Middle Managers' Involvement in Strategy Process | **Nufer Yasin Ates**, Tilburg U.; **Murat Tarakci**, Erasmus U. Rotterdam
- ■Towards a Taxonomy of Middle Management Positions and Their Impact on Strategy | Bill Wooldridge, U. of Massachusetts Amherst; Anthony Daniel Pizzo, U. of Massachusetts Amherst
- ☐ Investigating Middle Managers' Ambidexterity: A
  People-Situation Interaction Approach | Ruifang Wang, U.
  College Dublin; Patrick T. Gibbons, U. College Dublin; Ciaran
  Heavey, U. College Dublin

### **1664 □**: (Paper Session) - (BPS) **Dynamics in Corporate Governance**

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1664

Chair: Eldon H Bernstein, Lynn U.

- Opening the Black Box: Understanding the Microdynamics of Board Involvement in Product Innovation | Patricia Klarner, U. of Munich; Gilbert Probst, U. of Geneva; Michael Useem, U. of Pennsylvania
- Firm Growth and Governance: Running to Stand Still? | Natarajan Balasubramanian, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Jagadeesh Sivadasan, U. of Michigan

- From Garage to Grand Prix:Team Experience and Knowledge Integration in Complex Systems | Jan Hendrik Voss, Bocconi U.
- □ CEO-TMT Interplay, Competitive Readiness, and Firm Performance: An Integrated Consideration | Hao-Chieh Lin, National Sun Yat-sen U.; Kuo-i Chang, Dong Hwa U., Taiwan; John G Michel, U. of Notre Dame; Ming-Jer Chen, U. of Virginia

## **1665** ■ JS: (BPS, HR, OMT) Examining Context in the Study of Human Capital

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1665

Chair: Rebecca R. Kehoe, Rutgers U.

Discussant: Russell Coff, U. of Wisconsin, Madison

- An Architectural Model of Human Capital within the Global Context | Shad S. Morris, The Ohio State U.; Scott A. Snell, U. of Virginia; Ingmar Björkman, Aalto U.
- Putting Stars in Their Place: Adding Human Capital Context to the Discussion on Star Employees | Rebecca R. Kehoe, Rutgers U.; Ingrid Fulmer, Rutgers U.; Frederick Scott Bentley, Rutgers U.
- The Effect of Social Interdependencies on Inward and Outward Knowledge Spillover among Rival Firms | Barak Aharonson, Tel Aviv U.; Daniel Tzabbar, Drexel U.; Di Tong, Drexel U.
- Evaluating Hiring, Lift-outs, and Acqui-hires as Alternative Modes for Value Creation | **John Mawdsley**, U. of Illinois at Urbana-Champaign; **Deepak Somaya**, U. of Illinois at Urbana-Champaign

# 1666 ⊒JS: (BPS, TIM, ENT) Appropriating Value from Ideas: Past and Future Research Trajectories

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1666

Organizer: Elena Novelli, Cass Business School, City U. London Panelists: Gautam Ahuja, U. of Michigan; Kevin Boudreau, London Business School; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Constance E Helfat, Dartmouth College; Ammon Salter, U. of Bath

# 1667 ♥→ ◀ ᠍: (Paper Session) - (CAR) Individual and Organizational Career Outcomes - Studies on Different Approaches

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1667

Chair: Kathleen Park, Massachusetts Institute of Technology

- ■The Job Search Experiences of HRM Graduates | Laxmikant Manroop, Roosevelt U.
- Dynamics of a Wellness Program: A Conservation of Resources Perspective | Sung Doo Kim, U. of Cincinnati; Jonathon R. B. Halbesleben, The U. of Alabama
- → ■Unionized Employee Commitments and Career Success: an Exploratory Study using FMA | Patrice Laroche, ESCP Europe; Franck Bietry, U. de Caen Basse-Normandie
- Managerial Career Demise: Potential Roots in Moral Disengagement | Peter A. Heslin, U. of New South Wales; Ute-Christine Klehe, Justus-Liebig U. Giessen

The Careers Best Paper Award Finalist

### 1668 ⊟: (Paper Session) - (CAR) Work, Family and Personal Issues - a Broader View on Career Development

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1668 Chair: Hugh P. Gunz, U. of Toronto

Discussant: Marina Boz, Anglia Ruskin U.

- The Effect of Marital Quality to Career Management Self-Efficacy: Enrichment, Conflict, or Both | Xiang Yi, Western Illinois U.; Weibo Cheng, Central South U.; Barbara A. Ribbens, Illinois State U.
- A Spouse Is a Gift Bestowed: The Role of Spouse in the Manager's Family-Related Career Sensemaking | Evgenia Lysova, VU U. Amsterdam; Konstantin Korotov, ESMT; Svetlana Khapova, VU U. Amsterdam; Paul G W Jansen, VU U. Amsterdam
- The Impact of Work-life Culture on Organizational Productivity Mediated by Work-Life Programs | Isabel de Sivatte, U. of Castilla-La Mancha; Judith R Gordon, Boston College; Pilar Rojo, Instituto de Empresa Business School; Ricardo Olmos, U. Autonoma de Madrid
- ■I don't mind if you do... Yet, thanks for not interrupting. | Mireia Las Heras, IESE Business School; Sowon Kim, Ecole Hoteliere de Lausanne; Pablo Ignacio Escribano, IESE Business School; Anneloes Raes, IESE Business School

# **1669** ■CAU: (CAU) New Perspectives on Theories of Mind Linking Cognition, Emotion, and Context

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 412 Tweet this session: **#AOM2014 1669** 

Organizer: Laura Petitta, U. of Rome La Sapienza

# 1670 € ■ CAU: (CAU) Exploring Power of Words in Career & Psychosocial Support: Developmental Networks Research Incubator

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 415 Tweet this session: #AOM2014 1670

Organizers: Richard Donald Cotton, Appalachian State U.; Yan Shen. U. of Victoria

# 1671 ☐SHCS: (CM, OB, OMT) The Pronounced Impact of Subtle Factors in Negotiations: Pre-meetings, Handshakes, Anger, & Asking

11:30am - 1:00pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 1671

Chair: Juliana Schroeder, The U. of Chicago

Discussant: Eugene M Caruso, The U. of Chicago

Pre-meeting to promote success: Facilitating trust through pre-meetings prior to team negotiations | Roderick Swaab, INSEAD; Robert Lount, The Ohio State U.; Jeanne M Brett, Northwestern U.

Handshaking promotes cooperative dealmaking | Juliana Schroeder, The U. of Chicago; Jane Risen, The U. of Chicago; Francesca Gino, Harvard U.; Michael Norton, Harvard U.

Coming to the rink mad: Negotiators choose to up-regulate authentic anger | Alison Wood Brooks, Harvard U.; Simone Moran, Ben Gurion U. of the Negev

The "Asking Tax": Different expectations for requested versus volunteered favors and concessions | Vanessa K. Bohns, Cornell U.; Frank Flynn, Stanford U.

### **1672 □**: (Paper Session) - (CMS) **Discourses of Managerialism**

11:30am - 1:00pm Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 1672

Chair: Scott Taylor, U. of Birmingham

- ☐ Control in Complex Organizations | Jens Rennstam, Lund U.;
  Dan Kärreman, Copenhagen Business School
- → The Discourse on Favelas: Analysing Political Discourse on Brazilian Slums | Daniel S. Lacerda, Lancaster U.
- ■What Is The Corporate Form and Why Does It Matter? | Jeroen Veldman, Cardiff U.; H. C. Willmott, Cardiff U.
- Expansive and Limited Concepts of Managerialism in CMS | Stephen J Jaros, Southern U.

## **1673** • (Paper Session) - (CMS) Dark Side Case Writing Competition: Case Presentation and Awards

11:30am - 1:00pm Pennsylvania Convention Center: Room 118 B Tweet this session: #AOM2014 1673

The CMS Division annual case writing competition focusing on the 'Dark Side' of management and organization. Sponsored by Sobey School of Management, St Mary's University, Nova Scotia

Discussants: Albert J. Mills, Saint Mary's U.; Craig Prichard, Massey U.; Mehdi Boussebaa, U. of Bath

Coordinators: Robbin Derry, U. of Lethbridge; Jonathan Murphy, Cardiff U.

- □ A 101 Second Clip to Create Change: Palm Oil Role Play | Celine Louche, Audencia Nantes School of Management; Nigel Roome, U. Libre de Bruxelles
- Coca-Cola and the Strategic CSR: Commitment or Non-Action? | Fernanda Filgueiras Sauerbronn, FACC/UFRJ; Alex Faria, Fundacao Getulio Vargas; Denise Franca Barros, Unigranrio - U. do Grande Rio
- Defending Democracy at Ace Taxi Co-operative | Corinne McNally, Saint Mary's U., Canada; Jean Helms Mills, Saint Mary's U.

#### 1674 € 🖃 : (Paper Session) - (ENT) Entrepreneurial

#### Orientation: Conceptual and Empirical Advances

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1674

Chair: Olga Belousova, Groningen U. (RuG)

Discussant: Sheryllynn Roberts, The U. of Texas at San Antonio

- Pervasiveness of Entrepreneurial Orientation: Do Engagement and Voice Behavior Matter? | Olga Belousova, Groningen U. (RuG); Aard J Groen, U. of Twente; Benoit Gailly, U. Catholique de Louvain
- □ Moderating Effect of Entrepreneurial Orientation on Institutional Forces and Venture Philanthropy | Tamaki Onishi, U. of North Carolina, Greensboro
- ■Unlocking the Effects of Transactive Memory System on Performance: The Mediating Roles of EO | Ye Dai, Southern Illinois U.; Jay Inghwee Chok, Claremont Colleges
- → Within Recession Strategy, Entrepreneurial Strategy Making, and Performance | Juhana Peltonen, Aalto U.

## 1675 ♥→ 🖃 ♥: (Paper Session) - (ENT) Gender Issues and Entrepreneurship in Different Geographical Settings

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 1675

Chair: Rachida Justo, IE Business School Discussant: Susan Clark Muntean, Ball State U.

- Fuzzy-Set Analysis of Gender Differences in Entrepreneurial Activity: A Configurational Approach | Krista Lewellyn, U. of Wyoming; Maureen Muller-Kahle, Pennsylvania State U.
- Legitimacy, Ties and the Performance of Female Entrepreneurs: Evidence from Kenyan Microcredit | Hana Milanov, TUM School of Management; Rachida Justo, IE Business School; Steven Walter Bradley, Baylor U.
- ■Entrepreneurial Support for Women in France: The Fallacious Dimension of a Promise Made | Renaud Redien-Collot, Novancia Business School; Noreen O'Shea, Novancia Business School
- Applying Signaling Theory on the Role of Gender in Entrepreneur-investor Relationship (WITHDRAWN) | Gry Agnete Alsos, U. of Nordland; Elisabet Ljunggren, Nordland Research Institute
- Bricolage and Performance in Resource-restrained Contexts: The Case of Palestinian Women-led Firms | Abeer Daoud Istanbuli, U. of Granada; Ana Maria Bojica, U. of Granada; María del Mar Fuentes, U. Granada; Matilde Ruiz-Arroyo, U. of Granada

### 1676 € .: (Paper Session) - (ENT) Social Entrepreneurship as a Career

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1676

Chair: Sophie Bacq, Northeastern U.

Discussant: Tamaki Onishi, U. of North Carolina, Greensboro The Role of Socio-political Perception in Defining Social Entrepreneurship as a Career | Mohammed Alsuwaidi, NYU/Rutgers Business School

- → ■The "Supply Side" of Social Entrepreneurship:
  Mission-driven Students in a Cross-country Perspective |
  Felix Ostertag, U. of Hohenheim; Heiko Bergmann, U. of St.
  Gallen
- Determinants of Social Entrepreneurial Intentions | Kai N. Hockerts, Copenhagen Business School
- → Social Venture Internationalization: Drivers and Barriers | Liman Zhao, CEIBS; Sophie Bacq, Northeastern U.

# 1677 € ☐: (Paper Session) - (ENT) The Role of Entrepreneurial Networks in Fostering Innovation and Opportunity Recognition

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1677

Chair: Sang-Bum Park, Korea U. Business School Discussant: Boris F. Blumberg, Maastricht U.

- ■Entrepreneurs' Networking Actions and Innovativeness of Opportunities: The Role of Venture Stage | Ru-Mei Hsieh, National Pingtung U. of Science and Technology
- ■The Effect of the External Social Networks of Entrepreneurial Teams on Innovation and Performance (WITHDRAWN) | Jing Long, Nanjing U.

- ■Institutional Works in Scholarly Networks: A Rapprochement between Agency and Structure | Sang-Bum Park, Korea U. Business School
- ☐ The Role of the Founder's Social Ties and Knowledge Structure in SMEs' Radical Product Innovation | Yang Xu, Pennsylvania State U.

### 1678 ♥ ﷺ: (Paper Session) - (ENT) Entrepreneurial Teams and Venture Performance

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor C Tweet this session: #AOM2014 1678

Chair: **Dong Liu**, Georgia Institute of Technology *Discussant:* **Christoph Ihl**, RWTH Aachen U.

- Entrepreneurial Team Composition Characteristics and New Venture Performance: A Meta-analysis | Linlin Jin, Guangdong U. of Technology; Franz W. Kellermanns, U. of North Carolina, Charlotte; Jing Melanie Xi, Guangdong U. of Technology; T Russell Crook, U. of Tennessee, Knoxville
- → Founders' Core Self-Evaluations and New Venture
  Performance: A Longitudinal Multilevel Examination | Dong
  Liu, Georgia Institute of Technology; Ho Kwong Kwan,
  Shanghai U. of Finance and Economics; Greg Fisher, Indiana U.
- ■Education, Experience and Inertia in the Entrepreneurial Team:Effects on Organizational Growth | Lars Frederiksen, Aarhus U.: Anders Frederiksen, Aarhus U.
- □ Jack-of All-Trades? The Effect of Balanced Skills on Team Performance | Laura Rosendahl Huber, U. of Amsterdam; Randolph Sloof, U. of Amsterdam; Mirjam Van Praag, CBS

## **1679 €** □: (Paper Session) - (ENT) Business Models and Strategies in Family Firms

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 1679

Chair: Philipp Sieger, U. of St. Gallen

Discussant: Tommaso Minola, U. of Bergamo

- ☐ Generational Differences and International Diversification in Family Firms | Esra Memili, U. of North Carolina, Greensboro; Hanqing Fang, Mississippi State U.; Alfredo De Massis, Lancaster U.; Josip Kotlar, Lancaster U.
- → The Global Field of Multi-Family Offices: Business

  Models as Communication Devices | Carolin Decker, WHU 
  Otto Beisheim School of Management; Knut Stefan Garrit

  Lange, U. of Surrey
- How much Family is necessary? The Impact of the Family on Firm Growth | Miriam Bird, Stockholm School of Economics
- → Family's Financial Support as Poisoned Gift-A Family Embeddedness View on Entrepreneurial Intentions | Philipp Sieger, U. of St. Gallen; Tommaso Minola, U. of Bergamo

# **1680 €** □: (Paper Session) - (ENT) Determinants of Access to Venture Capital by Entrepreneurial Startups

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 1680

Chair: Ali Mohammadi, KTH Royal Institute of Technology Discussant: Jun Huang, Columbia U.

Open Business Models and Venture Capital Finance | Massimo Gaetano Colombo, Politecnico di Milano; Ali Mohammadi, KTH Royal Institute of Technology; Douglas Cumming, York U.; Anu Wadhwa, Ecole Polytechnique

- Fédérale de Lausanne; **Cristina Rossi-Lamastra**, Politecnico di Milano
- The Impact of Idea Ownership and Take-over Aversion on Entrepreneurship: An Experimental Study | Soheil Hooshangi, Carnegie Mellon U.; George Loewenstein, Carnegie Mellon U.
- Does Reputation Facilitate Startups' Access to Venture Capital Funding? | Salvatore Torrisi, U. of Bologna; Laura Toschi, U. of Bologna; Chunxiang Zhang, Huazhong U. of Science & Technology
- A Signaling Theory Of Entrepreneurial Venture's Valuation | Ali Mohammadi, KTH Royal Institute of Technology; MohammadMehdi Shafizadeh khoolenjani, Politecnico di Milano; SOFIA A. Johan, Schulich School of Business

# 1681 € . (Paper Session) - (ENT) Resources and Capabilities Across Industry and Entrepreneurial Firm Lifecycles

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1681

Chair: Thomas H. Allison, Washington State U. Discussant: Stuti Saxena, Indian Institute of Management, Ahmedabad

- Cognitive Adaptability and Conservation of Resource Behaviors: A Mediated Moderation Model | Stephen E. Lanivich, Old Dominion U.; David S. DeGeest, U. of Iowa; Adam Smith, Old Dominion U.
- Reversal of Fortune: Opportunity Cost and Endowment Effects Along Stages of Entrepreneurship | Tomasz Marek Mickiewicz, Aston Business School; Fred Nyakudya, Aston Business School; Nicholas Theodorakopoulos, Aston Business School; Mark Hart, Aston U.
- The Stage of Industry Life Cycle and Name Choice of Entrepreneurial Firms in the Biotechnology | Irina Stoyneva, Drexel U.
- What Does Your Audience Expect from You? How Entrepreneurs Acquire Resources through Storytelling | Kathrin Lurtz, European Business School, Wiesbaden; Karin Kreutzer, European Business School, Wiesbaden

### **1682 ©→** □JS: (ENT, BPS, TIM) New Conversations on Business Models

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 1682

Organizer: Ilgaz Arikan, The Ohio State U.

Discussant: Allan N Afuah, U. of Michigan

Presenters: Ilgaz Arikan, The Ohio State U.; Sharon Alvarez, U. of Denver; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Candida G Brush, Babson College; Stefan Haefliger, City U. London

# **1683** ■: (Paper Session) - (GDO) **Gender Diversity in Top Management Teams**

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 1683

role of gender and diversity in corporate management and performance, team demographic faultlines, cultural differences, women on corporate boards

Chair: Alix Valenti, U. of Houston, Clear Lake

- The Impact of Top Management Team Gender Diversity in Firm Competitive Aggressiveness | Iiro Vaniala, Aalto U.; Henrikki Tikkanen, Aalto U.; Juho-Petteri Huhtala, Aalto U.
- Gender Effects or Gender Change Effects? | Yan Anthea Zhang, Rice U.; Hongyan May Qu, Peking U.
- Top Management Team Demographic Faultlines, Firm Visibility and Firm Acquisition Activity in China | Guoguang Wan, Hong Kong U. of Science and Technology; Jieyu Zhou, Hong Kong U. of Science and Technology
- → <sup>®</sup> Women on corporate boards around the world | **Amon Chizema**, Loughborough U.

### **1684** ☐: (Paper Session) - (GDO) **Aging, Ageism, and Age Diversity**

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth D Tweet this session: #AOM2014 1684

age, diversity, barriers/glass ceiling, race/ethnicity, prejudice, stereotypes, trust/contract breach, fairness/justice/ethics Chair: Lisa A Marchiondo, Wayne State U.

- Leadership Implications of an Aging Female Workforce inSouth East Asia | Darren N. Hanson, National U. of Singapore; Sasha Hodgson, Zayed U.
- Does psychological contract breach hurt older workers' well-being? The role of generativity | Patrick Raymund M. Garcia, The Australian National U.; Prashant Bordia, The Australian National U.; Simon Lloyd D. Restubog, The Australian National U.; Valerie Caines, Australian National U.
- Polar Size Doesn't Fit All: Toward a Theory on the Intersectional Salience of Ageism at Work | Justin Marcus, Ozyegin U.; Barbara Ann Fritzsche, U. of Central Florida
- Pa Making the Most of Age Diversity: How Age Diversity Climate Contributes to Employee Performance | Gisela Irene Bieling, Technische U. Darmstadt; Florian Dorozalla, Technische U. Darmstadt

## **1685** ☐: (Paper Session) - (GDO) **Organizational Strategies** for Promoting Diversity

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 1685

sexual orientation, gender identity, diversity policies and practice, fairness/justice/ethics, quantitative research methods Chair: Robyn Carlea Walker, U. of Southern California

- Social Movement Strategies in Institutions as Repertoires of Affection: LGBT Employee Networks (WITHDRAWN) | Apoorva Ghosh, XLRI-Xavier School of Management; Mary Bernstein, U. of Connecticut
- The Impact of Gay-Friendly Recruitment Statements on a Firm's Attractiveness as an Employer | Jason R. Lambert, Saint Xavier U.
- ■Breaking the mold: An examination of board discretion in women CEO appointments | Jennifer Miner Knippen, U. of Virginia; Jennifer Palar, U. of Mississippi; Richard John Gentry, U. of Mississippi
- Test of a Moderated-Mediated Model Linking Diversity Management to Turnover Intention | Lilian Otaye, Lancaster U.

**1686** ☐: (Paper Session) - (GDO) Promoting Inclusion 11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room C Tweet this session: #AOM2014 1686

women in management, diversity climate, inclusion, gender expression or identity, age, diversity policies & practices, other diversity management

Chair: Alisa L Mosley, Tennessee State U.

- → ➡□ ♥ In their words: Women leaders describe the masculine culture of a German organisation | Heather Hofmeister, Goethe-U. Frankfurt
- Inclusion Skills Measurement | Helen Turnbull, Human Facets; Leslie Tworoger, Nova Southeastern U.; Regina A. Greenwood, Nova Southeastern U.; Charles J. Golden, Nova Southeastern U.
- ■Beyond belonging and identification: A theory of inclusive practices and why they work | Suzanne M. Gagnon, McGill U.; Erin Roach, Ryerson U.; Krysten Connely, Ryerson U.; Samantha Jackson, Ryerson U.
- Optimal Distinctiveness Theory and Work Group Identification: The Role of Identity Strength | Amy Randel, San Diego State U.; Christopher D. Zatzick, Cal Poly San Luis Obispo; Jone L. Pearce, U. of California, Irvine

#### 1687 → 🖃 🖑 JS: (GDO, HR, SIM) The Bursting Pipeline: Gender, HR and Avenues for Regional Development in the Arab Middle East

11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 1 Tweet this session: **#AOM2014** 1687

Organizers: Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut

Chairs: Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut

Discussant: Yusuf M. Sidani, American U. of Beirut
National Comparisons of Gender Egalitarianism in
Islamic-Majority and Other Countries | Romie Frederick
Littrell, Auckland U. of Technology; Andy Bertsch, Minot State
U.; Young Seob Son, Bemidji State U.

- Employer Activities to Promote Women in Business and Management in the Arab Middle East | Charlotte M. Karam, American U. of Beirut
- Family Influence on Career Choice: Emirati Women and Factors Affecting Decisions to Enter Technolo | Liza Jane Howe-Walsh, U. of Portsmouth; Sarah Turnbull, U. of Portsmouth
- A Quantitative Study of Women's Work Engagement in Telecommunication Companies in Jordan | Muntaha Banihani, U. of Kent; Jawad Syed, U. of Huddersfield; Patricia M. J. Lewis, U. of Kent
- Why does Human Capital go to Waste? Uncovering Perceived Barriers to Women's Employment in Lebanon | Fida Afiouni, American U. of Beirut

# **1688 ② □**: (Paper Session) - (HCM) **Health Policy and Healthcare Reform Impacts on Healthcare Management**

11:30am - 1:00pm Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 1688

Chair: Sarah Abigail Birken, U. of North Carolina, Chapel Hill Examining the Affordable Care Act Through the Lens of Institutional Theory | Cory Cronin, Case Western Reserve U.

- standardisation and localisation in health care policy implementation | Charlotte Sausman, U. of Cambridge; Eivor Oborn, Warwick Business School; Michael Barrett, U. of Cambridge
- Parental Maltreatment, Regulatory Focus, and Recommending the Placement of Children in Foster Care | Sara Wolf Feldman, The U. of Chicago; Joel Brockner, Columbia U.; Zhi Liu, Columbia U.; Tory Higgins, Columbia U.
- How case management staff and mothers experienced a transition to medical homes | Rebecca Wells, Texas A&M Health Science Center; Dorothy Cilenti, U. of North Carolina; Michele Issel, U. of North Carolina

### 1689 ♥ ⊒: (Paper Session) - (HCM) Healthcare Delivery System Changes

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 C Tweet this session: #AOM2014 1689

Chair: Josephine McMurray, Wilfrid Laurier U.

- ➡ Privatization of Public Hospitals and its Impact on Community Orientation | Zo Harivololona Ramamonjiarivelo, Governors State U.; Larry R. Hearld, U. of Alabama at Birmingham; Josue Patien Epane, UNLV; Luceta McRoy, U. of Alabama at Birmingham; Robert Weech-Maldonado, U. of Alabama at Birmingham
- □ Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home | Larry R. Hearld, U. of Alabama at Birmingham; Kristine R. Hearld, U. of Alabama at Birmingham; Tory Harper Hogan, U. of Alabama at Birmingham
- UN health-related Millennium Development Goals: the role of co-production | **Denita Cepiku**, U. of Rome Tor Vergata; **Filippo Giordano**, Bocconi U.
- Building Organizational Capacity to Eliminate
  Racial/Ethnic Health Disparities | Erick Guerrero, U. of
  Southern California; Gregory A. Aarons, U. of California, San
  Diego

# **1690**: (Paper Session) - (HR) Mediating Mechanisms in Strategic HRM Research

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 1690

Chair: Kaifeng Jiang, U. of Notre Dame

- Pu Opening the Black Box of HR Practices Performance Relationship: Testing a Three Pathways AMO Model | Anne-Lise Pauline Demortier, Louvain School of Management; Nathalie Delobbe, Louvain School of Management; Assâad El Akremi, U. de Toulouse 1 Capitole
- ☐ The Missing Link between HRM and Organizational
  Performance | Cai-Hui Veronica Lin, U. of New South Wales;
  Karin Sanders, U. of New South Wales; Jian Min Sun, Renmin
  U. of China; Helen Joanne Shipton, Nottingham Trent U.; Erik
  Mooi, U. of Aston
- → □Taking It to Another Level: Organization-Level
  Personality Predicts Firm Performance | In-Sue Oh, Fox
  School of Business, Temple U.; Seongsu Kim, Seoul National U.

### 1691 **②** ■: (HR) Strategizing and Planning Recruitment: New Issues for Organizational Decision Makers

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 1691

 $\label{eq:constraint} \textit{Organizer:} \ \textbf{Kang Yang Trevor Yu}, \ \text{Nanyang Technological U}.$ 

Discussant: Amy L. Kristof-Brown, U. of Iowa

Recruitment Research through a Strategic Lens: Where Have We Been, Where Can We Go from Here? | Jean Phillips, Pennsylvania State U.; Stanley M Gully, Pennsylvania State U.

Best Places to Work: How "Making the List" Impacts
Subsequent Recruitment Outcomes | Brian R. Dineen,
Purdue U.; David G. Allen, U. of Memphis; Jon Biggane, U. of
Memphis

Research on Corporate Social Performance and Employee Recruitment | David A. Jones, U. of Vermont; Chelsea Willness, U. of Saskatchewan

Development of an Empirical Measure of Organizational Impression Management during Recruitment | Kang Yang Trevor Yu, Nanyang Technological U.

The Hiring Manager as a Neglected Variable in the Recruitment Process | James A. Breaugh, U. of Missouri-St. Louis; Jacob S Fisher, U. of Missouri-St. Louis

### 1692 : (Paper Session) - (HR) Work Family Balance - Managing the Boundaries

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1692 Chair: Beth Ann Livingston, Cornell U.

Mind the Gap: Using Work-Life Boundary Permeability to Manage Job Demands and Resources | Kelly Anne Basile, U. of Greenwich; T. Alexandra Beauregard, London School of

- Work-Family Balance and Alternative Work Schedules: Exploring the Impact of Four-day Workweeks | Rex Facer II, Brigham Young U.; Lori L Wadsworth, Brigham Young U.
- Off-Job Disengagement and Employee Well-Being: A Synthesis and Meta- Analytic Review | Charles Calderwood, Virginia Commonwealth U.; Phillip L. Ackerman, Georgia Institute of Technology
- Employee responses to overtime: The moderating role of pay and flexibility in work time and location | Argyro Avgoustaki, ESCP Europe Business School

# **1693**: (Paper Session) - (HR) **Trends and Issues in Job Design Research**

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1693

Chair: Timothy Golden, Rensselaer Polytechnic Institute
Crafting Jobs beyond Job Descriptions: The Context of
Consultant 'Dejobbing' | Vijay Lakshmi Singh, IIM,
Ahmedabad; Manjari Singh, Indian Institute of Management,
Ahmedabad

- (When) Does Telecommuting Improve Performance? The Moderating Role of Work Characteristics | Timothy Golden, Rensselaer Polytechnic Institute; Ravi Shanker Gajendran, U. of Illinois at Urbana-Champaign
- Teleworking: Effects on Worker Coordination and Productivity | Emma Sofie Nordbäck, Aalto U.; Karen Kroman Myers, U. of California, Santa Barbara

 □ Enhancing Liminality through a Formal Development Program | Elisabeth Borg, Linköping U.; Svjetlana Pantic-Dragisic, Linköping U.

**1694** : (Paper Session) - (HR) **Talent Management** 

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1694

Chair: Mary E. Graham, Syracuse U.

Talent Management: Let's Hear It For 'B' Players | Amina Malik, York U.; Parbudyal Singh, York U.

- Talent Management and differentiation: addressing psychological-contract unreplicability | Marielle Sonnenberg, Tilburg U.; Vera Van Zijderveld, Accenture
- Not All Created Equal: A Look at Employment Mode Effects on Employee Attitudes | David Ross Marshall, U. of Mississippi; Walter D Davis, U. of Mississippi; Jason Owen, U. of Mississippi

# **1695** → □JS: (HR, OB) New Developments in Impression Management Research during Pre-Organizational Entry

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 1695

Chairs: Serge P. da Motta Veiga, Lehigh U.; Timothy C Dunne, Middle Tennessee State U.

Discussant: Murray R. Barrick, Texas A&M U.

- Is Offense the Best Defense? Impact of Organizational Image Spoiling Acts on Applicant Perceptions | Irene W. F. Yang, National Chung Cheng U.; Chih-Yun Wu, Department of Business Administration, TungHai U., Taiwan; Cheng-Kai Tang, National Chung Cheng U.; Yi Ching Wu, National Chung Cheng U.
- Effects of Applicants' Self-Monitoring and Nationality on Their Choices of Defensive IM Tactics | Chih-Yun Wu, Department of Business Administration, TungHai U., Taiwan; Wei-Chi Tsai, National Chengchi U.; Chia-Ying Cheng, Foxconn Technology Group
- Applicant Self-Handicapping Impression Management Tactics and Interviewer Evaluations | **Tun-Chun Huang**, National Changhua U. of Education
- The Role of Nonverbal Impression Management Tactics in Pre- Organizational Entry | Timothy C Dunne, Middle Tennessee State U.; Serge P. da Motta Veiga, Lehigh U.

### 1696 → 🖃: (Paper Session) - (IM) Global Strategy: Legitimacy

11:30am - 1:00pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1696

- → Subnational FDI Legitimacy and the Survival of Foreign Subsidiaries | George Z. Peng, U. of Regina; Paul Beamish, U. of Western Ontario
- → Re-Examining Isomorphic Pressure For MNCs: Evidence from Germany | Kim Clark, Saint Mary's College of California; Indu Ramachandran, Texas State U.
- → Legitimacy, Competition, and Internationalization:
  Evidence from Chinese Manufacturing Firms | Huan Yang,
  Shanghai U. of Finance and Economics; Qing Cao, U. of
  Connecticut

→ ■Adaptation or Imprinting: Exploring the Relationship between National Institutions and Agglomerati | Robert Salomon, New York U.; Zheying Wu, Tilburg U.

#### **1697** → □: (Paper Session) - (IM) Internationalization:

#### **International Joint Ventures**

11:30am - 1:00pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 1697

Chair: Bernard M Wolf, York U.

- → ■Knowledge Transfers in IJVs: The Complex Role of Disseminative Capacities | Chansoo Park, Memorial U. of Newfoundland; Ilan Vertinsky, U. of British Columbia; Dana Minbaeva, Copenhagen Business School
- → Partnering With Business Group Firms: The Effect Of Group Size On Value Creation And Distribution | Youtha Cuypers, The U. of Hong Kong; Jung Yeon Lee, Emory U.
- Strategic Orientation and Differentiation Capability of International joint ventures | **Kevin Zhou**, The U. of Hong Kong; **Alex Xin Chen**, The U. of Hong Kong; **Xiaoyun Chen**, U. of Macau
- → Host Country Network, Experiences, and International Alliances Formation in Emerging Markets | Jing Zhang, Old Dominion U.; Amir Pezeshkan, Old Dominion U.

#### 1698 → 🖃: (Paper Session) - (IM) Global Leadership: Expatriate Success

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 A Tweet this session: #AOM2014 1698

- → Expatriate Adjustment: Considerations for Selection and Training | Jennifer Feitosa, U. of Central Florida; Christine Kreutzer, U. of Central Florida; Angela Kramperth, U. of Central Florida; William S. Kramer, Clemson U.; Eduardo Salas, U. of Central Florida
- → Expatriation in a High-Risk Environment: Social Support under the Prevalence of Terrorism | Benjamin Bader, U. of Hamburg
- → Expatriate Social Networks in Terrorism-Endangered Countries: An Empirical Analysis | Benjamin Bader, U. of Hamburg; Tassilo Schuster, U. of Erlangen, Nuremberg
- → ■Job Embeddedness as a Predictor of Performance of Organizational and Self-Initiated Expatriates | Maike Andresen, U. of Bamberg

## 1699 → 🖃: (Paper Session) - (IM) Institutions: Institutional Challenges

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 B Tweet this session: #AOM2014 1699

- → Tax Havens and Firm Performance | Yama Temouri, Aston U.; Chris Jones, Aston U.
- → ☐ The Impact Of Violent Organized Crime Intensity and Uncertainty on Foreign Direct Investment | Miguel A. Ramos, U. of Texas at El Paso; Nathan J Ashby, U. of Texas at El Paso
- → Institutional Quality Distance and EMNE Cross-Border Equity Acquisition | Rusty Karst, U. of North Texas; Nolan Gaffney, U. of North Texas
- ➡ ☐ Institutional Perspective on Corporate Social and Financial Performance: China versus the West | Xudong Chen, Zhejiang U.; Wiboon Kittilaksanawong, Nagoya U. of Commerce & Business; Pingping Weng, Zhejiang U.

#### 1700 → 🖃: (Paper Session) - (IM) Culture: Measurement of

11:30am - 1:00pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1700

- Adaptation of Organizational Culture Questionnaire |

  Ekaterina Mikhailova, NRU Higher School of Economics;

  Valentina V. Kuskova, NRU Higher School of Economics; Irina

  O. Volkova, NRU Higher School of Economics
- → On Measuring Culture(s) With an Inductive Mixture
  Approach | Josh W. Keller, Nanyang Technological U.; Jeffrey
  Loewenstein, U. of Illinois at Urbana-Champaign; Bo Shao, U.
  of New South Wales; Wen Shan, Nanyang Technological U.;
  Lynn Imai, Ivey School of Business
- → Is Culture about Country or Individual Differences? Identifying Distinct Cultural Profiles using LPA | Joseph T. Cooper, U. of Wyoming; Laura J. Stanley, East Carolina U.; Charles Edward Stevens, Lehigh U.; Caterina Kausch, Otto von Guericke U. Magdeburg
- → \*\*Does Country Equal Culture? Beyond Geography in the Search for Cultural Entities | Vas Taras, U. of North Carolina, Greensboro; Piers Steel, U. of Calgary; Bradley L. Kirkman, North Carolina State U.

### 1701 → 🖃: (Paper Session) - (IM) Global Innovation: Knowledge Protection

11:30am - 1:00pm Pennsylvania Convention Center: Room 122 A Tweet this session: **#AOM2014** 1701

- → ■U.S. Information Technology Firms' International Acquisition Performance | Hong Zhu, Chinese U. of Hong Kong; Gongming Qian, Chinese U. of Hong Kong; Sai Lan, Peking U.
- ☐ IPR at Host Locations and the Internal Division of Innovative Labor within Multinational Enterprises | Anand Nandkumar, Indian School of Business; Kannan Srikanth, Indian School of Business
- → Inside the MNC: Structuring of Ownership of Firm-Specific Advantages | Catherine Magelssen, Rutgers U.; Susan Feinberg, Fox School of Business, Temple U.
- → Fine-Slicing Global Value Chains: A Protection for Proprietary Content (WITHDRAWN) | Julien Gooris, CEPII; Carine Peeters, U. Libre de Bruxelles

# **1702**: (Paper Session) - (MC) Management Consulting Services and Professional Service Firms

11:30am - 1:00pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1702

- ➡Invisible but Powerful the Discursive Framing of Management Consulting Projects | Frida Pemer, Stockholm School of Economics
- Paramonal Ambidexterity and Firm Performance:
  The Moderating Role of Organizational Capital | Na Fu,
  Dublin City U.; Tim J Morris, U. of Oxford

### Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting

■ The Dilemma of Professional Partnerships: Production of Producers or Prompt Profit? | Frans Bevort, Copenhagen Business School; Flemming Poulfelt, Copenhagen Business School

Capability building from management consulting projects: evidence from case studies | Giacomo Carli, U. of Bologna; Maria Rita Tagliaventi, U. of Bologna; Alessandro Grandi, U. of Bologna

# 1703 : (Paper Session) - (MED) Work Skills Development: Cultural Intelligence, Verbal Communications & Internships

11:30am - 1:00pm Loews Philadelphia Hotel: Anthony Room Tweet this session: #AOM2014 1703

Chair: Alan T Belasen, State U. of New York Empire State College

- □ The Power of No Words: Implications of Stakes on Assessing Students' Oral Skills Apprehension. | Steve Matuszak, Virginia Tech
- ☐→ Social Beliefs and the Development of Cultural Intelligence: The Mediating Role of Self-efficacy | Valerie Rosenblatt, California State U., San Francisco
- ☐ ☐ Student Preparedness for Human Resource and Organizational Development/Consulting Internships | Tara L'Heureux-Barrett, U. of New Haven; Stuart Daniel Sidle, U. of New Haven
- Developing management students' twenty-first century skills through a service-learning project | Isaac Emmanuel Sabat, George Mason U.; Whitney Botsford Morgan, U. of Houston, Downtown; Sara Jansen Perry, Baylor U.; Yingchun Wang, U. of Houston, Downtown

# 1704 ☐→: (MED) Participant Centred Learning and Multimedia Case Studies for the Information Age

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth C Tweet this session: #AOM2014 1704

Organizer: Jyoti Bachani, Saint Mary's College of California Presenters: Rishikesha Krishnan, Indian Institute of Management, Indore; Sudhanshu Palsule, U. of Cambridge; Megan Hardeman, Emerald Group Publishing; Antoaneta Petkova, San Francisco State U.

## 1705 : (Paper Session) - (MED) Faculty Research Productivity, Hiring and Performance

11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 1705

Chair: Paul Hibbert, U. of St Andrews

- → ☐ Thriving under Pressure: An Exploration of Research Productivity in Business Ph.D. Programs | Ivana Milosevic, U. of Wisconsin, Oshkosh; Ted A. Paterson, U. of Idaho; A Erin Bass, U. of Nebraska Omaha
- Pa→ Language, Socialization and Networks: Knowledge Creation in Globalized Business Schools | Olga I. Ryazanova, U. College Dublin; Peter McNamara, National U. of Ireland Maynooth
- Global Forum Best Paper sponsored by Manchester Business School for the paper that best creates the opportunity to address global issue (universal or broad topic applicable to all) of significance to management education and/or development.
- → ☐ Hiring Criteria for Business School Faculty: An Empirical Analysis | David J. Finch, Mount Royal U.; Norman O'Reilly, Ottawa U.; Carola Hillenbrand, U. of Reading; David L. Deephouse, U. of Alberta; Tyler Massie, Mount Royal U.

□□Of Knowledge and Rankings: What Do High Ranked Public Businesses Schools Have In Common? | Luis Antonio Perez-Batres, Central Michigan U.

#### 1706 : (Paper Session) - (MH) Learning from a

#### Re-examination of the Past

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1706

Authors look back at historical contexts to learn new lessons for the field of management.

Chair: Matthew Sargent, California Institute of Technology

- □ Integrating Libertarian Paternalism into Paternalistic Leadership: H.J. Heinz as Choice Architect | John Humphreys, Texas A&M U.-Commerce; Brandon Randolph-Seng, Texas A&M U.-Commerce; Stephanie Pane Haden, Texas A&M U.-Commerce; Milorad M. Novicevic, U. of Mississippi
- Contributions of Lillian M. Gilbreth to Management Theory through the Context of Critical Biography | Jane Whitney Gibson, Nova Southeastern U.; Russell W. Clayton, Saint Leo U.; Jackie W. Deem, Kaplan U.; Jacqueline Einstein, Nova Southeastern U.; Erin Henry, Harvard U.
- Management as Fantasy. The Managerial Work of Catherine Cappe and Faith Gray, 1782-1820. | Linda Perriton, U. of York

#### Sage Publishers Award for Best Management History Division Paper in Leadership

Genesis of Management Thought: Comparison between Early American & British-Indian Railroads | K.V. Mukundhan, Indian Institute of Management, Kozhikode

#### 1707 ☐: (Paper Session) - (MOC) Cognition Under

#### **Uncertainty: Macro Contexts**

11:30am - 1:00pm Loews Philadelphia Hotel: Adams Room Tweet this session: #AOM2014 1707

Chair: Ann E J Kobs-Abbott, Benedictine U.

Palace → ■ Using Oppositional Analysis Grounded in Personal Construct Theory to Elicit Strategic Tensions | Robert Phillip Wright, Hong Kong Polytechnic U.; Mac Wai-Ming MAK, Hong Kong Polytechnic U.

#### **Finalist for MOC Division Best Paper**

- Cognition Under Uncertainty: Empirical Evidence from an Investment- and a Central Bank | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences; Konstantinos Katsikopoulos, Max Planck Institute for Human Development
- Strategic Cognition in Transition? Individual Mental Model Renewal in the Energy Sector. | Vincent de Gooyert, Radboud U. Nijmegen; Etienne Rouwette, Radboud U. Nijmegen; Hans van Kranenburg, Radboud U. Nijmegen; Edward Freeman, U. of Virginia; Harry van Breen, Alliander
- Why Do Some Firms Struggle to Learn from Their Acquisition Experiences: Deep vs. Surface Reflection | Natalia Vuori, Aalto U.; Timo Vuori, Aalto U.; Maurizio Zollo, Bocconi U.

# 1708 → ☐: (MOC) Emotion change: Integrating theoretical conceptualizations and levels of analysis

11:30am - 1:00pm Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014 1708** 

Chair: Olivia Amanda O'Neill, George Mason U. Discussant: Jochen I. Menges, U. of Cambridge

Work effectiveness and the role of expressive response flexibility across situations | Paulo N. Lopes, Catholic U. of Portugal; Carlos Ferreira Peralta, Catholic U. of Portugal

Lashing out when angered by abusive supervision: Can surface acting help? | Ivona Hideg, Wilfrid Laurier U.; Huiwen Lian, Hong Kong U. of Science and Technology; Lindie Liang, U. of Waterloo

The effect of leader emotion management strategies on LMX, performance, and satisfaction | Laura M. Little, U. of Georgia; Janaki Gooty, U. of North Carolina, Charlotte; Michele Williams, Cornell U.

An emotional culture perspective on prosocial behavior and the effects of resource scarcity | Olivia Amanda O'Neill, George Mason U.

# 1709 ← JS: (MOC, CAR) Crafting Resilience: A multilevel examination of resilience resources at work in organizations

11:30am - 1:00pm Loews Philadelphia Hotel: Tubman Room Tweet this session: #AOM2014 1709

Organizers: Brianna Barker Caza, Griffith U.; Mara Olekalns, U. of Melbourne

Discussant: Sally Maitlis, U. of British Columbia

Expressive Writing, Attribution, and Employee Resilience During the Financial Crisis | **Jennifer Tosti-Kharas**, San Francisco State U.

Not so smooth: Responding to adversity in negotiations | Brianna Barker Caza, Griffith U.; Mara Olekalns, U. of Melbourne

Does Pursuing High Reliability Make Individuals More Resilient | Timothy J. Vogus, Vanderbilt U.

Organizational Resilience: Outlining a Construct | Edward H. Powley, Naval Postgraduate School

# 1710 □JS: (MOC, OB) With Whom and What Should I Identify and When? Unpacking Identification and Identity Processes

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room A Tweet this session: #AOM2014 1710

Chairs: Marcie Lensges, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati

Discussant: Batia Mishan Wiesenfeld, New York U.

Centripetal and Centrifugal Social Forces: A Theory of Relational Structure and Team Identification | David A. Harrison, The U. of Texas at Austin; Caroline A Bartel, The U. of Texas at Austin

When the "What" Defines the "Who": Occupational Identity Constellations | David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.

Identity Seasons: Making Sense of Work-family Trade-offs | Patricia Caulfield Dahm, U. of Minnesota; Yeonka Kim, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Spencer Harrison, Boston College

Unhooking and Rehooking Identification: A Study of an Organizational Restructuring | Marcie Lensges, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati

# 1711 : (Paper Session) - (MSR) Repression and discrimination against religion and spirituality in the workplace

11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth A2

Tweet this session: #AOM2014 1711

Chair: Keiko Krahnke, U. of Northern Colorado

How, when, and why displaying one's religious affiliation at work affects evaluator judgments | Lydia Teo, U. of New South Wales; Karyn L. Wang, U. of New South Wales; David Chee-mun Cheng, U. of New South Wales; Ilro Lee, U. of New South Wales

Religiosity and Corporate Illegal Activity | Timothy E. Thorley, Virginia Commonwealth U.; Joe Coombs, Virginia Commonwealth U.; K. Matthew Gilley, Saint Mary's U.; Joseph Paul O'Connor Jr., U. of Texas at El Paso; Curtis L Wesley II, Indiana U. Kelley School

➡≡ Employee voice in workplace religious discrimination legal disputes | Kathy Lund Dean, Gustavus Adolphus College ■Being on the Outer: The Risks and Benefits of Spiritual Self-disclosure at work | Joanna Elizabeth Crossman, U. of South Australia

# 1712 → 🖃 🖑 JS: (MSR, OB, SIM) Research on Workplace Spirituality, Religion and Ethics: Diverse Perspectives

11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 1712

Organizer: Faith Wambura Ngunjiri, Concordia College Chair: David W. Miller, Princeton U.

Spirituality Climate and its Impact on Learning in Teams |
Ashish Pandey, Indian Institute of Technology Bombay; Rajen K
Gupta, Management Development Institute

The Suits Care About Us: Employee Experiences and Perceptions of Workplace Chaplaincy | David W. Miller, Princeton U.; Faith Wambura Ngunjiri, Concordia College

The Effect of Islamic Religiosity on Ethical Judgments: A Behavioral Business Ethics Approach | Faisal Ali Alshehri, The U. of Manchester

An Exploratory Study of Workplace Spirituality and Corporate Ethics | Maureen L. Mackenzie, Molloy College

# 1713 ☐: (Paper Session) - (OB) The More We Get Together: Examining Success, Responsibility, and Turnover in Work Groups

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: **#AOM2014 1713** Chair: **Jeroen de Jong**, Tilberg U.

→ Task Interdependence, Work Group Composition and Turnover: A Longitudinal Study | Christine D. Isakson, Stanford U.; Jesper B Sorensen, Stanford U.

How Strong and Weak Forms of Collective Responsibility Shape Team Processes | Melissa Valentine, Stanford U.

Cohesion Emerges from Critical Incidents | Mai P. Trinh, Case Western Reserve U.

■When Members See Their Team Differently: How Asymmetric Perceptions Undermine Team Success | Jonathon N. Cummings, Duke U.; Esther Sackett, Duke U.

### 1714 : (Paper Session) - (OB) Abusive Supervision and Employee Outcomes: The Role of Affect

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1714

Chair: Dina V. Krasikova, The U. of Texas at San Antonio

- An Emotional Appraisal Theory of How Subordinates Experience Abusive Supervision Over Time | Kyoungjo Oh, Michigan State U.; Crystal I.C. Farh, Michigan State U.
- ☐ Affective Experiences Linking Abusive Supervision to Voluntary Work Behavior | Ann Chunyan Peng, U. of Western Ontario; John Schaubroeck, Michigan State U.
- A Non-Linear Relationship between Abusive Supervision and Subordinates' Job Performance | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology; Zhijun Chen, Shanghai U. of Finance and Economics
- → Abusive Supervision and Employee Task Performance: A Cross-level Model | Junfeng Wu, U. of Illinois at Chicago; Jiwen Song, Renmin U. of China

### 1715 : (Paper Session) - (OB) Leader-Member Exchange: Agreement, Spillover, and Substitutes

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1715

Chair: Yonghong Liu, U. of Miami

- Leader-Member Exchange Development's Missing Link:
  Revisiting Middle-Quality-A Comprehensive Review | Terry
  A. Nelson, U. of Alaska Anchorage; Peter Wright, U. of
  Memphis
- ☐ The Antecedents and Consequences of Leader-Member Exchange (LMX) Agreement | Lu Zhang, Ulsan National Institute of Science and Technology; Caren Goldberg, American U.
- ■Workplace Social Exchange: Substitutes and Neutralizers of LMX in Team Contexts | Linda Chang Wang, Michigan State U.
- → Social Exchange Spillover in Leader-Member Relations:
  A Cross-Domain Approach | Ying Chen, U. of Illinois at
  Urbana-Champaign; Zhen-Xiong Chen, Australian National U.;
  Lifeng Zhong, Renmin U. of China; Jooyeon Son, U. of Illinois
  at Urbana-Champaign

### 1716 =: (Paper Session) - (OB) Speaking Up but Under What Context?

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1716

Chair: Melissa Chamberlin, Arizona State U.

- ■A Meta-analytic Review of Voice Behavior and its Unique Importance to Job Performance | Daniel Newton, Arizona State U.; Melissa Chamberlin, Arizona State U.; Jeffery LePine, Arizona State U.
- Paramata and Social Contexts of Voice: When Speaking Out Benefits (or Harms) You and Your Group | Jin Wook Chang, Carnegie Mellon U.; Jin Nam Choi, Seoul National U.

- ➡☐ Obliged to Speak: An Accountability Model of Upward Constructive Voice in Face Cultures | Tina Davidson, Vlerick Business School
- Managerial Responses to Voice: A Content and Process Model of Managerial Voice-Taking Theory | Wei He, Huazhong U. of Science & Technology; Hao Zhou, Sichuan U.

### 1717 ← ☐: (Paper Session) - (OB) That's Not What I Meant: The Power of Words

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1717

Chair: Michael Palanski, Rochester Institute of Technology

- Email-Sender Emotions | Andrew Brodsky, Harvard U.
- ■■A Lexical Approach to Identifying Dimensions of Organizational Culture | Derek S. Chapman, U. of Calgary; Michelle Marie Chapin, U. of Calgary
- → ►□ \*\* Language, Unearned Status Gain and Intergroup Dynamics in Global Organizations | Tsedal Neeley, Harvard U.; Tracy L. Dumas, The Ohio State U.
- Choosing Your Words Carefully: Leaders' Narratives of Complex Emergent Problem Resolution | Liselore Havermans, VU U. Amsterdam; Anne Keegan, U. of Amsterdam

### 1718 : (Paper Session) - (OB) Antecedents of Individual Network Development

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1718

Chair: Kathleen O'Connor, Cornell U.

- ■To Connect or Disconnect: Changing Workplace Networks in Response to Job Demands | Neha Parikh Shah, Rutgers U.; Andrew Parker, Grenoble Ecole de Management; Christian Waldstrøm. Aarhus U.
- Why Don't We Network More? How Mindsets Determine Networking Experience | Claudius Alexander Hildebrand, Columbia Business School
- Settling In: A Study of Factors Contributing to Network Development and Socialization of Newcomers | Susan S. Fleming, Cornell U.; Alyssa Goldman, Cornell U.; Shelley Correll, Stanford U.; Catherine Taylor, Indiana U.
- → ☐ The Contingent Value of Centrality on Individual Performance: A Multi-Level Analysis | Mian Zhang, Tsinghua U.; Jun Wei, U. of Science and Technology Beijing

# 1719 : (Paper Session) - (OB) Making Sense of Leadership Theories: Pruning, Refining and Extending

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 301 Tweet this session: #AOM2014 1719

Chair: P. D. Harms, The U. of Nebraska-Lincoln

Pruning and Refining Leadership Theories through Meta-analytic Structural Equation Modeling | Ryan K. Gottfredson, California State U., Fullerton; Herman Aguinis, Indiana U., Bloomington

- Beyond the Eye of the Beholder: A Multisource Mediator Model of Leadership Effectiveness | Kai Christian Bormann, TU Dortmund U.; Claudia Krüger, TU Dortmund U.; Jens Rowold, TU Dortmund U.
- → How Outstanding Leaders Lead With Affect: Examining Charismatic, Ideological, And Pragmatic Leaders | Jennifer A Griffith, Alfred U.; Shane Connelly, U. of Oklahoma; Chase

Thiel, Central Washington U.; Genevieve Johnson, U. of Oklahoma

### 1720 ☐: (Paper Session) - (OB) Learning Through Others: Relational Approach to Organizational Learning

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 302

Tweet this session: #AOM2014 1720

Chair: Will Felps, U. of New South Wales

- A Motivation Crowding Effect on Knowledge Sharing within Organizational Flexible Structures | Vincenzo Cavaliere, U. of Florence; Sara Lombardi, Luiss Guido Carli U.
- Learning from Spillovers: Towards an Integrative
   Framework of Intra-Organizational Learning | Roland K.
   Yeo, U. of South Australia / Saudi Aramco
- Developing Organizational Transactive Memory Systems: The Impact of the Costs of Reciprocity | Patrick Figge, U. of Passau; Carolin Haeussler, U. of Passau
- A Multilevel Study of Employees' Individual Learning
   Behavior in Teams | Jeewhan Yoon, George Washington U.;
   D Christopher Kayes, George Washington U.

# 1721 ☐: (Paper Session) - (OB) Misconduct in the Workplace: Crossing the Organizational Levels

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1721

Chair: Thomas E Becker, U. of Delaware

- ☐ Top or Bottom? When/Why Bottom Ranks Elicit More Unethical Intentions than Top/Intermediate Ranks | Tim Vriend, Groningen U. (RuG); Jennifer Jordan, Groningen U. (RuG); Onne Janssen, U. of Groningen
- ☐ From Barrels to Apples: How Organizational

  Transgressions Impact Individual Ethical Decisions | Julia D

  Hur, Northwestern Kellogg School of Management; Brayden G

  King, Northwestern U.; Daniel A. Effron, London Business

  School
- Differential Effects of Billing Styles on Workers' Overbilling | Sreedhari D. Desai, U. of North Carolina; Maryam Kouchaki, Harvard U.
- ■Because We Deserve It: The Influence of Performance Attributions on Corporate Misconduct (WITHDRAWN) | Steffen Keck, Carnegie Mellon U.

# 1722 ☐: (OB) Managing Competing Motivations: How Multiple Interests Shape Ethical Decisions in Organizations

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1722

Organizers: Crystal Reeck, Columbia U.; Malia Mason, Columbia Business School

Discussant: Jason Dana, Yale U.

- A Sense of Invulnerability Predicts Increased Acceptance of and Influence from Conflicts of Interest | Sunita Sah, Georgetown U.; Richard Larrick, Duke U.
- Doing What's Best Instead of What's Best for You: Resisting Temptation in Conflicts of Interest | Crystal Reeck, Columbia U.; Dan Ariely, Duke U.; Rita Ludwig, Harvard U.; Malia Mason, Columbia Business School
- Self-control Promotes Ethical Decisions, but Only When the Conflict is Apparent | Oliver Sheldon, Rutgers U.; Ayelet Fishbach, The U. of Chicago

The Intergroup Attribution Error | Adam Waytz, Northwestern Kellogg School of Management; Liane Young, Boston College; Jeremy Ginges, U. of Melbourne

# 1723 届: (OB) Developments in Conceptualizing and Measuring the Emotional Abilities

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 402 Tweet this session: #AOM2014 1723

Organizers: Daisung Jang, Washington U. in St. Louis; Hillary Anger Elfenbein, Washington U. in St. Louis

Regulatory Flexibility: A New Perspective on "Intelligent" Coping and Emotion Regulation | **George A Bonanno**, Columbia U.; **Charles Levi Burton**, Columbia U.

Relating Emotion Perception and Emotion Regulation Abilities to Network Position | Shira Agasi, U. of Toronto; Stephane Cote, U. of Toronto

- New Directions in Assessing Emotion Abilities | Richard D Roberts, Educational Testing Service; Carolyn MacCann, The U. of Sydney; Filip Lievens, Ghent U.; Jeremy Burrus, Educational Testing Service; Gerald Matthews, U. of Central Florida; Ralf Schulze, U. of Wuppertal
- The Emotional Stroop | Hillary Anger Elfenbein, Washington U. in St. Louis; Daisung Jang, Washington U. in St. Louis; Sudeep Sharma, Washington U. in St. Louis; Jeffrey Sanchez-Burks, U. of Michigan

## **1724** ☐: (Paper Session) - (OB) **To Err is Human: Mistakes, Violations, and Breaches at Work**

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 404 Tweet this session: #AOM2014 1724

Chair: Xander Lub, Vrije U. Amsterdam / Saxion U. of Applied Sciences

- Oops I Did It" or "It Wasn't Me:" An Examination of Psychological Contract Breach Repair Tactics | Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN; Anne O'Leary-Kelly, U. of Arkansas; Elizabeth Welsh, U. of St. Thomas
- ■Linking Negative Work Experience and Family Issues: Spillover and Crossover Models (WITHDRAWN) | Huai-Liang Liang, Air Force Institute of Technology
- ☐ The Temporal Dynamic Relationship between Breach, Violation and Counterproductive Work Behavior | Yannick Griep, Vrije U. Brussel; Tim Vantilborgh, Vrije U. Brussel; Roland Pepermans, Vrije U. Brussel
- Para How Sequences of Breached and Fulfilled Obligations Impact Employee Outcomes | Jeroen de Jong, Open U. Nederland; Thomas Rigotti, Johannes Gutenberg-U. Mainz

### 1725 =: (Paper Session) - (OB) Positive Energy in Organizations: Antecedents and Outcomes

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 406 Tweet this session: #AOM2014 1725

Chair: John Paul Stephens, Case Western Reserve U.

- → ➡■An Elaboration and Test of Framework of Constructive Deviance in Organizations | Abhijeet K. Vadera, Indian School of Business; Dishan Kamdar, Indian School of Business
- ☐ Family Business Response to an Environmental Jolt | Celina Smith, EMLYON Business School

Para How Customer Contact Energizes Organizations: The Vivid Proof of Making a Difference | Petra Kipfelsberger, U. of St. Gallen; Heike Bruch, U. of St. Gallen

When Caring is Mutual - Energy-Giving Client Interactions | Frank Martela, Aalto U.

# 1726 ☐: (Paper Session) - (OB) How Do Leaders Impact Team Performance? Understanding the Nature of the Influence Process

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1726

Chair: Rachel Clapp-Smith, Purdue U., Calumet

- Leader Conscientiousness, Authenticity, and Team
  Attitudes: A Moderated-Mediation Model | Brad Harris, U. of
  Illinois at Urbana-Champaign; Sal Mistry, Texas A&M U.,
  College Station; Michael S. Cole, Texas Christian U.; Bradley L.
  Kirkman, North Carolina State U.
- → Dual-Level Transformational Leadership and Team Information Elaboration | Yahua Cai, Nanjing U.; Liangding Jia, Nanjing U.; Song Chang, Chinese U. of Hong Kong
- Pa Collective and Interpersonal Transformational Leadership, Social Exchanges, and Performance in Teams | Jae Uk Chun, Korea U.; Kyoungmin Cho, U. of Washington, Seattle; John J. Sosik, Pennsylvania State U., Great Valley

### 1727 € □JS: (OB, CM) Bridging the Dark and Bright Sides of Leadership

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 304

Tweet this session: #AOM2014 1727
Organizer: Karen A. Jehn, Melbourne U.

Chairs: Emma Y. Zhao, Melbourne U.; Elizabeth Ann Luckman,

Washington U. in St. Louis

Moderator: Jonathan E. Keeney, U. of North Carolina, Chapel Hill Panelists: David Mayer, U. of Michigan; Jana L. Raver, Queen's U.; Jessica Kennedy, Vanderbilt U.; Rangaraj Ramanujam, Vanderbilt U.; Tanya Menon, The U. of Chicago; David A Hofmann, U. of North Carolina, Chapel Hill

# 1728 ऒ ☐ SHCS: (OB, CM, MOC) In Defense of Anger: The Significance of an Under-Appreciated Moral Emotion

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1728

Chairs: Dirk Lindebaum, U. of Liverpool; Deanna Geddes, Temple U.

- A qualitative study exploring the positive aspects of anger expressions at work on others | Kathryn Moura, Griffith U.; Peter J. Jordan, Griffith U.; Neal M. Ashkanasy, The U. of Queensland, Australia; Ashlea Clare Troth, Griffith U.
- Curtailing Anger In Emergency Departments: Providing Information As A Way Of Reducing Aggression | Dalit M. Lev-Arey, The Academic College of Tel Aviv Yaffo; Dorit E. Treister, Technion Israel Institute of Technology; Anat Rafaeli, Technion Israel Institute of Technology; Hadar Moriah, Technion Israel Institute of Technology; Yakir Rosenfeld, Technion Israel Institute of Technology

Message In The Madness: Finding Value In Anger Expressions At Work | **Deanna Geddes**, Temple U.; **Ronda R. Callister**, Utah State U.

Employee Anger: The Paradox of Resistance and Consent | **Teri Domagalski**, Western Carolina U.

### 1729 JS: (OB, HR, TIM) The Interactionist Perspective on Creativity: Missing Links and New Developments

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1729

Organizer: Robert Litchfield, Washington and Jefferson College Unpacking Individual Team Interactions: The Cross-Level Influence On Individual Creativity | Giles Hirst, Monash U.

- Enabling Co-Creation in Dance: Preconditions and Leadership Style | Mayara Castro, U. Catolica Portuguesa; Celine Abecassis-Moedas, U. Católica Portuguesa; Lucy L. Gilson, U. of Connecticut
- The Interaction of Creativity Leadership and Employee Commitment Motivation | Pamela Tierney, Portland State U.; Lauren Simon, Portland State U.; Hao Zhou, Sichuan U.
- Mastery and Performance Orientation, Transformational Leadership and Creativity | Roni Reiter-Palmon, U. of Nebraska Omaha; Erika Robinson-Morral, American Institutes for Research
- Effects of Need for Cognition, Assigned Goals, and Goal Commitment on Creativity | Robert Litchfield, Washington and Jefferson College

## 1730 ← □JS: (OB, MOC) Walking the Talk: Advancing the Concept of Authenticity Across Levels of Analysis

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1730

*Organizers:* **Brooke R. Buckman**, Florida International U.; **Erica L. Steckler**, Northeastern U.

Discussant: Kimberly D. Elsbach, U. of California, Davis
Being Yourself (Sometimes): Within-Individual Variance in
Authenticity at Work | Amy E. Colbert, U. of Iowa; Matt C
Bloom, U. of Notre Dame; Sheryl Walter, U. of Iowa; Daniel
Goering, U. of Iowa

- Bright and Dark Sides of Authenticity: The Relational Processes of Authentic Self-expression | **Brooke R. Buckman**, Florida International U.
- Identifying Non-Esteem Motives of Collective Identification: A Study of NASCAR Fans | **Kimberly D. Elsbach**, U. of California, Davis; **Dan Cable**, London Business School
- Beyond lip service: Exploring stakeholder constructions of organizational authenticity | **Erica L. Steckler**, Northeastern U.
- Authenticity's role in creating and maintaining a community identity | Jennifer Howard-Grenville, U. of Oregon; Alan D. Meyer, U. of Oregon; Matthew Lee Metzger, U. of Colorado Colorado Springs

#### 1731 ♥ ■ SHCS: (OB, ODC, HR) The Future of Job Design Research: To Reflect and Advance Practice

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 1731

Organizer: Lucy Elisabeth Bolton, Leeds U. Business School Chair: Kerrie Unsworth, U. of Western Australia

A Socio-Technical Approach to Job Design: Linkages with Changing Organizational Business Models | Lucy Elisabeth

- Bolton, Leeds U. Business School; Chris W. Clegg, U. of Leeds; Lauren C Beaumont, U. of Leeds
- Customised Job Design through Employee Self-Concordance | Kerrie Unsworth, U. of Western Australia; Elisa Adriasola, U. of Western Australia
- Co-crafting Jobs in Collaborative Work | **John Cordery**, U. of Western Australia
- Job Design and Entrepreneurship | Michael Frese, National U. of Singapore

# 1732 ← JS: (OB, RM) The Power of Words and Leadership Ratings: What We Know, What We Don't Know, and Why it Matters

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1732

Discussant: Susan Elaine Murphy, U. of Edinburgh Business School

- Leaders' Words and Meaning: But Meaning for Whom? | Michael Mumford, U. of Oklahoma; Kelsey Medeiros, U. of Oklahoma
- Metaphor Use and Charismatic Leadership | Ronald E. Riggio, Claremont McKenna College; Jefferey Mio, California Polytechnic State U.
- Words in the Measurement of Leadership: Stories and Lessons from the Trenches | Francis J. Yammarino, Binghamton U.
- Remember v. Know Judgments: The Illustrative Case of the MLQ Form X | Tiffany Keller Hansbrough, Fairleigh Dickinson U.; Birgit Schyns, Durham U.

# 1733 : (Paper Session) - (OCIS) Seeking Resources from Outside the Firm: Outsourcing & Crowdfunding

11:30am - 1:00pm Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 1733

Discussant: Rajiv Kishore, U. at Buffalo, the State U. of New York

- Pa ── How Different are Crowdfunders? Examining Archetypes of Crowdfunders and Their Choice of Projects | Yan Lin, Nanyang Technological U.; Wai Fong Boh, Nanyang Technological U.; Kim Huat Goh, Nanyang Technological U.
- → Crowdfunding in Action: How Institutional Logics Encourage and Constrain Affordance Perception | Claire Ingram, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics; Emmanuelle Vaast, McGill U.
- Pu Intra- and Inter-organizational Controls in Outsourcing:
  Controlees' Perspectives | Simy Joy, U. of East Anglia; Latha
  Poonamallee, Michigan Technological U.
- Boundary Spanners and Client Vendor Relationships in IT Outsourcing: A Social Capital Perspective | Smita Chattopadhyay, Infosys Limited; Madhuchhanda Das Aundhe, Infosys Limited

## 1734 : (Paper Session) - (OCIS) Culture, Meaning, and Knowledge Sharing

11:30am - 1:00pm Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1734

Discussant: Virginia Bodolica, American U. of Sharjah

■ Influencing Factors and Effects of Transfer of Traditional Chinese Medicine Tacit Knowledge | Mei Yang, Heng Dao Firms Management Consulting Co.Ltd; Yunshi Mao, National Sun Yat-sen U.

- ■Reciprocity in Knowledge Sharing Research: An Attempt to Consolidate Diverse Meanings and Uses | Megan Lee Endres, Eastern Michigan U.; Sanjib K Chowdhury, Eastern Michigan U.
- ■What Happens When Analytics Lands in the Organization? Studying Epistemologies in Clash | Stella Pachidi, VU U. Amsterdam; Hans Berends, VU U. Amsterdam; Samer Faraj, McGill U.; Marleen Huysman, VU U. Amsterdam; Inge van de Weerd, VU U. Amsterdam

# 1735 : (Paper Session) - (OCIS) Measuring Effects of Information Technology Use on Performance

11:30am - 1:00pm Pennsylvania Convention Center: Room 110 B Tweet this session: #AOM2014 1735

Discussant: Jon W Beard, George Mason U.

- ☐ Getting Boundary Conditions Right: Towards a
  Classification of the Information Economy Sectors | Olav
  Spiegel, U. of Cologne; Puja Abbassi, U. of Cologne; Matthäus
  Paul Zylka, U. of Bamberg; Oliver Posegga, U. of Bamberg; Kai
  Fischbach, U. of Bamberg; Daniel Schlagwein, U. of New
  South Wales; Detlef Schoder, U. of Cologne
- No Place Like Home: The Effect of Telework Gains on Knowledge Worker Productivity | Nick van der Meulen, Erasmus U. Rotterdam; Peter van Baalen, Erasmus U. Rotterdam; Eric van Heck, Erasmus U. Rotterdam
- ■IT Enabled Organizational Agility and Firm Performance: Evidence from Chinese Firms | Yunshi Mao, National Sun Yat-sen U.; Jing Quan, Salisbury U.; Weitao Zhang, National Sun Yat-sen U.
- □ Information Technology Capability and Stock Returns: Theory and Evidence | Sunil Mithas, U. of Maryland; Ali Tafti, U. of Illinois at Chicago; Michael D Kimbrough, U. of Maryland; Ruchika Sethi, U. of Illinois at Urbana-Champaign

## 1736 : (Paper Session) - (OCIS) Language and Identity on the Web

11:30am - 1:00pm Pennsylvania Convention Center: Room 112 B Tweet this session: **#AOM2014** 1736

Discussant: Steven L. Johnson, Temple U.

- → Discourses on Gender Diversity on Corporate
  Websites: A Systemic Functional Linguistics Analysis |
  Florence Villeseche, Copenhagen Business School
- Privacy Calculus Revisited | Christian Pieter Hoffmann, U. of St. Gallen; Miriam Meckel, U. of St. Gallen; Lea Sophie Aeschlimann, U. of St. Gallen
- ■The Role of Cultural Entrepreneurship and Website Design in Cultural Identity Restoration | Amber Young, U. of Oklahoma; Shaila Miranda, U. of Oklahoma

### 1737 ☐: (Paper Session) - (OM) Implications Of Managerial And Strategic Bias

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 409 Tweet this session: #AOM2014 1737

Chair: Veronica H. Villena, Pennsylvania State U.

- □ Contextual Influences on Managerial Attitudes toward Supplier Integration: A Cross-Country Study | Thomas Kull, Arizona State U.; Sophie Yang Yang, Arizona State U.; Abraham Y. Nahm, U. of Wisconsin, Eau Claire; Benbo Li, Chongqing U.
- □ Ambitious Goals, Supply Chain Function's Strategic Importance, and Supply Chain managers' Behavior | Veronica H. Villena, Pennsylvania State U.; Guanyi Lu, Oregon State U.; Luis R Gomez-Mejia, Texas A&M U.; Elena Revilla, IE Business School
- Short-Term Bias & Strategic Misalignment in Operational Solutions: Perceptions, Tendencies & Traps | Paulo Goncalves, Massachusetts Institute of Technology; Rick Hardcopf, U. of Minnesota; Elliot Bendoly, Emory U.; Kevin Linderman, U. of Minnesota
- How can varying ambilateral controls promote offshore outsourcing success? Evidences from China | Songyue Zheng, Xi'an Jiaotong U.; Yi Liu, Shanghai JiaoTong U.; Yuan Li, Shanghai JiaoTong U.

## 1738 ☐: (Paper Session) - (OMT) Power in and Around Organizations

11:30am - 1:00pm Pennsylvania Convention Center: Room 102 A Tweet this session: #AOM2014 1738

Chair: Bryant A. Hudson, Florida Atlantic U.

- Deconstructing Decoupling: How power shapes diversity management implementation. | Shawna Bowden Vican, Harvard I.I.
- Indirect Relationships, Generalized Exchanges, and Stakeholder Power | Wen Feng, Massachusetts Institute of Technology
- ■How power differences affect interfirm learning, and what to do about it | Marjolein Caniels, Open U. Nederland; Paul Ghijsen, Open U. Nederland
- ■Low Power Actor Reshaping External Regulatory Environment: Honda and Emission Standards in Japan | Ei Shu, Kyushu U.; Arie Y. Lewin, Duke U.

# 1739 ☐: (Paper Session) - (OMT) Theories of Institutional Theory: New Perspectives on Institutions, Fields, and Complexity

11:30am - 1:00pm Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 1739

Chair: Julia L. Carboni, Indiana U. - Purdue U., Indianapolis

- Reading the field: Some consequences of the differing legibility of institutional arrangements | Christopher William John Steele, Northwestern Kellogg School of Management
- Success in Unusual Settings How Organizations Succeed in Continuously Disrupted Environment | Ramzi Fathallah, Western U.
- Taking stock of Institutional Theory using Topic Modeling | Pooya Tavakoly, U. of Alberta; Sébastien Mena, Cass Business School, City U. London; Jochem Kroezen, Erasmus U. Rotterdam

■ Toward a foundation of material approaches in neo-institutional theory: a bricolage approach | Melodie Aude Cartel, Mines ParisTech; Eva Boxenbaum, Mines ParisTech

### 1740 : (Paper Session) - (OMT) Research on New Venture Creation and Growth

11:30am - 1:00pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1740

Chair: Michael G. Hendron, Brigham Young U.

- Entrepreneurship in Regulated Markets:Framing Contests to Introduce Pay TV in the US | Kerem Gurses, La Salle U.; Pinar Ozcan, Warwick Business School
- → ☐ Human Capital and Returnee Entrepreneurship with Market-oriented Institutional Change | Chuck Eesley, Stanford U.; Delin Yang, Tsinghua U.; Wenhao Li, Tsinghua U.; Yiyuan Mai, Huazhong U. of Science & Technology
- Durable Dominance: Dominant Entrenchment through Open Competition | Johan S. G. Chu, U. of Michigan, Ann Arbor
- Experimental and Structural Adaptation Mechanisms of New Ventures in Nascent Markets | Bart Clarysse, Imperial College Business School; Mike Wright, Imperial College London; Charlotte Pauwels, Imperial College Business School

## 1741 ☐: (Paper Session) - (OMT) Changing Organizations and Industries: Perspectives on Innovation and Action

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1741

Chair: Stratos Ramoglou, U. of Southampton

- The phases to path-breaking actions: Increasing susceptibility and appearing opportunities | Juha S. Laurila, U. of Turku
- ☐ Identity Ambidexterity During Periods of Technology Change and Instability: Swiss Watchmaking | Ryan Raffaelli, Harvard U.
- Interaction, Ideology, and Identity in the U.S. Senate, 1979-2001 | Christopher C. Liu, U. of Toronto; Sameer B. Srivastava, U. of California, Berkeley
- Evolution and Firm Survival in Vertically Related Populations: The German Piano Industry | Roland A. Stuerz, Max-Planck Institute

### 1742 : (Paper Session) - (OMT) The Effectiveness of Corporate Governance

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 A Tweet this session: #AOM2014 1742

Chair: Nikolaos Kavadis, Erasmus U. Rotterdam

- ■Smart Investors or Myopic Traders? Governance Role of Institutional Investors at a M&A Wave | Changhyun Kim, U. of North Carolina, Chapel Hill
- Evolutionary and Co-Evolutionary Dynamics of Ownership and Control Linkages in Networked Economy (WITHDRAWN) | Tamar Sagiv, Tel Aviv U.
- Governance and Effectiveness of Multi-Organizational Collaborations | Thomas A de Vries, U. of Groningen; Frank Walter, Justus-Liebig-U. Giessen; Gerben van der Vegt, U. of Groningen; Peter Essens, TNO
- Goals and Governance, Complements or Substitutes?:
   Performance in a Government Organization | George A.
   Shinkle, U. of New South Wales; Miles Min-Huei Yang, U. of

New South Wales; **Feifei Yang**, U. of New South Wales; **John Elshaw**, Air Force Institute of Technology; **Deidra J Schleicher**, Texas A&M U.

## 1743 ☐: (Paper Session) - (OMT) Innovation and the Top Management Team

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 1743

Chair:

- Leadership and Innovation Outcomes at Service Firms: Do CMOs matter? | Adam J Bock, U. of Edinburgh
- ☐ Top And Middle Management Influences On Management Innovation: The Role Of Demographic Similarity | Mariano L.M. Heyden, U. of Newcastle, Australia; Jatinder S. Sidhu, Erasmus U. Rotterdam; Sebastian Fourné, Erasmus U. Rotterdam
- ☐ The Role of Top Management Teams in Enabling and Sustaining Contextual Ambidexterity | Eric Knight, The U. of Sydney; Suresh Cuganesan, Swinburne U.
- ■The Effects of Business and Political Ties on Exploratory Innovation | Zhongfeng Su, Nanjing U.; Haibin Yang, City U. of Hong Kong

### 1744 ⊟: (Paper Session) - (OMT) So You Want a Promotion: The Politics of Career Pathways

11:30am - 1:00pm Pennsylvania Convention Center: Room 119 B

Tweet this session: #AOM2014 1744 Chair: Adam Cobb, U. of Pennsylvania

- ■What's the Value of Social Capital? A Within-Person Job Offer and Choice Test | Jason Greenberg, New York U.;
- Roberto Fernandez, Massachusetts Institute of Technology

  Networking throughout the career cycle: The role of agency
- and imprinting | Claudia D. Jonczyk, ESCP Europe; Ben M. Bensaou, INSEAD; Charles D. Galunic, INSEAD
- ■The effect of political skill and social network structure on innovation and career success | Travis J Grosser, U. of Connecticut
- → Marginal Man on Contentious Boundary: Chinese Political Elites' Career Mobility | Dali Ma, Drexel U.; Yang Cao, U. of North Carolina, Charlotte

#### 1745 🖃: (Paper Session) - (OMT) Scanning and Search: New Evidence

11:30am - 1:00pm Pennsylvania Convention Center: Room 202 B Tweet this session: #AOM2014 1745

Chair.

- Organizational Problems as Antecedents of Goal Dimension Adoption and Abandonment | Peter M. Madsen, Brigham Young U.
- ☐ The Search Environment Is Not Benign: Reassessing The Social Risks Of Intra-Organizational Search | Sam MacAulay, Imperial College London; John T Steen, The U. of Queensland, Australia; Tim Kastelle, The U. of Queensland, Australia
- ■Local Search or Overall Sensing? Determining M&A Target in Network Embeddedness | RungTai Wu, National Tsing Hua U.; Bou-Wen Lin, National Tsing Hua U.
- ■Work friends forever? Understanding why former employees maintain prior workplace relationships | Ian J.

Walsh, U. of Massachusetts Amherst; Zhi Huang, Hong Kong U. of Science and Technology; Daniel Halgin, U. of Kentucky

# 1746 ☐: (Paper Session) - (OMT) Routines, Networks and the Structuring of Tasks

11:30am - 1:00pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1746

Chair: Mallika Banerjee, McGill U.

- Negotiating task jurisdiction: The effects of imposing a formal logic of action on situated practice | **Kathleen H Pine**, Intel Labs; **Melissa Mazmanian**, U. of California, Irvine
- Facts & Figuring: Network Structure & Performance in Information & Solution Spaces | Jesse Shore, Boston U.; Ethan S. Bernstein, Harvard U.; David Lazer, Northeastern U.
- Routines resistance: How conflicts within transactive memory obstruct routinization | Peter T. Bryant, IE U. IE Business School; Nathalie Lazaric, U. of Nice Sophia Antipolis; Moustapha Niang, U. of Nice Sophia Antipolis
- Coupling Projects, Ties and Practices: Project Networks as Adaptive Relational Systems | **Stephan Manning**, U. of Massachusetts Boston

# 1747 € □ JS: (OMT, BPS) Juggling too Many Things or Spicing Things Up? The Challenge of Managing Social Business

11:30am - 1:00pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 1747 Chair: Frederic Dalsace, HEC Paris

Discussant: Marya L. Besharov, Cornell U.

- Aligning and Weaving: Managing the Institutional Logic of Collaborative Social Ventures | Nicola C. Dragonetti, HEC Paris; Frederic Dalsace, HEC Paris; Clémence Patureau, HEC Paris
- Social Business in Emerging Markets: Philanthropic Choice or Operational Imperative? | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
- No toilet, No Bride: Gender Power and Institutional Dynamics in Fighting Inequality | Johanna Mair, Stanford U.; Marc Schneiberg, Reed College; Sander Wagner, U. Pompeu Fabra
- Key Business Model Factors for Reducing Poverty through Employment in the BPO Sector | **Kevin McKague**, York U.; **Aneel Karnani**, U. of Michigan, Ann Arbor

# 1748 € ﷺ: (Paper Session) - (ONE) Corporate Governance & Reporting

11:30am - 1:00pm Pennsylvania Convention Center: Room 103 B Tweet this session: #AOM2014 1748

Chair: Susan E. Jackson, Rutgers U.

- → Activism of Pension Funds and Environmental, Social, and Corporate Governance Of Investee Firms | Karina Rodrigues Pereira, The U. of the Sinos Valley (UNISINOS); Iuri Gavronski, The U. of the Sinos Valley (UNISINOS); Tiago Wickstrom Alves, The U. of the Sinos Valley (UNISINOS); Vinicius Machado Nardi, The U. of the Sinos Valley (UNISINOS)
- ☐ Third-party Assurance of Global Reporting Initiative
  Sustainability Reports a Signal of Quality? | Edeltraud
  Guenther, Technische U. Dresden; Claudia Poser, Technische
  U. Dresden

- An Institutional Account of Why Companies Do Not Produce Sustainability Reports | Colin Patrick Higgins. Deakin U.; Wendy Stubbs, Monash U.; Markus J. Milne, U. of Canterbury
- Supporting Suppliers' Economic Sustainability: Are Price Premiums Enough? | Andrea Maria Prado, INCAE Business School; Bernard Kilian, INCAE Business School

#### 1749 € → 🔙: (Paper Session) - (ONE) Community Resilience & Climate Change

11:30am - 1:00pm Pennsylvania Convention Center: Room 108 A

Tweet this session: #AOM2014 1749

Chair: W Edward Stead, East Tennessee State U.

- → The Role of Disaster Entrepreneurship in Building Community Resilience | Martina K. Linnenluecke, The U. of Queensland, Australia; Brent A McKnight, McMaster U.
- What Doesn't Kill You Makes You Stronger: A Multi-Level Process Theory For Organizational Resilience | Yang Yang, Rowan U.; Pratima Bansal, U. of Western Ontario; Mark R DesJardine, Western U.
- Developing the Discourse on Resilience: Climate Change Adaptation in the U.S. Ski Industry | Viviane Clement, George Washington U.; Jorge Rivera, George Washington U.; Pete Tashman, Portland State U.
- → Millennial Entrepreneurs and Climate Change Management - A Cross Country Analysis of Innovation Nakul Gupta, Indian Institute of Management Kashipur; Jyotsna Bhatnagar, Management Development Institute

#### 1750 € \( ! \text{Paper Session} \) - (ONE) Performance,

#### Resources, & Technology

11:30am - 1:00pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 1750

Chair: Ivan Montiel, Loyola Marymount U.

- Fortune 500 Companies? | David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; James Gaskin, Brigham Young U.
- ■Trading Credits, Trading Credibility: A Conceptual Model for Social-benefit Market Creation | Jacqueline Corbett, Laval U., Quebec, Canada; A. Wren Montgomery, Queen's U.
- Information Technology Organizations | Jingfang Liu, Fudan
- Sustainability Research: Role of Social Movements. Institutionalization & Resource Mobilization | Wenpin Tsai, Pennsylvania State U.; Thinley Tharchen, Pennsylvania State U.

#### 1751 =: (Paper Session) - (PNP) Capacity and Structure in **Nonprofit Organizations**

11:30am - 1:00pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 1751

Chair: Kirsten Gronbjerg, Indiana U.

- → Impact of Formal Organization Characteristics on Active Membership in Voluntary Associations | Sonja Graf, U. of Fribourg; Markus Gmuer, U. of Fribourg
- Revisiting Nonprofit Carrying Capacity | Robert K Christensen, U. of Georgia; Laurie E. Paarlberg, U. of North

- Carolina, Wilmington; Rebecca Nesbit, U. of Kansas; Justin B Bullock. Texas A&M U.
- Organizational Configurations and Visibility of Value | Saulo Dubard Barbosa, EMLYON Business School; Giovany Cajaiba-Santana, Kedge Business School; Marina Florêncio de Macêdo, Florencio Consulting
- Impacts of Inter-Organizational Collaboration on Nonprofit Human Resource Capacity | Khaldoun AbouAssi, Texas A&M U., College Station; Suyeon Jo, Texas A&M U., College

#### 1752 : (Paper Session) - (PNP) Public Service Motivation: **Evolving Knowledge**

11:30am - 1:00pm Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 1752

Chair: Rhys Andrews, Cardiff U.

- Do Social Networks Matter to Development of Public Service Motivation? | Jeongyoon Lee, U. at Albany - State U. of New York; Manabu Nakashima, U. at Albany - State U. of New York; **R Karl Rethemeyer**, U. at Albany - State U. of New York
- ■When Does Public Service Motivation Relate to Organizational Commitment? A Three-Way Interaction Wisanupong Potipiroon, U. at Albany - State U. of New York; Michael T. Ford, Albany State U.
- □ High Performance HR Practices & Employee Outcomes: Examining the Mediating Effect of PSM I Julian Seymour Gould-Williams, Cardiff U.; Ahmed Mostafa, Cardiff U.; Paul Bottomley, Cardiff U.
- Encouraging Innovative Behavior: The Effects of Leader-Member Exchange and Public Service Motivation Deneen M. Hatmaker, U. of Connecticut; Shahidul Hassan, The Ohio State U.; Bradley E. Wright, U. of Georgia

1753 : (Paper Session) - (PNP) Multi-Sector Collaboration 11:30am - 1:00pm Pennsylvania Convention Center: Room 125 Tweet this session: #AOM2014 1753

Chair: **R Karl Rethemeyer**, U. at Albany - State U. of New York The Four Cs of Disaster Partnering: Communication, Cooperation, Coordination and Collaboration | Eric C. Martin, Bucknell U.; Isabella M. Nolte, U. of Hamburg; Emma Vitolo, Bucknell U.

- → Exploring the Tensions of Collaboration among International Public Agencies | Valentina Mele, Bocconi U.; Giulia Cappellaro, Bocconi U.
- ■Back to Normal: Network Integration, Cognitive Accuracy, and Organizational Recovery | Sangyub Ryu, International U. of Japan; Sang Ok Choi, Korea U.
- Civic Engagement and Advocacy in Public-Nonprofit Partnerships | David Suarez, U. of Washington; Nicole Esparza, U. of Southern California

#### 1754 → ← .: (Paper Session) - (SAP) The Power of Words in Strategizing Activities

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1754

Chair: Charlotte Cloutier, HEC Montreal

Saying What You Do and Doing What You Say: The Performative Dynamics of Lean Management Discourse |

- Viviane Sergi, UQAM; Maria Lusiani, HEC Montreal; Ann Langley, HEC Montreal; Jean-louis Denis, ENAP
- ■How Do "The RHD" Achieve the Illocutionary Act? -Concerning the Reform of SOE | Yi Guo, East China U. of Science andTechnology
- Untestable Truths (or: Knowledge Words Can Bring) | Julian Friedland, George Washington U.

#### 1755 : (Plenary) - (SIM) SIM Plenary

11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom B

Tweet this session: #AOM2014 1755

"SIM: Making a Difference, Making an Impact?!" Audience participation requested.

Division Chair: Jennifer J Griffin, George Washington U. Division Chair-Elect: Michael Barrett, U. of Cambridge Program Chair: Harry J Van Buren, U. of New Mexico

### 1756 : (Paper Session) - (TIM) Recombination and Innovation Performance

11:30am - 1:00pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1756

Chair: Douglas Paul Hannah, Stanford U.

- ₽ Competition in the Search for Innovation: Getting Ahead by Falling Behind | Douglas Paul Hannah, Stanford U.; Henning Piezunka, Stanford U.
- PaA Template for Invention: Renewing & Recycling Knowledge Components | Tufool Alnuaimi, Imperial College London; Gerard George, Imperial College London; Simon JD Schillebeeckx, Imperial College Business School
- Variability versus Stability: How the Modes of Technological Recombination Matter for NPD? | Hamid Mazloomi Khamseh, ESC Rennes School of Business; Maryam Nasiriyar, ESC Rennes School of Business
- Recombinant search through corporate spinouts: Evidence from the ICT Industry | Bruno Cirillo, SKEMA Business School

## **1757** ☐: (Paper Session) - (TIM) Inter-firm Networks and Diversity

11:30am - 1:00pm Pennsylvania Convention Center: Room 111 B Tweet this session: #AOM2014 1757

I weet this session: #AUM2014 1/5/

Chair: Shweta Gaonkar, U. of Maryland

- The Influence of Industry & Firm-specific Technological Turbulence on the Portfolio Dynamics of IORs | Tim de Leeuw, Eindhoven U. of Technology; Geert Duysters, Tilburg U.; Victor Gilsing, Tilburg U.
- The Effect of Participant Diversity on Perceived Merits of Collaborative Innovations | Jade Yu-Chieh Lo, Drexel U.; Haiyang Li, Rice U.
- New Development in Idea Sharing: Intrafirm Knowledge Flow across Borders through Co-invention | Guangwei Li, Carnegie Mellon U.; Francisco Veloso, Catolica Lisbon / Carnegie Mellon
- ■Do Technological Resources Influence Competitive Brokerage? An Analysis In A Competition Network | Mariana Giovanna Andrade Rojas, The U. of Hong Kong; Abhishek Kathuria, The U. of Hong Kong

#### **1758** □: (Paper Session) - (TIM) **Dreamers**, **Hobbyists**,

#### **Generalists: Cognitive Styles and Creativity**

11:30am - 1:00pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1758

Chair: John E. Ettlie, Rochester Institute of Technology

- ■The Renaissance Man is not Dead! The Role of Generalists Teams of Inventors | Eduardo Melero, U. Carlos III de Madrid; Neus Palomeras, U. Carlos III de Madrid
- ☐ Cognitive Style, Innovation and Attitude Toward Dreams |

  John E. Ettlie, Rochester Institute of Technology
- Spanning the Home/Work Creative Space: Leisure Time, Hobbies and Organizational Creativity | Lee N. Davis, Copenhagen Business School; Jerome D. Davis, Copenhagen Business School; Karin Hoisl, U. of Munich
- Pa Combining versus transforming knowledge? A comparison of the volume and novelty of new ideas | Susan A Hill, Cass Business School, City U. London

### 1759 🖃: (Paper Session) - (TIM) Profiting from Open and User Innovation

11:30am - 1:00pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 1759

Chair: Frank Nagle, Harvard U.

- Proprietary Benefits from Open Communities: How MakerBot Leveraged Thingiverse in 3D Printing | **Joel West**, Keck Graduate Institute; **George Kuk**, The U. of Nottingham
- Public Digital Goods and Firm Productivity | Frank Nagle, Harvard U.
- A Behavioral Perspective on Open Innovation: A Defense Mechanism or an Offensive Weapon? | Seidali Kurtmollaiev, NHH Norwegian School of Econ. & Bus. Adm.; Keld Laursen, Copenhagen Business School; Per Egil Pedersen, NHH Norwegian School of Econ. & Bus. Adm.
- Diffusion as a Validation Process: Learning from Patient Innovators | Tomas Fidelis, Catolica Lisbon School of Business and Economics; Leid Zejnilovic, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; Pedro Oliveira, Catholic U. of Portugal

## **1760 □**: (Paper Session) - (TIM) **Supply Chain Innovation** and Integration

11:30am - 1:00pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1760

Chair: Florence Charue Duboc, Cnrs - Ecole Polytechnique of Paris

- ■Innovation in the Automotive Supply Chain | Jennifer Kuan, Stanford U.; Daniel Snow, Brigham Young U.; Susan Helper, Case Western Reserve U.
- Establishing relationships with suppliers with distant knowledge to target discontinuous innovation | Sihem Ben Mahmoud-Jouini, HEC Paris; Florence Charue Duboc, Cnrs -Ecole Polytechnique of Paris
- ➡☐ Use of cloud computing, web 2,0 and operational performance: the role of supply chain integration | Sebastian Bruque, U. of Jaén; Jose Moyano, U. of Jaén; Juan Manuel Maqueira, U. of Jaén
- ■Process Innovation Propagation: Appropriating Supply Chain Innovation Returns | Eman Nasr, Wilfrid Laurier U.; Hamid Noori, Wilfrid Laurier U.

#### 1761 : (Paper Session) - (TIM) Organization Structure and Innovation

11:30am - 1:00pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1761 Chair: Kelly E. See, New York U.

Family Firms and their Prioritization of Resources for Exploratory or Exploitative Innovation | Viktoria Veider, U. of

- ■How Resource Structuring and Strategic Flexibility Affects Radical Innovation: A Fitting Perspective | Yucheng Ma, Shanghai JiaoTong U.
- ₱ The Influence of Hierarchy on Innovation and Idea Selection: A Process View | Dongil Daniel Keum, New York U.; Kelly E. See, New York U.
- Organizing for Breakthrough Innovation: Leadership, Structures, and Processes | Gina Colarelli O'Connor, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute; Byung-Chul Choi, Rensselaer Polytechnic Institute; Judy Ma, Rensselaer Polytechnic Institute

#### 1762 JS: (TIM, BPS, OMT) Institutional Shifts, Scientific Professionals, and the Direction of Technical Activity

11:30am - 1:00pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1762

Chair: Erica Renee Fuchs, Carnegie Mellon U.

Discussant: Jeff Furman, Boston U.

Organizational Influence in Autism Diagnosis: Adaptation from Imprinting | Phech Colatat, MIT Sloan

Problem Solvers to Solution Seekers: Knowledge Boundary & Professional Identity Work by R&D Member | Hila Lifshitz-Assaf, Harvard U.

Generalists, Specialists, and the Direction of Inventive Activity | Florenta Teodoridis, U. of Toronto

Seeing Rainbows While Others Flee: Inventor Mobility & Technology Directions Post Telecom Bubble | Eyiwunmi Akinsanmi, Carnegie Mellon U.; Ray Reagans, MIT Sloan; Erica Renee Fuchs, Carnegie Mellon U.

#### Tuesday 11:45AM

#### 1763: (ICW) Mindfulness at Work Microcommunity Gathering

11:45am - 1:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 1763

In 2013, a group of scholars interested in research and/or teaching on mindfulness came together to form a mindfulness at work microcommunity. We have created a website to share resources and build a community:

http://www.csulb.edu/mindfulnessatwork/vision.html. Join us for a gathering to meet each other and learn more about what our colleagues are working on related to mindfulness. Open to all. Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

#### Tuesday 1:15PM

### 1764: (AAA) Membership Committee Closing Debrief

1:15pm - 2:45pm Pennsylvania Convention Center: Room 105 B Tweet this session: #AOM2014 1764

Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year's activities.

#### 1765 🖘 🗨 💻: (Paper Session) - (BPS) Competition and Innovation

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 1765

Chair: Robert C. Seamans, New York U. ☐ Closing One Door but Opening Another: Deterrence and Shifts in Direction of Resource Accumulation | Francisco Polidoro, The U. of Texas at Austin; Puay Khoon Toh, U. of

■The 'Complicated Life' of Managing Innovation | Kenneth Younge, Purdue U.; Tony W. Tong, U. of Colorado

- Parallel Search as a Competitive Response: How Technological Positioning Affects R&D Strategy | Elad Green, New York U.
- → A Process Model of Complementary Asset-Destroying Discontinuity in the Italian Newspaper Industry | Alessio Cozzolino, Bocconi U.; Gianmario Verona, Bocconi U.

#### 1766 → \(\overline{A}\): (BPS) Tensions Between Government, Industrial Innovation, and Energy Efficiency in China

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1766

Chair: John Paul Helveston, Carnegie Mellon U.

Discussant: Gary Herrigel, The U. of Chicago

Firm-level Energy Efficiency Gains Within China's Industries: The Role of Ownership | Valerie Karplus, MIT Sloan; Cao Jing, Tsinghua U.

- State and Market: Institutions of Technology Standardization in China | Michael Murphree, U. of South Carolina; Dan Breznitz, Georgia Tech
- Contradictory or Complementary? Innovation and Manufacturing Policy in China's Wind and Solar Se... Jonas Nahm, MIT Sloan
- Will Subsidies Drive Electric Vehicle Adoption? Measuring Consumer Preferences in the U.S. and ... | John Paul Helveston, Carnegie Mellon U.; Yimin Liu, Ford Motor Company; Elea McDonnell Feit, The Wharton School, U. of Pennsylvania; Erica Renee Fuchs, Carnegie Mellon U.; Erica Klampfl, Ford Motor Company; Jeremy Michalek, Carnegie Mellon U.

#### **1767** ■: (Paper Session) - (BPS) Organizational Search, Managerial Attention and Firm Strategy

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor A

Tweet this session: #AOM2014 1767

Chair: Stephen M Garcia, U. of Michigan

- ₽ Shifting Focus: Sources of Managerial Attention to New Activities in the Venture Capital Industry | J.P. Eggers, New York U.; Violetta Gerasymenko, U. Nova of Lisbon
- ☐ How Much Does the Successful Search for New Strategies Depend on Cognitive Prior Assumptions? | Timo Ralf Ehrig. Max Planck Institute for Mathematics in the Sciences
- Attentional Attributions of Deservingness: The case of Resource Allocation to Academic Scientists | Anand Nandkumar, Indian School of Business; Dutt Dev Harsha Tadikonda, Indian School of Business

☐ The Emergence of Choice Patterns: Evidence from a Laboratory Study | Daniella Laureiro-Martínez, ETH Zurich; Stefano Brusoni, ETH Zurich; Amulya Tata, ETH Zurich; Maurizio Zollo, Bocconi U.

### 1768 ♥→ ☐: (Paper Session) - (BPS) Corporate Governance in Entrepreneurial Firms

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 10 Tweet this session: #AOM2014 1768

Chair: Guoli Chen, INSEAD

- ➡☐ To Formalize or Not to Formalize: Entrepreneurship and Pro-market Institutions | Luis Alfonso Dau, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.
- Agency Problems in Entrepreneurial Firms | Elena Kulchina, Duke U.
- ■What Leads to Business Model Innovation in New Firms? | Yuliya Snihur, Toulouse Business School; Christoph Zott, IESE Business School

# 1769 ☐: (Paper Session) - (BPS) Learning to Explore and Learning to Exploit

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 2

Tweet this session: #AOM2014 1769

Chair: Anindya Ghosh, IESE Business School

- ☐ The Impact of Strategic Alliance Experience on Acquisition Premiums and Post-Acquisition Performance | Sam Yul Cho, Oregon State U.; Jonathan D. Arthurs, Oregon State U.; Arvin Sahaym, Washington State U.; John Cullen, Washington State U.
- Learning from Prior Restructuring Activities to Make Acquisitions in an M&A Wave | Trang Thu Doan, U. of Antwerp; Padma Rao Sahib, U. of Groningen; Arjen Van Witteloostuijn, U. of Antwerp
- Learning to do What? How Acquisition Experience Affects
  Learning to Select and Add Value | Francesco Castellaneta,
  Catolica Lisbon School of Business and Economics; Raffaele
  Conti, Catolica Lisbon School of Business and Economics
- Trade-off between Types of Experience and the Role of Learning Trajectories in New Niche Entry | Hakan Ozalp, Bocconi U.; Jay R. Horwitz, Bocconi U.; Franco Malerba, Bocconi U.

## 1770 → ← □: (Paper Session) - (BPS) Theory of the Multinational Firm

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1770

Chair: Rakesh B. Sambharya, Rutgers U.

- → A Simultaneous Study of Outsourcing and Location Choices: Implications for the Theory of the Firm | Michael J. Leiblein, The Ohio State U.; Marcus M. Larsen, Copenhagen Business School; Torben Pedersen, Copenhagen Business School
- ☐ International Customer's Willingness to Offer Favorable Prices to OEM Suppliers: Theory and Evidence | Szu-Yu Chou, National Chiayi U.; Jyh-Shen Chiou, National Chengchi U.; Danchi Tan, National Chengchi U.
- Pa Affiliation to Business Groups: Strategizing or Economizing Mechanism? Evidence From 'Arab Spring' | Addis Gedefaw Birhanu, Bocconi U.

Revisiting the Firm Ownership and Performance Debate in an Emerging Economy during Economic Reforms | Amit Baran Chakrabarti, Indian Institute of Management Calcutta; Sougata Ray, Indian Institute of Management Calcutta; Ranjan Das, Indian Institute of Management Calcutta

#### 1771 : (Paper Session) - (BPS) Star Employees and

**Organizational Performance** 

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 4 Tweet this session: #AOM2014 1771

Chair: Tim R. Holcomb, Miami U.

- Combining Strategic Human Capital Resources: The Case of Star Knowledge Workers and Firm Specificity | Alia Crocker, U. of Massachusetts Amherst
- Leveraging Individual Networks: The Role of External Social Capital for Business Unit Ambidexterity | Achim Schmitt, École hôtelière de Lausanne; Emmanuel Josserand, U. of Technology, Sydney
- №Superstars or White Elephants? Retention of Extreme Performers and Firm Performance | Kitty Chiu, INSEAD
- The Effect of Specific Human Capital on Unit Performance
   A Panel Data Analysis of Basketball Teams | Jost
   Sieweke, U. of Duesseldorf

## 1772 ☐ € ☐: (Paper Session) - (BPS) Uncertainty, Cognitive Biases and Strategic Behavior

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 5 Tweet this session: #AOM2014 1772

Chair: Shivaram Venkata Devarakonda, Tilburg U.

- □ □ □ Envisioning the Improbable: Judgment and Strategy in Heavy-Tailed Contexts | Shellwyn L Weston, New York U.
- ☐ Fortune Favors Fools: How Confidence Can Compensate
  for Competence in Learning | Hart E. Posen, U. of Wisconsin,
  Madison; Dirk Martignoni, U. of Zurich; Markus Lang, U. of
  Zurich
- Parkisk Perceptions of TMTs: Impact on Strategic Change and Conformity | Uma Raval, e2squared Partners; Fellow of The Indian Institute of Management Bangalore; Abhoy Kumar Ojha, Indian Institute of Management Bangalore
- ■Behavioral Voids: Organizational Search and Optimistic Overconfidence | Aleksey Korniychuk, HEC Paris

1773 : (Paper Session) - (BPS) Risk and Uncertainty
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1773

Chair: Stephen V Horner, Pittsburg State U.

- Regulatory Uncertainty and Managerial Attention in the U.S. Renewable Electricity Industry | Nilanjana Dutt, Bocconi U.; John Joseph, Duke U.
- Evidence of Risk-Bearing Affecting Shareholder and Director Influences on Diversification | Michael J. Mannor, U. of Notre Dame; Jennifer D. Nahrgang, Arizona State U.; Mathias Arrfelt, Arizona State U.; Amanda L. Christensen, U. of Cincinnati
- The Effect of Stock Option Backdating on CEO Risk Taking | Jing Jin, Rice U.; Yan Anthea Zhang, Rice U.; Robert E. Hoskisson, Rice U.
- Macro-Economic Crises And Corporate Sustainability | Lorenzo Massa, WU Vienna; Emanuele Luca Maria Bettinazzi, Bocconi U.; Kerstin Neumann, Bocconi U.

## 1774 ■SHCS: (BPS, OMT, OB) The Role of Replication in Management Research

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 1774

Organizer: Constance E Helfat, Dartmouth College

Speakers: Richard A. Bettis, U. of North Carolina, Chapel Hill; Jason Colquitt, U. of Georgia; J. Myles Shaver, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

# **1775** ■ JS: (BPS, TIM, ENT) Geographic Mobility and Innovative Activity

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1775

*Chair:* Rosemarie Ziedonis, U. of Oregon *Discussant:* Mercedes Delgado, Temple U.

Does a Decline in Star Immigration Help or Harm US Science? | Ajay K. Agrawal, U. of Toronto; Alexander Oettl, Georgia Institute of Technology

A Managerial Response to Mobility Induced Threats to the Knowledge Creation Process | Vivek Tandon, National U. of Singapore; Sampsa Samila, National U. of Singapore

State Innovation Programs and the Retention of Science and Technology Startups | Rosemarie Ziedonis, U. of Oregon; Bo Zhao, U. of Michigan, Ann Arbor

### 1776 : (Paper Session) - (CAR) Studies on Personal Aspects of Career Outcomes

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1776
Chair: Roxana Barbulescu, McGill U.

Using Self-determination Theory to Explain the Link Between Calling Enactment and Daily Well-being | Neil Conway, Royal Holloway U. of London; Michael Clinton, King's College London; Jane Sturges, King's College London; Alexandra Budjanovcanin, King's College London

How and when does CSE predict career satisfaction? The roles of career goals and embeddedness | Claudia Holtschlag, U. de Barcelona; B. Sebastian Reiche, IESE Business School; Aline D. Masuda, EADA; Elisabet Garriga, EADA Business School

The Arnon Reichers Best Student Paper Award Finalist

➡How Leaders' Prosocial Behaviors Lead to Higher Performance Ratings and Lower Salaries | Maw-Der Foo, U. of Colorado, Boulder; Elsa Chan, U. of Colorado, Boulder

Are You Who We Think You Are? Impostors and Work-Family Conflict | Wayne S. Crawford, The U. of Alabama; Kristen K. Shanine, The U. of Alabama; Marilyn V. Whitman, The U. of Alabama; K. Michele Kacmar, The U. of Alabama

# 1777 **②** ■JS: (CAR, HR) The Employability Management Paradox: Beauty or the Beast?

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1777

Organizers: Nele De Cuyper, KU Leuven; Anneleen Forrier, KU Leuven

Chair: Jos Akkermans, VU U. Amsterdam

Discussant: Mel Fugate, Southern Methodist U.

Employer Investments in Hospital Workers' Employability: A Study of the Potential Benefits. | Jasmijn van Harten, Utrecht U.; Eva Knies, Utrecht U.; Peter Leisink, Utrecht U.

Towards an HRM Model of Innovative Work Behavior Enhancement: A Moderated Mediation Analysis. | Jol Stoffers, Zuyd U.; Beatrice Van der Heijden, Radboud U. Nijmegen

Making Career Guidance More Efficient, Affordable and Self-Directed. | Anna Van der Horst, Justus-Liebig U. Giessen; Ute-Christine Klehe, Justus-Liebig U. Giessen

From Flexibility HRM to Sustainable Employability Across the Lifespan: A Multi-Sample Study. | Matthijs Bal, U. of Bath; Annet De Lange, Radboud U. Nijmegen

Employability in the Public Sector. | Marilyn Clark, The U. of Adelaide

Perceived Employability: Good and/or Bad for Job Performance? | Kristien Philippaers, KU Leuven; Nele De Cuyper, KU Leuven; Anneleen Forrier, KU Leuven

### 1778 □ ♥ → □ CAU: (CAU) Evidence Based Management Caucus

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 1778

Organizers: Denise M. Rousseau, Carnegie Mellon U.; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania

Presenters: Gary P. Latham, U. of Toronto; Eric Barends, VU U. Amsterdam; Rob B. Briner, U. of Bath; Andrew N. Garman, Rush U.; Lori T. Peterson, Cleveland State U.; Amanda Marie Pozzuto, West Virginia U.; Tanya Bondarouk, U. of Twente; Jone L. Pearce, U. of California, Irvine

### 1779 ☐ CAU: (CAU) Emergence: A Dialogue on its Meanings for Organizational Research

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1779

Organizers: Benyamin Lichtenstein, U. of Massachusetts Boston; Todd H Chiles, U. of Missouri

# 1780 € ■ JS: (CM, OB) The Emerging Role of Artificial Intelligence in the Study and Practice of Negotiation & Mediation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 1780

Chairs: Jared R. Curhan, Massachusetts Institute of Technology; Mohammed Ehsan Hogue, U. of Rochester

Processing Negotiation Behavior in the Cloud | Michelle Fung, U. of Rochester; Jared R. Curhan, Massachusetts Institute of Technology; Mohammed Ehsan Hoque, U. of Rochester

Virtual Confederates in the Study of Negotiation | Celso M. de Melo, U. of Southern California; Peter J. Carnevale, U. of Southern California; Jonathan Gratch, U. of Southern California

Avatar See, Avatar Do: Mimicry by Mediators and its Effects on Disputant Behaviors | Kathryn Y. Segovia, Stanford U.; Jeremy N. Bailenson, Stanford U.; Lauren Weinstein, Stanford U.; Jared R. Curhan, Massachusetts Institute of Technology

Barriers to the Effective Use of Artificial Intelligence in Online Dispute Resolution | **John Zeleznikow**, Victoria U.

### 1781 ☐: (Paper Session) - (CMS) Critical CSR and Business Ethics

1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 1781

Chair: Edward Wray-Bliss, Deakin U.

- ■The Sustainability Report as Epideictic Rhetoric | Peter Mackenzie Hamilton, Durham U.; Rebecca Stratling, Durham U.
- ■God and Devil Terms in Corporate Discourse: Shared Value and the Transformation of CSR | Carolyn Day, U. of South Florida; David Payne, U. of South Florida
- Sovereign Business Ethics/An-Archic Business Ethics (WITHDRAWN) | Carl Rhodes, U. of Leicester
- Necrocorporations: Corporate Crimes and Multinationals | Rafael Alcadipani, FGV-EAESP; Cintia Rodrigues O Medeiros, Federal U. of Uberlandia

#### **Best Critical Paper on International Business**

Pa→ Political Dynamics of Sustainable Coffee and Contested Value Regimes | David Levy, U. of Massachusetts Boston; Juliane Reinecke, U. of Warwick; Stephan Manning, U. of Massachusetts Boston

## 1782 ← □: (Paper Session) - (CMS) Identity Construction, Regulation and Resistance

1:15pm - 2:45pm Pennsylvania Convention Center: Room 124 Tweet this session: #AOM2014 1782

Chair: Bill Cooke, Lancaster U.

- → Winners Wanted! Identity Regulation and Resistance During Strategic Change | Marjo Elisa Siltaoja, Jyväskylä U.; Virpi Sorsa, Hanken School of Economics
- Branding McJobs: The Art of Symbolic Compensation | Claus Noppeney, Bern U. of Applied Sciences; Nada Endrissat, Bern U. of Applied Sciences; Dan Kärreman, Copenhagen Business School
- № Constructing Professional Identities in Ambiguity: The 'Shapeshifter' | Cara Reed, Cardiff U.
- Mapping the Complexity of Shifting Organizational Identifications: A Critical-Discursive Reading | Patrizia Hoyer, U. of St. Gallen
- On the Notion of Exchange Within the Voluntary Work Circuit: Insights from Pop Music Festivals | Maria Laura Toraldo, U. degli Studi di Napoli Federico II; Alessia Contu, U. of Warwick; Gianluigi Mangia, U. degli Studi di Napoli Federico II

### 1783 ♥☐: (Paper Session) - (ENT) Virtues of Decision Making in Entrepreneurial Ventures

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1783

Chair: Mikolaj Norek, Stockholm School of Economics Discussant: Veronika Gustafsson, Alpen-Adria U. Klagenfurt, Austria

- ➡Virtues in Entrepreneurship | Mikolaj Norek, Stockholm School of Economics; Karl Wennberg, Stockholm School of Economics; Nadav Rotemberg-Shir, Stockholm School of Economics
- Pu When to Pull the Plug and When to Take the Plunge:
  Timing Strategic Decisions about New Ventures | Rene M.
  Bakker, Queensland U. of Technology; Dean A Shepherd,
  Indiana U.; Per Davidsson, Queensland U. of Technology

- ■Thinking about Team Decisions in Entrepreneurial Tasks | Nicola Breugst, Technische U. München; Holger Patzelt, Technical U. München
- The Rational Founder: A Study of Comprehensiveness in Business Start-ups | Claudia Gomez, Kent State U.; Terry Adler, New Mexico State U.

## 1784 € ⊒: (Paper Session) - (ENT) Succession Issues in Family Firms

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 1784

Chair: Jan-Philipp Ahrens, U. of Mannheim

Discussant: Philipp Sieger, U. of St. Gallen

- Continuity or Change in Family Business Gender Structures
   An Institutional Perspective | Gry Agnete Alsos, U. of Nordland; Ulla Hytti, U. of Turku; Pekka Stenholm, U. of Turku
- ☐ The Impact of Spousal Teammates on Entrepreneurial Persistence and New Venture Creation | William R. Forster, Lehigh U.; Jeffrey M. Pollack, North Carolina State U.
- Pu → In Incumbent's Dilemma when Exiting the Firm:

  Torn between the Family and the Corporate Logic | Melanie

  Maria Ganter, U. of St. Gallen; Nadine Kammerlander, U. of St.

  Gallen; Thomas Markus Zellweger, U. of St. Gallen

# 1785 € ⊒: (Paper Session) - (ENT) Understanding the Hybrid Nature of Social Entrepreneurship Ventures: Identity, Exit, and Succession

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1785

Chair: Jason Lortie, Florida Atlantic U.

Discussant: Hans Nikolas Rawhouser, U. of Nevada, Las Vegas

- ■Toward a Better Understanding of Hybridity in Social Entrepreneurship | Liudmila Chambers, U. of St. Gallen; lain Andrew Davies, U. of Bath
- Reflected Organizational Images: A Social Identity Model of Social Entrepreneurship in BOP Markets | Chris Welter, Georgia Southern U.; Steve Stewart, Georgia Southern U.
- □ For The Greater Good: Why and How Social Entrepreneurs

  Exit Social Ventures | Jason Lortie, Florida Atlantic U.
- Managing Succession in Social Enterprises. The Case of San Patrignano. | Filippo Giordano, Bocconi U.; Francesco Perrini, Bocconi U.; Clodia Vurro, Bocconi U.

### 1786 ♥ III: (Paper Session) - (ENT) Entrepreneurial Networks and Institutions

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1786

Chair: David Obstfeld, California State U., Fullerton

Discussant: Erno T. Tornikoski, Grenoble Ecole de Management

- How does Institutional Network Embeddedness Drive Performance of Transition Economy Firms? | Weiqi Dai, Zhejiang U.; Wiboon Kittilaksanawong, Nagoya U. of Commerce & Business
- The Effects of Political Instability and Institutional Support on the Selection of Social Ties | Hamid Vahidnia, Texas Tech U.; Abdallah Assaf, Texas Tech U.; Ronald Mitchell, Texas Tech

- U.; **Brock Smith**, U. of Victoria; **Kristie K Seawright**, Brigham Young U.
- ➡Leverging Knowledge and Networks: A Creative Projects Perspective on Entrepreneurial Action | David Obstfeld, California State U., Fullerton; Yan Gong, China Europe International Business School; Marc Ventresca, U. of Oxford
- ₽→ Social Capital and Venture Development in a Low-Trust Environment | Julia Ivy, Northeastern U.; Joanne Larty, Lancaster U.; Sarah Jack, Lancaster U.

### 1787 SHCS: (ENT) Origins and Outcomes of Entrepreneurs' Network Ties

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 1787

Organizers: David R. Clough, INSEAD; Andy Wu, The Wharton School, U. of Pennsylvania

Discussant: David Hsu, Wharton School

Family Ties of Founders to Joiners Influencing New Venture Growth | **Reddi Kotha**, Singapore Management U.; **Peter Hedström**, Institute For Future Studies

A Behavioral Theory of Founding Team Formation: Aspiration Levels and Organizational Context | **David R. Clough**, INSEAD

Do Incumbent Firms Have A Midas Touch? A Two-Sided Matching Model of Incumbent-Startup Alliances | **Andy Wu**, The Wharton School, U. of Pennsylvania

The Asymmetric Imprinting Effect of Founding Team Formation Processes on New Technology Ventures | Balagopal Vissa, INSEAD

# 1788 € ⊒: (Paper Session) - (ENT) The Impact of Entrepreneurial Policies on Social and Economic Outcomes

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 1788 Chair: Piera Morlacchi, U. of Sussex

Discussant: Erin L. Scott, National U. of Singapore

- Direct Subsidy or Tax Break? The Impact of Loss Aversion in Choosing Incentives for Entrepreneurs. | James Katz, Stanford U.; Frank Flynn, Stanford U.
- The Schumpeterian Cost of Regulation on Entry and Innovation: The Case of Bail Bonds | Anne Marie Knott, Washington U. in St. Louis; Erin L. Scott, National U. of Singapore
- Mission Possible: Recognizing Entrepreneurial Opportunities in Social and Ecological Problems | Julia Katharina Binder, TUM School of Management; Frank-Martin Belz, Technische U. München

1789 € .: (Paper Session) - (ENT) Supporting Start-up and

Firm Entry: Financial and Knowledge Resources

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 1789

Chair: Sharon F. Matusik, U. of Colorado, Boulder

Discussant: JEAN LOUIS PARE, Novancia Business School

- Start-up vs. Diversifying Entrant:Industries with Potentials for Recombining Productive Activities | Gwendolyn Kuo-fang Lee, U. of Florida; Mishari Alnahedh, U. of Florida; Lindy Archambeau, U. of Florida
- Decomposing the Entrepreneurial Decision to be Acquired vs. Going Public | Ilgaz Arikan, The Ohio State U.
- → Breaking away: Strategic action in the face of countervailing norms and contagion | Sharon F. Matusik, U. of Colorado, Boulder; Siddharth Vedula, U. of Colorado, Boulder
- Corporate Governance in Entrepreneurial Firms: Effects of Corporate Venture Capital and Founders | Yongwook Paik, U. of Southern California; Heejin Woo, U. of Southern California

#### 1790 🔾 🖃 : (Paper Session) - (ENT) Advancing

**Entrepreneurship Theory and Scholarship** 

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1790

Chair: Russ McBride, U. of Utah

Discussant: David Bryant, Sampson Community College

- Entrepreneurial Orientation: The Dimensions' Unique and Shared Effects on Firm Performance | Carina Lomberg, U. of Bern; Diemo Urbig, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research; Louis Marino, The U. of Alabama; Pat H Dickson, Wake Forest U.
- Pa Missing the Point? Finding Contextual Detail in Entrepreneurship and Small Firm Scholarship | Dominic Michael Chalmers, Strathclyde U.; Eleanor Shaw, Strathclyde U.
- ■The Bedeviling Power of Words: A Wittgensteinian Analysis of (the Confusion Over) "Opportunities" | Stratos Ramoglou, U. of Southampton
- ■An Ordinary Language Analysis of 'Entrepreneurship' | Russ McBride, U. of Utah

### 1791 🖃 🖑 : (GDO) What about the Family? Work experiences and family well being

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth D

Tweet this session: #AOM2014 1791

Chairs: Christiane Spitzmueller, U. of Houston; Candice L Thomas, U. of Houston

- Bringing it Home: Implications of Incivility for the Work-Family Interface | Lisa A Marchiondo, Wayne State U.; Gwenith Fisher, Colorado State U.; Russell A. Matthews, Bowling Green State U.; Lilia Cortina, U. of Michigan
- Predicting Breast Feeding with Maternal Work Characteristics | Bobbie Dirr, U. of Houston; Zhuxi Wang, U. of Houston; Jing Zhang, U. of Houston; Rissa Thomas, U. of Houston; Lane Strathearn, Baylor College of Medicine
- After the Baby: Workplace Practices and Breastfeeding Mothers' Psychological Distress | Christiane Spitzmueller, U. of Houston; Zhuxi Wang, U. of Houston; Surizaday Serrano, U. of Houston; Monica Coleman, U. of Houston

# 1792 → □ ७: (GDO) Working wo(men) of South Asia: Why we matter

1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 1 Tweet this session: #AOM2014 1792

Organizers: Edwina Pio, Auckland U. of Technology; Jawad Syed, U. of Huddersfield

Discussant: Lynda L Moore, Simmons College

- The Arab-Salafi role model and Pakistani women at work | Faiza Ali, U. of Kent, Canterbury; Jawad Syed, U. of Huddersfield
- Women's careers in the high-tech sector: A Bangladesh perspective | Samina Saifuddin, Carleton U.; Lorraine Dyke, Carleton U.; Md Sajjad Hossain, East West U.
- Collective agency in self-employed women's groups in India: Defying gender segregation | Peter Anthony Murray, U. of Southern Queensland; Deepanie Perera, Target Resource (Pvt) Ltd
- Sexual harassment in the Indian workplace | Rana Haq, Laurentian U.
- Blooming in the muddy pond: Marginalized Indian women's resilience in dealing with corruption | Smita Singh, Auckland U. of Technology; Edwina Pio, Auckland U. of Technology
- 1793 🖃: (Paper Session) (GDO) Gender Pay Inequality 1:15pm 2:45pm Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 1793
pay gap, gender, ethnicity, socioeconomic status,

comparative/cross-culture, team performance, human resource management

Chair:

- ➡ Promoting Discrimination by Valuing Diversity? A
  Reversal of the Gender Gap among High Potentials | Lisa
  M. Leslie, New York U.; Colleen Manchester, U. of Minnesota;
  Patricia Caulfield Dahm, U. of Minnesota
- ➡ ∜A Fair Go? Gender Pay Gap at the Executive Level in Australia | Yoshio Yanadori, U. of South Australia; Jill A. Gould, U. of South Australia; Carol T. Kulik, U. of South Australia
- Pay versus family-power parity: All the right stuff revisited | George Dreher, Indiana U., Bloomington; Nancy M Carter, Catalyst; Aarti Ramaswami, ESSEC Business School
- □ Effects of Employee Involvement on Inequality in Equity
   Compensation | Vernon A. Woodley, Eastern Illinois U.

#### 1794 : (Paper Session) - (GDO) Gender, Emotions, and Trust

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room C Tweet this session: #AOM2014 1794

building social constructionism, gender and trust: effects on shared responsibility, backlash, trust repair

Chair: Nancy E. Day, U. of Missouri, Kansas City

- → ➡⊒ <sup>®</sup> Bridging Social Constructionism and
  Psychoanalysis in a Study of Workplace Emotions in India |
  Eda Ulus, U. of the West of England; Yiannis Gabriel, U. of
  Bath
- Gender and Trust: Their Effect on Shared Responsibility, Knowledge Sharing and OCB | Louise Tourigny, U. of Wisconsin, Whitewater; Jian Han, CEIBS; Vishwanath V. Baba, McMaster U.

- □ Employee Perceptions of Managers Who Express Anger: Can High Trust Buffer Women from Backlash | Avina Gupta, Columbia U.; Caryn J Block, Teachers College, Columbia U.
- WHEN (AND FOR WHOM) DOES 'SORRY' CUT IT? A Theoretical Examination of Trust Repair and Gender | Shayna Frawley, York U.

# 1795 © ➡ ♥ SHCS: (GDO, HR, OB) Organizational Dynamics of Workplace Flexibility: Contextual, Change, & Multi-level Linkages

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 1795

Discussant: Jeffrey H. Greenhaus, Drexel U.

New Ways of Working? Variations in Implementation of a Work-Life Intervention | Erin L. Kelly, U. of Minnesota; Phyllis Moen, U. of Minnesota; Erin Hoekstra, U. of Minnesota

- The Cultures of Flex: Organizational Context & Implementation Meanings for Supervisors | Ellen Ernst Kossek, Purdue U.; Patricia Gettings, Purdue U., West Lafayette; Peter Berg, Michigan State U.
- Work-Life Intervention Stickiness: The Unfolding and Sustainability of Organizational Change | Ellen Ernst Kossek, Purdue U.; Rebecca J Thompson, Purdue U.; Kelly Davis, Pennsylvania State U.; Nicole DePasquale, Pennsylvania State U.; Patricia Gettings, Purdue U., West Lafayette; Erika Sabbath, Havard U.; Erin L. Kelly, U. of Minnesota; Lisa Burke, Purdue U.
- Reasons for Pursuing a Career in Academia: Discretion and Work-Life Balance | Rebecca J Thompson, Purdue U.; Stephanie C. Payne, Texas A&M U.

### 1796 ♥☐: (Paper Session) - (HCM) Implementation Challenges in Healthcare Organizations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 1796 Chair: Cheryl Rathert, U. of Missouri

- Effects of Organizational Context on Lean Project Implementation in Five Hospital Systems | Michael I. Harrison, Agency for Healthcare Research and Quality; Kathryn Paez, American Institutes of Research; Kristin Carman, American Institutes of Research; Jennifer Stephens, American Institutes of Research; Lauren Smeeding, Kurt Salmon; Kelly Devers, Urban Institute; Steven Garfinkel, American Institutes of Pesearch
- Factors Associated with Successful Implementation of Delivery System Innovations | Olivia Jung, Harvard U.; Julia G Kite, Harvard U.; Mathew V Kiang, Harvard U.; Lyen Huang, Harvard U.; Wei Jiang, Harvard U.; Lizbeth Edmondson, Harvard U.; William R Berry, Harvard U.; Sara J. Singer, Harvard U.
- Overcoming Implementation Challenges in Health Care: A Qualitative Study of What Project Leaders Do | Ingrid M. Nembhard, Yale U.; Shantal Savage, Yale U.; Israel Labao, Yale U.

#### 1797 🗨 🖃: (Paper Session) - (HCM) Finances, Costs, and Performance in Healthcare

1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 1797

Chair: Jeff Helton, Metropolitan State U. of Denver

- A Longitudinal Analysis of High Technology Medical Services and Hospital Financial Performance | Ferhat D. Zengul, U. of Alabama at Birmingham
- □ Accuracy in Reported Hospital Charge Data: Comparison of State and Federal Sources | Bobbie Kite. The Ohio State U.; Trudy Millard Krause, The U. of Texas School of Public Health
- Pals Privatization the Solution to the Financial Distress of Public Hospitals? | Zo Harivololona Ramamonjiarivelo, Governors State U.
- Physician Referral Practices and the Potential for Delivery System Change in Philadelphia | Aditi Sen, The Wharton School, U. of Pennsylvania; Lawton R Burns, The Wharton School, U. of Pennsylvania; Michael Dandorph, Rush U. Medical Center: Suzanne Sawver, U. of Pennsylvania

1798 : (Paper Session) - (HR) Pay for Performance

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 306 Tweet this session: #AOM2014 1798

Chair: David Lewin, U. of California, Los Angeles

- © Culture, Competencies and Compensation: A Framework for Pay for Performance Deployment | James Richard Guzak, Oklahoma City U.; Eungoo Kang, Oklahoma City U.
- → Profit-sharing Plans and Compensation Policies in France | Mathieu Floquet, U. de Lorraine; Loris Guery, U. de Lorraine; Patrice Laroche, ESCP Europe; Anne Stevenot, U. de
- An experimental study on Pay-for-Performance reinforcement and work motivation via affect | Po Hao, Huazhong U. of Science & Technology
- ■The Trickle-Down Monitoring Effects of Manager Pay-For-Performance on Subordinate Employee Turnover | Dionne Pohler, U. of Saskatchewan: Joseph A. Schmidt, U. of

#### 1799 : (Paper Session) - (HR) Cross-Cultural Research in HR

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 1799

Chair: Elaine Farndale, Pennsylvania State U.

- → □ HRM Convergence or Divergence in Europe: Empirical Observations, a Framework, and First Conclusion | Stefanie Müller, U. of Saarland: Christian Scholz, U. of Saarland
- ■The Influence of Culture on the Strength of HRM Systems I Mert Aktas, Toros U.; Elaine Farndale, Pennsylvania State U.; Michele J. Gelfand, U. of Maryland
- → Personality traits and organizational commitment across cultures: A meta-analysis | Daejeong Choi, U. of Melbourne; In-Sue Oh, Fox School of Business, Temple U.; Amy E. Colbert,
- → The impact of time and place on HR departments and the profile of senior HR executives | Mila B. Lazarova, Simon Fraser U.; Wolfgang Mayrhofer, WU Vienna; Chris Brewster, Henley Business School

#### 1800 : (Paper Session) - (HR) Strategic Human Capital -Microfoundations

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1800 Chair: Clint Chadwick, U. of Kansas

Strategic Decision-Making for Human Capital Needs | Al-Karim Samnani, U. of Windsor; Janet A. Boekhorst, York U.

- ₱ Managing Stock and Flow of Human Capital: Inflow. Outflow, and Stock Stability | Tae-Youn Park, Vanderbilt U.; Jisung Park, Seoul National U.
- Microfoundations of Firms' Human Capital-Related Rents and Losses | Clint Chadwick, U. of Kansas; David B. Wangrow, U. of Kansas; Karl Kammerer, U. of Kansas
- Strategy Implementation as Collective Behavior -Microfoundations and the Role of HRM | Daniel Mühlbauer, U. of Munich; Ingo Weller, U. of Munich

#### 1801: (Paper Session) - (HR) Ethics and Social

Responsibility in HR Research

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 413 Tweet this session: #AOM2014 1801

Chair: Marc S Mentzer, U. of Saskatchewan

- ■When it Pays to be Dissatisfied: Modeling Employees' Motives to Game Engagement Surveys | Matthew A Josefy. Texas A&M U., College Station; Deidra J Schleicher, Texas A&M U.: Joseph Harrison. Texas A&M U.. College Station: Deborah Elizabeth Rupp, Purdue U.
- Good Apples in Good Barrels: Ethical Code Enforcement, Conscientiousness, and Unethical Behavior | Dylan A Cooper, U. of Arizona; Jerel Slaughter, U. of Arizona; Stephen Gilliland, U. of Arizona
- Socially responsible restructuring in an era of mass redundancy: myth or reality? | Chris Forde, Leeds U. Business School; Mark Stuart, U. of Leeds; Ian Greenwood, Leeds U. Business School; Robert MacKenzie, Leeds U. Business School; Jean Gardiner, Leeds U. Business School
- ■Paradoxes in Green Human Resource Management: Evidences from the Italian context | Marco Guerci, U. degli Studi di Milano; Mona Rahimian, Politecnico di Milano; Luca Carollo, Milan State U.

#### **1802**: (Paper Session) - (HR) Employee Interviews

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1802

Chair: Michael A. McDaniel, Virginia Commonwealth U.

- ☐ The influence of Self-Promotion and Spatial Distance on Interview Outcomes | Katharina Schmitz, Maastricht U.; Bert Schreurs, Maastricht U.; Karin Proost, KU Leuven; Filip Germeys, KU Leuven; Anja Van den Broeck, KU Leuven
- ■The Effect of Facial Piercing on Perceptions of Job Applicants | James C. McElroy, Iowa State U.; James K Summers, Iowa State U.; Kelly Moore, Iowa State U.
- □ Initial Development of a Measure of Honest Impression Management in the Employment Interview | Nicolas Roulin, U. of Manitoba; Joshua S Bourdage, U. of Calgary; Rima Tarraf, U. of Western Ontario
- Interviewer Reactions to Stigmatized Applicants | Alexander Buijsrogge, Ghent U.; Eva Derous, Ghent U.; Wouter Duyck, Ghent U.

#### 1803 © JS: (HR, OB, ODC) To Rate or Not To Rate: Recent Trends in Performance Measurement

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I

Tweet this session: #AOM2014 1803 Organizer: Sara Roberts, ConAgra Foods Moderator: Amy Walzer, ConAgra Foods

Participants: Sara Roberts, ConAgra Foods; Andrew Biga, JetBlue Airways; Paul Karavis, New York Life; Jennifer Kurkoski, Google; Brent Daily, RoundPegg; Steven M Rumery, Leadership Research Institute; Brian Kropp, CEB

#### 1804 → □: (Paper Session) - (IM) Global Strategy: Liability of Foreignness

1:15pm - 2:45pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1804

- → Tackling the Liability of Foreignness: MNCs, Local Business Discourse and Sensemaking | Andrei Kuznetsov, U. of Central Lancashire; Olga Kuznetsova, Manchester Metropolitan U.
- → International Experience, Managerial Capability, and Liability of Foreignness in Emerging Economies | Heng-Yih Liu, Yuan Ze U.; Chia-Wen Hsu, National Chung Cheng U.; Hsien-Jui Chung, National Chung Cheng U.
- → Regulatory Liability of Foreignness: Linking Distance and Regulation Compliance of Foreign Firms | Zheying Wu, Tilburg U.
- → Unpacking the Liability of Foreignness Box. The Case of Chinese SMEs. | Gaston Fornes, U. of Bristol and ESIC Business School; Guillermo Cardoza, INCAE Business School

#### **1805** → 🖃: (Paper Session) - (IM) Internationalization: **International Joint Ventures and Distance**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 116 Tweet this session: #AOM2014 1805 Chair: Wei Yang, Nankai U.

- + 🖃 🖑 Consumer Animosity, Host Dominance, and International Joint Venture: A Cross-Country Investigation | Chun-Ling Lee. National Sun Yat-sen U.: Cher-Min Fong. National Sun Yat-sen U.; Yunzhou Du, Anhui U. of Finance & Economics: Shaomin Li. Old Dominion U.
- → □ Distance and Distinctiveness: Choice of Governance Mode in International Collaboration | Gokhan Ertug, Singapore Management U.; Ilya Cuypers, Singapore Management U.; Niels G. Noorderhaven, Tilburg U.
- Organizational Identification in Multi-Cultural Teams: How Nationality Dissimilarity Matters | Jiatao Li, Hong Kong U. of Science and Technology; Jieyu Zhou, Hong Kong U. of Science and Technology
- How Leaders can Prevent Conflicts in International Joint Venture Teams: A Team Faultline Approach | Martiin van der van der Kamp, U. of Melbourne; Brian Tjemkes, VU U. Amsterdam

#### 1806 →: (IM) Global Leadership: Russian Leadership: Is It Evolving Toward More International Styles?

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1806

Moderator: Romie Frederick Littrell, Auckland U. of Technology Discussant: Sheila M. Puffer, Northeastern U.

Participants: Daniel J McCarthy, Northeastern U.; Peter W Dorfman, New Mexico State U.; Yulia Tolstikov-Mast, Indiana

Institute of Technology (Indiana Tech); Valentina V. Kuskova, NRU **Higher School of Economics** 

#### **1807** → □: (Paper Session) - (IM) Institutions: Institutional Crises

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1807

- Cross-Border Arbitrage and Acquisition Performance in the Eurozone Crisis | Rekha Rao Nicholson, U. of Bath; Julie Salaber, U. of Bath
- and MNE Subsidiary Performance in China | Jiging Zhu, Shanghai International Studies U.; Christopher Williams, Richard Ivey School of Business; Maya Kumar, Ivey School of Business
- MNEs' Multiple Embeddedness and their Responses to Deinstitutionalization after a Disruptive Event | Francesca Ciulli, U. of Amsterdam; Ans Kolk, U. of Amsterdam; Johan **Lindeque**, U. of Amsterdam
- How do MNEs React to Economic Crisis and What Factors Matter for Subsidiary Growth? (WITHDRAWN) | Ramzi Fathallah, Western U.; Jean-Louis Schaan, U. of Western

#### **1808** → **!**: (Paper Session) - (IM) **Global Innovation**: Knowledge Transfer

1:15pm - 2:45pm Pennsylvania Convention Center: Room 122 A Tweet this session: #AOM2014 1808

- → Transferability of Status and Experience Advantages in International Venture Capital Investments | Elisa Alvarez-Garrido, Georgia State U.; Isin Guler, Sabanci U.
- → Cross-Cultural Differences in Knowledge Sharing Intentions Wayne Stewart, Clemson U.; Ruth C May, U. of Dallas; Donna Ledgerwood, U. of North Texas
- → Effects of International Knowledge Transfer on the Performance of Teams of Top Performers | Sebastian G.M. Händschke, U. of Jena: Raluca Kerekes, Friedrich-Schiller, U. of Jena; Peter Walgenbach, Friedrich Schiller U. Jena
- → Roles Played by the MNC Headquarters in Reverse Diffusion of Human Resource Management Practices | Michal K. Lemanski, The U. of Nottingham Ningbo China

#### 1809 → ■ US: (IM, GDO, OB) Cultural Intelligence, Competence, Diversity: Defining Concepts, Measuring Constructs

1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 1809 Moderator: James Patrick Johnson, Rollins College

Participants: Chris Earley, Purdue U.; Tomasz Lenartowicz, Florida Atlantic U.; David C. Thomas, U. of New South Wales; Mary B Teagarden, Thunderbird

#### **1810** □ • ■ JS: (MC, ODC) Reflection on Larry Greiner's Contributions to Organization Development and Management Consulting

1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 A Tweet this session: #AOM2014 1810

Chairs: Thomas G. Cummings, U. of Southern California; Judith A Gebhardt, U. of Southern California; Rickie A. Moore, EMLYON **Business School** 

Presenters: Therese F. Yaeger, Benedictine U.; Peter Sorensen, Benedictine U.; Anthony F. Buono, Bentley U.; Warner Burke, Columbia U.; Flemming Poulfelt, Copenhagen Business School

# **1811**: (Paper Session) - (MED) **Development & Value of**Research: **Doctoral Education, Collaboration & Education**Research Themes

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 1811

Chair: Olga I. Ryazanova, U. College Dublin

- ■The Power of Words: Legitimacy, Impact and the Death of Management Research as We Know It | Matthew Valle, Elon
- ☐→ ☐How Doctoral Students Are Advised:Case Studies from France, Ukraine and the United States | John Conbere, U. of St. Thomas; Alla Heorhiadi, U. of St. Thomas; Catherine Glee, U. Jean Moulin Lyon III
- ■Learning Practices and Interpretative Modes in Collaborative Contexts | Frank Siedlok, U. of Auckland; Paul Hibbert, U. of St Andrews; Nic Beech, U. of St Andrews
- Education Research: Knowledge-based or Knower-based?

  | J B Arbaugh, U. of Wisconsin, Oshkosh; Charles J.

  Fornaciari, Florida Gulf Coast U.: Alvin Hwang, Pace U.

#### 1812 : (Paper Session) - (MED) Student Feedback

**Processes & E-Learning Tools** 

1:15pm - 2:45pm Loews Philadelphia Hotel: Regency Ballroom C1 Tweet this session: #AOM2014 1812

Chair: Rebecca M. Chory, Frostburg State U.

- A Crowd-Based Evaluation Model in a Business School Setting | Jason Greenberg, New York U.; Christopher C. Liu, U. of Toronto
- (Di)stressing Feedback: The Impact Of Feedback Type On Students' Teamwork Effectiveness | Antoaneta Petkova, San Francisco State U.; Eric Lamm, San Francisco State U.; Theresa Roeder, San Francisco State U.
- SAGE/Journal of Leadership and Organizational Studies Junior Faculty Best Paper Award for the most significant contribution that advances leadership and organizational studies in a paper authored by faculty members who earned their PhD within the past nine years: have graduated in 2004 or later
- ☐→ ☐ Texting to Overcome Language Barriers,
  Collaborate and Facilitate Knowledge Transfer | Binod
  Sundararajan, Dalhousie U.; Lorn Sheehan, Dalhousie U.
- → Explaining Students' Effective Use of E-Learning
  Platforms | Valter Moreno, Ibmec Business School; Flavia
  Cavazotte, Pontificia U. Catolica de Rio de Janeiro; Isabela e Sá
  Alves, Petrobras

### 1813 🖃: (Paper Session) - (MOC) Motivation, Affect, and Humor

1:15pm - 2:45pm Loews Philadelphia Hotel: Adams Room

Tweet this session: #AOM2014 1813

Chair: Sandra Kiffin-Petersen, U. of Western Australia
When joking at work helps you work: The influence of humor
on persistence behavior | David Chee-mun Cheng, U. of New
South Wales; Lu Wang, U. of New South Wales

Sadder but Wiser: The Effect of Affective States and Weather on Ambiguity Attitudes | Aurelien Baillon, Erasmus

- U. Rotterdam; **Philipp Koellinger**, Erasmus U. Rotterdam; **Theresa Treffers**, Eindhoven U. of Technology
- ■I Need Food and I Deserve a Raise: People Feel More Entitled When Hungry | Emily Zitek, Cornell U.; Alexander Jordan, Dartmouth College
- Moderating role of PsyCap in relationship of psychological contracts, breach and job-outcomes | Johannes M Lehner, Johannes Kepler U.; Muhammad Umer Azeem, Johannes Kepler U.; Inam UI Haq, U. of Central Punjab; Imran Sharif, U. Teknologi Malaysia

### 1814 ← ☐: (Paper Session) - (MOC) Organizational Identities, Status, and Agency

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room A Tweet this session: #AOM2014 1814

Chair: Shubha Patvardhan, Pennsylvania State U.

Organizational status identities and the mobility of professional football players in Europe | Thijs Alexander Velema, National Taiwan U.

- ■Consensus and Clustering: Shared perceptions of ethics practices across an organizational field | Josh W. Keller, Nanyang Technological U.; David Chandler, U. of Colorado Denver; John Mezias, U. of Miami
- ■Micro-processes of Agency in Unfamiliar Situations | Raghu Garud, Pennsylvania State U.; Peter Karnoe, Copenhagen Business School; Rajiv Nag, Georgia State U.
- ☐ The Role of Decision Frame on Decision-Making regarding Bribe Giving | Xiaoxiao Liu, Nanyang Technological U.; George I Christopoulos, Nanyang Technical U.; Ying-Yi Hong, Nanyang Technological U.

### **1815** ⊟: (Paper Session) - (MOC) Attribution, Conflict, and Teams

1:15pm - 2:45pm Loews Philadelphia Hotel: Penn Tweet this session: **#AOM2014** 1815

Chair: Niranjan Srinivasan Janardhanan, The U. of Texas at Austin

Incivility Hates Company: Shared Victimization Attenuates
Attribution-Driven Effects of Rudeness | Pauline Schilpzand,
Oregon State U.; Keith Leavitt, Oregon State U.; Sandy Lim,
National U. of Singapore

Attribution of the Source of Creativity and How It Relates to Future Creative Work | Isabelle Yi Ren, Boston College

- Conflict Mediation | Andrew M. Carton, The Wharton School, U. of Pennsylvania
- ☐ Team-Member Understanding: An Information-Elaboration
  Approach to Team Learning Goal-Orientation | Niranjan
  Srinivasan Janardhanan, The U. of Texas at Austin; Kyle
  Lewis, The U. of Texas at Austin; Cynthia Kay Stevens, U. of
  Maryland

#### 1816 ← □: (Paper Session) - (MOC) Knowledge

Management and Change

1:15pm - 2:45pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1816

Chair: Thomas Senaji, Kenya Methodist U.

Leader Knowledge and Customer-Focused Knowledge Management: Innovation and Performance | C Lakshman, Tongji U.

Pa ── Attention Allocation and Online Knowledge Sharing Within Organizations | Martine Haas, U. of Pennsylvania; Paola Criscuolo, Imperial College London; Gerard George, Imperial College London

#### **Finalist for MOC Division Best Paper**

Knowledge Sharing Illusion within an Organization | Fu-Sheng Tsai, Cheng Shiu U.; Wenpin Tsai, Pennsylvania State U.

Who drives the change? Revisiting the CEO's strategic commitment | **Henning Behr**, Karlsruhe Institute of Technology; **Kerstin Fehre**, Karlsruhe Institute of Technology

# **1817 ©** ■ SHCS: (MOC, OB, MSR) Mindfulness at Work: Implications for Performance

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room A Tweet this session: **#AOM2014** 1817

Organizer: Ravi S. Kudesia, Washington U. in St. Louis

The Flexible Mind: The Role of Mindfulness in Cognitive Adaptation | Ravi S. Kudesia, Washington U. in St. Louis; Michael R. Parke, U. of Maryland

- Effects of Workplace Mindfulness Training on Employees | Jochen Reb, Singapore Management U.; Ellen Choi, Ivey School of Business
- Mindfulness, Autonomous Self-regulation and Job Satisfaction: An Event-sampling Study | Ute R. Hülsheger, Maastricht U.; Hugo H. J. E. M. Alberts, Maastricht U.; Jonas W. B. Lang, Ghent U.
- Trait mindfulness as a shield against self-esteem threat | **Darren Good**, Pepperdine U.; **Christopher Lyddy**, Case Western Reserve U.
- Understanding the Relational Outcomes of Mindfulness in a Work Setting | Lindsey D. Cameron, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

# 1818 ☐: (Paper Session) - (OB) Task Conflict and Psychological Climate in Teams: Implications for Team Performance

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1818

Chair: Marissa Shuffler, Clemson U.

- Pa → ☐ The Joint Effects of Climates for Empowerment and Rewards on Organizational Performance | Molly L. Delaney, Northern Illinois U.; Mahesh V. Subramony, Northern Illinois U.; Amanda M. Durik, Northern Illinois U.
- Pa ☐ Team Tenure and Member Performance: The Roles of Psychological Safety Climate and Climate Strength | Jaclyn Marie Koopmann, U. of Florida; Klodiana Lanaj, U. of Florida; Le Zhou, U. of Minnesota
- ☐ In Teams We Trust: The Influence of Team Processes on Perceived Ability, Benevolence and Integrity | Pri Pradhan Shah, U. of Minnesota; Stephen L Jones, U. of Minnesota
- Conflict in Teams: Basic Needs, Contextual Behaviors and Performance, a Multilevel Model | Renske Erin van Geffen, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam; Frank D. Belschak, U. of Amsterdam

### 1819 ☐: (Paper Session) - (OB) Leader-Member Exchange Differentiation: Antecedents and Outcomes

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1819

Chair: Darren C. Treadway, U. at Buffalo, the State U. of New York

- Differentiated LMX: Effects of Racial Diversity and Leader Style on Motivation and Performance | Christopher O. L. H. Porter, Indiana U.; María Carmen Triana, U. of Wisconsin, Madison; Curtis L Wesley II, Indiana U. Kelley School
- Does LMX Differentiation Affect Work Group Effectiveness?
  The Role of Leader-Leader exchange | Andrew O.
  Herdman, East Carolina U.; Jaewan Yang, Virginia Tech;
  Jeffrey B. Arthur, Virginia Tech
- Navigating on Uneven Terrain: Political Skill, LMX
  Differentiation and Employee Outcomes | Olga Epitropaki,
  ALBA Graduate Business School; Ilias Kapoutsis, Athens U. of
  Economics and Business; Gerald R. Ferris, Florida State U.;
  Konstantinos Drivas, ALBA Graduate Business School;
  Anastasia Ntotsi. ALBA Graduate Business School
- Dissecting Perceived LMX Differentiation: An Exploration of Antecedents and Moderator | Alexander Swaab, London School of Economics; Cécile Emery, London School of Economics; Jonathan Edward Booth, London School of Economics

#### 1820 ⊒: (Paper Session) - (OB) Rocking the Boat but Why? Antecedents of Voice Behavior

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1820

Chair: M. Lance Frazier, Old Dominion U.

- When are Employees Willing to Risk Being Proactive? A Relational Approach to Taking Charge Behavior | Amy Wei Tian, U. of Western Australia; Jos Gamble, U. of London; John Cordery, U. of Western Australia
- Remedial Voicing in Response to Interpersonal Mistreatment:
  The Effects of Formal and Informal Power | Mercy Chinenye
  Oyet, Memorial U. of Newfoundland; Michael J. Withey,
  Memorial U. of Newfoundland; Heather Anne MacDonald,
  Memorial U. of Newfoundland
- When Power Hierarchy Encourages Employee Voice? The Effect of Multiple Leaders | Ruo Mo, China Europe International Business School; Pablo Cardona, IESE Business School; Isabel W. Ng, Fudan U.
- The Dynamics of Voice Behavior and Leaders' Network Ties in Times of Leadership Successions | Young Hun Ji, The George Washington U.; N Andrew Cohen, The George Washington U.; Alan Daly, U. of California, San Diego; Kara Finnigan, U. of Rochester; Katherine Klein, U. of Pennsylvania

# **1821** ⊒: (Paper Session) - (OB) Ties that Enable: Brokering for Expertise and Resources in Network Relationships

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L Tweet this session: #AOM2014 1821

Chair: Anand Swaminathan, Emory U.

- Can I Borrow Your Expertise? The Role of Strong Tie and Psychological Empowerment | Woonki Hong, Ulsan National Institute of Science and Technology; Ravi Shanker Gajendran, U. of Illinois at Urbana-Champaign
- Finding Meaning in Social Networks | Kirsten M. Robertson, U. of the Fraser Valley; David R Hannah, Simon Fraser U.; Thomas B Lawrence, Simon Fraser U.
- Strong Ties and Team Interdependence: A Social Network Approach to Dyadic Team Effectiveness | Andreas W. Richter, U. of Cambridge; Ronald Clarke, U. of Valencia; Rafael Fernandez, U. of Valencia

Extant Network Brokers and Current Project Teams | Inyong Shin, Yonsei U.; Kihyun Lee, Korea Naval Academy; Hongseok Oh, Yonsei U.

### 1822 : (Paper Session) - (OB) A Multi-Faceted View of Leadership Effectiveness

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 301 Tweet this session: #AOM2014 1822

Chair: Timothy F. Reymann, Franklin U.

- □ Follower Perspectives on Transformational and Transactional Leadership | Daniel May, Freie U. Berlin; Claudia Verena Peus, Technische U. München; Dieter Frey, Ludwig Maximilian U. of Munich; Rudolf Kerschreiter, Freie U. Berlin
- ☐ Implicit Leader Motives and Transformational-Transactional Leadership: Toward an Integrative Theory | Jonas W. B. Lang, Ghent U.; Sophie C. den Hartog, Maastricht U.; Ute R. Hülsheger, Maastricht U.
- ☐ A Moderated Mediation Model of Sensing-intuition
  Preference and Adaptive Performance | Le Tan, Northwest
  U.; Chanyu Hao, Binghamton U.; Liren An, Northwest U.; Heyi
  Song, Xi'an Jiaotong U.; Jinjuan Zang, City U. of Hong Kong
- How do Coexistent Leadership Behaviors Influence Customer Service: A Social Exchange Perspective | Ruixue Zhang, Hong Kong U. of Science and Technology; Mingjian Zhou, Harbin Institute of Technology

#### **1823 □**: (Paper Session) - (OB) **Studying Types of**

**Commitment and their Effects** 

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 302 Tweet this session: **#AOM2014** 1823

Chair: John J. Sumanth, Wake Forest U.

- Contextualizing Commitment-Performance Link: A
  Framework of the Psycho-Context and Research Agenda |
  Edward O Akoto, Henderson State U.; Nathanael Campbell,
  Henderson State U.; Ajay Aggarwal, Henderson State U.;
  Eunice V. Akoto, Henderson State U.
- Something Old and Something New: Role Orientations, Foci of Commitment, and Post-Tenure Productivity |

  Thomas E Becker, U. of Delaware; Mary C Kernan, U. of Delaware; Kevin Clark, Villanova U.; Howard J. Klein, The Ohio State U.
- Quondam Commitments: An Examination of Commitments Employees No Longer Have | Howard J. Klein, The Ohio State U.; Chad Brinsfield, U. of St. Thomas; Joseph T. Cooper, U. of Wyoming; Janice C. Molloy, Michigan State U.
- Linking Organizational Social Exchange to Intention to Leave:
  Does Normative Commitment Matter? | Yan Liu, Wuhan U.;
  Raymond Loi, U. of Macau; Hang-yue Ngo, Chinese U. of Hong
  Kong

# **1824** ⊒: (Paper Session) - (OB) Being Bad at Work: New Predictors of Unethical Behaviors

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 303 Tweet this session: #AOM2014 1824

Chair: Brian Lucas, Northwestern Kellogg School of Management

Prophets vs. Profits: How Market Competition
Influences Leaders' Disciplining Behavior | Pieter T.M.

Desmet, Erasmus U. Rotterdam; Niek Hoogervorst, Erasmus U.

Rotterdam; Marius van Dijke, Erasmus U. Rotterdam

### Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute

- Do Good Times Breed Cheats?: Entering the Workforce in a Boom Predicts Later Unethical Behavior | Emily Bianchi, Emory U.; Aharon Yehuda Cohen Mohliver, London Business School
- Effect of Competition on Unethical Behaviors | Abhijeet K. Vadera, Indian School of Business; Vivekanand Srivastava, Indian School of Business; Karl Aquino, U. of British Columbia; Pathki Chandrashekarrao, Indian School of Business
- → Protecting the Well Intended: When Group Interdependence Leads to Greater Corruption | Priyanka D. Joshi, U. of Southern California; Nathanael J. Fast, U. of Southern California

### 1825 ☐: (Paper Session) - (OB) The Influence of Perceptions in the Decision Process

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 304 Tweet this session: #AOM2014 1825

Chair: Malia Mason. Columbia Business School

- Understanding Algorithm Aversion: Forecasters Erroneously Avoid Algorithms After Seeing them Err | Berkeley J. Dietvorst, The Wharton School, U. of Pennsylvania; Joseph Simmons, U. of Pennsylvania; Cade Massey, Yale U.
- Pa A Study of the Effect of Success on Risk Aversion in a Naturally Occurring Experiment | Rachel McCullagh Balven, Arizona State U.; Donald Lange, Arizona State U.; Peggy M. Lee, Arizona State U.
- ■Wasted Money or Worthy Investment? Ideological Values Color Perceptions of Escalation of Commitment | Dena Gromet, The Wharton School, U. of Pennsylvania; Philip E. Tetlock, U. of Pennsylvania
- ➡ Illusory Diligence: Feeling Good About Doing Bad | Elizabeth A. Wiley, Columbia Business School; Jinseok Chun, Columbia Business School; Malia Mason, Columbia Business School

# **1826 □**: (Paper Session) - (OB) **Plurality and Contradiction** in Morally Challenging World

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 308 Tweet this session: #AOM2014 1826

Chair: Liselore Havermans, VU U. Amsterdam

- Dialectical Leadership in a Contradictory World | Sophia Chia-Min Chou, National Taiwan U.; Bor-Shiuan Cheng, National Taiwan U.; Kwang-Kuo Hwang, National Taiwan U.
- Ties That Define: A Communitarian Theory of Ethics in Organizations | Rob Macklin, U. of Tasmania; Karin Anne Mathison, U. of Tasmania
- Does Ethical Membership Matter? Moral Identification and Its Organizational Implications | Douglas R May, U. of Kansas; Young K. Chang, U. of Wisconsin, Whitewater; Ruodan Shao, City U. of Hong Kong
- ■Dark Side of Relational Leadership: Why Individuals Do Bad Things for their Leader or Themselves | Tim Vriend, Groningen U. (RuG); Ramzi Said, U. of Groningen

# **1827** ☐: (Paper Session) - (OB) Shared Leadership and Team Performance: The Role of Team Dynamics, Conflict, and Personality

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1827

Chair: Danni Wang, Arizona State U.

- Shared Leadership in Teams: An Investigation of Conflict and Task Performance | Lindsey M. Greco, U. of Iowa; Sheryl Walter, U. of Iowa; Elizabeth H. Follmer, U. of Iowa
- PaVertical and Shared Leadership Processes: Exploring Team Leadership Dynamics | Julia E. Hoch, California State U., Northridge; Frederick P. Morgeson, Michigan State U.
- → <sup>®</sup> How Shared Leadership and Personality Diversity Interact to Improve Team Performance | Wencang Zhou, Montclair State U.
- Dynamic Shared Leadership Theory: Understanding the Structures and Processes of Shared Leadership | Charlotte L Powers, Michigan State U.; Frederick P. Morgeson, Michigan State U.; Brent J. Lyons, Michigan State U.

#### **1828 □**: (OB) Emotions as Information: Relying on **Emotions to Enhance Judgments and Performance**

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1828

Organizer: Jeremy Yip, The Wharton School, U. of Pennsylvania Following Your Gut: Emotional Intelligence Enables Capitalization on Somatic Markers | Jeremy Yip, The Wharton School, U. of Pennsylvania; Stephane Cote, U. of Toronto; Dana Carney, U. of California, Berkeley

- Facial Expressions that Shape Our Judgments: The Role of Authentic Cues | Laura Rees, Vanderbilt U.
- The Dark Side of a Smiley: The Role of Smiling Emoticon in Building First Virtual Impression | Ella Glikson, Technion Israel Institute of Technology; Arik Cheshin, U. van Amsterdam; Gerben A. Van Kleef, U. of Amsterdam
- Unlocking Integrative Potential: Emotional Ambivalence and Negotiation Outcomes | Naomi B. Rothman, Lehigh U.; Gregory Northcraft, U. of Illinois

#### 1829 =: (Paper Session) - (OB) It's Not You, It's Me - The Effects of Self Concept

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 403 Tweet this session: #AOM2014 1829

Chair: Crystal Reeck, Columbia U.

- "I'd Only Let You Down": Guilt Proneness and the Avoidance of Harmful Interdependence | Scott Wiltermuth, U. of Southern California; Taya R. Cohen, Carnegie Mellon U.
- ■When Bankers Feel Guilty: Professional Identification and the Effects of Guilt on Business Practices (WITHDRAWN) | Fabian Bernhard, INSEEC Business School

Compromising Innovative Behaviour with Work Shame I Angus J. Duff, Trent U.; Chris Chan, York U.; Sabrina Deutsch Salamon, York U.; Marie-Helene Budworth, York U.

When the Mood Hits Your Eye: Interactive Effects of Cognition and Affect on Creativity | Tomas Thundiyil, Texas A&M U., College Station; Dan S. Chiaburu, Texas A&M U.; Ning Li, U. of Iowa

#### **1830** ■: (Paper Session) - (OB) Person-Environment Fit:

#### **Predictors and Outcomes**

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 406 Tweet this session: #AOM2014 1830

Chair: Lisa Schurer Lambert, Georgia State U.

- Self-verification Perceptions: The Effects of Person-Organization Fit and Friendship Centrality | Tae-Yeol Kim, China Europe International Business School; Sang-Pyo Kim, Jinju National U.
- □ Investigating the Role of Goal Orientation in Job Seekers' Experience of Person-Environment fit | Kang Yang Trevor Yu. Nanyang Technological U.
- Fit as a Resource to Reduce Workplace Stress: An Examination of Non-Veterans and Veterans | Jeremy D. Mackey, Florida State U.; Pamela L. Perrewe, Florida State U.; Charn Patrick McAllister, Florida State U.; Fred R. Blass, Florida State U.
- A Cautionary Note on the Edwards Model for Difference Score Research | Yongheng Yao, McMaster U.

#### **1831 ②** *⊞*: (Paper Session) - (OB) **Temp Work**, **Telework**, and Teaming Up: Technology and Fun in Work Settings

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 407 Tweet this session: #AOM2014 1831

Chair: Steven D. Charlier, Georgia Southern U.

- → 🖃 🖔 Teaming up with Temps: A Network View on the Effect of Work Status Diversity on Team Outcomes | Christa L. Wilkin, York U.; Jeroen de Jong, Open U. Nederland; Cristina Rubino, California State U., Northridge
- Beyond a Simple Distinction Between Teleworkers and Non-Teleworkers | Justin A. DeSimone, The U. of Nebraska-Lincoln
- Seeing the Forest for the Trees: Mobile Technology & Knowledge Workers' Integration Behaviors | Jean-Nicolas Revt, New York U.
- Work Hard, Play Hard...at Work: A Theory on the Growing Phenomenon of Leisure at Work | Stephen H Courtright. Texas A&M U.; Mat Duerden, Brigham Young U.; Troy Smith, Texas A&M U.

#### **1832 □**: (Paper Session) - (OB) **The Nature of the Team** Process: The Role of Efficacy, Leadership and Justice Climate

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 410

Tweet this session: #AOM2014 1832

Chair: Jeffrey Paul Wehrung, Black Hills State U.

- Collective and Differentiated Leadership | Florian Kunze, U. of St. Gallen; Ulrich Leicht-Deobald, U. of St. Gallen
- Team Goal Monitoring in the Curvilinear Relationship Between Team Efficacy and Team Performance | Tammy L. Rapp, U. of Connecticut; Daniel Gregory Bachrach, The U. of Alabama; Adam Rapp, The U. of Alabama; Oliver K. Stoutner, U. of Alabama, Tuscaloosa
- Failure and Dynamic Efficacy in a Team Decision Task | Tori Yu-wen Huang, Nottingham U. Business School China
- → 🖃 🖑 Nationality Diversity and Team Performance: The Moderating Role of Interactional Justice Climate | Claudia Buengeler, U. of Amsterdam

#### **1833** JS: (OB, CM, HR) Developments on Supervisor and **Subordinate Antecedents of Abusive Supervision**

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1833 Chair: Katrina A. Graham, Drexel U.

- Discussant: Marie S. Mitchell, U. of Georgia
- Dodging the Bullet: Displaced Abusive Supervision among Politically Skilled Subordinates | Paul Harvey, U. of New Hampshire; Kenneth J. Harris, Indiana U., Southeast
- Subordinate Performance and Abusive Supervision: The Role of Supervisor Self-Control | Lindie Liang, U. of Waterloo; Huiwen Lian, Hong Kong U. of Science and Technology; Douglas J. Brown, U. of Waterloo; Lance Ferris, Pennsylvania State U.; Jeffrey R. Spence, U. of Guelph
- Leader Dominance and Theory X: A Social Dominance Theory Perspective of Abusive Supervision | Katrina A. Graham, Drexel U.; Mary Mawritz, Drexel U.; Rebecca L. Greenbaum, Oklahoma State U.
- I Abuse You, Because I Envy You: An Examination of Envy and Abusive Supervision | Lingtao Yu, U. of Minnesota; Michelle K. Duffy, U. of Minnesota
- Network Structure and Abusive Supervision | Heeman Park, The Ohio State U.; Bennett J. Tepper, The Ohio State U.; Tanya Menon, The U. of Chicago

# **1834** ■ JS: (OB, CM, SIM) Moral Fire in the Belly: How Moralizing an Issue Affects Interpersonal Judgments and Behavior

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1834

Organizer: Tamar Admati Kreps, Stanford U.

- Moralizing an issue increases stereotyping of those on the other side | Tamar Admati Kreps, Stanford U.; Benoit Monin, Stanford U.
- How Interpersonal Interactions Become Morally Segregated | Matt Motyl, U. of Virginia
- How the Moralization of Issues
   Grants Social Legitimacy to Act on One's Attitudes | Daniel A. Effron, London Business School; Dale Miller, Stanford U.
- Moral Convictions and Moral Courage: Unambiguous Goods? | Linda Skitka, U. of Illinois at Chicago

#### 1835 → □JS: (OB, MOC) On Leaders and Followers: Advancing a more "balanced" view of leadership

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1835

Organizers: G. James Lemoine, Georgia Institute of Technology; Melissa K. Carsten, Winthrop U.

- An Examination of Follower Role Orientation and Leader Attitudinal Outcomes | Melissa K. Carsten, Winthrop U.; Michael Matthews, Winthrop U.
- Boundaries of Authentic Leadership | William L. Gardner, Texas Tech U.; Claudia C. Cogliser, Texas Tech U.; James Carlson, Texas Tech U.
- "You can't handle the truth." Leader and Follower Transparency and Contingent Self-Worth | Hannes Leroy, Cornell U.; James R. Detert, Cornell U.
- Overcoming Follower Self-Interest through Servant Leadership | Robert C Liden, U. of Illinois at Chicago; Junfeng Wu, U. of Illinois at Chicago; Chenwei Liao, U. of Illinois at Chicago; Sandy J. Wayne, U. of Illinois at Chicago
- Patterns of motivations to lead: Predictors and outcomes | G. James Lemoine, Georgia Institute of Technology; Sejin Keem,

Georgia Institute of Technology; **Michael P. Vredeveld**, Georgia Institute of Technology

### 1836 : (Paper Session) - (OCIS) New Perspectives on Systems Use

1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 1836

Discussant: Sean William Hansen, Rochester Institute of Technology

- ©Understanding Organization-CRM System Misfits and their Evolution: A Path to Improving Usage | Bruno Albietz, Grenoble Ecole de Management; Dimitris George Assimakopoulos, Grenoble Ecole de Management
- A Conceptual Framework of Information Systems Usage and Consequences in Organizations | Donald Edward Wynn, U. of Dayton; Renee Michelle Elaine Pratt, Washington and Lee U.
- Systems Savvy: Theory, Measurement, and Impact | Terri Griffith, Santa Clara U.; John E. Sawyer, U. of Delaware; Marshall Scott Poole, U. of Illinois at Urbana-Champaign
- An Economic Framework for Analyzing the Incentive Problems in Building Information Modeling Systems | Chen-Yu Chang, U. College London

### 1837 : (Paper Session) - (OCIS) Small Firms, Organizational Structure, and Information Technology Use

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 A Tweet this session: #AOM2014 1837

Discussant: Karlene Cousins, Florida International U.

- Managerial Capacity, Absorptive Capacity and the Performance of Small Software Companies | Valter Moreno, Ibmec Business School; José Ricardo Monteiro Pinheiro, Ibmec Business School; Luiz Antonio Joia, Fundacao Getulio Vargas; Flavia Cavazotte, Pontificia U. Catolica de Rio de Janeiro
- IT Architecture and Organizational Learning: The Effect of Modularity and Virtualization | Insoo Son, Korea U.; Dongwon Lee, Korea U.; Gwanhoo Lee, American U.; Youngjin Yoo, Temple U.
- Economic Impact of Information Technology in Firms with Different Ownership Structures | Gaurav Dixit, Indian Institute of Management, Indore
- □ Evaluating E-business Capability and E-business Value for Fast Growth Small-to-Medium Enterprises | Rui Bi, Charles Sturt U.; Robert M. Davison, City U. of Hong Kong; Kosmas X. Smyrnios, RMIT U.

# **1838**: (Paper Session) - (OCIS) **Emotions and Technology Use in Organizations**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 B Tweet this session: #AOM2014 1838

Discussant: Lionel P. Robert, U. of Michigan, Ann Arbor

- □ Can Technostressors Be Engaging?: The Salient Role of Employee Personality | Shalini Chandra, S P Jain School of Global Management; Anuragini Shirish, Institut Mines-Telecom; Shirish C Srivastava, HEC Paris; Imed Boughzala, Institut Mines-Telecom
- Developing a Theoretical Foundation for IT Addiction (WITHDRAWN) | Sander Paul Zwanenburg, The U. of Hong Kong

- Technology Affordances and Emotion Regulation Strategies: A Qualitative Study | Nan Wang, U. of Oklahoma, Norman; Traci Carte, U. of Oklahoma
- Employees' Evaluation of Mandatory IS Change and Affective Commitment to Change | Junhui Jiang, National U. of Singapore; Sharon Tan, National U. of Singapore

#### 1839 € ... (ODC) Empathy in Innovation – The Human Side of Innovation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1839

Organizers: Tojo Thatchenkery, George Mason U.; Hanna Lehtimäki, U. of Eastern Finland

Discussant: K B Akilesh, Indian Institute of Science

Empathy at the Front End of the Innovation Process | Päivi Eriksson, U. of Eastern Finland; Hanna Lehtimäki, U. of Eastern Finland; Tero Montonen, U. of Eastern Finland

Neuroscientific Evidence on Empathy in Ideation | Mikko Salminen, Aalto U.; Niklas Ravaja, Aalto U.

- An Appreciative Inquiry Approach to Empathic Process Innovation | Ravi S. Behara, Florida Atlantic U.; Tojo Thatchenkery, George Mason U.; Con Kenney, National
- Network Perspective on Leading Innovation in Organizations | Gopakumar Gopalakrishnan, Infosys Limited; Daniel Halgin, U. of Kentucky

#### 1840 & .: (Paper Session) - (OM) Lean, Quality And **Continuous Improvement Issues**

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 409 Tweet this session: #AOM2014 1840

Chair: Basak Manders, Erasmus U. Rotterdam

- Kaizen initiative through vertical supply networks in emerging economies | Katsuki Aoki, Meiji U.; Maneesh Kumar, Cardiff U.
- Leader Values, Followers' Information Sharing, and Team Effectiveness: Advancing Lean Team Cultures | Desiree van Dun, U. of Twente; Celeste P. M. Wilderom, U. of Twente
- Lean production systems and financial performance: a configurational fuzzy-set approach | Arnaldo Camuffo, Bocconi U.; Fabrizio Gerli, U. Ca' Foscari of Venice
- Antecedents of ISO 9001 Internalization: An Employee-Level Analysis | Basak Manders, Erasmus U. Rotterdam; Henk de Vries, Erasmus U. Rotterdam

#### **1841** ■: (Paper Session) - (OMT) The Many Guises of Entrepreneurship: Studies of Strategic, Political and **Corporate Entrepreneurship**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 102 A

Tweet this session: #AOM2014 1841 Chair: Matthew G Grimes, U. of Alberta

- An Action-Level Specification and Implications of Strategic Entrepreneurship for Performance | Zeki Simsek, U. of Connecticut; Ciaran Heavey, U. College Dublin; Brian C. Fox, U. of Connecticut
- Revisiting the small-firm effect in entrepreneurship: evidence from firm dissolutions. | Aleksandra J Kacperczyk, MIT Sloan; Matt Marx, Massachusetts Institute of Technology
- Entrepreneurship in Large Organizations. Evidence from Music Production. | Aleksandra J Kacperczyk, MIT Sloan

Quotidian Disruptions, Social Influence, and Political Entrepreneurship: Evidence from India | Demetrius Lewis, Stanford U.; Sharique Hasan, Stanford U.

#### **1842** $\sqsubseteq$ : (Paper Session) - (OMT) Investigating Institutional Complexity

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 1842

Chair: Anthony Briggs, U. of Alberta

- ☐ The Effects of Institutional Complexity on Individual Agency Rachel Ruttan, Northwestern U.; Michael Mauskapf, Northwestern U.; Loran F. Nordgren, Northwestern U.
- Field-Configuring Organizations: Organizing for Institutional Complexity | Miriam Wolf, U. of Leeds: Krsto Pandza, U. of
- Institutional Complexity in a Transition Field: Responsible Investment in Asset Management (WITHDRAWN) | Daniela Laurel, ESSEC; Diane-Laure Arjalies, HEC Paris; Marco Giorgino, Politecnico di Milano
- Field dynamics and receptive geographical fixes in responses to institutional complexity | James Faulconbridge, Lancaster U.; Daniel Muzio, U. of Newcastle upon Tyne

#### **1843** $\blacksquare$ : (Paper Session) - (OMT) Focusing on the Top: Four Perspectives on the CEO

1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 B Tweet this session: #AOM2014 1843

- Staying Agile in the Saddle: CEO Tenure, TMT Change, and Organizational Ambidexterity | Paul Ferreira, U. of Geneva; Sebastian Raisch, HEC U. of Geneva; Patricia Klarner, U. of Munich
- The CEO/CFO duo: An empirical assessment of their effect on firm performance | Malte Schulmeyer, RWTH Aachen U.; Tobias Knobl, RWTH Aachen U.
- ■The Practices and Processes of New CEOs Managing the Post-succession Period | Shenghui Ma, U. of Zurich; Stephane Guerard, U. of Zurich; David Seidl, U. of Zurich
- ■Two Worlds Colliding: Understanding the Effects of Reputational Domain Overlap | Steven Boivie, Texas A&M U.; Scott D. Graffin, U. of Georgia; Richard John Gentry, U. of Mississippi

#### 1844 : (Paper Session) - (OMT) Oops!...I Did It Again: Path Dependence and Escalation of Commitment

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 A

Tweet this session: #AOM2014 1844

Chair: Christine Moser, VU U. Amsterdam

- When cospecialization leads to rigidity: Why even SAP couldn't unlock path dependence | Thomas Schmidt, Freie U. Berlin: Timo Braun. Freie U. Berlin
- Path Dependence and the Stabilization of Strategic Premises: How the Funeral Industry Buries Itself | Matthias Wenzel, European U. Viadrina
- Managing internal and external path dependence: Exploring effective response strategies | Johann Fortwengel, Freie U. Berlin; Arne Keller, Freie U. Berlin

☐ Feeding and breaking the escalation of commitment |

Hamid Bouchikhi, ESSEC Business School; Farah Kodeih,

NEOMA Business School

# **1845** ☐: (Paper Session) - (OMT) Organizations and Innovation: How Organizational Processes Shape and Constrain Innovation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 1845 Chair: Rajesh Kumar, Menlo College

Pa Social Innovation through Idea Development Conversations between Professionals | Riku Ruotsalainen, VU U. Amsterdam

#### **Finalist for Pondy Award**

- ➡How Field-level Knowledge Diversity Affects the Performance of Technology Innovation | Jade Yu-Chieh Lo, Drexel U.; Shanti Dewi Anak Agung Istri, Drexel U.
- ➡From Separation to Integration: How Compensatory Structuring Reconciles Exploration and Exploitation | Martin Jaeckel, Deloitte Consulting; Alexander Zimmermann, U. of St. Gallen
- Network Service Innovation: Mobile Broadband, Clustering and Organization Performance | T.Binh Phan, BI Norwegian Business School; Oystein Fjeldstad, BI Norwegian Business School; Amir Sasson, BI Norwegian Business School

# **1846** ☐: (Paper Session) - (OMT) New Perspectives on Networks and Organizations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 B Tweet this session: #AOM2014 1846

Chair: W. L. Dougan, U. of Wisconsin, Whitewater

- ☐ The Tragedy of the Network | Charles Jonathan Gomez, Stanford U.; David Lazer, Northeastern U.
- ■When networks cut both ways: The dual impact of networks on organizational commitment | Fabio Fonti, ESC Rennes School of Business; Robert Whitbred, Cleveland State U.
- ₽ The Failure of Professional Networks to Detect and Expose Corporate Corruption | Claudia Gabbioneta, U. of Genoa Finalist for Best ESP Award

Network Citizenship Behavior: Toward a Behavioral Perspective on Multi-organizational Networks | Keith G Provan, U. of Arizona; Joerg Sydow, Freie U. Berlin; Nathan Philip Podsakoff, U. of Arizona

#### **1847** ■: (Paper Session) - (OMT) Living on the Edge:

#### **Organizational Deviance and Its Causes**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1847

Chair: Benjamin M. Cole, Fordham U.

- Breaking Local Convention: Dependence Relationships and Quarterly Earnings Guidance | Sun Hyun Park, U. of Southern California; Kelly Patterson, U. of Southern California
- Crime and Punishment? Deviance, sanctions and the dynamics of embedded agency | Jesper Edman, Hitotsubashi U.; Stefan Jonsson, Uppsala U.
- ■Roles of Positive and Negative Public Discourse and Performance Feedback on Strategic Deviance | Bokyung Lee, Yonsei U.; Kyung Min Park, Yonsei U.
- Capturing Value through Secrecy: A Process-Oriented Model of Secret Keeping in Organizations | Vikas Anand, U.

of Arkansas; Christopher C. Rosen, U. of Arkansas; Danny Franklin. U. of Arkansas

# 1848 □JS: (OMT, ONE, TIM) Social Movements and Economic Systems: From Market Change to Industry Creation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 A

Tweet this session: #AOM2014 1848

Chairs: Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Chad

Navis, U. of Wisconsin, Madison

Discussant: Michael Lounsbury, U. of Alberta

SMO Strategy Choices and the Conditions that Affect Them | Charlene E. Zietsma, York U.

Toward a Theory of Movement Driven Markets | Brandon H. Lee, Melbourne Business School

Welcome to the Jungle: Activist and Firm Discourse and the Struggle Over Market Change | Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Theodore L. Waldron, Baylor U.; Chad Navis, U. of Wisconsin, Madison

The Institutional Antecedents of Greenwashing: SMOs and the Implementation of State RPS Policy | Wesley David Sine, Cornell U.; Arkangel Miguel Cordero, Cornell U.

#### **1849** □ • : (Paper Session) - (ONE) Management II:

#### **Systems & Strategies**

1:15pm - 2:45pm Pennsylvania Convention Center: Room 112 A

Tweet this session: #AOM2014 1849

Chair: Oliver Laasch, The U. of Manchester

- Pasa Do Managers Systematically Miss Opportunities for Waste Reduction? A Goal Setting Approach | Luca Berchicci, Erasmus U. Rotterdam; Andrew King, Dartmouth College
- → Complementary Link Between Quality and Environmental Management Systems and Business Performance | Vera Ferrón-Vilchez, U. of Granada; Nicole Darnall, Arizona State U.; Dante Ignacio Leyva-de la Hiz, U. of Granada
- Why Organizations Fail at Sustainability: An Integrative Sensemaking View | Guillaume C. F. Pain, Concordia U.
- Self-determination of Corporate Sustainability Initiatives in Multinational Subsidiaries | **Kalim U. Shah**, Indiana U. Northwest

# 1850 ©→ ← SHCS: (ONE, SIM, OMT) Bridging Institutional Analysis with Cultural Dynamics in Explaining Environmental Sustainability

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1850

Organizers: **Grace Hong Fan**, U. of British Columbia; **P. Devereaux Jennings**, U. of Alberta

Discussants: Jennifer Howard-Grenville, U. of Oregon; P.

Devereaux Jennings, U. of Alberta

When Worlds Collide? | Lianne Lefsrud, U. of Alberta

Plural Logics and Politics for Innovation in Renewables: Cross-National Patenting 1995 - 2011 | Manely Sharifian, U.

of Alberta; **P. Devereaux Jennings**, U. of Alberta An Organizational Culture Perspective of Environmental Standards Adoption | **Brooke Lahneman**, U. of Oregon

**Finalist for Best Symposium Award** 

Multiple Logics in Action: Water Sustainability in the Okanagan | Grace Hong Fan, U. of British Columbia

# **1851** ■: (Paper Session) - (PNP) Leadership in Public and Nonprofit Organizations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 A Tweet this session: #AOM2014 1851

Chair: Candice Pippin Bodkin, North Carolina State U.

- → □ Teacher Accountability Disposition and Work
  Performance: The Moderating Effect of Leadership Style |
  Zehava Rosenblatt, U. of Haifa; Adva Pinyan, U. of Haifa
- Serving Larger Purposes: Does Transformational Leadership Foster Employee Use of Public Values? | Sheela Pandey, Kean U.; Randall S. Davis, Miami U. Ohio; Sanjay K. Pandey, Rutgers U.; Shuyang Peng, Rutgers U.
- Leadership Effectiveness Compared Across Three Different Work Settings | G. Ronald Gilbert, Florida International U.; Robert C. Myrtle, U. of Southern California; Ravi Sohi, U. of Nebraska
- It's About the Mission: Leadership and Public Service Motivation in Nonprofit Organizations | Brian Dozer, Webster U.; Julie 'JP' Palmer-Schuyler, Webster U.; Eric Rhiney, Webster U.

# 1852 € ☐JS: (RM, OMT, OB) The Size of Organization Science: The Role of Practical Significance in Management Theory

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1852

Organizers: Matthew W. McCarter, The U. of Texas at San Antonio; Dina V. Krasikova, The U. of Texas at San Antonio Discussant: James M. LeBreton, Purdue U.

- Assessing Oomph: Differing World Views and the Future of Organizational Science? | Stanley E. Fawcett, Air Force Institute of Technology
- The Significant Difference between Practical and Statistical Significance in Organization Science | Matthew W. McCarter, The U. of Texas at San Antonio; Dina V. Krasikova, The U. of Texas at San Antonio
- Why the Papers that We are Publishing Shouldn't be Published, and How to Correct the Problem | **Jose M. Cortina**, George Mason U.
- New Statistics Require New Social and Organization Theory | Marc Orlitzky, U. of South Australia

# **1853 —** ∃: (Paper Session) - (SAP) The Power of Words and Strategic Mindset in Strategizing Activities

1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1853

Chair: Chahrazad Abdallah, U. of London, Birkbeck

- ■What's in a strategy? Ways to get lost in translation of the strategy | Søren Obed Madsen, Copenhagen Business School
- A mindset for strategic thinking: Conceptual synthesis of the capacity for strategic insight | William S Weyhrauch, Kansas State U.; Satoris S. Culbertson, Kansas State U.
- ■Communication Between Institutional Entities via Myth Processes What's the Story | Rohny Saylors, New Mexico State U.

## 1854 : (Paper Session) - (SIM) External and Linguistic Influences on Business Behavior

1:15pm - 2:45pm Loews Philadelphia Hotel: Anthony Room

Tweet this session: #AOM2014 1854

Chair: James Weber, Duquesne U.

- Examining how regulation enforcement impacts firm self-regulation activities | David Eduardo Cavazos, U. of New Mexico; Matthew A. Rutherford, James Madison U.; Karen D. W. Patterson, U. of New Mexico
- → Migrant Remittances, Skill, and Location: Effects on Corporate Governance Quality | Michael L. Barnett, Rutgers U.; Michael E. Cummings, U. of Nevada, Las Vegas; Daniel P. Forbes, U. of Minnesota; Paul M Vaaler, U. of Minnesota
- Negotiating with the Millennial Generation (WITHDRAWN) | Livia Levine, The Wharton School, U. of Pennsylvania
- Reconstructing Diversity Management and Communication from a Constitutive-Polyphonic Perspective | Hannah Trittin, U. of Zurich; Dennis Schoeneborn, Copenhagen Business School

## **1855** : (Paper Session) - (SIM) Corporate Political Activity: Micro and Macro Influences

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth A2 Tweet this session: **#AOM2014 1855** 

Chair: Jennifer J Griffin, George Washington U.

- → Corporate Political Activities Through Civil Society Meta-Organizations | Maria Paola Ometto, FGV-EAESP; Mario Aquino Alves, Fundacao Getulio Vargas
- ■Unmasking Firms' Political Ideological Associations |

  Michael Seth Nalick, Texas A&M U.; Scott Kuban, Texas A&M U., College Station; Mario Schijven, Texas A&M U.; Kai Xu, Texas A&M U.
- № Stakeholder Management and Corporate Political Activity: A Model of Strategic Stakeholder Management | Marguerite Schneider, NJIT; Michael Hadani, Saint Mary's College
- ➡Political Goodwill or Legitimacy and Private Enterprise Philanthropy in China | Tianli Feng, U. of Electronic Science and Technology of China; Philip Bromiley, U. of California, Irvine; Runtian Jing, Shanghai Jiao Tong U.

# **1856**: (Paper Session) - (SIM) Microfinance: Social Challenges and Social Effects

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 1856

Chair: Gordon P. Rands, Western Illinois U.

- Agency problem in microfinance contract in natural disaster context | **HoWook Shin**, U. of Texas, Dallas
- ■Work-family role conflict in microfinance | Soo Jung Kim, U. of Texas, Dallas; Seung-Hyun Lee, U. of Texas, Dallas
- → \* Illicit Entrepreneurs Value Creation and Value Capture By Microfinance Clients in Rural Burundi | Katarzyna Cieslik, U. Libre de Bruxelles; Marek Hudon, ULB Solvay Brussels School; CERMi; Philip Verwimp, U. Libre de Bruxelles
- Fishing for Complements: Microcredit, Entrepreneurship, and Income Diversification in Coastal India | Esther Leibel, New York U.; Renee Rottner, New York U.; Jui Ramaprasad, McGill U.; Brennan Davis, Baylor U.

## 1857 (Paper Session) - (SIM) Gender and Ethical Decision Making

1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 2 Tweet this session: #AOM2014 1857 Chair: Cristina Neesham, Monash U.

- → ☐ How does gender influence subordinate responses to abusive supervision? A mediated moderation model. | Alexander Newman, Monash U.; Kohyar Kiazad, Monash U.; Gary Schwarz, The U. of Nottingham Ningbo China; Brian Cooper, Monash U.
- Propensity for corruption: Is it gender or context? | Oliver Masakure, Wilfrid Laurier U.; Patricia Genoe McLaren, Wilfrid Laurier U.
- Bu Sex & gender in ethical decision making: A critical review and recommendations for future research | Jason R Pierce, U. Adolfo Ibanez
- Do Female/Male Distinctions in Language Influence Microfinance Outreach to Women? | Estefania Santacreu-Vasut, ESSEC Business School; Israel Drori, College of Management, Israel; Ronny Manos, Cranfield U.; Amir Shoham, Temple U.

# 1858 € □ JS: (SIM, OB, CM) Behavioral Ethics: Pushing The Boundaries Of An Emerging Field

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1858

Chairs: Joseph P. Gaspar, Quinnipiac U.; Danielle E. Warren, Rutgers U.

Discussant: Arthur P. Brief, U. of Utah

- Competence by any Means: Cheating as a Response to Ego Threat | Wiley Wakeman, London Business School; Celia Moore, London Business School
- How Perceptions of Being Creative and Rare Can Increase Dishonesty | Lynne Catherine Vincent, Vanderbilt U.; Maryam Kouchaki, Harvard U.
- Confident and Cunning: Self-Efficacy and Unethical Behavior | Joseph P. Gaspar, Quinnipiac U.; Maurice Schweitzer, U. of Pennsylvania
- Malleability of Moral Judgments | Kristin Smith-Crowe, U. of Utah; Danielle E. Warren, Rutgers U.
- Investigating the Automatic and Undeniable Motivational Power of Moral Knowledge | **Scott J. Reynolds**, U. of Washington; **Matt Eliseo**, U. of Washington

# **1859** ■: (Paper Session) - (TIM) Managing Complexity Through Modularity

1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1859

Chair: C. Jason Woodard, Singapore Management U.

- Managing Complexity Through Selective Decoupling | C. Jason Woodard, Singapore Management U.; Eric K. Clemons, U. of Pennsylvania
- From Garage to Grand Prix: Adaptation and Knowledge Integration in Complex Systems | Jan Hendrik Voss, Bocconi U.; Charles Williams, Bocconi U.
- Organizing to Effect Modular Architecture in Product Development | Marc Meyer, Northeastern U.; Tucker James Marion, Northeastern U.; Frido Smulders, TU Delft
- Modular exaptation: a missing link in the synthesis of artificial form | Pierpaolo Andriani, Kedge Business School;

Giuseppe Carignani, U. of Udine; Renata Kaminska, SKEMA Business School

# **1860** ☐: (Paper Session) - (TIM) Inter-Organizational Alliances

1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1860 Chair: Martin C. Goossen, HEC Paris

- Pa Effects of Performance-Based Contracts on Innovation in Inter-Organizational Relationships | Regien Sumo, Eindhoven U. of Technology; Wendy van der Valk, Tilburg U.;
- Arjan J. van Weele, Eindhoven U. of Technology; Christoph Bode, Tilburg U.

  □ Exploring knowledge appreciation and depreciation
- effects in technology alliance portfolios | Florian Noseleit,
  Groningen U. (RuG); Dries Faems, Groningen U. (RuG)
- ☐ To Trust or not to Trust: Vulnerability-based Trust in Interorganizational Partnerships | Julia Backmann, LMU Munich; Martin Hoegl, LMU Munich
- → Exploring towards partners: Entry into new business domains in the U.S. venture capital firms | Alex Makarevich, ESADE Business School; Young-Choon Kim, National U. of Singapore

# **1861** ⊒: (Paper Session) - (TIM) Routinizing, Justifying, and Meta-Analyzing Creativity

1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1861

Chair: Beatrice D'Ippolito, The York Management School, U. of York

- Design and the routinization of creativity | Beatrice D'Ippolito, The York Management School, U. of York; Marcela Miozzo, The U. of Manchester; Davide Consoli, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV)
- ➡The social justification of creative ideas: An inductive study of drug discovery teams | Andreas Ernst Schneider, ETH Zurich; Vivianna Fang He, ETH Zurich; Zeynep Erden, ETH Zurich
- Examining the relationship between creativity and innovation: A meta-analysis | Hessamoddin Sarooghi, U. of Missouri, Kansas City; Dirk P Libaers, U. of Missouri, Kansas City; Andrew C Burkemper, U. of Missouri, Kansas City
- Myopic Creative Climate The result of streamlining in R&D organizations? | Katarina Lund, KTH Royal Institute of Technology; Jennie Bjork, The Royal Institute of Technology; Mats Magnusson, Royal Institute of Technology - KTH

## 1862 ⊒: (Paper Session) - (TIM) Open Innovation: Incentives for Contributing

1:15pm - 2:45pm Pennsylvania Convention Center: Room 117 Tweet this session: #AOM2014 1862

Chair: Daniel Ehls, Technische U. Hamburg-Harburg (TUHH)

- Joining Open Source Communities under
  Alternatives:Openness Trade-Offs and User Traits
  Contingency | Daniel Ehls, Technische U. Hamburg-Harburg
  (TUHH)
- ■Public incentives to innovate and open innovation strategies | Marcelo F. Cano-Kollmann, Temple U.; Robert D. Hamilton, Temple U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

- Participation dynamics in crowd-based knowledge production | Henry Sauermann, Georgia Institute of Technology; Chiara | Franzoni, Politecnico di Milano
- Paying for Philantrophy? The Prosocial Boundaries of Monetary Incentives in Idea Co-creation | Christoph IhI, RWTH Aachen U.; Alexander Vossen, BI Norwegian Business School

## 1863 ⊒: (Paper Session) - (TIM) Building and Seeking Legitimacy

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1863 Chair: Sofia Bapna, U. of Minnesota

- Scientific revealing and firm product pioneering with an emerging fiber optics technology | Olga Bruyaka, Virginia Tech; Linda Tegarden, Virginia Tech; Donald E. Hatfield, Virginia Tech; Fiona Xiaoying Ji, Ohio U.; William Lamb, Ohio U.
- ■Which Legitimacy to Leverage? The Interplays between Legitimacy, Capability, and Innovation | Yapu Zhao, Shanghai JiaoTong U.; Yi Liu, Shanghai JiaoTong U.
- Category markers: how organizations inform consumers about categorical identities of hybrid products | **Bram Kuijken**, U. of Amsterdam; **Nachoem M. Wijnberg**, U. of Amsterdam; **Gerda Gemser**, RMIT U.
- Entrepreneurship, Legitimacy and Online Social Communities: An Empirical Analysis | Sofia Bapna, U. of Minnesota; Mary J. Benner, U. of Minnesota

## 1864 🖃: (Paper Session) - (TIM) Eye of the Beholder: Reputation and Stakeholder Expectations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 126 B Tweet this session: #AOM2014 1864

Chair: Thomas Klueter, IESE Business School

- ☐ Festival Innovation Management: A Stakeholder's Perspective | Hui-Fen Chen, National Taipei U.; Shao-Huan Chen, National Chengchi U.; Shih-Han Li, National Taipei U.
- ■Unpleasant Surprise: The Influence of "Reputation Surprise" on Prominence and Perceived Quality | Owen Nelson Parker, Indiana U., Bloomington; Varkey K Titus, The U. of Nebraska-Lincoln; Matthew Semadeni, Arizona State U.
- Swimming Against the Current Radical Innovation and Startup Firm Market Value | Thomas Klueter, IESE Business School; Rahul Kapoor, U. of Pennsylvania
- Stock market response to R&D alliance announcements: A signaling perspective | Yen-Chih Huang, Asia U.; Rong Ma, Rutgers U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology

### **1865** ☐: (Paper Session) - (TIM) Learning Through

### Licensing and Acquisitions

1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1865 Chair: Vincenzo Palermo, U. of Toronto

- Technology Licensing and Firm Innovation: The Moderating Effect of Slack and Organizational Myopia | Solon Moreira, Copenhagen Business School
- ■Technology and external conditions at play: a study of learning-by-licensing practices in China | Yuandi Wang, Sichuan U.; Zhao Zhou, Shanghai U. of Finance and Economics

Internal knowledge accumulation and the acquisition of external technology: is there a trade-off? | Vincenzo Palermo, U. of Toronto

What do acquiring firms do with acquired knowledge? | Seungho Choi, Ewha Womans U.; Gerry McNamara, Michigan State U.

### Tuesday 1:30PM

1866: (ICW) IMD International Day 5

1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1

Tweet this session: #AOM2014 1866

Organizer: Marianne Rothenbuehler, IMD International

### Tuesday 3:00PM

# **1867 □**: (BPS) Partner Choice, Matching, Value Creation and Performance in Inter-Firm Partnerships

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1867

Organizers: Denisa Mindruta, HEC Paris; Gordon Walker, Southern Methodist U.

- Distributional Properties of Interorganizational Value | Luis Cabral, New York U.; Goncalo Pacheco-de-Almeida, HEC Paris
- A Two-sided Matching Approach for Partner Selection | **Denisa Mindruta**, HEC Paris; **Mahka Moeen**, U. of South Carolina; **Rajshree Agarwal**, U. of Maryland
- Estimating Value Creation in Buyer-Supplier Interfaces
  Thanks to Revealed Preferences | Olivier Chatain, U. of
  Pennsylvania
- Partner Financial Performance, Network Position and Partner Choice: A Matching Perspective | Oliver Gottschalg, HEC Paris; Denisa Mindruta, HEC Paris; Gordon Walker, Southern Methodist U.

# **1868** ☐: (Paper Session) - (BPS) Uncertainty and Firm & Technological Scope

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A Tweet this session: #AOM2014 1868

Chair: Jinsil Kim, U. of Texas, Dallas

- The Multi-Product Firm As Organizational Setup to Address Uncertainty | Emanuel Roland Kastl, Cass Business School, City U. London
- Where Do Dominant Technologies Come From? The Role of Firms' Technological Scope under Uncertainty | Puay Khoon Toh, U. of Minnesota; Cameron D Miller, U. of Minnesota
- Technological Uncertainty and the Use of M&A to Externalize Innovation | David R. Clough, INSEAD
- ■Equity Stakes and Exit: An Experimental Approach to Decomposing Exit Delay | Rachel Croson, U. of Texas, Dallas; Daniel Walter Elfenbein, Washington U. in St. Louis; Anne Marie Knott, Washington U. in St. Louis

## 1869 ♥ ■ ☐: (Paper Session) - (BPS) Information Flows and Corporate Outcomes

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 3 Tweet this session: #AOM2014 1869

Chair: Koen Heimeriks, Tilburg U.

- Money Secrets: How Does the Legal Protection of Trade Secrets Affect Firm Acquisition Price? | Francesco Castellaneta, Catolica Lisbon School of Business and Economics; Raffaele Conti, Catolica Lisbon School of Business and Economics
- ™ Voluntary Disclosures as a form of Impression
  Management to Reduce Evaluative Uncertainty During
  M&A | Basak Yakis-Douglas, Oxford U.; Duncan Angwin,
  Oxford Brookes U.; Maureen Meadows, The Open U.;
  Kwangwon Ahn, Said Business School
- Technological Overlap, Location, and Time Elapsed until the Initial Post-Acquisition Innovation | Joshua Sears, Texas Tech U.
- Economic Deregulation and Firm Acquisition Activity: a Stakeholder Perspective | **Jieyu Zhou**, Hong Kong U. of Science and Technology; **Guoguang Wan**, Hong Kong U. of Science and Technology; **Qian Lu**, National U. of Singapore

# **1870** → □: (Paper Session) - (BPS) Rivalry and Strategic Positioning

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 4

Tweet this session: #AOM2014 1870

Chair: Amir Sasson, BI Norwegian Business School

- A Pressure-Release Model of Competitive Reactions: Evidence from Online Price Comparisons | **Jakob Woblistin**, Erasmus U. Rotterdam; **Otto Koppius**, Erasmus U. Rotterdam
- ■Strategy as Activity System: A Review and Conceptualization | Daniel Albert, U. of Pennsylvania
- The Social Construction of Rivalry: An Analysis of the Palio of Siena from 1861-2012 | Jay R. Horwitz, Bocconi U.;
  Fabrizio Perretti, Bocconi U.
- → What Competes, Organizations or Products? | William P Barnett, Stanford U.; David McKendrick, Australian National U.; Etan Green, Stanford U.

# 1871 ♠→ ➡ : (Paper Session) - (BPS) Microfoundations of Strategy

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 1871

Chair: Libby Weber, U. of California, Irvine

- → The Microfoundations of the Theory of the MNC: New Insight from a Psycholinguistic Study | Minyoung Kim, U. of Kansas; Midam Kim, U. of Kansas; Ann Bradlow, Northwestern U.; Tailan Chi, U. of Kansas
- → Private and Public Opinion Discrepancy: the Anatomy of Market Valuation | **Jiayin Zhang**, Massachusetts Institute of Technology
- A Formal Framework for Strategic Representations and Conceptual Reorganization | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences; Juergen Jost, Max

Planck Institute for Mathematics in the Sciences; **Massimo Warglien**, U. Ca' Foscari of Venice

## 1872 : (Paper Session) - (BPS) Narcissism, Anxiety and Hubris in CEOs

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room B Tweet this session: #AOM2014 1872

Chair: Nicholas N Bartkoski, Ball State U.

- The Pursuit of Social Esteem: How Narcissistic Chief Executives Endeavor to Create Their Context | Arijit Chatterjee, ESSEC
- Signs of Narcissism of CEOs: Validating a Widely Used Measure | Irmela Koch, U. of Mannheim; Torsten Biemann, U. of Mannheim
- Pride as a Double-Edged Sword: Effects of CEO Hubris on Firm Market Exploration and Exploitation | Yi Tang, Hong Kong Polytechnic U.; Danny Wang, Hong Kong Baptist U.; Flora Gu, Hong Kong Polytechnic U.
- ⊟Heavy Lies the Crown? Top Executive Anxiety And Strategic Decision Making | Michael J. Mannor, U. of Notre Dame; Viva Ona Bartkus, U. of Notre Dame; Adam J. Wowak, U. of Notre Dame

# **1873** ■ JS: (BPS, ENT) Crowdfunding: A Consortium of Research Perspectives

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence B Tweet this session: #AOM2014 1873

Organizers: Brian Philip Reschke, U. of California, Berkeley; Peter Younkin, McGill U.; Keyvan Kashkooli, U. of California, Los Angeles

Discussant: Lee Fleming, U. of California, Berkeley
Who Contributes More to Crowdfunding Campaigns?
Evidence from Indiegogo | Venkat Kuppuswamy, U. of North
Carolina, Chapel Hill; Barry Bayus, U. of North Carolina, Chapel

- The Hidden Cost of Accommodating Crowdfunder Privacy Preferences: A Randomized Field Experiment | Gordon Burtch, U. of Minnesota; Anindya Ghose, New York U.; Sunil Wattal, Temple U.
- Gender and Beauty in a Peer-to-peer Loan Market: Implications for Women in Small Business | Ko Kuwabara, Columbia Business School; Sarah Thébaud, UC Santa Barbara
- Commensurating Community: The Impact of Standardization on Social Bases of Exchange | Brian Philip Reschke, U. of California, Berkeley
- A Crowd or a Community?: How Community Membership Influences the Perception of Worthiness | Peter Younkin, McGill U.; Keyvan Kashkooli, U. of California, Los Angeles

# **1874** ■SHCS: (BPS, ENT, TIM) A Multilevel Perspective on Technological Discontinuities:What Do We Know &Where Do We Go From Here?

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South Tweet this session: #AOM2014 1874

Chairs: Richard Tee, EPFL; Bilgehan Uzunca, IESE Business School

Participants: Ron Adner, Dartmouth College; J.P. Eggers, New York U.; Andrew King, Dartmouth College; M Lourdes Sosa, the London School of Economics and Political Science; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

# **1875** • → □: (Paper Session) - (CAR) International Careers: a Matter of Culture

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1875

Chair: Monique Valcour, EDHEC Business School

- ■Understanding Job Allocations among Expatriates in a Culturally Diverse Workforce Situation | Akram Al Ariss, Toulouse Business School; Chun Guo, Sacred Heart U.
- → ■A Study of Expatriate Career Intention | Arpita Joardar, Clark U.

The Careers Best International Paper Award Finalist
Broadening our Understanding of the Self-Initiated Expatriate
through the Sociology of the Stranger | Nadia C. DeGama,

York U.; Steve McKenna, York U.

■ Too Early or Too Late: A Sequence Analysis of Executive Career Timing | Guorong Zhu, Salem State U.; Lan Wang, Boston U.

# **1876** 🖃 <sup>®</sup>: (Paper Session) - (CAR) Work-Home Interface: Balance? Fit? Integration?

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1876

Chair: Zheng Chen, U. of South Florida, St. Petersburg Discussant: Ana Carolina de Aguiar Rodrigues, U. de São Paulo

- ☐ The impact of work and family demands on life role salience and work-family conflict/facilitation | Donna Maria Blancero, Bentley U.; Robert G. DelCampo, U. of New Mexico; Barbara Taylor, Touro U. International
- ☐ Coworker Exclusion and employee outcomes: Moderating roles of organizational and social support | Kristin L. Scott, Clemson U.; Thomas J. Zagenczyk, Clemson U.; Michaéla C. Schippers, Erasmus U. Rotterdam; Russell L. Purvis, Clemson U.
- ■Building a Sustainable Career: The Role of Work-home Balance in Career Decision Making | Sara De Hauw, Vlerick Business School; Jeffrey H. Greenhaus, Drexel U.
- ☐ The dark side of work-life policies: Negative consequences
  of the use of dependent care benefits | Marina Boz, Anglia
  Ruskin U.; Ines Martinez-Corts, U. of Seville; Lourdes
  Munduate, U. Seville

## **1877 CAU**: (CAU) Is it Racism or Something Else? Discussing the Motivation Behind Words

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1877

*Organizers*: **Terry A. Nelson**, U. of Alaska Anchorage; **Kori Callison**, U. of Alaska Anchorage

### 1878 ☐: (Paper Session) - (CM) What You're Feeling:

Exploring the Role of Emotion in Negotiation 3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 1878

Chair: Jared R. Curhan, Massachusetts Institute of Technology

- Harmony Matters: Exploring Effect of Group Harmony on Performance | Chao C. Chen, Rutgers U.; Ali F. Unal, Rutgers U.; Katherine Xin, CEIBS; Kwok Leung, City U. of Hong Kong
- To Trust or Not To Trust: Effects of Emotional Displays on Trust in Distributive Negotiations | Liuba Y. Belkin, Lehigh U.; Naomi B. Rothman, Lehigh U.

- Po Subjective Value during Sequential Negotiations: The Mediating Effect of Anger | William J. Becker, Texas Christian U.; Russell Cropanzano, U. of Colorado, Boulder; Barry M Goldman. U. of Arizona
- Effects of Attachment Anxiety and Avoidance on Negotiation Propensity and Performance | Julia Bear, Stony Brook U.-State U. of New York; Dikla Segel Karpas, Technion Israel Institute of Technology

# **1879** ■ JS: (CM, OB) Bringing Competition Back: Competition and Collaboration Within and Between Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 A

Tweet this session: #AOM2014 1879

Coordinators: N Andrew Cohen, The George Washington U.; Katherine Klein, U. of Pennsylvania; Martine Haas, U. of Pennsylvania

- Comparing and Being Compared: Social Comparison and Evaluation Apprehension in Competition | Patricia Chen, U. of Michigan; Stephen M Garcia, U. of Michigan
- Openly Cooperative/Secretly Competitive: Perceptions of Intrateam Dyadic Interactions | Noah Eisenkraft, U. of North Carolina, Chapel Hill; Hillary Anger Elfenbein, Washington U. in St. Louis; Shirli Kopelman, U. of Michigan, Ann Arbor
- The Antecedents and Outcomes of Collaborative and Competitive Networks | N Andrew Cohen, The George Washington U.; Martine Haas, U. of Pennsylvania; Katherine Klein, U. of Pennsylvania
- Conflict and Pulsating Collaboration in Interorganizational Networks | Adam Tatarynowicz, Tilburg U.; Maxim Sytch, U. of Michigan

# **1880** ← JS: (CMS, SIM) Cracking the Hegemony of the Industrial Food System: Exploring Opportunities for Change

3:00pm - 4:30pm Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 1880

Organizer: Michael B Elmes, Worcester Polytechnic Institute
Discourse, Food and Hunger: A Case Study of Innovation and
Change at the Worcester County Food Bank | Michael B
Elmes, Worcester Polytechnic Institute; Robert Hersh, WPI;
Robbin Derry, U. of Lethbridge

- A Critical Analysis of Agricultural Co-operatives in Alternative Food Systems | JJ McMurtry, York U.; Jennifer Sumner, U. of Toronto
- Discursive Claims in the Food Industry: The Paradoxical Roles of Measurement and Strategic Ambigui | Sally Davenport, Victoria U. of Wellington; Shirley R. Leitch, The Australian National U.; Urs Daellenbach, Victoria U. of Wellington
- A Critical Assessment of Corporate, Independent, and Activist Players in the Economy of Food | Robbin Derry, U. of Lethbridge

### 1881 € 🖃 🖐: (Paper Session) - (ENT) Theory and Empirical **Evidence on Female Entrepreneurship and Gender Issues**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom H

Tweet this session: #AOM2014 1881

Chair: Janine Marie Swail, The U. of Nottingham Discussant: Rachida Justo, IE Business School

- ■The Role of Formal and Informal Gendered Institutions in Rate and Type of Female Entrepreneurship | Matilde Ruiz-Arroyo, U. of Granada; María del Mar Fuentes, U. Granada: Jenny María Ruiz Jiménez, U. of Granada
- □ ♥ A Gender Integrative Theory of Entrepreneurship | Susan Clark Muntean, Ball State U.; Banu Özkazanç-Pan, U. of Massachusetts Boston
- Analyzing the Impact of Gender on Entrepreneurial Legitimacy During Business Nascency | Janine Marie Swail, The U. of Nottingham; **Susan Marlow**, The U. of Nottingham
- Should Men and Women Start Companies Together? The Impact of Team Diversity on Startup Success I Agnieszka Kwapisz, Montana State U.; Scott Bryant, Montana State U.; Brent Rosso, U. of Michigan
- ■Using Digital Social Networks To Explore Term Sheet Negotiation Styles Of Women Entrepreneurs | Ethne M Swartz, Fairleigh Dickinson U.; Frances M. Amatucci, Slippery Rock U.; Susan Coleman, U. of Hartford

### **1882 ② □**: (Paper Session) - (ENT) **Resilience in Entrepreneurial Action**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence C Tweet this session: #AOM2014 1882

Chair: Trenton A Williams. Indiana U., Bloomington

- Discussant: Martin Obschonka, U. of Jena Resilience in Entrepreneurs | Rosemary Fisher, Box Hill Institute; Alex Maritz, Swinburne U.; Antonio Lobo, Swinburne
- Weathering the storms: Unpacking Entrepreneurs' Resilience Using Repertory Grid Technique | Stephanie Hussels. Cranfield School of Management; Oksana Koryak, Warwick Business School; Patrick Reinmoeller, Cranfield U.; Jutta Tobias, Cranfield School of Management
- ₽ Persistence and Start-Up Speed of Intrapreneurs Matthias Alfred Tietz, IE Business School; Simon C Parker, Ivey School of Business; Brian S. Anderson, U. of Colorado
- ₱ Value Through Venturing: Resilience Outcomes in the Wake of Potentially Traumatic Events | Trenton A Williams, Indiana U., Bloomington; Dean A Shepherd, Indiana U.

### 1883 € ...: (Paper Session) - (ENT) Process Approaches to **Entrepreneurial Innovation and Opportunity Recognition**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor B Tweet this session: #AOM2014 1883

Chair: Heidi Noelle Herrick, U. of Utah

Discussant: Geetika Sethi, U. of Washington

- ■■Towards a Process Theory of Opportunity Development | Yuliya Snihur, Toulouse Business School; B. Sebastian Reiche, IESE Business School; Eric Quintane, U. de los Andes
- Opportunity Identification and Stakeholder Enrollment Under Conditions of Risk and Uncertainty | Barclay Burns, U. of Cambridge; Jay B Barney, Eccles School, U. of Utah; Ryan Angus, U. of Utah; Heidi Noelle Herrick, U. of Utah

☐ Consumer Sovereignty: A Demand-Side Theory of the Entrepreneurial Process | Mark Packard, U. of Missouri Experience, Experimentation and Judgment: Towards a Process Theory of Entrepreneurial Discovery | Jens Schmidt, Aalto U.

### **1884 ②** ■: (Paper Session) - (ENT) Advancing the Understanding of Process-Related Phenomena in Entrepreneurship

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 6 Tweet this session: #AOM2014 1884

Chair: Franz T. Lohrke, Brock School of Business, Samford U. Discussant: Jeffrey S. McMullen, Indiana U., Bloomington

- ■Entrepreneurial Orientation and Strategic Alliance Success | Feifei Jiang, Ph D Student; Xu Jiang, Xi'an Jiaotong U.; Yunlong Pei, Xi'an Jiaotong U.; Gang Wang, Wuhan U.
- Effects of a Portfolio Company's Alliance Formation on the Market Returns of Its CVC Firm | Heejin Woo, U. of Southern California; Joonhyung Bae, U. of Southern California; Ribuga Rebecca Kang, U. of Minnesota; Youngeun Chu, U. of Minnesota
- Bayesian Analysis in Entrepreneurship Research: A Review and Research Agenda | Franz T. Lohrke, Brock School of Business, Samford U.; Charles M. Carson, Brock School of Business, Samford U.; Archie Lockamy, Brock School of Business, Samford U.
- Perceived Organizational Dynamics and the Regulatory Focus of Entrepreneurial Behavior | Alex Kier, Indiana U. Kelley School; **Jeffrey S. McMullen**, Indiana U., Bloomington
- The Impact of Planning Type, Timing, and Duration on Nascent Entrepreneurial Outcomes | Christian Hopp, Aachen U. of Technology (RWTH); Francis Greene, Birmingham

### **1885** ■: (Paper Session) - (ENT) Social and Ethical Issues in Venture Capital Research

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 9 Tweet this session: #AOM2014 1885

Chair: Alicia Robb, Ewing Marion Kauffman Foundation Discussant: Isin Guler, Sabanci U.

- Exploring Ethical Orientation and Ethical Gradation in Venture Capital | Yves Fassin, Vlerick Business School; Will Drover, U. of Oklahoma
- Black & White: Racial Differences in New Firm Financing I Alicia Robb, Ewing Marion Kauffman Foundation; Robert W. Fairlie, U. of California, Santa Cruz; David Robinson, Duke U.
- Nalue Driven Performance: Value Alignment and the Social Performance of Microfinance Institutions | Aaron Anglin, U. of Oklahoma; Thomas H. Allison, Washington State U.; Lowell W. Busenitz, U. of Oklahoma
- Regional Inequality in the Spatial Distribution of Venture Capital Investments in Brazil | Gilberto Sarfati, Fundação Getulio Vargas; Marcus Salusse, FGV-EAESP

# **1886 ② □**: (Paper Session) - (ENT) **Advancing Conceptual Models of Social Entrepreneurship**

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A Tweet this session: #AOM2014 1886

Chair: Alessandro Lanteri, American U. of Beirut Discussant: Tomislav Rimac, Autonoma U. of Barcelona

- Setting the Stage for Paradigm Development: A "Small Tent" Approach to Social Entrepreneurship | Scott L. Newbert, Villanova U.: Ronald Paul Hill. Villanova U.
- → Social Policy and Social Entrepreneurship: Between the Public and the Private | Lida Kyrgidou, International Hellenic U.; Ioannis N Katsikis, Athens U. of Economics and Business
- Responding to Market Failures: The Role of Business Models in Social Entrepreneurship | Sandip Basu, Baruch College-The City U. of New York; Geoffrey Desa, San Francisco State U.
- Causal Performativity and Four Definitions of Social Entrepreneurship | Alessandro Lanteri, American U. of Beirut

# **1887** ■ JS: (ENT, MOC) A Process View of Business Failure in Entrepreneurship

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: **#AOM2014 1887** 

Chair: Gabriella Cacciotti, Warwick Business School Discussant: Deniz Ucbasaran, U. of Warwick

- The Fear of Failure in Entrepreneurship | Gabriella Cacciotti, Warwick Business School; James C. Hayton, Warwick Business School
- The Social Processes of Sensemaking Around Failure in Entrepreneurial Ventures | STEPHEN John Lyon, The U. of Warwick; Deniz Ucbasaran, U. of Warwick; Andy Lockett, U. of Warwick
- What Do We Really Mean When We Talk About Exit?A
  Critical Review of Research on Entrepreneurial Ex | Karl
  Wennberg, Stockholm School of Economics; Dawn R.
  DeTienne, Colorado State U.
- The Rocky Road of Business Demise, Failure and Recovery:
  A Journey of Emotions and Sensemaking | Orla Byrne, U. of Bath

# 1888 ☐ ♥ ☐ SHCS: (ENT, ODC, MC) Scholar Practitioner Collaboration in Entrepreneurship Research, Education and Practice: What Works?

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom E Tweet this session: #AOM2014 1888

Organizers: James D Ludema, Benedictine U.; Fedor Ovchinnikov, Center for Evolutionary Leadership

Presenters: Donald F Kuratko, Indiana U.; Michael R Manning, Benedictine U.; Raul Candeloro, Small Giants Community; Thomas J Walter, Tasty Catering, Inc.; Kevin Lynch, Benedictine U.; Robert J. Strom, Kauffman Foundation

### 1889 🖃: (Paper Session) - (GDO) Diversity Management

**Practices - Gender** 

3:00pm - 4:30pm Loews Philadelphia Hotel: Adams Room Tweet this session: #AOM2014 1889

culture/nationality, gender, inclusion, barriers/glass ceiling, leadership, stereotyping, diversity policy, communication Chair: Payal Kumar, Xavier Labour Relations Institute

- Legislated absenteeism: The case of mandated family-friendly leave policies | **Jessica Bagger**, California State U. Sacramento; **Andrew Li**, West Texas A&M U.
- Diversity Management for All? An Empirical Analysis of Diversity Management Outcomes Across Groups | Tanachia Ashikali, Erasmus U. Rotterdam; Sandra Groeneveld, Erasmus U. Rotterdam
- Wording of Advertisements Influences Women's Intention to Apply for Career Opportunities | Tanja Hentschel, Technische U. München; Susanne Braun, Ludwig Maximilians U. / Technische U. München; Claudia Verena Peus, Technische U. München; Dieter Frey, Ludwig Maximilian U. of Munich

# **1890** ■ <sup>®</sup> SHCS: (GDO) Navigating the Labyrinth: Examining the Importance of Context and Stereotypes in Gender Research

3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 1

Tweet this session: #AOM2014 1890

*Chairs:* **Ashley E. Martin**, Columbia Business School; **Katherine W. Phillips**, Columbia U.

Discussants: Kathleen L. McGinn, Harvard U.; Katherine W. Phillips, Columbia U.

- Winning at All Costs: Dysfunctional Competition and Gender | Pinar Onur Fletcher, Harvard U.; Kathleen L. McGinn, Harvard U.
- Gender Differences in Delegation: The Role of Guilt and Trust | Ashley E. Martin, Columbia Business School; Katherine W. Phillips, Columbia U.; Modupe Akinola, Columbia U.
- Getting What You Ask For: Peer Information & Authority Influence Men & Women's Negotiation Behavior | Kachelit Raz, U. of Virginia; Melissa C. Thomas-Hunt, U. of Virginia; Camilla Quental, Audencia Nantes School of Management; Erika H. James, U. of Virginia
- When Opportunity Knocks, Female Negotiators are
  Disproportionately Deceived | Jessica Kennedy, Vanderbilt
  U.; Laura Kray, U. of California, Berkeley; Alex Bryant Van
  Zant, U. of California, Berkeley
- Are Black Women Stereotypically Black?: Exploring the Intersection of Race and Gender | Denise Lewin Loyd, Massachusetts Institute of Technology; Mary Kern, Baruch College-The City U. of New York; Katerina Gonzalez, Baruch College-The City U. of New York

# **1891** → 🖃 🖑 JS: (GDO, MSR) The leadership of African women: Models, modes, and measures

3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room B

Tweet this session: #AOM2014 1891

Chair: Anne O'Leary-Kelly, U. of Arkansas

Discussant: Jenny M. Hoobler, U. of Illinois at Chicago

The radical transformative leadership of African women: Four inspiring portraits | Faith Wambura Ngunjiri, Concordia College

Female SME leaders in Ghana: The importance of spirituality | Margaret Reid, U. of Arkansas; Anne O'Leary-Kelly, U. of Arkansas

Developing a scale to measure leadership effectiveness in Africa and the Diaspora: The LEAD Project | Terri R Lituchy, U. of the West Indies; James Michaud, Concordia U.; Moses Acquaah, U. of North Carolina, Greensboro; David L Ford Jr, U. of Texas, Dallas; Bella L. Galperin, U. of Tampa; Betty Jane Punnett, U. of the West Indies; Bill Buenar Puplampu, U. of Ghana; Thomas Senaji, Kenya Methodist U.; Samuel Sejjaka, Makerere U.

# **1892** → 🖃 🖑 JS: (GDO, OB) The Nature and Consequences of Inclusive Leadership

3:00pm - 4:30pm Loews Philadeiphia Hotel: Washington Room C Tweet this session: **#AOM2014 1892** 

Chair: Jeanine Prime, Catalyst

Discussant: Lynn Shore, Colorado State U.

Leadership as the Fulcrum of Inclusion in Organizations | Bernardo M. Ferdman, Alliant International U.

Inclusive Leadership and Climate of Inclusion | Michalle E. Mor Barak, U. of Southern California; Kim Brimhall, U. of Southern California

Towards a Cross-Cultural Model of Inclusive Leadership | Jeanine Prime, Catalyst; Elizabeth R. Salib, Catalyst

Rethinking Employee Voice as a Facet of Inclusive Leadership | **Dnika Travis**, U. of Texas School of Social Work

## **1893 ○** □: (*Paper Session*) - (*HCM*) **Efficiency in Healthcare** 3:00pm - 4:30pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 1893

Chair: Ferhat D. Zengul, U. of Alabama at Birmingham

- The Impact of Internal and External Controls in Enhancing Hospitals' Supply Chain Efficiency | Gary J. Young, Northeastern U.; Gilbert Nyaga, Northeastern U.
- → The Impact of Budget Controls on the Treatment of Dialysis-Dependent Patients | Ray-e Chang, National Taiwan U.; Ya-Hsing Tsai, Shin Kong Wu Ho-Su Memorial Hospital; Robert C. Myrtle, U. of Southern California
- Unattainable Cost-Efficiency:Interpreting Outsourcing Decisions The Case of Italian NHS | Patrizio Armeni, Bocconi U.; Francesca Ferrè, Bocconi U.
- On Risk Management in Supply Chains: An Empirical Analysis of Inventory Management in Hospitals | David Zepeda, Northeastern U.; Gilbert Nyaga, Northeastern U.; Gary J. Young, Northeastern U.

# **1894** ☐: (Paper Session) - (HCM) Healthcare Workers in Organizational Context

3:00pm - 4:30pm Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 1894

Chair: Laura McClelland, Virginia Commonwealth U.

- Toward an Understanding of Moral Distress in the Acute Care Setting | Cheryl Rathert, U. of Missouri; Douglas R May, U. of Kansas; Hye Sook Chung, U. of Kansas
- ■Beliefs about Management and Coworkers, Social Sensitivity, and Health Care Worker Safety Attitudes | David L. McLain, State U. of New York at Oswego
- Panacea or Placebo? An Evaluation of the Value of Emotional Intelligence in Healthcare | Elizabeth A VandeWaa, U. of South Alabama; David L. Turnipseed, U. of South Alabama

Democratizing and Professionalizing Risk Work: The Institutional Work of Hospital Risk Managers | Véronique Labelle, HEC Montreal; Linda Rouleau, HEC Montreal

# 1895 © 届: (HR) More Than Meets the Eye: A Closer Look at Front-line Service Management

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon I

Tweet this session: #AOM2014 1895
Organizer: Rosemary Batt, Cornell U.

Chair: Larry Hunter, U. of Wisconsin, Madison

The Customer-Employee-Profit Chain: Customer-Employee Contagion and the Impact Customer Perception | **Donald Hale**, U. of South Carolina; **William Shepherd**, The Ohio State U.; **Robert E Ployhart**, U. of South Carolina

Dynamic Membership Among Frontline Service Workers:
Prevalence, Patterns, And Effects On Performan | John P.
Hausknecht, Cornell U.; Jacob Holwerda, Cornell U.

Managing Multiple Employee Groups and Its Consequences | Jae Eun Lee, Cornell U.; Rosemary Batt, Cornell U.

Ownership Matters: Ownership Structure, HR Practices, and Performance in a Franchise System | Tashlin Lakhani, The Ohio State U.

# **1896**: (Paper Session) - (HR) Examining Pay Structure in Compensation Research

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 306 Tweet this session: #AOM2014 1896 Chair: Tae-Youn Park, Vanderbilt U.

- ■Incentives to Move up the Echelon: Impact of Inter-hierarchical Pay Gaps on Employee Performance | Hui Liao, U. of Maryland; Wei Chi, Tsinghua U.; Rui Zhao, U. at Albany - State U. of New York; Lei Wang, Tsinghua U.; Qing Ye, Tsinghua U.
- The Relatoinship between CEO financial alignment and employee financial alignment | **Yoshio Yanadori**, U. of South Australia; **Victor Cui**, U. of Manitoba
- □ Pay Dispersion and Team Performance in Professional Sports: Does Task Interdependence Matter? | Yong-Yeon Ji, Towson U.; Jaehoon Lee, Texas Tech U.; Keunsu Han, Towson U.; Sung Ho Kwon, Seoul National U.
- ■Incorporating Pay Basis and Risk into Pay Comparison |
  Shaolong Li, Huazhong U. of Science and Technology; Panpan
  Mao, Huazhong U. of Science and Technology

## **1897**: (Paper Session) - (HR) Micro considerations in Strategic HRM research

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1897

Chair: Jake Messersmith, The U. of Nebraska Kearney

- Antecedents of engagement at managerial levels: Do formal HR practices drive manager engagement? | Albert Vahlhaus, EADA; Cristina Simon, IE Business School
- A Meta-Analysis of the Relative and Interactive Effects of Ability and Motivation on Performance | Chad H. Van Iddekinge, Florida State U.; Herman Aguinis, Indiana U., Bloomington; Jeremy D. Mackey, Florida State U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

₱ High-performance Work system, Psychological Capital and Employee Attitudes£°A Chinese Study | Rentao Miao, Renmin U. of China; Wenxia Zhou, Renmin U. of China; Baoguo Xie, Renmin U. of China; Bing Wang, U. of Science and Technology Liaoning

## 1898 : (Paper Session) - (HR) Focusing on legal issues in

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1898

Chair: Mark Yockey, U. of South Dakota

- → <sup>®</sup> "To H-1B or Not to H-1B?" Social Closure and Inequality in Immigrant Work Visa Approvals | Ben A. Rissing, Brown
- Is the Cowboy Killer also an Employment Opportunity Killer? Reactions to Smokers in Selection | Nicolas Roulin. U. of Manitoba; Namita Bhatnagar, U. of Manitoba
- ₽ Examining Sex Discrimination Experiences: A Multi-level Signaling Theory Perspective | Kyoung Yong Kim, U. of Houston; Teri Elkins, U. of Houston; Steve Werner, U. of Houston
- Controllability on Interview Outcome | Alexander Buijsrogge, Ghent U.; Eva Derous, Ghent U.; Wouter Duyck, Ghent U.

### 1899 : (Paper Session) - (HR) HR planning, downsizing, and restructuring

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 414 Tweet this session: #AOM2014 1899

Chair: Kent Rondeau, U. of Alberta

- The informal side of communication: The role of rumor during employee downsizing | Achim Schmitt, École hôtelière de Lausanne; Grant Michelson, Edith Cowan U.
- Determined to excel of damaged goods? Layoff effects on promotions and pay growth in reemployment | Paul Davis, U. of Wisconsin, Madison; Charlie O. Trevor, U. of Wisconsin,
- Layoffs, Affective Human Capital, and Firm Performance James P. Guthrie, U. of Kansas; Pingshu Li, U. of Kansas; Felix Meschke, U. of Kansas
- ■Institutions and Preferences in Settings of Causal Complexity: Corporate Restructuring in France | Dong Kwan Jung, Korea Labor Institute; Michel Goyer, Birmingham **Business School**

### 1900 → \(\overline{A}\): (Paper Session) - (IM) Global Strategy: Embeddedness

3:00pm - 4:30pm Pennsylvania Convention Center: Room 115 C Tweet this session: #AOM2014 1900

- → The Effect of Local Relational Embeddedness on the Innovative Performance of Foreign Subsidiaries | Qin Yang, Robert Morris U.; Crystal X Jiang, Bryant U.
- → ■Boundary Spanning: When Locals Articulate Locally Embedded Tacit Knowledge | Mette Zoelner, Copenhagen **Business School**
- → An Unexpected Windfall? State-level Network Efficiency and Firms' Competitive Advantage | Naoki Yasuda, Keio U.; Hitoshi Mitsuhashi, Keio U.

International R&D Network Embeddedness as a Driver of International Commercialization | Marie Oehme, U. of Mannheim; Suleika Bort, Mannheim U.

### **1901** → $\blacksquare$ : (Paper Session) - (IM) Internationalization: **Cross-Border Mergers and Acquisitions**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1901

Chair: Kathleen Park, Massachusetts Institute of Technology

- for Partial Acquisition of Emerging Market Firms | Farok J. Contractor, Rutgers U.; Somnath Lahiri, Illinois State U.; B Elango, Illinois State U.; Sumit Kumar Kundu, Florida International U.
- → 🖃 🖑 Distance and Within-Country Diversity Effects on Foreign Acquisitions | Douglas Dow, Melbourne Business School: Ilva Cuypers, Singapore Management U.
- → Effects of Acquisition Experience on Value Creation in Service Sector Cross-Border Acquisitions | Deepak K Datta, The U. of Texas at Arlington; Dynah A Basuil, The U. of Auckland
- → ■Effects of R&D Investments and Signals on International Acquisitions: Evidence from IPO Firms | Cheng-Wei Wu, The U. of Hong Kong; Jeffrey J. Reuer, Purdue U.

### 1902 → ☐: (Paper Session) - (IM) Institutions: Institutions and Firm Behavior

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 B Tweet this session: #AOM2014 1902

- → ■Firm Perceptions of Court Effectiveness in Central and Eastern Europe | Michael Louis Troilo, U. of Tulsa
- → Reputation Spillover from Foreign to Home Countries and Its Impact on Domestic Market Performance | Heewon Chae, U. of Michigan, Ann Arbor; Jaeyong Song, Seoul National
- → ■Why Home and Host Country Context Matters MoreThan (Cultural) Distance: An Empirical Study | Anne-Wil Harzing. ESCP Europe; Markus Pudelko, Tübingen U.
- Strategy in Turbulent Environments: Investigating Transition Economy Contexts | George A. Shinkle, U. of New South Wales; Mirjam Goudsmit, U. of New South Wales; Aldas Pranas Kriauciunas, Purdue U.; Greg S Hundley, Purdue U.

### 1903 → □JS: (IM, BPS) Global Innovation: International Aspects of Innovation Ecosystems and Demand-Side **Perspectives**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 122 A

Tweet this session: #AOM2014 1903

Organizers: Ana Cristina O Siqueira, Duquesne U.; Ronaldo C. Parente, Florida International U.; Richard L. Priem, Texas Christian U.

- Global Innovation Networks and International Entrepreneurship: A Demand-Side Perspective I Shaker A. Zahra, U. of Minnesota; Satish Nambisan, U. of Wisconsin,
- Demand Heterogeneity, Learning Diversity and Product Innovation in an Emerging Economy | Zhenzhen Xie, Tsinghua SEM; Jiatao Li, Hong Kong U. of Science and Technology

- Cross-National Distance and FDI: The Moderating Role of Consumer Demand | Nicholas Bailey, U. of South Carolina; Sali Li, U. of South Carolina
- Demand-Side Embeddedness and Value Creation of Subsidiaries: Propositions & Further Research Agenda | Ulf Andersson, Copenhagen Business School; Bent Petersen, Copenhagen Business School; Thomas Ritter, Copenhagen Business School

# 1904 ♥→ 🖃 🖑 JS: (IM, GDO) Cultural Intelligence: New Models for Theory and Practice

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 1904

Chair: Sabrina D Volpone, U. of New Mexico

Discussant: Chris Earley, Purdue U.

- The Predictive Validity of Cultural Intelligence Dimensions: A Meta-Analysis | Thomas Rockstuhl, Nanyang Technological U.; Yaqun Liu, Nanyang Technical U.; Soon Ang, Nanyang Technological U.
- Investigating Expatriates' Intentions to Quit | Emily David, Zayed U.; Sabrina D Volpone, U. of New Mexico
- The Impact of Cultural Intelligence on Trainer Performance | Cristina Rubino, California State U., Northridge; Derek R. Avery, Temple U.; Christiane Spitzmueller, U. of Houston; Lucia Elizabeth Guillory, Stanford U.
- Predicting Cultural Adjustment: Examining New Individual Difference Predictors and CQ | Dennis John Marquardt, The U. of Texas at Arlington; Wendy J. Casper, The U. of Texas at Arlington; Sabrina D Volpone, U. of New Mexico

# 1905 → ← □JS: (IM, HR) Global Leadership: An institutional perspective on comparative human resource management

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 A Tweet this session: **#AOM2014 1905** 

Coordinators: Chris Brewster, Henley Business School; Geoffrey Wood, Warwick Business School

- Rationale & Overview: An institutional perspective on comparative human resource management | Geoffrey Wood, Warwick Business School; Chris Brewster, Henley Business School
- Comparative HRM and convention theory | Wolfgang Mayrhofer, WU Vienna; Mila B. Lazarova, Simon Fraser U.; Katharina Pernkopf-Konhäusner, WU Vienna
- Institutions, Liberal Market Economies and Comparative Capitalisms | James T Walker, Henley Business School; Geoffrey Wood, Warwick Business School
- Effects of Models of Capitalism on Employee Economic Democracy | Elaine Farndale, Pennsylvania State U.; James Ryan Lamare, U. Limerick
- Financial participation and voice: A comparative analysis of forms of participation | Frederik Poutsma, PARTNER Group, Radboud U.; Paul E.M. Ligthart, Radboud U. Nijmegen

# 1906: (MC) MC Division Executive Committee Meeting 3:00pm - 5:30pm Pennsylvania Convention Center: Room 202 A Tweet this session: #AOM2014 1906

# 1907 : (Paper Session) - (MED) Evidence Based Education & Curriculum Development

3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom C1

Tweet this session: #AOM2014 1907

Chair: Paul Tristen Balwant, The U. of Sheffield

- Choosing Instructional Methods To Fit The Knowledge Structure Of Course Components | Derrick McIver, Western Michigan U.; Stacey R. Fitzsimmons, Western Michigan U.; David J. Flanagan, Western Michigan U.
- Po ☐ Bibliographic Search Training for Evidence-Based Management Education | Jodi S. Goodman, West Virginia U.; Michael Shayne Gary, AGSM-Australian School of Business; Robert E. Wood. U. of Melbourne
- © Business Knowledge Needed in Health Care to Support Good Stewardship and Effective Management | Janet L. Lear, The U. of Nebraska Kearney; Michelle M. Fleig-Palmer, The U. of Nebraska Kearney; Kay A. Hodge, The U. of Nebraska Kearney; Matthew J. Fleig, U. of Rochester; Ariane J. Aten, The U. of Nebraska Kearney
- → ☐ Teaching Evidence-based Management: Insights from an Empirical Study of an EBM Decision Process | April Lee Wright, The U. of Queensland, Australia; Ray Zammuto, The U. of Queensland, Australia; Peter W. Liesch, The U. of Queensland, Australia; Stuart Anthony Middleton, The U. of Queensland, Australia; John Burke, Queensland Health; Victoria Brazil, Queensland Health

# 1908 🖃: (Paper Session) - (MOC) Cognition and Teams 3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room A

Tweet this session: #AOM2014 1908
Chair: Marc Benjamin Stierand, EHL

- ■The "Frog" and the "Pond": A Team Based Perspective on Social Comparison Theory | Jaclyn Margolis, Drexel U.; Johnna Capitano, Drexel U.; Jonathan C. Ziegert, Drexel U.
- Evaluating Citizenship Behaviors in Groups: The Case of the Glue Guy | Alexander R. Bolinger, Idaho State U.; Hayli Worthington, Idaho State U.

## 1909 🖃: (Paper Session) - (MOC) Timing Issues and Sensemaking

3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 1909

Chair: David A. Alvarado, The U. of Texas-Pan American

- Escaping clocktime to experiment, learn and innovate in organizations | Gilles van Wijk, ESSEC
- ■Temporal Depth in Sensemaking: Foundations of Environmental Velocity Framing in Nascent Industries | Christopher Rowell, Aalto U.; Robin Gustafsson, Aalto U.
- Sensemaking at Sea: Organizing with Natural Materiality in an Alaskan Commercial Fishery | Jason Good, U. of Michigan
- ☐ The impact of temporal framing of competitive actions on rivals' responses | Sucheta Nadkarni, Drexel U.; Lingling Pan, Michigan State U.; Shimeng Xiao, Drexel U.

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

# 1910 ☐JS: (MOC, BPS) Multiple Goal Pursuit in Organizations: Perspectives from Multiple Levels of Analysis

3:00pm - 4:30pm Loews Philadelphia Hotel: Tubman Room Tweet this session: **#AOM2014** 1910

Organizer: Esther Sackett, Duke U.

Discussant: Matthew J Pearsall, U. of North Carolina, Chapel Hill How and When Differentiation in Goal Priorities Leads to Improved Job Performance | Michael R. Parke, U. of Maryland; Juliet Aiken, Georgetown U.

- Impact of Attention Residue on Performance of Interrupted Task | Lalitha Urs, U. of Minnesota; Aaron M. Schmidt, U. of Minnesota
- Managing Multiple, Conflicting Organizational Sub-Goals: How Should Firms Explore and Exploit? | Colleen M Cunningham, Duke U.
- Multiple Teams and Multiple Goals: The Role of Team Mental Models of Extra-Team Goals | Esther Sackett, Duke U.

# 1911 ☐: (Paper Session) - (OB) Abusive Supervision and Disengagement from Work

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon C Tweet this session: #AOM2014 1911

Chair: Ann Chunyan Peng, U. of Western Ontario

- Tilting the Scales of Abuse: How Adiposity Augments the Effects of Abusive Supervision | Michael Addison Johnson, U. of Central Florida; Matthew D Griffith, U. of Central Florida
- ■How Abusive Supervision and Leader-Member Exchange Influence Employee Silence | Angela J. Xu, U. of Macau; Raymond Loi, U. of Macau; Long Wai Lam, U. of Macau
- Abusive Supervision, Organizational Tenure and Knowledge Sharing | Seckyoung Loretta Kim, Seoul National U.; Seung Yeon Son, Korea National Defense U.; Soo Jung Han, Seoul National U.; Sanghun Cho, Seoul National U.; Sunghyuck Mah, Seoul National U.
- ■When High Performers Become Victim of Abusive Supervision | Abdul Karim Khan, Lahore U. of Management Sciences; Samina Qurat-ul-ain, LUMS; Imran Hameed, U. of Central Punjab

### 1912 ☐: (Paper Session) - (OB) Leaders and Followers Seeing Eye to Eye: The Influence of Leader-Follower Congruence on Outcomes

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D Tweet this session: #AOM2014 1912

Chair: Olga Epitropaki, ALBA Graduate Business School Leader-Follower Congruence and Transformational Leadership: A Test Using Response Surface Modeling | George A. Hrivnak, Bond U.; Tjai M. Nielsen, High Point U.

- → Effects of Supervisor-Subordinate Power Distance Orientation Fit on Subordinates' Attitudes | Guozhen Zhao, Delta State U.
- □ Congruent Effect of Goal Orientation on Leader-Member Exchange and Work Outcomes | Chou-Yu Tsai, Binghamton U.-State U. of New York; Seth M. Spain, Binghamton U.; Bor-Shiuan Cheng, National Taiwan U.; Min-Ping Huang, Yuan Ze U.; Chunhui Jen, National Taiwan Normal U.

■Leader and Follower PO Value Congruence and Charismatic Leadership | Deanne N. DenHartog, U. of Amsterdam; Corine Boon, U. of Amsterdam

# 1913 ☐: (Paper Session) - (OB) To Speak Up or to Remain Silent? The Influence of and Reactions from Leaders

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 1913

Chair: Timothy D. Maynes, U. at Buffalo, the State U. of New York

- ■Confidence of Voice: Effects of Performance, Empowering Leadership and Power Distance on Silence | Dong Ju, GSM, Peking U.; Li Ma, Peking U.; Run Ren, GSM, Peking U.; Yi Chi Zhang, Peking U.
- To Voice Or Not To Voice The Relevance Of The Hierarchical Level For Voice Behavior | Fabian Hofmann, WHU Otto Beisheim School of Management; Marko Reimer, WHU Otto Beisheim School of Management; Utz Schaeffer, WHU Otto Beisheim School of Management
- Pu When Upward Voicing Becomes "Upward Nagging": Employee Voice, LMX and Managers' Reactions | Xu Huang, Hong Kong Polytechnic U.; Erica Xu, Hong Kong Polytechnic U.; Wu Liu, Hong Kong Polytechnic U.
- Employee Voice: Are We Speaking a Different Language?
  | Paula K. Mowbray, Griffith U.; Adrian Wilkinson, Griffith U.;
  Herman H. M. Tse, Griffith U.

# 1914 : (Paper Session) - (OB) Leadership Behaviors and Contingencies: Context and Individual Differences in Leadership

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 301 Tweet this session: #AOM2014 1914

Chair: Todd J. Weber, Central Washington U.

- Empirical and Theoretical Validity of Hersey-Blanchard's Contingency Model: A Critical Analysis | Gavriel Meirovich, Salem State U.; Jian Gu, Salem State U.
- ■Path-Goal Leaders' Behaviors and Subordinates' Personalities: Resulting Subordinates' Behaviors | Ashita Goswami, Central Michigan U.; Meng Li, Central Michigan U.; Terry A. Beehr, Central Michigan U.; Sean P. Goffnett, Central Michigan U.
- Contextualization of Leadership Using the Example of Safety-Critical Contexts | Sara Guediri, The U. of Manchester; Sharon Clarke, The U. of Manchester; Elinor O'Connor, The U. of Manchester
- ➡☐ Developing Professional Skills: Culture, Leadership, and Individual Power Distance Matter | Pei-Li Yu, National Cheng Kung U.

# 1915 ☐: (Paper Session) - (OB) Crossing the Cultures: Behaviors, Attitudes, and Values

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 302 Tweet this session: **#AOM2014 1915** 

Chair: Kanu Priya, Western Illinois U., Quad Cities

- Parameter Bolstered by Booms and Tempered by Busts: American Individualism Rises and Falls with the Economy | Emily Bianchi, Emory U.
- Pure When Hierarchy Conquers and When it Kills: The Benefits and Costs of Hierarchical Cultural Values | Eric Anicich, Columbia U.; Roderick Swaab, INSEAD; Adam D Galinsky, Columbia U.

# Most Innovative Student Paper sponsored by Sage Publications (a student must be the sole or first-author and must have taken the lead role on the project)

- → Harmonious Work Passion, Obsessive Work Passion and Work Outcomes in Russia and China | Marina N Astakhova, The U. of Texas at Tyler; Ronald J. Burke, York U.; Hongli Hang, Kent State U.
- → Developing a Bi-Dimensional Framework and Measure of Chinese Organizational Identification | Jie Yang, Jiangxi U. of Finance and Economics; Hannah-Hanh Dung Nguyen, U. of Hawaii at Manoa

### 1916 届: (OB) Under- and Over-estimating Our Influence Over Others at Work

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 304 Tweet this session: **#AOM2014 1916** 

Organizers: Christina Rader, Duke U.; Vanessa K. Bohns, Cornell U.

- I can't believe you agreed to that! Underestimating our influence over others' unethical behavior | Vanessa K. Bohns, Cornell U.; Mahdi Roghanziad, U. of Waterloo; Amy Xu, U. of Waterloo
- Polite social feedback as a contributor to overconfidence | **Joyce Ehrlinger**, Washington State U.
- The way you speak is a message: How callings influence the delivery and variety of employee voice | Alexander Clark Romney, U. of Utah
- Misjudging the impact of advice: How advisors systematically misperceive their influence. | Christina Rader, Duke U.; Sunita Sah, Georgetown U.; Richard Larrick, Duke U.

# 1917 →: (OB) Responsible Leadership in Global Organizations: Antecedents, Consequences, Interventions

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1917

Organizers: Günter K. Stahl, WU Vienna; Mary F. Sully de Luque, Thunderbird

Discussant: David A. Waldman, Arizona State U.

- Responsible Leadership Research: Current Controversies and Prospective Directions. | Rachel McCullagh Balven, Arizona State U.
- Antecedents of Responsible Leader Behavior: A Research Synthesis and Conceptual Framework | Günter K. Stahl, WU Vienna; Mary F. Sully de Luque, Thunderbird
- Responsible Leadership and Stakeholder Management:
  Pathways of Influence and Organizational Outcomes |
  Jonathan P Doh, Villanova U.; Narda Quigley, Villanova U.
- Shared Responsible Leadership | Craig L. Pearce, Creative Learning Partners
- Corporate Governance and Responsible Leadership: A Multi-level Perspective | Igor Filatotchev, City U. London

# 1918 ☐: (Paper Session) - (OB) The Identity of the Leader or the Leader's Identity? Examining Identity as a Central Facet of Leader-Follower Relations

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 308

Tweet this session: #AOM2014 1918 Chair: Sarah Wittman, INSEAD

- What Goes Down Also Goes Up: A Trickle-Up Model of Follower and Leader Identity | Tina Davidson, Vlerick Business School; Brad Jamieson, Michigan State U.; Russell E. Johnson, Michigan State U.
- ■The Bright and Dark Side of a Leader Identity: A Relational Perspective | Laura Guillen, ESMT; Katleen De Stobbeleir, Vlerick Business School
- ■Identification with Leader as Mediator between Leadership and Taking Charge | Jie Li, U. of Michigan, Flint; Lawrence Gales, U. of Cincinnati; Stacie Furst-Holloway, U. of Cincinnati
- □ Effects of Transformational Leadership on Identification at Work: A Meta-Analysis | Christiane Anna Lena Horstmeier, Jacobs U. Bremen; Diana Boer, Johann Wolfgang Goethe U. Frankfurt; Astrid C. Homan, U. of Amsterdam; Sven Constantin Voelpel, Jacobs U. Bremen

### 1919 ☐: (OB) New Insights into Wage Inequality: Evidence from Experimental and Field Studies Across Nations

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 403

Tweet this session: #AOM2014 1919

*Chairs:* **Aneeta Rattan**, London Business School; **Krishna Savani**, National U. of Singapore

- How much (more) should CEOs make? Cross-cultural evidence of a desire for more equal pay | Sorapop Kiatpongsan, Harvard U. / Chulalongkorn U.; Michael Norton, Harvard U.
- Do Employees have a Right to Receive a Minimum Wage? | Krishna Savani, National U. of Singapore; Aneeta Rattan, London Business School
- Economic scarcity alters the perception of race: Implications for anti-Black discrimination | Amy Krosch, New York U.;

  David Amodio, New York U.
- It's all in their heads: The impact of gender vs. race salience on the wage gap | Aneeta Rattan, London Business School; Jennifer Steele, York U.; Nalini Ambady, Stanford U.
- Sex Workers, Stigma and Self-Belief: Evidence from Kolkata Brothels | Anandi Mani, The U. of Warwick; Sayantan Ghoshal, U. of Glasgow; Smarajit Jana, Durbar Foundation; Sandip Mitra, Indian Statistical Institute Calcutta; Sanchari Roy, U. of Warwick

# 1920 ⊒: (Paper Session) - (OB) Differences Impacting Self-Views and Cultural Perceptions

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 410 Tweet this session: #AOM2014 1920

Chair: Tae-Yeol Kim, China Europe International Business School Coworker Responses to an Employee's Inflated Self-Views and Psychological Entitlement | Jeffrey Paul Wehrung, Black Hills State U.

- ☐ The Perpetuity of Overqualification and the Modifying Effects of Age and Gender | Amanda Shantz, IESEG School of Management; Kerstin Alfes, Tilburg U.; Daniel Oberski, Tilburg U.
- ■Demands, Control, Support: Exploring Moderator Effects of Gender, Occupation, and Nationality | Marcus James Fila, Hope College; Justin D. Purl, Ohio U.; Rodger Griffeth, Ohio U.; Will Bracken, Radford U.

☐ Use Gender and Ethnic Homophily in Organizational Culture Perception: A Social Network View | Joshua Marineau, North Dakota State U.; Sukumarakurup Krishnakumar, North Dakota State U.

### **1921** ■ JS: (OB, CM, SIM) Kindhearted Reactions to the Offenses of Others: Understanding the Power of Words

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 303

Tweet this session: #AOM2014 1921

Chairs: Marie S. Mitchell, U. of Georgia; Kate Zipay, The U. of Georgia

Discussant: Sally Maitlis, U. of British Columbia

The Power of the Written Word: Enhancing Forgiveness through Expressive Writing | Laurie J. Barclay, Wilfrid Laurier U.; Maria Francisca Saldanha, Wilfrid Laurier U.

Losing Out when You would Benefit the Most: Apology Effectiveness and Personal Gain | Ryan Fehr, U. of Washington, Seattle

Helpful, but Weak? Coworker Impressions of Peers who Forgive | Leanne Gosse, U. of Waterloo: Ramona Bobocel, U. of Waterloo

The Influence of Offender Amends and Victim Forgiveness on Third-Party Willingness to Reintegrate | Dena Gromet, The Wharton School, U. of Pennsylvania; Tyler G. Okimoto, The U. of Queensland, Australia

Have Mercy! The Power and Burden of Clemency | Kate Zipay, The U. of Georgia; Marie S. Mitchell, U. of Georgia; Robert Bies, Georgetown U.

### 1922 **□** JS: (OB, HR) Changing Conversations in Management Research

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B Tweet this session: #AOM2014 1922

Chair: Nathan Philip Podsakoff, U. of Arizona

Discussant: Elizabeth Wolfe Morrison, New York U.

The Costs of Conscientiousness in Interpersonal Work Contexts | Nathan Philip Podsakoff, U. of Arizona; Jerel Slaughter, U. of Arizona; Kenneth W Koput, U. of Arizona

From Compositions to Configural Structures: An Emerging View of Team Processes and Teamwork | Jefferv LePine. Arizona State U.; Eean Crawford, U. of Iowa; Patrick E. Downes, U. of Iowa

Uneasy Lies the Head That Bears the Trust: The Effects of Being Trusted on Emotional Exhaustion | Michael Baer, U. of Georgia; Rashpal K Dhensa-Kahlon, London School of Economics; Jason Colquitt, U. of Georgia; Jessica Rodell, U. of Georgia; Ryan Outlaw, U. of Georgia; David M. Long, College of William and Mary

### 1923 SHCS: (OB, HR, CAR) What is Next on the Job **Embeddedness Horizon? Current Trends and New** Directions

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 401

Tweet this session: #AOM2014 1923

Organizers: Marion B. Eberly, U. of Washington, Tacoma; Pauline Schilpzand, Oregon State U.

Discussant: Thomas Lee, U. of Washington

The Development of a Reflective Job Embeddedness Measure: Focus Group Discussions | Mary Bambacas, U. of South Australia

Job Embeddedness: A Multi-Foci Construct | Brooks C. Holtom, Georgetown U.; Kohyar Kiazad, Monash U.; Alexander Newman, Monash U.; Peter Hom, Arizona State U.

Client embeddedness as an Additional Component of Job Embeddedness | Gerry Treuren, U. of South Australia

Is there a Dispositional Base of Job Embeddedness? Introducing Embeddedness Propensity | Marion B. Eberly, U. of Washington, Tacoma; Pauline Schilpzand, Oregon State

How Job Embeddedness Relates to Proximal Withdrawal States, and Other Research Ideas | Junchao Li, U. of Washington; Thomas Lee, U. of Washington; Terence R. Mitchell, U. of Washington

### 1924 SHCS: (OB, HR, OCIS) Exploring the Frontiers of Personality and Social Network Research in **Organizations**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

Tweet this session: #AOM2014 1924

Chair: Blaine Landis. U. College London

Participants: Ronald S. Burt, The U. of Chicago; Martin J. Kilduff, U. College London; Ajay Mehra, U. of Kentucky; Markus Baer, Washington U. in St. Louis

### 1925 SHCS: (OB, HR, ODC) Multi-Level Perspectives on the Causes of Job Design

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 407

Tweet this session: #AOM2014 1925

Chairs: Sharon K. Parker, U. of Western Australia; Anja Van den Broeck, KU Leuven

Discussant: Frederick P. Morgeson, Michigan State U. Enjoyment of Work and Driven to Work as Interacting Motivations to Job Craft | Gregory Allen Laurence, U. of Michigan, Flint; Yitzhak Fried, Syracuse U.

Job Crafting: A multi-level Typology and Integrated Framework | Rachel Nayani, Norwich Business School; Kevin Daniels, Norwich Business School; Olga Tregaskis, Norwich Business School

Designing Work: What Task Allocations Come Naturally? Sharon K. Parker, U. of Western Australia; Daniela Andrei, U. of Western Australia, Accelerated Learning Laboratory

How Intrinsic and Extrinsic Organization Values Relate to Job Demands and Job Resources. | Anja Van den Broeck, KU Leuven; Yannick Griep, Vrije U. Brussel; Elfi Baillien, KU Leuven; Maarten Sercu, External Service for Prevention and Protection at work; Hans De Witte, KU Leuven; Lode Godderis. Department of Public Health and Primary Care

The Influence of National Institutions on the Quality of Job Design in Europe from 1995 to 2010 | David Holman, The U. of Manchester

### 1926 JS: (OB, MOC) To Conform or Deviate? Situational **Dynamics of the Norm-Behavior Relationship**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon K Tweet this session: #AOM2014 1926

Chairs: Melanie Milovac, U. of Cambridge; Christy Zhou Koval,

Divine Inspiration? How Thoughts of God Stifle Creativity Jack Anthony Goncalo, Cornell U.; Sebastian Deri, Cornell U.; Verena Krause, Cornell U.; Carmit T. Tadmor, Tel Aviv U.

- Situational Strength and Aggression: The Mediating Role of Self-Regulatory Resources | Christy Zhou Koval, Duke U.; Michele J. Gelfand, U. of Maryland
- The Moderating Effect of Legitimacy on Power and Conformity | Nicholas A Hays, Michigan State U.; Noah J. Goldstein, U. of California, Los Angeles
- Pushing In the Dark: Causes and Consequences of Self-awareness for Interpersonal Assertiveness | Daniel Ames, Columbia U.; Abbie Wazlawek, Columbia Business School
- The Creative Person Stands Out: Incongruent Affect and Inferences about Creativity | Melanie Milovac, U. of Cambridge

# 1927 □JS: (OB, OCIS, HR) Affective Influences On Team Effectiveness In Virtual, Face-to-Face and Entrepreneurial Teams

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 402

Tweet this session: #AOM2014 1927

Organizers: Sheetal Singh, George Washington U.; N. Sharon Hill, George Washington U.

- Impact of Emotional Expression Following Task Conflict on Team Performance | **Anubhuti Mishra**, U. of Maryland; **Myeong-Gu Seo**, U. of Maryland
- Role of Actor and Partner Affect on Dyad Knowledge Sharing, Cohesion and Performance | Sheetal Singh, George Washington U.; N. Sharon Hill, George Washington U.; Kathryn M. Bartol, U. of Maryland
- The Interactive Effects of Negative Affect and Face-to-Face Interaction on Team Effectiveness | N. Sharon Hill, George Washington U.; Lynn R. Offermann, George Washington U.; Kaitlin R. Thomas, George Washington U.
- Feeling and Thinking: The Role of Affect in Entrepreneurial Teams | Maw-Der Foo, U. of Colorado, Boulder; Charles Y. Murnieks, Oregon State U.

# 1928 ☐ JS: (OB, SIM) Antecedents and Consequences of Customers' Misbehavior: Opening The Black Box

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 404

Tweet this session: #AOM2014 1928

Chair: David X.H. Wo, U. of Central Florida

Discussant: Alicia A. Grandey, Pennsylvania State U.

- The Effect of Provocation and Gender on Desire for Revenge and Customer Sabotage | Leah D Sheppard, Washington State U.; Danielle van Jaarsveld, U. of British Columbia
- The Trickle-up Effects: How Customer Deviance Behavior Influences Employee Deviance Behavior | David X.H. Wo, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Marshall Schminke, U. of Central Florida
- Is Anger Rewarded? Discrepancies in Perceived Reactions to Customers' Anger | Anat Rafaeli, Technion Israel Institute of Technology; Rellie Rachel Derfler-Rozin, Robert H. Smith School of Business; Shy Ravid, Israel Institute of Technology
- Relating Aversive Organizational Context to Customer Aggression | Shira Agasi, U. of Toronto; Katy DeCelles, U. of Toronto; Anat Rafaeli, Technion Israel Institute of Technology

# 1929 ➡ ♥ JS: (OB, SIM) Inequality, Well-being and Generalized Trust: Challenging and Expanding the Existing Knowledge

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 406 Tweet this session: #AOM2014 1929

Organizer: Konrad Jamro, U. of California, Irvine

Chairs: Ivana Katic, Columbia Business School; Konrad Jamro, U. of California, Irvine

Discussant: Reinhard Bachmann, U. of Surrey

Income Inequality and Subjective Wellbeing: A Contingent Approach | Ivana Katic, Columbia Business School; Paul Ingram, Columbia U.

Diversity as a Catalyst for Generalized Trust Development: A New Theoretical Model | **Jiyin Cao**, Northwestern U.

Income inequality and generalized trust: Is there really a causal relationship? | Konrad Jamro, U. of California, Irvine Income Inequality, Trust and Economic Performance in the EU-countries | Tor Grenness, BI Norwegian Business School

# **1930**: (Paper Session) - (OCIS) Measuring, Valuing, and Enacting Communication

3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 B Tweet this session: #AOM2014 1930

Discussant: Robyn Carlea Walker, U. of Southern California
The Perils of Comparing Choices: Disparity in Valuation and
Consumption | Yuhong Xiao, NTU Singapore; Kim Huat Goh,
Nanyang Technological U.

- Palow to Measure Shared Understanding among Business and IT | Christian Jentsch, U. of Bamberg; Daniel Beimborn, Frankfurt School of Finance & Management; Christoph P. Jungnickl, U. of Bamberg; Georg S. Renner, U. of Bamberg
- ■Toward a Communicative Understanding of Routines between Rule-Text and Rule-Performance | Daniel Geiger, Hamburg U.; Anja Schroeder, U. of Hamburg
- ■Information Flow in Interactions | Natalie C. Cotton-Nessler, Bentley U.

# 1931 : (Paper Session) - (OCIS) Accessing, Sharing, and Managing Information

3:00pm - 4:30pm Pennsylvania Convention Center: Room 110 B Tweet this session: #AOM2014 1931

Discussant: Aimee A. Kane, Duquesne U.

- ■Interdependent Determinants of Supply Chain Information Sharing: Evidence from the Tobacco Industry | Tobias Engel, Technische U. München (TUM); Adrian Brugger, Technische U. München; Suparna Goswami, Technische U. München; Markus Böhm, Technische U. München (TUM); Helmut Krcmar, Technische U. München
- ■Information Selection by Managers:Priorities & Values Attributed to Information Quality Dimensions | José Osvaldo De Sordi, Faculdades Metropolitanas Unidas; Manuel Meireles, Faculdade Campo Limpo Paulista; Marcia Carvalho De Azevedo, U. Federal de São Paulo; Osvaldo Luiz de Oliveira, Faculdade Campo Limpo Paulista
- Pu Competitive Brokerage: External Resource Endowment and Information Technology As Antecedents | Mariana Giovanna Andrade Rojas, The U. of Hong Kong; Abhishek Kathuria, The U. of Hong Kong

■ Network Logics and Societal Challenges: An Extended Framework for Business Model Innovation | Lauri Wessel. Freie U. Berlin; Martin Gersch, Freie U. Berlin

### 1932 ⊕ → 🔙: (Paper Session) - (ODC) Organizational Capabilities and Enacting Change

3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1932 Chair: Barbara A. Mather, Fielding Graduate Institute

Unpacking Dynamic Alliance Management Capability: A Grounded Theory Approach | Lisa Brekalo, Ph.D. Student

- PaGrowth in the Face of Crisis: The Role of Organizational Resilience Capabilities | Stephanie Duchek, Technische U. Dresden
- ☐ The Differential Roles of Multilevel Change Capabilities in Project-Based Organizations | Siegfried P. Gudergan, U. of Newcastle, Australia; Christopher Biesenthal, UTS; Veronique Ambrosini, Monash U.
- ■Which Dynamic Capability is Crucial in Dynamic Settings? Analyzing Marketing, R&D and Manufacturing | Till von den Driesch, RWTH Aachen U.; Tessa Christina Flatten, Aachen U. of Technology (RWTH)
- → Internationalization process and the renewal capability of the firm | Monica Riviere, SKEMA Business School; Gabriele G.S. Suder. ERPI-INPL and SKEMA Business School

### 1933 ■ : (Paper Session) - (OM) Project Management, **Performance Management And Metrics**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 409 Tweet this session: #AOM2014 1933

Chair: James M Wilson, U. of Glasgow

- → Energy Supply for Global Corporations: strategies for distributed generation in emerging markets | Marina Guimaraes Mattos, Federal U. of Minas Gerais; Leonardo P Santiago, Federal U. of Minas Gerais
- Performance Metric Utility in a Make-to-Forecast Process Industry Supply Chain (WITHDRAWN) | Albert Munoz, U. of Wollongong; Tim Coltman, U. of Wollongong; Trevor Spedding, U. of Wollongong
- ■The Power of Words: Management Science vs. Scientific Management | James M Wilson, U. of Glasgow
- Rethinking the relationship between structure and strategy in the new product projects | Mo-An Chu, Hwa Hsia Institute of Technology
- (WITHDRAWN) | Ofer Zwikael, Australian National U.; Ying-Yi Chih, Australian National U.

### 1934 : (Paper Session) - (OMT) Status and Reputation: **Exploring Linkages and Differentiating Effects**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 109 B

Tweet this session: #AOM2014 1934

Chair: Thomas P. Moliterno, U. of Massachusetts Amherst ₽ Chicken or Egg: Exploring the coevolution of VC firm reputation and status | Tim Pollock, Pennsylvania State U.;

Peggy M. Lee, Arizona State U.; Kyuho Jin, Seoul National U.; Kisha Lashley, Pennsylvania State U.

**Finalist for Best Paper Award** 

- ■Status and Bribery: Evidence from a Quasi-Natural Experiment in South Korea | Yujin Jeong, American U.; Jordan Siegel, Harvard U.
- □ Effects of Conformity to and Deviation from the Crowd: Reputation in the Context of Equity Analysts I Steven Boivie, Texas A&M U.; Donald Lange, Arizona State U.; Peggy M. Lee, Arizona State U.; Eugene Paik, U. of Arizona **Finalist for Best Paper Award**
- ■Shelf Life: Decreasing Returns to Status Over Time | Gokhan Ertug, Singapore Management U.; Fabrizio Castellucci, Bocconi U. / SDA Bocconi; Feichin Ted Tschang, Singapore Management U.; Andre Bonfrer, Australian National

### 1935 : (Paper Session) - (OMT) Big Data and Social Media: Investigating Organizational Processes in the Digital World

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 A Tweet this session: #AOM2014 1935

Chair: Renee Rottner, New York U.

- Enchanted Algorithms: How Organizations Use Algorithms to Automate Decision-Making Routines | Vern Glaser, U. of Southern California
- ☐ The Social Scaffolding of Online Communities | Christine Moser, VU U. Amsterdam; Dirk Deichmann, Erasmus U. Rotterdam; Peter Groenewegen, VU U. Amsterdam
- Social Media Reputation | Michael Andreas Etter, CBS; Davide Ravasi, Cass Business School, City U. London; Elanor Colleoni, U. of Milan

### **1936** ■: (Paper Session) - (OMT) **The Dynamics of Markets**: Four Perspectives

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 A Tweet this session: #AOM2014 1936

Can Internal Markets Address the Failures of Planning Systems? Bringing Markets into Hierarchies | William G Egelhoff, Fordham U.

- The 'Stuff' of Markets: An Institutional Analysis of Impact Investing | Danielle Logue, U. of Technology, Sydney
- ■Strategic Circumlocution in Financial Markets: How/Why Firms Vaguely Quantify Earnings Forecasts | Ivana Naumovska, Erasmus U. Rotterdam; Edward Zajac,
- Structural Authority and Market Distortion: A Comparison of Mediated Markets | Craig Tutterow, The U. of Chicago

### 1937 🖃 🖐: (Paper Session) - (OMT) The Role of Gender and Diversity in Organizational Processes: Four Perspectives

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 1937

Chair: Davide Nicolini, U. of Warwick

- Are Double Standards Real? Unpacking the role of gender among elite professionals in a market | Tristan L Botelho. MIT Sloan; Mabel Abraham, MIT Sloan
- □ ♥ The Myth of the Queen Bee: A Study of Gender and Work Conflict at Two Firms | Jennifer M. Merluzzi, Tulane U.
- □ Does the Exit of a Woman from the Firm Increase or Decrease Her Female Colleagues' Earnings? | Seth Carnahan, U. of Michigan

■Drivers of Board Director Involvement in TMT Composition: The Case of Race and Gender Diversity | Nikolaos Kavadis, Erasmus U. Rotterdam

# 1938 ☐: (Paper Session) - (OMT) Learning and Knowledge Transfer in Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 119 B Tweet this session: #AOM2014 1938 Chair:

Reinforcement learning in strategic decision making | Thorsten Grohsjean, LMU Munich; Nils Stieglitz, Frankfurt School of Finance & Management; Tobias Kretschmer, LMU Munich

☐ Tie Strength and Learning: Relative Role of Recipient and Giver Perceptions of Relational Norms | Srikanth Paruchuri, Pennsylvania State U.; Veronica H. Villena, Pennsylvania State U.; Elena Revilla, IE Business School

Differences Between Inter- and Intra- Group Dynamics in Knowledge Transfer Processes | Motohiro Nakauchi, Toyo U.; Kenji Klein, Saint Mary's College of California; Mark Washburn, California State U. Long Beach

Utilities: Microfoundations of Capability Dismantling and Rebuilding | Russell Manfield, The U. of Queensland, Australia; Lance Richard Newey, The U. of Queensland, Australia

## 1939 🖃: (Paper Session) - (OMT) Knowledge, Routines, and Power: Rethinking Organizational Knowledge

3:00pm - 4:30pm Pennsylvania Convention Center: Room 202 B Tweet this session: #AOM2014 1939

Chair: Giulia Cappellaro, Bocconi U.

- + Rethinking the Man-agement of Knowledge in Organisations | Elena P. Antonacopoulou, U. of Liverpool
- Knowledge Creating in Routines: Dialogical Exchanges to Guide Repertoires of Potential Actions | Conor Paul Horan, Dublin Institute of Technology; John Finch, U. of Glasgow
- Managerial Meta-Knowledge, Uncertainty, and Adaptation | Henrik Jensen, Copenhagen Business School; Nicolai Foss, Copenhagen Business School
- → Managing the 'Unknowable' in Complex Innovation Projects | Jacky Swan, U. of Warwick; Maxine Robertson, Queen Mary U. of London; Sue Newell, Bentley U.

# 1940 ☐ JS: (OMT, HR, CAR) Crossing Boundaries: Individuals at the Organization and Labor Market Interface

3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1940

Organizers: Adina D. Sterling, Washington U. in St. Louis; Roxana Barbulescu, McGill U.

Moderator: Hyeyeon Gong, McGill U.

Discussant: Ezra Zuckerman, Massachusetts Institute of

The Mobility of Award Winning Creative Directors in the Advertising Industry | Michelle Rogan, INSEAD; Andrew von Nordenflycht, Simon Fraser U.

Stigma, Sympathy, and Social Capital Activation in Job Searches | Sameer B. Srivastava, U. of California, Berkeley; Sanaz Mobasseri, U. of California, Berkeley The Enabling Effect of Social Capital on the Mobilization of Useful Contacts during Job Searches | Roxana Barbulescu, McGill U.; Hyeyeon Gong, McGill U.

Gender, Trial Employment, and Initial Salaries | Adina D. Sterling, Washington U. in St. Louis; Roberto Fernandez, Massachusetts Institute of Technology

# **1941** ■ JS: (OMT, RM) State of the Arts: New Frontiers in the Analysis of Culture and Cultural Organizations

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence D Tweet this session: #AOM2014 1941

Organizers: Noah Askin, The U. of Chicago; Michael Mauskapf, Northwestern U.

*Discussants:* **John Mohr**, U. of California, Santa Barbara; **Klaus Weber**, Northwestern U.

Disruptive Art? Understanding the Structure of Arts Markets | Mukti V Khaire, Harvard U.

Measuring Strategy Through Predicted Values | Gabriel Rossman, U. of California, Los Angeles; Oliver Schilke, U. of California, Los Angeles

Beyond "Contagion": An Associational Model of Cultural Diffusion | Amir Goldberg, Stanford U.

Using Big Data to Explain Cultural Innovation: Evidence from Popular Music | Michael Mauskapf, Northwestern U.; Noah Askin, The U. of Chicago

# 1942 □JS: (OMT, SIM, OB) What Happened To The Elites? Old Conundrums And New Data On Who They Are And What They Are Doing

3:00pm - 4:30pm Pennsylvania Convention Center: Room 102 A Tweet this session: #AOM2014 1942

Organizers: John P. Bechara, Tilburg U.; Daisung Jang, Washington U. in St. Louis; William P. Bottom, Washington U. in St. Louis

Discussant: Thomas Medvetz, U. of California, San Diego Business, Government, and American Democracy: Historical and Contemporary Issues | Mark S Mizruchi, U. of Michigan

Elites After the Collapse of the American Corporate Interlock Network | **Johan S. G. Chu**, U. of Michigan, Ann Arbor

Firms Gone Wild: An Exploration Of Extrainstitutional Non-Market Strategies | **Jocelyn M. Leitzinger**, U. of Wisconsin, Madison

The Nexus of Business, Government, and Social Science:
The Field of Public Policy Think Tanks | William P. Bottom,
Washington U. in St. Louis; Daisung Jang, Washington U. in St.
Louis; John P. Bechara, Tilburg U.

# **1943** ■JS: (OMT, TIM) Networks and Innovation: The Multilevel Journey

3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 B Tweet this session: #AOM2014 1943

Organizer: Andrew V. Shipilov, INSEAD

Networks of Creativity: The Iterative Determination of Interpersonal and Cognitive Networks | Melissa A. Schilling, New York U.

Social Networks and the Ideation Process | Pier Vittorio Mannucci, HEC Paris; Jill Perry-Smith, Emory U.

When do Neighbour Networks Matter? | Julien Clement, INSEAD; Andrew V. Shipilov, INSEAD

Thematic orientation: ☐ Teaching | © Practice | → International | ■ Program Theme | ☐ Research | ® Diversity | ☐ Best Paper

The Social Structure of Recognition: An Audience Perspective on Cultural Consecration | Erik Aadland, BI Norwegian Business School; Gino Cattani, New York U.; Simone Ferriani, U. of Bologna

### 1944 : (Paper Session) - (PNP) Networks and Performance

3:00pm - 4:30pm Pennsylvania Convention Center: Room 110 A

Tweet this session: #AOM2014 1944

Chair: Julia L. Carboni, Indiana U. - Purdue U., Indianapolis Does Performance Information Use Contribute to Consensus Building in Collaborative Networks? | Manabu Nakashima, U. at Albany - State U. of New York

- ■The Governance of Goal-Directed Networks: An Analysis of Network Administrative Organizations | Angel Saz-Carranza. ESADE; Susanna Salvador, ESADE Business School; Xavier Fernandez-I-Marin, Ramon Llull U.; Adria Albareda, Ramon Llull U.
- How Do Internal and External Stakeholders Perceive Organizational Field-Nets? | Jennifer Ihm, Northwestern U.; Michelle Shumate, Northwestern U.; Julia Bello-Bravo, U. of Illinois at Urbana-Champaign; Yannick Atouba, Rutgers U.; Niango Malick Ba, International Crop Research Institute for the Semi Arid Tropic; Clementine L Dabire-Binso, Laboratoire Central d'Entomologie Agricole de Kamboinse; Barry R Pittendrigh, U. of Illinois at Urbana-Champaign
- Publicly Funded Support Programs: Attendance as Appropriate Signal for Long-Term Economic Success? I Carola Jungwirth, U. of Passau; Annika Ludwig, U. of Passau

### 1945 : (Paper Session) - (PNP) Understanding Resources in Nonprofit Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 125 Tweet this session: #AOM2014 1945

Chair: Sergej Ljubownikow, Nottingham Trent U.

- ☐ The Impact of Relative Income on Donation | Xianghong Wang, Renmin U. of China
- Do You Enjoy Giving More Than Others? The Positionality of Voluntary Contributions (WITHDRAWN) | Hagai Katz. Ben-Gurion U. of the Negev; Miki Malul, Ben Gurion U.
- The Impact of Organizational Fundraising Capability on a Charity's Profits from Private Donations | Diana Betzler, Zurich U. of Applied Sciences; Markus Gmuer, U. of Fribourg
- Exploring the Performativity of Stakeholder Interactions in Nonprofit Organizations | Bruce David Thibodeau, Grenoble Ecole de Management; Charles-Clemens Rüling, Grenoble Ecole de Management

### and coping with powerful environments

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor D Tweet this session: #AOM2014 1946

Chair: Robert Phillip Wright, Hong Kong Polytechnic U.

- → Institutions, Managerial Political Ties and Firm Cross-regional Expansion in Transitional China | Qiuyue Pan, Zhejiang U.; Jiang Wei, Zhejiang U.; Yang Yang, Zhejiang
- ■Absorptive Capacity in Practice: Preliminary Evidence from the Addition of a Senior Team Member | Russell

- Mathews, Strathclyde U.; Dominic Michael Chalmers. Strathclyde U.; Norin Arshed, Heriot-Watt U.
- → Incremental Process of Emerging Industry Policy Making in China: Government-Business Interaction | Zhilong Tian, Huazhong U. of Science & Technology; Jun Shi, Huazhong U. of Science & Technology; Qing Xie, Huazhong U. of Science & Technology

### 1947: (Paper Session) - (SIM) Legitimacy and Responsibility

3:00pm - 4:30pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 1947

Chair: Michelle Greenwood, Monash U.

- Constructing Legitimacy in Online Corporate Social Responsibility Communication | Sarah Glozer, U. of Nottingham / ICCSR; Robert Caruana, U. of Nottingham / ICCSR; Sally A Hibbert, The U. of Nottingham
- ■Bring Communication back to Focus: Corporate Message Strategies and Organisational Legitimacy (WITHDRAWN) Jamie O'Neill, U. of Bath; Krista Bondy, U. of Bath; Haiming Hang, U. of Reading
- → **Topical Proof** → **Topical** their Effect on Ethical Standardization | Melanie Maria Ganter, U. of St. Gallen
- High-Tech Responsibility: Private Ordering, Public Ordering, and the Social Good | Glen Whelan, The U. of Nottingham

### 1948 : (Paper Session) - (SIM) New Perspectives on **Corporate Wrongdoing**

3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room B Tweet this session: #AOM2014 1948

Chair: Jamie R. Hendry, Bucknell U.

Towards a reference point theory of organizational corruption | Peter Fleming, Cass Business School, City U. London; Stelios C. Zyglidopoulos, U. of Glasgow Adam Smith Business School; Maria Boura, Athens U. of Economics and Business; Spyros Lioukas, Athens U. of Economics and Business

- Have you been served? The relationship between corporate social responsibility and lawsuits | Michael L. Barnett, Rutgers U.: Julia Hartmann, EBS Business School: Robert Salomon, New York U.
- Market Manipulations: Quilts, Patches, Stitches and the Understanding of Patterns of Misconduct | Barry M Mitnick, U. of Pittsburgh
- Corporate social irresponsibility and audience support: Lessons from the Parmalat scandal | Arabella Mocciaro Li Destri, U. of Palermo; Anna Mina, U. of Catania; Pasquale Massimo Picone, U. of Catania

### 1949 : (Paper Session) - (SIM) Corporate Social Responsibility

3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room C Tweet this session: #AOM2014 1949

Chair: Harry J Van Buren, U. of New Mexico

Responsible branding as a tool for CSR: A literature review and empirical illustration (WITHDRAWN) | Johanna Kujala, U. of Tampere

- Political CSR: Studies from an African SME Perspective. Søren Jeppesen, Copenhagen Business School; Mette Morsing, Copenhagen Business School
- and Integrated Conceptual Framework | Prabhat Pani, Indian Institute of Technology Bombay; Ashish Pandey, Indian Institute of Technology Bombay
- → ■The influence of cultural norms on firms' CSR behavior Susan L. Young, Seton Hall U.; Mona V Makhija, The Ohio State U.

### 1950 □ • → • □: (SIM) Negotiating the Power of Words: Creating Space for Human Trafficking in **Management Discourse**

3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 2

Tweet this session: #AOM2014 1950

Participants: Nicole Bryan, Montclair State U.; Wayne Eastman, Rutgers U.; Sasha Poucki, Montclair State U.; Anita Sheth, Fairtrade International: Anna Shavers. The U. of Nebraska-Lincoln: E. Chris Johnson, Thomas M. Cooley Law School

### 1951 : (Paper Session) - (TIM) Business model innovation and firm performance

3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 A

Tweet this session: #AOM2014 1951

Chair: Feng Li, Cass Business School, City U. London

- ₽ How does business model innovation influence firm performance: the effect of environmental dynamism | Cornelis Vincent Heij, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam
- ₱Organizational Aspects of Business Model Innovation: The Case of the European Postal Industry | Kristian Johan Sund, Roskilde U.; Juan Andrei Villarroel, Massachusetts Institute of Technology; Marcel Bogers, U. of Southern Denmark
- ☐ Digital Transformation of Business Models in Creative Industries: Emergence of the Portfolio Model | Feng Li, Cass Business School, City U. London
- Patent Acquisition Services: A Market Solution to a Legal Problem, or Nuclear Warfare? | Aija E. Leiponen, Cornell U.; Henry Delcamp, Mines ParisTech

### 1952 =: (Paper Session) - (TIM) Ambidexterity and Networks

3:00pm - 4:30pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1952

Chair: Abel Ernesto Lucena Pimentel, U. Balearic Islands Ambidexterity in networks: balancing knowledge search in different network structures | Abel Ernesto Lucena Pimentel, U. Balearic Islands; Rebeca Méndez-Durón, U. of the Balearic Islands

- ■The Role of Ambidexterity and Vacillation on Firms' Innovation: an Inter-firm Network Perspective | Erica Mazzola, U. of Palermo; Giovanni Perrone, U. of Palermo
- ₽ Resource Structuring and Ambidexterity: The Contingent Role of Managerial Ties in New Ventures I Yucheng Ma, Shanghai JiaoTong U.; Peter Ping Li, Copenhagen Business School
- → Absorptive capacity and ambidexterity in R&D: linking tech-alliance diversity and firm innovation | Abel Ernesto

Lucena Pimentel, U. Balearic Islands; Stephen Roper, Warwick

### 1953 : (Paper Session) - (TIM) Group Creativity and Team **Personalities**

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 B

Tweet this session: #AOM2014 1953

Chair: John Paul Stephens, Case Western Reserve U.

- ■AMO framework for team innovation:Efficacy beliefs, proactive personalities, supportive supervision | Jana Krapez, Faculty of Economics Ljubljana U.; Matej Cerne, U. of Ljubljana, Faculty of Economics; Miha Skerlavaj, BI Norwegian Business School; Johanna Anzengruber, Steinbeis -Hochschule Berlin
- → Idea Generation and Survival in an Organizational Innovation Jam I Fausto Di Vincenzo. The G. d'Annunzio U.: Daniele Mascia, Catholic U. Rome; Jennie Bjork, The Royal Institute of Technology; Mats Magnusson, Royal Institute of Technology - KTH
- Knowledge creation and project team performance: The role of emotional carrying capacity | Abraham Carmeli, Tel Aviv U.; John Paul Stephens, Case Western Reserve U.
- How Autonomy and Formalization Influence the Effect of Group Creativity on Product Innovativeness | Minea Schwenk, Berlin Institute of Technology; Alexander Kock, Darmstadt U. of Technology; Hans Georg Gemuenden, Berlin Institute of Technology

### 1954 : (Paper Session) - (TIM) Open Innovation: When it Works. When it Doesn't

3:00pm - 4:30pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 1954

Chair: Ann-Kristin Zobel, U. of California, Berkeley

- ■The Fuzzy Front End of Open Innovation: Opportunity Identification and Transformation | Ann-Kristin Zobel, U. of California, Berkeley
- + Implementation of an open innovation strategy for a radical innovation project at Jaquar | Hanna Bahemia, U. of Newcastle upon Tyne
- ☐ The Effects of EO on Innovation Performance, Open Innovation Proclivity, and Openness | Patrick Schueffel, Haute Ecole de Gestion Fribourg
- Barriers In Profiting From Inbound Open Innovation: A Contingency Approach of Organizational Design | Bernadette Alexa Baumstark, U. of Mannheim

### 1955 : (Paper Session) - (TIM) Technology Innovation and Sustainability

3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1955

Chair: Joern Hoppmann, ETH Zurich

- ■What Hampers Energy System Transformations? The Case of Smart Grids | Edeltraud Guenther, Technische U. Dresden; Stefan Muench, Dresden U. of Technology; Sebastian Thuss, Dresden U. of Technology
- How Technological Frames and Focus Co-Evolve with the Organizational Environment | Joern Hoppmann, ETH Zurich; Laura Diaz Anadon, Harvard U.; Venkatesh Narayanamurti, Harvard U.

Thematic orientation: ☐ Teaching | © Practice | → International | ← Program Theme | ☐ Research | ♥ Diversity | ☐ Best Paper

- Why Do Urban Travellers Select Different Travel Modes: A Repertory Grid Analysis | Thomas Clauß, Philipps-U. Marburg; Sebastian Döppe, Philipps-U. Marburg
- → ☐ How green management influences product innovation in China: the role of institutional benefits | Chengli Shu, Xi'an Jiaotong U.; Kevin Zheng Zhou, The U. of Hong Kong; Yazhen Xiao, U. of Illinois at Chicago; Shanxing Gao, Xi'an Jiaotong U.

### 1956 =: (Paper Session) - (TIM) R&D Alliances

3:00pm - 4:30pm Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1956

Chair: Ha Hoang, ESSEC Business School - Paris

- Clinical Development Of Biologic Therapeutics: The Influence Of Collaboration On Success | Thomas Crispeels, Vrije U. Brussel; Jurgen Willems, U. Hamburg; Ilse Scheerlinck, Vesalius College
- → Pursuing a Novel Path for Product Commercialization: International R&D Alliances in Biotechnology | Hakan Ener, IESE Business School; Ha Hoang, ESSEC Business School -Paris
- Asymmetric Knowledge Transfer in R&D Alliances | Martin C. Goossen, HEC Paris; Philip Bradonjic, Vienna U. of Economics and Business
- ■Which Technologies are Included in Patent Pools? How Market and Social Factors Impact Selection | Amol M. Joshi, Oregon State U.; Atul Nerkar, U. of North Carolina, Chapel Hill; Girish Mallapragada, Indiana U.

# **1957 □**: (Paper Session) - (TIM) Innovation, Exploration and Exploitation

3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1957
Chair: Tim Swift. St. Joseph's U.

- Achieving Radical Innovation under Time Pressure: Stop & Think and Exploration Activities | Tali Hadasa Blank, Technion Israel Institute of Technology; Wiljeana Jackson Glover, Babson College; Eitan Naveh, Technion Israel Institute of Technology
- Exploring and Yet Failing Less | Pablo D'Este, U. Politecnica de Valencia; Alberto Marzucchi, Catholic U., Milan; Francesco Rentocchini, Southampton Business School, U.K.
- ■Coping with a Firm and Its Rivals' Earnings Pressure in Exploratory Innovation | Heng-Yu Chang, National Cheng Kung U.
- ■The Perilous Leap between Exploration and Exploitation | Tim Swift, St. Joseph's U.

### Tuesday 5:00PM

1958: (AAA) AOM Farewell Gathering

5:00pm - 7:00pm Loews Philadelphia Hotel: Howe & The Terrace

Tweet this session: #AOM2014 1958

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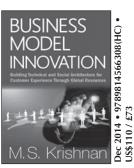
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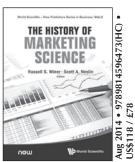


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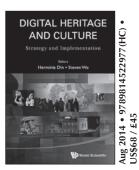
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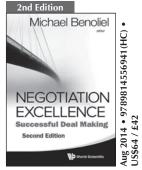
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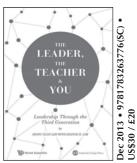
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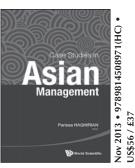
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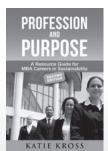




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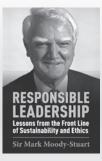
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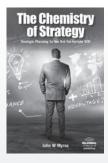
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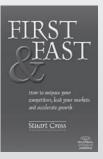
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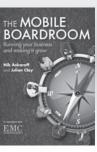
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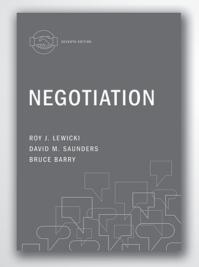
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Section E

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## Notes

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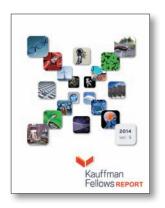
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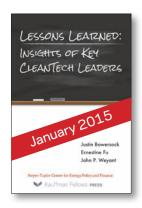
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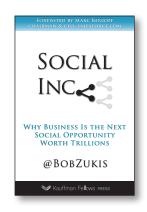
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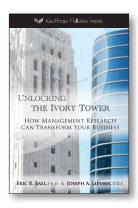
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# **All-Academy Program Highlights**

Free to all conference registrants

## Registration:

**Date:** Friday, August 1, 7:30am–5pm Saturday–Tuesday, August 2–5, 8am–5pm **Location:** Pennsylvania Convention Center,

Exhibit Hall B

#### **Exhibits:**

**Date:** Saturday–Monday, August 2-4, 8am-5pm **Location:** Pennsylvania Convention Center,

Exhibit Hall B

#### **Placement:**

Date: Friday, August 1, 12pm-5pm

Saturday–Monday, August 2–4, 8am–5pm

Tuesday, August 5, 8am-12pm

Location: Philadelphia Marriott Downtown,

Franklin Hall

### **New Member Orientation:**

**Date:** Friday, August 1, 5:30pm–7:30pm **Location:** Pennsylvania Convention Center,

Room 107 AB

# Academy of Management Presidential Address and Awards Ceremony:

Date: Sunday, August 3, 8:30am-11am
Location: Pennsylvania Convention Center,

Grand Ballroom AB

## **All-Academy Reception:**

Date: Sunday, August 3, 6pm-8pm

Location: Pennsylvania Convention Center,

Grand Ballroom AB

## **Special Thanks**

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 74th Annual Meeting of the Academy of Management:









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