

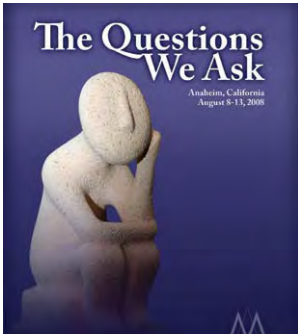
# The Questions We Ask

Anaheim, California  
August 8-13, 2008



  
ACADEMY  
OF MANAGEMENT

## How to Use the Program Guide



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

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

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

Friday Afternoon, August 5, 2005	
	1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30
FM Orleans	10 MHI: Hapags Industries
MT: La Galleries 5	5 HNI: New Faculty Consortium
MT: La Galleries 6	6 ENT: Doctoral Consortium
MT: Mardi Gras Salon R	17 GSO: GSO Doctoral Consortium
MT: Presentation Hall Studio 7	13 SH/HR: Mid-Level Analysis
MT: Presentation Hall Studio 9	14 HR/HR: HR Research Philosophy
MT: St. Charles Suite	AKC: Board Operations Meeting
US: HARRIS CABRILLO	7 HR: (Quinn-Harrah's Casino
US: Louisiana Bayou	ONP: Environmental Bayou Trip
OS: Swamp & Plantation	IM: IM Division "Adventure"
NC: Acadia	24 MRO/DAR/GIO: Our First Years
TC: La Salle	23 ITC: Europe At The Academy
RC: Union Terrace A	9 MCD and co-sponsors: Playmakers


CONFERENCE

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

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

Business Policy & Strategy			
Program Chair: Anita McGahan, Boston U.			
Professional Development Workshop Chair: Russell Coff, Emory U.			
Day	Start	#	Location
Fri	8:00am	3	HH South Pacific 3
	1:00pm	7	CC Room 301B
		12	CC Room 300E
		14	CC Room 313R
2:00pm	21	SH Maui Galleries	
3:00pm	26	HH-Sun Prizzi Suite 3-4	
3:30pm	33	CC Room 326E	
6:30pm	54	CC Room 308 (A&D)	

### Looking for a full description of a session?

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

**Of Richness: The Why, When, Where And How Of Qualitative Research Methods (10190)**  
 1:00pm - 4:00pm Hawaii Convention Center: Room 301R  
 Organizer: Diana L. Day, Rutgers U., Camden  
 Coordinator: Johann Peter Murmann, Northwestern U.  
 Presenters: Robert A Burgelman, Stanford U.; Deborah J Dougherty, Rutgers U.; Charles D. Galunic, INSEAD; Gabriel Szulanski, INSEAD; Klaus Weber, Northwestern U.

FRIDAY

### Looking for someone on the program?

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

Participant Index	
01/31-0121	Allatta, Joan Teresa (Upenn. The Wharton School)
534	(215) 898-6598 allatta@wharton.upenn.edu 657
ampaign) 217-	Allen, Belinda C. (U. of Melbourne) 61 3 034 43707
63 1591	allenbc@unimelb.edu.au 623, 984
	Allen, David B. (Instituto De Empresa)
	david.allen@ie.edu 1132

A

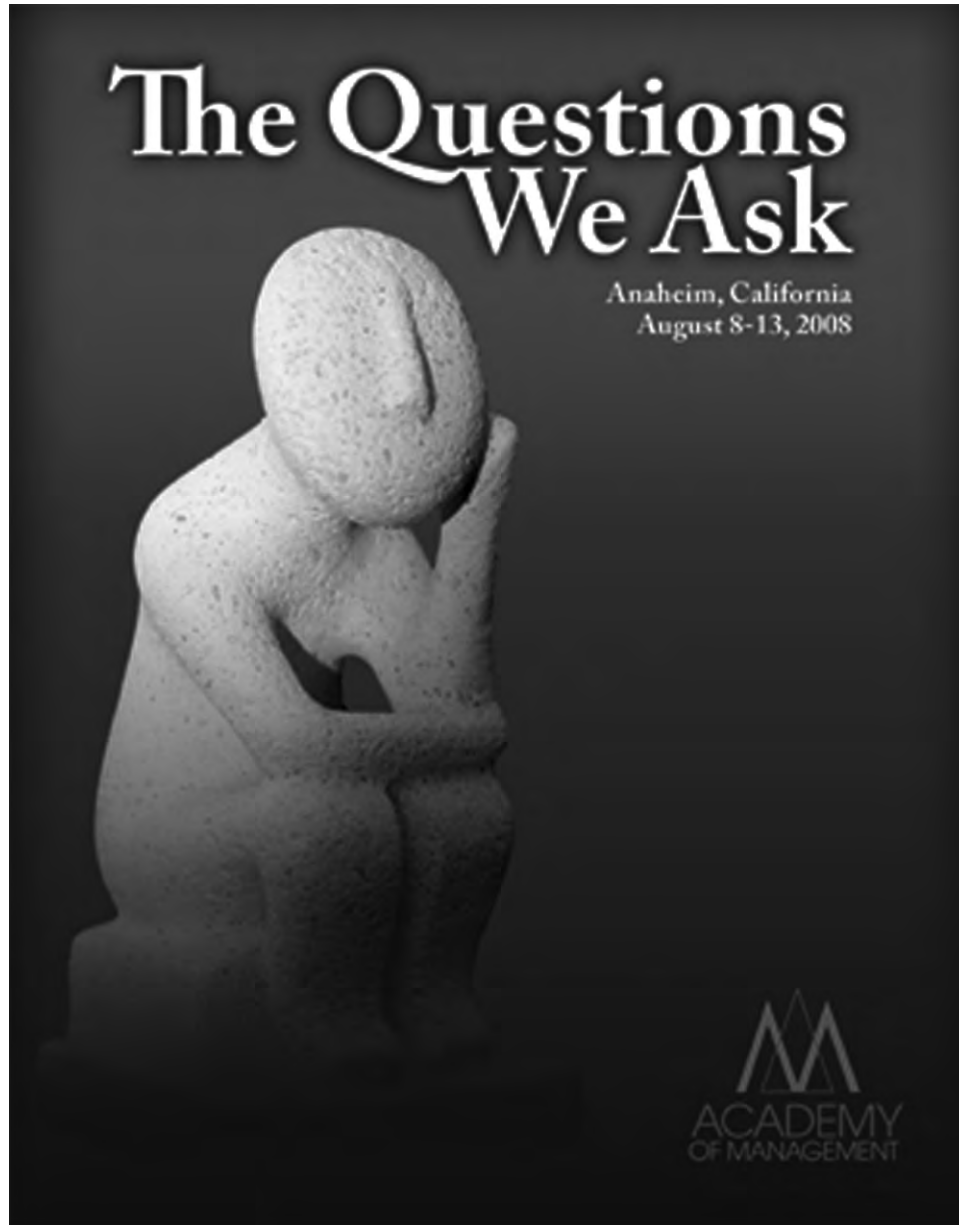
### Looking for a specific meeting room in a conference hotel?

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

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

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Academy of Management 2008 Annual Meeting



<http://meetings.aomonline.org/2008>

Front Cover: designed by Stephanie Harden  
Back cover photo by Steve Kuzma

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# Welcome to the 2008 AOM Annual Meeting in Anaheim

On behalf of the many members and staff who have worked extremely hard to organize this year's meeting, we welcome you to Anaheim for the 68th Annual Meeting of the Academy of Management. As a professional association of approximately 18,000 members from 102 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about management and organizations. The annual meeting provides a special opportunity for the Academy community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and further develop our careers.

## Program Participation

This year's program vividly demonstrates the strong commitment of our members to the annual meeting. The 2008 Call for Papers generated 5,582 scholarly submissions and 429 professional development workshops (PDWs), for a grand total of 5,811 submissions. Over 7,000 people participate on this year's program, and close to 5,000 members and non-members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

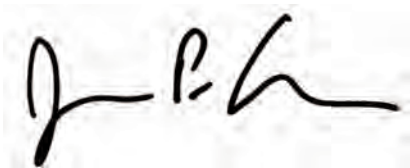
## 2008 Theme: The Questions We Ask

In 2008, the Academy of Management once again invites management scholars from around the globe to convene, consort and attend. Like every Academy meeting, there will be excellent conversation, good friends and, of course, good cheer. The city of

Anaheim provides a festive setting where we welcome our members from all over the world to see some of the fun-filled attractions that this thriving city has to offer.

This year's theme asks that we identify the questions that define the theoretical and empirical frontiers of our sub-specialties. What puzzles, conundrums, points of confusion, and unanswered questions really bedevil you and your close colleagues? Reconnoiter your field of expertise and articulate the unanswered questions. Be sure to consider the most meaningful questions. Just because a question has yet to be asked or answered does not mean that we need to address it. Some questions are more important than others. Thirty-five years ago, Murray Davis counseled us to turn our assumptions on their head if we are to find interesting questions. But are interesting questions always the most important questions? What makes for a great research question? Indeed, what marks a poor one?

Thus, we hope you will spend your time at the 2008 AOM meetings in Anaheim exploring the questions that have been asked, that are being asked, and that will be asked about our field. We also hope that you will find time to discover this beautiful city and enjoy the relaxing atmosphere of Southern California. If all else fails, then there's always good old Mickey Mouse himself.



James P. Walsh  
2008 Program Chair



Susan E. Jackson  
2008 PDW Chair

# Academy Program Highlights

## All Academy Professional Development Workshops

We are pleased to offer six new professional development opportunities at this year's conference. These sessions will be labeled *All Academy Professional Development Workshops (PDWs)*, and are designed to (a) focus on the conference theme "The Questions We Ask", (b) be highly interactive, and (c) offer members something that participants can take with them. Although these sessions focus on a variety of topics, one session will address "the questions we don't ask in our research," and consider the contributions that management research can make to organizations, employees, and society as a whole.

*The Questions We Ask and Don't Ask in our Research: Where Should We Go from Here?*

*Organizers:* Diana Deadrick, Richard Klimoski, and Gary Latham

Time: 8:00 am, August 9

Another highly innovative session will focus on a discussion of "best practices" in academic administration. One highlight of this session will be a table discussion led by the Vice President of Accreditation for the AACSB. Other table discussions will consider (a) assessment, (b) establishing academic credentials, and (c) the administration of key programs (e.g. international, doctoral, MBA, entrepreneurship).

*Sharing Best Practices in Academic Administration: The Questions We Need to Ask Ourselves.*

*Organizers:* Stephanie Newell and Ruth Clarke

Time: 1:00 pm, August 9

We do hope you will take advantage of these new developmental opportunities, and find them beneficial to your career.

## Division Program Highlights

### **Business Policy & Strategy Division**

*PDW: Fostering Publication in Leading Organization and Strategy Journals*

Sunday, August 10, 8:30AM - 12:00PM,  
Anaheim Convention Center, 207D

*Organizers:* Sergio Giovanetti Lazzarini, Ibmeç São Paulo; Andrea Ordanini, Bocconi U.

*Panelists:* Anita McGahan; Steven Armstrong; Andrew Delios; William G. Mitchell; Shih-Fen S. Chen; Gianvito Lanzolla; Xavier Martin; Luiz F. Mesquita; Roberto Vassolo

This exciting new PDW is targeted to scholars from diverse countries who seek successful publication of their research in top journals. Exciting, innovative, and relevant research is carried out all around the world. Scholars from many countries nonetheless face important obstacles to publication of their research in leading, high-impact journals. This PDW takes a very practical, hands-on approach to addressing these obstacles, taking into consideration the research traditions of scholars from different parts of the world.

Through presentations and individual feedback from a panel of scholars with a wealth of publication experience, participants will receive information regarding how to structure and frame research projects for publication, the distinct requirements of each outlet, how to overcome language difficulties, etc.

*Irwin Outstanding Educator Award in Honor of Pankaj Ghemawat*

Monday, August 11, 5:30pm - 7:30pm

Anaheim Convention Center: 204B

*Distinguished Speaker:* Pankaj Ghemawat, IESE Business School. U. of Navarra

The BPS Division's Irwin Outstanding Educator award honors a person who has demonstrated a long-term commitment to and expertise in educating strategy students. The 2008 award was designed specifically to recognize contributions to teaching students in MBA, undergraduate, and executive education programs. We hope you will join us for this session as we honor the myriad contributions and achievements of Pankaj Ghemawat, this year's award recipient. The session will feature presentations by colleagues and former students of our honoree. Professor Ghemawat will also share his wisdom and insights on strategy pedagogy through a teaching symposium. A wine and cheese reception follows the award presentation and symposium.

*Wiley-Blackwell Outstanding Dissertation Award Finalists*

Tuesday, August 12, 4:10pm - 5:20pm,

Anaheim Convention Center: 201D

*Organizer:* Joseph Mahoney, U. of Illinois, Urbana-Champaign

*Presenters:* Natarajan Balasubramanian; Olivier Chatain; Benjamin Hallen; Dinish Iyer; Evan Rawley; Jianyun Tang.

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

### **Careers Division**

The Careers Division is really offering a fantastic, not-to-miss PDW and Scholarly Program. Recognizing that it is impossible to highlight all deserving activities, we would like to draw special attention to following two:

PDW on *The Questions We Ask about Balancing Work and Life: Learning from Our Colleagues*

9:00am - 12:00pm Hilton Anaheim: Santa Monica

*Organizers:* Monique Valcour, Boston College and Jelena Zikic, York

# Academy Program Highlights

U. Further, Susan M. Adams, Bentley College; Tammy D. Allen, U. of South Florida; Elizabeth F. Cabrera, Arizona State U.; Charlotte Fritz, Bowling Green State U.; Laura M. Graves, Clark U.; Jeffrey H. Greenhaus, Drexel U.; Monica Higgins, Harvard U.; Steven A. Y. Poelmans, IESE, U. of Navarra; Marian Ruderman, Center for Creative Leadership; Scott Seibert, U. of Melbourne; and Maria Kraimer, U. of Melbourne will participate. Please come and join us at this PDW!

Scholarly Session *The Questions that we Ask about the Authenticity and Attainability: How do Values and Beliefs influence our Career Decisions*

2:30pm - 3:50pm Hilton Anaheim: Capistrano A

Organizers: Sherry E. Sullivan, Bowling Green State U. and S. Gayle Baugh, U. of West Florida

This session has three major objectives: (1) to help scholars achieve a better understanding of what authenticity means and how it impacts career decision making; (2) to develop a research agenda for studying the under-researched topic of authenticity and careers; and (3) to facilitate research partnerships among individuals with similar interests in studying careers and authenticity.

This interactive session will serve as a starting point for developing a dialog about authenticity and careers. Those attending will be asked to help explore such questions as:

What is authenticity?

What should we be studying in terms of authenticity and careers?

How attainable is "authenticity" in the workplace? Are there obstacles, such as the economy or work/nonwork balance, which can prevent an individual from having an authentic career?

What is the intersection between individual authenticity and organizational practices?

Participants will be encouraged to continue the discussion beyond this session throughout the conference and after they have returned to their respective universities and colleges. Moreover, an account of this session and issues explored will be made available via careernet as well as information on how to participate in a continued examination of the issues raised.

Given the potential for inter-disciplinary study of authenticity, we encourage scholars who study authenticity through a lens other than careers (e.g., authentic leadership, spirituality, organizational development) to join careers scholars in this discussion. Please contact Gayle Baugh (gbaugh@uwf.edu) or Sherry Sullivan (reedcareer-center@aol.com) with any questions about the session.

Finally, as always Business Meeting and Social Hour of the Careers Division is at Tuesday Afternoon. Please come and enjoy, reconnect with old friends, and make new connections!

## Critical Management Studies Division

Session #232: *Teaching in the Age of Web 2.0*

Scheduled: Saturday, August 9, 3:30PM - 6:00PM at Hilton Anaheim in Huntington A

What opportunities do blogs, wikis, podcasts, and interactive websites like You Tube, MySpace and Face book afford management education and teaching? This PDW, sponsored by the Critical Management Studies Interest Group and the Management Education and Development Division, explores the possibilities and problematics of Web 2.0 technologies. Web 2.0 suggests rich user experiences via interactive forms of participation, and a radical decentralization of knowledge. Workshop participants will experience and debate these points using the interactive space of the critical management studies portal ([www.criticalmanagement.org](http://www.criticalmanagement.org)). Participants are encouraged to bring their laptops or share a laptop with others.

Session 326: *'Take a walk on the Dark Side'*

Scheduled: Sunday, August 10, 9:00AM - 11:00AM at Hilton Anaheim in Coronado

The dark side of organizations is the perennial focus of management life. But few teaching cases tackle dark side practice directly. Now in its seventh year, the Dark Side Case Competition sponsored by the Critical Management Studies Interest Group brings together the very best teaching cases exploring the dark side of contemporary management and organizational practice. This workshop will showcase the work of this year's dark side case competition finalists. This year's cases explore Mattel's Lead tainted toy scandal, The Graniteville Chlorine Spill, Hugh Connerty and Hooters, and De Beers and the Diamond Industry.

Session 1470: CMS 2008 Keynote Address *'How Critical is Critical Management Studies?'*

Joan Acker, U. of Oregon.

Scheduled: Tuesday, August 12, 4:10PM - 5:20PM at Hilton

Joan Acker's breakthrough 1990 paper examining the gendered nature of organizational structures has an enduring place in the bibliography of critical management and organization studies. Joan is an outstanding scholar and in this plenary she turns her incisive attention to the question of just how critical is critical management studies- sure to be a highlight of the 2008 CMS programme.

## Entrepreneurship Division

This year represents a rich selection of offerings for those in the Entrepreneurship Division ... and those just interested in entrepreneurship. One highlight that should be of interest to many is the Division's Theme session, which focuses on the ways that entrepreneurship research has evolved, and the looks toward its possible futures:

*The Questions We Ask About Entrepreneurship: Evolution or Revolution in Studying Entrepreneurship*

Monday, August 11, 4:10PM - 5:20PM  
Anaheim Convention Center, 204A

Another session relevant to all those who teach entrepreneurship has been organized in cooperation with U.S. Association for Small Business. It will focus on innovative



# Academy Program Highlights

approaches to curriculum development and classroom instruction.

*Best Practices: Entrepreneurship Program & Teaching Excellence via a USASBE/Academy Partnership*  
Tuesday, August 12, 2:30PM - 3:50PM,  
Anaheim Convention Center, 205B

A third session that every division member is strongly encouraged to attend is the business meeting, where key developments in the division will be discussed, and divisional awards will be presented:

*Entrepreneurship Division Business Meeting*  
Monday, August 11, 5:30PM - 7:00PM,  
Anaheim Convention Center, 205B.

Come out and see what's happening in the division, and take advantage of the reception that will take place immediately following the business meeting.

## Gender & Diversity in Organizations Division

*Diversity Research Incubators: Collaboration across Countries*  
8:00-10:00am Hilton Anaheim: Huntington C

This session combines a focus on diversity research from a global perspective. Each incubator will consist of members from different countries who have interests in the same area of diversity. Members of each incubator will be provided with contact information for all members in their group and dialogue among group members will begin before the Academy meeting. When participants pre-register, they will indicate the country in which they reside and the countries in which they teach and/or conduct research as well as their specific area of interest within the field of gender and diversity (please send this information to Lynn Bowes-Sperry at [lbowessp@wnec.edu](mailto:lbowessp@wnec.edu) by June 25). Research incubators will be designated before the AOM meeting. This PDW is unique in that it will require participants to interact by email and/or teleconference before the Academy meeting in August.

*GDO Welcome Continental Breakfast*  
8:30-10:20am Hilton Anaheim: Malibu

The purpose of this event is to welcome all new, international, and continuing members of the GDO Division. We hope that you will join us!

*Coalition on Faculty Diversity Town Hall Meeting*  
4:10-5:20pm Hilton Anaheim: Malibu

The Coalition on Faculty Diversity is a grass-roots group comprised of Academy of Management divisions and members interested in increasing faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition is concerned with recruitment, retention and promotion, as well as climate and glass ceiling issues faced by AOM members of under-represented groups. What started as an ad hoc group within the GDO Division has blossomed into an Academy-wide endeavor, supported by 18 divisions and interest groups of the Academy, and includes over 100 individual Academy members and 15

advisors representing Academy leadership. Now in its fourth year, this Town Hall session is critical for allowing new members to become active in the Coalition projects, and, as important, offers a platform for us to share our progress and plan our future course, directions and activities. Specifically, progress reports will be provided on three key initiatives: A Diversity Census, a Diversity Best Practice Award, and AoM Member Support.

## Health Care Management

We delighted to announce the resumption of the HCMD Doctoral Student/Junior Faculty Consortium. This event will be taking place in conjunction with the regular PDW on August 9 and 10<sup>th</sup>. We have seven exciting sessions covering a range of topics including sustaining a research agenda, working on interdisciplinary teams, and funding your research. There will be a special session giving participants the opportunity to have their work critiqued and to discuss the critique with expert reviewers from HCM. Accompanying the HCMD Consortium, the PDW itself consists of seven sessions sponsored by HCMD and ten sessions that HCM is co-sponsoring with other divisions. These sessions feature a wide variety of topics including conducting management research in health care organizations, using technology effectively in the classroom, assessing teaching performance, using evidence-based medicine more efficiently, and working with practitioners to design research projects. The line-up of PDW sessions and the renewed consortium are designed to appeal to anyone interested at health care management at any stage of their career.

*HCM Doctoral Student/Junior Faculty Consortium*  
*HCM Professional Development Work shop*  
Saturday, August 9 8:00 AM – 6:00 PM  
Sunday, August 10 9:00 AM – 12:00 PM  
Hilton Anaheim

We have also an exciting scholarly program this year, which includes a showcase symposium, 5 jointly sponsored symposia, 12 paper sessions, 5 interactive paper sessions, and 2 visual paper sessions. In addition, we would like to highlight four special events that will take place on Monday. First, the theme-related session consists of a panel that will address the topic "The Questions that We Ask in Health Care Organizational Research", and will include a group of health care organizational scholars: Dr. Jeffrey Alexander, Dr. Jacqueline Zinn, Dr. Denise L. Anthony, and Dr. Robert C. Myrtle. Second, we are honored to have Dr. W. Richard (Dick) Scott as our distinguished speaker this year. Third, during our business meeting we will recognize the winners of our best paper awards and reviewer awards. Finally, we will end the evening with our division reception which will provide an opportunity to have great food, in addition to great camaraderie among old and new friends. We are looking forward to seeing you there!

*Panel: The Questions that We Ask in Health Care Organizational Research*  
Monday, August 11, 2008  
2:30 PM - 3:50 PM, Hilton Anaheim, Palos Verdes B



# Academy Program Highlights

*HCM Distinguished Speaker*  
Monday, August 11, 2008  
4:10 PM - 5:20 PM  
Hilton Anaheim, Palos Verdes B

*HCM Business Meeting*  
Monday, August 11, 2008  
5:30 PM - 6:30 PM  
Hilton Anaheim, Palos Verdes B

*HCM Division Reception*  
Monday, August 11, 2008  
6:30 PM - 8:00 PM  
Hilton Anaheim, Laguna A

## Human Resources:

The HR Division has put together a great program with a number of very exciting PDWs, symposia, paper sessions, and networking events. While more than three deserve to be highlighted, we would like to call your attention to following sessions:

*Welcome Breakfast and Awards Ceremony*  
Monday, August 11, 8:30 - 10:20am  
Hilton Anaheim in Huntington B

To kick off the conference, come join your friends and colleagues for breakfast and congratulate the winners of the HR Division Awards. First, we will hear an address by Susan E. Jackson, the winner of the Herbert Heneman Jr. Career Achievement Award. Next, we will hear an address by Anthony (Tony) Rucci, this year's winner of the Distinguished HR Executive Award. Gary Latham, the winner of the Thomas A. Mahoney Mentoring Award, will also share a few remarks. After these talks, we will recognize the following award winners: 1) Bradford Bell, winner of the Early Career Achievement Award; 2) Anuradha Ramesh, the winner of the Ralph Alexander Best Dissertation Award; 3) Mo Wang winner of the Scholarly Achievement Award for his paper entitled "Profiling Retirees in the Retirement Transition and Adjustment Process: Examining the Longitudinal Change Patterns of Retirees' Psychological Well-Being" which was published in *Journal of Applied Psychology*; 4) Sven Keppes, winner of the Best Convention Paper, entitled, "Strategic Human Resource Management: A Systems Perspective"; and 5) Ruolian Fang, winner of the Best Student Convention Paper Award, entitled "Organizational Socialization Process: A Social Capital Perspective." Winners of the International HRM Scholarly Research Award and the SHRM Foundation Dissertation Grants will also be recognized.

*Theme session - Finding HR Answers Firms Need*  
Monday, August 11, 10:40am - 12:00pm  
Hilton Anaheim in Huntington B

A discussion of human capital concerns by panelists representing the HR Division, SIOP, SHRM, the SHRM Foundation, consulting firms, and the C-suite. A recent SHRM Foundation study identified the top human capital challenges facing organizations. Those findings represent

"the answers firms need." This session will briefly overview those findings, examine the extent to which the questions that we in the HR Division are asking address those challenges, consider whether other groups with closely aligned interests are doing any better, and explore synergistic opportunities for collaboration to better allow all of us meet those challenges. The audience will be invited to participate in this discussion.

*Ice Cream Social and Member Networking*  
Monday, August 11, 4:10 - 5:20pm  
Hilton Anaheim in Huntington A

An Academy meeting tradition continues. Come network with your friends and colleagues in the HR Division and learn more about the Division and ways in which you can become more involved. Oh yeah, you get to have a nice afternoon snack as well!

## International Management

*Emerging Challenges Confronting Multinational Firms (PDW)*  
Sunday, August 10, 8:00AM - 10:30AM,  
Anaheim Convention Center, Room 206A

Research suggests that most managers do not have an accurate perception of their firm's environment. This PDW seeks to inform and update managers and researchers on the emerging major issues confronting multinational firms. It will call for and help to reorient research towards pressing issues. Analysis of recent CEO surveys and interviews with thought leaders highlights eight emerging challenges confronting multinational firms: 1. Developing new growth avenues, 2. Raising productivity, 3. Tightening corporate governance, 4. Sustainability, 5. Competing for talent, 6. Managing diverse risks, 7. Creating new innovation models, and 8. Exploiting new infrastructures. This large and broad set of issues involves new twists on known challenges and the emergence of new challenges. These challenges are demanding because they require new types of non-business expertise, their rules are not yet clear, and they are interdependent.

*Booz Allen Hamilton Eminent Scholar in International Management Award*  
Monday, August 11, 4:10 pm – 5:20 pm,  
Anaheim Convention Center, Room 213A

Introduction: Timothy Michael Devinney, Australian Graduate School of Management  
Distinguished Speaker: Peter Buckley, Leeds University  
Discussants: Ram Mumdambi, Temple University; Oded Shenkar, Ohio State University; Art Kleiner, Booz Allen Hamilton  
This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar award will be given to Peter J. Buckley, Professor of International Business and Director of the Centre for International Business at University of Leeds, United Kingdom.

# Academy Program Highlights

*IMD-AIB Joint Symposium on "The Future of the Multinational Enterprise"*

Tuesday, August 12, 8.30-10.00am,  
Anaheim Convention Center, Room 213A

**Chair:** Anil K. Gupta, Maryland

**Panelists:**

Yves Doz, INSEAD

Susan E. Fienberg, Rutgers

Alan Rugman, Indiana

Mary Ann Von Glinow, Florida International

Eleanor Westney, York

This is a new session and is intended to increase the linkages and dialog between the IMD and the AIB.

*Barry Richman Dissertation Award Finalists Session*

Tuesday, August 12, 4:10pm - 5:20pm, Anaheim  
Convention Center, Room 213A

*Knowledge Sharing through Inpatriate Assignments in MNCs: A Social Capital Perspective* (Author: B. Sebastian Reiche, IESE)

*"Absorptive Capability" of Japanese and European MNCs:*

*Dilemmas in Managing R&D at Home and In US*

(Author: Seiko Arai, UC Berkeley)

*Global Strategy and International Diversity: A Double-Edged Sword?* (Author: Christian Geisler Asmussen, Copenhagen Business School)

*Foreign Peer Networks and Subsidiary Performance* (Author: Jing'an Tang, Sacred Heart University)

## Management Education & Development Division

Katherine Karl, Program Chair

Kenneth Thompson, PDW Chair

This year we were able to accommodate 14 of the 33 PDW proposals submitted. Among these 14 are sessions on how to improve your own teaching and how to manage the classroom environment. We encourage you to review the program and check out all 14, however we would like to single out two that fit the gamut from the cerebral to the practical.

For the practical, Professors Peluchette, Karl, and Kopf address the issue "*Students Behaving Badly: Causes and Possible Strategies for Dealing with Classroom Incivility*" (Friday, August 8 - 1-3p, Anaheim Convention Center, 205A). Student incivility seems to be increasing. From cell phone use, dining in class, to creating disruptions student seem to have failed to understand appropriate learning context. This session focuses on ways to address these behaviors by defining expectations and managing appropriate conduct in the classroom. In a somewhat unique approach, the session leaders will look at high involvement management practices as a way of increasing a culture that will reduce student boorish and disruptive behaviors.

Professors Snavelly, Cowan, Sawyer, Ledman, and Morgan address the more cerebral aspects of teaching in their session "*The Diversity and Depth of Questions We Ask about Teaching: Are There Better Ways?*" (Sunday, August 10 - 10a - noon, Anaheim Convention Center, 210D). We some-

times get so involved in the day-to-day teaching responsibilities that we fail to step back and asked essential questions about our own effectiveness and how we might better connect with our audience and with the soul and essence of our own beliefs about teaching. Each presenter will provide a different alternative framework for addressing these essential questions about our effectiveness and provide intriguing and innovative possibilities to enhance our beliefs and learning in the classroom.

In addition to our great PDWs, social events, and invited speakers, this year our exciting program includes 16 paper sessions. MED has also sponsored or co-sponsored 21 symposia, 4 of which were selected as showcase symposia. Two sessions we would like to highlight are:

*Organizational Training and Development: How are Managers Learning in the Workplace?*

Tuesday, August 12, 2:30PM - 3:50PM  
Anaheim Convention Center, 204C

*Management Research: Questions of Value, Relevance and Publication Outlets*

Monday, August 11, 9:00AM - 10:20AM  
Anaheim Convention Center, 211B

These two sessions include the *Best Paper in Management Development* and the *Best Paper in Graduate Management Education*, respectively. Finally, don't miss the Keynote address by Timothy Baldwin entitled "*Developing Managers Who Build High Performance Cultures: Why Is This So Darn Hard?*" which will be held Monday, August 11 from 10:40AM - 12:00PM in ACC 211A. Professor Timothy Baldwin will explore why management competence continues to be so elusive with his ultimate goal to provoke a spirited group discussion of the most critical questions in the MED domain.

## Management History Division

*Pension Fund Managers at Work: Managing the Agency Problem*

Monday, August 11, 10:40 - 12:00  
Anaheim Marriot, Elite 1

Conference Theme: THE QUESTIONS WE ASK

The statement of our conference theme challenges us to "attend sessions where theorists and practitioners sit side-by-side and reflect upon their joint and separate puzzles and how they intend to address them."

Los Angeles is a center for pension fund management and financial services second only to New York. The Management History Division will bring pension fund managers from the large financial services corporations of Los Angeles to respond directly to our Academy of Management presentations.

The session will feature two paper presentations:

*A Relational Account of the Valuation and Management of UK Pension Funds: 1948-2008*, Yally Avrahampour, U. of Essex.  
*The Evolution of Pension Fund Accounting in the US*, Robert E. Wright, New York U.

# Academy Program Highlights

Sitting side-by-side and reflecting upon these papers will be practitioners:  
Berkeley G. Harrison, Wachovia Bank and President, Los Angeles Society of Financial Analysts  
Pension fund managers and members of the Los Angeles Society of Financial Analysts

PDW Workshop: *Questions We Ask about Ethics in Different Times and Places*  
Saturday, August 9, 1:00 – 3:00  
Anaheim Marriot, Grand Ballroom – Salon K

This PDW workshop addresses the conference theme “the questions we ask.” It explores ethics from a cultural and historical perspective as we try to understand the associated methodological issues and how to incorporate these insights in our research and teaching about ethics.

## Managerial and Organizational Cognition

As usual, the MOC Division has an outstanding array of PDW and scholarly sessions on this year’s program. If you research interests include managerial and organizational cognition, or if you are just plain curious about cognition topics, there are probably a number of sessions that you will find both educational and entertaining. They cover a wide range of topics including decision making, sensemaking, mental models, transactive memory, learning, attributions, emotions, and the dynamics of identify, identification, teams, creativity, innovation, and interpersonal relations. How could you not find something of interest in that list?

One of the highlights of the MOC Division, PDW schedule is *Cognition in the Rough* (CIR). For eleven years, CIR has been offered Sunday morning providing scores of cognition scholars the opportunity to get expert assistance on their work-in progress from noted cognition scholars. This year’s experts line-up is once again a stellar group including Fran Ackermann, Andrea Casey, Colin Eden, Dov Eden, Mark Fenton-O’Creevy, C. Marlana Fiol, U. of Colorado, Raghu Garud, Gerard P. Hodgkinson, Susan Houghton, George P. Huber, Lynn A. Isabella, Theresa K. Lant, Mark J. Martinko, Stephen Mezas, Chet Miller, Frances J. Milliken, Rhonda K. Reger, Majken Schultz, and Mary J. Waller. Pre-registration is required; for details please go to <http://division.aomonline.org/moc>.

Monday’s scholarly program is highlighted by the MOC Welcome Session featuring a presentation by Prof. James G. March, 2008 MOC Distinguished Scholar. The MOC scholarly program is highlighted by 20 paper presentation sessions, 22 visual presentation sessions, 10 Showcase Symposia, 21 jointly-sponsored symposia, and several sessions containing the 24 MOC papers selected by interactive paper presentations.

Tuesday’s MOC schedule concludes with three important events. First, a panel of MOC luminaries including C. Marlana Fiol, Dennis A. Gioia, Joseph Porac, and Michael Pratt will consider “The Questions We Have Asked, Now Ask, and Should Ask” in the MOC domain. That session will be followed by the annual MOC Business Meeting. The excitement of the day concludes with the justly-

famous MOC Division Social Hour. You are cordially invited to all of the events above. As we say in the Division: “Think about it!”

*Cognition in the Rough*  
Sunday, August 10, 8:30AM - 12:00PM  
Anaheim Convention Center, Room 202B

*MOC Welcome Session: Featuring Prof. James G. March, 2008 MOC Distinguished Scholar*  
Monday, August 11, 10:40AM - 12:00PM  
Anaheim Convention Center, Room 210A

*The Questions We Have Asked, Now Ask, and Should Ask*  
Tuesday, August 12, 4:10PM - 5:20PM  
Anaheim Convention Center, Room 204A

## Management, Spirituality and Religion Interest Group (Program Chair: Keiko Krahnke; PDW Chair: Debu Mukerji)

MSR domains include research of relationships and relevance of spirituality and religion in management in organizations and life. This year’s programs are based on the Academy theme *Questions We Ask*. We have put together our most diverse program with many thought-provoking paper sessions and symposia. A unique feature is daily mediation sessions. Based on literature review, field research and case studies; the program presents theoretical advances and empirical evidence on effectiveness of spiritual or religious principles and practices in leadership that nurture human spirit in business management. Some highlights:

The program: *Shaping Our Future with the Questions We Ask* (Tuesday 2:30–3:50PM; Anaheim Marriott, Platinum 10), a dialogue on navigating our future by asking the right questions is the MSR theme session. We will also host a *Pipeline Paper Workshop* (Monday 12:20–2:10PM; Anaheim Marriott: Platinum 10) again this year. If you have a paper in progress in the MSR domains, please consider participating in this session. You will be matched with a board member and receive extensive manuscript feedback. For more information, contact Keiko Krahnke at [keiko.krahnke@unco.edu](mailto:keiko.krahnke@unco.edu). We hope you will join us for the MSR social hour (Tuesday 6:30–8:00PM; Anaheim Marriott, Platinum 10) and enjoy connecting with friends and colleagues over refreshments.

One example amongst many interesting PDWs: *Linear and Spiritual Strategies for Making Decisions in Turbulent Times* (Sunday 8.30–11.30AM; Anaheim Marriott, Platinum 10), will investigate frameworks and blue prints for speedy and accurate decision making by a synergy of linear rational perspectives and non-linear spiritual perspectives. We will workshop comprehensive decision-making model and managers’ learning, spiritual awareness wheel to access wisdom from inner self and infuse into the decision making process. Other spiritual models including muscle testing, intuition, and Ignition discernment will be explored. Participants will be exposed to real world decision-making situations for application of appropriate strategies and models. Participants will be invited to present their decision selections, critique the process, and



discuss adaptation of models for effective outcomes in work and life. For more information, contact Debu Mukerji at [debum@optusnet.com.au](mailto:debum@optusnet.com.au)

### Organizational Behavior Division

The OB Division is highlighting three very special events this year. First, Barry Staw, this year's recipient of the OB Division's Lifetime Achievement Award, will be presenting an invited address on Tuesday, 9am. The title of his address is "*Organizational Research as an Eccentric Activity: Some Reflections on the Past, Present, and Future of OB*".

Second, the OB Division is sponsoring a Making Connections Coffee Break, on Tuesday 10:10am. This is a terrific opportunity for new and international members to meet and mingle with non-international and not-so-new members. We encourage everyone to come out and make some connections.

Finally, we encourage our members to join us for the OB Awards on Monday at 6:30, to be followed by our Division Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners, offer our thanks to the division 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 Division Lifetime Achievement Award Invited Address*  
Tuesday, August 12, 9-10:10am  
Marriott, Platinum 7

*Making Connections Coffee Break*  
Tuesday, August 12, 10:10-11:10am  
Marriott, Platinum 8

*OB Division Awards and Celebration/Social Hour*  
Monday, August 11, 6:30-8:30pm  
Hilton, Pacific Pavilion C

### Organizational Communication & Information Systems Division

Please join us for a Gathering and Welcome on Monday morning at 8:00am. Later in the day, Professor Vallabh Sambamurthy will present the Keynote entitled, "*The Digital Enterprise - Questions in Organizational Communication and Information Systems*." This session will be followed by the OCIS business meeting, during which we will honor the winners of the OCIS paper and reviewer awards. The business meeting is a great venue for finding out what is going on in the division and how you can become more involved. New members and PhD students are especially encouraged to attend. We hope everyone will then join us for a social hour, during which the OCIS visual papers will be on display. Come to enjoy some refreshments and vote on the best visual paper presentation. In total, OCIS is sponsoring 20 division paper sessions and several interactive paper sessions. The division is also co-sponsoring two symposia. We hope you will find the program interesting and enriching.

*OCIS Gathering and Welcome*  
Monday, August 11, 8:00AM - 8:30AM  
Anaheim Convention Center, 207A

*OCIS Keynote – Dr. Vallabh Sambamurthy*  
Monday, August 11, 4:10PM - 5:20PM  
Anaheim Convention Center, 207A

*OCIS Business Meeting*  
Monday, August 11, 5:30PM - 6:30PM  
Anaheim Convention Center, 207A

### Organization Development & Change Division

#### *Distinguished Speakers*

ODC Breakfast Keynote Theme Speaker: All are invited to the ODC Breakfast, Monday, August 11th at 8 am in the Anaheim Marriott, Platinum 2, to kick off our conference program. Immediately following, at 8:30, we are fortunate to have Dr. William Torbert who will present "*The Questions We (Ought to) Ask*." The session promises to be one that will inspire, provoke reflection and allows us to honor the work of Bill. He has served as ODC Chair and is moving to Professor Emeritus of Leadership at The Carroll School of Management at Boston College this year.

*ODC Distinguished Speaker:* On Tuesday afternoon, at 4:10 pm, Anaheim Marriott, Platinum 2, Dr. Warren Bennis will present "*The Questions We Don't Ask*." Warren is the Distinguished Professor of Business Administration at USC's Marshall School of Business. He is regarded as one of the world's experts on leadership and is a prolific author. For those who have been interviewed by Warren, or heard him speak, there is always a new insight that emerges.

#### *Theme Session*

A panel of practitioners, scholars and educators will provide an interactive setting on Tuesday morning, Anaheim Marriott, Elite 3, at 8:30 am to explore questions that we should be asking, are afraid to ask or would like to deepen. The panelists will provoke our thinking, provide a time for the participants to dialogue, and end with a reflection by the panelists.

#### *PDWs*

We have a full and exciting schedule of 16 PDWs for which we are the lead sponsor and 20 more that we are co-sponsoring. In total there are 64 different affiliations with other divisions in support of PDWs. Space here does not allow mentioning of all these wonderful sessions. Please consult the Conference Program and note that some PDWs require pre-registration to ensure space. A few program highlights include our most widely co-sponsored PDW (8 divisions), "*Ways of Seeing: AI, Visuals, Aesthetics and World Café as Change Agents*" chaired by Kuo Frank Yu (August 8 from 1-5 pm), the return of the ever popular "*That Was Great! High Impact Exercises for Teaching and Consulting in Organization Change*" chaired by Gavin Schwarz (August 10 from 8:30-10:30 am), and "*Skills and Methods for Collaborative Research that Make a Difference for Theory and Practice*" chaired by Susan Mohrman (August 10 from 8-10 am).



*Business Meeting and Social*

We also encourage everyone to attend our ODC Business meeting on Tuesday, August 12<sup>th</sup> at 5:30 pm, Anaheim Marriott, Elite 3, where we will update everyone on the status of the ODC Division and give our awards. The business meeting will be followed by the ODC social – a popular event among all academy members – Marriott Platinum 2.

**Operations Management Division**

This year we will be hosting 14 regular paper sessions. These include our annual JOM Best paper session and what is likely to be a particularly intriguing Theme session oriented toward novel applications and extensions of theory in OM. We will also have 16 papers presented in interactive sessions and another 16 hosted as visual presentations. Along with paper presentations, we will also be involved with three excellence symposia this year, including one devoted to a discussion of how extant paradigms in Project Management may hold the key to new theory and innovative research in the area. As with the IP sessions, co-sponsored PDWs and symposia in past years, these provide an excellent opportunity for interacting with the other disciplines at AoM.

We invite all current and prospective OM members to join us in our annual Welcome Breakfast at 8:30 AM in room 207C of the Anaheim Convention Center. We will have paper sessions in the same room beginning at 9:20, but also, again given the increase in the number of submissions this year, we will host parallel sessions in rooms 207B and 209A at various points in the day. Our annual Business Meeting and Awards Presentations, including Best Student Paper and Chan Hahn Best Paper awards, will be held at 4:10 (again in 207C), to be followed at 6:00 by the OM Division Social in the same room; plenty of time to change into more comfortable clothes in the interim.

Tuesday's schedule starts with coffee and a 9am symposium (Nine Schools of Project Management Research) in 207C once again. This will be followed by the JOM Best Paper session, same room. Three excellent papers will be presented in this session, with, by tradition, the best paper award made at the end. The remaining sessions that day will either be held in 207C or 209A, with a coffee break in the afternoon.

As in past years, Wednesday also welcomes attendance at two excellent morning paper presentations sessions to wrap the program together. Coffee will accompany the start of the first of these morning sessions (8:30), each of which will be held in the Newport Beach and Rancho Las Palmas rooms of the Anaheim Marriott (just across the street from the convention center; Area map provided on the OM division site [om.aonline.org](http://om.aonline.org)).

*Nine Schools of Project Management Research*

Tuesday, August 12, 9:00am  
Anaheim Convention Center, 207C

*Journal of Operations Management Best Paper Session*

Tuesday, August 12, 10:30am  
Anaheim Convention Center, 207C

*Modern Perspectives in OM {Theme Session}*

Tuesday, August 12, 2:30am  
Anaheim Convention Center, 207C

**Organization and Management Theory Division**

The OMT division has a very diverse and exciting program this year, and we hope you will join our PDW, Paper Sessions (including Visual and Interactive), and Symposia. Our PDW program includes a PWD on the real and intended audiences of business school research organized by Hoffman and Worline.

In addition to our many symposia and paper sessions, our scholarly program includes some sessions that are special because they are opportunities to celebrate career-long accomplishments in the field of Organization and Management Theory. We would like to celebrate the 2008 OMT Distinguished Scholar, Walter W. Powell, at the OMT Breakfast and Distinguished Scholar Presentation. Our business meetings include awards for the best papers and symposium proposal, best reviewers, and the inaugural Martin Trailblazer Award winner, Arie Y. Lewin.

*Who Are We Reaching? The Real and Intended Audiences for Business School Research*

Sunday, August 10, 8:00am - 12:00pm

Anaheim Convention Center: 204A

Organizers: Andrew J. Hoffman, U. of Michigan; Monica C. Worline, Emory U.

*OMT Breakfast and Distinguished Scholar Presentation*

Monday, August 11, 8:30am - 10:20am

Anaheim Convention Center: 210D

Presentation by the 2008 OMT Distinguished Scholar Walter W. Powell.

*OMT Business Meeting and Artifact*

Monday, August 11, 5:40pm - 6:30pm

Anaheim Convention Center: 210D

Division reports, award presentations, and The Artifact.

**Practice Theme Committee***Session 26: Ethics Expertise*

The workshop considers the ways that ethical values are understood in various forms of expert work in transnational organizations. Particular emphasis is given to areas of expert work that specifically address frameworks of ethics and ethical issues. We will consider role plays of global project teams and task forces specifically addressing ethical systems and issues, and explore practice and ethical concerns within certain occupational and professional groups. We hope to explore productively how ethics and expertise become subjectively combined in practice.

*Session 143: Epistemology of Practice*

The purpose of this PDW is to seek common ground to shape future management education delivery and inquiry along practice lines. It will focus on two critical questions: 1. How do different epistemological traditions introduce real-world practice into academic management education pedagogy and research? 2. How might they do so such

that they make a pervasive impact? The PDW will bring together a prestigious list of panelists representing these diverse traditions but in keeping with the tradition of the topic, the session will limit platform time in favor of fish-bowl and roundtable strategies to ensure full participant engagement.

*Session 344: Questioning for Relevance*

This PDW will provide a space to discuss and critically reflect on the recent initiatives to bridge the research-practice gap, and to inspire extensions of current efforts to increase the relevance of academic work. Presenters have volunteered based on their work, recent experience and research interests. We approach the research-practice gap from several angles, including researcher, editor, teacher, and practitioner perspectives. We seek to interactively explore with participants how each role contributes to the creation, translation, and dissemination of research that achieves relevance. Reports from founding participants in the Evidence Based Management Collaborative will be included.

### **Social Issues in Management Division**

*SIM/SBE Keynote Speaker: The Past as Prologue: The Professionalization Project in American Business Education*

Rakesh Khurana, Associate Professor, Harvard Business School

Saturday, August 9, 6:00 – 7:30pm with reception following, Doubletree Guest Suites Anaheim Resort/Convention Center.

In his award-winning book, *From Higher Aims to Hired Hands: The Social Transformation of American Business Schools and the Unfulfilled Promise of Management as a Profession*, Rakesh Khurana shows that university-based business schools have backed away from their early efforts to train a professional class of managers and, in so doing, have left a moral hole at the center of business education.

*Panels on the Field:*

The SIM welcome session leads right into two panels that should be of very high interest to all SIM scholars: How are research domains within SIM framed or constructed? As our fields develop, how *should* they be framed? Leading researchers in several SIM areas will address these questions, and several senior scholars in SIM will contribute their insights as well.

*The Questions SIM Asks: Focusing on Fields*

Monday, August 11, 9:00 - 10:20am

Anaheim Marriott in Orange County 1.

This panel will examine the contents, logics, concepts, methods, patterns of study, and schools of thought or arenas of academic production displayed by several major streams of research within the general domain of the Social Issues in Management Division. Prominent scholars in SIM will analyze the following research streams: Behavioral ethics; CSR/CSP/corporate citizenship; stakeholder theory and networks; public affairs/issues management; and corruption/codes of conduct. The scholars will examine these areas as *fields*, rather than focus on reviewing the literature within them.

*The Questions SIM Asks: Continuing the Dialogue*  
Monday, August 11, 2008, 10:40am - 12:00pm  
Anaheim Marriott in Orange County 1.

This panel joins the insights of several senior scholars in SIM who contributed to the development of the literature in SIM as well as to the development of the Division itself, with the comments of the scholars who examined several fields of study within SIM in the earlier panel. The purpose of this panel is to move the discussion from the questions SIM has asked to the questions SIM should address in the future: How *should* we frame or understand our field? This panel will discuss the nature of research in SIM and how it has and could be realized at the intellectual level at which we seek to understand the world, at the disciplinary/field level as a body of knowledge, at the community level as a group of scholars, and at the administrative level as a formal organized entity, SIM.

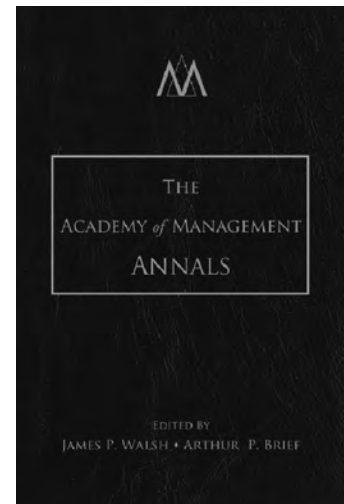
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**Volume 2, 2008**

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MSR.....	Debu Mukerji, Macquarie U., Sydney
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ONE.....	Magali Delmas, U. of California, Santa Barbara.
PNP.....	Neil Boyd, Lycoming College
RM.....	Stephanie Castro, Florida Atlantic U.
SIM.....	Barry Mitnick, U. of Pittsburgh
TIM.....	Fernando Suarez, Boston U.

## Additional PDW Chairs

Asia Academy of Management.....	Chi-Sum Wong, Chinese U. of Hong Kong
Iberoamerican Academy of Management.....	Pascual Berrone, IESE Business School.
International Theme Committee.....	Benson Honig, Wilfrid Laurier U.
Practice Theme Committee.....	Kuo Yu, U. of California
Teaching Theme Committee.....	Barbara Ritter, Coastal Carolina U.
Mentoring Committee.....	Rowena Ortiz-Walters, Quinnipiac U., Bahaudin Mujtaba, Nova Southeastern U.
New Doctoral Student Consortium.....	Daniel Rottig, Florida Atlantic U.

# Welcome to Anaheim!

## Welcome to Anaheim!

The Local Arrangements Committee of the Academy of Management welcomes you to Anaheim and the 2008 meetings! Many people have been working to make our meetings and this conference venue successful. We hope you enjoy the presentations, special events, consortia, and all the pleasures Anaheim has to offer. The two host hotels are the Anaheim Marriott and Hilton Anaheim all located close to one another and the convention center.



## A Little Bit of History

Anaheim, a city in Orange County, California, is located 28 miles southeast of Los Angeles. As of 2007 figures, the city had a total population of 345,556, making it the tenth-largest city in California.

Anaheim is the second largest city in Orange County and is known for its theme parks, sports teams and convention center. Over 20 million visitors come to Anaheim each year.

Anaheim was founded by fifty families in 1857 as a colony of German farmers and vintners and incorporated on February 10, 1870 with a population of 881. The city's name is a composition of "Ana" from the nearby Santa Ana River and the "heim" which is German for home. The early settlers considered this to be their "home by the river." Previously, the settlement was known as Campo Alemn (Spanish for German Camp).

By 1887, the Santa Fe depot was constructed and gave Anaheim's citrus growers a link to the East and access to critical new markets. The orange growers used their orange crate labels to identify and market their brand along with the golden California lifestyle. Today, Anaheim is the 10th largest city in California and 59th largest city in the nation.

In the 1950's, Walt Disney, who was reminded of his boyhood home in Marceline Missouri while driving down the Santa Ana Freeway to Orange County, had an idea for a wonderful playground for families. This playground would serve as a magical place to escape from the pressures of the day and find happiness. Disneyland opened in July, 1955 and the rest is history! The latest changes to the area have been the renovation of the resort and redevelopment of the vibrant downtown area and the building of Disney's California Adventure Theme Park.

Anaheim developed into an industrial center, producing electronics, aircraft parts, and canned fruit. It is the site of the Disneyland Resort, a world-famous grouping of theme parks and hotels which opened in 1955, Angel Stadium, the Arrowhead Pond, and the largest convention center on the American West Coast. Anaheim has been transformed from a small farming community to a major entertainment, sports, recreational, and industrial community in the heart of Orange County with its 42 miles of beaches.

(Sources: <http://www.anaheimusa.com/>; <http://www.anaheim-chamber.org/history.asp>;

<http://www.anaheimcolony.com/anaheimthesis.htm>.

(Picture source: <http://www.sunkist.com/img/about/crate/low-doria.jpg>)

## Helpful Information for Your Stay in Anaheim

### Access for People with Disabilities

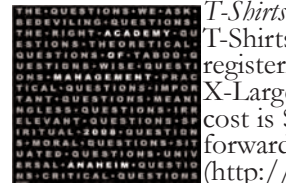
The two conference hotels are within easy walking distance of each other. Conference events will be held in the Anaheim Convention Center as well as the conference hotels. For those needing special assistance for disabilities please let us know at [needs@aom.pace.edu](mailto:needs@aom.pace.edu). We will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

### Copies and Business Services

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

### Transportation

The Orange County/John Wayne Airport (SNA) is located 15 miles southeast of the Convention Center. Shuttles, limousines and taxis are readily available near the baggage claim. Los Angeles International Airport (LAX) is located 35 miles northwest. Shuttles, limousines and taxis are also available outside baggage claim from any terminal.



### T-Shirts

T-Shirts are available for purchase while registering. T-Shirts are only available in X-Large to reduce production costs. The cost is \$15.00, and ALL proceeds will be forwarded to Homeboy Industries (<http://www.homeboy-industries.org/>).

Homeboy Industries mission is to assist at-risk and former gang involved youth to become contributing members of our community through a variety of services in response to their multiple needs. Free programs -- including counseling, education, tattoo removal, job training and job placement -- enable young people to redirect their lives and provide them with hope for their futures.

T-shirts will be available for pick-up in the registration area when the conference starts..

### Tours

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

### Shopping

A wide variety of shopping experiences are available in Anaheim, including Downtown Disney, the Block at Orange and Orange County's famous South Coast Plaza and Fashion Island.

Downtown Disney, walking distance from the Convention Center includes great restaurants and multiple

shopping opportunities.

The famous South Coast Plaza, Orange County's answer to Rodeo Drive in Beverly Hills and 5th Avenue in New York, has all the top stores and boutiques, and lots of fantastic restaurants. South Coast Plaza is about 12 miles from the Anaheim Convention Center.

About 18 miles south of the Convention Center is Fashion Island. It, too, has outstanding shopping and dining. What South Coast Plaza does not have Fashion Island does.

Main Place is about 5 miles down Interstate Highway 5 from the hotel and offers excellent shopping, as well. Bring a no-limit credit card.

In addition, Orange County is home to many ethnic neighborhoods (Vietnamese, Korean, Hispanic, Indian among others) where you can get hard-to-find in Kansas ethnic items and foods. For more details log on [http://www.aguidetoanaheim.com/index.php?p\\_id=55](http://www.aguidetoanaheim.com/index.php?p_id=55).

#### *Entertainment and Recreation*

For the baseball fan, the Angels play host to the NY Yankees and Seattle Mariners during the convention. Tickets may be ordered from the Angel website < <http://www.laangels.com> > or < [ticketmaster.com](http://ticketmaster.com) > Angel Stadium is one mile east of the convention center.

Across the street from South Coast Plaza is the Orange County Center for the Performing Arts with several musical and stage venues. About 45 miles northwest is the Los Angeles Music Center which includes Disney Hall. The Block of Orange is about two miles south of the convention center and offers a 35-theater multiplex.

Southern California also has multiple music venues such as the Hollywood Bowl, <http://www.hollywoodbowl.com/> Gibson Amphitheatre at Universal City Walk, Irvine Meadows/Verizon Wireless Amphitheater and the Greek Theater that are perfect for a summer evening. See [www.ticketmaster.com](http://www.ticketmaster.com) for the latest show information.

Disneyland is across the street. Need we say more?! Knotts (Berry Farm) is a theme park about 6 miles northwest of the Convention Center.

Southern California has several world class museums including the New Getty near UCLA, the Old Getty up the Pacific Coast in Malibu, The Museum of Tolerance, Skirball Center, the Los Angeles County Museum of Art, The Norton Simon Museum in Pasadena and many others. The Getty requires advance reservations on many days and for parking every day. The Bowers Museum is a must-see facility with major exhibits on California, Asia, and elsewhere. Long Beach has the Long Beach Museum of Art and the Latin American Museum of Art about 20 miles due west.

Laguna Beach is about 30 miles from the hotel and will be in the middle of the famous Laguna Beach Festival of the Arts. The Festival of the Arts which includes the Sawdust Festival during the day and Pageant of the Masters at night takes place in Laguna Beach (26 miles from convention). The Pageant of the Masters does sell out so go to <http://www.foapom.com> for information and tickets. Buy your tickets ASAP for this popular event. It sells out every year. Laguna Beach has many art galleries and a good museum.

And don't forget our great beaches in Southern California even if you don't want to surf.

A great resource for Arts and Entertainment in

Southern California is the Los Angeles Times Calendar section, especially on Sunday. Essentially there is arts, entertainment and recreation for every taste and every budget within easy distance of the convention center. For those who do not want to drive to downtown LA or San Diego, Amtrak has a station about one mile or so from the convention center.

Anaheim is a great city for families. There is much to see and experience in the area. Here are some great examples of fun activities for the whole family to enjoy: Sporting events, the Disney Parks, the breathtaking beaches. You can log onto the following sites for more details about great family things to do in Anaheim and the surrounding areas: <http://disneyland.disney.go.com> for all things Disneyland; <http://www.anaheimoc.org> for all information about fun things to do in the O.C. area.; The Anaheim Convention and Visitors Bureau at <http://www.anaheim-conventioncenter.com>

Anaheim is also within easy driving distance of both Los Angeles in the north and San Diego in the south if you would like to vacation with your families before or after the conference. Go to <http://www.anaheimoc.org> for more information and a visitor's guide.

#### *Weather*

The weather in Anaheim in August is HOT! You can expect it to reach into the 90's and possibly higher. Fortunately, most businesses and all of the hotel venues are air conditioned so your comfort should be assured. Be sure to bring sunscreen, maybe a hat, and wear loose clothing if you decide to venture out to some of the theme parks or other recreational activities. Also be sure to drink plenty of water as many are surprised at the humidity. We look forward to having you here in beautiful southern California. By early evening, ocean breezes will begin to cool the air dropping the overnight temperatures into the 60s.

#### **Local Arrangements Committee**

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

#### *Volunteers:*

James Spee (LAC Chair), Kathy Duncan, Gemma George, Christina Giannantonio, Randy Harris, Amy Hurley-Hanson, Ellen Kaye-Gehrke, Don McCormick, Jon Monat, Rajnandini Pillai, Lisa Prosser, Jyotsna Sanzgiri, Carol Sawyer, V. Seshan, Teri Tompkins, Barbara Walling, Nancy Wallis

#### *Staff Support:*

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



# Anaheim Hotel Map



LEGEND	CONFERENCE HOTELS
<b>1</b>	<b>Hilton Anaheim</b> 777 West Convention Way, Anaheim, CA 92802 <i>(co-headquarters hotel)</i>
<b>2</b>	<b>Anaheim Marriott</b> 700 West Convention Way, Anaheim, CA 92802 <i>(co-headquarters hotel)</i>
<b>3</b>	<b>Clarion Hotel Anaheim Resort</b> 616 Convention Way, Anaheim, CA 92802
<b>4</b>	<b>Doubletree Guest Suites Anaheim Resort</b> 2085 South Harbor Boulevard, Anaheim, CA 92802
<b>5</b>	<b>Sheraton Park Hotel at the Anaheim Resort</b> 1855 South Harbor Boulevard, Anaheim, CA 92802
<b>6</b>	<b>Red Lion Anaheim Maingate Hotel</b> 1850 South Harbor Boulevard, Anaheim CA 92802
<b>7</b>	<b>Disney's Paradise Pier Hotel</b> 1717 South Disneyland Drive, Anaheim CA 92802
<b>8</b>	<b>Anabella Hotel</b> 1030 West Katella Avenue, Anaheim CA 92802
<b>9</b>	<b>Desert Palm Hotel &amp; Suites Anaheim</b> 631 West Katella Avenue, Anaheim CA 92802
<b>10</b>	<b>Cortona Inn &amp; Suites</b> 2029 South harbor Boulevard, Anaheim CA 92802
<b>11</b>	<b>Portofino Inn &amp; Suites</b> 1831 South Harbor Boulevard, Anaheim CA 92802
<b>12</b>	<b>Courtyard Anaheim at Disneyland</b> 2045 South Harbor Boulevard, Anaheim, CA 92802
<b>13</b>	<b>Best Western Raffles Inn &amp; Suites</b> 2040 South Harbor Boulevard, Anaheim, CA 92802
<b>14</b>	<b>Holiday Inn Express Anaheim Maingate</b> 435 West Katella Avenue, Anaheim CA 92802
<b>15</b>	<b>Ramada Plaza Anaheim Resort</b> 515 West Katella Avenue, Anaheim CA 92802
<b>16</b>	<b>Howard Johnson Plaza</b> 1380 South Harbor Boulevard, Anaheim CA 92802
<b>17</b>	<b>Best Western Stovall's Inn</b> 1110 West Katella Avenue, Anaheim CA 92802
<b>18</b>	<b>Crowne Plaza Anaheim Resort</b> 12021 Harbour Boulevard, Anaheim CA 92840

# Greetings from the Governor of California



GOVERNOR ARNOLD SCHWARZENEGGER

August 8, 2008

## *Academy of Management*

Greetings to all who have gathered for your Annual Meeting, and welcome to California.

I applaud your outstanding efforts to further innovative research and techniques in the field of management. Your hard work translates into professionals who are better equipped to tackle the various challenges they face, and I thank you for your service to management leaders around the world.

While you are here, I hope you will take time to enjoy the Los Angeles area. Whether it is thrilling amusement parks, first-class entertainment or exciting sporting events, there is something for everyone to enjoy.

On behalf of all Californians, I extend my best wishes for a pleasant stay in the Golden State, an enriching meeting and every continued success.

Sincerely,

A handwritten signature in black ink, appearing to read "Arnold Schwarzenegger".

Arnold Schwarzenegger

STATE CAPITOL • SACRAMENTO, CALIFORNIA 95814 • (916) 445-2841

# Greetings from the Mayor of Anaheim



CITY OF ANAHEIM  
MAYOR CURT PRINGLE

August 8, 2008

Academy of Management  
Anaheim, CA

To All Attendees:

On behalf of the Anaheim City Council, I am delighted to welcome all attendees to the 2008 Annual Meeting being held from August 8 – 13 in the City of Anaheim. We are delighted to host this important event and extend our hospitality to everyone attending this meeting.

As the leading professional organization for scholars dedicated to the knowledge of management and organizations, this is an excellent opportunity to come together to learn about the latest developments that are shaping the future of management education and research, including processes, structures and behaviors as well as the dynamics of industries, economies, cultures and other environmental factors that affect organizations. The theme of your annual meeting, *The Questions We Ask*, underscores your commitment to continually develop a better understanding of the practice of management knowledge. I applaud your commitment to provide a supportive and dynamic community for your members to share and learn from one another. This conference affords members time to exchange vital information on the latest trends and renew their dedication to the field of management.

By coming to Anaheim, you will have joined the *more 43 million people* who annually visit this area every year. World-class attractions, major league sports franchises, and amazing weather are just some of the amenities that await you. As California's 10<sup>th</sup> largest city and the sports, entertainment and hospitality heart of Orange County, Anaheim is uniquely capable of providing you, your family and your fellow delegates with a diverse range of experiences during your stay. Whether you go to a sports event, take in a concert, hike through the local hillsides, dine in one of our outstanding restaurants or stroll through one of our theme parks, Anaheim is a fun-filled City for all.

Please enjoy your stay with us and remember to return to visit us again soon.

Sincerely,

Curt Pringle  
Mayor

200 South Anaheim Boulevard, Anaheim, California 92805  
(714) 765-5247 • FAX (714) 765-5164 • [www.anaheim.net](http://www.anaheim.net)

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*(Sponsor of the Conference Tote Bags)*

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*(Sponsor of the Conference Tote Bags)*



## **Platinum Sponsors**

### **The Society for Human Resource Management (SHRM)**

The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. Our mission is to serve the needs of HR professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR's essential, strategic role. Founded in 1948, SHRM represents more than 225,000 individual members in over 125 countries, and has a network of more than 575 affiliated chapters in the United States, as well as offices in China and India. Visit SHRM at [www.shrm.org](http://www.shrm.org).

### **Pepperdine University The Graziadio School of Business and Management**

Pepperdine University's Graziadio School of Business and Management (<http://bschool.pepperdine.edu>) is committed to developing values-centered business leaders for contemporary business practice through education that is entrepreneurial in spirit, ethical in focus, and global in orientation. As a professional school growing out of the tradition of a Christian University, we seek to positively impact business and society at large, and the organizations and communities in which our students and graduates are members. Therefore, we affirm a higher purpose for business practice than the exclusive pursuit of shareholder wealth. We believe that successful management should seek social and environmental responsibility along with the pursuit of profit. Our focus on the development of values-centered leadership is grounded in the core values of integrity, stewardship, courage, and compassion. With an enrollment of approximately 2,000 students, 86 full-time faculty, and an alumni base of more than 30,000 professionals, the Graziadio School is one of the ten largest AACSB accredited graduate business schools in the United States. Graziadio School programs have been ranked by the Aspen Institute, BusinessWeek, the Financial Times, Forbes, the Los Angeles Business Journal, US News and World Report, and the Wall Street Journal.

Pepperdine University was founded in 1937 by George Pepperdine, a successful entrepreneur, who imparted a vision to build an institution of higher learning that strengthens lives of purpose, service, and leadership.

Almost half a century later, another successful entrepreneur, George L. Graziadio, Jr., provided the generous endowment that led to the naming of the Graziadio School of Business and Management. We honor their entrepreneurial spirit and vision by delivering a learning experience that is both academically rigorous and relevant to practice. Our pedagogical approach is highly personal, experiential, collaborative and results-oriented. The learning process is designed to develop the interpersonal and analytical skills necessary for solving problems of future importance as well as those focused on immediate need. We affirm that this is best accomplished through personal relationships with our students as well as small-group learning environments. Courses are structured to balance theoretical rigor with practical application. Our faculty bring a combination of excellent academic credentials and extensive business experience. Graziadio School programs aim to educate, challenge, inspire, and enable full-time students and working professionals from diverse cultural, academic, and experiential backgrounds to achieve their full potential for educational, professional, and personal growth. Our degree program portfolio includes full-time MBA and International MBA programs based at Pepperdine's Malibu campus, a Fully-Employed MBA, Executive MBA, Presidential MBA program and Bachelor of Science in Management degree completion programs that are offered at Pepperdine's five graduate campuses located around the greater LA area, and a Master of Science in Organization Development that is offered through week-long residential sessions held in the US, Europe and China. In addition, new full-time Master of Science in Applied Finance and Master of Science in Global Business programs, and a new part-time Master of Science in Management and Leadership program are being launched in Fall 2008.

### **University of St Andrews School of Management**

#### *A UNIVERSITY CELEBRATING 600 YEARS*

Founded in 1410, the University of St Andrews is one of the most ancient in Europe, the third oldest in the English-Speaking world and the first in Scotland. For six centuries, it has been an internationally recognized centre of learning with top-ranking research across all faculties. It is rarely absent from the top ten listings of UK universities.

### AN INTERNATIONAL UNIVERSITY

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

### MANAGEMENT EDUCATION AT ST ANDREWS

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

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

### AN INVITATION

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

### Temple University Fox School of Business

Established in 1918, the Fox School of Business has a long tradition of preparing leaders, professionals and entrepreneurs for successful business careers. Today, it is the largest, most comprehensive business school in the

Philadelphia metropolitan area and among the largest in the world with more than 6,000 students, 150 full-time faculty members and over 51,000 alumni.

Accredited by AACSB (Association to Advance Collegiate Schools of Business) International, The Fox School offers BBA, MBA, Executive MBA, International MBA, MBA/MS, MS, MA, and Ph.D. programs on campuses throughout the Philadelphia region and around the world. Fox provides a student-centered education and professional development relevant to today's digital, global economy; is committed to the integration of technology into the curriculum and classroom; and encourages entrepreneurship and innovation.

The Fox School's programs continue to be ranked nationally and internationally by leading business publications and organizations. For the fourth consecutive year, the *Financial Times* ranked the Fox School's MBA among the Top 10 programs in the U.S. for "Value for Money." *The Economist* ranked the Fox MBA program among the top programs globally and among the top 50 programs in the nation. *U.S. News and World Report* ranked Fox School's undergraduate Risk, Management and Insurance program and its undergraduate International Business program in the Top 10 in the U.S. *Entrepreneur* magazine and Princeton Review jointly ranked the Fox School's undergraduate Entrepreneurship program in the Top 10 in the U.S. and its graduate Entrepreneurship program in the Top 15.

Fox is committed to creating and disseminating knowledge in the business disciplines, particularly in subject areas like Accounting, Entrepreneurship, Finance, Human Resources, International Business, Management Information Systems, Marketing and Risk Management/Insurance. This research is accomplished by Fox's internationally renowned faculty, such as Rajiv Banker (Accounting), David Cummins (Risk), Masaaki Kotabe (International Business), Ram Mudambi (International Business), Fred Murphy (Operations Management), Arvind Parkhe (International Business), MB Sarkar (Management) and Jackie Zinn (Healthcare Management), among others. For our quality research, *Academic Analytics* ranked The Fox School in the Top 10 for Research Productivity of Management Information Systems Faculty in 2008. Additionally, *Interfaces* recently ranked us 6<sup>th</sup> in the U.S. for its contributions to Operations Research literature in *INFORMS* from 2000-2006.

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

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

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

For more information, visit [www.fox.temple.edu](http://www.fox.temple.edu).

### **Gold Sponsors**

#### **Tulane University**

##### **A.B. Freeman School of Business**

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

The A.B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2008-2009 of almost 1400. The A.B.

Freeman School of Business is also consistently ranked among the top business schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

### **ESMT European School of Management and Technology**

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

### **Bronze Sponsors**

#### **Alliant International University**

##### **Marshall Goldsmith School of Management**

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

#### *OUR MANAGEMENT SCHOOL:*

Includes an important emphasis on *the human element*

organizational psychology degree programs on several campuses  
the only doctorate in OD in the country  
Executive education courses and programs in Leadership Development  
top rated Ph.D. in the nation in Consulting Psychology

*Is truly international*

degree programs in International Relations  
study abroad at our facilities in Mexico City  
cross-border cooperation with our Baja California initiative  
important study opportunities for those interested in NGOs

*Aims at a broader business agenda*

MBA with sustainability emphasis  
A chance to work with Marshall and other Thought Leaders  
Social Entrepreneurship studies and opportunities carrying on the Igor Ansoff tradition with our DBA in Strategic Management

Our school is just the right size – providing a good variety of study opportunities, with individual attention and a chance to interact closely with faculty. We help students with career choices, or career enhancement. Our mutual goal is a supportive environment, with successful outcomes for you. Give us a call today, and let's get started! Phone: 858-271-4300; Website: mgsm.alliant.edu

**California State University San Marcos  
College of Business Administration**

The College of Business Administration at the California State University San Marcos, a young and rapidly growing campus in North San Diego County, offers programs designed to prepare students for a successful career in the world of business.

The College of Business Administration's commitment is to provide a high quality business education. The programs we offer are creatively structured through an integrated approach. We have focused our program on the key areas of employment in the San Diego region: Accounting, Finance, Global Business Management, Information Systems, Management, Marketing and Operations Management.

Our small class sizes allow students to get personal attention and to develop professional relationships with faculty and fellow students. Perhaps the most unique aspect of our program is our Senior Experience, required of all business students. Working in teams under a faculty supervisor, students work on real-life projects, which are submitted by local businesses and not-for-profit organizations. The results of these projects often have a lasting impact on the sponsoring organization.

Our MBA program is designed to meet the needs of working professionals. The curriculum emphasizes the general management knowledge and skills required of today's managers and tomorrow's leaders.

Our Center for Leadership Innovation and Mentorship Building (CLIMB) is dedicated to recognizing and fostering the development of leadership through innovative program offerings.

The excellence in our programs is recognized and supported by local businesses and the community. Employers are pleased with the knowledge and skills of our graduates.

**University of Redlands  
School of Business**

Originally founded in 1976 as the Alfred North Whitehead College for Lifelong Learning, the University of Redlands School of Business offers business and management education in an accelerated format for professionals and working adults. The unifying theme of the School's programs is the integration of the liberal arts tradition with professional education. Students graduate from Redlands possessing not only functional skill sets, but also higher-order qualities that industry craves—the ability to critically analyze and solve problems creatively; to articulate the results and solutions of that analysis clearly and effectively, and to collaborate with others productively. Business education at Redlands combines the methods of inquiry that have endured for centuries with the best of 21<sup>st</sup>-century business knowledge. Four areas of particular focus in the School are Geographic Information Systems (GIS), Global Business, Sustainability, and the ongoing research in the Banta Center for Business, Ethics, and Society.

In addition to the University's 160-acre main campus in Redlands, the School maintains seven corporate campuses at convenient locations across Southern California.



Among the programs we offer at those locations are a Professional MBA, a M.A. in Management, and a M.S. in Information Technology, as well as a B.S. in Business and, beginning in Fall 2008, a new B.A. in Management. We also offer executive coaching, international learning programs in Cambridge, India and Asia, and specialized business certificates.

### **Pewter Sponsors**

#### **Kaplan University**

Kaplan University is an institution of higher learning dedicated to providing innovative undergraduate, graduate, and continuing professional education. Our programs foster student learning with opportunities to launch, enhance, or change careers in a diverse global society. The University is committed to general education, a student-centered service and support approach, and applied scholarship in a practical environment.

The University offers master's, bachelor's and associate's degrees, as well as certificates designed to provide students with the necessary skills to qualify them for employment in fields such as business, criminal justice, education, health-care, information technology and paralegal studies. Based in Davenport, IA, Kaplan offers more than 100 online and on-ground academic programs. It is regionally accredited by the Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools (NCA).

Kaplan University has grown from 34 online students in 2001 to more than 41,000 online and on-ground students in 2008.

The average age of a KU online student is 34.

Approximately 75 percent of KU students are female, 25 percent are male.

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

The University also offers non-credit certificate programs in the healthcare and business fields through Kaplan Continuing Education.

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

Web URL: [www.kaplanuniversitynews.com](http://www.kaplanuniversitynews.com)

#### **Chapman University The George L. Argyros School of Business and Economics**

##### *REALITY BASED EDUCATION*

*The Best in Business Theory. The Best in Business Practice.*

The George L. Argyros School of Business and Economics at Chapman University delivers reality-based education. Students are challenged in the classroom and apply business concepts in experiential settings through field study projects, internships, internal and external competitions, and international experiences. Some of the unique features of the Chapman business experience are: A stimulating intellectual environment featuring top faculty including 2002 Nobel Laureate Vernon L. Smith; The widely cited and award winning Chapman Economic Forecast; Top ten ranked undergraduate and graduate programs in entrepreneurship; State-of-the-art facilities located in a park-like setting in Orange County, California; Foreign internships in London and Australia; International travel courses to China, Vietnam, Czech Republic, Mexico, and Spain; The Argyros School offers undergraduate degrees in accounting, business administration and accounting as well as the MBA and EMBA.

#### **Franklin University Business & Management Programs**

Since 1902, Franklin University has provided working adults with the education to expand their careers and achieve their peak leadership potential. Franklin's business and management undergraduate majors, along with its innovative Vantage MBA<sup>®</sup> program, expose students to a broad range of disciplines, problem-solving techniques, and methods of inquiry that help construct a solid framework of business knowledge and understanding.

By putting theory into practice through courses taught by industry experts, students can apply relevant business concepts immediately in the workplace and become practical and highly adaptive leaders. Franklin University offers

a collective leadership perspective that is authoritative, comprehensive, and visionary, developing forward-thinking leaders with the ability to positively transform a work environment.

Franklin University is located in Columbus, Ohio where it offers four convenient locations. In addition, students from across the nation and around the world attend Franklin online through the Virtual Campus. Online courses at Franklin are held to the same academic rigors as on-campus courses, so students graduate with a respected degree that is highly valuable in the workplace. Seventeen of Franklin's undergraduate majors, as well as the Vantage MBA Program, can be completed entirely online.

Franklin is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. Franklin's undergraduate business and management majors, as well as its online MBA have earned a "Best Buy" designation from Geteducated.com for providing high-quality distance education at a tuition rate well below the national average. For more on Franklin University, visit [www.franklin.edu](http://www.franklin.edu).

### **Benedictine University**

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our excellence in science. *U.S. News & World Report* named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

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

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

### **Cranfield University Cranfield School of Management**

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

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

Its approach is guided by the following principles:

Improving the management performance of individuals and organisations

Making an effective contribution to the practice of management through innovative research and inspirational teaching

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

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

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

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

The School's website is at [www.cranfield.ac.uk/som](http://www.cranfield.ac.uk/som).

### **California State University Channel Islands Martin V. Smith School of Business & Economics**

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives. The Martin V. Smith School of Business & Economics at CSUCI has a liberal arts and interdisciplinary focus. The School is built on the three Cs: critical thinking, cooperation (working with others), and communication (oral and written English). Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the School is the requirement to take courses developed in conjunction with disciplines outside the traditional business and economics curriculum.

### **University of South Florida St. Petersburg College of Business**

*Opening Minds. Expanding Opportunities.*

The College of Business at the University of South Florida St. Petersburg educates current and future professionals in the effective management and ethical leadership of organizations. The College is accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The Program of Accountancy is separately accredited through AACSB.

The College of Business provides a diverse range of courses incorporating social responsibility, e-commerce, financial investments, taxation, cross-cultural management, forensic accounting, business strategy, and much more. To prepare students for leadership roles in their careers, the College offers an interdisciplinary approach that develops communication, technology, decision-making and team-

work skills. Students' career goals are supported through student honor societies and organizations as well as workshops to enhance professional development.

Since 2003, the Social Responsibility and Corporate Reporting (SRCR) Program of Distinction at the College has provided multidisciplinary study and outreach in areas of interest to the business and academic communities. Built on a foundation of emphasizing ethical behavior, transparency, corporate social responsibility and effective corporate governance, the SRCR Program encourages scholarly research and study by faculty, students and the community across all business disciplines. In the Fall of 2007, the MBA Program was ranked 34<sup>th</sup> in the "Global 100" by *Beyond Grey Pinstripes* for preparing students for social and environmental stewardship.

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

### **University of Southern California School of Policy, Planning, and Development**

The University of Southern California School of Policy, Planning, and Development (SPPD) ranks among the top academic institutions in the nation. SPPD is currently No. 7 in *U.S. News and World Report's* public affairs rankings. Our school has a successful record of designing and delivering quality leadership and management programs — fully enriching the leadership skills needed at the individual, group, organizational, community, and institutional levels. In addition, SPPD is dedicated to educating the next generation of leaders in ways that best blend public, business, nonprofit, and philanthropic resources. With degree programs in leadership, public administration, public policy, healthcare administration, urban planning, and real estate development, SPPD's structure reflects the multidisciplinary approach needed to find sustainable solutions to today's critical issues. SPPD also encourages innovation, entrepreneurship, experimentation and collaboration in all facets of teaching, research, and student involvement. Our mission is to educate students and train professionals to manage organizations and devise policies that make the world — as well as the communities in which they live and work — better places for all.

## OBTS Teaching Society for Management Educators

The OBTS Teaching Society for Management Educators promotes high quality teaching and learning across the management disciplines and provides leadership to ensure that teaching and learning activities receive the institutional appreciation and support they deserve at the student, classroom, and organizational levels.

OBTS affirms teaching as a noble calling that spans boundaries between art and science. It maintains that effective management education links theory and practice, research and application, design and delivery, and instruction and assessment.

OBTS creates opportunities for educators at all career stages to value teaching. It fosters the establishment of supportive learning environments where individuals take risks to develop their own skills and support growth in others.

OBTS leads the way in promoting appreciation and support for teaching. It convenes essential conversations that explore quality management education and foster the scholarship of teaching.

The Society disseminates teaching and learning resources—best practices, experiential pedagogy, and innovations—through its award-winning publication, *Journal of Management Education*, the annual OBTC Teaching Conference and Doctoral Institute, scheduled online “webinars” with noted scholars and teachers, teaching and learning resources available on its website, and sponsorship and support for regional and international conferences focusing on management education and teaching. Members are faculty and doctoral students at universities and colleges throughout the world, as well as business educators and consultants in the profit and non-profit sectors. OBTS welcomes all those with a passion for teaching and learning excellence. Interested individuals may join the Society online at [www.obts.org](http://www.obts.org).

## The William Davidson Institute at the University of Michigan

The William Davidson Institute (WDI) is a non-profit, independent, research and educational institute which is dedicated to developing and disseminating expertise on business issues in emerging economies. It was established at the University of Michigan in 1992, and today integrates research, executive education, and practical project-based

assistance in order to:

- generate knowledge of and management skills for emerging economies

- offer unique educational opportunities to individuals and both indigenous and multinational companies which operate in emerging economies

- provide a forum for managers and public policy-makers to discuss business issues in emerging economies

For more information: [www.wdi.umich.edu](http://www.wdi.umich.edu)

*GlobaLens* is the William Davidson Institute’s online resource for international business educators. It features:

- a searchable catalogue of international business cases, exercises, and other teaching materials

- a searchable library of syllabi for developing international business courses

- an interactive space for discussing international business cases, courses, and teaching issues

For more information: [www.globalens.com](http://www.globalens.com)

## AOM 2009 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) 2009 Annual Meeting. AOM 2009 has five levels of university/organization sponsorship:

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

For complete information, please contact Dr. GERALYN McClure Franklin, AOM Director of Sponsorships, at [gfranklin@spadmin.usf.edu](mailto:gfranklin@spadmin.usf.edu).



# The Academy of Management Wishes to Recognize the AOM 2008 Leadership University Sponsors

## **The Academy of Management Wishes to Recognize the AOM 2008 Leadership University Sponsors**

### **University of Washington Foster School of Business (Supporting AOM President Thomas W. Lee)**

Founded in 1917, the Michael G. Foster School of Business at the University of Washington is one of the nation's great business schools. The Foster School of Business offers a rich array of graduate and executive programs: a full-time and evening MBA program, Executive MBA, Technology Management MBA, Global EMBA, and research-based Doctoral Program to train scholars who will contribute to the future advancement of business education and practice. Approximately 2,750 students are enrolled in the School's undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals.

The Michael G. Foster School of Business is recognized for alumni who roll up their sleeves and solve complex, unstructured real-world problems. Leveraging Seattle's dynamic business community, we foster a learning environment with a unique blend of competition and collaboration. Bringing together the highest-caliber faculty, innovative business people, and a diverse student body, we develop leaders who think differently and make a difference.

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

The Stephen M. Ross School of Business at the University of Michigan is a dynamic, distinctive learning community that is consistently ranked among the world's leading business schools. Ross develops ideas that shape—and people who lead—complex, global organizations. Ross faculty impact the way business is taught and practiced around the world. Ross students develop their leadership talent through action-based learning programs that connect the world of ideas to the world of practice. Our goal is to

prepare graduates to lead globally diverse teams, consider the role of business in society, and build organizational cultures that foster innovation. In addition to world-class academic departments in core business disciplines, the Ross School houses research institutes and centers that provide extraordinary thought leadership and learning opportunities. Ross academic programs include Full-time MBA, Evening MBA, Executive MBA, Global MBA, MAcc, BBA, and PhD degree programs, as well as non-degree Executive Education programs. In late 2008, the Ross School will open a new, state-of-the-art facility that will support the school's commitment to delivering a transformational educational experience.

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

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

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

**University of Redlands, School of Business  
(Supporting AOM Local Arrangements Chair James C. Spee)**

Originally founded in 1976 as the Alfred North Whitehead College for Lifelong Learning, the University of Redlands School of Business offers business and management education in an accelerated format for professionals and working adults. The unifying theme of the School's programs is the integration of the liberal arts tradition with professional education. Students graduate from Redlands possessing not only functional skill sets, but also higher-order qualities that industry craves—the ability to critically analyze and solve problems creatively; to articulate the results and solutions of that analysis clearly and effectively, and to collaborate with others productively. Business education at Redlands combines the methods of inquiry that have endured for centuries with the best of 21<sup>st</sup>-century business knowledge. Four areas of particular focus in the School are Geographic Information Systems (GIS), Global Business, Sustainability, and the ongoing research in the Banta Center for Business, Ethics, and Society.

In addition to the University's 160-acre main campus in Redlands, the School maintains seven corporate campuses at convenient locations across Southern California. Among the programs we offer at those locations are a Professional MBA, a M.A. in Management, and a M.S. in

Information Technology, as well as a B.S. in Business and, beginning in Fall 2008, a new B.A. in Management. We also offer executive coaching, international learning programs in Cambridge, India and Asia, and specialized business certificates.

**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.

# 2008 Academy of Management Exhibitor Relations Committee

Dr. Ayman Tarabishy, Director of Exhibitor Relations  
Sergio D'Onofrio, Associate Director of Exhibitor Relations,  
The George Washington University  
email: aom@gwu.edu, Tel: (202)468-3133

Dr. George Solomon, The George Washington University  
Dr. Erik Winslow, The George Washington University  
Dr. GERALYN FRANKLIN, University of South Florida St. Petersburg  
Ivan El Tarabishy, The George Washington University

Company	Booth Number (s)	Company	Booth Number (s)	Company	Booth Number (s)
AACSB International.....	106	Flat World Knowledge .....	124	Routledge/ Psychology Press.....	315, 317
ActiveScholar LLC .....	116	Glass Ceiling Productions, LLC .....	407	Sage Publications.....	200, 202, 204, 205, 206
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Capsim Management Simulations Inc. ....	207	Interpretive Simulations .....	122	Stratx Simulations.....	416
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		Project Management Institute 121, 123			
		Routledge .....	314, 316		

# Exhibit Hall Layout & Schedule

**Exhibit Schedule:**

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

No one is admitted without a badge.

The Exhibits Area will remain open during the Presidential Luncheon on Tuesday.

Exhibitor Café will be open 10:30 am – 2:30 pm during Exhibits Hours.

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

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

*Saturday, August 9*

Hours: 9:00 a.m. - 5:30 p.m.

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

*Sunday, August 10*

Hours: 9:00 a.m. - 5:30 p.m.

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

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

*Monday, August 11*

Hours: 9:00 a.m.- 5:30 p.m.

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

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

*Tuesday, August 12*

Hours: 9:00 a.m. - 5:30 p.m.

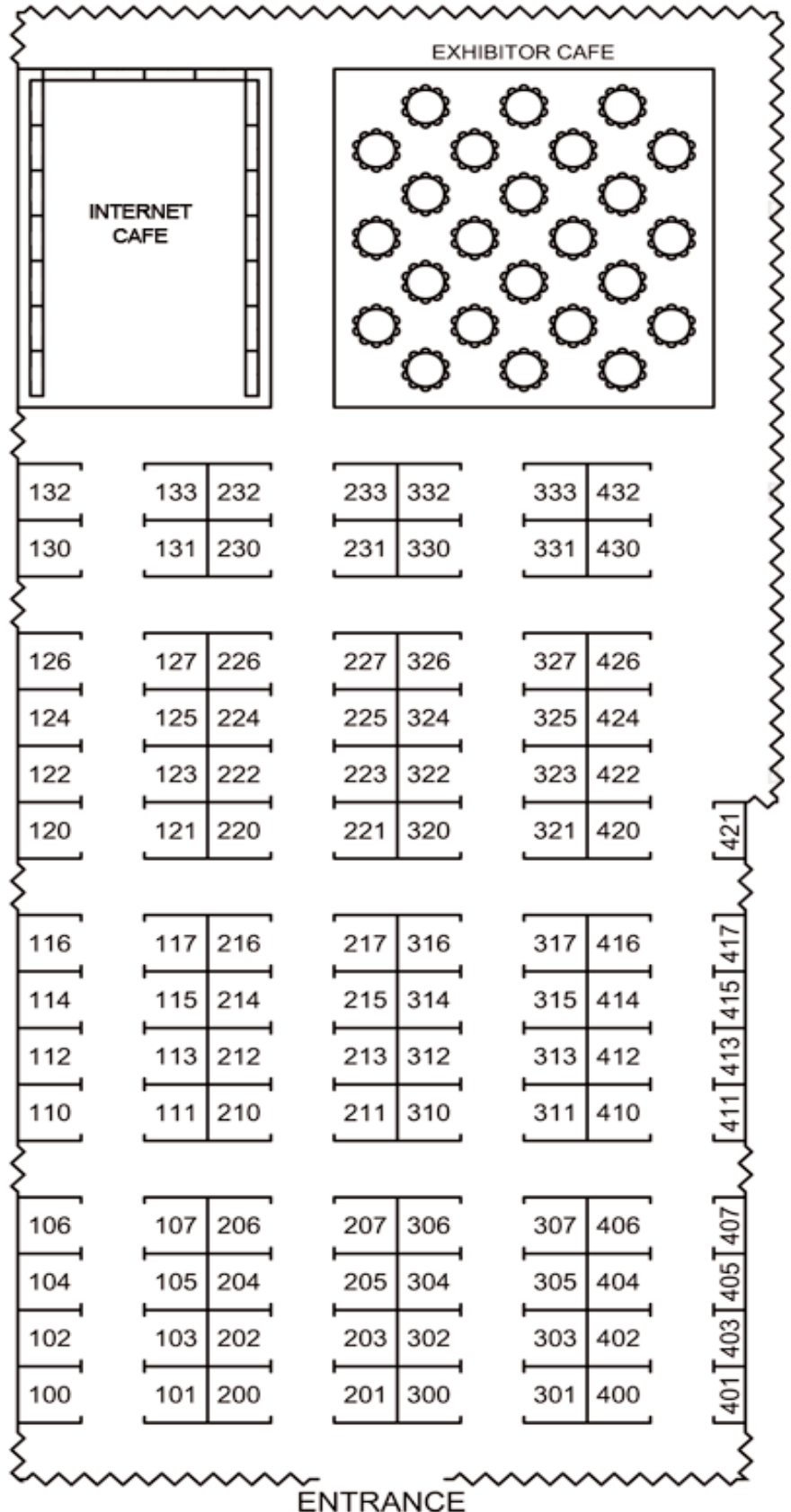
Breaks: 10:15 a.m. - 10:45 a.m.

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

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

*Tuesday, August 12*

Hours: 5:30 p.m. - 9:00 p.m.





## Placement Services

**Director:** Janice Black, California State University, Bakersfield

**Associate Director:** James Dulebohn, Michigan State University

**Assistant Director:** La Verne Hairston Higgins, Eastern Michigan University

**Placement Coordinator:** Wendy Kramer,

### Online Placement Services

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

### Onsite Placement Services Registration

*Location:* Hilton Anaheim, Palisades (Concourse Level) 777 West Convention Way, Anaheim, CA 92802

Hours: Saturday, August 9,  
10:00 am – 4:30 pm  
Sunday, August 10,  
8:00 am – 4:30 pm  
Monday, August 11,  
8:00 am – 4:30 pm  
Tuesday, August 12,  
8:00 am – 4:30 pm

### Interview Tables

*Location:* Hilton Anaheim, 777 West Convention Way, Anaheim, CA 92802

*Rooms:* Concourse Level (4th floor) of the Hilton Anaheim.

Hours: Saturday, August 9  
10:00 am – 8:00 pm  
Sunday, August 10  
8:00 am – 8:00 pm  
Monday, August 11,  
8:00 am – 8:00 pm  
Tuesday, August 12,  
8:00 am – 8:00 pm

Placement Services for the 2008 annual meeting will be located in the Hilton Anaheim, 777 West Convention Way, Anaheim, CA 92802. Although the Online placement services are now on a rolling basis it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the Conference—our summer career fair. You must “buy” this option and a table when you put in your new add beginning in May and continuing through the meeting in Anaheim. We will have training available on-site in Anaheim if you are unsure on how to place your add and the involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

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

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

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

Tables are provided for conducting interviews during the Academy of Management’s meeting in Anaheim. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 9 until Tuesday, August 12. Because of limited tables and small rooms, the cost to reserve a table for the meeting is \$125. We may have some tables available on a daily rental basis at a prorated cost. Table layouts and reservations will be available online at <http://careers.aonline.org/placement/> beginning June 1st on a first come first served basis. Tables may be reserved on-site if space is available.

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

### Ins and Outs of Faculty Recruiting Workshop

Saturday, August 9th: 8:00 - 9:30am  
Hilton Anaheim, California Pavilion D

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.

### Ins and Outs of Recruiting International Doctoral Candidates

Saturday, August 9th: 10:00 - 11:30am  
Hilton Anaheim, California Pavilion D

This session will address the issues related to recruiting international candidates. These issues would include such topics as determining the equivalency of doctoral programs, assessing publishing in international journals, the logistics of travel and campus visits, and work visas and U.S. residency requirements. It is designed for both recruiters and international doctoral candidates and all Academy members are invited.

### Placement for Applicants Workshop

Saturday, August 9th: 5:30 - 7:00pm  
Hilton Anaheim, California Pavilion D

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. (continue on next page)

# Placement Services

## Placement Committee 2008-2009

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

We will also be having small group sessions on these same topics and on how the new system works that you may sign up for in the Placement Services Waiting Area. They will take place near the Placement Services Waiting area.

## Placement Activities

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

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

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

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

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

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

# The William H. Newman Award

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

Awards Committee, under the direction of Marshall Schminke (U. of Central Florida) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Donald Bergh (Denver U.), Pamela Haunschild (U. of Texas, Austin), Gary Latham (U. of Toronto)

Here are the 2008 William H. Newman Award Nominees:

- BPS**  
*On the Origins of Competitive Advantage: Factor Markets and Heterogeneous Resource Complementarity*  
Tunji Adegbesan, Lagos Business School, Pan-African U.
- CAR**  
*Consequences of Work-Family Facilitation and Conflict for Objective Employee Health and Performance*  
Elianne Florence Van Steenbergen, Utrecht U.
- CM**  
*The Ethical Dangers of Rational Decision Making*  
Chen-Bo Zhong, U. of Toronto
- CMS**  
*Gender Fatigue – Camouflaging Gender Discrimination in Organizations*  
Elisabeth K Kelan, London Business School
- ENT**  
*Trust, Rule of Law, and New Firm Formation*  
Michael Louis Troilo, U. of Tulsa
- GDO**  
*Negotiating Gender Stereotypes: Other-Advocacy Reduces Social Constraints on Women in Negotiations*  
Emily T. Amanatullah, UT - Austin
- HCM**  
*Knowledge Sharing Networks Related to Hospital Quality Measurement & Reporting*  
Pavani Rangachari, Medical College of Georgia
- HR**  
*A Real Options Theory of Human Resource Management*  
Francesco Baldi, U. of Rome La Sapienza, Lenos Trigeorgis, U. of Cyprus
- IM**  
*The Market- and Stage-bound Firm-specific Advantages in Diversification of Developing Country MNCs*  
Lin Yuan, National U. of Singapore
- MC**  
*Client and Consultant Interaction: Capturing Social Practices of Professional Service Production*  
Natalia Nikolova, U. of Technology, Sydney, Markus R. Reihlen, RWTH Aachen U.
- MED**  
*How Project Management Office Leaders Facilitate Cross-Project Learning*  
Jerry Julian, Teachers College, Columbia U.
- MH**  
*A Relational Account of the Valuation and Management of UK Defined Benefit Pension Funds (1948-2008)*  
Yally Avrahampour, U. of Essex
- MOC**  
*Why Is It so Hard to Do My Work? The Challenge of Attention Residue when Switching Between Tasks*  
Sophie Leroy, U. of Minnesota
- OB**  
*Knowledge Creation in Groups with Diverse Composition*  
Rebecca Mitchell, U. of Newcastle
- OCIS**  
*Organizing Technology: Toward a Theory of Sociomaterial Imbrication*  
Paul M. Leonardi, Northwestern U.
- OM**  
*Reducing Risk of Unacceptable Project Performance in NPD*  
Jeffrey N. Street, Idaho State U.
- OMT**  
*Fitting in or Starting New? Invention, Constraint, and New Categories in the Software Industry*  
Elizabeth G. Pontikes, U. of Chicago
- PNP**  
*Are Network Ties a Factor in Government Funding to NGOs?: A Case in Korea*  
Chang Bum Ju, U. of Southern California
- SIM**  
*Conceptualizing corporate social responsibility: An Indian perspective*  
Shiban Khan, U. of St. Gallen
- TIM**  
*Conflict or Complementarity? A Comparative Analysis of Capital and Performance in Two Contexts*  
Suechin Yang, National Cheng Kung U.

# The Carolyn Dexter Award

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

rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates one paper to the chair of this year's Dexter Award Committee, Claire Simmers, St. Joseph's U. The other Dexter Award Committee members are: Jacob Eisenberg (U. College Dublin), David Lamond, Guido Moellering (Max Planck Institute), Rosa Nelly Trevinyo-Rodriguez (TEC De Monterey - EGADE)

Here are the 2008 Carolyn Dexter Award nominees:

- |   |  |  |
|---|--|--|
| <p><b>BPS</b><br/><i>The Managerial Power Theory of Executive Pay: A Cross-National Test and Extension</i><br/>Otten, Jordan, RSM Erasmus U,<br/>Heugens, Pursey, RSM Erasmus U.</p>  | <p><b>ENT</b><br/><i>Individual, Organizational &amp; Environmental Drivers of Job Creation in New Firms</i><br/>Shah, Sonali, U. of Washington<br/>Gruber, Marc, Ecole Polytechnique Fédérale de Lausanne<br/>Dencker, John, U. of Illinois, Urbana-Champaign</p> | <p><b>IM</b><br/><i>Multinational Firm Knowledge, Use of Expatriates and Foreign Subsidiary Performance</i><br/>Fang, Yulin, City U. of Hong Kong<br/>Jiang, Guo-Liang, U. of Western Ontario<br/>Makino, Shige, Chinese U. of Hong Kong<br/>Beamish, Paul<br/>U. of Western Ontario</p> |
| <p><b>CAR</b><br/><i>Towards Culture-Sensitive Theories of the Work-Family Interface</i><br/>Powell, Gary, U. of Connecticut,<br/>Storrs,<br/>Francesco, Anne Marie<br/>Hong Kong Baptist U,<br/>Ling, Yan, George Mason U.</p> | <p><b>GDO</b><br/><i>The Effects of Faultline Activation on Coalition Formation, Conflict, and Group Outcomes</i><br/>Jehn, Karen, Leiden U.,<br/>Bezrukova, Yekaterina, Rutgers U.</p>  | <p><b>MC</b><br/><i>Rolesharing in the Managerial Workplace</i><br/>Harste, Roland, European Business School<br/>Richter, Ansgar, European Business School</p>   |
| <p><b>CM</b><br/><i>Beyond the Friend-Stranger Dichotomous Relationships in the Inter-Cultural Negotiations</i><br/>Wang, Xiao, GSM, Peking U.</p>  | <p><b>HCM</b><br/><i>Sense-making by Clinical and Non-Clinical Executive Directors within New Governance Arrangements</i><br/>Holti, Richard, Open U. Business School<br/>Storey, John, The Open U.</p>  | <p><b>MED</b><br/><i>Promises from Afar: Nature of International Student Psychological Contracts in Management Education</i><br/>Bordia, Sarbari, U. of South Australia<br/>Bordia, Prashant, U. of South Australia</p>  |
| <p><b>CMS</b><br/><i>Emergence of AIDS Policy Field in Brazil</i><br/>Mendonca, Patricia, EAESP-FGV<br/>Campos, Luiz<br/>EAESP, Fundação Getúlio Vargas,<br/>Alves, Mario, EAESP-FGV</p>  | <p><b>HR</b><br/><i>National Values, Performance Appraisal and Organizational Performance: A Study Across 21 Countries</i><br/>Peretz, Hilla, ORT Braude College<br/>Fried, Yitzhak, Syracuse U.</p>   | <p><b>MH</b><br/><i>Genealogy of Brazilian Industrial Management</i><br/>Vizeu, Fabio, Universidade Positivo - UP</p>  |



# The Carolyn Dexter Award

## MOC

*Does Nationality Matter in Transnational Teams? Conceptualizing Barriers to Knowledge Seeking*

Cummings, Jonathon, Duke U.  
Haas, Martine, U. of Pennsylvania

## MSR

*Unfolding the Relationship between Religion and Socially Responsible Business Conduct*

Mazereeuw - vd Duijn, Corrie,  
Tilburg U.  
Graafland, Johan, Tilburg U.  
Kaptein, Muel, RSM Erasmus U.

## OB

*A Cross-Cultural Examination of the Motivational Differences in Feedback Seeking*

MacDonald, Heather, U. of Waterloo  
Brown, Douglas, U. of Waterloo  
Sulsky, Lorne, Wilfrid Laurier U.

## OCIS

*Do Citizen's Emotions and Trust Matter in E-Government Continuance Decisions?: Case of Singapore*

Srivastava, Shirish, National U. of Singapore  
Teo, Thompson, National U. of Singapore  
Halim, Zaheed, National U. of Singapore

## ODC

*Determinants and Temporal Dynamics of Strategic Divergence: Evidence from Europe*

Brauer, Matthias, U. of St. Gallen  
Heitmann, Mark, U. of St.Gallen

## OM

*Relationship Between Transaction-Specific Asset Investment and Supply Chain Opportunistic Behavior*

Zhao, Xiande, Chinese U. of Hong Kong  
Liu, Yi, Xian Jiaotong U.  
Qian, Liping, Chongqing U.  
Flynn, Barbara, Indiana U.

## OMT

*Cleaning up the Water Law of British Columbia: A Problemistic Approach to Rule Change*

Schulz, Martin, U. of British Columbia  
Jennings, P Devereaux, U. of Alberta  
Patient, David, Catholic U. of Portugal - FCEE

## ONE

*Organizational Adaptation and Resilience To Extreme Weather Events*

Linnenluecke, Martina, U. of Queensland  
Griffiths, Andrew, U. of Queensland  
Winn, Monika, U. of Victoria

## PNP

*Legitimacy-seeking Breeds Variation: Differential Effect of Network Connectedness on NGO Advocacy*

Ju, Chang Bum, U. of Southern California

## RM

*Research in Emerging Economies: Reading Small Type in Dim Light in a Speeding Train?*

Pant, Anirvan, Indian Institute of Management Bangalore  
Gunta, Srinivas, Indian Institute of Management Bangalore  
Ramachandran, J, Indian Institute of Management Bangalore

## SIM

*Social Responsibility of MNCs: Effects of Stakeholder Pressures on Affiliated Firms' Behavior*

Surroca, Jordi, U. of Carlos III Madrid  
Tribó, Josep, U. of Carlos III Madrid

## TIM

*Interrelated Path Dependence of Technological Systems and Organizational Power Relations*

Valorinta, Mikko, Helsinki U. of Technology  
Lamberg, Juha-Antti, Helsinki U. of Technology  
Schildt, Henri, Imperial College of Science, Technology and Medicine

# About the Academy of Management

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

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

17,868 Members (62% U.S. / 38% Non-U.S.)

104 Countries Represented

24 Divisions and Interest Groups

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

## Member Type Percentages

Professors.....	64%
Students.....	26%
Business Executives.....	9%
Emeriti (i.e. retired professors) .....	1%

## AOM Publications

### *Academy of Management Journal*

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

### *Academy of Management Review*

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

### *Academy of Management Perspectives*

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

Published quarterly. Circulation: 16,200.

### *Academy of Management Learning & Education Journal*

Presents theory, models, research, critique, dialogues and retrospectives that address the learning process, and the practice of management education. Published quarterly. Circulation: 17,000.

### *Academy of Management News*

All electronic quarterly newsletter covering society news and activities.

### *24 Division-specific Newsletters*

Periodic newsletters addressing areas of specialization.

### *Placement Roster*

The Academy of Management has recently partnered with JobTarget to provide a new and full-featured Placement Service with a wide-array of services and tools to assist applicants (job seekers) find employment opportunities and help academic and industry employers find qualified candidates to fill open positions. For additional information please visit the Placement website:  
[http://jobs.aonline.org/home/index.cfm?site\\_id=722](http://jobs.aonline.org/home/index.cfm?site_id=722)

## Advertising

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

Susan Zaid, Communications Specialist  
 Academy of Management  
 Email: [szaid@pace.edu](mailto:szaid@pace.edu)

For further information about the Academy of Management, please visit the website [www.aonline.org](http://www.aonline.org), call the main office at (914) 923-2607, or email us at [aom@pace.edu](mailto:aom@pace.edu).

# Academy of Management Leadership

## 2007-2008 Board of Governors

### President

Thomas W. Lee, U. of Washington

### President-Elect and Coordinator of Professional Divisions

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## Future Annual Meetings of the Academy of Management

### 2009 Annual Meeting, Chicago, Illinois

August 7 - 12

### 2010 Annual Meeting, Montreal, Canada

August 6 - 13

### 2011 Annual Meeting, San Antonio, Texas

August 12-17

## Chairpersons of the Professional Divisions and Interest Groups

BPS	Russell Coff, Emory U.
CAR	Barbara A. Ribbens, Western Illinois U.
CM	Susan E. Brodt, Queens U.
CMS	Bill Cooke, Lancaster U.
ENT	Timothy M. Stearns, CSU-Fresno
GDO	Lynn Bowes-Sperry, Western New England College
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MH	Karl Moore, McGill U.
MOC	Mary Ann Glynn, Boston College
MSR	Margaret Benefiel, Andover Newton Theological School
OB	Carol T. Kulik, U. of South Australia
OCIS	Ulrike Schultze, Southern Methodist U.
ODC	Michael R. Manning, New Mexico State U.
OM	Hale Kaynak, U. of Texas Pan American
OMT	Kimberly D. Elsbach, UC Davis
ONE	Alfred Marcus, U. of Minnesota
PNP	Bradley E. Wright, UNC Charlotte
RM	Mark Gavin, Oklahoma State U.
SIM	Thomas J. Donaldson, Wharton School
TIM	Lori Rosenkopf, U. of Pennsylvania

# Academy of Management Past Presidents

Affiliations reflect those at the time of presidency.

2006-2007	Ken G. Smith, U. of Maryland	1974-1975	Herbert G. (Herb) Hicks....Louisiana State University
2005-2006	Thomas G. (Tom) Cummings ..University of Southern California	1973-1974	Lyman W. (Port) Porter.....University of California, Irvine
2004-2005	Denise M. Rousseau.....Carnegie Mellon University	1972-1973	Charles E. (Charlie) Summer, Jr.....University of Washington
2003-2004	Rosalie L. Tung .....Simon Fraser University	1971-1972	George A. Steiner .....University of California at Los Angeles
2002-2003	Jone L. Pearce .....University of California, Irvine	1970-1971	William G. (Bill) Wolf .....Cornell University
2001-2002	Jean M. Bartunek .....Boston College	1969-1970	Joseph A. (Joe) Litterer .University of Massachusetts
2000-2001	Andrew H. (Andy) Van de Ven .....University of Minnesota	1968-1969	Paul J. Gordon .....Indiana University
1999-2000	David A. Whetten .....Brigham Young University	1967-1968	Ernest (Ernie) Dale .....University of Pennsylvania
1998-1999	Anne S. Huff.....University of Colorado	1966-1967	Max D. Richards .....Pennsylvania State University
1997-1998	William H. (Bill) Starbuck .....New York University	1965-1966	Preston P. (Pres) Le Breton .....University of Washington
1996-1997	Michael A. (Mike) Hitt .....Texas A&M University	1964-1965	Dalton E. (Dalt) McFarland .....Michigan State University
1995-1996	Richard T. (Rick) Mowday.....University of Oregon	1963-1964	Keith Davis .....Arizona State University
1994-1995	Mary Ann Y. Von Glinow .....Florida International University	1962-1963	Harold D. (Howdy) Koontz .University of California at Los Angeles
1993-1994	Greg R. Oldham .....University of Illinois	1961-1962	Harold F. Smiddy .....General Electric Company
1992-1993	Donald C. (Don) Hambrick .....Columbia University	1960-1961	George R. Terry.....Northwestern University
1991-1992	Ramon J. (Ray) Aldag .....University of Wisconsin	1959-1960	Joseph W. (Joe) Towle .....Washington University
1990-1991	Janice M. (Jan) Beyer.....University of Texas at Austin	1958-1959	Merten J. (Mandy) Mandeville ..University of Illinois
1989-1990	Steven (Steve) Kerr .....University of Southern California	1957-1958	Billy E. GoetzMassachusetts Institute of Technology
1988-1989	Arthur G. (Art) Bedeian ....Louisiana State University	1956-1957	Alvin M. Brown .....Johns-Manville Corp.
1987-1988	Don Hellriegel .....Texas A&M University	1955-1956	Franklin G. (Frank) Moore.....University of Michigan
1986-1987	Richard M. (Rick) Steers.....University of Oregon	1954-1955	Ronald B. (Ron) Shuman.....University of Oklahoma
1985-1986	Fred Luthans .....University of Nebraska	1953-1954	William R. (Jack) Spriegel.....University of Texas
1984-1985	Kathryn M. (Kay) Bartol .....University of Maryland	1952-1953	Franklin E. (Frank) Folts.....Harvard University
1983-1984	John W. Slocum, Jr.....Southern Methodist University	1951-1952	John F. Mee.....Indiana University
1982-1983	Robert B. (Bob) Duncan .....Northwestern University	1950-1951	William H. (Bill) Newman.....Columbia University
1981-1982	Max S. Wortman, Jr. ....University of Tennessee	1949-1950	Michael J. (Mike) Jucius.....Ohio State University
1980-1981	Larry L. Cummings .....University of Wisconsin	1948-1949	Erwin H. Schell.....Massachusetts Institute of Technology
1979-1980	William F. (Bill) Glueck .....University of Georgia	1947-1948	Ralph C. Davis .....Ohio State University
1978-1979	Rosemary Pledger .....University of Houston at Clear Lake	1941-1947	Robert P. (Bob) Brecht ....University of Pennsylvania
1977-1978	John B. (Jack) Miner.....Georgia State University	1936-1940	Charles L. (Charlie) Jamison...University of Michigan
1976-1977	Fremont F. (Monty) Kast ..University of Washington		
1975-1976	Stanley C. (Stan) Vance .....University of Tennessee		



# 2008 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

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

Sponsor	PAPER SUBMISSIONS					SYMPOSIUM SUBMISSIONS		
	Papers Submitted	Division Acceptance	Visual Acceptance	Interactive Papers	Proceedings Acceptance	Symposia Submitted	Symposia Accepted	Showcase Symposia
AAS	0	0	0	0	0	21	21	0
BPS	641	295	97	96	48	50	31	10
CAR	88	40	10	8	3	22	9	3
CM	82	37	11	13	6	23	15	0
CMS	95	48	4	4	5	15	8	0
ENT	420	176	53	38	26	24	13	4
GDO	164	67	15	20	13	29	16	0
HCM	102	48	15	15	8	7	5	1
HR	246	88	35	32	13	57	39	7
IM	383	180	58	55	29	35	22	3
MC	51	22	11	4	3	10	7	1
MED	131	64	9	10	8	34	16	4
MH	33	23	0	6	2	12	6	1
MOC	152	85	22	24	11	32	17	10
MSR	33	10	0	5	3	7	4	0
OB	656	317	0	64	33	108	55	15
OCIS	172	61	16	26	11	2	2	0
ODC	117	52	16	17	6	32	23	6
OM	112	52	16	16	9	5	3	0
OMT	488	240	62	60	35	74	41	17
ONE	63	32	9	7	5	4	3	0
PNP	117	53	16	18	6	10	8	1
RM	83	31	0	4	5	18	11	1
SIM	194	92	29	29	15	32	16	6
TIM	454	228	69	68	33	32	17	9
<b>TOTAL:</b>	<b>5077</b>	<b>2341</b>	<b>573</b>	<b>639</b>	<b>336</b>	<b>696</b>	<b>409</b>	<b>99</b>

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

Table 4: Participant Country Representation

Sessions	Total
Caucus	.36
Free Session	.18
Meeting	.213
Paper Session	.797
PDW Workshop	.325
Social Event	.79
Symposium	.236
Theme Session	.16
<b>All Sessions</b>	<b>1,720</b>
Participants:	Total
People on Program	8,477
Countries Represented	.83

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

Country*	Count	Country*	Count	Country*	Count
ARGENTINA	.13	INDIA	.51	PHILIPPINES	.4
AUSTRALIA	.212	INDONESIA	.4	POLAND	.4
AUSTRIA	.39	IRAN	.1	PORTUGAL	.28
BAHRAIN	.1	IRELAND	.44	ROMANIA	.1
BELGIUM	.67	ISRAEL	.92	RUSSIAN FEDERATION	6
BOTSWANA	.1	ITALY	.142	SAUDI ARABIA	.2
BRAZIL	.96	JAMAICA	.1	SINGAPORE	.117
BULGARIA	.2	JAPAN	.49	SLOVENIA	.6
CANADA	.424	KENYA	.1	SOUTH AFRICA	.9
CHILE	.7	KOREA, REPUBLIC OF	4	SOUTH KOREA	.88
CHINA	.145	KUWAIT	.3	SPAIN	.143
COLOMBIA	.6	LATVIA	.1	SWEDEN	.63
COSTA RICA	.3	LEBANON	.7	SWITZERLAND	.144
COTE D	.1	LIECHTENSTEIN	.1	TAIWAN	.288
CROATIA	.1	MACAU	.9	THAILAND	.3
CYPRUS	.3	MACEDONIA	.1	TURKEY	.20
CZECH REPUBLIC	.2	MALAWI	.1	UKRAINE	.1
DENMARK	.73	MALAYSIA	.8	UNITED	.1
DOMINICAN REPUBLIC	1	MALTA	.1	UNITED ARAB	
ECUADOR	.1	MARTINIQUE	.1	EMIRATES	.9
EGYPT	.4	MEXICO	.23	UNITED KINGDOM	.500
ESTONIA	.3	NETHERLANDS	.252	UNITED STATES	.4492
FIJI	.1	NEW ZEALAND	.45	VENEZUELA	.2
FINLAND	.63	NIGERIA	.3	YUGOSLAVIA	.1
FRANCE	.193	NORWAY	.35		
GERMANY	.256	OMAN	.2		
GREECE	.18	OTHER	.1		
HONG KONG	.109	PAKISTAN	.7		
HUNGARY	.6	PARAGUAY	.1		
ICELAND	.2	PERU	.1		

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



<b>Friday Morning, August 8, 2008</b>										
8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30	
ACC: 208B		← AAA: 2008 LAC								→
ACC: Exhibit Hall C - Reg.						4 AAA: Registration				→
HIL: Coronado		3 AAA: BOG Meeting								→
OS: Argyros School of Business & Economics, Chapman U.								6 ENT: Doctoral Consortium		→

<b>Friday Afternoon, August 8, 2008</b>										
	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30		
ACC: 201A	13 IAM/HR: Management and Iberoamerica			32 IAM/SIM: RESPONSIBLE AND COMPETITIVE						
ACC: 201B	11 IAM: "Tropical" Business Model				34 MED & Co-Sponsors: Grading Strategies					
ACC: 201C	22 OM/TIM: Teaching OM & SCM with Games									
ACC: 201D									42 Study of Competitive Advantage	→
ACC: 202A	24 OMT/TIM: Institutions and Technology					40 IM/HR/ITC: Adaptation to Global Work				
ACC: 202B	17 MED/CM: Negotiation: Questions We Ask									
ACC: 203A	7 ENT/ITC/BPS: Ent ship and family business									
ACC: 203B	29 BPS & Co-Sponsors: Dynamic Capability Processes									
ACC: 204A	12 IAM: Teaching Motivation				39 IAM/ITC/BPS: Iberoamerican Research					
ACC: 204B	23 OMT & Co-Sponsors: Power of Richness Panel									
ACC: 205A	18 MED/TTC: Classroom Incivility									
ACC: 205B	14 IM/OB/HR: Asking Authentic Questions									
ACC: 206A	26 PTC & Co-Sponsors: Ethics Expertise							41 ENT: Funding The Questions		→
ACC: 206B	28 TIM: TIM Doctoral Consortium									
ACC: 208B	← AAA: 2008 LAC									→
ACC: 209A						31 ENT/TIM/ITC: Business Data Access				→
ACC: 210D	35 OMT & Co-Sponsors: Power of Richness Feedback									
ACC: 211B	8 ENT/PNP: Sustainability in the Rough									
ACC: 213C						30 ENT/RM: Neuroeconomics & Entrepreneurs				
ACC: Exhibit Hall C - Reg.	← AAA: Registration									
MAR: Grand Ballroom - Salon B	16 MC/ODC/OMT: Creating & Sustaining Change									
MAR: Grand Ballroom - Salon C	15 MC/ODC: Core Consulting Skills									
MAR: Grand Ballroom - Salon G	25 ONE: ONE Doctoral Consortium									
MAR: Marquis Northwest	21 ODC & Co-Sponsors: Ways of Seeing									
MAR: Orange County 3						36 PNP: Blogging for Non-profits				
MAR: Orange County 4						33 MC: consultants, professionalism				
HIL: California Pavilion A	9 GDO & Co-Sponsors: Relocating Diversity									
HIL: California Pavilion B	19 OB: Genetics of Leadership									
HIL: Coronado	← AAA: BOG Meeting									
HIL: Huntington B	27 RM/HR: Tools for Improving SEM Model				37 RM/MOC: Intro to Ego Network Analysis					
HIL: Huntington C	10 GDO/MEN: Diversity Publishing Workshop									
HIL: San Clemente	20 OB: Romance of leadership									
HIL: Sunset									38 GDO/HR/PTC: Disability and Employment	
OS: Chapman U.	← ENT: ENT Doctoral Consortium (Fri)									

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

<b>Friday Evening, August 8, 2008</b>									
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
ACC: 201A			50 ICW: MFCA Dinner						
ACC: 201D	← BPS/RM/OMT: Study of Competitive Advantage								
ACC: 202A	← IM/HR/ITC: Adaptation to Global Work								
ACC: 203B			47 BPS: BPS Doctoral Consortium						
ACC: 204B			51 IM: IMD PDW Welcome		60 IM: Dinner on the Town with IMD EC				
ACC: 205B	← IM/OB/HR: Asking Authentic Questions								
ACC: 206A	← ENT: Funding The Questions								
ACC: 206B	← TIM: Doctoral Consortium		53 MED/MEN: MED/JME Writers Workshop						
ACC: 207C			57 OCIS: OCIS Doctoral Consortium						
ACC: 207D			58 OCIS: Junior Faculty Const. Dinner						
ACC: 209A	← ENT/TIM/ITC: Business Data Access								
ACC: 211A	43 OMT: OMT/MOC Doctoral Consortium								
MAR: Grand Ballroom - Salon H	44 SIM: SIM Doctoral Consortium								
MAR: Grand Ballroom B&C			59 ODC: ODC Doctoral Consortium: Open						
MAR: Marquis Northeast	45 AAA: New Member Orientation								
MAR: Marquis Northwest	46 MSR & Co-Sponsors: MSR Doc/New Faculty Consortium								
MAR: Orange County 4			52 MC: Effective Scorecarding						
HIL: California Pavilion A			48 GDO: GDO Doc. Consortium Reception						
HIL: California Pavilion B			55 OB: OB Junior Faculty Workshop						
HIL: California Pavilion C			56 OB: OB Doctoral Student Reception						
HIL: Huntington B			49 ICW: NSU doctoral student meeting						
HIL: Sunset	← GDO/HR/PTC: Disability and Employment								
OS: Chapman U.	← ENT: Doctoral Consortium (Fri)								
OS: OFFSITE			54 NDSC: NDSC Happy Hour						
OS: To Be Specified							61 SIM: SIM Doctoral Consortium Dinner		

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



<b>Saturday Morning, August 9, 2008</b>									
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
ACC: 201B	93 BPS & Co-Sponsors: Strategic Knowledge Management								
ACC: 201C	129 BPS & Co-Sponsors: Universities and collaboration								
ACC: 201D	72 BPS & Co-Sponsors: Meanings of the Business Model				156 OMT/CMS: Structuration →				
ACC: 202A	126 TIM/ENT: Globalizing Innovation								
ACC: 202B	73 BPS & Co-Sponsors: Questionnaire Development				150 IM/BPS: Issues in →				
ACC: 203A	145 BPS & Co-Sponsors: Industry Architecture →								
ACC: 203B	65 BPS: BPS Doctoral Consortium								
ACC: 204A	76 ENT/TIM: Venture Lab Approach				140 MED: Renewing Passion to Teach				
ACC: 204B	143 PTC & Co-Sponsors: Epistemology of Practice →								
ACC: 204C	98 NDSC: NDSC →								
ACC: 205B	90 BPS: BPS Dissertation Consortium →								
ACC: 206A	74 ENT: Theory Building				134 BPS/TIM: Making Money from Resources				
ACC: 206B	104 TIM: TIM Doctoral Consortium →								
ACC: 207A	85 OMT/BPS: Advanced Social Networks								
ACC: 207C	121 OCIS: OCIS Doctoral Consortium →								
ACC: 207D	122 OCIS: OCIS Junior Faculty Consortium →								
ACC: 208B	69 AAA: 2008 LAC →								
ACC: 209A	113 IAM/BPS/SIM: Business & Government in L.A.								
ACC: 209B	91 BPS: BPS New Faculty Consortium								
ACC: 210B	95 IM/RM/OB: GLOBE and Beyond				149 IM: IMD Jr Faculty →				
ACC: 210C	84 OMT: OMT Jr. Faculty Consortium →								
ACC: 210D	86 OMT/MOC: Doctoral Consortium →								
ACC: 211A	92 BPS/MED/TTC: Teaching strategy with video →								
ACC: 211B	105 TIM: TIM Junior Faculty Consortium →								
ACC: 212A	127 TTC & Co-Sponsors: Teaching with Technology								
ACC: 212B	128 AAM: Dirty work								
ACC: 213A	116 IM & Co-Sponsors: Emerging Markets								
ACC: 213B						139 IAM/ITC: Q&As in Ibero-America			
ACC: 213C	66 MED & Co-Sponsors: Service Learning Sans Borders				138 IAM/HR: Complex Jobs				
ACC: 303A	119 MOC/HR/OB: Integrated Focus →								
ACC: 303B	135 ENT/RM: EO - A Discussion of Issues								
ACC: 303C	80 IM: IMD Doctoral Consortium								
ACC: 304A	89 AAW: Leadership Think Tank								
ACC: 304B	71 AAW: Questions We Ask & Don't Ask								
ACC: 304C						133 AAW: Journal Editing: the Black Box			
ACC: 304D	146 CMS/PNP: Managerial Rhetoric as Power →								
ACC: Exhibit Hall C - Reg.	70 AAA: Registration								
MAR: Grand Ballroom - Salon A	101 PNP/MED/CMS: The Unscripted Future								
MAR: Grand Ballroom - Salon B	82 MSR: Diversity and Spirituality								
MAR: Grand Ballroom - Salon D	123 ODC/MED/MC: Assessing Exec Doc Programs								
MAR: Grand Ballroom - Salon G	87 ONE: ONE Doctoral Consortium								
MAR: Grand Ballroom - Salon H	103 SIM/ONE: SIM Doctoral Consortium →								
MAR: Grand Ballroom - Salon J	125 SIM/ONE: Building from the Ground Up				154 SIM/PNP: Accountability →				
MAR: Grand Ballroom - Salon K	118 MC/ODC/PTC: New Paradigms for Change				151 MC: PRESENCING →				
MAR: Grand Ballroom B&C	81 MC/ODC: Action Research				141 ODC: ODC Doctoral Consortium				
MAR: La Jolla	142 ODC/MC: Consultant Skill Building								
MAR: Marquis Northwest	97 MSR & Co-Sponsors: MSR Doc./New Fac. Consortium								
MAR: Newport & Rancho Las Palmas	117 MC & Co-Sponsors: M&A Dx: What's Missing?								
MAR: Orange County 1	124 PNP: PNP Doctoral Consortium								
MAR: Orange County 3	96 MH: New Member Workshop				147 MH: Managing Your Dissertation				
MAR: Orange County 4	130 MC/MED/ODC: Consulting Course Design								
MAR: Suite 312	114 ICW: USASBE 2008 Board Meeting →								
HIL: Balboa C	106 AAA: BOG Meeting →								
HIL: California Pavilion A	77 GDO: GDO Doctoral Consortium →								
HIL: California Pavilion B	99 OB: OB Junior Faculty Workshop →								

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

<b>Saturday Morning, August 9, 2008 (cont.)</b>									
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HIL: California Pavilion D		<b>67</b> AAA: Ins/Outs of Faculty Recruiting				<b>132</b> AAA: Recruiting Int'l Doc Candidate			
HIL: Capistrano A				<b>120</b> OB: Methods for Temporal Research					→
HIL: Coronado				<b>107</b> AAA: BOG Meeting					→
HIL: El Capitan A			<b>100</b> OB/HR/RM/CM: PE Fit Research Incubator						→
HIL: El Capitan B								<b>155</b> HR:	→
HIL: Huntington A		<b>88</b> RM: Qualimetrics RM				<b>144</b> RM/OMT/HR: Qualitative Analysis Software			→
HIL: Huntington B					<b>131</b> RM/OB: Application of Phenomenography				
HIL: Huntington C				<b>110</b> CM & Co-Sponsors: Managing Emotional Negotiation					
HIL: Laguna A				<b>112</b> HR: HR DIV JFC					→
HIL: Laguna B				<b>115</b> ICW: Human Relations Editorial Team					
HIL: Malibu			<b>94</b> CMS: CMS Doctoral Consortium						→
HIL: Manhattan				<b>109</b> CM: CM Doctoral Consortium					→
HIL: Oceanside		<b>78</b> HCM: What Does "Academe" Mean to Us				<b>136</b> HCM: Research Agenda			
HIL: Pacific Pavilion A		<b>68</b> AAA: Membership Committee Meeting							
HIL: Pacific Pavilion B		<b>83</b> OB: Doctoral Consortium							→
HIL: Pacific Pavilion C				<b>102</b> RM & Co-Sponsors: Process Research Workshop					→
HIL: Pacific Pavilion D		<b>79</b> HR: HR Doctoral Student Consortium							→
HIL: Palisades				<b>108</b> AAA: Placement Services					→
HIL: Palos Verdes A								<b>152</b> RM & Co-Sponsors: Intro	→
HIL: San Clemente						<b>137</b> HCM & Co-Sponsors: Management Research in HCOs			
HIL: Santa Monica								<b>153</b> RM/OB/HR: Second-Order	→
HIL: Sunset				<b>111</b> GDO & Co-Sponsors: Questions that Transform Lives					
OS: Chapman U.		<b>75</b> ENT: ENT Doctoral Consortium (Sat)							→
OS: Huntington/Newport Beach								<b>148</b> CAR: Beach Boys and	→

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

<b>Saturday Afternoon, August 9, 2008</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
ACC: 201A			1 79 MED/NDSC: When the Advisor isn't Looking						2 38 IM: Meet the Editors		
ACC: 201B		1 61 ENT/ITC: Entrepreneurial Exit			2 09 MED/TTC/TIM: Developing Leadership Skills						→
ACC: 201C		1 69 TIM/MED: Tools for Service Innovation					2 25 MED & Co-Sponsors: Innovative Teaching Ideas				
ACC: 201D	← OMT/CMS: Structuration Theory					2 34 AAC: PTC Welcoming Reception					
ACC: 202A		1 63 TTC/IM/MED: Teaching International Issues				2 28 OM: Junior Faculty Workshop					
ACC: 202B	← IM/BPS: Issues in Off-shoring				2 14 TIM/OM: Design Management						
ACC: 203A	← BPS & Co-Sponsors:		1 91 TTC/MED/PNP: Experiential Learning								
ACC: 203B	← BPS: BPS Doctoral Consortium			2 04 BPS: BPS Doct. & Diss. Consortia							
ACC: 204A		1 76 IAM/TIM: Intellectual Capital			2 18 TTC & Co-Sponsors: Teaching Multicultural						
ACC: 204B	← PTC & Co-Sponsors: Epistemology		1 81 MOC & Co-Sponsors: Weak Signals and Noise								
ACC: 204C	← NDSC: NDSC										
ACC: 205A		1 67 OCIS: Virtual World Collaboration				2 26 OCIS: Virtual Organization Workshop					
ACC: 205B	← BPS: Dissertation Consortium		1 65 AAC: PTC Meeting		2 11 OMT/BPS: Simulation in Org. Theory						
ACC: 206B	← TIM: Doctoral Consortium			1 94 BPS/TIM: Making Money from Resources II							
ACC: 207A		2 12 PTC & Co-Sponsors: Strategy and Performance									
ACC: 207B		2 05 BPS & Co-Sponsors: M&A as a Research Context									
ACC: 207C	← OCIS: Doctoral Consortium			1 97 OCIS: OCIS Doctoral Consortium							
ACC: 207D	← OCIS: Junior Faculty Consortium			1 98 OCIS: Junior Faculty Consortium							
ACC: 208B	← AAA: 2008 LAC										
ACC: 209B		1 93 BPS: BPS New Faculty Consortium									
ACC: 210A		1 60 BPS & Co-Sponsors: Teaching Strategy Vol. II				2 16 ENT/BPS: Corporate Venturing					
ACC: 210B	← IM: IMD Jr Faculty Consortium										
ACC: 210C	← OMT: OMT Jr. Faculty Consortium										
ACC: 210D	← OMT/MOC: Doctoral Consortium					2 29 OMT: Teaching OMT					
ACC: 211A	← BPS/MED/TTC: Teaching strategy with video				2 13 TIM/BPS: Offshoring of KIBS						
ACC: 211B	← TIM: Junior Faculty Consortium			2 01 TIM: TIM Junior Faculty Consortium							
ACC: 212A		2 07 ENT: Entrepreneurship Databases									
ACC: 212B		1 72 BPS & Co-Sponsors: Patent and Non-Patent Data									
ACC: 303A	← MOC/HR/OB: Integrated Focus				2 03 AAM: Japanese Business Research						
ACC: 303B		1 59 BPS/OMT: Network Evolution and Dynamics									
ACC: 303C	← IM: IMD Doctoral Consortium										
ACC: 303D		1 68 OCIS: Consortium			2 08 ENT: women's entrepreneurship						
ACC: 304A		1 70 AAW: Sharing Best-Practices									
ACC: 304B		1 92 AAW: Bringing Practice Back									
ACC: 304C		1 71 AAW: Questions We Have Not Asked									
ACC: 304D	← CMS/PNP: Managerial							2 37 ICW: IACMR event			
ACC: Exhibit Hall C - Mem.		1 58 AAA: Membership									
ACC: Exhibit Hall C - Reg.	← AAA: Registration										
MAR: Grand Ballroom - Salon A		1 82 MSR: Questions We Ask									
MAR: Grand Ballroom - Salon B		1 77 ICW: JME Editorial Board Meeting									
MAR: Grand Ballroom - Salon D		1 89 SIM: Is Ethics Education Failing?			2 27 ODC/OB/MC: Energy and Thriving at Work						
MAR: Grand Ballroom - Salon G		1 86 ONE/SIM: Teaching ONE Experientially				2 23 MC: Qualitative Questions to Ask					
MAR: Grand Ballroom - Salon H	← SIM/ONE: SIM Doctoral Consortium										
MAR: Grand Ballroom - Salon J	← SIM/PNP:										
MAR: Grand Ballroom - Salon K	← MC: PRESENCING Huma										
MAR: Grand Ballroom B&C		1 85 ODC: ODC Doctoral Consortium									
MAR: La Jolla		2 00 PNP/ONE: Regulation and Innovation									
MAR: Marquis Northeast										2 39 ONE & Co-Sponsors:	
MAR: Marquis Northwest	← MSR & Co-Sponsors: MSR Doc./New Fac. Consortium										
MAR: Newport & Rancho Las Palmas		2 24 MC/ODC: Coaching for Change									
MAR: Orange County 1	← PNP: PNP Doctoral Consortium										
MAR: Orange County 2		1 62 PNP/TTC: Sustainable Practice									
MAR: Orange County 3		1 90 SIM/GDO/CM: Ethics in Publishing									
MAR: Orange County 4		1 78 MC/ODC: Multiple Paradigms of Change				2 31 SIM/PNP/OCIS: Pol Influence & Social Repair					
MAR: Suite 304		1 57 AAA: AMJ Editors' Meeting			2 15 AAA: Manuscript Central Training			2 41 AAA: AOM Editors			

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

<b>Saturday Afternoon, August 9, 2008 (cont.)</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
MAR: Suite 312	← ICW: USASBE 2008 Board Meeting										
HIL: Balboa C	← AAA: BOG Meeting										
HIL: California Pavilion A	← GDO: GDO Doctoral Consortium										
HIL: California Pavilion B	← OB: OB Junior Faculty Workshop										
HIL: California Pavilion D	202 AAA: Chairs, Fac. &										
HIL: Capistrano A	← OB: Methods for Temporal					220 GDO/MEN: Do Ask, Do Tell					
HIL: Capistrano B	210 OB/ITC/RM: Advancing Leadership Research					240 RM/OB: Alternatives to					
HIL: Coronado	← AAA: BOG Meeting										
HIL: El Capitan A	← OB/HR/RM/CM: PE Fit			195 HR: SHRM Focus On HR Education I			233 HR & Co-Sponsors: Responding to				
HIL: El Capitan B	← HR: SHRM Networking Lunch						222 HR: SHRM Focus on HR Education II				
HIL: Huntington A	← RM/OMT/HR: Qualitative		173 CM/MED/OB: Improving Ethical Behavior				232 CMS/MED: Teaching in the Age of We				
HIL: Huntington B	188 RM/OB/HR: IRA and IRR Indices										
HIL: Huntington C	206 CAR: International EBM Mentor						235 HR/PTC/CM: Research-Practice				
HIL: Laguna A	← HR: HR DIV JFC										
HIL: Laguna B	183 OB/HR/CM: Emotions at Work										
HIL: Malibu	← CMS: Doctoral Consortium										
HIL: Manhattan	← CM: CM Doctoral Consortium										
HIL: Oceanside	166 HCM: Interdisciplinary Research					217 HCM: Feedback from the Experts					
HIL: Pacific Pavilion A	164 AAA: BOG Appreciation Luncheon										
HIL: Pacific Pavilion B	← OB: Doctoral Consortium										
HIL: Pacific Pavilion C	← RM & Co-Sponsors: Process Research Workshop										
HIL: Pacific Pavilion D	← HR: HR Doctoral Student Consortium										
HIL: Palisades	← AAA: Placement Services										
HIL: Palos Verdes A	← RM & Co-Sponsors: Intro to Social Networks						230 RM/OB/HR: Moderation and Mediation				
HIL: Palos Verdes B	184 OB & Co-Sponsors: Studying Interdependent Work					236 HR/TTC/OB: Teaching-Related					
HIL: Redondo	196 MEN/GDO: Latino/a Life Stories										
HIL: San Clemente	175 HCM/BPS: Using Technology to Answer the				221 HCM/MED: Mechanisms Used in Assessment						
HIL: Santa Monica	← RM/OB/HR: Second-Order		187 RM: Zero to Coding Within Hours								
HIL: Sunset	174 CMS: CMS meets journal editors					219 GDO & Co-Sponsors: Workplace Sexual					
OS: Chapman U.	← ENT: ENT Doctoral Consortium (Sat)										
OS: Huntington/Newport Beach	CAR: Beach Boys and Girls.										

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



<b>Saturday Evening, August 9, 2008</b>							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30
ACC: 201A	← IM: Meet the Editors		251 BPS: BPS Mid-Career Workshop				
ACC: 201B	← MED/TTC/TIM: Developing						
ACC: 201D	← AAC: PTC Welcoming Reception						
ACC: 202A	← OM: Junior Faculty Workshop						
ACC: 202B			261 OM: OM Junior Faculty				
ACC: 204B			246 IM: IMD PDW Reception				
ACC: 206A	244 ICW: IACMR Business Meeting						
ACC: 207A			266 ICW: IACMR/MOR				
ACC: 207B	← BPS & Co-Sponsors: M&A as a Research Context						
ACC: 207C	← OCIS: Doctoral Consortium						
ACC: 207D	← OCIS: Junior Faculty Consortium						
ACC: 208B	← AAA: 2008 LAC						
ACC: 209A	243 IAM: IAM Business Meeting						
ACC: 211B	← TIM: Junior Faculty Consortium						
ACC: 303C			258 OCIS: OCIS Welcome Reception				
ACC: 304A	249 OMT: Meet OMT						
MAR: Grand Ballroom - Salon E	248 ODC: ODC Reception						
MAR: Grand Ballroom - Salon C	← OCIS: Qualitative Questions to Ask						
MAR: Grand Ballroom - Salon ONE	← SIM/ONE/SIM: Junior Faculty						
MAR: Grand Ballroom B&C			259 ODC: Scholar Practitioners				
MAR: La Jolla			260 ODC: Reflexive Inquiry				
MAR: Marquis Northeast	← ONE & Co-Sponsors: Leading						
MAR: Marquis Northwest			262 ONE: ONE Welcome Reception				
MAR: Orange County 2	← PNP/TTC: Sustainable Practice						
MAR: Orange County 4	← SIM/PNP/OCIS: Pol Influence &		256 MC: Ph. D in Management Consulting				
MAR: Suite 304	← AAA: AOM Editors Meeting						
HIL: California Pavilion C			250 BPS: BPS Social				
HIL: California Pavilion D	245 AAA: Placement for Applicants						
HIL: Capistrano B	← RM/OB: Alternatives to NHST						
HIL: Coronado			255 ICW: NSU Doctoral Student Mtg II				
HIL: El Capitan A	← HR & Co-Sponsors: Responding to Reviews						
HIL: Huntington A	← CMS/MED: Teaching in the Age						
HIL: Huntington B			254 HCM: HCMD PDW Reception				
HIL: Huntington C	← HR/PTC/CM: Research-Practice						
HIL: Malibu			252 CMS: CMS Social				
HIL: Oceanside	242 HCM: AUPHA's Role in Education						
HIL: Pacific Pavilion A	247 OB: OB/HR Jr Fac/ PhD		265 HR/OB: HR/OB Welcome				
HIL: Pacific Pavilion B			257 NDSC: NDSC/MED Reception				
HIL: Pacific Pavilion D	← HR: HR Doctoral Student Consortium						
HIL: Palos Verdes B	← HR/TTC/OB: Teaching-Related						
HIL: Redondo	← MEN/GDO: Latino/a Life Stories						
OS: Astor Classics Museum			253 ENT: ENT Social Event				
OS: Doubletree Hotel Anaheim/Orange County			263 SIM: SIM/SBE Keynote Speaker				
OS: Huntington/Newport Beach			264 CAR: Career Night At The Beach				

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

<b>Sunday Morning, August 10, 2008</b>									
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
ACC: 201A				327 ENT: ENT Doctoral Consortium (Sun)					
ACC: 201B			311 IAM/TIM: IT in Latin America				382 MED/TTC/OMT: Synergy and Real-time		→
ACC: 201C				342 OMT/RM: Institutions across Spheres					→
ACC: 202A						349 IM/IAM: Management in Latin America			
ACC: 202B			313 MOC: Cognition in the Rough						
ACC: 203A						335 MOC: MOC Publishing Workshop			
ACC: 203B		274 BPS: BPS Doctoral Consortium							
ACC: 204A		298 OMT/PTC/HCM: Who Are We Reaching?							
ACC: 204B				337 MOC & Co-Sponsors: National Security Management					
ACC: 204C				309 ENT/ITC: International ENT Research					
ACC: 205A						334 MED/ODC: Youth Leadership Development			
ACC: 206A		285 IM/ITC: Multinational Firm Challenges						391 ENT: Creation	→
ACC: 206B				305 AAM: Saving a good paper					
ACC: 207A		275 BPS/MEN: BPS Managing your Dissertation							
ACC: 207B				336 MOC & Co-Sponsors: Facilitation and Strategy					
ACC: 207C						347 BPS/OMT/OCIS: CoPs and Evolutionary Econ			
ACC: 207D				307 BPS & Co-Sponsors: Fostering Publication					
ACC: 208B		272 AAA: 2008 LAC							→
ACC: 209A				345 TIM/BPS: Innovation in Standards					
ACC: 209B				306 BPS: BPS New Faculty Consortium					
ACC: 210A		300 PTC & Co-Sponsors: Leadership Development							
ACC: 210B				344 PTC & Co-Sponsors: Questioning for Relevance					
ACC: 210C				308 ENT: New Entrepreneurship Insights			380 ENT: PSED II Users Group Workshop		→
ACC: 210D						360 MED: Teaching Questions			
ACC: 211A		297 OMT/MOC: New Questions							
ACC: 211B		276 BPS & Co-Sponsors: Same Question/Different Answer				361 MED & Co-Sponsors: So You Are Going to Teach?!			
ACC: 212A				346 TIM/BPS: Technoentrepreneurship					
ACC: 212B				331 IM/TTC: Interactive Teaching Methods				392	→
ACC: 213A								388 MED/MC: Supporting the	→
ACC: 213B						370 OMT/BPS: Management Research in China			
ACC: 213C						369 OM/TIM: Future Research in QM			
ACC: 303A						366 OCIS: Culture and Information			
ACC: 303B							373 PTC & Co-Sponsors: Managing Talent Globally		→
ACC: 303C		292 OCIS: International Author Workshop					371 OMT/MH: Organizational History		
ACC: 303D	←	MED & Co-Sponsors: Value in Management		330 IMA/AM: IM Editors: Questions We Ask					
ACC: 304A		284 IM: Paper Development Workshop						393 ENT/PNP: Framing	→
ACC: 304C		288 MOC/OB: Using Self-Leadership				358 ITC/CAR/GDO: Non-US Scholars' Questions			
ACC: 304D				341 OMT: OMT Dissertation Workshop					
ACC: Exhibit Hall C				321 AAA: Exhibits					→
ACC: Exhibit Hall C - Break Area						376 AAA: Conference Break			
ACC: Exhibit Hall C - Mem.				322 AAA: Membership					→
ACC: Exhibit Hall C - Reg.		273 AAA: Registration							→
MAR: Desert Springs		287 MH: Getting Published				362 MH: Professional Development			
MAR: Grand Ballroom - Salon D		299 ONE/SIM: Reporting on Climate Change				363 MSR/HR: Questions We Ask			
MAR: Grand Ballroom - Salon G			312 MC: Publishable Research in PS			367 ODC/ITC: Consulting Across Cultures			
MAR: Grand Ballroom - Salon H						359 MC/OM: Rapid Business Review			
MAR: Grand Ballroom - Salon K				338 MSR: Self As Instrument					
MAR: Grand Ballroom B&C		315 ODC/MC/MED: More High Impact Exercises						389 PNP: PNP Jr. Faculty	
MAR: La Jolla		316 ODC & Co-Sponsors: Finding the Right Questions				381 MC: MC Doctoral Workshop			
MAR: Los Angeles						368 ODC/MC/HCM: Managing Without Authority			
MAR: Newport & Rancho Las Palmas				340 ODC & Co-Sponsors: Leading Innovative Change					
MAR: Orange County 1				343 PNP: PNP Doctoral Workshop					
MAR: Orange County 2		295 ODC & Co-Sponsors: How do AI Questions Transform?							
MAR: Orange County 3		294 ODC/OM/PTC: Collaborative Research							
MAR: Orange County 4				333 MC/GDO/ODC: High Impact Consulting					

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

<b>Sunday Morning, August 10, 2008 (cont.)</b>										
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
MAR: Platinum 1						<b>364</b>	OB & Co-Sponsors: What Questions Should We Ask? →			
MAR: Platinum 1 0		<b>289</b>	MSR: Decision Making							
MAR: Platinum 2								<b>386</b>	AAA: AMJ Editorial Board →	
MAR: Platinum 3			<b>318</b> SIM/CAR: PhDs and Poverty Research							
MAR: Platinum 4						<b>351</b>	AAW: AMLE Writers' Workshop			
MAR: Platinum 7		<b>296</b>	OM: OM Doctoral Consortium							
MAR: Platinum 8		<b>303</b>	SIM/ONE: Manuscript Developm. Workshop			<b>374</b>	SIM/ONE: Ask the Experts		<b>390</b>	SIM/ONE: SIM & ONE →
MAR: Platinum 9		<b>293</b>	ODC/OM: Building ODC as a Discipline				<b>384</b>	ONE & Co-Sponsors: Databases for CSR →		
MAR: Suite 3 0 4		<b>271</b>	AAA: 2 0 0 8 Program Chairs' Meeting							
MAR: Suite 3 1 2								<b>375</b>	AAA: 2 0 0 9 Program Chairs' Meeting	
MAR: Suite 3 1 5			<b>319</b>			AAA: Current/Incoming Committees		<b>377</b>	AAA: Div/IG Incoming Chairs	
HIL: California Pavilion A						<b>372</b>	OMT/OB/HR/MC: Macro Editors' Panel			
HIL: California Pavilion B			<b>314</b>			OB/HR/OMT: Academy Journals Editor		<b>357</b>	HR/OB/OMT: OB/HR Micro Journals	
HIL: California Pavilion D			<b>332</b> ITC/MED/PTC: Large Global Collaborations							
HIL: Capistrano A		<b>280</b>	GDO & Co-Sponsors: Teaching Diversity Courses							
HIL: Coronado				<b>326</b>	CMS: Dark Side Case Competition			<b>337</b>	CMS: Phil. Found. of Org →	
HIL: El Capitan A			<b>325</b> CM & Co-Sponsors: Dark Side of Employee Behavior							
HIL: El Capitan B		<b>301</b>	RM & Co-Sponsors: Writing Qualitative Methods							
HIL: Huntington A						<b>353</b>	CM & Co-Sponsors: The Craft of Writing a Book			
HIL: Huntington B			<b>329</b> HCM & Co-Sponsors: Federal Funding							
HIL: Huntington C		<b>279</b>	GDO/ITC/MEN: Diversity Research Incubators			<b>355</b>	GDO/ODC/MC: BEI in Diversity Audits			
HIL: Laguna A		<b>302</b>	RM & Co-Sponsors: Qualitative Comparative Anlys							
HIL: Laguna B		<b>290</b>	OB/ODC/HR: Publishing in a Top Journal				<b>383</b>	OB/IM/CM: Meso-Modeling Research →		
HIL: Malibu		<b>278</b>	CMS: Critique out of its Walls							
HIL: Manhattan			<b>328</b> GDO/CAR/CMS: Support of Shared Sisterhood							
HIL: Mezzanine 1						<b>350</b>	AAC: Eastern AOM Meeting			
HIL: Mezzanine 2							<b>378</b>	AAC: Midwest AOM Meeting		
HIL: Mezzanine 3							<b>379</b>	AAC: Southwest AOM Meeting		
HIL: Oceanside		<b>281</b>	HCM: Translating Best Knowledge							
HIL: Pacific Pavilion A			<b>304</b> AAA: AOM Affiliates & Associates							
HIL: Pacific Pavilion B			<b>324</b> CM & Co-Sponsors: Negotiating a job							
HIL: Pacific Pavilion C		<b>291</b>	OB & Co-Sponsors: Confronting Risk							
HIL: Pacific Pavilion D			<b>317</b>			RM/BPS/HCM: Ask the Experts: Quantitative		<b>365</b>	RM/CMS: Ask The Experts: Qual. Res →	
HIL: Palisades			<b>320</b> AAA: Placement Services →							
HIL: Palos Verdes A			<b>310</b>			HR: HR Teaching Workshop		<b>365</b>	OB & Co-Sponsors: Craft of Reviewing	
HIL: Palos Verdes B		<b>283</b>	HR/IM/ITC: International HRM in India							
HIL: Redondo		<b>286</b>	MEN/GDO/MED: Undergrad Mentoring			<b>352</b>	CAR: Integrating Passion and Work			
HIL: San Clemente		<b>282</b>	HCM & Co-Sponsors: User-Inspired Research				<b>356</b>	HCM: Networking in HCMD		
HIL: Santa Barbara		<b>277</b>	CAR: Questions and Assumptions			<b>354</b>	GDO/CAR/MEN: Parenting and Academic Life			
HIL: Santa Monica			<b>323</b> CAR/GDO: Balancing Work and Life							
HIL: Sunset			<b>339</b> OB/RM/MOC: Human Physiology, Management							
HIL: Ventura			<b>348</b> CMS: Postcolonialism/Political Econ							

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

<b>Sunday Afternoon, August 10, 2008</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
ACC: 201B	← MED/TTC/OMT: Synergy and Real-time cases										
ACC: 201C	← OMT/RM: Institutions across Spheres							4 48 OMT: OMT Executive Committee			
ACC: 201D	3 97 AAC: ITC Meeting			4 1 7 ITC: ITC Reception							
ACC: 202A	4 05 IM: IMD Committee Chair Meeting						4 40 IM: IM Executive Committee				
ACC: 202B	4 43 MOC: MOC Executive Committee										
ACC: 203A	4 26 AAC: TTC Meeting										
ACC: 203B	4 1 1 ICW: G&OM ERB Meeting										
ACC: 204A	4 2 1 ICW: Organization Editorial meeting										
ACC: 204C	4 00 ICW: MFCA Business Meeting						4 3 7 ENT: ENT Executive Committee				
ACC: 205A	4 4 1 MED: MED Executive Committee										
ACC: 205B	4 2 2 ICW: Organization Science-SE										
ACC: 206A	← ENT: Creation Opportunities										
ACC: 206B	4 5 3 AAC: AAM Committee										
ACC: 207A	3 98 BPS & Co-Sponsors: Studying Strategy-as-Practice							4 3 3 BPS: BPS Executive Committee			
ACC: 208B	← AAA: 2008 LAC										
ACC: 209B	4 1 2 ICW: Management Learning IEB meetin										
ACC: 210C	← ENT: PSED II Users										
ACC: 212A	4 5 2 TIM: TIM Executive Committee										
ACC: 212B	← ENT/MED/PTC: Business Plan										
ACC: 213A	← MED/MC: Supporting the Decision Taker										
ACC: 303A	4 1 3 ICW: JMSR Editorial										
ACC: 303B	← PTC & Co-Sponsors: Managing Talent Globally										
ACC: 304A	← ENT/PNP: Framing Social Entrep										
ACC: 304B	4 4 7 OM: OM Executive Committee										
ACC: Exhibit Hall C	← AAA: Exhibits										
ACC: Exhibit Hall C - Break Area	4 2 4 AAA: Conference Break										
ACC: Exhibit Hall C - Mem.	← AAA: Membership										
ACC: Exhibit Hall C - Reg.	← AAA: Registration										
MAR: Elite 3	4 0 1 AAA: AMP Editorial Board Meeting										
MAR: Grand Ballroom - Salon B	3 9 9 ICW: JAME Board Meeting & Luncheon										
MAR: Grand Ballroom - Salon G	4 4 2 MH: MH Executive Committee										
MAR: Grand Ballroom - Salon H	4 2 3 MC: MC Executive Committee										
MAR: Grand Ballroom - Salon K	4 4 4 MSR: MSR Executive Committee										
MAR: Grand Ballroom B&C	4 2 8 ICW: Leadership				4 5 4 ICW: NLS Business						
MAR: Marquis Northeast	4 0 6 AAA: AOM Fellows				4 2 5 AAA: New Member Orientation						
MAR: Marquis Northwest	4 2 0 ICW: ASQ Board Meeting/Reception										
MAR: Orange County 1	4 5 0 PNP: PNP Executive Committee										
MAR: Orange County 2	4 4 6 ODC: ODC Executive Committee										
MAR: Orange County 4	4 4 9 ONE: ONE Executive Committee										
MAR: Platinum 1	← OB & Co-Sponsors: What Questions Should We Ask?							4 3 0 AAA: AMLE Board Meeting			
MAR: Platinum 10	4 0 9 ICW: M&OH Editorial										
MAR: Platinum 2	← AAA: AMJ Editorial Board										
MAR: Platinum 3	4 0 2 AAA: AMR Outgoing		4 1 4 AAA: AMR Incoming EB Meeting								
MAR: Platinum 7	← OM: Doctoral Consortium										
MAR: Platinum 8	← SIM/ONE: Research Roundtables						4 2 9 SIM: SIM Executive Committee				
MAR: Platinum 9	← ONE & Co-Sponsors: Databases for CSR Research										
MAR: Suite 304	3 9 4 AAA: 2009 PDW Chairs Meeting			4 1 5 AAA: PD Training for PDW Chairs							
MAR: Suite 312	3 9 5 AAA: PD Training for Prog Chairs			4 1 6 AAA: Review System Training							
MAR: Suite 315	3 9 6 AAA: Division										
HIL: California Pavilion B	4 5 5 ICW: Journal of Mgmt Board Meeting										
HIL: Coronado	← CMS: Phil. Found. of Org							4 3 6 CMS: CMS Executive Committee			
HIL: El Capitan A	4 1 8 OB: OB Making Meeting						4 4 5 OB: OB Executive Committee				
HIL: El Capitan B	4 0 7 AAA: AOM Leadership Forum										
HIL: Huntington A	4 3 5 CM: CM Executive Committee										

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



<b>Sunday Afternoon, August 10, 2008 (cont.)</b>										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
HIL: Huntington B	<b>410</b> ICW: OMJ Editorial Meeting									
HIL: Laguna A	<b>439</b> HR: HR Executive Committee									
HIL: Laguna B	← OB/IM/CM: Meso-Modeling Research									
HIL: Manhattan	<b>427</b> GDO: GDO Executive Committee									
HIL: Mezzanine 1	<b>403</b> AAC: EAMI Advisory Board Meeting									
HIL: Mezzanine 2	<b>432</b> AAC: SMA Board Meeting									
HIL: Mezzanine 3	<b>404</b> ICW: JMI Editorial Board Meeting <b>419</b> AAC: Western AOM Meeting									
HIL: Oceanside	<b>451</b> RM: RMD Executive Committee									
HIL: Pacific Pavilion B	<b>456</b> ICW: Organization →									
HIL: Pacific Pavilion D	← RM/CMS: Ask The Experts: Qual. Res									
HIL: Palisades	← AAA: Placement Services									
HIL: Redondo	<b>408</b> AAC: Mentoring Committee Meeting									
HIL: San Clemente	<b>438</b> HCM: HCM Executive Committee									
HIL: Santa Monica	<b>434</b> CAR: CAR Executive Committee									

Courtesy of Chris Poulson, University of Tasmania, Australia

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

<b>Sunday Evening, August 10, 2008</b>							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30
ACC: 206B	458 AAM: AAM Reception						
ACC: 208B	← AAA: 2008 LAC						
ACC: 303C	463 OCIS: OCIS Executive Committee						
MAR: Grand Ballroom - Salon E						473 GDO: LGBT and Friends →	
MAR: Marquis Northeast	466 ICW: Human Relations Reception						
MAR: Marquis Northwest						474 ICW: NUS Party →	
MAR: Orange County 1	467 ICW: Management Reception						
MAR: Platinum 1	457 AAA: AMLE Reception						
MAR: Platinum 2						475 ICW: HKUST Reception, →	
MAR: Platinum 3	459 ICW: WBS reception						
MAR: Platinum 7	468 ICW: Leadership Reception						
MAR: Platinum 8	460 ICW: Business & Society						
MAR: Platinum 9	461 ICW: NLS Award		469 ICW: IABS Executive Board Meeting				
HIL: California Pavilion B	← ICW: Journal of Mgmt		464 CMS: CMS Social Evening				
HIL: El Capitan B	470 ICW: IFERA Meet & Greet Cocktail						
HIL: Lanai Deck						472 AAA: President's Reception →	
HIL: Malibu	462 ICW: CityU HK Reception						
HIL: Pacific Pavilion						471 AAA: All Academy Reception	
HIL: Pacific Pavilion B	← ICW: Organization Science-ERB						
OS: BY INVITATION ONLY	465 GDO: GDO Executive Committee Dinner						

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

<b>Monday Morning, August 11, 2008</b>										
	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
ACC: 201A					<b>587</b> BPS: Structure and Configuration				<b>617</b> BPS: Strategic Factor Markets	
ACC: 201B				<b>490</b> BPS/OMT/ENT: Upper Echelons Research					<b>618</b> BPS: Managing Change from the	
ACC: 201C					<b>588</b> BPS: Acquisition Performance				<b>619</b> BPS: Decision to Diversify	
ACC: 201D					<b>589</b> BPS: Influences of TMT				<b>620</b> BPS: Ownership and Governance	
ACC: 202A				<b>482</b> BPS/TIM/ENT: Knowledge Integration Process					<b>624</b> BPS/TIM/ENT: Entry Responses	
ACC: 202B					<b>590</b> BPS: Influences on Innovation				<b>623</b> BPS/IM/TIM: Cross-Border	
ACC: 203A					<b>591</b> BPS: Learning through Alliances				<b>621</b> BPS: Incentives in Alliances	
ACC: 203B					<b>592</b> BPS: Opportunism and				<b>622</b> BPS: The Practice of Strategy	
ACC: 204A					<b>539</b> MC/ODC/SIM: Consultant's Responsibility				<b>683</b> OB/OMT/HR: Social Exchange	
ACC: 204B				<b>489</b> AAS: Issues in Management Education					<b>614</b> AAS: Questioning Tenure	
ACC: 204C					<b>509</b> ENT/OMT/MOC: Culture and Entrepreneurship				<b>661</b> IM/OB/HR: Neither/Nor or Both/	
ACC: 205A					<b>504</b> ENT: Entrepreneurial Exits				<b>640</b> ENT: Traits, States and Tensions	
ACC: 205B					<b>505</b> ENT: Entrepreneurial Orientation				<b>641</b> ENT: Uncertainty &	
ACC: 206A					<b>506</b> ENT: International Entrepreneurship 1				<b>642</b> ENT: International Ent 2	
ACC: 206B					<b>507</b> ENT: Corporate Venturing Outcomes				<b>643</b> ENT: Influences on VC's	
ACC: 207A		<b>485</b> OCIS: Welcome		<b>588</b> OCIS: Technology Adoption II					<b>685</b> OCIS: Technology Adoption	
ACC: 207B				<b>589</b> OCIS/TIM/OM: Offshore Service Delivery					<b>686</b> OCIS: Work Practices in IT	
ACC: 207C				<b>562</b> OM: OM		<b>610</b> OM: Project/Program			<b>703</b> OM: PM Perspectives	
ACC: 207D					<b>568</b> OMT/BPS/ODC: Resource Partitioning				<b>708</b> OMT: Innovation and Imitation	
ACC: 208B		<b>482</b> AAA: 2008 LAC								
ACC: 209A					<b>601</b> OM: Dynamics in Contracting				<b>704</b> OM: Service Quality	
ACC: 209B				<b>543</b> MOC: Decision Effectiveness					<b>729</b> TIM/BPS: Knowledge Spillovers	
ACC: 210A				<b>544</b> MOC/ENT: Is Homo Economicus a Myth?					<b>680</b> MOC: MOC Welcome Session	
ACC: 210B				<b>564</b> OMT: Forms of Institutional Change					<b>709</b> OMT: Cultural Identities	
ACC: 210C				<b>565</b> OMT: Explaining Firm Failure					<b>710</b> OMT: Organizational Forms	
ACC: 210D				<b>566</b> OMT: OMT Distinguished Scholar					<b>711</b> OMT: The Questions OMT Asks	
ACC: 211A				<b>540</b> MED: Transforming Teaching & Learning					<b>676</b> MED: MED Keynote Address	
ACC: 211B					<b>589</b> MED: Research Issues				<b>677</b> MED: Teams & Collaborative	
ACC: 212A				<b>521</b> IM: Impact of National Culture I					<b>655</b> IM: Impact of National Culture II	
ACC: 212B				<b>522</b> IM: International Joint Ventures I					<b>656</b> IM: Coordination within MNCs	
ACC: 213A	<b>479</b> IM: IMD Welcome			<b>523</b> IM: Foreign Entry Location Choice					<b>657</b> IM: MNC Strategy & Performance	
ACC: 213B				<b>524</b> IM: MNC Location Choice					<b>658</b> IM: International Entrepreneurship	
ACC: 213C				<b>525</b> IM: Expatriate Assignment I					<b>659</b> IM: Expatriate Assignment II	
ACC: 303A				<b>570</b> OMT/TIM: Innovating across Boundaries					<b>712</b> OMT: Multi-Network Interaction	
ACC: 303B				<b>569</b> OMT/OB: Sideways Organizing					<b>713</b> OMT: Network Knowledge	
ACC: 303C				<b>567</b> OMT: Goal Conflict and Attention					<b>714</b> OMT: Ambidextrous Organizations	
ACC: 303D	<b>481</b> TIM: Breakfast			<b>578</b> TIM: New Product Development					<b>725</b> TIM: Adaptation and Industry	
ACC: 304B				<b>579</b> TIM: Adaptation & Change					<b>726</b> TIM: Adaptation and Change	
ACC: 304C				<b>580</b> TIM: Adaptation & Change					<b>727</b> TIM: New Product Dev.	
ACC: 304D				<b>581</b> TIM: Adaptation Learning					<b>728</b> TIM: Strategy, Tech, & Innovation	
ACC: Exhibit Hall C					<b>583</b> AAA: Exhibits					
ACC: Exhibit Hall C - BPS 1					<b>583</b> BPS: What Drives Performance?					
ACC: Exhibit Hall C - BPS 2					<b>584</b> BPS: Measuring Capabilities					
ACC: Exhibit Hall C - BPS 3					<b>585</b> BPS: Dynamic Capabilities					
ACC: Exhibit Hall C - Break Area							<b>611</b> AAA: Conference Break			
ACC: Exhibit Hall C - CAR								<b>627</b> CAR: Careers at Work		
ACC: Exhibit Hall C - CM 1									<b>634</b> CM: Speaking Up	
ACC: Exhibit Hall C - CM 2									<b>635</b> CM: New Directions in Con. Mgt.	
ACC: Exhibit Hall C - CMS									<b>638</b> CMS: Critical Ways of Seeing	
ACC: Exhibit Hall C - ENT 1					<b>586</b> ENT: Gender, Ethnicity & ENT				<b>644</b> ENT: Networks and Networking	
ACC: Exhibit Hall C - HCM					<b>597</b> HCM: Workforce, Tech, & HC					
ACC: Exhibit Hall C - IM 1					<b>588</b> IM: Emerging, Trans. & Dev. Eco.				<b>660</b> IM: IB Theory, FDI, & Entry Mode	
ACC: Exhibit Hall C - MC									<b>675</b> MC: MC Visual Paper Session	
ACC: Exhibit Hall C - MED					<b>600</b> MED: MED Visual Paper I				<b>678</b> MED: MED Visual Paper II	

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

<b>Monday Morning, August 11, 2008 (cont.)</b>											
7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30		
ACC: Exhibit Hall C - Mem.				<b>584</b> AAA: Membership							→
ACC: Exhibit Hall C - MOC 1							<b>681</b> MOC: Improving Team				
ACC: Exhibit Hall C - ODC 1							<b>689</b> ODC: Organization Change				
ACC: Exhibit Hall C - ODC 2							<b>700</b> ODC: Strategizing and capabilities				
ACC: Exhibit Hall C - ODC 3							<b>701</b> ODC: Organization Learning				
ACC: Exhibit Hall C - OM 1				<b>602</b> OM: Acquisition Policies			<b>705</b> OM: Performance Strategies				
ACC: Exhibit Hall C - OM 2				<b>603</b> OM: Developments in Service			<b>706</b> OM: Value Coordination				
ACC: Exhibit Hall C - OMT 1				<b>604</b> OMT: Innovation and Creativity							
ACC: Exhibit Hall C - OMT 2				<b>605</b> OMT: Learning and Knowledge							
ACC: Exhibit Hall C - PNP 1				<b>607</b> PNP: OB & HR Issues							
ACC: Exhibit Hall C - Reg.				<b>483</b> AAA: Registration							→
ACC: Exhibit Hall C - TIM 1				<b>609</b> TIM: Strategy & Management							
MAR: Desert Springs		<b>480</b> MSR: MSR Meditation									
MAR: Elite 1				<b>541</b> MH: Institutional Roots			<b>679</b> MH: Pension Fund Managers at				
MAR: Elite 2				<b>542</b> MOC: Team Performance Antecedents			<b>697</b> ODC: Inquiry Deficiency				
MAR: Elite 3				<b>560</b> ODC: Leadership			<b>688</b> ODC: Organizational Identity				
MAR: Grand Ballroom - Salon A				<b>547</b> OB: Emotion Regulation			<b>683</b> OB: Emotions in Organizations				
MAR: Grand Ballroom - Salon B				<b>548</b> OB: Creativity and Leadership			<b>684</b> OB: Creativity in Groups				
MAR: Grand Ballroom - Salon C				<b>549</b> OB: Psychological Contract Outcome			<b>685</b> OB: New Perspectives on PCs				
MAR: Grand Ballroom - Salon D				<b>550</b> OB: Escalation of Commitment			<b>686</b> OB: Feedback Seeking				
MAR: Grand Ballroom - Salon E				<b>487</b> AAS: A humanistic alternative			<b>613</b> AAS: Inner and Outer				
MAR: Grand Ballroom - Salon F				<b>545</b> MOC/OB/ODC: Lens of Positive Identity			<b>716</b> OMT/MOC/TIM: Market Devices				
MAR: Grand Ballroom - Salon G				<b>585</b> BPS: Political Strategies			<b>615</b> BPS: Political Strategies in China				
MAR: Grand Ballroom - Salon H				<b>586</b> BPS: Boards and Org. Outcomes			<b>616</b> BPS: Board Processes				
MAR: Grand Ballroom - Salon J				<b>508</b> ENT/MH: Historical Foundations of ENT			<b>639</b> ENT: Human Factors				
MAR: Grand Ballroom - Salon K				<b>557</b> OCIS: Mobile Work and Commerce			<b>684</b> OCIS: Trust and Reputation Online				
MAR: Marquis Northwest		<b>477</b> ICW: Christian Management Scholars									
MAR: Newport & Rancho Las Palmas		<b>484</b> ICW: Breakfast Reception									
MAR: Orange County 1				<b>574</b> SIM: SIM <b>608</b> SIM: The Questions SIM Asks			<b>721</b> SIM: The Questions SIM Asks II				
MAR: Orange County 2				<b>575</b> SIM: Individual Ethics			<b>722</b> SIM: Globalization and SIM				
MAR: Orange County 3				<b>576</b> SIM/MED/PNP: The Real Orange County			<b>723</b> SIM/GDO: Immigration				
MAR: Orange County 4				<b>571</b> PNP: Networks and linkages			<b>718</b> PNP: Questions we ask in PNP				
MAR: Platinum 1				<b>572</b> PNP: Motivation in PNP			<b>719</b> PNP: Financial impact on PNP				
MAR: Platinum 1 0				<b>546</b> MSR: Spirituality and Business			<b>682</b> MSR/SIM: Pragmatizing Wisdom				
MAR: Platinum 2		<b>486</b> ODC:		<b>581</b> ODC: Theme Session Speaker			<b>702</b> ODC/MC/OMT: Emerging				
MAR: Platinum 3				<b>538</b> MC: Consultants as Professionals			<b>674</b> MC: Research Methods and				
MAR: Platinum 4				<b>606</b> ONE: B-Schools & Sustainability			<b>717</b> ONE: Eco-Innovation				
MAR: Platinum 7				<b>513</b> HCM: Org. Responses to Env. Forces			<b>648</b> HCM: Culture and Organizational				
MAR: Platinum 8		<b>478</b> ICW: Editorial Meeting for JABS									
MAR: Platinum 9				<b>501</b> CMS: Power and Control			<b>612</b> AAA: Meeting the AOM's Editors				
MAR: Suite 3 0 4				<b>520</b> IM: Institution & MNC strategy I			<b>654</b> IM: Institution & MNC strategy II				
MAR: Suite 3 1 2				<b>563</b> OMT: Control in Organizations			<b>707</b> OMT: Collaboration Failures				
MAR: Suite 3 1 5				<b>577</b> TIM: Adaptation & Change Org Learni			<b>724</b> TIM: Marketing & Economics				
HIL: Balboa B				<b>485</b> CAU: Computer Modeling in Org. Res.			<b>628</b> CAU: Is Coaching Matter?				
HIL: Balboa C				<b>486</b> CAU: Org. Errors & Reliability			<b>629</b> CAU: Evidence-Based				
HIL: California Pavilion A				<b>488</b> AAS: Honoring Alfred D. Chandler			<b>715</b> OMT/BPS/OB: Micro-processes			→	
HIL: California Pavilion B				<b>491</b> BPS/OMT/TIM: Advocates for deductive theory							
HIL: Capistrano A				<b>493</b> CAR: Working together			<b>625</b> CAR: Managing Mentoring				
HIL: Capistrano B				<b>551</b> OB: Work-Life Balance Issues			<b>687</b> OB: Creating OCB				
HIL: Coronado				<b>515</b> HR: Fairness of HR Practices			<b>650</b> HR: Digging Deeper into SH				
HIL: El Capitan A				<b>552</b> OB: Satisfaction in Many Forms			<b>688</b> OB: The State of Teamwork				
HIL: El Capitan B				<b>553</b> OB: Focus on Followers			<b>689</b> OB: Transformational Leadership				
HIL: Huntington A				<b>516</b> HR: HRM and Firm Performance			<b>651</b> HR: Building Strategic Capabilitie				
HIL: Huntington B				<b>517</b> HR: Welcome and Awards Breakfast			<b>652</b> HR: Finding HR Answers Firms				
HIL: Huntington C				<b>518</b> HR: Advances in Selection Research			<b>653</b> HR: Using the Internet in Staffing				

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





<b>Monday Afternoon, August 11, 2008</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
ACC: 201A		<b>736</b> BPS: Real Options and Comp. Adv.				<b>854</b> BPS: Strategic Resource Value			<b>968</b> BPS: Pathways to		
ACC: 201B		<b>744</b> BPS/OMT: Learning and Heterogeneity				<b>855</b> BPS: New Venture			<b>969</b> BPS: New Venture		
ACC: 201C		<b>737</b> BPS: Exploration and Exploitation				<b>856</b> BPS: Scope and Performance			<b>975</b> BPS/TIM: Knowledge &		
ACC: 201D		<b>742</b> BPS/ENT/IM: Corp. Governance & Strat.				<b>857</b> BPS: Effects of Equity Holdings			<b>970</b> BPS: Executive		
ACC: 202A		<b>743</b> BPS/IM/OMT: Exploring Business Groups				<b>858</b> BPS: Managerial			<b>971</b> BPS: Evolution of Rivalry		
ACC: 202B		<b>738</b> BPS: Innovation and Org. Design				<b>859</b> BPS: Innovation in Biotech			<b>972</b> BPS: Restructuring and		
ACC: 203A		<b>739</b> BPS: Knowledge in Alliances				<b>860</b> BPS: Firm Boundaries in IT			<b>973</b> BPS: Alliance Termination		
ACC: 203B		<b>843</b> TIM/BPS/OMT: Organizing for User Innovation				<b>861</b> BPS: Capability Development			<b>974</b> BPS: Resurrecting		
ACC: 204A		<b>814</b> OB/MOC/CAR: Reinforcing Work Orientation				<b>928</b> OB/HR/SIM: Workplace			<b>987</b> ENT: Entrepreneurship:		
ACC: 204B		<b>733</b> AAS: Questions that bring trouble				<b>851</b> AAS: Organizational Decision					
ACC: 204C		<b>830</b> OMT/TIM/ENT: Field-Configuring Events				<b>863</b> BPS/OMT/TIM: Uncertainty and			<b>1023</b> MOC/HR: Time in		
ACC: 205A		<b>757</b> ENT: Acquiring/exploiting knowledge				<b>875</b> ENT: Governance Issues in Ent					
ACC: 205B		<b>758</b> ENT: Industry Emergence				<b>876</b> ENT: Infl of Origins on New			<b>988</b> ENT: Spinoffs		
ACC: 206A		<b>759</b> ENT: International Ent 3				<b>877</b> ENT: Perspectives on			<b>989</b> ENT: Entrepreneurial		
ACC: 206B		<b>760</b> ENT: Competencies & resources				<b>878</b> ENT: Team impacts on			<b>1049</b> ONE/ENT: Sustainability		
ACC: 207A		<b>815</b> OCIS: Conflict in IT Work				<b>932</b> OCIS: Impression Management			<b>1036</b> OCIS: OCIS Keynote		
ACC: 207B		<b>816</b> OCIS: Knowledge Management				<b>933</b> OCIS: Virtual Teams					
ACC: 207C		<b>845</b> OM: New Product Development				<b>937</b> OM: Supply Chain Excellence			<b>1039</b> OM: OM Business		
ACC: 207D		<b>829</b> OMT/OB/BPS: Social Network Formation				<b>947</b> OMT/MOC: ABV and Questions			<b>1041</b> OMT: Manaqing		
ACC: 208B		← AAA: 2008 LAC									→
ACC: 209A		<b>820</b> OM: Performance & Measurement				<b>938</b> OM: Total Quality Management			<b>1063</b> TIM/OB/OMT: Creativity		
ACC: 209B		<b>798</b> MOC: The Impact of Emotions				<b>915</b> MOC: Identities and Identity			<b>1021</b> MOC: Leader &		
ACC: 210A		<b>799</b> MOC: Five Insights on Leadership				<b>918</b> MOC/TIM/BPS: Perspectives on			<b>1022</b> MOC: Curiosity and		
ACC: 210B		<b>822</b> OMT: Diffusion and Identities				<b>940</b> OMT: Contesting Instit. Logics			<b>1042</b> OMT: Governance		
ACC: 210C		<b>823</b> OMT: Organizational Field Formation				<b>941</b> OMT: Ecological Assumptions			<b>1043</b> OMT: Community		
ACC: 210D		<b>824</b> OMT: Mobilizing Culture				<b>946</b> OMT/ENT/BPS:			<b>1047</b> OMT/MED/BPS:		
ACC: 211A		<b>846</b> MED: Management				<b>912</b> MED/SIM/ONE: Improving			<b>1018</b> MED/SIM:		
ACC: 211B		<b>794</b> MED: Developing Entrepreneurs				<b>911</b> MED: Diversity Issues			<b>1017</b> MED: Cross-cultural		
ACC: 212A		<b>775</b> IM: Foreign Direct Investment I				<b>892</b> IM: Foreign Direct Investment II			<b>999</b> IM: Measure Validation in		
ACC: 212B		<b>776</b> IM: International JV II				<b>894</b> IM/HR: The New Global			<b>1000</b> IM: Foreign Entry		
ACC: 213A		<b>777</b> IM: MNC Strategy & Performance II				<b>897</b> IM/ODC/MH: From Heresy to			<b>1001</b> IM: IMD BAH Eminent		
ACC: 213B		<b>778</b> IM: International Growth				<b>898</b> IM/TIM/OMT: Indian software			<b>1002</b> IM: Cognition and MNC		
ACC: 213C		<b>779</b> IM: Resources/Capabilities of MNCs				<b>895</b> IM/MED: Bringing the World In			<b>1003</b> IM: Staffing in MNCs		
ACC: 303A		<b>825</b> OMT: Network Expansion				<b>942</b> OMT: Learning in Networks			<b>1044</b> OMT: Alliance Dynamics		
ACC: 303B		<b>826</b> OMT: Interorganizational Transfer				<b>943</b> OMT: Intrafirm Knowledge			<b>1045</b> OMT: Consequences of		
ACC: 303C		<b>827</b> OMT: Aspiration Levels				<b>944</b> OMT: Organizational Fit			<b>1046</b> OMT: Fit in Dynamic		
ACC: 303D		<b>838</b> TIM: New Product Development				<b>959</b> TIM: Diffusion and Adoption			<b>1059</b> TIM: Org. & Strat. Issues		
ACC: 304B		<b>839</b> TIM: Technological HR				<b>960</b> TIM: Theory TIM I			<b>1060</b> TIM: Strategic & theory		
ACC: 304C		<b>840</b> TIM: New Product Development				<b>961</b> TIM: Dissertations			<b>1061</b> TIM: Distinguished		
ACC: 304D		<b>841</b> TIM: Mergers & Acquisitions				<b>962</b> TIM: Strategic TIM session V			<b>1062</b> TIM: Strategic TIM I		
ACC: Exhibit Hall C		← AAA: Exhibits									
ACC: Exhibit Hall C - BPS 1		<b>740</b> BPS: Ent. & Family-Owned Firms				<b>862</b> BPS: Social & Political					
ACC: Exhibit Hall C - BPS 2		<b>741</b> BPS: Diversification and M&As									
ACC: Exhibit Hall C - Break Area						<b>963</b> AAA: Conference Break					
ACC: Exhibit Hall C - ENT 1		<b>761</b> ENT: Who Becomes an Entrepreneur				<b>879</b> ENT: Entrepreneurial Activities					
ACC: Exhibit Hall C - ENT 2						<b>880</b> ENT: Entrepreneurial Theory					
ACC: Exhibit Hall C - GDO						<b>884</b> GDO: Experiences of Diversity					
ACC: Exhibit Hall C - HCM		<b>767</b> HCM: Innovation & Org. Transf.									
ACC: Exhibit Hall C - HR 1		<b>771</b> HR: Compensation and Benefits				<b>888</b> HR: HR Alignment and Strategy					
ACC: Exhibit Hall C - HR 2						<b>889</b> HR: Appraisals and Attitudes					
ACC: Exhibit Hall C - IM 1		<b>780</b> IM: Nat'l Institution & Pol. Eco.				<b>883</b> IM: Innov. & Knowledge Mgmt.					
ACC: Exhibit Hall C - Mem.		← AAA: Membership									
ACC: Exhibit Hall C - MOC 1		<b>800</b> MOC: Leadership in Threat & Crisis				<b>916</b> MOC: Emotions and Org.					
ACC: Exhibit Hall C - MOC 2		<b>801</b> MOC: Knowledge and Creativity				<b>917</b> MOC: Biases and Decision					
ACC: Exhibit Hall C - OMT 1		<b>828</b> OMT: Models of Leadership				<b>945</b> OMT: Competition and Rivalry					

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

## Monday Afternoon, August 11, 2008 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
ACC: Exhibit Hall C - ONE						<b>949</b>	ONE: Organizations & Environment				
ACC: Exhibit Hall C - PNP 1	<b>833</b>	PNP: Government Issues				<b>952</b>	PNP: Nonprofit issues				
ACC: Exhibit Hall C - Reg.	←	AAA: Registration									
ACC: Exhibit Hall C - SIM 1									<b>1055</b>	SIM: Performance	
ACC: Exhibit Hall C - SIM 2									<b>1056</b>	SIM: Social Implications	
ACC: Exhibit Hall C - SIM 3									<b>1057</b>	SIM: Stakeholder	
ACC: Exhibit Hall C - TIM 1	<b>842</b>	TIM: Strategy & Management									
MAR: Elite 1	<b>796</b>	MH/ODC/MC: Legacy of Blake & Mouton Grid				<b>913</b>	MH: William B. Wolf		<b>1019</b>	MH: Origins and	
MAR: Elite 2	<b>797</b>	MOC: Trust and Reputation				<b>914</b>	MOC: Attributions and Biases		<b>1020</b>	MOC: A Potpourri of	
MAR: Elite 3	<b>817</b>	ODC: Performance and Practices				<b>934</b>	ODC: Teams: Virtual to		<b>1037</b>	ODC: Org Learning	
MAR: Grand Ballroom - Salon A	<b>804</b>	OB: When Emotions Hurt				<b>920</b>	OB: Affect and Groups		<b>1025</b>	OB: P-E Fit and Affect	
MAR: Grand Ballroom - Salon B	<b>805</b>	OB: Creating Creativity				<b>921</b>	OB: Stress and Creativity		<b>1016</b>	MC: Key-note Speaker	
MAR: Grand Ballroom - Salon C	<b>806</b>	OB: Psychological Contracts				<b>922</b>	OB: Idiosyncratic Contracts		<b>1026</b>	OB: Breach and Violation	
MAR: Grand Ballroom - Salon D	<b>807</b>	OB: Stress Revisited				<b>923</b>	OB: Burnout		<b>1027</b>	OB: Justice	
MAR: Grand Ballroom - Salon E	<b>732</b>	AAS: Market Emergence/Construction						<b>964</b>	AAS: Managing with Passion		
MAR: Grand Ballroom - Salon F	<b>745</b>	BPS/SIM/OMT: Stakeholder theory of strategy				<b>957</b>	SIM/OMT/ODC: Virtuousness in				
MAR: Grand Ballroom - Salon G	<b>734</b>	BPS: Diversification Context				<b>852</b>	BPS: Social Capital in Alliances		<b>966</b>	BPS: Governance and	
MAR: Grand Ballroom - Salon H	<b>735</b>	BPS: Rise and Fall of CEOs				<b>853</b>	BPS: Executives and Agency		<b>967</b>	BPS: CEO Succession &	
MAR: Grand Ballroom - Salon J	<b>762</b>	ENT/GDO/MED: Advancing Women's				<b>873</b>	ENT: User influence on ent		<b>985</b>	ENT: Entrepreneurial	
MAR: Grand Ballroom - Salon K	<b>756</b>	ENT: Methods for BOP Entrepreneurs				<b>874</b>	ENT: Values &		<b>986</b>	ENT: Strategic Planning &	
MAR: Newport & Rancho Las Palmas	←	RM: SAGE/RMD/ORM Celebration									
MAR: Orange County 1	<b>818</b>	ODC: Regulatory Foci/ Organizations				<b>954</b>	SIM: Corporate Governance		<b>1052</b>	SIM: Precursors of	
MAR: Orange County 2	<b>835</b>	SIM: The Vulnerable Stakeholder				<b>955</b>	SIM: The Employee as		<b>1053</b>	SIM: CSR Across	
MAR: Orange County 3	<b>836</b>	SIM/MED/IM: Alleviating Poverty				<b>956</b>	SIM: The Government as		<b>1054</b>	SIM: Doing the Wrong	
MAR: Orange County 4	<b>831</b>	PNP: Leadership effects				<b>950</b>	PNP: Nonprofit Identity				
MAR: Platinum 1	<b>832</b>	PNP: Strategic management in action				<b>951</b>	PNP: Managing Performance		<b>1050</b>	PNP/MED: Nonprofit	
MAR: Platinum 1 0	<b>803</b>	MSR: Pipeline Workshop				<b>919</b>	MSR: Leadership and Teams		<b>1024</b>	MSR: Questions We Ask	
MAR: Platinum 2	<b>819</b>	ODC: Appreciative Inquiry				<b>935</b>	ODC: Distributed Leadership		<b>1038</b>	ODC: Dynamics of	
MAR: Platinum 3	<b>793</b>	MC: Management consulting metho ...				<b>936</b>	ODC/TIM: Capitalizing on				
MAR: Platinum 4		<b>847</b>	ONE: Linkages for			<b>948</b>	ONE: Environmental		<b>1048</b>	ONE: ONE Distinguished	
MAR: Platinum 5						<b>849</b>	AAS: Opposite Day				
MAR: Platinum 7	<b>766</b>	HCM: Knowledge Sharing, Learning ...							<b>1064</b>	ICW: ESMT	→
MAR: Platinum 8	<b>844</b>	MED: Past Chair's Luncheon							<b>1065</b>	ICW: OBTS/JME	→
MAR: Platinum 9			<b>848</b>	OB: OB Thank-You							
MAR: Suite 3 0 4	<b>774</b>	IM: Institution and Political Risk				<b>891</b>	IM: Institution and Industry Effec		<b>998</b>	IM: Institution & Practices	
MAR: Suite 3 1 2	<b>821</b>	OMT: Incentives and Careers				<b>939</b>	OMT: Human and Social		<b>1040</b>	OMT: Routines and	
MAR: Suite 3 1 5	<b>837</b>	TIM: Policy & Psychology				<b>958</b>	TIM: Strategy & Technology		<b>1058</b>	TIM: Theory TIM II	
HIL: Balboa B	<b>748</b>	CAU: Comparative HRM and Its Future							<b>978</b>	CAU: The Role of	
HIL: Balboa C	<b>749</b>	CAU: Future of Management Education				<b>866</b>	CAU: On Journal Publishing		<b>979</b>	CAU: Mgmt Scholars &	
HIL: California Pavilion A	←	OUTDOOR				<b>850</b>	AAS: Shared Decision-Making	<b>965</b>	AAS: The Questions We Don't Ask		
HIL: California Pavilion B	<b>802</b>	MOC/OB/CAR: Relational Identity at Work				<b>931</b>	OB/OMT/MOC: Employee		<b>984</b>	CMS: Eichman Revisited	
HIL: Capistrano A	<b>746</b>	CAR: Career Issues				<b>864</b>	CAR: Career Assistance and		<b>977</b>	CAR/HR/IM: Immigrant Careers	
HIL: Capistrano B	<b>808</b>	OB: Impact of Leadership				<b>924</b>	OB: Self-efficacy		<b>1028</b>	OB: Change in	
HIL: Coronado	<b>769</b>	HR: Legal Issues for HRM				<b>886</b>	HR: HRM and Turnover		<b>994</b>	HR: Workplace Diversity	
HIL: El Capitan A	<b>813</b>	OB/HR/CM: Novel Questions on LMX				<b>925</b>	OB: Diversity in Groups		<b>1034</b>	OB/HR: Teams in	
HIL: El Capitan B	<b>809</b>	OB: Leader Behaviors				<b>926</b>	OB: Authentic Leadership		<b>1029</b>	OB: LMX and Outcomes	
HIL: Huntington A	<b>773</b>	HR/OB: HRM, Involvement, Performance							<b>985</b>	HR: Ice Cream Social &	
HIL: Huntington B	<b>772</b>	HR/CM/CMS: Up in the Air				<b>890</b>	HR/MED: HR Teaching &		<b>996</b>	HR: Strategic Management	
HIL: Huntington C	<b>770</b>	HR: Performance Appraisal Insights				<b>887</b>	HR: Bundled HR Practices		<b>997</b>	HR: Reputation and	
HIL: Laguna A	<b>810</b>	OB: Trust in Teams				<b>930</b>	OB/OMT: Dyadic Trust Across		<b>1030</b>	OB: Social Exchange	
HIL: Laguna B	<b>811</b>	OB: Abusive Supervision				<b>927</b>	OB: Deviance and Aggression		<b>1031</b>	OB: Dark Shadows	
HIL: Malibu	<b>763</b>	GDO: Invisible Diversity				<b>881</b>	GDO: Spirituality and Religion		<b>990</b>	GDO: GDO Town Hall	
HIL: Manhattan	<b>834</b>	RM/MH: The Resurgence of Experimental				<b>953</b>	RM: Qualitative Research		<b>1051</b>	RM: Moderation and	
HIL: Mezzanine 1	<b>781</b>	IP: Effects of Work Context				<b>889</b>	IP: Ind. Learning & Knowledge		<b>1004</b>	IP: Justice & Its	
HIL: Mezzanine 1 0	<b>782</b>	IP: Identity in Organization				<b>900</b>	IP: Affect, Motivation, &		<b>1005</b>	IP: Weickian Ideas	

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

<b>Monday Afternoon, August 11, 2008 (cont.)</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
HIL: Mezzanine 11		<b>783</b> IP: Justice and Trust				<b>901</b> IP: CSE & Stakeholder Theory			<b>1006</b> IP: Social Responsibility		
HIL: Mezzanine 12		<b>784</b> IP: Entrepreneurial Life Cycles				<b>902</b> IP: Entrepreneurial Practice			<b>1007</b> IP: Firm Founding and		
HIL: Mezzanine 13		<b>754</b> CMS: Culture and Power				<b>871</b> CMS: New Economy					
HIL: Mezzanine 2		<b>785</b> IP: Institutional Theory				<b>903</b> IP: Knowledge Creation			<b>1008</b> IP: Management		
HIL: Mezzanine 3		<b>786</b> IP: Corporate Governance				<b>904</b> IP: Corp. Gov. and Decision			<b>1009</b> IP: Corporate		
HIL: Mezzanine 4		<b>787</b> IP: Change, Innov. & Structure				<b>905</b> IP: Resource & Dynamic			<b>1010</b> IP: Resource and		
HIL: Mezzanine 5		<b>788</b> IP: Paths of Management Developmen				<b>906</b> IP: Joint Venturing			<b>1011</b> IP: New Product		
HIL: Mezzanine 6		<b>789</b> IP: Theory & Qual. in Non-Profits				<b>907</b> IP: Not-for-Profit Organization			<b>1012</b> IP: NPO and Gov.		
HIL: Mezzanine 7		<b>790</b> IP: IT Dev. & Gov. Issues				<b>908</b> IP: Commun., Media & the			<b>1013</b> IP: Org. Impacts of IT		
HIL: Mezzanine 8		<b>791</b> IP: Merit Systems & Emp. Incentive				<b>909</b> IP: Strategic HR & Performance			<b>1014</b> IP: HR and Org. Strategy		
HIL: Mezzanine 9		<b>792</b> IP: Workforce, Climate & Healthcar				<b>910</b> IP: Religion and Spirituality			<b>1015</b> IP: Ecological Practices		
HIL: Oceanside		<b>747</b> CAR: Networks and Careers				<b>865</b> CAR: Work-life Well-being			<b>976</b> CAR/HR: Relational		
HIL: Pacific Pavilion A		<b>812</b> OB/HR: Beyond the Big Five				<b>929</b> OB/MOC: Teams & Disaster			<b>1035</b> OB/HR/IM: Social		
HIL: Pacific Pavilion B		<b>795</b> MED/ODC: Executive Education Trends				<b>886</b> IM/MED/HR: Intercultural			<b>1032</b> OB: Leader Motivations		
HIL: Pacific Pavilion C		← ICW: JOB Luncheon									
HIL: Palisades		← AAA: Placement Services									
HIL: Palos Verdes A		<b>755</b> CMS/OMT/OM: Awkward Questions				<b>872</b> CMS/SIM: The Questions We			<b>980</b> CAU: Reflections on Leadership		
HIL: Palos Verdes B		<b>768</b> HCM/PNP: Understanding Systems Change				<b>885</b> HCM: Healthcare Org.			<b>993</b> HCM: HCM Distinguished		
HIL: Redondo		<b>764</b> GDO: The Work-Family Interface				<b>882</b> GDO: Flexibility of Work			<b>992</b> GDO/HR: Work-family and		
HIL: San Clemente		<b>765</b> GDO/OB/CM: Team Diversity				<b>883</b> GDO: Diversity in Work Teams			<b>991</b> GDO: Relational		
HIL: Santa Barbara		<b>750</b> CAU: The Future of Global Managemen				<b>867</b> CAU: Immigration			<b>981</b> CAU: Leadership		
HIL: Santa Monica		<b>752</b> CM: Trust Repair				<b>869</b> CM: Reputations and Decision			<b>983</b> CM: Demography and		
HIL: Sunset		<b>753</b> CM: Intragroup Conflict				<b>870</b> CM/GDO: Status in			<b>1033</b> OB: Social Networks		
HIL: Ventura		<b>751</b> CAU: Maximizing Impact in India				<b>868</b> CAU: Learning Outcomes			<b>982</b> CAU: Racial		

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



<b>Monday Evening, August 11, 2008</b>										
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30 →
ACC: 204A	<b>1068</b>	ENT: Ent Div Reception								
ACC: 204B	<b>1066</b>	BPS: Irwin Outstanding Educ. Award								
ACC: 205B	<b>1069</b>	ENT: Entrepreneurship Bus Meeting								
ACC: 207A	<b>1075</b>	OCIS: OCIS								
ACC: 207B			<b>1087</b>	OCIS: OCIS Social Hour						
ACC: 207B - OCIS			<b>1088</b>	OCIS: OCIS Visual Papers						
ACC: 207C		<b>1082</b>	OM: OM Division Social							
ACC: 207D			<b>1089</b>	OMT: OMT Social						
ACC: 208B	← AAA: 2008 LAC									
ACC: 210D	<b>1081</b>	OMT: OMT								
ACC: 304B	<b>1080</b>	TIM: Business								
ACC: 304C			<b>1091</b>	TIM: Social Hour						
MAR: Elite 1	<b>1074</b>	MH: MH Division Business Meeting								
MAR: Grand Ballroom - Salon B	<b>1073</b>	MC: MCD Business								
MAR: Marquis Northeast			<b>1093</b>	ICW: BAM reception at AoM						
MAR: Marquis Northwest			<b>1096</b>	SIM: SIM/ONE/PNP Joint Reception						
MAR: Newport & Rancho Las Palmas	<b>1072</b>	ICW: Northeastern-Moscow State								
MAR: Orange County 1	<b>1079</b>	SIM: SIM Division Business Meeti ...								
MAR: Orange County 4	<b>1077</b>	PNP: PNP Business Meeting								
MAR: Platinum 2			<b>1094</b>	ICW: Bus. Jou. of Hispanic Research						
MAR: Platinum 3		<b>1085</b>	MC: MCD Social							
MAR: Platinum 4	<b>1076</b>	ONE: ONE Business								
MAR: Platinum 5						<b>1097</b>	ICW: BYU Ice Cream Social			
MAR: Platinum 7	← ICW: ESMT Reception									
MAR: Platinum 8	← ICW: OBTS/JME Reception									
MAR: Platinum 9			<b>1095</b>	ICW: Industry Studies Reception						
HIL: California Pavilion A	← AAS: The Questions We Don't Ask		<b>1092</b>	GDO: GDO Reception						
HIL: California Pavilion B	<b>1057</b>	CMS: CMS Business								
HIL: California Pavilion D						<b>1098</b>	AAA: President's Dessert Reception			
HIL: Capistrano A	← CAR/HR/IM: Immigrant Careers									
HIL: El Capitan B			<b>1084</b>	ICW: MFCA Reception						
HIL: Laguna A			<b>1083</b>	HCM: Reception						
HIL: Malibu	<b>1070</b>	GDO: GDO Business Meeting								
HIL: Manhattan	<b>1078</b>	RM: RMD Business								
HIL: Oceanside			<b>1090</b>	RM: RMD Social Hour						
HIL: Pacific Pavilion C			<b>1086</b>	OB: OB Awards/Social Hour						
HIL: Palos Verdes A	← CAU: Reflections on Leadership									
HIL: Palos Verdes B	<b>1071</b>	HCM: Business								

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

<b>Tuesday Morning, August 12, 2008</b>											
	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30 →	
ACC: 201A				<b>1107</b>	BPS: RBV Theoretical Advances						
ACC: 201B				<b>1108</b>	BPS: New Venture Adaptation			<b>1226</b>	BPS: Dynamic Capabilities		
ACC: 201C				<b>1109</b>	BPS: Acquisition Experience			<b>1227</b>	BPS: Who's at the Helm?		
ACC: 201D				<b>1110</b>	BPS: Board Composition			<b>1228</b>	BPS: Executive Compensation II		
ACC: 202A				<b>1114</b>	BPS/OMT: Financial Markets			<b>1229</b>	BPS: Durable Advantage?		
ACC: 202B				<b>1115</b>	BPS/TIM/OMT: Strategy and Time's Arrow			<b>1230</b>	BPS: Innovation and Firm Value		
ACC: 203A				<b>1111</b>	BPS: Contract Structure			<b>1231</b>	BPS: Outsourcing		
ACC: 203B				<b>1112</b>	BPS: Managerial Field Studies			<b>1232</b>	BPS: Strategic Risk Taking		
ACC: 204A				<b>1174</b>	OB/HCM: Complexity Leadership			<b>1292</b>	MOC/ODC/SIM: Identity and		
ACC: 204B				<b>1105</b>	AAS: Productivity Dilemma Revisited			<b>1224</b>	AAS: Questions We Ask Disney		
ACC: 204C				<b>1189</b>	OMT/PNP: Communities and Institutions			<b>1319</b>	OMT/BPS/TIM: Benchmarking		
ACC: 205A				<b>1126</b>	ENT: Innovation & value creation			<b>1252</b>	ENT/MOC: Knowledge in		
ACC: 205B				<b>1127</b>	ENT: Corporate Entrepreneurship			<b>1248</b>	ENT: Corporate venture capital		
ACC: 206A				<b>1128</b>	ENT: Networks and venturing			<b>1249</b>	ENT: High growth firms		
ACC: 206B				<b>1129</b>	ENT: Cognitions & Heuristics			<b>1250</b>	ENT: Motives, intentions & affect		
ACC: 207A				<b>1176</b>	OCIS: Technology and Organization			<b>1305</b>	OCIS: Communities of Practice		
ACC: 207B				<b>1177</b>	OCIS: Team Communication			<b>1306</b>	OCIS: Media Choice and Usage		
ACC: 207C					<b>1215</b>	OM: Schools of Project			<b>1309</b>	OM: JOM Best Paper Session	
ACC: 207D				<b>1188</b>	OMT/ODC/MOC: Branding as Symbolic			<b>1311</b>	OMT: Structure and Culture		
ACC: 208B			<b>1101</b>	AAA: 2008 LAC							→
ACC: 209A				<b>1163</b>	MOC/OB/MED: Affect and Creative			<b>1290</b>	MOC/OB/OMT: Affect and Social		
ACC: 209B				<b>1161</b>	MOC: Planning/Allocation Decisions			<b>1291</b>	MOC/OB/OMT: Courage in		
ACC: 210A				<b>1162</b>	MOC: Schemas & Learning			<b>1289</b>	MOC: Qualitative Research		
ACC: 210B				<b>1181</b>	OMT: Law and Policy Change			<b>1312</b>	OMT: Discourse and Action		
ACC: 210C				<b>1182</b>	OMT: Film Industry Institutions			<b>1313</b>	OMT: Firm Resources and		
ACC: 210D				<b>1186</b>	OMT/BPS: New Market Emergence			<b>1318</b>	OMT/BPS/ODC: Paths in		
ACC: 211A				<b>1158</b>	MED: NAME Invited Speaker			<b>1285</b>	MED: MBA Issues		
ACC: 211B					<b>1213</b>	MED: Ethics and Cheating			<b>1286</b>	MED: MBA Leadership Skills	
ACC: 212A				<b>1140</b>	IM: Knowledge Spillover			<b>1266</b>	IM: Learning in MNCs		
ACC: 212B				<b>1141</b>	IM: Cross-border Alliances			<b>1270</b>	IM/OB/GDO: Culture and		
ACC: 213A				<b>1142</b>	IM: IMD-AIB Joint Symposium			<b>1267</b>	IM: Governance of MNCs		
ACC: 213B				<b>1143</b>	IM: Role of M&A			<b>1271</b>	IM/OB/ODC: Changing Values in		
ACC: 213C				<b>1144</b>	IM: Cognitions and Capabilities			<b>1268</b>	IM: Work outcome in MNCs		
ACC: 303A				<b>1183</b>	OMT: Brokers and Bridges			<b>1314</b>	OMT: Identities in Networks		
ACC: 303B				<b>1184</b>	OMT: Interpersonal Knowledge Flows			<b>1315</b>	OMT: Social Capital		
ACC: 303C				<b>1185</b>	OMT: Cognition and Adaptation			<b>1316</b>	OMT: Leadership		
ACC: 303D				<b>1199</b>	TIM: Teaching: Transitional Nations			<b>1330</b>	TIM: PAYG Business Planning		
ACC: 304B				<b>1200</b>	TIM: New Prod. Dev.			<b>1331</b>	TIM: Mixed New Product		
ACC: 304C				<b>1201</b>	TIM: Strategic TIM III			<b>1332</b>	TIM: Strategic TIM II		
ACC: 304D				<b>1202</b>	TIM: Org. Theory & Qual. Methods			<b>1333</b>	TIM: Strategic Org. Relations		
ACC: Exhibit Hall C					<b>1205</b>	AAA: Exhibits				→	
ACC: Exhibit Hall C - BPS 1				<b>1208</b>	BPS: Compensation and			<b>1233</b>	BPS: Industry & Competitive		
ACC: Exhibit Hall C - BPS 2				<b>1209</b>	BPS: Boards & TMT			<b>1234</b>	BPS: Technology & Innovation		
ACC: Exhibit Hall C - BPS 3				<b>1210</b>	BPS: Cooperative			<b>1235</b>	BPS: Knowledge, Adaptation &		
ACC: Exhibit Hall C - Break Area							<b>1221</b>	AAA:			
ACC: Exhibit Hall C - ENT 1				<b>1211</b>	ENT: Family Business			<b>1251</b>	ENT: Corporate		
ACC: Exhibit Hall C - HR 1								<b>1262</b>	HR: Selection Methods &		
ACC: Exhibit Hall C - HR 2								<b>1263</b>	HR: Research on Attraction and		
ACC: Exhibit Hall C - HR 3								<b>1264</b>	HR: Outsourcing and Acquisitions		
ACC: Exhibit Hall C - IM 1				<b>1212</b>	IM: Inter- and Intra-firm			<b>1269</b>	IM: MNC Strategy		
ACC: Exhibit Hall C - Mem.				<b>1206</b>	AAA: Membership						
ACC: Exhibit Hall C - OMT 1				<b>1216</b>	OMT: Organizational			<b>1317</b>	OMT: Adaptation and Strategy		
ACC: Exhibit Hall C - OMT 2				<b>1217</b>	OMT: Institutions and						
ACC: Exhibit Hall C - Reg.			<b>1102</b>	AAA: Registration							

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

<b>Tuesday Morning, August 12, 2008 (cont.)</b>										
	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
ACC: Exhibit Hall C - TIM 1					<b>1218</b>	TIM: Adaptation & Change		<b>1334</b>	TIM: Organizational Relations	
ACC: Exhibit Hall C - TIM 2					<b>1219</b>	TIM: New Product		<b>1335</b>	TIM: Theoretical Issues	
MAR: Desert Springs	<b>1099</b>	MSR: Meditation								
MAR: Elite 1				<b>1159</b>	MH: Personalities and Leadership			<b>1287</b>	MH/BPS: Back to the Source:	
MAR: Elite 2				<b>1160</b>	MOC: Top Management Team Issues			<b>1288</b>	MOC: Cognitions and HR	
MAR: Elite 3				<b>1178</b>	ODC: Questions Shaping the Future			<b>1307</b>	ODC: Organizational Justice	
MAR: Grand Ballroom - Salon A				<b>1165</b>	OB: Team Learning			<b>1294</b>	OB: Team Performance	
MAR: Grand Ballroom - Salon B				<b>1166</b>	OB: Knowledge Sharing			<b>1295</b>	OB: Innovation in Groups	
MAR: Grand Ballroom - Salon C				<b>1167</b>	OB: Customer Service			<b>1296</b>	OB: Darkside of Customer	
MAR: Grand Ballroom - Salon D				<b>1168</b>	OB: Leadership and OCB			<b>1300</b>	OB/HR: Consequences of	
MAR: Grand Ballroom - Salon E				<b>1103</b>	AAS: Hidden Conflicts revisited			<b>1222</b>	AAS: Sharpening the Questions	
MAR: Grand Ballroom - Salon F				<b>1113</b>	BPS/ENT/TIM: Property Rights and			<b>1238</b>	BPS/TIM/OMT: Firm and Market	
MAR: Grand Ballroom - Salon G				<b>1106</b>	BPS: Equity and its Alternatives			<b>1225</b>	BPS: Opportunism or	
MAR: Grand Ballroom - Salon H					<b>1207</b>	BPS: Information and		<b>1236</b>	BPS/OMT: Is it all about the	
MAR: Grand Ballroom - Salon J				<b>1124</b>	ENT: Laws and ent activity			<b>1246</b>	ENT: Family business success	
MAR: Grand Ballroom - Salon K				<b>1125</b>	ENT: Transitional economy ent'ship			<b>1247</b>	ENT: Clusters & regions	
MAR: Orange County 1				<b>1122</b>	CM/OB/HR: Justice Dynamics			<b>1326</b>	SIM: The CFP/CSP Connection	
MAR: Orange County 2				<b>1195</b>	SIM: Understanding CSR			<b>1328</b>	SIM/CMS: Critiques of CSR	
MAR: Orange County 3				<b>1196</b>	SIM/IM/OMT: Corruption and CSR			<b>1327</b>	SIM: Cross-Sector Issues	
MAR: Orange County 4				<b>1190</b>	PNP: Performance on research			<b>1322</b>	PNP/SIM: Integrative Leadership	
MAR: Platinum 1				<b>1191</b>	PNP: Performance measurement			<b>1321</b>	PNP: HRM in PNP sectors	
MAR: Platinum 1 0				<b>1164</b>	MSR: Religion and Leadership			<b>1293</b>	MSR: Workplace Spirituality	
MAR: Platinum 2				<b>1179</b>	ODC: Rhythms of Change			<b>1308</b>	ODC: Kurt Lewin Symposium	
MAR: Platinum 3				<b>1157</b>	MC: Client-Consultant Interaction			<b>1284</b>	MC: Theory and Practice	
MAR: Platinum 4				<b>1203</b>	ONE/MED: Synergistic Sustainability			<b>1320</b>	ONE: Rethinking Sustainability	
MAR: Platinum 7				<b>1214</b>	OB: OB Lifetime					
MAR: Platinum 8							<b>1220</b>	OB: OB Connections		
MAR: Suite 3 0 4				<b>1139</b>	IM: Institutional Context			<b>1255</b>	IM: Institutional and performance	
MAR: Suite 3 1 2				<b>1180</b>	OMT: Institutional Decoupling			<b>1310</b>	OMT: Audience Perceptions	
MAR: Suite 3 1 5				<b>1198</b>	TIM: Organizational Relations			<b>1329</b>	TIM: Organizational Relations	
HIL: Balboa B				<b>1117</b>	CAU: Approaches to Service Learning			<b>1240</b>	CAU: The Dark Side Exposed	
HIL: Balboa C				<b>1118</b>	CAU: Crossing the Divide			<b>1241</b>	CAU: Russia and CIS	
HIL: California Pavilion A				<b>1104</b>	AAS: Intellectual Shamans			<b>1223</b>	AAS: Decision Making during	
HIL: California Pavilion B				<b>1197</b>	SIM/OB/MOC: New Questions in Bus.			<b>1237</b>	BPS/OMT/TIM: Alliance	
HIL: Capistrano A				<b>1116</b>	CAR: Reference groups in careers			<b>1239</b>	CAR/HR: The Mentoring	
HIL: Capistrano B				<b>1169</b>	OB: Identity			<b>1302</b>	OB/MOC: The Unintentional Self	
HIL: Coronado				<b>1138</b>	HR/OB: Work-Life Balance			<b>1258</b>	HR: Expat and Repat Issues	
HIL: El Capitan A				<b>1175</b>	OB/RM: Advancing POS			<b>1304</b>	OB/RM: Measurement of Time	
HIL: El Capitan B				<b>1170</b>	OB: Relationships in Organizations			<b>1299</b>	OB/CM/RM: Ownership and	
HIL: Huntington A				<b>1137</b>	HR/IM: HRM in Europe			<b>1259</b>	HR: Aging Workforce and	
HIL: Huntington B				<b>1135</b>	HR: High Performance Work Systems			<b>1260</b>	HR: HRM and Innovation	
HIL: Huntington C				<b>1136</b>	HR: Employee & Mgmt Development			<b>1261</b>	HR: Training Outcomes	
HIL: Laguna A				<b>1171</b>	OB: Proactivity at Work			<b>1303</b>	OB/MOC/ODC: Bouncing Back	
HIL: Laguna B				<b>1172</b>	OB: Empowerment and Participation			<b>1297</b>	OB: Proactive Personality	
HIL: Malibu				<b>1130</b>	GDO: Stereotypes, Stigma and Status			<b>1254</b>	GDO/IM/SIM: Diversity in	
HIL: Manhattan				<b>1193</b>	RM/HR: Synthetic Validity			<b>1323</b>	RM: Bridges to Industry	
HIL: Mezzanine 1				<b>1145</b>	IP: Org. and Individual Justice			<b>1272</b>	IP: Motivation and Behavior	
HIL: Mezzanine 1 0				<b>1146</b>	IP: Women in the Workplace			<b>1273</b>	IP: Diversity and Careers	
HIL: Mezzanine 1 1				<b>1147</b>	IP: CSR and Ethics			<b>1274</b>	IP: Ethics: Models and Measures	
HIL: Mezzanine 1 2				<b>1148</b>	IP: New Ventures			<b>1275</b>	IP: VC & Entrepreneurship	
HIL: Mezzanine 1 3				<b>1192</b>	RM: Real World Research			<b>1324</b>	RM: Theory Development	
HIL: Mezzanine 2				<b>1149</b>	IP: Emerging Economies			<b>1276</b>	IP: Global Outsourcing	
HIL: Mezzanine 3				<b>1150</b>	IP: Evolutionary Perspective			<b>1277</b>	IP: Geography and Clusters	
HIL: Mezzanine 4				<b>1151</b>	IP: Technology Strategy			<b>1278</b>	IP: Knowledge-Based	
HIL: Mezzanine 5				<b>1152</b>	IP: Managing Technology			<b>1279</b>	IP: Managing Tech. &	

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

<b>Tuesday Morning, August 12, 2008 (cont.)</b>										
	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30 →
HIL: Mezzanine 6				<b>1153</b>	IP: Work or Family?			<b>1280</b>	IP: Career Development &	
HIL: Mezzanine 7				<b>1154</b>	IP: Operational Knowledge & Learni			<b>1281</b>	IP: OM & Value-Chain Logistics	
HIL: Mezzanine 8				<b>1155</b>	IP: Strategic HR Issues			<b>1282</b>	IP: HR Assessment &	
HIL: Mezzanine 9				<b>1156</b>	IP: Management Education			<b>1283</b>	IP: Education and Public Policy	
HIL: Oceanside				<b>1194</b>	RM/OMT/BPS: Mixing Qual. and Quant			<b>1325</b>	RM: Measurement Issues	
HIL: Pacific Pavilion A	<b>1100</b>	AAA: AOM Past Presidents		<b>1173</b>	OB/CM/MOC: Behavioral Effects of Anger			<b>1298</b>	OB: Emotional Intelligence	
HIL: Pacific Pavilion B				<b>1187</b>	OMT/BPS/ENT: Novelty in Adaptation			<b>1301</b>	OB/HR/ODC: Organization-Level	
HIL: Palisades				<b>1204</b>	AAA: Placement Services					→
HIL: Palos Verdes A				<b>1123</b>	CMS: Dark side			<b>1245</b>	CMS: Critical Talk and Text	
HIL: Palos Verdes B				<b>1133</b>	HCM: Org. & Env. Determin. Serv. In			<b>1256</b>	HCM: Work Environments and	
HIL: Redondo				<b>1131</b>	GDO: Gender Disparities			<b>1253</b>	GDO/CAR/IM: Women's careers	
HIL: San Clemente				<b>1132</b>	GDO: Diversity Practices			<b>1255</b>	GDO/OB/BPS: Firm diversity and	
HIL: Santa Barbara				<b>1119</b>	CAU: Paths to Org. Diversity			<b>1242</b>	CAU: Social Capital Research	
HIL: Santa Monica				<b>1121</b>	CM: Deviance and Deception			<b>1244</b>	CM: Emotion, Cognition and	
HIL: Sunset				<b>1134</b>	HCM: Work Environments and Patie ...			<b>1257</b>	HCM: Organizational Change	
HIL: Ventura				<b>1120</b>	CAU: Retirement and the AOM			<b>1243</b>	CAU: Soc-Econ Status &	

Courtesy of Chris Poulson, University of Tasmania, Australia

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



<b>Tuesday Afternoon, August 12, 2008</b>												
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →	
ACC: 201A						<b>1344</b>	BPS: Governance Modes and		<b>1455</b>	BPS: Reputation and		
ACC: 201B						<b>1345</b>	BPS: New Venture		<b>1456</b>	BPS: Investment		
ACC: 201C						<b>1346</b>	BPS: Ownership and Strategy		<b>1457</b>	BPS: Divestment		
ACC: 201D						<b>1347</b>	BPS: CEO Character &		<b>1458</b>	BPS: Dissertation Award		
ACC: 202A						<b>1348</b>	BPS: Organizational		<b>1459</b>	BPS: Persistent		
ACC: 202B						<b>1349</b>	BPS: Mobility and Technology		<b>1460</b>	BPS: Technological		
ACC: 203A						<b>1350</b>	BPS: Network Evolution		<b>1461</b>	BPS: Network Structure		
ACC: 203B						<b>1351</b>	BPS: Strategic		<b>1462</b>	BPS: Emotion in Strategy		
ACC: 204A						<b>1436</b>	OMT/TIM/RM: A Conference		<b>1510</b>	MOC: The Questions We		
ACC: 204B						<b>1341</b>	AAS: Changing the Questions					
ACC: 204C						<b>1401</b>	MED: Organizational Training		<b>1506</b>	MED: Portfolios, Grades,		
ACC: 205A						<b>1365</b>	ENT: Emergence &		<b>1472</b>	ENT: Social Ties & Ent.		
ACC: 205B						<b>1366</b>	ENT: Entrepreneurship		<b>1473</b>	ENT: Venture Capital		
ACC: 206A						<b>1367</b>	ENT: Family & Firm Behavior		<b>1475</b>	ENT/OB/OMT: Trust in		
ACC: 206B						<b>1368</b>	ENT: Opportunities and		<b>1474</b>	ENT: Social		
ACC: 207A						<b>1421</b>	OCIS: Distributed Groups		<b>1526</b>	OCIS: Virtual		
ACC: 207B						<b>1422</b>	OCIS: IT and Performance		<b>1527</b>	OCIS: Strategic		
ACC: 207C						<b>1425</b>	OM: Modern Perspectives in		<b>1530</b>	OM: Operations Strategy		
ACC: 207D						<b>1428</b>	OMT: Collaboration of		<b>1534</b>	OMT: Culture with		
ACC: 208B		← AAA: 2008 LAC										→
ACC: 209A						<b>1407</b>	MOC/PNP: Disaster Planning		<b>1531</b>	OM: Micro-views		
ACC: 209B						<b>1406</b>	MOC: Cognition & Network		<b>1511</b>	MOC: Improving		
ACC: 210A						<b>1406</b>	MOC: Transactive Memory		<b>1512</b>	MOC: Org. Identification		
ACC: 210B						<b>1429</b>	OMT: Micro Institutional		<b>1535</b>	OMT: Institutional		
ACC: 210C						<b>1430</b>	OMT: Geographical Clusters		<b>1536</b>	OMT: Multibusiness		
ACC: 210D						<b>1435</b>	OMT/RM/ODC: Collaborative		<b>1540</b>	OMT/OB/CM: Knowledge		
ACC: 211A						<b>1402</b>	MED: Leadership		<b>1507</b>	MED: Leadership		
ACC: 211B						<b>1403</b>	MED: New Approaches		<b>1508</b>	MED: International		
ACC: 212A						<b>1381</b>	IM: Global Knowledge		<b>1487</b>	IM: Organizing for		
ACC: 212B						<b>1382</b>	IM: International Network II		<b>1488</b>	IM: International Network		
ACC: 213A						<b>1383</b>	IM: Speed of		<b>1489</b>	IM: IMD Barry Richman		
ACC: 213B						<b>1384</b>	IM: Offshoring of MNC		<b>1490</b>	IM: Local and Global		
ACC: 213C						<b>1385</b>	IM: Global Mindset		<b>1491</b>	IM: Cultural Intelligence		
ACC: 303A						<b>1431</b>	OMT: Cognition and Trust		<b>1537</b>	OMT: Control and Trust		
ACC: 303B						<b>1432</b>	OMT: Interpersonal Networks		<b>1538</b>	OMT: Identity and		
ACC: 303C						<b>1433</b>	OMT: Complexity and		<b>1539</b>	OMT: Resources and		
ACC: 303D						<b>1445</b>	TIM: Org. Adaptation		<b>1548</b>	TIM: Strategic Theory		
ACC: 304B						<b>1446</b>	TIM: Radical Innovations		<b>1549</b>	TIM: Radical Innovations		
ACC: 304C						<b>1447</b>	TIM: Technology & Innovation		<b>1550</b>	TIM: Tech & Innovations		
ACC: 304D						<b>1448</b>	TIM: Strategic TIM IV		<b>1551</b>	TIM: Tech & Innovation		
ACC: Exhibit Hall C		← AAA: Exhibits										
ACC: Exhibit Hall C - BPS 1						<b>1352</b>	BPS: Networks: Antecedents					
ACC: Exhibit Hall C - BPS 2						<b>1353</b>	BPS: Strategic Planning					
ACC: Exhibit Hall C - Break Area						<b>1451</b>	AAA:					
ACC: Exhibit Hall C - ENT 1						<b>1369</b>	ENT: Entrepreneurial					
ACC: Exhibit Hall C - ENT 2						<b>1370</b>	ENT: Performance of ENT					
ACC: Exhibit Hall C - IM 1						<b>1386</b>	IM: Cross-Cultural					
ACC: Exhibit Hall C - Mem.						<b>1339</b>	AAA: Membership					
ACC: Exhibit Hall C - OMT 1						<b>1434</b>	OMT: Control and					
ACC: Exhibit Hall C - Reg.						<b>1337</b>	AAA: Registration					
ACC: Exhibit Hall C - TIM 1						<b>1449</b>	TIM: HRM & Discipline					
MAR: Desert Springs						<b>1338</b>	AAA: Membership Debriefing					
MAR: Elite 1						<b>1404</b>	MH: Cultures and Roots		<b>1509</b>	MH: Paths of Evolution		
MAR: Elite 2						<b>1426</b>	OMT: Organizational Status		<b>1532</b>	OMT: Reputation		
MAR: Elite 3						<b>1423</b>	ODC: Influence of Emotion		<b>1528</b>	ODC: Employee		

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

<b>Tuesday Afternoon, August 12, 2008 (cont.)</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
MAR: Grand Ballroom - Salon A						<b>1409</b>	OB: Managing Teams		<b>1514</b>	OB: OB in Professional	
MAR: Grand Ballroom - Salon B						<b>1410</b>	OB: Learning		<b>1524</b>	OB/OMT/MOC:	
MAR: Grand Ballroom - Salon C						<b>1417</b>	OB/HR: Customer		<b>1522</b>	OB/HR/RM: Cust	
MAR: Grand Ballroom - Salon D						<b>1411</b>	OB: OCB and Groups		<b>1515</b>	OB: OCB: New	
MAR: Grand Ballroom - Salon F						<b>1418</b>	OB/HR/MED: Leadership		<b>1462</b>	AAS: Dynamics of Ind.	→
MAR: Grand Ballroom - Salon G						<b>1342</b>	BPS: Context & Venture		<b>1463</b>	BPS: Variations on	
MAR: Grand Ballroom - Salon H						<b>1343</b>	BPS: Strategic Orientation		<b>1464</b>	BPS: Managing Strategic	
MAR: Grand Ballroom - Salon J						<b>1364</b>	ENT: Human resources in ent		<b>1471</b>	ENT: Risking	
MAR: Grand Ballroom - Salon K						<b>1362</b>	CMS: Critical International				
MAR: Marquis Ballroom	← AAA: Presidential Luncheon										
MAR: Orange County 1						<b>1441</b>	SIM: Fighting Poverty		<b>1544</b>	SIM: Stakeholder	
MAR: Orange County 2						<b>1442</b>	SIM: The Influence of the		<b>1545</b>	SIM: Boards and CEOs	
MAR: Orange County 3						<b>1443</b>	SIM: Doing the Right Thing		<b>1546</b>	SIM: Enhancing CSR	
MAR: Orange County 4						<b>1438</b>	PNP: OB in PNP		<b>1542</b>	PNP: Lessons learned on	
MAR: Platinum 1						<b>1439</b>	PNP: Volunteers in PNP		<b>1504</b>	MC/ODC: Intl. Org	
MAR: Platinum 1 0						<b>1408</b>	MSR: The Questions We Ask		<b>1513</b>	MSR/ODC: Declutter	
MAR: Platinum 2						<b>1424</b>	ODC: Change Management		<b>1529</b>	ODC: ODC Distinguished	
MAR: Platinum 3						<b>1400</b>	MC/MED/ODC: Executive		<b>1505</b>	MC/ODC: Is Coaching a	
MAR: Platinum 4						<b>1437</b>	ONE: Sustainability Discourse		<b>1541</b>	ONE: Tackling Climate	
MAR: Platinum 7						<b>1460</b>	TIM/OMT/BPS: Project-based				
MAR: Suite 3 0 4						<b>1380</b>	IM: Strategy in Emerging		<b>1486</b>	IM: Strategy in Emerging	
MAR: Suite 3 1 2						<b>1427</b>	OMT: Blaming Organizations		<b>1533</b>	OMT: Responses to	
MAR: Suite 3 1 5						<b>1444</b>	TIM: Org. Relations:		<b>1547</b>	TIM: Tech & Innovation	
HIL: Balboa B						<b>1366</b>	CAU: Interrelatedness		<b>1466</b>	CAU: Interrelatedness	
HIL: Balboa C						<b>1367</b>	CAU: Neuroeconomics and		<b>1467</b>	CAU: Sport Research	
HIL: California Pavilion A						<b>1340</b>	AAS: Questions in Int'l		<b>1483</b>	HR/BPS/OB: Shared	
HIL: California Pavilion B						<b>1367</b>	IM/MH/BPS: Corporate		<b>1523</b>	OB/MOC/CAR: The	
HIL: Capistrano A						<b>1364</b>	CAR: Career Decisions		<b>1463</b>	CAR: Hughes Award	
HIL: Capistrano B						<b>1412</b>	OB: Collective Identification		<b>1516</b>	OB: Organizational	
HIL: Coronado						<b>1376</b>	HR: HRM & Work/Life		<b>1484</b>	HR/GDO:	
HIL: El Capitan A						<b>1420</b>	OB/RM: Biological Basis		<b>1517</b>	OB: New Constructs in	
HIL: El Capitan B						<b>1413</b>	OB: Power and Politics		<b>1518</b>	OB: Political Skill	
HIL: Huntington A						<b>1377</b>	HR: SHRM Foundation Dssrtn		<b>1481</b>	HR: Compensation	
HIL: Huntington B						<b>1379</b>	HR/BPS: Bridging Micro &		<b>1482</b>	HR: Strategic HRM	
HIL: Huntington C						<b>1378</b>	HR: Training and Socialization		<b>1485</b>	HR/MED/OB:	
HIL: Laguna A						<b>1414</b>	OB: Ethics		<b>1525</b>	OB/OMT/SIM: Influences	
HIL: Laguna B						<b>1415</b>	OB: Voice and Proactive		<b>1519</b>	OB: Passion and Thriving	
HIL: Malibu						<b>1373</b>	GDO/CMS: Representing		<b>1476</b>	GDO: Harassment in	
HIL: Manhattan						<b>1440</b>	RM: Reliability and Validity		<b>1543</b>	RM/OB: Physiological	→
HIL: Mezzanine 1						<b>1388</b>	IP: Team Dysfunction		<b>1482</b>	IP: Team Processes I	
HIL: Mezzanine 1 0						<b>1389</b>	IP: The Immigrant Work		<b>1483</b>	IP: Consulting	
HIL: Mezzanine 1 1						<b>1390</b>	IP: Ethics & Environment		<b>1484</b>	IP: Environmental	
HIL: Mezzanine 1 2						<b>1391</b>	IP: Doing It on Your Own		<b>1485</b>	IP: What Capabilities	
HIL: Mezzanine 1 3						<b>1360</b>	CM: Social Comparison		<b>1465</b>	CAR/TIM: Trends,	
HIL: Mezzanine 2						<b>1392</b>	IP: Cross-Cultural Issues in IM		<b>1486</b>	IP: Soc (De)Construction	
HIL: Mezzanine 3						<b>1393</b>	IP: Institutional Theory		<b>1487</b>	IP: Interfirm	
HIL: Mezzanine 4						<b>1394</b>	IP: Internationalization		<b>1488</b>	IP: Location & Global	
HIL: Mezzanine 5						<b>1395</b>	IP: Managing New Product		<b>1489</b>	IP: Research and	
HIL: Mezzanine 6						<b>1396</b>	IP: Various Research		<b>1500</b>	IP: Sustainability and	
HIL: Mezzanine 7						<b>1397</b>	IP: Value Chains		<b>1501</b>	IP: OM and Healthcare	
HIL: Mezzanine 8						<b>1398</b>	IP: Change Processes &		<b>1502</b>	IP: The Unpredictable in	
HIL: Mezzanine 9						<b>1399</b>	IP: Ind. Behavior &		<b>1503</b>	IP: Leadership: Effects &	
HIL: Oceanside						<b>1365</b>	CAR: Negative Career		<b>1464</b>	CAR: Performance and	
HIL: Pacific Pavilion A						<b>1416</b>	OB/CM/OMT: Discrete		<b>1521</b>	OB/CM/MOC: Affect in	
HIL: Pacific Pavilion B						<b>1419</b>	OB/OMT/MOC: Decisions		<b>1520</b>	OB: Methods in OB	

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

<b>Tuesday Afternoon, August 12, 2008 (cont.)</b>											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
HIL: Palisades	← AAA: Placement Services										
HIL: Palos Verdes A						1363 CMS: Ethnography and			1470 CMS: How Critical is		
HIL: Palos Verdes B						1375 HCM/MED/ODC: Asking			1480 HCM/BPS/OMT:		
HIL: Redondo						1371 GDO: The Glass Ceiling			1477 GDO: Gendered		
HIL: San Clemente						1372 GDO: Diversity and Firm			1478 GDO: Diversity in		
HIL: Santa Barbara						1358 CAU: The Part-Time			1468 CAU: Women Directors		
HIL: Santa Monica						1361 CM/SIM: Behavioral Integrity					
HIL: Sunset						1374 HCM: Leadership and Nurse			1479 HCM: Org. Factors		
HIL: Ventura						1359 CAU: Nonprofits and The			1469 CAU: People and		

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

<b>Tuesday Evening, August 12, 2008</b>										
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30
ACC: 201D			<b>1569</b>	MOC: MOC Social Hour						
ACC: 204A	<b>1557</b>	MOC: MOC Business								
ACC: 204C				<b>1574</b>	MED: MED Social					
ACC: 207B	<b>1559</b>	OCIS: OCIS Informal Social								
ACC: 208B	←	AAA: 2008 LAC								
ACC: 211B	<b>1556</b>	MED: MED Business Meeting								
ACC: 213A	<b>1555</b>	IM: IMD Business Meeting								
ACC: 213B				<b>1573</b>	IM: IMD Social					
MAR: Elite 3	<b>1560</b>	ODC: ODC Business								
MAR: Grand Ballroom - Salon F	←	AAS: Dynamics of Ind. Architecture								
MAR: Marquis Northeast	<b>1552</b>	BPS: BPS Business								
MAR: Marquis South			<b>1566</b>	BPS: BPS Social Hour						
MAR: Platinum 10	<b>1558</b>	MSR: MSR Business	<b>1570</b>	MSR: MSR Social						
MAR: Platinum 2			<b>1571</b>	ODC: ODC Social ...						
MAR: Platinum 7		<b>1563</b>	ICW: ASAC/CJAS Social Evening							
MAR: Platinum 8						<b>1575</b>	ICW: Reception			
MAR: Platinum 9		<b>1564</b>	ICW: James G. March Reception							
HIL: California Pavilion A			<b>1572</b>	HR: HR Division						
HIL: California Pavilion B			<b>1568</b>	CM: Conflict						
HIL: Capistrano A			<b>1567</b>	CAR: Careers Division Social Hour						
HIL: Huntington B		<b>1565</b>	ICW: NSU doctoral student mtg III							
HIL: Huntington C	<b>1561</b>	HR: HR								
HIL: Lanai Deck		<b>1562</b>	AAA: LAC Thank You							
HIL: Manhattan	←	RM/OB: Physiological Measures								
HIL: Oceanside	<b>1553</b>	CAR: Careers								
HIL: Santa Monica	<b>1554</b>	CM: CM Business								

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

<b>Wednesday Morning, August 13, 2008</b>									
7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	10:00	10:30
ACC: Exhibit Hall C - Reg.		<b>1579</b> AAA: Conference Registration							
MAR: Desert Springs		<b>1577</b> MSR: MSR Meditation							
MAR: Elite 1				<b>1615</b> OCIS: Theory in OCIS			<b>1657</b> MED: Individual Differences		
MAR: Elite 2				<b>1604</b> MOC: Cross-Cultural Research					
MAR: Elite 3				<b>1616</b> OCIS: Knowledge Sharing			<b>1669</b> OCIS: Knowledge Use &		
MAR: Grand Ballroom - Salon A				<b>1605</b> OB: Commitment			<b>1659</b> OB: Turnover		
MAR: Grand Ballroom - Salon B				<b>1606</b> OB: Equity Revisited			<b>1660</b> OB: Collective Change		
MAR: Grand Ballroom - Salon C				<b>1607</b> OB: Image and Grooming Choice			<b>1661</b> OB: Person-Environment Fit		
MAR: Grand Ballroom - Salon D				<b>1608</b> OB: Socialization			<b>1662</b> OB: Leading Configurational		
MAR: Grand Ballroom - Salon G				<b>1625</b> TIM: Technological Strategy					
MAR: Grand Ballroom - Salon H				<b>1630</b> BPS: Power, Dominance &			<b>1633</b> BPS: New Directions in		
MAR: Grand Ballroom - Salon J				<b>1583</b> ENT: Migration and Venturing					
MAR: Grand Ballroom - Salon K				<b>1584</b> ENT: Econ Dev'tment & Job Creation					
MAR: Newport & Rancho Las Palmas				<b>1618</b> OM: Outsourcing & Offshoring			<b>1671</b> OM: Disruption and Resilience		
MAR: Orange County 1				<b>1624</b> SIM/IM/BPS: BOP Research and Practice			<b>1675</b> SIM: The Environment as		
MAR: Orange County 2				<b>1622</b> SIM: Transparency			<b>1676</b> SIM: Managing Specific		
MAR: Orange County 3				<b>1623</b> SIM: Education and Social Issues			<b>1677</b> SIM: Corruption and Crime		
MAR: Orange County 4				<b>1621</b> PNP: Challenges of giving			<b>1674</b> PNP: Community Action and		
MAR: Platinum 1		<b>1576</b> MED: MED Executive Committee		<b>1631</b> MED: Emerging Questions		<b>1658</b> MED: Learning in Organizations			
MAR: Platinum 10				<b>1620</b> OMT/BPS: Organizations and Philosophy					
MAR: Platinum 2				<b>1617</b> ODC: Culture, Climate and Values			<b>1670</b> ODC: Natives Questioning		
MAR: Platinum 3				<b>1603</b> MC: Competencies of consultants			<b>1656</b> MC/OMT/CMS: Management		
MAR: Platinum 4				<b>1632</b> ONE: Environmental			<b>1673</b> ONE: China: Sustainability		
MAR: Platinum 7				<b>1626</b> TIM: HR Leadership			<b>1678</b> TIM: HR Teams & Groups		
MAR: Platinum 8				<b>1627</b> TIM: Tech & Software			<b>1679</b> TIM: Tech HR & OB		
MAR: Platinum 9				<b>1628</b> TIM: R & D New Product			<b>1680</b> TIM: New Product Development		
MAR: Suite 304		<b>1578</b> IM: IMD Feedback				<b>1645</b> IM: MNCs in Emerging			
MAR: Suite 312				<b>1619</b> OMT: Organizational Compensation			<b>1672</b> OMT: State and Organization		
MAR: Suite 315				<b>1629</b> TIM: Strategy & Technology			<b>1681</b> TIM: Strategic High Tech.		
HIL: Capistrano A				<b>1580</b> CAR/OB/HR: Perspectives on Well-being			<b>1634</b> CAR/IM/HR: 5C Career		
HIL: Capistrano B				<b>1609</b> OB: Research on CEOs			<b>1663</b> OB: Leadership and Personality		
HIL: Coronado				<b>1589</b> HR: Values-Driven Paradigm			<b>1641</b> HR: HR & Line Manager		
HIL: El Capitan A				<b>1610</b> OB: Cross-cultural research			<b>1664</b> OB: Chinese Management		
HIL: El Capitan B				<b>1611</b> OB: Compensation and Rewards			<b>1665</b> OB: Performance Appraisals		
HIL: Huntington A				<b>1582</b> HR/OMT/OB: Trust & HR			<b>1642</b> HR: Team Based HRM		
HIL: Huntington B				<b>1580</b> HR: HRM and Organizational Support			<b>1644</b> HR/ENT: HR and		
HIL: Huntington C				<b>1591</b> HR/IM: Multicultural Assessment			<b>1643</b> HR: Employee Voice and		
HIL: Laguna A				<b>1612</b> OB: Generational Differences			<b>1666</b> OB: Individual Differences		
HIL: Laguna B				<b>1613</b> OB: Attraction, Selecting, Joining			<b>1667</b> OB: New Issues in Motivation		
HIL: Malibu				<b>1585</b> GDO: Emotion and Expression			<b>1637</b> GDO: Social Capital in Groups		
HIL: Mezzanine 1				<b>1583</b> IP: New Approaches to Leadership			<b>1646</b> IP: Transformational Leadership		
HIL: Mezzanine 10				<b>1584</b> IP: Cross-Cultural Mgmt: Individua			<b>1647</b> IP: The Impact of Culture		
HIL: Mezzanine 11				<b>1585</b> IP: Organizational Routines			<b>1648</b> IP: Eco-Response		
HIL: Mezzanine 12				<b>1586</b> IP: Corp. Gov. Across Cultures			<b>1649</b> IP: Cross Culture Management		
HIL: Mezzanine 13						<b>1635</b> CMS: Critical Management			
HIL: Mezzanine 2				<b>1597</b> IP: Org. Fields and Markets			<b>1650</b> IP: Compensation in Corp. Gov.		
HIL: Mezzanine 3				<b>1598</b> IP: Knowledge and Practice			<b>1651</b> IP: Exploiting & Exploring		
HIL: Mezzanine 4				<b>1589</b> IP: Management Challenges			<b>1652</b> IP: MNC Management &		
HIL: Mezzanine 5				<b>1600</b> IP: Strategy, Tech & Innov.			<b>1653</b> IP: Strategy, Tech & Innov.		
HIL: Mezzanine 6				<b>1601</b> IP: Network Structure			<b>1654</b> IP: Org. Change &		
HIL: Mezzanine 7				<b>1602</b> IP: Org. Structures & Form			<b>1655</b> IP: Social Theorizing		
HIL: Pacific Pavilion A				<b>1614</b> OB/ODC: Leading-Up			<b>1668</b> OB/MOC: Creative Idea		
HIL: Palos Verdes A				<b>1582</b> CMS: Learning and Competence			<b>1636</b> CMS: Critical Analyses		
HIL: Palos Verdes B				<b>1587</b> HCM: Improving Workforce Retenti ...			<b>1640</b> HCM: Training and Development		
HIL: Redondo						<b>1639</b> GDO/CAR: Active Bystanders			

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



## Wednesday Morning, August 13, 2008 *(cont.)*

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	10:00	10:30		
HIL: San Clemente				<b>1586</b>	GDO: Diversity Perceptions				<b>1638</b>	GDO: Individual Differences		
HIL: Santa Monica				<b>1581</b>	CM: Conflict Management							
HIL: Sunset				<b>1588</b>	HCM: HCM							

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

# All Academy Activities

Program Chair: James P. Walsh, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Susan E. Jackson, Rutgers U.  
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information
Fri	8:00am	<b>2</b>	ACC:208B	Anaheim 2008 LAC
	9:00am	<b>3</b>	HIL:Coronado	Board of Governors' Meeting
	11:00am	<b>4</b>	ACC:Exhibit Hall C - Reg.	Conference Registration
	5:30pm	<b>45</b>	MAR:Marquis Northeast	New Member Orientation: Session 1
Sat	8:00am	<b>67</b>	HIL:California Pavilion D	The Ins and Outs of Faculty Recruiting
		<b>68</b>	HIL:Pacific Pavilion A	Membership Committee Opening Meeting & Breakfast
		<b>69</b>	ACC:208B	Anaheim 2008 LAC
		<b>70</b>	ACC:Exhibit Hall C - Reg.	Conference Registration
	9:00am	<b>106</b>	HIL:Balboa C	Board of Governors' Meeting (Breakout)
		<b>107</b>	HIL:Coronado	Board of Governors' Meeting
		<b>108</b>	HIL:Palisades	Placement Services
	10:00am	<b>132</b>	HIL:California Pavilion D	Recruiting Int'l Doc Candidate
	12:00pm	<b>157</b>	MAR:Suite 304	Academy of Management Journal Editors' Meeting
		<b>158</b>	ACC:Exhibit Hall C - Mem.	AOM Membership
	12:30pm	<b>164</b>	HIL:Pacific Pavilion A	BOG Appreciation Luncheon for Outgoing Volunteers
	2:00pm	<b>202</b>	HIL:California Pavilion D	Chairs, Fac. & Discussants
	2:30pm	<b>215</b>	MAR:Suite 304	Manuscript Central Training Session
	4:30pm	<b>241</b>	MAR:Suite 304	AOM Editors Meeting
	5:30pm	<b>245</b>	HIL:California Pavilion D	Placement for Applicants
	Sun	8:00am	<b>271</b>	MAR:Suite 304
<b>272</b>			ACC:208B	Anaheim 2008 LAC
<b>273</b>			ACC:Exhibit Hall C - Reg.	Conference Registration
8:30am		<b>304</b>	HIL:Pacific Pavilion A	AOM Affiliates & Associates
9:00am		<b>319</b>	MAR:Suite 315	Current/Incoming Committees
		<b>320</b>	HIL:Palisades	Placement Services
		<b>321</b>	ACC:Exhibit Hall C	Conference Exhibits
		<b>322</b>	ACC:Exhibit Hall C - Mem.	AOM Membership
10:15am		<b>375</b>	MAR:Suite 312	2009 Program Chairs' Meeting
		<b>376</b>	ACC:Exhibit Hall C - Break Area	Conference Break
10:30am		<b>377</b>	MAR:Suite 315	Div/IG Incoming Chairs
11:00am		<b>386</b>	MAR:Platinum 2	AMJ Editorial Board
12:00pm		<b>394</b>	MAR:Suite 304	2009 PDW Chairs Meeting
		<b>395</b>	MAR:Suite 312	PD Training for Prog Chairs
		<b>396</b>	MAR:Suite 315	Division Treasurers' Meeting
12:30pm		<b>401</b>	MAR:Elite 3	AMP Editorial Board Meeting
		<b>402</b>	MAR:Platinum 3	AMR Outgoing EB Meeting
1:00pm		<b>406</b>	MAR:Marquis Northeast	AOM Fellows Group Committee on Membership Meeting
		<b>407</b>	HIL:El Capitan B	AOM Leadership Forum
1:30pm		<b>414</b>	MAR:Platinum 3	AMR Incoming EB Meeting
		<b>415</b>	MAR:Suite 304	Program Developer Training Session for PDW Chairs
		<b>416</b>	MAR:Suite 312	Centralized Review System Training Session
2:45pm		<b>424</b>	ACC:Exhibit Hall C - Break Area	Conference Break
3:00pm		<b>425</b>	MAR:Marquis Northeast	New Member Orientation: Session 2
3:30pm		<b>430</b>	MAR:Platinum 1	AMLE Board Meeting
		<b>431</b>	MAR:Platinum 2	AMR Editors Only Meeting
5:00pm		<b>457</b>	MAR:Platinum 1	AMLE Reception
7:00pm	<b>471</b>	HIL:Pacific Pavilion	All Academy Reception	
8:00pm	<b>472</b>	HIL:Lanai Deck	President's Reception (Invitation Only)	
Mon	8:00am	<b>482</b>	ACC:208B	Anaheim 2008 LAC
		<b>483</b>	ACC:Exhibit Hall C - Reg.	Conference Registration

Day	Start	#	Location	Session Information
<b>Mon</b>	9:00am	<b>582</b>	HIL:Palisades	Placement Services
		<b>583</b>	ACC:Exhibit Hall C	Conference Exhibits
		<b>584</b>	ACC:Exhibit Hall C - Mem.	AOM Membership
	10:15am	<b>611</b>	ACC:Exhibit Hall C - Break Area	Conference Break
	10:40am	<b>612</b>	MAR:Platinum 9	Meeting the Academy's Editors
	2:45pm	<b>963</b>	ACC:Exhibit Hall C - Break Area	Conference Break
	9:00pm	<b>1098</b>	HIL:California Pavilion D	President's Dessert Reception
<b>Tue</b>	7:30am	<b>1100</b>	HIL:Pacific Pavilion A	AOM Past Presidents Breakfast
	8:00am	<b>1101</b>	ACC:208B	Anaheim 2008 LAC
		<b>1102</b>	ACC:Exhibit Hall C - Reg.	Conference Registration
	9:00am	<b>1204</b>	HIL:Palisades	Placement Services
		<b>1205</b>	ACC:Exhibit Hall C	Conference Exhibits
		<b>1206</b>	ACC:Exhibit Hall C - Mem.	AOM Membership
	10:15am	<b>1221</b>	ACC:Exhibit Hall C - Break Area	Conference Break
	12:00pm	<b>1336</b>	MAR:Marquis Ballroom	Presidential Luncheon
	2:15pm	<b>1337</b>	ACC:Exhibit Hall C - Reg.	Conference Registration
	2:30pm	<b>1338</b>	MAR:Desert Springs	Membership Debriefing Meeting
		<b>1339</b>	ACC:Exhibit Hall C - Mem.	AOM Membership
	2:45pm	<b>1451</b>	ACC:Exhibit Hall C - Break Area	Conference Break
	6:00pm	<b>1562</b>	HIL:Lanai Deck	Local Arrangements Committee Thank You
<b>Wed</b>	8:00am	<b>1579</b>	ACC:Exhibit Hall C - Reg.	Conference Registration

# Affiliate Activities & Committees

Program Chair: James P. Walsh, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Susan E. Jackson, Rutgers U.  
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information	
Fri	1:00pm	11	ACC:201B	IAM: "Tropical" Business Model	
		12	ACC:204A	IAM: Teaching Motivation	
		13	ACC:201A	IAM: Management and Iberoamerica	
		26	ACC:206A	PTC: Ethics Expertise	
	3:00pm	32	ACC:201A	IAM: RESPONSIBLE AND COMPETITIVE	
	3:30pm	39	ACC:204A	IAM: Iberoamerican Research	
	6:00pm	54	OS:OFFSITE	NDSC: NDSC Happy Hour	
Sat	8:30am	98	ACC:204C	NDSC: New Doctoral Student Consortium	
	9:00am	113	ACC:209A	IAM: Business & Government in L.A.	
		127	ACC:212A	TTC: Teaching with Technology	
	9:30am	128	ACC:212B	AAM: Dirty to Study "Dirty Work"???	
	10:00am	138	ACC:213C	IAM: Complex Jobs Performance	
		139	ACC:213B	IAM: Q&As in Ibero-America	
		143	ACC:204B	PTC: Epistemology of Practice	
	12:00pm	163	ACC:202A	TTC: Teaching International Issues	
	12:30pm	165	ACC:205B	AAC: Practice Theme Committee Meeting	
	1:00pm	176	ACC:204A	IAM: Intellectual Capital Statement	
		191	ACC:203A	TTC: Experiential Learning	
	1:30pm	196	HIL:Redondo	MEN: Latino/a Life Stories	
	2:00pm	203	ACC:303A	AAM: Japanese Business Research	
		212	ACC:207A	PTC: Strategy and Performance	
	2:30pm	218	ACC:204A	TTC: Teaching Multicultural Classes	
	4:00pm	234	ACC:201D	AAC: Practice Theme Committee Welcoming Reception	
	5:00pm	243	ACC:209A	IAM: IAM Business Meeting	
	6:00pm	257	HIL:Pacific Pavilion B	NDSC: NDSC/MED Reception	
	Sun	8:00am	286	HIL:Redondo	MEN: Undergrad Mentoring
			300	ACC:210A	PTC: Leadership Development
8:30am		305	ACC:206B	AAM: Saving a Good but Rejected Paper	
		311	ACC:201B	IAM: IT in Latin America	
9:00am		332	HIL:California Pavilion D	ITC: Making Large Global Collaborations Succeed	
		344	ACC:210B	PTC: Questioning for Relevance	
10:00am		350	HIL:Mezzanine 1	AAC: Eastern Academy of Management Officers Meeting	
		358	ACC:304C	ITC: The Questions Non-US Scholars Ask	
		373	ACC:303B	PTC: Managing Talent Globally	
10:30am		378	HIL:Mezzanine 2	AAC: Midwest Academy of Management Officers Meeting	
		379	HIL:Mezzanine 3	AAC: Southwest Academy of Management Officers Meeting	
12:00pm		397	ACC:201D	AAC: International Theme Committee Meeting	
12:30pm		403	HIL:Mezzanine 1	AAC: EAMI Advisory Board Meeting	
1:00pm		408	HIL:Redondo	AAC: Mentoring Committee Meeting	
1:30pm		417	ACC:201D	ITC: ITC - Carolyn Dexter Award Reception	
2:00pm		419	HIL:Mezzanine 3	AAC: Western Academy of Management Officers Meeting	
3:00pm		426	ACC:203A	AAC: Teaching Theme Committee Meeting	
3:30pm		432	HIL:Mezzanine 2	AAC: SMA Board Meeting	
4:00pm		453	ACC:206B	AAC: Asia Academy of Management Committee Meeting	
5:00pm		458	ACC:206B	AAM: Asia Academy of Management Reception	

# All Academy Symposia

Program Chair: Alan D. Meyer, U. of Oregon

Day	Start	#	Location	Session Information
Mon	8:30am	<b>487</b>	MAR:Grand Ballroom - Salon E	A humanistic alternative
		<b>488</b>	HIL:California Pavilion A	Honoring Alfred D. Chandler
		<b>489</b>	ACC:204B	Issues in Management Education
	10:40am	<b>613</b>	MAR:Grand Ballroom - Salon E	Inner and Outer Sustainability
		<b>614</b>	ACC:204B	Questioning Tenure
	12:20pm	<b>732</b>	MAR:Grand Ballroom - Salon E	Market Emergence/Construction
		<b>733</b>	ACC:204B	Questions that bring trouble
	2:30pm	<b>849</b>	MAR:Platinum 5	Opposite Day
		<b>850</b>	HIL:California Pavilion A	Shared Decision-Making in Singular Events
		<b>851</b>	ACC:204B	Organizational Decision Making
3:30pm	<b>964</b>	MAR:Grand Ballroom - Salon E	Managing with Passion: A Dialogue in Tango & Art	
4:10pm	<b>965</b>	HIL:California Pavilion A	The Questions We Don't Ask	
Tue	8:30am	<b>1103</b>	MAR:Grand Ballroom - Salon E	Hidden Conflicts revisited
		<b>1104</b>	HIL:California Pavilion A	Intellectual Shamans
		<b>1105</b>	ACC:204B	Productivity Dilemma Revisited
	10:30am	<b>1222</b>	MAR:Grand Ballroom - Salon E	Sharpening the Questions WeAsk
		<b>1223</b>	HIL:California Pavilion A	Decision Making during Crises
		<b>1224</b>	ACC:204B	Questions We Ask Disney Smile Factory
	2:30pm	<b>1340</b>	HIL:California Pavilion A	Questions in Int'l Management
		<b>1341</b>	ACC:204B	Changing the Questions We Ask
	4:10pm	<b>1452</b>	MAR:Grand Ballroom - Salon F	Dynamics of Ind. Architecture



# Showcase Symposia

Program Chair: James P. Walsh, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Susan E. Jackson, Rutgers U.  
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information
Mon	8:30am	491	HIL:California Pavilion B	SHCS: Advocates and Activists for Deductive Theory
		509	ACC:204C	SHCS: Culture and Entrepreneurship
		519	HIL:Pacific Pavilion B	SHCS: CEO Leadership
		539	ACC:204A	SHCS: Consultant's Responsibility
		545	MAR:Grand Ballroom - Salon F	SHCS: Looking Through the Lens of Positive Identity
	10:40am	661	ACC:204C	SHCS: Neither/Nor or Both/ And?
		693	ACC:204A	SHCS: Social Exchange Theory
		715	HIL:California Pavilion A	SHCS: Micro-processes on Board&TMTs
		716	MAR:Grand Ballroom - Salon F	SHCS: Market Devices
	12:20pm	745	MAR:Grand Ballroom - Salon F	SHCS: Towards a Stakeholder Theory of Strategy
		795	HIL:Pacific Pavilion B	SHCS: The Shifting Landscape of Executive Education
		802	HIL:California Pavilion B	SHCS: Relational Identity at Work
		814	ACC:204A	SHCS: Reinforcing Work Orientation
		830	ACC:204C	SHCS: Field-Configuring Events
	2:30pm	863	ACC:204C	SHCS: Uncertainty and Firm Strategy
896		HIL:Pacific Pavilion B	SHCS: Intercultural Competencies	
928		ACC:204A	SHCS: Workplace Deviance	
931		HIL:California Pavilion B	SHCS: Employee Voice and Silence	
957		MAR:Grand Ballroom - Salon F	SHCS: Virtuousness in organizations	
Tue	8:30am	1113	MAR:Grand Ballroom - Salon F	SHCS: Property Rights and Strategy
		1174	ACC:204A	SHCS: Complexity Leadership
		1187	HIL:Pacific Pavilion B	SHCS: Novelty in Organizational Adaptation
		1189	ACC:204C	SHCS: Communities and Institutions
		1197	HIL:California Pavilion B	SHCS: New Questions in Bus. Ethics
	10:30am	1237	HIL:California Pavilion B	SHCS: Alliance Portfolios: The Questions We Ask
		1238	MAR:Grand Ballroom - Salon F	SHCS: Firm and Market Dynamism
		1292	ACC:204A	SHCS: Identity and Social Change
		1301	HIL:Pacific Pavilion B	SHCS: Organization-Level Trust
		1319	ACC:204C	SHCS: Benchmarking
	2:30pm	1387	HIL:California Pavilion B	SHCS: Corporate Governance Systems
		1418	MAR:Grand Ballroom - Salon F	SHCS: Leadership development
		1419	HIL:Pacific Pavilion B	SHCS: Decisions from Experience
		1436	ACC:204A	SHCS: A Conference on Conferences
	4:10pm	1523	HIL:California Pavilion B	SHCS: The Quest to Resilience

# Interactive Papers

Interactive Papers Chair: Corinne Coen, SUNY at Buffalo U.

Day	Start	#	Location	Session Information
Mon	8:30am	526	HIL:Mezzanine 1	IP: Creativity and Innovation Among Individuals
		527	HIL:Mezzanine 10	IP: Affect and Judgement
		528	HIL:Mezzanine 11	IP: Team Processes II
		529	HIL:Mezzanine 12	IP: All About Family Business
		530	HIL:Mezzanine 2	IP: Corporate Governance
		531	HIL:Mezzanine 3	IP: Contingency Theorizing
		532	HIL:Mezzanine 4	IP: Mergers and Acquisitions
		533	HIL:Mezzanine 5	IP: Int'lization & Firm Performanc
		534	HIL:Mezzanine 6	IP: Technology and Change
		535	HIL:Mezzanine 7	IP: Organizational Learning
		536	HIL:Mezzanine 8	IP: Staffing and Socialization
		537	HIL:Mezzanine 9	IP: Leadership in Healthcare
Mon	10:40am	662	HIL:Mezzanine 1	IP: Decision-Making
		663	HIL:Mezzanine 10	IP: Team Creativity
		664	HIL:Mezzanine 11	IP: Conflict and Resolution
		665	HIL:Mezzanine 12	IP: Demographics Issues in Entrepreneuring
		666	HIL:Mezzanine 2	IP: Changing Structures and Processes
		667	HIL:Mezzanine 3	IP: Group Perspective on Board
		668	HIL:Mezzanine 4	IP: Network Theorizing
		669	HIL:Mezzanine 5	IP: Learning: Gestation and Dissemination
		670	HIL:Mezzanine 6	IP: Technology Based Innovation and Strategy
		671	HIL:Mezzanine 7	IP: Communication and Technology
		672	HIL:Mezzanine 8	IP: Must Worklife Hurt?
		673	HIL:Mezzanine 9	IP: Strategic Issues in Healthcare
	12:20pm	781	HIL:Mezzanine 1	IP: Effects of Work Context on Employee Attitudes
		782	HIL:Mezzanine 10	IP: Insiders, Outsiders, Identity in Organization
		783	HIL:Mezzanine 11	IP: Justice and Trust
		784	HIL:Mezzanine 12	IP: Entrepreneurial Life Cycles
		785	HIL:Mezzanine 2	IP: Institutional Theory & Underlying Processes
		786	HIL:Mezzanine 3	IP: Corporate Governance
		787	HIL:Mezzanine 4	IP: Organizational Change, Innovation, and Structure
		788	HIL:Mezzanine 5	IP: Paths of Management Development
		789	HIL:Mezzanine 6	IP: Non-profit Organizations: Theory and Qualitative
		790	HIL:Mezzanine 7	IP: IT Systems Development and Governance Issues
		791	HIL:Mezzanine 8	IP: Merit Systems and Employee Incentives
		792	HIL:Mezzanine 9	IP: Workforce, Climate and Healthcare Outcomes
	2:30pm	899	HIL:Mezzanine 1	IP: Individual Learning and Knowledge Management
		900	HIL:Mezzanine 10	IP: Affect, Motivation, and Cognition
		901	HIL:Mezzanine 11	IP: CSE & Stakeholder Theory
		902	HIL:Mezzanine 12	IP: Entrepreneurial Practice
		903	HIL:Mezzanine 2	IP: Knowledge Creation within the Organization
		904	HIL:Mezzanine 3	IP: Corporate Governance and Decision Making
		905	HIL:Mezzanine 4	IP: Resource and Dynamic Capabilities
		906	HIL:Mezzanine 5	IP: Joint Venturing
		907	HIL:Mezzanine 6	IP: The Not-for-Profit Organization
		908	HIL:Mezzanine 7	IP: Communcation, Media and the Internet
		909	HIL:Mezzanine 8	IP: Strategic HR and Performance
		910	HIL:Mezzanine 9	IP: Religion and Spirituality

Day	Start	#	Location	Session Information		
Mon	4:10pm	1004	HIL:Mezzanine 1	IP: Justice and Its Outcomes		
		1005	HIL:Mezzanine 10	IP: Weickian Ideas		
		1006	HIL:Mezzanine 11	IP: Environmental Factors in Social Responsibility		
		1007	HIL:Mezzanine 12	IP: Firm Founding and Startup		
		1008	HIL:Mezzanine 2	IP: Management Mechanisms		
		1009	HIL:Mezzanine 3	IP: Corporate Governance: Executive and Leadership		
		1010	HIL:Mezzanine 4	IP: Resource and Theories		
		1011	HIL:Mezzanine 5	IP: New Product Development		
		1012	HIL:Mezzanine 6	IP: Issues in NPO and Government Agencies		
		1013	HIL:Mezzanine 7	IP: Organizational Impacts of IT Work		
		1014	HIL:Mezzanine 8	IP: HR and Organizational Strategy		
		1015	HIL:Mezzanine 9	IP: Ecological Practices		
		Tue	8:30am	1145	HIL:Mezzanine 1	IP: Justice at Organizational and Individual Levels
				1146	HIL:Mezzanine 10	IP: Women in the Workplace
				1147	HIL:Mezzanine 11	IP: Corporate Social Responsibility and Ethics
1148	HIL:Mezzanine 12			IP: New Venture: Processes and Survival		
1149	HIL:Mezzanine 2			IP: Emerging Economies and Development Issues		
1150	HIL:Mezzanine 3			IP: Evolutionary Perspective		
1151	HIL:Mezzanine 4			IP: Technology Strategy		
1152	HIL:Mezzanine 5			IP: Managing Technology Through Risk and Information		
1153	HIL:Mezzanine 6			IP: Work or Family?		
1154	HIL:Mezzanine 7			IP: Operational Knowledge and Learning		
1155	HIL:Mezzanine 8			IP: Strategic HR Issues		
1156	HIL:Mezzanine 9			IP: Topics and Practices in Management Education		
10:30am	1272			HIL:Mezzanine 1	IP: Motivation and Behavior	
	1273			HIL:Mezzanine 10	IP: Diversity and Careers	
	1274			HIL:Mezzanine 11	IP: Ethics: Models and Measures	
	1275		HIL:Mezzanine 12	IP: Venture Capital and Entrepreneurship		
	1276		HIL:Mezzanine 2	IP: Global Outsourcing		
	1277		HIL:Mezzanine 3	IP: Geography and Clusters in Industry		
	1278		HIL:Mezzanine 4	IP: Interfirm Knowledge-Based Management		
	1279		HIL:Mezzanine 5	IP: Managing Technology and Relationships		
	1280		HIL:Mezzanine 6	IP: Career Development and Outcomes		
	1281		HIL:Mezzanine 7	IP: Operation Management and Value-Chain Logistics		
	1282		HIL:Mezzanine 8	IP: HR Assessment and Development		
	1283		HIL:Mezzanine 9	IP: Education and Public Policy		
	2:30pm		1388	HIL:Mezzanine 1	IP: Team Dysfunction	
			1389	HIL:Mezzanine 10	IP: The Immigrant Work Experience	
			1390	HIL:Mezzanine 11	IP: Ethics and Environment Influence	
1391			HIL:Mezzanine 12	IP: Doing It on Your Own		
1392			HIL:Mezzanine 2	IP: Cross-Cultural Issues in IM		
1393			HIL:Mezzanine 3	IP: Institutional Theory		
1394		HIL:Mezzanine 4	IP: Internationalization Processes			
1395		HIL:Mezzanine 5	IP: Managing New Product Development			
1396		HIL:Mezzanine 6	IP: Various Research Methods			
1397		HIL:Mezzanine 7	IP: Value Chains: Supply Chain Management			
1398		HIL:Mezzanine 8	IP: Change Processes and Practices			
1399		HIL:Mezzanine 9	IP: Individual Behavior and Performance			

Day	Start	#	Location	Session Information
Tue	4:10pm	<b>1492</b>	HIL:Mezzanine 1	IP: Team Processes I
		<b>1493</b>	HIL:Mezzanine 10	IP: Consulting
		<b>1494</b>	HIL:Mezzanine 11	IP: Environmental Factors: Stakeholder's Stories
		<b>1495</b>	HIL:Mezzanine 12	IP: What Capabilities Entrepreneurs?
		<b>1496</b>	HIL:Mezzanine 2	IP: Social (De)Construction Mechanisms
		<b>1497</b>	HIL:Mezzanine 3	IP: Interfirm Relationships
		<b>1498</b>	HIL:Mezzanine 4	IP: Location Choice and Global Strategy
		<b>1499</b>	HIL:Mezzanine 5	IP: Research and Development
		<b>1500</b>	HIL:Mezzanine 6	IP: Sustainability and the Resource-Based View
		<b>1501</b>	HIL:Mezzanine 7	IP: Operation Management and Healthcare
		<b>1502</b>	HIL:Mezzanine 8	IP: The Unpredictable in Org.
<b>1503</b>	HIL:Mezzanine 9	IP: Effects and Moderators of Leadership		
Wed	8:30am	<b>1593</b>	HIL:Mezzanine 1	IP: New Approaches to Leadership
		<b>1594</b>	HIL:Mezzanine 10	IP: Cross-Cultural Management: Individual Level Issues
		<b>1595</b>	HIL:Mezzanine 11	IP: Organizational Routines
		<b>1596</b>	HIL:Mezzanine 12	IP: Corporate Governance Across Cultures
		<b>1597</b>	HIL:Mezzanine 2	IP: Org. Fields and Markets
		<b>1598</b>	HIL:Mezzanine 3	IP: Knowledge and Practice
		<b>1599</b>	HIL:Mezzanine 4	IP: Management Challenges of Emerging Countries
		<b>1600</b>	HIL:Mezzanine 5	IP: Strategy, Technology, and Innovation in Firms
		<b>1601</b>	HIL:Mezzanine 6	IP: Network Structure
		<b>1602</b>	HIL:Mezzanine 7	IP: Organizational Structures and Form
			10:40am	<b>1646</b>
		<b>1647</b>	HIL:Mezzanine 10	IP: The Impact of Culture
		<b>1648</b>	HIL:Mezzanine 11	IP: Individual and Strategic Eco-Response
		<b>1649</b>	HIL:Mezzanine 12	IP: Cross Culture Management
		<b>1650</b>	HIL:Mezzanine 2	IP: Compensation in Corporate Governance
		<b>1651</b>	HIL:Mezzanine 3	IP: Knowledge, Exploitation & Exploration
		<b>1652</b>	HIL:Mezzanine 4	IP: MNC Management & Governance
		<b>1653</b>	HIL:Mezzanine 5	IP: Strategy, Technology, and Innovation
		<b>1654</b>	HIL:Mezzanine 6	IP: Organizational Change and Transformation
		<b>1655</b>	HIL:Mezzanine 7	IP: Social Theorizing

# Caucuses

Program Chair: Paul Adler, U. of Southern California

Day	Start	#	Location	Session Information
Mon	8:30am	495	HIL:Balboa B	CAU: Computer Modeling in Org. Res.
		496	HIL:Balboa C	CAU: Organizational Errors and Reliability
		497	HIL:Santa Barbara	CAU: Climate Change on Management
		498	HIL:Ventura	CAU: Organization, Art and Aesthetic
	10:40am	628	HIL:Balboa B	CAU: What is coaching and when does it matter?
		629	HIL:Balboa C	CAU: Evidence-Based Management
		630	HIL:Santa Barbara	CAU: African Management: A Research Caucus
		631	HIL:Ventura	CAU: Building Entrepreneurial Networks
	12:20pm	748	HIL:Balboa B	CAU: Comparative HRM and Its Future
		749	HIL:Balboa C	CAU: Future of Management Education
		750	HIL:Santa Barbara	CAU: The Future of Global Management
		751	HIL:Ventura	CAU: Maximizing Impact in India
	2:30pm	866	HIL:Balboa C	CAU: On Journal Publishing
		867	HIL:Santa Barbara	CAU: Immigration
		868	HIL:Ventura	CAU: Learning Outcomes Questions
	4:10pm	978	HIL:Balboa B	CAU: The Role of Entrepreneurship
979		HIL:Balboa C	CAU: Mgmt Scholars & Organized Labor	
980		HIL:Palos Verdes A	CAU: Reflections on Leadership: Heroes and History	
981		HIL:Santa Barbara	CAU: Leadership Development for Women	
982		HIL:Ventura	CAU: Racial Ideologies & Diversity Re	
Tue	8:30am	1117	HIL:Balboa B	CAU: Approaches to Service Learning
		1118	HIL:Balboa C	CAU: Crossing the Divide
		1119	HIL:Santa Barbara	CAU: Paths to Organizational Diversity
		1120	HIL:Ventura	CAU: Retirement and the AOM
	10:30am	1240	HIL:Balboa B	CAU: The Dark Side Exposed
		1241	HIL:Balboa C	CAU: Russia and CIS Management Research Caucus
		1242	HIL:Santa Barbara	CAU: Social Capital Research
		1243	HIL:Ventura	CAU: Socioeconomic Status and the Working Class
	2:30pm	1356	HIL:Balboa B	CAU: Interrelatedness (Theory)
		1357	HIL:Balboa C	CAU: Neuroeconomics and organization
		1358	HIL:Santa Barbara	CAU: The Part-Time Doctorate
		1359	HIL:Ventura	CAU: Nonprofits and The Roles
	4:10pm	1466	HIL:Balboa B	CAU: Interrelatedness (Method)
		1467	HIL:Balboa C	CAU: Sport Research Caucus
		1468	HIL:Santa Barbara	CAU: Women Directors
		1469	HIL:Ventura	CAU: People and Organizations Research Interest Group



# All Academy Workshops

Professional Development Workshop Chair: Dianna L. Stone, U. of Texas at San Antonio

Day	Start	#	Location	Session Information
<b>Sat</b>	8:00am	<b>71</b>	ACC:304B	Questions We Ask & Don't Ask
	8:30am	<b>89</b>	ACC:304A	Leadership Think Tank: The Questions We Don't Ask
	10:00am	<b>133</b>	ACC:304C	Journal Editing: An Opening of the Black Box
	1:00pm	<b>170</b>	ACC:304A	Sharing Best-Practices
		<b>171</b>	ACC:304C	Questions We Have Not Asked
1:30pm	<b>192</b>	ACC:304B	Bringing Practice Back	
<b>Sun</b>	10:00am	<b>351</b>	MAR:Platinum 4	AMLE Writers' Workshop

# Business Policy & Strategy

Program Chair: Joanne Oxley, U. of Toronto  
Professional Development Workshop Chair: Tammy L. Madsen, Santa Clara U.

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>7</b>	ACC:203A	Ent' ship and family business
		<b>23</b>	ACC:204B	Power of Richness Panel
	2:00pm	<b>29</b>	ACC:203B	Dynamic Capability Processes
	3:00pm	<b>34</b>	ACC:201B	Grading Strategies
		<b>35</b>	ACC:210D	Power of Richness Feedback
	3:30pm	<b>39</b>	ACC:204A	Iberoamerican Research
	4:30pm	<b>42</b>	ACC:201D	Study of Competitive Advantage
6:00pm	<b>47</b>	ACC:203B	Business Policy and Strategy Doctoral Consortium	
Sat	7:30am	<b>65</b>	ACC:203B	Business Policy and Strategy Doctoral Consortium
	8:00am	<b>72</b>	ACC:201D	The Business Model: In Search of Meaning
		<b>73</b>	ACC:202B	Questionnaire Development
		<b>85</b>	ACC:207A	Advanced Social Networks
	8:30am	<b>90</b>	ACC:205B	BPS Dissertation Consortium
		<b>91</b>	ACC:209B	BPS New Faculty Consortium
		<b>92</b>	ACC:211A	Teaching Strategy with Video Cases
		<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?
		<b>102</b>	HIL:Pacific Pavilion C	Process Research Workshop
	9:00am	<b>110</b>	HIL:Huntington C	Managing Emotional Negotiation
		<b>113</b>	ACC:209A	Business & Government in L.A.
		<b>116</b>	ACC:213A	Emerging Markets
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration
	10:00am	<b>134</b>	ACC:206A	Making Money from Resources
	10:30am	<b>145</b>	ACC:203A	Industry Architecture Dynamics
	11:00am	<b>150</b>	ACC:202B	Issues in Off-shoring of R&D
		<b>152</b>	HIL:Palos Verdes A	Introduction to Social Networks Research
	12:00pm	<b>159</b>	ACC:303B	Network Evolution and Dynamics
		<b>160</b>	ACC:210A	Teaching Strategy Vol. II
	1:00pm	<b>172</b>	ACC:212B	Patent and Non-Patent Data
		<b>175</b>	HIL:San Clemente	Using Technology to Answer the Questions We Ask
	1:30pm	<b>193</b>	ACC:209B	BPS New Faculty Consortium
		<b>194</b>	ACC:206B	Making Money from Resources II
	2:00pm	<b>204</b>	ACC:203B	BPS Doct. & Diss. Consortia
		<b>205</b>	ACC:207B	M&A as a Research Context
		<b>211</b>	ACC:205B	Simulation in Org. Theory
		<b>212</b>	ACC:207A	Strategy and Performance
<b>213</b>		ACC:211A	Offshoring of KIBS	
2:30pm	<b>216</b>	ACC:210A	Corporate Venturing	
	<b>218</b>	ACC:204A	Teaching Multicultural Classes	
3:00pm	<b>225</b>	ACC:201C	Innovative Teaching Ideas for Management Educators	
6:00pm	<b>250</b>	HIL:California Pavilion C	BPS Social	
	<b>251</b>	ACC:201A	BPS Mid-Career Workshop	
Sun	8:00am	<b>274</b>	ACC:203B	Business Policy and Strategy Doctoral Consortium
		<b>275</b>	ACC:207A	BPS Managing Your Dissertation Workshop
		<b>276</b>	ACC:211B	Same Question/Different Answer
		<b>291</b>	HIL:Pacific Pavilion C	Confronting Risk
		<b>301</b>	HIL:El Capitan B	Writing Qualitative Methods
		<b>302</b>	HIL:Laguna A	Qualitative Comparative Analysis
	8:30am	<b>306</b>	ACC:209B	BPS New Faculty Consortium
		<b>307</b>	ACC:207D	Fostering Publication
		<b>316</b>	MAR:La Jolla	Finding the Right Questions
		<b>317</b>	HIL:Pacific Pavilion D	Ask the Experts: Quantitative Methods

Day	Start	#	Location	Session Information	
Sun	9:00am	336	ACC:207B	Facilitation and Strategy	
		345	ACC:209A	Innovation in Standards	
		346	ACC:212A	Technoentrepreneurship	
	9:30am	347	ACC:207C	CoPs and Evolutionary Econ	
	10:00am	353	HIL:Huntington A	The Craft of Writing a Book	
		365	HIL:Palos Verdes A	The 16th Annual Craft of Reviewing Workshop	
		370	ACC:213B	Management Research in China	
	10:30am	384	MAR:Platinum 9	Databases for CSR Research	
	12:00pm	398	ACC:207A	Strategy-as-Practice: Methodological Challenges	
	3:30pm	433	ACC:207A	BPS Executive Committee Meeting	
Mon	8:30am	490	ACC:201B	JS: Upper Echelons Research	
		491	HIL:California Pavilion B	SHCS: Advocates and Activists for Deductive Theory	
		492	ACC:202A	JS: Knowledge Integration Process	
		531	HIL:Mezzanine 3	IP: Contingency Theorizing	
		532	HIL:Mezzanine 4	IP: Mergers and Acquisitions	
		535	HIL:Mezzanine 7	IP: Organizational Learning	
		568	ACC:207D	JS: New Thoughts on Resource Partitioning	
	9:00am	585	MAR:Grand Ballroom - Salon G	Political Strategies	
		586	MAR:Grand Ballroom - Salon H	Board Influences on Organizational Outcomes	
		587	ACC:201A	Structure and Configuration	
		588	ACC:201C	Acquisition Performance	
		589	ACC:201D	Influences of TMT Composition	
		590	ACC:202B	Influences on Innovation	
		591	ACC:203A	Learning through Alliances	
		592	ACC:203B	Opportunism and Organizational Form	
		593	ACC:Exhibit Hall C - BPS 1	Competitive Advantage: What Drives Performance? ☺	
		594	ACC:Exhibit Hall C - BPS 2	Developing and Measuring Capabilities ☺	
		595	ACC:Exhibit Hall C - BPS 3	Dynamic Capabilities and Competitive Advantage ☺	
		10:40am	615	MAR:Grand Ballroom - Salon G	Political Strategies in China
			616	MAR:Grand Ballroom - Salon H	Board Processes & Effectiveness
	617		ACC:201A	Strategic Factor Markets	
	618		ACC:201B	Managing Change from the Top	
	619		ACC:201C	The Decision to Diversify	
	620		ACC:201D	The Role(s) of Ownership in Governance	
	621		ACC:203A	Incentive & Governance Mechanisms in Alliances	
	622		ACC:203B	The Practice of Strategy	
	623		ACC:202B	JS: Cross-Border Knowledge Flows	
	624		ACC:202A	JS: Entry Responses by Incumbents	
	667		HIL:Mezzanine 3	IP: Group Perspective on Board	
	668		HIL:Mezzanine 4	IP: Network Theorizing	
	715		HIL:California Pavilion A	SHCS: Micro-processes on Board&TMTs	
	729		ACC:209B	JS: Knowledge Spillovers	
	12:20pm		734	MAR:Grand Ballroom - Salon G	Diversification Context
			735	MAR:Grand Ballroom - Salon H	The Rise and Fall of CEOs
			736	ACC:201A	Real Options and Sustainable Competitive Advantage
		737	ACC:201C	Exploration and Exploitation	
		738	ACC:202B	Innovation and Org. Design	
		739	ACC:203A	Knowledge Development in Alliance Portfolios	
		740	ACC:Exhibit Hall C - BPS 1	Entrepreneurial and Family-Owned Firms ☺	
		741	ACC:Exhibit Hall C - BPS 2	Diversification Strategies and M&As ☺	
		742	ACC:201D	JS: Corp. Governance & Strat. Mgmt	
		743	ACC:202A	JS: Exploring Business Groups	
		744	ACC:201B	JS: Learning and Heterogeneity	
		745	MAR:Grand Ballroom - Salon F	SHCS: Towards a Stakeholder Theory of Strategy	
		786	HIL:Mezzanine 3	IP: Corporate Governance	
		787	HIL:Mezzanine 4	IP: Organizational Change, Innovation, and Structure	
		829	ACC:207D	JS: Social Network Formation	
		843	ACC:203B	JS: Organizing for User Innovation	

Day	Start	#	Location	Session Information
Mon	2:30pm	<b>852</b>	MAR:Grand Ballroom - Salon G	Social Capital in Alliances
		<b>853</b>	MAR:Grand Ballroom - Salon H	Executives and Agency
		<b>854</b>	ACC:201A	Creating Value with Strategic Resources
		<b>855</b>	ACC:201B	Managerial Issues for New Ventures
		<b>856</b>	ACC:201C	Horizontal Scope and Performance
		<b>857</b>	ACC:201D	Effects of Equity Holdings
		<b>858</b>	ACC:202A	Managerial Decision-Making and Managerial Action
		<b>859</b>	ACC:202B	Innovation in Biotech
		<b>860</b>	ACC:203A	Firm Boundary Decisions in Information Technology
		<b>861</b>	ACC:203B	Capability Development
		<b>862</b>	ACC:Exhibit Hall C - BPS 1	Social & Political Strategies
		<b>863</b>	ACC:204C	SHCS: Uncertainty and Firm Strategy
		<b>901</b>	HIL:Mezzanine 11	IP: CSE & Stakeholder Theory
		<b>902</b>	HIL:Mezzanine 12	IP: Entrepreneurial Practice
		<b>904</b>	HIL:Mezzanine 3	IP: Corporate Governance and Decision Making
		<b>905</b>	HIL:Mezzanine 4	IP: Resource and Dynamic Capabilities
		<b>906</b>	HIL:Mezzanine 5	IP: Joint Venturing
		<b>918</b>	ACC:210A	JS: Perspectives on Mind-reading
		<b>946</b>	ACC:210D	JS: Entrepreneurship in Finance
		4:10pm		<b>966</b>
<b>967</b>	MAR:Grand Ballroom - Salon H			CEO Succession & Performance
<b>968</b>	ACC:201A			Pathways to Persistence
<b>969</b>	ACC:201B			Financing Strategies for New Ventures
<b>970</b>	ACC:201D			Influences on Executive Compensation
<b>971</b>	ACC:202A			The Evolution of Rivalry
<b>972</b>	ACC:202B			Restructuring and Turnarounds
<b>973</b>	ACC:203A			Alliance Termination
<b>974</b>	ACC:203B			Resurrecting Strategic Planning
<b>975</b>	ACC:201C			JS: Knowledge & Performance
<b>1009</b>	HIL:Mezzanine 3			IP: Corporate Governance: Executive and Leadership
<b>1010</b>	HIL:Mezzanine 4			IP: Resource and Theories
<b>1047</b>	ACC:210D			JS: Institutional Settings
5:30pm				<b>1066</b>
Tue	8:30am	<b>1106</b>	MAR:Grand Ballroom - Salon G	Equity and its Alternatives in Alliance Governance
		<b>1107</b>	ACC:201A	Theoretical Advances in the RBV
		<b>1108</b>	ACC:201B	New Venture Adaptation
		<b>1109</b>	ACC:201C	Acquisition Experience and Learning
		<b>1110</b>	ACC:201D	Influences of Board Composition
		<b>1111</b>	ACC:203A	The Determinants of Contract Structure
		<b>1112</b>	ACC:203B	Managerial Field Studies
		<b>1113</b>	MAR:Grand Ballroom - Salon F	SHCS: Property Rights and Strategy
		<b>1114</b>	ACC:202A	JS: Financial Markets
		<b>1115</b>	ACC:202B	JS: Strategy and Time's Arrow
		<b>1149</b>	HIL:Mezzanine 2	IP: Emerging Economies and Development Issues
		<b>1150</b>	HIL:Mezzanine 3	IP: Evolutionary Perspective
		<b>1151</b>	HIL:Mezzanine 4	IP: Technology Strategy
		<b>1186</b>	ACC:210D	JS: New Market Emergence
		<b>1187</b>	HIL:Pacific Pavilion B	SHCS: Novelty in Organizational Adaptation
		<b>1194</b>	HIL:Oceanside	JS: Mixing Qual. and Quant methods
		9:00am		<b>1207</b>
<b>1208</b>	ACC:Exhibit Hall C - BPS 1			Compensation Policy and Governance
<b>1209</b>	ACC:Exhibit Hall C - BPS 2			Board Composition and TMT Decision-Making
<b>1210</b>	ACC:Exhibit Hall C - BPS 3			Inter-Firm Alliances & Cooperative Strategies

Day	Start	#	Location	Session Information
Tue	10:30am	1225	MAR:Grand Ballroom - Salon G	Opportunism or Reciprocation?
		1226	ACC:201B	Dynamic Capabilities and Firm Performance
		1227	ACC:201C	Who's at the Helm?
		1228	ACC:201D	Implications of Executive Compensation
		1229	ACC:202A	Durable Advantage?
		1230	ACC:202B	Innovation and Firm Value
		1231	ACC:203A	Outsourcing and Vertical Relationships
		1232	ACC:203B	Strategic Risk Taking
		1233	ACC:Exhibit Hall C - BPS 1	Industry Dynamics & Competitive Interaction
		1234	ACC:Exhibit Hall C - BPS 2	Technology Strategy & Management of Innovation
		1235	ACC:Exhibit Hall C - BPS 3	Knowledge, Adaptation and Organizational Change
		1236	MAR:Grand Ballroom - Salon H	JS: Is It All About the CEO? How Dare We Ask?
		1237	HIL:California Pavilion B	SHCS: Alliance Portfolios: The Questions We Ask
		1238	MAR:Grand Ballroom - Salon F	SHCS: Firm and Market Dynamism
		1255	HIL:San Clemente	JS: Firm diversity and performance
		1275	HIL:Mezzanine 12	IP: Venture Capital and Entrepreneurship
		1277	HIL:Mezzanine 3	IP: Geography and Clusters in Industry
		1280	HIL:Mezzanine 6	IP: Career Development and Outcomes
		1287	MAR:Elite 1	JS: Back to the Source: Barnard
		1318	ACC:210D	JS: Paths in Organizational Fields
1319	ACC:204C	SHCS: Benchmarking		
2:30pm		1342	MAR:Grand Ballroom - Salon G	Environmental Context and New Venture Performance
		1343	MAR:Grand Ballroom - Salon H	Strategic Orientation
		1344	ACC:201A	Governance Modes and Competitive Advantage
		1345	ACC:201B	New Venture Growth and Performance
		1346	ACC:201C	Ownership Structure and Corporate Strategies
		1347	ACC:201D	Do CEO Characteristics Matter During Succession?
		1348	ACC:202A	Organizational Environments and Geographies
		1349	ACC:202B	Mobility, Social Networks & Technology
		1350	ACC:203A	Network Evolution: Causes and Consequences
		1351	ACC:203B	Strategic Decision-Making
		1352	ACC:Exhibit Hall C - BPS 1	Networks: Antecedents and Strategic Impact
		1353	ACC:Exhibit Hall C - BPS 2	Strategic Planning: Content & Process
		1379	HIL:Huntington B	JS: Bridging Micro & Macro HR
		1387	HIL:California Pavilion B	SHCS: Corporate Governance Systems
		1393	HIL:Mezzanine 3	IP: Institutional Theory
		1450	MAR:Platinum 7	JS: Project-based organizations
4:10pm		1453	MAR:Grand Ballroom - Salon G	Deliberate, Adaptive and Vicarious Learning
		1454	MAR:Grand Ballroom - Salon H	Managing Strategic Initiatives
		1455	ACC:201A	Reputation and Firm Identity
		1456	ACC:201B	Determinants of Investment Strategies
		1457	ACC:201C	Exploring Divestment Strategies
		1458	ACC:201D	Wiley-Blackwell Dissertation Award Finalists
		1459	ACC:202A	Persistent Performance Gaps?
		1460	ACC:202B	Technological Positioning
		1461	ACC:203A	Network Structure and Strategy
		1462	ACC:203B	Emotion in Strategy
		1480	HIL:Palos Verdes B	JS: Managing Skilled Professionals
		1483	HIL:California Pavilion A	JS: Shared Capitalism
1497	HIL:Mezzanine 3	IP: Interfirm Relationships		
1500	HIL:Mezzanine 6	IP: Sustainability and the Resource-Based View		
5:30pm		1552	MAR:Marquis Northeast	BPS Division Business Meeting
6:30pm		1566	MAR:Marquis South	Business Policy and Strategy Division Social Hour
Wed	8:30am	1598	HIL:Mezzanine 3	IP: Knowledge and Practice
		1599	HIL:Mezzanine 4	IP: Management Challenges of Emerging Countries
		1602	HIL:Mezzanine 7	IP: Organizational Structures and Form
		1620	MAR:Platinum 10	JS: Organizations and Philosophy
		1624	MAR:Orange County 1	JS: BOP Research and Practice
9:00am		1630	MAR:Grand Ballroom - Salon H	Role of Power and Dominance in Governance



Day	Start	#	Location	Session Information
Wed	10:40am	<b>1633</b>	MAR:Grand Ballroom - Salon H	New Directions in Corporate Governance
		<b>1650</b>	HIL:Mezzanine 2	IP: Compensation in Corporate Governance
		<b>1651</b>	HIL:Mezzanine 3	IP: Knowledge, Exploitation & Exploration

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# Careers

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Professional Development Workshop Chair: Wolfgang Mayrhofer, WirtschaftsU. Wien

Day	Start	#	Location	Session Information
<b>Fri</b>	5:30pm	<b>46</b>	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium
<b>Sat</b>	8:30am	<b>97</b>	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium
	11:00am	<b>148</b>	OS:Huntington/Newport Beach	Beach Boys and Girls.
	2:00pm	<b>206</b>	HIL:Huntington C	International EBM Mentor
	3:30pm	<b>233</b>	HIL:EI Capitan A	Lost in Translation?: Responding to Reviews
	6:30pm	<b>264</b>	OS:Huntington/Newport Beach	Career Night At The Beach
<b>Sun</b>	8:00am	<b>277</b>	HIL:Santa Barbara	Questions and Assumptions
	8:30am	<b>318</b>	MAR:Platinum 3	PhDs and Poverty Research
	9:00am	<b>323</b>	HIL:Santa Monica	Balancing Work and Life
		<b>324</b>	HIL:Pacific Pavilion B	Negotiating Your First Job
		<b>328</b>	HIL:Manhattan	Support of Shared Sisterhood
	10:00am	<b>352</b>	HIL:Redondo	Integrating Passion and Work
		<b>354</b>	HIL:Santa Barbara	Parenting and Academic Life
		<b>358</b>	ACC:304C	The Questions Non-US Scholars Ask
		<b>373</b>	ACC:303B	Managing Talent Globally
	3:30pm	<b>434</b>	HIL:Santa Monica	CAR Executive Committee Meeting
<b>Mon</b>	8:30am	<b>493</b>	HIL:Capistrano A	Working together: Conflict and Collaboration
		<b>494</b>	HIL:Oceanside	Career Orientations of Contemporary Employees
	10:40am	<b>625</b>	HIL:Capistrano A	Managing Mentoring
		<b>626</b>	HIL:Oceanside	The Role of Education and Socialization in Shapi...
		<b>627</b>	ACC:Exhibit Hall C - CAR	Careers at Work at the Visual Village
	12:20pm	<b>746</b>	HIL:Capistrano A	Career Issues
		<b>747</b>	HIL:Oceanside	Networks and Careers
		<b>782</b>	HIL:Mezzanine 10	IP: Insiders, Outsiders, Identity in Organization
		<b>802</b>	HIL:California Pavilion B	SHCS: Relational Identity at Work
		<b>814</b>	ACC:204A	SHCS: Reinforcing Work Orientation
	2:30pm	<b>864</b>	HIL:Capistrano A	Career Assistance and Support
		<b>865</b>	HIL:Oceanside	Work-life Well-being
	4:10pm	<b>976</b>	HIL:Oceanside	JS: Relational Approach to Career
		<b>977</b>	HIL:Capistrano A	JS: Immigrant Careers
<b>Tue</b>	8:30am	<b>1116</b>	HIL:Capistrano A	Reference groups in careers
		<b>1153</b>	HIL:Mezzanine 6	IP: Work or Family?
	10:30am	<b>1239</b>	HIL:Capistrano A	JS: The Mentoring Questions We Ask
		<b>1253</b>	HIL:Redondo	JS: Women's careers in Europe
		<b>1280</b>	HIL:Mezzanine 6	IP: Career Development and Outcomes
	2:30pm	<b>1354</b>	HIL:Capistrano A	Career Decisions
		<b>1355</b>	HIL:Oceanside	Examining Negative Career Outcomes More Closely
	4:10pm	<b>1463</b>	HIL:Capistrano A	Everett Cherrington Hughes Award
		<b>1464</b>	HIL:Oceanside	Perceptions, Impressions, and Ultimate Performance
		<b>1465</b>	HIL:Mezzanine 13	JS: Trends, Transitions, Technology
		<b>1523</b>	HIL:California Pavilion B	SHCS: The Quest to Resilience
	5:30pm	<b>1553</b>	HIL:Oceanside	Careers Division Business Meeting
	6:30pm	<b>1567</b>	HIL:Capistrano A	Careers Division Social Hour
<b>Wed</b>	8:30am	<b>1580</b>	HIL:Capistrano A	JS: Perspectives on Well-being
	10:40am	<b>1634</b>	HIL:Capistrano A	JS: 5C Career Transitions Study
		<b>1639</b>	HIL:Redondo	JS: Active Bystanders

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# Conflict Management

Program Chair: Kathleen O'Connor, Cornell U.  
Professional Development Workshop Chair: Deanna Geddes, Temple U.

Day	Start	#	Location	Session Information
<b>Fri</b>	1:00pm	<b>17</b>	ACC:202B	Negotiation: Questions We Ask
		<b>23</b>	ACC:204B	Power of Richness Panel
<b>Sat</b>	8:30am	<b>100</b>	HIL:EI Capitan A	Person Environment Fit Research Incubator
	9:00am	<b>109</b>	HIL:Manhattan	Conflict Management Division Doctoral Consortium
		<b>110</b>	HIL:Huntington C	Managing Emotional Negotiation
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration
	1:00pm	<b>173</b>	HIL:Huntington A	Improving Ethical Behavior
		<b>183</b>	HIL:Laguna B	Emotions at Work
		<b>190</b>	MAR:Orange County 3	Ethics in Publishing
	3:00pm	<b>219</b>	HIL:Sunset	Workplace Sexual Harassment
	3:30pm	<b>233</b>	HIL:EI Capitan A	Lost in Translation?: Responding to Reviews
	4:00pm	<b>235</b>	HIL:Huntington C	Research-Practice Divide in HR
<b>Sun</b>	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
		<b>291</b>	HIL:Pacific Pavilion C	Confronting Risk
	8:30am	<b>307</b>	ACC:207D	Fostering Publication
	9:00am	<b>324</b>	HIL:Pacific Pavilion B	Negotiating Your First Job
		<b>325</b>	HIL:EI Capitan A	Dark Side of Employee Behavior
		<b>337</b>	ACC:204B	Project on National Security Reform
		<b>344</b>	ACC:210B	Questioning for Relevance
	10:00am	<b>353</b>	HIL:Huntington A	The Craft of Writing a Book
	10:30am	<b>383</b>	HIL:Laguna B	The Questions We Ask Regarding Meso-Modeling
	12:00pm	<b>398</b>	ACC:207A	Strategy-as-Practice: Methodological Challenges
	3:30pm	<b>435</b>	HIL:Huntington A	CM Executive Committee Meeting
<b>Mon</b>	8:30am	<b>499</b>	HIL:Sunset	Men, Women, and Conflict
		<b>500</b>	HIL:Santa Monica	JS: Power, Social Responsibility, and Ethics
		<b>528</b>	HIL:Mezzanine 11	IP: Team Processes II
	10:40am	<b>632</b>	HIL:Santa Monica	Counter-Intuitive Negotiation
		<b>633</b>	HIL:Sunset	Trust and Forgiveness
		<b>634</b>	ACC:Exhibit Hall C - CM 1	Speaking Up ☺
		<b>635</b>	ACC:Exhibit Hall C - CM 2	New Directions in Con. Mgt. ☺
		<b>664</b>	HIL:Mezzanine 11	IP: Conflict and Resolution
		<b>692</b>	HIL:Pacific Pavilion A	JS: SWOT Analysis of Justice
	12:20pm	<b>752</b>	HIL:Santa Monica	Repairing Trust in Individuals and Organizations
		<b>753</b>	HIL:Sunset	Intragroup Conflict
		<b>765</b>	HIL:San Clemente	JS: Team Diversity
		<b>772</b>	HIL:Huntington B	JS: Up in the Air
		<b>783</b>	HIL:Mezzanine 11	IP: Justice and Trust
		<b>813</b>	HIL:EI Capitan A	JS: Novel Questions on LMX
		2:30pm	<b>869</b>	HIL:Santa Monica
	<b>870</b>		HIL:Sunset	JS: Status in Organizations
	4:10pm	<b>983</b>	HIL:Santa Monica	Demography and Teams
		<b>1004</b>	HIL:Mezzanine 1	IP: Justice and Its Outcomes
<b>Tue</b>	8:30am	<b>1121</b>	HIL:Santa Monica	Breaking Bad: Deviance, Deception, and Decency
		<b>1122</b>	MAR:Orange County 1	JS: Justice Dynamics and Processes over Time
		<b>1173</b>	HIL:Pacific Pavilion A	JS: Effects of Anger on Behavior and Judgment
	10:30am	<b>1244</b>	HIL:Santa Monica	Emotions, Cognition, and Culture
		<b>1299</b>	HIL:EI Capitan B	JS: Ownership and Territoriality
	2:30pm	<b>1360</b>	HIL:Mezzanine 13	Social Comparison
		<b>1361</b>	HIL:Santa Monica	JS: Behavioral Integrity
		<b>1416</b>	HIL:Pacific Pavilion A	JS: Discrete Negative Emotions
	4:10pm	<b>1492</b>	HIL:Mezzanine 1	IP: Team Processes I
		<b>1521</b>	HIL:Pacific Pavilion A	JS: Affect in Negotiation
		<b>1540</b>	ACC:210D	JS: Knowledge Creation & Barriers

Day	Start	#	Location	Session Information
Tue	5:30pm	1554	HIL:Santa Monica	Conflict Management Division Business Meeting
	6:30pm	1568	HIL:California Pavilion B	Conflict Management Division Social Hour
Wed	8:30am	1581	HIL:Santa Monica	(Mis)Handling Conflict: Aggression and Avoidance

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# Critical Management Studies

Program Chair: Ann L Cunliffe, U. of Hull  
Professional Development Workshop Chair: Craig Prichard, Massey U.

Day	Start	#	Location	Session Information
<b>Fri</b>	1:00pm	<b>9</b>	HIL:California Pavilion A	Relocating Diversity
<b>Sat</b>	8:30am	<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?
		<b>94</b>	HIL:Malibu	CMS Doctoral Consortium
		<b>101</b>	MAR:Grand Ballroom - Salon A	The Unscripted Future
	10:30am	<b>146</b>	ACC:304D	Managerial Rhetoric as Power
	11:30am	<b>156</b>	ACC:201D	Structuration Theory
	1:00pm	<b>174</b>	HIL:Sunset	CMS meets journal editors
	3:30pm	<b>232</b>	HIL:Huntington A	Teaching in the Age of Web 2.0
<b>Sun</b>	6:00pm	<b>252</b>	HIL:Malibu	Critical Management Studies Welcome Social
	7:00am	<b>268</b>	ACC:303D	Value in Management E-Media
	8:00am	<b>278</b>	HIL:Malibu	Critique out of its Walls
	9:00am	<b>326</b>	HIL:Coronado	Dark Side Case Competition
		<b>328</b>	HIL:Manhattan	Support of Shared Sisterhood
	9:30am	<b>348</b>	HIL:Ventura	Postcolonialism/Political Econ
	10:30am	<b>385</b>	HIL:Pacific Pavilion D	Ask The Experts: Qualitative Research
	11:00am	<b>387</b>	HIL:Coronado	Phil. Found. of Org Res
	3:30pm	<b>436</b>	HIL:Coronado	CMS Executive Committee Meeting
	5:30pm	<b>464</b>	HIL:California Pavilion B	Critical Management Studies Social Evening
	<b>Mon</b>	8:30am	<b>501</b>	MAR:Platinum 9
<b>502</b>			HIL:Mezzanine 13	Teaching CMS
<b>503</b>			HIL:Palos Verdes A	JS: Alternatives for Globalization
10:40am		<b>636</b>	HIL:Mezzanine 13	Critical Images
		<b>637</b>	HIL:Palos Verdes A	Diversity and Identity
		<b>638</b>	ACC:Exhibit Hall C - CMS	Critical Ways of 'Seeing' 
12:20pm		<b>754</b>	HIL:Mezzanine 13	Organization Culture: Transgression and Power
		<b>755</b>	HIL:Palos Verdes A	JS: Awkward Questions
		<b>772</b>	HIL:Huntington B	JS: Up in the Air
2:30pm		<b>871</b>	HIL:Mezzanine 13	The New Economy: Critical Perspectives
		<b>872</b>	HIL:Palos Verdes A	JS: The Questions We Don't Ask
4:10pm		<b>984</b>	HIL:California Pavilion B	CMS Theme Speaker
5:30pm		<b>1067</b>	HIL:California Pavilion B	CMS Business Meeting
<b>Tue</b>	8:30am	<b>1123</b>	HIL:Palos Verdes A	The Dark Side of Organizing and Organizations
	10:30am	<b>1245</b>	HIL:Palos Verdes A	'Critical' Talk and Text: Organizational Discourse
		<b>1328</b>	MAR:Orange County 2	JS: Critiques of CSR
	2:30pm	<b>1362</b>	MAR:Grand Ballroom - Salon K	Critical Perspectives in International Contexts
		<b>1363</b>	HIL:Palos Verdes A	Ethnography and Reflexivity
4:10pm	<b>1373</b>	HIL:Malibu	JS: Representing Difference	
	<b>1470</b>	HIL:Palos Verdes A	CMS Keynote Speaker	
<b>Wed</b>	8:30am	<b>1582</b>	HIL:Palos Verdes A	Critical Perspectives on Learning and Competence
	10:40am	<b>1635</b>	HIL:Mezzanine 13	Critical Management
		<b>1636</b>	HIL:Palos Verdes A	Critical Analyses of Organizations
		<b>1655</b>	HIL:Mezzanine 7	IP: Social Theorizing
	<b>1656</b>	MAR:Platinum 3	JS: Management Consulting Research	



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# Entrepreneurship

Program Chair: Eileen Fischer, York U.

Professional Development Workshop Chair: Per Davidsson, Queensland U. of Technology

Day	Start	#	Location	Session Information
Fri	12:00pm	5	OS:Argyros School of Business & Economics, Chapman U.	ENT Junior Faculty Consortium (+ dinner)
		6	OS:Argyros School of Business & Economics, Chapman U.	ENT Doctoral Consortium
	1:00pm	7	ACC:203A	Ent' ship and family business
		8	ACC:211B	Sustainability in the Rough
	3:00pm	30	ACC:213C	Neuroeconomics & Entrepreneurs
31		ACC:209A	Creating New Access to Business Data	
4:00pm	41	ACC:206A	Support for "The Questions We Ask"	
Sat	8:00am	72	ACC:201D	The Business Model: In Search of Meaning
		74	ACC:206A	Learning the Craft of Theory Building
		75	OS:Argyros School of Business & Economics, Chapman U.	ENT Doctoral Consortium
		76	ACC:204A	Venture Lab Approach
	8:30am	102	HIL:Pacific Pavilion C	Process Research Workshop
	9:00am	126	ACC:202A	Globalizing Innovation
	9:30am	129	ACC:201C	Universities and collaboration
	10:00am	135	ACC:303B	EO - A Discussion of Issues
	10:30am	145	ACC:203A	Industry Architecture Dynamics
	11:00am	152	HIL:Palos Verdes A	Introduction to Social Networks Research
	12:00pm	161	ACC:201B	Entrepreneurial Exit
		207	ACC:212A	Entrepreneurship Databases
	2:00pm	208	ACC:303D	women's entrepreneurship
		216	ACC:210A	Corporate Venturing
	2:30pm	216	ACC:210A	Corporate Venturing
	3:00pm	225	ACC:201C	Innovative Teaching Ideas for Management Educators
	6:00pm	253	OS:Astor Classics Museum	ENT Social Event
Sun	8:00am	276	ACC:211B	Same Question/Different Answer
		300	ACC:210A	Leadership Development
		302	HIL:Laguna A	Qualitative Comparative Analysis
	8:30am	308	ACC:210C	New Entrepreneurship Insights
		309	ACC:204C	International ENT Research
	9:00am	327	ACC:201A	ENT Doctoral Consortium (Sun)
	10:30am	380	ACC:210C	PSED II Users Group Workshop
	11:30am	391	ACC:206A	Creation Opportunities
		392	ACC:212B	Business Plan Competition
		393	ACC:304A	Framing Social Entrep
	3:30pm	437	ACC:204C	ENT Executive Committee Meeting
Mon	8:30am	490	ACC:201B	JS: Upper Echelons Research
		492	ACC:202A	JS: Knowledge Integration Process
		504	ACC:205A	Understanding Entrepreneurial Exits
		505	ACC:205B	Entrepreneurial Orientation
		506	ACC:206A	International Entre'ship 1
		507	ACC:206B	Antecedents and Outcomes of Corporate Venturing
		508	MAR:Grand Ballroom - Salon J	JS: Historical Foundations of ENT
		509	ACC:204C	SHCS: Culture and Entrepreneurship
		529	HIL:Mezzanine 12	IP: All About Family Business
	544	ACC:210A	JS: Is Homo Economicus a Myth?	
	9:00am	596	ACC:Exhibit Hall C - ENT 1	Gender, Ethnicity, and Entrepreneurship
	10:40am	624	ACC:202A	JS: Entry Responses by Incumbents
		639	MAR:Grand Ballroom - Salon J	Human Factors
		640	ACC:205A	Traits, States and Tensions
		641	ACC:205B	Entrepreneurial Action in Response to Uncertainty
		642	ACC:206A	International Ent 2
643		ACC:206B	Influences on Venture Capitalists' Deal Decisions	
644		ACC:Exhibit Hall C - ENT 1	Networks and Networking	
665	HIL:Mezzanine 12	IP: Demographics Issues in Entrepreneurship		

Day	Start	#	Location	Session Information
Mon	12:20pm	742	ACC:201D	JS: Corp. Governance & Strat. Mgmt
		756	MAR:Grand Ballroom - Salon K	Methods for BOP Entrepreneurs
		757	ACC:205A	Acquiring/exploiting knowledge
		758	ACC:205B	Industry Emergence and Entrepreneurial Action
		759	ACC:206A	International Ent 3
		760	ACC:206B	Competencies & resources
		761	ACC:Exhibit Hall C - ENT 1	Who Becomes an Entrepreneur and Why
		762	MAR:Grand Ballroom - Salon J	JS: Advancing Women's Enterprise
		784	HIL:Mezzanine 12	IP: Entrepreneurial Life Cycles
		830	ACC:204C	SHCS: Field-Configuring Events
	2:30pm	873	MAR:Grand Ballroom - Salon J	User influence on ent markets
		874	MAR:Grand Ballroom - Salon K	Values & Entrepreneurship
		875	ACC:205A	Governance Issues in Ent Firms
		876	ACC:205B	Infl of Origins on New Venture
		877	ACC:206A	Perspectives on reputation
		878	ACC:206B	Team impacts on ventures
		879	ACC:Exhibit Hall C - ENT 1	Entrepreneurial Activities
		880	ACC:Exhibit Hall C - ENT 2	Entrepreneurial Theory
		902	HIL:Mezzanine 12	IP: Entrepreneurial Practice
		904	HIL:Mezzanine 3	IP: Corporate Governance and Decision Making
4:10pm	946	ACC:210D	JS: Entrepreneurship in Finance	
	985	MAR:Grand Ballroom - Salon J	Entrepreneurial creativity	
	986	MAR:Grand Ballroom - Salon K	Strategic Planning & Ent Firms	
	987	ACC:204A	Entrepreneurship: what next?	
	988	ACC:205B	Corporate and University Spinoffs	
	989	ACC:206A	Entrepreneurial Entries	
	1007	HIL:Mezzanine 12	IP: Firm Founding and Startup	
	1049	ACC:206B	JS: Sustainability Education	
	5:30pm	1068	ACC:204A	Entrepreneurship Division Reception
		1069	ACC:205B	Entrepreneurship Division Business Meeting
Tue	8:30am	1113	MAR:Grand Ballroom - Salon F	SHCS: Property Rights and Strategy
		1124	MAR:Grand Ballroom - Salon J	Laws and ent activity
		1125	MAR:Grand Ballroom - Salon K	Entrepreneurship in Transitional Economies
		1126	ACC:205A	R & D, Innovation and Value Creation
		1127	ACC:205B	Corporate Entrepreneurship
		1128	ACC:206A	Networks and venturing
		1129	ACC:206B	Entrepreneurial Cognitions and Heuristics
		1148	HIL:Mezzanine 12	IP: New Venture: Processes and Survival
		1187	HIL:Pacific Pavilion B	SHCS: Novelty in Organizational Adaptation
		9:00am	1211	ACC:Exhibit Hall C - ENT 1
10:30am	1246	MAR:Grand Ballroom - Salon J	Success and Succession in Family Enterprises	
	1247	MAR:Grand Ballroom - Salon K	Clusters & regions	
	1248	ACC:205B	Corporate venture capital	
	1249	ACC:206A	High growth firms	
	1250	ACC:206B	Motives, intentions & affect	
	1251	ACC:Exhibit Hall C - ENT 1	Corporate Entrepreneurship	
	1252	ACC:205A	JS: Knowledge in venture teams	
	1275	HIL:Mezzanine 12	IP: Venture Capital and Entrepreneurship	
2:30pm	1364	MAR:Grand Ballroom - Salon J	Human resources in ent firms	
	1365	ACC:205A	Entrepreneurial Emergence and Effectuation	
	1366	ACC:205B	Entrepreneurship Education	
	1367	ACC:206A	Family & Firm Behavior	
	1368	ACC:206B	Opportunities and Innovations	
	1369	ACC:Exhibit Hall C - ENT 1	Entrepreneurial Cognition	
	1370	ACC:Exhibit Hall C - ENT 2	Performance of ENT Firms	
	1391	HIL:Mezzanine 12	IP: Doing It on Your Own	

Day	Start	#	Location	Session Information
Tue	4:10pm	1471	MAR:Grand Ballroom - Salon J	Risking Entrepreneurship: Who Tries and Why
		1472	ACC:205A	Social Ties & Ent. Ventures
		1473	ACC:205B	Venture Capital Syndicates
		1474	ACC:206B	Social Entrepreneurship: Patterns and Outcomes
		1475	ACC:206A	JS: Trust in Entrepreneurship
Wed	8:30am	1583	MAR:Grand Ballroom - Salon J	Migration and Venturing
		1584	MAR:Grand Ballroom - Salon K	Econ Dev'ment & Job Creation
	10:40am	1644	HIL:Huntington B	JS: HR and Entrepreneurship

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# Gender & Diversity in Organizations

Program Chair: Quinetta Roberson, Cornell U.  
Professional Development Workshop Chair: David A. Kravitz, George Mason U.

Day	Start	#	Location	Session Information
<b>Fri</b>	1:00pm	<b>9</b>	HIL:California Pavilion A	Relocating Diversity
		<b>10</b>	HIL:Huntington C	Diversity Publishing Workshop
		<b>21</b>	MAR:Marquis Northwest	Ways of Seeing
	3:30pm	<b>38</b>	HIL:Sunset	Disability and Employment
	6:00pm	<b>48</b>	HIL:California Pavilion A	GDO Doc. Consortium Reception
<b>Sat</b>	8:00am	<b>77</b>	HIL:California Pavilion A	GDO Doctoral Consortium
	9:00am	<b>111</b>	HIL:Sunset	Questions that Transform Lives
	1:00pm	<b>190</b>	MAR:Orange County 3	Ethics in Publishing
	1:30pm	<b>196</b>	HIL:Redondo	Latino/a Life Stories
	2:30pm	<b>218</b>	ACC:204A	Teaching Multicultural Classes
	3:00pm	<b>219</b>	HIL:Sunset	Workplace Sexual Harassment
		<b>220</b>	HIL:Capistrano A	Do Ask, Do Tell
<b>Sun</b>	8:00am	<b>279</b>	HIL:Huntington C	Diversity Research Incubators
		<b>280</b>	HIL:Capistrano A	Teaching Diversity Courses
		<b>286</b>	HIL:Redondo	Undergrad Mentoring
		<b>300</b>	ACC:210A	Leadership Development
	9:00am	<b>323</b>	HIL:Santa Monica	Balancing Work and Life
		<b>325</b>	HIL:El Capitan A	Dark Side of Employee Behavior
		<b>328</b>	HIL:Manhattan	Support of Shared Sisterhood
		<b>333</b>	MAR:Orange County 4	High Impact Consulting
	10:00am	<b>354</b>	HIL:Santa Barbara	Parenting and Academic Life
		<b>355</b>	HIL:Huntington C	BEL in Diversity Audits
		<b>358</b>	ACC:304C	The Questions Non-US Scholars Ask
		<b>361</b>	ACC:211B	So You Are Going to Teach?!
		<b>364</b>	MAR:Platinum 1	What Questions Should We Ask?
		<b>365</b>	HIL:Palos Verdes A	The 16th Annual Craft of Reviewing Workshop
	3:00pm	<b>427</b>	HIL:Manhattan	GDO Executive Committee Meeting
6:00pm	<b>465</b>	OS:BY INVITATION ONLY	GDO Executive Committee Dinner (OFFSITE)	
8:00pm	<b>473</b>	MAR:Grand Ballroom - Salon E	LGBT and Friends Reception	
<b>Mon</b>	8:30am	<b>510</b>	HIL:Malibu	GDO Welcome Continental Breakfast
		<b>511</b>	HIL:San Clemente	JS: Intergroup Bias
		<b>512</b>	HIL:Redondo	JS: Work, Family, & Low Wages
	10:40am	<b>645</b>	HIL:San Clemente	A Faultline Perspective on Diversity in Teams
		<b>646</b>	HIL:Redondo	JS: Managing Work and Family
		<b>647</b>	HIL:Malibu	JS: Questions We're Afraid to Ask
		<b>723</b>	MAR:Orange County 3	JS: Immigration: Unexplored Issues in the Academy
	12:20pm	<b>762</b>	MAR:Grand Ballroom - Salon J	JS: Advancing Women's Enterprise
		<b>763</b>	HIL:Malibu	Invisible Diversity
		<b>764</b>	HIL:Redondo	The Work-Family Interface
		<b>765</b>	HIL:San Clemente	JS: Team Diversity
		<b>782</b>	HIL:Mezzanine 10	IP: Insiders, Outsiders, Identity in Organization
	2:30pm	<b>870</b>	HIL:Sunset	JS: Status in Organizations
		<b>881</b>	HIL:Malibu	Spirituality and Religion in the Workplace
		<b>882</b>	HIL:Redondo	The Flexibility of Employee Work Arrangements
		<b>883</b>	HIL:San Clemente	Diversity in Work Teams
		<b>884</b>	ACC:Exhibit Hall C - GDO	Experiences of Diversity ☺
	4:10pm	<b>990</b>	HIL:Malibu	Coalition on Faculty Diversity Town Hall Meeting
<b>991</b>		HIL:San Clemente	Relational Demography	
<b>992</b>		HIL:Redondo	JS: Diversity, Work-family, and Life Outcomes	
5:30pm	<b>1070</b>	HIL:Malibu	GDO Business Meeting	
7:00pm	<b>1092</b>	HIL:California Pavilion A	GDO Social and Reception	

Day	Start	#	Location	Session Information
Tue	8:30am	1130	HIL:Malibu	Stereotypes, Stigma, and Status in the Workplace
		1131	HIL:Redondo	Gender Disparities
		1132	HIL:San Clemente	Diversity Practices
		1146	HIL:Mezzanine 10	IP: Women in the Workplace
		1156	HIL:Mezzanine 9	IP: Topics and Practices in Management Education
	10:30am	1253	HIL:Redondo	JS: Women's careers in Europe
		1254	HIL:Malibu	JS: Diversity in countries
		1255	HIL:San Clemente	JS: Firm diversity and performance
		1270	ACC:212B	JS: Culture and Creativity
		1273	HIL:Mezzanine 10	IP: Diversity and Careers
		1280	HIL:Mezzanine 6	IP: Career Development and Outcomes
	2:30pm	1371	HIL:Redondo	The Glass Ceiling
		1372	HIL:San Clemente	Diversity and Firm Performance
		1373	HIL:Malibu	JS: Representing Difference
		1389	HIL:Mezzanine 10	IP: The Immigrant Work Experience
4:10pm	1476	HIL:Malibu	Harassment in Organizations	
	1477	HIL:Redondo	Gendered Perceptions	
	1478	HIL:San Clemente	Diversity in Leadership	
	1484	HIL:Coronado	JS: Intergenerational Issues	
Wed	8:30am	1585	HIL:Malibu	Emotion and Expression
		1586	HIL:San Clemente	Diversity Perceptions
		1596	HIL:Mezzanine 12	IP: Corporate Governance Across Cultures
	10:40am	1637	HIL:Malibu	Social Capital in Groups
		1638	HIL:San Clemente	Individual Differences
		1639	HIL:Redondo	JS: Active Bystanders
		1647	HIL:Mezzanine 10	IP: The Impact of Culture

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# Health Care Management

Program Chair: Robert Weech-Maldonado, U. of Florida  
Professional Development Workshop Chair: Eric S. Williams, U. of Alabama

Day	Start	#	Location	Session Information
Sat	7:00am	<b>63</b>	HIL:Oceanside	HCMD PDW Breakfast
	8:00am	<b>72</b>	ACC:201D	The Business Model: In Search of Meaning
		<b>78</b>	HIL:Oceanside	What Does "Academe" Mean to Us?
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration
	10:00am	<b>136</b>	HIL:Oceanside	Creating and Sustaining a Research Agenda
		<b>137</b>	HIL:San Clemente	Management Research in HCOs
	11:00am	<b>152</b>	HIL:Palos Verdes A	Introduction to Social Networks Research
	12:00pm	<b>160</b>	ACC:210A	Teaching Strategy Vol. II
	12:30pm	<b>166</b>	HIL:Oceanside	Interdisciplinary Research
	1:00pm	<b>175</b>	HIL:San Clemente	Using Technology to Answer the Questions We Ask
		<b>181</b>	ACC:204B	Weak Signals and Noise
	2:30pm	<b>217</b>	HIL:Oceanside	Feedback from the Experts
	3:00pm	<b>221</b>	HIL:San Clemente	Mechanisms Used in Assessment
	5:00pm	<b>242</b>	HIL:Oceanside	AUPHA's Role in Health Administration Education
6:00pm	<b>254</b>	HIL:Huntington B	HCMD PDW Reception Sponsored by AUPHA	
Sun	7:00am	<b>267</b>	HIL:San Clemente	HCMD PDW Breakfast
		<b>268</b>	ACC:303D	Value in Management E-Media
	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
		<b>281</b>	HIL:Oceanside	Translating Best Knowledge
		<b>282</b>	HIL:San Clemente	User-Inspired Research
		<b>291</b>	HIL:Pacific Pavilion C	Confronting Risk
		<b>298</b>	ACC:204A	Who Are We Reaching?
	8:30am	<b>301</b>	HIL:El Capitan B	Writing Qualitative Methods
		<b>317</b>	HIL:Pacific Pavilion D	Ask the Experts: Quantitative Methods
	9:00am	<b>329</b>	HIL:Huntington B	Successful Federal Funding for Management Research
	10:00am	<b>356</b>	HIL:San Clemente	Networking in HCMD
		<b>368</b>	MAR:Los Angeles	Managing Without Authority
	12:00pm	<b>398</b>	ACC:207A	Strategy-as-Practice: Methodological Challenges
	3:30pm	<b>438</b>	HIL:San Clemente	HCM Executive Committee Meeting
Mon	8:30am	<b>513</b>	MAR:Platinum 7	Org. Responses to Env. Forces
		<b>514</b>	HIL:Palos Verdes B	JS: Leadership and Teamworking
		<b>537</b>	HIL:Mezzanine 9	IP: Leadership in Healthcare
	9:00am	<b>597</b>	ACC:Exhibit Hall C - HCM	Workforce, Technology and Health Care Outcomes 
	10:40am	<b>648</b>	MAR:Platinum 7	Culture and Organizational Change
		<b>649</b>	HIL:Palos Verdes B	JS: Travel of Health Care Ideas
		<b>673</b>	HIL:Mezzanine 9	IP: Strategic Issues in Healthcare
	12:20pm	<b>766</b>	MAR:Platinum 7	Knowledge Sharing, Learning and Quality of Care
		<b>767</b>	ACC:Exhibit Hall C - HCM	Innovation and Organizational Transformation 
		<b>768</b>	HIL:Palos Verdes B	JS: Understanding Systems Change
		<b>792</b>	HIL:Mezzanine 9	IP: Workforce, Climate and Healthcare Outcomes
	2:30pm	<b>885</b>	HIL:Palos Verdes B	Healthcare Org. Research
	4:10pm	<b>993</b>	HIL:Palos Verdes B	HCM Distinguished Speaker
		<b>1012</b>	HIL:Mezzanine 6	IP: Issues in NPO and Government Agencies
5:30pm	<b>1071</b>	HIL:Palos Verdes B	HCM Business Meeting	
6:30pm	<b>1083</b>	HIL:Laguna A	HCM Division Reception	
Tue	8:30am	<b>1133</b>	HIL:Palos Verdes B	Org. & Env. Determin. Serv. In
		<b>1134</b>	HIL:Sunset	Work Environments and Patient Outcomes
		<b>1174</b>	ACC:204A	SHCS: Complexity Leadership
	10:30am	<b>1256</b>	HIL:Palos Verdes B	Work Environments and Staffing Outcomes
		<b>1257</b>	HIL:Sunset	Organizational Change and Innovation
2:30pm	<b>1374</b>	HIL:Sunset	Leadership and Nurse Staffing Outcomes	
	<b>1375</b>	HIL:Palos Verdes B	JS: Asking Better Questions	

Day	Start	#	Location	Session Information
Tue	4:10pm	1479	HIL:Sunset	Org. Factors Efficiency and Fi
		1480	HIL:Palos Verdes B	JS: Managing Skilled Professionals
Wed	8:30am	1587	HIL:Palos Verdes B	Improving Workforce Retention
		1588	HIL:Sunset	Stakeholder Perspectives and Patient Satisfaction
		1593	HIL:Mezzanine 1	IP: New Approaches to Leadership
	10:40am	1640	HIL:Palos Verdes B	Training and Development of Health Care Leaders

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# Human Resources

Program Chair: Howard J. Klein, The Ohio State U.  
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

Day	Start	#	Location	Session Information	
Fri	1:00pm	13	ACC:201A	Management and Iberoamerica	
		14	ACC:205B	Asking Authentic Questions	
		26	ACC:206A	Ethics Expertise	
		27	HIL:Huntington B	Tools for Improving SEM Model Evaluation	
	3:30pm	38	HIL:Sunset	Disability and Employment	
		40	ACC:202A	Adaptation to Global Work	
Sat	8:00am	79	HIL:Pacific Pavilion D	HR Division Doctoral Student Consortium	
	8:30am	100	HIL:El Capitan A	Person Environment Fit Research Incubator	
	9:00am	112	HIL:Laguna A	HR Division Junior Faculty Consortium	
		119	ACC:303A	Integrated Focus	
		127	ACC:212A	Teaching with Technology	
	10:00am	138	ACC:213C	Complex Jobs Performance	
		144	HIL:Huntington A	Qualitative Analysis Software	
	11:00am	152	HIL:Palos Verdes A	Introduction to Social Networks Research	
		153	HIL:Santa Monica	Second-Order Factor SEM	
	11:30am	155	HIL:El Capitan B	SHRM Networking Lunch	
	1:00pm	183	HIL:Laguna B	Emotions at Work	
		188	HIL:Huntington B	IRA and IRR Indices	
	1:30pm	195	HIL:El Capitan A	SHRM Focus On HR Education I	
	3:00pm	219	HIL:Sunset	Workplace Sexual Harassment	
		222	HIL:El Capitan B	SHRM Focus on HR Education II	
		230	HIL:Palos Verdes A	Methods for Integrating Moderation and Mediation	
	3:30pm	233	HIL:El Capitan A	Lost in Translation?: Responding to Reviews	
	4:00pm	235	HIL:Huntington C	Research-Practice Divide in HR	
		236	HIL:Palos Verdes B	How to Publish Teaching-Related Research	
		239	MAR:Marquis Northeast	Leading Sustainability	
	6:30pm	265	HIL:Pacific Pavilion A	Joint HR/OB Member Welcome Reception	
	Sun	8:00am	280	HIL:Capistrano A	Teaching Diversity Courses
			282	HIL:San Clemente	User-Inspired Research
283			HIL:Palos Verdes B	International HRM in India	
290			HIL:Laguna B	Publishing in a Top Journal	
300			ACC:210A	Leadership Development	
302			HIL:Laguna A	Qualitative Comparative Analysis	
8:30am			310	HIL:Palos Verdes A	Ideas for the Classroom: HR Teaching Workshop
		314	HIL:California Pavilion B	Academy Journals Editor Panel	
9:00am		324	HIL:Pacific Pavilion B	Negotiating Your First Job	
		325	HIL:El Capitan A	Dark Side of Employee Behavior	
		329	HIL:Huntington B	Successful Federal Funding for Management Research	
10:00am		357	HIL:California Pavilion B	Meet the Editors - OB/HR Micro Journals	
		363	MAR:Grand Ballroom - Salon D	Questions We Ask	
		364	MAR:Platinum 1	What Questions Should We Ask?	
		372	HIL:California Pavilion A	Macro Editors' Panel	
		373	ACC:303B	Managing Talent Globally	
3:30pm		439	HIL:Laguna A	HR Executive Committee Meeting	
Mon	8:30am	515	HIL:Coronado	The Fairness of Human Resource Practices	
		516	HIL:Huntington A	Human Resource Management and Firm Performance	
		517	HIL:Huntington B	HR Division Welcome Breakfast and Awards Ceremony	
		518	HIL:Huntington C	Advances in Selection Research	
		519	HIL:Pacific Pavilion B	SHCS: CEO Leadership	
		536	HIL:Mezzanine 8	IP: Staffing and Socialization	

Day	Start	#	Location	Session Information
Mon	10:40am	646	HIL:Redondo	JS: Managing Work and Family
		647	HIL:Malibu	JS: Questions We're Afraid to Ask
		650	HIL:Coronado	Digging Deeper into SH
		651	HIL:Huntington A	Building Strategic Capabilities with HRM Systems
		652	HIL:Huntington B	Finding HR Answers Firms Need
		653	HIL:Huntington C	The use of the Internet in Staffing
		661	ACC:204C	SHCS: Neither/Nor or Both/ And?
		672	HIL:Mezzanine 8	IP: Must Worklife Hurt?
		673	HIL:Mezzanine 9	IP: Strategic Issues in Healthcare
	692	HIL:Pacific Pavilion A	JS: SWOT Analysis of Justice	
	693	ACC:204A	SHCS: Social Exchange Theory	
	12:20pm	769	HIL:Coronado	Legal Issues for Human Resource Management
		770	HIL:Huntington C	New Insights on Performance Appraisal
		771	ACC:Exhibit Hall C - HR 1	Research on Job Design, Compensation, and Benefits
		772	HIL:Huntington B	JS: Up in the Air
		773	HIL:Huntington A	JS: HRM, Involvement, Performance
		791	HIL:Mezzanine 8	IP: Merit Systems and Employee Incentives
		812	HIL:Pacific Pavilion A	JS: Personality in Organization: Beyond the Big Five
	2:30pm	813	HIL:EI Capitan A	JS: Novel Questions on LMX
		886	HIL:Coronado	Human Resource Practices and Turnover
		887	HIL:Huntington C	Bundled Human Resource Practices
		888	ACC:Exhibit Hall C - HR 1	HR Alignment and Strategy
		889	ACC:Exhibit Hall C - HR 2	Research on Appraisals, Discipline, and Attitudes
		890	HIL:Huntington B	JS: HR Teaching & Curriculum Panel
		894	ACC:212B	JS: The New Global Nomads
896		HIL:Pacific Pavilion B	SHCS: Intercultural Competencies	
4:10pm	909	HIL:Mezzanine 8	IP: Strategic HR and Performance	
	928	ACC:204A	SHCS: Workplace Deviance	
	976	HIL:Oceanside	JS: Relational Approach to Career	
	977	HIL:Capistrano A	JS: Immigrant Careers	
	992	HIL:Redondo	JS: Diversity, Work-family, and Life Outcomes	
Tue	8:30am	994	HIL:Coronado	Workplace Diversity
		995	HIL:Huntington A	Ice Cream Social and Member Networking Event
		996	HIL:Huntington B	Strategic Management of Human Resources
		997	HIL:Huntington C	Reputation and Recruitment
		1014	HIL:Mezzanine 8	IP: HR and Organizational Strategy
		1023	ACC:204C	JS: Time in Organizations
		1034	HIL:EI Capitan A	JS: Teams in Context
		1035	HIL:Pacific Pavilion A	JS: Social Stressor: International
		1122	MAR:Orange County 1	JS: Justice Dynamics and Processes over Time
		1135	HIL:Huntington B	High Performance Work Systems
10:30am	1136	HIL:Huntington C	Employee and Management Development Issues	
	1137	HIL:Huntington A	JS: HRM in Europe	
	1138	HIL:Coronado	JS: Work-Life Balance	
	1155	HIL:Mezzanine 8	IP: Strategic HR Issues	
	1193	HIL:Manhattan	JS: Synthetic Validity	
	1239	HIL:Capistrano A	JS: The Mentoring Questions We Ask	
	1258	HIL:Coronado	Expatriate and Repatriation Issues	
	1259	HIL:Huntington A	Aging Workforce and Retirement	
	1260	HIL:Huntington B	Human Resource Management and Innovation	
	1261	HIL:Huntington C	Predicting and Enhancing Training Outcomes	
1262	ACC:Exhibit Hall C - HR 1	Research on Selection: Methods and Fairness		
1263	ACC:Exhibit Hall C - HR 2	Research on Attraction and Fit		
1264	ACC:Exhibit Hall C - HR 3	Outsourcing and Acquisitions		
1282	HIL:Mezzanine 8	IP: HR Assessment and Development		
1300	MAR:Grand Ballroom - Salon D	JS: Consequences of Helping		
1301	HIL:Pacific Pavilion B	SHCS: Organization-Level Trust		

Day	Start	#	Location	Session Information
Tue	2:30pm	1376	HIL:Coronado	HR Practices and Work/Life Balance
		1377	HIL:Huntington A	SHRM Foundation Dsrtn Winners
		1378	HIL:Huntington C	Training and Socialization
		1379	HIL:Huntington B	JS: Bridging Micro & Macro HR
		1417	MAR:Grand Ballroom - Salon C	JS: Customer Misbehavior
	4:10pm	1418	MAR:Grand Ballroom - Salon F	SHCS: Leadership development
		1481	HIL:Huntington A	Compensation Concerns
		1482	HIL:Huntington B	Strategic Human Resource Management
		1483	HIL:California Pavilion A	JS: Shared Capitalism
		1484	HIL:Coronado	JS: Intergenerational Issues
	5:40pm	1485	HIL:Huntington C	JS: Understanding Self-Development
		1522	MAR:Grand Ballroom - Salon C	JS: Cust Service, Affect, Justice
		1561	HIL:Huntington C	HR Division Business Meeting
		1572	HIL:California Pavilion A	HR Division Reception
		Wed	8:30am	1580
1589	HIL:Coronado			Values-Driven Paradigm
1590	HIL:Huntington B			HRM and Organizational Support
1591	HIL:Huntington C			JS: Multicultural Assessment
1592	HIL:Huntington A			JS: Trust and Human Resource Cycle
10:40am	1634		HIL:Capistrano A	JS: 5C Career Transitions Study
	1641		HIL:Coronado	HR & Line Manager Relationship
	1642		HIL:Huntington A	Team Based Human Resource Management
	1643		HIL:Huntington C	Employee Voice and Performance
	1644		HIL:Huntington B	JS: HR and Entrepreneurship

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# International Management

Program Chair: Anil K Gupta, U. of Maryland, College Park

Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>14</b>	ACC:205B	Asking Authentic Questions	
	3:30pm	<b>40</b>	ACC:202A	Adaptation to Global Work	
	5:30pm	<b>46</b>	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium	
	6:00pm	<b>51</b>	ACC:204B	International Management Division PDW Welcome	
	7:00pm	<b>60</b>	ACC:204B	Dinner on the Town with IMD EC	
Sat	8:00am	<b>72</b>	ACC:201D	The Business Model: In Search of Meaning	
		<b>73</b>	ACC:202B	Questionnaire Development	
		<b>80</b>	ACC:303C	IMD Doctoral Consortium	
	8:30am	<b>95</b>	ACC:210B	GLOBE and Beyond	
		<b>97</b>	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium	
	9:00am	<b>116</b>	ACC:213A	Emerging Markets	
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration	
	11:00am	<b>149</b>	ACC:210B	IMD Jr Faculty Consortium	
		<b>150</b>	ACC:202B	Issues in Off-shoring of R&D	
		<b>152</b>	HIL:Palos Verdes A	Introduction to Social Networks Research	
	12:00pm	<b>163</b>	ACC:202A	Teaching International Issues	
	2:00pm	<b>205</b>	ACC:207B	M&A as a Research Context	
	4:00pm	<b>238</b>	ACC:201A	Meet the Editors	
	5:30pm	<b>246</b>	ACC:204B	International Management Division PDW Reception	
	Sun	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
<b>283</b>			HIL:Palos Verdes B	International HRM in India	
<b>284</b>			ACC:304A	Paper Development Workshop	
<b>285</b>			ACC:206A	Multinational Firm Challenges	
<b>302</b>			HIL:Laguna A	Qualitative Comparative Analysis	
9:00am		<b>330</b>	ACC:303D	IM Editors: Questions We Ask	
		<b>331</b>	ACC:212B	Interactive Teaching Methods	
9:30am		<b>349</b>	ACC:202A	Management in Latin America	
10:30am		<b>383</b>	HIL:Laguna B	The Questions We Ask Regarding Meso-Modeling	
12:30pm		<b>405</b>	ACC:202A	IMD Committee Chair Meeting	
3:30pm		<b>440</b>	ACC:202A	IM Executive Committee Meeting	
Mon		7:00am	<b>479</b>	ACC:213A	International Management Division Welcome
		8:30am	<b>520</b>	MAR:Suite 304	Institutional Context and MNC strategies I
			<b>521</b>	ACC:212A	Impact of National Culture I
			<b>522</b>	ACC:212B	International Joint Ventures I
	<b>523</b>		ACC:213A	Foreign Entry Location Choice	
	<b>524</b>		ACC:213B	MNC Strategy and Location Choice	
	<b>525</b>		ACC:213C	Expatriate Assignment I	
	<b>532</b>		HIL:Mezzanine 4	IP: Mergers and Acquisitions	
	<b>533</b>		HIL:Mezzanine 5	IP: Int'lization & Firm Performanc	
	9:00am		<b>598</b>	ACC:Exhibit Hall C - IM 1	Emerging, Transition and Developing Economies ☞
	10:40am	<b>623</b>	ACC:202B	JS: Cross-Border Knowledge Flows	
		<b>649</b>	HIL:Palos Verdes B	JS: Travel of Health Care Ideas	
		<b>654</b>	MAR:Suite 304	Institutional Context and MNC strategies II	
		<b>655</b>	ACC:212A	Impact of National Culture II	
		<b>656</b>	ACC:212B	Coordination and Control within MNCs	
<b>657</b>		ACC:213A	MNC Strategy and Performance I		
<b>658</b>		ACC:213B	International Entrepreneurship		
<b>659</b>	ACC:213C	Expatriate Assignment II			
<b>660</b>	ACC:Exhibit Hall C - IM 1	IB Theory, FDI, and Entry Mode ☞			
<b>661</b>	ACC:204C	SHCS: Neither/Nor or Both/ And?			

Day	Start	#	Location	Session Information
Mon	12:20pm	742	ACC:201D	JS: Corp. Governance & Strat. Mgmt
		743	ACC:202A	JS: Exploring Business Groups
		774	MAR:Suite 304	Institutional Context and Political Risks
		775	ACC:212A	Foreign Direct Investment I
		776	ACC:212B	International Joint Ventures II
		777	ACC:213A	MNC Strategy and Performance II
		778	ACC:213B	International Growth and Diversification of MNC
		779	ACC:213C	Resources and Capabilities of MNCs
		780	ACC:Exhibit Hall C - IM 1	National Institution and Political Economy
		836	MAR:Orange County 3	JS: Alleviating Poverty
	2:30pm	891	MAR:Suite 304	Institution and Industry Effec
		892	ACC:212A	Foreign Direct Investment II
		893	ACC:Exhibit Hall C - IM 1	Innovation & Knowledge Management
		894	ACC:212B	JS: The New Global Nomads
		895	ACC:213C	JS: Bringing the World In
		896	HIL:Pacific Pavilion B	SHCS: Intercultural Competencies
		897	ACC:213A	JS: From Heresy to Wisdom
		898	ACC:213B	JS: Indian software industry
	4:10pm	977	HIL:Capistrano A	JS: Immigrant Careers
		998	MAR:Suite 304	Institution & Practices
999		ACC:212A	Measure Validation in China	
1000		ACC:212B	Foreign Entry Strategies	
1001		ACC:213A	IMD BAH Eminent Scholar Award	
1002		ACC:213B	Cognition and MNC Strategy	
1003		ACC:213C	Staffing in MNCs	
1035		HIL:Pacific Pavilion A	JS: Social Stressor: International	
Tue	8:30am	1137	HIL:Huntington A	JS: HRM in Europe
		1139	MAR:Suite 304	Institutional Context in China
		1140	ACC:212A	Knowledge Spillover
		1141	ACC:212B	Cross-border Alliances
		1142	ACC:213A	IMD-AIB Joint Symposium
		1143	ACC:213B	Role of M&A in MNC Strategies
		1144	ACC:213C	International Cognitions and Capabilities
		1149	HIL:Mezzanine 2	IP: Emerging Economies and Development Issues
	9:00am	1196	MAR:Orange County 3	JS: Corruption and CSR
		1212	ACC:Exhibit Hall C - IM 1	Inter- and Intra-firm Relationship
	10:30am	1253	HIL:Redondo	JS: Women's careers in Europe
		1254	HIL:Malibu	JS: Diversity in countries
		1265	MAR:Suite 304	Institutional Context and Economic Outcome
		1266	ACC:212A	Learning and Knowledge Creation in MNCs
		1267	ACC:213A	Ownership and Governance of MNCs
		1268	ACC:213C	Work outcome in MNCs
		1269	ACC:Exhibit Hall C - IM 1	MNC Strategy
		1270	ACC:212B	JS: Culture and Creativity
		1271	ACC:213B	JS: Changing Values in China
		1276	HIL:Mezzanine 2	IP: Global Outsourcing
1278		HIL:Mezzanine 4	IP: Interfirm Knowledge-Based Management	
2:30pm		1380	MAR:Suite 304	Strategic Idiosyncracies of Emerging Economies
	1381	ACC:212A	Cross-Border Knowledge Transfer and Performance	
	1382	ACC:212B	International Network II	
	1383	ACC:213A	Speed of Internationalization	
	1384	ACC:213B	Offshoring of MNC	
	1385	ACC:213C	Global Mindset Development	
	1386	ACC:Exhibit Hall C - IM 1	Cross-Cultural Management	
	1387	HIL:California Pavilion B	SHCS: Corporate Governance Systems	
	1392	HIL:Mezzanine 2	IP: Cross-Cultural Issues in IM	
	1394	HIL:Mezzanine 4	IP: Internationalization Processes	

Day	Start	#	Location	Session Information
Tue	4:10pm	<b>1486</b>	MAR:Suite 304	Firm Strategy in Emerging Economies
		<b>1487</b>	ACC:212A	Organizing for Cross-Border Knowledge Flow
		<b>1488</b>	ACC:212B	International Network I
		<b>1489</b>	ACC:213A	Barry Richman Dissertation Award Finalists Session
		<b>1490</b>	ACC:213B	The Interplay Between Local and Global
		<b>1491</b>	ACC:213C	Cultural Intelligence
		<b>1498</b>	HIL:Mezzanine 4	IP: Location Choice and Global Strategy
	5:30pm	<b>1555</b>	ACC:213A	IMD Business Meeting
	7:00pm	<b>1573</b>	ACC:213B	International Management Division Social
Wed	7:30am	<b>1578</b>	MAR:Suite 304	IMD Feedback Meeting
		<b>1591</b>	HIL:Huntington C	JS: Multicultural Assessment
	8:30am	<b>1594</b>	HIL:Mezzanine 10	IP: Cross-Cultural Management: Individual Level Issues
		<b>1596</b>	HIL:Mezzanine 12	IP: Corporate Governance Across Cultures
		<b>1599</b>	HIL:Mezzanine 4	IP: Management Challenges of Emerging Countries
		<b>1624</b>	MAR:Orange County 1	JS: BOP Research and Practice
	10:40am	<b>1634</b>	HIL:Capistrano A	JS: 5C Career Transitions Study
		<b>1645</b>	MAR:Suite 304	MNCs in Emerging Economies
		<b>1647</b>	HIL:Mezzanine 10	IP: The Impact of Culture
		<b>1649</b>	HIL:Mezzanine 12	IP: Cross Culture Management
<b>1652</b>		HIL:Mezzanine 4	IP: MNC Management & Governance	



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# Management Consulting

Program Chair: Marc Bonnet, ISEOR, U. of Lyon 3  
 Professional Development Workshop Chair: Ginka Toegel, London School of Economics

Day	Start	#	Location	Session Information	
Fri	1:00pm	15	MAR:Grand Ballroom - Salon C	Core Consulting Skills	
		16	MAR:Grand Ballroom - Salon B	Creating & Sustaining Change	
		21	MAR:Marquis Northwest	Ways of Seeing	
	3:00pm	33	MAR:Orange County 4	Are Consultants Truly Professional?	
	6:00pm	52	MAR:Orange County 4	Effective Scorecarding	
Sat	8:00am	72	ACC:201D	The Business Model: In Search of Meaning	
		73	ACC:202B	Questionnaire Development	
		81	MAR:Grand Ballroom B&C	Action Research	
	8:30am	93	ACC:201B	What is Strategic about Knowledge Management?	
	9:00am	111	HIL:Sunset	Questions that Transform Lives	
		117	MAR:Newport & Rancho Las Palmas	M&A Dx: What's Missing?	
		118	MAR:Grand Ballroom - Salon K	New Paradigms for Change	
		123	MAR:Grand Ballroom - Salon D	Assessing Exec Doc Programs	
	9:30am	130	MAR:Orange County 4	Consulting Course Design	
	10:00am	142	MAR:La Jolla	Consultant Skill Building	
	11:00am	151	MAR:Grand Ballroom - Salon K	PRESENCING Human Potential	
	1:00pm	178	MAR:Orange County 4	Multiple Paradigms of Change	
		181	ACC:204B	Weak Signals and Noise	
	2:00pm	212	ACC:207A	Strategy and Performance	
	3:00pm	223	MAR:Grand Ballroom - Salon G	Qualitative Questions to Ask	
		224	MAR:Newport & Rancho Las Palmas	Coaching for Change	
		227	MAR:Grand Ballroom - Salon D	Energy and Thriving at Work	
	6:00pm	256	MAR:Orange County 4	Ph. D in Management Consulting	
	Sun	8:00am	295	MAR:Orange County 2	How do AI Questions Transform?
300			ACC:210A	Leadership Development	
8:30am		312	MAR:Grand Ballroom - Salon G	Publishable Research in PS	
		315	MAR:Grand Ballroom B&C	More High Impact Exercises	
		316	MAR:La Jolla	Finding the Right Questions	
9:00am		333	MAR:Orange County 4	High Impact Consulting	
		340	MAR:Newport & Rancho Las Palmas	Leading Innovative Change	
10:00am		355	HIL:Huntington C	BEI in Diversity Audits	
		359	MAR:Grand Ballroom - Salon H	Rapid Business Review	
		368	MAR:Los Angeles	Managing Without Authority	
		372	HIL:California Pavilion A	Macro Editors' Panel	
10:30am		381	MAR:La Jolla	MC Doctoral Workshop	
11:00am		388	ACC:213A	Supporting the Decision Taker	
2:00pm		423	MAR:Grand Ballroom - Salon H	MC Executive Committee Meeting	
Mon		8:30am	538	MAR:Platinum 3	Consultants as professionals
			539	ACC:204A	SHCS: Consultant's Responsibility
		10:40am	674	MAR:Platinum 3	Research Methods and Management Consulting
	675		ACC:Exhibit Hall C - MC	MC Visual Paper Session	
	702		MAR:Platinum 2	JS: Emerging Consult'g & AR Models	
	12:20pm	793	MAR:Platinum 3	Management consulting methodologies.	
		796	MAR:Elite 1	JS: Legacy of Blake & Mouton Grid	
	4:10pm	1016	MAR:Grand Ballroom - Salon B	Key-note Speaker	
	5:30pm	1073	MAR:Grand Ballroom - Salon B	Management Consulting Division Business Meeting	
	6:30pm	1085	MAR:Platinum 3	Management Consulting Division Social Hour	
Tue	8:30am	1157	MAR:Platinum 3	Client-Consultant Interaction	
	10:30am	1284	MAR:Platinum 3	Theory and Practice in Management Consulting	
	2:30pm	1400	MAR:Platinum 3	JS: Executive Coaching	
	4:10pm	1493	HIL:Mezzanine 10	IP: Consulting	
		1504	MAR:Platinum 1	JS: Intl. Org Change Consulting	
	1505	MAR:Platinum 3	JS: Is Coaching a Discipline?		

Day	Start	#	Location	Session Information
Wed	8:30am	1603	MAR:Platinum 3	Management consultant, competencies and power
	10:40am	1656	MAR:Platinum 3	JS: Management Consulting Research

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# Management Education & Development

Program Chair: Katherine A. Karl, Marshall U.  
Professional Development Workshop Chair: Kenneth R Thompson, DePaul U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	17	ACC:202B	Negotiation: Questions We Ask	
		18	ACC:205A	Classroom Incivility	
		21	MAR:Marquis Northwest	Ways of Seeing	
		23	ACC:204B	Power of Richness Panel	
		26	ACC:206A	Ethics Expertise	
	3:00pm	34	ACC:201B	Grading Strategies	
		35	ACC:210D	Power of Richness Feedback	
	5:30pm	46	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium	
	6:00pm	53	ACC:206B	MED/JME Writers Workshop	
	Sat	7:30am	66	ACC:213C	Service Learning Sans Borders
92			ACC:211A	Teaching Strategy with Video Cases	
97			MAR:Marquis Northwest	MSR Doc./New Fac. Consortium	
9:00am		101	MAR:Grand Ballroom - Salon A	The Unscripted Future	
		110	HIL:Huntington C	Managing Emotional Negotiation	
		111	HIL:Sunset	Questions that Transform Lives	
		123	MAR:Grand Ballroom - Salon D	Assessing Exec Doc Programs	
9:30am		127	ACC:212A	Teaching with Technology	
		130	MAR:Orange County 4	Consulting Course Design	
10:00am		140	ACC:204A	Renewing Passion to Teach	
12:00pm		160	ACC:210A	Teaching Strategy Vol. II	
		163	ACC:202A	Teaching International Issues	
12:30pm		169	ACC:201C	Tools for Service Innovation	
1:00pm		173	HIL:Huntington A	Improving Ethical Behavior	
		179	ACC:201A	When the Advisor isn't Looking	
		191	ACC:203A	Experiential Learning	
2:00pm		209	ACC:201B	Developing Leadership Skills	
2:30pm		218	ACC:204A	Teaching Multicultural Classes	
3:00pm		221	HIL:San Clemente	Mechanisms Used in Assessment	
		225	ACC:201C	Innovative Teaching Ideas for Management Educators	
3:30pm		232	HIL:Huntington A	Teaching in the Age of Web 2.0	
4:00pm		239	MAR:Marquis Northeast	Leading Sustainability	
Sun		7:00am	268	ACC:303D	Value in Management E-Media
			280	HIL:Capistrano A	Teaching Diversity Courses
			286	HIL:Redondo	Undergrad Mentoring
		8:00am	295	MAR:Orange County 2	How do AI Questions Transform?
			315	MAR:Grand Ballroom B&C	More High Impact Exercises
		9:00am	332	HIL:California Pavilion D	Making Large Global Collaborations Succeed
	334		ACC:205A	Youth Leadership Development	
	10:00am	360	ACC:210D	Teaching Questions	
		361	ACC:211B	So You Are Going to Teach?!	
	10:30am	382	ACC:201B	Synergy and Real-time cases	
	11:00am	388	ACC:213A	Supporting the Decision Taker	
	11:30am	392	ACC:212B	Business Plan Competition	
	3:30pm	441	ACC:205A	MED Executive Committee Meeting	
	Mon	8:30am	519	HIL:Pacific Pavilion B	SHCS: CEO Leadership
			540	ACC:211A	Transforming Teaching&Learning
			576	MAR:Orange County 3	JS: The Real Orange County
		9:00am	599	ACC:211B	Research Issues
600			ACC:Exhibit Hall C - MED	MED Visual Paper Session I 	
10:40am		676	ACC:211A	MED Keynote Address	
		677	ACC:211B	Teams & Collaborative Learning	
		678	ACC:Exhibit Hall C - MED	MED Visual Paper Session II 	



Day	Start	#	Location	Session Information
Mon	12:20pm	762	MAR:Grand Ballroom - Salon J	JS: Advancing Women's Enterprise
		794	ACC:211B	Developing Entrepreneurs
		795	HIL:Pacific Pavilion B	SHCS: The Shifting Landscape of Executive Education
		836	MAR:Orange County 3	JS: Alleviating Poverty
	12:30pm	844	MAR:Platinum 8	Past Chair's Luncheon
	1:00pm	846	ACC:211A	Management education for GenV
	2:30pm	890	HIL:Huntington B	JS: HR Teaching & Curriculum Panel
		895	ACC:213C	JS: Bringing the World In
		896	HIL:Pacific Pavilion B	SHCS: Intercultural Competencies
		911	ACC:211B	Questioning the Teaching and Learning of Diversity
		912	ACC:211A	JS: Improving Ethical Leadership
	4:10pm	1017	ACC:211B	Cross-cultural Issues
		1018	ACC:211A	JS: Service-learning philosophies
		1047	ACC:210D	JS: Institutional Settings
		1050	MAR:Platinum 1	JS: Nonprofit Education & Practice
	Tue	8:30am	1146	HIL:Mezzanine 10
1156			HIL:Mezzanine 9	IP: Topics and Practices in Management Education
1158			ACC:211A	NAME Invited Speaker
1163			ACC:209A	JS: Affect and Creative Behaviors
8:40am		1203	MAR:Platinum 4	JS: Synergistic Sustainability
9:00am		1213	ACC:211B	Ethics and Cheating
10:30am		1280	HIL:Mezzanine 6	IP: Career Development and Outcomes
		1283	HIL:Mezzanine 9	IP: Education and Public Policy
		1285	ACC:211A	MBA Issues
		1286	ACC:211B	MBA Leadership Skills
2:30pm		1375	HIL:Palos Verdes B	JS: Asking Better Questions
		1400	MAR:Platinum 3	JS: Executive Coaching
		1401	ACC:204C	Organizational Training
		1402	ACC:211A	How Should We Develop and Appraise Leaders?
		1403	ACC:211B	New Approaches
4:10pm		1418	MAR:Grand Ballroom - Salon F	SHCS: Leadership development
		1485	HIL:Huntington C	JS: Understanding Self-Development
		1506	ACC:204C	Portfolios, Grades, Interns
		1507	ACC:211A	Questions on Learning to Lead
	1508	ACC:211B	International Issues	
5:30pm	1556	ACC:211B	MED Business Meeting & Awards	
7:00pm	1574	ACC:204C	MED Social	
Wed	7:00am	1576	MAR:Platinum 1	MED Executive Committee Meeting
	9:00am	1631	MAR:Platinum 1	Emerging Questions in Management Education
	10:40am	1657	MAR:Elite 1	Individual Differences
		1658	MAR:Platinum 1	Learning in Organizations

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# Management History

Program Chair: Curt H. Stiles, U. of North Carolina- Wilmington  
Professional Development Workshop Chair: David A Lamond, Wuhan U.

Day	Start	#	Location	Session Information
<b>Fri</b>	5:30pm	<b>46</b>	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium
<b>Sat</b>	8:30am	<b>96</b>	MAR:Orange County 3	New Member Workshop
		<b>97</b>	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium
	10:00am	<b>143</b>	ACC:204B	Epistemology of Practice
	10:30am	<b>147</b>	MAR:Orange County 3	Managing Your Dissertation
	1:00pm	<b>180</b>	MAR:Grand Ballroom - Salon K	Questions We Ask in Different Times and Places
<b>Sun</b>	8:00am	<b>287</b>	MAR:Desert Springs	Getting Published
	10:00am	<b>362</b>	MAR:Desert Springs	Getting Involved in Professional Development
		<b>371</b>	ACC:303C	Organizational History
	3:30pm	<b>442</b>	MAR:Grand Ballroom - Salon G	MH Executive Committee Meeting
<b>Mon</b>	8:30am	<b>508</b>	MAR:Grand Ballroom - Salon J	JS: Historical Foundations of ENT
		<b>541</b>	MAR:Elite 1	Institutional Roots of Competitive Structure
	10:40am	<b>679</b>	MAR:Elite 1	Pension Fund Managers at Work
	12:20pm	<b>788</b>	HIL:Mezzanine 5	IP: Paths of Management Development
		<b>796</b>	MAR:Elite 1	JS: Legacy of Blake & Mouton Grid
		<b>834</b>	HIL:Manhattan	JS: The Resurgence of Experimental
	2:30pm	<b>897</b>	ACC:213A	JS: From Heresy to Wisdom
		<b>913</b>	MAR:Elite 1	The Career and Recollections of William B. Wolf
	4:10pm	<b>1019</b>	MAR:Elite 1	Origins and Destinations: Memories and Paths
	5:30pm	<b>1074</b>	MAR:Elite 1	Management History Division Business Meeting
<b>Tue</b>	8:30am	<b>1159</b>	MAR:Elite 1	Dominant Personalities and Strong Leadership
	10:30am	<b>1287</b>	MAR:Elite 1	JS: Back to the Source: Barnard
	2:30pm	<b>1387</b>	HIL:California Pavilion B	SHCS: Corporate Governance Systems
		<b>1404</b>	MAR:Elite 1	National Cultures and Historic Roots
	4:10pm	<b>1509</b>	MAR:Elite 1	Paths of Evolution

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# Management Spirituality & Religion

Program Chair: Keiko Krahnke, U. of Northern Colorado  
 Professional Development Workshop Chair: Debu Mukerji, Macquarie U.

Day	Start	#	Location	Session Information
Fri	5:30pm	46	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium
	9:00pm	62	MAR:Grand Ballroom - Salon A	Meditation Session Led by Jerry Biberman
Sat	7:00am	64	MAR:Grand Ballroom - Salon A	Meditation session led by Jerry Biberman
	8:00am	82	MAR:Grand Ballroom - Salon B	Diversity and Spirituality
	8:30am	97	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium
	1:00pm	180	MAR:Grand Ballroom - Salon K	Questions We Ask in Different Times and Places
		182	MAR:Grand Ballroom - Salon A	Questions We Ask
Sun	7:00am	269	MAR:Grand Ballroom - Salon A	Meditation session led by Jerry Biberman
	8:00am	289	MAR:Platinum 10	Decision Making
	9:00am	338	MAR:Grand Ballroom - Salon K	Beyond Concept, What is Self as Instrument?
	10:00am	363	MAR:Grand Ballroom - Salon D	Questions We Ask
	3:30pm	444	MAR:Grand Ballroom - Salon K	MSR Executive Committee Meeting
Mon	7:00am	480	MAR:Desert Springs	Meditation session led by Jerry Biberman
	8:30am	546	MAR:Platinum 10	Ethics, Spirituality, and Entrepreneurship
	10:40am	682	MAR:Platinum 10	JS: Pragmatizing Wisdom
	12:20pm	803	MAR:Platinum 10	MSR "Pipeline" Paper Workshop
	2:30pm	910	HIL:Mezzanine 9	IP: Religion and Spirituality
		919	MAR:Platinum 10	Spirituality, Leadership, and Teams
	4:10pm	1005	HIL:Mezzanine 10	IP: Weickian Ideas
		1024	MAR:Platinum 10	Questions We Ask, Way We Ask
Tue	7:00am	1099	MAR:Desert Springs	Meditation session led by Jerry Biberman
	8:30am	1164	MAR:Platinum 10	Religion and Leadership
	10:30am	1293	MAR:Platinum 10	Workplace Spirituality
	2:30pm	1408	MAR:Platinum 10	Shaping Our Future with the Questions We Ask
	4:10pm	1513	MAR:Platinum 10	JS: Declutter Your Leadership
	5:30pm	1558	MAR:Platinum 10	MSR Business Meeting
	6:30pm	1570	MAR:Platinum 10	MSR Social
Wed	7:00am	1577	MAR:Desert Springs	Meditation session led by Jerry Biberman

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# Managerial & Organizational Cognition

Program Chair: Richard Blackburn, U. of North Carolina, Chapel Hill  
 Professional Development Workshop Chair: Gerard P. Hodgkinson, U. of Leeds

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>21</b>	MAR:Marquis Northwest	Ways of Seeing	
	2:00pm	<b>29</b>	ACC:203B	Dynamic Capability Processes	
	3:00pm	<b>37</b>	HIL:Huntington B	Introduction to Ego Network Analysis	
Sat	8:00am	<b>73</b>	ACC:202B	Questionnaire Development	
		<b>86</b>	ACC:210D	OMT/MOC Doctoral Students Consortium	
	9:00am	<b>110</b>	HIL:Huntington C	Managing Emotional Negotiation	
		<b>117</b>	MAR:Newport & Rancho Las Palmas	M&A Dx: What's Missing?	
		<b>119</b>	ACC:303A	Integrated Focus	
	10:00am	<b>143</b>	ACC:204B	Epistemology of Practice	
	1:00pm	<b>181</b>	ACC:204B	Weak Signals and Noise	
		<b>184</b>	HIL:Palos Verdes B	Studying Interdependent Work	
	3:30pm	<b>233</b>	HIL:El Capitan A	Lost in Translation?: Responding to Reviews	
	Sun	8:00am	<b>288</b>	ACC:304C	Using Self-Leadership
<b>297</b>			ACC:211A	New Questions for Changing Economies	
<b>301</b>			HIL:El Capitan B	Writing Qualitative Methods	
8:30am		<b>313</b>	ACC:202B	Cognition in the Rough	
		<b>316</b>	MAR:La Jolla	Finding the Right Questions	
9:00am		<b>325</b>	HIL:El Capitan A	Dark Side of Employee Behavior	
		<b>335</b>	ACC:203A	MOC Publishing Workshop	
		<b>336</b>	ACC:207B	Facilitation and Strategy	
		<b>337</b>	ACC:204B	Project on National Security Reform	
		<b>339</b>	HIL:Sunset	Human Physiology, Management	
		<b>344</b>	ACC:210B	Questioning for Relevance	
12:00pm		<b>398</b>	ACC:207A	Strategy-as-Practice: Methodological Challenges	
3:30pm		<b>443</b>	ACC:202B	MOC Executive Committee Meeting	
Mon		8:30am	<b>509</b>	ACC:204C	SHCS: Culture and Entrepreneurship
			<b>527</b>	HIL:Mezzanine 10	IP: Affect and Judgement
	<b>535</b>		HIL:Mezzanine 7	IP: Organizational Learning	
	<b>542</b>		MAR:Elite 2	Antecedents of Team Performance	
	<b>543</b>		ACC:209B	Antecedents of Decision Effectiveness	
	<b>544</b>		ACC:210A	JS: Is Homo Economicus a Myth?	
	<b>545</b>		MAR:Grand Ballroom - Salon F	SHCS: Looking Through the Lens of Positive Identity	
	10:40am	<b>663</b>	HIL:Mezzanine 10	IP: Team Creativity	
		<b>680</b>	ACC:210A	MOC Welcome Session	
		<b>681</b>	ACC:Exhibit Hall C - MOC 1	Improving Team Effectiveness	
		<b>716</b>	MAR:Grand Ballroom - Salon F	SHCS: Market Devices	
	12:20pm	<b>782</b>	HIL:Mezzanine 10	IP: Insiders, Outsiders, Identity in Organization	
		<b>792</b>	HIL:Mezzanine 9	IP: Workforce, Climate and Healthcare Outcomes	
		<b>797</b>	MAR:Elite 2	Trust and Reputation	
		<b>798</b>	ACC:209B	The Impact of Emotions	
		<b>799</b>	ACC:210A	Five Insights on Leadership	
		<b>800</b>	ACC:Exhibit Hall C - MOC 1	Leadership in Threat & Crisis	
		<b>801</b>	ACC:Exhibit Hall C - MOC 2	Knowledge and Creativity	
		<b>802</b>	HIL:California Pavilion B	SHCS: Relational Identity at Work	
		<b>814</b>	ACC:204A	SHCS: Reinforcing Work Orientation	

Day	Start	#	Location	Session Information
Mon	2:30pm	900	HIL:Mezzanine 10	IP: Affect, Motivation, and Cognition
		904	HIL:Mezzanine 3	IP: Corporate Governance and Decision Making
		914	MAR:Elite 2	Attributions and Biases
		915	ACC:209B	Identities and Identity Threat
		916	ACC:Exhibit Hall C - MOC 1	Emotions and Organizational Processes
		917	ACC:Exhibit Hall C - MOC 2	Biases and Decision Making
		918	ACC:210A	JS: Perspectives on Mind-reading
		929	HIL:Pacific Pavilion A	JS: Teams & Disaster Response
		931	HIL:California Pavilion B	SHCS: Employee Voice and Silence
	947	ACC:207D	JS: ABV and Questions We Ask	
	4:10pm	1005	HIL:Mezzanine 10	IP: Weickian Ideas
		1020	MAR:Elite 2	A Potpourri of Papers
		1021	ACC:209B	Leader & Organizational Perf.
		1022	ACC:210A	Curiosity, Intuition & Counter-Factual Thinking
1023		ACC:204C	JS: Time in Organizations	
Tue	8:30am	1160	MAR:Elite 2	Top Management Team Issues
		1161	ACC:209B	Biases in Planning and Allocation Decisions
		1162	ACC:210A	Schemas & Learning
		1163	ACC:209A	JS: Affect and Creative Behaviors
		1173	HIL:Pacific Pavilion A	JS: Effects of Anger on Behavior and Judgment
		1188	ACC:207D	JS: Branding as Symbolic Value
	1197	HIL:California Pavilion B	SHCS: New Questions in Bus. Ethics	
	10:30am	1252	ACC:205A	JS: Knowledge in venture teams
		1288	MAR:Elite 2	Cognitions and HR Processes
		1289	ACC:210A	Cognitions and Qualitative Research
		1290	ACC:209A	JS: Affect and Social Networks
		1291	ACC:209B	JS: Courage in Organizations
		1292	ACC:204A	SHCS: Identity and Social Change
		1302	HIL:Capistrano B	JS: The Unintentional Self
		1303	HIL:Laguna A	JS: Bouncing Back
	2:30pm	1388	HIL:Mezzanine 1	IP: Team Dysfunction
		1405	ACC:209B	Cognition and Network Research
		1406	ACC:210A	Transactive Memory Systems
		1407	ACC:209A	JS: Disaster Planning Responses
1419		HIL:Pacific Pavilion B	SHCS: Decisions from Experience	
4:10pm	1496	HIL:Mezzanine 2	IP: Social (De)Construction Mechanisms	
	1510	ACC:204A	The Questions We Ask	
	1511	ACC:209B	Improving Innovation	
	1512	ACC:210A	Organizational Identification and Identity	
	1521	HIL:Pacific Pavilion A	JS: Affect in Negotiation	
	1523	HIL:California Pavilion B	SHCS: The Quest to Resilience	
	1524	MAR:Grand Ballroom - Salon B	JS: Motivation and Knowledge Work	
5:30pm	1557	ACC:204A	MOC Business Meeting	
6:30pm	1569	ACC:201D	MOC Social Hour	
Wed	8:30am	1604	MAR:Elite 2	Cross-Cultural Cognitive Research
	10:40am	1651	HIL:Mezzanine 3	IP: Knowledge, Exploitation & Exploration
		1668	HIL:Pacific Pavilion A	JS: Creative Idea Selection

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# Operations Management

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Day	Start	#	Location	Session Information	
<b>Fri</b>	1:00pm	<b>22</b>	ACC:201C	Teaching OM & SCM with Games	
<b>Sat</b>	10:00am	<b>137</b>	HIL:San Clemente	Management Research in HCOs	
	2:00pm	<b>214</b>	ACC:202B	Design Management: Definition of a Field	
	3:00pm	<b>228</b>	ACC:202A	Junior Faculty Workshop	
	6:00pm	<b>261</b>	ACC:202B	OM Junior Faculty Social	
<b>Sun</b>	7:30am	<b>270</b>	MAR:Platinum 7	OM Doctoral Consortium Breakfast and Welcome	
	8:00am	<b>293</b>	MAR:Platinum 9	Building ODC as a Discipline	
		<b>294</b>	MAR:Orange County 3	Collaborative Research	
		<b>296</b>	MAR:Platinum 7	Operations Management Doctoral Consortium	
		<b>302</b>	HIL:Laguna A	Qualitative Comparative Analysis	
	9:00am	<b>340</b>	MAR:Newport & Rancho Las Palmas	Leading Innovative Change	
	10:00am	<b>359</b>	MAR:Grand Ballroom - Salon H	Rapid Business Review	
		<b>369</b>	ACC:213C	Future Research in QM	
	3:30pm	<b>447</b>	ACC:304B	OM Executive Committee and Officers Meeting	
	<b>Mon</b>	8:30am	<b>559</b>	ACC:207B	JS: Offshore Service Delivery
			<b>562</b>	ACC:207C	OM Division Welcome & Breakfast
9:00am		<b>601</b>	ACC:209A	Dynamics in Contracting	
		<b>602</b>	ACC:Exhibit Hall C - OM 1	Acquisition Policies ☺	
		<b>603</b>	ACC:Exhibit Hall C - OM 2	Developments in Service ☺	
9:20am		<b>610</b>	ACC:207C	Project/Program Performance	
10:40am		<b>703</b>	ACC:207C	PM Perspectives	
		<b>704</b>	ACC:209A	Service Quality	
		<b>705</b>	ACC:Exhibit Hall C - OM 1	Performance Strategies ☺	
		<b>706</b>	ACC:Exhibit Hall C - OM 2	Value Coordination ☺	
		<b>755</b>	HIL:Palos Verdes A	JS: Awkward Questions	
12:20pm		<b>820</b>	ACC:209A	Performance & Measurement	
12:50pm		<b>845</b>	ACC:207C	New Product Development	
2:30pm		<b>937</b>	ACC:207C	Supply Chain Excellence	
		<b>938</b>	ACC:209A	Total Quality Management	
4:10pm	<b>1039</b>	ACC:207C	Operations Division Business Meeting & Awards		
6:00pm	<b>1082</b>	ACC:207C	OM Division Social		
<b>Tue</b>	8:30am	<b>1154</b>	HIL:Mezzanine 7	IP: Operational Knowledge and Learning	
	9:00am	<b>1215</b>	ACC:207C	Nine Schools of Project Management Research	
	10:30am	<b>1281</b>	HIL:Mezzanine 7	IP: Operation Management and Value-Chain Logistics	
		<b>1309</b>	ACC:207C	JOM Best Paper Session	
	2:30pm	<b>1397</b>	HIL:Mezzanine 7	IP: Value Chains: Supply Chain Management	
		<b>1425</b>	ACC:207C	Modern Perspectives in OM	
	4:10pm	<b>1501</b>	HIL:Mezzanine 7	IP: Operation Management and Healthcare	
<b>Wed</b>	8:30am	<b>1530</b>	ACC:207C	Operations Strategy	
		<b>1531</b>	ACC:209A	Micro-perspectives on Macro-decisions	
	10:40am	<b>1618</b>	MAR:Newport & Rancho Las Palmas	Outsourcing & Offshoring	
	<b>1671</b>	MAR:Newport & Rancho Las Palmas	Disruption and Resilience		



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# Organization & Management Theory

Program Chair: Henrich R. Greve, INSEAD  
Professional Development Workshop Chair: Royston Greenwood, U. of Alberta

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>16</b>	MAR:Grand Ballroom - Salon B	Creating & Sustaining Change	
		<b>23</b>	ACC:204B	Power of Richness Panel	
		<b>24</b>	ACC:202A	Institutions and Technology	
	2:00pm	<b>29</b>	ACC:203B	Dynamic Capability Processes	
	3:00pm	<b>35</b>	ACC:210D	Power of Richness Feedback	
	4:30pm	<b>42</b>	ACC:201D	Study of Competitive Advantage	
Sat	5:00pm	<b>43</b>	ACC:211A	OMT/MOC Doctoral Students Consortium	
		8:00am	<b>72</b>	ACC:201D	The Business Model: In Search of Meaning
			<b>73</b>	ACC:202B	Questionnaire Development
			<b>84</b>	ACC:210C	OMT Junior Faculty Consortium
			<b>85</b>	ACC:207A	Advanced Social Networks
			<b>86</b>	ACC:210D	OMT/MOC Doctoral Students Consortium
	8:30am	<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?	
		<b>102</b>	HIL:Pacific Pavilion C	Process Research Workshop	
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration	
	10:00am	<b>143</b>	ACC:204B	Epistemology of Practice	
		<b>144</b>	HIL:Huntington A	Qualitative Analysis Software	
	10:30am	<b>145</b>	ACC:203A	Industry Architecture Dynamics	
	11:30am	<b>156</b>	ACC:201D	Structuration Theory	
	12:00pm	<b>159</b>	ACC:303B	Network Evolution and Dynamics	
	1:00pm	<b>172</b>	ACC:212B	Patent and Non-Patent Data	
	2:00pm	<b>205</b>	ACC:207B	M&A as a Research Context	
		<b>211</b>	ACC:205B	Simulation in Org. Theory	
	3:00pm	<b>229</b>	ACC:210D	OMT/MOC Junior Faculty & Doctoral Consortium	
	5:30pm	<b>249</b>	ACC:304A	Meet OMT: The Social	
	Sun	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
			<b>282</b>	HIL:San Clemente	User-Inspired Research
			<b>291</b>	HIL:Pacific Pavilion C	Confronting Risk
			<b>297</b>	ACC:211A	New Questions for Changing Economies
<b>298</b>			ACC:204A	Who Are We Reaching?	
<b>301</b>			HIL:El Capitan B	Writing Qualitative Methods	
		<b>302</b>	HIL:Laguna A	Qualitative Comparative Analysis	
8:30am		<b>307</b>	ACC:207D	Fostering Publication	
		<b>314</b>	HIL:California Pavilion B	Academy Journals Editor Panel	
9:00am		<b>324</b>	HIL:Pacific Pavilion B	Negotiating Your First Job	
		<b>337</b>	ACC:204B	Project on National Security Reform	
		<b>341</b>	ACC:304D	OMT Dissertation Workshop	
		<b>342</b>	ACC:201C	Institutions across Spheres	
9:30am		<b>347</b>	ACC:207C	CoPs and Evolutionary Econ	
10:00am		<b>353</b>	HIL:Huntington A	The Craft of Writing a Book	
		<b>357</b>	HIL:California Pavilion B	Meet the Editors - OB/HR Micro Journals	
		<b>370</b>	ACC:213B	Management Research in China	
		<b>371</b>	ACC:303C	Organizational History	
		<b>372</b>	HIL:California Pavilion A	Macro Editors' Panel	
		<b>373</b>	ACC:303B	Managing Talent Globally	
10:30am		<b>382</b>	ACC:201B	Synergy and Real-time cases	
12:00pm		<b>398</b>	ACC:207A	Strategy-as-Practice: Methodological Challenges	
3:30pm		<b>448</b>	ACC:201C	OMT Executive Committee Meeting	

Day	Start	#	Location	Session Information		
Mon	8:30am	<b>490</b>	ACC:201B	JS: Upper Echelons Research		
		<b>491</b>	HIL:California Pavilion B	SHCS: Advocates and Activists for Deductive Theory		
		<b>509</b>	ACC:204C	SHCS: Culture and Entrepreneurship		
		<b>527</b>	HIL:Mezzanine 10	IP: Affect and Judgement		
		<b>530</b>	HIL:Mezzanine 2	IP: Corporate Governance		
		<b>532</b>	HIL:Mezzanine 4	IP: Mergers and Acquisitions		
		<b>535</b>	HIL:Mezzanine 7	IP: Organizational Learning		
		<b>563</b>	MAR:Suite 312	Control in Organizations		
		<b>564</b>	ACC:210B	Forms of Institutional Change		
		<b>565</b>	ACC:210C	Explaining Firm Failure		
		<b>566</b>	ACC:210D	OMT Distinguished Scholar		
		<b>567</b>	ACC:303C	Goal Conflict and Attention		
		<b>568</b>	ACC:207D	JS: New Thoughts on Resource Partitioning		
		<b>569</b>	ACC:303B	JS: Sideways Organizing		
		<b>570</b>	ACC:303A	JS: Innovating across Boundaries		
			9:00am	<b>604</b>	ACC:Exhibit Hall C - OMT 1	Organizational Innovation and Creativity
				<b>605</b>	ACC:Exhibit Hall C - OMT 2	Organizational Learning and Knowledge
			10:40am	<b>649</b>	HIL:Palos Verdes B	JS: Travel of Health Care Ideas
				<b>666</b>	HIL:Mezzanine 2	IP: Changing Structures and Processes
		<b>668</b>	HIL:Mezzanine 4	IP: Network Theorizing		
		<b>693</b>	ACC:204A	SHCS: Social Exchange Theory		
		<b>702</b>	MAR:Platinum 2	JS: Emerging Consult'g & AR Models		
		<b>707</b>	MAR:Suite 312	Collaboration Failures		
		<b>708</b>	ACC:207D	Innovation and Imitation		
		<b>709</b>	ACC:210B	Cultural Identities		
		<b>710</b>	ACC:210C	Organizational Forms		
		<b>711</b>	ACC:210D	The Questions OMT Asks: What has been Neglected?		
		<b>712</b>	ACC:303A	Multi-Network Effects: How do Networks Interact?		
		<b>713</b>	ACC:303B	Network Knowledge Exchange		
		<b>714</b>	ACC:303C	Having It Both Ways: Ambidextrous Organizations		
		<b>715</b>	HIL:California Pavilion A	SHCS: Micro-processes on Board&TMTs		
		<b>716</b>	MAR:Grand Ballroom - Salon F	SHCS: Market Devices		
	12:20pm	<b>743</b>	ACC:202A	JS: Exploring Business Groups		
		<b>744</b>	ACC:201B	JS: Learning and Heterogeneity		
		<b>745</b>	MAR:Grand Ballroom - Salon F	SHCS: Towards a Stakeholder Theory of Strategy		
		<b>755</b>	HIL:Palos Verdes A	JS: Awkward Questions		
		<b>785</b>	HIL:Mezzanine 2	IP: Institutional Theory & Underlying Processes		
		<b>787</b>	HIL:Mezzanine 4	IP: Organizational Change, Innovation, and Structure		
		<b>790</b>	HIL:Mezzanine 7	IP: IT Systems Development and Governance Issues		
		<b>821</b>	MAR:Suite 312	Incentives and Careers		
		<b>822</b>	ACC:210B	Diffusion and Identities		
		<b>823</b>	ACC:210C	Organizational Field Formation		
		<b>824</b>	ACC:210D	Mobilizing Culture in Institutional Processes		
		<b>825</b>	ACC:303A	Pushing the Frontier: Network Expansion		
		<b>826</b>	ACC:303B	Interorganizational Transfer		
		<b>827</b>	ACC:303C	Aspiration Levels		
		<b>828</b>	ACC:Exhibit Hall C - OMT 1	Models of Leadership		
		<b>829</b>	ACC:207D	JS: Social Network Formation		
		<b>830</b>	ACC:204C	SHCS: Field-Configuring Events		
		<b>843</b>	ACC:203B	JS: Organizing for User Innovation		

Day	Start	#	Location	Session Information		
Mon	2:30pm	<b>863</b>	ACC:204C	SHCS: Uncertainty and Firm Strategy		
		<b>898</b>	ACC:213B	JS: Indian software industry		
		<b>903</b>	HIL:Mezzanine 2	IP: Knowledge Creation within the Organization		
		<b>930</b>	HIL:Laguna A	JS: Dyadic Trust Across Cultures		
		<b>931</b>	HIL:California Pavilion B	SHCS: Employee Voice and Silence		
		<b>939</b>	MAR:Suite 312	Human and Social Capital		
		<b>940</b>	ACC:210B	Contesting Instit. Logics		
		<b>941</b>	ACC:210C	Elements of Ecology: Examining the Assumptions		
		<b>942</b>	ACC:303A	Learning in Networks		
		<b>943</b>	ACC:303B	Learning Together: Intrafirm Knowledge Flows		
		<b>944</b>	ACC:303C	Organizational Fit		
		<b>945</b>	ACC:Exhibit Hall C - OMT 1	Competition and Rivalry: Determinants of Success		
		<b>946</b>	ACC:210D	JS: Entrepreneurship in Finance		
		<b>947</b>	ACC:207D	JS: ABV and Questions We Ask		
		<b>957</b>	MAR:Grand Ballroom - Salon F	SHCS: Virtuousness in organizations		
		4:10pm		<b>1005</b>	HIL:Mezzanine 10	IP: Weickian Ideas
				<b>1008</b>	HIL:Mezzanine 2	IP: Management Mechanisms
				<b>1009</b>	HIL:Mezzanine 3	IP: Corporate Governance: Executive and Leadership
				<b>1040</b>	MAR:Suite 312	Risk, Safety, and Health: A Routine Perspective
<b>1041</b>	ACC:207D			Managing Relationships		
<b>1042</b>	ACC:210B			Governance Institutions		
<b>1043</b>	ACC:210C			Community Creation		
<b>1044</b>	ACC:303A			You Come and Go: Alliance Dynamics		
<b>1045</b>	ACC:303B			Consequences of Diversity		
<b>1046</b>	ACC:303C			Fit in Dynamic Environments		
<b>1047</b>	ACC:210D			JS: Institutional Settings		
<b>1063</b>	ACC:209A			JS: Creativity and Innovation		
5:40pm	<b>1081</b>			ACC:210D	OMT Business Meeting and Artifact	
6:30pm	<b>1089</b>			ACC:207D	OMT Social Hour	
Tue	8:30am	<b>1114</b>	ACC:202A	JS: Financial Markets		
		<b>1115</b>	ACC:202B	JS: Strategy and Time's Arrow		
		<b>1180</b>	MAR:Suite 312	Institutional Decoupling		
		<b>1181</b>	ACC:210B	The Law Maker: Origins of Law and Policy Change		
		<b>1182</b>	ACC:210C	Film Industry Institutions		
		<b>1183</b>	ACC:303A	Brokers and Bridges		
		<b>1184</b>	ACC:303B	I Know You Know: Interpersonal Knowledge Flows		
		<b>1185</b>	ACC:303C	Cognition and Adaptation		
		<b>1186</b>	ACC:210D	JS: New Market Emergence		
		<b>1187</b>	HIL:Pacific Pavilion B	SHCS: Novelty in Organizational Adaptation		
		<b>1188</b>	ACC:207D	JS: Branding as Symbolic Value		
		<b>1189</b>	ACC:204C	SHCS: Communities and Institutions		
		<b>1194</b>	HIL:Oceanside	JS: Mixing Qual. and Quant methods		
		<b>1196</b>	MAR:Orange County 3	JS: Corruption and CSR		
9:00am		<b>1216</b>	ACC:Exhibit Hall C - OMT 1	Organizational Networks: Structures and Outcomes		
		<b>1217</b>	ACC:Exhibit Hall C - OMT 2	Institutionalism, Institutions, and Identities		

Day	Start	#	Location	Session Information		
Tue	10:30am	1236	MAR:Grand Ballroom - Salon H	JS: Is It All About the CEO? How Dare We Ask?		
		1237	HIL:California Pavilion B	SHCS: Alliance Portfolios: The Questions We Ask		
		1238	MAR:Grand Ballroom - Salon F	SHCS: Firm and Market Dynamism		
		1290	ACC:209A	JS: Affect and Social Networks		
		1291	ACC:209B	JS: Courage in Organizations		
		1310	MAR:Suite 312	Actors and Audiences: How Perceptions are Shaped		
		1311	ACC:207D	Structure and Culture		
		1312	ACC:210B	Discourse and Action		
		1313	ACC:210C	Got Resource? Firm Resources and Actions		
		1314	ACC:303A	Identities in Networks		
		1315	ACC:303B	Networking: Social Capital in Organizations		
		1316	ACC:303C	Yes you Can: Leadership Types and Effects		
		1317	ACC:Exhibit Hall C - OMT 1	Organizational Adaptation and Strategy		
		1318	ACC:210D	JS: Paths in Organizational Fields		
		1319	ACC:204C	SHCS: Benchmarking		
		2:30pm		1393	HIL:Mezzanine 3	IP: Institutional Theory
				1416	HIL:Pacific Pavilion A	JS: Discrete Negative Emotions
				1419	HIL:Pacific Pavilion B	SHCS: Decisions from Experience
				1426	MAR:Elite 2	Looking Good: Status of and in Organizations
1427	MAR:Suite 312			Blaming Organizations		
1428	ACC:207D			Scratch my Back: Collaboration among Competitors		
1429	ACC:210B			Micro Institutional Effects		
1430	ACC:210C			Close to Me: Geographical Clusters		
1431	ACC:303A			Trust and Cooperation: Cognitive Approaches		
1432	ACC:303B			New Directions in Interpersonal Network Analysis		
1433	ACC:303C			Complexity and Evolution		
1434	ACC:Exhibit Hall C - OMT 1			Control and Coordination in Organizations		
1435	ACC:210D			JS: Is Collaborative Research Useful?		
1436	ACC:204A			SHCS: A Conference on Conferences		
1450	MAR:Platinum 7			JS: Project-based organizations		
4:10pm		1475	ACC:206A	JS: Trust in Entrepreneurship		
		1480	HIL:Palos Verdes B	JS: Managing Skilled Professionals		
		1496	HIL:Mezzanine 2	IP: Social (De)Construction Mechanisms		
		1524	MAR:Grand Ballroom - Salon B	JS: Motivation and Knowledge Work		
		1525	HIL:Laguna A	JS: Influences on Ethics		
		1532	MAR:Elite 2	Reputation Dynamics		
		1533	MAR:Suite 312	Do Good? Social Issues and Firm Responses		
		1534	ACC:207D	Missionary Man: Culture with Consequences		
		1535	ACC:210B	Breaking Free: Institutions and Entrepreneurship		
		1536	ACC:210C	Multibusiness Strategy		
		1537	ACC:303A	Trust and Cooperation: Control Approaches		
		1538	ACC:303B	Insider or Outsider? Identity and Integration		
		1539	ACC:303C	Having What it Takes: Resources and Performance		
		1540	ACC:210D	JS: Knowledge Creation & Barriers		
		Wed	8:30am	1592	HIL:Huntington A	JS: Trust and Human Resource Cycle
1595	HIL:Mezzanine 11			IP: Organizational Routines		
1596	HIL:Mezzanine 12			IP: Corporate Governance Across Cultures		
1597	HIL:Mezzanine 2			IP: Org. Fields and Markets		
1599	HIL:Mezzanine 4			IP: Management Challenges of Emerging Countries		
1600	HIL:Mezzanine 5			IP: Strategy, Technology, and Innovation in Firms		
1601	HIL:Mezzanine 6			IP: Network Structure		
1602	HIL:Mezzanine 7			IP: Organizational Structures and Form		
1619	MAR:Suite 312			Pay for Performance? Compensation across Nations		
1620	MAR:Platinum 10			JS: Organizations and Philosophy		
10:40am				1650	HIL:Mezzanine 2	IP: Compensation in Corporate Governance
		1654	HIL:Mezzanine 6	IP: Organizational Change and Transformation		
		1655	HIL:Mezzanine 7	IP: Social Theorizing		
		1656	MAR:Platinum 3	JS: Management Consulting Research		
		1672	MAR:Suite 312	State and Organization		



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# Organization Development & Change

Program Chair: Ann E. Feyerherm, Pepperdine U.  
 Professional Development Workshop Chair: Ronald Fry, Case Western Reserve U.

Day	Start	#	Location	Session Information	
<b>Fri</b>	1:00pm	<b>15</b>	MAR:Grand Ballroom - Salon C	Core Consulting Skills	
		<b>16</b>	MAR:Grand Ballroom - Salon B	Creating & Sustaining Change	
		<b>21</b>	MAR:Marquis Northwest	Ways of Seeing	
	6:00pm	<b>59</b>	MAR:Grand Ballroom B&C	ODC Doctoral Consortium: Opening Session & Dinner	
<b>Sat</b>	8:00am	<b>81</b>	MAR:Grand Ballroom B&C	Action Research	
	8:30am	<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?	
	9:00am	<b>111</b>	HIL:Sunset	Questions that Transform Lives	
		<b>117</b>	MAR:Newport & Rancho Las Palmas	M&A Dx: What's Missing?	
		<b>118</b>	MAR:Grand Ballroom - Salon K	New Paradigms for Change	
		<b>123</b>	MAR:Grand Ballroom - Salon D	Assessing Exec Doc Programs	
	9:30am	<b>130</b>	MAR:Orange County 4	Consulting Course Design	
	10:00am	<b>137</b>	HIL:San Clemente	Management Research in HCOs	
		<b>141</b>	MAR:Grand Ballroom B&C	ODC Doctoral Consortium	
		<b>142</b>	MAR:La Jolla	Consultant Skill Building	
		<b>143</b>	ACC:204B	Epistemology of Practice	
	1:00pm	<b>178</b>	MAR:Orange County 4	Multiple Paradigms of Change	
		<b>181</b>	ACC:204B	Weak Signals and Noise	
		<b>185</b>	MAR:Grand Ballroom B&C	ODC Doctoral Consortium	
	3:00pm	<b>224</b>	MAR:Newport & Rancho Las Palmas	Coaching for Change	
		<b>227</b>	MAR:Grand Ballroom - Salon D	Energy and Thriving at Work	
	5:30pm	<b>248</b>	MAR:Grand Ballroom - Salon E	ODC Reception for Graduate Students	
	6:00pm	<b>259</b>	MAR:Grand Ballroom B&C	Exploring the Role of The Scholar Practitioner	
		<b>260</b>	MAR:La Jolla	Reflexive Inquiry as aid to Appreciative Inquiry	
	<b>Sun</b>	8:00am	<b>290</b>	HIL:Laguna B	Publishing in a Top Journal
			<b>293</b>	MAR:Platinum 9	Building ODC as a Discipline
<b>294</b>			MAR:Orange County 3	Collaborative Research	
<b>295</b>			MAR:Orange County 2	How do AI Questions Transform?	
<b>300</b>			ACC:210A	Leadership Development	
<b>302</b>			HIL:Laguna A	Qualitative Comparative Analysis	
8:30am		<b>315</b>	MAR:Grand Ballroom B&C	More High Impact Exercises	
		<b>316</b>	MAR:La Jolla	Finding the Right Questions	
9:00am		<b>333</b>	MAR:Orange County 4	High Impact Consulting	
		<b>334</b>	ACC:205A	Youth Leadership Development	
		<b>336</b>	ACC:207B	Facilitation and Strategy	
		<b>340</b>	MAR:Newport & Rancho Las Palmas	Leading Innovative Change	
10:00am		<b>355</b>	HIL:Huntington C	BEI in Diversity Audits	
		<b>361</b>	ACC:211B	So You Are Going to Teach?!	
		<b>367</b>	MAR:Grand Ballroom - Salon G	Consulting Across Cultures	
	<b>368</b>	MAR:Los Angeles	Managing Without Authority		
	<b>373</b>	ACC:303B	Managing Talent Globally		
3:30pm	<b>446</b>	MAR:Orange County 2	ODC Executive Committee Meeting		
<b>Mon</b>	8:00am	<b>486</b>	MAR:Platinum 2	ODC Welcome Breakfast	
	8:30am	<b>503</b>	HIL:Palos Verdes A	JS: Alternatives for Globalization	
		<b>514</b>	HIL:Palos Verdes B	JS: Leadership and Teamworking	
		<b>539</b>	ACC:204A	SHCS: Consultant's Responsibility	
		<b>545</b>	MAR:Grand Ballroom - Salon F	SHCS: Looking Through the Lens of Positive Identity	
		<b>560</b>	MAR:Elite 3	Leadership Succession, Composition and Perceptions	
		<b>561</b>	MAR:Platinum 2	Theme Session Speaker	
		<b>568</b>	ACC:207D	JS: New Thoughts on Resource Partitioning	



Day	Start	#	Location	Session Information
Mon	10:40am	697	MAR:Elite 2	Inquiry Deficiency
		698	MAR:Elite 3	Organizational Identity and Ideology
		699	ACC:Exhibit Hall C - ODC 1	Organization Change
		700	ACC:Exhibit Hall C - ODC 2	Strategizing and Organization Capabilities
		701	ACC:Exhibit Hall C - ODC 3	Organization Learning, Unlearning, and Insights
		702	MAR:Platinum 2	JS: Emerging Consult'g & AR Models
	12:20pm	784	HIL:Mezzanine 12	IP: Entrepreneurial Life Cycles
		795	HIL:Pacific Pavilion B	SHCS: The Shifting Landscape of Executive Education
		796	MAR:Elite 1	JS: Legacy of Blake & Mouton Grid
		817	MAR:Elite 3	Performance and Practices
		818	MAR:Orange County 1	Regulatory Foci/ Organizations
		819	MAR:Platinum 2	Appreciative Inquiry and Strength-Based Approaches
	2:30pm	897	ACC:213A	JS: From Heresy to Wisdom
		934	MAR:Elite 3	Teams: Virtual, Conflicts and Inquiry
		935	MAR:Platinum 2	Distributed Leadership
		936	MAR:Platinum 3	JS: Capitalizing on Connections
		957	MAR:Grand Ballroom - Salon F	SHCS: Virtuousness in organizations
	4:10pm	1037	MAR:Elite 3	Organization Learning
		1038	MAR:Platinum 2	Dynamics of Strategic Change
	Tue	8:30am	1178	MAR:Elite 3
1179			MAR:Platinum 2	Rhythms of Change
1188			ACC:207D	JS: Branding as Symbolic Value
10:30am		1271	ACC:213B	JS: Changing Values in China
		1282	HIL:Mezzanine 8	IP: HR Assessment and Development
		1292	ACC:204A	SHCS: Identity and Social Change
		1301	HIL:Pacific Pavilion B	SHCS: Organization-Level Trust
		1303	HIL:Laguna A	JS: Bouncing Back
		1307	MAR:Elite 3	Organizational Justice
		1308	MAR:Platinum 2	Kurt Lewin Symposium
		1318	ACC:210D	JS: Paths in Organizational Fields
2:30pm		1375	HIL:Palos Verdes B	JS: Asking Better Questions
		1388	HIL:Mezzanine 1	IP: Team Dysfunction
		1398	HIL:Mezzanine 8	IP: Change Processes and Practices
		1400	MAR:Platinum 3	JS: Executive Coaching
		1423	MAR:Elite 3	Influence of Emotions
		1424	MAR:Platinum 2	Change Management
		1435	ACC:210D	JS: Is Collaborative Research Useful?
4:10pm	1502	HIL:Mezzanine 8	IP: The Unpredictable in Org.	
	1504	MAR:Platinum 1	JS: Intl. Org Change Consulting	
	1505	MAR:Platinum 3	JS: Is Coaching a Discipline?	
	1513	MAR:Platinum 10	JS: Declutter Your Leadership	
	1528	MAR:Elite 3	Employee Perceptions	
	1529	MAR:Platinum 2	ODC Distinguished Speaker, Dr. Warren Bennis	
5:30pm	1560	MAR:Elite 3	ODC Business Meeting	
6:30pm	1571	MAR:Platinum 2	ODC Social	
Wed	8:30am	1614	HIL:Pacific Pavilion A	JS: Leading-Up
		1617	MAR:Platinum 2	Culture, Climate and Values
	10:40am	1654	HIL:Mezzanine 6	IP: Organizational Change and Transformation
		1655	HIL:Mezzanine 7	IP: Social Theorizing
		1670	MAR:Platinum 2	Natives Questioning Western Narrative Ways



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# Organizational Behavior

Program Chair: Sandra L. Robinson, U. of British Columbia  
 Professional Development Workshop Chair: Joan Brett, Arizona State U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>9</b>	HIL:California Pavilion A	Relocating Diversity	
		<b>14</b>	ACC:205B	Asking Authentic Questions	
		<b>19</b>	HIL:California Pavilion B	Genetics of Leadership	
		<b>20</b>	HIL:San Clemente	Romance of leadership	
		<b>21</b>	MAR:Marquis Northwest	Ways of Seeing	
		<b>23</b>	ACC:204B	Power of Richness Panel	
	6:00pm	<b>26</b>	ACC:206A	Ethics Expertise	
		<b>55</b>	HIL:California Pavilion B	OB Junior Faculty Workshop Reception and Meeting	
			<b>56</b>	HIL:California Pavilion C	OB Doctoral Student Reception and Meeting
	Sat	8:00am	<b>83</b>	HIL:Pacific Pavilion B	OB Doctoral Student Consortium
8:30am		<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?	
		<b>95</b>	ACC:210B	GLOBE and Beyond	
		<b>99</b>	HIL:California Pavilion B	OB Junior Faculty Workshop	
		<b>100</b>	HIL:El Capitan A	Person Environment Fit Research Incubator	
9:00am		<b>119</b>	ACC:303A	Integrated Focus	
		<b>120</b>	HIL:Capistrano A	Methods for Temporal Research	
9:30am		<b>129</b>	ACC:201C	Universities and collaboration	
		<b>131</b>	HIL:Huntington B	Application of Phenomenography	
11:00am		<b>153</b>	HIL:Santa Monica	Second-Order Factor SEM	
1:00pm		<b>173</b>	HIL:Huntington A	Improving Ethical Behavior	
		<b>183</b>	HIL:Laguna B	Emotions at Work	
		<b>184</b>	HIL:Palos Verdes B	Studying Interdependent Work	
		<b>188</b>	HIL:Huntington B	IRA and IRR Indices	
2:00pm		<b>210</b>	HIL:Capistrano B	Advancing Leadership Research	
3:00pm		<b>227</b>	MAR:Grand Ballroom - Salon D	Energy and Thriving at Work	
		<b>230</b>	HIL:Palos Verdes A	Methods for Integrating Moderation and Mediation	
3:30pm		<b>233</b>	HIL:El Capitan A	Lost in Translation?: Responding to Reviews	
4:00pm		<b>236</b>	HIL:Palos Verdes B	How to Publish Teaching-Related Research	
		<b>240</b>	HIL:Capistrano B	Alternatives to NHST	
5:30pm		<b>247</b>	HIL:Pacific Pavilion A	OB/HR Jr Fac/ PhD Reception	
6:30pm		<b>265</b>	HIL:Pacific Pavilion A	Joint HR/OB Member Welcome Reception	
Sun		8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
	<b>280</b>		HIL:Capistrano A	Teaching Diversity Courses	
	<b>288</b>		ACC:304C	Using Self-Leadership	
	<b>290</b>		HIL:Laguna B	Publishing in a Top Journal	
	<b>291</b>		HIL:Pacific Pavilion C	Confronting Risk	
	<b>300</b>		ACC:210A	Leadership Development	
	8:30am	<b>307</b>	ACC:207D	Fostering Publication	
		<b>314</b>	HIL:California Pavilion B	Academy Journals Editor Panel	
		<b>316</b>	MAR:La Jolla	Finding the Right Questions	
	9:00am	<b>324</b>	HIL:Pacific Pavilion B	Negotiating Your First Job	
		<b>325</b>	HIL:El Capitan A	Dark Side of Employee Behavior	
		<b>329</b>	HIL:Huntington B	Successful Federal Funding for Management Research	
		<b>339</b>	HIL:Sunset	Human Physiology, Management	
		<b>344</b>	ACC:210B	Questioning for Relevance	
	10:00am	<b>353</b>	HIL:Huntington A	The Craft of Writing a Book	
		<b>357</b>	HIL:California Pavilion B	Meet the Editors - OB/HR Micro Journals	
		<b>364</b>	MAR:Platinum 1	What Questions Should We Ask?	
		<b>365</b>	HIL:Palos Verdes A	The 16th Annual Craft of Reviewing Workshop	
		<b>372</b>	HIL:California Pavilion A	Macro Editors` Panel	
	10:30am	<b>383</b>	HIL:Laguna B	The Questions We Ask Regarding Meso-Modeling	
	1:30pm	<b>418</b>	HIL:El Capitan A	OB Making Meeting Connections	
	3:30pm	<b>445</b>	HIL:El Capitan A	OB Executive Committee Meeting	

Day	Start	#	Location	Session Information
Mon	8:30am	500	HIL:Santa Monica	JS: Power, Social Responsibility, and Ethics
		511	HIL:San Clemente	JS: Intergroup Bias
		519	HIL:Pacific Pavilion B	SHCS: CEO Leadership
		526	HIL:Mezzanine 1	IP: Creativity and Innovation Among Individuals
		527	HIL:Mezzanine 10	IP: Affect and Judgement
		536	HIL:Mezzanine 8	IP: Staffing and Socialization
		537	HIL:Mezzanine 9	IP: Leadership in Healthcare
		545	MAR:Grand Ballroom - Salon F	SHCS: Looking Through the Lens of Positive Identity
		547	MAR:Grand Ballroom - Salon A	Emotion Regulation
		548	MAR:Grand Ballroom - Salon B	Creativity and Leadership
		549	MAR:Grand Ballroom - Salon C	Outcomes of the Psychological Contract
		550	MAR:Grand Ballroom - Salon D	Escalation of Commitment
		551	HIL:Capistrano B	Work-Life Balance Issues
		552	HIL:EI Capitan A	Satisfaction in Many Forms
		553	HIL:EI Capitan B	Focus on Followers
		554	HIL:Laguna A	Trust: New Directions
		555	HIL:Laguna B	Ostracism and Social Exclusion
		556	HIL:Pacific Pavilion A	JS: Third Culture in the Workplace
		569	ACC:303B	JS: Sideways Organizing
			10:40am	647
661	ACC:204C			SHCS: Neither/Nor or Both/ And?
662	HIL:Mezzanine 1			IP: Decision-Making
683	MAR:Grand Ballroom - Salon A			Emotions in Organizations
684	MAR:Grand Ballroom - Salon B			Creativity in Groups
685	MAR:Grand Ballroom - Salon C			New Perspectives on Psychological Contracts
686	MAR:Grand Ballroom - Salon D			Feedback Seeking: New Developments
687	HIL:Capistrano B			Creating Organizational Citizenship Behavior
688	HIL:EI Capitan A			The State of Teamwork
689	HIL:EI Capitan B			Transformational Leadership and Performance
690	HIL:Laguna A			Trust and Leadership
691	HIL:Laguna B			Reactions to Mistreatment
692	HIL:Pacific Pavilion A			JS: SWOT Analysis of Justice
693	ACC:204A			SHCS: Social Exchange Theory
715	HIL:California Pavilion A			SHCS: Micro-processes on Board&TMTs
	12:20pm	765	HIL:San Clemente	JS: Team Diversity
		773	HIL:Huntington A	JS: HRM, Involvement, Performance
		781	HIL:Mezzanine 1	IP: Effects of Work Context on Employee Attitudes
		802	HIL:California Pavilion B	SHCS: Relational Identity at Work
		804	MAR:Grand Ballroom - Salon A	When Emotions Hurt
		805	MAR:Grand Ballroom - Salon B	Creating Creativity
		806	MAR:Grand Ballroom - Salon C	Psychological Contracts: New Developments
		807	MAR:Grand Ballroom - Salon D	Stress Revisited
		808	HIL:Capistrano B	Impact of Leadership
		809	HIL:EI Capitan B	Leader Behaviors
		810	HIL:Laguna A	Trust in Teams
		811	HIL:Laguna B	New Developments in Abusive Supervision
		812	HIL:Pacific Pavilion A	JS: Personality in Organization: Beyond the Big Five
		813	HIL:EI Capitan A	JS: Novel Questions on LMX
		814	ACC:204A	SHCS: Reinforcing Work Orientation
829	ACC:207D	JS: Social Network Formation		
	1:30pm	848	MAR:Platinum 9	A Thank-You Coffee

Day	Start	#	Location	Session Information		
Mon	2:30pm	899	HIL:Mezzanine 1	IP: Individual Learning and Knowledge Management		
		900	HIL:Mezzanine 10	IP: Affect, Motivation, and Cognition		
		920	MAR:Grand Ballroom - Salon A	Affect and Groups		
		921	MAR:Grand Ballroom - Salon B	Stress and Creativity		
		922	MAR:Grand Ballroom - Salon C	I-Deals: Understanding Idiosyncratic Contracts		
		923	MAR:Grand Ballroom - Salon D	Burnout: Causes and Consequences		
		924	HIL:Capistrano B	Self-efficacy		
		925	HIL:El Capitan A	Diversity in Groups		
		926	HIL:El Capitan B	Authentic Leadership		
		927	HIL:Laguna B	Deviance and Aggression		
		928	ACC:204A	SHCS: Workplace Deviance		
		929	HIL:Pacific Pavilion A	JS: Teams & Disaster Response		
		930	HIL:Laguna A	JS: Dyadic Trust Across Cultures		
		931	HIL:California Pavilion B	SHCS: Employee Voice and Silence		
		4:10pm		1004	HIL:Mezzanine 1	IP: Justice and Its Outcomes
				1009	HIL:Mezzanine 3	IP: Corporate Governance: Executive and Leadership
				1025	MAR:Grand Ballroom - Salon A	P-E Fit and Affect
				1026	MAR:Grand Ballroom - Salon C	Psychological Contract Breach and Violation
				1027	MAR:Grand Ballroom - Salon D	Justice Research: New Developments
1028	HIL:Capistrano B			Change in Organizations		
1029	HIL:El Capitan B			LMX and Outcomes		
1030	HIL:Laguna A			New Developments in Social Exchange		
1031	HIL:Laguna B			Dark Shadows in Organizational Behavior		
1032	HIL:Pacific Pavilion B			The Motivation to Lead and Leaders' Motivations		
1033	HIL:Sunset			Social Networks		
1034	HIL:El Capitan A			JS: Teams in Context		
1035	HIL:Pacific Pavilion A			JS: Social Stressor: International		
1063	ACC:209A			JS: Creativity and Innovation		
6:30pm	1086			HIL:Pacific Pavilion C	OB Division Awards and Celebration/Social Hour	
Tue	8:30am	1122	MAR:Orange County 1	JS: Justice Dynamics and Processes over Time		
		1138	HIL:Coronado	JS: Work-Life Balance		
		1145	HIL:Mezzanine 1	IP: Justice at Organizational and Individual Levels		
		1153	HIL:Mezzanine 6	IP: Work or Family?		
		1163	ACC:209A	JS: Affect and Creative Behaviors		
		1165	MAR:Grand Ballroom - Salon A	Team Learning		
		1166	MAR:Grand Ballroom - Salon B	Knowledge Sharing		
		1167	MAR:Grand Ballroom - Salon C	Customer Service: New Developments		
		1168	MAR:Grand Ballroom - Salon D	Leadership and Organizational Citizenship Behavior		
		1169	HIL:Capistrano B	Issues in Identity		
		1170	HIL:El Capitan B	Relationships in Organizations		
		1171	HIL:Laguna A	Proactivity at Work		
		1172	HIL:Laguna B	Empowerment, Participation and Autonomy		
		1173	HIL:Pacific Pavilion A	JS: Effects of Anger on Behavior and Judgment		
		1174	ACC:204A	SHCS: Complexity Leadership		
		1175	HIL:El Capitan A	JS: Advancing POS		
		1197	HIL:California Pavilion B	SHCS: New Questions in Bus. Ethics		
9:00am	1214	MAR:Platinum 7	OB Lifetime Achievement Award			
10:10am	1220	MAR:Platinum 8	OB Connections Coffee Break			



Day	Start	#	Location	Session Information
Tue	10:30am	1255	HIL:San Clemente	JS: Firm diversity and performance
		1270	ACC:212B	JS: Culture and Creativity
		1271	ACC:213B	JS: Changing Values in China
		1272	HIL:Mezzanine 1	IP: Motivation and Behavior
		1275	HIL:Mezzanine 12	IP: Venture Capital and Entrepreneurship
		1290	ACC:209A	JS: Affect and Social Networks
		1291	ACC:209B	JS: Courage in Organizations
		1294	MAR:Grand Ballroom - Salon A	Predicting Team Performance
		1295	MAR:Grand Ballroom - Salon B	Innovation in Groups and Organizations
		1296	MAR:Grand Ballroom - Salon C	The Darkside of Customer Service
		1297	HIL:Laguna B	Proactive Personality
		1298	HIL:Pacific Pavilion A	Emotional Intelligence
		1299	HIL:El Capitan B	JS: Ownership and Territoriality
		1300	MAR:Grand Ballroom - Salon D	JS: Consequences of Helping
	1301	HIL:Pacific Pavilion B	SHCS: Organization-Level Trust	
	1302	HIL:Capistrano B	JS: The Unintentional Self	
	1303	HIL:Laguna A	JS: Bouncing Back	
	1304	HIL:El Capitan A	JS: Measurement of Time Constructs	
	2:30pm	1388	HIL:Mezzanine 1	IP: Team Dysfunction
		1399	HIL:Mezzanine 9	IP: Individual Behavior and Performance
		1409	MAR:Grand Ballroom - Salon A	Perspectives on Managing Teams
		1410	MAR:Grand Ballroom - Salon B	Learning
		1411	MAR:Grand Ballroom - Salon D	Organizational Citizenship Behavior in Groups
		1412	HIL:Capistrano B	Collective Identification
		1413	HIL:El Capitan B	Power and Politics
		1414	HIL:Laguna A	Ethics and Organizational Behavior
		1415	HIL:Laguna B	Voice and Proactive Behaviors
		1416	HIL:Pacific Pavilion A	JS: Discrete Negative Emotions
		1417	MAR:Grand Ballroom - Salon C	JS: Customer Misbehavior
		1418	MAR:Grand Ballroom - Salon F	SHCS: Leadership development
		1419	HIL:Pacific Pavilion B	SHCS: Decisions from Experience
		1420	HIL:El Capitan A	JS: Biological Basis
	4:10pm	1475	ACC:206A	JS: Trust in Entrepreneurship
		1483	HIL:California Pavilion A	JS: Shared Capitalism
1485		HIL:Huntington C	JS: Understanding Self-Development	
1492		HIL:Mezzanine 1	IP: Team Processes I	
1503		HIL:Mezzanine 9	IP: Effects and Moderators of Leadership	
1514		MAR:Grand Ballroom - Salon A	Organizational Behavior in Professional Sports	
1515		MAR:Grand Ballroom - Salon D	OCB: New Developments	
1516		HIL:Capistrano B	Organizational Identification	
1517		HIL:El Capitan A	New Constructs in Organizational Behavior	
1518		HIL:El Capitan B	Political Skill	
1519		HIL:Laguna B	Passion and Thriving in Organizations	
1520		HIL:Pacific Pavilion B	Methodological Issues in Organizational Behavior	
1521		HIL:Pacific Pavilion A	JS: Affect in Negotiation	
1522		MAR:Grand Ballroom - Salon C	JS: Cust Service, Affect, Justice	
1523		HIL:California Pavilion B	SHCS: The Quest to Resilience	
1524		MAR:Grand Ballroom - Salon B	JS: Motivation and Knowledge Work	
1525	HIL:Laguna A	JS: Influences on Ethics		
1540	ACC:210D	JS: Knowledge Creation & Barriers		
1543	HIL:Manhattan	JS: Physiological Measures		

Day	Start	#	Location	Session Information
Wed	8:30am	<b>1580</b>	HIL:Capistrano A	JS: Perspectives on Well-being
		<b>1592</b>	HIL:Huntington A	JS: Trust and Human Resource Cycle
		<b>1593</b>	HIL:Mezzanine 1	IP: New Approaches to Leadership
		<b>1594</b>	HIL:Mezzanine 10	IP: Cross-Cultural Management: Individual Level Issues
		<b>1605</b>	MAR:Grand Ballroom - Salon A	Commitment in Organizations: New Developments
		<b>1606</b>	MAR:Grand Ballroom - Salon B	Equity Revisited
		<b>1607</b>	MAR:Grand Ballroom - Salon C	Image and Grooming Choice
		<b>1608</b>	MAR:Grand Ballroom - Salon D	Socialization: New Perspectives
		<b>1609</b>	HIL:Capistrano B	Research on CEOs
		<b>1610</b>	HIL:El Capitan A	Cross-Cultural Research
		<b>1611</b>	HIL:El Capitan B	Compensation and Rewards
		<b>1612</b>	HIL:Laguna A	Generational Differences and Older Workers
		<b>1613</b>	HIL:Laguna B	Attracting, Selecting, and Joining Up
		<b>1614</b>	HIL:Pacific Pavilion A	JS: Leading-Up
	10:40am	<b>1646</b>	HIL:Mezzanine 1	IP: Transformational Leadership in Organizations
		<b>1659</b>	MAR:Grand Ballroom - Salon A	Turnover: New Developments
		<b>1660</b>	MAR:Grand Ballroom - Salon B	Collective Change Capability
		<b>1661</b>	MAR:Grand Ballroom - Salon C	Issues in Person-Environment Fit
		<b>1662</b>	MAR:Grand Ballroom - Salon D	Leading Configural Organizing
		<b>1663</b>	HIL:Capistrano B	Leadership and Individual Differences
		<b>1664</b>	HIL:El Capitan A	Guanxi and Chinese Management
		<b>1665</b>	HIL:El Capitan B	New Perspectives on Performance Appraisals
		<b>1666</b>	HIL:Laguna A	Individual Differences in Organizations
		<b>1667</b>	HIL:Laguna B	New Issues in Motivation
		<b>1668</b>	HIL:Pacific Pavilion A	JS: Creative Idea Selection

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# Organizational Communication & Information Systems

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Day	Start	#	Location	Session Information	
Fri	6:00pm	<b>57</b>	ACC:207C	OCIS Doctoral Consortium: Opening Reception	
		<b>58</b>	ACC:207D	OCIS Junior Faculty Consortium Opening Dinner	
Sat	9:00am	<b>121</b>	ACC:207C	OCIS Doctoral Consortium	
		<b>122</b>	ACC:207D	OCIS Junior Faculty Consortium	
		<b>127</b>	ACC:212A	Teaching with Technology	
	12:30pm	<b>167</b>	ACC:205A	Virtual World Collaboration	
		<b>168</b>	ACC:303D	OCIS Jr. Faculty and Doctoral Consortium Lunch	
	1:30pm	<b>197</b>	ACC:207C	OCIS Doctoral Consortium (cont.)	
		<b>198</b>	ACC:207D	OCIS Junior Faculty Consortium (cont.)	
	3:00pm	<b>226</b>	ACC:205A	Virtual Organization Workshop	
		<b>231</b>	MAR:Orange County 4	Pol Influence & Social Repair	
	6:00pm	<b>258</b>	ACC:303C	OCIS Welcome Reception	
	Sun	8:00am	<b>292</b>	ACC:303C	OCIS International Authors Workshop
9:30am		<b>347</b>	ACC:207C	CoPs and Evolutionary Econ	
10:00am		<b>366</b>	ACC:303A	Cultural Diversity and Information Management	
5:00pm		<b>463</b>	ACC:303C	OCIS Executive Committee Meeting	
Mon	8:00am	<b>485</b>	ACC:207A	OCIS Gathering and Welcome	
		<b>528</b>	HIL:Mezzanine 11	IP: Team Processes II	
	<b>534</b>	HIL:Mezzanine 6	IP: Technology and Change		
	<b>535</b>	HIL:Mezzanine 7	IP: Organizational Learning		
	<b>556</b>	HIL:Pacific Pavilion A	JS: Third Culture in the Workplace		
	<b>557</b>	MAR:Grand Ballroom - Salon K	Mobile Work and Commerce		
	<b>558</b>	ACC:207A	Technology Adoption, Usage, and Appropriation		
	<b>559</b>	ACC:207B	JS: Offshore Service Delivery		
	10:40am	<b>671</b>	HIL:Mezzanine 7	IP: Communication and Technology	
		<b>694</b>	MAR:Grand Ballroom - Salon K	Trust and Reputation Online	
		<b>695</b>	ACC:207A	Technology Adoption and Implementation	
		<b>696</b>	ACC:207B	Work Practices in IT Settings	
	12:20pm	<b>790</b>	HIL:Mezzanine 7	IP: IT Systems Development and Governance Issues	
		<b>791</b>	HIL:Mezzanine 8	IP: Merit Systems and Employee Incentives	
		<b>815</b>	ACC:207A	Conflict in IT Work Settings	
		<b>816</b>	ACC:207B	Knowledge Management: Quality and Competencies	
	2:30pm	<b>903</b>	HIL:Mezzanine 2	IP: Knowledge Creation within the Organization	
		<b>908</b>	HIL:Mezzanine 7	IP: Communication, Media and the Internet	
		<b>932</b>	ACC:207A	Impression Management in IT Settings	
		<b>933</b>	ACC:207B	Work in Virtual and Distributed Teams	
	4:10pm	<b>1013</b>	HIL:Mezzanine 7	IP: Organizational Impacts of IT Work	
		<b>1036</b>	ACC:207A	OCIS Keynote	
	5:30pm	<b>1075</b>	ACC:207A	OCIS Business Meeting	
	6:30pm	<b>1087</b>	ACC:207B	OCIS Social Hour	
		<b>1088</b>	ACC:207B - OCIS	OCIS Visual Papers 	
	Tue	8:30am	<b>1176</b>	ACC:207A	The Interplay Between Technology and Organization
			<b>1177</b>	ACC:207B	Team Communication
		10:30am	<b>1276</b>	HIL:Mezzanine 2	IP: Global Outsourcing
			<b>1279</b>	HIL:Mezzanine 5	IP: Managing Technology and Relationships
<b>1305</b>			ACC:207A	Communities of Practice	
<b>1306</b>			ACC:207B	Media Choice and Usage	
2:30pm		<b>1421</b>	ACC:207A	Individuals in Distributed Work Groups	
		<b>1422</b>	ACC:207B	Linking IT to Organizational Performance	
4:10pm		<b>1496</b>	HIL:Mezzanine 2	IP: Social (De)Construction Mechanisms	
		<b>1526</b>	ACC:207A	Virtual Communities	
		<b>1527</b>	ACC:207B	Strategic Implications of IT	
5:30pm		<b>1559</b>	ACC:207B	OCIS Informal Social Event	

Day	Start	#	Location	Session Information
Wed	8:30am	<b>1615</b>	MAR:Elite 1	Theory in OCIS
		<b>1616</b>	MAR:Elite 3	Information and Knowledge Sharing
	10:40am	<b>1647</b>	HIL:Mezzanine 10	IP: The Impact of Culture
		<b>1669</b>	MAR:Elite 3	Knowledge Contribution, Use, and Transfer

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# Organizations & the Natural Environment

Program Chair: Lynne Andersson, Temple U.  
Professional Development Workshop Chair: Magali Delmas, U. of California, Los Angeles

Day	Start	#	Location	Session Information
<b>Fri</b>	1:00pm	<b>25</b>	MAR:Grand Ballroom - Salon G	ONE Doctoral Consortium Part I
<b>Sat</b>	8:00am	<b>87</b>	MAR:Grand Ballroom - Salon G	ONE Doctoral Consortium part II
	8:30am	<b>103</b>	MAR:Grand Ballroom - Salon H	SIM Doctoral Consortium
	9:00am	<b>125</b>	MAR:Grand Ballroom - Salon J	Building from the Ground Up
	1:00pm	<b>186</b>	MAR:Grand Ballroom - Salon G	Teaching ONE Experientially
	1:30pm	<b>199</b>	MAR:Grand Ballroom - Salon J	ONE/SIM Junior Faculty Consortium
		<b>200</b>	MAR:La Jolla	Regulation, Innovation and Competitive Advantage
	4:00pm	<b>239</b>	MAR:Marquis Northeast	Leading Sustainability
	6:00pm	<b>262</b>	MAR:Marquis Northwest	ONE Welcome Reception
<b>Sun</b>	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
		<b>295</b>	MAR:Orange County 2	How do AI Questions Transform?
		<b>299</b>	MAR:Grand Ballroom - Salon D	Reporting on Climate Change
		<b>302</b>	HIL:Laguna A	Qualitative Comparative Analysis
		<b>303</b>	MAR:Platinum 8	Manuscript Developm. Workshop
	8:30am	<b>307</b>	ACC:207D	Fostering Publication
	10:00am	<b>374</b>	MAR:Platinum 8	Ask the Experts
	10:30am	<b>384</b>	MAR:Platinum 9	Databases for CSR Research
	11:00am	<b>390</b>	MAR:Platinum 8	SIM & ONE Research Roundtables
	3:30pm	<b>449</b>	MAR:Orange County 4	ONE Executive Committee Meeting
<b>Mon</b>	9:00am	<b>606</b>	MAR:Platinum 4	B-Schools & Sustainability
	10:40am	<b>717</b>	MAR:Platinum 4	Eco-Innovation
	1:00pm	<b>847</b>	MAR:Platinum 4	Stakeholder Linkages for Sustainability
		<b>912</b>	ACC:211A	JS: Improving Ethical Leadership
		<b>948</b>	MAR:Platinum 4	Environmental & Corporate Performance
	4:10pm	<b>949</b>	ACC:Exhibit Hall C - ONE	Organizations and the Natural Environment
		<b>1015</b>	HIL:Mezzanine 9	IP: Ecological Practices
		<b>1048</b>	MAR:Platinum 4	ONE Distinguished Speaker
	<b>1049</b>	ACC:206B	JS: Sustainability Education	
5:30pm	<b>1076</b>	MAR:Platinum 4	ONE Business Meeting	
<b>Tue</b>	8:40am	<b>1203</b>	MAR:Platinum 4	JS: Synergistic Sustainability
	10:30am	<b>1320</b>	MAR:Platinum 4	Rethinking Corporate Sustainability
	2:30pm	<b>1437</b>	MAR:Platinum 4	Sustainability Discourse
	4:10pm	<b>1541</b>	MAR:Platinum 4	Tackling Climate Change
<b>Wed</b>	9:00am	<b>1632</b>	MAR:Platinum 4	Environmental Management
	10:40am	<b>1648</b>	HIL:Mezzanine 11	IP: Individual and Strategic Eco-Response
		<b>1673</b>	MAR:Platinum 4	China: The Sustainability Frontier

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# Public & Nonprofit

Program Chair: Stephen T.T. Teo, U. of Western Sydney

Program Chair: Dean F. Eitel, DePaul U.

Professional Development Workshop Chair: Neil M. Boyd, Lycoming College

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>8</b>	ACC:211B	Sustainability in the Rough	
		<b>21</b>	MAR:Marquis Northwest	Ways of Seeing	
		<b>23</b>	ACC:204B	Power of Richness Panel	
		<b>26</b>	ACC:206A	Ethics Expertise	
	3:00pm	<b>35</b>	ACC:210D	Power of Richness Feedback	
		<b>36</b>	MAR:Orange County 3	Blogging for Non-profits	
Sat	7:30am	<b>66</b>	ACC:213C	Service Learning Sans Borders	
	8:30am	<b>101</b>	MAR:Grand Ballroom - Salon A	The Unscripted Future	
	9:00am	<b>124</b>	MAR:Orange County 1	PNP Doctoral Consortium	
	10:30am	<b>146</b>	ACC:304D	Managerial Rhetoric as Power	
	11:00am	<b>154</b>	MAR:Grand Ballroom - Salon J	Accountability as Meta-Problem	
	12:00pm	<b>162</b>	MAR:Orange County 2	Sustainable Practice Action Research Workshop	
	1:00pm	<b>191</b>	ACC:203A	Experiential Learning	
	1:30pm	<b>200</b>	MAR:La Jolla	Regulation, Innovation and Competitive Advantage	
	2:00pm	<b>212</b>	ACC:207A	Strategy and Performance	
	3:00pm	<b>231</b>	MAR:Orange County 4	Pol Influence & Social Repair	
	4:00pm	<b>239</b>	MAR:Marquis Northeast	Leading Sustainability	
	Sun	9:00am	<b>329</b>	HIL:Huntington B	Successful Federal Funding for Management Research
<b>337</b>			ACC:204B	Project on National Security Reform	
<b>343</b>			MAR:Orange County 1	PNP Doctoral Workshop	
<b>344</b>			ACC:210B	Questioning for Relevance	
10:00am		<b>373</b>	ACC:303B	Managing Talent Globally	
10:30am		<b>384</b>	MAR:Platinum 9	Databases for CSR Research	
11:00am		<b>389</b>	MAR:Grand Ballroom B&C	PNP Junior Faculty Consortium	
11:30am		<b>393</b>	ACC:304A	Framing Social Entrep	
3:30pm		<b>450</b>	MAR:Orange County 1	PNP Executive Committee Meeting	
Mon		8:30am	<b>514</b>	HIL:Palos Verdes B	JS: Leadership and Teamworking
			<b>571</b>	MAR:Orange County 4	Networks and the impacts and linkages
	<b>572</b>		MAR:Platinum 1	Motivation in public and nonprofit organizations	
	<b>576</b>		MAR:Orange County 3	JS: The Real Orange County	
	9:00am	<b>607</b>	ACC:Exhibit Hall C - PNP 1	OB & HRM in PNP	
	10:40am	<b>718</b>	MAR:Orange County 4	The Questions We Ask in PNP	
		<b>719</b>	MAR:Platinum 1	How financial issues impact our organizations?	
	12:20pm	<b>768</b>	HIL:Palos Verdes B	JS: Understanding Systems Change	
		<b>789</b>	HIL:Mezzanine 6	IP: Non-profit Organizations: Theory and Qualitative	
		<b>831</b>	MAR:Orange County 4	Effects of Leadership	
		<b>832</b>	MAR:Platinum 1	Strategic management in state owned enterprises	
		<b>833</b>	ACC:Exhibit Hall C - PNP 1	Issues in Managing Government Agencies	
	2:30pm	<b>907</b>	HIL:Mezzanine 6	IP: The Not-for-Profit Organization	
		<b>950</b>	MAR:Orange County 4	Nonprofit Identity	
		<b>951</b>	MAR:Platinum 1	Managing Performance in PNP	
		<b>952</b>	ACC:Exhibit Hall C - PNP 1	Issues in Nonprofit Organizations	
	4:10pm	<b>1012</b>	HIL:Mezzanine 6	IP: Issues in NPO and Government Agencies	
<b>1050</b>		MAR:Platinum 1	JS: Nonprofit Education & Practice		
5:30pm	<b>1077</b>	MAR:Orange County 4	Public and Nonprofit Division Business Meeting		
Tue	8:30am	<b>1189</b>	ACC:204C	SHCS: Communities and Institutions	
		<b>1190</b>	MAR:Orange County 4	Impacts of performance on our research?	
		<b>1191</b>	MAR:Platinum 1	Performance measurement in profession	
	10:30am	<b>1283</b>	HIL:Mezzanine 9	IP: Education and Public Policy	
		<b>1321</b>	MAR:Platinum 1	Role of HRM in PNP sectors	
	<b>1322</b>	MAR:Orange County 4	JS: Integrative Leadership		

Day	Start	#	Location	Session Information
Tue	2:30pm	<b>1407</b>	ACC:209A	JS: Disaster Planning Responses
		<b>1438</b>	MAR:Orange County 4	Organization Behavior and Flexibility
		<b>1439</b>	MAR:Platinum 1	Volunteers in PNP
	4:10pm	<b>1542</b>	MAR:Orange County 4	Lessons learned on transitions
Wed	8:30am	<b>1621</b>	MAR:Orange County 4	The challenges of the "ask" in giving campaigns
	10:40am	<b>1674</b>	MAR:Orange County 4	Community Action and Research

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# Research Methods

Program Chair: Timothy Hinkin, Cornell U.  
Professional Development Workshop Chair: Stephanie L. Castro, Florida Atlantic U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>27</b>	HIL:Huntington B	Tools for Improving SEM Model Evaluation	
	2:00pm	<b>29</b>	ACC:203B	Dynamic Capability Processes	
	3:00pm	<b>30</b>	ACC:213C	Neuroeconomics & Entrepreneurs	
		<b>37</b>	HIL:Huntington B	Introduction to Ego Network Analysis	
	4:30pm	<b>42</b>	ACC:201D	Study of Competitive Advantage	
5:30pm	<b>46</b>	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium		
Sat	8:00am	<b>73</b>	ACC:202B	Questionnaire Development	
		<b>88</b>	HIL:Huntington A	Overview of the Qualimetrics research method	
	8:30am	<b>95</b>	ACC:210B	GLOBE and Beyond	
		<b>97</b>	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium	
		<b>100</b>	HIL:EI Capitan A	Person Environment Fit Research Incubator	
		<b>102</b>	HIL:Pacific Pavilion C	Process Research Workshop	
	9:00am	<b>116</b>	ACC:213A	Emerging Markets	
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration	
		<b>131</b>	HIL:Huntington B	Application of Phenomenography	
	10:00am	<b>135</b>	ACC:303B	EO - A Discussion of Issues	
		<b>137</b>	HIL:San Clemente	Management Research in HCOs	
		<b>143</b>	ACC:204B	Epistemology of Practice	
		<b>144</b>	HIL:Huntington A	Qualitative Analysis Software	
	11:00am	<b>152</b>	HIL:Palos Verdes A	Introduction to Social Networks Research	
		<b>153</b>	HIL:Santa Monica	Second-Order Factor SEM	
	1:00pm	<b>172</b>	ACC:212B	Patent and Non-Patent Data	
		<b>184</b>	HIL:Palos Verdes B	Studying Interdependent Work	
		<b>187</b>	HIL:Santa Monica	Zero to Coding Within Hours	
		<b>188</b>	HIL:Huntington B	IRA and IRR Indices	
		2:00pm	<b>210</b>	HIL:Capistrano B	Advancing Leadership Research
<b>212</b>	ACC:207A		Strategy and Performance		
3:00pm	<b>230</b>	HIL:Palos Verdes A	Methods for Integrating Moderation and Mediation		
4:00pm	<b>240</b>	HIL:Capistrano B	Alternatives to NHST		
Sun	8:00am	<b>282</b>	HIL:San Clemente	User-Inspired Research	
		<b>301</b>	HIL:EI Capitan B	Writing Qualitative Methods	
		<b>302</b>	HIL:Laguna A	Qualitative Comparative Analysis	
	8:30am	<b>317</b>	HIL:Pacific Pavilion D	Ask the Experts: Quantitative Methods	
	9:00am	<b>329</b>	HIL:Huntington B	Successful Federal Funding for Management Research	
		<b>339</b>	HIL:Sunset	Human Physiology, Management	
		<b>342</b>	ACC:201C	Institutions across Spheres	
	10:00am	<b>365</b>	HIL:Palos Verdes A	The 16th Annual Craft of Reviewing Workshop	
	10:30am	<b>385</b>	HIL:Pacific Pavilion D	Ask The Experts: Qualitative Research	
	12:00pm	<b>398</b>	ACC:207A	Strategy-as-Practice: Methodological Challenges	
	3:30pm	<b>451</b>	HIL:Oceanside	RMD Executive Committee	
	Mon	8:30am	<b>573</b>	HIL:Manhattan	Latent Variables Issues
		10:40am	<b>720</b>	HIL:Manhattan	Current Issues on Data Collection and Coding
12:00pm		<b>731</b>	MAR:Newport & Rancho Las Palmas	SAGE/RMD/ORM Celebration	
12:20pm		<b>834</b>	HIL:Manhattan	JS: The Resurgence of Experimental	
2:30pm		<b>953</b>	HIL:Manhattan	Qualitative Research	
4:10pm		<b>1051</b>	HIL:Manhattan	The Mystery of Moderation and Mediation	
5:30pm		<b>1078</b>	HIL:Manhattan	Research Methods Division Business Meeting	
6:30pm		<b>1090</b>	HIL:Oceanside	RMD Social Hour	
Tue	8:30am	<b>1175</b>	HIL:EI Capitan A	JS: Advancing POS	
		<b>1192</b>	HIL:Mezzanine 13	Doing Research in the "Real World"	
		<b>1193</b>	HIL:Manhattan	JS: Synthetic Validity	
		<b>1194</b>	HIL:Oceanside	JS: Mixing Qual. and Quant methods	



Day	Start	#	Location	Session Information
Tue	10:30am	1299	HIL:EI Capitan B	JS: Ownership and Territoriality
		1304	HIL:EI Capitan A	JS: Measurement of Time Constructs
		1323	HIL:Manhattan	Building Bridges to Industry Practice
		1324	HIL:Mezzanine 13	International Advances in Theory Development
		1325	HIL:Oceanside	Recent Developments in Measurement
	2:30pm	1396	HIL:Mezzanine 6	IP: Various Research Methods
		1420	HIL:EI Capitan A	JS: Biological Basis
		1435	ACC:210D	JS: Is Collaborative Research Useful?
		1436	ACC:204A	SHCS: A Conference on Conferences
		1440	HIL:Manhattan	New Perspectives on Reliability and Validity
	4:10pm	1522	MAR:Grand Ballroom - Salon C	JS: Cust Service, Affect, Justice
		1543	HIL:Manhattan	JS: Physiological Measures

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# Social Issues in Management

Program Chair: Ann K. Buchholtz, U. of Georgia  
Professional Development Workshop Chair: Barry M Mitnick, U. of Pittsburgh

Day	Start	#	Location	Session Information	
Fri	3:00pm	<b>32</b>	ACC:201A	RESPONSIBLE AND COMPETITIVE	
	5:00pm	<b>44</b>	MAR:Grand Ballroom - Salon H	SIM Doctoral Consortium	
	5:30pm	<b>46</b>	MAR:Marquis Northwest	MSR Doc/New Faculty Consortium	
	7:30pm	<b>61</b>	OS:To Be Specified	SIM Doctoral Consortium Dinner	
Sat	8:30am	<b>97</b>	MAR:Marquis Northwest	MSR Doc./New Fac. Consortium	
		<b>103</b>	MAR:Grand Ballroom - Salon H	SIM Doctoral Consortium	
	9:00am	<b>113</b>	ACC:209A	Business & Government in L.A.	
		<b>125</b>	MAR:Grand Ballroom - Salon J	Building from the Ground Up	
	11:00am	<b>154</b>	MAR:Grand Ballroom - Salon J	Accountability as Meta-Problem	
	1:00pm	<b>186</b>	MAR:Grand Ballroom - Salon G	Teaching ONE Experientially	
		<b>189</b>	MAR:Grand Ballroom - Salon D	Is Ethics Education Failing?	
		<b>190</b>	MAR:Orange County 3	Ethics in Publishing	
	1:30pm	<b>199</b>	MAR:Grand Ballroom - Salon J	ONE/SIM Junior Faculty Consortium	
	3:00pm	<b>231</b>	MAR:Orange County 4	Pol Influence & Social Repair	
	6:00pm	<b>263</b>	OS:Doubletree Hotel Anaheim/Orange County	SIM/SBE Keynote Speaker	
	Sun	8:00am	<b>280</b>	HIL:Capistrano A	Teaching Diversity Courses
		<b>299</b>	MAR:Grand Ballroom - Salon D	Reporting on Climate Change	
		<b>303</b>	MAR:Platinum 8	Manuscript Developm. Workshop	
8:30am		<b>318</b>	MAR:Platinum 3	PhDs and Poverty Research	
9:00am		<b>325</b>	HIL:EI Capitan A	Dark Side of Employee Behavior	
10:00am		<b>374</b>	MAR:Platinum 8	Ask the Experts	
10:30am		<b>384</b>	MAR:Platinum 9	Databases for CSR Research	
11:00am		<b>390</b>	MAR:Platinum 8	SIM & ONE Research Roundtables	
3:00pm		<b>429</b>	MAR:Platinum 8	SIM Executive Committee Meeting	
Mon		8:30am	<b>500</b>	HIL:Santa Monica	JS: Power, Social Responsibility, and Ethics
			<b>512</b>	HIL:Redondo	JS: Work, Family, & Low Wages
			<b>539</b>	ACC:204A	SHCS: Consultant's Responsibility
			<b>574</b>	MAR:Orange County 1	SIM Welcoming Session
		<b>575</b>	MAR:Orange County 2	Individual Ethics	
		<b>576</b>	MAR:Orange County 3	JS: The Real Orange County	
	9:00am	<b>608</b>	MAR:Orange County 1	The Questions SIM Asks: Focusing on Fields	
	10:40am	<b>682</b>	MAR:Platinum 10	JS: Pragmatizing Wisdom	
		<b>721</b>	MAR:Orange County 1	The Questions SIM Asks: Continuing the Dialogue	
		<b>722</b>	MAR:Orange County 2	The Social Issues of Globalization	
		<b>723</b>	MAR:Orange County 3	JS: Immigration: Unexplored Issues in the Academy	
	12:20pm	<b>745</b>	MAR:Grand Ballroom - Salon F	SHCS: Towards a Stakeholder Theory of Strategy	
		<b>835</b>	MAR:Orange County 2	The Vulnerable Stakeholder	
		<b>836</b>	MAR:Orange County 3	JS: Alleviating Poverty	
	2:30pm	<b>872</b>	HIL:Palos Verdes A	JS: The Questions We Don't Ask	
		<b>901</b>	HIL:Mezzanine 11	IP: CSE & Stakeholder Theory	
		<b>912</b>	ACC:211A	JS: Improving Ethical Leadership	
	<b>928</b>	ACC:204A	SHCS: Workplace Deviance		
	<b>954</b>	MAR:Orange County 1	Corporate Governance		
	<b>955</b>	MAR:Orange County 2	The Employee as Stakeholder		
	<b>956</b>	MAR:Orange County 3	The Government as Stakeholder		
	<b>957</b>	MAR:Grand Ballroom - Salon F	SHCS: Virtuousness in organizations		

Day	Start	#	Location	Session Information	
Mon	4:10pm	<b>1006</b>	HIL:Mezzanine 11	IP: Environmental Factors in Social Responsibility	
		<b>1018</b>	ACC:211A	JS: Service-learning philosophies	
		<b>1052</b>	MAR:Orange County 1	Precursors of Positive Action	
		<b>1053</b>	MAR:Orange County 2	Corporate Social Responsibility Across Borders	
		<b>1054</b>	MAR:Orange County 3	Doing the Wrong Thing	
		<b>1055</b>	ACC:Exhibit Hall C - SIM 1	Performance Implications of CSR ☺	
		<b>1056</b>	ACC:Exhibit Hall C - SIM 2	Social Implications of Bad Behavior ☺	
			<b>1057</b>	ACC:Exhibit Hall C - SIM 3	Stakeholder Management ☺
	5:30pm	<b>1079</b>	MAR:Orange County 1	SIM Division Business Meeting	
	7:00pm	<b>1096</b>	MAR:Marquis Northwest	SIM/ONE/PNP Joint Reception	
Tue	8:30am	<b>1147</b>	HIL:Mezzanine 11	IP: Corporate Social Responsibility and Ethics	
		<b>1195</b>	MAR:Orange County 2	Understanding CSR	
		<b>1196</b>	MAR:Orange County 3	JS: Corruption and CSR	
		<b>1197</b>	HIL:California Pavilion B	SHCS: New Questions in Bus. Ethics	
	10:30am	<b>1254</b>	HIL:Malibu	JS: Diversity in countries	
		<b>1274</b>	HIL:Mezzanine 11	IP: Ethics: Models and Measures	
		<b>1292</b>	ACC:204A	SHCS: Identity and Social Change	
		<b>1322</b>	MAR:Orange County 4	JS: Integrative Leadership	
		<b>1326</b>	MAR:Orange County 1	The CFP/CSP Connection	
		<b>1327</b>	MAR:Orange County 3	Cross-Sector Issues	
		<b>1328</b>	MAR:Orange County 2	JS: Critiques of CSR	
	2:30pm	<b>1361</b>	HIL:Santa Monica	JS: Behavioral Integrity	
		<b>1390</b>	HIL:Mezzanine 11	IP: Ethics and Environment Influence	
		<b>1441</b>	MAR:Orange County 1	Fighting Poverty through Building Wealth	
		<b>1442</b>	MAR:Orange County 2	The Influence of the Market	
		<b>1443</b>	MAR:Orange County 3	Doing the Right Thing	
	4:10pm	<b>1494</b>	HIL:Mezzanine 11	IP: Environmental Factors: Stakeholder's Stories	
		<b>1525</b>	HIL:Laguna A	JS: Influences on Ethics	
		<b>1544</b>	MAR:Orange County 1	Stakeholder Management	
		<b>1545</b>	MAR:Orange County 2	Boards and CEOs	
<b>1546</b>		MAR:Orange County 3	Enhancing Corporate Social Responsibility		
Wed	8:30am	<b>1622</b>	MAR:Orange County 2	Transparency	
		<b>1623</b>	MAR:Orange County 3	Education and Social Issues	
		<b>1624</b>	MAR:Orange County 1	JS: BOP Research and Practice	
	10:40am	<b>1675</b>	MAR:Orange County 1	The Environment as Stakeholder	
		<b>1676</b>	MAR:Orange County 2	Managing Specific Stakeholders	
		<b>1677</b>	MAR:Orange County 3	Corruption and Crime	

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# Technology & Innovation Management

Program Chair: Shawn M. Carraher, Cameron U.  
Professional Development Workshop Chair: Fernando Suarez, Boston U.

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>22</b>	ACC:201C	Teaching OM & SCM with Games
		<b>24</b>	ACC:202A	Institutions and Technology
	1:30pm	<b>28</b>	ACC:206B	TIM Doctoral Consortium
	3:00pm	<b>31</b>	ACC:209A	Creating New Access to Business Data
Sat	8:00am	<b>76</b>	ACC:204A	Venture Lab Approach
	8:30am	<b>93</b>	ACC:201B	What is Strategic about Knowledge Management?
		<b>104</b>	ACC:206B	TIM Doctoral Consortium
		<b>105</b>	ACC:211B	TIM Junior Faculty Consortium
	9:00am	<b>126</b>	ACC:202A	Globalizing Innovation
	9:30am	<b>129</b>	ACC:201C	Universities and collaboration
	10:00am	<b>134</b>	ACC:206A	Making Money from Resources
	10:30am	<b>145</b>	ACC:203A	Industry Architecture Dynamics
	12:30pm	<b>169</b>	ACC:201C	Tools for Service Innovation
	1:00pm	<b>172</b>	ACC:212B	Patent and Non-Patent Data
		<b>176</b>	ACC:204A	Intellectual Capital Statement
	1:30pm	<b>194</b>	ACC:206B	Making Money from Resources II
		<b>201</b>	ACC:211B	TIM Junior Faculty Consortium
	2:00pm	<b>205</b>	ACC:207B	M&A as a Research Context
		<b>209</b>	ACC:201B	Developing Leadership Skills
		<b>213</b>	ACC:211A	Offshoring of KIBS
		<b>214</b>	ACC:202B	Design Management: Definition of a Field
Sun	8:00am	<b>276</b>	ACC:211B	Same Question/Different Answer
	8:30am	<b>311</b>	ACC:201B	IT in Latin America
		<b>344</b>	ACC:210B	Questioning for Relevance
		<b>345</b>	ACC:209A	Innovation in Standards
		<b>346</b>	ACC:212A	Technoentrepreneurship
	10:00am	<b>369</b>	ACC:213C	Future Research in QM
3:30pm	<b>452</b>	ACC:212A	TIM Executive Committee Meeting	
Mon	7:15am	<b>481</b>	ACC:303D	Welcome Breakfast
	8:30am	<b>491</b>	HIL:California Pavilion B	SHCS: Advocates and Activists for Deductive Theory
		<b>492</b>	ACC:202A	JS: Knowledge Integration Process
		<b>528</b>	HIL:Mezzanine 11	IP: Team Processes II
		<b>534</b>	HIL:Mezzanine 6	IP: Technology and Change
		<b>559</b>	ACC:207B	JS: Offshore Service Delivery
		<b>570</b>	ACC:303A	JS: Innovating across Boundaries
		<b>577</b>	MAR:Suite 315	Adaptation and Change: Organizational Learning
		<b>578</b>	ACC:303D	New Product Development
		<b>579</b>	ACC:304B	Adaptation and Change
		<b>580</b>	ACC:304C	Adaptation & Change
		<b>581</b>	ACC:304D	Adaptation and Change: Learning Issues
	9:00am	<b>609</b>	ACC:Exhibit Hall C - TIM 1	Strategy and Management Visual Presentations I 
	10:40am	<b>623</b>	ACC:202B	JS: Cross-Border Knowledge Flows
		<b>624</b>	ACC:202A	JS: Entry Responses by Incumbents
		<b>669</b>	HIL:Mezzanine 5	IP: Learning: Gestation and Dissemination
		<b>670</b>	HIL:Mezzanine 6	IP: Technology Based Innovation and Strategy
		<b>716</b>	MAR:Grand Ballroom - Salon F	SHCS: Market Devices
		<b>724</b>	MAR:Suite 315	Marketing and Economics
		<b>725</b>	ACC:303D	Adaptation and Change: Industry & Learning
<b>726</b>		ACC:304B	Adapation and Change	
<b>727</b>		ACC:304C	New Product Dev. Management	
<b>728</b>		ACC:304D	Strategy, Technology, & Innovation VI	
	<b>729</b>	ACC:209B	JS: Knowledge Spillovers	

Day	Start	#	Location	Session Information			
Mon	12:20pm	<b>790</b>	HIL:Mezzanine 7	IP: IT Systems Development and Governance Issues			
		<b>830</b>	ACC:204C	SHCS: Field-Configuring Events			
		<b>837</b>	MAR:Suite 315	Technology and Innovation Policy			
		<b>838</b>	ACC:303D	New Product Development			
		<b>839</b>	ACC:304B	Technological Human Resource Issues			
		<b>840</b>	ACC:304C	New Product Development			
		<b>841</b>	ACC:304D	Strategy and Management: Mergers and Acquisitions			
		<b>842</b>	ACC:Exhibit Hall C - TIM 1	Strategy and Management Visual Presentations II			
	2:30pm		<b>843</b>	ACC:203B	JS: Organizing for User Innovation		
			<b>863</b>	ACC:204C	SHCS: Uncertainty and Firm Strategy		
			<b>898</b>	ACC:213B	JS: Indian software industry		
			<b>903</b>	HIL:Mezzanine 2	IP: Knowledge Creation within the Organization		
			<b>904</b>	HIL:Mezzanine 3	IP: Corporate Governance and Decision Making		
			<b>906</b>	HIL:Mezzanine 5	IP: Joint Venturing		
			<b>918</b>	ACC:210A	JS: Perspectives on Mind-reading		
			<b>936</b>	MAR:Platinum 3	JS: Capitalizing on Connections		
			<b>958</b>	MAR:Suite 315	Strategy and Management of Technology		
			<b>959</b>	ACC:303D	Diffusion and Adoption		
			<b>960</b>	ACC:304B	Theoretical Perspectives in Technology I		
			<b>961</b>	ACC:304C	TIM Division Best Dissertation Award Finalists		
			<b>962</b>	ACC:304D	Strategy, Technology, & Innovation V		
			4:10pm		<b>975</b>	ACC:201C	JS: Knowledge & Performance
					<b>1007</b>	HIL:Mezzanine 12	IP: Firm Founding and Startup
					<b>1011</b>	HIL:Mezzanine 5	IP: New Product Development
					<b>1013</b>	HIL:Mezzanine 7	IP: Organizational Impacts of IT Work
					<b>1058</b>	MAR:Suite 315	Theoretical Perspectives in Technology II
<b>1059</b>	ACC:303D	Org. & Strat. Issues in Prod D					
<b>1060</b>	ACC:304B	Strategic & theory					
<b>1061</b>	ACC:304C	Distinguished Speaker - Dr. Sidney Winter					
<b>1062</b>	ACC:304D	Strategy, Technology, & Innovation					
<b>1063</b>	ACC:209A	JS: Creativity and Innovation					
5:30pm	<b>1080</b>	ACC:304B			Business Meeting		
6:45pm	<b>1091</b>	ACC:304C	Technology & Innovation Management Social Time				
Tue	8:30am	<b>1113</b>	MAR:Grand Ballroom - Salon F	SHCS: Property Rights and Strategy			
		<b>1115</b>	ACC:202B	JS: Strategy and Time's Arrow			
		<b>1152</b>	HIL:Mezzanine 5	IP: Managing Technology Through Risk and Information			
		<b>1198</b>	MAR:Suite 315	Organizational Relations: Alliance/Joint Ventures			
		<b>1199</b>	ACC:303D	Teaching: Transitional Nations			
		<b>1200</b>	ACC:304B	New Prod. Dev.			
		<b>1201</b>	ACC:304C	Strategy, Technology, & Innovation III			
		<b>1202</b>	ACC:304D	Organizational Theory and Qualitative Methods			
	9:00am	<b>1218</b>	ACC:Exhibit Hall C - TIM 1	Adaptation and Change Visual Session			
		<b>1219</b>	ACC:Exhibit Hall C - TIM 2	New Product Development Visual Presentations			
	10:30am	<b>1237</b>	HIL:California Pavilion B	SHCS: Alliance Portfolios: The Questions We Ask			
		<b>1238</b>	MAR:Grand Ballroom - Salon F	SHCS: Firm and Market Dynamism			
		<b>1279</b>	HIL:Mezzanine 5	IP: Managing Technology and Relationships			
		<b>1319</b>	ACC:204C	SHCS: Benchmarking			
		<b>1329</b>	MAR:Suite 315	Organizational Relations			
		<b>1330</b>	ACC:303D	Plan as you go business planning			
		<b>1331</b>	ACC:304B	Mixed New Product Development			
		<b>1332</b>	ACC:304C	Strategy, Technology, & Innovation II			
		<b>1333</b>	ACC:304D	Strategic Org. Relations			
		<b>1334</b>	ACC:Exhibit Hall C - TIM 1	Organizational Relations			
		<b>1335</b>	ACC:Exhibit Hall C - TIM 2	Theoretical Issues			

Day	Start	#	Location	Session Information	
Tue	2:30pm	1395	HIL:Mezzanine 5	IP: Managing New Product Development	
		1396	HIL:Mezzanine 6	IP: Various Research Methods	
		1436	ACC:204A	SHCS: A Conference on Conferences	
		1444	MAR:Suite 315	Org. Relations: International	
		1445	ACC:303D	Org. Adaptation	
		1446	ACC:304B	Radical Innovations	
		1447	ACC:304C	Management of Technology and Innovation	
		1448	ACC:304D	Strategy, Technology, & Innovations IV	
		1449	ACC:Exhibit Hall C - TIM 1	HRM & Discipline specific	
	1450	MAR:Platinum 7	JS: Project-based organizations		
	4:10pm	1465	HIL:Mezzanine 13	JS: Trends, Transitions, Technolog	
		1498	HIL:Mezzanine 4	IP: Location Choice and Global Strategy	
		1499	HIL:Mezzanine 5	IP: Research and Development	
		1547	MAR:Suite 315	Management of Technology & Innovation IV	
		1548	ACC:303D	Strategic Theory and Innovation	
1549		ACC:304B	Radical Innovations and R & D		
Wed	8:30am	1600	HIL:Mezzanine 5	IP: Strategy, Technology, and Innovation in Firms	
		1601	HIL:Mezzanine 6	IP: Network Structure	
		1625	MAR:Grand Ballroom - Salon G	Technological Strategy	
		1626	MAR:Platinum 7	Human Resource Leadership Issues	
		1627	MAR:Platinum 8	High Technology and Software industry studies	
		1628	MAR:Platinum 9	R & D New Product	
		1629	MAR:Suite 315	Strategy and Technology	
		10:40am	1651	HIL:Mezzanine 3	IP: Knowledge, Exploitation & Exploration
			1653	HIL:Mezzanine 5	IP: Strategy, Technology, and Innovation
	1678		MAR:Platinum 7	Human Resources: Teams and Groups	
	1679		MAR:Platinum 8	Technological Human Resource and Behavioral Issues	
	1680		MAR:Platinum 9	New Product Development	
	1681		MAR:Suite 315	Strategic High Technology	

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 Matteo Mura, U. of Bologna, ITALY  
 William Murray, Saint Mary's U., CANADA  
 Etienne Musonera, Eastern New Mexico U., UNITED STATES  
 Makoto Nakayama, DePaul U., UNITED STATES  
 Anand Nandkumar, Carnegie Mellon U., UNITED STATES  
 Rajiv Narvekar, Infosys Technologies, INDIA  
 Daniel Navarrese, Oklahoma State U., UNITED STATES  
 Andrew Nelson, U. of Oregon, UNITED STATES  
 Sherryl Nelson, Cameron U., UNITED STATES  
 Louise Nemanich, Arizona State U., UNITED STATES  
 Inge Neyens, K.U.Leuven, BELGIUM  
 Michael Nippa, Freiberg U., GERMANY  
 FREDERIC NLEMVO, GROUPE ESC TROYES, FRANCE  
 Tomi Nokelainen, Tampere U. of Technology, FINLAND  
 Burt Nomiyama, Cameron U., UNITED STATES  
 John Nord, Colorado Technical U., UNITED STATES  
 Steve Norman, Mesa State College, UNITED STATES  
 Elena Novelli, Bocconi U., ITALY  
 Nwankama Nwankama, AOM, UNITED STATES  
 Muhammad Obeidat, Southern Polytechnic State U., UNITED STATES  
 Leon Oerlemans, Tilburg U., NETHERLANDS  
 Kristie Oglivie, California State U. Fullerton, UNITED STATES  
 Lih-Bin Oh, Xi'an Jiaotong U., CHINA  
 Miguel Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey, UNITED STATES  
 Amalya Oliver, Hebrew U., ISRAEL  
 Paul Oik, U. of Denver, UNITED STATES  
 Elisa Operti, Bocconi U., ITALY



- Francina Orfila-Sintes, U. of Islas Baleares, SPAIN  
 Raffaele Oriani, Luiss Guido Carli U., ITALY  
 Manuel Ortiz, Cameron U., UNITED STATES  
 Alan O'Sullivan, U. of Ottawa, CANADA  
 Robert Ouellette, UMUC, UNITED STATES  
 Oktay Ozdenli, Middlesex U. Business School, UNITED KINGDOM  
 Fan-yun Pai, National Taiwan U., TAIWAN  
 Krsto Pandza, Leeds U. Business School, UNITED KINGDOM  
 Diane Parente, Pennsylvania State U., Erie, UNITED STATES  
 Sangmoon Park, Kangwon National U., SOUTH KOREA  
 Anne Parmigiani, U. of Oregon, UNITED STATES  
 Adamantia Pateli, Ionian U., Department of Informatics, GREECE  
 Ana Pérez-Luño, U. Pablo de Olavide, SPAIN  
 Markus Perkmann, Loughborough U., UNITED KINGDOM  
 David Pesec, Pesec Creative Management, UNITED STATES  
 C.W. Phang, National U. of Singapore, SINGAPORE  
 Corey Phelps, U. of Washington, UNITED STATES  
 Frank Piller, RWTH Aachen U., GERMANY  
 Michael Pobat, The George Washington U., UNITED STATES  
 Francisco Polidoro, U. of Texas at Austin, UNITED STATES  
 Branco Ponomariov, Georgia Institute of Technology, UNITED STATES  
 Kenneth Preiss, Zayed U., UNITED ARAB EMIRATES  
 Andrea Prencipe, U. G. d'Annunzio, ITALY  
 Kerstin Press, U. of Zurich, SWITZERLAND  
 Paulo Prochno, U. of Maryland, College Park, UNITED STATES  
 Igor Prodan, Faculty of Economics, U. of Ljubljana, SLOVENIA  
 Marina Psiloutsikou, Athens U. of Economics and Business, GREECE  
 Xiaoyu Pu, Rutgers U., UNITED STATES  
 Vesa Puhakka, U. of Oulu, FINLAND  
 George Puia, Saginaw Valley State U., UNITED STATES  
 MEI QI, London Metropolitan U., UNITED KINGDOM  
 Ranfeng Qiu, Rutgers U., UNITED STATES  
 Edwin Quinones, Boeing, UNITED STATES  
 Muhammad Shahid Qureshi, Technical U. Berlin, GERMANY  
 Pradeep Racherla, Temple U., UNITED STATES  
 Federico Rajola, Catholic U., Milan, ITALY  
 Mahesh Ramamani, Michigan State U., UNITED STATES  
 Rosario Ramos, U. of Las Palmas de Gran Canaria, SPAIN  
 mari ratinen, Independent Researcher, FINLAND  
 Andreas Rauth, U. of Stuttgart, GERMANY  
 Mary Reidy, Case Western Reserve U., UNITED STATES  
 Patrick Reinmoeller, Erasmus U., NETHERLANDS  
 Charlotte Ren, Purdue U., West Lafayette, UNITED STATES  
 Elena Revilla, Instituto de Empresa, SPAIN  
 Julio Rezende, Un. do Estado do Rio Grande do Norte (UERN), BRAZIL  
 John Rice, U. of Adelaide, AUSTRALIA  
 Katia Richomme-Huet, Euromed Marseille-School of Management, FRANCE  
 Kristina Risom Jespersen, U. of Aarhus, School of Economics and Management, DENMARK  
 Olga Rivera, Professor of Strategy, SPAIN  
 Polly Rizova, Willamette U., UNITED STATES  
 Hanno Roberts, Norwegian School of Management, NORWAY  
 Maxine Robertson, Queen Mary College, U. of London, UNITED KINGDOM  
 David Robinson, Indiana State U., UNITED STATES  
 Samuel Rohr, U. of northwestern ohio, UNITED STATES  
 Jose Rojas-Mendez, Carleton U., CANADA  
 Sotiris Rompas, Warwick Business School, UNITED KINGDOM  
 Mikko Rönkkö, Turku Centre for Computer Science, FINLAND  
 Raja Roy, Tulane U., UNITED STATES  
 Jill Rumberger, Penn State Harrisburg, UNITED STATES  
 diana ryan, Cameron U., UNITED STATES  
 Melissa Ryan, Cameron U., UNITED STATES  
 Rognvaldur Saemundsson, Reykjavik U., ICELAND  
 Otavio Sanchez, UMESP - U. Metodista de Sao Paulo, BRAZIL  
 Jay Sankaran, U. of Auckland, NEW ZEALAND  
 Burak Sari, Leiden U., The Netherlands, NETHERLANDS  
 Maïke Scherrer-Rathje, U. of St. Gallen, SWITZERLAND  
 Melissa Schilling, New York U., UNITED STATES  
 Stephanie Schleimer, Griffith U., AUSTRALIA  
 Tobias Schmidt, Deutsche Bundesbank, GERMANY  
 Anja Schulte, ETH Zurich, SWITZERLAND  
 Christine Schweighart, Oxford Brookes U., UNITED KINGDOM  
 Joanne Scillitoe, Michigan Technological U., UNITED STATES  
 Don Scott-Kemmis, Australian National U., AUSTRALIA  
 Robert Seamans, UC Berkeley, UNITED STATES  
 Helder Sebastiao, U. of San Diego, UNITED STATES  
 Victor Seidel, Oxford U., UNITED KINGDOM  
 Yasar selcuk, Hitit U., TURKEY  
 Debasis Sengupta, Philips Electronics Singapore Pte Ltd, SINGAPORE  
 Marko Seppänen, Tampere U. of Technology, FINLAND  
 Ann Séror, eResearch Collaboratory, CANADA  
 Srivatsa Seshadri, U. of Nebraska at Kearney, UNITED STATES
- Sviatoslav Seteroff, U. of Phoenix, UNITED STATES  
 Uday Shanker, M. M. M. Engineering College Gorakhpur, India, INDIA  
 Matthew Shapiro, U. of Southern California, UNITED STATES  
 Christine Shea, U. of New Hampshire, UNITED STATES  
 Kathy Ning Shen, Abu Dhabi U., UNITED ARAB EMIRATES  
 Karma Sherif, Texas Southern U., UNITED STATES  
 Trasa Shinpoch, Cameron U., UNITED STATES  
 Karim Sifflet, Cameron U., UNITED STATES  
 Arijit Sikdar, U. of Wollongong in Dubai, UNITED ARAB EMIRATES  
 Claire Simmers, St. Joseph's U., UNITED STATES  
 Michele Simoni, Parthenope U. of Naples, ITALY  
 Lianne W.L. Simonse, Utrecht U., NETHERLANDS  
 Harinder Singh, Michigan State U., UNITED STATES  
 Ana Cristina Siqueira, U. of Cambridge, UNITED KINGDOM  
 Sanjay Sisodiya, Washington State U., UNITED STATES  
 Heather Sladek, Cameron U., UNITED STATES  
 Kremena Slavcheva Slavova, U. Carlos III de Madrid, SPAIN  
 Lottie Sledge, Cameron U., UNITED STATES  
 Alison Smart, Manchester Business School, UNITED KINGDOM  
 Dedrick Smith, Capella U.-Student, UNITED STATES  
 James Smith, Cameron U., UNITED STATES  
 Rodney Smith, Walsh U., UNITED STATES  
 Sheryl Smith, U. of Minnesota, UNITED STATES  
 Jan Smolarski, U. of Texas Pan American, UNITED STATES  
 Klas Soderquist, Athens U. of Economics and Business, GREECE  
 Wolfgang Sofka, Centre for European Economic Research, GERMANY  
 Yoram Solomon, Capella U., UNITED STATES  
 Won Gyu Song, SK Research Institute, SOUTH KOREA  
 David Souder, U. of Connecticut, UNITED STATES  
 Sebastian Spaeth, ETH Zurich, SWITZERLAND  
 Aron Spencer, New Jersey Institute of Technology, UNITED STATES  
 Joseph Spencer, Anderson U., UNITED STATES  
 Bradley Staats, Harvard U., UNITED STATES  
 Janet Staker Woerner, Cardean Learning Group/Converging Communications, UNITED STATES  
 Wouter Stam, VU U. Amsterdam, NETHERLANDS  
 Paul Steffens, Queensland U. of Technology, AUSTRALIA  
 James Stephenson, Capella U., UNITED STATES  
 Joshua Stewart, Cameron U., UNITED STATES  
 Gregory Stock, Northern Illinois U., UNITED STATES  
 Jack Stoughton, North Carolina State U., UNITED STATES  
 Chris Street, U. Manitoba, CANADA  
 Mathias Stürmer, ETH Zurich, SWITZERLAND  
 Hsin-Ning Su, Science and Technology Policy Research and Information Center, TAIWAN  
 Ning Su, Stern School of Business, New York U., UNITED STATES  
 Julian Sulej, U. of Dundee, UNITED KINGDOM  
 Sherry Sullivan, Bowling Green State U., UNITED STATES  
 Allan Sumiyama, Harvard U., UNITED STATES  
 Gita Surie, Adelphi U., UNITED STATES  
 Anjana Susarla, U. of Washington, Seattle, UNITED STATES  
 Samar Swaid, Philander Smith College, UNITED STATES  
 Tim Swift, St. Joseph's U., UNITED STATES  
 Mehmet Tag, Mersin U., TURKEY  
 Nouha TAIFI, eBMS- Scuola Superiore ISUFI- U. of Salento, ITALY  
 Rosanna Tarsiero, Gionnethics, ITALY  
 Glen Taylor, Cal State U. East Bay, UNITED STATES  
 Linda Tegarden, Virginia Tech, UNITED STATES  
 Francois Therin, Euromed Marseille-School of Management, FRANCE  
 Creighlynn Thoele, Cameron U., UNITED STATES  
 Grid Thoma, CESPRI - Bocconi U., ITALY  
 Janice Thomas, Athabasca U., CANADA  
 Ramayah Thurasamy, U. Sains Malaysia, MALAYSIA  
 Kirby Tickel, Cameron U., UNITED STATES  
 Janet Tinoco, Embry Riddle Aeronautical U., UNITED STATES  
 PwuyKhoon Toh, U. of Minnesota, UNITED STATES  
 Dewi Tojib, Monash U., AUSTRALIA  
 Marko Torkkeli, Lappeenranta U. of Technology, FINLAND  
 Christopher Torrance, Jackson State U., UNITED STATES  
 Yen Tran, Copenhagen Business School, DENMARK  
 Fang-Mei Tseng, Yun Ze U., TAIWAN  
 Christos Tsinopoulos, Durham Business School, UNITED KINGDOM  
 Chiayu Tu, Ming-Chuan U., TAIWAN  
 Min-Fen Tu, National Tsing Hua U., TAIWAN  
 David Turnipseed, U. of South Alabama, UNITED STATES  
 Daniel Tzabbar, U. of Central Florida, UNITED STATES  
 Robert Uda, Northcentral U., UNITED STATES  
 Ikenna Uzuegbunam, Rensselaer Polytechnic Institute/U. of Kentucky, UNITED STATES  
 Gianluca Vagnani, U. of Rome, ITALY
- Jaume Valls-Pasola, U. of Barcelona, SPAIN  
 Howard Van Auken, Iowa State U., UNITED STATES  
 Jan Van den Ende, RSM Erasmus U., NETHERLANDS  
 Bart Van Looy, K.U.Leuven, BELGIUM  
 Allard Van Riel, U. of Liege, BELGIUM  
 Pilar Vargas, La Rioja U., SPAIN  
 Maria Celeste Vasconcelos, Faculdades Pedro Leopoldo, BRAZIL  
 Gurneeta Vasudeva, U. of Minnesota, UNITED STATES  
 Susana Velez-Castrillon, U. of Houston, UNITED STATES  
 Rajaram Veliyath, Kennesaw State U., UNITED STATES  
 Patricia Vidal, U. Presbiteriana Mackenzie, BRAZIL  
 Ricardo Vidigal Da Silva, APGC, PORTUGAL  
 Natalya Vinokurova, Stern/NYU, UNITED STATES  
 Tina Vinson, Cameron U., UNITED STATES  
 Khalillah Virgil, Cameron U., UNITED STATES  
 Francesco Virili, U. degli Studi di Cassino, ITALY  
 Charles Von Urff PhD, U. of Phoenix, UNITED STATES  
 Georgina Voss, CENTRIM, Brighton U., UNITED KINGDOM  
 George Vozikis, California State U. Fresno, UNITED STATES  
 Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne, SWITZERLAND  
 Marcus Wagner, Bureau d' Economie Théorique et Appliquée, FRANCE  
 Simon Wakeman, ESMT, GERMANY  
 Lynne Waldera, InMomentum, Inc, UNITED STATES  
 Jennifer Walinga, U. of Victoria, CANADA  
 Dana Walker, IBM Corporation, UNITED STATES  
 Martin Wallin, Swiss Federal Institute of Technology Zurich, ETH, SWITZERLAND  
 Tom Wamalwa, Reading Area Community College, UNITED STATES  
 Yun Wan, U. of Houston, Victoria, UNITED STATES  
 Longwei Wang, Xi'an Jiaotong U., CHINA  
 Ming-Chao Wang, National Cheng Kung U., TAIWAN  
 Qiong Wang, Penn State U., UNITED STATES  
 Molly Wasko, Florida State U., UNITED STATES  
 Robert Waters, The George Washington U., UNITED STATES  
 Charles Waterson, U. of Nebraska, Lincoln, UNITED STATES  
 Kevin Wayne, Rivier College, UNITED STATES  
 SU week, National Chengchi U., TAIWAN  
 Michael Weeks, U. of Tampa, UNITED STATES  
 Jerry Wellman, None, UNITED STATES  
 Anthony Wensley, U. of Toronto, CANADA  
 jacqueline williams, Cameron U., UNITED STATES  
 Jimmy Williams, Alcoa Design, UNITED STATES  
 David Williamson, Capella U., UNITED STATES  
 Alla Wilson, East Stroudsburg U., UNITED STATES  
 Jaana Woiceshyn, U. of Calgary, CANADA  
 Hong Woo, Middlesex U. Business School, UNITED KINGDOM  
 Jason Woodard, Singapore Management U., SINGAPORE  
 Jennifer Woolley, Santa Clara U., UNITED STATES  
 Jeffrey Word, Manchester Business School, UNITED STATES  
 Ming-Chang Wu, National Chengchi U., TAIWAN  
 Rui Wu, U. of Southern California, UNITED STATES  
 Emiel Wubben, Wageningen U., NETHERLANDS  
 Nilay Yajnik, NMIMS U., INDIA  
 Yutaka Yamauchi, Palo Alto Research Center, UNITED STATES  
 Shahid Yamin, United Arab Emirates U., UNITED ARAB EMIRATES  
 Suechin Yang, National Cheng Kung U., TAIWAN  
 Chen-Yen Yao, National Chengchi U., TAIWAN  
 Emery Yao, U. of Kentucky, UNITED STATES  
 Wei Yao, Zhejiang U., CHINA  
 Sai Yayavaram, National U. of Singapore, SINGAPORE  
 Jasmine Yeap, Universiti Sains Malaysia, MALAYSIA  
 Yong Kwang Adrian Yeow, U. of Maryland, College Park, UNITED STATES  
 Yaqun Yi, Xi'an Jiaotong U., CHINA  
 Eric Yocam, U. of Phoenix, UNITED STATES  
 Jianhong Yuan, Southeast U., CHINA  
 David Zepeda, U. of Minnesota, Twin Cities, UNITED STATES  
 dejin zhao, Penn State, UNITED STATES  
 Fang Zhao, RMIT U., AUSTRALIA  
 Wei Zheng, Northern Illinois U., UNITED STATES  
 Moises Zilber, U. Presbiteriana MacKenzie, BRAZIL  
 BJ Zirger, U. of Cincinnati, UNITED STATES  
 Andryce Zurich, The Zurich Group, UNITED STATES

# In Conjunction With Activities

Program Chair: James P. Walsh, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Susan E. Jackson, Rutgers U.  
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information
Fri	7:00am	<b>1</b>	HIL:Huntington B	Virtual teams of twenty first
	6:00pm	<b>49</b>	HIL:Huntington B	NSU doctoral student meeting
		<b>50</b>	ACC:201A	Management Faculty of Color Member Meeting
Sat	9:00am	<b>114</b>	MAR:Suite 312	USASBE 2008 Board Meeting
		<b>115</b>	HIL:Laguna B	Human Relations Editorial Team Meeting
	1:00pm	<b>177</b>	MAR:Grand Ballroom - Salon B	JME Editorial Board Meeting
	4:00pm	<b>237</b>	ACC:304D	IACMR event
	5:00pm	<b>244</b>	ACC:206A	IACMR Business Meeting
	6:00pm	<b>255</b>	HIL:Coronado	NSU Doctoral Student Meeting II
	7:00pm	<b>266</b>	ACC:207A	IACMR/MOR Reception
	Sun	12:00pm	<b>399</b>	MAR:Grand Ballroom - Salon B
		<b>400</b>	ACC:204C	MFCA Business Meeting
12:30pm		<b>404</b>	HIL:Mezzanine 3	JMI Editorial Board Meeting
1:00pm		<b>409</b>	MAR:Platinum 10	M&OH Editorial Meeting
		<b>410</b>	HIL:Huntington B	OMJ Editorial Meeting
		<b>411</b>	ACC:203B	G&OM ERB Meeting
		<b>412</b>	ACC:209B	Management Learning IEB meetin
		<b>413</b>	ACC:303A	JMSR Editorial Board Meeting
2:00pm		<b>420</b>	MAR:Marquis Northwest	ASQ Board Meeting/Reception
		<b>421</b>	ACC:204A	Organization journal Editorial Board meeting
		<b>422</b>	ACC:205B	Organization Science Senior Editors' Meeting
3:00pm		<b>428</b>	MAR:Grand Ballroom B&C	The Leadership Quarterly Board Meeting
4:00pm		<b>454</b>	MAR:Grand Ballroom B&C	Network of Leadership Scholars Business Meeting
		<b>455</b>	HIL:California Pavilion B	Journal of Mgmt Board Meeting
		<b>456</b>	HIL:Pacific Pavilion B	Organization Science-ERB
5:00pm		<b>459</b>	MAR:Platinum 3	Warwick Business School Reception
		<b>460</b>	MAR:Platinum 8	Business & Society Board
		<b>461</b>	MAR:Platinum 9	NLS Award Presentation
		<b>462</b>	HIL:Malibu	City University of Hong Kong Reception
6:00pm		<b>466</b>	MAR:Marquis Northeast	Human Relations Reviewers' Reception
		<b>467</b>	MAR:Orange County 1	Management Reception
		<b>468</b>	MAR:Platinum 7	Leadership Reception
		<b>469</b>	MAR:Platinum 9	IABS Executive Board Meeting
		<b>470</b>	HIL:El Capitan B	IFERA Meet & Greet Cocktail
8:00pm		<b>474</b>	MAR:Marquis Northwest	National University of Singapore Reception
		<b>475</b>	MAR:Platinum 2	HKUST Reception, Marriott
9:00pm		<b>476</b>	HIL:Laguna A & B	ANZAM Dessert Reception
Mon	7:00am	<b>477</b>	MAR:Marquis Northwest	Christian Management Scholars Breakfast Meeting
		<b>478</b>	MAR:Platinum 8	Editorial Meeting for JABS
	8:00am	<b>484</b>	MAR:Newport & Rancho Las Palmas	Breakfast Reception
	12:00pm	<b>730</b>	HIL:Pacific Pavilion C	Journal of Organizational Behavior Luncheon
		<b>1064</b>	MAR:Platinum 7	ESMT Reception
		<b>1065</b>	MAR:Platinum 8	OBTS/JME Reception
	5:30pm	<b>1072</b>	MAR:Newport & Rancho Las Palmas	Northeastern-Moscow State
	6:30pm	<b>1084</b>	HIL:El Capitan B	Management Faculty of Color Reception
	7:00pm	<b>1093</b>	MAR:Marquis Northeast	BAM reception at AoM
		<b>1094</b>	MAR:Platinum 2	Bus. Jou. of Hispanic Research
		<b>1095</b>	MAR:Platinum 9	Sloan Industry Studies Reception
	8:00pm	<b>1097</b>	MAR:Platinum 5	BYU Ice Cream Social



**Friday 7:00AM****1 : (ICW) Virtual teams of twenty first century going beyond space and technology**

7:00am - 8:00am Hilton Anaheim: Huntington B

*Virtual teams**Organizer: Saqib Ilyas, international islamic U.***Friday 8:00AM****2 : (AAA) Anaheim 2008 LAC**

8:00am - 8:00pm Anaheim Convention Center: 208B

*Local Arrangements Chair: James C Spee, U. of Redlands***Friday 9:00AM****3 : (AAA) Board of Governors' Meeting**

9:00am - 5:00pm Hilton Anaheim: Coronado

*Organizer: Thomas W. Lee, U. of Washington***Friday 11:00AM****4 : (AAA) Conference Registration**

11:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.

*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration***Friday 12:00PM****5 : (ENT) ENT Junior Faculty Consortium (+ dinner)**

12:00pm - 5:00pm Offsite: Argyros School of Business &amp; Economics, Chapman U.

**6 : (ENT) ENT Doctoral Consortium**

12:00pm - 5:15pm Offsite: Argyros School of Business &amp; Economics, Chapman U.

**Friday 1:00PM****7 : (ENT, ITC, BPS) Exploring the Nexus of Entrepreneurship and Family Business: A Global Perspective**

1:00pm - 4:00pm Anaheim Convention Center: 203A

*Organizers: Mattias Nordqvist, Jönköping Int'l Business School;**Thomas Markus Zellweger, U. of St. Gallen**Facilitators: Michael Carney, Concordia U.; Leif Melin, Jönköping U.; Alberto Gimeno Sandig, ESADE; Esteban R. Brenes, INCAE Business School**Presenters: Örsan Öрге, Bilkent U.; Joseph H Astrachan,**Kennesaw State U.; Maria F. Fonseca, EGADE, Instituto**Tecnologico y de Estudios Superiores de Monterrey; Peter Rosa,**Edinburgh U.; Justin B Craig, Bond U. Australia; Candida G**Brush, Babson College***8 : (ENT, PNP) Social & Sustainable Entrepreneurship Research "In the Rough"**

1:00pm - 3:00pm Anaheim Convention Center: 211B

*Chair: Norris F. Krueger, Entrepreneurship Northwest**Speakers: Alex James Nicholls, U. of Oxford; Dianne HB Welsh,**U. of North Carolina-Greensboro**Participants: Robert S. D'Intino, Rowan U.; William D Schulte,**Shenandoah U.; Mellani Day, Colorado Christian U.***9 : (GDO, CMS, ITC, OB) Relocating Diversity: New Questions from New and Old Places**

1:00pm - 5:00pm Hilton Anaheim: California Pavilion A

*Organizers: Douglas Creed, U. of Rhode Island; Deborah Jones, Victoria U. of Wellington**Presenters: Anshuman Prasad, U. of New Haven; Pushkala**Prasad, Skidmore College; Mustafa F Ozbilgin, U. of East Anglia;**Jawad Syed, U. of Kent; Ahu Tatli, U. of London; Lize A.**Booyesen, U. of South Africa; Stella M. Nkomo, U. of South Africa;**Camilla Quental, HEC, Paris***10 : (GDO, MEN) Coalition For Faculty Diversity Publishing Workshop**

1:00pm - 4:00pm Hilton Anaheim: Huntington C

*Pre-registration is required. Authors and participants register by sending an email to Raymond Trau at**(raymond.trau@college.monash.edu.au).**Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.**Discussants: Myrtle P. Bell, U. of Texas, Arlington; Prithviraj**Chattopadhyay, Hong Kong U. of Science and Technology; Judith**A. Clair, Boston College; David A. Harrison, Pennsylvania State**U.; Charmine E. J. Hartel, Monash U., Clayton; Aparna Joshi, U.**of Illinois, Urbana-Champaign; Alison Konrad, U. of Western**Ontario; Roy Stager Jacques, Massey U. - Auckland; Anne S.**Tsui, Arizona State U.; Elaine Yakura, Michigan State U.; Barbara**S. Lawrence, U. of California, Los Angeles; Robert L Dipboye, U.**of Central Florida**Coordinator: Raymond N. C. Trau, Monash U.***11 : (IAM) Is There a "Tropical" Business Model for IberoAmerican Companies?**

1:00pm - 2:00pm Anaheim Convention Center: 201B

*Discussant: Milton Campanario, UNINOVE**Coordinator: Silvia Novaes Zilber, UNINOVE**Participants: Edgard Merlo, fea/usp ribeirão preto; Jouliana**Nohara, UNINOVE***12 : (IAM) Methodological Proposal for the Explanation of Manager's Motivation**

1:00pm - 2:30pm Anaheim Convention Center: 204A

*Specific knowledge on the theme is not required for participants in the workshop. The workshop will be given in English**Chair: Pin Jose Ramon, IESE Business School. U. of Navarra**Discussant: Guido Stein, IESE Business School. U. of Navarra**Coordinator: Lourdes Susaeta, IESE Business School**Participant: Angela Gallifa, IESE Business School. U. of Navarra***13 : (IAM, HR) Advances in Management: Implications for Iberoamerican Managers**

1:00pm - 2:00pm Anaheim Convention Center: 201A

*Coordinator: Carlos J. Alsua, U. of Alaska, Anchorage**Presenter: Mark L. Lengnick-Hall, U. of Texas, San Antonio**Participants: Carlos J. Alsua, U. of Alaska, Anchorage; Patricia G**Martinez, Loyola Marymount U.; Mukta Kulkarni, Indian Institute of**Management Bangalore; Jorge A. Gonzalez, U. of San Francisco;**Lorena R. Perez Floriano, U. of California, Irvine***14 : (IM, OB, HR) Asking Authentic Questions: Building Global Leadership Capability**

1:00pm - 5:30pm Anaheim Convention Center: 205B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Facilitators: Schon Beechler, Duke Corporate Education; Hal B. Gregersen, INSEAD*

**15** 🗣️: (MC, ODC) **The Essential Skills of Delivering Consulting Services**

1:00pm - 4:00pm Anaheim Marriott: Grand Ballroom - Salon C

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Presenters: Calvert Markham, Cass Business School, City U.; David Jamieson, Pepperdine U.; Terry R Armstrong, Georgetown U.*

**16** 🗣️➔🗣️: (MC, ODC, OMT) **How Do You Create and Sustain Change During Major Transformation?**

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Presenters: Jon Hughes, PA Consulting Group; Tim Pare, PA Consulting Group; Neil McEwen, PA Consulting Group*

**17** 🗣️🗣️🗣️: (MED, CM) **Do the Ends Justify the Means? Informing Negotiation Education and Scholarship through Debate**

1:00pm - 3:00pm Anaheim Convention Center: 202B

*Chairs: Suzanne C. de Janasz, U. of Mary Washington; Beverly J. DeMarr, Ferris State U.*

*Presenters: Marc A. Modica, U. of Virginia - Darden; Holly Schroth, U. of California, Berkeley*

**18** 🗣️: (MED, TTC) **Students Behaving Badly: Causes and Possible Strategies for Dealing with Classroom Incivility**

1:00pm - 3:00pm Anaheim Convention Center: 205A

*Presenters: Joy VanEck Peluchette, U. of Southern Indiana; Katherine A. Karl, Marshall U.; Jerry Kopf, Radford U.*

**19** 🗣️: (OB) **Evolutionary Psychology, Behavioral Genetics, and Leadership**

1:00pm - 4:30pm Hilton Anaheim: California Pavilion B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Presenters: Richard D Arvey, National U. of Singapore; Stephen M Colarelli, Central Michigan U.*

**20** 🗣️➔🗣️: (OB) **The Influence of the Romance of Leadership in Daily Work Contexts**

1:00pm - 4:00pm Hilton Anaheim: San Clemente

*Chair: Birgit Schyns, U. of Portsmouth*

*Participants: Charlotte Rayner, U. of Portsmouth; Sarah Elaine Gilmore, U. of Portsmouth; Urs S Daellenbach, Victoria U., Wellington; Jorg Felfe, U. of Siegen; Liza Howe-Walsh, U. of Portsmouth; Michelle C. Bligh, Claremont Graduate U.*

**21** 🗣️🗣️🗣️: (ODC, MC, MED, MOC, GDO, OB, PTC, PNP) **Ways of Seeing: Appreciative Inquiry, Visuals, Aesthetics & "World Cafe" as Change Agents.**

1:00pm - 5:00pm Anaheim Marriott: Marquis Northwest

*Organizer: Rochelle Mucha, Business as Performance Art, Founder*

*Chairs: Kuo Frank Yu, U. of California, Berkeley; Ronald Fry, Case Western Reserve U.*

*Presenters: Frank J. Barrett, Naval Postgraduate School; Michael Stark, Visual Ink, President; Kevin Woodson, Visual Ink, Founder; Dan Jumanan, Visual Ink; Thomas J. Hurley, World Cafe Community Foundation, Board Director; James D Ludema, Benedictine U.*

**22** 🗣️: (OM, TIM) **Teaching Operations Management and Supply Chain Management with Online Games**

1:00pm - 5:00pm Anaheim Convention Center: 201C

*Attendees are strongly encouraged to bring a wireless-capable laptop to the session in order to participate in the hands-on part of the workshop.*

*Coordinator: Peggy D. Lee, Pennsylvania State U., Great Valley*

**23** 🗣️🗣️: (OMT, BPS, OB, PNP, CM, MED, PTC) **The Power of Richness IV: How Can Qualitative Methods Help Us Ask Better Questions?**

1:00pm - 5:00pm Anaheim Convention Center: 204B

*For more up-to-date information on the specifics of the PDW go to <http://professor-murmann.info/index.php/forums/viewforum/11/>*

*Organizers: Diana L. Day, Rutgers U.; J. Peter Murmann, AGSM-Australian School of Business*

*Distinguished Speakers: Jane E. Dutton, U. of Michigan, Ann Arbor; Royston Greenwood, U. of Alberta; Martha S. Feldman, U. of California, Irvine; Ann Langley, HEC Montreal*

*Participants: Mauro F Guillen, U. of Pennsylvania; Edward Zajac, Northwestern U.; Gabriel Szulanski, INSEAD; Peter Bamberger, Technion Israel Institute of Technology; Deborah J Dougherty, Rutgers U.; Lorraine Eden, Texas A&M U.; John A Wagner, Michigan State U.; Peer C. Fiss, U. of Southern California*

**24** 🗣️: (OMT, TIM) **Rethinking the Role of Technology in Institutional Theory**

1:00pm - 3:00pm Anaheim Convention Center: 202A

*Organizers: Michael Lounsbury, U. of Alberta; Sarah Kaplan, U. of Pennsylvania*

*Speakers: Raghu Garud, Penn State U.; Tammar B. Zilber, Hebrew U. of Jerusalem; Andrew B. Hargadon, U. of California, Davis*

**25** 🗣️➔🗣️: (ONE) **ONE Doctoral Consortium Part I**

1:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon G

*Pre-Registration Required. For more information please contact Sally Russell and Martina Linnenluecke at [ONEdoctoralconsortium@business.uq.edu.au](mailto:ONEdoctoralconsortium@business.uq.edu.au)*

*Organizers: Sally V. Russell, U. of Queensland; Martina K. Linnenluecke, U. of Queensland; Barbara A. Ribbens, Western Illinois U.; Kate Kearins, Auckland U. of Technology*  
*Presenters: Magali Delmas, U. of California, Los Angeles; Alfred Allen Marcus, U. of Minnesota; Carolyn P. Egri, Simon Fraser U.; Andrew J. Hoffman, U. of Michigan; Volker H. Hoffmann, ETH Zurich; Jonatan Pinkse, U. of Amsterdam; Nigel Roome, U. Libre de Bruxelles*

**26** 🗣️➔🗣️: (PTC, PNP, MEN, OB, ITC, HR, MED) **Ethics Expertise in Global Teams, Renewable Energy Sources & Professional Occupational Groups**

1:00pm - 4:00pm Anaheim Convention Center: 206A

*Chair: Ashly H Pinnington, British U. in Dubai*



**Presenters:** Stephen Clark, Charles Stuart U.; Yassir Yaghfour, Robert Gordon U.; **Mhairi Aitken**, Robert Gordon U.

**27**  : (RM, HR) **Tools for Improving SEM Model Evaluation**

1:00pm - 3:00pm Hilton Anaheim: Huntington B

**Chair:** Larry J. Williams, Virginia Commonwealth U.

**Presenters:** Ernest H O'Boyle, Virginia Commonwealth U.; Larry J. Williams, Virginia Commonwealth U.

**Friday 1:30PM**

**28**   : (TIM) **TIM Doctoral Consortium**

1:30pm - 5:30pm Anaheim Convention Center: 206B

**Friday 2:00PM**

**29**  : (BPS, OMT, MOC, RM) **The "Hows" of Dynamic Capabilities: Building a Process-Based Research Agenda**

2:00pm - 4:00pm Anaheim Convention Center: 203B

*Pre-registration is required. Participation requires submission of a 1-2 page abstract to dc.process.pdw@gmail.com by July 1, 2008.*



**Chairs:** Yasemin Y Kor, U. of South Carolina; Thomas P.

**Moliterno**, U. of South Carolina

**Facilitators:** Christopher B. Bingham, U. of Maryland; Russell Coff, Emory U.; Steven W Floyd, U. of St. Gallen; Yasemin Y Kor, U. of South Carolina; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Catherine A Maritan, Syracuse U.; Thomas P.

**Moliterno**, U. of South Carolina; Margaret Peteraf, Dartmouth College; Jamal Shamsie, Michigan State U.; Maurizio Zollo, Bocconi U.

**Friday 3:00PM**

**30**  : (ENT, RM) **Questions (Not So) Rational Entrepreneurs Ask: Decisionmaking thru the Lens of Neuroeconomics**

3:00pm - 5:00pm Anaheim Convention Center: 213C




**Participants:** Mellani Day, Colorado Christian U.; Angela Agnes

**Stanton**, Max Planck Institute of Economics, Jena; Norris F.

**Krueger**, Entrepreneurship Northwest; Isabell Melanie Welpe, Max

Planck Institute of Economics; Zoltan J. Acs, George Mason U.;





David Audretsch, Max Planck Institute of Economics

**31**   : (ENT, TIM, ITC) **Creating New Access to Business Data**

3:00pm - 6:00pm Anaheim Convention Center: 209A

**Hosts:** Julia Lane, U. of Chicago; Alicia Robb, U. of California, Santa Cruz

**Facilitator:** Stefan Bender, Institute for Employment Research (IAB) of the Federal Employment Agency (BA)

**32**    : (IAM, SIM) **Does Corporate Social Responsibility Really Drive Competitiveness**

3:00pm - 5:00pm Anaheim Convention Center: 201A

**Organizer:** Aurea Helena Puga-Ribeiro, Fundação Dom Cabral

**Participants:** Claudio Boechat, Uniao Brasileira de Qualidade;

Paulo Cesar Motta, IAG PUC Rio; Paulo Resende, Fundação Dom Cabral

**33**  : (MC) **Are Consultants Truly Professional?**

3:00pm - 5:00pm Anaheim Marriott: Orange County 4

**Organizer:** Kurt Motamedi, Pepperdine U.

**Presenters:** Kurt Motamedi, Pepperdine U.; Ilse Ennsfellner, Ennsfellner Consulting; David Jamieson, Pepperdine U.

**34**  : (MED, TTC, BPS, NDSC) **Making the Grade: Grading Strategies for Today's Management Educator**

3:00pm - 5:00pm Anaheim Convention Center: 201B

*Participants, please submit questions, grading rubrics, ideas, and experiences regarding the grading process prior to the PDW to vltaylor@ship.edu*

**Chair:** Vicki Fairbanks Taylor, Shippensburg U.

**Participants:** Norm R Althouse, U. of Calgary; Judy Kish Ruud, Shippensburg U.

**35**  : (OMT, BPS, PNP, MED) **The Power of Richness IV: Working Paper Feedback Session**

3:00pm - 5:00pm Anaheim Convention Center: 210D

*Pre-registration is required. To register, please visit*

*https://secure.aonline.org/PDWReg. The deadline to register is July 11, 2008.*

**Organizers:** J. Peter Murmann, AGSM-Australian School of Business; Diana L. Day, Rutgers U.

**Participants:** John Weeks, IMD; Klaus Weber, Northwestern U.;

Kimberly D. Elsbach, U. of California, Davis; Mariann Jelinek,

College of William and Mary; Candace Jones, Boston College;

Mitchell P Koza, Rutgers U.; Christine Quinn Trank, Texas Tech

U.; Jean M. Bartunek, Boston College; Donde Ashmos Plowman,

U. of Tennessee; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute; John Joseph, Duke U.

**36** : (PNP) **Blogging for Non-profits: How to Accelerate Your Career**

3:00pm - 5:00pm Anaheim Marriott: Orange County 3

**Organizer:** Heather Lane Carpenter, U. of San Diego

**37**  : (RM, MOC) **Introduction to Ego Network Analysis**

3:00pm - 5:00pm Hilton Anaheim: Huntington B



*Participants should bring their laptops and datasets. Pre-registration is required. To register, please visit*

*https://secure.aonline.org/PDWReg. The deadline to register is July 11, 2008.*

**Organizers:** Daniel S. Halgin, Boston College; Rich DeJordy,

Boston College

**Friday 3:30PM**

**38**  : (GDO, HR, PTC) **Best Disability Employment Practices: Creating and Implementing Changes in Recruiting and Hiring**

3:30pm - 5:30pm Hilton Anaheim: Sunset

**Presenter:** Bob G Barrett, American Public U.

**39**  : (IAM, ITC, BPS) **Research in Iberoamerica: Differences and similarities between regions**

3:30pm - 5:00pm Anaheim Convention Center: 204A

**Organizer:** Santiago Ibarreche, U. of Texas at El Paso

**Participants:** Carlos Alcerreca, Instituto Tecnológico Autonomo de

Mexico; Roberto Vassolo, IAE Business School - U. Austral; Jaime

Ruiz-Gutierrez, U. de los Andes, Colombia; Fernanda Garcia, U.

of Texas El Paso; Pascual Berrone, IESE Business School;

Guillermo Cardoza, Instituto de Empresa Business School

**40** : (IM, HR, ITC) **Adaptation to the Global Work Context: Cultural Intelligence and Global Identity**

3:30pm - 5:30pm Anaheim Convention Center: 202A  
Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Facilitators: **Kok-Yee Ng**, Nanyang Technological U.; **Linn Van Dyne**, Michigan State U.  
Discussants: **Miriam Erez**, Technion-Israel Institute of Technology; **Soon Ang**, Nanyang Technological U.; **Gili S. Drori**, Stanford U.  
Coordinator: **Thomas Rockstuhl**, Nanyang Technological U.

**Friday 4:00PM**

**41** : (ENT) **Support for "The Questions We Ask"**

4:00pm - 6:00pm Anaheim Convention Center: 206A  
Registrants will be asked to bring particular materials that can be uploaded to various on-line grant proposal submission systems. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Presenters: **Amy E Davis**, College of Charleston; **Daniel P. Forbes**, U. of Minnesota; **Kelly G Shaver**, College of Charleston; **Susan Anderson**, College of Charleston; **David J. Hansen**, College of Charleston

**Friday 4:30PM**

**42** : (BPS, RM, OMT) **The Questions We Ask and the Theories and Methods We Use to Study Competitive Advantage**

4:30pm - 6:30pm Anaheim Convention Center: 201D  
Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Chairs: **Craig E. Armstrong**, U. of Alabama; **Paul L. Drnevich**, U. of Alabama  
Discussants: **Richard Makadok**, Emory U.; **Michael J Leiblein**, Ohio State U.; **Erwin Danneels**, Worcester Polytechnic Institute; **Russell Coff**, Emory U.; **Richard Reed**, Washington State U.; **Tom Brush**, Purdue U., West Lafayette; **Jeffrey A. Martin**, U. of Texas, Austin; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign  
Coordinator: **Scott L. Newbert**, Villanova U.

**Friday 5:00PM**

**43** : (OMT) **OMT/MOC Doctoral Students Consortium**

5:00pm - 6:30pm Anaheim Convention Center: 211A  
Organizer: **Jenny W. Rudolph**, Harvard Medical School

**44** : (SIM) **Social Issues in Management (SIM) Doctoral Consortium**

5:00pm - 7:30pm Anaheim Marriott: Grand Ballroom - Salon H  
Preregistration required.  
Chairs: **Michael E Johnson-Cramer**, Bucknell U.; **Heather Elms**, American U.  
Presenters: **Thomas J. Donaldson**, U. of Pennsylvania; **Archie B Carroll**, U. of Georgia; **Patricia Werhane**, DePaul U. and U. of Virginia

**Friday 5:30PM**

**45** : (AAA) **New Member Orientation: Session 1**

5:30pm - 7:00pm Anaheim Marriott: Marquis Northeast  
Organizers: **James Calvin**, Johns Hopkins U.; **Kerry Ignatz**, Academy of Management

**46** : (MSR, NDSC, TTC, RM, MEN, IM, ITC, SIM, CAR, MED, MH) **MSR Doctoral Student and New Faculty Consortium (Day 1): Most Promising Dissertations & Banquet**

5:30pm - 9:00pm Anaheim Marriott: Marquis Northwest  
This is the first day of the 2-day annual MSR Doctoral and New Faculty Consortium, designed to promote cross-disciplinary scholarship in the fields of management, spirituality, and religion. Participants will receive an overview of MSR and timely insights from senior scholars in the field. Most Promising Dissertation Awards will be granted to doctoral students who propose novel theoretical or applied research in MSR. The first day features an awards banquet, keynote, and OpenSpace on critical MSR questions and issues. The banquet is open to everyone, but for food and planning purposes, pre-registration is requested. Only one registration is required for participation in both days of the Consortium. To register and for more information on the schedule and/or awards submission process, please visit: <http://www.arcleadershipgroup.net/upcomingConf.html> or contact the Consortium Chair.

Hosts: **David Trott**, St. Edwards U.; **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Margaret Benefiel**, Andover Newton Theological School  
Distinguished Speaker: **Andre L Delbecq**, Santa Clara U.  
Chair: **Arthur L. Jue**, U. of Phoenix / Oracle Corp.  
Facilitators: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change; **Gerald Biberman**, U. of Scranton

**Friday 6:00PM**

**47** : (BPS) **Business Policy and Strategy Doctoral Consortium**

6:00pm - 9:00pm Anaheim Convention Center: 203B  
By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.  
Chairs: **Kyle J Mayer**, U. of Southern California; **Michael J Leiblein**, Ohio State U.; **Catherine A Maritan**, Syracuse U.  
Participants: **Julian Birkinshaw**, London Business School; **Donald C. Hambrick**, Pennsylvania State U.; **Dawn A Harris**, Loyola U. Chicago; **Amy Hillman**, Arizona State U.; **Sarah Kaplan**, U. of Pennsylvania; **Marvin B Lieberman**, U. of California, Los Angeles; **Jasjit Singh**, INSEAD; **Todd Zenger**, Washington U.

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

6:00pm - 8:00pm Hilton Anaheim: California Pavilion A  
This reception is open to all student and faculty participants in the GDO Doctoral Consortium, and to GDO Officers and Executive Committee members.  
Organizers: **Stacy Blake-Beard**, Simmons College; **Susan L. Kirby**, Texas State U.

**49** : (ICW) **NSU doctoral student meeting**

6:00pm - 8:00pm Hilton Anaheim: Huntington B

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

**50 : (ICW) Management Faculty of Color Member Meeting**

6:00pm - 7:00pm Anaheim Convention Center: 201A

*MFCA Members will meet for group dinner at a restaurant off site*

Organizer: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

**51 : (IM) International Management Division PDW**

**Welcome**

6:00pm - 7:00pm Anaheim Convention Center: 204B

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

Division Chair: **Timothy Michael Devinney**, AGSM-Australian School of Business

Division Chair-Elect.: **Tatiana Kostova**, U. of South Carolina

Program Chair: **Anil K Gupta**, U. of Maryland, College Park

Professional Development Workshop Chair: **Seung Ho Park**,

Samsung Economic Research Institute & CEIBS

Past Chair: **Ravi Ramamurti**, Northeastern U.

**52 : (MC) Implementing Effective Scorecarding: The SAS Approach to IT Scorecarding and Strategy Performance Management – Translating Strategy into Action**

6:00pm - 8:00pm Anaheim Marriott: Orange County 4

Organizer: **Rickie A. Moore**, EM LYON

Presenters: **Rickie A. Moore**, EM LYON; **Christiane Prange**, EM

Lyon; **Alexandra Steinberg**, EM Lyon; **Ariane Sioufi**, SAS Institute

France; **Pierre Bousquet**, SAS Institute France

**53 : (MED, MEN) MED Writers Workshop with Editors from the Journal of Management Education**

6:00pm - 8:30pm Anaheim Convention Center: 206B

*Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

Facilitators: **Charles J. Fornaciari**, Florida Gulf Coast U.; **Kathy Lund Dean**, Idaho State U.; **John B Stark**, California State U, Bakersfield; **Alvin Hwang**, Pace U.; **Joann Krauss Williams**, Jacksonville State U.; **Carolyn Wiley**, Roosevelt U.; **Jeffrey A Mello**, Barry U.; **Magid Mazon**, Suffolk U.; **V Seshan**, Pepperdine U.

Coordinators: **James C Spee**, U. of Redlands; **Jane Schmidt-Wilk**, Maharishi U.

Participants: **Devi P Akella**, Albany State U.; **Lorraine Pearson Anderson**, Marshall U.; **Jose Castillo**, U. Texas of Permian Basin; **Arran Caza**, U. of Illinois at Urbana-Champaign; **Ted K. Dass**, U. of Cincinnati; **Davar Rezanja**, Grant MacEwan College; **Deone Maria Zell**, California State U. Northridge; **Brian D'Netto**, U. of South Australia; **Robert C Giambatista**, Lehigh U.; **Michael Hennelly**, United States Military Academy; **Nicoline Jacoby Hansen**, Danish School of Education; **J Duane Hoover**, Texas Tech U.; **Nicole C. Jackson**, Boston College; **Stacey Robin Kessler**, Montclair State U.; **Mats Lingblad**, Singapore Management U.; **Hsiao-Wen Liu**, National Central U., Chung-Li, Taiwan; **Sonal Minocha**, Raffles Education; **Fatma Ahmed Mohamed**, Morehead State U.; **Joseph A. Petrick**, Wright State U.; **Jacobo Ramirez**, Tecnologico de Monterrey -Campus Monterrey; **Alberto Ribera**, IESE Business School. U. of Navarra; **Claudia Alejandra Santizo-Rodall**, U. Autonoma Metropolitana Unidad Cuajimalpa; **Marshall Sashkin**, George Washington U.; **Denise Steckstor**, heilbronn business school; **Charles Thomas Tackney**, Copenhagen Business School;

**Junko Takagi**, ESSEC Business School; **Guillermo E Vanderlinde**, Pontificia U. Catolica Madre y Maestra; **Charles E Wilson**, North Carolina A&T State U.; **Carola Wolf**, U. of St. Gallen; **Nancy B Kurland**, California State U., Northridge; **Ivanova V Yuliya**, U. of Alaska Southeast; **Jihn-Chang Joseph Jehng**, National Central U., Chung-Li, Taiwan; **George Stonehouse**, Napier U.; **Ahmad M. Hassan**, Morehead State U.; **Ayman Tarabishy**, George Washington U.; **Harald Dolles**, heilbronn business school

**54 : (NDSC) New Doctoral Student Consortium Happy Hour (OFFSITE)**

6:00pm - 8:00pm Offsite: OFFSITE

*The NDSC organizes this event to create an opportunity for new students to meet colleagues from other schools across the globe who are embarking on similar journeys. Come meet your peers. This will be an off-site event. Please consult our new website at <http://group.aomonline.org/ndsc/> for the most current information.*  
Organizers: **Daniel Rottig**, Florida Atlantic U.; **Yves Damoiseau**, Louisiana State U.; **Lindred Greer**, U. of Amsterdam; **Matthew C. Mitchell**, U. of South Carolina; **David Sweetman**, U. of Nebraska-Lincoln; **Lee J. Zane**, Drexel U.

**55 : (OB) OB Junior Faculty Workshop Reception and Meeting**

6:00pm - 9:30pm Hilton Anaheim: California Pavilion B

*INVITATION ONLY. Only junior faculty registered for the OB Junior Faculty Workshop on Saturday may attend. Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWReg>.*

Organizer: **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

**56 : (OB) OB Doctoral Student Reception and Meeting**

6:00pm - 8:00pm Hilton Anaheim: California Pavilion C

*INVITATION ONLY. Only graduate students registered for the OB Doctoral Consortium on Saturday may attend. Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWReg>. The deadline to register is May 15, 2008. This reception is sponsored by Wiley-Blackwell on behalf of the <em>Journal of Organizational Behavior</em>.*

**57 : (OCIS) OCIS Doctoral Consortium: Opening Reception**

6:00pm - 8:00pm Anaheim Convention Center: 207C

*Invitation Only*

**58 : (OCIS) OCIS Junior Faculty Consortium Opening Dinner**

6:00pm - 8:00pm Anaheim Convention Center: 207D

*Invitation Only.*

**59 : (ODC) ODC Doctoral Consortium: Opening Session & Dinner**

6:00pm - 9:00pm Anaheim Marriott: Grand Ballroom B&C

Organizer: **Frank J. Barrett**, Naval Postgraduate School

Presenters: **Karen Jansen**, U. of Virginia; **Hilary Bradbury**, U. of Southern California; **Richard W. Woodman**, Texas A&M U.; **Ram Tenkasi**, Benedictine U.; **Michael R Manning**, New Mexico State U.

**Friday 7:00PM**

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

7:00pm - 9:00pm Anaheim Convention Center: 204B

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

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### Friday 7:30PM

#### **61 : (SIM) SIM Doctoral Consortium Informal Get-Acquainted Dinner (OFFSITE)**

7:30pm - 9:00pm Offsite: To Be Specified

*This dinner is open to the preregistered participants in the SIM Doctoral Consortium. It is scheduled offsite immediately after the Friday component of the SIM Doctoral Consortium. The location of the dinner will be announced at the Consortium.*

**Organizers:** **Michael E Johnson-Cramer**, Bucknell U.; **Heather Elms**, American U.

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### Friday 9:00PM

#### **62 : (MSR) Meditation Session Led by Jerry Biberman**

9:00pm - 10:00pm Anaheim Marriott: Grand Ballroom - Salon A



## Saturday 7:00AM

**63 : (HCM) HCMD PDW Breakfast**

7:00am - 8:00am Hilton Anaheim: Oceanside





*Organizer:* **Eric S. Williams**, U. of Alabama**64 : (MSR) Meditation session led by Jerry Biberman**

7:00am - 8:00am Anaheim Marriott: Grand Ballroom - Salon A

## Saturday 7:30AM

**65    : (BPS) Business Policy and Strategy Doctoral Consortium**

7:30am - 12:30pm Anaheim Convention Center: 203B

*By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.**Chairs:* **Kyle J Mayer**, U. of Southern California; **Michael J Leiblein**, Ohio State U.; **Catherine A Maritan**, Syracuse U.*Participants:* **Julian Birkinshaw**, London Business School; **Donald C. Hambrick**, Pennsylvania State U.; **Dawn A Harris**, Loyola U. Chicago; **Amy Hillman**, Arizona State U.; **Sarah Kaplan**, U. of Pennsylvania; **Marvin B Lieberman**, U. of California, Los Angeles; **Jasjit Singh**, INSEAD; **Todd Zenger**, Washington U.**66    : (MED, PNP, ITC, PTC) Enable Educate & Engage. Service Learning to Extend MBA Skills in Base of the Pyramid Markets**

7:30am - 9:30am Anaheim Convention Center: 213C

*Professional Development Workshop centered around service-based learning with projects in developing countries.**Participant:* **Douglas J. Gilbert**, U. of Phoenix

## Saturday 8:00AM

**67 : (AAA) The Ins and Outs of Faculty Recruiting**

8:00am - 9:30am Hilton Anaheim: California Pavilion D

*Organizer:* **Janice A. Black**, New Mexico State U.**68 : (AAA) Membership Committee Opening Meeting & Breakfast**

8:00am - 10:00am Hilton Anaheim: Pacific Pavilion A

*Organizer:* **James Calvin**, Johns Hopkins U.**69 : (AAA) Anaheim 2008 LAC**




8:00am - 8:00pm Anaheim Convention Center: 208B

*Local Arrangements Chair:* **James C Spee**, U. of Redlands**70 : (AAA) Conference Registration**


8:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.

*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration***71 : (AAW) The Questions We Ask & Don't Ask: Where Should We Go From Here**

8:00am - 10:30am Anaheim Convention Center: 304B

*Chairs:* **Diana L Deadrick**, Old Dominion U.; **Richard J. Klimoski**, George Mason U.; **Gary P. Latham**, U. of Toronto*Facilitators:* **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Diana S. Navas**, PepsiCo, Inc; **Mary R. Watson**, The New School*Participants:* **Michael A. Hitt**, Texas A&M U.; **Jone L. Pearce**, U. of California, Irvine; **Wayne F. Cascio**, U. of Colorado, Denver; **Mary Ann Von Glinow**, Florida International U.; **Lyman W. Porter**, U. of California, Irvine; **Randall S. Schuler**, Rutgers U.; **Miriam Erez**, Technion-Israel Institute of Technology; **Lois Tetrick**, George Mason U.; **Daniel C Ganster**, U. of Arkansas; **Randall B. Dunham**, U. of Wisconsin, Madison; **Debra J. Cohen**, Society for Human Resource Management; **Karl E. Weick**, U. of Michigan, Ann Arbor; **Eugene F Stone-Romero**, U. of Texas at San Antonio; **Ann K. Buchholtz**, U. of Georgia; **Myrtle P. Bell**, U. of Texas, Arlington; **Jonathan Lewis Johnson**, U. of Arkansas**72    : (BPS, ENT, OMT, IM, MC, HCM) The Business Model: In Search of Meaning**

8:00am - 10:30am Anaheim Convention Center: 201D

*Organizer:* **Stephanie Hurt**, Meredith College*Speakers:* **Constantinos Markides**, London Business School; **Michael G. Jacobides**, London Business School; **Ramon Casadesus-Masanell**, Harvard Business School; **Marcus James Hurt**, EDHEC Business School; **Filipe Manuel Simoes Dos Santos**, INSEAD**73 : (BPS, RM, OMT, MOC, IM, IAM, AAM, MC) What the Books Don't Tell You About Questionnaire Development**




8:00am - 10:00am Anaheim Convention Center: 202B

*Chair:* **Luis G. Flores**, Northern Illinois U.*Participants:* **Devaki Rau**, Northern Illinois U.; **Wei Zheng**, Northern Illinois U.**74  : (ENT) Learning the Craft of Theory Building**

8:00am - 10:00am Anaheim Convention Center: 206A

*Distinguished Speaker:* **Jay B Barney**, The Ohio State U.*Chair:* **Shaker A. Zahra**, U. of Minnesota, Twin Cities*Speakers:* **Gerry George**, Imperial College London; **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Andrew H. Van de Ven**, U. of Minnesota**75 : (ENT) ENT Doctoral Consortium**

8:00am - 5:00pm Offsite: Argyros School of Business &amp; Economics, Chapman U.

**76    : (ENT, TIM) Supporting High Tech High Potential Entrepreneurship**

8:00am - 10:00am Anaheim Convention Center: 204A

*Organizer:* **Aard J Groen**, U. of Twente, NIKOS*Participants:* **Paula Danskin Englis**, Berry College; **Basil Englis**, Berry College; **Steven T. Walsh**, U. of New Mexico; **Jeroen Kraaijenbrink**, U. of Twente, NIKOS; **JC Spender**, Lund U.; **Ingrid Wakkee**, Vrije U. Amsterdam, The Netherlands; **Roel Pieper**, U. of Twente/ ETIRC**77 : (GDO) GDO Doctoral Consortium**

8:00am - 5:00pm Hilton Anaheim: California Pavilion A

*Pre-registration required by July 11; contact [Stacy Blake-Beard](mailto:Stacy.BlakeBeard@simmons.edu) ([stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.edu)). To register go to <https://secure.aomonline.org/PDWReg>.**Chairs:* **Stacy Blake-Beard**, Simmons College; **Susan L. Kirby**, Texas State U.*Presenters:* **Stella M. Nkomo**, U. of South Africa; **Joy E. Beatty**, U. of Michigan, Dearborn; **David M. Kaplan**, Saint Louis U.; **Maureen A. Scully**, U. of Massachusetts; **Jamie J. Ladge**, Northeastern U.; **Paul Myers**, Simmons College; **Ian O. Williamson**, Melbourne Business School; **Herman Aguinis**, U. of Colorado, Denver; **David A. Kravitz**, George Mason U.



**78** 🗨️: (HCM) What Does “Academe” Mean to Us?

8:00am - 9:30am Hilton Anaheim: Oceanside

Presenters: **Richard Shewchuk**, U. of Alabama, Birmingham;  
**Stephen James O'Connor**, U. of Alabama, Birmingham**79** 📖🗨️📧: (HR) HR Division Doctoral Student Consortium

8:00am - 6:00pm Hilton Anaheim: Pacific Pavilion D

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. The doctoral student's faculty advisor should e-mail Fred Morgeson at [morgeson@msu.edu](mailto:morgeson@msu.edu) by June 1, 2008 to nominate the student.Coordinators: **Frederick P. Morgeson**, Michigan State U.; **David G. Allen**, U. of Memphis; **Kelly L Zellars**, U. of North Carolina, Charlotte; **Sean A. Way**, Cornell U.Presenters: **Brent A. Scott**, Michigan State U.; **Ingrid Fulmer**, Georgia Institute of Technology; **Brooks C. Holtom**, Georgetown U.; **Hock-Peng Sin**, Michigan State U.; **Rebecca A. Thacker**, Ohio U.; **Erich C. Dierdorff**, DePaul U.; **Hui Liao**, Rutgers U.; **Talya N. Bauer**, Portland State U.; **Michael J. Burke**, Tulane U.; **Rodger Griffith**, Ohio U.; **K. Michele Kacmar**, U. of Alabama; **Steve W. J. Kozlowski**, Michigan State U.; **Randall S. Peterson**, London Business School; **John Schaubroeck**, Drexel U.; **John A Wagner**, Michigan State U.; **Wayne F. Cascio**, U. of Colorado, Denver; **Gary Johns**, Concordia U.; **Murray R. Barrick**, Texas A&M U.; **Theresa M. Glomb**, U. of Minnesota; **Charles A. Pierce**, U. of Memphis; **John Hollenbeck**, Michigan State U.; **Yaping Gong**, Hong Kong U. of Science and Technology; **Mark a Griffin**, U. of Sheffield; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Shad S. Morris**, Ohio State U.; **J Bruce Tracey**, Cornell U.; **Darren C. Treadway**, State U. of New York, Buffalo; **Roderick D Iversen**, Simon Fraser U.; **Jeff Ericksen**, U. of Illinois, Urbana-Champaign; **Inbal Nahum-Shani**, Technion- Israel Intitute of Technology; **Scott Jeffrey**, U. of Waterloo; **Marie S. Mitchell**, U. of Nebraska; **Lisa Schurer Lambert**, Georgia State U.; **Timothy M. Gardner**, Vanderbilt U. Owen Graduate School of Management; **Clinton Chadwick**, U. of Alabama, Huntsville; **Michael Sturman**, Cornell U.; **Daniel Scott DeRue**, U. of Michigan; **N. Sharon Hill**, U. of Maryland; **Bradford S Bell**, Cornell U.; **Mo Wang**, Portland State U.; **Marcia Simmering**, Louisiana Tech U.; **Kenneth G. Brown**, U. of Iowa**80** 🗨️: (IM) IMD Doctoral Consortium

8:00am - 3:00pm Anaheim Convention Center: 303C

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.Facilitators: **Alain C. Verbeke**, U. of Calgary; **Filippo Carlo Wezel**, U. of Lugano; **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Lorraine Eden**, Texas A&M U.; **Sea Jin Chang**, Korea U.; **Eleanor Westney**, Schulich School of Business; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign  
Participant: **Jean-Francois Hennart**, Tilburg U.**81** 📖: (MC, ODC) Action Research, Process Cons., and Org. Development & Change: Questions to Ask in Publishable Research (PART OF ODC DOC. CONSORTIUM)

8:00am - 10:00am Anaheim Marriott: Grand Ballroom B&amp;C

Presenters: **Hilary Bradbury**, U. of Southern California; **Jean E. Neumann**, Tavistock Institute; **Chris Worley**, U. of Southern California**82** 🗨️🗨️🗨️: (MSR) How is Diversity Related to Spirituality in the Workplace?

8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon B

Coordinators: **Gerald Biberman**, U. of Scranton; **Joan Marques**, Woodbury U.; **Satinder Dhiman**, Woodbury U.**83** 🗨️🗨️🗨️: (OB) OB Doctoral Student Consortium

8:00am - 5:00pm Hilton Anaheim: Pacific Pavilion B

REGISTRATION REQUIRED. Please see the OB Division website <http://www.obweb.org/> for additional registration/application materials required for this session. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is May 15, 2008. E-mail Jason Colquitt ([jason.colquitt@cba.ufl.edu](mailto:jason.colquitt@cba.ufl.edu)) to obtain the approval code. This workshop is sponsored by the *Journal of Organizational Behavior*.Organizer: **Jason Colquitt**, U. of FloridaPresenters: **Michelle K. Duffy**, U. of Minnesota; **Mel Fugate**, Southern Methodist U.; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Suzanne S. Masterson**, U. of Cincinnati; **Ronald F. Piccolo**, U. of Central Florida; **Kevin W. Rockmann**, George Mason U.; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Jason D. Shaw**, U. of Minnesota; **Elizabeth Eve Umphress**, Texas A&M U.; **Karl Aquino**, U. of British Columbia; **Jennifer L. Berdahl**, U. of Toronto; **Marcus W. Dickson**, Wayne State U.; **Brian R. Dineen**, U. of Kentucky; **Jeffrey H. Greenhaus**, Drexel U.; **Audrey Korsgaard**, U. of South Carolina; **Bennett J. Tepper**, Georgia State U.; **Stefan Thau**, London Business School; **Hui Liao**, Rutgers U.**84** 🗨️🗨️🗨️: (OMT) OMT Junior Faculty Consortium

8:00am - 5:00pm Anaheim Convention Center: 210C

Pre-registration is required. The participants must register with **Marvin Washington** ([marvin.washington@ualberta.ca](mailto:marvin.washington@ualberta.ca)) before they are allowed to register with the AOM website for this PDW. To register using the AOM website, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is July 11, 2008.Organizers: **Candace Jones**, Boston College; **Ellen R. Auster**, York U.; **Marvin Washington**, U. AlbertaParticipants: **Brian Uzzi**, Northwestern U.; **Ronald S. Burt**, U. of Chicago; **Matthew Kraatz**, U. of Illinois; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Peer C. Fiss**, U. of Southern California; **Charlene E. Zietsma**, U. of Western Ontario; **Wesley Sine**, Cornell U.; **Ha Hoang**, INSEAD; **Maureen A. Scully**, U. of Massachusetts; **Roy R Suddaby**, Alberta U.; **Christine Quinn Trank**, Texas Tech U.; **Elaine Romanelli**, Georgetown U.; **Christine Beckman**, U. of California, Irvine; **Philip Anderson**, INSEAD**85** 🗨️: (OMT, BPS) Theoretical and Empirical Applications of Social Network Analysis

8:00am - 11:00am Anaheim Convention Center: 207A

Advanced registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. Please also email a brief description (50 words or less) of research interests specific to network analysis along with your preference of the top five discussants you would like to sit in on to **Heather Dixon-Fowler**, [HDixon-fowler@walton.uark.edu](mailto:HDixon-fowler@walton.uark.edu).<BR><BR>NOTE: This is an advanced

social networks PDW, intended to allow researchers who are currently engaged in social network research to interact with one another. If you are not currently involved in social network research, please look into the Introduction to Social Networks Research PDW. Discussants: **Stephen Borgatti**, U. of Kentucky; **Ronald S. Burt**, U. of Chicago; **Tiziana Casciaro**, U. of Toronto; **Jonathon N. Cummings**, Duke U.; **Martin Gargiulo**, INSEAD; **David Krackhardt**, Carnegie Mellon U.; **Ajay Mehra**, U. of Kentucky; **David Obstfeld**, U. of California, Irvine; **Robert L. Cross**, U. of Virginia; **Mark S Mizruchi**, U. of Michigan; **Martin J. Kilduff**, U. of Cambridge; **Tim Rowley**, U. of Toronto; **Giuseppe Soda**, SDA Bocconi U.; **Jill Perry-Smith**, Emory U. Coordinators: **Daniel J. Brass**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas; **Andrew V. Shipilov**, INSEAD

### 86 (OMT, MOC) OMT/MOC Doctoral Students Consortium

8:00am - 3:00pm Anaheim Convention Center: 210D

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Organizers: **Jenny W. Rudolph**, Harvard Medical School; **Tim Pollock**, Pennsylvania State U.; **Diane Burton**, MIT; **Kevin G. Corley**, Arizona State U.

Facilitators: **Lisa Ellen Cohen**, London Business School; **Amy C. Edmondson**, Harvard U.; **Melissa Graebner**, U. of Texas, Austin; **Isin Guler**, Boston U.; **Michael Lounsbury**, U. of Alberta; **Nelson Phillips**, Imperial College London; **Davide Ravasi**, Bocconi U.; **Tim Rowley**, U. of Toronto

Presenter: **Majken Schultz**, Copenhagen Business School

Participants: **Stephen Borgatti**, U. of Kentucky; **Glenn R Carroll**, Stanford U.; **Karen Golden-Biddle**, Boston U.; **James Westphal**, U. of Michigan

### 87 (ONE) ONE Doctoral Consortium part II

8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon G

Pre-Registration Required. For more information please contact **Sally Russell** and **Martina Linnenluecke** at

[ONEdoctoralconsortium@business.uq.edu.au](mailto:ONEdoctoralconsortium@business.uq.edu.au)

Organizers: **Kate Kearins**, Auckland U. of Technology; **Sally V. Russell**, U. of Queensland; **Martina K. Linnenluecke**, U. of Queensland

Presenters: **John M Jermier**, U. of South Florida; **Duane Windsor**, Rice U.; **Jane Schmidt-Wilk**, Maharishi U.; **Alan Murray**, U. of Sheffield; **Magali Delmas**, U. of California, Los Angeles; **Steven W Floyd**, U. of St. Gallen

### 88 (RM) Overview of the Qualimetrics research method

8:00am - 10:00am Hilton Anaheim: Huntington A

Participants: **Marc Bonnet**, ISEOR, U. of Lyon 3; **Henri Savall**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of Lyon 3; **Michel Peron**, ISEOR / U. of Paris Sorbonne

## Saturday 8:30AM

### 89 (AAW) Leadership Think Tank: The Questions We Don't Ask

8:30am - 11:00am Anaheim Convention Center: 304A

Organizer: **Mary Uhl-Bien**, U. of Nebraska

Participants: **Susan J. Ashford**, U. of Michigan; **Ping Ping Fu**, Chinese U. of Hong Kong; **David V. Day**, U. of Western Australia; **Gail T Fairhurst**, U. of Cincinnati; **Dennis A. Gioia**, Pennsylvania State U.; **Mark Huselid**, Rutgers U.; **Edward E. Lawler III**, U. of Southern California; **Gregory G Dess**, U. of Texas, Dallas; **Richard N Osborn**, Wayne State U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

### 90 (BPS) Business Policy and Strategy Dissertation Consortium

8:30am - 12:30pm Anaheim Convention Center: 205B

By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.

Chairs: **Nicholas Argyres**, Boston U.; **Michael Ryall**, Melbourne Business School

### 91 (BPS) Business Policy and Strategy New Faculty Consortium

8:30am - 12:00pm Anaheim Convention Center: 209B

By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.

Chairs: **Peter Zemsky**, INSEAD; **Peter W Roberts**, Emory U. Presenters: **Gautam Ahuja**, U. of Michigan; **Pierre Dussauge**, HEC Paris; **John M de Figueiredo**, UCLA; **Nandini Rajagopalan**, U. of Southern California; **Nicolaj Siggelkow**, U. of Pennsylvania; **Freek Vermeulen**, London Business School; **J. Peter Murmann**, AGSM-Australian School of Business

### 92 (BPS, MED, TTC) Teaching Strategy with Video Cases

8:30am - 12:30pm Anaheim Convention Center: 211A

Pre-registration is required. To register, please visit

<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Organizer: **Ofer Meilich**, California State U. San Marcos

Facilitator: **Martin J Gannon**, California State U. San Marcos

Participants: **Natasha Munshi**, Cass Business School; **Marko Rillo**, Tallinn U. of Technology; **Joseph E. Champoux**, U. of New Mexico; **Paul L Govekar**, Ohio Northern U.; **Michele A Govekar**, Ohio Northern U.; **Paul Miesing**, State U. of New York, Albany; **Lawrence A. Plummer**, Clemson U.; **Peter T. Gianiodis**, Clemson U.; **Ofer Meilich**, California State U. San Marcos; **Martin J Gannon**, California State U. San Marcos

### 93 (BPS, OMT, ODC, TIM, MC, OB, CMS, IAM) What is Strategic about Knowledge Management?

8:30am - 11:00am Anaheim Convention Center: 201B

Pre-registration is required -- please contact the session organizers.

Organizers: **Max Boisot**, U. of Birmingham; **Ian C MacMillan**, U. of Pennsylvania; **Martin Ihrig**, Wharton School, U. of Pennsylvania;

**Agusti Canals**, U. Oberta de Catalunya

Speakers: **Rita Gunther McGrath**, Columbia U.; **JC Spender**, Lund U.; **Rafael Andreu**, IESE Business School

### 94 (CMS) CMS Doctoral Consortium

8:30am - 12:30pm Hilton Anaheim: Malibu

CMS Doctoral Consortium involves Phd Students and junior critical scholars in discussion on research, publishing and career development.

Coordinators: **Craig Prichard**, Massey U.; **Terrance G. Weatherbee**, Acadia U.

**Presenters:** Julie Wolfram Cox, Deakin U.; David Levy, U. of Massachusetts, Boston; Andre Spicer, U. of Warwick  
**Participants:** Todd Bridgman, Victoria Management School; John M Jermier, U. of South Florida

**95** → 📄 (IM, RM, OB) **Culture, Leadership, Organizations, And Societies: GLOBE and Beyond**

8:30am - 10:30am Anaheim Convention Center: 210B

*Pre-registration is required. To register, please visit <https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Chair:** Mansour Javidan, Thunderbird School of Global Management

**Participants:** Paul Hanges, U. of Maryland; Mary F. Sully De Luque, Thunderbird School of Global Management; Peter W Dorfman, New Mexico State U.

**96** : (MH) **New Member Workshop: Introduction to the Academy and the MH Division - How to Become Involved**

8:30am - 10:30am Anaheim Marriott: Orange County 3

**Organizer:** Regina Greenwood, Nova Southeastern U.

**Participants:** Peter B Petersen, Johns Hopkins U.; Jacob Eisenberg, UCD Dublin; Laquita C Blockson, College of Charleston; Jane Whitney Gibson, Nova Southeastern U.; Mary Edie Mobley, Louisiana State U.

**97** 📄 → 🗣️ (MSR, NDSC, TTC, RM, MEN, IM, ITC, SIM, CAR, MED, MH) **MSR Doctoral Student and New Faculty Consortium (Day 2): Interactive Workshops & Plenary Sessions**

8:30am - 4:30pm Anaheim Marriott: Marquis Northwest

*This is the second day of the 2-day annual MSR Doctoral Student and New Faculty Consortium, designed to promote cross-disciplinary scholarship in the fields of management, spirituality, and religion. Participants will receive an overview of MSR and timely insights from senior scholars on MSR research, publishing, teaching, and more. The second day will feature panels, interactive sessions, a review of most promising dissertations, experiential learning for all participants, and plenary sessions with keynote addresses by internationally recognized scholars in the field. It will also include a networking lunch. The Consortium is open to everyone. Students and new faculty are highly encouraged to attend. For planning purposes, pre-registration is requested. Only one registration is required for participation in both days of the Consortium. To register and for more information on the schedule and Most Promising Dissertation Award submission process, please visit: <http://www.arcleadershipgroup.net/upcomingConf.html> or contact the Consortium Chair.*

**Organizers:** Louis W. (Jody) Fry, Tarleton State U. Central Texas; David Trott, St. Edwards U.

**Welcome:** Margaret Benefiel, Andover Newton Theological School  
**Distinguished Speakers:** Ian Mitroff, Alliant International U./U. of California, Berkeley; Jay Conger, Claremont McKenna College  
**Chair:** Arthur L. Jue, U. of Phoenix / Oracle Corp.

**Moderator:** Gary Robinson, Capella U.

**Presenters:** Sanjoy Mukherjee, Indian Institute of Management, Calcutta; Prasad Kaipa, Indian School of Business / Kaipa Group; Mark P. Kriger, Norwegian School of Management; Robert A Giacalone, Temple U.; Lee Robbins, Golden Gate U.; Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.; Yochanan Altman, London Metropolitan U.; Debu Mukerji, Macquarie U.

**98** : (NDSC) **New Doctoral Student Consortium**

8:30am - 5:00pm Anaheim Convention Center: 204C

*Sponsored By: ESMT European School of Management and Technology. Pre-registration is required. For more information (including how to register), please visit our new website at <http://group.aonline.org/ndsc>.*

**Organizers:** Daniel Rottig, Florida Atlantic U.; Yves Damoiseau, Louisiana State U.; Lindred Greer, U. of Amsterdam; Matthew C. Mitchell, U. of South Carolina; David Sweetman, U. of Nebraska-Lincoln; Lee J. Zane, Drexel U.; Cody Brent Cox, Rice U.; Erin E. Coyne, Ohio State U.; Hilla Dotan, U. of California, Los Angeles; Aaron Hill, Oklahoma State U.; Marko Horn, Florida State U.; Feruzan Syrus Irani, Auburn U.; Jeanne Johnson Holmes, U. of South Carolina; Jade Yu-Chieh Lo, U. of Southern California; Sai Lan, U. of Illinois at Urbana-Champaign; Dana McDaniel, U. of California, Irvine; Sarah M. G. Otner, London School of Economics; Christine Silva, Catalyst; Deeksha A Singh, National U. of Singapore; Bryant Thompson, U. of South Carolina; Meri Thompson, Louisiana State U.; Yun-Chen Tsai, Louisiana State U.; Lillian H. Toy, U. of Washington Business School; Chris Welter, Fisher College of Business

**Professional Development Workshop Chair:** Daniel Rottig, Florida Atlantic U.

**Speakers:** Joshua Ault, U. of South Carolina; Yukika Awazu, Bentley College; Adam Barsky, U. of Melbourne; Lynn Bowes-Sperry, Western New England College; Janice A. Black, New Mexico State U.; Mary Yoko Brannen, San Jose State U.; Philip Bromiley, U. of California, Irvine; Joseph Broschak, U. of Arizona; Marion Bussmann, U. of Washington; Dan V. Caprar, Australian School of Business; Chien Sheng Richard Chan, U. of Washington; Rachel Clapp-Smith, U. of Nebraska-Lincoln; Russell Coff, Emory U.; Susie S. Cox, McNeese State U.; Bart J. Debicki, Mississippi State U.; Angelo DeNisi, Tulane U.; Kay Devine, Athabasca U.; Timothy Michael Devinney, AGSM-Australian School of Business; Thomas J. Donaldson, U. of Pennsylvania; Hilla Dotan, U. of California, Los Angeles; Kimberly D. Elsbach, U. of California, Davis; Laura Erskine, Illinois State U.; Heidi K. Gardner, London Business School; Mark Gavin, Oklahoma State U.; Mary Ann Glynn, Boston College; Scott D. Hayward, Emory U.; John Hollenbeck, Michigan State U.; Stephen E. Humphrey, Pennsylvania State U.; Chei Hwee Chua, U. of South Carolina; Steven L. Johnson, U. of Maryland; Jerome Katz, Saint Louis U.; Jerry W. Kim, Columbia U.; Konstantin Korotov, ESMT; Tatiana Kostova, U. of South Carolina; Carol T. Kulik, U. of South Australia; Theresa K Lant, New York U.; Edwin A. Locke, U. of Maryland, College Park; Alison Mackey, California Polytechnic State U., San Luis Obispo; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Michael R Manning, New Mexico State U.; Laura Elizabeth Marler, Mississippi State U.; Elie Matta, HEC Paris; Jean McGuire, Louisiana State U.; Jake Messersmith, U. of Kansas; Toyah L. Miller, Texas A&M U.; Kevin Mossholder, Louisiana State U.; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Haemin Dennis Park, U. of Washington Business School; Pamela Perrewe, Florida State U.; B. Sebastian Reiche, IESE Business School; Barbara A. Ritter, Coastal Carolina U.; Jeffrey A. Robinson, New York U. / Rutgers U.; Renee Rottner, U. of California, Irvine; John Schaubroeck, Drexel U.; Marieke C. Schilpzand, Georgia Institute of Technology; Andreas Schwab, Iowa State U.; Jason D. Shaw, U. of Minnesota; David M. Stuss, U. of South Carolina; Timothy M Stearns, California State U. Fresno; David Tan, Emory U.; Shlomo Yedidia Tarba, Ben-Gurion



U./Rishon LeZion College of Management; **Shannon G. Taylor**, Louisiana State U.; **Mary Ann Von Glinow**, Florida International U.; **Kelly L Zellars**, U. of North Carolina, Charlotte

**99 : (OB) OB Junior Faculty Workshop**

8:30am - 5:00pm Hilton Anaheim: California Pavilion B  
REGISTRATION REQUIRED. Please see the OB Division website <http://www.obweb.org/> for additional registration/application materials required for this session. Additional registration is required online at <https://secure.aonline.org/PDWReg>. The deadline to register is May 31, 2008. Email Jacqueline Coyle-Shapiro (J.A.Coyle-Shapiro@lse.ac.uk) to obtain the approval code.  
Organizer: **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science  
Presenters: **Lynn Shore**, San Diego State U.; **Robert Moorman**, Creighton U.; **Daniel Turban**, U. of Missouri, Columbia; **Bard Kuvaas**, Norwegian School of Management; **John Cordery**, U. of Western Australia; **Kyle Lewis**, U. of Texas, Austin; **Kurt T Dirks**, Washington U.; **Christina L. Stamper**, Western Michigan U.; **Sally Maitlis**, U. of British Columbia; **Maria Rotundo**, U. of Toronto; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Debra L. Shapiro**, U. of Maryland; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign

**100 :** (OB, HR, RM, CM) **Person Environment Fit Research Incubator**

8:30am - 12:30pm Hilton Anaheim: El Capitan A  
Pre-registration is required. Please email Ben Tepper at [btepper@gsu.edu](mailto:btepper@gsu.edu). In your email, list up to three topics in order of preference that represent possible PE Fit topics that interest you. To register, please visit <https://secure.aonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Organizer: **Bennett J. Tepper**, Georgia State U.  
Facilitators: **Talya N. Bauer**, Portland State U.; **Jon Billsberry**, The Open U.; **Brian R. Dineen**, U. of Kentucky; **Jeffrey R. Edwards**, U. of North Carolina; **Berrin Erdogan**, Portland State U.; **Karen Jansen**, U. of Virginia; **Lisa Schurer Lambert**, Georgia State U.; **Abbie J. Shipp**, Texas A&M U.; **Anna Van Vianen**, U. of Amsterdam; **Cheri Ostroff**, U. of Maryland

**101 :** (PNP, MED, CMS) **Responsibility as leaders and educators in meeting the challenges of the Unscripted Future**

8:30am - 10:30am Anaheim Marriott: Grand Ballroom - Salon A  
Organizer: **Laurie N DiPadova-Stocks**, Park U.  
Participants: **Erik Bergrud**, Park U.; **John Jumara**, Park U.; **Kay Barnes**, Park U.; **Don Wise**, Park U.

**102 :** (RM, BPS, OMT, PTC, ENT) **Process Research Workshop: Methods for Addressing Dynamic Questions**

8:30am - 4:00pm Hilton Anaheim: Pacific Pavilion C  
Pre-registration and a short paper are required. Please visit the website <http://www.processresearchmethods.org> for additional information. To register, visit <https://secure.aonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Organizers: **Ann Langley**, HEC Montreal; **Andrew H. Van de Ven**, U. of Minnesota; **Clive Smallman**, Lincoln U.  
Facilitators: **Paula Jarzabkowski**, Aston Business School; **Andrew M Pettigrew**, U. of Bath; **Kevin Dooley**, Arizona State U.  
Presenters: **M. Scott Poole**, U. of Illinois, Urbana-Champaign; **Robert A Burgelman**, Stanford U.; **Mark de Rond**, Cambridge U.

**103 :** (SIM, ONE) **Social Issues in Management (SIM) Doctoral Consortium (continued)**

8:30am - 5:00pm Anaheim Marriott: Grand Ballroom - Salon H  
Advance registration required.  
Organizers: **Michael E Johnson-Cramer**, Bucknell U.; **Heather Elms**, American U.  
Presenters: **Shawn Berman**, U. of New Mexico; **Andrew C Wicks**, U. of Virginia; **Melissa S. Baucus**, U. of Louisville; **Linda K. Trevino**, Pennsylvania State U.; **Sandra Waddock**, Boston College; **Joshua D Margolis**, Harvard U.; **Tammy MacLean**, Suffolk U.; **Kathleen Rehbein**, Marquette U.; **James Weber**, Duquesne U.; **Kathleen Getz**, American U.; **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath; **Jean-Pascal Gond**, Nottingham U. Business School; **Jennifer J Griffin**, George Washington U.; **David M. Wasieleski**, Duquesne U.; **Harry J Van Buren**, U. of New Mexico; **Edward Freeman**, U. of Virginia - Darden; **Jamie Hendry**, Bucknell U.; **Ann K. Buchholtz**, U. of Georgia; **Dirk Matten**, York U.; **Pratima Bansal**, U. of Western Ontario; **Andrew Spicer**, U. of South Carolina; **Jennifer Oetzel**, American U.; **Guido Palazzo**, U. of Lausanne; **Robert A. Phillips**, U. of Richmond

**104 :** (TIM) **TIM Doctoral Consortium**

8:30am - 12:30pm Anaheim Convention Center: 206B

**105 :** (TIM) **TIM Junior Faculty Consortium**

8:30am - 12:30pm Anaheim Convention Center: 211B

**Saturday 9:00AM**

**106 : (AAA) Board of Governors' Meeting (Breakout)**

9:00am - 2:00pm Hilton Anaheim: Balboa C  
Organizer: **Thomas W. Lee**, U. of Washington

**107 : (AAA) Board of Governors' Meeting**

9:00am - 2:00pm Hilton Anaheim: Coronado  
Organizer: **Thomas W. Lee**, U. of Washington

**108 : (AAA) Placement Services**

9:00am - 4:00pm Hilton Anaheim: Palisades  
Placement Services - Registration and Information  
Organizer: **Janice A. Black**, New Mexico State U.

**109 :** (CM) **Conflict Management Division Doctoral Consortium**

9:00am - 5:00pm Hilton Anaheim: Manhattan  
Faculty must nominate on behalf of their students. Contact Deanna Geddes, [geddes@temple.edu](mailto:geddes@temple.edu). Any CM doctoral student may attend or a student specializing in topics within CM's domain. No previous attendees please. Pre-registration is required. To register, please visit <https://secure.aonline.org/PDWReg>. The deadline to register is June 30, 2008.  
Organizer: **Deanna Geddes**, Temple U.  
Participants: **Bruce Barry**, Vanderbilt U.; **Graham Brown**, Singapore Management U.; **Donald E. Conlon**, Michigan State U.; **Peter H Kim**, U. of Southern California; **Deepak Malhotra**, Harvard U.; **Randall S. Peterson**, London Business School; **Linda L. Putnam**, U. of California, Santa Barbara

**110 :** (CM, MED, BPS, MOC) **Some Like it Hot: Teaching Strategies for Managing Tactical vs. Real Emotions in Negotiations**

9:00am - 12:00pm Hilton Anaheim: Huntington C

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Participant: **Holly Schroth**, U. of California, Berkeley

**111** 📖🗣️📍: (GDO, MED, ODC, MC, TTC) **Diversity & Social Justice: Questions that Transform Lives**

9:00am - 11:00am Hilton Anaheim: Sunset

Facilitators: **Placida Velasquez Gallegos**, Fielding Graduate U.; **Steve Schapiro**, Fielding Graduate U.

**112** 📖📍: (HR) **HR Division Junior Faculty Consortium**

9:00am - 5:00pm Hilton Anaheim: Laguna A

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. After the July 11 deadline, registration will be based on availability and handled directly by e-mailing Judy Tansky at [tansky\\_1@cob.osu.edu](mailto:tansky_1@cob.osu.edu)

Organizers: **Diane E. Johnson**, U. of Alabama, Tuscaloosa; **Judith W. Tansky**, The Ohio State U.

Chair: **Maria Kraimer**, U. of Melbourne

Participants: **Janet H. Marler**, U. at Albany, SUNY; **Dan Moshavi**, Montana State U.; **Ian O. Williamson**, Melbourne Business School; **Kenneth G. Brown**, U. of Iowa; **Scott Seibert**, U. of Melbourne; **John Hollenbeck**, Michigan State U.; **K. Michele Kacmar**, U. of Alabama; **L A Witt**, U. of Houston; **David G. Allen**, U. of Memphis; **Judith W. Tansky**, The Ohio State U.; **Diane E. Johnson**, U. of Alabama, Tuscaloosa; **Bradford S Bell**, Cornell U.; **Mo Wang**, Portland State U.

**113** 🗣️📍📖: (IAM, BPS, SIM) **Business & Government Relationship in Turbulent Environments The Case of Latin America**

9:00am - 11:00am Anaheim Convention Center: 209A

Organizers: **Erica Helena Salvaj**, ESE Graduate Business School, U. de los Andes, Chile; **Alfredo Enrione**, ESE Graduate Business School, U. de los Andes, Chile

Chair: **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign

Presenters: **Aldo Musacchio**, HBS; **Roberto R. Luchi**, Austral U.; **Marcelo Paladino**, IAE Business School - U. Austral; **Ivan Diaz Molina**, PPL Global

**114** : (ICW) **USASBE 2008 Board Meeting**

9:00am - 5:00pm Anaheim Marriott: Suite 312

Organizer: **Gerilyn McClure Franklin**, U. of South Florida St. Petersburg

**115** : (ICW) **Human Relations Editorial Team Meeting**

9:00am - 12:00pm Hilton Anaheim: Laguna B

Organizer: **Claire Castle**, Human Relations

**116** 🗣️📍📖: (IM, BPS, RM, AAM) **Conducting Strategy Research on/in Emerging Markets**

9:00am - 12:00pm Anaheim Convention Center: 213A

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Organizer: **Hemant Merchant**, Florida Atlantic U.

Participants: **Helena Barnard**, Gordon Institute of Business Science, U. of Pretoria; **Carl Fey**, Stockholm School of Economics; **Mike Peng**, U. of Texas at Dallas; **Ravi Ramamurti**, Northeastern U.; **Mary B Teagarden**, Thunderbird School of Global Management; **Jane Lu**, National U. of Singapore

**117** 🗣️📍📖: (MC, ODC, MOC, PTC) **Diagnosing M&As: The Hunt, the Review and the Kill**

9:00am - 11:00am Anaheim Marriott: Newport & Rancho Las Palmas

Chair: **Judith Gebhardt**, U. of Southern California

Participant: **Anthony F. Buono**, Bentley College

**118** 🗣️📍: (MC, ODC, PTC) **New Paradigms for Organizational and Personal Change: As Easy as Learning to Walk?**

9:00am - 11:00am Anaheim Marriott: Grand Ballroom - Salon K

Facilitator: **Mark P. Kriger**, Norwegian School of Management  
Discussant: **Prasad Kaipa**, Indian School of Business / Kaipa Group  
Coordinator: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change

Presenters: **Vasiliki Koutsis**, Yahoo Corporation; **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change

**119** 📖🗣️📍📖: (MOC, HR, OB) **Integrated Focus: Unlocking Creative Insight and Overcoming Performance Barriers**

9:00am - 12:30pm Anaheim Convention Center: 303A

Facilitators: **Jennifer Walinga**, U. of Victoria; **Tanis Farish**, U. of Victoria

**120** 📖: (OB) **Tools and Methods for Studying Temporal Aspects of Organizational Behavior**

9:00am - 12:30pm Hilton Anaheim: Capistrano A

Pre-registration is required for participation in the workshop. To participate in the session, we ask you to submit a short summary (max. 300 words) describing your academic background and a short explanation of why you are interested in temporal research, so that we can adapt the PDW to the interests of the participants. Please send your summary (Write as subject: PDW Temporal research) to [s.uitdewilligen@os.unimaas.nl](mailto:s.uitdewilligen@os.unimaas.nl), before July 1, 2008. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 1, 2008.

Organizer: **Sjir Uitdewilligen**, U. of Maastricht

Participants: **Mary J. Waller**, U. of Maastricht; **Robert A. Roe**, U. of Maastricht; **Franziska Tschan**, Neuchâtel U.; **Dawna Ballard**, U. of Texas at Austin; **Omar N. Solinger**, U. of Maastricht

**121** 📖📍: (OCIS) **OCIS Doctoral Consortium**

9:00am - 12:30pm Anaheim Convention Center: 207C

Invitation Only. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Organizer: **Brian S. Butler**, U. of Pittsburgh

Presenters: **Samer Faraj**, McGill U.; **Katherine Chudoba**, Utah State U.; **Paul Gray**, Claremont Graduate U.; **Andrea B. Hollingshead**, U. of Southern California; **Mary J Culnan**, Bentley College; **Terri Griffith**, Santa Clara U.; **Olga Volkoff**, Simon Fraser U.

**122** 📖📍: (OCIS) **OCIS Junior Faculty Consortium**

9:00am - 12:30pm Anaheim Convention Center: 207D

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Organizer: **Paul Hart**, Florida Atlantic U.

Presenters: **John L. King**, U. of Michigan; **Cynthia M. Beath**, U. of Texas, Austin; **Noshir Contractor**, Northwestern U.



**123** : (ODC, MED, MC) **Exploring a Shared Agenda for Assessing Executive Doctoral Programs in Management**

9:00am - 11:00am Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Ram Tenkasi**, Benedictine U.

Coordinator: **George W. Hay**, Benedictine U.

Participants: **Kenneth Murrell**, U. of West Florida; **Margaret D Gorman**, George Washington U.; **Kala Visvanathan**, Johns Hopkins Bloomberg School of Public Health; **Bo Carlsson**, Case Western Reserve U.

**124** : (PNP) **2008 Doctoral Student Professional Development Consortium**

9:00am - 5:00pm Anaheim Marriott: Orange County 1

Pre-registration is required; to register, please visit

<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008. In addition to pre-registration, interested doctoral students must apply to participate in the program. The deadline to apply is July 2nd, 2008. For application instructions, contact Leisha DeHart-Davis at [lddavis@ku.edu](mailto:lddavis@ku.edu).

Organizer: **Leisha DeHart-Davis**, U. of Kansas

Participants: **Gordon Kingsley**, Georgia Institute of Technology; **Bradley E. Wright**, U. of North Carolina, Charlotte; **R. Karl Rethemeyer**, U. at Albany, SUNY

**125** : (SYM, ONE) **Building from the Ground Up: The Questions We Ask About Sustainable Enterprise**

9:00am - 11:00am Anaheim Marriott: Grand Ballroom - Salon J

Organizers: **David H Saiia**, Duquesne U.; **Aarti Sharma**, U. of South Florida; **James Weber**, Duquesne U.

Presenters: **David H Saiia**, Duquesne U.; **Aarti Sharma**, U. of South Florida; **James Weber**, Duquesne U.; **Ted London**, U. of Michigan; **Mark B. Milstein**, Cornell U.; **Duncan Duke**, Cornell U.; **Min-Dong Paul Lee**, U. of South Florida; **Mark Starik**, George Washington U.; **Gordon P. Rands**, Western Illinois U.; **Erik Simanis**, Cornell U.

**126** : (TIM, ENT) **Globalizing Innovation with National Players: Identifying New Opportunities for Research & Practice**

9:00am - 11:30am Anaheim Convention Center: 202A

Organizer: **Gita Surie**, Adelphi U.

Facilitator: **Eleanor Westney**, Schulich School of Business

Participants: **Gerald A. McDermott**, Wharton, U. of Penn; **Jeffrey Furman**, Boston U.; **David Audretsch**, Max Planck Institute of Economics; **Anupam Khanna**, World Bank; **Frits Pijl**, U. of Pittsburgh

**127** : (TTC, MED, HR, OCIS) **Teaching with Technology: Asking the Right Questions with and about Technology**

9:00am - 12:00pm Anaheim Convention Center: 212A

Chair: **Randall G. Sleeth**, Virginia Commonwealth U.

Presenters: **Randall B. Dunham**, U. of Wisconsin, Madison; **Joseph E. Champoux**, U. of New Mexico; **Joan Weiner**, Drexel U.; **Bonnie S. O'Neill**, Marquette U.

**Saturday 9:30AM**

**128** : (AAM) **Dirty to Study "Dirty Work"???**

9:30am - 12:00pm Anaheim Convention Center: 212B

INTRODUCTION - **Rico Lam** (University of Macau) Part I: "Perceived work dirtiness among casino workers" - **Jennifer Lai** (University of

Macau) and **Anita Chan** (University of Macau); "A study of Karaoke girls" - **Ziguang Chen** (City University of Hong Kong) and **Wing Lam** (The Hong Kong Polytechnic University); "Risk factors toward problem gambling among casino workers" - **Davis Fong** (University of Macau); "Don't shoot me down for studying dirty work" - **Wing Lam** (The Hong Kong Polytechnic University); "The challenges of studying dirty work" - **Blake Ashforth** (Arizona State University) Part II: Discussion: "Dirty to Study Dirty Work?"

Organizer: **Ka Wai Chan**, U. of Macau

Moderator: **Long Wai Lam**, U. of Macau

Presenters: **Jennifer Y. M. Lai**, U. of Macau; **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong; **Blake E. Ashforth**, Arizona State U.; **Davis Fong**, U. of Macau

**129** : (BPS, TIM, OMT, RM, IM, OB, ENT, CM, HCM, IAM) **Research on Universities: Studying Knowledge-Creating Collaboration**

9:30am - 12:00pm Anaheim Convention Center: 201C

Pre-registration is required. To register, please visit

<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Organizers: **Virginia Acha**, Pfizer, Inc.; **Markus Perkmann**, Loughborough U.

Presenters: **Maryann P Feldman**, The U. of Georgia; **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Ajay K. Agrawal**, U. of Toronto; **Diana Rhoten**, National Science Foundation; **Andrew Nelson**, U. of Oregon; **Linus Dahlander**, Imperial College London; **Jeannette Colyvas**, Northwestern U.

**130** : (MC, MED, ODC) **The Design and Teaching of a Management Consulting Course—Discipline Courses Are Not Sufficient**

9:30am - 11:30am Anaheim Marriott: Orange County 4

Chair: **Larry E. Greiner**, Marshall School of Business

Presenters: **Susan M. Adams**, Bentley College; **Flemming Poulfelt**, Copenhagen Business School; **Alberto Zanzi**, Suffolk U.; **Thomas H. Olson**, U. of Southern California

**131** : (RM, OB) **The Application of Phenomenography: Bridging the Gap between Research and Practice**

9:30am - 12:00pm Hilton Anaheim: Huntington B

Organizer: **David Partington**, Cranfield U.

**Saturday 10:00AM**

**132** : (AAA) **Ins and Outs of Recruiting International Doctoral Candidates**

10:00am - 11:30am Hilton Anaheim: California Pavilion D

This session is designed for both recruiters and international doctoral candidates and all Academy members are invited.

Organizer: **Nancy McIntyre**, West Virginia U.

Participants: **Geralyn McClure Franklin**, U. of South Florida St. Petersburg; **Mary Jo Jackson**, Dalton State College; **Joyce T. Heames**, West Virginia U.; **Eric van Heck**, Erasmus U., Rotterdam; **Jerry Trapnell**, Association to Advance Collegiate Schools of Business; **Neal P. Mero**, Kennesaw State U.; **Wendy Kramer**, Keystone College

**133** : (AAW) **Journal Editing: An Opening of the Black Box**

10:00am - 12:00pm Anaheim Convention Center: 304C

**Chairs:** Yehuda Baruch, U. of East Anglia; Herman Aguinis, U. of Colorado, Denver; Alison Konrad, U. of Western Ontario; William H. Starbuck, U. of Oregon

**Discussants:** Donald D Bergh, Denver U.; Timothy Clark, Durham U.; Angelo DeNisi, Tulane U.; Dov Eden, Tel Aviv U.; Jeanie M. Forray, Western New England College; Gerard P. Hodgkinson, U. of Leeds; John Hollenbeck, Michigan State U.; K. Michele Kacmar, U. of Alabama; Carol T. Kulik, U. of South Australia; Debra L. Shapiro, U. of Maryland; Anne S. Tsui, Arizona State U.; Larry J. Williams, Virginia Commonwealth U.; Mike Wright, Nottingham U.

**134** → 🗄️: (BPS, TIM) **When and How Can Firms Make Money From Resources? Revisiting the Origins of Competitive Advantage I**

10:00am - 12:00pm Anaheim Convention Center: 206A

Registration is required. Please email the session chairs at FactorMarketPDW@yahoo.com to register for the session.

**Organizers:** Tunji Adegbesan, Lagos Business School, Pan-African U.; Olivier Chatain, Wharton School, U. of Pennsylvania; Ilgaz Arikan, Georgia State U.

**Presenters:** Jay B Barney, The Ohio State U.; Richard Makadok, Emory U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Alison Mackey, California Polytechnic State U., San Luis Obispo; Rachel Croson, U. of Texas at Dallas

**135** 🗄️: (ENT, RM) **The Questions We Ask about about the Entrepreneurial Orientation (EO) Construct.**

10:00am - 12:00pm Anaheim Convention Center: 303B

**Chair:** Sherylynn Roberts, U. of Texas at Arlington

**Moderators:** Marshall Wilson Pattie, James Madison U.; Greg Bell, U. of Dallas

**Presenters:** Justin L. Davis, Ohio U.; Jeffrey Matthew Pollack, Virginia Commonwealth U.

**Participants:** Alankrita Pandey, U. of Texas at Arlington; Rainer Harms, U. of Klagenfurt

**136** 🗄️: (HCM) **Creating and Sustaining a Research Agenda**

10:00am - 11:30am Hilton Anaheim: Oceanside

**Organizer:** Timothy Hoff, State U. of New York, Albany

**Presenters:** Timothy Hoff, State U. of New York, Albany; Stephen James O'Connor, U. of Alabama, Birmingham; Nir Menachemi, U. of Alabama at Birmingham

**137** 🗄️: (HCM, ODC, RM, OM) **Conducting Management Research in HCOs: What Are the Barriers, and How Do We Remove Them?**

10:00am - 12:00pm Hilton Anaheim: San Clemente

**Coordinators:** Cheryl Rathert, U. of Missouri, Columbia; Teresa Gehman, U. of Phoenix Online - SAS

**Participants:** Keith G Provan, U. of Arizona and Tilburg U.; Thomas D'Aunno, INSEAD; Trish Reay, U. of Alberta

**138** 🗄️: (IAM, HR) **Complex Jobs Performance Measuring: the Case of Iberoamerican Academics**

10:00am - 11:00am Anaheim Convention Center: 213C

**Chairs:** Paulo L Henriques, Technical U. of Lisbon; Carla Maria Marques Curado, Technical U. of Lisbon

**139** 🗄️ → 🗄️: (IAM, ITC) **The Questions THEY Ask and the Answers WE Get in Ibero-America!**

10:00am - 12:00pm Anaheim Convention Center: 213B

**Distinguished Speaker:** Michael A. Hitt, Texas A&M U.

**Moderator:** Frank Hoy, U. of Texas, El Paso

**Participants:** Rosa Nelly Treviño-Rodríguez, ITESM - Campus Monterrey; Esteban R. Brenes, INCAE Business School; Fátima Carioca, AESE Portugal; Anna Goussevskaia, Fundação Dom Cabral; Gonzalo Gómez, INALDE, Universidad de la Sabana; Alberto Bustani, ITESM - Campus Monterrey; Pascual Berrone, IESE Business School

**140** 🗄️: (MED) **Renewing the Passion to Teach: Questions, Answers, Lessons, and Journeys**

10:00am - 12:00pm Anaheim Convention Center: 204A

**Facilitators:** Thomas A. Kolenko, Kennesaw State U.; Colette A Frayne, California Polytechnic U.; Suzyn L Ornstein, Suffolk U.

**Participant:** Andre L Delbecq, Santa Clara U.

**141** 🗄️ → 🗄️: (ODC) **ODC Doctoral Consortium**

10:00am - 12:00pm Anaheim Marriott: Grand Ballroom B&C

**Morning session**

**Chair:** Frank J. Barrett, Naval Postgraduate School

**Presenters:** Karen Jansen, U. of Virginia; Hilary Bradbury, U. of Southern California; Richard W. Woodman, Texas A&M U.; Ram Tenkasi, Benedictine U.; Michael R Manning, New Mexico State U.

**142** 🗄️: (ODC, MC) **Consultant Skill Building: Using Acting Exercises for Listening and Observation Skill Development**

10:00am - 12:00pm Anaheim Marriott: La Jolla

**Facilitator:** Leslie Stager Jacques, Massey U. - Auckland

**143** 🗄️ → 🗄️: (PTC, RM, OMT, ODC, MOC, MH) **Bringing Practice Back into our Scholarship: The Epistemology of Practice**

10:00am - 12:30pm Anaheim Convention Center: 204B

**Organizers:** Joseph A Raelin, Northeastern U.; Elena P.

Antonacopoulou, U. of Liverpool; Jonathan Gosling, U. of Exeter; Russ Vince, U. of Bath

**Speakers:** Chris Argyris, Harvard U, Monitor PLC; Frank Blackler, U. of Lancaster; Jay Conger, Claremont McKenna College; Yiannis Gabriel, Royal Holloway, U. of London; Chris Huxham, Strathclyde U.; Victoria Marsick, Columbia U.; Jean E. Neumann, Tavistock Institute; Hugh Willmott, U. of Cardiff

**144** 🗄️: (RM, OMT, HR) **Using Computer Assisted Qualitative Data Analysis Software to Assist with Qualitative Research**

10:00am - 1:00pm Hilton Anaheim: Huntington A

This PDW is geared at all levels of user from the novice to the experienced and is designed to allow exploration and debate about the software.

**Host:** Paula Marie O'Kane, U. of Ulster

**Speaker:** Martin McCracken, U. of Ulster, Jordanstown

**Presenter:** Anand Narasimhan, IMD

**Saturday 10:30AM**

**145** 🗄️ → 🗄️: (BPS, TIM, OMT, ENT) **Industry Architecture Dynamics: the Questions We Ask, the Theory-Practice Frontier and the Agenda**

10:30am - 1:00pm Anaheim Convention Center: 203A

**Discussant:** Anita McGahan, U. of Toronto

**Speakers:** Michael G. Jacobides, London Business School; Carliss Baldwin, Harvard U.

**Presenters:** Filipe Manuel Simoes Dos Santos, INSEAD; Mark J Zbaracki, New York U.; Celine Abecassis-Moedas, U. Catolica Portuguesa; Corentin Curchod, Audencia Management School; Olivier Chatain, Wharton School, U. of Pennsylvania

**146** 🗣️💻: (CMS, PNP) **Questions We Ask, Answers We Get - Framing Managerial Rhetoric as Power**

10:30am - 1:00pm Anaheim Convention Center: 304D

Session A opens with a review of rhetoric and narrative theorizing as currently relevant to management researchers of both critical and regular stripe

**Organizer:** JC Spender, Lund U.

**Presenters:** Ralph Stablein, Massey U.; Nick Llewellyn, U. of Warwick; Clive H J Gilson, U. of Waikato; Sarah Elaine Gilmore, U. of Portsmouth; Paris l'Etraz, Amazing Lab

**147** : (MH) **Doctoral Student Workshop: Managing the Dissertation Process**

10:30am - 12:00pm Anaheim Marriott: Orange County 3

**Organizer:** Regina Greenwood, Nova Southeastern U.

**Chair:** Julia Teahen, Baker College

**Participants:** Lyman W. Porter, U. of California, Irvine; Richard T. Mowday, U. of Oregon; John Humphreys, Texas A&M U.; Mary Edie Mobley, Louisiana State U.

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**Saturday 11:00AM**

**148** 🗣️🗺️: (CAR) **Beach Boys and Girls. How Life at the Beach Reflects Careers in Real Life**

11:00am - 4:00pm Offsite: Huntington/Newport Beach

Will be at Huntington beach at Zack's Pier Plaza, see [www.beachfoodfun.com](http://www.beachfoodfun.com)

**Organizer:** Wolfgang Mayrhofer, WirtschaftsU. Wien

**Presenters:** Jon P. Briscoe, Northern Illinois U.; Hugh P. Gunz, U. of Toronto; Maury Peiperl, IMD; Monique Valcour, Boston College

**149** 🗣️🗺️: (IM) **International Management Division Junior Faculty Consortium**

11:00am - 4:00pm Anaheim Convention Center: 210B

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Chair:** Allan Bird, U. of Missouri, St. Louis

**Presenters:** Nicholas Athanassiou, Northeastern U.; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Mary Zellmer-Bruhn, U. of Minnesota; Maury Peiperl, IMD; Joyce Osland, San Jose State U.; Guenter Stahl, INSEAD; Hildy Teegen, U. of South Carolina

**150** 🗣️🗺️: (IM, BPS) **The Off-shoring of R&D by Multinational Corporations: Some Strategic Issues**

11:00am - 1:00pm Anaheim Convention Center: 202B

**Participants:** Rajaram Veliyath, Kennesaw State U.; Rakesh B. Sambharya, Rutgers U. - Camden; Kamal Fatehi, Kennesaw State U.; C N Madhusudhan, NIIT (USA); Ajith Nair, Scientific Atlanta, A Cisco Company; Jim Nelson, Travelport GDS; Piyush Malik, Associate Partner

**151** 🗣️: (MC) **How is PRESENCING Human Potential on the U-Curve Manifested in Organizations?**

11:00am - 1:00pm Anaheim Marriott: Grand Ballroom - Salon K

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Organizer:** Anne Saber Hallcom, Capella U.

**Presenters:** Marilyn E. Harris, Capella U.; Gerard F. Becker, Capella U.; Lee StJohn, Capella U.; Richard Ponschock, Capella U.; Toni Buchsbaum Greif, Capella U.

**152** 🗣️🗺️: (RM, IM, HR, BPS, ENT, HCM) **Introduction to Social Networks Research**

11:00am - 3:00pm Hilton Anaheim: Palos Verdes A

**Chair:** Nicholas Athanassiou, Northeastern U.

**Presenters:** Stephen Borgatti, U. of Kentucky; Daniel J. Brass, U. of Kentucky; David Krackhardt, Carnegie Mellon U.

**153** 🗣️: (RM, OB, HR) **Second-Order Factor Models in Structural Equation Modeling - Measurement Invariance, LGM and LCM**

11:00am - 1:00pm Hilton Anaheim: Santa Monica

Pre-registration is required. To register, please visit

<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Presenter:** Gordon W Cheung, Chinese U. of Hong Kong

**154** 🗣️💻: (SIM, PNP) **Accountability as Meta-Problem**

11:00am - 12:30pm Anaheim Marriott: Grand Ballroom - Salon J

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

**Presenters:** Jonathan Justice, U. of Delaware; Ciaran O'Kelly, Queens U. Belfast; Roslyn K. Chavda, U. of New Hampshire

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**Saturday 11:30AM**

**155** 🗣️🗣️: (HR) **Networking Lunch and Overview of SHRM as a Resource for HR Educators--Presenter: Deb Cohen**

11:30am - 1:30pm Hilton Anaheim: El Capitan B

Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit <https://secure.aomonline.org/PDWRReg>. After that date, you may RSVP by e-mailing Erica Lewis at [elewis@shrm.org](mailto:elewis@shrm.org) or calling (703) 535-6025.

**Organizer:** Nancy A. Woolever, Society for Human Resource Management

**Speaker:** Debra J. Cohen, Society for Human Resource Management

**156** 🗣️: (OMT, CMS) **Giddens and Structuration Theory: The Challenges and Opportunities**

11:30am - 2:00pm Anaheim Convention Center: 201D

Pre-registration is required. To register, please visit

<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Organizers:** Kelly Thomson, York U.; Simone Schiller-Merkens, U. of Mannheim

**Facilitators:** Martha S. Feldman, U. of California, Irvine; Loizos Th. Heracleous, U. of Warwick; Paula Jarzabkowski, Aston Business School; Marlei Pozzebon, HEC Montreal; Richard Whittington, Said Business School

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**Saturday 12:00PM**

**157 : (AAA) Academy of Management Journal Editors' Meeting**

12:00pm - 2:00pm Anaheim Marriott: Suite 304

Organizer: **R. Duane Ireland**, Texas A&M U.**158 : (AAA) AOM Membership**

12:00pm - 5:00pm Anaheim Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.**159 🗨️💻: (BPS, OMT) Network Evolution and Dynamics**

12:00pm - 3:00pm Anaheim Convention Center: 303B

Organizers: **Joel A.C. Baum**, U. of Toronto; **Ranjay Gulati**, Northwestern U.

Presenters: **Ronald S. Burt**, U. of Chicago; **Ray Reagans**, Carnegie Mellon U.; **Mark Ebers**, U. zu Koeln; **Martin Gargiulo**, INSEAD

**160 🗨️🌐➔: (BPS, TTC, MED, HCM) New Approaches to Teaching Strategy: Time for a Change? Vol. II**

12:00pm - 2:30pm Anaheim Convention Center: 210A

An innovative session drawing on experiences from strategy professors around the world. Attendees are encouraged to bring their syllabus for sharing.

Organizers: **Olaf Rughase**, Schindl Rughase Partners; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of EconomicsIntroduction: **Gregory G Dess**, U. of Texas, DallasDiscussant: **Hugh D Sherman**, U. of Arkansas, Little RockPresenters: **Steven W Floyd**, U. of St. Gallen; **R. Duane Ireland**, Texas A&M U.; **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.; **Franz Liebl**, Berlin U. of the Arts**161 ➔🗨️💻: (ENT, ITC) Entrepreneurial Exit: The Questions We Ask and the Answers We Get Around the World**

12:00pm - 2:00pm Anaheim Convention Center: 201B

Organizer: **Dawn R. DeTienne**, Colorado State U.

Participants: **Antonio Miguel Amaral**, Instituto Superior Técnico; **Rachida Justo**, Instituto de Empresa; **Sophie Manigart**, Vlerick Leuven Gent Management School; **Rita Gunther McGrath**, Columbia U.; **Johan Wiklund**, Syracuse U.; **Karl Wennberg**, Stockholm School of Economics

**162 🗨️🌐➔🗨️💻: (PNP, TTC) Sustainable Practice Action Research Workshop**

12:00pm - 7:00pm Anaheim Marriott: Orange County 2

Pre-registration is required. To register, please visit

<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Distinguished Speakers: **Neil M. Boyd**, Lycoming College; **Margaret T. Orr**, Bank Street College of Education; **Joel I Harmon**, Fairleigh Dickinson U.; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **David Coghlan**, Trinity College Dublin; **Dan Twomey**, Fairleigh Dickinson U.; **Derek O'Byrne**, Waterford Institute of Technology; **Kent D. Fairfield**, Fairleigh Dickinson U.; **Gerard F Farias**, Fairleigh Dickinson U.

**163 🗨️: (TTC, IM, MED) Imagineering Exciting Teaching Strategies for International Management**

12:00pm - 2:00pm Anaheim Convention Center: 202A

Participants: **Barbara A. Ritter**, Coastal Carolina U.; **Christina A. Hannah**, U. of Maryland U. College; **Rajnandini Pillai**, California State U. San Marcos; **Angel J. Salazar**, Manchester Metropolitan U.

**Saturday 12:30PM****164 : (AAA) BOG Appreciation Luncheon for Outgoing Volunteers**

12:30pm - 2:00pm Hilton Anaheim: Pacific Pavilion A

By Invitation Only!

Organizer: **Thomas W. Lee**, U. of Washington**165 : (AAC) Practice Theme Committee Meeting**

12:30pm - 1:30pm Anaheim Convention Center: 205B

Organizer: **Elena P. Antonacopoulou**, U. of Liverpool**166 🗨️🗨️💻: (HCM) Integrating Management Research into an Interdisciplinary Framework**

12:30pm - 2:00pm Hilton Anaheim: Oceanside

Organizer: **Eric W. Ford**, Texas Tech U.Introduction: **Lori T. Peterson**, Texas Tech U.Chair: **Timothy R. Huerta**, Texas Tech U.

Participants: **Melissa S. Lopez**, U. of Southern California; **Brian Mittman**, VA Greater Los Angeles Healthcare System; **Patricia H. Parkerton**, UCLA School of Public Health; **Elizabeth M. Yano**, VA Greater Los Angeles Healthcare System

**167 🗨️: (OCIS) Collaboration in Virtual Worlds: What to Study and How**

12:30pm - 3:00pm Anaheim Convention Center: 205A

Participants: **Rui Huang**, State U. of New York Binghamton;**Surinder Kahai**, State U. of New York, Binghamton; **Rebecca****Jestice**, Binghamton U.**168 : (OCIS) OCIS Jr. Faculty and Doctoral Consortium Lunch**

12:30pm - 1:30pm Anaheim Convention Center: 303D

This lunch is for invited participants in the OCIS Doctoral and Junior Faculty Consortia.

**169 🗨️🌐➔🗨️💻: (TIM, MED) Discovering Innovative Answers to Compelling Questions about Service**

12:30pm - 3:00pm Anaheim Convention Center: 201C

Organizers: **Anne-Katrin Neyer**, U. of Erlangen, Nuremberg;**Bernhard Doll**, Technical U. MunichChair: **Anne S. Huff**, Technische U., MünchenDiscussant: **Barbara A. Gutek**, U. of ArizonaSpeaker: **Kathrin M Moeslein**, U. of Erlangen-Nuremberg**Saturday 1:00PM****170 🗨️: (AAW) Sharing Best-Practices in Academic Administration: The Questions We Need to Ask Ourselves**

1:00pm - 3:00pm Anaheim Convention Center: 304A

Organizers: **Stephanie E Newell**, Eastern Michigan U.; **Ruth****Clarke**, Nova Southeastern U.Participants: **Jerry Trapnell**, Association to Advance CollegiateSchools of Business; **La Verne Hairston Higgins**, EasternMichigan U.; **Preston Jones**, Nova Southeastern U.; **Ruth Clarke**,Nova Southeastern U.; **Fraya Wagner-Marsh**, Eastern Michigan U.;**Harold Doty**, U. of Southern Mississippi; **Mark Wellman**, U. ofMaryland, College Park; **D. Anthony Butterfield**, U. ofMassachusetts, Amherst; **Ronald Johnson**, North Dakota State U.;



**Victoria Jones**, U. of Texas at San Antonio; **Stephanie E Newell**, Eastern Michigan U.; **Sanjib K Chowdhury**, Eastern Michigan U.; **Patrick Valdez**, U. of Texas at San Antonio

**171** 🗨️: (AAW) **Implementing the Principles for Responsible Management Education (PRME) - The Questions We Have Not Asked (Yet)**

1:00pm - 3:30pm Anaheim Convention Center: 304C

**Organizers:** **Andreas Rasche**, Helmut Schmidt U.; **Sandra Waddock**, Boston College; **Patricia Werhane**, DePaul U. and U. of Virginia

**Presenters:** **Angel Cabrera**, Thunderbird, The Garvin School of International Management; **Manuel Escudero**, United Nations Global Compact

**172** 📄➔: (BPS, TIM, OMT, RM) **Measuring Knowledge Flows: Patent and Non-Patent Data**

1:00pm - 3:30pm Anaheim Convention Center: 212B

**Chairs:** **Riitta Katila**, Stanford U.; **Kwanghui Lim**, U. of Melbourne  
**Discussant:** **Scott Stern**, Northwestern U.

**Presenter:** **Sharon Belenzon**, -

**Participants:** **Ajay K. Agrawal**, U. of Toronto; **Jasjit Singh**, INSEAD; **Jeffrey Furman**, Boston U.

**173** 🗨️🗨️: (CM, MED, OB) **Helping You is Helping Me: Improving Ethical Behaviors Using Ethical Egoism & the Reputation Effect**

1:00pm - 3:00pm Hilton Anaheim: Huntington A

**Participant:** **Holly Schroth**, U. of California, Berkeley

**174** 🗨️: (CMS) **CMS meets journal editors**

1:00pm - 3:00pm Hilton Anaheim: Sunset

**Chairs:** **Paul Adler**, U. of Southern California; **Hugh Willmott**, U. of Cardiff

**Presenter:** **Bradley L. Kirkman**, Texas A&M U.

**Participants:** **Gerald F Davis**, U. of Michigan, Ann Arbor; **Pamela S. Tolbert**, Cornell U.; **Edward Zajac**, Northwestern U.; **Martha S. Feldman**, U. of California, Irvine

**175** 🗨️: (HCM, BPS) **Using Technology to Answer the Questions We Ask**

1:00pm - 3:00pm Hilton Anaheim: San Clemente

**Organizer:** **Reid Oetjen**, U. of North Florida

**Presenter:** **Reid Oetjen**, U. of North Florida

**Participants:** **Dawn Oetjen**, U. of Central Florida; **Amy K. Yarbrough**, U. of Florida; **Leonard H. Friedman**, Oregon State U.

**176** 🗨️🗨️: (IAM, TIM) **Intellectual Capital Statements: How to Communicate the Company's Knowledge, Skills and Experience?**

1:00pm - 2:30pm Anaheim Convention Center: 204A

**Chairs:** **Carla Maria Marques Curado**, Technical U. of Lisbon;

**Paulo L Henriques**, Technical U. of Lisbon

**Participants:** **Nekane Aramburu**, U. de Deusto; **Yosune Saenz**, U. de Deusto

**177** : (ICW) **Journal of Management Education Editorial Board Meeting**

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon B

**Organizer:** **Jane Schmidt-Wilk**, Maharishi U.

**178** 🗨️➔: (MC, ODC) **Working with Multiple Perspectives on Change. How to Use Them in Practice**

1:00pm - 3:00pm Anaheim Marriott: Orange County 4

**Presenters:** **Leon De Caluwe**, Vrije Universiteit/Twynstra; **Hans Vermaak**, Twynstra Management Consultants

**179** 🗨️🗨️: (MED, NDSC) **The Questions We Ask - When the Advisor is Not Looking.**

1:00pm - 3:30pm Anaheim Convention Center: 201A

*Pre-registration not required. Submit question in advance to NotLooking@tarleton.edu. Put the words "PDW Question" in the subject line.*

**Organizer:** **Thomas P. Bradley**, Tarleton State U.

**Participants:** **Toni Ungaretti**, Johns Hopkins U.; **Rosa Nelly Treviño-Rodríguez**, ITESM - Campus Monterrey; **Joann Krauss Williams**, Jacksonville State U.; **Eric G Kirby**, Texas State U.; **Michael J. Provitera**, Barry U.; **Karim J. Nasr**, U. of Balamand; **Jeremy B Fox**, Appalachian State U.; **Kenneth S Rhee**, Northern Kentucky U.

**180** ➔🗨️🗨️: (MH, ITC, MSR) **Questions We Ask in Different Times and Places**

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon K

**Organizer:** **David A Lamond**, Wuhan U.

**Presenters:** **Claire A. Simmers**, St. Joseph's U.; **Bert Alan Spector**, Northeastern U.; **Peter D Steane**, Southern Cross U.

**181** 🗨️🗨️🗨️: (MOC, HCM, ODC, PTC, MC) **"Weak Signals? But I Thought They Were Noise!": Highly Reliable Practices in Action**

1:00pm - 4:00pm Anaheim Convention Center: 204B

**Organizer:** **Kuo Frank Yu**, U. of California, Berkeley

**Chairs:** **Karlene H. Roberts**, U. of California, Berkeley; **Ian Mitroff**, Alliant International U./U. of California, Berkeley; **Gregory A. Bigley**, U. of Washington

**Presenters:** **Tracy A. Thompson**, U. of Washington, Tacoma;

**Claus Rerup**, U. of Western Ontario; **John S. Carroll**, Massachusetts Institute of Technology; **Timothy J. Vogus**, Vanderbilt U.; **James Douglas Orton**, George Washington U.; **Daved Van Stralen**, Loma Linda U. Health Care; **Dwayne Thomas**, United States Marine Corps; **Pete Sarna**, Oakland Police Department; **Gary Provansal**, San Bernardino County Fire; **Charles Watson**, George Washington U.; **Febra Johnson**, Loma Linda U. Children's Hospital; **Debra Andersen**, Special Districts Department: Water & Sanitation/County Fire; **Dave Thomas**, 71169 ACM; **Mary Sally Matiella**, George Washington U.

**182** 🗨️🗨️🗨️: (MSR) **The Questions We Ask: Deep Reflection for Transformation**

1:00pm - 4:00pm Anaheim Marriott: Grand Ballroom - Salon A

**Participants:** **Margaret Benefiel**, Andover Newton Theological School; **Monica Manning**, Nova Learning

**183** 🗨️🗨️: (OB, HR, CM) **The Experience, Management, and Implications of Emotions at Work**

1:00pm - 5:00pm Hilton Anaheim: Laguna B

*Please submit a 1500-2000 word paper outlining your research interests as they relate to this session (i.e., emotions at work). Your paper can either be a synopsis of existing research or an outline of research you are interested in conducting related to emotions at work. Please submit this to Mel Fugate*

*[mfugate@mail.cox.smu.edu] by July 1, 2008, as your papers need to be organized for the session and distributed to other participants to read. Pre-registration is required. To register, please visit*



<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 1, 2008.

Organizer: **Mel Fugate**, Southern Methodist U.

Participants: **Quy Nguyen Huy**, INSEAD; **Neal M. Ashkanasy**, U. of Queensland; **Theresa M. Glomb**, U. of Minnesota; **Daniel J. Beal**, Rice U.; **Stephane Cote**, U. of Toronto; **Sigal Barsade**, U. of Pennsylvania; **Jeffrey Sanchez-Burks**, U. of Michigan

**184** : (OB, MOC, RM, PTC) **Studying Complex Interdependent Work: A Methodological Toolkit**

1:00pm - 4:00pm Hilton Anaheim: Palos Verdes B

Pre-registration is required for this workshop by June 30, 2008.

Registration will be considered complete after completion of a short, online survey about their background and interest in this workshop. Participants are asked to read four assigned articles, which will be provided in advance of the session. The workshop has been designed to build on the pre-work and participants will get the most out of the session by coming fully prepared. Registration in this session should be considered an implicit agreement to do so. For questions about the session please contact us at [studyingcomplexwork@umich.edu](mailto:studyingcomplexwork@umich.edu). Additional pre-registration is required at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is June 30, 2008.

Chairs: **Michelle A. Barton**, U. of Michigan, Ann Arbor; **Marlys K. Christianson**, U. of Michigan, Ann Arbor

Presenters: **J. Stuart Bunderson**, Washington U.; **Curtis LeBaron**, Brigham Young U.; **David Obstfeld**, U. of California, Irvine; **Mary J. Waller**, U. of Maastricht

**185** : (ODC) **ODC Doctoral Consortium**

1:00pm - 5:00pm Anaheim Marriott: Grand Ballroom B&C

Afternoon session

Chair: **Frank J. Barrett**, Naval Postgraduate School

Presenters: **Karen Jansen**, U. of Virginia; **Hilary Bradbury**, U. of Southern California; **Richard W. Woodman**, Texas A&M U.; **Ram Tenkasi**, Benedictine U.; **Michael R Manning**, New Mexico State U.

**186** : (ONE, SIM) **New Tools for Teaching Sustainability: Experiential Teaching Methods**

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon G

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

Presenters: **Daniel R Gilbert**, Gettysburg College; **Bruce Paton**, San Francisco State U.; **Joseph A. Petrick**, Wright State U.; **Catherine Anne Ramus**, U. of California, Santa Barbara

**187** : (RM) **From Zero to Coding Your Qualitative Data Within a Matter of Hours: Introducing QDA Miner**

1:00pm - 3:30pm Hilton Anaheim: Santa Monica

Participants are encouraged to download QDA Miner 3.0 from [www.provalisresearch.com](http://www.provalisresearch.com), and to bring a one-page sample of text for practice.

Participants: **Carrie Blair**, College of Charleston; **Donde Ashmos Plowman**, U. of Tennessee; **Anne D. Smith**, U. of Tennessee

**188** : (RM, OB, HR) **Estimating Interrater Agreement and Interrater Reliability in Organizational Research**

1:00pm - 3:30pm Hilton Anaheim: Huntington B

Chair: **James M. LeBreton**, Purdue U.

Coordinator: **Jenell Lynn-Senter Wittmer**, The U. of Toledo

**189** : (SIM) **The Questions We Ask or Don't Ask of Business Ethics Education**

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon D

Participants: **Laquita C Blockson**, College of Charleston; **Susan M. Bosco**, Roger Williams U.; **David Desplaces**, College of Charleston; **Maling Ebrahimpour**, Roger Williams U.

**190** : (SIM, GDO, CM) **Ethics in Publishing**

1:00pm - 3:00pm Anaheim Marriott: Orange County 3

Facilitators: **Susan R. Madsen**, Utah Valley U.; **James H Davis**, U. of Notre Dame

Presenters: **Alan Michael Sturmer**, Edward Elgar Publishing; **Wm. Gerard Sanders**, Brigham Young U.; **Roy J. Lewicki**, Ohio State U.; **Robert E. Hoskisson**, Arizona State U.; **Jennifer M. Collins**, Pearson Prentice Hall Publishing

**191** : (TTC, MED, PNP) **How to Incorporate Experiential Learning in Every Course**

1:00pm - 3:30pm Anaheim Convention Center: 203A

Facilitators: **Shirine L. Mafi**, Otterbein College; **Marsha Huber**, Otterbein College; **Deborah L. Kelly**, Siena College

**Saturday 1:30PM**

**192** : (AAW) **Bringing Practice Back into our Scholarship: Setting An Agenda for Action**

1:30pm - 4:00pm Anaheim Convention Center: 304B

Organizer: **Elena P. Antonacopoulou**, U. of Liverpool

Participants: **Chris Argyris**, Harvard U, Monitor PLC; **Anne S. Huff**, Technische U., München; **Georg Schreyogg**, Freie U. Berlin; **Yvon Pesqueux**, CNAM Paris (France); **Joseph A Raelin**, Northeastern U.; **Russ Vince**, U. of Bath; **David Knights**, Keele U.; **Craig D. Crossley**, U. of Nebraska/Schwans U.; **Jonathan Gosling**, U. of Exeter; **Murray Dalziel**, U. of Liverpool; **Thomas G. Cummings**, U. of Southern California; **Susan A. Mohrman**, U. of Southern California; **Andrew M Pettigrew**, U. of Bath; **Robin Wensley**, U. of Warwick; **Elena P. Antonacopoulou**, U. of Liverpool; **Jean M. Bartunek**, Boston College; **Fran Ackermann**, Strathclyde U.; **Billie T. Alban**, Alban & Williams, Ltd.; **Barbara Benedict Bunker**, U. at Buffalo; **Colin Eden**, Strathclyde U.

**193** : (BPS) **Business Policy and Strategy New Faculty Consortium**

1:30pm - 5:00pm Anaheim Convention Center: 209B

By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.

Chairs: **Peter Zemsky**, INSEAD; **Peter W Roberts**, Emory U.  
Presenters: **Gautam Ahuja**, U. of Michigan; **Susan Cohen**, U. of Pittsburgh; **Pierre Dussauge**, HEC Paris; **J. Peter Murmann**, AGSM-Australian School of Business; **Nandini Rajagopalan**, U. of Southern California; **Mariko Sakakibara**, U. of California, Los Angeles; **Nicolaj Siggelkow**, U. of Pennsylvania; **Freek Vermeulen**, London Business School

**194** : (BPS, TIM) **When and How Can Firms Make Money From Resources? Revisiting the Origins of Competitive Advantage II**

1:30pm - 3:30pm Anaheim Convention Center: 206B

Registration is required. Please email the session chairs at [FactorMarketPDW@yahoo.com](mailto:FactorMarketPDW@yahoo.com) to register for the session.



Organizers: **Tunji Adegbesan**, Lagos Business School, Pan-African U.; **Olivier Chatain**, Wharton School, U. of Pennsylvania; **Ilgaz Arikan**, Georgia State U.

**195**  : (HR) **SHRM Focus Internships, Student Programs and the Educational Experience Of Students**

1:30pm - 3:30pm Hilton Anaheim: El Capitan A

*Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit <https://secure.aomonline.org/PDWReg>. After that date, you may RSVP by e-mailing Erica Lewis at [elewis@shrm.org](mailto:elewis@shrm.org) or calling (703) 535-6025.*

*Speakers: Nancy A. Woolever, Society for Human Resource Management; Chuck Salvetti, Society for Human Resource Management*

**196**  : (MEN, GDO) **¿Quién Soy? ¿Quiénes Somos? Latino/a Life Stories and the Questions We Ask and Don't Ask**

1:30pm - 5:30pm Hilton Anaheim: Redondo

*All are invited to this session on the life experiences of Latinos/non-Latinos. Pre-registered participants will be polled in advance to ask them for additional questions that they would like to ask of themselves and each other at the session. Please contact Bernardo M. Ferdman with any questions ([bferdman@alliant.edu](mailto:bferdman@alliant.edu)).<BR><BR>Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Chairs: Bernardo M. Ferdman, Alliant International U.; Monica C. Gavino, Saint Xavier U.*

*Facilitators: Bernardo M. Ferdman, Alliant International U.; Placida Velasquez Gallegos, Fielding Graduate U.; Monica C. Gavino, Saint Xavier U.; Carlos B. Gonzalez, California State Polytechnic U., Pomona; Robin D Johnson, Cali State; Rowena Ortiz-Walters, Quinnipiac U.*

**197**  : (OCIS) **OCIS Doctoral Consortium (cont.)**

1:30pm - 5:30pm Anaheim Convention Center: 207C

*Invitation Only***198**  : (OCIS) **OCIS Junior Faculty Consortium (cont.)**

1:30pm - 5:30pm Anaheim Convention Center: 207D

*Invitation Only***199**  : (ONE, SIM) **ONE/SIM Junior Faculty Consortium**

1:30pm - 5:30pm Anaheim Marriott: Grand Ballroom - Salon J

*Pre-registration required. For more information please contact Jorge Rivera [[jrivera@gwu.edu](mailto:jrivera@gwu.edu)] or Nicole Darnall [[ndarnall@gmu.edu](mailto:ndarnall@gmu.edu)]*

*Organizers: Jorge Rivera, George Washington U.; Nicole Darnall, George Mason U.*

*Presenters: Pratima Bansal, U. of Western Ontario; Michael L. Barnett, U. of South Florida; Jonathan P Doh, Villanova U.; Petra Christmann, Rutgers U.; Edward Freeman, U. of Virginia - Darden; Kathleen Getz, American U.; Andrew Griffiths, U. of Queensland; Irene Henriques, York U.; Andrew J. Hoffman, U. of Michigan; Bryan W Husted, York U.; Marshall Schminke, U. of Central Florida; Mark Starik, George Washington U.; Duane Windsor, Rice U.; Magali Delmas, U. of California, Los Angeles*

**200**  : (PNP, ONE) **Regulation, Innovation and Competitive Advantage**

1:30pm - 3:30pm Anaheim Marriott: La Jolla

*Chair: Jaegul Lee, Wayne State U.**Discussant: Francisco Veloso, Carnegie Mellon U.*

*Presenters: Tobias Kretschmer, U. of Munich; Sandra Rothenberg, Rochester Institute of Technology; Margaret Taylor, U. of California, Berkeley*

*Participants: Monica Becker, Rochester Institute of Technology; Nick Bloom, Stanford U.; David Hounshell, Carnegie Mellon U.; John Van Reenen, Centre for Economic Performance, LSE*

**201**  : (TIM) **TIM Junior Faculty Consortium**

1:30pm - 5:30pm Anaheim Convention Center: 211B

**Saturday 2:00PM****202** : (AAA) **2008 Session Chairs, Facilitators & Discussants Meeting**





2:00pm - 3:00pm Hilton Anaheim: California Pavilion D

*Program Chair: James P. Walsh, U. of Michigan, Ann Arbor  
Program Coordinator: Jimmy Le, Academy of Management  
Professional Development Workshop Chair: Susan E. Jackson, Rutgers U.*

**203**  : (AAM) **Japanese Business Research: Past, Present, and Future**

2:00pm - 4:00pm Anaheim Convention Center: 303A





*Chair: Shige Makino, Chinese U. of Hong Kong  
Presenters: Thomas Roehl, Western Washington U.; Yasuo Sugiyama, Kyoto U.; Norihiko Takeuchi, Tokyo U. of Science; Tomoki Sekiguchi, Osaka U.*

**204**    : (BPS) **Business Policy and Strategy: Doctoral Consortium & Dissertation Consortium Joint Session**

2:00pm - 5:00pm Anaheim Convention Center: 203B

*By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.*

*Chairs: Kyle J Mayer, U. of Southern California; Catherine A Maritan, Syracuse U.; Michael J Leiblein, Ohio State U.; Nicholas Argyres, Boston U.; Michael Ryall, Melbourne Business School*




**205**    : (BPS, OMT, TIM, IM) **Using M&A as a Context to Study Knowledge Transfer, Learning, and Coordination in Organizations**

2:00pm - 5:30pm Anaheim Convention Center: 207B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

*Distinguished Speakers: Harbir Singh, U. of Pennsylvania; Gautam Ahuja, U. of Michigan; Ranjay Gulati, Northwestern U.  
Chairs: Saikat Chaudhuri, U. of Pennsylvania; Phanish Puranam, London Business School*

*Speakers: Melissa Graebner, U. of Texas, Austin; Annette L. Ranft, Florida State U.; Guenter Stahl, INSEAD; Maurizio Zollo, Bocconi U.; Freek Vermeulen, London Business School; Xavier Castañer, HEC Paris*

**206**   : (CAR) **Faculty and Practitioners Design Research in Cross Cultures Career Mentoring Live, in Hollywood**

2:00pm - 4:00pm Hilton Anaheim: Huntington C

*Pre-registration is required. Send your name, affiliation and interests to [mgt\\_jxd@shsu.edu](mailto:mgt_jxd@shsu.edu).*

*Facilitators: Ann Gregory, American U. in Bulgaria; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Silvia Ines Monserrat, U. Nacional del Centro; Yves R. F. Guillaume, Aston U. UK; Felix Brodbeck, Aston U. UK*

**Coordinators:** **Jo Ann Duffy**, Sam Houston State U.; **Darlene Alexander-Houle**, Hewlett Packard/U. of Phoenix




**207** : (ENT) **Overview of Databases for Answering Questions about Entrepreneurship**

2:00pm - 5:00pm Anaheim Convention Center: 212A

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Distinguished Speakers:* **Julia Lane**, U. of Chicago; **Paul D Reynolds**, Florida International U.; **Martin Kenney**, U. of California, Davis

*Moderator:* **Alicia Robb**, U. of California, Santa Cruz

**208**   : (ENT) **Asking questions about women entrepreneurs: Studying, teaching, and guiding entrepreneurial women**



2:00pm - 4:30pm Anaheim Convention Center: 303D

*Organizer:* **Laquita C Blockson**, College of Charleston

*Facilitators:* **Amy E Davis**, College of Charleston; **Laquita C Blockson**, College of Charleston

*Speakers:* **Candida G Brush**, Babson College; **Anne De Bruin**, Massey U. New Zealand; **Friederike Welter**, U. of Siegen

*Presenters:* **Elizabeth Gatewood**, Wake Forest U.; **Jill Kickul**, Miami U.; **Sammie L Robinson**, Prairie View A&M U.; **Jennifer Marlene Sequeira**, U. of Southern Mississippi; **Andrea E Smith-Hunter**, Siena College; **Doan E. Winkel**, U. of Wisconsin, Milwaukee



**209**  : (MED, TTC, TIM) **Can Leadership Be Taught? Using VLeader2007 to Develop and Practice Leadership Skills**

2:00pm - 6:00pm Anaheim Convention Center: 201B

*Participants must pre-register with Pierre Thiault or Alice Stewart before July 1. Participants must supply a current mailing address so that a copy of VLeader2007 can be sent to them. Participants must load the VLeader2007 software on their laptops prior to the workshop and work through the first tutorial. Participants must bring their laptops to the workshop.* **<BR><BR>Additional pre-registration is required. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.**

*Facilitator:* **Alice C Stewart**, North Carolina A&T State U.

*Presenters:* **Frank Shipper**, Salisbury U.; **Pierre Thiault**, Simulearn, Inc; **Tom Parkinson**, SimuLearn, Inc.; **John B Stark**, California State U, Bakersfield

**210**  : (OB, ITC, RM) **Advancing Leadership Research: Developing Research Proposals and Mentoring Relationships**

2:00pm - 4:00pm Hilton Anaheim: Capistrano B

*To participate in this workshop, participants are required to submit a brief research proposal by June 15th 2008 to the organizer, so that they can be evaluated, grouped, distributed, and read before the workshop by the senior leadership scholars. For more information about the workshop and the call for research proposals, please email the PDW organizer, Dr Marie Dasborough ([m.dasborough@okstate.edu](mailto:m.dasborough@okstate.edu)).* **<BR><BR>Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is June 15, 2008.**

*Organizer:* **Marie T. Dasborough**, U. of Miami

*Facilitator:* **Marie T. Dasborough**, U. of Miami

*Participants:* **Gary Yukl**, U. of Albany; **Boas Shamir**, Hebrew U. of Jerusalem; **Michael Mumford**, U. of Oklahoma; **Claudia C. Coglisser**, Texas Tech U.; **William L. Gardner**, Texas Tech U.; **Robert C Liden**, U. of Illinois, Chicago; **David V. Day**, U. of Western Australia; **Kevin B. Lowe**, U. of North Carolina, Greensboro




**211** : (OMT, BPS) **Simulation in Organization Theory: Editors' and Reviewers' Perspectives**

2:00pm - 5:00pm Anaheim Convention Center: 205B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Organizer:* **Simon A. Rodan**, San Jose State U.

*Distinguished Speakers:* **Richard M Burton**, Duke U.; **Jerker C. Denrell**, Stanford U.; **Christina Fang**, New York U.; **Shayne Gary**, Australian Graduate School of Management; **Richard Harrison**, U. of Texas at Dallas; **Michael G. Jacobides**, London Business School; **James A. Kitts**, Columbia Business School; **David Krackhardt**, Carnegie Mellon U.; **Ray Reagans**, Carnegie Mellon U.; **Michael Ryall**, Melbourne Business School

**212**   : (PTC, BPS, PNP, MC, RM) **Linking Strategic Planning and Performance Measurement: Are Stakeholders the Missing Ingredient?**

2:00pm - 4:00pm Anaheim Convention Center: 207A

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

**213**  : (TIM, BPS) **Offshoring of Knowledge Intensive Business Services: From Outsourcing to (Global) Open Innovation**

2:00pm - 5:00pm Anaheim Convention Center: 211A

*Organizer:* **Silvia Massini**, Manchester Business School

*Presenters:* **Timothy Michael Devinney**, AGSM-Australian School of Business; **Jeremy Richard Howells**, Manchester Business School; **Martin Kenney**, U. of California, Davis; **Arie Y. Lewin**, Duke U.; **Andrea Prencipe**, U. G. d'Annunzio; **Jeanne Beyer**, Objectiva Software Solutions; **Sam Kogan**, GEN3 Partners

**214**   : (TIM, OM) **Design Management: Definition of a Field**

2:00pm - 5:00pm Anaheim Convention Center: 202B

*Organizers:* **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique; **Stefan Meisiek**, U. Nova de Lisboa

*Facilitators:* **Elizabeth M. Gerber**, Stanford U.; **Stefan Meisiek**, U. Nova de Lisboa

*Speakers:* **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique; **Davide Ravasi**, Bocconi U.; **Violina Rindova**, U. of Texas, Austin; **Manuel Sosa**, INSEAD; **Ileana Stigliani**, Bocconi U.

**Saturday 2:30PM**

**215 : (AAA) Manuscript Central Training Session**

2:30pm - 4:30pm Anaheim Marriott: Suite 304

**INVITATION ONLY!**

*Organizer:* **Susan Zaid**, Academy of Management



**216** → 📄: (ENT, BPS) **Corporate Venturing: State Of The Art and Developmental Workshop**

2:30pm - 4:30pm Hilton Anaheim Convention Center: 210A

**Organizers:** Gary Dushnitsky, U. of Pennsylvania; Thomas Keil, Helsinki U. of Technology**Participants:** Riitta Katila, Stanford U.; Markku V. J. Maula, Helsinki U. of Technology; Rita Gunther McGrath, Columbia U.; Corey Phelps, U. of Washington; Wim Vanhaverbeke, Eindhoven U. of Technology; Rosemarie Ziedonis, U. of Michigan, Ann Arbor**217** 📄: (HCM) **Moving Your Work to the Next Step: Getting Feedback from the Experts**

2:30pm - 4:30pm Hilton Anaheim: Oceanside

*Papers from HCMD Consortia participants will be reviewed. Papers should be submitted to HCMDPWD2008@GMAIL.COM by July 1.***Coordinator:** Christy Harris Lemak, U. of Florida**Participants:** Jeffrey Alexander, U. of Michigan, Ann Arbor; Margarete Arndt, Clark U.; Jane Banaszak-Holl, U. of Michigan, Ann Arbor; Christopher Johnson, Texas A&M Health Science Center; Robert C. Myrtle, U. of Southern California; Trish Reay, U. of Alberta; Grant T. Savage, U. of Missouri; Sharon Topping, U. of Southern Mississippi; Thomas E. Vaughn, U. of Iowa; Bryan J. Weiner, U. of North Carolina at Chapel Hill; Jacqueline Zinn, Temple U.**218** 📄 🗣️: (TTC, GDO, MED, BPS) **How Can We Improve the Teaching of Theory and Practice in Multicultural Classes?**

2:30pm - 4:30pm Anaheim Convention Center: 204A

**Chair:** Nigel Patrick Munro-Smith, RMIT U.**Presenter:** Sherman Chin, RMIT U.**Saturday 3:00PM****219** → 🗣️ 📄: (GDO, HR, PTC, CM) **Sexual Harassment: Ethical, Methodological and Practical Considerations**

3:00pm - 5:00pm Hilton Anaheim: Sunset

**Chair:** Sandra Fielden, U. of Manchester**Discussant:** Helge Hoel, U. of Manchester**Presenters:** Margaret Stockdale, Southern Illinois U., Carbondale; Glenice Wood, Ballarat U.; Carol Anne Woodhams, Manchester Metropolitan U.**220** 🗣️ 📄: (GDO, MEN) **Do Ask, Do Tell: A Provocative Dialogue on GLBT Research**

3:00pm - 5:00pm Hilton Anaheim: Capistrano A

**Chairs:** C Douglas Johnson, Georgia Gwinnett College; Ron Ophir, York U.**Speakers:** Belle Rose Ragins, U. of Wisconsin, Milwaukee; Douglas Creed, U. of Rhode Island; Gerardo Okhuysen, U. of Utah; Robin Church, Ryerson U.; Raymond N. C. Trau, Monash U.; Kathleen B. Duncan, U. of La Verne; Kathryn Lee Blackmon, Oxford U.**221** 📄: (HCM, MED) **The Questions We Ask: Mechanisms Used in Assessment**

3:00pm - 5:00pm Hilton Anaheim: San Clemente

**Organizer:** Amy K. Yarbrough, U. of Florida**Presenter:** Amy K. Yarbrough, U. of Florida**Participants:** Lee Bewley, U.S. Army-Baylor U.; Tom J. Sanders, U. of Montevallo**222** 🗣️ → 🗣️ 📄: (HR) **SHRM: Promoting Use of Practitioner Research; Funding Sources for Academic Research [SHRM Foundation]**

3:00pm - 5:00pm Hilton Anaheim: El Capitan B

*Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit <https://secure.aomonline.org/PDWRReg>. After that date, you may RSVP by e-mailing Erica Lewis at [elewis@shrm.org](mailto:elewis@shrm.org) or calling (703) 535-6025.***Organizer:** Nancy A. Woolever, Society for Human Resource Management**Speakers:** Karen Silberman, Society for Human Resource Management; Steven Williams, Society for Human Resource Management**223** 🗣️ → 🗣️ 📄: (MC) **How Do We Get Doctoral Students to Ask Questions Relative to Qualitative Research?**

3:00pm - 7:00pm Anaheim Marriott: Grand Ballroom - Salon G

*By Invitation Only. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.***Organizers:** Marilyn E. Harris, Capella U.; Toni Buchsbaum Greif, Capella U.**Presenters:** Anne Saber Hallcom, Capella U.; Richard Ponschock, Capella U.; Toni Carl Fuchs, Capella U. **Participants:** Matias C Santana, Capella U.; Cande Tschetter, Capella U.; Frank Kalas, Capella U.; Roger Oren, Capella U.**224** → 🗣️ 📄: (MC, ODC) **Coaching for Change: Powerful Questions for Organizational Transformation**

3:00pm - 5:00pm Anaheim Marriott: Newport &amp; Rancho Las Palmas

**Chairs:** Mary Wayne Bush, The Foundation of Coaching; John L. Bennett, Queens U. of Charlotte**225** 🗣️ 🗣️: (MED, TTC, ENT, BPS) **Innovative Teaching Ideas for Management Educators**

3:00pm - 5:00pm Anaheim Convention Center: 201C

**Facilitator:** Susan R. Madsen, Utah Valley U.**Presenters:** James H Davis, U. of Notre Dame; Charles M. Vance, Loyola Marymount U.; Scott Carlson Hammond, Utah Valley U.; Kenneth R Bartlett, U. of Minnesota; Rex D Foster, U. of Minnesota; Susan R. Madsen, Utah Valley U.**226** 📄: (OCIS) **Virtual Organizations as Sociotechnical Systems (VOSS)**

3:00pm - 5:00pm Anaheim Convention Center: 205A

*This workshop seeks to broaden awareness of opportunities for research on virtual organizations and NSF support for such work. Organizer: Kevin Crowston, Syracuse U.***227** 🗣️ 📄: (ODC, OB, MC) **Energy and Thriving at Work: Exploring the Terrain and Developing a Network of Scholars**

3:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon D

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. We request pre-registration for this workshop to aid in our preparations and to learn about participants' interests in advance. Registrants can e-mail about their interest in participating to Janet Max ([jimax@bus.umich.edu](mailto:jimax@bus.umich.edu)).***Organizers:** Heike Bruch, U. of St. Gallen; Bernd Vogel, U. of St. Gallen; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

Presenters: **Ryan Quinn**, U. of Virginia; **Wayne E Baker**, U. of Michigan; **Karen Jansen**, U. of Virginia; **Ronit Kark**, Bar Ilan U.

**228** 🗄️🗣️🗺️: (OM) **Junior Faculty Workshop**

3:00pm - 5:30pm Anaheim Convention Center: 202A

*Intended to provide thought leadership in designing / managing research agendas, balancing research with life issues, and networking opportunities.*

Organizer: **Elliot Bendoly**, Emory U.

Participants: **Kevin Linderman**, Carlson School of Management; **Janet L. Hartley**, Bowling Green State U.; **Richard B Chase**, U. of Southern California; **Janelle Heineke**, Boston U.; **John E. Etlie**, Rochester Institute of Technology; **Barbara B. Flynn**, Indiana U.; **Gary Scudder**, Vanderbilt U.; **Ken Boyer**, Michigan State U.; **Alan MacCormack**, Harvard U.; **David M Dilts**, Vanderbilt U.; **Paul D. Cousins**, U. of Manchester; **Thomas Choi**, Arizona State U.; **Ann Maruchek**, U. of north carolina-chapel hill; **Ram Narasimhan**, Michigan State U.; **Christopher W. Craighead**, Pennsylvania State U.; **Linda G Sprague**, Crummer Graduate School of Business, Rollins College

**229** 🗄️: (OMT) **OMT/MOC Junior Faculty & Doctoral Consortium**

3:00pm - 5:00pm Anaheim Convention Center: 210D

Organizers: **Ellen R. Auster**, York U.; **Gerald F Davis**, U. of Michigan, Ann Arbor

Participants: **Philip Anderson**, INSEAD; **Jerker C. Denrell**, Stanford U.; **Mary Jo Hatch**, Copenhagen Business School; **Matthew Kraatz**, U. of Illinois; **Huseyin Leblebici**, U. of Illinois; **Raymond E Miles**, U. of California, Berkeley; **Hayagreeva Rao**, Stanford U.; **Michelle A. Rogan**, INSEAD; **Wesley Sine**, Cornell U.; **Michael L. Tushman**, Harvard U.; **Howard Aldrich**, U. of North Carolina; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Edward Freeman**, U. of Virginia - Darden; **Judith R Gordon**, Boston College

**230** 🗄️: (RM, OB, HR) **Methods for Integrating Moderation and Mediation**

3:00pm - 5:00pm Hilton Anaheim: Palos Verdes A

Presenter: **Jeffrey R. Edwards**, U. of North Carolina

**231** 🗣️🗄️🗺️: (SIM, PNP, OCIS) **Political Influence, Public Affairs, and the Promotion of Social Repair**

3:00pm - 5:30pm Anaheim Marriott: Orange County 4

Chairs: **Craig S Fleisher**, U. of Windsor; **Jeff Frooman**, U. of New Brunswick

Presenters: **Jean J Boddewyn**, Baruch College; **Jennifer J Griffin**, George Washington U.; **John M Holcomb**, U. of Denver; **Douglas A Schuler**, Rice U.; **Duane Windsor**, Rice U.

**Saturday 3:30PM**

**232** 🗄️: (CMS, MED) **Teaching in the Age of Web 2.0 - A Case Study of Critical Management Studies**

3:30pm - 6:00pm Hilton Anaheim: Huntington A

Coordinators: **Todd Bridgman**, Victoria Management School; **Hugh Willmott**, U. of Cardiff; **Kate M. Kenny**, U. of Cambridge

**233** 🗄️: (HR, MOC, CAR, OB, CM) **Lost in Translation?: Responding to Reviews**

3:30pm - 6:30pm Hilton Anaheim: El Capitan A

*Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWReg>. The deadline to register is*

*July 11, 2008. After that date you may register by e-mailing Steve Leybourne at [Stephen.Leybourne@plymouth.ac.uk](mailto:Stephen.Leybourne@plymouth.ac.uk) or Julia Richardson at [jrichard@yorku.ca](mailto:jrichard@yorku.ca).*

Organizers: **Dr Steve Leybourne**, Plymouth U.; **Julia Richardson**, York U.; **Deborah Blackman**, U. of Canberra

Participants: **Russ Vince**, U. of Bath; **Pawan S. Budhwar**, Aston U.; **Rolf Van Dick**, U. of Frankfurt; **Timothy Clark**, Durham U.; **Yehuda Baruch**, U. of East Anglia; **Hetty Van Emmerik**, Utrecht U.; **I. M. Jawahar**, Illinois State U.

**Saturday 4:00PM**

**234** : (AAC) **Practice Theme Committee Welcoming Reception**

4:00pm - 5:30pm Anaheim Convention Center: 201D

Organizer: **Elena P. Antonacopoulou**, U. of Liverpool

**235** 🗣️🗄️: (HR, PTC, CM) **The Research-Practice Divide in HR: Asking Critical Questions**

4:00pm - 6:00pm Hilton Anaheim: Huntington C

*Pre-registration is encouraged, but not required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

Organizer: **Craig D. Crossley**, U. of Nebraska/Schwans U.

Presenters: **Alan Todd**, Corporate U. Xchange; **Theresa Welbourne**, U. of Michigan

Participants: **Debra J. Cohen**, Society for Human Resource Management; **Edward W. Rogers**, NASA Goddard Space Flight Center

**236** 🗄️: (HR, TTC, OB) **How to Publish Teaching-Related Research**

4:00pm - 6:00pm Hilton Anaheim: Palos Verdes B

*Pre-registration is not required.*

Facilitator: **Rebecca A. Thacker**, Ohio U.

Presenters: **James R Bailey**, George Washington U.; **William J. Heisler**, Troy U.; **Jeffrey A Mello**, Barry U.

**237** : (ICW) **Management and Organization Review (MOR) Board Meeting**

4:00pm - 5:00pm Anaheim Convention Center: 304D

*MOR is the journal of the International Association for Chinese Management Research (IACMR), an affiliated organization of AOM. See journal information at:*

*<http://www.blackwellpublishing.com/journal.asp?ref=1740-8776&site=1>*

Organizer: **Xin Yao**, Wichita State U.

**238** ➔🗄️: (IM) **Meet the Editors (IM Division Doctoral Consortium & Junior Faculty)**

4:00pm - 5:30pm Anaheim Convention Center: 201A





*Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*

Coordinators: **Allan Bird**, U. of Missouri, St. Louis; **Jean-Francois Hennart**, Tilburg U.

Presenters: **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **Michael-Jörg Oesterle**, U. of Bremen, Germany; **Masaaki Kotabe**, Temple U.; **Lorraine Eden**, Texas A&M U.; **William G Mitchell**, Duke U.; **Mike Wright**, Nottingham U.; **R. Duane Ireland**, Texas A&M U.



**239**    : (ONE, MED, HR, PNP) **Leading and Managing for Global Sustainability: A Conversation for Possibility and Action**

4:00pm - 6:00pm Anaheim Marriott: Marquis Northeast

**Chairs:** Charles Wankel, St. John's U.; James A F Stoner, Fordham U.

**Presenters:** Charles Wankel, St. John's U.; James A F Stoner, Fordham U.; Jonah Friedman, Fordham U.; Gwendolyn Yvonne Alexis, Monmouth U.; Amna Imam, U. of Southern California; Anke Arnaud, Embry-Riddle Aeronautical U.; Ann Scheck McAlearney, Ohio State U.; Bonnie Richley, Case Western Reserve U.; Carol-Ann Tetrault Sirsly, Concordia U.; Christopher Seow, U. of East London; Christoph Drechsler, UCD Dublin; David A Lamond, Wuhan U.; David Ozag, Bucknell U.; David Yhonsung Choi, Loyola Marymount U.; Katherine Eugenie Dew, Hodges U.; Carol D Watson, Rider U.; Emeric Solymossy, Western Illinois U., Quad Cities; Emmanuel A. Abegunrin, Capella U.; Claudia J. Ferrante, U.S. Air Force Academy; David Mitchell Ford, U. of Alabama, Tuscaloosa; Frank Figge, Queen's U. Belfast; Regina Helene Herzfeldt, Center for Creative Leadership; Jacqueline M. Stavros, Lawrence Technological U.; Jacob Park, Green Mountain College; Jan Schapper, Monash U.; John Rice, U. of Adelaide; Judith White, Santa Clara U.; Karen Paul, Florida International U.; Kathryn Goldman Schuyler, Alliant International U. / Coherent Change; Hamid H Kazeroony, William Penn U.; Kim Warren, London Business School; Lori Kiyatkin, U. of Maryland; Jiwen Song, Renmin U. of China; Madhubalan Viswanathan, U. of Illinois; Manjula S Salimath, U. of North Texas; Martin J Hornyak, U. of West Florida; Mary Tucker, Ohio U.; Nancy E. Landrum, U. of Arkansas, Little Rock; Neerja Raman, Stanford U.; Paul Dunn, Brock U.; Pepe Lee Chang, U. of Texas at San Antonio; Regine Bendl, Vienna U. of Economics and Business Administration; Renee Rottner, U. of California, Irvine; Robert Brent Anderson, U. of Regina; S. Duane Hansen, Purdue U.; Jean Garner Stead, East Tennessee State U.; Susan M. Stewart, Western Illinois U., Quad Cities; Tom Mierzwa, U. of Maryland U. College; Timothy M. Smith, U. of Minnesota; Bill Castellano, Rutgers U.; Jeffrey G. York, U. of Virginia; Yvette N. Essounga, U. of Texas Pan American; Bobby Banerjee, U. of Western Sydney; Laurie Milton, U. of Calgary/U. of Western Ontario; Enrique Nunez, St. Peter's College; Antti Ainamo, U. of Turku; Dominique Besson, U. of Lille 1; Mariya A. Bobina, U. of Illinois, Chicago; Peter Bryant, Macquarie U., Sydney; Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Bruce Clemens, Western New England College; Magda Donia, Concordia U.; Deborah H Francis, Brevard College; Mikhail V. Grachev, Western Illinois U.; Ellen Greenberg, Sofia U.; Tobias Hahn, Institute for Futures Studies and Technology Assessment; John Hollwitz, Fordham; John M Jermier, U. of South Florida; Robert Krug, St. Joseph's College, NY; Mary McKinley, ESCM; Anne Parmigiani, U. of Oregon; Lorena R. Perez Floriano, U. of California, Irvine; Lutz Preuss, Royal Holloway College, U. of London; William D. Reisel, St. John's U.; Sandra Rothenberg, Rochester Institute of Technology; Joy Schneer, Rider U.; David Wilemon, Syracuse U.; John Mann, St. John's U.; James D. Oldson, Salisbury U.; William Prado, Green Mountain College; Alex Sun, Renmin U. of China; Nina Yolanda Tejada-Garcia, U. Interamericana para el Desarrollo; Shan Shan Wen, Renmin U. of China

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

4:00pm - 6:00pm Hilton Anaheim: Capistrano B

**Organizers:** William H. Starbuck, U. of Oregon; Andreas Schwab, Iowa State U.; Ingo Holzinger, York U.

**Presenters:** Eric Abrahamson, Columbia U.; Bruce Thompson, Texas A&M U.

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**Saturday 4:30PM**

**241** : (AAA) **AOM Editors Meeting**

4:30pm - 6:00pm Anaheim Marriott: Suite 304

*INVITATION ONLY!*

**Organizer:** Thomas W. Lee, U. of Washington

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**Saturday 5:00PM**

**242** : (HCM) **AUPHA's Role in Health Administration Education**

5:00pm - 6:00pm Hilton Anaheim: Oceanside

**Organizer:** Leonard H. Friedman, Oregon State U.

**Participants:** Grant T. Savage, U. of Missouri; Lydia M. Reed, AUPHA

**243** : (IAM) **Iberoamerican Academy of Management Business Meeting**

5:00pm - 7:00pm Anaheim Convention Center: 209A

**Division Chair:** Julio DeCastro, Instituto de Empresa

**Professional Development Workshop Coordinator:** Pascual

Berrone, IESE Business School

**Distinguished Speakers:** Joan Enric Ricart, IESE Business School;

Rita Campos Cunha, U. Nova de Lisboa; Roberto Vassolo, IAE

Business School - U. Austral; Clovis L. Machado-da-Silva,

CEPPAD/UFPR e UnicenP; Angel Cabrera, Thunderbird, The

Garvin School of International Management

**Past Chair:** Luis R. Gomez-Mejia, Arizona State U.

**Secretary:** Cristina Cruz, Instituto de Empresa

**Treasurer:** Martin Larraza-Kintana, U. Pública de Navarra

**244** : (ICW) **Business Meeting for the International Association for Chinese Management Research (IACMR)**

5:00pm - 7:00pm Anaheim Convention Center: 206A

*In this IACMR annual business meeting held at the Academy*

*meeting, we will go over the history of the association, review new*

*development in the past year, and preview our future plans. Open to*

*all.*

**Organizer:** Xin Yao, Wichita State U.

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**Saturday 5:30PM**

**245** : (AAA) **Placement for Applicants**

5:30pm - 7:00pm Hilton Anaheim: California Pavilion D

**Organizer:** Janice A. Black, New Mexico State U.

**246** : (IM) **International Management Division PDW Reception**

5:30pm - 7:30pm Anaheim Convention Center: 204B

*Join your colleagues at this reception for attendees of the various*

*International Management Division's Professional Development*

*Workshops.*

**247 : (OB) Joint OB/HR Junior Faculty and PhD Student Consortia Reception**

5:30pm - 6:30pm Hilton Anaheim: Pacific Pavilion A  
By Invitation Only

**248 : (ODC) ODC Reception for Graduate Students**

5:30pm - 7:30pm Anaheim Marriott: Grand Ballroom - Salon E  
Open reception to end ODC Doctoral consortium; all graduate students and current ODC members welcome.  
Organizers: **Michael R Manning**, New Mexico State U.; **Frank J. Barrett**, Naval Postgraduate School  
Participants: **Karen Jansen**, U. of Virginia; **Hilary Bradbury**, U. of Southern California; **Ram Tenkasi**, Benedictine U.; **Richard W. Woodman**, Texas A&M U.

**249 : (OMT) Meet OMT: The Social**

5:30pm - 7:30pm Anaheim Convention Center: 304A  
Hosts: **Kimberly D. Elsbach**, U. of California, Davis; **Gerald F. Davis**, U. of Michigan, Ann Arbor; **Royston Greenwood**, U. of Alberta

**Saturday 6:00PM****250 : (BPS) Business Policy and Strategy Social: Meet the Officers**

6:00pm - 8:30pm Hilton Anaheim: California Pavilion C  
Hosts: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Russell Coff**, Emory U.; **Anita McGahan**, U. of Toronto; **Annette L. Ranft**, Florida State U.; **Joanne Oxley**, U. of Toronto; **Tammy L. Madsen**, Santa Clara U.; **William Bogner**, Georgia State U.

**251   : (BPS) Business Policy and Strategy Division Mid-Career Workshop**

6:00pm - 9:00pm Anaheim Convention Center: 201A  
Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Chairs: **Walter J Ferrier**, U. of Kentucky; **S Trevis Certo**, Arizona State U.

**252 : (CMS) Critical Management Studies Welcome Social**

6:00pm - 7:30pm Hilton Anaheim: Malibu  
Organizer: **Ann L Cunliffe**, U. of Hull

**253 : (ENT) ENT Social Event**

6:00pm - 10:00pm Offsite: Astor Classics Museum

**254 : (HCM) HCMD PDW Reception Sponsored by AUPHA**

6:00pm - 8:00pm Hilton Anaheim: Huntington B  
Organizer: **Eric S. Williams**, U. of Alabama  
Host: **Lydia M. Reed**, AUPHA

**255 : (ICW) NSU Doctoral Student Meeting II**

6:00pm - 8:00pm Hilton Anaheim: Coronado  
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

**256 : (MC) Preparing a PhD Based on Management Consulting Experience**

6:00pm - 8:00pm Anaheim Marriott: Orange County 4  
Participants: **Henri Savall**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of Lyon 3; **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Laurent Cappelletti**, ISEOR, U. of Lyon 3

**257 : (NDSC) New Doctoral Student/Management Education and Development Reception**

6:00pm - 8:00pm Hilton Anaheim: Pacific Pavilion B  
Join us for the joint reception of the New Doctoral Student Consortium and the Management Education and Development Division.

Organizers: **Daniel Rottig**, Florida Atlantic U.; **Kenneth R. Thompson**, DePaul U.; **Yves Damoiseau**, Louisiana State U.; **Lindred Greer**, U. of Amsterdam; **Matthew C. Mitchell**, U. of South Carolina; **David Sweetman**, U. of Nebraska-Lincoln; **Lee J. Zane**, Drexel U.



Division Chair: **Laurie Milton**, U. of Calgary/U. of Western Ontario  
Program Chair: **Katherine A. Karl**, Marshall U.  
Professional Development Workshop Chairs: **Daniel Rottig**, Florida Atlantic U.; **Kenneth R. Thompson**, DePaul U.

**258 : (OCIS) OCIS Welcome Reception**

6:00pm - 8:00pm Anaheim Convention Center: 303C  
An opportunity to meet and talk with members of OCIS (and others interested in joining us).

**259   : (ODC) Exploring the Role of The Scholar Practitioner**

6:00pm - 8:00pm Anaheim Marriott: Grand Ballroom B&C  
Organizer: **Ilene Carol Wasserman**, ICW Consulting Group  
Participant: **Kathy E. Kram**, Boston U.

**260  : (ODC) Reflexive Inquiry as aid to Appreciative Inquiry**

6:00pm - 8:00pm Anaheim Marriott: La Jolla  
Presenters: **Christine Ellis Oliver**, Queen Mary, U. of London.; **Stephen P Fitzgerald**, TUI U.

**261 : (OM) OM Junior Faculty Social**

6:00pm - 7:00pm Anaheim Convention Center: 202B  
This event is for the attendees of the OM junior faculty workshop. Refreshments sponsored by Emory University's Goizueta Business School.  
Organizer: **Elliot Bendoly**, Emory U.

**262 : (ONE) ONE Welcome Reception**

6:00pm - 8:00pm Anaheim Marriott: Marquis Northwest  
Professional Development Workshop Chair: **Magali Delmas**, U. of California, Los Angeles

**263 : (SIM) Social Issues in Management Division/Society for Business Ethics Joint Keynote Speaker & Reception (OFFSITE)**

6:00pm - 9:00pm Offsite: Doubletree Hotel Anaheim/Orange County  
This is an OFFSITE event. The name of the speaker will be announced on the SIM/SBE listservs when confirmed.  
Organizers: **Douglas A Schuler**, Rice U.; **Joanne B Ciulla**, U. of Richmond

**Saturday 6:30PM****264 : (CAR) Career Night Near The Beach. Come and Meet Members and Friends of the Career Division.**

6:30pm - 8:00pm Offsite: Huntington/Newport Beach  
For exact location please see website of the Career Division (<http://division.aomonline.org/careers>) after June 15 or the info through CareerNet.

**265 : (HR, OB) Joint HR/OB Member Welcome Reception**

6:30pm - 7:30pm Hilton Anaheim: Pacific Pavilion A

Sponsor: *John Wiley & Sons*Organizers: **John E. Delery**, U. of Arkansas; **Joan Brett**, Arizona State U.

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**Saturday 7:00PM****266 : (ICW) Reception: International Association for Chinese Management Research**

7:00pm - 8:00pm Anaheim Convention Center: 207A

*IACMR/MOR annual reception held at the Academy meeting following the IACMR business meeting. Open to all.*Organizer: **Xin Yao**, Wichita State U.

## Sunday 7:00AM

**267 : (HCM) HCMD PDW Breakfast**

7:00am - 8:00am Hilton Anaheim: San Clemente

Organizer: **Eric S. Williams**, U. of Alabama**268 → (MED, HCM, NDSC, CMS) New Dimensions of Value in Management E-media: Questions and Issues**

7:00am - 9:00am Anaheim Convention Center: 303D

Chair: **Charles Wankel**, St. John's U.

Presenters: **Charles Wankel**, St. John's U.; **Paul L Govekar**, Ohio Northern U.; **Jon W Beard**, MITRE Corporation; **Michele A Govekar**, Ohio Northern U.; **Mario Fernando**, U. of Wollongong; **Ralph Hanke**, Bowling Green State U.; **Darlene Alexander-Houle**, Hewlett Packard/U. of Phoenix; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Antti Ainamo**, U. of Turku; **Beth Ann Livingston**, U. of Florida; **Charlotte Rayner**, U. of Portsmouth; **David C Croson**, Southern Methodist U.; **Dewayna A. Cates**, Jackson State U.; **Eric Goodman**, Kaplan U.; **Charles J. Fornaciari**, Florida Gulf Coast U.; **Jon Jaspersen**, Texas A&M U.; **Jeffery A. Thompson**, Brigham Young U.; **Hamid H Kazeroony**, William Penn U.; **Peggy D. Lee**, Pennsylvania State U., Great Valley; **Matthew L. Suppa**, Academy of Management; **Mile Terziovski**, U. of Melbourne; **Pablo Martin de Holan**, IE and INCAE; **Radha R. Sharma**, Management Development Institute, India; **Raymond N. C. Trau**, Monash U.; **Ronald G Cheek**, Academy of Entrepreneurship Journal; **Ron Ophir**, York U.; **Russell Fraich**, HEC Montreal; **Shandana Abedin**, Manchester Business School; **James C Spee**, U. of Redlands; **Tom Wamalwa**, Spoon River College; **Terry W Noel**, Illinois State U.; **Vu Nguyen Tran**, Pepperdine U.; **E. Brian Peach**, U. of West Florida; **Annette L. Ranft**, Florida State U.; **Patrick Lyons**, St. John's U.; **David Nils Seidl**, U. of Munich; **Kaylene W. Ascough**, U. of Queensland; **Traci Carte**, U. of Oklahoma; **Alev M Efendioglu**, U. of San Francisco; **Rosanne Hawarden**, Massey U.; **Ravi Kathuria**, Chapman U.; **Jalane Meloun**, Barry U.; **Sarfraz A Mian**, State U. of New York, Oswego; **Kira Kristal Reed**, Syracuse U.; **William D Schulte**, Shenandoah U.; **Stuart Daniel Sidle**, U. of New Haven; **Marcia Simmering**, Louisiana Tech U.; **Jocelyn Louise Steward**, U. of Alabama, Birmingham; **John Manna**, St. John's U.; **Giles Hirst**, Monash U.

**269 : (MSR) Meditation session led by Jerry Biberman**

7:00am - 8:00am Anaheim Marriott: Grand Ballroom - Salon A

## Sunday 7:30AM

**270 : (OM) OM Doctoral Consortium Breakfast and Welcome**

7:30am - 8:00am Anaheim Marriott: Platinum 7

For OM Doctoral consortium participants. Contributor at Bronze

Level: Info Tech and Supply Chain Mgt Dept, Boise State University

Welcome: **Thomas F. Gattiker**, Boise State U.

## Sunday 8:00AM

**271 : (AAA) 2008 Program Chairs' Meeting**

8:00am - 10:00am Anaheim Marriott: Suite 304

Organizers: **James P. Walsh**, U. of Michigan, Ann Arbor; **Jimmy Le**, Academy of Management**272 : (AAA) Anaheim 2008 LAC**

8:00am - 8:00pm Anaheim Convention Center: 208B

Local Arrangements Chair: **James C Spee**, U. of Redlands**273 : (AAA) Conference Registration**

8:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.

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

**274 (BPS) Business Policy and Strategy Doctoral Consortium**

8:00am - 12:00pm Anaheim Convention Center: 203B

By invitation only. Please see the Consortia Call posted at [www.bpsdiv.org](http://www.bpsdiv.org) or listed in the Spring BPS Newsletter for application details.

Chairs: **Kyle J Mayer**, U. of Southern California; **Michael J Leiblein**, Ohio State U.; **Catherine A Maritan**, Syracuse U.  
 Participants: **Julian Birkinshaw**, London Business School; **Donald C. Hambrick**, Pennsylvania State U.; **Dawn A Harris**, Loyola U. Chicago; **Amy Hillman**, Arizona State U.; **Sarah Kaplan**, U. of Pennsylvania; **Marvin B Lieberman**, U. of California, Los Angeles; **Jasjit Singh**, INSEAD; **Todd Zenger**, Washington U.

**275 (BPS, MEN) BPS Managing Your Dissertation Workshop**

8:00am - 12:00pm Anaheim Convention Center: 207A

Pre-registration is required. To register, please visit

<https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.Organizer: **Alison Mackey**, California Polytechnic State U., San Luis ObispoDiscussants: **Jay B Barney**, The Ohio State U.; **Philip Bromiley**, U. of California, Irvine

Presenters: **Jared D. Harris**, U. of Virginia - Darden; **Rajiv Nag**, U. of Arkansas; **Dries Faems**, U. of Twente; **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Robert Jensen**, BYU; **Rekha Krishnan**, Simon Fraser U.

**276 (BPS, OMT, IM, ENT, TIM, OB, ONE, HCM, CM, IAM) Asking the Same Questions, But Getting Different**Answers: **Diverse Perspectives on IORs**

8:00am - 10:00am Anaheim Convention Center: 211B

Organizers: **Miguel Rivera-Santos**, Babson College; **Anne Parmigiani**, U. of Oregon

Participants: **TK Das**, City U. of New York; **Pierre Dussauge**, HEC Paris; **Steven C. Michael**, U. of Illinois, Urbana-Champaign; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Bernard L. Simonin**, Tufts U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

**277 (CAR) Questions Asked and Assumptions Made: GPA, Student Motivation, and Employment Opportunities**

8:00am - 10:00am Hilton Anaheim: Santa Barbara

Coordinator: **Susan L. Kirby**, Texas State U.Participants: **James D. Bell**, Texas State U.; **Eric G Kirby**, Texas State U.; **Curt Schafer**, Texas State U.**278 (CMS) Changing Tunes: Bringing Critique out and beyond its Walls**

8:00am - 10:30am Hilton Anaheim: Malibu

Invite speakers to create a dialogue and engage with the participants.

Organizers: **Alex Faria**, EBAPE-FGV; **Miguel Imas**, Kingston U.; **Rafael Alcadiyani**, UNINOVE



**Presenters:** Michal Frenkel, Hebrew U. of Jerusalem; **Bill Cooke**, Lancaster U.; **Patrick Humphreys**, London School of Economics; **Maria Jose Tonelli**, FGV-EAESP; **Eduardo Acuna**, U. de Chile; **Bobby Banerjee**, U. of Western Sydney

**279** → 🗄️: (GDO, ITC, MEN) **Diversity Research**

**Incubators: Collaboration Across Countries**

8:00am - 10:00am Hilton Anaheim: Huntington C

*Pre-register before June 25 by contacting Lynn Bowes-Sperry (lbowessp@wnec.edu). Indicate your research interests and country.*

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

**280** 🗄️ → 🗣️: (GDO, TTC, MED, SIM, OB, HR) **Teaching Diversity in Multiple Contexts and Creating a Diversity Minor**

8:00am - 12:00pm Hilton Anaheim: Capistrano A

**Organizer:** Myrtle P. Bell, U. of Texas, Arlington

**Presenters:** James E. King, U. of Alabama, Tuscaloosa; **Deborah R. Litvin**, Merrimack College; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Linda M Hite**, Indiana U. Purdue U. Fort Wayne; **Kimberly S McDonald**, Indiana U. Purdue U. Fort Wayne; **Isabel Metz**, U. of Melbourne; **Bernardo M. Ferdman**, Alliant International U.; **Mary L. Connerley**, Virginia Tech; **Judith A. Clair**, Boston College

**281** 🗄️ → 🗣️: (HCM) **Evidence-based Medicine: Why the Best Knowledge Does Not Translate to Best Practice**

8:00am - 10:00am Hilton Anaheim: Oceanside

**Chair:** Anat Drach-Zahavy, U. of Haifa

**Presenters:** Tal Katz-Navon, Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Anit Somech**, U. of Haifa; **Zvi Stern**, Hadassah Hebrew U. Medical Center

**282** 🗄️ → 🗣️: (HCM, HR, OMT, RM) **User-Inspired Research: Engaging Industry End-Users in Defining and Refining Research Agendas**

8:00am - 10:00am Hilton Anaheim: San Clemente

**Organizer:** Andrew N. Garman, Rush U.

**Presenters:** Ingrid M. Nembhard, Yale U.; **Andrew N. Garman**, Rush U.; **Sonali K. Shah**, U. of Washington

**283** 🗄️ → 🗣️: (HR, IM, ITC) **IHRM - Research, Publishing, Teaching, Consultancy & Organization of Meetings in the Indian Context**

8:00am - 10:00am Hilton Anaheim: Palos Verdes B

*Pre-Registration is encouraged, but not required. Prior to July 11, please use the centralized registration system. To register, please visit <https://secure.aomonline.org/PDWRReg>. After that date, you may pre-register by e-mailing Pawan Budhwar at [p.s.budhwar@aston.ac.uk](mailto:p.s.budhwar@aston.ac.uk).*

**Organizers:** Pawan S. Budhwar, Aston U.; **Arup Varma**, Loyola U., Chicago

**Participants:** E. S. Srinivas, XLRI; **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Sunil Maheshwari**, Indian Institute of Management Ahmedabad

**284** 🗄️ → 🗣️: (IM) **Paper Development Workshop**

8:00am - 11:30am Anaheim Convention Center: 304A

*BY INVITATION ONLY. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Organizer:** Chao C. Chen, Rutgers U.

**Presenters:** Kathryn M. Bartol, U. of Maryland, College Park; **Susan Feinberg**, Rutgers U.; **Ray Friedman**, Vanderbilt U.; **Kwok Leung**, City U. of Hong Kong; **Mike Peng**, U. of Texas at Dallas

**285** 🗄️ → 🗣️: (IM, ITC) **Emerging Challenges**

**Confronting Multinational Firms**

8:00am - 10:30am Anaheim Convention Center: 206A

**Coordinator:** Briance Mascarenhas, Rutgers U.

**Participants:** William D Guth, Stern/NYU; **Schon Beechler**, Duke Corporate Education; **Jiatao Li**, Hong Kong U. of Science and Technology; **Robert Mefford**, U. of San Francisco; **Seung Ho Park**, Samsung Economic Research Institute & CEIBS; **William Newbury**, Florida International U.; **Dong Chen**, School of Economics, Peking U.; **Donald Lessard**, MIT Sloan School of Management

**286** 🗄️: (MEN, GDO, MED) **The Nuts and Bolts of the Multicultural Scholars Program: Undergraduate Mentoring at Its Best**

8:00am - 10:00am Hilton Anaheim: Redondo

**Distinguished Speaker:** Renate R Mai-Dalton, U. of Kansas

**Chair:** C Douglas Johnson, Georgia Gwinnett College

**287** 🗄️: (MH) **Getting Published**

8:00am - 10:00am Anaheim Marriott: Desert Springs

**Moderator:** Jane Whitney Gibson, Nova Southeastern U.

**Participants:** John Humphreys, Texas A&M U.; **Peter B Petersen**, Johns Hopkins U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **David D. Van Fleet**, Arizona State U.; **David A Lamond**, Wuhan U.

**288** 🗄️: (MOC, OB) **Learning to Use Self-Leadership During the Doctoral Dissertation Process**

8:00am - 10:00am Anaheim Convention Center: 304C

*Pre-registration is required. To register, please visit*

*<https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Facilitators:** Jeffery D. Houghton, West Virginia U.; **Trudy DiLiello**, Defense Acquisition U.

**289** 🗄️: (MSR) **Linear and Spiritual Strategies for Making Decisions in Turbulent Times**

8:00am - 11:00am Anaheim Marriott: Platinum 10

**Facilitator:** Graeme Howard Coetzer, Central Washington U.

**Coordinators:** Gerald Biberman, U. of Scranton; **Debu Mukerji**, Macquarie U.

**290** 🗄️: (OB, ODC, HR) **How to Improve Your Chances of Publishing in a Top-Tiered Journal**

8:00am - 10:30am Hilton Anaheim: Laguna B





*This session is for participants who have been employed in higher education for less than seven years and who have never been the first author of a paper published in a top-tiered journal. Pre-registration is required by July 1, 2008. Registration is final after submitting additional registration materials to Bruce Hoag. Please contact Bruce Hoag at [brucehoag1@gmail.com](mailto:brucehoag1@gmail.com) for details. Additional registration is required. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 1, 2008.*

**Chair:** Bruce G. Hoag, U. of Phoenix (Europe)

**Participants:** Roger C Mayer, U. of Akron; **Michael Reynolds**, U. of Lancaster; **Cynthia Fukami**, U. of Denver; **Christina Fong**, U. of Washington; **Loriann Roberson**, Teachers College, Columbia U.; **Jone L. Pearce**, U. of California, Irvine; **Hugh Oneill**, North



Carolina U., Chapel Hill; **Joyce Bono**, U. of Minnesota; **Marie S. Mitchell**, U. of Nebraska; **Stephane Cote**, U. of Toronto; **Andrew Neely**, Cranfield School of Management; **David R Hannah**, Simon Fraser U.; **Veronique Ambrosini**, Cranfield U.; **Joan Brett**, Arizona State U.; **David Buchanan**, Cranfield U.; **Wendy R. Boswell**, Texas A&M U.; **Samuel Hunter**, Pennsylvania State U.; **Anita L. Tucker**, Harvard U.; **Peter Bamberger**, Technion Israel Institute of Technology; **Steve Frenkel**, Australian Graduate School of Management; **Jane Schmidt-Wilk**, Maharishi U.

**291**    : (OB, OMT, BPS, HCM, PTC, CM)

### Confronting Risk: Examining Its Acceptability, Short Sightedness, Blind Sightedness, and Prevention

8:00am - 12:00pm Hilton Anaheim: Pacific Pavilion C

Organizer: **Kuo Frank Yu**, U. of California, Berkeley

Chairs: **Karlene H. Roberts**, U. of California, Berkeley; **Karl E. Weick**, U. of Michigan, Ann Arbor; **William H. Starbuck**, U. of Oregon





Presenters: **John S. Carroll**, Massachusetts Institute of Technology; **Timothy J. Vogus**, Vanderbilt U.; **Tracy A. Thompson**, U. of Washington, Tacoma; **Claus Rerup**, U. of Western Ontario; **Ian Mitroff**, Alliant International U./U. of California, Berkeley; **James Douglas Orton**, George Washington U.; **Rangaraj Ramanujam**, Vanderbilt U.; **Daved Van Stralen**, Loma Linda U. Health Care; **Gary Provansal**, San Bernardino County Fire; **Dwayne Thomas**, United States Marine Corps  
Participants: **Estella Hernandez Gillette**, The George Washington U.; **Febra Johnson**, Loma Linda U. Children's Hospital; **Pete Sarna**, Oakland Police Department; **Anne L. Washington**, GWU-George Washington U.; **Debra Andersen**, Special Districts Department: Water & Sanitation/County Fire; **Jim Holbrook**, Crafton Hills College

**292**  : (OCIS) OCIS International Authors Workshop

8:00am - 10:00am Anaheim Convention Center: 303C

Invitation Only. Pre-registration is required. To register, please visit <https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.





Presenter: **Susan Winter**, Portland State U.

**293**    : (ODC, OM) Challenges of Building ODC as an Academic Discipline - Research, Theory Application & Global Impact

8:00am - 10:00am Anaheim Marriott: Platinum 9

continuation of the process of Building ODC as an Academic Discipline dialogue started 10 years ago. The sponsor is the ODC Endowment Fund.

Hosts: **Peter Sorensen**, Benedictine U.; **Eric Goodman**, Kaplan U.; **Raymond Saner**, Center For Socio-Economic Development  
Coordinator: **Glenn Varney**, Bowling Green State U.  
Participants: **Kenneth Murrell**, U. of West Florida; **Larry M. Starr**, U. of Pennsylvania; **Rosa M. Colon**, Benedictine U.; **Robert J Marshak**, American U.; **Ram Tenkasi**, Benedictine U.; **George W. Hay**, Benedictine U.; **Richard W. Woodman**, Texas A&M U.

**294**    : (ODC, OM, PTC) Skills and Methods for Collaborative Research that Make a Difference for Theory and Practice

8:00am - 12:00pm Anaheim Marriott: Orange County 3

Organizer: **Susan A. Mohrman**, U. of Southern California

Participants: **Hilary Bradbury**, U. of Southern California; **A.B. Rami Shani**, Cal Poly State U.; **David Coghlan**, Trinity College Dublin;

**Marianne Kristiansen**, Aalborg U.; **William A Pasmore**, Mercer Delta Consulting

**295**   : (ODC, ONE, MC, MED) Appreciative Inquiry: How do Positive Questions Transform People and Organizations?

8:00am - 12:00pm Anaheim Marriott: Orange County 2

Chair: **James D Ludema**, Benedictine U.

Presenters: **David L Cooperrider**, Case Western Reserve U.; **Frank J. Barrett**, Naval Postgraduate School; **Michael R Manning**, New Mexico State U.; **David H. Tobey**, New Mexico State U.; **Ronald Fry**, Case Western Reserve U.; **Terri Egan**, Pepperdine U.; **James D Ludema**, Benedictine U.


**296**  : (OM) Operations Management Doctoral Consortium

8:00am - 12:20pm Anaheim Marriott: Platinum 7

Admission-only research incubator. Coffee Break 10:15-10:35.




Sponsor: Dept. of Management, Marketing and Intl. Business, U. Texas - Pan American

Organizer: **Thomas F. Gattiker**, Boise State U.

**297** : (OMT, MOC) New Questions for Changing Economies

8:00am - 10:00am Anaheim Convention Center: 211A

Participants: **Michael Smets**, Said Business School; **Tim J Morris**, U. of Oxford; **Rajshree Prakash**, Lancaster U. Management School; **Boris Groysberg**, Harvard Business School





**298**   : (OMT, PTC, HCM) "Who Are We Reaching? The Real and Intended Audiences for Business School Research"

8:00am - 12:00pm Anaheim Convention Center: 204A

Pre-registration is required. To register, please visit

<https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.


Organizers: **Andrew J. Hoffman**, U. of Michigan; **Monica C. Worline**, Emory U.

**299**    : (ONE, SIM) Should we Trust and Use the Information Companies Publish on their Climate Change Impacts?

8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon D

Organizer: **Tobias Hahn**, Institute for Futures Studies and Technology Assessment

Participants: **Frank Figge**, Queen's U. Belfast; **Pierre Trevet**, Innovest Investment Advisors; **Jonatan Pinkse**, U. of Amsterdam; **Anastasia Rose O'Rourke**, Yale U.




**300** : (PTC, MC, HR, OB, ODC, GDO, ENT, MEN) Leadership research, practice, and theory: asking critical questions and forging collaborations

8:00am - 12:00pm Anaheim Convention Center: 210A

This session contains two 2-hour segments. The first session will encourage participants to examine their own beliefs about leadership as well as the prevailing beliefs held by leadership theorists and practitioners. The second session will explore best practices and share new insights and opportunities for researcher-practitioner collaborations around leadership development.

Organizers: **Craig D. Crossley**, U. of Nebraska/Schwans U.; **Patricia M. G. O'Connor**, Center for Creative Leadership; **Bill Drath**, Center for Creative Leadership

**Participants:** David V. Day, U. of Western Australia; Sean Hannah, U.S. Military Academy, West Point; Bruce G. Hoag, U. of Phoenix (Europe); Mary Uhl-Bien, U. of Nebraska; Patricia M. G. O'Connor, Center for Creative Leadership; Noel F. Palmer, U. of Nebraska; Alan Todd, Corporate U. Xchange; John Eggers, National Institute of Corrections; Randy Abbott, Schwan's U.; Joyce Bono, U. of Minnesota




**301**   : (RM, BPS, OMT, MOC, HCM, PTC) **Not Mickey Mouse: Methodological Writing to Address Qualitative Questions**

8:00am - 11:00am Hilton Anaheim: El Capitan B

*Preregistration encouraged. Please submit a brief abstract for proposed qualitative writing to Robert.gephart@ualberta.ca*

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

**Participants:** David M Boje, New Mexico State U.; Hans Hansen, Texas Tech U.; Karen D Locke, College of William and Mary; Michael Pratt, Boston College; John Van Maanen, Massachusetts Institute of Technology

**302**   : (RM, OMT, BPS, ENT, IM, ODC, HR, OM, ONE) **Qualitative Comparative Analysis**

8:00am - 12:00pm Hilton Anaheim: Laguna A

*Preregistration is strongly encouraged to get materials in advance.*

*To register, please send an email to fiss@marshall.usc.edu.*

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

**303** : (SIM, ONE) **Manuscript Development Workshop: SIM&ONE Research Mentoring**

8:00am - 10:00am Anaheim Marriott: Platinum 8

*Pre-registration required by June 1, 2008 (email to andreas.scherer@jou.uzh.ch). Applications will be screened and acceptances sent by July 1, 2008*

**Chairs:** Andreas Georg Scherer, U. of Zurich; Donald Siegel, U. at Albany-SUNY

**Participants:** Pratima Bansal, U. of Western Ontario; Petra Christmann, Rutgers U.; Andrew Crane, York U.; John S Hassard, U. of Manchester; Frank G.A. De Bakker, Vrije U.; Pursey Heugens, RSM Erasmus U.; Bryan W Husted, York U.; Campbell Jones, Copenhagen Business School; Joshua D Margolis, Harvard U.; Alfred Allen Marcus, U. of Minnesota; Dirk Matten, York U.; Abigail McWilliams, U. of Illinois - Chicago; Richard P Nielsen, Boston College; Guido Palazzo, U. of Lausanne; Kathleen Rehbein, Marquette U.; Georges Romme, Eindhoven U. of Technology; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Lori Verstegen Ryan, San Diego State U.; Marshall Schminke, U. of Central Florida; Susan C. Schneider, HEC U. of Geneva; Douglas A Schuler, Rice U.; Paul Shrivastava, Bucknell U.; Ann Katrin Terlaak, U. of Wisconsin, Madison; Linda K. Trevino, Pennsylvania State U.; David Waldman, Arizona State U.


**Sunday 8:30AM**

**304 : (AAA) Breakfast with Academy of Management Affiliates & Associates**

8:30am - 10:00am Hilton Anaheim: Pacific Pavilion A

**AOM Affiliates:** WAM, EAM, MAM, SAM, SMA, AAM, IAM. **AOM Associates:** EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA




**Organizer:** Thomas W. Lee, U. of Washington

**305** : (AAM) **Saving a Good but Rejected Paper**

8:30am - 12:00pm Anaheim Convention Center: 206B

**Chairs:** Daphne W. Yiu, Chinese U. of Hong Kong; Chi-Sum Wong, Chinese U. of Hong Kong




**Presenters:** Shige Makino, Chinese U. of Hong Kong; Cheng-Chen Lin, National Pingtung U. of Science and Technology; Yi-Jung Chen, National Kaohsiung U. of Applied Sciences; Monica Yang, Adelphi U.; Alvaro Cuervo-Cazurra, U. of South Carolina; Luis Dau, U. of South Carolina; Ching-Wen Wang, National Chung Hsing U.; Kai-Tang Fan, National Chung Hsing U.; Jawad Syed, U. of Kent; Chia-hung Wu, National Tsinghua U.; Takashi Sakikawa, Niigata U.; Ely Susanto, National Cheng Kung U.; Kenneth S. Law, The Chinese U. of Hong Kong; Dean Tjosvold, Lingnan U.

**306**   : (BPS) **Business Policy and Strategy New Faculty Consortium**

8:30am - 12:00pm Anaheim Convention Center: 209B

*By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.*

**Chairs:** Peter Zemsky, INSEAD; Peter W Roberts, Emory U. **Presenters:** Gautam Ahuja, U. of Michigan; Susan Cohen, U. of Pittsburgh; Pierre Dussauge, HEC Paris; J. Peter Murmann, AGSM-Australian School of Business; Nandini Rajagopalan, U. of Southern California; Mariko Sakakibara, U. of California, Los Angeles; Nicolaj Siggelkow, U. of Pennsylvania **Participant:** Freek Vermeulen, London Business School

**307**   : (BPS, OMT, IAM, ITC, OB, ONE, CM) **Fostering Publication in Leading Organization and Strategy Journals**

8:30am - 12:00pm Anaheim Convention Center: 207D

*Pre-registration is required. To register, please visit*

*https://secure.aomonline.org/PDW/Reg. The deadline to register is July 11, 2008. To complete your registration, please send your CV and a completed working paper to the organizers*

**Organizers:** Sergio Giovanetti Lazzarini, Ibmec São Paulo; Andrea Ordanini, Bocconi U.

**Distinguished Speaker:** Anita McGahan, U. of Toronto **Facilitators:** Shih-Fen S. Chen, U. of Western Ontario; Gianvito Lanzolla, Cass Business School; Xavier Martin, Tilburg U.; Luiz F. Mesquita, Arizona State U.; Roberto Vassolo, IAE Business School - U. Austral

**Presenters:** Steven Armstrong, U. of Hull; Andrew Delios, National U. of Singapore; William G Mitchell, Duke U.

**308**  : (ENT) **New Insights into Theories of Entrepreneurship Through New Questions to Ask**

8:30am - 10:30am Anaheim Convention Center: 210C

**Distinguished Speakers:** Sharon Alvarez, Ohio State U.; Ted Baker, North Carolina State U.; Christine Beckman, U. of California, Irvine; Ranjay Gulati, Northwestern U.; Wesley Sine, Cornell U.; Dean A Shepherd, Indiana U.

**Discussant:** Gerry George, Imperial College London

**Coordinator:** M. Diane Burton, Massachusetts Institute of Technology

**309** → 🌐: (ENT, ITC) **Fostering International Collaboration in Entrepreneurship Research**

8:30am - 11:00am Anaheim Convention Center: 204C

**Organizers:** Carlo Salvato, Bocconi U.; Anna Canato, Bocconi U.  
**Distinguished Speakers:** Leif Melin, Jönköping U.; Igor Filatotchev, City U. London; Congcong Zheng, San Diego State U.; Barbara Larraneta Gómez-Cami, Universidad Pablo de Olavide  
**Chair:** Guido Corbetta, Bocconi U.

**310** 🗃️: (HR) **Ideas for the Classroom: HR Teaching Workshop**

8:30am - 10:00am Hilton Anaheim: Palos Verdes A

*Pre-registration is not required.***Organizer:** Rebecca A. Thacker, Ohio U.**311** → 🗣️: (IAM, TIM) **Information Technology for Development in Latin America: Raising our Own Questions**

8:30am - 10:00am Anaheim Convention Center: 201B

**Chairs:** Guillermo Rodriguez Abitia, Centro de Desarrollo de Tecnologías de Información y Electrónica de Tecnológico de Monterrey; Luiz Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas  
**Discussants:** Aurora Sanchez, Universidad Católica del Norte; Carlos Navarrete, Cal Poly Pomona; Eduardo Henrique Diniz, EAESP, Fundação Getúlio Vargas; Marlei Pozzebon, HEC Montreal; Robert M Davison, City U. of Hong Kong

**312** 🗃️: (MC) **Producing Publishable Research in the Field of Professional Services**

8:30am - 10:00am Anaheim Marriott: Grand Ballroom - Salon G

**Presenters:** Timothy Clark, Durham U.; Klaus Uhlenbruck, U. of Montana; Alfred Kieser, Mannheim U.; Matthew Semadeni, Kelley School of Business, Indiana U.; Andreas Werr, Stockholm School of Economics

**313** 🗃️: (MOC) **Cognition in the Rough**

8:30am - 12:00pm Anaheim Convention Center: 202B

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Organizers:** Daniel A. Gruber, U. of Michigan; Morela Hernandez, U. of Washington; Nils Plambeck, HEC School of Management, Paris; David M. Wasieleski, Duquesne U.  
**Presiding:** Sucheta Nadkarni, U. of Nebraska  
**Facilitators:** Fran Ackermann, Strathclyde U.; Andrea Casey, George Washington U.; Colin Eden, Strathclyde U.; Dov Eden, Tel Aviv U.; Mark Fenton-O'Creevy, Open U. Business School; C. Marlina Fiol, U. of Colorado, Denver; Raghu Garud, Penn State U.; Gerard P. Hodgkinson, U. of Leeds; Susan Houghton, North Carolina A&T State U.; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Theresa K Lant, New York U.; Mark J. Martinko, Florida State U.; Stephen Mezas, New York U.; Chet Miller, Wake Forest U.; Frances J. Milliken, New York U.; Rhonda K. Reger, U. of Maryland; Majken Schultz, Copenhagen Business School; Mary J. Waller, U. of Maastricht

**314** 🗃️: (OB, HR, OMT) **Joint OB/HR/OMT Consortia - Academy Sponsored Journals Editors' Panel**

8:30am - 10:00am Hilton Anaheim: California Pavilion B

*BY INVITATION ONLY. Only graduate students and faculty registered for the OB, HR, OMT Doctoral Student or Junior Faculty*

*Workshops on Saturday may attend. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Organizer:** Jason Colquitt, U. of Florida  
**Presenters:** R. Duane Ireland, Texas A&M U.; Martin J. Kilduff, U. of Cambridge; Richard J. Klimoski, George Mason U.; Kay Devine, Athabasca U.

**315** 🗃️🗣️: (ODC, MC, MED) **"That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change**

8:30am - 10:30am Anaheim Marriott: Grand Ballroom B&amp;C

**Participants:** Gavin M. Schwarz, U. of New South Wales; Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U., Sydney; Susan M. Adams, Bentley College; Anthony F. Buono, Bentley College; Ann E. Feyerherm, Pepperdine U.; Gary Wagenheim, Simon Fraser U.

**316** 🗣️🗃️: (ODC, MOC, OB, MC, BPS) **Discovering the Right Questions in Seemingly Complex Situations Through Challenge Mapping**

8:30am - 10:30am Anaheim Marriott: La Jolla

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. If you have further questions, please contact Timothy Basadue through email: [tbasad2@uic.edu](mailto:tbasad2@uic.edu).*

**Presenters:** Min Basadur, McMaster U.; Timothy Mark Basadur, U. of Illinois, Chicago

**317** 🗣️🗃️: (RM, BPS, HCM) **Ask the Experts: Quantitative Methods**

8:30am - 10:30am Hilton Anaheim: Pacific Pavilion D

**Organizer:** Philip L. Roth, Clemson U.

**Presenters:** Gordon W Cheung, Chinese U. of Hong Kong; Mark Gavin, Oklahoma State U.; Mark a Griffin, U. of Sheffield; Lisa Schurer Lambert, Georgia State U.; Daniel A. Newman, Texas A&M U.; Jodi S. Goodman, U. of Connecticut; Ryan D. Zimmerman, Texas A&M U.; Herman Aguinis, U. of Colorado, Denver; Robert J. Vandenberg, U. of Georgia; Michael J. Burke, Tulane U.

**318** 🗣️➔🗃️: (SIM, CAR) **Where Do We Go Now? Dilemmas & Challenges for New Scholars Pursuing Research on Poverty Alleviation**

8:30am - 11:30am Anaheim Marriott: Platinum 3

**Discussants:** Oana Branzei, U. of Western Ontario; Ted London, U. of Michigan; Ana Maria Peredo, U. of Victoria; Mark B. Milstein, Cornell U.; Nilay Yajnik, NMIMS U.; Tarek Hatem, American U. in Cairo; Warner P. Woodworth, Brigham Young U.; Stephen Olu Ogunlana, Asian Institute of Technology; Madhubalan Viswanathan, U. of Illinois; Manjula S Salimath, U. of North Texas; Jeffery S. McMullen, Baylor U.; Mike Valente, U. of Victoria  
**Coordinators:** Kevin McKague, York U., Toronto; Moriah A. Meyskens, Florida International U.  
**Speakers:** Melissa Peneycad, Ivey School of Business; Lisa Calvano, Temple U.; Samer Abdelnour, Ivey School of Business; Hans Nikolas Rawhouser, U. of Minnesota, Twin Cities; Geoff Kistruck, U. of Western Ontario; Krista Crawford-Mathis, Capella U.; Nilesh Khare, Fisher College of Business; Martin H. Klein, Erasmus U.; Catherine Marshall, Temple U.



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**Sunday 9:00AM**
**319 : (AAA) Current and Incoming Heads and Members of Academy Committees.**

9:00am - 10:30am Anaheim Marriott: Suite 315

Organizer: **Angelo DeNisi**, Tulane U.
**320 : (AAA) Placement Services**

9:00am - 4:00pm Hilton Anaheim: Palisades

*Placement Services - Registration and Information*Organizer: **Janice A. Black**, New Mexico State U.
**321 : (AAA) Conference Exhibits**

9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C

Organizer: **Ayman Tarabishy**, George Washington U.
**322 : (AAA) AOM Membership**

9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Mem.

*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*Organizer: **James Calvin**, Johns Hopkins U.
**323 🗨️ (CAR, GDO) The Questions We Ask about**
**Balancing Work and Life: Learning from Our Colleagues**

9:00am - 12:00pm Hilton Anaheim: Santa Monica

Organizers: **Monique Valcour**, Boston College; **Jelena Zikic**, York U.

Participants: **Susan M. Adams**, Bentley College; **Tammy D. Allen**, U. of South Florida; **Elizabeth F. Cabrera**, Arizona State U.; **Charlotte Fritz**, Bowling Green State U.; **Laura M. Graves**, Clark U.; **Jeffrey H. Greenhaus**, Drexel U.; **Monica Higgins**, Harvard U.; **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Marian Ruderman**, Center for Creative Leadership; **Scott Seibert**, U. of Melbourne; **Maria Kraimer**, U. of Melbourne

**324 📁🗨️➔📧: (CM, CAR, HR, OB, OMT, PTC) Negotiating Your First Job**

9:00am - 12:00pm Hilton Anaheim: Pacific Pavilion B

*Workshop coordinator will contact participants individually via e-mail.**Pre-registration is required. To register, please visit**<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*Organizer: **Judith B. White**, Dartmouth College

Presenters: **Lisa M. Amoroso**, Roosevelt U.; **Corinne Bendersky**, U. of California, Los Angeles; **Dania Dialdin**, Suffolk U.; **Ray Friedman**, Vanderbilt U.; **Mary Kern**, Baruch College; **Geoffrey Leonardelli**, U. of Toronto; **Denise Lewin Loyd**, Massachusetts Institute of Technology; **William W. Maddux**, INSEAD; **Paul V. Martorana**, U. of Texas, Austin; **Don Moore**, Carnegie Mellon U.; **Margaret A. Neale**, Stanford U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Robin L. Pinkley**, Southern Methodist U.; **Stephen E Weiss**, York U.; **Chen-Bo Zhong**, U. of Toronto

**325 🗨️🗨️📧: (CM, OB, HR, GDO, SIM, MOC) The Dark Side of Employees' Behavior: Evaluating Our Questions, Answers, and Future Directions**

9:00am - 12:00pm Hilton Anaheim: El Capitan A

*Pre-registration is required. To register, please visit**<https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.*Organizer: **Jana L. Raver**, Queen's U.

Presenters: **Michelle Barker**, Griffith U.; **Julian Barling**, Queen's U.; **Rebecca J. Bennett**, Louisiana Tech U.; **Jennifer L. Berdahl**, U. of Toronto; **Matthew A. Cronin**, George Mason U.; **Michelle K. Duffy**, U. of Minnesota; **Loraleigh Keashly**, Wayne State U.; **Peter H Kim**, U. of Southern California; **Joel H. Neuman**, State U. of New York, New Paltz; **Christine Pearson**, Thunderbird, American Graduate School of International Mgmt.; **Charlotte Rayner**, U. of Portsmouth; **Kimberly T. Schneider**, Illinois State U.; **Thomas M. Tripp**, Washington State U.

**326 : (CMS) Writing And Teaching Critical Management Through Cases: Dark Side Case Competition VII**

9:00am - 11:00am Hilton Anaheim: Coronado

Chairs: **Emmanuel Raufflet**, HEC Montreal; **Anne T Lawrence**, San Jose State U.Dark Territory: The Graniteville Chlorine Spill | **Jill Ann Brown**, Lehigh U.; **Ann K. Buchholtz**, U. of GeorgiaMattel, Inc.: Lead Tainted Toys | **Adenekan Dedeke**, U. of Massachusetts, Boston; **Martin Calkins**, U. of Massachusetts, BostonHugh Connerty and Hooters | **Mary Godwyn**, Babson College Antiquorum | **Benoit Lelux**, IMDDe Beers and the Diamond Industry: Squeezing Blood out of a Precious Stone | **Peter Stanwick**, Auburn U.
**327 📁 (ENT) ENT Doctoral Consortium & ENT Junior Faculty Consortium**

9:00am - 11:30am Anaheim Convention Center: 201A

**328 🗨️🗨️📧: (GDO, CAR, CMS) In Support of Shared Sisterhood: Creating a Space for the Questions We Need to Ask**

9:00am - 12:00pm Hilton Anaheim: Manhattan

*Pre-registration is required. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008. For additional information, please contact Stacy Blake-Beard ([stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.edu)).*

Chair: **Stacy Blake-Beard**, Simmons College

Facilitators: **Maureen A. Scully**, U. of Massachusetts; **Audrey Murrell**, U. of Pittsburgh; **David M. Porter Jr.**, Walter Kaitz Foundation; **Charlice Hurst**, U. of Florida; **Gina LaRoche**, INSPIRITAS; **Karen L Proudford**, Morgan State U.; **Daphne Perkins Berry**, U. of Massachusetts at Amherst; **Daria Crawley**, Robert Morris U.; **Bernardo M. Ferdman**, Alliant International U.; **Jawad Syed**, U. of Kent; **Ilene Carol Wasserman**, ICW Consulting Group; **Donna Maria Blanco**, National Society of Hispanic MBAs; **Ruby L Beale**, Hampton U.; **Bonita L Betters-Reed**, Simmons College

**329 🗨️🗨️📧: (HCM, HR, PNP, OB, RM) Successful Federal Funding for Management Research**

9:00am - 11:30am Hilton Anaheim: Huntington B

Organizer: **Michael I. Harrison**, Agency for Healthcare Research and Quality

Presenters: **Michael I. Harrison**, Agency for Healthcare Research and Quality; **Thomas F Hilton**, National Institute on Drug Abuse; **David Chambers**, National Institute of Mental Health; **Jacqueline Meszaros**, National Science Foundation; **Sharon Topping**, U. of Southern Mississippi; **Terri Griffith**, Santa Clara U.; **Shouou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill

### 330 → 🗨️: (IM, AAM) The Questions We Ask in International Management: Views from the Journal Editors

9:00am - 11:00am Anaheim Convention Center: 303D

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Chair: **Lorraine Eden**, Texas A&M U.

Presenters: **Lorraine Eden**, Texas A&M U.; **Pervez Ghauri**, King's College London; **Masaaki Kotabe**, Temple U.; **John W. Slocum**, Southern Methodist U.; **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **Michael-Jörg Oesterle**, U. of Bremen, Germany

### 331 🗨️: (IM, TTC) Interactive Teaching Methods in International Management

9:00am - 11:30am Anaheim Convention Center: 212B

Simulations, Games, Role Plays and more in International Management teaching.

Organizers: **Malika Richards**, Pennsylvania State U.; **Gerhard Apfelthaler**, FH Joanneum

Presenters: **Guenter Stahl**, INSEAD; **Joyce Osland**, San Jose State U.; **Martin Neubauer**, FH Joanneum; **Thomas Schmalzer**, FH Joanneum; **Schon Beechler**, Duke Corporate Education; **James H. Biteman**, Tulane U.; **Charles A. Rarick**, Barry U.

### 332 🗨️ → 🗨️: (ITC, MED, PTC) Making Large Global Collaborations Succeed

9:00am - 12:00pm Hilton Anaheim: California Pavilion D

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

Chair: **Charles Wankel**, St. John's U.

Presenters: **Debra Black**, U. of Liverpool; **Debbi D. Brock**, Berea College; **Daniel Joseph Friel**, U. San Andres; **Aimé Heene**, U. of Ghent; **Hamid H Kazeroony**, William Penn U.; **William A. Laing**, Anderson U.; **Francisco J. Lara**, Universidad Catolica de Valencia; **Ed Leach**, Dalhousie U.; **Robert Ledman**, Georgia Southwestern State U.; **Anita Leffel**, U. of Texas, San Antonio; **Waheeda Lillevik**, The College of New Jersey; **Gaia Marchisio**, Kennesaw State U.; **Ann Scheck McAlearney**, Ohio State U.; **Sushanta Kumar Mishra**, Indian Institute of Management, Ahmedabad; **David Ozag**, Bucknell U.; **Larry Pate**, Center for Ethical Leadership; **Bonnie Richley**, Case Western Reserve U.; **Jan Schapper**, Monash U.; **David Nils Seidl**, U. of Munich; **Sviatoslav Steve Seteroff**, U. of Phoenix; **Jerrold Strong**, Chapman U. College; **Mary Tucker**, Ohio U.; **Vlad Vaiman**, Reykjavik U.; **Charles Wankel**, St. John's U.; **Joann Krauss Williams**, Jacksonville State U.; **Narendra M. Agrawal**, Indian Institute of Management, Bangalore; **Antti Ainamo**, U. of Turku; **Darlene Alexander-Houle**, Hewlett Packard/U. of Phoenix; **Wolfgang Amann**, U. of St.Gallen; **Poul Houman Andersen**, Aarhus U.; **Gerhard Apfelthaler**, FH Joanneum; **Steven Armstrong**, U. of Hull; **Rashmi H. Assudani**, Xavier U.; **Juan Barahona**, Massachusetts Institute of Technology; **Charles H Besseyre**, HEC Paris; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Jon Billsberry**, The Open U.; **Rodolfo Eduardo Bogado**, Universidad De Jaen; **Eva Boxenbaum**, Copenhagen Business School; **David S. Bright**, Wright State U.; **Mark Brown**, Bradley U.; **Thomas A. Bryant**, Rowan U.; **Dan V. Caprar**, Australian School of Business; **Madhavi Venkata Cherukuri**, Centre for Organization Development; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Bruce Clemens**,

Western New England College; **Anne De Bruin**, Massey U. New Zealand; **Nikolay Anguelov Dentchev**, Ghent U.; **Michael Dutch**, Greensboro College; **Mark Gerard Edwards**, U. of Western Australia; **Pauline Egan**, St. John's U.; **Terence Egan**, Central U. of Finance and Economics; **Joseph P. Eshun**, Pennsylvania State U.; **Dail Fields**, Regent U.; **Frank Figge**, Queen's U. Belfast; **Greg Fisher**, RMIT U.; **Paul Fisher**, Rogue Community College; **Edna Pelayo Franco**, Ateneo de Manila U.; **Leticia Ramos-Garza**, ITESM, Campus Monterrey; **Jenny Gibb**, U. of Waikato; **Trevor Goddard**, Curtin U. of Technology; **Daria Golebiowska-Tataj**, Warsaw U. of Technology; **Katharine Hansen**, Stetson U.; **Tarek Hatem**, American U. in Cairo; **Shaoyi He**, California State U. San Marcos; **William J. Heisler**, Troy U.; **Paulo L Henriques**, Technical U. of Lisbon; **Marcus W. Y. Ho**, Auckland U. of Technology; **John Hollwitz**, Fordham; **John F. Hulpke**, Hong Kong U. of Science and Technology; **Dima Jamali**, U. of Southampton; **Amit Karna**, Indian Institute of Management, Ahmedabad; **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Cynthia L Krom**, Marist College; **Robert Krug**, St. Joseph's College, NY; **Rajiv Kumar**, Indian Institute of Management, Ahmedabad; **Sudershan Kuntluru**, NMIMS U.; **David A Lamond**, Wuhan U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock; **Cubie Lai Lai Lau**, U. College Dublin; **Jennifer Leigh**, Nazareth College; **Andrea Licari**, St. John's U.; **Charles Livermore**, St. John's U.; **Shantha Liyanage**, Macquarie Graduate School of Management; **Patrick Lyons**, St. John's U.; **John Manna**, St. John's U.; **Par Martensson**, Stockholm School of Economics; **Warren D. Miller**, Beckmill Research; **Agneta Moulettes**, Lund U.; **Karen Moustafa Leonard**, Indiana U.-Purdue U. Fort Wayne; **Dorothy Mpabanga**, U. of Botswana; **Christine Murphy**, SWINBURNE U.; **Maria L Nathan**, Lynchburg College; **Samy Nathan**, New York Institute of Technology; **Eddy S. Ng**, California State Polytechnic U.; **Aida Numic**, Middlesex U. Business School; **Enrique Nunez**, St. Peter's College; **Jonathan O'Brien**, U. College Dublin; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore; **James Oldroyd**, SKK Graduate School of Business; **Raghuvar Dutt Pathak**, U. of the South Pacific; **He Peng**, Fudan U.; **Claudia Verena Peus**, Massachusetts Institute of Technology; **Craig Prichard**, Massey U.; **Jacobo Ramirez**, Tecnologico de Monterrey -Campus Monterrey; **William D. Reisel**, St. John's U.; **Marko Rillo**, Tallinn U. of Technology; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Sudhir K Saha**, Memorial U. of Newfoundland; **Aino Salimaki**, Helsinki U. of Technology; **Leisa D. Sargent**, U. of Melbourne; **Thomas Schmalzer**, FH Joanneum; **Don Scott-Kemmis**, Australian National U.; **Christopher Seow**, U. of East London; **Muhammad Shafique**, International Islamic U. Islamabad Pakistan; **Daya Shanker**, Deakin U.; **Radha R. Sharma**, Management Development Institute, India; **Paul Shrivastava**, Bucknell U.; **Clive Smallman**, Lincoln U.; **Ronda M. Smith**, U. of Nebraska, Lincoln; **Jurate Stanaityte**, Stockholm U.; **Sari K Stenfors**, Stanford U.; **John Stephan**, Marist College; **Julian C. Sulej**, U. of Dundee; **Kyra Sutton**, Ohio State U.; **Marco Tavanti**, DePaul U.; **Mile Terziovski**, U. of Melbourne; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Fu-Sheng Tsai**, Cheng Shiu U.; **John P Ulhoi**, U. of Aarhus; **Annick Hortense, Dominique Van Rossem**, Vlerick Leuven Gent Management School; **Ilias Vlachos**, Agricultural U. of Athens; **Paul Wong**, Trinity Western U.; **Nilay Yajnik**, NMIMS U.; **Ikhlas Ali Abdalla**, Arab Open U.; **Nasir Afghan**, Lahore U. of Management Sciences; **David Ahlstrom**, Chinese U. of Hong Kong; **Ruth Alas**, Estonian Business School; **Robert Brent Anderson**, U. of Regina; **Zoltan Antal-Mokos**, ESMT; **Katsuki Aoki**, Kanto Gakuin U.; **Remziye Gulem Atabay**,



Izmir U. of Economics; **Maria Avdjieva**, U. of Auckland; **Yuosre F. Badir**, Tokyo Institute of Technology; **Bjørn Tallak Bakken**, Norwegian Defence Academy; **Mary Bambacas**, U. of South Australia; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Simon J. Bell**, U. of Cambridge; **Lorna Maria Beretta**, ALTIS Postgraduate School Business and Society; **Michel Berry**, Ecole de Paris du Management; **Niels Billou**, ESMT; **Lize A. Booyen**, U. of South Africa; **Dave Bouckenoooghe**, Vlerick Leuven Gent Management School; **Nikos Bozionelos**, U. of Durham; **Manuela Brusoni**, Bocconi U.; **Andrew Cardow**, Massey U.; **Didier Chabaud**, Ecole de Management de Normandie; **Chi-Ya Chang**, Chinese Culture U.; **Kunchung Cheng**, Da Yeh U.; **Flordeliza Rosario Castro Christiansen**, -; **Athanasios G. Chymis**, U. of Missouri-Columbia; **Asli M. Colpan**, Kyoto U.; **Harry Costin**, American U. of Paris; **Justin B Craig**, Bond U. Australia; **Irene E. De Pater**, U. of Amsterdam; **Giuseppe Delmestri**, Bergamo U.; **Panos Desyllas**, Manchester Business School; **Laurie Dickie**, Curtin U. of Technology; **Magda Donia**, Concordia U.; **Paul F Donnelly**, Dublin Institute of Technology; **Mateja Drnovsek**, U. of Ljubljana; **Peter Eberl**, Johannes Kepler U. Linz; **Maha ElShinnawy**, American U. in Cairo; **Mark Fenton-O'Creedy**, Open U. Business School; **Leonor Fernandes Ferreira**, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA; **Henrik Finsrud**, Work Research Institute; **Andrea Fischbach**, U. of Trier; **Bjørn-Tore Flåten**, U. of Agder; **Anne Marie Francesco**, Hong Kong Baptist U.; **Raymond Francis**, Caribbean Hospitality Management Consulting; **Finn Frandsen**, Aarhus School of Business; **Anat Freund**, Haifa U.; **Celine Gainet**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Susana Asela Garduno Roman**, ESCA Sto Tomás IPN; **Gudela Grote**, ETH Zurich; **Claire Gubbins**, U. College Cork; **Gonca Gunay**, Izmir U. of Economics; **Burcu Guneri**, Izmir U. of Economics; **Veronica Gustafsson**, Jonkoping International Business School; **Seppo Hänninen**, Helsinki U. of Technology; **Rana Haq**, Laurentian U.; **James C. Hayton**, Bocconi U. and SDA Bocconi School of Management; **Mike Henry**, Grant MacEwan College; **Bersant Hobdari**, Copenhagen Business School; **Nigel J. Holden**, U. of Central Lancashire; **I-Chieh Hsu**, National Changhua U. of Education; **Yu-Mei Huang**, Yu-Da College of Business, Taiwan, R.O.C.; **Li-Hwa Hung**, Ching Yun U.; **Kenneth Mølberg Jørgensen**, Aalborg U.; **Alev Katrinli**, Izmir U. of Economics; **Yumiko Katsuhara**, Seirei Hamamatsu General Hospital; **Eric Kearney**, Jacobs U. Bremen; **Svetlana Khapova**, Vrije U. Amsterdam; **Bongsun Kim**, Korea U.; **Eonsoo Kim**, Korea U.; **Per tobias Kirkebak**, Østfold U. College; **Tsutomu Kobashi**, Aichi Kogyo U.; **Niina Kokko**, Helsinki U. of Technology; **Konstantin Korotov**, ESMT; **Joana Krizanits**, Unternehmensentwicklung GmbH; **Nantawan Noi Kwanjai**, UNU-MERIT/Maastricht U.; **Narjisse Lassas-Clerc**, EM LYON; **Johannes M Lehner**, U. of Linz; **Yan Li**, The Chinese U. of Hong Kong; **Franz Liebl**, Berlin U. of the Arts; **Danming Lin**, Shantou U.; **Xueyuan Adrian Liu**, Wuhan U.; **Anna Lupina Wegener**, U. of Geneva; **Tomas Macak**, Czech U. of Life Sciences; **Slawomir Magala**, Erasmus U. Rotterdam; **Markus Mikael Mäkelä**, Helsinki U. of Technology; **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad; **Marc Idelson**, HEC Paris; **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration; **Alma M. McCarthy**, NUI Galway; **Kiyoshi Miyashita**, Tokyo Metropolitan U.; **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta; **Silvia Azevedo Nelson**, Griffith U.; **Irene Nikandrou**, Athens U. of Economics and Business; **Irene Nikandrou**, Athens U. of Economics and Business; **Kohei**

**Nishikawa**, Konan U.; **Stella M. Nkomo**, U. of South Africa; **Ines O'Donovan**, Lancaster U. Management School; **Raffaele Oriani**, Luiss Guido Carli U.; **Titus Oshagbemi**, Queen's U. of Belfast; **Timothy F. O'Shannassy**, RMIT U.; **Nadia Papamichail**, Manchester Business School; **Chris Parker**, Northern Illinois U.; **Maria Elisa Peirano Vejo**, Massey U. New Zealand; **Ana Perez-Luno**, U. Pablo de Olavide; **Yvon Pesqueux**, CNAM Paris (France); **June M. L. Poon**, U. Kebangsaan Malaysia; **Camilla Quental**, HEC, Paris; **Hussain Gulzar Rammal**, U. of Adelaide; **Cristina Reis**, Lisbon U.; **Jacob Dahl Rendtorff**, roskilde U.; **John Rice**, U. of Adelaide; **Arja M Ropo**, U. of Tampere; **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Perry Sadorsky**, York U.; **Karin Sanders**, U. Twente, The Netherlands; **Stephanie Christine Schleimer**, Griffith U.; **Tali Seger**, U. of Haifa; **Svetlana Serdukov**, Reims Management School; **Arthur Shulman**, Griffith U.; **Kate Sikavica**, U. of St. Gallen; **Sunil Kumar Singh**, Indian Institute of Management, Bangalore; **Anssi Juhani Smedlund**, Helsinki U. of Technology; **William A Sodeman**, Hawai'i Pacific U.; **Anit Somech**, U. of Haifa; **Jiwen Song**, Renmin U. of China; **Leslie Stager Jacques**, Massey U. - Auckland; **Agata Stanusch**, Silesian Technical U.; **Yea-Huey Su**, National Central U.; **Jian Min Sun**, Renmin U. of China; **Wahyu Sutiyono**, U. of Canberra; **Masahiro Takeda**, Tokyo U. of Technology; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics; **Denise Tsang**, U. of Reading Business School; **Masaru Uchida**, Tokyo Gakugei U.; **Hetty Van Emmerik**, Utrecht U.; **Jose G Vargas-Hernández**, Instituto Tecnológico de Cd. Guzmán; **Eran Vigoda-Gadot**, U. of Haifa; **Anders Ryom Villadsen**, U. of Aarhus; **Juan Andrei Villarroel**, Ecole Polytechnique Fédérale de Lausanne; **Ingrid Wakkee**, Vrije U. Amsterdam, The Netherlands; **Chingning Wang**, National Sun Yat-Sen U.; **Chongwei Wang**, Hong Kong Polytechnic U.; **Hugh Willmott**, U. of Cardiff; **Ming-Chang Wu**, National Chengchi U.; **Emiel F.M. Wubben**, Wageningen U.; **Jin-Ichiro Yamada**, Kagawa U.; **Jin-Ichiro Yamada**, Kagawa U.; **Eyal Yaniv**, Bar Ilan U.; **Orly Yeheskel**, Interdisciplinary Center; **Jeff Yip**, Center for Creative Leadership; **Samir M Youssef**, American U., Cairo; **Jaе Eon Yu**, Korea U.; **Jianhong Yuan**, Southeast U.; **Ying Zhu**, Kyushu U.; **Shandana Abedin**, Manchester Business School; **Gordon Kwesi Adomdza**, U. of Waterloo; **Veneta Andonova**, U. de los Andes, Colombia; **Zandra Balbinot**, Universidade Positivo - UP; **Henrique M. Barros**, Ibmecc, Sao Paulo; **Emilio Bellini**, Politecnico di Milano, U. del Sannio; **Jyotsna Bhatnagar**, Management Development Institute, India; **Ernesto Antonio Blanco**, IESA; **Mariya A. Bobina**, U. of Illinois, Chicago; **Marcos A. Boschetti**, U. of Sao Paulo; **Esther Brainin**, Ruppiner Academic Center; **Joseph E. Champoux**, U. of New Mexico; **Shih-Yu Cheng**, National Cheng Kung U.; **Giovanni Battista Dagnino**, U. of Catania; **Katleen E. M. De Stobbeleir**, Ghent U.; **Katherine Eugenie Dew**, Hodges U.; **Anat Drach-Zahavy**, U. of Haifa; **Tom Elfring**, Free U. Amsterdam; **Alfredo Enrione**, ESE Graduate Business School, U. de los Andes, Chile; **Bjarne Espedal**, Norwegian School of Economics and Business Administration; **Claudia J. Ferrante**, U.S. Air Force Academy; **Carl Fey**, Stockholm School of Economics; **Denise L. Fleck**, Federal U. Rio de Janeiro; **Maria F. Fonseca**, EGADE, Instituto Tecnológico y de Estudios Superiores de Monterrey; **Avanti Fontana**, U. Indonesia; **Angilberto Sabino Freitas**, Pontifical Catholic U. of Rio de Janeiro; **Jonah Friedman**, Fordham U.; **Andrew N. Garman**, Rush U.; **Elisabet Garriga**, IESE Business School; **Jocelyne Gélinas**, U. d.U. Québec à Chicoutimi; **Ernestina Giudici**, Cagliari U.; **Anna Goussevskaia**, Fundação Dom Cabral; **Paul L Govekar**, Ohio

Northern U.; **Mikhail V. Grachev**, Western Illinois U.; **Mary Han**, Ryerson U.; **Kurt Heppard**, U.S. Air Force Academy; **Janet Hazel Hesketh**, U. of KwaZulu-Natal; **Chey-Nan Hsieh**, Yu Da College of Business; **José Manuel Hurtado González**, Pablo de Olavide U.; **Marleen Huysman**, Vrije U. Amsterdam; **Kiran Mirza Ismail**, St. John's U.; **Uma Janardana Iyer**, Austin Peay State U.; **Vinod K Jain**, U. of Maryland U. College; **Ding Yu Jiang**, National Chung Cheng U.; **Sofia Anne Kauko-Valli**, U. of Jyväskylä; **Louise Kelly**, Alliant International U.; **Kaouthar Lajili**, U. of Ottawa; **Francois Lambotte**, Université Libre de Bruxelles; **Yih-teen Lee**, IESE Business School; **Alfred Lewis**, -; **Leonardo Liberman Yaconi**, U. Adolfo Ibáñez; **Murray Lindsay**, U. of Western Ontario; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Herve Mathe**, ESSEC Business School; **Yoshiki Matsui**, Yokohama National U.; **Marjorie L McInerney**, Marshall U.; **Mary McKinley**, ESCEM; **Amy L Pablo**, U. of Calgary; **Alketa Peci**, EBAPF-FGV; **Hilla Peretz**, ORT Braude College; **Theodoro Agostinho Peters Filho**, Centro Universitario da FEI; **Joseph A. Petrick**, Wright State U.; **James L. Ritchie-Dunham**, Harvard U.; **Jacques Rojot**, U. of Paris II; **Kay Rudisill**, Hyperion Solutions, Inc; **Neusa Maria Bastos F. Santos**, Pontificia U. Católica de Sao Paulo; **Toyoko Sato**, Copenhagen Business School; **Erik H Schlie**, ESMT; **Christina Scott-Young**, U. of Melbourne; **William C. Sharbrough**, Citadel School of Business Administration; **Mariam Shebaya**, Aston U. UK; **Randall G. Sleeth**, Virginia Commonwealth U.; **Filipe Sobral**, EBAPF-FGV; **Davide Sola**, ESCP-EAP European School of Management; **Suphawan Srisuphaolarn**, Konkuk U.; **Jacqueline M. Stavros**, Lawrence Technological U.; **Muthu Subbiah**, U. of Texas, Dallas; **Kristian Johan Sund**, Ecole Polytechnique Federale de Lausanne (EPFL); **Lourdes Susaeta**, IESE Business School; **Toshio Takagi**, Okinawa U.; **Brian Vincent Tjemkes**, VU U. Amsterdam; **Maria Jose Tonelli**, FGV-EAESP; **Estelle Toomey**, Oxford U.; **Hiroyuki Tsujii**, The U. of Kitakyushu; **Esther Unger-Aviram**, Sapir Academic College; **Joan Ernst Van Aken**, Eindhoven U. of Technology; **David D. Van Fleet**, Arizona State U.; **Christian Voegtlin**, U. of Zurich; **Klaus-Peter Wiedmann**, Leibniz U. of Hanover; **Carolyn Wiley**, Roosevelt U.; **Yoichiro Yagi**, Kagawa U.; **Yoichiro Yagi**, Kagawa U.; **Shahid Yamin**, United Arab Emirates U.; **Roland K. Yeo**, King Fahd U. of Petroleum & Minerals; **Lena Zander**, Stockholm School of Economics; **Silvia Novaes Zilber**, UNINOVE; **Zita Zoltay-Paprika**, Corvinus U. of Budapest; **Tomaz Amon**, U. of Ljubljana; **Larry Cipolla**, CCI Surveys International; **Anne Cobb**, Empire State College, SUNY; **Anders Harbo**, Confederation of Danish Industries; **Domagoj Hruska**, U. of Zagreb; **Chulboo Hur**, Myongji U.; **Jim Kerner**, Athens State U.; **Alberto Luiz Albertin**, EAESP, Fundação Getúlio Vargas; **Peter John Opio**, U. of East London; **Aurea Helena Puga-Ribeiro**, Fundação Dom Cabral; **Joe Tan**, UniSA (Singapore); **Youssef Ahmad Youssef**, UNISUL U. do Sul de Santa Catarina; **Kelly Z. Peng**, Chinese U. of Hong Kong; **Hector R. Diaz-Saenz**, Tecnológico de Monterrey; **Rajeev Sharma**, XLRI

**333** 📖🗺️🗣️: (MC, GDO, ODC) **High Impact Consulting: Ensuring Tangible Client Results**

9:00am - 12:00pm Anaheim Marriott: Orange County 4

*Pre-registration is required. To register, please visit*

*<https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Chair: Robert H Schaffer, Robert H. Schaffer & Associates*

*Coordinator: Alan Goldman, Arizona State U.*

**334** 📖🗺️🗣️: (MED, ODC) **Undergraduate Leadership Development: Introducing Reflective Pedagogy into the Curriculum**

9:00am - 12:00pm Anaheim Convention Center: 205A

*Participants: Davar Rezanía, Grant MacEwan College; Tony Lingham, ESADE; Lyle Benson, Grant MacEwan College; Bonnie Richley, Case Western Reserve U.*

**335** 🗺️🗣️: (MOC) **Workshop for International Members of the MOC Division on Publishing in US Journals**

9:00am - 12:00pm Anaheim Convention Center: 203A

*Pre-registration is required. To register, please visit*

*<https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Facilitator: Elizabeth George, Hong Kong U. of Science and Technology*

*Participants: Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Joep Cornelissen, U. of Leeds; Sim B. Sitkin, Duke U.; Rolf Van Dick, U. of Frankfurt*

**336** 🗺️🗣️: (MOC, BPS, PTC, ODC) **Facilitating Strategy Development with Management Teams: Leadership, Identity, Groups, and Models**

9:00am - 12:00pm Anaheim Convention Center: 207B

*Organizer: Olaf Rughase, Schindl Rughase Partners*

*Presenters: Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.; Michael Schindl, Schindl Rughase Partners; John M. Bryson, U. of Minnesota; Paul Charles Nutt, Ohio State U.*

**337** 🗺️🗣️: (MOC, OMT, PNP, CM) **Project on National Security Reform**

9:00am - 12:00pm Anaheim Convention Center: 204B

*Pre-registration is required. To register, please visit*

*<https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Organizers: James Douglas Orton, George Washington U.;*

*Kenneth Rollins, George Washington U.*

*Distinguished Speaker: Christopher Jon Lamb, Project on National Security Reform*

*Discussant: Karl E. Weick, U. of Michigan, Ann Arbor*

**338** 📖🗺️🗣️: (MSR) **Beyond Concept, What is Self as Instrument?**

9:00am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon K

*Moderator: Anna Gomez, Terra Firma: Grounded Change*

**339** 🗺️🗣️: (OB, RM, MOC) **Questions We (Don't) Ask: Human Physiology and Management**

9:00am - 12:00pm Hilton Anaheim: Sunset

*Pre-registration is required to take full advantage of the PDW format,*

*wherein time will be reserved to discuss specific research ideas/proposals surrounding physiological measures in*

*management research. Participants are invited to submit a short (i.e., 500-1000 word) synopsis of their research idea, a few specific*

*questions/concerns, and a brief abstract. From these, a*

*representative sample will be selected, providing material for*

*discussion among presenters and attendees. Please send*

*synopses, questions, and abstracts to Mike Zyphur at*

*[zyphurmj@yahoo.com](mailto:zyphurmj@yahoo.com) by June 15, 2008. Additional registration is*

*required. To register online, please visit*

*<https://secure.aonline.org/PDWRReg>. The deadline to register is June 15, 2008.*

**Chairs:** **Michael J. Zyphur**, U. of Washington Bothell; **Jayanth Narayanan**, National U. of Singapore  
**Discussant:** **Richard D Arvey**, National U. of Singapore  
**Participants:** **Gerald Koh**, National U. of Singapore; **Daniel C Ganster**, U. of Arkansas; **Modupe Akinola**, Harvard U.; **Michael J. Zyphur**, U. of Washington Bothell; **Jayanth Narayanan**, National U. of Singapore; **Roderick E White**, Ivey School of Business

**340** 🗣️📄: (ODC, PTC, MC, OM) **The Questions We Do and Do Not Ask Regarding Leading Innovative Organizational Change for Innovation**

9:00am - 11:00am Anaheim Marriott: Newport & Rancho Las Palmas

**Organizer:** **Kim Jaussi**, Binghamton U.

**Participants:** **Deborah J Dougherty**, Rutgers U.; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Jay Conger**, Claremont McKenna College

**341** : (OMT) **OMT Dissertation Workshop**

9:00am - 12:00pm Anaheim Convention Center: 304D

**INVITATION ONLY!** Apply to **Kim Elsbach**, OMT Division Chair, at [kdelsbach@ucdavis.edu](mailto:kdelsbach@ucdavis.edu). Additional registration is required. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Organizer:** **Kimberly D. Elsbach**, U. of California, Davis

**Discussants:** **Jean M. Bartunek**, Boston College; **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Kathleen M. Eisenhardt**, Stanford U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Anand Swaminathan**, U. of California, Davis

**342** 🗣️📄: (OMT, RM) **Institutions across Social Spheres: Bridging Levels of Analysis in Research and Conceptualization**

9:00am - 12:30pm Anaheim Convention Center: 201C

**Organizers:** **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Kelly Thomson**, York U.

**Facilitators:** **Tina Dacin**, Queen's U. Canada; **Paul M Hirsch**, Northwestern U.; **Nelson Phillips**, Imperial College London; **Julie Battilana**, Harvard U.; **Kerstin Sahlin**, Uppsala U.

**343** 📄: (PNP) **2008 Doctoral Student Professional Development Consortium Day 2**

9:00am - 12:00pm Anaheim Marriott: Orange County 1

Pre-registration is required; to register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008. In addition to pre-registration, interested doctoral students must apply to participate in the program. The deadline to apply is July 2nd, 2008. For application instructions, contact **Leisha DeHart-Davis** at [lddavis@ku.edu](mailto:lddavis@ku.edu).

**Organizer:** **Leisha DeHart-Davis**, U. of Kansas

**Participants:** **Gordon Kingsley**, Georgia Institute of Technology; **Bradley E. Wright**, U. of North Carolina, Charlotte; **R. Karl Rethemeyer**, U. at Albany, SUNY

**344** 🗣️📄➔🗣️📄: (PTC, OB, TIM, MOC, PNP, MEN, CM) **Questioning for Relevance, A Dialogue of Scholarship and Practice**

9:00am - 12:00pm Anaheim Convention Center: 210B

Pre-registration is not required but strongly encouraged. Please email: [drolivaslujan@gmail.com](mailto:drolivaslujan@gmail.com) to pre-register.

**Organizer:** **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey

**Facilitator:** **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey

**Presenters:** **David Denyer**, Cranfield U.; **Melanie P. Cohen**, U. of Maryland U. College; **Joy E. Beatty**, U. of Michigan, Dearborn; **Chad Smith**, Clarion U. of Pennsylvania; **Josetta McLaughlin**, Roosevelt U.; **Lourdes Hassler**, NSHMBA

**345** 🗣️📄: (TIM, BPS) **Collaborative Innovation Via Standard Setting: Resolving Individual vs. Collective Goals**

9:00am - 11:00am Anaheim Convention Center: 209A

**Organizer:** **Kory D. Brown**, U. of Utah

**Participants:** **James Gilb**, SIBEAM, Inc.; **John Santhoff**, Pulse LINK, Inc.; **Tim Simcoe**, U. of Toronto; **Joel West**, San Jose State U.

**346** ➔🗣️📄: (TIM, BPS) **Technoentrepreneurship: The Questions We Should Ask**

9:00am - 12:00pm Anaheim Convention Center: 212A

**Organizers:** **Francois Therin**, Euromed Marseille-School of Management; **Lalit Manral**, Long Island U.; **Gita Surie**, Adelphi U.; **William John Lekse**, U. of michigan dearborn

**Discussant:** **Sheryl Winston Smith**, U. of Minnesota  
**Participants:** **Avi Fiengenbaum**, Technion U.; **Preeta Banerjee**, Brandeis U.; **Aard J Groen**, U. of Twente, NIKOS; **Mateja Drnovsek**, U. of Ljubljana; **Sally Davenport**, Victoria U. of Wellington; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Karen Williams Middleton**, Chalmers U. of Technology

**Sunday 9:30AM**

**347** 🗣️📄: (BPS, OMT, OCIS) **Communities of Practice (CoPs) and Evolutionary Economics (EE): Routines in Question**

9:30am - 12:00pm Anaheim Convention Center: 207C

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.

**Organizers:** **Natalia Levina**, New York U.; **Gino Cattani**, New York U.; **Roger L. Dunbar**, New York U.; **Emmanuelle Vaast**, Long Island U.

**Distinguished Speakers:** **Raghu Garud**, Penn State U.; **Joan T Allatta**, Purdue U.; **Brian T Pentland**, Michigan State U.; **John Seely Brown**, USC

**Facilitator:** **Stefano Borzillo**, U. of Geneva

**348** 🗣️➔🗣️📄: (CMS) **Contested Borders: Postcolonialism and Political Economy**

9:30am - 12:00pm Hilton Anaheim: Ventura

**Organizer:** **Anshuman Prasad**, U. of New Haven

**Chair:** **Anshuman Prasad**, U. of New Haven

**Presenters:** **Anshuman Prasad**, U. of New Haven; **Raza A Mir**, William Paterson U.; **Joy Panoho**, Massey U.; **Ralph Stablein**, Massey U.; **Pushkala Prasad**, Skidmore College

**349** ➔🗣️: (IM, IAM) **Asking About Management Research in Latin America: Where Is It Now and Where Should It Be?**

9:30am - 12:00pm Anaheim Convention Center: 202A

**Coordinator:** **William Newbury**, Florida International U.



*Participants:* **Karen Paul**, Florida International U.; **Juan I. Sanchez**, Florida International U.; **Mary Ann Von Glinow**, Florida International U.; **Karl Galen Kroeck**, Florida International U.

### Sunday 10:00AM

#### 350 : (AAC) Eastern Academy of Management Officers Meeting

10:00am - 12:00pm Hilton Anaheim: Mezzanine 1

*Organizer:* **Edward W Christensen**, Monmouth U.

#### 351 : (AAW) Academy of Management Learning & Education Writers' Workshop

10:00am - 12:00pm Anaheim Marriott: Platinum 4

*Proposals will be due to the AMLE office by May 1, 2008, and notification of acceptance will occur on or before June 2, 2008. Please note that accepted proposals and authors will not be listed in the Academy program.*

*Organizers:* **David Waldman**, Arizona State U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh

*Facilitators:* **James R Bailey**, George Washington U.; **Kurt Kraiger**, Colorado State U.; **Neng Liang**, China Europe International Business School; **Robert S. Rubin**, DePaul U.; **Christine Quinn Trank**, Texas Tech U.; **Tim O Peterson**, North Dakota State U.

#### 352 📖🗣️📧: (CAR) Questioning Our Selves, Lives, and Passions: Integrating avocational interests into academic life

10:00am - 12:00pm Hilton Anaheim: Redondo

*Chairs:* **Christy Harris Weer**, Radford U.; **Marco DiRenzo**, Drexel U.; **Barrie E. Litzky**, Pennsylvania State U., Great Valley

*Moderator:* **Kimberly Eddleston**, Northeastern U.

*Presenters:* **Barbara A. Ribbens**, Western Illinois U.; **Sidika Nihal Colakoglu**, Norfolk State U.; **Veronica M. Godshalk**, U. of South Carolina, Beaufort; **C. Melissa Fender**, Drexel U.; **Ping Tyra Shao**, Drexel U.

#### 353 📖🗣️📧: (CM, OB, BPS, OMT) The Craft of Writing a Book: Wisdom From Top Scholars

10:00am - 12:00pm Hilton Anaheim: Huntington A

*Chair:* **Kurt T Dirks**, Washington U.

*Participants:* **Max H. Bazerman**, Harvard U.; **Roy J. Lewicki**, Ohio State U.; **Gary P. Latham**, U. of Toronto; **Fred Luthans**, U. of Nebraska, Lincoln; **Howard Aldrich**, U. of North Carolina; **Andrew H. Van de Ven**, U. of Minnesota

#### 354 🗣️: (GDO, CAR, MEN) If, When and How? Combining Parenting and Academic Life

10:00am - 12:00pm Hilton Anaheim: Santa Barbara

*Chairs:* **Ron Ophir**, York U.; **Robyn A. Berkley**, Southern Illinois U., Edwardsville

*Speakers:* **Charlice Hurst**, U. of Florida; **Jeffrey A Mello**, Barry U.

#### 355 📖🗣️📧: (GDO, ODC, MC) Not Either/Or, but Both/And: A Balanced Experiential Inquiry Approach to Diversity Audits

10:00am - 12:00pm Hilton Anaheim: Huntington C

*Chairs:* **Leslie Elizabeth Sekerka**, Menlo College; **J. Goosby Smith**, California State U., Channel Islands

*Facilitators:* **Tracey Eira Messer**, Case Western Reserve U.; **Regan Harwell Schaffer**, Pepperdine U.; **Velvet L. Weems-Landingham**, Kent State U.; **Connie R James**, Pepperdine U.

#### 356 🗣️: (HCM) Exploring the Journey from Dissertation to Tenure through Networking

10:00am - 12:00pm Hilton Anaheim: San Clemente

*This session is a highly interactive session using dialogue as a format to explore important career stages and to build relationships.*

*Organizers:* **Barbara Bigelow**, Clark U.; **Margarete Arndt**, Clark U. *Facilitators:* **Martin P. Charns**, U.S. Department of Veterans Affairs; **Jon Chilingerian**, Brandeis U.; **Thomas D'Aunno**, INSEAD; **DiJon R. Fasoli**, U.S. Dept. of Veterans Affairs / Center for Health Quality, Outcomes and Economic Research (CHQOER); **Myron D Fottler**, U. of Central Florida; **Leonard H. Friedman**, Oregon State U.; **Elizabeth Goodrick**, Florida Atlantic U.; **Kathleen Montgomery**, U. of California, Riverside; **Trish Reay**, U. of Alberta

#### 357 📖: (HR, OB, OMT) Meet the Editors - OB/HR Micro Journals

10:00am - 12:00pm Hilton Anaheim: California Pavilion B

*This session is jointly sponsored by HR, OB and OMT divisions.*

*Pre-registration is required. To register, please visit <https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Organizers:* **Judith W. Tansky**, The Ohio State U.; **Jason Colquitt**, U. of Florida; **Maria Kraimer**, U. of Melbourne *Participants:* **Yehuda Baruch**, U. of East Anglia; **Michael J. Burke**, Tulane U.; **Gilad Chen**, U. of Maryland; **David V. Day**, U. of Western Australia; **Rodger Griffeth**, Ohio U.; **Steve W. J. Kozlowski**, Michigan State U.; **Michael Mumford**, U. of Oklahoma; **John Schaubroeck**, Drexel U.; **Robert J. Vandenberg**, U. of Georgia; **Theresa Welbourne**, U. of Michigan; **Jing Zhou**, Rice U.; **Neal M. Ashkanasy**, U. of Queensland

#### 358 🗣️: (ITC, CAR, GDO) The Questions Non-US Scholars Ask

10:00am - 12:00pm Anaheim Convention Center: 304C

*Organizer:* **John Blenkinsopp**, U. of Teesside

*Chair:* **Yehuda Baruch**, U. of East Anglia

*Facilitators:* **Neal M. Ashkanasy**, U. of Queensland; **Jacob Eisenberg**, UCD Dublin; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics; **Simon Taggar**, Wilfrid Laurier U.; **Stewart Arnold**, Nanyang Technological U.

#### 359 🗣️➔: (MC, OM) How to Rapidly Assess the Performance Improvement Gap for a Business

10:00am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon H

*Pre-registration is required. To register, please visit <https://secure.aonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

*Presenters:* **Neena Dosanj**, PA Consulting Group; **Aarti Thapar**, PA Consulting Group

#### 360 📖🗣️: (MED) The Diversity and Depth of Questions We Ask about Teaching: Are There Better Ways?

10:00am - 12:00pm Anaheim Convention Center: 210D

*Participants:* **William B. Snively**, San Diego State U.; **David A. Cowan**, Miami U.; **Carol H Sawyer**, U. of La Verne; **Robert Ledman**, Georgia Southwestern State U.; **Peter G. Morgan**, U. of Bradford School of Management

#### 361 📖🗣️: (MED, TTC, ODC, GDO) So You Are Going to Teach, Now What? Tips to Not Only Survive but Also Thrive!

10:00am - 12:00pm Anaheim Convention Center: 211B

Come with your thoughts and ideas of what makes a good teacher to share with other participants. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Organizers: **Amy T Lui**, New York U.; **Sabra Brock**, Touro College; **Toni Ungaretti**, Johns Hopkins U.

**362** 🗄️🗄️: (MH) **Getting Involved in Professional Development**

10:00am - 12:00pm Anaheim Marriott: Desert Springs  
Moderator: **Jane Whitney Gibson**, Nova Southeastern U.  
Participants: **Franz T. Lohrke**, Brock School of Business, Samford U.; **John Humphreys**, Texas A&M U.; **Robert C. Ford**, U. of Central Florida; **Richard T. Mowday**, U. of Oregon

**363** 🗄️🗄️: (MSR, HR) **Questions We Ask and Answers that the Bhagavad-Gita Provides**

10:00am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon D  
Chair: **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa  
Discussants: **Vijayan P. Munusamy**, Center for Creative Leadership; **Meena Surie Wilson**, Center for Creative Leadership; **Anand N Chandrasekar**, Center for Creative Leadership  
Participants: **Raghu Varma**, Loyola U., Chicago; **Harsh K Luthar**, Bryant U.; **Arghuvar Dutt Pathak**, U. of the South Pacific; **E. S. Srinivas**, XLRI

**364** 🗄️🗄️: (OB, PTC, HR, GDO) **Dare We Ask More Questions about Employee Participation?**

10:00am - 12:30pm Anaheim Marriott: Platinum 1  
Chair: **Frances Jørgensen**, Aarhus School of Business, Aarhus U.  
Facilitators: **John P Ulhoi**, U. of Aarhus; **Dorthe Døjbak Haakonsson**, U. of Aarhus; **Hans Jeppe Jeppesen**, U. of Aarhus

**365** 🗄️🗄️: (OB, RM, BPS, GDO) **The 16th Annual Craft of Reviewing Workshop**

10:00am - 12:00pm Hilton Anaheim: Palos Verdes A  
Coordinator: **Susan Wills Amat**, U. of Miami  
Presenters: **Karen D Locke**, College of William and Mary; **Michael Mumford**, U. of Oklahoma; **Bradley L. Kirkman**, Texas A&M U.; **Margaret L. Williams**, Virginia Commonwealth U.

**366** 🗄️🗄️: (OCIS) **Cultural Diversity and Information Management**

10:00am - 12:00pm Anaheim Convention Center: 303A  
Workshop participants and speakers from 4 continents will examine how culture influences information/knowledge management and research.  
Presenters: **Maris G. Martinsons**, City U. of Hong Kong; **Robert M Davison**, City U. of Hong Kong; **Suprateek Sarker**, Washington State U.; **Aelita Brivins Martinsons**, Cross-Cultural Coach; **Malini Jayaganesh**, Monash U.

**367** 🗄️🗄️: (ODC, ITC) **Organization Development and Change Consulting Across Cultures**

10:00am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon G  
Author's paper, *Consulting across Cultures*, was one of the top ten outstanding papers from the AHRD 2006 Annual Research Conference Proceedings. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008. If you have further questions, please contact **Beatriz Coningham** through e-mail: [bconingham@gmail.com](mailto:bconingham@gmail.com).

Facilitators: **Beatriz Coningham**, George Washington U.; **Maria Cseh**, George Washington U.

**368** 🗄️🗄️: (ODC, MC, HCM) **HOW TO MANAGE EMPLOYEES WHEN WE CANNOT USE AUTHORITY: TURNING MANAGEMENT PARADIGMS INTO PRACTICE**

10:00am - 12:00pm Anaheim Marriott: Los Angeles  
Chair: **A D Amar**, Seton Hall U.  
Presenters: **A D Amar**, Seton Hall U.; **Vlatka Hlupic-Vidjak**, Westminster Business School, U. of Westminster; **Bami Bastani**, ANADIGICS, Inc.; **Carsten Hentrich**, CSC Deutschland Solutions GmbH

**369** 🗄️🗄️: (OM, TIM) **The Questions We Still Have Not Answered: Agenda for Future Research in Quality Management**

10:00am - 12:00pm Anaheim Convention Center: 213C  
Organizer: **Eitan Naveh**, Technion-Israel Institute of Technology  
Participant: **Avigdor Zonnenshain**, Technion Israel Institute of Technology

**370** 🗄️🗄️: (OMT, BPS) **Contextualization, Integration and Potential Contributions of China Management Research**

10:00am - 12:00pm Anaheim Convention Center: 213B  
Distinguished Speakers: **Anne S. Tsui**, Arizona State U.; **Weiyang Zhang**, Guanghua School of Management; **Yuan Li**, Xian Jiaotong U.; **Justin Tan**, York U.  
Chair: **Stan X. Li**, York U.

**371** 🗄️🗄️: (OMT, MH) **Bringing History into Organizational Theory Research**

10:00am - 12:00pm Anaheim Convention Center: 303C  
Chairs: **Huseyin Leblebici**, U. of Illinois; **Peter D Sherer**, U. of Calgary

**372** 🗄️🗄️: (OMT, OB, HR, MC) **Macro Journal Editors Panel for Doctoral and Jr Faculty Consortia**

10:00am - 12:00pm Hilton Anaheim: California Pavilion A  
This session is jointly sponsored by HR, OB and OMT divisions. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Organizer: **Candace Jones**, Boston College

**373** 🗄️🗄️: (PTC, HR, CAR, ODC, OMT, ITC, PNP) **Managing Talent Globally: Insights from the Cross-Cultural Research**

10:00am - 1:00pm Anaheim Convention Center: 303B  
Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.  
Facilitators: **Matthew David Guthridge**, McKinsey & Company; **Asmus B. Komm**, McKinsey & Co.  
Participant: **Emily Lawson**, McKinsey & Company

**374** 🗄️🗄️: (SIM, ONE) **Ask the Experts: Publishing SIM&ONE Research in Top Journals**

10:00am - 11:00am Anaheim Marriott: Platinum 8  
No pre-registration required  
Chairs: **Andreas Georg Scherer**, U. of Zurich; **Donald Siegel**, U. at Albany-SUNY  
Participants: **Marta B. Calás**, U. of Massachusetts, Amherst; **Tina Dacin**, Queen's U. Canada; **K. Michele Kacmar**, U. of Alabama;



**Richard P Nielsen**, Boston College; **Linda Smircich**, U. of Massachusetts, Amherst; **Linda K. Trevino**, Pennsylvania State U.; **Gary R. Weaver**, U. of Delaware; **Steven W Floyd**, U. of St. Gallen

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### Sunday 10:15AM

#### 375 : (AAA) 2009 Program Chairs' Meeting

10:15am - 12:00pm Anaheim Marriott: Suite 312

**Organizers:** **Susan E. Jackson**, Rutgers U.; **Jimmy Le**, Academy of Management

#### 376 : (AAA) Conference Break

10:15am - 10:45am Anaheim Convention Center: Exhibit Hall C - Break Area

**Organizer:** **Ayman Tarabishy**, George Washington U.

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### Sunday 10:30AM

#### 377 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2008-2009)

10:30am - 12:00pm Anaheim Marriott: Suite 315

**Organizer:** **James P. Walsh**, U. of Michigan, Ann Arbor

#### 378 : (AAC) Midwest Academy of Management Officers Meeting

10:30am - 12:00pm Hilton Anaheim: Mezzanine 2

**Organizer:** **Faye L. Smith**, Missouri Western State U.

#### 379 : (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Hilton Anaheim: Mezzanine 3

**Organizer:** **Darla Domke-Damonte**, Coastal Carolina U.

#### 380 : (ENT) Panel Study of Entrepreneurial Dynamics II Users Group Workshop

10:30am - 12:30pm Anaheim Convention Center: 210C

**Organizers:** **Paul D Reynolds**, Florida International U.; **Richard Curtin**, U. of Michigan, Ann Arbor

#### 381 : (MC) MC Doctoral Workshop

10:30am - 12:00pm Anaheim Marriott: La Jolla

*Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is July 11, 2008.*

**Presenter:** **Ansgar Richter**, European Business School

#### 382 : (MED, TTC, OMT) Synergy Effects and Real-Time Cases: Lessons for the Classroom

10:30am - 12:30pm Anaheim Convention Center: 201B

**Presenters:** **Eva Boxenbaum**, Copenhagen Business School; **Lisbet Pals Svendsen**, Copenhagen Business School

#### 383 : (OB, IM, CM) The Questions We Ask Regarding Meso-Modeling

10:30am - 1:00pm Hilton Anaheim: Laguna B

**Organizer:** **Hetty Van Emmerik**, Utrecht U.

**Presenters:** **Dawn J. Fischer**, Texas Tech U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Nagaraj Sivasubramaniam**, Duquesne U.; **Ronald H. Humphrey**, Virginia Commonwealth U.; **Neal M. Ashkanasy**, U. of Queensland

#### 384 : (ONE, SIM, BPS, PNP) Databases for Research on Environmental Management and Corporate Social Responsibility

10:30am - 12:30pm Anaheim Marriott: Platinum 9

**Organizer:** **Ann Katrin Terlaak**, U. of Wisconsin, Madison  
**Participants:** **Michael V. Russo**, U. of Oregon; **Bryan W Husted**, York U.; **Nicole Darnall**, George Mason U.; **Irene Henriques**, York U.; **Ivan Montiel**, U. of Texas Pan American; **Yan Gong**, U. of California, Irvine; **Aaron Chatterji**, Duke U.; **Dinah Koehler**, U.S. Environmental Protection Agency

#### 385 : (RM, CMS) Ask The Experts: Qualitative Research

10:30am - 12:30pm Hilton Anaheim: Pacific Pavilion D

**Organizer:** **Raza A Mir**, William Paterson U.

**Participants:** **Andrew B. Hargadon**, U. of California, Davis; **Sanjay Jain**, San Francisco State U.; **Amy C. Edmondson**, Harvard U.; **Christopher B. Bingham**, U. of Maryland; **Diana Sharpe**, Monmouth U.

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### Sunday 11:00AM

#### 386 : (AAA) Academy of Management Journal Editorial Board Meeting

11:00am - 12:30pm Anaheim Marriott: Platinum 2

**Organizer:** **R. Duane Ireland**, Texas A&M U.

#### 387 : (CMS) Philosophical Foundations of Organizational Research

11:00am - 1:00pm Hilton Anaheim: Coronado

**Organizer:** **Raza A Mir**, William Paterson U.

**Participants:** **Peter Koslowski**, Vrije U. Amsterdam; **Andre Spicer**, U. of Warwick; **Bobby Banerjee**, U. of Western Sydney; **Nelson Phillips**, Imperial College London

#### 388 : (MED, MC) Supporting the Decision Taker by Coaching and Expert System

11:00am - 1:00pm Anaheim Convention Center: 213A

**Facilitators:** **Viktor Dorfler**, U. of Strathclyde; **Andras Kiss-Dozsai**, ESCO Ltd.

**Discussants:** **Zoltan Baracskaï**, Doctus Co.; **Jolan Velencei**, Budapest U. of Technology and Economics

#### 389 : (PNP) PNP Junior Faculty Consortium

11:00am - 12:00pm Anaheim Marriott: Grand Ballroom B&C

*All participants of the Junior Faculty Consortium should attend the Editors Panel during the PNP Doctoral Consortium on Saturday at 1 p.m. For further information contact: Rob Christensen, [rkchris@unccl.edu](mailto:rkchris@unccl.edu)*

**Organizer:** **Robert K Christensen**, U. of North Carolina at Charlotte

#### 390 : (SIM, ONE) Thinking about New Ideas and Topics: SIM&ONE Research Roundtables

11:00am - 12:30pm Anaheim Marriott: Platinum 8

*No pre-registration required. See the SIM&ONE listservs in Spring 2008 for more information. Contact Guido Palazzo ([guido.palazzo@unil.ch](mailto:guido.palazzo@unil.ch))*

**Organizer:** **Andreas Georg Scherer**, U. of Zurich

**Chair:** **Guido Palazzo**, U. of Lausanne

**Presenters:** **Fabrizio Ferraro**, IESE Business School; **Volker H. Hoffmann**, ETH Zurich; **Scott Sonenshein**, Rice U.

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### Sunday 11:30AM

#### 391 : (ENT) Creation Opportunities: What They Are and Why They Matter

11:30am - 1:30pm Anaheim Convention Center: 206A

Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Discussants: **Howard Aldrich**, U. of North Carolina; **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **William S Schulze**, U. of Utah; **Teppo Felin**, Brigham Young U.

Coordinators: **Sharon Alvarez**, Ohio State U.; **Chris Welter**, Fisher College of Business

**392**   : (ENT, MED, PTC) **How to Launch a Successful Business Plan Competition? A Best Practice Symposium**

11:30am - 1:30pm Anaheim Convention Center: 212B

Participants: **John E. Clarkin**, College of Charleston; **David Desplaces**, College of Charleston; **Charles H. Matthews**, U. of Cincinnati; **Patrick James McGuigan**, Pace U.; **Paul Kirsch**, U. of Michigan, Ann Arbor

**393**  : (ENT, PNP) **Social Entrepreneurship: Why Should We Care? The Questions Academics Ask**

11:30am - 1:30pm Anaheim Convention Center: 304A

Participants will be solicited prior to the conference. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 11, 2008.

Organizers: **Jennifer Irwin**, U. of Oregon; **Suzanne Gladys Tilleman**, U. of Oregon

Distinguished Speakers: **Thomas J Dean**, Colorado State U.; **Jeffrey A. Robinson**, New York U. / Rutgers U.; **Klaus Weber**, Northwestern U.; **Ana Maria Peredo**, U. of Victoria; **Kimberly A Wade-Benzoni**, Duke U.

Speakers: **Kai N. Hockerts**, Copenhagen Business School; **Mike Valente**, U. of Victoria; **Geoffrey Desa**, U. of Washington, Seattle; **Jeffrey G. York**, U. of Virginia; **Marya Hill-Popper Besharov**, Cornell U.

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**Sunday 12:00PM**

**394** : (AAA) **2009 Professional Development Workshop Chairs Meeting**

12:00pm - 1:30pm Anaheim Marriott: Suite 304

Organizer: **Jimmy Le**, Academy of Management

**395** : (AAA) **Program Developer Training Session for Program Chairs**

12:00pm - 1:30pm Anaheim Marriott: Suite 312

Organizer: **Jimmy Le**, Academy of Management

Presenters: **Gabriel Bramson**, Academy of Management; **Matthew L. Suppa**, Academy of Management

**396** : (AAA) **Division Treasurers' Meeting**

12:00pm - 1:00pm Anaheim Marriott: Suite 315


Organizer: **Heather Crowe**, Academy of Management

Program Chair: **James P. Walsh**, U. of Michigan, Ann Arbor

**397** : (AAC) **International Theme Committee Meeting**

12:00pm - 1:30pm Anaheim Convention Center: 201D

Organizer: **Jacob Eisenberg**, UCD Dublin

**398**  : (BPS, OMT, RM, PTC, MOC, HCM, CM) **Strategy-as-Practice: Methodological Challenges**

12:00pm - 2:30pm Anaheim Convention Center: 207A

Pre-registration is required. Go to:

<https://secure.aomonline.org/PDWReg>. The chair will contact those registered with the papers for discussion.

Organizers: **Linda Rouleau**, HEC Montreal; **Veronika Kisfalvi**, HEC Montreal; **David Nils Seidl**, U. of Munich; **Curtis LeBaron**, Brigham Young U.

Distinguished Speakers: **Anne S. Huff**, Technische U., München; **Karen Golden-Biddle**, Boston U.

Facilitators: **Saku Mantere**, Swedish School of Economics and Business Administration; **Dalvir Samra-Fredericks**, U.; **Julia Balogun**, Cass Business School, City U.; **Paula Jarzabkowski**, Aston Business School; **Ann Langley**, HEC Montreal; **Richard Whittington**, Said Business School; **Claus D Jacobs**, U. of St. Gallen; **Linda Rouleau**, HEC Montreal

Speakers: **Curtis LeBaron**, Brigham Young U.; **David Oliver**, HEC Montreal

**399** : (ICW) **Journal of Applied Management and Entrepreneurship Editorial Board Annual Meeting and Luncheon**

12:00pm - 2:00pm Anaheim Marriott: Grand Ballroom - Salon B

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

**400** : (ICW) **Management Faculty of Color Lunch and Business Meeting**

12:00pm - 2:00pm Anaheim Convention Center: 204C

Business Meeting for all MFCA members and affiliates.

Organizer: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

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**Sunday 12:30PM**

**401** : (AAA) **Academy of Management Perspectives Outgoing/Incoming Editorial Board Meeting**

12:30pm - 2:00pm Anaheim Marriott: Elite 3

Organizers: **Peter Cappelli**, U. of Pennsylvania; **Garry D Bruton**, Texas Christian U.

**402** : (AAA) **Academy of Management Review Outgoing Editorial Board Meeting**

12:30pm - 1:30pm Anaheim Marriott: Platinum 3

Organizer: **Martin J. Kilduff**, U. of Cambridge

**403** : (AAC) **Eastern Academy of Management International Advisory Board**

12:30pm - 2:00pm Hilton Anaheim: Mezzanine 1

Organizer: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

**404** : (ICW) **Journal of Management Inquiry's Editorial Board Meeting**

12:30pm - 2:00pm Hilton Anaheim: Mezzanine 3

Organizers: **Paul M Hirsch**, Northwestern U.; **Michael Lounsbury**, U. of Alberta

**405** : (IM) **IM Division Committee Chair Meeting (By Invitation Only)**

12:30pm - 3:00pm Anaheim Convention Center: 202A

Organizer: **Timothy Michael Devinney**, AGSM-Australian School of Business

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**Sunday 1:00PM**

**406 : (AAA) AOM Fellows Group Committee on Membership Meeting**

1:00pm - 2:00pm Anaheim Marriott: Marquis Northeast

*Organizer:* **Ramon J. Aldag**, U. of Wisconsin, Madison**407 : (AAA) Academy Leadership Forum: Workshop for Division Officers and Board Members**

1:00pm - 3:00pm Hilton Anaheim: El Capitan B

*BY INVITATION ONLY**Organizers:* **Thomas W. Lee**, U. of Washington; **James P. Walsh**, U. of Michigan, Ann Arbor; **Susan E. Jackson**, Rutgers U.; **Angelo DeNisi**, Tulane U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Margaret Peteraf**, Dartmouth College**408 : (AAC) Mentoring Committee Meeting**

1:00pm - 2:30pm Hilton Anaheim: Redondo

*Organizers:* **Rowena Ortiz-Walters**, Quinnipiac U.; **Bahaudin Mujtaba**, Nova Southeastern U.**409 : (ICW) Management & Organizational History Editorial Board Meeting**

1:00pm - 2:00pm Anaheim Marriott: Platinum 10

*Organizer:* **Michael Rowlinson**, Queen Mary U. of London**410 : (ICW) Organization Management Journal, Meet the Editors/Editorial Bd Meeting, Wm Ferris, Editor-in-Chief**

1:00pm - 2:30pm Hilton Anaheim: Huntington B

*Organizer:* **William P. Ferris**, Western New England College**411 : (ICW) Group & Organization Management Editorial Board Meeting**

1:00pm - 3:00pm Anaheim Convention Center: 203B

*Organizer:* **Yehuda Baruch**, U. of East Anglia**412 : (ICW) Management Learning Quarterly International Editorial Board meeting**

1:00pm - 3:00pm Anaheim Convention Center: 209B

*Organizer:* **Gordon E Dehler**, College of Charleston**413 : (ICW) Journal of Management Spirituality and Religion Editorial Board Meeting**

1:00pm - 2:00pm Anaheim Convention Center: 303A

*Organizer:* **Gerald Biberman**, U. of Scranton

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**Sunday 1:30PM****414 : (AAA) Academy of Management Review Incoming Editorial Board Meeting**

1:30pm - 3:00pm Anaheim Marriott: Platinum 3

*Organizer:* **Amy Hillman**, Arizona State U.**415 : (AAA) Program Developer Training Session for PDW Chairs**

1:30pm - 3:00pm Anaheim Marriott: Suite 304

*Presenters:* **Gabriel Bramson**, Academy of Management; **Jimmy Le**, Academy of Management**416 : (AAA) Centralized Review System Training Session**

1:30pm - 3:00pm Anaheim Marriott: Suite 312

*Organizer:* **Jimmy Le**, Academy of Management*Presenters:* **Matthew L. Suppa**, Academy of Management; **Gabriel Bramson**, Academy of Management**417 → 🗨️ : (ITC) ITC - Carolyn Dexter Award Reception**

1:30pm - 3:30pm Anaheim Convention Center: 201D

*Carolyn Dexter Award Reviewers, Nominees, and Past Winners***418 : (OB) OB Division New Member Networking and Research Forum**

1:30pm - 3:00pm Hilton Anaheim: El Capitan A

*Organizer:* **Lucy L. Gilson**, U. of Connecticut, Storrs

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**Sunday 2:00PM****419 : (AAC) Western Academy of Management Officers Meeting**

2:00pm - 3:30pm Hilton Anaheim: Mezzanine 3

*Organizer:* **Philip Gorman**, California State U., Northridge**420 : (ICW) Administrative Science Quarterly Editorial Board Meeting**

2:00pm - 5:00pm Anaheim Marriott: Marquis Northwest

*Organizer:* **Sally A. Iacovelli**, Administrative Science Quarterly**421 : (ICW) Organization Journal Editorial Board meeting**

2:00pm - 4:00pm Anaheim Convention Center: 204A

*Organizer:* **Alan Maloney**, Sage Publications, U.K.**422 : (ICW) Organization Science Senior Editors' Meeting**

2:00pm - 4:00pm Anaheim Convention Center: 205B

*Organizer:* **Jennifer Kukawa**, Carnegie Mellon U.**423 : (MC) MC Executive Committee Meeting**

2:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon H

*Division Chairs:* **Rickie A. Moore**, EM LYON; **Susan M. Adams**, Bentley College*Program Chair:* **Marc Bonnet**, ISEOR, U. of Lyon 3*Professional Development Workshop Chair:* **Ginka Toegel**, London School of Economics

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**Sunday 2:45PM****424 : (AAA) Conference Break**

2:45pm - 3:15pm Anaheim Convention Center: Exhibit Hall C - Break Area

*Organizer:* **Ayman Tarabishy**, George Washington U.

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**Sunday 3:00PM****425 : (AAA) New Member Orientation: Session 2**

3:00pm - 4:30pm Anaheim Marriott: Marquis Northeast

*Organizers:* **James Calvin**, Johns Hopkins U.; **Kerry Ignatz**, Academy of Management**426 : (AAC) Teaching Theme Committee Meeting**

3:00pm - 4:30pm Anaheim Convention Center: 203A

*Organizer:* **Barbara A. Ritter**, Coastal Carolina U.**427 : (GDO) GDO Executive Committee Meeting**

3:00pm - 5:00pm Hilton Anaheim: Manhattan

*Division Chair:* **Lynn Bowes-Sperry**, Western New England College*Division Chair-Elect.:* **Jeanette N. Cleveland**, Pennsylvania State U.*Program Chair:* **Quinetta Roberson**, Cornell U.*Professional Development Workshop Chair:* **David A. Kravitz**, George Mason U.**428 : (ICW) The Leadership Quarterly Board Meeting**

3:00pm - 4:00pm Anaheim Marriott: Grand Ballroom B&amp;C

*Organizer:* **Vicki Wetherell**, Elsevier Ltd.**429 : (SIM) SIM Executive Committee Meeting**

3:00pm - 5:00pm Anaheim Marriott: Platinum 8  
*Division Chair:* **Thomas J. Donaldson**, U. of Pennsylvania  
*Division Chair-Elect.:* **Linda K. Trevino**, Pennsylvania State U.  
*Program Chair:* **Ann K. Buchholtz**, U. of Georgia  
*Professional Development Workshop Chair:* **Barry M Mitnick**, U. of Pittsburgh

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### Sunday 3:30PM

#### **430 : (AAA) Academy of Management Learning and Education Board Meeting - Outgoing and Incoming**

3:30pm - 5:00pm Anaheim Marriott: Platinum 1  
*Organizers:* **J B Arbaugh**, U. of Wisconsin, Oshkosh; **James R Bailey**, George Washington U.

#### **431 : (AAA) AMR Editors Only Meeting**

3:30pm - 5:00pm Anaheim Marriott: Platinum 2  
*Organizer:* **Amy Hillman**, Arizona State U.

#### **432 : (AAC) Southern Management Association Executive Board Meeting**

3:30pm - 5:00pm Hilton Anaheim: Mezzanine 2  
*Organizer:* **William L. Gardner**, Texas Tech U.

#### **433 : (BPS) BPS Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 207A  
*Division Chair:* **Russell Coff**, Emory U.  
*Division Chair-Elect.:* **Joseph Mahoney**, U. of Illinois, Urbana-Champaign  
*Program Chair:* **Joanne Oxley**, U. of Toronto  
*Professional Development Workshop Chair:* **Tammy L. Madsen**, Santa Clara U.

#### **434 : (CAR) CAR Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Santa Monica  
*Division Chair:* **Barbara A. Ribbens**, Western Illinois U.  
*Division Chair-Elect.:* **Jon P. Briscoe**, Northern Illinois U.  
*Program Chair:* **Hetty Van Emmerik**, Utrecht U.  
*Professional Development Workshop Chair:* **Wolfgang Mayrhofer**, WirtschaftsU. Wien  
*Past Chair:* **Cherlyn Skromme Granrose**, Berry College  
*Secretary:* **Schalon Harrison Newton**, Santen Incorporated  
*Treasurer:* **Laurel Newman**, U. of Illinois, Springfield

#### **435 : (CM) CM Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Huntington A  
*Division Chair:* **Susan E. Brodt**, Queen's U.  
*Division Chair-Elect.:* **Thomas M. Tripp**, Washington State U.  
*Program Chair:* **Kathleen O'Connor**, Cornell U.  
*Professional Development Workshop Chair:* **Deanna Geddes**, Temple U.

#### **436 : (CMS) CMS Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Coronado  
*Division Chair:* **Bill Cooke**, Lancaster U.  
*Division Chair-Elect.s:* **Jean Helms Mills**, St. Mary's U.; **Albert J. Mills**, St. Mary's U.  
*Program Chair:* **Ann L Cunliffe**, U. of Hull  
*Professional Development Workshop Chair:* **Craig Prichard**, Massey U.

#### **437 : (ENT) ENT Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 204C  
*Division Chair:* **Timothy M Stearns**, California State U. Fresno

*Division Chair-Elect.:* **Ronald K. Mitchell**, Texas Tech U.  
*Program Chair:* **Eileen Fischer**, York U.  
*Professional Development Workshop Chair:* **Per Davidsson**, Queensland U. of Technology

#### **438 : (HCM) HCM Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: San Clemente  
*Division Chair:* **Timothy Hoff**, State U. of New York, Albany  
*Division Chair-Elect.:* **Christy Harris Lemak**, U. of Florida  
*Program Chair:* **Robert Weech-Maldonado**, U. of Florida  
*Professional Development Workshop Chair:* **Eric S. Williams**, U. of Alabama

#### **439 : (HR) HR Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Laguna A  
*Division Chair:* **John Hollenbeck**, Michigan State U.  
*Division Chair-Elect.:* **Sandy J. Wayne**, U. of Illinois, Chicago  
*Program Chair:* **Howard J. Klein**, The Ohio State U.  
*Professional Development Workshop Chair:* **John E. Delery**, U. of Arkansas

#### **440 : (IM) IM Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 202A  
*Division Chair:* **Timothy Michael Devinney**, AGSM-Australian School of Business  
*Division Chair-Elect.:* **Tatiana Kostova**, U. of South Carolina  
*Program Chair:* **Anil K Gupta**, U. of Maryland, College Park  
*Professional Development Workshop Chair:* **Seung Ho Park**, Samsung Economic Research Institute & CEIBS

#### **441 : (MED) MED Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 205A  
*Division Chair:* **Laurie Milton**, U. of Calgary/U. of Western Ontario  
*Division Chair-Elect.:* **Alvin Hwang**, Pace U.  
*Program Chair:* **Katherine A. Karl**, Marshall U.  
*Professional Development Workshop Chair:* **Kenneth R Thompson**, DePaul U.

#### **442 : (MH) MH Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon G  
*Division Chair:* **Karl Moore**, McGill U.  
*Division Chair-Elect.:* **John Humphreys**, Texas A&M U.  
*Program Chair:* **Curt H. Stiles**, U. of North Carolina- Wilmington  
*Professional Development Workshop Chair:* **David A Lamond**, Wuhan U.

#### **443 : (MOC) MOC Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 202B  
*Division Chair:* **Mary Ann Glynn**, Boston College  
*Division Chair-Elect.:* **Luis Martins**, Georgia Institute of Technology  
*Program Chair:* **Richard Blackburn**, U. of North Carolina, Chapel Hill  
*Professional Development Workshop Chair:* **Gerard P. Hodgkinson**, U. of Leeds

#### **444 : (MSR) MSR Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon K  
*Division Chair:* **Margaret Benefiel**, Andover Newton Theological School  
*Division Chair-Elect.:* **Kathy Lund Dean**, Idaho State U.  
*Program Chair:* **Keiko Krahnke**, U. of Northern Colorado  
*Professional Development Workshop Chair:* **Debu Mukerji**, Macquarie U.



**445 : (OB) OB Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: El Capitan A  
*Division Chair:* **Carol T. Kulik**, U. of South Australia  
*Division Chair-Elect.:* **Blake E. Ashforth**, Arizona State U.  
*Program Chair:* **Sandra L. Robinson**, U. of British Columbia  
*Professional Development Workshop Chair:* **Joan Brett**, Arizona State U.

**446 : (ODC) ODC Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Orange County 2  
*Division Chair:* **Michael R Manning**, New Mexico State U.  
*Division Chair-Elect.:* **Frank J. Barrett**, Naval Postgraduate School  
*Program Chair:* **Ann E. Feyerherm**, Pepperdine U.  
*Professional Development Workshop Chair:* **Ronald Fry**, Case Western Reserve U.

**447 : (OM) OM Executive Committee and Officers Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 304B  
*Division Chair:* **Hale Kaynak**, U. of Texas, Pan American  
*Division Chair-Elect.:* **Diane H. Parente**, Pennsylvania State U., Erie  
*Program Chair:* **Elliot Bendoly**, Emory U.  
*Professional Development Workshop Chair:* **Kathryn Lee Blackmon**, Oxford U.  
*Past Chair:* **G. Keong Leong**, U. of Nevada, Las Vegas  
*Webmaster:* **Ravi Kathuria**, Chapman U.  
*Secretary:* **Karen Chinander Dye**, Florida Atlantic U.  
*Treasurer:* **Amelia Carr**, Bowling Green State U.

**448 : (OMT) OMT Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 201C  
*Division Chair:* **Kimberly D. Elsbach**, U. of California, Davis  
*Division Chair-Elect.:* **William Ocasio**, Northwestern U.  
*Program Chair:* **Henrich R. Greve**, INSEAD  
*Professional Development Workshop Chair:* **Royston Greenwood**, U. of Alberta

**449 : (ONE) ONE Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Orange County 4  
*Division Chair:* **Alfred Allen Marcus**, U. of Minnesota  
*Division Chair-Elect.:* **Irene Henriques**, York U.  
*Program Chair:* **Lynne Andersson**, Temple U.  
*Professional Development Workshop Chair:* **Magali Delmas**, U. of California, Los Angeles  
*Treasurer:* **Perry Sadorsky**, York U.

**450 : (PNP) PNP Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Orange County 1  
*Division Chair:* **Bradley E. Wright**, U. of North Carolina, Charlotte  
*Division Chair-Elect.:* **Gordon Kingsley**, Georgia Institute of Technology  
*Program Chairs:* **Stephen T.T. Teo**, U. of Western Sydney; **Dean F. Eitel**, DePaul U.

**451 : (RM) Research Methods Division Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Oceanside  
*Presiding:* **Gordon W Cheung**, Chinese U. of Hong Kong  
*Division Chair:* **Mark Gavin**, Oklahoma State U.  
*Division Chair-Elect.:* **Charles A. Pierce**, U. of Memphis  
*Program Chair:* **Timothy Hinkin**, Cornell U.  
*Professional Development Workshop Chair:* **Stephanie L. Castro**, Florida Atlantic U.

**452 : (TIM) TIM Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Convention Center: 212A  
*Division Chair:* **Lori Rosenkopf**, U. of Pennsylvania  
*Division Chair-Elect.:* **Paul Almeida**, Georgetown U.  
*Program Chair:* **Shawn M. Carraher**, Cameron U.  
*Professional Development Workshop Chair:* **Fernando Suarez**, Boston U.

**Sunday 4:00PM****453 : (AAC) Asia Academy of Management Committee Meeting**

4:00pm - 5:00pm Anaheim Convention Center: 206B  
*Organizer:* **Garry D Bruton**, Texas Christian U.

**454 : (ICW) Network of Leadership Scholars Business Meeting**

4:00pm - 5:00pm Anaheim Marriott: Grand Ballroom B&C  
*Organizers:* **Kim Jaussi**, Binghamton U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management

**455 : (ICW) Journal of Management's 2008 Editorial Board Meeting**

4:00pm - 5:30pm Hilton Anaheim: California Pavilion B  
*Organizer:* **Talya N. Bauer**, Portland State U.

**456 : (ICW) Organization Science Editorial Review Board Meeting & Reception**

4:00pm - 6:00pm Hilton Anaheim: Pacific Pavilion B  
*Organizer:* **Jennifer Kukawa**, Carnegie Mellon U.

**Sunday 5:00PM****457 : (AAA) Academy of Management Learning and Education Reception - Outgoing and Incoming**

5:00pm - 6:00pm Anaheim Marriott: Platinum 1  
*Organizer:* **James R Bailey**, George Washington U.

**458 : (AAM) Asia Academy of Management Reception**

5:00pm - 7:00pm Anaheim Convention Center: 206B

**459 : (ICW) Warwick Business School Reception**

5:00pm - 7:00pm Anaheim Marriott: Platinum 3  
*Social Event*  
*Organizer:* **Ann Elizabeth Jackson**, U. of Warwick

**460 : (ICW) Business & Society, Editorial Board Meeting, Duane Windsor, Editor**

5:00pm - 6:00pm Anaheim Marriott: Platinum 8  
*Duane Windsor, Editor of Business & Society, the leading international journal in its field, will chair the meeting of the associate editors and Editorial Board held annually at the Academy of Management meeting.*  
*Organizer:* **Duane Windsor**, Rice U.

**461 : (ICW) Network of Leadership Award Presentation and Speech**

5:00pm - 6:00pm Anaheim Marriott: Platinum 9  
*Organizer:* **Mary Uhl-Bien**, U. of Nebraska

**462 : (ICW) City University of Hong Kong Reception**

5:00pm - 7:00pm Hilton Anaheim: Malibu  
*Organizer:* **Kwok Leung**, City U. of Hong Kong

**463 : (OCIS) OCIS Executive Committee Meeting**



5:00pm - 7:00pm Anaheim Convention Center: 303C  
*Division Chair: Ulrike Schultze*, Southern Methodist U.  
*Division Chair-Elect.: Paul Hart*, Florida Atlantic U.  
*Program Chair: Katherine J. Stewart*, U. of Maryland, College Park  
*Professional Development Workshop Chair: Brian S. Butler*, U. of Pittsburgh

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### Sunday 5:30PM

**464 : (CMS) Critical Management Studies Social Evening**  
 5:30pm - 11:00pm Hilton Anaheim: California Pavilion B  
*Program Chair: Ann L Cunliffe*, U. of Hull

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### Sunday 6:00PM

**465 : (GDO) GDO Executive Committee Dinner (OFFSITE)**  
 6:00pm - 8:00pm Offsite: BY INVITATION ONLY  
*Restricted to GDO Officers and members of the Executive Committee. Location TBD.*  
*Division Chair: Lynn Bowes-Sperry*, Western New England College  
*Division Chair-Elect.: Jeanette N. Cleveland*, Pennsylvania State U.  
*Program Chair: Quinetta Roberson*, Cornell U.  
*Professional Development Workshop Chair: David A. Kravitz*, George Mason U.

**466 : (ICW) Human Relations Reviewers' Reception**  
 6:00pm - 8:00pm Anaheim Marriott: Marquis Northeast  
*Organizer: Claire Castle*, Human Relations

**467 : (ICW) Singapore Management University Management Reception 10 August 2008**  
 6:00pm - 10:00pm Anaheim Marriott: Orange County 1  
*To be Advise*  
*Organizer: Terence Ping Ching Fan*, Singapore Management U.

**468 : (ICW) Leadership Reception**  
 6:00pm - 7:00pm Anaheim Marriott: Platinum 7  
*Organizer: Mary Uhl-Bien*, U. of Nebraska

**469 : (ICW) International Association for Business and Society (IABS) Executive Board Meeting**  
 6:00pm - 10:00pm Anaheim Marriott: Platinum 9  
*The Executive Board of the International Association for Business and Society, Ben Wempe, President, will conduct the annual meeting it holds at the Academy of Management each year.*  
*Organizer: Ben Wempe*, Erasmus U.

**470 : (ICW) International Family Enterprise Research Academy Meet & Greet Cocktail**  
 6:00pm - 8:00pm Hilton Anaheim: El Capitan B  
*Organizer: Sabine B. Klein*, EBS International U.

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### Sunday 7:00PM

**471 : (AAA) All Academy Reception**  
 7:00pm - 9:00pm Hilton Anaheim: Pacific Pavilion  
*Sponsored By: Tulane University, A. B. Freeman School of Business*  
*Hosts: James P. Walsh*, U. of Michigan, Ann Arbor; *Susan E. Jackson*, Rutgers U.  
*Local Arrangements Chair: James C Spee*, U. of Redlands

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### Sunday 8:00PM

**472 : (AAA) President's Reception (Invitation Only)**  
 8:00pm - 10:00pm Hilton Anaheim: Lanai Deck  
**INVITATION ONLY!**  
*Host: Thomas W. Lee*, U. of Washington

**473 : (GDO) All in the Family: Annual Reception for LGBT Persons and Friends at the Academy**  
 8:00pm - 10:00pm Anaheim Marriott: Grand Ballroom - Salon E  
*Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah.*  
<http://group.aomonline.org/glb/>  
*Organizers: Gerardo Okhuysen*, U. of Utah; *Ron Ophir*, York U.

**474 : (ICW) National University of Singapore Reception**  
 8:00pm - 10:00pm Anaheim Marriott: Marquis Northwest  
*Organizer: Jeanette Naiman*, Elegant Meeting and Events

**475 : (ICW) The Reception hosted by The Department of Management of Organizations of HKUST**  
 8:00pm - 10:00pm Anaheim Marriott: Platinum 2  
*Organizer: Prof Jiatao Li*, Department Head, The Department of Management of Organizations, The Hong Kong University of Science and Technology  
*Organizer: Jiatao Li*, Hong Kong U. of Science and Technology

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### Sunday 9:00PM

**476 : (ICW) ANZAM Dessert Reception**  
 9:00pm - 10:30pm Hilton Anaheim: Laguna A & B  
*Organizer: Alison Jane Sheridan*, U. of New England

**Monday 7:00AM****477 : (ICW) Christian Management Scholars Breakfast Meeting**

7:00am - 10:20am Anaheim Marriott: Marquis Northwest

To join Mitchell Neubert and other faculty at the breakfast meeting, please contact Molly Wilmington at Molly\_Wilmington@baylor.edu  
 Organizer: **Molly Frye Wilmington**, Hankamer School of Business, Baylor U.

**478 : (ICW) Editorial Board Meeting for the Journal of Applied Behavioral Science**

7:00am - 10:20am Anaheim Marriott: Platinum 8

A meeting and breakfast for the editorial board members of the Journal of Applied Behavioral Science.

Organizer: **Leah Fargotstein**, Sage Publications

**479 : (IM) International Management Division Welcome**

7:00am - 8:00am Anaheim Convention Center: 213A

Come and get an overview of the IMD program and meet IMD EC members & Track Chairs. An excellent opportunity for networking with other IMD members

Division Chair: **Timothy Michael Devinney**, AGSM-Australian School of Business

Division Chair-Elect.: **Tatiana Kostova**, U. of South Carolina

Program Chair: **Anil K Gupta**, U. of Maryland, College Park

Professional Development Workshop Chair: **Seung Ho Park**,

Samsung Economic Research Institute & CEIBS

Chairs: **Lorraine Eden**, Texas A&M U.; **Jean-Francois Hennart**,

Tilburg U.; **Alain C. Verbeke**, U. of Calgary; **Yves Doz**, INSEAD;

**Harbir Singh**, U. of Pennsylvania; **Christopher Earley**, National U.

of Singapore; **Klaus Meyer**, U. of Bath

**480 : (MSR) Meditation session led by Jerry Biberman**

7:00am - 8:00am Anaheim Marriott: Desert Springs

Meditation to improve self-control

Organizer: **Gerald Biberman**, U. of Scranton

**Monday 7:15AM****481 : (TIM) Welcome Breakfast**

7:15am - 8:15am Anaheim Convention Center: 303D

Division Chair: **Lori Rosenkopf**, U. of Pennsylvania

Division Chair-Elect.: **Paul Almeida**, Georgetown U.

Program Chair: **Shawn M. Carraher**, Cameron U.

Professional Development Workshop Chair: **Fernando Suarez**, Boston U.

**Monday 8:00AM****482 : (AAA) Anaheim 2008 LAC**

8:00am - 8:00pm Anaheim Convention Center: 208B

Local Arrangements Chair: **James C Spee**, U. of Redlands

**483 : (AAA) Conference Registration**

8:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.

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

**484 : (ICW) Breakfast Reception of WU Wirtschaftsuniversität Wien**

8:00am - 10:20am Anaheim Marriott: Newport &amp; Rancho Las Palmas

Breakfast Reception Meeting of friends and affiliates of the WU Wirtschaftsuniversität Wien

Organizer: **Barbara Sporn**, WU Wirtschaftsuniversität Wien

**485 : (OCIS) OCIS Gathering and Welcome**

8:00am - 8:30am Anaheim Convention Center: 207A

**486 : (ODC) ODC Welcome Breakfast**

8:00am - 8:30am Anaheim Marriott: Platinum 2

Join us for a cup of coffee and light breakfast buffet to kick off events for ODC.

Program Chair: **Ann E. Feyerherm**, Pepperdine U.

**Monday 8:30AM****487 → 🗨️ 📄: (AAS) The questions we ask - Escaping the economic paradigm.**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon E

Organizers: **Michael Andreas Pirson**, Harvard U.; **Wolfgang Amann**, U. of St.Gallen

Discussants: **Henry Mintzberg**, McGill U.; **Georges Enderle**, U. of Notre Dame

Presenters: **Paul R Lawrence**, Harvard U.; **Domenech Mele**, U. of Navarra;

**Kim Cameron**, U. of Michigan

Participants: **Heiko Spitzbeck**, Cranfield School of Management;

**Shiban Khan**, U. of St. Gallen

**488 🗨️ → 🗨️ 📄: (AAS) Alfred D. Chandler, Jr. - Reflections The Questions He Asked - Contributions to Questions We ask**

8:30am - 10:20am Hilton Anaheim: California Pavilion A

Moderator: **Mariann Jelinek**, College of William and Mary

Coordinator: **Marilyn L Taylor**, U. of Missouri-Kansas City

Presenters: **W. Mark Fruin**, San Jose State U.; **David Hounshell**,

Carnegie Mellon U.; **Daniel A Wren**, U. of Oklahoma; **Jay Lorsch**,

Harvard U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Oliver**

**Williamson**, U. of California - Berkeley; **John Stopford**, Babson

College/London Business School

Participants: **Chi Anyansi-Archibong**, North Carolina A&T State U.;

**Theresa Coates**, Clarkson U.; **George M Puia**, Saginaw Valley

State U.

**489 🗨️ 📄: (AAS) Management Education: Lessons from the Past, Hopes for the Future**

8:30am - 10:20am Anaheim Convention Center: 204B

Chairs: **Markus Becker**, U. of Southern Denmark/ Odense U.; **Mie Augier**, Stanford U.

Discussant: **Thorbjørn Knudsen**, SDU

Participants: **James G. March**, Stanford U.; **Sidney G. Winter**, U. of

Pennsylvania; **Ilker Baybars**, Carnegie Mellon U.

**490 🗨️ JS: (BPS, OMT, ENT) Questions We Ask About the Black-Box of Upper-Echelons Research: Conceptual and Methodological Issues**

8:30am - 10:20am Anaheim Convention Center: 201B

Chairs: **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. of

Connecticut, Storrs; **Smriti Prabhakar**, U. of Connecticut

Discussant: **Richard L Priem**, U. of Wisconsin, Milwaukee

A Study of the Validity in Survey-Based Upper-Echelons

Research: Current Trends and Future Directions | **Zeki**

**Simsek**, U. of Connecticut; **Ciaran Heavey**, U. of Connecticut,

Storrs; **Smriti Prabhakar**, U. of Connecticut

Top Management Team Learning and New Ventures' Identity and Strategic Variety | **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Zhen Zhang**, Arizona State U.

Dynamic Managerial Capabilities: Cognitive Heterogeneity and Knowledge Sharing in Top Management Teams | **Yasemin Y Kor**, U. of South Carolina; **Andrea Mesko**, U. of South Carolina

On the Role & Capabilities of Strategy Directors & Teams: Upper Echelons in Complex Firm Settings | **Sotirios Paroutis**, Warwick Business School; **Duncan Angwin**, U. of Warwick

Effect of Top Management Team Network Structure on the Innovativeness of Large & Small Organizations | **Kevin Clark**, Villanova U.; **Scott L. Newbert**, Villanova U.

#### 491 🗨️📄 SHCS: (BPS, OMT, TIM) Advocates and Activists for Deductive Theory

8:30am - 10:20am Hilton Anaheim: California Pavilion B

Organizer: **Willow Sheremata**, York U.

Chair: **William H. Starbuck**, U. of Oregon

Deductive Theorizing—A Provocation | **Eric Abrahamson**, Columbia U.

The Relationship Between Inductive and Deductive Theorizing | **Jay B Barney**, The Ohio State U.

The Uses of (Formal) Deductive Theory | **Sidney G. Winter**, U. of Pennsylvania

Crossing the Inductive-Deductive Divide: Using "Grounded" Processes to Deduce New Theory | **Willow Sheremata**, York U.

Economic-modeling and Game-theoretic Approaches to Strategy | **Richard Makadok**, Emory U.

Winner of OMT Division Best Symposium Proposal Award

#### 492 → 🗨️📄 JS: (BPS, TIM, ENT) The Process of Knowledge Integration: From Firms' Strategies to Industrial Dynamics

8:30am - 10:20am Anaheim Convention Center: 202A

Organizers: **Stefano Brusoni**, Bocconi U.; **Michael G. Jacobides**, London Business School; **Andrea Prencipe**, U. G. d'Annunzio

Discussants: **Robert Grant**, Bocconi U.; **Gautam Ahuja**, U. of Michigan

Integrated Solutions, Firm Capabilities and Industrial Transformation | **Andrew Davies**, Imperial College London

Organizational Linkages for Surviving Technological Change | **Constance E Helfat**, Dartmouth College; **Alva Taylor**, Dartmouth College

Knowledge Space and Alliance Formation as Complements of Industry Architecture | **Anindya Ghosh**, Wharton School, U. of Pennsylvania; **Johannes M Pennings**, U. of Pennsylvania

#### 493 🗨️: (Paper Session) - (CAR) Working together: Conflict and Collaboration

8:30am - 10:20am Hilton Anaheim: Capistrano A

Chair: **Nikos Bozionelos**, U. of Durham

Discussants: **Belgin Okay**, Strathclyde Business School; **David K. Palmer**, U. of Nebraska at Kearney; **Kathleen Park**, Massachusetts Institute of Technology; **Mary Bambacas**, U. of South Australia

📄 Occupational Embeddedness and Job Performance | **Thomas Ng**, U. of Hong Kong; **Daniel Feldman**, U. of Georgia

📄 Innovative Behaviors and Collaborative Work Practices: Complementary Effects on Individual Outcomes | **Brenda E. Ghitulescu**, Rochester Institute of Technology

Work-to-Family Boundary Management, Conflict, and Enrichment: A Person-Environment Fit Approach | **Zheng Chen**, U. of Connecticut; **Gary N. Powell**, U. of Connecticut, Storrs; **Jeffrey H. Greenhaus**, Drexel U.

📄 The Impact of Gender-Differentiated Golf Course Structures on Women's Networking Abilities | **Michelle Arthur**, U. of New Mexico; **Robert G. DelCampo**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

#### 494 🗨️: (Paper Session) - (CAR) Career Orientations of Contemporary Employees

8:30am - 10:20am Hilton Anaheim: Oceanside

Chair: **Ethlyn Anne Williams**, Florida Atlantic U.

Discussants: **Steffanie L. Wilk**, The Ohio State U.; **Margaret Yap**, Ryerson U.; **Jennifer Ellen Yugo**, Bowling Green State U.; **Eleni Apospori**, Athens U. of Economics and Business

→ 🗨️📄 Development and Validation of a Measure for Protean Career | **Yehuda Baruch**, U. of East Anglia

→ 📄 Associations of Work-Family Demand Intensity with Career Orientations of Contemporary Employees | **Svetlana Khapova**, Vrije U. Amsterdam; **Dijkers Josje**, Vrije U. Amsterdam; **Claartje J Vinkenburg**, Vrije U. Amsterdam; **Claudia Van der Heijde**, Vrije U. Amsterdam

→ 📄 Generalizability of career orientations: a comparative study in Switzerland and the United Kingdom | **Marius Gerber**, ETH Zurich; **Anette Wittekind**, Hewitt Associates, LLC; **Neil Conway**, London U., Birkbeck; **Gudela Grote**, ETH Zurich

🗨️ The Psychological Contract: Investigation of Generational and Career Stage Differences | **Narelle Hess**, U. of New South Wales; **Denise M. Jepsen**, U. of New South Wales

#### 495 CAU: (CAU) Computer Modeling in Organizational Research: Questions of a Computational Science

8:30am - 10:20am Hilton Anaheim: Balboa B

Organizers: **Michael J. Prietula**, Emory U.; **Bill McKelvey**, U. of California, Los Angeles

Participants: **Sheen S. Levine**, Singapore Management U.; **Richard M Burton**, Duke U.; **James G. March**, Stanford U.

#### 496 CAU: (CAU) Organizational Errors and Reliability

8:30am - 10:20am Hilton Anaheim: Balboa C

Organizer: **Rangaraj Ramanujam**, Vanderbilt U.

Participants: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor; **Arthur Shulman**, Griffith U.; **John S. Carroll**, Massachusetts Institute of Technology; **David A Hofmann**, U. of North Carolina; **Eitan Naveh**, Technion-Israel Institute of Technology

#### 497 CAU: (CAU) Does climate change affect management theory? Why/How? Why not?

8:30am - 10:20am Hilton Anaheim: Santa Barbara

Organizers: **Nardia Haigh**, U. of Queensland / U. of Michigan; **Ray Zammuto**, U. of Melbourne

Participants: **Andrew Griffiths**, U. of Queensland; **Markus J. Milne**, U. of Canterbury; **Ray Zammuto**, U. of Melbourne; **Mark Starik**, George Washington U.; **Andrew J. Hoffman**, U. of Michigan; **Petra Christmann**, Rutgers U.; **Ans Kolk**, U. of Amsterdam

#### 498 CAU: (CAU) Organization, Art and Aesthetic

8:30am - 10:20am Hilton Anaheim: Ventura

Organizer: **Paul Shrivastava**, Bucknell U.

**499** 📄: (Paper Session) - (CM) **Men, Women, and Managing Conflict: Assertiveness, Flirting, and Making the First Offer**

8:30am - 10:20am Hilton Anaheim: Sunset

Chair: **Hannah Riley Bowles**, Harvard U.

Negotiation Norm Ambiguity: Gender and Reactions to Having A First Offer Accepted | **Laura Kray**, U. of California, Berkeley; **Michele J. Gelfand**, U. of Maryland

Negotiating Flirts: Likable Losers | **Laura Kray**, U. of California, Berkeley; **Connon Chou Locke**, U. of California, Berkeley

📄 Backlash: Who does it, when and why? | **Emily T.**

**Amanatullah**, UT - Austin; **Catherine Tinsley**, Georgetown U.

📄 Distributive Negotiation as a Gender Trigger | **Edward W. Miles**, Georgia State U.; **Margaret Marie LaSalle**, Georgia State U.

**500** 📄 JS: (CM, SIM, OB) **Power, Social Responsibility, and Ethics**

8:30am - 10:20am Hilton Anaheim: Santa Monica

Organizers: **Leigh Plunkett Tost**, Duke U.; **Kimberly A Wade-Benzoni**, Duke U.

Discussant: **Allan Lind Jr.**, Duke U.

Presenters: **David De Cremer**, Tilburg U.; **Sreedhari D. Desai**, U. of Utah; **Michel Handgraaf**, U. of Amsterdam; **Jennifer R. Overbeck**, U. of Southern California; **Kimberly A Wade-Benzoni**, Duke U.

Participants: **Arthur P. Brief**, U. of Utah; **Jennifer M George**, Rice U.; **Leigh Plunkett Tost**, Duke U.

**501** 📄: (Paper Session) - (CMS) **Power and Control: Critical Perspectives on Organizational Life**

8:30am - 10:20am Anaheim Marriott: Platinum 9

Chair: **Jackie Ford**, U. of Bradford School of Management

📄 "Take Care": Managerial Surveillance of Employee Emotions | **Ginka Toegel**, London School of Economics; **Martin J. Kilduff**, U. of Cambridge; **Anand Narasimhan**, IMD

📄 Representations and enactments of 'progressive' performance management | **Philip Gordon Stiles**, Cambridge U.

📄 Identity Regulation: Towards Employee Control? | **Nisha Nair**, Indian Institute of Management - Ahmedabad

📄 The abuse of rational organizations | **Paula Hyde**, Manchester Business School; **Daniel Madge**, Monmouthshire LHB

**502** 📄: (Paper Session) - (CMS) **Teaching Critical Management Studies: Issues and Ideas**

8:30am - 10:20am Hilton Anaheim: Mezzanine 13

Chair: **Russ Vince**, U. of Bath

📄 Toward Engaged Critical Management Studies | **Maxim Voronov**, Brock U.

📄 Strawman: The Reconfiguration of Max Weber in Management Textbooks and Why it Matters | **Todd Bridgman**, Victoria Management School; **Stephen Cummings**, Victoria Management School

**Best CMS Paper**

📄 The Teaching of a 'Critical Management Studies' – A Critique and a Proposal | **Damian O'Doherty**, Manchester

Business School; **Alf Rehn**, Royal Institute of Technology, Stockholm

Appropriation, Manipulation, and Silence: A Critical Hermeneutic Analysis of the Management Textbook | **Patricia Genoe McLaren**, Saint Mary's U.; **Jean Helms Mills**, St. Mary's U.

**503** 📄 JS: (CMS, ODC) **Transforming Questions: Game-Changing Opportunities for "Developing" Nations**

8:30am - 10:20am Hilton Anaheim: Palos Verdes A

Chairs: **Tojo Thatchenkery**, George Mason U.; **Jessica Heineman-Pieper**, George Mason U.

Discussant: **Michael R Manning**, New Mexico State U.

Game-Changing Questions: Seeking Futures Outside a 'Development' Paradigm | **Tojo Thatchenkery**, George Mason U.; **Jessica Heineman-Pieper**, George Mason U.

Possibilities for Organizational Development and Human Resources Fields in India | **Gopakumar Gopalakrishnan**, Infosys Leadership Institute

The Loss of 'Being' in the Pursuit of Global Economic Gain | **Param Srikantia**, Baldwin Wallace College

The (Inter)-Face of Development in Brazil: Digital Divides and Post-Development Possibilities | **Luiz Antonio Joia**, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas

**504** 📄: (Paper Session) - (ENT) **Understanding Entrepreneurial Exits**

8:30am - 10:20am Anaheim Convention Center: 205A

Chair: **Saulo Barbosa**, EM Lyon

Discussant: **David Mitchell Ford**, U. of Alabama, Tuscaloosa

📄 Human Capital Predictors Of Entrepreneurs' Exit Paths

| **Karl Wennberg**, Stockholm School of Economics; **Johan Wiklund**, Syracuse U.; **Dawn R. DeTienne**, Colorado State U.; **Melissa S. Cardon**, Pace U.

📄 Managers, Insolvency Risk, and Acquisition Likelihood: An Empirical Analysis of UK Small Companies | **Natalia Isachenkova**, Faculty of Business & Law, Kingston U. London; **Melvyn Weeks**, Faculty of Economics, U. of Cambridge

📄 Leaving entrepreneurship: the sell-out or dissolution decision | **António Miguel Amaral**, Instituto Superior Técnico; **Rui Baptista**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico

📄 The planned decision to transfer an entrepreneurial company | **Hannes Leroy**, Catholic U. Leuven; **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School; **Sophie Manigart**, Vlerick Leuven Gent Management School

**505** 📄: (Paper Session) - (ENT) **New Insights on Entrepreneurial Orientation and Firm Performance**

8:30am - 10:20am Anaheim Convention Center: 205B

Chair: **Goce Andrevski**, U. of Kentucky

Discussant: **Erik Monsen**, Max Planck Institute of Economics

📄 Exploring the Boundary Conditions of Entrepreneurial Orientation Effectiveness | **Jeff Covin**, Indiana U.; **William John Wales**, Rensselaer Polytechnic Institute; **Kimberly M Green**, Clemson U.

📄 An Investigation of Entrepreneurial Orientation, Perceptual Acuity, and Firm Performance | **Zhi Tang**, Rochester Institute



- of Technology; **Sandra Rothenberg**, Rochester Institute of Technology
- Trust in top management - Moderator of entrepreneurial orientation and performance? | **Ning Li**, Zhejiang U.; **Hwee-Hoon Tan**, Singapore Management U.
- Causality Identification between Entrepreneurial Orientation and Corporate Performance | **Kozo Yamada**, Sophia U.; **Sam Kurokawa**, Drexel U.; **Yoshihiro Eshima**, Osaka U. of Economics

**506** → 📄: (Paper Session) - (ENT) **International Entrepreneurship 1: The Role of Networks and Institutions**

8:30am - 10:20am Anaheim Convention Center: 206A

Chair: **Manjula S Salimath**, U. of North Texas

Discussant: **Brett Anitra Gilbert**, Texas A&M U.

- Local MNC Ties and Internationalization Capability Development in Entrepreneurial Firms | **Shameen Prashantham**, Glasgow U.
- 📄 Roots and Wings: Glocalized Networks and Transnational Entrepreneurship | **Wenhong Chen**, Duke U.; **Justin Tan**, York U.
- 📄 Country institutional context, social networks and new venture internationalization speed | **Andreea Noemi Kiss**, Georgia State U.; **Wade Danis**, Georgia State U.
- 📄 SME Direct and Indirect Export Modes: Resource Dependency & Institutional Theory Perspectives | **Jolanda Hessels**, EIM; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics

**507** 📄: (Paper Session) - (ENT) **Antecedents and Outcomes of Corporate Venturing**

8:30am - 10:20am Anaheim Convention Center: 206B

Chair: **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor

Discussant: **Daniel E. Lockhart**, U. of Kentucky

- 📄 Firm Resources and Corporate Venturing Investment | **Yi-Chia Chiu**, National Chung Hsing U.; **Yi-Ching Liaw**, National Chung Hsing U.
- Capability Renewal through Corporation Venturing | **Yi-Fen Huang**, National Tsing Hua U.
- 📄 Managing Unexpected Benefits and Value Creation of Corporate Ventures: An Exploratory Analysis | **Taina Tukiainen**, Helsinki U. of Technology

**508** 📄 → 🗣️ 📄 JS: (ENT, MH) **Historical Foundations of Entrepreneurship Research**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon J

Coordinators: **Franz T. Lohrke**, Brock School of Business, Samford U.; **Hans Landstrom**, Lund U.

- Historical Perspectives in Entrepreneurship Research | **Hans Landstrom**, Lund U.
- Environmental Uncertainty and Firm-level Entrepreneurship | **Patrick Kreiser**, Ohio U.; **Louis Marino**, U. of Alabama
- Overcoming the liability of newness: A review and research agenda | **Brian Nagy**, U. of Alabama; **Franz T. Lohrke**, Brock School of Business, Samford U.
- Social Entrepreneurship: A Review and Research Agenda | **Todd W. Moss**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **G. T. Lumpkin**, Texas Tech U.

Entrepreneurial Alertness | **Nicolas Foss**, Copenhagen Business School; **Peter G Klein**, U. of Missouri

How History Matters In Entrepreneurship Research: Entrepreneurship In Ethnic Chinese Communities | **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong

Historical Methods and the Dynamics of Entrepreneurship | **Daniel Wadhvani**, U. of the Pacific

Presenters: **Hans Landstrom**, Lund U.; **Patrick Kreiser**, Ohio U.; **Louis Marino**, U. of Alabama; **Nicolas Foss**, Copenhagen Business School; **Peter G Klein**, U. of Missouri; **Brian Nagy**, U. of Alabama; **Franz T. Lohrke**, Brock School of Business, Samford U.; **Todd W. Moss**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **G. T. Lumpkin**, Texas Tech U.; **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong; **Daniel Wadhvani**, U. of the Pacific

**509** 📄 SHCS: (ENT, OMT, MOC) **Cultural Approaches to the Study of Entrepreneurship**

8:30am - 10:20am Anaheim Convention Center: 204C

Organizer: **Victoria Johnson**, U. of Michigan

Institutional Logics and Entrepreneurship: Building on a Theory of Innovation | **Patricia H Thornton**, Duke U.

Crafting Strategy: Whose Clay and Which Hands Shape Management Practice in Nonprofit Organizations? | **Hokyu Hwang**, Stanford U.; **Woody Powell**, Stanford U.; **Tricia Martin**, Stanford U.

Product Ideology, Value and Meaning in the Speciality Coffee Industry | **Violina Rindova**, U. of Texas, Austin

The Cultural Web of Entrepreneurship: Relational Identity in Martha Stewart Living 1990-2004. | **Mary Ann Glynn**, Boston College; **Mamta Bhatt**, Boston College

Presenters: **Patricia H Thornton**, Duke U.; **Woody Powell**, Stanford U.; **Tricia Martin**, Stanford U.; **Violina Rindova**, U. of Texas, Austin; **Mary Ann Glynn**, Boston College; **Mamta Bhatt**, Boston College

**510** : (GDO) **GDO Welcome Continental Breakfast**

8:30am - 10:20am Hilton Anaheim: Malibu

*The GDO Division would like to welcome all new, international and continuing members. We hope that you will join us!*

Division Chair: **Lynn Bowes-Sperry**, Western New England College

**511** 🗣️ 📄 JS: (GDO, OB) **Intergroup Bias in Organizations: When do Ingroup Favoritism and Outgroup Derogation Not Apply?**

8:30am - 10:20am Hilton Anaheim: San Clemente

Chairs: **Jill Bradley**, California State U. Fresno; **Eden King**, George Mason U.; **Lisa M. Leslie**, U. of Minnesota

Ethnic Status and Ingroup Bias: Implications for the Study of Ethnicity in Organizations | **Lisa M. Leslie**, U. of Minnesota

Do In- and Out-Group Boundaries Determine Social Support in Teams? | **Dan S. Chiaburu**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.; **Hong Ren**, Pennsylvania State U.

Rejection and Deflection: The Case of the "Poor White Trash" Stereotype | **Jill Bradley**, California State U. Fresno

Do Women Support Other Women? Self-Esteem Threat and In-Group Bias | **Lisa M. V. Gulick**, George Mason U.; **Cory Adis**, George Mason U.; **Ryan Hargraves**, George Mason U.;



**Eden King**, George Mason U.; **Katherine M. Ryan**, George Mason U.

Motivated to Penalize: Women's Strategic Rejection of Successful Women | **Elizabeth J. Parks-Stamm**, New York U.; **Madeline E. Heilman**, New York U.

**512** 🗣️📄JS: (GDO, SIM) **The Questions We Don't Ask: Work-Family Issues Among Low-Wage Families**

8:30am - 10:20am Hilton Anaheim: Redondo

Organizer: **Charlice Hurst**, U. of Florida

Facilitator: **Myrtle P. Bell**, U. of Texas, Arlington

The Questions We Don't Ask: Making Low-Wage Earners Visible in Management Research on Work & Family | **Charlice Hurst**, U. of Florida; **Myrtle P. Bell**, U. of Texas, Arlington; **Beth Ann Livingston**, U. of Florida; **Daphne Perkins Berry**, U. of Massachusetts at Amherst

Human Resource Management Practices for Employing Former Welfare Clients | **Alison Konrad**, U. of Western Ontario; **John R. Deckop**, Temple U.

Workplace Flexibility: Only for the Privileged? | **Wendy J. Casper**, U. of Texas, Arlington; **Alankrita Pandey**, U. of Texas at Arlington

Child Care Providers and Maternal Well-Being: The Missing Link in Work-Family Research | **Ellen Ernst Kossek**, Michigan State U.; **Shaun Pichler**, Michigan State U.; **Darrell Meece**, Michigan State U.; **Marguerite E. Barratt**, National Science Foundation

Impermeable Boundaries? Importing Living Wage Frames Into Corporations | **Maureen A. Scully**, U. of Massachusetts

**513** : (Paper Session) - (HCM) **Organizational Responses to Environmental Forces: The Health Care Industry**

8:30am - 10:20am Anaheim Marriott: Platinum 7

Chair: **James D. Bramble**, Creighton U.

Discussant: **Christopher Johnson**, Texas A&M Health Science Center

🗣️📄 Sense-making by Clinical and Non-Clinical Executive Directors within New Governance Arrangements | **Richard Holti**, Open U. Business School; **John Storey**, The Open U.

**Winner of HCM Best International Paper Award**

📄 Community Benefit Provided by Hospitals Affiliated with Health Systems | **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Gary J. Young**, Boston U.; **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Larry R. Hearld**, U. of Michigan

📄 The GATS: Challenge to US Health Services Competitive Position and Institutional Logics | **Terrie C. Reeves**, U. of North Carolina Greensboro; **Patricia Arnold**, U. of Wisconsin Milwaukee; **Mary Madsen**, U. of Wisconsin Milwaukee; **Scott Stegall**, U. of Wisconsin Milwaukee

📄 Nursing Home Response to Quality Measure Publication: A Resource Dependence Perspective | **Jacqueline Zinn**, Temple U.; **Dana Mukamel**, U. of California, Irvine; **David Weimer**, U. of Wisconsin, Madison; **William Spector**, AHRQ

🗣️📄 The Effects of Certificate of Need Regulation on Hospital Costs | **Patrick A Rivers**, Southern Illinois U.; **Myron D Fottler**, U. of Central Florida

**514** 🗣️📄🗣️JS: (HCM, ODC, PNP) **New perspectives on leadership and teamwork for innovation: Evidence from research and practice.**

8:30am - 10:20am Hilton Anaheim: Palos Verdes B

Participants: **Elisabeth Wilson-Evered**, Monash U.; **Rebecca Wells**, U. of North Carolina; **Gregory A. Aarons**, U. of California, San Diego; **Fiona Page**, Monash U.; **Ronald McKinley**, Cincinnati Children's Hospital; **Sara J. Singer**, Harvard School of Public Health

**515** 📄: (Paper Session) - (HR) **The Fairness of Human Resource Practices**

8:30am - 10:20am Hilton Anaheim: Coronado

Chair: **Paul Sparrow**, Lancaster U.

Discussant: **Stephen Gilliland**, U. of Arizona

➔ High Commitment Performance Management and the Roles of Organisational Justice and Trust | **Elaine Farndale**, Tilburg U.; **veronica hope hailey**, Cass Business School; **Clare Kelliher**, Cranfield School of Management

🗣️📄 Pay Secrecy & Task Performance: The Role of Fairness Perceptions and Interpersonal Competitiveness | **Peter Bamberger**, Technion Israel Intitute of Technology; **Tamar Verach**, Technion Israel Intitute of Technology; **Racheli Levi**, Technion Israel Intitute of Technology

Multifoci Justice, Social Exchange, and Citizenship Behavior: A Target Similarity Perspective | **James J. Lavelle**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington; **Christopher Harris**, U. of Texas at Arlington; **Amy B. Henley**, Kennesaw State U.

📄 HPWS, Justice Climate, and Organizational Effectiveness: A Multilevel Investigation | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Erik Young**, U. of Illinois at Urbana-Champaign

**516** 📄: (Paper Session) - (HR) **Human Resource Management and Firm Performance**

8:30am - 10:20am Hilton Anaheim: Huntington A

Chair: **Benjamin A. Campbell**, The Ohio State U.

Discussant: **Stephen M Colarelli**, Central Michigan U.

📄 The Productivity Effects of Human Resource Management: A Systems Approach | **Anastasia A. Katou**, U. of Macedonia; **Pawan S. Budhwar**, Aston U.

📄 Integrating Macro- and Micro- HRM Research: Firm-Employee Commitment and Performance | **Li-yun Sun**, Macau U. of Science and Technology  
Strategy, Profitability and Human Resources – Theory and Evidence from UK SMEs in the THL Sector | **Christos N. Pitelis**, U. of Cambridge; **Andreas Georgiadis**, Centre for Economic Performance, LSE

➔ 📄 The Role of Past and Current Performance in Strategic HRM: A New Model and Empirical Test in Japan | **Norihiko Takeuchi**, Tokyo U. of Science; **Tomoki Sekiguchi**, Osaka U.; **Tomokazu Takeuchi**, Tokyo Fuji U.

**517** : (HR) **HR Division Welcome Breakfast and Awards Ceremony**

8:30am - 10:20am Hilton Anaheim: Huntington B

Eat & congratulate award winners *Susan Jackson, Tony Rucci, Gary Latham, Bradford Bell, Anuradha Ramesh, Mo Wang, Sven Keppes, Ruolian Fang, & others.*

MONDAY

**Organizers:** Wendy R. Boswell, Texas A&M U.; Theresa M. Glomb, U. of Minnesota  
**Division Chair:** John Hollenbeck, Michigan State U.  
**Division Chair-Elect.:** Sandy J. Wayne, U. of Illinois, Chicago  
**Program Chair:** Howard J. Klein, The Ohio State U.  
**Professional Development Workshop Chair:** John E. Delery, U. of Arkansas  
**Distinguished Speakers:** Susan E. Jackson, Rutgers U.; Anthony J. Rucci, The Ohio State U.; Gary P. Latham, U. of Toronto

**518** → 📄: (Paper Session) - (HR) **Advances in Selection Research**

8:30am - 10:20am Hilton Anaheim: Huntington C

**Chair:** Rebecca Robin Portnoy, Washington State U.

**Discussant:** Gregory Glenn Manley, U. of Texas at San Antonio

📄 Selection Constructs versus Methods: The Validity of Alternative Methods for Predicting Performance | Chad H. Van Iddekinge, Florida State U.; Gerald R. Ferris, Florida State U.; Tonia S. Heffner, U.S. Army Research Institute for the Behavioral and Social Sciences

👉 → 📄 Applicant Impression Management in Job Interview: The Moderating Role of Interviewer Affectivity | Chien-Cheng Chen, National Taipei U. of Technology; Irene W. F. Yang, National Chiao Tung U.; Wei-Chih Lin, National Taipei U. of Technology

👉 → 📄 Faking on Personality and Emotional Intelligence Selection Assessments | Nathan S. Hartman, John Carroll U.; Lee Grubb, East Carolina U.; Michael A. McDaniel, Virginia Commonwealth U.

📄 The Effects of Interview Structure Components on Interviewer Agreement in Job Panel Interviews | Chih-Yun Wu, National Chengchi U.; Chia-Hsiung Huang, National Chengchi U., Taiwan; Ai-Pang Wang, Topco Scientific Corp.

**519** 🗣️ 📄 SHCS: (HR, OB, MED) **Chief Executive Leadership: Unique Properties of the Role and Implications for Leader Development**

8:30am - 10:20am Hilton Anaheim: Pacific Pavilion B

**Organizer:** Steven B Wolff, Hay Group

**Moderator:** Ruth Wageman, Harvard U./Hay Group

**Participants:** Michael Useem, U. of Pennsylvania; Steven Kaplan, Arizona State U.; Murray R. Barrick, Texas A&M U.; Geoff Nethersell, Hay Group

**520** → 📄: (Paper Session) - (IM) **Institutional Context and MNC strategies I**

8:30am - 10:20am Anaheim Marriott: Suite 304

**Chair:** Thomas Lawton, Imperial College London

**Discussant:** Tatiana Kostova, U. of South Carolina

👉 → 📄 De facto Property Rights Protection and MNC Location Choices | Srividya Jandhyala, Wharton, U. of Penn

**IM Division Samsung Best Paper Award Finalist**

👉 → 📄 The effect of legal environment on innovation performance of collaborative strategies | Elizabeth A. Alexander, U. of Washington, Tacoma

**Doug Nigh Award Finalist**

→ 📄 Financial Tunnelling and the Revenge of the Insider System | Tom Kirchmaier, Manchester Business School; Jeremy Grant, London Business School

📄 A Sampling-based Method for Managers to Evaluate Institutional Maturity when Doing Business Abroad | Joao Neiva De Figueiredo, Saint Joseph's U.; Sergio Fernando Mayerle, Federal U. of Santa Catarina

**521** → 📄: (Paper Session) - (IM) **Impact of National Culture I**

8:30am - 10:20am Anaheim Convention Center: 212A

**Chair:** Paul S. Hempel, City U. of Hong Kong

**Discussant:** Yih-teen Lee, IESE Business School

👉 → 📄 Etic & Emic Research on Face in Chinese Culture: Implications for Cross-cultural Management Research | Peter W. Cardon, U. of South Carolina; Ronda R. Callister, Utah State U.

📄 Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism | Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Vijayan P. Munusamy, Center for Creative Leadership; Keith Sakuda, U. of Hawaii at Manoa  
 A Sub-cultural Study on Perceptions of Power Distance and Working Environment | Yi Zhang, U. College Dublin

→ Comparing Employment Interviews Across Countries and Cultures | Richard A. Posthuma, U. of Texas El Paso; Filip Lievens, Ghent U.; Wei-Chi Tsai, National Chengchi U., Taiwan; Julia Levashina, Indiana U. Kokomo; Michael A. Campion, Purdue U.

**522** → 📄: (Paper Session) - (IM) **International Joint Ventures I**

8:30am - 10:20am Anaheim Convention Center: 212B

**Chair:** Liliana Pérez-Nordtvedt, U. of Texas at Arlington

**Discussant:** Cordula Barzantny, Groupe ESC Toulouse Business School

👉 Institutional and Cultural Influences on Joint Venture Control: Evidence from China | Dong Chen, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS

📄 U.S. TOP EXECUTIVES' ASSESSMENTS OF IJVs IN CHINA | Beverly B. Tyler, North Carolina State U.; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Tony W. Tong, U. of Colorado

→ 📄 Would You Like Control and/or Collaboration? How Ownership Levels Affect JV Productivity in China | Jing Li, Simon Fraser U.; Changhui Zhou, Peking U.

→ 📄 The Instability of Joint Ventures: Learning from Others or Learning to Work with Others | José Mata, U. Nova de Lisboa

**523** → 📄: (Paper Session) - (IM) **Foreign Entry Location Choice**

8:30am - 10:20am Anaheim Convention Center: 213A

**Chair:** Shih-Fen S. Chen, U. of Western Ontario

**Discussant:** Sarika Pruthi, King's College London

→ A Simulated Annealing Approach to Understanding Which Regions Matter for Explaining MNC Location | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Paul M Vaaler, U. of Minnesota

→ 📄 Precursors for FDI Location: Surprises from a Strong and Weak Ties Argument | Debbie Elizabeth de Lange, U. of Toronto

📄 Risky Location Choice of Foreign Investments | **Lailani Laynesa Alcantara**, East Texas Baptist U.; **Hitoshi Mitsuhashi**, Keio U.

📄 Global Cities and Multinational Corporation Investment | **Anthony Goerzen**, U. of Victoria

### 524 → 📄: (Paper Session) - (IM) MNC Strategy and Location Choice

8:30am - 10:20am Anaheim Convention Center: 213B

Chair: **Candace Agrella Martinez**, St Louis U.

Discussant: **Frank Dubois**, American U.

🗣️ The Effect of National Corporate Responsibility Environment on Japanese MNCs' Location Choice | **George Z. Peng**, U. of Western Ontario

**Doug Nigh Award Finalist**

→ 📄 A Portfolio Approach to MNE Location Choices | **Lilach Nachum**, Baruch College; **Sangyoung Song**, Baruch College, CUNY

📄 Strategy for Internationalization and Distribution : A Brazilian Case - Natura | **Silvia Novaes Zilber**, UNINOVE; **Carlos Mora**, UNINOVE; **Francisco Lourenço**, UNINOVE

→ 📄 Factors Determining The Home Region and Inter-Triad R&D Location Choice | **Mehmet Demirbag**, U. of Sheffield; **Keith W. Glaister**, U. of Sheffield

### 525 → 📄: (Paper Session) - (IM) Expatriate Assignment I

8:30am - 10:20am Anaheim Convention Center: 213C

Chair: **David C. Thomas**, Simon Fraser U.

Discussant: **Svetlana Madzar**, U. of Minnesota

🗣️ Predictors of Turnover Intentions in Learning-Driven and Demand-Driven International Assignments | **Guenter Stahl**, INSEAD; **Chei Hwee Chua**, U. of South Carolina; **Paula M Caligiuri**, Rutgers U.; **Jean-Luc Cerdin**, ESSEC Business School; **Mami Taniguchi**, Waseda U.

🗣️ Socialization Tactics, Fit, and Expatriate Outcomes | **Carmen K. Fu**, Hong Kong Polytechnic U.; **Yu-Shan Hsu**, U. of Wisconsin Milwaukee; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

→ 📄 Idiosyncratic knowledge: A strategic frame for the study of expatriation | **Brendan Boyle**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle

🗣️ Predictors of Expatriate Job Satisfaction in Japan: A Cultural Distance Perspective | **Fabian Jintae Froese**, Korea U.; **Vesa Matti Peltokorpi**, HEC School of Management

### 526 : (Paper Session) - (IP) Creativity and Innovation Among Individuals

8:30am - 10:20am Hilton Anaheim: Mezzanine 1

Facilitator: **Margaret Ormiston**, London Business School

🗣️ OB: New Tricks from Old Dogs: Towards Better Use of Innovation Resources of Older Employees | **Polina Isichenko**, Jacobs U. Bremen; **Christian Stamov Roßnagel**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

📄 OB: Creativity: The Impact of Self-efficacy and Rewards | **Pamela Tierney**, Portland State U.

📄 OB: Thinking in the Spaces Between: the Effect of Individual Differences on Creativity and Brokerage | **Monique Ziebro**, U. of Illinois

🗣️ OB: How do Supervisors Develop Creative Employees? | **Jennifer Bowers**, Florida A & M U.

### 527 : (Paper Session) - (IP) Affect and Judgement

8:30am - 10:20am Hilton Anaheim: Mezzanine 10

🗣️ MOC: Thinking, Feeling and Deciding: Emotion's influence on Traders' Decision-Making and Performance | **Mark Fenton-O'Creevy**, Open U. Business School; **Emma Soane**, Kingston Business School; **Nigel Nicholson**, London Business School; **Paul Willman**, London School of Economics

MOC: Using Affective Neuroscience to Make the Case Against Emotional Intelligence | **Jonathan D. Raelin**, Loyola College in Maryland

📄 MOC: Theory of Market Trend: How Transient States Influence Future Judgment | **Chien Sheng Richard Chan**, U. of Washington

🗣️ OMT: "What a Hassle" – Cognitive and Emotional Reactions to Bureaucratic Rules | **Martin Schulz**, U. of British Columbia; **Tina Kiefer**, U. of London; **Laurie J. Barclay**, Wilfrid Laurier U.

📄 OB: Issue Delays in Negotiations | **Sungu Armagan**, Florida International U.; **Gerardo Okhuysen**, U. of Utah

### 528 : (Paper Session) - (IP) Team Processes II

8:30am - 10:20am Hilton Anaheim: Mezzanine 11

Facilitator: **Taryn Lyn Stanko**, U. of Oregon

📄 CM: Coordinating Both People and Task: Revisiting and Explicating the Process Conflict Construct | **Kristin Behfar**, U. of California, Irvine; **Elizabeth A. Mannix**, Cornell U.; **Randall S. Peterson**, London Business School; **William Trochim**, Cornell U.

🗣️ CM: Team Training in China: Testing and Applying the Theory of Cooperation and Competition | **Jiafang Lu**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Kan Shi**, Chinese Academy of Sciences; **Yi Feng Chen**, Lingnan U.

→ 📄 TIM: The Influence of Team Meetings and Cross-Functional Communication on Team Performance | **Diether Gebert**, Korea U.; **Mélanie Schöffner**, Technical U. Berlin; **Eric Kearney**, Jacobs U. Bremen; **Sabine Boerner**, U. of Konstanz

📄 OCIS: Consensus across Organizational Hierarchy | **Raj V Mahto**, California State U. Fullerton; **Peter Davis**, U. of Memphis; **Dmitry Mikhail Khanin**, California State U. Fullerton

### 529 : (Paper Session) - (IP) All About Family Business

8:30am - 10:20am Hilton Anaheim: Mezzanine 12

Facilitator: **George S. Vozikis**, California State U. Fresno

📄 ENT: Management and Customer Relations in Small/Medium Family Business: the Perceptive Concordance Index | **Cinzia Dessi**, U. of Cagliari; **Michela Floris**, U. of Cagliari

📄 ENT: Venture preparation and business creation: Does family help? A report of Hispanics in the U.S. | **Erick Paulo Cesar Chang**, Arkansas State U.; **Esra Memili**, Mississippi State U.; **James J Chrisman**, Mississippi State U.

📄 ENT: The link between human capital and productivity in small businesses: An empirical investigation | **Sanjib K Chowdhury**, Eastern Michigan U.; **Eric Schulz**, Eastern Michigan U.

📄 ENT: Diversity Initiatives and Performance of Family Firms | **Manisha Singal**, Virginia Tech; **Virginia Gerde**, Duquesne U.

📖 **ENT**: Measuring enterprise growth – Does it exist and does it endure? | **Pekka Stenholm**, George Mason U.; **Tommi Pukkinen**, Turku School of Economics

**530 : (Paper Session) - (IP) Corporate Governance:**

**Managing the Board, CEOs, and Crisis**

8:30am - 10:20am Hilton Anaheim: Mezzanine 2

*Facilitator:* **Rita Drieghe Kosnik**, Trinity U.

📖 **OMT**: Boards of Directors and External Crisis: A Time for Action or a Time to Retreat? | **Bongjin Kim**, U. of Texas, San Antonio; **John E Prescott**, U. of Pittsburgh; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

📖 **OMT**: Substance versus Symbolism in Board Independence: How CEOs manage Impressions of Financial Analysts | **James Westphal**, U. of Michigan; **Melissa Graebner**, U. of Texas, Austin

📖 **OMT**: Board, Ownership, and Bank Performance: Evidence from Taiwan | **Chi-Jui Huang**, Chihlee Institute of Technology; **Sophie Hsiao Han Tsou**, National Taipei U.; **Chih-Pin Lin**, Aletheia U.

**531 : (Paper Session) - (IP) Contingency Theorizing**

8:30am - 10:20am Hilton Anaheim: Mezzanine 3

*Facilitator:* **Benjamin M. Cole**, Stern School of Business, New York U.

📖 **BPS**: Exploring Strategic Fit: An Empirical Test of the Miles and Snow Model | **Rhys Andrews**, Cardiff U.; **George Alexander Boyne**, Cardiff U.; **Laurence O'Toole**, U. of Georgia; **Richard Mark Walker**, U. of Hong Kong

📖 **BPS**: An Integrative Framework for Identifying Internal and External Complements to ICT Types | **Tobias Kretschmer**, U. of Munich; **Ferdinand Mahr**, Ludwig-Maximilians U., Munich

📖 **BPS**: Strategic Management, Firm Performance and Contingency Effects-Toward a Comprehensive Research Model | **Ingo Schedel**, U. of Erlangen, Nuremberg; **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Iris Sabine Hofmann**, U. of Erlangen-Nuremberg

➔ 🗣️ **BPS**: The Outsourcing Process | **Michael J. Mol**, U. of Reading

**532 : (Paper Session) - (IP) Mergers and Acquisitions**

8:30am - 10:20am Hilton Anaheim: Mezzanine 4

*Facilitator:* **Aseem Kaul**, U. of Pennsylvania

**OMT**: Conformity Brings Profitability? An Empirical Test of Mergers and Acquisitions by Commercial Banks | **Monica Yang**, Adelphi U.

📖 **BPS**: When Do Firms Value the Whole versus Parts? Acquisition of Multi-Location Targets | **Miguel A. Ramos**, U. of Massachusetts, Dartmouth; **J Myles Shaver**, U. of Minnesota

📖 **BPS**: Contrasting M&As in Boom and Bust Periods: An Empirical Investigation of Processes and Outcomes | **Vassilis Papadakis**, Athens U. of Economics and Business; **Ioannis Thanos**, Athens U. of Economics and Business

➔ 📖 **IM**: Institutions and Cross-border M&A Value Creation | **Hong Zhu**, Texas A&M U.; **Laszlo Tihanyi**, Texas A&M U.

➔ 📖 **IM**: Impact of National & Organizational Cultural Differences on Acquisition Integration Outcomes | **Ingmar Bjorkman**, Swedish School of Economics and Business Administration

📖 **BPS**: Two New Measures of Relatedness | **Felipe Csaszar**, U. of Pennsylvania

**533 : (Paper Session) - (IP) Perspectives on Internationalization and Firm Performance**

8:30am - 10:20am Hilton Anaheim: Mezzanine 5

*Facilitator:* **Mohsin Habib**, U. of Massachusetts, Boston

➔ 📖 **IM**: Internationalization and Performance in High Growth Emerging Economies: Firm Behavioral Theory | **Wen-Ting Lin**, National Taiwan U.; **Kuei-Yang Cheng**, National Taiwan U.

➔ 📖 **IM**: On the relationship between disasters and international trade | **Chang Hoon Oh**, Brock U.

➔ **IM**: Technological Network and Firm Performance: An Empirical Study of the Semiconductor Industry | **Shuwen Wang**, National Taiwan U.

➔ 📖 **IM**: Export Performance of Emerging Market Firms | **Deeksha A Singh**, National U. of Singapore

📖 **IM**: Internationalization, OLI Advantages and Performance of U.S. Biopharmaceutical SMEs | **Lei Li**, U. of Portland; **Dan Li**, Indiana U.; **Weilei (Stone) Shi**, U. of Pittsburgh / Baruch College-CUNY

➔ 📖 **IM**: Growth from the Top? Evaluating a High Tech Incubator in Siberia | **Aron S. Spencer**, New Jersey Institute of Technology; **Sarah Busse Spencer**, The College of New Jersey

🗣️ ➔ 📖 **IM**: New Kids on the Block: Multinationals From Transforming Economies | **Carl Fey**, Stockholm School of Economics; **Amar K.J.R. Nayak**, Xavier Institute of Management, Bhubaneswar, INDIA; **Changqi Wu**, Peking U.

**534 : (Paper Session) - (IP) Technology and Change**

8:30am - 10:20am Hilton Anaheim: Mezzanine 6

*Facilitator:* **Anice Anderson**, Arizona State U.

🗣️ **TIM**: Do Patents Really Capture Innovation? What Licenses and Publications Reveal About Patent Citations | **Andrew Nelson**, U. of Oregon

➔ 🗣️ 📖 **OCIS**: Escalation or De-Escalation: A Dynamic IT-Enactment Process of E-Government Projects Implementation | **Lili Cui**, Shanghai U. of Finance & Economics; **Cheng Zhang**, Fudan U.; **Kuang-Shih Yeh**, National Sun Yat-Sen U.

🗣️ 📖 **TIM**: Peer Influence in Network Markets: An Empirical and Theoretical Analysis | **Joern Hendrich Block**, Technische U., München; **Joachim Henkel**, Technical U. of Munich

🗣️ 📖 **TIM**: New Product Introduction in Lead Markets | **Yuchang Kim**, KAIST Graduate School of Management; **Jeho Lee**, KAIST Graduate School of Management

**535 : (Paper Session) - (IP) Organizational Learning and Acquisition Preparation**

8:30am - 10:20am Hilton Anaheim: Mezzanine 7

*Facilitator:* **Diana L. Burley**, The George Washington U.

📖 **BPS**: Validation of a Multi-Dimensional Measure of Organizational Learning | **Luis G. Flores**, Northern Illinois U.; **Devaki Rau**, Northern Illinois U.; **Wei Zheng**, Northern Illinois U.

📖 **OCIS**: Knowledge Sharing via Repositories, Personal Networks, versus Institutionalized Routines | **Wai Fong Boh**, Nanyang Technological U.; **Sze-Sze Wong**, Nanyang Technological U.



📖 **OMT**: Organizational Learning in Acquisition Preparation: Evidence from the Newspaper Industry | **Katrin Susanne Muehlfeld**, Utrecht School of Economics; **Padma Rao Sahib**, U. of Groningen; **Arjen van Witteloostuijn**, U. of Antwerp

📖 **OCIS**: WITH OR WITHOUT YOU: Job Performance With and Without Friends | **Neha Shah**, UCLA; **Barbara S. Lawrence**, U. of California, Los Angeles

📖 **MOC**: Understanding Learning in New Ventures and its Impact on Venture Performance | **Malte Brettel**, RWTH Aachen U.; **Florian Heinemann**, RWTH Aachen U.; **Kathrin Rothe**, RWTH Aachen U.; **Jessica Rottenberger**, RWTH Aachen U.

### 536 : (Paper Session) - (IP) Staffing and Socialization

8:30am - 10:20am Hilton Anaheim: Mezzanine 8

Facilitator: **Robyn L. Brouer**, Hofstra U.

📖 **HR**: Selection Characteristics of Cross-Border Managers – Understanding Social and Business Impact | **Alan Fish**, Charles Sturt U.; **Julie Ann Cogin**, AGSM-Australian School of Business

📖 **HR**: Jumping through Hoops: How Selection Process Intensity Impacts Applicant Attitudes and Cognitions | **Marion Bussmann**, U. of Washington; **Thomas W. Lee**, U. of Washington; **John Kammeyer-Mueller**, U. of Florida

📖 **HR**: Exploring the Mediating Process Linking Applicant Personality and Hiring Recommendations | **Chien-Cheng Chen**, National Taipei U. of Technology; **Tun-Chun Huang**, National Taiwan U. of Science and Technology; **Yin-Mei Huang**, Department of Business and Entrepreneurial Administration, College of Management, Kainan U.; **I-Chug Liu**, Institute of Commerce Automation and Management

➔ 📖 **OB**: Retention Management: Accomplishments and Future Challenges | **Regina Viola Frey**, heilbronn business school; **Markus Klaus Ehrmann**, Durr Systems GmbH

🗣️ 📖 **HR**: Proactive Socialization: Asking New Questions About its Conceptualization and Antecedents | **Wendy J Walker**, Georgia Institute of Technology

**HR**: Staffing as a Strategic Capability |

### 537 : (Paper Session) - (IP) Leadership in Healthcare

8:30am - 10:20am Hilton Anaheim: Mezzanine 9

Facilitator: **Amy K. Yarbrough**, U. of Florida

🗣️ **OB**: Organizational Culture, Organizational Ambiance & Competences: A Competence-based Theory of the Firm | **Hanno Fichtner**, U. of Bremen, Germany; **Joerg Freiling**, U. of Bremen, Germany

🗣️ 📖 **HCM**: The Pride and Prejudice of Being a Female Primary Care Physician | **Timothy Hoff**, State U. of New York, Albany

📖 **OB**: Improving Patient Mortality Rates: The Impact of Front-line Staff Collaboration on Quality of Care | **Ingrid M. Nembhard**, Yale U.; **Anita L. Tucker**, Harvard U.; **Richard Bohmer**, Harvard U.; **Jeffrey Horbar**, Vermont Oxford Network; **Joseph Carpenter**, Vermont Oxford Network

🗣️ 📖 **HCM**: Performance Implications of Service Sharing Arrangements within Local Hospital Systems | **Hanh Q Trinh**, U. of Wisconsin, Milwaukee; **James W Begun**, U. of Minnesota; **Roice D Luke**, Virginia Commonwealth U.

🗣️ 🗣️ 📖 **HCM**: Do Alabama and Florida Not-For-Profit and For-Profit Nursing Homes View the Market Differently? | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Joshua Reece Aaron**, East Carolina U.

### 538 📖: (Paper Session) - (MC) Consultants as professionals

8:30am - 10:20am Anaheim Marriott: Platinum 3

Chair: **Rickie A. Moore**, EM LYON

Discussant: **Ginka Toegel**, London School of Economics

➔ 📖 The Organization of Consultancy Careers and Flexibility: An Anglo-Dutch Comparison | **Rory Donnelly**, Manchester Business School

🗣️ ➔ 📖 Making Sense of Leadership in Norway: The View from Management Consultants | **Bjarne Espedal**, Norwegian School of Economics and Business Administration; **Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration

🗣️ ➔ 📖 Client and Consultant Interaction: Capturing Social Practices of Professional Service Production | **Natalia Nikolova**, U. of Technology, Sydney; **Markus R. Reihlen**, RWTH Aachen U.

📖 Integrating Competencies in Consulting - The Role of Language, Role Frames and Social Action Theory | **Philip Runsten**, Stockholm School of Economics; **Andreas Werr**, Stockholm School of Economics

🗣️ Consultants As Professionals, or Are They? | **Larry E. Greiner**, Marshall School of Business; **Ilse Ennsfellner**, Ennsfellner Consulting

### 539 🗣️ ➔ 🗣️ SHCS: (MC, ODC, SIM) What's the consultant's responsibility re client's social responsibility? A long overdue examination

8:30am - 10:20am Anaheim Convention Center: 204A

Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Peter Sorensen**, Benedictine U.; **Flemming Poulfelt**, Copenhagen Business School; **Larry E. Greiner**, Marshall School of Business; **Anthony F. Buono**, Bentley College; **Terry R Armstrong**, Georgetown U.

### 540 📖: (MED) Teaching and Learning at Business Schools– Transforming the Delivery of Business Education

8:30am - 10:20am Anaheim Convention Center: 211A

Chair: **Par Martensson**, Stockholm School of Economics

"Fasten Your Seatbelts – Ready for Takeoff" - Important

Considerations When Starting Programs | **Kristina Nilsson**, Stockholm School of Economics

Team Teaching | **Pedro Parada**, ESADE- Ramon Llull U.; **Josep Franch**, ESADE

Mastering Business Action: Implications for Management

Learning in Business Schools | **Elena P. Antonacopoulou**, U. of Liverpool

Learning Styles as a Vehicle for Pedagogical Development | **Magnus Bild**, Bild & Runsten; **Par Martensson**, Stockholm School of Economics

Presenters: **Kristina Nilsson**, Stockholm School of Economics;

**Pedro Parada**, ESADE- Ramon Llull U.; **Josep Franch**, ESADE;

**Elena P. Antonacopoulou**, U. of Liverpool; **Magnus Bild**, Bild &

**Runsten**; **Par Martensson**, Stockholm School of Economics



**541 → 📄: (Paper Session) - (MH) Institutional Roots of Competitive Structure**

8:30am - 10:20am Anaheim Marriott: Elite 1

**Chair: Peter B Petersen**, Johns Hopkins U.

📄 The social construction of competitive advantage and the origin of global capitalism: The VOC case | **Jean-Philippe Vergne**, HEC Paris

🗣️ The Antecedents Of Entrepreneurial Management Practice In The New Zealand Local Government Sector | **Andrew Cardow**, Massey U.

📄 A Cyclical Model of Institutional Change | **Chris Papenhausen**, U. of Massachusetts, Dartmouth

**Management History Division Best Reviewer Award**

📄 Image and Identity in British Management | **John Francis Wilson**, U. of Central Lancashire

🗣️ Mind, Hand, and Heart: Traditions of U.S. Business Schools | **Ellen O'Connor**, U. of Paris Dauphine

**542 → 📄: (Paper Session) - (MOC) Antecedents of Team Performance**

8:30am - 10:20am Anaheim Marriott: Elite 2

**Chair: Peter O. Foreman**, Illinois State U.**Discussant: Frances J. Milliken**, New York U.

📄 Why Is It so Hard to Do My Work? The Challenge of Attention Residue when Switching Between Tasks | **Sophie Leroy**, U. of Minnesota

**Winner of MOC Division Best Paper Award**

Multiple Team Membership: Learning and Productivity Effects for Individuals, Teams and Organizations | **Michael Boyer O'Leary**, Boston College; **Anita Williams Woolley**, Harvard U.; **Mark Mortensen**, Massachusetts Institute of Technology

Exploring the Paradox between Cognitive Similarity and Cognitive Diversity in Teams | **Sjir Uitdewilligen**, U. of Maastricht

Perceived Entitativity and the Black-sheep Effect: When Will We Denigrate Negative Ingroup Members? | **Amy C. Lewis**, Drury U.

→ Blended Work Groups: Asymmetric Effect of Work Status Differences on Standard and Temporary Workers | **Elizabeth George**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology; **Sandra A. Lawrence**, Griffith U.

**543 📄: (Paper Session) - (MOC) Antecedents of Decision Effectiveness**

8:30am - 10:20am Anaheim Convention Center: 209B

**Chair: Colin Eden**, Strathclyde U.**Discussant: Steve Arendall**, Union U.

Decision Making under Time Pressure: The Influence of Cognitive Style and Expertise on Performance | **Thorvald Haerem**, Norwegian School of Management; **Bjørn Tallak Bakken**, Norwegian Defence Academy; **Devaki Rau**, Northern Illinois U.

📄 The Effect of Hierarchical Level on the Content and Structure of Managers' Mental Models | **Artur Baldauf**, U. of Bern; **William L. Cron**, Texas Christian U.; **Samuel Grossenbacher**, U. of Bern

Value from Fit: The Effect of Assessment Orientation on Decision Processes | **Xi Zou**, Columbia U.; **Kirstin C. Appelt**, Columbia U.

📄 Examining Experience and Its Role in Dynamic versus Static Decision-making Effectiveness | **Erik Ian Dane**, Rice U.  
To What Extent Are Comparative Judgments Based on Individual Judgments? | **Joseph R. Radzevick**, Carnegie Mellon U.

**Winner of MOC Best Student Paper Award****544 🗣️ 📄 JS: (MOC, ENT) Is Homo Economicus a Myth? Should Organizations Care?**

8:30am - 10:20am Anaheim Convention Center: 210A

**Chair: Angela Agnes Stanton**, Max Planck Institute of Economics, Jena**Moderator: Mellani Day**, Colorado Christian U.

Homo Corporaticus and Decision-Making: What's Hormone Got to Do with It? | **Angela Agnes Stanton**, Max Planck Institute of Economics, Jena

What Can Entrepreneurship Learn from Neuroscience? Accessing Cognitive & Emotional Dynamics | **Norris F. Krueger**, Entrepreneurship Northwest; **Isabell Melanie Welpe**, Max Planck Institute of Economics; **Sameeksha Desai**, Max Planck Institute of Economics

Do It Right: Entrepreneurial Decision-Making through the Lens of Cognitive Psychology | **Veronica Gustafsson**, Jonkoping International Business School

The Role of Information Asymmetry in Escalation Phenomena: Empirical Evidence | **John Dickhaut**, U. of Minnesota; **Joyce E. Berg**, U. of Iowa; **Chandra Kanodia**, U. of Minnesota

Experimental Entrepreneurship: A Research Prospectus | **Zoltan J. Acs**, George Mason U.; **David Audretsch**, Max Planck Institute of Economics; **Norris F. Krueger**, Entrepreneurship Northwest; **Isabell Melanie Welpe**, Max Planck Institute of Economics

**545 📄 SHCS: (MOC, OB, ODC) Looking Through the Lens of Positive Identity**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon F

**Organizers: Jane E. Dutton**, U. of Michigan, Ann Arbor; **Jeffrey Bednar**, U. of Michigan

Growing Pains and Gains: Framing Identity Dynamics as Opportunities for Identity Growth | **Glen E. Kreiner**, Pennsylvania State U.; **Mathew L. Sheep**, Illinois State U.

Finding the Positive in Organizational Identity Change: Remaining Authentic While Pursuing Growth | **Kevin G. Corley**, Arizona State U.; **Spencer Harrison**, Arizona State U.

Building Positive Relational Identities: Mechanisms for Managing Emotional Dynamics | **Shirli Kopelman**, U. of Michigan, Ann Arbor; **Joseph Shoshana**, Independent scholar; **Lydia Chen**, U. of Michigan

Experiencing Hope in Organizational Lives | **Arne Carlsen**, SINTEF Technology and Society; **Tyrone S. Pitsis**, U. of Technology, Sydney

A Prism for Understanding the Generative Possibilities of Positive Identity | **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Laura Morgan Roberts**, Harvard U.; **Jeffrey Bednar**, U. of Michigan

**546** 🗨️: (Paper Session) - (MSR) **Ethics, Spirituality, and Entrepreneurship**

8:30am - 10:20am Anaheim Marriott: Platinum 10

Chair: **Peter D Steane**, Southern Cross U.Discussant: **Fahri Karakas**, McGill U.

- 🔗 Extending Theory Through Experience: A Framework for Business Ethics From Yoga | **Patricia Corner**, Auckland U. of Technology
- 🔗 Unfolding the Relationship between Religion and Socially Responsible Business Conduct | **Corrie Mazereeuw - vd Duijn**, Tilburg U.; **Johan Graafland**, Tilburg U.; **Muel Kaptein**, RSM Erasmus U.
- 🗨️ Entrepreneurial Start-ups as Leaps of Faith | **William Q Judge**, Old Dominion U.

**547** 🗨️: (Paper Session) - (OB) **Emotion Regulation**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Bin Zhao**, Simon Fraser U.Discussant: **Sigal Barsade**, U. of Pennsylvania

- Antecedents and Consequences of Emotion Regulation and Emotional Deviance | **Paraskevi T. Christoforou**, National U. of Singapore
- 🔗 Feedback and Self-Regulatory Focus: Predicting Affective Reactions and Performance in a Field Study | **Sabine Sonnentag**, U. of Konstanz; **Judith Volmer**, U. of Erlangen-Nuremberg
- 🗨️ Authoritarian Leadership, Internalization of Emotional Regulation, and Well-Being | **Li-Chuan Chu**, Chung Shan Medical U.
- 🗨️ A Question We Ask about Emotions, "Are They in Our Control?": One Answer to the Paradox | **Donald E. Gibson**, Fairfield U.

**548** 🗨️: (Paper Session) - (OB) **Creativity and Leadership**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon B

Chair: **Roni Reiter-Palmon**, U. of Nebraska, OmahaDiscussant: **Johannes Rank**, U. of Surrey

- Humor Works: How Leader Humor Affects Follower Creativity | **Lucy A. Arendt**, U. of Wisconsin, Green Bay
- 🗨️ Potential Moderators of Transformational Leadership and Follower Creativity: An Identity Perspective | **Joseph Charles Rode**, Miami U. Ohio; **Peng Wang**, Miami U. Ohio
- 🗨️ The Effects of Transformational and Transactional Leadership on Follower Creative Performance | **Tatiana N. Kuzmenko**, McMaster U.
- 🗨️ Effects of Transformational and Transactional Leadership on Follower Creativity: A Meta-analysis. | **Tatiana N. Kuzmenko**, McMaster U.

**549** 🗨️: (Paper Session) - (OB) **Outcomes of the Psychological Contract**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon C

Chair: **Gretchen Renee Vogelgesang**, State U. of New York at New PaltzDiscussant: **Jesus Bravo**, Arizona State U.

- Effects of Machiavellianism and Psychological Contract Orientations in Predicting Work Behaviors | **Thomas J. Zagenczyk**, Clemson U.; **Simon Lloyd D. Restubog**, U. of New South Wales; **Christian Kiewitz**, U. of Dayton; **Kohyar Kiazad**,

The U. of Melbourne; **Robert L. Tang**, De La Salle-College of Saint Benilde

- ➔ 🗨️ Is Psychological Contract Heterogeneity Good for Organisations and Employees? A Multinational Study | **Michael Clinton**, King's College, U. of London; **David E Guest**, King's College, U. of London
- 🗨️ The Mediation Effects of Psychological Contracts between HR Systems and Role Behaviors | **Jin Feng Uen**, National Sun Yat-Sen U.; **Shu Hwa Chien**, National Sun Yat-Sen U.; **Chih Huang**, National Sun Yat-Sen U.
- Work Beliefs and Organizational Influence: How the Psychological Contract Shapes Social Networks | **James Oldroyd**, SKK Graduate School of Business; **John B. Bingham**, Brigham Young U.; **Jeffery A. Thompson**, Brigham Young U.; **Jeffrey Bednar**, U. of Michigan; **J. Stuart Bunderson**, Washington U.

**550** 🗨️: (Paper Session) - (OB) **Escalation of Commitment**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Elizabeth A. Cooper**, U. of Rhode IslandDiscussant: **Robert Phillip Wright**, Hong Kong Polytechnic U.

- Terminating a Failing Course of Action Under Escalation Situations: A Failure Quota Account | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong
- 🗨️ Selective Exposure to Confirming Information and Escalation of Commitment | **Özge Pala**, Radboud U. of Nijmegen; **Dirk Vriens**, Radboud U. of Nijmegen; **Jac A. M. Vennix**, Radboud U. Nijmegen
- 🗨️ Fear, Anger, Escalation of Commitment | **Ming-Hong Tsai**, U. of California, Los Angeles; **Maia J. Young**, U. of California, Los Angeles
- 🗨️ Overcoming Dysfunctional Momentum | **Michelle A. Barton**, U. of Michigan, Ann Arbor; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

**551** 🗨️: (Paper Session) - (OB) **Work-Life Balance Issues**

8:30am - 10:20am Hilton Anaheim: Capistrano B

Chair: **Sarah E. DeArmond**, U. of Wisconsin OshkoshDiscussant: **Nancy Rothbard**, U. of Pennsylvania

- ➔ 🗨️ Antecedents and Outcomes of a Four-Fold Taxonomy of Work-Family Balance in Chinese Employed Parents | **Jiafang Lu**, Lingnan U.; **Oi Ling Siu**, Lingnan U.; **Paul E. Spector**, U. of South Florida
- 🔗 Contributions of Work-Life and Resilience Initiatives to the Individual/Organization Relationship | **Ariane Ollier-Malaterre**, Boston College
- Winner of OB Division Best Paper Award**
- 🗨️ Between You and Me: A Relational Perspective on Managing Work-Life Boundaries | **Spela Trefalt**, Simmons School of Management
- 🗨️ The Sunny Side of the Work-Family Interface in Korea: Can Family Life Facilitate Work Life? | **Eun-Suk Lee**, Massachusetts Institute of Technology; **Jaee Yoon Chang**, Sungshin Women's U.; **Hyosun Kim**, Chung Ang U.

**552** 🗨️: (Paper Session) - (OB) **Satisfaction in Many Forms**

8:30am - 10:20am Hilton Anaheim: El Capitan A

Chair: **Deshani B. Ganegoda**, National U. of SingaporeDiscussant: **Kimberly B. Boal**, Texas Tech U.

📖 The Relationship Between People-related TQM Practices and Job Satisfaction: A Multi-Level Analysis | **Daniel Indarto Prajogo**, Monash U.; **Brian Cooper**, Monash U.

📖 Implicit Theories of Work: Implications for Job and Life Satisfaction | **Jeffrey Matthew Pollack**, Virginia Commonwealth U.; **Jeni L. Burnette**, U. of Richmond

📖📖 A Longitudinal Study of Positive Affect, Organization Changes, and Career Satisfaction | **Olivia Amanda O'Neill**, U. of Georgia; **Laura J. Stanley**, U. of Georgia; **Kanu Priya**, U. of Georgia; **Charles A O'Reilly**, Stanford U.

📖 The Relationship Between Organization-Level Satisfaction and Performance: A Meta-Analysis | **Irini Kokkinou**, Purdue U.; **Reeshad Sam Dalal**, George Mason U.

### 553 📖: (Paper Session) - (OB) Focus on Followers

8:30am - 10:20am Hilton Anaheim: El Capitan B

Chair: **George A. Hrivnak Jr**, George Washington U.

Discussant: **Arran Caza**, U. of Illinois at Urbana-Champaign

A Missing Dimension of Leadership: Follower Self-Interest | **Vicki M. Scherwin**, U. of California, Los Angeles

The Effect of Transformational/Transactional Leadership on Follower Moral Identity | **Weichun Zhu**, Claremont McKenna College; **Ronald E. Riggio**, Claremont McKenna College

📖 Value Congruence as a Mechanism Underlying the Impact of Transformational Leadership | **Brian J Hoffman**, U. of Georgia; **Ashley Williams**, The U. of Georgia; **Ronald F. Piccolo**, U. of Central Florida

📖 Transformational Leadership and Follower Behavior: An Integrative Review and Extension | **J. Lee Whittington**, U. of Dallas; **Vicki L. Goodwin**, U. of North Texas

### 554 📖: (Paper Session) - (OB) Trust: New Directions

8:30am - 10:20am Hilton Anaheim: Laguna A

Chair: **Anthony P. Ammeter**, U. of Mississippi

Discussant: **Roger C Mayer**, U. of Akron

Threat-Reducing Behavior: Interpersonal Emotion Work, Trust and Performance in Collaborative Settings | **Michele Williams**, Cornell U.

📖 The Role of Affect in Trust Breaks, Resilience, and Reparability | **Patrick Saporito**, Drexel U.; **Liuba Y. Belkin**, Lehigh U.; **Chao C. Chen**, Rutgers U.

📖 Work Consequences of Reliance and Disclosure: Interpersonal Trust Dynamics Within Vertical Dyads | **Dora C. Lau**, Chinese U. of Hong Kong; **Long Wai Lam**, U. of Macau

📖 Multi-Level Trust Development in Strategic Alliances | **Oliver S. Schilke**, Stanford U.; **Karen S Cook**, Stanford U.

### 555 📖: (Paper Session) - (OB) Ostracism and Social Exclusion

8:30am - 10:20am Hilton Anaheim: Laguna B

Chair: **Sandy Hershcovis**, U. of Manitoba

Discussant: **Maureen L. Ambrose**, U. of Central Florida

📖📖 When Silence Isn't Golden: Measuring Ostracism in the Workplace | **D. Lance Ferris**, U. of Waterloo; **Joseph W. Berry**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo; **Huiwen Lian**, U. of Waterloo

Interpersonal Workplace Exclusion: The Development and Test of an Exchange-Based Model | **Kristin L. Scott**,

Clemson U.; **Michelle K. Duffy**, U. of Minnesota; **Giuseppe Labianca**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky

A Multidimensional Understanding of Relational Distance in Organizations | **Laura Erskine**, Illinois State U.

📖 The Role of Emotional Intelligence and Social Exclusion in Self-Defeating Organizational Behaviors | **Robert W. Renn**, U. of Memphis

### 556 📖📖📖 JS: (OB, OCIS) Third Culture in the Workplace: Refining, Testing, and Challenging Theory

8:30am - 10:20am Hilton Anaheim: Pacific Pavilion A

Organizer: **Wendi L. Adair**, U. of Waterloo

Discussant: **Ya-Ru Chen**, Rutgers U.

Third Culture Strength as Reflected in Group Cohesion and Conflict | **Terri R Lituchy**, Concordia U.; **Elena Lvina**, Concordia U.; **Martin L. Martens**, Concordia U.; **Zheni Wang**, Concordia U.

Third Culture in Multicultural Teams | **Wendi L. Adair**, U. of Waterloo; **Mariana Soraggi**, U. of Waterloo; **Ivona Hideg**, U. of Toronto

Two Relational Schemas and Their Dynamic Linkages in Negotiation | **Leigh Anne Liu**, Georgia State U.; **Chi-Yue Chiu**, U. of Illinois at Urbana Champaign

Leading Multicultural Teams in the Global Work Culture | **Alon Lisak**, Technion-Israel Institute of Technology; **Miriam Erez**, Technion-Israel Institute of Technology

Global Teams: The Role of Site Visits in Third Culture Development | **Pamela Hinds**, Stanford U.; **Catherine Cramton**, George Mason U.

### 557 📖: (Paper Session) - (OCIS) Mobile Work and Commerce

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Mary Beth Watson-Manheim**, U. of Illinois, Chicago

Discussant: **Katherine Chudoba**, Utah State U.

📖 Examining the situational and individual correlates of workplace connectivity behavior | **Katherine M. Richardson**, Baruch College and CUNY Graduate Center; **Hannah R. Rothstein**, Baruch College--CUNY (Zicklin School of Business)

➔📖 Empowerment or Enslavement: The Impact of ICT use on the Work-Life Balance | **Uthpala Senarathne Tennakoon**, U. of Calgary; **Daphne G Taras**, U. of Calgary

📖📖 From e- to m- Commerce: A KM Approach to Service-Market Development under Technological Change | **Michael Tow Cheung**, U. of Hong Kong; **Ziqi Liao**, Hong Kong Baptist U.

### 558 📖: (Paper Session) - (OCIS) Technology Adoption, Usage, and Appropriation

8:30am - 10:20am Anaheim Convention Center: 207A

Chair: **Jon Jaspersen**, Texas A&M U.

Discussant: **Nora Misiolek**, Marist College

📖📖📖 The Underlying Structure of Personal Web Usage in the Workplace | **Claire A. Simmers**, St. Joseph's U.; **Murugan Anandarajan**, Drexel U.; **Rob D'Ovidio**, Drexel U.

#### OCIS Division Best Paper Award - Finalist

➔➔📖 Lost in Translation? Appropriation of Open Source Software Development at Hewlett-Packard | **Catharina Melian**, Stockholm School of Economics; **Magnus Mähring**, Stockholm School of Economics

Adoption and Implementation of new ICTs: Resolving Conflicting Institutional Pressures | **Rebecca Heino**, Georgetown U.

**559** → 🗂️ JS: (OCIS, TIM, OM) **Offshoring of IT and Business Services: What are the consequences for work performance?**

8:30am - 10:20am Anaheim Convention Center: 207B

Organizers: **Sandra Slaughter**, Georgia Institute of Technology; **Elaine Hyder**, Carnegie Mellon U.

Symposium Overview | **Sandra Slaughter**, Georgia Institute of Technology; **Elaine Hyder**, Carnegie Mellon U.

Complexity Arbitrage in Offshore Outsourcing of Business Processes | **Ravi Aron**, U. of Southern California; **Siddarth Jayanty**, U. of Pennsylvania; **Ying Liu**, U. of Hawaii; **Praveen A Pathak**, U. of Florida

Achieving Effective Collaboration in Offshored Information Systems Development Projects | **Natalia Levina**, New York U.

Performance in Offshore Delivery of IT and Business Services | **Chris Forman**, Carnegie Mellon U.; **Bryon Balint**, Carnegie Mellon U.; **Sandra Slaughter**, Georgia Institute of Technology

Presenters: **Natalia Levina**, New York U.; **Ravi Aron**, U. of Southern California; **Siddarth Jayanty**, U. of Pennsylvania; **Ying Liu**, U. of Hawaii; **Praveen A Pathak**, U. of Florida; **Bryon Balint**, Carnegie Mellon U.; **Chris Forman**, Carnegie Mellon U.

**560** 🗂️: (Paper Session) - (ODC) **Leadership Succession, Composition and Perceptions**

8:30am - 10:20am Anaheim Marriott: Elite 3

Chair: **Richard W. Stackman**, U. of San Francisco

Discussant: **Marie Gould**, Peirce College

The Moderating Impact of Succession Origin on Strategic Persistence between Large Firms and SMEs | **Chengli Tien Lo**, National Taiwan U.

TMT Characteristics and Organizational Survival: New Evidence From Trucking And Banking Industries | **Theresa S. Cho**, Rutgers U./Seoul National U.

Managerial succession and organizational performance | **Stefan Wagner**, Munich School of Management, INNO-tec

→ 🗂️ Questions Asked of Management Gurus - As Reflexive Change Agents? | **Bill Cooke**, Lancaster U.; **Flavio Romero Macau**, EAESP-FGV; **Carisa Almeida-Bradascchia**, EAESP-FGV

**561** 🗂️: (ODC) **Distinguished Theme Speaker Session: Dr. William Torbert**

8:30am - 10:20am Anaheim Marriott: Platinum 2

Introduction: **Nancy C. Wallis**, Pepperdine U.

Program Chair: **Ann E. Feyerherm**, Pepperdine U.

Distinguished Speaker: **William Torbert**, Boston College

The Questions We Ought to Ask |

**562**: (OM) **OM Division Welcome & Breakfast**

8:30am - 9:00am Anaheim Convention Center: 207C

Sponsored by the College of Business Administration, The U. of Texas-Pan American

**563** 🗂️: (Paper Session) - (OMT) **Types of Control: Rationality, Emotion, and Structure in Organizations**

8:30am - 10:20am Anaheim Marriott: Suite 312

Chair: **Humphrey Bourne**, U. of Bristol

Discussant: **Mark Fichman**, Carnegie Mellon U.

The Performance Effect of Management Control Forms in Young Firms | **Jens Hutzschenreuter**, RWTH Aachen U.; **Wolfgang Gänswein**, RWTH Aachen U.; **Sebastian Hild**, RWTH Aachen U.; **Uwe Voss**, RWTH Aachen U.

→ 🗂️ The Influence of Entrepreneurs' Regulation of Self-Emotions On the Building of New Organizations | **Quy Nguyen Huy**, INSEAD; **Christoph Zott**, INSEAD

Making Rational Decisions Happen in Organizations: The Craft of Rationality by Decision Analysts | **Laure Cabantous**, U. of Nottingham; **Jean-Pascal Gond**, Nottingham U. Business School; **Michael E Johnson-Cramer**, Bucknell U.

Heterogeneous Motives: Consequences for How Effectively Organizational Controls Foster Cooperation | **Flore Bridoux**, RSM Erasmus U.

**564** 🗂️: (Paper Session) - (OMT) **Isomorphism Morphed: Alternative Forms of Institutional Change**

8:30am - 10:20am Anaheim Convention Center: 210B

Chair: **Juliet A. Davis**, U. of Alabama, Tuscaloosa

Discussant: **Christine Beckman**, U. of California, Irvine

Positive and Negative Isomorphism in the Adoption of Voluntary Programs: The Mexican Case | **Bryan W Husted**, York U.; **Ivan Montiel**, U. of Texas Pan American

Decomposing Isomorphism: What Drives Similarity in the Adoption of Administrative Innovations? | **Jun Li**, Rutgers U.; **Fariborz Damanpour**, Rutgers U.; **Holly H. Chiu**, Rutgers U.

Fools Breaking Out: Explaining Successful Small Business Institutional Nonconformity | **Jan M. W. N. Lepoutre**, Ghent U.; **Mike Valente**, U. of Victoria

You Never Walk Alone? Team Composition and Institutional Change in Professional Soccer | **Nikolaus Beck**, U. of Lugano; **Mark Meyer**, Giessen U.

**565** 🗂️: (Paper Session) - (OMT) **Lesson in Survival: Organizational and Institutional Antecedents of Firm Failure**

8:30am - 10:20am Anaheim Convention Center: 210C

Chair: **Lisa Ellen Cohen**, London Business School

Discussant: **Lyda S. Bigelow**, U. of Utah

Your Undivided Attention, Please: How Certifiers may Compromise Organizational Survival | **Benjamin M. Cole**, Stern School of Business, New York U.

🗂️ Naming Consensus and Organizational Survival among U.K. Airlines, 1919-2000 | **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Filippo Carlo Wezel**, U. of Lugano

→ 🗂️ Nature vs. nurture: The Fates of De Novo and De Alio Banks in Russia, 1988-2002 | **Olga Suhomlinova**, U. of Leicester, UK; **Ilya Okhmatovskiy**, McGill U.

Direct and Diffuse Ecological Processes among Spanish Railway Companies, 1848-1935 | **Maud Pindard**, U. Carlos III de Madrid; **Isabel Gutierrez**, U. of Carlos III de Madrid

**566** 🗂️: (Paper Session) - (OMT) **OMT Breakfast and Distinguished Scholar Presentation**

8:30am - 10:20am Anaheim Convention Center: 210D



Presentation by the 2008 OMT Distinguished Scholar Walter W. Powell.

Introduction: **Royston Greenwood**, U. of Alberta  
 Division Chair: **Kimberly D. Elsbach**, U. of California, Davis  
 Program Chair: **Henrich R. Greve**, INSEAD  
 Distinguished Speaker: **Woody Powell**, Stanford U.

**567** 📄: (Paper Session) - (OMT) **Eye on Which Prize?**

**Managerial Goal Conflict and Attention**

8:30am - 10:20am Anaheim Convention Center: 303C

Chair: **Cleotilde Gonzalez**, Carnegie Mellon U.  
 Discussant: **Martin Schulz**, U. of British Columbia  
 Demands, Goal Activation and the Commercialization of New

- Technologies at Motorola | **John Joseph**, Duke U.
- 📄 Complements or Substitutes? The Relationship Between Internal and External R&D | **Vibha Gaba**, INSEAD
- 📄 Tending the New, Neglecting the Core: Effects of Managerial Attention Patterns During Acquisitions | **Maria Alejandra Quijada**, Loyola Marymount U.
- 📄 Managing Social and Financial Goals Simultaneously | **Wendy K. Smith**, U. of Delaware; **Marc Epstein**, Rice U.

**568** 📄 JS: (OMT, BPS, ODC) **New Thoughts on Resource Partitioning**

8:30am - 10:20am Anaheim Convention Center: 207D

Organizer: **Mi Feng**, Stanford U.

Chair: **William P Barnett**, Stanford U.

Ownership Diversity and Foundings in the Scotch Whisky Industry | **David McKendrick**, U. of Durham; **Michael T Hannan**, Stanford U.

Resource Partitioning Revisited: Competitive Interaction and Vital Rates in the Italian TV Industry | **Samira Reis**, Bocconi U.; **Giacomo Negro**, Emory - Goizueta Business School; **Olav Sorenson**, U. of Toronto; **Fabrizio Perretti**, Bocconi U.

Cosmopolitans and Locals: A Study of Market Entry in California Banking Industry from 1900 To 1990 | **Mi Feng**, Stanford U.; **William P Barnett**, Stanford U.

The Organizational Construction of Authenticity | **Glenn R Carroll**, Stanford U.; **Dennis Ray Wheaton**, Chicago Magazine

**569** 📄 JS: (OMT, OB) **Sideways Organizing: A New Stance for Questions About Practices and Routines**

8:30am - 10:20am Anaheim Convention Center: 303B

Organizers: **Monica C. Worline**, Emory U.; **Martha S. Feldman**, U. of California, Irvine

Discussants: **Debra Meyerson**, Stanford U.; **Lloyd Sandelands**, U. of Michigan, Ann Arbor

Presenters: **Claus Rerup**, U. of Western Ontario; **John Paul Stephens**, U. of Michigan, Ann Arbor; **Alexandra Michel**, U. of Southern California; **David Kryscynski**, Emory U.

**570** → 📄 JS: (OMT, TIM) **The Role of Objects in Innovating across Boundaries – Venturing into the Unknown**

8:30am - 10:20am Anaheim Convention Center: 303A

Chairs: **Jacky Swan**, U. of Warwick; **Jeanne Mengis**, Boston U.

Discussant: **Deborah J Dougherty**, Rutgers U.

The Object of Knowledge: The Role of Objects in Biomedical Innovation | **Sue Newell**, Bentley College, USA and Warwick U., UK

Untangling the Epistemological and Ontological Challenges of Knowledge Integration | **Paul R. Carlile**, Boston U.

What is the Object? Co-ordinating Design Work across a Large Construction Project | **Jennifer Whyte**, U. of Reading  
 Collaborating through Objects in Conditions of Innovation. A Case from the Field of Bio-engineering | **Daive Nicolini**, U. of Warwick

Presenters: **Paul R. Carlile**, Boston U.; **Jennifer Whyte**, U. of Reading; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Daive Nicolini**, U. of Warwick

**571** 📄: (Paper Session) - (PNP) **Networks and the impacts and linkages**

8:30am - 10:20am Anaheim Marriott: Orange County 4

Chair: **Brent R. Never**, U. of Illinois at Springfield

- 🗨️📄 Antecedents to Trust in the context of a Community Capacity building Network | **Hyung-Woo Lee**, U. of Southern California; **Lark Galloway-Gilliam**, Community Health Councils; **Jonathan Nomachi**, Community Health Councils; **Peter J. Robertson**, U. of Southern California
- 🗨️🗨️ Legitimacy-seeking Breeds Variation: Differential Effect of Network Connectedness on NGO Advocacy | **Chang Bum Ju**, U. of Southern California
- 🗨️🗨️ Are Network Ties a Factor in Government Funding to NGOs?: A Case in Korea | **Chang Bum Ju**, U. of Southern California
- 🗨️📄 Multisectoral Network Adaptation to Changes in Exogenous Policy and Economic Conditions | **Joaquin Herranz Jr.**, U. of Washington, Seattle

**572** 📄: (Paper Session) - (PNP) **Motivation in public and nonprofit organizations**

8:30am - 10:20am Anaheim Marriott: Platinum 1

Chair: **Robert Ryan Raffety**, Syracuse U.

- 🗨️🗨️📄 Does Employee Job Satisfaction Matter More for Non-Profit Organizations? A Meta-Analysis | **Daniel S. Whitman**, Florida International U.; **David L. Van Rooy**, Florida International U.; **Chockalingam Viswesvaran**, Florida International U.
- 📄 Working Across the Divide: Job Involvement in the Public and Nonprofit Sector | **Jessica Word**, U. of Nevada, Las Vegas; **Sung Min Park**, U. of Nevada, Las Vegas
- 📄 A Multi-Level Analysis of Work Motivation and Organizational Socialization in the Public Sector | **Sung Min Park**, U. of Nevada, Las Vegas; **Hal G. Rainey**, U. of Georgia
- 📄 Consequences of Public Service Motivation in Organizational Settings | **Robert K Christensen**, U. of North Carolina at Charlotte; **Steven Whiting**, Georgia State U.

**573** 📄: (RM) **Current Issues with latent variables and organizational research**

8:30am - 10:20am Hilton Anaheim: Manhattan

Chair: **Larry J. Williams**, Virginia Commonwealth U.

Facilitator: **Ernest H O'Boyle**, Virginia Commonwealth U.

A typology of centering option for latent growth models | **Daniel J. Beal**, Rice U.; **Louma Ghandour**, Rice U.

Contrasting latent variable scores from factor scores: uses, differences, and practical concerns | **Thomas D. Fletcher**, U. of Missouri, St. Louis



Why should correlated residuals between indicators in structural equation models be avoided | **Ronald S Landis**, U. of Memphis; **Bryan D. Edwards**, Auburn U.; **Jose M. Cortina**, George Mason U.

Latent transition analysis | **Robert J. Vandenberg**, U. of Georgia; **Rodney Dishman**, U. of Georgia

Measurement models for linking latent variables and indicators | **Larry J. Williams**, Virginia Commonwealth U.; **Ernest H O'Boyle**, Virginia Commonwealth U.

#### 574 : (SIM) SIM Welcoming Session

8:30am - 9:00am Anaheim Marriott: Orange County 1

Division Chair: **Thomas J. Donaldson**, U. of Pennsylvania

Division Chair-Elect.: **Linda K. Trevino**, Pennsylvania State U.

Program Chair: **Ann K. Buchholtz**, U. of Georgia

Professional Development Workshop Chair: **Barry M Mitnick**, U. of Pittsburgh

#### 575 : (Paper Session) - (SIM) Individual Ethics

8:30am - 10:20am Anaheim Marriott: Orange County 2

Facilitator: **Scott J. Reynolds**, U. of Washington

Understanding the Complex Relationship between

Creativity and Ethical Ideologies | **Paul Bierly**, James Madison U.; **Robert W. Kolodinsky**, James Madison U.; **Brian J. Charette**, James Madison U.

The Revised Schwartz Value Survey: Improving An Existing Measure | **Laura Parks**, James Madison U.; **Gang Wang**, U. of Iowa; **Charles David White**, James Madison U.

A Short Note on Selecting for Stewards Not Agents | **In-Sue Oh**, U. of Iowa

The Influence of Attachment Styles on Ethical Decision Making: "From the Cradle to the Grave" | **Chris Bresnahan**, U. of Southern California; **Murat Alpaslan**, California State U., Northridge; **Ian Mitroff**, Alliant International U./U. of California, Berkeley

#### 576 : (SIM, MED, PNP) JS: (SIM, MED, PNP) The Real O.C.: A Peek

Behind the Scenes to Find the Questions We Need to Ask

8:30am - 10:20am Anaheim Marriott: Orange County 3

Organizers: **Cristina Marie Giannantonio**, Chapman U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.

Speakers: **Theresa Montminney**, Catholic Charities of Orange County; **Arthur Kraft**, Chapman U.; **Steven Buckley**, Gianna Rose Atelier; **Paula Neal Reza**, Wise Place; **Kathleen Davis Bowman**, Wise Place; **Marlene Heyser**, Workplace Law Strategies

Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

#### 577 : (Paper Session) - (TIM) Adaptation and Change:

Organizational Learning

8:30am - 10:20am Anaheim Marriott: Suite 315

Welcome: **Shawn M. Carraher**, Cameron U.

Chair: **Madeline M. Crocitto**, SUNY College at Old Westbury

Discussants: **Minna Allarakhia**, U. of Waterloo; **Julio Francisco**

**Dantas de Rezende**, Un. do Estado do Rio Grande do Norte (UERN) & Programa de Pós-Graduação em Administração (PPGA/UFRN); **Rosario Ramos**, U. of Las Palmas de Gran Canaria; **Guillermo Hugo Le Fosse**, U. de Buenos Aires

A Competence Profile for Open Innovation Professionals | **Elise du Chatenier**, Wageningen U.; **Jos Verstegen**,

Wageningen U.; **Harm Biemans**, Wageningen U.; **Martin Mulder**, Wageningen U.

Knowledge transfer across projects: Evidence from creative, high-tech and engineering industries | **Eugenia Cacciatori**, Bocconi U.; **Gernot Grabher**, U. of Bonn; **David Tamoschus**, U. of Bonn

Balancing Exploration and Exploitation Alliances: The Influence of the Firm's Knowledge Base | **Jing Zhang**, Iowa State U.

Process Innovation in User Firms: Promoting Innovation through Learning by Doing | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne

#### 578 : (Paper Session) - (TIM) New Product Development and Adoption: Research & Development Strategic Management of Innovations

8:30am - 10:20am Anaheim Convention Center: 303D

Welcome: **Shawn M. Carraher**, Cameron U.

Distinguished Speaker: **Dianne HB Welsh**, U. of North Carolina-Greensboro

Chair: **Dianne HB Welsh**, U. of North Carolina-Greensboro

Discussants: **Sanjay Jain**, San Francisco State U.; **Randall Knapp**, U. of Minnesota; **Andrew Nelson**, U. of Oregon; **Joseph E Coombs**, Texas A&M U.

R&D cooperation with customers: A panel analysis | **Gloria Sanchez-Gonzalez**, U. of Leon; **Nuria Gonzalez-Alvarez**, U. of Leon; **Mariano Nieto**, U. of Leon

Growth in Large-Established and Fastest-Growing Firms: Resource Allocation, Intangibility and Growth | **A D Amar**, Seton Hall U.

R&D Collaborations and Product Innovation | **Kazuhiro Asakawa**, Keio U.; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **C. Annique Un**, U. of South Carolina

The Role of the Direct Manager as a Function of Innovation Project Characteristics | **Donna Kelley**, Babson College; **Hyunsuk Lee**, Seoul National U. of Technology

#### 579 : (Paper Session) - (TIM) Adaptation and Change

8:30am - 10:20am Anaheim Convention Center: 304B

Welcome: **Shawn M. Carraher**, Cameron U.

Distinguished Speaker: **Howard E Van Auken**, Iowa State U.

Chair: **Howard E Van Auken**, Iowa State U.

Discussants: **Katia Richomme-Huet**, Euromed Marseille-School of Management; **Andreas A. Rauth**, U. of Stuttgart; **Moises Ari Zilber**, U. Presbiteriana MacKenzie

Inside the Exploration-Exploitation Paradox: Balancing Multiple Tensions in Innovation Projects | **Torsten Schmid**, U. of St. Gallen; **Steven W Floyd**, U. of St. Gallen

Knowledge Transfer and Exploratory Search Behavior: Network Density Effect is Moderated by Knowledge Diversity of Firm's R&D Network | **Robert L. Porter**, U. of Central Florida

CEO human capital, top management teams, and acquisition of venture capital in technology ventures | **Holger Patzelt**, Max Planck Institute of Economics; **Lars Schweizer**, U. of Frankfurt

The Role of Incubator Interactions in Assisting New Ventures | **Joanne L Scillitoe**, Michigan Technological U.; **Alok K Chakrabarti**, New Jersey Institute of Technology

📖 New Product Development Processes in Early-Stage Firms: A Pilot Study | **Tucker James Marion**, Northeastern U.

**580 : (Paper Session) - (TIM) Adaptation and Change: Entrepreneurship and New Venturing**

8:30am - 10:20am Anaheim Convention Center: 304C

Welcome: **Shawn M. Carraher**, Cameron U.

Distinguished Speaker: **Sherry E. Sullivan**, Bowling Green State U.

Chair: **Sherry E. Sullivan**, Bowling Green State U.

Discussant: **Martin Ganco**, U. of Illinois, Urbana-Champaign

📖 Alliance Portfolios and the Impact of Incumbent Affiliations on New Ventures | **Vikas A. Aggarwal**, U. of Pennsylvania

🗨️ Determinants of Spanish University Spinoffs Development: A comparison with corporate Spinoffs | **Pedro Ortín-Ángel**, U. Autònoma de Barcelona, Spain; **Ferran Vendrell-Herrero**, U. Autònoma de Barcelona, Spain

📖 Exploitation of corporate venturing activity: The role of strategic and structural context | **Dilene Crockett**, Northeastern State U.; **Jeffrey E McGee**, U. of Texas, Arlington

📖 Who Creates New Industries and Then Lives to Tell About It? | **Raj Echambadi**, U. of Central Florida; **Barry Bayus**, U. of North Carolina, Chapel Hill; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

**581 : (Paper Session) - (TIM) Adaptation and Change: Learning Issues**

8:30am - 10:20am Anaheim Convention Center: 304D

Welcome: **Shawn M. Carraher**, Cameron U.

Chair: **Christopher Hastings**, U. of St. Thomas

Discussants: **Aditya Johri**, Virginia Tech; **Olga Rivera**, Professor of Strategy

📖 The Failings of Simplicity: Evidence from Design Contests | **Joseph Lampel**, Cass Business School; **Pushkar P Jha**, U. of Newcastle Business School; **Ajay Bhalla**, Cass Business School, City U.

Learning in Project Ventures: Effect of Entrepreneurial Experience on Errors, Novelty and Performance | **Yves Damoiseau**, Louisiana State U.; **Andreas Schwab**, Iowa State U.

📖 Exploration: Starting From Firms; Prior Knowledge Base | **Hongyan Yang**, Hong Kong Polytechnic U.

🗨️ Adaptation to Technological Regime Changes: A Real Options Perspective | **Mujtaba Ahsan**, Pittsburg State U.

**Monday 9:00AM**

**582 : (AAA) Placement Services**

9:00am - 4:00pm Hilton Anaheim: Palisades

Placement Services - Registration and Information

Organizer: **Janice A. Black**, New Mexico State U.

**583 : (AAA) Conference Exhibits**

9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C

Organizer: **Ayman Tarabishy**, George Washington U.

**584 : (AAA) AOM Membership**

9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

**585 : (Paper Session) - (BPS) Determinants and Impact of Political Strategies in Emerging Economies**

9:00am - 10:20am Anaheim Marriott: Grand Ballroom - Salon G

Chair: **Nan Jia**, Joseph L. Rotman School of Business, U. of Toronto

Discussant: **Jordan Siegel**, HBS

➔ How and When: A Dynamic View on Political Ties and Domestic Firms' Exit in Response to Foreign Entry | **Weiting Zheng**, Hong Kong Polytechnic U.

➔ 📖 How the Content of Political Connections Affects Industrial Restructuring: Evidence from Taiwan | **Hongjin Zhu**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore

➔ 📖 Institutional Entrepreneurship in Emerging Markets: A Coevolutionary Perspective | **Marleen Dieleman**, National U. of Singapore

**586 : (Paper Session) - (BPS) Board Influences on Organizational Outcomes**

9:00am - 10:20am Anaheim Marriott: Grand Ballroom - Salon H

Chair: **Gerwin Van der Laan**, U. of Groningen

Discussant: **Karen Schnatterly**, U. of Missouri-Columbia

📖 When Do Managers Build Resources Efficiently? | **Weiping Lu**, Shanghai U. of Finance and Economics

📖 Rethinking Value Creation in LBOs: Board Restructurings over the Public-Private-Public Cycle. | **Michael Braun**, U. of Montana; **Scott Latham**, Bentley College

📖 The Impact of Firm and Industry-Level Conditions on Board Task Involvement | **Amedeo Pugliese**, U. degli Studi di Napoli Federico II; **Alessandro Minichilli**, Bocconi U.; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

📖 Damaged Goods? Firm-Level Contingencies and the Settling Up of Compromised Corporate Directors | **Amanda Cowen**, U. of Virginia; **Jeremy John Marcel**, U. of Virginia

**587 : (Paper Session) - (BPS) Competitive Advantage Through Structure and Configuration**

9:00am - 10:20am Anaheim Convention Center: 201A

Chair: **Feng Helen Liang**, U. of California, Berkeley

Discussant: **Walter J Ferrier**, U. of Kentucky

📖 ➔ 🗨️ 📖 Configurations of Competitive Strategies and Resources: A Set-Theoretic Approach | **Na Ni**, U. of Manitoba; **Parshotam Dass**, U. of Manitoba; **Kenneth Zantow**, U. of Southern Mississippi

🗨️ Cornerstones of Strategic Management: A Pan-Theoretical Taxonomy of Business Strategies | **Mark Andrew Fuller**, St. Francis Xavier U.

📖 Competitive Acumen: Market Antecedents and Consequences | **Wenpin Tsai**, Pennsylvania State U.; **Kuo-Hsien Su**, National Taiwan U.; **Ming-Jer Chen**, U. of Virginia

➔ Industry, Country and Firm-Specific Effects of Firms Competing in Emerging Economies | **Roberto Vassolo**, IAE Business School - U. Austral; **Francisco Diaz Hermelo**, U. San Andres; **Ines Rodriguez**, U. San Andres

**588 : (Paper Session) - (BPS) How to Get Your Money's Worth: Improving Acquisition Performance**

9:00am - 10:20am Anaheim Convention Center: 201C

Chair: **Aseem Kaul**, U. of Pennsylvania

Discussant: **Asli Musaoglu Arkan**, Georgia State U.

- ☞→🗨️📄 The Impact of Horizontal Mergers on Rivals: Gains to Being Left Outside a Merger | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Tomaso Duso**, Humboldt U. & WZB-Berlin
- 📄📄 The Influence of Debt on Acquisition Performance | **Jeffrey S. Harrison**, U. of Richmond; **Derek K. Oler**, Kelley School of Business, Indiana U.
- 📄 Can Acquirers Learn to Pay Less for Targets? | **Jay Kim**, U. of Southern California; **Jerayr M Halebian**, U. of California, Riverside; **Sydney Finkelstein**, Dartmouth College
- ☞🗨️ Should We Call In the Experts? Experts and Acquisition Transactions | **Patrizia Porrini**, Long Island U.

**589 : (Paper Session) - (BPS) Behavioral and Organizational Influences of TMT Composition**

9:00am - 10:20am Anaheim Convention Center: 201D

Chair: **Dawn A Harris**, Loyola U. Chicago

Discussant: **Annette L. Ranft**, Florida State U.

- 📄 Age Matters: Demographic Faultlines and Firm Performance | **Winfried Ruigrok**, U. of St. Gallen; **Rong Ren**, U. of St. Gallen; **Peder M. Greve**, U. of St. Gallen
- 📄 "Girl Power": Female Participation in Top Management and Firm Performance | **Cristian L. Dezso**, U. of Maryland, College Park; **David Gaddis Ross**, Columbia Business School
- 📄 Tapping the Team's Cognitive Resources: The Importance of Behavioral Integration | **Ann C Mooney**, Stevens Institute of Technology
- 📄 The TMT May Not be what it Seems: An Examination of Strategic Decision Making Group Membership | **Ann C Mooney**, Stevens Institute of Technology; **Zhen Sullivan**, Stevens Institute of Technology; **Allen Amason**, U. of Georgia

**590 : (Paper Session) - (BPS) Sharks, Shareholders, Analysts and Institutions: External Influences on Innovation.**

9:00am - 10:20am Anaheim Convention Center: 202B

Chair: **Tim Swift**, St. Joseph's U.

Discussant: **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

- ☞→📄 Patent Sharks and the Sustainability of Value Destruction Strategies | **Joachim Henkel**, Technical U. of Munich; **Markus Reitzig**, London Business School
- 📄 Selective Myopia: A Comparison of Analysts' Reactions when Firms Respond to Technological Change | **Mary J. Benner**, U. of Pennsylvania; **Ram Ranganathan**, Wharton School, U. of Pennsylvania
- 📄📄 Market for Corporate Control Protection and the Inventive Productivity of Technology-Based Firms | **Jeffrey Sugheir**, Boise State U.; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne
- 📄 An Extra Organizational Model of Selective Retention and Adaptation in Innovative Contexts | **Luiz F. Mesquita**, Arizona State U.; **Robert E. Hoskisson**, Arizona State U.; **Viet Duc Nguyen**, Arizona State U.

**591 : (Paper Session) - (BPS) Experience, Path Dependence, and Learning through Alliances**

9:00am - 10:20am Anaheim Convention Center: 203A

Chair: **Tariq H. Malik**, U. of London

Discussant: **Raymond Van Wijk**, RSM Erasmus U.

- ☞🗨️📄 Absorptive Capacity and the Complementarity of Interorganizational Learning Processes | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management
- ☞📄 Learning-Before-Doing in Portfolios of International Strategic Alliances | **Koen Heimeriks**, Rotterdam School of Management
- 📄 Learning from Joint Ventures: The Role of Experience Asymmetry | **Ilya Cuypers**, Tilburg U. / Singapore Management U.; **Xavier Martin**, Tilburg U.
- 📄 Expansion Mode Choices and Relative Experience Effects. Evidence from New Product Development | **Louis Mulotte**, Tilburg U.

**592 : (Paper Session) - (BPS) Opportunism and Organizational Form**

9:00am - 10:20am Anaheim Convention Center: 203B

Chair: **John Patrick Orr**, Webster U.

Discussant: **Arturs Kalnins**, Cornell U.

- 📄📄 Coupled Search Processes: Why is it so difficult to find that organizational design matters? | **Nicolaj Siggelkow**, U. of Pennsylvania; **Jan W. Rivkin**, Harvard U.
- 📄 Opportunism, Knowledge, and the Propensity to Franchise | **Jerome Barthelemy**, ESSEC
- 📄 Perceived Cohesion and Opportunistic Behaviors: Evidence from Franchised Chains | **Assâad ElAkremi**, U. of Toulouse 1/LIRHE; **Karim Mignonac**, IAE, U. of Toulouse I; **Rozenn Perrigot**, IAE, U. of Rennes I - ESC Rennes School of Business
- 📄 Organizing Human Capital Activity: Team-Specificity and the Distribution of Surplus | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Pranav Garg**, U. of Michigan

**593 : (Paper Session) - (BPS) Competitive Advantage: What Drives Performance?**

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 1

Presented on panels 1-9

- ☞📄 Are All Resources Equally Valuable? A Meta-analysis of the Resource-Performance Relationship | **Donald D Bergh**, Denver U.; **John Perry**, Wichita State U.; **Ralph Hanke**, Bowling Green State U.
- ☞📄 Corporate Effects and Core Competencies: Influence of Corporate Strategies on Sub-unit Performance | **Qu Xiao**, Hong Kong Polytechnic U.; **John W. O'Neill**, Pennsylvania State U.
- ☞📄 Strategic Positioning and Risk-Return Behavior | **Herbert Kimura**, U. Presbiteriana Mackenzie; **Leonardo Fernando Basso**, U. Mackenzie; **Eduardo Kazuo Kayo**, U. Presbiteriana Mackenzie; **Alberto Sanyuan Suen**, FEA-USP
- ☞🗨️📄 How do Customer Factors Drive Performance? Examining the Customer-Financial Performance Relation | **Alexandros Papalexandris**, Athens U. of Economics and Business
- ☞🗨️📄 Demand-side Competences as Sources of Intra-industry Heterogeneity | **Lalit Manral**, Long Island U.
- ☞🗨️📄 Does More Expropriation Mean More Gain? An Agency Theory Perspective on FBG in Emerging Economy | **Qian Gu**, National U. of Singapore; **Chi-Nien Chung**, National

- U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore
- 👁️📄 Absorptive Capacity in Regional Clusters: Effects on Performance | **Barbara Larraneta Gómez-Cami**, Universidad Pablo de Olavide; **Jose Luis Galan**, U. of Seville
- ➔👁️📄 Home Country Impact on Firm Performance: A Multilevel Approach | **Rafael Burstein Goldszmidt**, FGV-EAESP; **Luiz Artur Ledur Brito**, FGV-EAESP; **Flavio Vasconcelos**, FGV-EAESP
- ➔👁️📄 Cross-Border Integration of Markets and the Transformation of Performance Patterns | **Rogério Victor**, Boston College

### 594 👁️: (Paper Session) - (BPS) Developing and Measuring Capabilities

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 2  
Presented on panels 10-14

- 👁️📄 Strategic Flexibility and the Capabilities for Dynamic Management of Business Development Projects | **Ronald Klingebiel**, U. of Cambridge
- 👁️📄 The Life Cycle of Internet Organisational Capabilities | **Richard Soparnot**, ESCEM Tours (France); **Laurent Renard**, ESG-UQAM; **Patricia Klarner**, HEC U. of Geneva
- 👁️📄 Re-Conceptualizing Absorptive Capacity: Absorptive Capacity Breadth versus Depth | **Michael C. Withers**, Arizona State U.; **Paul L. Drnevich**, U. of Alabama; **Craig E. Armstrong**, U. of Alabama
- 👁️👁️📄 Corporate Effects as Competitive Heterogeneity: Construct and Scale Development | **Andrea Lanza**, U. Bocconi/U. Calabria; **Antonella Pellegrino**, U. Calabria; **Giusy Simone**, U. Calabria
- 👁️👁️📄 Performance Measurement and the Generation of Meaningful, Useful Answers to the Questions We Ask | **Scott L. Newbert**, Villanova U.

### 595 👁️: (Paper Session) - (BPS) Dynamic Capabilities and Competitive Advantage

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 3  
Presented on panels 15-19

- 👁️📄 Determining Dynamic Capabilities: Comparing Dynamic and Stable Contexts | **Richard J Arend**, U. of Nevada, Las Vegas
- 👁️📄 Employees, Managers, Leaders, or Other Resources: Which Drives Firm Performance? | **Natarajan Balasubramanian**, Florida International U.; **Aya S. Chacar**, Florida International U.
- 👁️📄 Organizational Core Competency, Strategic Intent and Performance: A Study in Hospitality Industry | **Robert D. Hamilton**, Temple U.; **Yunxuan Han**, Temple U.; **Ram Mudambi**, Temple U.
- 👁️📄 Fast Mover Advantages | **Ashton Hawk**, New York U.
- 👁️👁️📄 Competitive Advantage Sustainability in the Fast-paced Business Environment | **Dong Bian**, EM Lyon

### 596 👁️: (Paper Session) - (ENT) Gender, Ethnicity, and Entrepreneurship

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - ENT 1  
Presented on panels 69-72

- 👁️📄 The relative disadvantage of women in business: A social network approach | **Barthelemy Chollet**, U. de Savoie; **Mickael Gerardel**, U. de Savoie; **Vincent Chauvet**, Université de Savoie - IREGE
- 👁️📄 Determinants of Business Success: An Examination of Asian-Owned Businesses in the United States | **Robert W. Fairlie**, U. of California, Santa Cruz; **Alicia Robb**, U. of California, Santa Cruz
- 👁️📄 The International Asian Immigrant Business Success Story | **Robert W. Fairlie**, U. of California, Santa Cruz

### 597 👁️: (Paper Session) - (HCM) Workforce, Technology and Health Care Outcomes

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - HCM  
Presented on panels 57-64

- 👁️📄 Attribution Theory: A Contemporary Application to Nursing Practice | **Patrick Albert Palmieri**, Duke U.; **Lori T. Peterson**, Texas Tech U.
- 👁️👁️📄 The role of managers in averting turnover among health care professionals | **Mattia J Gilmartin**, Gilmartin Worldwide, Inc.
- 👁️📄 Physicians manage litigation risk A study of context prediction based on different perspectives | **Tali Seger**, U. of Haifa; **Itzhak Harpaz**, U. of Haifa; **Ilan Meshulam**, Professor, Graduate School Of Management, Haifa U.
- 👁️📄 Assessing Physicians' Use of Facility Performance Information: What do Doctors Value? | **Eric W. Ford**, Texas Tech U.; **Jon B. Christianson**, U. of Minnesota; **Dennis Scanlon**, Penn State; **Jeff J Beich**, Penn State
- ➔👁️📄 Determinants of Professional Incompetence: An Analysis of Surgeon-reported Adverse Events | **Duan-Rung Chen**, National Taiwan U.
- 👁️📄 Hospital Care on the weekends: An examination of the treatment of stroke | **Abby Swanson Kazley**, Medical U. of South Carolina
- 👁️📄 Homophily and Social Capital Antecedents to Cosmetic Surgery Intent Amongst Generation Y Consumers | **Troy A. Voelker**, U. of Houston, Clear Lake; **Iryna Pentina**, The U. of Toledo
- 👁️📄 Radio Frequency Identification: Beyond the myths. A case for Health Care | **Sylvain P. Bureau**, ESCP-EAP; **B. S. Prabhu**, Henry Samueli School of Engineering and Applied Science at UCLA; **Rajit Gadh**, Henry Samueli School of Engineering and Applied Science at UCLA

### 598 👁️: (Paper Session) - (IM) Emerging, Transition and Developing Economies

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - IM 1  
Presented on panels 73-79

- ➔👁️📄 THE PROPENSITY TO EXPORT OF SOFTWARE SMEs - EVIDENCE FROM AN EMERGING MARKET | **Dirk Michael Boehe**, U. of Fortaleza
- ➔👁️📄 A Review of the Literature on the Expansion of China's Firms to Latin America | **Gaston Fornes**, ESIC Marketing and Business School; **Alan Butt-Philip**, U. of Bath
- ➔👁️📄 Why do Banks Internationalize? New Insights from an Emerging Economy Retail Bank | **Sebastiao Geraldo Cunha**, U. of Fortaleza (UNIFOR); **Dirk Michael Boehe**, U. of Fortaleza



- 🗨️🗨️ Internationalization of Emerging Market Firms: Search for New Direction | **Naveen Kumar Jain**, Florida International U.; **Vikas Kumar**, Bocconi U.; **Sumit Kumar Kundu**, Florida International U.
- 🗨️🗨️ How applicable are Western theories about change in Russia, Estonia and China? | **Tatiana Andreeva**, Graduate School of Management, St.Petersburg State U.; **Ruth Alas**, Estonian Business School; **Sinikka Vanhala**, Helsinki School of Economics; **Wei Sun**, Estonian Business School
- 🗨️🗨️ The Discourse of Emerging Markets Strategy: Theoretical Implications for Heterogeneity | **Farzad Alvi**, U. of Cambridge
- ➔🗨️🗨️ Independent versus captive exporters from emerging markets - Which of them are performing best? | **Ha Thi Van Pham**, Copenhagen Business School; **Bent Petersen**, Copenhagen Business School; **Christian Geisler Asmussen**, Copenhagen Business School

### 599 🗨️🗨️: (Paper Session) - (MED) Management Research: Questions of Value, Relevance and Publication Outlets

9:00am - 10:20am Anaheim Convention Center: 211B

Chair: **V Seshan**, Pepperdine U.

Discussant: **Alice C Stewart**, North Carolina A&T State U.

🗨️🗨️ A Google Scholar H-Index for Journals: A Better Metric to Measure Journal Impact? | **Anne-Wil Harzing**, U. of Melbourne; **Ron van der Wal**, Tarma Software Research

🗨️🗨️ Bridging the relevance gap in management research | **Andreas Birnik**, National U. of Singapore

🗨️🗨️🗨️ Does Business School Research Add Economic Value for Students? | **Jonathan O'Brien**, U. College Dublin; **Paul L. Drnevich**, U. of Alabama; **T Russell Crook**, U. of Tennessee-Knoxville

### Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)

🗨️🗨️ But where can I publish that? Understanding the management education scholarship domain | **Jennifer Leigh**, Nazareth College; **Joy E. Beatty**, U. of Michigan, Dearborn

### 600 🗨️🗨️: (Paper Session) - (MED) MED Visual Paper Session I

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - MED

Presented on panels 65-68

- 🗨️🗨️ What competencies do future business leaders need to be successful?: In search of the vital few | **Tim O Peterson**, North Dakota State U.; **Amy Wood**, Texas A&M U.; **Michael Abelson**, Texas A&M U.; **David D. Van Fleet**, Arizona State U.
- 🗨️➔🗨️🗨️ What is the impact of an international consultancy course on OD, MBA, and OD/MBA students? | **Toni Ungaretti**, Johns Hopkins U.; **Sebastian Schloemer**, U. Augsburg; **Richard G. Milter**, John Hopkins U.; **Kaitlin Dunn**, Johns Hopkins U.
- 🗨️🗨️ Learning Assessment in Online Management Course in Brazil: the role of Learning Communities | **Christine da Silva Schröder**, U. Federal do Rio Grande do Sul - UFRGS - Porto Alegre - RS- BRASIL; **Mauricio Grazziotin Mondadori**, U. Federal do Rio Grande do Sul - UFRGS - Porto Alegre - RS- BRASIL; **Roberto Lima Ruas**, U. Federal do Rio Grande do Sul
- 🗨️🗨️ Developing Competences in MBAs: Fiction or Reality? | **Roberto Lima Ruas**, U. Federal do Rio Grande do Sul; **Grace**

**Vieira Becker**, Pontificia U. Catolica do Rio Grande do Sul;  
**Zandra Balbinot**, Universidade Positivo - UP

### 601 🗨️🗨️: (Paper Session) - (OM) Dynamics in Contracting

9:00am - 10:20am Anaheim Convention Center: 209A

Chair: **Julie Niederhoff**, Syracuse U.

- 🗨️🗨️ Retailer behavior and coordinating contracts: a laboratory study | **Julie Niederhoff**, Syracuse U.; **Panos Kouvelis**, Washington U. in St. Louis
- 🗨️🗨️ Choosing the Right Contract for Outsourcing | **Bin Jiang**, DePaul U.
- 🗨️🗨️ Contracting in Supply Chains: A Laboratory Investigation | **Diana Wu**, U. of Kansas; **Elena Katok**, Penn State U.
- 🗨️🗨️ Contracting for Success: Aligning Managers' Compensation Contracts with the Supply Chain Strategy | **Björn Claes**, Instituto de Empresa Business School

### 602 🗨️🗨️: (Paper Session) - (OM) Acquisition Policies

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OM 1

Presented on panels 49-52

- 🗨️🗨️ Vendor-Manufacturer Partnerships in Small, Oligopolistic Markets: Insights from Australasia | **Jay Sankaran**, U. of Auckland; **Daniel Samson**, U. of Melbourne; **Terry H Wilson**, Universal Pictures UK
- 🗨️🗨️ New Policies for the Inventory Control Problem with Two Supply Sources | **Anshul Sheopuri**, IBM Research; **Ganesh Janakiraman**, Stern/NYU; **Sridhar Seshadri**, Stern/NYU
- 🗨️🗨️ Logistics service providers: supply chain solutions leading competition | **Alessandra Cozzolino**, U. of Rome La Sapienza

### 603 🗨️🗨️: (Paper Session) - (OM) Developments in Service

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OM 2

Presented on panels 53-56

- 🗨️🗨️ The Effect of Customization on Buying Firm Satisfaction and the Moderation Effect of Human Contact | **Rafael Teixeira**, Texas A&M U.; **Ely Laureano Paiva**, UNISINOS
- 🗨️🗨️ New Measurement Scales for Evaluating Retail Service Design: Construct Development & Validation | **Jeff Shockley**, Clemson U.; **Lawrence Fredendall**, Clemson U.; **Aleda V. Roth**, Clemson U.
- 🗨️🗨️ Inertia, Relatedness and Post-Merger Performance: a Longitudinal Study in the US Airline Industry. | **Gianvito Lanzolla**, Cass Business School; **Nikos Tsiriktsis**, London Business School
- 🗨️🗨️ Porter's Generic Competitive Strategies: an examination of Service Characteristics | **Patti Lynn Collett**, U. of Texas at Arlington

### 604 🗨️🗨️: (Paper Session) - (OMT) Organizational Innovation and Creativity

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 33-38

- 🗨️🗨️ Organizational Creativity: Situation, System and Sensemaking Review of Different Theories | **Kandarp Mehta**, IESE Business School
- 🗨️🗨️ Too Many Cooks Don't Spoil the Broth: A Framework for Value Co-creation | **Marie Taillard**, ESCP-EAP European School of Management



- 👁️📄 Human and Structure Capital in Two Environmental Contexts of the High-Technology Firms | **Chiayu Tu**, Ming-Chuan U.
- 👁️ Access to Skills for Firm Formation and Growth: A Comparative Case Study of Biotech Start Ups | **Lori De Paauw**, Manchester Business School
- ➔👁️📄 Configurational Aspects of Supplier Integration in New Product Development | **Christian Welling**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen
- ➔👁️👁️📄 Building a Knowledge Creation Model in the Hospital Sector: A Qualitative Study | **Chen-Wei Yang**, Fooyin U.; **Jiuan-yeu Lin**, Cheng-Shiu U./I-Shou U.

### 605 👁️📄: (Paper Session) - (OMT) Organizational Learning and Knowledge

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OMT 2

Presented on panels 39-44

- 👁️📄 Differences between Within-season and Between-season Trainer Turnover | **Tom De Schryver**, Radboud U. Nijmegen; **Rob N. Eisinga**, Radboud U. Nijmegen; **Christine Teelken**, Radboud U. Nijmegen; **Frederik Poutsma**, PARTNER Group, Radboud U.
- 👁️📄 In Urgent Need of Change? Coach Dismissals, Regression-to-the-Mean, and Performance of Soccer Teams | **Nikolaus Beck**, U. of Lugano; **Mark Meyer**, Giessen U.
- ➔👁️👁️📄 Improvisation and Organizational Learning: An Ethnographic Study of an Emergency Response Agency | **Hyun Hee Park**, U. at Albany, SUNY; **Dongchul Shim**, SUNY Albany
- 👁️👁️ Towards a Holistic Model of Knowledge-based Strategizing | **Shenxue Li**, U. of Strathclyde; **Timothy Clark**, Durham U.
- 👁️📄 New Insights from Communication Theory: Future Avenues for Research Into Knowledge Transfer | **Andreas Moosdorff**, Leeds U.; **Elko Klijn**, RSM Erasmus U.; **Peter J. Buckley**, U. of Leeds; **Jeremy Lawrence Clegg**, Leeds U.
- 👁️👁️📄 Shouldn't Performance Measurement Systems Also Contribute to Improve Performance...? | **Jerome G. Couturier**, ESCP-EAP; **Marie Taillard**, ESCP-EAP European School of Management; **Cristina Raiciu**, ESCP-EAP European School of Management; **Davide Sola**, ESCP-EAP European School of Management

### 606 🗣️: (ONE) The Questions We Ask: What is the Role of B-Schools in Creating Sustainable Universities?

9:00am - 10:20am Anaheim Marriott: Platinum 4

Organizers: **Mark Starik**, George Washington U.; **Gordon P. Rands**, Western Illinois U.

New Paper Title Goes Here. |

### 607 👁️📄: (Paper Session) - (PNP) OB & HRM in PNP

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - PNP 1

Presented on panels 45-48

- 👁️📄 Transformational leadership in Government: Exploring the Influence of Organizational Characteristics | **Bradley E. Wright**, U. of North Carolina, Charlotte; **Sanjay K. Pandey**, U. of Kansas

- ➔👁️📄 Insider and outsider perceptions of recruitment and retention in policing | **Adela Jana McMurray**, RMIT U.; **Azahural Karim**, RMIT U.; **Greg Fisher**, RMIT U.
- ➔👁️📄 Are boards relevant for innovation in public organizations? | **Alessandro Hinna**, Tor Vergata U.; **emanuela berna berionni**, Tor Vergata U.; **Luca Gnan**, Tor Vergata U.
- 👁️📄 Re-Creating Street-Level Practice: The Role of Routines, Work Groups and Team Learning | **Erica Gabrielle Foldy**, New York U.; **Tamara R. Buckley**, Hunter College, CUNY
- 👁️ Why do Public Organizations Adopt De-Bureaucratized Organization Designs? An Empirical Study | **Anders Ryom Villadsen**, U. of Aarhus

### 608 🗣️📄: (SIM) The Questions SIM Asks: Focusing on Fields

9:00am - 10:20am Anaheim Marriott: Orange County 1

Chair: **Barry M Mitnick**, U. of Pittsburgh

Discussant: **Edward Freeman**, U. of Virginia - Darden

The Distinction of Fields | **Barry M Mitnick**, U. of Pittsburgh Behavioral Ethics | **Linda K. Trevino**, Pennsylvania State U.;

**Gary R. Weaver**, U. of Delaware

CSR/CSP/Corporate Citizenship | **Jeanne M Logsdon**, U. of New Mexico; **Adele Queiroz**, U. of Northern Iowa; **Donna J Wood**, U. of Northern Iowa

Stakeholder Theory and Networks | **Shawn Berman**, U. of New Mexico; **Thomas M. Jones**, U. of Washington

Issues Management/Public Affairs | **Purseuy Heugens**, RSM Erasmus U.; **John F Mahon**, U. of Maine; **Steve Wartick**, Northern Iowa U.;

**Craig S Fleisher**, U. of Windsor; **John M Holcomb**, U. of Denver

Corruption/Codes of Conduct | **Kathleen Getz**, American U.;

**Duane Windsor**, Rice U.

### 609 👁️: (Paper Session) - (TIM) Strategy and Management Visual Presentations I

9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - TIM 1

Presented on panels 21-32

- 👁️📄 Allowing Imitation to Prevent Substitution | **Donghun Lee**, U. of Pittsburgh; **Susan Cohen**, U. of Pittsburgh
- ➔👁️📄 The Myth of Shareholder Mechanisms in Corporate Governance Reform: Family Control in Innovation | **Taeyoung Yoo**, Birkbeck College, U. of London
- ➔👁️📄 Reaching offshoring readiness: the case of scan-telecom | **Volker Mahnke**, Copenhagen Business School
- 👁️ Environmental Change and Adaptation: Indian Entrants vs. U.S. Incumbents in the IT Services Industry | **Joydeep Chatterjee**, Wharton School
- 👁️ Growth engines of the MNC: the drivers of entry into new technologies in foreign locations | **Katarina Blomkvist**, Uppsala U.; **Philip Kappen**, Uppsala U.; **Ivo Zander**, Uppsala U.
- 👁️📄 Duality of Human Ties in Knowledge Seeking: Knowledge Integration and Knowledge Reverse Diffusion | **Namgyoo Kenny Park**, Seoul National U.; **Jae Hoon Han**, Seoul National U.; **Heeyon Kim**, Seoul National U.; **Hyojung Kim**, Seoul National U.; **Jinsung Kim**, Seoul National U.; **Junghyun Suh**, Seoul National U.
- 👁️📄 Old tech Capability & New Tech Adoption: Firm's Tech Portfolio Mngmt during Technological Transitions | **Wenyue**

- Zhuang**, National U. of Singapore; **Kwanghui Lim**, U. of Melbourne; **Poh Kam Wong**, National U. of Singapore
- 📖➔🗣️📖 Can reverse salience determine product performance? | **Ozgur Dedehayir**, Tampere U. of Technology; **Saku Makinen**, Tampere U. of Technology
  - 🗣️🗣️ SMEs' Radical Product Innovation: the Role of the Internal and External Absorptive Capacity Spheres | **Johan Maes**, Katholieke U. Leuven
  - 🗣️ The Linkage between OCB and an Innovative Organization Climate: A Possible Path to Effectiveness | **Patsy H. Turnipseed**, U. of South Alabama
  - 🗣️📖 The Interplay of Tacit and Explicit Knowledge in Predevelopment | **Heidi Bertels**, Stevens Institute of Technology; **Elko Kleinschmidt**, McMaster U.; **Peter A. Koen**, Stevens Institute of Technology
  - 🗣️ Determinants of Product and Process Innovation in Manufacturing Firms: Evidence from Survey Data. | **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Cristiano Zazzara**, EPFL

**Monday 9:20AM**

**610** 📖: (Paper Session) - (OM) **Project/Program Performance**

9:20am - 10:20am Anaheim Convention Center: 207C

Chair: **Jeffrey N. Street**, Idaho State U.

- 📖 Antecedents of Project Performance and Customer Satisfaction in outsourced offshore projects | **Sriram Narayanan**, Michigan State U.; **Sridhar Balasubramanian**, U. of north carolina-chapel hill; **Jayashankar Swaminathan**, U. of north carolina-chapel hill
- 🗣️📖 Process Improvement Program Management and Organizational Performance | **Weiyong Zhang**, Virginia Commonwealth U.; **Arthur V Hill**, U. of Minnesota; **Roger Schroeder**, U. of Minnesota; **Kevin Linderman**, Carlson School of Management  
**OM Division Chan Hahn Best Paper Award Finalist**
- 🗣️📖 Reducing Risk of Unacceptable Project Performance in NPD | **Jeffrey N. Street**, Idaho State U.

**Monday 10:15AM**

**611** : (AAA) **Conference Break**

10:15am - 10:45am Anaheim Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

**Monday 10:40AM**

**612** : (AAA) **Meeting the Academy's Editors**

10:40am - 12:00pm Anaheim Marriott: Platinum 9

Organizers: **Garry D Bruton**, Texas Christian U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Amy Hillman**, Arizona State U.

Participants: **James P. Walsh**, U. of Michigan, Ann Arbor; **Arthur P. Brief**, U. of Utah

**613** 📖➔🗣️📖: (AAS) **Sustainability: The Questions We Must Ask - But Are Afraid to Look At and Act On**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon E

Organizer: **Mark P. Kriger**, Norwegian School of Management

Coordinators: **Hilary Bradbury**, U. of Southern California; **Mark P. Kriger**, Norwegian School of Management

Management as Sustainable Design: Six Design Parameters for Sustainable Organizing | **Hilary Bradbury**, U. of Southern California

Challenging Ourselves as Sustainability Change Agents | **Carolyn P. Egri**, Simon Fraser U.

The Mystery of the Monetary System: The Unseen Hand in the Environmental Debate | **Param Srikantia**, Baldwin Wallace College; **Elizabeth Kucinich**, Consultant

Towards a Deep Structure and Process of Sustainability: Inner and Outer Questioning | **Mark P. Kriger**, Norwegian School of Management

Presenters: **Carolyn P. Egri**, Simon Fraser U.; **Param Srikantia**, Baldwin Wallace College; **Elizabeth Kucinich**, Consultant

**614** : (AAS) **Questioning Tenure: Does the Academic Career System Disconnect us from Management Practice and Labor Market Reality?**

10:40am - 12:00pm Anaheim Convention Center: 204B

Chair: **Maury Peiperl**, IMD

Participants: **Warren Boeker**, U. of Washington Seattle; **Peter Cappelli**, U. of Pennsylvania; **Angelo DeNisi**, Tulane U.; **Mary Jo Hatch**, Copenhagen Business School; **Robert Hooijberg**, IMD; **James H. Wall**, Deloitte & Touche Tohmatsu

**615** : (Paper Session) - (BPS) **Political Connections and Strategies: Evidence from China**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon G

Chair: **Wenshin Chen**, Prairie View A&M U.

Discussant: **David Ahlstrom**, Chinese U. of Hong Kong

📖 Collective Political Strategies in Emerging Economies: Evidence from the Chinese Private Sector | **Nan Jia**, Joseph L. Rotman School of Business, U. of Toronto

📖 Governmental Experience of TMTs, Political Networking, and Firm Performance: Evidence From China | **Haizhen Wang**, Xi'an Jiaotong U.; **Jie Feng**, Xi'an Jiaotong U.; **Xinmei Liu**, Xi'an Jiaotong U.; **Ruoyong Zhang**, Xi'an Jiaotong U.

➔ Political Connections in a Market Economy | **Victor Nee**, Cornell U.; **Sonja Opper**, Lund U.

**616** : (Paper Session) - (BPS) **Board Processes & Effectiveness**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon H

Chair: **Zhonghua Wu**, National U. of Singapore

Discussant: **Michael McDonald**, U. of Central Florida

🗣️📖 CEO Duality and Board Attention to Monitoring and Control | **Chris Tuggle**, U. of Missouri at Columbia; **Christopher Ray Reutzell**, Utah State U.; **Leonard Bierman**, Texas A&M U.

🗣️📖 Board Effectiveness and the Role of Director Capabilities | **Steven Boivie**, U. of Arizona; **Carla D. Jones**, Arizona State U.; **Poonam Khanna**, Arizona State U.

🗣️🗣️📖 Effects of Prior Extra- and Intra-Industry Board Experiences On Formulation of Functional Strategies | **David G. Sirmon**, Texas A&M U.; **Donald Fraser**, Texas A&M U.; **Chris Tuggle**, U. of Missouri at Columbia; **Katalin T. Haynes**, Texas A&M U.; **Babu G Baradwaj**, Towson U.

🗣️📖 Board Diversity and Firm Performance: The Mediating Effects of Board Processes and Task Performance | **Sabina**

**Nielsen**, Copenhagen Business School; **Morten Huse**, BI Norwegian School of Management; **Alessandro Minichilli**, Bocconi U.; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

**617 : (Paper Session) - (BPS) Strategic Factor Markets**

10:40am - 12:00pm Anaheim Convention Center: 201A

Chair: **Robert D. Hamilton**, Temple U.

Discussant: **Miguel Angel Campo-Rembado**, Dartmouth College

📖 On the Origins of Competitive Advantage: Factor Markets and Heterogeneous Resource Complementarity | **Tunji Adegbesan**, Lagos Business School, Pan-African U.

📖 The Development of Trust in Selling Assets | **Rolf Bühner**, U. of Passau; **Miriam Nicole Flickinger**, U. of Passau

A Model of Political Activity as Strategic Factor Market

Competition | **Catherine A Maritan**, Syracuse U.; **Robert Florence**, St. Bonaventure U.

📖 Whether and When Sellers can Extract Value from Reputation Advantage: The Case of Internet Auctions | **Tomasz Obloj**, INSEAD; **Laurence Capron**, INSEAD

**618 : (Paper Session) - (BPS) Managing Change from the Top**

10:40am - 12:00pm Anaheim Convention Center: 201B

Chair: **Timothy F. O'Shannassy**, RMIT U.

Discussant: **Richard L Priem**, U. of Wisconsin, Milwaukee

📖 Dominating Logic: How Executive Movement Shapes Strategic Change in Medical Firms | **Charles Williams**, Duke U.; **Samina Karim**, Boston U.

📖 Strategic Changes following an Environmental Jolt: The Strategic Role of Boards of Directors | **Bongjin Kim**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio; **Michael Burns**, U. of Texas at San Antonio

📖 Future Aspirations, Planned Organizational Change and Interorganizational Monitoring | **Giuseppe Labianca**, U. of Kentucky; **Jim Fairbank**, Pennsylvania State U., Erie; **Michael Parzen**, Emory U.; **Goce Andrevski**, U. of Kentucky

➔ 📖 Strategy Workshops as Strategic Episodes: Three Case Studies | **David Nils Seidl**, U. of Munich; **Robert MacIntosh**, U. of Glasgow; **Donald MacLean**, Glasgow U.

**619 : (Paper Session) - (BPS) The Decision to Diversify**

10:40am - 12:00pm Anaheim Convention Center: 201C

Chair: **Tyson Brighton Mackey**, Cal Poly State U.

Discussant: **Gordon Walker**, Southern Methodist U.

Capabilities, Market Maturity, and Diversification: Evidence from the Cardiovascular Device Industry | **Brian Wu**, U. of Michigan, Ann Arbor

📖 📖 📖 The Taxonomy of Sequence of Firm's M&A and Alliance Behaviors: An Exploratory Analysis | **Weilei (Stone) Shi**, U. of Pittsburgh / Baruch College-CUNY; **John E Prescott**, U. of Pittsburgh

📖 Product and International Diversification: Complements or Substitutes? | **Harry P. Bowen**, Queens U. of Charlotte; **Margarethe F Wiersema**, U. of California, Irvine

**620 : (Paper Session) - (BPS) The Role(s) of Ownership in Governance**

10:40am - 12:00pm Anaheim Convention Center: 201D

Chair: **Dominic Chai**, LSE

Discussant: **Jean McGuire**, Louisiana State U.

➔ Are Ownership and Board Structures All Bark and No Bite in Emerging Economies? | **Heechun Kim**, Arizona State U.; **Hicheon Kim**, Korea U. Business School

📖 ➔ 📖 Subtle Decoupling Policy from Practice: Case of Ownership Restructuring Plans in Chinese Fraud Firms | **Pengji Wang**, National U. of Singapore

➔ 📖 The Influence of Institutional Varieties of Capitalism on Corporate Stakeholder Responsibility | **Wendy Chapple**, Nottingham U. Business School; **Jean-Pascal Gond**, Nottingham U. Business School; **Marc Oliver Orlitzky**, Nottingham U. Business School; **Celine Louche**, Vlerick Leuven Gent Management School

**621 : (Paper Session) - (BPS) Incentive & Governance Mechanisms in Alliances**

10:40am - 12:00pm Anaheim Convention Center: 203A

Chair: **Anjana Susarla**, U. of Washington, Seattle

Discussant: **Nicholas Argyres**, Boston U.

📖 Actions Speak Louder Than Modes: Governance Choice, Implementation and Performance | **Anne Parmigiani**, U. of Oregon; **Samuel Holloway**, U. of Oregon

➔ Private Operation with Public Supervision: Evidence of Hybrid Modes of Governance in Prisons | **Sandro Cabral**, Federal U. of Bahia; **Sergio Giovanetti Lazzarini**, Ibmecc São Paulo; **Paulo Furquim de Azevedo**, Fundacao Getulio Vargas

📖 Contractual Completeness and Relational Norms in the Biotechnology Industry: Theory and Evidence | **Jongwook Kim**, Western Washington U.

📖 Plural Governance: The Effect of Internal Production on the Performance of Market Relationships | **Niels Peter Mols**, U. of Aarhus, School of Economics and Management; **Jesper Hansen**, U. of Aarhus, School of Economics and Management; **Anders Ryom Villadsen**, U. of Aarhus

**622 : (Paper Session) - (BPS) The Practice of Strategy: Sensemaking and Evaluation**

10:40am - 12:00pm Anaheim Convention Center: 203B

Chair: **Sotirios Paroutis**, Warwick Business School

Discussant: **Rita Gunther McGrath**, Columbia U.

📖 Becoming a Strategist: Senior Management Sensemaking | **Saku Mantere**, Swedish School of Economics and Business Administration; **Richard Whittington**, Said Business School

📖 📖 📖 Using Strategy Tools in Practice: An Exploration of "Technologies of Rationality" in Use | **Paula Jarzabkowski**, Aston Business School; **Sarah Kaplan**, U. of Pennsylvania

📖 📖 ➔ 📖 Building Stronger Models Through Strategy-as-Practice: The Case of Strategic Tools Usefulness | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Sotirios Paroutis**, Warwick Business School; **Daniela Patricia Blettner**, U. of North Carolina, Chapel Hill

📖 📖 ➔ 📖 The Nature of Strategy Evaluation: Existing Perceptions | **Abhijit Mandal**, Middlesex U. Business School

**623 ➔ 📖 JS: (BPS, IM, TIM) Knowledge Flows in the Cross-Regional and Cross-Border Context**

10:40am - 12:00pm Anaheim Convention Center: 202B

Organizer: **Mariko Sakakibara**, U. of California, Los Angeles

Discussant: **Lori Rosenkopf**, U. of Pennsylvania

Headquarter and Subsidiary Roles in the Emergence and Diffusion of Technological Capabilities in MNC | **Ivo Zander**, Uppsala U.

What Determines Knowledge Sourcing From Host Locations of Overseas R&D Operations? | **Jaeyong Song**, Seoul National U.

Explaining Cross-Regional Differences in Impact & Diffusion of Local Innovations | **Jasjit Singh**, INSEAD

Comparison of University-Industry Knowledge Transfer in the U.S., Japan and Europe | **Mariko Sakakibara**, U. of California, Los Angeles

**624** 📄 JS: (BPS, TIM, ENT) **Entry Responses: How Do Incumbents Respond to New Firms?**

10:40am - 12:00pm Anaheim Convention Center: 202A

Chair: **Jason Snyder**, UCLA Anderson School of Management  
Do Incumbents Improve Service Quality in Response to the Threat of Entry? Evidence from Airlines | **Daniel H. Simon**, Cornell U.

Entry Deterrence in the Cable TV Industry | **Robert C. Seamans**, UC Berkeley

Reputations for Toughness in Patent Enforcement: Implications for Inventor Mobility | **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Martin Ganco**, U. of Illinois, Urbana-Champaign

Diversification, Organizational Adjustment and Firm Performance: Evidence from Microdata | **Evan Rawley**, Wharton, U. of Penn

**625** 📄: (Paper Session) - (CAR) **Managing Mentoring**

10:40am - 12:00pm Hilton Anaheim: Capistrano A

Chair: **Corinne Post**, Lehigh U.

Discussants: **George Benson**, U. of Texas, Arlington; **Charlotte Broaden**, Southern New Hampshire U.; **F. Robert Buchanan**, U. of Central Oklahoma; **Jennifer Ellen Yugo**, Bowling Green State U.

➤ Supervisors, Mentors, and Role Models: Do They Reduce the Effects of Psychological Contract Breach? | **Thomas J. Zagenczyk**, Clemson U.; **Ray Gibney**, Penn State Harrisburg; **Christian Kiewitz**, U. of Dayton

📄 Mentoring from a Self-Determination Perspective | **James E Wilbanks**, U. of Missouri; **Sharon Y Wu**, U. Missouri, Columbia

➤➔📄 Managing Mentoring and Creativity: The Moderating Role of Impression Management Tactics | **Dong Liu**, U. Washington; **Sheng Wang**, U. of Nevada, Las Vegas

📄 Exploring the benefits of mentoring activities for the mentor | **Francois Grima**, Paris 12-RMS; **Georges Trepo**, HEC Paris

**626** 📄: (Paper Session) - (CAR) **The Role of Education and Socialization in Shaping Careers**

10:40am - 12:00pm Hilton Anaheim: Oceanside

*Education and Socialization*

Chair: **Monica L Forret**, St. Ambrose U.

Discussants: **Elizabeth F. Cabrera**, Arizona State U.; **Donald E. Gibson**, Fairfield U.; **Lorraine Dyke**, Carleton U.; **C. Melissa Fender**, Drexel U.

Antecedents of Graduating Engineers' Underemployment Tendencies: A Social – Cognitive Perspective | **Belgin Okay**, Strathclyde Business School; **Mahmut Bayazit**, Sabanci U.

**Nominee for The Arnon Reichers Best Student Paper Award**

MBA Programs as an Agent for Change: A Race-Based Comparison of Predictors of Career Success | **Edward J Inderrieden**, Marquette U.; **Brooks C. Holtom**, Georgetown U.

📄 Mediating Role of Knowledge in the Socialization of New Professionals: An Exploratory Study | **N Rao Kowtha**, Solbridge International Business School; **Teck Wei Stewart Tan**, National U. of Singapore

➤📄 How Broadly Does Education Contribute to Job Performance? | **Thomas Ng**, U. of Hong Kong; **Daniel Feldman**, U. of Georgia

**627** 👁: (Paper Session) - (CAR) **Careers at Work at the Visual Village**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CAR

*Presented on panels 1-10*

👁📄 Research Vitality as Sustained Excellence: What Keeps the Plates Spinning? | **J. Bruce Gilstrap**, U. of Oklahoma; **Bruce Jaron Harvey**, U. of Oklahoma; **Milorad M. Novicevic**, U. of Mississippi; **Michael R. Buckley**, U. of Oklahoma

👁📄 Barriers To Career Mobility In A 'Boundaryless Industry': Evidence From Nigeria | **Afam Ituma**, Brunel U.

👁📄 A Study on Work-Family Conflict: The Role of Exchange Relationships and Gender | **Pavithra Kailasapathy**, U. of Melbourne; **Isabel Metz**, U. of Melbourne; **Maria Kraimer**, U. of Melbourne

👁 Beyond Developmental Relationships: Towards a Theory of Self-Mentoring | **Tamara L. Giluk**, U. of Iowa; **Bennett E. Postlethwaite**, U. of Iowa

➔👁 Navigating Between Commitment and Flexibility | **Xiangmin Liu**, Cornell U.

👁👁📄 Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty | **Robert G. DelCampo**, U. of New Mexico; **Christopher J. Mathis**, Jackson State U.; **Kristie May Boudwin**, Arizona State U.

👁📄 Career Success through a POS Lens: Defining the Construct of Extraordinary Career Achievement (ECA) | **Richard Donald Cotton**, Boston College

👁📄 Job attribute preferences, family, and work behavior: Gender and generations | **Elizabeth A Corrigan**, Pennsylvania State U., Worthington-Scranton

➔👁 Generational Differences in China About Careers | **Xiang Yi**, Western Illinois U.; **Caryn Morgan**, Western Illinois U.; **Barbara A. Ribbens**, Western Illinois U.

👁 AGENT VERSUS STRUCTURE. AN EMPLOYABILITY MODEL APPLIED TO RE-EMPLOYMENT OF OLDER UNEMPLOYED | **Anneleen Forrier**, Lessius Hogeschool - K.U.Leuven; **An De Coen**, Lessius Hogeschool - K.U.Leuven; **Luc Sels**, Katholieke U. Leuven

**628** CAU: (CAU) **What is coaching and when does it matter?**

10:40am - 12:00pm Hilton Anaheim: Balboa B

Organizer: **Colin M. Fisher**, Harvard U.

Participants: **Richard Hackman**, Harvard U.; **Frederick P. Morgeson**, Michigan State U.; **Claudia Verena Peus**, Massachusetts Institute of Technology; **Amy C. Edmondson**, Harvard U.; **Ruth Wageman**, Harvard U./Hay Group



**629 CAU: (CAU) Evidence-Based Management: Opportunities for Collaboration among Researchers, Educators, and Practitioners**

10:40am - 12:00pm Hilton Anaheim: Balboa C

Organizer: **Mark Fichman**, Carnegie Mellon U.

Participants: **Denise M. Rousseau**, Carnegie Mellon U.; **Gary P. Latham**, U. of Toronto; **Jodi S. Goodman**, U. of Connecticut; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Gerard Beenen**, Carnegie Mellon U.

**630 CAU: (CAU) African Management: A Research Caucus**

10:40am - 12:00pm Hilton Anaheim: Santa Barbara

Organizer: **David Zoogah**, Morgan State U.

**631 CAU: (CAU) Building Entrepreneurial Networks**

10:40am - 12:00pm Hilton Anaheim: Ventura

Organizers: **Tom Elfring**, Free U. Amsterdam; **Wouter Stam**, VU U. Amsterdam

Participants: **Tina Dacin**, Queen's U. Canada; **Akbar Zaheer**, U. of Minnesota; **William S Hesterly**, U. of Utah; **Olav Sorenson**, U. of Toronto

**632 (CM) Negotiation "Through the Looking Glass": The contrarian effects of good intentions and bad behaviors**

10:40am - 12:00pm Hilton Anaheim: Santa Monica

Chair: **Marwan Sinaceur**, INSEAD

Value-destructive concessions: Deadweight loss and good intentions | **Scott Wiltermuth**, Stanford U.

The differential value of perspective taking versus empathy in distinct types of conflict situations | **Debra Gilin**, St Marys U.; **William W. Maddux**, INSEAD

Good Grief! Feelings of Anxiety Sour the Economic Benefits of First Offers | **Ashleigh Shelby Rosette**, Duke U.; **Shirli Kopelman**, U. of Michigan, Ann Arbor

All fired up, but who to blame?: The benefits of anger and uncertainty in negotiations | **Nicholas Anderson**, Stanford U.; **Margaret A. Neale**, Stanford U.

Hot or Icy? Comparing the Effectiveness of Anger and Threat Communication in Negotiation | **Marwan Sinaceur**, INSEAD; **Gerben A. Van Kleef**, U. of Amsterdam; **Margaret A. Neale**, Stanford U.; **Hajo Adam**, INSEAD; **Haag Christophe**, EM Lyon

**633 (Paper Session) - (CM) Apologies, Forgiveness, and Positive Cues: Repairing Relationships and Promoting Trust**

10:40am - 12:00pm Hilton Anaheim: Sunset

Chair: **Liuba Y. Belkin**, Lehigh U.

Understanding trust: Bridging the divide between rational-choice and psychological approaches | **Alexandra A. Mislin**, SUNY at Buffalo; **Lisa Vargo Williams**, State U. of New York, Buffalo

Managers as Forgivers? An Exploratory Study of Forgiveness Tendencies in a Unionized Trucking Co | **David S. Bright**, Wright State U.

Automatic Trust | **Li Huang**, Northwestern U.

Workplace Offenders' Apologies and Excuses: Effects on Empathy, Forgiveness and Revenge | **Susie S. Cox**, McNeese State U.; **Rebecca J. Bennett**, Louisiana Tech U.; **Karl Aquino**, U. of British Columbia

**634 (Paper Session) - (CM) Speaking Up: Solving Problems and Repairing Relationships**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CM 1

Presented on panels 11-16

Exit, Voice or Silence: Applying Social Exchange to Explain Employee Responses to Workplace Problems | **Dionne Pohler**, U. of Alberta; **Andrew Luchak**, U. of Alberta

Whistle blowing as Positive Deviance: A Review and Research Agenda | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

Repairing Trust through the Kindness of Strangers | **Susan E. Brodt**, Queen's U.; **Michael A. Gross**, Colorado State U.

Why does "cheap talk" work?: Interactional justice as a mediator between apologies and trust repair | **Ed Tomlinson**, John Carroll U.

Examining Managers' Efforts to Integrate Their Control and Trustworthiness-Promotion Activities | **Chris Paul Long**, Washington U.

The Fast and the Fragile: Trust Violations in Temporary Teams | **Lukas B. Neville**, Queen's School of Business, Canada

**635 (Paper Session) - (CM) The Psychology of Negotiation and Conflict Management: New Directions**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CM 2

Presented on panels 29-34

Personality and Negotiation Performance | **Mary D. Sass**, Western Washington U.; **Matthew Liao-Troth**, Western Washington U.

Beyond the Friend-Stranger Dichotomous Relationships in the Inter-Cultural Negotiations | **Xiao Wang**, GSM, Peking U.

Reducing egocentrism in the context of power imbalance in negotiation with deliberation | **Mara I. Hernandez**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology

Changing cooperativeness in negotiations – The role of accessibility experiences | **Patrick A. Müller**, Utrecht U.; **Rainer Greifenender**, U. of Mannheim; **Dagmar Stahlberg**, U. of Mannheim; **Kees Van den Bos**, Utrecht U.; **Herbert Bless**, U. of Mannheim

The Routes Emotions Travel in Negotiation: A Comparison of Chinese and Americans | **Meina Liu**, U. of Maryland, College Park; **Chongwei Wang**, Hong Kong Polytechnic U.; **Shuo Yao**, U. of Maryland, College Park; **Sabine Fritz**, U. of Maryland, College Park

**636 (Paper Session) - (CMS) Critical Images**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 13

Chair: **Ann L Cunliffe**, U. of Hull

"Just be your brand!" The instrumentalisation of the subject in a cosmetics firm | **Claire Dambrin**, HEC, Paris; **Caroline Lambert**, HEC, Paris

Encountering the Other: Empirical insights from the South Asian Non Governmental Sector | **Sadhvi Dar**, Queen Mary College, U. of London; **Ishani Chandrasekara**, Queen Mary College, U. of London



The Problem with Odenplan: How Planners Move Wicked Problems in Public Space | **Andre Spicer**, U. of Warwick; **Torkild Thanem**, Stockholm U.

🗣️📖Class, Management and Music; Re-Engaging Class in Critical Management Studies | **Craig Prichard**, Massey U.

**637** 📖📖: (Paper Session) - (CMS) **Issues of Diversity and Identity: Critical Perspectives**

10:40am - 12:00pm Hilton Anaheim: Palos Verdes A

Chair: **Mario Aquino Alves**, EAESP-FGV

🗣️➔🗣️📖Being Human: Asking the Right Questions using Images | **David Roy Stiles**, Cardiff U.

📖Conceptualizing the Ontological Foundation of Diversity: Some Perspectives from the Field | **Ajnes Prasad**, York U.; **Patricia Bradshaw**, York U.; **Sue Inglis**, McMaster U.

📖Are We Exploited Workers? Turning Our Own Theories Back Upon Our Academic Selves | **Jackie Ford**, U. of Bradford School of Management; **Nancy Harding**, Bradford School of Management

➔➔📖Gender Fatigue – Camouflaging Gender Discrimination in Organizations | **Elisabeth K Kelan**, London Business School

**638** 🗣️: (Paper Session) - (CMS) **Critical Ways of 'Seeing'**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CMS

Presented on panels 17-20

Chair: **Marianna Fotaki**, Manchester U.

📖🗣️➔🗣️🗣️Opening the Third Eye of Wisdom:

Transcendental Metaphors that Transformed Oppressive Worlds | **Sangeeta Parameshwar**, U. of Illinois, Springfield

🗣️🗣️Critical realities of the Sergeant's world of performance management | **David Thomas Weir**, Liverpool Hope U.; **Craig Marsh**, Advanced Institute of Management Research/Lancaster U. Management School; **Wilf Greenwood**, CERAM

🗣️From formal to informal: trajectories of executives who migrated to flexible work. | **Ha Na Kim**, FGV-EAESP; **Maria Jose Tonelli**, FGV-EAESP

🗣️Reifying the Public/Private Divide: Women's Narratives on Maternity Leave Policy in the U.S. | **Kristina A. Bourne**, U. of Wisconsin, Eau Claire; **Paula Lentz**, U. of Wisconsin, Eau Claire

**639** 📖: (Paper Session) - (ENT) **Human Factors Affecting Firm Startup, Renewal, and Investing Decisions**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon J

Chair: **Daniel P. Forbes**, U. of Minnesota

Discussant: **Bob Hill**, Texas State U.

➔📖📖Betting on the Horse or the Jockey: The Impact of Expertise on Angel Investing | **Richard Sudek**, Chapman U.; **Cheryl Mittness**, U. of Louisville; **Melissa S. Baucus**, U. of Louisville

➔📖The Practical Intelligence of Entrepreneurs: Antecedents and Links to New Venture Growth | **Sheetal Singh**, U. of Maryland, College Park; **J Robert Baum**, U. of Maryland; **Barbara Jean Bird**, American U.

➔Strategic Renewal in Family Firms: Role of Successor's Experience and Entrepreneurial Self-Efficacy | **Shruti R Sardeshmukh**, Ball State U.; **Andrew C. Corbett**, Rensselaer Polytechnic Institute

Salience of CEOs' Roles and Career Satisfiers in Family and Non-Family Firms | **Tim Barnett**, Mississippi State U.;

**Kimberly Eddleston**, Northeastern U.; **Franz W. Kellermanns**, Mississippi State U.

**640** 📖: (Paper Session) - (ENT) **Psychological Traits, States, and Tensions in Entrepreneurial Ventures**

10:40am - 12:00pm Anaheim Convention Center: 205A

Chair: **Rhett Andrew Brymer**, Texas A&M U.

📖Entrepreneurs' moods and hope and their impact on venture effort | **Maw-Der Foo**, U. of Colorado, Boulder; **Marilyn A. Uy**, U. of Colorado, Boulder; **Robert Baron**, Rensselaer Polytechnic Institute

📖The Big Five Personality Factors, Gender, and Entrepreneurship: Evidence from Slovenia | **Boštjan Antoncic**, U. of Primorska; **Tina Bratkovic**, U. of Primorska; **Gangaram Singh**, San Diego State U.; **Alex Frank DeNoble**, San Diego State U.

➔🗣️📖Coping with the Constraints of Self-Employment: A Person-Situation Model of Entrepreneurial Burnout | **Sara Jansen Perry**, U. of Houston; **Lisa Penney**, U. of Houston; **L A Witt**, U. of Houston

🗣️📖The Attenuating Role of Entrepreneurs' Psychological Capital on the Effects of Work-Family Conflict | **Keith Hmieleski**, TCU; **Jon C. Carr**, U. of Southern Mississippi

📖Family Lives, Work Lives, and Well-being of Self-Employed Women | **Liang Zhu**, Purdue U. Indiana; **Greg S Hundley**, Purdue U.

**641** 🗣️: (Paper Session) - (ENT) **Entrepreneurial Action in Response to Uncertainty**

10:40am - 12:00pm Anaheim Convention Center: 205B

Chair: **Ravindra Singh Bangari**, e2squared Partners; Fellow of The Indian Institute of Management Bangalore

Discussant: **Pi-Shen Seet**, U. of Adelaide

➔📖Multidimensionality of Uncertainty and Entrepreneurial Action: The Influence on Firms' IPO Decisions | **Asda Chintakananda**, Marquette U.; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

The Effects of Antecedents of Entrepreneurial Expectancy on Effort and Startup | **Betty Conklin**, U. of Louisville; **Rodney R D'Souza**, U. of Louisville

➔📖Entrepreneurial Action: Exploitation decisions under conditions of uncertainty | **Alexander McKelvie**, Syracuse U.; **Veronica Gustafsson**, Jonkoping International Business School; **Mike Haynie**, Syracuse U.

**642** ➔📖: (Paper Session) - (ENT) **International Entrepreneurship 2: Insights into Early Internationalization and Born Globals**

10:40am - 12:00pm Anaheim Convention Center: 206A

Chair: **Taiyuan Wang**, U. of Western Ontario

Discussant: **Dara Szyliowicz**, U. of the Pacific

➔📖The Early Development of Global Start-ups: A Multidimensional Explanation | **Paul Kirwan**, U. of Twente; **Aard J Groen**, U. of Twente, NIKOS; **Peter Sijde, van der**, U. of Twente

➔📖Serial entrepreneurship and born-global new-ventures. A case study | **Manuela Presutti**, Bologna U.; **Vincenza Odorici**, Bologna U.; **Alberto Onetti**, Insubria U.

→ 📄 Venture Capitalists as Catalysts to New Venture Internationalization | **Stephanie A. Fernhaber**, Iowa State U.; **Patricia Phillips McDougall**, Indiana U.

🗨️ 📄 Resource Combinations Behind Entrepreneurial Internationalization | **Gongming Qian**, Chinese U. of Hong Kong; **Theodore Andrew Khoury**, Oregon State U.; **Mike Peng**, U. of Texas at Dallas; **Lee Z Li**, School of Administrative Studies, York U.

#### 643 📄: (Paper Session) - (ENT) Influences on Venture Capitalists' Deal Decisions

10:40am - 12:00pm Anaheim Convention Center: 206B

Chair: **Stefan Wagner**, Munich School of Management, INNO-tec  
Discussant: **Qianqian Du**, U. of British Columbia

Third Party Referrals in the VC Financing Process: Do Network Ties Matter? | **Joris Heuven**, U. of Twente

📄 The Role Of Trust And Control In Investing In Israeli Genesis/Pre-Seed ICT Ventures | **Andrew Lewis Maxwell**, U. of Waterloo; **Moren Levesque**, U. of Waterloo; **Jimmy Schwarzkopf**, Case Western Reserve U.

📄 Transaction Characteristics, Investment Experience and the Governance Structure in VC Financing | **Christian Hopp**, U. of Konstanz

📄 To Be Financed or Not - The Role of Patents for Venture Capital Financing | **Carolyn Haeussler**, U. of Munich; **Dietmar Harhoff**, U. of Munich; **Elisabeth Mueller**, Centre for European Economic Research

#### 644 🗨️: (Paper Session) - (ENT) Networks and Networking: How do they Matter to Entrepreneurial Firms

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ENT 1

Presented on panels 75-80

🗨️ 📄 Counting Time: Network Ties and Resource Acquisition with Time Accounted For | **Aegean Oi Kam Leung**, U. of Victoria; **Frederick H Willeboordse**, National U. of Singapore

🗨️ 📄 Co-opetition and Technological Innovation in SMEs: A Multi-Level Conceptual Model | **Devi R Gnyawali**, Virginia Tech; **Byung Jin (Robert) Park**, Virginia Tech

🗨️ 📄 Personal Networks and Networking Activity: A Contingency Model of Organizational Emergence | **Scott L. Newbert**, Villanova U.; **Erno T. Tornikoski**, EM Lyon

🗨️ New Venture Success: The Role of Principal's Social Effectiveness | **Neil Michael Tocher**, Idaho State U.; **Sharon Oswald**, Auburn U.; **Christopher Shook**, Auburn U.; **Garry L. Adams**, Auburn U.

🗨️ Entrepreneurs' networks and the social capital of their communities. | **Boris F. Blumberg**, U. of Maastricht

🗨️ 📄 Asking the right questions: Applying social network analysis in entrepreneurial network research | **Christian Waldström**, Aarhus School of Business, U. of Aarhus; **Anne Bøllingtoft**, Aarhus School of Business, U. of Aarhus

#### 645 📄: (Paper Session) - (GDO) A Faultline Perspective on Diversity in Teams

10:40am - 12:00pm Hilton Anaheim: San Clemente

Chair: **Yuan Jiang**, Rutgers U.

Discussant: **Erica Gabrielle Foldy**, New York U.

🗨️ Diversity and Conflict in Teams: A Faultline Model

Perspective | **Sandeep Goyal**, U. of Arkansas; **Likoebe M Maruping**, U. of Arkansas; **Lionel P Robert**, U. of Arkansas

→ 📄 The Effects of Faultline Activation on Coalition

Formation, Conflict, and Group Outcomes | **Karen A. Jehn**, Leiden U.; **Yekaterina Bezrukova**, Rutgers U.

→ 📄 Faultlines and polarization: The neglected effects of crisscrossing work team members | **Michael Maes**, U. of Groningen; **Andreas Flache**, U. of Groningen; **Károly Takács**, U. of Groningen

#### 646 🗨️ → 🗨️ JS: (GDO, HR) Managing Work and Family: An International Perspective

10:40am - 12:00pm Hilton Anaheim: Redondo

Chair: **Alysa Dawn Lambert**, Indiana U. Southeast

Discussant: **Ellen Galinsky**, Families and Work Institute

Coordinator: **Christine Dickson**, Foresight Management

Individual Career Strategies and WFC: The Organizational Culture Matters | **Eleni Apospori**, Athens U. of Economics and Business

National Culture and the Use of Flexible Working

Arrangements: An Analysis of Two Country Clusters | **Aline D. Masuda**, IESE, U. of Navarra; **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Tammy D. Allen**, U. of South Florida

The Link Among Performance Ratings, Ethnicity and Work-Family Conflict in Women Health-Care Managers | **Mary K. Hunt**, Lexington College; **Roya Ayman**, Illinois Institute of Technology; **Amy Antani**, Illinois Institute of Technology

Effects of Family Responsibilities Discrimination on Flexible Work Arrangements Use | **Christine Dickson**, Foresight Management; **Alysa Dawn Lambert**, Indiana U. Southeast

Anticipated work-family conflict and the transition of medical students into work and family roles. | **Alyssa Jill Friede**, DePaul U.

Presenters: **Eleni Apospori**, Athens U. of Economics and Business;

**Aline D. Masuda**, IESE, U. of Navarra; **Roya Ayman**, Illinois

Institute of Technology; **Christine Dickson**, Foresight Management;

**Alyssa Jill Friede**, DePaul U.

#### 647 🗨️ JS: (GDO, HR, OB) The Questions We're Afraid to Ask: The Answers We're Afraid to Share

10:40am - 12:00pm Hilton Anaheim: Malibu

Chair: **David A. Harrison**, Pennsylvania State U.

Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Participants: **Eden King**, George Mason U.; **Whitney E. Botsford**, George Mason U.; **Kelly Delaney-Klinger**, Pennsylvania State U.;

**Nancy Rothbard**, U. of Pennsylvania; **Katherine W. Phillips**, Northwestern U.;

**Tracy L. Dumas**, Emory U.; **Timothy J. Quigley**, Pennsylvania State U.;

**James R. Detert**, Cornell U.; **Ethan Burris**, U. of Texas, Austin;

**Nathan Pettit**, Cornell U.; **Cynthia E. Devers**, U. of Wisconsin-Madison;

**Tim R. Holcomb**, Florida State U.

#### 648 : (Paper Session) - (HCM) Culture and Organizational Change

10:40am - 12:00pm Anaheim Marriott: Platinum 7

Chair: **Margarete Arndt**, Clark U.

Discussant: **Barbara Bigelow**, Clark U.

📄 Vicious Cycles in Healthcare Organization Integration: The Case of Midwest Health System | **Andrew H. Van de Ven**, U.

of Minnesota; **John P. Bechara**, U. of Minnesota, Twin Cities; **Kangyong Sun**, U. of Minnesota

- 🗨️📄 IT Implementation for Cost Containment in Hospitals: Are We Asking the Right Questions? | **Christina J. Wurster**, U. of Massachusetts, Boston; **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston; **Tasha Hogeboom**, U. of Massachusetts, Boston; **John Caruso**, U. of Massachusetts, Boston; **Thomas Cunniffe**, U. of Massachusetts, Boston; **Edward Stangler**, U. of Massachusetts, Boston
- 🗨️📄 Sensemaking and Meaning-Arbitrage In Loosely-Coupled Healthcare Organizations | **Sridhar Belavadi Seshadri**, Case Western Reserve U.; **Sandy Kristin Piderit**, Case Western Reserve U.; **Sheri Perelli**, Case Western Reserve U.

**HCM Best Paper Award Nominee**

- 🗨️📄 The impact of mission statements: an empirical analysis from a sensemaking perspective. | **Sebastian Desmidt**, Ghent U.; **Anita Prinzie**, Manchester Business School, The U. of Manchester

**HCM Best Paper Award Nominee**

**649** 🗨️📄🌐 JS: (HCM, OMT, IM) **Travel of Health Care Ideas: International Perspectives**

- 10:40am - 12:00pm Hilton Anaheim: Palos Verdes B  
 Organizer: **Trish Reay**, U. of Alberta  
 Chair: **Elizabeth Goodrick**, Florida Atlantic U.  
 Discussant: **Tammar B. Zilber**, Hebrew U. of Jerusalem
- Solving Institutional Puzzles in Pharmacy Systems | **Kajsa Lindberg**, Goteborg U.; **Petra Adolfsson**, Goteborg U.; **Daive Nicolini**, U. of Warwick; **Giuseppe Delmestri**, Bergamo U.; **Mara Bergamaschi**, Bergamo U.; **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta
  - Translation of a Public Reform into Local Health Care Centres | **Susanne Boch Waldorff**, Copenhagen Business School
  - Translating Bandwagon Technology: The PET scanner in Switzerland and Quebec | **Stephane Guerard**, U. of Lausanne; **Ann Langley**, HEC Montreal
  - Health Professionals' Mobility in Europe | **Lars Walter**, Goteborg U.
- Presenters: **Kajsa Lindberg**, Goteborg U.; **Lars Walter**, Goteborg U.; **Susanne Boch Waldorff**, Copenhagen Business School; **Stephane Guerard**, U. of Lausanne; **Ann Langley**, HEC Montreal  
 Participants: **Petra Adolfsson**, Goteborg U.; **Daive Nicolini**, U. of Warwick; **Giuseppe Delmestri**, Bergamo U.; **Mara Bergamaschi**, Bergamo U.

**650** 🗨️📄 (HR) **Digging Deeper: Questions that Offer Practical Insights for Sexual Harassment Training and Policy**

- 10:40am - 12:00pm Hilton Anaheim: Coronado  
 Chairs: **Cathy DuBois**, Kent State U.; **Deborah Erdos Knapp**, Kent State U.  
 Discussant: **Gary A Kustis**, Watterson, Aldridge & Associates, Inc.
- Sexual Harassment: A Review of Workplace Concerns Across Countries | **April M Boyce Cobb**, Oakland U.
  - Been There, Done That: The Impact of Experienced Sexual Harassment on Severity Perceptions | **Cathy DuBois**, Kent State U.; **Robert Faley**, Kent State U.; **Deborah Erdos Knapp**, Kent State U.; **Lori K. Long**, Baldwin-Wallace College

Perceptions of Sexual Harassment and Unwelcome Behaviors: The Reluctant Perceiver | **Nancy Hauserman**, U. of Iowa

Capturing Patterns of Sexual Behaviors Using Clusters and Cophenetic Matrices | **Deborah Erdos Knapp**, Kent State U.; **Robert Faley**, Kent State U.; **Cathy DuBois**, Kent State U.; **Kevin Dow**, Kent State U.

Impact of Organization History and Culture on Sexual Harassment: Comparing U.S. Military Branches | **John Sibley Butler**, U. of Texas, Austin; **James M. Schmidtke**, California State U. Fresno

**651** : (HR) **Building Strategic Capabilities with HRM Systems**

- 10:40am - 12:00pm Hilton Anaheim: Huntington A  
 Organizer: **James C. Hayton**, Bocconi U. and SDA Bocconi School of Management  
 Discussant: **Patrick Wright**, Cornell U.
- Capability Building, Configuration and Exploitation: Examining the Strategic Role of HRM | **Shaker A. Zahra**, U. of Minnesota, Twin Cities
  - THE RESOURCE-BASED VIEW OF RENTS, ORGANIZATIONAL CAPABILITIES, AND HUMAN RESOURCES | **Clinton Chadwick**, U. of Alabama, Huntsville; **Adina Dabu**, HEC School of Management, Paris
  - The Role of HR Practices and Discretionary Effort of Two Employee Groups on Customer Service Orientation and Firm Performance | **Elizabeth McClean**, Cornell U.; **Christopher Collins**, Cornell U.
  - An analysis of corporate entrepreneurial capabilities and contribution of the Human Resource Management system | **Ubaldo Macchitella**, Bocconi U. and SDA Bocconi School of Management; **James C. Hayton**, Bocconi U. and SDA Bocconi School of Management

**652** 🗨️📄🗨️📄🗨️📄: (HR) **The Questions We Ask, They Ask, and the Answers Firms Need: Convergence, Divergence & Collaboration**

- 10:40am - 12:00pm Hilton Anaheim: Huntington B  
 A discussion of human capital concerns by panelists representing the HR Division, SIOP, SHRM, the SHRM Foundation, consulting firms and the C-suite.  
 Organizer: **Howard J. Klein**, The Ohio State U.  
 Participants: **Lawrence Fogli**, People Focus; **John Hollenbeck**, Michigan State U.; **Debra J. Cohen**, Society for Human Resource Management; **Richard A Guzzo**, Mercer; **Gary P. Latham**, U. of Toronto; **Anthony J. Rucci**, The Ohio State U.

**653** 🗨️📄: (Paper Session) - (HR) **The use of the Internet in Staffing**

- 10:40am - 12:00pm Hilton Anaheim: Huntington C  
 Chair: **James Dulebohn**, Michigan State U.  
 Discussant: **Brian R. Dineen**, U. of Kentucky
- 📄 Employee Testimonials on Recruitment Websites: Differences in Important Job Seeker Reactions | **Harvell Jackson Walker**, Radford U.; **Hubert S. Feild**, Auburn U.; **William F. Giles**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Jeremy Bernerth**, U. of South Alabama
  - 🗨️📄 Do Company Web Sites Matter? Effects of Web Usability and Image on Applicant Pool Composition | **Brian**

MONDAY

- D. Lyons**, California State U. Fresno; **Michael J Kavanagh**, State U. of New York, Albany
- A New Method of Employment Selection: The Use of Social Networking Websites in Hiring | **Donald H. Klumper**, Louisiana State U.; **Peter Rosen**, U. of Evansville
- ☉ Effects of Person-Organization Fit Emphasis on Internet Recruitment: A Field Experiment | **Joseph A. Schmidt**, U. of Calgary; **Derek S. Chapman**, U. of Calgary; **David A. Jones**, U. of Vermont

**654** → 📄: (Paper Session) - (IM) **Institutional Context and MNC strategies II**

10:40am - 12:00pm Anaheim Marriott: Suite 304

Chair: **Bernard M Wolf**, York U.

Discussant: **Dante DiGregorio**, U. of New Mexico

- 🔗 → Meta-analyzing ownership concentration and performance in Asia: A more fine-grained understanding | **Marc van Essen**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.
- 🔗 → 📄 When in Rome? Examining the Institutional Determinants of Agglomeration for Foreign Entrants | **Robert Salomon**, New York U.; **Zheyang Wu**, U. of Southern California
- 📄 Does Country of Origin affect Legal Liability of Foreign Acquirers in the United States. | **John Mezas**, U. of Miami
- 🗣️ Corporate Champions and the Blueprint of Nations in Worldwide Business | **Regis Coeurderoy**, Université de Louvain; **Emmanuelle Maincent**, European Commission

**655** → 📄: (Paper Session) - (IM) **Impact of National Culture II**

10:40am - 12:00pm Anaheim Convention Center: 212A

Chair: **Sammy Showail**, American U. of Beirut

Discussant: **Lorna Doucet**, U. of Pennsylvania

- 🔗 → 📄 Guanxi and Justice Perceptions in a Hiring Context: A Comparative Study of US and Chinese Students | **Meghna Virick**, San Jose State U.; **Juliana Durr Lilly**, Sam Houston State U.; **Aneika L. Simmons**, Sam Houston State U.; **Weiwien Liao**, School of Business, Central South U.
- ☉ → A Cross-Cultural Study of P-O Fit Messages in Recruitment Websites of the U.S. and India | **Virajanand Varma**, Auburn U.; **Kathakali Mitra-Varma**, Private practice
- 🗣️ 📄 Multiculturalism & Workgroups | **Luis Dau**, U. of South Carolina
- 🗣️ Beyond Parochialism in the Discourse on Culture: Conversations about Ubuntu | **Mzamo P Mangaliso**, National Research Foundation; **Zengie A Mangaliso**, Westfield State College

**656** → 📄: (Paper Session) - (IM) **Coordination and Control within MNCs**

10:40am - 12:00pm Anaheim Convention Center: 212B

Chair: **Svetlana Serdukov**, Reims Management School

Discussant: **Sharon D. James**, Ohio State U.

- 📄 Organizational Search Behavior as a Driver of International Alliances | **Hakan Ener**, INSEAD; **Ha Hoang**, INSEAD
- ☉ → 🗣️ 📄 Are Regional or Global Partners More Central to Multinationals' Alliance Portfolios and Performance? | **Elitsa R. Banalieva**, Northeastern U.; **Nicholas Athanassiou**, Northeastern U.

- 🔗 → The Adoption of a Foreign Group Subsidiary: An Institutional Multiplicity Perspective | **Xufei Ma**, Chinese U. of Hong Kong

**Doug Nigh Award Finalist**

- 📄 Shaking Hands While Fighting: Cooperation between Global Competitors | **Tieying Yu**, Boston College; **Albert Cannella**, Tulane U.

**657** → 📄: (Paper Session) - (IM) **MNC Strategy and Performance I**

10:40am - 12:00pm Anaheim Convention Center: 213A

Chair: **Junmin Wang**, Indiana U.

Discussant: **Leonel Prieto**, Texas A&M International U.

- ☉ → The Base of the Pyramid Impact Assessment Framework: Enhancing Mutual Value Creation | **Ted London**, U. of Michigan
- 📄 What Explains the Performance Differential Between Foreign and Local Firms? | **Lilach Nachum**, Baruch College
- The impact of internationalisation of research on firm market value | **Paola Criscuolo**, Imperial College London
- 📄 Effects of Multinationality and Dynamics of Resource Deployments on Innovative Performance | **Chia-Wen Hsu**, Yuan Ze U.; **Ching-I Chen**, National Chi Nan U.; **Po-Chou Chen**, Nan-Hua U.

**658** → 📄: (Paper Session) - (IM) **Internaitonalization Venture Capital and Young Firms**

10:40am - 12:00pm Anaheim Convention Center: 213B

Chair: **Manfred Fuchs**, U. of Graz, Austria

Discussant: **Dilene Crockett**, Northeastern State U.

- Exit and Foreign Venture Capital Firms' Behavior in Transitional Economies | **Xiaodan Wang**, Texas Tech U.
- New Venture Internationalization and Technological Learning: A Social Capital Perspective | **Shameen Prashantham**, Glasgow U.
- 📄 Slack Resources and the Performance of International New Ventures | **Yi-Long Jaw**, National Taiwan U.; **Sheng-Hsiung Chang**, National Taiwan U.; **Wiboon Kittilaksanawong**, National Taiwan U.
- 📄 Experience effect revisited: It depends? | **Lei Zhang**, U. of Maryland, College Park

**659** → 📄: (Paper Session) - (IM) **Expatriate Assignment II**

10:40am - 12:00pm Anaheim Convention Center: 213C

Chair: **Chei Hwee Chua**, U. of South Carolina

Discussant: **Mikelle A. Calhoun**, Ohio State U.

- 📄 Japanese Expatriates f Adaptation: A Study of Fits between the Skills and the Demands | **Yoshitaka Yamazaki**, International U. of Japan
- 🔗 → 📄 Effects of Expatriate Social Networks for Adjustment & Performance in Overseas Assignments | **AAhad Osman-Gani**, Nanyang Business School; **Thomas Rockstuhl**, Nanyang Technological U.
- The role of affective commitment in mediating the impact of two types of POS on expatriate OCB | **Yuwen Liu**, ChungHsing U.
- 🔗 → 📄 A Social Capital Perspective of Knowledge Sharing and Career Outcomes of International Assignees | **B. Sebastian**



**Reiche**, IESE Business School; **Maria Kraimer**, U. of Melbourne; **Anne-Wil Harzing**, U. of Melbourne

**660** (Paper Session) - (IM) **IB Theory, FDI, and Entry Mode**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 65-69

- Captive Offshoring of New Product Development: an Internalization Theoretic Approach | **Dirk Michael Boehe**, U. of Fortaleza
- How Much Does Country Matter? Estimating Variance of High-Tech Industry Performance in Asia | **Yi-Min Chen**, National U. of Kaohsiung
- Factors Influencing FDI Establishment Mode in Generation of Electrical Energy in Emerging Countries. | **Janann Joslin Medeiros**, U. de Brasilia; **Claudia Wirz Leite Sá**, Fundacao Getulio Vargas - EAESP/ UnB
- University Ties, FDI, and Firm Innovation | **Kai Xu**, Xi'an Jiaotong U.; **Kuo-Feng Huang**, National Chengchi U., Taiwan; **Shanxing Gao**, Xi'an Jiaotong U.
- MNE Ownership Strategy: A Japan-US Comparison | **Jae Jung**, U. of Missouri, Kansas City; **Paul Beamish**, U. of Western Ontario; **Anthony Goerzen**, U. of Victoria

**661** SHCS: (IM, OB, HR) **Neither/Nor or Both/And? Biculturals as a Strategic Human Resource**

10:40am - 12:00pm Anaheim Convention Center: 204C

Chair: **Mary Yoko Brannen**, San Jose State U.

Discussants: **Fiona Lee**, U. of Michigan; **Kendall Roth**, U. of South Carolina; **David C. Thomas**, Simon Fraser U.

Cultural Frame Switching and Group Categorization | **Chi-Ying Cheng**, Columbia Business School

A Culture-Cognitive View of Biculturalism and Its Development | **Gundula S. Lücke**, U. of South Carolina

Multiple Modes of Being Bicultural | **Stacey R. Fitzsimmons**, Simon Fraser U.

The Impact of Biculturalism on Cross-Cultural Cognitive and Behavioral Skill Sets | **Dominie Garcia**, San Jose State U.

**662** (Paper Session) - (IP) **Decision-Making**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 1

Facilitator: **Cynthia Kay Stevens**, U. of Maryland

- OB**: I Rented the Documentary First, but I Want to Watch the Comedy Now: Myopia in Online DVD Rentals | **Katherine Milkman**, Harvard U.; **Todd Rogers**, Harvard U.
- OB**: I'll Have the Ice Cream Soon & the Vegetables Later: Decreasing Impatience in Online Grocery Orders | **Katherine Milkman**, Harvard U.; **Todd Rogers**, Harvard U.; **Max H. Bazerman**, Harvard U.
- OB**: Forgotten Variable in Models of Individual Decision Making Process Related to Ethical Issues in MNC | **Virginija Kliukinskaite**, U. of Agder
- OB**: Deconstructing Uncertainty: The Impact of Experience, Belief, and Preference on Decisions | **Liat Hadar**, U. of California, Los Angeles; **Craig R. Fox**, U. of California, Los Angeles
- OB**: How Emotional Intelligence and Prosocial Value Orientation Influence Escalation of Commitment | **Robert B. Davison**, Michigan State U.; **Donald E. Conlon**, Michigan State

U.; **Gerry McNamara**, Michigan State U.; **James Dulebohn**, Michigan State U.

**663** (Paper Session) - (IP) **Team Creativity**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 10

Facilitator: **Michael J. Prietula**, Emory U.

- MOC**: Asymmetric Valuations of Potential Status Gains and Losses | **Nathan Pettit**, Cornell U.; **Kevyn Yong**, Cornell U.; **Sandra Spataro**, Cornell U.
- MOC**: Goal Compatibility in Knowledge Creation | **Rebecca Mitchell**, U. of Newcastle; **Brendan Boyle**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle
- MOC**: Antecedents of Team Learning in New Product Development Teams | **Abdessamad Ennabih**, U. of Liège; **Allard C.R. Van Riel**, U. of Liège; **Zuzana Sasovova**, VU U. Amsterdam
- MOC**: Performance Effects of Transactive Memory: Influence of Knowledge Distribution and Task | **Naina Gupta**, Nanyang Technological U.

**664** (Paper Session) - (IP) **Conflict and Resolution**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 11

Facilitator: **David Lewin**, U. of California, Los Angeles

- CM**: When Good Relationships Go Bad: Effects of a Relational Rift on Individual and Group Behaviors | **Tracey Rockett**, U. of Texas, Dallas; **Alix Valenti**, U. of Houston, Clear Lake
- CM**: The dynamics of culture in bullying within a police service: New theory, new questions, and insights | **Hilary Miller**, U. Portsmouth Business School
- CM**: Disputes Settlement: A Structure and Process Approach of Interfirm Governance Dimensions | **Fabrice Lumineau**, HEC-Paris School of Management
- CM**: Intra-firm Conflict Management and (Open) Innovation | **Christos N. Pitelis**, U. of Cambridge; **Andreas Panagopoulos**, Lancaster U.

**665** (Paper Session) - (IP) **Demographics Issues in Entrepreneurship**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 12

Facilitator: **Mark T. Schenkel**, Belmont U.

- ENT**: Understanding the Gendered Outcomes of an Entrepreneurship Programme for Bioscience Researchers | **Jarna Kaarina Heinonen**, Turku School of Economics; **Ulla Hytti**, Turku School of Economics
- ENT**: History & Herstory of the Entrepreneurship Literature: Bibliometrics of Gender in Focus & Production | **David Watkins**, Southampton Business School, U.K.; **Whysni Basuki**, Southampton Business School, U.K.
- ENT**: Heteronormativity and the family firm: Will we ever see a queer family business? | **Börje Jan Boers**, Jönköping Int'l Business School
- **ENT**: A Behavioral View of Social Entrepreneurship and its Application to Internationalization | **Hans Nikolas Rawhouser**, U. of Minnesota, Twin Cities

**666** (Paper Session) - (IP) **Changing Structures and Processes**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 2

Facilitator: **Deborah Kilgore Ford**, Roosevelt U.



- **OMT**: From a Peripheral Agency to become Visible in China's Transition Economy: A Case Study of ACFTU | **Sunwook Chung**, Cornell U.
- **OMT**: Institutionalization of Intellectual Property Rights in China | **Nir B Kshetri**, U. of North Carolina, Greensboro
- 🗨️ **OMT**: Political Embeddedness as a Double-edged Sword: Firms in China's Stock Market | **Lu Zheng**, Texas A&M U.
- 📖 **OMT**: Niche Construction: The Neglected Process in Organizational Evolution | **Pavel Luksha**, U. of Hertfordshire

**667 : (Paper Session) - (IP) Corporate Boards and Governance from Group Perspective**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 3

Facilitator: **Craig Crossland**, U. of Texas at Austin

- BPS**: Social Capital as a Determinant of Board Member Selection and Board Effectiveness | **Yangmin Kim**, Sogang U.
- BPS**: An Empirical Study of the Antecedents of Board Activism | **Scott Scarborough**, The U. of Toledo; **Jeffrey Joseph Haynie**, Auburn U.; **Christopher Shook**, Auburn U.
- 🗨️ **BPS**: Yin and Yang of Board Decision-Making: Using Narratives to Study Board Decision-Making Effectiveness | **Karen Stacie Martyn**, Massey U., New Zealand; **Ralph Stablein**, Massey U.
- 🗨️ **BPS**: Institutional Owners and Competitive Rivalry | **Brian Connelly**, Auburn U.; **Laszlo Tihanyi**, Texas A&M U.
- 📖 **BPS**: Responses to a Governance Mandate: The Adoption of Governance Committees by NYSE Firms | **Carla D. Jones**, Arizona State U.; **Albert Cannella**, Tulane U.

**668 : (Paper Session) - (IP) Network Theorizing**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 4

Facilitator: **Poonam Khanna**, Arizona State U.

- 📖 **OMT**: A Longitudinal Examination of the Dynamic Process of Network Evolution | **Irem Demirkan**, Northeastern U.; **David Deeds**, U. of Texas, Dallas
- 📖 **BPS**: Where do Social Ties Come From? Institutional Framework and Governmental Tie Distribution | **Stan X. Li**, York U.; **Xiaotao Yao**, Xi'an Jiaotong U.; **Youmin Xi**, Xi'an Jiaotong U.; **Christina Sue-Chan**, The City U. of Hong Kong
- 📖 **BPS**: Social Networks and Firm Performance | **Shyh-Rong Fang**, National Chung Hsing U.; **Wen-Hsien Chang**, Chung Chou Institute of Technology; **Shyh-Ming Huang**, National Chung Hsing U.
- 📖 **BPS**: Network Structure and Value Appropriation: A study on Market Valuation of Technology Alliances | **Emery Yao**, U. of Kentucky; **Margaret V. Hughes**, Michigan State U.
- 📖 **BPS**: Strategic Alliances between Complementors: Effects of Tie Strength on Innovation and Performance | **Fatma Ahmed Mohamed**, Morehead State U.; **Barbara Spencer**, Mississippi State U.; **Ahmad M. Hassan**, Morehead State U.
- 📖 **BPS**: Social Networks, Competition, and Institutionalization: An Integrated Perspective | **Chunlei Wang**, Stanford U.

**669 : (Paper Session) - (IP) Learning: Gestation and Dissemination**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 5

Facilitator: **Xiaoyu Pu**, Rutgers U.

- 🗨️ **TIM**: Interrelated Path Dependence of Technological Systems and Organizational Power Relations | **Mikko Valorinta**, Helsinki U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Henri Schildt**, Imperial College of Science, Technology and Medicine
- 📖 **TIM**: Disseminative Capacity in the Commercialization of University Technology | **Sangchan Park**, Cornell U.; **W Chad Carlos**, Cornell U.
- 🗨️ **TIM**: Learning and product innovation: evidence from the hard disk drive industry | **Charlotte R. Ren**, Purdue U., West Lafayette
- 🗨️ **TIM**: Heterogeneity Among Survivors of a Competence-Destroying Technological Discontinuity | **Rebecca Reuber**, U. of Toronto
- 🗨️ **TIM**: Component Change and Architectural Change in Search for Firms' Technological Innovations | **Sai Krishna Yayavaram**, National U. of Singapore; **Weiru Chen**, INSEAD
- 🗨️ **TIM**: Knowledge that grows and knowledge that flows: Inventive performance in the semiconductor field | **Elisa Operti**, Bocconi U.; **Gianluca Carnabuci**, Bocconi U. and SDA Bocconi School of Management

**670 : (Paper Session) - (IP) Technology Based Innovation and Strategy**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 6

Facilitator: **K Thomas Chandy**, Santa Clara U.

- 📖 **TIM**: Thinking Style and Innovative Intentions in Organizations | **John E. Ettlie**, Rochester Institute of Technology; **Kevin S. Groves**, California State U. Los Angeles; **Charles M. Vance**, Loyola Marymount U.
- 📖 **TIM**: Protecting and Leveraging (In)imitable resources | **Peter T. Gianiodis**, Clemson U.; **Jill Ann Brown**, Lehigh U.
- 🗨️ → **TIM**: Innovation and Financial Performance in Emerging countries: An Empirical Analysis | **Suk Bong Choi**, Kyungpook National U.; **Soo Hee Lee**, Birkbeck College, U. of London
- 🗨️ → **TIM**: Strategic Impulses for Innovation in Supply Chains | **Thorsten Andreas Teichert**, U. of Hamburg; **Ricarda R. Bouncken**, U. of Greifswald
- 🗨️ **TIM**: Bargains-then-ripoffs: Innovation, pricing and lock-in in enterprise software | **Ian Larkin**, Harvard Business School

**671 : (Paper Session) - (IP) Communication and Technology**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 7

Facilitator: **Dave Yates**, U. of Maryland, College Park

- 📖 **OCIS**: The Shift from Centralized to Peer-to-Peer Communication in an Online Community | **Masamichi Takahashi**, Fuji Xerox Co., Ltd.; **JoAnne Yates**, Massachusetts Institute of Technology; **George Herman**, Massachusetts Institute of Technology; **Atsushi Ito**, Fuji Xerox Co., Ltd.; **Keiichi Nemoto**, Fuji Xerox Co., Ltd.
- **OCIS**: Living in Multiple-Spaces: MMORPGs and Their Business Implications | **Feng Li**, Newcastle U., UK; **Savvas Papagiannidis**, Newcastle U. Business School; **Michael Bourlakis**, Brunel U.
- OCIS**: Virtual Worlds and Real-Life Organizations: A Study of the Perspectives of Executives | **Nicholas Berente**, Case Western Reserve U.; **Sean William Hansen**, Case Western

Reserve U.; **Jacqueline C. Pike**, U. of Pittsburgh; **Patrick J. Bateman**, Youngstown State U.

**672 : (Paper Session) - (IP) Must Worklife Hurt?**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 8

Facilitator: **Elfi Ettinger**, U. of Twente

**HR**: Man Handling of Men: A Neglected Issue in the Sexual Harassment Literature | **Julie Ann Cogin**, AGSM-Australian School of Business

**HR**: The Mediating Effect of Procedural Justice on the Relationship between Monitoring and Turnover | **Douglas H. Flint**, U. of New Brunswick; **Jeff McNally**, School of Business & Economics, Wilfrid Laurier U.; **Lynn Haley**, U. of New Brunswick; **Isabelle Belanger**, Department of Transportation, Government of New Brunswick

**HR**: The Determinants of Turnover Intention among Information Technology Professionals in China | **Mian Zhang**, Tsinghua U.; **Baiyin Yang**, Tsinghua U.; **Li Hai**, Beijing Normal U.

**HR**: The Impact of CEO Turnover on Governance Effectiveness: The Moderating Industry Effect | **CL Tien**, National Taiwan U.

**673 : (Paper Session) - (IP) Strategic Issues in Healthcare**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 9

Facilitator: **Michael Lin**, U. of Pittsburgh

**HCM**: Evaluation under Siege: Trends and Sensemaking of Performance Appraisal at Hebron Public Hospital | **Andrea Carugati**, Århus Business School; **Antonio Giangreco**, IESEG School of Management; **Antonio Sebastiano**, U. Carlo Cattaneo; **Hadeel Al Tamimi**, UNRWA – Environmental Health Division

**HR**: Choosing to Lead: Personality, Motivation, and Selection of Leadership Development Activities | **Nathan S. Hartman**, John Carroll U.; **Scott J. Allen**, John Carroll U.; **Joy H Karriker**, East Carolina U.

**HCM**: Using Self-concept Theory to Identify and Develop Volunteer Leader Potential in Health Care | **Francine Schlosser**, U. of Windsor; **Deborah Zinni**, Brock U.; **Andrew Templer**, U. of Windsor

**HCM**: Doctors, Dollars and Drug Development: A Qualitative View | **Ariel Y. Fishman**, Yeshiva U.

**HCM Best Paper Based on a Dissertation Nominee**

**HCM**: The Effects of Health Information Technology Adoption on Nurse Vacancy Rates in US Nursing Homes | **Norris Gunby**, Elon U.; **Nir Menachemi**, U. of Alabama at Birmingham; **LeJon Poole**, U. of Alabama, Birmingham

**HCM**: Team Leadership and Outcomes: A Field Quasi-Experiment Comparing Crisis and Non-Crisis Conditions | **Amy Sommer**, Richard Ivey School of Business, U. of Western Ontario; **Jane M Howell**, Richard Ivey School of Business, U. of Western Ontario

**674 : (Paper Session) - (MC) Research Methods and Management Consulting**

10:40am - 12:00pm Anaheim Marriott: Platinum 3

Chair: **Flemming Poulfelt**, Copenhagen Business School

Discussant: **Bjoern Z. Ekelund**, Human Factors

The Challenge of Inventive Experimentation to Management Research | **Liisa Valikangas**, Helsinki School of Economics

Management consulting theatrics | **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Henri Savall**, ISEOR, U. of Lyon 3

Dynamics In the Vertical Leadership Dyad | **Ginka Toegel**, London School of Economics

Management Consulting and Corporate Responsibility: An Empirical Analysis | **Peter Graham**, U. of Bath; **Stephen Brammer**, U. of Bath

**675 : (Paper Session) - (MC) MC Visual Paper Session**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MC

Presented on panels 41-51

Creating a Graphical Three (3) Dimensional Diagram of the Knowledge Transfer Process | **Keith K. Morgan**, Berkeley College

Quality management, organizational learning and performance: an empirical investigation | **Noufou Ouedraogo**, Strasbourg Graduate School of Management; **Gilles Lambert**, Strasbourg Graduate School of Management

How strategic scanning can contribute to innovation in organizations | **Marie-Christine Chalus-sauvannet**, CERAG, U. of Grenoble 2 - ISEOR, U. of Lyon3

Post Traumatic Leadership: Negative Emotional Contagion and the High Toxicity Organization | **Alan Goldman**, Arizona State U.

Bringing About Changes: Lessons from Two OD Interventions in India | **Neharika Vohra**, Indian Institute of Management, Ahmedabad; **Nisha Nair**, Indian Institute of Management - Ahmedabad

Developing leadership in managers and the consultant's role | **Vincent Cristallini**, ISEOR, U. of Lyon 3

The question we ask about possible advertising and communication jobs | **Aline Scouarnec**, IAE de CAEN; **Khalla Said**, IAE de CAEN

Why Strategies Don't Matter: Questions We Should Have Asked | **Philippe Nicolas Baumard**, CRG Ecole Polytechnique

Should accidents only be imputed to cars? A competencies-approach of budget use by managers | **Daniel Oyon**, U. of Lausanne; **Kristof Demaeyer**, HEC Lausanne; **Fabien De Geuser**, ESCP-EAP

Is There Anybody to Question Executive Coaching ? | **Fatien Pauline**, HEC (France); **Renaud Muller**, Université Blaise Pascal

Mutual Complementarity in the DuPont System and the Value of Marginal Improvements | **David C Croson**, Southern Methodist U.

**676 : (MED) KEYNOTE SPEAKER, Developing Managers Who Build High Performance Cultures: Why Is This So Darn Hard?**

10:40am - 12:00pm Anaheim Convention Center: 211A

Speaker: **Timothy Baldwin**, Indiana U., Bloomington

**677 : (Paper Session) - (MED) What is Known about Teamwork and Collaborative Learning?**

10:40am - 12:00pm Anaheim Convention Center: 211B

*Chair:* **Joy VanEck Peluchette**, U. of Southern Indiana  
*Discussant:* **Ellen L West**, Portland State U.

📖📖 Team Roles and Fairness: Determinants of Individual and Team Performance | **Troy Victor Mumford**, Colorado State U.

📖📖 Student Engagement and Competency Development | **Mary Foster**, Ryerson U.; **Ryan Rahinel**, Ryerson U.

📖📖 A Phenomenological Study of Disadvantaged Minority Student Attitudes and Collaborative Learning | **Linda F. Turner**, Morrisville State College

📖📖 Students' Teamwork Competencies: Are Business Schools Developing the Right Skills? | **Joao S. Neves**, The College of New Jersey; **Behnam Nakhai**, Millersville U. of Pennsylvania

### 678 🗨️: (Paper Session) - (MED) MED Visual Paper Session II

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MED  
 Presented on panels 70-74

📖🗨️📖 Student Regulation of In-Role and Extra-Role Effort in Response to Performance Feedback | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign; **Denice W. Love**, Champaign IL School District; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign

🗨️🗨️ Managing on the edge: Does current thinking make organizational jazz and education more difficult? | **Kenneth Starkey**, U. of Nottingham; **Michael Humphreys**, U. of Nottingham; **Susan Tempest**, U. of Nottingham

📖🗨️📖 The Psychological Work Preferences of Business and Non Business Students | **G Ronald Gilbert**, Florida International U.; **Philip McNair**, American Public U. System

📖🗨️ Innovative Educational Initiatives Based on Subsistence Marketplaces | **Madhubalan Viswanathan**, U. of Illinois; **Ali Yassine**, U. of Illinois, Urbana-Champaign; **John Clarke**, U. of Illinois

🗨️🗨️ Determinants of the Flow of International Students in Higher Education | **Christina P.C. Tay**, National Chengchi U., Taiwan; **Chwo-Ming Yu**, National Chengchi U., Taiwan

### 679 🗨️: (MH) Pension Fund Managers at Work: Managing the Agency Problem

10:40am - 12:00pm Anaheim Marriott: Elite 1

*Distinguished Speaker:* **Berkeley G. Harrison**, Los Angeles Society of Financial Analysts

*Chair:* **Curt H. Stiles**, U. of North Carolina- Wilmington

A Relational Account of the Valuation and Management of UK Defined Benefit Pension Funds (1948-2008) | **Yally Avrahampour**, U. of Essex

The Evolution of Pension Fund Accounting in the US | **Robert E. Wright**, New York U.

Pension Fund Managers at Work | **Berkeley G. Harrison**, Los Angeles Society of Financial Analysts

*Presenters:* **Yally Avrahampour**, U. of Essex; **Robert E. Wright**, New York U.

### 680 🗨️: (MOC) MOC Welcome Session: Featuring Prof. James G. March, 2008 MOC Distinguished Scholar

10:40am - 12:00pm Anaheim Convention Center: 210A

*Division Chair:* **Mary Ann Glynn**, Boston College

*Distinguished Speaker:* **James G. March**, Stanford U.

2008 MOC Distinguished Scholar Remarks | **James G. March**, Stanford U.

### 681 🗨️➔🗨️🗨️: (Paper Session) - (MOC) Improving Team Effectiveness

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MOC 1  
 Presented on panels 61-64

🗨️🗨️🗨️ Goal Setting as a Source of Organizational Vulnerability: The Case of WMD in Iraq | **D Christopher Kayes**, George Washington U.

🗨️🗨️🗨️ Redundancy, Accountability, and Sensemaking as Coping Mechanisms of Uncertainty | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, Berkeley

🗨️🗨️ Intersubjective Thought in the Intensive Care Unit | **Garry Shteynberg**, U. of Maryland; **Andrew P. Knight**, U. of Pennsylvania; **Bryan Sexton**, Johns Hopkins U.

🗨️🗨️ Transactive Memory Perspective of Group Learning | **Vesa Matti Peltokorpi**, HEC School of Management

### 682 🗨️🗨️JS: (MSR, SIM) Pragmatizing Wisdom and Compassion: Contemplative Questions and Innovative Practices

10:40am - 12:00pm Anaheim Marriott: Platinum 10

*Organizer:* **Gerald Biberman**, U. of Scranton

Practical applications of intangible concepts: linking contemplative practices and somatic learning | **Gerald Biberman**, U. of Scranton

Non-conventional Leadership Learning: From Knowledge to Wisdom through the Yog System of India | **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta

Connecting for Change: The Creation of Space for Nurturing Compassionate Possibilities | **Charles Holmes**, Dalai Lama Center for Peace and Education

Embodied Leadership and the Martial Arts: Wisdom and Compassion in Leadership Development | **Judy Hochberg**, Pizzagalli Construction Company

Virtuous Questions, Compassionate Actions: Applying Aikido to Enhance Managerial Communication | **Kay Rudisill**, Hyperion Solutions, Inc

Implications of Tai Chi for Spirit-centered Leadership, Effectiveness and Sustainability | **Arthur L. Jue**, U. of Phoenix / Oracle Corp.

### 683 🗨️: (Paper Session) - (OB) Emotions in Organizations

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon A

*Chair:* **Jennifer Mencl**, U. of Minnesota, Duluth

*Discussant:* **Joe Magee**, New York U.

📖 The Role of Discrete Emotions and Organizational Climate in Employee Silence and Whistle-blowing | **Marissa S. Edwards**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Upward Emotional Contagion and Implications for Leadership | **Eugene Y. J. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Do Positive Morally Relevant Emotions Influence the Prosocial Behavior of Organizational Leaders? | **Susan Michie**, U. of Evansville

📖 Ties That (Emotionally) Bind: Toward A General Model of Emotional Involvement in Organizations | **Sushil Nifadkar**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.

**684** 📖: (Paper Session) - (OB) **Creativity in Groups**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon B

Chair: **Jason Harris-Boundy**, San Francisco State U.

Discussant: **Lucy L. Gilson**, U. of Connecticut, Storrs

📖 Representational Gaps, Team Integration, and Team Creativity | **Laurie R. Weingart**, Carnegie Mellon U.; **Gergana Todorova**, Carnegie Mellon U.; **Matthew A. Cronin**, George Mason U.

📖 Diversity in Work Group and Individual Creativity | **Hyoun Sook Lim**, U. of Connecticut; **Jin Nam Choi**, Seoul National U.; **Kyungmook Lee**, Seoul National U.

📖 Win or Lose The Battle For Creativity: The Power And Perils Of Intergroup Competition | **Markus Baer**, Washington U., St. Louis; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Roger TH. A. J. Leenders**, U. of Groningen; **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

🗨️ A Multilevel Investigation of the Positive Group Affective Tone and Team Creativity Linkage | **Nai-Wen Chi**, National Chengchi U., Taiwan; **Wei-Chi Tsai**, National Chengchi U., Taiwan

**685** 📖: (Paper Session) - (OB) **New Perspectives on Psychological Contracts**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon C

Chair: **Eiston Lo**, U. of British Columbia

Discussant: **Lisa Schurer Lambert**, Georgia State U.

📖 Empirical Study on I-P/C Model of Employee-Organization Relationship from Integrative Perspectives | **Jihong Wu**, U. of Electronic Science and Technology of China; **Charles Weizheng Chen**, Sichuan U.; **Yun Liu**, Shanghai Jiao Tong U.

📖 Working at the Nexus of Change: Psychological Contracts in the Bodysopping Industry | **Anne O'Leary-Kelly**, U. of Arkansas; **Kevin E. Henderson**, U. of Arkansas, Fayetteville; **Vikas Anand**, U. of Arkansas

➔ 📖 Psychological Contract & OCB: When Social Exchange Theory Doesn't Work, but Motivational Theory Does | **Chih-Ting Shih**, National Pingtung Institute of Commerce; **Shyh-jer Chen**, National Sun Yat-Sen U.

📖 Ideology-Infused Psychological Contract Formation: An Organizational- and Employee-Level Perspective | **Heather R. Dixon-Fowler**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas

**686** 📖: (Paper Session) - (OB) **Feedback Seeking: New Developments**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Kai Zhang**, Renmin U. of China

Discussant: **Svjetlana Madzar**, U. of Minnesota

The Feedback-Seeking Personality: Big Five and Feedback-Seeking Behavior | **Joe Krasman**, York U.

📖 A Cross-Cultural Examination of the Motivational Differences in Feedback Seeking | **Heather Anne MacDonald**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo; **Lorne M. Sulsky**, Wilfrid Laurier U.

**Winner of OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal**

📖 Development and Validation of a Newcomer Socialization Measure of Information Seeking Frequency | **Kyle Edward Brink**, Personnel Board of Jefferson County; **Charles Lance**, U. of Georgia

🗨️ The Shape, Speed and Direction of Team Development: Promoting Positive Change Trajectories | **Catherine G. Collins**, U. of Sheffield; **Sharon Parker**, U. of Sheffield; **Cristina Gibson**, U. of California, Irvine; **Narda Quigley**, Villanova U.

**687** 📖: (Paper Session) - (OB) **Creating Organizational Citizenship Behavior**

10:40am - 12:00pm Hilton Anaheim: Capistrano B

Chair: **Carol-Ann Tetrault Sirsly**, Concordia U.

Discussant: **Robert Moorman**, Creighton U.

📖 How Does Individualized Consideration Foster OCB? A Comparison of Three Psychological Mechanisms | **Yan Zhang**, Peking U.; **Chao C. Chen**, Rutgers U.; **Hui Wang**, Peking U.

➔ Being a Good Organizational Citizen: What Does It Take? | **Barjinder Singh**, U. of Wisconsin, Milwaukee; **Christine T. C. Lai**, ABNAMRO Bank

📖 Good Citizens in the Workplace: Today, Tomorrow and Forever? Theory on Predictors of OCB Over Time | **Diane Bergeron**, Case Western Reserve U.

➔ Does Organizational Support Promote Citizenship? The Moderating Role of Service Climate | **Mei-Ling Wang**, Aletheia U.

**688** 📖: (OB) **The State of Teamwork: Team Processes and Emergent States in the Motivation of Today's Teams**

10:40am - 12:00pm Hilton Anaheim: El Capitan A

Organizer: **Katherine M. Ryan**, George Mason U.

Discussant: **Stephen J. Zaccaro**, George Mason U.

Unpacking the Black Box of Team Process: Looking Through the Lens of Meta-Analysis | **Shawn Burke**, U. of Central Florida; **Deborah DiazGranados**, U. of Central Florida; **Rebecca Lyons**, U. of Central Florida; **Gerald F. Goodwin**, U. S. Army Research Institute; **Eduardo Salas**, U. of Central Florida

Personality, Values, and Team Effectiveness: Examining the Role of Cognitive Motivation | **Toshio Murase**, U. of Central Florida; **Miliani Jimenez**, U. of Central Florida; **Kenneth R. Randall**, Florida International U.; **Christian J. Resick**, Drexel U.; **Leslie A. DeChurch**, U. of Central Florida

Adaptive Training Interventions and Collective Efficacy in Novel Performance Environments | **Katherine M. Ryan**, George Mason U.; **Lisa M. V. Gulick**, George Mason U.; **Johnathan K. Nelson**, George Mason U.; **Stephen J. Zaccaro**, George Mason U.; **Katherine Ely**, George Mason U.; **Beth A. Heinen**, George Mason U. & ICF International

Cross-level Influences on Organizational Communities of Practice Members' Viability | **John Mathieu**, U. of Connecticut, Storrs; **Bradley L. Kirkman**, Texas A&M U.; **John Cordery**, U. of Western Australia; **Benson Rosen**, U. of North Carolina

**689** 📖: (Paper Session) - (OB) **Transformational Leadership and Performance**



10:40am - 12:00pm Hilton Anaheim: El Capitan B

Chair: **Amy Christie**, Queen's U.

Discussant: **Marshall Glenn Cobb**, U.S. Army Research Institute

→ Transformational Leadership and Performance: A Social Identity Perspective | **Herman H. M Tse**, U. of Newcastle, Australia

→ Mechanisms and Boundary Conditions for Performance Effects of Transformational Leadership Climate | **Jochen I. Menges**, U. of St. Gallen; **Frank Walter**, U. of Groningen; **Bernd Vogel**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

→ Multiple Pathways of High Performance: A Multilevel Investigation of Transformational Leadership | **Jane Yang**, City U. of Hong Kong; **Zhi-Xue Zhang**, Peking U.; **Anne S. Tsui**, Arizona State U.

→ Transformational Leadership and Turnover: The Roles of LMX and Organizational Commitment | **Herman H. M Tse**, U. of Newcastle, Australia; **Wing Lam**, Hong Kong Polytechnic U.

### 690 (Paper Session) - (OB) Trust and Leadership

10:40am - 12:00pm Hilton Anaheim: Laguna A

Chair: **Victor Cui**, U. of British Columbia

Discussant: **Roy J. Lewicki**, Ohio State U.

In the Eyes of the Beholder: Developing a Measure of Leadership Trustworthiness | **Craig D. Crossley**, U. of Nebraska/Schwans U.; **Mahyulee C. Colatat**, NASA

Transformational Leadership, Trust in the leader, Self-efficacy, and Employee Well-being | **Jiayan Liu**, Chinese Academy of Sciences; **Oi Ling Siu**, Lingnan U.; **Kan Shi**, Chinese Academy of Sciences

The Mediating Role of Trustworthiness in the Relationship Between Leader/Member Behavior and LMX | **Christina Sue-Chan**, The City U. of Hong Kong; **Al Au**, U. of Hong Kong; **Ziguang Chen**, City U. of Hong Kong; **Rick D. Hackett**, McMaster U.

→ Social Capital Development within the Workplace | **Victor Cui**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia

### 691 (Paper Session) - (OB) Reactions to Mistreatment

10:40am - 12:00pm Hilton Anaheim: Laguna B

Chair: **Christopher J. Meyer**, Baylor U.

Discussant: **Rebecca J. Bennett**, Louisiana Tech U.

Responses to Perceived Discriminatory Treatment at Work | **María Fernanda García**, U. of Texas at El Paso; **María Carmen Triana**, Texas A&M U.; **Eric Arredondo**, U. of Texas El Paso

Injustice Regulation: Anger and the Reappraisal of Injustice Perceptions | **Erica Christine Holley**, U. of Washington; **Michael David Johnson**, U. of Washington

If You Wrong Us, Shall We Not Revenge? Interactive Effects of Self-Control and Aggressive Culture | **Simon Lloyd D. Restubog**, U. of New South Wales; **Prashant Bordia**, U. of South Australia; **Sarbari Bordia**, U. of South Australia; **Georgia Chapman**, U. of Queensland

Positive Response to Transgression: A Workplace Forgiveness Process Model | **Tae-Yoon Park**, U. of Minnesota

### 692 JS: (OB, HR, CM) SWOT Analysis of Organizational Justice: An Exercise in Critical Self-Assessment

10:40am - 12:00pm Hilton Anaheim: Pacific Pavilion A

Chair: **Jerald Greenberg**, Ohio State U.

Participants: **Robert Bies**, Georgetown U.; **Joel Brockner**, Columbia U.; **Jason Colquitt**, U. of Florida; **Robert Folger**, U. of Central Florida; **Jerald Greenberg**, Ohio State U.; **Allan Lind Jr.**, Duke U.

### 693 SHCS: (OB, OMT, HR) Innovations in Social Exchange Theory: New Perspectives on a Classic Theory

10:40am - 12:00pm Anaheim Convention Center: 204A

Chair: **Steven Blader**, New York U.

Discussant: **Lois Tetrick**, George Mason U.

Maintaining the Exchange in the Interdependent Leader-Member and Organization-Member Exchange | **David Henderson**, U. of Illinois, Chicago; **Robert C Liden**, U. of Illinois, Chicago

A model of intraunit justice climate and team effectiveness | **Andrew Li**, U. of Arizona; **Russell Cropanzano**, U. of Arizona

Money can't buy love: Gift-givers' and gift-recipients' asymmetric beliefs | **Frank Flynn**, Stanford U.; **Gabrielle Adams**, Stanford GSB

Tit-for-tat and give-and-take: Communal and exchange norms in work organizations | **Steven Blader**, New York U.; **Ed Sleebos**, VU U. Amsterdam

### 694 (Paper Session) - (OCIS) Trust and Reputation Online

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Priscilla Arling**, Butler U.

Discussant: **Rosanne Marie Siino**, Stanford U.

→ A Trust-Theoretic Model for Consumer Adoption of Mobile Payment System: Case of Singapore | **Shalini Chandra**, Nanyang Technological U.; **Yin-Leng Theng**, Nanyang Technological U.; **Shirish C Srivastava**, National U. of Singapore

→ Do Citizen's Emotions and Trust Matter in E-Government Continuance Decisions?: Case of Singapore | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **Zaheed I Halim**, National U. of Singapore

What is an eBay Reputation Worth Abroad? Cultures' Moderating Influence on Reputation Effects | **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg; **Birgitta Wolff**, Otto-von-Guericke U. Magdeburg

### 695 (Paper Session) - (OCIS) Technology Adoption and Implementation

10:40am - 12:00pm Anaheim Convention Center: 207A

Chair: **Kay M Nelson**, Southern Illinois U.

Discussant: **Gwanhoo Lee**, American U.

The Bright & Dark Side of Experience: Technology & Domain Experience Effects on Technology Adoption | **Reut Livne-Tarandach**, Boston College; **Michael Boyer O'Leary**, Boston College

The adoption of inter-organizational systems in small to medium sized enterprises | **Sveinn Vidar Gudmundsson**, Toulouse Business School

→ A Multiperspective approach to study use of power during technology implementation in organizations | **George Kandathil**, Cornell U.



**696** 📄: (Paper Session) - (OCIS) **Work Practices in IT Settings**

10:40am - 12:00pm Anaheim Convention Center: 207B

Chair: **Paul Hart**, Florida Atlantic U.Discussant: **Ann Majchrzak**, U. of Southern California

➔ 📄 Situated Practices of Computer Workarounds in a Hospital Medication System: A Case Study | **Bijan Azad**, American U. of Beirut; **Nelson King**, American U. of Beirut

**OCIS Division Best Paper Award - Finalist**

📄 From "Ba" as the Place for Knowledge Conversion to "Genba" as Social Practice | **Katsuki Aoki**, Kanto Gakuin U.

📄 The practice of dialogicality: Knowledge creation in an innovative technology firm | **Israel Drori**, College of Management, Israel; **Shmuel Ellis**, Tel Aviv U.; **Adi Sapir**, Faculty of Management Tel Aviv U.

**697** 📄🗣️🗣️: (ODC) **Challenging The Inquiry Deficiency In Professional Practice And Education**

10:40am - 12:00pm Anaheim Marriott: Elite 2

Organizer: **Ronald E Purser**, San Francisco State U.Discussant: **Hans Ramo**, Stockholm U. School of Business

Solving the Wrong Problems Precisely | **Ian Mitroff**, Alliant International U./U. of California, Berkeley

Wisdom in the Profession of Management? | **Jack Petranker**, Center for Creative Inquiry

Beyond Technological Knowing in Professional Practice: Revitalizing a Spirit of Inquiry | **Ronald E Purser**, San Francisco State U.

Absolutism, Nihilism, and the Professional-as-Bystander | **Alfonso Montuori**, California Institute of Integral Studies

Trust or Truth? - A Disquietingly Suggestive Question | **Denise Kleinrichert**, San Francisco State U.

**698** 📄: (Paper Session) - (ODC) **Organizational Identity and Ideology**

10:40am - 12:00pm Anaheim Marriott: Elite 3

Chair: **Woody Van Offfen**, RSM Erasmus U.Discussant: **Chris Worley**, U. of Southern California

➔ 📄 Constructing organizational identity through embodied metaphors | **Claus D Jacobs**, U. of St. Gallen; **David Oliver**, HEC Montreal; **Loizos Th. Heracleous**, U. of Warwick

➔ 📄 Organizational Identity as an Anchor for Adaptation: An Emerging Market Perspective | **Andres Hatum**, IAE Business School - U. Austral; **Luciana Silvestri**, IAE Business School - U. Austral; **Roberto Vassolo**, IAE Business School - U. Austral

📄 Towards an Identity Change Model for Business Schools: The case of Accreditation Process | **Christophe Lejeune**, Catholic U. of Louvain; **Alain Vas**, Catholic U. of Louvain

➔ 📄 Change, Ideology, Crisis Intensity and Demographic Depletion in Kibbutzim: A Longitudinal Study | **Zachary Sheaffer**, Open U. of Israel & Ariel U. Centre

**699** 🗣️: (Paper Session) - (ODC) **Organization Change**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 1

Presented on panels 34-40

➔ 🗣️ Analyzing the Effectiveness of Contemporary Aging Workforce Management | **Christoph Klaus Streb**, U. of Groningen; **Sven Constantin Voelpel**, Jacobs U. Bremen

🗣️📄 Multiple Facets of Employee Responses to Organizational Change | **Tai Gyu Kim**, Korea U.

🗣️📄 The Chronotopic change discourse: the dynamic interplay of theory, narrative and storytelling | **John Pillay**, Cranfield School of Management; **Ashley Braganza**, Cranfield U.

🗣️📄 Unpacking the Teleological Motor of Change: A Study of the Implementation of a New IT Architecture | **Arnaud Gorgeon**, UCLA Anderson School of Management

🗣️📄 Managing Adjunct Faculty of Business Administration using Grid Organizational Development | **Esin E. Esendal**, U. of Virginia

🗣️ "We can do it!": How Clarity Interacts with Collective Efficacy in Organizational Change | **Jonathan H. Coleman**, Case Western Reserve U.

🗣️🗣️ What Happened to Downsizing? Organizational Continuity, Managerial Fashion & Signaling | **Craig R. Littler**, St. Andrews U.; **Franco Gandolfi**, Regent U.

**700** 🗣️: (Paper Session) - (ODC) **Strategizing and Organization Capabilities**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 2

Presented on panels 52-56

🗣️🗣️ Eliciting Sources of Success to Help Strategizing | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Ashridge Management College

🗣️🗣️ Management by Walking Around: from Practice to Theory and Back | **Gil Luria**, Haifa U.; **Ido Morag**, Technion Israel Institute of Technology

🗣️📄 Organizational strategy change associated with organizational growth | **Hsin-Min Hung**, TIM, National Chengchi U.

🗣️📄 The emergence and maintenance of a strategic core – Exploring strategic path dependency | **Daniel Geiger**, Johannes Kepler U. Linz; **Jochen Koch**, Freie Universität Berlin; **Elena P. Antonacopoulou**, U. of Liverpool

🗣️🗣️ A review of maturity grid based approaches to assessing organizational capabilities | **Anja M Maier**, Engineering Department, U. of Cambridge; **James Moultrie**, Institute for Manufacturing, U. of Cambridge; **P John Clarkson**, Department of Engineering, U. of Cambridge

**701** 🗣️: (Paper Session) - (ODC) **Organization Learning, Unlearning, and Insights**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 3

Presented on panels 57-60

➔ 🗣️📄 The Current States of Knowledge Transfer from Taiwan to Mainland China | **Shih-Yu Cheng**, National Cheng Kung U.

🗣️🗣️ Learning Organizational Learning | **Taman Powell**, Warwick Business School

🗣️📄 Fostering Unlearning to Facilitate Change and Innovation | **Karen Becker**, Queensland U. of Technology

🗣️📄 Understanding the characteristics of creative insights | **J Barton Cunningham**, U. of Victoria; **James N MacGregor**, U. of Victoria; **Jenny Gibb**, U. of Waikato; **Jarrod M. Haar**, U. of Waikato

**702** 📖🗣️🗣️🗣️: (ODC, MC, OMT) **Emerging Consulting and Action Research Models: Paradigms, Skills and Applications**

10:40am - 12:00pm Anaheim Marriott: Platinum 2

Organizer: **Judith Gebhardt**, U. of Southern California

Participants: **Thomas H. Olson**, U. of Southern California; **Tojo Thatchenkery**, George Mason U.; **Kevin McGee**, Prince William County Department of Fire and Rescue

**703** 📖: (Paper Session) - (OM) **PM Perspectives**

10:40am - 12:00pm Anaheim Convention Center: 207C

Coffee break sponsored by the Project Management Institute.

Chair: **Adrian Choo**, Rensselaer Polytechnic Institute

🗣️📖 Perspectives on Research in Project Management |

**Frank T. Anbari**, The George Washington U.; **Christophe N. Bredillet**, ESC Lille; **J. Rodney Turner**, Kemmy Business School

📖 Bridging the Gaps: Impact of the Stretch Strategy on Knowledge Creation in Six Sigma Projects | **Adrian Choo**, Rensselaer Polytechnic Institute

📖 A Case Study on Project Lessons Learned: The Good, the Bad, and the Ugly | **Kam Jugdev**, Athabasca U.; **Wendy Yurka**, Athabasca U.; **Mona Sennara**, U. of Calgary; **Janaka Ruwanpura**, U. of Calgary

📖 Project Management and High Value Superyacht Projects: An Improvisational and Temporal Perspective | **Dr Steve Leybourne**, Plymouth U.

**704** 📖: (Paper Session) - (OM) **Service Quality**

10:40am - 12:00pm Anaheim Convention Center: 209A

Chair: **Larry Menor**, U. of Western Ontario

🗣️📖 Product/Service Quality and Emotional Aspect of

Customer Satisfaction | **Gavriel Meirovich**, Salem State College; **Nisreen Bahnan**, Salem State College

🗣️📖 The EPQ Scale: A Multi-Item Measure of Perceived E-Procurement Quality | **Alistair Brandon-Jones**, U. of Bath

🗣️📖 An Operational Perspective on the Design and Delivery of Quality E-service Encounters | **Yun Kyung Cho**, U. of Western Ontario; **Larry Menor**, U. of Western Ontario

➔📖 The Discrepancy between Goal Expectation and Goal Achievement of ISO 9000 Internal Benefits | **M. Tawfik Mady**, Kuwait U.

**705** 🗣️: (Paper Session) - (OM) **Performance Strategies**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - OM 1

Presented on panels 21-24

🗣️📖 Dynamic Intelligence and Plant Structure, Practices, and Performance: An Empirical Investigation | **Gregory Heim**, Texas A&M U.; **Xiaosong (David) Peng**, Texas A&M U.

🗣️🗣️📖 Customer Focus, Relational Capabilities, and Supply Chain Performance | **Augustine A. Lado**, Clarkson U.; **Antony Paulraj**, U. of North Florida; **Injazz J. Chen**, Cleveland State U.

🗣️📖 Form Postponement and Operations Strategy: a Contingency Theory | **Fabrizio Salvador**, Instituto de Empresa Business School; **Alessio Trentin**, U. of Padova; **Cipriano Forza**, U. of Padova

🗣️🗣️ Factors Influencing Strategic Alliances Outcomes: An Integrative Approach | **Siew-Phaik Loke**, Faculty of Accountancy and Management, Universiti Tunku Abdul Rahman; **Murali Sambasivan**, Faculty of Economics and Management,

Universiti Putra Malaysia; **Zainal Abidin Mohamed**, Faculty of Economics and Management, Universiti Putra Malaysia; **Choy-Leong Yee**, Faculty of Economics and Management, Universiti Putra Malaysia

**706** 🗣️: (Paper Session) - (OM) **Value Coordination**

10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - OM 2

Presented on panels 25-28

🗣️📖 Rework and control policies in a CONWIP job system | **Yi-Chiuan Lai**, Providence U.; **Yu-Tang Lee**, Providence U.; **Chyuan Perng**, Tunghai U.; **Sui-Fu Tsai**, Providence U.

🗣️📖 Supply Chain Integration and its Determinants | **Fan-yun Pai**, National Taiwan U.; **Ruey-Shan Guo**, National Taiwan U.; **David M Chiang**, National Taiwan U.

➔🗣️📖 Managerial experience and cognitive biases impact on Supply Chain Management | **Candido Perez**, IESA-Tulane U.

**707** 📖: (Paper Session) - (OMT) **Tearing the Social Fabric: Collaboration and its Nemesis(es)**

10:40am - 12:00pm Anaheim Marriott: Suite 312

Chair: **Sharyn D. Gardner**, California State U. Sacramento

🗣️📖 Managing and Understanding Employees' Group Helping Behaviours: A Social Identity Perspective | **Max Boehling**, Kent Business School

🗣️ The Contributory Role of a Professionalism Dimension in Contingent Workers' OCB | **Ali Rassuli**, IPFW

Outsourcing Paradox: Total Outsourcing, Organisational Innovation, and Long Run Productivity Growth | **Paul Windrum**, Manchester Metropolitan U.; **Andreas Reinstaller**, Austrian Institute for Economic Research (WIFO); **Christopher Bull**, Manchester Metro Business School

**708** 📖: (Paper Session) - (OMT) **Spillover: Innovation and Imitation across Organizations**

10:40am - 12:00pm Anaheim Convention Center: 207D

Chair: **Debbie Elizabeth de Lange**, U. of Toronto

🗣️📖 Network Integration in Regional Clusters and Firm Innovation – A Comparison of Measures | **Frank Lerch**, Freie U. Berlin; **Keith G Provan**, U. of Arizona and Tilburg U.; **Joerg Sydow**, Freie U. Berlin

📖 Spill Over: On the Fluidity of Management Practices - How They Travel Across Organizational Borders | **Jean-Baptiste Litrico**, McGill U.

"Charting" to Their Full Potential? Exploring Physicians' Adoption of Electronic Health Records | **Kathryn Lake Heinze**, Northwestern U.; **Ranjay Gulati**, Northwestern U.

📖 Fashion Setters' Communication about Management Techniques and Organizational Adoption | **Ryan Michigan**, Columbia U.

**709** 📖: (Paper Session) - (OMT) **Wine, Song, Stumps: Robust Identities in Cultural Industries**

10:40am - 12:00pm Anaheim Convention Center: 210B

Chair: **Charles Finn**, College of Saint Rose

📖 Wall-Street Meets Wagner: Formation and Impact of a Multiplex Institutional Logic | **Stoyan V. Sgourev**, ESSEC Business School - Paris

- 📄 Great, Madame Butterfly Again! How Robust Market Identity Shapes Opera Repertoires | **Michael Jensen**, U. of Michigan, Ann Arbor; **Bo Kyung Kim**, U. of Michigan, Ann Arbor
- 📄 The Coexistence Of Conflicting Institutional Logics in Cultural Production | **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.
- The Incursion of Market Logics into Cultural Fields | **April Wright**, U. of Queensland

**710** 📄: (Paper Session) - (OMT) **Taking Shape:**

**Organizational Forms from the Inside**

10:40am - 12:00pm Anaheim Convention Center: 210C

Chair: **Silvia Dorado**, U. of Rhode Island

- ➔ 📄 Translating an Organizational Form: The Case of Indymedia | **Andre Spicer**, U. of Warwick; **Markus Perkmann**, Loughborough U.
- 📄 Political Origins of Hybrid Practices: A Social Movement Perspective | **Tai-Young Kim**, SKK Graduate School of Business; **Dongyoub Shin**, Yonsei U.; **Young-Chul Jeong**, U. of Illinois, Urbana-Champaign
- 🗨️ 📄 How Crisscrossed Frames Infuse Internal Workings of an Organization: An Ethnographic Investigation | **Jade Yu-Chieh Lo**, U. of Southern California; **Nina Eliasoph**, U. of Southern California
- 📄 Modern Talking | **Achim Oberg**, Mannheim U.; **Peter Walgenbach**, Erfurt U.

**711** 🗨️ 📄: (OMT) **The Questions OMT Asks: What has been Neglected?**

10:40am - 12:00pm Anaheim Convention Center: 210D

Chair: **Henrich R. Greve**, INSEAD

- Discussant: **Donald A Palmer**, U. of California, Davis
- Organizations and Ideology | **Christopher Marquis**, Harvard U.
- Organizations and the Natural Environment | **Andrew J. Hoffman**, U. of Michigan
- Organizational Misconduct | **Jo-Ellen Pozner**, UC Berkeley
- Organizations, Work, and Workers | **Matthew J. Bidwell**, INSEAD

**712** 📄: (Paper Session) - (OMT) **Multi-Network Effects: How do Networks Interact?**

10:40am - 12:00pm Anaheim Convention Center: 303A

Chair: **Glen Dowell**, Cornell U.

- 🗨️ 📄 Transferability of Partnering Experiences across Networks | **Stan X. Li**, York U.; **Andrew V. Shipilov**, INSEAD
- 🗨️ Tie versus Tie: When do Corporate Development Activities Strengthen or Disrupt Buyer-Supplier Ties? | **Youtha Cuypers**, Tilburg U.; **Xavier Martin**, Tilburg U.
- ➔ Cross-Relation Influences and Mechanisms of Competition Network Dynamics and Innovation | **Kuen-Shiou Yang**, National Taiwan U.; **Shuwen Wang**, National Taiwan U.
- 📄 Where Do Brokers Come From? | **Maxim Sytch**, Northwestern U.; **Adam Tatarynowicz**, U. of St. Gallen; **Ranjay Gulati**, Northwestern U.

**713** 📄: (Paper Session) - (OMT) **Did You Hear? Intrafirm Networks and Knowledge Exchange**

10:40am - 12:00pm Anaheim Convention Center: 303B

Chair: **Antonio Messeni Petruzzelli**, Politecnico di Bari

- 🗨️ 📄 Dormant Ties: The Value of Reconnecting | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, Portland State U.; **J. Keith Murnighan**, Northwestern U.
- 🗨️ ➔ 📄 Getting the Most Out of Your Network: Social Structure, Formal Boundaries and Knowledge Activation | **Marco Tortoriello**, HEC Paris
- 📄 Sustaining Communities of Practice: The Influence of Network Roles in Supporting Knowledge Exchange | **Fabio Fonti**, Boston College; **Alessandro Narduzzo**, Free U. Bozen-Bolzano
- 📄 Brokerage and Firm Network Evolution: The Complementary Roles of Architectural and Functional Broker | **Joanne Jin Zhang**, City U. London; **Charles Baden-Fuller**, City U.

**714** 📄: (Paper Session) - (OMT) **Having It Both Ways: Ambidextrous Organizations**

10:40am - 12:00pm Anaheim Convention Center: 303C

Chair: **Mary J. Benner**, U. of Pennsylvania

- 🗨️ 📄 Rules, Repeated Exploration and Temporal Ambidexterity in Venture Capital Firms. | **Dimo Dimov**, U. of Connecticut; **Pablo Martin de Holan**, IE and INCAE
- Banking on Ambidexterity: A Longitudinal Study of Ambidexterity, Ambisiduousness and Performance | **Amir Sasson**, U. College Dublin, Ireland; **Mario Minoja**, Bocconi U.
- Plural Governance Mechanism: Ambidexterity, Knowledge Characteristics, and Market Heterogeneity | **Jaeyoung Kang**, State U. of New York, Albany; **Cecilia M Falbe**, U. at Albany-SUNY
- 📄 The Simultaneity of Exploration and Exploitation: Ambidextrous Routines in KM Projects | **Roberto Filippini**, U. of Padua; **Wolfgang H. Guettel**, U. of Kassel; **Anna Nosella**, U. of Padua

**715** 📄 SHCS: (OMT, BPS, OB) **Opening the Blackbox: Burgeoning Micro-processes Research on Boards and TMTs**

10:40am - 12:40pm Hilton Anaheim: California Pavilion A

Organizers: **James Westphal**, U. of Michigan; **David H. Zhu**, U. of Michigan

- Discussant: **Donald C. Hambrick**, Pennsylvania State U.
- Macro-Trends and Micro-Processes: The Dutch Response to International Pressures for Shareholder Value | **Pieter-Jan Bezemer**, RSM Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.; **Edward Zajac**, Northwestern U.
- Making Decisions Inside the Corporate Boardroom | **Michael Useem**, U. of Pennsylvania
- Group Polarization on Corporate Boards | **David H. Zhu**, U. of Michigan; **James Westphal**, U. of Michigan
- A Psychological Model of TMT Core Processes | **Randall S. Peterson**, London Business School; **Heidi K. Gardner**, London Business School
- The Origins of CEO Hubris: Interactive Effects of Narcissism and Confidence-Inducing Cues | **Arijit Chatterjee**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.
- Learning to Govern: Venture Capital Firms and the Retention of Founder-CEOs | **Tim Pollock**, Pennsylvania State U.; **Ted**

**Baker**, North Carolina State U.; **Bret Ryan Fund**, Pennsylvania State U.  
 Governance Processes beyond the Board: The Coupling & Decoupling Of The Firm's Governance Channels | **William Ocasio**, Northwestern U.; **John Joseph**, Duke U.

**716** 🗨️👤📄: (OMT, MOC, TIM) **Market Devices: Understanding the Underbelly of Financial Markets**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon F

**Organizers:** **Daniel Beunza**, Columbia U.; **Daniel A. Gruber**, U. of Michigan; **Klaus Weber**, Northwestern U.

**Discussants:** **Gerald F Davis**, U. of Michigan, Ann Arbor; **Bruce Kogut**, INSEAD

Sustainability Reports and the Material Construction of Socially Responsible Investment | **Daniel Beunza**, Columbia U.; **Fabrizio Ferraro**, IESE Business School

Worthy Rhetorics: Analyst Discourse and the Valuation of Biotech Stocks | **Klaus Weber**, Northwestern U.; **Simona Giorgi**, Northwestern U.

Dollars and Sense: An Investigation of one Financial News Organization's Sensemaking and Sensegiving | **Daniel A. Gruber**, U. of Michigan

Mechanisms of Performativity: The Evolution of Financial Risk Management | **Yuval Millo**, LSE

**717** 🗨️👤📄: (Paper Session) - (ONE) **Eco-Innovation**

10:40am - 12:00pm Anaheim Marriott: Platinum 4

**Chair:** **Ivan Montiel**, U. of Texas Pan American

**Discussants:** **Bart A.G. Bossink**, VU U.; **Tom Mierzwa**, U. of Maryland U. College

🗨️👤📄 Sustainability-Related Innovation in the Context of Open Innovation: A Qualitative Analysis | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée

➔🗨️👤📄 Stakeholder pressure and voluntary eco-innovation adoption | **Yi-Chun Huang**, Naional Kaohsiung U. of Applied Sciences; **Hung-Bin Ding**, Loyola College

🗨️👤📄 Can institutional forces create competitive advantage? An examination of environmental innovation | **Pascual Berrone**, IESE Business School; **Liliana Gelabert**, U. Carlos III de Madrid; **Andrea Fosfuri**, U. of Carlos III de Madrid; **Luis R. Gomez-Mejia**, Arizona State U.

📄 Country interaction effects in the link of environmental management and environmental innovation | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée

**718** 🗨️👤📄: (Paper Session) - (PNP) **The Questions We Ask in PNP**

10:40am - 12:00pm Anaheim Marriott: Orange County 4

**Discussant:** **Bernadine VanGramberg**, Victoria U. of Technology

🗨️👤📄 Managing Interorganizational Partnerships: Preconditions, Processes and Perceived Outcomes | **Bin Chen**, Baruch College

🗨️👤📄 Problem Frames in Community Collaboratives: Exploring the Effect of Frame Alignment and Obliviousness | **Branda Nowell**, North Carolina State U.

➔🗨️👤📄 Overcoming Barriers to Academic/Practitioner Engagement in Management Research | **Paul Haynes**, Universidad Politecnica de Valencia

🗨️👤📄 Who Are All These People? Managing Expansion, Change, and Success in the Public Sector | **Deneen M. Hatmaker**, U. at Albany, SUNY; **Hyun Hee Park**, U. at Albany, SUNY; **R. Karl Rethemeyer**, U. at Albany, SUNY

**719** 🗨️👤📄: (Paper Session) - (PNP) **How financial issues impact our organizations?**

10:40am - 12:00pm Anaheim Marriott: Platinum 1

➔🗨️👤📄 Regulatory Stringency, Green Production Offsets and Organizations' Financial Performance | **Nicole Damall**, George Mason U.

📄 Incorporated but Not IRS-Registered: Exploring the Fringes of the Nonprofit Universe | **Kirsten Grønbjerg**, Indiana U.; **Helen Liu**, Indiana U.; **Kellie McGiverin-Bohan**, Indiana U.; **Thomas Pollak**, The Urban Institute

➔ A comparative analysis of the EU funding process in Italian and English local governments. | **Stefania Zerbinati**, Brunel U.

📄 A Sectoral Comparison of Wage Levels and Wage Inequality in the Human Services Industries | **Avner Ben-Ner**, U. of Minnesota, Twin Cities; **Ting Ren**, U. of Minnesota, Twin Cities; **Darla Fiint Paulson**, U. of Minnesota, Twin Cities  
**Presenter:** **Roxanne Zolin**, Queensland U. of Technology

**720** 🗨️👤📄: (Paper Session) - (RM) **Current Issues on Data Collection and Coding**

10:40am - 12:00pm Hilton Anaheim: Manhattan

**Chair:** **Mark Gavin**, Oklahoma State U.

**Discussant:** **Xiaohua Zhou**, U. of Hong Kong

🗨️👤📄 The questions we ask are not always the ones that people answer: Linguistics in survey research | **Ben Hardy**, U. of Cambridge; **Lucy R. Ford**, St. Joseph's U.

📄 The Social Contexts of Industry Coding: The Coding Scheme, Coders and Coded Organizations | **Jongtae Shin**, Long Island U., C.W. Post

📄 Interviewing by telephone: Specific considerations, opportunities and challenges | **Emily S. Block**, U. of Notre Dame; **Laura Erskine**, Illinois State U.

🗨️👤📄 Detecting and Deterring Careless Responding to Online Surveys | **Jason Huang**, Michigan State U.; **Paul G Curran**, Michigan State U.; **Jessica Fandre**, Michigan State U.; **Elizabeth Oberlander**, Michigan State U.; **Goran Kuljanin**, Michigan State U.; **Rick DeShon**, Michigan State U.

**721** 🗨️👤📄: (SIM) **The Questions SIM Asks: Continuing the Dialogue**

10:40am - 12:00pm Anaheim Marriott: Orange County 1

*This session will continue the discussion begun in "The Questions Sim Asks: Focusing on Fields" in the previous session in the same room.*

**Chair:** **Barry M Mitnick**, U. of Pittsburgh

**Participants:** **Edward Freeman**, U. of Virginia - Darden; **Archie B Carroll**, U. of Georgia; **Gerald F Cavanagh**, U. of Detroit Mercy; **Linda K. Trevino**, Pennsylvania State U.; **Gary R. Weaver**, U. of Delaware; **Adele Queiroz**, U. of Northern Iowa; **Shawn Berman**, U. of New Mexico; **Purseu Heugens**, RSM Erasmus U.; **Craig S Fleisher**, U. of Windsor; **John M Holcomb**, U. of Denver; **Kathleen Getz**, American U.; **Duane Windsor**, Rice U.



**722 : (Paper Session) - (SIM) The Social Issues of Globalization**

10:40am - 12:00pm Anaheim Marriott: Orange County 2

Facilitator: **Jennifer Oetzel**, American U.

- ➔ 📄 The Globalization as Challenge for the Stakeholder Management | **Sybille Sachs**, U. of Applied Sciences, Zurich; **Edwin Ruhli**, U. of Zurich; **Isabelle Kern**, U. of Applied Sciences Zurich
- 📄 Safety & ethics in the global workplace: Asymmetries in culture and infrastructure | **Oswaldo Lorenzo**, IE Business School; **Paul Esqueda**, Penn State Berks College; **Janelle Larson**, Penn State Berks College
- 📄 SOCIAL RESPONSIBILITY OF MNCs: EFFECTS OF STAKEHOLDER PRESSURES ON AFFILIATED FIRMS' BEHAVIOR | **Jordi Surroca**, U. of Carlos III Madrid; **Josep A. Tribó**, U. of Carlos III Madrid
- ➔ 📄 In Search of Global Governance - The Contribution of the United Nations Global Compact | **Andreas Rasche**, Helmut Schmidt U.; **Michael Behnam**, Suffolk U.; **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg

**723 🗣️JS: (SIM, GDO) Immigration: Unexplored Issues in the Academy**

10:40am - 12:00pm Anaheim Marriott: Orange County 3

- Organizer: **Arlise P. McKinney**, U. of North Carolina, Greensboro
- Chair: **Donna Maria Blancero**, National Society of Hispanic MBAs
- Discussant: **Myrtle P. Bell**, U. of Texas, Arlington
- Participants: **Angela Miles**, North Carolina A&T State U.; **Matrecia S.L. James**, Jacksonville U.; **Millicent F. Nelson**, Middle Tennessee State U.; **Chanelle D. James**, U. of North Carolina Greensboro; **Arlise P. McKinney**, U. of North Carolina, Greensboro

**724 : (Paper Session) - (TIM) Marketing and Economics**

10:40am - 12:00pm Anaheim Marriott: Suite 315

- Distinguished Speaker: **George M Puia**, Saginaw Valley State U.
- Chair: **George M Puia**, Saginaw Valley State U.
- Discussants: **Yun Wan**, U. of Houston, Victoria; **Jeffrey Moretz**, U. of Texas at Austin
- 📄 Entry and innovation. Entry and innovation. An analysis of the fabless semiconductor business | **Roberto Fontana**, U. of Pavia and CESPRI-Bocconi University; **Margherita Balconi**, U. of Pavia
- 📄 Who Leads Whom? Technological Leadership in Nanotechnology: Evidence from Patent Data | **Jeongsik Jay Lee**, Georgia Institute of Technology; **Natarajan Balasubramanian**, Florida International U.
- 📄 Exploration and Exploitation Capabilities; V A Comparison of Industrial and Consumer Product Firms | **Chiayu Tu**, Ming-Chuan U.
- 📄 An Empirical Investigation of Service Recovery in Self-Service Technologies Encounters | **Hsin Hsin Chang**, National Cheng Kung U.; **Che-Hao Hsu**, Department of Business Administration, National Cheng Kung U., Taiwan

**725 : (Paper Session) - (TIM) Adaptation and Change: Industry & Learning**

10:40am - 12:00pm Anaheim Convention Center: 303D

Chair: **Bradley R Staats**, Harvard U.

Discussants: **Berta Ermila Madrigal**, U. de Guadalajara; **Anand Nandkumar**, Carnegie Mellon U.; **David L. Turnipseed**, U. of South Alabama; **Clara Eugenia Garcia**, Carlos III U.

- 📄 Interorganizational learning, control mechanisms and innovation in various technological differences | **Haoran Chen**, Xi'an Jiaotong U.; **Wenhong Zhao**, Xi'an Jiaotong U.
- ➔ 📄 Acting what's next as Routinized Innovation: A Case of Vaccine-like Co-evolutionary Dynamics | **Sonya Wen**, National Taiwan U.
- 🗣️ Resource Allocation under Threat and Uncertainty: Real Options Theory versus Prospect Theory | **Mujtaba Ahsan**, Pittsburg State U.
- Materiality and Interpretation: Examining Rejection of Technology and Resistance to Change | **Paul M. Leonardi**, Northwestern U.

**726 ➔ 🗣️JS: (Paper Session) - (TIM) Adaptation and Change: Learning and New Product Development**

10:40am - 12:00pm Anaheim Convention Center: 304B

- Distinguished Speaker: **Shawn M. Carraher**, Cameron U.
- Chair: **Shawn M. Carraher**, Cameron U.
- Discussants: **Ting-Kuei Kuo**, U. of Cambridge; **Joydeep Chatterjee**, Wharton School; **Christopher C. Liu**, Harvard Business School
- 📄 The influence of relational embeddedness on explorative and exploitative innovations | **Pepijn van Neerijnen**, Erasmus U. Rotterdam; **Ernst Verwaal**, Erasmus U.
- The Role of Non-R&D Activities in Learning and Innovation | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne; **Stéphane Lhuillery**, Ecole Polytechnique Fédérale de Lausanne
- What are the Impacts of Absorptive Capacity? A Meta-analysis | **Louise Anne Nemanich**, Arizona State U.
- Extending the Behavioral Theory of R&D Innovation: Performance Feedback, Slack and the Environment | **Galia Rosen Schwarz**, Technion Israel Institute of Technology; **Avi Fiegenbaum**, Technion U.; **Zur Shapira**, New York U.

**727 : (Paper Session) - (TIM) New Product Development and Adoption: Management of the New Product Development Process**

10:40am - 12:00pm Anaheim Convention Center: 304C

- Distinguished Speaker: **Joanne Oxley**, U. of Toronto
- Chair: **Joanne Oxley**, U. of Toronto
- Discussants: **Robert J. Casey**, Lockheed Martin; **Andryce Marie Zurick**, The Zurick Group
- Learning at the Boundary of the Firm: What Happens Between Learning-by-doing and Learning-by-using? | **Sung Joo Bae**, MIT Sloan School of Management
- New product decisions and innovativeness: Examining the different routes to innovation performance | **Boris Durisin**, Bocconi U. and SDA Bocconi School of Management; **Giulia Calabretta**, ESADE
- ➔ 📄 Determinants of Innovation in Transition Countries: Business Groups, Sectors and Ownership Structure | **Suk Bong Choi**, Kyungpook National U.
- 📄 Vision, Strategy and Resources and the Moderating Role of Turbulence in Predevelopment Innovation | **Peter A. Koen**, Stevens Institute of Technology; **Elko Kleinschmidt**, McMaster U.



**728 : (Paper Session) - (TIM) Strategy, Technology, & Innovation VI**

10:40am - 12:00pm Anaheim Convention Center: 304D

**Chair:** Susan Cohen, U. of Pittsburgh**Discussants:** Kimberly A. Bates, Trent U.; Douglas J. Miller, U. of Illinois at Urbana-Champaign; Susan Cohen, U. of Pittsburgh; Irem Demirkan, Northeastern U.; Erastus Karanja, Morgan State U.

📖 Corporate Venturing and Technological Scope | Hsien-Che Lai, Graduate Institute of Technology Management, National U. of Tainan, Taiwan; Yi-Chia Chiu, National Chung Hsing U.; Yi-Ching Liaw, National Chung Hsing U.

- 🗣️📖 Ambidextrous Absorptive Capacity and Inter-Organizational Learning | Holger Ernst, WHU - Otto Beisheim School of Management; Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management; Carsten Vogt, OSRAM GmbH
- 📖 Let's make stone soup for a new venture: championing with resource mobilization | Ming-Chang Wu, National Chengchi U.
- 📖 R&D Boundaries of the Firm: A literature review | Emilio Alvarez-Suescun, Complutense de Madrid; Isabel Diez-Vial, U. Complutense de Madrid
- 📖 Emergent Contingency Planning: Deliberate Decisions and Grounded Assessments | Ronald Klingebiel, U. of Cambridge

**729 → JS: (TIM, BPS) The Quest for the Treasure Island: Sources, Measures, and Outcomes of Knowledge Spillovers**

10:40am - 12:00pm Anaheim Convention Center: 209B

**Organizers:** Giovanni Valentini, Bocconi U.; Marco Giarratana, U. Carlos III de Madrid**Chair:** Gautam Ahuja, U. of Michigan**Discussant:** Keld Laursen, Copenhagen Business School

Capitalizing on spillovers: The case of immigrant Indian inventors | Paul Almeida, Georgetown U.; Anupama Phene, U. of Utah; Sali Li, U. of Wisconsin Milwaukee

The mechanisms of collaboration in inventive teams | Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Maryann P Feldman, The U. of Georgia

The two faces of knowledge spillovers: Complementarity vs. fear of imitation | Marco Giarratana, U. Carlos III de Madrid; Myriam Mariani, Bocconi U.

Exploring the complementarity between innovation and export for SMEs' growth | Elena Golovko, Tilburg U.; Giovanni Valentini, Bocconi U.

**Presenters:** Paul Almeida, Georgetown U.; Maryann P Feldman, The U. of Georgia; Sali Li, U. of Wisconsin Milwaukee; Elena Golovko, Tilburg U.; Anupama Phene, U. of Utah; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Myriam Mariani, Bocconi U.

**Monday 12:00PM****730 : (ICW) Journal of Organizational Behavior Luncheon**

12:00pm - 2:10pm Hilton Anaheim: Pacific Pavilion C

**Organizer:** Neal M. Ashkanasy, U. of Queensland**731 : (RM) RMD/Sage Publications Luncheon Celebrating 10 Years of Organizational Research Methods**

12:00pm - 2:00pm Anaheim Marriott: Newport &amp; Rancho Las Palmas

Join us at a luncheon buffet to celebrate the 10th anniversary of Organizational Research Methods with kudos to Larry Williams and Herman Aguinis.

**Presiding:** Gordon W Cheung, Chinese U. of Hong Kong**Welcome:** Robert J. Vandenberg, U. of Georgia**Division Chair:** Mark Gavin, Oklahoma State U.**Division Chair-Elect:** Charles A. Pierce, U. of Memphis**Program Chair:** Timothy Hinkin, Cornell U.**Professional Development Workshop Chair:** Stephanie L. Castro, Florida Atlantic U.**Monday 12:20PM****732 🗣️📖: (AAS) Market Formation and Construction Processes: What we Know and the Questions we Ask**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon E

**Moderator:** Filipe Manuel Simoes Dos Santos, INSEAD

**Participants:** Michael G. Jacobides, London Business School; Pinar Ozcan, IESE, U. of Navarra; Saras Sarasvathy, U. of Virginia; Marc Ventresca, NPS and U. of Oxford

**733 : (AAS) The Questions We Ask and Why They Get Us into Trouble!**

12:20pm - 2:10pm Anaheim Convention Center: 204B

**Chair:** Elena P. Antonacopoulou, U. of Liverpool

**Participants:** Chris Argyris, Harvard U, Monitor PLC; Steve Bagshaw, Avecia Biologics; Jean M. Bartunek, Boston College; Thomas G. Cummings, U. of Southern California; Andrew Herr, Hay Group; Shubanu Saxena, Novartis Pharmaceuticals UK Ltd.; Andrew H. Van de Ven, U. of Minnesota

**734 : (Paper Session) - (BPS) Diversification and Firm Performance: Impact of Institutional and Internal Contexts**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon G

**Chair:** Taco Reus, Florida Atlantic U.**Discussant:** Charles Williams, Duke U.

- How Institutions Influence the Diversification – Performance Relationship across 34 Countries | Brian Roy Tan, Nanyang Business School
- Ownership Structure, Corporate Diversification, and Firm Performance: Growth versus Profit | Parthiban David, U. of Oklahoma; Toru Yoshikawa, McMaster U.; Jonathan O'Brien, U. College Dublin
- 📖 An Empirical Analysis of Absorptive Capacity with Respect to Diversification Performance | Jarrett Emory Kotrozo, Rensselaer Polytechnic Institute
- 🗣️📖 Institutional Environment and Diversification Strategy of Chinese Listed Firms | Nan Zhou, U. of Pennsylvania
- 📖 Implementing Managerial Synergies through Cultural Competitiveness | Artur Baldauf, U. of Bern; Christian Bischof, U. of Bern

**735 : (Paper Session) - (BPS) The Rise and Fall of CEOs**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon H

**Chair:** Thomas Clarke, U. of Technology, Sydney**Discussant:** Rita Drieghe Kosnik, Trinity U.

The Rise and Fall of CEOs: How Reputation Influences Boards of Directors, Firms, and CEO Dismissal | Mark Castleton, Arizona State U.

- 📖 Board Power, CEO Appointments, and CEO Duality | **Stephen V Horner**, Arkansas State U.
- 📖 CEO Dismissal: The Role of Investment Analysts as an External Control Mechanism | **Margarethe F Wiersema**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.
- 📖 The Strategic Context of CEO Dismissal and the Effect of CEO and Board Characteristics | **Nikolaos Kavadis**, HEC Paris

### 736 🗣️: (BPS) Real Options and Sustainable Competitive Advantage

12:20pm - 2:10pm Anaheim Convention Center: 201A

Organizer: **Naga Lakshmi Damaraju**, Ohio State U.

Speakers: **Michael J Leiblein**, Ohio State U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Timothy B Folta**, Purdue U. / EM Lyon; **Daniel Levinthal**, U. of Pennsylvania; **Richard Makadok**, Emory U.; **Jay B Barney**, The Ohio State U.

### 737 : (Paper Session) - (BPS) Exploration and Exploitation: Balancing the Old with the New

12:20pm - 2:10pm Anaheim Convention Center: 201C

Chair: **Christian Stadler**, U. of Innsbruck, Department for Strategic Management

Discussant: **Daniel Tzabbar**, U. of Central Florida

- 📖 Beyond Structures: The Strategic Fabric of Ambidexterity in a Radical Change Situation | **Patrick Besson**, ESCP-EAP European School of Management; **Marion Soulerot**, ESCE (France)
- 📖 Unpacking Organizational Ambidexterity: Dimensions, Contingencies, and Synergistic Effects | **Qing Cao**, U. of Connecticut; **Eric R Gedajlovic**, U. of Connecticut; **Hongping Zhang**, Shandong U.
- 📖 Cognitive and Experiential Evaluation: Implications for Exploration and Exploitation | **Oliver Baumann**, Ludwig Maximilians U.
- ➔ Overcoming Inertia: Drivers of the Outsourcing Process | **Michael J. Mol**, U. of Reading; **Masaaki Kotabe**, Temple U.

### 738 : (Paper Session) - (BPS) Innovation, Organizational Design and the Boundaries of the Firm

12:20pm - 2:10pm Anaheim Convention Center: 202B

Chair: **Thomas Lawton**, Imperial College London

Discussant: **Alva Taylor**, Dartmouth College

- ➔ Co-Ordination, Coupling, and Complementarities – Sourcing Trade-Offs for IP Protection | **Markus Reitzig**, London Business School
- 📖 Open by Design: The Role of Design in Open Innovation | **Virginia Acha**, Pfizer, Inc.
- Assessing the Impact of Technology Agility on Organizational Agilities and Firm Performance | **Ronaldo C. Parente**, Rutgers U.; **Jing Quan**, Salisbury U.; **Denise R. Dunlap-Hinkler**, Northeastern U.; **Penelope Sue Greenberg**, Widener U.
- 📖 Dual Strategy as a Response to the Disruption of the Internet: In Search of Synergistic Benefits. | **Marina Psiloutsikou**, Athens U. of Economics and Business; **Vassilis Papadakis**, Athens U. of Economics and Business

### 739 : (Paper Session) - (BPS) Knowledge Development in Alliance Portfolios

12:20pm - 2:10pm Anaheim Convention Center: 203A

Chair: **David G Hoopes**, California State U. Dominguez Hills

Discussant: **Brian S. Silverman**, U. of Toronto

- 📖 Knowledge Bridges in Alliance Portfolios | **Shalini Rogbeer**, Vienna School of Economics and Business; **Srilata Zaheer**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota
- 📖 Portfolio Effects in Knowledge Acquisition from Inter-Firm Alliances | **Gurmeeta Vasudeva**, U. of Minnesota; **Jaideep Anand**, Ohio State U.
- ➔ 📖 Task Coordination Capacity of Alliances: Impact of Governance Mechanisms and Partner Compatibility | **Young Rok Choi**, Singapore Management U.; **Phillip H Phan**, Johns Hopkins U.
- 📖 Conduits of Innovation or Imitation? Assessing the Effect of Alliances on the Persistence of Profits | **Sergio Giovanetti Lazzarini**, Ibmec São Paulo; **Luiz Artur Ledur Brito**, FGV-EAESP; **Fabio Ribas Chaddad**, U. Missouri, Columbia

### 740 🗣️: (Paper Session) - (BPS) Entrepreneurial and Family-Owned Firms

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - BPS 1

Presented on panels 17-20

- 🗣️ 📖 The Nursery and the Graveyard: Local Births and Local Deaths, and Entrepreneurial Firm Survival | **Pamsy Hui**, Nanyang Business School
- 🗣️ 📖 Split Decisions: How Social and Economic Choices Affect the Stability of Founding Teams | **Noam Wasserman**, Harvard U.; **Matt Marx**, Harvard U.
- 🗣️ 📖 Signaling and the Acquisition of IPO Ventures | **Jason A. Harkins**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma; **Richard A Johnson**, U. of Missouri - Columbia
- 🗣️ 📖 Distinctiveness of family businesses: the impact of stock market listing and family shareholding | **Jose Allouche**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Bruno Amann**, U. of Toulouse III; **Pierre Garaudel**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

### 741 🗣️: (Paper Session) - (BPS) Diversification Strategies and M&As

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - BPS 2

Presented on panels 21-28

- 🗣️ 📖 Diversification Strategies and Firm Performance: The Impact of Corporate Management Capabilities | **Markus Menz**, U. of St. Gallen; **Andreas W Mattig**, U. of St. Gallen
- 🗣️ 🗣️ 📖 Corporate Diversification and Firm Performance: How does Business Group Affiliation Matter? | **Rejie George**, Indian Institute of Management Bangalore; **Rezaul Kabir**, U. of Stirling
- 🗣️ 🗣️ 📖 Demand-side Diversification as Source of Competitive Advantage? | **Lalit Manral**, Long Island U.; **Kathryn Rudie Harrigan**, Columbia Business School
- 🗣️ 📖 Specialization, Scope, and the Dynamics of Endogenous Growth | **Ji-Ren Lee**, National Taiwan U.; **Sonic Wu**, National Taiwan U.
- 🗣️ 📖 The Role of Imitation and Experience in the Choice among Several Modes of Expansion | **Valerie Moatti**, ESCP-EAP
- 🗣️ The Dimensions of Plural Governance Forms: Control, Incentives and Transmission of Knowledge | **Francois**

**Duhamel**, Universidad de Las Américas, Puebla, Mexico;  
**Bertrand V. Quélin**, HEC Paris

- 👁️ 📄 Struggling between Growth Desperation and Indigestion: Performance Dynamics of M&A and Divestitures | **Matthias F. Brauer**, U. of St. Gallen; **Tomi M. M. Laamanen**, Helsinki U. of Technology; **Florian Waizenegger**, U. of St.Gallen/Morgan Stanley
- 👁️ 📄 Manufacturing Integration Process in International Horizontal Mergers and Acquisitions | **Rui Zhang**, Engineering Department, U. of Cambridge

**742** 🌐 → 🗣️ 📄 JS: (BPS, ENT, IM) **Corporate Governance and Strategic Management in Different Contexts: Fostering Novel Exchanges**

12:20pm - 2:10pm Anaheim Convention Center: 201D

**Organizers:** **Arturo L. Capasso**, U. degli Studi del Sannio;

**Giovanni Battista Dagnino**, U. of Catania

**Chair:** **Giovanni Battista Dagnino**, U. of Catania

**Discussants:** **Wei Shen**, U. of Florida; **Constantinos Markides**, London Business School

Corporate Governance and Strategic Management: Good Theories and Bad Practices Across the Atlantic | **Arturo L. Capasso**, U. degli Studi del Sannio

Comparing Japanese and U.S. Decision Making in Corporate Governance | **Kathryn Rudie Harrigan**, Columbia Business School

Governance of Transition in European Firms: An Inductive Research Study | **Rosario Faraci**, U. of Catania

Governance, Signaling and the Acquisition of IPO Ventures | **Lowell W. Busewitz**, U. of Oklahoma

Managerial Agents Watching Agents: Multiple Agency Conflicts Regarding Underpricing in IPO Firms | **Robert E. Hoskisson**, Arizona State U.

**743** → 🗣️ 📄 JS: (BPS, IM, OMT) **Exploring the Competitive Dynamics of Business Groups in Emerging Markets**

12:20pm - 2:10pm Anaheim Convention Center: 202A

**Organizers:** **Asli M. Colpan**, Kyoto U.; **Takashi Hikino**, Kyoto U.;

**James R Lincoln**, U. of California, Berkeley

**Participants:** **Andrew Delios**, National U. of Singapore; **Mauro F Guillen**, U. of Pennsylvania; **Hicheon Kim**, Korea U. Business School; **Richard N. Langlois**, U. of Connecticut; **Luiz F. Mesquita**, Arizona State U.; **Behlul Usdiken**, Sabanci U.

**744** 📄 JS: (BPS, OMT) **Organizational Learning, Heterogeneity and New Organizational Forms**

12:20pm - 2:10pm Anaheim Convention Center: 201B

**Organizer:** **Teppo Felin**, Brigham Young U.

Sailing into the Wind: Achieving Ambidexterity through Organizational Vacillation | **Peter Austin Boumgarden**, Washington U. in St. Louis; **Jack A Nickerson**, Washington U.; **Todd Zenger**, Washington U.

How Concerns for Legitimacy Can Bias Assessments of Efficiency | **Jerker C. Denrell**, Stanford U.; **Gael Le Mens**, Stanford U.

The Emergence and Adaptation of Business Models in Nascent Markets | **Filipe Manuel Simoes Dos Santos**, INSEAD; **Christoph Zott**, INSEAD

On the Emergence of Collective Beliefs and Organizational Learning: A General Theory and Model | **Teppo Felin**, Brigham Young U.; **Thorbjørn Knudsen**, SDU

**745** 🗣️ 📄 SHCS: (BPS, SIM, OMT) **Towards a Stakeholder Theory of Strategy**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon F

**Organizer:** **Maurizio Zollo**, Bocconi U.

**Participants:** **Bruce Kogut**, INSEAD; **Edward Freeman**, U. of Virginia - Darden; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Thomas J. Donaldson**, U. of Pennsylvania; **Joshua D Margolis**, Harvard U.; **Russell Coff**, Emory U.; **Irene Henriques**, York U.; **Violina Rindova**, U. of Texas, Austin; **Jared D. Harris**, U. of Virginia - Darden

**746** 📄: (Paper Session) - (CAR) **Career Success, Transitions, and Restructuring Issues**

12:20pm - 2:10pm Hilton Anaheim: Capistrano A

**Chair:** **Hugh P. Gunz**, U. of Toronto

**Discussants:** **Brenda E. Ghitulescu**, Rochester Institute of Technology; **Dana L. Haggard**, Missouri State U.; **Peter A. Heslin**, Southern Methodist U.; **Elizabeth Haley**, U. of Redlands  
Family and Career Path Characteristics as Predictors of Women's Career Success Outcomes | **Monique Valcour**, Boston College; **Jamie J. Ladge**, Northeastern U.

Corporate Restructuring and the Tradeoff between Promotion and Market Based Incentive Systems | **John C Dencker**, U. of Illinois, Urbana-Champaign

The Social Capital of the CFO and Career Advancement: A Study of FTSE 100 Companies | **Caroline Wilson**, Taylor Bennett; **Heather J. McGregor**, Cass Business School

👁️ 📄 Punctuated Identities & Career Transitions of Professional Women | **Una Kim**, Harvard Business School  
**Nominee for The Arnon Reichers Best Student Paper Award**

**747** 📄: (Paper Session) - (CAR) **Networks, relationships and associations with careers**

12:20pm - 2:10pm Hilton Anaheim: Oceanside

**Chair:** **Tania Casado**, U. of Sao Paulo

**Discussants:** **Kathleen Campbell**, United States Military Academy; **Tania Casado**, U. of Sao Paulo; **Debra Da Silva**, Charles Sturt U.; **Tom Wamalwa**, Spoon River College

📄 Extending Developmental Network Perspective: Baseball Hall of Famers' Developmental Halls of Fame | **Richard Donald Cotton**, Boston College; **Yan Shen**, Boston U.; **Reut Livne-Tarandach**, Boston College

Social Capital and Career Outcomes: A Study of Chinese Employees | **Lingqing Zhang**, The Chinese U. of Hong Kong; **Raymond Loi**, City U. of Hong Kong; **Victor P. Lau**, The Chinese U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong

Breaking Into New Careers: The Interplay of Social Network, Role Knowledge and Occupational Identity | **Roxana Barbulescu**, INSEAD  
**Nominee for The Arnon Reichers Best Student Paper Award**

📄 What Matters Most? The Relative Role of Mentoring and Career Capital in Career Success | **Romila Singh**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Phyllis Tharenou**, U. of South Australia

**748 CAU: (CAU) At the crossroads? Comparative HRM and its future – an international dialogue**

12:20pm - 2:10pm Hilton Anaheim: Balboa B

Organizer: **Ruth Alas**, Estonian Business School

Participants: **Chris Brewster**, U. of Reading; **Dennis R Briscoe**, U. of San Diego; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Randall S. Schuler**, Rutgers U.; **Eleni Stavrou**, U. of Cyprus; **Sinikka Vanhala**, Helsinki School of Economics

**749 CAU: (CAU) The Future of Management Education: Onward from the AMJ 2007 Issue 6 Essays**

12:20pm - 2:10pm Hilton Anaheim: Balboa C

Organizer: **JC Spender**, Lund U.

Participants: **Rita Gunther McGrath**, Columbia U.; **Andrew M Pettigrew**, U. of Bath

**750 CAU: (CAU) The future of global management: Evolution in role of management thought leaders, researchers and teachers.**

12:20pm - 2:10pm Hilton Anaheim: Santa Barbara

Organizer: **Vicki R. Whiting**, Westminster College

**751 CAU: (CAU) Maximizing Impact: Developing Research Collaborations for the Indian Context**

12:20pm - 2:10pm Hilton Anaheim: Ventura

Organizers: **Arup Varma**, Loyola U., Chicago; **Pawan S. Budhwar**, Aston U.

**752 JS: (CM) Repairing Trust in Individuals and Organizations**

12:20pm - 2:10pm Hilton Anaheim: Santa Monica

Chair: **Cecily D Cooper**, U. of Miami

Discussant: **Michele Williams**, Cornell U.

Repairing Trust: An Implicit Theory Model Considering the Violation and the Violated | **Don Vandewalle**, Southern Methodist U.; **Kurt T Dirks**, Washington U.; **Donald L. Ferrin**, Singapore Management U.; **Peter A. Heslin**, Southern Methodist U.; **Cecily D Cooper**, U. of Miami; **Peter H Kim**, U. of Southern California

The Role of Implicit Theories in Trust Recovery | **Michael Haselhuhn**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

To Retaliate or Restore? Understanding the Behavioral Preferences when Distrusting Others | **David De Cremer**, Tilburg U.

Effects of Board and CEO Actions to Repair Trust in the Aftermath of a CEO Transgression | **Donald L. Ferrin**, Singapore Management U.; **Cecily D Cooper**, U. of Miami; **Kurt T Dirks**, Washington U.; **Peter H Kim**, U. of Southern California

**753 JS: (Paper Session) - (CM) Intragroup Conflict: Implications for Viability, Effectiveness, and Innovation**

12:20pm - 2:10pm Hilton Anaheim: Sunset

Chair: **Corinne Bendersky**, U. of California, Los Angeles

Separating task and relationship conflicts - is there reason to be optimistic? | **Diether Gebert**, Korea U.

A Multilevel Examination of the Relationship of Intra-Team Conflict with Team Viability | **Joy Oliver**, U. of Tennessee, Knoxville; **Taylor L. Poling**, U. of Tennessee, Knoxville; **David J Woehr**, U. of Tennessee, Knoxville

A Contingency Model Of Conflict And Team Effectiveness | **Jing Zhu**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **Kristin L. Scott**, Clemson U.

**Winner of CM Division Best Paper Award - Conflict in Context**

Task conflict and project team innovation: Question of how much and when | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Cynthia Lee**, Northeastern U.; **Patty C.P. Farh**, U. of South Australia

An Integrative Solution to the Conflict over Conflict | **Albert E. Mannes**, Duke U.

**754 JS: (Paper Session) - (CMS) Organization Culture: Transgression and Power**

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 13

Chair: **Charlice Hurst**, U. of Florida

The Questions We Ask About Culture: Critical Considerations on a Central Organizational Concept | **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven

Organizational blind spots: counteracting splitting, idealization and blame | **Marianna Fotaki**, Manchester U.; **Paula Hyde**, Manchester Business School

Is there a place for lies in organizational discourse analysis? | **Ruth Silvia Steuer**, Independent Scholar; **Eduardo Davel**, TELUQ, U. of Quebec in Montreal, Canada; **Philip D. Ghadiri**, U. of Cambridge

Ambivalence of rebellion:building on Michel Foucault's approach of power in organization. | **Olivier Babeau**, Paris Dauphine U.

**755 JS: (CMS, OMT, OM) Asking "Awkward" Questions? Hegemony, Power and Resistance**

12:20pm - 2:10pm Hilton Anaheim: Palos Verdes A

Strategies of Power in Hegemonic Systems | **David Levy**, U. of Massachusetts, Boston

Resisting Pathogenic Routine: Challenging the Viability of Normal Science for Sustainability | **Hugh Willmott**, U. of Cardiff

On Antagonism and Resistance with the Capital "R": The Real and Enjoyment as Political Factors | **Alessia Contu**, U. of Warwick

Is Resistance "Good" in Organizational Change? A Critical Perspective | **Damon Golsorkhi**, Esc Rouen; **David Courpasson**, EM Lyon

**756 JS: (ENT) Research Methods for Bottom-of-the-Pyramid Markets and Entrepreneurs: Lessons from the Field**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon K

Organizer: **Jose Antonio Rosa**, U. of Wyoming

Participatory Action Research Methods | **Julie L. Ozanne**, Virginia Tech

Pilot Studies and the Blending Qualitative and Quantitative Methods in BOP Research | **Katherine E. Browne**, Colorado State U.

Assessing Opportunities and Challenges in Base of the Pyramid Markets | **Eric J. Arnould**, U. of Wyoming

MONDAY



**757** 📄: (Paper Session) - (ENT) **Learning, Knowledge Acquisition, and Knowledge Exploitation in Entrepreneurial Ventures**

12:20pm - 2:10pm Anaheim Convention Center: 205A

Chair: **Ming-Chi Lee**, Taiwan Pingtung Inst. of Commerce

Discussant: **Bjørn Willy Åmo**, Bodo Graduate School of Business  
Diversification of Knowledge Assets and Performance:

Evidence from Venture Capital Investments | **Sharon F. Matusik**, U. of Colorado, Boulder; **Markus A. Fitza**, U. of Colorado, Boulder

📄 International Knowledge and the Growth(s) of the Firm | **Lucia Naldi**, Jönköping Int'l Business School; **Per Davidsson**, Queensland U. of Technology

➔ 🗣️ Transferable Experience and Learning in International Entrepreneurial Firms | **Dilene Crockett**, Northeastern State U.; **Susanna Khavul**, U. of Texas at Arlington

Exploration and Exploitation as Learning Strategies: Associations with Entrepreneurial Knowledge | **Diamanto Politis**, Lund U.; **Jonas Gabrielsson**, Lund U.

**758** 📄: (Paper Session) - (ENT) **Industry Emergence and Entrepreneurial Action**

12:20pm - 2:10pm Anaheim Convention Center: 205B

Chair: **Grid Thoma**, CESPRI - Bocconi U.

Discussant: **Zun Tang**, Cornell U.

📄 Habitus, Symbolic Violence and Opportunity Constitution in the Canadian Cable Industry | **Kelly Thomson**, York U.

Industry Emergence: The Role of Meta-Institutions and Institutional Entrepreneurs | **Justin I. Miller**, New York U.; **Theresa K Lant**, New York U.

📄 Institutional Entrepreneurship and the Emergence of Hedge Funds: The Rich Historical Case | **Justin I. Miller**, New York U.

📄 Institutional Entrepreneurship and New Form Creation | **Shih-Chang Hung**, National Tsing Hua U.; **Richard Whittington**, Said Business School

**759** ➔ 📄: (Paper Session) - (ENT) **International Entrepreneurship 3: Linking Internationalization to Performance in Entrepreneurial Ventures**

12:20pm - 2:10pm Anaheim Convention Center: 206A

Chair: **Jörg Zimmermann**, Max Planck Institute of Economics, Jena  
Discussant: **Ilgaz Arikani**, Georgia State U.

🗣️ ➔ Refining the Link between Age at International Entry and Growth | **Vladislav Maksimov**, Georgia State U.

📄 SME Internationalization, Strategic Orientation, Organizational Systems and Firm Performance | **Timothy Pett**, Wichita State U.; **James A Wolff**, Wichita State U.

➔ Expanding the Resource and Market Reach for Enhancing SME Survival | **Hyunsuk Lee**, Seoul National U. of Technology; **Donna Kelley**, Babson College; **Jangwoo Lee**, Kyungpook National U.; **Sunghun Lee**, Korea National Oil Corporation

📄 THE ENTREPRENEUR'S GOAL ORIENTATION, VENTURE CAPITALIST INVOLVEMENT AND FIRM PERFORMANCE | **Frits Wijnbenga**, U. of Durham; **Dirk Van Dierendonck**, RSM Erasmus U.

**760** 📄: (Paper Session) - (ENT) **Capabilities, Competencies and Resources in Entrepreneurial Ventures**

12:20pm - 2:10pm Anaheim Convention Center: 206B

Chair: **Chien Sheng Richard Chan**, U. of Washington

Discussant: **James R. Dewald**, Haskayne School of Business, U. of Calgary

Entrepreneurship and Organizational Capabilities: An Extended Model and the Illustration | **Yuanyuan Wu**, McGill U.

📄 The Effect of Competence Exploration and Exploitation on Strategic Entrepreneurship | **Lida Kyrgidou**, Athens U. of Economics and Business; **Mathew Hughes**, U. of Nottingham; **Klas E. Soderquist**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

📄 Teamwork capability, relational capability and resource acquisition of new technology based firms | **Jan Brinckmann**, Loyola U. Chicago; **Martin Hoegl**, WHU - Otto Beisheim School of Management

📄 Resource Acquisition Mechanisms and Survival of Young Ventures in the Telecommunications Industry | **Berna Polat**, California State U. East Bay; **Sandip Basu**, California State U., East Bay; **C W L Hill**, U. of Washington

**761** 👁: (Paper Session) - (ENT) **Who Becomes an Entrepreneur and Why**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - ENT 1

Presented on panels 75-79

👁 📄 Transactive Life Story Schema and the Origins of Entrepreneurial Firms | **Peter Bryant**, Macquarie U., Sydney

👁 👁 📄 Why Individuals Leave Corporations to Become Entrepreneurs - Satisfaction versus Fit | **Kevin L. Johnson**, Baylor U.; **Cindy Wu**, Baylor U.

👁 📄 Who chooses to become an entrepreneur? The jack-off-all-trades in social and human capital | **Petra M. Moog**, U. of Siegen; **Uschi Backes-Gellner**, U. of Zurich

👁 📄 A Model of the Impact of Disability Attributes on Career Utility and Entrepreneurial Intentions | **Clay Dibrell**, Oregon State U.; **David C. Baldrige**, Oregon State U.; **Donald O. Neubaum**, Oregon State U.

**762** 📄 🗣️ ➔ 🗣️ JS: (ENT, GDO, MED) **Educational Initiatives for the Entrepreneurial Success of Women**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon J

Organizer: **Sandra Fielden**, U. of Manchester

Chair: **Sandra Fielden**, U. of Manchester

Discussant: **Sandra Fielden**, U. of Manchester

Coordinator: **Dorothy Perrin Moore**, Emeritus Professor of Business Administration, The Citadel

WITEC—A Flexible College Entrepreneurship Certification Program for Women in Transition | **Dorothy Perrin Moore**, Emeritus Professor of Business Administration, The Citadel; **G.Dale Meyer**, Emeritus Distinguished Professor, Deming Center for Entrepreneurship

The Role of Case Studies in Encouraging or Discouraging Women's Entrepreneurship | **Mary C. Mattis**, The Wallace Foundation; **Leslie Levin**, Marymount Manhattan College  
Tailored E-Coaching (TEC) for Female Entrepreneurs | **Sandra Fielden**, U. of Manchester; **Carianne Melissa Hunt**, U. of Manchester; **Marilyn Davidson**, U. of Manchester



Women and Indigenous Entrepreneurs in Australia--Is Disadvantage to Their Advantage? | **Glenice Wood**, Ballarat U.

Case Application: Myth Versus Reality in Succeeding--Must Have Tools | **Dolores M. Gill**, Boen & Gill

*Presenters:* **Mary C. Mattis**, The Wallace Foundation; **Dorothy Perrin Moore**, Emeritus Professor of Business Administration, The Citadel; **Glenice Wood**, Ballarat U.; **Dolores M. Gill**, Boen & Gill; **Marilyn Davidson**, U. of Manchester

**763** 🗨️📄: (Paper Session) - (GDO) **Invisible Diversity: Exploring the Work and Career Outcomes of Lesbian, Gay and Bisexual Employees**

12:20pm - 2:10pm Hilton Anaheim: Malibu

*Chair:* **Robin Church**, Ryerson U.

*Discussant:* **James Tan**, St. Cloud State U.

📄 The Effects of Heterosexism on the Job Involvement and the OCB of Gay and Lesbian Employees | **Robin Church**, Ryerson U.; **You-Ta Chuang**, York U.

🗨️📄 Come Out, Come Out Wherever You Are? An Examination Of Disclosure At Work In An E I T Context | **Donna Capodacqua**, Touro U. International; **Stephen P Fitzgerald**, TUI U.; **Barbara A Wech**, U. of Alabama Birmingham; **Robyn A. Berkley**, Southern Illinois U., Edwardsville

📄 Exit Stage Left: Reconsidering the Career Paths of Gay, Lesbian, and Bisexual Workers | **David M. Kaplan**, Saint Louis U.

**764** 🗨️📄: (Paper Session) - (GDO) **Understanding the Work-Family Interface: Values, Roles, Social Support, and Hierarchy**

12:20pm - 2:10pm Hilton Anaheim: Redondo

*Chair:* **Jessica Bagger**, California State U. Sacramento

📄 The Interactive Effects of Role Salience and Gender on the Constructs of Work Family Interface | **Bradley Paul Owens**, U. of Washington; **Lori L Wadsworth**, Brigham Young U.; **Alex L. Rubenstein**, U. of Washington

📄 Investigating Gender-Role Orientation among Social Support, Work-Family Balance, and Job Performance | **Christopher J. Mathis**, Jackson State U.; **Robert G. DelCampo**, U. of New Mexico; **Dewayna A. Cates**, Jackson State U.

🗨️📄 Valuing Money More Than People: The Effects of Materialism on Work-Family Conflict | **Mark Promislo**, Temple U.; **John R. Deckop**, Temple U.

🗨️📄 Exploring the differential work/family interface experiences of high-level and low-level workers | **Marco DiRenzo**, Drexel U.; **C. Melissa Fender**, Drexel U.

📄 Work Family Conflict, Performance and Turnover Intent: What Kind of Support Helps? | **Lori A. Muse**, California State U. Fullerton

**765** 🗨️📄JS: (GDO, OB, CM) **Advances in Team Diversity Research: Beyond the Input-Process-Output Model of Team Dynamics**

12:20pm - 2:10pm Hilton Anaheim: San Clemente

*Chair:* **Lisa M. Leslie**, U. of Minnesota

*Discussant:* **Bernardo M. Ferdman**, Alliant International U.

The Dynamics of Group Faultlines: Triggers and Subgroup Size | **Dora C. Lau**, Chinese U. of Hong Kong; **J. Keith Murnighan**, Northwestern U.

Putting Differences in Context: The Role of Status and Cooperation in Team Diversity Research | **Lisa M. Leslie**, U. of Minnesota

Team Member Diversity and Asymmetries in Physiological Reactions to Conflict | **Frank De Wit**, Leiden U.; **Karen A. Jehn**, Leiden U.

Employee Voice in Culturally Diverse Management Teams | **Christian Troester**, Erasmus U. Rotterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam

**766** 🗨️📄: (Paper Session) - (HCM) **Knowledge Sharing, Learning and Quality of Care**

12:20pm - 2:10pm Anaheim Marriott: Platinum 7

*Chair:* **Naresh Khatri**, U. of Missouri, Columbia

*Discussant:* **Kiki Nocella**, U. of California at Riverside

🗨️📄 Clinical documentation: implications for health care quality and cost | **Ruthann Russo**, DJ Iber Publishing; **Stephen P Fitzgerald**, TUI U.

**HCM Best Theory-to-Practice Paper Nominee**

🗨️📄 Knowledge Sharing Networks Related to Hospital Quality Measurement & Reporting | **Pavani Rangachari**, Medical College of Georgia

**Winner of HCM Division Best Paper Based on a Dissertation Award**

📄 An Examination Self Identity and Learning Styles within the Home Health Care Setting | **Margo Kraft**, Case Western Reserve U.

**HCM Best Paper Based on a Dissertation Nominee**

📄 An Investigation of Physician-Patient Knowledge Sharing based on Social Cognitive Theory | **Feng-Yan Kuo**, National Sun Yat-Sen U.; **Chiung-Wen Hsu**, Cheng-Shiu U.; **Li-Chun Huang**, Ming-Chuan U.; **Hsiu-Chia Ko**, Chaoyang U. of Technology, Taiwan

**767** 🗨️📄: (Paper Session) - (HCM) **Innovation and Organizational Transformation**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - HCM

*Presented on panels 29-34*

🗨️📄🗨️📄 Asking the right questions: Institutionalization processes of three nursing specialties | **Carol L. Chau**, Finger Lakes Health

🗨️📄 Implementing innovative practices in health care: a framework for measuring implementation success | **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs; **Jill A Marsteller**, Johns Hopkins U.

🗨️📄 Diffusion of Quality Improvement Processes Within the Healthcare System: Why Physicians Resist? | **Gouri Gupte**, U. of Alabama at Birmingham; **Barbara A Wech**, U. of Alabama Birmingham

🗨️📄 Diffusion and Innovation of New Technologies in Community Health Centers: A Case Study | **Oliver John Droppers**, Portland State U.; **Sherril B Gelmon**, Portland State U.

🗨️📄 The Effects of Physicians' Personal Characteristics on Innovation Readiness in Taiwan's Hospitals | **Chung-sheng Lai**, Kaohsiung Medical U., College of Medicine; **I-Heng Chen**,

MONDAY

Institute of Human Resource Management, National Sun Yat-sen U.; **Yun-Ping Lee**, Institute of Human Resource Management, National Sun Yat-sen U.; **Heng-Yen Heidi Chang**, Purdue U. Indiana; **Ying-Tzu Lin**, Institute of Human Resource Management, National Sun Yat-sen U.

→ 🗨️ 📄 Knowledge Creation Strategies in the Hospital Sector | **Chen-Wei Yang**, Fooyin U.

**768** 🗨️ 📄 JS: (HCM, PNP) **Mapping the whole elephant: Understanding recent comprehensive systems change efforts**

12:20pm - 2:10pm Hilton Anaheim: Palos Verdes B

Organizer: **Kimberley Roussin Isett**, Columbia U.

Chair: **Kimberley Roussin Isett**, Columbia U.

Moderator: **Steven Kelman**, Harvard U.

Participants: **Betty Downes**, New Mexico Behavioral Health Purchasing Collaborative; **Saul Feldman**, United Behavioral Health; **James Ferris**, U. of Southern California; **Vijay Ganju**, Texas Department of Health and Human Services; **Rusty Selix**, California Council of Community Mental Health Agencies; **Cathleen Willging**, Behavioral Health Research Center of the Southwest

**769** 🗨️ 📄: (Paper Session) - (HR) **Legal Issues for Human Resource Management**

12:20pm - 2:10pm Hilton Anaheim: Coronado

Chair: **Elizabeth D. Scott**, Eastern Connecticut State U.

Discussant: **Richard A. Posthuma**, U. of Texas El Paso

📄 Applicant Black – White Differences on Situational Judgment Tests: They May Be Surprising | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Maury Allen Buster**, Alabama State Personnel Department

🗨️ 📄 Managing Workplace Romances: Best Practice Recommendations for HR Leaders | **Charles A. Pierce**, U. of Memphis; **Herman Aguinis**, U. of Colorado, Denver

📄 Human Resource Management Implications of Canada's Employment Equity Legislation (AA) for Women | **Harish C. Jain**, McMaster U.; **John Lawler**, U. of Illinois; **Akanksha Bedi**, McMaster U.

🗨️ Retaliation Suit? Not in My Shop – The Rise and the Implications as a Termination Deterrent | **Angela Miles**, North Carolina A&T State U.; **Marka Fleming**, North Carolina A&T State U.; **Arlise P. McKinney**, U. of North Carolina, Greensboro

**770** 🗨️ → 📄: (Paper Session) - (HR) **New Insights on Performance Appraisal**

12:20pm - 2:10pm Hilton Anaheim: Huntington C

Chair: **Laura Parks**, James Madison U.

Discussant: **Steve Scullen**, Drake U.

🗨️ 📄 For Whom is Frame-of-Reference Training Effective? The Motivational Role of Goal Orientation | **Erich C. Dierdorff**, DePaul U.; **Eric Alan Surface**, SWA Consulting Inc; **Kenneth G. Brown**, U. of Iowa

🗨️ → 📄 The Relationship between Performance Appraisal Reactions and Employee Outcomes | **Bard Kuvaas**, Norwegian School of Management

🗨️ → 📄 National Values, Performance Appraisal and Organizational Performance: A Study Across 21 Countries | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.

🗨️ Precarious Curves Ahead: The Effects of Forced Ranking on Job Performance | **Sue Hyun Moon**, U. of Toronto

**771** 🗨️ 📄: (Paper Session) - (HR) **Research on Job Design, Compensation, and Benefits**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - HR 1

Presented on panels 1-8

🗨️ 🗨️ The Role of Management in Job Design | **Timothy P. Munyon**, Florida State U.

🗨️ 📄 The Use of Self-Set Goals as an Impression Management Tactic: Antecedents and Consequences | **Scott Jeffrey**, U. of Waterloo; **Alan Webb**, U. of Waterloo; **Axel Schulz**, U. of Melbourne

🗨️ 🗨️ Deconstructing Interest Alignment: Employee Autonomy or Control through Pay for Performance? | **Mathias Carl-Johan Höglund**, Hanken Swedish School of Economics and Business Administration

🗨️ 🗨️ A Motivation-Based View on Human Resource Management and Performance | **Antoinette Weibel**, U. of Zurich; **Katja Rost**, U. of Zurich; **Margit Osterloh**, U. of Zurich

🗨️ 📄 Rewards, Surveillance, and Leadership: Cross-Level Effects on Employee Deviance and Citizenship | **Jane O'Reilly**, U. of British Columbia; **Jana L. Raver**, Queen's U.

🗨️ 📄 Compensation Management in Outsourced Organizations | **Danielle van Jaarsveld**, U. of British Columbia; **Yoshio Yanadori**, U. of British Columbia

🗨️ 📄 Merger and Acquisition Transactions and Executive Compensation: A Review of the Evidence | **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah

→ 🗨️ 📄 The Effects of Work-Life Bundles on Organizational Turnover and Productivity | **Nienchi Liu**, National Central U.; **Wen-Chung Liu**, National Central U.; **Chih-Yuan Wang**, National Central U.

**772** 🗨️ → 🗨️ 📄 JS: (HR, CM, CMS) **Up in the Air: How Airlines Can Improve Performance by Engaging their Employees**

12:20pm - 2:10pm Hilton Anaheim: Huntington B

Practitioner Discussants: **Patricia Friend** -International President, Association of Flight Attendants-CWA & **Jim Parker** -former CEO, Southwest Airlines.

Organizer: **Greg J Bamber**, Monash U., Melbourne, Australia

Chair: **David Finegold**, Rutgers U.

Participants: **Thomas A Kochan**, Massachusetts Institute of Technology; **Andrew von Nordenflycht**, Simon Fraser U.

**773** 🗨️ → 🗨️ 📄 JS: (HR, OB) **Building HRM Systems for High Involvement, High Performance Work Environments**

12:20pm - 2:10pm Hilton Anaheim: Huntington A

Chair: **Stanley M Gully**, Rutgers U.

Discussant: **John Mathieu**, U. of Connecticut, Storrs Contract Human Capital HR Architecture | **Bill Castellano**, Rutgers U.; **David P. Lepak**, Rutgers U., Dept. of HRM

Perceived Organizational Support as a Group-Level Phenomenon | **Lynn Shore**, San Diego State U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

High-Performance Work Systems, Job Satisfaction, and Absenteeism: An Individual-Level Analysis | **Christopher D.**

**Zatzick**, Simon Fraser U.; **Roderick D Iverson**, Simon Fraser U.; **Melissa McCrae**, Simon Fraser U.

High Involvement Management, Role Empowerment and Well-being | **Stephen J. Wood**, U. of Sheffield; **Lilian M. de Menezes**, Cass Business School

Influence of Shared Capitalism and Training on Employee Engagement and Responses to Shirking | **Stanley M Gully**, Rutgers U.; **Joseph Blasi**, Rutgers U.; **Jean Phillips**, Rutgers U.; **Richard B. Freeman**, Harvard U.; **Douglas Kruse**, Rutgers U.

*Participants:* **Bill Castellano**, Rutgers U.; **David P. Lepak**, Rutgers U., Dept. of HRM; **Lynn Shore**, San Diego State U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science; **Christopher D. Zatzick**, Simon Fraser U.; **Roderick D Iverson**, Simon Fraser U.; **Melissa McCrae**, Simon Fraser U.; **Stephen J. Wood**, U. of Sheffield; **Lilian M. de Menezes**, Cass Business School; **Joseph Blasi**, Rutgers U.; **Jean Phillips**, Rutgers U.; **Richard B. Freeman**, Harvard U.; **Douglas Kruse**, Rutgers U.

#### 774 → 📄: (Paper Session) - (IM) Institutional Context and Political Risks

12:20pm - 2:10pm Anaheim Marriott: Suite 304

*Chair:* **Kathleen Rehbein**, Marquette U.

*Discussant:* **Hein Bogaard**, U. of Michigan, Ann Arbor

→ Organizational Isomorphism and Corruption | **Bertrand Venard**, Audencia Nantes

🔗📄 How do Firms' Linkages with Government Reduce the Intensity of Government Corruption? | **David Huangche Weng**, UTD

#### Doug Nigh Award Finalist

→ The Role of Bribes, Entertainments, and Gifts in Ameliorating Market Imperfections | **Francis Sun**, U. of Western Ontario; **Shih-Fen S. Chen**, U. of Western Ontario

🔗→ Non-Economic Shocks and Socio-Cultural Spillover: The Case of September 11th | **Mazhar Islam**, U. of Minnesota; **Adam Fremeth**, U. of Minnesota; **Alfred Allen Marcus**, U. of Minnesota

#### 775 → 📄: (Paper Session) - (IM) Foreign Direct Investment I

12:20pm - 2:10pm Anaheim Convention Center: 212A

*Chair:* **Mikelle A. Calhoun**, Ohio State U.

*Discussant:* **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

→ 📄 Won't you invest in my country? Cross-national migration and foreign direct investment | **Exequiel Hernandez**, U. of Minnesota

→ 🗣️📄 The Influence of Resource Dependence Structures on M&As in an International Context | **Jason Whan Park**, U. of Pittsburgh; **Akie Iriyama**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh

→ 📄 Ownership, Economic Entrenchment and Allocation of Capital | **Johan E Eklund**, Jonkoping International Business School; **Sameeksha Desai**, Max Planck Institute of Economics

#### 776 → 📄: (Paper Session) - (IM) International Joint Ventures II

12:20pm - 2:10pm Anaheim Convention Center: 212B

*Chair:* **Jing Li**, Simon Fraser U.

*Discussant:* **Olga Petricevic**, Georgia State U.

🔗A local parent perspective on IJV controls and performance | **Dong Chen**, Loyola Marymount U.; **Seung Ho Park**, Samsung

Economic Research Institute & CEIBS; **Donghong Li**, Tsinghua U.

🔗→ Valuation Biases and the Persistence of International Joint Ventures | **Andreas Michael Klosssek**, Freiberg U.; **Klaus Meyer**, U. of Bath; **Michael C. Nippa**, Freiberg U.

→ 📄 IJV Performance and Management Control: A Contingent Approach | **Ming-Chang Huang**, Providence U.; **Yu-Ching Chiao**, National Chung-Hsing U.; **Chang-Sheng Hsieh**, Providence U.

🔗→ 📄 Is Experience Valuable in International Strategic Alliance | **Jung-Ho Lai**, National Taipei College of Business

#### 777 → 📄: (Paper Session) - (IM) MNC Strategy and Performance II

12:20pm - 2:10pm Anaheim Convention Center: 213A

*Chair:* **John D. Francis**, San Diego State U.

*Discussant:* **Robert D. Hamilton**, Temple U.

→ Global Outsourcing: Understanding the Effects of Cultural Versus Market Congruence on Performance | **Alaka N. Rao**, U. of California, Irvine

Antecedents of Cross Listing and their Performance Implications | **Sudhir Nair**, U. of Massachusetts, Amherst

→ International Orientation Marketing Mix and the Performance of International Firms | **Patricia Kraft**, U. of Regensburg; **Michael Dowling**, U. of Regensburg; **Roland Helm**, Friedrich-Schiller-U. Jena

🔗→ 📄 Does international strategy matter? | **Arjen van Witteloostuijn**, U. of Antwerp; **Desislava Dikova**, U. of Groningen; **Simon C Parker**, U. of Durham

#### 778 → 📄: (Paper Session) - (IM) International Growth and Diversification of MNC

12:20pm - 2:10pm Anaheim Convention Center: 213B

*Chair:* **Sharon D. James**, Ohio State U.

*Discussant:* **David J Collis**, Harvard U.

→ The Politics of Vertical Integration in Extractive Industries | **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign

→ 📄 Multinationality and Performance of Turkish Firms | **Nejat Capar**, Bilkent U.

How Local Firms Respond to the Competition from Multinational Enterprises? Evidence from China | **Xiaolan Feng**, Guanghua School of Management, Peking U.; **Changqi Wu**, Peking U.

🗣️→ 🗣️📄 A Typology of Business and Geographic Orientations of Corporate Foreign Divestitures | **Elitsa R. Banalieva**, Northeastern U.; **Michael D Santoro**, Lehigh U.

#### 779 → 📄: (Paper Session) - (IM) Resources and Capabilities of MNCs

12:20pm - 2:10pm Anaheim Convention Center: 213C

*Chair:* **Ping Deng**, Maryville U. of St. Louis

*Discussant:* **Kunal Banerji**, Eastern Michigan U.

🗣️📄 The Emergence and Evolution of Latecomer Multinationals; International Manufacturing Networks | **Xiaobo Wu**, School of Management, Zhejiang U.; **Rufei Ma**, Zhejiang U.; **Wei Zhang**, Zhejiang U.; **Jian Du**, Zhejiang U.

🔗🗣️→ 🗣️📄 The Market- and Stage-bound Firm-specific Advantages in Diversification of Developing Country MNCs | **Lin Yuan**, National U. of Singapore

📄 Organizational Efficiency, Firm Capabilities and Economic Organization of MNEs | **Peter Hwang**, National U. of Singapore; **Ajai S Gaur**, Old Dominion U.

➔ 🗣️📄 Performance impact of managerial competencies in internationalizing SMEs | **Manfred Fuchs**, U. of Graz, Austria; **Phillipp Kruse**, U. of Graz, Austria

### 780 🗣️: (Paper Session) - (IM) National Institution and Political Economy

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 65-74

🗣️➔ 🗣️📄 Host Country's Institutional Pressures and FIE's Strategic Responses: An Analysis of FIEs in China | **Sunwook Chung**, Cornell U.

🗣️📄 Institutional Relatedness and Strategic Responses to Institutional Demands in Transitional Economies | **Stephen Ko**, Hong Kong Polytechnic U.; **John E Butler**, U. of Hawaii at Manoa

➔ 🗣️📄 Predictors of "National Wealth": The Moderating Role of Entrepreneurial Activity | **Arun Madapusi**, U. of North Texas; **Derrick E. D'Souza**, U. of North Texas

➔ 🗣️📄 The Impact of Culture on Benefits of Ethics Codes: Evidence from China, North and South America | **Chris Robertson**, Northeastern U.; **K. Matthew Gilley**, St. Mary's U.; **Brad Olson**, U. of Lethbridge; **Yongjian Bao**, U. of Lethbridge; **Rivanda Teixeira**, Federal U. of Parana; **Xingfu Zhang**, Antai School of Management

🗣️➔ 🗣️📄 Institutional Duality and Subsidiary IE: Evidence from Taiwanese MNCs in China | **Hsiang-Lin Cheng**, Feng-Chia U., Taiwan; **Ming-Chang Huang**, Providence U.; **Mei-Hui Kuo**, China Productivity Center

➔ 🗣️📄 Public Policy's Impact on Globalization: Does Globalization Help Those That Help Themselves? | **Gayle Allard**, Instituto de Empresa; **Candace Agrella Martinez**, St Louis U.

➔ 🗣️📄 Comparative Institutional Systems: Education & the Nature of Work in Germany, Japan and the US | **Patricia Robinson**, Hitotsubashi U.; **Vesa Matti Peltokorpi**, HEC School of Management

➔ 🗣️📄 The French Conventions in Corporate Control: Trust, Law and Corporate Governance Reform | **Taeyoung Yoo**, Birkbeck College, U. of London

🗣️📄 Impact of Institutions and Information Sharing on SME's International Relationship Commitment | **Jessica Lindbergh**, The Royal Institute of Technology; **Sara Jonsson**, Royal Institute of Technology - KTH

### 781 : (Paper Session) - (IP) Effects of Work Context on Employee Attitudes

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 1

Facilitator: **Mark a Griffin**, U. of Sheffield

**OB**: Social Comparison and Job Satisfaction: The Mediating Effect of Justice Perception | **Jiseon Shin**, U. of Maryland, College Park; **Young Woo Sohn**, Yonsei U.

📄**OB**: How Individual Effort and Team Support Mediate the Relationship Between Commitment and Performance | **Dow Scott**, Loyola U. Chicago; **James W. Bishop**, New Mexico State U.

📄**OB**: Exploring Continuance Commitment: A Multidimensional Approach | **Kyle Groff**, U. of South Florida; **Benjamin Granger**, U. of South Florida; **Meng Taing**, U. of South Florida; **Erin Michelle Jackson**, U. of South Florida; **Russell E. Johnson**, U. of South Florida

🗣️📄**OB**: Big Brother: The Implications of Electronic Employee Monitoring on Employee Attitudes and Commitment | **Joy D.S. Papini**, Alliant International U.; **Patricia Denise Lopez**, Alliant International U.

### 782 : (Paper Session) - (IP) Insiders, Outsiders, Identity in Organization

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 10

Facilitator: **Larry Stimpert**, Colorado College

📄**CAR**: The Impact of Mentoring on Protégés' Personal Learning and Work-Family Enrichment | **Ho Kwong Kwan**, Drexel U.; **Yina Mao**, Chinese U. Hong Kong

📄**GDO**: Organizational Citizenship Behavior: The potential influence of social identity theory and status | **Jakari Griffith**, U. of Nebraska-Lincoln; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

🗣️📄**MOC**: How Time Brings Together "I" and "We": A Theory of Identification Through Memory | **Ozgur Ekmekeci**, George Washington U.; **Andrea Casey**, George Washington U.

➔ 📄**CAR**: The effect of perceived value in the decision to participate in study abroad programs | **Faye K Cocchiara**, Arkansas State U.; **Nareatha Studdard**, Arkansas State U.

🗣️📄**MOC**: Individual and Joint Effects of Prestige, Self-Determination, and Impact on Work-Related Outcomes | **Brian W. Swider**, Texas A&M U.; **Ryan D. Zimmerman**, Texas A&M U.; **Wendy R. Boswell**, Texas A&M U.; **Andrew T. Hinrichs**, Texas A&M U.

🗣️📄**GDO**: Refocusing Inclusion, revisiting integration, and relocating power: A conceptual framework | **C. Greer Jordan**, Case Western Reserve U.

### 783 : (Paper Session) - (IP) Justice and Trust

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 11

Facilitator: **Ethan Burris**, U. of Texas, Austin

📄**CM**: Organizational Practices, Changes in Fairness Perceptions, and Employee Outcomes | **Tae-Yeol Kim**, City U. of Hong Kong; **Xiao-Wan Lin**, City U. of Hong Kong; **Hanxiao Zhang**, City U. of Hong Kong

🗣️📄**CM**: Hunting The Devil in the Details: Form-Adhesive Contracts & Dispute Resolution in Organizations | **Zev J. Eigen**, MIT Sloan School of Management

**CM**: Exploring crisis from a receiver perspective | **Tomasz A. Fediuk**, Illinois State U.; **W. Timothy Coombs**, Eastern Illinois U.; **Isabel C. Botero**, Illinois State U.

🗣️📄**CM**: The failure of fairness: Uncertainty matters | **Sreedhari D. Desai**, U. of Utah; **Harris Sondak**, U. of Utah; **Kristina Diekmann**, U. of Utah

📄**CM**: Delivering Bad News: How One Form of Injustice Spawns Another | **James J. Lavelle**, U. of Texas, Arlington; **Robert Folger**, U. of Central Florida

### 784 : (Paper Session) - (IP) Entrepreneurial Life Cycles

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 12

Facilitator: **Lida Kyrgidou**, Athens U. of Economics and Business



- 📖 **ENT**: Entrepreneurial Exit Strategy: Exploring the Decision to Exit by Trade Sale | **Sally Davenport**, Victoria U. of Wellington
- 📖 **ENT**: Managing Change in the White Space: Building Entrepreneurial Transfer Capacity | **Bert Alan Spector**, Northeastern U.; **Henry W Lane**, Northeastern U.
- 📖 **ENT**: Letting go to grow – empirical findings on a hearsay | **Ludwig Voll**, RWTH Aachen U.; **Annas Abedin**, RWTH Aachen U.; **Rüdiger von Nitzsch**, RWTH Aachen U.
- 📖 **ENT**: Knowledge Building Trajectories and the Design of Organizational Boundary Spanning Activities | **Dzidziso Samuel Kamuriwo**, Cass Business School, City U.
- 🗣️ **ENT**: Dynamic Wage Strategies to Retain Would-Be Entrepreneurs | **David C Croson**, Southern Methodist U.
- ODC**: The effect of service type on market entry and long-term success of previously internal services | **Norbert Bach**, Justus-Liebig U. Giessen; **Torsten Biemann**, Jacobs U. Bremen

### 785 : (Paper Session) - (IP) Institutional Theory & Underlying Processes

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 2

Facilitator: **Bryant A Hudson**, Florida Atlantic U.

- ➔ 📖 **OMT**: Theorization Processes in Contested Fields: Reshuffling Institutional Logics in Dutch Childcare | **Patrick Vermeulen**, Tilburg U.; **Shahzad Mumtaz Ansari**, Erasmus U.; **Joerg Raab**, Tilburg U.; **Aafke Raaijmakers**, Tilburg U.
- OMT**: Decoupling and Institutionalization: The Ambiguity in Neoinstitutional Theory Revisited | **Yuan Li**, U. of Southern California
- OMT**: When Do Managers Peek? A Study of the Link between Three Types of Uncertainty and Mimetic Action | **Anders Ryom Villadsen**, U. of Aarhus; **Jesper Hansen**, U. of Aarhus, School of Economics and Management; **Niels Peter Mols**, U. of Aarhus, School of Economics and Management
- 🗣️ **OMT**: A Necessary Impediment? The Role of Interest in Institutional Entrepreneurship | **Laura Singleton**, Boston College
- 📖 **OMT**: Determinants of Real and Rhetoric Change: Identities, Institutions and Fashions | **Giuseppe Delmestri**, Bergamo U.; **Stefano Basaglia**, Università Bocconi
- 📖 **OMT**: Revisiting the Institutionalization Process | **Jill Ann Brown**, Lehigh U.; **Peter T. Gianiodis**, Clemson U.

### 786 : (Paper Session) - (IP) Corporate Governance

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 3

Facilitator: **Michael G. Hendron**, U. of Texas, Austin

- 📖 **BPS**: Market Signaling and CEO Dismissal: The Stock Market Response to CEO Replacement Choice | **Margarethe F Wiersema**, U. of California, Irvine; **Thomas P. Moliterno**, U. of South Carolina; **Mark Washburn**, U. of California, Irvine
- ➔ 📖 **BPS**: Internationalisation of Corporate Governance Mechanisms and its Performance Effects | **Sven-Olof Collin**, Kristianstad U.; **Elin Smith**, Kristianstad U.; **Pernilla Broberg**, Kristianstad U.; **Timurs Umans**, Kristianstad U.; **Torbjörn Tagesson**, Kristianstad U. College
- 📖 **BPS**: CEO Influence, Independent Directors' Knowledge and Impact on Corporate Board | **Zhonghua Wu**, National U. of Singapore

**BPS**: The Paradox of CEO Contingent Compensation: A Prospect Theory Perspective | **Joshua Reece Aaron**, East Carolina U.; **Louis Marino**, U. of Alabama; **Brandon Cline**, Clemson U.

**BPS**: Dominant Shareholders' Dilemma: To Exercise Their Power or Not | **Manely Sharifian**, Concordia U.; **Rein Peterson**, York U.; **Catalin Ratiu**, Concordia U.

➔ 📖 **BPS**: Firms' Backward-looking and Forward-looking Search Behavior and Leader's Social Cognition | **Weiru Chen**, INSEAD; **Weiling Hsu**, INSEAD

### 787 : (Paper Session) - (IP) Organizational Change, Innovation, and Structure

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 4

Facilitator: **Leonel Prieto**, Texas A&M International U.

- 📖 **BPS**: On the Social Nature of Strategic Lock-in: The Role of Organizational Contextuality | **Jochen Koch**, Freie Universität Berlin
- ➔ 📖 **BPS**: Management Innovation and Leadership | **Ignacio G. Vaccaro**, RSM Erasmus U.; **Justin J.P. Jansen**, RSM Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.
- 📖 **BPS**: Managing Radical Change through Narration based on Tests | **Aurelie Delemarle**, Ecole Nationale des Ponts et Chaussées
- OMT**: The Dark Side of Growth: A Process Model of Exploitation and Exploration in Organizational Decline | **Achim Schmitt**, HEC Geneva
- BPS**: The Critical Roles of Trust and Justice in Effective Organizational Strategic Alliances | **Kim Gower**, Virginia Commonwealth U.; **Nicole Younghye Kim**, Virginia Commonwealth U.

### 788 : (Paper Session) - (IP) Paths of Management Development

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 5

Facilitator: **Bert Alan Spector**, Northeastern U.

- MH**: Women issues to Wonder Woman: Contributions made by the students of Hugo Munsterberg | **Leon Christopher Prieto**, LSU
- 📖 **MH**: Billy Wilder's "The Apartment" and the Changing Popular Image of Corporate Life | **Bert Alan Spector**, Northeastern U.
- 📖 **MH**: Theory and History. Remarks from Fisher Body - General Motors Case | **Didier Chabaud**, Ecole de Management de Normandie; **Olivier Germain**, Normandy Business School
- MH**: Classic Roots of Corporate Governance: Social and Institutional Aspects | **Natalya Totskaya**, Concordia U.
- MH**: Emile Durkheim and Herbert Spencer: The Sociological Roots of Modern Corporate Governance | **Joel F. Bolton**, Oklahoma State U.
- 📖 **MH**: Paradigm Drift: Reevaluating "Consensus" in Management | **Paresh Mishra**, Indiana U.

### 789 : (Paper Session) - (IP) Non-profit Organizations: Theory and Qualitative

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 6

- 🗣️ **PNP**: Complexity science and new ways of knowing nonprofit strategic management | **Laurie E. Paarlberg**, U. of



North Carolina-Wilmington; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis

🗨️📄 **PNP: Managerialism in Non-profit Organizations: A Conceptual Framework Asking New Questions** | **Michael Meyer**, Vienna U. of Economics and Business Administration; **Julia Brandl**, Vienna U. of Economics and Business Administration; **Florentine Maier**, Vienna U. of Economics and Business Administration; **Reinhard Millner**, Vienna U. of Economics and Business Administration

**PNP: The Use of Incentives in Nonprofit Organizations** | **Gerhard Speckbacher**, Vienna U. of Economics and Business Administration

📄 **PNP: Performance Measurement in Nonprofit Organizations: A Case from Tourism Industry** | **Tanvi Kothari**, Temple U.; **Yunxuan Han**, Temple U.

### 790 : (Paper Session) - (IP) IT Systems Development and Governance Issues

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 7

Facilitator: **Gwanhoo Lee**, American U.

🗨️➔📄 **OCIS: Use and Impact of Mobile Ticketing Technologies for Revenue Management** | **Ting Li**, Rotterdam School of Management Erasmus U.; **Eric van Heck**, Erasmus U., Rotterdam; **Peter Vervest**, RSM Erasmus U.

📄 **OMT: Governance Adaptation under the Interactional Impact of Regulatory and Institutional Forces** | **Bongjin Kim**, U. of Texas, San Antonio; **Katsuhiko Shimizu**, U. of Texas, San Antonio; **John E Prescott**, U. of Pittsburgh

📄 **OCIS: Information Technology Training, Usage and Organizational Performance** | **Nilesh Saraf**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.

📄 **OCIS: Technical, organisational and cognitive barriers in profiling** | **Ana Isabel Canhoto**, Henley Management College

**OCIS: We Govern, Therefore We Are Secure: Effects of IT Governance on Information Security Services** | **Yu Wu**, U. of North Texas

🗨️ **TIM: Leadership and Strategic Process Innovation: The Adoption of E-Business Capabilities** | **Kristina Steffenson McElheran**, Kellogg School of Management

### 791 : (Paper Session) - (IP) Merit Systems and Employee Incentives

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 8

Facilitator: **Kimberly K. Merriman**, Penn State Great Valley U.

🗨️📄 **OCIS: Relative Wage Differences and Career Transitions of Female and Male IT Professionals** | **Damien Joseph**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.; **Sandra Slaughter**, Georgia Institute of Technology

**OCIS Division Best Interactive Paper Award - Finalist**

**HR: Pay for Performance Design and Implementation in China's Non-Public Enterprises** | **Qi Wei**, City U. London

📄 **HR: When Diagnosis Does Not Always Mean Disability: The Challenge of Employees with ADHD.** | **Eric Patton**, Saint Joseph's U.

➔📄 **HR: The Adoption and Design of Performance-Based Pay under Institutional Change** | **Sung-Choon Kang**, Seoul National U.; **Yoshio Yanadori**, U. of British Columbia

📄 **HR: The Role of Benefit and Family Time Changes in Repatriate Adjustment** | **Stephanie Thomason**, U. of Tampa

**HR: The Impact of Recognition Climate on Service Employees and Customers' Loyalty** | **Guillermo Gustavo Wilches**, U. of Waterloo

### 792 : (Paper Session) - (IP) Workforce, Climate and Healthcare Outcomes

12:20pm - 2:10pm Hilton Anaheim: Mezzanine 9

Facilitator: **Reid Oetjen**, U. of North Florida

➔📄 **HCM: Intrinsic Motivation of Organ Transplant Coordinators in Europe and Japan** | **Yoko Uryuhara**, Kobe U.; **Norio Kambayashi**, Kobe U.; **Tomoaki Shimada**, Kobe U.

📄 **HCM: Toward a Better Understanding of Trust on Outcomes: The Case of Patient-Physician Encounters** | **Yin-Yang Lee**, I-Shou U. / YongKang Veterans Hospital, Taiwan; **Julia L. Lin**, I-Shou U., Taiwan

➔📄 **HCM: Job Satisfaction, Turnover Intention, Burnout, Performance, and OCB among Nurses in China** | **Louise Tourigny**, U. of Wisconsin, Whitewater; **Vishwanath V. Baba**, McMaster U.; **Jian Han**, CEIBS; **Xiaoyun Wang**, U. of Manitoba

📄 **HCM: Reaping the Benefits of Employee Trust: Social Responsibility Outcomes in the Health Care Industry** | **Alan D. Boss**, U. of Maryland, College Park; **Benjamin B. Dunford**, Purdue U.; **Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Regional Healthcare System

**MOC: Organizational Sincerity: Unlocking Human Capital through Meaning and Trust** | **Rhett Andrew Brymer**, Texas A&M U.

**HCM: The Dynamics of Time-pressured Diagnostic Problem-solving: A Novel Feedback Model** | **J. Bradley Morrison**, Brandeis U.; **Jenny W. Rudolph**, Harvard Medical School; **John S. Carroll**, Massachusetts Institute of Technology

### 793 🗨️ : (Paper Session) - (MC) Management consulting methodologies.

12:20pm - 2:10pm Anaheim Marriott: Platinum 3

Chair: **Michel Peron**, ISEOR / U. of Paris Sorbonne

Discussant: **Alberto Zanzi**, Suffolk U.

🗨️ Intentions and the attainment of strategic performance : from discourse to action | **Veronique Zardet**, ISEOR, U. of Lyon 3; **Henri Savall**, ISEOR, U. of Lyon 3

🗨️ An Integrated Framework and Application of Two Management Consulting Protocols: SEAM and Six Sigma | **Lawrence Lepisto**, Central Michigan U.; **Randall Hayes**, Central Michigan U.; **Burke Charles**, Central Michigan U.

🗨️🗨️ The Outer Limits of Toxic Organizational Behavior: Corporate Trauma and Disturbed Leadership | **Alan Goldman**, Arizona State U.

🗨️➔🗨️ Business Model: a holistic scorecard for piloting firm internationalization and knowledge transfer | **Stephanie Hurt**, Meredith College

### 794 📄 : (Paper Session) - (MED) What is Known about Teaching Entrepreneurship and Developing Entrepreneurs?

12:20pm - 2:10pm Anaheim Convention Center: 211B

Chair: **Marilyn L Taylor**, U. of Missouri-Kansas City

Discussant: **Jerry Kopf**, Radford U.

📖 Teaching Entrepreneurship in a Synchronous Online Setting: Does Participation Matter? | **Amy Kenworthy-U'Ren**, Bond U.; **Baden B.T. U'Ren**, Bond U.

📖 Regional Growth: Model for Entrepreneurship Education in Regions | **Christian Vintergaard**, Øresund Entrepreneurship Academy; **Kåre Sven Moberg**, Øresund Entrepreneurship Academy; **Lene Vestergaard**, Øresund Entrepreneurship Academy

📖 Empowerment Through Enterprising Competencies. A Research Based Developmental Program | **Marco Van Gelderen**, Massey U. New Zealand

Creation and Dissemination of the Entrepreneurship Concept in Brazil: Language, Ideology and Power | **Alessandra Mello Costa**, EBAPE-FGV; **Denise Franca Barros**, EBAPE-FGV; **Paulo Emilio Martins**, Fundação Getulio Vargas - Rio

### 795 📖🗣️SHCS: (MED, ODC) The Shifting Landscape of Executive Education

12:20pm - 2:10pm Hilton Anaheim: Pacific Pavilion B

Chair: **Jay Conger**, Claremont McKenna College

### 796 🗣️➔📖JS: (MH, ODC, MC) Asking the Right Questions: The Impact and Legacy of Blake and Mouton's Managerial Grid

12:20pm - 2:10pm Anaheim Marriott: Elite 1

Chair: **Peter Sorensen**, Benedictine U.

Presenters: **Therese F. Yaeger**, Benedictine U.; **Larry E. Greiner**, Marshall School of Business; **Rachel McKee**, Grid International; **David Coghlan**, Trinity College Dublin

Participant: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg

### 797 ➔🗣️📖: (Paper Session) - (MOC) Building Individual Trust and Organizational Reputations

12:20pm - 2:10pm Anaheim Marriott: Elite 2

Chair: **Craig E. Carroll**, U. of North Carolina, Chapel Hill

Discussant: **Gary A. Ballinger**, U. of Virginia

📖 Borrowing the Trusted Ties of Others to Build Managerial Peer Reputation | **Sze-Sze Wong**, Nanyang Technological U.; **Wai Fong Boh**, Nanyang Technological U.

🗣️ The Experiential Grounding of Initial Trust Development in Organizations | **Christopher Jay Roussin**, Suffolk U.

➔ The Forest and the Trees: A Socio-cognitive Perspective on Organizations' Collective Reputation | **Elena Dalpiaz**, Bocconi U.; **Davide Ravasi**, Bocconi U.

The Impact of Organizational Identity Expressions on Stakeholders' Perceptions of an Organization | **Mignon Van Halderen**, Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.

### 798 📖: (Paper Session) - (MOC) The Impact of Emotions on Individuals, Teams and Organizations

12:20pm - 2:10pm Anaheim Convention Center: 209B

Chair: **Dale E. Rude**, U. of Houston

Discussant: **Alice A. Obermiller**, U. of Chicago

📖 Re-Examining the Attribution-Emotion-Behavior Framework in the Context of Unethical Behavior | **Paul Harvey**, U. of New Hampshire; **Mark J. Martinko**, Florida State U.; **Nancy Borkowski**, Florida International U.

🗣️📖 The Effects of Social Sharing of Emotions within a Group | **Inju Yang**, U. College Dublin; **Aidan Kelly**, U. College Dublin

The Path from Employee Hostility and Envy to the Secret Pleasures of Schadenfreude and Pride | **Paul Harvey**, U. of New Hampshire; **Marie T. Dasborough**, U. of Miami

🗣️📖 Emotion Expression and Decision Makers' Response to Threat | **Olivia Amanda O'Neill**, U. of Georgia; **Laura J. Stanley**, U. of Georgia

Toward the Emotion of Institutional Persistence and Change: A Regret Theory Perspective | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

### 799 📖: (Paper Session) - (MOC) Five insights on Leadership: Positive Forms, Environmental Actions, Sensemaking, Obligations & Goals

12:20pm - 2:10pm Anaheim Convention Center: 210A

Chair: **Kim T. Hinrichs**, Minnesota State U., Mankato

Discussant: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

Positive Forms of Leadership: A Qualitative Exploration at the Strategic Leadership Level | **Daina Mazutis**, U. of Western Ontario

📖 The Action Logics of Environmental Leadership: A Developmental Perspective | **Olivier Boiral**, Laval U.; **Mario Cayer**, Laval U.; **Charles Baron**, Laval U.

A Theoretical Examination of Sensemaking and Embodied Processes in a Leadership Context | **Alison O'Malley**, U. of Akron; **Samantha Ritchie**, U. of Akron; **Robert G. Lord**, U. of Akron; **Jane Brodie Gregory**, U. of Akron; **Candice Young**, U. of Akron

📖 Leadership, Human Resource Management and the Content of the Psychological Contract | **Patrick Christopher Flood**, Dublin City U.; **Nagarajan Ramamoorthy**, U. of Houston, Victoria; **Aoife McDermott**, Dublin City U.; **Edel Conway**, Dublin City U.

🗣️ Enhancing Leadership Theories with Goal Structure | **Andrew M. Carton**, Duke U.

Winner of MOC Best Student Paper Award

### 800 🗣️📖: (Paper Session) - (MOC) Leadership Sense-Making, Intuition, and Actions in Threat, Crisis, and Turnaround.

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - MOC 1

Presented on panels 9-12

🗣️📖 Top Management Team Cognition in Turnaround: Antecedents and Consequences | **Xin Liang**, U. of Minnesota, Duluth; **Vincent L. Barker**, U. of Kansas

🗣️ Surprise and Sensemaking: How Externally-Hired College Presidents Make Sense and Give Sense | **Ryan Smerek**, U. of Michigan

🗣️ Intuition in Highly Structured Decision Environments | **Sean Breen**, Dublin Institute of Technology; **Phil Hanlon**, Dublin Institute of Technology

🗣️📖 When the Going Gets Tough! The Use and Perception of Rhetoric of Crisis | **Daan Stam**, Erasmus U., Rotterdam; **Barbara Van Knippenberg**, Vrije U.

### 801 🗣️📖: (Paper Session) - (MOC) Knowledge and Creativity

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - MOC 2

Presented on panels 13-16

- 👁️ The Relationship between Tacit Knowledge and Organizational Performance: A Memory-based Approach | **Lorenzo Bizzi**, HEC Montreal
- 👁️ Human/Structural Capitals, and Knowledge Transfer Performance - Relational Capital as a Mediator | **Hsi-An Shih**, National Cheng Kung U.; **Su-Yueh Yang**, National Cheng Kung U.
- 👁️ Uncovering the Tacit Knowledge: A Model of Multi-Level Knowledge Creation | **Burak Koyuncu**, Instituto de Empresa
- 👁️ Telescoping: Enabling Groups to Achieve Creative Decisions with High Consensus and Commitment | **Min Basadur**, McMaster U.; **Timothy Mark Basadur**, U. of Illinois, Chicago

**802** 📄 SHCS: (MOC, OB, CAR) **Who am I? Who are you? Who are we?: Relationships, Identity, and Work**

12:20pm - 2:10pm Hilton Anaheim: California Pavilion B

Organizer: **Daniel L. Morrell**, U. of South Carolina

Chair: **David M. Sluss**, U. of South Carolina

Discussant: **Shelley Brickson**, U. of Illinois, Chicago

Understanding identification in organizations: The role of self-concept orientation | **Danielle Cooper**, U. of North Texas; **Sherry M Thatcher**, Independent Researcher

Multiple roles at work: A relational identity perspective |

**Brianna Barker Caza**, UIUC; **Arran Caza**, U. of Illinois at Urbana-Champaign

Relational identity at the boundaries: A qualitative study |

**Mamta Bhatt**, Boston College; **Mary Ann Glynn**, Boston College

Exploring how lower and higher order attachments interact:

The case of lift outs | **Najung Kim**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, Boston College

Relational identification: Antecedents and consequences |

**David M. Sluss**, U. of South Carolina; **Daniel L. Morrell**, U. of South Carolina; **Blake E. Ashforth**, Arizona State U.

Presenters: **Blake E. Ashforth**, Arizona State U.; **Mamta Bhatt**, Boston College; **Arran Caza**, U. of Illinois at Urbana-Champaign; **Brianna Barker Caza**, UIUC; **Danielle Cooper**, U. of North Texas; **Mary Ann Glynn**, Boston College; **Najung Kim**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, Boston College; **Sherry M Thatcher**, Independent Researcher

**803** 📄: (MSR) **MSR "Pipeline" Paper Workshop**

12:20pm - 2:10pm Anaheim Marriott: Platinum 10

Organizers: **Margaret Benefiel**, Andover Newton Theological School; **Kathy Lund Dean**, Idaho State U.; **Keiko Krahnke**, U. of Northern Colorado; **Debu Mukerji**, Macquarie U.; **Arthur L. Jue**, U. of Phoenix / Oracle Corp.; **Jane Schmidt-Wilk**, Maharishi U.

**804** 📄: (Paper Session) - (OB) **When Emotions Hurt**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Neil Diarmuid Walshe**, U. of London

Discussant: **S. Douglas Pugh**, U. of North Carolina, Charlotte

Why Are You Unhappy: The Mediating Role of Burnout Between Job Characteristics and Life Satisfaction | **Yang Yang**, Shanghai Jiao Tong U.

📄 Emotional Labor and Work Performance: Job Satisfaction, Burnout, and Supervisory Support | **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong; **Qing Hu**, Weifang Medical College; **Jianan Zhong**, Zhejiang U.

📄 Why Are Negative Emotions Harmful? The Mediating Role of Toxic Emotional Experiences | **Tina Kiefer**, U. of London; **Laurie J. Barclay**, Wilfrid Laurier U.

➔ 📄 Emotional Labor in China: Examining Moderators and Consequences of the Emotional Labor Process | **Ashley E. Nixon**, U. of South Florida; **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Xichao Zhang**, Beijing Normal U.

**805** 📄: (Paper Session) - (OB) **Creating Creativity**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon B

Chair: **Sarah Harvey**, U. College London

Discussant: **Jennifer Mueller**, U. of Pennsylvania

📄 Brainstorming, Goals, and Idea Generation: A Field Study | **Robert Litchfield**, Washington and Jefferson College; **Jinyan Fan**, Hofstra U.; **Vincent R Brown**, Hofstra U.

📄 Expertise Dissimilarity and Creativity: Can Sharing Tacit and Explicit Knowledge Enhance Creativity? | **Xu Huang**, Hong Kong Polytechnic U.; **JJ Po-An Hsieh**, Hong Kong Polytechnic U.; **Wei He**, Hong Kong Polytechnic U.

📄 The Effect of Time Management on Affect and Daily Creativity: A Diary Study | **Flora Beeffink**, Technische U. Eindhoven; **Wendelien Van Eerde**, U. of Amsterdam Business School; **Christel G. Rutte**, Technische U. Eindhoven

Creativity: A Review and Research Agenda | **Christina Sue-Chan**, The City U. of Hong Kong; **Paul S. Hempel**, City U. of Hong Kong

**806** 📄: (Paper Session) - (OB) **Psychological Contracts: New Developments**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon C

Chair: **Joseph Broschak**, U. of Arizona

Discussant: **Mark C. Bolino**, U. of Oklahoma

📄 The Moderating Role of Contract Replicability in Psychological Contract Research | **Thomas Ng**, U. of Hong Kong; **Marcus M. Butts**, U. of Texas, Arlington; **Robert J. Vandenberg**, U. of Georgia

📄 Expectations Versus Promises As The Basis Of Employee Psychological Contract Fulfillment | **Anjali Chaudhry**, Saint Xavier U.; **Sandy J. Wayne**, U. of Illinois, Chicago

📄 The Moderating and Mediating Role of Organizational Trust and Psychological Contract Contributions | **Lisa Schurer Lambert**, Georgia State U.; **John B. Bingham**, Brigham Young U.

Examining the Combined Effects of Employer & Employee Obligations on Employees' Reactions | **Kelly Z. Peng**, Chinese U. of Hong Kong; **Fung Yi Millissa Cheung**, The Macau Polytechnic Institute; **Chi-Sum Wong**, Chinese U. of Hong Kong

**807** 📄: (Paper Session) - (OB) **Stress Revisited**

12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Scott Seibert**, U. of Melbourne

Discussant: **Mina Westman**, Tel Aviv U.

📄 Poor Leadership and Job Stress: The Moderating Effects of Coworker Support and Job Characteristics | **Tsung-yu Wu**, Soochow U.; **Changya Hu**, National Taiwan U. of Science and Technology; **Jen-Hua Lin**, Soochow U.; **Yu-Wei Hsu**, Kellogg School of Management, Northwestern U.

- 📄 Organizational Stress and Moderating Role of Temporal Orientation: A Three Country Study | **Tejinder K Billing**, Virginia State U.; **Rabi S. Bhagat**, U. of Memphis
- 📄 Work-Based Resources and Absenteeism: The Mediating Role of Physical Tension | **Clara L. ter Hoeven**, U. of Twente; **Menno D.T. de Jong**, U. of Twente
- 🗣️ 📄 The Interactive Effect of Locus of Control and Desire for Control on Stress | **Marina Sebastijanovic**, U. of Houston; **Richard S DeFrank**, U. of Houston

**808** 📄: (Paper Session) - (OB) **The Impact of Leadership on Organizational Outcomes**

12:20pm - 2:10pm Hilton Anaheim: Capistrano B

Chair: **Eric B. Dent**, U. of North Carolina, Pembroke

Discussant: **John B Stark**, California State U, Bakersfield

- Hierarchical and Shared Leadership in Relation to Organizational Learning and Customer Satisfaction | **Yair Berson**, U. of Haifa; **Rima'a Da'as**, U. of Haifa; **David Waldman**, Arizona State U.
- 🔗 The Interface of Top Management Team and Middle Managers: A Process Model | **Anneloes Raes**, U. of St. Gallen; **Marielle Heijltjes**, Maastricht U.; **Ursula Glunk**, Maastricht U.; **Robert A. Roe**, U. of Maastricht
- CEO Characteristics and the Relationship Between TMT Knowledge Diversity and Firm Performance | **Tine Buyl**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Walter Hendriks**, Maastricht U.; **Paul Matthysens**, U. of Antwerp
- Moderating Effect of Environmental Uncertainty on Charismatic Leadership and Corporate Profitability | **Fernando Lobo Arena**, Illinois Institute of Technology; **Roya Ayman**, Illinois Institute of Technology; **Amy Larmore Daniels**, Daniels Consulting Group, LLC

**809** 📄: (Paper Session) - (OB) **Leader Behaviors**

12:20pm - 2:10pm Hilton Anaheim: El Capitan B

Chair: **Laura Erskine**, Illinois State U.

Discussant: **Michael David Johnson**, U. of Washington

- 🗣️ → 📄 Does 'Typical' US Leadership Behavior Work in Ukraine? A Reflection on US Expatriates' Experience | **Volodymyr Pihrukh**, Dublin Institute of Technology; **Eoghan O'Grady**, DIT
- 🔗 🗣️ Structure and Correlates of Apologies from Leaders in Organizations | **Julian Barling**, Queen's U.; **Nick Turner**, U. Manitoba; **Heather Dezan**, Queen's U.; **Anthony Edward Carroll**, Queen's U.
- 📄 Toward a Fuller-Range Model of Effective Leader Behaviors: A Multisource Perspective | **John W. Michel**, Towson U.; **Brian D. Lyons**, California State U. Fresno; **Vipanchi Mishra**, State U. of New York, Albany
- 📄 The Antecedents of Charismatic Leadership Behaviors: A Review and Theoretical Integration | **Frank Walter**, U. of Groningen
- 810** 📄: (Paper Session) - (OB) **Trust in Teams**
- 12:20pm - 2:10pm Hilton Anaheim: Laguna A
- Chair: **Ed Tomlinson**, John Carroll U.
- Discussant: **James M. Schmidtke**, California State U. Fresno
- 📄 Antecedents of Trust and Cooperation in Diverse Groups: A Longitudinal Study | **Stefan Volk**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen

- 📄 Antecedents of Trustworthiness in a Virtual Team Environment | **Jakob Johannes Assmann**, Ludwig-Maximilians U., Munich; **Audrey Korsgaard**, U. of South Carolina; **Isabell Melanie Welp**, Max Planck Institute of Economics
- 📄 The Trust Paradox: The Self-destructive Relationship Between Trust and Autonomy in Teams | **Claus W Langfred**, George Mason U.
- The Effects of Intra-group Trust and Interdependence on Emotional Exhaustion in Teams | **Simon Taggar**, Wilfrid Laurier U.; **Victor Y. Haines**, U. of Montreal

**811** 📄: (OB) **New Developments in Abusive Supervision**

12:20pm - 2:10pm Hilton Anaheim: Laguna B

Chair: **Mary Bardes**, U. of Central Florida

Discussant: **Rebecca J. Bennett**, Louisiana Tech U.

- When supervisors Perceive Abusive Supervision to be Justified: A Social Cognitive Appraisal | **Kelly L Zellars**, U. of North Carolina, Charlotte; **Denise Marie Breaux**, Florida State U.; **Bennett J. Tepper**, Georgia State U.
- Abusive Supervision: An Examination of Its Antecedents | **Mary Bardes**, U. of Central Florida; **Maureen L. Ambrose**, U. of Central Florida
- The Influence of Subordinate Gender on Reactions to Abusive Supervision | **James Paul Burton**, Northern Illinois U.; **Jenny M. Hoobler**, U. of Illinois, Chicago; **Bennett J. Tepper**, Georgia State U.
- Emotional Appraisals of Supervisors Social Undermining: A Subordinate Resource Conservation Study | **Jonathan Edward Booth**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota

**812** 🗣️ 📄 JS: (OB, HR) **Personality in Organization: Beyond the Big Five**

12:20pm - 2:10pm Hilton Anaheim: Pacific Pavilion A

Chairs: **Timothy A. Judge**, U. of Florida; **Irene W. F. Yang**, National Chiao Tung U.

Discussant: **Murray R. Barrick**, Texas A&M U.

- Broad and Narrow Traits as Predictors of Organizational Criteria: A Meta-Analysis | **Ryan Lee Klinger**, U. of Florida; **Timothy A. Judge**, U. of Florida; **Jessica Mueller**, U. of Florida; **Lauren Simon**, U. of Florida; **Eean Crawford**, U. of Florida
- The Construct of Emotional Stability: A New Approach beyond the "Big Five Thinking" | **Yan Li**, The Chinese U. of Hong Kong; **Chun Hui**, Chinese U. of Hong Kong; **David Ahlstrom**, Chinese U. of Hong Kong
- Dark Side Personality Traits, Leadership and Work-related Outcomes: A Meta Analysis | **Irene W. F. Yang**, National Chiao Tung U.; **Timothy A. Judge**, U. of Florida; **Lauren Simon**, U. of Florida
- A Longitudinal Model Linking Employee Positive Affectivity, Altruism and Task Performance | **Chien-Cheng Chen**, National Taipei U. of Technology; **Hsien-Wen Chen**, Chienkuo Technology U.; **Siao-Jhen Jhang**, National Taipei U. of Technology
- Psychological Collectivism- An Individual Difference Predictor of OCB, Mediated by Social Exchange | **Christine Lynn Jackson**, Purdue U., West Lafayette; **S. Duane Hansen**, Purdue U.



**Presenters:** **Ryan Lee Klinger**, U. of Florida; **Yan Li**, The Chinese U. of Hong Kong; **Irene W. F. Yang**, National Chiao Tung U.; **Hsien-Wen Chen**, Chienkuo Technology U.; **S. Duane Hansen**, Purdue U.

**813** 🗨️📄JS: (OB, HR, CM) **Novel Questions (and Answers!) Concerning Leader-Member Exchange**

12:20pm - 2:10pm Hilton Anaheim: El Capitan A

**Chairs:** **Jennifer Nahrgang**, Michigan State U.; **Christopher C. Rosen**, U. of Arkansas, Fayetteville

**Discussant:** **Stephen G Green**, Purdue U.

How Critical are the Early Stages of the LMX Relationship? |

**Jennifer Nahrgang**, Michigan State U.; **Frederick P. Morgeson**, Michigan State U.; **Remus Ilies**, Michigan State U.

Does LMX Differentiation Help or Hinder Group Processes and Performance? | **David Mayer**, U. of Central Florida; **Berrin Erdogan**, Portland State U.; **Ronald F. Piccolo**, U. of Central Florida

What Role does Leader Identity Play in Leader-Member Exchange? | **Chu-Hsiang Chang**, U. of South Florida; **Russell E. Johnson**, U. of South Florida; **Michelle Mathias**, Roosevelt U.

How Does Leader-member Exchange Impact Sense-making in Organizations? | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Kenneth J. Harris**, Indiana U., Southeast; **K. Michele Kacmar**, U. of Alabama

**Presenters:** **Jennifer Nahrgang**, Michigan State U.; **David Mayer**, U. of Central Florida; **Chu-Hsiang Chang**, U. of South Florida; **Christopher C. Rosen**, U. of Arkansas, Fayetteville

**Participants:** **Frederick P. Morgeson**, Michigan State U.; **Remus Ilies**, Michigan State U.; **Berrin Erdogan**, Portland State U.; **Ronald F. Piccolo**, U. of Central Florida; **Russell E. Johnson**, U. of South Florida; **Michelle Mathias**, Roosevelt U.; **Kenneth J. Harris**, Indiana U., Southeast; **K. Michele Kacmar**, U. of Alabama

**814** 🗨️📄SHCS: (OB, MOC, CAR) **Reinforcing and Reorienting Work Orientation Research: Beyond Jobs, Careers, and Callings**

12:20pm - 2:10pm Anaheim Convention Center: 204A

**Chairs:** **Kathryn Dekas**, U. of Michigan; **Jennifer Tosti**, New York U.

**Discussant:** **Amy Wrzesniewski**, Yale U.

Work Orientation: A Theoretical Review and Elaboration | **Kathryn Dekas**, U. of Michigan; **Melissa Kamin**, U. of Maryland

Exploring the Relationship between Work Orientation and Well-Being | **Jennifer Ellen Yugo**, Bowling Green State U.; **Jennifer McInroe**, Bowling Green State U.; **Charlotte Fritz**, Bowling Green State U.

Catching an Elusive Phenomenon: The Conceptual Development of a Measure of Calling | **Shoshana Dobrow**, Fordham U.

Reevaluating Job, Career and Calling: The Influential Role of Occupations | **Jennifer Tosti**, New York U.

Re-Orienting the Career Orientation: Implications for Hybrid Work Orientations | **Teresa Cardador**, U. of Illinois, Urbana-Champaign

**Presenters:** **Jennifer Ellen Yugo**, Bowling Green State U.; **Shoshana Dobrow**, Fordham U.; **Teresa Cardador**, U. of Illinois, Urbana-Champaign

**Participants:** **Melissa Kamin**, U. of Maryland; **Jennifer McInroe**, Bowling Green State U.; **Charlotte Fritz**, Bowling Green State U.

**815** 🗨️📄: (Paper Session) - (OCIS) **Conflict in IT Work Settings**

12:20pm - 2:10pm Anaheim Convention Center: 207A

**Chair:** **Syed Nasirin**, Brunel U.

**Discussant:** **Likoebe M Maruping**, U. of Arkansas

➔📄 Contested Meaning: Power and Frames in IT Implementation | **Bijan Azad**, American U. of Beirut; **Samer Faraj**, McGill U.

**OCIS Division Best Paper Award - Finalist**

🗨️📄 An ethnography on process conflict in a hospital unit: insights for information systems design | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Diego Maria Macri**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

Workgroup Cooperation Climate and Conflict in Virtual Teams | **Jiseon Shin**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

**816** 🗨️📄: (Paper Session) - (OCIS) **Knowledge Management: Quality and Competencies**

12:20pm - 2:10pm Anaheim Convention Center: 207B

**Chair:** **Pamela Hinds**, Stanford U.

**Discussant:** **Raymond M. Henry**, Clemson U.

The Conceptualization, Dimensionality, and Measures of Knowledge Quality | **Dong Kyoon Yoo**, Virginia State U.; **Mark A. Vonderembse**, U. of Toledo; **T.S. Ragu-Nathan**, The U. of Toledo

➔ Understanding the Process of Building KM Competencies - Drawing on the RBV of the Firm | **Poornima Luthra**, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore; **M.N. Ravishankar**, Loughborough U.

📄 The Quality of Group Tacit Knowledge | **Zeynep Erden**, ETH Zürich; **Ikujiro Nonaka**, Hitotsubashi U.

**817** 🗨️📄: (Paper Session) - (ODC) **Performance in Collaboration, Innovation and Strategy**

12:20pm - 2:10pm Anaheim Marriott: Elite 3

**Chair:** **Terri Egan**, Pepperdine U.

**Discussant:** **Deborah Kilgore Ford**, Roosevelt U.

🗨️📄 Claiming Collaborative Success: Signifiers And Caveats | **Chris Huxham**, Strathclyde U.; **Paul Hibbert**, Strathclyde U.; **Pam Hearne**, U. of Strathclyde

➔🗨️📄 Heterogeneous Knowledge, Social Capital, and Innovation: Conceptualization With an Illustrative Case | **Fu-Sheng Tsai**, Cheng Shiu U.; **Julia L. Lin**, I-Shou U., Taiwan; **Shih-Chieh Fang**, National Cheng Kung U.

🗨️📄 Toward a Practice Theory of Serious Play | **Matt Statler**, New York U.; **Claus D Jacobs**, U. of St. Gallen; **Loizos Th. Heracleous**, U. of Warwick

📄 The practice of strategic change process consideration and enactment | **Florian Kappler**, Phonak

**818** 🗨️📄🗨️: (ODC) **Furthering the Study of Regulatory Focus Theory in Organizational Contexts**

12:20pm - 2:10pm Anaheim Marriott: Orange County 1

**Chairs:** **Jill Waymire Paine**, Columbia U.; **Amy Taylor-Bianco**, Ohio U.

**Discussant:** **Ronald S Landis**, U. of Memphis



The Relationship between Leader-Follower Self Regulation Congruency, LMX, and Outcomes | **Ronit Kark**, Bar Ilan U.; **Dina Van Dijk**, Ben-Gurion U. of the Negev  
 Regulatory Focus, Follower Engagement and Commitment to Change | **Jill Waymire Paine**, Columbia U.  
 Innovation, Regulatory Focus and Entrepreneurial Success | **Paul Johnson**, Oklahoma State U.; **J. Craig Wallace**, Oklahoma State U.  
 Innovation at Work: Integrating Regulatory Focus, Support & Thriving | **Flannery G. Stevens**, U. of Michigan; **J. Craig Wallace**, Oklahoma State U.; **Paul Johnson**, Oklahoma State U.; **Bryan D. Edwards**, Auburn U.  
*Participants:* **Ronit Kark**, Bar Ilan U.; **Dina Van Dijk**, Ben-Gurion U. of the Negev; **Paul Johnson**, Oklahoma State U.; **Flannery G. Stevens**, U. of Michigan; **J. Craig Wallace**, Oklahoma State U.; **Bryan D. Edwards**, Auburn U.

**819** 🗨️: (Paper Session) - (ODC) **Appreciative Inquiry and Strength-Based Approaches**

12:20pm - 2:10pm Anaheim Marriott: Platinum 2  
*Chair:* **Jacqueline M. Stavros**, Lawrence Technological U.  
*Discussant:* **David S. Bright**, Wright State U.  
 🗨️🗨️ Doing and being appreciative inquiry: A phenomenological perspective | **Thomas Arthur Conklin**, Gannon U.  
 🗨️🗨️ How Can I Help You Succeed?: Leading Change by Asking Questions that Generate Energy for Action | **Marie Di Virgilio**, Benedictine U.; **James D Ludema**, Benedictine U.  
 🗨️🗨️ Resilience: The Emergence of A Perspective for Organizational Adaptation Analyses | **Wenwen Liu**, Tsinghua U.; **Yihua Wang**, Tsinghua U.  
 A Review of Strength-based Approaches in Organizational Development | **Fahri Karakas**, McGill U.

**820** 🗨️: (Paper Session) - (OM) **Performance & Measurement**

12:20pm - 2:10pm Anaheim Convention Center: 209A  
*Chair:* **Joseph P Coughlan**, Dublin Institute of Technology  
 🗨️ A Typology of Management Control Systems in a Global SCM- a Qualitative Study in German Companies | **Nils Horch**, ESCP-EAP European School of Management; **Rolf Bruehl**, ESCP-EAP European School of Management  
 🗨️ Towards a Resource-Outcome Set for Organizational Productivity Analysis | **Joseph P Coughlan**, Dublin Institute of Technology  
 The epistemology of performance measurement | **Pietro Micheli**, Cranfield U.  
**OM Division Best Student Paper Award Finalist**  
 🗨️🗨️ The Relationships between Information Sharing, Coordination, and Firm Performance: Competing Models | **Hale Kaynak**, U. of Texas, Pan American; **Amelia Carr**, Bowling Green State U.  
 Cross-functional Integration and Operational Performance: What Are the Real Benefits? | **Virpi Turkulainen**, Helsinki U. of Technology; **Mikko Ketokivi**, Helsinki U. of Technology

**821** 🗨️: (Paper Session) - (OMT) **Choosing among Careers: When Workers Pick Incentives**

12:20pm - 2:10pm Anaheim Marriott: Suite 312  
*Chair:* **Amanda Brickman Elam**, Babson College

*Discussant:* **M. Diane Burton**, Massachusetts Institute of Technology  
 🗨️🗨️ Travel Incentives as Tournament Compensation – Problems of Contestant Heterogeneity and Solutions | **Uschi Backes-Gellner**, U. of Zurich; **Kerstin Pull**, Eberhard Karls Universität Tübingen  
 🗨️ The Firm as a Potemkin Village: Individual Performance in a World of Firms | **Ethan Mollick**, Massachusetts Institute of Technology  
 🗨️ Contracting & Careers: Determinants of Independent Contracting Decisions among I.T. Workers | **Matthew J. Bidwell**, INSEAD; **Forrest Briscoe**, Pennsylvania State U.  
 🗨️ Context or Self-selection: Transition to Entrepreneurship from the Public versus Private Sector | **Serden Ozcan**, Copenhagen Business School; **Toke Reichstein**, Copenhagen Business School

**822** 🗨️: (Paper Session) - (OMT) **Partial Institutionalization? Diffusion and Identities**

12:20pm - 2:10pm Anaheim Convention Center: 210B  
*Chair:* **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor  
*Discussant:* **Peer C. Fiss**, U. of Southern California  
 🗨️🗨️ Why Effective Innovations Sometimes Don't Diffuse: Identity-based Judgments in Four Wine Regions | **Philippe M. Monin**, EM Lyon; **Grégoire Croidieu**, EM Lyon  
 🗨️ From Deviant to Normative: The Diffusion of Commercialized Science in Higher Education | **Kelly Patterson**, Cornell U.; **Wesley Sine**, Cornell U.  
 🗨️ Developing The Processual Analysis Of Institutionalization: The Case Of Resource Planning Systems | **Harry Scarbrough**, U. of Warwick; **Maxine Robertson**, Queen Mary College, U. of London; **Jacky Swan**, U. of Warwick  
 🗨️🗨️ Institutional Factors in Market Creation: Concrete Theorization of a New Construction Technology | **Eva Boxenbaum**, Copenhagen Business School; **Thibaut Daudigeos**, EM Lyon

**823** 🗨️: (Paper Session) - (OMT) **Taking Shape: Organizational Populations in Unformed Fields**

12:20pm - 2:10pm Anaheim Convention Center: 210C  
*Chair:* **Anne Fleischer**, Joseph L. Rotman School of Business, U. of Toronto  
*Discussant:* **Michael T Hannan**, Stanford U.  
 🗨️ Organizational Evolution in a Fuzzy Technological Environment: Tape Drive Producers, 1951-1998 | **Glenn R Carroll**, Stanford U.; **Mi Feng**, Stanford U.; **David McKendrick**, U. of Durham  
 🗨️ Fitting in or Starting New? Invention, Constraint, and New Categories in the Software Industry | **Elizabeth G. Pontikes**, U. of Chicago  
**Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award**  
 Identities in Flux: Categorical Distinctiveness & Bank Growth Rates In Switzerland, 1936-2002 | **Fabiana Visentin**, U. of Lugano; **Filippo Carlo Wezel**, U. of Lugano; **Alessandro Lomi**, U. of Lugano  
 Survival Chances of New Firms in New Industries: Legitimacy Vacuum, and First-Mover Disadvantage | **Aleksios**

MONDAY

**Gotsopoulos**, U. of Chicago; **Stanislav D. Dobrev**, U. of Chicago

**824** 📄: (OMT) **Mobilizing Culture in Institutional Processes**

12:20pm - 2:10pm Anaheim Convention Center: 210D

**Organizers:** **Katherine C. Kellogg**, Massachusetts Institute of Technology; **Klaus Weber**, Northwestern U.

**Chair:** **W. Richard (Dick) Scott**, Stanford U.

Norm Violation in Institutional Fields | **Silviya Svejnova**, ESADE Business School; **Tina Dacin**, Queen's U. Canada; **Rasha Nashra**, Queens U. Canada

The Creation and Contestation of New Institutional Logics in Alternative Agriculture | **Kathryn Lake Heinze**, Northwestern U.; **Klaus Weber**, Northwestern U.

Re-engineering Culture: A Comparative Case Study of Professional Identity Change in Surgery | **Katherine C. Kellogg**, Massachusetts Institute of Technology

Trouble in Store: Community Cohesion, Organization, and Anti-Wal-Mart Protest | **Paul Ingram**, Columbia U.;

**Hayagreeva Rao**, Stanford U.; **Lori Qingyuan Yue**, Columbia U.

**825** 📄: (Paper Session) - (OMT) **Pushing the Frontier: Network Expansion**

12:20pm - 2:10pm Anaheim Convention Center: 303A

**Chair:** **Bin Chen**, Baruch College

**Discussant:** **David Obstfeld**, U. of California, Irvine

📄 How Entrepreneurs Form Relationships: The Securing of Investments from Venture Capitalists | **Benjamin L. Hallen**, U. of Maryland, College Park; **Kathleen M. Eisenhardt**, Stanford U.

📄 Buyers' Search for New Market Ties with Strangers | **Hitoshi Mitsuhashi**, Keio U.; **Lailani Laynesa Alcantara**, East Texas Baptist U.; **Jung Won Min**, Science and Technology Policy Institute

Network Expansion and Consolidation through Partner Selections: | **Zhiang (John) Lin**, U. of Texas, Dallas; **Haibin Yang**, City U. of Hong Kong

➔ Entrepreneurs' Networking Action Patterns and Search for New Exchange Partners | **Balagopal Vissa**, INSEAD

**826** 📄: (Paper Session) - (OMT) **Learning across: Interorganizational Transfer of Practices and Personnel**

12:20pm - 2:10pm Anaheim Convention Center: 303B

**Chair:** **Amir Sasson**, U. College Dublin, Ireland

**Discussant:** **Gina Dokko**, New York U.

📄 Post-adoption Regret and Biased Vicarious Learning in Innovation Abandonment Bandwagons | **Ann Katrin Terlaak**, U. of Wisconsin, Madison; **Yan Gong**, U. of California, Irvine; **Ji-hyun Kim**, New York U.

📄 Conformity for Legitimacy: A Perspective from the Learning Model of Firm Risk-taking | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

➔ 📄 Emergent Network Structure & Organizational Growth in the Foreign Exchange Trading Market, 1973-1993 | **Gordon Walker**, Southern Methodist U.; **Tammy L. Madsen**, Santa Clara U.

Learning in Virtual Organizations under Dynamic and Static Hub Structures | **Suyong Lee**, KAIST Business School; **Jeho**

**Lee**, KAIST Graduate School of Management; **Dan Braha**, U. of Massachusetts, Dartmouth

**827** 📄: (Paper Session) - (OMT) **More than This: Aspiration Levels in Organizations**

12:20pm - 2:10pm Anaheim Convention Center: 303C

**Chair:** **Hakan Ener**, INSEAD

**Discussant:** **Pino G. Audia**, Dartmouth College

📄 Who's in First? Social Aspirations and Organizational

Change | **Thomas P. Moliterno**, U. of South Carolina; **Christine Beckman**, U. of California, Irvine

📄 The Impact of Institutions and Imprinting on Aspirations: Evidence from Transition Economies | **George A. Shinkle**, Purdue U., West Lafayette; **Aldas Kriauciunas**, Purdue U.

Overconfidence and the Social Structure of Aspirations: An Alternative Approach to Exploitive/Exploration Search | **Desmond W. Ng**, Texas A&M U.

📄 The Impact of Performance Measurement on Product Innovation | **Bassil A. Yaghi**, Cranfield School of Management

**828** 📄: (Paper Session) - (OMT) **Models of Leadership**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 53-62

📄 📄 Toward a Complexity Context for Leadership | **James K. Hazy**, Adelphi U.

📄 📄 Team Climate and Individual Learning in Chinese Organizations | **Bjarte Humborstad**, Macau Inter-U. Institute; **Sut I Wong Humborstad**, Institute For Tourism Studies; **Richard Whitfield**, Macau Inter-U. Institute

📄 Understanding the Hold-up Problem in the Management of Megaprojects | **Chen-Yu Chang**, U. College London

📄 📄 The Impact of Certain Personality Traits on Aspects of Leader Behaviour | **Michael Vincent McDonald**, U. College Dublin, Ireland

📄 📄 Antecedents and Effects of Market Orientation: The Moderating Role of the Development Stage | **Andreas Engelen**, RWTH Aachen U.; **Florian Heinemann**, RWTH Aachen U.; **Tessa Flatten**, RWTH Aachen U.

📄 📄 Do Venture Capitalists Have a Continuation Bias? | **Dmitry Mikhail Khanin**, California State U. Fullerton; **Raj V Mahto**, California State U. Fullerton

📄 How Actions Constitute Organization in a Rolling Present | **Tor Hernes**, Copenhagen Business School; **Kajsa Lindberg**, Goteborg U.

📄 Towards a Theory of Escalation in Major Project Organising | **Graham M Winch**, Manchester U.

**829** 📄 JS: (OMT, OB, BPS) **Formation and Evolution of Social Networks in Organizations and Small World Systems**

12:20pm - 2:10pm Anaheim Convention Center: 207D

**Chairs:** **Waverly W. Ding**, U. of California, Berkeley; **Emily W. Choi**, U. of California, Berkeley

**Discussant:** **Ray Reagans**, Carnegie Mellon U.

Homophily and Personality: A Longitudinal Approach | **Hillary Anger Elfenbein**, U. of California, Berkeley; **Aiwa Shirako**, U. of California, Berkeley; **Waverly W. Ding**, U. of California, Berkeley; **Emily W. Choi**, U. of California, Berkeley

How Did I Get Here? The Origins of Social Network Position | **Jennifer Kurkoski**, U. of California, Berkeley  
 Communication (and Coordination?) in a Modern, Complex Organization | **Adam M. Kleinbaum**, Harvard U.; **Toby E. Stuart**, Harvard U.; **Michael L. Tushman**, Harvard U.  
 Status and Cohesion in the Formation of Networks | **Brian Uzzi**, Northwestern U.; **Roger Guimera**, Northwestern U.; **Jarrett Spiro**, INSEAD; **Luis Amaral**, Northwestern U.

**830** 📄 SHCS: (OMT, TIM, ENT) **Field-Configuring Events: How Contests, Ceremonies, and Tradeshows Shape Technologies and Industries**

12:20pm - 2:10pm Anaheim Convention Center: 204C

Chairs: **Joseph Lampel**, Cass Business School; **Alan D. Meyer**, U. of Oregon

Discussants: **C. Marlena Fiol**, U. of Colorado, Denver; **Vibha Gaba**, INSEAD

Tournament Rituals, Category Dynamics, and Field Configuration: The Case of the Booker Prize | **Anand Narasimhan**, IMD; **Brittany C. Jones**, Tanaka Business School

Field Configuring Events and Hybrid Identities: Art and Commerce at Premier European Film Festivals | **Stephen Mezas**, New York U.; **Jesper Strandgaard Pedersen**, Copenhagen Business School; **Silviya Svejenova**, ESADE Business School; **Carmelo Mazza**, Copenhagen Business School

Showdown at Kykuit: Field-Configuring Events as the Loci for Conventionalizing Accounts | **Paul-Brian McInerney**, Indiana U. South Bend

How Field-Configuring Events Facilitate Sensemaking During Reshaping of Professional Fields | **Amalya L Oliver**, Hebrew U.; **Kathleen Montgomery**, U. of California, Riverside

**831** 📄: (Paper Session) - (PNP) **Effects of Leadership**

12:20pm - 2:10pm Anaheim Marriott: Orange County 4

Chair: **Eleni Anna Zulia**, Ohio U.'s Voinovich Center for Leadership and Public Affairs

📄 Institutional limitations on distributed leadership in complex organizations | **Andy Lockett**, U. of Nottingham; **Graeme Currie**, U. of Nottingham; **Deniz Ucbasaran**, Nottingham U.

📄 Antecedents of Affective Commitment: Testing a Four-tier Model across Organizational Hierarchy | **Shahidul Hassan**, State U. of New York Albany (PhD Student); **John Rohrbaugh**, State U. of New York Albany

🗣️📄 Knowledge management and effective university governance | **Deborah Blackman**, U. of Canberra; **Monica Kennedy**, U. of Canberra, Australia

➔ 📄 The Impact of Informational Technology on Organizational Structures | **Tobin Im**, Seoul National U.

**832** 🗣️📄: (Paper Session) - (PNP) **Strategic management in state owned enterprises**

12:20pm - 2:10pm Anaheim Marriott: Platinum 1

Chair: **Eric Kong**, Charles Sturt U.

🗣️ Using the Balanced Scorecard in Social Service Nonprofit Organizations: A Critical Analysis | **Eric Kong**, Charles Sturt U.

📄 Contextual Capability's Role in Developing Market Orientation: A Study of a Privatized Organization | **Leslie**

**TwoRoger**, Nova Southeastern U.; **Kathleen Voges**, Texas A&M U., Kingsville; **Barry Barnes**, Nova Southeastern U.  
 The Adoption of Management Innovation in Public Service Organizations: Effects of Four Antecedents | **Holly H. Chiu**, Rutgers U.; **Fariborz Damanpour**, Rutgers U.; **Jun Li**, Rutgers U.

📄 The Odyssey of New Zealand State-Owned Enterprises | **Liljana Erakovic**, U. of Auckland; **Suchi Mouly**, U. of Auckland

**833** 🗣️: (Paper Session) - (PNP) **Issues in Managing Government Agencies**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - PNP 1

Presented on panels 35-40

🗣️📄 Is There a Risk of Incoherence in an Autonomous Public Agency? | **Silvia Testarmata**, Tor Vergata U.; **Alessandro Giosi**, Tor Vergata U., Italy; **Sandro Brunelli**, Tor Vergata U.

➔ 🗣️📄 Steering rather than Rowing as Absolute Values or Loose Concepts? | **Stefano Tasselli**, Bocconi U.; **Domenico Salvatore**, Parthenope U. of Naples; **Francesco Longo**, Bocconi U.

🗣️ The Economic Impact of Mega Events: A Longitudinal Study on the Olympic Games | **Chengli Tien Lo**, National Taiwan U.

📄➔🗣️ Towards a global evaluation methodology in university rankings | **Guillaume Biot-Paquerot**, Groupe Sup de Co La Rochelle; **Ina Freeman**, Groupe Sup de Co La Rochelle

**834** 🗣️📄 JS: (RM, MH) **The Questions We Ask and the Ways We Answer Them: The Resurgence of Experimental Research**

12:20pm - 2:10pm Hilton Anaheim: Manhattan

Organizers: **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.

Experimental Economics and Antitrust: What Can We Learn from Laboratory Markets? | **Bart J. Williams**, Chapman U.

The Design and Use of Experiments: Challenges and Triangulation | **Ethlyn Anne Williams**, Florida Atlantic U.; **Terril A. Scandura**, U. of Miami

Within-group Design Options and the Questions They Can Answer | **Sonia M Goltz**, Michigan Technological U.

Recordkeeping Alters Economic History by Promoting Reciprocity. | **Sudipta Basu**, TEMPLE U.; **John Dickhaut**, U. of Minnesota; **Gary Hecht**, Emory U.; **Kristy Towry**, Emory U.; **Gregory Waymire**, Emory U.

Validating the Construct of Image Norms | **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.

**835** : (Paper Session) - (SIM) **The Vulnerable Stakeholder**

12:20pm - 2:10pm Anaheim Marriott: Orange County 2

Facilitator: **Kathryn S Rogers**, Pitzer College

🗣️➔🗣️📄 CSR in Conflict Prone Areas: An Empirical Investigation In Lebanon | **Ramez Mirshak**, American U. of Beirut; **Dima Jamali**, U. of Southampton

➔ 📄 Child Labor in India: From Welfarist to Economic Perspective | **Mridul Maheshwari**, Indian Institute of Management Ahmedabad; **Manjari Singh**, Indian Institute of Management Ahmedabad

📖 A typology of organizations according to their integration tactics towards unqualified young people | **Lucas Dufour**, Université Aix-Marseille; **Adel Golli**, Ecole Supérieure de Commerce de Marseille, Provence

🗣️ Addressing the needs of low-wage workers: Does stakeholder theory help dependent stakeholders? | **Harry J Van Buren**, U. of New Mexico; **Michelle Greenwood**, Monash U.

**836** 📖🗣️🌐🗂️📖 JS: (SIM, MED, IM) **Questions We Should Ask about Alleviating Poverty through Business Strategy**

12:20pm - 2:10pm Anaheim Marriott: Orange County 3

Chairs: **Charles Wankel**, St. John's U.; **James A F Stoner**, Fordham U.

An Overview of Questions We Should Ask about Alleviating Poverty through Business Strategy | **Charles Wankel**, St. John's U.; **James A F Stoner**, Fordham U.

Alleviating Poverty Using Microfranchising Models: Cases and Critiques | **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill

The economic value of poverty alleviation and the contribution of commerce to the common good | **Patricia Werhane**, DePaul U. and U. of Virginia; **Laura Pincus Hartman**, DePaul U.; **Scott Kelley**, DePaul U.

Can Information and Communication Technology Be Used to Help Alleviate Poverty? | **Nilay Yajnik**, NMIMS U.

Presenters: **Charles Wankel**, St. John's U.; **James A F Stoner**, Fordham U.; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Patricia Werhane**, DePaul U. and U. of Virginia; **Laura Pincus Hartman**, DePaul U.; **Scott Kelley**, DePaul U.; **Nilay Yajnik**, NMIMS U.

**837** : (Paper Session) - (TIM) **Technology and Innovation Policy**

12:20pm - 2:10pm Anaheim Marriott: Suite 315

Chair: **Mariann Jelinek**, College of William and Mary

Discussants: **Jay Inghwee Chok**, U. of Southern California; **Laura Ann Ketter**, Tiffin U.; **Ning Su**, Stern School of Business, New York U.; **Ning Su**, Stern School of Business, New York U.

🗣️🗂️📖 Role of Trust in Decision-Making: Trusting Humans Versus Trusting Machines | **Ruchi Sinha**, Michigan State U.; **Paul G Curran**, Michigan State U.; **Stephanie Marie Merritt**, U. of Missouri-St. Louis; **Daniel R. Ilgen**, Michigan State U.

🗣️ Information Technology in Brazil: From Market Reserve to Liberalization | **Francisco Lima Teixeira**, UFBA; **Silvio Vanderlei Araujo**, UFBA

📖 Globalization of value chains and the location of innovation | **Brian J Ficarek**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.; **Cliff Davidson**, Carnegie Mellon U.

📖 Transaction Costs and Trolls: the Role of Entrepreneurs in the U.S. Patent Court System | **Gwendolyn G. Ball**, U. of Illinois at Urbana-Champaign; **Jay P. Kesan**, U. of Illinois at Urbana-Champaign

📖 Regulatory Dependence and Scientific Advisory Boards | **Jay Inghwee Chok**, U. of Southern California

**838** : (Paper Session) - (TIM) **New Product Development and Adoption: Creativity and Adoption**

12:20pm - 2:10pm Anaheim Convention Center: 303D

Chair: **David Longstreet**, Avila U.

Discussants: **Richard M. Franza**, Kennesaw State U.; **Lee N. Davis**, Copenhagen Business School; **Julian C. Sulej**, U. of Dundee; **Nieves Arranz**, UNED

📖 Tuning User Ideation towards Radical or Incremental Ideas for Technology-based Services | **Per Kristensson**, Karlstad U.; **Peter R. Magnusson**, Karlstad U.

📖 Exploring the Ideation Patterns of Ordinary Users: The Case of Mobile Telecommunication Services | **Peter R. Magnusson**, Karlstad U.; **Per Kristensson**, Karlstad U.; **Christiane Bettina Hipp**, Brandenburg Technical U. Cottbus

📖 With a Little Help from Our Colleagues: A Longitudinal Study of Social Networks for Innovation | **Bob Kijkuik**, RSM Erasmus U.; **Jan Van den Ende**, RSM Erasmus U.

Innovation and Imitation: Gatekeepers and citation networks in rap music production | **Pacey Foster**, U. of Massachusetts Boston

**839** : (Paper Session) - (TIM) **Technological Human Resource Issues**

12:20pm - 2:10pm Anaheim Convention Center: 304B

Chair: **Ian Larkin**, Harvard Business School

Discussants: **Janet K. Staker Woerner**, Cardean Learning Group/Converging Communications; **Leslie Jordan Albert**, San Jose State U.; **Jun Jin**, College of Public Administration, Zhejiang U.; **Clarence R. Jones**, Roosevelt U.

📖 High performance work systems and the knowledge creation within organizations | **Zheng Jane Zhao**, U. of Kansas; **Aleksey Martynov**, U. of Kansas

➔📖 Social Capital, Knowledge Creation Capability, and the Performance of Knowledge Work Units | **Abraham Carmeli**, Bar Ilan U.; **Benny Azeroual**, Haifa U.

📖 CTO Influence in the TMT | **John W Medcof**, McMaster U.

🗣️ Innovation in R&D teams: Does leadership really matter? | **Silke Astrid Eisenbeiß**, U. of Konstanz; **Sabine Boerner**, U. of Konstanz

**840** : (Paper Session) - (TIM) **New Product Development and Adoption: Service, Technology, Innovation, & Time to Market**

12:20pm - 2:10pm Anaheim Convention Center: 304C

Distinguished Speaker: **George M Puia**, Saginaw Valley State U.

Chair: **George M Puia**, Saginaw Valley State U.

Discussants: **Jeffrey Word**, Manchester Business School; **Martina Merkle**, Fernfachhochschule Schweiz

🗣️ Innovation in Private Infrastructure Development: Effects of Selection Environment and Modularity | **Nuno A Gil**, Manchester Business School

Does Technological Innovation Matter in Efforts to Build a Top Brand? | **Chengli Tien Lo**, National Taiwan U.

📖🗣️📖 Understanding the Project Organisation of Innovation | **Lars Frederiksen**, Imperial College London; **Andrew Davies**, Imperial College London

📖 Do First-Mover Advantages exist for service products? | **Gianvito Lanzolla**, Cass Business School

📖 Analyzing the role of knowledge and innovative-imitative activity on the company's performance | **Ana Pérez-Luño**, U. Pablo de Olavide; **Ramón Valle-Cabrera**, U. Pablo de Olavide; **Johan Wiklund**, Syracuse U.



**841 : (Paper Session) - (TIM) Strategy and Management: Mergers and Acquisitions**

12:20pm - 2:10pm Anaheim Convention Center: 304D

Chair: **Petra Ahrweiler**, U. College Dublin

Discussants: **Vincent Mangematin**, INRA/UPMF; **Andrew Lewis Maxwell**, U. of Waterloo; **Petra Ahrweiler**, U. College Dublin; **Jay Sankaran**, U. of Auckland; **Vivek Ghosal**, Georgia Institute of Technology

- 📄 Acquisition of small firms by large incumbents as a means for technology sourcing? | **Marcus Wagner**, Bureau d'Économie Théorique et Appliquée
- 📄 Going, Going, Gone. Innovation and Exit in Manufacturing Firms | **Elena Cefis**, Utrecht U.; **Orietta Marsili**, Erasmus U.
- The M&A Dynamics of European Science Based Entrepreneurial Firms | **Damiano Bonardo**, U. of Bergamo; **Stefano Paleari**, U. of Bergamo; **Silvio Vismara**, U. of Bergamo
- 📄 Innovative Output and the Decision to Acquire | **Derek Ruth**, Wichita State U.; **Dinesh N Iyer**, Ohio U.; **Barton M Sharp**, Purdue U., West Lafayette
- Seller Expectations in the Cambridge ICT Cluster | **Caren Weinberg**, U. of Cambridge

**842 : (Paper Session) - (TIM) Strategy and Management Visual Presentations II**

12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - TIM 1

Presented on panels 41-52

- 📄 📄 Managing Collective Frames of Reference: Key Issue in Radical Technology Development | **Cees Draijer**, DALSA Professional Imaging; **Joan Ernst Van Aken**, Eindhoven U. of Technology
- 📄 📄 Counterproductive Effects of Innovation Controlling | **Ellen Enkel**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen; **Javier Perez-Freije**, Rieter Automotive Management AG
- 📄 📄 Transferring ideas as part of the innovation process: collaborative and non-collaborative approaches | **Peter Galvin**, Curtin U. of Technology; **John Rice**, U. of Adelaide; **Elizabeth Jackson**, U. of Newcastle, U.K.
- 📄 📄 Technology Adoption in a Duopoly: The Effects of Customer Preferences and Firm Cooperation | **John Angelis**, U. of Wisconsin Milwaukee; **Moren Levesque**, U. of Waterloo
- 📄 📄 Intellectual human capital and strategic alliances: Are they complementary or substitutive in nature | **Annapoornima M Subramanian**, National U. of Singapore; **Pek-Hooi Soh**, Simon Fraser U.
- 📄 📄 Gains and Pains from Contract Research: A Transaction and Firm-level Perspective | **Christoph Grimpe**, Centre for European Economic Research; **Ulrich Kaiser**, U. of Southern Denmark
- 📄 📄 Realizing innovation synergy by post merge integration of the innovation organisation | **Lianne W.L. Simonse**, Utrecht U.
- 📄 📄 Creating Standards: Creating Illusions? | **Mai Skjøtt Linneberg**, Aarhus School of Business
- 📄 📄 The search for "search": Understanding technological and strategic contests | **Yong Kwang Adrian Yeow**, U. of Maryland, College Park; **Samer Faraj**, McGill U.

- 📄 📄 A Knowledge Perspective on Emerging Clusters in Nanoelectronics: | **Charles Henry Collet**, U. of Grenoble
- 📄 📄 The Management of Resource Complementarity for Continuous Innovation in SMEs | **Shari S. C Shang**, National Chengchi U.; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Chen-Yen Yao**, National Chengchi U.

**843 : (JS: (TIM, BPS, OMT) User Innovation and Firm Boundaries: Organizing for Innovation by Users**

12:20pm - 2:10pm Anaheim Convention Center: 203B

Organizers: **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Introduction: **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne

Chair: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Discussant: **Frank T. Piller**, RWTH Aachen U.

Open, Cumulative and User Innovation | **Joel West**, San Jose State U.

User as Innovator Technology Life Cycle Model | **Allan N Afuah**, U. of Michigan

Reframing the Role of Lead Users in Radical Innovation Using an Open Innovation Perspective | **Wim Vanhaverbeke**, Eindhoven U. of Technology

Users as Complementors | **Lars Bo Jeppesen**, Copenhagen Business School; **Kevin Boudreau**, HEC-Paris School of Management

Presenters: **Joel West**, San Jose State U.; **Allan N Afuah**, U. of Michigan; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Lars Bo Jeppesen**, Copenhagen Business School

**Monday 12:30PM****844 : (MED) "Take Back the Night: Re-ignite the Power of Education;"MED: Past Chair's Luncheon**

12:30pm - 2:30pm Anaheim Marriott: Platinum 8

Opening Address by **Laurie Milton**, MED Division Chair, followed by a facilitated discussion among Past-Chairs. This session will provide Past Chairs with the opportunity to critically assess the state of management education, to share their perspectives on current challenges and to begin to examine how to address these.

Organizer: **James A F Stoner**, Fordham U.

Hosts: **Katherine A. Karl**, Marshall U.; **Laurie Milton**, U. of Calgary/U. of Western Ontario

**Monday 12:50PM****845 : (Paper Session) - (OM) New Product Development**

12:50pm - 2:10pm Anaheim Convention Center: 207C

Chair: **Benn Lawson**, Queen's U. Belfast

📄 Investments in New Product Development: The Role of the Supply Chain in Program Performance | **Carol Prahinski**, Michigan State U.; **Canan Kocabasoglu-Hillmer**, U. of Kansas; **Robert D Klassen**, U. of Western Ontario

📄 Breakthrough Scanning, Supplier Knowledge Exchange and New Product Development Performance | **Paul D. Cousins**, U. of Manchester; **Benn Lawson**, Queen's U. Belfast; **Kenneth J Petersen**, Colorado State U.; **Robert Handfield**, North Carolina State U.



- 📖 Comparing value-adding collaboration in new service development versus new product development | **Stephanie Christine Schleimer**, Griffith U.; **Arthur Shulman**, Griffith U.
- 📖 Collaboration Management Strategies and Product Development Performance | **Yunsook Hong**, Bowling Green St U.; **John N. Pearson**, Arizona State U.; **Janet L. Hartley**, Bowling Green State U.

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### Monday 1:00PM

**846** 📖 🗣️ 📄: (MED) **How do we teach management? Using blogs, opensource software and Youtube to teach GenV**

1:00pm - 2:10pm Anaheim Convention Center: 211A

Chair: **Asha Rao**, California State U. East Bay

Youtube in the management classroom | **Asha Rao**, California State U. East Bay

Teaching Research by Doing Research: Win/Win through 'Giving the Tools Away' | **Daniel E. Martin**, California State U. East Bay

Business and technology blogs-tools for cutting edge class discussions | **Rushi Karichalil**, Tulane U.

Participants: **Daniel E. Martin**, California State U. East Bay; **Rushi Karichalil**, Tulane U.; **Asha Rao**, California State U. East Bay

**847** 🗣️ 📄: (Paper Session) - (ONE) **Stakeholder Linkages for Sustainability**

1:00pm - 2:10pm Anaheim Marriott: Platinum 4

Chair: **Andrew Crane**, York U.

Discussants: **Sara B. Soderstrom**, Northwestern U.; **Raed Elaydi**, Penn State U.

→ 📖 A Network Analysis of Evolving Interorganizational Environmental Collaborations | **Raymond L. Paquin**, Concordia U.; **Jennifer Howard-Grenville**, U. of Oregon

→ 📖 Business responses to the protective public policy process | **Jorge Rivera**, George Washington U.; **Jennifer Oetzel**, American U.; **Peter DeLeon**, U. of Colorado, Denver; **Mark Starik**, George Washington U.

📖 The Carbon Credits Market in Brazil and the Role of Intermediary Agents | **Silvia Novaes Zilber**, UNINOVE; **Eduardo Koga**, UNINOVE

📖 Inter-Firm Relationship Strategies For Recycling Of Secondary Materials | **Dayna Simpson**, Oregon State U.

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### Monday 1:30PM

**848** : (OB) **A Thank-You Coffee**

1:30pm - 2:30pm Anaheim Marriott: Platinum 9

An opportunity for members of our various OB Division committees to relax. Please join us for a coffee.

Host: **Carol T. Kulik**, U. of South Australia

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### Monday 2:30PM

**849** : (AAS) **Opposite Day: How Can I Know What to Ask Until I See What They Say?**

2:30pm - 3:50pm Anaheim Marriott: Platinum 5

Organizer: **Adam M. Grant**, U. of North Carolina, Chapel Hill

Opposite Day: How Can I Know What to Ask Until I See What They Say? | **Adam M. Grant**, U. of North Carolina, Chapel Hill

The Answers We Find: How Interesting Answers Provoke Better Questions | **Sally Maitlis**, U. of British Columbia

Departures from Conventional Wisdom: Where's the Next Opposite Effect? | **Gary Johns**, Concordia U.

Pre-Constructing Opposites: Normative Triangulation | **Thomas J. Donaldson**, U. of Pennsylvania

Explaining the Unexplainable | **Eric Abrahamson**, Columbia U.

Grappling with Opposite Days | **Jennifer A. Chatman**, U. of California, Berkeley

The Co-Existence of Competing Values and Practices | **Miriam Erez**, Technion-Israel Institute of Technology

Separating Trust and Distrust: Embracing the Theoretical and Methodological Challenges | **Roy J. Lewicki**, Ohio State U.; **Robert Bies**, Georgetown U.

Speaking Up in Organizational Hierarchies | **Frances J. Milliken**, New York U.

The Perils of Purity: Escaping the Boundaries of Disciplinary Research | **Martin J. Kilduff**, U. of Cambridge

**850** : (AAS) **Shared Decision-Making in Singular Events**

2:30pm - 4:00pm Hilton Anaheim: California Pavilion A

Chairs: **Wendy S. Becker**, Shippensburg U.; **Michael J. Burke**, Tulane U.

Discussant: **John S. Carroll**, Massachusetts Institute of Technology

Shared decision-making in a wilderness aviation accident | **Wendy S. Becker**, Shippensburg U.; **Michael J. Burke**, Tulane U.

Learning from the mission on Takur Ghar Mountain, Afghanistan: Coordinating action and cognition in teams | **Nate Allen**, National Defense U.; **D Christopher Kayes**, George Washington U.; **Nate Self**, The Praevius Group

Breakdown of common ground during the Vincennes shutdown incident | **Gary Klein**, Klein Associates/Applied Research Assoc.

**851** : (AAS) **Are We Asking the Right Questions about Organizational Decision Making?**

2:30pm - 4:00pm Anaheim Convention Center: 204B

Chair: **Gerard P. Hodgkinson**, U. of Leeds

Why Academics Should Try to Improve Their World: Better Decisions, Better Organizations, and Better Theories about Them | **William H. Starbuck**, U. of Oregon

Are We Asking Questions that Relate to Practitioners' Problems and Do Our Answers Support Their Decisions? | **Alfred Kieser**, Mannheim U.

What Questions Would a Science of Design Pose of Organizational Decision Research? | **Gerard P. Hodgkinson**, U. of Leeds; **Mark P. Healey**, U. of Leeds

New Questions about Strategy Making from a Practice Perspective | **Steven W Floyd**, U. of St. Gallen

Information Overload Revisited | **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

**852** : (Paper Session) - (BPS) **Social Capital in Alliances**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon G

Chair: **Manish K. Srivastava**, Michigan Technological U.

Discussant: **Ann McFadyen**, U. of Texas at Arlington

- 📄 Social Capital, Knowledge Transfer, and Performance: Meta-Analytic Evidence | **Raymond Van Wijk**, RSM Erasmus U.; **Justin J.P. Jansen**, RSM Erasmus U.; **Marjorie A Lyles**, Indiana U.
- 📄 Client Social Capital and Ambidexterity: the Moderating Effect of Internal Social Capital | **Michiel Pieter Tempelaar**, RSM Erasmus U.; **Justin J.P. Jansen**, RSM Erasmus U.
- ➔ 📄 The Impact of Cultural Similarities and Differences on Performance in Strategic Partnerships | **Gavriel Meirovich**, Salem State College

### 853 : (Paper Session) - (BPS) Performance Implications of Executives and Agency Conditions

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon H

Chair: **Rebecca Luce**, Xavier U.

Discussant: **Aya S. Chacar**, Florida International U.

- 📄 Organizational Form, the Business Environment, and Competitive Strategy: A Principal-Agent Analysis | **David Gaddis Ross**, Columbia Business School
- The Consequences of Pay Disparity in the Executive Suite | **Seema Pissaris**, Florida Atlantic U.; **Peggy A Golden**, Florida Atlantic U.
- ➔ 📄 The Effects of TMT and Board Nationality Diversity and Compensation on Firm Performance | **Sabina Nielsen**, Copenhagen Business School; **Bo Bernhard Nielsen**, Copenhagen Business School
- 📄 CEO Impact on Competitive Performance: a Single-Industry Panel Data Study | **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill; **Daniela Patricia Blettner**, U. of North Carolina, Chapel Hill; **Richard A Bettis**, U. of North Carolina, Chapel Hill

### 854 : (Paper Session) - (BPS) Creating Value with Strategic Resources

2:30pm - 3:50pm Anaheim Convention Center: 201A

Chair: **Tulolope Bewaji**, Temple U.

Discussant: **Ilgaz Arikan**, Georgia State U.

- 🗣️ 📄 The Resource Based View through a Strategy Making Lens | **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.
- 📄 Which Types of Resources are Necessary to Achieve Competitive Advantage? | **Sveinn Vidar Gudmundsson**, Toulouse Business School; **Christian Lechner**, Groupe ESC Toulouse Business School
- Empirical Research on Resource Based Theory: A Meta Analytic Approach | **Katja Nothnagel**, U. of Paderborn; **Michael J Leiblein**, Ohio State U.
- 📄 🗣️ 📄 Drivers of Talent-Based Rents: Generating Value from Hollywood Stars | **Jamal Shamsie**, Michigan State U.; **Danny Miller**, HEC / U. Alberta; **William Greene**, New York U.

### 855 : (Paper Session) - (BPS) Managerial Issues for New Ventures

2:30pm - 3:50pm Anaheim Convention Center: 201B

Chair: **David Benson**, U. of Michigan, Ann Arbor

Discussant: **Jon Eckhardt**, U. of Wisconsin, Madison

- 📄 To IPO or Not to IPO: An Agency Perspective on the Decision to Go Public in an Uncertain Market | **Scott Latham**, Bentley College; **Michael Braun**, U. of Montana

- ➔ 📄 Entrepreneurial Finance Meet Organizational Reality | **Gary Dushnitsky**, U. of Pennsylvania; **Zur Shapira**, New York U.
- ➔ 📄 Entrepreneurial Strategies, Ownership Structure and Long-Term IPO Performance | **Nina Rosenbusch**, Friedrich-Schiller-U. Jena
- 📄 Learning from Performance Feedback Gaps: Evidence from Early Stage High-Tech Board-Rooms | **Chanan Ben-Oz**, Technion Israel Institute of Technology; **Avi Fiegenbaum**, Technion U.

### 856 : (Paper Session) - (BPS) Horizontal Scope and Performance

2:30pm - 3:50pm Anaheim Convention Center: 201C

Chair: **Michele E. Yoder**, U. of Wisconsin-Madison

Discussant: **Protiti Dastidar**, George Washington U.

- 📄 Portfolio Restructuring and Organizational Failure: Does Business Relatedness Matters? | **Jun Xia**, Montclair State U.; **Kimberly B. Boal**, Texas Tech U.; **Adam Bailey**, Texas Tech U.
- 📄 Horizontal Diversification and Vertical Contracting | **Evan Rawley**, Wharton, U. of Penn; **Tim Simcoe**, U. of Toronto
- ➔ 📄 Acquisition Experience, Organizational Forgetting and Acquisition Divestments | **Pierre-Xavier Meschi**, Ceram Business School & Université de la Méditerranée; **Emmanuel Metais**, EDHEC Business School
- 📄 Ecology of Product Diversification Strategy | **Chaohong Zhou**, U. of Groningen; **Arjen van Witteloostuijn**, U. of Antwerp

### 857 : (Paper Session) - (BPS) Behavioral and Organizational Outcomes of Equity Holdings

2:30pm - 3:50pm Anaheim Convention Center: 201D

Chair: **Perry Sadorsky**, York U.

Discussant: **Parthiban David**, U. of Oklahoma

- ➔ Towards a Behavioral Theory of Corporate Ownership and Shareholder Activism | **Kate Sikavica**, U. of St. Gallen; **Amy Hillman**, Arizona State U.
- ➔ Transaction Cost Economics and CEO Stock Holdings | **Jonathan O'Brien**, U. College Dublin; **Patrick L. McClelland**, U. of Kansas
- 📄 The Role of Outside Owners in Agency Theory Models of Corporate Governance | **Dean A. Hennessy**, Tilburg U.; **Kimberly A. Bates**, Trent U.
- 📄 The Separation of Ownership and Operations in Service and Retail Businesses: Extent and Effects | **Arturs Kalnins**, Cornell U.; **Francine Lafontaine**, U. of Michigan

### 858 : (Paper Session) - (BPS) Managerial Decision-Making and Managerial Action

2:30pm - 3:50pm Anaheim Convention Center: 202A

Chair: **Jie Wu**, The U. of Auckland

Discussant: **Tammy L. Madsen**, Santa Clara U.

- 📄 How Does a New Institution Spread? Evidence of Service Quality Accreditation Regime in Taiwan | **Huei-Wen Pao**, Diwan College of Management; **Hsueh Liang Wu**, National Taiwan U.; **Weihwa Pan**, National Yunlin U. of Science and Technology
- 📄 Competitor Identification: Integrating the Categorization, Economic & Identity Perspectives | **W Timothy Few**, Penn State Beaver; **John C Camillus**, Katz Graduate School of Business

- 📖 Incumbent Responses to Disruptive Innovations: Why Strategic Decision-Makers Pursue Adoption | **James R. Dewald**, Haskayne School of Business, U. of Calgary; **Jeremy K Hall**, U. of Calgary; **Amy L Pablo**, U. of Calgary
- ➔ 📖 Interdependent Practices: Sequential and Concurrent Institutionalization of Corporate Governance | **Andrew V. Shipilov**, INSEAD; **Henrich R. Greve**, INSEAD; **Tim Rowley**, U. of Toronto

**859 : (Paper Session) - (BPS) Strategy and Innovation: New Evidence from Biotechnology**

2:30pm - 3:50pm Anaheim Convention Center: 202B

Chair: **Martina Merkle**, Fernfachhochschule Schweiz

Discussant: **Andreas Al-Laham**, U. of Kaiserslautern

- 📖 Do Firms Benefit From Being Present in Technology Clusters: The Case of Biotechnology | **Catherine Lecocq**, K.U.Leuven; **Bart Leten**, Katholieke Universiteit Leuven; **Jeroen Kusters**, Deloitte Consulting
- 🗣️ 📖 Large Shareholders and Firm Innovation: A Study of Biotech Industry | **Edward Levitas**, U. of Wisconsin, Milwaukee; **Maria Goranova**, U. of Wisconsin Milwaukee; **Sali Li**, U. of Wisconsin Milwaukee
- 🔗 📖 Inter-Firm Ambidexterity in Complementary Competence Domains: A Study of UK Biotechnology | **Despoina Filiou**, Manchester Metropolitan U. Business School; **Paul Windrum**, Manchester Metropolitan U.
- 🔗 📖 A Dynamic Theory of Technology Commercialization Strategy | **Simon D. Wakeman**, ESMT

**860 : (Paper Session) - (BPS) Firm Boundary Decisions in Information Technology**

2:30pm - 3:50pm Anaheim Convention Center: 203A

Chair: **Dries Faems**, U. of Twente

Discussant: **Rachelle Sampson**, U. of Maryland

- 📖 Towards a Theory of Total Services Outsourcing: The Case of Total IT Outsourcing by Global Banks | **Ian Larkin**, Harvard Business School
- 📖 Politics and Firm Boundaries | **Matthew J. Bidwell**, INSEAD
- 📖 Implications of Internal Organization Structure for Firm Boundaries | **Carmen Weigelt**, Tulane U.; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign
- 📖 Interorganizational Fit, Relational Mechanisms, and Alliance Performance | **Dovev Lavie**, Technion-Israel Institute of Technology; **Pamela R Haunschild**, U. of Texas, Austin; **Poonam Khanna**, Arizona State U.

**861 : (Paper Session) - (BPS) Capability Development, Replication and Transformation.**

2:30pm - 3:50pm Anaheim Convention Center: 203B

Chair: **Martin Horacio Kunc**, U. Adolfo Ibanez

Discussant: **Maurizio Zollo**, Bocconi U.

- A Dynamic Model of Strategy Formation: Tension between Capability Development and Intended Strategy | **Anne W. Fuller**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology
- 🔗 Capability Transformation: Interplay between Interest Alignment and Knowledge Leveraging Mechanisms | **Anna Goussevskaia**, Fundação Dom Cabral; **Carlos Arruda**, Fundação Dom Cabral; **Samir Lotfi**, Fundação Dom Cabral

- 📖 A Managerial Process Model of Organizational Capability Development | **Robert Grant**, Bocconi U.; **Anjali Bakhru**, Middlesex U. Business School
- 📖 Replicating Organizational Knowledge: Principles or Templates? | **Charles Baden-Fuller**, City U.; **Sidney G. Winter**, U. of Pennsylvania

**862 🗣️ : (Paper Session) - (BPS) Designing and Implementing Social & Political Strategies**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 1

Presented on panels 36-40

- 🗣️ 🗣️ 📖 Strategic Inertia through Corporate Political Activity: Consequences of a Path-Dependent Process | **Jan Siedentopp**, Freie Universität Berlin
- 🗣️ 📖 The Role of Top Management Team on Strategic Choice of Corporate Political Strategy and Innovation | **Mine Ozer**, State U. of New York, Oneonta; **Livia Anna Markoczy**, U. of Texas, Dallas
- 🗣️ 📖 Non-Market Retaliation | **Theodore Leonard Waldron**, U. of Georgia; **Gideon D Markman**, Colorado State U.
- 🗣️ 🗣️ 📖 Integrating the Nonmarket Strategies into the Strategic Management Process: Case Study in China | **Zhilong Tian**, Huazhong U. of Sci. & Tech. China; **Shuai Fan**, Huazhong U. of Sci. & Tech. China
- ➔ 🗣️ 📖 Tilting the Playing Field: Towards a Strategic Theory of Endogenous Action | **Erkko Autio**, Imperial College London; **Thomas Keil**, Helsinki U. of Technology; **Rita Gunther McGrath**, Columbia U.

**863 📖 SHCS: (BPS, OMT, TIM) Firm Strategy in the Context of Environmental Uncertainty**

2:30pm - 3:50pm Anaheim Convention Center: 204C

Chair: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

Coordinator: **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

- Complexity Theory, Market Dynamism, and the Strategy of Simple Rules | **Jason Davis**, Massachusetts Institute of Technology; **Kathleen M. Eisenhardt**, Stanford U.; **Christopher B. Bingham**, U. of Maryland
- Business Growth in Different Institutional Environments: Evidence from East Asian Firms | **Abhirup Chakrabarti**, Duke U.; **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **William G Mitchell**, Duke U.

- Acquisition or Alliance: An Integrative Framework of Firm Size and Industry Evolution Stage | **Lihong Qian**, U. of Illinois at Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign
- Deferral and Growth Options Under Sequential Innovation | **Michael J Leiblein**, Ohio State U.; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

**864 📖 : (Paper Session) - (CAR) Career Assistance and Support**

2:30pm - 3:50pm Hilton Anaheim: Capistrano A

Chair: **Kerr Inkson**, U. of Waikato

Discussants: **Petra M. Moog**, U. of Siegen; **Sigmar Malvezzi**, Escola de Administração Pública e de Empresas, Fundação Getúlio Vargas; **Marie-Line Germain**, St. Thomas U.; **David M. Kaplan**, Saint Louis U.

- 📖 Can career self-directedness be improved through career counseling and if so, what does it lead to? | **Marijke**

**Verbruggen**, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven

Formal vs. Informal Mentoring: Does It Influence the Promotion of Non-commitment? | **Olivier Herrbach**, ESC Rennes School of Business; **Karim Mignonac**, IAE, U. of Toulouse I; **Nathalie Richeb **, CERAM

Leadership Development as Creative Destruction of Work Capability Through Intrapersonal Innovation | **Todd J. Maurer**, Georgia State U.

Perceived Emotions and Trustworthiness: Influences on Developmental Assistance and Career Success | **Pei-Chuan Wu**, National U. of Singapore; **Maw-Der Foo**, U. of Colorado, Boulder; **Daniel Turban**, U. of Missouri, Columbia; **Li-Kuan Teo**, National U. of Singapore

**865** (Paper Session) - (CAR) **Perspectives on Work-life Well-being: Facilitation vs Conflict**

2:30pm - 3:50pm Hilton Anaheim: Oceanside

Chair: **Sally J. Power**, U. of St. Thomas

Discussants: **Rochelle Parks-Yancy**, Texas Southern U.; **Roberto Quaglia**, ESCP-EAP; **Humayun Rashid**, Case Western Reserve U.; **Sally J. Power**, U. of St. Thomas

Towards Culture-Sensitive Theories of the Work-Family Interface | **Gary N. Powell**, U. of Connecticut, Storrs; **Anne Marie Francesco**, Hong Kong Baptist U.; **Yan Ling**, George Mason U.

Consequences of Work-Family Facilitation and Conflict for Objective Employee Health and Performance | **Elianne Florence Van Steenberg**, Utrecht U.

Supervisor Support, Work-Family Conflict, and Organizational Attitudes: Brazil vs. the U.S. | **Wendy J. Casper**, U. of Texas, Arlington; **Christopher Harris**, U. of Texas at Arlington; **Amy Taylor-Bianco**, Ohio U.; **Eileen Kwesiga**, Bryant U.

The Relationships among Citizenship Pressure, Job Engagement, and Work-to-Family Enrichment | **Dewaynna A. Cates**, Jackson State U.; **Natasha Wilkins Randle**, Mississippi State U. Meridian; **Christopher J. Mathis**, Jackson State U.

**866** CAU: (CAU) **The Political Economy of Academic Journal Publishing: A Research Caucus**

2:30pm - 3:50pm Hilton Anaheim: Balboa C

Organizer: **Craig Prichard**, Massey U.

Participants: **Raza A Mir**, William Paterson U.; **David Knights**, Keele U.; **Alessia Contu**, U. of Warwick; **Jeanie M. Forray**, Western New England College; **Ralph Stablein**, Massey U.

**867** CAU: (CAU) **The Reality, Fallacy & Morality of Immigration: Where do we go from here?**

2:30pm - 3:50pm Hilton Anaheim: Santa Barbara

Organizer: **Angela Miles**, North Carolina A&T State U.

Participants: **Myrtle P. Bell**, U. of Texas, Arlington; **Matrecia S.L. James**, Jacksonville U.; **Millicent F. Nelson**, Middle Tennessee State U.; **Chanelle D. James**, U. of North Carolina Greensboro

**868** CAU: (CAU) **Answering Learning Outcomes Questions: Best Practices in Learning Objectives and Assessment**

2:30pm - 3:50pm Hilton Anaheim: Ventura

Organizer: **Kristen Bell DeTienne**, BYU

Participants: **Kristie K Seawright**, Brigham Young U.; **David A. Whetten**, Brigham Young U.

**869** (Paper Session) - (CM) **Reputations and Expectations in Conflict and Decision Making**

2:30pm - 3:50pm Hilton Anaheim: Santa Monica

Chair: **Rachel Croson**, U. of Texas at Dallas

Reputation as a Basis for Trust: Social Information, Emotional State, and Trusting Behavior | **Nathan Goates**, Shippensburg U.

Get what you expect? Expectations, outcomes, and satisfaction in negotiation. | **Merideth Ferguson**, Baylor U.; **Christopher J. Meyer**, Baylor U.

When Sweet Talk Sours: The Evil Eye in Rivalry | **Tanya Menon**, U. of Chicago; **Oliver Sheldon**, U. of Chicago

**870** JS: (CM, GDO) **Attaining, Maintaining, and Experiencing Status in Organizations**

2:30pm - 3:50pm Hilton Anaheim: Sunset

Chairs: **Ya-Ru Chen**, Rutgers U.; **Steven Blader**, New York U.

Discussant: **Cecilia Ridgeway**, Stanford U.

Why do Dominant People Attain Status in Groups? | **Cameron Anderson**, U. of California, Berkeley; **Gavin J Kilduff**, U. of California, Berkeley

Letting people in versus pushing people up: The effects of submissiveness on hiring and promotion | **Caitlin Miller Hogan**, Stanford U.; **Larissa Z. Tiedens**, Stanford U.; **Rosalind M. Chow**, Stanford U.

Fairness Perceptions in the Work Place: A Cross-System Comparison | **Joanneke van der Toorn**, New York U.; **Mihaly Berkics**, Hungarian Academy of Sciences; **John T. Jost**, New York U.

Differentiation Between Status and Power: An Organizational Justice Perspective | **Steven Blader**, New York U.; **Robert McNamee**, Rutgers U.; **Ya-Ru Chen**, Rutgers U.

**871** (Paper Session) - (CMS) **The New Economy: Critical Perspectives**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 13

Chair: **Dariusz Jemielniak**, L.Kozminski Academy of Entrepreneurship and Management

The Globalisation Of Corporate Governance? Irresistible Markets Meet Immovable Institutions | **Thomas Clarke**, U. of Technology, Sydney

Risk as workers remembered utility in the new economy | **Clive Smallman**, Lincoln U.; **Andrew Robinson**, Leeds U. Business School

The Role of Cultural Capital and Symbolic Violence in Entrepreneurial Legitimacy | **Dirk De Clercq**, Brock U.; **Maxim Voronov**, Brock U.

**872** JS: (CMS, SIM) **The Questions We Don't Ask (And Why We Don't Ask Them)**

2:30pm - 3:50pm Hilton Anaheim: Palos Verdes A

Interrogating Corporate Citizenship: Lessons for

Organizational Theory | **Raza A Mir**, William Paterson U.

The Political Economy of Corporate Social Responsibility | **Bobby Banerjee**, U. of Western Sydney



Discourses of Corporate Environmentalism and Climate Change: A Critical Perspective | **Maarten van der Kamp**, Lancaster U.

NGOs, Resistance Movements and Civil Society Actors: A Critical Alternative? | **Martin P Brigham**, Lancaster U.

**873** 🗄️: (Paper Session) - (ENT) **Users as**

**Entrepreneurs, Innovation Influencers, and Market Shapers**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon J

Chair: **Paula Danskin Englis**, Berry College

Discussant: **Jose Antonio Rosa**, U. of Wyoming

➔ 🗄️ User Entrepreneurship in Online Communities: Lead Userness, Agenda Shaping and Social Standing | **Erkko Autio**, Imperial College London; **Linus Dahlander**, Imperial College London; **Lars Frederiksen**, Imperial College London

➔ Innovation in Knowledge Intensive Startups: The Impact of the Voice-of-the-Consumer | **Paula Danskin Englis**, Berry College; **Basil Englis**, Berry College; **Aard J Groen**, U. of Twente, NIKOS; **Peter Sijde, van der**, U. of Twente

🗄️ Extremism & Social Identity: An Explanation for Informal User Innovation | **Michael David Crum**, U. of Louisville; **Cheryl Mitteness**, U. of Louisville

Can we Talk? Entrepreneurial Action and Market Discourse | **R. Scott Livengood**, U. of Maryland

**874** 🗄️: (Paper Session) - (ENT) **Ethics, Values, Institutional Logics and Entrepreneurship**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Dante DiGregorio**, U. of New Mexico

Discussant: **Benson Honig**, Wilfrid Laurier U.

➔ Entrepreneurial differences in Values, Attitudes and Behavior in Developed and Developing Nations | **Arnel Onesimo O. Uy**, De La Salle U.; **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Regina Greenwood**, Nova Southeastern U.; **Miguel R. Olivás-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Silvia Ines Monserrat**, U. Nacional del Centro; **Sergio Madero**, Tec De Monterrey; **Bahaudin Mujtaba**, Nova Southeastern U.; **Shaista Ehsan Khilji**, George Washington U.; **William Teeple**, Embry Riddle Aeronautical U.; **Mark D. Woodhull**, Schreiner U.; **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo; **Terrell G. Manyak**, Nova Southeastern U.

🗄️ Cultural Norms & Business Start-ups: Impact of National Values on Opportunity/Necessity Entrepreneurs | **Diana Hechavarría**, U. of Cincinnati; **Paul D Reynolds**, Florida International U.

➔ 🗄️ Institutional Logics: Gender and Business Creation across 11 GEM Countries | **Amanda Brickman Elam**, Babson College; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics

🗄️ Do Ethically Suspect Behaviors Prevent or Promote Firm Growth: Evidence from Chinese Entrepreneurs | **Jintong Tang**, Saint Louis U.; **Shaji Khan**, U. of Missouri at Saint Louis; **Renhong Zhu**, Sun Yat-Sen U.

**875** 🗄️: (Paper Session) - (ENT) **Governance and Control in Entrepreneurial Firms and Family Businesses**

2:30pm - 3:50pm Anaheim Convention Center: 205A

Chair: **Justin B Craig**, Bond U. Australia

The Impact of Firm Size and Family Ownership on Management Control Systems | **Gerhard Speckbacher**, Vienna U. of Economics and Business Administration; **Paul Wentges**, Vienna U. of Economics and Business Administration

🗄️ Strategic Planning and Flexibility as Governance Control Mechanisms in Family and Non-Family Firms | **Clay Dibrell**, Oregon State U.; **Justin B Craig**, Bond U. Australia; **Donald O. Neubaum**, Oregon State U.

🗄️ The Effects of Decision and Governance Contexts on Decision-making Networks of Small Firm CEOs | **Mark Fiegner**, James Madison U.

🗄️ Family Control and Stock Market Reactions to Announcements of Corporate Venturing | **Shao-Chi Chang**, National Cheng Kung U.; **Wann-Yih Wu**, National Cheng Kung U.; **Ying-Jiuan Wong**, National Cheng Kung U.

Family Involvement and Agency Cost Control Mechanisms in Family Firms | **Lucrezia Songini**, Bocconi U.; **Luca Gnan**, Tor Vergata U.

**876** 🗄️: (Paper Session) - (ENT) **The Influence of Organizational Origins on Characteristics of New Ventures**

2:30pm - 3:50pm Anaheim Convention Center: 205B

Chair: **Betty Conklin**, U. of Louisville

Discussant: **Dilene Crockett**, Northeastern State U.

🗄️ Entrepreneurial Spawning of Scientists and Engineers: Stars, Slugs, and Small Firms | **Daniel Walter Eifenbein**, Washington U. in St. Louis; **Barton Hamilton**, Washington U. in St. Louis; **Todd Zenger**, Washington U.

The Parent's Legacy: Firm Founding and Strategic Choice | **Warren Boeker**, U. of Washington Seattle; **Brandon Fleming**, U. of Washington Business School

🗄️ Founding Process Impacts on Generating Subsequent Offspring: Aspirations and Capabilities | **Anne S Miner**, U. of Wisconsin, Madison; **Michael P. Ciuchta**, U. of Wisconsin-Madison; **Yan Gong**, U. of California, Irvine; **Anthony Sadler**, U. of Wisconsin, Madison; **John Surdyk**, U. of Wisconsin, Madison

🗄️ Role of Supportive Parent in Managing Spinning-off Process and Facilitating Identity Change | **Arvin Sahaym**, Washington State U.

**877** 🗄️: (Paper Session) - (ENT) **Signals, Reputation, and Legitimation: Firm and Industry Perspectives**

2:30pm - 3:50pm Anaheim Convention Center: 206A

Chair: **Seung Bai Bach**, California State U. Sacramento

Discussant: **Boris F. Blumberg**, U. of Maastricht

🗄️ Family Firm Reputation Concern: Antecedents and Performance Outcomes | **Thomas Markus Zellweger**, U. of St. Gallen; **Franz W. Kellermanns**, Mississippi State U.

🗄️ Patents as Quality Signals for Entrepreneurial Ventures | **David Hsu**, Wharton School; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

🗄️ Competitive Advantage Through Reputation Building in Small and Medium Enterprises | **Ananda Mukherji**, Texas A&M International U.; **John D. Francis**, San Diego State U.; **Peter Wright**, U. of Memphis; **Jyotsna Mukherji**, Texas A&M International U.

🗄️ The Impact of New IPO on the Value of the Incumbent Firms | **Seung-Hyun Lee**, U. of Texas, Dallas; **Seung Bai Bach**,



California State U. Sacramento; **Yoon-Suk Baik**, Korea Advanced Institute of Science & Technology

**878** 📄: (Paper Session) - (ENT) **Team Characteristics that Impact Venture Process and Outcomes**

2:30pm - 3:50pm Anaheim Convention Center: 206B

Chair: **Kandarp Mehta**, IESE Business School

Discussant: **Aegean Oi Kam Leung**, U. of Victoria

- 📄 Functional Heterogeneity, Unmet Expectations, and Interpersonal Conflict in New Venture Teams | **Gaylen N. Chandler**, Wichita State U.; **Derek Ruth**, Wichita State U.
- 📄 The role of team diversity in the entrepreneurial process | **Maria Kakarika**, Instituto de Empresa Business School
- 📄 The Impact of Initial Team Composition and Performance on Team Dynamics and Firm Survival | **Karin Hellerstedt**, Jönköping Int'l Business School; **Howard Aldrich**, U. of North Carolina
- 📄 Entrepreneurial Drive in the Top Management Team: Effects on Strategic Choice and Firm Performance | **Matthew S. Wood**, Southern Illinois U., Carbondale; **Michael D Michalisin**, Southern Illinois U., Carbondale

**879** 👁: (Paper Session) - (ENT) **Policy, Practices and Regional Characteristics that Impact Entrepreneurial Activities**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 1

Presented on panels 65-71

- 👁 📄 Entrepreneurship Growth in American Counties 1995-2005: Some Preliminary Results | **Erick Paulo Cesar Chang**, Arkansas State U.; **James J Chrisman**, Mississippi State U.
- 👁 📄 New Venture Creation as the Engine of Economic Prosperity in the US: An Exploratory Analysis | **Erick Paulo Cesar Chang**, Arkansas State U.
- 👁 📄 The Relationship Between Innovation Policy and Nanotechnology Entrepreneurship | **Jennifer Woolley**, Santa Clara U.; **Renee Rottner**, U. of California, Irvine
- 👁 📄 Formal and Informal Network Activities in Bottom-up Business Incubators | **Anne Bøllingtoft**, Aarhus School of Business, U. of Aarhus
- ➔ 👁 📄 Societal Legitimation: Societal practices and Entrepreneurship in 35 Countries | **Ute Stephan**, Philipps-U. Marburg; **Lorraine M. Uhlaner**, Nyenrode Business Universiteit
- 👁 📄 Innovation and the Entrepreneurial University | **Peter William Moroz**, Australian Graduate School of Entrepreneurship, Swinburne U. of Technology; **Robert Brent Anderson**, U. of Regina; **Kevin George Hindle**, Swinburne U. of Technology
- 👁 📄 Creation of Higher Education Institutions and Entry of Knowledge Based firms – A Policy Evaluation | **Joana Mendonça**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico; **Rui Baptista**, Instituto Superior Tecnico

**880** 👁: (Paper Session) - (ENT) **Entrepreneurial Theory**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 2

Presented on panels 72-75

- 👁 📄 The roots of the domain of entrepreneurship research | **Mikael Scherdin**, Uppsala U.; **Ivo Zander**, Uppsala U.
- 👁 📄 What is Not Entrepreneurship Theory | **Richard J Arend**, U. of Nevada, Las Vegas

📄 👁 📄 Teleological Approaches to Entrepreneurship: A Theoretical Anatomy | **Ioannis N Katsikis**, Athens U. of Economics and Business; **Lida Kyrgidou**, Athens U. of Economics and Business

👁 👁 Successful entrepreneurs are not risk-takers: A theory of entrepreneurial decision-making | **Deepak Sardana**, U. of new South Wales; **J. Peter Murmann**, AGSM-Australian School of Business

**881** 📄: (Paper Session) - (GDO) **Spirituality and Religion in the Workplace**

2:30pm - 3:50pm Hilton Anaheim: Malibu

Chair: **William E Martello**, St. Edward's U.

- 📄 Political and religious differences: Are they equal aspects of diversity and employee rights? | **Ericka R. Lawrence**, U. of Alabama; **James E. King**, U. of Alabama, Tuscaloosa
- 📄 Religious Attire in the Workplace: Understanding the Hijabi Perspective | **Sonia Ghumman**, Michigan State U.
- 📄 Between Gender and Religion: Where Does the Arab Woman Stand? | **Hayfaa Tlaiss**, U. of Manchester; **Saleema Kauser**, U. of Manchester
- 👁 Spirituality in the Management Context: Does Gender Make Any Difference? | **Caroline Liu**, U. of Southern California

**882** 📄: (Paper Session) - (GDO) **The Flexibility of Employee Work Arrangements**

2:30pm - 3:50pm Hilton Anaheim: Redondo

Chair: **Marco DiRenzo**, Drexel U.

- Discussant: **Dorothy Perrin Moore**, Emeritus Professor of Business Administration, The Citadel
- 📄 Using the theory of planned behavior to predict intentions to use flexible work arrangements. | **Sue A. Epstein**, U. at Albany, SUNY; **Janet H. Marler**, U. at Albany, SUNY
- ➔ 📄 Flexible Work Arrangements and Intentions of Unemployed Women: Towards a Model Development | **Eleni Stavrou**, U. of Cyprus; **Christiana Ierodiakonou**, U. of Cyprus
- Returning to Work - Mothers' Willingness to Pay for Amenities | **Christina Felfe**, U. Pompeu Fabra

**883** 📄: (Paper Session) - (GDO) **Diversity in Work Teams: Exploring Contextual Factors and Outcomes**

2:30pm - 3:50pm Hilton Anaheim: San Clemente

Chair: **Roya Ayman**, Illinois Institute of Technology

- ➔ 👁 📄 Considering Context in Work Team Diversity Research: A Meta-Analytic Review | **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, U. of Illinois, Urbana-Champaign
- Dorothy Harlow Best Paper Award. Sponsored by McGraw-Hill**
- 👁 📄 Reality or Perception? Leadership and Team Diversity Management | **Zhi Liu**, Nanyang Technological U.
- The Conditions Leading to Positive Outcomes for Members of Culturally Diverse Work Teams | **Shannon Lloyd**, Monash U., Clayton; **Charmine E. J. Hartel**, Monash U., Clayton
- The Impact of Workgroup Diversity on Performance | **Alexandra Niessen**, Northwestern U. and U. of Cologne; **Stefan Ruenzi**, UT Austin and U. of Cologne; **Michaela Baer**, U. of Cologne
- Best Student Paper Award. Sponsored by Emerald Publishers**

**884** 🗄️📄: (Paper Session) - (GDO) **Experiences of Diversity: Correlates, Consequences and Opportunities**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - GDO

Presented on panels 1-15

- 🗄️📄 Leader-Member Exchange and Organizational Citizenship Behaviors: the Role of Ethnic Similarity | **Ronit Waismel-Manor**, Netanya U. College; **Aharon Tziner**, Netanya U. College; **Efrat Berger**, Tel-Hai Academic College; **Eli Dikstein**, Tel-Hai Academic College
- ➔🗄️📄 Examining diversity beliefs and leader performance across cultures | **Todd J. Weber**, U. of Nebraska-Lincoln; **Golnaz Sadri**, California State U. Fullerton
- 🗄️📄 Winning followers' hearts: A study on gender differences in effective leadership | **Amy Y. Ou**, Arizona State U.; **Anne S. Tsui**, Arizona State U.; **Joshua B. Wu**, U. of Miami
- 🗄️ The effects of trainer race and gender on perceptions of diversity trainer effectiveness | **Benjamin E. Liberman**, Columbia U.; **Laura Buffardi**, U. of Georgia; **Caryn J Block**, Teachers College, Columbia U.; **Sandy Uyekubo**, Columbia U.
- 🗄️🗄️ Testing the Factor Structure and Measurement Equivalence of the WLEIS Across Gender and Ethnicity | **Daniel S. Whitman**, Florida International U.; **David L. Van Rooy**, Florida International U.; **Chockalingam Viswesvaran**, Florida International U.; **Eyran Kraus**, City of Miami, Employee Relations
- ➔🗄️📄 Laid-off Women Workers' Experiences in Urban China | **Ying Chen**, Vanderbilt U.
- 🗄️ Transparency and trust as antecedents to perceptions of commitment to stated diversity goals | **Molly Pepper**, Gonzaga U.; **Linda Tredennick**, Gonzaga U.; **Raymond F. Reyes**, Gonzaga U.
- 🗄️ The fairer sex? Expectations for male and female managers' interactional and procedural fairness | **Rebecca Clare Levine**, Columbia U.; **Joel Brockner**, Columbia U.
- 🗄️📄 Establishing advisor-advisee relationships: Impact of decision factors, schemas and time periods | **Xiang Fen Liang**, Case Western Reserve U.; **Simy Joy**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.; **Susan Perry**, Baldwin Wallace College
- 🗄️📄 Action, Not Silence, is Golden: Why Workplace Observers Sustain or Combat Racial Microaggressions | **Ashleigh Shelby Rosette**, Duke U.; **Patricia Faison Hewlin**, Georgetown U.; **Andrew M. Carton**, Duke U.
- 🗄️ Multiple Facets of Team Voice: The Role of Relational Demography, Personality, and Team Structure | **Kenneth H. Price**, U. of Texas, Arlington; **Amy B. Henley**, Kennesaw State U.; **James J. Lavelle**, U. of Texas, Arlington; **Aakash Taneja**, Stockton College of NJ; **Vishnu Vinekar**, Fairfield U.
- 🗄️📄 Worksite Segregation and Performance-Related Attitudes | **Niki Dickerson**, Rutgers U., Dept. of LSER; **Lisa Schur**, Rutgers U., Dept. of LSER; **Douglas Kruse**, Rutgers U.; **Joseph Blasi**, Rutgers U.
- 🗄️ Distinguishing motive profiles and satisfaction as a function of gender and entrepreneurial status | **Paul H. Jacques**, Western Carolina U.; **Rita Palrecha**, State U. of New York, Binghamton; **Richard DeMartino**, Rochester Institute of Technology
- 🗄️📄 Employment Separations - the Good, the Bad and the In-betweens | **Margaret Yap**, Ryerson U.

- 🗄️ Supervisory support as an antecedent to diversity climate perceptions | **Benjamin E. Liberman**, Columbia U.

**885** 🗄️🗄️: (HCM) **Panel: The Questions that We Ask in Health Care Organizational Research**

2:30pm - 3:50pm Hilton Anaheim: Palos Verdes B

Organizer: **Robert Weech-Maldonado**, U. of Florida

Presenters: **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Denise Anthony**, Dartmouth College; **Robert C. Myrtle**, U. of Southern California; **Jacqueline Zinn**, Temple U.

**886** 🗄️: (Paper Session) - (HR) **Human Resource Practices and Turnover**

2:30pm - 3:50pm Hilton Anaheim: Coronado

Chair: **Christine Lynn Jackson**, Purdue U., West Lafayette

Discussant: **John W. Michel**, Towson U.

- 🗄️ Shock-Driven Turnover: Development and Validation of the Turnover Events and Shocks Scale (TESS) | **Rodger Griffith**, Ohio U.; **Peter Hom**, Arizona State U.; **David G. Allen**, U. of Memphis; **Brendan Morse**, Ohio U.; **Justin Weinhardt**, Ohio U.
- 🗄️ Adding Dynamics into the Voluntary Turnover-Firm Performance Relationship | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign; **Kweontaek Chung**, Samsung Economic Research Institute
- 🗄️ Regrettable Employee Turnover – Who Do We Regret Leaving and Why do They Leave? | **Andrew James Noblet**, Deakin U.; **John Hunter McWilliams**, Deakin U.; **Cary L. Cooper**, Lancaster U.
- ➔🗄️🗄️ To Stay or To Leave: Autonomy Matters | **Dong Liu**, U. Washington; **Shu Zhang**, Columbia U.; **Lei Wang**, xian jiaotong U.

**887** 🗄️: (Paper Session) - (HR) **Bundled Human Resource Practices**

2:30pm - 3:50pm Hilton Anaheim: Huntington C

Chair: **Elaine Farndale**, Tilburg U.

Discussant: **Timothy M. Gardner**, Vanderbilt U. Owen Graduate School of Management

- ➔🗄️🗄️ A Differentiation Perspective of SHRM: Strategic capabilities, Configurations, and Complementarities | **Yu Zhou**, Rutgers U., Dept. of HRM; **Ying Hong**, Rutgers U.; **Mark Huselid**, Rutgers U.
- 🗄️ The Development of Social Capital: Influence of Human Resource Practices and Industrial Factors | **Chih-Hsun Chuang**, Da-Yeh U.; **Ching-Wen Chuang**, Da-Yeh U.
- ➔🗄️ Strategic Human Resource Management: A Systems Perspective | **Sven Kepes**, Virginia Commonwealth U.; **John E. Delery**, U. of Arkansas; **Nina Gupta**, U. of Arkansas
- 🗄️📄 **Winner of HR Division Best Conference Paper Award, Sponsored by Personnel Review**
- 🗄️ Public HRM in the European Human Resource Management Field | **Sinikka Vanhala**, Helsinki School of Economics

**888** 🗄️🗄️: (Paper Session) - (HR) **Research on HR Effectiveness, Alignment, and Strategy**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - HR 1

Presented on panels 17-21

- 📄 HRM: Convergence, Divergence, or a Middle of the Road (MOR) Approach? | **Eleni Apospori**, Athens U. of Economics and Business; **Nancy Papalexandris**, Athens U. of Economics and Business
- 👁📄 Assessing Human Resource Practice Alignment: Development and Evaluation of a Process | **Herbert G Heneman**, U. of Wisconsin, Madison; **Anthony T. Milanowski**, U. of Wisconsin, Madison
- 👁📄 An Empirical Research on the Relationship between Human Capital and Innovative Capability | **Hsing-Kuo Wang**, National Kinmen Institute of Technology
- 👁📄 Flexible Working Through the Configurational Approach: the Role of Firm System and Societal Cluster | **Eleni Stavrou**, U. of Cyprus; **Emma Parry**, Cranfield School of Management; **Deirdre Anderson**, Cranfield School of Management
- 👁 The Question we Ask: How do Trade Unions Assess HRM System Strength and HR Effectiveness? | **Caroline Gilbert**, Katholieke U. Leuven; **Sophie De Winne**, Lessius Hogeschool - K.U.Leuven; **Jeroen Delmotte**, Katholieke U. Leuven

**889** 👁📄: (Paper Session) - (HR) **Research on Appraisals, Discipline, and Attitudes**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - HR 2  
Presented on panels 22-28

- 👁👁📄 Exploring a Paired Comparison Method for Personnel Evaluation: Improvement of the Method in AHP | **Hairu Yang**, City U. of Hong Kong; **Shizhang Jiang**, Shanghai Finance College; **Xuehua Wang**, Macau U. of Science and Technology
- 👁📄 Longer Tenure, Longer Seniority or Both? | **Jen-sin Lee**, I-Shou U., Kaohsiung, Taiwan; **Ying-Jen Chen**, I-Shou U., Kaohsiung, Taiwan; **Pi-Hsia Yen**, I-Shou U., Kaohsiung, Taiwan
- 👁📄 Motivations for Reinstatement in Organizations: When will Managers Give Back What They Take Away? | **Matthew W. McCarter**, U. of Illinois; **Arran Caza**, U. of Illinois at Urbana-Champaign
- 👁👁📄 Let's Build Something Together? A Longitudinal Study of Employee Satisfaction and Unit Performance | **Scott Birkeland**, Stang Decision Systems, Inc.
- 👁 Emotional Exhaustion and Nonstandard Shift Work in Mail Processors | **Jenell Lynn-Senter Wittmer**, The U. of Toledo; **James E. Martin**, Wayne State U.
- 👁📄 Employee Characteristics of Private and Public Organisations in South Korea. | **Hoe Chang Yang**, Ajou U.; **Daisung Jang**, Ajou U.; **Do-Yeong Kim**, Ajou U.
- 👁👁📄 The Process of Downsizing: Job Performance and Organizational Commitment as Layoff Criteria | **Roderick D Iverson**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.; **Stephen Deery**, U. of London

**890** 📄👁👁👁: (HR, MED) **HR Teaching and Curriculum: Are We Asking the Right Questions?**

2:30pm - 3:50pm Hilton Anaheim: Huntington B

Join us for a thought-provoking discussion to help answer the questions that affect the future of education in human resources.

Moderator: **Debra J. Cohen**, Society for Human Resource Management

Discussants: **Kenneth G. Brown**, U. of Iowa; **Robert L Heneman**, The Ohio State U.; **Murray R. Barrick**, Texas A&M U.; **K. Michele Kacmar**, U. of Alabama; **Anthony J. Rucci**, The Ohio State U.

**891** ➤📄: (Paper Session) - (IM) **Institutional Context and Industrial Level Effects**

2:30pm - 3:50pm Anaheim Marriott: Suite 304

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Junmin Wang**, Indiana U.

- 👁 Industry Architectures and Globalization: Institutional modularity and ease of foreign expansion | **Michael G. Jacobides**, London Business School; **Alina Kudina**, Warwick Business School
- 📄 Electoral and Market Rivalry in Developing Country Sovereign Risk Assessment | **Paul M Vaaler**, U. of Minnesota; **Gerry McNamara**, Michigan State U.
- A Comparative Institutional Perspective on Bottom of the Pyramid Markets: The Growth of Microfinance | **Joshua Ault**, U. of South Carolina; **Andrew Spicer**, U. of South Carolina
- 👁📄 Who Gets More? Inequality in Globalization and its Implication to the Dynamics of CSAs | **Minyoung Kim**, U. of Illinois at Urbana-Champaign

**892** ➤📄: (Paper Session) - (IM) **Foreign Direct Investment II**

2:30pm - 3:50pm Anaheim Convention Center: 212A

Chair: **Lei Zhang**, U. of Maryland, College Park

Discussant: **Protiti Dastidar**, George Washington U.

- Reducing Risk Through Internationalization: An Industry Perspective | **B Elango**, Illinois State U.
- 📄 International Involvement and Capital Structure: An Agency Theory Perspective | **Chiung-Jung Chen**, Chung Yuan Christian U.
- 📄 Real Options, Experiences, And Foreign Entry: U.S. Venture Capital Firms' Investment In China | **Yong Li**, State U. of New York, Buffalo; **Tony W. Tong**, U. of Colorado
- 👁👁➤📄 FDI Spillovers and Domestic Firm Productivity - The Role of Competition among FDIs | **Yan Anthea Zhang**, Rice U.; **Haiyang Li**, Rice U.; **Yu Li**, GSM, Peking U.; **Li-An Zhou**, Peking U.

**893** 👁: (Paper Session) - (IM) **Innovation & Knowledge Management**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 76-80

- 👁📄 KNOWLEDGE TRANSFER WITHIN AMERICAN MNCs: THE IMPACT OF HR AND BUSINESS STRATEGY | **Bing Bai**, U. of Redlands; **John Lawler**, U. of Illinois
- 👁 Evaluating Foreign Subsidiaries: An Extension of Gupta/Govindarajan's Role Typology | **Stefan Schmid**, ESCP-EAP European School of Management; **Katharina Kretschmer**, ESCP-EAP European School of Management
- 👁 An Empirical Investigation of Learning Outcomes from Short Study Tours | **Barbara Parker**, Seattle U.; **Gregory Prussia**, Seattle U.
- 👁➤👁👁 Bridging roles, social skill, and embedded knowing in multinational organisations | **Mark Fenton-O'Creevy**, Open U. Business School; **Paul Gooderham**, Norwegian School of Economics and Business Administration



→👁️ Mobility, Connectivity and Social Capital in Multinational Enterprises | **Odul Bozkurt**, Lancaster U. Management School; **Alexander Toni Mohr**, Bradford U.

**894** →👁️📄 JS: (IM, HR) **The New Global Nomads:**

**Examining Diverse Forms Of International Mobility**

2:30pm - 3:50pm Anaheim Convention Center: 212B

*Facilitators:* **Mila B. Lazarova**, Simon Fraser U.; **Jean-Luc Cerdin**, ESSEC Business School

Attitudinal Diversity Across Different Internationally Mobile Employees | **Estelle Toomey**, Oxford U.

Exploring Differences in Drivers of Self-Initiated and Company-Sent Expatriates | **Michael Dickmann**, Cranfield U.; **Noeleen Doherty**, Cranfield U.; **Timothy Mills**, Cranfield School of Management

Flexpatriate Careers in Europe: Aspirations, Motives, Goals, and Consequences | **Barbara Demel**, WirtschaftsU. Wien; **Wolfgang Mayrhofer**, WirtschaftsU. Wien

Starting Over: Overcoming Workplace Social Undermining of Immigrant Newcomers | **Soo Min Toh**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

Representations and Perceptions of International Mobility | **Jean-Luc Cerdin**, ESSEC Business School; **Mila B. Lazarova**, Simon Fraser U.

*Presenters:* **Mila B. Lazarova**, Simon Fraser U.; **Jean-Luc Cerdin**, ESSEC Business School; **Estelle Toomey**, Oxford U.; **Michael Dickmann**, Cranfield U.; **Noeleen Doherty**, Cranfield U.; **Timothy Mills**, Cranfield School of Management; **Barbara Demel**, WirtschaftsU. Wien; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Soo Min Toh**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

**895** 📄→ JS: (IM, MED) **Bringing the World into Our Classrooms: Approaches to Cross-Cultural Education**

2:30pm - 3:50pm Anaheim Convention Center: 213C

*Organizers:* **Tine Koehler**, George Mason U.; **Catherine Cramton**, George Mason U.

*Discussant:* **Martin J Gannon**, California State U. San Marcos

Exploring Cultural Differences in an Online Classroom Collaboration | **Tine Koehler**, George Mason U.; **Catherine Cramton**, George Mason U.

Reflections on Teaching U.S. and Chinese Students in Beijing | **Pamela Hinds**, Stanford U.

Short-Term Study Abroad Programs for Graduate Business Students | **Michelle Amy Marks**, George Mason U.; **Paige Wolf**, George Mason U.; **Karen Hallows**, George Mason U.

**896** 📄👁️→📄 SHCS: (IM, MED, HR) **How Should We Assess and Develop Intercultural Competencies in Current and Future Global Leaders?**

2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion B

*Chair:* **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

Assessing and Developing Intercultural Competencies: Pipe Dream or Attainable Goal? | **Joyce Osland**, San Jose State U.; **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

Intercultural Competence Assessment and Development in the United States Army | **Lisa M. V. Gulick**, George Mason U.; **Jeffrey L. Herman**, George Mason U.

Assessing Intercultural Competencies and Japanese Global Leadership: A Longitudinal Study | **Allan Bird**, U. of

Missouri, St. Louis; **Norihito Furuya**, IGB Network Co., Ltd.; **Michael J. Stevens**, Weber State U.

Developing Global Leaders in Executive Programs: It's Time to Bite the (PowerPoint) Bullet | **Schon Beechler**, Duke Corporate Education; **Martha L. Maznevski**, IMD

Developing Global Leadership Capabilities in Our Students: The Role of Creativity | **Gary Oddou**, California State U. San Marcos; **Hal B. Gregersen**, INSEAD; **Jeffrey H. Dyer**, Brigham Young U.

**Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)**

**897** →👁️📄 JS: (IM, ODC, MH) **From Heresy to Wisdom: The Evolution of Management Concepts**

2:30pm - 3:50pm Anaheim Convention Center: 213A

*Organizer:* **Timothy Michael Devinney**, AGSM-Australian School of Business

*Moderator:* **Art Kleiner**, Booz Allen Hamilton / strategy+business

*Discussant:* **Philip M Rosenzweig**, IMD

*Participants:* **Edith W. Seashore**, Edith W. Seashore Asso. Ltd.; **Charles N. Seashore**, Fielding Graduate U.; **P V Kannan**, 24/7 Customer Inc.; **Steven Wheeler**, Booz Allen Hamilton

**898** →👁️ JS: (IM, TIM, OMT) **The Indian Software Industry as Research Context: From Industry and Firm-level, to National & Global**

2:30pm - 3:50pm Anaheim Convention Center: 213B

*Organizer:* **Florian A. Täube**, Imperial College London

Where do India's capabilities in software come from?: A Test of select Determinants | **Ram Tenkasi**, Benedictine U.

Determinants of Outsourcing Behavior by Indian Software and Information Technology Firms | **Sumit Majumdar**, U. of Texas, Dallas; **Ashok Nag**, Reserve Bank of India and Riskraft Consulting Limited; **Kenneth L Simons**, Rensselaer Polytechnic Institute

Specialization and Neighborhood Effects in IT Outsourcing Firms in India | **Kalina Manova**, Stanford U.; **Gauri Kartini Shastry**, Harvard U.

Team Familiarity, Role Experience, and Performance: Evidence from Indian Software Services | **Robert S. Huckman**, Harvard U.; **Bradley R Staats**, Harvard U.; **David M. Upton**, Harvard U.

An Intermediated Path to New Venture Internationalization: Evidence from Indian Software Start-Ups | **Colm O'Gorman**, UCD Dublin; **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics

Living with Offshoring: The Impact of Offshoring on the Evolution of Organizational Configurations | **Ajay Bhalla**, Cass Business School, City U.

*Presenters:* **Ram Tenkasi**, Benedictine U.; **Sumit Majumdar**, U. of Texas, Dallas; **Kalina Manova**, Stanford U.; **Gauri Kartini Shastry**, Harvard U.; **Bradley R Staats**, Harvard U.; **Colm O'Gorman**, UCD Dublin; **Ajay Bhalla**, Cass Business School, City U.

**899** : (Paper Session) - (IP) **Individual Learning and Knowledge Management**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 1

*Facilitator:* **Chiara Pollina**, Luiss Guido Carli U. of Rome

**OB:** Linking Open-mindedness with Individual Learning Through Organizational Memory | **Juan-Gabriel Cegarra-**

**Navarro**, Universidad Politecnica de Cartagena; **Maria-Teresa Sanchez-Polo**, Hospital Universitario "Virgen de la Arrixaca"

OB: Discrepancies between Intention and Behavior in Knowledge Sharing among High-Tech Workers | **Iris Reychav**, Holon Institute of Technology; **Jacob Weisberg**, Bar Ilan U.

OB: Looking Beyond the Knowledge Source-Recipient Relationship in the Transfer of Tacit Knowledge | **Michele L. Swift**, Oregon State U.; **Meghna Virick**, San Jose State U.

**900 : (Paper Session) - (IP) Affect, Motivation, and Cognition**  
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 10

Facilitator: **Deborah J. Armstrong**, Florida State U.

MO: Comparing Appraisal Response between Multi-source Appraisal and Single-source Appraisal | **Bo-young Kim**, Seoul National U.; **Oh Soo Park**, Seoul National U.

MO: Acceptable Solution: New Decision Making Process for the New Age | **Zoltan Baracska**, Doctus Co.; **Viktor Dorfler**, U. of Strathclyde; **Jolan Velencei**, Budapest U. of Technology and Economics

MO: Managerial Cognition and Strategic Decision Making in Diversified Firms | **Larry Stimpert**, Colorado College; **Irene M. Duhaime**, Georgia State U.

MO: CEO Self-Regulatory Focuses, Strategic Dynamism, and Firm Performance | **Ye Dai**, U. of Texas, Austin; **Siyuan Huang**, Duke U.

OB: Three-Mode Principal Components Analysis of Daily Affect at Work | **Seth Spain**, U. of Illinois, Urbana-Champaign; **Andrew Miner**, Honeywell

**901 : (Paper Session) - (IP) Corporate Social Environment and Stakeholder Theory**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 11

Facilitator: **W. Trexler Proffitt**, Franklin & Marshall College

BPS: Stakeholders of Organizations and Organizations as Stakeholders: Do Corporate Directors Matter | **Humphry Hung**, Hong Kong Polytechnic U.; **Theresa Lau**, Hong Kong Polytechnic U.

BPS: The Corporate Role in Economic Development | **Paul C Godfrey**, Brigham Young U.; **Ben Lewis**, Brigham Young U.

SIM: The role of corporate social performance in attracting cross-culturally sensitive employees | **Moriah A. Meyskens**, Florida International U.; **Karen Paul**, Florida International U.

SIM: The social construction of the positive link between corporate social and financial performance | **Jean-Pascal Gond**, Nottingham U. Business School; **Guido Palazzo**, U. of Lausanne

SIM: Strategic Use of CSR as a Signal for Good Management | **Anil Akpınar**, Instituto de Empresa Business School; **Yiyi Jiang**, Instituto de Empresa Business School; **Luis R. Gomez-Mejia**, Arizona State U.; **Pascual Berrone**, IESE Business School; **Judith Louise Walls**, U. of Michigan

BPS: What is strategy? – A Relationship-Based Approach | **Xin Li**, Copenhagen Business School

**902 : (Paper Session) - (IP) Entrepreneurial Practice**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 12

Facilitator: **Dimo Dimov**, U. of Connecticut

BPS: Whom do New Firms Hire? | **Michael S. Dahl**, Aalborg U.; **Steven Klepper**, Carnegie Mellon U.

ENT: Seeing Entrepreneurship: Entrepreneurs' use of visual symbols in the strategic legitimation process | **Jean Siobhan Clarke**, Leeds U.

ENT: Evolutionary trajectories in new venture financing: evidence from biotechnology ventures | **Tom R. Vanacker**, Ghent U.; **Sophie Manigart**, Vlerick Leuven Gent Management School; **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School

ENT: Past Experience and Entrepreneurship: Empirical Evidence from the Indian Pharmaceutical Industry | **Saradindu Bhaduri**, Jawaharlal Nehru U.; **Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology

BPS: Ownership Structure and Separation between Ownership and Control in Italian Listed Companies. | **Francesca Cuomo**, Parthenope U.

ENT: Human Capital and Entrepreneurial Success: A Meta-Analytical Review and Path Analysis | **Jens M. Unger**, Giessen U.; **Andreas Rauch**, Erasmus U. Rotterdam; **Michael Frese**, Giessen U.; **Nina Rosenbusch**, Friedrich-Schiller-U. Jena; **Holger Steinmetz**, Giessen U.

**903 : (Paper Session) - (IP) Knowledge Creation within the Organization**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 2

Facilitator: **Yanfeng Zheng**, Clemson U.

OMT: Incompatible Assumptions: Barriers to Producing Multidisciplinary Knowledge | **Corinne Bendersky**, U. of California, Los Angeles; **Kathleen L. McGinn**, Harvard U.

TIM: Topography of Knowledge Space and Strategic Alliance Formation | **Anindya Ghosh**, Wharton School, U. of Pennsylvania; **Johannes M Pennings**, U. of Pennsylvania

OMT: That's Relevant! Towards a Taxonomy of Practical Relevance | **Alexander T. Nicolai**, U. of Oldenburg; **David Nils Seidl**, U. of Munich

OMT: What Influences the Diffusion of Concepts in Organization Science Publications? | **Suleika Bort**, U. of Mannheim

OMT: Deviate or Comply?: Responding Amidst Entrepreneurship and Institutional Theory | **Stratos E Ramoglou**, Cambridge U.

OCIS: Organizational Design And Informational Disasters | **Philippe Nicolas Baumard**, CRG Ecole Polytechnique

**904 : (Paper Session) - (IP) Corporate Governance and Decision Making**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 3

Facilitator: **Christine Shropshire**, U. of Georgia

BPS: Strategic Decision Process: CEO's Equity Perception and Strategic Decision-Making | **Won Yong Oh**, U. of Kansas

TIM: Corporate governance systems and R&D commitment | **Cheng-Yu Lee**, National Cheng Kung U.

MO: Legacy Behavior: How the CEO's Desire to Make History Shapes Strategic Decision Making | **Björn Rosenberger**, Freiberg U.; **Michael C. Nippa**, Freiberg U.



**ENT:** Disclosure Requirements and the IPOs of Research Intensive Firms: Effects of the Sarbanes-Oxley Act | **Janine Black**, Temple U.

→ **BPS:** Institutional Transition and the Impact of Competition, Legitimacy and Uncertainty on Firm Growth | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology

**905 : (Paper Session) - (IP) Resource and Dynamic Capabilities**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 4

Facilitator: **Anthony Scime**, Purdue U., West Lafayette

**BPS:** Dynamic Capabilities: Proposing a Clearer Way Forward | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Ashridge Management College; **Nardine Collier**, Cranfield U.

**BPS:** Resource Anchored Growth: A Penrosian Model of Growth through Acquisition | **Mark Thomas Rivera**, Northwestern U.; **William Ocasio**, Northwestern U.

**BPS:** Intergenerational Transmissions and The Profitability of Spin-off Firms | **Donald D Bergh**, Denver U.; **Barton M Sharp**, Purdue U., West Lafayette

→ **BPS:** Using a Resource Investment & Payments Perspective to Explore Capital's Institutional Dimensions | **Angelina Zubac**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Lester Johnson**, U. of Melbourne

**BPS:** The Interplay Between Strategy and Finance | **Herbert Kimura**, U. Presbiteriana Mackenzie; **Leonardo Fernando Basso**, U. Mackenzie; **Eduardo Kazuo Kayo**, U. Presbiteriana Mackenzie

**906 : (Paper Session) - (IP) Joint Venturing**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 5

Facilitator: **Edwin J. Andrews**, Project Management Institute

**TIM:** Knowledge Acquisition from Alliances: How Valuable Is It? | **Gurneeta Vasudeva**, U. of Minnesota

**BPS:** Strategic Linkage, Clique, and Firm Performance | **Yi-Ju Lo**, National Taiwan U.

**TIM:** Value Creation in University-Firm Research Collaborations: A Matching Approach | **Denisa Mindruta**, U. of Illinois at Urbana-Champaign/HEC, Paris

→ **TIM:** Choosing the Optimal Degree of Partner Interaction in Alliances | **Farok J. Contractor**, Rutgers U.; **James Woodley**, Ramapo College

**BPS:** The Niche Advantage: An Analysis of Network Innovation and Firm Performance in Established Firms | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute/U. of Kentucky; **Satish Nambisan**, Rensselaer Polytechnic Institute

**907 : (Paper Session) - (IP) The Not-for-Profit Organization**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 6

**PNP:** Privatization in the United States: Thus farther and no further? | **Muthu Subbiah**, U. of Texas, Dallas

**PNP:** The Pay for Performance Link in the Nonprofit Sector | **Eric C Twombly**, Georgia State U.; **Nicholas Harvey**, Georgia State U.

→ **PNP:** The Role of Relational Capital in Australian Social Service Nonprofit Organizations (SSNPOs) | **Eric Kong**, Charles Sturt U.

**PNP:** How Permeable is the Nonprofit Sector? | **Keely S. Jones**, U. of Georgia

**PNP:** Stakeholder Management Strategies for Non-Profits: A Cue from Convention and Visitors Bureaus (CVBs) | **Robert C. Ford**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida; **William Peeper**, Retired

**908 : (Paper Session) - (IP) Communication, Media and the Internet**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 7

Facilitator: **Richard Dool**, Seton Hall U.

**OCIS:** Influence of internet usage motivations in e-WOM practice inside and outside the groups | **José Luis Abrantes**, Escola Superior de Tecnologia do Instituto Politécnico de Viseu

**OCIS:** Competing Values Framework for Corporate Communication: Theoretical and Practical Implications | **Alan T Belasen**, State U. of New York, Empire State College; **Nancy Miller Frank**, State U. of New York, Empire State College

**OCIS:** Expressing emotions and building relationships over distance | **Anne-Laure Fayard**, Polytechnic U.; **Anca Metiu**, ESSEC, France

**OCIS:** Leaders of Tomorrow: The Emergence of Leadership in Massively Multiplayer Online Gaming Environment | **Dimple Thadani**, City U. of Hong Kong; **Ron Kwok**, The City U. of Hong Kong

**909 : (Paper Session) - (IP) Strategic HR and Performance**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 8

Facilitator: **Peter D Sherer**, U. of Calgary

**HR:** Assessing the constraints of HR implementation: development and validation of a research instrument | **Anna Christina Nehles**, U. of Twente; **Maarten J. van Riemsdijk**, U. of Twente; **Jan C Looise**, U. of Twente

**HR:** Exploration on the Relationship between Human Capital and Firm Performance: the Role of Innovation | **Hsing-Kuo Wang**, National Kinmen Institute of Technology; **Yu-Fang Yvonne Yen**, National Kinmen Institute of Technology

→ **HR:** HRM and OP Meta Analysis: Bridging the Gap Between Universalistic and Contingency Theories | **Yehuda Baruch**, U. of East Anglia; **Shay Tzafrir**, U. of Haifa; **Daniel Tzabbar**, U. of Central Florida

**910 : (Paper Session) - (IP) Religion and Spirituality**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 9

Facilitator: **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law

**MSR:** The Exodus and Strategic Quality Management Of Temples and Skyscrapers | **Jeremy Campbell**, Guardian Industries

**MSR:** A Holonic Theory of Leadership: Multiple Levels of Being as Context for Enabling the Future | **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Mark P. Kriger**, Norwegian School of Management

**MSR:** A Model of Organizational Spirituality and a Case Study | **Elisabeth Wilson**, U. of Manchester; **Lynne Sedgmore**, Centre for Excellence in Leadership; **Mustafa F Ozbilgin**, U. of East Anglia; **Yochanan Altman**, London Metropolitan U.

**MSR:** Ambiguities of Justice: Theological and Ethical Aspects and their Relevance for Policymakers | **Peter D Steane**, Southern Cross U.; **Don Gates**, Macquarie U.

**911** : (Paper Session) - (MED) **Questioning the Teaching and Learning of Diversity**

2:30pm - 3:50pm Anaheim Convention Center: 211B

Chair: **Cynthia L. Sutton**, Metropolitan State College of Denver

Discussant: **Joy E. Beatty**, U. of Michigan, Dearborn

Diversity Training: Are We on the Right Track? | **Bjoern Z. Ekelund**, Human Factors; **Martha L. Maznevski**, IMD

Diagnosing Diversity Issues and Determining Optimal Training: The Advantages of Experiential Games | **Stefan Volk**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen

Lessons from a Women in Organizations Course: Managing Gender in the Management Education Classroom | **Diana Bilimoria**, Case Western Reserve U.; **Deborah Anne O'Neil**, Bowling Green State U.; **Margaret M. Hopkins**, U. of Toledo; **Verena Murphy**, Kent State U.

A Question we Should Ask: Why isn't Diversity a Required Course for Management Students? | **Myrtle P. Bell**, U. of Texas, Arlington; **Mary L. Connerley**, Virginia Tech

**912** JS: (MED, SIM, ONE) **Two New Calls for Faculty to Improve Ethical & Moral Conduct of Graduates: Views Inside & Out**

2:30pm - 3:50pm Anaheim Convention Center: 211A

Coordinator: **Kenneth R. Thompson**, DePaul U.

Participants: **Robert A. Giacalone**, Temple U.; **Sandra Waddock**, Boston College; **Steven Kerr**, Goldman, Sachs & Co.

**913** : (MH) **The Career and Recollections of William B. Wolf**

2:30pm - 3:50pm Anaheim Marriott: Elite 1

Chair: **Daniel A. Wren**, U. of Oklahoma

Facilitators: **John G. Joos**, Nova Southeastern U.; **Arthur G. Bedeian**, Louisiana State U.

Discussants: **John B. Miner**, Independent Consultant; **Joseph McGuire**, Distinguished Professor Emeritus

**Richard Hodgetts Award**

**914** : (Paper Session) - (MOC) **Antecedents and Consequences of Attributions and Biases**

2:30pm - 3:50pm Anaheim Marriott: Elite 2

Chair: **Daniel P. Forbes**, U. of Minnesota

Discussant: **Paul Harvey**, U. of New Hampshire

Motivation to Lionize the Winner: The Relationship between Just-World Belief and Success Attribution | **Ning Chen**, U. of California, Los Angeles

Symbolic Interactionism Framework of Interpersonal Evaluations: A Stereotype-Based Model | **Liviu Florea**, Washburn U.

Seeing Through Rose-Colored Glasses? Exploring the Role of Personality in Perceptions of Leadership | **George A. Hrivnak Jr**, George Washington U.; **Tjai M. Nielsen**, George Washington U.

The Power of Pictures: Vertical Picture Angles and Power Perceptions | **Steffen Robert Giessner**, Erasmus U., Rotterdam; **Michelle Ryan**, U. of Exeter; **Thomas W. Schubert**, Free U., Amsterdam

**915** : (Paper Session) - (MOC) **Identities and Identity Threat**

2:30pm - 3:50pm Anaheim Convention Center: 209B

Chair: **David M. Sluss**, U. of South Carolina

Discussant: **Andrea Casey**, George Washington U.

Identity Levels and Context Dependency: Implications for Leadership | **Yoshie Nakai**, U. of Akron

Exploring the Dynamics of Building a Shared Identity in Mergers and Acquisitions | **Anna Lupina Wegener**, U. of Geneva; **Susan C. Schneider**, HEC U. of Geneva

Identity Threats in Organizations as a Practical Concern | **Laura G. Illia**, U. of Cambridge; **Johan Van Rekom**, Erasmus U.

From One to Many: The Cross-Level Role of Affect in Response to Organizational Identity Threats | **Niyati Kataria**, Pennsylvania State U.; **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, Pennsylvania State U.

**916** : (Paper Session) - (MOC) **Emotions and Organizational Processes**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - MOC 1

Presented on panels 41-44

Emotional Rationality on Decision-making Under Uncertainty | **Yan Li**, The Chinese U. of Hong Kong

Organizational Identification and Well-Being: Exploring the Mediation of Emotional Dissonance | **Sushanta Kumar Mishra**, Indian Institute of Management, Ahmedabad; **Deepti Bhatnagar**, Indian Institute of Management, Ahmedabad

Identical Cousins? Differentiating Depression and Sadness | **Kimberly S. Ling**, Carnegie Mellon U.

I Can't Hear You, I've Got the Blues: Effects of Sadness on Advice Seeking and Taking | **Kimberly S. Ling**, Carnegie Mellon U.

**917** : (Paper Session) - (MOC) **The Influence of Biases and Perceptual Differences on Decisions and Actions**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - MOC 2

Presented on panels 45-49

Sometimes Smaller is Better: The Relative Size Effect on Capital Allocation | **David Bardolet**, Bocconi U.; **Daniel Lovallo**, U. of Western Australia; **Craig R. Fox**, U. of California, Los Angeles

Explaining Sacrifice of Long-Term Investments for Short-Term Earnings: Spiral of Silence | **Jaakko Aspara**, Helsinki School of Economics; **Kalle Pajunen**, U. of Tampere; **Henrikki Tikkanen**, Helsinki School of Economics; **Risto Tainio**, Helsinki School of Economics

Seeing the Invisible: Ego Development, Opportunity Perception and Institutional Change | **Joel Gehman**, Pennsylvania State U.

Saliency, the Halo Effect, and Expert Bias in Business School Rankings | **Erin G. Pleggenkuhle-Miles**, U. of Texas, Dallas; **David Deeds**, U. of Texas, Dallas

Make or Break? Strong Team Identity in a Self-Managed Work Team | **David Oliver**, HEC Montreal

**918** JS: (MOC, TIM, BPS) **Perspectives on Mind-reading: Cognition under Organizational Ambiguity and Technological Change**

2:30pm - 3:50pm Anaheim Convention Center: 210A

Organizers: **Virginia Acha**, Pfizer, Inc.; **Victor Seidel**, Oxford U.

Presenter: **Sucheta Nadkarni**, U. of Nebraska

Participants: **Sarah Kaplan**, U. of Pennsylvania; **John Mezas**, U. of Miami; **David Obstfeld**, U. of California, Irvine

### 919 🗨️: (Paper Session) - (MSR) Spirituality, Leadership, and Teams

2:30pm - 3:50pm Anaheim Marriott: Platinum 10

Chair: **William Q Judge**, Old Dominion U.

Discussant: **Heidi L. Connole**, U. of Idaho

📖 Need for Integration as an Alternative Way of Thinking about Spiritual Leadership | **Michael E. Palanski**, Purdue U. Calumet

A Conceptual Framework of Emergent Leadership Leader-Follower Interaction | **Randy Poon**, Regent U.

Nine Ways of Thinking, Feeling and Acting in Teams and Organizations: Introducing Spiritual Anchors | **Fahri Karakas**, McGill U.

### 920 🗨️: (Paper Session) - (OB) Affect and Groups

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Jane O'Reilly**, U. of British Columbia

Discussant: **Marie-Elene Roberge**, Northeastern Illinois U.

📖 Emergent Leadership and the Development of Group Emotional Competence | **Anthony Pescosolido**, U. of New Hampshire

📖 Antecedents to Affective Commitment to the Team and Their Impact on Team Effectiveness | **Harlan Ray Hammond**, TUI U.; **Stephen P Fitzgerald**, TUI U.; **Ryan Savitz**, Neumann College

📖 The Cross-Level Interactions of Individual Affect, Group Affect, and Affective Diversity | **Sun Young Kim**, Samsung Electronics; **Yuhyung Shin**, Sungkyunkwan U.; **Min-Soo Kim**, Hanyang U.

🗨️📖 The Relationship of Group Emotional Intelligence with Relational Conflict and Group Effectiveness | **Mu-Hua Chen**, Shanghai Jiao Tong U.; **Christina Yu-Ping Wang**, National Dong Hwa U. Taiwan; **Xin-Ming Tian**, Shanghai Jiao Tong U.; **Bih Shiao Jaw**, National Sun Yat-Sen U.

### 921 🗨️📖: (OB) Help or Hindrance? The Effect of Stress on Creativity at Work

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon B

Chairs: **Kristin Byron**, Syracuse U.; **Charlotte Fritz**, Bowling Green State U.

Discussant: **Robert Eisenberger**, U. of Delaware

Rewards and Creativity: Effects of Incentives, Performance Pressure, and Intrinsic Motivation | **Xi Jason Kuang**, Georgia Institute of Technology; **Christina E. Shalley**, Georgia Institute of Technology

Differentiating the Effects of Work Pressures and Frustrations on Incremental and Radical Creativity | **Lucy L. Gilson**, U. of Connecticut, Storrs; **Nora Madjar**, U. of Connecticut

The Impact of Stressors and Team Regulatory Focus on Team Creativity | **Claudia A. Sacramento**, Aston U.; **Doris Fay**, U. of Potsdam; **Michael West**, Aston U.

The Relationship between Stress and Creativity: A Meta-Analysis Examining Competing Hypotheses | **Kristin Byron**,

Syracuse U.; **Deborah Nazarian**, Syracuse U.; **Shalini Khazanchi**, Rochester Institute of Technology

### 922 🗨️: (Paper Session) - (OB) I-Deals: Understanding Idiosyncratic Contracts

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon C

Chair: **Natalia Lorinkova**, U. of Maryland, College Park

Discussant: **Violet Ho**, Nanyang Technological U.

🗨️ More is Not Always Better? A Curvilinear Relationship Between I-Deals and Organizational Commitment | **Shuhong Wang**, U. of Illinois

📖 Measuring Idiosyncratic Work Arrangements: Development and Validation of the Ex-Post I-Deals Scale | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Daniel Joseph Slater**, U. of Arkansas; **Trevor B. King**, U. of Arkansas; **Aimee King**, U. of Arkansas

📖 Idiosyncratic Deals and Citizenship Behaviors: Moderating Effect of Exchange Relationships | **Smriti Anand**, U. of Illinois, Chicago; **Prajya Rakshit Vidyarthi**, U. of Illinois at Chicago; **Robert C Liden**, U. of Illinois, Chicago; **Denise M. Rousseau**, Carnegie Mellon U.

📖 Flexibility or Costs: Internal labor market perception, team heterogeneity, and i-deals | **Jeong-Yeon Lee**, U. of Kansas; **Dennis W Organ**, Indiana U.

### 923 🗨️: (Paper Session) - (OB) Burnout: Causes and Consequences

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Isabel Metz**, U. of Melbourne

Discussant: **Dora C. Lau**, Chinese U. of Hong Kong

📖 Turnover Intentions: Effects of Multi-Component Burnout, Organizational and Occupational Commitment | **Cheryl Tay**, Nanyang Technological U.

📖 The Role of Reciprocity in the Effect of Social Support on Work-Based Stressor-Strain Relations | **Inbal Nahum-Shani**, Technion- Israel Institute of Technology; **Peter Bamberger**, Technion Israel Institute of Technology

📖 The Interactive Effects of Leader Behavior with Follower's Personality Traits on Burnout | **Annebel H.B. De Hoogh**, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam

➔ 📖 The Relationship between Job Stress, Burnout, and Outcomes | **Usman Raja**, International Islamic U.; **Arif Nazir Butt**, Lahore U. of Management Sciences; **Sabahat Raza Bilgrami**, U. of Management & Technology, Pakistan

### 924 🗨️: (Paper Session) - (OB) Self-efficacy

2:30pm - 3:50pm Hilton Anaheim: Capistrano B

Chair: **Nathan J. Hiller**, Florida International U.

Discussant: **David L. Turnipseed**, U. of South Alabama

🗨️📖 Self-Efficacy as a Motivational Construct: A New Look at Social Cognitive versus Control Theory | **Kyle J. Emich**, Cornell U.

📖 Impact of Personality, Self-Efficacy, and Time-on-Task on Performance: A Moderated Mediation Model | **Filiz Tabak**, Towson U.; **Nhung T. Nguyen**, Towson U.; **M. Tom Basuray**, Towson U.; **William Darrow**, Towson U.

➔ 📖 Individual-Level Predictors of Teamwork Processes: The Role of Expertise and Self-Efficacy | **Sabine Sonnentag**, U. of Konstanz; **Judith Volmer**, U. of Erlangen-Nuremberg

Perceived Advantage and Disadvantage: Their Effects on Efficacy Beliefs and Performance. | **Yoav Ganzach**, Tel Aviv U.; **Keren Stirin**, Tel Aviv U.; **Asya Pazy**, Tel Aviv U.; **Dov Eden**, Tel Aviv U.

**925** 📄: (Paper Session) - (OB) **Diversity in Groups**

2:30pm - 3:50pm Hilton Anaheim: El Capitan A

Chair: **Vishwanath V. Baba**, McMaster U.

Discussant: **Katherine W. Phillips**, Northwestern U.

➔ 📄 Examining the Interaction of Demographic Diversity and Personality - The Role of Need for Cognition | **Eric Kearney**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen; **Diether Gebert**, Korea U.

📄 Knowledge Creation in Groups with Diverse Composition | **Rebecca Mitchell**, U. of Newcastle

**Winner of OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior**

Diversity and Innovations in High-tech Groups: A Conceptual Model from Social Networks Perspective | **Kiran Mirza Ismail**, St. John's U.; **Ekin Alakent**, Chapman U.

Common Threads Through Different Worlds: The Effect of Diversity on Group Creativity | **Sarah Harvey**, U. College London

**926** 📄: (Paper Session) - (OB) **Authentic Leadership**

2:30pm - 3:50pm Hilton Anaheim: El Capitan B

Chair: **Lynn Harland**, U. of Nebraska, Omaha

Discussant: **John Humphreys**, Texas A&M U.

📄 Authentic Leadership and Follower Outcomes: A Longitudinal Field Study | **Melissa K. Carsten**, U. of Nebraska; **Craig D. Crossley**, U. of Nebraska/Schwans U.; **Bruce Avolio**, U. of Nebraska; **Noel F. Palmer**, U. of Nebraska; **John Eggers**, National Institute of Corrections

➔ 📄 Psychological Processes Linking Authentic Leadership to Follower Behaviors | **Fred O. Walumbwa**, Arizona State U.; **Peng Wang**, Miami U. Ohio; **Hui Wang**, Peking U.; **John Schaubroeck**, Drexel U.; **Bruce Avolio**, U. of Nebraska

📄 Authentic Leadership: Selection and Development of Effective Organizational Leaders | **Kim Gower**, Virginia Commonwealth U.; **Nicole Younghye Kim**, Virginia Commonwealth U.

Affective and Attitudinal Antecedents of Transformational Leadership Behavior | **Myeong-Gu Seo**, U. of Maryland; **Sirkwoo Jin**, U. of Maryland

**927** 📄: (Paper Session) - (OB) **Deviance and Aggression**

2:30pm - 3:50pm Hilton Anaheim: Laguna B

Chair: **Susie S. Cox**, McNeese State U.

Discussant: **Julian Barling**, Queen's U.

📄 Illegitimate Power and Aggression | **Nathanael Fast**, Stanford U.; **Serena Chen**, U. of California, Berkeley

Cyberaggression: Defining a Thoroughly Modern Form of Workplace Aggression | **Terrance G. Weatherbee**, Acadia U.  
Rallying in the Workplace: Turning Observers into Aggressors | **Tara Reich**, U. of Manitoba; **Sandy Hershcovis**, U. of Manitoba

➔ 📄 Abusive Behavior: Trickle-Down Effects Beyond the Dyad | **Sandy J. Wayne**, U. of Illinois, Chicago; **Jenny M. Hoobler**, U.

of Illinois, Chicago; **Sophia Vladimirova Marinova**, U. of Illinois, Chicago; **Marty Moore Johnson**, U. of Illinois, Chicago

**928** 📄 SHCS: (OB, HR, SIM) **Current Perspectives On Workplace Deviance: Examining Person-Based And Contextual Influences**

2:30pm - 3:50pm Anaheim Convention Center: 204A

Chairs: **Christian J. Resick**, Drexel U.; **Michael B. Hargis**, U. of Central Arkansas

Deviant Behavior by Job Applicants: An Investigation of the Antecedents of Resume Fraud | **Brian R. Dineen**, U. of Kentucky; **Chris A. Henle**, U. of Rhode Island

Relationships Between Employee Dispositional Aggression and Counterproductive Workplace Behaviors | **Mark N. Bings**, U. of Mississippi; **H. Kristl Davison**, U. of Mississippi; **Susan M. Stewart**, Western Illinois U., Quad Cities; **James M. LeBreton**, Purdue U.

Counterproductive and Prosocial Responses to Job Dissatisfaction: Person x Situation Perspectives | **Laurela Burnazi**, Wayne State U.; **James M. LeBreton**, Purdue U.

Ethical Judgments Of Workplace Deviance: A Personality By Organizational Context Perspective | **Michael B. Hargis**, U. of Central Arkansas; **Christian J. Resick**, Drexel U.; **Ping Tyra Shao**, Drexel U.

**929** 📄 JS: (OB, MOC) **Teams, Terrorism-Prevention And Disaster Response: Identifying The Conditions For Effectiveness**

2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion A

Chairs: **Anita Williams Woolley**, Harvard U.; **Keith James**, Portland State U.

Discussant: **Elissa R. Allen**, MITRE Corporation

Human Interoperability In Disaster Response: Many Minds, One Goal | **Sara Jansen Perry**, U. of Houston; **L A Witt**, U. of Houston; **Gordon L Dilmore**, U. of Houston

Emergency Response: Human and IT System Effectiveness | **Keith James**, Portland State U.; **Damon Drown**, Portland State U.

Why Is It More Fun To Be The Bad Guy? Offense vs. Defense In Intelligence Teams | **Anita Williams Woolley**, Harvard U.

**930** ➔ 📄 JS: (OB, OMT) **The Emics and Etics of Trust Building in Manager-Subordinate Relationships: A Cross-Cultural Journey**

2:30pm - 3:50pm Hilton Anaheim: Laguna A

Chair: **B. Sebastian Reiche**, IESE Business School

The Etics of Trust Building in Manager-Subordinate Relationships | **Pablo Cardona**, IESE Business School; **Yih-teen Lee**, IESE Business School; **Helen Wilkinson**, IESE Business School

The Emics of Trust Building in Manager-Subordinate Relationships: An Anglo-Saxon Perspective | **Scott N. Taylor**, Boston U.; **Jon P. Briscoe**, Northern Illinois U.; **Michael Morley**, U. of Limerick

The Emics of Trust Building in Manager-Subordinate Relationships: A European Perspective | **Dan V. Caprar**, Australian School of Business; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Tor Grenness**, Norwegian School of Management; **Kathrin Koester**, U. of Heilbronn; **Barbara**



**Myloni**, Athens U. of Economics and Business; **Alexey Svishchev**, MGIMO

The Emics of Trust Building in Manager-Subordinate Relationships: A Latin American Perspective | **Alvaro Espejo**, U. Adolfo Ibanez; **Marisa Aguirre Nieto**, PAD - Universidad de Piura; **César Bullara**, Instituto Superior de Empresa; **Alma Lazo**, IPADE, Mexico; **Alejandro Moreno**, INALDE, Universidad de la Sabana; **Winston Peraza**, Universidad de Monteavila

The Emics of Trust Building in Manager-Subordinate Relationships: A Confucian Perspective | **Wei He**, IESE Business School; **Norihito Furuya**, IGB Network Co., Ltd.

The Emics of Trust Building in Manager-Subordinate Relationships: A South Asian/African Perspective | **Sadia Nadeem**, National U. of Computer and Emerging Sciences\_FAST; **Esther Akinnukawe**, Lagos Business School, Pan-African U.; **Maria Victoria Caparas**, U. of Asia & Pacific School of Management; **Dallied Charlemagne**, Afrique Business School; **Sununta Siengthai**, Asian Institute of Technology

**Presenters:** **Pablo Cardona**, IESE Business School; **Scott N. Taylor**, Boston U.; **Dan V. Caprar**, Australian School of Business; **Alvaro Espejo**, U. Adolfo Ibanez; **Wei He**, IESE Business School; **Sadia Nadeem**, National U. of Computer and Emerging Sciences\_FAST

### 931 🗣️📄 SHCS: (OB, OMT, MOC) Asking about Speaking Up: Exploring the Complex and Dynamic Process of Employee Voice and Silence

2:30pm - 3:50pm Hilton Anaheim: California Pavilion B

**Chair:** **Nancy Lam**, New York U.

**Discussant:** **Susan J. Ashford**, U. of Michigan

Voice and Silence as Observer Reactions to Defensive Voice | **Linn Van Dyne**, Michigan State U.; **Jennifer Butler Ellis**, Michigan State U.

The Nature and Sources of Implicit Theories of Voice | **James R. Detert**, Cornell U.

Missed Opportunities: Employee Silence and Organizational Learning | **Frances J. Milliken**, New York U.; **Christina Fang**, New York U.; **Ji-hyun Kim**, New York U.

Examining the Factors of Managerial Voice as Propagation of Employee Improvement-oriented Voice | **Nancy Lam**, New York U.

### 932 📄: (Paper Session) - (OCIS) Impression Management in IT Settings

2:30pm - 3:50pm Anaheim Convention Center: 207A

**Chair:** **Ping Wang**, U. of Maryland

**Discussant:** **Natalia Levina**, New York U.

📄 Virtual Impression Management: Impression Construction in Virtual Work Environments | **Ravi Shanker Gajendran**, Pennsylvania State U.; **Kelly Delaney-Klinger**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.

➔ 📄 Constructing CEO Success: Impression Management Discourse on Corporate Websites | **Irene Pollach**, Aarhus School of Business, U. of Aarhus

📄 Dealing with Technical Challenges in Mobile Computer Game Development: A socio-political perspective | **Patrick Stacey**, Tanaka Business School; **Joe Nandhakumar**, U. of Warwick; **Andrew D. Brown**, U. of Bath

### 933 📄: (Paper Session) - (OCIS) Work in Virtual and Distributed Teams

2:30pm - 3:50pm Anaheim Convention Center: 207B

**Chair:** **Francois Lambotte**, Universite Libre de Bruxelles

**Discussant:** **Mark Mortensen**, Massachusetts Institute of Technology

🔗 Group maintenance in technology-supported distributed teams | **Michael John Scialdone**, Syracuse U. School of Information; **Na Li**, Syracuse U. School of Information; **James Howison**, Syracuse U.; **Kevin Crowston**, Syracuse U.; **Robert Heckman**, Syracuse U.

Knowledge Integration Effectiveness and Performance in Virtual Teams | **Olivier Caya**, McGill U.

#### OCIS Division Best Student Paper Award - Finalist

🔗 📄 Adjusting virtual work practices: a qualitative study in knowledge intensive offshoring | **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of Bologna

### 934 📄: (Paper Session) - (ODC) Teams: Virtual, Conflicts and Inquiry

2:30pm - 3:50pm Anaheim Marriott: Elite 3

**Chair:** **Henrik Bresman**, INSEAD

**Discussant:** **Stephen J. Zaccaro**, George Mason U.

🔗 ➔ 📄 The bright side of virtual collaboration: how teams can profit from dispersion | **Frank Siebdrat**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

📄 How To Reap the Benefits of Relationship Conflict in Management Teams | **Diana McLain Smith**, The Monitor Group

From Communities of Practice to Communities of Inquiry using Single, Double, & Triple Loop Learning | **Marc Hoffman Lavine**, Boston College; **William Torbert**, Boston College

➔ 📄 Cultural and Societal Influences on Shared Leadership in Globally Dispersed Teams | **Miriam Muethel**, WHU - Otto Beisheim School of Management

### 935 🗣️📄: (ODC) Distributed, Shared or Collective Leadership: A New Leadership Model for the Collaborative Era?

2:30pm - 3:50pm Anaheim Marriott: Platinum 2

**Organizers:** **Deborah Ancona**, MIT Sloan School of Management;

**Elaine V. Backman**, MIT Sloan School of Management

**Discussant:** **Gary Yukl**, U. of Albany

**Participants:** **Amy C. Edmondson**, Harvard U.; **Jody Hoffer Gittel**, Brandeis U.; **James F. Parker**, Former CEO, Southwest Airlines Co.; **Craig L. Pearce**, Claremont Graduate U.; **Henry P. Sims**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland

### 936 🗣️📄➔🗣️📄 JS: (ODC, TIM) Capitalizing on Connections: Exploring the Role of Social Networking in Leadership and Organizations

2:30pm - 3:50pm Anaheim Marriott: Platinum 3

**Chair:** **Arthur L. Jue**, U. of Phoenix / Oracle Corp.

**Presenters:** **Jackie Alcalde-Marr**, Oracle USA; **Mary Ellen Kassotakis**, Oracle USA, Inc.; **Kirsten Hanson**, Oracle USA



**937** 📄: (Paper Session) - (OM) **Supply Chain Excellence**

2:30pm - 3:50pm Anaheim Convention Center: 207C

Chair: **Stanley E. Fawcett**, Brigham Young U.

- ➔ 📄 Relationship Between Transaction-Specific Asset Investment and Supply Chain Opportunistic Behavior | **Xiande Zhao**, Chinese U. of Hong Kong; **Yi Liu**, Xian Jiaotong U.; **Liping Qian**, Chongqing U.; **Barbara B. Flynn**, Indiana U.
- 📄 Business environment, supply chain information sharing and performance: An empirical study in China | **Xiande Zhao**, Chinese U. of Hong Kong; **Honggeng Zhou**, U. of New Hampshire; **Baofeng Huo**, Chinese U. of Hong Kong
- 📄 Has a Proven Path Emerged? A Longitudinal Study of Supply Chain Information Sharing Capability | **Stanley E. Fawcett**, Brigham Young U.; **Cynthia Wallin**, Brigham Young U.; **Chad Allred**, Brigham Young U.; **Gregory M. Magnan**, Seattle U.
- 📄 Market and Collaboration Orientations: Examining Supply/Demand Chain Effects | **Stanley E. Fawcett**, Brigham Young U.; **Chad Allred**, Brigham Young U.; **Cynthia Wallin**, Brigham Young U.

**938** 📄: (Paper Session) - (OM) **Total Quality Management**

2:30pm - 3:50pm Anaheim Convention Center: 209A

Chan Hahn Best Paper award given to Mile Terziovski and Shyong Wai Foon for their work presented in this session.

Chair: **Mile Terziovski**, U. of Melbourne

- 📄 The Role of Organizational Values during a Quality Initiative: A Dynamic Hypothesis | **Thomas Kull**, Arizona State U.; **Ram Narasimhan**, Michigan State U.
- ➔ 📄 Operations and Maintenance Practices and their Impact on Power Plant Performance | **Mile Terziovski**, U. of Melbourne; **Shyong Wai Foon**, U. of Melbourne  
**OM Division Winner of Chan Hahn Best Paper Award**
- 📄 The effects of motives in the relationship between implementation and benefits of ISO 9000 adoption | **Daniel Indarto Prajogo**, Monash U.
- ➔ 📄 Enhancing Six Sigma Implementation through Human Resource Management | **Xingxing Zu**, Morgan State U.

**939** 📄: (Paper Session) - (OMT) **Human and Social Capital: What Employees Know and Use**

2:30pm - 3:50pm Anaheim Marriott: Suite 312

Chair: **Sarah Busse Spencer**, The College of New Jersey

- ➔ 📄 Antecedents and Consequences of the Internal Social Capital of Organizations: An Empirical Study. | **David Pastoriza**, HEC Montreal; **Miguel A. Ariño**, IESE Business School. U. of Navarra; **Joan Enric Ricart**, IESE Business School
- ➔ 📄 How Do Defense Companies Understand and Measure Human Capital | **Alexander Eksir**, Student; **Sheri Perelli**, Case Western Reserve U.; **Richard J Boland**, Case Western Reserve U.
- ➔ 📄 Corporate Social Capital and Firm Performance | **Laurence Lock Lee**, U. of Sydney
- 📄 Human Capital or Signal: Effects of Intellectual Capital on Alliance Partners | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign; **Kenneth W Koput**, U. of Arizona; **Woody Powell**, Stanford U.

**940** ➔ 📄: (Paper Session) - (OMT) **Fragmented Institutionalization? Contesting Logics**

2:30pm - 3:50pm Anaheim Convention Center: 210B

Chair: **Micki Eisenman**, Baruch College

- ➔ 📄 Peaceful Coexistence, Temporary Truce, Or Combat of Contesting Institutional Logics? | **Markus A. Höllerer**, Wirtschaftsuniversität Wien; **Renate Elisabeth Meyer**, Vienna U. of Economics and Business Administration
- ➔ 📄 The Determinants of Technology Commercialization in British and German Biotechnology | **Carolin Haeussler**, U. of Munich
- ➔ 📄 Ideological Plurality and Organizational Founding: Bank Expansion in Southern India, 1858 - 2004 | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology; **Jiatao Li**, Hong Kong U. of Science and Technology
- ➔ 📄 The Varieties of Community Logics: A Case Study of Business and Community Conflict in the 1920's | **Louis Soloff**, Boston College

**941** 📄: (Paper Session) - (OMT) **Elements of Ecology: Examining the Assumptions**

2:30pm - 3:50pm Anaheim Convention Center: 210C

Chair: **Benjamin M. Cole**, Stern School of Business, New York U.

- ➔ 📄 Before Identity: The Emergence and Objectification of New Organizational Forms | **Elaine Romanelli**, Georgetown U.; **C. Marlena Fiol**, U. of Colorado, Denver
- ➔ 📄 Organizational Form: A Useful Concept or an Outdated Label? | **Tomislav Rimac**, IESE Business School. U. of Navarra; **Johanna Mair**, IESE Business School
- ➔ 📄 Niche Width and Scale in Organizational Competition: A Computational Approach | **Glenn R Carroll**, Stanford U.; **Balazs Kovacs**, Stanford U.
- ➔ 📄 The Consequents of Organizer Ecologies: A Logical Formalization | **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Ivar Vermeulen**, Free U. Amsterdam

**942** 📄: (Paper Session) - (OMT) **Plugged In: Interorganizational Learning in Networks**

2:30pm - 3:50pm Anaheim Convention Center: 303A

Chair: **Patrick Reinmoeller**, Erasmus U.

- ➔ 📄 Me too or not me? The Influence of the Structure of Competition on Mimetic Market Entry | **Kai-Yu Hsieh**, National U. of Singapore; **Freek Vermeulen**, London Business School
- ➔ 📄 How Similar Are Organizations in Emerging Fields? | **Meng Zhao**, Said Business School
- ➔ 📄 Learning from Age Difference: Interorganizational Learning and Survival in Foreign Subsidiaries | **Young-Choon Kim**, National U. of Singapore; **Jane Lu**, National U. of Singapore; **Mooweon Rhee**, U. of Hawaii
- ➔ 📄 When do Organizations Learn from Each Other? Interorganizational Learning in Health Care | **Ingrid M. Nembhard**, Yale U.

**943** 📄: (Paper Session) - (OMT) **Learning Together: Intrafirm Knowledge Flows**

2:30pm - 3:50pm Anaheim Convention Center: 303B

Chair: **Chengwei Liu**, U. of Cambridge

A Contextual Model of the Process of Tacit Knowledge Flow through Multinational Corporations | **TL Hill**, Temple U.

📄📄 The Role of Communal Resources for Innovation in Firms | **Patricia Wolf**, ETH Zurich and Lucerne School of Business; **Sebastian Spaeth**, ETH Zurich; **Stefan Haefliger**, ETH Zurich  
Social Software and Organizational Memory | **Marina Fiedler**, U. of Munich

📄 Knowledge Flow in the Semiconductor Industry with Social Network Theory | **Yvonne Ho**, National Taiwan U.; **Hong-Jen Charles Chiu**, National Taiwan U.

**944** 📄: (Paper Session) - (OMT) **Neo-contingency Theory? When Fit Matters (or not)**

2:30pm - 3:50pm Anaheim Convention Center: 303C

Chair: **Robert A. Dengler**, Roosevelt U./Benedictine U./Hawaii Pacific U.

➔ 📄 Organizational Structures in SME: An Empirical Test of Equifinality Theory | **Jasper Masemann**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.; **Karsten Guettler**, RWTH Aachen U.; **Johannes Grassmann**, RWTH Aachen U.

📄 Explaining High Performing Firms: Towards a Contingent-Institutional Fit Approach | **Antonio J Verdu**, U. Miguel Hernández; **Ernst Verwaal**, Erasmus U.; **Niels Peter van der Weerd**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

📄 Aligning Learning Contexts: Corporate Initiatives, Environmental Munificence, and Firm Performance | **Florian Hotz**, U. of St. Gallen; **Jörg Schläpfer**, U. of St. Gallen

📄 When the Lights Go Out | **Magnus Hansson**, Orebro U.

**945** 📄📄: (Paper Session) - (OMT) **Competition and Rivalry: Determinants of Success**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 59-63

📄➔📄➔📄 Internal Assets, Anticipated Rivalry and Performance: A study of International Outsourcing Providers | **Somnath Lahiri**, Illinois State U.

📄📄 Reputation-Building by New Ventures | **Antoaneta Petkova**, San Francisco State U.; **Anil K Gupta**, U. of Maryland, College Park

📄📄 Reputation and Performance in Large Law Firms | **Michael Smets**, Said Business School; **William Morris**, Imperial College London; **Tim J Morris**, U. of Oxford

📄📄 Environmental Changes and the Dynamics of Organisational Mortality | **Gael Le Mens**, Stanford U.

➔📄📄 Legitimation in Density Dependence Model | **Nan Zhou**, U. of Pennsylvania

**946** 📄JS: (OMT, ENT, BPS) **When Financiers become Entrepreneurs: Understanding Institutional Entrepreneurship in Finance**

2:30pm - 3:50pm Anaheim Convention Center: 210D

Organizers: **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor; **Gerald F Davis**, U. of Michigan, Ann Arbor

Talent and Entrepreneurship: The Case of Securities Analysts | **Boris Groysberg**, Harvard Business School

Old Boys' Networks and Financial Innovation: Intrapreneurship vs. Entrepreneurship in Mutual Funds | **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor

Competing Logics and Entrepreneurial Success in US

Community Banking | **Christopher Marquis**, Harvard U.  
Innovation and Institutions: Entrepreneurial Dynamics of Mutual Funds | **Michael Lounsbury**, U. of Alberta; **Ellen T. Crumley**, U. of Alberta

Presenters: **Boris Groysberg**, Harvard Business School; **Michael Lounsbury**, U. of Alberta; **Christopher Marquis**, Harvard U.

**947** 📄📄JS: (OMT, MOC) **The Questions and Answers Managers (and Scholars) Focus On: An Attention-Based Approach**

2:30pm - 3:50pm Anaheim Convention Center: 207D

Organizers: **Alan Muller**, U. of Amsterdam; **Gail Whiteman**, Erasmus U.

Moderator: **Luciana Carvalho de Mesquita Ferreira**, CAPES and RSM Erasmus U.

Discussant: **William Ocasio**, Northwestern U.

Attentional Triangulation | **Claus Rerup**, U. of Western Ontario

Optimal Satisficing | **Sara B. Soderstrom**, Northwestern U.; **Klaus Weber**, Northwestern U.

Managing Attention in MNCs | **Cyril Daniel Bouquet**, IMD  
Ignorance is Bliss? | **Alan Muller**, U. of Amsterdam; **Gail Whiteman**, Erasmus U.

**948** 📄📄: (Paper Session) - (ONE) **Environmental & Corporate Performance**

2:30pm - 3:50pm Anaheim Marriott: Platinum 4

Chair: **Michael L. Barnett**, U. of South Florida

Discussants: **Glen Dowell**, Cornell U.; **Marko Horn**, Florida State U.

➔📄 Environmental Regulation as a Link between Corporate Environmental and Financial Performance | **Peter M. Madsen**, Brigham Young U.

➔📄 Corporate Environmental Performance: The construction and testing of a consolidated approach | **Edeltraud Guenther**, Technische Universität Dresden

📄 Absorptive capacity, environmental proactivity and competitive advantage | **Matthias Johannes Kuss**, ETH Zurich; **Magali Delmas**, U. of California, Los Angeles; **Volker H. Hoffmann**, ETH Zurich

📄 Institutional and Resource-Based Determinants of Substantive Implementation of ISO 14001 | **Deepa Aravind**, Rutgers U.; **Petra Christmann**, Rutgers U.

**949** 📄📄: (Paper Session) - (ONE) **Organizations and the Natural Environment**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ONE

Presented on panels 50-58

📄📄 Regulating Water: A Naturological Analysis of GSW's General Rate Case for Ojai, CA | **Nancy B Kurland**, California State U., Northridge; **Deone Maria Zell**, California State U. Northridge

📄📄 Greening and Organizational Commitment | **Suzanne Gladys Tilleman**, U. of Oregon

➔📄 Distinctive Features of Environmentally Efficient and Non-Efficient Companies | **Celine Gainet**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Heidi Wechtler**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

📄📄 Reviewing the relationship between human and ecological sustainability. | **Suzanne Benn**, U. of Technology,

Sydney; **Ellen Baker**, U. of Technology, Sydney; **Melanie Kan**, U. of Technology, Sydney

👁️📄 The integration of environmental concern into the design process |

📄🗣️👁️📄 Environmental attitudes and formal business education: An empirical exploration | **Michael D Michalisin**, Southern Illinois U., Carbondale

👁️📄 Corporate Sustainability Strategies Through an Institutional Theory Lens | **Carola Wolf**, U. of St. Gallen

👁️📄 Inter-industry Ideological Groups and the Emergence of Innovative Sustainable Business Practices | **Kathryn Aten**, U. of Oregon; **Jennifer Irwin**, U. of Oregon; **Suzanne Gladys Tilleman**, U. of Oregon

👁️ The Natural Resource-Based View of a Firm: Strategic Opportunities in IT | **Andrew John Setterstrom**, Southern Illinois U., Carbondale; **Michael D Michalisin**, Southern Illinois U., Carbondale

### 950 🗣️👁️📄: (PNP) Nonprofit Organizations, Identity and Identification

2:30pm - 3:50pm Anaheim Marriott: Orange County 4

Organizers: **Ellen Baker**, U. of Technology, Sydney; **Cameron John Newton**, Queensland U. of Technology

Multi-Level Analysis of Organizational Identity in Non-Profit Networks | **Ellen Baker**, U. of Technology, Sydney; **Melanie Kan**, U. of Technology, Sydney; **Jenny Onyx**, U. of Technology Sydney

Identity and Network Organizations: Evidence of Grassroot NGOs in Indonesia | **Wahyu Sutiyono**, U. of Canberra; **Sharon Eng**, School of Management, U. of South Australia

Networks and Public Administration: Refining our knowledge and moving toward important distinctions | **Kimberley Roussin Isett**, Columbia U.

Organizational and Program Identification in a Nonprofit Organization | **Cameron John Newton**, Queensland U. of Technology; **Jennifer Frahm**, U. of Melbourne

Australian nonprofit directors: social and role identification and perceptions of performance | **Cameron John Newton**, Queensland U. of Technology; **Gavin John Nicholson**, Queensland U. of Technology

Presenters: **Kimberley Roussin Isett**, Columbia U.; **Gavin John Nicholson**, Queensland U. of Technology; **Jennifer Frahm**, U. of Melbourne; **Wahyu Sutiyono**, U. of Canberra

### 951 🗣️📄: (Paper Session) - (PNP) Managing Performance in PNP

2:30pm - 3:50pm Anaheim Marriott: Platinum 1

Chair: **Charles Finn**, College of Saint Rose

Discussant: **Charles Finn**, College of Saint Rose

🗣️📄 The Effects of Teacher Human and Social Capital on Student Performance | **Frits Pil**, U. of Pittsburgh; **Carrie R. Leana**, U. of Pittsburgh

The Diffusion and Maintenance of Knowledge Transfer in U.K. Higher Education | **Andy Lockett**, U. of Nottingham; **Bernard Leca**, Ecole supérieure de Rouen; **Mike Wright**, Nottingham U.

🗣️📄 Developing the Concept of Program Goal Ambiguity and Explaining Federal Program Performance | **Chansu Jung**, U. of Georgia; **Hal G. Rainey**, U. of Georgia

### 952 👁️: (Paper Session) - (PNP) Issues in Nonprofit Organizations

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - PNP 1

Presented on panels 29-35

👁️ A Two-level Competing Values Approach to Measuring Nonprofit Organizational Effectiveness | **Anne-Line Balduck**, U. of Ghent; **Marc Buelens**, Ghent U.

🗣️👁️ A Qualitative Examination Of The Antecedents And Consequences Of Nonprofit Accreditation | **Lise Anne D. Slatten**, U. of Louisiana at Lafayette

➔👁️📄 Entrepreneurs and Non-profit Leaders: Similar People with Different Motivations | **Martin Lukes**, U. of Economics, Prague; **Ute Stephan**, Philipps-U. Marburg

👁️ Transaction Costs and Nonprofit Social Services: the value of first-order purpose alignment | **Bruce Carruthers Martin**, Wilfrid Laurier U.

👁️📄 Customer Service in a Professional Association: Intervention Study | **Robert C. Ford**, U. of Central Florida; **Gergana Markova**, Wichita State U.; **Duncan Dickson**, U. of Central Florida

👁️📄 Examination of Accountability in the Nonprofit Sector: Definitions and Outcome Variables | **Angela L. Bies**, Texas A&M U.

### 953 🗣️: (Paper Session) - (RM) Ethnographic and Qualitative Approaches to Research

2:30pm - 3:50pm Hilton Anaheim: Manhattan

Chair: **James W. Bishop**, New Mexico State U.

Discussant: **Mark Learmonth**, U. of Nottingham

🗣️📄 Patterns in Qualitative Research at AMJ: Why Are Women Drawn To this Methodology? | **Donde Ashmos Plowman**, U. of Tennessee; **Anne D. Smith**, U. of Tennessee

📄 Counting as a Means of Qualitative Data Analysis: When, Why, and Why Not | **David R Hannah**, Simon Fraser U.; **Brenda A. Lautsch**, Simon Fraser U.

Learning from colleagues: Reviewing what we should know before doing a multisite ethnography | **Ricardo Gabriel Flores**, U. of Illinois at Urbana-Champaign

➔ A Qualitative and Quantitative Study of Job Stressors in Greater China | **Chang-qin Lu**, Peking U.

### 954 : (Paper Session) - (SIM) Corporate Governance

2:30pm - 3:50pm Anaheim Marriott: Orange County 1

Presented in memory of Allen Kaufman.

Facilitator: **Lori Verstegen Ryan**, San Diego State U.

➔📄 Non-compliance with corporate governance codes: An institutional perspective | **Reggy Hooghiemstra**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Gerwin Van der Laan**, U. of Groningen

📄 Institutionalization in Context: Corporate Governance Changes and Board Responses | **Jill Ann Brown**, Lehigh U.; **Andrew Ward**, U. of Georgia; **Marcus M. Butts**, U. of Texas, Arlington

➔ Exploring the institutional contextuality of corporate governance codes in the UK. | **Ilir Haxhi**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Arndt Sorge**, U. of Groningen

📄 Sarbanes-Oxley and the New Corporate Governance in the United States | **Ernie Englander**, George Washington U.; **Allen Kaufman**, U. of New Hampshire

**955 : (Paper Session) - (SIM) The Employee as Stakeholder**

2:30pm - 3:50pm Anaheim Marriott: Orange County 2

Facilitator: **Barrie E. Litzky**, Pennsylvania State U., Great Valley

➔ Ethical Climate and Voluntary Absence: The Mediation

Effect of Organizational Commitment | **Orly Shapira-Lishchinsky**, Zefat Academic College; **Zehava Rosenblatt**, U. of Haifa🗨️ Maintaining Organizational Legitimacy by Influencing Employees' Nonwork Attitudes and Behaviors | **Elizabeth Eve Umphress**, Texas A&M U.; **Leonard Bierman**, Texas A&M U.; **Laszlo Tihanyi**, Texas A&M U.; **Celile Itir Gogus**, Bilkent U.🗨️ Responses to Corporate Social Responsibility within a Changing Workplace | **Mary Ashby**, Massey U. Wellington; **Martin Perry**, Massey U. Wellington; **Suchi Mouly**, U. of Auckland Does Ethical Leadership Make a Difference? Exploring the Consequences of Ethical Leader Behavior | **Robert S. Rubin**, DePaul U.; **Erich C. Dierdorff**, DePaul U.; **Michael E. Brown**, Penn State-Erie**956 : (Paper Session) - (SIM) The Government as Stakeholder**

2:30pm - 3:50pm Anaheim Marriott: Orange County 3

Presented in memory of Brian Shaffer

Facilitator: **Jeffrey Lenn**, George Washington U.Ownership Structure of the Firm as a Predictor of Intra-Industry Variation in Partisan Preferences | **Susan Clark Muntean**, U. of California, San Diego➔ Who gains political access in corporatist countries? | **Kathleen Rehbein**, Marquette U.; **Mika Skippari**, Helsinki School of Economics; **Arnold Wilts**, Free U.; **Douglas A Schuler**, Rice U.➔ The New Political Role of Business in a Globalized World – A Call for a Paradigm Shift in CSR | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne➔ Private Entrepreneurs' Political Involvement and its Consequences in China | **Ying Chen**, Vanderbilt U.**957 SHCS: (SIM, OMT, ODC) Flourishing and Excellence: Exploring Virtuousness in and through Organizations**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon F

Organizers: **David S. Bright**, Wright State U.; **Leslie Elizabeth Sekerka**, Menlo CollegeDiscussant: **Dennis Moberg**, Santa Clara U.An Introduction to Organizational Virtuousness | **Kim Cameron**, U. of MichiganThe Meaning of Virtues from the Perspective of Three Response Modes | **David S. Bright**, Wright State U.; **Jacqueline M. Stavros**, Lawrence Technological U.Prudence and Virtuousness | **Jordi Trullen**, ESADE Business School - Ramon Llull U.Ethical Decision Making and Movement toward Virtuous Action | **Leslie Elizabeth Sekerka**, Menlo College; **Richard P. Bagozzi**, U. of Michigan**958 : (Paper Session) - (TIM) Strategy and Management of Technology**

2:30pm - 3:50pm Anaheim Marriott: Suite 315

Chair: **Andryce Marie Zurick**, The Zurick GroupDiscussants: **John W Medcof**, McMaster U.; **Floortje P. Blindenbach-Driessen**, The George Washington U.; **Melissa A Schilling**, New York U.; **Navid Asgari**, PhD Research Scholar; **Navid Asgari**, PhD Research Scholar Determinants of Decision-maker Mindfulness in Organizational Adoption of IT Innovations | **Suparna Goswami**, National U. of Singapore IT Competence, R&D Productivity and Firm Performance: An Empirical Analysis | **Vijay Dakshinamoorthy**, U. of Michigan Learning Speed: A comparison of organizational and geographical settings | **Jan Hohberger**, ESADE- Ramon Llull U.Configuration of Internal and External Practiced Routines of Absorptive Capacity: A New Perspective | **Arie Y. Lewin**, Duke U.; **Silvia Massini**, Manchester Business School; **Carine Peeters**, ULB - Solvay Business SchoolEntry Timing AND Exploration for Firm Survival in the PC Industry: As Simple as Falling off a Bike? | **Linda Tegarden**, Virginia Tech; **J. Stephen Childers**, Radford U.; **Donald E. Hatfield**, Virginia Tech; **Jinpei Wu**, Virginia Tech**959 : (Paper Session) - (TIM) New Product Development and Adoption: Diffusion and Adoption**

2:30pm - 3:50pm Anaheim Convention Center: 303D

Chair: **Abel Lucena**, Universitat Pompeu FabraDiscussants: **Shahid Yamin**, United Arab Emirates U.; **Yoram Solomon**, Capella U. When Innovations Blend-in Institutions | **Ruey-Lin Hsiao**, National Cheng Chi U.; **Maggie Hui-Fen Chen**, National ChengChi U. The Influence of Technology Evolution on Technology Adoption: A Study of Digital Cameras | **Min Zhang**, Boston U.; **Paul D Berger**, Bentley College The Effects of New Technologies on Productivity: A Technological Diffusion Based Assessment | **Lucio Fuentelsaz**, U. of Zaragoza; **Jaime Gomez**, U. of Zaragoza; **Sergio Palomas**, U. de Zaragoza Bandwagon and New Technology Adoption: The Roles of Positive Performance and Investment Similarity | **Hsuan Lo**, Chia Nan U. of Pharmacy & Science; **Hsien-Jui Chung**, National Chung Cheng U.**960 : (Paper Session) - (TIM) Theoretical Perspectives in Technology I**

2:30pm - 3:50pm Anaheim Convention Center: 304B

Chair: **Helder Sebastiao**, U. of San DiegoDiscussants: **Otto Gustafson**, Western Michigan U.; **Dr Majid Aramand**, LGC, Hannam U.; **Kenneth Joseph Preiss**, Zayed U.; **Irene Martin-Rubio**, U. Politécnica de Madrid➔ How Pharmaceutical Firms Compete: Contrasting the Resource-based View and Competitiveness Theories | **Andrea Monika Herrmann**, Max Planck Institute for the Study of SocietiesTowards a Multi-Theoretical Framework for Understanding Successful Innovation | **Martin Spraggon**, American U. of Sharjah; **Virginia Bodolica**, American U. of Sharjah



- 📖 Social Structure and Marketplace Formation within California Biotechnology | **Steven Casper**, Keck Graduate Institute
- 📖 Information Technology, Self Interest and Trust's Affect on Knowledge and Firm Credit Access | **Patrick Saporito**, Drexel U.; **Shanthi Gopalakrishnan**, New Jersey Institute of Technology
- 📖 Implications of human capital and information technology for firm productivity | **Ana Cristina O Siqueira**, U. of Cambridge; **Maria Tereza Leme Fleury**, U. of Sao Paulo

**961** → 🗨️ (TIM) **TIM Division Best Dissertation Award Finalists**

2:30pm - 3:50pm Anaheim Convention Center: 304C

- Chairs:** **Victor Seidel**, Oxford U.; **David Hsu**, Wharton School
- The Origin of the Network Positions of New Organizations: How Entrepreneurs Raise Funds from Venture Capitalists and Corporate Investors (Dissertation completed at Stanford University) | **Benjamin L. Hallen**, U. of Maryland, College Park
- The Mutually-Reinforcing Interrelationship Between Organization Structure and Firm Performance (Dissertation completed at University of Michigan) | **PuayKhoon Toh**, U. of Minnesota
- The Position of the Firm In Scientific and Alliance Networks: Social Structural Determinants of Innovation in the US Biotechnology Industry, 1990-2002 (completed at University of Minnesota) | **Remzi Gozubuyuk**, Instituto de Empresa
- Essays on Exports and Innovation (Dissertation completed at IESE Business School) | **Elena Golovko**, Tilburg U.
- Presenters:** **Benjamin L. Hallen**, U. of Maryland, College Park; **PuayKhoon Toh**, U. of Minnesota; **Remzi Gozubuyuk**, Instituto de Empresa; **Elena Golovko**, Tilburg U.
- 962** : (Paper Session) - (TIM) **Strategy, Technology, & Innovation V**
- 2:30pm - 3:50pm Anaheim Convention Center: 304D
- Chair:** **Polly S. Rizova**, Willamette U.
- Discussants:** **Daniel Tzabbar**, U. of Central Florida; **Yutaka Yamauchi**, Palo Alto Research Center; **Yutaka Yamauchi**, Palo Alto Research Center; **Patricia G. Vidal**, U. Presbiteriana Mackenzie; **Kwanghui Lim**, U. of Melbourne
- 📖 Inventive Novelty and the Locus of Inputs: What Drives the Inventive Knowledge Differential? | **Michael B. Heeley**, Colorado School of Mines; **Robert Jacobson**, U. of Washington
- A demand-based view of technological innovation: review, conceptualization, and research directions | **Giada Di Stefano**, Bocconi U.; **Alfonso Gambardella**, Bocconi U.; **Gianmario Verona**, Bocconi U.
- The effect of slack resources on exploration and exploitation | **Shih-Chieh Fang**, National Cheng Kung U.; **LIN HUA LU**, Department of Business Administration, National Cheng Kung U.
- Diversification via Option Lens: Technological Investments in the Security Software Industry | **Szabolcs Szilard Serbrek**, Universidad Carlos III de Madrid
- Explaining the Remuneration Structure of Patent Licenses | **Maria Isabella Leone**, Luiss Guido Carli U.; **Raffaele Oriani**, Luiss Guido Carli U.

**Monday 2:45PM**

**963** : (AAA) **Conference Break**

2:45pm - 3:15pm Anaheim Convention Center: Exhibit Hall C - Break Area  
**Organizer:** **Ayman Tarabishy**, George Washington U.

**Monday 3:30PM**

**964** : (AAS) **Managing with Passion: A Dialogue in Tango & Art**

3:30pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon E  
**Organizer:** **Paul Shrivastava**, Bucknell U.  
**Participants:** **Nancy J Adler**, McGill U.; **Michelle L Buck**, Northwestern U.; **Michelle Cooper**, ; **Terence Clarke**, Writing/Film; **Beatrice Bowles**, Writing/Film; **Barbara Durr**, International Communications; **Igor Polk**, Yes San Francisco, LLC; **Alla Shatsova**, Dance Teacher, San Fransisco; **Alfonso Montuori**, California Institute of Integral Studies; **Arja M Ropo**, U. of Tampere; **Erika Sauer**, U. of Tampere; **Christine Nielsen**, U. of Baltimore

**Monday 4:10PM**

**965** : (AAS) **The Questions We Don't Ask: Limitations and Lessons from Institutional Theory**

4:10pm - 5:40pm Hilton Anaheim: California Pavilion A  
**Chair:** **Rich DeJordy**, Boston College  
**Discussant:** **Mary Ann Glynn**, Boston College  
**Participants:** **Pamela S. Tolbert**, Cornell U.; **Christopher Marquis**, Harvard U.; **Matthew Kraatz**, U. of Illinois; **Woody Powell**, Stanford U.; **Roy R Suddaby**, Alberta U.

**966** : (Paper Session) - (BPS) **Corporate Governance and Networks**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon G  
**Chair:** **Alix Valenti**, U. of Houston, Clear Lake  
**Discussant:** **Michael Jensen**, U. of Michigan, Ann Arbor

- 📖 Keep Close To Home Or Venture Out: The Influence Of Status And Connections For Outside Directorships | **Richard Lester**, Texas A&M U.; **Albert Cannella**, Tulane U.; **S Trevis Certo**, Arizona State U.
- 📖 Accounting Choices and Director Interlocks: The Voluntary Expensing of Stock Option Grants | **Brian Roy Tan**, Nanyang Business School; **Eugene Kang**, Nanyang Technological U.
- 📖 Catch Others' Flu: The Contagion Effect of CEO Hubris | **Jiatao Li**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

**967** : (Paper Session) - (BPS) **Organizational Performance Implications of CEO Succession**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon H  
**Chair:** **Seema Pissaris**, Florida Atlantic U.  
**Discussant:** **Richard John Gentry**, West Virginia U.

- 📖 Performance Consequences of CEO Replacement in Turnaround Situations | **Guoli Chen**, Pennsylvania State U.
- 📖 CEO Turnover, Firm Performance and Corporate Governance Reforms in China | **Martin J. Conyon**, ESSEC Business School; **Lerong He**, Niagara U.
- 📖 CEO Succession and Firm Performance: Is It the Same in Emerging Economies? | **Chi-Nien Chung**, National U. of Singapore



📖 The Consequences of Strategic Decisions: Firm Downsizing and CEO Exit | **AI S. Lovvorn**, The Citadel

**968 : (Paper Session) - (BPS) Pathways to Persistence in Intra-Industry Performance Differences**

4:10pm - 5:20pm Anaheim Convention Center: 201A

Chair: **James Costantini**, INSEAD

Discussant: **William G Mitchell**, Duke U.

→ 📖 The Value of Cross-Border Market Penetrations by U.S. Multinational Enterprises | **Chang Hoon Oh**, Brock U.

📖 Industry Environment, Competitive Readiness, and Firm Performance | **Ming-Jer Chen**, U. of Virginia; **Hao-Chieh Lin**, National Chung Cheng U.

📖 Does Interdependency Affect Industry Profitability? An Empirical Test | **Michael Lenox**, Duke U.; **Scott Rockart**, Duke U.

**969 : (Paper Session) - (BPS) Financing Strategies for New Ventures**

4:10pm - 5:20pm Anaheim Convention Center: 201B

Chair: **Haemin Dennis Park**, U. of Washington Business School

Discussant: **David Hsu**, Wharton School

“Smart Money”? The Impact of Investor Mix on the Performance of New Ventures | **Elisa Alvarez-Garrido**, Wharton School, U. of Pennsylvania

📖 Are Angels Preferred Series A Investors? | **Brent Goldfarb**, U. of Maryland; **David A. Kirsch**, U. of Maryland

📖 The Decision to Go Public: A Real Options Perspective | **Asda Chintakananda**, Marquette U.; **Tony W. Tong**, U. of Colorado

📖 IPO Share Allocation and Investor Valuation in Transition Economies: A Study of China | **William P. Wan**, Texas Tech U.; **Daphne W. Yiu**, Chinese U. of Hong Kong

**970 : (Paper Session) - (BPS) Influences on Executive Compensation**

4:10pm - 5:20pm Anaheim Convention Center: 201D

Chair: **Sujit Sur**, Dalhousie U.

Discussant: **Cynthia E. Devers**, U. of Wisconsin-Madison

→ The Effects of Corporate Governance on Executive Compensation in Japanese Firms | **Toru Yoshikawa**, McMaster U.; **Asli M. Colpan**, Kyoto U.

📖 → The Managerial Power Theory of Executive Pay: A Cross-National Test and Extension | **Jordan Otten**, RSM Erasmus U.; **Pursey Heugens**, RSM Erasmus U.

The Elephant in the Room: Labor Market Influences on CEO Compensation | **Ingrid Fulmer**, Georgia Institute of Technology

📖 CEO Compensation as Post-Refocusing Settling-up | **Seemantini Madhukar Pathak**, U. of Houston; **Robert E. Hoskisson**, Arizona State U.; **Richard A Johnson**, U. of Missouri - Columbia

**971 : (Paper Session) - (BPS) The Evolution of Rivalry**

4:10pm - 5:20pm Anaheim Convention Center: 202A

Chair: **Melih Madanoglu**, Florida Gulf Coast U.

Discussant: **Olivier Chatain**, Wharton School, U. of Pennsylvania

Paradox Lost: The Evolution of Strategies in Entrant-Incumbant Games | **William Tracy**, U. of California, Los Angeles

Mimetic Isomorphism as a Driver of Collective Incumbent Inertia | **Albrecht Enders**, U. of Erlangen, Nuremberg; **Andreas Koenig**, U. of Erlangen, Nuremberg; **Harald Hungenberg**, U. of Erlangen, Nuremberg; **Markus Seeberger**, U. of Erlangen, Nuremberg; **Philipp Tachas**, U. of Erlangen, Nuremberg

→ 📖 Trotting at My Heels? Multiparty Competitive Interdependence and Rivals' Imitative Reactions | **Kai-Yu Hsieh**, National U. of Singapore

📖 Single-Market Entrants, Multimarket Incumbents and the Evolution of Forbearing Markets | **Gideon D Markman**, Colorado State U.; **Theodore Leonard Waldron**, U. of Georgia

**972 : (Paper Session) - (BPS) Restructuring and Turnarounds**

4:10pm - 5:20pm Anaheim Convention Center: 202B

Chair: **Tim Swift**, St. Joseph's U.

Discussant: **Jeffrey Furman**, Boston U.

📖 Legitimacy Needs as Drivers of Business Exit | **Carolyn Decker**, Freie Universität Berlin; **Tina Dacin**, Queen's U. Canada

📖 Turning Around Through Value Recreation | **Xin Liang**, U. of Minnesota, Duluth

📖 → 📖 Restructuring to Regain Legitimacy-A Contingency Perspective | **Pengji Wang**, National U. of Singapore

📖 The Downsizing Effects On Profitability: Evidences From Portugal | **Tânia Gomes Marques**, Polytechnic Institute of Leiria - Portugal; **Isabel Suarez Gonzalez**, Salamanca U.; **Pedro Pinheiro Cruz**, Polytechnic Institute of Leiria - Portugal

**973 : (Paper Session) - (BPS) Causes and Consequences of Alliance Termination and Withdrawal**

4:10pm - 5:20pm Anaheim Convention Center: 203A

Chair: **Koen Heimeriks**, Rotterdam School of Management

Discussant: **Dovev Lavie**, Technion-Israel Institute of Technology

📖 📖 Built to Last but Falling Apart: Cohesion, Friction and the Durability of Interfirm Alliances | **Henrich R. Greve**, INSEAD; **Joel A.C. Baum**, U. of Toronto; **Hitoshi Mitsuhashi**, Keio U.; **Tim Rowley**, U. of Toronto

→ 📖 Alliance Terminations: Does the Withdrawal from Strategic Alliances Affect Firm Value? | **Ulrich Wassmer**, Concordia U.

Alliance Formation Processes and Outcomes: The Role of Fairness | **Africa Arino**, IESE Business School; **Peter S Ring**, Loyola Marymount U.

**974 📖 📖 : (BPS) Resurrecting Strategic Planning**

4:10pm - 5:20pm Anaheim Convention Center: 203B

Chair: **Julia Balogun**, Cass Business School, City U.

Discussant: **Dan Simpson**, Clorox

The Evolution of Strategy Practice: 1960-2007 | **Richard Whittington**, Said Business School; **Ludovic Caillaud**, IAE de Toulouse

Strategic Planning Processes in Large Companies: Rhetoric and Reality | **Robert Grant**, Bocconi U.; **Simon Peck**, Case Western Reserve U.

Delivering Integration and Coordination through Strategic Planning | **Julia Balogun**, Cass Business School, City U.; **Paula Jarzabkowski**, Aston Business School

**975 → 📖 📖 JS: (BPS, TIM) Knowledge, Experience and Performance: The Questions We Ask**




4:10pm - 5:20pm Anaheim Convention Center: 201C

*Discussant:* **Kyle Lewis**, U. of Texas, Austin

Organizational Scope and the Returns to Focused

Experience: Evidence from US Hospitals | **Jonathan Clark**, Harvard U.; **Robert S. Huckman**, Harvard U.Overcoming Differences: The Effects of Experience on Knowledge Seeking in Transnational Teams | **Martine Haas**, U. of PennsylvaniaThe Two Wonders of Experience Working Together | **Ray Reagans**, Carnegie Mellon U.Unpacking Managerial Experience: Evidence from Indian Software Services | **Bradley R Staats**, Harvard U.**976**  JS: (CAR, HR) **The Career is Dead-Long Live the Career? Tracking the Evolution of the Relational Approach to Career**

4:10pm - 5:20pm Hilton Anaheim: Oceanside

*Organizers:* **Betzaluz Gutierrez**, Hay Group; **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Amy M. Gannon**, Boston U.; **Yan Shen**, Boston U.*Participants:* **Douglas T. Hall**, Boston U.; **Kathy E. Kram**, Boston U.; **Monica Higgins**, Harvard U.; **Philip H. Mirvis**, Center for Corporate Citizenship**977**    JS: (CAR, HR, IM) **Questions we ask about careers of the immigrant workforce**

4:10pm - 5:40pm Hilton Anaheim: Capistrano A

*Organizer:* **Jelena Zikic**, York U.*Chair:* **Jelena Zikic**, York U.*Discussants:* **Michael B. Arthur**, Suffolk U.; **Rabi S. Bhagat**, U. of MemphisThe Immigrant Career Conundrum | **David C. Thomas**, Simon Fraser U.Career Success of Immigrant Professionals: Stock and Flow of their Career Capital | **Tony Fang**, School of Administrative Studies, York U.; **Jelena Zikic**, York U.; **Milorad M. Novicevic**, U. of MississippiImmigrant Practices Leading to Favourable Career Outcomes: Sri Lankan Immigrants in New Zealand | **Kerr Inkson**, U. of Waikato; **Nithya Tharmaseelan**, U. of Auckland  
'Boundary Translation': Typology of Immigrant Career Adaptation in Canada, France and Spain. | **Jelena Zikic**, York U.; **Jean-Luc Cerdin**, ESSEC Business School; **Jaime Alfonso Bonache**, Carlos III U.**978** CAU: (CAU) **Critical Questions Regarding the Role of Entrepreneurship in Sustainable Development**

4:10pm - 5:20pm Hilton Anaheim: Balboa B

*Organizer:* **Gregory A Daneke**, Arizona State U.*Participants:* **Kristie K Seawright**, Brigham Young U.; **Jan M. W. N. Lepoutre**, Ghent U.; **Robert Brent Anderson**, U. of Regina; **Ralph Hanke**, Bowling Green State U.; **David C Croson**, Southern Methodist U.; **Siri Ann Terjesen**, Texas Christian U.; Max Planck Institute of Economics; **Ronda M. Smith**, U. of Nebraska, Lincoln; **Geoff Archer**, UVA Darden/Oregon State U.; **Thomas J Dean**, Colorado State U.**979** CAU: (CAU) **Should Management Scholars Be Concerned about the Weakness of Organized Labor?**

4:10pm - 5:20pm Hilton Anaheim: Balboa C

*Organizer:* **David Jacobs**, Morgan State U.**980** CAU: (CAU) **Reflections on Leadership: Heroes and History**

4:10pm - 5:40pm Hilton Anaheim: Palos Verdes A

*Organizers:* **Mie Augier**, Stanford U.; **Ellen O'Connor**, U. of Paris Dauphine*Participants:* **Mie Augier**, Stanford U.; **James G. March**, Stanford U.**981** CAU: (CAU) **Leadership Development for Women: The Opportunities and Challenges of Research and Practice in International Settings**






4:10pm - 5:20pm Hilton Anaheim: Santa Barbara

*Organizer:* **Susan R. Madsen**, Utah Valley U.**982** CAU: (CAU) **How Racial Ideologies Frame the Questions We Ask in Diversity Research**

4:10pm - 5:20pm Hilton Anaheim: Ventura

*Organizer:* **Tina R Opie**, New York U.**983** : (Paper Session) - (CM) **Demography, Dissimilarity, and Performance in Teams**



4:10pm - 5:20pm Hilton Anaheim: Santa Monica

*Chair:* **Jennifer Dunn**, Michigan State U. Looking Down and Ramping Up: The Impact of Status Differences on Effort in Intergroup Contexts | **Nathan Pettit**, Cornell U.; **Robert B. Lount**, Ohio State U. Do You Hear What I Hear?: The Effects of Conflict Asymmetry on Workgroup and Individual Outcomes | **Karen A. Jehn**, Leiden U.; **Sonja Rispens**, Leiden U.; **Sherry M Thatcher**, Independent Researcher The Black-Box Deciphered: A Meta-Analysis of Team Diversity, Conflict, and Team Performance | **Frank De Wit**, Leiden U.; **Lindred Greer**, U. of Amsterdam**Winner of CM Division Best Student Paper Award** Individual Differences in Reactions to Relationship Conflict | **Debra L. Shapiro**, U. of Maryland; **Gilad Chen**, U. of Maryland; **Payal Nangia Sharma**, U. of Maryland U. College; **Suzanne Keasey Edinger**, U. of Maryland, College Park; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology Being Trusted: The Influence of Team Demographic Dissimilarity on Dyadic Trust Across Boundaries | **Michele Williams**, Cornell U.**984** : (CMS) **CMS Theme Speaker**

4:10pm - 5:20pm Hilton Anaheim: California Pavilion B

*Chair:* **Albert J. Mills**, St. Mary's U.*Moderator:* **Albert J. Mills**, St. Mary's U.On the Banality of Managerial Efficiency: The 'Eichman Question' Revisited | **Ward Churchill**, -**985** : (Paper Session) - (ENT) **Entrepreneurial Creativity: Types, Enabling Conditions and Outcomes**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon J

*Chair:* **Alan D. Boss**, U. of Maryland, College Park*Discussant:* **Daniel Walter Elfenbein**, Washington U. in St. Louis Entrepreneurial Creativity Outside Existing Firms | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville CE Strategy: Toward an Understanding of Pygmalion Leadership Efforts on Entrepreneurial Perceptions | **Mark T. Schenkel**, Belmont U.; **Deborah V. Brazeal**, California State Polytechnic U., Pomona; **John M Maslyn**, Belmont U.

- Understanding Typology and Performance in Taiwan: New Ventures | **Ming-Huei Chen**, National Chung Hsing U.; **Yuan-Chieh Chang**, National Tsing Hua U.
- Entrepreneurs' Change Behaviors and Subsequent Venture Performance | **Alan D. Boss**, U. of Maryland, College Park; **J Robert Baum**, U. of Maryland

**986** : (Paper Session) - (ENT) **Strategies and Strategic Planning in New and Growing Ventures**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Cheng-Hua Tzeng**, Fudan U., School of Management

- An empirical study of entrepreneurial strategies of high-tech firms in a developing country | **Kuo-Pin Yang**, National Dong Hwa U.; **Hsin-Hua Hsiung**, National Dong Hwa U.
- Exploring the Fit between Growth Strategy and Ownership Structure in Chinese Entrepreneurial Firms | **Jinsong Gao**, BI Norwegian School of Management; **Pingying Zhang**, Norwegian School of Management
- Managing Nonlinearity: Toward Entrepreneurial S-Curve Logic for the Entrepreneurial Process | **Mary Han**, Ryerson U.; **Alan Carsrud**, Florida International U., Miami
- Strategic Planning and Firm Performance in Small Firms: An Updated Meta-Analysis | **Jeffrey Matthew Pollack**, Virginia Commonwealth U.; **Ernest H O'Boyle**, Virginia Commonwealth U.; **Thomas H. Hawver**, Virginia Commonwealth U.
- Exploring Out of Existing Niches: Strategic Niche Changes by Venture Firms in the Korean SI Industry | **KI WON JUNG**, Yonsei U.; **Dongyoub Shin**, Yonsei U.

**987** : (ENT) **The Questions We Ask About Entrepreneurship: Evolution or Revolution in Studying Entrepreneurship**

4:10pm - 5:20pm Anaheim Convention Center: 204A

Chair: **Shaker A. Zahra**, U. of Minnesota, Twin Cities  
New Paper Title Goes Here. |

- Speakers: **Kathleen M. Eisenhardt**, Stanford U.; **Howard Aldrich**, U. of North Carolina; **Andrew H. Van de Ven**, U. of Minnesota; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

**988** : (Paper Session) - (ENT) **Corporate and University Spinoffs**

4:10pm - 5:20pm Anaheim Convention Center: 205B

Chair: **Andrew Cardow**, Massey U.

Discussant: **Sandip Basu**, California State U., East Bay

- The Technology Endowments of Spin-off Companies | **Els Van de Velde**, Ghent U.; **Bart Clarysse**, Tanaka Business School
- Conceptualizing Academic-Entrepreneurial Intentions: An Empirical Test | **Igor Prodan**, Faculty of Economics, U. of Ljubljana; **Mateja Drnovsek**, U. of Ljubljana
- Can Academics Swim Both Ways? An investigation of Faculty Entrepreneurship in Emerging Economy | **Yi Ruan**, National U. of Singapore; **Poh Kam Wong**, National U. of Singapore

**989** : (Paper Session) - (ENT) **Determinants of and Deterrents to Entrepreneurial Entry and Self Employment**

4:10pm - 5:20pm Anaheim Convention Center: 206A

Chair: **Brent William Stephens**, U. of Phoenix

Discussant: **Jacqueline Fendt**, ESCP-EAP

- Gender Gap in Potential Entrepreneurship: The Effects of Segregation and Job Characteristics | **Vartuhi Tonoyan**, Mannheim U.; **Robert Strohmeyer**, Mannheim U.; **Mohsin Habib**, U. of Massachusetts, Boston
- Backed by the State: Social Protection and Entrepreneurial Entry into Knowledge-Intensive Industries | **Phillip H. Kim**, U. of Wisconsin-Madison
- Parental Self-Employment Activity Failure: Influence on Offspring's Transition to Self-Employment | **Edward Mungai**, STRATHMORE BUSINESS SCHOOL; **S Ramakrishna Velamuri**, CEIBS
- The role of psychological attachment and control preferences in commercialization decisions | **Gordon Kwesi Adomdza**, U. of Waterloo

**990** : (GDO) **Coalition on Faculty Diversity Town Hall Meeting**

4:10pm - 5:20pm Hilton Anaheim: Malibu

For more information see:

<http://division.aomonline.org/GDO/coalition/>

Organizers: **Ron Ophir**, York U.; **Susan L. Kirby**, Texas State U.  
Chairs: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Erika H. James**, U. of Virginia

Facilitators: **Robyn A. Berkley**, Southern Illinois U., Edwardsville; **Christine Brown Mahoney**, U. of California, Berkeley; **Joycelyn Finley-Hervey**, Florida A&M U.; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **C Douglas Johnson**, Georgia Gwinnett College; **Lucrezia Songini**, Bocconi U.; **Manuela Brusoni**, Bocconi U.; **Karen S. Whelan-Berry**, Utah Valley State College

**991** : (Paper Session) - (GDO) **Social Perspectives on Relational Demography: Understanding the Roles of Communication, Feedback and Integration**

4:10pm - 5:20pm Hilton Anaheim: San Clemente

Chair: **Jawad Syed**, U. of Kent

Discussant: **Marie-Elene Roberge**, Northeastern Illinois U.

- Mediating Role of Communication in Relational Demography | **Ka Wai Chan**, U. of Macau; **Jia Jun Wu**, U. of Macau
- Reactions to Negative Performance Feedback in Supervisor-Subordinate Dyads: Does Gender Matter? | **Marion Bussmann**, U. of Washington; **Erica Christine Holley**, U. of Washington
- Relational Diversity, Social Integration and Individual Effectiveness: A Meta-Analytic Integration | **Yves R. F. Guillaume**, Aston U. UK; **Felix Brodbeck**, Aston U. UK; **Michael Riketta**, Aston U. UK

**992** : (GDO, HR) **Diversity, Work-family, and Life Outcomes**

4:10pm - 5:20pm Hilton Anaheim: Redondo

Chairs: **Jeanette N. Cleveland**, Pennsylvania State U.; **April M. Jones**, Pennsylvania State U.

Discussant: **Cary L. Cooper**, Lancaster U.

- The Effects of Social Support and Job Demands on Satisfaction and Health Among Older Workers | **April M. Jones**, Pennsylvania State U.; **Su Chuen Foo**, Pennsylvania State U.; **Katina B. Sawyer**, Pennsylvania State U.; **Jeanette N.**

**Cleveland**, Pennsylvania State U.; **Gwenith Fisher**, U. of Michigan

Work Interference With Family, Socio-economic Status, Coping, and Eating | **Ashley Gray Walvoord**, U. of South Florida; **Tammy D. Allen**, U. of South Florida

The "Graying" Factor: Work-Family, Fatigue, Health, and Organizational Outcomes | **Russell A. Matthews**, Louisiana State U.; **Tracey Rizzuto**, Louisiana State U.

Diversity in Organizations: Where are We Now, and Where Are We Going? | **Lynn Shore**, San Diego State U.; **Beth G Chung-Herrera**, San Diego State U.; **Michelle A. Dean**, San Diego State U.; **Karen Holcombe Ehrhart**, San Diego State U.; **Dong-il Jung**, San Diego State U.; **Amy Randel**, San Diego State U.; **Gangaram Singh**, San Diego State U.

### 993 : (HCM) HCM Distinguished Speaker

4:10pm - 5:20pm Hilton Anaheim: Palos Verdes B

Organizer: **Christy Harris Lemak**, U. of Florida

Distinguished Speaker: **W. Richard (Dick) Scott**, Stanford U.

### 994 : (Paper Session) - (HR) Workplace Diversity

4:10pm - 5:20pm Hilton Anaheim: Coronado

Chair: **Caren Goldberg**, American U.

Discussant: **David A. Kravitz**, George Mason U.

→ **Harnessing Creativity from Diversity: A Multi-Level Model** | **Jian Han**, CEIBS; **Siqing Peng**, Guanghua School of Management, Peking U.; **Chi-Yue Chiu**, U. of Illinois at Urbana Champaign; **Angela Leung**, Singapore Management U.

**The Influence of Age Management Policies on the Work Relationship of Older Employee with the Company** | **Francois Grima**, Paris 12-RMS

Racial Prototypicality, Affirmative Action, and Hiring Decisions in a Multi-racial World | **Geeta D'Souza**, Central Michigan U.; **Kate Unterborn**, Central Michigan U.; **Debra Poole**, Central Michigan U.; **Stephen M Colarelli**, Central Michigan U.

**A Human Resources Double Whammy or Myth: Are Minority Women Really Leaving?** | **Kristie May Boudwin**, Arizona State U.; **Peter Hom**, Arizona State U.

### 995 : (HR) Ice Cream Social and Member Networking Event

4:10pm - 5:20pm Hilton Anaheim: Huntington A

Join your friends and colleagues in the HR Division to learn more about and get involved in your Division and to have an afternoon treat!

Program Chair: **Howard J. Klein**, The Ohio State U.

### 996 : (Paper Session) - (HR) Strategic Management of Human Resources

4:10pm - 5:20pm Hilton Anaheim: Huntington B

Chair: **Steffanie L. Wilk**, The Ohio State U.

Discussant: **David P. Lepak**, Rutgers U., Dept. of HRM

**Exploration and Exploitation in Strategic Human Resource Management: The Role of Uncertainty** | **Qiumei Jane Xu**, Northeastern Illinois U.

→ **Strategic HRM of Frontline Employees in Australian Manufacturing SMEs** | **Melanie Le Clerc**, U. of Technology Sydney; **Stephen T.T. Teo**, U. of Western Sydney; **Maria Carmen Galang**, U. of Victoria

Employment Instability: Does it Help or Hinder Firm Performance? | **Yong-Yeon Ji**, U. of Kansas; **Jake Messersmith**, U. of Kansas

**The Strategic Role of HR Practices: Fit with Business Strategy and Employee Competence** | **Minston Chao**, National Sun Yat-Sen U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce; **Ing-Chung Huang**, National Kaohsiung U.

### 997 : (Paper Session) - (HR) Reputation and Recruitment

4:10pm - 5:20pm Hilton Anaheim: Huntington C

Chair: **Timothy J Keaveny**, Marquette U.

Discussant: **Cynthia Kay Stevens**, U. of Maryland

→ **Employer Branding and Corporate Reputation Management in an International Context** | **Graeme Martin**, U. of Glasgow

**Corporate Social Responsibility, Applicants' Ethical Predispositions, and Organizational Attraction** | **Lu Zhang**, George Washington U.; **Mary A. Gowan**, Elon U.

**Getting Lean While In The Land Of Plenty** | **Inmaculada Martin-Tapia**, U. of Granada (Spain); **Martina Musteen**, San Diego State U.; **Deepak K Datta**, U. of Texas, Arlington; **James P. Guthrie**, U. of Kansas

**The Signaling Function of HRM in Supporting Realistic Employee Expectations** | **Marielle Sonnenberg**, Accenture; **Bastiaan A Koene**, Rotterdam School of Management; **Jaap Paauwe**, Tilburg U.

### 998 → : (Paper Session) - (IM) Institutional Context and Organizational Practices

4:10pm - 5:20pm Anaheim Marriott: Suite 304

Chair: **Liesl Riddle**, George Washington U.

Discussant: **Jean McGuire**, Louisiana State U.

→ **ISO 9000: New Form of Protectionism or Common Language in International Trade?** | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Michal Grajek**, ESMT

**Does National Culture Matter? The Effect of Downward Influence Tactics on Organizational Commitment** | **Melody Chong**, The City U. of Hong Kong

→ **Institutions and Voluntary Compliance: The Disclosure of Individual Executive Pay in Germany** | **Amon Chizema**, Loughborough U.

→ **Linking Culture with Institutions: Executive Rationale in Germany and Japan** | **Michael A. Witt**, INSEAD; **Gordon Redding**, INSEAD

### 999 → : (IM) Western Measures in Non-Western Settings: Presentation of various validation techniques

4:10pm - 5:20pm Anaheim Convention Center: 212A

Discussant: **Donald D. Davis**, Old Dominion U.

Participants: **Ying Liu**, Renmin U.; **Lei Wang**, Peking U.; **Jingqiu Chen**, Shanghai Jiao Tong U.; **Mingrui Zhang**, Renmin (People's) U. of China

### 1000 → : (Paper Session) - (IM) Foreign Entry Strategies

4:10pm - 5:20pm Anaheim Convention Center: 212B

Chair: **Protiti Dastidar**, George Washington U.

Discussant: **Xufei Ma**, Chinese U. of Hong Kong

**The Effect of Dual Governance on Multinational Enterprises' Choice of International Entry Mode** | **Shih Chin Tai**, college



of Management, Department of Business Administration, I-Shou U.; **Fu-Sheng Tsai**, Cheng Shiu U.; **Ching-Sheng Chang**, National Cheng Kung U.; **Pei-Wen Huang**, I-Shou U./ Cheng Shiu U.

- Acquisitions and Greenfield Ventures: A Real Options Perspective | **Desislava Dikova**, U. of Groningen; **Keith D. Brothurs**, King's College London
- 🗨️ → When, Where and How? The Joint Impact of Timing, Location and Mode on Foreign Entry Performance | **Jing'an Tang**, Sacred Heart U.
- Entry Patterns into Foreign Markets: The Influence of Risk and Experience on Mimetic Behavior | **Wm. Gerard Sanders**, Brigham Young U.; **Anja Christine Tuschke**, U. of Munich

#### **1001 : (IM) Booz Allen Hamilton Eminent Scholar in International Management Award**

4:10pm - 5:20pm Anaheim Convention Center: 213A

*Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.*

*Introduction:* **Timothy Michael Devinney**, AGSM-Australian School of Business

*Distinguished Speaker:* **Peter J. Buckley**, U. of Leeds

*Discussants:* **Ram Mudambi**, Temple U.; **Oded Shenkar**, The Ohio State U.; **Art Kleiner**, Booz Allen Hamilton / strategy+business

#### **1002 → : (Paper Session) - (IM) Cognition and MNC Strategy**

4:10pm - 5:20pm Anaheim Convention Center: 213B

*Chair:* **Leonel Prieto**, Texas A&M International U.

*Discussant:* **Augusto César de Aquino Cabral**, Universidade Federal do Ceará

- 🗨️ → Economic, Psychological, and Sociological Theories for the Explanation of Home-region Oriented MNCs | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **Till Dunemann**, Christian-Albrechts-U. of Kiel; **William G Egelhoff**, Fordham U.

On the discursive construction of 'organizational competence' in multinational companies | **Alexei Koveshnikov**, Hanken Swedish School of Economics and Business Administration; **Mats Ehrnrooth**, Hanken Swedish School of Economics and Business Administration; **Eero Vaara**, Swedish School of Economics and Business Administration

- Cognition, Managers and Internationalization: The puzzle without the puzzler | **Elizabeth Maitland**, U. of New South Wales
- Managerial Cognitions and the Multinational Corporation | **Jesper Edman**, Stockholm School of Economics

#### **1003 → : (Paper Session) - (IM) Staffing in MNCs**

4:10pm - 5:20pm Anaheim Convention Center: 213C

*Chair:* **David Mitchell Ford**, U. of Alabama, Tuscaloosa

*Discussant:* **Christina L Ahmadjian**, Hitotsubashi U.

- Influence of Competitive Strategies and Host Country Factors on Staffing Policies of Japanese MNCs | **Yongsun Paik**, Loyola Marymount U.; **Naoki Ando**, U. of Nagasaki
- Enhancing Absorptive Capacity Through HCN Training: Examining Three Chinese Societies | **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Charles M. Vance**, Loyola Marymount U.

- 🗨️ → In Search of *¡@Balanced Individuals¡*: Employing Overseas Returnees in MNE subsidiaries in China | **Huanglin Wang**, U. of Western Ontario; **Jean-Louis Schaan**, U. of Western Ontario

- 🗨️ → An HR Architectures Approach to Understanding New Forms of International Staffing | **Debra Da Silva**, Charles Sturt U.

#### **1004 : (Paper Session) - (IP) Justice and Its Outcomes**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 1

*Facilitator:* **Kevin E. Dickson**, Southeast Missouri State U.

- 🗨️ → **OB:** Stakeholders and Corporate Responses to Crises: Relationship Orientation and Perceptions of Goodwill | **Jennifer Jordan**, Northwestern U.; **Adam D. Galinsky**, Northwestern U.; **Daniel Diermeier**, Northwestern U.

**OB:** Firm-Worker-Client Relationship in the Temporary Help Services Context | **Mahesh V. Subramony**, U. of Wisconsin, Oshkosh

**CM:** Union Effects on Trust in the Workplace | **Ting Ren**, U. of Minnesota, Twin Cities

- 🗨️ → **OB:** Melting the Ice in justice: The Role of Hot Cognitions in the Formation of Justice Perceptions | **Adam Barsky**, U. of Melbourne; **Seth A. Kaplan**, George Mason U.

#### **1005 : (Paper Session) - (IP) Weickian Ideas**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 10

*Facilitator:* **Stephanie E Newell**, Eastern Michigan U.

**OMT:** Winning an Unfair Game: Bricolage Under

Institutional and Resource Constraints | **Ted Baker**, North Carolina State U.; **Tim Pollock**, Pennsylvania State U.; **Harry J Sapienza**, U. of Minnesota

**MOC:** Sensemaking of Experts and CEOs about Social Issues in Management | **Annick Hortense, Dominique Van Rossem**, Vlerick Leuven Gent Management School; **Yves Charles Fassin**, Ghent U.

**MSR:** Mindfulness in the Workplace: An Exploratory Study | **Jeremy Hunter**, Claremont Graduate U.; **Donald W McCormick**, California State U., Northridge

**MOC:** Do You See What I See? The Content and Consequences of Outsider Perceptions of Professions | **Heather C. Vough**, U. of Illinois, Urbana-Champaign; **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Erik Ian Dane**, Rice U.

🗨️ → **MOC:** The Emergence of Organizational Strategies from a Cognitive Perspective | **Thomas Wrona**, ESCP-EAP European School of Management; **Maren Breuer**, ESCP-EAP European School of Management

#### **1006 : (Paper Session) - (IP) Environmental Factors in Social Responsibility**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 11

*Facilitator:* **Michael L. Barnett**, U. of South Florida

**SIM:** Beyond CSR: Toward a Theory of Socially

Responsible Corporate Behaviour | **Joel Marcus**, School of Business & Economics, Wilfrid Laurier U.

**SIM:** The Relative Influence of Different Stakeholders in Corporate Environmental Performance | **Zuobao Wei**, U. of Texas El Paso; **Feixue Xie**, U. of Texas El Paso; **Richard A. Posthuma**, U. of Texas El Paso



📄 **SIM**: Corporate Social Responsibility: Exploring the role of Firms as Private Authorities | **Laura Albareda**, ESADE Business School

🗨️📄 **SIM**: Who takes advantage from the confusion between CSR and Sustainable Development? | **Annabel-mauve Bonnefous**, HEC School of Management, Paris; **Françoise Chevalier**, HEC School of Management, Paris

**1007** : (Paper Session) - (IP) **Firm Founding and Startup**  
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 2

Facilitator: **Melissa S. Baucus**, U. of Louisville

🗨️📄 **TIM**: How do VC Firms Evaluate Startups' Patent Portfolios? The Case of Nanotechnology | **Federico Munari**, U. of Bologna

📄 **TIM**: 'It's not personal...': The role of trust in investor decision-making on early-stage technology | **Harry Scarbrough**, U. of Warwick; **Kenneth Amaeshi**, Cranfield School of Management; **Anthony Briggs**, Boston U.; **Paul R. Carlile**, Boston U.

**TIM**: The Effect of Faculty Founders on New Technology Ventures | **Anne W. Fuller**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

**ENT**: Nascent Entrepreneurship: Gestation Activity Type, Pace of Activity Execution and Firm Emergence | **Warren Byabashajja**, Doctoral Candidate; **Andreas Schwab**, Iowa State U.

📄 **TIM**: Inventor Bricolage and Firm Technology Development | **Preeti Banerjee**, Brandeis U.; **Benjamin A. Campbell**, The Ohio State U.

📄 **ENT**: Absorptive Capacity and the Identification of Opportunities in New Technology-Based Firms | **Rognvaldur J Saemundsson**, Reykjavik U.

**1008** : (Paper Session) - (IP) **Legitimacy, Institutionalization and Environment as Mechanisms**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 2

Facilitator: **Marvin Washington**, U. Alberta

🗨️📄 **OMT**: Conformity and Defiance: The Case of US Specialized and Diversified Firms Share Repurchase Behavior | **Guilhem Bascle**, HEC Paris

🗨️📄 **OMT**: Legitimizing Exploration: Olivetti's Transition from Mechanical to Electronic Technology | **Erwin Danneels**, Worcester Polytechnic Institute; **Bernardino Provera**, Bocconi U.; **Gianmario Verona**, Bocconi U.

➔📄 **OMT**: The Return of Internal Legitimacy: The Role of Creativity and Legitimacy During a Firm's Life-Cycle | **Israel Drori**, College of Management, Israel; **Benson Honig**, Wilfrid Laurier U.

🗨️📄 **OMT**: How Different is too Different? Beyond the Benefits of Strategic Differentiation | **Cara Christina Maurer**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario

🗨️📄 **OMT**: Mimicking a Public Sphere: Down Beat and the Jazz Critics' Polls, 1953-1970 | **Charles Kirschbaum**, Centro Universitario da FEI

📄 **OMT**: Professionals versus Profiteers: Legitimacy and Private Security Contractors | **Heather Elms**, American U.; **Rodney Lacey**, U. of California, Davis; **Robert A. Phillips**, U. of Richmond

**1009** : (Paper Session) - (IP) **Corporate Governance: Executive and Leadership**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 3

Facilitator: **Donald A. Lange**, Arizona State U.

📄 **BPS**: Generic, Technological and Social: Determinants of the Managerial Capital of the Outsider CEO | **Tariq H. Malik**, U. of London; **Andrew Delios**, National U. of Singapore

📄 **BPS**: Coordination, Control, or Charade? The Role of Board Ties among Business Group Members in Italy | **Fabio Zona**, Bocconi U.; **Brian Boyd**, Arizona State U.

📄 **BPS**: Board Independence, Executive Compensation and Change | **Yi-Mien Lin**, National Chung Hsing U.; **Shieh-Liang Chen**, National Changhwa U. of Education; **Yen-Yu Liu**, National Cheng Kung U.

📄 **OMT**: Does Knowledge Transferability Mediate the Relation between Governance Effectiveness and CEO Change? | **Carlos H. Chiu**, Carlos-Marc Empire Capital Group

📄 **BPS**: The Changing Role of the Chairman: Impact of Corporate Governance Reform in the UK 1995 – 2005 | **Tom Kirchmaier**, Manchester Business School; **Geoffrey Owen**, London School of Economics

📄 **OB**: Board Strategic Decision Making and Task Performance in Family vs. Non-family Firms | **Fabio Zona**, Bocconi U.

**1010** : (Paper Session) - (IP) **Resource and Theories**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 4

📄 **BPS**: Exploring the Impact of Cumulative Firm Resource Investment on Industry Environment | **David R. King**, U.S. Air Force; **Rebecca J. Slotegraaf**, Indiana U.

🗨️📄 **BPS**: Why do Firms use Contract Manufacturing? | **Melissa A Schilling**, New York U.; **Andrea Prado**, New York U.; **Kevin Steensma**, U. of Washington

📄 **BPS**: Culture and the Survival of UK Independent Games Software Firms | **Denise Tsang**, U. of Reading Business School

**BPS**: Diversification, Resource Concentration, and Business Group Performance | **Chien-Nan Chen**, National Taiwan U.; **Wenyi Chu**, National Taiwan U.

**1011** : (Paper Session) - (IP) **New Product Development**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 5

Facilitator: **Mingkun Liu**, Guanghua School of Management, Peking U.

🗨️📄 **TIM**: Concept generation processes : customer involvement for radical innovation | **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique; **Florence Charue-Duboc**, Ecole polytechnique & CNRS

🗨️📄 **TIM**: Internet Banking Adoption and Implications for Technology-based Service Management | **Ziqi Liao**, Hong Kong Baptist U.; **Wing-Keung Wong**, Hong Kong Baptist U.

**TIM**: Do R&D Subsidies Affect SMEs' Access to External Financing? | **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School; **Wouter De Maeseneire**, Erasmus U. Rotterdam

📄 **TIM**: Local Technical Communities and the Novelty and Generality of Innovations |

- 🗣️ **TIM**: Determinants of Routinization and Innovation when Implementing a Management Practice | **Deepa Aravind**, Rutgers U.; **Petra Christmann**, Rutgers U.
- 📄 **TIM**: Comparing Small Vs Large Firms' R&D Productivity through a Dual Process Perspective | **Jose Lejarraga**, Universidad Carlos III de Madrid; **Ester Martinez-Ros**, U. Carlos III de Madrid

### 1012 : (Paper Session) - (IP) Issues in NPO and Government Agencies

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 6

Facilitator: **Bradley E. Wright**, U. of North Carolina, Charlotte

- 📄 **PNP**: Elements of Trustworthiness as Leadership Traits: Relative Effects within Federal Agencies | **Yoon Jik Cho**, Indiana U. Bloomington; **Jung Wook Lee**, U. of Illinois at Springfield
- ➔ **HCM**: Trust and Vulnerability During Extreme Events: Insights for Human Service Organizations | **Kathleen Montgomery**, U. of California, Riverside; **Christopher Jordens**, U. of Sydney, Australia; **Miles Little**, U. of Sydney, Australia
- 🗣️ **PNP**: Dealing with change in a NPO: How satisfied and committed are your proactive employees? | **Veena P. Prabhu**, California State U. Los Angeles; **Charlotte Sutton**, Auburn U.; **William Sauser**, Auburn U.; **Howard Clayton**, Auburn U.
- 🗣️ ➔ **PNP**: When Private Workspace is Pirate Workspace: Considering Context in Workspace Design | **Punit Arora**, Syracuse U.
- 🗣️ ➔ **PNP**: Targeted Criteria Performance Improvement: A Comparison of Two 'Most Similar' UK Police Forces. | **Andrew Harry Barton**, Nottingham Trent U.; **Malcolm James Beynon**, Cardiff U.
- 🗣️ **PNP**: Performance-related Pay in the Public Sector: Are We Headed for a Sequel of "Back to the Future"? | **James L. Perry**, Indiana U.; **Trent Engbers**, Indiana U.; **So Yun Jun**, Indiana U.
- 🗣️ **PNP**: Explaining the success of the smoking ban in Italy: Political strategy and transition to practice | **Valentina Mele**, Bocconi U.; **Amelia Compagni**, Bocconi U.

### 1013 : (Paper Session) - (IP) Organizational Impacts of IT Work

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 7

Facilitator: **JoAnn M Brooks**, MITRE Corporation

- 🗣️ **TIM**: Influence of Direct and Indirect Leadership on Technology-enabled Deviance | **Silvia Salas**, Florida International U.
- TIM**: A Study of Organizational Climate for Individual Innovation in China-based R&D Companies | **Yi Zhang**, U. College Dublin
- 🗣️ **OCIS**: The Architecture of the Information Technology Organization | **Karma S Sherif**, Texas Southern U.; **Weijun Zheng**, U. of Wisconsin, Parkside; **Lucy Tsado**, Texas Southern U.
- 📄 **OCIS**: Organizational Strategy and ERP Value | **Jen-Yin Yeh**, National Pingtung Institute of Commerce; **Kuo-sung Hsieh**, Soochow U.
- TIM**: Can Decision Styles Explain Biases in Manager's Design and Evaluation of Information Systems? | **Marcus Selart**,

Norwegian School of Economics and Business Administration; **Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration

- 📄 **OCIS**: Why Rosetta Can't Dance: The Combinatorics of Standardizing Inter-organizational Service Processes | **Derek Hillison**, Michigan State U.; **Matthew Wimple**, Michigan State U.; **Brian T Pentland**, Michigan State U.

### 1014 : (Paper Session) - (IP) HR and Organizational Strategy

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 8

Facilitator: **Peter Cappelli**, U. of Pennsylvania

- 🗣️ **HR**: Antecedents of Attractive Teams and Organisations: A Social Identity Perspective | **Max Boehling**, Kent Business School
- 📄 **HR**: The Relationship between Demography and Cognition in Large Diversified Firms | **Larry Stimpert**, Colorado College; **Irene M. Duhaime**, Georgia State U.
- HR**: Reinterpreting Systemic Properties: Giving Labor its Due and Shareholders their Comeuppance | **Samir Shrivastava**, Swinburne U. of Technology; **Robert Jones**, Swinburne U. of Technology; **James Latham**, Swinburne U. of Technology
- 🗣️ **HR**: Reassessing Diversity In The USA, Generation Of Human Capital, And The Writings Of Maruyama | **Ernest E Stark**, Bellevue U.; **Paul Poppler**, Bellevue U.

### 1015 : (Paper Session) - (IP) Ecological Practices

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 9

Facilitator: **Jamie Hendry**, Bucknell U.

- 📄 **ONE**: Corporate Social Responsibility in the Management of Supply Chains: Toward a Holistic Framework | **Lutz Preuss**, Royal Holloway College, U. of London; **Stefan Seuring**, U. of Kassel
- 🗣️ **ONE**: Internalizing Core Competencies For Industrial Ecology | **Olivier Boiral**, Laval U.; **Jean Dibondo Kabongo**, Millersville U.
- 🗣️ **ONE**: Recycling Activities in the Electrical and Electronics Industry of Japan | **Tomoaki Shimada**, Kobe U.
- 🗣️ **ONE**: Eco-labeling Strategies: The Eco-premium Puzzle in the Wine Industry | **Magali Delmas**, U. of California, Los Angeles; **Laura Grant**, U. of California, Santa Barbara

### 1016 🗣️ (MC) Tangible Results: A Change Strategy Not Just an Outcome

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon B

Keynote Speaker: **Robert H Schaffer**, Robert H. Schaffer & Associates

Chair: **Alan Goldman**, Arizona State U.

### 1017 🗣️ ➔ 🗣️ (Paper Session) - (MED) Questioning the Cross-cultural Issues in Learning and Leadership

4:10pm - 5:20pm Anaheim Convention Center: 211B

Chair: **Brett C Luthans**, Missouri Western State U.

Discussant: **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg

- 🗣️ ➔ **Chinese Management in Transition: Knowledge, Skills and Abilities** | **Bonnie P. Stivers**, Morehouse College; **Rajaram Veliyath**, Kennesaw State U.; **Janet S Adams**, Kennesaw State U.; **Teresa Joyce**, Kennesaw State U.
- 📄 **Cross-Cultural Differences in Managers' Learning Styles** | **D Christopher Kayes**, George Washington U.; **Anna B. Kayes**,

Villa Julie College; **Yoshitaka Yamazaki**, International U. of Japan

📖 The Effectiveness of Transformational and Transactional Leadership in Higher Education in China | **Wenjing Chen**, Beijing U. of Posts and Telecommunications; **Kan Shi**, Chinese Academy of Sciences; **Changxing Xu**, Institute of Psychology, Chinese Academy of Sciences; **Wayne Daniel Jones**, California State U. Fullerton

👉 → 📖 Learning or Correction in a Safety Culture of Japan  
Rail West: A Foucaultian analysis | **Nobuyuki Chikudate**, Hiroshima U.

**1018** 📖 JS: (MED, SIM) **Service-Learning Philosophies: Exploring and Comparing Philosophical Foundations of Service-Learning**

4:10pm - 5:20pm Anaheim Convention Center: 211A

Organizer: **Joy E. Beatty**, U. of Michigan, Dearborn

Discussant: **Amy Kenworthy-U'Ren**, Bond U.

Presenters: **Kathy Lund Dean**, Idaho State U.; **Jennifer Leigh**, Nazareth College; **Charles J. Fornaciari**, Florida Gulf Coast U.;

**Tim O Peterson**, North Dakota State U.

**1019** → 📖: (Paper Session) - (MH) **Origins and Destinations: Memories and Paths**

4:10pm - 5:20pm Anaheim Marriott: Elite 1

Chair: **Richard Marens**, California State U. Sacramento

📖 The Manifestation of Management Paradigms in Finnish Journals and Literature between 1921 and 2006 | **Huhtala Hannele**, Finnish Institute of Occupational Health; **Anna Kuokkanen**, Finnish Institute of Occupational Health

A Tailored Approach to Occupational Safety | **Andy Cwalina**, Nova Southeastern U.

👉 → 🗣️ The origins of success: A qualitative meta-analysis of the evolution of Nokia | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Arjo Laukia**, Helsinki U. of Technology; **J. Peter Murmann**, AGSM-Australian School of Business; **Jari Ojala**, U. of Jyväskylä

📖 Social Remembering and Organizational Memory | **Michael Rowlinson**, Queen Mary U. of London; **Peter Clark**, Queen Mary College, U. of London; **Charles Booth**, U. of the West of England; **Stephen Procter**, U. of Newcastle, U.K.; **Agnes Delahaye**, Queen Mary College, U. of London

**1020** 🗣️ 📖: (Paper Session) - (MOC) **A Potpourri of Papers: Metanorms, Knowledge Process, Computer/Social Intelligence, Planning Process**

4:10pm - 5:20pm Anaheim Marriott: Elite 2

Chair: **Susan Burgess Miller**, NASA AERO Institute

Discussant: **Scott G. Johnson**, Oklahoma State U.

The Evolution of Metanorms: Quis Custodiet Ipsos Custodes?

| **Michael J. Prietula**, Emory U.; **Dan Conway**, Indiana U., Bloomington

🗣️ 📖 Preventing a Crisis in the Study of Organizational Knowledge Processes: A Post-Functionalist View | **Jeroen Kraaijenbrink**, U. of Twente, NIKOS

🗣️ Can Machines Display Better Social Intelligence than Humans in Organizations? | **Philippe Nicolas Baumard**, CRG Ecole Polytechnique

📖 The Effects of Using Formal Planning Techniques on Forecasting and Plan Development | **Jay Caughron**, U. of Oklahoma; **Michael Mumford**, U. of Oklahoma

**1021** 📖: (Paper Session) - (MOC) **Leader and Organization Performance: Attributions, Cognitions, Knowledge & Absorptive Capacity**

4:10pm - 5:20pm Anaheim Convention Center: 209B

Chair: **Amit Nigam**, U. Toronto

Discussant: **James Douglas Orton**, George Washington U.

Attributions of Top Executives and Leadership: Does

Accuracy Matter? | **C. Lakshman**, Tata Management Training Centre; **Ronaldo C. Parente**, Rutgers U.

📖 Learning, Unlearning, and Firm Performance: The Moderating Role of Industry Velocity | **Sucheta Nadkarni**, U. of Nebraska; **Nils Plambeck**, HEC School of Management, Paris; **Vadake Narayanan**, Drexel U.

📖 The Effects of Organizational Unit Absorptive Capacity on Innovation and Performance | **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

📖 A Psychometric Validation of Measures of Strategic Cognition Derived by Content Analysis | **Boris Kabanoff**, Queensland U. of Technology; **Jack Keegan**, Queensland U. of Technology

**1022** 🗣️ 📖: (Paper Session) - (MOC) **Curiosity, Intuition & Counter-Factual Thinking**

4:10pm - 5:20pm Anaheim Convention Center: 210A

Chair: **Pam Goodhue**, Colorado Technical U.

Discussant: **Frances H. Fabian**, U. of Memphis

🗣️ 📖 Curiosity in Organizations | **Spencer Harrison**, Arizona State U.

Intuition: A New Knowledge Model for Knowledge Management | **Viktor Dorfler**, U. of Strathclyde; **Zoltan Baracskaï**, Doctus Co.; **Jolan Velencei**, Budapest U. of Technology and Economics; **Fran Ackermann**, Strathclyde U.

📖 Individual and Collective Intuition in Managerial Forecasting: The Case of the Music Industry | **Matthias Seifert**, London Business School/U. of Cambridge; **Allegre L. Hadida**, U. of Cambridge

Counterfactual Thinking and Learning in Firm Top Managers | **Ye Dai**, U. of Texas, Austin; **Siyuan Huang**, Duke U.

**1023** JS: (MOC, HR) **Only Time Will Tell: Time's Role in Organizational Processes and Outcomes**

4:10pm - 5:20pm Anaheim Convention Center: 204C

Chairs: **Alicia A. Stachowski**, George Mason U.; **Seth A. Kaplan**, George Mason U.

Discussant: **Mary J. Waller**, U. of Maastricht

Time in Teams, Teams in Time | **Robert A. Roe**, U. of Maastricht

Temporal Patterns of Team Interaction during a Crisis Situation | **Alicia A. Stachowski**, George Mason U.; **Seth A. Kaplan**, George Mason U.

A Temporal Model of Teamwork in the Strategic Alliance Lifecycle | **Dave Luvison**, NOVA Southeastern U.; **Michelle Amy Marks**, George Mason U.



Role Stressors as Mediators of Relationships between Polychronicity and Health | **Angelina C. Sawitzky**, San Diego Gas & Electric; **Jeffrey M. Conte**, San Diego State U.; **Mark G. Ehrhart**, San Diego State U.

**1024** 🗨️📄: (MSR) **The Questions We Ask, The Way We Ask Questions: The Use of Action Research in MSR**

4:10pm - 5:20pm Anaheim Marriott: Platinum 10

**Chair:** **Margaret Benefiel**, Andover Newton Theological School  
The Questions We Ask | **Margaret Benefiel**, Andover Newton Theological School

The Way We Ask Questions | **David Specht**, Seeing Things Whole

**Presenter:** **David Specht**, Seeing Things Whole

**1025** 📄: (Paper Session) - (OB) **Fit and Feelings: Person-Environment Fit and Affect**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon A

**Chair:** **David J Glew**, U. of North Carolina - Wilmington

**Discussant:** **Hakan Ozelik**, California State U. Sacramento

➔ 🗨️📄 Investigating Inter-relationships Among Different Types of P-E Fit Perceptions and Job Satisfaction | **Kang Yang Trevor Yu**, Nanyang Business School

📄 Perceived Emotional Demands-Abilities Fit: Exploring a New Type of Person-Environment Fit | **James Diefendorff**, U. of Akron; **Gary Greguras**, Singapore Management U.

📄 Exploring the Role of Affect as Both a Cause and Outcome of Person-Environment Fit | **Kang Yang Trevor Yu**, Nanyang Business School

🗨️📄 Fit Perceptions during Socialization and their Affect on Work Attitudes and Job Performance | **In-Sue Oh**, U. of Iowa; **Todd C. Darnold**, U. of Iowa; **Ryan D. Zimmerman**, Texas A&M U.; **Huy Le**, U. of Central Florida; **Youngseok Han**, Central Officials Training Institute

**1026** 📄: (Paper Session) - (OB) **Psychological Contract Breach and Violation**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon C

**Chair:** **Abbas Aslani**, Kellogg School of Management, Northwestern U.

**Discussant:** **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

📄 Contract Violation, Organizational Identification and Attractiveness for Successful Mergers | **Olivia Kyriakidou**, Athens U. of Economics and Business

🗨️📄 Psychological Contract Misalignment in Market, Bureaucratic, Clan, and Missionary Organizations | **Dejun Kong**, Washington U. in St. Louis

➔ 📄 Breach Begets Breach: Trickle-down Effects of Psychological Contract Breach on Customer Service | **Prashant Bordia**, U. of South Australia; **Simon Lloyd D. Restubog**, U. of New South Wales; **Sarbari Bordia**, U. of South Australia; **Robert L. Tang**, De La Salle-College of Saint Benilde

The Impact of Specific Job Stresses on Psychological Contract Breach and Violation | **Isabel M F Xavier**, U. of New South Wales; **Denise M. Jepsen**, U. of New South Wales

**1027** 📄: (Paper Session) - (OB) **Justice Research: New Developments**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon D

**Chair:** **David L. Patient**, Catholic U. of Portugal - FCEE

**Discussant:** **Laurie J. Barclay**, Wilfrid Laurier U.

📄 Self-Esteem and Justice Orientation as Moderators for Individual- and Group-Level Justice Effects | **Tomoki Sekiguchi**, Osaka U.; **Yoichiro Hayashi**, Hosei U.

📄 Conceptual and Empirical Assessments of Direct and Indirect Measures of Organizational Justice | **Margaret L. Williams**, Virginia Commonwealth U.; **Larry J. Williams**, Virginia Commonwealth U.; **Joy H Karriker**, East Carolina U.

➔ 📄 Recipients' and Organization's Allocation Rule Preferences: A Justice Perspective | **Celile Itir Gogus**, Bilkent U.

Between-Individual Input Comparison and Justice Perception: A Prospect Theory Approach | **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology

**1028** 📄: (Paper Session) - (OB) **Change in Organizations**

4:10pm - 5:20pm Hilton Anaheim: Capistrano B

**Chair:** **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

**Discussant:** **Abbie J. Shipp**, Texas A&M U.

The Effects of Self-Enhancement and Self-Verification Motives on Employees' Reactions to Mergers | **Elaine M. Wong**, Northwestern U.; **Margaret Ormiston**, London Business School; **Jennifer A. Chatman**, U. of California, Berkeley

Looking Ahead in Times of Uncertainty: The Role of Anticipatory Justice in a Change Context | **Jessica Mueller**, U. of Florida; **Jason Colquitt**, U. of Florida

📄 Leaders' Change Competency: An Empirical Test of its Antecedents and Outcomes | **Stefan Krummacker**, Leibniz U. of Hannover; **Bernd Vogel**, U. of St. Gallen; **Claus Steinle**, Leibniz U. Hannover

📄 Ready or not...? What's the Relevance of a Meso Level Approach to the Study of Readiness for Change | **Dave Bouckenoghe**, Vlerick Leuven Gent Management School; **Geert Devos**, Ghent U.

**1029** 📄: (Paper Session) - (OB) **Understanding the Outcomes of Leader-Member Exchange**

4:10pm - 5:20pm Hilton Anaheim: El Capitan B

**Chair:** **Richard W. Stackman**, U. of San Francisco

**Discussant:** **Rick D. Hackett**, McMaster U.

LMX and Employee Outcomes: The Moderating Effects of Power Distance and Task Interdependence | **Smriti Anand**, U. of Illinois, Chicago; **Prajya Rakshit Vidyarthi**, U. of Illinois at Chicago

🗨️ When Does My Relationship With My Manager Matter Most? The Moderating Role of Coworkers' LMX | **David Mayer**, U. of Central Florida; **Kirsten Keller**, U. of Maryland; **Lisa M. Leslie**, U. of Minnesota; **Paul Hanges**, U. of Maryland

📄 Bringing "Exchange" Back to Leader-Member Exchange: Examining Congruent and Disparate Perspectives | **Kimberly Sherman**, U. of Massachusetts Amherst; **Deanna M. Kennedy**, U. of Massachusetts Amherst; **Melissa S Woodard**, U. of Massachusetts, Amherst; **Sara McComb**, U. of Massachusetts

📄 The Relationship of LMX Agreement Combinations and Key Outcomes - Exploring a "Mismatch Penalty" | **Kevin J. Basik**, Florida State U.; **Mark J. Martinko**, Florida State U.



**1030** 📄: (Paper Session) - (OB) **New Developments in Social Exchange**

4:10pm - 5:20pm Hilton Anaheim: Laguna A

Chair: **Laura Elizabeth Marler**, Mississippi State U.Discussant: **Suzanne S. Masterson**, U. of Cincinnati📄 Re-examining Research on Social Exchanges | **Amanuel G. Tekleab**, Wayne State U.; **Dan S. Chiaburu**, Pennsylvania State U.📄 Propensity to Trust and the Impact on Social Exchange: An Empirical Investigation | **Jeremy Bernerth**, U. of South Alabama; **Harvell Jackson Walker**, Radford U.📄 Person -Organization Fit, Social Exchange, Organizational Citizenship Behaviors | **Tae-Yeol Kim**, City U. of Hong Kong; **Sang-Pyo Kim**, Jinju National U.; **Raymond Loi**, City U. of Hong KongA Network Perspective of Multiple Social Exchange Relationships | **Lynette Rylander Gillis**, U. of Texas at Austin**1031** 📄: (Paper Session) - (OB) **Dark Shadows in Organizational Behavior**

4:10pm - 5:20pm Hilton Anaheim: Laguna B

Chair: **Christopher C. Rosen**, U. of Arkansas, FayettevilleDiscussant: **Bella L. Galperin**, U. of Tampa📄 Attachment Style, Vigor at Work and Extra-Role Performance | **Laura M. Little**, U. of Georgia; **Debra L Nelson**, Oklahoma State U.; **J. Craig Wallace**, Oklahoma State U.; **Paul Johnson**, Oklahoma State U.When Misery Loves Company: The Effects of Co-rumination about Workplace Problems on Men and Women | **Dana L. Haggard**, Missouri State U.; **Christopher Robert**, U. of Missouri, Columbia; **Amanda J. Rose**, U. of Missouri, Columbia📄 Organizational Paranoia: Why it Seems They're Laughing at You, Not With You | **Agata Mirowska**, McMaster U.; **Mark Skowronski**, McMaster U.🗣️ A Bad Apple Spoils the Barrel? Testing the Linkages between Perceived Loafing and CWBs | **Tsang-Kai Hung**, National Changhua U. of Education; **Nai-Wen Chi**, National Chengchi U., Taiwan; **Wan-Lin Lu**, National Changhua U. of Education**1032** 📄: (OB) **The Motivation to Lead and Leaders' Motivations**

4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion B

Chairs: **Yair Berson**, U. of Haifa; **Shaul Oreg**, U. of HaifaDiscussant: **Boas Shamir**, Hebrew U. of JerusalemThe Motivation to Lead: Implications for Stress and Individual Performance | **Gil Luria**, Haifa U.; **Yair Berson**, U. of HaifaThe Motivation to Lead: The Relationships Between Self Regulatory Focus and Leadership Style | **Dina Van Dijk**, Ben-Gurion U. of the Negev; **Ronit Kark**, Bar Ilan U.Romance of Leadership as a Leader Emergence Predictor | **Kent C. Halverson**, Air Force Institute of Technology; **Troy Cerny**, Air Force Institute of TechnologyEmployees' Reaction to Organizational Change: The Role of Leader Values and Behaviors | **Shaul Oreg**, U. of Haifa; **Yair Berson**, U. of HaifaParticipants: **Gil Luria**, Haifa U.; **Yair Berson**, U. of Haifa; **Dina Van Dijk**, Ben-Gurion U. of the Negev; **Ronit Kark**, Bar Ilan U.;**Kent C. Halverson**, Air Force Institute of Technology; **Troy Cerny**, Air Force Institute of Technology; **Shaul Oreg**, U. of Haifa**1033** 📄: (Paper Session) - (OB) **Social Networks**

4:10pm - 5:20pm Hilton Anaheim: Sunset

Chair: **Vu Nguyen Tran**, Pepperdine U.Discussant: **Pri Pradhan Shah**, U. of Minnesota📄 The Roles of Instrumental and Affective Relationships in Predicting Helping and Hindrance Behaviors | **Violet Ho**, Nanyang Technological U.📄 Networking Abroad, with Whom, and to what Ends?: Implications for Expatriate Adjustment | **Crystal I Chien Farh**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park; **Jiseon Shin**, U. of Maryland, College Park📄 Facets of Trust: Aligning Trust and Support in the Networks of Top Managers | **Deone Maria Zell**, California State U. Northridge; **Cathleen McGrath**, Loyola Marymount U.📄 Who's with me? False Consensus, Social Networks, and Ethical Decision Making in Organizations | **Frank Flynn**, Stanford U.; **Scott Wiltermuth**, Stanford U.**1034** 📄 JS: (OB, HR) **Teams in Context: Current Findings and Future Directions**

4:10pm - 5:20pm Hilton Anaheim: El Capitan A

Chair: **Kevin Tasa**, McMaster U.Discussant: **Gary Johns**, Concordia U.Making a Case for Context in Diversity Research: Where Do We Go From Here? | **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, U. of Illinois, Urbana-ChampaignTeam Contextual Knowledge: Relationships to Team Processes and Team Performance | **Elizabeth Petersen**, Michigan State U.; **Frederick P. Morgeson**, Michigan State U.; **Jonelle Roth**, Michigan State U.Team Boundary Spanning in Context: The Impact of Organizational Efficacy and Top-Management Trust | **Kevin Tasa**, McMaster U.Enhancing Team Proactivity: The Role of External Leadership, Team Efficacy, and Interdependence | **Catherine G. Collins**, U. of Sheffield; **Kate Horton**, U. of Sheffield; **Mark a Griffin**, U. of Sheffield**1035** → 📄 JS: (OB, HR, IM) **The Individual and International Context: New Frontiers in Social Stressors Research**

4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion A

Organizers: **Ashley E. Nixon**, U. of South Florida; **Liuqin Yang**, U. of South FloridaDiscussant: **Christine Pearson**, Thunderbird, American Graduate School of International Mgmt.Do Social Competencies Mitigate or Augment Abusive Behaviors at Work? | **Jennifer L. Kisamore**, U. of Oklahoma; **I. M. Jawahar**, Illinois State U.; **Thomas H. Stone**, Oklahoma State U.; **Tagonei L. Mharapara**, U. of Oklahoma-TulsaWhen Workplace Interactions Go Wrong: Multilevel Perspective of the Social Stressor-Strain Relationship | **Mehrdad Derayah**, U. of Waterloo; **John L Michela**, U. of WaterlooTargets, Instigators, and Bystanders of Uncivil Events | **Irene E. De Pater**, U. of Amsterdam; **Ute-Christine Klehe**, U. van Amsterdam; **Anna Van Vianen**, U. of Amsterdam

Social Distances and Conflict in Nationally Diverse Workgroups | **Nailah - Ayub**, Leiden U.  
Incivility and Core Self-Evaluations in the Workplace: A Comparison of the U.S. and China | **Charleen Maher**, U. of South Florida; **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Xichao Zhang**, Beijing Normal U.; **Jessica Willoughby**, U. of South Florida

**1036** 🗨️📄: (OCIS) **Keynote: The Digital Enterprise - Questions in Organizational Communication and Information Systems**

4:10pm - 5:20pm Anaheim Convention Center: 207A

*Keynote Speaker:* **Vallabh Sambamurthy**, Michigan State U.  
New Paper Title Goes Here. |

**1037** 📄: (Paper Session) - (ODC) **Organization Learning**

4:10pm - 5:20pm Anaheim Marriott: Elite 3

*Chair:* **Teri C Tompkins**, Pepperdine U.

*Discussant:* **Consuelo Luisa Waight**, U. of Houston

The Mental Universe of Success | **Radhashyam Giridharadas**, Case Western Reserve U.

🗨️🗨️ Four Levels of Organizational Learning (OL): The Reform of NYPD Through Compstat | **Barry Sugarman**, Society for Organizational Learning

➔ 📄 Big successes through small failures: Evidence-based knowledge development in top sports | **Svein S Andersen**, BI Norwegian School of Management

📄 Selection of Benchmark Candidates between Superior or Similar Others | **Kwangho Kim**, Pennsylvania State U.

**1038** 📄: (Paper Session) - (ODC) **Dynamics of Strategic Change**

4:10pm - 5:20pm Anaheim Marriott: Platinum 2

*Chair:* **Gary Mangiofoco**, Pepperdine U.

*Discussant:* **Eric Lamm**, San Francisco State U.

📄 Determinants and Temporal Dynamics of Strategic Divergence: Evidence from Europe | **Matthias F. Brauer**, U. of St. Gallen; **Mark Heitmann**, U. of St. Gallen

📄 The Theoretical Contribution of Case Study Research to the Field of Dynamic Capabilities | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Christina Hoon**, Leibniz U. Hannover; **Alina S. McCandless**, Leibniz U. Hannover

🗨️📄 Managerial Practices for Fast-Paced Implementation of Radical Change: The Case of Unit Divestiture | **Matthias F. Brauer**, U. of St. Gallen

Adoption speed of strategic initiatives: the role of strategic experiments | **Bettina Buechel**, IMD, Lausanne; **Rhoda Davidson**, IMD, Lausanne

**1039** : (OM) **Operations Division Business Meeting & Awards**

4:10pm - 5:20pm Anaheim Convention Center: 207C

*Coffee sponsored by the Department of Supply Chain Management, W.P. Carey School of Business, Arizona State U.*

**1040** 📄: (Paper Session) - (OMT) **Risk, Safety, and Health: A Routine Perspective**

4:10pm - 5:20pm Anaheim Marriott: Suite 312

*Chair:* **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor

Some Dynamics of Rule Compliance In Organizations | **Ignacio J. Martinez-Moyano**, Argonne National Laboratory; **David P. McCaffrey**, U. of Albany, SUNY; **Rogelio Oliva**, Texas A&M U.

📄 The Impact of Individual Agendas on the Performance of Routines | **Hille C. Bruns**, Boston U.

🗨️📄 Safety and Organizational Design Factors: Decentralization, Alignment, and Influence | **Kristy Lauver**, U. of Wisconsin-eau claire; **Christine Quinn Trank**, Texas Tech U.

🗨️ Getting Involved: Employer Monitoring of Employee Health | **Chester S. Spell**, Rutgers U.; **Jamie L. Perry**, Rutgers U.

**1041** 📄: (Paper Session) - (OMT) **The Person in the Network: Managing Relationships**

4:10pm - 5:20pm Anaheim Convention Center: 207D

*Chair:* **Kenneth Lee Bettenhausen**, U. of Colorado at Denver and Health Sciences Center

Taking One for the Team: The Individual Consequences of Brokering Negative Affect Ties | **James Oldroyd**, SKK Graduate School of Business; **Michael G. Hendron**, U. of Texas, Austin

🗨️🗨️ The Governance Paradox: Balancing Autonomy and Control in Managing Communities of Practice. | **Stefano Borzillo**, U. of Geneva; **Gilbert Probst**, U. of Geneva; **Sebastian Raisch**, U. of St. Gallen

➔ 📄 Faster with Experience: Inter-firm Relationship Growth and the Tenure of the Relationship Manager | **Prashant Deshpande**, INSEAD

🗨️📄 Relationship Governance on Relationship Performance: The Moderating Effect of Control Mechanism | **Yi-Ping Lin**, National Kaohsiung Marine U.; **Yu-Chuan Tung**, National Kaohsiung U. of Applied Sciences

**1042** 📄: (Paper Session) - (OMT) **Institutions at the Top: CEOs and Corporate Governance**

4:10pm - 5:20pm Anaheim Convention Center: 210B

*Chair:* **Luca Gnan**, Tor Vergata U.

📄 Agency and Institutional Transformation: The Emergence of a New Corporate Governance Model | **Stewart Melanson**, Ryerson U.

➔ 📄 Internal Corporate Governance Codes as Responses to External Corporate Governance Standards | **Ilya Okhmatovskiy**, McGill U.

🗨️ Gendering the Executive Suite: Institutional Logics and Women's Access to Top Executive Positions | **Brayden G King**, Northwestern U., Kellogg School of Management; **Marie Cornwall**, Brigham Young U.

➔ 📄 Performance and Managerial Turnover in Outside Boards: Ownership Makes the Difference | **Miguel Garcia-Cestona**, Universitat Autònoma de Barcelona; **Esteban Lafuente**, Autònoma U. of Barcelona

**1043** ➔ 📄: (Paper Session) - (OMT) **Come Together: Organizational Community Creation in New Institutional Fields**

4:10pm - 5:20pm Anaheim Convention Center: 210C

*Chair:* **Emily S. Block**, U. of Notre Dame

Institutions and Technological Knowledge: A Community Perspective on Nanotechnology Emergence | **Tyler Earl Wry**, U. of Alberta; **Royston Greenwood**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta; **Michael Lounsbury**, U. of Alberta

📄 A Model of Organizational Community Creation: Nanotechnology in Context | **Jennifer Woolley**, Santa Clara U.

📄 The Age of Industrial Science and the Gentleman Scholar: The Rise of Biotechnology | **Simcha Jong**, U. College London

📄 Legitimacy, Innovation and Industry Emergence: The Case of the Light Sport Aircraft Industry | **Michael David Crum**, U. of Louisville; **William Meek**, U. of Louisville

**1044** 📄: (Paper Session) - (OMT) **You Come and Go:**

**Alliance Dynamics**

4:10pm - 5:20pm Anaheim Convention Center: 303A

Chair: **Wayne L Brock**, U. of Phoenix

🗨️📄 Collaborative Relationships as Conduits for Change: When Alliances and Organizations Co-Evolve | **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Dries Faems**, U. of Twente

🗨️📄 Regulatory Focus and Opportunism in the Alliance Development Process | **Rajesh Kumar**, Nottingham U. Business School; **TK Das**, City U. of New York

Cooperation And Competition In Strategic Alliances: How Network Structure Affects Alliance Success | **Federico Aime**, Oklahoma State U.

📄 A Structuration View of Alliance Contract Formation | **Marc Frechet**, IAE Toulouse/ U. of Toulouse 1; **Fabrice Lumineau**, HEC-Paris School of Management; **Dominique Puthod**, Université de Savoie - IREGE

**1045** 📄: (Paper Session) - (OMT) **Go Wild: Internal Diversity and Organizational Outcomes**

4:10pm - 5:20pm Anaheim Convention Center: 303B

Chair: **Samira Reis**, Bocconi U.

📄 Exploration and Exploitation: Internal Variety and Environmental Dynamism | **Tohyun Kim**, U. of Hawaii; **Mooweon Rhee**, U. of Hawaii

📄 Bringing Context to the Explore-Exploit Trade-Off: The Impact of Selection and Turbulence | **Daniel Levinthal**, U. of Pennsylvania; **Hart E. Posen**, U. of Michigan

📄 Team Diversity Influences Organizational Hazard: Distinguishing Along-time versus Cross-task Effects | **Fabrice L. Cavarretta**, ESSEC Business School

Escalating Indecision: Between Reification and Strategic Ambiguity | **Jean-louis Denis**, U. of Montreal; **Geneviève Dompierre**, Canadian Embassy; **Ann Langley**, HEC Montreal; **Linda Rouleau**, HEC Montreal

**1046** 📄: (Paper Session) - (OMT) **Change and Fit in Dynamic Environments: Marching through the Wilderness**

4:10pm - 5:20pm Anaheim Convention Center: 303C

Chair: **Danielle M. Clay**, Virginia College

📄 Managing Radical and Incremental Change | **Nils Stieglitz**, U. of Southern Denmark; **Markus Becker**, U. of Southern Denmark/ Odense U.

📄 Conceptualizing Dynamic Organizational Fit in Multicontingency Contexts | **Mark E. Nissen**, Naval

Postgraduate School; **Tara Leweling**, Naval Postgraduate School

📄 Strategy-Environment Co-alignment: Contingent Effects of Organizational Size | **Mohsen Modarres**, Fort Hays State U.; **Seungwook Park**, Inha U.

Unpacking Dynamic Capability: An Organization Design Perspective | **Deborah Mulders**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology

**1047** → 🗨️📄 JS: (OMT, MED, BPS) **Does Where you Sit Define Where you Stand? How Institutional Settings Affect the Questions We Ask**

4:10pm - 5:20pm Anaheim Convention Center: 210D

Organizer: **Jonathan P Doh**, Villanova U.

Chairs: **Walter G Tymon**, Villanova U.; **Jonathan P Doh**, Villanova U.

Participants: **Christina Fong**, U. of Washington; **James R Bailey**, George Washington U.; **Rakesh Khurana**, Harvard Business School; **Carolyn Woo**, College of Notre Dame; **James A. Robins**, Singapore Management U.; **Steven W Floyd**, U. of St. Gallen

**1048** 🗨️🗨️: (ONE) **ONE Distinguished Speaker**

4:10pm - 5:20pm Anaheim Marriott: Platinum 4

Host: **Magali Delmas**, U. of California, Los Angeles

New Paper Title Goes Here. |

**1049** 🗨️🗨️ → 🗨️ JS: (ONE, ENT) **Sustainability -- Questions for the Long-Term, Emergent Strategies and Educational Approaches**

4:10pm - 5:20pm Anaheim Convention Center: 206B

Organizer: **Thomas A. Bryant**, Rowan U.

Coordinator: **Shima Barakat**, U. of Cambridge

Presenter: **Thomas J Dean**, Colorado State U.

**1050** 🗨️🗨️🗨️ JS: (PNP, MED) **The Impact of Nonprofit Academic Programs on the Practice of Nonprofit Leadership and Management.**

4:10pm - 5:20pm Anaheim Marriott: Platinum 1

Organizer: **Heather Lane Carpenter**, U. of San Diego

Presenters: **Angela L. Bies**, Texas A&M U.; **Sarah Jane Rehnberg**, U. of Texas, Austin; **Terry Boyd**, Franklin U.

**1051** 🗨️: (Paper Session) - (RM) **The Mystery of Moderation and Mediation**

4:10pm - 5:20pm Hilton Anaheim: Manhattan

Chair: **Michael Sturman**, Cornell U.

Discussant: **Gary A. Ballinger**, U. of Virginia

🗨️📄 Dynamic Moderation in Strategy Research: A Growth Modeling Approach to Study Relationships Over Time | **Elizabeth Ngah-Kiing Lim**, U. of Connecticut

Detection of Moderating Effects of Dichotomous Variables in Moderated Multiple Regression | **Gwown Shieh**, National Chiao Tung U.

🗨️📄 Testing Multilevel Mediation Using Hierarchical Linear Models: Problems and Solutions | **Zhen Zhang**, Arizona State U.; **Michael J. Zyphur**, U. of Washington Bothell; **Kristopher J. Preacher**, U. of Kansas

**Sage Publications/RM Division Best Student Paper Winner**

📄 Moderating Effects in Limited Dependent Variable Models: Structural versus Secondary Interactions | **Harry P. Bowen**, Queens U. of Charlotte

**1052 : (Paper Session) - (SIM) Precursors of Positive Action**

4:10pm - 5:20pm Anaheim Marriott: Orange County 1

Facilitator: **James Weber**, Duquesne U.Coping Strategies for Ethical Dilemmas: Why People May or May Not Whistle-Blow | **James Richard Guzak**, U. Texas Arlington

- 📖 The Psychological Antecedents of Socially Responsible Behavior | **Donal Crilly**, INSEAD; **Susan C. Schneider**, HEC U. of Geneva; **Maurizio Zollo**, Bocconi U.

- 📖 Willingness to Sacrifice: The Role of Envy and Interactional Justice | **Robert Vecchio**, U. of Notre Dame; **Donna M. Brazil**, U. S. Military Academy

- 🗣️📖 Creating Effective Ethical Engagement in Organizations: The Five Principles Model | **Morela Hernandez**, U. of Washington; **Steven K. May**, UNC at Chapel Hill, Department of Communication Studies; **Noah Pickus**, The Kenan Institute for Ethics, Duke U.

**1053 : (Paper Session) - (SIM) Corporate Social****Responsibility Across Borders**

4:10pm - 5:20pm Anaheim Marriott: Orange County 2

Facilitator: **Rich Wokutch**, Virginia Tech

- ➔🗣️📖 Cross-border CSR & Development in the South Seen Through the Lens of Organizational Legitimacy | **Ralf Barkemeyer**, Queen's U. Management School, Queen's U. Belfast

- 🗣️➔🗣️📖 An Integrated Framework for MNE Ethical Decisions: Tying MNE Configuration Strategy to ISCT | **Karin Fladmoe-Lindquist**, U. of Utah; **Darrell G. Coleman**, U. of Utah

- 🗣️➔ Conceptualizing corporate social responsibility: An Indian perspective | **Shiban Khan**, U. of St. Gallen

- ➔🗣️📖 Responsible Global Leadership -A Cosmopolitan Perspective | **Nicola M. Pless**, INSEAD / U. of St. Gallen; **Thomas Maak**, INSEAD / U. of St. Gallen

**1054 : (Paper Session) - (SIM) Doing the Wrong Thing**

4:10pm - 5:20pm Anaheim Marriott: Orange County 3

Facilitator: **Dawn R Elm**, U. of St. Thomas

- 🗣️➔🗣️📖 Antecedents and Consequences of Unethical Behavior: Does the Level of CPI Make a Difference? | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Mark G. Borg**, U. of Malta; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzi Du**, Nankai U.; **Ilya Garber**, Saratov State Socio-Economic U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGAD-ITESM; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon-Portugal; **Abdul Hamid Safwat Ibrahim**, Iman U.; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Kilsun Kim**, Sogang U.; **Vivien KG Lim**, National U. of Singapore; **Roberto Luna-Arocas**, U. of Valencia; **Eva Malovics**, U. of Szeged; **Alice S. Moreira**, Federal U. of Para; **Richard T Mpoyi**, Middle Tennessee State U.; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **AAhad Osman-Gani**, Nanyang

- Business School; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon-Portugal; **Ruja Pholsward**, Rangsit U.; **Horia Pitariu**, Babes-Bolyai U.; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Andrews U.; **Theresa Li-Na Tang**, Affinion Group; **Thompson SH Teo**, National U. of Singapore; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Peter Vlerick**, Ghent U.

- 🗣️📖 Managerial ethics, performance pressure and governance: The case of misleading financial disclosures | **Saonee Sarker**, Washington State U.; **Susan F. Storrud-Barnes**, Cleveland State U.; **Richard Reed**, Washington State U.

- 📖 Corporate Social Responsibility for Irresponsibility | **Matthew J. Kotchen**, UC Santa Barbara; **Jon Jungbien Moon**, Shanghai JiaoTong U.

- A Person-Situation Interactionist Framework to Account for Ethical Blindness | **Guido Palazzo**, U. of Lausanne; **Franciska Krings**, U. of Lausanne; **Ulrich Hoffrage**, U. of Lausanne

**1055 : (Paper Session) - (SIM) Performance Implications of CSR**

4:10pm - 5:20pm Anaheim Convention Center: Exhibit Hall C - SIM 1

Presented on panels 1-12

- 🗣️📖 Performativity Effects in Social Rankings and Ratings | **Alison Kemper**, J.L. Rotman School of Management

- 🗣️📖 Research, Empowerment, and Value of Strategic Public Relations | **Jeong-Nam Kim**, Purdue U.; **Jeffrey A Hall**, U. of Kansas; **Gerald Swerling**, U. of Southern California; **James E. Grunig**, U. of Maryland, College Park

- 🗣️📖 The Influence of Stakeholder Network Consistency and Diversity on Financial Performance | **Richard C. Peters**, Louisiana State U., Shreveport; **Peggy A Golden**, Florida Atlantic U.

- 🗣️📖 Strategizing and firm-stakeholder interaction: Analysis of foreign investment conflict in media texts | **Johanna Kujala**, Department of Management Studies, U. of Tampere; **Hanna Lehtimäki**, Department of Management Studies, U. of Tampere; **Paula Merikari**, Department of Management Studies, U. of Tampere

- 🗣️🗣️ On the Effectiveness of Social and Environmental Accounting | **Glen Whelan**, Nottingham U. Business School; **Marc Oliver Orlietzky**, Nottingham U. Business School

- 🗣️📖 Economic View on CSR – Odd Couple or Happy Relationship? | **Andreas Butz**, U. Zurich

- 🗣️ The Interaction of Competitive Strategy and Social Responsibility: An Exploratory Study | **Pamela Sloan**, HEC Montreal

- 🗣️📖 Getting the message across? The measure of perceived corporate credibility. | **Marko Horn**, Florida State U.

- 🗣️ From Fixing Prices to Fixing Images: Corporate Contributions as a Strategic Response to Scandal | **Nicole Esparza**, Harvard U.

- 🗣️📖 Testing the Value-Pragmatics Hypothesis in Unethical Compliance | **George Watson**, Southern Illinois U. Edwardsville; **Robyn A. Berkley**, Southern Illinois U., Edwardsville

- 🗣️📖 Corporate Social Actions and Corporate Reputation | **Carol-Ann Tetrault Sirsly**, Concordia U.



→ 👁️ 📄 Identifying the financial differentials between more and less socially responsible companies | **Celine Gagnet**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Heidi Wechtler**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

**1056** 👁️: (Paper Session) - (SIM) **Social Implications of Bad Behavior**

4:10pm - 5:20pm Anaheim Convention Center: Exhibit Hall C - SIM 2  
Presented on panels 13-18

- 👁️ Aggression, Violent Sports Media, Crowding and Alcohol: A case of bad CSR | **Tom Cole**, U. of Adelaide; **Pi-Shen Seet**, U. of Adelaide
- 👁️ Helping Us By Defrauding Them: The Effects Of Organizational Identity On Cheating Behaviors | **Jason R Pierce**, Indiana U., Bloomington
- 👁️ 📄 Choosing partners for collusion: Who you choose and how you approach them | **James M. Schmidtke**, California State U. Fresno; **Craig Sturm**, California State U. Fresno
- 👁️ Organized Hypocrisy: Identifying Key Motivators through Multiple Organizational Theories | **Steven C. Brown**, Auburn U.; **Min Z Carter**, Auburn U.
- 👁️ 👁️ Few Men Have Virtue to Withstand the Highest Bidder: Toward an Interactionist Psychology of Bribery | **Miguel Alzola**, Fordham U.
- 👁️ 👁️ 📄 Betting on Catastrophe: The Private Sector and Anti-Terrorism Spending for Physical Security | **James Kevin Hayes**, Case Western Reserve U.

**1057** 👁️: (Paper Session) - (SIM) **Stakeholder Management**

4:10pm - 5:20pm Anaheim Convention Center: Exhibit Hall C - SIM 3  
Presented on panels 19-29

- 👁️ → 👁️ 📄 Generational Differences in Information Ethics: Testing Two Theories in China | **David Ma**, Chinese Academy of Social Sciences; **Maris G. Martinsons**, City U. of Hong Kong
- 👁️ 👁️ Are Human Resource Practices Linked to Employee Misconduct? A Rational Choice Perspective | **James Werbel**, Iowa State U.; **David B. Balkin**, U. of Colorado, Boulder
- 👁️ 👁️ 📄 Are We Good Citizens?: A Cross-Cultural Analysis of CSR Webpage | **Karen Elizabeth Mishra**, Meredith College
- 👁️ 👁️ 📄 Corporate Social Responsibility (CSR) in Transnational Spaces: An Institutional Deconstruction | **Kenneth Amaeshi**, Cranfield School of Management; **Olufemi Amao**, U. College Cork, Ireland
- 👁️ 📄 Corporate Ethical Climate as an Antecedent to Stakeholder Management Decisions | **Michelle Karen Westermann-Behaylo**, George Washington U.
- 👁️ Employee reactions to corporate social responsibility program: An attribution perspective | **Carmen K. Ng**, Hong Kong U. of Science and Technology
- 👁️ Stakeholders' Involvement as CSR analyser | **EL ABOUBI Manal**, HEC - Université de Liege; **Annie Cornet**, HEC - Université de Liege
- 👁️ 📄 Normative Orientations and Stakeholder Responsibility: The Influence of Implicit Self-Concept | **Gregory Fairchild**, U. of Virginia; **Jerry Goodstein**, Washington State U., Vancouver; **Andrew C Wicks**, U. of Virginia

👁️ 👁️ The (Old) Questions We Ask: Can Phronesis Be Taught? Moral Education and Experimental Psychology | **Miguel Alzola**, Fordham U.

👁️ 📄 The impact of human resource management on social performance | **Sandra Rothenberg**, Rochester Institute of Technology; **Clyde Hull**, Rochester Institute of Technology

👁️ Constraining the Escalation of Negativity: The Role of Emotions and Cognitions in Crisis Perception | **Amy Sommer**, Richard Ivey School of Business, U. of Western Ontario

**1058** : (Paper Session) - (TIM) **Theoretical Perspectives in Technology II**

4:10pm - 5:20pm Anaheim Marriott: Suite 315

- Chair:* **Miguel Angel Campo-Rembado**, Dartmouth College  
*Discussants:* **Amalya L Oliver**, Hebrew U.; **Edwin J. Andrews**, Project Management Institute; **James R. Maxwell**, Ashland U.; **Olga Rivera**, Professor of Strategy
- 📄 Creative knowledge brokerage in social networks: Transaction costs and social skills dimensions | **Alexander Fliaster**, U. Bundeswehr, Munich; **Petra M. Eggenhofer**, U. Bundeswehr, Munich; **Florian Schloderer**, U. Bundeswehr, Munich
  - 📄 A social network perspective on project sponsors | **Mats Lingblad**, Singapore Management U.
  - 📄 How to Occupy Structural Holes and Sustain Positional Advantage: Simulation on Knowledge Disclosure | **Namgyoo Kenny Park**, Seoul National U.; **Jinsung Kim**, Seoul National U.
  - 📄 MAKE 'OR COOPERATE: CONSTRAINT ABSORPTION VERSUS EMBEDDEDNESS IN IT SOURCING DECISIONS | **Shaila Miranda**, U. of Oklahoma; **Rui Huang**, State U. of New York Binghamton; **Jae-Nam Lee**, Korea U. Business School
  - 📄 Enhancement of Product Development Capabilities of OEM Suppliers | **Yen-Tsung Huang**, Tunghai U.; **Wenyi Chu**, National Taiwan U.
- 1059** : (Paper Session) - (TIM) **New Product Development and Adoption: Organizational and Strategic Issues in the Management of the New Product Development Process**
- 4:10pm - 5:20pm Anaheim Convention Center: 303D  
*Chair:* **Christopher C. Liu**, Harvard Business School  
*Discussants:* **Juan Carlos Fdez De Arroyabe**, ESIC Marketing and Business School; **Lynne Waldera**, InMomentum, Inc; **Rebeca Mendez-Duron**, Universidad Carlos III de Madrid; **Dedrick A. Smith**, Capella U.-Student
- 👁️ → The Role of Collaborative Novel Technology Adoption in Vertical Disintegration | **Masanori Yasumoto**, Yokohama National U./U. of Tokyo; **Jingming Shiu**, U. of Tokyo
  - The Effect of NPD Project Organization on Problem Solving: The Moderating Role of Systemic Problems | **Ferdinand Jaspers**, Erasmus U.; **Jan Van den Ende**, RSM Erasmus U.
  - 📄 Exploring the Role of Social Rules for Sustained Product Innovation | **Helena Barnard**, Gordon Institute of Business Science, U. of Pretoria; **Danielle D Dunne**, Binghamton U.
  - 📄 Managing Multi Level Contradictions in Product Innovative Conception | **Christophe Belleval**, U. of Paris Descartes, France; **Christophe Lerch**, BETA - L. Pasteur U.

MONDAY

**1060** : (Paper Session) - (TIM) **Adaptation and Change: Strategic and Theoretical Perspectives**

4:10pm - 5:20pm Anaheim Convention Center: 304B

*Chair:* **Yansong Hu**, U. College Dublin*Discussants:* **Avanti Fontana**, U. Indonesia; **Shan Liu**, Huazhong U. of Sci. & Tech. China; **Francesca Masciarelli**, CIFREM, U. of Trento; **Diana Hechavarría**, U. of Cincinnati; **Nancy Marie Landreville**, U. of Maryland U. College

- 📖 What Type of Technological Innovation is Nanotechnology and Why do we Need to Know? | **Christine M Shea**, U. of New Hampshire; **Roger Grinde**, U. of New Hampshire; **Bruce T Elmslie**, U. of New Hampshire
- 📖 How Does Technological Diversification Happen? | **Yi-Chia Chiu**, National Chung Hsing U.; **Tai-Yu Lee**, National Chung Hsing U.
- 📖 The winner does not take it all: Survival of niche standards | **Ranjita Majumder Singh**, U. of Toronto; **Kristina Dahlin**, U. of Toronto
- 📖 Systems, Components, and Modular Design: The case of the U.S. semiconductor industry | **Jeffrey Lee Funk**, National U. of Singapore
- 📖 Does the environment moderate the relationship between strategic orientation and innovation? | **Ana Pérez-Luño**, U. Pablo de Olavide; **Ramón Valle-Cabrera**, U. Pablo de Olavide; **Johan Wiklund**, Syracuse U.

**1061** → : (TIM) **Distinguished Speaker - Dr. Sidney Winter**

4:10pm - 5:20pm Anaheim Convention Center: 304C

*Division Chair:* **Lori Rosenkopf**, U. of Pennsylvania*Program Chair:* **Shawn M. Carraher**, Cameron U.*Distinguished Speaker:* **Sidney G. Winter**, U. of Pennsylvania*Chair:* **Lori Rosenkopf**, U. of PennsylvaniaThe Return Ticket: My Trip from Innovation to Routine and Back Again | **Sidney G. Winter**, U. of Pennsylvania**1062** : (Paper Session) - (TIM) **Strategy, Technology, & Innovation**

4:10pm - 5:20pm Anaheim Convention Center: 304D

*Chair:* **Anjana Susarla**, U. of Washington, Seattle*Discussants:* **Eduardo Miguel Carreras**, Woodcock Washburn LLP;**Rognvaldur J Saemundsson**, Reykjavik U.; **Rognvaldur J Saemundsson**, Reykjavik U.; **Rognvaldur J Saemundsson**, Reykjavik U.; **Nilay Yajnik**, NMIMS U.The love of innovation: Can Edisonian Innovators be Introduced into Today's R&D Organizations? | **John Cocco**, Rensselaer Polytechnic InstituteInnovative behaviors between employment modes in knowledge intensive organizations | **Cheng-hua Tsai**, National Cheng Kung U.; **Shyh-jer Chen**, National Sun Yat-Sen U.

- 📖 Dimensions of Disseminative Capacity - Innovating by Partnering | **Anja Schulze**, ETH Zurich
- 📖 The Battle of the Blue Laser DVDs: The Significance of Corporate Strategy in Standard Battles | **Scott R Gallagher**, James Madison U.; **Seung Ho Park**, Samsung Economic Research Institute & CEIBS
- 📖 The moderating effect of firm resources for innovation types and financial performance relationship | **Turanay Caner**, North Carolina State U.; **Susan Cohen**, U. of Pittsburgh

**1063** 🗨️📖 JS: (TIM, OB, OMT) **Creativity and Innovation: The Good, the Bad, and the Ugly**

4:10pm - 5:20pm Anaheim Convention Center: 209A

*Organizers:* **Marianne W. Lewis**, U. of Cincinnati; **Lucy L. Gilson**, U. of Connecticut, StorrsCreative Workers and Tensions of Multiple Identities | **Manto Gotsi**, Brunel U.; **Konstantinos Andriopoulos**, Brunel U.; **Marianne W. Lewis**, U. of Cincinnati; **Amy Ingram**, U. of CincinnatiThe Good, the Bad and the Ugly of Video Games Development | **Jonathan Sapsed**, CENTRIM, Brighton U.The Cost of not Utilizing Employee Creativity – Negative Organizational Deviance | **Nora Madjar**, U. of Connecticut  
Stigma, Resources Access and Innovation in the Adult Entertainment Industry | **Georgina Voss**, CENTRIM, Brighton U.Creativity and Performance among State Police Troopers | **Lucy L. Gilson**, U. of Connecticut, Storrs; **Vicki J. Magley**, U. of Connecticut*Presenters:* **Jonathan Sapsed**, CENTRIM, Brighton U.; **Nora Madjar**, U. of Connecticut; **Georgina Voss**, CENTRIM, Brighton U.  
*Participants:* **Manto Gotsi**, Brunel U.; **Amy Ingram**, U. of Cincinnati; **Konstantinos Andriopoulos**, Brunel U.; **Vicki J. Magley**, U. of Connecticut**Monday 5:00PM****1064** : (ICW) **ESMT European School of Management and Technology Reception**

5:00pm - 7:00pm Anaheim Marriott: Platinum 7

*Organizer:* **Christopher Xitco**, ESMT**1065** : (ICW) **OBTS/JME Reception**

5:00pm - 7:00pm Anaheim Marriott: Platinum 8

*Organizer:* **Jeanie M. Forray**, Western New England College**Monday 5:30PM****1066** 🗨️🗨️ (BPS) **Irwin Outstanding Educator Award in Honor of Pankaj Ghemawat**

5:30pm - 7:30pm Anaheim Convention Center: 204B

*Hosts:* **Juan Alcacer**, Harvard U.; **Melissa M. Appleyard**, Portland State U.; **Ilgaz Arıkan**, Georgia State U.; **Russell Coff**, Emory U.; **Moshe Farjoun**, Schulich School of Business, York U.; **Anita McGahan**, U. of Toronto; **Joanne Oxley**, U. of Toronto; **Larry Stimpert**, Colorado College*Distinguished Speaker:* **Pankaj Ghemawat**, IESE Business School, U. of NavarraAward Presentation | **Melissa M. Appleyard**, Portland State U.; **Russell Coff**, Emory U.Strategy Teaching Symposium | **Pankaj Ghemawat**, IESE Business School, U. of Navarra

Wine and Cheese Reception |

**1067** : (CMS) **Critical Management Studies Interest Group Business Meeting**

5:30pm - 6:30pm Hilton Anaheim: California Pavilion B

**1068** : (ENT) **Entrepreneurship Division Reception**

5:30pm - 10:30pm Anaheim Convention Center: 204A

**1069 : (ENT) Entrepreneurship Division Business Meeting**  
5:30pm - 10:30pm Anaheim Convention Center: 205B

**1070 : (GDO) GDO Business Meeting**  
5:30pm - 7:00pm Hilton Anaheim: Malibu  
*Division Chair:* **Lynn Bowes-Sperry**, Western New England College  
*Division Chair-Elect.:* **Jeanette N. Cleveland**, Pennsylvania State U.  
*Program Chair:* **Quinetta Roberson**, Cornell U.  
*Professional Development Workshop Chair:* **David A. Kravitz**, George Mason U.

**1071 : (HCM) HCM Business Meeting**  
5:30pm - 6:30pm Hilton Anaheim: Palos Verdes B  
*Division Chair:* **Timothy Hoff**, State U. of New York, Albany  
*Division Chair-Elect.:* **Christy Harris Lemak**, U. of Florida  
*Program Chair:* **Robert Weech-Maldonado**, U. of Florida  
*Professional Development Workshop Chair:* **Eric S. Williams**, U. of Alabama

**1072 : (ICW) Northeastern University-Moscow State University Reception**  
5:30pm - 7:30pm Anaheim Marriott: Newport & Rancho Las Palmas  
*Organizer:* **Chris Robertson**, Northeastern U.

**1073 : (MC) Management Consulting Division Business Meeting**  
5:30pm - 6:30pm Anaheim Marriott: Grand Ballroom - Salon B  
*Program Chair:* **Marc Bonnet**, ISEOR, U. of Lyon 3  
*Professional Development Workshop Coordinator:* **Ginka Toegel**, London School of Economics  
*Chair:* **Rickie A. Moore**, EM LYON  
*Past Chair:* **Susan M. Adams**, Bentley College

**1074 : (MH) Management History Division Business Meeting**  
5:30pm - 10:30pm Anaheim Marriott: Elite 1  
*Division Chair:* **Karl Moore**, McGill U.  
*Division Chair-Elect.:* **John Humphreys**, Texas A&M U.  
*Program Chair:* **Curt H. Stiles**, U. of North Carolina- Wilmington  
*Professional Development Workshop Chair:* **David A Lamond**, Wuhan U.

**1075 : (OCIS) OCIS Business Meeting**  
5:30pm - 6:30pm Anaheim Convention Center: 207A

**1076 : (ONE) Organizations and the Natural Environment Division Business Meeting**  
5:30pm - 6:30pm Anaheim Marriott: Platinum 4  
*Division Chair:* **Alfred Allen Marcus**, U. of Minnesota  
*Division Chair-Elect.:* **Irene Henriques**, York U.  
*Program Chair:* **Lynne Andersson**, Temple U.  
*Professional Development Workshop Chair:* **Magali Delmas**, U. of California, Los Angeles  
*Treasurer:* **Perry Sadorsky**, York U.

**1077 : (PNP) Public and Nonprofit Division Business Meeting**  
5:30pm - 7:30pm Anaheim Marriott: Orange County 4

**1078 : (RM) Research Methods Division Business Meeting**  
5:30pm - 6:30pm Hilton Anaheim: Manhattan

**1079 : (SIM) SIM Division Business Meeting**  
5:30pm - 7:00pm Anaheim Marriott: Orange County 1  
*Division Chair:* **Thomas J. Donaldson**, U. of Pennsylvania

*Division Chair-Elect.:* **Linda K. Trevino**, Pennsylvania State U.  
*Program Chair:* **Ann K. Buchholtz**, U. of Georgia  
*Professional Development Workshop Chair:* **Barry M Mitnick**, U. of Pittsburgh

**1080 : (TIM) Technology & Innovation Management Business Meeting**

5:30pm - 6:30pm Anaheim Convention Center: 304B  
*Division Chair:* **Lori Rosenkopf**, U. of Pennsylvania  
*Division Chair-Elect.:* **Paul Almeida**, Georgetown U.  
*Program Chair:* **Shawn M. Carraher**, Cameron U.  
*Professional Development Workshop Chair:* **Fernando Suarez**, Boston U.  
*Past Chair:* **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne  
*Webmaster:* **BJ Zirger**, U. of Cincinnati  
*Treasurer:* **Patricia M. Norman**, Baylor U.

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**Monday 5:40PM**

**1081 : (OMT) OMT Business Meeting and Artifact**  
5:40pm - 6:30pm Anaheim Convention Center: 210D  
*Division reports, award presentations, and The Artifact.*  
*Division Chair:* **Kimberly D. Elsbach**, U. of California, Davis  
*Division Chair-Elect.:* **William Ocasio**, Northwestern U.  
*Program Chair:* **Henrich R. Greve**, INSEAD  
*Professional Development Workshop Chair:* **Royston Greenwood**, U. of Alberta  
*Past Chair:* **Gerald F Davis**, U. of Michigan, Ann Arbor

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**Monday 6:00PM**

**1082 : (OM) OM Division Social**  
6:00pm - 7:30pm Anaheim Convention Center: 207C  
*We welcome all members and friends of the division to catch up with old acquaintances and meet new ones. Food & drinks sponsored by the OM Division.*

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**Monday 6:30PM**

**1083 : (HCM) HCM Division Reception**  
6:30pm - 8:00pm Hilton Anaheim: Laguna A  
*Sponsored by the A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT, UNIVERSITY OF CALIFORNIA, RIVERSIDE*  
*Division Chair:* **Timothy Hoff**, State U. of New York, Albany  
*Division Chair-Elect.:* **Christy Harris Lemak**, U. of Florida  
*Program Chair:* **Robert Weech-Maldonado**, U. of Florida  
*Professional Development Workshop Coordinator:* **Eric S. Williams**, U. of Alabama  
*Past Chair:* **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor

**1084 : (ICW) Management Faculty of Color Reception**  
6:30pm - 8:30pm Hilton Anaheim: El Capitan B  
*Management Faculty of Color Reception for Members and Friends of the MFCA*  
*Organizer:* **Gwendolyn M. Combs**, U. of Nebraska, Lincoln


**1085 : (MC) Management Consulting Division Social Hour**  
6:30pm - 8:00pm Anaheim Marriott: Platinum 3  
*Organizers:* **Rickie A. Moore**, EM LYON; **Susan M. Adams**, Bentley College; **Marc Bonnet**, ISEOR, U. of Lyon 3; **Ginka Toegel**, London School of Economics

**1086 : (OB) OB Division Awards and Celebration/Social Hour**

6:30pm - 8:30pm Hilton Anaheim: Pacific Pavilion C





*Presentation of OB Division Awards followed by Division Celebration and Social Hour*Host: **Carol T. Kulik**, U. of South Australia**1087 : (OCIS) OCIS Social Hour**

6:30pm - 8:00pm Anaheim Convention Center: 207B

*OCIS Visual Papers***1088** : (Paper Session) - (OCIS) OCIS Visual Papers

6:30pm - 8:00pm Anaheim Convention Center: 207B - OCIS

-   Building Strong Cumulative Tradition in IS | **Ghiyoung Im**, Clark Atlanta U.; **Detmar Straub**, Georgia State U.
-   An empirical investigation of User Continuous Use to use the electronic logistics information system | **Su-Chao Chang**, Department of Business Administration, National Cheng Kung U.; **Chi-Min Chou**, Department of Business Administration, National Cheng Kung U.
-   Team Collaboration in Virtual Worlds: Results from Two Studies | **Surinder Kahai**, State U. of New York, Binghamton; **Rebecca Justice**, Binghamton U.; **Betsy Carroll**, State U. of New York, Binghamton; **Rui Huang**, State U. of New York Binghamton
-   From Willow to Oak? Change Agency Models CIOs Follow During their Time in Office | **Arnaud Gorgeon**, UCLA Anderson School of Management
-   Integrating Knowledge from Inter-Organizational Virtual Teams: An Exploratory Conceptual Framework | **Indu Ramachandran**, The U. of Texas at San Antonio; **Vishag Badrinarayanan**, Texas State U.-San Marcos
- OCIS Division Best Visual Paper Award - Finalist**
-   Domination reproduction in the implementation of IOIS in the supplier-retailer relationship | **Francois Lambotte**, Universite Libre de Bruxelles
-  How Individual and Organizational Factors Affect Whistleblowing on Troubled IT Projects | **Mark Keil**, Georgia State U.; **Robert Sainsbury**, Georgia State U.; **Amrit Tiwana**, Iowa State U.; **Sweta Sneha**, Georgia State U.
-  Governance of Open Source Communities | **Lars P. Linden**, U. of Central Florida; **Carol Stoak Saunders**, U. of Central Florida; **Jaehyun Paek**, U. of Central Florida
-   Post-Adoption of Vertical Information Systems Standards | **Yun Xu**, Nanyang Business School; **Wai Fong Boh**, Nanyang Technological U.; **Christina Soh**, Nanyang Technological U.
-   The Impact of Social Interaction on Economic Benefits of Participation in B2B Virtual Communities | **Lakisha L. Simmons**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi
-   Leaving Nothing to Chance: Modeling the Proactive Structuration of a New Technology | **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Terri Griffith**, Santa Clara U.
-  A Framework for Understanding Innovation Interdependence | **Dax Jacobson**, Bentley College
-   A Case Study of Scrum Agile Software Development through Three Analytic Lenses | **YongSeog Kim**, Utah State U.; **Katherine Chudoba**, Utah State U.

-  Looking inside at what make you unique: an asymmetry-based view of the IT conversion process | **Elisa Gagnon**, McGill U.; **Alain Pinsonneault**, McGill U.
-   User-Designer Interactions in Information System Requirements Development | **Yutaka Yamauchi**, Palo Alto Research Center
-  Virtual by Choice: Toward a Theory of Interaction Control for CMC between Proximate Colleagues | **Michael Boyer O'Leary**, Boston College

**1089 : (OMT) OMT Social Hour**

6:30pm - 7:30pm Anaheim Convention Center: 207D

Division Chair: **Kimberly D. Elsbach**, U. of California, Davis  
Division Chair-Elect.: **William Ocasio**, Northwestern U.Program Chair: **Henrich R. Greve**, INSEADProfessional Development Workshop Chair: **Royston Greenwood**, U. of AlbertaPast Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor**1090 : (RM) Research Methods Division 20th Anniversary Social Hour**

6:30pm - 8:30pm Hilton Anaheim: Oceanside

*Please join us to celebrate the 20th anniversary of the Research Methods Division.*Presiding: **Gordon W Cheung**, Chinese U. of Hong KongDivision Chair: **Mark Gavin**, Oklahoma State U.Division Chair-Elect.: **Charles A. Pierce**, U. of MemphisProgram Chair: **Timothy Hinkin**, Cornell U.Professional Development Workshop Chair: **Stephanie L. Castro**, Florida Atlantic U.

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**Monday 6:45PM****1091 : (TIM) Technology & Innovation Management Social Time**

6:45pm - 8:30pm Anaheim Convention Center: 304C

Division Chair: **Lori Rosenkopf**, U. of PennsylvaniaDivision Chair-Elect.: **Paul Almeida**, Georgetown U.Program Chair: **Shawn M. Carraher**, Cameron U.Professional Development Workshop Chair: **Fernando Suarez**, Boston U.Coordinator: **Shawn M. Carraher**, Cameron U.

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**Monday 7:00PM****1092 : (GDO) GDO Social and Reception**

7:00pm - 9:00pm Hilton Anaheim: California Pavilion A

*The GDO Division invites you to join us for networking and socializing with new, international, and continuing members.*Division Chair: **Lynn Bowes-Sperry**, Western New England CollegeDivision Chair-Elect.: **Jeanette N. Cleveland**, Pennsylvania State U.Program Chair: **Quinetta Roberson**, Cornell U.Professional Development Workshop Chair: **David A. Kravitz**, George Mason U.**1093 : (ICW) BAM reception at AoM**

7:00pm - 9:00pm Anaheim Marriott: Marquis Northeast

*BAM Reception*Organizer: **Beatriz Castel-Arles**, British Academy of Management**1094 : (ICW) Reception for The Business Journal of Hispanic Research**



7:00pm - 9:00pm Anaheim Marriott: Platinum 2

*Please join us as we celebrate Hispanic culture, music and food, in addition to learning more about The Business Journal of Hispanic Research.*

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

**1095 : (ICW) Sloan Industry Studies Reception**

7:00pm - 9:00pm Anaheim Marriott: Platinum 9

*A reception to welcome friends of the Sloan Industry Studies Program as well as others at the Annual Meeting who are interested in learning more about the Sloan Industry Studies Program.*

**Organizer:** Michael Deal, U. of Pittsburgh

**1096 : (SIM) SIM/ONE/PNP Joint Reception**

7:00pm - 9:00pm Anaheim Marriott: Marquis Northwest

**Organizers:** Ann K. Buchholtz, U. of Georgia; Lynne Andersson, Temple U.; Stephen T.T. Teo, U. of Western Sydney; Dean F. Eitel, DePaul U.

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**Monday 8:00PM**

**1097 : (ICW) BYU Ice Cream Social**

8:00pm - 10:00pm Anaheim Marriott: Platinum 5

**Organizer:** Cami Kenworthy, BYU

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**Monday 9:00PM**

**1098 : (AAA) President's Dessert Reception for New and International Members**

9:00pm - 10:30pm Hilton Anaheim: California Pavilion D

**Host:** Thomas W. Lee, U. of Washington

MONDAY

**Tuesday 7:00AM****1099 : (MSR) Meditation session led by Jerry Biberman**

7:00am - 8:00am Anaheim Marriott: Desert Springs

*Meditation to improve self-control**Organizer: Gerald Biberman, U. of Scranton***Tuesday 7:30AM****1100 : (AAA) AOM Past Presidents Breakfast**

7:30am - 8:30am Hilton Anaheim: Pacific Pavilion A

*Organizer: Kathryn M. Bartol, U. of Maryland, College Park***Tuesday 8:00AM****1101 : (AAA) Anaheim 2008 LAC**

8:00am - 8:00pm Anaheim Convention Center: 208B

*Local Arrangements Chair: James C Spee, U. of Redlands***1102 : (AAA) Conference Registration**

8:00am - 11:30am Anaheim Convention Center: Exhibit Hall C - Reg.

*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration***Tuesday 8:30AM****1103 : (AAS) Hidden Conflicts in Organizations****Revisited: How Scholars' Questions Evolve**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon E

*Chair: Linda L. Putnam, U. of California, Santa Barbara**Discussant: Roy J. Lewicki, Ohio State U.*Some Reflections on "Drinking Our Troubles Away" | **John Van Maanen**, Massachusetts Institute of Technology

Women's Peacemaking Work and the Problem of Claiming

Value | **Deborah M Kolb**, Simmons School of Management

From Studying Up to Studying Down, Across, and With |

**Calvin Morrill**, U. of California, IrvineThe Role of Hidden Conflict in Organizational Change | **Jean****M. Bartunek**, Boston College

Theory and Biography: Explaining an Evolving Research

Agenda | **Ray Friedman**, Vanderbilt U.

Conflicts Between Feminist Theory and the Practicalities of

Reducing Gender Inequality | **Joanne Martin**, Stanford U.**1104 : (AAS) Intellectual Shamans: Asking Questions to Try to Heal the World**

8:30am - 10:10am Hilton Anaheim: California Pavilion A

*Chair: Sandra Waddock, Boston College**Participants: Robert Edward Freeman, U. of Virginia; Robert A**Giacalone, Temple U.; Nancy J Adler, McGill U.; David L**Cooperrider, Case Western Reserve U.; Philip H. Mirvis, Center**for Corporate Citizenship***1105 : (AAS) The Productivity Dilemma Revisited: Disciplined Processes and Innovation at Toyota**

8:30am - 10:10am Anaheim Convention Center: 204B

*Organizers: David James Brunner, Harvard U.; Bradley R Staats, Harvard U.; Michael L. Tushman, Harvard U.**Participants: Paul Adler, U. of Southern California; John Paul MacDuffie, Wharton School, U. of Pennsylvania; Hiroataka Takeuchi, Hitotsubashi U.; Sidney G. Winter, U. of Pennsylvania***1106 : (Paper Session) - (BPS) Equity and its Alternatives in Alliance Governance**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon G

*Chair: Kunal Banerji, Eastern Michigan U.**Discussant: Yasemin Y Kor, U. of South Carolina*→ Forging Successful Alliance Portfolio Strategies | **Koen Heimeriks**, Rotterdam School of Management→ Equity Ownership as Means of Incentive and Control in Cross-Border Knowledge Collaboration | **Zheng Jane Zhao**, U. of Kansas; **Tailan Chi**, U. of Kansas→ The Determinants of Partial Equity Stakes in Verticle Supply Chains | **Ran Jing**, U. of British Columbia→ The Economics of Large Scale Infrastructure Project Finance: An Empirical Examination | **Rajeev J Sawant**, Tufts U.**1107 : (Paper Session) - (BPS) Theoretical Advances in the RBV**

8:30am - 10:10am Anaheim Convention Center: 201A

*Chair: Parshotam Dass, U. of Manitoba**Discussant: Richard Makadok, Emory U.*

Redefining Value Generation in the RBV:

Resolving Managerial Ambiguity | **Abhijit Mandal**, Middlesex U. Business School; **Anjali Bakhru**, Middlesex U. Business School

Realistic Micro-foundations for the Resource-based View:

The Effect of Fairness on Value Creation | **Flore Bridoux**, RSM Erasmus U.; **J.W. Stoelhorst**, U. of Amsterdam Total Disclosure versus Keeping Secrets: Managing Causal Ambiguity for Competitive Advantage | **Derrick McIver**, The U. of Texas at San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio Resource Value, Managerial Control, and Organizational Performance | **Joeri M. Mol**, U. of Melbourne; **Nachoem M. Wijnberg**, Amsterdam U.**1108 : (Paper Session) - (BPS) Strategic Decision Making and Adaptation in New Ventures**

8:30am - 10:10am Anaheim Convention Center: 201B

*Chair: Fran Ackermann, Strathclyde U.**Discussant: Sharon Alvarez, Ohio State U.* The Link between Competitive Strategies and Knowledge Management Strategies in Small Enterprises | **Carlo Bagnoli**, U. Ca' Foscari of VeniceThe Impact of CEO Core Self-Evaluation on Entrepreneurial Orientation | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. of Connecticut, Storrs; **John F. Veiga**, U. of Connecticut Form or Substance: Business Plans and Social Networks in Venture Capital Decision Making | **David A. Kirsch**, U. of Maryland; **Brent Goldfarb**, U. of Maryland; **Azi Gera**, U. of Maryland, College Park On a Short Leash? Young Organizations, Strategic Change, and Venture Capital | **Matt Marx**, Harvard U.**1109 : (Paper Session) - (BPS) Acquisition Experience and Learning**

8:30am - 10:10am Anaheim Convention Center: 201C

Chair: **Kirill Yurov**, U. of Illinois at Chicago

Discussant: **Samina Karim**, Boston U.

- 🗄️ An Inside Look at Acquisition Capabilities: Experience Heterogeneity and the Locus of Learning | **Mario Schijven**, Texas A&M U.; **Xavier Martin**, Tilburg U.
- 🗄️ The Propensity to Acquire and to be Acquired: The Role of Experience Inheritance | **Youtha Cuypers**, Tilburg U.; **Ilya Cuypers**, Tilburg U. / Singapore Management U.
- 🗄️ Intra-Routine Analysis of Acquisition Behavior: Evidence from High Technology Industries | **Nir N. Brueller**, Tel Aviv U.
- 🗄️ The Impact of Director Incentives, Human Capital, and CEO Ownership on Acquisition Returns | **Bruce Walters**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Peter Wright**, U. of Memphis

**1110 : (Paper Session) - (BPS) Influences of Board Composition**

8:30am - 10:10am Anaheim Convention Center: 201D

Chair: **J. Andrew Lee**, Wharton, U. of Penn

Discussant: **Ingrid Fulmer**, Georgia Institute of Technology

- ➔ 🗄️ Female Appointments to All Male Boards of Directors: Breaking the Gender Barrier | **Paul Dunn**, Brock U.
- 🗄️ Director Identities and the Role of the Board in Organizational Turnaround | **Michael C. Withers**, Arizona State U.; **Amy Hillman**, Arizona State U.
- 🗄️ What I Like About You: Director Characteristics and Shareholder Approval | **Amy Hillman**, Arizona State U.; **Christine Shropshire**, U. of Georgia; **S Trevis Certo**, Arizona State U.; **Dan R. Dalton**, Indiana U., Bloomington; **Catherine M. Dalton**, Indiana U., Bloomington
- 🗄️➔ Board Information Advantage: A Study of Board Capital and Absorptive Capacity | **Pingying Zhang**, Norwegian School of Management

**1111 : (Paper Session) - (BPS) The Determinants of Contract Structure**

8:30am - 10:10am Anaheim Convention Center: 203A

Chair: **Libby Weber**, U. of Southern California

Discussant: **Kyle J Mayer**, U. of Southern California

- 🗄️ The Impacts of Efficiency and Bargaining Power on Contract Structure: Evidence from Franchising | **Nicholas Argyres**, Boston U.; **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign
- 🗄️ Managing Discrepancies Between Formal and Psychological Sides of Alliance Contracting | **Fabrice Lumineau**, HEC-Paris School of Management; **Marc Frechet**, IAE Toulouse/ U. of Toulouse 1
- 🗄️ Environmental Uncertainty and the Interaction of Formal Contracts and Relational Governance | **Majid Abdi**, Schulich School of Business, York U.; **Anoop Madhok**, Schulich School of Business
- 🗄️ Project Finance Contracting, Transaction Costs and Capital Structure | **Barclay James**, U. of Illinois at Urbana-Champaign

**1112 : (Paper Session) - (BPS) Field Studies of Managerial Roles and Managerial Interplay**

8:30am - 10:10am Anaheim Convention Center: 203B

Chair: **Clifford West**, Virginia Military Institute

Discussant: **Jeffrey A. Martin**, U. of Texas, Austin

- 🗄️ A Study of High Reputation Middle Managers: Towards a Meta-Theory of Effective Implementation | **Anne D. Smith**, U. of Tennessee; **Donde Ashmos Plowman**, U. of Tennessee; **Amber Galbraith Quinn**, U. of Tennessee
- 🗄️ Legitimizing Strategy Through Managerial Interplay | **Juan Ignacio Canales**, U. of St. Andrews; **Bill Wooldridge**, U. of Massachusetts, Amherst; **Joaquim Vila**, IESE
- 🗄️ Impact of Issue Framing and Achievement Orientation on Strategic Decision Making among Managers | **Heather Reid**, Teachers College/Columbia U.
- 🗄️ How CEOs Utilize Subgroups in the Strategic Decision-Making Process: An Exploratory Field Study | **Michael A. Roberto**, Bryant U.

**1113 🗄️ SHCS: (BPS, ENT, TIM) Why Should We Care About Property Rights Theory? RBV, Implicit Contracts, and Corporate Strategy**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon F

Organizers: **Asli Musaoglu Arikan**, Georgia State U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

- Why do We Observe Heterogeneous Governance Choices for Similar Transactions? | **Asli Musaoglu Arikan**, Georgia State U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
- Property Rights and Strategic Management: Research Opportunities | **Jay B Barney**, The Ohio State U.
- Reading Tea Leaves Through a Warped Crystal Ball: Performance Assessments Under Uncertainty | **Russell Coff**, Emory U.; **Rodolphe Durand**, HEC Paris; **Violetta Gerasymenko**, HEC Paris
- Expectations, Contracting, And Rivalry: A Property Rights Perspective On Competitive Strategy | **Kirsten Foss**, Copenhagen Business School; **Nicolas Foss**, Copenhagen Business School
- The Limits Of Incorporation | **Jay Horwitz**, U. of Toronto; **Anita McGahan**, U. of Toronto
- Resource-Based and Property Rights Perspectives on Economic Value Creation | **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

**1114 🗄️➔🗄️ JS: (BPS, OMT) Financial Markets: An Economic Sociology Perspective**

8:30am - 10:10am Anaheim Convention Center: 202A

Chairs: **Guilhem Bascle**, HEC Paris; **Edward Zajac**, Northwestern U.

Facilitator: **Xavier Castañer**, HEC Paris

Discussant: **Todd Zenger**, Washington U.

- The Shareholder Value Maximization Belief: Dimensions and Consequences of Compliance and Deviance | **Guilhem Bascle**, HEC Paris; **Xavier Castañer**, HEC Paris
- Follow the Money: Institutional Investors and the Shareholder Value Firm | **Jiwook Jung**, Harvard U.; **Frank Dobbin**, Harvard U.
- Frames and Framing in Financial Markets | **Peer C. Fiss**, U. of Southern California; **Mark Thomas Kennedy**, U. of Southern California
- Signal or Symbol? Firms' Strategic Response to Institutional Change in the Brazilian Stock Market | **Susan Perkins**, Northwestern U.; **Edward Zajac**, Northwestern U.

TUESDAY

**1115** 🗨️📄 JS: (BPS, TIM, OMT) **Strategy and Time's Arrow: The Microfoundations of Organizational and Industry Dynamics**

8:30am - 10:10am Anaheim Convention Center: 202B

*Discussants:* **Peter Zemsky**, INSEAD; **Brian S. Silverman**, U. of Toronto

Initial Market Conditions and Organizational Viability | **William P Barnett**, Stanford U.; **Mi Feng**, Stanford U.; **Xiaoqu Luo**, Stanford U.

Managerial Interpretive Processes as A Dynamic Managerial Capability | **Sarah Kaplan**, U. of Pennsylvania

What Happened to Internet First-Mover Advantages? | **Marvin B Lieberman**, U. of California, Los Angeles

Speed and Tobin's Q | **Goncalo Pacheco-de-Almeida**, Stern/NYU; **Ashton Hawk**, New York U.; **Bernard Yeung**, New York U.

**1116** ➔🗨️📄: (CAR) **Beyond organization and self: The importance of reference groups in careers**

8:30am - 10:10am Hilton Anaheim: Capistrano A

*Organizer:* **Gudela Grote**, ETH Zurich

*Discussant:* **Michael B. Arthur**, Suffolk U.

Proteans and cosmos: Are they the same? | **Douglas T. Hall**, Boston U.

Who am I now? The relationship between social identity structure and coping with job loss | **Jennifer Tosti**, New York U.

What did your dad do? Career reference groups in Spain. A field study | **Mireia Las Heras**, Boston U.; **Douglas T. Hall**, Boston U.

Community, class and career: Locals and cosmopolitans in South Africa | **Jon P. Briscoe**, Northern Illinois U.; **Julie Unite**, Northern Illinois U.

Linking manifest and latent roles: Career orientations and occupations in Switzerland | **Gudela Grote**, ETH Zurich; **Marius Gerber**, ETH Zurich

*Participants:* **Douglas T. Hall**, Boston U.; **Jennifer Tosti**, New York U.; **Mireia Las Heras**, Boston U.; **Jon P. Briscoe**, Northern Illinois U.; **Julie Unite**, Northern Illinois U.; **Marius Gerber**, ETH Zurich

**1117** CAU: (CAU) **Consortium Approaches to Service-Learning: Empirical Evidence, Propositions, and Dreams Becoming Reality**

8:30am - 10:10am Hilton Anaheim: Balboa B

*Organizers:* **Marilyn L Taylor**, U. of Missouri-Kansas City; **Amy Kenworthy-U'Ren**, Bond U.

*Participants:* **Steven Papamarcos**, St. John's U.; **Laurie N DiPadova-Stocks**, Park U.; **David Desplaces**, College of Charleston; **Tim O Peterson**, North Dakota State U.; **Letty Workman**, Utah Valley State College

**1118** CAU: (CAU) **Crossing the Divide: what kind of opportunities and challenges we face in forming partnerships between business schools in the west and those in emerging markets?**

8:30am - 10:10am Hilton Anaheim: Balboa C

*Organizer:* **Anna Gryaznova**, Moscow State U. Graduate School of Business Administration

**1119** CAU: (CAU) **Paths to Organizational Diversity**

8:30am - 10:10am Hilton Anaheim: Santa Barbara

*Organizer:* **Lauren Jill Ramsay**, San Jose State U.

*Participants:* **Harish C. Jain**, McMaster U.; **David Mayer**, U. of Central Florida; **Lisa M. Leslie**, U. of Minnesota

**1120** CAU: (CAU) **Retirement and the AOM: Possibilities and Paths for Discussion**

8:30am - 10:10am Hilton Anaheim: Ventura

*Organizers:* **Robert C. Ford**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida; **Richard T. Mowday**, U. of Oregon; **Lyman W. Porter**, U. of California, Irvine

**1121** 📄: (Paper Session) - (CM) **Breaking Bad: Deviance, Deception, and Decency**

8:30am - 10:10am Hilton Anaheim: Santa Monica

*Chair:* **Jaclyn M. Jensen**, George Washington U.

📄The Muck Stops Here: How Interpersonal Deviance Spreads Within Work Groups | **Merideth Ferguson**, Baylor U.; **Bruce Barry**, Vanderbilt U.

**Winner of CM Division Best Paper Award - New Directions**

📄The Negotiator's (Ethical) Dilemma: How Framing Influences the Ethical Choices of Negotiators | **Mary Kern**, Baruch College; **Dolly Chugh**, New York U.

I Know What You Did: A Social Contagion Model of Organizational Deviance | **Merideth Ferguson**, Baylor U.

📄Being honest online: The role of media in the decision to misrepresent information | **Terri R. Kurtzberg**, Rutgers U.; **Liuba Y. Belkin**, Lehigh U.; **Charles E. Naquin**, DePaul U.

📄📄The Ethical Dangers of Rational Decision Making | **Chen-Bo Zhong**, U. of Toronto

**1122** 📄 JS: (CM, OB, HR) **Justice Dynamics and Processes over Time**

8:30am - 10:10am Anaheim Marriott: Orange County 1

*Chairs:* **David L. Patient**, Catholic U. of Portugal - FCEE; **Marion Fortin**, U. of Durham

*Discussant:* **Steven Blader**, New York U.

Fairness judgments formation and effects during the organizational socialization process | **Assaad ElAkremi**, U. of Toulouse 1/LIRHE; **Patrice Roussel**, U. of Toulouse 1/LIRHE; **Mohamed Ikram Nasr**, U. of Toulouse 1/LIRHE

A diary study of fairness dynamics in self-managed teams | **Marion Fortin**, U. of Durham; **Neil Conway**, London U., Birkbeck; **Leslie Graham**, Durham Business School; **Daniel Read**, Durham Business School

Group Identification, Fairness, and Resistance to Change | **Leigh Plunkett Tost**, Duke U.; **Steven Blader**, New York U.; **Kimberly A Wade-Benzoni**, Duke U.

Time will tell: Temporal effects on recall and anticipation of unjust events | **Michael Bashshur**, U. Pompeu Fabra; **David L. Patient**, Catholic U. of Portugal - FCEE; **Irina Cojuharenco**, Catholic U. of Portugal - FCEE

**1123** 📄: (Paper Session) - (CMS) **The Dark Side of Organizing and Organizations**

8:30am - 10:10am Hilton Anaheim: Palos Verdes A

*Chair:* **Paul Hibbert**, Strathclyde U.

➔📄Corporations at War. Against Levitt's Dictum on Social Responsibility | **Miguel Alzola**, Fordham U.

📄Death, organization and identity | **Patrick Charles Reedy**, U. of Nottingham; **Mark Learmonth**, U. of Nottingham



Organizational Ecology, Invasion Biology, and Prospects for a Conservation Biology of Social Forms | **Kenji Klein**, U. of California, Irvine

🗨️ Was There Ever A Plot? Towards An ANTI-History | **Gabrielle Durepos**, Saint Mary's U.; **Albert J. Mills**, St. Mary's U.

### 1124 📄: (Paper Session) - (ENT) Laws and Legal Enforcement: Impacts on Entrepreneurial Activity

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon J

Chair: **Eyal Yaniv**, Bar Ilan U.

➔ Forgiving features for failed entrepreneurs vs. cost of financial institutions in bankruptcies | **Seung-Hyun Lee**, U. of Texas, Dallas; **Yasuhiro Yamakawa**, U. of Texas, Dallas

🗨️ An Empirical Analysis of the Relationship Between Capital Acquisition and Bankruptcy Laws | **Howard E Van Auken**, Iowa State U.; **Jeffrey B Kaufmann**, Iowa State U.; **Pol Herrmann**, Iowa State U.

➔ Trust, Rule of Law, and New Firm Formation | **Michael Louis Troilo**, U. of Tulsa

➔ Examining Strategic and Institutional Effects on Foreign IPO Performance | **Greg Bell**, U. of Dallas; **Curt Moore**, Texas Christian U.; **Igor Filatotchev**, City U. London

🗨️ Does Law Matter for Entrepreneurs? Ownership Preferences? | **Qianqian Du**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia

### 1125 📄: (Paper Session) - (ENT) Entrepreneurship in Transitional Economies

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Bart J. Debicki**, Mississippi State U.

Discussant: **Vinay K Garg**, Missouri State U.

➔ Firm resources and productivity among entrepreneurial businesses in emerging economies | **Ana Cristina O Siqueira**, U. of Cambridge; **Garry D Bruton**, Texas Christian U.

➔ Why New Firm Formation Rate Different in China | **Jian Gao**, Tsinghua U.; **Shude Shi**, Department of Innovation and Entrepreneurship, Tsinghua U.

🗨️ From hierarchy to market: Privatization as the entrepreneurial transformation of command economies | **Ronald K. Mitchell**, Texas Tech U.; **J. Robert Mitchell**, U. of Oklahoma; **Wei Chen**, Texas Tech U.; **Sorin Valcea**, U. of Oklahoma

### 1126 📄: (Paper Session) - (ENT) R & D, Innovation and Value Creation

8:30am - 10:10am Anaheim Convention Center: 205A

Chair: **Rodney S Farr-Wharton**, U. of the Sunshine Coast

Discussant: **Tucker James Marion**, Northeastern U.

🗨️ Long-term orientation in family firms: a Bayesian analysis of R&D spending | **Joern Hendrich Block**, Technische U., München; **Andreas Thams**, Freie Universität Berlin

🗨️ Entry into New Niches: Implications for Innovation in Start-ups and Mature Firms | **Gerry George**, Imperial College London; **Yanfeng Zheng**, Clemson U.; **Reddi Kotha**, Singapore Management U.

🗨️ The Spacetime Conceptualization and Testing of the Opportunity Construct: Assessing value creation | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville

Knowledge Management and Innovation: An empirical study of Dutch SMEs | **Haibo Zhou**, Erasmus U. Rotterdam; **Sita Tan**, EIM BV; **Lorraine M. Uhlaner**, Nyenrode Business Universiteit

### 1127 📄: (Paper Session) - (ENT) Processes and Determinants of Corporate Entrepreneurship

8:30am - 10:10am Anaheim Convention Center: 205B

Chair: **Jean Dibondo Kabongo**, Millersville U.

Discussant: **Mathew Hughes**, U. of Nottingham

🗨️ Corporate Entrepreneurship: An Examination of Stakeholder Salience and Proactiveness | **Michael G Goldsby**, Ball State U.; **Jeffrey S Hornsby**, Kansas State U.; **Donald F Kuratko**, Indiana U.; **James W. Bishop**, New Mexico State U.

🗨️ The Dynamic Nature of Corporate Entrepreneurship Constructs: Assessing the CEAI | **Jeffrey S Hornsby**, Kansas State U.; **Daniel T. Holt**, Air Force Institute of Technology; **Donald F Kuratko**, Indiana U.

🗨️ The rise and fall of entrepreneurial opportunities: A process model for corporate entrepreneurship | **Charlotte R. Ren**, Purdue U., West Lafayette; **Chao Guo**, U. of Georgia

🗨️ Patterns of Corporate Entrepreneurship: Testing Structural Hole Theory in Firm vs. Director Networks | **Erik A. Noyes**, Babson College; **Candida G Brush**, Babson College; **Laurel Smith-Doerr**, Boston U.; **Kenneth J. Hatten**, Boston U.

### 1128 ➔ 📄: (Paper Session) - (ENT) Networks and Their Influences on Entrepreneurial Activity

8:30am - 10:10am Anaheim Convention Center: 206A

Chair: **Thomas H. Hawver**, Virginia Commonwealth U.

Discussant: **Francine Schlosser**, U. of Windsor

Organizational Emergence: A Mutual Decision-Making Process of Entrepreneurial Network Formation | **Brett R. Smith**, Miami U. Ohio; **Saulo Barbosa**, EM Lyon; **Glen E. Kreiner**, Pennsylvania State U.

➔ Social Network and Opportunity Recognition: A Cultural Perspective | **Rong Ma**, U. of Memphis; **Yen-Chih Huang**, National Cheng Kung U.

➔ Institutions and Entrepreneurial Networks: A Cross-National Study of Network Content and Structure | **Toyah L. Miller**, Texas A&M U.; **Justin W. Webb**, Texas A&M U.; **Bat Batjargal**, Harvard U.; **Michael A. Hitt**, Texas A&M U.; **Jean-Luc Arregle**, EDHEC Business School

🗨️ The Relational Antecedents of Project-Entrepreneurship | **Gino Cattani**, New York U.; **Charles Baden-Fuller**, City U.; **Simone Ferriani**, U. of Bologna

### 1129 📄: (Paper Session) - (ENT) Entrepreneurial Cognitions and Heuristics

8:30am - 10:10am Anaheim Convention Center: 206B

Chair: **Anthony Briggs**, Boston U.

Discussant: **Scott Jeffrey**, U. of Waterloo

🗨️ When Hubris is Good: An Error Based Theory of Entrepreneurial Overconfidence | **William R. Forster**, U. of Virginia (Darden); **Saras Sarasvathy**, U. of Virginia

🗨️ Entrepreneurial Optimism and Experience: Does The Nature of Experience Matter? | **Deniz Ucbasaran**, Nottingham U.; **Manuel Flores**, Lancaster U. Management School; **Mike**

**Wright**, Nottingham U.; **Paul Westhead**, Durham Business School  
 Why Good Entrepreneurs Sometimes "Go Bad"? | **Robert Baron**, Rensselaer Polytechnic Institute; **Hao Zhao**, Rensselaer Polytechnic Institute

🗣️ Exploring Why So Many Entrepreneurs Fail: Is Entrepreneurial Overconfidence A Mental Defect? | **Robert P Singh**, Morgan State U.

**1130** 🗣️📄: (Paper Session) - (GDO) **Stereotypes, Stigma, and Status in the Workplace**

8:30am - 10:10am Hilton Anaheim: Malibu

Chair: **Raymond N. C. Trau**, Monash U.

Discussant: **Melissa C. Thomas-Hunt**, Cornell U.

Denigration by Mere Association: Working For a Gender Atypical Supervisor Leads Men to Lose Status | **Victoria L Brescoll**, Yale U.; **Eric Luis Uhlmann**, Northwestern U.; **Corinne Moss-Racusin**, Rutgers U.; **Lonnie Sarnell**, LaSalle U.

🗣️📄 How Believing in Affirmative Action Quotas Helps and Hurts White Women's Self-Perceived Competence | **Miguel M. Unzueta**, UCLA Anderson School of Management; **Angelica Gutierrez**, UCLA Anderson School of Management

📄 Organisations, Caregivers, and the Stigmatised: Stigma by Association in the Workplace | **Hugh TJ Bainbridge**, U. of New South Wales

**1131** 🗣️📄: (Paper Session) - (GDO) **Gender Disparities in Individual Outcomes: Pay, Network and Contract Differences**

8:30am - 10:10am Hilton Anaheim: Redondo

Chair: **Ranjna Patel**, Bethune Cookman College

Whom Would You Approach for Advice? Gender Differences in Informal Network Preferences | **Monica Mullick Stallings**, U. of Pennsylvania

🗣️📄 Who Gets the Carrot and Who Gets the Stick? Evidence of Gender Disparities in Executive Remuneration | **Clara Kulich**, U. of Exeter; **Grzegorz Trojanowski**, U. of Exeter; **Michelle Ryan**, U. of Exeter; **S. Alexander Haslam**, U. of Exeter; **Luc D. R. Renneboog**, Tilburg U.

📄 Does Inequity and Segregation Subsist in Pay Policies? The Evidence from Portugal | **Carlos Duarte**, Instituto Politécnico de Tomar; **Jose Paulo Esperanca**, ISCTE; **José Dias Curto**, ISCTE

🗣️📄 Gender Differences in Minority-Business Contract Acquisition | **Lynn Foster-Johnson**, Dartmouth College; **Leonard Greenhalgh**, Dartmouth College

**1132** 🗣️📄: (Paper Session) - (GDO) **The Management of Diversity: Exploring Diversity Strategies, Practices and Initiatives**

8:30am - 10:10am Hilton Anaheim: San Clemente

Chair: **Corrie Elizabeth Pogson**, U. of Tulsa

🗣️📄 Exclusion, Hazard, Adding Value, or Learning? Diversity Strategies Focused on Migration Background | **Renate Ortlieb**, Freie Universität Berlin; **Barbara Sieben**, Freie Universität Berlin

📄🗣️ Defining the Attributes and Processes that Enhance the Effectiveness of Diversity Initiatives | **Modupe Akinola**, Harvard U.; **David A. Thomas**, Harvard U.

🗣️📄 Should High Performance Work Systems Include Diversity Management Practices? | **Claire Armstrong**, U. of Limerick; **Patrick Christopher Flood**, Dublin City U.; **James P. Guthrie**, U. of Kansas; **Wenchuan Liu**, U. of Limerick; **Sarah MacCurtain**, U. of Limerick; **Thaddeus Mkamwa**, Dublin City U.

Strategic Diversity Management: A Configurational Approach to Diversity-Related HRM Practices | **Alison Konrad**, U. of Western Ontario; **Yang Yang**, U. of Western Ontario; **Cara Christina Maurer**, U. of Western Ontario

📄 What Diversity Management Can Learn from Community Organizations: Theories and Practices | **Yuka Fujimoto**, Deakin U.; **David Edwards**, Deakin U.; **Ruth Rentschler**, Deakin U.

8:30am - 10:10am Hilton Anaheim: Palos Verdes B

Chair: **Jim Goes**, U. of Phoenix

Discussant: **Edward Balotsky**, Saint Joseph U.

📄 Agglomeration and Multiunit Systems on New Product Introduction: Evidence from Hospital Industry | **Hsuan Lo**, Chia Nan U. of Pharmacy & Science; **Hsien-Jui Chung**, National Chung Cheng U.

Environmental Influence on Adoption of the Nurse Magnet Concept: Policy and Managerial Implications | **Tom J. Sanders**, U. of Montevallo; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Thomas L Powers**, U. of Alabama, Birmingham

Influence of Organizational Factors: Resource Dependence in Palliative Care Adoptions | **Latarsha Chisholm**, U. of Florida; **Cameron Schiller**, U. of Florida; **Amy K. Yarbrough**, U. of Florida

🗣️📄 The Role of Institutional and Resource Dependency Theories in Explaining IS Use in Nursing Homes | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Marilyn V. Whitman**, U. of Alabama, Tuscaloosa

**1134** : (Paper Session) - (HCM) **Work Environments and Patient Outcomes**

8:30am - 10:10am Hilton Anaheim: Sunset

Chair: **Thomas E. Vaughn**, U. of Iowa

Discussant: **Michael I. Harrison**, Agency for Healthcare Research and Quality

📄 Beyond the Doctor-Nurse Game: The structuration of care for complex patients | **Kelly Thomson**, York U.; **Brenda Zimmerman**, York U.; **Anne Matlow**, Hospital for Sick Children and U. of Toronto

📄 A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality | **Greta Cummings**, U. of Alberta; **William K Midodzi**, U. of Alberta; **Carol A. Wong**, U. of Western Ontario; **Carole Estabrooks**, U. of Alberta

🗣️📄 The role of cost-cutting in exacerbating the effects of workplace hostility in nursing homes | **Leisa D. Sargent**, U. of Melbourne; **Belinda C. Allen**, U. of Melbourne; **Bill Harley**, U. of Melbourne

🗣️📄 Person-Centered Work Environments in Health Care: Preliminary Test of a Theoretical Framework | **Cheryl Rathert**, U. of Missouri, Columbia; **Ghadir Ishqaidef**, U. of Kansas; **Douglas R May**, U. of Kansas

## Winner of HCM Division Best Paper Award

**1135** 📄: (Paper Session) - (HR) High Performance Work Systems

8:30am - 10:10am Hilton Anaheim: Huntington B

Chair: **Sean A. Way**, Cornell U.Discussant: **R. H. Searle**, The Open U.

📄 A Relational Model of High Performance Work Systems | **Jody Hoffer Gittell**, Brandeis U.; **Rob Seidner**, U. of Illinois at Chicago; **Julian Wimbush**, UC Berkeley

📄 How Does HPWS Affect Collective OCB? A Collective Social Exchange Perspective | **Yaping Gong**, Hong Kong U. of Science and Technology; **Song Chang**, Chinese U. of Hong Kong

📄 The Relationship between High Commitment Management and Employee Outcomes: Empirical Evidence | **Susan Zeidan**, American U. in Dubai

📄 An Examination of the Relationship between High Performance Work Practices and Knowledge Sharing | **Michele L. Swift**, Oregon State U.

**1136** 🗣️➔📄: (Paper Session) - (HR) Employee and Management Development Issues

8:30am - 10:10am Hilton Anaheim: Huntington C

Chair: **Marcia Simmering**, Louisiana Tech U.Discussant: **George Benson**, U. of Texas, Arlington

📄 Quantity or Quality? The Impact of Work Experience on Managerial Job Performance | **Daniel Scott DeRue**, U. of Michigan; **Jennifer Nahrgang**, Michigan State U.; **John Hollenbeck**, Michigan State U.

🗣️📄 Gender, Mentoring and Career Success: The Importance of Organizational Context | **George Dreher**, Indiana U., Bloomington; **Robert D Bretz**, U. of Notre Dame; **Carolyn Wiethoff**, Indiana U., Bloomington

➔📄 Relative Deprivation and Participation in Development Activities | **David B. Zoogah**, Morgan State U.

➔📄 Management Development Effectiveness in Chinese Enterprises | **Brian D'Netto**, U. of South Australia; **Wenping Su**, Beijing U. of Aeronautics & Astronautics; **Jie Shen**, Monash U.

**1137** 🗣️➔🗣️📄 JS: (HR, IM) Human Resource Management in Europe: Convergence or Diversity?

8:30am - 10:10am Hilton Anaheim: Huntington A

Organizer: **Christian Scholz**, U. of Saarland

Participants: **Chris Brewster**, U. of Reading; **Henrik Holt Larsen**, Copenhagen Business School; **David Alis**, Université de Rennes; **Frank Bournois**, U. of Pantheon Assas Paris II

**1138** 🗣️➔🗣️📄 JS: (HR, OB) Work-Life Balance in Organizations: From Policy to Practice

8:30am - 10:10am Hilton Anaheim: Coronado

Chair: **Steven A. Y. Poelmans**, IESE, U. of Navarra

Participants: **Paula M Caligiuri**, Rutgers U.; **Ellen Galinsky**, Families and Work Institute; **Aline D. Masuda**, IESE, U. of Navarra; **Olena Stepanova**, IESE, U. of Navarra

**1139** ➔📄: (Paper Session) - (IM) Institutional Context in China

8:30am - 10:10am Anaheim Marriott: Suite 304

Chair: **Lucio Baccaro**, MITDiscussant: **Anna Lamin**, Northeastern U.

Two Phase Local-Global interactions: Global Brewers in Unfolding Chinese Institutional Framework | **Rick Molz**, Concordia U.; **Li Yan**, HEC Montreal

🗣️📄 Beyond National Culture: The Societal and Firm Effects on Psychological Contracts in China | **Chun Guo**, U. of Massachusetts Amherst; **Jane Giacobbe Miller**, U. of Massachusetts, Amherst

➔📄 Institutional Relatedness, Resource Acquisition, and Performance Outcomes of Chinese Companies | **Crystal Xiangwen Jiang**, Bryant U.; **Masaaki Kotabe**, Temple U.; **Janet Y. Murray**, U. of Missouri -st.Louis

The Impact of Government Ownership on Investors' Perceptions of Cross-Border Mergers and Acquisitions by Chinese Listed Companies | **Yuan Yi Chen**, Hong Kong Baptist U.; **Michael N. Young**, Hong Kong Baptist U.

**1140** ➔📄: (Paper Session) - (IM) Knowledge Spillover

8:30am - 10:10am Anaheim Convention Center: 212A

Chair: **Tagi Sagafi-nejad**, Texas A&M International U.Discussant: **Gurneeta Vasudeva**, U. of Minnesota

Asymmetry in Knowledge Spillovers: Characteristics of Leaders and Laggards | **Nandini Lahiri**, U. of North Carolina, Chapel Hill

➔📄 Agglomeration and Knowledge Spillover in Emerging Economies | **Tsai-Ju Liao**, National Taichung Institute of Technology; **Ming-Che Chen**, National Taichung Institute of Technology

➔ Managerial Knowledge Spillovers from Foreign Direct Investment: Evidences from UK Survey Data | **Xiaolan Fu**, Oxford U.

🗣️📄➔ Mimetic Diffusion, Knowledge Spillovers, and Expatriate Assignment Practice | **Jiatao Li**, Hong Kong U. of Science and Technology; **Cuili Qian**, Hong Kong U. of Science and Technology

**1141** ➔📄: (Paper Session) - (IM) Cross-border Alliances

8:30am - 10:10am Anaheim Convention Center: 212B

Chair: **Sudershan Kuntluru**, NMIMS U.Discussant: **Brian Roy Tan**, Nanyang Business School

➔ Ownership, Reciprocity, and Third-party ties in Japanese Corporate Networks | **James R Lincoln**, U. of California, Berkeley; **Jennifer Kurkoski**, U. of California, Berkeley

➔ Who makes you central? Analyzing influences of international alliances on network centrality. | **Andreas Al-Laham**, U. of Kaiserslautern; **Terry Amburgey**, U. of Toronto

📄 The Structure of the Global Trade Network & the Role of the MNC | **J. Muir Macpherson**, Georgetown U.

➔ Building interpersonal trust within and across borders: A social network perspective | **Christine T. C. Lai**, ABNAMRO Bank; **Abdullah A. Alshwer**, U. of Wisconsin Milwaukee

**1142** ➔📄: (IM) IMD-AIB Joint Symposium on "The Future of the Multinational Enterprise"

8:30am - 10:10am Anaheim Convention Center: 213A

Distinguished Speakers: **Yves Doz**, INSEAD; **Susan Feinberg**, Rutgers U.; **Alan M Rugman**, Indiana U.; **Mary Ann Von Glinow**, Florida International U.; **Eleanor Westney**, Schulich School of Business

Chair: **Anil K Gupta**, U. of Maryland, College Park  
New Paper Title Goes Here. |

**1143** → 📄: (Paper Session) - (IM) **Role of M&A in MNC Strategies**

8:30am - 10:10am Anaheim Convention Center: 213B

Chair: **Rakesh B. Sambharya**, Rutgers U. - Camden

Discussant: **Mohsin Habib**, U. of Massachusetts, Boston

→ 🗣️📄 Acquisition of Strategic Assets via Cross-border M&A Strategies: An Institutional Perspective | **Ping Deng**, Maryville U. of St. Louis

→ Value Creation in International Acquisitions: Do Third World Multinational Acquirers Gain? | **Sathyajit Gubbi**, Indian Institute of Management Calcutta; **Preet S Aulakh**, York U.; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited; **Mitrabaran Sarkar**, U. of Central Florida; **Raveendra Chittoor**, Indian Institute of Management Calcutta

🗣️📄 Unmasking integration challenges - Biogal's acquisition by Teva Pharmaceutical Industries | **Tamar Almor-Ellemers**, College of Management, Israel; **Shlomo Yedidia Tarba**, Ben-Gurion U./Rishon LeZion College of Management; **Haim Benyamini**, Tel Aviv U.

📄 Cross-border Emerging Market Private Equity: Lessons Learned and Implications for Managers | **Joao Neiva De Figueiredo**, Saint Joseph's U.

**1144** → 📄: (Paper Session) - (IM) **International Cognitions and Capabilities**

8:30am - 10:10am Anaheim Convention Center: 213C

Chair: **Daria Panina**, Texas A&M U.

Discussant: **Leigh Anne Liu**, Georgia State U.

🗣️→ 🗣️📄 Knowledge Resources and Organizational Capability: An Empirical Examination of HR Subunits in MNCs | **Shad S. Morris**, Ohio State U.; **Scott A. Snell**, Cornell U.

→ Nationality and international experience diversity on the boards of directors | **Szymon Piotr Kaczmarek**, U. of St. Gallen

→ 📄 Diversity and Conflict in Teams: A Contingency Perspective | **Jonas F Puck**, U. of Erlangen, Nuremberg; **Anne-Katrin Neyer**, U. of Erlangen, Nuremberg; **Tobias Dennerlein**, U. of Erlangen, Nuremberg

→ 📄 Strategic Management Scholars' Professional Orientations and Activities: An International Comparison | **John G Michel**, U. of Notre Dame; **Yu-Ching Chiao**, National Chung-Hsing U.

**1145** : (Paper Session) - (IP) **Justice at Organizational and Individual Levels**

8:30am - 10:10am Hilton Anaheim: Mezzanine 1

Facilitator: **Elizabeth Eve Umphress**, Texas A&M U.

OB: Personal Justice Norms: Effects of Ethical Ideologies, Dispositions, and Climates | **Victor P. Lau**, The Chinese U. of Hong Kong; **Yin Yee Wong**, City U. of Hong Kong

🗣️📄 OB: Development and Validation of a Deontic Justice Scale | **Constant D. Beugre**, Delaware State U.

🗣️ OB: Fairness, Evaluation, and Psychological Well-Being | **Jamie L. Perry**, Rutgers U.; **Chester S. Spell**, Rutgers U.

**1146** : (Paper Session) - (IP) **Women in the Workplace**

8:30am - 10:10am Hilton Anaheim: Mezzanine 10

Facilitator: **Ruth H.V. Sealy**, Cranfield U.

🗣️🗣️📄 MED: Roles Women Transform, Roles Women Play | **Nancy Miller Frank**, State U. of New York, Empire State College; **Alan T Belasen**, State U. of New York, Empire State College

🗣️→ 🗣️📄 GDO: Employers' practices, perceptions and experiences regarding minority ethnic women in Scotland | **Nicolina Kamenou**, Heriot-Watt U.; **Anne Fearfull**, U. of St Andrews; **Gina Netto**, Heriot-Watt U.

📄 GDO: International Brain Mobility: Explaining Work Experiences of Moldovan Women in Italy | **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah

🗣️📄 GDO: Women's Networks: Opportunities for Individual and Organizational Development | **Margaret M. Hopkins**, U. of Toledo; **Deborah Anne O'Neil**, Bowling Green State U.

GDO: Microfinance and Female Empowerment: Questions to Ask | **Alice Wieland**, UCLA Anderson School of Management

GDO: The Importance of Female Role Models for Senior Women in Investment Banks | **Ruth H.V. Sealy**, Cranfield U.

**1147** : (Paper Session) - (IP) **Corporate Social Responsibility and Ethics**

8:30am - 10:10am Hilton Anaheim: Mezzanine 11

Facilitator: **Elizabeth D. Scott**, Eastern Connecticut State U.

🗣️📄 SIM: What are goods and services? A thick examination of technology within entrepreneurship | **Kirsten Edrie Martin**, Catholic U. of America

🗣️📄 SIM: Corporate Social Responsibility Boundaries | **Celine Gagnet**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises

📄 SIM: Integrating sustainability with business strategy and BI systems: lessons from grounded theory | **Maira Petrini**, EAESP-FGV; **Marlei Pozzebon**, HEC Montreal

📄 SIM: CSR as Governmentality | **Steen Vallentin**, Copenhagen Business School

🗣️🗣️📄 SIM: Organizational Differences: Do Ethics Perceptions Really Matter? | **Keith Credo**, Auburn U.

**1148** : (Paper Session) - (IP) **New Venture: Processes and Survival**

8:30am - 10:10am Hilton Anaheim: Mezzanine 12

Facilitator: **Yang Xu**, Pennsylvania State U.

📄 ENT: Crime's Impact on the Survival Prospects of Young Urban Small Businesses | **Alicia Robb**, U. of California, Santa Cruz; **Timothy Bates**, Wayne State U.

📄 ENT: Sales Channel Selection in Innovative Ventures | **Thomas Mueller**, RWTH Aachen U.; **Christian J M Esser**, RWTH Aachen U.; **Andrea Spilker**, RWTH Aachen U.

📄 ENT: Mutualistic Interaction of Host and Entrepreneur: Entrepreneurial Organization Genesis at Facebook | **Duncan Robertson**, Warwick Business School; **Terence Ping Ching Fan**, Singapore Management U.

🗣️🗣️ ENT: How Professionalization of Business Planning Affects Entrepreneurial Action and Resource Provision | **Cameron Ford**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida



🗨️ **ENT: Entrepreneurial Context and the Relative Importance of New Venture Founding Team Experience | Chad Navis**, Emory U.

**1149 : (Paper Session) - (IP) Emerging Economies and Development Issues**

8:30am - 10:10am Hilton Anaheim: Mezzanine 2

Facilitator: **Svetlana Serdukov**, Reims Management School

**IM: Organizing in Extreme Emerging Markets: The Role of Business Groups in Colombia | Jeffrey Owen Herzog**, Cambridge U.; **Kamal Munir**, U. of Cambridge; **Paul Antony Kattuman**, Cambridge U.

➔ **BPS: Institutional Development and Dynamics of Business Scope in Emerging Markets | Victor Zitian Chen**, Simon Fraser U.

➔ **IM: Global Village vs. Small Town: Understanding Networks at the Base of the Pyramid | Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Suffolk U.

**IM: The Role of Developing Economy Firms in Cross Border M&A: An Exploratory Study | Ashutosh Kumar Sinha**, Indian Institute of Management Bangalore

**1150 : (Paper Session) - (IP) Evolutionary Perspective**

8:30am - 10:10am Hilton Anaheim: Mezzanine 3

Facilitator: **Balazs Kovacs**, Stanford U.

➔ **BPS: Strategic Heterogeneity and firm Performance: A Coevolutionary View | Giovanni Battista Dagnino**, U. of Catania; **Maria Cristina Cinici**, U. of Catania

**BPS: The Momentum Impact on Strategic Persistence: The Moderating Effect of CEO Leadership Origin | CL Tien**, National Taiwan U.

🗨️ **BPS: An Evolutionary Approach to Leveraging Knowledge into New Technologies and Applications | Preeta Banerjee**, Brandeis U.; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

**1151 : (Paper Session) - (IP) Technology Strategy**

8:30am - 10:10am Hilton Anaheim: Mezzanine 4

Facilitator: **Christopher C. Liu**, Harvard Business School

**BPS: Letting Rivals Come Close or Warding Them Off? How Knowledge Paradigms Affect Competition Deterrence | Francisco Polidoro**, U. of Texas at Austin; **PuayKhoon Toh**, U. of Minnesota

**BPS: Past Performance and Organizational Risk Taking: Predicting Science and Technology based Innovation | Nathan T. Washburn**, Thunderbird School of Global Management; **Marianna Makri**, U. of Miami; **Luis R. Gomez-Mejia**, Arizona State U.

🗨️ **BPS: Technological vs Marketing Absorptive Capacity: Environmental Antecedes & Performance Consequences | Sara Lev**, U. of Haifa; **Aviv Shoham**, U. of Haifa; **Ayalla Ruvio**, U. of Haifa

🗨️ **BPS: Reinvestment, Resolution, Resignation: Effects of Threat and Perceived Control on Resource Rigidity | Andreas Koenig**, U. of Erlangen, Nuremberg; **Markus Schöberl**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Albrecht Enders**, U. of Erlangen, Nuremberg; **Harald Hungenberg**, U. of Erlangen, Nuremberg; **Daniel Albert**, Friedrich-Alexander-U. of Erlangen-Nuremberg

**1152 : (Paper Session) - (IP) Managing Technology Through Risk and Information**

8:30am - 10:10am Hilton Anaheim: Mezzanine 5

Facilitator: **Cheng-Hua Tzeng**, Fudan U., School of Management

🗨️ **TIM: Golden Helix or Tangled Web? How Gene Patent Landscape Impacts Knowledge Use and Follow-on Innovation | Kenneth Guang-Lih Huang**, Singapore Management U.; **Fiona Murray**, Massachusetts Institute of Technology

**TIM: Filing strategies and patent value | Nicolas van Zeebroeck**, Universite Libre de Bruxelles; **Bruno J, M, T van Pottelsberghe**, U. Libre de Bruxelles

🗨️ **TIM: The Effects of Bundled Knowledge Stocks on Innovative Success | Daniel Tzabbar**, U. of Central Florida; **Barak S. Aharonson**, Washington U. in St Louis; **Terry Amburgey**, U. of Toronto; **Andreas Al-Laham**, U. of Kaiserslautern

🗨️ **TIM: On the influence of the dynamic risk on the innovation portfolio management | Serghei Floricel**, U. of Quebec, Montreal; **Mihai Ibanescu**, U. of Quebec, Montreal

**1153 : (Paper Session) - (IP) Work or Family?**

8:30am - 10:10am Hilton Anaheim: Mezzanine 6

Facilitator: **Elianne Florence Van Steenbergen**, Utrecht U.

➔ **OB: The Effect of Workplace Conflict and Facilitation on Well-Being: Do Individual Differences Matter? | Mui Dora Luk**, City U. of Hong Kong; **Doan E. Winkel**, U. of Wisconsin, Milwaukee; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

➔ **OB: The Blurred Work-family Boundary: A Study on Overtime Work and Working from Home | Zhaoli Song**, National U. of Singapore; **Pei-Chuan Wu**, National U. of Singapore; **Yew Kwan Tong**, National U. of Singapore; **Yongli Wang**, Sun Yat-Sen U.

**CAR: A Model of Work Antecedents and Physical Health Outcomes of Work Interfering with Family | Neha Singla**, U. of South Florida; **Laura Poteat**, U. of South Florida

🗨️ **CAR: To move or not to move - A question of family? | Jane Kirsten Matthiesen**, Aston Business School; **Patrick A. Tissington**, Aston Business School; **Pawan S. Budhwar**, Aston U.

🗨️ **OB: Tripartite Role Responsibilities: Does it Lead to Enrichment or conflict? | Chris Chu**, Aston Business School; **Reuben Mondejar**, City U. of Hong Kong; **Mary Pang**, City U. of Hong Kong

🗨️ **CAR: Communicating Across Domains: Relations with Positive and Negative Spillover between Work and Home | David J Prottas**, Adelphi U.; **MaryAnne Hyland**, Adelphi U.

**1154 : (Paper Session) - (IP) Operational Knowledge and Learning**

8:30am - 10:10am Hilton Anaheim: Mezzanine 7

Facilitator: **Sriram Narayanan**, Michigan State U.

🗨️ **OM: Individual Learning and Productivity in a Software Maintenance Environment: An Empirical Analysis | Sriram Narayanan**, Michigan State U.; **Sridhar Balasubramanian**, U. of north carolina-chapel hill; **Jayashankar Swaminathan**, U. of north carolina-chapel hill

🗨️ **OM: Managerial Efficiency in Competitive Enhancement through R&D: A Measurement Procedure |**

**Ziqi Liao**, Hong Kong Baptist U.; **Michael Tow Cheung**, U. of Hong Kong  
**OM:** Learning, Manufacturing Technologies, Mass Customization and Competitive Capabilities | **Anant Ravindra Deshpande**, U. of Texas Pan American

**1155** : (Paper Session) - (IP) **Strategic HR Issues**

8:30am - 10:10am Hilton Anaheim: Mezzanine 8

**Facilitator:** **John Paul MacDuffie**, Wharton School, U. of Pennsylvania

→ **HR:** Mediators in Strategic HRM and Reverse Causality of Firm Performance in Indian Context | **Jyotsna Bhatnagar**, Management Development Institute, India

**HR:** High Performance Work Organization: Evidence from the Taiwanese Manufacturing Industry | **Gangaram Singh**, San Diego State U.

**HR:** Bringing Adoption Factors into the HRM-Firm Performance Linkage | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign; **Kweontaek Chung**, Samsung Economic Research Institute

**HR:** The Impact of Discretion upon the HR-Performance Link | **Carrie A. Belsito**, Utah State U.

**HR:** Human Resource Outsourcing: Predictions of Transaction Cost Economics versus Reality | **Thomas Norman**, California State U. Dominguez Hills

**1156** : (Paper Session) - (IP) **Topics and Practices in Management Education**

8:30am - 10:10am Hilton Anaheim: Mezzanine 9

**Facilitator:** **Terry Polen**, WV Department of Environmental Protection

**MED:** “Applied Strategy” Course for MBAs – A MECEY bridge from academia to strategy practice | **Ravi Chinta**, Penn State U. Harrisburg

**MED:** Management as a contextual practice: The need to blend science, skills and practical wisdom | **Andreas Birnik**, National U. of Singapore; **Jon Billsberry**, The Open U.

**GDO:** What Factors are related to Student Motivation and Performance in a Hispanic-Serving Institution? | **Margaret A. Lucero**, Texas A & M - Corpus Christi; **Allen E Robert**, Park U.; **Anita Reed**, Texas A & M - Corpus Christi

**MED:** A Preliminary Investigation on Key Factors Related with an Online MBA Learning Experience in Brazil | **Angilberto Sabino Freitas**, Pontifical Catholic U. of Rio de Janeiro; **Helene Bertrand**, Pontifical Catholic U. of Rio de Janeiro

**MED:** The Greening of Management Education: Factors, Effects and Business Schools’ Strategic Responses | **Timothy Stewart Clark**, George Washington U.; **Mark Starik**, George Washington U.

**MED:** Integrated Courses & Integrated Teams: Do They Enhance Student Business Integration Perceptions? | **Rowena Ortiz-Walters**, Quinnipiac U.; **Kathy Simione**, Quinnipiac U.; **Bruce White**, Quinnipiac U.

**1157** : (Paper Session) - (MC) **Client-Consultant Interaction**

8:30am - 10:10am Anaheim Marriott: Platinum 3

**Chair:** **Vincent Cristallini**, ISEOR, U. of Lyon 3

**Discussant:** **Marc Bonnet**, ISEOR, U. of Lyon 3

**Managerial impacts of SOX 404 on company internal consulting function: a field-based survey** | **Laurent Cappelletti**, ISEOR, U. of Lyon 3; **Florence Noguera**, ERFI-ESC/ISEOR, U. of Montpellier 1

**Consulting in Healthcare Organizations: Doctor, expert or facilitator ?** | **Carole Lalonde**, U. Laval

→ **Rolesharing in the Managerial Workplace** | **Roland Harste**, European Business School; **Ansgar Richter**, European Business School

**Why is leveraging transformative change critical in management consulting today?** | **Marilyn E. Harris**, Capella U.; **Anne Saber Hallcom**, Capella U.; **Gerard F. Becker**, Capella U.; **Toni Buchsbaum Greif**, Capella U.; **Richard Ponschock**, Capella U.

**1158** : (MED) **Nippon Academy of Management Education: An Invited Presentation**

8:30am - 10:10am Anaheim Convention Center: 211A

**Professor Kazuhide Okada (Sensyu University) will speak on “Japan’s Management Education in Retrospect and Prospective”**

**Organizer:** **Katherine A. Karl**, Marshall U.

**Host:** **Laurie Milton**, U. of Calgary/U. of Western Ontario

**1159** → : (Paper Session) - (MH) **Dominant Personalities and Strong Leadership**

8:30am - 10:10am Anaheim Marriott: Elite 1

**Chair:** **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

**Lillian Moller Gilbreth’s Extension of Scientific Management Into the Home** | **Mario Krenn**, Louisiana State U.

**Ronald B. Shuman Best Graduate Student Paper Award**

→ **Analyzing Corporate Advertisements: Identities of the Seibu Retailing Group** | **Toyoko Sato**, Copenhagen Business School

**The Leadership of Joseph R. Walker: Towards a Model of Socialized Charisma through Expert Power** | **John Humphreys**, Texas A&M U.; **Mildred Golden Pryor**, Texas A&M U. - Commerce; **Stephanie Pane**, Texas A&M U.; **Jennifer Oyler**, Texas A&M U.-Commerce

**Paul Hersey Award for Best Paper on Leadership**

**The Aggressive Management Approaches of Henry M. Flagler as He Developed the East Coast of Florida** | **Peter B Petersen**, Johns Hopkins U.

**1160** : (Paper Session) - (MOC) **Top Management Team: Identity, Scanning, Power, Knowledge Structures**

8:30am - 10:10am Anaheim Marriott: Elite 2

**Chair:** **Devaki Rau**, Northern Illinois U.

**Discussant:** **John Stephan**, Marist College

**TMT Behavioral Integration in Small-Sized Firms: A Social Identity Perspective** | **Abraham Carmeli**, Bar Ilan U.; **Anat Shtagman**, Bar Ilan U.

**Consensus and Polarization: The Effects of Power on Top Management Team Belief Structure** | **Ana Elisa Iglesias**, Georgia State U.; **Susan Houghton**, North Carolina A&T State U.

**In the Eyes of the Beholder: Managerial Beliefs about Knowledge as Drivers of Executive Scanning** | **Rajiv Nag**, U. of Arkansas; **Dennis A. Gioia**, Pennsylvania State U.

📖 TMT Knowledge Structure Complexity and Centrality in Turnaround: Decision Making and Outcomes | **Xin Liang**, U. of Minnesota, Duluth; **Vincent L. Barker**, U. of Kansas

**1161** → 📖: (Paper Session) - (MOC) **Biases in Planning and Allocation Decisions**

8:30am - 10:10am Anaheim Convention Center: 209B

Chair: **Jacqueline Fendt**, ESCP-EAP

Discussant: **Min Basadur**, McMaster U.

→ 📖 Prescriptions for Reducing the Planning Fallacy: The Outside View versus Unpacking | **Siti Zubaidah Othman**, U. of Western Australia; **Catherine D. Lees**, U. of Western Australia  
The Disposition Effect in the Venture Capital Decision-Making Process: An Experimental Approach | **Marta Maras**, Universitat Pompeu Fabra

📖 Naive Diversification and Partition Dependence in Capital Allocation Decisions | **David Bardolet**, Bocconi U.; **Craig R. Fox**, U. of California, Los Angeles; **Daniel Lovallo**, U. of Western Australia

📖 Overconfidence in Interval Estimates: What Does Expertise Buy You? | **Craig R.M. McKenzie**, U. of California, San Diego; **Michael James Liersch**, U. of California, San Diego; **Ilan Yaniv**, Hebrew U.

**1162** 📖: (Paper Session) - (MOC) **Schemas and Learning: Belief Systems, Domain Structures, Situated Learning & Career Narratives**

8:30am - 10:10am Anaheim Convention Center: 210A

Chair: **Michael K. Moch**, Michigan State U.

Discussant: **Deborah J. Armstrong**, Florida State U.

📖 Dynamics of Belief System's Change in Loosely-Coupled Belief Systems | **Timo Olavi Vuori**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology

On Categories and Organizational Domain Structure | **Rafael Lucea**, George Washington U.

📖 Situated Learning: Conceptualization and Measurement | **Lakshmi Goel**, U. of Houston; **Norman A. Johnson**, U. of Houston; **Iris Junglas**, U. of Houston

Making Sense of Career Transitions: Careers as Narratives | **Iryna Onypchuk**, U. of North Carolina, Chapel Hill

**1163** → 📖 JS: (MOC, OB, MED) **Mapping the Relationship between Affect and Creativity in Organizations through Empirical Studies**

8:30am - 10:10am Anaheim Convention Center: 209A

Chair: **Jacob Eisenberg**, UCD Dublin

Discussant: **Pamela Tierney**, Portland State U.

Mood and Creativity: Evidence from an Experience Sampling Study | **Sandra Ohly**, U. of Frankfurt; **Charlotte Fritz**, Bowling Green State U.

Role of Affective Climate and Creativity in Knowledge Transfer | **Fabrizio Maimone**, Lumsa U.-CRESEC; **Marta Sinclair**, Griffith U.

Social Intelligence and Creative Behavior | **M. Afzalur Rahim**, Western Kentucky U.

Creativity and Affect: A Meta-Analysis and Qualitative Review | **Roni Reiter-Palmon**, U. of Nebraska, Omaha; **Keith James**, Portland State U.; **Jacob Eisenberg**, UCD Dublin; **Anne Elizabeth Herman**, U. of Nebraska, Omaha; **Joseph James**, U.

of Nebraska, Omaha; **Justin Yurkovich**, U. of Nebraska, Omaha; **Marcy Young**, U. of Nebraska, Omaha

**1164** → 🗣️ 📖: (MSR) **Does Religion affect Leadership?: The Influence of Religion on Leadership Perceptions and Behaviors**

8:30am - 10:10am Anaheim Marriott: Platinum 10

Organizers: **Nathan W. Weidner**, Wayne State U.; **Marcus W. Dickson**, Wayne State U.; **Ariel Leitchook**, Wayne State U.

The Impact of Religious Affiliation on Perceptions of Leadership | **Nathan W. Weidner**, Wayne State U.; **Ariel Leitchook**, Wayne State U.; **Marcus W. Dickson**, Wayne State U.; **Nathalie Castano**, Florida International U.; **Abigail Reiss**, Wayne State U.

The Questions We(Should)Ask: African Cultural Worldview and GLOBE's Culturally Endorsed ILTs | **Faith Wambura Ngunjiri**, Yale U.

Beauty for Ashes: Content Analysis of How Spiritual Leaders Engage in Sense Making After 9/11 | **Frank Markow**, Life Pacific College

Defining Leadership and Institutionalizing a Model of Leadership Development | **Emmett E. Perry**, Rockhurst U.

Presenters: **Faith Wambura Ngunjiri**, Yale U.; **Emmett E. Perry**, Rockhurst U.; **Frank Markow**, Life Pacific College

Participants: **Nathalie Castano**, Florida International U.; **Abigail Reiss**, Wayne State U.

**1165** 📖: (Paper Session) - (OB) **Team Learning**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Marie-Helene Budworth**, York U.

Discussant: **Corinne Coen**, SUNY at Buffalo

📖 Going to School in the Team: Individual Learning from Team Experience | **James Dillon**, Harvard U.; **Amy C. Edmondson**, Harvard U.; **Shikhar Sarin**, Boise State U.

📖 Slippage in the System: The Effects of Errors in Transactive Memory Behavior on Team Performance | **Matthew Pearsall**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona; **Bradford S Bell**, Cornell U.

📖 Working Alone or Together? Individual Motivation, Group Identification, and the Development of TMS | **Gergana Todorova**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.; **Ray Reagans**, Carnegie Mellon U.

📖 A Multi-method Field Study of External Team Learning Activities and Performance | **Henrik Bresman**, INSEAD

**1166** 📖: (Paper Session) - (OB) **Knowledge Sharing**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon B

Chair: **Cody Brent Cox**, Rice U.

Discussant: **David R Hannah**, Simon Fraser U.

Support, Goal Orientation, and Knowledge Sharing | **Wonseok Choi**, Seoul National U.; **Seokhwa Yun**, Seoul National U.; **Dongkyu Kim**, Seoul National U.; **Soojin Lee**, Seoul National U.; **Heetae Park**, Seoul National U.

📖 How and What Does A Work Team Learn? The Consequences of Knowledge Sharing versus Problem Solving | **Yau-De Wang**, National Chao Tung U.; **Su Hui Liao**, National Chao Tung U.

🗣️ 🗣️ → 🗣️ 📖 Understanding the Antecedents of Knowledge Transfer in Culturally Diverse Student Project Teams | **Thomas Menkhoff**, Singapore Management U.; **Yue Wah Chay**,

UniSIM; **Chan Hoong Leong**, National U. of Singapore; **Hans Dieter Evers**, Bonn U.

- 📖 The Impact of Structurally Aligned Subgroups on Knowledge Sharing and Innovation in Teams | **Andrew M. Carton**, Duke U.; **Jonathon N. Cummings**, Duke U.

**1167** 📖: (Paper Session) - (OB) **Customer Service: New Developments**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon C

Chair: **Cindy Wu**, Baylor U.

Discussant: **Steffanie L. Wilk**, The Ohio State U.

- 👉 📖 Emotional Intelligence and Service Friendliness: The Role of Authenticity and Family-work Enrichment | **Cindy Wu**, Baylor U.; **Dawn S. Carlson**, Baylor U.; **Chung-Tzer Liu**, Soochow U.
- 📖 It Pays to Treat Customers Fairly: A Field Test of Third-Party Organizational Justice Effects | **Benjamin B. Dunford**, Purdue U.; **Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Regional Healthcare System
- 📖 Development and Initial Validation of the Customer-Centered Behavior Measure | **John W. Michel**, Towson U.; **Michael J. Kavanagh**, State U. of New York, Albany
- 📖 Contract-Worker and Client Attitudes in Temporary Help Services: A Longitudinal Investigation | **Mahesh V. Subramony**, U. of Wisconsin, Oshkosh

**1168** 📖: (Paper Session) - (OB) **Leadership and Organizational Citizenship Behavior**

8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Hwee-Hoon Tan**, Singapore Management U.

Discussant: **Isabel C. Botero**, Illinois State U.

- 📖 A Multi-Level Study of Transformational Leadership, Justice, and Citizenship Behaviors | **Jeewon Cho**, Montclair State U.; **Fred Dansereau**, SUNY at Buffalo
- 🗣️ 📖 Transcendental Leadership and Organizational Citizenship Behavior: Mediating Effect of Spirituality | **Caroline Liu**, U. of Southern California; **Peter J. Robertson**, U. of Southern California
- ➔ 📖 Transformational Leadership and OCB: A Test of a Moderated Mediated Model | **Rick D. Hackett**, McMaster U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Zhijun Chen**, Hong Kong U. of Science and Technology; **An-chih Wang**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.
- 🗣️ 📖 Testing a Process Model of Leader-Member Exchange and Effective Work Behaviors | **Fred O. Walumbwa**, Arizona State U.; **Russell Cropanzano**, U. of Arizona

**1169** 📖: (Paper Session) - (OB) **Issues in Identity**

8:30am - 10:10am Hilton Anaheim: Capistrano B

Chair: **Ronald H. Humphrey**, Virginia Commonwealth U.

Discussant: **Elaine C. Hollensbe**, U. of Cincinnati

- ➔ 📖 Work & Beyond: Towards an Emic Understanding of Everyday Identity Transitions in Indian Call Centers | **Diya Das**, Bryant U.; **Ravi Dharwadkar**, Syracuse U.; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology
- 📖 Personal Identity and Discretionary Behavior: A Theoretical Exploration of Expertise Identity. | **Benjamin Herndon**, U. of Texas, Austin

Leadership as Identity Work: Understanding the Social Processes of Leadership | **Nada Endrissat**, U. of Applied Sciences Bern

- 📖 The Selves We Could Have Been: How Alternative Versions of the Past Shape Our Present and Future | **Otilia Obodaru**, INSEAD

**1170** 📖: (Paper Session) - (OB) **Relationships in Organizations**

8:30am - 10:10am Hilton Anaheim: El Capitan B

Chair: **Roxanne Zolin**, Queensland U. of Technology

Discussant: **M. Ena Inesi**, London Business School

- A Qualitative Investigation of Dyadic Relationships in the Workplace | **Pauline Schilpzand**, U. of Florida; **John Kammeyer-Mueller**, U. of Florida
- 📖 The Popularity Contest at Work: Who Wins, and What Do They Receive? | **Brent A. Scott**, Michigan State U.; **Timothy A. Judge**, U. of Florida
- Three Degrees of Separation: The Effect of Three Physical Separation Types on Organizational Members | **Kevin W. Rockmann**, George Mason U.; **Michael Pratt**, Boston College
- 🗣️ 📖 With a Little Help from My Colleagues: Social Embeddedness and Perceived Organizational Support | **James C. Hayton**, Bocconi U. and SDA Bocconi School of Management; **Gianluca Carnabuci**, Bocconi U. and SDA Bocconi School of Management

**1171** 📖: (OB) **Proactive Behavior at Work: Cumulating Evidence from Separate Literatures**

8:30am - 10:10am Hilton Anaheim: Laguna A

Chairs: **Katleen E. M. De Stobbeleir**, Ghent U.; **Susan J. Ashford**, U. of Michigan

Discussant: **Adam M. Grant**, U. of North Carolina, Chapel Hill

Helping and Voice: Different Types of Proactive Behavior |

**Dishan Kamdar**, Indian School of Business; **Linn Van Dyne**, Michigan State U.

Why Don't People Speak Out? Investigating Active and Passive Silence | **Sharon Parker**, U. of Sheffield; **Uta Bindl**, U. of Sheffield; **Catherine G. Collins**, U. of Sheffield; **Markus Groth**, U. of New South Wales; **Anya Johnson**, U. of New South Wales

The Mediating Role of Goals and Norms in Linking Empowering Leadership to Feedback Seeking | **Katleen E. M. De Stobbeleir**, Ghent U.; **Susan J. Ashford**, U. of Michigan; **Dirk Buyens**, Ghent U.

Exploring the Dynamics of Proactive Career Behaviors during the Organizational Entry Process | **Thomas Dewilde**, Ghent U.; **Ans De Vos**, Vlerick Leuven Ghent Management School

Presenters: **Dishan Kamdar**, Indian School of Business; **Uta Bindl**, U. of Sheffield; **Thomas Dewilde**, Ghent U.

Participants: **Linn Van Dyne**, Michigan State U.; **Sharon Parker**, U. of Sheffield; **Dirk Buyens**, Ghent U.

**1172** 📖: (Paper Session) - (OB) **Empowerment, Participation and Autonomy**

8:30am - 10:10am Hilton Anaheim: Laguna B

Chair: **Edward F. Murphy**, Embry Riddle Aeronautical U.

Discussant: **Sabine Sonnentag**, U. of Konstanz



- 📖 The Mediating Effect of Psychological Empowerment on Participative Team Goal Setting-Team Outcome | **Feng Wei**, China Europe International Business School
- 📖 Empowerment, Organicity Perception Fit, and Employees' Service-oriented OCB | **Kenneth S. Law**, The Chinese U. of Hong Kong; **Li-yun Sun**, Macau U. of Science and Technology; **Jane Y Jiang**, Department of Management, The Chinese U. of Hong Kong
- 📖 Psychological Ownership through Employee Stock Ownership and Empowerment | **Nienchi Liu**, National Central U.; **Ann Lin**, National Central U.
- 🗣️📖 The Autonomy Trap: A Cognitive Perspective on the Negative Effects of Individual Autonomy | **Claus W Langfred**, George Mason U.

**1173 JS: (OB, CM, MOC) Effects of Anger on Behavior and Judgment**

8:30am - 10:10am Hilton Anaheim: Pacific Pavilion A  
*Discussant:* **Larissa Z. Tiedens**, Stanford U.  
 Mad Enough to See the Other Side: Anger and the Confirmation Bias | **Maia J. Young**, U. of California, Los Angeles  
 Anger and Risk Taking Behavior | **Paul Litvak**, Carnegie Mellon U.; **Jennifer Lerner**, Harvard U.  
 A Model of the Strategic Management of Emotions in Conflict Resolution | **Stephane Cote**, U. of Toronto; **Ivona Hideg**, U. of Toronto; **Gerben A. Van Kleef**, U. of Amsterdam  
 Anger and Evaluation | **Scott Wiltermuth**, Stanford U.

**1174** 🗣️📖 SHCS: (OB, HCM) **Complexity Leadership: Empirical Approaches and Findings**

8:30am - 10:10am Anaheim Convention Center: 204A  
*Chair:* **Mary Uhl-Bien**, U. of Nebraska  
*Discussant:* **Dennis Duchon**, U. of Tennessee  
 Using Casual Mapping to Investigate a Core Complexity Leadership Proposition | **Mary Uhl-Bien**, U. of Nebraska; **David Sweetman**, U. of Nebraska-Lincoln  
 Leadership and the Emergence of Ideas: A Qualitative Study | **Donde Ashmos Plowman**, U. of Tennessee; **Michael Arena**, Bank of America  
 Leadership as an Emergent Property in Nursing Homes | **Ruth A Anderson**, Duke U.; **Donald Bailey**, Duke U.; **Natalie Ammarell**, Duke U.; **Kirsten Corazzini**, Duke U.; **Cathleen Colón-Emeric**, Duke U.; **Reuben R McDaniel**, U. of Texas at Austin

Fostering Complex Networks: Methodology and Findings from Agent-Based Modeling | **Russ Marion**, Clemson U.; **Randal Ford**, Spartanburg Healthcare System

**1175** 📖 JS: (OB, RM) **Toward Theory Refinement: Advancing Positive Organizational Scholarship Through Measure Development**

8:30am - 10:10am Hilton Anaheim: El Capitan A  
*Discussant:* **Jeffrey R. Edwards**, U. of North Carolina  
*Coordinators:* **Flannery G. Stevens**, U. of Michigan; **Joel Adam Cobb**, U. of Michigan  
*Participants:* **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **John Paul Stephens**, U. of Michigan, Ann Arbor; **Joyce Bono**, U. of Minnesota; **Amy E.**

**Colbert**, U. of Iowa; **Bernd Vogel**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Michael S. Cole**, Texas Christian U.; **Radostina Purvanova**, U. of Minnesota; **Flannery G. Stevens**, U. of Michigan; **Joel Adam Cobb**, U. of Michigan

**1176** 📖: (Paper Session) - (OCIS) **The Interplay Between Technology and Organization**

8:30am - 10:10am Anaheim Convention Center: 207A  
*Chair:* **Kevin P Gallagher**, Northern Kentucky U.  
*Discussant:* **Carol Stoak Saunders**, U. of Central Florida  
 🗣️ Organizing Technology: Toward a Theory of Sociomaterial Imbrication | **Paul M. Leonardi**, Northwestern U.  
 🗣️📖 Institutionalization as a process of interplay between technology and its organizational context | **Joao Baptista**, Warwick Business School  
 📖 Sensual Cabbies: Senses and Sensitivities towards Technology Structuring with Emergent Innovations | **Ruey-Lin Hsiao**, National Cheng Chi U.; **Sheng-Tsung Hou**, Feng Chia U.

**1177** 📖: (Paper Session) - (OCIS) **Team Communication**

8:30am - 10:10am Anaheim Convention Center: 207B  
*Chair:* **Noshir Contractor**, Northwestern U.  
*Discussant:* **Marie-Claude Boudreau**, U. of Georgia  
 📖 Many hands make light work: The role of a core-periphery structure in team communication | **Kate Ehrlich**, IBM Research; **Inga Carboni**, College of William & Mary  
 🗣️📖 Investigating the Relationship between Communication Risk and ICT Use in Globally Distributed Teams | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Chei Sian Lee**, Nanyang Technological U.  
 📖 The Implications of Discourse Analysis for Understanding Cross-cultural Groups | **Jolanta Aritz**, U. of Southern California; **Robyn Carlea Walker**, U. of Southern California

**1178** 🗣️: (ODC) **The Questions that Shape the Future of the Field**

8:30am - 10:10am Anaheim Marriott: Elite 3  
*Organizer:* **Ann E. Feyerherm**, Pepperdine U.  
*Facilitator:* **Inger G. Stensaker**, Norwegian School of Economics and Business Administration  
 New Paper Title Goes Here. |  
*Presenters:* **Robert J Marshak**, American U.; **Ian Palmer**, U. of Technology, Sydney; **Susan A. Mohrman**, U. of Southern California; **Linda Sharkey**, Hewlett Packard

**1179** 📖: (Paper Session) - (ODC) **Rhythms of Change**

8:30am - 10:10am Anaheim Marriott: Platinum 2  
*Chair:* **Jyotsna Sanzgiri**, Alliant International U.  
*Discussant:* **Walter Scott Sherman**, Texas A&M U.-Corpus Christi  
 🗣️📖 Complex Adaptive Systems and Improvisation Theory: Framing A Model for Managing Continuous Change |  
 🗣️📖 Change-based Momentum and Trajectories: The Dynamics of Change Perceptions | **Karen Jansen**, U. of Virginia; **Judd Michael**, Pennsylvania State U.  
 📖 Changing Change - an empirical study towards a recursive understanding of change processes | **Harald Heinz Tuckermann**, U. of St. Gallen; **Johannes Rüegg-Stürm**, U. of St. Gallen

Succeeding with fundamental changes: The role of the organizational change rhythm | **Patricia Klarner**, HEC U. of Geneva

**1180** 📄: (Paper Session) - (OMT) **Institutions of Malfeasance: Decoupling and Disengagement**

8:30am - 10:10am Anaheim Marriott: Suite 312

Chair: **Rich DeJordy**, Boston College

Discussant: **Jo-Ellen Pozner**, UC Berkeley

Decoupling Rape | **Gail Whiteman**, Erasmus U.; **William H Cooper**, Queen's U.

🗨️📄 From Caring to Apologizing when Denying is Tough: Insights from Managing Local Communities' Claims | **Nuno A Gil**, Manchester Business School

🗨️➔ White Collars, Dirty Hands: A Grounded Theory of Misconduct in Professional Service Firms | **Pursej Heugens**, RSM Erasmus U.; **Niki A. den Nieuwenboer**, Erasmus U. Rotterdam; **Muel Kaptein**, RSM Erasmus U.

📄 Institutional Continuity and the Dutch Construction Industry Fiddle | **Harry Sminia**, U. of Sheffield

**1181** 📄: (Paper Session) - (OMT) **The Law Maker: Origins of Law and Policy Change**

8:30am - 10:10am Anaheim Convention Center: 210B

Chair: **Forrest Briscoe**, Pennsylvania State U.

Discussant: **Elaine Romanelli**, Georgetown U.

Standards-based Certification Organizations and Legal Variation in the U.S. Organic Food Industry | **Brandon H. Lee**, London Business School

🗨️➔ 📄 Cleaning up the Water Law of British Columbia: A Problemistic Approach to Rule Change | **Martin Schulz**, U. of British Columbia; **P. Devereaux Jennings**, U. of Alberta; **David L. Patient**, Catholic U. of Portugal - FCEE

🗨️🗨️ The Endogeneity of Public Policy in the Dynamics of Organizational Populations | **Peter M. Madsen**, Brigham Young U.

Regulatory Responses to Organizational Change: Innovation, Status, and FDA Drug Review 1990-2004 | **Jerry W. Kim**, Columbia U.

**1182** 📄: (Paper Session) - (OMT) **Legitimacy, the Sequel: Institutionalization in the Film Industry**

8:30am - 10:10am Anaheim Convention Center: 210C

Chair: **Sylvia Flatt**, San Francisco State U.

Discussant: **Greta Hsu**, U. of California, Davis

🗨️ Storming Legitimacy Barriers: Attention and Favorability during Emergence of the American Film Ind. | **Stephen Mezas**, New York U.; **Justin I. Miller**, New York U.

📄 Hollywood Buzzonomics: From What's Said to What's Seen | **Brian Uzzi**, Northwestern U.; **Sara B. Soderstrom**, Northwestern U.; **Daniel Diermeier**, Northwestern U.

🗨️📄 Genre Spanning, Naming Strategies and Performance Implications in the US Film Industry | **Eric Y.-F. Zhao**, U. of Toronto

📄 Innovation as Negotiation: The Impact of Cultural Status on the Development of a Film Franchise | **Ralph Maurer**, Stanford U.

**1183** 📄: (Paper Session) - (OMT) **Brokers and Bridges in Inter-organizational networks**

8:30am - 10:10am Anaheim Convention Center: 303A

Chair: **Emily W. Choi**, U. of California, Berkeley

Discussant: **Joseph J Galaskiewicz**, U. of Arizona

🗨️📄 Better with Age? Tie Longevity and the Performance Implications of Bridging and Closure | **Joel A.C. Baum**, U. of Toronto; **Bill McEvily**, U. Toronto; **Tim Rowley**, U. of Toronto

Building Bridges and Harvesting Holes: Brokerage Performance in the U.S. Venture Capital Industry | **Salih Zeki Ozdemir**, AGSM-Australian School of Business

📄 Network Horizon: An Information-Based View on the Dynamics of Bridging Positions | **Diederik W. Van Liere**, Erasmus U.

Constraints on the Control Benefits of Brokerage: Evidence from U.S. Private Equity Fundraising. | **Christopher I. Rider**, Emory - Goizueta Business School

**1184** 📄: (Paper Session) - (OMT) **I Know You Know: Interpersonal Knowledge Flows**

8:30am - 10:10am Anaheim Convention Center: 303B

Chair: **Sung Joo Bae**, MIT Sloan School of Management

Discussant: **Diana L. Burley**, The George Washington U.

📄 The Good, the Bad, and the Ugly? Intrinsic, Internalized, and External Motivation to Share Knowledge | **Mia Reinhold**, CBS

📄 The Impact of Knowledge and Irrelevance on Group Information-Seeking and Performance | **Vikas Anand**, U. of Arkansas; **Nina Gupta**, U. of Arkansas; **Kevin E. Henderson**, U. of Arkansas, Fayetteville; **Aaron S. Windeler**, U. of Arkansas

📄 Functional Diversity and Knowledge Integration and the Effects on Firm Performance | **Anne H. Koch**, U. of California, Berkeley

Knowledge and Social Dimensions of the Innovation Process: Individual and Group-Level Perspectives | **Eric Quintane**, U. of Melbourne; **B. Sebastian Reiche**, IESE Business School; **Mitch Casselman**, California State U. Chico

**1185** 📄: (Paper Session) - (OMT) **Thinking about Change: Cognitive Approaches to Adaptation**

8:30am - 10:10am Anaheim Convention Center: 303C

Chair: **Virginia Acha**, Pfizer, Inc.

Discussant: **Christina Fang**, New York U.

The Role of Cognition in Organizational Adaptation | **Sam Garg**, Stanford U.

➔ 🗨️📄 How do Organizations Learn (or not) from Experience? A Construal Based View | **Christopher B. Bingham**, U. of Maryland; **Jerayr M Haleblan**, U. of California, Riverside

📄 Metastructuring Moves: Synthesizing Deliberate Intervention and Emergent Change | **Jason Jesurum Jay**, MIT Sloan School of Management

📄 Translating Institutional Logics: A Sensemaking Perspective on Policy Implementation | **James Vardaman**, U. of Memphis; **John Matthew Amis**, U. of Memphis; **Maria B Gondo**, U. of Memphis; **Paul Wright**, U. of Memphis; **Ben Dyson**, U. of Memphis; **Hugh Ferry**, U. of Memphis

**1186** 🗨️📄 JS: (OMT, BPS) **New Market Emergence**

8:30am - 10:10am Anaheim Convention Center: 210D

**Organizer:** Elizabeth G. Pontikes, U. of Chicago  
**Discussant:** Joseph Porac, New York U.  
 Competitive Learning and Market Differentiation | Jerker C. Denrell, Stanford U.  
 Iconic Events and New Markets | Elizabeth G. Pontikes, U. of Chicago; William P Barnett, Stanford U.  
 Switching Domains: Actors' Careers Across Film and Television | Ozgecan Kocak, Columbia U.; Giacomo Negro, Emory - Goizueta Business School; Fabrizio Perretti, Bocconi U.  
 Recognizing the New: A Multi-Agent Model of Analogy in Strategic Decision Making | Giovanni Gavetti, Harvard U.  
**Participants:** Giacomo Negro, Emory - Goizueta Business School; Jerker C. Denrell, Stanford U.; Giovanni Gavetti, Harvard U.

**1187** 🗄️📄SHCS: (OMT, BPS, ENT) **Novelty in Organizational Adaptation**

8:30am - 10:10am Hilton Anaheim: Pacific Pavilion B  
**Organizers:** Maria Laura Frigotto, U. of Trento; Mie Augier, Stanford U.  
**Discussant:** Daniel Levinthal, U. of Pennsylvania  
**Speakers:** James G. March, Stanford U.; Markus Becker, U. of Southern Denmark/ Odense U.; Alessandro Narduzzo, Free U. Bozen-Bolzano; Alessandro Rossi, U. of Trento; Thorbjørn Knudsen, SDU; Sidney G. Winter, U. of Pennsylvania

**1188** 🗄️📄JS: (OMT, ODC, MOC) **Asking Questions about Branding: An Investigation into Symbolic Value Creation**

8:30am - 10:10am Anaheim Convention Center: 207D  
**Organizers:** Mary Jo Hatch, Copenhagen Business School; Violina Rindova, U. of Texas, Austin  
**Presenters:** Elena Dalpiaz, Bocconi U.; Davide Ravasi, Bocconi U.; Jonathan Schroeder, Exeter U.; Majken Schultz, Copenhagen Business School; Hugh Willmott, U. of Cardiff

**1189** 🗄️📄SHCS: (OMT, PNP) **The Field is Dead, Long Live the Community! Community as an Essential Institutional Environment**

8:30am - 10:10am Anaheim Convention Center: 204C  
**Organizers:** Christopher Marquis, Harvard U.; Royston Greenwood, U. of Alberta  
**Chair:** Royston Greenwood, U. of Alberta  
**Discussant:** W. Richard (Dick) Scott, Stanford U.  
 Corporations and the "Communities" they Serve | Douglas Guthrie, New York U.

The Embeddedness of Social Entrepreneurship:  
 Understanding Variation across Geographic Communities | Julie Battilana, Harvard U.; Tina Dacin, Queen's U. Canada; Johanna Mair, IESE Business School; Christian Seelos, IESE Business School

Community Fields and the Growth and Decline of Nonprofits in 100 American Cities, 1987-2002 | Christopher Marquis, Harvard U.; Gerald F Davis, U. of Michigan, Ann Arbor; Mary Ann Glynn, Boston College

Authentic Cities: Explorations in Cultural Meaning and Community Making | Candace Jones, Boston College; Silviya Svejnova, ESADE Business School

**1190** 🗄️📄: (Paper Session) - (PNP) **Impacts of performance on our research?**

8:30am - 10:10am Anaheim Marriott: Orange County 4  
**Chair:** Gordon Kingsley, Georgia Institute of Technology

🗄️ Neighborhoods and Nonprofits: Does Location Matter? | Heather MacIndoe, Brown U.  
 🗄️ A Causal Model Predicting Student Intention to Enroll Moderated by University Image | Laura L Matherly, Tarleton State U. Central Texas  
 🗄️ Explaining Contracting Capacity and Perceived Contracting Performance | Kaifeng Yang, Florida State U.  
 ➔ 🗄️ Learning and participation in public administration: A political culture theory | Eran Vigoda-Gadot, U. of Haifa; Shlomo Mizrahi, Ben-Gurion U. of the Negev

**1191** 🗄️📄: (Paper Session) - (PNP) **Performance measurement in profession**

8:30am - 10:10am Anaheim Marriott: Platinum 1  
**Chair:** Bernadine VanGramberg, Victoria U. of Technology  
 🗄️ Measuring Performance: The Key to Financial Resource Acquisition in Nonprofits? | Claire Moxham, Manchester Business School

The drivers and purposes of performance measurement: An exploratory study in English public services | Pietro Micheli, Cranfield U.

🗄️ Towards a Performance Measurement Framework for Community Development Finance Institutions in the UK | Christoph Kneiding, U. of Frankfurt; Paul Tracey, Judge Business School, U. of Cambridge

🗄️ Variation in Organizational Forms: Actors' Translation of Institutional Logics into a Local Context | Susanne Boch Waldorff, Copenhagen Business School

**1192** 🗄️🗣️: (Paper Session) - (RM) **Doing Research in the "Real World"**

8:30am - 10:10am Hilton Anaheim: Mezzanine 13  
**Chair:** Jodi S. Goodman, U. of Connecticut  
**Discussant:** Lisa Schurer Lambert, Georgia State U.

🗄️ The Use of GIS and Spatial Statistics in Business Research | Iuri Gavronski, U. Federal do Rio Grande do Sul  
 ➔ 🗄️ Research in Emerging Economies: Reading Small Type in Dim Light in a Speeding Train? | Anirvan Pant, Indian Institute of Management Bangalore; Srinivas Gunta, Indian Institute of Management Bangalore; J Ramachandran, Indian Institute of Management Bangalore

Applying Optimal Matching Analysis to Examine the Career Patterns of Top Management Team Members | Torsten Biemann, Jacobs U. Bremen; Joachim Wolf, Christian-Albrechts-U. of Kiel

Assessing the Impact of Strategic Decisions: Implications for Research Design | Kevin Carlson, Virginia Tech; Beomcheol Kim, Virginia Tech; Jinpei Wu, Virginia Tech; Donald E. Hatfield, Virginia Tech; Kristian Finne Braekkan, Virginia Tech

**1193** 🗄️📄JS: (RM, HR) **Synthetic validity: New directions and old questions answered**

8:30am - 10:10am Hilton Anaheim: Manhattan  
**Chair:** Jeff Foster, Hogan Assessment Systems  
 Synthetic validity: New directions and old questions answered | Jeff Foster, Hogan Assessment Systems  
 An Application of Synthetic Validity using Meta-Analytic Evidence | Blaine Gaddis, Hogan Assessment Systems

TUESDAY

Using the PAQ to Create Job Component Validity | **Piers Steel**, U. of Calgary

The Stability of Predictor – Job Component Linkages Across Rater Sources and Organizational Levels | **Michael Anderson**, CPP, Inc.

An Examination of Results from Multiple Methods used for Generalization of Validity | **Kevin Meyer**, Hogan Assessment System

Review and Discussion of Presentations | **Charles A. Scherbaum**, Baruch College

*Participants:* **Blaine Gaddis**, Hogan Assessment Systems; **Piers Steel**, U. of Calgary; **Kevin Meyer**, Hogan Assessment System; **Michael Anderson**, CPP, Inc.; **Charles A. Scherbaum**, Baruch College

**1194** 🗄️🗣️🌐 JS: (RM, OMT, BPS) **Developing More Robust Theory by Building Bridges Between Quantitative and Qualitative Methods**

8:30am - 10:10am Hilton Anaheim: Oceanside

*Organizers:* **Jean-Baptiste Litrico**, McGill U.; **Sonali K. Shah**, U. of Washington

*Participants:* **Kimberly D. Elsbach**, U. of California, Davis; **Thomas W. Lee**, U. of Washington; **Michael Lounsbury**, U. of Alberta; **Tammar B. Zilber**, Hebrew U. of Jerusalem

**1195** : (Paper Session) - (SIM) **Understanding CSR**

8:30am - 10:10am Anaheim Marriott: Orange County 2

*Facilitator:* **Archie B Carroll**, U. of Georgia

➔ 🗄️ Corporate Social Performance in Emerging Markets: Extrinsic versus Intrinsic Drivers | **Alan Muller**, U. of Amsterdam; **Ans Kolk**, U. of Amsterdam

🗣️🗄️ Organizational Slack and Attainment Discrepancy as Antecedents of Corporate Social Performance | **Punit Arora**, Syracuse U.

🗣️🗄️ Highlighting change motors at play in organizational progress toward corporate social responsibility | **François Maon**, Louvain School of Management; **Valérie Swaen**, Louvain School of Management; **Adam Lindgreen**, U. of Hull Business School

➔ 🗣️🗄️ The implications of the neo-institutional and social regulation theories on the definition of CSR | **Alain Klarsfeld**, Groupe ESC Toulouse; **Corinne Delpuech**, Groupe ESC Toulouse Business School

**1196** 🗣️➔🗣️🗄️ JS: (SIM, IM, OMT) **The Big Questions of International Ethics: Evaluating Corruption and Responsibility Across Borders**

8:30am - 10:10am Anaheim Marriott: Orange County 3

*Chair:* **Susan L. Young**, Ohio State U.

*Participants:* **Mikelle A. Calhoun**, Ohio State U.; **Jonathan P Doh**, Villanova U.; **Jennifer J Griffin**, George Washington U.; **Peter L. Rodriguez**, U. of Virginia; **Klaus Uhlenbruck**, U. of Montana; **Duane Windsor**, Rice U.

**1197** 🗣️🗄️ SHCS: (SIM, OB, MOC) **Pushing the Boundaries: New questions and answers in behavioral ethics research**

8:30am - 10:10am Hilton Anaheim: California Pavilion B

*Chairs:* **Linda K. Trevino**, Pennsylvania State U.; **Jennifer Kish Gephart**, Pennsylvania State U.

*Discussant:* **Gary R. Weaver**, U. of Delaware

Automatic Ethics: An Empirical Examination of the Effects of Implicit Assumptions on Moral Behavior | **Scott J. Reynolds**, U. of Washington; **Keith Norman Leavitt**, U. of Washington; **Katherine A DeCelles**, U. of Michigan

Are the Corrupt More Likely to Rise to Power? Moral Disengagement and Organizational Advancement | **Celia Moore**, London Business School

Motivated Moral Disengagement | **Linda K. Trevino**, Pennsylvania State U.; **James R. Detert**, Cornell U.; **Vicki L. Sweitzer**, Albion College; **Jennifer Kish Gephart**, Pennsylvania State U.

Ethical Efficacy: A Construct Validation Study | **Marie S. Mitchell**, U. of Nebraska; **Noel F. Palmer**, U. of Nebraska

**1198** : (Paper Session) - (TIM) **Organizational Relations: Alliance/Joint Ventures**

8:30am - 10:10am Anaheim Marriott: Suite 315

*Chair:* **Paulo Prochno**, U. of Maryland, College Park

*Discussants:* **Mariann Jelinek**, College of William and Mary; **Xueyuan Adrian Liu**, Wuhan U.; **Joseph Chester Blankenship**, U. of Findlay; **Aditya Johri**, Virginia Tech; **Robert C. Seamans**, UC Berkeley

🗄️ Performance Enhancing Coordination of Distribution and Content Based Project Alliances | **Ricarda R. Bouncken**, U. of Greifswald; **Michael Koch**, U. of Hamburg; **William John Lekse**, U. of Michigan Dearborn

🗣️🗄️ The impact of continuous and discontinuous alliance strategies on startup innovation performance | **Inge Neyens**, K.U.Leuven; **Dries Faems**, U. of Twente

Strength in numbers? Status-based homophily and multiparty alliances | **Jingoo Kang**, U. of Pennsylvania; **Jonghoon Bae**, Korea U. Business School; **Lori Rosenkopf**, U. of Pennsylvania

🗄️ Licensing and Cross-Border Network Innovation: A Study of Alliance Efficiency in Semiconductor Firms | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute/U. of Kentucky; **Shekhar Jayanthi**, Rensselaer Polytechnic Institute

➔ 🗄️ The Use of Exclusivity Provisions in Licensing Alliances | **Deepak Somaya**, U. of Maryland, College Park; **YoungJun Kim**, Texas A&M International U.; **Nicholas S Vonortas**, George Washington U.

**1199** 🗄️➔🗣️: (TIM) **Beyond Theoretical and Conceptual: Practical Questions to Ask When Teaching in Developing**

8:30am - 10:10am Anaheim Convention Center: 303D

*Organizer:* **Valerie Ellen Mock**, UTEP–CEDARS

*Participants:* **Mark R. Meckler**, U. of Portland; **Clay Dibrell**, Oregon State U.; **Frank Hoy**, U. of Texas, El Paso

**1200** : (Paper Session) - (TIM) **New Product Development: Strategic Management of the New Product Development Process**

8:30am - 10:10am Anaheim Convention Center: 304B

*Chair:* **Fred L Fry**, Bradley U.

*Discussants:* **James A. Downing**, U. of Illinois at Chicago; **Sangmoon Park**, Kangwon National U.; **Anjana Susarla**, U. of Washington, Seattle; **Wei Yao**, Zhejiang U.

🗣️🗄️ To Serve or To Create Customers: A Nonlinear Examination | **Christine Chou**, National Chiao-Tung U.; **Ian C MacMillan**, U. of Pennsylvania



- 📖 Open Search Strategy, Asymmetry Discovery, and Innovation Performance | **Kuang-Peng Hung**, Ming Chuan U.; **Yun-Hwa Chiang**, Ming Chuan U.
- 📖 Open Innovation Proclivity, Entrepreneurial Orientation, and Perceived Firm Performance | **Kuang-Peng Hung**, Ming Chuan U.; **Yun-Hwa Chiang**, Ming Chuan U.

Profitability in the Integrated Development of Radical and Incremental Innovations | **Alceu Salles Camargo Jr.**, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo; **Abraham Sin Oih Yu**, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo

### 1201 : (Paper Session) - (TIM) Strategy, Technology, & Innovation III

8:30am - 10:10am Anaheim Convention Center: 304C

Chair: **Julian C. Sulej**, U. of Dundee

Discussants: **John Finch**, U. of Strathclyde; **Paul M Olk**, U. of Denver; **Tobias Kretschmer**, U. of Munich; **Jongwook Kim**, Western Washington U.

- 📖 Toward Strategic Management of University-Industry Relationships: The Sensemaking Open Innovation | **Emilio Bellini**, Politecnico di Milano, U. del Sannio; **Gabriele Colombo**, Politecnico di Milano; **Tommaso Buganza**, Politecnico di Milano

📖 Product Architecture, Governance Mode, and Product Performance in the U.S. Bicycle Industry | **Jin-Kyu Park**, Florida International U.

- 📖 User-innovation beyond market barriers: The case of Machinima | **Georg von Krogh**, ETH Zurich; **Stefan Haefliger**, ETH Zurich; **Peter Michael Jaeger**, ETH Zurich

📖 Tacit Knowledge Transfer, Geographical Proximity, and Inter-Firm Contracts: The Silicon Valley Case | **Neslihan Aydogan**, Cankaya Universitesi

What happens when firms patent? New evidence from U.S. Manufacturing | **Natarajan Balasubramanian**, Florida International U.; **Jagadeesh Sivasadan**, U. of Michigan

### 1202 📖: (Paper Session) - (TIM) Organizational Theory and Qualitative Methods

8:30am - 10:10am Anaheim Convention Center: 304D

Chair: **Rognvaldur J Saemundsson**, Reykjavik U.

Discussants: **Pamsy Hui**, Nanyang Business School; **Sai Krishna Yayavaram**, National U. of Singapore; **Harminder Singh**, Michigan State U.; **David Souder**, U. of Connecticut; **Helena Barnard**, Gordon Institute of Business Science, U. of Pretoria

- 🗣️ Communicating through Technology: Implications of Technology on Managerial Knowledge | **Lynn D. Walsh**, SUNY College at Old Westbury; **Maureen Keefe**, SUNY College at Old Westbury; **Madeline M. Crocitto**, SUNY College at Old Westbury; **Christina Schweikert**, SUNY College at Old Westbury; **Alireza Ebrahimi**, SUNY College at Old Westbury; **Michael R. Gavencak**, Consultant

📖 Coordinating Search in Modular Systems: The Value of (Temporary) Integration | **Oliver Baumann**, Ludwig Maximilians U.

📖 Sector Architecture and the Impact of a Firm's Sector Role | **Margaret Dalziel**, U. of Ottawa; **Shengnan C. Zhang**, Nortel Networks

📖 Paths to success and failure: A fuzzy-set analysis of firm performance in biotechnology industry | **Joonas M.J.**

**Järvinen**, Helsinki U. of Technology; **Antti Kullervo Sillanpää**, Helsinki U. of Technology

- 🗣️ → 🗣️ 📖 Towards A Theory of Collective Open Source Innovation | **Sheen S. Levine**, Singapore Management U.; **Michael J. Prietula**, Emory U.

### Tuesday 8:40AM

#### 1203 🗣️ → 🗣️ 📖 JS: (ONE, MED) Making Sustainability Management Synergistic with Other Corporate Thrusts

8:40am - 10:10am Anaheim Marriott: Platinum 4

Chair: **Charles Wankel**, St. John's U.

Overview of Making Sustainability Management Synergistic with Other Corporate Thrusts | **Charles Wankel**, St. John's U.

Teaching and Researching "Finance and Global Sustainability" | **James A F Stoner**, Fordham U.; **Frank Werner**, Fordham

Limits of Shareholder Value to Achieving Global Sustainability | **Frank Figge**, Queen's U. Belfast; **Tobias Hahn**, Institute for Futures Studies and Technology Assessment

Beyond Shareholder Value | **Karen Williams Middleton**, Chalmers U. of Technology; **Mats Lundqvist**, Chalmers U. of Technology

Green is Green: Financial Implications of Green Chemistry | **Geoff Archer**, UVA Darden/Oregon State U.; **Jeffrey G. York**, U. of Virginia

Presenters: **Charles Wankel**, St. John's U.; **James A F Stoner**, Fordham U.; **Frank Werner**, Fordham; **Frank Figge**, Queen's U. Belfast; **Tobias Hahn**, Institute for Futures Studies and Technology Assessment; **Mats Lundqvist**, Chalmers U. of Technology; **Karen Williams Middleton**, Chalmers U. of Technology; **Geoff Archer**, UVA Darden/Oregon State U.; **Jeffrey G. York**, U. of Virginia

### Tuesday 9:00AM

#### 1204 : (AAA) Placement Services

9:00am - 4:00pm Hilton Anaheim: Palisades

Placement Services - Registration and Information

Organizer: **Janice A. Black**, New Mexico State U.

#### 1205 : (AAA) Conference Exhibits

9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C

Organizer: **Ayman Tarabishy**, George Washington U.

#### 1206 : (AAA) AOM Membership

9:00am - 11:30am Anaheim Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

#### 1207 : (Paper Session) - (BPS) Informational Influences on Strategizing

9:00am - 10:10am Anaheim Marriott: Grand Ballroom - Salon H

Chair: **Michael Whitfield**, Georgia College and State U.

Discussant: **Andrew D Henderson**, U. of Texas, Austin

📖 The Impact of Board Governance Mechanisms upon the Practice of Back Dating Stock Option Grants | **Curtis L Wesley II**, Texas A&M U.

→ 📖 Top Management Team Advice Seeking and Exploratory Innovation | **Alexander S. Alexiev**, RSM Erasmus U.; **Frans**

**A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

📄📄 Top Managers' Strategizing beyond Organizational Boundaries: The Role of Group Interactions. | **Svetlana Serdukov**, Reims Management School

**1208** 👁️: (Paper Session) - (BPS) **Compensation Policy and Governance**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 1  
Presented on panels 21-27

- 👁️📄 Market Reactions to Executive Option Repricings | **Woody M. Liao**, U. of California at Riverside; **Yi-Mien Lin**, National Chung Hsing U.; **Ming-Hung Hsieh**, Tunghai U.
- 👁️📄 CEO Incentive Compensation and Risk-taking Behavior: The Moderating Role of CEO Characteristics | **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania; **Abdul Rasheed**, U. of Texas, Arlington
- 👁️📄 Disentangling CEO Compensation Policy: Influences of Controlling Shareholders and the CEO | **Zhonghua Wu**, National U. of Singapore
- ➔👁️📄 Pay-Performance Relationships in The Netherlands? Analysis of Dutch Executive Compensation 2002-2006 | **Gerwin Van der Laan**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Arjen Van Witteloostuijn**, U. of Antwerp
- 👁️📄 Compensation Committees and CEO Compensation | **Lerong He**, Niagara U.
- 👁️👁️📄 What Drives Financial Analyst Compensation? | **Boris Groysberg**, Harvard Business School; **Paul M. Healy**, Harvard Business School; **David Maber**, Harvard Business School
- 👁️📄 Information Asymmetry and the Market Impact of Financial Restatements | **Hermann Achidi Ndofor**, Texas A&M U.; **Curtis L Wesley II**, Texas A&M U.

**1209** 👁️: (Paper Session) - (BPS) **Board Composition and TMT Decision-Making**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 2  
Presented on panels 28-35

- 👁️📄 Regulation and Composition of Boards of Directors | **Sal Kukalis**, California State U., Long Beach
- 👁️📄 Top Management Homophily Impact on Strategic Issue Selling | **Marko Rillo**, Tallinn U. of Technology
- 👁️➔👁️📄 Embracing Commitment and Performance: CEOs and Practices to Manage Paradox | **Tobias Fredberg**, Chalmers U. of Technology; **Michael Beer**, Harvard U.; **Russell Eisenstat**, TruePoint Centre for High Commitment and High Performance; **Nathaniel Foote**, TruePoint Centre for High Commitment and High Performance; **Flemming Norrgren**, Chalmers U. of Technology
- 👁️📄 Fusion of Powers in the Context of Management-Governance Relation: An Investigation on CEO Duality | **Kong-Hee Kim**, St. Cloud State U.
- ➔👁️📄 Ranking Boards of Directors | **Martin J. Conyon**, ESSEC Business School; **Mark Muldoon**, Manchester U.
- 👁️📄 Entrenchment and Changes in Performance Following CEO Turnover | **Cristian L. Dezso**, U. of Maryland, College Park
- 👁️📄 The Open Window: Officer Succession and Momentary Gains in Deal Activity | **Julia Dare**, U. of Southern California

**1210** 👁️: (Paper Session) - (BPS) **Inter-Firm Alliances & Cooperative Strategies**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 3  
Presented on panels 56-64

- 👁️👁️📄 Inter-firm Collaboration: Risk-Changer or Risk-Rearranger? | **Patrizia Porrini**, Long Island U.
- 👁️📄 Involvement and Benefit Appropriation in Explorative and Exploitative Multi-partner Alliances | **Nicola B. Gesing**, U. of St.Gallen
- 👁️👁️📄 Does Alliance Experience Affect Firm Valuation? | **Patrizia Porrini**, Long Island U.
- 👁️📄 Does Past Alliance Experience Influence Future Alliance Extension? An Empirical Investigation. | **Sairah Hussain**, National U. of Singapore
- 👁️📄 Value Creation and Appropriation in Strategic Alliances: Resource, Trust, Power, and Network | **Jaeyoung Kang**, State U. of New York, Albany
- 👁️📄 Effective Supplier-Network Governance: Supplier Selection Strategies and Control Mechanisms | **Xie En**, Xi'an Jiaotong U.; **Yuan Li**, Xian Jiaotong U.
- 👁️📄 Understanding Inter-Firm Relationships in Business Groups in China | **Yue Wang**, U. of New South Wales; **Akira Tanaka**, Nagoya City U.
- 👁️👁️📄 Cooperative Behavior and Industry Structure in Manufacturing Industry | **Daniel Walter Eifenbein**, Washington U. in St. Louis; **Peng Zhao**, Washington U. in St. Louis
- ➔👁️📄 Emergent Forms of Coopetition and Cooperation: An International Study on the Opera Houses Sector | **Marcello M Mariani**, U. of Bologna

**1211** 👁️: (Paper Session) - (ENT) **Family Business Issues and Perspectives**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - ENT 1  
Presented on panels 71-77

- 👁️👁️📄 Faultlines and families: The role of faultlines in family business top management teams. | **Anita Van Gils**, U. of Maastricht; **Mary J. Waller**, U. of Maastricht
- 👁️📄 The Role of Internalization in Controlling the Affect of Paternal Altruism within Family Firms | **Rodney R D'Souza**, U. of Louisville
- 👁️📄 A Transaction Cost Perspective on Family Firms' Outsourcing Decisions | **Esra Memili**, Mississippi State U.; **James J Chrisman**, Mississippi State U.
- 👁️📄 Corporate entrepreneurship in family business: the good, the bad and the ugly | **Gaia Marchisio**, Kennesaw State U.; **Joseph H Astrachan**, Kennesaw State U.; **Pietro Mazzola**, IULM U.; **Morgan Miles**, Georgia Southern U.
- 👁️📄 Potential Collaborations for Entrepreneurship and Family Business Researchers | **Alex Stewart**, Marquette U.
- 👁️📄 The Dearth of Daughters in Family Firms: Why do so few women succeed their fathers at the helm? | **Kathy Overbeke**, Case Western Reserve U.; **Sheri Perelli**, Case Western Reserve U.
- 👁️📄 Both Inside and Outside the Family: A Systematic Framework Explaining Family Business Survival | **Wei Chen**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.; **Ritch L Sorenson**, U. of St. Thomas; **Christine Quinn Trank**, Texas Tech U.

**1212** (Paper Session) - (IM) **Inter- and Intra-firm Relationship**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 65-70

- Do Different Brand Images Affect Brand Equity after an International M&A? | **Hsiang-Ming Lee**, National Taipei U.
- Subsidary Autonomy and Institutional Competition between Host and Home Countries: The Case of SME | **Hsiang-Lin Cheng**, Feng-Chia U., Taiwan
- International New Ventures: Bridging the Gap with 'Conventional' Firms | **Terence Ping Ching Fan**, Singapore Management U.
- Misalignment between trust and trustworthiness in across-borders partnerships | **Abdullah A. Alshwer**, U. of Wisconsin Milwaukee
- The antecedents of SMEs' alliance relationships on business performance | **Wen-Ruey Lee**, National Taipei College of Business; **Lu-Jui Chen**, Ming Chuan U.; **Chun-Chung Chen**, National Taiwan U.; **Feng Hsu Liu**, Yuan Ze U.
- Strategic Partnership and Its Effect on External Learning of Technology Dependents | **Jennifer Hui-Ru Chen**, National Taiwan U.; **Shihmin Jimmy Lo**, National Taiwan U.; **Show-Ling Jang**, National Taiwan U.

**1213** (Paper Session) - (MED) **Questions on Business Ethics and Academic Misconduct**

9:00am - 10:10am Anaheim Convention Center: 211B

Chair: **Jonah Friedman**, Fordham U.Discussant: **Thomas F Hawk**, Frostburg State U.

- Influence of Peer Cheating Behavior on Observers' Cheating Behavior: A Social Cognitive Perspective | **Michael James O'Fallon**, James Madison U.; **Kenneth D Butterfield**, Washington State U.  
**Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)**
- Using Ajzen's Theory of Planned Behavior to Predict Academic Misconduct Intentions and Behaviors | **Thomas H. Stone**, Oklahoma State U.; **I. M. Jawahar**, Illinois State U.; **Jennifer L. Kisamore**, U. of Oklahoma
- A Novel Approach to Business Ethics Training: Improving Moral Reasoning in Just a Few Weeks | **David A. Jones**, U. of Vermont
- The West, the Rest, and Ethics – essay on intercultural training | **Betina Szkudlarek**, Rotterdam School of Management - Erasmus U.; **Slawomir Magala**, Erasmus U. Rotterdam

**1214** (OB) **OB Lifetime Achievement Award Invited**

Address, sponsored by Elsevier

9:00am - 10:10am Anaheim Marriott: Platinum 7

*Organizational Research as an Eccentric Activity: Some Reflections on the Past, Present, and Future of OB*Host: **Carol T. Kulik**, U. of South AustraliaIntroduction: **Sigal Barsade**, U. of PennsylvaniaDistinguished Speaker: **Barry M Staw**, U. of California, Berkeley**1215** (OM) **Nine Schools of Project Management Research**

9:00am - 10:10am Anaheim Convention Center: 207C

Panel symposium will discuss various PM paradigms and consider integrative theory in the domain. Coffee sponsored by the Johnson School, Cornell U.

Discussant: **Floortje P. Blindenbach-Driessen**, The George Washington U.Participants: **Frank T. Anbari**, The George Washington U.; **Christophe N. Bredillet**, ESC Lille; **J. Rodney Turner**, Kemmy Business School**1216** (Paper Session) - (OMT) **Organizational Networks: Structures and Outcomes**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 11-20

- Trickle-Down Entrepreneurship: Prior Mentorship and the Transmission of Norms | **Pierre Azoulay**, MIT Sloan School of Management; **Christopher C. Liu**, Harvard Business School; **Toby E. Stuart**, Harvard U.
- Not a Broken Telephone: A Theory of Network Validators | **Debbie Elizabeth de Lange**, U. of Toronto
- Do U.S. Venture Capitalists Collaborate with Each Other When They Expand into Europe? | **Dmitry Mikhail Khanin**, California State U. Fullerton; **Kristie Ogilvie**, California State U. Fullerton
- Measuring Structural Characteristics of Corporate Hierarchy: A Network Approach | **Lihua Wang**, San Francisco State U.; **Jiao Luo**, Columbia U. PhD Student; **Ming Hu**, Columbia U. PhD Student
- Taking Stock of Social Embeddedness: A Systematic Review on the Evolution of the Construct | **Najung Kim**, U. of Illinois, Urbana-Champaign; **Joseph Broschak**, U. of Arizona; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign
- The Company and the Chart: A Framework to Study Formal and Informal Structures. | **Eric Quintane**, U. of Melbourne
- Three Actor View of Academic-Industry Research Centers: Towards a Taxonomy | **Constance Van Horne**, Université Laval; **Diane Poulin**, Université Laval; **Rejean Landry**, Laval U.; **Jean-Marc Frayret**, Ecole Polytechnique Montreal
- How Network Closure Impact Firms' Competitive Advantage: A Knowledge-based Perspective | **Xiaoyang Wang**, Droege & Comp; **Chee-Meng Yap**, National U. of Singapore; **Kah-Hin Chai**, National U. of Singapore
- Visible Hands: The Effect of a Relationship Manager's Social Reach on Inter-Firm Relationship Growth | **Prashant Deshpande**, INSEAD
- When do Connections to Buyers and Suppliers help Underqualified Individuals get Work on Projects? | **Paul Skilton**, Arizona State U. Polytechnic

**1217** (Paper Session) - (OMT) **Institutionalism, Institutions, and Identities**

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - OMT 2

Presented on panels 36-44

- Do National Institutions Influence Choice and Stability of Competitive Strategies? | **Andrea Monika Herrmann**, Max Planck Institute for the Study of Societies
- A Model of Deep Structure Identification: Components, Antecedents and Consequences | **Ian Walsh**, Boston College

- 👁️📄 Facets of Employee Identification during Radical Transformation of a Public Sector Monolith | **Lakshmanan Prasad**, Indian Institute of Management, Bangalore; **Madhav Punde**, Indian Institute of Management Bangalore
- 👁️📄 One Measure to Rule Them All? Social Production of the Intelligence-job Performance Relationship | **Eliza Byington**, Rotterdam School of Management Erasmus U.; **Will Felps**, Rotterdam School of Management, Erasmus U.
- 👁️📄 Towards a Richer Account of Sensemaking: Sense-closing and Sense-opening in Organizing Processes | **Stefan Meisiek**, U. Nova de Lisboa; **Daved Barry**, Nova U., Lisbon
- 👁️📄 Sectoral Trade Associations: Assessment and Integration of Research | **Anna Hanchar**, Trinity College Dublin; **James Joseph Quinn**, Trinity College Dublin
- ➔👁️📄 Identifying Business Groups: The Relational, Ideational, and Social Constructionist Approaches | **Dalhia Mani**, U. of Minnesota
- 👁️📄 Institutional Voids and the Building of Markets: A Tale of Rural Bangladesh | **Ignasi Marti**, EM Lyon; **Marc Ventresca**, NPS and U. of Oxford

### 1218 👁️: (Paper Session) - (TIM) Adaptation and Change Visual Session

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - TIM 1

Presented on panels 1-10

- 👁️📄 Ambidexterity matters? | **Jingoo Kang**, U. of Pennsylvania
- 👁️📄 The founders group characteristics effect on innovative firms constitution | **Gilda M. Antonelli**, Molise U.; **Stefano Consiglio**, U. of Naples- Federico II
- 👁️📄 Strategic Venturing in the Global Medical Device Industry: Corporate Venture Capital and Entrepreneurial Clinician-Researchers | **Sheryl Winston Smith**, U. of Minnesota
- ➔👁️📄 It's What You Know and Who You Know: knowledge-transfer, reputation and performance of Chinese SME's | **Kathleen Yi Jia Low**, City U. of Hong Kong; **James A. Robins**, Singapore Management U.
- 👁️📄 Anticipating Projects: Routines and Articulating in the International Upstream Petroleum Industry | **John Finch**, U. of Strathclyde; **Nicola Naughton**, U. of Aberdeen
- 👁️📄 Performance implications of exploitation and exploration | **Ming Piao**, U. of Utah
- 👁️📄 Failure of innovation leaders in volatile environments: The case of the fashion industry | **Yen Tran**, Copenhagen Business School
- 👁️👁️📄 Bridges Between Culture and Technology Through the Lens of Software Engineering | **Orit Hazzan**, Technion-Israel Institute of Technology; **Tali Seger**, U. of Haifa
- 👁️📄 Disentangling the Exploration/Exploitation Cacophony and Implications for Organizational Design | **Heidi Bertels**, Stevens Institute of Technology
- 👁️👁️📄 Evolution from Imitators to Innovators: Innovation Capability Building in Latecomer Firms | **Hongwu Ouyang**, Fordham U.

### 1219 👁️: (Paper Session) - (TIM) New Product Development Visual Presentations

9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - TIM 2

Presented on panels 45-55

- 👁️📄 Whoes and Which Creativity do you want to Ignite: Choosing the Right Goal Priming Strategies | **Yunyun Chen**, Peking U.; **Hui Wang**, Peking U.
- 👁️📄 Network Characteristics, Absorptive Capacity and Technological Innovation Performance | **Xuefeng Liu**, school of management, Xiamen U.; **Zhongshi Gao**, School of managment, Zhejiang U.
- 👁️📄 A Complete Overview of Factors for Standard Dominance: A Meta-analysis of the Literature | **Geerten van de Kaa**, RSM Erasmus U.; **Henk de Vries**, RSM Erasmus U.; **Eric van Heck**, Erasmus U., Rotterdam
- 👁️📄 Are New Product Preannouncements Effective? | **Min-Hsien Chiang**, Institute of international Business, National Cheng Kung U.; **Chi-Lin Yang**, National Cheng Kung U.
- 👁️📄 The Impact of Organizational Climate on Technology Commercialization Productivity | **Emily M Hunter**, U. of Houston; **Sara Jansen Perry**, U. of Houston; **Steven C Currall**, U. College London/London Business School
- 👁️📄 The Accuracy of Information Markets for the Evaluation of New Product Development Ideas | **Gerrit Kamp**, Stevens Institute of Technology; **Peter A. Koen**, Stevens Institute of Technology
- 👁️📄 Value-adding contributions of firm internal and external collaboration in new product development | **Stephanie Christine Schleimer**, Griffith U.; **Arthur Shulman**, Griffith U.
- 👁️📄 Incentives and costs in implementing Private-Collective Innovation: A case study | **Sebastian Spaeth**, ETH Zurich; **Matthias Emmanuel Stürmer**, ETH Zurich; **Georg von Krogh**, ETH Zurich
- 👁️👁️📄 NPD gate decision criteria - a consequence of strategic orientation or decision-maker expertise | **Helle Alsted Søndergaard**, Aarhus School of Business, U. of Aarhus; **Kristina Risom Jespersen**, U. of Aarhus, School of Economics and Management
- 👁️📄 When users manage the cooperation between innovative companies : a case in the software industry. | **François Scheid**, EM Lyon; **Florence Charue-Duboc**, Ecole polytechnique & CNRS
- ➔👁️📄 Ownership internalization and R&D investment: The effect of international market expansion | **Yunshi Liu**, Tunghai U.; **Wen-Ting Lin**, National Taiwan U.

### Tuesday 10:10AM

#### 1220 : (OB) Making Connections Coffee Break, sponsored by the Journal of Management & Portland State University

10:10am - 11:10am Anaheim Marriott: Platinum 8

Please join us for some coffee, and a chance to see old friends and meet new ones.

Host: **Carol T. Kulik**, U. of South Australia

### Tuesday 10:15AM

#### 1221 : (AAA) Conference Break

10:15am - 10:45am Anaheim Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.



**Tuesday 10:30AM**

**1222 : (AAS) The Presence of Something or the Absence of Nothing: Sharpening the Questions We Ask in Management Research**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon E  
 Organizer: **Jeffrey R. Edwards**, U. of North Carolina  
 The Presence of Something or the Absence of Nothing: Sharpening the Questions We Ask in Management Research | **Jeffrey R. Edwards**, U. of North Carolina  
 Theory and Research in Strategic Management | **Michael A. Hitt**, Texas A&M U.; **S Trevis Certo**, Arizona State U.  
 Theory and Point Estimates in HR Research: Glorious Past, Uncertain Future | **John Hollenbeck**, Michigan State U.  
 Toward More Precise Theories of Organizations? | **Gerald F Davis**, U. of Michigan, Ann Arbor  
 Theory Pruning: Strategies for Reducing our Dense Theoretical Landscape | **Keith Norman Leavitt**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Jeffrey Glen Peterson**, U. of Washington

**1223 : (AAS) What Shapes the Effectiveness of Decision Making During Crises and Hazardous Situations?**

10:30am - 11:50am Hilton Anaheim: California Pavilion A  
 Chairs: **William H. Starbuck**, U. of Oregon; **Karlene H. Roberts**, U. of California, Berkeley  
 Crisis Decision Making: Crisis Types, Management and Consequences | **Teri Jane Ursacki-Bryant**, U. of Calgary; **Carolyn F Smart**, Simon Fraser U.; **Ilan Vertinsky**, U. of British Columbia  
 The Complexity of Calling for an Evacuation in the Face of a Threat of a Hurricane's Landfall in One's County | **Zur Shapira**, New York U.  
 High-Stakes Decision Making: When Things Go Wrong in Hospitals | **Michal Tamuz**, U. of Tennessee Health Science Center; **Eric J. Thomas**, U. of Texas Houston Medical School  
 Analytic Failures in Decision Making in Complex Interactive Systems | **Karlene H. Roberts**, U. of California, Berkeley

**1224** (AAS) **Questions We Ask Disney Smile Factory**

10:30am - 11:50am Anaheim Convention Center: 204B  
 Chair: **David M Boje**, New Mexico State U.  
 Participants: **John Van Maanen**, Massachusetts Institute of Technology; **Carolyn Gardner**, Kutztown U.; **Mary Yoko Brannen**, San Jose State U.

**1225 : (Paper Session) - (BPS) Opportunism or Reciprocation? Evidence in Alliances and Buyer-Supplier Relationships**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon G  
 Chair: **Ilya Cuypers**, Tilburg U. / Singapore Management U.  
 Discussant: **Aija Elina Leiponen**, Cornell U.  
 → Opportunism on the Margin? The Effect of Contract Types on the Quality-Margin Relationship | **Balaji R. Koka**, Arizona State U.; **Anand Gopal**, U. of Maryland, College Park  
 Matching Governance Mechanisms to the Sources of Potential Opportunism in Alliances | **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Thomas Mellewig**, Free U., Berlin

The Double-Edged Sword of Proximal Relationships: An Analysis of Firm-Investment Bank Ties | **Alexander Sleptsov**, Tulane U.; **Jaideep Anand**, Ohio State U.

→ Creating Value by Giving it Away: The Influence of Reciprocation on Firm Performance | **Doug Bosse**, U. of Richmond; **Robert A. Phillips**, U. of Richmond; **Jeffrey S. Harrison**, U. of Richmond

**1226 : (Paper Session) - (BPS) Dynamic Capabilities and Firm Performance**

10:30am - 11:50am Anaheim Convention Center: 201B  
 Chair: **Venkat Subramanian**, U. of Hong Kong  
 Discussant: **Craig E. Armstrong**, U. of Alabama  
 Second-Order Competences and Schumpeterian Rents | **Erwin Danneels**, Worcester Polytechnic Institute  
 Dynamic Capabilities – Conceptualization and Operationalization | **Gry Agnete Alsos**, Nordland Research Institute; **Odd-Jarl Borch**, Bodo Graduate School of Business; **Elisabet Ljunggren**, Nordland Research Institute; **Einar Lier Madsen**, Nordland Research Institute  
 → Post Liberalization Evolutionary Fitness in LDC firms | **Omar Rashid Malik**, SUNY Geneseo  
 Learning Mechanisms and The Development Of Dynamic Capabilities: An Empirical Investigation | **Ajay Gupta**, U. of Western Australia; **Christine Soo**, U. of Western Australia; **John Cordery**, U. of Western Australia

**1227 : (Paper Session) - (BPS) Who's at the Helm of Multi-Business Firms? Impact of CEOs, TMTs, Directors, and Affiliates**

10:30am - 11:50am Anaheim Convention Center: 201C  
 Chair: **Michael G. Hendron**, U. of Texas, Austin  
 Discussant: **David J Collis**, Harvard U.  
 Diversification as Organizational Learning in Emerging Economies: Empirical Results from China | **Weiwen Li**, Chinese U. of Hong Kong; **Yuan Lu**, Chinese U. of Hong Kong  
 Assessing M&A Integration Risk: The Impact of CEO Characteristics | **Andrew Papadopoulos**, HEC Montreal; **Russell Fralich**, HEC Montreal  
 Good Learners: How Top Management Teams Affect Acquisition Behavior and Performance | **Anna Nadolska**, RSM Erasmus U.; **Harry G. Barkema**, Tilburg U.  
 → Group Tunneling and Affiliates' Power | **Weiwei Xu**, National U. of Singapore

**1228 : (Paper Session) - (BPS) Implications of Executive Compensation**

10:30am - 11:50am Anaheim Convention Center: 201D  
 Chair: **Chen Chih-Sean**, Chung Yuan Christian U.  
 Discussant: **Simon Peck**, Case Western Reserve U.  
 The Dynamic Structure of CEO Compensation: An Empirical Study | **Ji-Young Ahn**, U. of Illinois, Urbana-Champaign; **Joong Ho Han**, KDI School of Public Policy and Management  
 Does Option Pay Encourage Risk-Taking? The Moderating Effects of Environment, Strategy, and Leverage | **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania  
 Pay Equity in CEO Compensation and Agency Problems: Socio-Psychological Agency Theory Framework | **Jeongil**

TUESDAY

**Seo**, KDI School of Public Policy and Management; **Mason A Carpenter**, U. of Wisconsin, Madison

📖 Agency or Agents? The Role of Incentive Pay and Managerial Expertise Under Deregulation | **Kira Fabrizio**, Duke U.; **David Tan**, Emory U.

**1229** : (Paper Session) - (BPS) **Durable Advantage?**

**Influences on Competitive Position**

10:30am - 11:50am Anaheim Convention Center: 202A

Chair: **Vincent Mangematin**, INRAUPMF

Discussant: **Scott Stern**, Northwestern U.

- ➔ 📖 Empirical Assessment of the Impact of Switching Costs and First Mover Advantages on Firm Performance | **Jaime Gomez**, U. of Zaragoza; **Juan Pablo Maicas**, U. de Zaragoza
- 📖 Incentive Structure of Leader vs. Follower in Marketing and R&D Investment | **Hyun S Shin**, U. of California, Los Angeles; **Mariko Sakakibara**, U. of California, Los Angeles; **Dominique M Hanssens**, U. of California, Los Angeles
- 📖 Sources and Durability of Mobility Barriers: An Empirical Analysis of Dynamic Strategic Groups | **Sue-Ming Hsu**, Tunghai U.; **Yen-Tsung Huang**, Tunghai U.; **Ni-Wen Chen**, Tunghai U.
- 📖 Good Neighbors or Bad? A Time-Space Model of the Effects of Entrepreneurial Entry on Post-IPO Profit | **Lawrence A. Plummer**, Clemson U.; **Elaine Mosakowski**, U. of Colorado, Boulder; **Zoltan J. Acs**, George Mason U.

**1230** : (Paper Session) - (BPS) **The Innovation Process and its Impact on Firm Value**

10:30am - 11:50am Anaheim Convention Center: 202B

Chair: **Floortje P. Blindenbach-Driessen**, The George Washington U.

Discussant: **Hart E. Posen**, U. of Michigan

- 📖 Nested Hierarchy and Sources of Innovation: Lessons from the Evolution of the Automotive Technology | **Jaegul Lee**, Wayne State U.
- 📖 An Examination of the Relationships between Slack, Search Scope and Search Depth | **Timothy A Hart**, U. of Oklahoma
- 📖 Firm Acquisitions and Technology Strategy: Corporate versus Private Equity Investors | **Christoph Grimpe**, Centre for European Economic Research; **Katrin Hussinger**, U. of Maastricht
- 📖 Internal Sequential Innovations and Market Value | **Kun Liu**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **John Cullen**, Washington State U.

**1231** : (Paper Session) - (BPS) **Outsourcing and Vertical Relationships**

10:30am - 11:50am Anaheim Convention Center: 203A

Chair: **Vivekanand P. Kochikar**, Infosys Technologies

Discussant: **Jack A Nickerson**, Washington U.

- 🗣️ 📖 Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance | **Kyle J Mayer**, U. of Southern California; **Deepak Somaya**, U. of Maryland, College Park; **Ian O. Williamson**, Melbourne Business School
- 📖 Resource Heterogeneity, Transaction Costs, and the Outsourcing Decision | **Amit Jain**, INSEAD; **Raymond-Alain Thietart**, Paris-Dauphine U.-Essec

🗣️ 📖 Improving Performance through Vertical Disintegration: Evidence from U.K. Manufacturing Firms | **Panos Desyllas**, Manchester Business School

The Role of Quantity Commitment and Quality Discounts in Vertical Relationships: Theory and Evidence | **Desmond Lo**, U. of Michigan, Ann Arbor

**1232** : (Paper Session) - (BPS) **Behavioral Theory and the Impact of Risk Taking in Strategic Decisions**

10:30am - 11:50am Anaheim Convention Center: 203B

Chair: **Desmond W. Ng**, Texas A&M U.

Discussant: **Kent D Miller**, Michigan State U.

- 📖 Rigid Risk Taking: Escalation of Commitment in Response to Low Organizational Performance | **Henrich R. Greve**, INSEAD
- 🗣️ 📖 A Behavioral Agency View of Executive Compensation, Financial Slack, and Strategic Risk-Taking | **Elizabeth Ngha-Kiing Lim**, U. of Connecticut
- 📖 A Natural Experiment in Strategic Risk Taking: Jeopardy! Tournament of Champions | **Elizabeth Boyle**, National U. of Singapore; **Zur Shapira**, New York U.
- 📖 Linking Behavioral Theory with External Reference Points: Competitive Context and R&D Investment | **Jason Michael Pattit**, Syracuse U.; **Todd Alessandri**, Syracuse U.

**1233** 🗣️ : (Paper Session) - (BPS) **Industry Dynamics & Competitive Interaction**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - BPS 1

Presented on panels 16-21

- 🗣️ 📖 Competitive Dynamics and Subsidiary Behavior in Agglomerated Foreign Markets | **Ram Mudambi**, Temple U.; **Ronaldo C. Parente**, Rutgers U.; **Sonia Ketkar**, Towson U.
- 🗣️ 📖 Diversifying Entry Under Market Convergence - An Empirical Study of the U.S. Broadband Market | **Yi-Ping Huang**, National Taiwan U.
- 🗣️ 📖 Asymmetric Impact of Uncertainty and Sunk Costs on Small and Large Businesses | **Vivek Ghosal**, Georgia Institute of Technology
- 🗣️ 📖 Are Markets Perfectly Competitive in the Long Run? Persistent Market Power in US Manufacturing | **Panayiota Konstantina Kioussis**, Ohio State U.; **Bill McKelvey**, U. of California, Los Angeles
- 🗣️ 📖 Dynamic Geographic Concentration through Industry Life Cycle: Wine Production in Ontario, 1865-2007 | **Liang Wang**, Schulich School of Business; **Anoop Madhok**, Schulich School of Business
- 🗣️ 📖 Firm Dynamics During an Improvement in Financial Development | **James Costantini**, INSEAD
- 🗣️ 📖 Reconciling Competitive Action and Competitive Rivalry: Implications for Firm Performance | **Flora Ferlic**, U. of St. Gallen; **Sebastian Raisch**, U. of St. Gallen; **Georg von Krogh**, ETH Zurich

**1234** 🗣️ : (Paper Session) - (BPS) **Technology Strategy & Management of Innovation**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - BPS 2

Presented on panels 22-28

- 🗣️ 📖 Opening the Black Box of Product Innovation | **Joseph Paul O'Connor Jr.**, U. Texas El Paso

- 👁📄 Corporate Governance Reform and Innovation: Capital Markets vs. the French Modes of Control | **Taeyoung Yoo**, Birkbeck College, U. of London; **Soo Hee Lee**, Birkbeck College, U. of London
- 👁📄 The Antecedents and Consequences of Exploration versus Exploitation for Chinese Firms | **Li-Qun Wei**, Hong Kong Baptist U.; **Michael N. Young**, Hong Kong Baptist U.
- 👁📄 Vertical Integration, Firm's Technological Capability Scope, and Innovative Performance | **Hsiu-Ling Li**, National Taiwan U.
- 👁📄 Innovation Speed in Alliances and the Effect of Alliances Experience | **Jan Hohberger**, ESADE- Ramon Llull U.; **Pedro Parada**, ESADE- Ramon Llull U.
- 👁📄 Exploring New Technology Fields: Technological Relatedness and Technological Opportunities | **Bart Leten**, Katholieke Universiteit Leuven; **Bart Van Looy**, K.U.Leuven; **René Belderbos**, Katholieke Universiteit Leuven
- 👁📄 Internal and External Influences on Firms' Adoption Decisions: The Moderating Effect of Experience | **Daniel H. Simon**, Cornell U.; **Marvin B Lieberman**, U. of California, Los Angeles

**1235** 👁: (Paper Session) - (BPS) **Knowledge, Adaptation and Organizational Change**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - BPS 3  
Presented on panels 53-63

- 👁📄 Balancing between Exploration and Exploitation across Acquisitions and Alliances | **Navid Asgari**, PhD Research Scholar; **Pek-Hooi Soh**, Simon Fraser U.
- 👁📄 Organizational Knowledge Distribution and Delegation of Authority in Organizations | **Chang-Yang Lee**, KAIST Graduate School of Management; **Taeyoun Sung**, Yonsei U.; **Yoon-Suk Baik**, Korea Advanced Institute of Science & Technology
- 👁📄 Bilateral Interorganizational Learning in CVC: Characteristics, Knowledge Transfer, and Performance | **Yi Yang**, U. of Massachusetts Lowell
- 👁📄 The Effects of Customer Contact on Organizational Structure and Performance in Service Firms | **Bruce Skaggs**, U. of Massachusetts; **Alexandra Lorena Galli-Debicella**, UMASS - Amherst
- 👁📄 Patterns of Environmental Dynamism and Organizational Adaptation | **Juha Uotila**, Helsinki U. of Technology
- 👁📄 Seeking Knowledge or Gaining Legitimacy? Social Networks and New Practice Adoption by OEM Suppliers | **Hsiang-Lin Cheng**, Feng-Chia U., Taiwan; **Chwo-Ming Yu**, National Chengchi U., Taiwan
- 👁📄 Organizational Learning Culture, Dynamic Capability and Organizational Performance | **Richard Yu-Yuan Hung**, Toko U.; **Yu-Ming Kuo**, National Chung Cheng U.
- 👁📄 Identifying Weights of Key Safety Management Factors using Analytical Hierarchy Process Approach | **Risa Morimoto**, Groupe ESC Toulouse Business School
- 👁📄 Cross-Boundary Ambidexterity: Balancing Exploration and Exploitation in the Fuel Cell Industry | **Clodia Vurro**, Bocconi U.; **Angeloantonio Russo**, Bocconi U.

- 👁📄 The Circumplex Structure of Response Strategies: Experimental Test in the Strategic Alliance Context | **Olivier Furrer**, Radboud U. Nijmegen; **Brian Vincent Tjemkes**, VU U. Amsterdam
- 👁📄 The Interpretative Process and Three Types of Environmental Uncertainty Revisited | **Kristian Johan Sund**, Ecole Polytechnique Federale de Lausanne (EPFL)

**1236** 👁📄 JS: (BPS, OMT) **Is It All About the CEO? How Dare We Ask?**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon H  
Chairs: **Daniel Scott DeRue**, U. of Michigan; **Michael J. Mannor**, U. of Notre Dame

Discussant: **Gerry McNamara**, Michigan State U.  
Contrast in CEO Succession and Evaluation | **Tim R. Holcomb**, Florida State U.; **Brian Connelly**, Auburn U.; **S Trevis Certo**, Arizona State U.; **Yan Anthea Zhang**, Rice U.

Does National Context Affect the Likelihood of CEO Departure Following Poor Firm Performance? | **Craig Crossland**, U. of Texas at Austin

A Second Look at CEO Hubris: Assessing Viability as a Predictor of Firm Strategy and Performance | **Mathias Arrfelt**, Arizona State U.; **Michael J. Mannor**, U. of Notre Dame; **Robert M Wiseman**, Michigan State U.

A Two-Horse Race? The Impact of CEO Characteristics and Governance Structures on Firm Performance | **Daniel Scott DeRue**, U. of Michigan; **Elizabeth Petersen**, Michigan State U.; **Michael J. Mannor**, U. of Notre Dame; **Frederick P. Morgeson**, Michigan State U.

**1237** 👁📄 SHCS: (BPS, OMT, TIM) **Alliance Portfolios: The Questions We Ask**

10:30am - 11:50am Hilton Anaheim: California Pavilion B  
Organizer: **Dovev Lavie**, Technion-Israel Institute of Technology  
Presenters: **Ranjay Gulati**, Northwestern U.; **Werner Helmut Hoffmann**, Vienna U. of Economics and Business Administration; **Prashant Kale**, U. of Michigan, Ann Arbor; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Harbir Singh**, U. of Pennsylvania

**1238** 📄 SHCS: (BPS, TIM, OMT) **Dynamic Capabilities meets Entrepreneurial Entry: Issues related to Firm and Market Dynamism**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon F  
Chairs: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Fernando Suarez**, Boston U.  
Participants: **Kathleen M. Eisenhardt**, Stanford U.; **William G Mitchell**, Duke U.; **Michael L. Tushman**, Harvard U.

**1239** 📄 JS: (CAR, HR) **From Mentoring to Developmental Networks: The "Old," New & Perennial Questions We Ask**

10:30am - 11:50am Hilton Anaheim: Capistrano A  
Organizers: **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Wendy Marcinkus Murphy**, Northern Illinois U.  
Who Is A Mentor? An In-Depth Examination Of The Way Mentoring Is Defined | **Dana L. Haggard**, Missouri State U.; **Daniel Turban**, U. of Missouri, Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia  
Understanding Developmental Networks: What Patterns of Support Matter For Career Success? | **Wendy Marcinkus Murphy**, Northern Illinois U.; **Kathy E. Kram**, Boston U.

TUESDAY

Resilience And Relationships: The Role of Mentoring Over Time | **Monica Higgins**, Harvard U.; **Shoshana Dobrow**, Fordham U.; **Kathryn S Roloff**, Columbia

Multiplexity Of Developmental Networks | **Otilia Obodaru**, INSEAD

Relational Savvy: Why Some Proteges Are More Adept With Developmental Relationships | **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo

*Participants:* **Monica Higgins**, Harvard U.; **Kathy E. Kram**, Boston U.; **Shoshana Dobrow**, Fordham U.; **Daniel Turban**, U. of Missouri, Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia; **Dana L. Haggard**, Missouri State U.; **Otilia Obodaru**, INSEAD; **Kathryn S Roloff**, Columbia

**1240 CAU: (CAU) The Dark Side Exposed: Challenges, Downsides, Limitations, and Failures of Service-Learning**  
10:30am - 11:50am Hilton Anaheim: Balboa B

*Organizers:* **Amy Kenworthy-U'Ren**, Bond U.; **Amber Dailey-Hebert**, Park U.

*Participants:* **Joy E. Beatty**, U. of Michigan, Dearborn; **Gregory R. Berry**, Utah Valley State College; **Suzanne C. de Janasz**, U. of Mary Washington; **Charles J. Fornaciari**, Florida Gulf Coast U.; **Paul C Godfrey**, Brigham Young U.

**1241 CAU: (CAU) Russia and CIS Management Research Caucus**

10:30am - 11:50am Hilton Anaheim: Balboa C

*Organizer:* **Carl Fey**, Stockholm School of Economics

*Participants:* **Sheila M. Puffer**, Northeastern U.; **Oleg Vikhanskiy**, Moscow State U. Graduate School of Business Administration; **Igor Filatotchev**, City U. London; **Chet Borucki**, -; **Svetlana Khapova**, Vrije U. Amsterdam; **Konstantin Korotov**, ESMT; **Vlad Vaiman**, Reykjavik U.; **Evi Hartmann**, European Business School; **Lydia Bals**, European Business School

**1242 CAU: (CAU) Social Capital Research: The state of the art and a look to the future**

10:30am - 11:50am Hilton Anaheim: Santa Barbara

*Organizer:* **James H Davis**, U. of Notre Dame

*Participant:* **Viva Ona Bartkus**, U. of Notre Dame

**1243 CAU: (CAU) Socioeconomic Status and the Working Class**

10:30am - 11:50am Hilton Anaheim: Ventura

*Organizers:* **Andrea Maurizio**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.

**1244** 📄: (Paper Session) - (CM) **Emotions, Cognition, and Culture**

10:30am - 11:50am Hilton Anaheim: Santa Monica

*Chair:* **Joe Magee**, New York U.

📄📄 In the Mood for Advice: The Influence of Emotions on Advice Taking | **Francesca Gino**, Carnegie Mellon U.; **Maurice Schweitzer**, U. of Pennsylvania

**Winner of CM Division Best Paper Award - Empirical or Theoretical**

📄 Sweet and Sour Conflict: Information and Emotion as the Determinants of Conflict Functionality | **Matthew A. Cronin**, George Mason U.; **Yekaterina Bezrukova**, Rutgers U.

📄 Emotion versus emo-shon: The interpersonal effects of emotions in cross-cultural negotiations | **Hajo Adam**, INSEAD

📄 You think you're better than me? Maybe you are: Effects of pride & contempt on status conferral | **Jennifer R. Overbeck**, U. of Southern California; **Emily Tansuwan**, U. of Southern California

**1245** 📄: (Paper Session) - (CMS) **'Critical' Talk and Text: Organizational Discourse**

10:30am - 11:50am Hilton Anaheim: Palos Verdes A

*Chair:* **Nancy Harding**, Bradford School of Management

📄 Boundary Objects as Texts: A Critical Analysis | **Clifford Oswick**, Queen Mary, U. of London.; **Maxine Robertson**, Queen Mary College, U. of London

📄📄 Organizational Facts and Visualization: Making the factory 'talk' | **Rafael Alcadipani**, UNINOVE; **Chris McLean**, U. of Manchester

➔ 📄 Talk around national culture among organizational members in international organizations | **Agneta Moulettes**, Lund U.

📄📄 What Do They Want to Protect Themselves From? Creating Certainty through Safety Practices | **Joelle Evans**, MIT Sloan School of Management

**1246** 📄: (Paper Session) - (ENT) **Success and Succession in Family Enterprises**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon J

*Chair:* **LaKami T. Baker**, Auburn U.

*Discussant:* **Gerard F. Becker**, Capella U.

Exploring non-linear effects of family ownership and involvement on performance | **Salvatore Sciascia**, IULM U.; **Pietro Mazzola**, IULM U.

📄 Towards a theory of paternalism to investigate family business governance. | **Donata Mussolino**, Second U. of Naples; **Morten Huse**, BI Norwegian School of Management

📄 Family Involvement and Firm Performance: A family embeddedness perspective | **Cristina Cruz**, Instituto de Empresa; **Rachida Justo**, Instituto de Empresa; **Julio DeCastro**, Instituto de Empresa

Toward a Model of Issue Selling by Successor Generation in Family Firms | **Yan Ling**, George Mason U.; **David C. Baldrige**, Oregon State U.; **Justin B Craig**, Bond U. Australia

**1247** : (Paper Session) - (ENT) **Cluster and Regional Influence on Entrepreneurial Activity**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon K

*Chair:* **Daniel Greening**, U. of Missouri, Columbia

*Discussant:* **Aron S. Spencer**, New Jersey Institute of Technology

📄➔ 📄 What Doesn't Kill You Makes You Stronger – De Novo Entry In Clusters | **Aviad Pe'er**, Dartmouth College; **Thomas Keil**, Helsinki U. of Technology

📄 Regional Influence, Innovation Alliances, and Product Innovation: The New Venture Story | **Brett Anitra Gilbert**, Texas A&M U.; **Hana Milanov**, Instituto de Empresa

➔ 📄 Local Networks' influence on the growth of firms: An empirical examination of SMEs | **Rajaram Veliyath**, Kennesaw State U.; **Aiqi - Wu**, Zhejiang U.; **Wei Jiang**, Zhejiang U.; **Justin Tan**, York U.



Conditions for entrepreneurship: centrality, path dependency and novelty | **Bjørn Willy Åmo**, Bodo Graduate School of Business

**1248** 📄: (Paper Session) - (ENT) **Advances in Understanding Corporate Venture Capital Activities and Impacts**

10:30am - 11:50am Anaheim Convention Center: 205B

Chair: **Melih Madanoglu**, Florida Gulf Coast U.

Discussant: **Poonam Khanna**, Arizona State U.

- 📄 A Time Series Analysis of Aggregate Corporate Venture Capital Activity | **Bang Nam Jeon**, Drexel U.; **Vadake Narayanan**, Drexel U.; **Yi Yang**, U. of Massachusetts Lowell
- 📄 Do Corporate Venture Capital Activities Improve The Performance When Acquiring Startups? | **David Benson**, U. of Michigan, Ann Arbor
- 📄 An Inductive Examination of Ambidexterity in Corporate Venture Capital Units | **Sandip Basu**, California State U., East Bay; **Corey Phelps**, U. of Washington; **Suresh B Kotha**, U. of Washington, Seattle
- 📄 Transferability of the Venture Capital Model to the Corporate Venture Unit Context | **Susan A Hill**, London School of Economics; **Markku V. J. Maula**, Helsinki U. of Technology; **Julian Birkinshaw**, London Business School; **Gordon C. Murray**, Exeter U.

**1249** 📄: (Paper Session) - (ENT) **High Growth Firms: Enablers, Barriers, and Contingencies**

10:30am - 11:50am Anaheim Convention Center: 206A

Chair: **Victor Cui**, U. of British Columbia

Discussant: **David G Hoopes**, California State U. Dominguez Hills  
Incremental financing decisions in high growth companies |

- Tom R. Vanacker**, Ghent U.; **Sophie Manigart**, Vlerick Leuven Gent Management School
- 📄 VC and High Growth Ventures: a Matter of Scouting, Coaching, or the Winner Takes it All? | **Mirjam Knockaert**, Vlerick Leuven Ghent Management School
- The Gazelle Companies: Their Drivers and Some Evidence from the Field | **Sergio Uanczak**, ICN Business School; **Frank Bares**, ICN Business School

**1250** 📄: (Paper Session) - (ENT) **Motivations, Intentions and Affect in Entrepreneurial Ventures**

10:30am - 11:50am Anaheim Convention Center: 206B

Chair: **David Barsky**, Temple U.

Discussant: **Jarna Kaarina Heinonen**, Turku School of Economics

- 📄 Entrepreneur Role Prototypes and Role Identity in the U.S., China, and Taiwan | **Steven M Farmer**, Wichita State U.; **Xin Yao**, Wichita State U.; **Kate Kung-McIntyre**, Wichita State U.
- 📄 The Different Faces of Entrepreneurial Affect: Why Entrepreneurial Emotion and Passion are Distinct | **Joakim Wincent**, Lulea U.; **Melissa S. Cardon**, Pace U.; **Jagdip Singh**, Case Western Reserve U.; **Mateja Drnovsek**, U. of Ljubljana
- 📄 The Effect of Affect on Faculty Researchers' Commercialization Intentions | **Terri Standish-Kuon**, Rensselaer Polytechnic Institute; **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute

📄 Do Ajzen's antecedents of entrepreneurial intent vary by national culture? | **Robert L Engle**, Quinnipiac U.; **Nikolay Dimitriadi**, Rostov State Economic U.; **Jose V Gavidia**, College of Charleston; **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg; **Servane Delanoe**, ESC Rennes School of Business; **Xiaohong He**, Quinnipiac U.

**1251** 👁: (Paper Session) - (ENT) **Corporate Entrepreneurship, Entrepreneurial Orientation and Innovation**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - ENT 1

Presented on panels 76-80

- 👁📄 Entrepreneurial Orientation: A Re-Examination of the Concept | **William John Wales**, Rensselaer Polytechnic Institute; **Jeff Covin**, Indiana U.
- 👁📄 The Mediating Effect of Knowledge Creation on Entrepreneurial Orientation and Firm Performance | **Yong-Hui Li**, Kao Yuan U.; **Jing-Wen Huang**, Chia Nan U. of Pharmacy & Science
- 👁 Knowledge Depth, Product Scope, Collaboration and Launch in Continuous New Product Development | **Kimberly M Green**, Clemson U.
- 👁📄 The Impact of Management on Corporate Entrepreneurship | **Ralf Schmelter**, RWTH Aachen U.; **Christiane Boersch**, RWTH Aachen U.; **René Mauer**, RWTH Aachen U.; **Nikolaus Hagenberg**, RWTH Aachen U.
- 👁📄 Technology change and dynamic entrepreneurial capabilities | **Andrea Lanza**, U. Bocconi/U. Calabria; **Mariacarmela Passarelli**, U. of Calabria

**1252** 📄 JS: (ENT, MOC) **Looking more closely at knowledge and skills in entrepreneurial teams**

10:30am - 11:50am Anaheim Convention Center: 205A

Organizer: **Daniel P. Forbes**, U. of Minnesota

- The knowledge creation capabilities of entrepreneurial teams | **Deniz Ucbasaran**, Nottingham U.; **Andy Lockett**, U. of Nottingham; **Michael Humphreys**, U. of Nottingham
- Does prior experience affect decision making in entrepreneurial teams? | **Deepak Sardana**, U. of new South Wales
- Financial management competence of entrepreneurial teams | **Jan Brinckmann**, Loyola U. Chicago; **Hans Georg Gemuenden**, Berlin Institute of Technology
- How do academic entrepreneurs think about knowledge and skills in entrepreneurial teams? | **Mary Zellmer-Bruhn**, U. of Minnesota; **Daniel P. Forbes**, U. of Minnesota; **Harry J Sapienza**, U. of Minnesota; **Patricia S. Borchert**, U. of Minnesota, Duluth

**1253** → 🗣📄 JS: (GDO, CAR, IM) **Understanding Career Development of European Women in Russia, Spain, UK and the Netherlands**

10:30am - 11:50am Hilton Anaheim: Redondo

Chairs: **Regina Helene Herzfeldt**, Center for Creative Leadership;

**Mireia Las Heras**, Boston U.

Discussant: **Donna Chrobot-Mason**, U. of Cincinnati  
Women and Careers in the Russian Context | **Konstantin Korotov**, ESMT; **Svetlana Khapova**, Vrije U. Amsterdam

What Do Female Professionals and Leaders Want in Spain? A Field Study | **Mireia Las Heras**, Boston U.  
 FTSE 350 Female Directors and Women in the Executive Committees | **Ruth H.V. Sealy**, Cranfield U.; **Susan Mary Vinnicombe**, Cranfield U.; **Val Singh**, Cranfield U.  
 The Impact of Gender and Job Level on Perceived Career Barriers: The Case of a Dutch Multinational | **Regina Helene Herzfeldt**, Center for Creative Leadership; **William A. Gentry**, Center for Creative Leadership; **Marian Ruderman**, Center for Creative Leadership  
*Presenters:* **Konstantin Korotov**, ESMT; **Ruth H.V. Sealy**, Cranfield U.; **Regina Helene Herzfeldt**, Center for Creative Leadership

**1254** → 🗨️📄JS: (GDO, IM, SIM) **Country Perspectives on Diversity and Equal Treatment**

10:30am - 11:50am Hilton Anaheim: Malibu

*Organizer:* **Alain Klarsfeld**, Groupe ESC Toulouse

*Discussants:* **Regine Bendl**, Vienna U. of Economics and Business Administration; **Alain Klarsfeld**, Groupe ESC Toulouse; **Waheeda Lillevik**, The College of New Jersey; **Cheryl Wyrick**, Cal Poly Pomona

Employment Equity And Workplace Diversity In Canada | **Rana Haq**, Laurentian U.; **Eddy S. Ng**, California State Polytechnic U.

Managing Gender Diversity in Pakistan and Turkey : A Historical Review | **Mustafa F Ozbilgin**, U. of East Anglia; **Jawad Syed**, U. of Kent

Managing Diversity in German Discourse – Interdisciplinary Approach and Overarching Design? | **Jürgen Grieger**, Freie Universität Berlin; **Renate Ortlieb**, Freie Universität Berlin; **Barbara Sieben**, Freie Universität Berlin

Reservations in India | **Rana Haq**, Laurentian U.; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

Austrian Perspectives on Diversity Management – Regulations, Debates, Practices and Trends | **Regine Bendl**, Vienna U. of Economics and Business Administration

The Long Way from Blind Equality to Diversity in France | **Alain Klarsfeld**, Groupe ESC Toulouse

Diversity Management and Affirmative Action in the USA | **Waheeda Lillevik**, The College of New Jersey; **Cheryl Wyrick**, Cal Poly Pomona

*Presenters:* **Rana Haq**, Laurentian U.; **Eddy S. Ng**, California State Polytechnic U.; **Mustafa F Ozbilgin**, U. of East Anglia; **Jawad Syed**, U. of Kent; **Jürgen Grieger**, Freie Universität Berlin; **Renate Ortlieb**, Freie Universität Berlin; **Barbara Sieben**, Freie Universität Berlin; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

**1255** 🗨️📄JS: (GDO, OB, BPS) **How and when can organizations reap the benefits of diversity? Some new questions, some new answers**

10:30am - 11:50am Hilton Anaheim: San Clemente

*Chairs:* **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, U. of Illinois, Urbana-Champaign

Winning Isn't Everything: Relationship Between Diversity Reputation, Practices, and Firm Performance | **Quinetta Roberson**, Cornell U.; **Rebecca R. Kehoe**, Cornell U.; **Christopher Collins**, Cornell U.

Race Matters:How Minority Representation Moderates Diversity Climate Effect on Customer Satisfaction | **Patrick F. McKay**, Rutgers U.; **Derek R. Avery**, U. of Houston; **Hui Liao**, Rutgers U.; **Mark Allen Morris**, JCPenney

Organizational Diversity and Firm Performance: Searching for Internal and External Fit Effects | **Jorge A. Gonzalez**, U. of San Francisco

The Moderating Effect of BOD Diversity on the Link Between Managerial Diversity and Firm Performance | **Orlando C. Richard**, U. of Texas, Dallas

TMT Diversity and Firm Performance: A Meta-Analytic Review of Internal and External Contingencies | **Hyuntak Roh**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

*Presenters:* **Jorge A. Gonzalez**, U. of San Francisco; **Patrick F. McKay**, Rutgers U.; **Orlando C. Richard**, U. of Texas, Dallas; **Quinetta Roberson**, Cornell U.

**1256** : (Paper Session) - (HCM) **Work Environments and Staffing Outcomes**

10:30am - 11:50am Hilton Anaheim: Palos Verdes B

*Chair:* **Ruth A Anderson**, Duke U.

*Discussant:* **Stephen James O'Connor**, U. of Alabama, Birmingham

🗨️📄 Teamwork in Acute Care: Contextual Effects of the Ethical Climate and Unit Leadership | **Cheryl Rathert**, U. of Missouri, Columbia; **David A. Fleming**, U. of Missouri, Columbia

📄 The Effect of Work Environment on Intent to Leave the Nursing Profession: A Study of Bedside RNs | **Kendall Cortelyou-Ward**, U. of Central Florida; **Lynn Unruh**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida

→ 🗨️ Safety Climate & Stress: How Workplace Safety Perceptions Influence Health Care Provider Well-Being | **Deirdre McCaughey**, Penn State; **Nealia Sue Bruning**, U. of Manitoba

**HCM Best International Paper Award Nominee**

The Consequences of Nursing Unit Turnover | **Sung-Heui Bae**, U. of north carolina-chapel hill; **Bruce Fried**, U. of north carolina-chapel hill; **Barbara A Mark**, U. of North Carolina at Chapel Hill

**1257** : (Paper Session) - (HCM) **Organizational Change and Innovation**

10:30am - 11:50am Hilton Anaheim: Sunset

*Chair:* **Darrell E. Burke**, Florida State U.

*Discussant:* **Peter E. Rivard**, Suffolk U.

🗨️📄 Organizational Change in Health Care: Implications for Research and Practice | **Jim Goes**, U. of Phoenix; **Leonard H. Friedman**, Oregon State U.

📄 Assessing Readiness to Change and Address Disparities in U.S. Hospitals | **Ann Scheck McAlearney**, Ohio State U.

📄 Finding Their Place: The Suppression of Peripheral Practices in Institutionalized Fields | **Ellen T. Crumley**, U. of Alberta; **Karen D. W. Patterson**, U. of New Mexico

📄 Physicians' Acceptance of Telemedicine Technology: An Empirical Test of Competing Theories | **Jungyoon Kim**, Penn State; **Jami Leanne DelliFraine**, Penn State; **Kathryn H. Danksy**, Pennsylvania State U.

**1258** → 📄: (Paper Session) - (HR) **Facilitating Successful Expatriate Assignments and Repatriation**

10:30am - 11:50am Hilton Anaheim: Coronado

*Chair:* **Maria Kraimer**, U. of Melbourne*Discussant:* **Mila B. Lazarova**, Simon Fraser U.

- 🗨️→🗨️ Reentry Training – A Forgotten Component of International HRM | **Betina Szkudlarek**, Rotterdam School of Management - Erasmus U.
- 📄 Identifying and Mapping the Scientific Landscape of Expatriate(s) Studies in Last Five Decades | **Xiaoyun Wang**, U. of Manitoba; **Nealia Sue Bruning**, U. of Manitoba; **Tangting Wang**, Chang Jung Christian U.; **Zhenzhong Ma**, U. of Windsor; **Yender McLee**, Chang Jung Christian U.
- The Impact of Individual Characteristics on Expatriate Adjustment and Performance | **Pei-Chuan Wu**, National U. of Singapore; **Siah-Hwee Ang**, U. of Auckland; **Yi-En Tan**, National U. of Singapore
- 🗨️📄 Developing Cultural Competencies: Openness to Experience and Learning from International Experiences | **Ibraiz Tarique**, Pace U.

**1259** 📄: (Paper Session) - (HR) **Aging Workforce and Retirement**

10:30am - 11:50am Hilton Anaheim: Huntington A

*Chair:* **Ellen Ernst Kossek**, Michigan State U.*Discussant:* **Jeanette N. Cleveland**, Pennsylvania State U.

- 📄 Human Resource Management for an Aging Workforce - A Cross-Organizational Study in 173 Companies | **Stephan Alexander Boehm**, U. of St. Gallen; **Florian Kunze**, U. of St. Gallen
- Training of Older Workers: A Review | **Yu-Shan Hsu**, U. of Wisconsin Milwaukee
- 📄 Retirement at Risk: A Behavioral Perspective on Workers' Risk Taking in Retirement Savings | **Brian Murray**, U. of Dallas; **James Dulebohn**, Michigan State U.
- 🗨️📄 Perceived Agency in Retirement and Retiree Drinking Behavior | **Samuel Bacharach**, Cornell U.; **Peter Bamberger**, Technion Israel Institute of Technology; **Michal Biron**, Tilburg U.; **Mickey Horowitz**, Technion Israel Institute of Technology

**1260** → 📄: (Paper Session) - (HR) **Human Resource Management and Innovation**

10:30am - 11:50am Hilton Anaheim: Huntington B

*Chair:* **Mahesh V. Subramony**, U. of Wisconsin, Oshkosh*Discussant:* **Laurence Fink**, The U. of Toledo

- 🗨️📄 HRM Practices, Absorptive Capacity, and Innovation in Outsourcing Relationships | **Michael R Weeks**, U. of Tampa; **Stephanie Thomason**, U. of Tampa
- 📄 Knowledge Enactment: The Link between Human Resource Practice and Innovation Performance | **Min-Dong Paul Lee**, U. of South Florida; **Sunghoon Kim**, Australian School of Business
- Does HRM Facilitate Employee Creativity and Organizational Innovation? A Study of Chinese Firms. | **Jianwu Jiang**, Nanjing U.; **Shuming Zhao**, Nanjing U.
- 📄 High-Commitment HRM Systems, Human Resource Capability, and Technological Innovation | **Owwon Park**, Korea U.; **Johngseok Bae**, Korea U.

**1261** 🗨️📄: (HR) **Predicting and Enhancing Training Outcomes**

10:30am - 11:50am Hilton Anaheim: Huntington C

*Chair:* **Gary P. Latham**, U. of Toronto*Discussant:* **Miguel Quinones**, Southern Methodist U.

- The Construct Validity of Self-Assessment of Learning: Meta-Analytic Evidence | **Traci Sitzmann**, Advanced Distributed Learning; **Katherine Ely**, George Mason U.; **Kristina Bauer**, Advanced Distributed Learning
- Leadership Skills Training: An Assessment of Two Self-Management Transfer Interventions | **Travor C. Brown**, Memorial U. of Newfoundland; **Sergio De Leon**, Memorial U. of Newfoundland
- Vertical transfer of training: The role of collective efficacy | **Marie-Helene Budworth**, York U.

**1262** 🗨️📄: (Paper Session) - (HR) **Research on Selection: Methods and Fairness**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 1

*Presented on panels 1-5*

- 🗨️📄 Does it Still Take One to Know One? Gender Demography and Female HR Directors | **Astrid Reichel**, Vienna U. of Economics and Business Administration; **Julia Brandl**, Vienna U. of Economics and Business Administration
- 🗨️🗨️ With a Little Help From My (Connected) Friends. | **Michael Hadani**, Long Island U., C.W. Post; **David Jalajas**, Long Island U.; **Susan Coombes**, Syracuse U.
- 🗨️🗨️ Evaluating Situational Interview and Situational Judgment Test: an Iranian Case | **Sara Banki**, Joseph L. Rotman School of Business, U. of Toronto; **Gary P. Latham**, U. of Toronto
- 🗨️📄 Race Differences in Personality: An Evaluation of Moderators and Publication Bias | **Brian W. Tate**, Pennsylvania State U.; **Michael A. McDaniel**, Virginia Commonwealth U.
- 🗨️📄 Trainability Tests and Black-White Differences: Literature Limitations and Empirical Results | **Philip L. Roth**, Clemson U.; **Maury Allen Buster**, Alabama State Personnel Department; **Philip Bobko**, Gettysburg College

**1263** 🗨️📄: (Paper Session) - (HR) **Research on Attraction and Fit**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 2

*Presented on panels 6-10*

- 🗨️📄 Modifying Job Applicants' Organizational Image Beliefs | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Daniel Turban**, U. of Missouri, Columbia
- 🗨️📄 Learning Orientation in Job Search and Employment Contexts: Effects on Recall and Cultural Alignment | **Brian R. Dineen**, U. of Kentucky; **Don Vandewalle**, Southern Methodist U.; **Raymond A. Noe**, The Ohio State U.; **Daniel E. Lockhart**, U. of Kentucky
- 🗨️📄 Personality and Employer Preference | **David B. Zoogah**, Morgan State U.; **Augustus Abbey**, Morgan State U.
- 🗨️ Antecedents of P-G fit and P-J fit: The Role of Extraversion | **Yuann Jun Liaw**, National Taiwan U.; **Aichia Chuang**, National Taiwan U.; **Chun Yang Lee**, National Taiwan U.
- 🗨️🗨️ Addressing the HRM Research Needs of Smaller Establishments | **Denise Potosky**, Pennsylvania State U.

**1264** → 🗄️ 🗄️: (Paper Session) - (HR) **Research on Strategic HR, Global HR, Outsourcing, and Acquisitions**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 3

Presented on panels 11-15

- 🗄️ 🗄️ 🗄️ Acculturation in Related Post-Acquisition Process: A Theoretical Multi-Culture Perspective | **Daniel Jardim Pardini**, FUMEC U.; **Carlos Alberto Goncalves**, FUMEC U.
- 🗄️ → 🗄️ What Drives Training in India's IT-enabled and Business Process Outsourcing Services Industry? | **Ashish Malik**, The Open Polytechnic of New Zealand; **Venkatarman Nilakant**, U. of Canterbury
- 🗄️ 🗄️ North American Firms and their HR Agenda in Liberal and Coordinated Market Economies | **Emma Parry**, Cranfield School of Management; **Michael Dickmann**, Cranfield U.; **Michael Morley**, U. of Limerick
- 🗄️ Being There: The Value of Firm-Specific Human Capital in the Executive Suite | **Jake Messersmith**, U. of Kansas; **James P. Guthrie**, U. of Kansas; **Yong-Yeon Ji**, U. of Kansas
- 🗄️ 🗄️ Corporate Governance and Development-Oriented Human Resource Management | **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.; **Frank I. Mullins**, Syracuse U.

**1265** → 🗄️: (Paper Session) - (IM) **Institutional Context and Economic Outcome**

10:30am - 11:50am Anaheim Marriott: Suite 304

Chair: **John Mezas**, U. of Miami

Discussant: **Jeffrey Furman**, Boston U.

- 🗄️ 🗄️ Structural reform and firm profitability in developing countries | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Luis Dau**, U. of South Carolina
- A Comparative Study of Banking in China and India, Nonperforming Loans and the Level Playing Field | **Daya Shanker**, Deakin U.
- The Impact of Political and Economic Reforms and Institutions on FDI Inflows in Central and Eastern Europe: An Empirical Test | **Sokol Celso**, Florida International U.; **William D Schneper**, Florida International U.
- 🗄️ → 🗄️ Estimating the Global Scale of Counterfeit Trade: A Quantitative Framework | **Thorsten Staake**, ETH Zurich; **Frederic Georges Thiesse**, U. of St. Gallen; **Elgar Fleisch**, U. of St. Gallen

**1266** → 🗄️: (Paper Session) - (IM) **Learning and Knowledge Creation in MNCs**

10:30am - 11:50am Anaheim Convention Center: 212A

Chair: **Bo Bernhard Nielsen**, Copenhagen Business School

Discussant: **Christopher John Voisey**, MIT Sloan School of Management

- 🗄️ Leadership Behaviors and Team Creativity: The Role of Knowledge Sharing among Team Members in China | **Yan Zhang**, Peking U.; **Anne S. Tsui**, Arizona State U.
- 🗄️ Cross-cultural Composition and Knowledge Creation | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle; **Brendan Boyle**, U. of Newcastle
- What to Learn and What Not to Learn: Lessons from the Japanese Catch-up Experience for China | **Yanli Zhang**, Montclair State U.; **John Cantwell**, Rutgers U.

- Organizational Learning in International Projects: Overcoming Distance by 'Temporary Embeddedness' | **Florian A. Täube**, Imperial College London

**1267** → 🗄️: (Paper Session) - (IM) **Ownership and Governance of MNCs**

10:30am - 11:50am Anaheim Convention Center: 213A

Chair: **Chris Robertson**, Northeastern U.

Discussant: **Stephanie Hurt**, Meredith College

- 🗄️ Modes and survival of private participation projects | **Yi Jiang**, Cal State U. East Bay; **Mike Peng**, U. of Texas at Dallas; **Xiaohua Yang**, Queensland U. of Technology
- 🗄️ The Effect of Business Group Affiliation on Firm Product Market and International Strategies | **Anna Lamin**, Northeastern U.

The Impact of Firm Ownership on Internationalization Patterns in India's Software and IT Industry | **Sumit Majumdar**, U. of Texas, Dallas; **Davina E. Vora**, State U. of New York at New Paltz; **Ashok Nag**, Reserve Bank of India and Riskraft Consulting Limited

- 🗄️ → 🗄️ The Impact of Internationalization, Foreign Investors and Financing Mode on Chinese MNE Performance | **Xiaoming He**, Texas A&M U.; **Subrata Chakrabarty**, Texas A&M U.

**1268** → 🗄️: (Paper Session) - (IM) **Commitment, Satisfaction and Work Outcomes in MNCs**

10:30am - 11:50am Anaheim Convention Center: 213C

Chair: **Bella L. Galperin**, U. of Tampa

Discussant: **Paresha N Sinha**, U. of Waikato

- Efficacy of High Performance Work Practices in Chinese Companies | **Shuhong Wang**, U. of Illinois; **John Lawler**, U. of Illinois; **Mingrui Zhang**, Renmin (People's) U. of China
- 🗄️ → 🗄️ The Love of Money and Pay Level Satisfaction: Does GDP per Capita Make a Difference? | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarmo**, Middle Tennessee State U.; **Vivien KG Lim**, National U. of Singapore; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Mark G. Borg**, U. of Malta; **Luigina Canova**, U. of Padua; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzhi Du**, Nankai U.; **Ilya Garber**, Saratov State Socio-Economic U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGADE-ITESM; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon-Portugal; **Abdul Hamid Safwat Ibrahim**, Iman U.; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Kilsun Kim**, Sogang U.; **Roberto Luna-Arocas**, U. of Valencia; **Eva Malovics**, U. of Szeged; **Anna Maria Manganeli**, U. of Padua; **Alice S. Moreira**, Federal U. of Para; **Richard T Mpoyi**, Middle Tennessee State U.; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **AAhad Osman-Gani**, Nanyang Business School; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon-Portugal; **Ruja Pholsward**, Rangsit U.; **Horia Pitariu**, Babes-Bolyai U.; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stemberge**, Andrews U.; **Theresa Li-Na Tang**, Affinion Group;



**Marco Tombolani**, U. of Padua; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Peter Vlerick**, Ghent U.

- It's Happiness That Counts: Full Mediating Effect of Job Satisfaction ... | **Shuhong Wang**, U. of Illinois
- 📄 Cross-National Differences in Effects of Gender Diversity Management on Organizational Perceptions | **Jesse E. Olsen**, Georgia Institute of Technology; **Charles K. Parsons**, Georgia Institute of Technology; **Luis Martins**, Georgia Institute of Technology; **Vera Ivanaj**, Institut National Polytechnique de Lorraine

**1269** 👁️: (Paper Session) - (IM) **MNC Strategy**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - IM 1  
Presented on panels 64-75

- 👁️ 📄 International and Product Diversifications, MNE Performance, and Institutional Distance | **Mike C. H. Chao**, Baruch College; **Seung H. Kim**, St. Louis U.; **Hongxin John Zhao**, Saint Louis U.
- 📄 → 👁️ 📄 Market Openness, Market Stability and Location Choice of Developing Country MNCs | **Lin Yuan**, National U. of Singapore
- 👁️ 📄 Value Creation, Value Appropriation, and Geographic Expansion in Multinational Corporations | **Chia-Wen Hsu**, Yuan Ze U.; **Shao-Tzu Wu**, National Chengchi U.
- 👁️ 📄 Speed of Post-entry Foreign Expansion: Competition and Learning Determinants | **Bau-Jung Chang**, National Taiwan U.
- 👁️ 📄 Do International Age and Speed of Internationalization Affect Foreign Growth? | **Sylvie Cellard**, EM LYON; **Christiane Prange**, EM Lyon
- 👁️ 📄 The Moderating Effect of Firm Age on Leveraging Liability of Foreignness | **Jörg Zimmermann**, Max Planck Institute of Economics, Jena
- 👁️ 📄 Motivations for Internationalization of Manufacturing Enterprises: an Empirical Study in China | **Xuemei Xie**, Shanghai Jiaotong U.
- 👁️ 📄 Technological capabilities and the decision to outsource R&D services | **Andrea Martinez-Noya**, U. of Oviedo; **Esteban Garcia-Canal**, U. de Oviedo, Spain
- 👁️ 📄 COMPETITIVE STRATEGY CHOICES OF TURKISH MNEs IN EUROPEAN UNION: AN EXPLORATORY STUDY | **Ekrem Tatoglu**, Bahcesehir U.
- 👁️ → 👁️ 📄 Beauty in the Eyes of the Beholder: Regional and Global Strategies in the Cosmetics Industry | **John Clarry**, The College of New Jersey
- 👁️ 📄 Why do new ventures go abroad early on?: A capability-based view | **Sang Ji Kim**, Seoul National U.; **Jaeyong Song**, Seoul National U.

**1270** → 📄 JS: (IM, OB, GDO) **Culture and Creativity -- Advances in Intra-individual and Interpersonal Perspectives**

10:30am - 11:50am Anaheim Convention Center: 212B  
Chairs: **Soon Ang**, Nanyang Technological U.; **Miriam Erez**, Technion-Israel Institute of Technology  
Discussant: **Fiona Lee**, U. of Michigan

- Cultural Intelligence, Trust and the Sharing of New Ideas in Multicultural Networks | **Roy YJ Chua**, Harvard Business School; **Michael Morris**, Columbia U.
- Cultural Barriers and Mental Borders: Living and Adapting to Foreign Cultures Facilitates Creativity | **William W. Maddux**, INSEAD; **Adam D. Galinsky**, Northwestern U.; **Jeffrey H. Dyer**, Brigham Young U.; **Hal B. Gregersen**, INSEAD
- Toward a Cognitive Model of Holistic vs. Analytic Cognition on Different Types of Creativity | **Jing Zhou**, Rice U.
- Cultural Diversity and Situational Strength on Creativity in Multicultural Teams | **Rikki Nouri**, Technion-Israel Institute of Technology; **Thomas Rockstuhl**, Nanyang Technological U.; **Miriam Erez**, Technion-Israel Institute of Technology; **Soon Ang**, Nanyang Technological U.

Presenters: **William W. Maddux**, INSEAD; **Rikki Nouri**, Technion-Israel Institute of Technology; **Jing Zhou**, Rice U.; **Roy YJ Chua**, Harvard Business School

**1271** → 📄 JS: (IM, OB, ODC) **Changing Values in China: A Crossroad of Confucianism, Communism, and Capitalism**

10:30am - 11:50am Anaheim Convention Center: 213B  
Organizers: **Wei He**, Indiana State U.; **Jian Min Sun**, Renmin U. of China

Presenters: **Carolyn P. Egri**, Simon Fraser U.; **Ping Ping Fu**, Chinese U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong

**1272**: (Paper Session) - (IP) **Motivation and Behavior Among Individuals and Groups**

10:30am - 11:50am Hilton Anaheim: Mezzanine 1  
Facilitator: **Wendelien Van Eerde**, U. of Amsterdam Business School

- 📄 OB: Affective Responses to Relational Models | **Markus Vodosek**, U. of Utah
- OB: New Insights into the Relation between Social Identification and Employee Satisfaction with a Merger | **David Kroon**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.
- 📄 OB: Goal-Setting Under Pressure: Limits of Setting Specific Difficult Goals in Interdependent Groups | **Heleen Van Mierlo**, Erasmus U. Rotterdam; **Ad P.M. Kleingeld**, Eindhoven U. of Technology
- 📄 OB: Work Motivation and the Social Agency of Computers | **Thomas J. Whelan**, North Carolina State U.

**1273**: (Paper Session) - (IP) **Diversity and Careers**

10:30am - 11:50am Hilton Anaheim: Mezzanine 10  
Facilitator: **Rochelle Parks-Yancy**, Texas Southern U.

- 👁️ 📄 GDO: Tie Strength and Access to Social Capital Resources for the Careers of African-Americans | **Rochelle Parks-Yancy**, Texas Southern U.; **Nancy DiTomaso**, Rutgers U.; **Corinne Post**, Lehigh U.
- 📄 GDO: Methodological Problems with Research on Unfair Discrimination Against Racial Minorities | **Dianna L. Stone**, U. of Texas at San Antonio; **Megumi Hosoda**, San Jose State U.; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Tangela Nichole Phillips**, U. of Central Florida
- 📄 GDO: Dynamics of Promotion Bias in Destination Positions: An Intra-organizational Contingency Perspective | **Ellen R. Auster**, York U.; **Ajnesh Prasad**, York U.
- 📄 GDO: The effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. | **Mark V Roehling**

Michigan State U.; **Shaun Pichler**, Michigan State U.; **Frederick L. Oswald**, Michigan State U.; **Tamara Bruce**, Michigan State U.  
 ☒ **GDO**: Does Workplace Discrimination Influence Career Outcomes? The Importance of Coping Mechanisms | **Jennifer Diamond**, Penn State U.; **Katina B. Sawyer**, Pennsylvania State U.; **Shin-I Shih**, Penn State U.; **Miguel M. Unzueta**, UCLA Anderson School of Management; **Holly S. Slay**, Seattle U.

**1274**: (Paper Session) - (IP) **Ethics: Models and Measures**  
 10:30am - 11:50am Hilton Anaheim: Mezzanine 11

*Facilitator*: **Christopher W Bauman**, Kellogg School of Management, Northwestern U.

- ☞ → ☒ **SIM**: Unethical Behavior in Macedonia: Are There Differences in the Private and the Public Sectors? | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Elisaveta Sardzoska**, U. St. Cyril and Methodius
- ☞ **SIM**: Ethical Work Climates: A Nomological Network Approach to the Study of a Construct | **Anke Arnaud**, Embry-Riddle Aeronautical U.; **Marshall Schminke**, U. of Central Florida
- ☒ **SIM**: Virtue or Complacency? The Future Manager and a New Model for Measuring Corporate Ethics | **Sean Jasso**, Pepperdine U.
- ☞ ☒ **SIM**: A Meta-Ethical Perspective on Organizational Identity | **David Oliver**, HEC Montreal; **Matt Statler**, New York U.; **Johan Roos**, Imagination Lab Foundation
- ☞ ☒ **SIM**: Good Theories Gone Bad: What Happens When Theory Holds, Even If the Assumptions Don't | **Jared D. Harris**, U. of Virginia - Darden; **David Souder**, U. of Connecticut
- ☞ → ☞ **SIM**: Transition Ethics: A Framework for Practitioners and Scholars | **Tara J Radin**, Wharton, U. of Penn

**1275**: (Paper Session) - (IP) **Venture Capital and Entrepreneurship**

10:30am - 11:50am Hilton Anaheim: Mezzanine 12

*Facilitator*: **Hermann Achidi Ndofor**, Texas A&M U.

- ☒ **ENT**: transferred conflict of interest | **Umit Ozmel**, Columbia Business School
- ☒ **ENT**: Funding Second Chances? How personal and attitudinal factors affected bankruptcies credit provision | **Ingrid Wakkee**, Vrije U. Amsterdam, The Netherlands; **Ed Sleebos**, VU U. Amsterdam
- ☒ **ENT**: The Potential Danger of Public Venture Capital Companies | **Thomas Elwood Nelson**, U. of Louisville
- BPS**: An Examination of Hedge Fund Activism: Alignment or Conflict with Other Investor Interests | **Marguerite Schneider**, NJIT; **Lori Verstegen Ryan**, San Diego State U.
- ☒ **OB**: Previous Relationships, Investment Experience and Partner Selection in Venture Capital Syndicates | **Christian Hopp**, U. of Konstanz
- ☒ **ENT**: Caught in the act: Analysing realtime business angel investor decisions to invest | **Gordon Kwesi Adomdza**, U. of Waterloo; **Andrew Lewis Maxwell**, U. of Waterloo

**1276**: (Paper Session) - (IP) **Global Outsourcing**

10:30am - 11:50am Hilton Anaheim: Mezzanine 2

→ **IM**: Does Distance Matter in Offshore Investment Location? | **Jonathan P Doh**, Villanova U.; **Eugene Hahn**, Salisbury U.; **Kraiwinee Bunyaratavej**, Wesley College

→ ☞ ☒ **IM**: Offshoring and the Management of Inter-Organizational Networks: An Organizational Justice Model | **Constant D. Beugre**, Delaware State U.; **William Acar**, Kent State U.

☒ **OCIS**: Performance Outcomes of Onshore and Offshore Business Process Outsourcing | **Jonathan Whitaker**, U. of Richmond; **Sanjeev Kumar**, U. of Michigan, Ann Arbor; **M.S. Krishnan**, U. of Michigan, Ann Arbor

→ **IM**: The Effect of Joint Action with International Partner: Evidence from OEM Suppliers | **Min-Ping Kang**, Shih Hsin U.; **Peng-yu Li**, National Chengchi U.

→ ☒ **IM**: Information Technology and innovation management in international supply chain relationships | **Ruey-Jer Jean**, Manchester Business School; **Rudolf Sinkovics**, U. of Manchester

☒ **IM**: International Outsourcing, eh: The Nearshoring of Customer Service Work to Canada | **Ann Frost**, Ivey School of Business; **Danielle van Jaarsveld**, U. of British Columbia

**1277**: (Paper Session) - (IP) **Geography and Clusters in Industry**

10:30am - 11:50am Hilton Anaheim: Mezzanine 3

*Facilitator*: **Jean-Michel Quentier**, ESC-Pau Business School

**BPS**: Inventive and Uninventive Clusters: The Case of Canadian Biotechnology | **Barak S. Aharonson**, Washington U. in St Louis; **Joel A.C. Baum**, U. of Toronto; **Anne Plunket**, U. Paris Sud 11

→ ☞ ☒ **BPS**: Tangible Governance: On Firm Coordination, ICTs, and Physical Proximity as an Organizing Mechanism | **Linda M. Cohen**, U. of Pennsylvania

☒ **BPS**: Knowledge-Based Agglomeration Economies: The Influence of Heterogeneity and Knowledge Centers | **Ilaria Giannoccaro**, Politecnico di Bari; **Vito Albino**, Politecnico di Bari

→ ☞ ☒ **BPS**: How Labour Market Flexibility Influences Competitive Strategies | **Andrea Monika Herrmann**, Max Planck Institute for the Study of Societies

→ ☒ **BPS**: Customizing Clusters - How Multinational Corporations Shape Service Clusters in Emerging Economies | **Stephan Manning**, Duke U.

→ ☒ **BPS**: A Simulation Study of Managerial Practices for Innovating in SMEs through Clustering | **Martin Horacio Kunc**, U. Adolfo Ibanez

**1278**: (Paper Session) - (IP) **Interfirm Knowledge-Based Management**

10:30am - 11:50am Hilton Anaheim: Mezzanine 4

*Facilitator*: **Carmen Leonor Martinez-Lopez**, City U. of New York/BMCC

→ **IM**: Interfirm Knowledge Transfer Methods | **Frederic Prevot**, Euromed Marseille-School of Management

☒ **IM**: The Role of Power and Bridging Repositories in Knowledge Transfer Involving The Periphery of a MNC | **Jacky Hong**, U. of Macau; **Robin Stanley Snell**, Lingnan U.; **Mark Easterby-Smith**, Lancaster U.

- **IM**: A Contingency Perspectives to the Influence of Knowledge Stickiness on Knowledge Trans-fer Success | **Wann-Yih Wu**, National Cheng Kung U.; **Chia Ying Li**, Providence U.
- **IM**: Creating Advantage through Cooperative Relationship: The Role of Relational Capital | **Chia-Ling Eunice Liu**, National Chung Cheng U.
- **IM**: How Knowledge Leads to Power in the Differentiated MNC | **Lisa Katarina Gaerber**, Vienna U. of Economics and Business Administration; **Björn Ambos**, Vienna U. of Economics and Business Administration

### 1279 : (Paper Session) - (IP) Managing Technology and Relationships

10:30am - 11:50am Hilton Anaheim: Mezzanine 5

Facilitator: **Ana Gargallo**, U. de Zaragoza

- TIM**: How Have Innovative Giants Combined Their Technological and Business Innovations? | **Ping Lan**, U. of Alaska, Fairbanks
- TIM**: Rescuing Latent Technologies: A Relational Model of Technology Managers | **Maritza R. Salazar**, New York U.; **Theresa K Lant**, New York U.
- TIM**: Behavioral Momentum of Technological Innovation: The Moderating Effect of CEO Compensation | **Hsiu-Ling Li**, National Taiwan U.
- OCIS**: How Dot-Coms “Duke It Out”: The Competitive Dynamics of IT-Intensive Firms | **Harminder Singh**, Michigan State U.
- OCIS**: Structural Inertia as an Antecedent to Discontinuities in Information Systems | **Kevin P Gallagher**, Northern Kentucky U.

### 1280 : (Paper Session) - (IP) Career Development and Outcomes

10:30am - 11:50am Hilton Anaheim: Mezzanine 6

Facilitator: **Marie-Line Germain**, St. Thomas U.

- GDO**: Practicing Gender in Academic Gatekeeping | **Marieke Caroline Lisette van den Brink**, Radboud U. Nijmegen; **Yvonne Benschop**, Radboud U. Nijmegen
- BPS**: Entrepreneurial Cognition and the Interaction between Intelligence and Modes of Training | **Chihmao Hsieh**, Missouri U. of Science & Technology
- CAR**: Career Impact: Making a Positive Difference | **Peter A. Heslin**, Southern Methodist U.
- CAR**: The Changing Value of Experience in the Presence of Education | **Rocio Bonet**, Instituto de Empresa Business School
- CAR**: An exploratory study on the process of networking | **Sowon Kim**, HEC U. of Geneva
- MED**: A Multidimensional Perspective of Training Transfer: The Differences between Hard and Soft Skills | **Dennis R Laker**, Widener U.

### 1281 : (Paper Session) - (IP) Operation Management and Value-Chain Logistics

10:30am - 11:50am Hilton Anaheim: Mezzanine 7

Facilitator: **Laurens Debo**, Carnegie Mellon U.

- OM**: Inventories and Customer Search Behavior when Product Quality is Uncertain | **Laurens Debo**, Carnegie Mellon U.; **garrett van ryzin**, Columbia U.
- OM**: An Empirical Study of Inventory Policy Choice and Inventory Level Decisions | **Justin Ren**, Boston U.; **Sean Willems**, Boston U.
- OM**: The Effect of Financial Distress on Inventories in the U.S. Manufacturing Industry | **Christian Hofer**, U. of Arkansas
- OM**: Trade-offs in order management: a multi-criteria Advanced ATP approach | **Uche Okongwu**, Toulouse Business School; **Vérane Humez**, Ecole des Mines d'Albi-Carmaux; **Matthieu Lauras**, Ecole des Mines d'Albi-Carmaux; **Lionel Dupont**, Ecole des Mines d'Albi-Carmaux

### 1282 : (Paper Session) - (IP) HR Assessment and Development

10:30am - 11:50am Hilton Anaheim: Mezzanine 8

Facilitator: **Denise Potosky**, Pennsylvania State U.

- ODC**: Attitude Determines Altitude: An Empirical Evidence of Competency Iceberg Model from Taiwan | **Angela Shinyih Chen**, National Chung Hsing U.; **Chin-Shien Lin**, National Chung Hsing U.; **Rueiyuan Chang**, National Chung Hsing U.; **Ningchun Liu**, National Chung Hsing U.
- HR**: Organisational and Individual Perspectives on Success in Developmental International Assignments | **Michael Dickmann**, Cranfield U.; **Noeleen Doherty**, Cranfield U.
- **HR**: Dimensions of Empowerment: A Study of Women Primary School Teachers in India | **Manjari Singh**, Indian Institute of Management Ahmedabad; **Anita Sarkar**, Indian Institute of Management Ahmedabad
- HR**: Collectivism-Individualism and the Role of Goal Orientation in Organizational Training | **Altovise Monae Rogers**, U. of Houston; **Christiane Spitzmueller**, U. of Houston
- **HR**: A Multilevel Analysis of Human Resource Flexibility on Employees' Job Performance | **Norihiko Takeuchi**, Tokyo U. of Science; **Tomokazu Takeuchi**, Tokyo Fuji U.
- HR**: Interactive Effects of Gender and Mentoring on Career Attainment: Do Female Lawyers Need Good Counsel | **George Dreher**, Indiana U., Bloomington; **Robert D Bretz**, U. of Notre Dame; **Carolyn Wiethoff**, Indiana U., Bloomington

### 1283 : (Paper Session) - (IP) Education and Public Policy

10:30am - 11:50am Hilton Anaheim: Mezzanine 9

Facilitator: **Daniel J Koys**, DePaul U.

- **PNP**: NPM Teaching in a globalizing context: Toward a critical framework & critical pedagogy | **Nidhi Srinivas**, New School U.
- PNP**: Are teaching and research complementary or substitute activities?: An empirical assessment | **Adela Garcia-Aracil**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV)
- MED**: The Predictive Validity of the GMAT and Alternative Admissions Requirements for MBA Programs Outside the U.S. | **Daniel J Koys**, DePaul U.
- MED**: How Management Education Affects Careers: a Competency-based Study of an Italian MBA Program | **Arnaldo Camuffo**, Bocconi U.; **Fabrizio Gerli**, U. of Venice

📖➔🗣️: **MED: Accelerated Management and Leadership Development in the Russian Context** | **Konstantin Korotov**, ESMT

**1284** 📖: (Paper Session) - (MC) **Theory and Practice in Management Consulting**

10:30am - 11:50am Anaheim Marriott: Platinum 3

Chair: **Georges Trepo**, HEC Paris

Discussant: **David Jamieson**, Pepperdine U.

📖 Organizational Determinants of Customer Resistance to Negative Voice | **Andreas B. Eisingerich**, Imperial College London; **Simon J. Bell**, U. of Cambridge

➔🗣️📖 Knowledge Stock Valuation for Global Professional Service Firms | **Shad S. Morris**, Ohio State U.; **Scott A. Snell**, Cornell U.; **Ryan Hammond**, MIT Sloan School of Management

🗣️ Corporate social responsibility and economic efficiency in institutions for handicapped persons | **Vincent Cristallini**, ISEOR, U. of Lyon 3

➔🗣️📖 Absorptive Capacity, Intellectual Capital, and Performance in Small and Medium sized PSFs | **Irene Hausiu Chow**, Chinese U. of Hong Kong; **Stephen T.T. Teo**, U. of Western Sydney; **Karen Ly**, U. of Technology, Sydney

📖 Systematizing the organizational scenario literature using Morgan's metaphors | **Trudi Lang**, Oxford U.

**1285** 📖🗣️: (Paper Session) - (MED) **MBA Students: Questions About Teaching, Learning and Careers**

10:30am - 11:50am Anaheim Convention Center: 211A

Chair: **Carolyn Wiley**, Roosevelt U.

Discussant: **Christina A. Hannah**, U. of Maryland U. College

📖 Evaluating the Impact of an MBA Service-Learning Course on Community Service Attitudes & Behaviors | **Lynn Harland**, U. of Nebraska, Omaha; **Anne Elizabeth Herman**, U. of Nebraska, Omaha; **David Ambrose**, U. of Nebraska, Omaha

🗣️📖 Improving Communication & Leadership: The Impact of Extracurricular Activities on MBA Students | **Sabeen Syed Sheikh**, Graduate Management Admission Council

📖 Industry Shifts in MBA Graduates: An investigation of career, educational, and demographic factors | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Regina F. Bento**, Harvard U.; **Alvin Hwang**, Pace U.

📖🗣️📖 Do Undergraduates and Graduate Students Differ Online? Preliminary Conclusions from the Literature | **J B Arbaugh**, U. of Wisconsin, Oshkosh

**1286** 📖🗣️: (MED) **Developing MBA Student Leadership Skills and Competencies: Outcomes and Future Directions**

10:30am - 11:50am Anaheim Convention Center: 211B

Moderators: **Robert Solomon**, College of William & Mary; **Ronald R. Sims**, College of William and Mary

Leadership Development in MBA Programs: What Works and What Does Not | **Richard E. Boyatzis**, Case Western Reserve U.

The Cohen Leadership Development Program: Tuck's Approach to Leadership Development | **Elizabeth Winslow**, Dartmouth College

Leadership Development across the MBA Curriculum at Boston University | **John F. McCarthy**, Boston U.

The Role of Executive Coaches in The Mason School's Leadership Advantage Program | **Karen D Locke**, College of William and Mary

**1287** 🗣️📖📖: (MH, BPS) **Back to the Source: Continuing the Conversation with Barnard**

10:30am - 11:50am Anaheim Marriott: Elite 1

Organizer: **Ellen O'Connor**, U. of Paris Dauphine

Barnard as the Basis for a General Theory of Management | **William Wolf**, Cornell U.

Barnard: The Last Word on Decision Making | **Ellen O'Connor**, U. of Paris Dauphine

The Functions of the Executive: A System's View of the Organization | **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Chester Barnard and The Functions of the Executive: Ethical implications for managers 70 years on | **Paul C Godfrey**, Brigham Young U.

Moral Identity as a Foundation for Executive Responsibility: Barnard's View | **Milorad M. Novicevic**, U. of Mississippi

Chester Barnard's "Moral Leadership": Lessons from the Past, for the Present | **Daniel A Wren**, U. of Oklahoma

Presenters: **Ellen O'Connor**, U. of Paris Dauphine; **Paul C Godfrey**, Brigham Young U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Milorad M. Novicevic**, U. of Mississippi; **William Wolf**, Cornell U.; **Daniel A Wren**, U. of Oklahoma

**1288** 🗣️➔📖: (Paper Session) - (MOC) **Cognitions and HR Processes**

10:30am - 11:50am Anaheim Marriott: Elite 2

Chair: **Stephanie E Newell**, Eastern Michigan U.

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

🗣️ Incentive Vividness and Improved Performance | **Scott Jeffrey**, U. of Waterloo; **Gordon Kwesi Adomdza**, U. of Waterloo

📖 Be Wary of Paying People to Keep Secrets: Examining Incentives to Secure Confidential Information | **Liane Wardlow Lane**, U. of California, San Diego; **Michael James Liersch**, U. of California, San Diego

➔➔📖 The Role of Temporal Perspectives in Motivation of the Selves | **Sujin Lee**, KAIST; **Angela Y. Lee**, Northwestern U.

📖 The Paradox of Stretch Goals: A Theory of the Adoption of Seemingly Impossible Organizational Goals | **Sim B. Sitkin**, Duke U.; **Chet Miller**, Wake Forest U.; **Kelly E. See**, New York U.; **Michael W. Lawless**, U. of Maryland

**1289** 🗣️➔📖: (Paper Session) - (MOC) **Cognitions and Qualitative Research**

10:30am - 11:50am Anaheim Convention Center: 210A

Chair: **Linda J. Terry**, Capella U.

Discussant: **Jim Nelson**, Southern Illinois U., Carbondale

📖🗣️📖 The Birth and Death of Sensegiving Spirals: Searching for Meaning during Hong Kong's SARS Outbreak | **Amy Y. Ou**, Arizona State U.; **Kevin G. Corley**, Arizona State U.

**Winner of MOC Best Student Paper Award**

📖 Performance Factors in Distributed Coordination: A Distributed Cognition Approach | **Valery Michaux**, REIMS Management School



📖 Evaluating Corporate Governance: The Emerging Work of Sell-Side Financial Analysts | **Zhiyuan (Simon) Tan**, London School of Economics and Political Science

🗣️ The Corporeality of Learning in Everyday Practice | **Anna Essén**, Stockholm U.; **Ali Yakhlef**, Stockholm U.

**1290** 📖 JS: (MOC, OB, OMT) **Shared Affect at the Workplace: Understanding Individual Affect Tied to Social Networks**

10:30am - 11:50am Anaheim Convention Center: 209A

*Chairs:* **Hyoung Koo Moon**, Korea U. Business School; **Seung-Yoon Rhee**, KAIST Business School

The Deliberate Influence of Affect in Organizational Networks | **Karen Niven**, U. of Sheffield; **Peter Totterdell**, U. of Sheffield; **David Holman**, U. of Sheffield

Shared Emotion in Groups: The Role of the Network Structure on Affective Conversation | **Seung-Yoon Rhee**, KAIST Business School; **Hyewon Park**, SKK / Massachusetts Institute of Technology; **Jonghoon Bae**, Korea U. Business School; **Hyoung Koo Moon**, Korea U. Business School

Interpersonal Affect and Task-related Ties: A Multi-Method Analysis of Causality | **Tiziana Casciaro**, U. of Toronto; **Miguel Sousa Lobo**, Duke U.

The Relationship Between Individuals' Emotional Intelligence and Their Social Networks | **Virginie L. Kidwell**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky

**1291** 📖 JS: (MOC, OB, OMT) **Courage in Organizations: Asking New Questions about a Fundamental Virtue**

10:30am - 11:50am Anaheim Convention Center: 209B

*Organizer:* **Monica C. Worline**, Emory U.

*Discussant:* **Terence R. Mitchell**, U. of Washington

*Presenters:* **Pauline Schilpzand**, U. of Florida; **Neil Diarmuid Walshe**, U. of London; **Cindy Pury**, Clemson U.

*Participants:* **Amir Erez**, U. of Florida; **Rob B. Briner**, U. of London

**1292** 📖 SHCS: (MOC, ODC, SIM) **Exploring the Intersections of Identity and Social Change**

10:30am - 11:50am Anaheim Convention Center: 204A

*Organizers:* **Scott Sonenshein**, Rice U.; **Jane E. Dutton**, U. of Michigan, Ann Arbor

Tempered Radicals as Positive Deviants | **Debra Meyerson**, Stanford U.

Being a Sustainable Environmentalist | **Scott Sonenshein**, Rice U.; **Jane E. Dutton**, U. of Michigan, Ann Arbor

The Role of Organizational Time Orientation in Business Sustainability | **Pratima Bansal**, U. of Western Ontario; **Natalie Slawinski**, U. of Western Ontario

Public and Private Understandings: Occupational Identity and Social Action | **Maria Teresa Farkas**, U. of Michigan

**1293** : (Paper Session) - (MSR) **Workplace Spirituality: Management, Theory, and Organizational Learning**

10:30am - 11:50am Anaheim Marriott: Platinum 10

*Chair:* **Karen Norum**, Gonzaga U.

*Discussants:* **Faith Wambura Ngunjiri**, Yale U.; **Richard Peregoy**, U. of Dallas Graduate School of Management

🗣️ Applying Four-Phase Organization Learning Theory to the Gospel of Luke: An Interdisciplinary Study | **Bruno Dyck**, U. of Manitoba; **Laurence Broadhurst**, U. of Manitoba

🗣️ Spirituality in the Management Context: Theory and Measurement | **Caroline Liu**, U. of Southern California

📖 The Workplace Spirituality Movement: Identifying the Shadow of Management and Managing the Shadow | **Marjolein Lips-Wiersma**, U. of Canterbury; **Kathy Lund Dean**, Idaho State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.

🗣️ The Spirit of Life's Work at Work | **David Trott**, St. Edwards U.; **Janet K Kiehl**, U. of Connecticut

**1294** 📖: (Paper Session) - (OB) **Predicting Team Performance**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon A

*Chair:* **Mark A. Clark**, American U.

*Discussant:* **Kenneth Lee Bettenhausen**, U. of Colorado at Denver and Health Sciences Center

📖 Team Conflict Management and Team Performance: The Effects of Task Interdependence and Team Identity | **Anit Somech**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa; **Helena Desivilya**, Max Stern Emek Yezreel College

📖 A Meta-Analytic Examination of the Cognitive Underpinnings of Effective Teamwork | **Leslie A. DeChurch**, U. of Central Florida; **Jessica R. Mesmer-Magnus**, U. of North Carolina - Wilmington

The Effects of Status Inequality on Performance, Absences, and Thriving within Teams | **Amy Christie**, Queen's U.; **Julian Barling**, Queen's U.

🗣️ Cross Understanding: Effects on Group Cognition and Performance | **Kyle Lewis**, U. of Texas, Austin; **George P. Huber**, U. of Texas, Austin

**1295** 📖: (Paper Session) - (OB) **Innovation in Groups and Organizations**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon B

*Chair:* **Jonah Friedman**, Fordham U.

*Discussant:* **Travis Maynard**, Colorado State U.

🗣️ One Plus One Equals Three: The Effect of Paradoxical Cognition on Individual and Team Innovation | **Ella Miron-Spektor**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.

📖 The Influence of Newcomer Expertise on Knowledge in Groups: An Empirical Investigation | **Sungu Armagan**, Florida International U.

📖 The Role of Affective Commitment in Building a Psychological Climate of Innovation | **Mardi Witzel**, Wilfrid Laurier U.; **Simon Taggar**, Wilfrid Laurier U.

📖 Applying Fantasy Realization Theory to OB: Future-Related Thinking, Leadership and Innovation | **Johannes Rank**, U. of Surrey; **Natalie Bayas**, U. of Giessen

**1296** 📖: (Paper Session) - (OB) **The Darkside of Customer Service**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon C

*Chair:* **Marie S. Mitchell**, U. of Nebraska

*Discussant:* **Maria Rotundo**, U. of Toronto

Customers' Abusive Behavior and Service Providers' Performance: The Role of Personality | **Paraskevi T. Christoforou**, National U. of Singapore

📖 The Squeaky Wheel: Customer Complaint Behavior, Customer Personality and Employee Performance | **Sabrina DeeAnn Volpone**, U. of Houston; **Emily M Hunter**, U. of

Houston; **Lisa Penney**, U. of Houston; **Winnie T Cheng**, U. of Houston  
 My Supervisor and I are both Exhausted: Does Service Climate Help? | **Catherine K Lam**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Onne Janssen**, Groningen U.  
 Emotion Recognition: How and When it Affects Stress in Customer Service Work | **Marieke C. Schilpzand**, Georgia Institute of Technology

**1297** 🗨️: (Paper Session) - (OB) **Proactive Personality**

10:30am - 11:50am Hilton Anaheim: Laguna B

Chair: **James M. LeBreton**, Purdue U.

Discussant: **Don Vandewalle**, Southern Methodist U.

- 🗨️Elaborating the Effects of Proactive Personality in China: A Relational Perspective | **Ning Li**, Shanghai Jiao Tong U.; **Jian Liang**, Shanghai Jiao Tong U.; **Mike Crant**, U. of Notre Dame
- 🗨️Change-Driven by Nature: A Meta-Analytic Review of the Proactive Personality Literature | **Bryan Fuller**, Louisiana Tech U.; **Laura Elizabeth Marler**, Mississippi State U.
- 🗨️A Model of the Antecedents and Outcomes of Proactive Work Orientation | **Steffen P. Raub**, Ecole Hoteliere de Lausanne

Impacts of Proactive Personality on the Link between Network Centrality and Satisfaction/Stress | **Seung Hwan Mark Lee**, U. of Western Ontario; **Israr Qureshi**, U. of Western Ontario; **Arjun Bhardwaj**, Richard Ivey School of Business; **Alison Konrad**, U. of Western Ontario

**1298** 🗨️: (Paper Session) - (OB) **Emotional Intelligence**

10:30am - 11:50am Hilton Anaheim: Pacific Pavilion A

Chair: **Lillian Schumacher**, U. of Saint Francis

Discussant: **Neal M. Ashkanasy**, U. of Queensland

- 🗨️🗨️Emotion and Cognition: The Role of Ability Based Emotional Intelligence and Discrete Emotions | **Janaki Gooty**, State U. of New York, Binghamton; **Mark Gavin**, Oklahoma State U.

Impact of Team Leaders' Emotional Intelligence and Group-Affect on Team Commitment | **Sophia Soyoung Jeong**, U. of South Carolina

🗨️Revisiting the Link between Leaders' Emotional Intelligence and Transformational Leadership | **Sirkwoo Jin**, U. of Maryland; **Myeong-Gu Seo**, U. of Maryland; **Debra L. Shapiro**, U. of Maryland

Emotional Intelligence: An investigation of the dimensionality of self-perceived EI | **Donald H. Kluemper**, Louisiana State U.; **Sungwon Choi**, Louisiana State U.; **Kerry S. Sauley**, Louisiana State U.

**1299** 🗨️JS: (OB, CM, RM) **What About Psychological Ownership and Territoriality? Questions We Are Starting to Ask**

10:30am - 11:50am Hilton Anaheim: El Capitan B

Chairs: **Graham Brown**, Singapore Management U.; **Craig D. Crossley**, U. of Nebraska/Schwans U.

Discussant: **Jon L Pierce**, U. of Minnesota, Duluth

Promotive Reactions of Psychological Ownership | **James B. Avey**, Central Washington U.; **Bruce Avolio**, U. of Nebraska; **Ketan H. Mhatre**, U. of Nebraska-Lincoln; **Craig D. Crossley**, U. of Nebraska/Schwans U.

Construction and Validation of a Measure of Territoriality in Organizations | **Graham Brown**, Singapore Management U.; **Craig D. Crossley**, U. of Nebraska/Schwans U.

Employee Participation, Psychological Ownership and Knowledge Sharing | **Tzu-Shian Han**, National Chengchi U., Taiwan; **Hsu-Hsin Chiang**, National Chengchi U., Taiwan; **Aihwa Chang**, National Chengchi U.

How do Employees React to Knowledge Hiding at Work? | **David Zweig**, U. of Toronto; **John P. Trougakos**, Purdue U.

Collective Feelings of Possession: Territoriality in the Context of Municipality Mergers | **Iiro Jussila**, LUT School of Business; **Pasi Tuominen**, LUT School of Business

Participants: **James B. Avey**, Central Washington U.; **Bruce Avolio**, U. of Nebraska; **Graham Brown**, Singapore Management U.; **Craig D. Crossley**, U. of Nebraska/Schwans U.; **Aihwa Chang**, National Chengchi U.; **Hsu-Hsin Chiang**, National Chengchi U., Taiwan; **Iiro Jussila**, LUT School of Business; **Ketan H. Mhatre**, U. of Nebraska-Lincoln; **John P. Trougakos**, Purdue U.; **Tzu-Shian Han**, National Chengchi U., Taiwan; **Pasi Tuominen**, LUT School of Business; **David Zweig**, U. of Toronto

**1300** 🗨️JS: (OB, HR) **Beyond Performance: Non-Traditional Consequences of Helping Behavior for the Helper**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon D

Chairs: **Matthias Spitzmueller**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

Expanding the Criterion Domain: Consequences of Helping on Individual Well-Being and Adjustment | **Matthias Spitzmueller**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

A Paradox of Citizenship Satisfaction: Why We Enjoy Helping Out-Groups More Than In-Groups | **Adam M. Grant**, U. of North Carolina, Chapel Hill

Helping Peers: Contrasting Effects for Minority versus Majority Helpers | **David T. Wagner**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

Reciprocity Preferences and Group Identification in Generalized Exchange | **Robb Willer**, U. of California, Berkeley; **Frank Flynn**, Stanford U.; **Sonya Zak**, Stanford U.

Presenters: **Adam M. Grant**, U. of North Carolina, Chapel Hill; **David T. Wagner**, Michigan State U.; **Sonya Zak**, Stanford U.

Participants: **Frank Flynn**, Stanford U.; **Robb Willer**, U. of California, Berkeley

**1301** 🗨️SHCS: (OB, HR, ODC) **Building and Repairing Organization-Level Trustworthiness**

10:30am - 11:50am Hilton Anaheim: Pacific Pavilion B

Chairs: **Nicole Gillespie**, Warwick Business School; **Deanne N. DenHartog**, U. of Amsterdam; **R H. Searle**, The Open U.; **Tally Hatzakis**, Brunel U.

Trust Repair After an Organization-Level Failure | **Nicole Gillespie**, Warwick Business School; **Graham Dietz**, U. of Durham

Trust in Organizations: Does it Differ Across Cultures? | **Hwee-Hoon Tan**, Singapore Management U.; **S. Arzu Wasti**, Sabanci U.

Organizational Trustworthiness: The Role of High Involvement HR Systems and Procedural Fairness | **R H. Searle**, The

Open U.; **Deanne N. DenHartog**, U. of Amsterdam; **Frederique Six**, U. of Amsterdam; **Nicole Gillespie**, Warwick Business School; **Tally Hatzakis**, Brunel U.; **Denise Skinner**, Oxford Brookes U.

The Co-Evolution of Trust and Control When Organizations Grow | **Aneil K Mishra**, Wake Forest U.; **Gavin M. Schwarz**, U. of New South Wales; **Karen Elizabeth Mishra**, Meredith College

### 1302 JS: (OB, MOC) The Unintentional Self

10:30am - 11:50am Hilton Anaheim: Capistrano B

Chair: **Nathanael Fast**, Stanford U.

Significant Other Primes and Behavior: Self-Monitoring Moderates Pursuit of Prime-Induced Goals | **Kimberly Rios Morrison**, Ohio State U.; **S. Christian Wheeler**, Stanford U.; **Dirk Smeesters**, Erasmus U. Rotterdam

Blame Contagion | **Nathanael Fast**, Stanford U.; **Larissa Z. Tiedens**, Stanford U.

The Spyglass Self: A Model of Vicarious Self-perception | **Noah J. Goldstein**, U. of Chicago; **Robert Cialdini**, Arizona State U.

Power and Reciprocity | **M. Ena Inesi**, London Business School; **Deborah Gruenfeld**, Stanford U.

Participants: **Kimberly Rios Morrison**, Ohio State U.; **Nathanael Fast**, Stanford U.; **Noah J. Goldstein**, U. of Chicago; **M. Ena Inesi**, London Business School

### 1303 JS: (OB, MOC, ODC) Bouncing Back from Negative Events: Individual, Interpersonal and Organizational Experiences

10:30am - 11:50am Hilton Anaheim: Laguna A

Organizers: **Jamie J. Ladge**, Northeastern U.; **Judith A. Clair**, Boston College

Discussant: **Kim Cameron**, U. of Michigan

Ordinary Magic in Organizations: How Chronic Downsizing Agents Experience Personal Growth at Work | **Judith A. Clair**, Boston College; **Jamie J. Ladge**, Northeastern U.

Necessary Evils: Resourceful Response to Self and Other | **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.

Interpersonal Disconnection as Triggers for Relational Repair and Growth | **Jason Kanov**, Seattle U.

Leading Positively: Individual Differences that Influence the Ability to See Crisis as Opportunity | **Erika H. James**, U. of Virginia

The Role of Leaders in Crafting Legacy Organizational Identities | **Ian Walsh**, Boston College

Presenters: **Jamie J. Ladge**, Northeastern U.; **Judith A. Clair**, Boston College; **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.; **Jason Kanov**, Seattle U.; **Erika H. James**, U. of Virginia; **Ian Walsh**, Boston College

### 1304 JS: (OB, RM) Providing Timely Assistance: New Developments in the Measurement of Temporal Constructs

10:30am - 11:50am Hilton Anaheim: El Capitan A

Chairs: **Susan Mohammed**, Pennsylvania State U.; **Nataliya Baytalskaya**, Pennsylvania State U.

Discussant: **Allen Bluedorn**, U. of Missouri

Development and Validation of a New Measure of Polychronicity | **Elizabeth Oberlander**, Michigan State U.;

**Frederick L. Oswald**, Michigan State U.; **Hubert T Chen**, U.S. Navy

Time urgency, time perspective, polychronicity, and temporal depth: Orthogonality and construct stability | **Jia Li**, U. of Maastricht

The Development and Validation of a Pacing Preference Scale | **Josette M.P. Gevers**, Technische U. Eindhoven; **Susan Mohammed**, Pennsylvania State U.; **Nataliya Baytalskaya**, Pennsylvania State U.; **Flora Beefink**, Technische U. Eindhoven

The Role of Time in Interdependence: Development of the Socio-Temporal Adaptability Scale | **Sophie Leroy**, U. of Minnesota; **Sally Blount**, New York U.

Participants: **Elizabeth Oberlander**, Michigan State U.; **Frederick L. Oswald**, Michigan State U.; **Hubert T Chen**, U.S. Navy; **Jia Li**, U. of Maastricht; **Josette M.P. Gevers**, Technische U. Eindhoven; **Flora Beefink**, Technische U. Eindhoven; **Sophie Leroy**, U. of Minnesota; **Sally Blount**, New York U.

### 1305 (Paper Session) - (OCIS) Communities of Practice: Coordination and Leadership

10:30am - 11:50am Anaheim Convention Center: 207A

Chair: **Anthony P. Ammeter**, U. of Mississippi

Discussant: **Steven L. Johnson**, U. of Maryland

Cross-Boundary Roaming: Coordinating Knowledge in a Dynamic Work Context | **Ruey-Lin Hsiao**, National Cheng Chi U.; **Ching-fang Lee**, Shih Chien U., Kaohsiung; **Stephen Tsai**, National Sun Yat-Sen U.

Community of Practice: Striving for Conceptual Clarity. | **Kibily Demba Samake**, Louisiana State U.; **Suzanne D. Pawlowski**, Louisiana State U.; **Sonja WileyPatton**, Louisiana State U.

Leadership in online knowledge networks | **Marleen Huysman**, Vrije U. Amsterdam; **Bart van den Hooff**, Vrije U. Amsterdam; **Marlous Agterberg**, Vrije U. Amsterdam

### 1306 (Paper Session) - (OCIS) Media Choice and Usage

10:30am - 11:50am Anaheim Convention Center: 207B

Chair: **Anita Blanchard**, U. of North Carolina, Charlotte

Discussant: **Robert Fuller**, U. of Tennessee, Knoxville

Media Richness Theory; A Review and Discussion | **Willem Pieterse**, U. Twente, The Netherlands

Media and Concession in Negotiation among Strangers: IM versus Phone Communication | **Norman A. Johnson**, U. of Houston; **Randolph Cooper**, C. T. Bauer College of Business, U. of Houston

Exploring the Relationship between Affordances of ICT and Perceived Communication Failures | **Chei Sian Lee**, Nanyang Technological U.

### 1307 (Paper Session) - (ODC) Organizational Justice & Fairness in Downsizing and Change Situations

10:30am - 11:50am Anaheim Marriott: Elite 3

Chair: **Carole Lalonde**, U. Laval

Discussant: **Kathryn S Rogers**, Pitzer College

→ Organizational justice as a mediator between LMX and organizational commitment during major change | **Elaine Farndale**, Tilburg U.; **Stef Suijkerbuijk**, Tilburg U.; **veronica hope hailey**, Cass Business School; **Clare Kelliher**, Cranfield School of Management

→ Effects of Managerial Explanation and Fairness on Implementing Organizational Change | **Daejeong Choi**, U. of Iowa

📄 Hidden Costs of Layoffs: An Organizational Justice Analysis of Survivor Reactions | **Deshani B. Ganegoda**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore; **Jack W Wiley**, Kenexa Research Institute

→ 📄 Restructuring Strategies: A Further Explanation of Survivors' Reactions to Downsizing | **Kusum Sahdev**, ODRL

### 1308 : (ODC) Kurt Lewin: His Approach, His Legacy, Our Questions

10:30am - 11:50am Anaheim Marriott: Platinum 2

Organizer: **Kurt Motamedi**, Pepperdine U.

Participants: **Fred Massarik**, U. of California, Los Angeles; **Jean E. Neumann**, Tavistock Institute; **Kurt Motamedi**, Pepperdine U.

### 1309 📄: (OM) JOM Best Paper Session

10:30am - 11:50am Anaheim Convention Center: 207C

Coffee Break sponsored by Elsevier.

Moderators: **Morgan Swink**, Michigan State U.; **Ken Boyer**, Michigan State U.

Linking e-service quality and markups: The role of imperfect information in the supply chain | **Elliot Rabinovich**, Arizona State U.

Outsourcing impact on manufacturing firms' value: Evidence from Japan | **Bin Jiang**, DePaul U.; **James A Belohlav**, DePaul U.; **Scott Thomas Young**, DePaul U.

Exploring retailers' sensitivity to local sustainability policies | **Hans J. Quak**, Erasmus U. Rotterdam; **Rene B.M. de Koster**, Erasmus U. Rotterdam

### 1310 📄: (Paper Session) - (OMT) Actors and Audiences: How Perceptions are Shaped

10:30am - 11:50am Anaheim Marriott: Suite 312

Chair: **Stephan Philip Belding**, Marylhurst U.

📄 The Reputation Halo & Expert vs. Non-expert Observers: Evidence from MLB All-Stars | **Scott D. Graffin**, U. of Georgia; **Peggy M. Lee**, Arizona State U.; **Andrew Ward**, U. of Georgia

Standing Out of the Crowd: Exclusivity and Community Effect in Analysts' Recommendations | **Matteo Prato**, IESE Business School; **Fabrizio Ferraro**, IESE Business School

🗣️📄 The Effects of New Venture Resources and Sensegiving Activities on Media Coverage and VC Funding | **Antoaneta Petkova**, San Francisco State U.

Trading across Worlds: How Social Exchange affects Firms' Media Coverage and Competitive Advantage | **Mark Thomas Kennedy**, U. of Southern California

### 1311 📄: (OMT) Social Structure and Culture Production: The Film Industry as Example

10:30am - 11:50am Anaheim Convention Center: 207D

Organizer: **Giacomo Negro**, Emory - Goizueta Business School  
Discussants: **Greta Hsu**, U. of California, Davis; **Joseph Porac**, New York U.

The Glitter of Golden Ages: Network Mobility in the U.S. Film Industry, 1919-1995 | **Jarrett Spiro**, INSEAD

Audiences, Legitimation and Individual Creative Performance | **Gino Cattani**, New York U.; **Simone Ferriani**, U. of Bologna

Little Red Rattinghood: The Impact of Category and Network Position on Betrayal in Hollywood | **Giacomo Negro**, Emory - Goizueta Business School; **Sasha Goodman**, Stanford GSB; **Hayagreeva Rao**, Stanford U.

Social Networks, Genres and Film Ratings | **David M. Waguespack**, U. of Maryland, College Park; **Olav Sorenson**, U. of Toronto

Presenters: **Jarrett Spiro**, INSEAD; **Gino Cattani**, New York U.; **Sasha Goodman**, Stanford GSB; **David M. Waguespack**, U. of Maryland, College Park

Participants: **Simone Ferriani**, U. of Bologna; **Hayagreeva Rao**, Stanford U.; **Olav Sorenson**, U. of Toronto

### 1312 📄: (Paper Session) - (OMT) Talk to Me: Discourse and Action in Institutionalization

10:30am - 11:50am Anaheim Convention Center: 210B

Chair: **Michel Ehrenhard**, U. of Twente

📄 The Questions We Ask about Institutions and Organizations: Modes of Inquiry in New Institutionalism | **Toke Bjerregaard**, Aarhus School of Business, U. of Aarhus; **Charlotte Jonasson**, Region Midtjylland

📄 A Process Model of Coping with Dialectical Tensions in Organizations | **Paula Jarzabkowski**, Aston Business School; **Jane Kirsten Matthiesen**, Aston Business School; **Andrew H. Van de Ven**, U. of Minnesota

📄 Asking the Diversity Question: An Ethnographic Investigation into the Discourse of Fashion | **Anshuman Prasad**, U. of New Haven; **Pushkala Prasad**, Skidmore College; **Raza A Mir**, William Paterson U.

→ 📄 From Concept to Field: The Evolution of Venture Philanthropy | **Lisa K. Hehenberger**, IESE Business School; **Johanna Mair**, IESE Business School

### 1313 📄: (Paper Session) - (OMT) Got Resource? Firm Resources and Actions

10:30am - 11:50am Anaheim Convention Center: 210C

Chair: **Paul L. Drnevich**, U. of Alabama

📄 The Roles of Strategic Actions and Strategic Resources in Achieving Competitive Advantage | **Yinghong (Susan) Wei**, Oklahoma State U.

📄 Creating & Abandoning Resources Under Uncertainty: Decision-making in Managing Intellectual Property | **Dana Wang**, Stanford U.

🗣️📄 Transaction Cost and Resource Based Predictors of Business Process Outsourcing: A Research Framework | **Debmalya Mukherjee**, U. of Memphis; **Ben L Kedia**, U. of Memphis

📄🗣️→ 📄 The Role of Partnership Quality on the Relationship between Internal Resources and Firm Performance | **Somnath Lahiri**, Illinois State U.; **Ben L Kedia**, U. of Memphis

### 1314 📄: (Paper Session) - (OMT) We Belong Together: Identities in Inter-organizational Networks

10:30am - 11:50am Anaheim Convention Center: 303A

Chair: **Nancy Miller Frank**, State U. of New York, Empire State College

Status Coherence and Organizational Identity | **Young-Kyu Kim**, U. of Chicago



- 📖 Cross-classifications: An Empirical Study of Multiplex Identities in Organizational Communities | **Fabio Fonti**, Boston College; **Alessandro Lomi**, U. of Lugano
- 📖 Relational Coherence, Relational Continuity, and Identity Clarity | **Zhi Huang**, Department of Management of Organizations, HKUST
- ➔ 📖 Identity Salience, Interaction Pattern, and the Construction of Shared Identity in IOMT | **Melanie Schreiner**, U. of Konstanz; **Ruediger Klimecki**, U. of Konstanz

### 1315 📖: (Paper Session) - (OMT) **Networking: Social Capital in Organizations**

10:30am - 11:50am Anaheim Convention Center: 303B

Chair: **Saroj Kumar Pani**, IIMB

- 📖 Social Capital Configurations in High-Performing Service Organizations | **Claudia D. Jonczyk**, ESCP-EAP European School of Management; **Ben M. Bensaou**, INSEAD; **Charles D. Galunic**, INSEAD; **Roxana Barbulescu**, INSEAD
- 📖 Form or Substance: How Generalist and Specialist Lawyers make Different Use of their Social Capital | **Marten Dresen**, RSM Erasmus U.; **Elko Klijn**, RSM Erasmus U.; **Lucas C.P.M. Meijs**, Erasmus U.
- 📖 Untangling Organizational Social Capital: Relationships Among its Dimensions and Antecedents | **David Pastoriza**, HEC Montreal; **Miguel A. Ariño**, IESE Business School. U. of Navarra; **Joan Enric Ricart**, IESE Business School; **Miguel Canela**, U. of Barcelona
- Resourcing Social Capital in the Emergence of Organizational Capabilities | **Christopher Fredette**, Schulich School of Business, York U.

### 1316 📖: (Paper Session) - (OMT) **Yes you Can: Leadership Types and Effects**

10:30am - 11:50am Anaheim Convention Center: 303C

Chair: **Ricardo H. Archbold**, US Postal Service/U. of Phoenix

- 📖 Governing Ourselves before Governing Others: An Investigation of Authentic Leadership | **Robert Cameron**, Capella U.
- Expeditionary Leadership: Leaders Impacting their Contexts | **John W Medcof**, McMaster U.
- Does Leadership Development Increase Firm Performance? | **Afroditi Dalakoura**, Athens U. of Economics and Business
- ➔ 📖 Leadership and Organizational Performance: When Leadership Cooperation is the Norm | **Bjarne Espedal**, Norwegian School of Economics and Business Administration; **Olav A. Kvitastein**, Norwegian School of Economics and Business Administration

### 1317 📖: (Paper Session) - (OMT) **Organizational Adaptation and Strategy**

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 29-37

- 📖 Reshuffling: Strategic Group Mobility and Dynamic Capabilities | **Lei Zhang**, U. of Maryland, College Park
- ➔ 📖 Determinants of Ownership Allocation | **Christian Weiss**, European Business School
- 📖 Does Strategic Planning affect Organizational Survival? | **Carol Yeh-yun Lin**, National Chengchi U., Taiwan; **Mavis Yi-**

**Ching Chen**, China U. of Technology; **Chia-Hsiung Huang**, National Chengchi U., Taiwan

- 📖 Seeking Boundary Clarity: Before Proceeding to use Porter's Cluster Theory | **David Marshall Hunt**, TUI U.
- 🗨️ 📖 Corporate Social Performance: What Yields the Maximum Advantage? | **Punit Arora**, Syracuse U.
- 📖 An Exploration of Managerial Decisions based on Corporate Effectiveness and Competitive Efficiency | **Kevin L. Johnson**, Baylor U.
- 📖 Downsizing and TMT Turnover: The Effects of Downsizing and Strategic Change on Firm Performance | **Thomas Parker**, Southern Illinois U.; **Jasmin C Lin**, Southern Illinois U.
- 📖 The Growth Corridor: Financial Thresholds to Optimum Firm Expansion | **Flora Ferlic**, U. of St. Gallen
- ➔ 📖 Foreign Parent Contributions, Experiences, and International Joint Venture Control and Performance | **Nguyen Huu Le**, Marketing Department, U. of Vaasa

### 1318 JS: (OMT, BPS, ODC) **Paths in Organizational Fields**

10:30am - 11:50am Anaheim Convention Center: 210D

Organizers: **Georg Schreyogg**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin

Discussant: **Robert A Burgelman**, Stanford U.

- The Dynamics of Path Dependency. Introduction and Conceptual Framework | **Georg Schreyogg**, Freie U. Berlin
- The Horse's Hoof: Social Identity, Path-Dependence and Path Breaking in the Equine Industry | **Kenneth W Koput**, U. of Arizona; **Michael W. Conaway**, Reata Equine Veterinary Group; **David Olson**, California State U. Bakersfield
- 'The Curse of the Follower': Path Dependency and its Consequences in the Role-Playing Game Industry | **Benoît Demil**, U. of Lille 1; **Xavier Lecocq**, U. of Lille 1; **Filippo Carlo Wezel**, U. of Lugano
- Organizational and Institutional Path Dependence in the German Clothing Industry | **Joerg Sydow**, Freie U. Berlin; **Elke Sybille Schuessler**, Freie U. Berlin
- Presenters: **Filippo Carlo Wezel**, U. of Lugano; **Kenneth W Koput**, U. of Arizona; **David Olson**, California State U. Bakersfield; **Elke Sybille Schuessler**, Freie U. Berlin

### 1319 📖 SHCS: (OMT, BPS, TIM) **Inter-organizational Benchmarking: Antecedents and Consequences**

10:30am - 11:50am Anaheim Convention Center: 204C

Organizers: **Forrest Briscoe**, Pennsylvania State U.; **Sean Safford**, U. of Chicago Graduate School of Business

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

Discussant: **Joseph J Galaskiewicz**, U. of Arizona

- Where do Benchmarking Networks Come From? | **Sean Safford**, U. of Chicago Graduate School of Business; **Forrest Briscoe**, Pennsylvania State U.
- Who Does an Elite Organization Emulate? Networks, Influence and Benchmarking | **Mary Still**, Cornell U.; **David Strang**, Cornell U.
- The Selection of Competitive Benchmarks: Integrating Strategic Group & Social Network Perspectives | **Kwangho Kim**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.

Fading from Sight: Effects of Network Structure on Firm Exit | **Sonic Wu**, National Taiwan U.  
*Participants:* **Mary Still**, Cornell U.; **David Strang**, Cornell U.; **Kwangho Kim**, Pennsylvania State U.; **Sonic Wu**, National Taiwan U.; **Wenpin Tsai**, Pennsylvania State U.

**1320** → 🗨️: (Paper Session) - (ONE) **Rethinking Corporate Sustainability**

10:30am - 11:50am Anaheim Marriott: Platinum 4

*Chair:* **Lutz Preuss**, Royal Holloway College, U. of London

*Discussants:* **Jijun Gao**, U. of Western Ontario; **Sandra Rothenberg**, Rochester Institute of Technology

→ 🗨️ Re-visioning Corporate Sustainability: Development of a Systems-Based Sustainable Business Model | **Wendy Stubbs**, Monash U.

🗨️ 🗨️ Achieving Sustainability: Antecedents and Consequences in the U.S. and Other Countries | **Kent D. Fairfield**, Fairleigh Dickinson U.; **Joel I Harmon**, Fairleigh Dickinson U.; **Scott J Behson**, Fairleigh Dickinson U.

🗨️ 🗨️ Beyond the Bounded Instrumentality in Current Research on Corporate Sustainable Development | **Tobias Hahn**, Institute for Futures Studies and Technology Assessment; **Frank Figge**, Queen's U. Belfast

🗨️ 🗨️ The False Dichotomy between Business and the Natural Environment: Are We Asking Useful Questions? | **Jeffrey G. York**, U. of Virginia

**1321** 🗨️ 🗨️: (Paper Session) - (PNP) **Role of HRM in PNP sectors**

10:30am - 11:50am Anaheim Marriott: Platinum 1

*Chair:* **Andrew James Noblet**, Deakin U.

🗨️ Strategic Human Resources Management in Nonprofit Organizations: An Empirical Study | **Chao Guo**, U. of Georgia  
 🗨️ Contingent but Committed: HR Practices, Climate and Temporary Organizations Performance | **Ing-Chung Huang**, National Kaohsiung U.; **Chin Ming Ho**, National Sun Yat-sen U.; Taiwan; **Jin-Feng Uen**, National Sun Yat-Sen U.; **Long Sheng Lin**, National Sun Yat-Sen U.; **Po Chien Chang**, National Sun Yat-sen U.; Taiwan

The Role of Path Dependency in Nonprofit Organizations: Developing and Implementing HR Practices | **Alina S. McCandless**, Leibniz U. Hannover

🗨️ Assessing strain among public sector personnel using job stress and organizational justice models | **John J. Rodwell**, Deakin U.; **Andrew James Noblet**, Deakin U.

🗨️ 🗨️ JS: (PNP, SIM) **Integrative Leadership: Leading Together for the Common Good**

10:30am - 11:50am Anaheim Marriott: Orange County 4

*Chairs:* **Joyce Bono**, U. of Minnesota; **Barbara C. Crosby**, U. of Minnesota  
 Fostering Integrative Community Leadership | **Joyce Bono**, U. of Minnesota; **Winny Shen**, California State U. Los Angeles; **Mark Snyder**, U. of Minnesota

Executive Decision-Making Values: A Potential Challenge to Integrative Leadership | **David Waldman**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **Nathan T. Washburn**, Thunderbird School of Global Management

Integrative Public Leadership in Rural North Carolina | **Ricardo Morse**, U. of North Carolina at Chapel Hill

Integrative Leadership Practices in Social Change Organizations | **Sonia Ospina**, New York U.

*Presenters:* **Joyce Bono**, U. of Minnesota; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **Ricardo Morse**, U. of North Carolina at Chapel Hill; **Sonia Ospina**, New York U.

**1323** 🗨️ 🗨️: (Paper Session) - (RM) **Building Bridges to Industry Practice**

10:30am - 11:50am Hilton Anaheim: Manhattan

*Chair:* **Iuri Gavronski**, U. Federal do Rio Grande do Sul

*Discussant:* **Steve Scullen**, Drake U.

🗨️ 🗨️ 🗨️ The Question of Relevance in Management Science - and a Revisit of Action Research | **Jacqueline Fendt**, ESCP-EAP; **Renata Kaminska-Labbe**, CERAM

🗨️ The Relationships between Accounting and Market Measures of Firm Performance: How Strong are They? | **Richard John Gentry**, West Virginia U.; **Wei Shen**, U. of Florida

🗨️ The Case for Embeddedness in Organizational Research | **James Doyle**, Carleton U.; **Steven A Murphy**, Carleton U.

🗨️ Three Facets of Management Research | **Hans Ramo**, Stockholm U. School of Business

**1324** → 🗨️: (Paper Session) - (RM) **International Advances in Theory Development**

10:30am - 11:50am Hilton Anaheim: Mezzanine 13

*Chair:* **David Partington**, Cranfield U.

*Discussant:* **Lynn Foster-Johnson**, Dartmouth College

🗨️ Sense and sensibility: Two approaches for using existing theory in theory building case research | **Poul Houman Andersen**, Aarhus U.; **Hanne Kragh**, Aarhus School of Business, U. of Aarhus

🗨️ 🗨️ Consortial Benchmarking: A Joint Academic-Industry Case Study Research Approach | **Holger Schiele**, Leibniz U. of Hanover; **Stefan Krummacker**, Leibniz U. of Hanover

🗨️ Technological Change as Punctuated Equilibrium: A Chaotic Model | **Shih-Chang Hung**, National Tsing Hua U.; **Min-Fen Tu**, National Tsing Hua U.

🗨️ An Introduction to Evidence-Based Modeling of Contingency Theory | **Malcolm James Beynon**, Cardiff U.; **Rhys Andrews**, Cardiff U.; **George Alexander Boyne**, Cardiff U.

**1325** 🗨️ 🗨️: (Paper Session) - (RM) **Recent Developments in Measurement**

10:30am - 11:50am Hilton Anaheim: Oceanside

*Chair:* **Harry P. Bowen**, Queens U. of Charlotte

*Discussant:* **Hock-Peng Sin**, Michigan State U.

🗨️ First Decade of ORM: Trends in Design, Measurement, and Data-Analysis Topics | **Herman Aguinis**, U. of Colorado, Denver; **Charles A. Pierce**, U. of Memphis; **Frank A. Bosco**, U. of Memphis; **Ivan Muslin**, U. of Memphis

→ 🗨️ 🗨️ Survey Response Rate Levels and Trends in Organizational Research | **Yehuda Baruch**, U. of East Anglia; **Brooks C. Holtom**, Georgetown U.

🗨️ 🗨️ EIGHT General Questions on Measurement Equivalence/Invariance that Bother me most | **Changya Hu**,

National Taiwan U. of Science and Technology; **Gordon W Cheung**, Chinese U. of Hong Kong

📖 The Generalized Graded Unfolding Model: An Overview | **Kristian Finne Braekkan**, Virginia Tech

**1326 : (Paper Session) - (SIM) The Financial Performance/Social Performance Connection**

10:30am - 11:50am Anaheim Marriott: Orange County 1

Facilitator: **Paul Dunn**, Brock U.

📖 How CSR impacts financial performance: the pathways and the role of firm branding strategy | **Manoj K. Agarwal**, Binghamton U.; **Guido Berens**, Erasmus U.

📖 How Risk Mediates the CSP-CFP Link | **Jeff Frooman**, U. of New Brunswick; **Charlene E. Zietsma**, U. of Western Ontario; **Brent A McKnight**, U. of Western Ontario; **Audrey Murrell**, U. of Pittsburgh

➔ 🗣️ The cultural limits of enlightened self-interest: A dual effects, contingent resource-based view | **Benjamin A. Neville**, U. of Melbourne; **Dan V. Caprar**, Australian School of Business

🗣️ 📖 A Longitudinal Study of Corporate Responsibility and Risk-Adjusted Return to Stockholders | **Samuel B Graves**, Boston College; **Sandra Waddock**, Boston College; **Jegoo Lee**, Boston College

**1327 : (Paper Session) - (SIM) Cross-Sector Issues**

10:30am - 11:50am Anaheim Marriott: Orange County 3

Facilitator: **Duane Windsor**, Rice U.

📖 NGOs, interest groups or activists? A framework for NGOs as legitimate partners of corporations | **Dorothea Baur**, U. of St. Gallen

➔ The "Real" world out there: Firm and NGO Mental Maps in the Oil Sector in Ecuador | **Rafael Lucea**, George Washington U.

📖 Plowing with an Ox and a Donkey Yoked Together: Successful Cross-Sector Partnerships | **Marlene J Le Ber**, Ivey School of Business

➔ Cross-Border Non-Market Environments; A Multirelational Approach | **Rafael Lucea**, George Washington U.

**1328 ➔ 🗣️ 📖 JS: (SIM, CMS) Critiques of CSR and the crafting of new questions about business and society**

10:30am - 11:50am Anaheim Marriott: Orange County 2

Chair: **Andrew Crane**, York U.

Symposium Overview: Critiques of CSR and the Crafting of New Questions About Business and Society | **Andrew Crane**, York U.

Principals and Agents: Further Thoughts on the Friedmanite Critique of CSR | **Bryan W Husted**, York U.

Re-Thinking Corporate Social Responsibility and the Role of the Firm – On the Denial of Politics | **Gerard Hanlon**, Queen Mary College, U. of London

Corporate Social Responsibility as Contested Global Governance | **David Levy**, U. of Massachusetts, Boston; **Rami Kaplan**, Tel Aviv U.

Much Ado about Nothing: A Conceptual Critique of CSR | **Hans Van Oosterhout**, RSM Erasmus U.; **Pursej Heugens**, RSM Erasmus U.

Presenters: **Bryan W Husted**, York U.; **Pursej Heugens**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.; **Gerard Hanlon**, Queen Mary College, U. of London; **David Levy**, U. of Massachusetts, Boston; **Rami Kaplan**, Tel Aviv U.

**1329 : (Paper Session) - (TIM) Organizational Relationships: Internationalizational Networks**

10:30am - 11:50am Anaheim Marriott: Suite 315

Chair: **Sotiris Rompas**, Warwick Business School

Discussants: **Diane Dromgold**, RNC Global Projects; **Michael B. Heeley**, Colorado School of Mines; **Eugenia Cacciatori**, Bocconi U.; **Claire A. Simmers**, St. Joseph's U.; **Rui Wu**, U. of Southern California

📖 The Role of Boards and Board Ties for the Performance of Startups | **Mattias Johansson**, U. of Oslo, Norway; **Linus Dahlander**, Imperial College London; **Martin W Wallin**, Swiss Federal Institute of Technology Zurich, ETH

📖 How Multiple Networks Among Firms Affect the Timing of New Technologies | **Xing Zhong**, U. of Chicago

➔ 📖 Agency and Structure: A Social Simulation of Knowledge-Intensive Industries | **Petra Ahrweiler**, U. College Dublin; **Nigel Gilbert**, U. of Surrey; **Andreas Pyka**, U. of Bremen

Coopetition and Open Innovation - Keep Your Friends Close and Your Enemies Closer? | **Wolfgang Sofka**, Centre for European Economic Research

📖 The Evolution of Technology-Based Alliance Networks in Pharmaceutical Biotechnology | **Victor Gilsing**, Tilburg U.; **Myriam Cloodt**, Eindhoven U. of Technology; **Nadine Roijakkers**, Atos Consulting

**1330 📖 🗣️ (TIM) Plan as you go business planning**

10:30am - 11:50am Anaheim Convention Center: 303D

Plan as you go business planning | **Tim Berry**, Palo Alto Software

Speaker: **Tim Berry**, Palo Alto Software

**1331 📖 (Paper Session) - (TIM) New Product Development: Management, Modular Product Design, & Research and Development**

10:30am - 11:50am Anaheim Convention Center: 304B

Chair: **George S. Vozikis**, California State U. Fresno

Discussants: **Gita Surie**, Adelphi U.; **Rajiv Sharad Narvekar**, Infosys Technologies; **Richard Grant Bush**, Lawrence Technological U.; **Tom Wamalwa**, Spoon River College

Knowledge Management Orientation, Shared Vision, Product Innovation and Performance | **Catherine L. Wang**, Royal Holloway, U. of London; **Mohammed Rafiq**, Loughborough U.; **Pervaiz Khalid Ahmed**, Monash U., Sunway Campus

🗣️ 📖 Mix-and-match: Prospects for inter-firm modularity-in-use | **Amit Das**, Nanyang Technological U.

Component Modularity, Buyer-Supplier Integration, and the Performance of Supply Relationships | **Anna Cabigiosu**, U. of Padova; **Arnaldo Camuffo**, Bocconi U.

➔ How low and medium research intensity relates to sectoral patterns of technological change | **Helena Barnard**, Gordon Institute of Business Science, U. of Pretoria; **Andre Buys**, U. of Pretoria

**1332 : (Paper Session) - (TIM) Strategy, Technology, & Innovation II**

10:30am - 11:50am Anaheim Convention Center: 304C

Chair: **Ning Su**, Stern School of Business, New York U.

Discussants: **Linda Tegarden**, Virginia Tech; **Tunji Adegbesan**, Lagos Business School, Pan-African U.; **Anne Parmigiani**, U. of Oregon; **Kenneth Guang-Lih Huang**, Singapore Management U.; **John Clarry**, The College of New Jersey

Internal versus External CEO and Explorative versus Exploitative Technological Performance | **Tariq H. Malik**, U. of London

Ambidextrous innovation: considering the organizational and institutional determinants | **Cheng-Yu Lee**, National Cheng Kung U.; **Weichieh Su**, National Tsing Hua U.; **Hsueh Liang Wu**, National Taiwan U.; **Chia-Chi Chang**, Academia Sinica, Taiwan

Antecedents and Outcomes of IT-Business Strategic Alignment: An Empirical Study of Jordanian Firms | **Ra'ed Masa'deh**, U. of Nottingham; **George Kuk**, U. of Nottingham

Overcoming the dichotomy Technology Trade vs Proprietary Integration in Technology Commercialization | **Elena Novelli**, Bocconi U.; **Giovanna Padula**, Bocconi U.; **Rekha Rao**, Sant'Anna School of Advanced Studies

Innovation Purity: The Size Contingency to Ambidexterity | **Oana Branzei**, U. of Western Ontario; **Stewart Thornhill**, U. of Western Ontario

### 1333 : (Paper Session) - (TIM) Strategic Organizational Relationships and Joint Ventures

10:30am - 11:50am Anaheim Convention Center: 304D

Chair: **Victor Seidel**, Oxford U.

Discussants: **Robert C. Seamans**, UC Berkeley; **Aravind Chandrasekaran**, U. of Minnesota; **Sheryl Winston Smith**, U. of Minnesota; **Glen Stirling Taylor**, Cal State U. East Bay

Interactional Absorptive Capacity and Innovation Performance | **Marshall Shibing Jiang**, Brock U.; **Rekha Krishnan**, Simon Fraser U.; **Preet S Aulakh**, York U.

The Nature of Collaborative Patenting Activities | **Aldo Geuna**, SPRU/ U. of Sussex; **Roberto Fontana**, U. of Pavia and CESPRI-Bocconi University

Technology In-Sourcing and the Creation of Pioneering Technologies | **Varesha Van De Vrande**, RSM Erasmus U.; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology

Alliance Portfolios and Patent Output: The Case of Biotechnology Alliances | **Joseph P McGill**, Kean U.; **Michael D Santoro**, Lehigh U.

The innovation-commercialization continuum: Assumptions, realities and models of technology transfer | **Darin Alan Ladd**, Washington State U.; **Richard Reed**, Washington State U.; **Len Jessup**, Washington State U.

### 1334 : (Paper Session) - (TIM) Organizational Relationships and Adoption Visual Presentations

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - TIM 1

Presented on panels 38-48

Factors Determining the Success of 'Alliances for Innovation' in the Indian Biotechnology Industry | **Raghunath S**, IIM Bangalore; **Thomas Joseph**, IIM Bangalore

Organizing New Product Development Projects in Alliances: How and When Are Problems Solved Jointly? |

**Mahmut N. Ozdemir**, RSM Erasmus U.; **Jan Van den Ende**, RSM Erasmus U.

When Networks Matter: Network Content and Innovation Output | **Irem Demirkan**, Northeastern U.

Alliance block building and breaking: Technological profiles as predictors of clique spanning ties | **Michiel Pieters**, Hasselt U.; **Varesha Van De Vrande**, RSM Erasmus U.; **John Hagedoorn**, Maastricht U.; **Wim Vanhaverbeke**, Eindhoven U. of Technology

Building an Efficient Planning Model for Supply chain systems | **James K. C. Chen**, Asia U. Department of Business Administration; **Gwo-Hsiung Tzeng**, Department of Business and Entrepreneurial Administration, College of Management, Kainan U.

Dancing with Up-stream Directives in the Supply Chain: Suppliers' Innovation Performance | **Ricarda R. Bouncken**, U. of Greifswald; **Anne Koehn**, Ernst-Moritz Arndt U. Greifswald

SMEs and Academia in Cultural Convergence: Changing Logics of R&D Practices | **Toke Bjerregaard**, Aarhus School of Business, U. of Aarhus

Successful Patterns of Scientific Knowledge Sourcing in High Tech Firms – Beyond One Size Fits All | **Birgit Aschhoff**, Centre for European Economic Research (ZEW)

Intellectual arbitrage across institutional domains: effects on innovation | **Markus Perkmann**, Loughborough U.

How do Universities license technology? Knowledge generation and commercialization ability | **Anupama Phene**, U. of Utah; **Julie Feickert**, U. of Utah; **Karin Fladmoe-Lindquist**, U. of Utah

The Trajectory of Mobile Infrastructures in the UK Fire Service from 1997-2007 | **Martin P Brigham**, Lancaster U.

### 1335 : (Paper Session) - (TIM) Theoretical Issues in Technology & Innovation: Visual Presentations

10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - TIM 2

Presented on panels 49-52

Leveraging IT Capabilities into Bioinformatics in India | **Preeta Banerjee**, Brandeis U.

The Two Faces of Collaboration Network in Innovation: A Resource-Based and Competition Perspective | **Jie Wu**, The U. of Auckland

Branding vs. Contract Manufacturing | **Chung-Jen Chen**, National Taiwan U.; **Yung-Chang Hsiao**, National Cheng Kung U.

Innovation capabilities and productivity: US and UK small and medium enterprises | **Ana Cristina O Siqueira**, U. of Cambridge; **Andy Cosh**, Cambridge U.

### Tuesday 12:00PM

#### 1336 : (AAA) Presidential Luncheon

12:00pm - 2:00pm Anaheim Marriott: Marquis Ballroom

Distinguished Speaker: **Thomas W. Lee**, U. of Washington

Chair: **Angelo DeNisi**, Tulane U.

### Tuesday 2:15PM



**1337 : (AAA) Conference Registration**

2:15pm - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.  
*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration*

**Tuesday 2:30PM****1338 : (AAA) Membership Debriefing Meeting**

2:30pm - 4:00pm Anaheim Marriott: Desert Springs  
 Organizer: **James Calvin**, Johns Hopkins U.

**1339 : (AAA) AOM Membership**

2:30pm - 5:00pm Anaheim Convention Center: Exhibit Hall C - Mem.  
*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*  
 Organizer: **James Calvin**, Johns Hopkins U.

**1340 : (AAS) Questions We Should Ask In International Management?**

2:30pm - 3:50pm Hilton Anaheim: California Pavilion A  
 Organizers: **Gavin Jack**, U. of Leicester; **Marta B. Calás**, U. of Massachusetts, Amherst; **Stella M. Nkomo**, U. of South Africa; **Tuomo Peltonen**, U. of Oulu  
 Participants: **Galit Ailon**, Bar Ilan U.; **Oded Shenkar**, The Ohio State U.; **Yadong Luo**, U. of Miami; **Michal Frenkel**, Hebrew U. of Jerusalem; **David Levy**, U. of Massachusetts, Boston; **Banu Ozkazanc Pan**, U. of Massachusetts, Amherst; **Paul M. Leonardi**, Northwestern U.; **Tatiana Kostova**, U. of South Carolina; **Kendall Roth**, U. of South Carolina; **Tina Dacin**, Queen's U. Canada

**1341 : (AAS) Changing the Questions We Ask: New Directions in the Meaning of Work**

2:30pm - 3:50pm Anaheim Convention Center: 204B  
 Chairs: **Brent Rosso**, U. of Michigan; **Kathryn Dekas**, U. of Michigan; **Amy Wrzesniewski**, Yale U.  
 Economic Considerations and the Meaning of Work | **Arthur P. Brief**, U. of Utah  
 Work as a Neoclassical Calling and the Dual Edges of Deeply Meaningful Work | **J. Stuart Bunderson**, Washington U.; **Jeffery A. Thompson**, Brigham Young U.  
 Religion and Spirituality and the Meaning of Work | **Lloyd Sandelands**, U. of Michigan, Ann Arbor  
 Primacy of the Work Domain | **Itzhak Harpaz**, U. of Haifa  
 Meaning Making in Change Processes in Organizations | **Scott Sonenshein**, Rice U.  
 Organizational Influences on the Meaning of Work | **Michael Pratt**, Boston College  
 A Relational Lens on the Meaning of Work | **Brent Rosso**, U. of Michigan; **Kathryn Dekas**, U. of Michigan; **Amy Wrzesniewski**, Yale U.

**1342 : (Paper Session) - (BPS) Environmental Context and New Venture Performance**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon G  
 Chair: **Siri Ann Terjesen**, Texas Christian U., Max Planck Institute of Economics  
 Discussant: **Steven C. Michael**, U. of Illinois, Urbana-Champaign  
 → **The Notion of Arch-Incumbency for De Novo Ventures: Experience from European Airlines** | **Terence Ping Ching Fan**, Singapore Management U.

→ **Networking, Planning, and the Effect of Political Institutions on New Venture Survival** | **Shon R Hiatt**, Cornell U.; **Wesley Sine**, Cornell U.

→ **Large and Diverse versus Small and Homogeneous? Multi-Unit Ownership in Franchising** | **Xiaoli Yin**, Baruch College

**1343 : (Paper Session) - (BPS) Environmental Context and Strategic Orientation and Transition**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon H  
 Chair: **Robert Phillip Wright**, Hong Kong Polytechnic U.  
 Discussant: **Frances H. Fabian**, U. of Memphis  
 → **Dynamic Relationships of the Foursome** | **Boto Simatupang**, U. of Indonesia; **Budi W. Soetjipto**, U. of Indonesia  
 → **Market Proactiveness: Construct, Antecedents and Consequences** | **José Leonardo Araújo**, Fundacao Dom Cabral; **Rogério Gava**, Fundacao Dom Cabral  
 → **A Structural Environment-Based Model of Organizations' Strategy Orientations: Empirical Test** | **Jean Baptiste K. Dodor**, Jackson State U.  
 → **Why Look Back with Trouble Ahead? The Impact of Environmental Frames on Strategy Transition** | **Willem Smit**, IMD; **Stuart Read**, IMD, Lausanne

**1344 : (Paper Session) - (BPS) Governance Modes and Competitive Advantage**

2:30pm - 3:50pm Anaheim Convention Center: 201A  
 Chair: **Anne Parmigiani**, U. of Oregon  
 Discussant: **Glenn Hoetker**, U. of Illinois, Urbana-Champaign  
 → **Strategic Choices, Governance Structure and Firm Performance** | **Ajai S Gaur**, Old Dominion U.  
 → **Ultimate Control and Productivity- Evidence from Taiwan's Manufacturing Firms** | **Jia-Hui Lin**, Tainan U. of Technology; **Min-Hsien Chiang**, Institute of international Business, National Cheng Kung U.  
 → **Financial and Risk-adjusted Performance of Franchising and Non-Franchising Firms: Who has an Edge?** | **Melih Madanoglu**, Florida Gulf Coast U.; **Kyuhoo Lee**, Western Carolina U.  
 → **Knowledge Assets and Economic Performance: The Moderating Role of Corporate Governance Mechanisms** | **Jinyu He**, Hong Kong U. of Science and Technology; **Heli Wang**, Hong Kong U. of Science and Technology

**1345 : (Paper Session) - (BPS) New Venture Growth and Performance**

2:30pm - 3:50pm Anaheim Convention Center: 201B  
 Chair: **Benjamin K. Ofili**, Northeastern State U.  
 Discussant: **Aviad Pe'er**, Dartmouth College  
 → **Strategic Choices and Growth of Newly Listed Firms in Europe: The Effects of an "IPO Imprint"** | **Igor Filatotchev**, City U. London; **Jenifer Piesse**, King's College, U. of London  
 → **Strategic Persistence and Performance: A Longitudinal Study of Austrian SMEs** | **Karl-Heinz Leitner**, Austrian Research Centers; **Stefan Gueldenberg**, U. of Liechtenstein  
 → **The Impact of Alliance Network on Post-IPO Performance** | **Shao-Chi Chang**, National Cheng Kung U.; **Sheng-Syan Chen**, National Taiwan U.; **Li-Yu Chen**, National Cheng Kung U.

🗨️🗨️ Insider Dominance, Environment, and Post-IPO Performance | **Bruce Walters**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Peter Wright**, U. of Memphis; **Son Anh Le**, Louisiana Tech U.

**1346 : (Paper Session) - (BPS) Ownership Structure and Corporate Strategies**

2:30pm - 3:50pm Anaheim Convention Center: 201C

Chair: **Karen Schnatterly**, U. of Missouri-Columbia

Discussant: **James Costantini**, INSEAD

🗨️🗨️ Intelligent Investing and Governance: The Role of Financial Acquirers | **Aseem Kaul**, U. of Pennsylvania

🗨️ Ownership Structure and Corporate Diversification Strategies of Chinese Business Groups | **Jun Zhao**, Governors State U.

Open Market Stock Repurchases and Takeover Deterrence: An Empirical Game Theoretic Analysis | **Anup Menon Nandialath**, The Ohio State U.

🗨️🗨️ Owners on Both Sides of the Deal: Mergers and Acquisitions and Overlapping Institutional Ownership | **Maria Goranova**, U. of Wisconsin Milwaukee; **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.

**1347 : (Paper Session) - (BPS) Do CEO Characteristics Matter During Succession?**

2:30pm - 3:50pm Anaheim Convention Center: 201D

Chair: **Craig Crossland**, U. of Texas at Austin

Discussant: **Al Douglas McCready**, McCready Manigold Ray & Co., Inc.

🗨️ Keeping the Old CEO Involved versus Hiring a Prestigious New CEO: An External Succession Dilemma | **John Perry**, Wichita State U.; **Xin Yao**, Wichita State U.; **Gaylen N. Chandler**, Wichita State U.

🗨️ When the Predecessor CEO Remains on The Board: An Exploratory Analysis | **Timothy J. Quigley**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

🗨️ CEO Succession and Strategy. The Impact of Network- Vs Attribute-Derived CEO Social Capital | **Nikolaos Kavadis**, HEC Paris

🗨️ Strength In Numbers Or Guilt By Association?: Intra-Group Effects Of Female CEO Announcements | **Heather R. Dixon-Fowler**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas

**1348 : (Paper Session) - (BPS) Organizational Environments and Geographies**

2:30pm - 3:50pm Anaheim Convention Center: 202A

Chair: **Alexander Oettl**, U. of Toronto

Discussant: **Marco Giarratana**, U. Carlos III de Madrid

🗨️ Organizational Environments as Systems of Organizations | **Juha Uotila**, Helsinki U. of Technology; **Thomas Keil**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology

🗨️ A Multi-Dimensional Conceptualization of Environmental Velocity | **Ian P. McCarthy**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.; **Brian Wixted**, Simon Fraser U.; **Brian R. Gordon**, Simon Fraser U.

🗨️ Competitive Success of Industrial Districts: An Explorative Study in Italy | **Ilaria Giannoccaro**, Politecnico di Bari; **Nunzia Carbonara**, Politecnico di Bari; **Vito Albino**, Politecnico di Bari

🗨️ Virtual Connections As Determinants of Industries Geographic Concentration | **Maryam Kouchaki Nejad**, U. of Utah

**1349 : (Paper Session) - (BPS) Mobility, Social Networks & Technology**

2:30pm - 3:50pm Anaheim Convention Center: 202B

Chair: **Adam M. Kleinbaum**, Harvard U.

Discussant: **Mark R. Meckler**, U. of Portland

🗨️ Learning to Compete: The Life-Cycle of a Strategic Innovation | **Jason Ridge**, Oklahoma State U.; **Aaron Hill**, Oklahoma State U.; **Scott G. Johnson**, Oklahoma State U.

🗨️ Structural Holes, Technological Resources, and Innovation: A Study of an Interfirm R&D Network | **Hans T. W. Frankort**, Maastricht U.

➔🗨️ The Impact Of Researcher Mobility On Knowledge Creation | **Kremena Slavcheva Slavova**, U. Carlos III de Madrid; **Julio DeCastro**, Instituto de Empresa; **Andrea Fosfuri**, U. of Carlos III de Madrid

🗨️ Does Technology Really Vitiates Effects of Distance? The Effect of Distance on Technology Contracts | **Kyle J Mayer**, U. of Southern California; **Libby Weber**, U. of Southern California; **Rui Wu**, U. of Southern California

**1350 : (Paper Session) - (BPS) Network Evolution: Causes and Consequences**

2:30pm - 3:50pm Anaheim Convention Center: 203A

Chair: **Chieh-Chung James Yen**, Washington U. in St. Louis

Discussant: **Gautam Ahuja**, U. of Michigan

🗨️ The Evolution of Network Structure in Venture Capital Industry | **Kyuhoo Jin**, Arizona State U.; **Peggy M. Lee**, Arizona State U.

🗨️ Network Intensity: How Much Does Installed Base Matter in a Network Industry? | **David McIntyre**, U. of Alabama

🗨️ Leveraging External Resources: The Effects of Network and Cluster Resources on Firm Innovation | **Manish K. Srivastava**, Michigan Technological U.; **Devi R Gnyawali**, Virginia Tech

🗨️ Co-evolution of Multiple Networks | **Remzi Gozubuyuk**, Instituto de Empresa

**1351 : (Paper Session) - (BPS) A Fresh Look at Strategic Decision-Making and Implementation**

2:30pm - 3:50pm Anaheim Convention Center: 203B

Discussant: **Rhonda K. Reger**, U. of Maryland

🗨️ Mental Models, Decision Making, and Performance Heterogeneity | **Shayne Gary**, Australian Graduate School of Management

🗨️ Chunky vs. Incremental Growth: How to Expand a Search Domain | **Oliver Baumann**, Ludwig Maximilians U.; **Nicolaj Siggelkow**, U. of Pennsylvania

🗨️ How Much Does the Context Matter in Strategic Decision Implementation? | **Maria-Niki Lyriotaki**, Athens U. of Economics and Business; **Vassilis Papadakis**, Athens U. of Economics and Business

🗨️🗨️ Back to the Future: A Fresh Look at Pearce & Robinson's Grand Strategies | **Nicholas O'Regan**, Bristol Business School; **Gerhard Kling**, Bristol Business School; **Abby Ghobadian**, Henley Management College

Presenter: **Jianyun Tang**, Memorial U. of Newfoundland

**1352** (Paper Session) - (BPS) **Networks: Antecedents and Strategic Impact**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 1

Presented on panels 1-6

- 👁️📄 Competition and Collaboration: The Case of the New Zealand Electricity Industry | **Jill Hooks**, Massey U. at Auckland; **Nitha Palakshappa**, Massey U. at Auckland
- 👁️📄 Network Positioning and Performance in the Aircraft Manufacturing and Airline Industries | **Stephen Chen**, Macquarie U.; **Maciek Waldemar**, **Adam Ronowski**, Australian National U.
- 👁️➔👁️📄 Effect of Dual Embeddedness in Family and Political Systems on International Expansion | **Pengji Wang**, National U. of Singapore
- ➔👁️📄 Organizational Modularity and Network Bandwidth of the MNC's Value Network | **Carlos H. Chiu**, Carlos-Marc Empire Capital Group
- 👁️📄 Firm Performance in a Socio-Economic Network: Understanding Network Dynamics with Nodal Power | **Saroj Kumar Pani**, IIMB
- 👁️📄 Alliance Portfolios: Impact of Top Management Team Social Networks and Moderating Role of Environment | **Smriti Prabhakar**, U. of Connecticut

**1353** (Paper Session) - (BPS) **Strategic Planning: Content & Process**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 2

Presented on panels 7-10

- 👁️📄 Searching for Opportunities: Guided vs. Experiential Process | **Joanne Jin Zhang**, City U. London
- 👁️📄 Disclosing Strategy: Stock Market's Reaction to Strategic Plan Presentations | **Claudia Gabbioneta**, IULM U.; **Pietro Mazzola**, IULM U.
- 👁️📄 Strategic Planning and Organizational Performance: Exploring Theoretical Gaps | **Wade R. Rose**, Carleton U.; **Steven A Murphy**, Carleton U.
- 👁️➔👁️📄 Strategic Planning for Increasing Profitability: The Case of Marina Industry | **Amos Raviv**, Ben-Gurion U./Rishon LeZion College of Management; **Shlomo Yedidia Tarba**, Ben-Gurion U./Rishon LeZion College of Management

**1354** (CAR) **The Questions that we Ask about the Authenticity and Attainability: How do Values and Beliefs influence our Career Decisions**

2:30pm - 3:50pm Hilton Anaheim: Capistrano A

Organizers: **Sherry E. Sullivan**, Bowling Green State U.; **S. Gayle Baugh**, U. of West Florida

**1355** (Paper Session) - (CAR) **Examining Negative Career Outcomes More Closely**

2:30pm - 3:50pm Hilton Anaheim: Oceanside

Chair: **Samuel Rabinowitz**, Rutgers U.-Camden

Discussants: **Birgit Schyns**, U. of Portsmouth; **Samuel Rabinowitz**, Rutgers U.-Camden; **LeAnne Coder**, Western Kentucky U.; **Robert T. Uda**, Northcentral U.

- 📄 Career Goals and Perceived Support for Development as Drivers of Turnover | **George Benson**, U. of Texas, Arlington; **Alec Levenson**, U. of Southern California

Women's Career Strategies: Not Opting Out but Scaling Back | **Elizabeth F. Cabrera**, Arizona State U.

📄 I Want To, But I Can't: The Moderating Effect of Ability to Leave on Employee Turnover | **Stacy McIlraith Campbell**, Kennesaw State U.; **Andrew Ward**, U. of Georgia

📄 Job Apathy: An Investigation of its Antecedents and Work-Related Outcomes | **Gordon Bruce Schmidt**, Michigan State U.; **Guihyun Park**, Michigan State U.; **Jason Huang**, Michigan State U.; **Sonia Ghumman**, Michigan State U.; **Jessica Fandre**, Michigan State U.; **James Grand**, Michigan State U.

**1356** CAU: (CAU) **Metaphors and Analysis of Interrelatedness (Theory): Setting a New Research Agenda**

2:30pm - 3:50pm Hilton Anaheim: Balboa B

Organizer: **Kuo Frank Yu**, U. of California, Berkeley

Participants: **William Torbert**, Boston College; **Claus Rerup**, U. of Western Ontario; **Rangaraj Ramanujam**, Vanderbilt U.; **Sara J. Singer**, Harvard School of Public Health; **John S. Carroll**, Massachusetts Institute of Technology; **Ian Mitroff**, Alliant International U./U. of California, Berkeley; **Elena P. Antonacopoulou**, U. of Liverpool; **Timothy J. Vogus**, Vanderbilt U.

**Antonacopoulou**, U. of Liverpool; **Timothy J. Vogus**, Vanderbilt U.

**1357** CAU: (CAU) **Neuroeconomics and organizations: Developing a new field of research**

2:30pm - 3:50pm Hilton Anaheim: Balboa C

Organizers: **Angela Agnes Stanton**, Max Planck Institute of Economics, Jena; **Isabell Melanie Welpel**, Max Planck Institute of Economics; **David Audretsch**, Max Planck Institute of Economics; **Mellani Day**, Colorado Christian U.; **Norris F. Krueger**, Entrepreneurship Northwest; **Sameeksha Desai**, Max Planck Institute of Economics; **Zoltan J. Acs**, George Mason U.; **John Dickhaut**, U. of Minnesota; **Veronica Gustafsson**, Jonkoping International Business School

**1358** CAU: (CAU) **The Part-Time Doctorate: Experiences, Perceptions, and Program Management**

2:30pm - 3:50pm Hilton Anaheim: Santa Barbara

Organizers: **Bryan A Booth**, U. of Maryland U. College; **Tom Mierzwa**, U. of Maryland U. College

**1359** CAU: (CAU) **Comparative Role of Nonprofit Organizations in Western Democracies and Developing Countries in Combating Environmental Degradation**

2:30pm - 3:50pm Hilton Anaheim: Ventura

Organizers: **Ralph Brower**, Florida State U.; **Amna Imam**, U. of Southern California

**1360** (Paper Session) - (CM) **Information, Instrumentality, and Social Comparison: Frontiers in Negotiation Research**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 13

Chair: **Don Moore**, Carnegie Mellon U.

📄 Getting to NO: Theory and Evidence for Instrumental Negotiations | **Krishnan S. Anand**, Wharton OPIM; **PNina Feldman**, Wharton OPIM; **Maurice Schweitzer**, U. of Pennsylvania

📄 Regulatory Focus and Social Decision-Making: Securing Interdependence through Social Comparison | **Geoffrey Leonardelli**, U. of Toronto; **Jun Gu**, U. of Toronto

☒ The Pursuit of Missing Information: Implications for Dispute Resolution and Negotiation | **Maia J. Young**, U. of California, Los Angeles; **Ning Chen**, U. of California, Los Angeles; **Anthony Bastardi**, Princeton U.

**1361** ☒☒JS: (CM, SIM) **Behavioral Integrity: Emerging Construct, New Questions, New Insights**

2:30pm - 3:50pm Hilton Anaheim: Santa Monica

Discussant: **Tony L Simons**, Cornell U.

Coordinator: **Tony L Simons**, Cornell U.

The Behavioral Frequency Integrity Scale As An Alternative Measure of Behavioral Integrity | **Michael E. Palanski**, Purdue U. Calumet

Behavioral Integrity: Is it Really an Amoral Construct? | **Barbara Clemenson**, Case Western Reserve U.

Western Logic and Asian Context: Testing the Cultural Boundedness of Behavioral Integrity | **Ray Friedman**, Vanderbilt U.; **Ying-Yi Hong**, U. of Illinois at Urbana-Champaign; **Tony L Simons**, Cornell U.

Behavioral Integrity And Interactional Transparency As Drivers Of Engagement | **Gretchen Renee Vogelgesang**, State U. of New York at New Paltz; **Paul B. Lester**, United States Military Academy

Behavioral Integrity & Elasticity in the “Rules” of the Game | **Judi McLean Parks**, Washington U. in St Louis; **Li Ma**, Washington U. in St Louis

Improving Behavioral Integrity After A Broken Promise | **Ed Tomlinson**, John Carroll U.

**1362** →☒: (Paper Session) - (CMS) **Critical Perspectives in International Contexts**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Per Skålén**, Karlstad U.

☒Who Created China's Household Farms & Township-Village Enterprise: The Conscious Few or the Ignorant Many | **Zhichang Zhu**, U. of Hull Business School  
**Best Paper on International Business**

→☒☒ An Ethnographic Account of the Pursuit of Aspirations in Indian Offshoring Organizations | **M.N. Ravishankar**, Loughborough U.; **Laurie Cohen**, Loughborough U.; **Amal El-Sawad**, Loughborough U.

→MNCs and Saudi Arabia's Elite: Reconciling Convergent and Divergent Interests | **Abbas J Ali**, Indiana U.

☒→ Emergence of AIDS Policy Field in Brazil | **Patricia Mendonca**, EAESP-FGV, Sao Paulo, Brazil; **Luiz Cláudio Campos**, EAESP, Fundação Getúlio Vargas; **Mario Aquino Alves**, EAESP-FGV

**1363** ☒☒: (CMS) **Ethnography, Autoethnography and Reflexivity: Questions of Other and Self Behind the Looking Glass**

2:30pm - 3:50pm Hilton Anaheim: Palos Verdes A

Working the Hyphen: Questions of Identity and Ethics in Insider Research Relations. | **Karen D Locke**, College of William and Mary; **Ann L Cunliffe**, U. of Hull

Turning Yourself Inside Out | **Michael Humphreys**, U. of Nottingham

Studying the Working Body As If We Are One: Knowing Professions Through Embodied Epistemology | **Karen Lee Ashcraft**, U. of Utah

'Girls' Working Together Without Teams: A Reflexive Tale From the Field. | **Mark Learmonth**, U. of Nottingham

**1364** ☒☒: (Paper Session) - (ENT) **Human Resource Management in Entrepreneurial Ventures & Family Firms**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon J

Chair: **Wenhong Chen**, Duke U.

Discussant: **Peter G Klein**, U. of Missouri

☒☒ Paying Right or Paying High: The Role of Compensation in Improving SMEs' Entrepreneurial Action | **Taiyuan Wang**, U. of Western Ontario; **Stewart Thornhill**, U. of Western Ontario

The Human Resource Architecture of Emerging Organizations: A Process Perspective | **Phil Bryant**, U. of Memphis; **David G. Allen**, U. of Memphis

☒ Nonfamily Employees' Perceptions of Person-Organization Fit and Voluntary Turnover in Family Firms | **Esra Memili**, Mississippi State U.; **Tim Barnett**, Mississippi State U.

☒☒ How to Pay a Non-family Manager in a Family Firm? A Multi-task Principal-agent Analysis | **Joern Hendrich Block**, Technische U., München; **Joachim Henkel**, Technical U. of Munich

**1365** ☒: (Paper Session) - (ENT) **Entrepreneurial Emergence and Effectuation**

2:30pm - 3:50pm Anaheim Convention Center: 205A

Chair: **Graciela Kuechle**, Witten/Herdecke U.

Discussant: **Melissa S. Baucus**, U. of Louisville

☒ Markets are ~!0~grue~!1~: Modeling entrepreneurial opportunity as social emergence | **Shu-Yuan Wu**, Auckland U. of Technology; **Marcus W. Y. Ho**, Auckland U. of Technology

☒☒ Entrepreneurship as Collective Action: Creating Public Goods and Selective Incentives | **Jeffrey G. York**, U. of Virginia; **Saras Sarasvathy**, U. of Virginia

☒ Entrepreneurship As Emergence | **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

☒ Prediction versus control in entrepreneurial environments | **Graciela Kuechle**, Witten/Herdecke U.

**1366** ☒☒: (ENT) **Best Practices: Entrepreneurship Program & Teaching Excellence via a USASBE/Academy Partnership**

2:30pm - 3:50pm Anaheim Convention Center: 205B

Organizers: **Michael H. Morris**, Syracuse U.; **Ronald K. Mitchell**, Texas Tech U.

New Paper Title Goes Here. |

Participants: **Donald F Kuratko**, Indiana U.; **Jeffrey R Cornwall**, Belmont U.; **Rebecca J. White**, Northern Kentucky U.

**1367** ☒: (Paper Session) - (ENT) **Family Involvement: How Does it Influence Firm Behavior and Performance?**

2:30pm - 3:50pm Anaheim Convention Center: 206A

Chair: **Xiaoming He**, Texas A&M U.

Discussant: **Toni Buchsbaum Greif**, Capella U.

☒ Family Involvement and Firm Performance: A Meta-Analysis | **Jeffrey Matthew Pollack**, Virginia Commonwealth U.; **Matthew W. Rutherford**, Virginia Commonwealth U.; **Ernest H O'Boyle**, Virginia Commonwealth U.



The family 's influence on firm performance: An investigation of power, experience and culture | **Fran Murphy**, Mississippi State U.; **Franz W. Kellermanns**, Mississippi State U.; **Kimberly Eddleston**, Northeastern U.; **Ravi Sarathy**, Northeastern U.

📖 Stewardship and Nepotism: Performance Effects of Family Presence in Management | **Peter Jaskiewicz**, European Business School; **Klaus Uhlenbruck**, U. of Montana

Family versus Lone Founder Ownership and Acquisition Behavior in Publicly-Traded Companies | **Danny Miller**, HEC / U. Alberta; **Isabelle Le Breton-Miller**, U. of Alberta; **Richard Lester**, Texas A&M U.

**1368** 📖: (Paper Session) - (ENT) **Factors that Shape Innovation, Opportunity Recognition and Exploitation**

2:30pm - 3:50pm Anaheim Convention Center: 206B

Chair: **Henrik Berglund**, Chalmers U. of Technology

Discussant: **Jeffrey S Hornsby**, Kansas State U.

- 📖 The effects of human capital, alertness, and dynamism on new product and service offerings | **Jintong Tang**, Saint Louis U.
- 📖 Discovery in Two Dimensions: Human Capital and High-Tech Entrepreneurial Opportunities | **Matthew R. Marvel**, Western Kentucky U.; **Patrick J. Murphy**, DePaul U.
- 📖 Understanding entrepreneurial opportunity exploitation within organizations | **Rangapriya Kannan-Narasimhan**, UCLA Anderson School of Management; **Eric Flamholtz**, UCLA Anderson School of Management; **Barbara S. Lawrence**, U. of California, Los Angeles
- 📖 Is optimism optimal for entrepreneurs? | **Daniela Patricia Blettnner**, U. of North Carolina, Chapel Hill; **Dirk Martignoni**, U. of St. Gallen; **Richard A Bettis**, U. of North Carolina, Chapel Hill

**1369** 🗣️: (Paper Session) - (ENT) **Entrepreneurial Cognition**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 1

Presented on panels 27-30

- 🗣️ 📖 The Effect of Cognitive Style on Entrepreneurial Judgment: An Analogical Analysis of Opportunities | **Ugur Uygur**, U. of Illinois at Urbana-Champaign
- 🗣️ 📖 How Important is Social Capital in Forming Entrepreneurial Cognitions? | **Yang Xu**, Pennsylvania State U.
- 🗣️ 📖 The Cognitive Process Leading to the Creation of an Entrepreneur | **Robert F. Sinclair**, U. of Louisville

**1370** 🗣️: (Paper Session) - (ENT) **Strategies and Practices that Affect the Performance of Entrepreneurial Firms**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 2

Presented on panels 31-42

- 🗣️ 📖 Carrot or stick: impact of early-stage venture capitalists on the performance of ventures | **Violetta Gerasymenko**, HEC Paris
- 🗣️ 📖 Small Business Turnaround: the Sources, the Means, and the Status | **Quey-Jen Yeh**, National Cheng Kung U.; **Pei-Li Yu**, National Cheng-Kung U.
- ➔ 🗣️ 📖 Product and Geographic Diversification, TMT Experience and the SME Performance | **Deeksha A Singh**, National U. of Singapore; **Ajai S Gaur**, Old Dominion U.; **Sanjaya S. Gaur**, AUT Faculty of Business, Auckland U. of Technology

➔ 🗣️ 🗣️ 📖 A longitudinal analysis of business planning and performance | **Benson Honig**, Wilfrid Laurier U.; **Mikael J Samuelsson**, Borås U.

- 🗣️ 📖 Examining the Relative Influence of Upper Echelons Ties on IPO Underpricing | **Christopher Ray Reutzell**, Utah State U.
- 🗣️ Signaling strength and alliance activity: does turning public make a difference? | **Edward Levitas**, U. of Wisconsin, Milwaukee
- 🗣️ The Effects of Risk Dimensions on Venture Capitalists' Follow-on Investment and Exit Decisions | **Carla Pavone**, U. of Minnesota
- 🗣️ 🗣️ 📖 Alliance Portfolio Diversity and Biotech Firms' Exit: Differing Effects on Dissolution/Divestment | **Olga Petrovna Bruyaka**, E.M. Lyon
- 🗣️ 📖 Does strategic planning increase the performance of new and established small firms? A meta-analysis | **Jan Brinckmann**, Loyola U. Chicago; **Dietmar Grichnik**, WHU - Otto Beisheim School of Management; **Diana Kapsa**, Witten/Herdecke U.
- 🗣️ 📖 A Behavioral Model of Risk Taking by VC Firms | **Oksana Koryak**, Instituto de Empresa Business School; **Julio DeCastro**, Instituto de Empresa
- ➔ 🗣️ 🗣️ 📖 It's Aching! : Growing Pains of Venture Firms | **SangMyung Lee**, Hanyang U.; **JeongHwa Han**, Hanyang U.; **Meesoon Lee**, Hanyang U.
- 🗣️ 📖 Resist or Adopt: The Case of Real Estate Brokers Facing Disruptive Business-Model Innovations | **James R. Dewald**, Haskayne School of Business, U. of Calgary; **Frances E Bowen**, U. of Calgary

**1371** 🗣️ 🗣️: (Paper Session) - (GDO) **The Glass Ceiling: Exploring the Effects of Gender and Weight on Upward Mobility in Organizations**

2:30pm - 3:50pm Hilton Anaheim: Redondo

Chair: **Susan F. Cabrera**, Cornell U.

Discussant: **Frank P. Igou**, Louisiana Tech U.

- 🗣️ 📖 Bosses' Perceptions of Work-Family Conflict and Women's Upward Mobility: Glass Ceiling Reexamined | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Grace Lemmon**, U. of Illinois, Chicago
- 🗣️ 🗣️ 📖 Revisiting the Think Manager-Think Male Syndrome in An Egalitarian Culture | **Helle Neergaard**, U. of Aarhus; **Henning Madsen**, U. of Aarhus; **Mette Hersby**, U. of Exeter; **John P Ulhoi**, U. of Aarhus; **Mona Toff Madsen**, U. of Aarhus
- 📖 Perceived Obesity among Top CEOs: Weight Discrimination and the "Glass Ceiling" Effect | **Patricia Vincent Roehling**, Hope College; **Mark V Roehling**, Michigan State U.; **Jeffrey Vandlen**, Hope College; **Justin Blazek**, Hope College; **William Guy**, Hope College

**1372** 🗣️: (Paper Session) - (GDO) **What's the Bottom Line? The Relationship between Diversity and Organizational Performance**

2:30pm - 3:50pm Hilton Anaheim: San Clemente

Chair: **Jorge A. Gonzalez**, U. of San Francisco

Diversity and Organizational Innovation: The Role of Employee Involvement | **Yang Yang**, U. of Western Ontario

- 📖 Diversity's Power to Change: How Board Power and Gender Diversity Affect Strategic Change | **Toyah L. Miller**, Texas A&M U.; **Maria Carmen Triana**, Texas A&M U.
- 📖 Managerial Racial Diversity, Competitive Actions, and Organizational Performance | **Goce Andrevski**, U. of Kentucky; **Jason D. Shaw**, U. of Minnesota; **Orlando C. Richard**, U. of Texas, Dallas; **Walter J Ferrier**, U. of Kentucky
- 📖 When Markets Blink: Stock Price Responses to the Appointment of Minority Leaders | **Alison Cook**, Utah State U.; **Christy Glass**, Utah State U.

**1373** 🗣️📖: (GDO, CMS) **Representing Difference in the Workplace: How compatible are "Diversity" and "Marginality"**

2:30pm - 3:50pm Hilton Anaheim: Malibu

Chair: **Roy Stager Jacques**, Massey U. - Auckland

Participants: **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven; **Albert J. Mills**, St. Mary's U.; **Stacy Blake-Beard**, Simmons College

**1374**: (Paper Session) - (HCM) **Leadership and Nurse Staffing Outcomes**

2:30pm - 3:50pm Hilton Anaheim: Sunset

Chair: **Carol R. Young**, Memorial Hermann Healthcare System

Discussant: **Robert C. Myrtle**, U. of Southern California

- 📖🗣️📖 Enhancing Nurse Job Satisfaction: A Servant Leader Orientation in Health Care Management | **Marjorie N. Jenkins**, Moses Cone Health System; **Alice C Stewart**, North Carolina A&T State U.

**Winner of HCM Division Best Theory-to-Practice Paper  
HCM Best Paper Award Nominee**

- 📖 Leader Member Exchange, Organizational Identification and the Mediating Role of Job Involvement | **Alev Katrinli**, Izmir U. of Economics; **Remziye Gulem Atabay**, Izmir U. of Economics; **Gonca Gunay**, Izmir U. of Economics; **Burcu Guneri**, Izmir U. of Economics
  - 📖 Individual and Contextual Predictors of Nurses Job Satisfaction: The Mediating Role of Burnout | **Heather Spence Laschinger**, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario; **Piotr Wilk**, Middlesex -London Health Unit
  - The Influence of Authentic Leadership Behaviours on Trust and Work Outcomes of Healthcare Staff | **Carol A. Wong**, U. of Western Ontario
- HCM Best Paper Based on a Dissertation Nominee**

**1375** 🗣️📖: (HCM, MED, ODC) **Improving Management By Asking Better Questions: Best Practices**

2:30pm - 3:50pm Hilton Anaheim: Palos Verdes B

Chairs: **Jeffrey Miles**, U. of the Pacific; **Stefanie E Naumann**, U. of the Pacific

Discussant: **Stefanie E Naumann**, U. of the Pacific

- Applying Interrogation and Interviewing Techniques For Maintaining Organizational Law and Order | **David Naumann**, San Joaquin County Probation Department
- 'Diagnosing' Employees For Effective Health Care Management | **Patrick Lastowski**, U. of California, Davis
- Asking the Right Questions For Effective Organizational Change and Development | **Monty G. Miller**, International Performance Solutions, Ltd.

- Asking More Effective Questions When Developing Leaders: Successes and Failures | **Jeffrey Miles**, U. of the Pacific; **Stefanie E Naumann**, U. of the Pacific
- Presenters: **David Naumann**, San Joaquin County Probation Department; **Patrick Lastowski**, U. of California, Davis; **Monty G. Miller**, International Performance Solutions, Ltd.; **Jeffrey Miles**, U. of the Pacific

**1376** 📖: (Paper Session) - (HR) **HR Practices and Work/Life Balance**

2:30pm - 3:50pm Hilton Anaheim: Coronado

Chair: **Ellen Galinsky**, Families and Work Institute

Discussant: **Tracy L. Dumas**, Emory U.

- 🗣️📖 Fickle Effects of Flexibility? Employee Reference Frames & the Psychological Yield from Telecommuting | **Ravi Shanker Gajendran**, Pennsylvania State U.; **Kelly Delaney-Klinger**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.
- 📖 Work-Home Conflict: A Study of the Impact of Role Conflict on Junior Officer Turnover | **Gavain McDonald**, Air Force Institute of Technology; **Sharon Gibson Heilmann**, United States Air Force Academy; **John Bell**, Georgia College & State U.

- Freedom with Focus: How Empowerment Serves as a Mechanism by which Telework Impacts Work Outcomes | **Kevin W. Rockmann**, George Mason U.; **Timothy Golden**, Rensselaer Polytechnic Institute

- Work and Family Conflicts on Turnover Intension among Male and Female Service Employees | **Min-Hsin Huang**, National U. of Kaohsiung; **Zhao-Hong Cheng**, National U. of Kaohsiung

**1377**: (HR) **2007 SHRM Foundation - HR Division Dissertation Grant Winners**

2:30pm - 3:50pm Hilton Anaheim: Huntington A

Winners of the last years SHRM Foundation - HR Division Dissertation Grants will share their dissertation research.

Chair: **Lynn Shore**, San Diego State U.

- The Invisible Eye? The Relationship of Electronic Performance Monitoring with Performance and Employee Outcomes | **Devashresh P. Bhawe**, U. of Minnesota
- The Influence of Team Member Characteristics on Individual Virtual Teamwork Outcomes | **N. Sharon Hill**, U. of Maryland
- The Psychological Dynamics Underlying Individual Responses to Working in Multiple Project Teams: An Intra-person and Inter-person Investigation | **Tammy L. Rapp**, U. of Connecticut, Storrs
- Hours, Shifts and Supportive Relations: Resource Mobilization and the Link Between Temporal Workplace Demands and Social Support | **Inbal Nahum-Shani**, Technion- Israel Intitute of Technology

**1378** 🗣️📖: (Paper Session) - (HR) **Training and Socialization**

2:30pm - 3:50pm Hilton Anaheim: Huntington C

Chair: **John Kammeyer-Mueller**, U. of Florida

Discussant: **Bradford S Bell**, Cornell U.

- 📖🗣️📖 The Relationship Between Perceived Training Opportunities, Work Motivation and Employee Outcomes | **Anders Dysvik**, Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management

- Training, Knowledge Dissemination and Innovation: Evidence from Germany | **Manuela Thiele**, European Business School; **Ansgar Richter**, European Business School
- Transfer of Training: Effects of Supervisor Support and an Organizational Climate for Training | **Ari Malka**, U. of Houston; **Alex Milam**, U. of Houston; **Kayo Sady**, U. of Houston
- ↔ Organizational Socialization Process: A Social Capital Perspective | **Ruolian Fang**, U. of Minnesota
- Winner of HR Division Best Student Paper Award**

**1379** 📄 JS: (HR, BPS) **Bridging Micro and Macro HR: Emerging Theoretical and Empirical Research**

2:30pm - 3:50pm Hilton Anaheim: Huntington B

Chair: **Janice Molloy**, The Ohio State U.

Discussant: **John W Boudreau**, Center for Effective Organizations / U. of Southern California

- A Multilevel Model of Human Capital | **Robert E Ployhart**, U. of South Carolina; **Thomas P. Moliterno**, U. of South Carolina
- Variance at Multiple Levels of Analysis in SHRM Research | **Lisa Hisae Nishii**, Cornell U.; **Patrick Wright**, Cornell U.
- It's All about Execution: Selection and Training Implementation and Unit Performance | **Chad H. Van Iddekinge**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Alexa A Perryman**, Florida State U.; **Pamela Perrewe**, Florida State U.; **Fred R. Blass**, Florida State U.

Presenters: **Thomas P. Moliterno**, U. of South Carolina; **Patrick Wright**, Cornell U.; **Lisa Hisae Nishii**, Cornell U.; **Chad H. Van Iddekinge**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Alexa A Perryman**, Florida State U.; **Pamela Perrewe**, Florida State U.; **Fred R. Blass**, Florida State U.; **Robert E Ployhart**, U. of South Carolina

**1380** → 📄: (Paper Session) - (IM) **Strategic Idiosyncracies of Emerging Economies**

2:30pm - 3:50pm Anaheim Marriott: Suite 304

Chair: **Dante DiGregorio**, U. of New Mexico

Discussant: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad

- ↔ → Foreign Exchange Exposure in Emerging Markets | **Gaston Fornes**, ESIC Marketing and Business School
- 📄 Organizational restructuring in South Africa: The value of equity transfer transactions | **Bindu Arya**, U. of Missouri-St. Louis; **Gaiyan Zhang**, U. of Missouri-St. Louis
- 📄 A Typology for Emerging Market Heterogeneity: Evidence from Diffusion of the Basel II Accord | **Farzad Alvi**, U. of Cambridge
- 📄 Liability of Foreignness Re-Considered: Transforming Economies as an Alternative Research Context | **Carl Fey**, Stockholm School of Economics; **Duygu Altas**, IKEA Turkey

**1381** → 📄: (Paper Session) - (IM) **Cross-Border Knowledge Transfer and Performance**

2:30pm - 3:50pm Anaheim Convention Center: 212A

Chair: **Yanli Zhang**, Montclair State U.

Discussant: **Charles Thomas Tackney**, Copenhagen Business School

- ↔ 📄 Multinational Firm Knowledge, Use of Expatriates and Foreign Subsidiary Performance | **Yulin Fang**, City U. of Hong Kong; **Guo-Liang Frank Jiang**, U. of Western Ontario;

**Shige Makino**, Chinese U. of Hong Kong; **Paul Beamish**, U. of Western Ontario

**IM Division Samsung Best Paper Award Finalist**

- 📄 → Knowledge Transfer and Performance of MNCs: Moderating Effects of Absorptive Capacity and Motivation | **Hyo Joon Kim**, BMW Group Korea; **Byung Hee Lee**, Hanyang U.
- 📄 Inter-subsidiary Knowledge Transfer and MNC Value Creation: A Multilevel Embeddedness Perspective | **Fiona Xiaoying Ji**, Virginia Tech; **Laura Poppo**, U. of Kansas
- Cultural Ambivalence and Firm Innovation: A Multi-level Analysis | **Daeil Nam**, Washington State U.; **John Cullen**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **Shung Shin**, Washington State U.

**1382** → 📄: (Paper Session) - (IM) **International Network II**

2:30pm - 3:50pm Anaheim Convention Center: 212B

Chair: **Mohsin Habib**, U. of Massachusetts, Boston

Discussant: **James H. Biteman**, Tulane U.

- Evaluating the Role of Matrix Structures in MNCs | **William G Egelhoff**, Fordham U.; **Joachim Wolf**, Christian-Albrechts-U. of Kiel
- Parental Control: A Study of U.S. Subsidiaries in Mexico | **Steven Russell Lovett**, The U. of Texas at Brownsville and Texas Southmost College; **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Abdul Rasheed**, U. of Texas, Arlington
- 📄 Influence of Acculturation on Tacit Knowledge Transfer in International Mergers and Acquisitions | **Olga Petricevic**, Georgia State U.
- 📄 Socio-political positioning and strategizing of key subsidiary managers in cases of mandate change | **Christoph Dörrenbächer**, U. of Groningen; **Mike Geppert**, U. of Surrey

**1383** → 📄: (Paper Session) - (IM) **Speed of Internationalization**

2:30pm - 3:50pm Anaheim Convention Center: 213A

Chair: **Desislava Dikova**, U. of Groningen

Discussant: **Candace Agrella Martinez**, St Louis U.

- 📄 Internationalization Traps in Emerging Economies: Capability Erosion in Early Exporters | **Oana Branzei**, U. of Western Ontario; **Raveendra Chittoor**, Indian Institute of Management Calcutta
- 📄 Does Fast Foreign Expansion Benefit Multinational Corporations? | **Ruihua Joy Jiang**, Oakland U.; **Jane Lu**, National U. of Singapore; **Jing Yu Yang**, U. of Sydney
- The Relationship between Internationalization Speed and Survival | **Sylvie Cellard**, EM LYON
- 📄 Is Accelerated Internationalization Good for International New Ventures? | **Hong-Jen Charles Chiu**, National Taiwan U.; **Sheng-Hsiung Chang**, National Taiwan U.

**1384** → 📄: (Paper Session) - (IM) **Offshoring of MNC**

2:30pm - 3:50pm Anaheim Convention Center: 213B

Chair: **Paul M Vaaler**, U. of Minnesota

Discussant: **Shih-Fen S. Chen**, U. of Western Ontario

- 📄 A Comparative Study of Software Service Providers | **Thillai Rajan Annamalai**, Indian Institute of Technology, Madras
- 📄 → 📄 Internationalization of R&D among MNCs: An Empirical Investigation of Country level Determinants |

**Rajaram Veliyath**, Kennesaw State U.; **Rakesh B. Sambharya**, Rutgers U. - Camden

- Beyond R&D Offshoring: Resources and Dynamic Capabilities in Addressing New Business Opportunities | **Federica Angeli**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna

**1385** → : (IM) **Accelerating Global Mindset**

**Development: Integrating Three Perspectives**

2:30pm - 3:50pm Anaheim Convention Center: 213C

**Organizers:** **Rachel Clapp-Smith**, U. of Nebraska-Lincoln; **Schon Beechler**, Duke Corporate Education

**Participant:** **Todd J. Weber**, U. of Nebraska-Lincoln

**1386** : (Paper Session) - (IM) **Cross-Cultural Management**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 42-53

- Expatriate Job Performance in Greater China: Does Age Matter? | **Jan Selmer**, Aarhus School of Business, U. of Aarhus; **Jakob Lauring**, Aarhus School of Business, U. of Aarhus; **Yunxia Feng**, Renmin U.
- Corporate Culture: Linking Multinational Teams to Organizational Context | **Aida Numic**, Middlesex U. Business School
- Intercultural Competence Development: Toward a Theory of Intercultural Sensitivity | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership; **Keith Sakuda**, U. of Hawaii at Manoa
- Effective multinational groupwork: The role of culture, identity and HRM competence | **Olivia Kyriakidou**, Athens U. of Economics and Business
- Cultural Schema Theory: A New Paradigm for Cross-Cultural Management Research | **Hiroko Nishida**, U. of Shizuoka; **Wendy A. Smith**, Monash U.
- Patterns of Expatriate Deployment Over Time and Subsidiary Evolution | **Suhaib Riaz**, U. of Western Ontario
- Dancing along borders: Motivational and strategic determinants of expatriate adjustment | **Catalin Ratiu**, Concordia U.; **Elena Lvina**, Concordia U.
- National Culture and its Impact on Performance Evaluation Systems: An Exploratory Study | **Andreas Feichter**, Vienna U. of Economics and Business Administration
- Is subsidiary TMT different? Checking the TMT-performance linkage at MNC subsidiary level | **Shengsheng Huang**, Rutgers U.
- Overseas effectiveness: The strategic deployment of bicultural expatriates | **Marshall Wilson Pattie**, James Madison U.
- Private Labels: A Brazilian and French Grocery Retail Market Cross-Cultural Analysis | **Daniel Erthal**, IAG PUC Rio; **Helene Bertrand**, Pontifical Catholic U. of Rio de Janeiro
- Hofstede, IASB and Project GLOBE: Toward a Culture of Evaluation and Harmonization | **Paul G Wilhelm**, Kentucky State U.; **Jana Price Wilhelm**, Kentucky State U.

**1387** → SHCS: (IM, MH, BPS) **Sources and Effects of Cross-National Variation in the Institutions of Corporate Governance**

2:30pm - 3:50pm Hilton Anaheim: California Pavilion B

**Organizer:** **Andrew von Nordenflycht**, Simon Fraser U.

**Discussant:** **Sean Safford**, U. of Chicago Graduate School of Business

Failure of the International JV: The Contractual Blindspots and Politics of Pyramidal Group Firms | **Susan Perkins**, Northwestern U.

The Great Expropriation: The Dutch East India Company and the Innovation of "Permanent Capital" | **Andrew von Nordenflycht**, Simon Fraser U.

On the Persistence of the Effects of Legal Institutions: Law and Finance around the World c. 1900 | **Aldo Musacchio**, HBS

Political Instability and Financial Development | **Jordan Siegel**, HBS

**1388** : (Paper Session) - (IP) **Team Dysfunction**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 1

**Facilitator:** **Mark Mortensen**, Massachusetts Institute of Technology

- **OB:** Can Innovation Strategy and Decentralization Guarantee Team Performance? Type of Conflict Matters | **Zhi-Xue Zhang**, Peking U.; **Paul S. Hempel**, City U. of Hong Kong; **Yulan Han**, Peking U.

**ODC:** Strategy and Culture: A Theoretical Approach to Understanding the Interactive Effect to Performance | **Chad Hartnell**, Arizona State U.

**MOC:** Relationships among Team Manger's Personality, Organizational Culture, and Team Performance | **Liron Nathan**, Bar Ilan U.; **Eyal Yaniv**, Bar Ilan U.; **Dov Elizur**, Bar Ilan U.

- **OB:** "Organizational Deadweight" as a Source of Organizational Dysfunction in Japanese Firms | **Masaru Karube**, Hitotsubashi U.; **Tsuyoshi Numagami**, Hitotsubashi U.; **Toshihiko Kato**, Hitotsubashi U.

**OB:** Role Tension on Corporate Boards of Directors: A Process View | **Katharina Pick**, Harvard U.

**1389** : (Paper Session) - (IP) **The Immigrant Work Experience**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 10

**Facilitator:** **Rebecca Robin Portnoy**, Washington State U.

**GDO:** Toward a Job Search Model for Skilled Immigrants | **Laura Guerrero**, Ivey School of Business; **Mitchell Rothstein**, Ivey School of Business

**GDO:** Identity Strategies in Mitigating Liability of Foreignness for Immigrant Owned Organizations | **Diya Das**, Bryant U.; **Eileen Kwesiga**, Bryant U.; **Shruti R Sardeshmukh**, Ball State U.; **Norma Achieng Juma**, Washburn U.

- **GDO:** Underemployed and Satisfied: Moderating Effects of Immigrant Status, Family and Acculturation Style | **Rebecca Robin Portnoy**, Washington State U.

**1390** : (Paper Session) - (IP) **Ethics and Environment Influence**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 11

**Facilitator:** **Lawrence J Lad**, Butler U.

**SIM:** A model of stakeholder networks: Qualities, relationships, and structure | **Steven A Frankforter**, Winthrop U.; **Vanessa Hill**, U. of Louisiana at Lafayette

**SIM:** Stakeholder Theory and the Issue of Multiple Memberships | **Marc Hoffman Lavine**, Boston College



📖 **SIM**: Stakeholder Social Capital: A new approach to stakeholder theory | **Elisabet Garriga**, IESE Business School

🗨️ **SIM**: Where are the stakeholders in “stakeholder theory”? | **Kenneth Wm. Kury**, Saint Joseph's U.

**SIM**: Morally Embedded Norms in Firm-Stakeholder Relationships: A Bounded Theory of Advantage | **Thomas M. Jones**, U. of Washington; **Will Felps**, Rotterdam School of Management, Erasmus U.

**1391 : (Paper Session) - (IP) Doing It on Your Own**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 2

Facilitator: **Jarna Kaarina Heinonen**, Turku School of Economics

➔ 🗨️ **ENT**: Preference For Self Employment: A Social Institutional Approach To Entrepreneurial Inclination | **Manjula S Salimath**, U. of North Texas; **John Cullen**, Washington State U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

**ENT**: Social Norms & the Perceived Desirability of an Independent Business vs. Buying a Franchise | **William Meek**, U. of Louisville; **Cheryl Mitteness**, U. of Louisville

➔ 📖 **ENT**: Religion and Entrepreneurship | **David Audretsch**, Max Planck Institute of Economics; **Werner Boente**, Max Planck Institute of Economics; **Jagannadha Pawan Tamvada**, Max Planck Institute of Economics

**1392 : (Paper Session) - (IP) Cross-Cultural Issues in IM**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 2

Facilitator: **David Marshall Hunt**, TUI U.

🗨️ ➔ **IM**: The Impact of Job Characteristics on Contingent Workers' Satisfaction | **Meiyu Fang**, National Central U. Taiwan

➔ 📖 **IM**: Expatriate Adjustment and Perceived P-E Fit of Expatriates | **Carmen K. Fu**, Hong Kong Polytechnic U.; **Yu-Ping Chen**, U. of Wisconsin Milwaukee

🗨️ ➔ **IM**: Expatriates in Turkey - Host Country Nationals' Willingness to Help | **Arup Varma**, Loyola U., Chicago; **Shaun Pichler**, Michigan State U.; **Zeynep Aycan**, Koc U.; **Pawan S. Budhwar**, Aston U.

➔ **IM**: Influence of Post-Merger Integration Strategies on Employee Satisfaction | **Yong Suhk Pak**, Yonsei U.; **Yao Zhou**, Yonsei U.

🗨️ ➔ 📖 **IM**: Employers-of-Choice in Countries-of-Choice: Mind the Gap | **Ariane Ollier-Malaterre**, Boston College; **Tay McNamara**, Boston College; **Marcie Pitt Castsouples**, Boston College; **Emma Parry**, Cranfield School of Management

**IM**: A Meta-Analysis on Correlates of Turnover Intention in South Korea | **Sanghag Kim**, U. of Iowa; **In-Sue Oh**, U. of Iowa

**1393 : (Paper Session) - (IP) Institutional Theory**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 3

Facilitator: **Mikelle A. Calhoun**, Ohio State U.

➔ 🗨️ **BPS**: State Regulation and Market Development: Why Markets Exist in Certain Countries but not in Others | **Roberto Nolan Galang**, IESE Business School

📖 **OMT**: Agency, History and 'Structural Wholes': Realist Refinements of the New Institutionalism | **Rick Delbridge**, Cardiff U.; **Tim Edwards**, Cardiff Business School

**BPS**: Business and Politics: The Impact of Election Outcomes on Private Equity | **Oliver Gottschalg**, HEC Paris; **Aviad Pe'er**, Dartmouth College

🗨️ **BPS**: Strategic Management: Two Basic Questions with Multiple Perspectives | **Enrique M. Perez**, Florida Atlantic U.

**1394 : (Paper Session) - (IP) Internationalization Processes**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 4

Facilitator: **Desislava Dikova**, U. of Groningen

➔ 📖 **IM**: Government attitudes toward internationalization, and SMEs' performance | **Yu-Ching Chiao**, National Chung-Hsing U.; **Ming-Liang Yeh**, National Chung Hsing U.; **Ju-Sung Chuang**, St. John's U.

🗨️ **IM**: Forms of internationalisation among Indian software firms | **Suma Athreye**, Brunel U.; **Atul Mishra**, Plymouth Business school

➔ 📖 **IM**: The Moderating Effect of Ownership Structure on Market Research and Host Country Market Performance | **Jörg Zimmermann**, Max Planck Institute of Economics, Jena

**IM**: Determinants of the degree of internationalization and performance of Singaporean SMEs | **Sairah Hussain**, National U. of Singapore

➔ **IM**: The Imprinting Onset: New Venture Foundation, Growth, and Survival | **Patrick Schueffel**, Henley Management College; **Wolfgang Amann**, U. of St.Gallen

**1395 : (Paper Session) - (IP) Managing New Product Development**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 5

Facilitator: **Bettina Lynda Bastian**, Ecole Polytechnique Fédérale de Lausanne

🗨️ **TIM**: Devotion to an Innovation Process: The Case of Human Centered Design | **Elizabeth M. Gerber**, Stanford U.

📖 **TIM**: What Time is it? Coordinating Pacing Mechanisms in Drug Discovery | **Heidi Bertels**, Stevens Institute of Technology; **Ken Chung**, Rutgers U.; **Justin Kraemer**, Rutgers U.; **Guozhen Zhao**, Rutgers U.; **Deborah J Dougherty**, Rutgers U.; **Danielle D Dunne**, Binghamton U.

📖 **TIM**: The Ambidextrous Organization in Practice: Barriers to Innovation within Research and Development | **Christoph Mirow**, Berlin Institute of Technology; **Katharina Hoelzle**, Berlin Institute of Technology; **Hans Georg Gemuenden**, Berlin Institute of Technology

📖 **TIM**: Non-Competition Agreements and Research Productivity in the Biotechnology Industry | **Joseph E Coombs**, Texas A&M U.; **Porcher Taylor**, U. of Richmond

📖 **TIM**: Innovation Tensions and Organizational Ambidexterity: Toward a Collective Paradox Frame | **Amy Ingram**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati; **Konstantinos Andriopoulos**, Brunel U.; **Manto Gotsi**, Brunel U.

📖 **TIM**: The effect of regional social capital and external knowledge acquisition on innovation | **Keld Laursen**, Copenhagen Business School; **Francesca Masciarelli**, CIFREM, U. of Trento; **Andrea Prencipe**, U. G. d'Annunzio

**1396 : (Paper Session) - (IP) Research Methods from Validation to Non-Linear Modeling**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 6

Facilitator: **Timothy Hinkin**, Cornell U.

- 📖📄 **TIM**: Conflict or Complementarity? A Comparative Analysis of Capital and Performance in Two Contexts | **Suechin Yang**, National Cheng Kung U.
- 📖 **RM**: Introducing Profile Analysis via Multidimensional Scaling (PAMS) in HRM Research | **Xiao Chen**, Peking U.; **Jian Han**, CEIBS; **Jing Han**, Peking U.
- 📖 **RM**: When Do Matthew Effects Occur? | **Matthew S. Bothner**, U. of Chicago; **Richard Haynes**, Credit Suisse First Boston; **Joel M Podolny**, Yale School of Management
- RM**: “Control” Variables in Social Science Research: Increased Understanding, Improved Practice | **Kevin Carlson**, Virginia Tech; **Jinpei Wu**, Virginia Tech
- RM**: Examining the Efficacy of Lord’s Chi-Square DIF Detection with Small Samples and Model-Data Misfit | **Meng Taing**, U. of South Florida; **Neha Singla**, U. of South Florida; **Benjamin Granger**, U. of South Florida; **Stephen Stark**, U. of South Florida

**1397 : (Paper Session) - (IP) Value Chains: Supply Chain Management**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 7

Facilitator: **Jamison M. Day**, U. of Houston

- 📖 **OM**: Anomalous Decisions of a Risk-Averse Newsvendor within the Expected Utility Theory Framework | **Charles X. Wang**, SUNY at Buffalo
- ➔ **OM**: A phased approach to the examination of humanitarian supply chains | **Kate Hughes**, Macquarie Graduate School of Management; **Jim F. Rooney**, Macquarie Graduate School of Management

**OM Division Best Student Paper Award Finalist**

- 📖 **OM**: Investigating the Impact of Bullwhip Effect on Retailer’s Performance: A Causal Model | **Erkan Bayraktar**, Bahcesehir U.; **Kazim Sari**, Beykent U.; **Ekrem Tatoglu**, Bahcesehir U.
- 📖 **OM**: A Learning and Knowledge Approach to Sustainable Operations | **Iuri Gavronski**, U. Federal do Rio Grande do Sul; **Robert D Klassen**, U. of Western Ontario; **Stephan Vachon**, HEC Montreal; **Luis Felipe M Nascimento**, U. Federal do Rio Grande do Sul
- 📖 **OM**: Mitigating the Bullwhip Effect in Complex Supply Networks with Demand Portfolio Management | **Jamison M. Day**, U. of Houston; **Michael Murray**, U. of Houston

**1398 : (Paper Session) - (IP) Change Processes and Practices**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 8

Facilitator: **Leon De Caluwé**, VU U.

- 📖 **ODC**: Acculturation, Organizational Identity, and Commitment to Post-merger Implementation | **Shung Shin**, Washington State U.
- 📖 **ODC**: HR Practices, Perceived Fairness, and Intergroup Cognitions in Corporate Mergers | **Shung Shin**, Washington State U.
- 📖 **ODC**: The Emotional Implications of Organizational Change Sentiments | **Stanley G. Harris**, Auburn U.; **Eric B. Gresch**, Auburn U.
- 📖 **ODC**: An Empirical Examination of Relation between Merger Communication and Post-merger Identification | **Virajanand Varma**, Auburn U.; **Stanley G. Harris**, Auburn U.

- 📖 **ODC**: Organizational Tracks and the Temporal and Content Fit between Context and Archetype Characteristics | **Ian P. McCarthy**, Simon Fraser U.; **Israel Drori**, College of Management, Israel

**1399 : (Paper Session) - (IP) Individual Behavior and Performance**

2:30pm - 3:50pm Hilton Anaheim: Mezzanine 9

Facilitator: **Radha R. Sharma**, Management Development Institute, India

- 📖 **OB**: Through the Looking Glass: Implications of Employee Job Design for Managerial Jobs | **Tina L. Juillerat**, U. of North Carolina, Chapel Hill
- 📖 **OB**: Antecedents of Occupational Safety Performance and Outcomes: A Meta-Analysis | **Jill Bradley**, California State U. Fresno; **Michael Christian**, U. of Arizona; **J. Craig Wallace**, Oklahoma State U.; **Adela Garza**, U. of Arizona, Tucson
- ➔ **OB**: Recovery Turns Job Demands into Challenges: A Diary Study on Work Engagement and Performance | **Arnold B. Bakker**, Utrecht U.; **Hetty Van Emmerik**, Utrecht U.; **Sabine A.E. Geurts**, Radboud U. Nijmegen; **Eva Demerouti**, Utrecht U.

**1400 📖📄➔📖📄 JS: (MC, MED, ODC) Evaluating Executive Coaching: The Questions We Ask**

2:30pm - 3:50pm Anaheim Marriott: Platinum 3

Chair: **Mary Wayne Bush**, The Foundation of Coaching

Participants: **John L. Bennett**, Queens U. of Charlotte; **Melinda Harper**, Queens U. of Charlotte; **Kenneth P. De Meuse**, Lominger International: A Korn/Ferry Company; **Alison Carter**, Institute for Employment Studies

**1401 📖📄📄: (Paper Session) - (MED) Organizational Training and Development: How are Managers Learning in the Workplace?**

2:30pm - 3:50pm Anaheim Convention Center: 204C

Chair: **Lorraine Pearson Anderson**, Marshall U.

Discussant: **Par Martensson**, Stockholm School of Economics

- 📖 **OB**: The evolution of workplace learning: Corporate universities as a new organizational form | **Amy T Lui**, New York U.; **Sabra Brock**, Touro College
- 📖 **OB**: A Call for Re-Invigorating Outbound Experiential Learning | **Ravindra Singh Bangari**, e2squared Partners; Fellow of The Indian Institute of Management Bangalore
- Framing Training to Increase Interest: Effects of Efficacy and Goal Orientation | **Cody Brent Cox**, Rice U.; **Margaret Elizabeth Beier**, Rice U.

The Impact of Emotions on Managerial On-The-Job Learning through Learning Behavior | **Karen Wouters**, U. of Maryland, College Park; **Dirk Buyens**, Ghent U.

**Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)**

**1402 📖📄📄: (Paper Session) - (MED) How Should We Develop and Appraise Leaders?**

2:30pm - 3:50pm Anaheim Convention Center: 211A

Chair: **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey

Discussant: **Robert Wheatley**, Troy U.

📖👤➔ Management Development Program for Organizational Change – A Case Study | **Gopakumar Gopalakrishnan**, Infosys Leadership Institute

From middle managers to middle leaders | **Laura Guillén Ramo**, INSEAD; **Herminia Ibarra**, INSEAD

👤📖 Looking South to See North: Upward Appraisal of Tangible Leadership | **Michael Useem**, U. of Pennsylvania; **Michael Barriere**, Citi Private Bank, Citigroup; **Joseph Ryan**, Citi Private Bank, Citigroup

📖 The Effect of 360 Rating Congruence on Feedback-Seeking Behavior After a Developmental Experience | **Emily Hoole**, Center for Creative Leadership; **Phillip W. Braddy**, Center for Creative Leadership; **Judith Steed**, Center for Creative Leadership

**1403** 📖👤: (Paper Session) - (MED) **What's New in Management Education?: A Look at Four New Approaches for Teaching and Learning**

2:30pm - 3:50pm Anaheim Convention Center: 211B

Chair: **Jon Billsberry**, The Open U.

Discussant: **Robin Sronce**, Drury U.

📖👤 Building student competency to develop power and influence through social capital | **Harry J Van Buren**, U. of New Mexico; **Jacqueline N. Hood**, U. of New Mexico

👤📖 The Great Leader Project | **James Paul Burton**, Northern Illinois U.

Could teaching materials be research materials? Using case studies to inform the resource-based view | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Ashridge Management College; **Nardine Collier**, Cranfield U.

📖 Putting "Organizations" into an "Organization Theory" course | **David R Hannah**, Simon Fraser U.; **Ranga Venkatachary**, Simon Fraser U.

**1404** 📖: (Paper Session) - (MH) **National Cultures and Historic Roots**

2:30pm - 3:50pm Anaheim Marriott: Elite 1

Chair: **Joseph Wolfe**, Experiential Adventures LLC

➔ A Study of Millennium Organizations in Japan | **Kiyohiko Ito**, U. of Hawai'i, Manoa; **Elizabeth L. Rose**, Victoria U. of Wellington; **Eleanor Westney**, Schulich School of Business

Understanding Chinese Business Behaviour: An Historical Perspective | **Li Yan**, HEC Montreal; **Taieb Hafsi**, HEC Montreal

➔ The Large Enterprise Economy in Turkey: Diversified Business Groups in Historical Perspectives | **Asli M. Colpan**, Kyoto U.; **Takashi Hikino**, Kyoto U.; **Baris Tan**, Koc U.

➔ 📖 Two historical readings of the local in Indian management practice | **Nidhi Srinivas**, New School U.

Genealogy of Brazilian Industrial Management | **Fabio Vizeu**, Universidade Positivo - UP

**1405** ➔ 📖: (Paper Session) - (MOC) **Cognition and Network Research**

2:30pm - 3:50pm Anaheim Convention Center: 209B

Chair: **Diederik W. Van Liere**, Erasmus U.

Discussant: **C. V. Harquail**, Independent Scholar

➔ 📖 The Triple Uncertainty: R&D Management by Means of Science and Technology Development at Tenaris | **Gustavo**

**L. Seijo**, U. Nacional de General Sarmiento; **Mariana Ciancio**, U. Nacional de General Sarmiento; **Javier Hernán Cantero**, U. Nacional de General Sarmiento

The Relationship between Multiple Network Structures and Organizational Identification | **Alberto Monti**, Bologna U.; **Massimo Bergami**, Bologna U.; **Gabriele Morandin**, Bologna U.

Social Cognition and Social Capital: A Dual Structure Approach | **Harry B. Knoche**, Florida Atlantic U.

👤📖 All in the Family: Network Ties as Determinants of Reputation and Identity in NCAA Basketball | **Daniel S. Halgin**, Boston College

**Winner of MOC Best Student Paper Award**

**1406** 📖👤: (Paper Session) - (MOC) **Transactive Memory Systems**

2:30pm - 3:50pm Anaheim Convention Center: 210A

Chair: **Mark P. Healey**, U. of Leeds

Discussant: **Steven J. Karau**, Southern Illinois U., Carbondale

👤 Transactive Memory as a Shared Mental Model for Teams in Crisis: A Theoretical Understanding | **Niti Pandey**, U. of Illinois, Urbana-Champaign

Unpacking the Density-Performance Hypothesis: The Mediating Role of Team Transactive Memory | **Prasad Balkundi**, State U. of New York, Buffalo; **Frankie Jason Weinberg**, U. of Georgia

📖 Expertise Utilization Through Transactive Memory Systems: An Integrated Framework | **Jing Zhu**, U. of Minnesota

👤📖 Transactive Memory Systems and Group Performance: A Simulation Study of the Role of Shared Cognition | **Taehyon Choi**, U. of Southern California; **Peter J. Robertson**, U. of Southern California

**1407** 📖➔👤📖 JS: (MOC, PNP) **Disaster Response Planning and Management: Studies of Integrated Planning and Action**

2:30pm - 3:50pm Anaheim Convention Center: 209A

Chair: **Keith James**, Portland State U.

Experts' Views of Priorities for Addressing Terrorism and Catastrophe | **Keith James**, Portland State U.

Terrorism and Organizational Change: How Terror Salience Affects Employees' Change Efficacy | **Claudia Verena Peus**, Massachusetts Institute of Technology; **Peter Fisher**, Ludwig Maximilians U.; **Deiter Frey**, Ludwig Maximilians U.

Responses of Governments and Government Workers to Terrorism Victims | **Abraham Carmeli**, Bar Ilan U.; **Meyrav Yitzhac Halevi**, Bar Ilan U.

Determinants of Public Confidence in Government Ability to Prevent Terrorism | **Cleotilde Gonzalez**, Carnegie Mellon U.; **Ignacio J. Martinez-Moyano**, Argonne National Laboratory

**1408** 📖👤👤📖: (MSR) **Shaping Our Future with the Questions We Ask**

2:30pm - 3:50pm Anaheim Marriott: Platinum 10

Organizer: **Keiko Krahnke**, U. of Northern Colorado

Facilitators: **Gerald Biberman**, U. of Scranton; **John R. Latham**, U. of Northern Colorado; **John H Grant**, U. of Northern Colorado; **Debu Mukerji**, Macquarie U.

**1409** 📄: (Paper Session) - (OB) **Perspectives on Managing Teams**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Dr John Edward Pitron**, U. of PhoenixDiscussant: **Debra L. Shapiro**, U. of Maryland

📄🗨️ Watching (Out For) Each Other: The Role of Clan

Controls in Managing Project Teams | **Harminder Singh**, Michigan State U.📄 The Development of Social Capital in Organizational Groups: The Effects of Values-Based Leadership | **Paul Varella**, Bissett School of Business; **Mansour Javidan**, Thunderbird School of Global Management➔ LMX and TMX: Is Relationship Differentiation an Angel or a Devil in Work Teams? | **Hui Liao**, Rutgers U.; **Dong Liu**, U. Washington; **Raymond Loi**, City U. of Hong Kong📄🗨️ A Theoretical Model and New Test of Managerial Legitimacy in Work Teams | **Jeongkoo Yoon**, Ewha Woman's U.**1410** 📄: (Paper Session) - (OB) **Learning**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon B

Chair: **James Dillon**, Harvard U.Discussant: **Marie-Helene Budworth**, York U.📄🗨️ Learning from Errors: The Role of Context, Emotion, and Personality | **Bin Zhao**, Simon Fraser U.📄 The Cognitive Ability-Maximum Performance Relation: The Role of Learning and Performance Goals | **Anna Cianci**, Drexel U.; **Satoris S. Youngcourt**, Kansas State U.➔ 📄 Learning Behaviors – Is More Always Better? The Case of Resident Physicians' Medical Errors | **Tal Katz-Navon**, Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Zvi Stern**, Hadassah Hebrew U. Medical CenterProvided Job Challenge and Learning as Predictors Of Turnover Intentions and Job Search Behaviors | **Paul Tae Young Preenen**, U. of Amsterdam; **Irene E. De Pater**, U. of Amsterdam; **Anna Van Vianen**, U. of Amsterdam**1411** 📄: (Paper Session) - (OB) **Organizational Citizenship Behavior in Groups**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Torsten Reimer**, U. of Maryland, College ParkDiscussant: **James Werbel**, Iowa State U.📄 Virtual Helping? The Role of OCB-P, Task Interdependence and Virtuality on Team Performance | **Ramon Rico**, U. Autónoma de Madrid; **Daniel Gregory Bachrach**, U. of Alabama; **Miriam Sanchez-Manzanares**, U. Carlos III, Madrid; **Brian J. Collins**, U. of Alabama📄 The Impact of Team Orientation and Goal Interdependence on the Willingness to Work in a Team and OCB | **Anit Somech**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa📄 The Role of Citizenship Behavior on Personal Learning and Work-Family Enrichment | **Ho Kwong Kwan**, Drexel U.; **Yina Mao**, Chinese U. Hong Kong📄 Group Characteristics as Moderators of the Relationship Between Exchange Variables and OCB | **Aaron Cohen**, U. of Haifa; **Eli Ben Tura**, Haifa U.; **Dana Rachel Vashdi**, U. of Haifa**1412** 📄: (Paper Session) - (OB) **Collective Identification**

2:30pm - 3:50pm Hilton Anaheim: Capistrano B

Chair: **Stacey R. Fitzsimmons**, Simon Fraser U.Discussant: **Batia Mishan Wiesenfeld**, New York U.➔ 🗨️📄 Against All Odds? Remembered Imaginings and Enriched Identities in Hydrocarbon Exploration | **Arne Carlsen**, SINTEF Technology and Society; **Tord Mortensen**, SINTEF Technology and Society; **Reidar Gjersvik**, SINTEF Technology and Society➔ 📄 Towards a Model of Collective Organizational Identification- a Longitudinal Survey Study | **Stephan Alexander Boehm**, U. of St. Gallen; **Christian Voegtlin**, U. of Zurich📄 Interpersonal vs. Collective Identification-Based Identity: Scale Development & Construct Validation | **Shu Zhang**, Columbia U.; **Guoquan Chen**, Tsinghua U.; **Xiao-Ping Chen**, U. of Washington**1413** 📄: (Paper Session) - (OB) **Power and Politics**

2:30pm - 3:50pm Hilton Anaheim: El Capitan B

Chair: **Chris Paul Long**, Washington U.Discussant: **Jennifer Dunn**, Michigan State U.📄 The Challenge of Organizational Politics: Bridging the Gap Across Theoretical Domains | **Elena Doldor**, Cranfield U.; **Val Singh**, Cranfield U.🗨️🗨️ Beware of Those with Something to Lose: The Relationship between Power Stability and Risk-taking | **Jennifer Jordan**, Northwestern U.📄 The Moderating Role of POPs in the Job Embeddedness – Job Performance Relationship | **Anthony R. Wheeler**, U. of Rhode Island; **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Chris J. Sablinski**, California State U. Sacramento🗨️➔🗨️ Organizational Politics and Job Performance: The Moderating Effect of Social Capital | **Eran Vigoda-Gadot**, U. of Haifa; **Ilan Talmud**, U. of Haifa**1414** 📄: (Paper Session) - (OB) **Ethics and Organizational Behavior**

2:30pm - 3:50pm Hilton Anaheim: Laguna A

Chair: **Carrie A. Belsito**, Utah State U.Discussant: **Will Felps**, Rotterdam School of Management, Erasmus U.➔ 🗨️📄 Organizational Ethics and Employees' Intent to Leave: An Integrative Approach | **Orly Shapira-Lishchinsky**, Zefat Academic College; **Zehava Rosenblatt**, U. of Haifa📄 Contemplation and Conversation: Individual and Social Influences on Ethical Decision Making | **Brian Gunia**, Northwestern U.; **Jiunwen Wang**, Northwestern U.; **Li Huang**, Northwestern U.; **Long Wang**, Northwestern U.; **Keith Murnighan**, Northwestern U.📄 Ethical Climate and Justice: The Links between Ethical Leadership and Follower Attitudes | **Mitchell J. Neubert**, Baylor U.; **Dawn S. Carlson**, Baylor U.; **K. Michele Kacmar**, U. of Alabama; **James Roberts**, Baylor U.; **Lawrence Chonko**, Baylor U.Codes of Conduct for Open-Minded Discussion and Resolution of Ethical Issues in China | **Lanjun Wu**, Lingnan U.; **Chunyan Peng**, Drexel U.; **Robin Stanley Snell**, Lingnan U.; **Yi Feng Chen**, Lingnan U.**1415** 📄: (Paper Session) - (OB) **Voice and Proactive Behaviors**

2:30pm - 3:50pm Hilton Anaheim: Laguna B



Chair: **Colette Hopton**, Queen's U.

Discussant: **Jennifer Nahrgang**, Michigan State U.

📖 Future Orientations and Proactive Behaviors: A Cross-Level Analysis | **Chun Hui**, Chinese U. of Hong Kong; **Jun Liu**, Renmin U.; **Cynthia Lee**, Northeastern U.

➔📖 Should I do it or not? An Initial Model of Cognitive Processes Predicting Voice Behaviors | **Dan S. Chiaburu**, Pennsylvania State U.; **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

➔🗣️📖 Participative Decision Making and Employee Outcomes: Examining Moderating Effects in China | **Zhen-Xiong Chen**, The Australian National U.; **Samuel Aryee**, Aston U.; **Herman H. M Tse**, U. of Newcastle, Australia; **Xu Huang**, Hong Kong Polytechnic U.

📖 Does Paternalistic Leadership Lead to Employee Voice? The Moderating Role of Information Sharing | **Simon C. H. Chan**, Institute For Tourism Studies

**1416** 📖 JS: (OB, CM, OMT) **The Contemptuous, the Envious and the Angry: The Behavioral Consequences of Discrete Negative Affect**

2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion A

Chairs: **Shimul Melwani**, U. of Pennsylvania; **Sigal Barsade**, U. of Pennsylvania

Discussant: **Barry M Staw**, U. of California, Berkeley

Trait Anger and Ethical Decision-Making | **Wanying Zhao**, U. of Toronto; **Stephane Cote**, U. of Toronto

Emotions of Others and Performance in Creative & Structured Tasks: The Bright & Dark Sides of Anger | **Ella Miron-Spektor**, Carnegie Mellon U.; **Dorit Efrat**, Technion Israel Institute of Technology; **Anat Rafaeli**, Technion-Israel Institute of Technology

Held in Contempt: The Interpersonal Effects of Contempt in the Workplace | **Shimul Melwani**, U. of Pennsylvania; **Sigal Barsade**, U. of Pennsylvania

When are Reactions to Envy Constructive & When are they Destructive? | **Yochi Cohen-Charash**, Baruch College and Graduate Center, CUNY; **Michelle Corman**, Baruch College, CUNY

Micro-Dynamics of Negative Emotion in Top Management Teams: Mapping Emotion Cycles in Team Meetings | **Sally Maitlis**, U. of British Columbia; **Feng Liu**, U. of British Columbia

Participants: **Michelle Corman**, Baruch College, CUNY; **Yochi Cohen-Charash**, Baruch College and Graduate Center, CUNY; **Stephane Cote**, U. of Toronto; **Dorit Efrat**, Technion Israel Institute of Technology; **Feng Liu**, U. of British Columbia; **Sally Maitlis**, U. of British Columbia; **Ella Miron-Spektor**, Carnegie Mellon U.; **Anat Rafaeli**, Technion-Israel Institute of Technology; **Wanying Zhao**, U. of Toronto; **Sigal Barsade**, U. of Pennsylvania; **Shimul Melwani**, U. of Pennsylvania

**1417** 📖 JS: (OB, HR) **The Good, the Bad and the Ugly: The Effect of Customer Behavior on Employee Attitudes and Behaviors**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon C

Organizers: **David Douglas Walker**, U. of British Columbia;

**Danielle van Jaarsveld**, U. of British Columbia

Discussant: **David E Bowen**, Thunderbird, American Graduate School of International Mgmt.

Customers Behaving Badly: How Customer Mistreatment Relates to Employee Turnover | **David Douglas Walker**, U. of British Columbia; **Danielle van Jaarsveld**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

Coworker Directed Customer Injustice and Surface Acting: The Moderating Role of Perspective Taking | **Sharmin Spencer**, U. of Illinois, Urbana-Champaign; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

The Bright and the Dark Side of Customer Service | **Andrea Fischbach**, U. of Trier

**1418** 📖 SHCS: (OB, HR, MED) **Leadership development and the lessons of experience**

2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon F

Chair: **Daniel Scott DeRue**, U. of Michigan

Discussant: **Scott A. Snook**, Harvard U.

Participants: **Jay Conger**, Claremont McKenna College; **Yi Zhang**, Center for Creative Leadership; **Meena Surie Wilson**, Center for Creative Leadership; **Feng Wei**, China Europe International Business School; **Sean Hannah**, U.S. Military Academy, West Point; **Fred O. Walumbwa**, Arizona State U.; **Stephen J. Zaccaro**, George Mason U.; **Zachary Horn**, Aptima, Inc.; **Jeffrey L. Herman**, George Mason U.; **Daniel Scott DeRue**, U. of Michigan; **Susan J. Ashford**, U. of Michigan; **Ned Wellman**, U. of Michigan, Ann Arbor

**1419** 📖 SHCS: (OB, OMT, MOC) **Beyond Biases: the Influence of Experience on Managerial Decision Making**

2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion B

Organizer: **Jerker C. Denrell**, Stanford U.

Discussant: **Max H. Bazerman**, Harvard U.

Underweighting rare events in experience-based decisions:

Beyond sample error | **Greg Barron**, Harvard U.; **Eldad Yechiam**, Technion Israel Institute of Technology; **Giovanni Ursino**, Harvard U.

The evaluation of sequential information involving uncertainty in decisions from experience | **Christoph Ungemach**, U. of Warwick

An instance-based learning model of repeated binary choice | **Cleotilde Gonzalez**, Carnegie Mellon U.; **Christian Lebiere**, Carnegie Mellon U.

Asymmetric disconfirmation in beliefs about employee motivation | **Alex Markle**, New York U.

Experience sampling in causal learning | **Gael Le Mens**, Stanford U.

Participants: **Greg Barron**, Harvard U.; **Gael Le Mens**, Stanford U.; **Cleotilde Gonzalez**, Carnegie Mellon U.; **Alex Markle**, New York U.; **Christoph Ungemach**, U. of Warwick; **Eldad Yechiam**, Technion Israel Institute of Technology; **Giovanni Ursino**, Harvard U.; **Christian Lebiere**, Carnegie Mellon U.

Winner of Making Connections Award, sponsored by the OB Division

**1420** 🗣️➔🗣️📖 JS: (OB, RM) **Biological Basis of Human Behavior in Organizations: Conceptual and Methodological Advances**

2:30pm - 3:50pm Hilton Anaheim: El Capitan A

Chairs: **Sankalp Chaturvedi**, National U. of Singapore; **Zhen Zhang**, Arizona State U.

Discussant: **Jerald Greenberg**, Ohio State U.

Heritability of Leadership as a Function of Age and Gender | **Richard D Arvey**, National U. of Singapore; **Sankalp Chaturvedi**, National U. of Singapore; **Gerry Larsson**, Swedish National Defence College; **Paul Lichtenstein**, Karolinska Institutet

New Approach for Leadership Research & Development: The Incorporation of Neuroscientific Methodology | **Pierre Balthazard**, Arizona State U.; **David Waldman**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.; **Benjamin M. Galvin**, Arizona State U.

The Genetics of Risk Preference | **Michael J. Zyphur**, U. of Washington Bothell; **Jayanth Narayanan**, National U. of Singapore; **Gordon Alexander**, U. of Minnesota

The Role of Negative Affectivity in the Genetic Explanations of Survey Nonresponse | **Zhen Zhang**, Arizona State U.; **Lori Foster Thompson**, North Carolina State U.

Genetic Foundations of Hope: Hope Springs Internal | **Paraskevi T. Christoforou**, National U. of Singapore; **Sankalp Chaturvedi**, National U. of Singapore

#### 1421 📄: (Paper Session) - (OCIS) Individuals in Distributed Work Groups

2:30pm - 3:50pm Anaheim Convention Center: 207A

Chair: **Manju K Ahuja**, U. of Louisville

Discussant: **Alexandre Barsi Lopes**, U. of Cincinnati

→ 🗣️ Why We See Distributed Coworkers Differently: Situational and Institutional Framing of Impressions | **Aditya Johri**, Virginia Tech

→ 🗣️ Wearing many hats: The multiple roles of expatriates in globally distributed contexts | **Mark Mortensen**, Massachusetts Institute of Technology; **Tsedal Beyene**, Harvard Business School

📄 Retrospective versus Prospective Evidence for Promotion: The Case of Wikipedia | **Benjamin C. Collier**, Carnegie Mellon U.; **Moira Burke**, Carnegie Mellon U.; **Aniket Kittur**, Carnegie Mellon U.; **Robert E. Kraut**, Carnegie Mellon U.

#### 1422 📄: (Paper Session) - (OCIS) Linking IT to Organizational Performance

2:30pm - 3:50pm Anaheim Convention Center: 207B

Chair: **Jonathan Whitaker**, U. of Richmond

Discussant: **George Westerman**, Massachusetts Institute of Technology

→ 🗣️ Strategic Virtual Communities: How Virtual Communities Enhance Organizational Performance | **Barney C.C. Tan**, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore

📄 Linking Upper Echelons Characteristics To IT Payoff: An Empirical Investigation of Chinese Firms | **Yu Liu**, Rensselaer Polytechnic Institute

🗣️ Using CRM Approaches to Gain Competitive Advantage: The Case of Travel Intermediaries | **Adina Poenaru**, ESCP-EAP European School of Management

#### 1423 📄: (Paper Session) - (ODC) Influence of Emotions

2:30pm - 3:50pm Anaheim Marriott: Elite 3

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

Discussant: **Lillian Schumacher**, U. of Saint Francis

Secret Coalitions in Organizations: The Role of Emotional Aperture | **Ina Toegel**, INSEAD

Promoting Constructive Approaches to Emotions During Major Change | **Charmine E. J. Hartel**, Monash U., Clayton; **Nell Kimberley**, Monash U.

🗣️ Change Capabilities or Cynicism? How Change Experience Influences Employee Reactions | **Inger G. Stensaker**, Norwegian School of Economics and Business Administration; **Christine Benedichte Meyer**, Norwegian School of Economics and Business Administration

🗣️ Giving Multisource Feedback a Facelift | **Darren Good**, Case Western Reserve U.; **Duncan Coombe**, Case Western Reserve U.

#### 1424 📄: (Paper Session) - (ODC) Change Management

2:30pm - 3:50pm Anaheim Marriott: Platinum 2

Chair: **Charles McClintock**, Fielding Graduate U.

Discussant: **Miriam Y Lacey**, Pepperdine U.

🗣️ Processual view of managing change related to offshore IT outsourcing implementation | **TR Ramanathan**, Northumbria U.

→ 🗣️ The Impact of Change Messages on the Commitment to a Change. | **Humayun Rashid**, Case Western Reserve U.

→ 🗣️ The Process of Organization Design and Change: Visible and Managed, Partly Invisible and Unmanaged | **Joan Ernst Van Aken**, Eindhoven U. of Technology

📄 Times Change: Employee Motivational Shifts across Phases of Organizational Change | **Tai Gyu Kim**, Korea U.; **Denise M. Rousseau**, Carnegie Mellon U.

#### 1425 📄: (Paper Session) - (OM) Modern Perspectives in OM

2:30pm - 3:50pm Anaheim Convention Center: 207C

In this session we confront the conference theme of "The Questions We Ask" by reconsidering some of the existing theories and frameworks held traditionally in OM and suggesting that through the inclusion of new insights and ideas from other established disciplines the potential for both the challenging and affirmation of past findings may be conducted. New roads for research will be suggested through the theoretical arguments presented. Coffee is sponsored by the Harvard Business School

Chair: **Lawrence Corbett**, Victoria Management School

🗣️ Synergy through Collaboration: A Theory of Culture's Effects | **Alan R. Cannon**, U. of Texas at Arlington; **Caron H St John**, Clemson U.

#### OM Division Chan Hahn Best Paper Award Finalist

📄 Mapping the future of supply chain management: A Delphi Study | **Steven Alexander Melnyk**, Michigan State U.

📄 Wearing Multiple Hats - Supply Managers' Roles and Strategic Supplier Relationships | **Zhaohui Wu**, Oregon State U.; **Michelle D Steward**, Wake Forest U.; **Janet L. Hartley**, Bowling Green State U.

🗣️ Sustainable operations management: a typological approach | **Lawrence Corbett**, Victoria Management School

#### 1426 📄: (Paper Session) - (OMT) Looking Good: Status of and in Organizations

2:30pm - 3:50pm Anaheim Marriott: Elite 2

Chair: **Francois Herve Collet**, ESADE

🗣️ Does Noblesse Oblige? Reputation and Celebrity Effects on Earnings Surprises and Investor Reactions | **Michael D. Pfarrer**, U. of Denver

Status Dynamics in Organizational Fields: An Elaboration and Test of Relational Approaches | **Craig Rawlings**, UCSB/Stanford IREPP

📖 Status Transfer Across Categorical Boundaries in an Online Marketplace for Services | **Ming D. Leung**, Stanford U.  
 → 📖 Perceived Status and Status-Behavior within Organizations | **Johannes M Lehner**, U. of Linz

**1427** 📖: (Paper Session) - (OMT) **Who's to Blame? Crediting Organizational Deeds and Misdeeds**

2:30pm - 3:50pm Anaheim Marriott: Suite 312

Chair: **Barbara Carlin**, U. of Houston

📖 The Moderating Role of Managerial Discretion on Stakeholder Interpretation of CEO Quality Signals | **Scott D. Graffin**, U. of Georgia; **Joseph Porac**, New York U.; **James Wade**, Rutgers U.; **Theodore Leonard Waldron**, U. of Georgia

📖 Industry Context, Benchmarking and CEO Compensation: Evidence from Security Analyst Forecast Errors | **James J Cordeiro**, State U. of New York, Brockport; **Rong Yang**, State U. of New York, Brockport; **Yaw Mensah**, Rutgers U.

📖 Stigmatization, Pollution, Signaling and Symbolism: Restatements and the Market for Directors | **Jo-Ellen Pozner**, UC Berkeley

🗣️📖 What is Corporate Deviance? Exploring Negative and Positive Deviant Firm Behavior | **Daina Mazutis**, U. of Western Ontario

**1428** 📖: (Paper Session) - (OMT) **Scratch my Back: Collaboration among Competitors**

2:30pm - 3:50pm Anaheim Convention Center: 207D

Chair: **Diane Dromgold**, RNC Global Projects

📖 Towards a Strategic Theory of Industrial Symbiosis: Mechanisms of Success | **Judith Louise Walls**, U. of Michigan

Niche Overlap, Commensuration and the Propensity of Organizations to Collaborate | **Daniele Mascia**, Catholic U. Rome; **Francesca Pallotti**, U. of Lugano; **Alessandro Lomi**, U. of Lugano

Strategic Alliances and Product Development: The Moderating Effect of Technological Capabilities | **Carolyn Haeussler**, U. of Munich; **Holger Patzelt**, Max Planck Institute of Economics

🗣️📖 Motive Communication and Positive Ties between Competitors | **Denis Trapido**, Stanford U.

**1429** : (Paper Session) - (OMT) **The Institution and I: Micro Institutional Effects**

2:30pm - 3:50pm Anaheim Convention Center: 210B

Chair: **Jill M Purdy**, U. of Washington, Tacoma

📖 Institutional Theory: Being Actor or Being Object of Institutional Forces? | **Erik P. Looftvoet**, HEC Paris

📖 Categorization and Evolvability: Neutral Transformations in Organizations and Societies | **Amit Jain**, INSEAD; **Bruce Kogut**, INSEAD

🗣️🗣️📖 Institutionalization in Efficient Markets: The Case of Price Bubbles | **Sheen S. Levine**, Singapore Management U.; **Edward Zajac**, Northwestern U.

📖 An Empirical Analysis of Organizational Learning from Joint and Solo Bidding in Closed-Bid Auctions | **Karen L. Page**, U.

of Wyoming; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology

**1430** 📖: (Paper Session) - (OMT) **Close to Me: Geographical Clusters**

2:30pm - 3:50pm Anaheim Convention Center: 210C

Chair: **Marie Gould**, Peirce College

📖 Bank Geographic Diversification and Performance: How does Geography Drive Bank Performance? | **Geoffrey G Bell**, U. of Minnesota Duluth; **Saiying Deng**, U. of Minnesota Duluth; **Anne Cummings**, U. of Minnesota Duluth

📖 The Impact of the Spatial Dimension of Customers | **Nikolaus Beck**, U. of Lugano

📖 Inter-firm Knowledge Exchanges and the Knowledge Creation Capability of Clusters | **Andac Arikan**, Florida Atlantic U.

→ 📖 Industrial Cluster Involvement, Organizational Learning and Organizational Adaptation | **Kuei-Hsien Niu**, California State U. Sacramento; **Grant Miles**, U. of North Texas

**1431** 📖: (Paper Session) - (OMT) **Trust and Cooperation: Cognitive Approaches**

2:30pm - 3:50pm Anaheim Convention Center: 303A

Chair: **Joseph Broschak**, U. of Arizona

📖 Interorganizational Cooperation and the Role of Trust: Core or Crust? | **Dominika Latusek**, Kozminski Business School/Stanford U.; **Paul W. L. Vlaar**, Vrije U. Amsterdam

🗣️📖 Network Plasticity and Collaborative Innovation: Processes of Network Reorganization | **Jason Davis**, Massachusetts Institute of Technology

**Winner of OMT Division Best Paper Award**

→ 📖 The Joint Venture Trust-Control Relationship Revisited | **Peter Eberl**, Johannes Kepler U. Linz; **Ruediger Kabst**, U. of Giessen

→ 📖 Cooperative Dilemma, Management Control Conflict and International Joint Venture Performance | **Ming-Chang Huang**, Providence U.; **Chi-Ya Chang**, Chinese Culture U.; **Yaping Chiu**, Van-Nung U.; **Chun-Ching Hung**, Ferroxcube Company

**1432** 📖: (Paper Session) - (OMT) **New Directions in Interpersonal Network Analysis**

2:30pm - 3:50pm Anaheim Convention Center: 303B

Chair: **Carmelo Cennamo**, Instituto de Empresa Business School

📖 A Model of Robust Positions in Social Structure | **Matthew S. Bothner**, U. of Chicago; **Edward Bishop Smith**, U. of Chicago; **Harrison C. White**, Columbia U.

📖 To Broker or to Reach Closure? A Longitudinal Investigation of the Dynamics of Social Capital | **Fabio Fonti**, Boston College; **Robert Whitbred**, Cleveland State U.; **Christian Steglich**, U. of Groningen

📖 The Information Side-Effects of Structural Position: Information Burden and Central Actors | **James Oldroyd**, SKK Graduate School of Business

The Strength of 'Dispersed' Ties: Persistence of Social Capital Following Organizational Disbanding | **R. Drew Sellers**, Case Western Reserve U.; **Gokce Sargut**, City College, CUNY

**1433** 📖: (Paper Session) - (OMT) **Road to Somewhere? Complexity, Evolution, and Organizational Change**

2:30pm - 3:50pm Anaheim Convention Center: 303C

**Chair:** **Carmen Estela Carlos Ornelas**, Instituto Tecnológico de Aguascalientes

- 👁️ From Dynamic Capabilities to Corporate Intelligence: Lessons from Complexity Theory | **Renata Kaminska-Labbe**, CERAM
- 👁️ The Bottoms Up Creation of New Order - Complexity Science and Organizational Change | **Shalini Lal**, UCLA
- 👁️ Leadership within Emergent Events in Complex Systems: Micro-Enactments and Organizational Learning | **James K. Hazy**, Adelphi U.; **Joyce Silberstang**, Adelphi U.
- 👁️ Generalized Darwinism: A Metatheoretical Framework for Organization Theory | **J.W. Stoelhorst**, U. of Amsterdam; **Howard Aldrich**, U. of North Carolina; **Geoffrey M. Hodgson**, U. of Hertfordshire

#### 1434 👁️ 📄: (Paper Session) - (OMT) Control and Coordination in Organizations

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - OMT 1

Presented on panels 11-17

- 👁️ Acquired Managers' Integration Experiences: Interpretations, Relationships, Responses and Contexts | **Samia Chreim**, U. of Ottawa; **Marzieh Tafaghod**, U. of Ottawa
- 👁️ Organizational Control Research - A Review | **Markus Kreutzer**, U. of St.Gallen
- 👁️ Integration Modes and Information Processing for Coordination Effectiveness | **J Daniel Sherman**, U. of Alabama, Huntsville; **Robert T Keller**, U. of Houston
- 👁️ An Improvisational Model of Strategic Decision Making | **Susana Velez-Castrillon**, U. of Houston; **Dusya M. Vera**, U. of Houston; **Ariff Kachra**, Pepperdine U.
- 👁️ The Illusive Quest for Control Over Time: The Experiences of Converged Mobile Device Users | **Sharon F. Matusik**, U. of Colorado, Boulder; **Amy Mickel**, California State U. Sacramento; **Amanda B. Harris**, U. of Connecticut
- 👁️ The Dark Side of Relationships: A Tensions-based View | **Shyh-Rong Fang**, National Chung Hsing U.; **Yong-Sheng Chang**, National Chung Hsing U.; **Yan-Chiu Peng**, National Chung Hsing U.
- ➔ 👁️ Horizontal Combination and Vertical Integration: The Rise of China's Tobacco Giant | **Junmin Wang**, Indiana U.
- 👁️ Moral Development, Ethical Climate and Agency-Stewardship Theory | **Aleksey Martynov**, U. of Kansas

#### 1435 👁️ ➔ 📄 JS: (OMT, RM, ODC) Is Collaborative Research Useful?

2:30pm - 3:50pm Anaheim Convention Center: 210D

**Organizers:** **Alfred Kieser**, Mannheim U.; **Jean M. Bartunek**, Boston College

**Chair:** **Lars Engwall**, Uppsala U.

**Discussant:** **John R Kimberly**, U. of Pennsylvania

How Much Do Companies Pay for Collaborative Research? |

**Alfred Kieser**, Mannheim U.

The Partial Importance of Academic-Practitioner Collaboration | **Jean M. Bartunek**, Boston College

And Yes, It Is Possible... | **Rita Kowalski**, Work Life Consulting LLC

Rigorous Collaborative Research is Possible and Necessary | **Susan A. Mohrman**, U. of Southern California

**Presenter:** **Susan A. Mohrman**, U. of Southern California

**Participant:** **Rita Kowalski**, Work Life Consulting LLC

#### 1436 📄 SHCS: (OMT, TIM, RM) A Conference on Conferences

2:30pm - 3:50pm Anaheim Convention Center: 204A

**Discussants:** **Mary Jo Hatch**, Copenhagen Business School; **Anand Narasimhan**, IMD

Convening a Conference to Jumpstart a Field: Alternative Staffing Alliance | **Silvia Dorado**, U. of Rhode Island; **Bogdan Prokopovych**, U. of Rhode Island

Constructing Identities for New Fields by Staging Conferences | **Kathryn Aten**, U. of Oregon; **Alan D. Meyer**, U. of Oregon

Conferences as Venues for the Configuration of Emerging Organizational Fields | **Raghu Garud**, Penn State U.

Configuring Institutional Multiplicity: A Tale of Two Hi-Tech Conferences in Israel | **Tammar B. Zilber**, Hebrew U. of Jerusalem

**Presenters:** **Kathryn Aten**, U. of Oregon; **Alan D. Meyer**, U. of Oregon; **Raghu Garud**, Penn State U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Silvia Dorado**, U. of Rhode Island; **Bogdan Prokopovych**, U. of Rhode Island

**Presenters:** **Kathryn Aten**, U. of Oregon; **Alan D. Meyer**, U. of Oregon; **Raghu Garud**, Penn State U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Silvia Dorado**, U. of Rhode Island; **Bogdan Prokopovych**, U. of Rhode Island

#### 1437 👁️ 📄: (Paper Session) - (ONE) Sustainability Discourse

2:30pm - 3:50pm Anaheim Marriott: Platinum 4

**Chair:** **Bobby Banerjee**, U. of Western Sydney

**Discussants:** **Carolyn P. Egri**, Simon Fraser U.; **Gregory A Daneke**, Arizona State U.

👁️ Words of Action: The Centrist and Pragmatic Discourse of Sustainable Development Reporting | **Markus J. Milne**, U. of Canterbury; **Helen M. Tregidga**, AUT U.; **Sara Christine Walton**, U. of Otago

👁️ (Re)Presenting 'Sustainable Organisations': A New Discursive Identity | **Helen M. Tregidga**, AUT U.; **Markus J. Milne**, U. of Canterbury; **Kate Kearins**, Auckland U. of Technology

👁️ LANDCARE : A narrative construction for ecological sustainability | **Robert Perey**, School of Management, UTS; **Suzanne Benn**, U. of Technology, Sydney; **Dexter Dunphy**, U. of Technology, Sydney; **Mel Edwards**, School of Management, UTS

Ecological Sensemaking | **Gail Whiteman**, Erasmus U.; **William H Cooper**, Queen's U.

➔ 👁️ Environmental Reports as Auto-Communication: A Study of Disclosure Practices by Low-Impact Companies | **Irene Pollach**, Aarhus School of Business, U. of Aarhus; **Sandy Chong**, Curtin U. of Technology

#### 1438 👁️ 📄: (Paper Session) - (PNP) Organization Behavior and Flexibility

2:30pm - 3:50pm Anaheim Marriott: Orange County 4

**Chair:** **Greg Fisher**, RMIT U.

👁️ ➔ Translating HRM Messages Across Complex Organisations: Case Studies of the Public Sector | **Pauline Stanton**, La Trobe U.; **Suzanne Young**, Deakin U.; **Timothy Bartram**, La Trobe U.; **Sandra Leggat**, La Trobe U.

👁️ Perceptions of the Risk Culture in Public and Nonprofit Organizations | **Chung-An Chen**, U. of Georgia; **Barry Bozeman**, U. of Georgia



📖 Governance strategy in local government: A study of municipal corporations in a Swedish municipality | **Sven-Olof Collin**, Kristianstad U.; **Torbjörn Tagesson**, Kristianstad U. College

📖 Flexibility at the core: A study of part-time faculty employment in higher education institutions | **Xiangmin Liu**, Cornell U.; **Liang Zhang**, Vanderbilt U.

**1439** 📖: (Paper Session) - (PNP) **Valuing the volunteers in PNP: Challenges and strategies**

2:30pm - 3:50pm Anaheim Marriott: Platinum 1

Chair: **Matthew Liao-Troth**, Western Washington U.

Discussant: **Matthew Liao-Troth**, Western Washington U.

🗣️📖 Public sector volunteering: Committed staff, multiple logics and contradictory strategies | **Graham John Dover**, Simon Fraser U.

Volunteering versus Managerialism. Conflict over Organizational Identity in Voluntary Associations | **Karin Kreutzer**, U. of St.Gallen

All in a Day's Work: Do Key Job Outcomes Differ Between Paid Workers and Non-Paid Volunteers? | **Jaime Henning**, Eastern Kentucky U.; **Ann Huffman**, Northern Arizona U.; **Tonya Frevert**, Northern Arizona U.

**1440** 🗣️📖: (Paper Session) - (RM) **New Perspectives on Reliability and Validity**

2:30pm - 3:50pm Hilton Anaheim: Manhattan

Chair: **Lucy R. Ford**, St. Joseph's U.

Discussant: **Claudia C. Cogliser**, Texas Tech U.

🗣️📖 A Multi-Sample Re-examination of Goldberg's IPIP 50-item Big Five Questionnaire's Factor Structure | **Nhung T. Nguyen**, Towson U.; **Michael Biderman**, U. of Tennessee at Chattanooga; **Christopher J. L. Cunningham**, U. of Tennessee at Chattanooga; **Nima Ghorbani**, U. of Tehran

📖 Construct Validation of Content Analysis: An Illustration Using Entrepreneurial Orientation | **Jeremy Collin Short**, Texas Tech U.; **Claudia C. Cogliser**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.

📖 Corrected Indices for Reliability Assessment | **Cherng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

🗣️📖 Within-Group Agreement for Multi-Item Scales: Considering Interitem Correlations | **Daniel A. Newman**, Texas A&M U.; **Hock-Peng Sin**, Michigan State U.  
**Sage Publications/RM Division Best Paper Winner**

**1441** : (Paper Session) - (SIM) **Fighting Poverty through Building Wealth**

2:30pm - 3:50pm Anaheim Marriott: Orange County 1

Facilitator: **Kathleen Rehbein**, Marquette U.

🗣️➔ A Multi-Dimensional Approach to Poverty Alleviation and Growing Inclusive Markets | **Kevin McKague**, York U., Toronto; **Aneel Karnani**, U. of Michigan, Ann Arbor; **David Wheeler**, Dalhousie U.

🗣️➔ The Base-of-the-Pyramid Perspective: A New Approach to Poverty Alleviation | **Ted London**, U. of Michigan

🗣️➔ Doing Business in Transition Economies: Does Ethics Matter? | **Tara J Radin**, Wharton, U. of Penn

📖 Impact of the Community Reinvestment Act on Small Business and Community Developments | **Nada Kobeissi**, Long Island U., C.W. Post

**1442** : (Paper Session) - (SIM) **The Influence of the Market**

2:30pm - 3:50pm Anaheim Marriott: Orange County 2

Facilitator: **Marguerite Schneider**, NJIT

🗣️📖 Tension between Economics and Ethics in Corporate Management | **Venkatarman Nilakant**, U. of Canterbury; **Marjolein Lips-Wiersma**, U. of Canterbury

🗣️📖 Do Markets Love Misery? Stock Prices and Corporate Philanthropic Disaster Response | **Alan Muller**, U. of Amsterdam; **Roman Kraeussl**, VU U. Amsterdam

The Growth of Private Equity and the Institutional-effect of Greed | **David Weitzner**, American U.; **James L Darroch**, York U.

📖 Making Sustainability heard - Investor Relations Role in Communicating Corporate Responsibility | **Christian Fieseler**, U. of St. Gallen; **Christian Hoffmann**, U. of St. Gallen; **Miriam Meckel**, U. of St. Gallen

**1443** : (Paper Session) - (SIM) **Doing the Right Thing**

2:30pm - 3:50pm Anaheim Marriott: Orange County 3

Facilitator: **Jason Stansbury**, Vanderbilt U.

🗣️📖 The Force of Moral Intuition When We Ask: Is This Right? | **George Watson**, Southern Illinois U. Edwardsville; **Mary Sue Love**, Southern Illinois U., Edwardsville; **Bruce T. Teague**, Eastern Washington U.

When Ethical Behavior Proves Personally and Professionally Costly: A Conceptual Model | **John J. Sumanth**, Kenan Flagler Business School at U. of North Carolina

Moral Differentiation: Influences of Individual and Interpersonal Characteristics | **Michael James O'Fallon**, James Madison U.; **Kenneth D Butterfield**, Washington State U.

📖 Opportunities for personal social action in the for-profit organization | **Aimee Dars Ellis**, Arizona State U.

**1444** : (Paper Session) - (TIM) **Organizational Relations: International Networks and University & Corporate Exchange**

2:30pm - 3:50pm Anaheim Marriott: Suite 315

Chair: **Hamid H Kazeroony**, William Penn U.

Discussant: **Hamid H Kazeroony**, William Penn U.

➔📖 Toward A Unified Perspective on Competition, Collaboration and Innovation | **Jie Wu**, The U. of Auckland; **Nitin Pangarkar**, National U. of Singapore

📖 Managing and Developing Absorptive Capacity: A Multilevel Network Approach | **Shyh-Rong Fang**, National Chung Hsing U.; **Shu-Mi Yang**, National Chung Hsing U.; **Eric M.C. Chuang**, NCKU; **Hsiao-Ping Chu**, Ling Tung U., Taichung, Taiwan

📖 Negotiation at multiple levels in networked innovation | **Maura Soekijad**, VU U. Amsterdam, FEWEB; **Marleen Huysman**, Vrije U. Amsterdam

Increasing Market Scope in Technology Transfer Offices: Productive Outputs and Resource Efficiency | **Julie Feickert**, U. of Utah

📖 Role played by Intermediary Institutions in Academy-Industry Technology Alliances | **Valérie Duplat**, IAG, Louvain School of Management

TUESDAY

**1445 : (Paper Session) - (TIM) Adaptation and Change: Organizational/Technological Evolution and Change**

2:30pm - 3:50pm Anaheim Convention Center: 303D

Chair: **Richard M. Franza**, Kennesaw State U.

Discussants: **Ramayah Thurasamy**, U. Sains Malaysia; **Clara Eugenia Garcia**, Carlos III U.; **Yildiz Y Guzey**, KHas U.; Department of Business Administration; **Muhammad A Obeidat**, Southern Polytechnic State U.

→ **SHIFTING BOUNDARIES, INVISIBLE GEOGRAPHY: Information Technology & Firm-level Physical Organization** | **Linda M. Cohen**, U. of Pennsylvania

The Emergence of Architecture: The Case of ATLAS, CERN | **Philipp Tuertscher**, Vienna U. of Economics and Business Administration; **Raghu Garud**, Penn State U.; **Markus Nordberg**, CERN

Network life cycles & Centrality of actors: Evidence from industries faced with biotech rupture. | **David Daniel Catherine**, Grenoble Ecole de Management

Business Analytics Success: A Conceptual Framework | **Ramakrishna Hindupur**, U. of Redlands; **Jyoti Bachani**, U. of Redlands; **Avijit Sarkar**, U. of Redlands

**1446 : (Paper Session) - (TIM) New Product Development and Adoption: Radical Innovations**

2:30pm - 3:50pm Anaheim Convention Center: 304B

Chair: **Ann McFadyen**, U. of Texas at Arlington

Discussants: **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **LaKami T. Baker**, Auburn U.

→ The Effects of Inter-industry and Country Difference in Supplier Relationship on Radical Innovations | **Ying Li**, Hasselt U.; **Bart Nooteboom**, Tilburg U.

In Search of Superior Products—Internal Knowledge Creation & Alliance Diversity | **Stefan Wuyts**, Tilburg U.; **Shantanu Dutta**, USC; **Seema Pai**, USC

The impact of business group membership on innovation: The case of Taiwan | **Tsun-Jui Hsieh**, Asia U.; **Yu-Ju Chen**, Asia U.; **Ryh-Song Yeh**, Asia U.

→ Radical Innovations and Incumbent-Challenger Dynamics in the Dutch TV Industry | **Shahzad Mumtaz Ansari**, Erasmus U.; **Pieter Krop**, LogicaCMG

**1447 : (Paper Session) - (TIM) Management of Technology and Innovation**

2:30pm - 3:50pm Anaheim Convention Center: 304C

Chair: **David Zepeda**, U. of Minnesota, Twin Cities

Discussants: **Markus Perkmann**, Loughborough U.; **Gianluca Carnabuci**, Bocconi U. and SDA Bocconi School of Management; **Craig S. Galbraith**, U. of North Carolina- Wilmington; **Tucker James Marion**, Northeastern U.; **Frank T. Piller**, RWTH Aachen U.

Norms, Rewards, and Their Effect on the Motivation of Open Source Software Developers | **Oliver Thorsten Alexy**, Technical U. of Munich; **Martin Leitner**, Technical U. of Munich

Democratized Collaboration in Big Pharma | **Benjamin Hughes**, ESADE; **Jonathan D. Wareham**, ESADE

→ Search Patterns and Absorptive Capacity: A Comparison of European Low- and High-Technology Firms | **Christoph Grimpe**, Centre for European Economic Research; **Wolfgang Sofka**, Centre for European Economic Research

How to Measure Service Quality in the Context of Online-Oriented Shopping? | **Samar Swaid**, Philander Smith College

The Paradox of Knowledge Transfer & the Role of Technological Uncertainty in Technological Catch-up | **Eunhee Sohn**, Seoul National U.; **Sungyong Chang**, Seoul National U.; **Jaeyong Song**, Seoul National U.

**1448 : (Paper Session) - (TIM) Strategy, Technology, & Innovations IV**

2:30pm - 3:50pm Anaheim Convention Center: 304D

Chair: **Debasis Sengupta**, Philips Electronics Singapore Pte Ltd

Discussants: **Yong Kwang Adrian Yeow**, U. of Maryland, College Park; **Aija Elina Leiponen**, Cornell U.; **Asli Musaoglu Arikan**, Georgia State U.; **Helder Sebastiao**, U. of San Diego; **Peter Jack Gallo**, U. of North Carolina

→ Developing World Market-leading Companies: On Innovative Practices Of German SMEs | **Harald Dolles**, heilbronn business school; **Kristina Ettrich**, heilbronn business school

Business Strategies Supporting Effective Implementation of Innovation by Project-Based Firms | **Karen Manley**, Project Management Academy, Queensland U. of Technology, Australia; **Stephen McFallan**, Commonwealth Scientific Industrial Research Organisation

Death of Distance?: Biotechnology Agglomeration Patterns, Alliance Proximity, and Firm Performance | **Mark J. Ahn**, Victoria U. of Wellington; **Michael David Meeks**, San Francisco State U.; **Sally Davenport**, Victoria U. of Wellington

does the degree of innovativeness matter in new product performance? | **Francois Duhamel**, Universidad de Las Américas, Puebla, Mexico; **Michel Santi**, HEC Paris

The Limits of the “Open Innovation” Paradigm, or: When Does It Pay to Be Open? | **Carl J. Kock**, Instituto de Empresa; **Marko T. Torkkeli**, Lappeenranta U. of Technology; **Pekka Salmi**, Lappeenranta U. of Technology

**1449 : (Paper Session) - (TIM) Disciplinary Focused and Human Resource Management Visual Papers**

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - TIM 1

Presented on panels 18-26

Are Patents Discouraging Innovation? | **Soma Dey**, National U. of Singapore

When Dissatisfaction Leads to Innovativeness? A Triadic Analysis of Contextual Factors Influence | **Chiayu Tu**, Ming-Chuan U.

→ Managing Innovation in the Origins of Information Technology Industries in China and Taiwan | **Cheng-Hua Tzeng**, Fudan U., School of Management

Research Collaboration and Research Output: A Longitudinal Study of 65 Biomedical Scientists | **Zi-Lin He**, Tilburg U.

Academic institutions and new industries; Berkeley and Stanford after the rise of biotechnology | **Simcha Jong**, U. College London

Managing Knowledge in Human Resource Practices and Innovation Performance | **Jing-Wen Huang**, Chia Nan U. of Pharmacy & Science; **Yong-Hui Li**, Kao Yuan U.

Appropriability Strategies of Multinational Firms - Keep your Hands off my Girl | **Pedro Faria**, Instituto Superior

Tecnico; **Wolfgang Sofka**, Centre for European Economic Research

- 📖 Sources of Knowledge Acquisition and Patterns of Knowledge Sharing Behaviors in R&D Context | **Min-shi Liu**, National Central U.; **Nienchi Liu**, National Central U.
- 👁️ Strategic leadership styles and types of innovation | **Pol Herrmann**, Iowa State U.

**1450** 🗣️📖: (TIM, OMT, BPS) **Towards a Project-based View of Innovation and Strategy: Moving Beyond Project Management**

2:30pm - 3:50pm Anaheim Marriott: Platinum 7

**Organizers:** **Florian A. Täube**, Imperial College London; **Lars Frederiksen**, Imperial College London

**Distinguished Speaker:** **W. Richard (Dick) Scott**, Stanford U.

**Discussants:** **Andrew Davies**, Imperial College London; **Robert J. DeFillippi**, Suffolk U.

The Myth and Reality of Project Management | **Aaron J.**

**Shenhar**, Stevens Institute of Technology; **Dov Dvir**, Ben-Gurion U. of the Negev

Framework of project business | **Karlos A. Artto**, Helsinki U. of Technology; **Jaakko Kujala**, U. of Oulu

The Relational Antecedents of Project-Entrepreneurship |

**Simone Ferriani**, U. of Bologna; **Gino Cattani**, New York U.

Project-Based Learning: Antecedents, Artifacts, and

Adaptiveness | **Eugenia Cacciatori**, Bocconi U.; **Andrea Prencipe**, U. G. d'Annunzio; **Gernot Grabher**, U. of Bonn

**Presenters:** **Aaron J. Shenhar**, Stevens Institute of Technology;

**Karlos A. Artto**, Helsinki U. of Technology; **Andrea Prencipe**, U.

G. d'Annunzio; **Gino Cattani**, New York U.; **Jaakko Kujala**, U. of Oulu

**Tuesday 2:45PM**

**1451 : (AAA) Conference Break**

2:45pm - 3:15pm Anaheim Convention Center: Exhibit Hall C - Break Area

**Organizer:** **Ayman Tarabishy**, George Washington U.

**Tuesday 4:10PM**

**1452 : (AAS) The Dynamics of Industry Architecture: New Questions to ask in the Intersections of Disciplinary Research**

4:10pm - 5:40pm Anaheim Marriott: Grand Ballroom - Salon F

**Organizers:** **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania

Building Architectural Advantage in the US Motion Picture

Industry: Lew Wasserman and the Music Corporation of America. | **Fabrizio Ferraro**, IESE Business School; **Kerem Gurses**, IESE Business School

Institutional effects of regulation and standardization on the

evolution of the U.S. organic food value chain | **Brandon H. Lee**, London Business School

**Participants:** **Anita McGahan**, U. of Toronto; **Woody Powell**, Stanford U.; **Hayagreeva Rao**, Stanford U.

**1453 : (Paper Session) - (BPS) Deliberate, Adaptive and Vicarious Learning**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon G

**Chair:** **Thomas F Hawk**, Frostburg State U.

**Discussant:** **Sendil Ethiraj**, U. of Michigan, Ann Arbor

🗣️📖 Deliberate Learning in the Frontlines of Service

Organizations | **Jun Ye**, U. of Oregon; **Detelina Marinova**, U. of Missouri, Columbia; **Jagdeep Singh**, Case Western Reserve U.

📖 The Adaptive Behaviour of Music Firms - Introducing the Music Industry Feedback Model | **Patrik Wikström**, Jönköping Int'l Business School

→ Vicarious Learning in the Globalization of Venture Capital |

**David Lanier Major**, U. of Maryland, College Park; **R. Scott Livengood**, U. of Maryland; **David M. Waguespack**, U. of Maryland, College Park; **Anil K Gupta**, U. of Maryland, College Park

Strategies For Online Communities | **Kent D Miller**, Michigan State U.; **Frances H. Fabian**, U. of Memphis; **Shu-Jou Lin**, Chang Gung U.

**1454 : (Paper Session) - (BPS) Recognizing, Evaluating and Controlling Strategic Initiatives**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon H

**Chair:** **Rhonda K. Reger**, U. of Maryland

**Discussant:** **Michael A. Roberto**, Bryant U.

🗣️ Strategic Issue Sustaining: Concept and Activities | **Basak Yakis-Douglas**, New College, Oxford U.

🗣️ Attention Allocation as a Determinant of Strategic Issue Management System Performance | **Markus Kajanto**, Nokia Corporation; **Matti Keijola**, Helsinki U. of Technology; **Peter Kunnas**, Nokia Corporation; **Tomi M. M. Laamanen**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology

📖 Strategic Initiatives and Control | **Markus Kreutzer**, U. of St. Gallen; **Christoph F. Lechner**, U. of St. Gallen; **Laura B. Cardinal**, Tulane U.

📖 Strategic Initiatives and the Renewal Process: An Evolutionary Perspective | **Patrick Gibbons**, U. College Dublin; **Patrick C McEvoy**, U. College Dublin

**1455 : (Paper Session) - (BPS) Reputation, Firm Identity and Competitive Advantage**

4:10pm - 5:20pm Anaheim Convention Center: 201A

**Chair:** **Urs S Daellenbach**, Victoria U., Wellington

**Discussant:** **Mark Thomas Kennedy**, U. of Southern California

🗣️🗣️ Postmodern communities, Firm Strategies and Competitive Advantage: An Eclectic Theory | **Andrea Fosturi**, U. of Carlos III de Madrid; **Marco Giarratana**, U. Carlos III de Madrid; **Esther Roca**, U. Carlos III de Madrid

📖 Stock Market Identity: What Does it Mean for Corporate Strategy? | **Petri J. Karisto**, U. of Tampere; **Kari A Lohivesi**, U. of Tampere

📖 Sooner or Later: Product Recalls and Firm Reputation | **Andre O. Laplume**, I. H. Asper School of Business; **Hari Bapuji**, I. H. Asper School of Business; **Kent Walker**, I. H. Asper School of Business; **Niraj Dawar**, Ivey School of Business

📖 Are Security Analysts Fashion Victims? - The Core Competence Case | **Ann-Christine Schulz**, U. of Oldenburg; **Alexander T. Nicolai**, U. of Oldenburg

**1456 : (Paper Session) - (BPS) Determinants of Investment Strategies**

4:10pm - 5:20pm Anaheim Convention Center: 201B

**Chair:** **Shaleen Gopal**, Indian Institute of Management Bangalore

**Discussant:** **Jaideep Anand**, Ohio State U.

- 🗄️➔🗣️📄 Investments in Pharmaceuticals Before and After TRIPS | **Margaret K Kyle**, Duke U.; **Anita McGahan**, U. of Toronto
- 🗄️🗣️📄 Which Firms Invest for the Long Term? Longitudinal Evidence from Cable TV Operators | **David Souder**, U. of Connecticut
- 📄 Decision to Divest: The Role of Market Sentiment, Managerial Entrenchment and Industry Cycles | **Aseem Kaul**, U. of Pennsylvania
- Flexibility and Change: Growing Within and Across Technology Regimes in an Evolving Industry | **Pao-Lien Chen**, National Chengchi U.; **Charles Williams**, Duke U.

**1457 : (Paper Session) - (BPS) Exploring Divestment Strategies**

4:10pm - 5:20pm Anaheim Convention Center: 201C

Chair: **Zachary Sheaffer**, Open U. of Israel & Ariel U. Centre

Discussant: **Edward Levitas**, U. of Wisconsin, Milwaukee

- 🗣️ The Art of Exclusion: Explaining the Approaches in Resource Abandonment | **Sali Li**, U. of Wisconsin Milwaukee
- ➔ Divestment and Firm Exit, Survival and Growth Strategies | **Heather Berry**, U. of Pennsylvania
- 🗄️📄 Divestment As A Real Option: Firm Choices Under Conditions Of Uncertainty | **Naga Lakshmi Damaraju**, Ohio State U.
- Staged Divestments: Real options or Information Asymmetry? | **Naga Lakshmi Damaraju**, Ohio State U.

**1458 📄 : (BPS) Wiley-Blackwell Dissertation Award Finalists**

4:10pm - 5:20pm Anaheim Convention Center: 201D

Session showcasing the research of the Wiley-Blackwell Dissertation Award finalists. Winner to be announced at the BPS Business Meeting immediately following.

Organizer: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Essays on Learning and Innovation | **Natarajan**

**Balasubramanian**, Florida International U.

- Capturing Value from Client Relationships: Theory and Evidence | **Olivier Chatain**, Wharton School, U. of Pennsylvania
- The Origin of the Network Positions of New Organizations: How Entrepreneurs Raise Funds from Venture Capitalists and Corporate Investors. | **Benjamin L. Hallen**, U. of Maryland, College Park
- Performance Feedback View of the Timing of Acquisitions, Direction of Diversification, and Firm Performance. | **Dinesh N Iyer**, Ohio U.
- Organization and Performance: Evidence from Microdata. | **Evan Rawley**, Wharton, U. of Penn
- Dominant CEO, Deviant Strategy, and Economic Performance | **Jianyun Tang**, Memorial U. of Newfoundland

**1459 : (Paper Session) - (BPS) Intra-Industry Performance Gaps: Temporary or Persistent?**

4:10pm - 5:20pm Anaheim Convention Center: 202A

Chair: **Kaouther Lajili**, U. of Ottawa

Discussant: **Scott Rockart**, Duke U.

- 📄 Intraindustry Differential Firm Performance: Result of a Simulation Study about Strategy Formation | **Stefan N. Groesser**, U. of St. Gallen

- Could the Best Offense Be a Good Bankruptcy? A Study of Bankruptcy's Effect in the Airline Industry | **Susana Velez-Castrillon**, U. of Houston; **William Zahn**, U. of Houston
- 📄 Position and Potential: A Dynamic Approach to Strategic Management | **Harry Sminia**, U. of Sheffield

**1460 : (Paper Session) - (BPS) Technological Positioning, Innovation and Imitation**

4:10pm - 5:20pm Anaheim Convention Center: 202B

Chair: **Kwanghui Lim**, U. of Melbourne

Discussant: **April Franco**, U. of Toronto

- The Technological Landscape: Opportunity and Competition | **Barak S. Aharonson**, Washington U. in St Louis
- 🗄️📄 Time Consuming Technology Development: How Imitation and Spillovers affect Competitive Dynamics | **Goncalo Pacheco-de-Almeida**, Stern/NYU; **Peter Zemsky**, INSEAD
- 📄 Market Orientation, Managerial interpretation, and the Nature of Innovation Competence Development | **Kwaku Atuahene-Gima**, City U. of Hong Kong; **Haibin Yang**, City U. of Hong Kong
- 🗣️ Strategic Models against Counterfeiters – with Particular Focus on China | **Chunli Zhao**, Jacobs U. Bremen; **Zheng Han**, Haniel Group Chair of Marketing and Entrepreneurship, CDHK/Tongji U.

**1461 : (Paper Session) - (BPS) Network Structure and Strategy**

4:10pm - 5:20pm Anaheim Convention Center: 203A

Chair: **Glen Stirling Taylor**, Cal State U. East Bay

Discussant: **Peggy M. Lee**, Arizona State U.

- ➔ 📄 When does Network Structure Matter? The Contingent Role of Centralization on Firm Performance | **Akbar Zaheer**, U. of Minnesota; **Hongjin Zhu**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore
- 📄 The Structure and Flows of Entrepreneurial Networks: A Q-analysis Approach | **Martin Bliemel**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.
- 📄 Identifying the Strength of Ties with a Strategic Partner: Tradeoff between Benefits and Risks | **Yuosre F. Badir**, Tokyo Institute of Technology

**1462 : (Paper Session) - (BPS) Emotion, Narcissism and the Human Element in Strategy**

4:10pm - 5:20pm Anaheim Convention Center: 203B

Chair: **Andreas Koenig**, U. of Erlangen, Nuremberg

Discussant: **Vincent L. Barker**, U. of Kansas

- ➔ 📄 The Role of Emotional Intelligence in Environmental Scanning Behavior: A Cross-Cultural Study | **M. Afzalur Rahim**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.
- 📄 Emotional Capability during the Post-Merger Integration Process | **Quy Nguyen Huy**, INSEAD; **Taco Reus**, Florida Atlantic U.; **Yongmei Liu**, U. of Texas, Arlington
- 📄 Trust and Guanxi in Tacit Knowledge Acquisition: Big Four Department Stores in Shanghai (1917-1949) | **Haiming Hang**, the U. of Reading



📖 Narcissism in CEOs: The Psychology of Positive Self-Regard and Implications for Executive Behavior | **Arijit Chatterjee**, Pennsylvania State U.

**1463** 🗣️: (CAR) **Everett Cherrington Hughes Award**

4:10pm - 5:20pm Hilton Anaheim: Capistrano A

*Introductions:* **Gary N. Powell**, U. of Connecticut, Storrs; **Veronica M. Godshalk**, U. of South Carolina, Beaufort

*Division Chair:* **Barbara A. Ribbens**, Western Illinois U.

*Distinguished Speaker:* **Jeffrey H. Greenhaus**, Drexel U.

**1464** 📖: (Paper Session) - (CAR) **Perceptions, Impressions, and Ultimate Performance**

4:10pm - 5:20pm Hilton Anaheim: Oceanside

*Chair:* **Leisa D. Sargent**, U. of Melbourne

*Discussants:* **Daniel Engler**, Stern School of Business, New York U.; **Christy Harris Weer**, Radford U.; **Peter A Weil**, American College of Healthcare Executives; **James E Wilbanks**, U. of Missouri

📖 Managerial Perceptions of Employees' Commitment to the Organization: Predictors and Outcomes | **Christy Harris Weer**, Radford U.

📖 How Does Status Affect Performance? Evidence from the PGA and NASCAR | **Matthew S. Bothner**, U. of Chicago; **Young-Kyu Kim**, U. of Chicago; **Edward Bishop Smith**, U. of Chicago

🗣️ Strategies for combating gendered perceptions of careers. | **Dorota Joanna Bourne**, U. of London; **Mustafa F Ozbilgin**, U. of East Anglia

📖 What Makes Some People More Accurate Than Others in Perceiving Informal Mentoring Relationships? | **Min-Jeong Kim**, Chonnam National U.; **Hongseok Oh**, Yonsei U.; **Min-Soo Kim**, Hanyang U.

**1465** 🗣️🗣️: (CAR, TIM) **Trends, Transitions, and Technology: Implications of Online Learning on Faculty Careers**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 13

*Participants:* **Ann Herd**, U. of Maryland U. College; **Julita Haber**, Touro U. International; **Sally J. Power**, U. of St. Thomas; **Carol Carnevale**, Empire State College, SUNY; **Craig A Tunwall**, SUNY Empire State College; **Madeline M. Crocitto**, SUNY College at Old Westbury

**1466** CAU: (CAU) **Metaphors and Analysis of Interrelatedness (Method): Setting a New Research Agenda**

4:10pm - 5:20pm Hilton Anaheim: Balboa B

*Organizer:* **Kuo Frank Yu**, U. of California, Berkeley

*Participants:* **William Torbert**, Boston College; **Claus Rerup**, U. of Western Ontario; **Rangaraj Ramanujam**, Vanderbilt U.; **Sara J. Singer**, Harvard School of Public Health; **John S. Carroll**, Massachusetts Institute of Technology; **Ian Mitroff**, Alliant International U./U. of California, Berkeley; **Elena P. Antonacopoulou**, U. of Liverpool; **Timothy J. Vogus**, Vanderbilt U.

**1467** CAU: (CAU) **Sport: Research Lens, Teaching Metaphor, and/or Phenomenon Worthy of Study In Its Own Right?**

4:10pm - 5:20pm Hilton Anaheim: Balboa C

*Organizer:* **Richard A Wolfe**, U. of Michigan

*Participants:* **Arran Caza**, U. of Illinois at Urbana-Champaign; **Deborah Faith Crown Core**, Ohio U.; **John M Usher**, U. of Lethbridge; **Marvin Washington**, U. Alberta; **Patrick Wright**, Cornell U.

**1468** CAU: (CAU) **Women Directors**

4:10pm - 5:20pm Hilton Anaheim: Santa Barbara

*Organizer:* **Rosanne Hawarden**, Massey U.

*Participants:* **Susan Mary Vinnicombe**, Cranfield U.; **Morten Huse**, BI Norwegian School of Management; **Alix Valenti**, U. of Houston, Clear Lake; **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration; **Susan M. Adams**, Bentley College; **Ralph Stablein**, Massey U.; **Yang Yang**, U. of Western Ontario

**1469** CAU: (CAU) **People and Organizations Research Interest Group**

4:10pm - 5:20pm Hilton Anaheim: Ventura

*Organizer:* **Shad S. Morris**, Ohio State U.

*Participants:* **Diane Burton**, MIT; **Thomas A Kochan**, Massachusetts Institute of Technology; **Benjamin A. Campbell**, The Ohio State U.; **Timothy M. Gardner**, Vanderbilt U. Owen Graduate School of Management; **Russell Coff**, Emory U.; **Peter Cappelli**, U. of Pennsylvania; **Scott A. Snell**, Cornell U.

**1470** 🗣️: (CMS) **CMS Keynote Speaker**

4:10pm - 5:20pm Hilton Anaheim: Palos Verdes A

*Distinguished Speaker:* **Joan Acker**, U. of Oregon

*Chair:* **Jean Helms Mills**, St. Mary's U.

How Critical are Critical Organization/Management Studies? | **Joan Acker**, U. of Oregon

**1471** 📖: (Paper Session) - (ENT) **Risking Entrepreneurship: Who Tries and Why**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon J

*Chair:* **Martina Musteen**, San Diego State U.

*Discussant:* **Ralph Hanke**, Bowling Green State U.

🗣️ The Question We Ought to Ask: "Who is the Non-Entrepreneur?" | **Stratos E Ramoglou**, Cambridge U.

📖 Why Exploit? Information, Choice and the Transition to

Commercial Entrepreneurship | **Jon Eckhardt**, U. of Wisconsin, Madison; **Michael P. Ciuchta**, U. of Wisconsin-Madison; **Mason A Carpenter**, U. of Wisconsin, Madison

Positive Entrepreneurial Failure | **Nathan Sidney Greidanus**, U. of Manitoba

Risk Taking in the Gain Domain: a Predictive Model of New Venture Creation | **Yan Li**, The Chinese U. of Hong Kong

**1472** 📖: (Paper Session) - (ENT) **Social Embeddedness at the CEO, Team, and Venture Levels: Implications for Entrepreneurial Firms**

4:10pm - 5:20pm Anaheim Convention Center: 205A

*Chair:* **David M. Gomulya**, U. of Washington, Seattle

*Discussant:* **Charles H. Matthews**, U. of Cincinnati

📖 CEO Embeddedness and Founding Team Experience:

Predictors of a successfully launched new venture? |

**Myleen Leary**, Montana State U.; **Michael L. DeVaughn**, U. of St. Thomas, St. Paul/Mpls, MN

📖 Fools Rush In? Speed of Formation and Quantity of High-Exit-Cost Ties and New Ventures' Performance | **David M. Gomulya**, U. of Washington, Seattle

- 📄📍 New Venture Team Social Networks and the Venture Capital Financing | **Shih-Chi Chiu**, U. of Missouri, Columbia; **Yu Ha Cheung**, Hong Kong Baptist U.; **Vishal K. Gupta**, U. of Nebraska Omaha
- 📄📍 Effect of Regional Absorptive Capacity and Social Capital on Firm-Level Absorptive Capacity | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville

**1473** 📄📍: (Paper Session) - (ENT) **Venture Capital Syndicates: Formation, Characteristics, and Consequences**

4:10pm - 5:20pm Anaheim Convention Center: 205B

Chair: **Bret Ryan Fund**, Pennsylvania State U.

Discussant: **Sheryl Winston Smith**, U. of Minnesota

Antecedents and consequences of venture capital syndication | **Violetta Gerasymenko**, HEC Paris; **Oliver Gottschalg**, HEC Paris

📄 Birds of a Feather or Celebrating the Difference? Syndicate Formation in the Venture Capital Industry | **Qianqian Du**, U. of British Columbia

Assessing Network Formation: Linking Investment Strategy to Syndicate Formation | **Jennifer Walske**, Boston U.

📄 Who's the New Kid? The Process of Developing Centrality in Venture Capitalist Deal Networks | **Bret Ryan Fund**, Pennsylvania State U.; **Adam J. Wowak**, Pennsylvania State U.; **Ted Baker**, North Carolina State U.

**1474** 📄📍: (Paper Session) - (ENT) **Social Entrepreneurship: Patterns and Outcomes**

4:10pm - 5:20pm Anaheim Convention Center: 206B

Chair: **Diana Hechavarría**, U. of Cincinnati

Discussant: **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

Addressing Social Needs by Creating Social Markets: A Case Study of Social Entrepreneurship | **Christopher Wasden**, The George Washington U.; **David R. Schwandt**, George Washington U.

➔ 📄 A process-based view of social entrepreneurship: the case of San Patrignano | **Francesco Perrini**, Bocconi U.; **Clodia Vurro**, Bocconi U.; **Laura Anna Costanzo**, U. of Surrey

Different forms of social entrepreneurship: The effects of locale and time-space embeddedness | **Brett R. Smith**, Miami U. Ohio; **Christopher E. Stevens**, Case Western Reserve U.

📄 The process of value creation in social entrepreneurial firms: A theoretical framework | **Nathalie Moray**, U. College Ghent; **Robin Stevens**, U. College Ghent; **Saskia Crucke**, U. College Ghent

**1475** 🗣️📄 JS: (ENT, OB, OMT) **The Questions We Ask about Trust in Entrepreneurship**

4:10pm - 5:20pm Anaheim Convention Center: 206A

Chair: **Roxanne Zolin**, Queensland U. of Technology

Discussants: **Per Davidsson**, Queensland U. of Technology; **Roger C Mayer**, U. of Akron

Entrepreneurs' Trust in their Investors: Early versus Later Stages of the Relationship | **Isabell Melanie Welpe**, Max Planck Institute of Economics; **Audrey Korsgaard**, U. of South Carolina; **Harry J Sapienza**, U. of Minnesota

The Agency Problem For Entrepreneurial Firms | **Graham Dietz**, U. of Durham; **Frits Wijbenga**, U. of Durham; **Rebecca Stratling**, U. of Durham

The Potential Downside of Strong Ties in Entrepreneurial Team Formation | **Roxanne Zolin**, Queensland U. of Technology; **Teemu Kautonen**, U. of Vaasa; **Andreas Kuckertz**, U. of Duisburg-Essen

**1476** 🗣️📄: (Paper Session) - (GDO) **Harassment and Other Negative Behaviors in Organizations**

4:10pm - 5:20pm Hilton Anaheim: Malibu

Chair: **Margaret A. Lucero**, Texas A & M - Corpus Christi

📄 Workplace Bullying, Discrimination and Harassment: Some Common Factors. | **Donna Michelle Buttigieg**, Monash U.; **Melanie Bryant**, Monash U.; **Glennis Hanley**, Monash U., Clayton; **Jie Liu**, Monash U.

📄 Gender Harassment, Ethnic Harassment, and their Combined Effects on Target Attitudes and Health | **Jana L. Raver**, Queen's U.; **Lisa Hisae Nishii**, Cornell U.

🗣️ Does Law Mean Never Having to Say Sorry? Apologies in Response to Sexual Harassment Complaints | **Jeanna Lea Abbott**, U. of Houston; **Teri Elkins**, U. of Houston

🗣️📄 Cybersexual Harassment: Development and Validation of a Measure of Online Sexual Harassment | **Barbara A. Ritter**, Coastal Carolina U.

**1477** 📄: (Paper Session) - (GDO) **Exploring Gendered Perceptions: Reflexivity, Roles and Stereotypes**

4:10pm - 5:20pm Hilton Anaheim: Redondo

Chair: **Rosanne Hawarden**, Massey U.

Discussant: **Eileen Kaplan**, Montclair State U.

An Empirical Investigation of Sex-Role Stereotypes and Charismatic Leadership | **Stephen Vong**, San Diego State U.; **Andrea Jackson**, Qualcomm, Inc.; **Mark G. Ehrhart**, San Diego State U.

🗣️ Negotiating Gender Stereotypes: Other-Advocacy Reduces Social Constraints on Women in Negotiations | **Emily T. Amanatullah**, UT - Austin

**Sage Dissertation Award**

🗣️📄 Identity and Reflexivity in Research on Women Accountants | **Claire Dambrin**, HEC, Paris; **Caroline Lambert**, HEC, Paris

**1478** 📄: (Paper Session) - (GDO) **Diversity in Leadership**

4:10pm - 5:20pm Hilton Anaheim: San Clemente

Chair: **Mark D. Agars**, California State U. San Bernardino

➔ Female and Male Leadership Around the World: A Three-Level Study on the Importance of Gender Ratio | **Hetty Van Emmerik**, Utrecht U.; **Hein Wendt**, Hay Group bv; **Martin C. Euwema**, Utrecht U.

🗣️📄 Missing in Mobility: An Analysis of Leadership Invisibility of Asian Americans in Organizations | **Tojo Thatchenkery**, George Mason U.; **Keimei Sugiyama**, George Mason

📄 Almost Another Decade of Corporate Women: Finally, Progress in Boardrooms and Executive Suites | **Jennifer Knippen**, U. of Florida; **Wei Shen**, U. of Florida

➔ 📄 How I Made it to the Top: Reflections of Successful Arab Women Leaders | **Ikhlas Ali Abdalla**, Arab Open U.; **Moudi Abdel Aziz Al-Homoud**, Arab Open U.

**1479 : (Paper Session) - (HCM) Organizational Factors Influencing Efficiency and Financial Performance**

4:10pm - 5:20pm Hilton Anaheim: Sunset

Chair: **J. Andrew Lee**, Wharton, U. of PennDiscussant: **Barry Joseph Halm**, Minnesota State U.Predicting Health Plan Insolvency using financial data | **Andre****L. S. Guimaraes**, Lubin School of Business, Pace U. / BNDES (Brazilian Development Bank); **Alan B. Eisner**, Pace U.Valuing Volunteers: The Impact of Volunteerism on Hospital Performance | **Renee Brent Hotchkiss**, Georgia Southern U.; **Myron D Fottler**, U. of Central Florida; **Lynn Unruh**, U. of Central FloridaWorking Capital Management, Profitability and Solvency in Healthcare | **Andre L. S. Guimaraes**, Lubin School of Business, Pace U. / BNDES (Brazilian Development Bank); **Alan B. Eisner**, Pace U.Efficiency and Quality: Assessing Hospitals' Relative Values | **Eric W. Ford**, Texas Tech U.; **Lori T. Peterson**, Texas Tech U.; **Timothy R. Huerta**, Texas Tech U.**1480 JS: (HCM, BPS, OMT) Managing Skilled Professionals: Empirical Studies in Health Care**

4:10pm - 5:20pm Hilton Anaheim: Palos Verdes B

Chair: **Subramaniam Ramnarayanan**, UCLA Anderson School of ManagementInformation and Quality when Motivation is Intrinsic: Evidence from Surgeon "Report Cards" | **Jonathan Kolstad**, Harvard U.Does the Market Punish Aggressive Experts: Evidence from Cesarean Sections | **Subramaniam Ramnarayanan**, UCLA Anderson School of ManagementHow do Firms "Use" Users?: Exploration and Exploitation in the Medical Device Industry | **Aaron Chatterji**, Duke U.; **Kira Fabrizio**, Duke U.Input Constraints and the Efficiency of Entry: Lessons from Cardiac Surgery | **Robert S. Huckman**, Harvard U.; **Jonathan Kolstad**, Harvard U.**1481 JS: (Paper Session) - (HR) Compensation Concerns**

4:10pm - 5:20pm Hilton Anaheim: Huntington A

Chair: **Ingrid Fulmer**, Georgia Institute of TechnologyDiscussant: **Michael Sturman**, Cornell U.Pay Dispersion-Performance Relationship in High-Tech Firms: A Holistic View of Compensation System | **Kejia Zhu**, U. of British ColumbiaTMT Horizontal Pay Disparity as an Indicator of Status and Power Differences | **Ji-Young Ahn**, U. of Illinois, Urbana-Champaign; **Niti Pandey**, U. of Illinois, Urbana-ChampaignJust Noticeable Differences in Positive and Negative Pay Changes | **Atul Mitra**, U. of Northern Iowa; **Aino Salimaki**, Helsinki U. of Technology; **Jason D. Shaw**, U. of MinnesotaPay Dispersion and Organizational Outcomes | **Hyuckseung Yang**, Yonsei U.; **Brian S. Klaas**, U. of South Carolina**1482 JS: (Paper Session) - (HR) Strategic Human Resource Management**

4:10pm - 5:20pm Hilton Anaheim: Huntington B

Chair: **John W Boudreau**, Center for Effective Organizations / U. of Southern CaliforniaDiscussant: **Clinton Chadwick**, U. of Alabama, HuntsvilleA Real Options Theory of Human Resource Management | **Lenos Trigeorgis**, U. of CyprusHuman Resource Management System and Firm Performance: A Study Based on Chinese Context | **Zhongxing Su**, Renmin U. of China; **Xiangquan Zeng**, Renmin U. of ChinaHuman Resource Flexibility and Firm Performance: Analysis of a Multi-Level Causal Model | **Sumita Ketkar**, Indian Institute of Management Calcutta, India; **Prodip Kumar Sett**, Indian Institute of Management Calcutta, IndiaThe Strategic Involvement of Human Resource Department and Firm Performance | **Hyondong Kim**, Dongguk U.; **Sung-Choon Kang**, Seoul National U.**1483 JS: (HR, BPS, OB) A Global Perspective on the Prevalence, Importance, and Influence of Shared Capitalism**

4:10pm - 5:20pm Hilton Anaheim: California Pavilion A

Chair: **Douglas Kruse**, Rutgers U.Discussant: **Stanley M Gully**, Rutgers U.Shared Capitalism in the US: Prevalence, Characteristics, & Employee Views | **Douglas Kruse**, Rutgers U.; **Joseph Blasi**, Rutgers U.; **Rhokeun Park**, Rutgers U.Employee Ownership In The Global Technology Sector: The Case Of Employee Stock Options In India | **Edward Carberry**, Cornell U.Do Employees Benefit From Profit Sharing? A Longitudinal Analysis of Canadian Establishments | **Richard J. Long**, U. of Saskatchewan; **Tony Fang**, School of Administrative Studies, York U.Capital, Labor and Productivity in Labor-Managed and Conventional Firms | **Fathi Fakhfakh**, U. of Paris II; **Virginie Pérotin**, Leeds U. Business SchoolEmployee Stock Ownership and Productivity: An Interaction-Based Approach | **Andrew Pendleton**, U. of York; **Andrew Robinson**, Leeds U. Business SchoolParticipants: **Edward Carberry**, Cornell U.; **Richard J. Long**, U. of Saskatchewan; **Tony Fang**, School of Administrative Studies, York U.; **Fathi Fakhfakh**, U. of Paris II; **Virginie Pérotin**, Leeds U. Business School; **Joseph Blasi**, Rutgers U.; **Rhokeun Park**, Rutgers U.; **Andrew Pendleton**, U. of York; **Andrew Robinson**, Leeds U. Business School**1484 JS: (HR, GDO) The Generational Divide: The Influence of Intergenerational Differences on Workplace Behaviors**

4:10pm - 5:20pm Hilton Anaheim: Coronado

Organizers: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln;**Ronda M. Smith**, U. of Nebraska, LincolnLost in Transition: Facilitating Cross-Generational Knowledge Transfer | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln;**Ronda M. Smith**, U. of Nebraska, LincolnGlobalization and Generation X Careers: How is globalization affecting the careers of Gen Xers? | **Pamela Lirio**, McGill U.Pushing the Boundaries: Psychological Dynamics of Intergenerational Conflict in Organizations | **Leigh Plunkett Tost**, Duke U.; **Morela Hernandez**, U. of Washington; **Kimberly A Wade-Benzoni**, Duke U.

Testing a Life-Span Model of Performance Appraisal Decision-Making | **Anthony Sterns**, Creative Action; **Robert G. Lord**, U. of Akron

Generational Differences: An HR Professional Perspective | **Debra J. Cohen**, Society for Human Resource Management

**1485** → 🗨️📄JS: (HR, MED, OB) **Toward a Comprehensive Understanding of Employee Self-Development: Key Antecedents and Consequences**

4:10pm - 5:20pm Hilton Anaheim: Huntington C

*Chairs:* **Karin A. Orvis**, Old Dominion U.; **Krista L. Langkamer**, George Mason U.

*Discussant:* **Raymond A. Noe**, The Ohio State U.

Utilizing Leader and Organizational Support Mechanisms to Enhance Self-Development Effectiveness | **Karin A. Orvis**, Old Dominion U.; **Gregory P. Leffler**, Old Dominion U.

Variety is the Spice of Life: The Importance of Experiential Variety in Leader Self-Development | **Krista L. Langkamer**, George Mason U.

Leader Self-development: Differentiating Motivation to Develop Leadership from Motivation to Lead | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, Georgia Institute of Technology

Role of Individual Differences in Reactions to a Leadership Self Development Tool | **Kara Lynn Orvis**, Aptima, Inc.; **Zachary Horn**, Aptima, Inc.; **Tyrone Jefferson**, Aptima, Inc.

**1486** → 🗨️📄: (Paper Session) - (IM) **Firm Strategy in Emerging Economies**

4:10pm - 5:20pm Anaheim Marriott: Suite 304

*Chair:* **Christina L Ahmadjian**, Hitotsubashi U.

*Discussant:* **Liesl Riddle**, George Washington U.

→ 📄STRATEGIC CONFIGURATIONS IN CHINESE SMEs | **Zhi Tang**, Rochester Institute of Technology; **Clyde Hull**, Rochester Institute of Technology

→ 🗨️🗨️Organizational Re-design and Performance: Evidence from India |

→ 📄Strategic adaptation in the Indian auto components industry subsequent to economic liberalization | **Arun Kumaraswamy**, Temple U.; **Ram Mudambi**, Temple U.; **Haritha Saranga**, Indian Institute of Management Bangalore; **Arindam Tripathy**, State U. of New York, Albany

→ 📄Emerging Economy International New Ventures: The Quest for Legitimacy | **J Ramachandran**, Indian Institute of Management Bangalore; **Anirvan Pant**, Indian Institute of Management Bangalore

**1487** → 🗨️📄: (Paper Session) - (IM) **Organizing for Cross-Border Knowledge Flow**

4:10pm - 5:20pm Anaheim Convention Center: 212A

*Chair:* **Mila B. Lazarova**, Simon Fraser U.

*Discussant:* **Rakesh B. Sambharya**, Rutgers U. - Camden  
The Impact of Subsidiary Autonomy on MNE Knowledge Transfer: Resolving the Debate | **Larissa Rabbiosi**, Copenhagen Business School

→ 📄MNE Knowledge Flows, Absorptive Capacity and the Heterogeneity of Local Entrepreneurship | **Nachiket Bhawe**, U. of Minnesota, Twin Cities; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

→ The Role of Organizational Politics in Knowledge Processes in an Offshoring Context | **Shahzad Mumtaz Ansari**, Erasmus U.; **Henk W. Volberda**, Erasmus U.; **Jatinder Singh Sidhu**, Erasmus U.; **Ilan Oshri**, Erasmus U.

→ TAPPING INTO THE COMPETITIVE ADVANTAGE OF FOREIGN SUBSIDIARIES: Intra-MNC Knowledge Transfer | **Andreas P.J. Schotter**, U. of Western Ontario

**1488** → 🗨️📄: (Paper Session) - (IM) **International Network I**

4:10pm - 5:20pm Anaheim Convention Center: 212B

*Chair:* **Stephanie Hurt**, Meredith College

*Discussant:* **Elisabetta Marafioti**, SDA Bocconi U.

→ 📄Emerging Multinationals: Effects of Business Groups and Internationalization of Resources | **Raveendra Chittoor**, Indian Institute of Management Calcutta; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited; **Preet S Aulakh**, York U.

→ The Coordination of Service Offshoring Subsidiaries in Multinational Corporations | **Stefan Schmid**, ESCP-EAP European School of Management; **Matthias Daub**, ESCP-EAP European School of Management

→ 📄Explaining Subsidiary Power from Three Theoretical Angles | **Lisa Katarina Gaerber**, Vienna U. of Economics and Business Administration; **Björn Ambos**, Vienna U. of Economics and Business Administration

→ The Importance of Hierarchy and a Parent HQ in MNCs | **William G Egelhoff**, Fordham U.

**1489** → 🗨️📄: (Paper Session) - (IM) **Barry Richman Dissertation Award Finalists Session**

4:10pm - 5:20pm Anaheim Convention Center: 213A

*Division Chair:* **Timothy Michael Devinney**, AGSM-Australian School of Business

*Chair:* **Charles Dhanaraj**, Indiana U., Bloomington

→ 📄Knowledge Sharing through Inpatriate Assignments in MNCs: A Social Capital Perspective | **B. Sebastian Reiche**, IESE Business School

→ 📄Absorptive Capability of Japanese & Euro. MNCs: Dilemmas in Managing R&D at Home & the US | **Seiko Arai**, U. of Oxford

→ 📄Global Strategy and International Diversity: A Double-Edged Sword | **Christian Geisler Asmussen**, Copenhagen Business School

→ 📄Foreign Peer Networks and Subsidiary Performance | **Jing'an Tang**, Sacred Heart U.

**1490** → 🗨️📄: (Paper Session) - (IM) **The Interplay Between Local and Global**

4:10pm - 5:20pm Anaheim Convention Center: 213B

*Chair:* **Lilach Nachum**, Baruch College

*Discussant:* **Greg Fisher**, RMIT U.

→ 🗨️🗨️🗨️NGOs as Multinationals: The Implications of Diversification | **Geoff Kistruck**, U. of Western Ontario; **Israr Qureshi**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

**IM Division Samsung Best Paper Award Finalist**

→ 📄International Diversification Strategies and Firm Performance: A Multilevel Analysis | **Bo Bernhard Nielsen**, Copenhagen Business School; **Sabina Nielsen**, Copenhagen Business School



- 📖 The Choice of Diversification: Global, Industrial, or Both? | **Jaeyoung Koo**, Rutgers U.
- 📖 Growth and Switching Options in Foreign Direct Investments | **Seung-Hyun Lee**, U. of Texas, Dallas; **Mona Makhija**, Ohio State U.; **Sangcheol Song**, Ohio State U.  
**IM Division Samsung Best Paper Award Finalist**

**1491** → 📖: (Paper Session) - (IM) **Cultural Intelligence**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 213C

Chair: **Nikos Bozionelos**, U. of Durham

Discussant: **Kathryn H. King-Metters**, Emory U., Gozuieta Bus Sch

- 📖 Exploring the Relationship between Dual Cultural Identities and Intercultural Effectiveness | **Yih-teen Lee**, IESE Business School
- A Negotiated Cultural Identity Approach: Role of National Culture in a Cross-national Work Setting | **Noriko Yagi**, U. of Kansas; **Jill Kleinberg**, U. of Kansas; **Catherine E Schwoerer**, U. of Kansas
- 📖 Expatriate leadership, cultural intelligence, and innovation | **Detelin S Elenkov**, U. of Tennessee, Knoxville; **Ivan Manev**, U. of Maine
- 📖 How Intelligent Do You Appear Through Others' Eyes - A mediation model of Culture Intelligence | **Lu M Shannon**, U. College Dublin, Ireland; **Thomas M Begley**, U. College Dublin

**1492** : (Paper Session) - (IP) **Team Processes I**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 1

Facilitator: **Steffen P. Raub**, Ecole Hoteliere de Lausanne

- 📖 **OB**: The Effects of Goal Orientation in Teams: Much More than the Mean | **Michael Christian**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona; **Shankar Ganesan**, U. of Arizona; **Corinne Faure**, U. of Frankfurt
- OB**: Building from the Inside Out or the Outside In: Success and Failure in Cross Organizational Teams | **Randall S. Peterson**, London Business School; **Sarah Harvey**, U. College London
- 📖 **OB**: Comparison of Group Dynamics between Dyads and Triads: An Examination of Simmel's Thesis | **Jeongkoo Yoon**, Ewha Woman's U.
- 📖 **OB**: Interpersonal Coordination in a Multi-Profession Organization | **Lucy MacPhail**, Harvard U.
- 📖 **CM**: The Effect of Outcome Variance in "Lumpy" Social Dilemmas | **Matthew W. McCarter**, U. of Illinois; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Kevin W. Rockmann**, George Mason U.

**1493** : (Paper Session) - (IP) **Consulting**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 10

Facilitator: **Laurent Cappelletti**, ISEOR, U. of Lyon 3

- 📖 **MC**: Voluntaristic vs. systemic perspectives on managing the consultant-client relationship | **David Nils Seidl**, U. of Munich; **Michael Mohe**, U. of Oldenburg
- 📖 **MC**: Do Clients Really Become More 'Professional'? – Analyzing Clients' New Ways of Managing Consultants | **Nicole Reifenscheidt**, U. of Mannheim
- 📖 📖 **MC**: Neurotic Styles of Management and Consulting | **Kurt Motamedi**, Pepperdine U.
- 📖 → 📖 **MC**: Consultant Domain and Clients' Agenda | **Jean E. Neumann**, Tavistock Institute

**1494** : (Paper Session) - (IP) **Environmental Factors: Stakeholder's Stories**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 11

Facilitator: **William E Martello**, St. Edward's U.

- 📖 📖 **SIM**: Autonomy in Buyer-Supplier Relationships | **Julia Roloff**, ESC Rennes School of Business; **Michael Stefan Aßländer**, U. Kassel
- 📖 → 📖 **SIM**: Small, Medium and Family Enterprises: A Peculiar Approach To Corporate Social Responsibility | **Dima Jamali**, U. of Southampton; **Mona Zanhour**, American U. of Beirut
- 📖 **SIM**: Corporate social responsibility and discursive control of corporations | **Anja Schaefer**, Open U., United Kingdom; **Lutz Preuss**, Royal Holloway College, U. of London
- 📖 **SIM**: Sustainable Development and Corporate Social Responsibility: Society Orienting Organizational Change | **Debora Nayar Hoff**, UNIPLAC; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul - UFRGS - Porto Alegre - RS-BRASIL; **Luciano Barin Cruz**, U. of Fortaleza (UNIFOR)
- 📖 **SIM**: The Case of CSR in Viet Nam | **Antonio Tencati**, Bocconi U.; **Angeloantonio Russo**, Bocconi U.; **Victoria Quaglia**, Bocconi U.
- 📖 → 📖 **SIM**: Towards a Holistic Theory of Corporate Social Responsibility Excellence | **Misato Sakai**, U. of Minnesota

**1495** : (Paper Session) - (IP) **What Capabilities Entrepreneurs?**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 12

Facilitator: **Gaylen N. Chandler**, Wichita State U.

- 📖 **ENT**: Entrepreneurial self-efficacy: Scale development based on the PSED data | **Leon Schjoedt**, Illinois State U.
- 📖 **ENT**: Social Competence: Moderating the Relationship of Resources and Women Entrepreneurs' Success | **Crystal Xiangwen Jiang**, Bryant U.; **Monica Zimmerman Treichel**, Temple U.
- 📖 → 📖 **ENT**: Entrepreneurial Competition for Structural Hole: An Entrepreneurial Use-Compete-Acquire Theory | **Xiaoming He**, Texas A&M U.; **Subrata Chakrabarty**, Texas A&M U.
- 📖 **ENT**: Entrepreneurship Capacity: The Critical Catalyzing Resource | **Erik Monsen**, Max Planck Institute of Economics; **Stephan Hebllich**, Max Planck Institute of Economics; **David Audretsch**, Max Planck Institute of Economics
- ENT**: Franchising Organizational Forms and Drivers of Competitive Advantage | **Vinay K Garg**, Missouri State U.; **Richard L Priem**, U. of Wisconsin, Milwaukee; **Abdul Rasheed**, U. of Texas, Arlington

**1496** : (Paper Session) - (IP) **Social (De)Construction Mechanisms**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 2

Facilitator: **Gerald Zeitz**, Temple U.

- OMT**: Rhetoric of Legitimation | **Yuan Li**, U. of Southern California
- OMT**: The Affordance of Practice: The Influence of Structure and Setting on Practice | **John Weeks**, IMD; **Anne-Laure Fayard**, Polytechnic U.

📖 **OMT**: Social Destruction of Technology: Social Movement Framing and Adoption of Nuclear Power | **Glen Dowell**, Cornell U.

🗣️📖 **OCIS**: THE POLITENESS PARADOX: A QUALITATIVE ANALYSIS OF MULTI-SOURCE FEEDBACK | **Spencer Harrison**, Arizona State U.; **Kathryn J. L. Jacobson**, U. of New Mexico; **Angelo J. Kinicki**, Arizona State U.; **Benjamin M. Galvin**, Arizona State U.

🗣️📖 **MOC**: What's Wrong with Our Concept of Knowledge? A Case of Semantic Pathology | **David Hinds**, Florida International U.; **Ana Pasztor**, Florida Internatioal U.

#### 1497 : (Paper Session) - (IP) Interfirm Relationships

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 3

Facilitator: **Maxim Sytch**, Northwestern U.

🗣️📖 **BPS**: To Partner or to Acquire? A Longitudinal Study of Alliances in the Shipping Industry | **Shobha S Das**, Nanyang Technological U.; **Pei-Xuan Lim**, Singapore Department of Statistics

📖 **BPS**: The Benefits and Liabilities of Inter-Firm Ties: Commitment, Lock-in, and Firm Performance | **Exequiel Hernandez**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

📖 **BPS**: How Do Strategic Alliances Affect Suppliers, Customers and Rivals? | **Shao-Chi Chang**, National Cheng Kung U.; **Chih-Hsun Tsai**, Department of Business Administration, National Cheng Kung U.

➔ **BPS**: How Does a Small Supplier Safeguard its Relation-Specific Investments? An Ex Post Perspective | **Min-Ping Kang**, Shih Hsin U.

📖 **BPS**: Pricing Process as an Inter-Organizational Capability: how Buyers and Sellers Fight for Value | **Corentin Curchod**, Audencia Management School

📖 **BPS**: Resort to Third Parties for the Governance of Technology Licensing Agreement | **Valérie Duplat**, IAG, Louvain School of Management

#### 1498 : (Paper Session) - (IP) Location Choice and Global Strategy

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 4

Facilitator: **Lilach Nachum**, Baruch College

🗣️➔📖 **IM**: The Strategic Roles and Location Choice of a Foreign Subsidiary in an Emerging Market | **Xufei Ma**, Chinese U. of Hong Kong

➔🗣️📖 **IM**: Expectation Formation and Market Growth in MobileCommunication Services | **Ulas Burkay**, BI Norwegian School of Management; **Oystein Fjeldstad**, Norwegian School of Management; **Amir Sasson**, U. College Dublin, Ireland

🗣️📖 **TIM**: No Place Like Home? Spin-off's Strategy and Location Choice | **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Andrew King**, Dartmouth College; **Christopher L. Tucci**, Ecole Polytechnique Fédérale de Lausanne

📖 **IM**: The Role of Institutional Distance in Semi-Globalization of Asian Business Groups | **Hsi-Mei Chung**, Department of Business Administration, I-Shou U, Taiwan; **Garry D Bruton**, Texas Christian U.; **Kuang-Shih Yeh**, National Sun Yat-Sen U.

➔ **IM**: Are partner preferences changing with Globalization? Location Choices of U.S. Intenational JVs | **Ricardo Gabriel Flores**, U. of Illinois at Urbana-Champaign; **John C Dencker**, U. of Illinois, Urbana-Champaign

#### 1499 : (Paper Session) - (IP) Research and Development

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 5

Facilitator: **Jeffrey Butler**, Manchester Business School

📖 **TIM**: R&D Expenditure Volatility and Firm Performance:

Firm and Industry Contexts | **Ram Mudambi**, Temple U.; **Tim Swift**, St. Joseph's U.

🗣️📖 **TIM**: Revisiting the scientific advantage of academic

inventors | **Julie Callaert**, Catholic U. of Leuven; **Bart Van Looy**, K.U.Leuven; **Koenraad Debackere**, K.U.Leuven; **Dominique Foray**, Ecole Polytechnique Federale de Lausanne (EPFL)

🗣️🗣️📖 **TIM**: What Firms Make vs. What They Know: How Firm Boundaries Affect Competitive Advantage | **Rahul Kapoor**, INSEAD; **Ron Adner**, INSEAD

🗣️📖 **TIM**: R&D Funding and Project Performance: The Moderating Roles of Explorative and Exploitative Assistance | **Tsung-Chi Liu**, National Cheng Kung U.; **Mo-An Chu**, National Cheng Kung U.

🗣️📖 **TIM**: Beyond Transaction Efficiency: The Effect of Knowledge Interdependence on Firms' R&D Scope Decisions | **Wonhee Lee**, Samsung Economic Research Institute; **Sebastian Fixson**, Babson College

🗣️📖 **TIM**: The Dynamics of R&D internationalization: An S-Curve Hypothesis | **Chung-Jen Chen**, National Taiwan U.; **Yi-Fen Huang**, National Tsing Hua U.

#### 1500 : (Paper Session) - (IP) Sustainability and the Resource-Based View

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 6

Facilitator: **Paul L. Drnevich**, U. of Alabama

➔📖 **BPS**: The Impact of Reputational Resources on Event Performance in International Film Festivals | **Joseph Lampel**, Cass Business School; **Shivasharan S. Nadavulakere**, Cass Business School

🗣️📖 **BPS**: Sustainable Competitive Advantage: An Alternative Definition with Contemporary Applications | **Brian K. Brown**, U. of Kentucky; **Margaret V. Hughes**, Michigan State U.; **Fred W. Morgan**, U. of Kentucky

**BPS**: Strategic Alliances for Climate Change | **Haiying Lin**, George Mason U.

#### 1501 : (Paper Session) - (IP) Operation Management and Healthcare

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 7

Facilitator: **Gregory N. Stock**, Northern Illinois U.

📖 **OM**: A Framework for Value Chain Collaboration in Health Care | **Kannan Sethuraman**, Melbourne Business School, U. of Melbourne; **Ramaswami Sridharan**, RMIT U.; **Devanath Tirupati**, Indian Institute of Management, Ahmedabad, India

🗣️➔ **OM**: Utilizing six-sigma and HQIC in reducing unplanned endotracheal extubation events in hospital | **Feng Chuan Pan**, Tajen U.; **Ching Hsuen Chen**, Tajen U.; **Merng Song Jian**, Tajen U.; **Lang Jieh Kao**, Tajen U.

🗣️🗣️📖 **OM**: Toyota Production System (TPS) for Healthcare Organizations: Prospects & Challenges | **Kevin F Collins**, Healthcare Consultant; **Senthil K. Muthusamy**, Bowling Green State U.

📖 **OM**: Examining the nature of the relationship between focus and performance in healthcare | **Christopher McDermott**,

Rensselaer Polytechnic Institute; **Rachna Shah**, U. of Minnesota; **Gregory N. Stock**, Northern Illinois U.

**1502 : (Paper Session) - (IP) Which Questions? Which Stories? Addressing the Unpredictable in Organizations**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 8

Facilitator: **Alice A. Obermiller**, U. of Chicago

- 🗨️ **ODC**: Framing questions and decisions in consultancy to develop moral reflexivity | **Christine Ellis Oliver**, Queen Mary, U. of London,
- 🗨️ **ODC**: Narrating strategy: A phenomenological inquiry into storytelling practices | **Wendelin Merlin Küpers**, U. of Hagen; **Saku Mantere**, Swedish School of Economics and Business Administration; **Matt Statler**, New York U.
- 🗨️ **ODC**: Understanding the Unpredictable: Beyond Traditional Research on Mergers and Acquisitions | **Byron C. Clayton**, Case Western Reserve U.
- 🗨️ **ODC**: Appreciating the unpredictable: A case study of questions | **Steve Wallis**, Independent Consultant
- 🗨️ **ODC**: Social Interaction and Employee Attitudes in Mergers | **Katty Marmenout**, McGill U.

**1503 : (Paper Session) - (IP) Effects and Moderators of Leadership**

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 9

Facilitator: **Ethlyn Anne Williams**, Florida Atlantic U.

- OB**: Ingratiation and Leader-Member Exchange: The Moderating Role of Employee Competence | **Prajya Rakshit Vidyarthi**, U. of Illinois at Chicago; **Smriti Anand**, U. of Illinois, Chicago
- 🗨️ **OB**: Why do some Organizations offer Telecommuting and Others don't? The Role of Resources and Leadership | **Margarita Mayo**, Instituto de Empresa; **Juan-Carlos Pastor**, Instituto de Empresa; **Cristina Cruz**, Instituto de Empresa
- OB**: Leader Empowering Behavior: The Leader's Perspective | **Natalia Hakimi**, Rotterdam School of Management - Erasmus U.
- 🗨️ **OB**: Is LMX a Potential Stressor?-- the Moderating Role of Leader Integrity | **Jane Y Jiang**, Department of Management, The Chinese U. of Hong Kong; **Kenneth S. Law**, The Chinese U. of Hong Kong
- 🗨️ **OB**: Triadic Resource Theory: Theory Development and Testing Through Scale Development | **Brian Christopher Glibkowski**, U. of Illinois, Chicago; **Anjali Chaudhry**, Saint Xavier U.; **Sophia Vladimirova Marinova**, U. of Illinois, Chicago
- OB**: The Winners & Losers of Claimed Self-Handicapping: The Effect of LMX on the Team | **Jeanne Johnson Holmes**, U. of South Carolina

**1504 🗨️🗨️🗨️: (MC, ODC) The Questions They Ask, the Answers We Give: Consulting for Organisational Change across the Globe**

4:10pm - 5:20pm Anaheim Marriott: Platinum 1

Chair: **Jacob Eisenberg**, UCD Dublin

- Case Study: International-Russian Merger | **Yaakov Weber**, College of Management, Israel; **Samuel Sarfati**, Profit Consultants
- Case Study: Austria-Russia: Partnership Problems | **Vlad Vaiman**, Reykjavik U.

Improve what? Change who? Dialectical relationships of customer-consultant | **Ronen Eldar**, Eldar-Zamir Consultants  
Measurement of Knowledge Management Application Implementations in Organizations in Asia | **Michael Chung**, California State U. Long Beach

Learning to Consult Across Cultures: Trails in Organization Development and Change | **Maria Cseh**, George Washington U.; **Beatriz Coningham**, George Washington U.

**1505 🗨️🗨️🗨️: (MC, ODC) Is Executive and Organizational Coaching an Academic Discipline?**

4:10pm - 5:20pm Anaheim Marriott: Platinum 3

Participants: **Larry M. Starr**, U. of Pennsylvania; **Larry M. Starr**, U. of Pennsylvania; **John L. Bennett**, Queens U. of Charlotte; **Leni Wildflower**, Fielding Graduate U.; **Robert Hicks**, U. of Texas at Dallas; **Ruth L. Orenstein**, Rutgers U., SPAA; **Stephen Brock**, Kennesaw State U.; **Terrence Earl Maltbia**, Columbia U.; **John Brent**, Ross School of Management, Franklin U.; **William Wilkinsky**, U. of Pennsylvania

**1506 🗨️🗨️: (Paper Session) - (MED) What is Known about Portfolios, Online Gradebooks and Internships?**

4:10pm - 5:20pm Anaheim Convention Center: 204C

Chair: **James C Spee**, U. of Redlands

Discussant: **Marjorie L McInerney**, Marshall U.

- 🗨️ Teaching Critical Reflection to Students Through a Learning Portfolio Approach: An Empirical Test | **Susanne G Scott**, U. of Massachusetts, Dartmouth
- 🗨️ The Practical and Theoretical Basis for Electronic Student Portfolios | **Kevin C. Wooten**, U. of Houston, Clear Lake; **Alix Valenti**, U. of Houston, Clear Lake; **Jay R. Tombaugh**, U. of Houston - Clear Lake; **White P. Louis**, U. of Houston - Clear Lake
- 🗨️ Student feedback seeking through online gradebook monitoring in a business law course | **Deanna Geddes**, Temple U.; **Kendall Hartley**, U. of Nevada, Las Vegas
- Making the Most of an Internship: An Empirical Study of Internship Satisfaction | **Mark Youndt**, U. of Vermont; **Caroline P. D'Abate**, Skidmore College; **Kathryn Wenzel**, Vitale, Caturano, and Company

**1507 🗨️🗨️🗨️: (Paper Session) - (MED) Questions on Learning to Lead**

4:10pm - 5:20pm Anaheim Convention Center: 211A

Chair: **Alex Polacco**, St Cloud State U.

Discussant: **Tim O Peterson**, North Dakota State U.

Making sense of leadership learning methods | **Laura Guillén Ramo**, INSEAD

- 🗨️ Exploring a Conceptual Framework for Leader Comprehension of Influence | **Scott N. Taylor**, Boston U.
- 🗨️ The Improvisational Leader: A Model for the Ability to Improvise and Lead | **Lakshmi Balachandra**, Boston College
- Barry Armandi Award for Best Student Paper in Management Education Research**
- 🗨️ The Smart Leader: Examining the Relationship between Intelligence and Leader Development Behavior | **Carrie Blair**, College of Charleston; **Katherine Helland**, Fors Marsh Group; **Lisa Delise**, U. of Tennessee; **C. Allen Gorman**, Angelo State U.

TUESDAY

**1508** →: (Paper Session) - (MED) **Management Education: What do we Know about International Differences?**

4:10pm - 5:20pm Anaheim Convention Center: 211B

**Chair:** **Leonor Fernandes Ferreira**, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA

**Discussant:** **Regina Greenwood**, Nova Southeastern U.

Internationalization of US Business Schools | **Te-Yi Lin**, National Chengchi U.; **Chun-Chung Chen**, National Taiwan U.; **Shu-Ling Liao**, Yuan Ze U.

→ The Organizing of Academic Management Knowledge Production and Diffusion | **Lars Engwall**, Uppsala U.; **Matthias Kipping**, Schulich School of Business, York U.; **Behlul Usdiken**, Sabanci U.

→ Promises from Afar: Nature of International Student Psychological Contracts in Management Education | **Sarbari Bordia**, U. of South Australia; **Prashant Bordia**, U. of South Australia

**Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)**

→ Influences of Cultural Values on Accounting Students; Cognitive Moral Development | **Yi-Hui Ho**, Chang Jung Christian U.; **Chieh-Yu Lin**, Chang Jung Christian U.

**1509** →: (Paper Session) - (MH) **Paths of Evolution**

4:10pm - 5:20pm Anaheim Marriott: Elite 1

**Chair:** **James Lee Rairdon**, National American U.

**Discussant:** **Craig S. Galbraith**, U. of North Carolina- Wilmington

→ Competitive Actions and Strategic Consistency in Firm Evolution | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Henrikki Tikkanen**, Helsinki School of Economics; **Tomi Samuli Nokelainen**, Tampere U. of Technology; **Henri Suur-Inkeroinen**, Tampere U. of Technology

→ Dubbing for ever? Path Dependency of the German Film Industry through Historical Events | **Georg Schreyogg**, Freie U. Berlin; **Miika D. Blinn**, Freie U. Berlin

**Winner of John F. Mee Management History Contribution Award**

Continued Innovation Through Refocusing: The American electric power industry (1900-1970) | **Denise L. Fleck**, Federal U. Rio de Janeiro; **Sergei Floricel**, U. of Quebec, Montreal

Evolution of the Schumpeterian Thought and the Construction of an Innovation Theory | **Samir Adamoglu de Oliveira**, CEPPAD/UFPR; **Sieglinde Kindl da Cunha**, CEPPAD/UFPR e UnicenP

**1510** →: (MOC) **The Questions We Have Asked, Now Ask, and Should Ask**

4:10pm - 5:20pm Anaheim Convention Center: 204A

**Facilitator:** **Mary Ann Glynn**, Boston College

**Participants:** **C. Marlena Fiol**, U. of Colorado, Denver; **Dennis A. Gioia**, Pennsylvania State U.; **Joseph Porac**, New York U.; **Michael Pratt**, Boston College

**1511** →: (Paper Session) - (MOC) **Improving Organizational Innovation and Creativity:**

**Expertise/Naivete, Fit, Objects and Artifacts**

4:10pm - 5:20pm Anaheim Convention Center: 209B

**Chair:** **Michael Riley**, U. of Surrey

**Discussant:** **Ramon J. Aldag**, U. of Wisconsin, Madison

→ Beginner's Mind: Circumventing the Trade-Off between Expertise and Creativity | **Erik Ian Dane**, Rice U.

→ How a Person's Different Motives Relate to Creativity: The Moderating Role of Organizational Culture | **Alice H. Y. Hon**, Hong Kong Baptist U.; **Alicia M. K. Leung**, Hong Kong Baptist U.

The Role of Objects in Cross-boundary Collaboration. A Case from the Field of Bioengineering | **Davide Nicolini**, U. of Warwick; **Jeanne Mengis**, Boston U.; **Jacky Swan**, U. of Warwick

→ Artifacts and Creativity: The Role of Artifacts in the Creative Process in a Product Design Firm | **Ileana Stigliani**, Bocconi U.

**1512** →: (Paper Session) - (MOC) **Organizational Identification and Identity**

4:10pm - 5:20pm Anaheim Convention Center: 210A

**Chair:** **Kent D. Fairfield**, Fairleigh Dickinson U.

**Discussant:** **Amy C. Lewis**, Drury U.

→ Explaining Variation in Organizational Identity Categorization | **Greta Hsu**, U. of California, Davis; **Kimberly D. Elsbach**, U. of California, Davis

→ Athletes, Best Friends, And Social Activists: Multiple Paths to Organizational Identification | **Shelley Brickson**, U. of Illinois, Chicago

→ Applying Optimal Distinctiveness Theory to the Evolution of Organizational Identity Claims | **J. Valdés**, Florida International U.; **Andrea Casey**, George Washington U.; **David A. Whetten**, Brigham Young U.

→ Multiple Professional Identities: One Big Happy Family? | **Damiano Russo**, U. of Bologna; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of Bologna

**1513** →: (MSR, ODC) **Declutter Your Leadership: Clearing the Body, Mind, and Soul for Positive Energy**

4:10pm - 5:20pm Anaheim Marriott: Platinum 10

Physical Clutter | **Karen Norum**, Gonzaga U.

Mental and Emotional Clutter | **Mai Moua**, Leadership Paradigms, Inc.

Implications for Leadership | **Karen Norum**, Gonzaga U.; **Mai Moua**, Leadership Paradigms, Inc.

**Presenters:** **Karen Norum**, Gonzaga U.; **Mai Moua**, Leadership Paradigms, Inc.

**1514** →: (Paper Session) - (OB) **Organizational Behavior in Professional Sports**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon A

**Chair:** **Robert Litchfield**, Washington and Jefferson College

**Discussant:** **Michael Andreas Pirson**, Harvard U.

Does Switching Experience Improve Performance? Evidence from the National Basketball Association | **Joseph R. Radzevick**, Carnegie Mellon U.

→ Common Ground and Social Prominence | **Nathanael Fast**, Stanford U.; **Chip Heath**, Stanford U.; **George Wu**, U. of Chicago

→ Money and Fame: Vividness Effects in the National Basketball Association | **Long Wang**, Northwestern U.

**Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee**



📖 Differential Trust Effects on Continuous Team Performance: Empirical Test of a Triaxial Trust Model | **Merce Mach**, ESADE-Ramon Llull U.; **Simon L. Dolan**, ESADE Business School - Ramon Llull U.; **Shay Tzafir**, U. of Haifa

**1515** 📖: (Paper Session) - (OB) **Organizational Citizenship Behavior: New Developments**

4:10pm - 5:20pm Hilton Anaheim: Grand Ballroom - Salon D

Chair: **Amy B. Henley**, Kennesaw State U.

Discussant: **Elizabeth Wolfe Morrison**, New York U.

Is the Good Actor as Valuable as the Good Soldier?

Theorizing the Role of Motives on OCBs | **Magda Donia**, Concordia U.

A Prison of One's Own Making?: The Dynamic Interaction of Accountability and OCB | **Laura Williams**, U. of Mississippi

📖 How Does Doing Good Matter? | **Ante Glavas**, Case Western Reserve U.; **Sandy Kristin Piderit**, Case Western Reserve U.

The Ethical Nature Of Organizational Citizenship Behavior: Implications For Theory And Research | **Jason R Pierce**, Indiana U., Bloomington

**1516** 📖: (Paper Session) - (OB) **Organizational Identification**

4:10pm - 5:20pm Hilton Anaheim: Capistrano B

Chair: **Long Wai Lam**, U. of Macau

Discussant: **David M. Sluss**, U. of South Carolina

Affective/Cognitive Ambivalence in Organizational Identification | **Victoria M. Harmon**, U. of Illinois at Chicago

📖 A Broader View on Organizational Identification: An Empirical Study in China | **Sek-kwong Tso**, Chinese U. of Hong Kong; **Chun Hui**, Chinese U. of Hong Kong

→ 📖 Extending the Expanded Model of Organizational Identification to Occupations | **Blake E. Ashforth**, Arizona State U.; **Mahendra Joshi**, Grand Valley State U.; **Vikas Anand**, U. of Arkansas

🗣️ 📖 What Has "Who We Are?" Got To Do With "How Creative I Am?" | **Shalini Khazanchi**, Rochester Institute of Technology; **Holly S. Slay**, Seattle U.; **Mathew L. Sheep**, Illinois State U.

**1517** 📖: (Paper Session) - (OB) **New Constructs in Organizational Behavior**

4:10pm - 5:20pm Hilton Anaheim: El Capitan A

Chair: **Robin Church**, Ryerson U.

Discussant: **William N. Ruud**, Shippensburg U.

📖 A Multidimensional View of Personal Reputations | **Jennifer Dunn**, Michigan State U.

Testing an Integrated Model of Work Climate | **Maribeth Kuenzi**, Southern Methodist U.; **Marshall Schminke**, U. of Central Florida

🗣️ 📖 Commitment to an Ideology: Construct Definition and Extension | **John B. Bingham**, Brigham Young U.; **Natalie Allen**, U. of Western Ontario; **Tyler Burch**, Brigham Young U.

**1518** 📖: (Paper Session) - (OB) **Political Skill**

4:10pm - 5:20pm Hilton Anaheim: El Capitan B

Chair: **Corinne Bendersky**, U. of California, Los Angeles

Discussant: **Cesar Douglas**, Florida State U.

📖 Are Politically Skilled Employees Better Organizational Citizens? An Empirical Investigation | **Jennifer L. Kisamore**, U. of Oklahoma; **Tagonei L. Mharapara**, U. of Oklahoma-Tulsa

The Interaction of Political Skill and Growth-Need: Boundaries of the Utility of Political Behavior | **Grace Lemmon**, U. of Illinois, Chicago

The Role of Leader Political Skill in the Leadership Process-Work Outcomes Relationships | **Robyn L. Brouer**, Hofstra U.

📖 Situational and Dispositional Antecedents and Consequences of Impression Management Tactics | **Vickie Coleman Gallagher**, Northern Kentucky U.; **Pamela Perrewe**, Florida State U.

**1519** 📖: (Paper Session) - (OB) **Passion and Thriving in Organizations**

4:10pm - 5:20pm Hilton Anaheim: Laguna B

Chair: **Chak Fu Lam**, U. of Michigan, Ann Arbor

Discussant: **Manjari Singh**, Indian Institute of Management Ahmedabad

📖 Work is My Passion: Towards a Conceptualization of Passion for One's Work | **Chak Fu Lam**, U. of Michigan, Ann Arbor; **Kimberly H. Perttula**, California State U. Dominguez Hills

🗣️ Antecedents and Consequences of Thriving at Work: A Study of Six Organizations | **Christine L. Porath**, U. of Southern California; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Cristina Gibson**, U. of California, Irvine

🗣️ Authentic Functioning: Being True to the Self in the Organization | **Hannes Leroy**, Catholic U. Leuven; **Luc Sels**, Katholieke U. Leuven

📖 The Impact of Positive Psychological States on Managers' Work Engagement and Psychological Health | **John Cordery**, U. of Western Australia; **Jade Winterton**, U. of Western Australia

**1520** 📖: (Paper Session) - (OB) **Methodological Issues in Organizational Behavior**

4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion B

Chair: **Thomas Rockstuhl**, Nanyang Technological U.

Discussant: **Jeffrey R. Edwards**, U. of North Carolina

Understanding Organizational Behavior with Wearable Sensing Technology | **Benjamin Nathan Waber**, MIT Media Laboratory; **Daniel Olguin Olguin**, MIT Media Laboratory; **Taemie Kim**, MIT Media Laboratory; **Alex Pentland**, MIT Media Laboratory

🗣️ 📖 Honor Thy Difference Score | **Yongheng Angus Yao**, Concordia U.

📖 Are Implicit Measures Useful for Organizational Research? Some Answers and an Empirical Example | **Lilunia Steinman**, Marywood U.; **Russell E. Johnson**, U. of South Florida

Temporal Terms in Organization Research: Clarification, Categorization, and New Frontier Exploration | **Jia Li**, U. of Maastricht

**1521** 📖 JS: (OB, CM, MOC) **Affect in Negotiation: Its Antecedents and Consequences**

4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion A

Organizer: **Ece Tuncel**, Washington U. in St. Louis

Chair: **Ece Tuncel**, Washington U. in St. Louis

Discussant: **Bruce Barry**, Vanderbilt U.

Elements of a Behavioral Theory of Negotiation | **William P. Bottom**, Washington U. in St. Louis

Information Sharing in Negotiating Dyads: The Mediating Role of Fear | **Ece Tuncel**, Washington U. in St. Louis; **Lorna Doucet**, U. of Pennsylvania

The Criticality of Change: A Theoretical Model of Affective Transitions in Negotiations | **Allan Filipowicz**, INSEAD; **Sigal Barsade**, U. of Pennsylvania; **Shimul Melwani**, U. of Pennsylvania

Emotional Styles in Negotiation: Consistency and its Consequences | **Hillary Anger Elfenbein**, U. of California, Berkeley; **Aiwa Shirako**, U. of California, Berkeley; **Noah Eisenkraft**, U. of Pennsylvania; **Ashley Brown**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology

*Participants:* **Ece Tuncel**, Washington U. in St. Louis; **Lorna Doucet**, U. of Pennsylvania; **William P. Bottom**, Washington U. in St. Louis; **Sigal Barsade**, U. of Pennsylvania; **Allan Filipowicz**, INSEAD; **Shimul Melwani**, U. of Pennsylvania; **Hillary Anger Elfenbein**, U. of California, Berkeley; **Aiwa Shirako**, U. of California, Berkeley; **Noah Eisenkraft**, U. of Pennsylvania; **Jared R. Curhan**, Massachusetts Institute of Technology; **Ashley Brown**, Massachusetts Institute of Technology

**1522** 🗄️🗣️📄JS: (OB, HR, RM) **What Makes Customers Tick ... and Ticked Off? Affect, Justice, and Emotions in Customer Service**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon C

*Chairs:* **David T. Wagner**, Michigan State U.; **Remus Ilies**, Michigan State U.

*Discussant:* **Joyce Bono**, U. of Minnesota

Nice, But Do You Mean It? Customer Reactions to Employee Affective Display During Service Encounters | **David T. Wagner**, Michigan State U.; **Kelly Marie Schwind**, Michigan State U.; **Remus Ilies**, Michigan State U.

Relationship, Pseudorelationship, or Encounter? Service Context Effects on Anger, and Repatronage | **Robert B. Davison**, Michigan State U.; **Dustin J. Slesman**, Michigan State U.; **Donald E. Conlon**, Michigan State U.

Dynamics of Employee Emotion Regulation Strategies on Customer Related Outcomes | **John P. Trougakos**, Purdue U.; **Daniel J. Beal**, Rice U.; **Reeshad Sam Dalal**, George Mason U.; **Jill Sundie**, U. of Houston; **Howard M Weiss**, Purdue U., West Lafayette

**1523** 🗄️🗣️📄SHCS: (OB, MOC, CAR) **The Quest to Resilience: Examining the Role of Emotions and Relationships**

4:10pm - 5:20pm Hilton Anaheim: California Pavilion B

*Chair:* **Lu Wang**, U. of Illinois, Urbana-Champaign

*Discussant:* **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

Relationships and Resilience: Care Provider Responses to Pressures from Managed Care | **Jody Hoffer Gittel**, Brandeis U.

The Emotional Underpinnings of High Reliability Organizing | **Timothy J. Vogus**, Vanderbilt U.; **Sally Maitlis**, U. of British Columbia; **Thomas B Lawrence**, Simon Fraser U.

Does Compassion Organizing Cultivate Resilience? | **Monica C. Worline**, Emory U.

Bouncing Back: A case study of tennis player James Blake's resilience | **Daniel A. Gruber**, U. of Michigan

Learning from Rejections in Academia: Exploring the Role of Emotions in the Process of Resilience | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Brianna Barker Caza**, UIUC

**1524** 🗄️🗣️📄JS: (OB, OMT, MOC) **Governing Knowledge Production – The Motivational Underpinnings of Knowledge Work**

4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon B

*Chairs:* **Antoinette Weibel**, U. of Zurich; **Katja Rost**, U. of Zurich;

**Jean-Paul Lambermont-Ford**, Royal Holloway, U. of London

*Facilitator:* **Bruno S. Frey**, U. of Zurich

*Discussant:* **Aneil K Mishra**, Wake Forest U.

The Governance of Explorative Knowledge Production |

**Margit Osterloh**, U. of Zurich; **Antoinette Weibel**, U. of Zurich

Social and Economic Exchange Perceptions and Intrinsic

Motivation Among Knowledge Workers | **Bard Kuvaas**,

Norwegian School of Management; **Jan Arnulf**, BI Norwegian

School of Management; **Anders Dysvik**, Norwegian School of

Management

Trust as a Booster of Knowledge Sharing | **Katinka Monica**

**Bijlsma-Frankema**, VU U. Amsterdam

CEO Appointment and the Loss of Firm-Specific Knowledge |

**Katja Rost**, U. of Zurich; **Soeren Salomo**, Karl-Franzens U.,

Austria

A Model of Knowledge-Sharing Motivation | **Marylene Gagne**,

Concordia U.

*Participants:* **Margit Osterloh**, U. of Zurich; **Bard Kuvaas**,

Norwegian School of Management; **Jan Arnulf**, BI Norwegian

School of Management; **Anders Dysvik**, Norwegian School of

Management; **Katinka Monica Bijlsma-Frankema**, VU U.

Amsterdam; **Soeren Salomo**, Karl-Franzens U., Austria; **Marylene**

**Gagne**, Concordia U.; **Antoinette Weibel**, U. of Zurich; **Katja Rost**,

U. of Zurich

**1525** 🗄️🗣️📄JS: (OB, OMT, SIM) **Environmental and Outcome-Based Influences on Unethical Behavior**

4:10pm - 5:20pm Hilton Anaheim: Laguna A

*Chair:* **Francesca Gino**, Carnegie Mellon U.

*Discussant:* **Max H. Bazerman**, Harvard U.

Outcome Bias in Judging Others' Unethical Behavior |

**Francesca Gino**, Carnegie Mellon U.; **Don Moore**, Carnegie

Mellon U.

How to Turn Pro-Social Behavior On/Off: Paying People to

Look at the Outcomes of their Actions | **Daylian Cain**,

Carnegie Mellon U.; **Jason Dana**, Carnegie Mellon U.

Environmental Cleanliness and the Regulation of Ethical

Behavior | **Katie Liljenquist**, Brigham Young U.; **Chen-Bo**

**Zhong**, U. of Toronto; **Adam D. Galinsky**, Northwestern U.

Reversing the Scarcity Effect: Unethical Behavior in

Conditions of Abundance | **J. Lamar Pierce**, Washington U. in

St. Louis; **Francesca Gino**, Carnegie Mellon U.

*Presenters:* **J. Lamar Pierce**, Washington U. in St. Louis; **Adam D.**

**Galinsky**, Northwestern U.; **Daylian Cain**, Carnegie Mellon U.; **Don**

**Moore**, Carnegie Mellon U.

**1526** 🗄️: (Paper Session) - (OCIS) **Virtual Communities**

4:10pm - 5:20pm Anaheim Convention Center: 207A

*Chair:* **Deborah J. Armstrong**, Florida State U.

*Discussant:* **Jonathon N. Cummings**, Duke U.

- 📄 Communication in Virtual Worlds, Group identity, Collective Orientation, and Cooperation | **Marina Fiedler**, U. of Munich
- 📄 Contribution in context: online community participation as contextualized social exchange | **Xiaoqing Wang**, U. of Maryland, College Park; **Brian S. Butler**, U. of Pittsburgh
- 📄 Communities in Communication Networks | **Peter Pal Zubcsek**, INSEAD; **Imran Chowdhury**, INSEAD; **Zsolt Katona**, INSEAD

**1527** 📄: (Paper Session) - (OCIS) **Strategic Implications of IT**

4:10pm - 5:20pm Anaheim Convention Center: 207B

Chair: **Cynthia M. Beath**, U. of Texas, Austin

Discussant: **George Kuk**, U. of Nottingham

- 📄 The strategic use of email in strategic decision making processes | **Jeroen de Jong**, Tilburg U.; **Bart Cambré**, Catholic U. Leuven; **John Goedee**, Tilburg U.; **Rob Jansen**, Organisation Studies/ Tilburg U.
- 🗨️ Sources of Strategic Alignment Between IT and Business Functions | **Mikko Valorinta**, Helsinki U. of Technology
- 📄 Paradoxical Effects of Intranet Institutionalization and its Strategic Awareness in Organizations | **Joao Baptista**, Warwick Business School; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Wendy L Currie**, U. of Warwick

**1528** 📄: (Paper Session) - (ODC) **Employee Perceptions of Organization Communication, Job Design and Change**

4:10pm - 5:20pm Anaheim Marriott: Elite 3

Chair: **Rick Dool**, Seton Hall U.

Discussant: **Danielle Zandee**, Nyenrode Business Universiteit

- 📄 Reconstructing Resistance to Change: From Individual to Relationship | **Jeffrey D Ford**, Ohio State U.
- 🗨️ Development of an audit tool for communication in product development | **Anja M Maier**, Engineering Department, U. of Cambridge; **Claudia M Eckert**, Engineering Department, U. of Cambridge; **P John Clarkson**, Department of Engineering, U. of Cambridge
- 📄 Mixed Methods in Evidence Based Organizational Diagnosis and Development | **Steven C. Brown**, Auburn U.; **Eric B. Gresch**, Auburn U.

**1529** 🗨️: (ODC) ODC Distinguished Speaker, **Dr. Warren Bennis**

4:10pm - 5:20pm Anaheim Marriott: Platinum 2

Program Chair: **Ann E. Feyerherm**, Pepperdine U.

Distinguished Speaker: **Warren Bennis**, U. of Southern California

The Questions We Don't Ask |

**1530** 📄: (Paper Session) - (OM) **Operations Strategy**

4:10pm - 5:20pm Anaheim Convention Center: 207C

Best Student Paper award given to **Bart van Hezewijk** for his work to be presented in this session.

Chair: **Bart van Hezewijk**, RSM Erasmus U.

- 📄 The evolution of operations strategy: an overview of empirical research on competitive priorities | **Bart van Hezewijk**, RSM Erasmus U.
- Winner of OM Division Best Student Paper Award**

- 📄 Claims versus capabilities in 3PLs: The moderating effect of strategic positioning | **Arash Azadegan**, New Mexico State U.; **Dinesh R. Pai**, Rutgers U.; **Keith Tran**, Arizona State U.

Ambidextrous Manufacturing | **Mikko Ketokivi**, Helsinki U. of Technology

- 🗨️ Strategic Capabilities for Mass Customization: Theoretical Synthesis and Empirical Evidence | **Fabrizio Salvador**, Instituto de Empresa Business School; **Anil Akpinar**, Instituto de Empresa Business School; **Cipriano Forza**, U. of Padova; **Johnny Rungtusanatham**, U. of Minnesota
- OM Division Chan Hahn Best Paper Award Finalist**

**1531** 📄: (Paper Session) - (OM) **Micro-perspectives on Macro-decisions**

4:10pm - 5:20pm Anaheim Convention Center: 209A

Chair: **Paulo Goncalves**, MIT Sloan School of Management

- 📄 Anatomy of a Newsvendor Decision: Observations from a Verbal Protocol Analysis | **Srinagesh Gavimani**, Cornell U.; **Alice Isen**, Cornell U.
- 📄 Co-competitive Buyer-Supplier Relationship | **Anand Nair**, Moore School of Business / U. of South Carolina; **Ram Narasimhan**, Michigan State U.; **Elliot Bendoly**, Emory U.
- 📄 Gone Today, Here Tomorrow: Behavioral Causes of Product Returns in the Agribusiness Industry | **Paulo Goncalves**, MIT Sloan School of Management
- 📄 Behavioral Causes of Bullwhip: Alternative Perspectives | **Bhimaraya A. Metri**, Management Development Institute, Gurgaon, India; **T T Niranjana**, Management Development Institute

**1532** 📄: (Paper Session) - (OMT) **Getting Better: Reputation Emergence and Consequence**

4:10pm - 5:20pm Anaheim Marriott: Elite 2

Chair: **Scott D. Graffin**, U. of Georgia

- 📄 The Relationship between Performance Changes, Earnings Expectations, and Corporate Reputation | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign; **Matthew Kraatz**, U. of Illinois
- 📄 Signaling Experience Goods: Reputation, Network, & Frame as Signals in a Market for Classical Music | **Sangmook Yi**, Yonsei U.; **Dongyoub Shin**, Yonsei U.; **Kangsan Lee**, Yonsei U.
- 🗨️ How Does Reputation Emerge? Resource Signals, Symbolic Activities and Uncertainty Reduction | **Antoaneta Petkova**, San Francisco State U.

Asset or Liability? The Effects of Firms' Scientific and Regulatory Reputation on Exploration | **Francisco Polidoro**, U. of Texas at Austin

**1533** 📄: (Paper Session) - (OMT) **Do Good? Social Issues and Firm Responses**

4:10pm - 5:20pm Anaheim Marriott: Suite 312

Chair: **Michael L. Barnett**, U. of South Florida

- ➔ 📄 From Pilot Projects to Global Institution: The Common Code for the Coffee Community | **Stephan Manning**, Duke U.; **Oliver von Hagen**, UNDP
- 🗨️ Would You Like Fries With That? Producing and Consuming Social Measures of Firm Value | **David Chandler**, U. of Texas at Austin
- 📄 Firm Involvement in the Social Construction of Social Issues | **Donald A. Lange**, Arizona State U.

📖 Stakeholder Salience and the Mindsets of Middle Managers: “Who or What Really Counts?” | **Donal Crilly**, INSEAD; **Pamela Sloan**, HEC Montreal

**1534** 📖: (Paper Session) - (OMT) **Missionary Man: Culture with Consequences**

4:10pm - 5:20pm Anaheim Convention Center: 207D

Chair: **Judith Gebhardt**, U. of Southern California

📖 The Entrepreneurial Organization as a Greenhouse of Organizational Culture | **Eyal Yaniv**, Bar Ilan U.

📖 How Project Failure can Remove Cultural Barriers to Future Project Success | **David Partington**, Cranfield U.; **Elmar Kutsch**, lecturer

Values in Organizations | **Humphrey Bourne**, U. of Bristol; **Mark Jenkins**, Cranfield School of Management

🗣️📖 Organizational Culture and Performance: Reviewing the Evidence and Proposing an Integrated Model | **Adina Poenaru**, ESCP-EAP European School of Management; **Davide Sola**, ESCP-EAP European School of Management; **Jerome G. Couturier**, ESCP-EAP

**1535** → 📖: (Paper Session) - (OMT) **Breaking Free: Institutions and Entrepreneurship**

4:10pm - 5:20pm Anaheim Convention Center: 210B

Chair: **Kimberly A. Bates**, Trent U.

→ 📖 Conflict between Science and Market in the Creation of Chinese Academic Entrepreneurship | **Dali Ma**, Drexel U.

📖 Reflections on the Societal Conditions for the Pervasiveness of Entrepreneurial Behavior | **Bernadette Bullinger**, U. of Mannheim; **Julia Brandl**, Vienna U. of Economics and Business Administration

🗣️→ 📖 Legitimacy and Private Entrepreneurship in China's Transitional Economy, 1978-1996 | **Hongwei Xu**, INSEAD; **Litao Zhao**, National U. of Singapore

📖 The Deinstitutionalization of Social Practices and the Creation of Entrepreneurial Opportunities | **Shon R Hiatt**, Cornell U.; **Wesley Sine**, Cornell U.; **Pamela S. Tolbert**, Cornell U.

**1536** 📖: (Paper Session) - (OMT) **All of Me: Multibusiness Strategy and Organization**

4:10pm - 5:20pm Anaheim Convention Center: 210C

Chair: **Yves Damoiseau**, Louisiana State U.

📖 Competition across Businesses: The Impact on Organizational Structure and Resource Allocation | **Metin Sengul**, Boston College

The Configuration of a Multibusiness Firm's Portfolio | **Alexander Aischer**, U. of St. Gallen/U. of California, Los Angeles

📖 An Attention-Based Theory of Organizational Learning across Multiple Domains | **Hakan Ener**, INSEAD

→ 📖 Managing Multi-business Firms: Are Chaebols Any Different from Large U.S. Firms? | **Ji-Hwan Lee**, KAIST Business School

**1537** 📖: (Paper Session) - (OMT) **Trust and Cooperation: Control Approaches**

4:10pm - 5:20pm Anaheim Convention Center: 303A

Chair: **Deborah Kilgore Ford**, Roosevelt U.

📖 The Dynamic Tension in Trust Creation: The Case of eBay and Online Auctions | **Suresh B Kotha**, U. of Washington, Seattle; **Andrew C Wicks**, U. of Virginia; **Shawn Berman**, U. of New Mexico

📖 Get a Reputation or Use Someone Else's – How to Build Trust to Drive Purchase Intentions | **Gunnar Wiedenfels**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.; **Michael Bastian**, RWTH Aachen U.; **Dominik Steinkuehler**, RWTH Aachen U.

🗣️📖 The Emergence of Generalized Reciprocity | **Sheen S. Levine**, Singapore Management U.; **Wayne E Baker**, U. of Michigan

📖 Revisiting the Debate: Trust, Control and Understanding | **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Andreas Moosdorff**, Leeds U.

**1538** 📖: (Paper Session) - (OMT) **Insider or Outsider? Identity and Integration**

4:10pm - 5:20pm Anaheim Convention Center: 303B

Chair: **Federico Aime**, Oklahoma State U.

National Culture, Networks and the Formation and Management of SMES | **Masud Chand**, Simon Fraser U.; **Majid Ghorbani**, Simon Fraser U.

→ 🗣️📖 Discrimination and the Ethnic Network Portfolio from Childhood | **Marc-David L Seidel**, U. of British Columbia; **Zoe Barsness**, U. of Washington, Tacoma; **Eiston Lo**, U. of British Columbia; **Josephine Wong**, U. of British Columbia

📖 The Effect of Civic Organizations on Economic Activity and Crime Rates in U.S. Communities | **Atul Teckchandani**, UC Berkeley; **Pino G. Audia**, Dartmouth College

📖 Women's Professional Identity Formation in the Free/Open Source Software Community | **Anca Metiu**, ESSEC, France; **Otilia Obodaru**, INSEAD

**1539** 📖: (Paper Session) - (OMT) **Having What it Takes: Resources and Performance**

4:10pm - 5:20pm Anaheim Convention Center: 303C

Chair: **Peter Bryant**, Macquarie U., Sydney

→ 📖 A Duality Perspective on the Ontology of Resources: Resources and their Services | **Jing Fang**, Arizona State U.

🗣️📖 What are the Right Resources to Win? Temporal Performance: Human Capital, Management and Tactics | **Peter McNamara**, UCD Dublin; **Simon Peck**, Case Western Reserve U.

📖🗣️→ 📖 The Effects of Resources and Competitive Intensity on Firm Performance: A study of BPO Providers | **Somnath Lahiri**, Illinois State U.

🗣️📖 Is Organizational Culture Priced in the Stock Market? | **Brosh M. Teucher**, INCAE Business School

**1540** 🗣️JS: (OMT, OB, CM) **Knowledge Creation Across Boundaries: A Multilevel Examination of Social and Structural Barriers**

4:10pm - 5:20pm Anaheim Convention Center: 210D

Chairs: **Maritza R. Salazar**, New York U.; **Theresa K Lant**, New York U.; **Aimee A. Kane**, New York U.

Participants: **Deborah J Dougherty**, Rutgers U.; **Danielle D Dunne**, Binghamton U.; **Matthew A. Cronin**, George Mason U.



**1541** 🗣️📄: (Paper Session) - (ONE) **Tackling Climate Change**

4:10pm - 5:20pm Anaheim Marriott: Platinum 4

Chair: **Perry Sadorsky**, York U.

Discussants: **Peter Jack Gallo**, U. of North Carolina; **Catherine Anne Ramus**, U. of California, Santa Barbara

Organizational Responses to Decreasing Resource Munificence in the Context of Climate Change | **David Christopher Sprengel**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich

Organizational Adaptation and Resilience To Extreme Weather Events | **Martina K. Linnenluecke**, U. of Queensland; **Andrew Griffiths**, U. of Queensland; **Monika Winn**, U. of Victoria

A Small Wins Approach to Investigating and Addressing Climate Change | **Nardia Haigh**, U. of Queensland / U. of Michigan; **Andrew Griffiths**, U. of Queensland

**1542** 🗣️📄: (Paper Session) - (PNP) **Lessons learned on transitions**

4:10pm - 5:20pm Anaheim Marriott: Orange County 4

Chair: **Judy Matthews**, Queensland U. of Technology

Grappling with Dynamic Complexity in Military Planning: The System Dynamics Approach | **J. Bradley Morrison**, Brandeis U.

➔📄 New Recruit Adjustment to Military Life in the Chinese Army: a Longitudinal Study | **Jing Han**, Peking U.; **Li jun Xiao**, Fourth Military Medical U.; **Xiao Chen**, Peking U.

📄 Going to War to Keep Up With the Joneses: Questions about Earnings and U.S. Military Pilot Service | **Brian Maue**, United States Air Force Academy; **Charles Murnieks**, United States Air Force Academy; **Claudia J. Ferrante**, U.S. Air Force Academy

🗣️➔📄 A Framework for Citizen's Trust in E-government: Lessons from Singapore | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore

**1543** 🗣️📄 JS: (RM, OB) **Using Physiological Measures to Explore the Questions We Ask**

4:10pm - 5:45pm Hilton Anaheim: Manhattan

Organizers: **Modupe Akinola**, Harvard U.; **Michael J. Zyphur**, U. of Washington Bothell

Discussant: **Joel Brockner**, Columbia U.

Using Cortisol to Address Questions about Work Stress, Recovery, and Well Being | **Daniel C Ganster**, U. of Arkansas Biological and Psychological Factors Linked to Creativity | **Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.

Testosterone, Status, and Collective Efficacy in Groups | **Michael J. Zyphur**, U. of Washington Bothell; **Jayanth Narayanan**, National U. of Singapore

Unable to Adjust: Stress Response, Physiology, and Conscious Processing | **Karim Kassam**, Harvard U.; **Katrina Koslov**, Harvard U.; **Wendy Mendes**, Harvard U.

Organizational Questions We Can Ask Using fMRI and Brain-Based Techniques | **Anita Williams Woolley**, Harvard U.

Presenters: **Daniel C Ganster**, U. of Arkansas; **Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.; **Michael J. Zyphur**, U. of Washington Bothell; **Jayanth Narayanan**, National U. of Singapore;

**Karim Kassam**, Harvard U.; **Katrina Koslov**, Harvard U.; **Anita Williams Woolley**, Harvard U.

**1544**: (Paper Session) - (SIM) **Stakeholder Management**

4:10pm - 5:20pm Anaheim Marriott: Orange County 1

Facilitator: **Bradley R. Agle**, U. of Pittsburgh

Cooperate, Compete, or Ignore? An Interdependence Theory Perspective on Stakeholder Engagement | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Janice S. Miller**, U. of Wisconsin, Milwaukee

➔🗣️📄 Do Stakeholders Detect Corporate Social Performance Signals? | **Naomi A Gardberg**, Baruch College; **Donald H Schepers**, Baruch College

➔🗣️📄 Are corporate stakeholder salience patterns institutionally embedded? Evidence from UK and Germany | **Kenneth Amaeshi**, Cranfield School of Management

🗣️📄 Stakeholder Management, Institutional Forces, and Performance: An Examination of Strategy Content | **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston

**1545**: (Paper Session) - (SIM) **Boards and CEOs**

4:10pm - 5:20pm Anaheim Marriott: Orange County 2

Facilitator: **Heather Elms**, American U.

🗣️🗣️📄 Cognitive Moral Development and Follower Perceptions of Executive Ethical Leadership | **Jennifer Jordan**, Northwestern U.; **Michael E. Brown**, Penn State-Erie; **Linda K. Trevino**, Pennsylvania State U.; **Sydney Finkelstein**, Dartmouth College

📄 Backdated stock options and compensation committees: An examination of structure and process | **Steven A Frankforter**, Winthrop U.

➔ Women on Corporate Boards: A Comparative Analysis of 50 Countries | **Johanne Grosvold**, U. of Bath; **Stephen Brammer**, U. of Bath

📄 A Comparative Analysis of Sensemaking of Social Issues in Management by SME leaders, Experts & CEOs | **Yves Charles Fassin**, Ghent U.; **Annick Hortense, Dominique Van Rossem**, Vlerick Leuven Gent Management School

**1546**: (Paper Session) - (SIM) **Enhancing Corporate Social Responsibility**

4:10pm - 5:20pm Anaheim Marriott: Orange County 3

Facilitator: **Daniel Greening**, U. of Missouri, Columbia

➔📄 Business Associations and Corporate Social Performance: the Case of BSR | **Pete Tashman**, The George Washington U.; **Jorge Rivera**, George Washington U.

📄 Does Stakeholder Pressure Matter in Enhancing Corporate Social Responsibility Strategy and Outcome? | **Diana Ingenhoff**, U. of Fribourg, Switzerland; **Bernd Helmig**, U. of Mannheim

A Virtue-based Theory of the Firm | **David Weitzner**, American U.; **James L Darroch**, York U.

🗣️📄 Why do firms strive for non-pecuniary performance? | **Thomas Markus Zellweger**, U. of St. Gallen; **Robert S. Nason**, Babson College; **Mattias Nordqvist**, Jönköping Int'l Business School

**1547**: (Paper Session) - (TIM) **Management of Technology & Innovation IV**

4:10pm - 5:20pm Anaheim Marriott: Suite 315

TUESDAY

Chair: **Grid Thoma**, CESPRI - Bocconi U.

Discussants: **Sanghamitra Goswami**, Kellogg School of Management; **Federica Ceci**, U. G. d'Annunzio; **Allard C.R. Van Riel**, U. of Liège; **Charlotte R. Ren**, Purdue U., West Lafayette; **Gina Dokko**, New York U.

🗉 Performance Implications of Knowledge Brokering in Open Source Communities of Practice | **Juan Andrei Villarroel**, Ecole Polytechnique Fédérale de Lausanne; **John E. Taylor**, Columbia U.

🗉 Path-creating search: The role of intellectual human capital and alliance portfolio | **Annapoornima M Subramanian**, National U. of Singapore; **Pek-Hooi Soh**, Simon Fraser U.

🗉 Technology Sourcing, Protection Mechanism and Innovation | **Kai Xu**, Xi'an Jiaotong U.; **Kuo-Feng Huang**, National Chengchi U., Taiwan; **Shanxing Gao**, Xi'an Jiaotong U. Search and technological diversification through in-licensing | **Maria Isabella Leone**, Luiss Guido Carli U.; **Keld Laursen**, Copenhagen Business School; **Salvatore Torrisi**, U. of Bologna

🗉 Open innovation: Antecedents and consequences of open technology exploitation strategies | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management

#### 1548 : (Paper Session) - (TIM) Strategic Theory and Innovation

4:10pm - 5:20pm Anaheim Convention Center: 303D

Chair: **Mary Mathew**, Indian Institute of Science

Discussants: **Margaret Dalziel**, U. of Ottawa; **Mark R. Meckler**, U. of Portland; **Sri Kudaravalli**, U. of Maryland; **Lih-Bin Oh**, Xi'an Jiaotong U.; **Qiong Wang**, Penn State U.

🗉 Industry and Firm Effects on IT Adoption Strategies: Some Stylized Facts on Italian Enterprises | **Paolo Neirotti**, Politecnico di Torino; **Emilio Paolucci**, Politecnico di Torino

🗉 Technology Licensing As a Principal-Agent Relationship | **Marshall Shihing Jiang**, Brock U.

➔ Co-selection in project portfolio evolution: an intra-firm ecological analysis | **Pertti Aaltonen**, Helsinki U. of Technology

🗉 Legitimacy and Social Networks in Technology Transfer | **Young-Choon Kim**, National U. of Singapore

🗉 Comparison of Knowledge's Assimilation and Exploitation with Different Ownership Identity | **Erming Xu**, Renmin U. of China; **Han Zhang**, Capital U. of Economics and Business

#### 1549 : (Paper Session) - (TIM) New Product Development and Adoption: Radical Innovations and R & D

4:10pm - 5:20pm Anaheim Convention Center: 304B

Chair: **Martina Merkle**, Fernfachhochschule Schweiz

Discussants: **Yuan Jiang**, Rutgers U.; **David F Robinson**, Indiana State U.; **Paulo Prochno**, U. of Maryland, College Park; **Jeffrey Furman**, Boston U.

🗉 An academic investigation and extension of the incumbents' curse | **Jason Myrowitz**, Arizona State U.

🗉 Existing Knowledge as a Source of Variation: Can Old Dogs Learn New Tricks? | **Emily Cox**, Stanford U.; **Riitta Katila**, Stanford U.

Process Improvement and Organizational Innovativeness | **Nicholas Berente**, Case Western Reserve U.; **Jaegul Lee**, Wayne State U.

🗉 Beyond Strategic Alliances: The Impact of Individual Collaborations on Firm Innovative Performance | **Paul Almeida**, Georgetown U.; **Jan Hohberger**, ESADE- Ramon Llull U.; **Pedro Parada**, ESADE- Ramon Llull U.

#### 1550 : (Paper Session) - (TIM) Management of Technology and Innovations II

4:10pm - 5:20pm Anaheim Convention Center: 304C

Chair: **Wei Yao**, Zhejiang U.

Discussants: **Frank T. Piller**, RWTH Aachen U.; **Linus Dahlander**, Imperial College London; **Nassim Aissa Belbaly**, GSCM, Montpellier Business School; **Sung Joo Bae**, MIT Sloan School of Management

Community Cohesion and the Locus of Innovation -

Quantitative insight into Open Source Software | **Markus Michael Geipel**, ETH Zurich; **Kerstin Press**, U. of Zurich; **Frank Schweitzer**, ETH Zurich

➔ A Study of the Relationship between IT Capability and Export Performance | **Shuk Wong**, TUI U.; **Yufeng Tu**, U. of Maryland, College Park

➔ Managing Employee "Leisure Time" Invention | **Lee N. Davis**, Copenhagen Business School; **Jerome D. Davis**, Dalhousie U.

🗉 Innovator's Choice: How Can Technology leaders Establish de facto Standards in Network Markets? | **Sam Kurokawa**, Drexel U.; **Vadake Narayanan**, Drexel U.

🗉 How do LMT firms feel about R&D cooperation? exploring barriers to cooperation | **Andrea Bikfalvi**, U. de Girona; **Josep Llach**, U. de Girona; **Pilar Marques-Gou**, U. de Girona; **Jaume Valls-Pasola**, U. of Barcelona

#### 1551 : (Paper Session) - (TIM) Management of Technology and Innovation III

4:10pm - 5:20pm Anaheim Convention Center: 304D

Chair: **Shahid Yamin**, United Arab Emirates U.

Discussants: **John Rice**, U. of Adelaide; **Stefano Brusoni**, Bocconi U.; **Brett Anitra Gilbert**, Texas A&M U.

🗉 Environmental conditions at the time of founding and long term innovative ability: Is there a link? | **Christos Tsinopoulos**, Durham Business School

🗉 Value Creation by Knowledge-Based Ecosystems: Evidence from a Case Study | **Michel van der Borgh**, Eindhoven U. of Technology; **Myriam Cloudt**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology

🗉 Open Innovation – A "Swingers' Club" or "Going Steady"? | **Carl J. Kock**, Instituto de Empresa; **Marko T. Torkkeli**, Lappeenranta U. of Technology

🗉 Integration instead of separation: A multiple-level analysis of how firms achieve ambidexterity | **Marcus M Keupp**, U. of St. Gallen; **Marco Zeschky**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen

➔ Knowledge Market Archetypes of China-based R&D subsidiaries | **Barbara Becker**, EBS/U. St. Gallen; **Ellen Enkel**, U. of St. Gallen

Tuesday 5:30PM

TUESDAY

**1552 : (BPS) BPS Division Business Meeting**

5:30pm - 6:30pm Anaheim Marriott: Marquis Northeast

Division Chair: **Russell Coff**, Emory U.Division Chair-Elect.: **Joseph Mahoney**, U. of Illinois, Urbana-ChampaignProgram Chair: **Joanne Oxley**, U. of TorontoProfessional Development Workshop Chair: **Tammy L. Madsen**, Santa Clara U.Past Chair: **Anita McGahan**, U. of Toronto**1553 : (CAR) Careers Division Business Meeting**

5:30pm - 6:30pm Hilton Anaheim: Oceanside

Division Chair-Elect.: **Jon P. Briscoe**, Northern Illinois U.Program Chair: **Hetty Van Emmerik**, Utrecht U.Professional Development Workshop Chair: **Wolfgang Mayrhofer**, WirtschaftsU. WienPresenter: **Barbara A. Ribbens**, Western Illinois U.Past Chair: **Cherlyn Skromme Granrose**, Berry CollegeTreasurers: **Laurel Newman**, U. of Illinois, Springfield; **Schalon Harrison Newton**, Santen Incorporated**1554 : (CM) Conflict Management Division Business Meeting**

5:30pm - 6:30pm Hilton Anaheim: Santa Monica

Division Chair: **Susan E. Brodt**, Queen's U.Division Chair-Elect.: **Thomas M. Tripp**, Washington State U.Program Chair: **Kathleen O'Connor**, Cornell U.Professional Development Workshop Chair: **Deanna Geddes**, Temple U.**1555 : (IM) International Management Division Business Meeting**

5:30pm - 7:00pm Anaheim Convention Center: 213A

Business update and award presentations

Division Chair: **Timothy Michael Deviny**, AGSM-Australian School of BusinessDivision Chair-Elect.: **Tatiana Kostova**, U. of South CarolinaProgram Chair: **Anil K Gupta**, U. of Maryland, College ParkProfessional Development Workshop Chair: **Seung Ho Park**, Samsung Economic Research Institute & CEIBS**1556 : (MED) MED Business Meeting & Awards**

5:30pm - 7:00pm Anaheim Convention Center: 211B

Division Chair: **Laurie Milton**, U. of Calgary/U. of Western OntarioDivision Chair-Elect.: **Alvin Hwang**, Pace U.Program Chair: **Katherine A. Karl**, Marshall U.Professional Development Workshop Chair: **Kenneth R Thompson**, DePaul U.**1557 : (MOC) MOC Business Meeting**

5:30pm - 6:30pm Anaheim Convention Center: 204A

Division Chair: **Mary Ann Glynn**, Boston CollegeDivision Chair-Elect.: **Luis Martins**, Georgia Institute of TechnologyProgram Chair: **Richard Blackburn**, U. of North Carolina, Chapel HillProfessional Development Workshop Chair: **Gerard P.****Hodgkinson**, U. of Leeds**1558 : (MSR) MSR Business Meeting**

5:30pm - 6:30pm Anaheim Marriott: Platinum 10

Division Chair: **Margaret Benefiel**, Andover Newton Theological SchoolDivision Chair-Elect.: **Kathy Lund Dean**, Idaho State U.Program Chair: **Keiko Krahnke**, U. of Northern ColoradoProfessional Development Workshop Chair: **Debu Mukerji**, Macquarie U.**1559 : (OCIS) OCIS Informal Social Event**

5:30pm - 10:30pm Anaheim Convention Center: 207B

**1560 : (ODC) ODC Business Meeting**

5:30pm - 6:30pm Anaheim Marriott: Elite 3

Division Chair: **Michael R Manning**, New Mexico State U.Division Chair-Elect.: **Frank J. Barrett**, Naval Postgraduate SchoolProgram Chair: **Ann E. Feyerherm**, Pepperdine U.Professional Development Workshop Chair: **Ronald Fry**, Case Western Reserve U.

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**Tuesday 5:40PM****1561 : (HR) HR Division Business Meeting**

5:40pm - 6:30pm Hilton Anaheim: Huntington C

*Come and be heard. Share your thoughts, ask your questions, hear about the HR Division's accomplishments and provide input on its plans for the future*Division Chair: **John Hollenbeck**, Michigan State U.Division Chair-Elect.: **Sandy J. Wayne**, U. of Illinois, ChicagoProgram Chair: **Howard J. Klein**, The Ohio State U.Professional Development Workshop Chair: **John E. Delery**, U. of Arkansas

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**Tuesday 6:00PM****1562 : (AAA) Local Arrangements Committee Thank You**

6:00pm - 8:00pm Hilton Anaheim: Lanai Deck

Local Arrangements Chair: **James C Spee**, U. of Redlands**1563 : (ICW) Administrative Sciences Association of Canada/Canadian Review of Administrative Sciences Social**

6:00pm - 8:00pm Anaheim Marriott: Platinum 7

Organizer: **Albert J. Mills**, St. Mary's U.**1564 : (ICW) Book Launch and Reception for Explorations in Organizations by James G. March (invitation only)**

6:00pm - 8:00pm Anaheim Marriott: Platinum 9

*Explorations in Organizations presents readers with contemporary issues in the study of organizations, and introduces paths down which tomorrow's organizational scholarship might travel. The book is a collection of recent papers by, or co-authored by, the eminent James March. It consists of five sections which focus on theories of organizational action, theories of novelty in organizational adaptation, institutions and the logic of appropriateness; the history of organizational studies, and uses of literature in the study of organizations. Each section begins with a new essay by a scholar whose work has focused on the theme explored in that part of the book. These introductory essays not only introduce and tie together the papers that follow, but also serve to add additional voices to the volume in order to deepen the discussion within it.*Organizer: **Christie Cochrell**, Stanford U. Press**1565 : (ICW) NSU doctoral student meeting III**

6:00pm - 8:00pm Hilton Anaheim: Huntington B

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

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**Tuesday 6:30PM**
**1566 : (BPS) Business Policy and Strategy Division Social Hour**

6:30pm - 8:00pm Anaheim Marriott: Marquis South

*Hosts:* **Anita McGahan**, U. of Toronto; **Russell Coff**, Emory U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Tammy L. Madsen**, Santa Clara U.; **Joanne Oxley**, U. of Toronto

**1567 : (CAR) Careers Division Social Hour**

6:30pm - 8:30pm Hilton Anaheim: Capistrano A

**1568 : (CM) Conflict Management Division Social Hour**

6:30pm - 7:30pm Hilton Anaheim: California Pavilion B

**1569 : (MOC) MOC Social Hour**

6:30pm - 8:00pm Anaheim Convention Center: 201D

*Division Chair:* **Mary Ann Glynn**, Boston College

*Division Chair-Elect.:* **Luis Martins**, Georgia Institute of Technology  
*Program Chair:* **Richard Blackburn**, U. of North Carolina, Chapel Hill

*Professional Development Workshop Chair:* **Gerard P.**

**Hodgkinson**, U. of Leeds

**1570 : (MSR) MSR Social**

6:30pm - 8:00pm Anaheim Marriott: Platinum 10

*Welcomes:* **Margaret Benefiel**, Andover Newton Theological School; **Kathy Lund Dean**, Idaho State U.

**1571 : (ODC) ODC Social**

6:30pm - 8:00pm Anaheim Marriott: Platinum 2

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**Tuesday 6:45PM**
**1572 : (HR) HR Division Reception**

6:45pm - 7:45pm Hilton Anaheim: California Pavilion A

*Division Chair:* **John Hollenbeck**, Michigan State U.

*Division Chair-Elect.:* **Sandy J. Wayne**, U. of Illinois, Chicago

*Program Chair:* **Howard J. Klein**, The Ohio State U.

*Professional Development Workshop Chair:* **John E. Delery**, U. of Arkansas

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**Tuesday 7:00PM**
**1573 : (IM) International Management Division Social**

7:00pm - 10:30pm Anaheim Convention Center: 213B

*Come and hobnob with the good and the great of the International Management Division*

*Division Chair:* **Timothy Michael Devinney**, AGSM-Australian School of Business

*Division Chair-Elect.:* **Tatiana Kostova**, U. of South Carolina

*Program Chair:* **Anil K Gupta**, U. of Maryland, College Park

*Professional Development Workshop Chair:* **Seung Ho Park**, Samsung Economic Research Institute & CEIBS

**1574 : (MED) MED Social**

7:00pm - 10:00pm Anaheim Convention Center: 204C

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**Tuesday 8:00PM**
**1575 : (ICW) Copenhagen Business School Reception**

8:00pm - 10:00pm Anaheim Marriott: Platinum 8

*Copenhagen Business School Reception*

*Organizer:* **Flemming Poufelt**, Copenhagen Business School



**Wednesday 7:00AM**

**1576 : (MED) MED Executive Committee Meeting**

7:00am - 8:30am Anaheim Marriott: Platinum 1

**1577 : (MSR) Meditation session led by Jerry Biberman**

7:00am - 8:00am Anaheim Marriott: Desert Springs

*Meditation to improve self-control*

*Organizer: Gerald Biberman, U. of Scranton*

**Wednesday 7:30AM**

**1578 : (IM) International Management Division Membership Program Feedback Meeting**

7:30am - 8:30am Anaheim Marriott: Suite 304

*Come and give feedback on the program to IMD Executive Committee members.*

*Division Chair: Timothy Michael Deviney, AGSM-Australian School of Business*

*Division Chair-Elect.: Tatiana Kostova, U. of South Carolina*

*Program Chair: Anil K Gupta, U. of Maryland, College Park*

*Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS*

**Wednesday 8:00AM**

**1579 : (AAA) Conference Registration**

8:00am - 12:00pm Anaheim Convention Center: Exhibit Hall C - Reg.

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

**Wednesday 8:30AM**

**1580 JS: (CAR, OB, HR) Multi-level and Stakeholder Perspectives on Work-life Well-being**

8:30am - 10:20am Hilton Anaheim: Capistrano A

*Chairs: Alma M. McCarthy, NUI Galway; Jeanette N. Cleveland, Pennsylvania State U.*

*Discussant: Georgia T. Chao, Michigan State U.*

*Cascading Effects of HR and Line Manager Attitudes on Employee Work-life Balance |*

*Alma M. McCarthy, NUI Galway; Samuel Hunter, Pennsylvania State U.; Jeanette N. Cleveland, Pennsylvania State U.; Geraldine Grady, National U. of Ireland, Galway; Colette Darcy, National College of Ireland; Melrona Kirrane, Dublin City U.*

*Performance Climate, Job/Home Demands and Work/Family Spillover in a Multi-level Context |*

*Jeanette N. Cleveland, Pennsylvania State U.; April M. Jones, Pennsylvania State U.; Samuel Hunter, Pennsylvania State U.; Michelle M. Harrison, Pennsylvania State U.; David Almeida, Pennsylvania State U.; John W. O'Neill, Pennsylvania State U.; Kelly Davis, Pennsylvania State U.*

*Multidimensional Measure of Family Supportive Supervisory Behaviors (FSSB) |*

*Leslie B. Hammer, Portland State U.; Ellen Ernst Kossek, Michigan State U.; Nanette L. Yragui, Portland State U.; Todd Bodner, Portland State U.; Ginger C. Hanson, Portland State U.*

*Implications for the U-Index for Satisfaction, Helping Behavior, and Stress |* **Lauren Simon**, U. of Florida; **Timothy A. Judge**, U. of Florida; **Remus Ilies**, Michigan State U.

**1581 (Paper Session) - (CM) (Mis)Handling Conflict: Aggression and Avoidance**

8:30am - 10:20am Hilton Anaheim: Santa Monica

*Chair: Charlotte Rayner, U. of Portsmouth*

*The Potential Dark Side of Leadership: Leaders as a Cause of Intra-Group Relationship Conflict |* **Rebecca S. Lau**, Virginia Tech; **Anthony Cobb**, Virginia Tech

*Avoidance as a Manager's Default Conflict Handling style. |* **Inju Yang**, U. College Dublin; **Aidan Kelly**, U. College Dublin

*Social Face and Avoiding Conflict by Chinese Employees with Western and Chinese Managers |* **Chunyan Peng**, Drexel U.; **Dean Tjosvold**, Lingnan U.

*Employees' reactions to supervisor aggression: An examination of situational and individual factors |* **Marie S. Mitchell**, U. of Nebraska

**1582 (Paper Session) - (CMS) Critical Perspectives on Learning and Competence**

8:30am - 10:20am Hilton Anaheim: Palos Verdes A

*Chair: Patrick Charles Reedy, U. of Nottingham*

*Barriers to Process Learning in Clusters: Concentration and Confusion |* **Paul Hibbert**, Strathclyde U.; **Chris Huxham**, Strathclyde U.; **Joerg Sydow**, Freie U. Berlin; **Frank Lerch**, Freie U. Berlin

*Competence Constructed as a Lack: Lacanian Take on Being Professional |* **Katarzyna Kosmala**, U. of the West of Scotland

*A Tale of a Town: Artists Crafting "The Creative Class" |* **Arturo E Osorio**, U. of Massachusetts, Amherst

*How come the Critters came to be teaching in Business Schools? |* **Michael Rowlinson**, Queen Mary U. of London; **John S Hassard**, U. of Manchester

**1583 (Paper Session) - (ENT) Migration's Relationships to Entrepreneurial Venturing**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon J

*Chair: Marilyn A. Uy, U. of Colorado, Boulder*

*Facilitator: Vinay K Garg, Missouri State U.*

*Circular Migration, Social Embeddedness, and Entrepreneurship |* **Fei Qin**, London School of Economics and Political Science

*Returnee Entrepreneurs, Knowledge Spillovers and Innovation in High-tech Firms in Emerging Markets |* **Igor Filatotchev**, City U. London; **Xiaohui Liu**, Loughborough U.; **Mike Wright**, Nottingham U.; **Jiangyong Lu**, Tsinghua U.

*Immigrant Song Redux: Disadvantage, Cross-vergence, and Impacts on Immigrant Entrepreneurship |* **Gregory Allen Laurence**, Syracuse U.

*Mexican Immigrant and Mexican-American Owned Businesses: Motivations, Management, and Succession |* **Rachel Sheli Shinnar**, Appalachian State U.; **Melissa S. Cardon**, Pace U.; **Micki Eisenman**, Baruch College; **Virginia Solis Zuiker**, U. of Minnesota; **Myung-Soo Lee**, Baruch College

**1584** 📄: (Paper Session) - (ENT) **Influences on Economic Development and Job Creation**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon K

Chair: **Kunal Banerji**, Eastern Michigan U.Discussant: **Norris F. Krueger**, Entrepreneurship NorthwestAssessing the Impact of Venture Capital on Entrepreneurship and Regional Economies | **Sampsa Samila**, Brock U.; **Olav Sorenson**, U. of Toronto➔ 📄 Individual, Organizational & Environmental Drivers of Job Creation in New Firms | **Sonali K. Shah**, U. of Washington; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **John C Dencker**, U. of Illinois, Urbana-Champaign📄 Is there a Labor Market 'Penalty' to Entrepreneurship? | **Miguel Torres Preto**, Instituto Superior Técnico; **Rui Baptista**, Instituto Superior Técnico; **António Miguel Amaral**, Instituto Superior Técnico➔ 🗣️ A Theory of Destructive Entrepreneurship | **Sameeksha Desai**, Max Planck Institute of Economics; **Zoltan J. Acs**, George Mason U.**1585** 🗣️: (Paper Session) - (GDO) **Gender Perspectives on Emotion and Expression in Organizations**

8:30am - 10:20am Hilton Anaheim: Malibu

Chair: **Danielle M. Clay**, Virginia CollegeDiscussant: **Elizabeth A. Cooper**, U. of Rhode Island

📄 Testing a Role Congruence Model of Emotional Display:

The Importance of Distinctiveness Information | **Ping Tyra Shao**, Drexel U.; **John Schaubroeck**, Drexel U.➔ Navigating the Emotional Battlefield: Gender, Power, and Emotion in Entrepreneurial Relationships | **Doan E. Winkel**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, MilwaukeeTake the Good with the Bad: Women's Expressions of Sexuality as a Double-Edged Sword | **Marla Baskerville Watkins**, Northeastern U.**1586** 🗣️: (Paper Session) - (GDO) **Perceiving Diversity in Organizations: The Effects of Perceived Discrimination, Inclusiveness and Psychological Contract Violation**

8:30am - 10:20am Hilton Anaheim: San Clemente

Chair: **Beverly J. DeMarr**, Ferris State U.Discussant: **Marcy Cray**, Bentley College📄 Attenuating the Effect of Seniority on Intent to Remain: The Role of Perceived Inclusiveness | **Derek R. Avery**, U. of Houston; **Patrick F. McKay**, Rutgers U.; **David C. Wilson**, U. of Delaware; **Sabrina DeeAnn Volpone**, U. of Houston📄 An Assessment of the Effect of Diversity Promise Fulfillment on Minority Professionals' Outcomes | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, GreensboroEthnic Composition & Perceived Discrimination: Predicting Diversity Climate Perceptions & Outcomes | **Taylor Peyton**, San Diego State U.; **Mark G. Ehrhart**, San Diego State U.; **Corinne Boulanger**, San Diego State U.; **Angelina C. Sawitzky**, San Diego Gas & Electric; **Paula Rettenmaier**, San Diego State U.**1587** : (Paper Session) - (HCM) **Improving Workforce Retention**

8:30am - 10:20am Hilton Anaheim: Palos Verdes B

Chair: **Daniel R Kowalski**, Kowalski Consulting and Management LLCDiscussant: **Peter A Weil**, American College of Healthcare Executives➔ 📄 Improving Worker retention in the health industry – Lessons for management in retaining nurses | **Yvonne O Brunetto**, Griffith U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast; **Kate Shacklock**, Griffith U.; **Silvia Azevedo Nelson**, Griffith U.Traumatic Caregiver Stress and Organizational Consequences: Mediating and Moderating Relationships | **Karen R. Moffitt**, Radford U.; **David G. Allen**, U. of Memphis➔ Work-Family Conflict and Attitudes of Nursing Assistants: Mediating and Moderating Effects | **Jose Proenca**, Widener U.**1588** : (Paper Session) - (HCM) **Stakeholder Perspectives and Patient Satisfaction**

8:30am - 10:20am Hilton Anaheim: Sunset

Chair: **Judith W Alexander**, U. of South CarolinaDiscussant: **Grant T. Savage**, U. of Missouri➔ 📄 Enhancing Organizational Resources and Managers' Engagement for Patient Safety: A Longitudinal Study | **Sara J. Singer**, Harvard School of Public Health; **Anita L. Tucker**, Harvard U.; **Alyson Falwell**, Stanford U.; **Jennifer Hayes**, Stanford U.**HCM Best Paper Award Nominee**📄 Toward a Patient-Centered Understanding of Patient Safety: An Interpretive Exploration | **Cheryl Rathert**, U. of Missouri, Columbia; **Julie Brandt**, U. of Missouri, Columbia➔ Front-line Staff Perspectives on Improving the Safety and Efficiency of Hospital Work Systems | **Anita L. Tucker**, Harvard U.; **Sara J. Singer**, Harvard School of Public Health; **Alyson Falwell**, Stanford U.; **Jennifer Hayes**, Stanford U.➔ 🗣️ Resident Physicians' Level of Fatigue and Medical Errors: The Role of Standardization | **Tal Katz-Navon**, Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Zvi Stern**, Hadassah Hebrew U. Medical Center**1589** 🗣️: (HR) **Undercurrents in the Values-Driven Organization Paradigm: Facades, Illusions, and Pitfalls**

8:30am - 10:20am Hilton Anaheim: Coronado

Rethinking the Values-Driven Organization Process | **Steven L McShane**, U. of Western AustraliaPerceived Value Breaches of Charismatic Leaders and Follower Outcomes in the Megachurch | **Patricia Faison Hewlin**, Georgetown U.; **Jay A. Hewlin**, Life Management InstituteSustaining the Flame: Ideological Motivation and the Threat of Perceived Leader hypocrisy | **Sandra Cha**, McGill U.; **Amy C. Edmondson**, Harvard U.When Values Clash: Lessons learned from the Television Series "The Office" | **Joanne Leck**, U. of Ottawa; **Winston C. Shariff**, U. of OttawaParticipants: **Joanne Leck**, U. of Ottawa; **Steven L McShane**, U. of Western Australia; **Sandra Cha**, McGill U.; **Patricia Faison Hewlin**, Georgetown U.; **Winston C. Shariff**, U. of Ottawa; **Amy C.**

**Edmondson**, Harvard U.; **Andrew Kendrick**, BMT Fleet Technology

**1590** 📄🗺️: (Paper Session) - (HR) **Human Resource Practices and Perceived Organizational Support**

8:30am - 10:20am Hilton Anaheim: Huntington B

Chair: **Judith W. Tansky**, The Ohio State U.

Discussant: **Karin A. Orvis**, Old Dominion U.

- 📄 A Dual Mechanism Model for Linking the Feedback Environment and Feedback Seeking | **Brian Whitaker**, Morehead State U.
- 🗺️ Does Organizational Support Promote Citizenship? The Moderating Role of Market-focused HRM | **Mei-Ling Wang**, Aletheia U.
- 🗺️ Good Employee, Bad Business: An Interactionist Approach to Workplace Deviance | **Kayo Sady**, U. of Houston; **Christiane Spitzmueller**, U. of Houston; **L A Witt**, U. of Houston
- 📄 POS and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit | **David Dawley**, West Virginia U.; **Jeffery D. Houghton**, West Virginia U.; **Neil S Bucklew**, West Virginia U.

**1591** 🗺️🗺️🗺️: (HR, IM) **Assessment in a Multicultural Context: Multiple Languages, Multiple Decisions**

8:30am - 10:20am Hilton Anaheim: Huntington C

Chair: **Scott Bedwell**, IPAT

Participants: **Rob Bailey**, OPP; **Michael Bashshur**, U. Pompeu Fabra; **Richard Thompson**, CPP, Inc.; **Diane Reinhold**, Center for Creative Leadership; **Gary Schmidt**, Saville Consulting North America

**1592** 🗺️🗺️: (HR, OMT, OB) **Trust and Human Resource Cycle**

8:30am - 10:20am Hilton Anaheim: Huntington A

Chairs: **R H. Searle**, The Open U.; **Denise Skinner**, Oxford Brookes U.

- Discussant: **Audrey Korsgaard**, U. of South Carolina
- How HR Recruitment and Selection Processes Signal Trust: An Exploratory Study | **R H. Searle**, The Open U.; **Jon Billsberry**, The Open U.
- The Role of Trust in Performance Appraisal | **Denise Skinner**, Oxford Brookes U.; **R H. Searle**, The Open U.
- Formal Control and Trust – A Match Made in Heaven after all? | **Antoinette Weibel**, U. of Zurich; **Katinka Monica Bijlsma-Frankema**, VU U. Amsterdam
- Trust and Transitions: When Peers Become Group Leaders | **Susan E. Brodt**, Queen's U.; **Angela M Dionisi**, Queen's U.
- Examining Model of Turnover – A Prospective Comparison of Stay and Leave | **Shay Tzafirir**, U. of Haifa; **Guy Enosh**, U. of Haifa

Presenters: **Susan E. Brodt**, Queen's U.; **Jon Billsberry**, The Open U.; **Katinka Monica Bijlsma-Frankema**, VU U. Amsterdam; **Antoinette Weibel**, U. of Zurich; **Angela M Dionisi**, Queen's U.; **Guy Enosh**, U. of Haifa; **Shay Tzafirir**, U. of Haifa; **Denise Skinner**, Oxford Brookes U.

Participant: **R H. Searle**, The Open U.

**1593** : (Paper Session) - (IP) **New Approaches to Leadership**

8:30am - 10:20am Hilton Anaheim: Mezzanine 1

Facilitator: **Stephen J. Zaccaro**, George Mason U.

→ 📄 OB: Measurement Equivalence/Invariance of the Abusive Supervision Measure across Two Countries | **Changya Hu**, National Taiwan U. of Science and Technology; **Tsung-yu Wu**, Soochow U.

📄 OB: Top Management Team Strategic Decision Consensus: The Effects of Diversity in Risk Propensity | **Yuntao Bai**, Xi'an Jiaotong U.; **Xiao-Ping Chen**, U. of Washington; **Ju-e Guo**, Xi'an Jiaotong U.; **Youmin Xi**, Xi'an Jiaotong U.

🗺️🗺️ OB: Measuring the Efficacy of Leaders to Assess Information and Make Decisions in a Crisis | **Constance Noonan Hadley**, Harvard U.; **Todd Lowell Pittinsky**, Harvard U.

📄 OB: Leadership Research: The Questions We Have Not Asked | **William D. Spangler**, State U. of New York, Binghamton; **Rita Palrecha**, State U. of New York, Binghamton; **Aleksey A. Tikhomirov**, State U. of New York, Binghamton

OB: Illusion of Control: Theoretical Perspective on Power-Dependence Relationships | **Cody Logan Chullen**, Purdue U., West Lafayette

🗺️🗺️ OB: Fiedler's Contingency Theory of Leadership Effectiveness Revisited (A young phoenix arises) | **Enrique M. Perez**, Florida Atlantic U.

HCM: The Relationship between Leadership and Team Processes in Multi-Disciplinary Health Care Teams | **Leanne Linda Habeeb**, Monash U.; **Elisabeth Wilson-Evered**, Monash U.

**1594** : (Paper Session) - (IP) **Cross-Cultural Management: Individual Level Issues**

8:30am - 10:20am Hilton Anaheim: Mezzanine 10

Facilitator: **Maya Kroumova**, New York Institute of Technology

→ 📄 OB: Attributional Style as Predictor of Work Outcomes among Chinese: Composite vs. Dimensional Scoring | **An An Chao**, U. of Hong Kong; **S. Tess Pak**, U. of Hong Kong; **Siu-On Kwan**, City U. of Hong Kong; **C. Harry Hui**, U. of Hong Kong

📄 OB: Impact of Emotional Appeals in Recruiting Advertisement: A Cross-Culture Study | **Jing Han**, Peking U.

→ IM: Examining Implicit Leadership Theories in Japan and the U.S. | **Tomoe Kono**, American Honda Motor Co., Inc.; **Karen Holcombe Ehrhart**, San Diego State U.; **Tressa Schultze**, San Diego State U.

→ IM: McClelland's Motives, Culture, and leadership: A cross cultural study of managers in 32 countries | **Hetty Van Emmerik**, Utrecht U.; **Dawn J. Fischer**, Texas Tech U.; **William L. Gardner**, Texas Tech U.; **Hein Wendt**, Hay Group bv

→ IM: The Proactive Sojourner: Proactive Personality, Adjustment, and the Role of Cultural Intelligence | **Ryan Fehr**, U. of Maryland, College Park; **Juliet Aiken**, U. of Maryland, College Park; **Xiafang Chen**, U. of Maryland, College Park

**1595** : (Paper Session) - (IP) **Organizational Routines**

8:30am - 10:20am Hilton Anaheim: Mezzanine 11

Facilitator: **Ofer Meilich**, California State U. San Marcos

📄 OMT: Routine Change as Framing and Politics | **Amit Nigam**, U. Toronto; **Brian R. Golden**, U. of Toronto

📄 OMT: The Origins of Organizational Routines | **Peter Bryant**, Macquarie U., Sydney

- 🗂️➔🗂️🗂️**OMT**: The Dependable Transfer of Routines and Capabilities: A Performative View | **Luciana D'Adderio**, U. of Edinburgh

**1596 : (Paper Session) - (IP) Corporate Governance Across Cultures**

8:30am - 10:20am Hilton Anaheim: Mezzanine 12

Facilitator: **James H. Biteman**, Tulane U.

- ➔🗂️**IM**: Board Reform in Korea : An Institutional Perspective | **Jootae Kim**, Dankook U.; **Amon Chizema**, Loughborough U.

- ➔🗂️🗂️**IM**: China & Estonia in Flux: is this a valid basis for comparison...? | **Ruth Alas**, Estonian Business School; **Wei Sun**, Estonian Business School; **Sudi Sharifi**, Salford Business School

- ➔🗂️**IM**: Cross-Cultural Comparison Of Nonverbal Communication Of Charismatic Leadership Between Hungary & US | **Mary Ann Gaal**, New Hampshire State U. System; **Lee W. Lee**, Central Connecticut State U.

- OMT**: Exploration and Exploitation Alliances and Performance in Telecommunications Industry | **Jisung Kim**, Fordham U.

- ➔**GDO**: Comparing Relational Models Across Cultures: Mexican Maquiladora and US/CAN Parent Company Managers | **Mark D. Woodhull**, Schreiner U.; **Debra J. Louis**, TUI U.; **Alan P. Fiske**, UCLA

**1597 : (Paper Session) - (IP) Understanding the Construction of Organization Fields and Markets**

8:30am - 10:20am Hilton Anaheim: Mezzanine 2

Facilitator: **Rodney Lacey**, U. of California, Davis

- 🗂️**OMT**: The Growth of an OSS Community: An Organizational Life Cycle Perspective | **Sladjana Vujovic**, Aarhus School of Business, U. of Aarhus

- 🗂️**OMT**: Bounded by Legacy: Prior Experience and the Emergence of Market Logics | **June-Young Kim**, Marquette U.; **Phillip H. Kim**, U. of Wisconsin-Madison; **Jay O'Toole**, U. of Wisconsin, Madison

- 🗂️**OMT**: Regulation, Infrastructure and Markets: Clearing and Settlement in Europe 1995 to 2007 | **Holger Sommerfeldt**, Oxford U.

- ➔**OMT**: The Scottish Book Publishing Industry: Understanding an Institutional Field | **Elizabeth Gullede**, U. of St Andrews; **Barbara Townley**, U. of St Andrews

**1598 : (Paper Session) - (IP) Knowledge and Practice**

8:30am - 10:20am Hilton Anaheim: Mezzanine 3

Facilitator: **Sotirios Paroutis**, Warwick Business School

- 🗂️➔🗂️🗂️**BPS**: Towards a New Conceptualization of Value in Business Markets | **Andreas Hinterhuber**, U. Commerciale L. Bocconi; **Hans H Hinterhuber**, U. of Innsbruck, Department for Strategic Management

- 🗂️🗂️🗂️**BPS**: Are We Asking the Right Questions?: Closing the Academic/Practitioner Gap in Strategic Management | **Nicholas O'Regan**, Bristol Business School; **Tim Hughes**, Bristol Business School; **David Wornham**, Bristol Business School

- 🗂️**BPS**: Better Lucky Than Good? The Role of Luck in Strategy-Performance Research | **John A Parnell**, U. of North Carolina, Pembroke; **Eric B. Dent**, U. of North Carolina, Pembroke

- 🗂️🗂️**BPS**: Phronetic Strategy Research | **Chengwei Liu**, U. of Cambridge

- 🗂️➔🗂️**BPS**: Perceived Environmental Uncertainty, Strategy-Making and Organization Performance | **Timothy F. O'Shannassy**, RMIT U.

- 🗂️**BPS**: Strategic Practices | **Janis Hilaricus**, Conservatoire National des Arts et Métiers

**1599 : (Paper Session) - (IP) Management Challenges of Emerging Countries**

8:30am - 10:20am Hilton Anaheim: Mezzanine 4

Facilitator: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad

- 🗂️➔**IM**: The Gathering Storm: Chinese Standards Wars and MNC Battle Strategies | **Patrick J. Murphy**, DePaul U.; **Bin Jiang**, DePaul U.

- 🗂️**OMT**: Understanding the Enigma of Clique Formation in Chinese Business Organizations | **Kuan-Cheng Chen**, Department of Business Administration, Shih Hsin U.

- ➔**BPS**: Varying Significance of Guanxi in Doing Business in China | **Jianjun Zhang**, Peking U.

- ➔**IM**: Culture, Institutions and Economic Outcomes: An Explorative Study | **Veneta Andonova**, U. de los Andes, Colombia; **Hernando Zuleta**, U. del Rosario, Colombia; **Marly Castillo**, U. de los Andes, Colombia

- 🗂️**OMT**: An Investigation of Shanghai Banking Industry from 1823 to 1940 and the Demise of Piao-hao Firms | **Zhen Yang**, Department of Management of Organizations, HKUST

**1600 : (Paper Session) - (IP) Strategy, Technology, and Innovation in Firms**

8:30am - 10:20am Hilton Anaheim: Mezzanine 5

Facilitator: **Mark J. Ahn**, Victoria U. of Wellington

- 🗂️**TIM**: Technological change and the negative effects of embeddedness | **Rosa Grimaldi**, U. of Bologna; **Allan N Afuah**, U. of Michigan

- 🗂️🗂️**TIM**: When does community participation enhance the performance of open source software companies? | **Wouter Stam**, VU U. Amsterdam

- 🗂️**TIM**: Exploring Differences among Start-ups and Established Firms in Innovation Behaviour in the UK | **Paola Criscuolo**, Imperial College London; **Ammon Salter**, Imperial College London; **Nicos Nicolaou**, Imperial College London

- 🗂️🗂️🗂️**TIM**: Putting a Value on Openness: The Effect of Product Source Code Releases on the Market Value of Firms | **Oliver Thorsten Alexy**, Technical U. of Munich

- OMT**: Nascent Entrepreneurs, Entry Mode, Uncertainty and Real Options | **Tandy M. Dilworth**, U. of Colorado, Boulder

- 🗂️**OMT**: Exploring the Solution: The Contextual Effect on Innovativeness in Financial Service Companies | **Suechin Yang**, National Cheng Kung U.

**1601 : (Paper Session) - (IP) Network Structure**

8:30am - 10:20am Hilton Anaheim: Mezzanine 6

Facilitator: **Polly S. Rizova**, Willamette U.

- OMT**: Interorganizational Networks and Industry Disruption: How Network Structure Impacts Change | **Christine Deborah Bataille**, McGill U.



- **OMT: Network Dynamics, Network Resource and Innovation** | **Cheng-Min Chuang**, National Taiwan U.; **Kuen-Shiou Yang**, National Taiwan U.
- 📖 **OMT: Cooptation or Control: Directorship Interlock in the Emerging Economy of China** | **Bing Ren**, Nankai U. Tianjin, China; **Kevin Au**, Chinese U. of Hong Kong
- 🔗 **TIM: The Joint Role of Conflict and Social Capital in Innovation** | **Dirk De Clercq**, Brock U.; **Narongsak Thongpapanl**, Brock U.; **Dimo Dimov**, U. of Connecticut
- OMT: Similarity, Competition, and Attraction: Homophily Revisited** | **Balazs Kovacs**, Stanford U.; **Michael Macy**, Cornell U.

**1602 : (Paper Session) - (IP) Organizational Structures and Form**

8:30am - 10:20am Hilton Anaheim: Mezzanine 7

Facilitator: **Linda M. Cohen**, U. of Pennsylvania

- BPS: The Application of Organizational Theories to Crisis Preparedness** | **Jeffrey Joseph Haynie**, Auburn U.
- 🗨️ **OMT: Exploratory Search in Mature Firms: Selecting Appropriate Structural Contexts.** | **Sebastian Raisch**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen
- 📖 **BPS: Achieving High Growth and High Performance Simultaneously** | **Hock-Tee Koh**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Pi-Shen Seet**, U. of Adelaide; **Joo-Seng Tan**, Nanyang Technological U.
- BPS: Strategic and Environmental Complexity and the Decision to Divest** | **Joseph B. Beck**, U. of California, Irvine

**1603 🗨️📖: (MC) Management consultant, competencies and power**

8:30am - 10:20am Anaheim Marriott: Platinum 3

Moderator: **Leon De Caluwe**, Vrije Universiteit/Twynstra

- Management consultants and competencies: what do they need in their assignments? | **Elsbeth Reitsma**, Free U.; **Leon De Caluwe**, Vrije Universiteit/Twynstra; **Ben Emans**, Groningen U.

Presenters: **Elsbeth Reitsma**, Free U.; **Ben Emans**, Groningen U.

**1604 → 🗨️📖: (Paper Session) - (MOC) Cross-Cultural Cognitive Research**

8:30am - 10:20am Anaheim Marriott: Elite 2

Chair: **Konstantinos Kostopoulos**, Athens U. of Economics and Business

Discussant: **Markus Vodosek**, U. of Utah

- 📖 Distinguishing Roles of Culture and Language in Patterns of Social Inference | **Aurelia Mok**, Columbia U.; **Michael Morris**, Columbia U.
- 📖 Is Entrepreneurial Behavior Culturally Bound? A Comparative Study of Turkey and the United States | **Banu Ayse Goktan**, U. of North Texas; **Ekin Alakent**, Chapman U.
- 🔗 Does Nationality Matter in Transnational Teams? Conceptualizing Barriers to Knowledge Seeking | **Jonathon N. Cummings**, Duke U.; **Martine Haas**, U. of Pennsylvania
- 🗨️📖 If Maturana, Varela, and Deleuze Visited Japanese IT Workplaces | **Nobuyuki Chikudate**, Hiroshima U.

**1605 : (Paper Session) - (OB) Commitment in Organizations: New Developments**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon A

Chair: **Jose Lejarraga**, Universidad Carlos III de Madrid

Discussant: **Jian Min Sun**, Renmin U. of China

- 🗨️ → 🗨️📖 Tapping and Mapping Financial Consultants' High Commitment Behavior | **Elfi Ettinger**, U. of Twente; **Rolf Van Dick**, U. of Frankfurt; **Celeste P. M. Wilderom**, U. of Twente
- Valued Career Development Practices: Their Influence on Organizational Commitment | **Mary Bambacas**, U. of South Australia
- 📖 Multiple Commitments in the Turkish Context: Compatibility or Cultural Hypothesis? | **Zahide Karakitapoglu Aygun**, Bilkent U.; **Celile Itir Gogus**, Bilkent U.
- The Effect of Organizational Commitment on Unit Level Performance and Absence | **Neil Conway**, London U., Birkbeck; **Rob B. Briner**, U. of London

**1606 📖: (Paper Session) - (OB) Equity Revisited**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon B

Chair: **Marie Gould**, Peirce College

Discussant: **Stephen M Garcia**, U. of Michigan

- 📖 Gender Differences in Perceived Equity: Females are More Other-regarding than Males | **Michael Edmond Price**, Brunel U.
- On the Nature of Equity Sensitivity | **Shannon G. Taylor**, Louisiana State U.; **Kerry S. Sauley**, Louisiana State U.
- 📖 Harnessing Social Comparisons in the Workplace: When and How Upward Comparisons Affect Performance | **Camille Johnson**, San Jose State U.; **Diederik A Stapel**, Tilburg U.
- 📖 Reward Evaluative State: The Trigger to Equity Theory Principles | **Kimberly K. Merriman**, Penn State Great Valley U.

**1607 🗨️📖: (OB) Professional Image Construction and Culturally-influenced Grooming Choices**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon C

Organizer: **Olenda E Johnson**, U.S. Air Force Academy

Discussant: **dt ogilvie**, Rutgers U.

Participants: **Tracy L. Dumas**, Emory U.; **Claudia J. Ferrante**, U.S. Air Force Academy; **Ashleigh Shelby Rosette**, Duke U.

**1608 📖: (Paper Session) - (OB) Socialization: New Perspectives**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon D

Chair: **Vickie Coleman Gallagher**, Northern Kentucky U.

Discussant: **Sungwon Choi**, Louisiana State U.

- 🗨️ Conflict, Ambiguity, and Change: Bringing in the Cultural Context in Socialization | **Jina Mao**, Boston U.
- 🗨️📖 The Influence of Realistic Job Previews on Employee Performance Goals | **Stephanie Pane**, Texas A&M U.
- 🗨️ Exploring the Relationship Between Employee Socialization and Role-Based Performance | **Delmonize Antonio Smith**, Rochester Institute of Technology; **Diane E. Johnson**, U. of Alabama, Tuscaloosa
- 🗨️📖 A Goal Orientation Framework for Proactive Learning and Socialization | **Gerard Beenen**, Carnegie Mellon U.

**1609 📖: (Paper Session) - (OB) Research on CEOs**

8:30am - 10:20am Hilton Anaheim: Capistrano B

Chair: **Daria Golebiowska-Tataj**, Warsaw U. of Technology

Discussant: **Christian J. Resick**, Drexel U.

- 📖 CEO Values, Leadership, and Middle Level Manager Behaviors: A Longitudinal Multilevel Test | **Robert C Liden**, U. of Illinois, Chicago; **Ping Ping Fu**, Chinese U. of Hong Kong; **Jun Liu**, Renmin U.; **Jiwen Song**, Renmin U. of China; **Lan Li**, Chinese Entrepreneur Survey System
- 📖 CEO Close and Distant Transactional and Transformational Leadership at the Post Merger Integration | **Aleksey A. Tikhomirov**, State U. of New York, Binghamton; **William D. Spangler**, State U. of New York, Binghamton
- 📖 Emergence and Performance of CEO Visionary Charismatic and Transformational Leadership in Mergers | **Aleksey A. Tikhomirov**, State U. of New York, Binghamton; **William D. Spangler**, State U. of New York, Binghamton
- 📖 → 🗣️ CEO Leadership Behaviors and Top-level Manager Support | **Jiwen Song**, Renmin U. of China; **Joshua B. Wu**, U. of Miami

**1610** 📖: (Paper Session) - (OB) **Cross-Cultural Research**

8:30am - 10:20am Hilton Anaheim: El Capitan A

Chair: **Stacey R. Fitzsimmons**, Simon Fraser U.

Discussant: **Kathryn H. King-Metters**, Emory U., Gozuieta Bus Sch

- 📖 Do Cultural Characteristics Affect the Relationship between Self and Others' Ratings of Leadership? | **Leanne Atwater**, Arizona State U.; **Mo Wang**, Portland State U.; **James W Smither**, La Salle U.; **John W. Fleenor**, Center for Creative Leadership
- 📖 → 🗣️ Thinking Globally, Leading Locally: A Comparison of Chinese, Indian, and Western Leadership | **Betzaluz Gutierrez**, Hay Group; **Signe Spencer**, Hay Group; **Guorong Zhu**, Hay Group
- 📖 The Moderating Role of Cultural Intelligence on the Fit of Asian Americans in the Workplace | **Mui Dora Luk**, City U. of Hong Kong; **Gloria J. Miller**, U. of Wisconsin Milwaukee; **Margaret Shaffer**, U. of Wisconsin, Milwaukee
- 📖 Where Do They Get It From? - Exploring Construct and Correlates of Cultural Intelligence | **Lu M Shannon**, U. College Dublin, Ireland; **Thomas M Begley**, U. College Dublin

**1611** 📖: (Paper Session) - (OB) **Compensation and Rewards**

8:30am - 10:20am Hilton Anaheim: El Capitan B

Chair: **David Douglas Walker**, U. of British Columbia

Discussant: **Katherine A DeCelles**, U. of Michigan

- 📖 On the Folly of Rewarding A+, While Only Needing A. | **Long Wang**, Northwestern U.
- 🗣️ Compensation Systems through the Lens of Self-Determination Theory: Reconciling 35 Years of Debate | **Marylene Gagne**, Concordia U.; **Jacques Forest**, ESG-UQAM
- Even Though We Ain't Got Money: Financial Security at Work and Home | **Timothy P. Munyon**, Florida State U.
- 🗣️ Effect of explanation on informational justice perceptions and learning in compensation change | **James Hamilton Dulebohn**, Michigan State U.; **Brian Murray**, U. of Dallas; **Mark V Roehling**, Michigan State U.; **Steve Werling**, U. of Texas, San Antonio

**1612** 📖: (Paper Session) - (OB) **Generational Differences and Older Workers**

8:30am - 10:20am Hilton Anaheim: Laguna A

Chair: **Chetan Joshi**, U. of Western Ontario

Discussant: **Zoe Barsness**, U. of Washington, Tacoma

- 🗣️ Fit to be Motivated? Developmental Regulation of Person-Environment Fit in Older Workers' Motivation | **Christian Stamov Roßnagel**, Jacobs U. Bremen; **Guido Hertel**, U. of Wuerzburg
- 📖 Work And Family Experiences Over Time: Why Key Life Stages Influence Work-Family Conflict | **Ann Huffman**, Northern Arizona U.; **Satoris S. Youngcourt**, Kansas State U.; **Carli M. Moncher**, Northern Arizona U.; **Jaime Henning**, Eastern Kentucky U.; **Adrian Goh**, U. of North Carolina at Charlotte
- Leaders' Perspectives on Intergenerational Teams: A Case Study in the Energy Industry | **Eden Tekie**, Jacobs U. Bremen; **Christian Stamov Roßnagel**, Jacobs U. Bremen
- 📖 Productively Managing Age Heterogeneous Teams: The Moderation of Transformational Leadership | **Florian Kunze**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

**1613** 📖: (Paper Session) - (OB) **Attracting, Selecting, and Joining Up**

8:30am - 10:20am Hilton Anaheim: Laguna B

Chair: **Aarti Ramaswami**, Indiana U. Bloomington

Discussant: **Ramon J. Aldag**, U. of Wisconsin, Madison

- 📖 Correspondence Bias in Selection Decisions | **Zachariah Steven Sharek**, Carnegie Mellon U.; **Sam Swift**, Carnegie Mellon U.
- 📖 Network Contingencies in the Hiring Process – Trust, Control, and Obligations | **Zun Tang**, Cornell U.
- Interpersonal Sensitivity and Information Sharing During Layoffs: Effects on Job Seekers | **Rainer Seitz**, Self-employed; **Donald M Truxillo**, Portland State U.; **Talya N. Bauer**, Portland State U.; **Robert R Sinclair**, Portland State U.

**1614** 📖 JS: (OB, ODC) **Leading-Up: Exploration and Development of a New Construct**

8:30am - 10:20am Hilton Anaheim: Pacific Pavilion A

Chair: **Mary Uhl-Bien**, U. of Nebraska

Discussant: **Boas Shamir**, Hebrew U. of Jerusalem

- The Role of Implicit Leadership Theories in Enhancing Leadership Participation | **David V. Day**, U. of Western Australia
- Political Skill and Leading-Up | **Darren C. Treadway**, State U. of New York, Buffalo; **Jacob W. Breland**, U. of Idaho
- Followers as Leaders: Self-Definitions, Autonomy and Proactive Behavior | **Elizabeth Wolfe Morrison**, New York U.; **Tina R Opie**, New York U.; **Michaéla C. Schippers**, RSM Erasmus U.
- Toward Developing a Profile of Upward Leadership | **Melissa K. Carsten**, U. of Nebraska; **Mary Uhl-Bien**, U. of Nebraska
- Presenters: **David V. Day**, U. of Western Australia; **Darren C. Treadway**, State U. of New York, Buffalo; **Elizabeth Wolfe Morrison**, New York U.; **Melissa K. Carsten**, U. of Nebraska

**1615** 📖: (Paper Session) - (OCIS) **The Role of Theory and Theory Development in OCIS Research**

8:30am - 10:20am Anaheim Marriott: Elite 1

Chair: **Bijan Azad**, American U. of Beirut

Discussant: **Susan Winter**, Portland State U.

- 📖 What Makes a Reference Discipline? Investigating the Role of Theory Adaptation | **Morten Thanning Vendelo**,

Copenhagen Business School; **Annette Kjaergaard**, Copenhagen Business School

☛ Process Virtualization: A Theme and Theory for the Information Systems Discipline | **Eric Overby**, Georgia Institute of Technology; **Benn Konsynski**, Emory U.

📄 Typifying the Setting in IS Intensive Research: A Structural Framework | **Juan Rodon**, ESADE- Ramon Llull U.; **Feliciano Sese**, ESADE- Ramon Llull U.

☛ Ghosts in the Shell: A Theory of the Technologies for Meaningful Organizations. | **David Touve**, Vanderbilt U.

**1616** 📄: (Paper Session) - (OCIS) **Information and Knowledge Sharing**

8:30am - 10:20am Anaheim Marriott: Elite 3

Chair: **Jeffrey Moretz**, U. of Texas at Austin

Discussant: **Brad Crisp**, Abilene Christian U.

📄 Knowledge sharing in a virtual work environment | **Timothy Golden**, Rensselaer Polytechnic Institute; **Sumita Raghuram**, Pennsylvania State U.

➔ 📄 A typology of knowledge sharing networks in practice | **Robert M. Verburg**, Delft U. of Technology

📄 Motivations for Information Sharing through Digital Repositories in Small Project Groups | **Meikuan Huang**, Cali State U., Stanislaus

**1617** 📄: (Paper Session) - (ODC) **Culture, Climate and Values**

8:30am - 10:20am Anaheim Marriott: Platinum 2

Chair: **Jean SK Lee**, CEIBS

Discussant: **Frances A Viggiani**, Alfred U.

☛ 📄 Psychological change climate as a crucial catalyst of readiness for change | **Dave Bouckennooghe**, Vlerick Leuven Gent Management School; **Geert Devos**, Ghent U.

📄 The change climate questionnaire: scale development | **Dave Bouckennooghe**, Vlerick Leuven Gent Management School; **Geert Devos**, Ghent U.

☛ 📄 Civility, Respect, Engagement in the Workforce (CREW): OD Intervention at 28 VA Facilities | **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Christopher Ward**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs; **Linda Belton**, U.S. Department of Veterans Affairs

Perceived Values Congruence and Employee Support for Organizational Change | **Eric Lamm**, San Francisco State U.; **Judith R Gordon**, Boston College

**1618** 📄: (Paper Session) - (OM) **Outsourcing & Offshoring**

8:30am - 10:20am Anaheim Marriott: Newport & Rancho Las Palmas

Coffee provided by Sam and Irene Black School of Business, Penn State U.

Chair: **Wendy van der Valk**, Eindhoven U. of Technology

☛ 📄 Supply Chain Governance in a Creative Industry: Offshore Sourcing of Special and Visual Effects | **Paul Skilton**, Arizona State U. Polytechnic

📄 How to NOT manage outsourced business services: Developing sufficient condition hypotheses | **Wendy van der Valk**, Eindhoven U. of Technology; **Mirjam I. Kibbeling**, Eindhoven U. of Technology; **Arjan J. van Weele**, Eindhoven U. of Technology

📄 An Empirical Study on Sourcing in Emerging Countries from the Resource-based View | **Evi Hartmann**, European Business School; **Lydia Bals**, European Business School; **Gernot Kaiser**, European Business School

☛ ➔ 📄 Do Managers Look Beyond Cost? The Use of Best-Worst Scaling to Examine Outsourcing Decision-Making | **Nidhida Perm-Ajchariyawong**, AGSM-Australian School of Business; **Timothy Michael Devinney**, AGSM-Australian School of Business

**1619** ➔ 📄: (Paper Session) - (OMT) **Pay for Performance? Compensation across Nations**

8:30am - 10:20am Anaheim Marriott: Suite 312

Chair: **Steven Boivie**, U. of Arizona

Discussant: **Eiston Lo**, U. of British Columbia

➔ The Institutional Logic Behind Executive Compensation in China | **Li Sun**, U. of Texas at Dallas; **Mike Peng**, U. of Texas at Dallas

➔ Do Europeans Shy Away from Competition? Types of Contestants and the Structure of Tournaments | **Steffen H. Brenner**, Humboldt-U. Berlin

📄 Managerial Incentives and Union Presence | **Konstantinos Tzioumis**, London School of Economics and Political Science

☛ 📄 Profits and Pay at Large U.S. Corporations | **Taekjin Shin**, U. of California, Berkeley

**1620** 📄 JS: (OMT, BPS) **Why should Organization Scientists Care about the Philosophy of Science?**

8:30am - 10:20am Anaheim Marriott: Platinum 10

Organizers: **Teppo Felin**, Brigham Young U.; **Mikko Ketokivi**, Helsinki U. of Technology; **Saku Mantere**, Swedish School of Economics and Business Administration

Discussant: **Thomas C. Powell**, Oxford U.

Reasoning as Rhetoric in Organization Science | **Mikko Ketokivi**, Helsinki U. of Technology; **Saku Mantere**, Swedish School of Economics and Business Administration

Why and How do Theory Groups Get Ahead in Organization Science? | **Mihnea Calin Moldoveanu**, U. of Toronto

Brokerage in Closed versus Open Knowledge Production Systems | **Mary Dunn**, U. of Texas at Austin; **Martin J. Kilduff**, U. of Cambridge

Managerial Rationality between Clouds and Clocks:

Implications for the Organizational Sciences | **Teppo Felin**, Brigham Young U.; **Nicolas Foss**, Copenhagen Business School

Participants: **Mary Dunn**, U. of Texas at Austin; **Nicolas Foss**, Copenhagen Business School; **Martin J. Kilduff**, U. of Cambridge; **Mihnea Calin Moldoveanu**, U. of Toronto

**1621** 📄: (Paper Session) - (PNP) **The challenges of the "ask" in giving campaigns**

8:30am - 10:20am Anaheim Marriott: Orange County 4

Chair: **Dean F. Eitel**, DePaul U.

📄 Giving and Getting: Charitable Activity and Public Assistance | **Chao Guo**, U. of Georgia; **Laura Peck**, Arizona State U.

➔ 📄 Fashion with a fight: Poverty management, competition and innovation in the development industry | **Nilima Gulrajani**, London School of Economics

Public Service Motivation in Giving and Volunteering Decisions | **Richard Michael Clerkin**, North Carolina State U.; **Sharon Paynter**, Brown U.; **Jami Taylor**, Ohio U.

**1622** : (Paper Session) - (SIM) **Transparency**

8:30am - 10:20am Anaheim Marriott: Orange County 2

Facilitator: **Chi Anyansi-Archibong**, North Carolina A&T State U.

Corporate Transparency: The new IT-Driven Ethics? | **Antonino Vaccaro**, Carnegie Mellon U.; **Peter Madsen**, Carnegie Mellon U.

Social auditing as appropriation of stakeholder knowledge | **Michelle Greenwood**, Monash U.; **Ken N. Kamoche**, Nottingham Business School/Nottingham Trent U.

→ Toward a Model to Compare and Evaluate Accountability Standards - The Case of the UN Global Compact | **Andreas Rasche**, Helmut Schmidt U.; **Michael Behnam**, Suffolk U.

Do you see what I see? Stakeholder understandings of Corporate Social Responsibility | **Colin Patrick Higgins**, Victoria U.

**1623** : (Paper Session) - (SIM) **Education and Social Issues**

8:30am - 10:20am Anaheim Marriott: Orange County 3

Facilitator: **Robert Krug**, St. Joseph's College, NY

Understanding Divergence in Corporations' and Business Schools' Expressions about Social Issues | **Lori Kiyatkin**, U. of Maryland; **Rhonda K. Reger**, U. of Maryland; **J Robert Baum**, U. of Maryland

A Survey of CSR Education: Trends, Comparisons, Processes | **Marc Oliver Orlitzky**, Nottingham U. Business School; **Jeremy Moon**, Nottingham U. Business School

→ Back to Basics: The Importance of Meta-ethics in Teaching Business Ethics | **Soren Henrik Wenstop**, Norwegian School of Econ. and Bus. Admin.; **Yujie Qi**, Shijiazhuang Railway Institute

Developing Responsible Leaders as Agents of World Benefit: Learnings from Project Ulysses | **Thomas Maak**, INSEAD / U. of St. Gallen; **Nicola M. Pless**, INSEAD / U. of St. Gallen

**1624** → JS: (SIM, IM, BPS) **Asking the Right Questions: Moving Base of the Pyramid Research and Practice Forward**

8:30am - 10:20am Anaheim Marriott: Orange County 1

Organizer: **Madhubalan Viswanathan**, U. of Illinois

From Subsistence Marketplaces to Sustainable Marketplaces | **Madhubalan Viswanathan**, U. of Illinois

A Survey of "BOP as Producer" Ventures | **Ted London**, U. of Michigan

Private Enterprise Solutions to Poverty Alleviation | **Mark B. Milstein**, Cornell U.

**1625** → : (Paper Session) - (TIM) **Technological Strategy**

8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon G

Chair: **Francois Therin**, Euromed Marseille-School of Management

Discussants: **Terri Griffith**, Santa Clara U.; **Michael J. Mannor**, U. of Notre Dame; **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Chieh-Yu Lin**, Chang Jung Christian U.; **Jennifer Woolley**, Santa Clara U.

Google.cn and China: What we can learn about innovation and society | **Kirsten Edrie Martin**, Catholic U. of America

→ Outside Directors and R&D investment: An Experience after the Corporate Governance Reform in Korea | **Ji-Hwan Lee**, KAIST Business School; **Yoo Chang Shin**, Korea Advanced Institute of Science & Technology

Does Perceived Mattering Matter in Technology Use at Individual and Communities of Practice levels? | **Sheng-Tsung Hou**, Feng Chia U.; **Hsueh-Liang Fan**, National Chengchi U., Taiwan

User Involvement and Information Systems Success: A Review of the Construct and Meta-Analysis | **Shaji Khan**, U. of Missouri at Saint Louis; **Jintong Tang**, Saint Louis U.

Balancing specialized and generic capabilities in the provision of integrated solutions | **Federica Ceci**, U. G. d'Annunzio; **Andrea Masini**, London Business School

**1626** : (Paper Session) - (TIM) **Human Resource Leadership Issues**

8:30am - 10:20am Anaheim Marriott: Platinum 7

Chair: **Aija Elina Leiponen**, Cornell U.

Discussants: **Debasis Sengupta**, Philips Electronics Singapore Pte Ltd; **Etienne Musonera**, Eastern New Mexico U.; **Peter Jack Gallo**, U. of North Carolina; **Silvia Dorado**, U. of Rhode Island

Leadership in Electronic Networks: Toward an Integration of Behavior and Structural Approaches | **Sri Kudaravalli**, U. of Maryland; **Samer Faraj**, McGill U.; **Molly Wasko**, Florida State U.

Top Management & Information Systems: A Grounded Theory Study of the Irish Health Services | **John Anthony Loonam**, Dublin City U.; **Joe McDonagh**, Irish Management Institute / Trinity College Dublin

Uncovering SME Innovation Logics and Practices | **Patricia Wolf**, ETH Zurich and Lucerne School of Business; **Jens O. Meissner**, Lucerne School of Business

Innovation: Leadership, Capabilities and Outcomes | **Mary M Crossan**, U. of Western Ontario; **Marina Apaydin**, Richard Ivey School of Business, U. of Western Ontario

**1627** : (Paper Session) - (TIM) **High Technology and Software industry studies**

8:30am - 10:20am Anaheim Marriott: Platinum 8

Chair: **Xueyuan Adrian Liu**, Wuhan U.

Discussants: **Alla L Wilson**, East Stroudsburg U.; **Arijit Sikdar**, U. of Wollongong in Dubai; **Denise Eggersman**, Capella U.; **Dali Ma**, Drexel U.

Performance determinants of biotechnology firms: Evidence from the Finnish biotechnology industry | **Joonas M.J. Järvinen**, Helsinki U. of Technology

A Microstructural Perspective of Knowledge Sourcing in Open Source Software Development | **George Kuk**, U. of Nottingham; **Aminul Ali**, U. of Nottingham

Contingency Effects of Strategy on Software Product Development Capabilities | **Mikko Rönkkö**, Turku Centre for Computer Science; **Markus Mikael Mäkelä**, Helsinki U. of Technology

Effect of Business Group Affiliation and Exporting on the Technology Capabilities of Software Firms | **Anna Lamin**, Northeastern U.



**1628 : (Paper Session) - (TIM) New Product Development and Adoption: Research and Development**

8:30am - 10:20am Anaheim Marriott: Platinum 9

**Chair: Rajiv Sharad Narvekar**, Infosys Technologies**Discussants: Grid Thoma**, CESPRI - Bocconi U.; **John M. Nord**, Colorado Technical U.; **Yansong Hu**, U. College Dublin→ 📄 Relative Impact of External-Internal Collaborations on R&D Performance | **Kazuhiro Asakawa**, Keio U.; **Hiroshi Nakamura**, Keio U.; **Naohiro Sawada**, Yokohama City U.🗣️ → 📄 Discovery: An Incremental Revolution | **Rebecca Minnillo**, Weatherhead School of Management ; **Richard J Boland**, Case Western Reserve U.🗣️ 📄 Technology S-Curves in Renewable Energies: Analysis and Implications for Industry and Government | **Melissa A Schilling**, New York U.; **Melissa Esmundo**, New York U.📄 Evaluation of an Innovation Program in Mexico | **Carlos Bazdresh Parada**, Centro de Investigacion y Docencia Economicas

🗣️ What are they thinking about R&amp;D? A Strategic Core Competence or An Operational Business Decision? |

**1629 : (Paper Session) - (TIM) Strategy and Technology**

8:30am - 10:20am Anaheim Marriott: Suite 315

**Chair: Mary C. Lang**, COMADRONA Communications, Inc.**Discussants: Luis Diestre**, U. of Southern California; **Charles K. Waterson**, U. of Nebraska, LincolnMulti-Cultural Innovation Teams – an Analysis of Effects of Cultural Differences within Teams | **Viviane Annette Winkler**, U. of Greifswald🗣️ → 🗣️ 📄 Spontaneous vs. Policy-Driven: The Origin and Evolution of the Biotechnology Cluster | **Yu-Shan Su**, Chang Jung Christian U.; **Ling-Chun Hung**, Shih-Hsin U.🗣️ 📄 Going Downstream? The High Value-added Service Strategies of the Manufacturing Service Industry | **Yuan-Chieh Chang**, National Tsing Hua U.; **Yi Chang Yang**, Shih Chien U.📄 Social Capital and Innovation: An Intra-Departmental Perspective | **Cristobal Casanueva**, U. de Sevilla, Spain; **M. Angeles Gallego**, U. de Sevilla, Spain**Wednesday 9:00AM****1630 : (Paper Session) - (BPS) Role of Power and Dominance in Governance**

9:00am - 10:20am Anaheim Marriott: Grand Ballroom - Salon H

**Chair: Irina Naoumova**, U. of Tennessee**Discussant: Xavier Castañer**, HEC Paris📄 Good Timing or Undue Influence? CEO Power, Institutional Ownership, and Stock Option Backdating | **Joseph E Coombs**, Texas A&M U.; **Curtis L Wesley II**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.; **Justin W. Webb**, Texas A&M U.📄 Competitive Readiness: Top Management Team Determinants and Performance Consequences | **Hao-Chieh Lin**, National Chung Cheng U.; **Ming-Jer Chen**, U. of Virginia→ Who Shall Determine Your Power? The Trio of Corporate Governance in Emerging Economies | **Heechun Kim**, Arizona State U.; **Hicheon Kim**, Korea U. Business School**1631 : (Paper Session) - (MED) Emerging Questions in Management Education**

9:00am - 10:20am Anaheim Marriott: Platinum 1

**Chair: Joann Krauss Williams**, Jacksonville State U.**Discussant: Jennifer Leigh**, Nazareth College🗣️ Finding Questions Through Researcher Sensemaking | **April Wright**, U. of QueenslandQuestioning Emotion: Unexplored Possibilities for Management Education | **Amanda Hay**, Nottingham Trent U.; **John Blenkinsopp**, U. of Teesside📄 What happens when management students are taught to question a materialist-individualist approach? | **Bruno Dyck**, U. of Manitoba; **Kent Walker**, I. H. Asper School of Business; **Frederick A Starke**, U. of Manitoba; **Krista Uggerslev**, U. of Manitoba🗣️ 🗣️ 📄 Embracing Ambiguity: Creating Portals to Enactment and Inquiry | **Kevin J Davis**, Air Force Academy; **James E Parco**, Air U.; **David A. Levy**, U.S. Air Force Academy; **Steven P Fraser**, Florida Gulf Coast U.**1632 : (Paper Session) - (ONE) Environmental Management**

9:00am - 10:20am Anaheim Marriott: Platinum 4

**Chair: Robert Sroufe**, Duquesne U.**Discussants: Tobias Hahn**, Institute for Futures Studies and Technology Assessment; **Dayna Simpson**, Oregon State U.🗣️ 📄 Looking at Environmental Management Strategies and Performance from a Different Perspective | **Gregory Lorton**, Navy BRAC Office/Alliant Intl U.📄 Economic and Environmental Efficiency of Solid Waste Management in Welsh SMEs | **Joseph Sarkis**, Clark U.; **Jeroen Dijkshoorn**, BRASS Institute, Cardiff U.; **James J Cordeiro**, State U. of New York, Brockport📄 Sanctions matter: The comparative performance of two voluntary environmental programs in Mexico | **Ivan Montiel**, U. of Texas Pan American; **Bryan W Husted**, York U.; **Irene Henriques**, York U.📄 Environmental Management and Collaboration Practices: A Strategic Supplier Typology | **Gregory Theyel**, California State U.; **Kay Hofmann**, Zeppelin U.**Wednesday 10:40AM****1633 : (Paper Session) - (BPS) New Directions in Corporate Governance**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon H

**Chair: Marne Lynn Arthaud-Day**, Kansas State U.**Discussant: Heather Elms**, American U.📄 An Illustration of Inductive Set-Theoretic Research in the Context of Corporate Governance | **John Stanley Marsh**, Rensselaer Polytechnic Institute; **Jarrett Emory Kotrozo**, Rensselaer Polytechnic Institute; **Judith Louise Walls**, U. of Michigan📄 The Contribution of Legal Theory to Management Research in Corporate Governance | **Luh Luh Lan**, National U. of Singapore; **Loizos Th. Heracleous**, U. of Warwick📄 Dual Mechanisms of Business Sustainability: Unique Effects and Simultaneous Effects | **Jijun Gao**, U. of Western Ontario

The Recommendation to Agree a Deductible for D&O Policies: A Signaling Theory of Code Compliance | **Till Talaulicar**, Technical U., Berlin

**1634** 🗄️➔🗄️JS: (CAR, IM, HR) **Career Transitions in Transition: Results from the "5C" Global Study**

10:40am - 12:00pm Hilton Anaheim: Capistrano A

Chair: **Jon P. Briscoe**, Northern Illinois U.

Across the World: A Globally Representative Framework of

Career Transitions | **Jon P. Briscoe**, Northern Illinois U.; **Katharina Chudzikowski**, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien; **Julie Unite**, Northern Illinois U.

Career Transitions in Stable Economies. A Five-Country Study in Three Occupational Groups | **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Katharina Chudzikowski**, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Mireia Las Heras**, Boston U.; **Enrique Ogliastrì**, IE and INCAE Business Schools; **Asya Pazy**, Tel Aviv U.; **Mami Taniguchi**, Waseda U.; **Julie Unite**, Northern Illinois U.

Career Transitions in Shifting Economic, Political and Social Contexts: Four Country Stories | **Jon P. Briscoe**, Northern Illinois U.; **Julie Unite**, Northern Illinois U.; **Rohayu Abdul-Ghani**, U. Kebangsaan Malaysia; **Biljana Bogicevic Miliikic**, Faculty of Economics Belgrade, Serbia; **June M. L. Poon**, U. Kebangsaan Malaysia; **Yan Shen**, Boston U.; **Jelena Zikic**, York U.

Macro Career Influences upon Career Transitions: The Case of China, Spain and the U.S. | **Douglas T. Hall**, Boston U.; **Yan Shen**, Boston U.; **Mireia Las Heras**, Boston U.; **Jon P. Briscoe**, Northern Illinois U.; **Julie Unite**, Northern Illinois U.

Career Transitions and HRM - Consequences from a Global Study on Careers | **Wolfgang Mayrhofer**, WirtschaftsU. Wien

**1635** 🗄️🗄️: (Paper Session) - (CMS) **Critical Management and Key Organizational Questions**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 13

Chair: **Martin P Brigham**, Lancaster U.

➔🗄️🗄️Varieties of Capitalism: Varieties of Inequality? The Social Consequences of CEO Power and Reward | **Thomas Clarke**, U. of Technology, Sydney

🗄️Who gets what? Milkovich and Newman's construction of compensation | **Sarah Stookey**, Central Connecticut State U.

🗄️Narrative and Ethics in Organizational Downsizing | **Carl Rhodes**, U. of Technology, Sydney; **Alison Pullen**, U. of Technology, Sydney; **Stewart Clegg**, U. of Technology, Sydney

🗄️🗄️Beyond Analytical Categories of Difference: Or, the Case for 'Strategic Essentialism' | **Ajmesh Prasad**, York U.

**Best Student Paper**

**1636** 🗄️🗄️: (Paper Session) - (CMS) **Critical Analyses of Organizations**

10:40am - 12:00pm Hilton Anaheim: Palos Verdes A

Chair: **Clive Smallman**, Lincoln U.

How do we read annual reports? A critical visual analysis |

**Michelle Greenwood**, Monash U.; **Brad Haylock**, Monash U.; **Peter Uhlenbruch**, Monash U.

🗄️Hitting the Jackpot (or Not): A Critical Analysis of Philadelphia's Casino Controversy | **Lisa Calvano**, Temple U.

🗄️➔🗄️🗄️Positive Organizational Scholarship: What is

Wrong with this Picture? A Critical View | **Latha Poonamallee**, Michigan Technological U.; **Anita Howard**, Case Western Reserve U.

Questioning Supply Chain Theory and Practice: A Critical Theory Approach to Supply Chain Instability | **Neil**

**Matthews**, Macquarie U. / Strategic design + Development; **Norma Harrison**, China Europe International Business School

**1637** 🗄️: (Paper Session) - (GDO) **Social Capital and Collective Knowledge in Diverse Groups**

10:40am - 12:00pm Hilton Anaheim: Malibu

Chair: **Amanda Brickman Elam**, Babson College

Discussant: **Sharron D Hunter-Rainey**, North Carolina Central U.

🗄️🗄️A Study of Race/Ethnicity as a Moderator of the Relationship between Social Capital and Satisfaction |

**Arjun Bhardwaj**, Richard Ivey School of Business; **Israr Qureshi**, U. of Western Ontario; **Seung Hwan Mark Lee**, U. of Western Ontario

🗄️🗄️Internal Social Capital, Task Characteristics, and Performance in Diverse R&D Teams | **Yun Yunhyung Chung**, U. of Idaho

🗄️Moderating Effect of Collective Knowledge in the Reduction of Opinion Diversity in Organizations | **Humphry Hung**, Hong Kong Polytechnic U.; **Theresa Lau**, Hong Kong Polytechnic U.

**1638** 🗄️: (Paper Session) - (GDO) **Individual Differences in Perceptions, Attitudes and Behavior**

10:40am - 12:00pm Hilton Anaheim: San Clemente

Chair: **Ruby L Beale**, Hampton U.

Discussant: **C Douglas Johnson**, Georgia Gwinnett College

🗄️Perceptions of Personality, Cognitive Ability, and Job Performance of Older versus Younger Workers | **Donald M Truxillo**, Portland State U.; **Elizabeth McCune**, Portland State U.; **Marilena Bertolino**, Università degli Studi di Trento; **Franco Fraccaroli**, Università degli Studi di Trento

➔The Impact of Individual Cultural Values on Coping Response to Role Conflict | **Taryn Lyn Stanko**, U. of Oregon

🗄️OCB Over Time: Why Some Employees May Be Better Citizens Than Others | **Diane Bergeron**, Case Western Reserve U.

**1639** 🗄️🗄️JS: (GDO, CAR) **Do Active Bystanders Have A Role In Making Diverse Organizations More Inclusive?**

10:40am - 12:00pm Hilton Anaheim: Redondo

Organizers: **Maureen A. Scully**, U. of Massachusetts; **Gina LaRoche**, INSPIRITAS

Discussant: **Stacy Blake-Beard**, Simmons College

Presenters: **Lynn Bowes-Sperry**, Western New England College; **Patricia Faison Hewlin**, Georgetown U.

**1640** : (Paper Session) - (HCM) **Training and Development of Health Care Leaders**

10:40am - 12:00pm Hilton Anaheim: Palos Verdes B

Chair: **Amy K. Yarbrough**, U. of Florida

Discussant: **Leonard H. Friedman**, Oregon State U.

🗄️🗄️The skills gap in hospital management: an analysis of the public and private sectors in South Africa | **Rubin Pillay**, U. of Western Cape

- 🗣️📄 Complex Leadership Competency in Healthcare: Toward Framing a Theory of Practice | **Randal Ford**, Spartanburg Healthcare System
- 🗣️📄 Using Leadership Development to Improve Quality and Efficiency In Health Care | **Ann Scheck McAlearney**, Ohio State U.

**1641** 🗣️➔📄: (HR) **Comparative Perspectives on HR and Line Manager Relationships and Their Effects on Employees**

10:40am - 12:00pm Hilton Anaheim: Coronado

*Chairs:* **Karin Sanders**, U. Twente, The Netherlands; **Steve Frenkel**, Australian Graduate School of Management

*Discussant:* **David Finegold**, Rutgers U.

The Impact of a “Strong HR System” on Employee and Organizational Outcomes | **David E Guest**, King’s College, U. of London

Knowledge and Trust-Based Climates: Effects on Work Group Performance Capacities and Performance | **William Cooke**, Michigan State U.; **David Meyer**, U. of Akron

How Managers Shape HR Practice Patterns and Outcomes | **Steve Frenkel**, Australian Graduate School of Management; **Paul James Gollan**, Maquarie U. and London School of Economics

The impact of consensus between Line and HR managers on the Satisfaction of employees | **Karin Sanders**, U. Twente, The Netherlands

*Presenters:* **David Meyer**, U. of Akron; **William Cooke**, Michigan State U.; **Paul James Gollan**, Maquarie U. and London School of Economics; **David E Guest**, King’s College, U. of London

**1642** 🗣️📄: (Paper Session) - (HR) **Team Based Human Resource Management**

10:40am - 12:00pm Hilton Anaheim: Huntington A

*Chair:* **Michelle K. Duffy**, U. of Minnesota

*Discussant:* **Amy E. Colbert**, U. of Iowa

🗣️📄 Antecedents of Cooperative Performance of Team Members: A Relationship Learning Perspective | **Yi-Ping Lin**, National Kaohsiung Marine U.; **Yu-Chuan Tung**, National Kaohsiung U. of Applied Sciences

Is Mixing Individual and Team Incentives the Best of Both Worlds or a Social Dilemma? | **Christopher M. Barnes**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **Dustin K. Jundt**, Michigan State U.; **Stephen Harmon**, Michigan State U.

Person-Team Fit and Team Performance as Moderators of the Relationship between LMX and Work Outcomes | **Jia Hu**, U. of Illinois at Chicago; **Grace Lemmon**, U. of Illinois, Chicago; **Goran Kuljanin**, Michigan State U.

🗣️📄 An Empirical Investigation of Human Capital and Performance: NCAA Men’s Basketball Teams | **Christopher Harris**, U. of Texas at Arlington; **Gary C. McMahan**, U. of Texas, Arlington

**1643** 🗣️➔🗣️📄: (HR) **Employee Voice and Performance: Which Voice Mechanisms Are Effective, and For What Outcomes?**

10:40am - 12:00pm Hilton Anaheim: Huntington C

*Organizers:* **Jaewon Kim**, Wharton School, U. of Pennsylvania; **Frits Pijl**, U. of Pittsburgh

*Chair:* **John Paul MacDuffie**, Wharton School, U. of Pennsylvania  
 Informal Employee Voice: Filling the Gaps or Reinforcing the Status Quo? | **Mick Marchington**, U. of Manchester; **Jane Suter**, U. of Manchester

Varieties of Voice and Workplace Outcomes: An Empirical Analysis Using British Workplace Data | **Alex Bryson**, Policy Studies Institute; **Rafael Gomez**, London School of Economics; **Tobias Kretschmer**, U. of Munich; **Paul Willman**, London School of Economics

Employee Voice and Performance in Nonunion Enterprises | **David Lewin**, U. of California, Los Angeles

Employee Voice Across Levels of Analysis: Contrasting Direct and Union Influence | **Jaewon Kim**, Wharton School, U. of Pennsylvania; **John Paul MacDuffie**, Wharton School, U. of Pennsylvania; **Frits Pijl**, U. of Pittsburgh

How Allowing Employees Decision Making Influence Affects Resident Wellbeing in Nursing Homes | **Darla Flint Paulson**, U. of Minnesota, Twin Cities

**1644** 🗣️📄 JS: (HR, ENT) **Human Resource Management in Entrepreneurial and Small Business Contexts**

10:40am - 12:00pm Hilton Anaheim: Huntington B

*Chair:* **Janice Molloy**, The Ohio State U.

*Discussant:* **Theresa Welbourne**, U. of Michigan

HR Services and Performance: The Moderating Impact of the Leader and Firm Attributes | **Brian S. Klaas**, U. of South Carolina; **Matthew Semadeni**, Kelley School of Business, Indiana U.; **Malayka Klimchak**, Winthrop U.; **Jeanne Johnson Holmes**, U. of South Carolina

HR Systems, Employee Outcomes and Firm Performance in Software Companies | **Christopher Collins**, Cornell U.; **Rebecca R. Kehoe**, Cornell U.

Entrepreneurial Firms: A Context for Creating and Testing a Relational Theory of the Firm | **Judith W. Tansky**, The Ohio State U.; **Theresa Welbourne**, U. of Michigan

**1645** ➔📄: (Paper Session) - (IM) **Intra-Organizational Relationships in Emerging Economies**

10:40am - 12:00pm Anaheim Marriott: Suite 304

*Chair:* **Jennifer Oetzel**, American U.

*Discussant:* **Lucio Baccaro**, MIT

The King and I: How Catching the eye of the King Helps Business Groups in Thailand | **Jeffrey Owen Herzog**, Cambridge U.; **Kamal Munir**, U. of Cambridge; **Paul Antony Kattuman**, Cambridge U.

🗣️📄 Prototypical Interactions Between Leaders and Followers: An Exploratory Study of Latin America | **Thomas Medcof**, York U.; **Ingo Holzinger**, York U.; **Randall B. Dunham**, U. of Wisconsin, Madison

🗣️📄 Business Group Affiliation and Internationalization of Emerging Market Firms | **Vikas Kumar**, Bocconi U.; **Torben Pedersen**, Copenhagen Business School; **Sumit Kumar Kundu**, Florida International U.; **Naveen Kumar Jain**, Florida International U.

🗣️📄 Entrenchment or evolution? The development of emerging market business groups | **Michael Carney**, Concordia U.; **Natalya Totskaya**, Concordia U.

**1646 : (Paper Session) - (IP) Transformational Leadership in Organizations**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 1

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

📖 **OB:** Leadership Behavior Mediates the Effects of Leader Character on Organizational Performance | **Marshall Sashkin**, George Washington U.; **Ayman El Tarabishy**, The George Washington U.

📖 **OB:** Transformational Leadership and Performance in Brazil: a Replication and Test of Mediating Processes | **Flavia Cavazotte**, IBMEC, Rio de Janeiro; **Jane Bernardo**, IBMEC, Rio de Janeiro

📖 → 🗣️ **OB:** Filmed Behavioral Intelligence of Leaders | **Celeste P. M. Wilderom**, U. of Twente; **Esther Klaster**, U. of Twente; **Joost van der Weide**, CPS Onderwijsontwikkeling en Advies; **Michel Ehrenhard**, U. of Twente; **Jeffrey N. Hicks**, U. of Twente

📖 **OB:** Transformational Leadership and Knowledge Workers' Multiple Commitment: Mediation-Moderation Effects | **Lale Gumusluoglu**, Bilkent U.; **Zahide Karakitapoglu Aygun**, Bilkent U.

**1647 : (Paper Session) - (IP) The Impact of Culture**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 10

**Facilitator: Kevin B. Lowe**, U. of North Carolina, Greensboro

📖 **OCIS:** The Social Organization of Intercultural Communication: Asking Ethnographic Questions | **Jakob Lauring**, Aarhus School of Business, U. of Aarhus; **Toke Bjerregaard**, Aarhus School of Business, U. of Aarhus

📖 **GDO:** What impedes knowledge sharing in culturally diverse organizations? Asking ethnographic questions | **Jakob Lauring**, Aarhus School of Business, U. of Aarhus; **Mona Toft Madsen**, U. of Aarhus

**IM:** Exploring the Influence of National Culture on Workplace Aggression | **Feruzan Syrus Irani**, Auburn U.

→ **IM:** Human Resource Practices and Perceived Organizational Support in the Peoples Republic of China | **Bronston T Mayes**, California State U. Fullerton; **Treena Gillespie**, U. of South Alabama; **Thomas W. Johnson**, California State U. Fullerton; **Jie Shen**, Monash U.

→ **GDO:** "When in Rome": Development of Cultural Intelligence and Cross-Cultural Competence | **Sheetal Singh**, U. of Maryland, College Park

**1648 : (Paper Session) - (IP) Individual and Strategic Eco-Response**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 11

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

🗣️ **ONE:** When Does Institutional Investor Activism Pay?: The Carbon Disclosure Project | **Eun-Hee Kim**, U. of Michigan; **Thomas P Lyon**, U. of Michigan

📖 **ONE:** Explaining workplace proenvironmental behaviors: The role of emotions, values and issue ownership | **Sally V. Russell**, U. of Queensland

→ **ONE:** Corporate environmental strategy: A complex adaptive systems perspective | **Frederik Dahlmann**, U. of Bath; **Stephen Brammer**, U. of Bath

**1649 : (Paper Session) - (IP) Cross Culture Management**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 12

**Facilitator: Tejinder K Billing**, Virginia State U.

→ **IM:** Organizational Commitment among Expatriates: Revisiting the Influence of Organizational Support | **Yuwen Liu**, ChungHsing U.; **Minu Ipe**, Arizona State U.

🗣️ → **IM:** Organizational Identity, Capabilities and Evolution: JTech's Transmission Systems Business in the US | **Christopher John Voisey**, MIT Sloan School of Management

**1650 : (Paper Session) - (IP) Compensation in Corporate Governance**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 2

**Facilitator: Ingrid Fulmer**, Georgia Institute of Technology**OMT:** Executive Compensation and Board Composition:

Employment-based Differences Among Directors | **Amanda J Sharkey**, Stanford U.

📖 **BPS:** How Executives Vary in Their Responses to Incentives: Toward a Theory of Person-Pay Interaction | **Adam J. Wowak**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

📖 **BPS:** The Impact of Executive Wealth and Compensation on Risk Propensity and Decision-making | **Joanna Tochman Campbell**, Texas A&M U.

**BPS:** The Effects of Motivational Orientations on CEO Selection of Compensation Arrangements | **Donald Joseph Schepker**, U. of Kansas

**1651 : (Paper Session) - (IP) Knowledge, Exploitation & Exploration**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 3

**Facilitator: Debbie Elizabeth de Lange**, U. of Toronto

**MOC:** The Brazilian Ethanol Sugar Industry: Exploitation or Exploration of Knowledge? | **Silvio Popadiuk**, U.

Presbiteriana Mackenzie; **Patricia G. Vidal**, U. Presbiteriana Mackenzie; **Fabia Santos**, U. Presbiteriana Mackenzie

**BPS:** Value Creation & Destruction through External Search: A Study of the US Medical Devices Industry | **Anuja Gupta**, U. of Pennsylvania

🗣️ **MOC:** Entrepreneurial, Managerial, and Academic Perspectives on Management Knowledge | **Robert Litchfield**, Washington and Jefferson College; **Richard John Gentry**, West Virginia U.

📖 **TIM:** Balancing Exploitation and Exploration | **Patrick Schulze**, RWTH Aachen U.; **Florian Heinemann**, RWTH Aachen U.; **Annas Abedin**, RWTH Aachen U.

📖 **MOC:** Does Exploration Enhance Creativity? The Role of Explorers & Exploiters in Organizational Creativity | **Poornima Krishnan**, U. of Illinois, Chicago; **Siddhartha Bhattacharyya**, U. of Illinois, Chicago; **Stellan Ohlsson**, U. of Illinois, Chicago

📖 **BPS:** Becoming the Best: By Beating the Best? | **Michele Simoni**, Parthenope U. of Naples; **Gianluca Vagnani**, U. of Rome; **Peter Moran**, AGSM-Australian School of Business

**1652 : (Paper Session) - (IP) MNC Management & Governance**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 4



- **IM:** Knowledge and financial resource flows: an empirical study of parent firm's transfers to subsidiary | **Qin Yang**, Robert Morris U.; **Ram Mudambi**, Temple U.; **Klaus Meyer**, U. of Bath
- **IM:** Mind your own business. The impact of active ownership | **Raul Barroso**, U. of Lausanne; **Daniel Oyon**, U. of Lausanne; **Antonio Dávila**, IESE Business School
- **IM:** Does Market-Oriented Matter from Partner Selection to Venture Performance? | **Feng Chuan Pan**, Tajen U.
- **IM:** Institutional duality and symbolic management of foreign subsidiaries in China | **Sunghoon Kim**, Australian School of Business

**1653 : (Paper Session) - (IP) Strategy, Technology, and Innovation**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 5  
 Facilitator: **A D Amar**, Seton Hall U.

- 🗨️ **TIM:** Innovating in the Value-Chain for Aquaculture | **Jay Sankaran**, U. of Auckland; **Suchi Mouly**, U. of Auckland
- TIM:** Inventive Process as a Recombinant Search over NK Landscape: Evidence from the Disk Drive Industry | **Martin Ganco**, U. of Illinois, Urbana-Champaign
- 🗨️ **TIM:** The Push Model of Open Innovation | **Sebastian Spaeth**, ETH Zurich; **Matthias Emmanuel Stürmer**, ETH Zurich
- TIM:** The Dynamic Interplay between Autonomy and Relatedness: Implications for NBD-Project Performance | **Henri Burgers**, Queensland U. of Technology/ RSM Erasmus U.
- TIM:** Measuring Distributed Innovation | **Nicholas Berente**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.; **Kalle Lyytinen**, Case Western Reserve U.
- 🗨️ **TIM:** Relative size, entry and exit of firms and search behavior | **Srikanth Paruchuri**, U. of Florida; **Gwendolyn Kuofang Lee**, U. of Florida

**1654 : (Paper Session) - (IP) Organizational Change and Transformation**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 6  
 Facilitator: **Dominie Garcia**, San Jose State U.

- 🗨️ **ODC:** Perfect Storm: A Cross-Level Study of Transformational Leadership During Scandal-Exacerbated Decline | **Richard Donald Cotton**, Boston College; **William B. Stevenson**, Boston College
- ODC:** Institutional Changes and Agribusiness Responses | **Erin G. Pleggenkuhle-Miles**, U. of Texas, Dallas
- ODC:** The Role of the Non-Discursive in Organizational Change | **Sara Varlander**, Stockholm U.; **Ali Yakhlef**, Stockholm U.
- 🗨️ **ODC:** How Giddens' Structuration can Become a Perspective of Continuity and Change | **Santa La Rocca**, U. di Bergamo
- ODC:** A Sensemaking Perspective on Rigour, Relevance and Organizational Change | **Ian Colville**, U. of Bath; **Annie Pye**, U. of Exeter
- 🗨️ **ODC:** Theorizing Institutional Change as a Built-in, Self-feeding Social Process | **Jade Yu-Chieh Lo**, U. of Southern California

- 🗨️ **ODC:** Alternative Approaches to Organizational Transformation | **Robert Chapman Wood**, San Jose State U.; **Osvald M. Bjelland**, Xyntheo and Leeds U. Business School

**1655 : (Paper Session) - (IP) Social Theorizing**

10:40am - 12:00pm Hilton Anaheim: Mezzanine 7

Facilitator: **Maarten van der Kamp**, Lancaster U.

- CMS:** Marketing and Subjectivity | **Per Skålén**, Karlstad U.
- CMS:** A qualitative study of timing and delays perception among software engineers | **Dariusz Jemielniak**, L.Kozminski Academy of Entrepreneurship and Management
- 🗨️ → **ODC:** Holistic Ontology: Epistemological Implications for Organizational Studies | **Latha Poonamallee**, Michigan Technological U.
- 🗨️ **CMS:** Realism or Constructionism?: Moving Pragmatically Beyond Questions We Should Not Ask | **Stratos E Ramoglou**, Cambridge U.
- 🗨️ → **ODC:** Knowing and Saving: Organizational Identification and Postcolonial Theory | **Kate M. Kenny**, U. of Cambridge
- CMS:** How to escape modernity? : An actor-network theory take on organizational forming | **Paul F Donnelly**, Dublin Institute of Technology
- 🗨️ **ODC:** The Role of Philosophy in Organization Studies | **Bent Meier Soerensen**, Copenhagen Business School; **Sverre Spoelstra**, Lund U.

**1656 → JS: (MC, OMT, CMS) Management Consulting Research: State of the Art and New Frontiers**

10:40am - 12:00pm Anaheim Marriott: Platinum 3

Chair: **Timothy Clark**, Durham U.

Coordinator: **Matthias Kipping**, Schulich School of Business, York U.

Participants: **Andreas Werr**, Stockholm School of Economics; **Alfred Kieser**, Mannheim U.; **Stefan Heusinkveld**, Radboud U. Nijmegen

**1657 (Paper Session) - (MED) How do Individuals Learn?: A Focus on Individual Differences, Self-evaluation, and Engagement**

10:40am - 12:00pm Anaheim Marriott: Elite 1

Chair: **Lynn Harland**, U. of Nebraska, Omaha

Discussant: **Marco Van-Gelderén**, Massey U. New Zealand

- 🗨️ **Narcissism in management education** | **Jacqueline Z Bergman**, Appalachian State U.; **Jim W. Westerman**, Appalachian State U.; **Joseph P Daly**, Appalachian State U.
- Core Self-Evaluations and Academic Performance: The Mediating Effect of Goal Orientation** | **Bart J. Debicki**, Mississippi State U.; **Tim Barnett**, Mississippi State U.; **Allison W Pearson**, Mississippi State U.; **Rodney Andrews Pearson**, Mississippi State U.
- An Interpersonal Examination of Self-Determination in the Classroom** | **Justin Kane Benzer**, Texas A&M U.; **Ryan Glaze**, Texas A&M U.; **Jaime Henning**, Eastern Kentucky U.; **Christopher J Hopwood**, Michigan State U.; **Mindy E. Bergman**, Texas A&M U.
- A Learning-Centered Course Design for Managing Stress and Developing Engagement** | **Kathi J Lovelace**, U. of Idaho

WEDNESDAY

**1658** 🗨️: (Paper Session) - (MED) **What do we Know about the Nature and Processes of Learning in Organizations?**

10:40am - 12:00pm Anaheim Marriott: Platinum 1

**Chair: Erich W. Barthel**, Frankfurt School of Finance and Management**Discussant: Thomas P. Bradley**, Tarleton State U.🗨️ How Project Management Office Leaders Facilitate Cross-Project Learning | **Jerry Julian**, Teachers College, Columbia U.🗨️ Organizing Project-Based Learning in Work Contexts: A Cross-Cultural Cross Analysis of Data | **Rob Poell**, Tilburg U.; **Lyle Yorks**, Columbia U.; **Victoria Marsick**, Columbia U.🗨️ Organizational learning: Toward a model of knowledge creation through teams | **Velma Lee**, LeMoyné CollegeApplying the Burke-Litwin Model: Learning & Career Development at Home Owners Financial | **Christina G Cataldo**, The George Washington U.; **Jonathan D. Raelin**, Loyola College in Maryland; **Melissa Lambert**, The George Washington U.**1659** 🗨️: (Paper Session) - (OB) **Turnover: New Developments**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon A

**Chair: Scott Seibert**, U. of Melbourne**Discussant: Louise Tourigny**, U. of Wisconsin, Whitewater🗨️ Voluntary Turnover and Organizational Performance: A Temporally-Based Framework | **Eugene Kim**, U. of Minnesota, Twin Cities🗨️ Predicting Turnover through Leader-member Exchange, Self-efficacy, and Job Satisfaction | **Amy DuVernet**, North Carolina State U.; **Clara Hess**, North Carolina State U.🗨️ Level and Time Effects of Job Search Sources on Voluntary Turnover | **Ingo Weller**, Free U., Berlin; **Wenzel Matiaske**, U. of Flensburg; **Thomas Mellewigt**, Free U., Berlin🗨️ Enhancing Precision in the Study of Voluntary Turnover in the Military | **Daryl R. Smith**, College of Mount Saint Joseph; **Brooks C. Holtom**, Georgetown U.; **Terence R. Mitchell**, U. of Washington**1660** 🗨️: (OB) **The Collective Capability to Change: Similarities and Distinctions among Existing Constructs**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon B

**Organizers: Rebekah Dibble**, U. of California, Irvine; **Cristina Gibson**, U. of California, Irvine**Discussant: Martha L. Maznevski**, IMD**Participants: Andreas Voigt**, U. of California, Irvine; **Miriam Erez**, Technion-Israel Institute of Technology; **Iris Arbel**, Technion-Israel Institute of Technology; **Bart Dietz**, RSM Erasmus U.; **Michaéla C. Schippers**, RSM Erasmus U.**1661** 🗨️: (Paper Session) - (OB) **Issues in Person-Environment Fit**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon C

**Chair: Carolyn Wiley**, Roosevelt U.**Discussant: Anthony R. Wheeler**, U. of Rhode Island🗨️ Balanced Fit: The Paradox of Conflicting Values in Dual-nature Organizations | **Katherine A DeCelles**, U. of Michigan🗨️ On The Three Dimensions of Fit in Organizational Stress | **Yongheng Angus Yao**, Concordia U.; **Muhammed Jamal**, Concordia U.; **Steven Appelbaum**, Concordia U.🗨️ Money, Friends or Fit: Factors Influencing Career Selection Decisions in Medicine | **Pri Pradhan Shah**, U. of Minnesota; **John P. Bechara**, U. of Minnesota, Twin Cities; **Monica Drefahl**, Mayo Clinic; **Joseph Kolars**, Mayo Clinic; **Barbara Spurrier**, Mayo Clinic; **Douglas Wood**, Mayo Clinic; **Nicholas LaRusso**, Mayo Clinic🗨️ Differential Impacts of Person-Environment Fit on New Ventures: A Life-Cycle Fit Model | **Steven A. Edelson**, Temple U.**1662** 🗨️: (OB) **Asking New Questions: Leadership in the Age of Configural Organizing**

10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon D

**Organizer: Anson Seers**, Virginia Commonwealth U.**Participants: Peer C. Fiss**, U. of Southern California; **James R Barker**, U. of Waikato; **Robert J. Vandenberg**, U. of Georgia; **Lucy R. Ford**, St. Joseph's U.**1663** 🗨️: (Paper Session) - (OB) **Leadership and Individual Differences**

10:40am - 12:00pm Hilton Anaheim: Capistrano B

**Chair: Nicole Cundiff**, Southern Illinois U., Carbondale**Discussant: James B. Avey**, Central Washington U.🗨️ Does CEO Personality Matter? Implications for Corporate Financial Performance. | **Philippe Jacquart**, Faculty of Business and Economics, U. of Lausanne; **John Antonakis**, Faculty of Business and Economics, U. of Lausanne; **Catherine Anne Ramus**, U. of California, Santa Barbara🗨️ The Influence of Individual Differences on the Growth of Leadership Efficacy over Time | **Narda Quigley**, Villanova U.🗨️ Leadership Emergence as a Function of Parental Influence, Rule Breaking Behavior, and Personality | **P. D. Harms**, U. of Nebraska-Lincoln🗨️ Individual Differences and Motivation to Lead (MTL): Leadership Emergence in Autonomous Work Teams | **Se Hyung Oh**, Vanderbilt U.**1664** 🗨️: (Paper Session) - (OB) **Guanxi and Chinese Management**

10:40am - 12:00pm Hilton Anaheim: El Capitan A

**Chair: Sandy Lim**, Singapore Management U.**Discussant: Feirong Yuan**, U. of Kansas➔ 🗨️ Supervisor and Subordinate Guanxi: A Grounded Investigation in the People's Republic of China | **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II; **Jacques Rojot**, U. of Paris II; **Yong Han**, London Metropolitan U.➔ 🗨️ Toward an Emic Understanding of Supervisor-Subordinate Exchange: A Guanxi Model | **Ying Chen**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.; **Enhai Yu**, North China Electric Power U.; **Weihua Fang**, Beihang U.; **Xinping Lu**, Capital U. of Economics and Business🗨️ Leader-Member Relationship: The Mediation and Moderation Effects of P-E Fit in Chinese Culture | **Aichia Chuang**, National Taiwan U.; **Chi Tai Shen**, National Taiwan U.A Study of Renzhi Management and Employees Reactions in China: Justice and OCB | **Sally Siu Yin Cheung**, Hong Kong U. of Science and Technology

**1665** 📄: (Paper Session) - (OB) **New Perspectives on Performance Appraisals**

10:40am - 12:00pm Hilton Anaheim: El Capitan B

Chair: **Heather Anne MacDonald**, U. of WaterlooDiscussant: **Mo Wang**, Portland State U.

- ➔ 📄 Using the Theory of Planned Behavior to Predict Performance Appraisal Behavior | **Jeffrey R. Spence**, U. of Waterloo; **Lisa M. Keeping**, Wilfrid Laurier U.
- 📄 Self-Monitoring, Task Autonomy, and Contextual Performance Appraisal | **Lorenzo Bizzi**, HEC Montreal; **Giuseppe Soda**, SDA Bocconi U.
- 🗣️ 📄 Prediction-other Agreement as a Predictor of Manager Effectiveness: Adding to 360-degree Assessment | **Scott N. Taylor**, Boston U.
- 🗣️ 📄 What You Say and How You Say It: The Impact of Feedback Valence, Content, and Delivery | **Emily Bianchi**, Columbia U.; **Daniel Ames**, Columbia U.

**1666** 📄: (Paper Session) - (OB) **Individual Differences in Organizations**

10:40am - 12:00pm Hilton Anaheim: Laguna A

Chair: **Andrew T. Hinrichs**, Texas A&M U.Discussant: **Ryan D. Zimmerman**, Texas A&M U.

- 🗣️ 📄 A Field Experiment Test of a Trait Combination Approach | **Pauline Schilpzand**, U. of Florida; **Amir Erez**, U. of Florida; **Amy Brownlee**, U. of Florida
- 📄 The Relationship between Personality and Self-other Rating Agreement | **John W. Fleenor**, Center for Creative Leadership; **Phillip W. Braddy**, Center for Creative Leadership
- 📄 Individual Differences in Beliefs About Groups | **Steven J. Karau**, Southern Illinois U., Carbondale; **Abdel Moneim M. K. Elsaid**, Ain Shams U.
- 📄 Individual Difference, Affect and Decision Making | **Chien Sheng Richard Chan**, U. of Washington

**1667** 📄: (Paper Session) - (OB) **New Issues in Motivation**

10:40am - 12:00pm Hilton Anaheim: Laguna B

Chair: **Marylene Gagne**, Concordia U.Discussant: **Kathryn M. Bartol**, U. of Maryland, College Park

- 🗣️ 📄 The Adversity of Success: Explaining Why and When High Performance Leads to Failure | **Adam M. Grant**, U. of North Carolina, Chapel Hill; **Benson Rosen**, U. of North Carolina; **Iryna Onypchuk**, U. of North Carolina, Chapel Hill
- 📄 The N-Effect: More Competitors, Less Competition | **Stephen M Garcia**, U. of Michigan; **Avshalom Tor**, Haifa U.
- Multiple Goal Management: A Dynamic Within-person Approach to Work Motivation | **Daniela M. Kirchberg**, U. of Maastricht; **Robert A. Roe**, U. of Maastricht; **Wendelien Van Eerde**, U. of Amsterdam Business School
- 📄 Task Significance as a Motivational Mechanism in the Ethical Leadership Process | **Rebecca L. Greenbaum**, U. of Central Florida; **Ronald F. Piccolo**, U. of Central Florida; **Deanne N. DenHartog**, U. of Amsterdam

**1668** 🗣️ 📄 JS: (OB, MOC) **Beyond Idea Generation: How do Individuals and Teams Select Their Most Creative Ideas?**

10:40am - 12:00pm Hilton Anaheim: Pacific Pavilion A

Chair: **Jack Anthony Goncalo**, Cornell U.Participants: **Evan Polman**, Cornell U.; **Jill Perry-Smith**, Emory U.; **Russell Coff**, Emory U.; **Barry M Staw**, U. of California, Berkeley;Carmil T. Tadmor, U. of California, Berkeley; **Jennifer Mueller**, U. of Pennsylvania; **Shimul Melwani**, U. of Pennsylvania**1669** 📄: (Paper Session) - (OCIS) **Knowledge Contribution, Use, and Transfer**

10:40am - 12:00pm Anaheim Marriott: Elite 3

Chair: **Yong-Mi Kim**, U. of Oklahoma at TulsaDiscussant: **Maria Christina Binz-Scharf**, City College, CUNY

- 🗣️ 🗣️ Personalization or Codification? A Marketing Perspective to Optimize Knowledge Reuse Efficiency | **Kah-Hin Chai**, National U. of Singapore; **James F. Nebus**, U. of North Carolina, Charlotte
- 📄 Why Do People Contribute Meta-Knowledge? A Social Capital Perspective | **Oded Nov**, Polytechnic U.; **Chen Ye**, U. of Illinois at Chicago; **Nanda Kumar**, Baruch College
- Knowledge flows in taxation: An empirical study | **Pernill Gardien Antoinette van der Rijt**, Radboud U. Nijmegen; **John Hasseldine**, U. of Nottingham; **Kevin Holland**, U. of Southampton

**1670** 📄 🗣️ 🗣️ 📄: (ODC) **Natives Questioning Western Narrative Ways**

10:40am - 12:00pm Anaheim Marriott: Platinum 2

Chair: **David M Boje**, New Mexico State U.Participants: **Grace Ann Rosile**, New Mexico State U.; **Joseph Scott Gladstone**, New Mexico State U.**1671** 📄: (Paper Session) - (OM) **Disruption and Resilience**

10:40am - 12:00pm Anaheim Marriott: Newport &amp; Rancho Las Palmas

Chair: **Andrea M. Prud'homme**, Ohio State U.

- 🗣️ 🗣️ 📄 A Multi-Theoretical Model of Supply Disruption Risk and an Empirical Analysis | **Scott C. Ellis**, Clemson U.; **Jeff Shockley**, Clemson U.; **Raymond M. Henry**, Clemson U.
- 📄 An agent based model to study the effectiveness of resilience enablers in a supply chain | **Partha Priya Datta**, Cranfield School of Management; **Mark Strathern**, Cranfield School of Management; **Peter Allen**, Cranfield U.
- 📄 The Flexibility – Disruption – Valuation Dilemma | **Jane Davies**, Boston U.; **Nitin Joglekar**, Boston U.
- 📄 Business continuity in the Supply Chain: Planning for disruptive events | **Andrea M. Prud'homme**, Ohio State U.; **Ken Boyer**, Michigan State U.; **David J Closs**, Michigan State U.

**1672** ➔ 📄: (Paper Session) - (OMT) **State and Organization: Institutions and Politics in China**

10:40am - 12:00pm Anaheim Marriott: Suite 312

Chair: **Sanghamitra Goswami**, Kellogg School of Management

- 🗣️ ➔ 🗣️ 📄 Hegemony or Pluralism? The Role of the State in Taiwan's FDI Deregulations in China, 1996-2001 | **Jung-Chin Shen**, York U.; **You-Ta Chuang**, York U.; **Chung-Jen Chen**, National Taiwan U.; **Yung-Chang Hsiao**, National Cheng Kung U.

The State as Institutional Entrepreneur: The Rhetorical Construction of China's Stock Market | **Yuan Li**, U. of Southern California; **Sandy E. Green**, U. of Southern California

- ➔ ➔ 🗣️ 📄 The Value of Political Ties in Evolving Environments: Exit of Domestic Firms Following Foreign Entry | **Weiting Zheng**, Hong Kong Polytechnic U.
- 📄 Corporate Political Activity: A Model of Antecedents and an Application in China | **Qian Li**, Peking U.

**1673** → 🗺️📄: (Paper Session) - (ONE) China: The Sustainability Frontier

10:40am - 12:00pm Anaheim Marriott: Platinum 4

Chair: **Glen Stirling Taylor**, Cal State U. East BayDiscussants: **Jo Crotty**, Aston U.; **Thomas J Douglas**, Southern Illinois U., Edwardsville

🗺️ Environmental Strategies of the Firms: Qualitative Research of the Manufacturing Firms in China | **Jennifer W.M. Lai**, The Hong Kong Polytechnic U.; **Carlos Wing-Hung Lo**, The Hong Kong Polytechnic U.; **Ricky Y.K. Chan**, Hong Kong Polytechnic University

🗺️ Governance, Technoscience and Subpolitics: An Exploratory Study of Ecological Modernization in China | **Suzanne Benn**, U. of Technology, Sydney; **Andrew Martin**, U. of Sydney; **Bin Dong**, Wuhan U.

🗺️ Information Technology and Systems in China's Circular Economy: Implications for Sustainability | **Joseph Sarkis**, Clark U.; **Hanmin Zhu**, Wuhan U. of Technology; **James J Cordeiro**, State U. of New York, Brockport

→ 🗺️ Environmental Impact, Stakeholder Pressures, and Corporate Environmental Management in China | **Carlos Wing-Hung Lo**, The Hong Kong Polytechnic U.; **Gerald Fryxell**, CEIBS; **Shui-Yan Tang**, U. of Southern California

**1674** 🗺️📄: (PNP) Community Action and Research: Bringing a New Perspective to the Academy of Management

10:40am - 12:00pm Anaheim Marriott: Orange County 4

Distinguished Speakers: **Neil M. Boyd**, Lycoming College; **Branda Nowell**, North Carolina State U.; **Kimberly Bess**, Vanderbilt U.; **Cecile Lardon**, U. of Alaska, Fairbanks**1675** : (Paper Session) - (SIM) The Environment as Stakeholder

10:40am - 12:00pm Anaheim Marriott: Orange County 1

Facilitator: **Virginia Gerde**, Duquesne U.

🗺️ Corporate Social Responsibility and climate change | **Diana Mangalagu**, REIMS Management School; **Steen Rasmussen**, Los Alamos National Laboratory; **Hans Ziock**, Los Alamos National Laboratory

→ 🗺️ Learning-by-translating: Danish wind turbine technology and its opposition | **Toyoko Sato**, Copenhagen Business School

→ 🗺️ The social construction of corporate responsibility in the Australian Energy Industry | **Stephane A. Tywoniak**, Queensland U. of Technology; **Jennifer Bartlett**, Queensland U. of Technology

🗺️ Bein' Green: The Emergence of a Corporate Environmentalism Macroculture | **Erica Steckler**, Boston College

**1676** : (Paper Session) - (SIM) Managing Specific Stakeholders

10:40am - 12:00pm Anaheim Marriott: Orange County 2

Facilitator: **David M. Wasieleski**, Duquesne U.

→ 🗺️ Global Strategies for CSR: Finding the Socially-Conscious Consumer across Countries | **Pat Auger**, Melbourne Business School; **Timothy Michael Devinney**, AGSM-Australian School of Business; **Jordan J. Louviere**, U. of Technology, Sydney

🗺️ Do Consumers Value Honesty? Impact of CSR Communication on Brand Attitude Change after a Crisis | **Virginie Solelhac**, Universitat Pompeu Fabra

🗺️ Spiritual Leadership as a Paradigm for Transformation and Recovery from Extended Work Hours Cultures | **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Melanie P. Cohen**, U. of Maryland U. College

🗺️ → 🗺️ Organizational Barriers in the Implementation of Entrepreneurial Sustainability Practices | **Mette Olsen**, Copenhagen Business School; **Eva Boxenbaum**, Copenhagen Business School

**1677** : (Paper Session) - (SIM) Corruption and Crime

10:40am - 12:00pm Anaheim Marriott: Orange County 3

Facilitator: **Joseetta McLaughlin**, Roosevelt U.

🗺️ 🗺️ Language and the Institutionalization of Practices: Usage of White-Collar Crime, 1939-2001 | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

🗺️ The Cost of Corporate Criminal Convictions: An Event Study | **Jason R Pierce**, Indiana U., Bloomington

🗺️ Corruption In and Between Companies - An Empirically Validated Action Model | **Tanja Rabl**, U. of Bayreuth; **Torsten M. Kuehlmann**, U. of Bayreuth

→ 🗺️ Ethical Climates in Sub-Saharan Africa: Tribalism and Corruption | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Titilayo Seriki**, CIELARKO - International Management Consultants

**1678** : (Paper Session) - (TIM) Human Resources: Teams and Groups

10:40am - 12:00pm Anaheim Marriott: Platinum 7

Chair: **Tugrul Daim**, Portland State U.Discussants: **Helder Sebastiao**, U. of San Diego; **Rosanna Tarsiero**, Gionnethics; **Tugrul Daim**, Portland State U.

Product Life Cycle Effects on Team dynamics | **Niall Connolly**, U. of College Dublin; **Eleanor O'Higgins**, U. College Dublin

🗺️ Research Team Design and Management in a Post "Golden Era" World | **Terri Griffith**, Santa Clara U.; **John E. Sawyer**, U. of Delaware

🗺️ Hierarchical and Egalitarian Team Structures on Innovation: U.S. Pharmaceutical Patents, 1975-1999 | **Dali Ma**, Drexel U.; **Jonathan C. Ziegert**, Drexel U.

→ 🗺️ Fostering New Product Development (NPD) Teams in Meta-national and Networked Innovation | **Dimitris George Assimakopoulos**, Grenoble Ecole de Management

**1679** : (Paper Session) - (TIM) Technological Human Resource and Behavioral Issues

10:40am - 12:00pm Anaheim Marriott: Platinum 8

Chair: **Kimberly Aynna Lathan**, U. of Alabama at BirminghamDiscussants: **Johanne Brunet**, HEC Montreal; **Paulo Gomes**, U. Nova de Lisboa; **Kimberly Aynna Lathan**, U. of Alabama at Birmingham

🗺️ Investigating the impact of knowledge management factors on new product development performance | **Nassim Aissa Belbaly**, GSCM, Montpellier Business School

🗺️ The Effects of Knowledge Management on Innovative Success – An empirical analysis of German firms | **Tobias**



**Schmidt**, Deutsche Bundesbank; **Kristin Joel**, Friedrich-Schiller-U Jena

🗉 Questions We Ask about Software Practitioners'

Adaptation of Agile Software Development | **Tali Seger**, U. of Haifa; **Orit Hazzan**, Technion-Israel Institute of Technology

🗉 Time Is Money? Commodification, Control and Colonization of Time in Biomedical Innovation | **Maxine Robertson**, Queen Mary College, U. of London; **Peter Clark**, Queen Mary College, U. of London

**1680 : (Paper Session) - (TIM) New Product Development and Adoption: R & D and Service, Technology & Innovation**

10:40am - 12:00pm Anaheim Marriott: Platinum 9

**Chair: Sangmoon Park**, Kangwon National U.

**Discussants: Polly S. Rizova**, Willamette U.; **Lynda Aiman-Smith**, NCSU; **Lynda Aiman-Smith**, NCSU; **Sanjay Mehta**, CGI Inc.

➔ 🗉 R&D and Initial Public Offerings: Theory and Evidence | **Shihmin Jimmy Lo**, National Taiwan U.

🗉 When to commit more to a prior technological entry?

Evidence of global top ten bearing companies | **Huei-Wen Pao**, Diwan College of Management; **Hsueh Liang Wu**, National Taiwan U.; **Ming Chao Huang**, National Cheng Kung U.

🗉 Knowledge Creation in Virtual Design Teams: A longitudinal study | **Antonino Vaccaro**, Carnegie Mellon U.; **Stefano Brusoni**, Bocconi U.; **Francisco Veloso**, Carnegie Mellon U.

🗉 Reflexivity in the Service Innovation Screening Process: Effects on Decision-Making Outcomes | **Wafa Hammedi**, U. of Liege; **Allard C.R. Van Riel**, U. of Liège; **Zuzana Sasovova**, VU U. Amsterdam

🗉 Key Decision Nodes in the New Service Development: A Set Theoretic Approach | **Andrea Ordanini**, Bocconi U.

**1681 : (Paper Session) - (TIM) Strategic High Technology**

10:40am - 12:00pm Anaheim Marriott: Suite 315

**Chair: Judy Lee**, Golden Gate U.

**Discussants: Miguel Angel Campo-Rembado**, Dartmouth College;

**Vivekanand P. Kochikar**, Infosys Technologies; **Irene Martin-Rubio**, U. Politécnica de Madrid

🗉 In a Network Industry, Does Quality Matter? | **David McIntyre**, U. of Alabama

🗉 Review Panel Consensus and Post-decision Technology Performance: A Study of Prediction Accuracy | **Craig S. Galbraith**, U. of North Carolina- Wilmington; **Alex Frank DeNoble**, San Diego State U.; **Sanford B Ehrlich**, SDSU

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Evidence from Multiple Case Studies | **Aravind**

**Chandrasekaran**, U. of Minnesota; **Kevin Linderman**, Carlson School of Management; **Roger Schroeder**, U. of Minnesota

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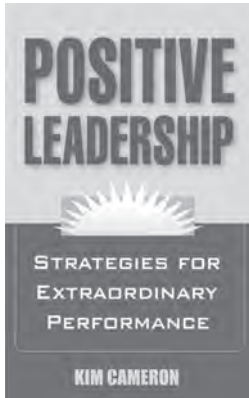
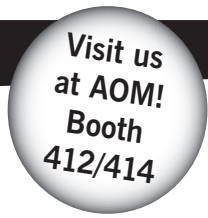
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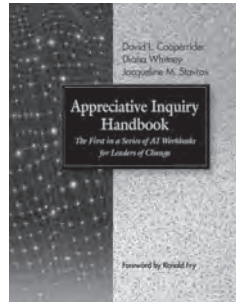
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**Kim Cameron** is professor of management and organizations at the University of Michigan's Stephen M. Ross School of Business and cofounder of the Center for Positive Organizational Scholarship. He is coauthor or coeditor of ten books, including *Positive Organizational Scholarship* and *Making the Impossible Possible*.

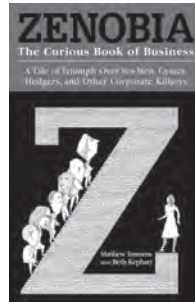
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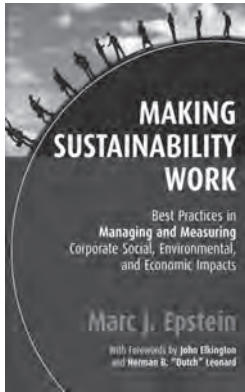


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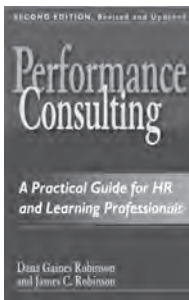
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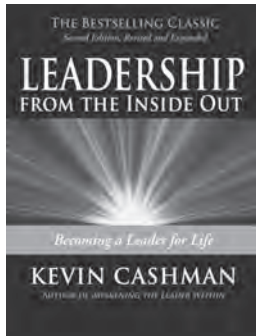
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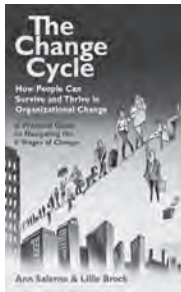
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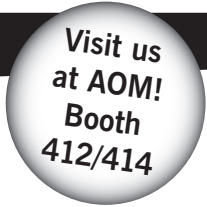
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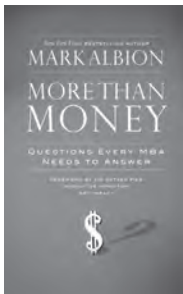
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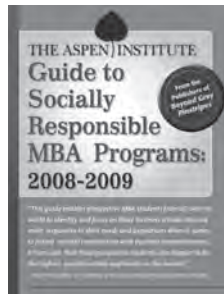
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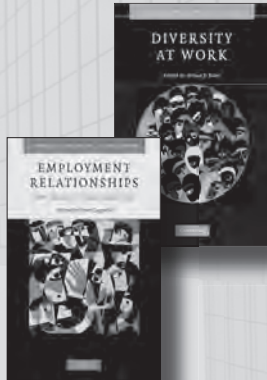
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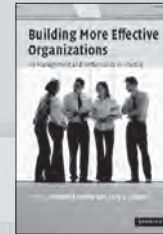
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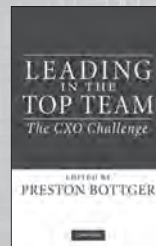
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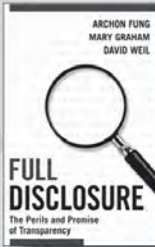




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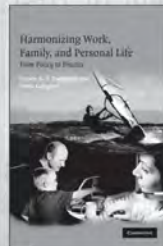
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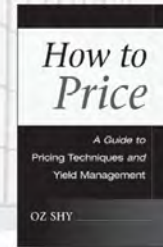


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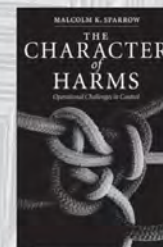
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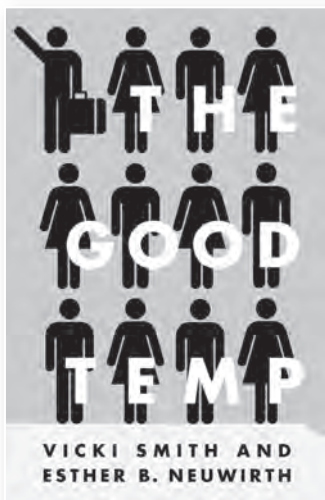
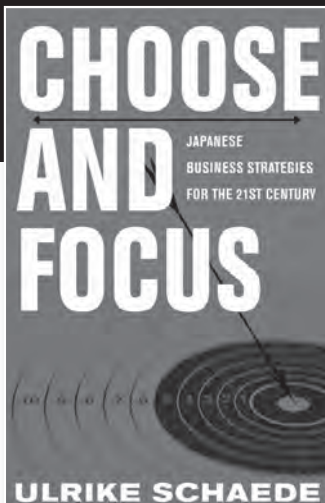
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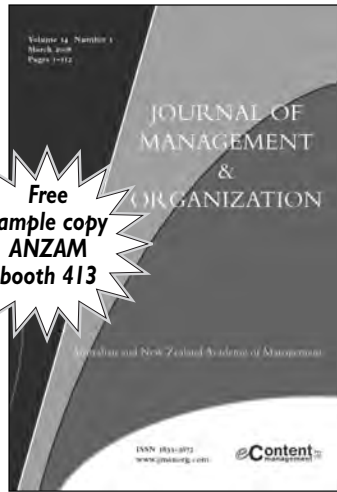
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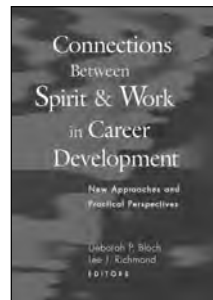
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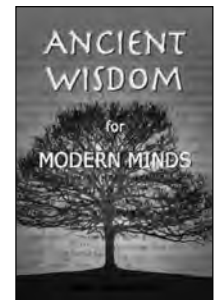
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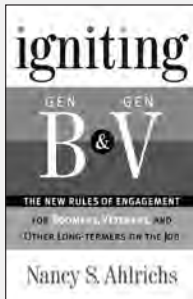
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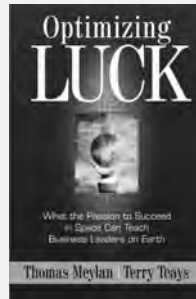
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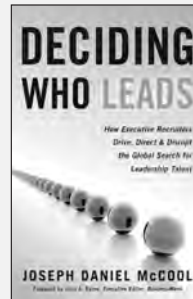
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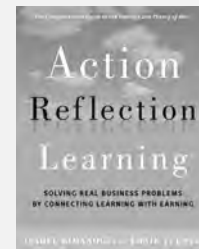
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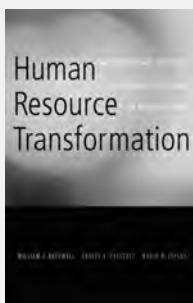
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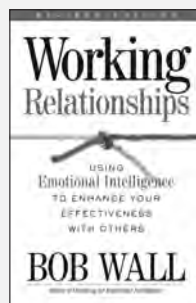
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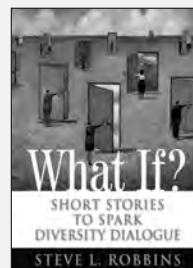
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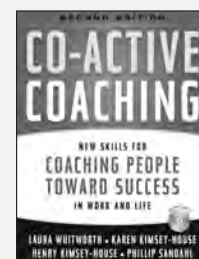
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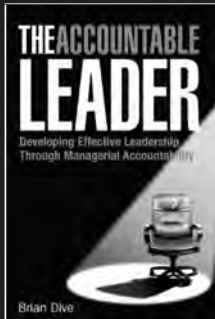


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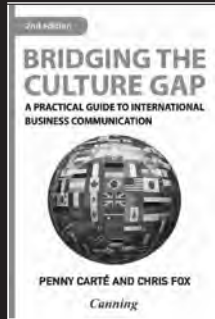
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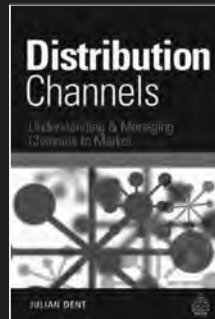
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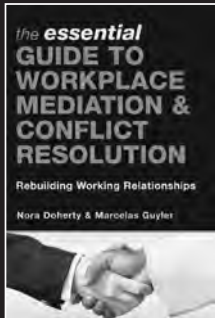
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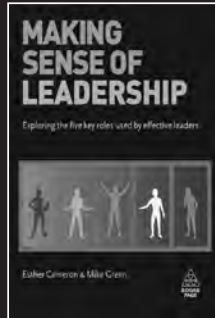
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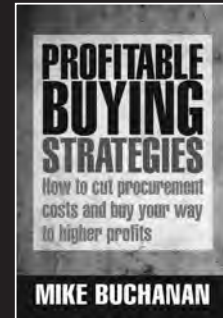
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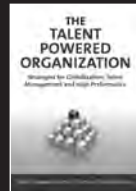


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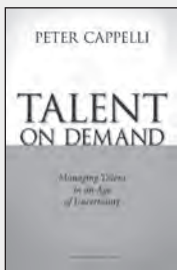
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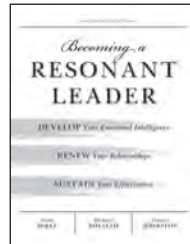


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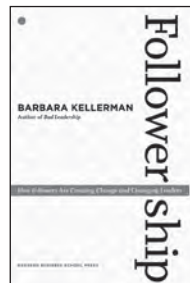
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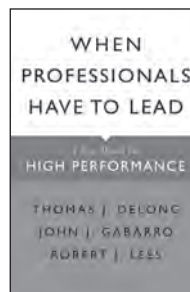
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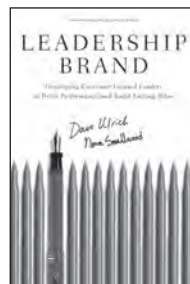
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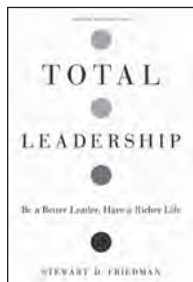


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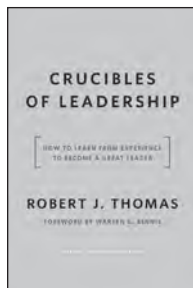
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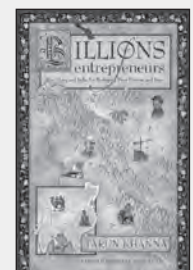


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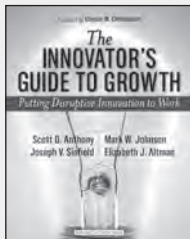


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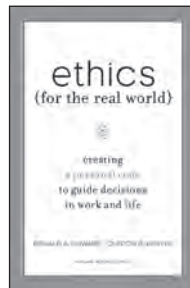


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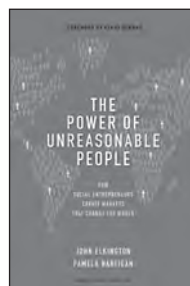


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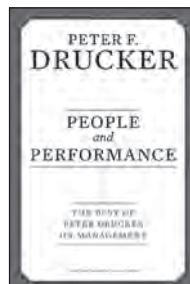


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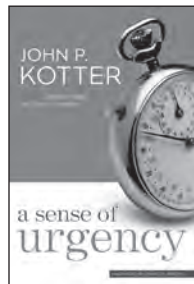
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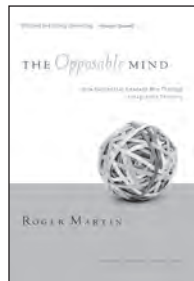
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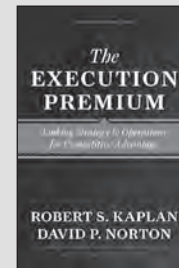
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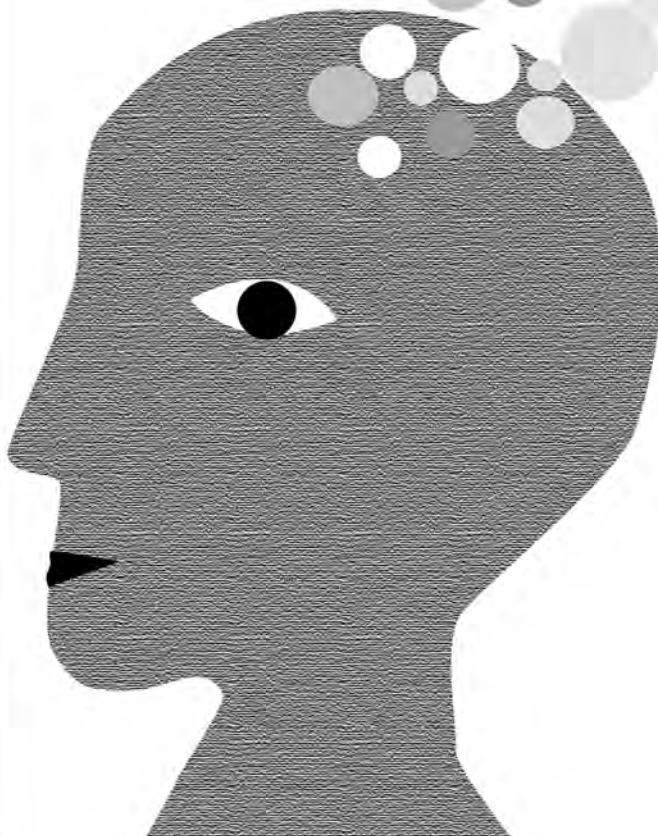
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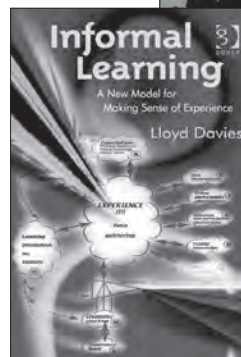
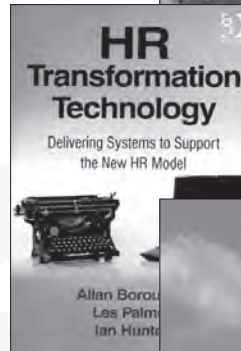
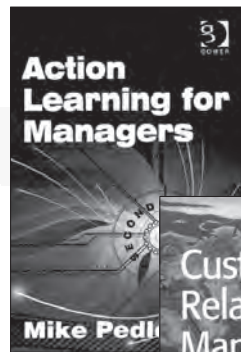
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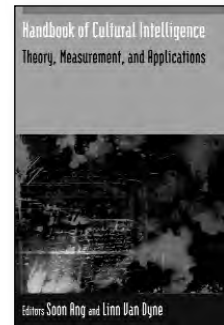
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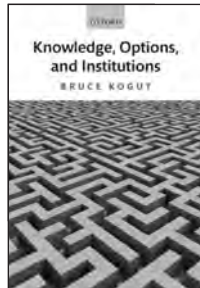
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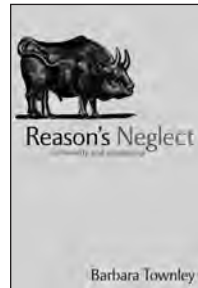
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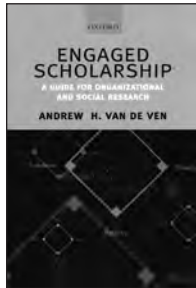
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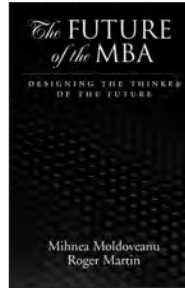
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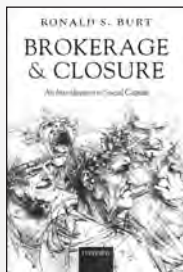


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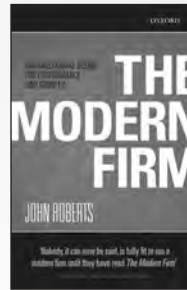
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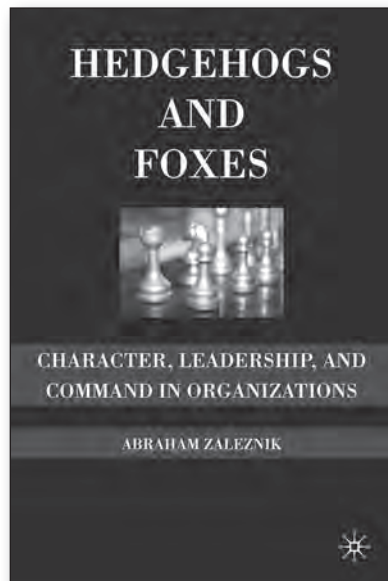
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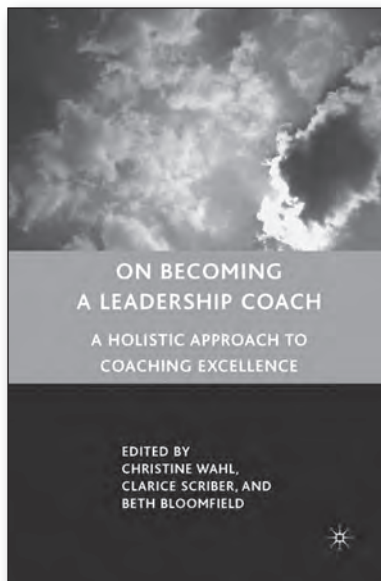
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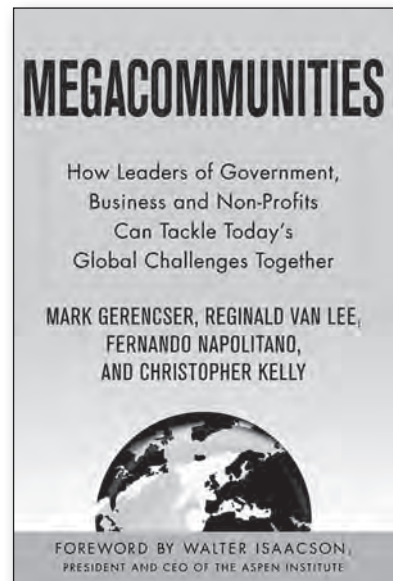
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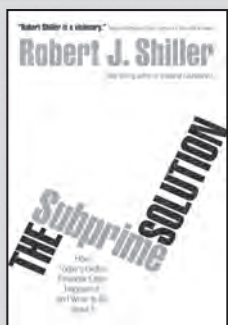


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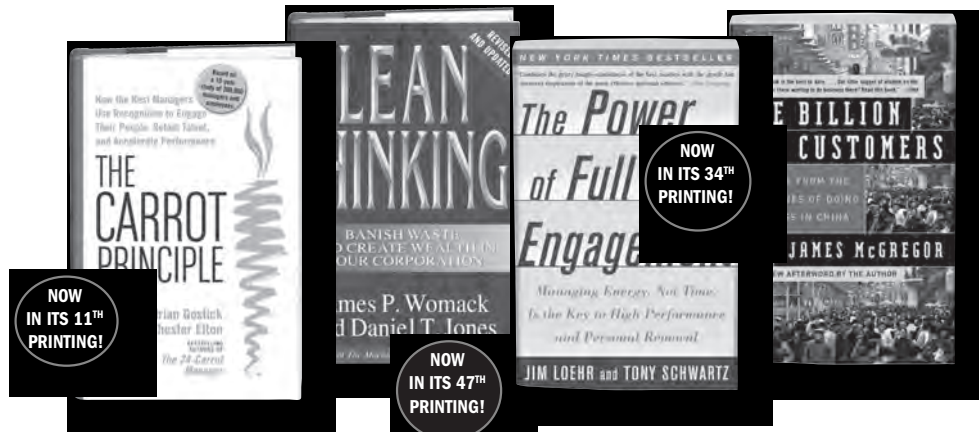
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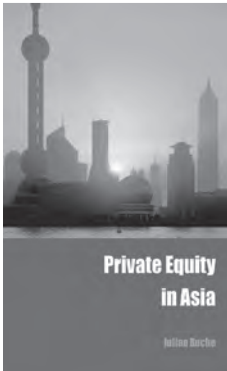
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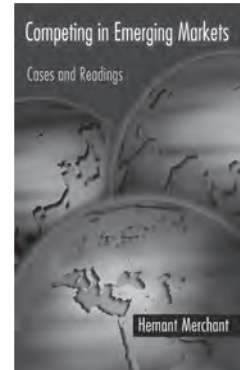
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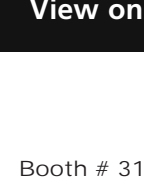
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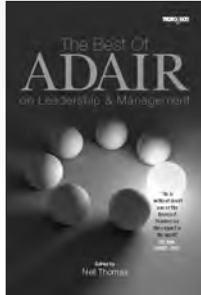
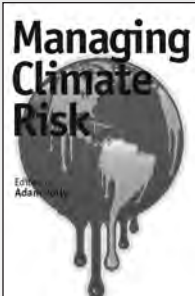
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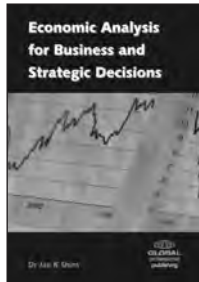
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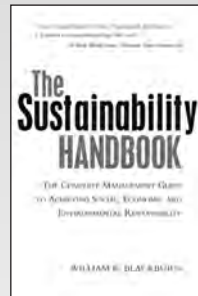
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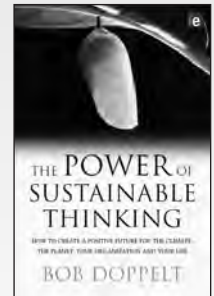
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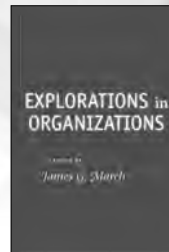
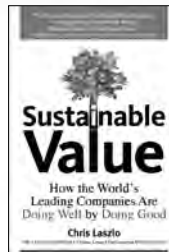
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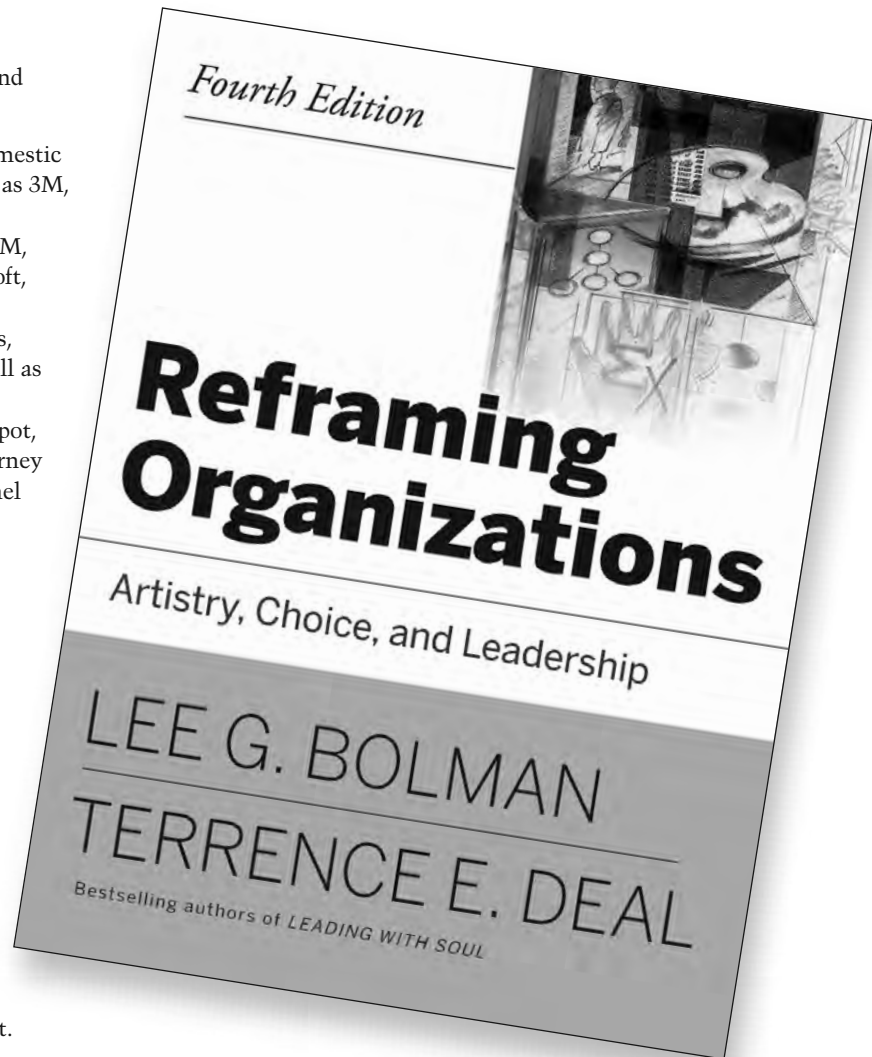
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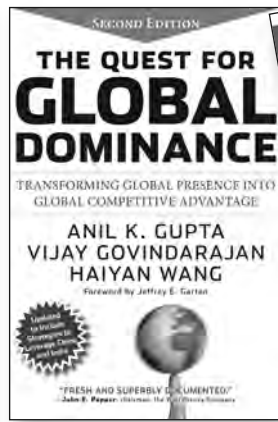
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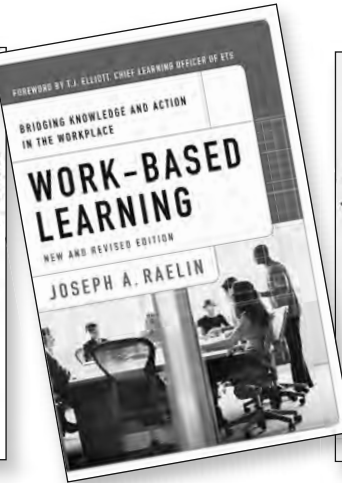
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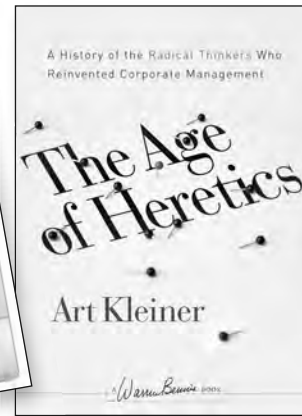
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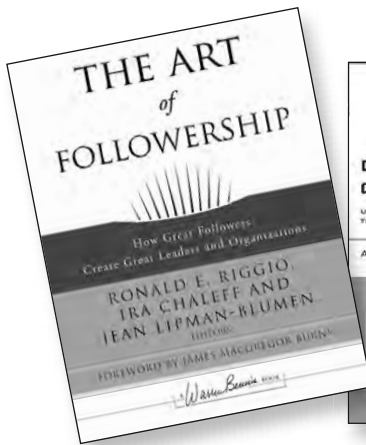
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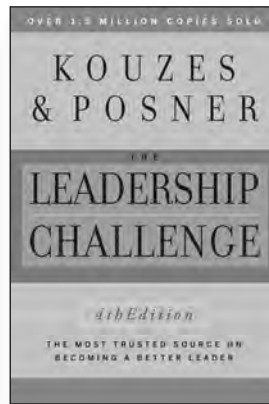
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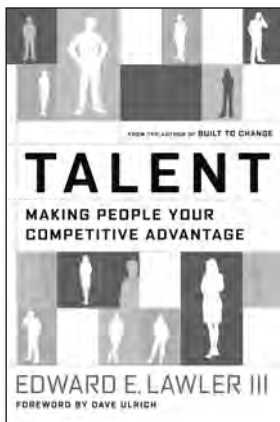
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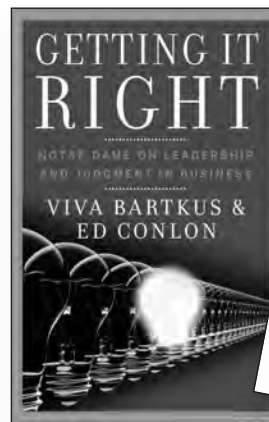
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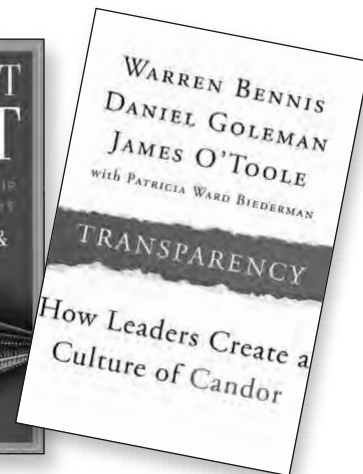
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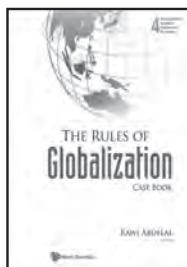


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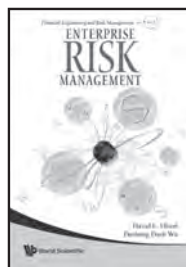


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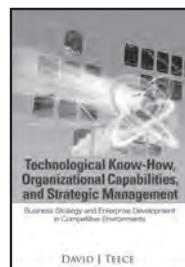
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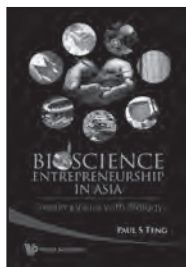
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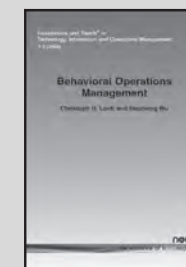
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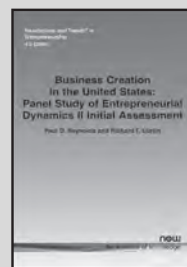
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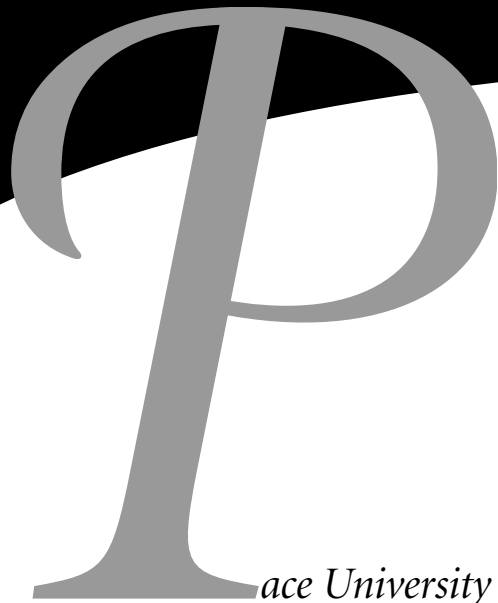
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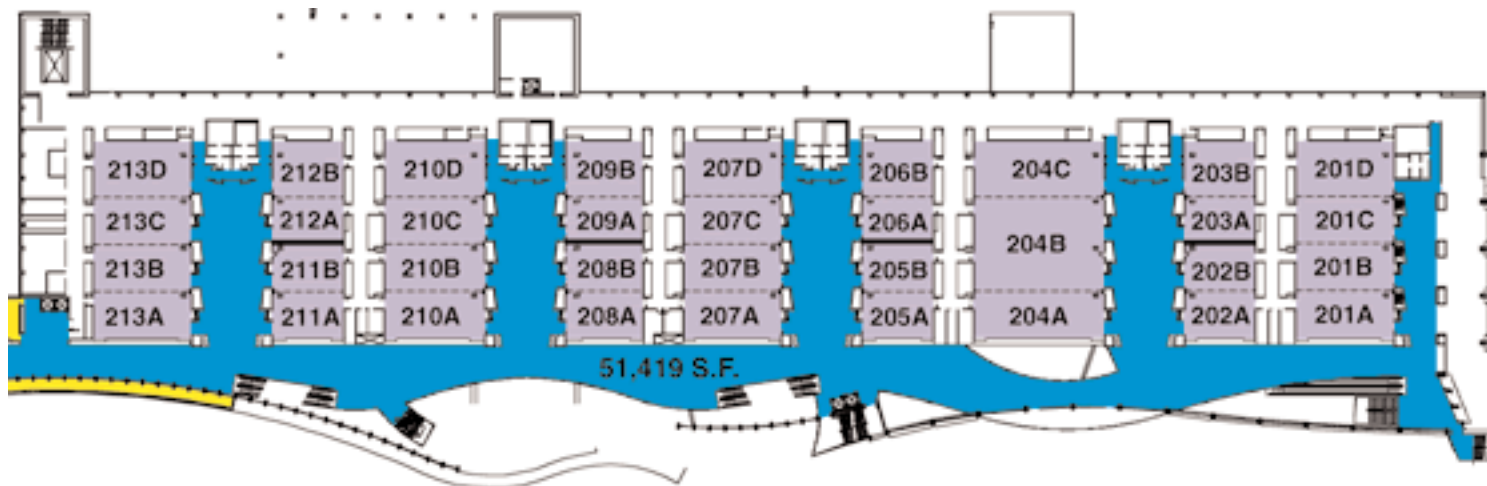
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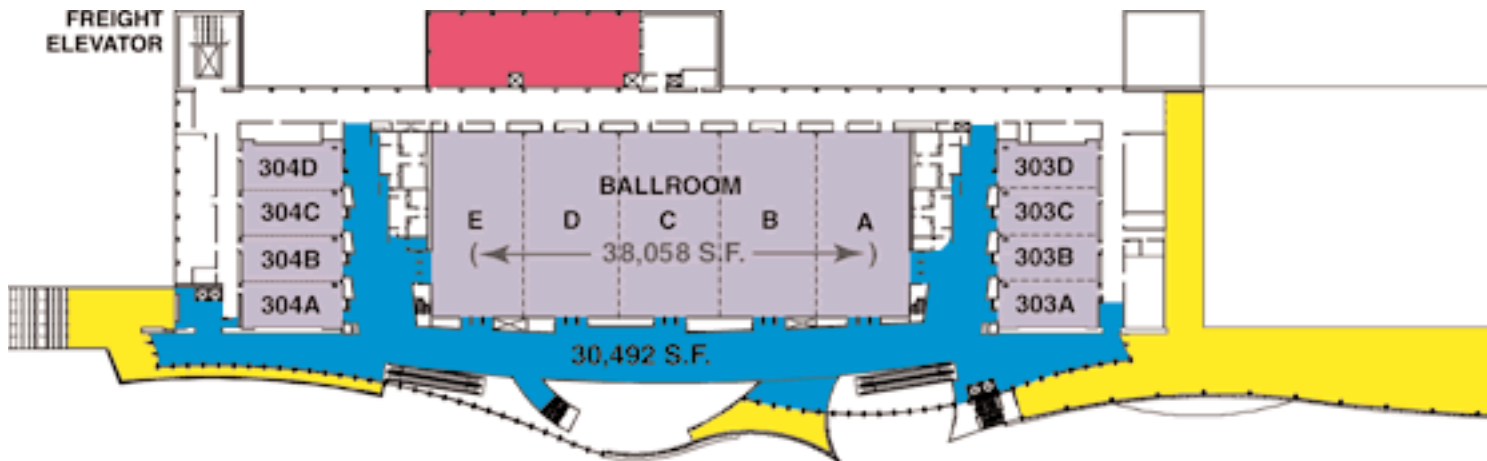


# Anaheim Convention Center

## Second Floor



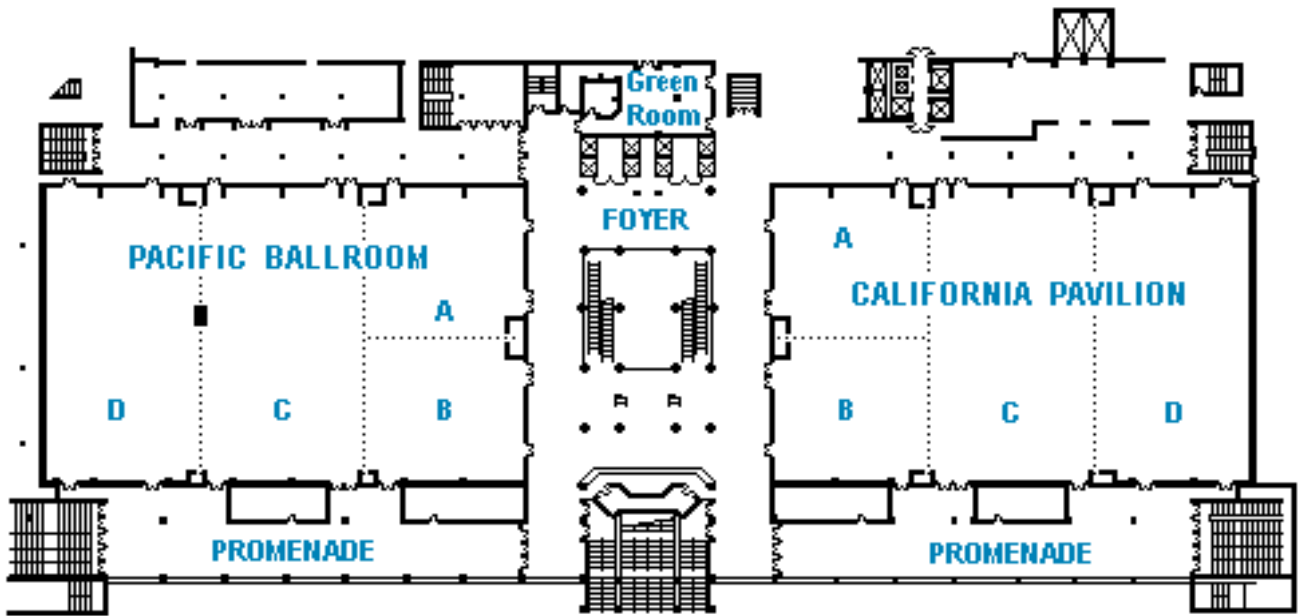
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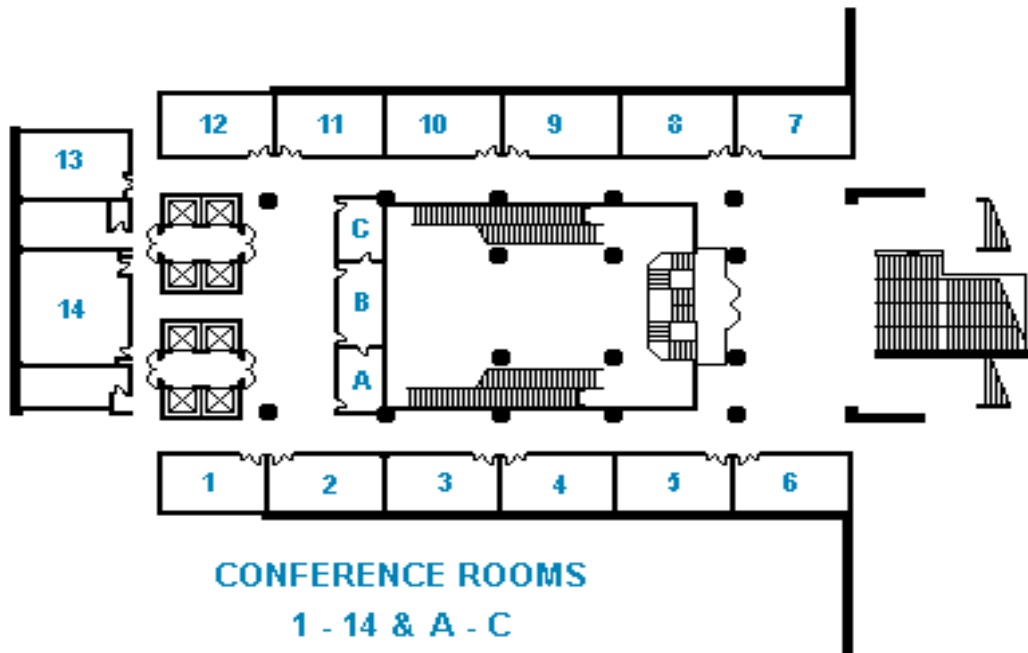


# Hilton Anaheim

## HILTON ANAHEIM - SECOND FLOOR

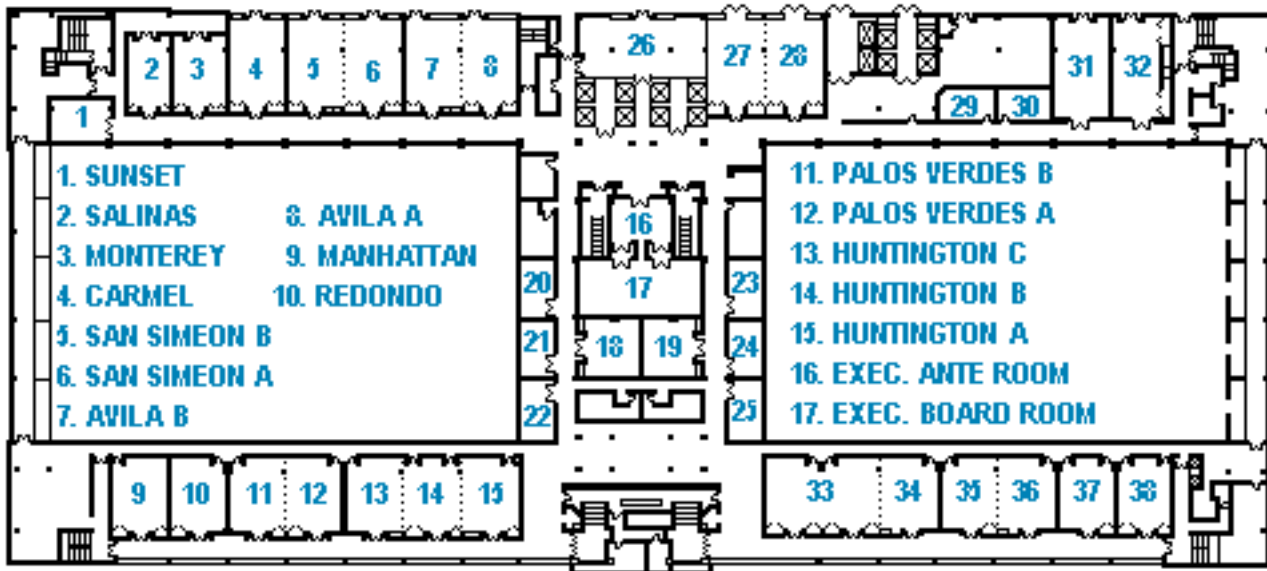


## HILTON ANAHEIM - THIRD FLOOR



# Hilton Anaheim

## HILTON ANAHEIM - FOURTH FLOOR



- 1. SUNSET
- 2. SALINAS
- 3. MONTEREY
- 4. CARMEL
- 5. SAN SIMEON B
- 6. SAN SIMEON A
- 7. AVILA B
- 8. AVILA A
- 9. MANHATTAN
- 10. REDONDO

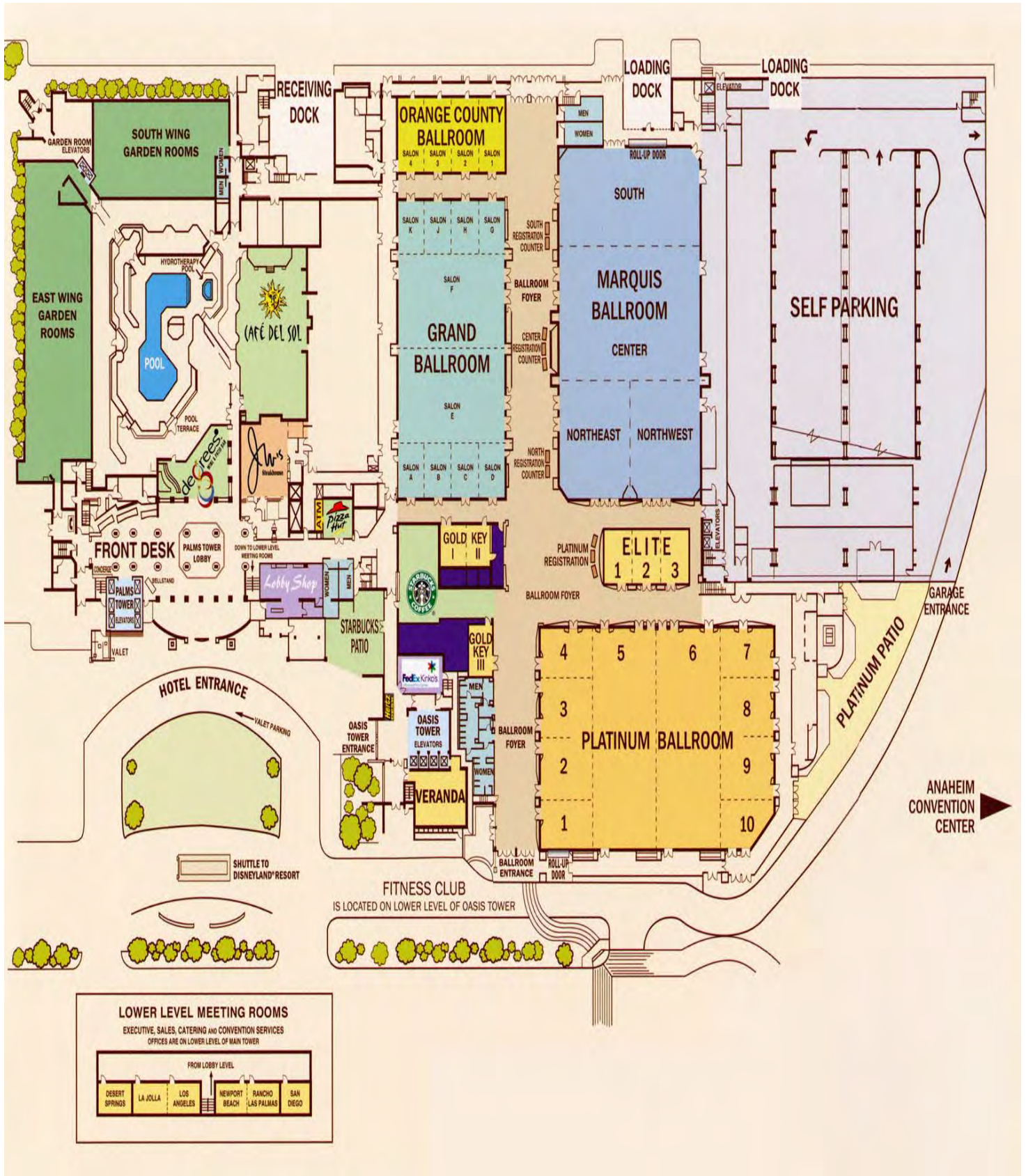
- 11. PALOS VERDES B
- 12. PALOS VERDES A
- 13. HUNTINGTON C
- 14. HUNTINGTON B
- 15. HUNTINGTON A
- 16. EXEC. ANTE ROOM
- 17. EXEC. BOARD ROOM

- 18. LA JOLLA
- 19. CORONADO
- 20. LIDO A
- 21. LIDO B
- 22. LIDO C
- 23. BALBOA A
- 24. BALBOA B

- 25. BALBOA C
- 26. PALISADES
- 27. EL CAPITAN A
- 28. EL CAPITAN B
- 29. SANTA BARBARA
- 30. VENTURA
- 31. MALIBU

- 32. SANTA MONICA
- 33. LAGUNA A
- 34. LAGUNA B
- 35. CAPISTRANO A
- 36. CAPISTRANO B
- 37. SAN CLEMENTE
- 38. OCEANSIDE

# Anaheim Marriott



700 West Convention Way, Anaheim, California 92802



# ACADEMY OF MANAGEMENT

## Abbreviations used in the Program Guide

### Divisions & Interest Groups

BPS	Business Policy & Strategy
CAR	Careers
CM	Conflict Management
CMS	Critical Management Studies
ENT	Entrepreneurship
GDO	Gender & Diversity in Organizations
HCM	Health Care Management
HR	Human Resources
IM	International Management
MC	Management Consulting
MED	Management Education & Development
MH	Management History
MSR	Management Spirituality & Religion
MOC	Managerial & Organizational Cognition
OM	Operations Management
OMT	Organization & Management Theory
ODC	Organization Development & Change
OB	Organizational Behavior
OCIS	Organizational Communication & Information Systems
ONE	Organizations & the Natural Environment
PNP	Public & Nonprofit
RM	Research Methods
SIM	Social Issues in Management
TIM	Technology & Innovation Management








### Other Abbreviations

AAA	All Academy Activities
AAC	Affiliate Activities & Committees
AAM	Asia Academy of Management
AAS	All Academy Symposia
AAW	All Academy Workshops
CAU	Caucuses
IAM	Iberoamerican Academy of Management
ICW	In-Conjunction With Activities
IP	Interactive Papers
ITC	International Theme Committee
JS	Joint Symposia
MEN	Mentoring Committee
NDSC	New Doctoral Student Consortium
PTC	Practice Theme Committee
SHCS	Showcase Symposia
TTC	Teaching Theme Committee
-	Affiliation Not Available/Not Specified

### Hotels and Other Locations

ACC	Anaheim Convention Center
HIL	Hilton Anaheim
MAR	Anaheim Marriott
OS	Off Site

### Symbols

	Theme-oriented paper or session
	Visual Presentation
	Teaching-oriented session
	Management Practice-oriented session
	International-oriented session
	Research-oriented session
	Selected for Best Paper Proceedings





Stephen M. Ross School of Business | University of Michigan | Photo by Steve Kuzma

### *Special Thanks*

*The Academy of Management gratefully acknowledges the following institutions for their generous support of the 2008 Annual Meeting.*

