

All-Academy Program Highlights

(free to all conference registrants)

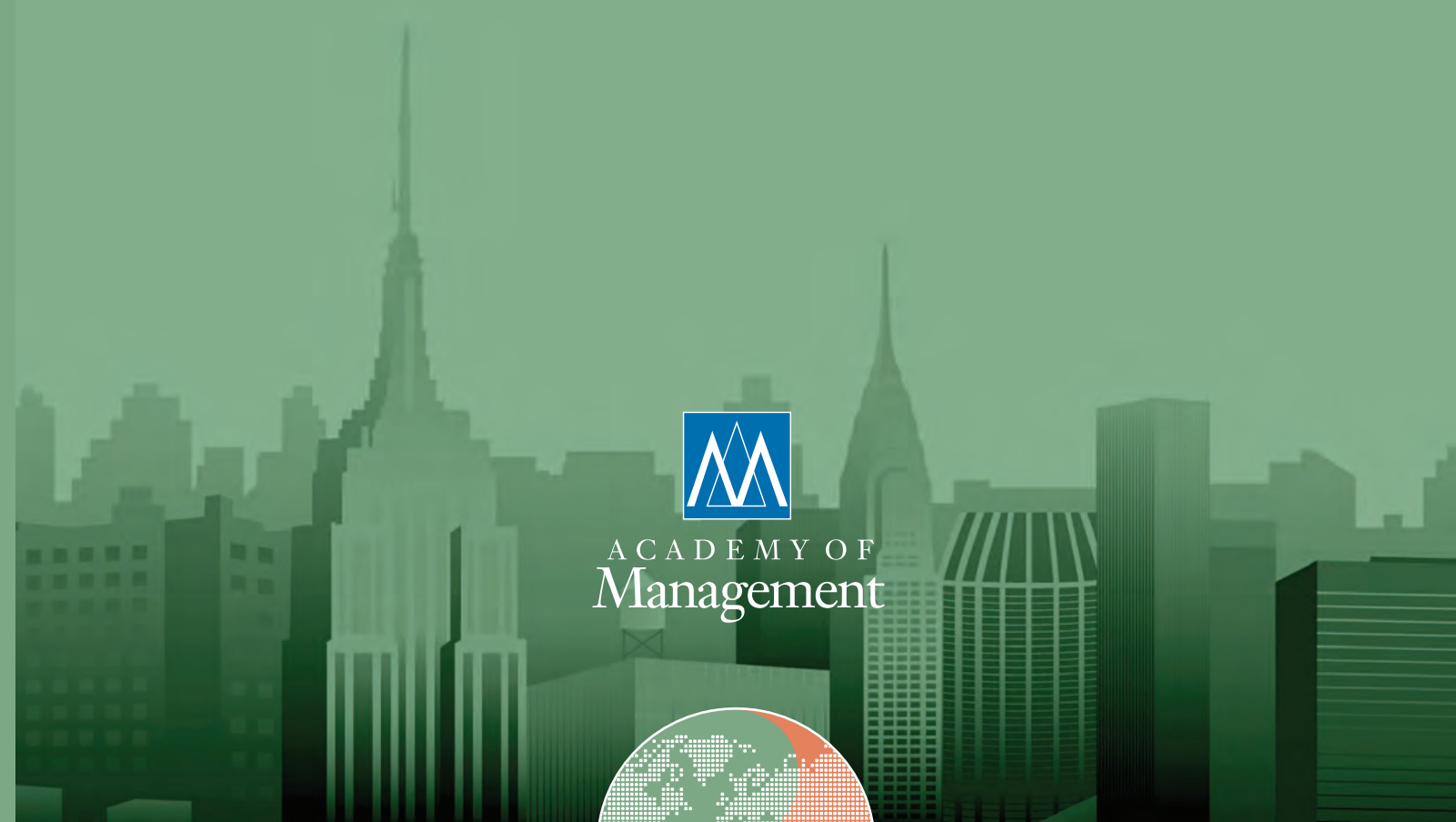
- Connecting the Academy through Technology
Friday, August 12 • 2:00pm – 4:00pm
San Antonio Convention Center, Room 204 B
- New Member Orientation: Session
Friday, August 12, Saturday, August 13 • 5:30pm – 7:00pm
San Antonio Convention Center, Room 214
- President's Reception for New and International Members
Saturday, August 13 • 7:00pm – 9:00pm
San Antonio Convention Center, Room 214
- All-Academy Welcome Breakfast
Sunday, August 14 • 8:00am – 9:00am
Grand Hyatt, Texas Ballroom
- Academy of Management Presidential Address and Awards Ceremony (by invitation only)
Sunday, August 14 • 9:00am – 11:00am
Grand Hyatt, Texas Ballroom
- Academy Leadership Forum: Workshop for Academy Volunteer Leaders
Sunday, August 14 • 1:00pm – 3:00pm
San Antonio Convention Center, Room 205
- Town Hall: AOM Strategic Plan
Sunday, August 14 • 3:30pm – 5:00pm
San Antonio Convention Center, Mission 103 A
- AOM Social Network Event
Sunday, August 14 • 4:30pm – 6:00pm
San Antonio Convention Center, Exhibit Hall B
- All-Academy Closing Reception
Tuesday, August 16 • 5:00pm – 7:00pm
Marriott Rivercenter, Grand Ballroom

Special Thanks

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 2011 San Antonio Annual Meeting:



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West meets East

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<http://annualmeeting.aomonline.org/2011/>

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Welcome to the AOM 2011 Annual Meeting

On behalf of the thousands of AOM members and staff who have worked so hard in the past year to organize the 2011 program, we welcome you to San Antonio for the 71st Annual Meeting of the Academy of Management. With more than 19,000 members from over 110 nations, the Academy of Management's mission is to build a vibrant and supportive community of scholars by significantly expanding opportunities to connect and explore ideas. We aspire to inspire, and to enable a better and smaller world through scholarship and teaching about management and organizations. Our Annual Meeting provides a forum for us to share our research experiences, exchange teaching resources, and discuss the implications of our work for practice. It is also an occasion to create and renew friendships, and to develop our professional skills and contacts.

2011 Theme: "West Meets East: Enlightening, Balancing, and Transcending"

We hold our conference this year against a backdrop of daunting challenges—and promising opportunities as well. The world economic crisis has destroyed vast amounts of wealth and millions of jobs, and business enterprises, governments, and public institutions around the globe have been forced to undertake major restructuring and transformation efforts. At a time of volatility and uncertainty, the world is looking for new ideas and alternative business models. Indeed, this is an opportune moment for us to ask how we can learn from the business practices and cultures of the world's emerging economic powers, whose norms and practices are often diametrically opposed to those of the West.

The theme offers two related interpretations. At one level, it invites us to examine one of the most important trends of our time: the rise of Asia on the world stage. After centuries of Western leadership in most economic matters, the businesses and governments of China, India, and the rest of the East—as well as emerging economies more broadly—are asserting themselves with new vigor. What are the implications of the East's (re)emergence for business leaders, management scholars, and the Academy itself?

At a deeper level, the theme addresses how scholars and executives make sense of, and make simultaneous use of, apparent opposites. Competition and cooperation, shareholder value and social welfare, individualism and collectivism, global and local, long term and short term, West and East—our world is full of such apparent polarities. How can business leaders and scholars gain enlightenment from the contrasts we inevitably encounter in management? How can we achieve balance between opposites? How can we transcend antithesis and draw strength from differences?

The exploration of these two related interpretations opens up a wide variety of opportunities for a richer and more expansive platform for new paths of scholarly, managerial, and human pursuits. We invite you to explore these ideas and opportunities by attending the All-Academy Theme Program on Sunday,

as well as many other theme-related sessions in the Professional Development Workshops and Scholarly Programs.

Five Days of Exciting Programs

The Annual Meeting offers many opportunities to participate and learn during FIVE FULL DAYS of activities and events, divided into three parts:

Friday and Sunday: Professional Development Workshops offered by 34 divisions, interest groups, and special committees

Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics

Monday and Tuesday: Scholarly programs comprised of symposia and paper sessions

We particularly hope you will be able to attend the following exciting events, which are free and open to all registrants:

All-Academy Opening Session: Sunday, August 14, 8:00 – 11:00 AM. Texas Ballroom, Grand Hyatt

Buffet Breakfast
Awards Ceremony
Presidential Address

All-Academy Closing Reception: Tuesday, August 16, 5:00 – 7:00 PM. Grand Ballroom, Marriott Rivercenter
Social and fellowship

Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2011 Call for Submissions elicited 5,699 paper submissions, 301 symposium submissions, and 376 Professional Development Workshops proposals. Evaluating these 6,376 submissions required the effort of 5,386 volunteer reviewers. We thank you all for helping us create the final program, which involves close to 8,000 individual participants.

Enjoy San Antonio

In light of our conference theme this year, San Antonio—where the West meets the South, and at the gateway to a vibrant Central and South America—is a perfect place to hold our gathering and engage in our conversation. San Antonio is rich in beauty, culture, and history, and is known for the historical Alamo and the charming River Walk, with its great variety and number of shops and restaurants. We invite everyone to explore this wonderful city and enjoy everything it has to offer.

Welcome!



Ming-Jer Chen
2011 Program Chair

R. Duane Ireland
2011 PDW Chair

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All-Academy Session Highlights:

Connecting the Academy through Technology
Friday, August 12, 2:00 - 4:00 PM,
San Antonio Convention Center, Room 204B

New Member Orientation (two sessions)
Friday, August 12, and Saturday, August 13, 5:30 - 7:00
PM, San Antonio Convention Center, Room 214

*President's Reception for New and International
Members*
Saturday, August 13, 7:00 - 9:00 PM,
San Antonio Convention Center, Room 214

All-Academy Welcome Breakfast
Sunday, August 14, 8:00 - 9:00 AM,
Grand Hyatt, Texas Ballroom

AOM Presidential Address & Awards Ceremony
Sunday, August 8, 9:00 - 11:00 AM
Grand Hyatt, Texas Ballroom

*Academy Leadership Forum: Workshop for Academy
Volunteer Leaders (invitation only)*
Sunday, August 14, 1:00 - 3:00 PM
San Antonio Convention Center, Room 205

Town Hall: AOM Strategic Plan
Sunday, August 14, 3:00 - 5:00 PM
San Antonio Convention Center, Mission 103B

AOM Social Network Event
Sunday, August 8, 4:30 - 6:00 PM
San Antonio Convention Center, Hall B

All-Academy Closing Reception
Tuesday, August 16, 5:00 - 7:00 PM
Marriott Rivercenter, Grand Ballroom

All-Academy Theme Program Tracks:

Headliners
San Antonio Convention Center, Room 214A

Research Across Boundaries
San Antonio Convention Center, Room 008B

Learning from the Unconventional
San Antonio Convention Center, Room 008A

Benefiting from Differences in the Academy
San Antonio Convention Center, Room 217D

East-West Innovation
San Antonio Convention Center, Room 006D

Base of the Pyramid Research and Practice
San Antonio Convention Center, Room 007 A&B

Sustainability and Social Value
San Antonio Convention Center, Room 007 C&D

The Global Classroom
San Antonio Convention Center, Room 201, 202A

Personal and Personnel Experiences
San Antonio Convention Center, Room 204 A&B

East-West Knowledge Management
San Antonio Convention Center, Room 214 C&D

Personal Enlightenment and Leadership
San Antonio Convention Center, Room 209, 215, 217C

General Interest
San Antonio Convention Center, Room 202B, 203A

Cross Divisional Paper Session Highlights:

**Session 596: International Entrepreneurship,
Software Startups, and Private Firms in China**
Monday, August 15, 8:00AM - 9:30AM at Hilton Palacio
del Rio in Salon Del Rey C

**Session 598: Institutions, Institutional Change and
Pressure**
Monday, August 15, 8:00AM - 9:30AM at Hilton Palacio
del Rio in Salon Del Rey S

**Session 905: Social Relationships, Social Networks,
and Social Costs**
Monday, August 15, 1:15PM - 2:45PM at Hilton Palacio
del Rio in Corte Real D/E

Discussion Paper Session Highlights:

This year, the division program chairs have selected a range of intriguing and thought-provoking papers for the discussion sessions. We have organized 87 sessions of 2-4 papers each, spanning all the divisions and interest groups within the Academy. Led by some of the most respected researchers in each field, the sessions promise to offer plentiful opportunities for insightful discussions. If you are looking for a forum where informal yet in-depth discussions led by experts are the key feature, please attend some of the DISC sessions. You might even want to take a look at the papers in advance. You will find them through the online program or by contacting the authors.

Here is but a small sample of the DISC sessions we would like to bring to your attention. Please take a look at the program to find many more. We hope to see you there!

Charisma and Transformational Leadership (Paper session # 603). Coached by Neal Ashkanasy, Monday, August 15, 8:00am - 9:30am, Hyatt Regency: Blanco.

Interorganizational Knowledge Flows and Strategy (Paper session # 613). Coached by Michael Leiblein, Monday, August 15, 8:00am - 9:30am Hyatt Regency: Nueces.

Strategic Signaling (Paper session # 614). Coached by Kathryn Harrigan, Monday, August 15, 8:00am - 9:30am, Hyatt Regency: Segin.

CEO and Corporate Governance (Paper session #

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917). Coached by Andrew von Nordenflycht, Monday, August 15, 1:15pm - 2:45pm, Hyatt Regency: Frio. Identity and Behavior (Paper session # 918). Coached by Ramon Aldag, Monday, August 15, 1:15pm - 2:45pm, Hyatt Regency: Live Oak.

Careers Motivation, Success, and Planning (Paper session # 1029). Coached by Barbara Ribbens, Gayle Baugh, and Sherry Sullivan, Monday, August 15, 3:00pm - 4:30pm, Hyatt Regency: Maverick A.

Enhancing Entrepreneurship (Paper session # 1128). Coached by Larry Plummer, Monday, August 15, 4:45pm - 6:15pm, Hyatt Regency: Llano.

Division Program Highlights:

BUSINESS POLICY & STRATEGY (BPS)

Irwin Outstanding Educator Award in Honor of Joseph T. Mahoney

Sunday, August 14th, 6:00-8:00 pm, San Antonio Convention Center: Room 217A

This year's BPS Division's Irwin Outstanding Educator Award recipient is Joseph T. Mahoney, Caterpillar Chair in Business at the University of Illinois at Urbana-Champaign. Professor Mahoney is an outstanding scholar and tireless servant for our division and profession. This year's Irwin Award recognizes Joe Mahoney's longstanding commitment to teaching and mentorship to Ph.D. students and junior faculty. He has advised more than a dozen Ph.D. students through the dissertation process, and served in some capacity on more than 40 dissertation committees. His scholarly monograph on the Economic Foundations of Strategy has become a foundational reference book for research seminars offered in more than 30 doctoral programs throughout the world. Numbers tell only part of the story behind Professor Mahoney's Irwin Award. Join us to hear from faculty colleagues, Ph.D. students and Joe Mahoney himself as we honor and celebrate his teaching achievements. Stay after the awards ceremony for a wine and cheese reception where you will have the chance to congratulate him personally.

Wiley-Blackwell Outstanding Dissertation Award Finalists

Monday, August 15th, 1:15-2:45 pm, San Antonio Convention Center: Room 217A
Organizer: Nicholas Argyres, Washington U. in St. Louis

Finalist Presenters: Giada Di Stefano, Bocconi U.; Emilie Feldman, U. of Pennsylvania; Markus Fitza, U. of Colorado Boulder; Martin Ganco, U. of Minnesota; Yujin Jeong, HEC Montreal; Christopher Liu, U. of Toronto; Elena Novelli, U. of Bath

This session showcases the research of the Wiley-Blackwell Outstanding Dissertation Award Finalists. Following an introduction by Nicholas Argyres, BPS Division Chair-Elect, each finalist will make a short presentation of his or her research. The award winner will be announced at the BPS Business Meeting later in the day. Don't miss this great opportunity to learn about some of the most exciting research by the new genera-

tion of BPS scholars!

BPS Program Tracks: Monday, August 15th and Tuesday, August 16th

The 2011 BPS Program again includes conference tracks covering seven domains within the strategy field. Sessions for a given track are scheduled sequentially in the same room during the scholarly program on Monday and Tuesday. The aim is to nurture and build smaller academic communities within the larger BPS community. The number of sessions per track varies. The tracks and track chairs for 2011 are:

Alliances and Networks

Kyle Mayer, U. of Southern California
San Antonio Convention Center: Room 202A

Competitive Heterogeneity

Tunji Adegbesan, Pan-African U.
San Antonio Convention Center: Room 204B

Corporate Governance

Trevis Certo, Arizona State U.
San Antonio Convention Center: Room 201

Firm Boundaries and Corporate Strategy

Janet Bercovitz, U. of Illinois
San Antonio Convention Center: Room 204A

Industry Dynamics

Scott Rockart, U. of North Carolina
San Antonio Convention Center: Room 204A

Innovation and Strategic Renewal

Annette Ranft, Florida State U.
San Antonio Convention Center: Room 202A

Strategy Process and Change

Sarah Kaplan, U. of Toronto
San Antonio Convention Center: Room 204B

CONFLICT MANAGEMENT (CM)

The Conflict Management Division offers a diverse and exciting program this year which includes a variety of professional development workshops aimed at members at all stages of their academic career to many original and intellectually stimulating scholarly sessions. From among this diverse array of offerings, we would like to highlight the following in particular:

We are especially pleased to offer the Junior Faculty Research Incubator and would like to welcome junior faculty from across the Academy with an interest in cross-cultural negotiation and conflict to join us for this interesting and innovative session.

Junior Faculty Research Incubator: West Meets East in the Negotiation of Conflicts and Deal-making Jr. Faculty Research Incubator

Saturday, Aug 13 2011 9:00AM - 5:30PM at Grand Hyatt in Lone Star B

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Organizer: William P. Bottom; Washington U. in St. Louis;

Panelists: Peter J. Carnevale; U. of Southern California; Hillary Anger Elfenbein; Washington U. in St. Louis; Donald L. Ferrin; Singapore Management U.; Ray Friedman; Vanderbilt U.; Kwok Leung; City U. of Hong Kong; Robin L. Pinkley; Southern Methodist U.; Melissa C. Thomas-Hunt; U. of Virginia;

Every other year the Conflict Management Division sponsors a workshop that brings together junior faculty with senior scholars to generate research projects around topics of common interest. In keeping with the Academy theme, this year the research incubator will focus on the process and outcomes of negotiation as it takes place in the West and the East. Research that enlightens about differences in practice, should provide insight into how those differences can be transcended.

Another session not to be missed is the CM showcase symposium:

Hierarchy and Moral Behavior in Organizations

Hierarchy and Moral Behavior
Monday, Aug 15 2011 11:30AM - 1:00PM at Grand Hyatt in Bonham C

Organizer: Jessica Kennedy; U. of California, Berkeley;
Discussant: Jerald Greenberg; RAND Corporation;

This symposium aims to further understanding of how hierarchies in organizations, which involve power, status, and the exertion of control over others through formal and informal rules, affect different types of moral behavior. It combines work from psychology and behavioral ethics paradigms to initiate more discussion between researchers examining related research questions.

Driving to the Top: How Status Influences Punishment of Transgressions

Presenter: Lamar Pierce; Washington U. in St. Louis;

Beyond a Shadow of a Doubt: Power, Moral Clarity, and Punishment in the Workplace

Presenters: Scott Wiltermuth; U. of Southern California; Frank Flynn; Stanford U.;

Gratitude Expression Assuages the Wrath of Incompetent Power Holders

Presenters: Yeri Cho; U. of Southern California; Nathanael J. Fast; U. of Southern California;

The Ethics "Fix": When Formal Systems Make a Difference

Presenters: Ann Tenbrunsel; U. of Notre Dame; Kristin Smith-Crowe; U. of Utah; Suzanne Chan-Serafin; U. of New South Wales; Arthur P. Brief; U. of Utah;

Finally, join us for a scholarly paper session that includes two of the division's award winning papers—Best Paper for New Directions in the study of conflict and Best Student Paper and William H. Newman Award Nominee:

Forgiveness & Reconciliation: What Will Help You to Forgive Me?
Monday, Aug 15 2011 3:00PM - 4:30PM at Grand Hyatt in Bonham C

Chair: Sheli Sillito; Brigham Young U.

The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness

Author: Ryan Fehr; U. of Washington, Seattle;
Winner of CM Division Best Paper Award - New Directions

Forgiveness is a powerful social force with lasting consequences for victims and offenders. Nonetheless, theory on forgiveness as an organizational phenomenon has lagged. In response to this concern, we introduce the construct of forgiveness culture as an organizational affordance and constraint. Forgiveness culture emergence is traced to three key values – relationality, temperance, and dignity – that are cultivated through leaders and organizational structures. Helping, building, and creating are in turn examined as its primary behavioral consequences.

The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions

Author: Lukas B. Neville; Queen's School of Business, Canada; Susan E. Brodt; Queen's U.

In the wake of a workplace trust violation, victims may choose to forgive a transgressor rather than nurse a grudge. Little research has considered how the victim's choice to forgive influences the perceptions and interpersonal motives of teammates who witness a trust breach and its aftermath. In an experimental vignette study, we test how forgiveness interacts with the type of discipline faced by the transgressor (forbearing, retributive or restorative) to shape teammates' own forgiveness of the transgressor, their intention to punish the transgressor, their identification with the team, and their perceptions of the team's justice and cohesion.

The Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure

Author: Brian C. Gunia; Northwestern U.;
Winner of CM Division Best Student Paper Award & William H. Newman Award Nominee

In the wake of negative organizational events, research directs the involved actors to apologize. However, "apologies" often communicate two, distinct messages: responsibility (they take blame) and regret (they express remorse). Though theoretically and practically distinguishable, taking blame and expressing remorse, independently, have not received much research attention. This leaves an important gap, as organizational actors often do one without the other. My research focuses on blame-taking, examining its independent incidence and effectiveness after a common event: a failure with multiple causes. Study 1 investigated incidence, asking consultants to reflect on a failure that they had personally experienced. Their responses suggested that blame-

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taking is rare and confined to leaders and minor failures. Study 2 sampled separate consultants from the same firm; they reacted to someone who took blame or expressed remorse for the Study 1 stories. Notwithstanding its scarcity, blame-taking was roundly rewarded by the Study 2 participants, in comparison to remorse. With a sample of working adults, Study 3 replicated these effects and documented a reason: blame-taking establishes an actor's character more than remorse. Overall, this research highlights a potential disconnect between what organizational actors do and what others want them to do. People appear quite reluctant to take blame, even though their counterparts would almost uniformly welcome it.

CRITICAL MANAGEMENT STUDIES (CMS)

The CMS team has put together an exciting and innovative program comprising keynotes, workshops, symposia and paper sessions that cover a number of different theoretical, political, research and teaching issues. We start with the *PDW program* on Friday and Saturday, containing familiar elements such as the **Doctoral Consortium** (#10) and **Lunch** (#83) on Friday (8-10am, then 12-1pm, both in Salon A, Marriott Riverwalk), and an Off-Site Visit to a local Hispanic immigrant community organization on Saturday. A feature of the PDW program is the Saturday 8-10am session (#179; Marriott Rivercenter, Salon J) "**How Do We Distinguish Ourselves? Examples of Teaching Practice from CMS Teachers/Researchers**". We particularly welcome new division members, or those curious about what CMS might mean, to come along, listen, participate and meet CMS scholars within the shared context of teaching. The Division also has two social events (Saturday, 7-8:30 pm; Sunday, 7-9 pm) with an open invitation to drinks and informal conversation.

The main Scholarly Program starts on Sunday and this year features a *CMS Academic Keynote* by distinguished speaker *Professor Walter Mignolo* from Duke University on "**The Spirit Returns to the East**" (#1122, Monday – 4:45-6:15 pm, Marriott Rivercenter, Salon G). This keynote is sponsored by *Organization: The Critical Journal of Organization, Theory & Society* and Fundacao Getulio Vargas - EBAPE, Brazil. We also wish to highlight two symposia from the main program that illustrate specific substantive and methodological interests of the CMS Division.

Session #912: "**Bottom of the Pyramid; A Critical/Constructive Exploration**" (Monday - 1:15-2:45pm, Marriott Rivercenter, Salon L) is a Showcase Symposium co-sponsored by CMS and SIM. The premise of the symposium is that the debate on Bottom of the Pyramid (BoP) has reached a key juncture within the management academy. Despite enthusiastic advocacy by prominent management scholars and endorsement by large multinationals, BoP has failed to deliver its promise of a market-driven solution to poverty. The question is, where next? The panel brings together scholars from three continents to discuss the BoP concept from a critical but constructive perspective.

Session #1123: "**West-East, North-South and Between: Terror, Greed, War, Race and Community in a Narrative World**" (Monday - 4:45 - 6:15pm, Marriott Rivercenter, Salon L). This symposium brings together established and emerging ethnographers, who share a view of the significance of narrative in the world, to discuss new developments in method, new sites of encounter, new lines of theorization and new vistas of impact for the "new" ethnography – one prepared to tackle the biggest issues of global power, prejudice inequality and the possibilities for change.

We are looking forward to seeing you in San Antonio!
Alex Faria, CMS Program Chair, alex.faria@fgv.br

ENTREPRENEURSHIP (ENT)

This year again sees an extremely rich selection of thematic PDWs, Paper Sessions and Symposia on theory, method, and a range of topical areas of interest for those in the Entrepreneurship Division, or those just interested in entrepreneurship. The Entrepreneurship Division has put together various sessions in line with this year's main conference theme. Entrepreneurship plays a key role in society in both the Eastern and Western contexts. At the same time, both East and West have much to learn from each others' entrepreneurial experiences.

Passion is a topic that has long eluded the analysis of entrepreneurship. This session focuses directly on the role that passion plays in entrepreneurial decision making and actions. The research spans methodological issues, theory development, and provides new empirical insights based on rigorous testing of unique data sets. Presentations will consider whether passion is an espoused or actual investment criterion, the impact of passion on persistence in new venture creation, the contribution of entrepreneurial passion on psychological capital, and the role of trust:

Does Passion Have a Place in Entrepreneurship? Monday, August 15, 8:00 AM – 9:30 AM, San Antonio Convention Center, 007D

One of the tenants emerging from entrepreneurship research has been a negative relationship between the age of a venture and its likelihood of survival or what has become known as "the liability of newness." This session provides compelling new research challenging this conventional wisdom concerning "the liability of newness." These new findings provide a fresh theoretical perspective by subjecting novel sources of new data to state-of-the-art empirical methodologies. Being new may not be such a liability after all:

Is Being New Really Such a Liability? Monday, August 15, 11:30 AM – 1:00 PM, San Antonio Convention Center, 007C.

Social entrepreneurship has become a popular topic in leading business schools globally and firmly holds a place on policymakers' agendas but less is known about social enterprises in emerging economies such as

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China:

Social Entrepreneurship in China: East meets West
Saturday, August 13, 2011, 8:30 AM – 11:00 AM, San Antonio Convention Center: Room 216 A).

A further 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:

ENT Business Meeting

Monday, August 15, 6:30 – 7:30 PM., San Antonio Convention Center, 007B

Come and see what's happening in the division, and take advantage of the reception that will take place immediately following the Business Meeting in the San Antonio Convention Center, 007C.

HEALTH CARE MANAGEMENT (HCM)

The Health Care Management Division's 2011 program promises to be bigger (it's in Texas where everything is bigger) and better (your participation will make it so) than ever before. The first day's PDW (Friday, August 12, 2011) will kick-off the Academy conference with a field trip to Brooke Army Medical Center located on the U.S. Army's Fort Sam Houston.

Brooke Army Medical Center and Center for the Intrepid Field Trip

Friday, August 12 2011 8:30AM - 12:30PM

Omnibus transportation has been arranged for the trip and will leave from the Marriott Riverwalk in front of the lobby at 8:30 AM. The tour starts by visiting the Center for the Intrepid, which is the world's premier physical rehabilitation facility. Next, we will tour the medical facility and end the morning at the Warrior Family Support Center. There will be a required registration as space is limited. Please be sure to bring a government issued form of identification with a photograph (ideally a passport).

The PDW will also feature two sessions that look at online teaching and learning techniques. Health administration programs were among the first in academia to go fully online. Many of the HCM Division's members have a wealth of experience to share. The two programs are:

Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches

Saturday, August 13 8:00 - 10:00AM, Marriott Riverwalk, Bowie

East Meets West: Traditional Teaching Meets Online Learning

Friday, August 12 10:15AM - 12:15PM, Marriott Riverwalk, Salon F

Last, but far from least are an excellent series of research seminars. Health services researchers were the first to introduce the idea of 'Evidence-based' prac-

tice that has given rise to the Evidence-based Management movement. The seminar is entitled:

Transcending Industry & Academic Boundaries: Conducting Real-Time, Evidence-Based Management Research

Friday, August 12 12:30 - 2:30PM, Marriott Riverwalk, Salon F

This will be an excellent opportunity to learn how to conduct this type of research.

The HCM division also has a diverse and interesting number of papers, workshops, and symposia this year. Below we highlight three examples of our outstanding sessions with a broad appeal to HCM members and the Academy at large.

Our scholarly program on Monday and Tuesday will include traditional paper sessions, divisional roundtable sessions, and discussion paper sessions. In addition, there will be symposia sessions jointly sponsored by other divisions. We particularly encourage you to attend the presentation by this year's *HCM Distinguished Speaker, Major General David Rubenstein from the U.S. Army Medical Department Center*. He will be presenting his talk titled, ***Healthcare Leadership: Thoughts from my Foxhole***. Immediately following Major General Rubenstein's talk, we will hold out HCM Division annual business meeting. After the business meeting, we hope you will join us for our HCM Division reception. All location information is listed below. Hope to see you there!

HCM Distinguished Speaker, Major General David Rubenstein, US Army Medical Department Center, San Antonio, TX

Healthcare Leadership: Thoughts from my Foxhole
Monday, August 15, 4:45PM - 6:15PM, Marriott Rivercenter, Salon K

HCM Business Meeting

Monday, August 15, 6:30 - 7:30PM, Marriott Rivercenter, Salon K

HCM Division Reception

Monday, August 15, 7:30 - 9:30PM, Marriott Rivercenter, Salon L

HUMAN RESOURCES (HR)

The HR Division again has innovative and exciting sessions planned for the upcoming Conference in San Antonio. Please check out these outstanding examples across Professional Development Workshops, All-Academy Sessions, and Scholarly Programs.

Taking Stock and Looking Forward: The HR-Performance Research Agenda over the Next Twenty Years

Scheduled: Saturday, August 13, 2:15 - 5:15PM, Grand Hyatt in Crockett A & B

Scholars of human resource management, industrial relations, and strategic management have for many

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years shared a common goal of understanding how the management of human capital affects the operational and financial performance of organizations. One stream of this research has specifically focused on how bundles of HR practices, often referred to as high performance work systems (HPWS), high involvement work systems, and high commitment work systems, relate to organizational performance via their effects on human capital. On average, this research has found a small but positive relationship between sets of certain practices in the HR system and business unit and firm-level outcomes (Combs, Liu, Hall, & Ketchen, 2006). However, this work has been characterized by a number of persistent theoretical and methodological challenges that need to be better addressed to facilitate continued progress. For purposes of focusing the PDW, we organize the main part of the program around three selected challenges: (1) Heavy reliance on the resource-based view of the firm to the exclusion of other theoretical frameworks; (2) Theoretical/methodological issues related to how human capital mediates the HR system-business performance relationship; and (3) Theoretical/methodological issues of endogeneity and causality. We invite distinguished scholars from a variety of disciplinary backgrounds to participate in an interactive dialogue regarding these challenges, discussing potential solutions or even “ideal studies” that could enhance this research. We also provide an opportunity for panelists and participants to identify other research problems and opportunities as fuel for current discussion and for possible inclusion in a future PDW.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

AOM Ambassadors: East meets West in the Academy through collaborative research

Scheduled: Sunday, August 14, 4:30 - 6:00PM, San Antonio Convention Center 202B

The Academy of Management membership profile is at a significant point in the history of the organization, where more new members are from outside of the US than within it. In the near future, the majority of the total membership of AOM will be from outside of the US. In this context it is very important for us to identify sustainable mechanisms for integrating and engaging our global membership, and to develop and disseminate knowledge that is relevant to management scholars operating outside of the U.S. context. This symposium session is geared toward leaders and active members from all Academy Divisions. The goal is to describe the development and results of an approach that has been successful in addressing the need for a more integrated global membership in which West really does meet East: The HR Division's Ambassadors Program

Research Meets Practice: Networking among HR Professionals

Scheduled: Monday, August 15, 5:30 – 8:30PM, Grand Hyatt, Lone Star F

HR Researchers: Are you interested in connecting with

practicing professionals to better understand how they apply your research and find potential participants for future studies? HR Practitioners: Are you looking for research-based guidance for your work in human resources from some of the leading researchers in the field? This exciting and innovative session will feature participants and several speakers from the local chapters of the Society for Human Resource Management (SHRM), International Society for Performance Improvement (ISPI), and American Society for Training and Development (ASTD). Researchers will share the latest in evidence-based guidelines and suggest ways to apply this evidence in practice; practicing professionals will describe how they apply evidence in their work and discuss opportunities for future collaboration. This networking event follows the popular Cracker Barrel format, in which each table features a different speaker and participants can sample as many as three presentations on areas of interest. This format encourages interaction between speakers and participants— and creates a comfortable environment for networking.

MANAGEMENT HISTORY (MH)

The Management History (MH) division and the Community of Academy Senior Scholars (CASS) is sponsoring a showcase symposium called “*Then and Now in Management History*” (Monday, August 15, 3:00 PM – 4:30 PM, Marriott Riverwalk, Salon B). The purpose of this symposium is to actively engage AOM senior scholars and by providing a forum for them to directly engage all other scholars in the AOM, who are following in their footsteps. CASS keeps senior, pioneering management scholars engaged in their profession and in the AOM. The MH division puts historic intellectual contributions into context so their unique tenets are not lost. With these tenets driving it, the “*Then and Now in Management History*” symposium will offer a fascinating glimpse into how senior AOM scholars have influenced, and been influenced by, theory and practice in the AOM over the years.

As for our Professional Development Workshop (PDW) program, we cordially invite you to join the session “*The Academy of Management in Hollywood: A Screening of A Question of Management*” (Saturday, August 13, 10:15 AM – 12:15 PM, Marriott Riverwalk, Salon F) which is organized by Regina Greenwood, Jacqueline Einstein and Roy Teahen. *A Question of Management* was produced in 1986 for the Academy of Management to celebrate its 50th anniversary as well as the 100th anniversary of the birth of management. Upon the screening of this intriguing, perhaps controversial, and certainly thought-provoking film of the early days of our discipline, an informal discussion among attendees will follow to address questions such as: What would be different in a remake of the film today? Who might be added? What might be deleted? What might be presented differently? And, most importantly, what is our understanding of the discipline of Management today? Some of the original participants - Fred Luthans, Fred Fiedler, Dan Wren and others - might show up as well to share their remembrances of the debate and discussion surrounding the making of the film and what they would

Academy Program Highlights

say if asked about Management today. You'll be surprised to learn how the field of management and educational media have changed in such a short period of time.

ORGANIZATIONAL BEHAVIOR (OB)

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

On Friday and Saturday, we are offering a number of PDWs that address the full spectrum of career-related issues (e.g., ***Advice for Pre-Dissertation Doctoral Students, Research Tips and Strategies from Prolific Junior Faculty, From Associate to Full and Beyond, and Understanding Scholarly Impact***). There will also be several great teaching-focused workshops as well as a wide array of research-related PDWs. We particularly recommend the sessions that strengthen connections between research and practice, ***Research in the Wild: Making the Most of Academic/Practitioner Collaborations and Bridging the Divide: Doing Research that Impacts Practice*** as well as the ***Research Incubator, "Help! I'm Stuck."*** A innovative session that addresses how to use virtual environments in both teaching and research, ***Researching and Teaching a Second Life: A Tutorial on Virtual Worlds*** is offered Saturday afternoon (see more information, below).

One of the highlights of the OB division's program is the ***Lifetime Achievement Award Address*** on Tuesday morning, where we honor the achievements and contributions of this year's recipient, *Charles A. O'Reilly*, who will be the ***Distinguished Speaker***. This will be followed by our popular ***Making Connections Coffee Hour***. This is an opportunity for division members, new and old, to mingle and make new connections.

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

Researching and Teaching a Second Life: A Tutorial on Virtual Worlds

Saturday, August 13, 1:30 – 3:30 pm
Grand Hyatt: Bonham B

Abstract:

Online virtual worlds (sometimes called multi-user virtual environments) are becoming increasingly popular alternatives to both traditional instruction and data collection, largely due to the increased fidelity of the interpersonal environment it provides in comparison to traditional online collaboration tools. The purpose of this PDW is to introduce attendees to one such virtual world, *Second Life*. The tutorial will include demonstrations of several

key skills, including setting up an account, establishing one's appearance, interacting with the local community, purchasing and selling, the creation of in-world items for use as learning objects, and giving a slide-based presentation within the virtual environment. The use of virtual worlds as a research platform for understanding employee behavior will be discussed, along with applications for teaching. Laptops recommended but not required, pending wireless Internet availability.

OB Division Awards and Social Hour

Monday, August 15, 6:30 - 8:30 pm
Grand Hyatt: Texas Ballrooms E & F

Lifetime Achievement Award Address: Charles A. O'Reilly, Stanford University

Tuesday, August 16, 9:00 - 10:10 am
Grand Hyatt: Texas Ballroom B

OB Division Making Connections Coffee Hour

Tuesday, August 16, 10:10 - 11:10 am
Grand Hyatt: Texas Ballroom B

ORGANIZATIONAL COMMUNICATIONS AND INFORMATION SYSTEMS (OCIS)

PDW Workshop: Building Bridges through a Socio-Technical Perspective? A Socio-Technical Perspective.

Saturday, August 13, 1:15 - 4:15PM
San Antonio Convention Center in Room 007 B.

With the continued reliance on digital technologies in organizations, scholars from a broad range of the management community increasingly recognize the need for interdisciplinary research agendas that address the complexity of socio-technical systems in contemporary organizations. The socio-technical perspective acknowledges that human enterprises involving social and technical domains are not reducible to either their social or technological components. The goal of this workshop is to bring together researchers who study a wide variety of research questions and phenomenon and who share interests around exploring social phenomenon together with related technology. The organizers will build from recent work done by the Consortium for the Science of Sociotechnical Systems (CSST: see <http://sociotech.net>) to facilitate participant networking and stimulate the discussion.

OCIS Keynote Address

Monday, August 15 4:45 - 6:15 PM.
San Antonio Conference Center in Room 206A.

The keynote address, ***"Mortgaged Future: Did IT Have a Role in Creating the Crisis in Real Estate Finance?"*** will be presented by Dr. M. Lynne Markus, John W. Poduska, Sr. Professor of Information and Process Management at Bentley University. Information technology and the transparency it can bring are often cited as solutions to current and future global financial problems. But could IT have also have had a role in causing the mortgage meltdown? Many explanation of the global financial crisis have been offered, including global capital

Academy Program Highlights

flows, government intervention (or lack thereof), and gambling, greed, or fraud. This presentation examines how the use of information technology—in the form of decision support (e.g., automated underwriting), transaction processing and electronic data exchange, and new information-based financial products (e.g., adjustable rate mortgages, collateralized mortgage obligations, etc.)—may have contributed to the crisis. Proposals for enhancing technology to prevent future crises are discussed, as are implications for future research on large-scale socio-technical systems.

Showcase Symposium: Horizontal Coordination across Boundaries and Locations: New Insights from the Field

Tuesday, August 16, 8:00 - 9:30AM
San Antonio Convention Center in Room 214 C

This symposium will explore how horizontal coordination and knowledge sharing take place across occupational, status, and geographical boundaries in organizations. Using new field research conducted in a range of different organizational contexts, this symposium will: 1) elaborate a set of emergent practices and social cognition processes which explicate the unique difficulties associated with cross-boundary coordinating under ambiguous, fast changing, and demanding conditions, and 2) demonstrate how particular contexts shape group practices and coordination outcomes. The symposium is designed to develop new theoretical insights by elaborating the commonalities and differences in meaning, action, and practice that shape organizational coordination across occupations and locations.

Please join us for the following division events:

OCIS PhD and Member Reception

Saturday, August 13, 6:00 - 7:30PM
San Antonio Convention Center in Mission 103 A

OCIS Division Business Meeting

Monday, August 15, 6:30 - 7:30PM
San Antonio Convention Center in Room 006 D

OCIS Reception and Social

Monday, August 15, 7:30 - 10:00PM
San Antonio Convention Center in Room 206 A

The OCIS Executive Committee would like to acknowledge the generous support of the following sponsors of the 2011 program: Syracuse University School of Information Studies, University of Hawaii Shidler College of Business; University of Louisville College of Business; University of Maryland Robert H. Smith School of Business; and, University of Pittsburgh Joseph M. Katz Graduate School of Business.

ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

Welcome to the 2011 ODC Division Program!

The program begins with 11 PDW sessions, including

traditional favorites and innovative newcomers. There are sessions on high-impact change exercises; positive organization change; publishing qualitative research in top-tier journals; action research; developing organizations based on academic knowledge; dialogical OD; leadership and leadership development; writing research implications for practice; and adapting organization development to social issues. It is a very practical and useful line up.

Of particular interest is a PDW session Saturday afternoon sponsored by the ODC Division Executive Committee on **Creating the Future of ODC**. This is an opportunity to join your fellow ODC members and the Executive Committee to help shape the future and direction of the Division. This will occur Saturday August 13, 4:00 - 6:00PM in the Grand Hyatt, Travis C. It will be followed by an **ODC Doctoral Student and New Member Reception** from 6:00 - 8:00PM in the Grand Hyatt, Texas Ballroom C. Doctoral Students and all ODC members are invited to attend.

The scholarly program includes some 60 papers and 25 symposia featuring a wide range of change-related topics and perspectives. Don't miss our kick-off session on Monday morning, 8:00 - 9:30 AM in the Grand Hyatt, Texas Ballroom. The session features an "all-Eastern" panel of leading change scholars, Mary Yoko Brannen (Japan), Quy Huy (Vietnam and now Singapore), Kowk Leung (China), and Ram Tenkasi (India), addressing the topic of **Bridging East and West in ODC Research, Teaching, and Practice**.

Another exciting highlight you will want to make sure to attend is the *ODC Distinguished Speaker, Kim Cameron, William Russell Kelly Professor of Management and Organizations* at the University of Michigan and co-founder of the Positive Organizational Scholarship movement. Kim will draw on his extensive research base and board collaboration with scholars and practitioners around the world as he addresses the topic of **"Positive Organizational Change."** The session will be held Monday 3:00 - 4:30 PM in the Grand Hyatt, Lone Star A.

The **ODC Business Meeting** follows Kim's presentation in Lone Star A. It is open for all members, and we encourage you to attend. Finally make sure to attend our **ODC social reception**, Monday 6:30 - 8:30 PM in the Grand Hyatt, Ballroom C.

OPERATIONS MANAGEMENT (OM)

Operations Management (OM) refers to the management of the production and delivery of the products and services that the company sells. Within organizations and as an academic discipline, OM interfaces with many disciplines, including, but not limited to, human resources, strategy, organizational behavior, environmental, health and safety, social sustainability, information systems, and innovation management. Whether you are a diehard OM-er or someone from another discipline who would like to explore how your scholarship and teaching can inform and be informed by OM, we

Academy Program Highlights

invite you to participate in the OM program this year. In addition to our Doctoral and Junior Faculty Consortium, the OM Division has a full schedule of PDW workshops. In keeping with the "West Meets East" theme, on Friday afternoon a tour of the Toyota Texas San Antonio Assembly plant will take place to give participants a look at the Toyota Production System, followed by a panel discussion on Saturday afternoon on conducting research across eastern and western countries. Other sessions on Friday and Saturday include workshops on project management and developing OM theory. The PDW portion of the program concludes with the *Journal of Supply Chain Management* Best Paper Session, featuring discussions from the best-paper authors on how to craft a high-quality research paper.

Plant Tour of the Toyota Texas San Antonio Assembly Plant

Friday, August 12, 1:00 – 4:00 PM
Offsite at Toyota Texas Assembly Plant

Conducting Research Across Eastern and Western Countries

Saturday, August 13, 4:00 – 6:00 PM
San Antonio Convention Center, Room 209

Journal of Supply Chain Management Best Paper Session : Crafting a High-Quality Research Paper

Saturday, August 13, 6:00 – 8:00 PM
San Antonio Convention Center, Room 210 B

Scholarly sessions begin Sunday afternoon with the Journal of Operations Management Best Paper Session. JOM is the premier journal in the OM field. Authors of the four Best Paper Award nominees will present their work, followed by the announcement of this year's best paper award winner. Both outgoing and incoming editors of JOM will be in attendance.

On Monday and Tuesday we have a number of excellent papers being presented on topics related to project management, supply chain management, service operations, sustainability and environmental performance, health care operations, innovation, and information systems, to name just a few. One of the highlights of the program includes a showcase symposium on Monday morning with a panel of experts that will promote discussion of one of the most closely examined West-East exchanges, the Toyota Production System. The symposium will look closely at new concepts, frameworks, and theories that can advance the study of the Lean Production/ Toyota Production System operating strategy.

On Tuesday, the four finalists for the OM Division Chan Hahn Best Paper Award will present their papers in two sessions. Two of the finalists will be featured during the session at 8:00 AM, and the other two at 11:30 AM. Both sessions will be held at the Convention Center, Room 215.

Journal of Operations Management (JOM) Best Paper Session

Sunday, August 14, 3:00 – 4:30 PM
San Antonio Convention Center, Room 213 A

Showcase Symposium - Context is Everything: Understanding Lean when West Meets East

Monday, August 15, 9:45 – 11:15 AM
San Antonio Convention Center, Room 215

Supply Chain Integration and Innovation

Tuesday, August 16, 8:00 – 9:30 AM
San Antonio Convention Center, Room 215

Process Improvement, Organizational Learning, and Innovation

Tuesday, August 16, 11:30 AM – 1:00 PM
San Antonio Convention Center, Room 215

PRACTICE THEME COMMITTEE (PTC)

Session 126: Approaches for Studying Management Practices

Friday, August 12, 2:15PM - 5:15PM at Grand Hyatt in Bonham C

Abstract: This Workshop addresses theoretical, methodological, and practitioner challenges in studying management practice, looking at what managers and their co-workers actually do. Many organization, strategy and management researchers have commented on the value of the practice-based approach which, drawing on movements in social sciences more generally has been referred to as 'the practice turn' (Whittington, 2006; Schatzki, Knorr-Cetina, & von Savigny, 2001). While practice is often conceived as bundles of activities, there are significant differences in the conceptions of activities and their connections to one another. Practices are the context of action and are themselves constituted through meaningful action. Thus the study of practices incorporates understanding activities, experiences, presentation (and re-presentation), skills, learning and the materiality of action. However, a rich theoretical background and diverse contributions create conflicting advice for managers and researchers alike. The purpose of this workshop is not to reduce this rich complexity but to enable those in the field to explore the different positions adopted and to discuss where productive dialogues and debates between those positions might be fostered. Designed to facilitate discussion and mapping activities of the multiple theoretical, methodological and practitioner implications associated with different traditions of practice-based research, the Workshop will be of interest to those interested in the theory-practice interface; faculty and doctoral candidates seeking research inspiration, and a deeper understanding of practice-based research for theory building. The overarching aim is to stimulate dialogue between fields where there is an interest in practice.

Session: 213 Managing Change in the Aftermath of Extreme Events

Saturday, August 13, 8:00AM - 11:00AM at Grand Hyatt in Travis C

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Abstract: Following the success of this Workshop theme in 2009 and 2010, we will this year explore in greater depth the practical, theoretical, methodological, and pedagogical challenges in managing change in extreme contexts. This year there is a clear shift to the generation of a relatively small number of empirically-based case studies. Examples of cases already commissioned for the workshop include: the collapse of a known high risk building injuring a fire-fighter, the crash of a Nimrod reconnaissance aircraft in Afghanistan, a radioactive leak in a nuclear reprocessing plant; the management a serious outbreak of a hospital superbug, recurring bush-fires destroying lives and communities in Australia, and a serious incident involving a patient death in a hospital. Participants are encouraged to submit their own case studies of different kinds of extreme case, where the potential for learning is high and where cases are of intrinsic interest. Within this diversity, we expect to see similar patterns across the timelines of events. We will focus on the conditions and processes that respectively encourage and inhibit change in the aftermath of such events, leading to developments in theoretical understanding, and guidelines for organization and management practice. One overarching aim is to bridge scholarship from separate but related fields: normal accidents, high reliability organizations, risk and crisis management, sensemaking in crises, the role of public enquiries, and change management. A second aim is to maintain an international network, to progress the research agenda, and to develop a contingency framework for managing change in extreme contexts.

Session: 289: Practicing Transcendental Leadership with Tango: Mastering the Balance between Progress and Harmony

Saturday, August 13, 12:30PM - 2:30PM at Grand Hyatt in Travis B

Abstract: Following positive feedback from attendees of a similar PDW given by the co-chairs in 2010, we propose a follow up offering of how social dance can be used to develop organizational leadership skills needed in today's complex business climate. It does effectively "take two to tango": a leader and a follower. The dance is a metaphor for work performance and a "successful" dance or partnering is like the achievement of organizational objectives by a manager with an engaged workforce. Social dance provides a powerful and "sticky" medium to bring these principles to life. The Argentine Tango, particularly, embodies many of the skills necessary to successfully lead organizations in the 21st century. Above all, it requires the ability to dynamically adapt to rapidly changing environments. Both today's business leaders and tangueros (tango dancers) must be able to "think on their feet" and respond effectively to the unexpected actions of others, including those with whom they interact most closely. Skilled organizational leaders, like dancers, more easily navigate the complexities of their business environment by establishing deep and fluid communication with their followers. As suggested by the quote above, this ability to connect with one's partner emanates from the heart, not the feet - nor the hands, nor the mouth. It is only in the heart that the balance between

progress and relational harmony can truly be appreciated. Approaching leadership this way can result in the mutual satisfaction of both personal and organizational goals.

RESEARCH METHODS (RM)

Once again, the Research Methods division is offering a wide range of PDWs, covering advice for researchers, introductions to new techniques, advanced topics, and philosophy of science issues. Sessions cover research issues, qualitative methods, and quantitative methods applicable to both micro-level and macro-level research. While there are many noteworthy offerings this year, we wanted to highlight one particular series of sessions on Saturday: there will be a series of four "**Ask the Experts**" sessions, offered sequentially, covering a variety of methodological topics.

From 8am to 10am, a group of experts will be available to discuss **Qualitative Methods**. From 10:30 am to 12:30 pm, an Ask the Experts session will focus on **Micro-Level Quantitative Methods**. From 1:00 pm to 3:00 pm, Ask the Experts will focus on **Macro and Cross-Level Methodologies**. Finally, from 3:15 pm - 5:15 pm, a panel of past **Research Methods Division Distinguished Career Award winners** will discuss the various issues research face trying to make a career and impact in the area of research methods.

In addition to a diverse scholarly program, on Monday at 11:30 we offer a workshop on "**How to Write and Publish Research Methods Papers**" with Don Bergh, Brian Boyd, Jose Cortina, Jeff Edwards, Bob Gephart, Anne Huff, Katherine Klein, and Larry Williams.

Our **Business Meeting** is Monday at 6:00 pm, followed by our **Reception** at 7:15 pm. Please come and join us for good food, drinks, and conversation!

STRATEGIZING ACTIVITIES & PRACTICE (SAP)

Session 34: Strategy-as-Practice Research: Taking Stock and Going Forward

Friday, August 12, 8:00AM - 11:00AM at San Antonio Convention Center in Room 207 B

This PDW's focus is on 'what we have learnt and what we have still to learn' in several substantive, empirical topic areas of Strategy as Practice (SAP) research. These substantive areas include capabilities, strategists, sensemaking/giving, strategy tools, meetings/workshops, representation/artifacts and strategy discourse. The PDW's purpose is to enthuse, guide and link the 'next generation' of SAP researchers. For each topic area, speakers will outline SAP's research achievement so far and discuss the potential agenda going forward. These introductory talks will provide a broad overview of each topic area and identify promising new themes or gaps that might help guide future research. After the talks, participants will break into two roundtable sessions with the speakers to share interests, generate interesting research questions and propose appropriate methodolo-

Academy Program Highlights

gies for addressing them. Participants will come away from this PDW recharged with ideas, approaches and collaborations for engaging in SAP research at the cutting edge of the field's development.

Session 876: Agency and Emergence: On the Origins of Strategy

Monday, August 15, 11:30AM - 1:00PM at San Antonio Convention Center in Room 213

The purpose of this proposed panel symposium is to bring together a diverse set of organizational scholars to discuss agency and emergence in the origins of strategy. The scholars in this proposed symposium give three distinct perspectives. The notion of agency is implicit in much of our work in strategy, but our purpose is to highlight and explicitly discuss different ways in which agency manifests itself in the course of strategy-making. A diverse set of methodologies will also be featured: from historical analysis to video ethnography to computer simulation. Ample time is also planned for panel and audience interaction.

Session 981: Enhancing Relevance: Video Ethnography and Practitioner Engagement

Monday, August 15, 1:15PM - 2:45PM at San Antonio Convention Center in Room 213 B

This symposium addresses two strong and pervasive trends in management research, the increasing demand for micro-level data that captures actions, interactions and the socio-material contexts in which they occur, and the growing pressure to demonstrate the practical relevance and impact of empirical research. This symposium is designed to address both these trends, presenting video ethnography as a promising response to changing demands in data quality and practitioner engagement. The presentations in this symposium introduce and critically evaluate video ethnography as a novel methodology that a) enhances the researcher's capacity to capture and analyze minute details of human interaction and the socio-material context in which it is embedded, b) opens new avenues for engaging practitioners in the research process, and c) generates opportunities for enhancing analytic rigor, but also practical relevance in the process. Presenters draw on their rich personal experience with video ethnography to outline the benefits and challenges of this new method and make practical suggestions on its application. They provide empirical examples covering a wide variety of empirical settings and theoretical questions, which makes the symposium interesting and relevant for a broad range of participants. The symposium is designed to be participative, encouraging participants to engage in discussion and debate about this novel method and its applicability to various strands of research. This debate will be used to deepen participants' understanding of video ethnography and hopefully spawn new ideas for research projects that capitalize on its strengths.

TEACHING THEME COMMITTEE (TTC)

If you want to invest a little time at the conference thinking about ways to further improve your teaching, the TTC invites you to join us in some PDWs we know you will enjoy:

An improved model of significant learning – Fink's taxonomy applied to business education offers an opportunity to consider how you can craft assignments and employ teaching practices that will add substantively to your student's learning.

Friday, August 12 from 8 – 10 am at Marriott Riverwalk Salon F.

Teaching with technology to enlighten, balance, and transcend is presented by a team well skilled in helping colleagues learn how to use technology to improve the teaching and learning process.

Saturday, August 13 from 8 – 10 am at Marriott Riverwalk Salon A.

Online teaching best practices: Building community and high performing team assignments is the third in a popular series of PDWs facilitated by TTC members with extensive knowledge and experience teaching online. Saturday, August 13 from 10:15 am to 12:15 pm at Marriott Rivercenter Salon C.

Discussing the undiscussables: How to introduce and discuss sensitive classroom topics explores strategies and techniques faculty can use to introduce and facilitate topics sometimes viewed as too sensitive to discuss.

Saturday, August 13 from 12:30 to 2:30 pm at Marriott Rivercenter Salon C.

Are you hungry for knowledge? Using food to explore diversity and further cultural understanding offers a fun exploration of food as a vehicle to broaden cultural understanding and ends with an "appetizer crawl" at local ethnic restaurants.

Saturday, August 13 from 2:45 to 4:45 pm at Marriott Rivercenter Salon C.

Teaching Theme Committee Meeting for all current and interested members Sunday Aug 14 from 10 – 11:30 am at Marriott Rivercenter Salon L.

TECHNOLOGY & INNOVATION MANAGEMENT (TIM)

TIM Division Distinguished Speaker: Clayton Christensen, The Robert and Jane Cizik Professor of Business Administration, Harvard Business School Monday, August 15, 4:45 – 6:15 p.m., San Antonio Convention Center, Room 006D

Showcase Symposium: Enabling Innovation Outside the Firm

Tuesday, August 16, 8:00 a.m. – 9:30 a.m., San Antonio Convention Center, Room 007A

Academy Program Highlights

Organizers: Karim R. Lakhani, Harvard U.; Michael L. Tushman, Harvard U.; Hila Lifshitz, Harvard Business School

Discussants: Michael L. Tushman, Harvard U.; Natalia Levina, New York U.

Rotating Leadership and Collaborative Innovation:

Recombination Process in Symbiotic Relationship: Jason Davis, Massachusetts Institute of Technology; Kathleen M. Eisenhardt, Stanford U.

The Economic and Organizational Underpinning of Open Innovation Strategies, Gary Dushnitsky, London Business School

Investigating How Online Markets Alter The Technology-Application Landscape: Rahul Kapoor, U. of Pennsylvania

Organizational Factors Determining the Effectiveness of Opening Innovation Boundaries: Hila Lifshitz, Harvard Business School

The “Negative Space” of Innovation: The Role of “Selecting Out” on Innovative Performance: Andrew King, Dartmouth U.; Anil R. Doshi, Harvard Business School; Karim R. Lakhani, Harvard U.

*Notable Paper Session: **Public Policy and Innovation***
Tuesday, 3:00 p.m. – 4:30 p.m., San Antonio Convention Center: Room 006A

Chair: Neil Thompson, University of California, Berkeley
Regional Disadvantage? Non-compete Agreements and Brain Drain: Matt Marx, MIT Sloan; Jasjit Singh, INSEAD; Lee Fleming, Harvard U.

Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies: Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U.

The Mobility of Economists and the Diffusion of Policy Innovations: Bruce Kogut, Columbia Business School; J. Muir Macpherson, Georgetown U.

Special Thanks

Division and Interest Group Program Chairs

Alexandre Faria, Critical Management Studies Division
Andrew Hoffman, Organizations and the Natural Environment Division
Arvids A. Ziedonis, Technology & Innovation Management Division
Avner Ben-Ner, Public and Nonprofit Division
Cheri Ostroff, Organizational Behavior Division
Christine Beckman, Organization and Management Theory Division
David Audretsch, Entrepreneurship Division
Elizabeth Davidson, Organizational Communication and Information Systems Division
Gwendolyn Combs, Gender & Diversity in Organizations Division
James D. Ludema, Organization Development and Change Division
Jami Leanne DelliFraine, Health Care Management Division
Jeffrey J. Reuer, Business Policy and Strategy Division
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Karen Chinander, Operations Management Division
Linda Rouleau, Strategy As Practice Interest Group
Lisa Schurer Lambert, Research Methods Division
Michelle French, Management Spirituality and Religion Interest Group
Patrick J. Murphy, Management History Division
Rhonda K. Reger, Managerial and Organizational Cognition Division

Therese F. Yaeger, Management Consulting Division
Toni Ungaretti, Management Education and Development Division
Virginia Woods Gerde, Social Issues in Management Division
Wendy Boswell, Human Resources Division
Zoe Barsness, Conflict Management Division

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Christina Hannah, Teaching Theme Committee PDW Chair
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Dorothy Kirkman, Mentoring Committee PDW Co-Chair
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Gavin Jack, Critical Management Studies Division
J. Goosby Smith, Managerial and Organizational Cognition Division
Jacob Eisenberg, Management Education and Development Division
Jan M. Schapper, Critical Management Studies Division
Jeffrey D. Ford, Organization Development and Change Division
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Jennifer Spencer, International Management Division
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Michael Sturman, Research Methods Division
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Preeti Wadhwa, New Doctoral Student Consortium PDW Chair Co-Chair
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Stacy Blake-Beard, Gender & Diversity in Organizations Division
Suzanne Masterson, Organizational Behavior

Division
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Welcome to all New Members & First Time Attendees!

MAKE THE MOST OF YOUR MEETING EXPERIENCE!

****PLAN YOUR SCHEDULE***

- Friday and Saturday consist of Professional Development Workshops (PDW's); Sunday consists of All-Academy Theme sessions (AAT) for PDW's and symposia; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia.
- Focus on sessions that are organized by your two primary divisions
- Attend your division's social events and business meetings. Some of the social events may require a prior reservation, so be sure to check the program for details
- Attend the New Member Orientation Fair on Friday OR Saturday 5:30 pm – 7:00 pm, Rm. 214, Henry B. Gonzalez Convention Center
- Attend the President's Welcome Reception for New & International Members – Saturday, 7:00 pm, Rm. 214, Henry B. Gonzalez Convention Center
- Don't miss the All Academy Breakfast and President's Address – Sunday, 8:00 am, Grand Hyatt, Texas Ballroom
- Be sure to attend the All Academy Closing Reception - Tuesday, 5:00 pm, Marriott River Center, Grand Ballroom
- Balance your schedule with those presenters that you are interested in seeing with some core sessions geared to your research interests and professional development
- Stop by the Exhibit Hall in the Convention Center for a full array of cutting-edge information, books, and ideas to help you improve your research, teaching, and service to the profession as a whole

****NETWORKING TIPS***

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

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

- **Table of Contents** - Points of interest:
 - ***Hotel and Convention Center Map** (page 23)
 - ***Abbreviations/Acronym/Symbol Guide** (page 44)
 - ***Academy Program Highlights** (page 4)
- **Conference Program Guide** presented in 4 tabbed sections for viewing options:
 - Section B** (starting on page 45) - listing of ALL sessions by day (morning/afternoon/evening)
 - Section C** (starting on page 79) - sessions categorized by division/sponsor in chronological order
 - Section D** (starting on page 157) - detailed session descriptions listed by day in chronological order
 - Section E** (starting on page 387) - sessions listed by name of program participants

****RESOURCES***

- **24-Hour Express Check-in Kiosks** – Located throughout the conference facilities for pre-registered attendees. Must use your Meeting Access Code provided with your registration confirmation. If the supply of badge holders/tote bags/programs are depleted at Kiosks, please come to the central Registration area located in the Convention Center for pick up
- **Wireless Internet Access** – Internet Cafes and wireless locations are located throughout the conference facilities. Please refer to the flyer provided at registration check-in
- **Placement Location & Hours** for applicants with pre-scheduled interviews (page 30)
- **Join the Conversation** – Follow conference attendees on AOM Connect, Twitter, Facebook and LinkedIn

***ADDITIONAL QUESTIONS? Please visit:
Hospitality Suite for New & International Members
Henry B. Gonzalez Convention Center – Rm. 211
Open Friday through Tuesday
8:00 am to 5:00 pm***

Greetings from the Governor of Texas



STATE OF TEXAS OFFICE OF THE GOVERNOR

Greetings:

As Governor of Texas, it is my pleasure to welcome everyone to the 71st annual meeting of the Academy of Management.

As booming technology and shifting demographics continue to rapidly change the economic landscape, it is more important than ever for management professionals to strive for excellence and innovation. Organizations like yours promote cutting-edge professional development while fostering the camaraderie that challenges and inspires professionals to reach their full potential. I'm sure that this convention will offer you many opportunities to network, brainstorm and grow.

I commend you all for working to identify and explore differences and similarities between cultures and economies during your meeting, *West Meets East: Enlightening, Balancing, Transcending*. I am certain you will make many interesting discoveries.

To those from out of town, I know you will enjoy San Antonio. From popular landmarks like the Alamo and River Walk to fine dining and professional sports, this diverse city has something for everyone to enjoy.

First Lady Anita Perry joins me in sending best wishes.

Sincerely,

A handwritten signature in black ink that reads "Rick Perry".

Rick Perry
Governor

Greetings from the Mayor of San Antonio



CITY OF SAN ANTONIO
JULIÁN CASTRO
MAYOR

**Welcome
¡Bienvenidos!**

As the Mayor of the City of San Antonio, on behalf of my colleagues and the citizens of San Antonio, I am pleased and honored to provide greetings to everyone attending the Academy of Management 2011 Annual Meeting. San Antonio is delighted to host your event.

Famed for the River Walk and the Alamo, you'll soon find that San Antonio has much more to offer. Our brand – Deep. In the Heart. – is built upon San Antonio's passion and pride for our diverse cultures, history, events, cuisine and southern hospitality. Our people embody the spirit of friendliness and it is our promise that you will find an authentic and unique experience around every bend in the river or street corner.

While you are here for business, please take time to enjoy the various sights and sounds that draw over 26 million visitors annually to San Antonio. I hope you have a memorable stay and a productive meeting.

Thanks to each of you for your visit and please plan to return.

Sincerely,

A stylized, handwritten signature in black ink, appearing to be "JC" or similar initials.

**Julián Castro
MAYOR**

Welcome to San Antonio!

Welcome to San Antonio!

The Local Arrangements Committee of the Academy of Management welcomes you to San Antonio and the 2011 meeting! Please visit the housing bureau website to make your reservation, https://resweb.passkey.com/Resweb.do?mode=welcome_ei_new&eventID=3324227.

We hope you enjoy the presentations, special events, consortia, and all that San Antonio has to offer. All Academy of Management events and sessions will be held at the Henry B. Gonzalez Convention Center, Grand Hyatt, Marriott Rivercenter, Marriott Riverwalk, Hyatt Regency, La Quinta or Hilton Palacio Del Rio. We also hope you will be able to spend some time exploring our dynamic and exciting city! Here is some information you may find helpful in planning your visit.

About San Antonio

San Antonio is the seventh-largest city in the United States of America and the second-largest city within the state of Texas. This city of 1.4 million inhabitants is centrally located in the heart of Texas. The unique blend of Tex-Mex and the Old West provides a rich, vibrant, and flavorful atmosphere to this city. San Antonio is famous for its Spanish missions, the Alamo, the River Walk, Tower of the Americas, the Alamo Bowl, SeaWorld, San Antonio Zoo, and Six Flags Fiesta Texas. This city is home to the four-time NBA champion San Antonio Spurs and the annual San Antonio Stock Show & Rodeo, which is one of the largest in the country. In 2009-2010, San Antonio was recognized as one of America's top tourist destinations by several sources such as Forbes Travel Guide/Forbes.com, Travel & Leisure magazine, and Meetings and Conventions magazine. It is no wonder that this city is visited by approximately 26 million tourists per year according to the San Antonio Convention and Visitors Bureau.

Helpful Information

Transportation:

Airport: San Antonio International Airport (<http://www.sanantonio.gov/aviation/>) is the major international airport in San Antonio, and is located approximately 8.5 miles from the downtown business district.

How to get to downtown from the airport? You can get taxi cabs (or limos) at the lower level curbside, outside of baggage claim, at Terminal A & B. For assistance, please contact the Airport Ground Transportation Agent wearing an airport badge. Fare to San Antonio downtown areas are approximately \$20 to \$23 (U.S.) per taxicab.

Shuttle services are also available to get to downtown hotels. The fare is approximately \$18, and the shuttles depart every 15 minutes, from 7 a.m. to 1:30 a.m. daily to the downtown hotels. Online rates are \$17.00 to downtown hotels and \$32.00 for a roundtrip ticket. Visit the following links to make online reservations. <http://www.saairportshuttle.com/>

<http://ltd10.hudsonltd.net/cgi-bin/sat1/res?USERIDENTRY=SAT&LOGON=GO>

Bus service is also available through VIA. To get downtown from the airport, go to the Lower Roadway (Arrivals/Baggage Level in Terminal A and B), across the marked crosswalk to the outer curb. VIA's stop will be halfway between Terminals A & B. You can catch VIA bus route 5, which operates every day, and can get to almost all the hotels and the convention center in downtown San Antonio, in about 30 minutes for only \$1.10.

How to get around in town:

Taxi: There are multiple taxi and limo services available to get you to different parts of the city. Given that it is usually difficult to find parking spaces, and parking fees are expensive in the downtown area, taxis can be a convenient option to get around. San Antonio also offers river taxis that stop at 39 locations along the river walk.

Bus: VIA Metropolitan Transit is San Antonio's public transportation agency and offers service throughout the city including streetcar service within the downtown area. VIA offers \$4 Day Pass for purchase online and in advance of your trip. A Day Pass is good for unlimited rides on all regular bus and streetcar service. For more details, visit www.viainfo.net or call 1-866-362-2020.

Downtown Streetcars: If you need to get around downtown, the VIA historic streetcars are the way to go. Four different streetcar routes travel throughout downtown carrying visitors, shoppers, sightseers, and downtown residents. Streetcars come by each stop about every 10 minutes so there's never a long wait. When you get in town, pick up a streetcar brochure in the hotel lobby, or go to the following link: <http://www.viainfo.net/BusService/Streetcar.aspx>.

Segway tours: Segways are a safe, feet-friendly, and environmentally friendly way to tour San Antonio. Check the following website for more information on this form of transportation. <http://www.segcity.com/sanantonio/>

Weather: San Antonio's summers are warm, at times hot and humid with an average minimum temperature of 23°C (73°F) and average maximum temperature of 35°C (95°F).

Restaurants: San Antonio's diverse culture makes it possible to sample delicious cuisine from all over the world. You can dine along the River Walk or venture downtown to one of San Antonio's great restaurants. For a list of restaurants, please visit <http://www.visitsanantonio.com/visitors/eat/index.aspx>

Things to do: There are lots of things to do both in San Antonio and within a driving distance. Please check out the official website for tourist information:

Tourism portal: <http://www.visitsanantonio.com/visitors/play/index.aspx>

Downtown attractions: There are several must-see downtown tourist sites such as the Alamo, San Fernando Cathedral, Tower of the Americas, Aztec on the river, and the Spanish Governor's Palace. It will be possible to walk to these locations and avoid parking difficulties. The River Walk offers unique opportunities to enjoy the city's vibrant culture.

To experience the city's fascinating history, you can take a self-guided tour (for example, the Houston street historic walking tour) or a guided tour via segway, horse-drawn carriage, river cruiser, trolley, or conventional bus. For more information, visit:
<http://www.visitsanantonio.com/visitors/play/guided-tours/index.aspx>

Other attractions:

Sea World San Antonio www.seaworld.com/sanantonio/default.aspx

Six Flags Fiesta Texas
www.sixflags.com/national/index.aspx

Pearl Brewery www.atpearl.com/

Southtown Arts District southtown.net/

Market Square - El Mercado
www.sanantonio.gov/dtops/marketsquare/?res=1366&ver=true

King William Association
kingwilliamassociation.org/joomla/index.php?option=com_frontpage&Itemid=1

Majestic theatre www.majesticempire.com/

Renowned golf courses (including two PGA tour courses)
www.visitsanantonio.com/visitors/play/golf/index.aspx

Ripley's Believe It or Not & Louis Tussaud's Wax Works sanantonio.ripleys.com/

Ripley's Haunted Adventure, Guinness World Records Museum & Tomb Rider 3D Adventure Ride and Arcade phillips.ripleys.com/

Natural Bridge Caverns
www.naturalbridgecaverns.com/

Schlitterbahn Water Park Resort
www.schlitterbahn.com/nb/trip/

Witte Museum (science & history museum) www.witte-museum.org

San Fernando Cathedral (founded in 1731)
www.sfcathedral.org

San Antonio Missions www.nps.gov/saan

Excursion or Tour: Many tourist attractions are within driving distance of San Antonio. You can plan a short excursion or tour before or after the conference.

Austin – The Texas capital, known as the live music capital of the world, is located 70 miles outside San Antonio. It offers several music venues, such as Sixth Street. Other attractions include lunch/dinner cruises on the scenic Town Lake and bat watching. For more information, visit the website:
<http://www.austintexas.org/>

San Marcos – This city, home to the largest U.S. shopping outlet complex, is located 35 miles outside San Antonio (between San Antonio and Austin). You can go tubing, kayaking, or canoeing in the San Marcos River, as well as ride a glass bottom boat at Aquarena center. For more information, visit the website: <http://www.toursanmarcos.com/>

Fredericksburg – This city, established by German immigrants in 1846, is located 60 miles outside San Antonio. It offers unique shopping and dining experiences, as well as, the Nimitz Museum, and Museum of the Pacific War. Also see the Enchanted Rock State National park, Wildseed and Lavender Farms, and numerous wineries. For more information, visit the website: <http://www.fredericksburgtexas-online.com/>

San Antonio Local Arrangements Committee

Robert Cardy, Angela Hall & Stewart R. Miller (LAC Co-Chairs)

Matt Gilley
 Kim Clark
 Feng Zhang
 Paul Srivastava
 Derrick McIver
 Mary Kalicki
 Michael McDonald
 Indu Ramachandran
 Amer Kaissi
 Deli Yang
 Teresa Svacina
 Jessica Orth
 Cynthia Lengnick-Hall
 Eva Trevino
 Stephanie Black
 Rita Kosnik
 Judith Quiroz
 Carolee Rigsbee
 Pepe Chang
 Nicole Hess-Escalante
 Josh Daspit
 Dana Wang
 Claudia Dawdy
 Jermaine Vesey
 Zaida Martinez
 Julio Soto
 Andrew Johnson
 Ron Merrill
 Margaret Langford

The Local Arrangements Committee members are ready to assist you.

FARE QUOTES AND TICKETS

Online service fee - \$9*
<http://www.atcmeetings.com/aom>

- DISCOUNTS & SERVICES**
- 5% off applicable classes of service for tickets purchased more than 30 days prior to the meeting. Restrictions apply and not all classes of service apply for the 5% discount. (United Airlines). 5% off applicable classes of service for tickets purchased prior to the meeting. (American Airlines).
 - Advanced seat assignment and special meal requests. Frequent flier program updates.
 - Low fare options.
 - 24/7 access with mobile options for itinerary status updates.

ONLINE TRAVEL CENTER – Association Endorsed - <http://www.atcmeetings.com/aom>



The ATC Travel Center is your one stop for making reservations to association meetings and adding additional excitement to your travel plans.

- Airline Discounts
- Car Discounts
- Side Trips & Activities
- Tours & Sightseeing
- Travel Tools
- 24/7 Online Access
- Low Fare Search Options

The above discounts apply for travel 8/9/2011 - 8/19/2011 (SAT)
 Some restrictions may apply. *Service fees apply to ticketed reservations. You may also call your own agency or the vendors directly and refer to the following ID numbers:

United Airlines	510CK	800-521-4041
American Airlines	8181BE	800-433-1790
Hertz Rentals	CV#031C0016	800-654-2240
Enterprise	32H7476	800-593-0505

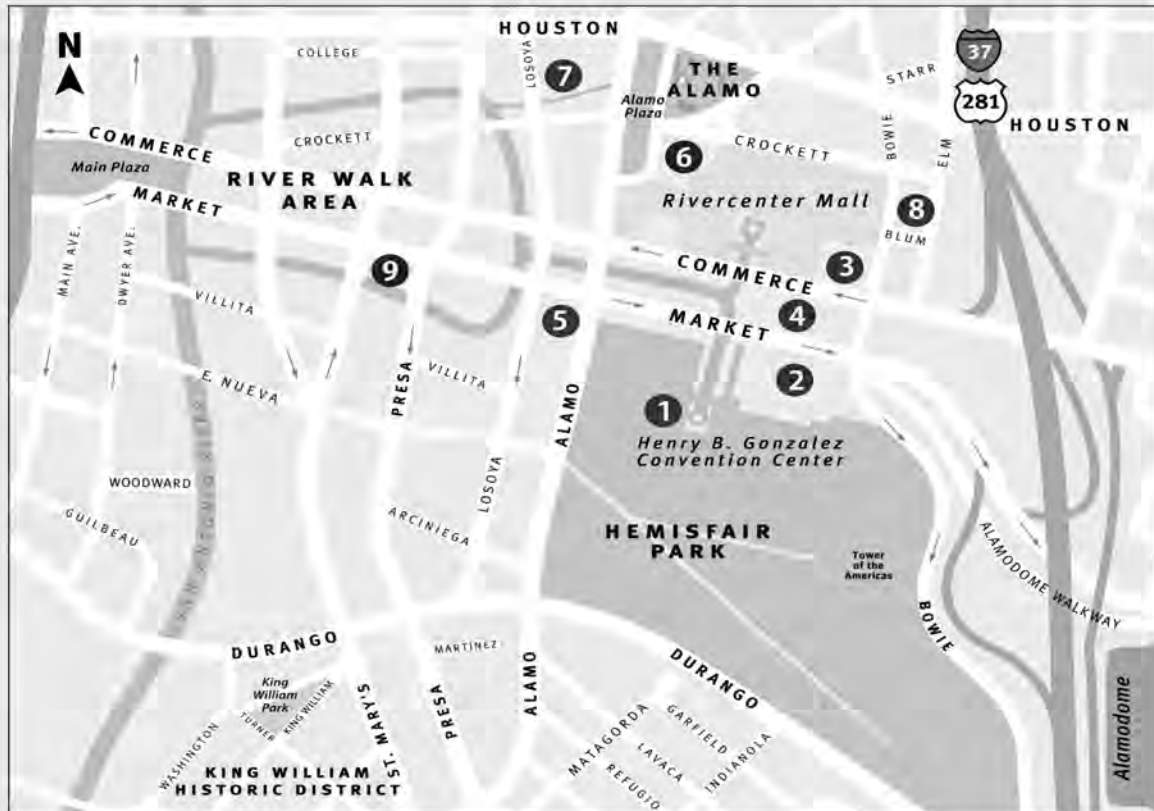
Hertz Direct: http://link.hertz.com/link.html?id=22502&LinkType=HZLK&TargetType=Homepage&ret_url=www.associationtravelconcepts.com

Enterprise direct link: http://www.enterprise.com/car_rental/deeplinkmap.do?bid=002&cust=32H7476

San Antonio Hotel Map



2011 AOM ANNUAL MEETING • AUGUST 12—16, 2011



Hotels	Addresses
1 Henry B. Gonzalez Convention Center	200 E. Market Street, San Antonio, TX 78205
2 Grand Hyatt	600 E. Market Street, San Antonio TX 78205
3 Marriott Rivercenter	101 Bowie Street, San Antonio, TX 78205
4 Marriott Riverwalk	711 East River Walk Street, San Antonio, TX 78205
5 Hilton Palacio del Rio	200 South Alamo Street, San Antonio, TX 78205
6 Historic Menger Hotel	204 Alamo Plaza, San Antonio, TX 78205
7 Hyatt Regency San Antonio	123 Losoya, San Antonio, TX 78205
8 La Quinta Inn & Suites Convention Center	303 Blum Street, San Antonio, TX 78205
9 Westin Riverwalk	420 West Market Street, San Antonio, TX 78205

2011 Academy of Management Annual Meeting Sponsors

The Academy of Management Extends Special Appreciation to All of the 2011 Annual Meeting Sponsors*

Platinum Sponsors

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

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

China Europe International Business School
(Sponsor of Key Cards – Grand Hyatt)

Gold Sponsor

School of Management and Labor Relations, Rutgers University
(Sponsor of Pens at Registration area)

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(Supporting AOM Director of Sponsorship David Turnipseed)

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University of Texas, San Antonio
School of Management and Labor Relations, Rutgers University
The Lorange Institute of Business Zurich

Platinum Sponsors

Society for Human Resource Management (SHRM)

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

ESMT European School of Management and Technology

ESMT European School of Management and Technology in Berlin was founded in 2002 by 25 leading global companies. The business school offers MBA programs and executive education. Thirty-five faculty members from 20 nations combine rigorous research with practical relevance to contribute the European management perspective to issues of global business. www.esmt.org

China Europe International Business School

After 17 years of phenomenal growth and development, the China Europe International Business School (CEIBS, www.ceibs.edu) is the leading China-based international business school with all three programmes - MBA, EMBA and Executive Education - ranked within the Top 30 globally by the Financial Times. Launched in 1994 as a non-profit joint venture between the Chinese government and the European Commission, the school now operates campuses in China's commercial hub of Shanghai and the political capital in Beijing – as well as facilities in South China's dynamic business center of Shenzhen.

CEIBS is fully accredited under both the European standard (EQUIS) and the American standard (AACSB). In addition to our 3 main programmes, CEIBS offers a certificate programme in developing regions of China. In 2009, CEIBS launched its EMBA Programme in Africa, with degree courses offered in Accra, Ghana. CEIBS boasts 140 full-time and visiting faculty members, each with extensive China expertise coupled with cutting edge international knowledge. CEIBS' research output and Case Studies represent an impressive body of internationally published studies.

Widely considered one of the most successful examples of EU-China cooperation, CEIBS serves as a role model of international collaboration and innovation. Since its establishment, the school has received tremendous support from the governments of China and the EU. Today, CEIBS attracts some of the world's most talented international business leaders through our unique value proposition for 21st Century leadership: China Depth, Global Breadth.

Gold Sponsors

School of Management and Labor Relations, Rutgers University

Rutgers' School of Management and Labor Relations (SMLR) is one of the world's leading sources of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. Originally established by an act of the New Jersey legislature in 1947 as the Institute of Management and Labor Relations, SMLR (pronounced "simler") was chartered to promote new forms of labor-management cooperation following the industrial unrest at the end of World War II. It officially became a School at the flagship campus of the State University of New Jersey in New Brunswick/Piscataway in 1994. Its approximately 30 tenured and tenure track faculty are clustered in two departments: one focused on all aspects of strategic human resource management, the other bringing together a range of social science specialties related to Labor Studies and Employment Relations. These world-class researchers combine with expert practitioners to provide a rich set of undergraduate, professional Master's, and doctoral degree courses, along with a diverse set of labor, management and executive education offerings.

Pewter Sponsors

The University of South Alabama Mitchell School of Business

The Mitchell College of Business at the University of South Alabama provides AACSB accredited business education to qualified undergraduate and graduate students. Located in Mobile, AL on the beautiful Gulf of Mexico, the University of South Alabama is the fastest growing university in Alabama. The College offers undergraduate majors in Accounting, Finance, Management, and Marketing, as well as the MBA and Masters in Accounting. The Mitchell MBA program is ranked 10th in part-time programs in the South. The 2011 MBA class scored in the top 10% nationally on the ETS MBA Field Exam. The College's mission is to support regional

economic development and contribute to the continuing success of the University. This is accomplished through quality instruction, faculty scholarship, and external services. Our recently remodeled classrooms are updated with modern technology including SMART boards and projection systems, and the entire college was WiFi enabled. The new Joseph & Rebecca Mitchell Learning Resource Center houses the business library, the John B. Saint Financial Analysis Center, and cutting edge computer labs. The College is home to the Center for Real Estate Studies, Small Business Development Center, and the Center for Business and Economic Research. We invite you to investigate the Mitchell College for your educational needs. <http://www.southalabama.edu/mcob/about.html>

AOM 2011 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) 2011 Annual Meeting. AOM 2011 has five levels of university/organization sponsorship:

Platinum	\$16,500-\$20,000 US
Gold	\$11,000-\$16,499 US
Silver	\$8,500-\$10,999 US
Bronze	\$5,500-\$8,499 US
Pewter	\$4,000-\$5,499 US

For complete information, please contact David Turnipseed, AOM Director of Sponsorships, at turnipseed@usouthal.edu.

The Academy of Management Acknowledges the 2011 Leadership University Sponsors

School of Management and Labor Relations, Rutgers University

(Supporting AOM President, Susan E. Jackson)

Rutgers' School of Management and Labor Relations (SMLR) is one of the world's leading sources of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. Originally established by an act of the New Jersey legislature in 1947 as the Institute of Management and Labor Relations, SMLR (pronounced "simler") was chartered to promote new forms of labor-management cooperation following the industrial unrest at the end of World War II. It officially became a School at the flagship campus of the State University of New Jersey in New Brunswick/Piscataway in 1994. Its approximately 30 tenured and tenure track faculty are clustered in two departments: one focused on all aspects of strategic human resource management, the other bringing together a range of social science specialties related to Labor Studies and Employment Relations. These world-class researchers combine with expert practitioners to provide a rich set of undergraduate, professional Master's, and doctoral degree courses, along with a diverse set of labor, management and executive education offerings.

The Lorange Institute of Business Zurich

The Lorange Institute of Business Zurich is a model for the business school of the future. It is very diverse and offers flexibility with less administrative red tape. Professors are global experts in their fields. They typically come from other academic institutions for short teaching stints at our business school, bringing with them the latest insights in the fields of management and business. Rather than listening to a monologue, students participate in thematic discussions with the professors; the Lorange Institute is a meeting place for networking with fellow participants as well as faculty members and establishing valuable contacts for life. We have a vision of a new way of learning – tailored to the real needs of the 21st century. Learning which is eclectic and suits participants personal needs and can be pursued while working. What is learned at the Lorange Institute can immediately be put into practice on the job. We seek to broaden participants' views of business challenges and solutions by presenting the latest in practice and theory. Our programs are innovative learning experiences that will change the way you look at business challenges and think about the values which lie beyond the balance

sheet. We are practical and pragmatic. At Lorange, you will solve current, real-life problems relating to leading companies

University of Virginia The Darden School of Business

(Supporting AOM Vice President and Program Chair, Ming-Jer Chen)

The Darden School of Business improves society by developing principled leaders for the world of practical affairs. This drives everything we do. We follow a three-pronged approach to achieving our mission – student-centered learning, thought leadership and active engagement with the business community. Like all major business schools we appreciate that business is increasingly complex and requires the ability to operate in the context of the broader society. Our students start by learning to master the foundations of business. This is no longer enough; today's business environment requires graduates to have the ability to address issues that cross functional boundaries with

Global perspective,

An innovative and entrepreneurial mind-set,

Ethical grounding,

Commitment to diversity,

Respect for sustainability, and

Technological sophistication.

Our first priority is teaching and learning. Our top-rated faculty develops leaders through a highly engaged learning process that requires active student participation; we have created a community and environment that reinforces this. Darden's distinctive educational approach results in graduates who have a real world understanding of global business, decision making skills biased toward action, a collaborative approach to leadership, and personal integrity. Our students are able to build on traditional functional skills, determine the inter-connections across the organization, and engage their colleagues, resulting in effective enterprise leadership.

We are committed to creating new knowledge. Our faculty members are pre-eminent scholars whose research advances managerial practice. In addition, Darden has several research centers of excellence that focus on key issues that drive today's economy and management practices. The centers leverage faculty research in entrepreneurship and innovation, business

ethics, and international issues.

Darden commitment to scholarship includes creating innovative teaching materials. Our faculty create most of the material used in Darden classrooms, and we are a leading provider of cases and simulations used at other top business schools.

We maintain a strong link with business, constantly engaging with practicing managers in a variety of ways. Faculty members teach executives who enroll in short programs for leadership development. Our faculty works with executives world-wide to help them address pressing business problems. This experience and perspective is invaluable in informing our research and our teaching.

Texas A&M University, Mays Business School
(Supporting AOM Vice President Elect and Program Chair Elect, R. Duane Ireland)

Texas A&M University's Mays Business School is home to five academic departments and eight research centers, and educates more than 5,000 undergraduate, master's and doctoral students. Named for Mr. Lowry Mays, founder of Clear Channel Communications, the school consistently ranks among the top public business schools in the United States, including #16 public by U.S. News and World Report in 2011, and #17 public by Bloomberg BusinessWeek in 2010. The Mays Department of Management faculty consistently ranks in the top 5 in the nation in terms of research productivity and is proud to be the home of 6 Academy of Management Fellows.

Opened in 1876 as Texas' first public institution of higher learning, Texas A&M University is a research-intensive flagship university with 38,000-plus undergraduates and more than 9,000 graduate students studying in over 250 degree programs in 10 colleges. Located in College Station, Texas, Texas A&M holds a triple designation as a land, sea and space grant institution, and is known as a world leader in teaching, research and public service.

The University of Texas at San Antonio
(Supporting Local Arrangements Co-Chairs, Robert Cardy and Stewart Miller)

The University of Texas at San Antonio was established in 1969, and now has over 30,000 students. It consists of three campuses: main campus (North San Antonio, downtown campus, and Hemisphere Park campus). The College of Business at The University of Texas at San Antonio is the largest undergraduate business school in the University of Texas System and one of the 40 largest schools of business in the United States. With 5,600 students, the college is second in the nation, according to a ranking by Hispanic Outlook magazine, in the number of undergraduate business degrees awarded

to Hispanics.

Nationally ranked and recognized, the College of Business was named the No. 5 graduate business school in the nation for Hispanics by Hispanic Business. Business Week named the college's Flex MBA program #4 in the Southwest and #28 nationwide in its inaugural ranking of part-time programs. Additional MBA accolades include being named one of the top 10 MBA programs for minority students by the Princeton Review for the past six years and receiving the Brillante Award for Educational Excellence from the National Society of Hispanic MBA's.

The college offers a comprehensive portfolio of programs at the undergraduate, graduate and doctoral level, and unique centers of excellence in entrepreneurship, financial services, information assurance and security, international business, management of technology and sport, event and tourism management.

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.

Exhibit Hall Layout & Schedule

EXHIBIT SCHEDULE:

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

No one is admitted without a badge.

Exhibitor Café will be open during Exhibits Hours.

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

BOOTH SET-UP HOURS

(open only to registered exhibitors wearing badges):

Friday, August 12

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

EXHIBITS HOURS

(open to all delegates wearing conference badges):

Saturday, August 13

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

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

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

Sunday, August 14

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

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

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

Monday, August 15

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

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

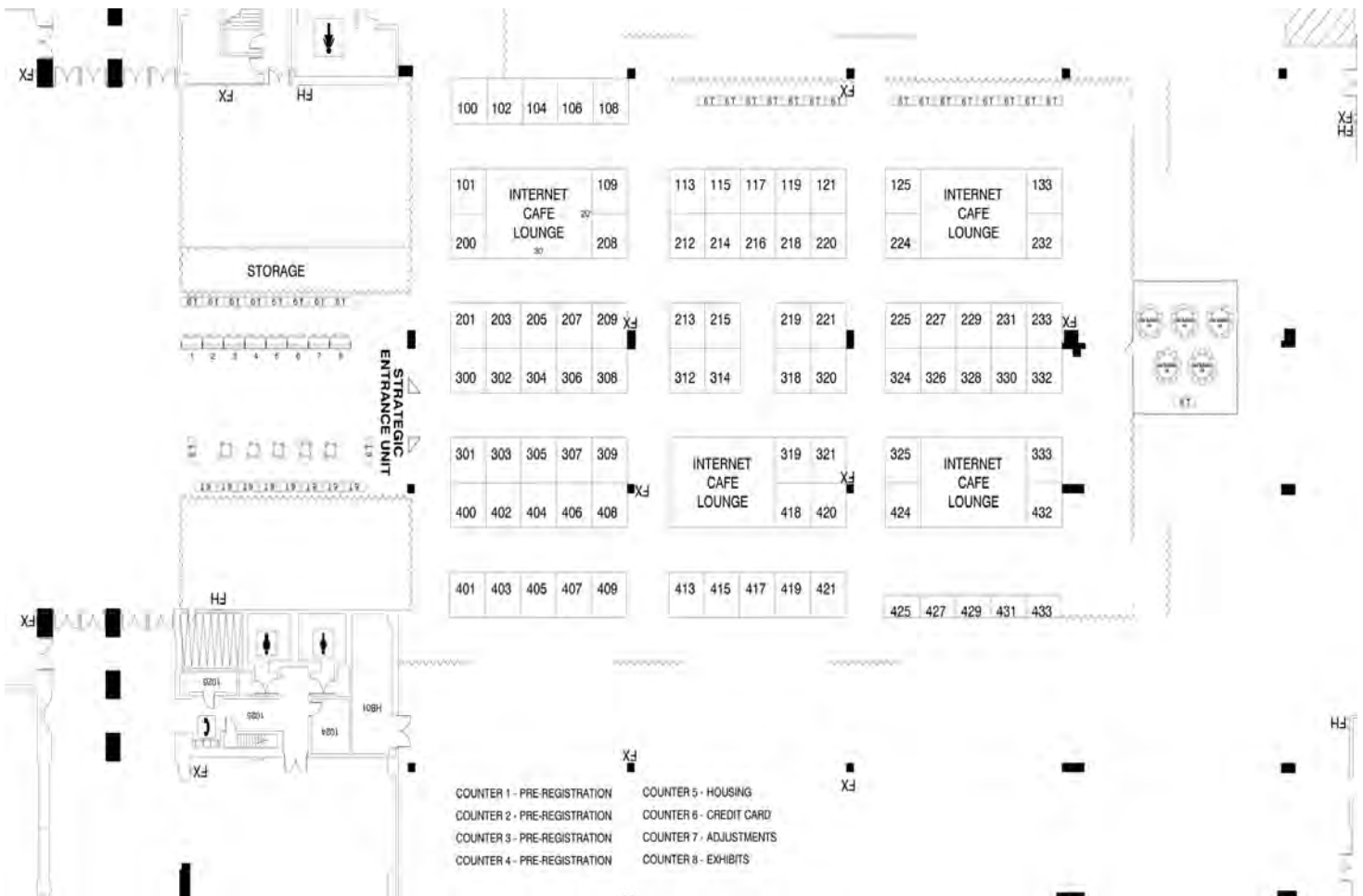
2:45 p.m. - 3:15 p.m.

BOOTH DISMANTLING HOURS

(open only to exhibitors wearing badges):

Monday, August 15

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



2011 Academy of Management Exhibitor Relations Committee

The Academy of Management
Email: exhibits@aom.pace.edu
Tel: (914) 944-2910
Fax: (914) 923-2636

Company	Booth Number (s)	Company	Booth Number (s)	Company	Booth Number (s)
AACSB International321	Ethics-LX427	Penguin Group (USA)332
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Placement Services

Director:

La Verne Hairston Higgins, Eastern Michigan University

Associate Director:

Garry Adams, Auburn University

Assistant Director:

Mike Ryan, Bellarmine University

Placement Coordinator:

Wendy Kramer, Keystone College

Online Placement Services

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

Onsite Placement Services Registration

Location: Marriott River Center, San Antonio, 101 Bower Street, San Antonio

Room: Registration 1, 3rd Floor

Hours: Saturday, August 13
8:00 am – 4:30 pm

Sunday, August 14
8:00 am – 4:30 pm

Monday, August 15
8:00 am – 4:30 pm

Interview Tables

Location: Marriott River Center, San Antonio, 101 Bower Street, San Antonio

Rooms: Conference Rooms 1-14

Hours: Saturday, August 13
8:00 am – 4:30 pm

Sunday, August 14
8:00 am – 4:30 pm

Monday, August 15
8:00 am – 4:30 pm

Tuesday, August 16
CLOSED – Please do not schedule interviews in this location

Placement Services for the 2011 annual meeting will be located in the Marriott River Center, San Antonio, 101 Bower Street, San Antonio, 78205. Although the Online placement services are now on a rolling basis it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the Conference—our summer career fair. You must “buy” this option and a table when you put in your new ad beginning in June and continuing through the meeting in San Antonio. We will provide assistance on-site in San Antonio if you are unsure on how to place your ad and involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

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

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

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

Tables are provided for conducting interviews during the Academy of Management’s meeting in San Antonio. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 13th through Monday, August 15th. Because of limited tables and small rooms, the cost to reserve a table for the meeting is \$135. We may have some tables available on a daily rental basis at a prorated cost. Reservations will be available online with the purchase of an ad at <http://careers.aonline.org/placement/> beginning June 1st, on a first come first served basis. If space is available, some tables may be reserved on-site.

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

Ins and Outs of Faculty Recruitment: Workshop for Recruiters

Friday, August 12th: 3:00-4:30pm, Marriott Rivercenter, Salon G

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

The Academic Job Search: Workshop for Applicants

Friday, August 12th: 5:00-6:30pm, Marriott Rivercenter, Salon G

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

Placement Services

Placement Committee 2011-2012

Kathryn Aten, University of Oregon
 Jeffrey Bentley, University at Buffalo (State University of New York)
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 Mike Whitfield, Georgia College and State University
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 Diana Wong, Eastern Michigan University
 Keke Wu, University of Alabama
 Jun Yang, University at Buffalo (State University of New York)
 Tom Zagenczyk, Clemson University

Placement Activities

The interview areas offered by Placement Services are a very appropriate location for interviews. However, 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 individuals with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are 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, be fully dressed (including shoes), and ask only appropriate questions. Above all, be sensitive to concerns of others by avoiding actions or comments that may be perceived as 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 Chair, Gerry Sanders (Rice U.) selects papers that make a substan-

tive contribution to knowledge based on rigorous and creative research designs. Committee members include: Myles Shaver, U. of Minnesota, Irene Henriques, York U., Riki Takeuchi, Hong Kong U. of Science and Technology, Morela Hernandez U. of Washington, Lisa Hisae Nishii, Cornell U.

Here are the 2011 William H. Newman Award Nominees:

BPS

On the Outside Looking In: Capital Market Perceptions of Legacy Spinoffs
Emilie Feldman, Wharton School

CAR

Electronic Tethering: The Impact of After-hours Connectivity on Work-to-Family Conflict and Strain
C. Melissa Fender, Drexel U.

CM

The Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure
Brian C. Gunia, Northwestern U.

CMS

Demystifying the "Entrepreneurial Mind": A Wittgensteinian Approach
Stratos E Ramoglou, Cambridge U.

ENT

Lifblood or Liability? Schumpeter or Stinchcombe and Startup Performance
Jason Greenberg, New York U.

GDO

Cross-level Investigation on Impact of Contexts on Network Structure and Career Support
Raymond N. C. Trau, U. of Western Australia

HCM

Organizational Review of Adverse Events at an Academic Medical Center
Lucy MacPhail, New York U.

HR

Changing the Way We Think About Performance Appraisal: A Meta-Analysis
Shaun Pichler, California State U., Fullerton

IM

Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment
Jörg Zimmermann, Max Planck Institute of Economics

MC

Can Client Satisfaction Help Retain Professional Services Employees? A Dyadic Analysis
Regina Viola Frey, German Graduate School of Management & Law (GGS)

MED

Management Education: A Call for a New Dialogue
Eirik Johannes Irgens, Nord-Trondelag U. College

MH

The Risk Renaissance: A Historical Review of Risk and Risk Management
Hooman Attar, Macquarie U.

MOC

Selling out: How impressions of materialism influence creative evaluations and performance
Sharon H Kim, Johns Hopkins U.

OB

Mood at the Midpoint: How Team Positive Mood Shapes Team Development and Performance
Andrew P. Knight, Washington U. in St. Louis

OMT

Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange
Christopher B. Yenkey, Cornell U.

ONE

Deregulation and Investment in Green Technologies: Evidence from Investor-Owned Electric Utilities
Eun-Hee Kim, George Washington U.

SAP

Impetus and Definition: The Way NEDs are Involved and Exercise Power and Influence in SDMPs
Michael Ruess, Jacobs U. Bremen

SIM

Stakeholder Management at the Origin of Competitive Advantage: A Fit and Resource Dependence View
Michael Banks, Loyola U. Maryland

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, Adela McMurray, Royal Melbourne Institute of Technology

Here are the 2011 Carolyn Dexter Award nominees:

BPS

Delegation across Institutional Boundaries: The Case of Multinational Hierarchies
Yue Maggie Zhou, U. of Maryland

CAR

Mentor and Protege Outcomes in Formal Mentoring Relationships: A Longitudinal Study in Korea
Jae Uk Chun, Korea U.2; Nam Yi Yun, Mentoring & Coaching Center Korea; John J. Sosik, Pennsylvania State U., Great Valley

CM

The Display of "Dominant" Nonverbal Cues in Negotiation: The Role of Culture and Gender
Zhaleh Semnani-Azad, U. of Waterloo

CMS

The Structural Violence of Globalization: An Urgent Call for Preventive Intervention
Jessica Heineman-Pieper, George Mason U.

ENT

Regional Innovative Capabilities and Firm Creation: A Regional Analysis

In Hyeock Ian Lee, Western Kentucky U.; Eunsuk Hong, Queen's U. Belfast

GDO

Partnership Under the Treaty: Race Relations and Institutional Work in Nursing Organizations
Douglas Creed; U. of Rhode Island; Deborah Jones, Victoria U. of Wellington

HCM

Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates
Daniele Mascia, Catholic U. Rome; Federica Morandi, Catholic U. Rome; Americo Cicchetti

HR

How Much Does Country Matter? A Meta-Analysis of the HPWP Systems-Business Performance Relationship
Tanja Rabl, U. of Bayreuth; Mevan M. Jayasinghe, U. of Wisconsin, Madison; Barry Gerhart, U. of Wisconsin, Madison; Torsten M. Kuehlmann, U. of Bayreuth

IM

Internationalization in NGOs: Environment, Structure, and Board Governance
Alnoor Ebrahim, Harvard U.; Srilatha Batliwala, Harvard U.

MED

Building Foundations for Leaders' Development through the Personalization of Management Learning
Gianpiero Petriglieri, INSEAD; Jack Denfeld Wood, International Institute of Management; Jennifer Louise Petriglieri, INSEAD

MH

The History of the Pan-Pacific Coal Trade: 1962-2000
Bradley Bowden, Griffith U.; Andrea Insch, U. of Otago

MOC

Communicating Strategy Across Cultures with Visualization: An Experimental Evaluation
Sabrina Bresciani, U. of Lugano; Martin J. Eppler, U. of St. Gallen; Margaret Tan, Nanyang Technological U.

The Carolyn Dexter Award

OB

Employee Sabotage Associated with Customer Injustice: A Comparison of North America and East Asia

Ruodan Shao, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

ODC

The Influence of Eastern and Western Societal Cultures in Managing Strategic Change

William W. Maddux, INSEAD; Quy Nguyen Huy, INSEAD; Jeffrey Sanchez-Burks, U. of Michigan

OM

Implementation of Green SCM: Impact on Performance Outcomes in Small Electronics Firms

Sung Tae Kim, Solbridge International Business School; Sunran Jeon, Butler U.; Donghyun Choi, U. of Nebraska, Lincoln

OMT

Societal Patriarchal Logics and the Emergence of Microfinance Organizations

Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School

ONE

Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North?

Ralf Barkemeyer, U. of Leeds; Lutz Preuss, Royal Holloway, U. of London

PNP

Organizing Prisons through Public-Private Partnerships: A Cross-Country Investigation

Sandro Cabral, Federal U. of Bahia; Stephane Saussier, U. Paris Panthéon Sorbonne

SAP

Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process

David Nils Seidl, U. of Zurich; Donald MacLean, Glasgow U.; Robert MacIntosh, U. of Glasgow

SIM

Corporate Social Responsibility in the Russian Federation

Jo Crotty, Salford U.

2011 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	Division Acceptances	Division Roundtable Acceptances	Cross Division Acceptances	Discussion Session Acceptances	Best Papers	Symposium Submissions	Symposium Acceptances	Showcase Symposia	PDW Submissions	PDW Acceptances	
AAM	0	0	0	0	0	0	0	0	0	0	5	5
AAT	0	0	0	0	0	0	40	32	0	20	14	14
BPS	655	148	135	16	34	33	33	21	4	20	20	20
CAR	85	23	15	10	5	5	27	14	2	8	8	8
CM	79	18	18	10	5	5	27	12	1	3	3	3
CMS	66	16	13	2	3	3	13	5	1	15	12	12
D&ITC	0	0	0	0	0	0	0	0	0	4	4	4
ENT	507	98	113	13	27	25	17	8	7	25	19	19
GDO	158	29	37	10	10	8	23	9	4	10	9	9
HCM	128	33	15	2	4	4	6	2	1	13	12	12
HR	283	60	60	13	14	14	78	40	4	18	15	15
IAM	0	0	0	0	0	0	0	0	0	4	3	3
IM	429	148	50	10	24	23	30	16	2	18	14	14
ITC	0	0	0	0	0	0	0	0	0	4	4	4
MC	44	9	11	10	3	4	11	3	1	15	9	9
MED	134	30	28	10	7	8	27	9	1	35	25	25
MEN	0	0	0	0	0	0	0	0	0	1	1	1
MH	45	12	9	2	2	3	4	2	1	7	5	5
MOC	169	40	28	14	17	10	36	21	1	7	7	7
MSR	57	12	5	1	2	2	6	4	0	29	14	14
NDSC	0	0	0	0	0	0	0	0	0	4	2	2
OB	844	200	140	20	41	40	136	69	13	26	25	25
OCIS	139	24	35	10	8	8	16	9	1	6	5	5
ODC	113	21	20	10	6	6	29	18	2	13	13	13
OM	111	24	16	10	6	6	2	0	1	8	6	6
OMT	581	128	126	15	30	30	60	27	3	16	15	15
ONE	107	30	10	10	6	6	10	4	1	13	8	8
PNP	126	28	25	10	8	7	11	6	1	6	6	6
PTC	0	0	0	0	0	0	0	0	0	7	7	7
RM	53	6	9	4	6	2	12	6	1	20	18	18
SAP	66	12	10	4	4	4	6	3	1	3	3	3
SIM	267	58	55	10	13	13	27	11	1	10	10	10
TIM	458	106	46	8	16	12	25	19	1	13	13	13
TTC	0	0	0	0	0	0	0	0	0	8	5	5
TOTAL:	5704	1313	1031	234	301	280	714	370	56	410	339	339

Table 2: Sessions & Participants Table 3: Affiliations with 30+ Participants Table 4: Participant Country Representation

Sessions	Total	Affiliation Name*	Country*	Count	Country*	Count	Country*	Count	
Caucus	48	Harvard U.	New York U.	ARGENTINA	9	ISRAEL	60	SAUDI ARABIA	4
Free Session	17	National U. of Singapore	U. of Minnesota	AUSTRALIA	277	ITALY	144	SINGAPORE	107
Meeting	233	U. of St. Gallen	U. of Southern California	AUSTRIA	38	JAMAICA	1	SLOVENIA	8
Paper Session	737	U. of Pennsylvania	Arizona State U.	BARBADOS	2	JAPAN	46	SOUTH AFRICA	13
PDW Workshop	332	INSEAD	George Mason U.	BELGIUM	78	JORDAN	4	SOUTH KOREA	90
Social Event	69	Texas A&M U.	Massachusetts Institute of Technology	BRAZIL	71	KENYA	1	SPAIN	139
Symposium	220	Bocconi U.	Duke U.	CANADA	383	KOREA, REPUBLIC OF	1	SRI LANKA	3
All Sessions	1,657	Case Western Reserve U.	U. of Groningen	CHILE	7	KUWAIT	5	SWEDEN	37
Participants:	Total	Cornell U.	U. of Illinois, Urbana-Champaign	CHINA	213	LEBANON	9	SWITZERLAND	151
People on Program	7966	Pennsylvania State U.	U. of Illinois, Urbana-Champaign	COLOMBIA	4	LITHUANIA	2	TAIWAN	195
Countries Represented	78	Michigan State U.	U. of Central Florida	COSTA RICA	1	LUXEMBOURG	1	THAILAND	5
		VU U. Amsterdam	U. of Houston	CYPRUS	2	MACAU	3	TUNISIA	2
		Northwestern U.	U. of New South Wales	DENMARK	97	MACEDONIA	1	TURKEY	16
		Erasmus U. Rotterdam	Georgia Institute of Technology	DOMINICAN REPUBLIC	2	MALAYSIA	6	UGANDA	14
		Aalto U.	Stanford U.	EGYPT	3	MALTA	2	UKRAINE	1
		Copenhagen Business School	Tilburg U.	ESTONIA	2	MEXICO	19	UNITED ARAB EMIRATES	23
		Rutgers U.	U. of Texas, Austin	FIJI	1	NETHERLANDS	309	UNITED KINGDOM	474
		U. of Michigan		FINLAND	77	NEW ZEALAND	41	NIGERIA	3960
		U. of Toronto		FRANCE	185	NORWAY	34	URUGUAY	1
		George Washington U.		GAMBIA	1	OMAN	2	ZAIRE	3
				GERMANY	321	PAKISTAN	8		
				GHANA	2	PERU	1		
				GREECE	12	PHILIPPINES	4		
				HONG KONG	90	POLAND	4		
				HUNGARY	2	PORTUGAL	20		
				ICELAND	3	QATAR	3		
				INDIA	56	ROMANIA	1		
				IRAN	3	RUSSIAN FEDERATION	1		
				IRELAND	33				

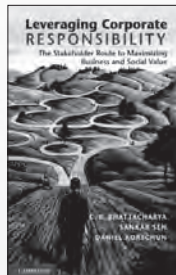
*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.

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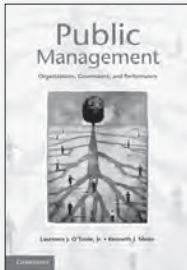
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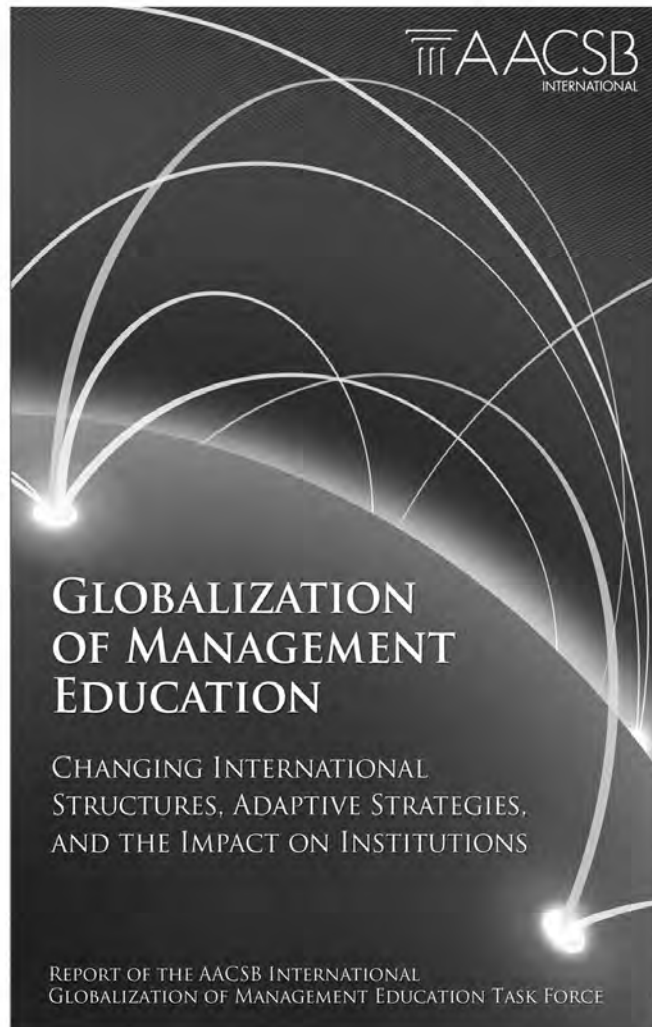
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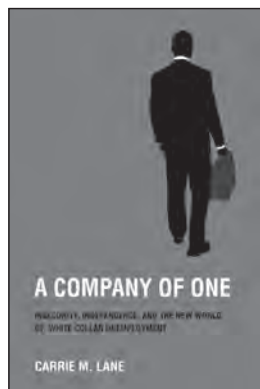


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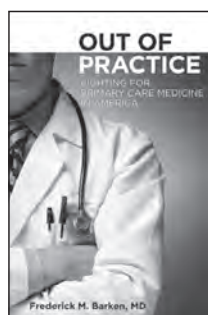
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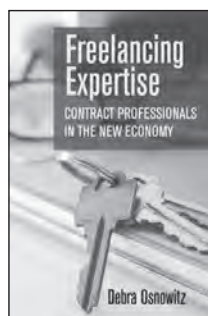
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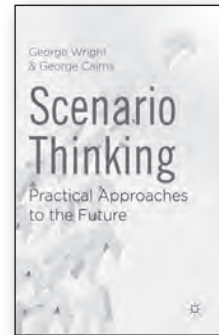
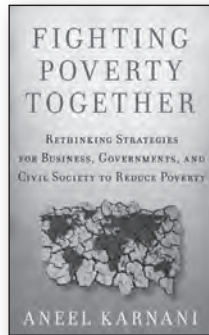
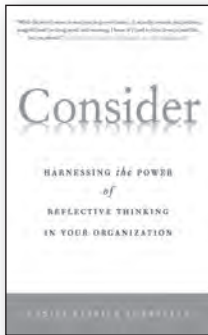
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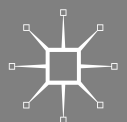
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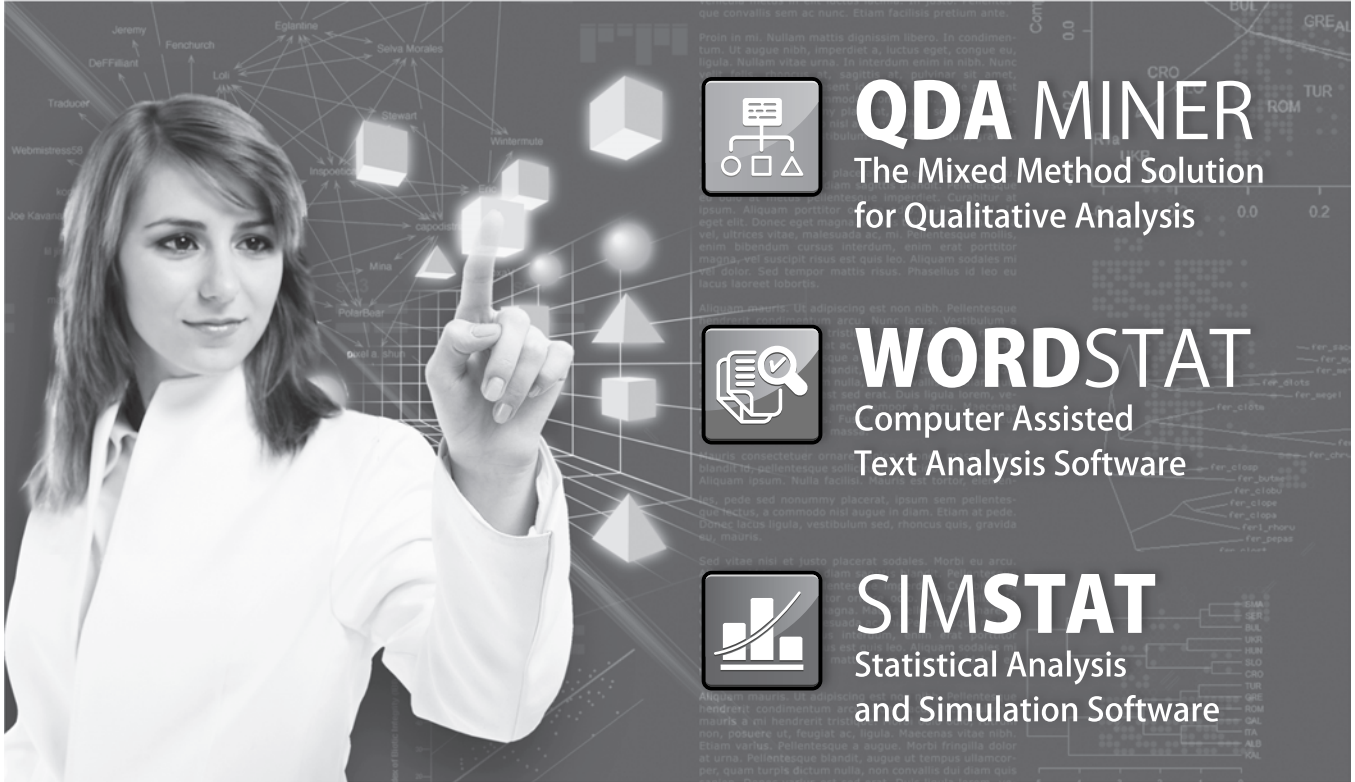
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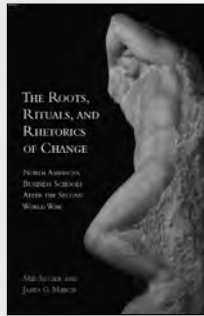
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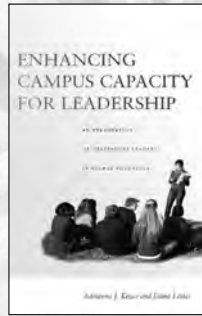
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Abbreviations used in the Program Guide

Divisions & Interest Groups

BPS	Business Policy & Strategy
CAR	Careers
CM	Conflict Management
CMS	Critical Management Studies
ENT	Entrepreneurship
GDO	Gender & Diversity in Organizations
HCM	Health Care Management
HR	Human Resources
IM	International Management
MC	Management Consulting
MED	Management Education & Development
MH	Management History
MSR	Management Spirituality & Religion
MOC	Managerial & Organizational Cognition
OM	Operations Management
OMT	Organization & Management Theory
ODC	Organization Development & Change
OB	Organizational Behavior
OCIS	Organizational Communication & Information Systems
ONE	Organizations & the Natural Environment
PNP	Public & Nonprofit
RM	Research Methods
SAP	Strategizing As Practice
SIM	Social Issues in Management
TIM	Technology & Innovation Management








Other Abbreviations

AAA	All Academy Activities
AAC	Affiliate Activities & Committees
AAM	Asia Academy of Management
AAT	All Academy Theme
CAU	Caucuses
CDP	CrossDivisional Paper Sessions
D&ITC	Diversity & Inclusion Theme Committee
DISC	Discussion Paper Sessions
DRP	Divisional Roundtable Paper Sessions
IAM	Iberoamerican Academy of Management
ICW	In-Conjunction With Activities
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

Hotels and Other Locations

GH	Grand Hyatt
HR	Hyatt Regency
HPR	Hilton Palacio del Rio
MRC	Marriott Rivercenter
MRW	Marriott Riverwalk
LQ	La Quinta Inn & Suites
OS	Offsite
SAC	San Antonio Convention Center

Symbols

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

Friday Morning, August 12, 2011

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
GH: Bonham C	42 ODC: Doctoral Student Consortium							
GH: Lone Star A	11 D&I/MED: Africa Management Scholarship						80	
GH: Lone Star B	82							
GH: Lone Star C	21 OB/MC/ODC/BPS: Caring Cultures & Strategies							
GH: Lone Star D	17 MOC and cosponsors: Content Analysis							
GH: Lone Star E	20 OB/HR: The Productivity Process							
GH: Presidio B	13 GDO/IM/HR: Comparative Employment Equity				66 NDSC: Asians in the Western Class			
GH: Presidio C	12 GDO: Integral Cultural Learning						76 OB/MH: Motivation:	
GH: Republic B	22 OB/MED/ODC: Teaching Organization Culture				67 ODC/OB/MC/HR/PTC: Positive, Talent-Based ODC			
GH: Travis A	25 ODC/MED/MC: Action research				57 CAR/OB: Careers in the Rough			
GH: Travis B	31 PTC/OMT/ODC: Creativity and Innovation				59 GDO/OB/HR: Generational Diversity			
HPR: Corte Real A/B	44 ICW: ASQ Editors Meeting							
HPR: Corte Real C	43 AAA: Writing Theoretical Papers							
HPR: Corte Real F	78 AAA:							
LQ: Combined A&B	55 ICW: grassroots green innovations							
LQ: Combined C&D	33 RM/OB/HR/HCM/MOC: Scale Development Workshop				64 MOC/RM/OB/OMT/IM: Measuring Cultural			
LQ: Combined E&F	19 MSR/IAM/MC: Trust Your Instincts				68 RM: Ethnostatistics & Qualimetrics			
LQ: Crockett West	18 MSR: Job Crafting Spiritual Growth				69 RM/OB/ENT/HR: eLancing			
LQ: Fiesta A	49 MSR: Should Leaders be Benevolent?				75 MSR: Nurturing the			
LQ: Fiesta B	32 RM and cosponsors: Against Significance Tests				70 RM/OB/HR: Agreement Statistics			
MRC: Conference Room 16	16 MH: Workshop: Getting Involved				72 MH: Getting Published			
MRC: Conference Room 17	48 MH: Handy Historical Happenings				81			
MRC: Salon A	41 MED: The Process is the Bridge							
MRC: Salon B	35 SIM: Doctoral Consortium							
MRC: Salon C	71 SIM/CMS: Pedagogical Techniques in SIM							
MRC: Salon D	52 CMS/ONE/MSR: Postcolonial Futures							
MRC: Salon J	73 MED: The Pacific Productio							
MRC: Salon K	46 MED: Simulation Learning Experiences							
MRC: Salon L & M	47 MED: Developing Global Leaders							
MRW: Bowie	9 CMS: West & East in AHM?							
MRW: Salon A	10 CMS: CMS Doctoral Programme							
MRW: Salon B	60 HCM: International Healthcare							
MRW: Salon C	30 PNP and cosponsors: Cross Sector Partnerships							
MRW: Salon D	63 MED/ODC/CAR: Tricky Coaching							
MRW: Salon E	15 MED: Management Comics				65 MSR: Whole Person Leader Developmen			
MRW: Salon F	38 TTC: Fink's Taxonomy				61 HCM/MED: East Meets West			
OS: Brooke Army Medical Center	40 HCM: Intrepid Field Trip							
OS: Valero Energy Corporation	54 HR: HR Corporate Tour							
SAC: Exhibit Hall B Registration	2 AAA: Conference Registration...							
SAC: Room 006 B	79							
SAC: Room 006 D	8 BPS/HR/OB/ENT/OMT: Strategic Human Capital							
SAC: Room 007 A	37 TIM/RM: Codifying Academic Knowledge							
SAC: Room 007 C	36 TIM/OCIS/ODC: Mitigate Technology Change				56 BPS/TIM/OMT: The Appropriation of Value			
SAC: Room 007 D	7 BPS/ENT/OMT: Alliance Portfolios							
SAC: Room 008 A	53 ENT/D&ITC: Women Entrepreneurship							
SAC: Room 008 B	14 IM: International HR Management				58 ENT/OB: Individual Difference Research			
SAC: Room 101 B	3 AAA: 2011 LAC							
SAC: Room 207 A	28 OMT/CMS: System Theory on the Ground							
SAC: Room 207 B	34 SAP/BPS/OMT: Strategy-as-Practice Research				77 TIM/BPS: Design			
SAC: Room 209	26 OM/TIM: Projects and Knowledge				74 TIM: TIM Doctoral			
SAC: Room 210 B	5 AAM/SIM/TIM: Indian Social Innovation Cases				62 IM/BPS/SIM: Business in Emerging Markets			
SAC: Room 211	4 AAA: Membership							
SAC: Room 212 A	23 OCIS: OCIS Junior Faculty				50 OCIS: OCIS Junior Faculty Consortium			
SAC: Room 212 B	24 OCIS: OCIS Doctoral				51 OCIS: OCIS Doctoral Consortium			

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

SAC: Room 213 B	45 IM/CM/BPS: International Negotiation
SAC: Room 217 A	27 OMT: OMT Junior Faculty Consortium
SAC: Room 217 B	6 BPS: BPS Doctoral Consortium I
SAC: Room 217 C	39 BPS: BPS Dissertation Consortium
SAC: Room 217 D	29 OMT/MOC: OMT/MOC Doctoral Student Cons.

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Friday Afternoon, August 12, 2011

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
GH: Bonham B		89 MC: Creating Consulting Practice				127 CAR/MED/OB: Careers & Executive Education				
GH: Bonham C		ODC: Doctoral Student Consortium				126 PTC and cosponsors: Studying Management Practices				
GH: Bonham D			104 CAR: Getting Past No							
GH: Lone Star A		MC/SIM: Consulting Across Boundaries			123 ODC: Developing Organizations			144 GDO: Black		
GH: Lone Star B		ODC/MC/OB: High Impact Change			124 ODC and cosponsors: Publish Qualitative Research					
GH: Lone Star C		90 OB/CM/CAR: Advice for 3rd-4th Yr Students							148	
GH: Lone Star D			105 D&ITC: Panel on Inclusion in the AOM							
GH: Lone Star F									143 OB: OB Doctoral	
GH: Presidio A		92 CAR/HR: Responding to R&R								
GH: Presidio B		96 HR: Learning Evaluation in UK HE				128 HR/OB/IM/ITC: HR Systems/Programs for India				
GH: Presidio C		OB/MH: Motivational								
GH: Republic B		ODC/OB/MC/HR/PTC: Positive, Talent-Based ODC								
GH: Texas Ballroom A					121 D&ITC: Let's Get Real about Racism					
GH: Travis A								141 HR/IM/TIM: East-West		
GH: Travis B		94 GDO/MEN: Publishing Diversity Research						OB/HR: Leader Development Forum		
HPR: Corte Real D/E								138 AAA: 2011 AMLE "Town Hall"		
HPR: Corte Real F		AAA:								
HPR: El Mirador & La Condesa			102 AAA: Publishing in AMJ							
HPR: Salon Del Rey N			103 AAA: 2011 AMLE Writers Workshop							
LQ: Combined A&B		ICW: grassroots								
LQ: Combined C&D		MOC/RM/OB/OMT/IM:			117 RM and cosponsors: Emergence in Process Research					
LQ: Combined E&F			101 RM/OMT/BPS: QCA and fuzzy sets						146 MSR: Trust Your	
LQ: Crockett West			98 MSR: Lectio and Religious Pluralism			133 RM and cosponsors: Why We Should All Be Bayesians				
LQ: Fiesta A		MSR: Nurturing the Prophet			122 MSR: MSR Doctoral Student Consortiu					
LQ: Fiesta B			99 MSR: TM Refresher Course							
MRC: Conference Room 15					114 CMS/OMT/GDO: Frontiers of Critique					
MRC: Conference Room 16		MH: Getting	108 MH: MH-Your Other Research Stream							
MRC: Conference Room 17		MED: The Perfect Class			125 ONE/BPS/TIM/PTC/ENT: The Future in Strategy					
MRC: Salon A		MED:	110 ONE: ONE Doctoral Consortium							
MRC: Salon B		SIM: Doctoral Consortium								
MRC: Salon C		SIM/ONE/OMT: Leading CSR in Messy Contexts								
MRC: Salon D		SIM/CMS: Using Reflection			118 MED/TTC/ODC: Material Story Lab					
MRC: Salon G								134 AAA: Ins/Outs of Faculty Recruiting		
MRC: Salon J		MED: The Pacific	113 RM: Theory Development From Cases							
MRC: Salon K		MED: Simulation Learning Experiences							145 HCM/IM:	
MRC: Salon L & M			116 MOC and cosponsors: Reviewing in the Rough							
MRW: Bowie		97 MED/SIM/TTC: Ethics Tools in Class							142 CMS: Process-relations	
MRW: Salon A		CMS: CMS Doctoral							140 SIM/ONE/IM/BPS/ITC: BOP Research	
MRW: Salon B								131 MED/OB: Critical Thinking & Writing		
MRW: Salon C								132 ONE: Beyond Growth		
MRW: Salon D		100 PNP: Captains of Lives							130 MED/IM/GDO: Diversity Icebreaker	
MRW: Salon E										
MRW: Salon F		95 HCM/RM: Industry-Academic Research								
OS: Brooke Army Medical Center		HCM:								
OS: Texas Hill Country					115 MED: Texas Winery Tour					
OS: To Be Determined									147 HR: HR	
OS: Toyota Texas Plant			109 OM/TIM/OMT/IM/ODC: Toyota Texas Plant Tour							
OS: Valero Energy Corporation		HR: HR Corporate Tour								
SAC: Exhibit Hall B Registration		AAA: Conference Registration...								
SAC: Room 006 B		ENT/OMT/RM: US PS&D II – 5-Year								
SAC: Room 006 C			111 SAP: SAP Paper Development Workshop							
SAC: Room 006 D			112 TIM: Continuous Innovation							
SAC: Room 007 A		IM/ITC/OB/HR: Management in Africa								
SAC: Room 007 B			TIM: TIM Junior Faculty Consortium							
SAC: Room 007 C		BPS/TIM/OMT: The Appropriation of Value			120 AAM/IM/TIM: India and China					

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

SAC: Room 007 D	107 IM: IM Paper Development Workshop	
SAC: Room 008 A	ENT/D&ITC: Women Entrepreneurship	
SAC: Room 008 B	93 ENT: PA and the Equity Gap	129 IAM/HR/IMAAM: Anxious Tiger, Astute Dragon
SAC: Room 101 B	AAA: 2011 LAC	
SAC: Room 204 B	119 AAA: Connecting the Academy	
SAC: Room 206 A	135 ENT: How NOT To Quit Your Day Job	
SAC: Room 206 B	106 ENT: Higher Edu. for Development	
SAC: Room 207 A	91 OMT/BPS: Social Studies of Finance	139 OMT/ENT/BPS/TIM: Revealing the
SAC: Room 207 B	TIM/BPS: Design Thinking	
SAC: Room 209	TIM: TIM Doctoral Consortium	
SAC: Room 210 B		
SAC: Room 211	AAA: Membership	
SAC: Room 212 A	OCIS: OCIS Junior Faculty Consortium	
SAC: Room 212 B	OCIS: OCIS Doctoral Consortium	
SAC: Room 213 B	IM/CM/BPS: International Negotiation	
SAC: Room 216 A & B	OCIS: OCIS Joint Consortia Lunch	136 OMT: OMT Teaching Roundtables
SAC: Room 217 A	OMT: OMT Junior Faculty Consortium	
SAC: Room 217 B	BPS: BPS Doctoral Consortium I	
SAC: Room 217 C	BPS: BPS Dissertation Consortium	
SAC: Room 217 D	OMT/MOC: OMT/MOC Doctoral Student Cons.	

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

Friday Evening, August 12, 2011								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
GH: Bonham B	158 ICW: MMD Debriefing							
GH: Bonham C	. PTC							
GH: Lone Star A	. GDO: Black Experience in Orgs							
GH: Lone Star B	. ODC and cosponsors: Publish							
GH: Lone Star C	. OB/OM/HCM: Negative Effects of Learning							
GH: Lone Star E	152 OB: OB Jr Faculty Workshop-Friday							
GH: Lone Star F	. OB: OB Doctoral Consortium-Friday							
GH: Texas Ballroom B	157 GDO: GDO Pre-Conference Social Hour							
GH: Texas Ballroom C	150 HR: HR Doctoral Consortium Dinner							
GH: Travis A	. HR/IM/TIM: East-West							
GH: Travis B	. OB/HR: Leader							
HPR: Corte Real D/E	. AAA: 2011							
LQ: Combined C&D	. RM and							
LQ: Combined E&F	. MSR: Trust Your Instincts							
LQ: Crockett West	. RM							
LQ: Fiesta A	. MSR: MSR							
MRC: Salon B	. SIM: Doctoral Consortium							
MRC: Salon C	151 MED/ITC/NDSC: MED Writer's Workshop							
MRC: Salon G	149 AAA: Placement for Applicants							
MRC: Salon J	. RM:							
MRC: Salon K	. HCM/IM: Innovation in Health Care							
MRW: Bowie	. CMS: Process-relational							
MRW: Salon A	. SIM/ONE/IM/BPS/ITC: BOP							
OS: TBA	156 CM: CM Junior Faculty Reception							
OS: Casa Rio Restaurant	163 MSR: MSR Dinner							
OS: TBA	160 OCIS: OCIS Jr Faculty Consortium							
OS: TBD	162 NDSC: NDSC: Friday Night Social							
OS: Texas Hill Country	. MED: Texas Winery Tour							
OS: To Be Determined	. HR: HR JFC Icebreaker/Dinner							
SAC: Mission 103 A & B	161 OMT: Meet OMT Reception							
SAC: Room 006 C	. SAP: SAP Paper Development							
SAC: Room 006 D	153 OCIS: Paper Development Workshop							
SAC: Room 007 B	. TIM: TIM Junior Faculty							
SAC: Room 007 C	. AAM/IM/TIM: India and China							
SAC: Room 008 A	154 SAP: Socio-Economic Strategy							
SAC: Room 206 A	. ENT: How NOT To Quit Your							
SAC: Room 207 A	. OMT/ENT/BPS/TIM: Revealing the Cultural							
SAC: Room 209	. TIM: TIM Doctoral Consortium							
SAC: Room 210 A	159 IM: IM							
SAC: Room 214	155 AAA: New Member Orientation							
SAC: Room 217 A	. OMT: OMT Junior Faculty							
SAC: Room 217 B	. BPS: BPS Doctoral Consortium							
SAC: Room 217 C	. BPS: BPS Dissertation							
SAC: Room 217 D	. OMT/MOC: OMT/MOC							

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

Saturday Morning, August 13, 2011

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
GH: Bonham B	177 CAR/GDO: Publishing Careers Research						267	
GH: Bonham C	205 ODC: Dialogic OD							269
GH: Bonham D	186 HR/OB/IM: Multinational Perspectives				244 HR/IM: Global Competencies			
GH: Crockett A & B	195 MC: MCD Doctoral Consortium							
GH: Independence							263 OB: OB Research	
GH: Lone Star A	222 GDO: GDO Doctoral Consortium							
GH: Lone Star B			231 CM: Jr. Faculty Research Incubator					
GH: Lone Star C	223 HR: HR Div. Jr. Faculty Consortium							
GH: Lone Star D	224 HR: HR Doctoral Consortium							
GH: Lone Star E	201 OB: OB Jr Fac Workshop-Saturday							
GH: Lone Star F	202 OB: OB Doc Consortium-Saturday							
GH: Mission B	196 MC/MSR/OM/AAM: The Sensei Way							
GH: Presidio A	182 GDO/IM: Diversity Assessments Workshop							
GH: Presidio B	180 D&ITC/GDO: Action Learning in Action							
GH: Presidio C	228 ODC: Doctoral Student Consortium							
GH: Republic A			233 MC: Breakthrough Consulting Skills				264 CAR/OB: Early	
GH: Republic B	203 OB: Action Research & Coaching				243 HR/GDO/ONE/MSR: Caring Institutions & Leaders			
GH: Seguin A & B				236 ODC/MED: The Leadership Mirror				
GH: Texas Ballroom A	204 OB/PTC: Research in the Wild				245 HR/RM/OB: HR Research: New Directions			
GH: Texas Ballroom C	178 CM/OB/HR/SIM: New Directions in Org Justice							
GH: Texas Ballroom D	183 GDO/OB: Boundary Spanning Leadership				250 ODC/PTC/MED/MC: Implications for Practice			
GH: Texas Ballroom E & F	225 NDSC: NDSC							
GH: Travis A			234 OB and cosponsors: Craft of Reviewing Workshop					
GH: Travis B	206 ODC: Paradoxical Mindsets				247 MC: Organizational change			
GH: Travis C	213 PTC and cosponsors: Extreme Change						266 OB/HR/BPS:	
HR: Bowie C	188 ICW: McGraw-Hill Teaching Workshops							
LQ: Combined A&B	198 MOC: Cognition in the Rough							
LQ: Combined C&D	214 RM/OMT/OB/ENT/MH: Qualitative Methods				260 RM/OB/HR: Ask the Experts: Micro			
LQ: Crockett West	199 MSR: MSR Research Incubator				261 MSR: Moments of Waking Up			
LQ: Fiesta E	200 MSR: The Spirit of Shinise				255 RM/OB/HR/ENT: Outliers			
MRC: Conference Room 16	197 MED/RM: Case Teaching Workshop							
MRC: Reg Desk 1	218 AAA: Placement Services							
MRC: Salon A	210 ONE/MED: Sust Mgt Ed 1: Approaches				253 ONE and cosponsors: Sust Mgt Ed 2: Course Design			
MRC: Salon B	166 ONE: Case Lab Breakfast			237 SIM: Manuscript Development			268 SIM: Ask the	
MRC: Salon C					259 TTC/MED: Online Teaching Best Practices			
MRC: Salon D	211 PNP/ODC/HCM: QI for Public/Nonprofits				256 SIM/OB: Ethics and Compliance			
MRC: Salon J	179 CMS: CMS Teaching				240 CMS: Must CMS be hysterical?			
MRW: Bowie	185 HCM/MED: On-line Learning Techniques							
MRW: Salon A	217 TTC/HR/OB/OCIS/HCM: Teaching with Technology				248 MED/OB: Cognitive Skills-Global Class			
MRW: Salon B	230 PNP: PNP PhD Student Consortium							
MRW: Salon C			235 RM/MC: Complexity & Crowd Sourcing					
MRW: Salon D					238 MED: Org. Knowledge Creation			
MRW: Salon E	184 HCM/CAR: Job Search Considerations							
MRW: Salon F								
OS: Haven for Hope	212 PNP/SIM: Haven for Hope Experience							
SAC: Exhibit Hall B	167 AAA: Exhibits							
SAC: Exhibit Hall B Conference break							239 AAA:	
SAC: Exhibit Hall B Registration	168 AAA: Conference Registration...							
SAC: Room 006 D		229 OM: OM Doctoral/ Jr Fac Consortium						
SAC: Room 007 A	215 TIM: TIM Doctoral Consortium							
SAC: Room 007 C			232 ITC/CMS/SIM/MED: Where West Hears East					
SAC: Room 007 D	193 ITC/CMS/IAM/MED: Neither West nor East				251 OMT/ENT/BPS: East-West OMT-ENT Research			
SAC: Room 008 A			227 OCIS/TIM/RM/BPS/OMT: Publishing Qualitative Res.					
SAC: Room 008 B			220 ENT/PNP/SIM: Social E-Ship+Broader Theories					
SAC: Room 101 B	169 AAA: San Antonio 2011 LAC							

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

SAC: Room 201	174 BPS: BPS Doctoral Consortium II	
SAC: Room 202 B	175 BPS: BPS New Faculty Consortium	
SAC: Room 203 B	226 OCIS and cosponsors: Sequence Analysis	
SAC: Room 204 B	209 OMT and cosponsors: Intro Network PDW	
SAC: Room 205		270
SAC: Room 206 A	187 IAM/ENT/ONE/TIM/BPS: Industry Transformation Ibero	242 ENT/BPS/TIM/OMT: Corporate Opportunities
SAC: Room 206 B		252 OMT/RM/SAP/OB: Being There/Being Them
SAC: Room 207 A	181 ENT/OMT/BPS: Coherent Careers via Theory	241 ENT: Entrepreneurship Across Campus
SAC: Room 207 B	191 IM/BPS: Cross Cultural Research	
SAC: Room 208		246 IAM/ENT/BPS: KM & Transferenc Iberoamerica
SAC: Room 209	173 AAM/OB: Chinese emotional issues	262 BPS and cosponsors:
SAC: Room 210 B	194 ITC/MED/MH/MSR: Ancient Indian Management	257 TIM/IM/ENT/BPS: Global Restructuring
SAC: Room 211	170 AAA: Membership	
SAC: Room 211.	171 AAA: Membership Committee Meeting	
SAC: Room 212 A	172 AAM: What motivates people?	
SAC: Room 212 B	216 TIM: TIM Junior Faculty Consortium	
SAC: Room 213 B	192 IM/BPS: Foreign Entry Modes	258 TIM/OMT/BPS/OB: Research on Universities
SAC: Room 216 A	219 ENT/IM/SIM/BPS/AAM: Social Enterprise in China	265 ENT: 4th Annual
SAC: Room 216 B	221 ENT/RM: Entrepreneurship Theory	
SAC: Room 217 A	207 OMT: Int'l Jr. Faculty Paper Dvlpmt	
SAC: Room 217 B	189 IM: IM Doctoral Consortium	
SAC: Room 217 C	190 IM: IM Junior Faculty Consortium	
SAC: Room 217 D	208 OMT: OMT Diss. Proposal Workshop	
SAC: Room 218	176 BPS/IM/IAM: Fostering Publication	

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Saturday Afternoon, August 13, 2011

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
GH: Bonham B	PTC/ODC/OMT/CM: Trust		308 OB/OCIS/HR: Second Life Tutorial							
GH: Bonham C	PTC/OCIS/OMT/TIM/OM: P-Commerce		312 CAR/ITC/OB/D&ITC/HCM: French-Anglo Research				357			
GH: Bonham D	HR/IM: Global		305 CM: Negotiate Your Job Offer				358 OB and			
GH: Crockett A & B	MC: MC Consortium Networking Lunch		319 HR/BPS/RM: The HR-Performance linkage							
GH: Crockett C & D									351 HR: HR Teaching	
GH: Independence	OB: OB Research Incubator									
GH: Lone Star A	GDO: GDO Doctoral Consortium									
GH: Lone Star B	CM: Jr. Faculty Research Incubator									
GH: Lone Star C	HR: HR Div. Jr. Faculty Consortium									
GH: Lone Star D	HR: HR Doctoral Consortium									
GH: Lone Star E	OB: OB Jr Fac Workshop-Saturday									
GH: Lone Star F	OB: OB Doc Consortium-Saturday									
GH: Mission B	275 MC: MC - Norms and Risks					322 PTC and cosponsors: Investing in Human Capital				
GH: Presidio A		296 OB: Associate to Full... and Beyond					335 MC: Educating Consultants			
GH: Presidio C	ODC: Doctoral Student Consortium		320 OB/RMMOC/CAR/ODC: Causal Mapping							
GH: Republic A	CAR/OB: Early Career Consortium									
GH: Republic B	HR/GDO/ONE/MSR: Caring Institutions & Leaders						339 AAA: 2011 Program			
GH: Seguin A & B			309 PTC: PTC Lunch Meeting							
GH: Texas Ballroom A			310 AAA: Chairs, Fac. &							
GH: Texas Ballroom B							344 OB/BPS/HR/IM/MOC: Understanding Scholarly			
GH: Texas Ballroom C			311 AAA: AOM Affiliates & Associates							
GH: Texas Ballroom D		297 OB: OB Teaching Incubator					337 OB: OB New Member Networking			
GH: Texas Ballroom E & F	NDSC: NDSC									
GH: Travis A	ODC/IM: OD&C Complex Social Issues									
GH: Travis B		289 PTC and cosponsors: Leadership and Tango					350 CAR/GDO/OB: Your			
GH: Travis C	OB/HR/BPS: Research-Practice PDW						355 ODC: Creating the			
GH: Travis D	276 MC: Pathway to Positive Change					321 HR/NDSC: HR Div. Pre-Dissertation PDW				
HPR: El Mirador & La Condesa			315 ICW: ASQ Board Meeting & Reception							
HR: Bowie C	ICW: McGraw-Hill Teaching Workshops									
HR: Maverick B							331 ICW: JABS Associate Editors			
LQ: Combined A&B	277 MEN: Enlightening by Mentoring								360 RM:	
LQ: Combined C&D		299 RM/BPS: Ask the Experts: Macro Methods					336 MSR: Corporate Mystic Practices			
LQ: Crockett East		290 RM/BPS/ENT/HR/OB: Trends in Meta-analysis					338 RM: Ask the Experts: An RM Career			
LQ: Crockett West	MSR: Moments of Waking						349 RM/OB/HR: Systematic Review			
LQ: Fiesta E										
LQ: Fiesta F	MOC and cosponsors: Group Cognition						354 MOC: Think About It			
MRC: Conference Room 16		292 CMS/BPS: A Critical Perspective on SM								
MRC: Conference Room 17		280 CMS/OMT/GDO: Politics of Org. Research								
MRC: Reg Desk 1	AAA: Placement Services									
MRC: Salon A							334 SIM/MSR: Conscious Responsibility			
MRC: Salon B	SIM: Ask the	300 SIM: SIM Research Roundtables					333 MED: Educating About Integrity			
MRC: Salon C		291 TTC/GDO/OB: Discussing the Undiscussable				329 TTC/MED/D&ITC: Food & Cultural Diversity				
MRC: Salon D		286 MED/PTC/HR/ODC/OB: Evidence-Based				328 ONE/IM/SIM/ITC: Env. and Soc. Issues in Africa				
MRC: Salon J		288 ONE/SIM: ONE/SIM Jr Faculty Consortium								
MRC: Salon L							342 CMS: Dark Side X			
MRW: Bowie		283 HCM/MED: Making learning tangible				325 MED/HR/IM: Leadership Simulations				
MRW: Salon A		285 MED/NDSC/TTC: Doctoral Edu & Career Success				330 HCM: Exploring the Journey				
MRW: Salon B	PNP: PNP PhD Student Consortium									
MRW: Salon C		306 HCM: Career-long Publishing								
MRW: Salon E		284 HCM/PNP: International Comparison				326 MED/MC: Education and Competitiveness				
MRW: Salon F						327 MED/ODC/OB: Live In-class CEO Intervention				
OS: Biga on the Banks									359 ENT: Nev	
OS: Haven for Hope	PNP/SIM: Haven for Hope Experience									
OS: Lobby of Marriott Rivercenter			313 CMS: Off-site visit, San Antonio							
SAC: Exhibit Hall B	AAA: Exhibits									

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

SAC: Exhibit Hall B Conference break		323 AAA:	
SAC: Exhibit Hall B Registration	. AAA: Conference Registration...		
SAC: Room 006 D	. OM: OM Doctoral/ Jr Fac Consortium		
SAC: Room 007 B		301 OCIS and cosponsors: A Socio-Technical Perspective	
SAC: Room 007 C		314 ENT: ENT Ambassadors Program	
SAC: Room 007 D		287 OMT/BPS/ENT/TIM: Category Dynamics	348 OMT/ENT/BPS: Management i
SAC: Room 008 A		293 ENT: Data for Soc.Ent. Research	
SAC: Room 008 B		316 IMMED: Foreign Study Tours	
SAC: Room 101 B	. AAA: San Antonio 2011 LAC		
SAC: Room 201	. BPS: BPS Doctoral	304 BPS and cosponsors: Funding Opportunities from	346 BPS and cosponsors: Data
SAC: Room 202 A		294 ICW: USASBE Board Mtg.	
SAC: Room 202 B	. BPS: BPS New Faculty Consortium		
SAC: Room 203 A			343 IM/RM/BPS: Causal Inference in IB Models
SAC: Room 203 B	. OCIS and		
SAC: Room 204 A			353 IM/TTC/BPS: Teaching
SAC: Room 204 B		298 OMT and cosponsors: Advanced Networks PDW	
SAC: Room 205	. TIM: TIM Distinguished Scholar Awar		
SAC: Room 206 A		317 TIM/BPS: Meet the Editors	
SAC: Room 206 B		295 IM: Devel. CtryTraining Workshops	347 ENT/IM/BPS: West Meets East
SAC: Room 207 A	. ENT: Entrepreneurship	302 BPS: Firm Scope	
SAC: Room 207 B		278 BPS: BPS Managing your Dissertation	
SAC: Room 208	. 279 BPS/TIM/OMT/IM: Patent PDW		345 AAM/BPS: Korean Business
SAC: Room 209	. BPS and cosponsors:		356 OM/RM/IM: Research
SAC: Room 210 A			352 IM: IM Meet the Editors
SAC: Room 210 B			
SAC: Room 211	. AAA: Membership		
SAC: Room 211.		307 ICW: JME Editorial	
SAC: Room 212 A		281 ENT/BPS/OMT: Austrian econ. & Ent. studies	324 ENT/RM: Entrepreneurs' Behavior
SAC: Room 212 B		274 BPS/OMT/OB/MOC: Behavioral Strategy	340 BPS/OMT/TIM: Inter-firm Contract
SAC: Room 213 B	. TIM/OMT/BPS/OB:	303 BPS: Teaching Strategic Management	
SAC: Room 216 A	. ENT: 4th Annual EO3 Research PDW	318 TIM/BPS/ENT: Managing Ecosystems	
SAC: Room 216 B		282 ENT/MEN: Women/Minority Ent. Research	341 BPS/OMT/TIM: Neurosciences &
SAC: Room 217 B	. IM: IM Doctoral Consortium		
SAC: Room 217 C	. IM: IM Junior Faculty Consortium		
SAC: Room 217 D			332 ITC/IM/AAM: Research from Emerging Markets
SAC: Room 218	. BPS/IM/IAM:		

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

Saturday Evening, August 13, 2011

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
GH: Bonham B			370 ICW: MMD Debriefing					
GH: Bonham C		GDO/D&ITC/MEN/OB: LGBTQ						
GH: Bonham D		OB and cosponsors: Creativity beyond Boundaries						
GH: Crockett A & B								
GH: Lone Star B		CM: Jr.						
GH: Lone Star C		HR: HR Div.						
GH: Lone Star D		HR: HR						
GH: Lone Star F		OB: OB Doc						
GH: Presidio A		MC:	366 OB/MEN: Advancing Leadership Research					
GH: Presidio B		362 PTC: PTC Reception and Awards						
GH: Republic B		361 AAA: 2012 Program Chairs' Meeting						
GH: Texas Ballroom A		365 OB: OB and HR Welcome Reception						
GH: Texas Ballroom B						386 GDO: LGBTQ and Friends Reception		
GH: Texas Ballroom C		377 ODC: New Member Reception						
GH: Texas Ballroom D		OB:						
GH: Travis A		ODC/IM: OD&C Complex						
GH: Travis B		CAR/GDO/OB: Your Work-Life						
GH: Travis C		ODC: Creating the Future						
GH: Travis D		HR/NDSC: HR						
LQ: Combined A&B		RM: Moderation and Mediation						
LQ: Combined C&D		MSR:						
LQ: Crockett East		RM:						
LQ: Crockett West		RM/OB/HR: Systematic Review						
LQ: Fiesta F		MOC: Think						
MRC: Salon A		SIM/MSR:						
MRC: Salon B		MED: Educating About Integrity						
MRC: Salon E			383 ICW: Chinese Scholars Reunion					
MRC: Salon I		371 ICW: Human Relations Reception						
MRC: Salon J		372 ICW: Routledge Reception						
MRC: Salon L		CMS: Dark			382 CMS: CMS Welcome			
MRC: Salon M			384 ONE: ONE Welcome Reception					
MRW: Bowie								
MRW: Salon B		364 MED: Values-Based Leadership						
MRW: Salon D		374 MED: MED/NDSC Evening Reception						
MRW: Salon D.		375 NDSC: NDSC/ MED Reception						
MRW: Salon E								
OS: Biga on the Banks		ENT: New Member Meeting	368 ENT: Entrepreneurship Social Event...					
OS: Las Ramblas at the Hotel Contessa		369 HCM: HCMD PDW Social Event						
OS: Sazos Latin Grill						385 CAR: CAR Division PDW Social		
OS: The Contessa		379 SIM: SIM/SBE Keynote						
SAC: Mission 103 A		376 OCIS: OCIS PhD and Member Reception						
SAC: Mission 103 B		373 IM: IM Division PDW Reception						
SAC: Room 006 C & D		380 BPS: Meet the BPS Officers						
SAC: Room 007 D		OMT/ENT/BPS:						
SAC: Room 201		BPS and cosponsors:						
SAC: Room 203 A		IM/RM/BPS:						
SAC: Room 204 A		IM/TTC/BPS: Teaching						
SAC: Room 206 B		ENT/IM/BPS: West						
SAC: Room 208		AAM/BPS: Korean						
SAC: Room 209		OM/RM/IM: Research Across						
SAC: Room 210 A		IM: IM Meet						
SAC: Room 210 B		378 OM: JSCM Best Paper Session						
SAC: Room 212 B		BPS/OMT/TIM: Inter-firm						
SAC: Room 214		363 AAA: New Member Orientation	381 AAA: President's Reception					
SAC: Room 216 A		367 BPS: BPS Mid-Career Workshop						

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

SAC: Room 216 B	. BPS/OMT/TIM: Neurosciences & Strategy
SAC: Room 217 D	. ITC/IMAAM: Research from

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

Sunday Morning, August 14, 2011

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
GH: Crockett A				401 AAA: AMJ Editors' Meeting				
GH: Crockett B				402 AAA: AMR Editors Only Meeting			412 AAA: AMLE Editors'	
GH: Lone Star A	389 ICW: POS Gathering							
GH: Republic B							413 AAA: AMP Editorial Board	
GH: Texas Ballroom	394 AAA: All-Academy		400 AAA: President's Address & Awards					
HPR: Corte Real A/B		399 ICW: Org. Studies ERB meeting						
HPR: Corte Real C						409 AAC: Southwest AOM Meeting		
HPR: Corte Real F					404 AAC: Midwest AOM Meeting			
HPR: El Mirador East						410 AAC: Indian Academy of Management		
HPR: El Mirador West		397 AAC: SMA Board Meeting						
HR: Bowie C	395 ICW: McGraw-Hill Teaching Workshops							
LQ: Crockett West					406 ICW: JTR Board Meeting			
MRC: Reg Desk 1		396 AAA: Placement Services						
MRC: Salon C					405 ICW: JMI Ed Board Mtg			
MRC: Salon D							415 ICW: ET&P Luncheon	
MRC: Salon K		398 CMS: CMS Executive Meeting						
MRC: Salon L					407 TTC: TTC Business Meeting			
SAC: Exhibit Hall B	390 AAA: Exhibits							
SAC: Exhibit Hall B Conference break					408 AAA:			
SAC: Exhibit Hall B Registration	391 AAA: Conference Registration...							
SAC: Room 006 A							417 AAA:	
SAC: Room 006 D							419 AAT:	
SAC: Room 007 A							420 AAT: Ne	
SAC: Room 007 D							421 AAT:	
SAC: Room 008 A							422 AAT:	
SAC: Room 008 B							423 AAT:	
SAC: Room 101 B	392 AAA: San Antonio 2011 LAC							
SAC: Room 202 A							424 AAT:	
SAC: Room 202 B							425 AAT:	
SAC: Room 204 B							426 AAT:	
SAC: Room 206 A						416 AAA: Div/IG Incoming		
SAC: Room 207 A							418 AAA:	
SAC: Room 208					403 AAC: EEC Meeting			
SAC: Room 211	393 AAA: Membership							
SAC: Room 212 A							414 ICW: EJIM informal get-	
SAC: Room 214 A							427 AAT:	
SAC: Room 214 C							428 AAT: A	
SAC: Room 215							429 AAT:	
SAC: Room 216 A					411 OM: OM Executive Committee Meeting			
SAC: Room 217 C							430 AAT:	
SAC: Room 217 D							431 AAT:	

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

Sunday Afternoon, August 14, 2011

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
GH: Bonham B									490 GDO: GDO EC Meeting	
GH: Bonham C									497 ODC: ODC Exec Board Meeting	
GH: Bowie B									482 MC: MC Executive Committee	
GH: Crockett C & D									480 ICW: Meet the OMJ	
GH: Lone Star A		AAA: AMLE Board	441 AAA: AMLE Board							
GH: Lone Star B					453 AAA: AMJ Editorial Board Meeting					
GH: Lone Star C									485 AAA: AMR Editorial Board- Incoming	
GH: Lone Star F									495 MC: MC EC Meeting	
GH: Presidio A									492 HR: HR Executive Committee	
GH: Presidio B					454 CAR: CAR Executive Meeting					
GH: Republic B									496 OB: OB EC Meeting	
GH: Texas Ballroom A					456 ICW: LQ Board		481 ICW: NLS Meeting			
GH: Texas Ballroom B									503 ICW: NLS Award	
GH: Texas Ballroom F									493 ICW: Jour. of Manang. Board Meeting	
HPR: Corte Real D/E					442 ICW: CGIR Editorial Board Meeting					
HPR: Terrace Gardens					ICW: JMS Reception					
HR: Maverick A			438 ICW: GOM ERB Meeting		458 ICW: JABS ERB Meeting					
LQ: Combined A&B									500 RM: RMD Executive Committee	
LQ: Combined Crockett					459 ICW: AKMS Junior Faculty Consortium					
LQ: Crockett West					460 ICW: Organization Board Meeting					
MRC: Conference Room 15					457 ICW: IACMR Exec Meeting					
MRC: Conference Room 16									488 CMS: CMS Business Meeting	
MRC: Conference Room 17									507 SIM: B & S Board	
MRC: Reg Desk 1					AAA: Placement Services					
MRC: Salon C									499 ONE: ONE Executive Committee	
MRC: Salon D					ICW: ET&P Luncheon				506 PNP: Business &	
MRC: Salon J									504 ICW: ESMT Reception	
MRC: Salon K			439 SIM: SIM EC Meeting							
MRC: Salon L					464 PNP: PNP EC Meeting					
MRC: Salon M					455 CMS: Keynote: Crossing Borders			502 SIM: Best Dissertation		
MRW: Salon A					463 MH: MH Exec Comm Meeting					
MRW: Salon B									491 HCM: HCM Exec. Com. Meet	
MRW: Salon E									487 CM: CM Executive Committee	
MRW: Salon F									494 ICW: SIE Board Meeting & Reception	
OS: TBA					TIM: Past Officers Lunch					
SAC: Exhibit Hall B					AAA: Exhibits					
SAC: Exhibit Hall B Conference break									466 AAA:	
SAC: Exhibit Hall B Registration					AAA: Conference Registration...					
SAC: Exhibit Hall B.									509 AAA:	
SAC: Mission 103 A									484 AAA: AOM Strategic Plan	
SAC: Room 006 A					AAA: 2012 PDW	452 AAA: PD Training for PDW Chairs				
SAC: Room 006 B					AAA: PD&CR Training for Prog Chairs					
SAC: Room 006 D					AAT: Innovation in	443 AAT: Strategy, Innovation, Leadership			510 AAT:	
SAC: Room 007 A					AAT: Next				511 AAT:	
SAC: Room 007 B									467 AAT: BOP: Opportunity No. 1	
SAC: Room 007 C									468 AAT: Embedding Sustainability	512 AAT:
SAC: Room 007 D					AAT: Creating Social Value					
SAC: Room 008 A					AAT: Collaboration	444 AAT: Using Sport as a Lens		469 AAT: The Civil-Military Divide	513 AAT:	
SAC: Room 008 B					AAT: Rebelling	445 AAT: Learning from Japan		470 AAT: Crossing East-West		
SAC: Room 101 B					AAA: San Antonio 2011 LAC					
SAC: Room 201					446 AAT: Responsible Management Edu.				514 AAT:	
SAC: Room 202 A					AAT: Global Teaching Resources				471 AAT: Cross-Cultural Teaching	
SAC: Room 202 B					AAT: Greatest	447 AAT: Wisdom of the East Meets		472 AAT: Indigenous Research	515 AAT: AOI	
SAC: Room 203 A					448 AAT: Universalism and Particularism		473 AAT: Women, Men & Care	516 AAT:		
SAC: Room 204 A									474 AAT: Scholars Transcend the Divide	517 AAT:

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

SAC: Room 204 B	. AAT: Asian Challenges &			
SAC: Room 205		440 AAA: AOM Leadership Forum		
SAC: Room 206 A				
SAC: Room 206 B	. AAA: Division			
SAC: Room 207 A	. AAA: Ethics			
SAC: Room 207 B		461 IM: Booz&Co Eminent		
SAC: Room 210 B	. ITC: (ITC) Exec Business Meeting		508 TIM: TIM Executive Committee	
SAC: Room 211	. AAA: Membership			
SAC: Room 212 A	. ICW:		498 OMT: OMT Executive Committee Meetin	
SAC: Room 212 B			505 OCIS: OCIS Exec.	
SAC: Room 213 A		483 OM: JOM Best Paper Session	522 OM: OM	
SAC: Room 214 A	. AAT: Business	449 AAT: HTC and Peter Chou	475 AAT: Researchers Changing the	518 AAT: AOI
SAC: Room 214 B		462 ITC: Dexter&Emerald	489 ENT: ENT Executive Committee	
SAC: Room 214 C	. AAT: A School of			519 AAT:
SAC: Room 214 D		450 AAT: Information Acculturation	476 AAT: Employee Participation	
SAC: Room 215	. AAT: Buddha to	451 AAT: Consciousness and	477 AAT: Leading, Managing and Self	520 AAT: Pez
SAC: Room 216 A				521 IM: IM
SAC: Room 217 B		465 BPS: BPS Global	486 BPS: BPS Exec Committee	
SAC: Room 217 C	. AAT: Mindful Leadership		478 AAT: Yoga and Effectiveness	
SAC: Room 217 D	. AAT: Town Hall on Inclusion in AOM		479 AAT: Guiding Change	
SAC: Room 218				501 SAP: SAP Executive Committee

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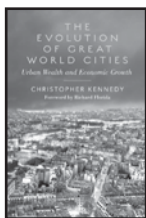
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Sunday Evening, August 14, 2011							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30
GH: Bonham B			544 ICW: MMD Debriefing				
GH: Lone Star A	523 AAA: AMR Editorial Board Meeting						
GH: Lone Star B			549 ICW: San Antonio Reception				
GH: Lone Star C						558 ICW: Honors Reception	
GH: Lone Star D			543 HR: HR Business Meeting/Reception				
GH: Lone Star E	531 MC: MC Division Social Hour						
GH: Lone Star F			550 ICW: PolyU MM - Cocktail Reception				
GH: Texas Ballroom A							560 ICW: The HKUST Reception, 14/8/201
GH: Texas Ballroom C	527 ICW: NLS Reception						
GH: Texas Ballroom D	528 ICW: City U of HK Reception						
GH: Texas Ballroom F							ICW: Jour. of Manang. Board Meeting
HPR: Corte Real A/B			536 ICW: Ivey Alumni Reception				
HR: Rio Grande Ballroom East			545 ICW: Ifera @ aom 2011				
LQ: Combined A&B	RM: RMD		546 MOC: MOC EC Meeting				
LQ: Crockett East			547 MSR: MSR Business				
LQ: Fiesta C							556 MSR: MSR Social...
LQ: Fiesta E	532 MSR: MSR EC Meeting						
MRC: Conference Room 15			537 SIM: IABS Board Meeting				
MRC: Conference Room 16	529 ICW: MOR Board Meeting						
MRC: Conference Room 17							SIM: B & S Board Meeting
MRC: Salon A			552 PNP: Social				
MRC: Salon B			553 SIM: SIM Welcome				
MRC: Salon C			551 ICW: Smu				
MRC: Salon D			PNP: Business & Awards				
MRC: Salon I			534 CMS: Organizing CMS				
MRC: Salon J			ICW: ESMT Reception				555 CMS: CMS Welcome Social...
MRC: Salon K			535 ICW: IACMR Business Meeting				
MRC: Salon L	530 ICW: Management Learning Journal						559 ICW: IACMR Reception
MRC: Salon M	533 SIM: SIM Research Symposium						
MRW: Salon D	525 CM: CM Business Meeting						
MRW: Salon F			ICW: SIE Board Meeting & Reception				
OS: TBA			541 CM: CM Social				
OS: TBA							557 ONE: oikos Alumni Dinner
OS: TBD			542 GDO: Executive Committee Dinner				
OS: The Menger Hotel							561 MC: MC Members & Friends Dinner
SAC: Exhibit Hall B.			AAA: AOM Social Network				
SAC: Grotto							554 AAA: President's Reception
SAC: Mission 103 B			538 TIM: TIM Business and Social				
SAC: Room 006 D			AAT: Innovation Management				
SAC: Room 007 A			AAT: Disruptive Innovation at				
SAC: Room 007 C			AAT: Emerging Econ				
SAC: Room 008 A			AAT: Crisis Management				
SAC: Room 201			AAT: West/East Int'l				
SAC: Room 202 B			AAT: AOM Ambassadors				
SAC: Room 203 A			AAT: Global Identity				
SAC: Room 204 A			AAT: Asians in North America				
SAC: Room 205			539 AAM: AAM/APJM Reception				
SAC: Room 206 A	524 AAM: AAM Board Meeting						
SAC: Room 207 A			548 OM: OM Division Social				
SAC: Room 210 B			TIM: TIM				
SAC: Room 212 A			OMT: OMT				
SAC: Room 212 B			OCIS: OCIS Exec. Comm. Mtg.				
SAC: Room 213 A			OM: OM Division Business				
SAC: Room 213 B	526 IAM: Business Meeting IAM						
SAC: Room 214 A			AAT: AOM Award Winners				

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

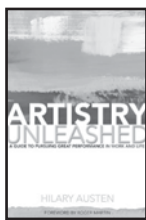
SAC: Room 214 C	. AAT: Diversity and Creativity
SAC: Room 215	. AAT: Peak Executive
SAC: Room 216 A	. IM: IM Committee Meetings with EC
SAC: Room 217 A	540 BPS: Irwin Outstanding Educator
SAC: Room 217 D	. AAT: Guiding Change

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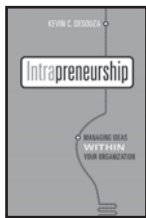


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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Morning, August 15, 2011

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
GH: Bonham B		642 OB: Support at Work and Outcomes						
GH: Bonham C		600 CM/OB: Collectives & Social Identity			705 CM: Power, Status & Leadership			
GH: Bonham D		626 HR/IM: Pay Differences & Variability			728 HR: Expats & Host Country National			
GH: Bowie A					743 OB: Creativity: Teams & Leaders			
GH: Bowie B		585 CAR: Mentoring			737 MC: Executives, Teams, Commitment			
GH: Bowie C		643 OB: Justice Perceptions			744 OB: Justice and Social Relations			
GH: Crockett A		655 ODC: Dynamic Capability & Lock-in			760 ODC/PNP: Evolving Commitment Foci			
GH: Crockett B		644 OB: Surface & Deep Diversity			745 OB: Fit Antecedents and Outcomes			
GH: Crockett C		645 OB: Knowledge & Learning			746 OB: Guilt and Forgiveness			
GH: Crockett D		646 OB: Authentic Leaders and Outcomes			747 OB: Ethical Leadership			
GH: Independence		628 HR/OCIS/OB: New Ways of Organizing Work			729 HR: Indiv Difference & Pay Systems			
GH: Lone Star A		658 ODC/MC: Reframing "Evidence"			759 ODC/MC/OB: Useful Research			
GH: Lone Star B		587 CAR/OB: Generativity and Legacy			689 CAR/OB/HR: Job Search Self-Regulation			
GH: Lone Star C		621 GDO: Race and Social Dominance			725 GDO: Diversity and Firm Performance			
GH: Lone Star D		627 HR/OB: Self-Regulation at Work			730 HR: HPWS & Firm Performance			
GH: Lone Star E		650 OB/CM/OMT: Negative Ties and Networks			752 OB/MOC: Organizational Fit			
GH: Lone Star F		629 ICW: Berkeley Breakfast						
GH: Mission A		625 HR: Creativity, Innovation, HRM			731 HR: Leadership & HRM			
GH: Presidio A		599 CM: Negotiation Tactics			706 CM/GDO/OB: Navigating Gendered			
GH: Presidio B		656 ODC: Improvisation and Org Agility			758 ODC: Innovation and Emotions			
GH: Republic A		647 OB: Fit in Multiple Forms			754 OB/OMT/HR: Org. Culture and Climate			
GH: Republic B		648 OB: Routes to Employability			748 OB: Team Processes			
GH: Republic C					749 OB: Negative Behaviors at Work			
GH: Seguin A		651 OB/HR: Reactions to Envy			750 OB: Effects of Psych Contracts			
GH: Seguin B		652 OB/HR/CAR: Outcomes of Job Insecurity			753 OB/MOC: Psychological Distance at Work			
GH: Texas Ballroom A		657 ODC: ODC Kick-Off Session						
GH: Texas Ballroom D	568 AAA: Current/Incoming Committees							
GH: Texas Ballroom E		622 GDO: GDO Welcome						
GH: Texas Ballroom F	569 HR: HR Div Breakfast & Awards							
GH: Travis A		586 CAR: Finding Meaning in Careers			688 CAR: International Contexts			
GH: Travis B		623 GDO: Identity and Firm Outcomes			726 GDO: Ties, Networks and Diversity			
GH: Travis C		649 OB: Psychological Contracts			751 OB: Situational Strength			
GH: Travis D		630 ICW: CDI board meeting						
HPR: Corte Real A/B					696 CDP: Production Innovation & Dev.			
HPR: Corte Real C					697 CDP: Union effects on Organizations			
HPR: Corte Real D/E					698 CDP: Leadership, Succession & Perf.			
HPR: Corte Real F		592 CDP: Effective Performance			699 CDP: Building Capabilities & Adv.			
HPR: El Mirador East		593 CDP: Org. Citizenship Behavior			700 CDP: Old Problems and New Avenues			
HPR: El Mirador West		594 CDP: Effective Comm. in Teamwork						
HPR: La Duquesa North		588 CAU: Emerging Market Firm Growth			690 CAU: Int'l Research Networks			
HPR: La Duquesa South					691 CAU: Authentic Leadership Caucus			
HPR: La Espada		595 CDP: Managing Change			701 CDP: Ambidexterity in Organizations			
HPR: La Reina North & Center		589 CAU: Cult. Balancing Sustainability			692 CAU: People for People			
HPR: La Reina South					693 CAU: Ethics in Publishing/Teaching			
HPR: La Vista North & Center		590 CAU: Errors, Reliability, Safety			694 CAU: Indian Academy of Management			
HPR: La Vista South		591 CAU: Integrating East and West			695 CAU: Dynamic Stakeholder Networks			
HPR: Salon Del Rey C		596 CDP: Int'l Business in China			702 CDP: Emerging Economy & MNC			
HPR: Salon Del Rey N		597 CDP: Social Networks, Trust, ID			703 CDP: Goals and Value Creation			
HPR: Salon Del Rey S		598 CDP: Institutional Change & Pressure			704 CDP: Growth, Regulation & Culture			
HR: Blanco		603 DISC: Transformational Leadership			709 DISC: Leadership			
HR: Bowie A		604 DISC: HR Training & Practice			710 DISC: HR Hiring & Recruiting			
HR: Bowie B		605 DISC: Social Governance			711 DISC: Social Responsibility			
HR: Bowie C		606 DISC: Going Green			712 DISC: Focus on Preservation			
HR: Frio		607 DISC: Inst. Theory & Industry			713 DISC: Inst. Theory & Organization			
HR: Live Oak		608 DISC: Safety and Protection						

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

HR: Llano	609 DISC: Small/Family Business	714 DISC: Entrepreneurial Education
HR: Maverick A	610 DISC: CMS: Research and Practice	715 DISC: Making Work Pos & Meaningful
HR: Maverick B	611 DISC: Intercultural Issues	716 DISC: Gender Research
HR: Navarro	612 DISC: Emerging Markets Effects	717 DISC: International Managers
HR: Nueces	613 DISC: Knowledge Flows and Strategy	718 DISC: Change, Inno & New Products
HR: Segin	614 DISC: Strategic Signaling	719 DISC: Biz Models & Strategies
LQ: Combined A&B	638 MOC: Work Orientation and Context	
LQ: Combined E&F	570 ICW: IESE Breakfast	
LQ: Crockett East	641 MSR: Bringing Ethics to Life	741 MSR: Global Spirituality
LQ: Crockett West	MSR: MSR 639 MOC: Reputation, Legitimacy & Loss	
LQ: Fiesta C	640 MOC: Organizational Identity	740 MOC: MOC Welcome Session
LQ: Fiesta D	669 RM: LCA, Dominance Analysis, Outli	773 RM: Construct Validation
MRC: Conference Room 15	636 MED: Online Lrn & Social Networks	738 MED: Behav Skill Dev in Mgt Ed & Dv
MRC: Conference Room 16	601 CMS: CSR and Political Economy	707 CMS: Politics of Management
MRC: Conference Room 17	671 SIM: Ethics: Multiple Contexts	775 SIM: BGR: Emt. and Sustainability
MRC: Reg Desk 1	679 AAA: Placement Services	
MRC: Salon B	574 SIM: 672 SIM: Corporate Responsibility	776 SIM: CSR and Stakeholder Management
MRC: Salon C	637 MED: What to Teach – How to Teach	742 MSR/MC/MED: Integral Approaches
MRC: Salon K	624 HCM: Employee Retention	727 HCM: Healthcare Leadership
MRC: Salon L	602 CMS: CMS Meets the East	708 CMS: From CSRs toward Communities
MRC: Salon M	673 SIM/OB/CM: Unethical Work Behavior	777 SIM: Ethics: Normative
MRW: Bowie		739 MH: Time and Culture
MRW: Salon A	666 ONE: Org. Design & the Nat. Env.	770 ONE: Env. Mgt.: East Meets West
MRW: Salon C	667 PNP: Collaboration	772 PNP: Centro San Antonio
MRW: Salon E		771 ONE: Sustainable Supply Chains
MRW: Salon F	668 PNP: Motivation, Wages & Incentives	
SAC: Exhibit Hall B	572 AAA: Exhibits	
SAC: Exhibit Hall B Conference break		783 AAA:
SAC: Exhibit Hall B Registration	573 AAA: Conference Registration...	
SAC: Room 006 A	674 TIM: Innovation and the CEO	778 TIM: Technology Licensing
SAC: Room 006 B	675 TIM: Industry lifecycles	779 TIM: New Firm Formation
SAC: Room 006 C	676 TIM: Technological Alliances	780 TIM: Competition and Cooperation
SAC: Room 006 D	678 TIM/BPS: Organizing Open Innovation	781 TIM: Technological Ecosystems
SAC: Room 007 A	615 ENT: Entrepreneurial Capabilities	762 OMT: TMTs, Agency & Turnover
SAC: Room 007 B	616 ENT: Board Strategies	720 ENT: Strategic Entrepreneurship
SAC: Room 007 C	617 ENT: Venture Formation & Performance	721 ENT: New Business Creation
SAC: Room 007 D	618 ENT: Passion and Entrepreneurship	722 ENT: New Theoretical Directions
SAC: Room 008 A	677 TIM: IP Measurement and Value	782 TIM: NPD and Adoption
SAC: Room 008 B	619 ENT: Univ. -Based Entrepreneurship	723 ENT: Diversity and Entrepreneurship
SAC: Room 101 B	574 AAA: San Antonio 2011 LAC	
SAC: Room 201	576 BPS: Board Effect on Org Actions	680 BPS: Earnings, Analysts, and Information...
SAC: Room 202 A	577 BPS: Drivers of Innovation	681 BPS: Strategic Renewal and Ambidexterity...
SAC: Room 202 B	578 BPS: Managing Diversification...	682 BPS: Corp. Investment Strategies
SAC: Room 203 A	579 BPS: Alliance Governance	683 BPS: Learning and Capability Development...
SAC: Room 203 B	580 BPS: Governance in Intl Contexts	684 BPS: Institutions and Firm Performance...
SAC: Room 204 A	584 BPS/OMT/TIM: Dynamic Capabilities	685 BPS: Competitive Action
SAC: Room 204 B	581 BPS: Behavioral Views on Strategic Decis...	686 BPS: Learning and Absorptive Capacity...
SAC: Room 205	TIM: TIM Breakfast	
SAC: Room 206 A	653 OCIS: IS and Org Learning	757 OCIS/TIM: Mirroring in Open Production
SAC: Room 206 B	660 OMT: Origins & Attributions of CSR	768 OMT/BPS: Organizational Misconduct
SAC: Room 207 A	661 OMT: Politics and Bargaining	763 OMT: Heterogeneity & Innovation
SAC: Room 207 B	631 IM: Cultural Values and IM	732 IM: Internationalization Processes
SAC: Room 208	632 IM: Social Network Management	733 IM: Cross Cultural Influences & IM
SAC: Room 209	633 IM: Home and Host Country Effects	734 IM: M&A and IM Research
SAC: Room 210 A	634 IM: Power Structure and Distance	735 IM: Global Strategy and Tactics
SAC: Room 210 B	635 IM: Top Management Teams and IM	736 IM/ENT: Diaspora Entrepreneurs&Capital
SAC: Room 211	575 AAA: Membership	
SAC: Room 212 A	654 OCIS: Feedback and IT	755 OCIS: E-commerce
SAC: Room 212 B		756 OCIS: IT and Value

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

SAC: Room 213 A	620 ENT: Entrepreneurship Theory	724 ENT: Theoretical Perspectives
SAC: Room 213 B	670 SAP: Legitimation Strategies	774 SAP: Strategy Communication
SAC: Room 214 A	IM: IM Thought	
SAC: Room 214 B	662 OMT: OMT Distinguished Scholar	769 OMT/MOC/BPS: Leadership & Institutions
SAC: Room 214 C	665 OMT/ODC/IM: Culture and Performance	764 OMT: The Spread of Practices
SAC: Room 215	659 OM: Cultural & Behavioral Research	761 OM: Lean/TPS when West Meets East
SAC: Room 216 A	OM: OM Division 663 OMT: Isomorphism/Inst'l Pressure	765 OMT: Multiple Institutional Logics
SAC: Room 216 B	ICW: FBR Board	
SAC: Room 217 A	582 BPS: Entrepreneurship in Public Int	687 BPS/TIM: Vertical Disintegration
SAC: Room 217 B	583 BPS: Bounded Rationality & Org Econ	766 OMT: Markets & Institutional Logics
SAC: Room 217 C	ICW: Christian	
SAC: Room 218	664 OMT: Exploration and Exploitation	767 OMT: Adoption of Innovations



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Monday Early Afternoon, August 15, 2011

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
GH: Bonham B	886 AAA: AOM Open-Sources Case Repository						
GH: Bonham C	808 CM/OB: Hierarchy and Moral Behavior			910 CM: Task Conflict in Teams			
GH: Bonham D	830 HR: The Line Manager Role in HRM			939 HR/RM: HR Practices and Systems			
GH: Bowie A	848 OB: Teams and Innovation			951 OB: Toward Creativity & Innovation			
GH: Bowie B	839 MC: Consulting, Change & Culture			945 MC/ODC: Innovation for Sustainability			
GH: Bowie C	849 OB: Fairness and Justice			952 OB: Leaders & Follower Outcomes			
GH: Crockett A	862 ODC/OB: Power of Vision			966 ODC/TIM/OCIS: Virtual R&D Organizations			
GH: Crockett B	850 OB: Culture and Climate Strength			953 OB: Cross-Level Models of Trust			
GH: Crockett C	851 OB: Self-Regulation and Outcomes			954 OB: Shared Learning and Knowledge			
GH: Crockett D	852 OB: Leader Abuse: A Follower Focus			955 OB: Abusive Leaders & Followers			
GH: Independence	833 HR/ODC: Cultural boundary spanners			938 HR/OB: Core Self-Evaluations at Work			
GH: Lone Star A	861 ODC: Vitality & Org Change Research			965 ODC/OB: Reactions to Change			
GH: Lone Star B	791 CAR: Career Success			897 CAR: Career Aspirations, Job search			
GH: Lone Star C	828 GDO/CAR: Women in STEM Workforce			930 GDO: Redefining the Black Experience			
GH: Lone Star D	831 HR: Executive Compensation			935 HR: Knowledge Sharing			
GH: Lone Star E				956 OB: Understanding Customer Service			
GH: Lone Star F	884 ICW: JOB Luncheon						
GH: Mission A	832 HR: Employee Withdrawal Behavior			936 HR: Employee Selection			
GH: Presidio A	826 GDO: Age Diversity & Org Context			932 GDO/IM: Similarities Among Differences			
GH: Presidio B				937 HR: SHRM Grants			
GH: Presidio C	887 ICW: Jmp Eab						
GH: Republic A	853 OB: Support in Work Environments			957 OB: Multi-levels of Climate			
GH: Republic B	857 OB/MOC/CAR: Leadership Identity			958 OB: Leader Effectiveness			
GH: Republic C	854 OB: Counterproductive Behaviors			959 OB: Incivility in Work & Family			
GH: Seguin A	855 OB: Emotion and Its Outcomes			960 OB: Emotion & Environment			
GH: Seguin B	856 OB: Engaged and Healthy Employees			962 OB/HR/RM: Challenging P-O Fit			
GH: Texas Ballroom B						992 HR: HR Div Ice Cream	
GH: Travis A	792 CAR: Career Behaviours			911 CM: Bad Behavior in the Workplace			
GH: Travis B	827 GDO: Gender Roles and Pay Inequity			931 GDO: International Women			
GH: Travis C	858 OB/OMT/ODC: Learning to Coordinate			961 OB: Political and Social Behavior			
GH: Travis D				990 AAA: AOM Annals			
HPR: Corte Real A/B	799 CDP: Cross Collaboration & Interact			903 CDP: Alliances, Competition & Team			
HPR: Corte Real C	800 CDP: Creativity and Innovation			904 CDP: Learning through Experience			
HPR: Corte Real D/E	801 CDP: Religion, Emotions, Workplace			905 CDP: Social Relationships & Costs			
HPR: Corte Real F	802 CDP: Challenges in Int'l Business			906 CDP: Mng Multibusiness Portfolio			
HPR: El Mirador East	803 CDP: CSR thru Globalization & Gov.						
HPR: El Mirador West	804 CDP: Identity & Communication			907 CDP: Org. & Individual Learning			
HPR: La Corona				991 AAA: AOM Editors			
HPR: La Duquesa North	793 CAU: AOL in Study Abroad Programs			898 CAU: Dual-Career Couples			
HPR: La Duquesa South	794 CAU: West-East Trust Development			899 CAU: Culture and Primed Goals			
HPR: La Espada				908 CDP: Critical Thinking in Org.			
HPR: La Reina North & Center	795 CAU: Russia & CIS Research Caucus			900 CAU: Digital Social Networks in LA			
HPR: La Reina South	796 CAU: Biculturalism and Thriving			901 CAU: Context for Entrepreneurship			
HPR: La Vista North & Center	797 CAU: ASEAN Trade Agreements			902 CAU: Experiential Learning			
HPR: La Vista South	798 CAU: 'Invisible Immigrants'						
HPR: Salon Del Rey C	805 CDP: Strategy Execution & Comp.			909 CDP: Technology ventures			
HPR: Salon Del Rey N	806 CDP: Non-Profit & Public Org						
HPR: Salon Del Rey S	807 CDP: Interorganizational Networks						
HR: Blanco	811 DISC: Incivility, Turnover & Deviance			913 DISC: Creativity			
HR: Bowie A	812 DISC: Leadership, Cognition & DM			914 DISC: Expectations and Injustice			
HR: Bowie B	813 DISC: Social Ethics			915 DISC: Learning, Cognition & Identity			
HR: Bowie C	814 DISC: Philanthropy			916 DISC: Public & Nonprofit Performance			
HR: Frio				917 DISC: CEO and Corporate Governance			
HR: Live Oak	815 DISC: Social Construction			918 DISC: Identity and Behavior			
HR: Llano	816 DISC: New Ventures & Innovation			919 DISC: Human Capital and Opportunity			

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

HR: Maverick A	817 DISC: Learning from Mgmt History	920 DISC: Healthcare Tech & Quality
HR: Maverick B	818 DISC: Managing Diversity	921 DISC: RM: Models and Analyses
HR: Navarro	819 DISC: Int'l Leaders & Employees	922 DISC: Learning from Foreign Techno
HR: Nueces	820 DISC: Innovation and Its Users	923 DISC: Intraorg. Knowledge Sharing
HR: Rio Grande Ballroom Center	885 ICW: JMS Editorial Board Meeting	
HR: Segin	821 DISC: Principals & Agency Problems	924 DISC: Alliances & Firm Performance
LQ: Combined A&B	844 MOC: Organizational Change	949 MOC: Emotions at Work
LQ: Crockett East	847 MSR: Workplace Spirituality	
LQ: Crockett West	845 MOC: Intuition	950 MOC: Identity and Organizations
LQ: Fiesta C	846 MOC/OB/MSR: Leadership and Identity	
LQ: Fiesta D	875 RM: Writing & Publishing in RM	980 RM/OB: Trust in Relationships
MRC: Conference Room 15	840 MED: Reseach to Adv Mgt Ed & Dev	946 MED: Institu Issues in Mgt Ed
MRC: Conference Room 16	809 CMS: West-East and North-South	933 HCM: EHRs and Technology
MRC: Conference Room 17	877 SIM: Corporate Governance	982 SIM: CSR and SM: Strategies
MRC: Reg Desk 1	AAA: Placement Services	
MRC: Salon B	878 SIM: CSR Strategies	983 SIM: CSR/BGR: Competitive Advantage
MRC: Salon C	841 MED: Issues & Coaching in MED	947 MED: Muticult & Experient Lrn Persp
MRC: Salon D	888 MED: Past Chairs Lunch and Exec Mee	
MRC: Salon J	842 MED: MED Keynote Address	
MRC: Salon K	829 HCM: Health System Improvement	934 HCM: Change and Learning
MRC: Salon L	810 CMS/IM: Postcolonial Encounters	912 CMS/SIM: BoP: Critical Exploration
MRC: Salon M	879 SIM: Ethics : Misconduct	984 SIM: Ethics: Empirical
MRW: Bowie	948 MH: Historic Exploration	
MRW: Salon A	873 PNP: Disasters	978 PNP: Leadership and Change
MRW: Salon B	843 MH/HR: Cross-National HRM Evolution	
MRW: Salon E	872 ONE: Regulation and Cleantech	977 ONE: Climate Change and the Financi
MRW: Salon F	874 PNP: Leadership and Motivation	979 PNP: Entrepreneurship
SAC: Exhibit Hall B	AAA: Exhibits	
SAC: Exhibit Hall B Conference break	993 AAA:	
SAC: Exhibit Hall B Registrat	AAA: Conference Registration...	
SAC: Room 006 A	880 TIM: R&D Management	985 TIM: Open Innovation
SAC: Room 006 B	881 TIM: Organizational Learning	986 TIM: Absorptive Capacity
SAC: Room 006 C	882 TIM: Innovative Partnerships	987 TIM: Types of Innovation
SAC: Room 006 D	883 TIM: Drivers of Innovation	989 TIM/HCM: KT and Innovation Management
SAC: Room 007 A	864 OMT: Dynamics & Impact of TMTs	969 OMT: Social Influences on Pricing
SAC: Room 007 B	822 ENT: Venture Capital	925 ENT: Entrepreneurial Capabilities
SAC: Room 007 C	823 ENT: Liability of Newness	926 ENT: Founders and Performance
SAC: Room 007 D	927 ENT: New Research Directions	
SAC: Room 008 A	988 TIM: Human Capital and Learning	
SAC: Room 008 B	824 ENT: Networkers in Entrepreneurship	928 ENT: Social Context
SAC: Room 101 B	AAA: San Antonio 2011 LAC	
SAC: Room 201	784 BPS: Psych Foundations of Decisions	889 BPS: Executive and Director
SAC: Room 202 A	785 BPS: Structuring and Restructuring	890 BPS: Perspectives on Contracting
SAC: Room 202 B	786 BPS: Merqers, Acquisitions, and Firm	891 BPS: Corporate Diversification Strategie...
SAC: Room 203 A	787 BPS: Alliance Portfolios...	892 BPS: Alliance Formation and Partner
SAC: Room 203 B	788 BPS: Dynamic Capabilities and	893 BPS: Resources and Competitive
SAC: Room 204 A	789 BPS: Firm Knowledge Flows	894 BPS: Business Group Performance
SAC: Room 204 B	790 BPS: Ambidexterity and Dynamic	895 BPS: Resource Development
SAC: Room 206 A	860 OCIS/BPS: Crowdsourcing Ecology	964 OCIS/OB/HR: Building Virtual Teams
SAC: Room 206 B	871 OMT/SIM: Inside the CSR black box	976 OMT/MOC/SIM: Social Enterprises
SAC: Room 207 A	865 OMT: Emergence of Innovation	970 OMT: Predictors of Ambidexterity
SAC: Room 207 B	834 IM: Cross-Cultural Studies	940 IM: Cross Culturalism and Values
SAC: Room 208	835 IM: Strategies in Emerging Economy	941 IM: International HRM
SAC: Room 209	836 IM: Strategic Global Offshoring	942 IM: Organizational Knowledge
SAC: Room 210 A	837 IM: Entrepreneurship & New Venture	943 IM: Market Information & Dynamics
SAC: Room 210 B	838 IM: Emerging Market MNCs	944 IM: Cross-Cultural Comparison
SAC: Room 211	AAA: Membership	
SAC: Room 212 A	863 OM: SCM: Collaboration and Trust	967 OM: New Approaches to OM Models
SAC: Room 212 B	859 OCIS: IS Development	963 OCIS: Leadership Communication

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

SAC: Room 213 A	825 ENT: Entrepreneurial Intent	929 ENT: Intentions and Orientation
SAC: Room 213 B	876 SAP/BPS/MOC: Agency and Strategy	981 SAP: Enhancing Relevance
SAC: Room 214 B	870 OMT/MOC: Emotions & Institutions	971 OMT: Category Dynamics
SAC: Room 214 C	866 OMT: Network Diffusion	972 OMT: Interorganizational Mobility
SAC: Room 215		968 OM: Project Management Research
SAC: Room 216 A	867 OMT: Audience Impact on Diffusion	973 OMT: Decoupling/Symbolic Compliance
SAC: Room 217 A		896 BPS: Wiley Blackwell Dissertation Award
SAC: Room 217 B	868 OMT: Institutional Pluralism	974 OMT: Storytelling & Self Expression
SAC: Room 218	869 OMT: Learning from Failure & Success	975 OMT: Learning from Failure

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

Monday Late Afternoon, August 15, 2011

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
GH: Bonham B	AAA: AOM Open-Sources Case Repository			1196 ICW: MMD Debriefing			
GH: Bonham C	1019	CM: Forgiveness & Reconciliation	1121	CM/OB/IM: Cross Cultural Negotiation			
GH: Bonham D	1047	HR/IM/OB: HRM in the Middle East	1139	HR: Effects of Downsizing			
GH: Bowie A	1061	OB: Creativity, Teams & Leadership	1154	OB: Creativity and Social Ties			
GH: Bowie B	1053	MC: Professional Service Firms	1148	MC: MC Distinguished Speaker			
GH: Bowie C	1062	OB: Injustice and Retribution	1165	OB/RM/HR: Implicit Measures			
GH: Crockett A	1074	ODC: Assumption University-Bangkok	1167	ODC: Complexity Leadership Theory			
GH: Crockett B	1063	OB: Contracts and Contract Breach	1155	OB: Cross-Cultural Differences			
GH: Crockett C	1064	OB: Social Networks and Outcomes	1156	OB: Perception and Cognition			
GH: Crockett D	1065	OB: Power Politics and Behavior	1157	OB: LMX Relationships			
GH: Independence	1043	HR: Perf Ratings & Raters					
GH: Lone Star A	1075	ODC: ODC Distinguished Speaker	1168	ODC: ODC Division Business Meeting			
GH: Lone Star B	1002	CAR: E.Cherrington Hughes Award	1106	CAR: CAR Business Meeting			
GH: Lone Star C	1039	GDO: Equal Opp From a Cross Country	1136	GDO/HR/OB: Hispanic Work Issues			
GH: Lone Star D	1044	HR: Social Capital, Human Capital	1194	ICW: MFCA Business Meeting			
GH: Lone Star E	1068	OB/GDO/CM: Faultlines in Work Teams	1163	OB/HR/RM: Research Ethics and			
GH: Lone Star F				1195 HR: Research Meets Practice			
GH: Mission A	1045	HR: Org & Instit. Processes	1140	HR: HR Implementation & Fit			
GH: Presidio A	1040	GDO: Race, Justice and Tokenism	1135	GDO: GDO Townhall Meeting			
GH: Presidio B	1003	CAR/HR/OB: Work-Family Dyadic	1107	CAR: Changing Work Practices			
GH: Republic A	1069	OB/GDO/CM: Managing Status	1158	OB: Diversity and Demography			
GH: Republic B	1071	OB/ODC: Leadership in the Plural	1159	OB: Leader Emergence			
GH: Republic C	1066	OB: Unethical Behavior	1160	OB: Ostracism and Deviance			
GH: Seguin A	1072	OB/ODC/CM: Change and Emotions	1164	OB/MOC: Affect at the Beeping Edge			
GH: Seguin B	1070	OB/HR: Loving a Job/Passion for Work	1161	OB: Employee Engagement			
GH: Texas Ballroom B	992	HR: HR Div Ice Cream Social					
GH: Travis A	1020	CM: Cognition Accuracy	1120	CM: Conflict in Teams			
GH: Travis B	1046	HR: Performance Appraisal	1141	HR: Group & Firm Incentives			
GH: Travis C	1067	OB: Culture and Shared Perspective	1162	OB: OCB's and Motivation			
HPR: Corte Real A/B	1010	CDP: Trust, Coordination & Competiti	1113	CDP: Confidence & Competence			
HPR: Corte Real C	1011	CDP: Making mentoring effective					
HPR: Corte Real D/E	1012	CDP: Careers, Jobs & Social Divide					
HPR: Corte Real F	1013	CDP: Strategy Practice as Process	1114	CDP: Performance Evaluation			
HPR: El Mirador East	1014	CDP: Conflict Management at Work	1115	CDP: Politics, Conflicts & Career			
HPR: El Mirador West	1015	CDP: Ethical Practices	1116	CDP: Work, Family and Gender			
HPR: La Condesa East	1004	CAU: Embodied Awareness and Leaders					
HPR: La Duquesa North	1005	CAU: New Organizational Models	1108	CAU: Research Strategies Japan			
HPR: La Duquesa South	1006	CAU: Venture Creation Panel Data	1109	CAU: Consulting in the Middle East			
HPR: La Espada	1016	CDP: Managing Human Capital	1117	CDP: Size, Scale, and Rationality			
HPR: La Reina North & Center				1110 CAU: Natives Meet The West			
HPR: La Reina South	1007	CAU: Management and Development	1111	CAU: Organizational Paradoxes			
HPR: La Vista North & Center	1008	CAU: Eastern Mindfulness Discussion	1112	CAU: Africa Bridge			
HPR: La Vista South	1009	CAU: Regulating rare events					
HPR: Salon Del Rey C	1017	CDP: Social, Female & Corp ENT					
HPR: Salon Del Rey N	1018	CDP: Work-Life Balance	1118	CDP: Exceptional Leaders			
HPR: Salon Del Rey S				1119 CDP: Sustainability Practices			
HR: Blanco	1022	DISC: Emotions	1124	DISC: Power and Empowerment			
HR: Bowie A	1023	DISC: Health and Stressors					
HR: Bowie B	1024	DISC: Consulting Firms					
HR: Bowie C	1025	DISC: Leading and Enduring Change	1125	DISC: Culture and Development			
HR: Frio	1026	DISC: Status and Social Structure	1126	DISC: OMT and Change			
HR: Live Oak	1027	DISC: Intuition and Luck	1127	DISC: Relationships			
HR: Llano	1028	DISC: ENT Analysis & Design	1128	DISC: Enhancing Entrepreneurship			
HR: Maverick A	1029	DISC: Careers Success & Planning	1129	DISC: Understanding & Mng Conflict			
HR: Maverick B	1030	DISC: RM Guidance					

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

HR: Navarro	1031 DISC: Developing Country Firms	1130 DISC: Int'l & Tech Learning	
HR: Nueces		1131 DISC: Contributions to Knowledge Exc	
HR: Segin	1032 DISC: M&A Outcomes	1132 DISC: Firm Scope and Performance	
LQ: Combined A&B	1057 MOC: New Directions in MOC Research	1153 MOC/OB: Intuition in Organizations	
LQ: Combined E&F			1198 RM: Business Meeting
LQ: Crockett East	1058 MOC: Cognition in Teams	1184 RM/OB: Measuring Team Constructs	
LQ: Crockett West	1059 MOC: Making Sense of Identity	1100 ICW: ORM ERB Meeting	
LQ: Fiesta C	1060 MOC/OB: Transitions in Understanding	1152 MOC: Creativity and Cognition	
LQ: Fiesta D		1183 RM: Personality, sampling & survey	
MRC: Conference Room 15	1054 MED: Ldrshp Dev & Practice in MED	1149 MED: Internat Persp on Mgt Ed & Dev	
MRC: Conference Room 16	1041 HCM: Evidence-Based Care	1137 HCM: Organization and Delivery	
MRC: Conference Room 17	1091 SIM: System Change & Social Repair	1185 SIM: Ethics: Education & Leadership	
MRC: Reg Desk 1	AAA: Placement Services		
MRC: Salon B	1092 SIM: BGR: CPA & Stakeholder Power	1186 SIM: SIM Business Meeting	
MRC: Salon C	1055 MED: Finance and Sustainability	1150 MED: Interpersonal Skills Symposium	1200 MED: MED
MRC: Salon G		1122 CMS: Keynote Spirit Returns to East	
MRC: Salon K	1042 HCM/PNP: Health Reform & Mgmt.	1138 HCM: Distinguished Speaker	
MRC: Salon L	1021 CMS: Critical Management at Work	1123 CMS: West-East in a Narrative World	
MRC: Salon M	1093 SIM: Ethics: Rights and Development		
MRW: Salon A	1088 PNP: HRM	1181 PNP: Networks & Collaboration	
MRW: Salon B	1056 MH: Then and Now	1151 MH: MH Division Business Meeting	
MRW: Salon C	1087 ONE/ENT/TIM: Deploying Renewable	1179 ONE: ONE Business Meeting	
MRW: Salon D			1197 MOC: Social Hour an
MRW: Salon E	1086 ONE: Events and Org. Performance	1180 ONE: Inst. Logics of Sustainability	
MRW: Salon F	1089 PNP: Innovations and Transfer	1182 PNP/CAR: Change in Health and	
SAC: Exhibit Hall B	AAA: Exhibits		
SAC: Exhibit Hall B Conference break	993 AAA:		
SAC: Exhibit Hall B Registration	AAA: Conference Registration...		
SAC: Mission 103 A		1099 ENT: ENT IDEA Awards	
SAC: Room 006 A	1094 TIM: Open Source	1187 TIM: Geography and Innovation	
SAC: Room 006 B	1095 TIM: Innovative Human Capital	1188 TIM: Product Innovation	
SAC: Room 006 C	1096 TIM: Knowledge Integration	1189 TIM: Technological Leaders	
SAC: Room 006 D	1097 TIM: TIM Dissertation Best Paper	1190 TIM: TIM Distinguished Speaker	
SAC: Room 007 A	1078 OMT: Boards in Crisis	1171 OMT: Structural Contingency	
SAC: Room 007 B	1033 ENT: Entrepreneurial Strategy		
SAC: Room 007 C	1034 ENT: SME Performance		
SAC: Room 007 D	1035 ENT: Creativity & Entrepreneurship	1133 ENT: Passion & Psych Ownership	
SAC: Room 008 A	1098 TIM: Managing Alliances	1191 TIM: IP Strategy	
SAC: Room 008 B	1036 ENT: Global Entrepreneurship:	1134 ENT: International Entrepreneurship	
SAC: Room 101 B	AAA: San Antonio 2011 LAC		
SAC: Room 201	994 BPS: Executive Succession...	1101 BPS: Opening the Black Box of Board	
SAC: Room 202 A	995 BPS: Is This Alliance Working?	1102 BPS: Alliance Learning and Cap.	
SAC: Room 202 B	996 BPS: Firm Boundaries: Bridging RBV and	1192 TIM: Technological Evolution	
SAC: Room 203 A	997 BPS: Performance Implications of Allianc...		
SAC: Room 203 B	998 BPS: Knowledge and Competitive		
SAC: Room 204 A	999 BPS: Acq. and Spin-Off Processes	1103 BPS: Experience in Gov Alternatives	
SAC: Room 204 B	1001 BPS/SIM: Andrews's Concept of	1104 BPS: Role of Employees in	
SAC: Room 205		1193 ICW: Northeastern-Moscow State	
SAC: Room 206 A	1073 OCIS: IT and change	1166 OCIS: OCIS Keynote Address	
SAC: Room 206 B	1085 OMT/ONE/SIM: Instl Sustainability	1172 OMT: Organizational Identity	
SAC: Room 207 A	1079 OMT: Structures & Knowledge	1173 OMT: Evolution & Use of Technology	
SAC: Room 207 B	1048 IM: Schaffer Award for Applied IM	1142 IM: Richmond Dissertation Award	
SAC: Room 208	1049 IM: Emerging Market MNCs	1143 IM: Internationalization Process	
SAC: Room 209	1050 IM: Cross Cultural Management	1144 IM: Social Network	
SAC: Room 210 A	1051 IM: Global Outsourcing	1145 IM: Internationalization Process	
SAC: Room 210 B	1052 IM: International HRM	1146 IM: Learning and Strategic Change	
SAC: Room 211	AAA: Membership		
SAC: Room 212 A	1076 OM: Eco & CSR Performance Analysis	1169 OM: Supply Chain Management	
SAC: Room 212 B	1037 ENT: Entrepreneurial Opportunities		

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

SAC: Room 213 A	1038 ENT: Foundation of Entrepreneurship	
SAC: Room 213 B	1090 SAP: Strategy Process and Meetings	1199 SAP: SAP Business
SAC: Room 214 B	1080 OMT: Events & Institutional Change	1174 OMT: Institutional Maint & Decay
SAC: Room 214 C	1081 OMT: Community Networks	1175 OMT: Homophily Processes
SAC: Room 215	1077 OM: Supply Chain Complexity	1170 OM: Service OM & Servitization
SAC: Room 216 A	1082 OMT: Logics at Different Levels	1176 OMT: Dynamics of Inst Entrep
SAC: Room 216 B		1147 IM: Executive Compensation Mgt
SAC: Room 217 A	1000 BPS/OMT/ENT: Microfoundations of	1105 BPS/OMT/SIM: Category Effects in
SAC: Room 217 B	1083 OMT: Institutions & Identity	1177 OMT: Inst'l Work of Professions
SAC: Room 218	1084 OMT: Learning & Performance Feedbac	1178 OMT: Imprinting in Organizations

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

Monday Evening, August 15, 2011

	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
GH: Bonham B	1196 ICW: MMD Debriefing							
GH: Lone Star A	1227 ICW: Weatherhead CWRU Reception							
GH: Lone Star C	1221 GDO: GDO Division Reception							
GH: Lone Star E	1209 MC: MC Business							
GH: Lone Star F	HR: Research Meets Practice							
GH: Presidio A	1205 GDO: GDO Business							
GH: Texas Ballroom B	1207 ICW: MFCA Reception							
GH: Texas Ballroom C	1213 ODC: ODC Division Reception							
GH: Texas Ballroom D	1202 CAR: CAR Social Hour							
GH: Texas Ballroom E & F	1211 OB: Division Awards and Reception							
LQ: Combined E&F	1198 RM: Business Meeting							
LQ: Fiesta D	1217 RM: RMD Social Event							
MRC: Salon A	1210 MH: MH Division Social							
MRC: Salon C	1200 MED: MED Bus Meeting and Awards Pre				1226 MED: MED Social Event			
MRC: Salon D	1218 AAC: Indian Academy of Mgt Social							
MRC: Salon J	1203 CMS: CMS Social Hour							
MRC: Salon K	1206 HCM: Business Meeting							
MRC: Salon L	1222 HCM: HCM Division Reception							
MRC: Salon M	1215 SIM: Social							
MRW: Salon D	1197 MOC: Social Hour and Business Meeti							
OS: Institute of Texas Cultures	1216 ONE: ONE Social							
SAC: Room 006 D	1212 OCIS: OCIS Business							
SAC: Room 007 B	1204 ENT: ENT Business							
SAC: Room 007 C	1220 ENT: ENT Social Reception							
SAC: Room 204 B	1201 BPS: BPS Business							
SAC: Room 205	ICW: Northeastern-Moscow							
SAC: Room 206 A	1224 OCIS: OCIS Reception							
SAC: Room 207 B	1208 IM: IM Business Meeting							
SAC: Room 213 B	1199 SAP: SAP Business Meeting and Party							
SAC: Room 214 C	1214 OMT: Business Meeting							
SAC: Room 217 A	1219 BPS: BPS Social...							
SAC: Room 217 B	1225 OMT: OMT Social Hour							
SAC: Room 217 D	1223 ICW: U. of Michigan Reception							

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

Tuesday Morning, August 16, 2011								
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
GH: Bonham B		1276 MC: Global Consulting Challenges				1373 MC: Balancing Consulting		
GH: Bonham C		1251 CM/OB: Trust in Bargaining				1345 CM: Group Structure		
GH: Bonham D		1268 HR: Employee Creativity				1365 HR: Employee Recruiting		
GH: Bowie A		1284 OB: Fostering Innovation				1382 OB: Individual and Team Creativity		
GH: Bowie C		1285 OB: Leader Attributes				1393 OB/HR/SAP: Shared Leadership		
GH: Crockett A		1297 ODC: Virtue, Virtuousness, or Vice						
GH: Crockett B	MC: MC EC	1286 OB: Support in Work-Life Balance				1383 OB: Work-Life Conflict		
GH: Crockett C		1287 OB: Emotion Labor and Regulation				1384 OB: Cognition & Decision Making		
GH: Crockett D		1288 OB: Motivation: The Self & Others				1385 OB: Goals and Motivation		
GH: Lone Star A		1298 ODC: Emotions and Org Effectiveness				1396 ODC: Research in Org Change & Dev't		
GH: Lone Star B		1244 CAR/HR/OB: Sustainable Careers				1328 CAR: Work Family Relationships		
GH: Lone Star C		1266 GDO/OB/IM: Women Leaders across the				1363 GDO/IM/OB: Women at Work in the Arab		
GH: Lone Star D		1269 HR: HR & CSR				1366 HR: Org-Level Outcomes		
GH: Lone Star E						1391 OB/HR: Global Leadership Development		
GH: Mission A		1270 HR: HR & Organizational Strategy				1367 HR: Pay Structure		
GH: Presidio A		1265 GDO: Diversity in Teams				1361 GDO: Exploring Stereotype Threat		
GH: Presidio B		1245 CAR/OMT/HR: Structures of Opportunity				1329 CAR: Social Networks and Careers		
GH: Republic A		1289 OB: Voice and Prosocial Behavior				1386 OB: New Methods of OCBs		
GH: Republic B		1290 OB: Shared Leadership				1387 OB: Leader Impact on Followers		
GH: Republic C		1291 OB: Intragroup Relationships Norms				1390 OB/CM: New Perspectives on Team I-P-O		
GH: Seguin A		1293 OB/HR: Silence and Voice				1392 OB/HR: Developments in Voice Research		
GH: Seguin B		1292 OB: Job Stress & Coping Processes				1388 OB: Stress Management		
GH: Texas Ballroom B				1319 OB: Lifetime Achievement		1418 OB: Making Connections		
GH: Travis A		1250 CM: Negotiator Effectiveness				1362 GDO: Women and Leadership Roles		
GH: Travis B		1299 ODC: Dynamics of Sustainable Change				1397 ODC: Strategies for Engagement		
GH: Travis C		1294 OB/HR: Socialization and Newcomers				1389 OB: Work Relationships & Outcomes		
HPR: Corte Real A/B						1336 CDP: Managing Health & Healthcare		
HPR: Corte Real C						1337 CDP: Internal & External Antecedent		
HPR: Corte Real D/E						1338 CDP: Career Dev. & Satisfaction		
HPR: El Mirador East						1339 CDP: Leadership and its Trap		
HPR: El Mirador West						1340 CDP: Succession & Job Attachment		
HPR: La Duquesa North						1330 CAU: Exploring Career Scholarship		
HPR: La Duquesa South						1331 CAU: Complexity Theory in Org. Res.		
HPR: La Espada		1249 CDP: HR in Emerging Economies				1341 CDP: Foresight and Uncertainty		
HPR: La Reina North & Center						1332 CAU: Meso-Paradigm Research		
HPR: La Reina South		1246 CAU: Developmental Networks Caucus				1333 CAU: Publishing in the Top Tier		
HPR: La Vista North & Center		1247 CAU: Promoting Faculty Diversity				1334 CAU: Emonet		
HPR: La Vista South		1248 CAU: Evidence-Based Mgt Gathering				1335 CAU: Strategy Measures		
HPR: Salon Del Rey C						1342 CDP: Job Embeddedness & Mgr Perf.		
HPR: Salon Del Rey N						1343 CDP: Impression & Influence		
HPR: Salon Del Rey S						1344 CDP: Organizational Outcomes		
HR: Blanco		1253 DISC: Identity				1347 DISC: Individual Differences		
HR: Bowie A		1254 DISC: Training & Exp. Learning				1348 DISC: Management Education		
HR: Bowie B		1255 DISC: OT in Operations Mgmt				1349 DISC: Challenges in Measuring Costs		
HR: Frio		1256 DISC: OMT and Method				1350 DISC: Stability and Embeddedness		
HR: Llano						1351 DISC: Entrepreneurship & Globalizati		
HR: Maverick B		1257 DISC: Information and Technology				1352 DISC: Understanding & Using Knowledge		
HR: Navarro		1258 DISC: Int'lization & Innovation				1353 DISC: MNC Strategies		
HR: Segin		1259 DISC: Cooperation and Competition				1354 DISC: New Views in Strategy		
LQ: Combined A&B		1279 MOC: Interaction & Knowledge				1378 MOC: Mental Models and Goals		
LQ: Crockett East		1282 MSR: Corporate mystic at work				1381 MSR: Religion in the Workplace		
LQ: Crockett West	MSR: MSR	1280 MOC: Cognition and Performance				1379 MOC: Team Cognition		
LQ: Fiesta C		1281 MOC/OB: Sensegiving: Sensemaking				1380 MOC: Organizational Context		
LQ: Fiesta D		1283 MSR: Work, Religion & Spirituality						
MRC: Conference Room 15						1408 SIM: CG: Trust and Transparency		

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

MRC: Conference Room 16	1277 MED: Innova & Experien Approach MED	1374 MED: Ethics, Ldrshp, & Learn Envir
MRC: Conference Room 17	1311 SIM: BGR: Corp. Political Activity	1409 SIM: CSR: Institutional Level
MRC: Salon B	1233 SIM: SIM 1312 SIM: BGR: CPA at Firm Level	1410 SIM: BGR: Policy and Social Change
MRC: Salon C	1278 MED: Executive Coaching Research	1376 MED/OB/PNP: Leader Developmental
MRC: Salon D	1232 MED: MED Exec Com Planning Meeting	
MRC: Salon J		1375 MED: Soc Respon & Experient Lrn
MRC: Salon K	1267 HCM: Management Practices to Improve	1364 HCM: Physician Practice
MRC: Salon L	1252 CMS: New Critical Vistas	1346 CMS: Global Financial Crisis
MRC: Salon M	1313 SIM/OMT/BPS: Organizational Legitimacy	1411 SIM/OB/CM: Cognitive Approaches to
MRW: Salon B		1377 MH: Deep Historic Lessons
MRW: Salon E	1309 ONE: Supply Chains and Standards	1405 ONE: Env. Performance and Investors
MRW: Salon F		1406 PNP: Innovations
SAC: Exhibit Hall B Registration	1234 AAA: Conference Registration...	
SAC: Mission 103 B	1231 AAA: AOM Past	
SAC: Room 006 A	1314 TIM: Innovation Performance	1412 TIM: Incentives & Innovation
SAC: Room 006 B	1315 TIM: Innovation in Asia	1413 TIM: Feedback and Adaptation
SAC: Room 006 C	1316 TIM: Innovation Dynamics	1414 TIM: Managing R&D
SAC: Room 006 D	1318 TIM/IM/ENT: Innovations for Inclusion	1417 TIM/ONE/ENT: Cleantech Emergence
SAC: Room 007 A	1307 OMT/BPS/TIM: Enabling Innovation Outside	1402 OMT/BPS/ODC: Org Design in Global Env
SAC: Room 007 B	1260 ENT: Networks	1355 ENT: Regional Entrepreneurship
SAC: Room 007 C	1261 ENT: Learning and Entrepreneurship	1356 ENT: Markets
SAC: Room 007 D	1262 ENT: Management of Family Firms	1357 ENT: Gender Issues
SAC: Room 008 A	1317 TIM: Open Innovation	1415 TIM: Modularity and NPD
SAC: Room 008 B	1263 ENT: Finance Issues	1358 ENT: Entrepreneurial Finance
SAC: Room 101 B	1235 AAA: 2011 LAC	
SAC: Room 201	1237 BPS: Governance and Corporate-Level	1327 BPS/OMT: Analysts in Mgmt. Research
SAC: Room 202 A	1238 BPS: Entrepreneurship, Innovation and Ne...	1320 BPS: Unpacking Governance
SAC: Room 202 B	1239 BPS: Antecedents of Organizational	1321 BPS: Decision Processes in Organizations...
SAC: Room 203 A	1240 BPS: Governing Multi-Business Firms	1322 BPS: Industry Dynamics and Competitive
SAC: Room 203 B		1323 BPS: Top Management Teams and
SAC: Room 204 A	1241 BPS: Downsizing and Divestment...	1324 BPS: Technology and Competitive
SAC: Room 204 B	1242 BPS: Competitive Heterogeneity	1325 BPS: Dynamic Fit between the Firm and It...
SAC: Room 206 A	1295 OCIS: IT and Dialogue	1394 OCIS: New Media
SAC: Room 206 B	1301 OMT: Responses to State Pressure	1403 OMT/SIM/HR: U.S. Employment
SAC: Room 207 A	1302 OMT: Team Networks	1398 OMT: Alliance Formation
SAC: Room 207 B	1271 IM: Mergers and Acquisitions	1368 IM: Entry Mode Choice and Dynamics
SAC: Room 208	1272 IM: Cultural Impact & Leadership	1369 IM: Knowledge Management
SAC: Room 209	1273 IM: Base of Pyramid Research	1370 IM: MNC-Subsidiary Relationships
SAC: Room 210 A	1274 IM: MNC Governance	1372 IM/MED/GDO: Scientific Mindfulness
SAC: Room 210 B	1275 IM/OB: A South Asian Perspective	1371 IM: Cross-Cultural Comparison
SAC: Room 211	1236 AAA: Membership	
SAC: Room 212 A	1310 SAP: Strategy Work	1407 SAP: What is Practice?
SAC: Room 212 B	1264 ENT: Stress in Unique Contexts	1360 ENT/GDO: Entrepreneurs of 21st century
SAC: Room 213 A		1359 ENT: SME Strategies and Performance
SAC: Room 213 B		1416 TIM: Knowledge Creation Capability
SAC: Room 214 A	IM: IM Leadership	
SAC: Room 214 B	1303 OMT: Normative Pillar - Professions	1404 OMT/TIM: Expert Work and Organizations
SAC: Room 214 C	1308 OMT/OB/OCIS: Horizontal Coordination	1399 OMT: New Applications in Networks
SAC: Room 215	1300 OM: Supply Chain Integration	
SAC: Room 216 A	1304 OMT: Legitimacy/Illegitimacy in Org	1400 OMT: Institutions & Individuals
SAC: Room 216 B	1296 OCIS: Virtual teams	1395 OCIS: IT Management
SAC: Room 217 A	1243 BPS/MOC: The Fog of Feedback	1326 BPS/MOC/TIM: Strategy Meets
SAC: Room 217 B	1305 OMT: Complexity Theory	
SAC: Room 218	1306 OMT: Category Distinctiveness	1401 OMT: Resource Partitioning & Org Fo

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

Tuesday Early Afternoon, August 16, 2011

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
GH: Bonham B	1462 MC: Knowledge, Justice, Diagnosis						
GH: Bonham C	1436 CM: Fairness Perceptions			1517 CM/OB: Trends in Org. Justice			
GH: Bonham D	1452 HR: Changing Nature of HR			1528 HR: Top Performers in Orgs.			
GH: Bowie A	1467 OB: Abusive Supervision			1551 OB/MOC/OCIS: You've Got Me Feeling			
GH: Bowie C	1468 OB: Contingent Leadership			1550 OB/MOC/HR: Focusing on Followership			
GH: Crockett B	1469 OB: Work-Family Conflict			1540 OB: Self Regulation & Performance			
GH: Crockett C	1470 OB: Proactivity and Initiative			1541 OB: Antecedents of Proactivity			
GH: Crockett D	1471 OB: Employee Commitment			1542 OB: Job Satisfaction			
GH: Lone Star A	1480 ODC/OB/TIM: Emergent Innovation			1554 ODC: Responses to Org Change			
GH: Lone Star B	1429 CAR/HR/OB: Protean Careers Today			1513 CAR/OB/OMT: Profiting from Career Capital			
GH: Lone Star C	1448 GDO: What We Know About Diversity			1524 GDO: Academia As A 2nd Career			
GH: Lone Star D	1453 HR: Personality & Selection			1529 HR: Employee Mobility			
GH: Lone Star E	1475 OB/HR: Senior Level Leaders			1549 OB/IM: Leading Across Cultures			
GH: Mission A	1454 HR: Socialization & Relationships			1530 HR: Darkside of HR			
GH: Presidio A	1449 GDO: Gender Expression & Difference						
GH: Presidio B	1428 CAR/CMS/HR: West Meets North and South			1512 CAR: Context and Career Experiences			
GH: Republic A				1547 OB/HR: Contrasting OCB			
GH: Republic B	1472 OB: Transformational Leadership			1543 OB: Leadership Styles			
GH: Republic C	1473 OB: Team Design			1544 OB: Conflicts in Teams			
GH: Seguin A	1476 OB/HR: Costs of Proactivity			1548 OB/HR/CAR: Work-Life Balance			
GH: Seguin B	1455 HR/MOC: Learning and Performance Goals			1545 OB: Stress Effects on Behavior			
GH: Travis A	1450 GDO: Org Climate and Diversity			1525 GDO: Disabilities and Work Context			
GH: Travis B	1479 ODC: Exploring Responses to Change			1555 ODC: Managing Paradoxes of Change			
GH: Travis C	1474 OB: Work Significance and Deviance			1546 OB: Cognitions and Social Exchange			
HPR: La Duquesa North	1430 CAU: Women on Boards of HEIs			1514 CAU: CSR in the Middle East			
HPR: La Duquesa South	1431 CAU: Innovation Barrier Theory						
HPR: La Espada	1434 CDP: MC, Conflicts & Growth						
HPR: La Reina South				1515 CAU: Law and employee management			
HPR: La Vista North & Center	1432 CAU: Humanistic Management Network						
HPR: La Vista South	1433 CAU: Researching Human Capital			1516 CAU: Enterprising Communities			
HPR: Salon Del Rey S	1435 CDP: Mgr Transformation in China						
HR: Blanco	1438 DISC: Commitment, Collaboration, etc			1518 DISC: Cognition and Processes			
HR: Frio	1439 DISC: Behavior and Control						
HR: Navarro	1440 DISC: Institutional Issues in IM						
HR: Segin	1441 DISC: Mgr Impact on Change & Inno			1519 DISC: Dynamic Capabilities			
LQ: Combined A&B	1466 MOC: Decision Making						
LQ: Crockett West	1492 RM: Networks, Simulations, Entrepr			1565 RM: Advances Qualitative Methods			
LQ: Fiesta D				1539 MOC: Work and Identity			
MRC: Conference Room 15	1494 SIM: BGR: CPA and Corp. Governance			1567 SIM: CG and Boards			
MRC: Conference Room 16	1463 MED: Institut Dilem & Issues in MED			1536 MED: Online and On-Site Lrn Envir			
MRC: Conference Room 17	1495 SIM: CSR: Firms and Markets			1568 SIM: CSR: Firm and Manager Levels			
MRC: Salon B	1496 SIM: Governance & Political Activity			1569 SIM: CG: Governance and Performance			
MRC: Salon C	1464 MED/ODC/HCM: Learning from Innovative			1537 MED/OB: Team-Based Learning			
MRC: Salon K	1451 HCM: Survey Methods			1526 HCM: Innovation in Healthcare			
MRC: Salon L	1437 CMS/IM: Sustainable Dev and Location			1527 HCM: Professional Practice			
MRC: Salon M	1497 SIM: CSP and Financial Performance			1570 SIM: CSP and Employees			
MRW: Salon A	1490 PNP: Motivation and Satisfaction						
MRW: Salon B	1465 MH: Radical Contexts			1538 MH: Risk and Negotiation			
MRW: Salon E	1489 ONE: Motivation & Env. Performance			1563 ONE: Values and the Environment			
MRW: Salon F	1491 PNP: Giving and Social Marketing			1564 PNP/HR: Voluntary Sector HRM			
SAC: Exhibit Hall B Registration	AA: Conference Registration...						
SAC: Room 006 A	1498 TIM: Networks and Evolution			1571 TIM: Service Industry Innovation			
SAC: Room 006 B	1499 TIM: Social Networks and Innovation			1572 TIM: Technological Search			
SAC: Room 006 C	1500 TIM: Learning Environments						
SAC: Room 006 D	1502 TIM/OMT/ONE: Sustainable Construction			1574 TIM/OMT: Distributed Organization			

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

SAC: Room 007 A	1482 OMT: Role of CEOs in Organizations	1557 OMT: Capabilities and Competencies
SAC: Room 007 B	1442 ENT: Social Entrepreneurship...	1520 ENT: Alliances in Entrepreneurship
SAC: Room 007 C	1443 ENT: Innovation	
SAC: Room 007 D	1444 ENT: Family Firm Performance	1521 ENT: Social Ent. Research
SAC: Room 008 A	1501 TIM: Product Development Perf.	1573 TIM: University-Industry Ties
SAC: Room 008 B	1445 ENT: Boards and IPOs	1522 ENT: Family Business
SAC: Room 101 B	. AAA: 2011 LAC	
SAC: Room 201	1419 BPS: Governance and Innovation...	1504 BPS: Governance in International Context...
SAC: Room 202 A	1420 BPS: Networks and Social Capital	1505 BPS: Knowledge Flows in Alliances
SAC: Room 202 B	1421 BPS: Organizational Learning and Change...	1506 BPS: Consequences of Organizational
SAC: Room 203 A	1422 BPS: Innovation in Startups and New Vent...	1507 BPS: Collaboration for Innovation...
SAC: Room 203 B	1423 BPS: CEOs: Decision Making and	1508 BPS: Boards of Directors
SAC: Room 204 A	1426 BPS/MOC: Inter-firm Trust	1509 BPS: MNCs, Market Entry, and
SAC: Room 204 B	1424 BPS: Intra- and Inter-Industry Heterogen...	1510 BPS: Competitive Dynamics and
SAC: Room 206 A	1477 OCIS: New Ways of Working	1553 OCIS/OB: Virtual Organizations
SAC: Room 206 B	1488 OMT/ENT: Community Dynamics	1562 OMT/TIM/MOC: Innovation & Identity
SAC: Room 207 A	1483 OMT: Trust and Reciprocity	1558 OMT: Dynamics of Status
SAC: Room 207 B	1456 IM: R&D and Innovation Strategies	1531 IM: Strategies and Tactics in EM
SAC: Room 208	1457 IM: MNC Ownership & Management	1532 IM: Knowledge Management
SAC: Room 209	1458 IM: Political Economy & IM	1533 IM: Global Diversification and IM
SAC: Room 210 A	1459 IM: Alliances, Network, & IJV	1534 IM: Institutional Environment & IM
SAC: Room 210 B	1461 IM/TIM: Automotive Davids and Goliaths	1535 IM: Joint Ventures and Networks
SAC: Room 211	. AAA: Membership	
SAC: Room 211.		1503 AAA: Membership Debriefing Meeting
SAC: Room 212 A	1425 BPS: Sociological Foundations of Corpora...	1523 ENT: Strategy and Performance Link
SAC: Room 212 B	1460 IM: Leadership across Societies	
SAC: Room 213 A	1446 ENT: Innovation Strategy	
SAC: Room 213 B	1493 SAP/OCIS: New Strategy Texts	1566 SAP: Identity and Sensemaking
SAC: Room 214 B	1484 OMT: Discourse in Emerging Fields	1559 OMT: Soc Mvmts: Mobilization & Coor
SAC: Room 214 C	1485 OMT: Tie Formation	1560 OMT: Brokerage and Networks
SAC: Room 215	1481 OM: Process Improvement&Innovation	1556 OM: Logistics,Purchasing,Inventory
SAC: Room 216 A	1486 OMT: Responses to Social Movements	
SAC: Room 216 B	1478 OCIS: IT infrastructure	1552 OCIS: IT and Trust
SAC: Room 217 A	1427 BPS/OMT/TIM: Org. Learning & Capabilities	1511 BPS/OMT/OB: Inside the Learning Curve
SAC: Room 217 B	1447 ENT: Entrepreneurial Strategy	
SAC: Room 218	1487 OMT: Category Contrast & Overlap	1561 OMT: Survival & Response to Shocks

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

Tuesday Late Afternoon, August 16, 2011

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
GH: Bonham D	1591 HR: Org Factors & Employees						
GH: Bowie A	1602 OB: LMX Perspectives on Creativity						
GH: Bowie B	1597 MC: MC free session						
GH: Bowie C	1603 OB: Behavioral Ethics						
GH: Crockett B	1604 OB: Individual and Group Identity						
GH: Crockett C	1605 OB: Exchange Antecedents & Outcome						
GH: Crockett D	1606 OB: Turnover: Role of Support						
GH: Lone Star A	1615 ODC: Paradox and Ambidexterity						
GH: Lone Star B	1579 CAR/OB/MOC: Professional Identity						
GH: Lone Star C	1587 GDO: Gender Inequality & Stereotype						
GH: Lone Star D	1623 ONE/HR/ODC: Leading Sustainability						
GH: Mission A	1592 HR: Global HRM & Culture						
GH: Presidio B	1578 CAR/HR: Yin & Yang of Mentoring						
GH: Republic A	1610 OB/HR: Effects of OCB						
GH: Republic B	1607 OB: Leadership & Identity						
GH: Republic C	1608 OB: Top Management Teams						
GH: Seguin A	1612 OB/SIM: Corporate Volunteerism						
GH: Seguin B	1611 OB/HR/CAR: Turnover/Turnover						
GH: Travis A	1588 GDO: Work Balance, Stress, Burnout						
GH: Travis C	1609 OB: Cognitions of Context						
LQ: Crockett East	1601 MSR: Spirituality and Performance						
LQ: Fiesta D	1600 MOC: Strategy and Cognition						
MRC: Conference Room 16	1598 MED: Internat Trnds & Issues in MED						
MRC: Conference Room 17	1625 SIM: CSR: Stakeholders						
MRC: Grand Ballroom					1632 AAA: AA Closing Reception		
MRC: Salon B	1627 SIM/HR: An Ethical Future for HRM						
MRC: Salon C	1599 MED: Teaching on the Border						
MRC: Salon K	1589 HCM: Efficiency and Quality						
MRC: Salon L	1590 HCM: Employee Engagement						
MRC: Salon M	1626 SIM: CSP and the Consumer						
MRW: Salon E	1622 ONE: Time & Env. Performance						
MRW: Salon F	1624 PNP: Unpacking Capacity						
SAC: Exhibit Hall B Registration	AAA: Conference Registration...						
SAC: Room 006 A	1628 TIM: Innovation Policy						
SAC: Room 006 B	1629 TIM: Product Development Teams						
SAC: Room 006 C	1630 TIM: Business Constructs						
SAC: Room 006 D	1631 TIM/ENT: Emerging Industries						
SAC: Room 007 A	1616 OMT: Boundaries & Governance						
SAC: Room 007 B	1580 ENT: Corporate Entrepreneurship						
SAC: Room 007 C	1581 ENT: ENT and Urban Development						
SAC: Room 007 D	1582 ENT: Sustaining the Family Business						
SAC: Room 008 B	1583 ENT: Research on Family Business						
SAC: Room 101 B	AAA: 2011 LAC						
SAC: Room 201	1575 BPS: The Determinants and						
SAC: Room 204 A	1576 BPS: Integration & Diversification						
SAC: Room 204 B	1577 BPS: Innovation for Diseases						
SAC: Room 206 A	1614 OCIS/MH: Management and Social						
SAC: Room 206 B	1617 OMT: Rule Breaking/Deviance in Orgs						
SAC: Room 207 A	1618 OMT: Consequences of Status						
SAC: Room 207 B	1593 IM: National Culture and FDI						
SAC: Room 208	1584 ENT: Entrepreneurial Process						
SAC: Room 209	1594 IM: Technological Exploration						
SAC: Room 210 A	1596 IM/OB/MOC: Bi/Multicultural Employees						
SAC: Room 210 B	1595 IM/BPS: Linking Politics and Business						
SAC: Room 211	AAA: Membership						

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

SAC: Room 213 A	1585 ENT: Founder Performance
SAC: Room 214 B	1619 OMT: Soc. Movements & New Industry
SAC: Room 214 C	1620 OMT: Intraorg Networks
SAC: Room 215	1586 ENT/BPS/TIM: Entrepreneurial Entry
SAC: Room 216 B	1613 OCIS: IT and Strategy
SAC: Room 2	1621 OMT: Social Psychological Processes

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

All Academy Activities

Program Chair: Ming-Jer Chen, U. of Virginia
 Professional Development Workshop Chair: R. Duane Ireland, Texas A&M U.

Day	Start	#	Location	Session Information	
Fri	8:00am	2	SAC:Exhibit Hall B Registration	Conference Registration	
		3	SAC:Room 101 B	San Antonio 2011 LAC	
		4	SAC:Room 211	AOM Membership	
	9:00am	43	HPR:Corte Real C	Writing Theoretical Papers	
	11:30am	78	HPR:Corte Real F	Reviewing Theoretical Papers	
	1:00pm	102	HPR:EI Mirador & La Condesa	Publishing in AMJ: Tips from the Editors	
		103	HPR:Salon Del Rey N	2011 AMLE Writers Workshop (Invitation Only)	
	2:00pm	119	SAC:Room 204 B	Connecting the Academy through Technology	
	3:00pm	134	MRC:Salon G	The Ins and Outs of Faculty Recruiting	
	3:30pm	138	HPR:Corte Real D/E	2011 AMLE "Town Hall"	
	5:00pm	149	MRC:Salon G	The Academic Job Search: Workshop for Applicants	
	5:30pm	155	SAC:Room 214	New Member Orientation: Session 1	
	Sat	7:00am	164	GH:Mission A	AOM Journals Committee Meeting
		8:00am	167	SAC:Exhibit Hall B	Conference Exhibits
			168	SAC:Exhibit Hall B Registration	Conference Registration
169			SAC:Room 101 B	San Antonio 2011 LAC	
170			SAC:Room 211	AOM Membership	
171			SAC:Room 211.	Membership Committee Opening Meeting & Breakfast	
8:30am		218	MRC:Reg Desk 1	Placement Services	
10:15am		239	SAC:Exhibit Hall B Conference break	Conference Break	
2:00pm		310	GH:Texas Ballroom A	Chairs, Fac. & Discussants	
		311	GH:Texas Ballroom C	Academy of Management Affiliates & Associates	
2:45pm		323	SAC:Exhibit Hall B Conference break	Conference Break	
3:30pm		339	GH:Republic B	2011 Program Chairs' Meeting	
5:00pm		361	GH:Republic B	2012 Program Chairs' Meeting	
5:30pm		363	SAC:Room 214	New Member Orientation: Session 2	
7:00pm		381	SAC:Room 214	President's Reception	
Sun		8:00am	390	SAC:Exhibit Hall B	Conference Exhibits
			391	SAC:Exhibit Hall B Registration	Conference Registration
			392	SAC:Room 101 B	San Antonio 2011 LAC
	393		SAC:Room 211	AOM Membership	
	394		GH:Texas Ballroom	All-Academy Welcome Breakfast	
	8:30am	396	MRC:Reg Desk 1	Placement Services	
	9:00am	400	GH:Texas Ballroom	President's Address & Awards	
	9:30am	401	GH:Crockett A	AMJ Editors' Meeting	
		402	GH:Crockett B	AMR Editors Only Meeting	
	10:15am	408	SAC:Exhibit Hall B Conference break	Conference Break	
	11:00am	412	GH:Crockett B	AMLE Editors' Meeting	
		413	GH:Republic B	AMP Editorial Board Meeting	
	11:15am	416	SAC:Room 206 A	Div/IG Incoming Chairs	
	11:30am	417	SAC:Room 006 A	2012 PDW Chairs Meeting	
		418	SAC:Room 207 A	AOM Ethics Committee Meeting	
	12:00pm	432	SAC:Room 006 B	PD&CR Training for Prog Chairs	
		433	SAC:Room 206 B	Division Treasurers' Meeting	
		434	GH:Lone Star A	AMLE Board Meeting-Outgoing	
	1:00pm	440	SAC:Room 205	AOM Leadership Forum	
		441	GH:Lone Star A	AMLE Board Meeting- Incoming	
	1:30pm	452	SAC:Room 006 A	Program Developer Training Session for PDW Chairs	
	2:00pm	453	GH:Lone Star B	AMJ Editorial Board Meeting	
	2:45pm	466	SAC:Exhibit Hall B Conference break	Conference Break	
	3:30pm	484	SAC:Mission 103 A	Town Hall: AOM Strategic Plan	
		485	GH:Lone Star C	AMR Editorial Board- Incoming	

All Academy Activities

	4:30pm	509	SAC:Exhibit Hall B.	AOM Social Network Event
Sun	5:00pm	523	GH:Lone Star A	AMR Editorial Board Meeting
	7:00pm	554	SAC:Grotto	President's Reception (Invitation Only)
Mon	7:30am	568	GH:Texas Ballroom D	Current/Incoming Committees
	8:00am	572	SAC:Exhibit Hall B	Conference Exhibits
		573	SAC:Exhibit Hall B Registration	Conference Registration
		574	SAC:Room 101 B	San Antonio 2011 LAC
		575	SAC:Room 211	AOM Membership
	8:30am	679	MRC:Reg Desk 1	Placement Services
	10:15am	783	SAC:Exhibit Hall B Conference break	Conference Break
	1:00pm	886	GH:Bonham B	AOM Open-Sources Case Reposito
	2:00pm	990	GH:Travis D	AOM Annals Editors` Meeting
		991	GH: Presidio C	AOM Editors Meeting w/ Board Representatives
	2:45pm	993	SAC:Exhibit Hall B Conference break	Conference Break
Tue	7:30am	1231	SAC:Mission 103 B	AOM Past Presidents Breakfast
	8:00am	1234	SAC:Exhibit Hall B Registration	Conference Registration
		1235	SAC:Room 101 B	San Antonio 2011 LAC
		1236	SAC:Room 211	AOM Membership
	1:15pm	1503	SAC:Room 211.	Membership Debriefing Meeting
	5:00pm	1632	MRC:Grand Ballroom	All-Academy Closing Reception

Affiliate Activities & Committees

Program Chair: Ming-Jer Chen, U. of Virginia
Professional Development Workshop Chair: R. Duane Ireland, Texas A&M U.

Day	Start	#	Location	Session Information	
Fri	8:00am	5	SAC:Room 210 B	AAM: Unique Indian Video Cases on Social Innovations	
		11	GH:Lone Star A	D&ITC: Africa Management Scholarship	
		31	GH:Travis B	PTC: Creativity and Innovation	
		38	MRW:Salon F	TTC: Fink's Taxonomy	
	10:15am	66	GH:Presidio B	NDSC: Asians in the Western Class	
	1:00pm	105	GH:Lone Star D	D&ITC: Panel on Inclusion in the AOM	
	2:00pm	120	SAC:Room 007 C	AAM: India and China	
		121	GH:Texas Ballroom A	D&ITC: Let's Get Real about Racism	
	2:15pm	126	GH:Bonham C	PTC: Approaches for Studying Management Practices	
	2:45pm	129	SAC:Room 008 B	IAM: Anxious Tiger, Astute Dragon	
	6:30pm	162	OS:TBD	NDSC: NDSC: Friday Night Social	
	Sat	8:00am	172	SAC:Room 212 A	AAM: What motivates people?
			173	SAC:Room 209	AAM: Chinese emotional issues
180			GH:Presidio B	D&ITC: Action Learning in Action	
187			SAC:Room 206 A	IAM: Industry Transformation Ibero	
193			SAC:Room 007 D	ITC: Neither West nor East	
194			SAC:Room 210 B	ITC: Ancient Indian Management	
213			GH:Travis C	PTC: Managing Change in the Aftermath of Extreme Events	
217			MRW:Salon A	TTC: Teaching with Technology	
8:30am		225	GH:Texas Ballroom E & F	NDSC: New Doctoral Students Consortium	
9:00am		232	SAC:Room 007 C	ITC: Where West Hears East	
10:15am		246	SAC:Room 208	IAM: KM & Transferenc Iberoamerica	
		259	MRC:Salon C	TTC: Online Teaching Best Practices	
11:15am		267	GH:Bonham B	PTC: Trust the Essential Element	
11:45am		269	GH:Bonham C	PTC: P-Commerce	
12:15pm		277	LQ:Fiesta A&B	MEN: Knowledge is Power: Enlightening by Mentoring	
12:30pm		289	GH:Travis B	PTC: Leadership and Tango Dance	
		291	MRC:Salon C	TTC: Discussing the Undiscussable	
1:30pm		309	GH:Seguin A & B	PTC: Practice Theme Committee Lunch Meeting	
2:30pm		322	GH:Mission B	PTC: Investing in Human Capital	
2:45pm		329	MRC:Salon C	TTC: Food & Cultural Diversity	
3:00pm		332	SAC:Room 217 D	ITC: Research from Emerging Markets	
3:45pm		345	SAC:Room 208	AAM: Korean Business Families	
5:00pm		362	GH:Presidio B	PTC: PTC Reception and Awards	
6:00pm		375	MRW:Salon D.	NDSC: NDSC/MED Evening Reception	
Sun		8:30am	397	HPR:El Mirador West	AAC: SMA Board Meeting
		10:00am	403	SAC:Room 208	AAC: Ethics Education Committee Meeting
			404	HPR:Corte Real F	AAC: Midwest Academy of Management Officers Meeting
	407		MRC:Salon L	TTC: Teaching Theme Committee Meeting	
	10:30am	409	HPR:Corte Real C	AAC: Southwest Academy of Management Officers Meeting	
		410	HPR:El Mirador East	AAC: Indian Academy of Management Business Meeting	
	12:00pm	436	SAC:Room 210 B	ITC: (ITC) Exec Business Meeting	
	2:00pm	462	SAC:Room 214 B	ITC: Carolyn Dexter Award and Emerald Award Reception	
	5:00pm	524	SAC:Room 206 A	AAM: AAM and APJM Boards and APJM Editors Meeting	
		526	SAC:Room 213 B	IAM: Business Meeting IAM	
	6:00pm	539	SAC:Room 205	AAM: AAM/APJM Reception	
Mon	7:30pm	1218	MRC:Salon D	AAC: Indian Academy of Management Social	

All Academy Theme

Program Chair: Jan W. Rivkin, Harvard U.

Committee: Tiejing Yu, Boston College, Petra Christmann, Rutgers U., Ishtiaq Mahmoud, National U. of Singapore

Day	Start	#	Location	Session Information
Sun	11:30am	419	SAC:Room 006 D	Innovation in the 21st Century
		420	SAC:Room 007 A	Next Generation Base of the Pyramid Strategy
		421	SAC:Room 007 D	Creating Social Value
		422	SAC:Room 008 A	Collaboration Among Sectors
		423	SAC:Room 008 B	Rebelling Against Institutions
		424	SAC:Room 202 A	Global Teaching Resources
		425	SAC:Room 202 B	Greatest Encounter
		426	SAC:Room 204 B	Asian Challenges & Adjustment
		427	SAC:Room 214 A	Business Schools in Asia
		428	SAC:Room 214 C	East versus West: A School of Knowledge Approach
		429	SAC:Room 215	Buddha to Boardroom
		430	SAC:Room 217 C	Mindful Leadership
		431	SAC:Room 217 D	Town Hall on Inclusion in AOM
1:10pm		443	SAC:Room 006 D	Strategy, Innovation, Leadership
		444	SAC:Room 008 A	Using Sport as a Lens
		445	SAC:Room 008 B	Learning from the "Lost" Decades in Japan
		446	SAC:Room 201	Responsible Management Edu.
		447	SAC:Room 202 B	Wisdom of the East Meets West
		448	SAC:Room 203 A	Universalism and Particularism
		449	SAC:Room 214 A	HTC and Peter Chou
		450	SAC:Room 214 D	Information Acculturation
		451	SAC:Room 215	Consciousness and Management
2:50pm		467	SAC:Room 007 B	BOP: Opportunity No. 1
		468	SAC:Room 007 C	Embedding Sustainability
		469	SAC:Room 008 A	The Civil-Military Divide
		470	SAC:Room 008 B	Crossing East-West Boundaries
		471	SAC:Room 202 A	Cross-Cultural Teaching
		472	SAC:Room 202 B	Indigenous Research
		473	SAC:Room 203 A	Women, Men, and Care in the New East-West Economy
		474	SAC:Room 204 A	Scholars Transcend the Divide
		475	SAC:Room 214 A	Researchers Changing the World
		476	SAC:Room 214 D	Employee Participation
		477	SAC:Room 215	Leading, Managing and Self
		478	SAC:Room 209	Yoga for Personal and Organizational Effectiveness
479	SAC:Room 217 D	Guiding Change in the Field of Management Science		
4:30pm		510	SAC:Room 006 D	Innovation Management in India
		511	SAC:Room 007 A	Disruptive Innovation at BOP
		512	SAC:Room 007 C	Corporate Sustainability in Emerging Economies
		513	SAC:Room 008 A	Crisis Management
		514	SAC:Room 201	West/East Int'l Classroom
		515	SAC:Room 202 B	AOM Ambassadors
		516	SAC:Room 203 A	Global Identity
		517	SAC:Room 204 A	Asian Experience in North American Organizations
		518	SAC:Room 214 A	AOM Award Winners
		519	SAC:Room 214 C	Diversity and Creativity
		520	SAC:Room 215	Peak Executive Performance

Showcase Symposia

Program Chair: Ming-Jer Chen, U. of Virginia
 Professional Development Workshop Chair: R. Duane Ireland, Texas A&M U.

Day	Start	#	Location	Session Information
Mon	8:00am	582	SAC:Room 217 A	SHCS: Entrepreneurship in Public Interest
		583	SAC:Room 217 B	SHCS: Bounded Rationality & Org Econ
		587	GH:Lone Star B	SHCS: Generativity and Legacy
		649	GH:Travis C	SHCS: Psychological Contracts
		652	GH:Seguin B	SHCS: Behavioral Outcomes of Job Insecurity
	9:45am	689	GH:Lone Star B	SHCS: Job Search Self-Regulation
		736	SAC:Room 210 B	SHCS: Diaspora Investment & Entrepreneurship
		754	GH:Republic A	SHCS: Org. Culture and Climate
		759	GH:Lone Star A	SHCS: Useful Research
		761	SAC:Room 215	SHCS: Lean/TPS when West Meets Easts
	11:30am	773	LQ:Fiesta D	SHCS: Construct Validation
		808	GH:Bonham C	SHCS: Hierarchy and Moral Behavior in Organizations
		828	GH:Lone Star C	SHCS: Women in STEM Workforce
		846	LQ:Fiesta C	SHCS: Leadership and Identity
		856	GH:Seguin B	SHCS: Resources for Engaged and Healthy Employees
	1:15pm	869	SAC:Room 218	SHCS: Learning from Failure & Success
		912	MRC:Salon L	SHCS: BoP: Critical Exploration
		930	GH:Lone Star C	SHCS: Redefining the Black Experienc
		945	GH:Bowie B	SHCS: Innovation for Sustainability
		965	GH:Lone Star A	SHCS: Reactions to Change
3:00pm	966	GH:Crockett A	SHCS: Virtual R&D Organizations	
	981	SAC:Room 213 B	SHCS: Enhancing Relevance	
	1000	SAC:Room 217 A	SHCS: Microfoundations of Strategy	
	1001	SAC:Room 204 B	SHCS: Andrews's Concept of Strategy	
	1003	GH:Presidio B	SHCS: Work-Family Dyadic Research	
4:45pm	1035	SAC:Room 007 D	SHCS: Creativity & Entrepreneurship	
	1042	MRC:Salon K	SHCS: Health Reform & Mgmt. Research	
	1056	MRW:Salon B	SHCS: Then and Now in Management History	
	1071	GH:Republic B	SHCS: Leadership in the Plural	
	1085	SAC:Room 206 B	SHCS: Instl Sustainability	
Tue	8:00am	1150	MRC:Salon C	SHCS: Interpersonal Skills Symposium
Tue	8:00am	1303	SAC:Room 214 B	SHCS: The Normative Pillar of the Professions
		1307	SAC:Room 007 A	SHCS: Enabling Innovation Outside the Firm
		1308	SAC:Room 214 C	SHCS: Horizontal Coordination
	9:45am	1360	SAC:Room 212 B	SHCS: Entrepreneurs of 21st century
		1361	GH:Presidio A	SHCS: Exploring Stereotype Threat
		1391	GH:Lone Star E	SHCS: New Directions in Global Leadership Development
		1403	SAC:Room 206 B	SHCS: U.S. Employment Relationship
	11:30am	1429	GH:Lone Star B	SHCS: Protean Careers Today
		1460	SAC:Room 212 B	SHCS: Leadership across Societies
		1475	GH:Lone Star E	SHCS: Senior Level Leaders
		1488	SAC:Room 206 B	SHCS: The Local and The Global in Community Dynamics
	1:15pm	1511	SAC:Room 217 A	SHCS: Inside the Learning Curve
		1547	GH:Republic A	SHCS: Contrasting OCB
		1548	GH:Seguin A	SHCS: Work-Life Balance
	3:00pm	1582	SAC:Room 007 D	SHCS: Sustaining the Family Business
		1586	SAC:Room 215	SHCS: Entrepreneurial Entry Dynamics
		1596	SAC:Room 210 A	SHCS: Bi/Multicultural Employees
		1602	GH:Bowie A	SHCS: LMX Perspectives on Creativity
		1624	MRW:Salon F	SHCS: Unpacking Capacity
	1631	SAC:Room 006 D	SHCS: Emerging Industries: Theory and Evidence	

Cross Division Papers

Program Chair: Bat Batjargal, Harvard U./Peking U.

Day	Start	#	Location	Session Information
Mon	8:00am	592	HPR:Corte Real F	CDP: The Myths of Effective Performance Evaluation
		593	HPR:El Mirador East	CDP: Org. Citizenship Behavior
		594	HPR:El Mirador West	CDP: Effective Communications in Teamwork
		595	HPR:La Espada	CDP: Managing Change and Disruption in Organizations
		596	HPR:Salon Del Rey C	CDP: Int'l Business in China
		597	HPR:Salon Del Rey N	CDP: Social Networks, Trust, ID
		598	HPR:Salon Del Rey S	CDP: Institutions, Institutional Change and Pressure
	9:45am	696	HPR:Corte Real A/B	CDP: Production Innovation & Dev.
		697	HPR:Corte Real C	CDP: Understanding Union Effects in Organizations
		698	HPR:Corte Real D/E	CDP: Leadership, Succession and Performance
		699	HPR:Corte Real F	CDP: Building Capabilities & Adv.
		700	HPR:El Mirador East	CDP: Old Problems and New Avenues
		701	HPR:La Espada	CDP: Ambidexterity in Organizations
		702	HPR:Salon Del Rey C	CDP: Emerging Economy & MNC
		703	HPR:Salon Del Rey N	CDP: Goals, Commitments, and Value Creation
	11:30am	704	HPR:Salon Del Rey S	CDP: Firm Growth, Regulatory Oversight and Culture
		799	HPR:Corte Real A/B	CDP: Collaboration and Interaction Across Boundaries
		800	HPR:Corte Real C	CDP: Explorations in Creativity and Innovation
		801	HPR:Corte Real D/E	CDP: Religion, Emotions, and the Workplace
802		HPR:Corte Real F	CDP: Challenges in International Business	
803		HPR:El Mirador East	CDP: CSR thru Globalization & Gov.	
804		HPR:El Mirador West	CDP: Identity, Communication and Helping at Work	
805		HPR:Salon Del Rey C	CDP: Strategy Execution & Comp.	
806		HPR:Salon Del Rey N	CDP: Non-Profit & Public Org.	
807		HPR:Salon Del Rey S	CDP: Interorganizational Networks	
1:15pm	903	HPR:Corte Real A/B	CDP: Alliances, Competition, and Management Teams	
	904	HPR:Corte Real C	CDP: Learning through Experience	
	905	HPR:Corte Real D/E	CDP: Social Relationships & Costs	
	906	HPR:Corte Real F	CDP: Managing the Multibusiness Portfolio	
	907	HPR:El Mirador West	CDP: Organizational and Individual Learning	
	908	HPR:La Espada	CDP: Critical Thinking in Org.	
	909	HPR:Salon Del Rey C	CDP: Technology Ventures	
3:00pm	1010	HPR:Corte Real A/B	CDP: Trust, Coordination & Comp.	
	1011	HPR:Corte Real C	CDP: How to Make Mentoring Effective?	
	1012	HPR:Corte Real D/E	CDP: Careers, Jobs, and Social Divisions	
	1013	HPR:Corte Real F	CDP: Strategy Practice as Process	
	1014	HPR:El Mirador East	CDP: Conflict Management at Work	
	1015	HPR:El Mirador West	CDP: In Search of Ethical Practices	
	1016	HPR:La Espada	CDP: Managing Human Capital	
	1017	HPR:Salon Del Rey C	CDP: Social, Female and Corporate Entrepreneurship	
	1018	HPR:Salon Del Rey N	CDP: Work-Life Balance	
4:45pm	1113	HPR:Corte Real A/B	CDP: Confidence & Competence	
	1114	HPR:Corte Real F	CDP: Ratings, Rankings, and Performance Evaluation	
	1115	HPR:El Mirador East	CDP: Office Politics, Conflicts, and Career	
	1116	HPR:El Mirador West	CDP: Work, Family and Gender	
	1117	HPR:La Espada	CDP: Size, Scale, and Rationality	
	1118	HPR:Salon Del Rey N	CDP: Understanding Development of Exceptional Leaders	
	1119	HPR:Salon Del Rey S	CDP: Sustainability Practices	
Tue	8:00am	1249	HPR:La Espada	CDP: HR in Emerging Economies

Day	Start	#	Location	Session Information
Tue	9:45am	1336	HPR:Corte Real A/B	CDP: Managing Health and Healthcare
		1337	HPR:Corte Real C	CDP: Internal & External Antecedent
		1338	HPR:Corte Real D/E	CDP: Career Development, Work and Job Satisfaction
		1339	HPR:El Mirador East	CDP: Leadership and its Trap
		1340	HPR:El Mirador West	CDP: Succession, Job Attachment and Embeddedness
		1341	HPR:La Espada	CDP: Foresight and Uncertainty
		1342	HPR:Salon Del Rey C	CDP: Job Embeddedness & Mgr Perf.
		1343	HPR:Salon Del Rey N	CDP: Building an Impression and Exerting Influence
	1344	HPR:Salon Del Rey S	CDP: Organizational Outcomes	
	11:30am	1434	HPR:La Espada	CDP: MC, Conflicts & Growth
1435		HPR:Salon Del Rey S	CDP: Mgr Transformation in China	

Discussion Papers

Program Chair: Dorota Piaskowska, U. College Dublin

Day	Start	#	Location	Session Information		
Mon	8:00am	603	HR:Blanco	DISC: Charisma and Transformational Leadership		
		604	HR:Bowie A	DISC: Human Resources: Training & Practice		
		605	HR:Bowie B	DISC: Social Governance		
		606	HR:Bowie C	DISC: Going Green		
		607	HR:Frio	DISC: Institutional Theory and Industry		
		608	HR:Live Oak	DISC: Safety and Protection		
		609	HR:Llano	DISC: Small/Family Business		
		610	HR:Maverick A	DISC: Critical Management Studies: Research and Practice		
		611	HR:Maverick B	DISC: Intercultural Issues		
		612	HR:Navarro	DISC: Emerging Markets Effects		
		613	HR:Nueces	DISC: Interorganizational Knowledge Flows and Strategy		
		614	HR:Segin	DISC: Strategic Signaling		
		9:45am		709	HR:Blanco	DISC: Leadership
				710	HR:Bowie A	DISC: Human Resources: Hiring and Recruiting
711	HR:Bowie B			DISC: Social Responsibility		
712	HR:Bowie C			DISC: Focus on Preservation		
713	HR:Frio			DISC: Institutional Theory and Organization		
714	HR:Llano			DISC: Entrepreneurial Education		
715	HR:Maverick A			DISC: Making Work Positive and Meaningful		
716	HR:Maverick B			DISC: Gender Research		
717	HR:Navarro			DISC: International Managers		
718	HR:Nueces			DISC: Change, Innovation, and New Products		
719	HR:Segin			DISC: Business Models and Strategic Positioning		
11:30am		811	HR:Blanco	DISC: Incivility, Turnover & Deviance		
		812	HR:Bowie A	DISC: Leadership, Cognition, and Decision Making		
		813	HR:Bowie B	DISC: Social Ethics		
		814	HR:Bowie C	DISC: Philanthropy		
		815	HR:Live Oak	DISC: Social Construction		
		816	HR:Llano	DISC: New Ventures and Innovation		
		817	HR:Maverick A	DISC: Learning from Mgmt History		
		818	HR:Maverick B	DISC: Managing Diversity		
		819	HR:Navarro	DISC: International Leadership and Employees		
		820	HR:Nueces	DISC: Innovation and Its Users		
		821	HR:Segin	DISC: Multiple Principals and Agency Problems		
1:15pm		913	HR:Blanco	DISC: Creativity		
		914	HR:Bowie A	DISC: Expectations and Injustice		
		915	HR:Bowie B	DISC: Social Learning, Cognition & Identity		
		916	HR:Bowie C	DISC: Public and Nonprofit Performance		
		917	HR:Frio	DISC: CEO and Corporate Governance		
		918	HR:Live Oak	DISC: Identity and Behavior		
		919	HR:Llano	DISC: Human Capital and Opportunity		
		920	HR:Maverick A	DISC: Healthcare Technology and Quality		
		921	HR:Maverick B	DISC: Research Methods: Models and Analyses		
		922	HR:Navarro	DISC: Learning from Foreign Technologies		
		923	HR:Nueces	DISC: Intraorganizational Knowledge Sharing		
		924	HR:Segin	DISC: Drivers for Alliances and Firm Performance		

Day	Start	#	Location	Session Information
Mon	3:00pm	1022	HR:Blanco	DISC: Emotions
		1023	HR:Bowie A	DISC: Health and Stressors
		1024	HR:Bowie B	DISC: Organization and Strategy of Consulting Firms
		1025	HR:Bowie C	DISC: Leading and Enduring Change
		1026	HR:Frio	DISC: Status and Social Structure
		1027	HR:Live Oak	DISC: Intuition and Luck
		1028	HR:Llano	DISC: Entrepreneurship Analysis and Design
		1029	HR:Maverick A	DISC: Careers Motivation, Success, and Planning
		1030	HR:Maverick B	DISC: Research Methods: Guidance
	4:45pm	1031	HR:Navarro	DISC: Internationalization of Developing Country Firms
		1032	HR:Segin	DISC: M&A Outcomes
		1124	HR:Blanco	DISC: Power and Empowerment
		1125	HR:Bowie C	DISC: Culture and Development
		1126	HR:Frio	DISC: OMT and Change
		1127	HR:Live Oak	DISC: Relationships
		1128	HR:Llano	DISC: Enhancing Entrepreneurship
		1129	HR:Maverick A	DISC: Understanding and Managing Conflict
		1130	HR:Navarro	DISC: Internationalization and Technological Learning
	Tue	8:00am	1131	HR:Nueces
1132			HR:Segin	DISC: Firm Scope and Performance
1253			HR:Blanco	DISC: Identity
1254			HR:Bowie A	DISC: Training and Experiential Learning
1255			HR:Bowie B	DISC: Organizational Theories in Operations Management
1256			HR:Frio	DISC: OMT and Method
1257			HR:Maverick B	DISC: Information and Technology
9:45am		1258	HR:Navarro	DISC: Internationalization and Innovation
		1259	HR:Segin	DISC: Cooperation and Competition
		1347	HR:Blanco	DISC: Individual Differences
	1348	HR:Bowie A	DISC: Management Education	
	1349	HR:Bowie B	DISC: Challenges in Measuring Costs	
	1350	HR:Frio	DISC: Stability and Embeddedness	
	1351	HR:Llano	DISC: Entrepreneurship and Globalization	
11:30am	1352	HR:Maverick B	DISC: Understanding and Using Knowledge	
	1353	HR:Navarro	DISC: MNC Strategies	
	1354	HR:Segin	DISC: New Theoretical Perspectives in Strategy	
	1438	HR:Blanco	DISC: Commitment, Collaboration, and Communication	
1:15pm	1439	HR:Frio	DISC: Behavior and Control	
	1440	HR:Navarro	DISC: Institutional Issues in International Management	
	1441	HR:Segin	DISC: Managerial Impact on Change and Innovation	
		1518	HR:Blanco	DISC: Cognition and Processes
		1519	HR:Segin	DISC: Development and Deployment of Dynamic Capabilities

Caucuses

Program Chair: Cynthia S. Cycyota, U.S. Air Force Academy

Day	Start	#	Location	Session Information
Mon	8:00am	588	HPR:La Duquesa North	CAU: Emerging Market Firm Growth
		589	HPR:La Reina North & Center	CAU: Cult. Balancing Sustainability
		590	HPR:La Vista North & Center	CAU: Errors, Reliability, Safety
		591	HPR:La Vista South	CAU: Integrating East and West
	9:45am	690	HPR:La Duquesa North	CAU: Int'l Research Networks
		691	HPR:La Duquesa South	CAU: Authentic Leadership Caucus
		692	HPR:La Reina North & Center	CAU: People for People
		693	HPR:La Reina South	CAU: East Meets West: Ethics in Teaching and Publishing
		694	HPR:La Vista North & Center	CAU: Indian Academy of Management
		695	HPR:La Vista South	CAU: Dynamic Stakeholder Networks in Global Contexts
	11:30am	793	HPR:La Duquesa North	CAU: AOL in Study Abroad Programs
		794	HPR:La Duquesa South	CAU: West-East Trust Development
		795	HPR:La Reina North & Center	CAU: Russia and CIS Management Research Caucus
		796	HPR:La Reina South	CAU: Biculturalism and Thriving
		797	HPR:La Vista North & Center	CAU: ASEAN Trade Agreements
		798	HPR:La Vista South	CAU: 'Invisible Immigrants'
	1:15pm	898	HPR:La Duquesa North	CAU: Dual-Career Couples: Navigating Academia
		899	HPR:La Duquesa South	CAU: Culture and Primed Goals
		900	HPR:La Reina North & Center	CAU: Digital Social Networks in LA
		901	HPR:La Reina South	CAU: Entrepreneurship and Its Context
		902	HPR:La Vista North & Center	CAU: Experiential Learning
	3:00pm	1004	HPR:La Condesa East	CAU: Embodied Awareness and Leaders
		1005	HPR:La Duquesa North	CAU: New Organizational Models
		1006	HPR:La Duquesa South	CAU: Venture Creation Panel Data
1007		HPR:La Reina South	CAU: Management and Development	
1008		HPR:La Vista North & Center	CAU: Eastern Mindfulness Discussion	
1009		HPR:La Vista South	CAU: Regulating rare events	
4:45pm	1108	HPR:La Duquesa North	CAU: Research Strategies Japan	
	1109	HPR:La Duquesa South	CAU: Consulting in the Middle East	
	1110	HPR:La Reina North & Center	CAU: Natives Meet The West	
	1111	HPR:La Reina South	CAU: Organizational Paradoxes	
	1112	HPR:La Vista North & Center	CAU: Africa Bridge	
Tue	8:00am	1246	HPR:La Reina South	CAU: Developmental Networks Caucus
		1247	HPR:La Vista North & Center	CAU: Promoting Faculty Diversity
		1248	HPR:La Vista South	CAU: Evidence-Based Mgt Gathering
	9:45am	1330	HPR:La Duquesa North	CAU: Exploring Career Scholarship
		1331	HPR:La Duquesa South	CAU: Complexity Theory in Org. Res.
		1332	HPR:La Reina North & Center	CAU: Meso-Paradigm Research
		1333	HPR:La Reina South	CAU: Publishing in the Top Tier
		1334	HPR:La Vista North & Center	CAU: Emonet
		1335	HPR:La Vista South	CAU: Strategy Measures
	11:30am	1430	HPR:La Duquesa North	CAU: Women on Boards of Higher Education Institutions
		1431	HPR:La Duquesa South	CAU: In Search for Theory: What Hampers Innovation?
		1432	HPR:La Vista North & Center	CAU: The Humanistic Management Network
		1433	HPR:La Vista South	CAU: Researching Human Capital
	1:15pm	1514	HPR:La Duquesa North	CAU: CSR in the Middle East
		1515	HPR:La Reina South	CAU: Law and employee management
		1516	HPR:La Vista South	CAU: Enterprising Communities

Business Policy & Strategy

Program Chair: Jeffrey J. Reuer, Purdue U.
Professional Development Workshop Chair: Rajshree Agarwal, U. of Maryland

Day	Start	#	Location	Session Information
Fri	8:00am	6	SAC:Room 217 B	BPS Doctoral Consortium I
		7	SAC:Room 007 D	Alliance Portfolios
		8	SAC:Room 006 D	Strategic Human Capital
		17	GH:Lone Star D	Content Analysis
		21	GH:Lone Star C	Caring Cultures & Strategies
		30	MRW:Salon C	Cross Sector Partnerships
		32	LQ:Fiesta B	Against Significance Tests
		34	SAC:Room 207 B	Strategy-as-Practice Research
	8:30am	39	SAC:Room 217 C	BPS Dissertation Consortium
	9:00am	45	SAC:Room 213 B	Teaching International Negotiation
	10:15am	56	SAC:Room 007 C	The Appropriation of Value
		62	SAC:Room 210 B	Business in Emerging Markets
	11:15am	77	SAC:Room 207 B	Creating a Global Network of Design Thinkers
	12:15pm	91	SAC:Room 207 A	Social Studies of Finance
	12:30pm	101	LQ:Fiesta E&F	Qualitative Comparative Analysis
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough
		117	LQ:Fiesta C&D	Emergence in Process Research
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research
		125	MRC:Conference Room 17	The Role of the Future in Strategy
	2:45pm	133	LQ:Crockett West	Why We Should All Be Bayesians
3:30pm	139	SAC:Room 207 A	Revealing the Cultural	
	140	MRW:Salon A	BOP Research Methods	
Sat	8:00am	174	SAC:Room 201	BPS Doctoral Consortium II
		175	SAC:Room 202 B	BPS New Faculty Consortium
		176	SAC:Room 218	Fostering Publication
		181	SAC:Room 207 A	Coherent Careers via Theory
		187	SAC:Room 206 A	Industry Transformation Ibero
		191	SAC:Room 207 B	Frontiers of Cross Cultural Research
		192	SAC:Room 213 B	New Theories to Explain Foreign Entry Structures
		209	SAC:Room 204 B	Introduction to Social Network Analysis
	8:30am	219	SAC:Room 216 A	Social Entrepreneurship in China: East Meets West
		227	SAC:Room 008 A	Publishing Qualitative Res.
	10:15am	242	SAC:Room 206 A	Corporate Opportunities
		246	SAC:Room 208	KM & Transferenc Iberoamerica
		251	SAC:Room 007 D	East-West OMT-ENT Research
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design
		257	SAC:Room 210 B	Global Restructuring
		258	SAC:Room 213 B	Research on Universities
	11:00am	262	SAC:Room 209	Learning from Big Science
	11:15am	266	GH:Travis C	Research-Practice PDW
	12:00pm	272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition
	12:15pm	274	SAC:Room 212 B	Behavioral Strategy: West Meets East
	12:30pm	278	SAC:Room 207 B	BPS Managing your Dissertation Workshop 2011
		279	SAC:Room 208	Patent PDW
		281	SAC:Room 212 A	Austrian Economics and Entrepreneurship Studies
		287	SAC:Room 007 D	Category Dynamics
		290	LQ:Crockett East	Trends in Meta-analysis
		1:00pm	292	MRC:Conference Room 16
	1:30pm	298	SAC:Room 204 B	Advanced Networks PDW
		299	LQ:Fiesta C&D	Ask the Experts: Macro Methods
	1:30pm	302	SAC:Room 207 A	Firm Scope
		303	SAC:Room 213 B	Teaching Strategic Management
304		SAC:Room 201	Funding Opportunities from NSF	

Day	Start	#	Location	Session Information
Sat	2:00pm	317	SAC:Room 206 A	Meet the Editors
		318	SAC:Room 216 A	Understanding and Managing Ecosystems
	2:15pm	319	GH:Crockett A & B	The HR-Performance linkage
	3:30pm	340	SAC:Room 212 B	Inter-firm Contract Research
		341	SAC:Room 216 B	Neurosciences & Strategy
		343	SAC:Room 203 A	Causal Inference in IB Models
		344	GH:Texas Ballroom B	Understanding Scholarly Impact
	3:45pm	345	SAC:Room 208	Korean Business Families
		346	SAC:Room 201	Data Resources from NSF
		347	SAC:Room 206 B	International Entrepreneurship: West Meets East
		348	SAC:Room 007 D	Theory and the Practice of Management in China
	4:00pm	353	SAC:Room 204 A	Teaching Liability-Foreignness
	6:00pm	367	SAC:Room 216 A	BPS Mid-Career Workshop
	6:30pm	380	SAC:Room 006 C & D	Meet the BPS Officers Reception
Sun	2:30pm	465	SAC:Room 217 B	BPS Global Reps Meeting
	3:30pm	486	SAC:Room 217 B	BPS Executive Committee Meeting
	6:00pm	540	SAC:Room 217 A	Irwin Outstanding Educator
Mon	8:00am	576	SAC:Room 201	Board Influences on Organizational Actions
		577	SAC:Room 202 A	Drivers of Innovation
		578	SAC:Room 202 B	DRP: Managing Diversification
		579	SAC:Room 203 A	DRP: Alliance Governance
		580	SAC:Room 203 B	DRP: Governance in Intl Contexts
		581	SAC:Room 204 B	Behavioral Views on Strategic Decision Making
		582	SAC:Room 217 A	SHCS: Entrepreneurship in Public Interest
		583	SAC:Room 217 B	SHCS: Bounded Rationality & Org Econ
		584	SAC:Room 204 A	JS: Dynamic Capabilities
		595	HPR:La Espada	CDP: Managing Change and Disruption in Organizations
		598	HPR:Salon Del Rey S	CDP: Institutions, Institutional Change and Pressure
		612	HR:Navarro	DISC: Emerging Markets Effects
		613	HR:Nueces	DISC: Interorganizational Knowledge Flows and Strategy
		614	HR:Segin	DISC: Strategic Signaling
	678	SAC:Room 006 D	JS: Organizing Open Innovation	
	9:45am	680	SAC:Room 201	Earnings, Analysts, and Information Asymmetry
		681	SAC:Room 202 A	Strategic Renewal and Ambidexterity
		682	SAC:Room 202 B	DRP: Corp. Investment Strategies
		683	SAC:Room 203 A	DRP: Learning and Capability Development in Alliances
		684	SAC:Room 203 B	DRP: Institutions and Firm Performance
		685	SAC:Room 204 A	Determinants and Nature of Competitive Action
		686	SAC:Room 204 B	Learning and Absorptive Capacity
		687	SAC:Room 217 A	JS: Vertical Disintegration
		698	HPR:Corte Real D/E	CDP: Leadership, Succession and Performance
		699	HPR:Corte Real F	CDP: Building Capabilities & Adv.
		701	HPR:La Espada	CDP: Ambidexterity in Organizations
		719	HR:Segin	DISC: Business Models and Strategic Positioning
		768	SAC:Room 206 B	JS: Organizational Misconduct
		769	SAC:Room 214 B	JS: Leadership & Institutions
	11:30am	784	SAC:Room 201	Psych Foundations of Decisions
		785	SAC:Room 202 A	Structuring and Restructuring
		786	SAC:Room 202 B	DRP: Mergers, Acquisitions, and Firm Scope
		787	SAC:Room 203 A	DRP: Alliance Portfolios
		788	SAC:Room 203 B	DRP: Dynamic Capabilities and Competitive Advantage
		789	SAC:Room 204 A	Knowledge Flows Within and Across Firms
		790	SAC:Room 204 B	Ambidexterity and Dynamic Capabilities
		802	HPR:Corte Real F	CDP: Challenges in International Business
		807	HPR:Salon Del Rey S	CDP: Interorganizational Networks
		812	HR:Bowie A	DISC: Leadership, Cognition, and Decision Making
		821	HR:Segin	DISC: Multiple Principals and Agency Problems
		860	SAC:Room 206 A	JS: The Global Ecology of Crowdsourcing
		876	SAC:Room 213 B	JS: Agency and Emergence: On the Origins of Strategy

Day	Start	#	Location	Session Information
Mon	1:15pm	889	SAC:Room 201	Executive and Director Compensation
		890	SAC:Room 202 A	Perspectives on Contracting
		891	SAC:Room 202 B	DRP: Corporate Diversification Strategies
		892	SAC:Room 203 A	DRP: Alliance Formation and Partner Selection
		893	SAC:Room 203 B	DRP: Resources and Competitive Advantage
		894	SAC:Room 204 A	Business Group Performance
		895	SAC:Room 204 B	Resource Development
		896	SAC:Room 217 A	Wiley Blackwell Dissertation Award Finalists
		909	HPR:Salon Del Rey C	CDP: Technology ventures
	3:00pm	923	HR:Nueces	DISC: Intraorganizational Knowledge Sharing
		924	HR:Segin	DISC: Drivers for Alliances and Firm Performance
	4:45pm	994	SAC:Room 201	Executive Succession
		995	SAC:Room 202 A	Is This Alliance Working?
		996	SAC:Room 202 B	DRP: Firm Boundaries: Bridging RBV and TCE
		997	SAC:Room 203 A	DRP: Performance Implications of Alliances
		998	SAC:Room 203 B	DRP: Knowledge and Competitive Advantage
		999	SAC:Room 204 A	Acq. and Spin-Off Processes
		1000	SAC:Room 217 A	SHCS: Microfoundations of Strategy
		1001	SAC:Room 204 B	SHCS: Andrews's Concept of Strategy
1013		HPR:Corte Real F	CDP: Strategy Practice as Process	
1018		HPR:Salon Del Rey N	CDP: Work-Life Balance	
6:30pm	1032	HR:Segin	DISC: M&A Outcomes	
	1101	SAC:Room 201	Opening the Black Box of Board Processes	
	1102	SAC:Room 202 A	Alliances: Learning and Capability Development	
	1103	SAC:Room 204 A	Experience in Gov Alternatives	
	1104	SAC:Room 204 B	Role of Employees in Organizational Adaptation	
	1105	SAC:Room 217 A	JS: Category Effects in Industries	
	1114	HPR:Corte Real F	CDP: Ratings, Rankings, and Performance Evaluation	
7:30pm	1130	HR:Navarro	DISC: Internationalization and Technological Learning	
	1132	HR:Segin	DISC: Firm Scope and Performance	
Tue	8:00am	1201	SAC:Room 204 B	BPS Business Meeting
	1219	SAC:Room 217 A	BPS Social	
	1237	SAC:Room 201	Governance and Corporate-Level Outcomes	
	1238	SAC:Room 202 A	Entrepreneurship, Innovation and Networks	
	1239	SAC:Room 202 B	DRP: Antecedents of Organizational Change	
	1240	SAC:Room 203 A	DRP: Governing Multi-Business Firms	
	1241	SAC:Room 204 A	Downsizing and Divestment	
	1242	SAC:Room 204 B	Competitive Heterogeneity	
	1243	SAC:Room 217 A	JS: The Fog of Feedback	
	1258	HR:Navarro	DISC: Internationalization and Innovation	
	1259	HR:Segin	DISC: Cooperation and Competition	
	1307	SAC:Room 007 A	SHCS: Enabling Innovation Outside the Firm	
	1313	MRC:Salon M	JS: Organizational Legitimacy	
9:45am	1320	SAC:Room 202 A	Unpacking Governance	
	1321	SAC:Room 202 B	DRP: Decision Processes in Organizations	
	1322	SAC:Room 203 A	DRP: Industry Dynamics and Competitive Advantage	
	1323	SAC:Room 203 B	DRP: Top Management Teams and Compensation	
	1324	SAC:Room 204 A	Technology and Competitive Overlap	
	1325	SAC:Room 204 B	Dynamic Fit between the Firm and Its Environment	
	1326	SAC:Room 217 A	JS: Strategy Meets Neurosciences	
	1327	SAC:Room 201	JS: Analysts in Mgmt. Research	
	1343	HPR:Salon Del Rey N	CDP: Building an Impression and Exerting Influence	
	1354	HR:Segin	DISC: New Theoretical Perspectives in Strategy	
1402	SAC:Room 007 A	JS: Org Design in Global Env		

Day	Start	#	Location	Session Information
Tue	11:30am	1419	SAC:Room 201	Governance and Innovation
		1420	SAC:Room 202 A	Networks and Social Capital
		1421	SAC:Room 202 B	DRP: Organizational Learning and Change
		1422	SAC:Room 203 A	DRP: Innovation in Startups and New Ventures
		1423	SAC:Room 203 B	DRP: CEOs: Decision Making and Succession
		1424	SAC:Room 204 B	Intra- and Inter-Industry Heterogeneity
		1425	SAC:Room 212 A	DRP: Sociological Foundations of Corporate Governance
		1426	SAC:Room 204 A	JS: Inter-firm Trust
		1427	SAC:Room 217 A	JS: Org. Learning & Capabilities
		1441	HR:Segin	DISC: Managerial Impact on Change and Innovation
	1:15pm	1504	SAC:Room 201	Governance in International Contexts
		1505	SAC:Room 202 A	Knowledge Flows in Alliances
		1506	SAC:Room 202 B	DRP: Consequences of Organizational Change
		1507	SAC:Room 203 A	DRP: Collaboration for Innovation
		1508	SAC:Room 203 B	DRP: Boards of Directors
		1509	SAC:Room 204 A	MNCs, Market Entry, and Coordination
		1510	SAC:Room 204 B	Competitive Dynamics and Competitive Heterogeneity
		1511	SAC:Room 217 A	SHCS: Inside the Learning Curve
		1519	HR:Segin	DISC: Development and Deployment of Dynamic Capabilities
	3:00pm	1575	SAC:Room 201	The Determinants and Consequences of Experience
		1576	SAC:Room 204 A	Integration & Diversification
		1577	SAC:Room 204 B	Innovation for Diseases
		1586	SAC:Room 215	SHCS: Entrepreneurial Entry Dynamics
		1595	SAC:Room 210 B	JS: Linking Politics and Business

Careers

Program Chair: Julia Richardson, York U.
Professional Development Workshop Chair: Peter A. Heslin, U. of New South Wales

Day	Start	#	Location	Session Information
Fri	10:15am	57	GH:Travis A	Careers in the Rough
		63	MRW:Salon D	Tricky Coaching
	12:15pm	90	GH:Lone Star C	Advice for 3rd-4th Yr Students
	12:30pm	92	GH:Presidio A	Responding to R&R
	1:00pm	104	GH:Bonham D	Managing the Tenure Process: Getting Past No
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough
	2:30pm	127	GH:Bonham B	Careers & Executive Education
Sat	8:00am	177	GH:Bonham B	Publishing Careers Research
		184	MRW:Salon E	Job Search Considerations
	9:00am	234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop
	11:15am	264	GH:Republic A	CAR Early Academic Career Consortium
	2:00pm	312	GH:Bonham C	French-Anglo Research Collabor
	2:15pm	320	GH:Presidio C	A Practical Guide to Causal Mapping
	4:00pm	350	GH:Travis B	Your Work-Life Research Stream
8:00pm	385	OS:Sazos Latin Grill	CAR Division PDW Social	
Sun	2:00pm	454	GH:Presidio B	CAR Executive Meeting
Mon	8:00am	585	GH:Bowie B	Why Mentoring Still Matters For Careers
		586	GH:Travis A	DRP: Finding Meaning in Careers
		587	GH:Lone Star B	SHCS: Generativity and Legacy
		597	HPR:Salon Del Rey N	CDP: Social Networks, Trust, ID
		652	GH:Seguin B	SHCS: Behavioral Outcomes of Job Insecurity
	9:45am	688	GH:Travis A	DRP: Exploring Careers In International Contexts
		689	GH:Lone Star B	SHCS: Job Search Self-Regulation
		696	HPR:Corte Real A/B	CDP: Production Innovation & Dev.
		715	HR:Maverick A	DISC: Making Work Positive and Meaningful
	11:30am	791	GH:Lone Star B	Career Success
		792	GH:Travis A	DRP: Examining Career Behaviours and Outcomes
		802	HPR:Corte Real F	CDP: Challenges in International Business
		828	GH:Lone Star C	SHCS: Women in STEM Workforce
		857	GH:Republic B	JS: Leadership Identity
	1:15pm	897	GH:Lone Star B	Looking Ahead: Career Aspirations and Job Search
		907	HPR:El Mirador West	CDP: Organizational and Individual Learning
	3:00pm	1002	GH:Lone Star B	Everett Cherrington Hughes Award
		1003	GH:Presidio B	SHCS: Work-Family Dyadic Research
		1011	HPR:Corte Real C	CDP: How to Make Mentoring Effective?
		1012	HPR:Corte Real D/E	CDP: Careers, Jobs, and Social Divisions
	4:45pm	1029	HR:Maverick A	DISC: Careers Motivation, Success, and Planning
		1106	GH:Lone Star B	CAR Business Meeting
		1107	GH:Presidio B	Changing Work Practices
1115		HPR:El Mirador East	CDP: Office Politics, Conflicts, and Career	
6:30pm	1182	MRW:Salon F	JS: Change in Health and Education	
	1202	GH:Texas Ballroom D	CAR Social Hour	
Tue	8:00am	1244	GH:Lone Star B	JS: Sustainable Careers
		1245	GH:Presidio B	JS: Structures of Opportunity
	9:45am	1328	GH:Lone Star B	Work Family Enrichment, Conflict and Life Balance
		1329	GH:Presidio B	Does 'Knowing Who' Still Matter?
		1338	HPR:Corte Real D/E	CDP: Career Development, Work and Job Satisfaction
	11:30am	1428	GH:Presidio B	JS: West Meets North and South
		1429	GH:Lone Star B	SHCS: Protean Careers Today
		1435	HPR:Salon Del Rey S	CDP: Mgr Transformation in China
	1:15pm	1512	GH:Presidio B	Context and Career Experiences
		1513	GH:Lone Star B	JS: Profiting from Career Capital
1548		GH:Seguin A	SHCS: Work-Life Balance	

Day	Start	#	Location	Session Information
Tue	3:00pm	1578	GH:Presidio B	JS: Yin & Yang of Mentoring
		1579	GH:Lone Star B	JS: Professional Identity Process
		1611	GH:Seguin B	JS: Turnover/Turnover Intentions

Conflict Management

Program Chair: Zoe Barsness, U. of Washington, Tacoma
 Professional Development Workshop Chair: William P. Bottom, Washington U. in St. Louis

Day	Start	#	Location	Session Information
Fri	9:00am	45	SAC:Room 213 B	Teaching International Negotiation
	12:15pm	90	GH:Lone Star C	Advice for 3rd-4th Yr Students
	5:30pm	156	OS:TBA	CM Junior Faculty Reception
Sat	8:00am	178	GH:Texas Ballroom C	New Directions in Org Justice
		209	SAC:Room 204 B	Introduction to Social Network Analysis
	9:00am	231	GH:Lone Star B	Jr. Faculty Research Incubator
	11:15am	267	GH:Bonham B	Trust the Essential Element
	1:00pm	298	SAC:Room 204 B	Advanced Networks PDW
	1:30pm	305	GH:Bonham D	How to Negotiate Your (First) Job Offer
Sun	3:30pm	487	MRW:Salon E	Conflict Management Executive Committee Meeting
	5:00pm	525	MRW:Salon D	Conflict Management Business Meeting
	6:00pm	541	OS:TBA	Conflict Management Division Social
Mon	8:00am	597	HPR:Salon Del Rey N	CDP: Social Networks, Trust, ID
		599	GH:Presidio A	Negotiation Tactics
		600	GH:Bonham C	JS: Collectives & Social Identity
		650	GH:Lone Star E	JS: Negative Ties and Networks
		673	MRC:Salon M	JS: Unethical Work Behavior
	9:45am	698	HPR:Corte Real D/E	CDP: Leadership, Succession and Performance
		702	HPR:Salon Del Rey C	CDP: Emerging Economy & MNC
		705	GH:Bonham C	Power, Status & Leadership
		706	GH:Presidio A	JS: Navigating Gendered Landscapes
	11:30am	804	HPR:El Mirador West	CDP: Identity, Communication and Helping at Work
		808	GH:Bonham C	SHCS: Hierarchy and Moral Behavior in Organizations
	1:15pm	903	HPR:Corte Real A/B	CDP: Alliances, Competition, and Management Teams
		905	HPR:Corte Real D/E	CDP: Social Relationships & Costs
		910	GH:Bonham C	Task Conflict in Teams
		911	GH:Travis A	DRP: Bad Behavior in the Workplace
	3:00pm	1014	HPR:El Mirador East	CDP: Conflict Management at Work
		1015	HPR:El Mirador West	CDP: In Search of Ethical Practices
		1019	GH:Bonham C	Forgiveness & Reconciliation
		1020	GH:Travis A	DRP: Cognition Accuracy
		1025	HR:Bowie C	DISC: Leading and Enduring Change
		1068	GH:Lone Star E	JS: Faultlines in Work Teams
1069		GH:Republic A	JS: Managing Status Differentials	
1072		GH:Seguin A	JS: Organizational Change and Emotions	
4:45pm	1115	HPR:El Mirador East	CDP: Office Politics, Conflicts, and Career	
	1120	GH:Travis A	DRP: Conflict in Teams: A Multi-level Perspective	
	1121	GH:Bonham C	JS: Cross-Cultural Differences in Negotiation	
	1129	HR:Maverick A	DISC: Understanding and Managing Conflict	
Tue	8:00am	1250	GH:Travis A	DRP: Negotiator Effectiveness
		1251	GH:Bonham C	JS: Trust in Bargaining
	9:45am	1345	GH:Bonham C	Group Structure
		1390	GH:Republic C	JS: New Perspectives on Team I-P-O
		1411	MRC:Salon M	JS: Cognitive Approaches to Behavioral Ethics
11:30am	1436	GH:Bonham C	Fairness Perceptions	
1:15pm	1517	GH:Bonham C	JS: Trends in Org. Justice	

Critical Management Studies

Program Chair: Alex Faria, Fundacao Getulio Vargas
 Professional Development Workshop Chair: Jan Schapper, La Trobe U.
 Professional Development Workshop Chair: Gavin Jack, La Trobe U.

Day	Start	#	Location	Session Information	
Fri	8:00am	9	MRW: Bowie	West & East in AHM?	
		10	MRW: Salon A	CMS Doctoral Consortium	
		28	SAC: Room 207 A	System Theory on the Ground	
		30	MRW: Salon C	Cross Sector Partnerships	
	9:30am	52	MRC: Salon D	Postcolonial Futures	
	10:15am	71	MRC: Salon C	Pedagogical Techniques in SIM	
	12:00pm	83	MRW: Salon A	CMS Doctoral Lunch	
		86	MRC: Salon D	Teaching SIM II: Using Reflection Techniques	
	1:30pm	114	MRC: Conference Room 15	Frontiers of Critique	
	2:15pm	126	GH: Bonham C	Approaches for Studying Management Practices	
	4:00pm	142	MRW: Bowie	Process-relational Thinking	
	Sat	8:00am	179	MRC: Salon J	CMS Teaching
			193	SAC: Room 007 D	Neither West nor East
		9:00am	232	SAC: Room 007 C	Where West Hears East
10:15am		240	MRC: Salon J	Must CMS be hysterical?	
12:30pm		280	MRC: Conference Room 17	Political Foundations of Organizational Research	
1:00pm		292	MRC: Conference Room 16	A Critical Perspective on SM	
1:15pm		301	SAC: Room 007 B	A Socio-Technical Perspective	
2:00pm		313	OS: Lobby of Marriott Rivercenter	Globalized Work and Economy in San Antonio	
3:30pm		342	MRC: Salon L	"Dark Side X" Case-Writing Competition	
7:00pm		382	MRC: Salon L	CMS Welcome	
Sun		8:30am	398	MRC: Salon K	CMS Executive Meeting
		2:00pm	455	MRC: Salon M	Keynote: Crossing Borders
		3:30pm	488	MRC: Conference Room 16	CMS Business Meeting
	5:30pm	534	MRC: Salon I	Organizing Ourselves - Taking Stock of CMS	
	7:00pm	555	MRC: Salon J	CMS Welcome Social	
Mon	8:00am	601	MRC: Conference Room 16	DRP: CSR and Political Economy	
		602	MRC: Salon L	CMS Meets the East	
		610	HR: Maverick A	DISC: Critical Management Studies: Research and Practice	
	9:45am	702	HPR: Salon Del Rey C	CDP: Emerging Economy & MNC	
		707	MRC: Conference Room 16	DRP: Time and Space on the Politics of Management	
		708	MRC: Salon L	From CSRs toward Communities	
	11:30am	809	MRC: Conference Room 16	DRP: Beyond West-East and North-South	
		810	MRC: Salon L	JS: Postcolonial Encounters	
	1:15pm	908	HPR: La Espada	CDP: Critical Thinking in Org.	
		912	MRC: Salon L	SHCS: BoP: Critical Exploration	
	3:00pm	1021	MRC: Salon L	Critical Management at Work	
	4:45pm	1122	MRC: Salon G	Keynote Spirit Returns to East	
		1123	MRC: Salon L	West-East in a Narrative World	
6:30pm	1203	MRC: Salon J	CMS Social Hour		
Tue	8:00am	1252	MRC: Salon L	New Critical Vistas on Research and Education	
	9:45am	1346	MRC: Salon L	Entrepreneurship the Global Financial Crisis	
	11:30am	1428	GH: Presidio B	JS: West Meets North and South	
1437		MRC: Salon L	JS: Sustainable Dev and Location		

Entrepreneurship

Program Chair: David Audretsch, Indiana U., Bloomington
 Professional Development Workshop Chair: Sharon Alvarez, The Ohio State U.

Day	Start	#	Location	Session Information
Fri	8:00am	7	SAC:Room 007 D	Alliance Portfolios
		8	SAC:Room 006 D	Strategic Human Capital
		17	GH:Lone Star D	Content Analysis
	9:30am	53	SAC:Room 008 A	Empowering Women Through Entrepreneurship
	10:15am	58	SAC:Room 008 B	New Horizons in Individual Differences Research
		69	LQ:Crockett West	eLancing
	11:45am	79	SAC:Room 006 B	US PSED II – 5-Year Update
	12:30pm	93	SAC:Room 008 B	PA and the Equity Gap
	1:00pm	106	SAC:Room 206 B	Creating Contexts at the Base of the Pyramid:
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research
	2:00pm	125	MRC:Conference Room 17	The Role of the Future in Strategy
	2:45pm	133	LQ:Crockett West	Why We Should All Be Bayesians
	3:00pm	135	SAC:Room 206 A	How NOT To Quit Your Day Job
	3:30pm	139	SAC:Room 207 A	Revealing the Cultural
	Sat	8:00am	181	SAC:Room 207 A
187			SAC:Room 206 A	Industry Transformation Ibero
214			LQ:Fiesta C&D	Ask the Experts: Qualitative Methods
8:30am		219	SAC:Room 216 A	Social Entrepreneurship in China: East Meets West
		220	SAC:Room 008 B	Social E-Ship+Broader Theories
		221	SAC:Room 216 B	Entrepreneurship Theory
9:00am		234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop
10:15am		241	SAC:Room 207 A	Entrepreneurship Across Campus
		242	SAC:Room 206 A	Corporate Opportunities
		246	SAC:Room 208	KM & Transferenc Iberoamerica
		251	SAC:Room 007 D	East-West OMT-ENT Research
		255	LQ:Fiesta E	How to Define, Identify, and Handle Outliers
		257	SAC:Room 210 B	Global Restructuring
11:00am		262	SAC:Room 209	Learning from Big Science
11:15am		265	SAC:Room 216 A	4th Annual EO3 Research PDW
12:30pm		281	SAC:Room 212 A	Austrian Economics and Entrepreneurship Studies
		282	SAC:Room 216 B	Women/Minority Ent. Research
		287	SAC:Room 007 D	Category Dynamics
		290	LQ:Crockett East	Trends in Meta-analysis
1:00pm		293	SAC:Room 008 A	Data for Soc.Ent. Research
		298	SAC:Room 204 B	Advanced Networks PDW
1:30pm		304	SAC:Room 201	Funding Opportunities from NSF
2:00pm		314	SAC:Room 007 C	ENT Ambassadors Program
		318	SAC:Room 216 A	Understanding and Managing Ecosystems
2:45pm		324	SAC:Room 212 A	Entrepreneurs` Behavior
3:45pm		346	SAC:Room 201	Data Resources from NSF
		347	SAC:Room 206 B	International Entrepreneurship: West Meets East
	348	SAC:Room 007 D	Theory and the Practice of Management in China	
4:15pm	358	GH:Bonham D	Creativity beyond Boundaries	
4:30pm	359	OS:Biga on the Banks	New Member Meeting Point Event	
6:00pm	368	OS:Biga on the Banks	Entrepreneurship Social Event	
Sun	3:30pm	489	SAC:Room 214 B	ENT Executive Committee Meeting

Day	Start	#	Location	Session Information
Mon	8:00am	596	HPR:Salon Del Rey C	CDP: Int't Business in China
		609	HR:Llano	DISC: Small/Family Business
		615	SAC:Room 007 A	DRP: Entrepreneurial Capabilities
		616	SAC:Room 007 B	Board Strategies and Performance
		617	SAC:Room 007 C	New Venture Formation and Performance
		618	SAC:Room 007 D	Does Passion Have a Place in Entrepreneurship?
		619	SAC:Room 008 B	DRP: Univ. -Based Entrepreneurship
	9:45am	620	SAC:Room 213 A	DRP: Entrepreneurship Theory
		714	HR:Llano	DISC: Entrepreneurial Education
		720	SAC:Room 007 B	Strategic Entrepreneurship
		721	SAC:Room 007 C	New Business Creation: What Matters and Why
		722	SAC:Room 007 D	New Theoretical Directions
		723	SAC:Room 008 B	DRP: Diversity and Entrepreneurship
		724	SAC:Room 213 A	DRP: Theoretical Perspectives
	11:30am	736	SAC:Room 210 B	SHCS: Diaspora Investment & Entrepreneurship
		799	HPR:Corte Real A/B	CDP: Collaboration and Interaction Across Boundaries
		800	HPR:Corte Real C	CDP: Explorations in Creativity and Innovation
		806	HPR:Salon Del Rey N	CDP: Non-Profit & Public Org
		816	HR:Llano	DISC: New Ventures and Innovation
		822	SAC:Room 007 B	Venture Capital Finance
		823	SAC:Room 007 C	Is Being New Really Such a Liability?
1:15pm	824	SAC:Room 008 B	DRP: Networkers in Entrepreneurship	
	825	SAC:Room 213 A	DRP: Entrepreneurial Intent and Orientation	
	903	HPR:Corte Real A/B	CDP: Alliances, Competition, and Management Teams	
	904	HPR:Corte Real C	CDP: Learning through Experience	
	906	HPR:Corte Real F	CDP: Managing the Multibusiness Portfolio	
	909	HPR:Salon Del Rey C	CDP: Technology ventures	
	919	HR:Llano	DISC: Human Capital and Opportunity	
3:00pm	925	SAC:Room 007 B	Entrepreneurial Capabilities	
	926	SAC:Room 007 C	Founders and New Venture Performance	
	927	SAC:Room 007 D	New Research Directions	
	928	SAC:Room 008 B	DRP: Social Context	
	929	SAC:Room 213 A	DRP: Intentions and Orientation	
	1000	SAC:Room 217 A	SHCS: Microfoundations of Strategy	
	1017	HPR:Salon Del Rey C	CDP: Social, Female and Corporate Entrepreneurship	
4:30pm	1028	HR:Llano	DISC: Entrepreneurship Analysis and Design	
	1033	SAC:Room 007 B	Entrepreneurial Strategy	
	1034	SAC:Room 007 C	SME Performance	
	1035	SAC:Room 007 D	SHCS: Creativity & Entrepreneurship	
	1036	SAC:Room 008 B	DRP: Global Entrepreneurship:	
	1037	SAC:Room 212 B	Entrepreneurial Opportunities	
	1038	SAC:Room 213 A	DRP: The Psychological Foundation of Entrepreneurship	
4:45pm	1087	MRW:Salon C	JS: Deploying Renewable Energy	
	1099	SAC:Mission 103 A	ENT IDEA Awards	
6:30pm	1117	HPR:La Espada	CDP: Size, Scale, and Rationality	
	1128	HR:Llano	DISC: Enhancing Entrepreneurship	
	1133	SAC:Room 007 D	Passion & Psych Ownership	
7:30pm	1134	SAC:Room 008 B	DRP: International Entrepreneurship	
	1204	SAC:Room 007 B	ENT Business Meeting	
Tue	8:00am	1220	SAC:Room 007 C	ENT Social Reception
		1260	SAC:Room 007 B	The Role of Networks in Entrepreneurial Activity
		1261	SAC:Room 007 C	Learning and Entrepreneurship
		1262	SAC:Room 007 D	Management of Family Firms
		1263	SAC:Room 008 B	DRP: Finance Issues in Entrepreneurship
		1264	SAC:Room 212 B	Stress in Unique Contexts
		1318	SAC:Room 006 D	JS: Innovations for Inclusion

Day	Start	#	Location	Session Information
Tue	9:45am	1339	HPR:El Mirador East	CDP: Leadership and its Trap
		1351	HR:Llano	DISC: Entrepreneurship and Globalization
		1355	SAC:Room 007 B	Regional Entrepreneurship
		1356	SAC:Room 007 C	Entrepreneurship and Markets
		1357	SAC:Room 007 D	Gender Issues in Entrepreneurship
		1358	SAC:Room 008 B	DRP: New Sources of Entrepreneurial Finance
		1359	SAC:Room 213 A	DRP: SME Strategies and Performance
		1360	SAC:Room 212 B	SHCS: Entrepreneurs of 21st century
	11:30am	1417	SAC:Room 006 D	JS: Cleantech Emergence
		1442	SAC:Room 007 B	Social Entrepreneurship
		1443	SAC:Room 007 C	Entrepreneurship and Innovation
		1444	SAC:Room 007 D	The Performance of Family Firms
		1445	SAC:Room 008 B	DRP: Boards and IPOs
		1446	SAC:Room 213 A	DRP: Innovation: Organizational and Strategic Issues
1:15pm	1447	SAC:Room 217 B	DRP: Entrepreneurial Strategy	
	1488	SAC:Room 206 B	SHCS: The Local and The Global in Community Dynamics	
	1520	SAC:Room 007 B	Alliances in Entrepreneurship	
	1521	SAC:Room 007 D	Social Ent. Research	
3:00pm	1522	SAC:Room 008 B	DRP: Family Business in an Entrepreneurial Context	
	1523	SAC:Room 212 A	DRP: The Link Between SME Strategy and Performance	
	1580	SAC:Room 007 B	Corporate Entrepreneurship	
	1581	SAC:Room 007 C	ENT and Urban Development	
	1582	SAC:Room 007 D	SHCS: Sustaining the Family Business	
	1583	SAC:Room 008 B	DRP: New Research on Family Business	
	1584	SAC:Room 208	DRP: Entrepreneurial Process	
1585	SAC:Room 213 A	DRP: Founder Performance		
1586	SAC:Room 215	SHCS: Entrepreneurial Entry Dynamics		
1631	SAC:Room 006 D	SHCS: Emerging Industries: Theory and Evidence		

Gender & Diversity in Organizations

Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
 Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College

Day	Start	#	Location	Session Information	
Fri	8:00am	12	GH:Presidio C	Integral Cultural Learning	
		13	GH:Presidio B	Comparative Employment Equity around the World	
	10:15am	59	GH:Travis B	Generational Diversity	
	12:30pm	94	GH:Travis B	Publishing Diversity Research Workshop	
	1:30pm	114	MRC:Conference Room 15	Frontiers of Critique	
	2:45pm	130	MRW:Salon D	Diversity Icebreaker	
	4:15pm	144	GH:Lone Star A	Black Experience in Orgs	
	6:00pm	157	GH:Texas Ballroom B	GDO Pre-Conference Social Hour	
Sat	8:00am	177	GH:Bonham B	Publishing Careers Research	
		180	GH:Presidio B	Action Learning in Action	
		182	GH:Presidio A	Diversity Assessments Workshop	
		183	GH:Texas Ballroom D	Boundary Spanning Leadership	
	8:30am	222	GH:Lone Star A	GDO Doctoral Consortium	
	9:00am	234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop	
	10:15am	243	GH:Republic B	Caring Institutions & Leaders	
	12:30pm	280	MRC:Conference Room 17	Political Foundations of Organizational Research	
		289	GH:Travis B	Leadership and Tango Dance	
		291	MRC:Salon C	Discussing the Undiscussable	
	2:30pm	322	GH:Mission B	Investing in Human Capital	
	4:00pm	350	GH:Travis B	Your Work-Life Research Stream	
	4:15pm	357	GH:Bonham C	LGBTQ Teaching Incubator	
	8:00pm	386	GH:Texas Ballroom B	LGBTQ and Friends Reception	
Sun	3:30pm	490	GH:Bonham B	GDO Executive Committee Meeting	
	6:00pm	542	OS:TBD	GDO Executive Committee Dinner	
Mon	8:00am	611	HR:Maverick B	DISC: Intercultural Issues	
		621	GH:Lone Star C	Racism, Social Dominance and Citizenship Behaviors	
		622	GH:Texas Ballroom E	GDO Welcome Coffee/Tea	
		623	GH:Travis B	DRP: Identity and Firm Outcomes	
	9:45am	703	HPR:Salon Del Rey N	CDP: Goals, Commitments, and Value Creation	
		706	GH:Presidio A	JS: Navigating Gendered Landscapes	
		716	HR:Maverick B	DISC: Gender Research	
		725	GH:Lone Star C	Diversity and Firm Performance	
		726	GH:Travis B	DRP: Ties, Networks and Diversity	
	11:30am	801	HPR:Corte Real D/E	CDP: Religion, Emotions, and the Workplace	
		818	HR:Maverick B	DISC: Managing Diversity	
		826	GH:Presidio A	Age Diversity & Organizational Context	
		827	GH:Travis B	DRP: Gender Roles and Pay Inequity	
			828	GH:Lone Star C	SHCS: Women in STEM Workforce
	1:15pm	930	GH:Lone Star C	SHCS: Redefining the Black Experienc	
		931	GH:Travis B	DRP: International Women and Work Place Experiences	
		932	GH:Presidio A	JS: Similarities Among Differences	
	3:00pm	1012	HPR:Corte Real D/E	CDP: Careers, Jobs, and Social Divisions	
		1017	HPR:Salon Del Rey C	CDP: Social, Female and Corporate Entrepreneurship	
		1039	GH:Lone Star C	Equal Opportunity From Cross Country Perspectives	
		1040	GH:Presidio A	Race, Justice and Tokenism	
		1068	GH:Lone Star E	JS: Faultlines in Work Teams	
			1069	GH:Republic A	JS: Managing Status Differentials
	4:45pm	1116	HPR:El Mirador West	CDP: Work, Family and Gender	
		1135	GH:Presidio A	GDO Townhall Meeting	
		1136	GH:Lone Star C	JS: Hispanic Work Issues	
	6:30pm	1205	GH:Presidio A	GDO Business Meeting.	
7:30pm	1221	GH:Lone Star C	GDO Division Reception		

Day	Start	#	Location	Session Information
Tue	8:00am	1265	GH:Presidio A	Diversity in Teams
		1266	GH:Lone Star C	JS: Women Leaders across the Globe
	9:45am	1338	HPR:Corte Real D/E	CDP: Career Development, Work and Job Satisfaction
		1340	HPR:El Mirador West	CDP: Succession, Job Attachment and Embeddedness
		1343	HPR:Salon Del Rey N	CDP: Building an Impression and Exerting Influence
		1360	SAC:Room 212 B	SHCS: Entrepreneurs of 21st century
		1361	GH:Presidio A	SHCS: Exploring Stereotype Threat
		1362	GH:Travis A	DRP: Women and Leadership Roles
		1363	GH:Lone Star C	JS: Women at Work in the Arab MENA
	11:30am	1372	SAC:Room 210 A	JS: Scientific Mindfulness
		1448	GH:Lone Star C	What We Know About Diversity
		1449	GH:Presidio A	Gender Expression & Differences
	1:15pm	1450	GH:Travis A	DRP: Organizational Climate and Diversity
		1524	GH:Lone Star C	Academia As A 2nd Career
	3:00pm	1525	GH:Travis A	DRP: Disability and Workplace Contextual Barriers
		1587	GH:Lone Star C	Gender, Inequality and Stereotypes
		1588	GH:Travis A	DRP: Work Life Balance, Stress, Burnout

Health Care Management

Program Chair: Jami Leanne DelliFraine, U. of Texas
 Professional Development Workshop Chair: Eric W. Ford, U. of North Carolina, Greensboro

Day	Start	#	Location	Session Information
Fri	8:00am	30	MRW:Salon C	Cross Sector Partnerships
		33	LQ:Fiesta C&D	Scale Development Workshop
	8:30am	40	OS:Brooke Army Medical Center	Intrepid Field Trip
	10:15am	60	MRW:Salon B	International Healthcare
		61	MRW:Salon F	East Meets West
	12:30pm	95	MRW:Salon F	Industry-Academic Research
4:15pm	145	MRC:Salon K	Innovation in Health Care	
4:30pm	148	GH:Lone Star C	Negative Effects of Learning	
Sat	8:00am	184	MRW:Salon E	Job Search Considerations
		185	MRW:Bowie	On-line Learning Techniques
		211	MRC:Salon D	QI for Public/Nonprofits
		213	GH:Travis C	Managing Change in the Aftermath of Extreme Events
		217	MRW:Salon A	Teaching with Technology
	12:30pm	283	MRW:Bowie	Making learning tangible
		284	MRW:Salon E	International Comparison
	1:30pm	306	MRW:Salon C	Career-long Publishing
	2:00pm	312	GH:Bonham C	French-Anglo Research Collabor
	3:00pm	330	MRW:Salon A	Exploring the Journey
	6:00pm	369	OS:Las Ramblas at the Hotel Contessa	HCMD PDW Social and Alamo Remembrance
Sun	3:30pm	491	MRW:Salon B	HCM Executive Committee Meeting
Mon	8:00am	624	MRC:Salon K	Employee Retention
	9:45am	727	MRC:Salon K	Leadership Perspectives in Healthcare
	11:30am	829	MRC:Salon K	Improving Health System Quality
	1:15pm	904	HPR:Corte Real C	CDP: Learning through Experience
		920	HR:Maverick A	DISC: Healthcare Technology and Quality
		933	MRC:Conference Room 16	DRP: Electronic Health Records and Technology
		934	MRC:Salon K	Organizational Change and Learning in Healthcare
		989	SAC:Room 006 D	JS: KT and Innovation Management
	3:00pm	1041	MRC:Conference Room 16	DRP: Patient-Centered and Evidence-Based Care
		1042	MRC:Salon K	SHCS: Health Reform & Mgmt. Research
	4:45pm	1137	MRC:Conference Room 16	DRP: Organization and Delivery
		1138	MRC:Salon K	Healthcare Leadership: Thoughts from my Foxhole
	6:30pm	1206	MRC:Salon K	HCMD Business Meeting
7:30pm	1222	MRC:Salon L	Health Care Management Division Reception	
Tue	8:00am	1267	MRC:Salon K	Management Practices to Improve Healthcare Quality
	9:45am	1336	HPR:Corte Real A/B	CDP: Managing Health and Healthcare
		1364	MRC:Salon K	Physician Practice and Innovation
	11:30am	1451	MRC:Salon K	Survey Methods
		1464	MRC:Salon C	JS: Learning from Innovative EBMgt
	1:15pm	1526	MRC:Salon K	Innovation in Healthcare
		1527	MRC:Salon L	Professional Practice
3:00pm	1589	MRC:Salon K	Improving Efficiency and Quality in Healthcare	
	1590	MRC:Salon L	Employee Engagement in Healthcare	

Human Resources

Program Chair: Wendy R. Boswell, Texas A&M U.
Professional Development Workshop Chair: David G. Allen, U. of Memphis

Day	Start	#	Location	Session Information	
Fri	8:00am	8	SAC:Room 006 D	Strategic Human Capital	
		13	GH:Presidio B	Comparative Employment Equity around the World	
		20	GH:Lone Star E	The Productivity Process	
		32	LQ:Fiesta B	Against Significance Tests	
		33	LQ:Fiesta C&D	Scale Development Workshop	
	9:30am	54	OS:Valero Energy Corporation	HR Corporate Tour: Trip to Valero Energy	
	10:15am	59	GH:Travis B	Generational Diversity	
		67	GH:Republic B	Positive,Talent-Based ODC	
		69	LQ:Crockett West	eLancing	
		70	LQ:Fiesta B	Agreement Statistics	
	12:00pm	84	SAC:Room 007 A	Management in Africa	
	12:30pm	92	GH:Presidio A	Responding to R&R	
		96	GH:Presidio B	Learning Evaluation in UK HE	
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough	
	2:45pm	128	GH:Presidio B	HR Systems/Programs for India	
		129	SAC:Room 008 B	Anxious Tiger, Astute Dragon	
		133	LQ:Crockett West	Why We Should All Be Bayesians	
	3:15pm	137	GH:Travis B	Leader Development Forum	
	3:45pm	141	GH:Travis A	East-West Innovation	
	4:30pm	147	OS:To Be Determined	HR Junior Faculty Consortium Icebreaker and Dinner	
5:00pm	150	GH:Texas Ballroom C	HR Doctoral Consortium Dinner		
Sat	8:00am	178	GH:Texas Ballroom C	New Directions in Org Justice	
		186	GH:Bonham D	Multinational Perspectives	
		209	SAC:Room 204 B	Introduction to Social Network Analysis	
		217	MRW:Salon A	Teaching with Technology	
		8:30am	223	GH:Lone Star C	HR Division Junior Faculty Consortium
		224	GH:Lone Star D	HR Division Doctoral Consortium	
	9:00am	234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop	
	10:15am	243	GH:Republic B	Caring Institutions & Leaders	
		244	GH:Bonham D	Global Competencies	
		245	GH:Texas Ballroom A	HR Research: New Directions in Research Methods	
		255	LQ:Fiesta E	How to Define, Identify, and Handle Outliers	
	10:30am	260	LQ:Fiesta C&D	Ask the Experts: Micro Methods	
	11:15am	266	GH:Travis C	Research-Practice PDW	
	12:30pm	286	MRC:Salon D	Evidence-Based Management	
		290	LQ:Crockett East	Trends in Meta-analysis	
	1:00pm	298	SAC:Room 204 B	Advanced Networks PDW	
	1:30pm	308	GH:Bonham B	Second Life Tutorial	
	2:15pm	319	GH:Crockett A & B	The HR-Performance linkage	
	2:30pm	321	GH:Travis D	HR Div. Pre-Dissertation PDW	
	2:45pm	325	MRW:Bowie	Leadership Simulations	
	3:30pm	344	GH:Texas Ballroom B	Understanding Scholarly Impact	
	3:45pm	349	LQ:Crockett West	Systematic Review and Research Synthesis	
	4:00pm	351	GH:Crockett C & D	HR Division Innovative Teaching Award Presentation	
	Sun	3:30pm	492	GH:Presidio A	HR Division Executive Committee Meeting
		6:00pm	543	GH:Lone Star D	HR Division Business Meeting and Reception
	Mon	7:30am	569	GH:Texas Ballroom F	HR Div Breakfast & Awards

Day	Start	#	Location	Session Information
Mon	8:00am	593	HPR:El Mirador East	CDP: Org. Citizenship Behavior
		604	HR:Bowie A	DISC: Human Resources: Training & Practice
		625	GH:Mission A	DRP: Creativity and Innovation in HRM
		626	GH:Bonham D	JS: Pay Differences & Variability
		627	GH:Lone Star D	JS: Self-Regulation at Work
		628	GH:Independence	JS: New Ways of Organizing Work
		651	GH:Seguin A	JS: The Dark and Bright Sides of Workplace Envy
	9:45am	652	GH:Seguin B	SHCS: Behavioral Outcomes of Job Insecurity
		689	GH:Lone Star B	SHCS: Job Search Self-Regulation
		697	HPR:Corte Real C	CDP: Understanding Union Effects in Organizations
		710	HR:Bowie A	DISC: Human Resources: Hiring and Recruiting
		728	GH:Bonham D	Expats & Host Country National
		729	GH:Independence	Indiv Difference & Pay Systems
		730	GH:Lone Star D	High Performance Work Systems and Firm Performance
		731	GH:Mission A	DRP: Leadership and Human Resource Management
	11:30am	754	GH:Republic A	SHCS: Org. Culture and Climate
		804	HPR:El Mirador West	CDP: Identity, Communication and Helping at Work
		830	GH:Bonham D	The Line Manager Role in HRM
		831	GH:Lone Star D	Executive Compensation
		832	GH:Mission A	DRP: Understanding Employee Withdrawal Behavior
	1:15pm	833	GH:Independence	JS: Cultural boundary spanners
		843	MRW:Salon B	JS: Cross-National HRM Evolution
		905	HPR:Corte Real D/E	CDP: Social Relationships & Costs
		914	HR:Bowie A	DISC: Expectations and Injustice
		935	GH:Lone Star D	Sharing Knowledge about Knowledge Sharing
		936	GH:Mission A	DRP: Overlooked Topics in Employee Selection Research
		937	GH:Presidio B	SHRM Foundation Dissertation Grant Recipients
938		GH:Independence	JS: A Closer Look at Core Self-Evaluations	
939		GH:Bonham D	JS: HR Practices and Systems	
2:30pm	962	GH:Seguin B	JS: Challenging P-O Fit	
	964	SAC:Room 206 A	JS: Building Virtual Teams	
	992	GH:Texas Ballroom B	HR Division Ice Cream Social	
3:00pm	1003	GH:Presidio B	SHCS: Work-Family Dyadic Research	
	1016	HPR:La Espada	CDP: Managing Human Capital	
	1023	HR:Bowie A	DISC: Health and Stressors	
	1043	GH:Independence	Performance Ratings and Raters	
	1044	GH:Lone Star D	Social Capital, Human Capital	
	1045	GH:Mission A	DRP: Org & Instit. Processes	
	1046	GH:Travis B	DRP: Rethinking Employee Performance Appraisal	
	1047	GH:Bonham D	JS: HRM in the Middle East	
4:45pm	1070	GH:Seguin B	JS: Loving a Job/Passion for Work	
	1116	HPR:El Mirador West	CDP: Work, Family and Gender	
	1136	GH:Lone Star C	JS: Hispanic Work Issues	
	1139	GH:Bonham D	The Effects of Downsizing	
	1140	GH:Mission A	DRP: HR Implementation and Strategic Fit	
	1141	GH:Travis B	DRP: Group- and Firm-Based Incentives	
	1163	GH:Lone Star E	JS: Research Ethics and Integrity	
5:30pm	1165	GH:Bowie C	JS: Implicit Measures in Management Research	
	1195	GH:Lone Star F	Research Meets Practice	
Tue	8:00am	1244	GH:Lone Star B	JS: Sustainable Careers
		1245	GH:Presidio B	JS: Structures of Opportunity
		1249	HPR:La Espada	CDP: HR in Emerging Economies
		1268	GH:Bonham D	Employee Creativity
		1269	GH:Lone Star D	HR and Corporate Social Responsibility
		1270	GH:Mission A	DRP: Integrating HR into Organizational Strategy
		1293	GH:Seguin A	JS: Silence and Voice
		1294	GH:Travis C	JS: Socialization and Newcomers

Day	Start	#	Location	Session Information
Mon	8:00am	593	HPR:El Mirador East	CDP: Org. Citizenship Behavior
		604	HR:Bowie A	DISC: Human Resources: Training & Practice
		625	GH:Mission A	DRP: Creativity and Innovation in HRM
		626	GH:Bonham D	JS: Pay Differences & Variability
		627	GH:Lone Star D	JS: Self-Regulation at Work
		628	GH:Independence	JS: New Ways of Organizing Work
		651	GH:Seguin A	JS: The Dark and Bright Sides of Workplace Envy
	9:45am	652	GH:Seguin B	SHCS: Behavioral Outcomes of Job Insecurity
		689	GH:Lone Star B	SHCS: Job Search Self-Regulation
		697	HPR:Corte Real C	CDP: Understanding Union Effects in Organizations
		710	HR:Bowie A	DISC: Human Resources: Hiring and Recruiting
		728	GH:Bonham D	Expats & Host Country National
		729	GH:Independence	Indiv Difference & Pay Systems
		730	GH:Lone Star D	High Performance Work Systems and Firm Performance
		731	GH:Mission A	DRP: Leadership and Human Resource Management
	11:30am	754	GH:Republic A	SHCS: Org. Culture and Climate
		804	HPR:El Mirador West	CDP: Identity, Communication and Helping at Work
		830	GH:Bonham D	The Line Manager Role in HRM
		831	GH:Lone Star D	Executive Compensation
832		GH:Mission A	DRP: Understanding Employee Withdrawal Behavior	
1:15pm	833	GH:Independence	JS: Cultural boundary spanners	
	843	MRW:Salon B	JS: Cross-National HRM Evolution	
	905	HPR:Corte Real D/E	CDP: Social Relationships & Costs	
	914	HR:Bowie A	DISC: Expectations and Injustice	
	935	GH:Lone Star D	Sharing Knowledge about Knowledge Sharing	
	936	GH:Mission A	DRP: Overlooked Topics in Employee Selection Research	
	937	GH:Presidio B	SHRM Foundation Dissertation Grant Recipients	
	938	GH:Independence	JS: A Closer Look at Core Self-Evaluations	
2:30pm	939	GH:Bonham D	JS: HR Practices and Systems	
	962	GH:Seguin B	JS: Challenging P-O Fit	
	964	SAC:Room 206 A	JS: Building Virtual Teams	
	992	GH:Texas Ballroom B	HR Division Ice Cream Social	
	3:00pm	1003	GH:Presidio B	SHCS: Work-Family Dyadic Research
1016		HPR:La Espada	CDP: Managing Human Capital	
1023		HR:Bowie A	DISC: Health and Stressors	
1043		GH:Independence	Performance Ratings and Raters	
1044		GH:Lone Star D	Social Capital, Human Capital	
1045		GH:Mission A	DRP: Org & Instit. Processes	
1046		GH:Travis B	DRP: Rethinking Employee Performance Appraisal	
1047		GH:Bonham D	JS: HRM in the Middle East	
4:45pm	1070	GH:Seguin B	JS: Loving a Job/Passion for Work	
	1116	HPR:El Mirador West	CDP: Work, Family and Gender	
	1136	GH:Lone Star C	JS: Hispanic Work Issues	
	1139	GH:Bonham D	The Effects of Downsizing	
	1140	GH:Mission A	DRP: HR Implementation and Strategic Fit	
	1141	GH:Travis B	DRP: Group- and Firm-Based Incentives	
	1163	GH:Lone Star E	JS: Research Ethics and Integrity	
5:30pm	1165	GH:Bowie C	JS: Implicit Measures in Management Research	
	1195	GH:Lone Star F	Research Meets Practice	
Tue	8:00am	1244	GH:Lone Star B	JS: Sustainable Careers
		1245	GH:Presidio B	JS: Structures of Opportunity
		1249	HPR:La Espada	CDP: HR in Emerging Economies
		1268	GH:Bonham D	Employee Creativity
		1269	GH:Lone Star D	HR and Corporate Social Responsibility
		1270	GH:Mission A	DRP: Integrating HR into Organizational Strategy
		1293	GH:Seguin A	JS: Silence and Voice
		1294	GH:Travis C	JS: Socialization and Newcomers

International Management

Program Chair: John Mezas, U. of Miami
Professional Development Workshop Chair: Jennifer Spencer, George Washington U.

Day	Start	#	Location	Session Information	
Fri	8:00am	13	GH:Presidio B	Comparative Employment Equity around the World	
		14	SAC:Room 008 B	International HR Management	
		32	LQ:Fiesta B	Against Significance Tests	
	9:00am	45	SAC:Room 213 B	Teaching International Negotiation	
	10:15am	62	SAC:Room 210 B	Business in Emerging Markets	
		64	LQ:Fiesta C&D	Measuring Cultural Knowledge	
	12:00pm	84	SAC:Room 007 A	Management in Africa	
	1:00pm	107	SAC:Room 007 D	IM Paper Development Workshop	
		109	OS:Toyota Texas Plant	Toyota Texas Plant Tour	
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough	
	2:00pm	120	SAC:Room 007 C	India and China	
	2:45pm	128	GH:Presidio B	HR Systems/Programs for India	
		129	SAC:Room 008 B	Anxious Tiger, Astute Dragon	
		130	MRW:Salon D	Diversity Icebreaker	
	3:30pm	140	MRW:Salon A	BOP Research Methods	
	3:45pm	141	GH:Travis A	East-West Innovation	
	4:15pm	145	MRC:Salon K	Innovation in Health Care	
	6:00pm	159	SAC:Room 210 A	IM Division PDW Welcome	
	Sat	8:00am	176	SAC:Room 218	Fostering Publication
182			GH:Presidio A	Diversity Assessments Workshop	
186			GH:Bonham D	Multinational Perspectives	
189			SAC:Room 217 B	IM Doctoral Consortium	
190			SAC:Room 217 C	IM Junior Faculty Consortium	
191			SAC:Room 207 B	Frontiers of Cross Cultural Research	
192			SAC:Room 213 B	New Theories to Explain Foreign Entry Structures	
8:30am		219	SAC:Room 216 A	Social Entrepreneurship in China: East Meets West	
9:00am		234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop	
10:15am		244	GH:Bonham D	Global Competencies	
		257	SAC:Room 210 B	Global Restructuring	
12:00pm		273	GH:Travis A	OD&C Complex Social Issues	
12:30pm		279	SAC:Room 208	Patent PDW	
1:00pm		295	SAC:Room 206 B	Broadening the Academic Enterprise	
2:00pm		316	SAC:Room 008 B	Foreign Study Tours	
2:45pm		325	MRW:Bowie	Leadership Simulations	
		328	MRC:Salon D	Env. and Soc. Issues in Africa	
3:00pm		332	SAC:Room 217 D	Research from Emerging Markets	
3:30pm		343	SAC:Room 203 A	Causal Inference in IB Models	
		344	GH:Texas Ballroom B	Understanding Scholarly Impact	
3:45pm		347	SAC:Room 206 B	International Entrepreneurship: West Meets East	
4:00pm		352	SAC:Room 210 A	IM Consortia Meet the Editors Panel	
		353	SAC:Room 204 A	Teaching Liability-Foreignness	
		356	SAC:Room 209	Research Across East and West	
6:00pm		373	SAC:Mission 103 B	IM Division PDW Reception	
Sun		2:00pm	461	SAC:Room 207 B	Booz&Co Eminent Scholar Award
		4:30pm	521	SAC:Room 216 A	IM Committee Meetings with EC
Mon		7:00am	564	SAC:Room 214 A	International Management Thought Leadership Cafe

Day	Start	#	Location	Session Information
Mon	8:00am	596	HPR:Salon Del Rey C	CDP: Int' t Business in China
		598	HPR:Salon Del Rey S	CDP: Institutions, Institutional Change and Pressure
		614	HR:Segin	DISC: Strategic Signaling
		626	GH:Bonham D	JS: Pay Differences & Variability
		631	SAC:Room 207 B	Cultural Values and IM
		632	SAC:Room 208	DRP: Social Network Management
		633	SAC:Room 209	Home and Host Country Effects
		634	SAC:Room 210 A	Power Structure and Distance
		635	SAC:Room 210 B	Top Management Teams and Internationalization
	665	SAC:Room 214 C	JS: Culture and Performance	
	9:45am	702	HPR:Salon Del Rey C	CDP: Emerging Economy & MNC
		704	HPR:Salon Del Rey S	CDP: Firm Growth, Regulatory Oversight and Culture
		717	HR:Navarro	DISC: International Managers
		732	SAC:Room 207 B	Internationalization Processes and Strategies
		733	SAC:Room 208	DRP: Cross Cultural Influences & IM
		734	SAC:Room 209	Capturing Value in Mergers and Acquisition
		735	SAC:Room 210 A	Global Strategy and Tactics
		736	SAC:Room 210 B	SHCS: Diaspora Investment & Entrepreneurship
	11:30am	802	HPR:Corte Real F	CDP: Challenges in International Business
803		HPR:El Mirador East	CDP: CSR thru Globalization & Gov.	
810		MRC:Salon L	JS: Postcolonial Encounters	
819		HR:Navarro	DISC: International Leadership and Employees	
834		SAC:Room 207 B	Cross-Cultural Studies	
835		SAC:Room 208	DRP: Emerging Economies and Development Strategies	
836		SAC:Room 209	Strategic Global Offshoring	
837		SAC:Room 210 A	Entrepreneurship & New Venture	
838	SAC:Room 210 B	Emerging Market MNCs and Internationalization		
1:15pm	922	HR:Navarro	DISC: Learning from Foreign Technologies	
	923	HR:Nueces	DISC: Intraorganizational Knowledge Sharing	
	932	GH:Presidio A	JS: Similarities Among Differences	
	940	SAC:Room 207 B	Cross Culturalism and Values	
	941	SAC:Room 208	DRP: International HRM	
	942	SAC:Room 209	Organizational Knowledge in International World	
	943	SAC:Room 210 A	Market Information & Dynamics	
	944	SAC:Room 210 B	Cross-Cultural Comparision	
3:00pm	1014	HPR:El Mirador East	CDP: Conflict Management at Work	
	1031	HR:Navarro	DISC: Internationalization of Developing Country Firms	
	1047	GH:Bonham D	JS: HRM in the Middle East	
	1048	SAC:Room 207 B	Schaffer Award for Applied IM	
	1049	SAC:Room 208	DRP: Emerging Market MNCs	
	1050	SAC:Room 209	Cross Cultural Management	
	1051	SAC:Room 210 A	Global Outsourcing	
1052	SAC:Room 210 B	International HRM		
4:45pm	1121	GH:Bonham C	JS: Cross-Cultural Differences in Negotiation	
	1130	HR:Navarro	DISC: Internationalization and Technological Learning	
	1142	SAC:Room 207 B	Barry Richmond Dissertation Award Session	
	1143	SAC:Room 208	DRP: Internationalization Process	
	1144	SAC:Room 209	Social Network	
	1145	SAC:Room 210 A	Internationalization Process	
	1146	SAC:Room 210 B	Learning and Strategic Change	
1147	SAC:Room 216 B	Executive Compensation Mgt		
6:30pm	1208	SAC:Room 207 B	IM Business Meeting	
Tue	7:00am	1228	SAC:Room 214 A	Meet the IM Leadership Breakfast

Day	Start	#	Location	Session Information
Tue	8:00am	1258	HR:Navarro	DISC: Internationalization and Innovation
		1266	GH:Lone Star C	JS: Women Leaders across the Globe
		1271	SAC:Room 207 B	Mergers and Acquisitions
		1272	SAC:Room 208	DRP: Cultural Impact & Leadership
		1273	SAC:Room 209	Base of Pyramid Research
		1274	SAC:Room 210 A	MNC Governance
		1275	SAC:Room 210 B	JS: A South Asian Perspective
	9:45am	1318	SAC:Room 006 D	JS: Innovations for Inclusion
		1337	HPR:Corte Real C	CDP: Internal & External Antecedent
		1353	HR:Navarro	DISC: MNC Strategies
		1363	GH:Lone Star C	JS: Women at Work in the Arab MENA
		1368	SAC:Room 207 B	Entry Mode Choice and Dynamics
		1369	SAC:Room 208	DRP: Knowledge Management
		1370	SAC:Room 209	MNC-Subsidiary Relationships
	11:30am	1371	SAC:Room 210 B	Cross-Cultural Comparison
		1372	SAC:Room 210 A	JS: Scientific Mindfulness
		1437	MRC:Salon L	JS: Sustainable Dev and Location
		1440	HR:Navarro	DISC: Institutional Issues in International Management
		1456	SAC:Room 207 B	Globalization of R&D and Innovation Strategies
		1457	SAC:Room 208	DRP: MNC Ownership & Management
		1458	SAC:Room 209	Political Economy & IM
1:15pm	1459	SAC:Room 210 A	Alliances, Network, & IJV	
	1460	SAC:Room 212 B	SHCS: Leadership across Societies	
	1461	SAC:Room 210 B	JS: Automotive Davids and Goliaths	
	1519	HR:Segin	DISC: Development and Deployment of Dynamic Capabilities	
	1531	SAC:Room 207 B	Strategies and Tactics in EM	
	1532	SAC:Room 208	DRP: Knowledge Management	
	1533	SAC:Room 209	Global Diversification and IM	
3:00pm	1534	SAC:Room 210 A	Institutional Environment & IM	
	1535	SAC:Room 210 B	Joint Ventures and Networks	
	1549	GH:Lone Star E	JS: Leading Across Cultures	
	1593	SAC:Room 207 B	National Culture and FDI	
	1594	SAC:Room 209	Technological Exploration	
	1595	SAC:Room 210 B	JS: Linking Politics and Business	
	1596	SAC:Room 210 A	SHCS: Bi/Multicultural Employees	

Management Consulting

Program Chair: Therese F. Yaeger, Benedictine U.
Professional Development Workshop Chair: Paul N. Friga, U. of North Carolina, Chapel Hill

Day	Start	#	Location	Session Information
Fri	8:00am	19	LQ:Fiesta E&F	Trust Your Instincts
		21	GH:Lone Star C	Caring Cultures & Strategies
		25	GH:Travis A	Action Research
	10:15am	67	GH:Republic B	Positive, Talent-Based ODC
	11:45am	80	GH:Lone Star A	Consulting Across Boundaries
		82	GH:Lone Star B	High Impact Change Exercises
	12:15pm	89	GH:Bonham B	Creating Consulting Practice
2:15pm	126	GH:Bonham C	Approaches for Studying Management Practices	
Sat	8:00am	195	GH:Crockett A & B	MC Doctoral Consortium - with Anne Huff
		196	GH:Mission B	The Sensei Way
		213	GH:Travis C	Managing Change in the Aftermath of Extreme Events
	9:00am	233	GH:Republic A	Breakthrough Consulting Skills
		235	MRW:Salon C	Complexity & Crowd Sourcing
	10:15am	247	GH:Travis B	Organizational change
		250	GH:Texas Ballroom D	Implications for Practice
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design
	12:00pm	271	GH:Crockett A & B	MC Consortium Networking Lunch
		272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition
	12:15pm	275	GH:Mission B	MC - Norms and Risks
		276	GH:Travis D	Pathway to Positive Change
	2:30pm	322	GH:Mission B	Investing in Human Capital
	2:45pm	326	MRW:Salon E	Education and Competitiveness
	3:15pm	335	GH:Presidio A	Educating Consultants
	Sun	3:00pm	482	GH:Bowie B
3:30pm		495	GH:Lone Star F	MC Executive Committee Meeting
5:00pm		531	GH:Lone Star E	MC Division Social Hour
8:00pm		561	OS:The Menger Hotel	MC Members & Friends Dinner
Mon	8:00am	658	GH:Lone Star A	JS: Reframing "Evidence"
	9:45am	737	GH:Bowie B	Executives, Teams, Commitment
		742	MRC:Salon C	JS: Integral Approaches
		759	GH:Lone Star A	SHCS: Useful Research
	11:30am	803	HPR:El Mirador East	CDP: CSR thru Globalization & Gov.
		839	GH:Bowie B	Balancing Consulting with Change and Culture
	1:15pm	908	HPR:La Espada	CDP: Critical Thinking in Org.
		945	GH:Bowie B	SHCS: Innovation for Sustainability
	3:00pm	1011	HPR:Corte Real C	CDP: How to Make Mentoring Effective?
		1013	HPR:Corte Real F	CDP: Strategy Practice as Process
		1024	HR:Bowie B	DISC: Organization and Strategy of Consulting Firms
		1053	GH:Bowie B	Professional Service Firms
	4:45pm	1114	HPR:Corte Real F	CDP: Ratings, Rankings, and Performance Evaluation
1148		GH:Bowie B	MC Distinguished Speaker	
6:30pm	1209	GH:Lone Star E	MC Business Meeting	
Tue	7:00am	1229	GH:Crockett B	MC Executive Committee Planning Meeting
	8:00am	1249	HPR:La Espada	CDP: HR in Emerging Economies
		1276	GH:Bonham B	DRP: Transcending Divides: Global Consulting Challenges
	9:45am	1340	HPR:El Mirador West	CDP: Succession, Job Attachment and Embeddedness
		1373	GH:Bonham B	DRP: Balancing Consulting
	11:30am	1434	HPR:La Espada	CDP: MC, Conflicts & Growth
1462		GH:Bonham B	DRP: Knowledge, Justice, Diagnosis	
3:00pm	1597	GH:Bowie B	MC Free Session	

Management Education & Development

Program Chair: Toni Ungaretti, Johns Hopkins U.
 Professional Development Workshop Chair: Jacob Eisenberg, U. College Dublin

Day	Start	#	Location	Session Information	
Fri	8:00am	11	GH:Lone Star A	Africa Management Scholarship	
		15	MRW:Salon E	Management Comics	
		22	GH:Republic B	Teaching Organization Culture	
		25	GH:Travis A	Action Research	
	8:30am	41	MRC:Salon A	The Process is the Bridge	
	9:00am	46	MRC:Salon K	Simulation Learning Experiences	
		47	MRC:Salon L & M	Developing Global Leaders	
	10:15am	61	MRW:Salon F	East Meets West	
		63	MRW:Salon D	Tricky Coaching	
	11:00am	73	MRC:Salon J	The Pacific Production Game	
	11:45am	81	MRC:Conference Room 17	The Perfect Class	
	12:30pm	97	MRW:Bowie	Ethics Tools in Class	
	1:30pm	115	OS:Texas Hill Country	Texas Winery Tour	
	1:45pm	118	MRC:Salon D	Material Story Lab	
	2:30pm	127	GH:Bonham B	Careers & Executive Education	
	2:45pm	130	MRW:Salon D	Diversity Icebreaker	
		131	MRW:Salon B	Critical Thinking & Writing	
	5:00pm	151	MRC:Salon C	MED Writer's Workshop	
	Sat	8:00am	185	MRW:Bowie	On-line Learning Techniques
			193	SAC:Room 007 D	Neither West nor East
194			SAC:Room 210 B	Ancient Indian Management	
197			MRC:Conference Room 16	Case Teaching Workshop	
210			MRC:Salon A	Sust Mgt Ed 1: Approaches	
9:00am		232	SAC:Room 007 C	Where West Hears East	
9:30am		236	GH:Seguin A & B	The Leadership Mirror	
10:00am		238	MRW:Salon D	Org. Knowledge Creation	
10:15am		248	MRW:Salon A	Cognitive Skills-Global Class	
		250	GH:Texas Ballroom D	Implications for Practice	
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design	
		259	MRC:Salon C	Online Teaching Best Practices	
12:30pm		283	MRW:Bowie	Making learning tangible	
		285	MRW:Salon A	Doctoral Edu & Career Success	
		286	MRC:Salon D	Evidence-Based Management	
2:00pm		316	SAC:Room 008 B	Foreign Study Tours	
2:45pm		325	MRW:Bowie	Leadership Simulations	
		326	MRW:Salon E	Education and Competitiveness	
		327	MRW:Salon F	Live In-class CEO Intervention	
		329	MRC:Salon C	Food & Cultural Diversity	
3:00pm		333	MRC:Salon B	Educating About Integrity	
5:30pm		364	MRW:Salon B	Values-Based Leadership	
6:00pm		374	MRW:Salon D	MED/NDSC Evening Reception	
Mon		8:00am	636	MRC:Conference Room 15	Online Lrn & Social Networks
			637	MRC:Salon C	What to Teach – How to Teach
		9:45am	700	HPR:El Mirador East	CDP: Old Problems and New Avenues
			738	MRC:Conference Room 15	Behav Skill Dev in Mgt Ed & Dv
			742	MRC:Salon C	JS: Integral Approaches
		11:30am	840	MRC:Conference Room 15	Reseach to Adv Mgt Ed & Dev
			841	MRC:Salon C	Issues & Coaching in MED
			842	MRC:Salon J	MED Keynote Address
1:00pm		888	MRC:Salon D	Past Chairs Lunch and Exec Mee	

Day	Start	#	Location	Session Information
Mon	1:15pm	904	HPR:Corte Real C	CDP: Learning through Experience
		905	HPR:Corte Real D/E	CDP: Social Relationships & Costs
		907	HPR:El Mirador West	CDP: Organizational and Individual Learning
		946	MRC:Conference Room 15	Institutional Issues in Management Education
		947	MRC:Salon C	Muticult & Experient Lrn Persp
	3:00pm	1011	HPR:Corte Real C	CDP: How to Make Mentoring Effective?
		1017	HPR:Salon Del Rey C	CDP: Social, Female and Corporate Entrepreneurship
		1054	MRC:Conference Room 15	Ldrshp Dev & Practice in MED
		1055	MRC:Salon C	Finance and Sustainability
	4:45pm	1114	HPR:Corte Real F	CDP: Ratings, Rankings, and Performance Evaluation
		1118	HPR:Salon Del Rey N	CDP: Understanding Development of Exceptional Leaders
		1149	MRC:Conference Room 15	Internat Persp on Mgt Ed & Dev
		1150	MRC:Salon C	SHCS: Interpersonal Skills Symposium
	6:15pm	1200	MRC:Salon C	MED Business Meeting and Awards Presentation
	8:00pm	1226	MRC:Salon C	MED Social Event
Tue	7:30am	1232	MRC:Salon D	MED Executive Committee Planning Meeting
	8:00am	1254	HR:Bowie A	DISC: Training and Experiential Learning
		1277	MRC:Conference Room 16	DRP: Innova & Experient Approach MED
		1278	MRC:Salon C	Current Research in Executive Coaching
	9:45am	1348	HR:Bowie A	DISC: Management Education
		1372	SAC:Room 210 A	JS: Scientific Mindfulness
		1374	MRC:Conference Room 16	DRP: Ethics, Ldrshp, & Learn Envir
		1375	MRC:Salon J	Soc Respon & Experient Lrn
		1376	MRC:Salon C	JS: Leader Developmental Readiness
	11:30am	1463	MRC:Conference Room 16	DRP: Institut Dilem & Issues in MED
		1464	MRC:Salon C	JS: Learning from Innovative EBMgt
	1:15pm	1536	MRC:Conference Room 16	DRP: Effective Online and On-Site Learning Environments
		1537	MRC:Salon C	JS: Team-Based Learning
	3:00pm	1598	MRC:Conference Room 16	DRP: Internat Trnds & Issues in MED
		1599	MRC:Salon C	Teaching on the Border

Management History

Program Chair: Patrick J. Murphy, DePaul U.
Professional Development Workshop Chair: Milorad M. Novicevic, U. of Mississippi

Day	Start	#	Location	Session Information
Fri	8:00am	16	MRC:Conference Room 16	Workshop: Getting Involved
	9:00am	48	MRC:Conference Room 17	Handy Historical Happenings
	10:45am	72	MRC:Conference Room 16	Getting Published
	11:15am	76	GH:Presidio C	Motivational Scholarship
	1:00pm	108	MRC:Conference Room 16	MH-Your Other Research Stream
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research
Sat	8:00am	194	SAC:Room 210 B	Ancient Indian Management
		214	LQ:Fiesta C&D	Ask the Experts: Qualitative Methods
	10:15am	249	MRW:Salon F	A Question of Management
Sun	2:00pm	463	MRW:Salon A	MH Exec Comm Meeting
Mon	9:45am	739	MRW:Bowie	DRP: Time and Culture
	11:30am	817	HR:Maverick A	DISC: Learning from Mgmt History
		843	MRW:Salon B	JS: Cross-National HRM Evolution
	1:15pm	908	HPR:La Espada	CDP: Critical Thinking in Org.
		948	MRW:Bowie	DRP: Historic Exploration
	3:00pm	1056	MRW:Salon B	SHCS: Then and Now in Management History
	4:45pm	1151	MRW:Salon B	Management History Division Business Meeting
6:30pm	1210	MRC:Salon A	Management History Division Social Gathering	
Tue	9:45am	1339	HPR:El Mirador East	CDP: Leadership and its Trap
		1377	MRW:Salon B	Deep Historic Lessons
	11:30am	1465	MRW:Salon B	Radical Contexts
	1:15pm	1538	MRW:Salon B	Risk and Negotiation
	3:00pm	1614	SAC:Room 206 A	JS: The Future of Management and Social Media

Management Spirituality & Religion

Program Chair: Michelle French, Mount St. Mary's College
 Professional Development Workshop Chair: J. Goosby Smith, Pepperdine U.

Day	Start	#	Location	Session Information
Fri	7:00am	1	LQ:Crockett West	MSR Morning Meditation Session
	8:00am	18	SAC: Room 202B	Job Crafting Spiritual Growth
		19	SAC: Room 203B	Trust Your Instincts
	9:00am	49	SAC: Room 202A	Should Leaders be Benevolent?
	9:30am	52	MRC:Salon D	Postcolonial Futures
	10:15am	65	MRW:Salon E	Whole Person Leader Development
	11:15am	75	SAC: Room 202A	Nurturing the Prophet
	12:30pm	98	SAC: Room 202B	Lectio and Religious Pluralism
		99	SAC: Room 203A	TM Refresher Course
	2:00pm	122	SAC: 202A	MSR Doctoral Student and New Faculty Consortium
	4:15pm	146	SAC: Room 203B	Trust Your Instincts
	7:00pm	163	OS:Casa Rio Restaurant	MSR Dinner
	Sat	7:00am	165	LQ:Crockett West
8:00am		194	SAC:Room 210 B	Ancient Indian Management
		196	GH:Mission B	The Sensei Way
		199	LQ:Crockett West	MSR Research Incubator
		200	LQ:Fiesta E	The Spirit of Shinise
10:15am		243	GH:Republic B	Caring Institutions & Leaders
10:45am		261	LQ:Crockett West	Moments of Waking Up
12:30pm		289	GH:Travis B	Leadership and Tango Dance
3:00pm		334	MRC:Salon A	Conscious Responsibility
3:15pm		336	LQ:Fiesta C&D	Corporate Mystic Practices
Sun		7:00am	388	LQ:Crockett West
	5:00pm	532	LQ:Fiesta E	MSR Executive Committee Meeting
	6:00pm	547	LQ:Crockett East	MSR Business Meeting
	7:00pm	556	LQ:Fiesta C	MSR Social
Mon	7:00am	565	LQ:Crockett West	MSR Morning Meditation Session
	8:00am	641	LQ:Crockett East	Bringing Ethics to Life
		715	HR:Maverick A	DISC: Making Work Positive and Meaningful
		741	LQ:Crockett East	Global Spirituality
	11:30am	742	MRC:Salon C	JS: Integral Approaches
		801	HPR:Corte Real D/E	CDP: Religion, Emotions, and the Workplace
		846	LQ:Fiesta C	SHCS: Leadership and Identity
Tue	7:00am	1230	LQ:Crockett West	MSR Morning Meditation Session
	8:00am	1282	LQ:Crockett East	Corporate mystic at work
		1283	LQ:Fiesta D	DRP: Work, Religion and Spirituality Roundtable
	9:45am	1381	LQ:Crockett East	Religion in the Workplace
	3:00pm	1601	LQ:Crockett East	Spirituality and Organizational Performance

Managerial & Organizational Cognition

Program Chair: Rhonda K. Reger, U. of Maryland
 Professional Development Workshop Chair: Kyle Lewis, U. of Texas, Austin

Day	Start	#	Location	Session Information
Fri	8:00am	17	GH:Lone Star D	Content Analysis
		29	SAC:Room 217 D	OMT/MOC Doctoral Student Consortium
		32	LQ:Fiesta B	Against Significance Tests
		33	LQ:Fiesta C&D	Scale Development Workshop
		64	SAC: Room 201	Measuring Cultural Knowledge
	10:15am	64	SAC: Room 201	Measuring Cultural Knowledge
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough
Sat	8:00am	198	LQ:Fiesta A&B	The Cognition in the Rough Workshop
	12:00pm	272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition
	12:15pm	274	SAC:Room 212 B	Behavioral Strategy: West Meets East
	1:30pm	304	SAC:Room 201	Funding Opportunities from NSF
	2:15pm	320	GH:Presidio C	A Practical Guide to Causal Mapping
	3:30pm	344	GH:Texas Ballroom B	Understanding Scholarly Impact
	4:00pm	354	LQ:Fiesta F	Think About It ... Over a Beer or a Glass of Wine
	4:15pm	358	GH:Bonham D	Creativity beyond Boundaries
	6:00pm	546	LQ:Fiesta A&B	MOC Executive Committee Meeting
Mon	8:00am	598	HPR:Salon Del Rey S	CDP: Institutions, Institutional Change and Pressure
		608	HR:Live Oak	DISC: Safety and Protection
		638	LQ:Fiesta A&B	Work Orientation, Cognition, and Context
		639	LQ:Crockett West	DRP: Reputation, Legitimacy & Loss
		640	LQ:Fiesta C	Organizational Identity
	9:45am	703	HPR:Salon Del Rey N	CDP: Goals, Commitments, and Value Creation
		740	LQ:Fiesta C	MOC Welcome Session
		752	GH:Lone Star E	JS: New Directions in Organizational Fit
		753	GH:Seguin B	JS: Psychological Distance at Work
		769	SAC:Room 214 B	JS: Leadership & Institutions
	11:30am	801	HPR:Corte Real D/E	CDP: Religion, Emotions, and the Workplace
		807	HPR:Salon Del Rey S	CDP: Interorganizational Networks
		815	HR:Live Oak	DISC: Social Construction
		844	LQ:Fiesta A&B	Organizational Change and Cognition
		845	LQ:Crockett West	DRP: Intuition in Organizations
		846	LQ:Fiesta C	SHCS: Leadership and Identity
		857	GH:Republic B	JS: Leadership Identity
		870	SAC:Room 214 B	JS: Emotions & Institutions
		876	SAC:Room 213 B	JS: Agency and Emergence: On the Origins of Strategy
	1:15pm	903	HPR:Corte Real A/B	CDP: Alliances, Competition, and Management Teams
		906	HPR:Corte Real F	CDP: Managing the Multibusiness Portfolio
		908	HPR:La Espada	CDP: Critical Thinking in Org.
		918	HR:Live Oak	DISC: Identity and Behavior
		949	LQ:Fiesta A&B	Emotions at Work
		950	LQ:Crockett West	DRP: Identity and Organizations
		976	SAC:Room 206 B	JS: Theoretical Approaches to Social Enterprises
	3:00pm	1014	HPR:El Mirador East	CDP: Conflict Management at Work
		1016	HPR:La Espada	CDP: Managing Human Capital
		1018	HPR:Salon Del Rey N	CDP: Work-Life Balance
		1027	HR:Live Oak	DISC: Intuition and Luck
1057		LQ:Fiesta A&B	Extensions and Applications of Cognitive Theories	
1058		LQ:Crockett East	Cognition in Teams	
1059		LQ:Crockett West	DRP: Making Sense of Organizational Identity	
1060		LQ:Fiesta C	JS: Transitions in Understanding	
4:45pm	1127	HR:Live Oak	DISC: Relationships	
	1152	LQ:Fiesta C	Creativity and Cognition	
	1153	LQ:Fiesta A&B	JS: Intuition in Organizations	
	1164	GH:Seguin A	JS: Affect at the Beeping Edge	

Day	Start	#	Location	Session Information
Mon	6:00pm	1197	MRW:Salon D	MOC Social Hour and Business Meeting
Tue	8:00am	1243	SAC:Room 217 A	JS: The Fog of Feedback
		1279	LQ:Fiesta A&B	Interaction, Coordination and Knowledge Sharing
		1280	LQ:Crockett West	DRP: Cognition and Performance
		1281	LQ:Fiesta C	JS: Sensegiving: An Analogue to Sensemaking?
	9:45am	1326	SAC:Room 217 A	JS: Strategy Meets Neurosciences
		1339	HPR:El Mirador East	CDP: Leadership and its Trap
		1341	HPR:La Espada	CDP: Foresight and Uncertainty
		1378	LQ:Fiesta A&B	Mental Models and Goals
		1379	LQ:Crockett West	DRP: Cognition in Teams
		1380	LQ:Fiesta C	Organizational Context
	11:30am	1426	SAC:Room 204 A	JS: Inter-firm Trust
		1455	GH:Seguin B	JS: Learning and Performance Goals
		1466	LQ:Fiesta A&B	Decision Making
	1:15pm	1539	LQ:Fiesta D	DRP: Work and Identity
		1550	GH:Bowie C	JS: Focusing on Followership
1551		GH:Bowie A	JS: You've Got Me Feeling	
1562		SAC:Room 206 B	JS: Innovation & Identity	
3:00pm	1579	GH:Lone Star B	JS: Professional Identity Process	
	1596	SAC:Room 210 A	SHCS: Bi/Multicultural Employees	
	1600	LQ:Fiesta D	DRP: Strategy and Cognition	

Operations Management

Program Chair: Karen Chinander Dye, Florida Atlantic U.
 Professional Development Workshop Chair: Kevin Linderman, U. of Minnesota

Day	Start	#	Location	Session Information
Fri	8:00am	26	SAC:Room 209	Projects and Knowledge
	1:00pm	109	OS:Toyota Texas Plant	Toyota Texas Plant Tour
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research
	4:30pm	148	GH:Lone Star C	Negative Effects of Learning
Sat	8:00am	196	GH:Mission B	The Sensei Way
		209	SAC:Room 204 B	Introduction to Social Network Analysis
	8:30am	226	SAC:Room 203 B	Sequence Analysis
		229	SAC:Room 006 D	OM Doctoral/ Jr Fac Consortium
	11:45am	269	GH:Bonham C	P-Commerce
	4:00pm	356	SAC:Room 209	Research Across East and West
	378	SAC:Room 210 B	JSCM Best Paper Session	
Sun	10:30am	411	SAC:Room 216 A	OM Division Executive Committee Meeting
	3:00pm	483	SAC:Room 213 A	JOM Best Paper Session
	4:30pm	522	SAC:Room 213 A	OM Division Business Meeting
	6:00pm	548	SAC:Room 207 A	OM Division Social
Mon	7:00am	566	SAC:Room 216 A	OM Division Welcome Breakfast
	8:00am	598	HPR:Salon Del Rey S	CDP: Institutions, Institutional Change and Pressure
		659	SAC:Room 215	Cultural & Behavioral Research
	9:45am	701	HPR:La Espada	CDP: Ambidexterity in Organizations
		761	SAC:Room 215	SHCS: Lean/TPS when West Meets East
	11:30am	800	HPR:Corte Real C	CDP: Explorations in Creativity and Innovation
		863	SAC:Room 212 A	DRP: SCM: Collaboration and Trust
	1:15pm	907	HPR:El Mirador West	CDP: Organizational and Individual Learning
		967	SAC:Room 212 A	DRP: New Approaches to OM Models
		968	SAC:Room 215	Project Management Research
	3:00pm	1076	SAC:Room 212 A	DRP: Eco & CSR Performance Analysis
		1077	SAC:Room 215	Supply Chain Complexity
4:45pm	1119	HPR:Salon Del Rey S	CDP: Sustainability Practices	
	1169	SAC:Room 212 A	DRP: Supply Chain Management	
	1170	SAC:Room 215	Service OM & Servitization	
Tue	8:00am	1255	HR:Bowie B	DISC: Organizational Theories in Operations Management
		1300	SAC:Room 215	Supply Chain Integration and Innovation
	9:45am	1336	HPR:Corte Real A/B	CDP: Managing Health and Healthcare
		1343	HPR:Salon Del Rey N	CDP: Building an Impression and Exerting Influence
		1344	HPR:Salon Del Rey S	CDP: Organizational Outcomes
		1349	HR:Bowie B	DISC: Challenges in Measuring Costs
	11:30am	1435	HPR:Salon Del Rey S	CDP: Mgr Transformation in China
		1481	SAC:Room 215	Process Improvement&Innovation
1:15pm	1556	SAC:Room 215	Logistics,Purchasing,Inventory	

Organization & Management Theory

Program Chair: Christine Beckman, U. of California, Irvine
 Professional Development Workshop Chair: Michael Lounsbury, U. of Alberta

Day	Start	#	Location	Session Information	
Fri	8:00am	7	SAC:Room 007 D	Alliance Portfolios	
		8	SAC:Room 006 D	Strategic Human Capital	
		17	GH:Lone Star D	Content Analysis	
		27	SAC:Room 217 A	OMT Junior Faculty Consortium	
		28	SAC:Room 207 A	System Theory on the Ground	
		29	SAC:Room 217 D	OMT/MOC Doctoral Student Consortium	
		31	GH:Travis B	Creativity and Innovation	
		34	SAC:Room 207 B	Strategy-as-Practice Research	
	10:15am	56	SAC:Room 007 C	The Appropriation of Value	
		64	LQ:Fiesta C&D	Measuring Cultural Knowledge	
	11:45am	79	SAC:Room 006 B	US PSED II – 5-Year Update	
	12:00pm	87	MRC:Salon C	Leadership and CSR in 'Messy' Contexts	
	12:15pm	91	SAC:Room 207 A	Social Studies of Finance	
	12:30pm	101	LQ:Fiesta E&F	Qualitative Comparative Analysis	
	1:00pm	109	OS:Toyota Texas Plant	Toyota Texas Plant Tour	
	1:30pm	114	MRC:Conference Room 15	Frontiers of Critique	
		116	MRC:Salon L & M	Reviewing in the Rough	
		117	LQ:Fiesta C&D	Emergence in Process Research	
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research	
	2:15pm	126	GH:Bonham C	Approaches for Studying Management Practices	
	3:00pm	136	SAC:Room 216 A & B	OMT Teaching Roundtables	
	3:30pm	139	SAC:Room 207 A	Revealing the Cultural	
	6:00pm	161	SAC:Mission 103 A & B	Meet OMT Reception	
Sat	8:00am	181	SAC:Room 207 A	Coherent Careers via Theory	
		207	SAC:Room 217 A	Int'l Jr. Faculty Paper Dvlpmt	
		208	SAC:Room 217 D	OMT Dissertation Proposal Workshop	
		209	SAC:Room 204 B	Introduction to Social Network Analysis	
		213	GH:Travis C	Managing Change in the Aftermath of Extreme Events	
		214	LQ:Fiesta C&D	Ask the Experts: Qualitative Methods	
	8:30am	227	SAC:Room 008 A	Publishing Qualitative Res.	
	10:15am	242	SAC:Room 206 A	Corporate Opportunities	
		251	SAC:Room 007 D	East-West OMT-ENT Research	
		252	SAC:Room 206 B	Being There/Being Them: Producing Ethnographies	
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design	
		258	SAC:Room 213 B	Research on Universities	
	11:00am	262	SAC:Room 209	Learning from Big Science	
	11:15am	267	GH:Bonham B	Trust the Essential Element	
	11:45am	269	GH:Bonham C	P-Commerce	
	12:15pm	274	SAC:Room 212 B	Behavioral Strategy: West Meets East	
	12:30pm	279	SAC:Room 208	Patent PDW	
		280	MRC:Conference Room 17	Political Foundations of Organizational Research	
		281	SAC:Room 212 A	Austrian Economics and Entrepreneurship Studies	
		287	SAC:Room 007 D	Category Dynamics	
	1:00pm	298	SAC:Room 204 B	Advanced Networks PDW	
	1:15pm	301	SAC:Room 007 B	A Socio-Technical Perspective	
	1:30pm	304	SAC:Room 201	Funding Opportunities from NSF	
	2:30pm	322	GH:Mission B	Investing in Human Capital	
	3:30pm	340	SAC:Room 212 B	Inter-firm Contract Research	
		341	SAC:Room 216 B	Neurosciences & Strategy	
	3:45pm	346	SAC:Room 201	Data Resources from NSF	
		348	SAC:Room 007 D	Theory and the Practice of Management in China	
	4:15pm	358	GH:Bonham D	Creativity beyond Boundaries	
	Sun	3:30pm	498	SAC:Room 212 A	OMT Executive Committee Meeting

Day	Start	#	Location	Session Information		
Mon	8:00am	584	SAC:Room 204 A	JS: Dynamic Capabilities		
		592	HPR:Corte Real F	CDP: The Myths of Effective Performance Evaluation		
		594	HPR:El Mirador West	CDP: Effective Communications in Teamwork		
		597	HPR:Salon Del Rey N	CDP: Social Networks, Trust, ID		
		607	HR:Frio	DISC: Institutional Theory and Industry		
		650	GH:Lone Star E	JS: Negative Ties and Networks		
		660	SAC:Room 206 B	DRP: Origins & Attributions of CSR		
		661	SAC:Room 207 A	DRP: Politics and Bargaining		
		662	SAC:Room 214 B	OMT Breakfast and Distinguished Scholar		
		663	SAC:Room 216 A	DRP: Isomorphism & Institutional Pressure		
		664	SAC:Room 218	Exploration and Exploitation		
		665	SAC:Room 214 C	JS: Culture and Performance		
		9:45am		697	HPR:Corte Real C	CDP: Understanding Union Effects in Organizations
				699	HPR:Corte Real F	CDP: Building Capabilities & Adv.
				713	HR:Frio	DISC: Institutional Theory and Organization
				754	GH:Republic A	SHCS: Org. Culture and Climate
				762	SAC:Room 007 A	DRP: Top Management Teams, Agency and Turnover
				763	SAC:Room 207 A	DRP: Heterogeneity and Innovation
				764	SAC:Room 214 C	The Spread of Practices
765	SAC:Room 216 A			DRP: Multiple Institutional Logics		
766	SAC:Room 217 B			Markets and Institutional Logics		
767	SAC:Room 218			Learning and the Adoption of Innovations		
768	SAC:Room 206 B			JS: Organizational Misconduct		
769	SAC:Room 214 B	JS: Leadership & Institutions				
11:30am		806	HPR:Salon Del Rey N	CDP: Non-Profit & Public Org		
		807	HPR:Salon Del Rey S	CDP: Interorganizational Networks		
		858	GH:Travis C	JS: Learning to Coordinate		
		864	SAC:Room 007 A	DRP: Dynamics and Impact of Top Management Teams		
		865	SAC:Room 207 A	DRP: Conditions for the Emergence of Innovation		
		866	SAC:Room 214 C	Network Diffusion: Geography and Prior Experience		
		867	SAC:Room 216 A	DRP: Framing and Audience Impact on Diffusion		
		868	SAC:Room 217 B	Institutional Pluralism		
		869	SAC:Room 218	SHCS: Learning from Failure & Success		
		870	SAC:Room 214 B	JS: Emotions & Institutions		
		871	SAC:Room 206 B	JS: Inside the CSR black box		
1:15pm		917	HR:Frio	DISC: CEO and Corporate Governance		
		969	SAC:Room 007 A	DRP: Social Influences on Pricing and Markets		
		970	SAC:Room 207 A	DRP: Predictors of Ambidexterity		
		971	SAC:Room 214 B	Category Dynamics		
		972	SAC:Room 214 C	Interorganizational Mobility		
		973	SAC:Room 216 A	DRP: Decoupling and Symbolic Compliance		
		974	SAC:Room 217 B	Narrative, Storytelling and Self Expression		
		975	SAC:Room 218	Learning from Failure		
		976	SAC:Room 206 B	JS: Theoretical Approaches to Social Enterprises		
3:00pm		1000	SAC:Room 217 A	SHCS: Microfoundations of Strategy		
		1010	HPR:Corte Real A/B	CDP: Trust, Coordination & Competiti		
		1016	HPR:La Espada	CDP: Managing Human Capital		
		1026	HR:Frio	DISC: Status and Social Structure		
		1078	SAC:Room 007 A	DRP: Boards in Crisis		
		1079	SAC:Room 207 A	DRP: Structures & Knowledge		
		1080	SAC:Room 214 B	Events and Institutional Change		
		1081	SAC:Room 214 C	Community Networks		
		1082	SAC:Room 216 A	DRP: Logics at Different Levels		
		1083	SAC:Room 217 B	Institutions and Identity		
		1084	SAC:Room 218	Learning and Performance Feedback		
		1085	SAC:Room 206 B	SHCS: Instl Sustainability		

Day	Start	#	Location	Session Information	
Mon	4:45pm	1105	SAC:Room 217 A	JS: Category Effects in Industries	
		1118	HPR:Salon Del Rey N	CDP: Understanding Development of Exceptional Leaders	
		1126	HR:Frio	DISC: OMT and Change	
		1171	SAC:Room 007 A	DRP: Structural Contingency at Different Levels	
		1172	SAC:Room 206 B	Organizational Identity	
		1173	SAC:Room 207 A	DRP: Evolution and Use of Technology	
		1174	SAC:Room 214 B	Institutional Maintenance and Decay	
		1175	SAC:Room 214 C	Interactions, Homophily, & Stratification	
		1176	SAC:Room 216 A	DRP: Dynamics of Institutional Entrepreneurship	
		1177	SAC:Room 217 B	DRP: Inst'l Work of Professions	
		1178	SAC:Room 218	DRP: Early Experiences and Imprinting in Organizations	
	6:30pm	1214	SAC:Room 214 C	OMT Business Meeting and Artifact	
	7:30pm	1225	SAC:Room 217 B	OMT Social Hour	
Tue	8:00am	1245	GH:Presidio B	JS: Structures of Opportunity	
		1256	HR:Frio	DISC: OMT and Method	
		1301	SAC:Room 206 B	Various Responses to State Pressure	
		1302	SAC:Room 207 A	DRP: Team Networks	
		1303	SAC:Room 214 B	SHCS: The Normative Pillar of the Professions	
		1304	SAC:Room 216 A	DRP: Legitimacy and Illegitimacy in Organizations	
		1305	SAC:Room 217 B	Complexity Theory at the Macro Level	
		1306	SAC:Room 218	The Value of Category Distinctiveness	
		1307	SAC:Room 007 A	SHCS: Enabling Innovation Outside the Firm	
		1308	SAC:Room 214 C	SHCS: Horizontal Coordination	
			1313	MRC:Salon M	JS: Organizational Legitimacy
		9:45am	1327	SAC:Room 201	JS: Analysts in Mgmt. Research
			1339	HPR:El Mirador East	CDP: Leadership and its Trap
			1341	HPR:La Espada	CDP: Foresight and Uncertainty
			1344	HPR:Salon Del Rey S	CDP: Organizational Outcomes
			1350	HR:Frio	DISC: Stability and Embeddedness
			1398	SAC:Room 207 A	DRP: Alliance Formation
			1399	SAC:Room 214 C	New Applications and Questions in Network Research
			1400	SAC:Room 216 A	DRP: Institutions & Individuals
	1401		SAC:Room 218	Resource Partitioning and Organizational Forms	
	11:30am	1402	SAC:Room 007 A	JS: Org Design in Global Env	
		1403	SAC:Room 206 B	SHCS: U.S. Employment Relationship	
		1404	SAC:Room 214 B	JS: Expert Work and Organizations	
		1427	SAC:Room 217 A	JS: Org. Learning & Capabilities	
		1439	HR:Frio	DISC: Behavior and Control	
		1482	SAC:Room 007 A	The Role of CEOs in Organizations	
		1483	SAC:Room 207 A	DRP: Trust and Reciprocity	
		1484	SAC:Room 214 B	Discourse in Emerging Fields	
	1:15pm	1485	SAC:Room 214 C	Tie Formation	
		1486	SAC:Room 216 A	DRP: Organizational Responses to Social Movements	
		1487	SAC:Room 218	Contrast and Overlap in Categories	
		1488	SAC:Room 206 B	SHCS: The Local and The Global in Community Dynamics	
		1502	SAC:Room 006 D	JS: Sustainable Construction	
		1511	SAC:Room 217 A	SHCS: Inside the Learning Curve	
		1513	GH:Lone Star B	JS: Profiting from Career Capital	
	1:15pm	1557	SAC:Room 007 A	Capabilities and Competencies	
		1558	SAC:Room 207 A	DRP: Dynamics of Status	
		1559	SAC:Room 214 B	Social Movements: Mobilization and Coordination	
		1560	SAC:Room 214 C	Brokerage and Networks	
		1561	SAC:Room 218	Firm Survival and Response to Shocks	
		1562	SAC:Room 206 B	JS: Innovation & Identity	
		1574	SAC:Room 006 D	JS: Online Distributed Organization	

Day	Start	#	Location	Session Information
Tue	3:00pm	1616	SAC:Room 007 A	DRP: Control, Boundaries and Governance
		1617	SAC:Room 206 B	DRP: Rule Breaking and Deviance in Organizations
		1618	SAC:Room 207 A	DRP: Consequences of Status
		1619	SAC:Room 214 B	Social Movements and New Industry Emergence
		1620	SAC:Room 214 C	Intraorganizational Networks
		1621	SAC:Room 218	Social Psychological Processes

Organization Development & Change

Program Chair: James D Ludema, Benedictine U.
 Professional Development Workshop Chair: Jeffrey D Ford, Ohio State U.

Day	Start	#	Location	Session Information	
Fri	8:00am	21	GH:Lone Star C	Caring Cultures & Strategies	
		22	GH:Republic B	Teaching Organization Culture	
		25	GH:Travis A	Action Research	
		31	GH:Travis B	Creativity and Innovation	
		32	LQ:Fiesta B	Against Significance Tests	
		36	SAC:Room 007 C	Mitigate Technology Change	
	8:30am	42	GH:Bonham C	ODC Doctoral Student Consortium	
	10:15am	63	MRW:Salon D	Tricky Coaching	
		67	GH:Republic B	Positive,Talent-Based ODC	
	11:45am	82	GH:Lone Star B	High Impact Change Exercises	
	1:00pm	109	OS:Toyota Texas Plant	Toyota Texas Plant Tour	
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research	
	1:45pm	118	MRC:Salon D	Material Story Lab	
		123	GH:Lone Star A	Developing Organizations	
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research	
		126	GH:Bonham C	Approaches for Studying Management Practices	
	2:15pm	133	LQ:Crockett West	Why We Should All Be Bayesians	
	Sat	8:00am	205	GH:Bonham C	Theory and Practice of Dialogic OD
			206	GH:Travis B	Cultivating Paradoxical Mindsets in Leadership
209			SAC:Room 204 B	Introduction to Social Network Analysis	
211			MRC:Salon D	QI for Public/Nonprofits	
213			GH:Travis C	Managing Change in the Aftermath of Extreme Events	
8:30am		226	SAC:Room 203 B	Sequence Analysis	
		228	GH:Presidio C	ODC Doctoral Student Consortium	
9:30am		236	GH:Seguin A & B	The Leadership Mirror	
10:15am		250	GH:Texas Ballroom D	Implications for Practice	
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design	
11:00am		262	SAC:Room 209	Learning from Big Science	
11:15am		267	GH:Bonham B	Trust the Essential Element	
12:00pm		272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition	
		273	GH:Travis A	OD&C Complex Social Issues	
12:30pm		286	MRC:Salon D	Evidence-Based Management	
1:00pm		298	SAC:Room 204 B	Advanced Networks PDW	
1:15pm		301	SAC:Room 007 B	A Socio-Technical Perspective	
2:15pm		320	GH:Presidio C	A Practical Guide to Causal Mapping	
2:30pm		322	GH:Mission B	Investing in Human Capital	
2:45pm		327	MRW:Salon F	Live In-class CEO Intervention	
4:00pm		355	GH:Travis C	Creating the Future of ODC	
4:15pm		358	GH:Bonham D	Creativity beyond Boundaries	
6:00pm		377	GH:Texas Ballroom C	ODC Doctoral Student and New Member Reception	
Sun		3:30pm	497	GH:Bonham C	ODC Executive Board Meeting
Mon		8:00am	592	HPR:Corte Real F	CDP: The Myths of Effective Performance Evaluation
			595	HPR:La Espada	CDP: Managing Change and Disruption in Organizations
			596	HPR:Salon Del Rey C	CDP: Int' t Business in China
			655	GH:Crockett A	Dynamic Capability & Lock-in
			656	GH:Presidio B	Improvisation and Org Agility
			657	GH:Texas Ballroom A	ODC Kick-Off Session
	658		GH:Lone Star A	JS: Reframing "Evidence"	
	665		SAC:Room 214 C	JS: Culture and Performance	

Organization Development & Change

Day	Start	#	Location	Session Information
Mon	9:45am	696	HPR:Corte Real A/B	CDP: Production Innovation & Dev.
		697	HPR:Corte Real C	CDP: Understanding Union Effects in Organizations
		699	HPR:Corte Real F	CDP: Building Capabilities & Adv.
		704	HPR:Salon Del Rey S	CDP: Firm Growth, Regulatory Oversight and Culture
		758	GH:Presidio B	Innovation and Emotions
		759	GH:Lone Star A	SHCS: Useful Research
		760	GH:Crockett A	JS: Evolving Commitment Foci
	11:30am	833	GH:Independence	JS: Cultural boundary spanners
		858	GH:Travis C	JS: Learning to Coordinate
		861	GH:Lone Star A	Vitality & Org Change Research
		862	GH:Crockett A	JS: Power of Vision
	1:15pm	907	HPR:EI Mirador West	CDP: Organizational and Individual Learning
		945	GH:Bowie B	SHCS: Innovation for Sustainability
		965	GH:Lone Star A	SHCS: Reactions to Change
		966	GH:Crockett A	SHCS: Virtual R&D Organizations
	3:00pm	1025	HR:Bowie C	DISC: Leading and Enduring Change
		1071	GH:Republic B	SHCS: Leadership in the Plural
		1072	GH:Seguin A	JS: Organizational Change and Emotions
		1074	GH:Crockett A	Assumption University-Bangkok
		1075	GH:Lone Star A	ODC Distinguished Speaker
	4:45pm	1113	HPR:Corte Real A/B	CDP: Confidence & Competence
1114		HPR:Corte Real F	CDP: Ratings, Rankings, and Performance Evaluation	
1125		HR:Bowie C	DISC: Culture and Development	
1167		GH:Crockett A	Complexity Leadership Theory	
1168		GH:Lone Star A	ODC Division Business Meeting	
6:30pm	1213	GH:Texas Ballroom C	ODC Division Reception	
Tue	8:00am	1297	GH:Crockett A	Virtue, Virtuousness, or Vice
		1298	GH:Lone Star A	Emotions and Org Effectiveness
		1299	GH:Travis B	DRP: Dynamics of Sustainable Change
	9:45am	1396	GH:Lone Star A	Research in Org Change & Dev't
		1397	GH:Travis B	DRP: Strategies for Engagement
		1402	SAC:Room 007 A	JS: Org Design in Global Env
	11:30am	1464	MRC:Salon C	JS: Learning from Innovative EBMgt
		1479	GH:Travis B	DRP: Exploring Responses to Change
		1480	GH:Lone Star A	JS: Emergent Innovation through a Complexity Lens
	1:15pm	1554	GH:Lone Star A	Responses to Org Change
		1555	GH:Travis B	DRP: Managing Paradoxes of Change
	3:00pm	1615	GH:Lone Star A	Paradox and Ambidexterity
		1623	GH:Lone Star D	JS: Leading Sustainability Efforts

Organizational Behavior

Program Chair: Cheri Ostroff, U. of Maryland
Professional Development Workshop Chair: Suzanne S. Masterson, U. of Cincinnati

Day	Start	#	Location	Session Information	
Fri	8:00am	8	SAC:Room 006 D	Strategic Human Capital	
		17	GH:Lone Star D	Content Analysis	
		20	GH:Lone Star E	The Productivity Process	
		21	GH:Lone Star C	Caring Cultures & Strategies	
		22	GH:Republic B	Teaching Organization Culture	
		32	LQ:Fiesta B	Against Significance Tests	
		33	LQ:Fiesta C&D	Scale Development Workshop	
	10:15am	57	GH:Travis A	Careers in the Rough	
		58	SAC:Room 008 B	New Horizons in Individual Differences Research	
		59	GH:Travis B	Generational Diversity	
		64	LQ:Fiesta C&D	Measuring Cultural Knowledge	
		67	GH:Republic B	Positive,Talent-Based ODC	
		69	LQ:Crockett West	eLancing	
		70	LQ:Fiesta B	Agreement Statistics	
	11:15am	76	GH:Presidio C	Motivational Scholarship	
	11:45am	82	GH:Lone Star B	High Impact Change Exercises	
	12:00pm	84	SAC:Room 007 A	Management in Africa	
	12:15pm	90	GH:Lone Star C	Advice for 3rd-4th Yr Students	
	1:30pm	116	MRC:Salon L & M	Reviewing in the Rough	
		117	LQ:Fiesta C&D	Emergence in Process Research	
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research	
	2:15pm	126	GH:Bonham C	Approaches for Studying Management Practices	
	2:30pm	127	GH:Bonham B	Careers & Executive Education	
	2:45pm	128	GH:Presidio B	HR Systems/Programs for India	
		131	MRW:Salon B	Critical Thinking & Writing	
		133	LQ:Crockett West	Why We Should All Be Bayesians	
	3:15pm	137	GH:Travis B	Leader Development Forum	
	4:00pm	143	GH:Lone Star F	OB Doctoral Consortium-Friday	
	4:30pm	148	GH:Lone Star C	Negative Effects of Learning	
	5:00pm	152	GH:Lone Star E	OB Jr Faculty Workshop-Friday	
	Sat	8:00am	173	SAC:Room 209	Chinese emotional issues
			178	GH:Texas Ballroom C	New Directions in Org Justice
			183	GH:Texas Ballroom D	Boundary Spanning Leadership
186			GH:Bonham D	Multinational Perspectives	
201			GH:Lone Star E	OB Jr Fac Workshop-Saturday	
202			GH:Lone Star F	OB Doc Consortium-Saturday	
203			GH:Republic B	Action Research & Coaching	
204			GH:Texas Ballroom A	Research in the Wild	
209			SAC:Room 204 B	Introduction to Social Network Analysis	
213			GH:Travis C	Managing Change in the Aftermath of Extreme Events	
214			LQ:Fiesta C&D	Ask the Experts: Qualitative Methods	
217			MRW:Salon A	Teaching with Technology	
8:30am			226	SAC:Room 203 B	Sequence Analysis
9:00am			234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop
10:15am		245	GH:Texas Ballroom A	HR Research: New Directions in Research Methods	
		248	MRW:Salon A	Cognitive Skills-Global Class	
		252	SAC:Room 206 B	Being There/Being Them: Producing Ethnographies	
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design	
		255	LQ:Fiesta E	How to Define, Identify, and Handle Outliers	
		256	MRC:Salon D	Ethics and Compliance	
		258	SAC:Room 213 B	Research on Universities	
10:30am		260	LQ:Fiesta C&D	Ask the Experts: Micro Methods	
11:00am		263	GH:Independence	OB Research Incubator	

Day	Start	#	Location	Session Information	
Sat	11:15am	264	GH:Republic A	CAR Early Academic Career Consortium	
		266	GH:Travis C	Research-Practice PDW	
	12:15pm	274	SAC:Room 212 B	Behavioral Strategy: West Meets East	
	12:30pm	286	MRC:Salon D	Evidence-Based Management	
		289	GH:Travis B	Leadership and Tango Dance	
		290	LQ:Crockett East	Trends in Meta-analysis	
		291	MRC:Salon C	Discussing the Undiscussable	
	1:00pm	296	GH:Presidio A	From Associate to Full...and Beyond	
		297	GH:Texas Ballroom D	OB Teaching Incubator	
		298	SAC:Room 204 B	Advanced Networks PDW	
	1:15pm	301	SAC:Room 007 B	A Socio-Technical Perspective	
	1:30pm	304	SAC:Room 201	Funding Opportunities from NSF	
		308	GH:Bonham B	Second Life Tutorial	
	2:00pm	312	GH:Bonham C	French-Anglo Research Collabor	
	2:15pm	320	GH:Presidio C	A Practical Guide to Causal Mapping	
	2:30pm	322	GH:Mission B	Investing in Human Capital	
	2:45pm	327	MRW:Salon F	Live In-class CEO Intervention	
	3:15pm	337	GH:Texas Ballroom D	OB New Member Networking and Research Forum	
	3:30pm	344	GH:Texas Ballroom B	Understanding Scholarly Impact	
	3:45pm	346	SAC:Room 201	Data Resources from NSF	
		349	LQ:Crockett West	Systematic Review and Research Synthesis	
	4:00pm	350	GH:Travis B	Your Work-Life Research Stream	
	4:15pm	357	GH:Bonham C	LGBTQ Teaching Incubator	
		358	GH:Bonham D	Creativity beyond Boundaries	
	5:30pm	365	GH:Texas Ballroom A	OB and HR Members Welcome Reception	
		366	GH:Presidio A	Advancing Leadership Research	
	Sun	3:30pm	496	GH:Republic B	OB Executive Committee Meeting
	Mon	8:00am	587	GH:Lone Star B	SHCS: Generativity and Legacy
			592	HPR:Corte Real F	CDP: The Myths of Effective Performance Evaluation
			594	HPR:El Mirador West	CDP: Effective Communications in Teamwork
597			HPR:Salon Del Rey N	CDP: Social Networks, Trust, ID	
600			GH:Bonham C	JS: Collectives & Social Identity	
603			HR:Blanco	DISC: Charisma and Transformational Leadership	
604			HR:Bowie A	DISC: Human Resources: Training & Practice	
627			GH:Lone Star D	JS: Self-Regulation at Work	
628			GH:Independence	JS: New Ways of Organizing Work	
642			GH:Bonham B	DRP: Support at Work and Outcomes	
643			GH:Bowie C	Justice Perceptions	
644			GH:Crockett B	DRP: Surface & Deep Diversity	
645			GH:Crockett C	DRP: Knowledge & Learning	
646			GH:Crockett D	DRP: Authentic Leaders and Outcomes	
647			GH:Republic A	Fit in Multiple Forms	
648			GH:Republic B	Individual and Relational Routes to Employability	
649			GH:Travis C	SHCS: Psychological Contracts	
650			GH:Lone Star E	JS: Negative Ties and Networks	
651			GH:Seguin A	JS: The Dark and Bright Sides of Workplace Envy	
652			GH:Seguin B	SHCS: Behavioral Outcomes of Job Insecurity	
673	MRC:Salon M	JS: Unethical Work Behavior			

Day	Start	#	Location	Session Information		
Mon	9:45am	689	GH:Lone Star B	SHCS: Job Search Self-Regulation		
		698	HPR:Corte Real D/E	CDP: Leadership, Succession and Performance		
		706	GH:Presidio A	JS: Navigating Gendered Landscapes		
		709	HR:Blanco	DISC: Leadership		
		743	GH:Bowie A	Creativity: Teams & Leaders		
		744	GH:Bowie C	Justice and Social Relations		
		745	GH:Crockett B	DRP: Fit Antecedents and Outcomes		
		746	GH:Crockett C	DRP: Guilt and Forgiveness		
		747	GH:Crockett D	DRP: Ethical Leadership		
		748	GH:Republic B	Team Processes		
		749	GH:Republic C	Negative Behaviors at Work		
		750	GH:Seguin A	Effects of Psych Contracts		
		751	GH:Travis C	Situational Strength		
		752	GH:Lone Star E	JS: New Directions in Organizational Fit		
		753	GH:Seguin B	JS: Psychological Distance at Work		
		754	GH:Republic A	SHCS: Org. Culture and Climate		
		759	GH:Lone Star A	SHCS: Useful Research		
			11:30am	800	HPR:Corte Real C	CDP: Explorations in Creativity and Innovation
				804	HPR:El Mirador West	CDP: Identity, Communication and Helping at Work
				808	GH:Bonham C	SHCS: Hierarchy and Moral Behavior in Organizations
811	HR:Blanco			DISC: Incivility, Turnover & Deviance		
846	LQ:Fiesta C			SHCS: Leadership and Identity		
848	GH:Bowie A			Teams and Innovation		
849	GH:Bowie C			Fairness and Justice		
850	GH:Crockett B			DRP: Culture and Climate Strength		
851	GH:Crockett C			DRP: Self-Regulation and Outcomes		
852	GH:Crockett D			DRP: Leader Abuse: A Follower Focus		
853	GH:Republic A			Support in Work Environments		
854	GH:Republic C			Counterproductive Behaviors		
855	GH:Seguin A			Emotion and Its Outcomes		
856	GH:Seguin B			SHCS: Resources for Engaged and Healthy Employees		
857	GH:Republic B			JS: Leadership Identity		
858	GH:Travis C			JS: Learning to Coordinate		
862	GH:Crockett A	JS: Power of Vision				
	1:15pm	913	HR:Blanco	DISC: Creativity		
		938	GH:Independence	JS: A Closer Look at Core Self-Evaluations		
		951	GH:Bowie A	Toward Creativity & Innovation		
		952	GH:Bowie C	Leaders & Follower Outcomes		
		953	GH:Crockett B	DRP: Cross-Level Models of Trust		
		954	GH:Crockett C	DRP: Shared Learning and Knowledge		
		955	GH:Crockett D	DRP: Abusive Leaders & Followers		
		956	GH:Lone Star E	Understanding Customer Service		
		957	GH:Republic A	Multi-levels of Climate		
		958	GH:Republic B	Leader Effectiveness		
		959	GH:Republic C	Incivility in Work & Family		
		960	GH:Seguin A	Emotion & Environment		
		961	GH:Travis C	Political and Social Behavior		
		962	GH:Seguin B	JS: Challenging P-O Fit		
		964	SAC:Room 206 A	JS: Building Virtual Teams		
		965	GH:Lone Star A	SHCS: Reactions to Change		
980	LQ:Fiesta D	JS: Trust in Relationships				

Day	Start	#	Location	Session Information		
Mon	3:00pm	1003	GH:Presidio B	SHCS: Work-Family Dyadic Research		
		1010	HPR:Corte Real A/B	CDP: Trust, Coordination &Competiti		
		1013	HPR:Corte Real F	CDP: Strategy Practice as Process		
		1022	HR:Blanco	DISC: Emotions		
		1047	GH:Bonham D	JS: HRM in the Middle East		
		1060	LQ:Fiesta C	JS: Transitions in Understanding		
		1061	GH:Bowie A	Creativity, Teams & Leadership		
		1062	GH:Bowie C	Injustice and Retribution		
		1063	GH:Crockett B	DRP: Contracts and Contract Breach		
		1064	GH:Crockett C	DRP: Social Networks and Outcomes		
		1065	GH:Crockett D	DRP: Power Politics and Behavior		
		1066	GH:Republic C	Unethical Behavior		
		1067	GH:Travis C	Culture and Shared Perspective		
		1068	GH:Lone Star E	JS: Faultlines in Work Teams		
		1069	GH:Republic A	JS: Managing Status Differentials		
		1070	GH:Seguin B	JS: Loving a Job/Passion for Work		
		1071	GH:Republic B	SHCS: Leadership in the Plural		
		1072	GH:Seguin A	JS: Organizational Change and Emotions		
			4:45pm	1113	HPR:Corte Real A/B	CDP: Confidence & Competence
				1115	HPR:El Mirador East	CDP: Office Politics, Conflicts, and Career
1117	HPR:La Espada			CDP: Size, Scale, and Rationality		
1121	GH:Bonham C			JS: Cross-Cultural Differences in Negotiation		
1124	HR:Blanco			DISC: Power and Empowerment		
1136	GH:Lone Star C			JS: Hispanic Work Issues		
1153	LQ:Fiesta A&B			JS: Intuition in Organizations		
1154	GH:Bowie A			Creativity and Social Ties		
1155	GH:Crockett B			DRP: Cross-Cultural Differences		
1156	GH:Crockett C			DRP: Perception and Cognition		
1157	GH:Crockett D			DRP: LMX Relationships		
1158	GH:Republic A			Diversity and Demography		
1159	GH:Republic B			What Leads to Leader Emergence		
1160	GH:Republic C			Ostracism and Deviance		
1161	GH:Seguin B			Employee Engagement		
1162	GH:Travis C			OCB's and Motivation		
1163	GH:Lone Star E			JS: Research Ethics and Integrity		
1164	GH:Seguin A			JS: Affect at the Beeping Edge		
1165	GH:Bowie C			JS: Implicit Measures in Management Research		
1184	LQ:Crockett East			JS: Measuring Team Constructs		
	6:30pm	1211	GH:Texas Ballroom E & F	OB Division Awards and Social Hour		
Tue	8:00am	1244	GH:Lone Star B	JS: Sustainable Careers		
		1251	GH:Bonham C	JS: Trust in Bargaining		
		1253	HR:Blanco	DISC: Identity		
		1266	GH:Lone Star C	JS: Women Leaders across the Globe		
		1275	SAC:Room 210 B	JS: A South Asian Perspective		
		1281	LQ:Fiesta C	JS: Sensegiving: An Analogue to Sensemaking?		
		1284	GH:Bowie A	Fostering Innovation		
		1285	GH:Bowie C	Leader Attributes		
		1286	GH:Crockett B	DRP: Support in Work-Life Balance		
		1287	GH:Crockett C	DRP: Emotion Labor and Regulation		
		1288	GH:Crockett D	DRP: Motivation: The Self & Others		
		1289	GH:Republic A	Voice and Prosocial Behavior		
		1290	GH:Republic B	Shared Leadership		
		1291	GH:Republic C	Intragroup Relationships Norms		
		1292	GH:Seguin B	Job Stress & Coping Processes		
1293	GH:Seguin A	JS: Silence and Voice				
1294	GH:Travis C	JS: Socialization and Newcomers				
1308	SAC:Room 214 C	SHCS: Horizontal Coordination				
	9:00am	1319	GH:Texas Ballroom B	Lifetime Achievement Address		

Day	Start	#	Location	Session Information
Tue	9:45am	1337	HPR:Corte Real C	CDP: Internal & External Antecedent
		1340	HPR:El Mirador West	CDP: Succession, Job Attachment and Embeddedness
		1342	HPR:Salon Del Rey C	CDP: Job Embeddedness & Mgr Perf.
		1343	HPR:Salon Del Rey N	CDP: Building an Impression and Exerting Influence
		1347	HR:Blanco	DISC: Individual Differences
		1363	GH:Lone Star C	JS: Women at Work in the Arab MENA
		1376	MRC:Salon C	JS: Leader Developmental Readiness
		1382	GH:Bowie A	Individual and Team Creativity
		1383	GH:Crockett B	DRP: Work-Life Conflict
		1384	GH:Crockett C	DRP: Cognition & Decision Making
		1385	GH:Crockett D	DRP: Goals and Motivation
		1386	GH:Republic A	New Methods of OCBs
		1387	GH:Republic B	Leader Impact on Followers
		1388	GH:Seguin B	Stress Management
		1389	GH:Travis C	Work Relationships & Outcomes
		1390	GH:Republic C	JS: New Perspectives on Team I-P-O
		1391	GH:Lone Star E	SHCS: New Directions in Global Leadership Development
1392	GH:Seguin A	JS: Developments in Voice Research		
1393	GH:Bowie C	JS: Shared Leadership		
1411	MRC:Salon M	JS: Cognitive Approaches to Behavioral Ethics		
	10:10am	1418	GH:Texas Ballroom B	Making Connections Coffee
	11:30am	1429	GH:Lone Star B	SHCS: Protean Careers Today
		1435	HPR:Salon Del Rey S	CDP: Mgr Transformation in China
		1438	HR:Blanco	DISC: Commitment, Collaboration, and Communication
		1467	GH:Bowie A	Abusive Supervision
		1468	GH:Bowie C	Contingent Leadership
		1469	GH:Crockett B	DRP: Work-Family Conflict
		1470	GH:Crockett C	DRP: Proactivity and Initiative
		1471	GH:Crockett D	DRP: Employee Commitment
		1472	GH:Republic B	Transformational Leadership
		1473	GH:Republic C	Team Design
		1474	GH:Travis C	Work Significance and Deviance
		1475	GH:Lone Star E	SHCS: Senior Level Leaders
	1476	GH:Seguin A	JS: Costs of Proactivity in Organizations	
	1480	GH:Lone Star A	JS: Emergent Innovation through a Complexity Lens	
	1:15pm	1511	SAC:Room 217 A	SHCS: Inside the Learning Curve
		1513	GH:Lone Star B	JS: Profiting from Career Capital
		1517	GH:Bonham C	JS: Trends in Org. Justice
		1518	HR:Blanco	DISC: Cognition and Processes
		1537	MRC:Salon C	JS: Team-Based Learning
		1540	GH:Crockett B	DRP: Self Regulation & Performance
		1541	GH:Crockett C	DRP: Antecedents of Proactivity
		1542	GH:Crockett D	DRP: Job Satisfaction
		1543	GH:Republic B	Leadership Styles
		1544	GH:Republic C	Conflicts in Teams
		1545	GH:Seguin B	Stress Effects on Behavior
		1546	GH:Travis C	Cognitions and Social Exchange
		1547	GH:Republic A	SHCS: Contrasting OCB
		1548	GH:Seguin A	SHCS: Work-Life Balance
		1549	GH:Lone Star E	JS: Leading Across Cultures
	1550	GH:Bowie C	JS: Focusing on Followership	
	1551	GH:Bowie A	JS: You've Got Me Feeling	
	1553	SAC:Room 206 A	JS: Virtual Organizations	

Day	Start	#	Location	Session Information
Tue	3:00pm	1579	GH:Lone Star B	JS: Professional Identity Process
		1596	SAC:Room 210 A	SHCS: Bi/Multicultural Employees
		1602	GH:Bowie A	SHCS: LMX Perspectives on Creativity
		1603	GH:Bowie C	New Perspectives in Behavioral Ethics Research
		1604	GH:Crockett B	DRP: Individual and Group Identity
		1605	GH:Crockett C	DRP: Exchange Antecedents & Outcome
		1606	GH:Crockett D	DRP: Turnover: Role of Support
		1607	GH:Republic B	Leadership & Identity
		1608	GH:Republic C	Top Management Teams
		1609	GH:Travis C	Cognitions of Context
		1610	GH:Republic A	JS: Effects of OCB
		1611	GH:Seguin B	JS: Turnover/Turnover Intentions
		1612	GH:Seguin A	JS: Corporate Volunteerism

Organizational Communication & Information Systems

Program Chair: Elizabeth Davidson, U. of Hawaii-Manoa
Professional Development Workshop Chair: Kevin Crowston, Syracuse U.

Day	Start	#	Location	Session Information
Fri	8:00am	23	SAC:Room 212 A	OCIS Junior Faculty Consortium Breakfast
		24	SAC:Room 212 B	OCIS Doctoral Consortium Breakfast
		36	SAC:Room 007 C	Mitigate Technology Change
	9:00am	50	SAC:Room 212 A	OCIS Junior Faculty Consortium
		51	SAC:Room 212 B	OCIS Doctoral Consortium
	12:00pm	85	SAC:Room 216 A & B	OCIS Joint Consortia Lunch
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research
	5:00pm	153	SAC:Room 006 D	OCIS International Paper Development Workshop
	6:00pm	160	OS:TBA	OCIS Jr Faculty Consortium
	Sat	8:00am	209	SAC:Room 204 B
217			MRW:Salon A	Teaching with Technology
8:30am		226	SAC:Room 203 B	Sequence Analysis
		227	SAC:Room 008 A	Publishing Qualitative Res.
11:00am		262	SAC:Room 209	Learning from Big Science
11:45am		269	GH:Bonham C	P-Commerce
1:00pm		298	SAC:Room 204 B	Advanced Networks PDW
1:15pm		301	SAC:Room 007 B	A Socio-Technical Perspective
1:30pm		304	SAC:Room 201	Funding Opportunities from NSF
		308	GH:Bonham B	Second Life Tutorial
6:00pm		376	SAC:Mission 103 A	OCIS PhD and Member Reception
4:00pm		505	SAC:Room 212 B	OCIS Executive Committee Meeting
Mon		8:00am	594	HPR:El Mirador West
	628		GH:Independence	JS: New Ways of Organizing Work
	653		SAC:Room 206 A	Information Systems and Organizational Learning
	654		SAC:Room 212 A	DRP: Communication Feedback and Information Technology
	9:45am	699	HPR:Corte Real F	CDP: Building Capabilities & Adv.
		755	SAC:Room 212 A	DRP: E-commerce and Service Innovation
		756	SAC:Room 212 B	IT, Value Creation and Collaboration
		757	SAC:Room 206 A	JS: Mirroring in Open Production
	11:30am	799	HPR:Corte Real A/B	CDP: Collaboration and Interaction Across Boundaries
		801	HPR:Corte Real D/E	CDP: Religion, Emotions, and the Workplace
		805	HPR:Salon Del Rey C	CDP: Strategy Execution & Comp.
		859	SAC:Room 212 B	IS Development in the New Millennium
		860	SAC:Room 206 A	JS: The Global Ecology of Crowdsourcing
	1:15pm	906	HPR:Corte Real F	CDP: Managing the Multibusiness Portfolio
		963	SAC:Room 212 B	Leadership, Communication, and Cultural Divides
		964	SAC:Room 206 A	JS: Building Virtual Teams
		966	GH:Crockett A	SHCS: Virtual R&D Organizations
	3:00pm	1012	HPR:Corte Real D/E	CDP: Careers, Jobs, and Social Divisions
		1073	SAC:Room 206 A	Information Technology and Organizational Change
	4:45pm	1115	HPR:El Mirador East	CDP: Office Politics, Conflicts, and Career
		1118	HPR:Salon Del Rey N	CDP: Understanding Development of Exceptional Leaders
		1166	SAC:Room 206 A	OCIS Keynote Address
	6:30pm	1212	SAC:Room 006 D	OCIS Business Meeting (Following Keynote)
7:30pm	1224	SAC:Room 206 A	OCIS Reception and Social Event	
Tue	8:00am	1257	HR:Maverick B	DISC: Information and Technology
		1295	SAC:Room 206 A	IT and Dialogue
		1296	SAC:Room 216 B	DRP: Virtual Teams
		1308	SAC:Room 214 C	SHCS: Horizontal Coordination

Organizational Communication & Information Systems

	9:45am	1352	HR:Maverick B	DISC: Understanding and Using Knowledge
		1394	SAC:Room 206 A	New Media and Virtual Engagement
		1395	SAC:Room 216 B	DRP: Management of IT and IS in Firms
Tue	11:30am	1477	SAC:Room 206 A	New Ways of Working with IT
		1478	SAC:Room 216 B	DRP: IT and Interorganizational Infrastructure
		1493	SAC:Room 213 B	JS: New Strategy Texts
	1:15pm	1551	GH:Bowie A	JS: You've Got Me Feeling
		1552	SAC:Room 216 B	DRP: Trust, knowledge and Information Technology
		1553	SAC:Room 206 A	JS: Virtual Organizations
	3:00pm	1613	SAC:Room 216 B	DRP: IT and Organizational Strategy
		1614	SAC:Room 206 A	JS: The Future of Management and Social Media

Organizations & the Natural Environment

Program Chair: Andrew J. Hoffman, U. of Michigan
Professional Development Workshop Chair: Frances E Bowen, Queen Mary U. of London

Day	Start	#	Location	Session Information
Fri	8:00am	30	MRW:Salon C	Cross Sector Partnerships
	9:30am	52	MRC:Salon D	Postcolonial Futures
	12:00pm	87	MRC:Salon C	Leadership and CSR in 'Messy' Contexts
	1:00pm	110	MRC:Salon A	ONE Doctoral Consortium
	2:00pm	125	MRC:Conference Room 17	The Role of the Future in Strategy
	2:45pm	132	MRW:Salon C	Beyond Growth
	3:30pm	140	MRW:Salon A	BOP Research Methods
Sat	7:30am	166	MRC:Salon B	Case Lab Breakfast
	8:00am	187	SAC:Room 206 A	Industry Transformation Ibero
		210	MRC:Salon A	Sust Mgt Ed 1: Approaches
		213	GH:Travis C	Managing Change in the Aftermath of Extreme Events
	10:15am	243	GH:Republic B	Caring Institutions & Leaders
		253	MRC:Salon A	Sust Mgt Ed 2: Course Design
	12:30pm	288	MRC:Salon J	ONE & SIM Junior Faculty Consortium
	2:45pm	328	MRC:Salon D	Env. and Soc. Issues in Africa
	7:00pm	384	MRC:Salon M	ONE Welcome Reception
	Sun	3:30pm	499	MRC:Salon C
7:00pm		557	OS:TBA	oikos Alumni Dinner
Mon	8:00am	606	HR: Bowie C	DISC: Going Green
		666	MRW:Salon A	DRP: Org. Design & the Nat. Env.
	9:45am	704	HPR:Salon Del Rey S	CDP: Firm Growth, Regulatory Oversight and Culture
		712	HR: Bowie C	DISC: Focus on Preservation
		770	MRW:Salon A	DRP: Env. Mgt.: East Meets West
		771	MRW:Salon E	Sustainable Supply Chains
	11:30am	872	MRW:Salon E	Regulation and Cleantech
	1:15pm	977	MRW:Salon E	Climate Change and the Financial Sector
	3:00pm	1016	HPR:La Espada	CDP: Managing Human Capital
		1085	SAC:Room 206 B	SHCS: Instl Sustainability
		1086	MRW:Salon E	Events and Org. Performance
		1087	MRW:Salon C	JS: Deploying Renewable Energy
	4:45pm	1117	HPR:La Espada	CDP: Size, Scale, and Rationality
		1119	HPR:Salon Del Rey S	CDP: Sustainability Practices
		1179	MRW:Salon C	ONE Business Meeting
		1180	MRW:Salon E	Inst. Logics of Sustainability
	7:00pm	1216	OS:Institute of Texas Cultures	ONE Social
Tue	8:00am	1309	MRW:Salon E	Supply Chains and Standards
	9:45am	1341	HPR:La Espada	CDP: Foresight and Uncertainty
		1344	HPR:Salon Del Rey S	CDP: Organizational Outcomes
		1405	MRW:Salon E	Env. Performance and Investors
		1417	SAC:Room 006 D	JS: Cleantech Emergence
	11:30am	1489	MRW:Salon E	Motivation & Env. Performance
		1502	SAC:Room 006 D	JS: Sustainable Construction
	1:15pm	1563	MRW:Salon E	Values and the Environment
	3:00pm	1622	MRW:Salon E	Time & Env. Performance
		1623	GH:Lone Star D	JS: Leading Sustainability Efforts

Public & Nonprofit

Program Chair: Avner Ben-Ner, U. of Minnesota
 Professional Development Workshop Chair: Eric C. Martin, Bucknell U.

Day	Start	#	Location	Session Information
Fri	8:00am	30	MRW:Salon C	Cross Sector Partnerships
	12:30pm	100	MRW:Salon D	Captains of Lives
Sat	8:00am	211	MRC:Salon D	QI for Public/Nonprofits
		212	OS:Haven for Hope	Haven for Hope Experience
		213	GH:Travis C	Managing Change in the Aftermath of Extreme Events
	8:30am	220	SAC:Room 008 B	Social E-Ship+Broader Theories
		230	MRW:Salon B	PNP PhD Student Consortium
	10:15am	254	MRW:Salon E	Managerial Flow of Change
	12:30pm	284	MRW:Salon E	International Comparison
Sun	2:00pm	464	MRC:Salon L	PNP Executive Committee Meeting
	4:00pm	506	MRC:Salon D	PNP Business Meeting and Awards Ceremony
	6:30pm	552	MRC:Salon A	PNP Division Social
Mon	8:00am	667	MRW:Salon C	Collaboration
		668	MRW:Salon F	Motivation, Wages & Incentives
	9:45am	703	HPR:Salon Del Rey N	CDP: Goals, Commitments, and Value Creation
		704	HPR:Salon Del Rey S	CDP: Firm Growth, Regulatory Oversight and Culture
		760	GH:Crockett A	JS: Evolving Commitment Foci
		772	MRW:Salon C	Centro San Antonio
	11:30am	805	HPR:Salon Del Rey C	CDP: Strategy Execution & Comp.
		806	HPR:Salon Del Rey N	CDP: Non-Profit & Public Org
		814	HR:Bowie C	DISC: Philanthropy
		873	MRW:Salon A	DRP: Disasters
		874	MRW:Salon F	Leadership and Motivation in the Public Sector
	1:15pm	904	HPR:Corte Real C	CDP: Learning through Experience
		916	HR:Bowie C	DISC: Public and Nonprofit Performance
		978	MRW:Salon A	DRP: Leadership and Change
		979	MRW:Salon F	Entrepreneuership
	3:00pm	1012	HPR:Corte Real D/E	CDP: Careers, Jobs, and Social Divisions
		1018	HPR:Salon Del Rey N	CDP: Work-Life Balance
		1042	MRC:Salon K	SHCS: Health Reform & Mgmt. Research
		1088	MRW:Salon A	DRP: HRM in Public and Nonprofit Organizations
		1089	MRW:Salon F	Innovations and Transfer
4:45pm	1113	HPR:Corte Real A/B	CDP: Confidence & Competence	
	1181	MRW:Salon A	DRP: Networks & Collaboration	
	1182	MRW:Salon F	JS: Change in Health and Education	
Tue	9:45am	1336	HPR:Corte Real A/B	CDP: Managing Health and Healthcare
		1342	HPR:Salon Del Rey C	CDP: Job Embeddedness & Mgr Perf.
		1376	MRC:Salon C	JS: Leader Developmental Readiness
		1406	MRW:Salon F	Innovations in Public Management
11:30am	1490	MRW:Salon A	DRP: Motivation and Satisfaction	
	1491	MRW:Salon F	Giving and Social Marketing	
1:15pm	1564	MRW:Salon F	JS: Voluntary Sector HRM	
3:00pm	1624	MRW:Salon F	SHCS: Unpacking Capacity	

Research Methods

Program Chair: Lisa Schurer Lambert, Georgia State U.
Professional Development Workshop Chair: Michael Sturman, Cornell U.

Day	Start	#	Location	Session Information	
Fri	8:00am	17	GH:Lone Star D	Content Analysis	
		32	SAC: Room 203A	Against Significance Tests	
		33	SAC: Room 201	Scale Development Workshop	
		37	SAC:Room 007 A	Codifying Academic Knowledge	
	10:15am	64	LQ:Fiesta C&D	Measuring Cultural Knowledge	
		68	SAC: Room 203B	Ethnostatistics & Qualimetrics	
		69	SAC: Room 202B	eLancing	
		70	SAC: Room 203A	Agreement Statistics	
	11:45am	79	SAC:Room 006 B	US PSED II – 5-Year Update	
	12:30pm	95	MRW:Salon F	Industry-Academic Research	
		101	SAC: Room 203B	Qualitative Comparative Analysis	
	1:15pm	113	MRC:Salon J	Theory Development Using Case-Studies	
	1:30pm	117	SAC: Room 205	Emergence in Process Research	
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research	
	2:15pm	126	GH:Bonham C	Approaches for Studying Management Practices	
	2:45pm	133	SAC: Room 202B	Why We Should All Be Bayesians	
Sat	8:00am	197	MRC:Conference Room 16	Case Teaching Workshop	
		209	SAC:Room 204 B	Introduction to Social Network Analysis	
		214	LQ:Fiesta C&D	Ask the Experts: Qualitative Methods	
	8:30am	221	SAC:Room 216 B	Entrepreneurship Theory	
		226	SAC:Room 203 B	Sequence Analysis	
		227	SAC:Room 008 A	Publishing Qualitative Res.	
	9:00am	234	GH:Travis A	The 19th Annual Craft of Reviewing Workshop	
		235	MRW:Salon C	Complexity & Crowd Sourcing	
	10:15am	245	GH:Texas Ballroom A	HR Research: New Directions in Research Methods	
		252	SAC:Room 206 B	Being There/Being Them: Producing Ethnographies	
		255	LQ:Fiesta E	How to Define, Identify, and Handle Outliers	
	10:30am	260	LQ:Fiesta C&D	Ask the Experts: Micro Methods	
	12:00pm	272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition	
	12:30pm	290	LQ:Crockett East	Trends in Meta-analysis	
	1:00pm	299	LQ:Fiesta C&D	Ask the Experts: Macro Methods	
	2:15pm	319	GH:Crockett A & B	The HR-Performance linkage	
		320	GH:Presidio C	A Practical Guide to Causal Mapping	
	2:45pm	324	SAC:Room 212 A	Entrepreneurs` Behavior	
	3:15pm	338	LQ:Crockett East	Ask the Experts: An RM Career	
	3:30pm	343	SAC:Room 203 A	Causal Inference in IB Models	
	3:45pm	346	SAC:Room 201	Data Resources from NSF	
		349	LQ:Crockett West	Systematic Review and Research Synthesis	
	4:00pm	356	SAC:Room 209	Research Across East and West	
	4:30pm	360	LQ:Fiesta A&B	Methods for Integrating Moderation and Mediation	
	Sun	3:30pm	500	LQ:Fiesta A&B	Research Methods Executive Committee Meeting
	Mon	8:00am	669	LQ:Fiesta D	LCA, Dominance Analysis, Outli
		9:45am	700	HPR:EI Mirador East	CDP: Old Problems and New Avenues
773			LQ:Fiesta D	SHCS: Construct Validation	
11:30am		875	LQ:Fiesta D	How to Write and Publish Research Methods Papers	
1:15pm		921	HR:Maverick B	DISC: Research Methods: Models and Analyses	
		939	GH:Bonham D	JS: HR Practices and Systems	
		962	GH:Seguin B	JS: Challenging P-O Fit	
		980	LQ:Fiesta D	JS: Trust in Relationships	
3:00pm	1030	HR:Maverick B	DISC: Research Methods: Guidance		

Day	Start	#	Location	Session Information
Mon	4:45pm	1163	GH:Lone Star E	JS: Research Ethics and Integrity
		1165	GH:Bowie C	JS: Implicit Measures in Management Research
		1183	LQ:Fiesta D	Personality, sampling & survey
		1184	LQ:Crockett East	JS: Measuring Team Constructs
	6:00pm	1198	LQ:Fiesta E&F	Business Meeting
	7:15pm	1217	LQ:Fiesta D	Research Methods Division Reception
Tue	11:30am	1435	HPR:Salon Del Rey S	CDP: Mgr Transformation in China
		1492	LQ:Crockett West	DRP: Networks, Simulations, Entrepr
	1:15pm	1565	LQ:Crockett West	DRP: Advances Qualitative Methods

Social Issues in Management

Program Chair: Virginia Gerde, Duquesne U.
Professional Development Workshop Chair: Jennifer J Griffin, George Washington U.

Day	Start	#	Location	Session Information
Fri	8:00am	5	SAC:Room 210 B	Unique Indian Video Cases on Social Innovations
		30	MRW:Salon C	Cross Sector Partnerships
		35	MRC:Salon B	SIM Doctoral Consortium
	10:15am	62	SAC:Room 210 B	Business in Emerging Markets
		71	MRC:Salon C	Pedagogical Techniques in SIM
	11:45am	80	GH:Lone Star A	Consulting Across Boundaries
	12:00pm	86	MRC:Salon D	Teaching SIM II: Using Reflection Techniques
		87	MRC:Salon C	Leadership and CSR in 'Messy' Contexts
	12:30pm	97	MRW:Bowie	Ethics Tools in Class
	3:30pm	140	MRW:Salon A	BOP Research Methods
Sat	8:00am	178	GH:Texas Ballroom C	New Directions in Org Justice
		212	OS:Haven for Hope	Haven for Hope Experience
	8:30am	219	SAC:Room 216 A	Social Entrepreneurship in China: East Meets West
		220	SAC:Room 008 B	Social E-Ship+Broader Theories
	9:00am	232	SAC:Room 007 C	Where West Hears East
	9:30am	237	MRC:Salon B	SIM Manuscript Development Workshop
	10:15am	256	MRC:Salon D	Ethics and Compliance
	11:15am	268	MRC:Salon B	Ask the Experts
	12:30pm	288	MRC:Salon J	ONE & SIM Junior Faculty Consortium
		289	GH:Travis B	Leadership and Tango Dance
	1:00pm	300	MRC:Salon B	SIM Research Roundtables
	2:45pm	328	MRC:Salon D	Env. and Soc. Issues in Africa
	3:00pm	334	MRC:Salon A	Conscious Responsibility
6:00pm	379	OS:The Contessa	SIM/SBE Keynote Speaker	
Sun	12:30pm	439	MRC:Salon K	SIM Executive Committee Meeting
	3:45pm	502	MRC:Salon M	SIM Best Dissertation Finalists
	4:00pm	507	MRC:Conference Room 17	Business & Society Editorial Board Meeting
	5:00pm	533	MRC:Salon M	SIM Research Symposium
	5:30pm	537	MRC:Conference Room 15	IABS Board Meeting
	6:45pm	553	MRC:Salon B	SIM Sunday Welcome Reception
Mon	7:30am	571	MRC:Salon B	Welcome and Chair's Address
	8:00am	605	HR:Bowie B	DISC: Social Governance
		671	MRC:Conference Room 17	DRP: Ethics at Multiple Levels of Analysis and Contexts
		672	MRC:Salon B	Corporate Responsibility
		673	MRC:Salon M	JS: Unethical Work Behavior
	9:45am	703	HPR:Salon Del Rey N	CDP: Goals, Commitments, and Value Creation
		711	HR:Bowie B	DISC: Social Responsibility
		775	MRC:Conference Room 17	DRP: BGR: Envt. and Sustainability
		776	MRC:Salon B	CSR and Stakeholder Management
		777	MRC:Salon M	Ethics: Business Ethics from a Normative Approach
	11:30am	799	HPR:Corte Real A/B	CDP: Collaboration and Interaction Across Boundaries
		802	HPR:Corte Real F	CDP: Challenges in International Business
		803	HPR:El Mirador East	CDP: CSR thru Globalization & Gov.
		813	HR:Bowie B	DISC: Social Ethics
		871	SAC:Room 206 B	JS: Inside the CSR black box
		877	MRC:Conference Room 17	DRP: Corporate Governance
878		MRC:Salon B	Corporate Social Responsibility Strategies	
879		MRC:Salon M	Ethics: Misconduct and Corruption	

Day	Start	#	Location	Session Information	
Mon	1:15pm	912	MRC:Salon L	SHCS: BoP: Critical Exploration	
		915	HR: Bowie B	DISC: Social Learning, Cognition & Identity	
		976	SAC: Room 206 B	JS: Theoretical Approaches to Social Enterprises	
		982	MRC: Conference Room 17	DRP: CSR and SM: Strategies	
		983	MRC: Salon B	CSR/BGR: Competitive Advantage	
		984	MRC: Salon M	Ethics: Empirical	
	3:00pm	1001	SAC: Room 204 B	SHCS: Andrews's Concept of Strategy	
		1015	HPR: El Mirador West	CDP: In Search of Ethical Practices	
		1017	HPR: Salon Del Rey C	CDP: Social, Female and Corporate Entrepreneurship	
		1085	SAC: Room 206 B	SHCS: Instl Sustainability	
		1091	MRC: Conference Room 17	DRP: System Change and Social Repair	
		1092	MRC: Salon B	BGR: CPA & Stakeholder Power	
	4:45pm	1093	MRC: Salon M	Ethics: Rights and Development	
		1105	SAC: Room 217 A	JS: Category Effects in Industries	
		1117	HPR: La Espada	CDP: Size, Scale, and Rationality	
		1185	MRC: Conference Room 17	DRP: Ethics Education and Leadership	
	6:30pm	1186	MRC: Salon B	SIM Division Business Meeting	
		1215	MRC: Salon M	SIM Division Social	
		7:30am	1233	MRC: Salon B	SIM Tuesday Welcome Session
			8:00am	1311	MRC: Conference Room 17
	1312			MRC: Salon B	BGR: CPA at Firm Level
	1313	MRC: Salon M		JS: Organizational Legitimacy	
	9:45am	1403	SAC: Room 206 B	SHCS: U.S. Employment Relationship	
		1408	MRC: Conference Room 15	Corporate Governance: Trust and Transparency	
1409		MRC: Conference Room 17	DRP: CSR: Institutional Level		
1410		MRC: Salon B	BGR: Policy and Social Change		
1411		MRC: Salon M	JS: Cognitive Approaches to Behavioral Ethics		
11:30am	1494	MRC: Conference Room 15	BGR: CPA and Corp. Governance		
	1495	MRC: Conference Room 17	DRP: CSR: Firms and Markets		
	1496	MRC: Salon B	Governance & Political Activity		
	1497	MRC: Salon M	CSP and Financial Performance		
1:15pm	1567	MRC: Conference Room 15	Corporate Governance and Boards of Directors		
	1568	MRC: Conference Room 17	DRP: CSR: Firm and Manager Levels		
	1569	MRC: Salon B	CG: Governance and Performance		
	1570	MRC: Salon M	CSP and Employees		
3:00pm	1612	GH: Seguin A	JS: Corporate Volunteerism		
	1625	MRC: Conference Room 17	DRP: CSR: Stakeholders		
	1626	MRC: Salon M	Corporate Social Performance and the Consumer		
	1627	MRC: Salon B	JS: An Ethical Future for HRM		

Strategizing Activities and Practice

Program Chair: Linda Rouleau, HEC Montreal
 Professional Development Workshop Chair: Saku Mantere, Hanken School of Economics

Day	Start	#	Location	Session Information
Fri	8:00am	34	SAC:Room 207 B	Strategy-as-Practice Research
	1:00pm	111	SAC:Room 006 C	SAP Paper Development Workshop
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research
	2:00pm	124	GH:Lone Star B	Publish Qualitative Research
	2:15pm	126	GH:Bonham C	Approaches for Studying Management Practices
	5:00pm	154	SAC:Room 008 A	Socio-Economic Strategy
Sat	10:15am	252	SAC:Room 206 B	Being There/Being Them: Producing Ethnographies
	12:00pm	272	LQ:Fiesta F	Collecting, Developing, and Using Group Cognition
Sun	3:30pm	501	SAC:Room 218	SAP Executive Committee Meeting
Mon	8:00am	595	HPR:La Espada	CDP: Managing Change and Disruption in Organizations
		613	HR:Nueces	DISC: Interorganizational Knowledge Flows and Strategy
		614	HR:Segin	DISC: Strategic Signaling
		670	SAC:Room 213 B	Institutional Logics and Legitimation Strategies
	9:45am	698	HPR:Corte Real D/E	CDP: Leadership, Succession and Performance
		774	SAC:Room 213 B	Strategy Communication
	11:30am	805	HPR:Salon Del Rey C	CDP: Strategy Execution & Comp.
		812	HR:Bowie A	DISC: Leadership, Cognition, and Decision Making
		876	SAC:Room 213 B	JS: Agency and Emergence: On the Origins of Strategy
	1:15pm	981	SAC:Room 213 B	SHCS: Enhancing Relevance
	3:00pm	1090	SAC:Room 213 B	Strategy Process : Meetings, Rules and Routines
	6:00pm	1199	SAC:Room 213 B	SAP Business Meeting and Party
	Tue	8:00am	1310	SAC:Room 212 A
9:45am		1393	GH:Bowie C	JS: Shared Leadership
		1407	SAC:Room 212 A	DRP: Strategy-as-Practice: From Ontology to Theory
11:30am		1493	SAC:Room 213 B	JS: New Strategy Texts
1:15pm		1566	SAC:Room 213 B	Identity and Sensemaking

Technology & Innovation Management

Program Chair: Arvids A Ziedonis, U. of Oregon
Professional Development Workshop Chair: Riitta Katila, Stanford U.

Day	Start	#	Location	Session Information	
Fri	8:00am	5	SAC:Room 210 B	Unique Indian Video Cases on Social Innovations	
		26	SAC:Room 209	Projects and Knowledge	
		36	SAC:Room 007 C	Mitigate Technology Change	
		37	SAC:Room 007 A	Codifying Academic Knowledge	
	10:15am	56	SAC:Room 007 C	The Appropriation of Value	
	11:00am	74	SAC:Room 209	TIM Doctoral Consortium	
	11:15am	77	SAC:Room 207 B	Creating a Global Network of Design Thinkers	
	12:00pm	88	SAC:Room 007 B	TIM Junior Faculty Consortium	
	1:00pm	109	OS:Toyota Texas Plant	Toyota Texas Plant Tour	
		112	SAC:Room 006 D	Continuous Innovation	
	1:30pm	117	LQ:Fiesta C&D	Emergence in Process Research	
	2:00pm	120	SAC:Room 007 C	India and China	
		125	MRC:Conference Room 17	The Role of the Future in Strategy	
	2:45pm	133	LQ:Crockett West	Why We Should All Be Bayesians	
	3:30pm	139	SAC:Room 207 A	Revealing the Cultural	
	3:45pm	141	GH:Travis A	East-West Innovation	
	Sat	8:00am	187	SAC:Room 206 A	Industry Transformation Ibero
			215	SAC:Room 007 A	TIM Doctoral Consortium
			216	SAC:Room 212 B	TIM Junior Faculty Consortium
8:30am		226	SAC:Room 203 B	Sequence Analysis	
		227	SAC:Room 008 A	Publishing Qualitative Res.	
10:15am		242	SAC:Room 206 A	Corporate Opportunities	
		257	SAC:Room 210 B	Global Restructuring	
		258	SAC:Room 213 B	Research on Universities	
11:00am		262	SAC:Room 209	Learning from Big Science	
11:45am		269	GH:Bonham C	P-Commerce	
		270	SAC:Room 205	TIM Distinguished Scholar Award	
12:30pm		279	SAC:Room 208	Patent PDW	
		287	SAC:Room 007 D	Category Dynamics	
1:00pm		298	SAC:Room 204 B	Advanced Networks PDW	
1:15pm		301	SAC:Room 007 B	A Socio-Technical Perspective	
1:30pm		304	SAC:Room 201	Funding Opportunities from NSF	
2:00pm		317	SAC:Room 206 A	Meet the Editors	
		318	SAC:Room 216 A	Understanding and Managing Ecosystems	
3:30pm		340	SAC:Room 212 B	Inter-firm Contract Research	
		341	SAC:Room 216 B	Neurosciences & Strategy	
3:45pm		346	SAC:Room 201	Data Resources from NSF	
4:15pm		358	GH:Bonham D	Creativity beyond Boundaries	
Sun		12:00pm	437	OS:TBA	Past Officers Lunch
	4:00pm	508	SAC:Room 210 B	TIM Executive Committee Meeting	
	5:30pm	538	SAC:Mission 103 B	TIM Division Business and Social	
Mon	7:00am	567	SAC:Room 205	TIM Breakfast Meeting	
	8:00am	584	SAC:Room 204 A	JS: Dynamic Capabilities	
		613	HR:Nueces	DISC: Interorganizational Knowledge Flows and Strategy	
		674	SAC:Room 006 A	Innovation and the CEO	
		675	SAC:Room 006 B	Technology and Industry Lifecycles	
		676	SAC:Room 006 C	Technological Alliances	
		677	SAC:Room 008 A	DRP: Intellectual Property Measurement and Valuation	
		678	SAC:Room 006 D	JS: Organizing Open Innovation	

Day	Start	#	Location	Session Information
Mon	9:45am	687	SAC:Room 217 A	JS: Vertical Disintegration
		696	HPR:Corte Real A/B	CDP: Production Innovation & Dev.
		718	HR:Nueces	DISC: Change, Innovation, and New Products
		719	HR:Segin	DISC: Business Models and Strategic Positioning
		757	SAC:Room 206 A	JS: Mirroring in Open Production
		778	SAC:Room 006 A	Technology Licensing
		779	SAC:Room 006 B	New Firm Formation
		780	SAC:Room 006 C	Competition and Cooperation
		781	SAC:Room 006 D	Technological Ecosystems
	782	SAC:Room 008 A	DRP: New Product Development and Adoption	
	11:30am	800	HPR:Corte Real C	CDP: Explorations in Creativity and Innovation
		820	HR:Nueces	DISC: Innovation and Its Users
		880	SAC:Room 006 A	R&D Management
		881	SAC:Room 006 B	Knowledge Transfer and Organizational Learning
		882	SAC:Room 006 C	Innovative Partnerships
		883	SAC:Room 006 D	Drivers of Innovation
	1:15pm	905	HPR:Corte Real D/E	CDP: Social Relationships & Costs
		909	HPR:Salon Del Rey C	CDP: Technology ventures
		922	HR:Navarro	DISC: Learning from Foreign Technologies
		923	HR:Nueces	DISC: Intraorganizational Knowledge Sharing
		966	GH:Crockett A	SHCS: Virtual R&D Organizations
		985	SAC:Room 006 A	Open Innovation
		986	SAC:Room 006 B	Building and Managing Absorptive Capacity
		987	SAC:Room 006 C	Types of Innovation
988		SAC:Room 008 A	DRP: Human Capital and Organizational Learning	
989	SAC:Room 006 D	JS: KT and Innovation Management		
3:00pm	1087	MRW:Salon C	JS: Deploying Renewable Energy	
	1094	SAC:Room 006 A	Open Source	
	1095	SAC:Room 006 B	Human Capital and Innovation	
	1096	SAC:Room 006 C	Knowledge Transfer and Integration	
	1097	SAC:Room 006 D	TIM Division Best Paper from a Dissertation Award	
	1098	SAC:Room 008 A	DRP: Managing Alliances	
4:45pm	1131	HR:Nueces	DISC: Contributions to Knowledge Exc	
	1187	SAC:Room 006 A	Geography and Innovation	
	1188	SAC:Room 006 B	Managing Product Innovation	
	1189	SAC:Room 006 C	Technological Leaders and Followers	
	1190	SAC:Room 006 D	TIM Division Distinguished Speaker	
	1191	SAC:Room 008 A	DRP: Intellectual Property Strategy	
	1192	SAC:Room 202 B	DRP: Technological Evolution	
Tue	8:00am	1307	SAC:Room 007 A	SHCS: Enabling Innovation Outside the Firm
		1314	SAC:Room 006 A	Innovation Performance
		1315	SAC:Room 006 B	Innovation in Asia
		1316	SAC:Room 006 C	Temporal Dynamics in Innovation
		1317	SAC:Room 008 A	DRP: Dynamics of Open Innovation
		1318	SAC:Room 006 D	JS: Innovations for Inclusion
	9:45am	1326	SAC:Room 217 A	JS: Strategy Meets Neurosciences
		1342	HPR:Salon Del Rey C	CDP: Job Embeddedness & Mgr Perf.
		1404	SAC:Room 214 B	JS: Expert Work and Organizations
		1412	SAC:Room 006 A	Employees, Incentives, and Innovation
		1413	SAC:Room 006 B	Feedback and Adaptation in Innovation
		1414	SAC:Room 006 C	Managing R&D
		1415	SAC:Room 008 A	DRP: Modularity and New Product Development
		1416	SAC:Room 213 B	Knowledge Creation Capability
		1417	SAC:Room 006 D	JS: Cleantech Emergence

Day	Start	#	Location	Session Information		
Tue	11:30am	1427	SAC:Room 217 A	JS: Org. Learning & Capabilities		
		1434	HPR:La Espada	CDP: MC, Conflicts & Growth		
		1440	HR:Navarro	DISC: Institutional Issues in International Management		
		1441	HR:Segin	DISC: Managerial Impact on Change and Innovation		
		1461	SAC:Room 210 B	JS: Automotive Davids and Goliaths		
		1480	GH:Lone Star A	JS: Emergent Innovation through a Complexity Lens		
		1498	SAC:Room 006 A	Social Networks and Evolution		
		1499	SAC:Room 006 B	Social Networks and Innovation		
		1500	SAC:Room 006 C	Creating and Managing a Learning Environment		
		1501	SAC:Room 008 A	DRP: Product Development Perf.		
		1502	SAC:Room 006 D	JS: Sustainable Construction		
		1:15pm		1562	SAC:Room 206 B	JS: Innovation & Identity
				1571	SAC:Room 006 A	Innovation in Service Industries
				1572	SAC:Room 006 B	Technological Search
1573	SAC:Room 008 A			DRP: University-Industry Knowledge Transfer		
1574	SAC:Room 006 D			JS: Online Distributed Organization		
3:00pm		1586	SAC:Room 215	SHCS: Entrepreneurial Entry Dynamics		
		1628	SAC:Room 006 A	Public Policy and Innovation		
		1629	SAC:Room 006 B	Product Development Teams		
		1630	SAC:Room 006 C	The Emergence and Evolution of Business Constructs		
		1631	SAC:Room 006 D	SHCS: Emerging Industries: Theory and Evidence		

In Conjunction With Activities

Program Chair: Ming-Jer Chen, U. of Virginia
 Professional Development Workshop Chair: R. Duane Ireland, Texas A&M U.
 Program Manager: Jimmy Le, Academy of Management
 Program Coordinator: Valerie Concepcion, Academy of Management

Day	Start	#	Location	Session Information
Fri	9:00am	44	HPR:Corte Real A/B	ASQ Editors Meeting
	6:00pm	158	GH:Bonham B	MMD Debriefing (1)
Sat	8:00am	188	HR:Bowie C	McGraw-Hill Teaching Workshops
	1:00pm	294	SAC:Room 202 A	USASBE Mid-year Board Meeting
	1:30pm	307	SAC:Room 211.	JME Editorial Board Meeting
	2:00pm	315	HPR:El Mirador & La Condesa	ASQ Board Meeting & Reception
	3:00pm	331	HR:Maverick B	JABS Associate Editors Meeting
	6:00pm	370	GH:Bonham B	MMD Debriefing (2)
		371	MRC:Salon I	Human Relations Reviewers' Reception
		372	MRC:Salon J	Routledge Reception
	7:00pm	383	MRC:Salon E	Chinese Management Scholars Workshop Reunion
	9:00pm	387	GH:Texas Ballroom D	ANZAM Dessert Reception
	Sun	7:30am	389	GH:Lone Star A
8:00am		395	HR:Bowie C	McGraw-Hill Teaching Workshops
8:30am		399	HPR:Corte Real A/B	Org. Studies ERB meeting
10:00am		405	MRC:Salon C	JMI Ed Board Mtg
		406	LQ:Crockett West	Journal of Trust Research Board Meeting
11:00am		414	SAC:Room 212 A	EJIM informal get-together
		415	MRC:Salon D	ET&P Luncheon
12:00pm		435	HPR:the Pavilion	JMS Reception
12:30pm		438	HR:Maverick A	GOM ERB Meeting
1:00pm		442	HPR:Corte Real D/E	CGIR Editorial Board Meeting
		2:00pm	456	GH:Texas Ballroom A
457			MRC:Conference Room 15	IACMR Executive Committee Meeting
458			HR:Maverick A	JABS ERB Meeting
459			LQ:Crockett East & West	AKMS Junior Faculty Consortium
460			LQ:Crockett West	Organization Editorial Board Meeting
3:00pm		480	GH:Crockett C & D	Meet the OMJ Editor
		481	GH:Texas Ballroom A	Network of Leadership Scholars Meeting
3:30pm		493	GH:Texas Ballroom F	Jour. of Manag. Board Meeting
		494	MRW:Salon F	SIE Board Meeting & Reception
4:00pm		503	GH:Texas Ballroom B	Network of Leadership Scholars Award Presentation
		504	MRC:Salon J	ESMT Reception
		529	GH:Presidio B	Management & Organization Review Board Meeting
5:00pm		527	GH:Texas Ballroom C	Network of Leadership Scholars Reception
		528	GH:Texas Ballroom D	City U of HK Reception
		530	MRC:Salon L	Management Learning Meet the Editors Social Event
5:30pm		535	MRC:Salon K	IACMR Business Meeting
		536	HPR:Corte Real A/B	Ivey Alumni Reception
6:00pm		544	GH:Bonham B	MMD Debriefing (3)
		545	HR:Rio Grande Ballroom East	Ifera @ aom 2011
6:30pm		549	GH:Lone Star B	UTSA-Trinity-St. Mary's Reception
	550	GH:Lone Star F	PolyU MM - Cocktail Reception	
	551	MRC:Salon C	Singapore Management University	
7:30pm	558	GH:Lone Star C	Honors Reception	
	559	MRC:Salon L	IACMR Reception	
8:00pm	560	GH:Texas Ballroom A	The HKUST Reception, 14/8/201	
Mon	7:00am	562	SAC:Room 216 B	FBR Board Meeting
	563	SAC:Room 217 C	Christian Management Scholars Network Breakfast	
	7:30am	570	LQ:Fiesta E&F	IESE Breakfast

In-Conjunction With Activities

Day	Start	#	Location	Session Information
Mon	8:00am	629	GH:Lone Star F	Haas MORS / OBIR Alumni Breakfast
		630	GH:Travis D	CDI board meeting
	12:30pm	884	GH:Lone Star F	JOB Luncheon
		885	HR:Rio Grande Ballroom Center	JMS Editorial Board Working Lunch
	1:00pm	887	GH:Presidio C	Jump Eab
	4:30pm	1100	LQ:Crockett West	ORM ERB Meeting
	5:00pm	1193	SAC:Room 205	Northeastern-Moscow State
		1194	GH:Lone Star D	MFCA Business Meeting
	6:00pm	1196	GH:Bonham B	MMD Debriefing (4)
	6:30pm	1207	GH:Texas Ballroom B	Management Faculty of Color Association Reception
	7:30pm	1223	SAC:Room 217 D	University of Michigan Reception
	8:30pm	1227	GH:Lone Star A	Weatherhead CWRU Reception



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Join the authors and several contributors for their session, **Transcending Divides: Case Examples of Doing Research That Advances Theory and Practice** Monday, August 15 9:45–11:15 am Grand Hyatt, Lone Star A

Susan Albers Mohrman,
Edward E. Lawler III, and Associates
April 2011, \$49.95, Hardcover
448 pages, ISBN 978-1-60509-600-1

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Part I of the book features active scholars who describe the choices they make and the tactics they employ to ensure that their work advances both theory and practice. In Part II, four highly respected researchers reflect on how they approached their careers so that they could have a broad impact on practice and still maintain academic rigor. Part III describes pathways to bring academic knowledge to practice—working with consultancies, executive PhD programs, OD specialists, and professional associations, as well as framing academic concepts in ways that are memorable and credible to practitioners. Part IV looks at institutional constraints and enablers: the prospects for useful research in traditional academic settings like business schools, peer-reviewed journals, and the Academy of Management. Finally, Part V sums up the themes of the book and the challenges and opportunities facing researchers who aspire to do research that advances both theory and practice.

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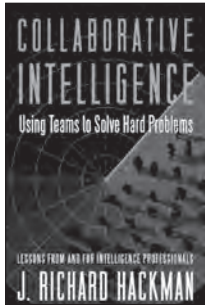
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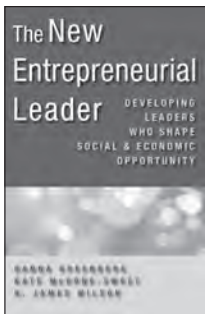
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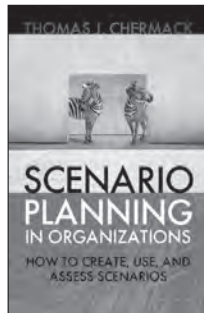
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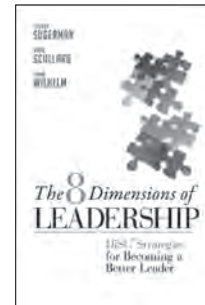
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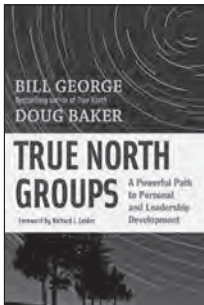
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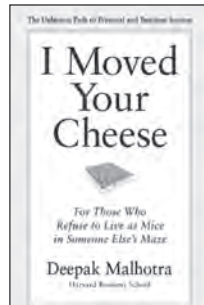


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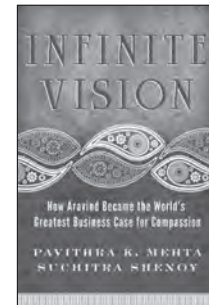
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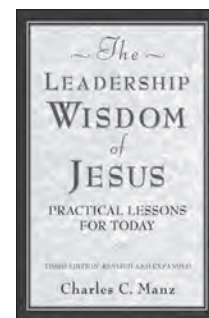
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Write Experience	10:00, 1:00, 4:00	12:00, 2:00, 4:00	9:00, 1:00
MindTap	11:00, 12:00, 2:00	10:00, 2:00	12:00, 1:00, 4:00
Aplia	9:00, 1:00, 3:00	11:00, 12:00, 1:00	10:00, 2:00, 4:00
CNOW	12:00, 3:00, 4:00	9:00, 11:00, 4:00	9:00, 11:00, 3:00
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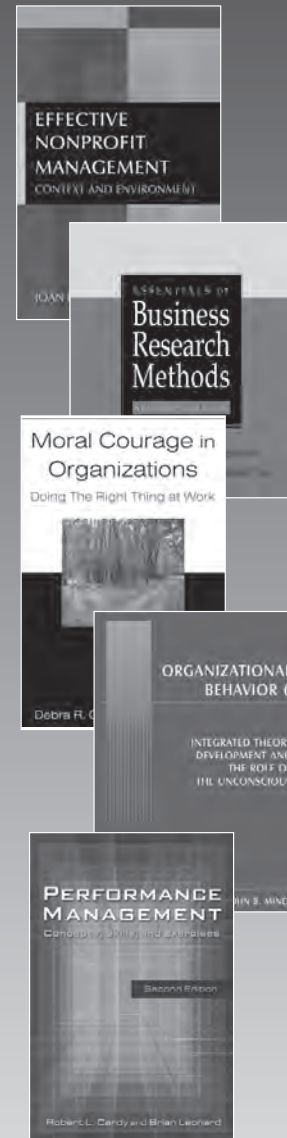
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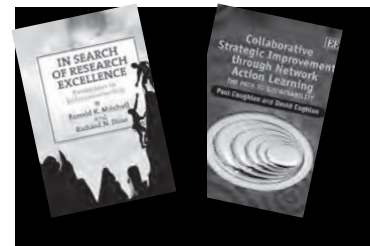
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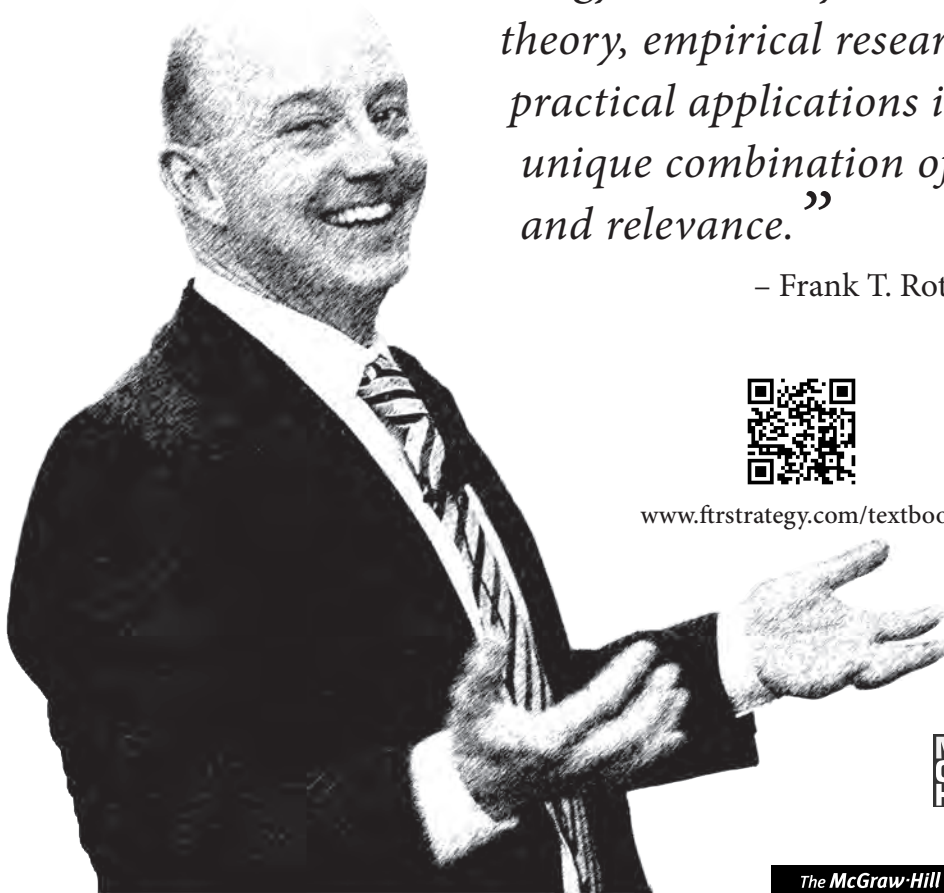
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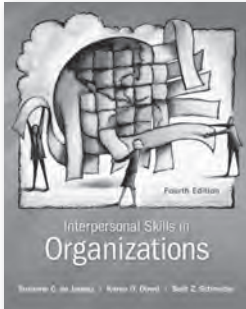
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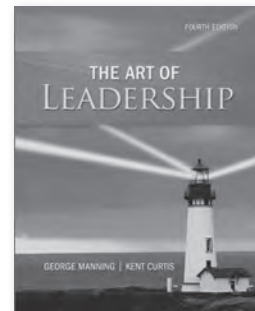
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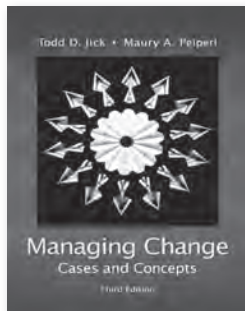
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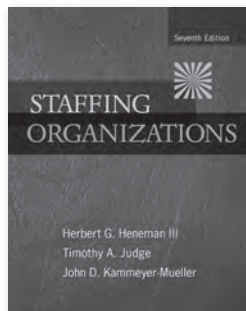
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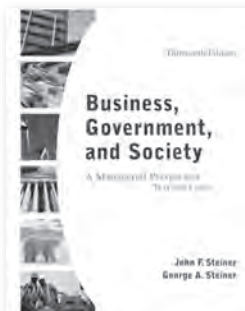
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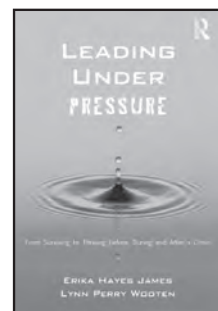
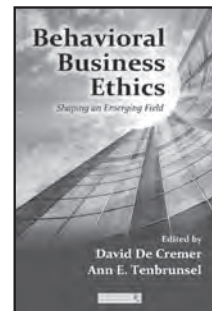
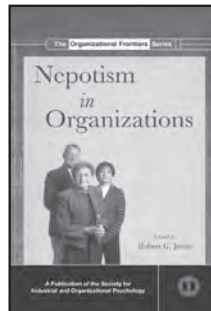
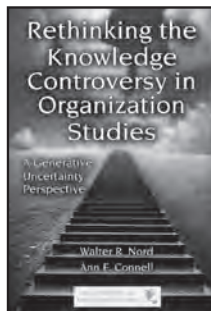
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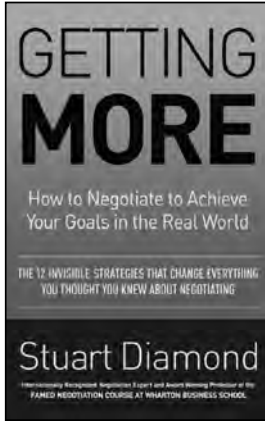
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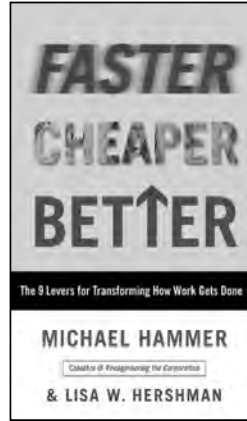
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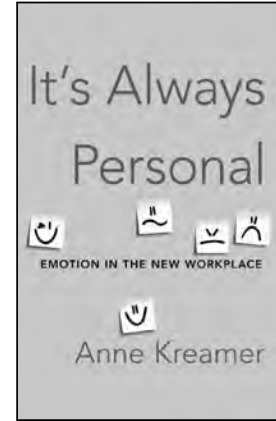
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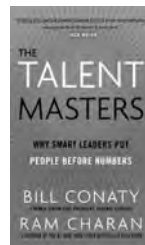
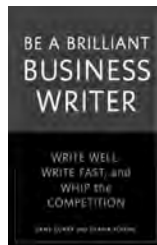
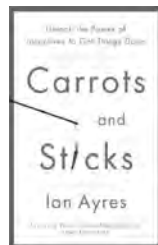
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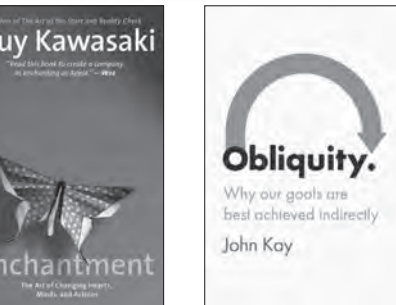
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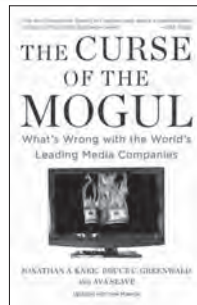
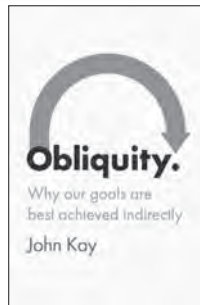
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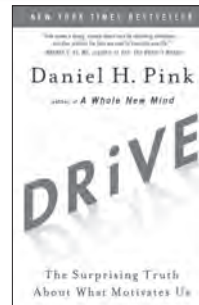
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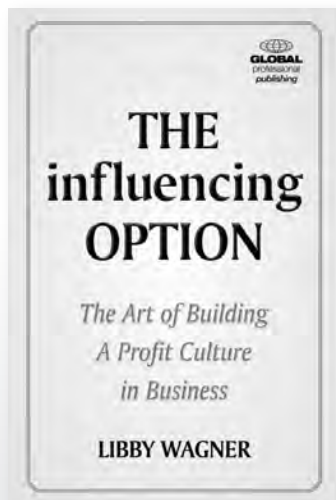
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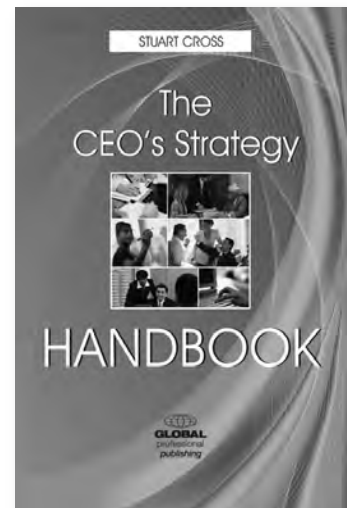
RIP OFF YOUR NECKTIE AND DANCE

Leen Zevenbergen

March 2011

Paper, \$25.00

Having run three large multinationals and starting about 20 new businesses throughout his career, Leen Zevenbergen knows what it takes to create a happy and innovative work environment. In his new book *Rip Off Your Necktie and Dance*, which has already sold more than 60,000 copies internationally in Dutch and French, Zevenbergen describes a corporate vision radically different and fundamentally against the grain. This vision emphasizes a call for innovation within business—a call to step out of the traditional box by encouraging those at all levels to be inventive and enjoy the process along the way. With its colorful imagery and inspiring headlines, Zevenbergen shows in *Rip Off Your Necktie and Dance* that it is possible to work toward such objectives while having fun.



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Friday 7:00AM

1 : (MSR) MSR Morning Meditation Session

7:00am - 8:00am La Quinta Inn & Suites: Crockett West

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A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.

Organizer: **Gerald Biberman**, U. of Scranton

Friday 8:00AM

2 : (AAA) Conference Registration

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration

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3 : (AAA) San Antonio 2011 LAC

8:00am - 5:00pm San Antonio Convention Center: Room 101 B

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Chairs: Robert L. Cardy, U. of Texas, San Antonio; **Stewart R. Miller**, U. of Texas, San Antonio

4 : (AAA) AOM Membership

8:00am - 5:00pm San Antonio Convention Center: Room 211

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Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

5 : (AAM, SIM, TIM) Unique Indian Video Cases on Social Innovations

8:00am - 10:00am San Antonio Convention Center: Room 210 B

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This PDW is open to all with no prior registration. Three videos will be shown followed by a discussion on their use with different audiences.

Organizer: **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore

6 : (BPS) BPS Doctoral Consortium I

8:00am - 6:00pm San Antonio Convention Center: Room 217 B

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By invitation only

Organizers: **Benjamin A. Campbell**, Ohio State U.; **Samina Karim**, Boston U.

Participants: **Gautam Ahuja**, U. of Michigan; **Juan Alcacer**, Harvard U.; **Richard A Bettis**, U. of North Carolina, Chapel Hill; **Adelaide Wilcox King**, U. of Virginia; **Rahul Kapoor**, U. of Pennsylvania; **Anita McGahan**, U. of Toronto; **M. Lourdes Sosa**, London Business School; **Gabriel Szulanski**, INSEAD

7 : (BPS, ENT, OMT) Exploring the Boundaries of Alliance Portfolios in Theory and Practice

8:00am - 10:30am San Antonio Convention Center: Room 007 D

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Organizers: **Pinar Ozcan**, IESE Business School; **Koen Heimeriks**, Erasmus U. Rotterdam

Distinguished Speakers: Kathleen M. Eisenhardt, Stanford U.; **Prashant Kale**, Rice U.; **Frank T. Rothaermel**, Georgia Institute of Technology

Discussant: Dovev Lavie, Technion Israel Institute of Technology

8 : (BPS, HR, OB, ENT, OMT) Strategic Human Capital: Origins of and Prospects for a New Construct in Strategic Management

8:00am - 10:00am San Antonio Convention Center: Room 006 D

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Organizer: **Craig E. Armstrong**, U. of Alabama

Panelists: **Russell Coff**, U. of Wisconsin, Madison; **Janice C. Molloy**, Michigan State U.; **Craig E. Armstrong**, U. of Alabama; **Mark Shanley**, U. of Illinois, Chicago; **Paul Louis Drnevich**, U. of Alabama; **William S Hesterly**, U. of Utah

9 : (CMS) Does West Meet East in Arts and Heritage Management?

8:00am - 10:00am Marriott Riverwalk: Bowie

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Organizers: **Maria Lusiani**, U. of Bologna; **Emmanuel Coblenz**, U. of Paris, Ovest Nanterre; **Frédéric Kletz**, MINES ParisTech; **Serge Poisson de Haro**, HEC Montreal

Chair: **Luca Zan**, U. of Bologna

Panelists: **Robert Janes**, Museum Management and Curatorship; **Christina Kreps**, Denver U.; **Jun Li**, Central Academy of Fine Arts; **Dan Shoup**, U. of Bologna

10 : (CMS) CMS Doctoral Consortium

8:00am - 10:00am Marriott Riverwalk: Salon A

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Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Coordinators: **Marianna Fotaki**, U. of Manchester; **Denise Franca Barros**, Fundacao Getulio Vargas; **Sarah Stookey**, Central Connecticut State U.

11 : (D&ITC, MED) State of Management Education and Scholarship in Africa: Enlightenment for the East and West

8:00am - 11:30am Grand Hyatt: Lone Star A

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Under the Aegis of the Africa Academy of Management

Organizers: **David B. Zoogah**, Morgan State U.; **Stella M. Nkomo**, U. of Pretoria; **Moses Acquah**, U. of North Carolina, Greensboro

Facilitators: **Peet Venter**, U. of South Africa; **Paul A Sears**, U. of Findlay; **Moses Acquah**, U. of North Carolina, Greensboro

Moderator: **David B. Zoogah**, Morgan State U.

Presenters: **Sue N Bruning**, U. Manitoba; **Stella M. Nkomo**, U. of Pretoria; **Douglas Viehland**, Accreditation Council for Business Schools and Programs

Participants: **Emmanuel Afolabi Adegbite**, Northumbria U.; **Nicolina Kamenou**, Heriot-Watt U.; **Eileen Kwesiga**, Bryant U.; **Elham Kamal Metwally**, American U. in Cairo

12 : (GDO) Experiencing Artful Collaboration: Integral Cultural Learning

8:00am - 11:00am Grand Hyatt: Presidio C

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Coordinator: **Ilene Carol Wasserman**, ICW Consulting Group

Participants: **Placida Velasquez Gallegos**, Fielding Graduate Institute; **Anita Perez-Ferguson**, Fielding Graduate Institute

13 : (GDO, IM, HR) Comparative Employment Equity around the World

8:00am - 10:00am Grand Hyatt: Presidio B

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Chair: **Harish C. Jain**, McMaster U.

Participants: **Eddy S. Ng**, Dalhousie U.; **Rana Haq**, Laurentian U.; **Frank Horwitz**, U. of Cape Town; **Waheeda Lillevik**, College of New Jersey

14 (IM) International Human Resource Management: Pedagogical Challenges and Innovative Solutions

8:00am - 10:00am San Antonio Convention Center: Room 008 B

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Organizer: **Veena P. Prabhu**, California State U. Los Angeles

15 (MED) Comics, Cartoons and Graphic Novels in Management Education

8:00am - 10:00am Marriott Riverwalk: Salon E

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Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Organizer: **Gerhard Apfelthaler**, California Lutheran U.

Presenters: **Robert D Austin**, Harvard U.; **David Ketchen**, Auburn U.; **Jeremy Collin Short**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.; **Bettina Buchel**, IMD; **Bill Fischer**, IMD

16 (MH) New Member Workshop: Getting Involved in Professional Development & the Academy of Management Meeting

8:00am - 10:30am Marriott Rivercenter: Conference Room 16

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Organizer: **Regina A. Greenwood**, Nova Southeastern U.

Chair: **Silvia Ines Monserrat**, Unicen

Participants: **Peter B. Petersen**, Johns Hopkins U.; **Jane Whitney Gibson**, Nova Southeastern U.; **John Humphreys**, Texas A&M U.-Commerce; **Franz T. Lohrke**, Samford U.; **Robert C. Ford**, U. of Central Florida; **Terrell G. Manyak**, Nova Southeastern U.

17 (MOC, RM, OMT, OB, BPS, ENT) Content Analysis in Organizational Research: Techniques and Applications

8:00am - 12:00pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 17

Organizers: **Michael D. Pfarrer**, U. of Georgia; **Moriah A. Meyskens**, Babson College; **Lori Kiyatkin**, Towson U.

Presenters: **Mark Thomas Kennedy**, U. of Southern California; **Tim Kuhn**, U. of Colorado, Boulder; **Brandon H. Lee**, London Business School; **Vilmos F. Misangyi**, Pennsylvania State U.; **Nelson Phillips**, Imperial College London; **Anastasiya A. Zavyalova**, U. of Maryland, College Park; **Rhonda K. Reger**, U. of Maryland; **Jeremy Collin Short**, Texas Tech U.

18 (MSR) Job Crafting and the Journey toward Spiritual Development: Teaching Balance and Transcendent Meaning

8:00am - 10:00am San Antonio Convention Center: Room 202B

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Presenter: **Michelle French**, Mount St. Mary's College

19 (MSR, IAM, MC) Trust Your Instincts: A Neuroscience-Based Approach to Transforming Organizational Performance

8:00am - 10:00am La Quinta Inn & Suites: Fiesta E&F

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Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August

12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Chair: **Arthur L. Jue**, U. of Phoenix

Presenters: **Kathy Kolbe**, Kolbe Corp.; **John F Regni**, Lt. Gen USAF (ret), Aerospace and Defense Initiative, SFAZ

20 (OB, HR) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty

8:00am - 12:00pm Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 20

If attending, please send email to **Abbie Shipp** (ashipp@mays.tamu.edu) with your name, title, school affiliation, and 2-3 questions for the panel.

Organizers: **Diane Bergeron**, Case Western Reserve U.; **Abbie J. Shipp**, Texas A&M U.

Facilitators: **Alison Fragale**, U. of North Carolina; **Marie S. Mitchell**, U. of Georgia; **Brent A. Scott**, Michigan State U.; **Traci Sitzmann**, U. of Colorado, Denver

Presenters: **Ethan Burris**, U. of Texas, Austin; **Erik Ian Dane**, Rice U.; **Russell E. Johnson**, Michigan State U.; **Lisa Hisae Nishii**, Cornell U.; **Scott J. Reynolds**, U. of Washington; **Subrahmaniam Tangirala**, U. of Maryland, College Park

21 (OB, MC, ODC, BPS) Shaping Caring Cultures and Strategies in Organizations

8:00am - 12:00pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 21

One in a two-part series, with "Caring Economics." Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Organizers: **Kristine Marin Kawamura**, St. George's U.; **Jeana Wirtenberg**, Fairleigh Dickinson U.; **Simon L. Dolan**, ESADE; **Riane Eisler**, Center for Partnership Studies

22 (OB, MED, ODC) Beyond The Textbook: Teaching An Understanding of Organizational Culture in Real Organizations

8:00am - 10:00am Grand Hyatt: Republic B

Tweet this session: #AOM2011 22

This PDW provides specific steps and materials for OB teachers interested in engaging students in assessing organizational culture in organizations.

Presenters: **Kathleen J. Barnes**, East Stroudsburg U.; **George E. Smith**, Albright College

23 (OCIS) OCIS Junior Faculty Consortium Breakfast

8:00am - 9:00am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 23

Breakfast for participants in the OCIS Junior Faculty Consortium. By invitation only.

Host: **Manju K Ahuja**, U. of Louisville

24 (OCIS) OCIS Doctoral Consortium Breakfast

8:00am - 9:00am San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 24

Breakfast for participants in the OCIS Doctoral Consortium. By invitation only.

Host: **Kevin Crowston**, Syracuse U.

25 (ODC, MED, MC) Action Research

8:00am - 10:00am Grand Hyatt: Travis A
 Tweet this session: [#AOM2011 25](#)
 Coordinator: **David Coghlan**, Trinity College Dublin

26   : (OM, TIM) **Managing Projects with Knowledge: Defining a Robust Interdisciplinary Toolset**

8:00am - 10:00am San Antonio Convention Center: Room 209
 Tweet this session: [#AOM2011 26](#)

Organizer: **Carla M. Messikomer**, Project Management Institute
 Participants: **Carla M. Messikomer**, Project Management Institute;
Henry Linger, Monash U.; **James Connor**, U. of New South Wales;
Jill Owen, U. of New South Wales

27 : (OMT) **OMT Junior Faculty Consortium**

8:00am - 6:00pm San Antonio Convention Center: Room 217 A
 Tweet this session: [#AOM2011 27](#)

invitation only based on application.

Organizer: **Martin Gargiulo**, INSEAD
 Presenters: **Harry G. Barkema**, London School of Economics;
Stephen Borgatti, U. of Kentucky; **Martin J. Kilduff**, U. of
 Cambridge; **Tai-Young Kim**, SKK Graduate School of Business;
Marc-David L. Seidel, U. of British Columbia; **Bilian Ni Sullivan**,
 Hong Kong U. of Science and Technology; **Giuseppe Soda**,
 Bocconi U.; **Pamela S. Tolbert**, Cornell U.; **Raymond T Sparrowe**,
 Washington U. in St. Louis; **James Westphal**, U. of Michigan

28  : (OMT, CMS) **System Theory on the Ground: Research Methods and Managerial Applications**

8:00am - 12:00pm San Antonio Convention Center: Room 207 A
 Tweet this session: [#AOM2011 28](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.





Organizers: **Andre Reichel**, U. of Stuttgart; **Lukas Scheiber**, U. of Stuttgart
 Moderators: **James C. McHann**, Walsh College; **Laura Frost**, Walsh College
 Presenters: **David Nils Seidl**, U. of Zurich; **Dennis Schoeneborn**, U. of Zurich; **Felix Langenmayr**, U. of Zurich; **Harald Heinz Tuckermann**, U. of St. Gallen; **Donald Neumann**, U. of Stuttgart

29 : (OMT, MOC) **OMT/MOC Doctoral Student Consortium**

8:00am - 6:00pm San Antonio Convention Center: Room 217 D
 Tweet this session: [#AOM2011 29](#)

Invitation only based on application. Additional pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Bill McEvily**, U. of Toronto; **Shelley Brickson**, U. of Illinois, Chicago
 Presenters: **Linda Argote**, Carnegie Mellon U.; **Hayagreeva Rao**, Stanford U.; **Eva Boxenbaum**, Copenhagen Business School; **Peter W Roberts**, Emory U.; **Gerry McNamara**, Michigan State U.; **Anne Fleischer**, U. of Toronto; **Michael G. Pratt**, Boston College; **Hillary Anger Elfenbein**, Washington U. in St. Louis; **Isabel Fernandez-Mateo**, London Business School; **Greta Hsu**, U. of California, Davis; **Kyle J Mayer**, U. of Southern California; **Kathleen L. McGinn**, Harvard U.; **Tanya Menon**, U. of Chicago; **Kamal Munir**, U. of Cambridge; **Marco Tortoriello**, IESE Business School

30    : (PNP, SIM, ONE, CMS, BPS, HCM)





Cross-Sector Partnerships for Social Innovation: Processes, Perspectives and Positioning

8:00am - 11:30am Marriott Riverwalk: Salon C
 Tweet this session: [#AOM2011 30](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.


Organizers: **Marlene J Le Ber**, U. of Western Ontario; **David Graham Hyatt**, U. of Arkansas, Fayetteville; **Oana Branzei**, U. of Western Ontario

Facilitators: **Amelia C. Clarke**, U. of Waterloo; **Jason Jesurum Jay**, Massachusetts Institute of Technology; **Arno Kourula**, Stanford U.; **Jocelyn M. Leitzinger**, U. of Wisconsin, Madison
 Discussants: **Jonathan P Doh**, Villanova U.; **Barbara Gray**, Pennsylvania State U.; **Jonathan Lewis Johnson**, U. of Arkansas; **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill; **Ans Kolk**, U. of Amsterdam; **Ted London**, U. of Michigan; **Hildy Teegeen**, U. of South Carolina

31    : (PTC, OMT, ODC) **Creativity and Innovation: A Fundamental Capacity for the Global Mind**

8:00am - 10:00am Grand Hyatt: Travis B
 Tweet this session: [#AOM2011 31](#)

Organizers: **Samuel Freeman**, Thunderbird; **V Seshan**, Pepperdine U.

32 : (RM, BPS, OB, NDSC, HR, MOC, ODC, IM) **The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans**

8:00am - 10:00am San Antonio Convention Center: Room 203A
 Tweet this session: [#AOM2011 32](#)

Presenters: **William H. Starbuck**, U. of Oregon; **Andreas Schwab**, Iowa State U.; **Bruce Thompson**, Texas A&M U.; **Eric Abrahamson**, Columbia U.

33    : (RM, OB, HR, HCM, MOC) **Scale Development and Validation – A Practical Guide**

8:00am - 10:00am San Antonio Convention Center: Room 201
 Tweet this session: [#AOM2011 33](#)

This workshop will present best practice in the development of scales and measures by combining presentations with small group practical sessions.

Organizer: **Ben Hardy**, U. of Cambridge
 Presenters: **Stephanie L. Castro**, Florida Atlantic U.; **Claudia C. Cogliser**, Texas Tech U.; **Lucy R. Ford**, St. Joseph's U.; **Terri A. Scandura**, U. of Miami

34 : (SAP, BPS, OMT) **Strategy-as-Practice Research: Taking Stock and Going Forward**

8:00am - 11:00am San Antonio Convention Center: Room 207 B
 Tweet this session: [#AOM2011 34](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Chairs: **Richard Whittington**, Said Business School; **Charlotte Cloutier**, HEC Montreal
 Discussant: **Sarah Kaplan**, U. of Toronto
 Speakers: **Julia Balogun**, Lancaster U.; **Saku Mantere**, Hanken School of Economics; **Paula Jarzabkowski**, Aston U.; **Patrick Regner**, Stockholm School of Economics; **David Nils Seidl**, U. of Zurich; **Claus D Jacobs**, U. of St. Gallen



35   : (SIM) SIM Doctoral Consortium

8:00am - 6:00pm Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 35**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Coordinators: Harry J Van Buren, U. of New Mexico; Jill Ann Brown, Lehigh U.

36  : (TIM, OCIS, ODC) The Qualitative Process and the Quantitative Tool: How Do You Improve Technology Change Success?

8:00am - 10:00am San Antonio Convention Center: Room 007 C

Tweet this session: **#AOM2011 36**

Participants: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

37  : (TIM, RM) Codifying Academic Knowledge: Semantic Web Driven Innovation

8:00am - 10:00am San Antonio Convention Center: Room 007 A

Tweet this session: **#AOM2011 37**

Chair: Ronald G Cheek, Academy of Entrepreneurship Journal

Presenter: Tamela Ferguson, U. of Louisiana

Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans

38 : (TTC) An Improved Model of Significant Learning -- Fink's Taxonomy Applied to Business Education

8:00am - 10:00am Marriott Riverwalk: Salon F

Tweet this session: **#AOM2011 38**

Help your students learn how to apply their knowledge to gain competitive advantage in the workplace.

Presenters: Cam Caldwell, U. of Georgia; Claudia J. Ferrante, U.S. Air Force Academy

Friday 8:30AM

39 : (BPS) BPS Dissertation Consortium

8:30am - 6:00pm San Antonio Convention Center: Room 217 C

Tweet this session: **#AOM2011 39**

By Invitation Only

Organizers: Bennet A. Zelner, Duke U.; Michael Jensen, U. of Michigan




Participants: Martine Haas, U. of Pennsylvania; Wesley Sine, Cornell U.; Jerker C. Denrell, U. of Oxford; Goncalo Pacheco-de-Almeida, New York U.; Kira Fabrizio, Duke U.

40 : (HCM) Brooke Army Medical Center and Center for the Intrepid Field Trip

8:30am - 12:30pm Offsite: Brooke Army Medical Center

Tweet this session: **#AOM2011 40**

The trip is free, but reservations are required. Please contact Eric Ford at ewford@uncg.edu to make the necessary arrangements by July 15, 2011.

41   : (MED) The Process is the Bridge: Using Online Student Collaboration to Indigenize MBA Teaching

8:30am - 12:30pm Marriott Rivercenter: Salon A

Tweet this session: **#AOM2011 41**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain Wave account information and the approval code. The deadline to register online is July 29, 2011.

Chair: Henri Johan Eduard Roberts, Norwegian School of Management

Facilitators: Jan Ketil Arnulf, Norwegian School of Management; Weitao Zhao, Fudan U.

42 : (ODC) ODC Doctoral Student Consortium

8:30am - 2:00pm Grand Hyatt: Bonham C

Tweet this session: **#AOM2011 42**

By invitation only

Friday 9:00AM

43 : (AAA) AMR: Writing Theoretical Papers – A workshop with the editors

9:00am - 11:30am Hilton Palacio del Rio: Corte Real C

Tweet this session: **#AOM2011 43**

Organizers: Adelaide Wilcox King, U. of Virginia; Gerardo Okhuysen, U. of Utah; David P. Lepak, Rutgers U.; Jean-Philippe Bonardi, HEC U. of Lausanne

44 : (ICW) ASQ Editors Meeting

9:00am - 12:00pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: **#AOM2011 44**

Organizer: Sally A. Iacovelli, Administrative Science Quarterly

45  : (IM, CM, BPS) Teaching International Negotiation

9:00am - 4:00pm San Antonio Convention Center: Room 213 B





Tweet this session: **#AOM2011 45**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Organizer: Stephen E Weiss, York U.

Presenter: Raymond Saner, Center For Socio-Economic Development

Participant: Davina E. Vora, State U. of New York, New Paltz

46    : (MED) West Meets East: Comparing Business Simulation Experience from Classrooms in the West and the East

9:00am - 4:00pm Marriott Rivercenter: Salon K

Tweet this session: **#AOM2011 46**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 2, 2011.





Organizer: Shobha S. Das, Qatar U.

Chair: Shobha S. Das, Qatar U.

Facilitator: Veijo Kyosti, Cesim

Presenters: J Michael Geringer, California Polytechnic U.; Shobha S. Das, Qatar U.

Participants: J Michael Geringer, California Polytechnic U.; Jiancheng Wang, Sun Yat-sen U.; Frédéric Beaumont, ESCE (France); Shobha S. Das, Qatar U.

47    : (MED) Developing Global Leadership Competence: Challenges and Opportunities

9:00am - 11:30am Marriott Rivercenter: Salon L & M

Tweet this session: **#AOM2011 47**


Organizers: Allan Bird, Northeastern U.; Iris Berdrow, Bentley U.

Facilitators: Davina E. Vora, State U. of New York, New Paltz;

Norihito Furuya, IGB Network Co., Ltd.

Presenters: Schon Beechler, Duke Corporate Education; Mark E.

Mendenhall, U. of Tennessee, Chattanooga; Joyce Osland, San Jose State U.; Jeffrey L. Herman, Booz Allen Hamilton

48 : (MH) **Management? That's a Job Title. Now History, that's a Discipline: Using History to Teach Management**

9:00am - 11:00am Marriott Rivercenter: Conference Room 17

Tweet this session: **#AOM2011 48****Organizer:** Andrew Cardow, Massey U.**Participants:** Cristina Marie Giannantonio, Chapman U.; Catherine Jo Hand, U.S. Department of Defense; Karl Moore, McGill U.; Lizze Summerfield, U. of Adelaide**49**   : (MSR) **Should Leaders be Benevolent?**





9:00am - 11:00am San Antonio Convention Center: Room 202A

Tweet this session: **#AOM2011 49****Chair:** André Habisch, Catholic U. of Eichstaett-Ingolstadt**Discussant:** Lenette Schuijt, Crystal River Consultancy**Coordinator:** Catherine Voynnet Fourboul, U. of Paris II**Speaker:** Lynne Sedgmore, Centre for Excellence in Leadership**Participant:** Nathalie Estelat, U. of Paris II**50**  : (OCIS) **OCIS Junior Faculty Consortium**



9:00am - 5:00pm San Antonio Convention Center: Room 212 A

Tweet this session: **#AOM2011 50****Coordinator:** Manju K Ahuja, U. of Louisville**Participants:** Laurie J. Kirsch, U. of Pittsburgh; Kalle Lyytinen, Case Western Reserve U.; Cathy Urquhart, Manchester Metropolitan U.; JoAnne Yates, Massachusetts Institute of Technology; Molly Wasko, Florida State U.**51**  : (OCIS) **OCIS Doctoral Consortium**

9:00am - 5:00pm San Antonio Convention Center: Room 212 B

Tweet this session: **#AOM2011 51***Interested participants must apply at**<http://crowston.syr.edu/ocisdccapp>.***Coordinator:** Kevin Crowston, Syracuse U.**Participants:** Diana L. Burley, George Washington U.; Pamela Hinds, Stanford U.; Robert D. Galliers, Bentley U.; Paul Hart, Florida Atlantic U.; Claudia Loebbecke, U. of Cologne**Friday 9:30AM****52**    : (CMS, ONE, MSR) **Imagining Otherwise: Postcolonial Critique and the Search for Alternative Futures**


9:30am - 11:30am Marriott Rivercenter: Salon D

Tweet this session: **#AOM2011 52***This interactive PDW imagines postcolonial futures that look beyond the parameters imposed by Western modernity and Euro-American capitalism.***Organizer:** Anshuman Prasad, U. of New Haven**Chair:** Anshuman Prasad, U. of New Haven**Presenters:** Pushkala Prasad, Skidmore College; Jessica Heineman-Pieper, George Mason U.; Param Srikantia, Baldwin Wallace College; Khadija Al Arkoubi, U. of New Haven; Sangeeta Parameshwar, U. of Illinois, Springfield; Anshuman Prasad, U. of New Haven**53**   : (ENT, D&ITC) **Empowering Women Through Entrepreneurship**



9:30am - 2:30pm San Antonio Convention Center: Room 008 A

Tweet this session: **#AOM2011 53****Organizers:** Shaker A. Zahra, U. of Minnesota, Twin Cities; Sharon Alvarez, The Ohio State U.**Presenters:** Sondos Gamal Abdelgawad, ESADE; Celine Abecassis-Moedas, U. Catolica Portuguesa; Sihem Ben Mahmoud-Jouini, HEC Paris; Cristina Bettinelli, Bergamo U.; Naga Lakshmi Damaraju, Indian School of Business; Samuel Dawa, Makerere U.; Giovanna Dossena, U. of Bergamo; Carin Holmquist, Stockholm School of Economics; Shoko Kato, Syracuse U.; Hyunsuk Lee, Seoul National U. of Science and Technology; Miri Lerner, Tel Aviv Jaffa Academic Collgege; Fiona Mulira, Makerere U.; Rebecca Namatovu, Makerere U.; Nina Rosenbusch, U. of Western Ontario; Hamieda Parker, U. of Cape Town; Silviya Svejnova, ESADE; Natalia Weisz, Austral U.; Shaker A. Zahra, U. of Minnesota, Twin Cities; Marina Yue Zhang, Tsinghua U.; Roxanne Zolin, Queensland U. of Technology**54**   : (HR) **HR Corporate Tour: Trip to Valero Energy**


9:30am - 1:30pm Offsite: Valero Energy Corporation

Tweet this session: **#AOM2011 54***Pre-registration is required. To register online, visit**<https://secure.aomonline.org/PDW/Reg>. The deadline to register is July 1, 2011. Cost is \$30.***Organizer:** David G. Allen, U. of Memphis**Friday 10:15AM****56** : (BPS, TIM, OMT) **Value Creation, Value Appropriation and Bargaining: Micro, Macro and Dynamic Perspectives**

10:15am - 1:45pm San Antonio Convention Center: Room 007 C

Tweet this session: **#AOM2011 56****Organizer:** Claudio Panico, Bocconi U.**Facilitators:** Russell Coff, U. of Wisconsin, Madison; Martin Ganco, U. of Minnesota; William S Hesterly, U. of Utah; Joseph T.**Mahoney**, U. of Illinois, Urbana-Champaign; Michael Ryall, U. of Toronto**57**  : (CAR, OB) **Careers in the Rough: A Research Development Workshop**

10:15am - 12:15pm Grand Hyatt: Travis A

Tweet this session: **#AOM2011 57***Please contact the workshop organizer at lois.shelton@csun.edu before July 15 to obtain the approval code & submit your research overview & challenge.***Chair:** Lois Shelton, California State U. Northridge**Participants:** Amy Wrzesniewski, Yale U.; Peter A. Heslin, U. of New South Wales; Jeffrey H. Greenhaus, Drexel U.; Barbara S. Lawrence, U. of California, Los Angeles; Maury Peiperl, IMD; Shoshana Dobrow, Fordham U.; Berrin Erdogan, Portland State U.; Hugh P. Gunz, U. of Toronto; Katharina Chudzikowski, WU Vienna; Kimberly Eddleston, Northeastern U.; Jon P. Briscoe, Northern Illinois U.; Yehuda Baruch, Rouen Business School; Hetty Van Emmerik, Maastricht U.; Wolfgang Mayrhofer, WU Vienna; Julia Richardson, York U.**58** : (ENT, OB) **New Horizons in Individual Differences Research**

10:15am - 12:15pm San Antonio Convention Center: Room 008 B

Tweet this session: **#AOM2011 58***Entrepreneurship Division Research Committee-sponsored empirical PDW***Moderator:** Keith Hmieleski, Texas Christian U.

Participants: Michael Marcus Gielnik, National U. of Singapore; Michael Frese, National U. of Singapore; Robert Alan Baron, Oklahoma State U.; Melissa S. Cardon, Pace U.; Maw-Der Foo, U. of Colorado, Boulder

59 🗄️📄📅: (GDO, OB, HR) **Research into Generational Diversity at Work: Its Value and Future Directions**

10:15am - 12:15pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 59

Chair: Emma Parry, Cranfield U.

Presenters: Lisa M. Finkelstein, Northern Illinois U.; Jesse Segers, U. of Antwerp; Stacy McIlraith Campbell, Kennesaw State U.; Eddy S. Ng, Dalhousie U.

60 🗄️📄📅: (HCM) **Strategy Structuring Process in the Healthcare Market: Risks and Consequences**

10:15am - 12:15pm Marriott Riverwalk: Salon B

Tweet this session: #AOM2011 60

Trends in International Healthcare Management, discursive and critical analysis of current practices

Chair: Zilá Guimarães Horta, Fundacao Getulio Vargas

Moderator: Tania Furtado, Fundacao Getulio Vargas

Speakers: Attila J. Hertelendy, Texas State U.; Flavia Malta, Fundacao Getulio Vargas

61 🗄️📄📅: (HCM, MED) **East Meets West: Traditional Teaching Meets Online Learning**

10:15am - 12:15pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 61

Coordinator: Reid Oetjen, U. of Central Florida

Participants: Amy Yarbrough Landry, U. of Alabama, Birmingham; Dawn Oetjen, U. of Central Florida; Lee Bewley, U.S. Army

62 🗄️📄📅: (IM, BPS, SIM) **EJIM Scholar-Practitioner Forum on Emerging Markets: Economic Imperatives & Societal Needs**

10:15am - 12:15pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 62

Organizers: Gerhard Apfelthaler, California Lutheran U.; Vlad Vaiman, Reykjavik U.

Presenters: Hemant Merchant, Florida Atlantic U.; Peter Enderwick, Auckland U. of Technology; Stefano Pelle, Perfetti Van Melle Group; Ed Maliski, CURE Pharmaceutical

63 🗄️📄📅: (MED, ODC, CAR) **Tricky Coaching: Dealing with Difficult Cases in Leadership Coaching**

10:15am - 12:15pm Marriott Riverwalk: Salon D

Tweet this session: #AOM2011 63

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011. Please contact Andreas Bernhardt at andreas.bernhardt@esmt.org before July 11, 2011.

Organizers: Konstantin Korotov, ESMT; Elizabeth Florent-Treacy, INSEAD; Andreas Bernhardt, European School of Management and Technology, Berlin; Svetlana Khapova, VU U. Amsterdam; Laura Guillen, ESMT

64 🗄️📄📅: (MOC, RM, OB, OMT, IM) **Knowing How West Meets East: Measuring Cultural Knowledge using Cultural Consensus Model Analysis**

10:15am - 1:15pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 64

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Organizers: Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign; Josh W. Keller, Nanyang Technological U. **Presenters:** Xin Yao, U. of Colorado, Boulder; Shane Mueller, Klein Associates

Panelists: Luis Martins, U. of Texas, Austin; Michele J. Gelfand, U. of Maryland; William Ocasio, Northwestern U.

65 🗄️📄📅: (MSR) **Whole Person Leader Development**

10:15am - 12:15pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 65

Presenters: Debu Mukerji, Macquarie U.; Shankar Shankaran, U. of Technology Sydney

66 🗄️📄📅: (NDSC) **East Meets West in the Doctoral Classroom: Challenges Facing Asians in American Doctoral Seminars**

10:15am - 12:15pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 66

Moderator: M. Blake Hargrove, U. of Texas, Arlington

Participants: Tae Seok Yang, U. of Texas, Arlington; Pakorn Sujchaphong, U. of Texas, Arlington

67 🗄️📄📅: (ODC, OB, MC, HR, PTC) **Positive, Dynamic, Talent-Based Organizational Change**

10:15am - 2:15pm Grand Hyatt: Republic B

Tweet this session: #AOM2011 67

This workshop is a forum for discussing emerging academic approaches and best practices in positive, dynamic, talent-based organizational change.

Organizer: Carolyn M. Youssef, Bellevue U.

Moderator: Carolyn M. Youssef, Bellevue U.

Speakers: Chris Worley, U. of Southern California; Ronald Fry, Case Western Reserve U.; Diana Whitney, Corporation for Positive Change; Arthur L. Jue, U. of Phoenix; Andrew Noon, Mutual of Omaha

68 🗄️📄📅: (RM) **Reliability of Data in Management Research through Ethnostatistics and Qualimetrics**

10:15am - 12:15pm San Antonio Convention Center: Room 203B

Tweet this session: #AOM2011 68

Participants: Frantz Datry, ISEOR; Robert P. Gephart, U. of Alberta; Henri Savall, ISEOR; Michel Peron, ISEOR

69 🗄️📄📅: (RM, OB, ENT, HR) **Using eLancing to Conduct Field Experimental and Quasi-experimental Research**

10:15am - 12:15pm San Antonio Convention Center: Room 202B

Tweet this session: #AOM2011 69

Please bring your laptop computer to this PDW.

Participants: Sola O. Lawal, Indiana U., Bloomington; Herman Aguinis, Indiana U., Bloomington

70 🗄️📄📅: (RM, OB, HR) **Estimating Interrater Agreement and Interrater Reliability in Organizational Research**

10:15am - 12:15pm San Antonio Convention Center: Room 203A

Tweet this session: #AOM2011 703

Chair: James M. LeBreton, Purdue U.

Coordinator: Jenell Lynn-Senter Wittmer, U. of Toledo

71 🗄️📄📅: (SIM, CMS) **Teaching SIM I: Tricky Topics for MBA & Undergraduate Courses**

10:15am - 11:45am Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 71

Organizer: **Tara L. Ceranic**, U. of San Diego
 Participants: **Jill Ann Brown**, Lehigh U.; **Howard Harris**, U. of South Australia; **Joseph P. Gaspar**, Rutgers U.; **Johanne Grosvold**, U. of Bath

Friday 10:45AM

72 → 📄: (MH) Getting Published: Scholarly Articles, Books, Conference Presentations, and Lessons Learned

10:45am - 12:45pm Marriott Rivercenter: Conference Room 16
 Tweet this session: #AOM2011 72

Chair: **Julia Teahen**, Baker College

Presenters: **Robert C. Ford**, U. of Central Florida; **David A. Lamond**, Victoria U.; **Kenneth R. Thompson**, DePaul U.; **Peter B. Petersen**, Johns Hopkins U.; **Jane Whitney Gibson**, Nova Southeastern U.

Friday 11:00AM

73 📄 📄: (MED) Incorporating a Team Activity into University-Wide Learning Goals via the Pacific Production Game

11:00am - 1:00pm Marriott Rivercenter: Salon J
 Tweet this session: #AOM2011 73

Organizer: **Chris J. Sablynski**, U. of the Pacific

Participants: **Chris J. Sablynski**, U. of the Pacific; **Stefanie E Naumann**, U. of the Pacific; **Craig Richard Seal**, U. of the Pacific

74 📄 → 📄: (TIM) TIM Doctoral Consortium

11:00am - 6:00pm San Antonio Convention Center: Room 209
 Tweet this session: #AOM2011 74

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Andrea Prencipe**, G. D'Annunzio U.; **Marco Giarratana**, U. Carlos III de Madrid

Presenters: **Ron Adner**, Dartmouth College; **Ashish Arora**, Duke U.; **Gautam Ahuja**, U. of Michigan; **Stefano Brusoni**, Bocconi U.; **Steven White**, China Europe International Business School; **Wei Zhang**, Tsinghua U.

Friday 11:15AM

75 ☺: (MSR) Nurturing the Organizational Prophet: Turning Critics into Healthy Change Agents

11:15am - 1:15pm San Antonio Convention Center: Room 202A
 Tweet this session: #AOM2011 75

Presenters: **Anthony L. Blair**, Eastern U.; **Jo Ann Kunz**, Eastern U.

76 📄 🗣️: (OB, MH) Motivational Scholarship: Enlightening, Balanced, and Transcending Traditional Approaches

11:15am - 1:15pm Grand Hyatt: Presidio C
 Tweet this session: #AOM2011 76

Email 1 page submission to mprovitera@mail.barry.edu.

Pre-registration is required: <https://secure.aomonline.org/PDWReg>. Contact organizer for code.

Participant: **Michael J. Provitera**, Barry U.

77 📄 🗣️ → 🗣️: (TIM, BPS) Creating a Global Network of Design Thinkers

11:15am - 3:15pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 77

Organizers: **Katharina Hoelzle**, Berlin Institute of Technology; **Niels Billou**, U. of Western Ontario; **Ulrich Weinberg**, Hasso Plattner Institute

Facilitators: **Jochen Schweitzer**, U. of Technology, Sydney; **Claudia Nicolai**, Hasso Plattner Institute; **Thomas Both**, Stanford U.

Friday 11:30AM

78 : (AAA) Reviewing Theoretical Papers – A Workshop with the Editors

11:30am - 12:30pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 78

Organizers: **Amy Hillman**, Arizona State U.; **Mason A Carpenter**, U. of Wisconsin, Madison; **Jeffery LePine**, Arizona State U.

Friday 11:45AM

79 📄: (ENT, OMT, RM) U.S. Panel Study of Entrepreneurial Dynamics II [US PSED II] Five Year Update and Overview

11:45am - 1:45pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 79

No registration or fees required. CDs with full documentation and data set including all follow-up interviews will be provided at the workshop.

Discussant: **Per Davidsson**, Queensland U. of Technology

Presenters: **Paul D Reynolds**, George Washington U.; **Richard Curtin**, U. of Michigan, Ann Arbor

80 📄 🗣️ → 🗣️: (MC, SIM) West Meets East: Consulting Across National Boundaries

11:45am - 1:45pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 80

Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Peter Sorensen**, Benedictine U.; **Thomas C. Head**, Roosevelt U.; **Flemming Poufelt**, Copenhagen Business School; **Dalitsso Samson Sulamoyo**, Illinois Association of Community Action Agencies; **Robert Kjar**, Takeda Pharmaceuticals

81 📄 →: (MED) The Perfect Class: Meeting Teacher-Student Expectations Across Cultures

11:45am - 1:45pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 81

Chair: **Sumita Raghuram**, Pennsylvania State U.

Coordinators: **Henrik Holt Larsen**, Copenhagen Business School; **Jian Min Sun**, Renmin U. of China

82 📄 🗣️: (ODC, MC, OB) "That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change

11:45am - 1:45pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 82

No Registration required.

Participants: **Gavin M. Schwarz**, U. of New South Wales; **Richard Dunford**, U. of Sydney; **Ian Palmer**, RMIT U.; **Susan M. Adams**, Bentley U.; **Anthony F. Buono**, Bentley U.; **Jeff Klem**, Healthways; **Gary Wagenheim**, Simon Fraser U.; **Therese F. Yaeger**, Benedictine U.

Friday 12:00PM

83 : (CMS) CMS Doctoral Lunch

12:00pm - 1:00pm Marriott Riverwalk: Salon A
 Tweet this session: [#AOM2011 83](#)

84 → (IM, ITC, OB, HR) Innovative Approaches to Understanding Management in Africa

12:00pm - 2:00pm San Antonio Convention Center: Room 007 A
 Tweet this session: [#AOM2011 84](#)

An exciting hands on workshop to encourage research partnerships and the development of research agendas focusing on Africa and the African diaspora.

Chair: Betty Jane Punnett, U. of West Indies

Presenters: Terri R Lituchy, Concordia U.; David L Ford Jr, U. of Texas, Dallas; Akhentoolove Corbin, U. of West Indies; Bill Buenaar Pupilampu, U. of Ghana; Paul A Sears, U. of Findlay; Elham Kamal Metwally, American U. in Cairo

85 : (OCIS) OCIS Joint Doctoral and Junior Faculty Consortia Lunch

12:00pm - 1:30pm San Antonio Convention Center: Room 216 A & B
 Tweet this session: [#AOM2011 85](#)

By invitation only.

Hosts: Manju K Ahuja, U. of Louisville; Kevin Crowston, Syracuse U.

86 (SIM, CMS) Teaching SIM II: Using Reflection Techniques

12:00pm - 1:30pm Marriott Rivercenter: Salon D
 Tweet this session: [#AOM2011 86](#)

Organizer: Tara L. Ceranic, U. of San Diego

Participants: Howard Harris, U. of South Australia; Michael E Johnson-Cramer, Bucknell U.; Joseph P. Gaspar, Rutgers U.

87 (SIM, ONE, OMT) Leadership and CSR in 'Messy' Contexts

12:00pm - 2:00pm Marriott Rivercenter: Salon C
 Tweet this session: [#AOM2011 87](#)

Organizer: Rumina Dhalla, U. of Guelph

Presenters: Rumina Dhalla, U. of Guelph; Michael Cox, U. of Guelph; James Robert Warn, UNSW; Colin Magee, U. of Guelph

88 (TIM) TIM Junior Faculty Consortium

12:00pm - 6:00pm San Antonio Convention Center: Room 007 B
 Tweet this session: [#AOM2011 88](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Corey Phelps, HEC Paris; Keld Laursen, Copenhagen Business School

Presenters: Rosemarie Ziedonis, U. of Oregon; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Melissa A Schilling, New York U.; Alfonso Gambardella, Bocconi U.; Rajshree Agarwal, U. of Maryland; Riitta Katila, Stanford U.

Friday 12:15PM

89 (MC) Consulting is More Than Hanging Out a Shingle: Creating Your Consulting Practice

12:15pm - 2:15pm Grand Hyatt: Bonham B
 Tweet this session: [#AOM2011 89](#)

Participants: David Jamieson, U. of St. Thomas; Deborah Colwill, Benedictine U.

90 (OB, CM, CAR) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students

12:15pm - 4:15pm Grand Hyatt: Lone Star C
 Tweet this session: [#AOM2011 90](#)

Pre-registration is required. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is August 10, 2011.

Organizers: Cindy P. Zapata, Georgia Institute of Technology; Ned Wellman, U. of Michigan, Ann Arbor

Presenters: Cindy P. Zapata, Georgia Institute of Technology; Thomas Lee, U. of Washington; Benjamin Herndon, U. of Texas, Austin; Donald E. Conlon, Michigan State U.; Brent A. Scott, Michigan State U.

91 (OMT, BPS) Primer on Performativity and the Social Studies of Finance: Theory, Methods and Controversy

12:15pm - 3:15pm San Antonio Convention Center: Room 207 A
 Tweet this session: [#AOM2011 91](#)

Organizers: Yuval Millo, London School of Economics; Daniel Beunza, London School of Economics

Friday 12:30PM

92 (CAR, HR) Lost in Translation: Responding to 'Revise and Resubmit'

12:30pm - 2:30pm Grand Hyatt: Presidio A
 Tweet this session: [#AOM2011 92](#)

Contact monica.kennedy@canberra.edu.au by August 1 to register and submit some challenging 'revise and resubmit' feedback you have received.

Organizer: Monica Therese Kennedy, U. of Canberra

Facilitators: Deborah A. Blackman, U. of Canberra; Stephen A Laybourne, Boston U.; Julia Richardson, York U.

Presenters: Allan Macpherson, De Montfort U.; Mustafa F Ozbilgin, Brunel U.; Pawan S. Budhwar, Aston U.; Peter A. Heslin, U. of New South Wales; Russ Vince, U. of Bath; Stephen T.T. Teo, Curtin U.; Robert P. Gephart, U. of Alberta

93 (ENT) Closing the Start-Ups Equity Gap in West and East: Lessons for Public Authorities

12:30pm - 2:30pm San Antonio Convention Center: Room 008 B
 Tweet this session: [#AOM2011 93](#)

Organizer: Veronica Vecchi, Bocconi U.

Chair: Eric C. Martin, Bucknell U.

Participants: Manuela Brusoni, Bocconi U.; Veronica Vecchi, Bocconi U.; Paolo Anselmo, Iban; Blaz Kos, Venturelab; David Maasz, Chamber of Commerce, Győr; Pradeep Randiwela, U. of Colombo

94 (GDO, MEN) Publishing Diversity Research Workshop


12:30pm - 3:30pm Grand Hyatt: Travis B
 Tweet this session: [#AOM2011 94](#)

Deadline for submission of manuscripts is June 1st, 2011. Please contact Raymond Trau (raymond.trau@sydney.edu.au) for manuscript submission and registration approval code. Additional online registration is required for this workshop at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is July 1, 2011.

Organizer: Raymond N. C. Trau, U. of Sydney

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.

Discussants: Derek R. Avery, Temple U.; Jean M. Bartunek, Boston College; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Judith A. Clair, Boston College; Martin N. Davidson, U. of Virginia; Charmine E. J. Hartel, U. of Queensland; Michelle R. Hebl, Rice U.; Alison M. Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Carol T. Kulik, U. of South Australia; Barbara S. Lawrence, U. of California, Los Angeles; Stella M. Nkomo, U. of Pretoria; Katherine W. Phillips, Northwestern U.; Dianna L. Stone, U. of Texas, San Antonio; Patrick F. McKay, Rutgers U.

95 : (HCM, RM) **Transcending Industry & Academic Boundaries: Conducting Real-Time, Evidence-Based Management Research**

12:30pm - 2:30pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 95

Presenters: Larry Gamm, Texas A&M Health Science Center; Diane Brannon, Pennsylvania State U.



Participants: Christopher Johnson, Texas A&M Health Science Center; James Benneyan, Northeastern U.; Jeana O'Brien, Scott & White

96 : (HR) **Evaluating Learning and Development Interventions in Higher Education: A Case Study from the UK**

12:30pm - 2:30pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 96

Presenters: Fiona Robson, Northumbria U.; Sharon Mavin, Northumbria U.

97  : (MED, SIM, TTC) **Ethics Tools to Support the Management Professor: The 'What' and the 'How'**

12:30pm - 3:00pm Marriott Riverwalk: Bowie

Tweet this session: #AOM2011 97

Co-organized by the Ethics Education Committee

Facilitators: Kathy Lund Dean, Idaho State U.; Thomas F Hawk, Frostburg State U.; Gerard Beenen, California State U., Fullerton; Albert Erisman, Seattle Pacific U.

98 : (MSR) **Hosting Religious Pluralism Through East-West Meditation: An Experiential Symposium**

12:30pm - 2:30pm San Antonio Convention Center: Room 202B

Tweet this session: #AOM2011 98

Participant: Andre L Delbecq, Santa Clara U.

99 : (MSR) **Refresher Course for Practitioners of the Transcendental Meditation® Program**

12:30pm - 2:30pm San Antonio Convention Center: Room 203A

Tweet this session: #AOM2011 99

A refresher course for participants at the Academy meetings who have learned the Transcendental Meditation technique any time in the past.

Facilitators: Scott Robert Herriott, Maharishi U.; Victoria Alexander Herriott, Maharishi U.; Jane Schmidt-Wilk, Maharishi U.

100   : (PNP) **Captains of Lives - Transformation of Singapore Prison Service**

12:30pm - 2:30pm Marriott Riverwalk: Salon D

Tweet this session: #AOM2011 100

Organizer: Thomas Hellwig, INSEAD

Speakers: Elisabeth Florent-Treacy, INSEAD; Chin Kiat Chua, Aetos Security Management Pte Ltd, Singapore

101 : (RM, OMT, BPS) **Qualitative Comparative Analysis**

12:30pm - 4:00pm San Antonio Convention Center: Room 203B

Tweet this session: #AOM2011 101

Although not required, we strongly recommend pre-registration for this workshop. Those who register will be emailed preparatory reading beforehand.

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

Friday 1:00PM

102 : (AAA) **Publishing in AMJ: Tips from the Editors**

1:00pm - 4:00pm Hilton Palacio del Rio: El Mirador & La Condesa

Tweet this session: #AOM2011 102

This workshop gives Academy members a chance to hear tips, advice, and suggestions on publishing in Academy of Management Journal from the current editorial team. Editors will make presentations on four issues that are critical regardless of content area: topic choice, making a theoretical contribution, writing an Introduction, and learning from rejections. The workshop will then transition to a panel discussion focused on both the review process and attendee questions. The workshop will then conclude with a set of table topics focused on submission-specific research design issues, including qualitative studies, laboratory experiments, field surveys, quasi and field experiments, cross-level and nested studies, network studies, archival studies, and studies in international/emerging markets. The session is of interest to members who are new submitters to AMJ, members who have gotten their work rejected from the journal, and members who would like to maximize the quality of their next AMJ submission.

Organizers: Jason Colquitt, U. of Georgia; Joyce Bono, U. of Minnesota; Adam M. Grant, U. of Pennsylvania; Tim Pollock, Pennsylvania State U.; Jason D. Shaw, U. of Minnesota
Facilitators: Pratima Bansal, U. of Western Ontario; Raymond T Sparrowe, Washington U. in St. Louis; Gerard George, Imperial College London

103 : (AAA) **2011 AMLE Writers Workshop (Invitation Only)**

1:00pm - 3:00pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 103

Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitators: Holly H Brower, Wake Forest U.; Alvin Hwang, Pace U.; David Jacobs, Morgan State U.; Tim O Peterson, North Dakota State U.; Robert S. Rubin, DePaul U.; James C Spee, U. of Redlands; Christine Quinn Trank, Texas Tech U.; Joann Krauss Williams, Judson College

Presenter: Kenneth G. Brown, U. of Iowa

104 : (CAR) **Managing the Tenure Process: Getting Past No**

1:00pm - 3:00pm Grand Hyatt: Bonham D

Tweet this session: #AOM2011 104

Coordinator: Millicent F. Nelson, Middle Tennessee State U.

Presenters: Arise P. McKinney, Coastal Carolina U.; Matrecia S.L. James, Jacksonville U.; Angela Miles, North Carolina A & T State U.; Sally Sledge, Norfolk State U.; Jeff Brice, Texas Southern U.;

Angela Murphy, Florida A & M U.; **Peggy D. Lee**, Indiana U., Indianapolis

105 🗣️🗣️🗣️: (D&ITC) **Current and Future Inclusion Efforts in the Academy of Management: A Panel Discussion**

1:00pm - 3:00pm Grand Hyatt: Lone Star D

Tweet this session: **#AOM2011 105**

Organizer: Lynn Shore, San Diego State U.

Coordinator: Christina L. Stamper, Western Michigan U.

Speakers: **Quinetta Roberson**, Villanova U.; **Angelo DeNisi**, Tulane U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Mary Yoko Brannen**, INSEAD; **John E. Delery**, U. of Arkansas; **Tammy L. Madsen**, Santa Clara U.; **Elizabeth Wolfe Morrison**, New York U.; **Diana Bilimoria**, Case Western Reserve U.

106 🗣️🗣️➔: (ENT) **Creating Contexts at the Base of the Pyramid:**

1:00pm - 3:00pm San Antonio Convention Center: Room 206 B

Tweet this session: **#AOM2011 106**

Coordinator: Michael Scott Jackson, USAID

107 ➔🗣️: (IM) **International Management Division Paper Development Workshop**

1:00pm - 3:30pm San Antonio Convention Center: Room 007 D

Tweet this session: **#AOM2011 107**

This workshop is by invitation only. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizer: Susan Feinberg, Rutgers U.

Panelists: **Alvaro Cuervo-Cazurra**, Northeastern U.; **Timothy Michael Devinney**, U. of Technology, Sydney; **Chao C. Chen**, Rutgers U.; **Joanne Oxley**, U. of Toronto

108 🗣️: (MH) **Management History as Your Other Research: A Hands-On Workshop for Early-Career Academics and Ph.D. Students**

1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: **#AOM2011 108**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Facilitator: Regina A. Greenwood, Nova Southeastern U.

Coordinator: Russell W. Clayton, U. of North Carolina - Asheville

Speakers: **John Humphreys**, Texas A&M U.-Commerce; **Jane Whitney Gibson**, Nova Southeastern U.; **Patrick J. Murphy**, DePaul U.

109 🗣️🗣️🗣️: (OM, TIM, OMT, IM, ODC) **Plant Tour of the Toyota Texas San Antonio Assembly Plant**

1:00pm - 4:00pm Offsite: Toyota Texas Plant

Tweet this session: **#AOM2011 109**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The cost to register is \$10.00 and the deadline to register online is August 10, 2011.

Organizer: William James Sawaya, Texas A&M U.

110 🗣️➔🗣️: (ONE) **ONE Doctoral Consortium**

1:00pm - 5:00pm Marriott Rivercenter: Salon A

Tweet this session: **#AOM2011 110**

Download an application form from <http://one.aomonline.org/>. Applications will be reviewed from May 30, 2011. Only 25 places available.

Organizers: **Connie Van der Byl**, U. of Calgary; **Brent A McKnight**, U. of Western Ontario; **Shelley F. Mitchell**, U. of New Hampshire; **Patricia Mesquita**, U. of St Gallen; **Asli Kozan**, HEC Paris

Coordinator: Jessica Dillabough, U. of Calgary

Participants: **Ralf Barkemeyer**, U. of Leeds; **Joerg S. Hofstetter**, U. of St. Gallen; **Qinqin Zheng**, Fudan U.; **Sukhbir Sandhu**, U. of South Australia; **Deborah E. de Lange**, Memorial U. of Newfoundland; **Pratima Bansal**, U. of Western Ontario; **Michael Lenox**, U. of Virginia; **Nicole Darnall**, George Mason U.; **Gordon P. Rands**, Western Illinois U.; **Monika Winn**, U. of Victoria; **Magali Delmas**, U. of California, Los Angeles; **James Weber**, Duquesne U.; **Stuart Hart**, Cornell U.; **Adam Fremeth**, Ivey School of Business; **Natalie Slawinski**, Memorial U. of Newfoundland; **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill; **Shih-Chi Chiu**, Nanyang Technological U.

111 🗣️: (SAP) **Publishing Strategy as Practice Research: Paper Development Workshop**

1:00pm - 6:00pm San Antonio Convention Center: Room 006 C

Tweet this session: **#AOM2011 111**

112 🗣️➔🗣️🗣️: (TIM) **Transcending Boundaries for Successful Continuous Innovation**

1:00pm - 3:30pm San Antonio Convention Center: Room 006 D

Tweet this session: **#AOM2011 112**

Coordinator: Frances Jørgensen, Aarhus U.

Speakers: **Peter Kesting**, Aarhus U.; **Theresa Michl**, Munich School of Management; **Anne Kallio**, Lappeenranta U. of Technology

Participants: **Rene Rohrbeck**, Aarhus U.; **Arnold Picot**, Ludwig Maximilians U.

Friday 1:15PM

113 🗣️: (RM) **Theory Development Using Case-Studies**

1:15pm - 5:15pm Marriott Rivercenter: Salon J

Tweet this session: **#AOM2011 113**

Pre-registration required if you have a well developed case to submit for this working session. Limited observers allowed, based on space available.

Organizers: **Mikael Sondergaard**, Aarhus U.; **Jyoti Bachani**, Saint Mary's College of California

Participants: **Vijaya L Narapareddy**, Denver U.; **Chi Anyansi-Archibong**, North Carolina A & T State U.; **Marilyn L Taylor**, U. of Missouri, Kansas City; **William Naumes**, U. of New Hampshire; **Winfried Ruigrok**, U. of St. Gallen

Friday 1:30PM

114 🗣️➔🗣️🗣️: (CMS, OMT, GDO) **Frontiers of Critique: Debating Theories and Theorists in Critical Management Studies**

1:30pm - 3:30pm Marriott Rivercenter: Conference Room 15

Tweet this session: **#AOM2011 114**

This forum will discuss critical ethnography, feminism(s), and theoretical contributions of leading postcolonial scholars like Minh-ha and Spivak.

Organizer: Anshuman Prasad, U. of New Haven

Chair: Anshuman Prasad, U. of New Haven

Presenters: **Pushkala Prasad**, Skidmore College; **Karen Lee Ashcraft**, U. of Colorado, Boulder; **Deborah Jones**, Victoria U. of Wellington; **Anshuman Prasad**, U. of New Haven

115 ☺: (MED) **Texas Winery Tour**

1:30pm - 6:30pm Offsite: Texas Hill Country

Tweet this session: **#AOM2011 115**

Pre-registration online is required. Please visit <https://secure.aomonline.org/PDWReg>. The cost is \$40.00, the deadline to register is August 10, 2011

Organizer: **Thomas P. Bradley**, Tarleton State U.

Participant: **Jacob Eisenberg**, U. College Dublin

116 ☒: (MOC, OB, OMT, BPS, CAR, HR, IM) **Reviewing In the Rough: A Professional Development Workshop for Doctoral Students**

1:30pm - 3:30pm Marriott Rivercenter: Salon L & M

Tweet this session: **#AOM2011 116**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) at mocreview@gmail.com obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Jeffrey Bednar**, U. of Michigan; **Kevin S. Cruz**, U. of Texas, El Paso

Facilitators: **S. Gayle Baugh**, U. of West Florida; **John B. Bingham**, Brigham Young U.; **Brayden G King**, Northwestern U.; **Ravi Madhavan**, U. of Pittsburgh; **Suzanne S. Masterson**, U. of Cincinnati; **David Mayer**, U. of Michigan; **Ryan Quinn**, U. of Virginia; **Nancy Rothbard**, U. of Pennsylvania; **Eduardo Salas**, U. of Central Florida

Presenter: **Daniel Scott DeRue**, U. of Michigan

Panelists: **Martin J. Kilduff**, U. of Cambridge; **Michael G. Pratt**, Boston College; **Glen E. Kreiner**, Pennsylvania State U.; **Luis Martins**, U. of Texas, Austin

117 → ☒: (RM, SAP, OMT, BPS, ODC, TIM, OB, OCIS, ENT, MH, OM) **Following Emergence in Process Research: Conceptual Frameworks and Methodological Approaches**

1:30pm - 5:30pm San Antonio Convention Center: Room 205

Tweet this session: **#AOM2011 117**

Participants for Part 2 should go to our web site www.processresearchmethods.org to download the form for submitting a short 1000-2000 word paper describing a process research project for round table discussion. They must then submit their paper to that website by 1 July 2011. On receipt of their paper, they will be issued with a code that allows them to register on the AoM website for Part 2 of the PDW. Full instructions and a form for submitting the papers are on the web site, and questions should be directed to **Andy Van de Ven** and his assistant **Britta Swiderski** (ahvstaff@um.edu) who manages this web site. register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizers to obtain the approval code. The deadline to register online is August 10, 2011.

Chair: **Paula Jarzabkowski**, Aston U.

Facilitators: **Karen Golden-Biddle**, Boston U.; **Clive Smallman**, U. of Western Sydney; **Scott Sonenshein**, Rice U.; **Andrew H. Van de Ven**, U. of Minnesota; **Steven W Floyd**, McIntire School of Commerce, U. of Virginia

Discussants: **Ann Langley**, HEC Montreal; **David Nils Seidl**, U. of Zurich

Speakers: **Raghu Garud**, Pennsylvania State U.; **Robin Holt**, U. of Liverpool; **Paul M. Leonardi**, Northwestern U.

Friday 1:45PM

118 ☒☺→☒: (MED, TTC, ODC) **Material Story Lab**

1:45pm - 4:45pm Marriott Rivercenter: Salon D

Tweet this session: **#AOM2011 118**

Material storytelling is introduced as a methodology for a new paradigmatic take on leadership education and development.

Chair: **Kenneth Mølberg Jørgensen**, Aalborg U.

Facilitators: **Anete M. Camille Strand**, Aalborg U.; **Stephen P Fitzgerald**, TUI U.

Friday 2:00PM

119 : (AAA) **Connecting the Academy through Technology**

2:00pm - 4:00pm San Antonio Convention Center: Room 204 B

Tweet this session: **#AOM2011 119**

Technology and social media are increasingly present in daily life.

This session will include a mixture of presentations and table discussions centered on how we connect using technology from, within and through the Academy. During this time, we will address how to use these tools effectively for networking, research, teaching and more. Academy of Management staff will also present how the Academy is incorporating these tools to better reach out to and engage members. Topics will include: Use of Twitter in the Classroom; Management Blogging; Distance Education Best Practices; Building a Network through Social Media; Managing and Participating in AOM Connect Groups; and Digital Publishing on the Rise.

120 →: (AAM, IM, TIM) **An Agenda for Innovation and Entrepreneurship Research in India and China**

2:00pm - 6:00pm San Antonio Convention Center: Room 007 C

Tweet this session: **#AOM2011 120**

There is considerable room for discussion and debate to initiate further research on entrepreneurship on China and India. In addition to the debate about the relevance of various theoretical frameworks to understanding the phenomenon, this PDW forum will also provide an opportunity for scholars to share ideas about data collection, notes on archival sources, development of surveys that can facilitate research on innovation and entrepreneurship in India and China.

Facilitators: **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Sanjay Jain**, Santa Clara U.; **Anil Nair**, Old Dominion U.; **Mb Sarkar**, Temple U.

Coordinator: **David Ahlstrom**, Chinese U. of Hong Kong

Presenters: **Zhujun Ding**, The Chinese U. of Hong Kong;

Yuan Yuan Gong, Chinese U. of Hong Kong; **Weiwen Li**, Sun Yat-sen U.; **Linda Chang Wang**, Michigan State U.

121 ☒☺: (D&ITC) **Let's Get Real about Racism: Cultural Competency Workshop**

2:00pm - 4:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: **#AOM2011 121**

Presenter: **Mun Wah Lee**, StirFry Seminars & Consulting

122 ☒☺→☒: (MSR) **MSR Doctoral Student and New Faculty Consortium**

2:00pm - 5:30pm San Antonio Convention Center: Room 202A

Tweet this session: **#AOM2011 122**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Host: **J. Goosby Smith**, Pepperdine U.

Chairs: **Lee Robbins**, Golden Gate U.; **Leona Lobell**, U. of Phoenix

123 📖🗺️📊: (ODC) **Developing Organizations Based on Academic Knowledge: Insights from Multiple Perspectives**

2:00pm - 4:00pm Grand Hyatt: Lone Star A
 Tweet this session: **#AOM2011 123**

Organizer: **Sonja A. Sackmann**, U. Bundeswehr, Munich
Presenters: **Margaret E Phillips**, Pepperdine U.; **Terri Egan**, Pepperdine U.; **Andre S. Avramchuk**, Fielding Graduate Institute

124 📖➔📊: (ODC, SAP, BPS, OMT, RM, OB) **Publishing Qualitative Research in Premier Academic Journals**

2:00pm - 6:00pm Grand Hyatt: Lone Star B
 Tweet this session: **#AOM2011 124**

This session requires Pre-Registration

Chair: **Quy Nguyen Huy**, INSEAD

Presenters: **Julia Balogun**, Lancaster U.; **Marianne W. Lewis**, U. of Cincinnati; **Catherine A Maritan**, Syracuse U.; **Lotte Luscher**, Clavis Consulting

125 🗺️➔📊: (ONE, BPS, TIM, PTC, ENT) **The Role of the Future in Strategy**

2:00pm - 4:00pm Marriott Rivercenter: Conference Room 17
 Tweet this session: **#AOM2011 125**

Pre-registration is required for this workshop

<<https://secure.aomonline.org/PDWReg>> before August 10, 2011.

Organizers: **Edeltraud Guenther**, Technische U. Dresden; **Alfred Allen Marcus**, U. of Minnesota

Distinguished Speaker: **Dennis Bushnell**, NASA Langley Research Center

Facilitators: **Peter C Bishop**, U. of Houston; **George Cairns**, RMIT U.; **Natalie Slawinski**, Memorial U. of Newfoundland

Friday 2:15PM

126 🗺️➔📊: (PTC, OMT, SAP, ODC, OB, RM, CMS, MC) **Approaches for Studying Management Practices**

2:15pm - 5:15pm Grand Hyatt: Bonham C
 Tweet this session: **#AOM2011 126**

Organizers: **Nic Beech**, U. of St Andrews; **David Denyer**, Cranfield U.; **Katy Jane Mason**, Advanced Institute of Management Research and Aston Business School, UK

Presenter: **Elena P. Antonacopoulou**, U. of Liverpool

Participants: **Davide Nicolini**, U. of Warwick; **Jennifer Whyte**, U. of Reading; **Markus Perkmann**, Imperial College London; **Zoe Radnor**, U. of Warwick; **Robin Wensley**, U. of Warwick; **Joe O'Mahoney**, Cardiff U.

Friday 2:30PM

127 🗺️➔🗺️: (CAR, MED, OB) **The Topics of Careers and "Reflective Space" in MBA and Executive Education**

2:30pm - 5:00pm Grand Hyatt: Bonham B
 Tweet this session: **#AOM2011 127**

Organizers: **Svetlana Khapova**, VU U. Amsterdam; **Konstantin Korotov**, ESMT; **Margriet Buseman**, VU U. Amsterdam
Speakers: **Elizabeth Florent-Treacy**, INSEAD; **Konstantin Korotov**, ESMT; **Douglas T. Hall**, Boston U.; **Polly Parker**, U. of Queensland; **Kathy E. Kram**, Boston U.; **Andreas Bernhardt**, European School of Management and Technology, Berlin; **Laura Guillen**, ESMT

Friday 2:45PM

128 🗺️➔🗺️🗺️: (HR, OB, IM, ITC) **Developing HRM & Mentoring Systems, Managing Diverse Workforce & Preparing Expatriates for India**

2:45pm - 4:45pm Grand Hyatt: Presidio B
 Tweet this session: **#AOM2011 128**

Chairs: **Pawan S. Budhwar**, Aston U.; **Arup Varma**, Loyola U. Chicago

Participants: **Sumit Kumar Kundu**, Florida International U.; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore; **Aarti Ramaswami**, ESSEC Business School; **Charmi Patel**, Aston U.

129 🗺️➔🗺️🗺️: (IAM, HR, IM, AAM) **How the Indian and Chinese are influencing Latin-American Management style**

2:45pm - 4:45pm San Antonio Convention Center: Room 008 B
 Tweet this session: **#AOM2011 129**

Organizer: **Sandra Idrovo**, INALDE

Chair: **Jose Ramon Pin**, IESE Business School

Coordinators: **Lourdes Susaeta**, IESE Business School; **Angela Gallifa**, IESE Business School

Speaker: **Enrique Taracena**, IPADE, Mexico

Participants: **Carlos Marti**, IESE Business School; **Erica Helena Salvaj**, U. del Desarrollo; **Marisa Aguirre Nieto**, PAD - U. de Piura; **Wilson Aparecido Costa de Amorim**, Fundação Instituto de Administração; **Alvaro Espejo**, U. Adolfo Ibanez; **Alma Lazo**, IPADE, Mexico; **Jose Manuel Alcaraz**, Barna Business School; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul; **Maria Jesus Belizon**, IESE Business School; **Hector O. Rocha**, Austral U.

130 🗺️➔🗺️🗺️: (MED, IM, GDO) **Common Classroom Culture: Application of the Diversity Icebreaker in Multicultural Student Groups**

2:45pm - 4:45pm Marriott Riverwalk: Salon D
 Tweet this session: **#AOM2011 130**

We suggest to expand the theoretical dimensions in Diversity Icebreaker to include learning styles.

Organizers: **Alexis Rossi**, Loughborough U.; **Marieke Christina van Egmond**, Bremen Graduate School of Social Sciences
Chair: **Bjoern Z. Ekelund**, Human Factors

131 🗺️: (MED, OB) **Exploring Critical Thinking in the Classroom Through Action Learning and Reflective Writing Practice**

2:45pm - 4:45pm Marriott Riverwalk: Salon B
 Tweet this session: **#AOM2011 131**

Facilitators: **Janice Witt Smith**, Winston-Salem State U.; **Kari D Weaver**, U. of South Carolina, Aiken

Presenters: **Doria Kathy Stitts**, Winston-Salem State U.; **Gloria Clark**, Winston-Salem State U.; **Julie Kliegl**, Wartburg College

132 🗺️➔🗺️🗺️: (ONE) **Beyond Traditional Perspectives on Economic Growth: Green Growth, Steady State, and Degrowth**

2:45pm - 4:45pm Marriott Riverwalk: Salon C
 Tweet this session: **#AOM2011 132**

Organizer: **Andre Reichel**, U. of Stuttgart

Moderators: **Paul Adler**, U. of Southern California; **Robert Perey**, Macquarie U.

Discussants: **John M Jermier**, U. of South Florida; **Bobby Banerjee**, U. of Western Sydney; **Carolyn P. Egri**, Simon Fraser U.
Speakers: **Brian Czech**, Virginia Tech; **Anita Burke**, The Catalyst Institute

133 🗨️: (RM, BPS, OB, TIM, HR, ENT, ODC) **Why We All Should Be Bayesians: Opportunities of Bayesian Statistics for Management Research**

2:45pm - 5:15pm San Antonio Convention Center: Room 202B
Tweet this session: #AOM2011 133

Organizer: **David Krackhardt**, Carnegie Mellon U.
Coordinator: **Andreas Schwab**, Iowa State U.
Presenters: **William H. Starbuck**, U. of Oregon; **Joern Hendrich Block**, Erasmus U. Rotterdam; **Miguel Sousa Lobo**, INSEAD; **Ehsanola S. Soofi**, U. of Wisconsin, Milwaukee

Friday 3:00PM

134 : (AAA) **The Ins and Outs of Faculty Recruiting**

3:00pm - 4:30pm Marriott Rivercenter: Salon G
Tweet this session: #AOM2011 134

Organizers: **La Verne Hairston Higgins**, Eastern Michigan U.; **Wendy Kramer**, Keystone College

135 🗨️🗨️: (ENT) **How NOT To Quit Your Day Job: Presentation & Discussion of a Short Film About Entrepreneurship**

3:00pm - 6:00pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 135

Please contact David Croson at dcroson@cox.smu.edu if you will not be able to attend the PDW but would like a link to view an online version of the film.

Chair: **David C Croson**, Southern Methodist U.
Discussant: **Mark Kerins**, Southern Methodist U.

136 🗨️: (OMT) **OMT Teaching Roundtables**

3:00pm - 5:00pm San Antonio Convention Center: Room 216 A & B
Tweet this session: #AOM2011 136

Organizers: **M. Diane Burton**, Cornell U.; **David Touve**, Washington and Lee U.
Distinguished Speakers: **Howard Aldrich**, U. of North Carolina; **Ellen R. Auster**, York U.; **Joseph Broschak**, U. of Arizona; **Wayne E Baker**, U. of Michigan; **Katherine K Chen**, City U. of New York, City College; **Martin Gargiulo**, INSEAD; **Tor Hernes**, Copenhagen Business School; **Andrew J. Hoffman**, U. of Michigan; **Rodney Lacey**, Emory U.; **William Ocasio**, Northwestern U.; **Charles A O'Reilly**, Stanford U.; **Claus Rerup**, U. of Western Ontario; **Sean Safford**, U. of Chicago; **Filipe Manuel Simoes Dos Santos**, INSEAD; **Marc Ventresca**, NPS; **Amy Wrzesniewski**, Yale U.

Friday 3:15PM

137 🗨️🗨️: (OB, HR) **Leadership Development Challenges and Best Practices: A Scientist-Practitioner Forum**

3:15pm - 5:45pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 137

Facilitators: **Donna Chrobot-Mason**, U. of Cincinnati; **Ted K. Dass**, U. of Cincinnati; **Stacie Furst Holloway**, U. of Cincinnati; **Gail T Fairhurst**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati; **Melanie Cohen**, U.S. Department of Housing & Urban Development; **Geoffery Seaver**, National Defense U.; **Katherine E Holt**, Peakinsight LLC; **Suzanne Boys**, U. of Cincinnati

Friday 3:30PM

138 : (AAA) **2011 AMLE "Town Hall": Conversations with Provocative Authors**

3:30pm - 5:30pm Hilton Palacio del Rio: Corte Real D/E
Tweet this session: #AOM2011 138

Organizer: **J B Arbaugh**, U. of Wisconsin, Oshkosh
Presenter: **Kenneth G. Brown**, U. of Iowa

Panelists: **Herman Aguinis**, Indiana U., Bloomington; **Rhett Andrew Brymer**, Texas A&M U.; **S Trevis Certo**, Arizona State U.; **Eric C. Dierdorff**, DePaul U.; **Ryan K. Gottfredson**, Indiana U., Bloomington; **Robert S. Rubin**, DePaul U.; **David G. Sirmon**, Texas A&M U.

139 🗨️: (OMT, ENT, BPS, TIM) **Revealing the Cultural in Entrepreneurship and Innovation**

3:30pm - 6:30pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 139

Organizers: **Joep Cornelissen**, U. of Leeds; **Raghu Garud**, Pennsylvania State U.; **Tyler Earle Wry**, Wharton School; **Krsto Pandza**, Leeds U.; **Jean Siobhan Clarke**, Leeds U.
Discussants: **Davide Ravasi**, Bocconi U.; **Peter Karnoe**, Copenhagen Business School
Presenters: **Robin Holt**, U. of Liverpool; **Joel Gehman**, Pennsylvania State U.; **Antonio Paco Giuliani**, U. of Bologna; **Paul Ellwood**, U. of Leeds

140 🗨️➔🗨️: (SIM, ONE, IM, BPS, ITC) **Base of the Pyramid Research Methods: Overcoming Perils and Pitfalls in the Quest for Quality Data**

3:30pm - 10:00pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 140

Organizers: **Moriah A. Meyskens**, Babson College; **Kevin McKague**, York U.
Participants: **Geoff Archer**, Royal Roads U.; **Alain Berranger**, Schulich School of Business; **Oana Branzei**, U. of Western Ontario; **Jo Crotty**, Salford U.; **Casey Jonathan Frid**, Clemson U.; **Douglas J. Gilbert**, U. of Phoenix; **Christopher James Hastings**, U. of St. Thomas; **Diane Holt**, Queen's U. Belfast; **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill; **Geoff Kistruck**, The Ohio State U.; **Arno Kourula**, Stanford U.; **Marlene J Le Ber**, U. of Western Ontario; **Jae Hwan Lee**, Texas Tech U.; **Ted London**, U. of Michigan; **Leif Willard Lundmark**, U. of Utah; **Mark B. Milstein**, Cornell U.; **Bruce Paton**, Monterey Institute of International Studies; **Miguel Rivera-Santos**, Babson College; **Ute Stephan**, U. of Sheffield; **Ethel R. Vesper**, U. of Phoenix; **Warner P. Woodworth**, Brigham Young U.; **Regina Frank**, Loughborough U.; **Niels Billou**, U. of Western Ontario

Friday 3:45PM

141 ➔🗨️🗨️: (HR, IM, TIM) **East - West Innovation Rendezvous: The HR Perspective**

3:45pm - 5:45pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 141




This PDW will serve as an initial stepping stone for understanding similarities and difference of existing HRM models.

Facilitator: **John P Ulhoi**, Aarhus U.

Coordinator: **Frances Jørgensen**, Aarhus U.



Speakers: **Yu Zhou**, Renmin U. of China; **Hua Zhi Qin**, Renmin U. of China

Friday 4:00PM

142   : (CMS) Enacting Process-relational Thinking in Critical Management Inquiry and Educative Discourse

4:00pm - 6:00pm Marriott Riverwalk: Bowie
 Tweet this session: #AOM2011 142

Facilitators: **Martin Wood**, RMIT U.; **Martyna Anna Sliwa**, Newcastle U.
 Coordinator: **Robert Michael McMurray**, Durham U.


143  : (OB) Organizational Behavior Doctoral Consortium - Friday Session (Invitation Only)

4:00pm - 7:00pm Grand Hyatt: Lone Star F
 Tweet this session: #AOM2011 143

Pre-registration is required: <https://secure.aomonline.org/PDWReg>. Please contact coordinators for approval code. Must also register for OBDC on Sat.

Facilitators: **Timothy Baldwin**, Indiana U., Bloomington; **Deanne N. DenHartog**, U. of Amsterdam; **Bradley L. Kirkman**, Texas A&M U.; **Ana Sierra Leonard**, U. of Cincinnati; **Mara Olekalns**, U. of Melbourne; **Ronald F. Piccolo**, Rollins College; **Mathew L. Sheep**, Illinois State U.; **Michael Wesson**, Texas A&M U.
 Coordinators: **Sharon K. Parker**, U. of Western Australia; **Joyce Bono**, U. of Minnesota
 Speaker: **Elaine C. Hollensbe**, U. of Cincinnati



Friday 4:15PM

144 : (GDO) Black Faces in White Places: New Approaches to Research on the Black Experience in Organizations

4:15pm - 6:45pm Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 144


Organizer: **Jeffrey A. Robinson**, Rutgers U.
 Chair: **Jeffrey A. Robinson**, Rutgers U.

Panelists: **C Douglas Johnson**, Georgia Gwinnett College; **dt ogilvie**, Rutgers U.; **Patricia Faison Hewlin**, McGill U.; **Delmonico Antonio Smith**, Rochester Institute of Technology; **Laquita C Blockson**, College of Charleston; **Sammie L Robinson**, Texas Southern U.; **Monika Hudson**, U. of San Francisco; **J. Goosby Smith**, Pepperdine U.; **Rochelle Parks-Yancy**, Texas Southern U.; **Shalei V. K. Simms**, Ramapo College
 Participants: **Darius Morse**, Georgia Gwinnett College; **Atira Cherise Charles**, Florida State U.; **Eden-Renee Pruitt**, Bard College at Simons Rock; **DeMarcus A. Pegues**, U. of Tennessee, Chattanooga; **Erika Verniece Richardson**, Northwestern U.

145  : (HCM, IM) International Comparison of Stakeholders in Healthcare Innovation: Developing a Conceptual Framework

4:15pm - 6:15pm Marriott Rivercenter: Salon K
 Tweet this session: #AOM2011 145

Chairs: **Karin Sanders**, U. of Twente; **Sandra C. Buttigieg**, U. of Malta; **Helen Shipton**, Aston U.
 Participants: **Judy Scully**, Aston U.; **Cheryl Rathert**, U. of Missouri; **Ricky Leung**, U. of Missouri

146 : (MSR) Trust Your Instincts: A Neuroscience-Based Approach to Transforming Organizational Performance


4:15pm - 6:15pm San Antonio Convention Center: Room 203B
 Tweet this session: #AOM2011 146

Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August 12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit

<https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.




Chair: **Arthur L. Jue**, U. of Phoenix
 Presenters: **Kathy Kolbe**, Kolbe Corp.; **John F Regni, Lt. Gen USAF (ret)**, Aerospace and Defense Initiative, SFAZ

Friday 4:30PM

147 : (HR) HR Junior Faculty Consortium Icebreaker and Dinner

4:30pm - 7:30pm Offsite: To Be Determined
 Tweet this session: #AOM2011 147

Organizers: **Ingrid Fulmer**, U. of South Carolina; **Diane E. Johnson**, U. of Alabama, Tuscaloosa; **Hui Liao**, U. of Maryland; **Sophie De Winne**, Lessius U. College

148   : (OB, OM, HCM) Dilemmas of Learning in Organizations: A Research Incubator to Explore Negative Effects of Learning

4:30pm - 7:30pm Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 148

Organizers: **Tal Katz-Navon**, Interdisciplinary Center; **Eitan Naveh**, Technion Israel Institute of Technology; **Anita L. Tucker**, Harvard U.
 Distinguished Speakers: **John S. Carroll**, Massachusetts Institute of Technology; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor
 Presenters: **Sara J. Singer**, Harvard U.; **Timothy J. Vogus**, Vanderbilt U.

Friday 5:00PM

149 : (AAA) The Academic Job Search: Workshop for Applicants

5:00pm - 6:30pm Marriott Rivercenter: Salon G
 Tweet this session: #AOM2011 149

Organizers: **La Verne Hairston Higgins**, Eastern Michigan U.; **Wendy Kramer**, Keystone College

150   : (HR) HR Division Doctoral Consortium Dinner and Networking

5:00pm - 6:30pm Grand Hyatt: Texas Ballroom C
 Tweet this session: #AOM2011 150

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.


Organizers: **Bradford S Bell**, Cornell U.; **Jenny M. Hoobler**, U. of Illinois, Chicago; **Corine Boon**, U. of Amsterdam; **Mark V Roehling**, Michigan State U.

151   : (MED, TTC, NDSC) Management Education and Development Writer's Workshop

5:00pm - 7:30pm Marriott Rivercenter: Salon C
 Tweet this session: #AOM2011 151

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is July 25, 2011.

Facilitators: **Thomas F Hawk**, Frostburg State U.; **Jon Billsberry**, Coventry U.; **Thomas A. Bryant**, Albion College; **Jane Schmidt-Wilk**, Maharishi U.; **Carolyn Wiley**, Roosevelt U.; **Kathy Lund Dean**, Idaho State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.; **John B Stark**, California State U. Bakersfield; **Stephen E Weiss**, York U.; **Jeanie Mannheimer Forray**, Western New England College; **V Seshan**, Pepperdine U.
Coordinator: **Joann Krauss Williams**, Judson College

152 : (OB) **Organizational Behavior Junior Faculty Workshop - Friday Session (Invitation Only)**

5:00pm - 9:30pm Grand Hyatt: Lone Star E

Tweet this session: **#AOM2011 152**

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Saturday. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop coordinator(s) to obtain the approval code. The cost to register is \$150.00, and the deadline to register online is August 10, 2011.

Coordinators: **Adam M. Grant**, U. of Pennsylvania; **Michele Williams**, Cornell U.

Presenters: **Deborah Ancona**, Massachusetts Institute of Technology; **Sigal Barsade**, U. of Pennsylvania; **Kimberly D. Elsbach**, U. of California, Davis; **Michele J. Gelfand**, U. of Maryland; **Cristina Gibson**, U. of Western Australia; **Avraham N. Kluger**, Hebrew U. of Jerusalem; **Keith Murnighan**, Northwestern U.; **Sim B. Sitkin**, Duke U.; **Barry M Staw**, U. of California, Berkeley; **David A. Thomas**, Harvard U.

153 : (OCIS) **OCIS International Paper Development Workshop**

5:00pm - 7:00pm San Antonio Convention Center: Room 006 D

Tweet this session: **#AOM2011 153**

Pre-registration is required. To register online, visit <https://secure.aomonline.org/PDWRReg>. Contact the workshop organizer for the approval code.

Chair: **Katherine J. Stewart**, U. of Maryland, College Park
Facilitators: **Bijan Azad**, American U. of Beirut; **Marleen Huysman**, VU U. Amsterdam; **Sirkka Jarvenpaa**, U. of Texas; Aalto U.; **Atreyi Kankanhalli**, National U. of Singapore; **Shaila Miranda**, U. of Oklahoma; **Ulrike Schultze**, Southern Methodist U.; **Sandra Slaughter**, Georgia Institute of Technology

No Deadlines And No Processes: The Successful Path To Healthcare IT Of An Italian Nursing Home | **Andrea Carugati**, Aarhus U.; **Antonio Giangreco**, IESEG; **Antonio Sebastiano**, U. Carlo Cattaneo

When Hard Facts Are Too Little: The Case Of Project Prioritization In A Financial Institution | **Arisa Shollo**, Copenhagen Business School; **Ioanna Constantiou**, Copenhagen Business School

Recruiters And The Dilemma Of Finding The Right Match In Our Flat World | **Elfi Furttmueller**, U. of Twente; **Mary Tate**, Victoria U. of Wellington

Using Knowledge Management Systems To Support Knowledge Sharing In MNCs: A Comparative Study | **Mahmoud Abdelrahman**, Manchester Business School; **Simon French**, U. of Manchester; **K. Nadia Papamichail**, U. of Manchester

A Research on Knowledge Recording Behavior: Based on Theory of Interpersonal Behavior | **Kyungmi Chun**, Yonsei U.; **Yunhee Chang**, Yonsei U.

Centralized IS and Organizational Creativity: Lessons Learned from the Energy Management Industry | **Nassim Aissa Belbaly**, GSCM, Montpellier Business School; **Anis Khedhaouria**, GSCM, Montpellier Business School

Match or Mess? An Experimental Study of Leadership Style Change in Virtual Context | **Kai-Tang Fan**, Lunghwa U. of Science and Technology

Online Value Creation and Social Networks Use by Cultural Institutions: The Case of the Museums | **Antonio Padilla-Meléndez**, U. of Málaga; **Ana Rosa del Águila-Obra**, Málaga U.; **Aurora Garrido-Moreno**, Málaga U.

Consumers, Online Users and Decision Makers: Individual Characteristics Affecting Purchase Processes | **Sahar Karimi**, U. of Manchester; **K. Nadia Papamichail**, U. of Manchester; **Christopher Holland**, U. of Manchester

IT-Enabled Organizational Disruption: Enterprise 2.0 on Organizational Design | **Zhenyu Yang**, Norwegian School of Management

154 : (SAP) **Reconstructing Organizations Strategies Trough a Socio-Economic Approach to Strategy as Practice**

5:00pm - 7:00pm San Antonio Convention Center: Room 008 A

Tweet this session: **#AOM2011 154**

Participants: **John Conbere**, U. of St. Thomas; **Alla Heorhiadi**, U. of St. Thomas; **Henri Savall**, ISEOR; **Emmanuel Beck**, ISEOR; **Marc Bonnet**, ISEOR; **Olivier Voyant**, ISEOR

Friday 5:30PM

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

5:30pm - 7:00pm San Antonio Convention Center: Room 214

Tweet this session: **#AOM2011 155**

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. If you are unable to attend this session, it will be repeated on Saturday, August 13, 2011 at 5:30 pm.

Organizers: **Stephanie Case Henagan**, Northern Illinois U.; **Kerry Ignatz**, Academy of Management

156 : (CM) **CM Division Junior Faculty Research Incubator Reception**

5:30pm - 7:00pm Offsite: TBA

Tweet this session: **#AOM2011 156**

This is an informal reception for those participating in the CM Division Research Incubator on Saturday.

Organizer: **William P. Bottom**, Washington U. in St. Louis

Friday 6:00PM

157 : (GDO) **GDO Pre-Conference Social Hour**

6:00pm - 7:30pm Grand Hyatt: Texas Ballroom B

Tweet this session: **#AOM2011 157**

Division Chair: **David A. Kravitz**, George Mason U.

Program Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln
Professional Development Workshop Chair: **Stacy Blake-Beard**, Simmons College

Division Chair-Elect: **Diana Bilimoria**, Case Western Reserve U.

Past Chair: **Quinetta Roberson**, Villanova U.

158 : (ICW) MMD Debriefing (1)

6:00pm - 7:00pm Grand Hyatt: Bonham B

Tweet this session: **#AOM2011 158**

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.

Organizer: **Lise Balslev**, CBS/ MMD

159 : (IM) IM Division PDW Welcome

6:00pm - 6:30pm San Antonio Convention Center: Room 210 A

Tweet this session: **#AOM2011 159**

After a brief welcome, participants and Executive Committee members will head to area restaurants in small groups (each person buys their own dinner).

Organizer: **Jennifer Spencer**, George Washington U.

160 : (OCIS) OCIS Junior Faculty Consortium Dinner and Networking

6:00pm - 9:00pm Offsite: TBA

Tweet this session: **#AOM2011 160**

Dinner for participants in the OCIS Junior Faculty Consortium. By invitation only.

Host: **Manju K Ahuja**, U. of Louisville

161 : (OMT) Meet OMT Reception

6:00pm - 8:00pm San Antonio Convention Center: Mission 103 A & B

Tweet this session: **#AOM2011 161**

Meet the OMT officers and members.

Friday 6:30PM

162 : (NDSC) NDSC: Friday Night Social

6:30pm - 9:00pm Offsite: TBD

Tweet this session: **#AOM2011 162**

Organizers: **Preeti Wadhwa**, U. of Kansas; **Sean Rogers**, Rutgers U.

Friday 7:00PM

163 : (MSR) MSR Dinner

7:00pm - 10:00pm Offsite: Casa Rio Restaurant

Tweet this session: **#AOM2011 163**

Pre-registration is required for this workshop. The dinner will be held at Casa Rio Restaurant at 430 Commerce Street. For more information about the venue, please visit the following site:

<http://www.casa-rio.com/index2.htm>. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$10.00 and the deadline to register online is August 4, 2011.

Saturday 7:00AM

164 : (AAA) AOM Journals Committee Meeting

7:00am - 8:00am Grand Hyatt: Mission A

Tweet this session: #AOM2011 164

Organizer: Susan Zaid, Academy of Management

165 : (MSR) MSR Morning Meditation Session

7:00am - 8:00am La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 165

Organizer: Gerald Biberman, U. of Scranton

Saturday 7:30AM

166 📄➔: (ONE) Sustainability and Social Entrepreneurship Case Lab Breakfast: What Makes an Excellent Case?

7:30am - 9:00am Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 166

Breakfast will be served during this session. Please pre-register to give us an idea of numbers for catering purposes. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Organizer: Liudmila Nazarkina, U. of St. Gallen

Facilitator: Michael Andreas Pirson, Fordham U.

Discussants: Kevin McKague, York U.; Francesco Perrini, Bocconi U.; Ezequiel Alejandro Martin Reficco, U. de los Andes, Colombia

Saturday 8:00AM

167 : (AAA) Conference Exhibits

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B

Tweet this session: #AOM2011 167

168 : (AAA) Conference Registration

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration

Tweet this session: #AOM2011 168

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

169 : (AAA) San Antonio 2011 LAC

8:00am - 5:00pm San Antonio Convention Center: Room 101 B

Tweet this session: #AOM2011 169

Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

170 : (AAA) AOM Membership

8:00am - 5:00pm San Antonio Convention Center: Room 211

Tweet this session: #AOM2011 170

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Stephanie Case Henagan, Northern Illinois U.

171 : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am San Antonio Convention Center: Room 211.

Tweet this session: #AOM2011 171

Organizer: Stephanie Case Henagan, Northern Illinois U.

172 🗣️📄: (AAM) Work Motivation and Work-Related Attitudes/Behaviors

8:00am - 10:00am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 172

Chair: Ping Ping Fu, Chinese U. of Hong Kong

Presenters: Lei Li, Xi'an Jiaotong U.; Yanxia Li, Shanghai Institute of Foreign Trade; Yi Qin, The Chinese U. of Hong Kong; Bilian Lin, The Chinese U. of Hong Kong; Le Tan, Xi'an Jiaotong U.

Participants: Yufan Shang, Xi'an Jiaotong U.; Youmin Xi, Xi'an Jiaotong U.; Jiming Bao, Fudan U.; Ping Ping Fu, Chinese U. of Hong Kong; He Yi Song, Xi'an Jiaotong U.

173 🗣️📄: (AAM, OB) Similarities and Differences between Western and Chinese Contexts for Emotional Issues

8:00am - 10:00am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 173

Similarities and differences in emotional issues in organizations in the Western and Chinese contexts is the key theme of this PDW

Speakers: Chi-Sum Wong, Chinese U. of Hong Kong; Kelly Z. Peng, Hong Kong Shue Yan U.; Yina Mao, Chinese U. of Hong Kong; Majid Ghorbani, Simon Fraser U.; Yuan Liao, Simon Fraser U.

174 📄📄: (BPS) BPS Doctoral Consortium II

8:00am - 1:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 174

By invitation only

Organizers: Benjamin A. Campbell, Ohio State U.; Samina Karim, Boston U.

Participants: Juan Alcacer, Harvard U.; Richard A Bettis, U. of North Carolina, Chapel Hill; Adelaide Wilcox King, U. of Virginia; Rahul Kapoor, U. of Pennsylvania; M. Lourdes Sosa, London Business School; Gabriel Szulanski, INSEAD

175 📄📄: (BPS) BPS New Faculty Consortium

8:00am - 5:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 175

Pre-registration is required

Organizers: Sendil Ethiraj, U. of Michigan, Ann Arbor; Anne Marie Knott, Washington U. in St. Louis

Participants: Nicholas Argyres, Washington U. in St. Louis; Mary J. Benner, U. of Minnesota; Ramon Casadesus-Masanell, Harvard U.; Melissa Graebner, U. of Texas, Austin; Michael Lenox, U. of Virginia; James Westphal, U. of Michigan; Hayagreeva Rao, Stanford U.; Edward Zajac, Northwestern U.; Bruno Cassiman, IESE Business School

176 ➔📄: (BPS, IM, IAM) Fostering Publication from Around the World in Leading Organization and Strategy Journals

8:00am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 176

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Roberto Vassolo, Austral U.; Tunji Adegbesan, Lagos Business School; Hans T. W. Frankort, City U. London; W Glenn Rowe, Richard Ivey School of Business; Pao-Lien Chen, National Tsing Hua U.

Distinguished Speakers: William G Mitchell, Duke U.; Adelaide Wilcox King, U. of Virginia; Alvaro Cuervo-Cazurra, Northeastern U.; Anita McGahan, U. of Toronto

Facilitators: Francisco Diaz Hermelo, IAE Business School Argentina; Thomas Mellewigt, Freie U. Berlin; Raffaele Oriani, Luiss Guido Carli U.

Speakers: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Weiru Chen, INSEAD; Harry G. Barkema, London School of Economics

177 📄: (CAR, GDO) **Insights for Publishing Careers Research in Top Journals**

8:00am - 11:00am Grand Hyatt: Bonham B
Tweet this session: #AOM2011 177

Chair: Kimberly Eddleston, Northeastern U.

Presenters: Timothy Golden, Rensselaer Polytechnic Institute; Jeffrey H. Greenhaus, Drexel U.; Monica L. Forret, St. Ambrose U.; Terri A. Scandura, U. of Miami; Joy A. Schneer, Rider U.; Sherry E. Sullivan, Bowling Green State U.; Amy Wrzesniewski, Yale U.

178 🗣️📄: (CM, OB, HR, SIM) **Organizational Justice: Breaking the Boundaries and Forging New Directions**

8:00am - 11:00am Grand Hyatt: Texas Ballroom C
Tweet this session: #AOM2011 178

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Chair: Laurie J. Barclay, Wilfrid Laurier U.

Panelists: Maureen L. Ambrose, U. of Central Florida; Robert Bies, Georgetown U.; Ramona Bobocel, U. of Waterloo; Joel Brockner, Columbia U.; Robert Folger, U. of Central Florida; Jessica Rodell, U. of Georgia; Debra L. Shapiro, U. of Maryland; Linda Skitka, U. of Illinois, Chicago

179 📄: (CMS) **How Do We Distinguish Ourselves? Examples of Teaching Practice from CMS Teachers/Rsearchers**

8:00am - 10:00am Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 179

Current CMS Executive Members will provide practical and useful examples of learning exercises, methods and skills development from their teaching.

Professional Development Workshop Chairs: Craig Prichard, Massey U.; Jan Schapper, La Trobe U.

Participants: Gavin Jack, La Trobe U.; Sarah Stookey, Central Connecticut State U.; Marianna Fotaki, U. of Manchester; Pauline Fatien Diochon, U. of Lyon; Alex Faria, Fundacao Getulio Vargas

180 📄🗣️: (D&ITC, GDO) **Action Learning in Action: A Demonstration and Discussion**

8:00am - 10:00am Grand Hyatt: Presidio B
Tweet this session: #AOM2011 180

Presenters: Michael Marquardt, George Washington U.; Pauline Albert, St. Edward's U.; Sara Henderson Gibson, Fielding Graduate Institute

181 📄: (ENT, OMT, BPS) **Building Coherent Careers through Commitment to Theory**

8:00am - 10:00am San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 181

Entrepreneurship Division Research Committee PDW

Chair: Ted Baker, North Carolina State U.

Participants: Howard Aldrich, U. of North Carolina; Jay B Barney, Ohio State U.; Anne S Miner, U. of Wisconsin, Madison

182 📄🗣️➔: (GDO, IM) **Using Individual Assessments to Explore Difference and Develop Skills: An Interactive Workshop**

8:00am - 10:00am Grand Hyatt: Presidio A

Tweet this session: #AOM2011 182

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. There is a \$10.00 registration fee, which covers the cost of assessments for participants. The deadline to register online is August 10, 2011.

Organizer: Jeanie Mannheimer Forray, Western New England College

Participants: Kathy Lund Dean, Idaho State U.; Jeanie Mannheimer Forray, Western New England College; Ilene Carol Wasserman, ICW Consulting Group

183 🗣️: (GDO, OB) **Boundary Spanning Leadership: Strategies to Transform Limiting Borders into Limitless Frontiers**

8:00am - 10:00am Grand Hyatt: Texas Ballroom D
Tweet this session: #AOM2011 183

Facilitator: Donna Chrobot-Mason, U. of Cincinnati

184 📄: (HCM, CAR) **Finding a Balance: Job Search Strategies and Considerations in the Small World of Academics**

8:00am - 10:00am Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 184

Organizer: Ann Scheck McAlearney, Ohio State U.

Panelists: Robert Weech-Maldonado, U. of Alabama, Birmingham; Jami Leanne DelliFraine, U. of Texas; Julie Robbins, Ohio State U.

185 : (HCM, MED) **Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches**

8:00am - 10:00am Marriott Riverwalk: Bowie
Tweet this session: #AOM2011 185

Presenters: Brenda Freshman, California State U. Long Beach; Mary Helen McSweeney-Feld, Towson U.; Carol Molinari, U. of Baltimore

186 🗣️🗣️➔: (HR, OB, IM) **Multinational Perspectives on Teaching Strategic HRM**

8:00am - 10:00am Grand Hyatt: Bonham D
Tweet this session: #AOM2011 186

Organizers: Liza Castro Christiansen, U. of Reading; Karin Sanders, U. of Twente

Presenters: Randall S. Schuler, Rutgers U.; Pawan S. Budhwar, Aston U.; Jian Min Sun, Renmin U. of China; Scott L Martin, Zayed U.

187 ➔🗣️📄: (IAM, ENT, ONE, TIM, BPS) **Industry Transformation and Impacts on Firms in Ibero America: Research Opportunities**

8:00am - 10:00am San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 187

Goals of this PDW are: to generate questions to guide research and discover relevant variables for this topic in Latin American and the East.

Facilitators: Gaston Fornes, U. of Bristol; Patricia G. Vidal, U. Presbiteriana MacKenzie

Coordinator: Silvia Novaes Zilber, UNINOVE

Participants: Julio O. DeCastro, Babson College; Mohamed Amal, Regional U. of Blumenau- FURB; Luis Felipe Machado Nascimento, PPGA - EA -UFRGS

188 : (ICW) **Teaching Your Management Classes: Technology as an engagement tool**

8:00am - 4:30pm Hyatt Regency: Bowie C

Tweet this session: #AOM2011 188
Organizer: Anke Weekes, McGraw-Hill/Irwin

189  : (IM) International Management Division
Doctoral Consortium

8:00am - 3:30pm San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 189

Organizer: Andrew Spicer, U. of South Carolina
Panelists: Paul Almeida, Georgetown U.; Jaideep Anand, Ohio State U.; Nicole Woolsey Biggart, U. of California, Davis; Mary Yoko Brannen, INSEAD; Rafael A. Corredoira, U. of Maryland, College Park; Carl F. Fey, Nottingham U. Business School China; Srividya Jandhyala, George Washington U.; Ilya Okhmatovskiy, McGill U.; Jone L. Pearce, U. of California, Irvine; Jordan Siegel, Harvard U.; Shige Makino, Chinese U. of Hong Kong

190  : (IM) International Management Division
Junior Faculty Consortium



8:00am - 3:30pm San Antonio Convention Center: Room 217 C
Tweet this session: #AOM2011 190

Organizer: William Newbury, Florida International U.
Panelists: Timothy Michael Devinney, U. of Technology, Sydney; Lorraine Eden, Texas A&M U.; Jean-Francois Hennart, Tilburg U.; Luiz F. Mesquita, Arizona State U.; James A. Robins, Singapore Management U.; Elizabeth L. Rose, Aalto U.; Robert Salomon, New York U.; Rosalie L. Tung, Simon Fraser U.; Stephen E Weiss, York U.; Katherine Xin, CEIBS; Lena Zander, Uppsala U.; Tagi Sagafi-nejad, Texas A&M International U.; Naomi A Gardberg, Baruch College

191  : (IM, BPS) Frontiers of Cross Cultural Research

8:00am - 10:00am San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 191

Organizer: Carolina Gomez, Florida International U.
Panelists: Sharon Arieli, Hebrew U. of Jerusalem; Chi-Yue Chiu, Nanyang Technological U.; Peter W Dorfman, New Mexico State U.; Bradley L. Kirkman, Texas A&M U.; Juan I. Sanchez, Florida International U.

192  : (IM, BPS) New Theories to Explain Foreign Entry Structures





8:00am - 10:00am San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 192

Preregistration requested but not required
Coordinator: Keith D. Brouters, North Carolina State U.
Participants: Lance Brouters, Kennesaw State U.; Jean-Francois Hennart, Tilburg U.; Igor Filatotchev, City U. London

193    : (ITC, CMS, IAM, MED) Neither West nor East: Pursuing a Post-developmental Management Education for Developing Countries

8:00am - 10:00am San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 193

Organizer: Luiz Antonio Joia, Fundacao Getulio Vargas
Presenters: Tojo Thatchenkery, George Mason U.; Alex Faria, Fundacao Getulio Vargas; Guillermo Rodriguez Abitia, U. Nacional Autonoma de México; Gopakumar Gopalakrishnan, Infosys Technologies; Hanna Lehtimäki, U. of Tampere

194    : (ITC, MED, MH, MSR) Management from Ancient Indian Texts: What the World Can Use To Manage Contemporary Organizations

8:00am - 10:00am San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 194

Organizer: A. D. Amar, Seton Hall U.
Presenters: Radhakrishnan Pillai, U. of Mumbai; Swami Ishwarananda, Chinmaya Rameshwaram; A. D. Amar, Seton Hall U.

195  : (MC) MC Doctoral Consortium - with Anne Huff

8:00am - 12:00pm Grand Hyatt: Crockett A & B
Tweet this session: #AOM2011 195

Presenter: Matthew Semadeni, Indiana U., Bloomington

196    : (MC, MSR, OM, AAM) East Meets West: Lean Leadership and the Sensei Way

8:00am - 12:00pm Grand Hyatt: Mission B
Tweet this session: #AOM2011 196

Organizer: Dan Prock, Sensei Way LLC

197  : (MED, RM) Case Teaching Workshop: Exploring the Potential of Case Studies

8:00am - 11:30am Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 197

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Organizers: Chi Anyansi-Archibong, North Carolina A & T State U.; Marilyn L Taylor, U. of Missouri, Kansas City; Derrick E. D'Souza, U. of North Texas; Mark Jenkins, Cranfield U.
Facilitators: Josh Daspit, U. of North Texas; Bill Joyce, Turning Technologies
Participants: Theresa Coates, Clarkson U.; Kenneth R. Thompson, DePaul U.; Gina Vega, Salem State U.; Richard McCracken, ecch

198 : (MOC) The Cognition in the Rough Workshop

8:00am - 12:00pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 198

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Morela Hernandez, U. of Washington; Jeffrey Bednar, U. of Michigan
Facilitators: Fran Ackermann, Strathclyde U.; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; Colin Eden, Strathclyde U.; Dov Eden, Tel Aviv U.; C. Marlina Fiol, U. of Colorado, Denver; Peer C. Fiss, U. of Southern California; Elizabeth George, Hong Kong U. of Science and Technology; Tor Hernes, Copenhagen Business School; Gerard P. Hodgkinson, U. of Leeds; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Sarah Kaplan, U. of Toronto; Glen E. Kreiner, Pennsylvania State U.; Theresa K Lant, Pace U.; Kyle Lewis, U. of Texas, Austin; Luis Martins, U. of Texas, Austin; Stephen Mezas, INSEAD; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Don Moore, U. of California, Berkeley; Sucheta Nadkarni, Drexel U.; Michael D. Pfarrer, U. of Georgia; Rhonda K. Reger, U. of Maryland; Violina Rindova, U. of Texas, Austin; David R. Schwandt, George Washington U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Subrahmaniam Tangirala, U. of Maryland, College Park; Mary J. Waller, York U.; David A. Whetten, Brigham Young U.

199 : (MSR) Management, Spirituality, and Religion Research Incubator

8:00am - 10:30am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 199

Organizers: **Matthew C. Mitchell**, Drake U.; **Emily Lean**, Union U.; **Gilbert Tan**, Singapore Management U.

Presenters: **Mary Yoko Brannen**, INSEAD; **Thomas A. Bryant**, Albion College; **Peter Hill**, Rosemead School of Psychology; **Jody Fry**, Tarleton State U.; **Jane Schmidt-Wilk**, Maharishi U.

200 🗨️➔🗨️: (MSR) **The Spirit of Shinise: What We Can Learn from Long-lived Japanese Companies**

8:00am - 10:00am La Quinta Inn & Suites: Fiesta E

Tweet this session: **#AOM2011 200**

Presenters: **Keiko Krahnke**, U. of Northern Colorado; **Isaac Wanasika**, U. of Northern Colorado; **Yasuhiro Kanbe**, Kobe U.

201 : (OB) **Organizational Behavior Junior Faculty Workshop - Saturday Session (Invitation Only)**

8:00am - 5:00pm Grand Hyatt: Lone Star E

Tweet this session: **#AOM2011 201**

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Friday. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop coordinator(s) to obtain the approval code. The cost to register is \$150.00, and the deadline to register online is August 10, 2011.

Coordinators: **Adam M. Grant**, U. of Pennsylvania; **Michele Williams**, Cornell U.

Presenters: **Deborah Ancona**, Massachusetts Institute of Technology; **Sigal Barsade**, U. of Pennsylvania; **Kimberly D. Elsbach**, U. of California, Davis; **Michele J. Gelfand**, U. of Maryland; **Cristina Gibson**, U. of Western Australia; **Avraham N. Kluger**, Hebrew U. of Jerusalem; **Keith Murnighan**, Northwestern U.; **Sim B. Sitkin**, Duke U.; **Barry M Staw**, U. of California, Berkeley; **David A. Thomas**, Harvard U.

202 🗨️🗨️: (OB) **Organizational Behavior Doctoral Consortium - Saturday Session (Invitation Only)**

8:00am - 5:30pm Grand Hyatt: Lone Star F

Tweet this session: **#AOM2011 202**

Pre-registration is required: <https://secure.aomonline.org/PDWRReg>. Please contact coordinators for approval code. Must also register for OBDC on Fri.

Facilitators: **Paul Adler**, U. of Southern California; **Tammy D. Allen**, U. of South Florida; **Samuel Aryee**, Aston U.; **Gilad Chen**, U. of Maryland; **Xiao-Ping Chen**, U. of Washington; **Jose M. Cortina**, George Mason U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics; **James H Davis**, U. of Notre Dame; **Daniel Scott DeRue**, U. of Michigan; **Brian R. Dineen**, U. of Kentucky; **Gail T Fairhurst**, U. of Cincinnati; **Donald L. Ferrin**, Singapore Management U.; **Michael Frese**, National U. of Singapore; **Cristina Gibson**, U. of Western Australia; **Lucy L. Gilson**, U. of Connecticut; **Karen Jansen**, U. of Virginia; **I. M. Jawahar**, Illinois State U.; **Ellen Ernst Kossek**, Michigan State U.; **Carol T. Kulik**, U. of South Australia; **Cynthia Lee**, Northeastern U.; **Susan R. Madsen**, Utah Valley U.; **Mark J. Martinko**, Florida State U.; **Todd J. Maurer**, Georgia State U.; **Frederick P. Morgeson**, Michigan State U.; **Jayanth Narayanan**, National U. of Singapore; **Christopher O. L. H. Porter**, Texas A&M U.; **Christina E. Shalley**, Georgia Institute of Technology; **Lynn Shore**, San Diego State U.; **Sabine Sonnentag**, U. of Mannheim; **Roy R Suddaby**, Alberta U.; **Susan M. Taylor**, U. of Maryland; **Amanuel G. Tekleab**, Wayne State U.; **Bennett J.**

Tepper, Georgia State U.; **Lois Tetrick**, George Mason U.; **Mary Uhl-Bien**, U. of Nebraska; **Elizabeth Eve Umphress**, Texas A&M U.; **Steffanie L. Wilk**, Ohio State U.

Coordinators: **Sharon K. Parker**, U. of Western Australia; **Joyce Bono**, U. of Minnesota

Speakers: **Murray R. Barrick**, Texas A&M U.; **Talya N. Bauer**, Portland State U.; **Kenneth G. Brown**, U. of Iowa; **Amy E. Colbert**, U. of Iowa; **Jason Colquitt**, U. of Georgia; **Amy L. Kristof-Brown**, U. of Iowa

203 🗨️➔🗨️: (OB) **Action Research, Coaching, and Professional Development**

8:00am - 10:00am Grand Hyatt: Republic B

Tweet this session: **#AOM2011 203**

Presenters: **Desley Christine Lodwick**, U. of Queensland; **Leah Kaye**, Mt Eliza Business School

204 🗨️🗨️➔🗨️: (OB, PTC) **Research in the Wild: Making the Most of Academic / Practitioner Collaborations**

8:00am - 10:00am Grand Hyatt: Texas Ballroom A

Tweet this session: **#AOM2011 204**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Chairs: **Kathryn Dekas**, Google; **Jennifer Kurkoski**, Google
Participants: **Adam M. Grant**, U. of Pennsylvania; **Lynn B. Miller**, Center for Creative Leadership; **Cade Massey**, Yale U.; **Jean M. Bartunek**, Boston College; **Richard Axelrod**, Organization Consultant; **Emily Axelrod**, Organization Consultant; **Jennifer Kurkoski**, Google

205 🗨️🗨️🗨️: (ODC) **Theory and Practice of Dialogic OD**

8:00am - 11:30am Grand Hyatt: Bonham C

Tweet this session: **#AOM2011 205**

Participants: **Gervase R Bushe**, Simon Fraser U.; **Robert J Marshak**, American U.; **Frank J. Barrett**, Naval Postgraduate School

206 🗨️🗨️: (ODC) **Cultivating Paradoxical Mindsets in Leadership**

8:00am - 10:00am Grand Hyatt: Travis B

Tweet this session: **#AOM2011 206**

Presenters: **Darren Good**, Christopher Newport U.; **Claudy Jules**, Accenture, LLP

207 🗨️: (OMT) **International Junior Faculty Paper Development Workshop**

8:00am - 10:30am San Antonio Convention Center: Room 217 A

Tweet this session: **#AOM2011 207**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizer: **Candace Jones**, Boston College

208 🗨️: (OMT) **OMT Dissertation Proposal Workshop**

8:00am - 11:00am San Antonio Convention Center: Room 217 D

Tweet this session: **#AOM2011 208**

Selection by Application

Organizer: **Royston Greenwood**, U. of Alberta

Presenters: **Linda Argote**, Carnegie Mellon U.; **Henrich R. Greve**, INSEAD; **Martin J. Kilduff**, U. of Cambridge; **Donald A Palmer**, U. of California, Davis; **Tim Pollock**, Pennsylvania State U.; **Pamela S. Tolbert**, Cornell U.; **Ann Langley**, HEC Montreal; **James P. Walsh**,

U. of Michigan, Ann Arbor; **Richard Whittington**, Said Business School; **Joel A.C. Baum**, U. of Toronto

209 📄: (OMT, OB, BPS, HR, RM, OCIS, CM, ODC, OM)

Introduction to Social Network Analysis

8:00am - 12:00pm San Antonio Convention Center: Room 204 B

Tweet this session: **#AOM2011 209**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Presenters: Giuseppe Labianca, U. of Kentucky; *Theresa Floyd*, U. of Kentucky; *Daniel Halgin*, U. of Kentucky; *Rich DeJordy*, Northeastern U.; *Maxim Sytch*, U. of Michigan

210 📄➔🗨️: (ONE, MED) Sustainability in Management Education I: Transformative Approaches and Outcomes

8:00am - 10:00am Marriott Rivercenter: Salon A

Tweet this session: **#AOM2011 210**

Organizers: Mark Starik, George Washington U.; *Gordon P. Rands*, Western Illinois U.

Speakers: Cathy Rusinko, Philadelphia U.; *Luc K Audebrand*, U. of British Columbia; *Suzanne Benn*, Macquarie U.; *Alfred Allen Marcus*, U. of Minnesota; *Dennis P. Heaton*, Maharishi U.; *Helen Haugh*, U. of Cambridge; *Scot Holliday*, George Washington U.; *Daniel J. Slater*, Union U.; *Heather R. Dixon-Fowler*, Appalachian State U.; *Sully Taylor*, Portland State U.; *Nancy B Kurland*, Franklin & Marshall College; *Kate Kearins*, Auckland U. of Technology; *Jean Garner Stead*, East Tennessee State U.; *W Edward Stead*, East Tennessee State U.

211 📄🗨️: (PNP, ODC, HCM) A Quality Improvement Model that Works for the Public and NonProfit Sectors

8:00am - 10:00am Marriott Rivercenter: Salon D

Tweet this session: **#AOM2011 211**

Organizer: Andrew Quanbeck, U. of Wisconsin, Madison

Distinguished Speaker: David Gustafson, U. of Wisconsin, Madison

212 📄🗨️📄: (PNP, SIM) Executive Interaction, Tour, and Volunteering at Haven for Hope

8:00am - 2:00pm Offsite: Haven for Hope

Tweet this session: **#AOM2011 212**

Schedule of Events on Saturday, August 13, 2011

Option A: Tour Only

8:00 am: Bus leaves Convention Center

8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope

10:10 am: Bus departs Haven for Hope for Convention Center

10:30 am: Bus arrives at Convention Center

Option B: Tour and Volunteering at San Antonio Food Bank on Haven for Hope Campus

8:00 am: Bus leaves Convention Center

8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope

10:00 am: Volunteering Activities for San Antonio Food Bank

1:40 pm: Bus departs Haven for Hope for Convention Center

2:00 pm: Bus arrives at Convention Center

Option C: Tour and Volunteering in Prospects Courtyard Kitchen on Haven for Hope Campus

8:00 am: Bus leaves Convention Center

8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope

10:00 am: Volunteering Activities in Prospects Courtyard Kitchen

1:40 pm: Bus departs Haven for Hope for Convention Center

2:00 pm: Bus arrives at Convention Center

Option D: Tour and Volunteering for Clean-Up within Haven for Hope Campus

8:00 am: Bus leaves Convention Center

8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope

10:00 am: Volunteering Activities within Haven for Hope Campus

11:10 am: Bus departs Haven for Hope for Convention Center

11:30 am: Bus arrives at Convention Center

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Organizer: K. Matthew Gilley, St. Mary's U.

Participants: Stewart R. Miller, U. of Texas, San Antonio; *Michael McDonald*, U. of Texas, San Antonio

213 📄🗨️: (PTC, ODC, OB, ONE, OMT, MC, PNP, HCM)

Managing Change in the Aftermath of Extreme Events

8:00am - 11:00am Grand Hyatt: Travis C

Tweet this session: **#AOM2011 213**

This Workshop will be supported by a dedicated interactive website: <http://www.managingextremechange.com>. Additional registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Organizers: David Denyer, Cranfield U.; *Clare Kelliher*, Cranfield U.

Discussants: Alexander Fliaster, U. Bundeswehr, Munich; *Kelly Fisher*, Rowan U.; *Elena P. Antonacopoulou*, U. of Liverpool; *Kuo Frank Yu*, City U. of Hong Kong; *Sotirios Paroutis*, U. of Warwick; *Robert P. Gephart*, U. of Alberta

Presenters: Martina K. Linnenluecke, U. of Queensland; *Dominic Elliott*, U. of Liverpool; *Allan Macpherson*, De Montfort U.

214 📄: (RM, OMT, OB, ENT, MH) Ask the Experts:

Qualitative Methods

8:00am - 10:00am La Quinta Inn & Suites: Fiesta C&D

Tweet this session: **#AOM2011 214**

Chairs: Sanjay Jain, Santa Clara U.; *Raza A Mir*, William Paterson U.

Participants: Christopher B. Bingham, U. of North Carolina, Chapel Hill; *Mark DeRond*, U. of Cambridge; *Karen Locke*, College of William and Mary; *Sanjay Jain*, Santa Clara U.; *Raza A Mir*, William Paterson U.

215 📄➔🗨️: (TIM) TIM Doctoral Consortium

8:00am - 12:00pm San Antonio Convention Center: Room 007 A

Tweet this session: **#AOM2011 215**

Organizers: Marco Giarratana, U. Carlos III de Madrid; *Andrea Prencipe*, G. D'Annunzio U.

Presenters: Ron Adner, Dartmouth College; *Ashish Arora*, Duke U.; *Gautam Ahuja*, U. of Michigan; *Stefano Brusoni*, Bocconi U.;

Marco Giarratana, U. Carlos III de Madrid; **Steven White**, China Europe International Business School; **Wei Zhang**, Tsinghua U.

216 : (TIM) **TIM Junior Faculty Consortium**

8:00am - 12:00pm San Antonio Convention Center: Room 212 B
 Tweet this session: #AOM2011 216

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Corey Phelps**, HEC Paris; **Keld Laursen**, Copenhagen Business School

Presenters: **Rosemarie Ziedonis**, U. of Oregon; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Melissa A Schilling**, New York U.; **Alfonso Gambardella**, Bocconi U.; **Riitta Katila**, Stanford U.; **Rajshree Agarwal**, U. of Maryland

217 : (TTC, HR, OB, OCIS, HCM) **Teaching with Technology to Enlighten, Balance, and Transcend**

8:00am - 10:00am Marriott Riverwalk: Salon A
 Tweet this session: #AOM2011 217

Learn to: Incorporate online film; partner with local experts; produce video cases; prepare large projects for delivery; "re-purpose" digital resources

Organizer: **Randall G. Sleeth**, Virginia Commonwealth U.

Presenters: **Joseph E Champoux**, Emeritus U. of New Mexico; **Randall B. Dunham**, U. of Wisconsin, Madison; **Martin L. Fogelman**, State U. of New York, Albany; **Joan L. Weiner**, Drexel U.

Saturday 8:30AM

218 : (AAA) **Placement Services**

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 3
 Tweet this session: #AOM2011 218

Placement Services - Registration and Information

Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.

219 : (ENT, IM, SIM, BPS, AAM) **Social Entrepreneurship in China: East Meets West**

8:30am - 11:00am San Antonio Convention Center: Room 216 A
 Tweet this session: #AOM2011 219

Organizer: **Regina Frank**, Loughborough U.

Discussant: **Xiaoti Hu**, Loughborough U.

Speakers: **Jill Kickul**, New York U.; **Ronald Mitchell**, Texas Tech U.; **Saras D Sarasvathy**, U. of Virginia; **Justin Tan**, Schulich School of Business; **Warner P. Woodworth**, Brigham Young U.

220 : (ENT, PNP, SIM) **Social Entrepreneurship and Broader Theories: Shedding New Light on the "Bigger Picture"**

8:30am - 12:00pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 220

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011. Further information will be provided on request by Anica Zeyen, anica.zeyen@uni.leuphana.de.

Organizers: **Susan Mueller**, U. of St. Gallen; **Markus Beckmann**, Leuphana U. Lueneburg; **Filipe Manuel Simoes Dos Santos**, INSEAD; **Anica Zeyen**, Leuphana U. Lueneburg
Presenter: **J Gregory Dees**, Duke U.

Participants: **Christian Busch**, London School of Economics; **Robert S. D'Intino**, Rowan U.; **Pamela Hartigan**, U. of Oxford; **Jill Kickul**, New York U.; **Kenneth Wm. Kury**, Saint Joseph's U.; **Norris F. Krueger**, Max Planck Institute of Economics; **Jason C. Senjem**, St. Norbert College; **Paul Tracey**, U. of Cambridge

221 : (ENT, RM) **Using Simulation Experiments to Build and Test Entrepreneurship Theories**

8:30am - 11:30am San Antonio Convention Center: Room 216 B
 Tweet this session: #AOM2011 221

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$20.00 and the deadline to register online is August 10, 2011.

Chairs: **John M Mueller**, U. of Louisville; **G. Christopher Crawford**, U. of Louisville

Presenters: **Michael North**, Argonne National Laboratory; **Spiro Maroulis**, Northwestern U.

Panelists: **Christoph Zott**, IESE Business School; **Maria Minniti**, Southern Methodist U.; **Martin Ganco**, U. of Minnesota; **Jason Davis**, Massachusetts Institute of Technology; **Mike Provance**, Old Dominion U.

222 : (GDO) **Gender and Diversity in Organizations (GDO) Doctoral Consortium**

8:30am - 4:00pm Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 222

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Chairs: **Robyn A. Berkley**, Southern Illinois U., Edwardsville; **Lisa Hisae Nishii**, Cornell U.

Speakers: **Mustafa F Ozbilgin**, Brunel U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Rae Andre**, Northeastern U.; **Alison M. Konrad**, U. of Western Ontario; **Michelle R. Hebl**, Rice U.; **Katherine Klein**, U. of Pennsylvania; **Bernardo M. Ferdman**, Alliant International U.; **Robin Ely**, Harvard U.; **Katherine W. Phillips**, Northwestern U.; **Ellen Ernst Kossek**, Michigan State U.

223 : (HR) **HR Division Junior Faculty Consortium**

8:30am - 5:30pm Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 223

Organizers: **Ingrid Fulmer**, U. of South Carolina; **Diane E. Johnson**, U. of Alabama, Tuscaloosa; **Hui Liao**, U. of Maryland; **Sophie De Winne**, Lessius U. College

Presenters: **David Mayer**, U. of Michigan; **Wendy R. Boswell**, Texas A&M U.; **Luc Sels**, Katholieke U. Leuven; **K. Michele Kacmar**, U. of Alabama; **L A Witt**, U. of Houston; **Frederick P. Morgeson**, Michigan State U.; **Raymond T Sparrowe**, Washington U. in St. Louis; **Steve W. J. Kozlowski**, Michigan State U.; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Roy R Suddaby**, Alberta U.; **Myeong-Gu Seo**, U. of Maryland; **Greg L Stewart**, U. of Iowa; **Barry Gerhart**, U. of Wisconsin, Madison; **Bruce M. Meglino**, U. of South Carolina; **Cynthia Fukami**, U. of Denver; **Talya N. Bauer**, Portland State U.; **Berrin Erdogan**, Portland State U.

224 : (HR) **HR Division Doctoral Consortium**

8:30am - 5:30pm Grand Hyatt: Lone Star D
 Tweet this session: #AOM2011 224

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Bradford S Bell**, Cornell U.; **Jenny M. Hoobler**, U. of Illinois, Chicago; **Corine Boon**, U. of Amsterdam; **Mark V Roehling**, Michigan State U.

Presenters: **Rebecca R. Kehoe**, Rutgers U.; **Matthew J Pearsall**, U. of North Carolina, Chapel Hill; **Nathan Philip Podsakoff**, U. of Arizona; **Nathan J. Hiller**, Florida International U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Erich C. Dierdorff**, DePaul U.; **Beth Ann Livingston**, Cornell U.; **Piers Steel**, U. of Calgary; **Jennifer D. Nahrgang**, Arizona State U.; **Anthony J Nyberg**, U. of South Carolina; **Traci Sitzmann**, U. of Colorado, Denver; **Michal Biron**, U. of Haifa & Tilburg U.; **Bard Kuvaas**, Norwegian School of Management; **Elaine Farndale**, Pennsylvania State U.; **Eduardo Salas**, U. of Central Florida; **Xiao-Ping Chen**, U. of Washington; **Jose M. Cortina**, George Mason U.; **Rodger Griffeth**, Ohio U.; **Vivien KG Lim**, National U. of Singapore; **Frederick P. Morgeson**, Michigan State U.; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Roy R Suddaby**, Alberta U.; **Bennett J. Tepper**, Georgia State U.; **Jing Zhou**, Rice U.; **Mark A. Clark**, American U.; **James Hamilton Dulebohn**, Michigan State U.; **Maria Fernanda Wagstaff**, U. of Texas, El Paso; **Jeff Ericksen**, Michigan State U.; **Barry Gerhart**, U. of Wisconsin, Madison; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Janet H. Marler**, State U. of New York, Albany; **Dana Minbaeva**, Copenhagen Business School; **Chad H. Van Iddekinge**, Florida State U.; **Theresa Welbourne**, U. of Southern California

225 (NDSC) **New Doctoral Students Consortium**

8:30am - 5:00pm Grand Hyatt: Texas Ballroom E & F
Tweet this session: [#AOM2011 225](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011. You will be prompted to complete a one-item survey about your research interests/areas following your registration. It is IMPORTANT that you do so. We need that information to be able to assign you to different sessions during the workshop that best meet your needs. Failing to do so may result in a "not so relevant" session assignment for you.

Organizers: **Matthew Zingoni**, Syracuse U.; **Nicholas Ryan Prince**, U. Illinois; **Anna Katherine Ward**, U. of South Carolina; **Amy Minto**, U. of Oregon

Professional Development Workshop Chairs: **Preeti Wadhwa**, U. of Kansas; **Sean Rogers**, Rutgers U.

Facilitators: **Craig Prichard**, Massey U.; **David A. Kravitz**, George Mason U.; **Eric S. Williams**, U. of Alabama; **Murray R. Barrick**, Texas A&M U.; **John E. Delery**, U. of Arkansas; **Gary Knight**, Florida State U.; **Ansgar Richter**, EBS Business School; **Margaret Diddams**, Seattle Pacific U.; **Laura Erskine**, Illinois State U.; **Audrey Korsgaard**, U. of South Carolina; **Carrie R. Leana**, U. of Pittsburgh; **Brian McNatt**, Boise State U.; **Marie-Claude Boudreau**, U. of Georgia; **Mark A. Griffin**, U. of Western Australia; **Marko Horn**, Millsaps College; **Barry M Mitnick**, U. of Pittsburgh; **Barbara A. Ritter**, Coastal Carolina U.; **Sucheta Nadkarni**, Drexel U.; **Arvids A Ziedonis**, U. of Oregon; **Nicholas Argyres**, Washington U. in St. Louis; **Philip Bromiley**, U. of California, Irvine; **Jeffrey J. Reuer**, Purdue U.; **Laurie J. Barclay**, Wilfrid Laurier U.; **Jerome Katz**, Saint Louis U.; **Diana Bilimoria**, Case Western Reserve U.;

Anthony J Nyberg, U. of South Carolina; **Nicholas Athanassiou**, Northeastern U.; **Henrich R. Greve**, INSEAD; **Andreas Schwab**, Iowa State U.; **David A. Whetten**, Brigham Young U.; **Gary A.**

Ballinger, U. of Virginia

Speakers: **David G. Allen**, U. of Memphis; **Stephanie L. Castro**, Florida Atlantic U.; **Angelo DeNisi**, Tulane U.; **Mark Gavin**, Oklahoma State U.; **Janaki Gooty**, U. of North Carolina, Charlotte; **Bruce M. Meglino**, U. of South Carolina; **Janice C. Molloy**, Michigan State U.; **Anne S. Tsui**, Arizona State U.

226 (OCIS, RM, ODC, OM, OB, TIM) **Decoding The DNA In Social Sciences: A Sequence Analysis Method For Analyzing Complex Process Data**

8:30am - 1:00pm San Antonio Convention Center: Room 203 B
Tweet this session: [#AOM2011 226](#)

Chairs: **James Gaskin**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.

Facilitators: **Veeresh Thummadi**, Case Western Reserve U.; **Yohan Choi**, Temple U.; **Omri Shiv**, Case Western Reserve U.

227 (OCIS, TIM, RM, BPS, OMT) **The Art of Publishing Qualitative Research on Information Technology, Management and Organizations**

8:30am - 11:30am San Antonio Convention Center: Room 008 A
Tweet this session: [#AOM2011 227](#)

Those wishing to attend this workshop are required to submit to the coordinators a 1,000 word paper by July 1, providing their reasons for and aims in attending, prior to registration. All applications will be screened prior to their attendance being confirmed. The number of participants will be restricted to 30 to enable active participation in the sessions. Priority will be given to junior and international scholars seeking insights into publishing conventions and the quality standards of major journals. More specifically, applicants need to indicate the feedback they seek on up to three aspects of a qualitative research paper that s/he has authored:

* Justifying the choice of qualitative methodology: what arguments has the author used to justify the chosen methodology?

* Writing the method section: how has the author composed the section of the paper describing the sample, data collection, and data analysis?

* Positioning theory: how has the author engaged theory, and is the theory positioned in the paper as an a priori choice or as a product of the research effort?

registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Facilitators: **Ulrike Schultze**, Southern Methodist U.; **Ruey-Lin Hsiao**, National Chengchi U.; **Sue Newell**, Bentley U.; **Ann Majchrzak**, U. of Southern California

Coordinators: **Daniel Robey**, Georgia State U.; **Robert D. Galliers**, Bentley U.

228 (ODC) **ODC Doctoral Student Consortium**

8:30am - 2:00pm Grand Hyatt: Presidio C
Tweet this session: [#AOM2011 228](#)

By invitation only

229 : (OM) **Operations Management Division Doctoral Student and Junior Faculty Consortium**

8:30am - 4:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 229

Open to Junior Faculty and Doctoral Students by application and admission only. Please see the call for applications at <http://om.aomonline.org/>

Organizers: Hale Kaynak, U. of Texas Pan American; Arash Azadegan, New Mexico State U.

230 (PNP) Public and Nonprofit Division 2011

Doctoral Student Professional Development Consortium

8:30am - 4:00pm Marriott Riverwalk: Salon B

Tweet this session: #AOM2011 230

Chairs: Deneen M. Hatmaker, U. of Connecticut; Amy E. Smith, U. of Massachusetts, Boston

Presenters: R Karl Rethemeyer, Rockefeller College, U. at Albany - SUNY; Kimberley Roussin Isett, Columbia U.; Bradley E. Wright, U. of North Carolina, Charlotte; Keith G Provan, U. of Arizona;

Mary K. Feeney, U. of Illinois, Chicago

Participants: Khaldoun AbouAssi, Syracuse U.; Jessica Terman, Florida State U.; Aisha Azhar, Florida State U.; Kerul Kassel, Fielding Graduate U.; Kai-Jo Fu, Florida State U.; Matthew John Xerri, Southern Cross U.; Wai-Hang Yee, U. of Southern California;

Alison Colleen Minkus, U. of Alberta; Kathleen Gallagher, U. of Colorado, Denver; Jamie Levine Daniel, Ohio State U.; Pablo Sanabria, American U.; Hyang-Won Kwon, U. of Southern California; Hugh Sales, U. of Texas, Dallas; Barb Sido, George Washington U.; Hans Tokke, Eastern U.; Jessica Schicks, Solvay Business School U. Libre de Bruxelles; Yujin Choi, Syracuse U.; David Gastwirth, U. of Southern California; Galia Cohen, U. of Texas, Dallas; Sarah Nathan, Indiana U.; Ngechop Yvonne Clair Ndifor, the U. of Hull; Kaiju Chang, Florida State U.; Jason Peek, The U. of Georgia; David Mitchell, Northern Illinois U.; John McCaskill, U. of Texas, Dallas; Søren Obed Madsen, Copenhagen Business School; Shafudin Mohd Yatim, the U. of Hull; Aya Okada, U. of Pittsburgh; Eric Fotheringham, North Carolina State U.; Brent Lucas, North Carolina State U.; Hyung-Hoon Kim, Georgia State U.; Courtney Feldscher, Boston U.; Kirsten Bandyopadhyay, Georgia Institute of Technology; Susan Keltner, George Mason U.; Brendan Boler, U. of Virginia; Shalini Jain, U. of Washington, Seattle; Kristin Elizabeth Wilson, Harvard U.; Tae Wang, Florida State U.

Saturday 9:00AM

231 (CM) Junior Faculty Research Incubator: West Meets East in the Negotiation of Conflicts and Deal-making

9:00am - 5:30pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 231

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizer: William P. Bottom, Washington U. in St. Louis

Panelists: Peter J. Carnevale, U. of Southern California; Hillary Anger Elfenbein, Washington U. in St. Louis; Donald L. Ferrin, Singapore Management U.; Ray Friedman, Vanderbilt U.; Kwok Leung, City U. of Hong Kong; Robin L. Pinkley, Southern Methodist U.; Melissa C. Thomas-Hunt, U. of Virginia

232 (ITC, CMS, SIM, MED) Where West Hears East: Context-Sensitive and System-Wide Management and Business Ethics Education

9:00am - 12:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 232

Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; Danna Greenberg, Babson College; Bradley R. Agle, U. of Pittsburgh; Anthony F. Buono, Bentley U.; Jeanie Mannheimer Forray, Western New England College; Jennifer S. A. Leigh, Nazareth College; Richard P Nielsen, Boston College; Suzanne Young, La Trobe U.; Zucheng Zhou, Shanghai JiaoTong U.

233 (MC) Breakthrough Consulting Skills – Consulting in Times of Disruption

9:00am - 11:00am Grand Hyatt: Republic A

Tweet this session: #AOM2011 233

Coordinator: Rickie A. Moore, EM Lyon

Presenters: Rickie A. Moore, EM Lyon; Kurt Motamedi, Pepperdine U.; Flemming Poulfelt, Copenhagen Business School; David Jamieson, U. of St. Thomas

234 (OB, RM, ENT, HR, GDO, IM, CAR) The 19th Annual Craft of Reviewing Workshop

9:00am - 11:00am Grand Hyatt: Travis A

Tweet this session: #AOM2011 234

Coordinators: Kim Gower, Virginia State U.; Sheila Watters, Virginia Commonwealth U.

Presenters: Jeffrey M. Pollack, U. of Richmond; Barbara A. Ritter, Coastal Carolina U.; Christopher Shook, Auburn U.; Margaret L. Williams, Wayne State U.

235 (RM, MC) From Convenience Sampling to Crowd Sourcing: Complexity Methods in Organizational Research

9:00am - 11:00am Marriott Riverwalk: Salon C

Tweet this session: #AOM2011 235

FOR ADDITIONAL INFORMATION PLEASE SEE

<http://complexityleadership.wikispaces.com>. Participants should have some familiarity with Pareto distributions.

Organizer: James K. Hazy, Adelphi U.

Panelists: Max Boisot, ESADE; David Snowden, Cognitive Edge Ltd; Bill McKelvey, U. of California, Los Angeles

Saturday 9:30AM

236 (ODC, MED) Looking in the Leadership Mirror: Developing Reflexivity for More Effective Leadership.

9:30am - 12:30pm Grand Hyatt: Seguin A & B

Tweet this session: #AOM2011 236

Presenters: Melanie Elizabeth Lawler, Colorado Technical U.; Roland E. Livingston, Daniel Webster College

237 (SIM) SIM Manuscript Development Workshop

9:30am - 11:00am Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 237

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Pursey Heugens, RSM Erasmus U.; Charlene E. Zietsma, U. of Victoria

Saturday 10:00AM

238 📖🌐➔🗣️📄: (MED) **Organizational Knowledge Creation: Conceptual Developments since Nonaka (1994)**
10:00am - 12:00pm Marriott Riverwalk: Salon D
Tweet this session: #AOM2011 238
Organizer: **Hammad Akbar**, U. of East Anglia
Presenters: **Elena P. Antonacopoulou**, U. of Liverpool; **Ann L Cunliffe**, U. of New Mexico; **Ryoko Toyama**, CHUO U.; **Stephen Gourlay**, Kingston U.

Saturday 10:15AM

239 : (AAA) **Conference Break**
10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 239

240 📖🌐➔📄: (CMS) **Must CMS be hysterical? A Critical Analysis of Four Discourses of Jacques Lacan's Seminar XVII**

10:15am - 12:15pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 240
Coordinator: **Marianna Fotaki**, U. of Manchester
Participants: **Marianna Fotaki**, U. of Manchester; **Nancy Harding**, Bradford School of Management; **Howard S Schwartz**, Oakland U.; **Michaela Driver**, Western State College

241 📖🌐: (ENT) **Cutting Edge Practices in Teaching Entrepreneurship**

10:15am - 1:15pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 241
Presenters: **James Vaughn Green**, U. of Maryland, College Park; **Michael H. Morris**, Oklahoma State U.; **Kevin Gadd**, The Ohio State U.
Participants: **Gerald E Hills**, Bradley U.; **Jeffrey R Alves**, Wilkes U.; **Frank Hoy**, Worcester Polytechnic Institute; **Brad Hancock**, Texas Christian U.

242 🗣️📄: (ENT, BPS, TIM, OMT) **Bridging Individual and Corporate Entrepreneurial Opportunities: Setting a Research Agenda**

10:15am - 12:45pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 242
Organizer: **Henri Burgers**, Queensland U. of Technology
Panelist: **G. T. Lumpkin**, Syracuse U.
Participants: **Per Davidsson**, Queensland U. of Technology; **Dimo Dimov**, Newcastle U.; **Zeki Simsek**, U. of Connecticut; **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute; **Susan A Hill**, London School of Economics; **Tom Mom**, Erasmus U.; **Ciaran Heavey**, U. College Dublin

243 📖🌐➔🗣️📄: (HR, GDO, ONE, MSR) **Transforming Institutions & Leaders in Support of Caring Economics Policies & Practices**

10:15am - 2:15pm Grand Hyatt: Republic B
Tweet this session: #AOM2011 243
This PDW is one workshop in a two-part PDW series: Caring Economics. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.
Organizers: **Kristine Marin Kawamura**, St. George's U.; **Jeana Wirtenberg**, Fairleigh Dickinson U.; **Simon L. Dolan**, ESADE; **Riane Eisler**, Center for Partnership Studies

244 🌐➔🗣️📄: (HR, IM) **Global Competencies: East and West, The Pursuit of the Complementarities**

10:15am - 1:15pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 244
Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.
Organizers: **Françoise Chevalier**, HEC; **Christine Marie Baldy Ngayo**, HEC Paris
Chair: **Rosana Silveira Reis**, ISG Paris
Speakers: **Tatiana Andreeva**, St. Petersburg State U.; **Dirk Buyens**, U. of Ghent; **Charles R. Greer**, Texas Christian U.; **Prasad L Kaipa**, Indian School of Business; **Elizabeth Sadova**, Moscow School of Management Skolkovo; **Randall S. Schuler**, Rutgers U.; **Katherine Xin**, CEIBS; **Theresa Welbourne**, U. of Southern California; **Yoshitaka Yamazaki**, International U. of Japan

245 📖🌐➔📄: (HR, RM, OB) **HR Research: New Directions in Research Methods**

10:15am - 12:15pm Grand Hyatt: Texas Ballroom A
Tweet this session: #AOM2011 245
Organizers: **Karin Sanders**, U. of Twente; **Liza Castro Christiansen**, U. of Reading
Participants: **Ingmar Bjorkman**, Hanken School of Economics; **Kristiina Mäkelä**, Hanken School of Economics; **Steve Frenkel**, Australian Graduate School of Management; **Huadong Yang**, U. of Twente; **Robert Kaše**, U. of Ljubljana; **Julie Ann Cogin**, AGSM-Australian School of Business; **Hugh TJ Bainbridge**, U. of New South Wales; **Sunghoon Kim**, U. of New South Wales

246 📖🌐➔🗣️📄: (IAM, ENT, BPS) **Knowledge Management and Transference in Ibero America**

10:15am - 12:15pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 246
This PDW presents differences in the practice of knowledge management in Iberoamerica
Presenters: **Santiago Ibarreche**, U. of Texas, El Paso; **Aurora Maynez**, U. Autonoma de Ciudad Juarez; **Jose Sanchez-Gutierrez**, U. de Guadalajara; **Gonzalo Maldonado-Guzman**, U. Autonoma de Aguascalientes; **Judith Cavazos**, U. Popular Autónoma Del Edo. de Puebla

247 📖🌐➔🗣️: (MC) **Learning to Work with Multiple Perspectives on Change**

10:15am - 12:15pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 247
Presenters: **Leon De Caluwe**, Vrije U., Twynstra; **Hans Vermaak**, Twynstra Management Consultants

248 📖🌐➔🗣️📄: (MED, OB) **Challenges of Attaining Bloom's Higher-Level Cognitive Skills in the Globalized Classroom**

10:15am - 12:15pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 248
This workshop examines how instructors can implement active learning pedagogy in cultures which have not historically valued such approaches.
Organizer: **John Phillip Hayes**, Gulf U. of Science and Technology
Presenters: **Terry Rodriguez**, Gulf U. of Science and Technology; **Hiroaki Izumi**, Gulf U. of Science and Technology

249 : (MH) **The Academy of Management in Hollywood: A Screening of the 1986 Film "A Question of Management"**

10:15am - 12:15pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 249

Organizers: Regina A. Greenwood, Nova Southeastern U.; Roy J. Teahen, Baker College; Jacqueline Einstein, Nova Southeastern U.

250 (ODC, PTC, MED, MC) **Writing Implications for Practice that Truly Inform Practitioners**

10:15am - 12:15pm Grand Hyatt: Texas Ballroom D

Tweet this session: #AOM2011 250

Facilitator: W Warner Burke, Columbia U.

Presenters: Jean M. Bartunek, Boston College; William A Pasmore, Columbia U.; Emily Axelrod, Organization Consultant; Richard Axelrod, Organization Consultant; Jennifer Kurkoski, Google; Kathryn Dekas, Google

251 (OMT, ENT, BPS) **Building East-West Bridges between OMT and Entrepreneurship**

10:15am - 12:15pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 251

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact either Dev Jennings at Dev.Jennings@ualberta.ca or Dean Shepherd at shepherd@indiana.edu to obtain the approval code or for more details. The deadline to register online is July 15, 2011.

Organizers: P. Devereaux Jennings, U. of Alberta; Dean A Shepherd, Indiana U.

Discussants: Gerard George, Imperial College London; Jennifer E Jennings, U. of Alberta; Mike Peng, U. of Texas, Dallas; Phillip H Phan, Johns Hopkins U.; Tim Pollock, Pennsylvania State U.; Anthea Yan Zhang, Rice U.; Ted Baker, North Carolina State U.; Violina Rindova, U. of Texas, Austin

252 (OMT, RM, SAP, OB) **Being There/Being Them: Producing Ethnographies**

10:15am - 12:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 252

Pre-registration is encouraged. Please email a brief description of your project to Joelle Evans (joelle@mit.edu) to pre-register.

Organizers: Joelle Evans, Massachusetts Institute of Technology; Hila Lifshitz, Harvard Business School; Michel Anteby, Harvard U. **Participants:** Daniel Beunza, London School of Economics; Karen Ho, U. of Minnesota; Paul M. Leonardi, Northwestern U.; Michael G. Pratt, Boston College; Ofer Sharone, MIT Sloan; John Van Maanen, Massachusetts Institute of Technology

253 (ONE, OMT, BPS, MED, OB, IAM, ODC, MC) **A Passion for Sustainability in Management Education: Designing Sustainability Courses**

10:15am - 12:15pm Marriott Rivercenter: Salon A

Tweet this session: #AOM2011 253

Registration is required. Contact Deborah de Lange at debdelange@gmail.com by August 10, 2011 to join this PDW and to obtain the approval code.

Chairs: Deborah E. de Lange, Memorial U. of Newfoundland; Natalie Slawinski, Memorial U. of Newfoundland

Facilitators: Oana Branzei, U. of Western Ontario; Timo Busch, ETH Zurich

Participants: Mai Skjøtt Linneberg, Aarhus U.; Niels Billou, U. of Western Ontario; Claire A. Simmers, Saint Joseph's U.; Adela Jana McMurray, RMIT U.; Javier Delgado-Ceballos, U. of Granada; Daina Mazutis, U. of Western Ontario; Mary Catherine Gentile, Babson College; Bobby Banerjee, U. of Western Sydney;

Susan L. Young, Ohio State U.; Sukhbir Sandhu, U. of South Australia; Josephine Stomp, U. of Windsor; Patricia G. Vidal, U. Presbiteriana MacKenzie; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Marlene J Le Ber, U. of Western Ontario; Laurie Ingraham, U. of Calgary; Bryan Stinchfield, Franklin & Marshall College

254 (PNP) **The Managerial Flow of Public Administration: Developments in the West and East**

10:15am - 12:15pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 254

Organizer: Veronica Vecchi, Bocconi U.

Chair: Elio Borgonovi, Bocconi U.

Participants: Manuela Brusoni, Bocconi U.; Eric C. Martin, Bucknell U.; Adrian T.H. Kuah, U. of Bradford; Veronica Vecchi, Bocconi U.

255 (RM, OB, HR, ENT) **How to Define, Identify, and Handle Outliers**

10:15am - 12:15pm La Quinta Inn & Suites: Fiesta E

Tweet this session: #AOM2011 255

Participants: Herman Aguinis, Indiana U., Bloomington; Ryan K. Gottfredson, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington

256 (SIM, OB) **Ethics and Compliance: New Developments in Practice and Teaching**

10:15am - 12:15pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 256

Organizers: Jeanne M Logsdon, U. of New Mexico; Tim C Mazur, Ethics and Compliance Officer Association

Presenters: Virginia Gerde, Duquesne U.; Linda K. Trevino, Pennsylvania State U.

257 (TIM, IM, ENT, BPS) **Global Restructuring: Innovation and Organization in a Borderless World**

10:15am - 12:15pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 257

Organizer: Gita Surie, Adelphi U.

Panelists: Michael Useem, U. of Pennsylvania; David Audretsch, Indiana U., Bloomington; Felipe Monteiro, U. of Pennsylvania; Yanbo Wang, Boston U.; Dan Breznitz, Georgia Tech

258 (TIM, OMT, BPS, OB) **Research on Universities and Commercialization: Contributions to Management Research**

10:15am - 1:15pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 258

Organizers: Markus Perkmann, Imperial College London; Riccardo Fini, Imperial College London; Nicola Lacetera, U. of Toronto; Andrew Nelson, U. of Oregon; Henry Sauermann, Georgia Institute of Technology

Speakers: Arvids A Ziedonis, U. of Oregon; Maryann P Feldman, U. of Georgia; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Vangelis Souitaris, City U. London

259 (TTC, MED) **Online Teaching Best Practices: Building Community and High Performing Team Assignments**

10:15am - 12:15pm Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 259

Learn to build community and increase participation in online classes.

Presenters: **Christina A. Hannah**, U. of Maryland, U. College; **Toni Ungaretti**, Johns Hopkins U.; **Anna Andriasova**, U. of Maryland, U. College

Saturday 10:30AM

260 📄: (RM, OB, HR) Ask the Experts: Quantitative Analyses (Micro-Level Methods)

10:30am - 12:30pm La Quinta Inn & Suites: Fiesta C&D

Tweet this session: #AOM2011 260

Organizer: **Michael Sturman**, Cornell U.

Presenters: **Jeffrey R. Edwards**, U. of North Carolina; **Jodi S. Goodman**, U. of Connecticut; **Mark A. Griffin**, U. of Western Australia; **Timothy Hinkin**, Cornell U.; **Lisa Schurer Lambert**, Georgia State U.; **James M. LeBreton**, Purdue U.; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Philip L. Roth**, Clemson U.; **Robert J. Vandenberg**, U. of Georgia; **Heidi Wechtler**, IAE Paris; **Larry J. Williams**, Wayne State U.; **Ryan D. Zimmerman**, Texas A&M U.; **In-Sue Oh**, Virginia Commonwealth U.

Saturday 10:45AM

261 📄🗣️📄: (MSR) Moments of Waking Up: Embodiment, Reflection, and Action in Consulting, Teaching, and Research

10:45am - 1:15pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 261

Presenters: **Kathryn Goldman Schuyler**, Alliant International U.; **Susan Skjei**, Naropa U.

Saturday 11:00AM

262 🗣️📄📄: (BPS, OMT, TIM, ODC, OCIS, ENT) What Could Modern Management Learn from Big Science? An East-West Perspective on Trust

11:00am - 1:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 262

Chair: **Martin Ihrig**, U. of Pennsylvania

Panelists: **Max Boisot**, ESADE; **Markus Nordberg**, European Organization for Nuclear Research; **Ian C MacMillan**, U. of Pennsylvania; **Mariann Jelinek**, College of William and Mary; **Agusti Canals**, U. Oberta de Catalunya; **Marzio Nessi**, CERN

263 📄: (OB) "Help, I'm Stuck." Organizational Behavior Research Incubator

11:00am - 1:30pm Grand Hyatt: Independence

Tweet this session: #AOM2011 263

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact Pam Staub (pam.staub@cornell.edu) to obtain the approval code. The deadline to register online is July 13, 2011.

Organizers: **Ronald F. Piccolo**, Rollins College; **Lisa Dragoni**, Cornell U.

Facilitators: **Neal M. Ashkanasy**, U. of Queensland; **Bruce J. Avolio**, U. of Washington; **Talya N. Bauer**, Portland State U.; **Mark C. Bolino**, U. of Oklahoma; **Gilad Chen**, U. of Maryland; **Mark Gavin**, Oklahoma State U.; **Mark A. Griffin**, U. of Western Australia; **K. Michele Kacmar**, U. of Alabama; **Kerrie Unsworth**, U. of Western Australia; **Jing Zhou**, Rice U.

Saturday 11:15AM

264 🗣️📄: (CAR, OB) CAR Early Academic Career Consortium

11:15am - 2:15pm Grand Hyatt: Republic A

Tweet this session: #AOM2011 264

Pre-registration is required

Organizers: **Svetlana Khapova**, VU U. Amsterdam; **Julia Richardson**, York U.

Facilitator: **Peter A. Heslin**, U. of New South Wales

Speakers: **Hetty Van Emmerik**, Maastricht U.; **Uma Devi Jogulu**, Deakin U.; **Akram Al Ariss**, Champagne School of Management; **Barbara S. Lawrence**, U. of California, Los Angeles; **Yehuda Baruch**, Rouen Business School; **Sherry E. Sullivan**, Bowling Green State U.; **Deborah Anne O'Neil**, Bowling Green State U.; **Gina Dokko**, U. of California, Davis; **Noeleen Doherty**, Cranfield U.; **Barbara A. Ribbens**, Illinois State U.

265 📄: (ENT) Enlightening, Balancing and Transcending Entrepreneurial Orientation. 4th Annual EO3 Research PDW

11:15am - 1:45pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 265

Organizer: **Roxanne Zolin**, Queensland U. of Technology

Facilitators: **Nathan S. Hartman**, John Carroll U.; **Daniel T. Holt**, Mississippi State U.; **Erik Monsen**, U. of Strathclyde; **Jeffrey M. Pollack**, U. of Richmond; **Sherylynn Roberts**, U. of Texas, Arlington; **Ayman Tarabishy**, George Washington U.; **William John Wales**, James Madison U.

Panelists: **Johan Wiklund**, Syracuse U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

266 🗣️📄: (OB, HR, BPS) Bridging the Divide: Doing Research that Impacts Practice and Building Effective Partnerships

11:15am - 3:15pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 266

Organizers: **Paul E. Tesluk**, U. of Maryland; **Paul Green**, Morning Star

Presenters: **Deborah Ancona**, Massachusetts Institute of Technology; **Wendy R. Boswell**, Texas A&M U.; **Allan H Church**, PepsiCo, Inc; **Debra J. Cohen**, Society for Human Resource Management; **Raj Echambadi**, U. of Central Florida; **Gary P. Latham**, U. of Toronto; **Edward E. Lawler III**, U. of Southern California; **Tom Rauzi**, Dell Inc.; **Jennifer Saavedra**, Dell Inc.; **Gerard H Seijts**, U. of Western Ontario; **Tawfik Sharkasi**, Wrigley Company; **Jolene L Skinner**, Northern Illinois U.

267 🗣️📄📄: (PTC, ODC, OMT, CM) Memorable or Dying Organizations: Trust the Essential Element

11:15am - 1:15pm Grand Hyatt: Bonham B

Tweet this session: #AOM2011 267

Chairs: **Paulo Lopes Henriques**, Technical U. of Lisbon; **James Werbel**, Iowa State U.; **Carla Maria Marques Curado**, Technical U. of Lisbon

268 🗣️📄: (SIM) Ask the Experts: Meet the Journal and Book Editors

11:15am - 12:45pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 268

Organizers: **Pursey Heugens**, RSM Erasmus U.; **Charlene E. Zietsma**, U. of Victoria

Saturday 11:45AM

269 → 🗄️: (PTC, OCIS, OMT, TIM, OM) **Commercializing New Positioning Technology (p-commerce) – Implications for Research and Practice**

11:45am - 1:45pm Grand Hyatt: Bonham C
Tweet this session: #AOM2011 269

Organizer: **John P Ulhoi**, Aarhus U.

Speakers: **Peter Kesting**, Aarhus U.; **Charles C. Snow**, Pennsylvania State U.; **Mats Magnusson**, Royal Institute of Technology - KTH; **Andy Drysdale**, Alexandra Institute, Denmark; **Camilla Kølsen**, Alexandra Institute, Denmark

270 : (TIM) **TIM Distinguished Scholar Award**

11:45am - 1:45pm San Antonio Convention Center: Room 205
Tweet this session: #AOM2011 270

Prof. **Clay Christensen**, author of the seminal book "The Innovator's Dilemma" and one of the most widely recognized authors in the technology and innovation management field, is the recipient of the 2011 TIM Distinguished Scholar Award. Food will be provided during this session.

Award Recipient: **Clayton Christensen**, Harvard U.

Hosts: **Fernando Suarez**, Boston U.; **Paul Olk**, Denver U.

Saturday 12:00PM

271 : (MC) **MC Consortium Networking Lunch**

12:00pm - 2:00pm Grand Hyatt: Crockett A & B
Tweet this session: #AOM2011 271

Participant: **Stephane Girod**, Accenture

272 → 🗄️: (MOC, MC, SAP, RM, BPS, ODC) **Collecting, Developing, and Using Group Cognition**

12:00pm - 2:00pm La Quinta Inn & Suites: Fiesta F
Tweet this session: #AOM2011 272

Participants: **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.

273 → 🗄️: (ODC, IM) **Adapting Organization Development and Change to Tackle Complex [West-East] Social Issues**

12:00pm - 6:00pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 273

Coordinator: **Larry M. Starr**, U. of Pennsylvania

Participants: **Raymond Saner**, Center For Socio-Economic Development; **Lichia Saner-Yiu**, Organization Consultant; **Oguz Baburoglu**, Sabanci U.; **Yehia M. Kamel**, American U. of Beirut; **Joyce S Falkenberg**, U. of Agder

Saturday 12:15PM

274 → 🗄️: (BPS, OMT, OB, MOC) **Behavioral Strategy: West Meets East**

12:15pm - 3:15pm San Antonio Convention Center: Room 212 B
Tweet this session: #AOM2011 274

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$18.00 and the deadline to register online is August 10, 2011.

Chairs: **Sheen S. Levine**, Massachusetts Institute of Technology; **Shayne Gary**, U. of New South Wales

Speakers: **Philip Bromiley**, U. of California, Irvine; **Emilio J. Castilla**, Massachusetts Institute of Technology; **Rachel Croson**, U.

of Texas, Dallas; **Jerker C. Denrell**, U. of Oxford; **Teppo Felin**, Brigham Young U.; **Giovanni Gavetti**, Harvard U.; **Gerard P. Hodgkinson**, U. of Leeds; **Theresa K Lant**, Pace U.; **Michael J. Prietula**, Emory U.; **Michael Lenox**, U. of Virginia; **Joseph Porac**, New York U.; **Rhonda K. Reger**, U. of Maryland; **Zur Shapira**, New York U.; **Mary Tripsas**, Harvard U.

275 🗄️: (MC) **Managing Norms and Risks: A New Field of Interest for Management Consulting (MC)**

12:15pm - 2:15pm Grand Hyatt: Mission B
Tweet this session: #AOM2011 275

Coordinator: **Laurent Cappelletti**, CNAM Paris (France)

Participants: **Yuri Biondi**, Cnrs - Ecole Polytechnique of Paris; **Madina Rival**, CNAM Paris (France); **Florence Noguera**, U. of Montpellier; **Djamel Khouatra**, ISEOR

276 🗄️: (MC) **Pathway to Positive Change: Appreciative Coaching Skills for Organizations**

12:15pm - 2:15pm Grand Hyatt: Travis D
Tweet this session: #AOM2011 276

Presenters: **Jacqueline Binkert**, Appreciative Coaching Collaborative, LLC; **Ann Leone Clancy**, Appreciative Coaching Collaborative, LLC

277 🗄️: (MEN) **Knowledge is Power: Enlightening by Mentoring**

12:15pm - 4:15pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 277

Participants: **Angélica S. Gutiérrez**, U. of California, Los Angeles; **Jermaine Vesey**, U. of Texas, San Antonio; **Oscar Holmes IV**, The U. of Alabama; **Anthony C. Hood**, The U. of Alabama

Saturday 12:30PM

278 🗄️: (BPS) **BPS Managing your Dissertation Workshop 2011**

12:30pm - 4:30pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 278

The workshop offers practical advice to advanced doctoral students on completing their dissertation and transitioning to the first academic position. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Organizer: **Chuck Eesley**, Stanford U.

Participants: **Joanne Oxley**, U. of Toronto; **Frank T. Rothaermel**, Georgia Institute of Technology; **Felipe A. Csaszar**, INSEAD; **Denisa Mindruta**, HEC Paris; **Yi Tang**, Hong Kong Polytechnic U.; **Yen Tran**, Heriot-Watt U.; **Daniel Levinthal**, U. of Pennsylvania; **Glenn Hoetker**, Arizona State U.; **Rajshree Agarwal**, U. of Maryland

279 → 🗄️: (BPS, TIM, OMT, IM) **Measuring Knowledge Flows: Patent and Non-Patent Data**

12:30pm - 3:30pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 279

Organizers: **Kenneth G Huang**, Singapore Management U.; **Stefan Wagner**, ESMT European School of Management and Technology
Discussants: **Markus Reitzig**, London Business School; **Rosemarie Ziedonis**, U. of Oregon

Presenters: **Stefan Wagner**, ESMT European School of Management and Technology; **Kenneth G Huang**, Singapore Management U.; **Kwanghui Lim**, U. of Melbourne; **Tim Simcoe**, U. of Toronto

280 📄📄: (CMS, OMT, GDO) **Political Foundations of Organizational Research**

12:30pm - 2:30pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 280

Facilitator: **Raza A Mir**, William Paterson U.Participants: **Ali Mir**, William Paterson U.; **Bobby Banerjee**, U. of Western Sydney; **Torkild Thanem**, Stockholm U.; **Hugh Willmott**, Cardiff Business School, UK**281** 📄: (ENT, BPS, OMT) **Austrian Economics and Entrepreneurship Studies**

12:30pm - 2:30pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 281

Organizers: **Henrik Berglund**, Chalmers U. of Technology; **Todd H Chiles**, U. of Missouri; **Peter G Klein**, U. of Missouri; **Steffen Korsgaard**, Aarhus U.**282** 📄: (ENT, MEN) **Increasing the Quality of Women's and Minority Entrepreneurship Research**

12:30pm - 2:30pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 282

Pre-registration required online at

<https://secure.aomonline.org/PDWRReg>. Contact workshop organizers for approval code. Registration deadline August 10Distinguished Speakers: **Howard Aldrich**, U. of North Carolina;**Robert W. Fairlie**, U. of California, Santa CruzChair: **Alicia Robb**, Ewing Marion Kauffman FoundationDiscussants: **John Watson**, U. of Western Australia; **Karen D.****Hughes**, U. of Alberta; **Jennifer E Jennings**, U. of Alberta; **Susan****Coleman**, U. of Hartford**283** 📄: (HCM, MED) **Making Learning Tangible: Experiential Exercises for Health Management Education**

12:30pm - 2:30pm Marriott Riverwalk: Bowie

Tweet this session: #AOM2011 283

Participants: **Victoria Anne Parker**, Boston U.; **Peter E. Rivard**, Suffolk U.; **Amy Yarbrough Landry**, U. of Alabama, Birmingham**284** 📄➔📄: (HCM, PNP) **International Comparative Analysis in Healthcare Management: West and East**

12:30pm - 2:30pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 284

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.Chair: **Elio Borgonovi**, Bocconi U.Discussants: **Federico Lega**, Bocconi U.; **Emanuele Vendramini**, Catholic U.Speakers: **Ebbin Dotson**, U. of Texas Health Science Center; **Attila****J. Hertelendy**, Texas State U.; **Zilá Guimarães Horta**, Fundacao

Getulio Vargas

285 📄➔: (MED, NDSC, TTC) **Building an Academic Career from Doctoral Program to Career Success: Questions, Answers, and Advice**

12:30pm - 2:30pm Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 285

Bring your questions about academic careers and doctoral programs to this session. We are prepared to help you navigate the world of academia.

Facilitator: **Thomas P. Bradley**, Tarleton State U.Presenters: **Karim J. Nasr**, U. of Balamand; **Rosa Nelly****Trevinyo-Rodríguez**, Tecnológico de Monterrey; **Michael J.****Provitera**, Barry U.; **Toni Ungaretti**, Johns Hopkins U.; **Rita J.****Shea-Van Fossen**, Ramapo College; **Darlene Alexander-Houle**, Hewlett Packard**286** 📄📄: (MED, PTC, HR, ODC, OB) **Evidence-Based Management: A New Approach to Teaching the Practice of Management**

12:30pm - 2:30pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 286

Organizers: **Eric Barends**, VU U. Amsterdam; **Rob B. Briner**, U. of LondonPresenters: **Denise M. Rousseau**, Carnegie Mellon U.; **Lori T.****Peterson**, Cleveland State U.; **Roye Werner**, Carnegie Mellon U.;**R. Blake Jelley**, U. of Prince Edward Island**287** 📄: (OMT, BPS, ENT, TIM) **Exploring the Dynamics of Market Categories and Classification Systems**

12:30pm - 3:30pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 287

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.Organizers: **Gino Cattani**, New York U.; **Daniel Engler**, New York U.Discussants: **Raghu Garud**, Pennsylvania State U.; **Joseph Porac**, New York U.; **Hayagreeva Rao**, Stanford U.Presenters: **Gino Cattani**, New York U.; **Daniel Engler**, New York U.;**Simone Ferriani**, U. of Bologna; **Elisa Giuliani**, U. of Pisa;**Gordon Phillips**, U. of Maryland; **Elizabeth G. Pontikes**, U. ofChicago; **Andrea Maria Prado**, New York U.Participants: **William P Barnett**, Stanford U.; **C. Moritz B.****Fliescher**, New York U.**288** 📄📄: (ONE, SIM) **ONE & SIM Junior Faculty Consortium**

12:30pm - 4:00pm Marriott Rivercenter: Salon J

Tweet this session: #AOM2011 288

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.Discussants: **Pratima Bansal**, U. of Western Ontario; **Michael L.****Barnett**, Oxford U.; **Mark Cordano**, Ithaca College; **Nicole Darnall**,George Mason U.; **Jorge Rivera**, George Washington U.; **Mark****Starik**, George Washington U.; **Monika Winn**, U. of Victoria; **Ans****Kolk**, U. of Amsterdam; **Miguel Rivera-Santos**, Babson College;**Shawn Berman**, U. of New Mexico; **Stephen Brammer**, U. ofWarwick; **Jonathan P Doh**, Villanova U.; **Heather Elms**, AmericanU.; **Pursey Heugens**, RSM Erasmus U.; **James E. Mattingly**, U. ofNorthern Iowa; **Jennifer Oetzel**, American U.; **Marshall Schminke**,U. of Central Florida; **Sandra Waddock**, Boston College; **James P.****Walsh**, U. of Michigan, Ann Arbor; **James Weber**, Duquesne U.;**Duane Windsor**, Rice U.; **Robert A. Phillips**, U. of Richmond;**Bradley R. Agle**, U. of Pittsburgh; **Gary R. Weaver**, U. of Delaware;**Michael E Johnson-Cramer**, Bucknell U.Coordinators: **Stephanie Bertels**, Simon Fraser U.; **Mark P****Sharfman**, U. of Oklahoma**289** 📄📄➔: (PTC, OB, IAM, GDO, MSR, SIM) **Practicing Transcendental Leadership with Tango: Mastering the Balance between Progress and Harmony**

12:30pm - 2:30pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 289

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Chairs: **Jason R Pierce**, Indiana U., Bloomington; **Pamela Lirio**, EDHEC Business School; **Burak Koyuncu**, Rouen Business School
Coordinator: **Andreea Daniela Gorbatai**, Harvard U.

290 (RM, BPS, ENT, HR, OB) **Issues, Challenges, and Future Directions in Meta-Analytic Research**

12:30pm - 2:30pm La Quinta Inn & Suites: Crockett East

Tweet this session: **#AOM2011 290**

Moderator: **T Russell Crook**, U. of Tennessee, Knoxville

Participants: **James G Combs**, The U. of Alabama; **David J Woehr**, U. of North Carolina, Charlotte; **Philip L. Roth**, Clemson U.; **Dan R. Dalton**, Indiana U., Bloomington

291 (TTC, GDO, OB) **Discussing the Undiscussables: How to Introduce and Discuss Sensitive Classroom Topics**

12:30pm - 2:30pm Marriott Rivercenter: Salon C

Tweet this session: **#AOM2011 291**

Organizer: **Kim Gower**, Virginia State U.

Facilitators: **Barbara A. Ritter**, Coastal Carolina U.; **Sheila Watters**, Virginia Commonwealth U.; **Patricia R. Hedberg**, U. of St. Thomas

Saturday 1:00PM

292 (CMS, BPS) **A Critical Perspective on Strategic Management in a Globalized World**

1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: **#AOM2011 292**

Coordinators: **Alex Faria**, Fundacao Getulio Vargas; **Janann Joslin Medeiros**, U. de Brasilia

Participants: **Sergio Wanderley**, EBAP-FGV; **Ana Lucia Guedes**, Fundacao Getulio Vargas; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Bill Cooke**, Lancaster U.; **Anshuman Prasad**, U. of New Haven

293 (ENT) **Collecting Data for Quantitative Methods of Analysis in Social Entrepreneurship Research**

1:00pm - 3:00pm San Antonio Convention Center: Room 008 A

Tweet this session: **#AOM2011 293**

Participants: **G. T. Lumpkin**, Syracuse U.; **David Gras**, Syracuse U.; **Jeremy Collin Short**, Texas Tech U.; **Jill Kickul**, New York U.; **Geoff Kistruck**, The Ohio State U.

294 (ICW) **USASBE Mid-year Board Meeting**

1:00pm - 4:00pm San Antonio Convention Center: Room 202 A

Tweet this session: **#AOM2011 294**

By Invitation Only

Organizer: **Becky Gann**, USASBE

295 (IM) **Using International Engagement to Broaden the Academic Enterprise: Integrating International Management Research, Teaching, and Social Initiatives**

1:00pm - 3:30pm San Antonio Convention Center: Room 206 B

Tweet this session: **#AOM2011 295**

This PDW will focus on broadening and enriching the academic enterprise through international social engagement. Hands-on exercises and interactive discussion, will help participants apply panelists' insights to better understand obstacles to international

social engagement, which will help translate participant experiences to actionable knowledge for research, teaching, and outreach.

Moderator: **John Mezias**, U. of Miami

Presenters: **Madhubalan Viswanathan**, U. of Illinois;; **Tarun Khanna**, Harvard U.; **William G Mitchell**, Duke U.; **Lite Narthey**, U. of South Carolina; **Prithwiraj Choudhury**, U. of Pennsylvania

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

1:00pm - 3:00pm Grand Hyatt: Presidio A

Tweet this session: **#AOM2011 296**

Organizers: **Christopher O. L. H. Porter**, Texas A&M U.; **Mark C. Bolino**, U. of Oklahoma; **Mel Fugate**, Southern Methodist U.

Panelists: **Blake E. Ashforth**, Arizona State U.; **Neal M.**

Ashkanasy, U. of Queensland; **Angelo DeNisi**, Tulane U.; **Audrey Korsgaard**, U. of South Carolina; **Kevin B. Lowe**, U. of North Carolina, Greensboro

297 (OB) **OB Teaching Incubator**

1:00pm - 3:00pm Grand Hyatt: Texas Ballroom D

Tweet this session: **#AOM2011 297**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Facilitators: **Elaine C. Hollensbe**, U. of Cincinnati; **Niro Sivanathan**, London Business School; **Jennifer S. A. Leigh**, Nazareth College

Coordinators: **Robert Litchfield**, Washington and Jefferson College; **Michael D. Johnson**, U. of Washington; **Jennifer S. A. Leigh**, Nazareth College

298 (OMT, OB, BPS, HR, ENT, CM, TIM, OCIS, ODC)

Advanced Networks PDW: Theoretical And Empirical Applications Of Social Network Analysis

1:00pm - 5:00pm San Antonio Convention Center: Room 204 B

Tweet this session: **#AOM2011 298**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact Theresa Floyd at theresa.floyd@uky.edu to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Giuseppe Labianca**, U. of Kentucky; **Andrew V. Shipilov**, INSEAD; **Jonathan Lewis Johnson**, U. of Arkansas
Presenters: **Theresa Floyd**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky

299 (RM, BPS) **Ask the Experts: Macro and Cross-Level Methodologies**

1:00pm - 3:00pm La Quinta Inn & Suites: Fiesta C&D

Tweet this session: **#AOM2011 299**

Organizer: **Michael Sturman**, Cornell U.

Presenters: **Herman Aguinis**, Indiana U., Bloomington; **Donald D Bergh**, Denver U.; **Brian Boyd**, Arizona State U.; **S Trevis Certo**, Arizona State U.; **Dan R. Dalton**, Indiana U., Bloomington; **Mark Gavin**, Oklahoma State U.; **James G Combs**, The U. of Alabama; **Ming Li**, ESC Rennes School of Business

300 (SIM) **SIM Research Roundtables**

1:00pm - 2:30pm Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 300**

No pre-registration required. Discover what's happening on the bleeding edge. Meet with others interested in your research area and discuss current projects and pressing questions. Facilitated by table leaders including **Tima Bansal**, Ivey, U. of Western Ontario; **Mike Barnett**, Said, University of Oxford; **Nelson Phillips**, Imperial College; and other distinguished scholars.

Organizer: **Charlene E. Zietsma**, U. of Victoria

Saturday 1:15PM

301 🗄️: (OCIS, OMT, CMS, OB, ODC, TIM) Building Bridges through a Socio-Technical Perspective

1:15pm - 4:15pm San Antonio Convention Center: Room 007 B

Tweet this session: [#AOM2011 301](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The cost to register is \$25.00 and the deadline to register online is August 10, 2011.

Organizers: **Brian S. Butler**, U. of Pittsburgh; **Steven L. Johnson**, Temple U.; **Steve Sawyer**, Syracuse U.

Saturday 1:30PM

302 🗄️: (BPS) Firm Scope: Alignment, Coordination and Adaptation

1:30pm - 5:00pm San Antonio Convention Center: Room 207 A

Tweet this session: [#AOM2011 302](#)

This PDW examines how changes in firm scope influence the present and future internal organization of the firm.

Organizers: **Emilie Feldman**, Wharton School; **Evan Rawley**, U. of Pennsylvania; **Brian Wu**, U. of Michigan, Ann Arbor
Distinguished Speaker: **Todd Zenger**, Washington U. in St. Louis
Discussants: **Jeff Macher**, Georgetown U.; **Phanish Puranam**, London Business School

Presenters: **Kira Fabrizio**, Duke U.; **Gabriel Natividad**, New York U.; **Yue Maggie Zhou**, U. of Maryland

303 🗄️: (BPS) Teaching Strategic Management and Competitive Strategy

1:30pm - 4:00pm San Antonio Convention Center: Room 213 B

Tweet this session: [#AOM2011 303](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Distinguished Speakers: **William S Hesterly**, U. of Utah; **Robert Grant**, Bocconi U.; **Frank T. Rothaermel**, Georgia Institute of Technology

Coordinators: **Daniel Walter Efenbein**, Washington U. in St. Louis; **Margaret Cording**, Rice U.

304 🗄️: (BPS, TIM, OB, OMT, MOC, ENT, OCIS) Funding Opportunities for Academy of Management Scholars, from the National Science Foundation

1:30pm - 3:30pm San Antonio Convention Center: Room 201

Tweet this session: [#AOM2011 304](#)

Chair: **Jacqueline Meszaros**, National Science Foundation

Participants: **Susan Winter**, National Science Foundation; **David C Croson**, Southern Methodist U.; **Joseph Porac**, New York U.; **Terri Griffith**, Santa Clara U.; **Kalle Lyytinen**, Case Western Reserve U.; **Dean A Shepherd**, Indiana U.

305 🗄️: (CM) How to Negotiate Your (First) Job Offer

1:30pm - 4:00pm Grand Hyatt: Bonham D

Tweet this session: [#AOM2011 305](#)

Organizer: **Ronda R. Callister**, Utah State U.

Distinguished Speaker: **Donald E. Conlon**, Michigan State U.

Panelists: **Oluremi B. Ayoko**, U. of Queensland; **Bruce Barry**, Vanderbilt U.; **Deanna Geddes**, Temple U.; **Dean Tjosvold**, Lingnan U.; **Daniel Turban**, U. of Missouri at Columbia

306 🗄️: (HCM) Ph.D. Consortium: The Philosophy and Anatomy of a Research Manuscript

1:30pm - 3:30pm Marriott Riverwalk: Salon C

Tweet this session: [#AOM2011 306](#)

Sponsored by **George McMillan Fleming Center for Healthcare Management at the University of Texas at Houston**.

Presenters: **Nir Menachemi**, U. of Alabama, Birmingham; **Peter M Ginter**, U. of Alabama, Birmingham

307 : (ICW) Journal of Management Education Editorial Board Meeting

1:30pm - 2:30pm San Antonio Convention Center: Room 211.

Tweet this session: [#AOM2011 307](#)

By invitation.

Organizer: **Jane Schmidt-Wilk**, Maharishi U.

308 🗄️🗄️: (OB, OCIS, HR) Researching and Teaching a Second Life: A Tutorial on Virtual Worlds

1:30pm - 3:30pm Grand Hyatt: Bonham B

Tweet this session: [#AOM2011 308](#)

Facilitator: **Richard N. Landers**, Old Dominion U.

309 : (PTC) Practice Theme Committee Lunch Meeting

1:30pm - 3:00pm Grand Hyatt: Seguin A & B

Tweet this session: [#AOM2011 309](#)

PTC members and organizers/participants of recent PTC-sponsored symposia and PDWs are welcome to attend and contribute new ideas. We will welcome our

Organizers: **Tyrone S. Pitsis**, U. of Technology, Sydney; **Kuo Frank Yu**, City U. of Hong Kong

Saturday 2:00PM

310 : (AAA) 2011 Session Chairs, Facilitators & Discussants Meeting

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: [#AOM2011 310](#)

Organizers: **Ming-Jer Chen**, U. of Virginia; **R. Duane Ireland**, Texas A&M U.; **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management

311 : (AAA) Academy of Management Affiliates & Associates

2:00pm - 5:00pm Grand Hyatt: Texas Ballroom C

Tweet this session: [#AOM2011 311](#)

AOM Affiliates: **WAM, EAM, MAM, SAM, SMA, AAM, IAM**. AOM Associates: **EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA**

Organizer: **Susan E. Jackson**, Rutgers U.

312 → 🗄️: (CAR, ITC, OB, D&ITC, HCM) Opening the Door to the Francophone Community: Developing Successful Research Collaborations

2:00pm - 4:00pm Grand Hyatt: Bonham C

Tweet this session: [#AOM2011 312](#)

A great opportunity for francophone scholars and those collaborating with them to learn about improving research collaboration

Chairs: **Monique Valcour**, EDHEC Business School; **Jean Pralong**, Rouen Business School; **Ariane Ollier-Malaterre**, Rouen

Business School; **Terri R Lituchy**, Concordia U.; **Jean-Luc Cerdin**, ESSEC Business School; **Yehuda Baruch**, Rouen Business School

313 📖👤➔🗨️📱: (CMS) **Globalized Work and Economy in San Antonio**

2:00pm - 5:00pm Offsite: Lobby of Marriott Rivercenter
Tweet this session: #AOM2011 313

An off-site visit to a local community organization representing the extensive and important Hispanic immigrant community in San Antonio.

Organizer: **Sarah Stookey**, Central Connecticut State U.

314 ➔: (ENT) **ENT Ambassadors Program: The Global Entrepreneurship Casebook and Research Project**

2:00pm - 4:00pm San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 314

Chair: **Carlo Salvato**, Bocconi U.

315 : (ICW) **Administrative Science Quarterly Editorial Board Meeting and Reception**

2:00pm - 5:00pm Hilton Palacio del Rio: El Mirador & La Condesa
Tweet this session: #AOM2011 315

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

316 📖➔🗨️📱: (IM, MED) **East Meets West (and Everyone Else): Developing Effective Foreign Study Tours**

2:00pm - 4:00pm San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 316

Presenters: **David M Berg**, Hamline U.; **James M Hagen**, Hamline U.; **Randall B. Dunham**, U. of Wisconsin, Madison; **Lauren Reppa**, Accent and TravelMBA; **Deborah Beyer**, U. of Wisconsin, Oshkosh; **Janis Petronis**, Tarleton State U.

317 ➔📱: (TIM, BPS) **Meet the Editors**

2:00pm - 4:00pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 317

Facilitator: **Shawn M. Carraher**, Minot State U.

318 📖📱: (TIM, BPS, ENT) **Understanding and Managing Ecosystems**

2:00pm - 4:00pm San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 318

Interested participants should register at <https://secure.aomonline.org/PDWReg> and send a 3-5 page extended abstract to ecosystem@wharton.upenn.edu by July 19. Late submissions will not be considered and the slot will be released to individuals on the waitlist. The deadline to register online is August 10, 2011. To ensure high quality feedback and discussion, this workshop is limited to 40 participants.

Discussants: **Ron Adner**, Dartmouth College; **Alfonso Gambardella**, Bocconi U.; **Anita McGahan**, U. of Toronto; **William G Mitchell**, Duke U.; **Harbir Singh**, U. of Pennsylvania
Coordinators: **Rahul Kapoor**, U. of Pennsylvania; **Anne Parmigiani**, U. of Oregon

Saturday 2:15PM

319 📱: (HR, BPS, RM) **Taking Stock and Looking Forward: The HR-Performance Research Agenda over the Next Twenty Years**

2:15pm - 5:15pm Grand Hyatt: Crockett A & B
Tweet this session: #AOM2011 319

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Facilitators: **Wayne F. Cascio**, U. of Colorado, Denver; **Timothy M. Gardner**, Vanderbilt U.; **Barry Gerhart**, U. of Wisconsin, Madison; **David E Guest**, King's College London; **Bruce E Kaufman**, Georgia State U.; **John Paul MacDuffie**, U. of Pennsylvania
Coordinators: **David P. Lepak**, Rutgers U.; **Ingrid Fulmer**, U. of South Carolina; **David Lewin**, U. of California, Los Angeles

320 📖➔🗨️📱: (OB, RM, MOC, CAR, ODC) **A Practical Guide to Causal Mapping**

2:15pm - 4:15pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 320

Organizers: **Jon Billsberry**, Coventry U.; **Danielle Laurette Talbot**, Coventry U.

Facilitators: **Brenda Hollyoak**, Coventry U.; **Gary Connor**, Coventry U.; **Steve Godrich**, Open U.; **Sukhvir Kaur Manak**, Coventry U.; **Rory Donnelly**, Birmingham City U.

Presenters: **Veronique Ambrosini**, Birmingham U.; **Fran Ackermann**, Strathclyde U.

Saturday 2:30PM

321 📖📱➔🗨️📱: (HR, NDSC) **HR Division Pre-Dissertation Doctoral Student Professional Development Workshop**

2:30pm - 5:30pm Grand Hyatt: Travis D
Tweet this session: #AOM2011 321

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Chairs: **David P. Lepak**, Rutgers U.; **Michal Biron**, U. of Haifa & Tilburg U.; **Clinton Chadwick**, U. of Kansas

Participants: **Jessica Methot**, Rutgers U.; **Rebecca R. Kehoe**, Rutgers U.; **Shay S Tzafrir**, U. of Haifa; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Janice Malloy**, Michigan State U.

322 📖📱📱: (PTC, OMT, OB, ODC, GDO, MC) **Investing in Human Capital: An integrative solution to Cross-cultural challenges**

2:30pm - 4:30pm Grand Hyatt: Mission B
Tweet this session: #AOM2011 322

Chairs: **Carla Maria Marques Curado**, Technical U. of Lisbon; **Paulo Lopes Henriques**, Technical U. of Lisbon

Saturday 2:45PM

323 : (AAA) **Conference Break**

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 323

324 📱: (ENT, RM) **Researching Entrepreneur's Behavior: Importance and Methods**

2:45pm - 4:45pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 324

Organizer: **Barbara Jean Bird**, American U.
Participants: **Kelly G Shaver**, College of Charleston; **Michael Frese**, National U. of Singapore; **Leon Schjoedt**, U. of Central Florida; **Helle Neergaard**, Aarhus U.

325 📖📱➔🗨️📱: (MED, HR, IM) **Simulation-Based Leadership Development: Research, Teaching and Executive Development**

2:45pm - 5:15pm Marriott Riverwalk: Bowie

Tweet this session: #AOM2011 325

Facilitators: **Schon Beechler**, Duke Corporate Education; **Allan Bird**, Northeastern U.; **Camala A. Boyce**, Alliant International U.; **Jeremy J. Hirshberg**, Booz Allen Hamilton; **Ron Rembisz**, Alliant International U.; **Marissa Shuffler**, Institute for Simulation & Training, UCF; **Torrey Wilkinson**, Booz Allen Hamilton

Moderator: **Jeffrey L. Herman**, Booz Allen Hamilton

Speakers: **Stephen J. Zaccaro**, George Mason U.; **Eduardo Salas**, U. of Central Florida; **Susan Clayton**, Internal Revenue Service

326 (MED, MC) Corporate Learning and Competitiveness: Lessons to Share when West Meets East

2:45pm - 5:15pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 326

Organizer: **Manuela Brusoni**, Bocconi U.

Chair: **Elio Borgonovi**, Bocconi U.

Participants: **Veronica Vecchi**, Bocconi U.; **Manuela Brusoni**, Bocconi U.; **Mauro Meda**, Associazione Italiana per la Formazione Manageriale; **Ed Skoneki**, Corporate U. Xchange; **Claudio Carnevale**, Landi Renzo Spa; **Milenko Gudic**, Ceeman; **Sergej Filonovich**, State U. - Higher School of Economics

327 (MED, ODC, OB) The Live In-class CEO Intervention An Experiential Learning Technique for Leadership Development

2:45pm - 4:45pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 327

Presenters: **Nicholas Rashford**, Saint Joseph's U.; **Joao Neiva De Figueiredo**, Saint Joseph's U.

328 (ONE, IM, SIM, ITC) Where West Meets East and South: Environmental and Social Issues in Africa

2:45pm - 4:45pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 328

Organizer: **Miguel Rivera-Santos**, Babson College

Panelists: **Robert Grosse**, Thunderbird; **Dima Jamali**, American U. of Beirut; **Ans Kolk**, U. of Amsterdam; **David B. Zoogah**, Morgan State U.

329 (TTC, MED, D&ITC) Are You Hungry for Knowledge? Using Food to Explore Diversity and Further Cultural Understanding

2:45pm - 4:45pm Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 329

Organizer: **Lisa T. Stickney**, U. of Baltimore

Participants: **Beverly J. DeMarr**, Ferris State U.; **Jason Fertig**, U. of Southern Indiana

Saturday 3:00PM

330 (HCM) Exploring the Journey from Dissertation to Tenure Through Networking

3:00pm - 5:00pm Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 330

Chair: **Barbara Bigelow**, Clark U.

Facilitators: **Margarete Arndt**, Clark U.; **Jon Chilingirian**, Brandeis U.; **Kathleen Montgomery**, U. of California, Riverside; **Grant T. Savage**, U. of Alabama, Birmingham

331 : (ICW) Journal of Applied Behavioral Science Associate Editors Meeting

3:00pm - 4:30pm Hyatt Regency: Maverick B

Tweet this session: #AOM2011 331

Organizer: **Cynthia Nalevanko**, Sage Publications

332 (ITC, IM, AAM) West Meets South: Challenges and Opportunities for Academics Working in Emerging Markets

3:00pm - 6:00pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 332

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011. registration required

Coordinator: **Roberto Martin Nolan Galang**, Ateneo de Manila U.

Presenters: **Anna Gryaznova**, Moscow State U.; **Erica Helena Salvaj**, U. del Desarrollo; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Helena Barnard**, U. of Pretoria; **Yuan Li**, Shanghai JiaoTong U.; **Behlul Usdiken**, Sabanci U.; **Tunji Adegbesan**, Lagos Business School

333 (MED) Educating Managers About Integrity: Sensitizing Learners to Universal Values and Cultural Variation

3:00pm - 6:00pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 333

Organizers: **Charles Wankel**, St. John's U.; **Leonardo Liberman**

Yaconi, U. de los Andes; **Patrick L. Onsando**, Moi U.; **Kathryn Pavlovich**, U. of Waikato; **Agata Stanusch**, Silesian U. of Technology; **Jaë Eon Yu**, Korea U.

Presenters: **Christopher Adkins**, College of William and Mary; **Mark J. Ahn**, Willamette U.; **Wolfgang Amann**, Goethe U. Frankfurt; **Heesoon Bai**, City U. of Seattle, Vancouver; **Paolo Canonico**, U. degli Studi di Napoli Federico II; **Susan S. Case**, Case Western Reserve U.; **Avraham Cohen**, City U. of Seattle, Vancouver; **Ernesto De Nito**, Magna Graecia U.; **Roger A Dean**, Washington and Lee U.; **Magda Donia**, U. of Ottawa; **Jay Finkelman**, Alliant International U.; **Karen Fiorini**, Simon Fraser U.; **Mary Catherine Gentile**, Babson College; **Ernestina Giudici**, Cagliari U.; **Lindsey Godwin**, Champlain College; **Michael G Goldsby**, Ball State U.; **Dennis P. Heaton**, Maharishi U.; **Tore Audun Høie**, Fringilla; **Heh Jason Huang**, National Sun Yat-sen U.; **Li-Hwa Hung**, Ching-Yun U.; **Katherine Elizabeth Hyatt**, Reinhardt U.; **Gazi Islam**, Insper Institute of Education and Research; **Dima Jamali**, American U. of Beirut; **Kenneth Mølbjerg Jørgensen**, Aalborg U.; **Hamid H Kazeroony**, U. of Phoenix; **Louise Kelly**, Alliant International U.; **Leanna Lawter**, Sacred Heart U.; **Mark M. Lennon**, Frostburg State U.; **Alfred Lewis**, Hamline U.; **Leonardo Liberman Yaconi**, U. de los Andes, Colombia; **Chieh-Yu Lin**, Chang Jung Christian U.; **Romie Frederick Littrell**, Auckland U. of Technology; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Daniel E. Martin**, California State U. East Bay; **Mary Grace Neville**, Southwestern U.; **Ruth Norman**, Wilmington U.; **Sharon Norris**, Spring Arbor U.; **Peter Odrakiewicz**, Global Partnership Management Institute; **Patrick L. Onsando**, Moi U.; **Gregory Robert Park**, Dublin City U.; **Kathryn Pavlovich**, U. of Waikato; **Molly Pepper**, Gonzaga U.; **Richard Peregoy**, U. of Dallas; **Matias Petersen**, U. de los Andes; **Joseph A. Petrick**, Wright State U.; **Javier Ignacio Pinto**, U. de los Andes; **Tracy Porter**, Cleveland State U.; **Mark Pruett**, U. of South Carolina, Upstate; **Joop Remme**, Maastricht U.; **Jacob Dahl Rendtorff**, Roskilde U.; **Isabel Rimanoczy**, Fairleigh Dickinson U.; **Cynthia Roberts**, Purdue U., North Central; **Carolyn Roper**, Purdue U., North Central; **Tuvana Rua**, Sacred Heart U.; **Thorstur Olaf Sigurjonsson**, Reykjavik U.; **Aditya Simha**, Gonzaga U.; **J. Goosby Smith**, Pepperdine U.;

Agata Stanusch, Silesian U. of Technology; **James A.F. Stoner**, Fordham U.; **Sarah Stookey**, Central Connecticut State U.; **Anete M. Camille Strand**, Aalborg U.; **Ravi Subramaniam**, Maharishi U.; **Kim Oliver Tokarski**, Bern U. of Applied Sciences; **Vlad Vaiman**, Reykjavik U.; **Jose G Vargas-Hernández**, U. de Guadalajara; **Charles Wankel**, St. John's U.; **Carolyn Wiley**, Roosevelt U.; **Jae Eon Yu**, Korea U.; **Muberra Yuksel**, Kadir Has U.

334 (SIM, MSR) **Consciousness and Responsibility: The Inextricable Connection in Business**

3:00pm - 5:30pm Marriott Rivercenter: Salon A
 Tweet this session: #AOM2011 334
Distinguished Speakers: **Carol Sanford**, Interocave; **Will Lynn**, Gryphon Investors
Chair: **Kathryn Goldman Schuyler**, Alliant International U.

Saturday 3:15PM

335 (MC) **The Necessity of Life-long Education for Consultants & Academia's Role**

3:15pm - 5:15pm Grand Hyatt: Presidio A
 Tweet this session: #AOM2011 335
Organizer: **Susan M. Adams**, Bentley U.
Moderator: **Alberto Zanzi**, Suffolk U.
Panelists: **Ralph Grossmann**, U. of Klagenfurt; **Miriam Y Lacey**, Pepperdine U.; **Kurt Mayer**, Klagenfurt U.; **Michel Peron**, ISEOR; **Hans Vermaak**, Twynstra Management Consultants; **Veronique Zardet**, ISEOR

336 (MSR) **Corporate Mystic Spiritual Practices: Eastern and Western Practices to Achieve Transcendence**

3:15pm - 5:15pm La Quinta Inn & Suites: Fiesta C&D
 Tweet this session: #AOM2011 336
Facilitators: **Gerald Biberman**, U. of Scranton; **Lynne Sedgmore**, Centre for Excellence in Leadership

337 (OB) **OB New Member Networking and Research Forum**

3:15pm - 5:15pm Grand Hyatt: Texas Ballroom D
 Tweet this session: #AOM2011 337
Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.
Organizers: **David M. Sluss**, Georgia Institute of Technology; **Jennifer D. Nahrgang**, Arizona State U.

338 (RM) **Ask the Experts: Pursuing a Career in Research Methods**

3:15pm - 5:15pm La Quinta Inn & Suites: Crockett East
 Tweet this session: #AOM2011 338
Chair: **Robert J. Vandenberg**, U. of Georgia
Panelists: **Larry J. Williams**, Wayne State U.; **Eugene F Stone-Romero**, U. of Texas, San Antonio; **Jeffrey R. Edwards**, U. of North Carolina; **Neal Schmitt**, Michigan State U.

Saturday 3:30PM

339 (AAA) **2011 Program Chairs' Meeting**

3:30pm - 4:30pm Grand Hyatt: Republic B
 Tweet this session: #AOM2011 339

Organizers: **Ming-Jer Chen**, U. of Virginia; **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management

340 (BPS, OMT, TIM) **Contracts, Relationships & Performance: Challenges & Opportunities in Studying Inter-firm Contracts**

3:30pm - 6:00pm San Antonio Convention Center: Room 212 B
 Tweet this session: #AOM2011 340
Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register is August 10, 2011

Organizers: **Jason Pattit**, U. of St. Thomas; **Valérie Duplat**, EDHEC Business School

Presenters: **Kyle J Mayer**, U. of Southern California; **Valérie Duplat**, EDHEC Business School; **Fabrice Lumineau**, U. of Technology, Sydney; **Jason Pattit**, U. of St. Thomas; **Bart Vanneste**, INSEAD; **Michael J Leiblein**, Ohio State U.

341 (BPS, OMT, TIM) **Rethinking the Role of Neurosciences in Strategic Management**

3:30pm - 6:30pm San Antonio Convention Center: Room 216 B
 Tweet this session: #AOM2011 341
Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 10, 2011.

Organizers: **Daniella Laureiro-Martínez**, Bocconi U.; **Stefano Brusoni**, Bocconi U.
Discussants: **Giovanni Gavetti**, Harvard U.; **Gerard P. Hodgkinson**, U. of Leeds; **Sarah Kaplan**, U. of Toronto
Presenters: **Pietro Ciproso**, Applied Technology for Neuro-Psychology Lab (IRCCS Auxologico); **Vinod Venkatraman**, Duke U.

342 (CMS) **"Dark Side X" Case-Writing Competition**

3:30pm - 5:30pm Marriott Rivercenter: Salon L
 Tweet this session: #AOM2011 342
The Dark Side Case Competition encourages the writing of cases as class-room teaching materials that address the dark side of contemporary capitalism.
Coordinator: **Pauline Fatien Diochon**, U. of Lyon




343 (IM, RM, BPS) **Causal Inference in International Business: An Intro to Instrumental Variables and Selection Bias**

3:30pm - 5:30pm San Antonio Convention Center: Room 203 A
 Tweet this session: #AOM2011 343
Organizer: **Meghana Ayyagari**, George Washington U.

344 (OB, BPS, HR, IM, MOC) **Understanding Scholarly Impact: What is a Scholarly Home Run and How Do I Hit One?**


3:30pm - 5:30pm Grand Hyatt: Texas Ballroom B
 Tweet this session: #AOM2011 344
Organizers: **Daniel Scott DeRue**, U. of Michigan; **Christopher G. Myers**, U. of Michigan, Ann Arbor
Presenters: **Susan J. Ashford**, U. of Michigan; **Murray R. Barrick**, Texas A&M U.; **Adam D. Galinsky**, Northwestern U.; **J. Keith Murnighan**, Northwestern U.; **Barry M Staw**, U. of California, Berkeley

Saturday 3:45PM

345   : (AAM, BPS) **Key Issues of Korean Business Families: Current Status and Future Challenges**




3:45pm - 5:45pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 345

Chairs: Bongjin Kim, Ewha Womans U.; Yongsun Paik, Loyola Marymount U.**Panelists:** Ji-Hwan Lee, Korea Advanced Institute of Science & Technology; Choonwoo Lee, U. of Seoul; Ji-young Ahn, Ewha Womans U.; Myung-Ho Chung, Ewha Womans U.; Jonathan Brookfield, Tufts U.; Chang-Yang Lee, KAIST; Tai-Young Kim, SKK Graduate School of Business; Hann Earl Kim, Hongik U.**346** : (BPS, TIM, ENT, RM, OB, OMT) **Data Resources for Academy of Management Scholars, from the National Science Foundation**




3:45pm - 5:45pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 346

Chair: Jacqueline Meszaros, National Science Foundation
Participants: David C Croson, Southern Methodist U.; Richard Curtin, U. of Michigan, Ann Arbor; John Jankowski, National Science Foundation**347**   : (ENT, IM, BPS) **International Entrepreneurship: West Meets East**


3:45pm - 5:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 347

Organizers: Yong Li, State U. of New York, Buffalo; Shaker A. Zahra, U. of Minnesota, Twin Cities**Presenters:** Sondos Gamal Abdelgawad, ESADE; Susan A Hill, London School of Economics; Markku V. J. Maula, Aalto U.; Patricia Phillips McDougall, Indiana U.; Harry J Sapienza, U. of Minnesota; Mike Wright, Nottingham U.**348**   : (OMT, ENT, BPS) **Theory and the Practice of Management in China**

3:45pm - 5:45pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 348

Organizers: Chris Marquis, Harvard U.; Andrew J. Hoffman, U. of Michigan**Speakers:** Regina Abrami, Harvard U.; Jiatao Li, Hong Kong U. of Science and Technology; Michael Morris, Columbia U.; Oded Shenkar, Ohio State U.**349**  : (RM, OB, HR) **Systematic Review and Research Synthesis**

3:45pm - 6:45pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 349

Organizers: David Denyer, Cranfield U.; Rob B. Briner, U. of London**Facilitators:** Steven A. Y. Poelmans, ESADE Business School; Douglas T. Hall, Boston U.; Jeffrey H. Greenhaus, Drexel U.**351** : (HR) **HR Division Innovative Teaching Award Presentation**



4:00pm - 5:00pm Grand Hyatt: Crockett C & D

Tweet this session: #AOM2011 351

352 : (IM) **IM Consortia Meet the Editors Panel**


4:00pm - 5:30pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 352

*The Meet the Editors panel is open only to participants in the IM division doctoral and junior faculty consortia.***353**  : (IM, TTC, BPS) **Teaching about Liability of Foreignness: Promoting Understanding of Challenges Facing Foreign Firms**

4:00pm - 6:00pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 353

Organizers: Mikelle A. Calhoun, Georgia Southern U.; John Mezas, U. of Miami**Participants:** Mary Yoko Brannen, INSEAD; Jonathan P Doh, Villanova U.; Stewart R. Miller, U. of Texas, San Antonio; Mikelle A. Calhoun, Georgia Southern U.; John Mezas, U. of Miami**354** : (MOC) **Think About It ... Over a Beer or a Glass of Wine**

4:00pm - 5:30pm La Quinta Inn & Suites: Fiesta F

Tweet this session: #AOM2011 354

*Meet your MOC executive committee members and discuss how you can help contribute to a stronger and more vibrant community of MOC scholars.***355**  : (ODC) **Creating the Future of ODC**

4:00pm - 6:00pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 355

Division Chair: Ronald Fry, Case Western Reserve U.**Program Chair:** James D Ludema, Benedictine U.**Division Chair-Elect:** Inger G. Stensaker, Norwegian School of Economics and Business Administration**Participant:** Sonja A. Sackmann, U. Bundeswehr, Munich**356**   : (OM, RM, IM) **Conducting Research Across Eastern and Western Countries**

4:00pm - 6:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 356

Chair: Dongli Zhang, Fordham U.**Panelists:** Thomas Y. Choi, Arizona State U.; Barbara B. Flynn, Indiana U.; Mohan V. Tatikonda, Indiana U.; Doug Hales, U. of Rhode Island**Saturday 4:00PM****350** : (CAR, GDO, OB) **Crafting your Work-Life Research Stream: Reflection and Planning for Every Career Stage**

4:00pm - 6:00pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 350

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg> before August 10, 2011.***Organizers:** Alyssa Friede Westring, DePaul U.; Monique Valcour, EDHEC Business School; Shaun Pichler, California State U., Fullerton**Saturday 4:15PM****357**   : (GDO, D&ITC, MEN, OB) **Intersectionality and Cultural Context in LGBTQ-Inclusive Teaching**

4:15pm - 6:15pm Grand Hyatt: Bonham C

Tweet this session: #AOM2011 357

*For conversation and information sharing, join the "LGBTQ-Inclusive Teaching" group on AoM Connect.***Chairs:** Ron Ophir, York U.; Roxanne Beard, Ohio Dominican U.; Robyn A. Berkley, Southern Illinois U., Edwardsville**Presenters:** Lize A. Booyesen, U. of Antioch; Bernardo M. Ferdman, Alliant International U.; C Douglas Johnson, Georgia Gwinnett College; David M. Kaplan, Saint Louis U.; Alison

Kemper, York U.; **Angeline Lim**, National U. of Singapore; **Ron Ophir**, York U.; **Roxanne Beard**, Ohio Dominican U.; **Robyn A. Berkley**, Southern Illinois U., Edwardsville

358 : (OB, MOC, OMT, ENT, ODC, TIM) **Creativity Research Beyond Boundaries: Multi- and Interdisciplinary Approaches**

4:15pm - 7:15pm Grand Hyatt: Bonham D

Tweet this session: **#AOM2011 358**

The PDW consists of two parts. The first part features presentations of state-of-the-art research in creativity. In addition, we set up a panel of experts and discuss cutting edge research approaches. For this part, no approved registration is required. We invite all interested members of the Academy of Management. The second part is an intensive workshop on three tables with a maximum of eight participants facilitated each with two of our panellists to enable an in depth discussion of current research challenges in this area. The topics (different theoretical approaches to organizational creativity, organizational outcomes related to creativity, measurement and methodological issues in creativity research) and groups are specified according to the participants' interests. Pre-Registration is required including a short interest statement. Pre-registration is required. To register, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop chairs for approval code.

Chairs: **Felix Arndt**, U. of Lausanne; **Darja Carl**, U. of Groningen
Moderator: **Xavier Castañer**, U. of Lausanne
Speakers: **Patrick Cohenet**, HEC Montreal; **Daniel Hjorth**, Copenhagen Business School; **Babis Mainemelis**, ALBA Graduate Business School; **Bernard Nijstad**, U. of Groningen; **Christina E. Shalley**, Georgia Institute of Technology; **Richard W. Woodman**, Texas A&M U.

Saturday 4:30PM

359 : (ENT) **New Member Meeting Point Event**

4:30pm - 6:00pm Offsite: Biga on the Banks

Tweet this session: **#AOM2011 359**

Big on the Banks, 203 South St. Marys Strseet, San Antonio, Texas(San Jose and Alamo Rooms)

Organizers: **Jennifer E Jennings**, U. of Alberta; **Dilene Crockett**, Northeastern State U.

Presenter: **Donald O. Neubaum**, Oregon State U.

360 : (RM) **Methods for Integrating Moderation and Mediation**

4:30pm - 6:30pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: **#AOM2011 360**

Presenters: **Jeffrey R. Edwards**, U. of North Carolina; **Lisa Schurer Lambert**, Georgia State U.

Saturday 5:00PM

361 : (AAA) **2012 Program Chairs' Meeting**

5:00pm - 6:30pm Grand Hyatt: Republic B

Tweet this session: **#AOM2011 361**

Organizers: **R. Duane Ireland**, Texas A&M U.; **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management

362 : (PTC) **Practice Theme Committee Welcoming Reception and Awards**

5:00pm - 7:00pm Grand Hyatt: Presidio B

Tweet this session: **#AOM2011 362**

Organizers: **Tyrone S. Pitsis**, U. of Technology, Sydney; **Kuo Frank Yu**, City U. of Hong Kong

Saturday 5:30PM

363 : (AAA) **New Member Orientation: Session 2**

5:30pm - 7:00pm San Antonio Convention Center: Room 214

Tweet this session: **#AOM2011 363**

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one.

Organizers: **Stephanie Case Henagan**, Northern Illinois U.; **Kerry Ignatz**, Academy of Management

364 : (MED) **Creating Values-Based Leadership for Global Sustainability – A teaching resources focused workshop**

5:30pm - 7:30pm Marriott Riverwalk: Salon B

Tweet this session: **#AOM2011 364**

Organizers: **James A.F. Stoner**, Fordham U.; **Kenneth R. Thompson**, DePaul U.

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

Participants: **Kent D. Fairfield**, Fairleigh Dickinson U.; **Joel I Harmon**, Fairleigh Dickinson U.; **Frank Werner**, Fordham U.; **Katherine A. Karl**, U. of Tennessee, Chattanooga; **Ann E. Feyerherm**, Pepperdine U.; **Kurt Mayer**, Klagenfurt U.

365 : (OB) **OB and HR Members Welcome Reception**

5:30pm - 7:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: **#AOM2011 365**

All OB and HR Division members are invited to this reception. The Divisions' Chairs want to welcome you to San Antonio and the 2011 AoM Meeting.

Organizers: **Maria Kraimer**, U. of Iowa; **Laura Erskine**, Illinois State U.

366 : (OB, MEN) **Enlightening Scholars to Advance Leadership Research: A Mentoring Session**

5:30pm - 7:30pm Grand Hyatt: Presidio A

Tweet this session: **#AOM2011 366**

Email research proposal to Dr. Dasborough by 6/1/11 before registering at <https://secure.aomonline.org/PDWReg>. Contact organizer for approval code.

Organizer: **Marie T. Dasborough**, U. of Miami
Participants: **Leanne E Atwater**, U. of Houston; **Bruce J. Avolio**, U. of Washington; **Claudia C. Cogliser**, Texas Tech U.; **William L. Gardner**, Texas Tech U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Ronald E. Riggio**, Claremont McKenna College; **Chester A. Schriesheim**, U. of Miami; **Mary Uhl-Bien**, U. of Nebraska

Saturday 6:00PM

367 : (BPS) **BPS Mid-Career Workshop**

6:00pm - 9:00pm San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 367**

By invitation only

Organizers: **Peggy M. Lee**, Arizona State U.; **Andrew Ward**, Lehigh U.

Participants: **Andrew H. Van de Ven**, U. of Minnesota; **William Q Judge**, Old Dominion U.; **Catherine A Maritan**, Syracuse U.; **Edward Zajac**, Northwestern U.; **Sharon F. Matusik**, U. of Colorado, Boulder; **Tina Dacin**, Queen's U.

368 : (ENT) Entrepreneurship Social Event

6:00pm - 10:00pm Offsite: Biga on the Banks

Tweet this session: **#AOM2011 368**

Biga on the Banks 203 South St Marys Street San Antonio, TX 78205
Program Chair: **Sharon Alvarez**, The Ohio State U.

369 : (HCM) HCMD PDW Social and Alamo Remembrance

6:00pm - 7:30pm Offsite: Las Ramblas at the Hotel Contessa

Tweet this session: **#AOM2011 369**

Sponsored by the Association of University of University Programs in Health Administration. The HCMD is taking it to the Riverwalk for our PDW tapa y bebida fiesta. Las Ramblas in the the Hotel Contessa is a short walk from the convention site.

Hosts: **Lydia M. Middleton**, AUPHA; **Timothy R. Huerta**, Texas Tech U.

370 : (ICW) MMD Debriefing (2)

6:00pm - 7:00pm Grand Hyatt: Bonham B

Tweet this session: **#AOM2011 370**

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.

Organizer: **Lise Balslev**, CBS/ MMD

371 : (ICW) Human Relations Reviewers' Reception

6:00pm - 8:00pm Marriott Rivercenter: Salon I

Tweet this session: **#AOM2011 371**

Organizer: **Claire Castle**, Human Relations

372 : (ICW) Routledge Publishing Reception: AOM HR Ambassadors and Global Human Resource Management Series Authors

6:00pm - 7:30pm Marriott Rivercenter: Salon J

Tweet this session: **#AOM2011 372**

Organizer: **John Szilagyi**, Routledge Publishing

373 : (IM) International Management Division Professional Development Workshop Reception

6:00pm - 8:00pm San Antonio Convention Center: Mission 103 B

Tweet this session: **#AOM2011 373**

Mingle, see old friends, and meet new ones at the IM Division PDW Reception!

374 : (MED) MED/NDSC Joint Reception, co-sponsored by OBTS Teaching Society

6:00pm - 9:00pm Marriott Riverwalk: Salon D

Tweet this session: **#AOM2011 374**

Where Doctoral Students meet MED and OBTS professors over a bite and a drink... Perfect for behind the scenes intelligence on all things academic.

Hosts: **Jacob Eisenberg**, U. College Dublin; **Rae Andre**, Northeastern U.

375 : (NDSC) NDSC/MED Evening Reception

6:00pm - 9:00pm Marriott Riverwalk: Salon D.

Tweet this session: **#AOM2011 375**

Professional Development Workshop Chairs: **Preeti Wadhwa**, U. of Kansas; **Sean Rogers**, Rutgers U.

376 : (OCIS) OCIS Doctoral Consortium Reception and OCIS Member Networking

6:00pm - 7:30pm San Antonio Convention Center: Mission 103 A

Tweet this session: **#AOM2011 376**

OCIS will host a reception for PhD students attending the consortium. All OCIS members and interested AoM participants are encouraged to attend.

Host: **Kevin Crowston**, Syracuse U.

377 : (ODC) ODC Doctoral Student and New Member Reception

6:00pm - 8:00pm Grand Hyatt: Texas Ballroom C

Tweet this session: **#AOM2011 377**

A reception to welcome ODC doctoral students and new members. Open to all ODC doctoral students and all ODC members.

Host: **Ronald Fry**, Case Western Reserve U.

378 : (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper

6:00pm - 8:00pm San Antonio Convention Center: Room 210 B

Tweet this session: **#AOM2011 378**

Moderators: **Craig R. Carter**, Arizona State U.; **Lisa Marie Ellram**, Miami U.

379 : (SIM) SIM/SBE Keynote Speaker

6:00pm - 8:00pm Offsite: The Contessa

Tweet this session: **#AOM2011 379**

The Contessa 306 West Market Street, San Antonio

Saturday 6:30PM

380 : (BPS) Meet the BPS Officers Reception

6:30pm - 8:50pm San Antonio Convention Center: Room 006 C & D

Tweet this session: **#AOM2011 380**

Come and get involved with BPS! This social/reception event is designed for you to meet the BPS Officers and various committee members so you can learn more about the Division's activities. There will be a brief formal introduction of the BPS officers and their responsibilities (from 7-7:15 pm). Before and after, there will be ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.

Division Chair: **Tammy L. Madsen**, Santa Clara U.

Program Chair: **Jeffrey J. Reuer**, Purdue U.

Professional Development Workshop Chair: **Rajshree Agarwal**, U. of Maryland

Division Chair-Elect: **Nicholas Argyres**, Washington U. in St. Louis

Past Chair: **Joanne Oxley**, U. of Toronto

Saturday 7:00PM

381 : (AAA) President's Reception for New and International Members

7:00pm - 9:00pm San Antonio Convention Center: Room 214

Tweet this session: **#AOM2011 381**

Please join the Academy President, Membership Committee and other Academy volunteers and leaders for an evening of

conversation, networking, and most importantly FUN! Drinks and light hors d'oeuvres will be served.

Host: **Susan E. Jackson**, Rutgers U.

382 : (CMS) CMS Welcome

7:00pm - 8:30pm Marriott Rivercenter: Salon L

Tweet this session: **#AOM2011 382**

Program Chair: **Alex Faria**, Fundacao Getulio Vargas

383 : (ICW) Chinese Management Scholars Workshop

Reunion

7:00pm - 10:30pm Marriott Rivercenter: Salon E

Tweet this session: **#AOM2011 383**

Organizer: **Qing Cao**, U. of Connecticut

384 : (ONE) ONE Welcome Reception

7:00pm - 9:00pm Marriott Rivercenter: Salon M

Tweet this session: **#AOM2011 384**

The ONE Division welcomes new and old members to this year's Academy conference. Come to enjoy great company, some nibbles and a cash bar.

Professional Development Workshop Chair: **Frances E Bowen**, Queen Mary U. of London

Saturday 8:00PM

385 : (CAR) CAR Division PDW Social

8:00pm - 9:30pm Offsite: Sazos Latin Grill

Tweet this session: **#AOM2011 385**

The CAR Division welcomes all members for an informal get-together. Drink vouchers are available during CAR Division PDW workshops or at the bar from Julia Richardson or Peter Heslin. Hosts: **Peter A. Heslin**, U. of New South Wales; **Julia Richardson**, York U.

386 : (GDO) All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy

8:00pm - 10:00pm Grand Hyatt: Texas Ballroom B

Tweet this session: **#AOM2011 386**

Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah. Website: <http://group.aomonline.org/glb/>

Organizers: **Gerardo Okhuysen**, U. of Utah; **Ron Ophir**, York U.

Saturday 9:00PM

387 : (ICW) ANZAM Dessert Reception

9:00pm - 11:00pm Grand Hyatt: Texas Ballroom D

Tweet this session: **#AOM2011 387**

Organizer: **Ross Chapman**, Deakin U.

Sunday 7:00AM**388 : (MSR) MSR Morning Meditation Session**

7:00am - 8:00am La Quinta Inn & Suites: Crockett West

Tweet this session: [#AOM2011 388](#)

A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.

Organizer: **Gerald Biberman**, U. of Scranton**Sunday 7:30AM****389 : (ICW) Gathering of Researchers interested in Positive Organizational Scholarship**

7:30am - 9:00am Grand Hyatt: Lone Star A

Tweet this session: [#AOM2011 389](#)

We welcome current or potential contributors to ideas related to Positive Organizational Scholarship

Organizer: **Jane E. Dutton**, U. of Michigan**Sunday 8:00AM****390 : (AAA) Conference Exhibits**

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B

Tweet this session: [#AOM2011 390](#)**391 : (AAA) Conference Registration**

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration

Tweet this session: [#AOM2011 391](#)

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

392 : (AAA) San Antonio 2011 LAC

8:00am - 5:00pm San Antonio Convention Center: Room 101 B

Tweet this session: [#AOM2011 392](#)

Chairs: Robert L. Cardy, U. of Texas, San Antonio; **Stewart R. Miller**, U. of Texas, San Antonio

393 : (AAA) AOM Membership

8:00am - 5:00pm San Antonio Convention Center: Room 211

Tweet this session: [#AOM2011 393](#)

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**394 : (AAA) All-Academy Welcome Breakfast**

8:00am - 9:00am Grand Hyatt: Texas Ballroom

Tweet this session: [#AOM2011 394](#)

Please join us at this event where you can network, reconnect with old friends, and make new ones. And you can do all of this over a cup of coffee and breakfast pastries.

395 : (ICW) Teaching Your Management Classes: Technology as an engagement tool!

8:00am - 12:00pm Hyatt Regency: Bowie C

Tweet this session: [#AOM2011 395](#)Organizer: **Anke Weekes**, McGraw-Hill/Irwin**Sunday 8:30AM****396 : (AAA) Placement Services**

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1

Tweet this session: [#AOM2011 396](#)

Placement Services - Registration and Information

Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.**397 : (AAC) Southern Management Association Executive Board Meeting**

8:30am - 10:00am Hilton Palacio del Rio: El Mirador West

Tweet this session: [#AOM2011 397](#)**398 : (CMS) CMS Executive Meeting**

8:30am - 10:00am Marriott Rivercenter: Salon K

Tweet this session: [#AOM2011 398](#)Division Chair: **Craig Prichard**, Massey U.**399 : (ICW) Organization Studies Editorial Board Meeting & Breakfast**

8:30am - 11:30am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: [#AOM2011 399](#)Organizer: **Sophia Tzagaraki**, Organization Studies**Sunday 9:00AM****400 : (AAA) Academy of Management Presidential Address and Awards Ceremony**

9:00am - 11:00am Grand Hyatt: Texas Ballroom

Tweet this session: [#AOM2011 400](#)**Sunday 9:30AM****401 : (AAA) Academy of Management Journal Editors' Meeting (By Invitation Only)**

9:30am - 11:00am Grand Hyatt: Crockett A

Tweet this session: [#AOM2011 401](#)Organizer: **Jason Colquitt**, U. of Georgia**402 : (AAA) AMR Incoming Editors Only Meeting (By Invitation Only)**

9:30am - 11:00am Grand Hyatt: Crockett B

Tweet this session: [#AOM2011 402](#)Organizer: **Roy R Suddaby**, Alberta U.**Sunday 10:00AM****403 : (AAC) Ethics Education Committee Meeting**

10:00am - 11:00am San Antonio Convention Center: Room 208

Tweet this session: [#AOM2011 403](#)**404 : (AAC) Midwest Academy of Management Officers Meeting**

10:00am - 12:00pm Hilton Palacio del Rio: Corte Real F

Tweet this session: [#AOM2011 404](#)**405 : (ICW) Journal of Management Inquiry Editorial Board Meeting**

10:00am - 11:30am Marriott Rivercenter: Salon C

Tweet this session: [#AOM2011 405](#)Organizer: **Marvin Washington**, U. Alberta**406 : (ICW) Journal of Trust Research Board Meeting**

10:00am - 11:00am La Quinta Inn & Suites: Crockett West

Tweet this session: [#AOM2011 406](#)

By invitation only.

Organizer: **Janette Rawlings**, Copenhagen Business School**407 : (TTC) Teaching Theme Committee Meeting**

10:00am - 11:30am Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 407
 Current and interested TTC members welcome.

Sunday 10:15AM

408 : (AAA) Conference Break

10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break
 Tweet this session: #AOM2011 408

Sunday 10:30AM

409 : (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Hilton Palacio del Rio: Corte Real C
 Tweet this session: #AOM2011 409

410 : (AAC) Indian Academy of Management Business Meeting

10:30am - 12:00pm Hilton Palacio del Rio: El Mirador East
 Tweet this session: #AOM2011 410

411 : (OM) OM Division Executive Committee Meeting

10:30am - 12:00pm San Antonio Convention Center: Room 216 A
 Tweet this session: #AOM2011 411

Sunday 11:00AM

412 : (AAA) Academy of Management Learning & Education Incoming Editors' Meeting (By Invitation Only)

11:00am - 12:00pm Grand Hyatt: Crockett B
 Tweet this session: #AOM2011 412
 Organizer: **Kenneth G. Brown**, U. of Iowa

413 : (AAA) Academy of Management Perspectives Incoming Editorial Board Meeting

11:00am - 12:00pm Grand Hyatt: Republic B
 Tweet this session: #AOM2011 413
 Organizers: **Timothy Michael Devinney**, U. of Technology, Sydney; **Donald Siegel**, State U. of New York, Albany

414 : (ICW) European Journal of International Management (EJIM) informal meeting

11:00am - 12:30pm San Antonio Convention Center: Room 212 A
 Tweet this session: #AOM2011 414
 Organizer: **Vlad Vaiman**, Reykjavik U.

415 : (ICW) Entrepreneurship Theory and Practice Editorial Board Luncheon

11:00am - 2:00pm Marriott Rivercenter: Salon D
 Tweet this session: #AOM2011 415
 By invitation only.
 Organizer: **Ray Bagby**, Baylor U.

Sunday 11:15AM

416 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2011-2012)

11:15am - 12:15pm San Antonio Convention Center: Room 206 A
 Tweet this session: #AOM2011 416

Sunday 11:30AM

417 : (AAA) 2012 Professional Development Workshop Chairs Meeting

11:30am - 1:00pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 417
 Organizers: **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management
 Professional Development Workshop Chair: **Paul Adler**, U. of Southern California

418 : (AAA) AOM Ethics Committee Meeting

11:30am - 1:00pm San Antonio Convention Center: Room 207 A
 Tweet this session: #AOM2011 418

419 : (AAT) West Meets East- What We Can Learn About Innovating in the 21st Century.

11:30am - 1:00pm San Antonio Convention Center: Room 006 D
 Tweet this session: #AOM2011 419
 We examine Eastern approaches to innovation on the product, service, and business model level, from which Western management can learn.
 Moderator: **Michael Andreas Pirson**, Fordham U.
 Discussant: **Alnoor Ebrahim**, Harvard U.
 Speakers: **Anil K. Gupta**, Indian Institute of Management, Ahmedabad; **Tina Dacin**, Queen's U.
 Presenter: **Heiko Spitzbeck**, FDC - Fundacao Dom Cabral
 Participant: **Falguni K Sen**, Fordham U.

420 : (AAT) Next Generation Base of the Pyramid Strategy

11:30am - 1:00pm San Antonio Convention Center: Room 007 A
 Tweet this session: #AOM2011 420
 Enjoy insights and discussions on the next evolution of the BoP domain.
 Discussant: **Jay B Barney**, Ohio State U.
 Presenters: **Ted London**, U. of Michigan; **Stuart Hart**, Cornell U.

421 : (AAT) Creating Social Value: From Box Checking to Embedded Philosophy

11:30am - 2:00pm San Antonio Convention Center: Room 007 D
 Tweet this session: #AOM2011 421
 Corporate Social Responsibility: box-checking or real deal? Come debate with a CEO, NGO head, and Academy members.
 Chairs: **Suzanne C. de Janasz**, IMD; **Maury Peiperl**, IMD
 Presenters: **Francisco Szekely**, U. of Texas, Dallas; **Bryan Guido Hassin**, Smart Office Energy Solutions; **Lynellyn D. Long**, Combating Violence against Women and Children Project

422 : (AAT) Collaboration Among the Public, Nonprofit and For-profit Sectors: A Conversation with Henry Cisneros

11:30am - 1:00pm San Antonio Convention Center: Room 008 A
 Tweet this session: #AOM2011 422
 Henry Cisneros - distinguished politician, businessman, author - and academics examine how collaborative efforts can tackle daunting social problems: employment, housing, economic development, integration of diverse people.
 Distinguished Speaker: **Henry Cisneros**, CityView
 Participants: **Avner Ben-Ner**, U. of Minnesota; **Jeryl Mumpower**, Texas A&M U.; **Kimberley Roussin Isett**, Columbia U.

423 : (AAT) Rebellious Against Institutions and Institutional Innovation When West Meets East

11:30am - 1:00pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 423
 Explore institutional rebellion and institutional innovation when West Meets East; in this session, global multinationals are examined as the "rebels."

SUNDAY

Organizer: Jordan Siegel, Harvard U.
Chair: Hayagreeva Rao, Stanford U.
Participants: Jesper Edman, Hitotsubashi U.; James Kim, Microsoft South Korea; Fernando del Sol, FS Inversiones; David Levenson, Hartford Life Insurance Japan

424 📖🗣️: (AAT) Teaching Resources for Global Business Literacy and Cultural Fluency

11:30am - 1:30pm San Antonio Convention Center: Room 202 A
 Tweet this session: #AOM2011 424

Learn about and share teaching resources that integrate the world into our classrooms.

Facilitators: Christina A. Hannah, U. of Maryland, U. College; Rajnandini Pillai, California State U. San Marcos; Anna Andriasova, U. of Maryland, U. College

425 🗣️: (AAT) The Greatest Encounter in the Era of Globalization: Why and How Should West Meet East?

11:30am - 1:00pm San Antonio Convention Center: Room 202 B
 Tweet this session: #AOM2011 425

Explore why and how West should meet East as two equals at the newest stage of globalization.

Chairs: Peter Ping Li, Copenhagen Business School; Kwok Leung, City U. of Hong Kong

Ancient Chinese Approaches to Managerial Control | William H. Starbuck, U. of Oregon; Violina Rindova, U. of Texas, Austin
 Why are Companies Offshoring Innovation to India and China? | Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester

Convergence, Divergence, and Cross-vergence | Mary Ann Von Glinow, Florida International U.

So Why Do You Suppose There Isn't More Indigenous Chinese Scholarship in Western Journals? | David A. Whetten, Brigham Young U.

426 🗣️🗣️: (AAT) When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy

11:30am - 1:30pm San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 426

Provide a platform for Asian members of the Academy to discuss unique challenges and to inspire each other to rise to these challenges. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Chair: Chak Fu Lam, U. of Michigan, Ann Arbor

Participants: Xiao-Ping Chen, U. of Washington; Michael Jensen, U. of Michigan; Hui Liao, U. of Maryland; Mooweon Rhee, U. of Hawaii; Myeong-Gu Seo, U. of Maryland; Riki Takeuchi, Hong Kong U. of Science and Technology; Dean Tjosvold, Lingnan U.; Jing Zhou, Rice U.; Ya-Ru Chen, Cornell U.

427 📖🗣️🗣️: (AAT) Bridging East and West: Asian Business Schools and Models of Management Education and Research

11:30am - 1:00pm San Antonio Convention Center: Room 214 A
 Tweet this session: #AOM2011 427

Join the Deans of leading business schools in Asia and Europe for an exciting panel examining the rise of business schools and models of business education and research in Asia.

Organizer: Jiatao Li, Hong Kong U. of Science and Technology

Speakers: John Quelch, China Europe International Business School; Leonard Cheng, Hong Kong U. of Science and Technology; Bernard Yeung, National U. of Singapore; Yingyi Qian, Tsinghua U.; Baris Tan, Koc U.

428 🗣️: (AAT) East versus West: A School of Knowledge Approach

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 428

Explore the critical differences between East and West in the design, development, and transfer of knowledge.

Chair: Nigel J. Holden, U. of Central Lancashire

Discussants: Jose Ramon Pin, IESE Business School; Kimio Kase, IESE Business School

Phronesis and Quiddity in Management: A School of Knowledge Approach | Cesar G. Canton, Pompeu Fabra U.; Kimio Kase, IESE Business School

Knowledge Transfer and Location Specificity of Parent-Firm Knowledge | Lourdes Susaeta, IESE Business School; Jonathan Lavelle, U. of Limerick

Asian versus Western Management Thinking: A Culture-bound Nature | Yingying Zhang, CUNEF, Complutense U. of Madrid; Jose Ramon Pin, IESE Business School

429 📖🗣️🗣️: (AAT) From Buddha to the Boardroom: The Four Pillars of Courageous Leadership

11:30am - 1:00pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 429

This panel discusses essential components of leadership education from the combined perspectives of academics and Buddhist practitioners/teachers.

Chair: Erica Dawson, Cornell U.

Participants: Rodrigo Canales, Yale U.; Venerable Tenzin Priyadarshi, Massachusetts Institute of Technology; Clint Sidle, Cornell U.

430 📖🗣️🗣️: (AAT) Mindful Leadership, Compassion, and Systemic Change - East and West

11:30am - 2:00pm San Antonio Convention Center: Room 217 C

Tweet this session: #AOM2011 430

Leaders who have practiced meditation for years share concrete stories of the impact of inner work on their capacity to face tough situations.

Facilitator: Kathryn Goldman Schuyler, Alliant International U.
Coordinator: Susan Skjei, Naropa U.

Presenters: Prasad L Kaipa, Indian School of Business; Stuart Lord, Naropa U.; Subhanu Saxena, Novartis Pharmaceuticals

431 🗣️🗣️: (AAT) Current and Future Inclusion Efforts in the Academy of Management: A Town-Hall Work Session

11:30am - 2:30pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 431

Participate in roundtable discussion about, and devise strategies for, inclusiveness throughout AOM at the Inclusion Town Hall on Sunday.

Organizers: Christina L. Stamper, Western Michigan U.; Quinetta Roberson, Villanova U.

Facilitators: Karl Aquino, U. of British Columbia; Wayne F. Cascio, U. of Colorado, Denver; Beth G Chung, San Diego State U.; Jacqueline A-M. Coyle-Shapiro, London School of Economics;

Robin Ely, Harvard U.; **Bernardo M. Ferdman**, Alliant International U.; **Ellen Ernst Kossek**, Michigan State U.; **Carol T. Kulik**, U. of South Australia; **Dora C. Lau**, Chinese U. of Hong Kong; **Thomas Lee**, U. of Washington; **Isabel Metz**, U. of Melbourne; **Eddy S. Ng**, Dalhousie U.; **Lisa Hisae Nishii**, Cornell U.; **Stella M. Nkomo**, U. of Pretoria; **Mustafa F Ozbilgin**, Brunel U.; **Amy Randel**, San Diego State U.; **Mark V Roehling**, Michigan State U.; **Bennett J. Tepper**, Georgia State U.; **Lois Tetrick**, George Mason U.
Coordinator: Lynn Shore, San Diego State U.

Tweet this session: #AOM2011 438
Organizer: Cynthia Nalevanko, Sage Publications

439 : (SIM) SIM Executive Committee Meeting
 12:30pm - 4:00pm Marriott Rivercenter: Salon K
 Tweet this session: #AOM2011 439
Division Chair: Barry M Mitnick, U. of Pittsburgh
Program Chair: Virginia Gerde, Duquesne U.
Professional Development Workshop Chair: Jennifer J Griffin, George Washington U.
Division Chair-Elect: Shawn Berman, U. of New Mexico
Past Chair: Ann K. Buchholtz, Rutgers U.

Sunday 12:00PM

432 : (AAA) Program Developer & Centralized Review System Training Session for Program Chairs

12:00pm - 3:00pm San Antonio Convention Center: Room 006 B
 Tweet this session: #AOM2011 432
Organizers: Valerie Concepcion, Academy of Management; **Gabriel Bramson**, Academy of Management; **Matthew L. Suppa**, Academy of Management

433 : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm San Antonio Convention Center: Room 206 B
 Tweet this session: #AOM2011 433
Organizers: Ming-Jer Chen, U. of Virginia; **Heather Crowe**, Academy of Management

434 : (AAA) Academy of Management Learning and Education Editorial Board Meeting-OUTGOING

12:00pm - 1:00pm Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 434
Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh

435 : (ICW) JMS Reception

12:00pm - 2:00pm Hilton Palacio del Rio: the Pavilion
 Tweet this session: #AOM2011 435
Organizer: Jo Brudenell, Journal of Management Studies

436 : (ITC) International Theme Committee (ITC) Executive Business Meeting

12:00pm - 2:00pm San Antonio Convention Center: Room 210 B
 Tweet this session: #AOM2011 436

437 : (TIM) TIM Past Division Chairs and Endowed Chairs Committee Luncheon

12:00pm - 1:30pm Offsite: TBA
 Tweet this session: #AOM2011 437
Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDW/Reg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.
Chair: Shawn M. Carraher, Minot State U.
Participants: Paul Olk, Denver U.; **Arvids A Ziedonis**, U. of Oregon; **Fernando Suarez**, Boston U.; **Riitta Katila**, Stanford U.; **Laura B. Cardinal**, U. of Houston; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Lori Rosenkopf**, U. of Pennsylvania; **Paul Almeida**, Georgetown U.; **Deborah J Dougherty**, Rutgers U.; **James B. Wade**, Emory U., Gozuieta Bus Sch

Sunday 12:30PM

438 : (ICW) Group & Organization Management Editorial Review Board Meeting/Luncheon

12:30pm - 2:00pm Hyatt Regency: Maverick A

Sunday 1:00PM

440 : (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders

1:00pm - 3:00pm San Antonio Convention Center: Room 205
 Tweet this session: #AOM2011 440
 BY INVITATION ONLY
Organizers: Susan E. Jackson, Rutgers U.; **Anne S. Tsui**, Arizona State U.; **Ming-Jer Chen**, U. of Virginia; **R. Duane Ireland**, Texas A&M U.

441 : (AAA) Academy of Management Learning and Education Editorial Board Meeting-Incoming

1:00pm - 2:00pm Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 441
Organizer: Kenneth G. Brown, U. of Iowa

442 : (ICW) CGIR Editorial Board Meeting

1:00pm - 3:00pm Hilton Palacio del Rio: Corte Real D/E
 Tweet this session: #AOM2011 442
Organizer: William Q Judge, Old Dominion U.

Sunday 1:10PM

443 : (AAT) Global Strategy, Innovation, and Leadership – as West Meets East

1:10pm - 2:40pm San Antonio Convention Center: Room 006 D
 Tweet this session: #AOM2011 443
Examine how emerging markets have redefined global strategy and introduced new competitive phenomena, players, and business models.
Chair: Vinod K Jain, U. of Maryland
Participants: Vijay Govindarajan, Dartmouth College; **Ravi Ramamurti**, Northeastern U.; **Tarun Khanna**, Harvard U.; **Michael Useem**, U. of Pennsylvania; **Stuart Hart**, Cornell U.

444 : (AAT) West Meets East: Using Sport as a Lens for Enlightening, Balancing, Transcending

1:10pm - 2:40pm San Antonio Convention Center: Room 008 A
 Tweet this session: #AOM2011 444
Experience the organizational dynamics of West meeting East in a unique setting: the World of Sport.
Organizers: Marilyn A. Uy, U. of Victoria; **Richard Wolfe**, U. of Victoria
Discussants: Joel Brockner, Columbia U.; **Kwok Leung**, City U. of Hong Kong
 Multiculturalism of Sport Teams: Its Influence on Team Processes and Outcomes | **Chi-Ying Cheng**, Singapore Management U.; **Fiona Lee**, U. of Michigan

SUNDAY

What Can Athlete Migration Teach Us About Brain Gain, Brain Drain and Brain Circulation? | **Rosalie L. Tung**, Simon Fraser U.

Perceiving Sport as a Calling: Cultural Drivers and Outcomes | **A R Elangovan**, U. of Victoria

Emotion in Sport--Why Does It Have to be "Created" in North America, But Not in Europe or Asia | **Kim Cameron**, U. of Michigan; **Marilyn A. Uy**, U. of Victoria; **Richard Wolfe**, U. of Victoria

445 🗣️➔ (AAT) **Learning from the "Lost" Decades in Japan**

1:10pm - 2:40pm San Antonio Convention Center: Room 008 B
Tweet this session: **#AOM2011 445**

Participate in this panel dedicated to the victims of the Japan earthquake and tsunami, hoping for a swift recovery of the people, the firms, and the areas affected by the disaster.

Participants: **Shigeru Asaba**, Gakushuin U.; **Kiyohiko Ito**, U. of Hawaii-Manoa; **Hitoshi Mitsuhashi**, Keio U.; **Shige Makino**, Chinese U. of Hong Kong; **Tsuyoshi Numagami**, Hitotsubashi U.; **Thomas Roehl**, Western Washington U.; **Mai Akiyoshi**, Keio U.

446 ➔🗣️ (AAT) **East-West Perspectives on Responsible Management Education: Prospects for Convergence and Divergence**

1:10pm - 2:40pm San Antonio Convention Center: Room 201
Tweet this session: **#AOM2011 446**

Critically compare and contrast current formats of and visions for responsible management education in the East and West.

Panelists: **Hsu O'Keefe**, Pace U.; **Jonas Haertle**, PRME Secretariat / United Nations Global Compact Office; **Andreas Rasche**, U. of Warwick; **Yong-Seung Park**, Kyung Hee U.; **Mitsuhiro Umezu**, Keio U.; **Mary Catherine Gentile**, Babson College

447 🗣️➔ (AAT) **Wisdom of the East Meets the West: What Can the West Learn from the East and Indigenous Cultures?**

1:10pm - 2:40pm San Antonio Convention Center: Room 202 B
Tweet this session: **#AOM2011 447**

Learn from wisdom traditions—holistic Māori traditions, Japanese toku and ku, Africa's ubuntu, and Western and global perspectives.

Organizer: **Sandra Waddock**, Boston College
Panelists: **Hiroataka Takeuchi**, Harvard Business School; **Edwina Pio**, AUT U.; **Chellie Spiller**, U. of Auckland; **Mzamo P Mangaliso**, U. of Massachusetts, Amherst; **Malcolm McIntosh**, Griffith U.

448 🗣️➔🗣️ (AAT) **East-West and North-South – A Cross-National Comparison of Universalism and Particularism**

1:10pm - 2:40pm San Antonio Convention Center: Room 203 A
Tweet this session: **#AOM2011 448**

Join dynamic and interactive discussions on universalism and particularism based on freshly collected data from Brazil, China, Germany and the U.S.

Chairs: **Chao C. Chen**, Rutgers U.; **William Newbury**, Florida International U.

Discussant: **Michael Morris**, Columbia U.

Universalism-Particularism in Brazil | **Ronaldo C. Parente**, Rutgers U.

Universalism-Particularism in China | **Katherine Xin**, CEIBS

Universalism-Particularism in Germany | **Michael C. Nippa**, Freiberg U.

Universalism-Particularism in the United States | **Ray Friedman**, Vanderbilt U.

449 🗣️➔🗣️ (AAT) **Humble Breakthrough, Quietly Brilliant: Ambicultural Management at HTC**

1:10pm - 2:40pm San Antonio Convention Center: Room 214 A
Tweet this session: **#AOM2011 449**

Learn about a CEO's journey of applying ambicultural management approach to transforming and branding HTC in the hyper-competitive global smartphone market.

Distinguished Speaker: **Peter Chou**, HTC

Chair: **Ji-Ren Lee**, National Taiwan U.

Discussant: **Michael L. Tushman**, Harvard U.

450 ➔🗣️ (AAT) **Information Acculturation in East/West Organizational Interactions**

1:10pm - 2:40pm San Antonio Convention Center: Room 214 D
Tweet this session: **#AOM2011 450**

Learn how outsourcing between East and West is changing.

Chair: **Tom Stafford**, U. of Memphis

Presenters: **Ben L Kedia**, U. of Memphis; **Rabi S. Bhagat**, U. of Memphis; **Terry A. Nelson**, U. of Memphis

451 🗣️ (AAT) **Education for Enlightenment: The Implications of Consciousness for Managerial Development**

1:10pm - 2:40pm San Antonio Convention Center: Room 215
Tweet this session: **#AOM2011 451**

Explore 40 years of research, theory, and practice integrating the use of Transcendental Meditation (TM) in organizational and educational settings.

Chairs: **David DuBois**, PSRI; **Cathy Lynn Zeien DuBois**, Kent State U.

Participants: **Victoria Alexander Herriott**, Maharishi U.; **Fred Travis**, Maharishi U.; **Ramani Ayer**, Maharishi U.; **Jane Schmidt-Wilk**, Maharishi U.; **John Hagelin**, Maharishi U.

Sunday 1:30PM

452 : (AAA) **Program Developer Training Session for PDW Chairs**

1:30pm - 3:00pm San Antonio Convention Center: Room 006 A
Tweet this session: **#AOM2011 452**

Organizers: **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management; **Gabriel Bramson**, Academy of Management

Sunday 2:00PM

453 : (AAA) **Academy of Management Journal Editorial Board Meeting**

2:00pm - 3:30pm Grand Hyatt: Lone Star B
Tweet this session: **#AOM2011 453**

Organizer: **Jason Colquitt**, U. of Georgia

454 : (CAR) **CAR Executive Meeting**

2:00pm - 3:30pm Grand Hyatt: Presidio B
Tweet this session: **#AOM2011 454**

Division Chair: **Suzanne C. de Janasz**, IMD

Program Chair: **Julia Richardson**, York U.

Professional Development Workshop Chair: **Peter A. Heslin**, U. of New South Wales

Division Chair-Elect: **Svetlana Khapova**, VU U. Amsterdam

455 → 🗨️: (CMS) CMS Keynote-Practitioner: "Crossing Borders, Creating Value, Building Community"

2:00pm - 3:30pm Marriott Rivercenter: Salon M
 Tweet this session: #AOM2011 455
Distinguished Speaker: Maria Jimenez, Central American Resource Center
Division Chair-Elect: Sarah Stookey, Central Connecticut State U.

456 : (ICW) Leadership Quarterly Board Meeting

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom A
 Tweet this session: #AOM2011 456
 Organizer: **Vicki Wetherell**, Elsevier Ltd.

457 : (ICW) IACMR Executive Committee Meeting

2:00pm - 5:00pm Marriott Rivercenter: Conference Room 15
 Tweet this session: #AOM2011 457
 Organizer: **Xin Yao**, U. of Colorado, Boulder

458 : (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting

2:00pm - 3:30pm Hyatt Regency: Maverick A
 Tweet this session: #AOM2011 458
 Organizer: **Cynthia Nalevanko**, Sage Publications

459 : (ICW) Association of Korean Management Scholars Meeting and Junior Faculty Consortium

2:00pm - 4:00pm La Quinta Inn & Suites: Crockett East & West
 Tweet this session: #AOM2011 459
By Invitation Only
 Organizer: **Shung Jae Shin**, Portland State U.

460 : (ICW) Organization Editorial Board Meeting

2:00pm - 4:00pm La Quinta Inn & Suites: Crockett West
 Tweet this session: #AOM2011 460
 Organizer: **Kerry Barner**, Sage Publications

461 : (IM) Booz&Co/Strategy+Business Eminent Scholar in International Management Award Presentation

2:00pm - 3:30pm San Antonio Convention Center: Room 207 B
 Tweet this session: #AOM2011 461
Distinguished Speaker: Jagdish Bhagwati, Columbia U.
Moderator: Timothy Michael Devinney, U. of Technology, Sydney
 New Paper Title Goes Here. |
Panelists: Ted London, U. of Michigan; *Tarun Khanna*, Harvard U.; *Art Kleiner*, Booz & Company / strategy+business

462 : (ITC) Carolyn Dexter Award and Emerald Award Reception

2:00pm - 3:00pm San Antonio Convention Center: Room 214 B
 Tweet this session: #AOM2011 462
Nominees, Reviewers, and Past Winners of the Carolyn Dexter Award for best international paper and of the Emerald Award for best international symposium. Announcements with celebratory drinks and finger food.
 Organizers: **Adela Jana McMurray**, RMIT U.; **Stephen Mezias**, INSEAD
 Chair: **Rosa Nelly Trevinyo-Rodriguez**, Tecnologico de Monterrey

463 : (MH) Management History Division Executive Committee Meeting

2:00pm - 4:00pm Marriott Riverwalk: Salon A
 Tweet this session: #AOM2011 463

464 : (PNP) PNP Executive Committee Meeting

2:00pm - 4:00pm Marriott Rivercenter: Salon L
 Tweet this session: #AOM2011 464

Sunday 2:30PM

465 : (BPS) BPS Global Representatives Meeting (Invitation Only)

2:30pm - 3:30pm San Antonio Convention Center: Room 217 B
 Tweet this session: #AOM2011 465

Sunday 2:45PM

466 : (AAA) Conference Break

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break
 Tweet this session: #AOM2011 466

Sunday 2:50PM

467 → 🗨️: (AAT) BOP: Opportunity No. 1 for Novel, Strong, Relevant Theory?

2:50pm - 4:20pm San Antonio Convention Center: Room 007 B
 Tweet this session: #AOM2011 467
Find out how the "base of the pyramid" might be a major opportunity for developing novel theory and for making an impact on 21st century society as well.
 Chair: **Harry G. Barkema**, London School of Economics
 Panelists: **Johanna Mair**, IESE Business School; **Gerard George**, Imperial College London; **Harry G. Barkema**, London School of Economics; **Saskia Bruysten**, The Grameen Creative Lab GmbH

468 → 🗨️: (AAT) Embedding Sustainability Across the Great Divide: Holistic Business Strategies in a Fractured World

2:50pm - 4:20pm San Antonio Convention Center: Room 007 C
 Tweet this session: #AOM2011 468
Explore the shift to embedded sustainability as a strategy helping businesses embrace the dualism of creating shareholder and social value.
 Chairs: **Lindsey Godwin**, Champlain College; **Nadya Zhexembeyeva**, IEDC
 Presenters: **Ilma Barros**, ELIAS Fellow; **Chris Laszlo**, Case Western Reserve U.; **Ronald Fry**, Case Western Reserve U.; **Tojo Thatchenkery**, George Mason U.

469 🗨️: (AAT) The Civil-Military Divide: Contrasting Views of Strategy and Leadership in the Field of Management

2:50pm - 4:20pm San Antonio Convention Center: Room 008 A
 Tweet this session: #AOM2011 469
Discuss differing perspectives of civilian and military scholars on concepts of strategy and leadership--highlight the benefit of greater communication.
 Coordinator: **Michael Hennelly**, United States Military Academy
 Panelists: **Bruce J. Avolio**, U. of Washington; **Sean Hannah**, U.S. Military Academy, West Point; **Michael A. Roberto**, Bryant U.

470 → 🗨️: (AAT) Crossing East-West Boundaries: Expanding our Perspectives Across Levels

2:50pm - 4:20pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 470
Explore and cross East-West boundaries across levels.
 Chair: **Laura Huang**, U. of California, Irvine
 Discussant: **Cristina Gibson**, U. of Western Australia
 Boundary Spanning for Global Innovation: Knowledge Complementarities and Social Proximity | **Prithwiraj Choudhury**, U. of Pennsylvania; **Martine Haas**, U. of Pennsylvania

Foreign Funding of Chinese Entrepreneurial Firms:
Complexities of Crossing Boundaries | **Laura Huang**, U. of California, Irvine

Crossing the Borderline: Movement across Collaboration Boundaries | **Rebekah Dibble**, Thunderbird

Biculturalism in Managing Strategic Change across the East-West Divide | **William W. Maddux**, INSEAD; **Jeffrey Sanchez-Burks**, U. of Michigan

471 📖➔🗣️: (AAT) **Cross-Cultural Teaching: Building Intercultural Competence Through Experiential Learning**

2:50pm - 4:20pm San Antonio Convention Center: Room 202 A
Tweet this session: **#AOM2011 471**

Energize your international management class: Learn how experiential learning methods can increase students' intercultural competence while boosting their engagement.

Organizers: **Joyce Osland**, San Jose State U.; **Jacob Eisenberg**, U. College Dublin

Presenters: **Miriam Erez**, Technion Israel Institute of Technology; **Susan C. Schneider**, HEC U. of Geneva; **Mikael Sondergaard**, Aarhus U.; **Guenter K. Stahl**, WU Vienna

472 🗣️: (AAT) **Indigenous Research in the Era of Globalization: Contributions from China and Japan**

2:50pm - 4:20pm San Antonio Convention Center: Room 202 B
Tweet this session: **#AOM2011 472**

Explore why and how indigenous research in the East can enrich the "universal" research in the West.

Chairs: **Peter Ping Li**, Copenhagen Business School; **Verner Ditlev Worm**, Copenhagen Business School

Understanding Culture: A Yin Yang Perspective | **Tony Fang**, Stockholm U.

Social Exchange and Face Dynamism in Confucian Relationalism | **Kwang-Kuo Hwang**, National Taiwan U.

Comparing Japan's Omi Merchants and China's Shanxi Merchants | **Donghao Li**, Wakayama U.; **Tadao Kagono**, Kobe U.

Inter-temporal Effects through Learning: The Indigenous Perspective from Japan | **Masatoshi Fujiwara**, Kyoto Sangyo U.; **Hiroyuki Itami**, Tokyo U. of Science

HeXie Model for the Chinese Indigenous Leadership Research | **Youmin Xi**, Xi'an Jiaotong U.; **Xiaojun Zhang**, Xi'an Jiaotong U.

473 📖🗣️➔🗣️: (AAT) **Women, Men, and Care in the New East-West Economy**

2:50pm - 4:20pm San Antonio Convention Center: Room 203 A
Tweet this session: **#AOM2011 473**

Explore how empowering and caring relationships may be built between people with different cultures, belief systems, and sexes within the East-West business handshake.

Chair: **Kristine Marin Kawamura**, St. George's U.

Discussant: **Jeana Wirtenberg**, Fairleigh Dickinson U.

Speakers: **Riane Eisler**, Center for Partnership Studies; **Rosalie L. Tung**, Simon Fraser U.; **Jing Yin**, U. of Hawaii at Hilo; **Arthur Yeung**, CEIBS

474 📖🗣️➔🗣️: (AAT) **Personal Experiences of Scholars Successfully Transcending the West-East Divide**

2:50pm - 4:20pm San Antonio Convention Center: Room 204 A
Tweet this session: **#AOM2011 474**

Reflect on the opportunities and challenges for professors moving to very different cultures with first-hand accounts of the secrets to success.

Organizers: **Maris G. Martinsons**, City U. of Hong Kong; **Robert M Davison**, City U. of Hong Kong

Chair: **Maris G. Martinsons**, City U. of Hong Kong

Panelists: **Muhammadou M.O. Kah**, U. of The Gambia; **George Kuk**, Nottingham U.; **Moez Limayem**, U. of Arkansas, Fayetteville; **Muammer Ozer**, City U. of Hong Kong; **Paul Licker**, Oakland U.; **Robert M Davison**, City U. of Hong Kong; **Tung X. Bui**, U. of Hawaii; **Maris G. Martinsons**, City U. of Hong Kong

475 ➔🗣️: (AAT) **How Can I Make An Impact? A Conversation with Management Researchers Seeking to Change the World**

2:50pm - 4:20pm San Antonio Convention Center: Room 214 A
Tweet this session: **#AOM2011 475**

Examine how scholars can make a greater impact in the work they do and perhaps even change the world in the process.

Presenters: **Ted London**, U. of Michigan; **Vijay Govindarajan**, Dartmouth College; **Filipe Manuel Simoes Dos Santos**, INSEAD; **Anjali Sastry**, Massachusetts Institute of Technology

476 🗣️➔🗣️: (AAT) **Employee Participation in Innovation and Change in East and West**

2:50pm - 4:50pm San Antonio Convention Center: Room 214 D
Tweet this session: **#AOM2011 476**

Compare the meaning of individual initiative for organizational change in East and West.

Facilitators: **John P Ulhoi**, Aarhus U.; **Frances Jørgensen**, Aarhus U.; **Kai Zhang**, Renmin U. of China; **Jian Zhang**, U. of Science and Technology Beijing; **Jiwen Song**, Renmin U. of China; **Junfeng Wu**, Renmin U. of China

Coordinators: **Peter Kesting**, Aarhus U.; **Niu Hongyi**, Aarhus U.

477 📖🗣️➔🗣️: (AAT) **Leading, Managing and Self: Balancing Eastern and Western Philosophies through Reflexive Practice**

2:50pm - 4:20pm San Antonio Convention Center: Room 215
Tweet this session: **#AOM2011 477**

Consider how an understanding of Eastern and Western philosophies of self help might create more enlightened management and academic practice.

Organizer: **Ann L Cunliffe**, U. of New Mexico

Chair: **Karen Locke**, College of William and Mary

Phenomenology, Self and Teaching | Ann L Cunliffe, U. of New Mexico

Yoga Philosophy Alive in Small Business | Meta Chaya Hirschl, YogaNow

A Reflexive Return to Tradition | Paul Hibbert, Strathclyde U.

Synchronizing Western and Indian Leadership Concepts from the Teachings of Kautilya | Sharda Nandram, Nyenrode Business U.

478 🗣️: (AAT) **Yoga for Personal and Organizational Effectiveness**

2:50pm - 4:50pm San Antonio Convention Center: Room 209
Tweet this session: **#AOM2011 478**

Bend, stretch, twist, breathe, focus, connect: explore yoga as a pathway to improved well-being and to more effective organizations. Pre-registration is required for this workshop. To register online,

please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 10, 2011.

Chair: **Monique Valcour**, EDHEC Business School
 Participants: **Tammy D. Allen**, U. of South Florida; **Patricia Corner**, Auckland U. of Technology; **Danna Greenberg**, Babson College; **Susan Miele**, Smith & Nephew; **Jean Garner Stead**, East Tennessee State U.; **W Edward Stead**, East Tennessee State U.

479    (AAT) Guiding Change in the Field of Management Science

2:50pm - 5:50pm San Antonio Convention Center: Room 217 D

Tweet this session: **#AOM2011 479**

Participate in creating a vision of management science as a knowledge production system, in order to guide the development and change of that system. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: **Matthew A. Cronin**, George Mason U.; **Richard J. Klimoski**, George Mason U.

Facilitator: **Corinne Bendersky**, U. of California, Los Angeles
 Moderator: **Nelson Reppenning**, Massachusetts Institute of Technology

Speakers: **Bruce Barry**, Vanderbilt U.; **Mark Fichman**, Carnegie Mellon U.; **George P. Huber**, U. of Texas, Austin; **Edward E. Lawler III**, U. of Southern California; **Jone L. Pearce**, U. of California, Irvine; **Denise M. Rousseau**, Carnegie Mellon U.; **William H. Starbuck**, U. of Oregon; **Andrew H. Van de Ven**, U. of Minnesota; **David A. Whetten**, Brigham Young U.

Sunday 3:00PM

480 : (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting

3:00pm - 4:00pm Grand Hyatt: Crockett C & D

Tweet this session: **#AOM2011 480**

Organizer: **Jimmy Le**, Academy of Management

481 : (ICW) Network of Leadership Scholars Meeting

3:00pm - 4:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: **#AOM2011 481**

Organizer: **Mary Uhl-Bien**, U. of Nebraska

482 : (MC) MC Executive Committee Meeting

3:00pm - 4:30pm Grand Hyatt: Bowie B

Tweet this session: **#AOM2011 482**

483  (OM) Journal of Operations Management (JOM) Best Paper Award Session

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A

Tweet this session: **#AOM2011 483**

Chairs: **Ken Boyer**, Ohio State U.; **Morgan Swink**, Texas Christian U.

Concentrated supply chain membership and financial performance: Chain- and firm-level perspectives | **Danny Lanier Jr.**, Syracuse U.; **William F. Wempe**, Texas Christian U.; **Zach Zacharia**, Lehigh U.

The effect of an ambidextrous supply chain strategy on combinative competitive capabilities and business performance | **Murat Kristal**, York U.; **Xiaowen Huang**, Miami U. Ohio; **Aleda V. Roth**, Clemson U.

Buyer perceptions of supply disruption risk: A behavioral view and empirical assessment | **Scott C. Ellis**, Clemson U.; **Raymond M. Henry**, Cleveland State U.; **Jeff Shockley**, Radford U.

Evaluating buyer-supplier relationship-performance spirals: A longitudinal study | **Chad W. Autry**, U. of Tennessee; **Susan L. Golcic**, Colorado State U.

Sunday 3:30PM

484 : (AAA) Town Hall: AOM Strategic Plan

3:30pm - 5:00pm San Antonio Convention Center: Mission 103 A

Tweet this session: **#AOM2011 484**

Join us as we look back over the past year since the Strategic Plan was introduced and look forward as members continue to engage in Strategic Doing activities. See what proposals members have been involved in, engage in discussion with colleagues who share your area of interest, and find the tools needed to move forward in creating your own project proposal. This session will focus on table discussions concentrated on the key areas of strategic intent: Internationalization; Professional Impact; State of the Profession; and Academy Management. Members who have identified specific objectives as interest points will be matched with other members to discuss and form teams to move forward with the proposal process. Facilitators: **Susan E. Jackson**, Rutgers U.; **Anne S. Tsui**, Arizona State U.

485 : (AAA) Academy of Management Review Editorial Board Meeting- Incoming

3:30pm - 5:00pm Grand Hyatt: Lone Star C

Tweet this session: **#AOM2011 485**

Organizer: **Roy R Suddaby**, Alberta U.

486 : (BPS) BPS Executive Committee Meeting

3:30pm - 5:00pm San Antonio Convention Center: Room 217 B

Tweet this session: **#AOM2011 486**

487 : (CM) Conflict Management Executive Committee Meeting

3:30pm - 5:00pm Marriott Riverwalk: Salon E

Tweet this session: **#AOM2011 487**

Division Chair: **Deanna Geddes**, Temple U.
 Program Chair: **Zoe Barsness**, U. of Washington, Tacoma
 Professional Development Workshop Chair: **William P. Bottom**, Washington U. in St. Louis
 Division Chair-Elect: **Barry M Goldman**, U. of Arizona
 Past Chair: **Kathleen O'Connor**, Cornell U.

488 : (CMS) CMS Business Meeting

3:30pm - 5:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: **#AOM2011 488**

Division Chair: **Sarah Stookey**, Central Connecticut State U.

489 : (ENT) ENT Executive Committee Meeting

3:30pm - 5:00pm San Antonio Convention Center: Room 214 B

Tweet this session: **#AOM2011 489**

Division Chair: **Per Davidsson**, Queensland U. of Technology
 Program Chair: **David Audretsch**, Indiana U., Bloomington
 Professional Development Workshop Chair: **Sharon Alvarez**, The Ohio State U.
 Division Chair-Elect: **Mike Wright**, Nottingham U.
 Past Chair: **Eileen Fischer**, York U.

490 : (GDO) GDO Executive Committee Meeting

SUNDAY

3:30pm - 5:00pm Grand Hyatt: Bonham B

Tweet this session: [#AOM2011 490](#)

Division Chair: David A. Kravitz, George Mason U.

Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

491 : (HCM) HCM Executive Committee Meeting

3:30pm - 5:00pm Marriott Riverwalk: Salon B

Tweet this session: [#AOM2011 491](#)

492 : (HR) HR Division Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Presidio A

Tweet this session: [#AOM2011 492](#)

Division Chair: John E. Delery, U. of Arkansas

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

Professional Development Workshop Chair: David G. Allen, U. of Memphis

Division Chair-Elect: Murray R. Barrick, Texas A&M U.

Past Chair: Howard J. Klein, Ohio State U.

493 : (ICW) Journal of Management Editorial Board Meeting and Reception *by invitation only

3:30pm - 6:30pm Grand Hyatt: Texas Ballroom F

Tweet this session: [#AOM2011 493](#)

The new 2011-2014 JOM Editorial Team, along with Sage Publishing and the Southern Management Association, cordially invite the new editorial board for its first board meeting and reception. By invitation only.

Organizer: Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign

494 : (ICW) Sigma Iota Epsilon National Executive Board Meeting and Reception

3:30pm - 7:30pm Marriott Riverwalk: Salon F

Tweet this session: [#AOM2011 494](#)

Sigma Iota Epsilon is the only honorary/professional fraternity sponsored by the Academy of Management. Please consider attending our reception to learn about the benefits of establishing a local chapter of SIE at your institution.

Organizer: Brenda Ogden, Sigma Iota Epsilon

495 : (MC) MC Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Lone Star F

Tweet this session: [#AOM2011 495](#)

496 : (OB) OB Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Republic B

Tweet this session: [#AOM2011 496](#)

497 : (ODC) ODC Executive Board Meeting

3:30pm - 5:00pm Grand Hyatt: Bonham C

Tweet this session: [#AOM2011 497](#)

498 : (OMT) OMT Executive Committee Meeting

3:30pm - 5:30pm San Antonio Convention Center: Room 212 A

Tweet this session: [#AOM2011 498](#)

OMT Executive Committee Meeting

499 : (ONE) ONE Executive Committee Meeting

3:30pm - 5:00pm Marriott Rivercenter: Salon C

Tweet this session: [#AOM2011 499](#)

Division Chair: Magali Delmas, U. of California, Los Angeles

500 : (RM) Research Methods Executive Committee Meeting

3:30pm - 5:30pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: [#AOM2011 500](#)

501 : (SAP) SAP Executive Committee Meeting

3:30pm - 5:00pm San Antonio Convention Center: Room 218

Tweet this session: [#AOM2011 501](#)

Sunday 3:45PM

502 : (SIM) SIM Best Dissertation Finalists

3:45pm - 4:45pm Marriott Rivercenter: Salon M

Tweet this session: [#AOM2011 502](#)

Division Chair: Barry M Mitnick, U. of Pittsburgh

Coordinator: K. Praveen Parboteeah, U. of Wisconsin, Whitewater

Sunday 4:00PM

503 : (ICW) Network of Leadership Scholars Award Presentation

4:00pm - 5:00pm Grand Hyatt: Texas Ballroom B

Tweet this session: [#AOM2011 503](#)

Organizer: Mary Uhl-Bien, U. of Nebraska

504 : (ICW) ESMT European School of Management and Technology Reception

4:00pm - 6:00pm Marriott Rivercenter: Salon J

Tweet this session: [#AOM2011 504](#)

Organizer: Hannes Graef, ESMT

505 : (OCIS) OCIS Executive Committee Meeting

4:00pm - 6:00pm San Antonio Convention Center: Room 212 B

Tweet this session: [#AOM2011 505](#)

506 : (PNP) PNP Business Meeting and Awards Ceremony

4:00pm - 6:30pm Marriott Rivercenter: Salon D

Tweet this session: [#AOM2011 506](#)

507 : (SIM) Business & Society Editorial Board Meeting

4:00pm - 6:00pm Marriott Rivercenter: Conference Room 17

Tweet this session: [#AOM2011 507](#)

Coordinator: Duane Windsor, Rice U.

508 : (TIM) TIM Executive Committee Meeting

4:00pm - 5:30pm San Antonio Convention Center: Room 210 B

Tweet this session: [#AOM2011 508](#)

Meeting for the executive committee members

Participants: Shawn M. Carraher, Minot State U.; Riitta Katila, Stanford U.; Fernando Suarez, Boston U.; Arvids A Ziedonis, U. of Oregon; BJ Zirger, U. of Cincinnati; Paul Oik, Denver U.; Hans Georg Gemuenden, Berlin Institute of Technology; Marco Giarratana, U. Carlos III de Madrid; Keld Laursen, Copenhagen Business School; Corey Phelps, HEC Paris; Andrea Prencipe, G. D'Annunzio U.; Sonali K. Shah, U. of Washington

Sunday 4:30PM

509 : (AAA) AOM Social Network Event

4:30pm - 6:00pm San Antonio Convention Center: Exhibit Hall B.

Tweet this session: [#AOM2011 509](#)

Join fellow tweeps, bloggers, Connect-ioneers and other AOM members who are actively participating in the various social networks. This social event is aimed at bringing life to those 1x1

avatars to help members make a personal connection with those you may already follow in online spaces. Academy staff responsible for social media activities will be on hand to answer questions about our website and social media plans now and into the future. RSVP is not required, but kindly requested by email to sfernandez@pace.edu.

510 🗣️: (AAT) Innovation Management Practices in India: Research Lessons and New Research Questions

4:30pm - 6:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 510

Explore new business models that emerge from high growth geographic markets by contrasting leadership, strategy and HRM principles in India with those in the U.S.

Discussant: **Tarun Khanna**, Harvard U.

Panelists: **Peter Cappelli**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania; **Jitendra V Singh**, Nanyang Technological U.;

Michael Useem, U. of Pennsylvania

511 🗣️: (AAT) Disruptive Innovation at Bottom of Pyramid: Emerging Challenge from East to West

4:30pm - 6:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 511

Consider why and how disruptive innovation from Eastern latecomers can challenge Western incumbents.

Chairs: **Donghao Li**, Wakayama U.; **Peter Ping Li**, Copenhagen Business School

East Meets West: Disruptive Business-Model Innovation |

Constantinos Markides, London Business School

The Second-Generation BOP Innovations | **Stuart Hart**, Cornell U.

Purposeful Creation of Disruptive Technologies for Emerging

Markets | **Chang Chieh Hang**, National U. of Singapore

Innovation at the Bottom of the Pyramid: How Disruptive is it?

| **Weiru Chen**, INSEAD; **Chuang Chen**, Xiamen U.

512 ➔ 🗣️: (AAT) Corporate Sustainability in Emerging Economies

4:30pm - 6:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 512

Six research teams present research on corporate sustainability in emerging markets and explore effective strategies, practices, and policy mechanisms.

Chair: **Haiying Lin**, U. of Waterloo

Moderator: **Hung-Bin Ding**, Loyola U. Maryland

Regulatory Uncertainty and Environmental Management: An

Emerging Economies Perspective | **Petra Christmann**,

Rutgers U.; **Ivan Montiel**, Loyola Marymount U.

Voluntary Regulation for Sustainability: Prospects for Social

Change in Latin America | **Bryan W Husted**, York U.

Voluntary Environmental Certification Business Investment |

Jorge Rivera, George Washington U.

Green Innovation Adoption of Taiwanese FDI in China |

Yi-Chun Huang, National Kaohsiung U. of Applied Sciences;

Hung-Bin Ding, Loyola U. Maryland

Transfer of Indian CSR: A Contingency Theory of Practice

Transfer in the Multinational Corporation | **Sunyoung Lee**,

Oxford U.; **Michael L. Barnett**, Oxford U.; **Donal Crilly**, London

Business School; **Donald Siegel**, State U. of New York, Albany

Cross-border Alliances for Environmental Improvements |

Haiying Lin, U. of Waterloo

513 🗣️: (AAT) Crisis Management and Adversity: Opportunities for Organizational Development and Learning

4:30pm - 6:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 513

Four San Antonio executives discuss their organizations' exemplary actions in the face of major crises that affected their employees, customers, and local communities.

Organizer: **Michael McDonald**, U. of Texas, San Antonio

Facilitator: **Stewart R. Miller**, U. of Texas, San Antonio

Participants: **James Pursell**, Valero Energy Corporation; **Mary Rose Brown**, NuStar Energy; **Justin Noakes**, H.E. Butt Grocery Co.; **Klee Kleber**, Rackspace

514 🗣️: (AAT) West Meets East in the International Classroom - A Multidimensional Examination

4:30pm - 6:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 514

Examine the dynamics of the international classroom through a cross-cultural dialogue with business educators.

Chairs: **Amanda Margaret Roan**, U. of Queensland; **Yunxia Zhu**, U. of Queensland

Discussant: **Charmine E. J. Hartel**, U. of Queensland

Panelists: **Jacob Eisenberg**, U. College Dublin; **Gillian Sullivan**

Mort, La Trobe U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh

515 ➔ 🗣️: (AAT) AOM Ambassadors: East Meets West in the Academy through Collaborative Research

4:30pm - 6:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 515

Discover how an Ambassadors Program has promoted integration of the Academy's global membership through collaboration in research and service.

Organizer: **James C. Hayton**, Newcastle Business School

Chair: **Michal Biron**, U. of Haifa & Tilburg U.

Presenters: **John Hollenbeck**, Michigan State U.; **Steve Werner**,

U. of Houston; **Ingmar Bjorkman**, Hanken School of Economics;

Radha R. Sharma, Management Development Institute; **Robert**

Kaše, U. of Ljubljana; **Brosh M. Teucher**, INCAE

516 ➔ 🗣️: (AAT) Transcending & Bridging East-West Management Practices: The Role of Global Identity

4:30pm - 6:00pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 516

Will globalization help individuals cultivate inclusiveness, or will it intensify loyalty to local norms and practices?

Chair: **Shira Mor**, Columbia Business School

Moderator: **Michael Morris**, Columbia U.

The Emergence of Leadership in MCTs: the Relation to

Global Characteristics | **Alon Lisak**, Ben-Gurion U. of the

Negev; **Miriam Erez**, Technion Israel Institute of Technology;

Michaëla C. Schippers, RSM Erasmus U.

How Do Previous International Experiences Influence Future

International Career Aspiration? | **Yih-teen Lee**, IESE

Business School; **B. Sebastian Reiche**, IESE Business School;

Dongmei Song, IESE Business School

The Role of Global Identity in Transcending and Bridging

Cultural Differences | **Shira Mor**, Columbia Business School;

Michael Morris, Columbia U.; **Agnieszka Jagiello**, Columbia

Business School

The Interplay of Cultural and Shared Identities in Intercultural Negotiations | **Sarah Lyons**, U. of Maryland; **Janetta Lun**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland

517 (AAT) **Asian Experience in North American Organizations**

4:30pm - 6:00pm San Antonio Convention Center: Room 204 A

Tweet this session: **#AOM2011 517**

Learn from the latest research on how Asian employees are perceived and treated in North American organizations.

Chairs: Karl Aquino, U. of British Columbia; *Jun Gu*, U. of Toronto

Discussant: Christina Fong, U. of Washington

The Origins of the White Leadership Prototype: The Role of Exposure to Western Culture | **Ji-a Min**, U. of Toronto; **Geoffrey J. Leonardelli**, U. of Toronto; **Soo Min Toh**, U. of Toronto

Stereotypes in Intercultural Negotiation: Change in Observer Perception Across Negotiation Stages | **Zhaleh Semnani-Azad**, U. of Waterloo; **Wendi L. Adair**, U. of Waterloo

The Effects of Status and Ideological Beliefs on Judgments of Academic Credibility | **Lei Zhu**, U. of British Columbia

Leader Race Influences Cognitive Processes in Leadership Evaluation | **Jun Gu**, U. of Toronto

518 (AAT) **Successfully Balancing Opposite Goals: How All Academy Award Winners Do it.**

4:30pm - 6:00pm San Antonio Convention Center: Room 214 A

Tweet this session: **#AOM2011 518**

Learn from this year's winners of the 2011 Academy of Management Achievement Awards, and hear them describe their paths to earning these awards. The session panel includes: Linda Putnam, Distinguished Service Award winner; Ken Smith, Distinguished Educator Award winner; Jay Galbraith, Distinguished Scholar-Practitioner Award winner; and Charles O'Reilly, Scholarly Contributions to Management Award winner. These award winners will share their insights on the path each took to be successful in a career while finding a balance between the conflicting goals each faced.

Organizers: Robert C. Ford, U. of Central Florida; **Richard T. Mowday**, Eugene, OR

Chair: Jay B Barney, Ohio State U.

519 (AAT) **Managing National/Functional Cultural Diversity in Creativity and Innovation**

4:30pm - 6:00pm San Antonio Convention Center: Room 214 C

Tweet this session: **#AOM2011 519**

Explore how psychological environments influence creativity and innovation in culturally mixed work contexts.

Chair: Letty Yan Yee Kwan, U. of Illinois, Urbana-Champaign

Discussant: Chi-Yue Chiu, Nanyang Technological U.

Managing National/Functional Cultural Diversity in Creativity

and Innovation | **Letty Yan Yee Kwan**, U. of Illinois,

Urbana-Champaign; **Chi-Yue Chiu**, Nanyang Technological U.;

Shyhan Liou, National Cheng Kung U.; **Cathleen Clerkin**, U.

of Michigan; **Chi-Ying Cheng**, Singapore Management U.;

Fiona Lee, U. of Michigan; **Angela Leung**, Singapore Management U.;

Tsung-Yu Wu, National Taiwan U. of Science and Technology;

Jeffrey Sanchez-Burks, U. of Michigan

520 (AAT) **Transcending and Peak Executive Performance: Management Insight from the East**

4:30pm - 6:00pm San Antonio Convention Center: Room 215

Tweet this session: **#AOM2011 520**

Examine research, theory, and executive experience connecting consciousness studies and peak performance.

Chair: Gerald Biberman, U. of Scranton

Discussant: Dennis P. Heaton, Maharishi U.

Participants: Ramani Ayer, Maharishi U.; **Harald S. Harung**, U.

College Oslo; **Stan Kendz**, Maharishi U.; **Fred Travis**, Maharishi U.

521 (IM) **IM Executive Committee Meeting with Committee Chairs**

4:30pm - 7:30pm San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 521**

Meetings of all official IM Division committees.

522 (OM) **OM Division Business Meeting**

4:30pm - 6:00pm San Antonio Convention Center: Room 213 A

Tweet this session: **#AOM2011 522**

Division Chair: Amelia Carr, Bowling Green State U.

Program Chair: Karen Chinander Dye, Florida Atlantic U.

Professional Development Workshop Chair: Kevin Linderman, U. of Minnesota

Division Chair-Elect: Thomas F. Gattiker, Boise State U.

Past Chair: Elliot Bendoly, Emory U.

Sunday 5:00PM

523 (AAA) **Academy of Management Review Editorial Board Meeting- Outgoing**

5:00pm - 6:30pm Grand Hyatt: Lone Star A

Tweet this session: **#AOM2011 523**

Organizer: Amy Hillman, Arizona State U.

524 (AAM) **AAM and APJM Boards and APJM Editors Meeting**

5:00pm - 6:00pm San Antonio Convention Center: Room 206 A

Tweet this session: **#AOM2011 524**

525 (CM) **Conflict Management Business Meeting**

5:00pm - 6:00pm Marriott Riverwalk: Salon D

Tweet this session: **#AOM2011 525**

Organizer: Zoe Barsness, U. of Washington, Tacoma

526 (IAM) **Business Meeting for the Iberoamerican Academy of Management**

5:00pm - 6:30pm San Antonio Convention Center: Room 213 B

Tweet this session: **#AOM2011 526**

This meeting will be open to members and potential members of the Iberoamerican Academy of Management. An agenda will be provided at the entrance of t

527 (ICW) **Network of Leadership Scholars Reception**

5:00pm - 6:00pm Grand Hyatt: Texas Ballroom C

Tweet this session: **#AOM2011 527**

Organizer: Vicki Wetherell, Elsevier Ltd.

528 (ICW) **City University of Hong Kong Reception (Department of Management)**

5:00pm - 7:00pm Grand Hyatt: Texas Ballroom D

Tweet this session: **#AOM2011 528**

All participants of AOM are welcome to the CityU reception

Organizer: Kwok Leung, City U. of Hong Kong

529 (ICW) **Management & Organization Review Board Meeting**

4:00pm - 5:00pm Grand Hyatt: Presidio B

Tweet this session: **#AOM2011 529**

Organizer: **Xin Yao**, U. of Colorado, Boulder

530 : (ICW) Management Learning Meet the Editors Social Event

5:00pm - 7:00pm Marriott Rivercenter: Salon L
 Tweet this session: **#AOM2011 530**
 Organizer: **Sarah Gundry**, U. of Bath

531 : (MC) MC Division Social Hour

5:00pm - 6:30pm Grand Hyatt: Lone Star E
 Tweet this session: **#AOM2011 531**

532 : (MSR) MSR Executive Committee Meeting

5:00pm - 6:00pm La Quinta Inn & Suites: Fiesta E
 Tweet this session: **#AOM2011 532**

533 : (SIM) SIM Research Symposium - Business in Extreme Operating Environments: Do We Have a Theory For That?

5:00pm - 6:15pm Marriott Rivercenter: Salon M
 Tweet this session: **#AOM2011 533**
 Chairs: **Christopher Michaelson**, U. of St. Thomas; **Virginia Gerde**, Duquesne U.

Sunday 5:30PM

534 ☞📄: (CMS) Organizing Ourselves - Taking Stock of CMS

5:30pm - 7:00pm Marriott Rivercenter: Salon I
 Tweet this session: **#AOM2011 534**
 Division Chair: **Craig Prichard**, Massey U.
 Program Chair: **Alex Faria**, Fundacao Getulio Vargas
 Professional Development Workshop Chairs: **Gavin Jack**, La Trobe U.; **Jan Schapper**, La Trobe U.
 Division Chair-Elect: **Sarah Stookey**, Central Connecticut State U.
 Past Chair: **Ann L Cunliffe**, U. of New Mexico

535 : (ICW) International Association for Chinese Management Research Business Meeting

5:30pm - 7:30pm Marriott Rivercenter: Salon K
 Tweet this session: **#AOM2011 535**
 Open to ALL AOM attendees.
 Organizer: **Xin Yao**, U. of Colorado, Boulder

536 : (ICW) 5th Annual Richard Ivey School of Business Alumni Reception

5:30pm - 8:00pm Hilton Palacio del Rio: Corte Real A/B
 Tweet this session: **#AOM2011 536**
The Ivey PhD Association is continuing its tradition with the 5th annual private Ivey PhD alumni, faculty and student reception. Building on our tradition of previous years, the goal of the gathering is to meet and mingle, catch up with old classmates, meet new PhD students and candidates and reconnect with faculty. Following past tradition, we are offering an Ivey Ring Tradition Ceremony for those Ivey PhD Alumni who have already pre-registered prior to the reception.
 Organizer: **Karin Schnarr**, Ivey School of Business

537 : (SIM) IABS Board Meeting

5:30pm - 8:30pm Marriott Rivercenter: Conference Room 15
 Tweet this session: **#AOM2011 537**

538 : (TIM) TIM Division Business and Social

5:30pm - 7:30pm San Antonio Convention Center: Mission 103 B
 Tweet this session: **#AOM2011 538**
 Division Chair: **Fernando Suarez**, Boston U.

Program Chair: **Arvids A Ziedonis**, U. of Oregon
 Professional Development Workshop Chair: **Riitta Katila**, Stanford U.
 Division Chair-Elect: **Paul Oik**, Denver U.
 Presenter: **BJ Zirger**, U. of Cincinnati
 Past Chair: **Shawn M. Carraher**, Minot State U.

Sunday 6:00PM

539 : (AAM) AAM/APJM Reception

6:00pm - 8:00pm San Antonio Convention Center: Room 205
 Tweet this session: **#AOM2011 539**

540 : (BPS) 2011 Irwin Outstanding Educator Award in Honor of Joseph Mahoney

6:00pm - 8:00pm San Antonio Convention Center: Room 217 A
 Tweet this session: **#AOM2011 540**

541 : (CM) Conflict Management Division Social

6:00pm - 8:00pm Offsite: .TBA
 Tweet this session: **#AOM2011 541**
 Location: **TBD**
 Organizer: **Barry M Goldman**, U. of Arizona

542 : (GDO) GDO Executive Committee Dinner

6:00pm - 8:30pm Offsite: TBD
 Tweet this session: **#AOM2011 542**
This event will be held off-site. More specific information will be provided to Executive Committee Members by the Division Chair.
 Division Chair: **David A. Kravitz**, George Mason U.

543 : (HR) HR Division Business Meeting and Reception

6:00pm - 8:30pm Grand Hyatt: Lone Star D
 Tweet this session: **#AOM2011 543**
Business Meeting for the HR Division followed by HR Division Reception
 Division Chair: **John E. Delery**, U. of Arkansas
 Program Chair: **Wendy R. Boswell**, Texas A&M U.
 Professional Development Workshop Chair: **David G. Allen**, U. of Memphis
 Division Chair-Elect: **Murray R. Barrick**, Texas A&M U.
 Past Chair: **Howard J. Klein**, Ohio State U.

544 : (ICW) MMD Debriefing (3)

6:00pm - 7:00pm Grand Hyatt: Bonham B
 Tweet this session: **#AOM2011 544**
We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.
 Organizer: **Lise Balslev**, CBS/ MMD

545 : (ICW) IFERA @ Academy of Management, San Antonio, Texas, 2011

6:00pm - 8:00pm Hyatt Regency: Rio Grande Ballroom East
 Tweet this session: **#AOM2011 545**
As an international organization dedicated to providing a platform for scholars interested in family business, IFERA is pleased to host the "5th Annual Meet & Greet Cocktail" at the 2011 Academy of Management meetings in the beautiful city of San Antonio, Texas.

SUNDAY

You are invited to join us for a cocktail or two, great company and intriguing discussions.

Organizer: **Maria Valls**, Ifera Office Management

546 : (MOC) MOC Executive Committee Meeting

6:00pm - 7:30pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: **#AOM2011 546**

547 : (MSR) MSR Business Meeting

6:00pm - 7:00pm La Quinta Inn & Suites: Crockett East

Tweet this session: **#AOM2011 547**

548 : (OM) OM Division Social

6:00pm - 7:30pm San Antonio Convention Center: Room 207 A

Tweet this session: **#AOM2011 548**

Sunday 6:30PM

549 : (ICW) UTSA-Trinity-St. Mary's Reception

6:30pm - 8:30pm Grand Hyatt: Lone Star B

Tweet this session: **#AOM2011 549**

Organizer: **Stewart R. Miller**, U. of Texas, San Antonio

550 : (ICW) Cocktail Reception - Department of Management and Marketing, the Hong Kong Polytechnic University

6:30pm - 8:30pm Grand Hyatt: Lone Star F

Tweet this session: **#AOM2011 550**

Organizer: **Xu Huang**, Hong Kong Polytechnic U.

551 : (ICW) Singapore Management University

6:30pm - 8:30pm Marriott Rivercenter: Salon C

Tweet this session: **#AOM2011 551**

Organizer: **Priscilla Kumari A**, Singapore Management U.

552 : (PNP) PNP Division Social

6:30pm - 8:00pm Marriott Rivercenter: Salon A

Tweet this session: **#AOM2011 552**

Sunday 6:45PM

553 : (SIM) SIM Sunday Welcome Reception

6:45pm - 7:45pm Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 553**

Sunday 7:00PM

554 : (AAA) President's Reception (Invitation Only)

7:00pm - 10:00pm San Antonio Convention Center: Grotto

Tweet this session: **#AOM2011 554**

INVITATION ONLY!

555 : (CMS) CMS Welcome Social

7:00pm - 9:00pm Marriott Rivercenter: Salon J

Tweet this session: **#AOM2011 555**

Chair: **Alex Faria**, Fundacao Getulio Vargas

556 : (MSR) MSR Social

7:00pm - 8:00pm La Quinta Inn & Suites: Fiesta C

Tweet this session: **#AOM2011 556**

557 : (ONE) oikos Alumni Dinner

7:00pm - 9:00pm Offsite: TBA

Tweet this session: **#AOM2011 557**

This event will be offsite. Preregistration is required.

Organizers: **Patricia Mesquita**, U. of st gallen; **Marlene J Le Ber**, U. of Western Ontario; **Timo Busch**, ETH Zurich

Sunday 7:30PM

558 : (ICW) The University of Maryland, Robert H. Smith School of Business Honors Reception

7:30pm - 9:30pm Grand Hyatt: Lone Star C

Tweet this session: **#AOM2011 558**

Organizer: **Barbara Chipman**, U. of Maryland

559 : (ICW) International Association for Chinese Management Research Reception

7:30pm - 8:30pm Marriott Rivercenter: Salon L

Tweet this session: **#AOM2011 559**

Open to ALL AOM attendees.

Organizer: **Xin Yao**, U. of Colorado, Boulder

Sunday 8:00PM

560 : (ICW) The Reception hosted by The Hong Kong University of Science and Technology, August 14, 2011

8:00pm - 10:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: **#AOM2011 560**

By Invitation

Organizer: **Jiatao Li**, Hong Kong U. of Science and Technology

561 : (MC) MC Members & Friends Dinner

8:00pm - 11:00pm Offsite: The Menger Hotel

Tweet this session: **#AOM2011 561**

Speaker: **Shumeet Banerji**, Chief Executive Officer of Booz & Company. Pre-registration required, see MCD website

<http://division.aonline.org/mc/Pre-registration> is required for this dinner. To register online, please visit

<https://secure.aonline.org/PDWReg>. The cost to register is \$50.00 and the deadline to register online is August 10, 2011.

Organizer: **Ansgar Richter**, EBS Business School

Speaker: **Shumeet Banerji**, Booz & Company

Monday 7:00AM

562 : (ICW) Family Business Review Advisory and Editorial Board meeting (INVITATION ONLY)

7:00am - 8:00am San Antonio Convention Center: Room 216 B
 Tweet this session: #AOM2011 562

The editors of Family Business Review invite members of FBR advisory and editorial review boards to join for an update and a discussion about the journals' direction and editorial policies. Breakfast will be served!
 Organizer: **Pramodita Sharma**, Concordia U.

563 : (ICW) Christian Management Scholars Network Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 217 C
 Tweet this session: #AOM2011 563

The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie_Tonnkin@baylor.edu
 Organizer: **Mitchell J. Neubert**, Baylor U.

564 : (IM) International Management Thought Leadership Cafe

7:00am - 8:00am San Antonio Convention Center: Room 214 A
 Tweet this session: #AOM2011 564

The IM Division invites you for coffee and snacks in this informal session with key thought leaders in international management including *Pratima Bansal*, *Mary Yoko Brannen*, *Alvaro Cuervo-Cazurra*, *Lorraine Eden*, *Jean-Francois Hennart*, and *Will Mitchell*. Round table discussions will provide great opportunities for open-ended discussions with these scholars. Hope to see you there.

565 : (MSR) MSR Morning Meditation Session

7:00am - 8:00am La Quinta Inn & Suites: Crockett West
 Tweet this session: #AOM2011 565

A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.
 Organizer: **Gerald Biberman**, U. of Scranton

566 : (OM) OM Division Welcome Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 216 A
 Tweet this session: #AOM2011 566

567 : (TIM) TIM Breakfast Meeting

7:00am - 8:00am San Antonio Convention Center: Room 205
 Tweet this session: #AOM2011 567

Division Chair: **Fernando Suarez**, Boston U.
 Program Chair: **Arvids A Ziedonis**, U. of Oregon
 Professional Development Workshop Chair: **Riitta Katila**, Stanford U.
 Division Chair-Elect: **Paul Olk**, Denver U.
 Past Chair: **Shawn M. Carraher**, Minot State U.

Monday 7:30AM

568 : (AAA) Current and Incoming Heads and Members of Academy Committees

7:30am - 9:00am Grand Hyatt: Texas Ballroom D
 Tweet this session: #AOM2011 568

Organizer: **Anne S. Tsui**, Arizona State U.

569 : (HR) HR Division Welcome Breakfast and Awards Presentation

7:30am - 9:30am Grand Hyatt: Texas Ballroom F
 Tweet this session: #AOM2011 569

Come join your friends and colleagues for breakfast and to congratulate the winners of the HR Division Awards.
 Division Chair: **John E. Delery**, U. of Arkansas
 Program Chair: **Wendy R. Boswell**, Texas A&M U.
 Professional Development Workshop Chair: **David G. Allen**, U. of Memphis
 Division Chair-Elect: **Murray R. Barrick**, Texas A&M U.
 Past Chair: **Howard J. Klein**, Ohio State U.

570 : (ICW) IESE Breakfast

7:30am - 9:00am La Quinta Inn & Suites: Fiesta E&F
 Tweet this session: #AOM2011 570

Organizer: **Africa Arino**, IESE Business School

571 : (SIM) Welcome and Chair's Address: Rolling Back the Boulder: Controlling Things that Can't Be Controlled.

7:30am - 8:00am Marriott Rivercenter: Salon B
 Tweet this session: #AOM2011 571

Monday 8:00AM

572 : (AAA) Conference Exhibits

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B
 Tweet this session: #AOM2011 572

573 : (AAA) Conference Registration

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration
 Tweet this session: #AOM2011 573

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

574 : (AAA) San Antonio 2011 LAC

8:00am - 5:00pm San Antonio Convention Center: Room 101 B
 Tweet this session: #AOM2011 574

Chairs: **Robert L. Cardy**, U. of Texas, San Antonio; **Stewart R. Miller**, U. of Texas, San Antonio

575 : (AAA) AOM Membership

8:00am - 5:00pm San Antonio Convention Center: Room 211
 Tweet this session: #AOM2011 575

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
 Organizer: **Stephanie Case Henagan**, Northern Illinois U.

576 🗨️ : (Paper Session) - (BPS) Board Influences on Organizational Actions

8:00am - 9:30am San Antonio Convention Center: Room 201
 Tweet this session: #AOM2011 576

Chair: **Wei Shen**, Arizona State U.

🗨️ Board Structure and Top Management Team Rent Generation and Rent Appropriation in Young IPO Firms | **Son Anh Le**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.
 🗨️ Board Responses to Increased Monitoring Roles Following Regulatory Change | **Jill Ann Brown**, Lehigh U.; **Ann K. Buchholtz**, Rutgers U.; **Marcus M. Butts**, U. of Texas, Arlington; **Andrew Ward**, Lehigh U.
 Boards of Directors' Influence on Strategic Renewal: How Do Human and Relational Capital Matter? | **Mariano L.M.**

MONDAY

Heyden, Erasmus U. Rotterdam; **Bas Bosboom**, Erasmus U. Rotterdam
 Are 'Related Interlocks' Useful? New Market Entry in the Pharmaceutical Industry | **Luis Diestre**, Instituto de Empresa Business School; **Nandini Rajagopalan**, U. of Southern California; **Shantanu Dutta**, U. of Southern California

577 [📄]: (Paper Session) - (BPS) **Melding Internal and External Drivers of Innovation**

8:00am - 9:30am San Antonio Convention Center: Room 202 A
 Tweet this session: #AOM2011 577

Chair: **G. Tyge Payne**, Texas Tech U.

📄 Do Internal and External Networks Improve Innovation Performance? | **Desislava Dikova**, Vienna U. of Economics and Business Administration; **Keith D. Brouters**, North Carolina State U.

📄 External Knowledge Access versus Internal Knowledge Protection: A Necessary Trade-off? | **Felipe Monteiro**, U. of Pennsylvania; **Michael J. Mol**, U. of Warwick; **Julian Birkinshaw**, London Business School

📄 New Product Novelty and Market Discourse in the US Cell Phone Industry | **R Scott Livengood**, U. of Florida; **Ken G. Smith**, U. of Rhode Island; **Curt Grimm**, U. of Maryland; **Wei Guo**, U. of Maryland, College Park

📄 Strategic Patenting and the Tragedy of Anticommons: A Closer Look at Firms' Patenting Behavior | **Keyvan Vakili**, U. of Toronto

578 [📄]: (DRP Session) - (BPS) **Managing Diversification**

8:00am - 9:30am San Antonio Convention Center: Room 202 B
 Tweet this session: #AOM2011 578

Facilitator: **David C Croson**, Southern Methodist U.

📄 Intra-Industry Diversification and Firm Performance | **Talli Zahavi**, Technion Israel Institute of Technology; **Dovev Lavie**, Technion Israel Institute of Technology

📄 Acquisition Effects on Rivals: Market Power Hypothesis versus Efficiency View | **Yu-Chieh Chao**, National Taiwan U.; **Ming-Je Tang**, National Taiwan U.

The Effect of Executive Migration and Spin-Offs on Incumbent Firms | **Pernille Gjerløv-Juel**, Aalborg U.; **Michael S. Dahl**, Aalborg U.

➔ 📄 Leading the G-Form Organization: The Role of Group Headquarters in Indian Business Groups | **J Ramachandran**, Indian Institute of Management, Bangalore; **K S Manikandan**, Indian Institute of Management, Bangalore; **Anirvan Pant**, Indian Institute of Management, Bangalore

➔ 📄 The Effects of Institutional Dissimilarity on MNC Host-Country Competitive Actions | **Tieying Yu**, Boston College; **Albert Cannella**, Tulane U.

579 [📄]: (DRP Session) - (BPS) **Alliance Governance: Transaction Cost, Relational, and Competitive Perspectives**

8:00am - 9:30am San Antonio Convention Center: Room 203 A
 Tweet this session: #AOM2011 579

Facilitator: **Vikas A. Aggarwal**, INSEAD

📄 Willing and Able? Cooperation and Coordination in Strategic Alliances | **Ranjay Gulati**, Harvard U.; **Franz Wohlgezogen**, Northwestern U.; **Pavel Ivanov Zhelyazkov**, Harvard Business School

Overcoming Asset Specificity, Measurement Difficulty and the Dark Side of Long Standing Ties | **Leif Willard Lundmark**, U. of Utah

➔ 📄 Local Embeddedness and Governance Mechanisms of Collaborations | **I Han**, Feng Chia U.; **Cheng-Min Chuang**, National Taiwan U.

📄 Ally With Competitors: Value Creation and Appropriation in Competitor Alliances | **Ya Lin**, Hong Kong U. of Science and Technology; **Maris G. Martinsons**, City U. of Hong Kong

📄 Effects of Competition on Governance Choice and Performance: Evidence from Clinical Trials | **Mazhar Islam**, Drexel U.

580 [📄]: (DRP Session) - (BPS) **Firm Governance and Performance in International Contexts**

8:00am - 9:30am San Antonio Convention Center: Room 203 B
 Tweet this session: #AOM2011 580

Facilitator: **Timothy Michael Devinney**, U. of Technology, Sydney

📄 CEO Turnover and Information Asymmetry in Post-Privatization Restructuring: Evidence from China | **Xu Han**, GSM, Peking U.; **Changqi Wu**, Peking U.

Social Responsibility and Reflexivity to Develop Cooperative Goals with Government Units in China | **Alfred Wong**, Lingnan U.; **Robin Stanley Snell**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Cathy Yang Guo**, Lingnan U.

➔ 📄 East Meets West: A Critical Review of 1P Theory and Its Fit to the Western Context | **Peter Kesting**, Aarhus U.; **Niu Hongyi**, Aarhus U.

Corporate Governance Practices and Companies' R&D Orientation: Evidence from European Countries | **Florence E M Honore**, U. of Minnesota; **Federico Munari**, U. of Bologna; **Bruno J. M. T van Pottelsberghe**, U. Libre de Bruxelles

➔ 📄 An Industry-Wise Analysis of Indian Business Groups | **Saptarshi Purkayastha**, IIM Kozhikode, INDIA

581 [📄]: (Paper Session) - (BPS) **Behavioral Views on Strategic Decision Making**

8:00am - 9:30am San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 581

Chair: **Monisha Das**, U. of Maryland Eastern Shore

📄 Organizing for Strategy Making: An Information Aggregation View | **Felipe A. Csaszar**, INSEAD; **J.P. Eggers**, New York U.

📄 Behavioral Consequences of Scenario Planning: Its Impact on Biases and Decision Quality | **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Philip Meissner**, HHL - Leipzig Graduate School of Management

📄 Cognitive Control Capabilities, Routinization and Decision-Making Performance | **Daniella Laureiro-Martinez**, Bocconi U.

📄 Heterogeneity in Adaptive Aspirations and Reference Groups | **Daniela Patricia Blettner**, Tilburg U.; **Zi-Lin He**, Tilburg U.; **Songcui Hu**, U. of North Carolina, Chapel Hill; **Richard A Bettis**, U. of North Carolina, Chapel Hill

582 [📄] SHCS: (BPS) **Entrepreneurship in Public Interest**

8:00am - 9:30am San Antonio Convention Center: Room 217 A
 Tweet this session: #AOM2011 582

Chair: **Naga Lakshmi Damaraju**, Indian School of Business

MONDAY

Participants: **Anita McGahan**, U. of Toronto; **William G Mitchell**, Duke U.; **Bennet A. Zelner**, Duke U.

583 📖📊📈: (BPS) **Bounded Rationality in Organizational Economics: Impact of an Augmented BR Assumption on Governance**

8:00am - 9:30am San Antonio Convention Center: Room 217 B

Tweet this session: **#AOM2011 583**

Chair: **Libby Weber**, U. of California, Irvine

Discussant: **Nicholas Argyres**, Washington U. in St. Louis
Bounded Rationality in TCE: Impact of Informational and Interpretive Uncertainty on Hybrid Governance | **Libby Weber**, U. of California, Irvine

Prices, Information Aggregation and Matching: Implications for the Theory of the Firm | **Teppo Felin**, Brigham Young U.; **Todd Zenger**, Washington U. in St. Louis

Alliances under Ambiguity: Contract Detail as an Inimitable Signal of Competence | **Michael Ryall**, U. of Toronto; **Rachelle Sampson**, U. of Maryland

Unpacking Contract Capabilities: Identification, Implementation and Execution of Contract Framing | **Kyle J Mayer**, U. of Southern California

584 → 📖📊📈: (BPS, OMT, TIM) **Dynamic Capabilities in New Ventures and Industries**

8:00am - 9:30am San Antonio Convention Center: Room 204 A

Tweet this session: **#AOM2011 584**

Chair: **Michael W. Lawless**, U. of Maryland

Dynamics of Capability Development: Industry Inception and Firm Entry on Sourcing of Competencies | **Rajshree Agarwal**, U. of Maryland; **Mahka Moeen**, U. of Maryland, College Park

Convergence and Divergence: Learning Heuristics from Negative Outcomes | **Christopher B. Bingham**, U. of North Carolina, Chapel Hill; **Jerayr M Haleblian**, U. of California, Riverside

Adaptive Change in New Ventures through Dynamic Capabilities? | **Georg Schreyogg**, Freie U. Berlin

Dynamic Capabilities in a Nascent Industry: The Case of Air Taxi Start-Ups | **Mary Tripsas**, Harvard U.

585 📖📊📈: (Paper Session) - (CAR) **Why Mentoring Still Matters For Careers**

8:00am - 9:30am Grand Hyatt: Bowie B

Tweet this session: **#AOM2011 585**

Chair: **David M. Kaplan**, Saint Louis U.

The Influence of Multiple Mentors and Satisfaction with Mentoring on Job Attitudes | **Xiahong Xu**, Texas A&M U.; **Stephanie C. Payne**, Texas A&M U.

📖 Antecedents and Outcomes of Career Plateau: The Roles of Mentoring Others and Proactive Personality | **Yu-Hsuan Wang**, National Chengchi U.; **Changya Hu**, National Chengchi U.; **Chunchi Yang**, Fu-Jen Catholic U.

→ 📖 Why Does Supervisory Mentoring Work? The Mediating Role of Psychological Safety | **Peng Wen**, HuaZhong Normal U.; **Chen Cheng**, Huazhong U. of Science & Technology

→ 📖 Mentor and Protege Outcomes in Formal Mentoring Relationships: A Longitudinal Study in Korea | **Jae Uk Chun**, Korea U.; **Nam Yi Yun**, Mentoring & Coaching

Center Korea; **John J. Sosik**, Pennsylvania State U., Great Valley

586 📖📊📈: (DRP Session) - (CAR) **Understanding the Importance and Implications of 'Meaning' in Careers**

8:00am - 9:30am Grand Hyatt: Travis A

Tweet this session: **#AOM2011 586**

Chair: **Sowon Kim**, IESE Business School

📖 Work-Role Attachment and Preferences to Extend Career Employment through Phased Retirement | **David Fried**, Ohio U.; **Charles H Ritter**, Ohio U.; **Anastasia Milakovic**, Ohio U.; **Allison Tenbrink**, Ohio U.; **Rodger Griffeth**, Ohio U.; **Diana J Schwerha**, Ohio U.

📖 Blessings of Being a Central Mentor: The Effects of the Number of Protégés on Mentor Attitudes | **Min Jeong Kim**, Chonnam National U.

Exploring Differences in Work's Meaning: An Investigation of the Attributes of Work Orientation | **Rita J. Shea-Van Fossen**, Ramapo College

📖 Revisiting the Career Anchor Model: a New Model of Career Value Structure | **Thierry Wils**, U. du Québec en Outaouais / HEC Montréal; **Laura Wils**, HEC Montreal; **Michel Tremblay**, HEC Montreal

📖 Listen to Your Heart? Calling and Receptivity to Career Advice | **Shoshana Dobrow**, Fordham U.; **Jennifer Tosti-Kharas**, San Francisco State U.

587 📖📊📈: (CAR, OB) **Beyond Identity: The Power of Generativity and Legacy in Organizations**

8:00am - 9:30am Grand Hyatt: Lone Star B

Tweet this session: **#AOM2011 587**

Organizer: **Jeffrey Bednar**, U. of Michigan

Taking Risks for Future Generations: Generativity Motivation as a Catalyst for Voice | **Adam M. Grant**, U. of Pennsylvania
Legacies, Identification, and Intergenerational Beneficence | **Kimberly A Wade-Benzoni**, Duke U.; **Matthew J. Fox**, Duke U.; **Thomas A Wicker**, Duke U.

Living Legacies: Generativity, Stagnation, and the Self-Structures of Mentoring Relationships | **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Generative or Not? The Perceptions of Older Workers' Performance Related Motives | **Thomas Calo**, Salisbury U.

Big Shoes to Fill: How Leadership Legacies Affect Leadership Succession Events | **Jeffrey Bednar**, U. of Michigan

588 → 📖📊📈: (CAU) **Local Firm Growth: Commonalities and Differences in Emerging Economies**

8:00am - 9:30am Hilton Palacio del Rio: La Duquesa North

Tweet this session: **#AOM2011 588**

The caucus will be informal and open to all, but will have some structure. You will be organized according to your emerging market specialization or interest and then your group will identify main issues facing local firms in your particular country or region. Each group will share the issues with the large group and together, we will identify which emerging economies offer similar or unique issues for local firms, strategies that local firms are using to deal with the issues and how they compare across countries having similar issues, and how the institutional environment is affecting those strategies, whether helping or hindering local firms.

Organizer: **Deborah E. de Lange**, Memorial U. of Newfoundland

Participants: Niels Billou, U. of Western Ontario; Javier Delgado-Ceballos, U. of Granada; Sukhbir Sandhu, U. of South Australia; Jonathan P Doh, Villanova U.; Jose G Vargas-Hernández, U. de Guadalajara; Peggy A Golden, Florida Atlantic U.; Lance Brouthers, Kennesaw State U.; Alexander Settles, State U. - Higher School of Economics; Stephen A Drew, Florida Gulf Coast U.; Carlos Alcerreca, Instituto Tecnológico Autónomo de México; Yang Xu, Pennsylvania State U.; Asadul Hoque, U. of Waterloo; Markus David Taussig, Harvard Business School; Elena Obukhova, MIT Sloan; Neerja Raman, Stanford U.; Liesl Riddle, George Washington U.; Yipeng Liu, Institute for Small Business Research, U. of Mannheim; Alpha Ayande, ESG-UQAM; Florian A. Täube, EBS Business School

589 CAU: (CAU) Integrating West-East Cultural Balancing into the Sustainability Agenda

8:00am - 9:30am Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 589

This meeting invites participants to discuss the West-East cultural balancing into the concepts underpinning ongoing research carried out by academic networks in the area of Sustainability and Pro-sustainable Management. In order to enhance their sustainable performances, organisations shall face challenges of innovating their management styles, undertaking changes which must be examined by the academia. West-East cultural balancing represents a major aspect to be considered in several managerial practices related to Sustainability issues. AOM members have been gathering for Caucus meetings (Chicago, 2009; Montreal, 2010) to define a research agenda on Sustainability. The central statements issued by these networks' members included the importance of integrating global cultural aspects into their studies. This Caucus meeting in 2011 aims to extend the debate to other scholars interested in this subject, to report the progress of the networks, and to develop further propositions from and for the participants.

Coordinators: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.

Participants: Luis Felipe Machado Nascimento, PPGA - EA -UFRGS; Johannes Fresner, Graz U.; Luciano Barin Cruz, HEC Montreal; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul; Dirk Michael Boehe, Insper Institute of Education and Research

590 CAU: (CAU) Organizational Errors, Reliability, and Safety Culture

8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 590

Organizers: Timothy J. Vogus, Vanderbilt U.; Rangaraj Ramanujam, Vanderbilt U.

591 CAU: (CAU) Is Eastern Wisdom Incompatible with Western Scientific Epistemology?

8:00am - 9:30am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 591


Organizers: Mai P. Trinh, Case Western Reserve U.; Hector Martinez, Case Western Reserve U.


592 : (Paper Session) - (CDP) The Myths of Effective Performance Evaluation

8:00am - 9:30am Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 592


Facilitator: Kwanghyun Kim, Korea U.

 **OMT:** Why Are People Likely To Mistake Luck For Skill When Evaluating Exceptional Performance? | Chengwei Liu, U. of Oxford

 **ODC:** Why Do Employees Take More Initiative if They Develop Their Own Performance Measures? A Field Study | Bianca A. C. Groen, U. of Twente; Marc J. F. Wouters, U. of Twente

Winner of ODC Division Best Action Research Paper

OMT: Appropriate Pay or Fleecing the Flock? Towards a Theory of Clergy Executive Compensation | Nicholas Harvey, Georgia State U.


 **OB:** Compensation Attitude Formation from a Change in Human Resource Systems | Brian Murray, U. of Dallas; James Hamilton Dulebohn, Michigan State U.; Mark V Roehling, Michigan State U.; Steve Werling, U. of Texas, San Antonio; Julia E. Hoch, Michigan State U.


593 : (Paper Session) - (CDP) Reciprocity and Organizational Citizenship Behavior


8:00am - 9:30am Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 593

Facilitator: Estelle Toomey, Oxford U.

 **HR:** An Investigation into the Sine Qua Non of the Reciprocity Norm in Greek Organizations | Anastasia A. Katou, U. of Macedonia; Pawan S. Budhwar, Aston U.

 **HR:** Job Autonomy and Organizational Citizenship Behavior: Examining Multiple Moderators | Zhuxi Wang, U. of Houston; Aleksandra Luksyte, U. of Houston; Prema Ratnasingam, U. of Houston; W. Ryan King, U. of Houston; Christiane Spitzmueller, U. of Houston


 **HR:** Moderating Role of the Norm of Reciprocity with Human Resource Configurations and Job Performance | Michael S. Chien, National Pingtung U. of Science and Technology; Fong-Yi Lai, National Pingtung U. of Science and Technology


594 : (Paper Session) - (CDP) Effective Communications in Teamwork


8:00am - 9:30am Hilton Palacio del Rio: El Mirador West


Tweet this session: #AOM2011 594

Facilitator: Alina Payne, U. of California, San Diego

 **OMT:** A Complexity Perspective of a Virtual, Inter-Organizational Team | Stephanie Thomas Solansky, U. of Houston, Victoria; Tammy E. Beck, U. of North Carolina, Charlotte; Deandra Travis, Indiana U. - Purdue U., Ft. Wayne

 **OB:** Political Correctness and Idea Expression in Same- and Mixed-Sex Groups | Jack Anthony Goncalo, Cornell U.; Jennifer A. Chatman, U. of California, Berkeley; Michelle Duguid, Washington U. in St. Louis; Jessica Kennedy, U. of California, Berkeley

 **OB:** Developing a Relational Orientation for Effective Global Knowledge Work Teams | Olivia Kyriakidou, Athens U. of Economics and Business

 **OCIS:** "I'm not Here to Make Friends!" Spontaneous Communication in a "Winners-take-all" Organization | Valery Yakubovich, U. of Pennsylvania; Roman V. Galperin, MIT Sloan

595 : (Paper Session) - (CDP) Managing Change and Disruption in Organizations

8:00am - 9:30am Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 595

Facilitator: **Fiona M. Sutherland** previously Graetz, La Trobe U.

ODC: Planned Radical Changes: An Historical Perspective | **Li Yan**, Beijing Normal U.; **Minghua Gao**, Beijing Normal U.

BPS: Performance Consequences of Disruptiveness During CEO Succession | **Vasinee Kulviriyavanich**, California State U. Long Beach; **Mark Washburn**, California State U. Long Beach

SAP: “Don’t Change Something Until It’s Broken” – Stretching as an Uncertainty Practice | **Joerg Sydow**, Freie U. Berlin; **Gordon Mueller-Seitz**, Freie U. Berlin

BPS: The Role of CEO Characteristics in External Crisis Recognition | **Daniel Z. Mack**, Seoul National U.; **Theresa S. Cho**, Seoul National U.; **Ji Hyun Kiara Jung**, Seoul National U.

596 : (Paper Session) - (CDP) International

Entrepreneurship, Software Startups, and Private Firms in China

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 596

Facilitator: **Shaker A. Zahra**, U. of Minnesota, Twin Cities

IM: International Entrepreneurship: A Meta-Analysis |

Christian Schwens, U. of Giessen; **Rodrigo Isidor**, U. of Giessen; **Michael Bierwerth**, U. of Giessen; **Ruediger Kabst**, U. of Giessen

IM: Entrepreneurial Processes of Internationalization: Cognition, Capabilities and Relations | **Grace Hong Fan**, Imperial College Business School

ODC: How Private Firms in Fujian China Change | **Lin Shi**, City U. of Hong Kong

ENT: Benchmarking Entrepreneurial Activity in an American Indian Nation: Extending the GEM Methodology | **Michael H. Morris**, Oklahoma State U.; **Rebecca J. Franklin**, Oklahoma State U.

597 : (Paper Session) - (CDP) Social Networks, Social Trust and Cultural Identity

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 597

Facilitator: **Charles D. Galunic**, INSEAD

CAR: Exploring Expatriates' Cultural Identity and Social Networks | **Yan Shen**, U. of Victoria; **Jina Mao**, Boston U.

CM: The Social Context of Trust: The Role of Status | **Robert B. Lount**, Ohio State U.; **Nathan Pettit**, Cornell U.

OB: OMG, My Boss Just Friend-ed Me: Hierarchy, Disclosure, and Gender on Social Networking Websites | **Nancy Rothbard**, U. of Pennsylvania; **Justin Berg**, U. of Pennsylvania; **Ariane Ollier-Malaterre**, Rouen Business School

OMT: Who Is On First? The Role of Network Perception in Organizational Free-riding | **Fabio Fonti**, Free U. Bozen-Bolzano; **Robert Whitbred**, Cleveland State U.; **Massimo Maoret**, Boston College

598 : (Paper Session) - (CDP) Institutions, Institutional Change and Pressure

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 598

Facilitator: **Bat Batjargal**, Harvard U./Peking U.

MOC: A Behavioural and Institutional Explanation for the Persistence of Aggressive Banking Practices | **David Motherway**, U. College Dublin; **Federica Pazzaglia**, U. College Dublin; **Karan Sonpar**, U. College Dublin

BPS: Institutions sans Frontières: International Agreements and Foreign Investment | **Srividya Jandhyala**, George Washington U.; **Robert Weiner**, George Washington U.

OM: Institutional Pressures, Pollution Reduction Focus and Waste Management Performance | **Dayna Simpson**, Monash U.

IM: International Returnees on Corporate Boards: A Mechanism for Institutional Change | **Michael Joseph Roberts**, Richard Ivey School of Business; **Ji-Hwan Lee**, Korea Advanced Institute of Science & Technology

599 : (Paper Session) - (CM) Tactical

Considerations in Negotiation: The Role of Culture, Gender and Dominance

8:00am - 9:30am Grand Hyatt: Presidio A

Tweet this session: #AOM2011 599

Chair: **Joseph Eric Massey**, Institute For Tourism Studies

How Power Influences the Consequences of Dominance Expressions in Negotiations. | **Scott Wiltermuth**, U. of Southern California; **Adam Wood**, U. of Southern California

The Display of “Dominant” Nonverbal Cues in Negotiation: The Role of Culture and Gender | **Zhaleh Semnani-Azad**, U. of Waterloo

Who Should Chit-chat? Gender Effects on the Value of Negotiator Small Talk | **Brooke Shaughnessy**, State U. of New York, Buffalo; **Alexandra A. Mislin**, American U.

600 : (CM, OB) Social Identity from the Perspective of Marilynn B. Brewer: Implications for Management Science

8:00am - 9:30am Grand Hyatt: Bonham C

Tweet this session: #AOM2011 600

Chairs: **Geoffrey J. Leonardelli**, U. of Toronto; **Robert W.**

Livingston, Northwestern U.; **Roderick M Kramer**, Stanford U.

Social Identity Complexity: Implications for Intergroup

Relations | **Katharina Schmid**, U. of Oxford; **Miles Hewstone**, U. of Oxford

Optimal Distinctiveness in Nested Categorization Contexts: From Dueling Identities to Dual Identity | **Geoffrey J. Leonardelli**, U. of Toronto; **Cynthia Pickett**, U. of California, Davis; **Yanine Hess**, U. of California, Davis

Toward a Relational vs. Collective Distinction of Procedural Justice from Managers | **Ya-Ru Chen**, Cornell U.; **Hye Jung Yoon**, Seoul National U.

How Leaders Transform the Collective: Organizational Identity as a Mediator | **Sherry Schneider**, U. of West Florida

601 : (DRP Session) - (CMS) CSR and Political Economy

8:00am - 9:30am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 601

Facilitator: **Marianna Fotaki**, U. of Manchester

Generous in Victory? American Managerial Autonomy, Labor Relations, and the Invention of CSR | **Richard Marens**, California State U. Sacramento

We Did It Our Way -CSR Critique as a CMS Project | **Marjo Elisa Siltaoja**, Jyväskylä U.; **Virpi Orvokki Malin**, Jyväskylä U.

- From Unfettered to Constructive Competition | **Abbas J Ali**, Indiana U., Pennsylvania; **Abdulrahman Al-Aali**, King Saud U.
- Sustainability as a Challenge to Appreciative Inquiry | **Jessica Heineman-Pieper**, George Mason U.; **Param Srikantia**, Baldwin Wallace College

602 → (CMS) **CMS Meets the East: Studying Management Critically in Japan**

8:00am - 9:30am Marriott Rivercenter: Salon L

Tweet this session: [#AOM2011 602](#)

Organizers: **Toru Kiyomiya**, Seinan Gakuin U.; **Katsuki Aoki**, Kanto Gakuin U.

Discussant: **Hugh Willmott**, Cardiff Business School, UK

Participants: **Takashi Majima**, Senshu U.; **Masato Yotsumoto**, Kanto Gakuin U.; **Toshio Takagi**, Okinawa U.; **Motokazu**

Udagawa, Seinan Gakuin U.; **Toshitsugu Takai**, Muroran Institute of Technology

603 : (Paper Session) - (DISC) **Charisma and Transformational Leadership**

8:00am - 9:30am Hyatt Regency: Blanco

Tweet this session: [#AOM2011 603](#)

Discussant: **Neal M. Ashkanasy**, U. of Queensland

→ **OB**: Too Tired to Be Transformational? The Influence of Leader Sleep on Leadership and Team Performance | **Christopher M. Barnes**, Virginia Tech; **Shazia Nauman**, Air U., Islamabad, Pakistan

OB: Regulatory Fit Predicts Perceived Effectiveness of Transformational-Transactional Leadership | **Melvyn R. W. Hamstra**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen; **Barbara Wisse**, U. of Groningen; **Kai Sassenberg**, Knowledge Media Research Centre Tuebingen

OB: Competent and Warm Leaders: The Impact of Charisma and Emotions on Presidential Voting Behavior | **John W. Michel**, Towson U.; **Devin L. Wallace**, Towson U.; **Rachel A. Rawlings**, Towson U.; **Michael J. Tews**, Pennsylvania State U.

OB: How Transformational Leaders' Social Influence Processes Impact Group Emotions | **Marion B Eberly**, U. of Washington

604 : (Paper Session) - (DISC) **Human Resources: Training & Practice**

8:00am - 9:30am Hyatt Regency: Bowie A

Tweet this session: [#AOM2011 604](#)

Discussant: **Audrey Korsgaard**, U. of South Carolina

HR: Driving Locus of Control and Driving Behaviors: Inducing Change through Driver Training | **Jason L. Huang**, Michigan State U.; **J Kevin Ford**, Michigan State U.

HR: The Effects of Intra-Firm Training on Earnings and Job Performance - Evidence from a Large Company | **Kathrin Breuer**, U. of Cologne; **Patrick Kampkoetter**, U. of Cologne

→ **OB**: Spotlight on Age-Diversity Climate - The Impact of Age-Related HR Practices on Firm-Level Outcomes | **Stephan Alexander Boehm**, U. of St. Gallen; **Florian Kunze**, U. of St. Gallen

HR: Changing Turnover of the Psychological Entitled into Retention Through Mentoring | **Angela S. Wallace**, State U. of New York, Buffalo

605 : (Paper Session) - (DISC) **Social Governance**

8:00am - 9:30am Hyatt Regency: Bowie B

Tweet this session: [#AOM2011 605](#)

Discussant: **Joseph A. Petrick**, Wright State U.

SIM: The UN-Responsible Management Education Project: Sharing (and Evaluating) Information on Progress | **Jose Manuel Alcaraz**, Barna Business School; **Eappen Thiruvattal**, U. of Dubai; **Magdalena Wiktoria Marcinkowska**, PRME-SIP WK; **Anis Ben Brik**, Canadian U. of Dubai

→ **SIM**: Bargaining Power over Government Corruption: A Multilevel Study in Transition Economies | **Sungjin J. Hong**, U. of Texas, Dallas; **Seung-Hyun Lee**, U. of Texas, Dallas

→ **SIM**: Copy Loosely: A Contingency Theory of Practice Transfer in the Multinational Corporation | **Donal Crilly**, London Business School; **Sunyoung Lee**, Oxford U.

606 : (Paper Session) - (DISC) **Going Green**

8:00am - 9:30am Hyatt Regency: Bowie C

Tweet this session: [#AOM2011 606](#)

Discussant: **Mark Cordano**, Ithaca College

ONE: Deviation from Predictions in Corporate Environmental Performance | **Kent Walker**, U. of Windsor; **Jijun Gao**, U. of Manitoba

ONE: The Big Green Sell Out: Setting a Research Agenda to Explore Growth Strategies of Ethical Businesses | **Liudmila Nazarkina**, U. of St. Gallen

ONE: Collective Institutional Entrepreneurship: The Creation of the US Green Building Council | **Jeffrey G. York**, U. of Colorado, Boulder; **Rebecca Henn**, U. of Michigan

607 : (Paper Session) - (DISC) **Institutional Theory and Industry**

8:00am - 9:30am Hyatt Regency: Frio

Tweet this session: [#AOM2011 607](#)

Discussant: **Poonam Khanna**, Arizona State U.

OMT: Wealth, Power and Prestige: Institutional Analysis of Chinese Private Entrepreneurs' Actions | **Jianhua Ge**, Renmin U. of China; **Yunxia Feng**, Renmin U. of China; **Liping Wang**, Renmin U. of China

OMT: Creative Positioning: Field Influences on Creative Propensities in Television, 1944-2008 | **Emily S. Block**, U. of Notre Dame; **Jo-Ellen Pozner**, U. of California, Berkeley; **Karen D. W. Patterson**, U. of New Mexico

OMT: Institutionalizing Networks: The Transformation of Interfirm Relations in the U.S. Airline Industry | **Dustin Avent-Holt**, U. of Massachusetts, Amherst

→ **OMT**: The Effect of Government Endorsement on Private Firms' Social Responsiveness in China | **Xiaowei Luo**, INSEAD; **Danqing Wang**, INSEAD

608 : (Paper Session) - (DISC) **Safety and Protection**

8:00am - 9:30am Hyatt Regency: Live Oak

Tweet this session: [#AOM2011 608](#)

Discussant: **Mark P. Healey**, U. of Leeds

MOC: Sensegiving and Crowd Safety after the Pearl Jam Concert Accident | **Morten Thanning Vendelo**, Copenhagen Business School

MOC: How Participative Safety Matters More in Team Innovation as Team Size Increases? | **Vesa Peltokorpi**, Japan Advanced Institute of Science and Technology; **Mervi Hasu**, Finnish Institute of Occupational Health

MOC: The Enemy Within: The Detrimental Effects of Self-Focused Attention on Learning and Performance | **Nicoletta Dimitrova**, VU U. Amsterdam; **Cathy Van Dyck**, Free U. Amsterdam; **Peter Groenewegen**, VU U. Amsterdam; **Edwin A.J. van Hooff**, U. of Amsterdam

609 : (Paper Session) - (DISC) **Small/Family Business**

8:00am - 9:30am Hyatt Regency: Llano

Tweet this session: #AOM2011 609

Discussant: **Rui Baptista**, Instituto Superior Tecnico

📖 **ENT:** Centripetal and Centrifugal Forces at Work: Family Embeddedness and Turnover Intentions | **Dmitry Khanin**, California State U., Fullerton; **Ofir Turel**, California State U., Fullerton

📖 **ENT:** The Self-Organized Business Incubator | **Anne Boellingtoft**, Aarhus U.

📖 **ENT:** Entrepreneurship as Emancipation: Dream or Reality for Female Entrepreneurs? | **Manely Sharifian**, U. of Alberta; **P. Devereaux Jennings**, U. of Alberta; **Jennifer E Jennings**, U. of Alberta

📖 **ENT:** How Socioemotional Wealth biases Survival Risk Perceptions among Family Firm Owners | **Thomas Markus Zellweger**, U. of St. Gallen; **Tobias Dehlen**, U. of St. Gallen; **Franz W. Kellermanns**, U. of Tennessee

610 : (Paper Session) - (DISC) **Critical Management Studies: Research and Practice**

8:00am - 9:30am Hyatt Regency: Maverick A

Tweet this session: #AOM2011 610

Discussant: **Rafael Alcadipani**, Fundacao Getulio Vargas

➔ 📖 **CMS:** 'There's no "yes but" with death': Critical theory and performance management in UK healthcare | **Edward Granter**, U. of Manchester; **John Hassard**, U. of Manchester; **Paula Hyde**, U. of Manchester; **Leo McCann**, U. of Manchester

📖 **CMS:** Theorizing Strategy: Some Constructivist Contemplations on Case Method-based Strategy Research | **Kaushik Roy**, Indian Institute of Management, Ahmedabad

➔ 📖 **CMS:** Exploring professionalism at work in a time of institutional change. | **Elena Raviola**, Gothenburg U.

611 : (Paper Session) - (DISC) **Intercultural Issues**

8:00am - 9:30am Hyatt Regency: Maverick B

Tweet this session: #AOM2011 611

Discussant: **Marcy Crary**, Bentley U.

📖 **GDO:** The Impact of Non-Diversity-Focused Organizational Practices on Intercultural Behavioral Comfort | **Ruth Sessler Benrstein**, Case Western Reserve U.

➔ 📖 **GDO:** When East Goes West: Attracting Malaysians in Malaysia and in Australia Using Minority Employees | **Yin Lu Ng**, HELP U. College; **Prashant Bordia**, The Australian National U.; **Carol T. Kulik**, U. of South Australia

📖 **GDO:** West's Intolerance for East's Religious Beliefs: Reasonable Accommodation Dilemmas for Muslims | **Bahaudin G. Mujtaba**, Nova Southeastern U.; **Frank J. Cavico**, Nova Southeastern U.; **Mohammed R Ahmed**, Webster U.

📖 **GDO:** Transnational Entrepreneurship: Doing Micro-Political "Selves" | **Han Ou**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, Amherst

612 : (Paper Session) - (DISC) **Political Connections and Ownership Forms in Emerging Markets**

8:00am - 9:30am Hyatt Regency: Navarro

Tweet this session: #AOM2011 612

Discussant: **George O. White**, Old Dominion U.

📖 **BPS:** Regional Institutions, Ownership Transformation, and Migration of Industrial Leadership in China | **Hong Jiang**, U. of New South Wales; **J Peter Murmann**, Australian School of Business

📖 **BPS:** The Impact of Managerial Political Ties on Firm Performance: An Analysis of Mediating Mechanisms | **Hai Guo**, Renmin U. of China; **Jing Zhao**, Renmin U. of China; **Mark Jacobs**, Renmin U. of China

BPS: The Value of Business Group Affiliation for Political Connections: Preferential Lending in Brazil | **Rodrigo Bandeira De Mello**, Fundacao Getulio Vargas; **Rosilene Marcon**, U. do Vale do Itajai - UNIVALI

613 : (Paper Session) - (DISC) **Interorganizational Knowledge Flows and Strategy**

8:00am - 9:30am Hyatt Regency: Nueces

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Discussant: **Michael J Leiblein**, Ohio State U.

📖 **BPS:** Comparing Knowledge-Based Explicitness and Tacitness | **Joseph Gregory Gerard**, Western New England College

📖 **TIM:** Ambidexterity in Interorganizational Learning: Knowledge Exchange and Knowledge Appropriation | **Shu-Mi Yang**, Central Taiwan U. of Science and Technology; **Chueh-Chu Ou**, National Chung Hsing U.; **Chia-Hui Chou**, Nan Kai U. of Technology; **Shih-Chieh Fang**, National Cheng Kung U.; **Shyh-Rong Fang**, Hsiuping Institute of Technology

SAP: Knowledge Flow between Academic and Industry Scientists for Complex Innovation: Knowing as Practice | **Yun Su**, Rutgers U., Newark; **Deborah J Dougherty**, Rutgers U.

BPS: Strategy Formulation in Technology Transfer Offices | **Ciara Fitzgerald**, Nui Galway, Ireland; **James A. Cunningham**, National U. of Ireland - Galway

614 : (Paper Session) - (DISC) **Strategic Signaling**

8:00am - 9:30am Hyatt Regency: Segin

Tweet this session: #AOM2011 614

Discussant: **Kathryn Rudie Harrigan**, Columbia Business School

➔ 📖 **BPS:** Behavioral Integrity between Strategy Communication and Strategic Actions | **Kai Steinbock**, EBS Business School; **Tony L Simons**, Cornell U.; **Sascha Schmidt**, EBS Business School

➔ **IM:** Information Institutions, Signaling Strategy, and Target Firm Return | **Jessie Qi Zhou**, Southern Methodist U.

📖 **SAP:** Strategic Disclosure: The Content of Strategy Communications | **Richard Whittington**, Said Business School; **Basak Yakis-Douglas**, Oxford U.

615 : (DRP Session) - (ENT) **Creating and Exploiting Entrepreneurial Capabilities**

8:00am - 9:30am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 615

Facilitator: **Kelley Packalen**, Queen's U.

Balanced Skills among Nascent Entrepreneurs - Effects and Origins | **Michael Stuetzer**, Queensland U. of Technology

📖 More than Words: Tacit Knowing and the Development of Opportunity Identification Capabilities | **Cristian Alejandro Muñoz Canales**, U. de Santiago; **Simon Mosey**, Nottingham U.; **Martin Binks**, Nottingham U.

➔ 📖 Configurations of Resources and Capabilities and Their Implications on National Policy-Making | **Tomislav Rimac**, IESE Business School

📖 Entrepreneurship Capital in American Counties: A Panel Data Analysis | **Erick Paulo Cesar Chang**, Arkansas State U.; **Kaustav Misra**, Saginaw Valley State U.; **Esra Memili**, U. of North Carolina, Greensboro

📖 Does the Order in which Entrepreneurs Select Resource Partners Capabilities Matter? | **Nachiket Bhawe**, U. of Minnesota, Twin Cities; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

616 📖: (Paper Session) - (ENT) Board Strategies and Performance

8:00am - 9:30am San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 616

Chair: **William J Donoher**, Missouri State U.

📖➔ 📖 Blood in the Board Room: Family Relationships Influencing the Functions of the Board | **Sven-Olof Collin**, Linnaeus U.; **Jenny Ahlberg**, Linnaeus U.; **Jonas Gabriellson**, Lund U.

📖 Boards of Directors in Family Firms: An Exploratory Study of Structure and Group Process. | **Cristina Bettinelli**, Bergamo U.

📖➔ 📖 Top Management Team, Board Strategic Involvement and Team Effectiveness in High-Tech Start-Ups | **Ekaterina S. Bjornali**, Nordic Institute for Studies in Innovation, Research and Education; **Truls Erikson**, Norwegian U. of Science and Technology; **Mirjam Knockaert**, U. of Ghent

📖 Board Prestige, IPO Capital Raised and Subsequent Performance: A Signaling Perspective. | **R. Michael Holmes Jr.**, Florida State U.; **Hermann Achidi Ndofor**, Texas A&M U.; **Joseph Coombs**, Texas A&M U.

617 📖: (Paper Session) - (ENT) New Venture Formation and Performance

8:00am - 9:30am San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 617

Chair: **G. Christopher Crawford**, U. of Louisville

📖 Problem-Solving Process and the Creation of New Business Venture in Establish Firms | **Cirong Li**, Entrepreneurship & Business Management Research Center; **Chih-Peng Chu**, Dong Hwa U., Taiwan; **Chen-Ju Lin**, Tzu Chi College of Technology

📖 Management and Leadership Challenges in Achieving Success by Entrepreneurs of Technology Start-ups | **Dr Jayaram Madireddy**, Southern New Hampshire U.

➔ 📖 Reconciling Internal and External Strategies: How Do HR and Networks Affect Startup Performance? | **Bing Wu**, East China U. of Science and Technology; **Xi Zhu**, U. of Minnesota

➔ 📖 Does FDI facilitate Domestic Entrepreneurship? Evidence from the Czech Republic | **Marek Lehowicz**, East Coast Catalyst & Co Consultants; **Jean-Michel Quentier**, ESC-Bretagne Brest

618 📖: (Paper Session) - (ENT) Does Passion Have a Place in Entrepreneurship?

8:00am - 9:30am San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 618

Chair: **Swapnil Garg**, U. of Florida

📖 Is Passion an Espoused or Actual Investment Criterion?: Characteristics that Impact Its Importance | **Cheryl Mitteness**, Northeastern U.; **Richard Sudek**, Chapman U.; **Melissa S. Cardon**, Pace U.

📖➔ The Divergent Effects of Autonomy and Passion on Persistence in New Venture Creation | **Fei Zhu**, Richard Ivey School of Business; **Rongdong Chen**, Richard Ivey School of Business; **Mingxiang Li**, U. of Wisconsin, Madison

📖 Psychological Capital and Entrepreneurial Passion: Testing a Moderated Mediation Model | **Mateja Drnovsek**, U. of Ljubljana; **Melissa S. Cardon**, Pace U.

📖 The Bright and Dark Sides of Perceived Trust in the Entrepreneur-angel Investor Dyad | **Yannick Bammens**, Maastricht U.; **Veroniek Collewaert**, Maastricht U.

619 📖: (DRP Session) - (ENT) University-Based Entrepreneurship: Motivation, Impact and Policy

8:00am - 9:30am San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 619

Facilitator: **Cristian Eduardo Zamora-Matute**, ITESM-EGADE

📖 The University Entrepreneur: A Census and Survey of Attributes and Outcomes | **Tucker James Marion**, Northeastern U.; **Denise R. Dunlap-Hinkler**, Northeastern U.; **John H Friar**, Northeastern U.

➔ 📖 The Scientist-To-Entrepreneur Metamorphosis and Patenting | **Sascha G Walter**, Christian-Albrechts-U. of Kiel; **Arne Schmidt**, Christian-Albrechts-U. of Kiel; **Achim Walter**, U. of Kiel

📖 Foreign-Born Academic Scientists: Entrepreneurial Academics or Academic Entrepreneurs? | **Dirk Libaers**, U. of Missouri, Kansas City

📖 Are More Resources Always Better? Opportunity Discovery and Exploitation by Academic Entrepreneurs | **Dirk Libaers**, U. of Missouri, Kansas City

📖 How The Effect Of University Support On Spin-Off Growth Varies With The Degree Of Relatedness | **Victor Scholten**, Delft U. of Technology; **Emiel F.M. Wubben**, Wageningen U.

620 📖: (DRP Session) - (ENT) Entrepreneurship Theory

8:00am - 9:30am San Antonio Convention Center: Room 213 A
Tweet this session: #AOM2011 620

Facilitator: **James E Wilbanks**, U. of Missouri

Entrepreneurship Education in Elementary School: Does It Make Sense? | **Jacob A. L. Vermeire**, Vlerick Leuven Gent Management School; **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School; **Mathias Cobben**, Vlerick Leuven Gent Management School

📖➔ An Entrepreneurial Context for the Theory of the Firm: Exploring Assumptions and Consequences | **Arturo E Osorio**, Rutgers U., Newark; **Alfred Reed**, Rutgers U.

📖 Emerging Lenses for Entrepreneurial Action: Effectuation, Bricolage and User Entrepreneurship | **Greg Fisher**, U. of Washington

Network Diversity Value of Local South African Entrepreneurs: A Grounded Theory Analysis | **Eliada Nwosu**, U. of Cape Town
 Doing Good to Feel Good - A Theory of Entrepreneurial Decision and Behavior | **Shoko Kato**, Syracuse U.

621 : (Paper Session) - (GDO) Racism, Social Dominance and Citizenship Behaviors

8:00am - 9:30am Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 621

Chair: **Roya Ayman**, Illinois Institute of Technology

Discussant: **C Douglas Johnson**, Georgia Gwinnett College

- Doing Good to Feel Good - A Theory of Entrepreneurial Decision and Behavior | **Shoko Kato**, Syracuse U.
- Social Dominance Orientation Predicts Reactions to Black and White Discrimination Claimants | **Miguel M. Unzueta**, U. of California, Los Angeles; **Benjamin Everly**, U. of California, Los Angeles; **Angélica S. Gutiérrez**, U. of California, Los Angeles
- Racial Differences in Helping Behaviors: Role of Respect, Safety and Identification | **Barjinder Singh**, U. of Houston, Victoria
- To Help or Not? Discrimination Against Minorities, Value for Diversity, and Citizenship Behavior | **María Carmen Triana**, U. of Wisconsin, Madison; **Kwanghyun Kim**, Korea U.; **María Fernanda Wagstaff**, U. of Texas, El Paso

622 : (GDO) GDO Welcome Coffee/Tea

8:00am - 9:00am Grand Hyatt: Texas Ballroom E

Tweet this session: #AOM2011 622

Division Chair: **David A. Kravitz**, George Mason U.

Program Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Professional Development Workshop Chair: **Stacy Blake-Beard**, Simmons College

Division Chair-Elect: **Diana Bilimoria**, Case Western Reserve U.

Past Chair: **Quinetta Roberson**, Villanova U.

623 : (DRP Session) - (GDO) The Impact of Identity and Dissimilarity on Organizational Outcomes

8:00am - 9:30am Grand Hyatt: Travis B

Tweet this session: #AOM2011 623

Facilitator: **Alisa L Mosley**, Jackson State U.

- Differences as a Matter of Feelings: Effects of Dissimilarity on Performance via Affect | **María Kakarika**, Euromed Management
- Does a Positive Diversity Climate Promote Performance in Multicultural Organizations? | **Jakob Lauring**, Aarhus U.; **Jan Selmer**, Aarhus U.; **Anders Klitmøller**, Aarhus U.
- Supplier Diversity, Environmental Munificence, and Focal Firm Performance | **Carliss D. Charles**, U. of Texas, Dallas; **Orlando C. Richard**, U. of Texas, Dallas
- Leading Academic Performance (LAP): The Role of Social Identity Performance for Female Academics | **Aicha Serghini Idrissi**, U. Libre de Bruxelles; **Patricia Garcia-Prieto**, U. Libre de Bruxelles

624 : (Paper Session) - (HCM) Retaining Front Line Employees: Burnout and Turnover in Healthcare

8:00am - 9:30am Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 624

Chair: **Mattia J Gilmartin**, Gilmartin Worldwide, Inc.

- The Work Environment and Workarounds in Health Care: The Mediating Role of Staff Burnout | **Cheryl Rathert**, U. of Missouri; **Eric S. Williams**, U. of Alabama; **Ericka R. Lawrence**, U. of Alabama; **Jonathon R. B. Halbesleben**, U. of Alabama
HCM Division Best Theory to Practice Award Nominee
- Predicting Instigated Incivility and its Relationship to Burnout: A Longitudinal Study | **Michael Leiter**, Acadia U.
- Ouch, That Hurts! Nursing Assistant Injury and the Negative Effects on Workers and Organizations. | **Deirdre McCaughey**, Pennsylvania State U.; **Gwen E McGhan**, Pennsylvania State U.; **Erin Walsh**, Pennsylvania State U.; **Rhonda BeLue**, Pennsylvania State U.
HCM Division Best Theory to Practice Award Nominee

625 : (DRP Session) - (HR) Creativity and Innovation in HRM

8:00am - 9:30am Grand Hyatt: Mission A

Tweet this session: #AOM2011 625

Facilitator: **Feirong Yuan**, U. of Kansas

- HRM's Impact on Innovative Work Behavior | **Frances Jørgensen**, Aarhus U.; **Karen Becker**, Queensland U. of Technology; **Paul William Hyland**, Queensland U. of Technology
- Idiosyncratic Deals and Employee Creative Performance: The Mediating Role of Creative Self-Efficacy | **Shuhong Wang**, Radford U.; **Yi Liu**, U. of Houston
- The Effect of Scientists Turnover on the Disruption and Revitalization of Innovation | **Daniel Tzabbar**, Drexel U.
- Effects of Staffing Insufficiency on the Performance of Teams with Innovative Tasks | **Matthias Weiss**, Otto Beisheim Graduate School of Management (WHU)
- Integrating Dependency and Empowerment into the Transformational Leadership - Creativity Relationship | **Tobias Kollmann**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen; **Patrick Krell**, U. of Duisburg-Essen; **Sarah Buchwald**, U. of Duisburg-Essen

626 : JS: (HR, IM) Pay Differentiation and Variability: An East-West Comparison and Research Agenda

8:00am - 9:30am Grand Hyatt: Bonham D

Tweet this session: #AOM2011 626

Chair: **Dow Scott**, Loyola U. Chicago

Participants: **Richard Long**, U. of Saskatchewan; **Stephen Perkins**, U. of Bedfordshire; **John Shields**, U. of Sydney; **Ying Zhu**, U. of Melbourne

627 : JS: (HR, OB) Recent Advances and Future Directions in Research on Self-Regulation

8:00am - 9:30am Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 627

Chairs: **Jessica E Federman**, Cornell U.; **Bradford S Bell**, Cornell U.

- Thriving at Work: Toward an Understanding of an Internal Self-Regulatory Gauge | **Christine L. Porath**, Georgetown U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Cristina Gibson**, U. of Western Australia; **Flannery G. Garnett**, U. of Michigan
- The Effects of Interruptions on Self-Regulated Learning during Web-Based Instruction | **Jessica E Federman**, Cornell U.; **Bradford S Bell**, Cornell U.

MONDAY

A Longitudinal Analysis of Self-Regulated Deliberate Practice and Entrepreneurial Success | **Nina Keith**, Florida State U.; **Jens M. Unger**, Giessen U.; **Andreas Rauch**, Erasmus U. Rotterdam; **Michael Frese**, National U. of Singapore
 Goal Orientation and Self-Regulation during Team Training | **Erich C. Dierdorff**, DePaul U.; **James Kemp Ellington**, Illinois Institute of Technology

628 [JS] (HR, OCIS, OB) **New Ways of Organizing Work: Developments, Perspectives and Experiences**

8:00am - 9:30am Grand Hyatt: Independence

Tweet this session: #AOM2011 628

Organizers: **Clare Kelliher**, Cranfield U.; **Julia Richardson**, York U.

Paradoxical Consequences of the Use of Blackberrys? An Application of the Job Demand-Control-Support Model | **Charles H Besseyre**, HEC Paris; **Kristine Dery**, U. of Sydney; **Judith Sylvia MacCormick**, U. of New South Wales

Understanding Processes of Individual Resistance to New Working Practices: The Case of Deciding Not to Embrace Telework | **Daniel Wade Clarke**, Liverpool U.

Creative or Exhausted Workers? A Study into Conditions under Which Telecommuters Experience Flow and Exhaustion | **Pascale Peters**, Radboud U. Nijmegen; **Marijn Wildenbeest**, Radboud U.

The Duality of Connectivity Norms and Human Agency | **Paul D. Collins**, U. of Washington; **Darl G. Kolb**, U. of Auckland

Challenging New Ways of Working for Managers in Global Collaborative Work Environments | **Petra M. Bosch-Sijtsema**, Chalmers U. of Technology; **Renate Fruchter**, Stanford U.; **Matti Antero Vartiainen**, Aalto U.; **Virpi Ruohomaki**, Aalto U.

629 (ICW) **Haas MORS / OBIR Alumni Breakfast**

8:00am - 10:00am Grand Hyatt: Lone Star F

Tweet this session: #AOM2011 629

Attendance to this event is by invitation only, and attendees must RSVP in advance.

Organizer: **Bernadette Doerr**, U. of California, Berkeley

630 (ICW) **Career Development International Breakfast and Editorial Advisory Board meeting**

8:00am - 9:00am Grand Hyatt: Travis D

Tweet this session: #AOM2011 630

Members of the CDI Editorial Advisory Board are invited to join the editors, Professors **Jim Jawahar** and **Hetty van Emmerik** and the publisher, **Nancy Rolph**, for breakfast and discussion at this year's Academy of Management meeting. A full agenda will be circulated in advance of the meeting.

Organizer: **Nancy Rolph**, Emerald Group Publishing Limited

631 (Paper Session) - (IM) **When West Meets East: Cultural Values and International Management**

8:00am - 9:30am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 631

Chair: **Karen Moustafa Leonard**, Indiana U. - Purdue U., Ft. Wayne

→ West Meets East in Stereotypes in Multicultural Global Teams: A Culture-Context Perspective | **Nurit Zaidman**, Ben Gurion U. of the Negev; **Ayala Malach-Pines**, Ben-Gurion U.

→ Private Sector Manager Value Orientations in Argentina, Brazil, Colombia, Mexico and the Philippines | **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Arnel Onesimo O. Uy**,

De La Salle U.; **Regina A. Greenwood**, Nova Southeastern U.; **Silvia Ines Monserrat**, Unicen; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo; **Miguel R. Olivares-Lujan**, Clarion U. of Pennsylvania; **Sergio Madero**, Tecnologico de Monterrey

→ When West Meets East: Does International Experience Matter More than Personality? | **Ming Li**, ESC Rennes School of Business

→ Support From the Organization and Citizenship Behaviors: Do Cultural Values Matter? | **Dan S. Chiaburu**, Texas A&M U.; **Subrata Chakrabarty**, U. of Nebraska, Lincoln; **Ning Li**, Texas A&M U.

632 (DRP Session) - (IM) **International Business and Social Network Management**

8:00am - 9:30am San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 632

Chair: **Richard C Hoffman**, Salisbury U.

→ MNEs - Mind the Context Gap | **James F. Nebus**, U. of North Carolina, Charlotte; **Kah-Hin Chai**, National U. of Singapore

Advancing New Theory Development in the Field of International Management | **Joseph L. C. Cheng**, U. of Illinois, Urbana-Champaign; **Wenxin Guo**, UIUC; **Bradley Skousen**, UIUC

→ Symbolic Management Versus Direct Engagement In Boundary Stretching Practices In China | **Livia Anna Markoczy**, U. of Texas, Dallas; **Sunny Li Sun**, U. of Missouri, Kansas City; **Mike Peng**, U. of Texas, Dallas; **Weilei (Stone) Shi**, Baruch College; **Bing Ren**, Nankai U.

→ Entrepreneurial Network, Guanxi Support and Small Business Growth: the Cases in China | **Xiaoxia Zhu**, Shanghai U.

Network Affiliation and Survival of Poorly-performing Foreign Subsidiaries | **Sangcheol Song**, Bryant U.; **Gunae Choi**, CEIBS

633 (Paper Session) - (IM) **Influences on Performance: Home and Host Country Effects**

8:00am - 9:30am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 633

Chair: **Julius H Johnson Jr.**, U. of Missouri, St. Louis

→ Sinophobia, Chinese Foreign Direct Investment and Host Communities | **Helen Forbes-Mewett**, LaTrobe U.; **Chris Nyland**, Monash U.

→ Competition, Legitimation, Agglomeration or Connection: The Paradox of Foreign Entry Performance | **Jing'an Tang**, Sacred Heart U.

→ Mitigating the Liabilities of Foreignness: Evidence from Newly Industrialised Economies | **Chia-Wen Hsu**, National Chung Cheng U.; **Homin Chen**, National Taiwan U.; **Hsien-Jui Chung**, National Chung Cheng U.

→ Home Regional Focus and Firm Efficiency: The Moderating Role of Regional Integration | **Elitsa R. Banalieva**, Northeastern U.; **Ruihua Joy Jiang**, Oakland U.; **Michael D Santoro**, Lehigh U.

634 (Paper Session) - (IM) **The Global Convergence Controversy: Power Structure and Power Distance**

8:00am - 9:30am San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 634

Chair: **Terri A. Scandura**, U. of Miami

- Xiaoxiao Hu, George Mason U.; **Phillip Gilmore**, George Mason U.; **Lois Tetrick**, George Mason U.; **Fang Wei**, Shanghai U.

635 : (Paper Session) - (IM) Top Management Teams and Internationalization

8:00am - 9:30am San Antonio Convention Center: Room 210 B

Tweet this session: **#AOM2011 635**

Chair: **Sergio Janczak**, U. of Western Ontario

- Cultural Distance and the International Migration of Top Managers: Evidence from European Boards | **Kees van Veen**, Groningen U. (RuG); **Padma Rao Sahib**, U. of Groningen
- Xiaohui Liu, Loughborough U.; **Jiangyong Lu**, Peking U.; **Amon Chizema**, Loughborough U.
- CEO Organizational Identification, Inter-Party Cooperation, and International Joint Venture Performance | **Bi-Juan Zhong**, Fisher College of Business; **Yaping Gong**, Hong Kong U. of Science and Technology; **Yadong Luo**, U. of Miami; **Zhixing Xiao**, China Europe International Business School; **Shuming Zhao**, Nanjing U.

**636

8:00am - 9:30am Marriott Rivercenter: Conference Room 15**

Tweet this session: **#AOM2011 636**

Chair: **Edward M Cooper**, Altius Education

- John James Cater, Nicholls State U.; **Otmar E Varela**, U. of Arkansas at Little Rock; **Norbert Michel**, Nicholls State U.
- MED Barry Armandi Award for Best Student Paper in Management Education and Development for the paper submitted by a student or group of students that best offers the most significant contribution to advance management education and development.**

**637

8:00am - 9:30am Marriott Rivercenter: Salon C**

Tweet this session: **#AOM2011 637**

Coordinators: **Kenneth R. Thompson**, DePaul U.; **Daniel J Koys**, DePaul U.

- U.S. Dept of Labor's Occupational Information Network: A Source for Developing Applied Curriculum | **David Rivkin**, National Center for O*NET Development; **Phil Lewis**, National Center for O*NET Development
- Approaches to Using O*NET Database for HR Course Design | **Daniel J Koys**, DePaul U.
- Getting Beyond Conceptual Knowledge: A Promising Approach to Build Applied Knowledge | **Timothy Baldwin**, Indiana U., Bloomington; **Brian D. Blume**, U. of Michigan, Flint
- Student Engagement: From Magic Tricks to Magical Learning Outcomes | **Robert C. Ford**, U. of Central Florida
- A Conceptual Model: Overall Learning Outcomes Aligned to Course Outcomes | **Kenneth R. Thompson**, DePaul U.

**638

8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B**

Tweet this session: **#AOM2011 638**

Chair: **David L. Turnipseed**, U. of South Alabama

- Eva Cools, Vlerick Leuven Gent Management School
- Douglas A Lepisto, Boston College; **Camille Pradies**, Boston College; **Michael G. Pratt**, Boston College

**639

8:00am - 9:30am La Quinta Inn & Suites: Crockett West**

Tweet this session: **#AOM2011 639**

Facilitator: **Frida Perner**, Stockholm School of Economics

- Noel Tracey, Queensland U. of Technology; **Boris Kabanoff**, Queensland U. of Technology; **Cameron John Newton**, Queensland U. of Technology
- **640

8:00am - 9:30am La Quinta Inn & Suites: Fiesta C**

Tweet this session: **#AOM2011 640**

MONDAY

Chair: **Jonathan Randall Moerbe**, U. of Texas

📖 Organizational Identity Change in Cross-Institutional Contexts: The Development of a Hybrid Identity | **Gary Thomas Burke**, Aston U.

📖 Forging a Field-Level Identity: Processes Involved in the Formation of a New Industry Identity | **Shubha Patvardhan**, Pennsylvania State U.

An Exploration of the Consistency and Continuity of Organizational Identity. | **Laura Illia**, IE School of Communication; **Peter O. Foreman**, Illinois State U.

📖 Paradoxes of Social Enterprises: Sustaining Utilitarian and Normative Identities Simultaneously | **Marya Hill-Popper Besharov**, Cornell U.; **Wendy K. Smith**, U. of Delaware

641 📖🗣️➔📖: (MSR) Bringing Ethics to Life – Dilemmas in the Ethics of Practice and Research

8:00am - 9:30am La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 641

Organizer: **Kathryn Goldman Schuyler**, Alliant International U.
Presenters: **Richard Peregoy**, U. of Dallas; **Peggy Williams Sugarman**, Grancell, Lebovitz, Stander, Reubens and Thomas; **Marlon Monger**, Alliant International U.

642 📖: (DRP Session) - (OB) Positive Organizational Behavior: Motivation and Leadership

8:00am - 9:30am Grand Hyatt: Bonham B

Tweet this session: #AOM2011 642

Facilitator: **Sydney Savion**, George Washington U.

📖 Relational Energy at Work: Establishing Construct, Nomological, and Predictive Validity | **Bradley Paul Owens**, U. of Michigan; **Wayne E Baker**, U. of Michigan

📖 The Contagion Effect of Global Leaders' Positive Psychological Capital on Followers | **Joana S. Story**, U. Nova de Lisboa; **Carolyn M. Youssef**, Bellevue U.; **Fred Luthans**, U. of Nebraska, Lincoln; **James A. Bovaird**, U. of Nebraska, Lincoln

➔📖 How Does Growth Need Strength Influence Employee Outcomes? Roles of Hope, Leadership, and Culture | **Xiao Song Lin**, Australian National U.; **Jing Qian**, Australian National U.; **Min Li**, South China U. of Technology; **Zhen-Xiong Chen**, Australian National U.

➔📖 Self-Determination Theory and Job Outcomes: The Moderating Effects of Perceived Autonomous Support | **Maree Roche**, Waikato Institute of Technology; **Jarrod M. Haar**, U. of Waikato

643 📖: (Paper Session) - (OB) Judging Justice and Fairness: Risk, Biases, and Accuracy

8:00am - 9:30am Grand Hyatt: Bowie C

Tweet this session: #AOM2011 643

Chair: **Lee Stepina**, Florida State U.

📖 Fairness and Decision Risk: An Application of Prospect Theory to Organizational Justice | **Deshani B. Ganegoda**, U. of Central Florida; **Robert Folger**, U. of Central Florida

📖 When Fair Becomes Unfair: Self-Relevance Biases in Memory-Based Judgments of Organizational Justice | **Irina Cojuharenco**, U. Catolica Portuguesa; **Jan Willem Van Prooijen**, VU U. Amsterdam; **David Patient**, Catholic U. of Portugal

📖 The Role of Anticipatory Justice Perceptions On Employees' Cooperation In A Merger Context | **Tessa**

Melkonian, EM Lyon; **Guillaume Soenen**, EM Lyon; **Maureen L. Ambrose**, U. of Central Florida

➔ Clear and Ambiguous: Do Employees Always Judge Fairness Based on Clear and Accurate Information? | **Xin Qin**, GSM, Peking U.; **Run Ren**, GSM, Peking U.

644 📖: (DRP Session) - (OB) Surface and Deep-Level Diversity: Relationships to Team and Organizational Performance

8:00am - 9:30am Grand Hyatt: Crockett B

Tweet this session: #AOM2011 644

Facilitator: **Ravi Shanker Gajendran**, U. of Illinois, Urbana-Champaign

➔📖 Female Japanese Managers Working for Foreign Subsidiaries: The Avant-Garde of Societal Change? | **Markus Pudelko**, Tübingen U.; **Helene Tenzer**, Tübingen U.; **Eriko Varkey**, Tübingen U.

📖 Boundary Spanning within Multiteam Systems: The Roles of Functional Experience and Identification | **Thom De Vries**, U. of Groningen; **Frank Walter**, U. of Groningen; **Gerben van der Vegt**, U. of Groningen; **Peter Essens**, TNO; **Ad Vogelaar**, Netherlands Defense Academy

➔📖 Diversity in Goal Orientation, Team Performance, and Internal Team Environment. | **Marcello Russo**, Parthenope U. of Naples

645 📖: (DRP Session) - (OB) Why Minds Matter: Learning, Knowledge and Development in Organizations

8:00am - 9:30am Grand Hyatt: Crockett C

Tweet this session: #AOM2011 645

Facilitator: **Richard N. Landers**, Old Dominion U.

🗣️📖 How Mindset Matters: The Direct and Indirect Effects of Employees' Mindset on Job Performance | **Matthew Zingoni**, Syracuse U.; **Kris Byron**, Syracuse U.; **Suzanne J. Peterson**, Arizona State U.

📖🗣️ Games Managers Play: Play As a Form of Leadership Development | **Ronit Kark**, Bar Ilan U.

🗣️📖 Rather a Hedgehog or a Fox? A Knowledge Density Perspective on Specialists and Generalists. | **Maartje Eva Schouten**, Erasmus U. Rotterdam; **Will Felps**, RSM Erasmus U.

📖 Absorptive Capacity at the Individual Level: A Measurement Scale and Nomological Network | **Alex da Mota Pedrosa**, U. of Southern Denmark; **Claudia Jasmund**, Maastricht U.

646 📖: (DRP Session) - (OB) Perspectives of Authentic Leadership and Relationships to Follower and Group Outcomes

8:00am - 9:30am Grand Hyatt: Crockett D

Tweet this session: #AOM2011 646

Facilitator: **Ned Wellman**, U. of Michigan, Ann Arbor

📖 Self-Monitors, Authentic Leaders, & Self-Delusion: A New Approach to Self-Monitoring and Leadership | **G. James Lemoine**, Georgia Institute of Technology

🗣️📖 When and How Authentic Leadership Links to Follower Effectiveness? | **Danni Wang**, GSM, Peking U.; **Hui Wang**, Peking U.; **Yang Sui**, GSM, Peking U.

📖 Authentic Leadership and Innovation in Work Groups: Uncovering Mediating and Moderating Processes | **Fred O.**

Walumbwa, Arizona State U.; **Chad A. Hartnell**, Arizona State U.; **Amanda Christensen**, Arizona State U.

☞ Three Studies of The Effects of Perceived Leader Sincerity on Follower Outcomes | **Arran Caza**, Wake Forest U.; **Gang Zhang**, London Business School; **Lu Wang**, U. of New South Wales; **Yuntao Bai**, Xi'an Jiaotong U.; **A Silke McCance**, Procter & Gamble Company

☞ Are You for Real? Relationships between Implicit/Explicit Self-Esteem and Authentic Leadership | **Brandon Randolph-Seng**, Texas Tech U.; **William L. Gardner**, Texas Tech U.

647 ☞: (Paper Session) - (OB) **Broadening the Conceptualization of Fit: Multi-Dimension and Multi-Type Consideration**

8:00am - 9:30am Grand Hyatt: Republic A
Tweet this session: **#AOM2011 647**

Chair: **Michael Bashshur**, U. Pompeu Fabra

☞ Linking the Fits, Fitting the Links: Connecting Different Types of PO Fit to Attitudinal Outcomes | **Aegean Oi Kam Leung**, U. of Victoria; **Sankalp Chaturvedi**, Imperial College London

☞ → ☞ Perceptions of Fit and Misfit: An In-Depth Study of Similarities and Differences | **Danielle Laurette Talbot**, Coventry U.; **Jon Billsberry**, Coventry U.

→ ☞ The Homology of Person-Group Fit: A Multilevel Analysis of Supplementary and Complementary Fit | **Amy L. Kristof-Brown**, U. of Iowa; **Jee Young Seong**, U. of Iowa; **David S. DeGeest**, U. of Iowa; **Won-Woo Park**, Seoul National U.; **Doo-Seung Hong**, Seoul National U.

☞ ☞ Exploring Multi-Dimensional Structure of Complementary Person-Organization Fit | **Marina N Astakhova**, Kent State U.; **Mary Hogue**, Kent State U.

648 → ☞: (OB) **Individual and Relational Routes to Employability**

8:00am - 9:30am Grand Hyatt: Republic B
Tweet this session: **#AOM2011 648**

Organizer: **Aukje Nauta**, U. of Amsterdam

Chairs: **Denise M. Rousseau**, Carnegie Mellon U.; **Mel Fugate**, Southern Methodist U.

Idiosyncratic Deals and Employability: A Multifaceted Relationship | **Severin Hornung**, Hong Kong Polytechnic U.

Individual and Relational Routes to Employability | **Irene E. De Pater**, U. of Amsterdam; **Aukje Nauta**, U. of Amsterdam

Employer and Employee Views on Obligations on Staying Employable: Differences across Industries | **Rene Schalk**, Tilburg U.; **Charissa Freese**, Tilburg U.

Supervisor-Subordinate Age Dissimilarity Effects on Expertise Ratings: Can They Be Buffered? | **Beatrice Van der Heijden**, Radboud U. Nijmegen

649 → ☞ SHCS: (OB) **New Directions for Psychological Contract Research in 2011: Content, Methods, and Applications**

8:00am - 9:30am Grand Hyatt: Travis C
Tweet this session: **#AOM2011 649**

Chairs: **Matthijs Bal**, Erasmus U. Rotterdam; **Tim Vantilborgh**, Vrije U. Brussel

Discussant: **Jeffery A. Thompson**, Brigham Young U.

Ideology in the Psychological Contract: An Investigation of Attitudinal and Behavioral Outcomes | **John B. Bingham**, Brigham Young U.

Working for a Cause: The Effects of Ideological Breach and Fulfillment on Volunteers' Work Effort | **Tim Vantilborgh**, Vrije U. Brussel; **Jemima Bidee**, Free U. Brussels; **Roland Pepermans**, Vrije U. Brussel; **Jurgen Willems**, Free U. Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U. Brussel

The Role of Attributions for Broken and Fulfilled Promises on Daily Mood and Work Behaviors | **Neil Conway**, London U., Birkbeck; **Tina Kiefer**, U. of Warwick; **Rob B. Briner**, U. of London

Disentangling Promises and Expectations: Simple, People Expect What They Are Promised | **Samantha D. Montes**, U. of Toronto

The Psychological Contracts of High Potential Employees: Does Organizational Investment Pay off? | **Nicky Dries**, Katholieke U. Leuven; **Elke Van Roy**, Vrije U. Brussel; **Roland Pepermans**, Vrije U. Brussel

650 ☞ JS: (OB, CM, OMT) **Social Networks and Negative Ties: Research Opportunities and Challenges for the Next 5 Years**

8:00am - 9:30am Grand Hyatt: Lone Star E
Tweet this session: **#AOM2011 650**

Organizers: **Joshua Marineau**, U. of Kentucky; **Anthony C. Hood**, The U. of Alabama

Chair: **Giuseppe Labianca**, U. of Kentucky

Discussants: **Vijaya Venkataramani**, U. of Maryland, College Park; **Karen A. Jehn**, Melbourne U.; **Stephen Borgatti**, U. of Kentucky; **Zuzana Sasovova**, VU U. Amsterdam; **Inga Carboni**, College of William and Mary

Centrality in Negative Affective Networks as Functions of Position in Positive Affective Networks | **Inga Carboni**, College of William and Mary; **Richard Gilman**, Cincinnati Children's Hospital Medical Center

Methodological and Theoretical Issues in the Treatment of Negative Ties in Social Network Analysis | **Stephen Borgatti**, U. of Kentucky; **Martin Everett**, U. of Manchester

Social Assets or Social Liabilities? A Social Capital View of Team Conflict and Creativity | **Anthony C. Hood**, The U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama

Direct and Indirect Negative Ties and Individual Performance | **Joshua Marineau**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky; **Gerald C Kane**, Boston College

The Accuracy of Network Perceptions over Time | **Zuzana Sasovova**, VU U. Amsterdam; **Ajay Mehra**, U. of Kentucky

651 ☞ → ☞ JS: (OB, HR) **The Dark and Bright Sides of Workplace Envy**

8:00am - 9:30am Grand Hyatt: Seguin A
Tweet this session: **#AOM2011 651**

Chairs: **Yochi Cohen-Charash**, Baruch College; **Michelle K. Duffy**, U. of Minnesota

Discussant: **Sigal Barsade**, U. of Pennsylvania

The Bright Side of a Deadly Sin: Why It Is Better to Envy than to Admire | **Niels van de Ven**, Tilburg U.; **Marcel Zeelenberg**, Tilburg U.; **Rik Pieters**, Tilburg U.

Envy, Self-Esteem and Interpersonal Counterproductive Work Behaviors: Evidence from China | **Yuhui Li**, Renmin U. of China; **John Schaubroeck**, Michigan State U.

Envy in Othello: Can Effort Explain Such a Tragic Issue? | **Jeremy Celse**, U. of Montpellier

Situational and Personal Determinants of Constructive and Destructive Reactions to Envy | **Yochi Cohen-Charash**, Baruch College; **Elliott Larson**, Baruch College

Job Seekers Turning Green: The Relationship between Envy and Job Search Behaviors | **Michelle K. Duffy**, U. of Minnesota; **Brian R. Dineen**, U. of Kentucky; **Chris A. Henle**, Colorado State U.; **KiYoung Lee**, U. of Minnesota

652 📄SHCS: (OB, HR, CAR) Behavioral Outcomes of Job Insecurity

8:00am - 9:30am Grand Hyatt: Seguin B
Tweet this session: #AOM2011 652

Organizer: **Emily Amdurer**, Case Western Reserve U.

Panelists: **Mindy Krischer**, U. of Houston; **Emily Amdurer**, Case Western Reserve U.; **Mindy Krischer**, U. of Houston; **Rebecca J. Bennett**, Louisiana Tech U.; **Mark A. Griffin**, U. of Western Australia; **Zehava Rosenblatt**, U. of Haifa; **Susan J. Ashford**, U. of Michigan

Authors: **Jian Liang**, Shanghai JiaoTong U.; **Cynthia Lee**, Northeastern U.; **Chak Fu Lam**, U. of Michigan, Ann Arbor; **Kori Callison**, U. of Houston; **Anit Somech**, U. of Haifa

653 📄: (Paper Session) - (OCIS) Information Systems and Organizational Learning

8:00am - 9:30am San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 653

Chair: **Ruey-Lin Hsiao**, National Chengchi U.

📄Diversification versus Specialization in Learning after Information Systems Implementation | **Tianshi Wu**, Georgia Institute of Technology; **Sandra Slaughter**, Georgia Institute of Technology; **Chris Forman**, Georgia Institute of Technology; **Sridhar Narasimhan**, Georgia Institute of Technology; **German Retana**, Georgia Institute of Technology; **Sebastian Urbina**, Barkawi Management Consultants

Toward a Framework of Web 2.0 Driven Organizational Learning | **Kuang-Yuan Huang**, State U. of New York, Albany; **Senem Guney**, State U. of New York, Albany

📄How Core Members of Electronic Networks of Practice Contribute to Organizational Learning | **Marlous Agterberg**, VU U. Amsterdam; **Bart van den Hooff**, VU U. Amsterdam; **Marleen Huysman**, VU U. Amsterdam

654 📄: (DRP Session) - (OCIS) Communication Feedback and Information Technology

8:00am - 9:30am San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 654

Facilitator: **JoAnne Yates**, Massachusetts Institute of Technology

📄Too Much of a Good Thing? Feedback Distractions During Computer-Mediated Group Collaboration | **Kent Marett**, Mississippi State U.; **Laura Elizabeth Marler**, Mississippi State U.

📄Sociological and Psychological Determinants of Texting in an Undergraduate Population | **Sharon P. McKechnie**, Emmanuel College

📄The Role of Feedback Intervention in Effective Knowledge Sourcing | **Naren Peddibhotla**, SUNY IT Utica; **David L. McLain**, State U. of New York, Oswego; **Ramon J. Aldag**, U. of Wisconsin, Madison

📄Stopping the Flow of Novel Employee Communication: Managerial Voice Propagation And Time Pressure | **Nancy Lam**, Keck Graduate Institute

📄Organization and Crisis: The Interplay of Corporate Communication, News, Public Awareness and Shares | **Jan Kleinjenhuis**, VU U. Amsterdam; **Sonja Utz**, VU U. Amsterdam; **Dirk Oegema**, VU U. Amsterdam; **Friederike Schultz**, VU U. Amsterdam

655 → 📄: (Paper Session) - (ODC) Dynamic Capability, Organizational Learning, and the Nature of Strategic Lock-in

8:00am - 9:30am Grand Hyatt: Crockett A
Tweet this session: #AOM2011 655

Chair: **Larry M. Starr**, U. of Pennsylvania

📄Dynamic Capabilities Revisited: Deduction of an Operationalizable Dynamic Capability Understanding | **Jutta Wollersheim**, Technical U. München; **Erich W. Barthel**, Frankfurt School of Finance and Management

Learning Orientation Enacted: How Individual Efforts to Learn Develop Dynamic Capabilities | **Robert Edward Robinson**, Texas Tech U.; **Di Wu**, Texas Tech U.

📄Exploring the Nature of Strategic Lock-in: The Emergence and Maintenance of a Strategic Core | **Daniel Geiger**, U. of Kaiserslautern; **Jochen Koch**, Europa U. Frankfurt; **Elena P. Antonacopoulou**, U. of Liverpool

656 → 📄: (Paper Session) - (ODC) The Impact of Leadership, Performance, and Environment on Improvisation and Organizational Agility

8:00am - 9:30am Grand Hyatt: Presidio B
Tweet this session: #AOM2011 656

Chair: **Taco Reus**, Erasmus U. Rotterdam

📄Sink or Swim: Empowering Leadership and Overload in Dealing With Unexpected | **Massimo Magni**, Bocconi U.

📄A Dialogical Exploration of Solo Improvisation in Musical Work | **Nic Beech**, U. of St Andrews; **Gail Greig**, U. of St Andrews; **Holly Patrick**, U. of St Andrews; **David Sims**, City U. London

📄Organizational Agility | **Boaz Shalit**, Ono Academic College; **Eyal Yaniv**, Bar Ilan U.

657 📄📄→📄📄: (ODC) ODC Kick-Off Session: Bridging East and West in ODC Research, Teaching, and Practice

8:00am - 9:30am Grand Hyatt: Texas Ballroom A
Tweet this session: #AOM2011 657

Moderator: **James D Ludema**, Benedictine U.

Presenter: **Mary Yoko Brannen**, INSEAD

Panelists: **Quy Nguyen Huy**, INSEAD; **Ram Tenkasi**, Benedictine U.; **Kwok Leung**, City U. of Hong Kong

658 📄📄→📄📄JS: (ODC, MC) Reframing “Evidence” to Catalyze Collaboration in Organizations

8:00am - 9:30am Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 658

Chairs: **Tojo Thatchenkery**, George Mason U.; **Gopakumar Gopalakrishnan**, Infosys Technologies

MONDAY

Discussant: **KB Akhilesh**, Indian Institute of Science
 The Aesthetics of Transformative Cooperation | **Frank J. Barrett**, Naval Postgraduate School
 Positive Design for Collaboration: A Case Study of the New Bangalore Metro Mass Transit System | **Tojo Thatchenkery**, George Mason U.
 Renewal of Management Culture: Academic Research Intervention as a Catalyst | **Hanna Lehtimäki**, U. of Tampere; **Johanna Kujala**, U. of Tampere; **Sirkka Hagman**, Nokian Tyres
 Application of Network Perspectives to Foster Collaboration: Lessons from a High Technology Firm | **Gopakumar Gopalakrishnan**, Infosys Technologies; **Daniel Halgin**, U. of Kentucky

659 → 🗨️: (Paper Session) - (OM) **Cultural and Behavioral Effects on Operations Strategy & Performance**

8:00am - 9:30am San Antonio Convention Center: Room 215

Tweet this session: **#AOM2011 659**

Chair: **Candido Perez**, IESA-Tulane U.

- 🗨️ The Influence Country Culture on Lean Manufacturing Effectiveness | **Thomas Kull**, Arizona State U.; **Tingting Yan**, Arizona State U.
- 🗨️ The Culture-Effectiveness Linkage: Looking Through Resource-Based View Lens in a Manufacturing Arena | **Michael Naor**, George Mason U.; **Ednilson Santos Bernardes**, Georgia Southern U.; **Janine Sanders**, U. of St. Thomas; **Susan Meyer Goldstein**, U. of Minnesota, Twin Cities; **Roger Schroeder**, U. of Minnesota
- 🗨️ A Behavioral Perspective to Operations Strategy: Evidence from an In-Depth Field Study | **Pekka Helkiö**, Aalto U.; **Virpi Turkulainen**, Aalto U.
- 🗨️ The China Syndrome: Competence and capability in quality in the High-Tech sector | **Damien Power**, U. of Melbourne

660 🗨️: (DRP Session) - (OMT) **Origins and Attributions of Corporate Social Responsibility**

8:00am - 9:30am San Antonio Convention Center: Room 206 B

Tweet this session: **#AOM2011 660**

Chair: **Nicholas J. Switank**, Northwestern U.

- 🗨️ Organizational Responsiveness to Human Suffering as Compassionate Corporate Philanthropy | **Alan Muller**, U. of Amsterdam; **Michael D. Pfarrer**, U. of Georgia
- 🗨️ Understanding Attributions of Corporate Social Irresponsibility | **Donald Lange**, Arizona State U.; **Nathan T. Washburn**, Thunderbird
- 🗨️ Janus-Faced Do-Gooders? An Upper Echelon Perspective on Philanthropic and CSR Priorities | **Razvan Lungeanu**, Northwestern U.; **Klaus Weber**, Northwestern U.
- 🗨️ Theorization and the Evolution of an Institutional Logic of Corporate Social Responsibility | **Sébastien Mena**, U. of Lausanne

661 🗨️: (DRP Session) - (OMT) **Politics and Bargaining Within and Between Organizations**

8:00am - 9:30am San Antonio Convention Center: Room 207 A

Tweet this session: **#AOM2011 661**

Chair: **TI Hill**, Temple U.

- 🗨️ Expansive Innovating: A Model for Issue Selling in New Product Development Teams | **Kristina Lauche**, Radboud U. Nijmegen
- 🗨️ Constructing Collaboration at ATLAS, CERN | **Raghu Garud**, Pennsylvania State U.; **Barbara Gray**, Pennsylvania State U.; **Philipp Tuertscher**, WU Vienna
- Tasks and Politics: Explaining Rule Change in Unesco's World Heritage Program, 1977-2004 | **Sergey E. Osadchiy**, Erasmus U. Rotterdam; **Pursey Heugens**, RSM Erasmus U.; **Edward Carberry**, Erasmus U. Rotterdam
- 🗨️ → 🗨️ The Lobbying for and Acceptance of Entrepreneurial Ideas Within Organizations | **Xavier Castañer**, U. of Lausanne; **Dirk De Clercq**, Brock U.; **Imanol Belausteguigoitia**, Instituto Tecnológico Autónomo de México

662 🗨️: (OMT) **OMT Breakfast and Distinguished Scholar**

8:00am - 9:30am San Antonio Convention Center: Room 214 B

Tweet this session: **#AOM2011 662**

Program Chair: **Christine Beckman**, U. of California, Irvine
Professional Development Workshop Chair: **Michael Lounsbury**, U. of Alberta
Distinguished Speaker: **Joel Baum**, U. of Toronto

663 🗨️: (DRP Session) - (OMT) **Isomorphism & Institutional Pressure**

8:00am - 9:30am San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 663**

Chair: **Carmelo Mazza**, IE Business School

- 🗨️ Tie Me Up, Tie Me Down: Power-Dependence and Conformity in Dual Candidates-Audience Interfaces | **Rodolphe Durand**, HEC Paris; **Julien Jourdan**, HEC Paris
- 🗨️ Organizations and Ethics: Field-level versus Firm-level Sources of Adoption and Implementation | **David Chandler**, U. of Texas, Austin
- 🗨️ How Identity and Power Shape an Organization's Responses to Isomorphic Pressures | **Hamid Bouchikki**, ESSEC Business School; **John R Kimberly**, U. of Pennsylvania
- 🗨️ Same Same but Different? The Relation between Structural and Strategic Isomorphism in Organizations | **Anders Villadsen**, Aarhus U.

664 🗨️: (Paper Session) - (OMT) **Exploration and Exploitation**

8:00am - 9:30am San Antonio Convention Center: Room 218

Tweet this session: **#AOM2011 664**

Chair: **Patricia Klarner**, LMU Munich

- 🗨️ Reinventing (Parts of) the Wheel: Reconceptualizing Ambidextrous Product Development Strategies | **Eric C. Dahlin**, Brigham Young U.
- 🗨️ → 🗨️ Great Vessels Take a Long to Mature: Early Success Trap & Competence in Exploitation and Exploration | **Mooweon Rhee**, U. of Hawaii; **Tohyun Kim**, Sungkyunkwan U.
- 🗨️ Is There Exploitative Exploration Or Exploratory Exploitation? Reference and Degree Matter | **Peiran Su**, U. College Dublin
- 🗨️ → 🗨️ Structural Autonomy, Social Networks, and the Exploration and Exploitation of Knowledge | **Emily Erikson**, Yale U.; **Sampsa Samila**, Brock U.

MONDAY

665 🌐 → 📖 JS: (OMT, ODC, IM) **The Role of Culture for Organizations and Their Performance**

8:00am - 9:30am San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 665

Organizational Culture - New Insights into some Critical Questions | **Sonja A. Sackmann**, U. Bundeswehr, Munich
 Indicators and Effects of Positive Organizational Culture | **Kim Cameron**, U. of Michigan

The Impact of Consistency on the Relationship Between Culture and Performance | **Ryan Smerek**, Northwestern U.

Looking Where the Light is Best: Thoughts About an Agenda for Research on Culture and Performance | **Daniel Denison**, IMD

Implications for Designing, Leading, Changing & Researching Organizations and their Culture (Panel) | **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Kim Cameron**, U. of Michigan; **Daniel Denison**, IMD; **Ryan Smerek**, Northwestern U.

Participant: **Sonja A. Sackmann**, U. Bundeswehr, Munich

666 📖: (DRP Session) - (ONE) **Organizational Design, Governance and Values on the Natural Environment**

8:00am - 9:30am Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 666

Facilitator: **Carolyn P. Egri**, Simon Fraser U.

📖 When Individual Environmental Preferences Influence the Team: Decisions and Consequences | **Jose Manuel De la Torre-Ruiz**, U. of Granada; **J. Alberto Aragón-Correa**, U. of Granada; **Inmaculada Martín-Tapia**, U. of Granada; **Javier Aguilera-Caracuel**, U. of Granada

📖 Encouraging Consumers' Eco-label Use: The Role of Trust and Environmental Knowledge | **Nicole Darnall**, George Mason U.; **Cerys Ponting**, BRASS Institute, Cardiff U.; **Diego Alfonso Vazquez**, BRASS Institute, Cardiff U.

Transverse Responsible Initiatives in Fragmented Value Systems: Conditions and Limits | **Aurelien Acquier**, ESCP Europe; **Thibault Daudigeos**, Grenoble Ecole de Management; **Bertrand Valiorgue**, ESC Clermont Graduate School of Management

📖 Creativity for Organizational Sustainability: Value and Belief Predictors | **Keith James**, Portland State U.

📖 Why Firms Address Climate Change: An Institutional and Corporate Governance Framework. | **Patricia Kanashiro**, George Washington U.

667 : (Paper Session) - (PNP) **Collaboration in Public-Private Partnerships: New Perspectives**

8:00am - 9:30am Marriott Riverwalk: Salon C

Tweet this session: #AOM2011 667

Chair: **Robert C. Myrtle**, U. of Southern California

Deliberation and Decision in Collaborative Forums: A Simulation of the Effects of Power Imbalance | **Taehyon Choi**, U. of Southern California; **Peter J. Robertson**, U. of Southern California

Resource, Relational and Institutional Antecedents to Renewal in Public-Private Partnerships | **Troy A. Voelker**, U. of Houston, Clear Lake; **William Cordell McDowell**, East Carolina U.

📖 Overcoming Collaboration Barriers in Affordable Housing Public-Private Partnerships | **Jennifer Madden**, Case Western Reserve U.

🌐 → 📖 Understanding Partnerships as Inter-Organizational Collaborations | **Khalidoun AbouAssi**, Syracuse U.

668 : (Paper Session) - (PNP) **Employee Motivation, Wages and Incentives: Cross-sector Comparisons**

8:00am - 9:30am Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 668

Chair: **Kirsten Grønberg**, Indiana U.

📖 Inclusive Governance Settings: Promoting Satisfaction by Enabling the Use of Creativity | **Ermanno C. Tortia**, U. of Trento; **Silvia Sacchetti**, U. of Stirling

Differences in Wage-Payment System Between Cooperatives and Capitalist Firms | **Jesus Clemente**, U. de Zaragoza; **Millan Diaz-Foncea**, U. de Zaragoza; **Carmen Marcuello**, U. de Zaragoza; **Marcos Sanso**, U. de Zaragoza

📖 The Use of Incentives in Nonprofit Organizations | **Gerhard Speckbacher**, WU Vienna

📖 Affective Commitment and Variability in the Organizational Climate of Government Agencies | **Shahidul Hassan**, Ohio State U.; **John Rohrbaugh**, State U. of New York, Albany

669 📖: (Paper Session) - (RM) **Advancing research with Latent Class Analysis, Dominance Analysis, and by Incorporating Outliers**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 669

Chair: **Brian Boyd**, Arizona State U.

📖 Disentangling Conflicts, Aggression and Workplace Bullying with Latent Class Analysis | **Guy Notelaers**, Maastricht U.; **Stale Einarsen**, U. of Bergen; **Morten Birkeland Nielsen**, U. of Bergen

📖 Dominance Analysis of Two Commonly Used Measures of Organizational Justice | **Brian K. Miller**, Texas State U.; **Robert Konopaske**, Texas State U.; **Zinta S. Byrne**, Colorado State U.

Incorporating Outliers in Empirical Research in Competitive Strategy | **Felipe Buchbinder**, EBAP-FGV; **Rafael Burstein Goldszmidt**, Fundacao Getulio Vargas

670 📖: (Paper Session) - (SAP) **Institutional Logics and Legitimation Strategies**

8:00am - 9:30am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 670

Chair: **Patrick Regner**, Stockholm School of Economics

📖 When Logics Coexist: How Work Practices and Institutional Accounts Reconfigure Institutional Logics | **Jane Kirsten Le**, U. of Sydney

SAP Best Paper Award

📖 Legitimizing Contentious Decisions in MNCs: A Rhetorical Perspective | **Julia Balogun**, Lancaster U.; **Kathryn Fahy**, Lancaster U.; **Eero Vaara**, Hanken School of Economics

📖 Strategizing at 'The Clashing Point': Legitimation In Pluralistic Contexts | **Rebecca Suzanne Bednarek**, Victoria U. of Wellington; **Urs Daellenbach**, Victoria U. of Wellington; **Sally Davenport**, Victoria U. of Wellington

671 → 🗄️: (DRP Session) - (SIM) **Ethics at Multiple Levels of Analysis and Contexts**

8:00am - 9:30am Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 671

Chair: **Frances A Viggiani**, Alfred U.

🗄️ Workplace Bullying: Calling for an Interactionist Approach | **Al-Karim Samnani**, York U.; **Parbudyal Singh**, York U.

🗄️ Neuroscience Research and Ethical Leadership: Fact or Fancy? | **Christian Voegtlin**, U. of Zurich; **Ina Kaufmann**, UFSP Ethik

🗄️ Information Gathering During Ethical Decision Making | **Amy Joy Guerber**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

🗄️ Business Ethics and Market 'Karma': Re-examining the Social-Financial Performance Link | **Afshin Mehrpouya**, ESSEC Business School - Paris; **Imran Chowdhury**, ESSEC Business School - Paris

🗄️ Entrepreneurs' Ethically Suspect Behaviors and Effective Information Acquisition | **Jintong Tang**, Saint Louis U.; **Shaji Khan**, U. of Missouri, St. Louis; **Renhong Zhu**, National Sun Yat-sen U.

672 → 🗄️: (Paper Session) - (SIM) **Corporate Responsibility: Meaning, Motivation, and Level of Analysis**

8:00am - 9:30am Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 672

Chair: **Stephen Brammer**, U. of Warwick

🗄️ CSR- Challenging Scientific Research? Academics' and Practitioners' Language Games | **Bernadette Bullinger**, U. of Leeds

🗄️ The Global Compact: An Analysis of the Motivations and Outcomes of Adoption in the Spanish Context | **Jorge Alexis Arevalo**, William Paterson U.; **Deepa Aravind**, City U. of New York-College of Staten Island

🗄️ Why Do Firms Do Good? Industry Conditions and Firms' Motivation for Social Responsibility | **Donald J. Schepker**, U. of Kansas; **Matt Luth**, U. of Kansas

673 🗄️ JS: (SIM, OB, CM) **New Developments on the Nature and Influence of Unethical Work Behavior**

8:00am - 9:30am Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 673

Chairs: **Marie S. Mitchell**, U. of Georgia; **Ryan M. Vogel**, Southern Methodist U.

Discussant: **Linda K. Trevino**, Pennsylvania State U.

The Happy Enabler: Positive Affect and Its Influence on Prosocial Unethical Behavior | **Richard Grover Gardner**, Texas A&M U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Keith Leavitt**, United States Military Academy; **Adam C. Stoverink**, Texas A&M U.; **Ricky W Griffin**, Texas A&M U.

Evil Comes Quietly: Unethical Behavior as a Result of Subtle Leader Influences | **Sean Martin**, Cornell U.; **Francesca Gino**, Harvard U.; **James R. Detert**, Cornell U.

Abusive Supervision as a Retaliatory Action | **Mary Bardes**, Drexel U.; **Rebecca L. Greenbaum**, Oklahoma State U.; **Katrina A Graham**, Drexel U.

An Investigation of When Unethical Behavior is Imitation versus Retaliation | **Marie S. Mitchell**, U. of Georgia; **Ryan M. Vogel**, Southern Methodist U.

674 🗄️: (Paper Session) - (TIM) **Innovation and the CEO**

8:00am - 9:30am San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 674

Chair: **Emily Cox**, Stanford U.

🗄️ CEO Stock Options, Slack, and Strategic Risk-Taking: Do Reference Points Matter? | **Elizabeth Lim**, U. of Texas, Dallas; **Livia Anna Markoczy**, U. of Texas, Dallas; **Rachel Croson**, U. of Texas, Dallas

🗄️ Do Succession-CEOs Affect the Market Value of Innovative Announcement? | **Ying-Juan Wong**, National Kaohsiung U. of Applied Sciences; **Li-Yu Chen**, Fo Guang U.

🗄️ Board Capital, CEO Stock Holdings and Learning Orientation: Exploration vs. Exploitation | **Chia-Jung Lee**, National Taiwan U.

675 🗄️: (Paper Session) - (TIM) **Technology and Industry Lifecycles**

8:00am - 9:30am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 675

Chair: **Helder Sebastiao**, U. of San Diego

🗄️ Entry Timing Advantages and the Categorical Dynamics of the Industry Life Cycle | **Stine Grodal**, Boston U.; **Fernando Suarez**, Boston U.; **Aleksios Gotsopoulos**, Boston U.

🗄️ Innovation through Online Collaboration with Consumers: Implications Over the Technology Lifecycle | **Benedikt Fabian Langner**, U. of Oxford; **Victor P. Seidel**, U. of Oxford

🗄️ Technology Sourcing Strategies and Innovative Performance: The Role of Industry Life Cycle | **Chirag Patel**, Grenoble Ecole de Management; **Mb Sarkar**, Temple U.

676 🗄️: (Paper Session) - (TIM) **Technological Alliances**

8:00am - 9:30am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 676

Chair: **Alisa H. Watt**, Rensselaer Polytechnic Institute

🗄️ Do Ties Really Bind? Consensus Formation in Multi-Firm Technology Consortia | **Ram Ranganathan**, Wharton School

The Role of Technological Knowledge Breadth in Facilitating Exploration in Strategic Alliances | **Jing Zhang**, Iowa State U.; **Pol Herrmann**, Iowa State U.

→ Preferences for Rights in Strategic Alliances: A Property Rights and Capabilities Perspective | **Carolin Haeussler**, U. of Munich; **Matthew J Higgins**, Georgia Institute of Technology

677 🗄️: (DRP Session) - (TIM) **Intellectual Property Measurement and Valuation**

8:00am - 9:30am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 677

Facilitator: **Bart Van Looy**, Katholieke U. Leuven

→ 🗄️ Defending Patents' Validity: An Empirical Analysis of German Patent Invalidation Proceedings | **Timo Fischer**, Technical U. München

Small Firms, Big Patents? Estimating Patent Value Using Data on Israeli Start-Ups' Financing Rounds | **Gili Greenberg**, Bocconi U.

🗄️ Trademarks as Innovation Measurement for Knowledge Intensive Business Services | **Matthias Gotsch**, Brandenburg Technical U. Cottbus; **Christiane Bettina Hipp**, Brandenburg Technical U. Cottbus

Patent Valuation in Real World Markets - An Empirical Analysis of Ocean Tomo Patent Auctions | **Jan Leiding**, Technical U. München
 How Could We Overcome the Truncation Problem in Ranking the Importance of Patents? | **Feng Zhang**, St. Mary's U.; **Xiaoyun He**, Rutgers U.; **Guohua Jiang**, Temple U.

678 → JS: (TIM, BPS) **Organizing Open Innovation: Combining Value Creation and Value Appropriation**

8:00am - 9:30am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 678

Organizers: **Dries Faems**, U. of Twente; **Alberto Di Minin**, U. of California, Berkeley

Discussant: **Juan Alcacer**, Harvard U.

Open Innovation: Integration, Innovation, and Adaptability | **Stefano Brusoni**, Bocconi U.; **Andrea Prencipe**, G. D'Annunzio U.

Make, Buy, and Sell? Testing the Open Innovation Paradigm | **Bruno Cassiman**, IESE Business School; **Giovanni Valentini**, Bocconi U.

Applying Open Innovation in Low-Tech SMEs: How to Create and Capture Value? | **Wim Vanhaverbeke**, Hasselt U.

Strategic Openness: The Selective Use of Open Strategies for Competitive Advantage | **Joel West**, San Jose State U.

Monday 8:30AM

679 : (AAA) **Placement Services**

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1

Tweet this session: #AOM2011 679

Placement Services - Registration and Information

Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.

Monday 9:45AM

680 : (Paper Session) - (BPS) **Earnings, Analysts, and Information Asymmetry**

9:45am - 11:15am San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 680

Chair: **Christopher Ray Reutz**, Utah State U.

Can Firms Prevail Adversity through Earnings Management? The Evidence from Biotechnology Ventures | **Saira Latif**, U. of Massachusetts, Lowell; **Yi Yang**, U. of Massachusetts, Lowell; **Dona Marie DeCarolis**, Drexel U.

The Case For Transparency: Development and Validation of a Measure of Perceived Transparency | **Andrew Schnackenberg**, Case Western Reserve U.

The Deterrence Effects of Vicarious Punishments on Corporate Financial Fraud | **Daphne W. Yiu**, Chinese U. of Hong Kong; **Yuehua Xu**, The Chinese U. of Hong Kong; **William P. Wan**, Texas Tech U.

Security Analysts' Stock Recommendations: The Influence of All-American Analysts on Their Peers | **Joshua HERNBERGER**, U. of California, Irvine; **Margarethe F Wiersema**, U. of California, Irvine

681 : (Paper Session) - (BPS) **Strategic Renewal and Ambidexterity**

9:45am - 11:15am San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 681

Chair: **Catherine A Maritan**, Syracuse U.

Attraction – A New Perspective on Strategic Renewal | **Patrick Regner**, Stockholm School of Economics; **Claes Bohman**, Stockholm School of Economics

Architectural Leverage: Putting Platforms in Context | **Llewellyn D W Thomas**, Imperial College Business School; **Erkko Autio**, Imperial College Business School; **David M Gann**, Imperial College London

Investigating Temporal Ambidexterity: Focus, Switch, Cycle Duration, and Firm Performance | **Ribuga Kang**, U. of Minnesota, Twin Cities; **Sang-Joon Kim**, U. of California, Irvine

The Dynamics of Ambidextrous Decision Making | **Johannes Luger**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen; **Stefan N. Groesser**, U. of St. Gallen

682 : (DRP Session) - (BPS) **Corporate Investment Strategies: Acquisitions, Alliances, and IPOs**

9:45am - 11:15am San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 682

Facilitator: **Kathryn Rudie Harrigan**, Columbia Business School

Implementing Acquirers' Synergistic Intent: The Necessary Bilateral Interaction with the Target | **Xavier Castañer**, U. of Lausanne; **Samina Karim**, Boston U.

Empirical Determinants of Premia Paid by Firms Undertaking Mergers and Acquisitions | **Ashutosh Kumar Sinha**, Indian Institute of Management, Lucknow

Signaling Type and Market Performance in IPO Firms | **Palash Deb**, Syracuse U.; **Natarajan Balasubramanian**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.

When and Why Do Firms Voluntarily Signal Monetary Terms of Exploration Alliances? | **Edward Levitas**, U. of Wisconsin, Milwaukee; **Ann McFadyen**, U. of Texas, Arlington; **Mujtaba Ahsan**, Pittsburg State U.

Antecedents and Consequences of Acquisitions Involving High-Technology Firms | **Douglas J. Miller**, U. of Illinois, Urbana-Champaign; **Anju Seth**, Virginia Tech; **Sai Lan**, U. of Illinois, Urbana-Champaign

683 : (DRP Session) - (BPS) **Learning and Capability Development in Alliances**

9:45am - 11:15am San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 683

Facilitator: **Elko Klijn**, VU U. Amsterdam

Non-Overlapping Partner Capabilities and Alliance Performance: Evidence from US Film Industry | **Ramin Vandaie**, U. of Minnesota

Learning in Inter-Organizational Networks: An Individual Perspective | **Nada Rejeb**, U. of Sfax; **Bertrand V. Quelin**, HEC Paris

Does Technological Diversity Matter to Firm Performance? The Role of Organizational Capabilities | **Ming-Chao Wang**, National Cheng Kung U.; **Chia-Jung Lee**, National Taiwan U.; **Cheng-Yu Lee**, Southern Taiwan U.

Towards Measuring Alliance Culture: An Exploratory Study | **Ard-Pieter de Man**, VU U. Amsterdam; **Dave Luvison**, Nova Southeastern U.

Building Dynamic Cooperative Capabilities in R&D Consortia: A Longitudinal Case Study | **Isabel**

Estrada-Vaquero, U. de Valladolid; **Natalia Martin Cruz**, U. de Valladolid; **Pilar Pérez Santana**, U. de Valladolid

684 [📄] (DRP Session) - (BPS) **Institutions and Firm Performance**

9:45am - 11:15am San Antonio Convention Center: Room 203 B
 Tweet this session: #AOM2011 684

Facilitator: **Frances H. Fabian**, U. of Memphis

- [📄] Family Firm Governance, Strategic Conformity and Performance | **Danny Miller**, HEC Montreal; **Isabelle Le Breton-Miller**, HEC Montreal; **Richard Lester**, Texas A&M U.
- [📄] The Relationship between Regulation and Firm-Level Environmental Responsiveness | **Sawsan abu Baker**, UCD; **Yousef Eiadat**, U. of College Dublin
- [📄] Private Equity Fund Investment Timing: The Importance of Rivalry and Legitimacy in Uncertainty | **Anna Söderblom**, Stockholm School of Economics; **Ciara Sutton**, Stockholm School of Economics
- [📄] To Protect or Serve? Examining Firm Motivations to Invest in Strategic Political Management | **Bruce C. Rudy**, U. of Texas, Austin
- [📄] Scenario-Based Business Model Development for a Latent Health Insurance Industry in Rural India | **Roger Moser**, EBS Business School; **Heiko von der Gracht**, EBS Business School

685 [📄] (Paper Session) - (BPS) **Determinants and Nature of Competitive Action**

9:45am - 11:15am San Antonio Convention Center: Room 204 A
 Tweet this session: #AOM2011 685

Chair: **Tieying Yu**, Boston College

- [📄] Competitive Pressure: Competitive Dynamics as Reactions to Multiple Rivals | **Leon Zucchini**, LMU Munich; **Tobias Kretschmer**, LMU Munich
- [📄] Compete or Forbear? The Effects of Competitive Advantage, Complementarities, and Multimarket Contact | **Chi-Hyon Lee**, George Mason U.; **Hun Lee**, George Mason U.; **Masoud Yasai-Ardekani**, George Mason U.
- [📄] The Multifaceted Aspects of TMT Social Capital and Firm Performance: The Role of Competitive Action | **Hao-Chieh Lin**, National Cheng Kung U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce
- [📄] When Attackers Are Not Competitors | **Gideon D Markman**, Colorado State U.; **Theodore L. Waldron**, Baylor U.

686 [📄] (Paper Session) - (BPS) **Learning and Absorptive Capacity**

9:45am - 11:15am San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 686

Chair: **David Maslach**, Ivey School of Business

- [📄] From Sensing Shape to Shaping Sense: A Dynamic Model of Absorptive Capacity and Selective Revealing | **Oliver Alexy**, Imperial College London; **Gerard George**, Imperial College London; **Ammon Salter**, Imperial College Business School
- [📄] Mind the Way You Reflect: Causal Knowledge in Organizational Learning | **Natalia Vuori**, Aalto U.; **Timo Vuori**, Aalto U.
- [📄] Empirical Investigation into a Subsidiary Absorptive Capacity Process Model | **Stephanie Christine Schleimer**, U.

- of Queensland; **Torben Pedersen**, Copenhagen Business School
- [📄] When Do Firms Benefit from Experience with Internal Growth, Collaboration, and Market Transactions? | **Louis Mulotte**, Tilburg U.

687 [📄] JS: (BPS, TIM) **Causes, Consequences and Limits of Vertical Disintegration**

9:45am - 11:15am San Antonio Convention Center: Room 217 A
 Tweet this session: #AOM2011 687

Organizers: **Joanne Oxley**, U. of Toronto; **Juan Alcacer**, Harvard U.

- Discussant: **Nicholas Argyres**, Washington U. in St. Louis
- Negotiating the Winds of Disintegration as Industries Evolve | **Rahul Kapoor**, U. of Pennsylvania
- Learning by Supplying | **Juan Alcacer**, Harvard U.; **Joanne Oxley**, U. of Toronto
- Manufacturing as a Source of Learning | **Nile W. Hatch**, Brigham Young U.; **Daniel Snow**, Brigham Young U.
- Co-Innovation Enablement Platforms: Factors Accelerating Ecosystem Innovation | **David Charles Cruickshank**, SAP Labs; **Amy Gannaway**, None; **Tammy L. Madsen**, Santa Clara U.

688 [📄] [🌐] [👤] (DRP Session) - (CAR) **Exploring Careers In International Contexts**

9:45am - 11:15am Grand Hyatt: Travis A
 Tweet this session: #AOM2011 688

The papers in this session provide an important insight into careers in different cultural contexts: China, Hong Kong, USA, Sri Lanka and the UAE

Chair: **Nikos Bozionelos**, Durham U.

- [📄] The Differing OCM Practices Within A Multinational and Indigenous Chinese Hotel Operating In China | **Jane Kerr**, Griffith U.; **Peter Robert Woods**, Griffith U.
- [📄] Personality, Networking Behaviors and Network Resources of Employees in the U.S. and Hong Kong | **Yu Ha Cheung**, Hong Kong Baptist U.; **Thomas W. Dougherty**, U. of Missouri at Columbia; **Neil C. Herndon**, South China U. of Technology
- [📄] Work-Family Conflict in Sri Lanka: Negotiations of exchange relationships in family and at work | **Pavithra Kailasapathy**, U. of Colombo; **Isabel Metz**, U. of Melbourne
- [📄] Chinese Employees's Career Success: Developing a Scale with Qualitative and Quantitative Approaches | **Wenxia Zhou**, Renmin U. of China; **Jian Min Sun**, Renmin U. of China; **YanJun Guan**, Renmin U. of China; **Yuhui Li**, Renmin U. of China
- [📄] Career Theory in an Emerging Arab Gulf Economy: The Impact of Expectations and Self-Efficacy | **Ingo Forstenlechner**, United Arab Emirates U.; **Hassan M Selim**, United Arab Emirates U.; **Yehuda Baruch**, Rouen Business School; **Mohamed T Madi**, United Arab Emirates U.

689 [📄] SHCS: (CAR, OB, HR) **A Self-Regulatory Approach to Job Search Intensity and Effort**

9:45am - 11:15am Grand Hyatt: Lone Star B
 Tweet this session: #AOM2011 689

Chair: **Serge Pires Da Motta Veiga**, U. of Missouri at Columbia
 Discussant: **Cynthia Kay Stevens**, U. of Maryland

Age, Job Search, and Employment Outcomes | **Ruth Kanfer**, Georgia Institute of Technology; **Connie Wanberg**, U. of Minnesota; **Darla Flint Paulson**, U. of Texas, Arlington
 Be Happy and Don't Worry: The Role of Affectivity in the Job Search | **Daniel Turban**, U. of Missouri at Columbia; **Felissa Lee**, Marquette U.; **Dana L. Haggard**, Missouri State U.; **Sharon Y. Wu**, High Point U.

Changing Effects of Job Search Efficacy on Job Search Effort: Moderating Role of Regulatory Focus | **Shuhua Sun**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore
 Influence of Changes in Affect on Job Search Intensity and Outcomes | **Serge Pires Da Motta Veiga**, U. of Missouri at Columbia; **Daniel Turban**, U. of Missouri at Columbia

690 → CAU: (CAU) **Cross-Cultural Research Using International Networks**

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 690

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Emma Parry**, Cranfield U.

Facilitators: **Dirk Buyens**, U. of Ghent; **Ruth Alas**, Estonian Business School; **Sinikka Vanhala**, Aalto U.; **Amnon Caspi**, Bar Ilan U.; **Astrid Reichel**, WU Vienna

Presenters: **Wolfgang Mayrhofer**, WU Vienna; **Mila B. Lazarova**, Simon Fraser U.; **Eleni Stavrou**, U. of Cyprus

691 CAU: (CAU) **Authentic Leadership Caucus – Building a Community to Advance Theory & Research**

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 691

Organizers: **Hannes Leroy**, Katholieke U. Leuven; **William L. Gardner**, Texas Tech U.

692 CAU: (CAU) **People for People – An Invitation for Scholars from East and West**

9:45am - 11:15am Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 692

Organizers: **James E. Post**, Boston U.; **Sybille Sachs**, U. of Applied Sciences, Zurich

Participants: **Edward Freeman**, U. of Virginia; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Andreas Rasche**, U. of Warwick; **Grant T. Savage**, U. of Alabama, Birmingham; **Sandra Waddock**, Boston College

693 CAU: (CAU) **East Meets West: Ethics in Teaching and Publishing**

9:45am - 11:15am Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 693

Sponsored by the Academy of Management Ethics Education Committee

Organizer: **Susan R. Madsen**, Utah Valley U.

Facilitators: **Susan R. Madsen**, Utah Valley U.; **James H Davis**, U. of Notre Dame

Participants: **Hans Van Ees**, U. of Groningen; **Luca Gnan**, Tor Vergata U.; **Chi Sum Wong**, Chinese U. of Hong Kong; **Kathy Lund Dean**, Idaho State U.; **Lorraine Eden**, Texas A&M U.; **Thomas F Hawk**, Frostburg State U.; **Marshall Schminke**, U. of Central Florida

694 CAU: (CAU) **Maximizing Impact via Global Collaborations: Utilizing Opportunities Created by Indian AOM**

9:45am - 11:15am Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 694

Chairs: **Pawan S. Budhwar**, Aston U.; **Arup Varma**, Loyola U. Chicago

695 CAU: (CAU) **Dynamic Stakeholder Networks in Global Contexts**

9:45am - 11:15am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 695

This caucus will assist participants in identifying potential research related to the dynamic stakeholder networks, especially at the international level. Through discussion with interested colleagues, we will explore the fundamental concepts of the dynamic stakeholder networks, specifically theoretical implications for managing firms within the global contexts, and empirical research directions. This caucus addresses the conference theme "West meets East: Enlightening, Balancing and Transcending" through its focus on the global contexts and its participants from diverse cultural backgrounds.

Organizers: **Jegoo Lee**, U. of South Florida; **Elisabet Garriga**, EADA Business School

696 : (Paper Session) - (CDP) **Innovation, Product Development Process, and Technical Professionals**

9:45am - 11:15am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 696

Facilitator: **Haiyang Li**, Rice U.

TIM: The Process and Practice of Interdisciplinary Work: A Case Study in Nanotechnology | **Sarah Kaplan**, U. of Toronto; **Jonathan Milde**, U. of Pennsylvania; **Ruth Schwartz Cowan**, U. of Pennsylvania

ODC: Portfolio Management, New Product Development and Performance: A Multilevel Perspective | **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU); **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Jana Boss**, Otto Beisheim Graduate School of Management (WHU)

TIM: Can the Structure of Scientific Funding Affect Research Productivity and Innovation? | **Darren E. Zinner**, Brandeis U.; **Sowmya R. Rao**, MGH Institute for Health Policy; **Eric G Campbell**, MGH Institute for Health Policy

CAR: The Firms Strike Back: Non-Compete Agreements and the Mobility of Technical Professionals | **Matt Marx**, MIT Sloan

697 : (Paper Session) - (CDP) **Understanding Union Effects in Organizations**

9:45am - 11:15am Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 697

Facilitator: **Margaret Delaney Gorman**, George Washington U.

HR: Management Signals of Support for Employee Voice as a Moderator of "Strong" Union Impact | **Dionne Pohler**, U. of Saskatchewan; **Andrew Luchak**, U. of Alberta

OMT: The Conditions under Which Unionization Acts as a Catalyst or Barrier to Organizational Change | **Aldas Pranas Kriauciunas**, Purdue U.; **Supradeep Dutta**, Purdue U.

ODC: Union Representatives' Participation as Post-Acquisition Integration Facilitation | **Helene Loe Colman**, Norwegian School of Management; **Eivind Falkum**, Fafo; **Audrey Rouzies**, IAE - U. of Toulouse I

698 : (Paper Session) - (CDP) **Leadership, Succession and Performance**

MONDAY

9:45am - 11:15am Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 698

Facilitator: **Erica Dawson**, Cornell U.

- 📖 **OB**: Civic Capacity: Building on Transformational Leadership to Achieve Integrative Public Leadership | **Peter Sun**, U. of Waikato; **Marc H Anderson**, Iowa State U.
- ➔ **BPS**: The Very First Succession: Founder-CEO Turnover and Its Consequences | **Yangmin Kim**, Sogang U.; **Jee-Hyun Park**, Sogang U.
- ➔ **SAP**: West Meets East: The Role of Metaphors-In-Use, Models and Practices in Strategic Knowledge Transfer | **David Roy Stiles**, U. of Canterbury; **Denise Jarratt**, Charles Sturt U.
- 📖 **CM**: The Effects of Rivalry on Motivation and Performance | **Gavin J Kilduff**, New York U.

699 : (Paper Session) - (CDP) Building Organizational Capabilities and Advantages

9:45am - 11:15am Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 699

Facilitator: **Angelina Zubac**, U. of Adelaide

- 📖 **OMT**: The Effects of Dynamic Capabilities on Functional Competence and Innovation Performance | **Kieran John Patrick MacInerney**, U. of Cologne
- 📖 **BPS**: Competing through Customization: Using Human Resource Management to Create Strategic Capabilities | **Ying Hong**, McMaster U.; **Michael Sturman**, Cornell U.
- 📖 **OCIS**: Freezing and Restocking Knowledge through "Booted-Up" Bodies: Knowledge Management in An IT Vendor | **Wee-Kiat Lim**, U. of Colorado, Boulder
- ODC**: How/Why Piloting Financially a Mainly Technical Object? The Ariane 5 Engineering Changes Management | **Pierre Ghelardi**, Strasbourg U.
- ➔ **BPS**: Beyond Institutional Voids: The 'Organizational Advantage' of Business Groups | **K S Manikandan**, Indian Institute of Management, Bangalore; **J Ramachandran**, Indian Institute of Management, Bangalore

700 : (Paper Session) - (CDP) Old Problems and New Avenues in Organizational Research

9:45am - 11:15am Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 700

Facilitator: **Anthony P. Ammeter**, U. of Mississippi

- 📖 **RM**: Revisiting the File Drawer Problem in Meta-analysis | **Dan R. Dalton**, Indiana U., Bloomington; **Herman Aguinis**, Indiana U., Bloomington; **Catherine M. Dalton**, Indiana U., Bloomington; **Frank A. Bosco**, U. of Memphis; **Charles A. Pierce**, U. of Memphis
- RM**: Bridging the Micro-Macro Divide in the Organizational Sciences | **Maria Riaz Hamdani**, The U. of Akron; **Sorin Valcea**, Washburn U.; **Anthony Klotz**, U. of Oklahoma - Norman; **Michael R. Buckley**, U. of Oklahoma
- 📖 **MED**: Teaching Statistics to Doctoral Students with Lonergan's Insight-Based Critical Realism | **Wencke Gwozdz**, Copenhagen Business School; **Charles Thomas Tackney**, Copenhagen Business School
- 📖 **RM**: Do Statistical Controls Clarify, Contaminate or Confuse? Illustrations Using Pay Variation | **Samantha A. Conroy**, U. of Arkansas; **Nina Gupta**, U. of Arkansas; **John E. Delery**, U. of Arkansas

701 : (Paper Session) - (CDP) Ambidexterity and the Double Edge Sword in Organizations

9:45am - 11:15am Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 701

Facilitator: **John Stephan**, Marist College

- 📖 **OM**: Double Dealing: The Influences of Diverse Business Processes on Organizational Ambidexterity | **Janet K. Tinoco**, Embry Riddle Aeronautical U.
- 📖 **BPS**: The Managers' Ambidexterity Performance Relationship | **Tom Mom**, Erasmus U.
- BPS**: On the Choice between Creativity and Control: Lessons from the US Comic Books Industry | **Allya Paramita Koesoema**, Bocconi U.

702 : (Paper Session) - (CDP) Managing in Emerging Economy and Multinational Contexts

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 702

Facilitator: **Jordan Siegel**, Harvard U.

- ➔ **CMS**: Publicly Held Microfinance Firms as a Form of Organized Crime in Emerging Economies | **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore
- IM**: Innovation in a Mature Versus Emerging Industry in a Country with Underdeveloped Institutions | **Indranil Bandyopadhyay**, U. of Pretoria; **Helena Barnard**, U. of Pretoria
- ➔ **IM**: Strategic IHRM: Institutional Distance and the Emerging Multinational Context | **Nolan Gaffney**, U. of Memphis; **Jack A Clampit**, U. of Memphis
- ➔ **CM**: Conflict Management for Government and Businesses to Share Effective Practices in China | **Alfred Wong**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Cathy Yang Guo**, Lingnan U.

703 : (Paper Session) - (CDP) Goals, Commitments, and Value Creation

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 703

Facilitator: **Michael P. Ciuchta**, U. of Central Florida

- MOC**: Goal Pursuit and the Pursuit of Social Networks | **Catherine Shea**, Duke U.
- 📖 **GDO**: Economic, Social, & Environmental Value Creation Goals: The Discourse & Practice of Entrepreneurship | **Diana Hechavarria**, U. of Cincinnati; **Amy Ingram**, U. of Cincinnati; **Rachida Justo**, Instituto de Empresa Business School; **Siri Ann Terjesen**, Indiana U., Bloomington
- 📖 **PNP**: Understanding Scientists' Productivity and Commitment: Goal Interdependence, Debate and Empowerment | **Jiafang Lu**, Hong Kong Institute of Education; **Kan Shi**, Chinese Academy of Sciences
- 📖 **SIM**: Self-Restraint: Self-Regulation in Goal Setting | **Shubha Patvardhan**, Pennsylvania State U.

704 : (Paper Session) - (CDP) Firm Growth, Regulatory Oversight and Culture

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 704

Facilitator: **Toyah L. Miller**, Indiana U., Bloomington

- 📖 **PNP**: Walk on By: The Performance Effects of Regulatory Oversight | **Kristin Elizabeth Wilson**, Harvard U.; **Stan Veuger**, Harvard U.

MONDAY

→ **IM**: A Dynamic Comparison between SME International and Domestic Expansion | **Lei Li**, Nottingham U.; **Anthony Goerzen**, Queen's U. Canada; **Weilei (Stone) Shi**, Baruch College; **Dan Li**, Indiana U.

📍 **ODC**: Market Orientation Culture and Firm Growth Stages | **Zhilong Tian**, Huazhong U. of Science & Technology; **Baowan Tian**, Huazhong U. of Science & Technology

👉 **ONE**: Business beyond Growth: Outlining a framework for Corporate Degrowth | **Andre Reichel**, U. of Stuttgart

705 📍: (Paper Session) - (CM) Power, Status & Leadership: Crossing Over to the Dark Side

9:45am - 11:15am Grand Hyatt: Bonham C

Tweet this session: #AOM2011 705

Chair: **Christina Fong**, U. of Washington

📍 When Leaders Struggle for Power: The Dark Side of Shared Leadership | **Lindred L. Greer**, U. of Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam; **Pankaj C Patel**, Ball State U.; **Sherry M Thatcher**, U. of Louisville; **Carsten K. W. De Dreu**, U. of Amsterdam

📍 Falling from Great Heights: How Original Status Position Influences Reactions to Status Loss | **Jennifer T. Carson**, London Business School; **Stefan Thau**, London Business School
Winner of CM Division Best Paper Award - Empirical or Theoretical

📍 When Power Makes Others Speechless: The Negative Impact of Leader Power on Team Performance | **Leigh Plunkett Tost**, U. of Washington, Seattle; **Francesca Gino**, Harvard U.; **Richard Larrick**, Duke U.

706 📍JS: (CM, GDO, OB) Navigating Gendered Landscapes: How and When Should Women Negotiate?

9:45am - 11:15am Grand Hyatt: Presidio A

Tweet this session: #AOM2011 706

Chairs: **Mara Olekalns**, U. of Melbourne; **Carol T. Kulik**, U. of South Australia; **Hannah Riley Bowles**, Harvard U.

Discussant: **Deborah M Kolb**, Simmons College

Mean Girls: The Social Consequences of Gender Stereotype Violations in Negotiation | **Mara Olekalns**, U. of Melbourne; **Carol T. Kulik**, U. of South Australia; **Dasha Simonov**, U. of Melbourne; **Carolyn Bradshaw**, U. of Melbourne

Punishing Female Negotiators for Asserting Too Much or Not Enough | **Emily T. Amanatullah**, U. of Texas, Austin

Negotiating for Self and Other: A Social-Structural Explanation | **Hannah Riley Bowles**, Harvard U.; **Julia Bear**, Technion Israel Institute of Technology; **Bobbi Thomason**, Harvard U.

Negotiating to No: Gender and Resistance to Undesirable Requests | **Elizabeth Salmon**, U. of Maryland; **Laura Severance**, U. of Maryland; **Juliet Aiken**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland; **Hannah Riley Bowles**, Harvard U.; **Linda Babcock**, Carnegie Mellon U.

707 📍→🗨️: (DRP Session) - (CMS) Time and Space on the Politics of Management

9:45am - 11:15am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 707

Facilitator: **Todd Bridgman**, Victoria U. of Wellington

📍 Management otherwise: Using Foucault to Think Critically about Management's History and Future | **Stephen Cummings**, Victoria Management School

📍 Relations of Power and Knowledge in Business Studies: Change in Institutional Actor Network | **Hanna Lehtimäki**, U. of Tampere; **Tuomo Peltonen**, Tampere U. of Technology

📍 Ideology and Hegemonic Discourses: Entrepreneur and Entrepreneurship in a Historical Perspective | **Alessandra Mello Costa**, IAG PUC Rio; **Denise Franca Barros**, Fundacao Getulio Vargas

→ The Case of the Missing Textbooks, or The Textbook Case? Americanization in Microcosm | **Rafael Alcadipani**, Fundacao Getulio Vargas; **Bill Cooke**, Lancaster U.

708 →📍: (Paper Session) - (CMS) From Corporate Responsibilities toward Communities

9:45am - 11:15am Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 708

Chair: **Sarah Stookey**, Central Connecticut State U.

📍 A Critical Examination of Deliberative Democracy Theory in Corporate Social Responsibility Theory | **Cameron Sabadoz**, U. of Toronto

📍 Revisiting Corporate Sustainability: Towards a Critically-Reflexive Research Agenda | **Christopher Wickert**, U. of Lausanne; **Stephan Schaefer**, Lund U.

📍 Community and Its Mutations: A Marxist View | **Paul Adler**, U. of Southern California

👉📍 The Structural Violence of Globalization: An Urgent Call for Preventive Intervention | **Jessica Heineman-Pieper**, George Mason U.

709 : (Paper Session) - (DISC) Leadership

9:45am - 11:15am Hyatt Regency: Blanco

Tweet this session: #AOM2011 709

Discussant: **Susan E. Murphy**, James Madison U.

OB: A Common Recipe for Creativity and Innovation: Servant Leadership, Social Identity, and Team Climate | **Diah Yoshida**, Monash U.; **Giles Hirst**, Monash U.; **Sen Sendjaya**, Monash U.; **Brian Cooper**, Monash U.; **Bingyi Yan**, Raffles Institution Junior College; **Chongyuan Xu**, Jiangsu Wuxi Huishan Economic Development Zone Administration Committee

📍 **OB**: The Measurement and Outcomes of Economic Leader-Member Exchange Relationships | **Robert Buch**, Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, BI Norwegian Business School

📍 **OB**: Team Effectiveness: An Examination of Internal Team Environment, Shared Leadership, and Cohesion | **Josh Daspit**, U. of North Texas; **C Justice Tillman**, U. of Alabama; **Nancy G. Boyd**, U. of North Texas; **Victoria McKee**, U. of North Texas

📍 **OB**: Is Servant Leadership Always a Good Thing? The Moderating Influence of Servant Leadership Prototype | **Jeremy David Meuser**, U. of Illinois, Chicago; **Robert C Liden**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **David Henderson**, U. of Illinois, Chicago

710 : (Paper Session) - (DISC) Human Resources: Hiring and Recruiting

9:45am - 11:15am Hyatt Regency: Bowie A

Tweet this session: #AOM2011 710

Discussant: **William H Clappitt**, Central Michigan U.

📖 **HR:** The Recruitment Process: From An Administrative Burden To Online Communication | **Anna B. Holm**, Aarhus U.

➔ 📖 **HR:** Nepotism? Categorization Conventions for Hiring Friends and Relatives in China and the US | **Xiaoxiao Liu**, Nanyang Technological U.; **Josh W. Keller**, Nanyang Technological U.; **Ying-Yi Hong**, Nanyang Technological U.

📖 **HR:** The Boundaries of Effects on the Relationship between Interviewer Moods and Hiring Recommendation | **Chien-Cheng Chen**, National Taipei U. of Technology; **Hsien-Wen Chen**, Chienkuo Technology U.; **Ying-Yin Lin**, National Taipei U. of Technology

HR: What IS on my Facebook? Applicant Reactions to Social Networking Presence Checks | **Rudolph J Sanchez**, California State U. Fresno; **Kelly Roberts**, California State U. Fresno; **Melissa Freeman**, California State U. Fresno

711 : (Paper Session) - (DISC) Social Responsibility

9:45am - 11:15am Hyatt Regency: Bowie B

Tweet this session: #AOM2011 711

Discussant: **Duane Windsor**, Rice U.

➔ 📖 **SIM:** Corporate Citizenship & Corporate Governance: Compensating for the Democratic Deficit in CPA | **Andreas Georg Scherer**, U. of Zurich; **Dorothee Baumann**, U. of Zurich; **Anselm Schneider**, U. of Zurich

🗣️ **SIM:** Firms' Response to Stigmatizing Acts: Firms' Actions to Recover from a Loss in Reputation | **David M. Gomulya**, U. of Washington, Seattle; **Warren Boeker**, U. of Washington, Seattle

📖 **SIM:** What Drives and Hinders Responsible Managerial Behavior? | **Guenter K. Stahl**, WU Vienna

712 : (Paper Session) - (DISC) Focus on Preservation

9:45am - 11:15am Hyatt Regency: Bowie C

Tweet this session: #AOM2011 712

Discussant: **Jeffrey G. York**, U. of Colorado, Boulder

ONE: Drivers of the Land-filling Decision by Welsh Facilities: A Multilevel Analysis | **James J Cordeiro**, State U. of New York, Brockport; **Diego Alfonso Vazquez**, BRASS Institute, Cardiff U.; **Lori Frater**, Cardiff U.; **Jeroen Dijkshoorn**, BRASS Institute, Cardiff U.

📖 **ONE:** Sustaining and Improving the Social Condition of River Ecosystems | **Anne Pisarski**, Queensland U. of Technology; **John Cary**, Victoria U.

📖 **ONE:** Co-Constructing the Void: Constructive Action and Preservative Action in the Case of Cape Wind | **Zining Guo**, Boston U.

713 : (Paper Session) - (DISC) Institutional Theory and Organization

9:45am - 11:15am Hyatt Regency: Frio

Tweet this session: #AOM2011 713

Discussant: **Glen Dowell**, Cornell U.

📖 **OMT:** Does Multiple Large Shareholders Structure Always Enhance Corporate Value: Evidence from China | **Jin-hui Luo**, School of Management, Xiamen U.; **Difang Wan**, Xi'an Jiaotong U.; **Heng Liu**, Sun Yat-sen U.; **Di Cai**, Xi'an Jiaotong U.

🗣️ **OMT:** The Heterogeneity of Organizational Responses to Conflicting Institutional Demands | **Yuhuan Liu**, U. of Electronic Science and Technology of China; **Runtian Jing**, U. of Electronic Science and Technology of China

📖 **OMT:** A Process Theory of Firm Response to Pluralistic Institutional Environments | **Mike Valente**, Richard Ivey School of Business; **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School

📖 **OMT:** The interplay of agencies in institutional disruption The slow death of asbestos in France | **Antoine Blanc**, U-Paris Dauphine; **Hélène Peton**, U. Paris-Dauphine, DRM

714 : (Paper Session) - (DISC) Entrepreneurial Education

9:45am - 11:15am Hyatt Regency: Llano

Tweet this session: #AOM2011 714

Discussant: **Wayne E. Ballentine**, Prairie View A&M U.

📖 **ENT:** Towards Evidence-Based Entrepreneurship: Evaluation of an Action-Oriented Entrepreneurship Training | **Michael Marcus Gielnik**, National U. of Singapore; **Michael Frese**, National U. of Singapore; **Audrey Kahara-Kawuki**, Makerere U.; **Isaac Waswa Katono**, Uganda Christian U.; **Sarah Kyejusa**, Makerere U.; **John Chrysestomus Kigozi Munene**, Makerere Inst of Psychology; **Muhammed Ngoma**, Makerere U.; **Rebecca Namatovu**, Makerere U.; **Florence Nansubuga**, Makerere U.; **Laura Orobia**, Makerere U.; **Jacob Oyugi**, Kyambogo U.; **Samuel Sejjaka**, Makerere U.; **Arthur Sserwanga**, Makerere U.; **Thomas Walter**, Makerere U.; **Kim Marie Bischoff**, Leuphana U. Lueneburg

🗣️ **ENT:** Education, Experience & Strategy. Assessing Factors that Most Influence New Firm Success | **Jennifer M. Walske**, U. of California, Berkeley; **Andrew Zacharakis**, Babson College

➔ 📖 **ENT:** The Transformation of Network Ties to Develop Entrepreneurial Competencies for University Spin-offs | **Einar Rasmussen**, Bodo Graduate School of Business; **Simon Mosey**, Nottingham U.; **Mike Wright**, Nottingham U.

🗣️ ➔ **ENT:** "All Artists are Entrepreneurs..." – Implications for Entrepreneurship Education | **Jacqueline Fendt**, ESCP Europe

715 : (Paper Session) - (DISC) Making Work Positive and Meaningful

9:45am - 11:15am Hyatt Regency: Maverick A

Tweet this session: #AOM2011 715

Discussant: **Keiko Krahnke**, U. of Northern Colorado

🗣️ **MSR:** Zen and the Creative Management of Dilemmas | **Albert Low**, Montreal Zen Center; **Ronald E Purser**, San Francisco State U.

📖 **CAR:** Mentorship Quality and Protégés' Work-To-Family Positive Spillover | **Jun Liu**, Renmin U. of China; **Ho Kwong Kwan**, Drexel U.; **Yina Mao**, Chinese U. of Hong Kong

MSR: The Impact of Spirituality on Work Unit Positivity: A Matter of Meaningfulness | **Laura T. Madden**, U. of Tennessee, Knoxville; **Dennis Duchon**, U. of Nebraska, Lincoln; **Donde Ashmos Plowman**, U. of Nebraska, Lincoln

716 : (Paper Session) - (DISC) Gender Research

9:45am - 11:15am Hyatt Regency: Maverick B

Tweet this session: #AOM2011 716

Discussant: **Arlise P. McKinney**, Coastal Carolina U.

➔ 📖 **GDO:** Let's Talk About Sex(ism): Women Partners Narratives on Equality and Sexism | **Patrizia Sofia Kokot**, Aberystwyth U.

- 👤📄 **GDO**: Discriminatory Job Loss: Outcomes of Multiple Negative Employment Events | **Myrtle P. Bell**, U. of Texas, Arlington; **Daphne Perkins Berry**, U. of Massachusetts, Amherst; **Tiffany Galvin Green**, Flagler College
- 📄 **GDO**: A Study of Gender and Relocation | **Olga Chapa**, U. of Houston, Victoria; **Hale Kaynak**, U. of Texas Pan American

717: (Paper Session) - (DISC) **International Managers**

9:45am - 11:15am Hyatt Regency: Navarro

Tweet this session: #AOM2011 717

Discussant: **Karen Moustafa Leonard**, Indiana U. - Purdue U., Ft. Wayne

IM: Effective Crisis Management through Cultural & Emotional Intelligence | **Tiffany Maldonado**, U. of Houston

👤➔ **IM**: Adjustment of Expatriates: Testing Specific Determinants of Distance, Experience and Gender | **Heidi Wechtler**, IAE Paris; **Cecile Dejoux**, CNAM Paris (France)

IM: Women Expatriates: Vision or Reality? | **Ashwini Joshua-Gojer**, U. of North Texas; **Mariya Gavrilova-Aguilar**, U. of North Texas

718: (Paper Session) - (DISC) **Change, Innovation, and New Products**

9:45am - 11:15am Hyatt Regency: Nueces

Tweet this session: #AOM2011 718

Discussant: **Aija Elina Leponen**, Imperial College Business School

📄 **TIM**: Serendipitous Change as an Outcome of Design | **Raghu Garud**, Pennsylvania State U.; **Arvind Karunakaran**, The Pennsylvania State U.

📄 **TIM**: Persistence of Incompatible Platforms: Two Countervailing Forces and Dynamical Complexity | **Jae-Suk Yang**, Columbia U.; **Jeho Lee**, Seoul National U.

➔ **TIM**: Smugglers Guide to Innovation: The Subtle Side of Championing in the Front-End of Innovation | **Tea Maarit Lempiälä**, Aalto U.; **Sari Yli-Kauhaluoma**, Aalto U.

719: (Paper Session) - (DISC) **Business Models and Strategic Positioning**

9:45am - 11:15am Hyatt Regency: Segin

Tweet this session: #AOM2011 719

Discussant: **Giovanni Battista Dagnino**, U. of Catania

📄 **TIM**: What is the 'Gestalt' of the Business Model? A Systematic Review of an Emerging Concept | **Maria Wallnöfer**, ETH Zurich; **David Johann Klang**, ETH Zurich; **Fredrik Hacklin**, ETH Zurich

📄 **BPS**: Does Standardisation Matter? Empirical Evidence From Franchising | **Christof Backhaus**, Ruhr-U. Bochum; **Markus Blut**, TU Dortmund U.; **Tobias Heussler**, U. of Muenster; **David M. Woisetschlaeger**, Ruhr-U. Bochum

BPS: How Established Firms Differentiate Their Offering in Their Core Market | **Jens Schmidt**, Aalto U.

720: (Paper Session) - (ENT) **New Research Directions in Strategic Entrepreneurship**

9:45am - 11:15am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 720

Chair: **Christophe Estay**, Bordeaux école de Management
Strategic Entrepreneurship and Controlling Family: Study for Firms in Emerging Economies | **Yung-Chih Lien**, National Taiwan U.; **Igor Filatotchev**, City U. London; **Jenifer Piesse**, King's College London

👤➔📄 Knowledge Resources and Performance: The Moderating Role of Family Involvement in Strategy Making | **Lucia Naldi**, Bocconi U.; **Mattias Nordqvist**, Jönköping U.; **Thomas Markus Zellweger**, U. of St. Gallen

👤📄 Stewardship Climate Scale: Measurement and an Assessment of Reliability and Validity | **Justin B Craig**, Bond U.; **Clay Dibrell**, U. of Mississippi; **Donald O. Neubaum**, Oregon State U.; **Christopher H. Thomas**, U. of Mississippi

📄 A Model of Failure Stigma Threat on Entrepreneurs' Strategic Behaviors During New Venture Distress | **Matthew Rodgers**, Ohio State U.; **Daniel Han Ming Chng**, Sungkyunkwan U.

721: (Paper Session) - (ENT) **New Business Creation: What Matters and Why**

9:45am - 11:15am San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 721

Chair: **Michelle Edwards**, U. of Phoenix

👤➔📄 Inherited Causes of New Firm Performance: Parent Firm Location and the Performance of Spawns | **Rui de Figueiredo**, U. of California, Berkeley; **Philipp Meyer**, U. of Pennsylvania; **Evan Rawley**, U. of Pennsylvania

➔📄 Cross-National Differences in the Transition from Nascent Entrepreneurship to New Business Ownership | **Heiko Bergmann**, U. of Hohenheim; **Ute Stephan**, U. of Sheffield

Empirical Foundation for Modeling Human Capital Formation Impact on Entrepreneurship Outcomes | **Bruce Martin**, McMaster U.; **Jeffrey McNally**, Wilfrid Laurier U.; **Michael John Kay**, Wilfrid Laurier U.

Do Entry Regulations Deter Entrepreneurship and Job Creation? Evidence from Reforms in Portugal | **Lee Branstetter**, Carnegie Mellon U.; **Francisco Lima**, Instituto Superior Tecnico; **Lowell Taylor**, Carnegie Mellon U.; **Ana Venancio**, ISEG - Economic and Business School and Carnegie Mellon U.

722: (Paper Session) - (ENT) **New Theoretical Directions in Entrepreneurship Research**

9:45am - 11:15am San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 722

Chair: **Mike Provan**, Old Dominion U.

📄 Specialization and Division of Knowledge: An Analytical Framework of Entrepreneurial Activity | **Marc T. Junkunc**, U. of Miami

A Systems-Theoretic Approach to Entrepreneurship Research, Policy and Organization | **Thomas Dominic Craig**, Temple U.

📄 Business Models in Context: Conceptualizing the Environment of Business Models | **Georg Stampfl**, Zeppelin U.; **Reinhard Prügl**, Zeppelin U.

📄 The Influence of Risk and Uncertainty in the Final Entrepreneurial Process | **Asda Chintakananda**, Nanyang Technological U.

723: (DRP Session) - (ENT) **Diversity and Entrepreneurship**

9:45am - 11:15am San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 723

Facilitator: **Gustavo Oliveira Almeida**, Fundacao Getulio Vargas

- 📄 Being Judged by a Woman in the Presence of Anti-Discrimination Interventions | **Jutta Wollersheim**, Technical U. München; **Christoph Döbrich**, Technical U. München
- ➔ 📄 Entrepreneurial Competencies and Performance of Women Entrepreneurs in an Asian Emerging Economy | **Noor Ahmad**, U. Sains Malaysia; **Pi-Shen Seet**, Flinders U. of South Australia; **Zaiben Rashid**, U. Sains Malaysia
- 📄 When do we lose the women? Examining entrepreneurship from a multi-country process (WITHDRAWN) | **Simone Chlosta**, EBS Business School; **Christina S. Werner**, Goethe U.
- 📄 Do Immigrant Status and Regional Role Models Interact to Determine Entrepreneurial Action? (WITHDRAWN) | **Ignacio Contin-Pilart**, Navarra Public U.; **Martin Larraza-Kintana**, Navarra Public U.
- 📄 The Impact of Husbands on the Marriages and Ventures of Women Entrepreneurs | **Anna Nikina**, Grenoble Ecole de Management; **Lois Shelton**, California State U. Northridge; **Séverine Le Loarne**, EM Grenoble

724 📄: (DRP Session) - (ENT) **New Theoretical Perspectives in Entrepreneurship Research**

9:45am - 11:15am San Antonio Convention Center: Room 213 A
 Tweet this session: #AOM2011 724

Facilitator: **Chandra D Arthur**, Creative Fiscal Solutions, LLC

- 📄 Levels Of Analysis : A Review Of Entrepreneurship Research In The 21st Century | **Dilene Crockett**, Northeastern State U.; **Cynthia S. Cycyota**, U.S. Air Force Academy
- 📄 The Enactment of Person-Venture Fit: A Conceptual Model | **Aegean Oi Kam Leung**, U. of Victoria; **Marilyn A. Uy**, U. of Victoria
- ➔ 📄 Entrepreneurship as an Emerging Myth: Observations from Three regions in China | **Yuan Li**, McGill U.
- 📄 Young Firm's Resources and Their Boundary Choices in the Face of Environmental Contingencies | **Sang Kyun Kim**, U. of Southern Indiana; **Fariss T Mousa**, James Madison U.

725 : (Paper Session) - (GDO) **Diversity and Firm Performance**

9:45am - 11:15am Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 725

Chair: **Maria Kakarika**, Euromed Management

Discussant: **Melissa C. Thomas-Hunt**, U. of Virginia

- 📄 🗣️ Unraveling the Effect of Diversity on Firm Performance: The Role of HRM Practices in US Law Firms | **Hyuntak Roh**, Yonsei U.
- 📄 🗣️ The Complimentary Effect of Managerial Diversity and Board of Directors Diversity on Performance | **Orlando C. Richard**, U. of Texas, Dallas; **Goce Andrevski**, Queen's School of Business, Canada
- 📄 Investigating the Effects of Racioethnic Diversity on Organizational Performance | **Jennifer Bustamante**, Corporate Executive Board

726 : (DRP Session) - (GDO) **Ties, Networks and Diversity**

9:45am - 11:15am Grand Hyatt: Travis B
 Tweet this session: #AOM2011 726

Facilitator: **Robyn A. Berkley**, Southern Illinois U., Edwardsville

- 📄 The Role of Homophily in the Formation of Strong-Tie Triads: Gender and Race/Ethnic Differences | **Alison M. Konrad**, U. of Western Ontario; **Israr Qureshi**, Hong Kong Polytechnic U.; **Arjun Bhardwaj**, U. of British Columbia; **Seung Hwan Mark Lee**, U. of Western Ontario
- ➔ 📄 Glass Networks: The Network Structure of Women Directors on Corporate Boards | **Rosanne Hawarden**, Massey U.
- 📄 The Influence of Gender-based Homophily and Status on Men's and Women's Network Preferences | **Monica Mullick Stallings**, U. of Pennsylvania
- ➔ 📄 The Role of Emotional Intelligence and Gender in Multiple Networks | **HeeJung Jung**, INSEAD; **A-Young Kim**, INSEAD
- 🗣️ ➔ 📄 Cross-level Investigation on Impact of Contexts on Network Structure and Career Support | **Raymond N. C. Trau**, U. of Sydney

727 ➔ 📄: (Paper Session) - (HCM) **Leadership Perspectives in Healthcare**

9:45am - 11:15am Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 727

Chair: **Peter E. Rivard**, Suffolk U.

- 📄 The Role of CEO Optimism in Hospital Decision-Making | **James Robert Langabeer**, U. of Texas, Houston; **Emery Yao**, Peking U.
- Improving Chronic Heart Failure Care in the VHA: The Role of Nurse-Physician Co-Leadership | **Douglas R Wholey**, U. of Minnesota; **Joanne Disch**, U. of Minnesota; **Katie M. White**, U. of Minnesota; **Adam Powell**, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; **Thomas Rector**, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; **Anju Sahay**, Chronic Heart Failure Quality Enhancement Research Initiative, Center of Excellence Palo Alto VA Med; **Paul Heidenreich**, Chronic Heart Failure Quality Enhancement Research Initiative, Center of Excellence Palo Alto VA Med
- 📄 Health System Leadership: Breaking the Innovation Stalemate in Canada's Health System | **Karin Schnarr**, Ivey School of Business; **K. Kellie Leitch**, Richard Ivey School of Business; **Anne Snowden**, U. of Windsor

728 ➔ 🗣️ 📄: (Paper Session) - (HR) **Toward an Understanding of Expats and Host Country Nationals**

9:45am - 11:15am Grand Hyatt: Bonham D

Tweet this session: #AOM2011 728

Chair: **Angelo DeNisi**, Tulane U.

- 📄 What Makes Them Move Abroad? Differences between Self-Initiated and Assigned Expatriates | **Maiké Andresen**, U. of Bamberg; **Torsten Biemann**, U. of Cologne; **Marshall Wilson Pattie**, James Madison U.
- ➔ 🗣️ 📄 Determinants of Chinese Female Expatriate Performance in International Assignments | **Jie Shen**, Curtin U. of Technology; **Brian D'Netto**, Australian Catholic U.
- Measuring Cultural Intelligence: A New Test of the CQ Scale | **Joost Bücker**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **Yanyan Lin**, Radboud U. Nijmegen
- ➔ Using a Competency Approach to Understand HCN Managers in Asia | **Yoshitaka Yamazaki**, International U. of Japan

729 📄: (Paper Session) - (HR) **Individual Differences and the Influence on Pay Systems**

9:45am - 11:15am Grand Hyatt: Independence

Tweet this session: #AOM2011 729

Chair: **Laura Parks**, James Madison U.

- 📄 How Positive Trait Affectivity Influences Evaluation of Rewards for Ourselves and Others | **Prisca Brosi**, TUM School of Management; **Matthias Spoerle**, U. of Applied Management
- ➔ 📄 Dispositions and Pay Satisfaction: Evidence from an Emerging Economy | **Bindu Arya**, U. of Missouri, St. Louis
- 📄 More Bang for the Buck?: Personality Traits as Moderators of Responsiveness to Pay-for-performance | **Ingrid Fulmer**, U. of South Carolina; **Wendy J Walker**, North Georgia College & State U.

730 ➔ 📄: (Paper Session) - (HR) **High Performance Work Systems and Firm Performance**

9:45am - 11:15am Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 730

- Chair: **Riki Takeuchi**, Hong Kong U. of Science and Technology
- Test of a Multi-Level Model Linking High Performance Work Systems and Performance | **Samuel Aryee**, Aston U.; **Fred O. Walumbwa**, Arizona State U.; **Emmanuel Y.M Seidu**, Aston U.; **Lilian Otaye**, Aston U.
- ➔ 📄 Organizational Performance Discrepancy among Four Different HRM Systems | **Zhongxing Su**, Renmin U. of China; **Jian Ju**, Renmin U. of China; **Mingwei Liu**, Rutgers U.
- ➔ 📄 How HPWS Works in PSFs: Examining the Practices-Resources-Uses-Performance Linkages | **Na Fu**, Dublin City U.; **Patrick Christopher Flood**, Dublin City U.; **Janine Bosak**, Dublin City U.; **Tim J Morris**, U. of Oxford; **Philip O'Regan**, U. of Limerick
- ➔ 🗣️ 📄 How Much Does Country Matter? A Meta-Analysis of the HPWP Systems-Business Performance Relationship | **Tanja Rabi**, U. of Bayreuth; **Mevan M. Jayasinghe**, U. of Wisconsin, Madison; **Barry Gerhart**, U. of Wisconsin, Madison; **Torsten M. Kuehlmann**, U. of Bayreuth

731 📄: (DRP Session) - (HR) **Leadership and Human Resource Management**

9:45am - 11:15am Grand Hyatt: Mission A

Tweet this session: #AOM2011 731

Facilitator: **Stacie Furst Holloway**, U. of Cincinnati

- 📄 The Interaction Between HCHR Practices and Charismatic Leadership on Organizational Outcomes | **Elizabeth McClean**, Cornell U.; **Christopher Collins**, Cornell U.
- 📄 The Costs of LMX: When High-Quality Relations Negatively Impact Leader Safety Enforcement Behaviors | **Natalia Lorinkova**, Wayne State U.; **Payal Nangia Sharma**, U. of Maryland, College Park
- 📄 Improving Employee Job Performance through Ethical Leadership and Supervisor-Subordinate Guanxi | **Yi-Chu Lai**, National Chung Hsing U.; **Wen-ching Chang**, Providence U.
- HR Discretion: Understanding Line Managers' Role in Human Resource Management | **Juan Lopez-Cotarelo**, U. of Warwick
- Can Leader's Support Substitute for HRM? PSS, High Performance HRM, and Relational Contract | **Daxin Huang**, GSM, Peking U.; **Zhenlei Huang**, GSM, Peking U.; **Hongyu**

Zhang, GSM, Peking U.; **Jianjun Zhang**, Peking U.; **Yi Chi Zhang**, Peking U.**732** : (Paper Session) - (IM) **Internationalization Processes and Strategies**

9:45am - 11:15am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 732

Chair: **Jean J Boddewyn**, Baruch College

- 📄 The Resources and Capabilities Linked to Marcopolo Internationalization Process | **Tatiana Ghedine**, Faculdade Integradas de Taquara; **Aurora Zen**, Pontificia U. Católica do Rio Grande do Sul
- 📄 Internationalization Strategies of Multinationals in Germany and China – A Comparison | **Patricia Kraft**, U. of Regensburg; **Fanchen Meng**, Beijing Institute of Technology; **Michael Dowling**, U. of Regensburg; **Roland Helm**, U. of Regensburg
- 📄 International Experience and Performance: A Review of Prior Research and Exploration of Key Themes | **James Clarke**, U. of Queensland; **Peter W. Liesch**, U. of Queensland; **Rick Tamaschke**, U. of Queensland
- 📄 How Does Managerial Discretion and Family Ownership Affect Internationalization Processes? | **Wen-Ting Lin**, National Chung Cheng U.

733 : (DRP Session) - (IM) **West Meets East: Cross Cultural Influences on Management and International HRM**

9:45am - 11:15am San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 733

Chair: **Shoma Mukherji**, Management Development Institute

- ➔ 📄 Are Selection Decisions Biased? The effect of Country, Norm Acceptance, and Candidate Sex | **Maria Fernanda Wagstaff**, U. of Texas, El Paso; **Sebastian Steizel**, U. San Andres; **Esperanza Huerta**, U. of Texas, El Paso
- 🗣️ ➔ 📄 Organizational Social Support Under Uncertainty: Empirical Evidence from Expatriates | **Olivier Wurtz**, HEC Paris
- ➔ 🗣️ 📄 West Meets East: When Do Global Leaders Learn Best to Develop Cultural Intelligence? | **Ming Li**, ESC Rennes School of Business; **William H Mobley**, U. of Macau; **Aidan Kelly**, U. College Dublin
- ➔ 🗣️ 📄 Relational Power Matters: Evidence from Multilevel Tests between East and West | **Melody P M Chong**, City U. of Hong Kong; **Ping Ping Fu**, Chinese U. of Hong Kong; **Miriam Muethel**, Otto Beisheim Graduate School of Management (WHU); **Malika Richards**, Pennsylvania State U.; **Tai-kuang Peng**, I-Shou U.; **Yufan Shang**, Xi'an Jiaotong U.; **Miguel P Caldas**, Fundacao Getulio Vargas-EAESP & EBAPE
- Is Cultural Distance a Bane or Boon for Cross-border Acquisition Performance? | **Desislava Dikova**, Vienna U. of Economics and Business Administration; **Padma Rao Sahib**, U. of Groningen

734 : (Paper Session) - (IM) **Capturing Value in Mergers and Acquisition**

9:45am - 11:15am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 734

Chair: **Gary D. Robinson**, Capella U.

- 📄 Culture-Performance Relationships in Mergers and Acquisition: The Role of Trust | **Yaakov Weber**, College of

- Management, Israel; **Israel Drori**, College of Management, Israel; **Shlomo Yedidia Tarba**, Open U., Raanana, Israel
- 📄 Acquisition Premium in International Deals: The Impact of Interorganizational Imitation | **Shavin Malhotra**, Ryerson U.; **Pengcheng Zhu**, U. of the Pacific
 - 📄 Cross-Border Acquisition Success in the Chinese Market: Nationalism and Consumer Animosity | **Cher-Min Fong**, National Sun Yat-sen U.; **Chun-Ling Lee**, National Sun Yat-sen U.; **Yunzhou Du**, Anhui U. of Finance & Economics
 - 📄 Superior Information & Value Capture in Cross-Border Acquisitions | **J. Muir Macpherson**, Georgetown U.

735 : (Paper Session) - (IM) Global Strategy and Tactics in Cross-Border Investments

9:45am - 11:15am San Antonio Convention Center: Room 210 A
 Tweet this session: #AOM2011 735

- Chair: **Rafel Crespi-Cladera**, U. de les Illes Balears
- 📄 Financing R&D in Different Institutional Contexts: Bank-based and Market-based Systems | **Barclay James**, Louisiana State U.; **Jean McGuire**, Louisiana State U.
 - 📄 The Likelihood of IPO in Venture Capitalists' Cross-Border Investments | **Dmitry Khanin**, California State U., Fullerton; **Adelina Gnanlet**, California State U., Fullerton; **David L. Leibsohn**, California State U., Fullerton
 - 📄 A Comparison of Foreign and Domestic Venture Capitalists' Investment Preferences in China | **Di Guo**, U. of Hong Kong; **Waverly W. Ding**, U. of California, Berkeley
 - 🔗 → Implementing Global Strategy: Insights from a Dual-Core Headquarters Experiment | **Julian Birkinshaw**, London Business School; **Cyril Daniel Bouquet**, IMD; **Sunyoung Lee**, London Business School

736 🗣️ → 📄 SHCS: (IM, ENT) Diaspora Investment & Entrepreneurship

9:45am - 11:15am San Antonio Convention Center: Room 210 B
 Tweet this session: #AOM2011 736

- Organizers: **Liesl Riddle**, George Washington U.; **Florian A. Täube**, EBS Business School
 Distinguished Speaker: **Tarun Khanna**, Harvard U.
 Speakers: **Mary Yoko Brannen**, INSEAD; **Joseph P. Eshun**, East Stroudsburg U.; **Kate Gillespie**, U. of Texas, Austin; **Paul M Vaaler**, U. of Minnesota

737 🗣️ : (Paper Session) - (MC) Enlightening Consulting Through the Executives, Teams and Commitment

9:45am - 11:15am Grand Hyatt: Bowie B
 Tweet this session: #AOM2011 737

- Facilitator: **Mario Molteni**, Catholic U. of the Sacred Heart - Milan
 Discussant: **Thomas C. Head**, Roosevelt U.
- 📄 🗣️ → Hired to be Fired? Exploring Top Management Team Use of Consultants as Professional Scapegoats | **Matthew Semadeni**, Indiana U., Bloomington; **Ryan Adam Krause**, Indiana U. Kelley School
 - 📄 🗣️ → Leading Strategy Making: Facilitating Commitment to Strategy | **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.; **Kevin Page**, National Australia Group
 - 🔗 📄 Team Learning Through Bottom-Up Development of Team Performance Indicators | **Bianca A. C. Groen**, U. of Twente; **Frank Evers**, Windesheim U.; **Marianne Gravesteijn**, U. of Twente; **Martijn Molenveld**, Water Management Authority

Regge en Dinkel; **Mike Schopman**, U. of Twente; **Rens Veerbeek**, U. of Twente

738 🗣️ 🗣️ : (Paper Session) - (MED) Behavioral Skill Development in Management Education and Development

9:45am - 11:15am Marriott Rivercenter: Conference Room 15
 Tweet this session: #AOM2011 738

- Chair: **Alan T Belasen**, State U. of New York, Empire State College
- 📄 Creating a Favorable Emotional Climate in the Classroom | **Gavriel Meirovich**, Salem State U.
 - 📄 📄 Time Compression as an Enhancer of Whole Person Learning and Behavioral Skills Acquisition | **Robert C Giambatista**, Lehigh U.; **J Duane Hoover**, Texas Tech U.
- MED Best Paper in Management Education Award sponsored by Wiley-Blackwell Publishing for the paper that offers the most significant contribution to management education.**

Evaluating Others: Skill Development through Peer Evaluations | **Stephane Brutus**, Concordia U.; **Magda Donia**, U. of Ottawa; **Sigalit Ronen**, TUI U.

739 🗣️ → : (DRP Session) - (MH) Organizations, Education, Training, and Relationships across Time and Culture

9:45am - 11:15am Marriott Riverwalk: Bowie
 Tweet this session: #AOM2011 739

This session engages selected management and organizational topics using the unique power and insight of historic research approaches.

- Chair: **Mario Hayek**, U. of Mississippi
 Discussant: **David Warwick Meacheam**, U. of New South Wales
- 📄 The Demonization of Scientific Management and the Deification of Human Relations | **Chris Nyland**, Monash U.; **Kyle Bruce**, Macquarie U.

Business Impacts on Education and Training Reforms Since 1980: The US, Germany, and Italy | **Sara Jane McCaffrey**, Franklin & Marshall College

- 📄 Teaching as Constructive-Developmental Leadership: Follett's Forgotten Conceptualization | **Milorad M. Novicevic**, U. of Mississippi; **John Humphreys**, Texas A&M U.-Commerce; **Andrew Hebdon**, U. of Mississippi; **Jaemin Kim**, U. of Mississippi; **Foster B. Roberts**, U. of Mississippi
- 📄 "Cooperation" in Context: Tracing an Early Organizational Concept From Its Social Science Roots | **Laura Singleton**, Boston College

740 🗣️ : (MOC) MOC Welcome Session and Distinguished Scholar Address

9:45am - 11:15am La Quinta Inn & Suites: Fiesta C
 Tweet this session: #AOM2011 740

- Program Chair: **Rhonda K. Reger**, U. of Maryland
 Distinguished Speaker: **Joseph Porac**, New York U.
 Imagination and Its Discontents |

741 → 🗣️ : (Paper Session) - (MSR) West Meets East: Global Spirituality and Management

9:45am - 11:15am La Quinta Inn & Suites: Crockett East
 Tweet this session: #AOM2011 741

- Chair: **Louis W. (Jody) Fry**, Texas A&M U. - Central Texas
 Facilitator: **Mark P. Kriger**, BI Norwegian Business School
- 🔗 Indian Ethos in Management and Western Concept of Workplace Spirituality | **Vaibhav Chawla**, IIM Kozhikode, INDIA

- 📖 Ancient Texts of the East and West: Toward a Model of Global Social Responsibility | **Jennifer Jones**, Duquesne U.; **Prashanth Nagendra Bharadwaj**, Indiana U., Pennsylvania
- 📖 East Meets West: Spiritual Leadership from an Islamic Perspective | **Khadija Al Arkoubi**, U. of New Haven

742 📖 JS: (MSR, MC, MED) Models & Cases: Integral Approaches to Balance and Transcendence

9:45am - 11:15am Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 742

Organizer: **Bernice Ledbetter**, Pepperdine U.

Participants: **Terri Egan**, Pepperdine U.; **Ann E. Feyerherm**, Pepperdine U.; **Arthur L. Jue**, U. of Phoenix; **Kathy Kolbe**, Kolbe Corp.

743 📖: (Paper Session) - (OB) How Creative are You? The Effect of Innovation Through Teams, Leaders and Feedback

9:45am - 11:15am Grand Hyatt: Bowie A

Tweet this session: #AOM2011 743

Chair: **Katharina Hoelzle**, Berlin Institute of Technology

- 📖 Shaping Environments Conducive to Creativity: The Role of Feedback, Autonomy and Self-Concordance | **Tina Davidson**, Vlerick Leuven Gent Management School; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Gent Management School
- 📖 Collective Engagement: Exploring Creative Processes in Groups | **Sarah Harvey**, U. College London; **Chia-yu Kou**, UCL
- ➔ 📖 Empowering Leadership, Uncertainty Avoidance, Trust and Creativity: Interaction and Mediation | **Xiaomeng Zhang**, American U.; **Jing Zhou**, Rice U.
- ➔ 📖 A Multilevel Study of Creativity in Work Teams | **Jing Zhu**, Hong Kong U. of Science and Technology; **Yaping Gong**, Hong Kong U. of Science and Technology; **Deog Ro Lee**, Seowon U.

744 📖: (Paper Session) - (OB) A Relational Approach to Justice: Team and Leadership Contexts

9:45am - 11:15am Grand Hyatt: Bowie C

Tweet this session: #AOM2011 744

Chair: **Mahfooz Alam Ansari**, U. of Lethbridge

- 📖 Organizational Justice Effects on Job Performance: The Role of Personal Relationships | **Ruth Maria Stock**, Darmstadt U. of Technology; **Gisela Irene Bieling**, Darmstadt U. of Technology; **Lisa K. Scheer**, U. of Missouri
- 📖 Becoming Angry or Cynical? The Role of Group-Level Justice on Individual Reactions to Injustice | **Yumi Seo**, Cornell U.
- Activist Followers and Fairer Leaders: The Upward Effect of Justice Climate | **Burak Oc**, Pompeu Fabra U.; **Michael Bashshur**, U. Pompeu Fabra
- 📖 A Test of Proposed Antecedents and Outcomes of Supervisor Fairness, and the Role of Employee Tenure | **David A. Jones**, U. of Vermont; **Martin L. Martens**, Vancouver Island U.

745 📖: (DRP Session) - (OB) Antecedents and Consequences of Fit: Individual and Industry Differences

9:45am - 11:15am Grand Hyatt: Crockett B

Tweet this session: #AOM2011 745

Facilitator: **Danielle Laurette Talbot**, Coventry U.

- 📖 P-E FIT, Where Does It Come from? Antecedents and Career Selection Consequences of P-E Fit | **Pri Pradhan**

Shah, U. of Minnesota; **John P. Bechara**, U. of Minnesota, Twin Cities

- 📖 The Role of Ability and Motivation to Fit in Predicting Person-Organization Fit Perceptions | **Joel Feldman**, U. of Arizona; **Jerel Slaughter**, U. of Arizona
- 📖 Exploring the Mechanisms of the Effect of P-J Fit on Service Quality and Psychological Well-being | **Wing Lam**, Hong Kong Polytechnic U.; **Yuanyuan Huo**, City U. of Hong Kong; **Ziguang Chen**, City U. of Hong Kong
- 📖 A Multi Source Assessment of Leadership Effectiveness by Industry Type | **G Ronald Gilbert**, Florida International U.; **Ravi Sohi**, U. of Nebraska; **Richard Callahan**, U. of Southern California; **Dana Ronald Farrow**, Florida International U.

746 📖: (DRP Session) - (OB) Guilt and Forgiveness in Organizations: Relational, Affective, and Behavioral Outcomes

9:45am - 11:15am Grand Hyatt: Crockett C

Tweet this session: #AOM2011 746

Facilitator: **Nikos Dimotakis**, Michigan State U.

- 📖 An Investigation of Forgiveness Climate and Workplace Outcomes | **Susie S. Cox**, McNeese State U.
- ➔ 📖 People in Glass Houses Avoid Throwing Stones: The Relationship Between Guilt and Forgiveness | **Jennifer Jordan**, Groningen U. (RuG); **Frank Flynn**, Stanford U.; **Taya R. Cohen**, Carnegie Mellon U.
- 📖 Neutralization as a Mode of Forgiveness: Curbing Regret While Forging Relationship Resilience | **Bryant Thompson**, U. of South Carolina
- 📖 When Feeling Bad Means Feeling Good: Guilt and Affective Organizational Commitment | **Becky L. Schaumburg**, Stanford U.; **Frank Flynn**, Stanford U.

747 📖: (DRP Session) - (OB) How Ethical Leaders Influence Follower Outcomes: Mediated and Moderated Relationships

9:45am - 11:15am Grand Hyatt: Crockett D

Tweet this session: #AOM2011 747

Facilitator: **Kevin S. Groves**, Pepperdine U.

- ➔ 📖 Promoting Creativity and Performance via Leading Ethically: Evidence from China | **Jiwen Song**, Renmin U. of China; **Junfeng Wu**, Renmin U. of China
- 📖 Ethical Leadership and Motivation: Examining Promotion and Prevention Regulatory Foci | **Ping Tyra Shao**, California State U. Sacramento; **Christian J. Resick**, Drexel U.; **John Schaubroeck**, Michigan State U.
- 📖 See No Evil? Follower Moral Attention Affects How Ethical Leadership Influences Follower Deviance | **Suzanne van Gils**, Erasmus U. Rotterdam; **Niels van Quaquebeke**, Erasmus U. Rotterdam; **Marius van Dijke**, Erasmus U. Rotterdam; **David De Cremer**, Erasmus U. Rotterdam
- 📖 Exploring The Process of Ethical Leadership: The Mediating Role of Employee Voice and Ownership | **Tara Wernsing**, IE U.; **Michael Palanski**, Rochester Institute of Technology; **James B. Avey**, Central Washington U.

748 📖: (Paper Session) - (OB) Team Learning and Effectiveness: Exploring a Multitude of Ways to Improve Team Performance

9:45am - 11:15am Grand Hyatt: Republic B

MONDAY

Tweet this session: #AOM2011 748

Chair: Tracey Rockett, U. of Texas, Dallas

☞ Mood at the Midpoint: How Team Positive Mood Shapes Team Development and Performance | **Andrew P. Knight**, Washington U. in St. Louis

OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior

☞ Shallow or Deep End? How Initial Workload Affects Individual and Team Learning | **Michael D. Johnson**, U. of Washington

☞ A Social Cognitive Investigation of Group Inefficiency | **Kyle J. Emich**, Cornell U.

☞ Cohesiveness as a Moderator of the Curvilinear Relationship between Group Efficacy and Performance | **Won-Woo Park**, Seoul National U.; **Jung Rak Choi**, Seoul National U.; **Mee Sook Kim**, Rutgers U., SPAA; **Stanley M Gully**, Rutgers U.

749 ☞: (Paper Session) - (OB) **Negative Behaviors Affect More Than Performance: Who Engages in Them, When, and Why?**

9:45am - 11:15am Grand Hyatt: Republic C

Tweet this session: #AOM2011 749

Chair: **Will Felps**, RSM Erasmus U.

☞ Extreme Careerism and Supervisor Reactions to Peer Intimidation | **Brian Whitaker**, Appalachian State U.

☞ Contextual Determinants of Workplace Incivility: Its Effect on Deviance, and Personality Moderators | **Shannon G. Taylor**, Northern Illinois U.; **Donald H. Klumper**, Northern Illinois U.; **Brian J. Collins**, U. of Southern Mississippi

☞ Are Emotionally Exhausted Employees Harmful? | **Christopher Whelpley**, Virginia Commonwealth U.; **In-Sue Oh**, Virginia Commonwealth U.

Is the Web Becoming the Water Cooler? One More Reason to Treat Your Employees Well | **Susan Myrden**, Memorial U. of Newfoundland; **Randy Delorey**, St. Francis Xavier U.; **Catherine Loughlin**, St. Mary's U.

750 ☞: (Paper Session) - (OB) **The Role of Psychological Contract in Citizenship Behavior and Organizational Commitment**

9:45am - 11:15am Grand Hyatt: Seguin A

Tweet this session: #AOM2011 750

Chair: **Ashish Mahajan**, U. of Windsor

☞ Organizational Justice and OCB: Role of Organizational Identification and Psychological Contracts | **Byoung Kwon Choi**, Korea U.; **Hyoung Koo Moon**, Korea U.; **Kyung Min Kim**, Korea U.; **Wook Ko**, Korea U.

☞ Ideology, Psychological Contracts and Organizational Commitment in The Tunisian Public Sector | **Moufida El Bedoui**, ISG Tunis; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics; **Assaad El Akremi**, U. of Toulouse 1

☞ The Role of Psychological Contract Contributions in Creating Affective Commitment | **Lisa Schurer Lambert**, Georgia State U.; **John B. Bingham**, Brigham Young U.

☞ OCB and Psychological Contract in a Hospitality Setting: Serving a New Deal for New Generations? | **Xander Lub**, Tilburg U.; **Matthijs Bal**, Erasmus U. Rotterdam; **Robert Blomme**, Nyenrode Business U.

751 ☞: (OB) **Applications and Extensions of Situational Strength in the Organizational Sciences**

9:45am - 11:15am Grand Hyatt: Travis C

Tweet this session: #AOM2011 751

Organizer: **Rustin D. Meyer**, Georgia Institute of Technology
Situational Strength Theory: A Formalized Conceptualization of a Popular Idea | **Rustin D. Meyer**, Georgia Institute of Technology; **Nathan Bowling**, Wright State U.; **Charlie Brooks**, Georgia Institute of Technology; **Nathan Wiita**, Georgia Institute of Technology

Situational Strength as a Moderator of the Job Satisfaction-Performance Relationship | **Steven Khazon**, Wright State U.; **Nathan Bowling**, Wright State U.; **Rustin D. Meyer**, Georgia Institute of Technology

When Preferred and Actual Levels of Situational Strength Differ | **Irwin José**, George Mason U.; **Richard Hermida**, George Mason U.; **Ronald P. Vega**, George Mason U.; **Tiffani R. Chen**, George Mason U.; **Andrew Hale**, George Mason U.; **Reeshad Sam Dalal**, George Mason U.; **Rustin D. Meyer**, Georgia Institute of Technology

Feeling Enabled and Situational Strength: The Role of Bureaucratic Structure | **Ian R Gellatly**, U. of Alberta; **Michael J. Withey**, Memorial U. of Newfoundland

752 → ☞ JS: (OB, MOC) **New Directions in Organizational Fit**

9:45am - 11:15am Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 752

Organizers: **Jon Billsberry**, Coventry U.; **Amy L. Kristof-Brown**, U. of Iowa

A Review and Agenda for Incorporating Time in Fit Research | **Karen Jansen**, U. of Virginia; **Abbie J. Shipp**, Texas A&M U.

A Self-Regulation Approach to Person-Environment Fit | **Cristina K. Kawamoto**, U. of South Florida; **Meng Taing**, U. of South Florida; **Chu-Hsiang Chang**, Michigan State U.

Fitting Person-Environment Fit Theories into a Cultural Context | **Aarti Ramaswami**, ESSEC Business School
Dyadic Fit and the Process of Organizational Socialization | **Alex L. Rubenstein**, U. of Florida

Exploring the Middle Range of PE Fit Theories through a Conservation of Resources Perspective | **Kristen Shanine**, Bradley U.

The Construal of PO Fit during the ASA Stages: Content, Source, and Focus of Comparison | **Annelies Van Vianen**, U. of Amsterdam; **J.W. Stoelhorst**, U. of Amsterdam; **Marije De Goede**, U. of Amsterdam

753 ☞ JS: (OB, MOC) **Psychological Distance at Work: Insights from Construal Level Theory**

9:45am - 11:15am Grand Hyatt: Seguin B

Tweet this session: #AOM2011 753

Organizer: **Pamela K Smith**, U. of California, San Diego

Chair: **Cheryl Wakslak**, U. of Southern California

The Role of Geographical Distance in Judgment and Behavior during Negotiation | **Marlone Henderson**, U. of Texas, Austin; **John Rohrbach**, U. of Texas, Austin

Temporal Distance Heightens Discrimination: An Audit Study in Academia | **Katherine L. Milkman**, U. of Pennsylvania; **Modupe Akinola**, Columbia U.; **Dolly Chugh**, New York U.

Reactions to Near and Distant Feedback | **Cheryl Wakslak**, U. of Southern California

On Power and the Weighting of Feasibility and Desirability Information in Decision-Making | **Pamela K Smith**, U. of California, San Diego

754 📄 SHCS: (OB, OMT, HR) **Organizational Culture and Climate: Conceptual Connections and Future Research Directions**

9:45am - 11:15am Grand Hyatt: Republic A

Tweet this session: #AOM2011 754

Organizers: **Chad A. Hartnell**, Arizona State U.; **Chris Reina**, Arizona State U.

Discussant: **Kim Cameron**, U. of Michigan

A New Look at the Connection between Organizational Culture and Climate | **Dov M. Zohar**, Israel Institute of Technology; **David A Hofmann**, U. of North Carolina, Chapel Hill
Seeing the Forest through the Trees: Configurations and Dimensions in Organizational Culture | **Chad A. Hartnell**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.; **Elizabeth P. Karam**, Michigan State U.

Can Organizational Cultures be Compared across National Boundaries? | **Daniel Denison**, IMD

Recent Developments in Organizational Culture and Climate Research | **Neal M. Ashkanasy**, U. of Queensland; **Celeste P. M. Wilderom**, U. of Twente; **Mark F. Peterson**, Florida Atlantic U.

755 📄: (DRP Session) - (OCIS) **E-commerce and Service Innovation**

9:45am - 11:15am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 755

Facilitator: **Gerald C Kane**, Boston College

📄 The Silent Signals: Implicit User Generated Content and Implications for Consumer Decision Making | **Gordon Burtch**, Temple U.; **Anindya Ghose**, New York U.; **Sunil Wattal**, Temple U.

🌐 The Co-production of Social Contagion: A Comparative Analysis of Two Social Networking Sites | **Michael Thomas Fisher**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.; **Richard J Boland**, Case Western Reserve U.; **Sheri Perelli**, Wayne State U.; **Eugene Allen Pierce**, MITRE Corporation

📄 Investigating Antecedents of IT-enabled Service Innovation | **Hua Ye**, National U. of Singapore; **Atreyi Kankanhalli**, National U. of Singapore

➔ 📄 Integrated Customer-Focused Knowledge Portals: Design Challenges and Empirical Approaches | **Claudia Loebbecke**, U. of Cologne; **Kevin Crowston**, Syracuse U.; **Nicolas Friederici**, U. of Cologne

🗨️ 📄 A Cross-cultural Study of Website Complexity and Website Evaluation Outcomes | **Tingru Cui**, National U. of Singapore; **Xinwei Wang**, National U. of Singapore; **Hock-Hai Teo**, National U. of Singapore

756 📄: (Paper Session) - (OCIS) **IT, Value Creation and Collaboration**

9:45am - 11:15am San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 756

Chair: **Bing Ran**, Pennsylvania State U., Harrisburg

📄 Value Co-creation in Inter-firm Partnership: the Role of IT | **Francesca Cabiddu**, Cagliari U.; **Iris Liu**, School of Hospitality Management; **Gabriele Piccoli**, Grenoble Ecole de Management

📄 Positioning and Performance in Information Technology Collaboration Networks | **Ali Tafti**, U. of Illinois, Urbana-Champaign; **Vishal Sachdev**, U. of Illinois, Urbana-Champaign; **Sunil Mithas**, R. H. Smith School of Business

🗨️ 📄 The Role of Negotiation Objects in Managing Meaning Across e-Collaboration Systems | **Susan Gasson**, Drexel U.

757 📄 JS: (OCIS, TIM) **The Mirroring Hypothesis in Open Production Contexts**

9:45am - 11:15am San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 757

Participants: **James Howison**, Carnegie Mellon U.; **Lyra Colfer**, Harvard Business School; **Sonali K. Shah**, U. of Washington; **James D. Herbsleb**, Carnegie Mellon U.

758 ➔ 📄: (Paper Session) - (ODC) **The Role of Emotions, Resilience, and Thematic Ideation in Organizational Innovation and Creativity**

9:45am - 11:15am Grand Hyatt: Presidio B

Tweet this session: #AOM2011 758

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

🗨️ Innovator Resilience: An Exploratory Case Study on the Human Side of Innovation Project Failure | **Gisa Moenkemeyer**, Otto Beisheim Graduate School of Management (WHU)

🗨️ Bringing Honey Out of People: How Managing Envy Helps the Organizational Innovation Process | **Marina Biniari**, Strathclyde U.

📄 What Makes a Jogging Shoe Similar to a MP3 Player? A Process Model of Thematic Ideation | **Julia Katharina Fröhlich**, Otto Beisheim Graduate School of Management (WHU); **Michael Gibbert**, U. of Lugano

759 🗨️ 📄 SHCS: (ODC, MC, OB) **Transcending Divides: Case Examples of Doing Research That Advances Theory and Practice**

9:45am - 11:15am Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 759

Chair: **Edward E. Lawler III**, U. of Southern California

Discussant: **Susan A. Mohrman**, U. of Southern California
Research Useful for Theory and Practice: An Engaged Scholarship Perspective | **Andrew H. Van de Ven**, U. of Minnesota

Bridging the Divide | **Michael Beer**, Harvard U.

Rigor and Relevance in Organizational Research | **Philip H. Mirvis**, Center for Corporate Citizenship

760 ➔ 🗨️ JS: (ODC, PNP) **Evolving Commitment Foci: How Do They Enlighten Organisational Effectiveness?**

9:45am - 11:15am Grand Hyatt: Crockett A

Tweet this session: #AOM2011 760

Facilitator: **Deborah A. Blackman**, U. of Canberra

Deviation and Deviance: Committing to Customers and Cause | **Monica Therese Kennedy**, U. of Canberra

The Ageing Australian Workforce and Workplace Commitment | **Paul Corcoran**, U. of Calgary

Organisational Culture and Commitment to Purpose: Developing Organisational Effectiveness in the Public Sector | **Fiona Buick**, U. of Canberra
 Supervisor as Focus: When Commitment Transcends from the Organisation | **Damian West**, U. of Canberra
 Commitment in a Public Sector Organisation in Australia: New Perspectives | **Samantha Jane Johnson**, U. of Canberra

761 🗄️👤🌐 SHCS: (OM) **Context is Everything:**

Understanding Lean when West Meets East

9:45am - 11:15am San Antonio Convention Center: Room 215

Tweet this session: **#AOM2011 761**

Organizers: **Jan K. Alpenberg**, Linnaeus U.; **D. Paul Scarbrough**, Brock U.

Participants: **Suzanne de Treville**, U. of Lausanne; **Rachna Shah**, U. of Minnesota; **Peter Ward**, Ohio State U.

762 🗄️: (DRP Session) - (OMT) **Top Management Teams, Agency and Turnover**

9:45am - 11:15am San Antonio Convention Center: Room 007 A

Tweet this session: **#AOM2011 762**

Chair: **Stefan Hilger**, EBS Business School

→ 🗄️ Who Will Survive? A Competing Risks Analysis of Interdependent Top Executive Turnover Events | **Stefan Hilger**, EBS Business School; **Ansgar Richter**, EBS Business School; **Utz Schäffer**, Otto Beisheim Graduate School of Management (WHU)

🗄️ Organizational Identification, Target TMT Turnover, and Institutional Logics | **Heather Parola**, FAU

Do Analyst Characteristics Influence the Relation between CEO Dismissal and Stock Recommendations? | **Florian Christ**, Otto Beisheim Graduate School of Management (WHU); **Stefan Görgens**, Otto Beisheim Graduate School of Management (WHU); **Utz Schäffer**, Otto Beisheim Graduate School of Management (WHU)

The Downplaying of Downside Risk: A Model of Managerial Power and Risk-Taking | **Krista Burrill Lewellyn**, Old Dominion U.

763 🗄️: (DRP Session) - (OMT) **Heterogeneity and Innovation**

9:45am - 11:15am San Antonio Convention Center: Room 207 A

Tweet this session: **#AOM2011 763**

Chair: **Konstantinos Grigoriou**, Georgia Institute of Technology

🗄️ Innovation Ensemble: Triadic Embeddedness and Technology Licensing | **Young-Choon Kim**, National U. of Singapore; **Moowoon Rhee**, U. of Hawaii

🗄️ Guilds & Organizational Change: Contested Logics in the Management of Innovation at Rohm & Haas | **TI Hill**, Temple U.; **Ram Mudambi**, Temple U.

🗄️ The Role of Heterogeneous Social Audiences in the Acceptance of Radical Innovations | **Andrea Lanza**, Bocconi U.

→ 🗄️ Governing Knowledge Heterogeneity for Group Innovativeness: A Study in an Eastern Economy | **Fu-Sheng Tsai**, Cheng Shiu U.

764 🗄️: (Paper Session) - (OMT) **The Spread of Practices: From Governance Structures to Commercialization**

9:45am - 11:15am San Antonio Convention Center: Room 214 C

Tweet this session: **#AOM2011 764**

Chair: **Christopher B. Yenkey**, Cornell U.

🗄️ The Dynamics of Popularity | **Jerker C. Denrell**, U. of Oxford; **Balazs Kovacs**, U. of Lugano

Against the Norm: The Diffusion of Commercialized Science in Higher Education | **Kelly Patterson**, Cornell U.; **W Chad Carlos**, Cornell U.

🗄️ Institutionalization and Stock Market Effects: A Meta-Analysis of Divestiture Announcements | **Miriam Nicole Flickinger**, U. of Passau

🗄️ Politically-Contested Structural Elaboration in Corporate Governance | **John Joseph**, Duke U.; **William Ocasio**, Northwestern U.; **Mary-Hunter Morris**, Northwestern U.

765 🗄️: (DRP Session) - (OMT) **Combining and Responding to Multiple Institutional Logics**

9:45am - 11:15am San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 765**

Chair: **Alim J. Beveridge**, Case Western Reserve U.

🗄️→ 🗄️ The Politics of Organizational Responses to Conflicting Institutional Demands | **Anne-Claire Pache**, ESSEC Business School

🗄️ Evolving Institutional Logics in Field-level Change: Healthcare Restructuring in the Baltics. | **Federica V. Secci**, Imperial College Business School

🗄️ From Agents to Principles: Hospitalist Identity and the Emerging Logic of Hospital Medicine | **Christopher William John Steele**, Northwestern U.; **Vanessa Pouthier**, Northwestern U.; **William Ocasio**, Northwestern U.

→ 🗄️ Reaching Across Institutional Logics: Industry Engagement by University Scientists | **Markus Perkmann**, Imperial College London; **Ammon Salter**, Imperial College Business School; **Valentina Tartari**, Imperial College Business School

766 🗄️: (Paper Session) - (OMT) **Markets and Institutional Logics**

9:45am - 11:15am San Antonio Convention Center: Room 217 B

Tweet this session: **#AOM2011 766**

Chair: **Alex B. Bitektine**, HEC Montreal

→ 🗄️ Shifts in Societal Logics: Political Theorization, Localized Experimentations and Adaptation | **Grace Hong Fan**, Imperial College Business School

🗄️ Understanding Local Logics in U.S. Climate Change Legislation: A mixed methods analysis | **Barbara Gray**, Pennsylvania State U.; **Jenna P. Stites**, Pennsylvania State U.

🗄️ Plurality in Market Logic | **H-S Anna Kim**, U. of Cambridge; **Helen Haugh**, U. of Cambridge

🗄️→ 🗄️ Societal Patriarchal Logics and the Emergence of Microfinance Organizations | **Eric Yanfei Zhao**, U. of Alberta; **Tyler Earle Wry**, Wharton School
Winner of the OMT Division Best International Paper Award

767 🗄️: (Paper Session) - (OMT) **Learning and the Adoption of Innovations**

9:45am - 11:15am San Antonio Convention Center: Room 218

Tweet this session: **#AOM2011 767**

Chair: **Koen Heimeriks**, Erasmus U. Rotterdam

🗄️ Impact of Post-Adoption Experience with a Managerial Innovation on Variability of Learning Outcomes | **Andreas**

MONDAY

Schwab, Iowa State U.; **Anne S Miner**, U. of Wisconsin, Madison
 Non-adaptation in Complex Landscapes: The Substitutive Effect of Matching on Firm Adaptation | **Jade Maneja**, U. of Southern Denmark
 Absorptive Capacity Routines and Successful Adoption of Management Innovation | **Arie Y. Lewin**, Duke U.; **Silvia Massini**, U. of Manchester; **Carine Peeters**, ULB
 Related Experience and Market Entry: Exploring Prior Experience and Institutional Constellations | **Jocelyn M. Leitzinger**, U. of Wisconsin, Madison

768 JS: (OMT, BPS) **Organizational Misconduct: Who Cheats More and How Do They Respond When Discovered?**

9:45am - 11:15am San Antonio Convention Center: Room 206 B
 Tweet this session: #AOM2011 768

Organizers: **Andrew von Nordenflycht**, Simon Fraser U.; **Jo-Ellen Pozner**, U. of California, Berkeley

Discussant: **Donald A Palmer**, U. of California, Davis

Do Non-professional Owners Induce Professionals to Cheat Clients? Brokerage Ownership & Ethics | **Andrew von Nordenflycht**, Simon Fraser U.

The Role of Organizational Scope and Governance in Strengthening Private Regulatory Monitoring | **Lamar Pierce**, Washington U. in St. Louis; **Michael Toffel**, Harvard U.

Till Death Do Us Part? Public Perceptions of Convicted Corporations | **Katy DeCelles**, U. of Toronto; **Celia Moore**, London Business School

Reputation Management after Revelations of Misconduct: Impact of Impression Management Techniques | **Jo-Ellen Pozner**, U. of California, Berkeley; **H. Colleen Stuart**, U. of Toronto; **Celia Moore**, London Business School

769 JS: (OMT, MOC, BPS) **Institutional Leadership: Cognitive Dopes or Hyper-Muscular Agents?**

9:45am - 11:15am San Antonio Convention Center: Room 214 B
 Tweet this session: #AOM2011 769

Organizers: **Ryan L. Raffaelli**, Boston College; **Frans Bevort**, Copenhagen Business School

Chairs: **Mary Ann Glynn**, Boston College; **Jesper Strandgaard Pedersen**, Copenhagen Business School

Moderators: **Jesper Strandgaard Pedersen**, Copenhagen Business School; **Frans Bevort**, Copenhagen Business School
Discussant: **W. Richard (Dick) Scott**, Stanford U.

Presenters: **Matthew Kraatz**, U. of Illinois; **Jose Luis Alvarez**, ESADE; **Mary Ann Glynn**, Boston College; **Ryan L. Raffaelli**, Boston College

770 → PR: (DRP Session) - (ONE) **The Natural Environment as the Interface Where East Meets West**

9:45am - 11:15am Marriott Riverwalk: Salon A
 Tweet this session: #AOM2011 770

Facilitator: **Candace Agrella Martinez**, Saint Louis U.

Corporate Social Responsibility Practices in India: Approach, Drivers, and Barriers | **Jorge Alexis Arevalo**, William Paterson U.; **Deepa Aravind**, City U. of New York-College of Staten Island

→ PR: Green Shoots in the Desert: A First Look at Environmental Sustainability in Businesses of Qatar | **Shobha S. Das**, Qatar U.

→ PR: "Chinese Argonauts" Meet Government: Entrepreneurs and the Emergence of Chinese Solar PV Industry | **Yipeng Liu**, Institute for Small Business Research, U. of Mannheim

Corporate Responses to Climate Change in Africa: The Emerging Organizational Configurations | **Farai Kapfudzaruwa**, U. of Cape Town; **Ralph Hamann**, U. of Cape Town

→ PR: Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North? | **Ralf Barkemeyer**, U. of Leeds; **Lutz Preuss**, Royal Holloway, U. of London

771 PR: (Paper Session) - (ONE) **Supply Chain Management, Purchasing and Supplier Relations for Sustainable Management**

9:45am - 11:15am Marriott Riverwalk: Salon E
 Tweet this session: #AOM2011 771

Chair: **Nicole Darnall**, George Mason U.

Sustained Competitive Advantage through Green Supply Chain Management Practices: An NRBV Approach | **Erlinda Nusron Yunus**, Southern Illinois U. Carbondale; **Michael D Michalisin**, Pennsylvania State U., Worthington-Scranton

Environmental Purchasing—Current Themes & Directions for Theoretical Development | **Monique L. Ueltschy Murfield**, U. of Tennessee; **Wendy L Tate**, U. of Tennessee

Developing a Measure for the Capability of 'Sustainable Supplier Risk Management' | **Jörg H. Grimm**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen; **Juliane Röthig**, U. of St. Gallen

772 PR: (PNP) **Intersectoral Collaboration for Redefining Downtown San Antonio: A Conversation Among Leaders**

9:45am - 11:15am Marriott Riverwalk: Salon C
 Tweet this session: #AOM2011 772

Moderator: **Dennis Ahlburg**, Trinity U.

Coordinator: **Claire Smith**, Trinity U.

Participants: **Julian Castro**, Mayor of City of San Antonio; **Sheryl Sculley**, San Antonio City Manager; **J Darryl Byrd**, Pearl Brewery; **Richard Butler**, Trinity U.; **Christine Drennon**, Trinity U.

773 PR: SHCS: (RM) **Addressing Challenges in the Validation of Management Constructs**

9:45am - 11:15am La Quinta Inn & Suites: Fiesta D
 Tweet this session: #AOM2011 773

Chair: **Nathan Philip Podsakoff**, U. of Arizona

Discussant: **Lawrence R James**, Georgia Institute of Technology

Quantitative Assessment of Theoretical Content Validity: Two Approaches and Their Extensions | **Chester A. Schriesheim**, U. of Miami; **Timothy Hinkin**, Cornell U.; **Yonghong Liu**, U. of Miami

Review and Application of the Known-Groups Validation Technique to Management Research | **Jessica L. Siegel**, U. of Arizona; **Samuel Birk**, U. of Arizona

Using Video Technology to Validate Management Constructs | **Nathan Philip Podsakoff**, U. of Arizona; **Ryan Lee Klinger**, U. of Florida

Improving the Construct Clarity of Multidimensional Constructs | **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Russell E. Johnson**, Michigan State U.

774 📄: (Paper Session) - (SAP) **Understanding Strategy Through Plan, Website and Photographs**

9:45am - 11:15am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 774

Chair: **Chahrazad Abdallah**, U. of London, Birkbeck

📄"Power Tools" of Making Strategy: The Plan, the Roadmap, and the Timeline | **Senem Guney**, State U. of New York, Albany; **James Taylor**, U. of Montreal

Business as a Pretext? Managing Community-Business Tensions on a Social Enterprise's Websites | **Valérie Michaud**, ESG-UQAM

Seeing Strategy as Practice: Linking Photographic Methods with the SAP Perspective | **Joshua Lloyd Ray**, U. of Tennessee, Knoxville; **Anne D. Smith**, U. of Tennessee, Knoxville

775 → 📄: (DRP Session) - (SIM) **Business Government Relations: Role of Regulations in Environmental Management and Sustainability**

9:45am - 11:15am Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 775

Chair: **Deborah M. Stekettee**, Aquinas College

→ 📄Institutional (R)Evolution in the Journey towards Sustainability of the Galápagos Islands | **Irene M. Herremans**, U. of Calgary; **Linda Ambrosie**, U. of Calgary

🗨️ → 📄Harnessing Creative Destruction: Sustainable Development and Innovation in Practice | **Adela Jana McMurray**, RMIT U.; **Denise Cardoso Pereira**, U. Presbiteriana MacKenzie; **Claire A. Simmers**, Saint Joseph's U.; **Anne Marie Stoughton**, Benedictine U.

📄The Corporation Is Ailing Social Technology: Creating A 'Fit For Purpose' Design For Sustainability | **Louise Metcalf**, Macquarie U.; **Suzanne Benn**, Macquarie U.

📄Read This Article, But Don't Print It: Organizational Sustainability Behavior | **Eric Lamm**, San Francisco State U.; **Jennifer Tosti-Kharas**, San Francisco State U.; **Eric Williams**, Independent Researcher

🗨️ 📄Environmental Management in Times of Crisis: The Emerging Salience of Environmental Managers | **Fredrik Dahlmann**, U. of Bath; **Johanne Grosvold**, U. of Bath

776 → 🗨️ 📄: (Paper Session) - (SIM) **Exploring Social Responsibility through Stakeholder Salience, Acumen and Cooperation**

9:45am - 11:15am Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 776

Chair: **Arno Kourula**, Stanford U.

📄Stakeholder Acumen | **Megan Flohr Hess**, U. of Virginia

🗨️ 📄Stakeholder Salience Revisited: Enlightening, Balancing and Transcending | **Elise Perrault Crawford**, Bentley U.; **Cynthia Clark Williams**, Bentley U.; **Shawn Berman**, U. of New Mexico

🗨️ → 📄Enabling Stakeholder Cooperation in a Social Venture: Special Olympics in Ireland | **Peter McNamara**, U. College Dublin; **Karan Sonpar**, U. College Dublin; **Federica Pazzaglia**, U. College Dublin

777 → 🗨️ 📄: (Paper Session) - (SIM) **Ethics: Business Ethics from a Normative Approach**

9:45am - 11:15am Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 777

Chair: **Robert Krug**, St. Joseph's College, NY

🗨️ → 🗨️Building a Bridge and Getting Over It: A Middle Earth Position on Wisdom Through Kaitiakitanga | **Chellie Spiller**, U. of Auckland; **Edwina Pio**, AUT U.; **Liljana Erakovic**, U. of Auckland; **Manuka Henare**, U. of Auckland

📄The Normative Foundations of Unethical Supervision in Organizations | **Ali F. Unal**, Rutgers U.; **Danielle E. Warren**, Rutgers U.; **Chao C. Chen**, Rutgers U.

🗨️ 📄The Moral of the Story: Re-Framing Ethical Codes of Conduct as Narrative Processes | **Matt Statler**, New York U.; **David Oliver**, HEC Montreal

778 📄: (Paper Session) - (TIM) **Technology Licensing**

9:45am - 11:15am San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 778

Chair: **Kenneth G Huang**, Singapore Management U.

📄Broad Cross-License Negotiations | **Alberto Galasso**, U. of Toronto

📄Inter-Firm Technology Licensing in European Union | **YoungJun Kim**, Texas A&M International U.; **Jiho Hwang**, Korea Advanced Institute of Science & Technology

🗨️ 📄Inventions under Siege? The Impact of Technology Competition on Licensing | **Christoph Grimpe**, Copenhagen Business School; **Katrin Hussinger**, Maastricht U.

779 📄: (Paper Session) - (TIM) **New Firm Formation**

9:45am - 11:15am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 779

Chair: **Leonardo P Santiago**, Federal U. of Minas Gerais

📄Bringing Entrepreneurial Ideas to Life | **Chuck Eesley**, Stanford U.; **David Hsu**, Wharton School; **Edward B. Roberts**, Massachusetts Institute of Technology

📄Exploring New Firm Creation Out of Brand Communities: The Case of LEGO | **Christoph Hienerth**, Copenhagen Business School; **Christopher Lettl**, WU Vienna; **Michael Mose Biskjaer**, Aarhus U.

📄De Facto Standards and Design-Based Entrepreneurship | **Tianxu Chen**, Drexel U.; **Vadake Narayanan**, Drexel U.

780 📄: (Paper Session) - (TIM) **Competition and Cooperation**

9:45am - 11:15am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 780

Chair: **Charles K. Waterson**, Marquette U.

🗨️ 📄When Collaboration Trumps Rivalry: Examining Organizational Forms In The Construction Industry | **Samuel Holloway**, U. of Portland; **Anne Parmigiani**, U. of Oregon

📄Bridging the Gap: Network Effects and Real Options in Network Competition | **David McIntyre**, Providence College; **Asda Chintakananda**, Nanyang Technological U.

📖 The Paradox of being Open: External Technology Sourcing and Knowledge Protection | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Isabel Bodas Freitas**, GEM & DISPEA; **Mb Sarkar**, Temple U.

781 📖: (Paper Session) - (TIM) **Technological Ecosystems**

9:45am - 11:15am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 781

Chair: **Sharon D. James**, Ohio State U.

📖 The Innovation Potential of Major Infrastructure Development Projects | **Nuno A Gil**, U. of Manchester; **Marcela Miozzo**, U. of Manchester; **Silvia Massini**, U. of Manchester

📖 Autonomous or Engineered Coordination Processes? On the Innovativeness of Strategic Networks | **Frederik M Metzger**, Mannheim U.; **Stefan Berwing**, Mannheim U.; **Thomas Armbruester**, Quadriga U.; **Achim Oberg**, Mannheim U.

Exploring Network Resources in Technological Innovation Systems: The Case of Stationary Fuel Cells | **Joerg Musiolik**, Eawag - Swiss Federal Institute of Aquatic Science and Technology; **Jochen Markard**, Eawag - Swiss Federal Institute of Aquatic Science and Technology; **Marko Hekker**, Utrecht U.

782 📖: (DRP Session) - (TIM) **New Product Development and Adoption**

9:45am - 11:15am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 782

Facilitator: **Asli Musaoglu Arikan**, Georgia State U.

📖 Control Combinations in New Product Development Projects | **Serge Rijdsdijk**, Erasmus U. Rotterdam; **Jan Van den Ende**, Erasmus U. Rotterdam

📖 What Makes Companies Commit to Open Science? | **Markus Simeth**, Ecole Polytechnique Fédérale de Lausanne; **Julio Raffo**, Ecole Polytechnique Fédérale de Lausanne

🌐 📖 External Innovation Implementation: Towards Successful Management and Measurement | **Matthew Coates**, Imperial College Business School; **Lydia Bals**, Copenhagen Business School

📖 Technology Battles for Complex Systems: The Influence of Networks and Standard Flexibility | **Geerten van de Kaa**, Delft U. of Technology; **Henk de Vries**, RSM Erasmus U.; **Eric van Heck**, Erasmus U. Rotterdam

Monday 10:15AM

783 : (AAA) **Conference Break**

10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break

Tweet this session: #AOM2011 783

Monday 11:30AM

784 📖: (Paper Session) - (BPS) **Psychological Foundations of Executive Decision Making**

11:30am - 1:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 784

Chair: **Hermann Achidi Ndofor**, Texas A&M U.

🌐 📖 Who Will Appreciate My Narcissism? Social Inference Processes in New Director Selections | **Guoli Chen**, INSEAD; **David H. Zhu**, Arizona State U.

📖 The Family Factor: Family Influence and Incumbent Response to Technological Discontinuities | **Andreas Koening**, International Institute for Management Development; **Nadine Kammerlander**, IMD, Lausanne; **Albrecht Enders**, International Institute for Management Development

📖 Impact of Executive's Core Self Evaluation on Decision Making Comprehensiveness Mediated by Anger | **Rebekka Sputtek**, HSG St.Gallen; **Steven W Floyd**, McIntire School of Commerce, U. of Virginia

📖 The Influence of CEO Political Ideology on Corporate Social Responsibility: An Exploratory Inquiry | **M.K. Chin**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.

785 📖: (Paper Session) - (BPS) **Structuring and Restructuring in Different Environments**

11:30am - 1:00pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 785

Chair: **John W Upson**, U. of West Georgia

🌐 📖 Architectural Uncertainty and Selection of Suppliers for Customized Projects | **Marko Madunic**, Western Washington U.

🌐 📖 Growth Options And Exit Decisions: Does External Venturing Generate Discontinuous Strategic Renewal? | **Sandip Basu**, California State U. East Bay; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne

🌐 📖 Performance of Substantial vs. Symbolic Restructuring in Emerging Economies | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Pengji Wang**, National U. of Singapore

📖 How Do Firms Develop Capabilities for Strategic Change in Dynamic Environments? | **Yue Wang**, U. of New South Wales; **Xufei Ma**, Chinese U. of Hong Kong; **Yaqun Yi**, Xi'an Jiaotong U.; **Yuan Li**, Shanghai JiaoTong U.

786 📖: (DRP Session) - (BPS) **Mergers, Acquisitions, and Firm Scope**

11:30am - 1:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 786

Facilitator: **David R. King**, Marquette U.

Contingent Second-Order Fit in M&As: Resource Similarity, Complementarity & Managerial Compatibility | **David G. Sirmon**, Texas A&M U.; **Mario Schijven**, Texas A&M U.; **Rhett Andrew Brymer**, Texas A&M U.; **Chris Tuggle**, U. of Missouri at Columbia

Reassessing the Practical and Theoretical Influence of Entrepreneurship Through Acquisition | **Richard Hunt**, U. of Colorado

📖 Do Early Birds Complete Their Deals? The Role of Timing in the M&A Process | **Padma Rao Sahib**, U. of Groningen; **Trang Thu Doan**, U. of Antwerp; **Arjen van Witteloostuijn**, U. of Antwerp

📖 Privatization and Business Portfolio Restructuring Strategy: Evidence from Privatization in China | **Xu Han**, GSM, Peking U.; **Raphael H Amit**, U. of Pennsylvania

787 📖: (DRP Session) - (BPS) **Alliance Portfolios**

11:30am - 1:00pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 787

Facilitator: **Poonam Khanna**, Arizona State U.

MONDAY

- 📄 Alliance Portfolio Configuration and Foreign Knowledge Acquisition: Global Positioning Matters | **Gurneeta Vasudeva**, U. of Minnesota; **Paul Almeida**, Georgetown U.
- 🗣️ 📄 Developing a Successful Alliance Portfolio: The Art of Temporally Phasing Codification | **Koen Heimeriks**, Erasmus U. Rotterdam; **Christopher B. Bingham**, U. of North Carolina, Chapel Hill
- 📄 Lost in Your World? Role of Behavioral Orientation on the Impact of Alliance Portfolio on Innovation | **Manish K. Srivastava**, Michigan Technological U.; **Devi R Gnyawali**, Virginia Polytechnic Institute; **Donald E. Hatfield**, Virginia Tech
- 📄 Relative Contribution of Alliance Ties and Partners' Diversity to Firm Performance | **Olga Petrovna Bruyaka**, Virginia Polytechnic Institute; **Turanay Caner**, North Carolina State U.; **John E Prescott**, U. of Pittsburgh
- 🗣️ 📄 Capability Acquisition from Alliance Portfolios: Cases from the Chinese IT Service Industry | **Ning Su**, Richard Ivey School of Business

788 📄: (DRP Session) - (BPS) **Dynamic Capabilities and Competitive Advantage**

11:30am - 1:00pm San Antonio Convention Center: Room 203 B
 Tweet this session: #AOM2011 788

Facilitator: **Paul Louis Drnevich**, U. of Alabama
 The Elephant in the Room of Dynamic Capabilities Research | **Giada Di Stefano**, Bocconi U.; **Margaret Peteraf**, Dartmouth College; **Gianmario Verona**, Bocconi U.

- 📄 The Development and Impact of Organizational Capital: Differences Between Services and Manufacturing | **Chris Meyer**, U. of Massachusetts, Amherst; **Bruce Skaggs**, U. of Massachusetts; **Mark Youndt**, U. of Vermont
- Generic Strategies in Dynamic Environments | **Sasanka Sekhar Chanda**, Indian Institute of Management, Calcutta; **Sougata Ray**, Indian Institute of Management, Calcutta
- 📄 Flexible Production Systems, Environmental Dynamism, and Firm Performance | **Dmitry Sharapov**, U. of Cambridge; **Paul Antony Kattuman**, Cambridge U.
- 📄 Can Manufacturers Become Service Providers? Fostering Complementarity between Products and Service | **Ivanka Visnjic**, ESADE; **Bart Van Looy**, Katholieke U. Leuven

789 📄: (Paper Session) - (BPS) **Knowledge Flows Within and Across Firms**

11:30am - 1:00pm San Antonio Convention Center: Room 204 A
 Tweet this session: #AOM2011 789

- Chair:** **Giovanni Valentini**, Bocconi U.
- 🗣️ 📄 What Drives Global Integration? | **Heather Berry**, U. of Pennsylvania; **Aseem Kaul**, U. of Minnesota
- 🗣️ 📄 Within-Industry Diversification and Firm Performance: Synergy Creation and Capability Development | **Timo Sohl**, U. of St. Gallen
- 🗣️ 📄 Industrial Structure, Learning-By-Doing, and Technologies with Parametric Interdependencies | **William M. Tracy**, Rensselaer Polytechnic Institute; **William "Patch" Paczkowski**, Lally School of Management & Technology
- 📄 Job-Hopping in the Shadow of Patent Enforcement | **Rajshree Agarwal**, U. of Maryland; **Martin Ganco**, U. of Minnesota; **Rosemarie Ziedonis**, U. of Oregon

790 📄: (Paper Session) - (BPS) **Ambidexterity and Dynamic Capabilities**

11:30am - 1:00pm San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 790

- Chair:** **Jeffrey A. Martin**, U. of Alabama, Tuscaloosa
- 🗣️ 📄 Ambidextrous Capital in the Airline Industry | **Ian Hodgkinson**, Loughborough U.; **M.N. Ravishankar**, Loughborough U.; **Michelle Aitken-Fischer**, Loughborough U.
- 📄 Simulating Ambidexterity Heuristics and Their Effectiveness in Different Types of Environments | **Andre O. Laplume**, Michigan Technological U.; **Parshotam Dass**, U. of Manitoba
- 📄 Exploring the 'Dynamics' of Dynamic Capabilities: The Antecedent Role of Communal Culture | **Carsten Zimmermann**, U. of San Diego; **Sebastian Kortmann**, U. Muenster; **Johan Perols**, U. of San Diego; **Markus A. Fitza**, U. of Colorado, Boulder
- 🗣️ 📄 The Performance Effects of Balancing Exploration and Exploitation Within and Across Governance Modes | **Uriel Stettner**, Technion Israel Institute of Technology; **Dovev Lavie**, Technion Israel Institute of Technology

791 🗣️ 🗣️ 📄: (Paper Session) - (CAR) **Exploring the Dynamics, Interpretations and Meaning of Career Success**

11:30am - 1:00pm Grand Hyatt: Lone Star B
 Tweet this session: #AOM2011 791

- Chair:** **Maury Peiperl**, IMD
- 📄 The Effect of Political Tactics on the Organizational Context-Subjective Career Success Relationship | **Ilias Kapoutsis**, Athens U. of Economics and Business; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Ioannis Thanos**, Athens U. of Economics and Business; **Andreas G Nikolopoulos**, Athens U. of Economics and Business
- 🗣️ 📄 Gender Differences and Subjective Career Success: A Boundaryless Career Perspective | **Yuheng Jung**, Meiji U.; **Norihiko Takeuchi**, Aoyama Gakuin U.
- 📄 Content, Structure, and Results: The Relational Models of Developmental Networks and Career Success | **Richard Donald Cotton**, Appalachian State U.

792 🗣️ 🗣️ 📄: (DRP Session) - (CAR) **Examining Career Behaviours and Outcomes**

11:30am - 1:00pm Grand Hyatt: Travis A
 Tweet this session: #AOM2011 792

- Chair:** **Tania Casado**, U. of São Paulo
- 📄 The Impact of Status Behavior and Perceived Status on Careers Within Organizational Hierarchies | **Johannes M Lehner**, U. of Linz
- 📄 Organizational and Task Factors Influencing Teachers' Professional Development at Work | **Arnoud Evers**, Open U. the Netherlands; **Beatrice Van der Heijden**, Radboud U. Nijmegen; **Karel Kreijns**, Open U. the Netherlands; **Marjan Vermeulen**, Open U. the Netherlands
- 📄 How Does Social Capital Impact Career Outcomes? A Qualitative Examination | **Keith Hechtel**, Curbell Plastics, Inc.; **Monica L. Forret**, St. Ambrose U.
- 📄 How Can Mentoring Influence Organizational Deviance? | **Chen Cheng**, Huazhong U. of Science & Technology

☒ A Theory of Dual Job Search and Sex-Based Occupational Clustering | **Alan M. Benson**, Massachusetts Institute of Technology

793 🗨️ CAU: (CAU) Study Abroad Programs: Assessing Students' Learning

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: **#AOM2011 793**

Interested in assurance of learning in study abroad programs? This caucus provides an opportunity for those who are involved in Study Abroad Programs (whether designing, directing, or teaching) to dialogue about ways to determine that students in study abroad programs are, in fact, achieving program learning objectives.

Organizers: **Nicole Gullekson**, U. of Wisconsin, La Crosse; **Mary Tucker**, Ohio U.

794 → 🗨️ CAU: (CAU) West-East Trust Development

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa South

Tweet this session: **#AOM2011 794**

Coordinators: **Justin Kraemer**, Rutgers U.; **Letty Yan Yee Kwan**, U. of Illinois, Urbana-Champaign

Participants: **Chao C. Chen**, Rutgers U.; **Peter Ping Li**, Copenhagen Business School; **Ying-Yi Hong**, Nanyang Technological U.; **Shyhnna Liou**, National Cheng Kung U.; **Angela Leung**, Singapore Management U.

795 🗨️ → 🗨️ CAU: (CAU) Russia and CIS Management Research Caucus

11:30am - 1:00pm Hilton Palacio del Rio: La Reina North & Center

Tweet this session: **#AOM2011 795**

Coordinator: **Carl F. Fey**, Nottingham U. Business School China

796 → 🗨️ CAU: (CAU) Biculturalism and Thriving at Work: A Multi-level Inquiry

11:30am - 1:00pm Hilton Palacio del Rio: La Reina South

Tweet this session: **#AOM2011 796**

Organizer: **Xiao Chen**, U. of Toronto

797 → 🗨️ CAU: (CAU) The ASEAN Trade Agreements: Implications for East, West and the Rest

11:30am - 1:00pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: **#AOM2011 797**

Organizers: **Lakeesha Ransom**, Assumption U. of Thailand; **Jahan Ara Peerally**, HEC Montreal

798 🗨️ → 🗨️ CAU: (CAU) Where are the 'Tired, Poor, and Huddled Masses' in Management Research?

11:30am - 1:00pm Hilton Palacio del Rio: La Vista South

Tweet this session: **#AOM2011 798**

A Research Incubator to Examine the Extent to Which We Show Compassion for the 'Invisible Immigrants' within Our Organizations
Organizer: **Hazel-Anne M. Johnson**, Rider U.

799 : (Paper Session) - (CDP) Collaboration and Interaction Across Boundaries

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: **#AOM2011 799**

Facilitator: **Ralph A Heidi**, Michigan State U.

☒ **OCIS:** Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries | **William C. Barley**, Northwestern U.; **Paul M. Leonardi**, Northwestern U.; **Diane E Bailey**, U. of Texas, Austin

→ ☒ **SIM:** Implementation of Collaborative Strategies by Cross-sector Partnerships: Structural Configurations |

Amelia C. Clarke, U. of Waterloo; **Asadul Hoque**, U. of Waterloo

☒ **ENT:** When Do Entrepreneurial Academics Engage in Interaction with Industry? | **Kristina Dervojeđa**, U. of Twente; **Jeroen Kraaijenbrink**, U. of Twente; **Aard J Groen**, U. of Twente

800 : (Paper Session) - (CDP) Explorations in Creativity and Innovation

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real C

Tweet this session: **#AOM2011 800**

Facilitator: **Victor Zengyu Huang**, Zayed U.

OB: When Does Negative Mood Boost Creativity: A Trait Activation Perspective | **March L. To**, U. of Queensland; **Cynthia D Fisher**, Bond U.

→ ☒ **OM:** The Effects of New Product Creativity (NPC) in Malaysia: Is the NPC Construct Universal? | **Pelin Bicen**, -Pennsylvania State U., Erie; **Suzilawati Kamarudin**, National Defense U. of Malaysia; **William H. A. Johnson**, -Pennsylvania State U., Erie

☒ **OM:** Concurrent Engineering, Product Innovation and Organizational Performance: An Empirical examination | **Anant Ravindra Deshpande**, State U. of New York, Empire State College

☒ **TIM:** Impact of Social Exchange Relationships on Innovative Work Behaviour: Role of Work Engagement | **Upasana Aggarwal**, S.P.Jain Institute for Management and Research

☒ **ENT:** Customer Value Propositions in Declining Industries: Differences between High and Low Growth Firms | **Gaylen N. Chandler**, Wichita State U.; **John Christian Broberg**, Wichita State U.; **Thomas Houston Allison**, U. of Oklahoma - Norman

801 : (Paper Session) - (CDP) Religion, Emotions, and the Workplace

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real D/E

Tweet this session: **#AOM2011 801**

Facilitator: **Erich W. Barthel**, Frankfurt School of Finance and Management

→ ☒ **OCIS:** Sense of iCalling: Crafting Jobs and Making a Holy Sense of Technology | **Ruey-Lin Hsiao**, National Chengchi U.

☒ **MSR:** Spirituality, Religion, and Emotional Labor in the Workplace | **Dana Morton**, College of New Jersey; **Conor Byrne**, College of New Jersey; **Jason Dahling**, College of New Jersey; **Samantha Chau**, Novo Nordisk

GDO: Religion and Work-Related Gender Attitudes: The Moderating Role of Fundamentalism | **Oscar Holmes IV**, The U. of Alabama; **Ericka R. Lawrence**, U. of Alabama; **James E. King**, U. of Alabama, Tuscaloosa

☒ **MOC:** Managing the Heart of Finance: Domain Specific Emotion Regulation in the Work of Financial Traders. | **Shalini Vohra**, Sheffield Hallam U.; **Mark Fenton-O'Creevy**, Open U.

802 : (Paper Session) - (CDP) Challenges in International Business

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real F

Tweet this session: **#AOM2011 802**

Facilitator: **Joy Oguntebi**, Rochester Institute of Technology

- ➔📄**CAR**: Expatriation Success in an Inter-Governmental Organization | **Jean-Luc Cerdin**, ESSEC Business School; **Michael Dickmann**, Cranfield U.
- ➔📄**BPS**: The Endowment Effect: Divestiture Aversion for Foreign Subsidiaries of Family-Controlled MNEs | **Heechun Kim**, Georgia State U.; **Robert E. Hoskisson**, Rice U.
- ➔📄**SIM**: How Different are BOP Markets Really? International Market Selection at the Base of the Pyramid | **Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Suffolk U.
- ➔📄**IM**: Perceived Trustworthiness and Inter-personal Knowledge Sharing within Multinational Corporations | **Sachiko Yamao**, U. of Melbourne

803 : (Paper Session) - (CDP) Corporate Social Responsibility Training Through the Lens of Globalization and Governance

11:30am - 1:00pm Hilton Palacio del Rio: El Mirador East
 Tweet this session: #AOM2011 803

Facilitator: **Alan Muller**, U. of Amsterdam

- 📄**SIM**: Corporate Social Responsibility: A Meta-Analysis of International Management Literature | **Craig David Macaulay**, U. of Texas, Dallas
- ➔📄**IM**: CSR in Global Supply Chains: A Cross-Level Embeddedness Approach to Practice Adoption | **Valentina Marano**, U. of South Carolina

- 📄📄**SIM**: Commitment Strategies for Sustainability: How Corporations Can Create Value Through New Governance | **Markus Beckmann**, Leuphana U. Lueneburg; **Stefan Hielscher**, Martin-Luther U. Halle; **Ingo Pies**, Martin-Luther U. Halle

- 🗣️**MC**: The Corporate Classroom as an East-West Laboratory: Cross Cultural Training of Japanese Expatriates | **Alan Goldman**, Arizona State U.

804 : (Paper Session) - (CDP) Identity, Communication and Helping at Work

11:30am - 1:00pm Hilton Palacio del Rio: El Mirador West
 Tweet this session: #AOM2011 804

Facilitator: **Maria Kakarika**, Euromed Management

- 📄**HR**: Social Comparisons and Development Behaviors Development-related Self-identity Moderation | **David B. Zoogah**, Morgan State U.
- 📄**OB**: Enclotted Cognition: Wearing a Lab Coat Increases Attention and Error Avoidance | **Hajo Adam**, Northwestern U.; **Adam D. Galinsky**, Northwestern U.
- 📄**OB**: The Role of Feeling Known in Face-to-Face and Virtual Teams | **Radostina K Purvanova**, Drake U.
- 📄**CM**: The Invisible Cost of Helping Behavior | **Lei Zhu**, U. of British Columbia; **Jun Gu**, U. of Toronto

805 : (Paper Session) - (CDP) Strategic Learning, Strategy Execution and Competition

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey C
 Tweet this session: #AOM2011 805

Facilitator: **Kathryn Rudie Harrigan**, Columbia Business School

- 📄📄**PNP**: Turning Around the Effects of Turnover: Military Lessons Learned from OIF | **Charles Y. Murnieks**, U.S. Air Force Academy; **Scot T. Allen**, U.S. Air Force Academy; **Claudia J. Ferrante**, U.S. Air Force Academy

- 📄**SAP**: Strategic Learning Practices as Key Effects on Organizational Commitment and Effectiveness | **Chien-Chi Tseng**, U. of Florida
- 🗣️📄**SAP**: Making Sense of Strategy Execution: A Multi-Layered View of Strategy Execution Challenges | **Tomi M. M. Laamanen**, Aalto U.; **Samuli Skurnik**, Aalto U.
- 📄**OCIS**: Process Perspective of Absorptive Capacity: A Multidimensional Model | **Marco Marabelli**, Bentley U.

806 : (Paper Session) - (CDP) Managing Non-Profit and Public Organizations in a Globalized World

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey N
 Tweet this session: #AOM2011 806

Facilitator: **Kristine Dery**, U. of Sydney

- ➔📄**PNP**: The Whole is More than the Sum of Its Parts? How HRM is Configured in NPOs and Why It Matters | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Alina McCandless Baluch**, Leibniz U. Hannover; **Erk Peter Piening**, Leibniz U. Hannover

- 📄**OMT**: Acculturation as Resourcing: Entering the Public Sector Outsourcing Market | **Florian Ueberbacher**, U. of St. Gallen; **Claus D Jacobs**, U. of St. Gallen

- ENT**: The Role of Social Entrepreneurial Leaders and Transformational Leadership in Existing Organizations | **Jason Lortie**, Florida Atlantic U.

807 : (Paper Session) - (CDP) Interorganizational Networks and Their Effects on Firm Performance

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S
 Tweet this session: #AOM2011 807

Facilitator: **Martin Gargiulo**, INSEAD

- ➔📄**BPS**: Military Ties, New Venture Performance, and Political Risk Management in Emerging Economies | **Shon R Hiatt**, Harvard Business School; **Wesley Sine**, Cornell U.

- OMT**: Perspective-taking in Interorganizational Networks of Alliances | **Jungwon Min**, Keio U.; **Hitoshi Mitsuhashi**, Keio U.

- MOC**: The Differential Effect of Different Ties on Organizational Outcomes: A Theoretical Framework | **Brandon Ofem**, U. of Kentucky

- 📄**BPS**: Information Networks as Predictors of Accounting Manipulation in Venture Capital Backed IPOs | **Brandon Fleming**, U. of Washington

808 📄SHCS: (CM, OB) Hierarchy and Moral Behavior in Organizations

11:30am - 1:00pm Grand Hyatt: Bonham C
 Tweet this session: #AOM2011 808

Organizer: **Jessica Kennedy**, U. of California, Berkeley

Discussant: **Jerald Greenberg**, RAND Corporation

- Driving to the Top: How Status Influences Punishment of Transgressions | **Lamar Pierce**, Washington U. in St. Louis
- Beyond a Shadow of a Doubt: Power, Moral Clarity, and Punishment in the Workplace | **Scott Wilermuth**, U. of Southern California; **Frank Flynn**, Stanford U.
- Gratitude Expression Assuages the Wrath of Incompetent Power Holders | **Yeri Cho**, U. of Southern California; **Nathanael J. Fast**, U. of Southern California
- The Ethics "Fix": When Formal Systems Make a Difference | **Ann Tenbrunsel**, U. of Notre Dame; **Kristin Smith-Crowe**, U. of

Utah; **Suzanne Chan-Serafin**, U. of New South Wales; **Arthur P. Brief**, U. of Utah

809 (DRP Session) - (CMS) **Beyond West-East and North-South**

11:30am - 1:00pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 809

Facilitator: **Craig Prichard**, Massey U.

☞ The East as Mirror of the West | **Mark Learmonth**, Durham U.; **Patrick Reedy**, U. of Hull

☞ The Paradox of Professionalism: Enabling and Obstructing Mobilization in Indian Call Centres | **Brandon Vaidyanathan**, U. of Notre Dame

➔ All that is Solid Melts into Air: A Case of a Brazilian Transnational Company in the USA | **Ana Christina Celano**, Fundação Getulio Vargas - Rio; **Eliane Alves Maciel**, EBAP-FGV; **Ana Lucia Guedes**, Fundacao Getulio Vargas

☞ Mindful Quality Control - Going East to Understand the West | **Erik Bjurström**, Mälardalen U.

810 (JS; (CMS, IM) **Close Encounters of the Postcolonial Kind: Organizing in the Context of East-West Meetings**

11:30am - 1:00pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 810

Chairs: **Pushkala Prasad**, Skidmore College; **Rafael Alcadipani**, Fundacao Getulio Vargas

Understanding Modern Western Structures of Knowledge: (Neo)Colonialism & the Rise of Management | **Anshuman Prasad**, U. of New Haven

Making East West: Americanizing Brazilian Management Education | **Rafael Alcadipani**, Fundacao Getulio Vargas; **Miguel P Caldas**, Fundacao Getulio Vargas-EAESP & EBAPE

When West Helps East: Humanitarianism as Postcolonial Organizing | **Adam Rostis**, Saint Mary's U.

When East Confronts West: Collisions Between Tradition and Modernity in Scandinavian Organizations | **Pushkala Prasad**, Skidmore College

811 (Paper Session) - (DISC) **Problems at Work: Incivility, Turnover, and Deviance**

11:30am - 1:00pm Hyatt Regency: Blanco
Tweet this session: #AOM2011 811

Discussant: **Kenneth Lee Bettenhausen**, U. of Colorado, Denver

☞ OB: The Drivers and Outcomes of Work Alienation: A Reinterpretation of Marx | **Amanda Shantz**, Kingston U.; **Kerstin Alfes**, Kingston U.; **Katie Truss**, Kent State U.; **Emma Soane**, London School of Economics

☞ OB: Why Powerless Employees Engage in Organizational Deviance: An Explanation of Psychological Ownership | **Huanyong Chen**, Hong Kong Baptist U.

☞ OB: To Leave or Not to Leave: When Interpersonal Helping Influences an Employee's Intention to Quit | **Gerdien Regts**, U. of Groningen; **Eric Molleman**, U. of Groningen; **Kees Ahaus**, U. of Groningen

☞ OB: Gender Differences in Personality Predictors of Workplace Incivility | **David S. DeGeest**, U. of Iowa; **Erik Gonzalez-Mule**, U. of Iowa; **Michael K Mount**, U. of Iowa

812 (Paper Session) - (DISC) **Leadership, Cognition, and Decision Making**

11:30am - 1:00pm Hyatt Regency: Bowie A
Tweet this session: #AOM2011 812

Discussant: **Sotirios Paroutis**, U. of Warwick

☞ SAP: Paradoxical Tensions of

Cognitions-in-Action | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Daniela Patricia Blettner**, Tilburg U.; **Richard Soparnot**, ESCEM Tours

☞ BPS: The Under-Appreciated Role of Quality Conversations in Strategic Decision-Making | **Massimo Garbuio**, Sydney U.; **Dan Lovallo**, Sydney U.

SAP: Heuristic Transfer in the Relationship Between Leadership and Employee Creativity | **Sean McMahon**, U. of Central Florida; **Cameron Ford**, U. of Central Florida

813 (Paper Session) - (DISC) **Social Ethics**

11:30am - 1:00pm Hyatt Regency: Bowie B
Tweet this session: #AOM2011 813

Discussant: **Jamie R. Hendry**, Bucknell U.

☞ SIM: The Love of Money is the Root of All Evil:

Corporate Ethical Values and CPI as Moderators | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarmo**, Middle Tennessee State U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Vivien KG Lim**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Ilya Garber**, Saratov State U.; **Peter Vierick**, U. of Ghent; **Jian Liang**, Shanghai JiaoTong U.; **Adebowale Akande**, Potchefstroom U.; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mark G. Borg**, U. of Malta; **Brigitte Charles Pauvers**, U. of Nantes;

Bor-Shiuan Cheng, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzhi Du**, Nankai U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGADE, Instituto Tecnológico y de Estudios Superiores de Monterrey; **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; **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.; **Mehmet Ferhat Özbek**, Gümüşphane U.; **AAhad Osman-Gani**, UIA International U.; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon, Portugal; **Ruja Pholsward**, Rangsit U.; **Horia Pitariu**, Babes-Bolyai U.; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Andrews U.; **Theresa Li-Na Tang**, Tang Global Consulting Group; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Luigina Canova**, U. of Padua; **Anna Maria Manganeli**, U. of Padua

➔ SIM: Between Legalism and Virtuousness: The Thorny Position of Political Liberalism in Business Ethics | **Thomas Armbruester**, Quadriga U.; **Christoph Luetge**, Technical U. Munich

☞ SIM: Enhancing Social Sustainability through an Ethic of "Embodied Care" | **Sheldene K Simola**, Trent U.

814 (Paper Session) - (DISC) **Philanthropy**

11:30am - 1:00pm Hyatt Regency: Bowie C

MONDAY

Tweet this session: #AOM2011 814

Discussant: **Chao Guo**, U. of Georgia

- 📖 **PNP**: Exploring Embeddedness and Network Change: United Way Adoption of Competitive Allocations | **Laurie E. Paarlberg**, U. of North Carolina, Wilmington
- ➔ 📖 **PNP**: Does Donation Always Encourage Doing Good? Evidence from Nonprofit Nursing Homes | **Susan F. Lu**, U. of Rochester
- 📖 **PNP**: Hybridization of Institutional Logics in Corporate Philanthropy | **Kiwon Jung**, Yonsei U.; **Shinwon Noh**, Cornell U.; **Grimm Noh**, U. of Pennsylvania; **Sunhyuk Kim**, Korea U.; **Dongyoub Shin**, Yonsei U.
- 📖 **PNP**: Beyond Pounds & Cans: Nonprofit Capacity, Roles & Institutionalization in Emergency Food Networks | **Jamie Levine Daniel**, Ohio State U.; **Stephanie Moulton**, Ohio State U.

815 : (Paper Session) - (DISC) Social Construction

11:30am - 1:00pm Hyatt Regency: Live Oak

Tweet this session: #AOM2011 815

Discussant: **Andrea Casey**, George Washington U.

- 📖 **MOC**: Modeling Proactive Work Behavior: A Social Cognitive Approach | **Herbert K.S. Leung**, Hong Kong Polytechnic U.
- MOC**: Towards a Theory of Unimagined Events | **Ivano Cardinale**, U. of Cambridge
- 📖 **MOC**: Toward a Theory of Workplace Entitlement: A Social Learning and Attributional Perspective | **Paul Harvey**, U. of New Hampshire; **Mark J. Martinko**, Florida State U.; **Jeremy Ray Brees**, Florida State U.
- ➔ 📖 **MOC**: Emotional Mix Elicited by Hurt in Social Games: Appraisals, Culture, and Pair-gender Effects | **Yan Li**, The Chinese U. of Hong Kong

816 : (Paper Session) - (DISC) New Ventures and Innovation

11:30am - 1:00pm Hyatt Regency: Llano

Tweet this session: #AOM2011 816

Discussant: **Maija Renko**, U. of Illinois, Chicago

- ENT**: Causal and Effectual Cycles in Music Business Venturing | **Laura Wilhelmiina Laaksonen**, Aalto U.; **Antti Ainamo**, U. of Turku; **Toni-Matti Karjalainen**, Aalto U.
- 📖 **ENT**: Business Angel Knowledge Spillover and New Venture Performance | **Richard L. Jayne**, St. Ambrose U.; **Arun K. Pillutla**, St. Ambrose U.
- 📖 **ENT**: Turning Public into Private: How Local Social Capital Affects Entrepreneurs' Network For Innovation | **Francesca Masciarelli**, G. D'Annunzio U.; **Andrea Prencipe**, G. D'Annunzio U.
- 📖 **ENT**: A Dynamic Approach to Resource Accumulation Processes in New Firms | **Amy Gresock**, U. of Michigan, Flint

817 : (Paper Session) - (DISC) The Relevant Past: Learning from Management History

11:30am - 1:00pm Hyatt Regency: Maverick A

Tweet this session: #AOM2011 817

Discussant: **Regina A. Greenwood**, Nova Southeastern U.

- 📖 **MH**: History of Management Thought about Social Responsibility | **Randy Evans**, U. of Tennessee, Chattanooga; **Stephanie Pane-Haden**, Texas A&M U.; **Russell W. Clayton**, U.

of North Carolina - Asheville; **Milorad M. Novicevic**, U. of Mississippi

- 📖 **MH**: The Conceptual Foundations of Relational Contract: Contributions from Ian Macneil | **Josetta McLaughlin**, Roosevelt U.

818 : (Paper Session) - (DISC) Managing Diversity

11:30am - 1:00pm Hyatt Regency: Maverick B

Tweet this session: #AOM2011 818

Discussant: **Cheryl L. Maranto**, Marquette U.

- 📖 **GDO**: Diversity Management Approach and Organizational Attractiveness: A Policy-Capturing Study | **Jesse E. Olsen**, Kwansei Gakuin U.; **Luis Martins**, U. of Texas, Austin
- 📖 **GDO**: Same or Different? Black Professors' Experience (or not) of Subtle Racism | **Kimberly Sherman**, U. of Massachusetts, Amherst
- 📖 **GDO**: Why We Fight: Finding the Value in Group Diversity Using Attachment Theory | **Mark Bajramovic**, Concordia U.; **Marylene Gagne**, Concordia U.

819 : (Paper Session) - (DISC) International Leadership and Employees

11:30am - 1:00pm Hyatt Regency: Navarro

Tweet this session: #AOM2011 819

Discussant: **Sally Sledge**, Norfolk State U.

- ➔ 📖 **IM**: Individualism Collectivism and Tenure Intent: Role of Task Interdependence and Equity Perceptions | **Nagarajan Ramamoorthy**, U. of Houston, Victoria; **Patrick Christopher Flood**, Dublin City U.; **Subodh P. Kulkarni**, Howard U.
- 📖 **IM**: Theory Development and Evidence for Industry Sample Invariance for Leadership Dimensions | **Romie Frederick Littrell**, Auckland U. of Technology; **Claude Xiang Ao**, Auckland U. of Technology
- 📖 **IM**: Implicit Leadership in an Intercultural Context: Theory Extension and Empirical Investigation | **Ruth Maria Stock**, Darmstadt U. of Technology; **Guelden Oezbek-Potthoff**, Darmstadt U. of Technology

820 : (Paper Session) - (DISC) Innovation and Its Users

11:30am - 1:00pm Hyatt Regency: Nueces

Tweet this session: #AOM2011 820

Discussant: **Raj Echambadi**, U. of Central Florida

- 📖 **TIM**: Absorbing User Innovations: A Typology of Creative Consumers and Firm Responses | **Ian P. McCarthy**, Simon Fraser U.; **Bruno S Silvestre**, Simon Fraser U.; **Jan H. Kietzmann**, Simon Fraser U.; **Leyland Pitt**, Simon Fraser U.
- 📖 **TIM**: The Value-Oriented View of Innovation: Defining and Measuring Business Innovation | **Jiyao Chen**, Northwestern U.; **Mohanbir Sawhney**, Northwestern U.
- 📖 **TIM**: Leveraging Technology with User Community-based Search: Evidence from Multiple Case Studies | **Peter Keinz**, WU Vienna; **Reinhard Prügl**, Zeppelin U.

821 : (Paper Session) - (DISC) Multiple Principals and Agency Problems

11:30am - 1:00pm Hyatt Regency: Segin

Tweet this session: #AOM2011 821

Discussant: **Albert Cannella**, Tulane U.

- 📖 **BPS**: Principal-Principal Agency Relationships in Family Firms | **Robert Van De Graaff Randolph**, Mississippi State U.

MONDAY

- **BPS: Accounting Firms and Foreign Ownership in Principal-Principal Issues** | **Taeyoung Yoo**, Hankuk U. of Foreign Studies; **Yunsung Koh**, Hankuk U. of Foreign Studies
- **BPS: Who's the Boss and What Does She Want? Control Types, Shareholder Heterogeneity, and Firm Value** | **Kate Sikavica**, U. of Munich; **Esther Bettina Kessler**, U. College London; **Sanjay Goel**, U. of Minnesota, Duluth

822 : (Paper Session) - (ENT) **Venture Capital Finance**

11:30am - 1:00pm San Antonio Convention Center: Room 007 B

Tweet this session: **#AOM2011 822**

Chair: **Wei Guo**, U. of Maryland, College Park

Merchant Venture Capital | **Jay J Janney**, U. of Dayton

- Metaphors and Heuristics in Venture Capitalists' Decision-Making | **Mark V. Cannice**, U. of San Francisco; **Art Bell**, U. of San Francisco; **Dayle Smith**, U. of San Francisco
- The Impact of Venture Capital Portfolio Composition on Affiliation Benefits | **Umit Ozmel**, Purdue U., West Lafayette; **Isin Guler**, U. of North Carolina
- Founder CEOs Sell Secondary Shares at IPO: Monitored by Inside Directors and VCs | **Qiang Li**, U. of Maryland, College Park

823 : (Paper Session) - (ENT) **Is Being New Really Such a Liability?**

11:30am - 1:00pm San Antonio Convention Center: Room 007 C

Tweet this session: **#AOM2011 823**

Chair: **Sanjay Jain**, Santa Clara U.

- All Organizations Were Once New: Revisiting Stinchcombe's Liability of Newness Hypothesis | **Tiantian Yang**, U. of North Carolina, Chapel Hill; **Howard Aldrich**, U. of North Carolina
- Unpacking the Liability of Newness: Resource Providers and the Nascent Entrepreneur | **Jay O'Toole**, U. of Wisconsin, Madison; **Michael P. Ciuchta**, U. of Central Florida
- Cutting the Apron Strings of Business Incubation Firms: Is the Liability of Newness...a Liability? | **Alejandro Amezcua**, Syracuse U.; **Steven Walter Bradley**, Baylor U.; **Johan Wiklund**, Syracuse U.
- Financial Capital and Startup Survival | **Jeongsik Jay Lee**, Georgia Institute of Technology; **Wei Zhang**, Georgia Institute of Technology

824 : (DRP Session) - (ENT) **You Are Who You Know: The Role of Networkers in Entrepreneurship**

11:30am - 1:00pm San Antonio Convention Center: Room 008 B

Tweet this session: **#AOM2011 824**

Facilitator: **Mike Provance**, Old Dominion U.

- Entrepreneurial Networks and New Venture Performance: A Meta-Analytic Review | **Souren Arzlanian**, VU U. Amsterdam; **Wouter Stam**, Hong Kong U. of Science and Technology; **Tom Elfring**, VU U. Amsterdam
- Exploring Quantity and Quality in Networking Relationships: Antecedents of Revenue Generation | **Jeffrey M. Pollack**, U. of Richmond; **Anson Seers**, Virginia Commonwealth U.; **Matthew W. Rutherford**, Virginia Commonwealth U.
- Networks and Entrepreneurs' Early Internationalization Decisions: A Multi-Level Perspective | **Anne Domurath**, Technical U. München; **Holger Patzelt**, Technical U. München

- Networking Ability and New Venture Performance: The Impact of Venture Size and National Context | **Stefan Sigmund**, U. of Cologne; **Thorsten Semrau**, U. of Cologne; **Douglas Wegner**, Federal U. of Rio Grande do Sul
- The Evolution of Entrepreneurial Networks: Towards a Model of Network Development for Franchisees | **Joanne Larty**, Lancaster U.; **Martin Friesl**, Lancaster U.

825 : (DRP Session) - (ENT) **Entrepreneurial Intent and Orientation**

11:30am - 1:00pm San Antonio Convention Center: Room 213 A

Tweet this session: **#AOM2011 825**

Facilitator: **Darline Augustine**, LSE

- The Paradox between Legitimacy and Entrepreneurial Orientation for New Venture Performance | **Hai Guo**, Renmin U. of China; **Jintong Tang**, Saint Louis U.
- The Influence of Performance on Entrepreneurial Orientation | **Kozo Yamada**, Sophia U.; **Yoshihiro Eshima**, Osaka U. of Economics
- Antecedents of Entrepreneurial Orientation: The Impact of Knowledge Acquisition and Decision Making | **Sebastian van Doorn**, RSM Erasmus U.; **Christian Troester**, Erasmus U. Rotterdam
- Entrepreneurial Processes in Social Contexts: An Entrepreneurial Orientation Perspective | **G. T. Lumpkin**, Syracuse U.; **Todd W. Moss**, Texas Tech U.; **David Gras**, Syracuse U.; **Shoko Kato**, Syracuse U.; **Alejandro Amezcua**, Syracuse U.
- Entrepreneurial Initiative and Brokerage: The Moderating Role of the Organizational Context | **Lotte Glaser**, VU U. Amsterdam; **Wouter Stam**, Hong Kong U. of Science and Technology; **Tom Elfring**, VU U. Amsterdam

826 : (Paper Session) - (GDO) **Age Diversity & Organizational Context**

11:30am - 1:00pm Grand Hyatt: Presidio A

Tweet this session: **#AOM2011 826**

Chair: **Waheeda Lillevik**, College of New Jersey

Discussant: **Marie-Therese Claes**, U. Catholique de Louvain

- Actions Speak Louder Than Words: Age Diversity, Diversity Orientation, and Employer Attractiveness | **Tanja Rabl**, U. of Bayreuth; **Maria Carmen Triana**, U. of Wisconsin, Madison

- When and Why Age Diversity Matters for Organizations: A Study on the Role of Affective Processes | **Florian Kunze**, U. of St. Gallen; **Jochen I. Menges**, U. of Cambridge

- Making a Case for the Existence of Generational Stereotypes | **Apivat Paul Hanvongse**, Columbia U.; **Danut A. Casoinic**, U. of Grenoble; **Elissa L. Perry**, Columbia U.

827 : (DRP Session) - (GDO) **Gender Roles and Pay Inequity**

11:30am - 1:00pm Grand Hyatt: Travis B

Tweet this session: **#AOM2011 827**

Facilitator: **Thomas Stephen Calvard**, London School of Economics

- Desired Gender (In)Equities: Gender Role Beliefs and Spousal Wage Expectations | **Catherine Tinsley**, Georgetown U.; **Taeya Howell**, U. of Texas, Austin; **Emily T. Amanatullah**, U. of Texas, Austin

- 📄 Gender Differences in Pay Equity, Procedural Justice and Organizational Commitment | **Violetta Khoreva**, Hanken School of Economics; **Aino Salimäki**, Hanken School of Economics
- 📄 The Effect of Gender and Sexual Orientation on Hiring and Compensation Decisions | **Benjamin Everly**, U. of California, Los Angeles; **Margaret Shih**, U. of California, Los Angeles
- 📄 Like Daughter, Like Father: How Women's Wages Change When CEOs Have Daughters | **Michael S. Dahl**, Aalborg U.; **Cristian L. Dezso**, U. of Maryland, College Park; **David Gaddis Ross**, Columbia Business School
- 📄 Does it Pay to be Nice? The Effect of Agreeableness on the Gender Wage Gap | **Beth Ann Livingston**, Cornell U.; **Timothy A. Judge**, U. of Notre Dame; **Charlice Hurst**, The U. of Western Ontario

828 📄 → 📄 SHCS: (GDO, CAR) Individual and Organizational Strategies to Increase Women's Participation in the STEM Workforce

11:30am - 1:00pm Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 828
 Chairs: **Diana Bilimoria**, Case Western Reserve U.; **Linley Lord**, Curtin U.

- Women in the Engineering Profession: Persistence, Career Commitment and Engagement | **Kathleen Relihan Buse**, Case Western Reserve U.
- Understanding Women's Persistence in Engineering Careers | **Romila Singh**, U. of Wisconsin, Milwaukee; **Nadya Fouad**, U. of Wisconsin, Milwaukee
- Making the Move or Keeping the Connection? Engineering Women as Managers and Leaders | **Melissa Marinelli**, Curtin U.; **Linley Lord**, Curtin U.
- Recruiting Academic Elites: Gender Practices in Professional Appointments in the STEM Fields | **Marieke van den Brink**, Radboud U. Nijmegen
- The Outcomes of Institutional Transformation Efforts to Advance Gender Equity | **Diana Bilimoria**, Case Western Reserve U.; **Xiang Fen Liang**, Case Western Reserve U.

829 📄: (Paper Session) - (HCM) Improving Health System Quality

11:30am - 1:00pm Marriott Rivercenter: Salon K
 Tweet this session: #AOM2011 829
 📄 Management Systems, Resource Availability, and Substance Abuse Treatment Quality | **Dail Fields**, Regent U.; **Terry C. Blum**, Georgia Institute of Technology; **Paul M. Roman**, U. of Georgia

Winner of HCM Division Best Paper Award

📄 Emergency Department Crowding: Vicious Cycles in the ED | **J. Bradley Morrison**, Brandeis U.; **Robert Wears**, U. of Florida

HCM Division Best Paper Award Nominee

📄 📄 Organizational Review of Adverse Events at an Academic Medical Center | **Lucy MacPhail**, New York U.
Winner of HCM Division Best Paper Based on a Dissertation Award

Presenter: **Michael I. Harrison**, Agency for Healthcare Research and Quality

830 📄: (HR) The Line Manager Role in Establishing Effective Human Resource Management

11:30am - 1:00pm Grand Hyatt: Bonham D
 Tweet this session: #AOM2011 830
 Organizers: **Nele Soens**, Vlerick Leuven Gent Management School; **Joo Hun Han**, U. of Maryland
 Chair: **Susan M. Taylor**, U. of Maryland
 Discussant: **David P. Lepak**, Rutgers U.

- Antecedents of Effective HRM Implementation by Line Managers | **Caroline Gilbert**, Katholieke U. Leuven; **Sophie De Winne**, Lessius U. College; **Luc Sels**, Katholieke U. Leuven
- High-Performance Work Systems, Cognitive and Motivational Mediators and Performance: A Reality Check | **Nele Soens**, Vlerick Leuven Gent Management School; **Dirk Buyens**, U. of Ghent; **Susan M. Taylor**, U. of Maryland
- Work-Life Flexibility Access by the Line: Linkages to Group Job Context and Individual Effectiveness | **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.; **Matt Piszczek**, Michigan State U.; **Ryan Petty**, Roosevelt U.
- Combined Effects of High-Performance Work Systems and Transformational Leadership on Job Performance | **Joo Hun Han**, U. of Maryland; **Susan M. Taylor**, U. of Maryland; **Seongsu Kim**, Seoul National U.

831 📄: (Paper Session) - (HR) Executive Compensation: Governance, Dispersion, and Firm Performance

11:30am - 1:00pm Grand Hyatt: Lone Star D
 Tweet this session: #AOM2011 831
 Chair: **Ingrid Fulmer**, U. of South Carolina

- 📄 A Study of Executive Perceptions of Compensation Governance | **Patturaja Selvaraj**, Indian Institute of Management, Ahmedabad; **Jerome Joseph**, Indian Institute of Management, Ahmedabad
- 📄 Compensation Committee as a Catalyst in the Diffusion of Executive Pay Dispersion across Firms | **Yong-Yeon Ji**, Towson U.; **Won Yong Oh**, U. of Kansas
- CEO Compensation: The Effects of CEO Pay Comparisons on Firm Performance | **Manu Gupta**, Virginia Commonwealth U.; **Sven Kepes**, Virginia Commonwealth U.

832 📄 📄: (DRP Session) - (HR) Understanding Employee Withdrawal Behavior

11:30am - 1:00pm Grand Hyatt: Mission A
 Tweet this session: #AOM2011 832
 Facilitator: **John Kammeyer-Mueller**, U. of Florida

- 📄 A Test of the Dalton and Mesch Self-Report Measure of Absenteeism | **Roderick D Iverson**, Simon Fraser U.; **Stephen Deery**, U. of London
- 📄 📄 An Approach-Avoidance Approach to Employees' Job Search Behavior | **Ryan D. Zimmerman**, Texas A&M U.; **Abbie J. Shipp**, Texas A&M U.; **Benjamin B. Dunford**, Purdue U.; **John W Boudreau**, Center for Effective Organizations
- 📄 Manager Responses to Internal Transfer Attempts: Assistance, Hindrance, or Refraining | **Brian R. Dineen**, U. of Kentucky; **Juan Ling**, Georgia College & State U.; **Scott Soltis**, U. of Kentucky
- 📄 Predicting Retirement Upon Eligibility: An Embeddedness Perspective | **Peter A. Bamberger**, Tel Aviv U.; **Samuel Bacharach**, Cornell U.

- 📄 An Empirical Evaluation of Ergonomics as a Distal Determinant in the Retirement Decision Process | **Charles H Ritter**, Ohio U.; **Sean Robinson**, Ohio U.; **Diana J Schwerha**, Ohio U.; **David Fried**, Ohio U.

833 → 📄 JS: (HR, ODC) **Enlightening, Balancing, and Transcending Cultures: Boundary Spanners, Biculturals and Bridgemakers**

11:30am - 1:00pm Grand Hyatt: Independence

Tweet this session: #AOM2011 833

Organizers: **Lena Zander**, Uppsala U.; **Kristiina Mäkelä**, Hanken School of Economics; **Wilhelm Barner-Rasmussen**, Hanken School of Economics

Interpersonal Similarity and Knowledge Sharing Within Multinationals | **Kristiina Mäkelä**, Hanken School of Economics; **Ulf Andersson**, Copenhagen Business School; **Tommi Seppälä**, Aalto U.

Dual Allegiances in HQ-Subsidiary Relationships: A Faultline Perspective | **Wilhelm Barner-Rasmussen**, Hanken School of Economics; **Snejina Michailova**, The U. of Auckland

Bi-cultural Leaders and Multinational Team Decision-Making: Risk Taking on the Faultlines | **Christina Lea Butler**, Kingston U.

The Importance of Being Bridge-Maker: Power, Influence and Skills in Multicultural Boards | **Suzanne Liljegren**, Stockholm School of Economics; **Lena Zander**, Uppsala U.

834 : (Paper Session) - (IM) **Cross-Cultural Studies in International Business: Cultural Variation and Cultural Values**

11:30am - 1:00pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 834

Chair: **Roger N Blakeney**, U. of Houston

- Culture and Intellectual Property: A GLOBE Study Perspective | **Amanda E.K. Budde-Sung**, U. of Sydney
- 📄 A Cross-Cultural Study of the Relation of Values and Socioeconomic Background to P-J and P-O Fit | **Jane Giacobbe Miller**, U. of Massachusetts, Amherst; **Melissa S Woodard**, U. of Massachusetts, Amherst; **Chun Guo**, Sacred Heart U.; **Daniel J Miller**, Central Connecticut State U.; **Xueting Jiang**, U. of Massachusetts, Amherst; **Kwong Chan**, U. of Massachusetts, Amherst; **Mehmet D Aydin**, Hacettepe U.; **Ana Heloisa da Costa Lemos**, PUC-Rio; **Vilmante Kumpikaite**, Kaunas U. of Technology; **Ming Liu**, Qingdao Technological U.; **Ruth Alas**, Estonian Business School; **Sudhir Nair**, U. of Massachusetts, Amherst

→ Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology | **David C. Thomas**, Simon Fraser U.; **Elizabeth C. Ravlin**, U. of South Carolina; **Yuan Liao**, Simon Fraser U.; **Daniel L. Morrell**, Middle Tennessee State U.; **Kevin Au**, Chinese U. of Hong Kong

- 📄 → 📄 Crossvergence and Evolving Cultural Values: Towards a Transvergent Perspective | **Alex Mackinnon**, Middlesex U.; **Markus Kittler**, U. of Stirling

835 : (DRP Session) - (IM) **Emerging Economies and Development Strategies**

11:30am - 1:00pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 835

Chair: **Chalmer E. Labig**, Oklahoma State U.

- 📄 When To Localize? Integration And Responsiveness In Subsidiaries In Transition Economies | **Klaus Meyer**, U. of Bath; **Yu-Shan Su**, National Taiwan Normal U.

→ 📄 Analysis of Management Studies on Emerging Markets | **Lori Allen-Ford**, Florida Atlantic U.; **Hemant Merchant**, Florida Atlantic U.

→ 📄 International Expansion of Chinese MNCs: A Case Truly for Theoretical Extension and Development? | **Ping Deng**, Maryville U. of St. Louis

📄 Chinese M&A in Germany: Antecedents to the Light-Touch Integration Based on Absorptive Capacity | **Yipeng Liu**, Institute for Small Business Research, U. of Mannheim; **Michael Woywode**, Mannheim U.

Regulatory Constraints and Performance Implications of Wholly Owned Foreign Subsidiary Business Relational Ties in a Volatile Emerging Market Environment | **George O. White**, Old Dominion U.; **Janice R. Joplin**, Southern Illinois U., Edwardsville; **Thomas A. Hemphill**, U. of Michigan, Flint; **Frank Hoy**, Worcester Polytechnic Institute; **Laurence Anthony Marsh**, Columbus State U.

836 : (Paper Session) - (IM) **Strategic Global Offshoring: Antecedents, Consequences, and Contingencies**

11:30am - 1:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 836

Chair: **Vinod K Jain**, U. of Maryland

→ 📄 The Hidden Costs of Offshoring: The Impact of Complexity, Design Orientation and Experience | **Marcus Møller Larsen**, Copenhagen Business School; **Stephan Manning**, U. of Massachusetts, Boston; **Torben Pedersen**, Copenhagen Business School

📄 Institutional Distance and Product Recalls - the Moderating Effect of Strategic Sourcing | **Etayankara Katangote Muralidharan**, I. H. Asper School of Business; **Hari Bapuji**, I. H. Asper School of Business

→ 📄 A Culture-Based View of Offshoring: The Role of Cultural Friction, Trust, and Bounded Reliability | **Ben L Kedia**, U. of Memphis; **Jack A Clampit**, U. of Memphis; **Nolan Gaffney**, U. of Memphis

→ 📄 Offshoring Attitudes and Their Consequences for Relationships in Transnational Teams | **Angelika Zimmermann**, Loughborough U.

837 : (Paper Session) - (IM) **Entrepreneurship and New Venture Internationalization**

11:30am - 1:00pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 837

Chair: **Rakesh B. Sambharya**, Rutgers U., Camden

→ 📄 Health Care Entrepreneurship in the Democratic Republic of the Congo: An Exploratory Study | **Ngoyi K.Z. Bukonda**, Wichita State U.; **Masud Chand**, Wichita State U.; **Tumba Ghislain Disashi**, U. of Mbuji Mayi; **Wambuyi C Lumbala**, U. of Mbuji Mayi; **Mukinyi Benoit Mbiya**, U. of Mbuji Mayi

Venture Capitalists' and Entrepreneurs' Knowledge in New Venture Internationalization | **Joseph A LiPuma**, EM Lyon; **Christiane Prange**, EM Lyon; **Sarah Park**, EMLYON Business School

- 📖 The Meaning of Inception in International New Ventures: Do Empirics Solve Definitional Ambiguity? | **Sophie Catherine Bacq**, U. Catholique de Louvain; **Regis Coeurderoy**, U. de Louvain
- ➔ 📖 Subsidiary Entrepreneurship and Entrepreneurial Opportunity: An Institutional Perspective | **Kim Clark**, U. of Texas, San Antonio; **Indu Ramachandran**, U. of Texas, San Antonio; **Gordian Simon Rättich**, U. of Erlangen, Nuremberg

838 : (Paper Session) - (IM) **Emerging Market MNCs and Internationalization**

11:30am - 1:00pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 838

Chair: **Ravi Sarathy**, Northeastern U.

- ➔ 📖 How to Survive in Developed Economies? An Environment Partitioning Perspective for EM MNEs | **Lei Li**, Nottingham U.; **Weilei (Stone) Shi**, Baruch College; **Sunny Li Sun**, U. of Missouri, Kansas City
- ➔ 📖 The Diaspora Difference: Firm Level Evidence from Georgia | **Benjamin Aring Ta Graham**, U. of California, San Diego
- ➔ 📖 The National And International Expansion Of SMEs From China. Evidence From Anhui Province | **Song Xu**, Anhui U. of Finance & Economics; **Gaston Fornes**, U. of Bristol; **Guillermo Cardoza**, Instituto de Empresa Business School
- ➔ 🗣️ International Expansions of Emerging-Economy Firms in Advanced Economy: A Path-Breaking-Change View | **Kiattichai Kalasin**, HEC Paris; **Pierre Dussauge**, HEC Paris

839 🗣️📖: (Paper Session) - (MC) **Balancing Consulting with Change and Culture**

11:30am - 1:00pm Grand Hyatt: Bowie B

Tweet this session: #AOM2011 839

Jorritsma Haviley Head

Facilitator: **Allan P O Williams**, City U. London

Discussant: **Donald D Warrick**, U. of Colorado, Colorado Springs

Relationship Based Care Model Implementation and Effects on Sustaining Organizational Culture | **Corinne Ann Haviley**, Benedictine U.

Winner of the Bentley College/HEC Outstanding Student Paper Award

- 📖 Exploring the World of Pseudo Change | **Thomas C. Head**, Roosevelt U.; **Peter Sorensen**, Benedictine U.
- 🗣️➔ 📖 Agentic Factors Explaining Failing Culture Change Aimed at More Service Provision | **Petra Yolanda Jorritsma**, Delft U. of Technology; **Celeste P. M. Wilderom**, U. of Twente

840 📖📖: (Paper Session) - (MED) **Research to Advance Management Education and Development**

11:30am - 1:00pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 840

Chair: **Peter McNamara**, U. College Dublin

- 📖 (Re) Interpreting Experiential Learning Theory for Management Development: A Critical Inquiry | **Roland K. Yeo**, Kuwait Maastricht Business School; **Jeff Gold**, Leeds U.
- MED Best Paper in Management Development sponsored by Emerald/Journal of Management Development for the paper that offers the most significant contribution to management development.**

- 🗣️📖 Practicing Evidence-Based Management: Enhancing the Utilization of Management Research? | **David Denyer**, Cranfield U.; **Javier Marcos-Cuevas**, Cranfield U.; **Kim Turnbull-James**, Cranfield U.

- 🗣️📖 Developmental Readiness: Its Moderating Role in Development, and a look at its Precursors | **Mariam Shebaya**, Aston U.

- 🗣️➔ 📖 Student Perceptions of their Universities' Value Influence and How These are Linked to Satisfaction | **Dirk C. Moosmayer**, RWTH Aachen U.; **Florian U Siems**, RWTH Aachen U.

841 📖🗣️📖: (Paper Session) - (MED) **Issues and Coaching in Management Education and Development**

11:30am - 1:00pm Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 841

Chair: **Christine Quinn Trank**, Texas Tech U.

- 📖 The 21st Century Syllabus: From Pedagogical Dinosaur to Andragogical Escort | **Charles J. Fornaciari**, Florida Gulf Coast U.; **Kathy Lund Dean**, Idaho State U.
- 🗣️➔ 📖 Disneyization of Higher Education: Business Schools en Route towards Entertainopia? | **Volker M. Rundshagen**, Cologne Business School
- 📖 Through the Coach's Eye: A Qualitative Study of Effective Coaching Outcomes | **Ellen Van Oosten**, Case Western Reserve U.

842 🗣️🗣️📖: (Paper Session) - (MED) **MED Keynote Address - Insights from Evidence-Based Management for Management Education**

11:30am - 1:00pm Marriott Rivercenter: Salon J

Tweet this session: #AOM2011 842

Division Chair: **Kenneth R. Thompson**, DePaul U.

Program Chair: **Toni Ungaretti**, Johns Hopkins U.

Distinguished Speaker: **Denise M. Rousseau**, Carnegie Mellon U.

843 ➔ 🗣️📖 JS: (MH, HR) **The Historical Development of HRM across Nations: Identifying Common and Divergent Patterns**

11:30am - 1:00pm Marriott Riverwalk: Salon B

Tweet this session: #AOM2011 843

Organizer: **Bruce E Kaufman**, Georgia State U.

Chair: **Paul James Gollan**, London School of Economics

- The Historical Development of HRM in the United States | **David Lewin**, U. of California, Los Angeles
- The History of HRM in France | **Jacques Rojot**, U. of Paris II
- HRM in Israel: History and Current Status | **Itzhak Harpaz**, U. of Haifa
- The Development and Practice of HRM in Italy | **Arnaldo Camuffo**, Bocconi U.
- The Development of Modern HRM in Korea | **Young-Myon Lee**, Dongguk U.
- Commonalities and Differences in HRM Development and Current Practice Among Nations East and West | **Bruce E Kaufman**, Georgia State U.

844 📖: (Paper Session) - (MOC) **Organizational Change and Cognition**

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 844

Chair: **Suzanne M Gagnon**, McGill U.

- ☐ Structuring Frames for Change: A Comparative Case Study of IT-enabled Organizational Change | **Santi Furnari**, City U.
- ➔ ☐ How Did Our Strategy Change to its Opposite? Cognitive Underpinnings of Strategic Fluctuation | **Timo Vuori**, Aalto U.; **Tomi M. M. Laamanen**, Aalto U.
- ☐ An Analysis of Schema Change Interventions | **Robert McLeay Thompson**, Queensland U. of Technology; **Neal Francis Ryan**, Southern Cross U.
- Top Management Team Cognition, External Crisis Recognition and Firm Performance | **Daniel Z. Mack**, Seoul National U.; **Theresa S. Cho**, Seoul National U.; **Ji Hyun Kiara Jung**, Seoul National U.; **Seok-Hyun Hwang**, Seoul National U.

845 ☐: (DRP Session) - (MOC) Intuition in Organizations

11:30am - 1:00pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 845

Facilitator: **Viktor Dörfler**, Strathclyde U.

- ☐ Unpacking Intuition: Behavioural, Information Processing, and Neural Perspectives | **Eugene Sadler-Smith**, U. of Surrey
- Rational-Experiential Processing: Unitary-Versus-Dual, and Ability/Engagement Distinctions | **Cinla Akinci**, U. of Surrey; **Eugene Sadler-Smith**, U. of Surrey
- ☐ Towards A Dual Process Theory Of Issue Crafting: The Role Of Personal Ideologies And Epistemologies | **Emmanuelle Reuter**, U. of St. Gallen
- ☐ An Extension of the Sensemaking-Intuition Model (SIM) by Defining Ethics: An Answer to Sonenshein | **Olivier Charpateau**, U. Paris-Dauphine, DRM

846 ☐ SHCS: (MOC, OB, MSR) Secular Meets Sacred:

Lessons on Leadership and Identity from Religious-Based Research

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 846

Chairs: **Mathew L. Sheep**, Illinois State U.; **Glen E. Kreiner**, Pennsylvania State U.; **Elaine C. Hollensbe**, U. of Cincinnati

- The Aftermath of Broken Promises: Follower Identity after Leader Value Breaches in a Megachurch | **Patricia Faison Hewlin**, McGill U.; **Sandra Cha**, Brandeis U.; **Jay A. Hewlin**, Life Management Institute; **Sung Soo Kim**, McGill U.
- Discerning and Enacting a Calling: Learning from the Life Narratives of Pastors | **Matt C Bloom**, U. of Notre Dame; **Amy E. Colbert**, U. of Iowa
- The Sweet Spot: Role-Identity Congruence and Passionate Leadership | **Mathew L. Sheep**, Illinois State U.; **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, Pennsylvania State U.

Developing Leadership Identity: The Influence of Eastern Religions | **Niyati Kataria**, Pennsylvania State U.; **Michael Joseph Urick**, U. of Cincinnati

847 ☐: (Paper Session) - (MSR) Workplace Spirituality

11:30am - 1:00pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 847

Chair: **Richard Peregoy**, U. of Dallas

- Spirituality and Religion in the Workplace: An Overview and a Way Forward | **Margaret Benefiel**, Andover Newton Theological School; **Louis W. (Jody) Fry**, Texas A&M U. - Central Texas

- ☐ The Fruit of the Spirit: Application to Performance Management | **Albert Erisman**, Seattle Pacific U.; **Denise Daniels**, Seattle Pacific U.; **Sarah Lambie**, Seattle Pacific U.
- ☐ Teaching Spirituality and Work | **David Trott**, I-Shou U.

848 ☐: (Paper Session) - (OB) Enhanced Creativity: The Role of Teams and Knowledge Exchange in Innovation and Creativity

11:30am - 1:00pm Grand Hyatt: Bowie A

Tweet this session: #AOM2011 848

Chair: **Mark A. Clark**, American U.

- ➔ ☐ Information Exchange and Creativity Performance of New Product Development Engineers in Taiwan | **Hsi-An Shih**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming-Chuan U.; **Chu-Chun Hsu**, Southern Taiwan U.
- ☐ The Innovation Success of Teams: Building Knowledge and Trust Networks with Stakeholders | **Bettina Buchel**, IMD; **Levi R. G. Nieminen**, Denison Consulting; **Heidi Armbruster**, HEC U. of Geneva; **Daniel Denison**, IMD
- ☐ Innovating at the World's Crossroads: How Multicultural Networks Promote Creativity | **Roy YJ Chua**, Harvard U.
- ➔ ☐ Nationality Diversity and Team Creativity: The Importance of Mutual Feedback In Teams | **Inga J. Hoever**, Erasmus U. Rotterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam; **Wendy P. Van Ginkel**, Erasmus U. Rotterdam

849 ☐: (Paper Session) - (OB) The Role of Fairness and Justice in Understanding Attachment and Performance

11:30am - 1:00pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 849

Chair: **Liuba Y. Belkin**, Lehigh U.

- ☐ Riding the Integrative Wave of Justice Research: Power Distance Orientation as a Moderator | **Zhijun Chen**, Hong Kong U. of Science and Technology; **Zhitao Xie**, Shanghai JiaoTong U.
- ☐ Psychological Ownership of Employees as a Mediator in the Justice-Affective Commitment Relationship | **Philipp Sieger**, U. of St. Gallen; **Fabian Bernhard**, INSEEC Business School; **Urs Frey**, U. of St. Gallen
- ☐ Customer and Organizational Identification in the Context of Organizational Fairness | **Joel M. Evans**, Sungkyunkwan U.
- ☐ Receiving the Tools to Do the Job: Exploring Task-Relevant Justice (TRJ) | **Hayley Claire German**, Durham U.; **David Patient**, Catholic U. of Portugal

850 ☐: (DRP Session) - (OB) Alignment of Culture and Climate: Dimension Congruence and Strength

11:30am - 1:00pm Grand Hyatt: Crockett B

Tweet this session: #AOM2011 850

Facilitator: **Mark S Teachout**, U. of the Incarnate Word

- ☐ The Simultaneous Experience of Integrative, Differentiated, and Fragmented Organizational Culture | **Vicki Fairbanks Taylor**, Shippensburg U.; **Nathan Goates**, Shippensburg U.
- ☐ Congruence Effects of Leader-Team Power Distance Values on Team Effectiveness | **Min Z. Carter**, Auburn U.; **Michael S. Cole**, Texas Christian U.; **Zhen Zhang**, Arizona State U.
- Adding Content to HRM System Strength: A Conventionalist Perspective | **Katharina Pernkopf-Konhäuser**, WU Vienna

📄 Organizational Climate Strength: An Integrated Model of Antecedents and Outcomes | **C. Ashley Fulmer**, U. of Maryland, College Park

851 📄: (DRP Session) - (OB) **Regulation Processes and Implications: Emotion, Voice, Creativity, and Teamwork**

11:30am - 1:00pm Grand Hyatt: Crockett C

Tweet this session: #AOM2011 851

Facilitator: **Kristin N. Saboe**, U. of South Florida

📄 The Effect of the Internalization of Emotional Regulation on Mental Health: Cultural Fit's Moderating | **Li-Chuan Chu**, Chung Shan Medical U.

📄 When Status Can Influence Employees Using Voice to Promote Their Performance | **Liping Gao**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Kan Shi**, Chinese Academy of Sciences

📄 Affect and Self-Regulation in the Idea Generating Process | **Carina Lomberg**, Ecole Polytechnique Fédérale de Lausanne; **Tobias Kollmann**, U. of Duisburg-Essen

📄 Monitoring in Teams: A Self-Regulation Perspective | **Adrian H. Pitariu**, U. of Regina; **Audrey Korsgaard**, U. of South Carolina

852 📄: (DRP Session) - (OB) **Mediators and Moderators of the Relationship between Abusive Leadership and Follower Reactions**

11:30am - 1:00pm Grand Hyatt: Crockett D

Tweet this session: #AOM2011 852

Facilitator: **Denise Marie Breaux**, U. of Arkansas

📄 What Have I Done to Deserve This? Effects of Employee Personality and Emotion on Abusive Supervision | **Chris A. Henle**, Colorado State U.; **Michael A. Gross**, Colorado State U.

📄 Abusive Supervision and Frontline Employees' Service Performance | **Zhaoquan Jian**, South China U. of Technology; **Ho Kwong Kwan**, Drexel U.; **Qian Qiu**, Shandong U.; **Dong Liu**, Georgia Institute of Technology; **Shirley WK Lee**, Hong Kong Baptist U.; **Yina Mao**, Chinese U. of Hong Kong; **Frederick Hong-kit Yim**, Hong Kong Baptist U.

📄 The Effect of Supervisors' Aggressive Humor on Employees' Strain and Addictive Behaviors | **Yuanyuan Huo**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong

Abusive Supervisors and Employee Voice: Integration of Social Exchange and Power/Dependence Theory | **Cass Shum**, Hong Kong U. of Science and Technology; **Riki Takeuchi**, Hong Kong U. of Science and Technology

853 📄: (Paper Session) - (OB) **Support from the Top: Leader and Organizational Support of Employee Outcomes**

11:30am - 1:00pm Grand Hyatt: Republic A

Tweet this session: #AOM2011 853

Chair: **Robyn L. Brouer**, State U. of New York, Buffalo

Contextual Boundaries of the Political Environment: The Role of Supervisor Political Support | **Rachel Kane**, Florida State U.; **Herlanda L Hampton**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📄 Putting Your Oxygen Mask First: A Multilevel Model of Leadership and Flexible Work Climate | **Margarita Mayo**, IE U.; **Shainaz Firiray**, IE U.

📄 Perceived Supervisor and Organizational Support: Role of Supervisor's Organizational Embodiment | **Robert Eisenberger**, U. of Houston; **Florence Stinglhamber**, U. Catholique de Louvain; **Thomas E Becker**, U. of Delaware

🌐 📄 A Cultural Dimension of Perceived Organizational Support: A Study of Indigenous Employees | **Jarrod M. Haar**, U. of Waikato; **David Brougham**, U. of Waikato

854 📄: (Paper Session) - (OB) **Counterproductive Work Behaviors: Influences of Justice, Contract Breach & Emotion**

11:30am - 1:00pm Grand Hyatt: Republic C

Tweet this session: #AOM2011 854

Chair: **Kevin S. Cruz**, U. of Texas, El Paso

📄 The Relationships Between Psychological Contract Breach and Counterproductive Work Behaviors | **Chin Tien Hsu**, Ming-Chuan U.; **Mei-Yu Yang**, Chihlee Institute of Technology; **Hsi-Fang Lai**, Defense U.

📄 A Meta-Analytic Examination of the Redundancy and Distinctiveness between CWB and Withdrawal | **Nichelle C. Carpenter**, Texas A&M U.; **Christopher Berry**, Texas A&M U.

📄 Testing an Empathy Model of Guest-Directed Citizenship and Counterproductive Behaviors | **Violet Ho**, U. of Richmond; **Naina Gupta**, Nanyang Technological U.

📄 A Test of an Emotion-Centered Model of Counterproductivity and Citizenship | **Ernest H O'Boyle**, Longwood U.; **Larry J. Williams**, Wayne State U.

855 📄: (Paper Session) - (OB) **The Effects of Emotion: Job Performance, Creativity, Satisfaction, and Turnover**

11:30am - 1:00pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 855

Chair: **Angelos Alexopoulos**, Dublin City U.

📄 Emotional Display Rule Perceptions and Job Performance: The Moderating Role of Employees' Affect | **Frank Walter**, U. of Groningen; **Catherine K Lam**, City U. of Hong Kong

📄 Does the Physical Environment Enhance Creativity?: The Mediating Role of Mood | **Ying-Tzu Lin**, National Sun Yat-sen U.; **I-Heng Chen**, National Sun Yat-sen U.; **Alix Valenti**, U. of Houston, Clear Lake; **Anyi Chung**, National Sun Yat-sen U.; **Amber Yun-Ping Lee**, National Sun Yat-sen U.; **Hsien Chun Chen**, National Sun Yat-sen U.; **Li-Chin Pang**, Tajen U.

📄 Model of Developmental Experiences and Turnover: The Role of Affect and Emotional Intelligence | **Yuntao Dong**, U. of Maryland, College Park; **Myeong-Gu Seo**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park

📄 The Effects of Daily Humor on Affect, Work Engagement, and Job Satisfaction | **Christopher Robert**, U. of Missouri at Columbia; **Serge Pires Da Motta Veiga**, U. of Missouri at Columbia; **James E Wilbanks**, U. of Missouri

856 🌐 📄 SHCS: (OB) **Resources for Engaged and Healthy Employees**

11:30am - 1:00pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 856

Chairs: **M. Gloria Gonzalez-Morales**, U. of Guelph; **Alexandra Michel**, U. of Heidelberg

Discussant: **Lois Tetrick**, George Mason U.

One Process to Rule Them All? A Critical Examination of Job Resources | **Joseph Nicholas Luchman**, George Mason U.; **M. Gloria Gonzalez-Morales**, U. of Guelph
 Coaching Effects on Life Satisfaction, Positive Affectivity and Work Engagement | **Alexandra Michel**, U. of Heidelberg; **Tanja Schildmann**, U. of Heidelberg
 Work-Based Resources As Moderators of the Relationship between Work-Family Conflict and Exhaustion | **Christoph Nohe**, U. of Heidelberg; **Alexandra Michel**, U. of Heidelberg; **Eva Maria Schraub**, U. of Heidelberg; **Veronika Büch**, U. of Heidelberg; **Karlheinz Sonntag**, U. of Heidelberg
 Applying the Job Demands-Resources Model to Work-Family Conflict and Family-Friendly Policies | **M. Gloria Gonzalez-Morales**, U. of Guelph; **Lois Tetrick**, George Mason U.

857 📄 JS: (OB, MOC, CAR) **Am I a Leader? Exploring Leadership Identity Construction in Organizations**

11:30am - 1:00pm Grand Hyatt: Republic B

Tweet this session: #AOM2011 857

Organizers: **Ned Wellman**, U. of Michigan, Ann Arbor; **Susan J. Ashford**, U. of Michigan

Discussant: **Boas Shamir**, Hebrew U. of Jerusalem

Developing a Leadership Identity: Challenges for Women Leaders | **Robin Ely**, Harvard U.; **Herminia Ibarra**, INSEAD; **Deborah M Kolb**, Simmons College

A Systems Psychodynamics Perspective on the Development of Leaders' Self-Identities | **Gianpiero Petriglieri**, INSEAD; **Mark Stein**, Leicester U.

Orientation towards Leadership: A Study of Leadership Beliefs and Leader Emergence in Teams | **Andrew T. Hinrichs**, Texas A&M U.; **Jay Carson**, Southern Methodist U.; **Christopher O. L. H. Porter**, Texas A&M U.

The Impact of Alternative Leadership Structure Schemas on the Behavior of Non-Designated Leaders | **Ned Wellman**, U. of Michigan, Ann Arbor; **Susan J. Ashford**, U. of Michigan; **Daniel Scott DeRue**, U. of Michigan

858 🗣️📄 JS: (OB, OMT, ODC) **Learning to Coordinate: The Dynamic Interplay between Relationships and Structures**

11:30am - 1:00pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 858

Organizers: **John Paul Stephens**, Case Western Reserve U.; **Jody Hoffer Gittell**, Brandeis U.

Discussant: **Joyce K Fletcher**, Simmons College

Learning to Coordinate As a Large Performative Group: The Roles of Leaders and Rehearsals | **John Paul Stephens**, Case Western Reserve U.

Practice Makes Perfect: Using Simulation to Help Teams Learn to Coordinate | **Marlys K. Christianson**, U. of Toronto
 Coordination, Perspective-Taking, and the Impact of Unintended Interpersonal Harm | **Michele Williams**, Cornell U.

Creating "Teaming": How an Organization Moved toward Versatility, Flexibility & Team Mentality | **Melissa Mazmanian**, U. of California, Irvine; **Leslie Perlow**, Harvard U.

Coordinating Understanding and Action to Become Highly Reliable | **Timothy J. Vogus**, Vanderbilt U.

Learning to Coordinate: A Dual Intervention Model of Organizational Change | **Jody Hoffer Gittell**, Brandeis U.; **Amy C. Edmondson**, Harvard U.; **Edgar H. Schein**, Massachusetts Institute of Technology

859 📄: (Paper Session) - (OCIS) **IS Development in the New Millennium**

11:30am - 1:00pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 859

This paper session examines coordination and reuse as key components of 21st century systems development.

Chair: **Adrian Yeow**, Nanyang Technological U.

📄 Social Capital Dimensions as Antecedents of the Willingness and Ability To Coordinate Expertise | **Jack Shih-Chieh Hsu**, National Sun Yat-sen U.; **James J. Jiang**, Australian National U.; **Gary Klein**, U. of Colorado, Colorado Springs; **Carol Stoak Saunders**, U. of Central Florida

➔ 📄 Ethical Considerations in Internet Code Reuse: A Model and Empirical Test | **Manuel Sojer**, Technical U. München; **Oliver Alexy**, Imperial College London; **Joachim Henkel**, Technical U. Munich

📄 The Effects of IT on Monochronicity and Polychronicity: An Empirical Study | **Zixing Shen**, Dakota State U.

860 🗣️📄 JS: (OCIS, BPS) **The Global Ecology of Crowdsourcing**

11:30am - 1:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 860

Organizers: **Juan Andrei Villarreal**, Massachusetts Institute of Technology; **Andreea Daniela Gorbatai**, Harvard U.

Participants: **Dwayne Spradlin**, InnoCentive; **Gary Swart**, oDesk; **Jeff Howe**, Wired; **Dennis Hilgers**, RWTH Aachen U.; **Leila Chirayath Janah**, Samasource

861 ➔ 📄: (Paper Session) - (ODC) **Infusing Vitality into Organizational Change Research**

11:30am - 1:00pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 861

Chair: **Ann E. Feyerherm**, Pepperdine U.

📄 Infusing Vitality in Our Written Accounts of the Field: The Case of Social Change | **Karen Golden-Biddle**, Boston U.; **Elana R. Feldman**, Boston U.; **Jane E. Dutton**, U. of Michigan

🗣️📄 Temporal Effects and Life Cycle of Organizational Change Research | **Gavin M. Schwarz**, U. of New South Wales

Winner of ODC Division Best Paper Award

Narrative Studies of Organizational Change: Progress and Prospects | **Melanie Bryant**, Charles Sturt U.; **Julie Wolfram Cox**, Monash U.

862 📄 JS: (ODC, OB) **The Power of Vision in Team and Organization Development**

11:30am - 1:00pm Grand Hyatt: Crockett A

Tweet this session: #AOM2011 862

Chair: **Richard E. Boyatzis**, Case Western Reserve U.

Vision Predicting Success in Mergers and Acquisitions | **Byron C. Clayton**, Case Western Reserve U.

Vision as an Amplifier of Emotional Intelligence in Organizational Engagement | **Edward G. Mahon**, Case Western Reserve U.

MONDAY

The Role of Shared Vision in Family Business | **John Neff**, Case Western Reserve U.
 Vision as a Crucial Mediator in Predicting Daughters' Succession in Family Businesses | **Kathy Kessler Overbeke**, Case Western Reserve U.

863 [📄]: (DRP Session) - (OM) **Building Competitive Advantage Through Trust and Collaboration in Supply Chains**

11:30am - 1:00pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 863

Facilitator: **Thomas Y. Choi**, Arizona State U.

📄 Hitting the Wall: A Socio-Structural View to Developing a Dynamic Collaborative Capability | **Stanley E. Fawcett**, Brigham Young U.; **Matthew W. McCarter**, Chapman U.; **Amydee M. Fawcett**, U. of Arkansas; **G. Scott Webb**, Georgia Southern U.; **Gregory M. Magnan**, Seattle U.

📄 An Invariance Analysis of SC Collaboration's Impact on Collaborative Advantage and Performance | **Mei Cao**, U. of Wisconsin - Superior; **Qingyu Zhang**, Arkansas State U.

📄 Exploring Supply Manager's Internal Collaboration and Operating Performance | **Janet L. Hartley**, Bowling Green State U.; **Michelle Brodke**, Bowling Green State U.; **Jane V. Wheeler**, Bowling Green State U.; **Zhaohui Wu**, Oregon State U.; **Michelle D Steward**, Wake Forest U.

📄 Trustworthiness as a Small-Firm Competitive Lever: A Dynamic Model of Motivation and Resistance | **Stephen L. Jones**, U. of Minnesota; **Stanley E. Fawcett**, Brigham Young U.; **Cynthia Wallin**, Brigham Young U.; **Amydee M. Fawcett**, U. of Arkansas; **Barry L. Brewer**, U. of Wyoming

864 [📄]: (DRP Session) - (OMT) **Dynamics and Impact of Top Management Teams**

11:30am - 1:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 864

Chair: **Michael K. Bednar**, U. of Illinois

📄 TMT Personality Compositions and Decision Quality: The Role of Psychological Empowerment | **Hao-Chieh Lin**, National Cheng Kung U.; **Nayel Mousa Rababah**, National Cheng Kung U.

📄 TMT Educational Background and Firm Environmental Performance | **Ben Lewis**, Cornell U.; **Judith Louise Walls**, Concordia U.; **Glen Dowell**, Cornell U.

Existence and Performance Implications: A Contingency View on the Chief Technology Officer | **Alexander Goetz**, Otto Beisheim Graduate School of Management (WHU); **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU)

🗣️ Antecedents and Consequences of CMO's influence over Strategic Decision-Making | **Daniel Hannemann**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

865 [📄]: (DRP Session) - (OMT) **Conditions for the Emergence of Innovation**

11:30am - 1:00pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 865

Chair: **Elisa Operti**, U. of Lugano

➔ 📄 The Impact of Social Norms on the Dynamics of Entrepreneurial Innovation | **Tomislav Rimac**, IESE Business School

🗣️ 📄 Boundary Spanning Practices for Managing Creative Processes Across Organizational Boundaries | **Poul Houman Andersen**, Aarhus U.; **Hanne Kragh**, Aarhus U.

📄 Theorising Time And Risk In Project Ecologies: The Case Of Drug Development | **Maxine Robertson**, Queen Mary U. of London; **Jacky Swan**, U. of Warwick; **Peter Clark**, Queen Mary U. of London; **Clifford Oswick**, City U.

📄 The Impact of External and Internal Entrainment Behaviors on Organization Innovativeness | **Clay Dibrell**, U. of Mississippi; **Peter s Davis**, U. of North Carolina, Charlotte; **Brett Agypt**, U. of North Carolina, Charlotte

🗣️ 📄 Identity and the Paradox of Innovation: Product-level Successes and Organizational-level Failures | **David Oliver**, HEC Montreal; **Benjamin M. Cole**, Fordham U.

866 [📄]: (Paper Session) - (OMT) **Network Diffusion: Geography and Prior Experience**

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 866

Chair: **Forrest Briscoe**, Pennsylvania State U.

Discussant: **Henrich R. Greve**, INSEAD

➔ 📄 Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange | **Christopher B. Yenkey**, Cornell U.

Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

The Diffusion of an Illegitimate Invisible Corporate Practice: Evidence from Stock Backdating | **Fiona Kun Yao**, U. of California, Berkeley; **Pino G. Audia**, Dartmouth College

📄 Determinants of Open Source Software License Choice: A Social Influence Perspective | **Corey Phelps**, HEC Paris; **Param Vir Singh**, Carnegie Mellon U.

867 [📄]: (DRP Session) - (OMT) **Framing and Audience Impact on Diffusion**

11:30am - 1:00pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 867

Chair: **Susse Georg**, Copenhagen Business School

➔ A Matter of Time: Micro Mechanisms and the Timing of Managers' Responses to Institutional Pressures | **Aafke Raaijmakers**, Tilburg U.; **Patrick Vermeulen**, Tilburg U.; **Marius T.H. Meeus**, Tilburg U.

📄 Theorisation and the Global Diffusion of Management Innovations | **Danielle Logue**, U. of Oxford

➔ 📄 Market Audience, Peers and Diffusion: Corporate Clients and the Globalization of Law Firms | **Eunjung Hyun**, U. of Chicago; **Tae-Hyun Kim**, Northwestern U.

📄 Discursive Connectedness of Management Concepts in Different Social Spheres | **Florian Scheiber**, U. of Mannheim; **Dominika Wruk**, U. of Mannheim; **Achim Oberg**, Mannheim U.

868 [📄]: (Paper Session) - (OMT) **Institutional Pluralism**

11:30am - 1:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 868

Chair: **Grace Hong Fan**, Imperial College Business School

📄 Dialogicality and Institutional Logics: Institutional Interaction in a Municipal Strategy Process | **Kari Jalonen**, Hanken School of Economics

📖 Pluralism as an Antecedent to Interrole Conflict: Formation of the Hierarchy of Salience | **Lee Charles Jarvis**, Florida Atlantic U.

👉📖 Contested Institutional Prescriptions and Organizational Identity in a Pluralist Country | **Rajiv Krishnan Kozhikode**, U. of Groningen; **Jiatao Li**, Hong Kong U. of Science and Technology

📖 Leveraging Institutional Distance: Institutional Arbitrage in University-Industry Relations | **Markus Perkmann**, Imperial College London; **Nelson Phillips**, Imperial College London; **Royston Greenwood**, U. of Alberta

869 📖 SHCS: (OMT) **Organizational Learning from Failure, Success, and the Combination of the Two**

11:30am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: **#AOM2011 869**

Organizers: **Vinit Desai**, U. of Colorado, Denver; **Peter M. Madsen**, Brigham Young U.

Discussants: **Linda Argote**, Carnegie Mellon U.; **Anne S Miner**, U. of Wisconsin, Madison

Are the Highest Performers the Most Impressive? | **Jerker C. Denrell**, U. of Oxford; **Chengwei Liu**, U. of Oxford

Slack Search and Organizational Learning from Near-Misses | **Vinit Desai**, U. of Colorado, Denver; **Peter M. Madsen**, Brigham Young U.

"Normal Accidents" Redux: Oscillating Production/Safety Foci in Pharmaceutical Firms | **Pamela R Haunschild**, U. of Texas, Austin; **Francisco Polidoro**, U. of Texas, Austin

Risk Preferences and Learning From Sanctions: The Case of Banks | **Ji-Yub Jay Kim**, INSEAD; **Paul Adler**, U. of Southern California

Semantic Learning and Organizational Identity Loss | **Claus Rerup**, U. of Western Ontario; **Dennis A. Gioia**, Pennsylvania State U.

870 JS: (OMT, MOC) **Emotions and Institutions: Working Towards a Research Agenda**

11:30am - 1:00pm San Antonio Convention Center: Room 214 B

Tweet this session: **#AOM2011 870**

Organizers: **Peter Cebon**, U. of Melbourne; **Douglas Creed**, U. of Rhode Island; **Rich DeJordy**, Northeastern U.; **Bryant A Hudson**, Florida Atlantic U.; **Jaco Lok**, AGSM-Australian School of Business
Discussants: **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Marc Ventresca**, NPS

Emotions and Macro Social Structure: Lessons from Sociology | **Rich DeJordy**, Northeastern U.; **Felipe Massa**, Boston College

Reading Institutional Work for Feeling | **Douglas Creed**, U. of Rhode Island; **Jaco Lok**, AGSM-Australian School of Business

Emotions Unbound: Levels-of-Analysis and the Aggregation of Emotions | **Jonathan D. Raelin**, U. of Bath; **Rich DeJordy**, Northeastern U.

Shame and Institutional Reform in U.S. Hospitals | **Bryant A Hudson**, Florida Atlantic U.; **Elizabeth Goodrick**, Florida Atlantic U.

Emotions and Neo-Institutional Theory: Towards a Research Agenda | **Peter Cebon**, U. of Melbourne; **Jaco Lok**, AGSM-Australian School of Business

871 📖 JS: (OMT, SIM) **Inside the Corporate Social Responsibility (CSR) Black Box: Antecedents and Limits of CSR**

11:30am - 1:00pm San Antonio Convention Center: Room 206 B

Tweet this session: **#AOM2011 871**

Organizer: **Matthew Lee**, Harvard U.

Chair: **Chris Marquis**, Harvard U.

Cognitive Constraints on the Effectiveness of CSR as a Tool of Social Control | **Michael L. Barnett**, Oxford U.

Does Involvement in CSR Affect Employee Retention? | **Daniel Walter Effenbein**, Washington U. in St. Louis; **Chris Marquis**, Harvard U.

The Insurance View of CSR | **Paul C Godfrey**, Brigham Young U.

Judicial and Legislative Action in the Legitimation of Corporate Social Responsibility in the U.S. | **Matthew Lee**, Harvard U.; **Chris Marquis**, Harvard U.

Dynamics of Corporate Contention: How Firms Mobilize Stakeholder Activism in Response to Controversy | **Edward Walker**, U. Michigan

872 📖: (Paper Session) - (ONE) **Regulatory Mechanisms for the Development of the Cleantech Sector**

11:30am - 1:00pm Marriott Riverwalk: Salon E

Tweet this session: **#AOM2011 872**

Chair: **Magali Delmas**, U. of California, Los Angeles

👉📖 Deregulation and Investment in Green Technologies: Evidence from Investor-Owned Electric Utilities | **Eun-Hee Kim**, George Washington U.

📖 Regulatory Externalities as a Driver of Corporate Environmental Performance | **Adam Fremeth**, Ivey School of Business; **J Myles Shaver**, U. of Minnesota

→ The Impact of Global Environmental Policy on Domestic Cleantech Investment | **Joel Malen**, Carlson School of Management

873 : (DRP Session) - (PNP) **Public and Nonprofit Responses to Disasters and New Challenges: International Perspectives**

11:30am - 1:00pm Marriott Riverwalk: Salon A

Tweet this session: **#AOM2011 873**

Facilitator: **Kun Huang**, U. of New Mexico

→ 🗣️📖 'A Vacuum of Responsibility': NGO Perceptions and Response to Environmental Issues in Russia | **Jo Crotty**, Salford U.; **Sarah Marie Hall**, Keele U., U.K.

📖 Political Decision Making and Temporal Delays: Evidence from Federal Disasters | **James Robert Langabeer**, U. of Texas, Houston; **Jami Leanne DelliFraine**, U. of Texas; **Diaa Alqusairi**, U. of Texas, Houston

Public-Nonprofit Network Performance: A Study on Hastily Formed Networks from the Haiti Earthquake | **Isabella M. Nolte**, U. of Hamburg; **Silke Boenigk**, U. of Hamburg

Recovery from the 2008 Great Sichuan Earthquake in China: Constructive Controversy and Relationships | **Yi Feng Chen**, Lingnan U.; **Kang Yi**, Yale U.; **Dean Tjosvold**, Lingnan U.; **Cathy Yang Guo**, Lingnan U.

👉🗣️📖 Managing the Archaeological Chain in China. Professional and Organizational Issues | **Luca Zan**, U. of Bologna; **Sara Bonini Baraldi**, U. of Bologna

874 (Paper Session) - (PNP) **Leadership and Motivation in the Public Sector**

11:30am - 1:00pm Marriott Riverwalk: Salon F
 Tweet this session: **#AOM2011 874**

- Chair: Edward F. Murphy**, Embry Riddle Aeronautical U.
 Public Service Motivation and Sector Work Preferences | **Richard Michael Clerkin**, North Carolina State U.; **Jerrell D Coggburn**, North Carolina State U.
 Encounters with Organizational Politics: A Case Study of New Managers' Views of Political Behavior | **Hyun Hee Park**, State U. of New York, Albany; **Sue R Faerman**, State U. of New York, Albany
 Toward the Trusted Public Organization: Untangling the Leadership, Motivation, and Trust Relationship | **Sung Min Park**, Sungkyunkwan U.
 Implications of Gender Stereotypes for Leadership in the Public Sector | **Margaret L. Williams**, Wayne State U.; **Sharon Lynn Smith**, Virginia Commonwealth U.

875 (RM) **How to Write and Publish Research Methods Papers**

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta D
 Tweet this session: **#AOM2011 875**

- Organizer: Lisa Schurer Lambert**, Georgia State U.
 Panel discussion on how to write and publish methods papers, followed by Q&A, and break-out discussions. This informal session welcomes all who have an interest in writing about methodology. |
Presenters: Donald D Bergh, Denver U.; **Brian Boyd**, Arizona State U.; **Jose M. Cortina**, George Mason U.; **Jeffrey R. Edwards**, U. of North Carolina; **Robert P. Gephart**, U. of Alberta; **Anne S. Huff**, Technical U. München; **Katherine Klein**, U. of Pennsylvania; **Larry J. Williams**, Wayne State U.

876 JS: (SAP, BPS, MOC) **Agency and Emergence: On the Origins of Strategy**

11:30am - 1:00pm San Antonio Convention Center: Room 213 B
 Tweet this session: **#AOM2011 876**

- Discussant: Sarah Kaplan**, U. of Toronto
Participants: Teppo Felin, Brigham Young U.; **Amit Gal**, Tel Aviv U.; **Curtis LeBaron**, Brigham Young U.; **Kurt Sandholtz**, Stanford U.; **Walter W Powell**, Stanford U.; **Richard Whittington**, Said Business School

877 (DRP Session) - (SIM) **Corporate Governance**

11:30am - 1:00pm Marriott Rivercenter: Conference Room 17
 Tweet this session: **#AOM2011 877**

- Chair: Jorge Alexis Arevalo**, William Paterson U.
 The Effects of Board Demographic Diversity and Independence on Corporate Social Performance | **Lu Zhang**, Pennsylvania State U., Harrisburg
 Transnational Governance and the Legitimacy of the ISO 26000 Development Process | **Rüdiger Hahn**, Heinrich-Heine U. of Dusseldorf; **Christian Weidtmann**, Heinrich-Heine U. of Dusseldorf
 The Influence of Ownership Structure on Firms' Approach to Corporate Political Strategy | **Mine Ozer**, State U. of New York, Oneonta; **Ekin Alakent**, California State U. East Bay
 The Core Elements to Developing and Sustaining an Ethical Corporate Culture | **Mark Schwartz**, York U.

- Corporate Governance Reform: Revisiting the Principal-Agent Contract | **Thomas M. Jones**, U. of Washington; **Adrian Keevil**, U. of Virginia

878 (Paper Session) - (SIM) **Corporate Social Responsibility Strategies**

11:30am - 1:00pm Marriott Rivercenter: Salon B
 Tweet this session: **#AOM2011 878**

- Chair: Frank L Winfrey**, Lyon College
 Strategic and Operational Corporate Responsibility: Analysing the Gap between the Two Levels | **Johanna Kujala**, U. of Tampere
 Entrepreneurial Orientation and Its Effect on Corporate Social Performance | **Nicholas N Bartkoski**, U. of Oklahoma; **Ali Shahzad**, U. of Oklahoma
 How is the Fate of the Subalterns Determined? | **Rashedur Rob Chowdhury**, U. of Cambridge; **Stelios C. Zyglidopoulos**, U. of Cambridge

879 (Paper Session) - (SIM) **Ethics: Misconduct and Corruption**

11:30am - 1:00pm Marriott Rivercenter: Salon M
 Tweet this session: **#AOM2011 879**

- Chair: Dawn R Elm**, U. of St. Thomas
 Testing Corporate Immoral Recidivism | **Qinqin Zheng**, Fudan U.; **Rosa Chun**, IMD
 Understanding Organizational Misconduct: A Longitudinal Study of NCAA Violations in College Football | **Marcus Z. Cox**, U. of North Texas; **Mark A. Davis**, U. of North Texas
 Corporate Reputation's Invisible Hand: Bribery and Reputational Penalties | **Vijay Sampath**, FTI Consulting, Inc.; **Naomi A Gardberg**, Baruch College; **Noushi Rahman**, Pace U.

880 (Paper Session) - (TIM) **R&D Management**

11:30am - 1:00pm San Antonio Convention Center: Room 006 A
 Tweet this session: **#AOM2011 880**

- Chair: Dedrick A. Smith**, Capella U.
 R&D Expenditure Volatility as an Indicator of Effective Corporate Governance | **Tim Swift**, St. Joseph's U.
 Internal R&D versus In-licensing: Complements or Substitutes? | **Marco Ceccagnoli**, Georgia Institute of Technology; **Matthew J Higgins**, Georgia Institute of Technology; **Vincenzo Palermo**, Georgia Institute of Technology
 Science and IP as Complementarities in Technological Innovation | **Karin Beukel**, CBS; **Finn Valentin**, CBS

881 (Paper Session) - (TIM) **Knowledge Transfer and Organizational Learning**

11:30am - 1:00pm San Antonio Convention Center: Room 006 B
 Tweet this session: **#AOM2011 881**

- Chair: David F Robinson**, Indiana State U.
 Between Learning and Competence: The Effect of Alliance Portfolio Diversity on Learning Equilibrium | **Marc Bahlmann**, VU U. Amsterdam; **Brian Tjemkes**, VU U. Amsterdam; **Ard-Pieter de Man**, VU U. Amsterdam; **Alexander S. Alexiev**, VU U. Amsterdam
 The Role of Knowledge Complementarity and Diversity in Innovative Performance of Allying Firms | **Hamid Mazloomi Khamseh**, ESC Rennes School of Business; **Maryam Nasiriyar**, SKEMA Business School

MONDAY

📖 Learning-from-Parents: Knowledge Acquisition, Interfirm Similarity, and Innovation Performance | **Chung-Jen Chen**, National Taiwan U.; **Jun-You Lin**, National Open U.

882 📖: (Paper Session) - (TIM) **Innovative Partnerships**

11:30am - 1:00pm San Antonio Convention Center: Room 006 C

Tweet this session: **#AOM2011 882**

Chair: **Sara Jansen Perry**, U. of Houston, Downtown

The Interaction between Business Relationships and Internal Coordination Capacity in SMEs Innovation | **Clemente Forero-Pineda**, U. de los Andes; **Sandra Corredor**, U. of Illinois, Urbana-Champaign

📖 In Harsh and Slack Times: A Behavioral Perspective of External Technology Sourcing | **Thomas Kluefer**, U. of Pennsylvania; **Felipe Monteiro**, U. of Pennsylvania

➔ 📖 Successful Supply Chain Innovation under Different Interaction and Integration Architectures | **Thorsten Andreas Teichert**, U. of Hamburg; **Ricarda R. Bouncken**, U. of Bayreuth

883 📖: (Paper Session) - (TIM) **Drivers of Innovation**

11:30am - 1:00pm San Antonio Convention Center: Room 006 C

Tweet this session: **#AOM2011 883**

Chair: **Hans Ulrich Koller**, Helmut Schmidt U.

📖 The Influence of Corporate Investors on the Innovativeness of New Ventures | **H. Dennis Park**, U. of Missouri, Kansas City; **Kevin Steensma**, U. of Washington

📖 TSFs: Technology Orientation, Autonomy, Risk-Taking Propensity and Innovativeness | **Maheshkumar P Joshi**, George Mason U.; **Nacef Mouri**, George Mason U.; **Sidhartha R Das**, George Mason U.

📖 Technological Diversity's Effect on Subsequent Innovation | **Douglas J. Miller**, U. of Illinois, Urbana-Champaign; **Laura B. Cardinal**, U. of Houston

Monday 12:30PM

884: (ICW) **Journal of Organizational Behavior Luncheon and Board Meeting**

12:30pm - 2:30pm Grand Hyatt: Lone Star F

Tweet this session: **#AOM2011 884**

By invitation only

Organizer: **Neal M. Ashkanasy**, U. of Queensland

885: (ICW) **JMS Editorial Board Working Lunch**

12:30pm - 2:00pm Hyatt Regency: Rio Grande Ballroom Center

Tweet this session: **#AOM2011 885**

Organizer: **Jo Brudenell**, Journal of Management Studies

Monday 1:00PM

886: (AAA) **Developing an AOM-sponsored Open-Sourced Case Repository: an Exploratory Conversation Short**

1:00pm - 4:00pm Grand Hyatt: Bonham B

Tweet this session: **#AOM2011 886**

Organizer: **Alan Glassman**, California State U. Northridge

887: (ICW) **Journal of Managerial Psychology (Emerald) Editorial Advisory Board Meeting**

1:00pm - 2:00pm Grand Hyatt: Presidio C

Tweet this session: **#AOM2011 887**

Members of the JMP Editorial Advisory Board are invited to join the editor, Dr Dianna Stone, and the publisher, Nancy Rolph, for discussion at this year's Academy of Management meeting. A full agenda will be circulated in advance of the meeting.

Organizer: **Nancy Rolph**, Emerald Group Publishing Limited

888: (MED) **MED Past Chairs' Luncheon and MED Executive Committee Meeting**

1:00pm - 3:00pm Marriott Rivercenter: Salon D

Tweet this session: **#AOM2011 888**

For invitees only. This is a luncheon for invited guests of MED's Past Chairs followed by MED's Executive Committee Meeting

Secretary: **Joann Krauss Williams**, Judson College

Treasurer: **V Seshan**, Pepperdine U.

Host: **Katherine A. Karl**, U. of Tennessee, Chattanooga

Division Chair: **Kenneth R. Thompson**, DePaul U.

Program Chair: **Toni Ungaretti**, Johns Hopkins U.

Professional Development Workshop Chair: **Jacob Eisenberg**, U. College Dublin

Division Chair-Elect: **Jon Billsberry**, Coventry U.

Monday 1:15PM

889 📖: (Paper Session) - (BPS) **Executive and Director Compensation**

1:15pm - 2:45pm San Antonio Convention Center: Room 201

Tweet this session: **#AOM2011 889**

Chair: **Craig Crossland**, U. of Texas, Austin

📖 Incentive Alignment as Remedy or Symptom of Agency Problems: Opportunism and CEO Excess Returns | **Kalin D. Kolev**, Michigan State U.; **Robert M Wiseman**, Michigan State U.; **Luis R Gomez-Mejia**, Texas A&M U.; **Max Belin**, Michigan State U.

📖 Unpacking the Accumulation Effect of CEO Stock-Based Incentives on Strategic Risk-Taking | **Elizabeth Lim**, U. of Texas, Dallas

📖 The Implications of Prestige on CEO Compensation across Borders: An Attribution Theory Approach | **Dane Blevins**, U. of Texas, Dallas; **Chris Robertson**, Northeastern U.

📖 The Ratchet Effect of Director Pay: Social Comparison and Reciprocity in Director Compensation | **Steven Boivie**, U. of Arizona; **Michael K. Bednar**, U. of Illinois

890 📖: (BPS) **Perspectives on Contracting: Explicit, Implicit, and Incomplete Contracts**

1:15pm - 2:45pm San Antonio Convention Center: Room 202 A

Tweet this session: **#AOM2011 890**

Organizer: **Seemantini Madhukar Pathak**, U. of Houston

Discussant: **Robert E. Hoskisson**, Rice U.

Participants: **Sharon Alvarez**, The Ohio State U.; **Jongwook Kim**, Western Washington U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Robert E White**, Iowa State U.; **Seemantini Madhukar Pathak**, U. of Houston; **Margaret Cording**, Rice U.; **Robert E. Hoskisson**, Rice U.

891 📖: (DRP Session) - (BPS) **Corporate Diversification Strategies**

1:15pm - 2:45pm San Antonio Convention Center: Room 202 B

Tweet this session: **#AOM2011 891**

Facilitator: **Sharon D. James**, Ohio State U.

MONDAY

- ☒ Relatedness and the Diversification of Computer Industry Product Firms into Professional Services | **Phillip C Anderson**, Massachusetts Institute of Technology
- ☒ Parenting Strategies of Corporate Headquarters | **Matthias Kruehler**, Freiberg U.; **Ulrich Pidun**, Boston Consulting Group
- ☑ Strategic Decoupling in Business Groups: Decoupling between Stated and Actual Business Areas | **Kiwon Jung**, Yonsei U.; **Grimm Noh**, U. of Pennsylvania; **Shinwon Noh**, Cornell U.; **Sunhyuk Kim**, Korea U.; **Dongyoub Shin**, Yonsei U.
- ☒ Resource Sharing in Business Groups: A Contingent Perspective | **Zheng Yan**, National U. of Singapore
- ☒ Relatedness across the Value Chain: Measurement and Implications | **Elisabeth Nocker**, U. of Innsbruck; **Harry P. Bowen**, Queens U. of Charlotte; **Kurt Matzler**, U. of Innsbruck; **Christian Stadler**, U. of Bath

892 ☒: (DRP Session) - (BPS) Alliance Formation and Partner Selection

1:15pm - 2:45pm San Antonio Convention Center: Room 203 A
 Tweet this session: #AOM2011 892

Facilitator: **Beverly B. Tyler**, North Carolina State U.

- ☑ Understanding How Timing of Alliance Formation Increases or Decreases New Venture Survival | **David M. Gomulya**, U. of Washington, Seattle; **Suresh Kotha**, U. of Washington, Seattle
- ☒ Influences of Capital Market Munificence on New-Venture Alliance Formation in Emerging Industries | **Jeffrey Barden**, U. of Washington; **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell
- ☒ Partner Selection as a Driver of Cooperation Failure? Analysis of the European Private Equity Market | **Emily Buenn**, U. Karlsruhe (TH); **Hagen Lindstädt**, U. Karlsruhe (TH); **Michael Wolff**, U. of Mainz
- ☒ Once Bitten, Twice Shy? How Acquisition Abandonment Experience Influences Alliance Formation | **Ram Ranganathan**, Wharton School; **Anindya Ghosh**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania
- ➔ ☒ Enemies or Friends? The Antecedents of Competitor Alliances | **Tieying Yu**, Boston College

893 ☒: (DRP Session) - (BPS) Resources and Competitive Advantage

1:15pm - 2:45pm San Antonio Convention Center: Room 203 B
 Tweet this session: #AOM2011 893

Facilitator: **Lyda S. Bigelow**, U. of Utah

- ➔ ☒ First Mover Advantages in the Mobile Telecommunications Industry: A Consumer-Centric Perspective | **J.P. Eggers**, New York U.; **Michal Grajek**, ESMT; **Tobias Kretschmer**, LMU Munich
- ☒ Tight and Loose Coupling and the Effect of Resource Quality Heterogeneity on Firm Performance | **Dustin Bradley Smith**, Washington State U.; **Douglas Miller**, Washington State U.; **Tera Galloway**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **Jason A. Harkins**, U. of Maine
- ☒ How Human Resource Mobility Affects Competitive Advantage and Competitive Heterogeneity | **Scott G. Johnson**, Oklahoma State U.; **Aaron Hill**, U. of Nevada, Reno; **Jason Ridge**, Clemson U.

- ☒ Who Would Have Predicted It: An Investigation of the Sources of Firm Performance Unpredictability | **Manuel Becerra**, Instituto de Empresa Business School; **Garen Markarian**, Instituto de Empresa Business School
- ☒ A Consumption-Based Approach of Value Capture | **Mu-Yen Hsu**, National Chengchi U.

894 ☒: (Paper Session) - (BPS) Business Group Performance: Entry, Structural, and Institutional Influences

1:15pm - 2:45pm San Antonio Convention Center: Room 204 A
 Tweet this session: #AOM2011 894

Chair: **Sergio Giovanetti Lazzarini**, Insuper Institute of Education and Research

- ☒ Post-Entry Performance of Business Group Affiliates | **Chien-Nan Chen**, National Dong Hwa U.; **Chengli Tien**, National Taiwan Normal U.
- ☒ Types of Political Ties and Market Entries of Business Groups in Emerging Economies | **Hongjin Zhu**, McMaster U.; **Chi-Nien Chung**, National U. of Singapore
- ☒ Performance Effects of BG Affiliation: Role of Institutional Change and Selective Intervention | **Raveendra Chittoor**, Indian School of Business; **Prashant Kale**, Rice U.
- ☒ ➔ ☒ Structural Positions within Business Group Equity Networks and Performance of Affiliate Firms | **Kyuhoo Jin**, Seoul National U.; **Choelsoon Park**, Seoul National U.; **Jaemin Lee**, Seoul National U.

895 ☒: (Paper Session) - (BPS) Decisions about Resource Development and Allocation

1:15pm - 2:45pm San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 895

Chair: **Sheryl Winston Smith**, Temple U.

- ☒ Managing Trade-Offs Within and Across Decision Domains: Continuity, Change and New Product Success | **Enrico Forti**, U. College London; **Maurizio Sobrero**, U. of Bologna; **Andrea Vezzulli**, UECE - ISEG/UTL
- ☒ Impact of New Investments in the Resource Base and Organizational Architecture on Performance | **Ilgaz Arikan**, Georgia State U.; **Arun Rai**, Georgia State U.
- ☒ Keys to Internal Knowledge Replication without External Imitation | **Bongsun Kim**, U. of Illinois, Urbana-Champaign; **Eonsoo Kim**, Korea U.; **Pamela S. Barr**, Georgia State U.
- ☒ A Behavioral Theory of Operational Priorities | **Mikko Ketokivi**, IE Business School; **Fabrizio Salvador**, IE Business School; **Philip Bromiley**, U. of California, Irvine

896 ☒: (BPS) Wiley Blackwell Dissertation Award Finalists

1:15pm - 2:45pm San Antonio Convention Center: Room 217 A
 Tweet this session: #AOM2011 896

- Chair: **Nicholas Argyres**, Washington U. in St. Louis
- ☒ Knowledge, Innovation, and Social Norms in Creative Industries: Three Essays | **Giada Di Stefano**, Bocconi U.
- ☒ Essays on Corporate Strategy | **Emilie Feldman**, Wharton School
- ☒ IPO Underpricing from the Perspective of the Issuing Firm: Money Left on the Table or Strategic Gain? | **Markus A. Fitza**, U. of Colorado, Boulder

The Effect of Technological Complexity on Innovative Performance, Employee Entrepreneurship and Mobility: Three Essays | **Martin Ganco**, U. of Minnesota
 Firms and States in Global Markets: Two Essays | **Yujin Jeong**, HEC Montreal
 Network Antecedents in Knowledge Production Context | **Christopher C. Liu**, U. of Toronto
 Technology Development and Commercialization Strategies for Innovative Firms | **Elena Novelli**, U. of Bath

897 🗄️🗣️📄: (Paper Session) - (CAR) Looking Ahead: Career Aspirations and Job Search

1:15pm - 2:45pm Grand Hyatt: Lone Star B
 Tweet this session: #AOM2011 897

Chair: **Yoav Vardi**, Tel Aviv U.

🗄️ Job Search Intensity and Wage Flexibility among Different Age Groups | **An De Coen**, Lessius U. College; **Anneleen Forrier**, Lessius U. College; **Luc Sels**, Katholieke U. Leuven

🗄️ A Longitudinal Examination of the Effects of E-mentoring on Protégés' Career Aspirations | **Marco S. DiRenzo**, Naval Postgraduate School; **Christy Harris Weer**, Salisburry U.; **Frank Linnehan**, Drexel U.

🗄️ Chemistry Versus Specs: Comparing Job Search Strategies and Subjective Responses to Unemployment | **Ofer Sharone**, MIT Sloan

🗄️ Proactive Personality and Career Future: Exploring Potential Mediators and Moderators | **Veena P. Prabhu**, California State U. Los Angeles

898 🗣️🗄️: (CAU) Dual-Career Couples: Navigating Academia

1:15pm - 2:45pm Hilton Palacio del Rio: La Duquesa North
 Tweet this session: #AOM2011 898

Organizer: **Meredith F. Burnett**, Florida International U.

Facilitator: **Garry G. Burnett**, George Washington U.

899 → 🗣️🗄️: (CAU) Goal Setting Theory: A Potential Cross-Cultural Extension

1:15pm - 2:45pm Hilton Palacio del Rio: La Duquesa South
 Tweet this session: #AOM2011 899

Organizers: **Xiao Chen**, U. of Toronto; **Shlomit Friedman**, U. of Toronto

900 → 🗣️🗄️: (CAU) Use of Digital Social Networks by companies: what is different in Latin America from Asia?

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina North & Center
 Tweet this session: #AOM2011 900

The main objective of this caucus is to generate reflection about the subject and new research questions. In this sense, this theme is multidisciplinary, once we can focus on strategy and social networks, or we can focus in aspects related to comparison of use of social networks around the world, in an International Management approach, or we can focus in entrepreneurial aspects, once the use of social networks can generate many opportunities to entrepreneurs, and so on. So, we would be glad if people interested in Ibero American studies, in a broad approach could join us in this discussion to generate a "brainstorm" about the subject and form some groups of research around the Ibero American world, comparing and identifying variables that are relevant in Ibero American and in Asia companies.

Facilitator: **Patricia G. Vidal**, U. Presbiteriana MacKenzie

Coordinator: **Silvia Novaes Zilber**, UNINOVE
 Participant: **Milton Campanario**, UNINOVE

901 🗄️🗣️: (CAU) Entrepreneurship and Its Context

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina South
 Tweet this session: #AOM2011 901

Organizer: **Mai Thi Thanh Thai**, HEC Montreal

902 🗄️🗣️: (CAU) Multiple Experiential Learning Perspectives: A Look at Business Education as West Meets East

1:15pm - 2:45pm Hilton Palacio del Rio: La Vista North & Center
 Tweet this session: #AOM2011 902

Organizers: **Angela Miles**, North Carolina A & T State U.; **Sally Sledge**, Norfolk State U.

Participants: **Millicent F. Nelson**, Middle Tennessee State U.; **Alice C Stewart**, North Carolina A & T State U.; **Matecia S.L. James**, Jacksonville U.; **Arlise P. McKinney**, Coastal Carolina U.

903 : (Paper Session) - (CDP) Alliances, Competition, and Management Teams

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real A/B
 Tweet this session: #AOM2011 903

Facilitator: **Daniel E. Lockhart**, Zayed U.

🗄️ **MOC**: Embeddedness across Governance Modes: The Link between Pre-merger Alliances and Divestitures | **Oliver Schilke**, U. of California, Los Angeles

🗄️ **MOC**: The Effects of Team Strategic Orientation on Team Process in Competitive Environments | **Anita Williams Woolley**, Carnegie Mellon U.; **Julia Bear**, Technion Israel Institute of Technology; **Jin Wook Chang**, Carnegie Mellon U.; **Arwen Hunter DeCostanza**, U. S. Army Research Institute

🗄️ **ENT**: Alliance Partnership Experience and Acquisition Likelihood in the Biotech Industry | **Dev K. Dutta**, U. of New Hampshire; **Manpreet Hora**, Georgia Institute of Technology

🗄️ **CM**: Scurrilous Competitors: Risk-takers, Bribers and Saboteurs in Promotion Tournaments | **Niro Sivanathan**, London Business School

904 : (Paper Session) - (CDP) Learning through Experience, Evidence and Interpretation

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real C
 Tweet this session: #AOM2011 904

Facilitator: **Michael P. Ciuchta**, U. of Central Florida

🗄️ **HCM**: All Teach, All Learn, All Improve? Interorganizational Learning and Performance in Collaboratives | **Ingrid M. Nembhard**, Yale U.

HCM Division Best Paper Award Nominee

🗄️ **PNP**: Managerial Interpretations of Evidence and the Adoption of a Healthcare Innovation | **James Barlow**, Imperial College London; **Jane Hendy**, Imperial College London

🗄️ **MED**: Enhancing Student Learning of Introductory Management Through Team-Based Learning of Case Studies | **April Lee Wright**, U. of Queensland

ENT: Relatedness in Market Entry and the Rate of Firm Growth: A Capability Learning Perspective | **Gwendolyn Kuo-fang Lee**, U. of Florida

905 : (Paper Session) - (CDP) Social Relationships, Social Networks, and Social Costs

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real D/E
 Tweet this session: #AOM2011 905

MONDAY

Facilitator: **Martin J. Kilduff**, U. of Cambridge

📖 **HR**: Control and Turnover Intentions: A Social Network Perspective | **Scott Soltis**, U. of Kentucky; **Filip Agneessens**, VU U. Amsterdam; **Zuzana Sasovova**, VU U. Amsterdam; **Giuseppe Labianca**, U. of Kentucky

📖 **CM**: The Relational Costs of Complete Contracts | **Eileen Chou**, Northwestern U.; **Nir Halevy**, Stanford U.

📖🗣️ **MED**: The Effect of Mentor Intervention Style in Novice Entrepreneur Mentoring Relationships | **Etienne St-Jean**, U. du Québec à Trois-Rivières; **Josée Audet**, U. Laval

📖 **TIM**: Social Network Effects on Performance and Layoffs: Evidence from a Social Networking Tool | **Lynn Wu**, Massachusetts Institute of Technology

906 : (Paper Session) - (CDP) **Managing the Multibusiness Portfolio**

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real F

Tweet this session: **#AOM2011 906**

Facilitator: **Rocki-Lee DeWitt**, U. of Vermont

📖 **ENT**: Core Business Prospects and the Management of Internal Corporate Ventures | **Robert P. Garrett**, Oregon State U.

📖 **OCIS**: Corporate relatedness: Relatedness in information trumps relatedness in production | **Hyoung-Goo Kang**, Hanyang U.

📖 **ENT**: Incidence and Performance of Spinoffs: A Cross-Industry Analysis | **Mariko Sakakibara**, U. of California, Los Angeles; **Natarajan Balasubramanian**, Syracuse U.

📖 **MOC**: Relative Deprivation, Organizational Identification, and Turnover Intention in an M&A Setting | **Bongsoon Cho**, Sogang U.; **Dongseop Lee**, Korea U.; **Kwanghyun Kim**, Korea U.

907 : (Paper Session) - (CDP) **Organizational and Individual Learning**

1:15pm - 2:45pm Hilton Palacio del Rio: El Mirador West

Tweet this session: **#AOM2011 907**

Facilitator: **Constance Van Horne**, Zayed U.

→ 📖 **ODC**: Organizational Learning and Emotion | **John Sillince**, Strathclyde U.; **Helen Shipton**, Aston U.

📖 **OM**: Team Training and Project Outcomes: A Multi-Mediated Model | **Christina M Scott-Young**, U. of South Australia; **Mary Bambacas**, U. of South Australia

📖 **MED**: Too Much Fun: How Cognitive Absorption and Team Learning Behavior Affect Individual Learning | **Massimo Magni**, Bocconi U.; **Luigi Proserpio**, Bocconi U.; **Rossella Cappetta**, Bocconi U.

📖 **CAR**: Linking POS and LMX to Innovative Work Behavior: Mediating Role of Work Engagement | **Upasana Aggarwal**, S.P. Jain Institute for Management and Research; **Sumita Dutta**, IITB; **Shivganesh Bhargava**, Indian Institute of Technology

908 : (Paper Session) - (CDP) **Perspectives on Critical Thinking in Organizations**

1:15pm - 2:45pm Hilton Palacio del Rio: La Espada

Tweet this session: **#AOM2011 908**

Facilitator: **Craig Prichard**, Massey U.

📖 **MH**: Frederick Taylor and Dilbert: Mental Revolution versus Cynicism | **Aditya Simha**, Gonzaga U.; **David J Lemak**, Columbia Basin College

📖 **MOC**: A Pragmatic Explanation of Action | **Mike Metcalfe**, U. of South Australia; **Eva Balan-Vnuk**, U. of Adelaide

📖📖 **CMS**: The Crisis of Corporate Epistemology: The Division of Understanding in Business Studies | **Majid Aramand**, Hannam U.

📖🗣️→🗣️ **MC**: Transorganization Thinking and Consulting | **Kurt Motamedi**, Pepperdine U.

909 : (Paper Session) - (CDP) **Technology Ventures, Exploration and Exploitation**

1:15pm - 2:45pm Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: **#AOM2011 909**

Facilitator: **Chuck Eesley**, Stanford U.

ENT: Should You Stay or Should You Go: Exploration and Exploitation in Corporate Venturing | **Marcus Wolfe**, Indiana U., Bloomington

→ 📖 **BPS**: Dynamics in Vertical and Horizontal Scope of High Technology New Ventures: A Knowledge-Based View | **Niron Hashai**, Hebrew U. of Jerusalem; **Ivo Zander**, Uppsala U.

📖 **TIM**: The Value of Software Patents to Software Start-Up Firms | **Gili Greenberg**, Bocconi U.; **Alfonso Gambardella**, Bocconi U.

📖 **ENT**: Competitive Actions of New Technology Firms: The Red Queen Effect and New Firm Performance | **Robert L. Porter**, U. of Central Florida

910 → 📖: (Paper Session) - (CM) **Examining the Relationship between Task Conflict and Team Performance More Closely**

1:15pm - 2:45pm Grand Hyatt: Bonham C

Tweet this session: **#AOM2011 910**

Chair: **Andreas W. Richter**, U. of Cambridge

📖 Task Conflict Networks and Team Performance | **Daniel Gregory Bachrach**, U. of Alabama; **Anthony C. Hood**, The U. of Alabama; **David Noble**, U. of Alabama; **Jeong-Yeon Lee**, U. of Kansas

→ 📖 The Influence of Intragroup Conflict on Promotive Voice: A Multilevel Study from China | **Changchun Xiang**, Huazhong U. of Science & Technology; **Li-rong Long**, Huazhong U. of Science & Technology

→ 📖 Intragroup Task Conflict and Team Creativity: The Moderating Role of Conflict Management Style | **Sejin Keem**, Korea U.; **Seungwoo Kwon**, Korea U.

911 → 🗣️📖: (DRP Session) - (CM) **Bad Behavior in the Workplace: Causes and Consequences**

1:15pm - 2:45pm Grand Hyatt: Travis A

Tweet this session: **#AOM2011 911**

Facilitator: **Ryan Fehr**, U. of Washington, Seattle

→ 📖 Shadows of the Past: History of Family Aggression, Internal States and Abusive Supervision | **Patrick Raymond M. Garcia**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Robert L. Tang**, De La Salle-College of Saint Benilde; **Lemuel S. Toledano**, The Australian National U.

→ 🗣️ Workplace Bullying Across Cultures: A Research Agenda | **Kathryn J. L. Jacobson**, U. of New Mexico; **Jacqueline N. Hood**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

📖 Exploring the Link Between Emotional Intelligence and Workplace Anti-Social Behaviors | **Jane P Murray**, Bond U.; **Sara Branch**, Griffith U.

➔ 📖 Do Emotionally Smart Employees Have Less Conflict with Abusive Supervisors? | **Sungwon Choi**, Yonsei U.; **Donald H. Klumper**, Northern Illinois U.; **Kevin W. Mossholder**, Auburn U.

📖 Punishing High-Status Deviants: The Role of Transgression Severity and Betrayal | **Steffen Keck**, INSEAD; **Natalia Karelaia**, INSEAD

912 ➔ 🗣️ SHCS: (CMS, SIM) **Bottom of the Pyramid: A Critical / Constructive Exploration**

1:15pm - 2:45pm Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 912

Moderator: **Nilima Gulrajani**, London School of Economics

Coordinator: **Jonathan Murphy**, Cardiff U.

Panelists: **Aneel Karnani**, U. of Michigan, Ann Arbor; **Bill Cooke**, Lancaster U.; **George Cairns**, RMIT U.; **Kamal Munir**, U. of Cambridge

913 : (Paper Session) - (DISC) **Creativity**

1:15pm - 2:45pm Hyatt Regency: Blanco

Tweet this session: #AOM2011 913

Discussant: **Joseph Eric Massey**, Institute For Tourism Studies

📖 **OB**: Creativity, Risk Proclivity, & Proactive Action: Psychological Underpinnings & Link to Venturing | **Daniel Lerner**, U. of Colorado

🗣️ **OB**: Culture and Creativity: How Culture and Problem Type Interact in Affecting Problem-Solving | **Sharon Arieli**, Hebrew U. of Jerusalem; **Lilach Sagiv**, Hebrew U. of Jerusalem

➔ 🗣️ **OB**: Firm Endogenous Creativity by Higher-Order Human Capital and Knowledge Exploitation | **Karen Yuan Wang**, U. of Technology, Sydney; **Paul Z Wang**, U. of Technology, Sydney; **Renu Agarwal**, U. of Technology, Sydney; **Erming Xu**, Renmin U. of China

OB: How Cross-Cultural Experience Ignites Creativity: A Model of Cognitive Complexity | **Dilek G. Yunlu**, U. of Wisconsin, Milwaukee; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

914 : (Paper Session) - (DISC) **Expectations and Injustice**

1:15pm - 2:45pm Hyatt Regency: Bowie A

Tweet this session: #AOM2011 914

Discussant: **Brian R. Dineen**, U. of Kentucky

📖 **HR**: Stigma in Law Enforcement: Potential impact on benefit avoidance | **Camela Steinke**, State U. of New York, Albany; **Alysa Dawn Lambert**, Indiana U. Southeast

🗣️ **HR**: Unfairness Begets Unfairness: Victim Derogation and Moral Identity in Managers' Decision Making | **Daniel Skarlicki**, U. of British Columbia; **R Anthony Turner**, U. of British Columbia

📖 **HR**: Voicing Against Workplace Injustice: Utility and Immunity as Antecedents to Grievance-Filing | **Brian S. Klaas**, U. of South Carolina; **Anna Katherine Ward**, U. of South Carolina

👋 **HR**: What Do You Think I Expect? An Empirical Investigation of Young Worker Expectations for HR Practices | **Angela Langevin-Heavey**, Cornell U.

915 : (Paper Session) - (DISC) **Social Learning, Cognition & Identity**

1:15pm - 2:45pm Hyatt Regency: Bowie B

Tweet this session: #AOM2011 915

Discussant: **Robert A. Phillips**, U. of Richmond

📖 **SIM**: Priming Moral Identity Attenuates Implicit Beliefs about Business | **Lei Zhu**, U. of British Columbia

🗣️ **SIM**: On the Importance of Considering Affective Rationality in the Context of Energy Supply | **Roh Pin Lee**, Technische U. Bergakademie Freiberg; **Michael C. Nippa**, Freiberg U.

📖 **SIM**: How Much More Will Buyers Pay for the Charity Auctions in the eBay Giving Works Program? | **Kuo-Liang Chen**, George Washington U.

📖 **SIM**: A Typology of Stakeholder Management Strategies: A Learning and Positioning Perspective | **Michael Banks**, Loyola U. Maryland; **Dusya M. Vera**, U. of Houston; **Mindy Krischer**, U. of Houston

916 : (Paper Session) - (DISC) **Public and Nonprofit Performance**

1:15pm - 2:45pm Hyatt Regency: Bowie C

Tweet this session: #AOM2011 916

Discussant: **Jeryl Mumpower**, Texas A&M U.

📖 **PNP**: Optimization of Warning Decisions to Increase Security in a Public Place | **Navid Ghaffarzadegan**, State U. of New York, Albany

📖 **PNP**: The Relationship Between Governance and Performance in Nonprofits: A Quantitative Analysis | **Rebecca Tekula**, Pace U.

📖 **PNP**: The Impact of Institutional Pressures on Performance Management Systems in Higher Education | **Adelien Decramer**, U. College Ghent; **Carine Smolders**, U. College Ghent; **Johan Christiaens**, U. of Ghent; **Alex Vanderstraeten**, U. College Ghent; **Sebastian Desmidt**, U. College Ghent

🗣️ **PNP**: Cultural Policy and Management in Rio de Janeiro, Brazil: Between New Opportunities and Old Problems | **Janaina Machado Simões**, UFRRJ and EBAPE/FGV; **Leonardo Vasconcelos Cavalier Darbilly**, Getulio Vargas Foundation-EBAPE; **Vanessa Brulon Soares**, Getulio Vargas Foundation-EBAPE

917 : (Paper Session) - (DISC) **CEO and Corporate Governance**

1:15pm - 2:45pm Hyatt Regency: Frio

Tweet this session: #AOM2011 917

Discussant: **Andrew von Nordenflycht**, Simon Fraser U.

📖 **OMT**: CEO Duality and Firm Performance: The Moderating Roles of CEO Informal Power and Board Involvements | **Hao-Chieh Lin**, National Cheng Kung U.; **C.B. Wijethunga**, National Cheng Kung U.

📖 **OMT**: What moderates Performance Feedback Effect on R&D Investment? | **Sunghee Park**, Yonsei U.; **Kyung Min Park**, Yonsei U.

➔ 📖 **OMT**: The Influence of the Supervisory Board Diversity on CEO Compensation in Publicly Traded Dutch Firms | **Dean A. Hennessy**, Tilburg U.

🗣️ **OMT**: Demise of Diversification for Emerging Economy Business Groups? | **Apalak Khatua**, IIM Calcutta

MONDAY

918 : (Paper Session) - (DISC) Identity and Behavior

1:15pm - 2:45pm Hyatt Regency: Live Oak

Tweet this session: [#AOM2011 918](#)

Discussant: **Ramon J. Aldag**, U. of Wisconsin, Madison

📖 **MOC:** Sustaining and Enhancing Internal Legitimacy of Alternate Identity in Dual-identity Organizations | **Prarthan B. Desai**, Indian Institute of Management, Calcutta

📖 **MOC:** Family Ownership: 'Governor' of the Hybrid Organization's Identity | **Rosamond Perkins Tompkins**, George Washington U.; **Andrea Casey**, George Washington U.; **David A. Whetten**, Brigham Young U.; **Pramodita Sharma**, Concordia U.

🗣️ **MOC:** The Influence of Individual Difference on the Continent Use of Knowledge in Decision Making | **Chien Sheng Richard Chan**, Peking U.; **H. Dennis Park**, U. of Missouri, Kansas City

📖 **MOC:** The Future Comes Soon Enough: Future Orientation and Regulatory Focus Predicting Extra-Role Behavior | **Maria Strobel**, TUM School of Management; **Andranik Tumasjan**, Technical U. of Munich; **Matthias Spoerle**, U. of Applied Management

919 : (Paper Session) - (DISC) Human Capital and Opportunity

1:15pm - 2:45pm Hyatt Regency: Llano

Tweet this session: [#AOM2011 919](#)

Discussant: **Sandra Schillo**, Christian-Albrechts-U. of Kiel

📖 **ENT:** Two Sides of the Same Coin: Human Capital as Advantage and Dependence in Entrepreneurial Firms | **Reed Nelson**, Southern Illinois U.; **Erin P. Smith**, North Carolina State U.; **Ted Baker**, North Carolina State U.

📖 **ENT:** Success through the Right Opportunity Recognition Process: A Test of Black Entrepreneurs | **Robert P Singh**, Morgan State U.; **SherRhonda Gibbs**, U. of Southern Mississippi

➔ **ENT:** Entrepreneurial Teams, Optimal Team Size, and Founder Exits | **Mili Shrivastava**, Max Planck Institute; **Jagannadha Pawan Tamvada**, Aston Business School

920 : (Paper Session) - (DISC) Healthcare Technology and Quality

1:15pm - 2:45pm Hyatt Regency: Maverick A

Tweet this session: [#AOM2011 920](#)

Discussants: **Timothy Hoff**, State U. of New York, Albany; **Grant T. Savage**, U. of Alabama, Birmingham

➔ **HCM:** Making the Right Decision for New Technologies – Insights on Criteria and Preferences in Hospitals | **Sebastian Gurtner**, Technische U. Dresden; **Oliver Uecke**, Technische U. Dresden; **Michael Schefczyk**, Technische U. Dresden

HCM: Characteristics of Hospitals with Chief Medical Information Officers (CMIOs) | **Jim Byrd**, U. of Alabama, Birmingham; **Darrell E. Burke**, U. of Alabama, Birmingham

HCM: Intermediate and Transitional Forms of Care in Italian LHAs: What Drives Choices of Adoption? | **Stefano Tasselli**, Judge Business School; **Amelia Compagni**, Bocconi U.; **Fabrizio Tediosi**, Bocconi U.

📖 **HCM:** Competence and Connections: Human Capital and Relational Coordination Influences on Outcomes | **Alankrita Pandey**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington

921 : (Paper Session) - (DISC) Research Methods: Models and Analyses

1:15pm - 2:45pm Hyatt Regency: Maverick B

Tweet this session: [#AOM2011 921](#)

Discussant: **Seth Spain**, U. of Nebraska

📖 **RM:** Identifying the Order of an ARMA Process for Level-1 Errors in Latent Growth Modeling | **Cheng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

📖 **RM:** Understanding Sexual Harassment using Formative Indicator Models: Bridging Theory and Measurement | **Bradley Brummel**, U. of Tulsa; **Christopher D. Nye**, U. of Illinois, Urbana-Champaign; **Fritz Drasgow**, U. of Illinois, Urbana-Champaign

📖 **RM:** Using Q-Analysis to Simultaneously Study Network Structure and Flows | **Martin Bliemel**, U. of New South Wales; **Ian P. McCarthy**, Simon Fraser U.; **Elicia Maine**, Simon Fraser U.

922 : (Paper Session) - (DISC) Learning from Foreign Technologies

1:15pm - 2:45pm Hyatt Regency: Navarro

Tweet this session: [#AOM2011 922](#)

Discussant: **Anne Parmigiani**, U. of Oregon

TIM: Exploring the Antecedents of the Pace of Learning from In-Licensed Technology in Emerging Countries | **Yuandi Wang**, U. Hasselt; **Wim Vanhaverbeke**, Hasselt U.; **Nadine Roijakkers**, Hasselt U.; **Jun Jin**, Zhejiang U.

IM: Learning-By-Licensing: A Source of Competitive Advantage for Firms in Developing Countries | **Yuandi Wang**, U. Hasselt; **Nadine Roijakkers**, Hasselt U.

➔ **IM:** Importers' Choice? Substitution and Complementarity Effects for Indigenous Innovation Capabilities | **Marshall Shibing Jiang**, Brock U.; **Oana Branzei**, U. of Western Ontario

923 : (Paper Session) - (DISC) Intraorganizational Knowledge Sharing

1:15pm - 2:45pm Hyatt Regency: Nueces

Tweet this session: [#AOM2011 923](#)

Discussant: **Kira Fabrizio**, Duke U.

➔ **BPS:** Service Modularization, Knowledge Codification and Performance: Implications in Chinese PSFs | **Jiang Wei**, Zhejiang U.; **Yang Liu**, Zhejiang U.; **Jiangqi Zhao**, Zhejiang U.

🗣️ **TIM:** Knowledge Exchange in Intra-Organizational Innovation Communities: Cognition and Affect | **Bastian Bansemir**, U. of Erlangen, Nuremberg; **Anne-Katrin Neyer**, U. of Erlangen, Nuremberg; **Kathrin M Moeslein**, U. of Erlangen, Nuremberg

➔ **IM:** Knowledge Flows and Foreign Subsidiary Performance: The Moderating Role of Market Diversity Change | **Qin Yang**, Robert Morris U.; **Yang Yang**, U. of Pennsylvania; **Klaus Meyer**, U. of Bath; **Ram Mudambi**, Temple U.

TIM: Knowledge Management in a Multinational Context: Aligning Nature of Knowledge and Technology | **Dino Ruta**, Bocconi U.; **Ubaldo Macchitella**, Bocconi U.

924 : (Paper Session) - (DISC) Drivers for Alliances and Firm Performance

1:15pm - 2:45pm Hyatt Regency: Segin

Tweet this session: #AOM2011 924

Discussant: **Joanne Oxley**, U. of Toronto

→ **BPS**: Alliance Management Capability and Firm Performance: Looking Inside the Process Black Box | **Olli-Pekka Kauppila**, Aalto U.

🗨️ **BPS**: Comparing Theoretical Explanations of Interorganizational Cooperation: A Meta-Analysis | **Johannes M. Drees**, VU U. Amsterdam

📄 **BPS**: Economic and Social Drivers for Strategic Alliances | **Yu-Kai Wang**, Florida International U.; **Chris Changwha Chung**, Korea U.

925 📄: (Paper Session) - (ENT) Entrepreneurial Capabilities: How to Get Them and Why They Matter

1:15pm - 2:45pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 925

Chair: **Tammi Redd**, U. of Texas Pan American

🗨️ Antecedents to Dynamic Managerial

Capabilities: Cognition & Corporate Entrepreneurial Action | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Heidi M. Neck**, Babson College; **Tracy Marie Laverty**, Lally School of Management & Technology

📄 Understanding the Development of Substantive and Dynamic Capabilities in New Ventures | **Robin De Cock**, U. of Ghent; **Bart Clarysse**, U. of Ghent

📄 How Dynamic Capabilities Can Help New Technology-Based Firms to Cope with the Global Crisis? | **Anita Quas**, Politecnico di Milano; **Massimo Gaetano Colombo**, Politecnico di Milano; **Cristina Rossi-Lamastra**, Politecnico di Milano; **Evila Piva**, Politecnico di Milano

SMEs' Access to Market Information: The Effect of CEOs' Social Capital and Personality Traits | **Barthelemy Chollet**, Grenoble Ecole de Management; **Mickael Geraudel**, GSCM, Montpellier Business School; **Caroline Mothe**, U. de Savoie - IREGE

926 📄: (Paper Session) - (ENT) Founders and New Venture Performance

1:15pm - 2:45pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 926

Chair: **Aparna Katre**, Weatherhead School of Management

📄 Innovation in Founder and Family Firms: Entrepreneurial versus Nurturer Identities of Owners | **Joern Hendrich Block**, Erasmus U. Rotterdam; **Peter Jaskiewicz**, U. of Alberta; **Danny Miller**, HEC Montreal; **Frank Spiegel**, Technical U. München

Brotherly Love or Sibling Rivalry: Genealogical Ventures from Common Organizational Parents | **Michael Deane Howard**, U. of Washington; **Arvin Sahaym**, Washington State U.; **Sandip Basu**, California State U. East Bay

🗨️ The Effects of Founder's Cultural Capital on New Venture Performance in Different Economies | **Malgorzata A. Wdowiak**, U. of Klagenfurt; **Erich J. Schwarz**, U. of Klagenfurt; **Robert J. Breitenacker**, U. of Klagenfurt; **Richard W. Wright**, U. of Klagenfurt

🗨️ Determinants of Performance: The Roles of Metacognition and Entrepreneurial Orientation | **Ananda Mukherji**, Texas A&M International U.; **Jyotsna Mukherji**, Texas

A&M International U.; **Pedro S. Hurtado**, Texas A&M International U.

927 📄: (Paper Session) - (ENT) Intention and Orientation in Entrepreneurship Research: New Research Directions

1:15pm - 2:45pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 927

Chair: **Katharina Hoelzle**, Berlin Institute of Technology

🗨️ Cross-functional Co-opetition and its Drivers: What does really affect Entrepreneurial Orientation? | **Christoph Chomik**, RWTH Aachen U.

🗨️ A Brief History of Entrepreneurial Orientation Measure Development: Stages, Factors, and Theory | **Sherylynn Roberts**, U. of Texas, Arlington

→ **The Effects of Danger on Entrepreneurial Intentions: Mediating Roles of Resilience and Self-Efficacy** | **Amanda Bullough**, Thunderbird; **Maija Renko**, U. of Illinois, Chicago; **Tamara Mochelle Myatt**, American U. of Afghanistan

📄 Toward a Configurations Approach to Entrepreneurial Orientation | **Aaron Francis McKenny**, Texas Tech U.

928 📄: (DRP Session) - (ENT) Entrepreneurship in the Social Context: Is it Really Different?

1:15pm - 2:45pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 928

Facilitator: **Mujtaba Ahsan**, Pittsburg State U.

🗨️ Configurations of National Formal and Informal Institutions Predicting Social Entrepreneurship | **Ute Stephan**, U. of Sheffield; **Lorraine M. Uhlaner**, EDHEC Business School

📄 Mission Accomplished? Exploring How Social Entrepreneurs Define Success | **Anica Zeyen**, Leuphana U. Lueneburg; **Markus Beckmann**, Leuphana U. Lueneburg

Organizational Responses to the Social Entrepreneurship Challenge | **Matthew Grimes**, Vanderbilt U.

→ **Design-Driven Social Ventures: An Alternative To The Community-Led Approach** | **Zev Lowe**, ESADE Business School; **Jonathan D. Wareham**, ESADE

929 📄: (DRP Session) - (ENT) The Role of Intentions and Orientation in Entrepreneurial Decision Making.

1:15pm - 2:45pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 929

Facilitator: **Heiko Bergmann**, U. of Hohenheim

📄 Resource Knowledge, Organizational Slack, and Entrepreneurial Orientation | **Brian S. Anderson**, Richard Ivey School of Business; **Jeffrey G. Covin**, Indiana U.

📄 Endings and Visions of New Beginnings: Does Being Laid Off Increase Entrepreneurial Intent? | **Matthew S. Wood**, U. of North Carolina, Wilmington; **Craig Lee Engstrom**, Elmhurst College; **William McKinley**, SIU Carbondale

→ **Entrepreneurial Orientation and Firm Growth Among Japanese SMEs** | **Yoshihiro Eshima**, Osaka U. of Economics; **Brian S. Anderson**, Richard Ivey School of Business

📄 Empirical Research on Entrepreneurial Orientation: A Comprehensive Qualitative Assessment | **William John Wales**, James Madison U.; **Vishal K. Gupta**, State U. of New York, Binghamton; **Fariss T Mousa**, James Madison U.

Does Money Make the Entrepreneurial World Go Round? | **Ana Venancio**, ISEG - Economic and Business School and Carnegie Mellon U.; **Francisco Lima**, Instituto Superior Tecnico

930 📄SHCS: (GDO) **Black Faces in White Places: Redefining the Black Experience in Organizations & Management**

1:15pm - 2:45pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 930

Organizer: **Jeffrey A. Robinson**, Rutgers U.

Chair: **Jeffrey A. Robinson**, Rutgers U.

Panelists: **C Douglas Johnson**, Georgia Gwinnett College; **Atira Cherise Charles**, Florida State U.; **Erika Verniece Richardson**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.; **Rochelle Parks-Yancy**, Texas Southern U.; **Sammie L Robinson**, Texas Southern U.; **Laquita C Blockson**, College of Charleston

Participants: **Darius Morse**, Georgia Gwinnett College; **DeMarcus A. Pegues**, U. of Tennessee, Chattanooga

931 : (DRP Session) - (GDO) **International Women and Work Place Experiences**

1:15pm - 2:45pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 931

Facilitator: **Regine Bendl**, WU Vienna

👉📄A Multi-Level Perspective on Workplace Experiences of Women in Pakistan | **Faiza Ali**, U. of Kent

🗣️👉The Arab Female Manager | **Saleema Kauser**, U. of Manchester; **Hayfaa Tlaiss**, U. of New Brunswick

👉🗣️📄East Meets West: An Exploration of Masculinity and Femininity in the Philippines | **Julia Teahen**, Baker College; **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Silvia Ines Monserrat**, Unicen; **Arnel Onesimo O. Uy**, De La Salle U.; **Regina A. Greenwood**, Nova Southeastern U.; **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania; **Sergio Madero**, Tecnologico de Monterrey

👉🗣️👉Getting Hired in China: The Experiences of Ethnic Minorities | **Reza Hasmath**, U. of Melbourne

🗣️Entangled Between Tradition and Modernity: The Experiences of Bhutanese Working Women | **Kantha Ruby Dayaram**, Curtin U.; **David Pick**, Curtin U.

932 🗣️👉🗣️📄JS: (GDO, IM) **Different Yet Similar: Equal Opportunity, Diversity, and Cross-Cultural Competence Initiatives**

1:15pm - 2:45pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 932

Chair: **Marinus van Driel**, DEOMI PAFB

Discussant: **Sharon Glazer**, U. of Maryland

Perceptions of Diversity in the DoD | **Kizzy M. Parks**, K. Parks Consulting, Inc.; **Daniel McDonald**, Defense Equal Opportunity Management Institute; **Loring John Crepeau**, DEOMI PAFB
Multilevel Analysis of Socio-Demographic Ethnic Diversity and Climate For Service | **Koren Ichihara**, Illinois Institute of Technology; **Roya Ayman**, Illinois Institute of Technology
Building Cross-Cultural Competence in U.S. Soldiers: Current and Future Research Directions | **Jessica Gallus**, U.S. Army Research Institute; **Allison Abbe**, U.S. Army Research Institute for the Behavioral and Social Sciences

Cross-Cultural Training for the U.S. Military: Implications for Mission Readiness | **Claudia Brugman**, U. of Maryland Center for the Advanced Study of Language; **George Reinhart**, U. of Maryland Center for the Advanced Study of Language; **Sharon Glazer**, U. of Maryland; **Emily Feinberg**, U. of Maryland Center for the Advanced Study of Language; **Michelle Falk**, U. of Maryland Center for the Advanced Study of Language; **Shaina Castle**, U. of Maryland Center for the Advanced Study of Language

933 🗣️👉📄: (DRP Session) - (HCM) **Electronic Health Records and Technology**

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 933

Facilitator: **Timothy R. Huerta**, Texas Tech U.

📄Transcending Barriers to Ambulatory Electronic Health Record Use | **Ann Scheck McAlearney**, Ohio State U.; **Nina Kowalczyk**, Ohio State U.; **Paula H. Song**, Ohio State U.; **Julie Robbins**, Ohio State U.; **Deena Chisolm**, Ohio State U.

🗣️IT Use, Delegation, and Productivity: Evidence from Electronic Health Records | **Julia Adler-Milstein**, Harvard U.; **Robert S. Huckman**, Harvard U.

📄Patient Intention to Use a Personal Health Record: A Test of the Technology Acceptance Model | **Alice Noblin**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida; **Thomas T.T.H. Wan**, U. of Central Florida

📄Measurement Error in Performance Studies of Health IT: Lessons from the Management Literature | **Adam Seth Litwin**, Johns Hopkins U.; **Ariel C. Avgar**, U. of Illinois, Urbana-Champaign

👉📄The Impacts of Electronic Medical Records: the case of health providers in the Catalonia Region | **Greta Nasi**, Bocconi U.; **Maria Cucciniello**, Bocconi U.

934 📄: (Paper Session) - (HCM) **Organizational Change and Learning in Healthcare**

1:15pm - 2:45pm Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 934

Chair: **Christopher Johnson**, Texas A&M Health Science Center

🗣️📄Fostering Change within Organizational Participants of Multi-sectoral Health Care Alliances | **Larry R. Heard**, U. of Alabama, Birmingham; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Jessica Mittler**, Pennsylvania State U.

HCM Division Best Paper Award Nominee

📄Practice-Based Learning, Organizational Slack and Public Hospital Performance | **Antonio Vera**, German Police U.; **Torsten Oliver Salge**, Ruhr-U. Bochum

📄Organizational Structure and Change Processes in Long-Term Care: A Configuration Approach | **Jungyoon Kim**, Pennsylvania State U.

HCM Division Best Paper Based on a Dissertation Award Nominee

935 🗣️📄: (Paper Session) - (HR) **Sharing Knowledge about Knowledge Sharing**

1:15pm - 2:45pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 935

Chair: **Brian D. Blume**, U. of Michigan, Flint

MONDAY

- ➔📖 Self-interest and Knowledge Sharing Intentions: The Impacts of Leadership Climate and HR Practices | **Yuwen Liu**, National Tsing Hua U.; **Richard S DeFrank**, U. of Houston
- 📖 The Role of SHRM in Building the Micro-Foundations of Knowledge-Based Organizational Performance | **Nicolai Foss**, Copenhagen Business School; **Dana Minbaeva**, Copenhagen Business School
- 📖 How Relative Job Insecurity Affects the Relation Between Information Sharing and Employee Outcomes | **Bert Schreurs**, Maastricht U.; **Hetty Van Emmerik**, Maastricht U.; **Hannes Guenter**, Maastricht U.; **Boris F. Blumberg**, Maastricht U.; **Desirée Schumacher**, Maastricht U.; **Nele De Cuyper**, Katholieke U. Leuven
- ➔📖 Socio-Cultural Factors in M&A Knowledge Transfer: National Cultural Differences and Human Resources | **Riikka M Sarala**, U. of North Carolina, Greensboro

936 📖📖: (DRP Session) - (HR) **Overlooked Topics in Employee Selection Research**

1:15pm - 2:45pm Grand Hyatt: Mission A
 Tweet this session: #AOM2011 936
 Facilitator: **Ryan D. Zimmerman**, Texas A&M U.

- 📖📖 A Meta-Analysis of Relations Between Vocational Interests and Employee Performance and Turnover | **Chad H. Van Iddekinge**, Florida State U.; **Philip L. Roth**, Clemson U.; **Dan J. Putka**, Human Resources Research Organization; **Stephen E. Lanivich**, Florida State U.
- Toward Better Meta-Analytic Matrices: Input Values Affect Conclusions in HRM Simulations | **Philip L. Roth**, Clemson U.; **Fred Switzer**, Clemson U.; **Chad H. Van Iddekinge**, Florida State U.; **In-Sue Oh**, Virginia Commonwealth U.
- 📖📖 From Measure to Construct: An Investigation of the Nomological Network of Credit Scores | **Jeremy Bernerth**, Louisiana State U.; **Shannon G. Taylor**, Northern Illinois U.; **Harvell Jackson Walker**, Texas Tech U.
- 📖 Executive Attention as a Predictor of Employee Performance | **Frank A. Bosco**, U. of Memphis; **David G. Allen**, U. of Memphis
- 📖 What If My First Choice Turns Me Down? A Look at Smaller Applicant Pools | **Steve Scullen**, Drake U.

937 📖📖: (Paper Session) - (HR) **SHRM Foundation Dissertation Grant Recipients**

1:15pm - 2:45pm Grand Hyatt: Presidio B
 Tweet this session: #AOM2011 937
 Chair: **Suzanne S. Masterson**, U. of Cincinnati

- 📖 Multi-level Examination of Idiosyncratic Deals: Antecedents and Consequences | **Smriti Anand**, U. of Illinois, Chicago
- 📖 The Impact of Pay Secrecy on Performance: The Conditioning Effect of Performance Appraisal | **Elena Belogolovsky**, Technion Israel Institute of Technology
- 📖 A Trickle-Down Model of Psychological Contract Breach | **Grace Lemmon**, Georgia State U.
- 📖 Spillover of Organizational and Community Embeddedness: Does Social Support Hold the Key? | **Barjinder Singh**, U. of Houston, Victoria

938 📖📖 JS: (HR, OB) **A Closer Look at Core Self-Evaluations**

1:15pm - 2:45pm Grand Hyatt: Independence

- Tweet this session: #AOM2011 938
 Chairs: **Anne-Grit Albrecht**, Leuphana U. Lueneburg; **Juergen Deller**, Leuphana U.
- Do Core Self-Evaluations Widen the Gender Wage Gap? | **Charlice Hurst**, The U. of Western Ontario; **Beth Ann Livingston**, Cornell U.
 - Core Self-Evaluations: A Multilevel Perspective | **Austin Lee Nichols**, Euromed Management; **Timothy A. Judge**, U. of Notre Dame; **Ryan Lee Klinger**, U. of Florida
 - Is the Core-Self Evaluations Job Performance Relationship Spurious? | **Anne-Grit Albrecht**, Leuphana U. Lueneburg; **Deniz S Ones**, U. of Minnesota; **Stephan Dilchert**, Baruch College; **Frieder Michel Paulus**, Leuphana U. Lueneburg; **Juergen Deller**, Leuphana U.
 - How Core Self-Evaluations Promote the Presence of Calling in Careers | **Andreas Hirschi**, Leuphana U. Lueneburg
 - Core Self-Evaluation: Assessing and Improving Construct Clarity | **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Chu-Hsiang Chang**, Michigan State U.; **Meng Taing**, U. of South Florida; **Russell E. Johnson**, Michigan State U.

939 📖 JS: (HR, RM) **Conceptualizing and Operationalizing HR Practices and Systems**

1:15pm - 2:45pm Grand Hyatt: Bonham D
 Tweet this session: #AOM2011 939
 Organizers: **Jaap Paauwe**, Tilburg U. / Erasmus U.; **Patrick Wright**, Cornell U.; **Marc Van Veldhoven**, Tilburg U.; **Susanne Beijer**, Tilburg U.
 Chair: **Jaap Paauwe**, Tilburg U. / Erasmus U.
 Discussant: **David E Guest**, King's College London
 Panelists: **Patrick Wright**, Cornell U.; **Barry Gerhart**, U. of Wisconsin, Madison; **John E. Delery**, U. of Arkansas; **Clinton Chadwick**, U. of Kansas; **Wolfgang Mayrhofer**, WU Vienna

940 : (Paper Session) - (IM) **Cross Culturalism and Values in International Management**

1:15pm - 2:45pm San Antonio Convention Center: Room 207 B
 Tweet this session: #AOM2011 940
 Chair: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad

- ➔📖 Embedding Work Values into Globalization Theory | **Irina Cozma**, U. of Tennessee, Knoxville; **David J Woehr**, U. of North Carolina, Charlotte
- Going East? Psychic Distance Revisited | **Sanjay Bhowmick**, Auckland U. of Technology
- ➔📖 What Drives Cultural Variation in Deference to Authorities? Internalized goals or Injunctive Norms | **Krishna Savani**, Columbia Business School
- 📖 Organizational Culture Differences and the Transfer of Knowledge from Foreign Parents to their IJVs | **Chan S. Park**, U. of British Columbia; **Chol Lee**, Sogang U.

941 : (DRP Session) - (IM) **Issues in International Human Resource Management**

1:15pm - 2:45pm San Antonio Convention Center: Room 208
 Tweet this session: #AOM2011 941
 Chair: **Meiyu Fang**, National Central U.

- ➔📖 High Performance Work Systems in Foreign Affiliates of U.S. MNCs -- Are They Culturally Bounded? | **Bing Bai**, U. of Redlands; **John Lawler**, U. of Illinois



- 🗣️🌐 International Experience (Variety, Novelty and Host Contact) and Dynamic Cross-Cultural Competencies | **Ibraiz Tarique**, Pace U.
- 🗣️🌐 Relationships of Managers Derailment Potential and Competencies in US and Japan companies (WITHDRAWN) | **Yi Zhang**, Lingnan U.; **Anand N Chandrasekar**, Center for Creative Leadership and U. of Hawaii at Manoa
- 🗣️🌐 Career Motivation and Development of Self-Initiated Expatriates: A Self-Determination Perspective | **Yu-Ping Chen**, U. of Wisconsin, Milwaukee; **Yu-Shan Hsu**, U. of Wisconsin, Milwaukee
- 🗣️🌐 A Multi-level Model of Institutional Influences and Performance in Emerging Market | **Yi-Long Jaw**, National Taiwan U.; **Hsu-Wei Hsu**, National Taiwan U.; **Minder Hsieh**, National Taiwan U.

942 : (Paper Session) - (IM) Organizational Knowledge in International World

1:15pm - 2:45pm San Antonio Convention Center: Room 209

Tweet this session: **#AOM2011 942**

Chair: **Ryh-Song Yeh**, Yuan Ze U.

- 🗣️→ 🌐 Connections to Distant Knowledge: Expatriate Ties and the Developing World | **Daniel Z. Levin**, Rutgers U.; **Helena Barnard**, U. of Pretoria
- 🗣️🌐 Knowledge Acquisition, Geographic Scope, and Isolating Mechanisms | **Min-Young Kim**, U. of Illinois, Urbana-Champaign; **Glenn Hoetker**, Arizona State U.
- Factors Behind Knowledge-intensive Firms Cautious Expansion and their Impact on Speed of Performance | **Dina AbdelZaher**, Florida International U.
- 🗣️🌐 The International Coordination of Knowledge Generation: Knowledge Flow Patterns of Subsidiaries | **Feng Zhang**, St. Mary's U.

943 : (Paper Session) - (IM) Market Information and International Strategy Dynamics

1:15pm - 2:45pm San Antonio Convention Center: Room 210 A

Tweet this session: **#AOM2011 943**

Chair: **Monisha Das**, U. of Maryland Eastern Shore

- 🗣️→ 🗣️🌐 Effect of Spillovers on Foreign Versus Domestic Industry Leadership in a Developing Economy | **James Costantini**, INSEAD
- 🗣️🌐 Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment | **Jörg Zimmermann**, Max Planck Institute of Economics
- 🗣️🌐 The Impacts of Relational Bonds on Brand Relationship Quality and Brand Loyalty | **Chao-Chin Huang**, National Cheng Kung U.; **Shyh-Ming Huang**, Southern Taiwan U.; **Shyh-Rong Fang**, Hsiuping Institute of Technology
- 🗣️🌐 A Time-use Perspective on Entrepreneurial Initiatives in the Multinational Corporation | **Christopher Williams**, Richard Ivey School of Business; **Wendelien Van Eerde**, U. of Amsterdam

944 : (Paper Session) - (IM) Cross-Cultural and Comparative Studies of International Goals and Values

1:15pm - 2:45pm San Antonio Convention Center: Room 210 B

Tweet this session: **#AOM2011 944**

Chair: **Dail Fields**, Regent U.

- National Ethical Business Context and Employees' Organizational Commitment | **Miriam Muethel**, Otto Beisheim Graduate School of Management (WHU); **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater
- Work Goals in Regions of two Nations: Functional, Neo-Institutional and Critical Event Influences | **Mark F. Peterson**, Florida Atlantic U.; **Ad Van Iterson**, Maastricht U.
- 🗣️🌐 Viewing GLOBE through Intercultural Simulations: The Case of a Taiwanese-German Management Team. | **Jasmin Mahadevan**, Pforzheim U.
- 🗣️🌐 The Business Values Dimensions: A Measure of Workforce Values | **David A. Ralston**, U. of Oklahoma; **Craig J Russell**, Price College Of Business; **Carolyn P. Egri**, Simon Fraser U.

945 🗣️🌐 SHCS: (MC, ODC) Zen and the Art of Organizational Maintenance: Innovation in Social Profit Firms

1:15pm - 2:45pm Grand Hyatt: Bowie B

Tweet this session: **#AOM2011 945**

Organizer: **Gina Hinrichs**, Capella U.

Chair: **Jacqueline M. Stavros**, Lawrence Technological U.

Participants: **Jane Seiling**, Lawrence Technological U.; **Cheryl B. Richardson**, Benedictine U.; **Dalitso Samson Sulamoyo**, Illinois Association of Community Action Agencies

946 🗣️🌐→ 🗣️🌐: (Paper Session) - (MED) Institutional Issues in Management Education

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15

Tweet this session: **#AOM2011 946**

Chair: **Charles Roy Fenner**, State U. of New York, Canton

- 🗣️🌐 Management Education: A Call for a New Dialogue | **Eirik Johannes Irgens**, Nord-Trondelag U. College
- 🗣️🌐 The Development of Managerial Skills in MBA Programs: A Reconsideration of Learning Goals | **Otmar E Varela**, U. of Arkansas at Little Rock; **Michael J. Burke**, Tulane U.; **Norbert Michel**, Nicholls State U.
- 🗣️🌐 The Impact of Accreditation: A Multiple Case Study of Canadian University Business Schools | **Catherine Jane Elliott**, U. of Ottawa
- 🗣️🌐 The Impact of Strategic Alliances on Ranking of Business Schools | **Rania Ijhaish-Nasraoui**, HEC Montreal; **Ulrich Wassmer**, Concordia U.; **Louis Hebert**, HEC Montreal

947 🗣️🌐→ 🗣️🌐: (Paper Session) - (MED) Multicultural and Experiential Learning Perspectives in Management Education and Development

1:15pm - 2:45pm Marriott Rivercenter: Salon C

Tweet this session: **#AOM2011 947**

Chair: **Luke Novelli**, Leadership Development Resources Global

- Developing Cross-cultural Managerial Skills through Experiential Learning | **Joao Neiva De Figueiredo**, Saint Joseph's U.; **Alfredo J Mauri**, Saint Joseph's U.
- 🗣️🌐→ 🗣️🌐 An Eastern Critique of Kolb's Experiential Learning Theory | **Mai P. Trinh**, Case Western Reserve U.
- 🗣️🌐 Dramaturgical Teaching: A Primer and Test of Student Impact | **John E Barbuto Jr**, U. of Nebraska, Lincoln

948 → 🗄️: (DRP Session) - (MH) **Historic Explorations of Paradigms, Positions, Industries, Organizational Forms, and Cultures**

1:15pm - 2:45pm Marriott Riverwalk: Bowie

Tweet this session: #AOM2011 948

This management history session examines the selected management topics across radically different cultures, periods, and paradigms.

Chair: **Jacob Dahl Rendtorff**, Roskilde U.

Discussant: **Shawn M. Carraher**, Minot State U.

→ 🗄️ Nineteenth Century Domestic Accounting in British India: The East/West Divide | **Andrew Read**, U. of Canberra; **Frances Myfanwy Miley**, U. of New South Wales

The Journey of the Muddled Middle: A Literature Review on the Roots of Middle Management | **Sergio JJanczak**, ICN Business School; **Frank Bares**, ICN Business School; **Sergio Janczak**, U. of Western Ontario

→ 🗄️ Historical Positioning of Scientific Management: The Case of Russia | **Mikhail V. Grachev**, Western Illinois U.; **Boris Rakitsky**, Academy of Public Policy

→ 🗄️ The History of the Pan-Pacific Coal Trade: 1962-2010 | **Bradley Bowden**, Griffith U.; **Andrea Insch**, U. of Otago

🗄️ Informal Networks and Quiet Change: The Diffusion of the Limited Liability Company | **David Cohen**, U. of Massachusetts, Amherst; **Sudhir Nair**, U. of Massachusetts, Amherst

949 🗄️: (Paper Session) - (MOC) **Emotions at Work**

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 949

Chair: **Gabriele Lakomski**, U. of Melbourne

🗄️ Emotion and The Escalation of Commitment: An Appraisal-Tendency Framework | **Carmen Kaman Ng**, Hong Kong U. of Science and Technology

→ 🗄️ Tempered Anger or Angry Temper? Anger Intensity, Perceiver Attribution and Outcomes | **David Chee-mun Cheng**, U. of New South Wales; **Lu Wang**, U. of New South Wales

🗄️ Perceiving Criers at Work: A Framework of Behavioral Scripts in Stressful Work Situations | **Kimberly D. Elsbach**, U. of California, Davis; **Beth Bechky**, U. of California, Davis; **Annalisa Schaub**, Apple Corporation

The Role of Regret in Institutional Persistence and Change | **Gavin M. Schwarz**, U. of New South Wales; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

950 🗄️: (DRP Session) - (MOC) **Individual Identity and Organizational Identification**

1:15pm - 2:45pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 950

Facilitator: **Johanna Jaskari**, Aalto U.

→ 🗄️ Enacting Occupational Identity through Sociomaterial Practices: The Case of Service Designers | **Ileana Stigliani**, Imperial College Business School; **Anne-Laure Fayard**, Polytechnic Institute of New York U.

Loyal after the End: The Endurance of Organizational Identification | **Ian J. Walsh**, U. College Dublin

The Impact of Identity Threats and Emotional Capability Following an Acquisition. | **Steve Stewart**, Florida Atlantic U.; **Kimberly M Ellis**, Florida Atlantic U.

951 🗄️: (Paper Session) - (OB) **Organizational and Individual Process that Affect Creativity & Innovation**

1:15pm - 2:45pm Grand Hyatt: Bowie A

Tweet this session: #AOM2011 951

Chair: **Aimee L. Hamilton**, Pennsylvania State U.

Routinization, Free Cognitive Resources, and Creativity | **Heesun Chae**, Seoul National U.; **Oh Soo Park**, Seoul National U.; **Dongwon Choi**, Seoul National U.

🗄️ Putting Work off Pays off: Explaining How Procrastination Fosters Creativity | **Jihae Shin**, U. of Pennsylvania

🗄️ A Linear Chaos Model of the Innovation Process | **Kathrin Rosing**, Leuphana U. Lueneburg; **Ronald Bledow**, U. of Ghent; **Michael Frese**, National U. of Singapore; **Johanna Johnson**, The Pennsylvania State U.; **Nataliya Baytalskaya**, Pennsylvania State U.; **James L. Farr**, Pennsylvania State U.

🗄️ Scaling Individual Creativity to Organizational Innovation | **Robert Litchfield**, Washington and Jefferson College; **Cameron Ford**, U. of Central Florida; **Richard John Gentry**, U. of Mississippi

952 🗄️: (Paper Session) - (OB) **When Justice, Promotion Focus and Affect Meet: Positive Outcomes of Leadership**

1:15pm - 2:45pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 952

Chair: **Bret H. Bradley**, U. of Oklahoma - Norman

🗄️ Transformational Leadership and Multiple Commitments: Does Span of Control Matter? | **Lale Gumusluoglu**, Bilkent U.; **Zahide Karakitapoglu**, Bilkent U.; **Giles Hirst**, Monash U.

🗄️ Vision Content and Leader Emotion in Vision Communication: A Moderated Mediation Model | **Merlijn Venus**, Erasmus U. Rotterdam; **Daan Stam**, Erasmus U. Rotterdam

🗄️ Leadership and Networking Behavior by Direct Reports | **Marc H Anderson**, Iowa State U.; **Peter Sun**, U. of Waikato

🗄️ Transformational Leaders as "Embedders": The Role of Follower Positive Affect and Collective Self | **Marion B Eberly**, U. of Washington; **Dustin James Bluhm**, U. of Washington

953 🗄️: (DRP Session) - (OB) **Understanding Trust in Organizations: Considerations Within and Between Individuals**

1:15pm - 2:45pm Grand Hyatt: Crockett B

Tweet this session: #AOM2011 953

Facilitator: **C. Ashley Fulmer**, U. of Maryland, College Park

A Cross-Level Investigation of the Trust-Creativity Relationship | **Samuel Aryee**, Aston U.; **Fred O. Walumbwa**, Arizona State U.; **Chris WL Chu**, Stockholm School of Economics; **Zhiqiang Liu**, Huazhong U. of Science & Technology

The Waxing and Waning of Trust: The Dynamic Role of Ability in the Development of Trusting Behavior | **Marcus Armin Drescher**, Technical U. Munich; **Isabell Melanie Welpe**, Technical U. Munich; **Audrey Korsgaard**, U. of South Carolina; **Arnold Picot**, Ludwig Maximilians U.; **Matthias Spoerle**, U. of

Applied Management; **Rolf T Wigand**, U. of Arkansas at Little Rock

- 📄 Individual Differences in Trust Development: An Empirical Investigation | **Hyung-Woo Lee**, U. of Southern California; **Peter J. Robertson**, U. of Southern California; **Robert C. Myrtle**, U. of Southern California
- 📄 An Asymmetric Model of Trust Transference | **Jiunwen Wang**, Northwestern U.
- 📄 Cross-Level Modeling of Values, Conflict, and Trust | **Ju-Li Ng**, U. of Queensland; **Oluremi B. Ayoko**, U. of Queensland; **Temesgen Kifle**, U. of Queensland

954 📄: (DRP Session) - (OB) **Using Multiple Methods to Investigate Outcomes of Shared Learning and Knowledge Acquisition**

1:15pm - 2:45pm Grand Hyatt: Crockett C
 Tweet this session: #AOM2011 954

Facilitator: **Aimee A. Kane**, Duquesne U.

- 📄 Transformational and Self Leadership in Knowledge Work: Mediating and Moderating Effects | **Alexander Madsen Sandvik**, Norwegian School of Economics and Business Administration; **Øyvind Martinsen**, Norwegian School of Management
- 📄 Managing Knowledge-Intensive Work: A Trust Based Model | **Sebastiano Massaro**, UCL; **Simcha Jong**, U. College London

Most Innovative Student Paper sponsored by Sage Publications (a student must be the sole or first-author and must have taken the lead role on the project)

- 📄 Why Do I Share Knowledge with My Group Members? Roles of Leadership and the Mediating Mechanisms | **Chi-Wei Liu**, HongKuang U.; **Pei-Wen Huang**, Cheng Shiu U.
- ➔ 📄 To Share or Hoard: Knowledge-based Psychological Ownership, Territoriality and Knowledge-hoarding | **He Peng**, Fudan U.
- 📄 Preventing Knowledge Loss When Employees Expect to Leave | **Daniela Noethen**, ESADE Business School

955 📄: (DRP Session) - (OB) **How Abusive Leadership Influences Follower Abuse, Voice, Deviance and Compliance**

1:15pm - 2:45pm Grand Hyatt: Crockett D
 Tweet this session: #AOM2011 955

Facilitator: **Alan D. Boss**, U. of Washington, Bothell

- 📄 Abusive Supervision, Power Distance, and Deviance: A Social Learning Theory Perspective | **Huiwen Lian**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo
- 📄 Abusive Supervision and Supervisor-Directed Deviance: A Self-Regulation Theory Perspective | **Lindie Hanyu Liang**, U. of Waterloo; **Huiwen Lian**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo
- 📄 Should I or Should I Not?: Strategic Followership in the Context of Ineffectual Leadership | **David B. Zoogah**, Morgan State U.

A Dual Motivational Perspective on The Antecedents and Outcomes of Abusive Supervision | **Serene Ng**, Australian National U.; **Hataya Sibunruang**, The Australian National U.; **Zhen-Xiong Chen**, Australian National U.

956 📄: (Paper Session) - (OB) **Understanding Customer Service: Organizational Climate and Attachment**

1:15pm - 2:45pm Grand Hyatt: Lone Star E
 Tweet this session: #AOM2011 956

Chair: **Joel M. Evans**, Sungkyunkwan U.

- 📄 The "Difficult Customer": Service Employees' Conceptualizations and Reactions | **Iddo Gal**, U. of Haifa; **Dana Yagil**, U. of Haifa; **Gil Luria**, Haifa U.
 - 📄 When Does a Service Climate Improve Supervisors' Service-Oriented Behaviors? | **Chak Fu Lam**, U. of Michigan, Ann Arbor; **David Mayer**, U. of Michigan
 - 📄 Organizational Identification, Customer Orientation and Service Performance | **Hongwei He**, U. of Warwick; **Weiyue Wang**, U. of Salford; **Lloyd Harris**, U. of Warwick
 - 📄 Employee Satisfaction, Responsiveness, and Customer Satisfaction: Linkages and Boundary Conditions | **Alicia A. Grandey**, Pennsylvania State U.; **Lori Goldberg**, Personnel Decisions International; **S. Douglas Pugh**, Virginia Commonwealth U.
- Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee**

957 📄: (Paper Session) - (OB) **Investigating Ethics, Motivation and Performance with Multi-level Analyses of Organizational Climate**

1:15pm - 2:45pm Grand Hyatt: Republic A
 Tweet this session: #AOM2011 957

Chair: **Josh Dasplit**, U. of North Texas

- 📄 A Meta-Analytic Investigation of the Higher-Order Dimensions of Psychological Climate | **Justin K Benzer**, VA Boston Healthcare System; **Margaret Tutt Horner**, Texas A&M U.
- 📄 Fairness at the Collective Level: A Meta-Analytic Examination of Organizational Justice Climate | **Daniel Whitman**, Louisiana State U.; **Suzette Caleo**, New York U.; **Nichelle C. Carpenter**, Texas A&M U.; **Margaret Tutt Horner**, Texas A&M U.
- 📄 Organizational Ethical Climate and Employee Silence: A Cross-Level Analysis (WITHDRAWN) | **Yau-De Wang**, National Chiao Tung U.; **Hui-Hsien Hsieh**, National Chiao Tung U.
- 📄 Organizational Climates for Task Direction and Relational Support: A Contingency-Based Framework | **Justin K Benzer**, VA Boston Healthcare System; **Gary J. Young**, Northeastern U.; **Martin P. Charns**, U.S. Department of Veterans Affairs; **David C. Mohr**, VA Boston Healthcare System

958 📄: (Paper Session) - (OB) **Multi-Level Perspectives on Transformational Leadership and Individual and Team Outcomes**

1:15pm - 2:45pm Grand Hyatt: Republic B
 Tweet this session: #AOM2011 958

Chair: **Benjamin M. Galvin**, U. of Washington, Bothell

- 📄 The Effect of Consideration of Future Consequences on Transformational Leadership | **Wenhui Zhang**, Zhongnan U. of Economics and Law; **Hui Wang**, Peking U.; **Craig L. Pearce**, Institute for Innovative Leadership
- 📄 A Multilevel Model of Transformational Leadership in Academic Teams | **Susanne Braun**, Ludwig Maximilians U.;

- Claudia Verena Peus**, Ludwig Maximilians U.; **Silke Weisweiler**, Ludwig Maximilians U.; **Dieter Frey**, Ludwig Maximilians U.
- 📄 The Importance of a Homogeneous Transformational Leadership Climate for Organizational Performance | **Simon B. De Jong**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen
- 📄 Leader Values, Style and Behavior in Meetings: Triangulated Evidence of Effective Leadership | **Marcella A.M.G. Hoogeboom**, U. of Twente; **Celeste P. M. Wilderom**, U. of Twente; **Joke Nijhuis**, U. of Twente; **Peter van den Berg**, Tilburg U.

959 📄: (Paper Session) - (OB) **Affect and Relationships: Social and Individual Differences of Workplace Incivilities**

1:15pm - 2:45pm Grand Hyatt: Republic C

Tweet this session: #AOM2011 959

Chair: **Aleksandra Luksyte**, U. of Houston

- 📄 Self-Love's Lost Labor: Narcissism Exacerbates Incivility's Effects on Engagement and Performance | **Yuan Yi Chen**, Hong Kong Baptist U.; **Lance Ferris**, Pennsylvania State U.; **Ho Kwong Kwan**, Drexel U.
- 🗣️ Family Incivility and Job Performance: A Moderated Mediation Model | **Sandy Lim**, National U. of Singapore; **Kenneth Tai**, National U. of Singapore
- 📄 The Excluded Target of Envy: A Multicultural Analysis of Worker Behavior, Health and Attitudes | **Kristin L. Scott**, Clemson U.; **Stefan Tams**, Clemson U.; **Michaëla C. Schippers**, RSM Erasmus U.
- 📄 A Grounded Theory Investigation of the Definition and Dimensions of Difficult Workplace Colleagues | **Cynthia Kay Stevens**, U. of Maryland; **Deborah Searcy**, U. of Maryland, College Park

960 📄: (Paper Session) - (OB) **Making Sense of Context Through Affective, Cognitive, and Social Processes**

1:15pm - 2:45pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 960

Chair: **Ivona Hideg**, U. of Toronto

- 🗣️ Affective Sensegiving in Start-up Organizations: Dimensions, Boundary Conditions, and Consequences | **Christoph Zott**, IESE Business School; **Quy Nguyen Huy**, INSEAD
- 📄 Manipulating Implicit Theories by Inducing Affect | **Elliott Kruse**, U. of California, Riverside; **Thomas Sy**, U. of California, Riverside
- 🗣️ Cognitive Reappraisal and Newcomer Performance: Roles of Social Adjustment and Psychological Safety | **Sushil Shyam Nifadkar**, U. of Calgary
- 📄 Work Loneliness and Employee Performance | **Hakan Ozcelik**, California State U. Sacramento; **Sigal Barsade**, U. of Pennsylvania

961 📄: (Paper Session) - (OB) **Consequences of Political and Social Sexual Behavior at Work**

1:15pm - 2:45pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 961

Chair: **William James Fear**, Cardiff U.

- 📄 Reducing Affective Job Insecurity: How Can I Impress You? | **Guo-hua Huang**, Hong Kong Baptist U.; **Xiongying Niu**, Chinese U. of International Economics and Business; **Helen Hailin Zhao**, Hong Kong Polytechnic U.; **Kai Song**, Chinese U.

of International Economics and Business; **Cynthia Lee**, Northeastern U.

- 📄 The Buffering Effects of Positively Experienced Social Sexual Behavior at Work | **Jane O'Reilly**, U. of British Columbia; **Leah Dawn Sheppard**, U. of British Columbia; **Marius van Dijke**, Erasmus U. Rotterdam
- 📄 Politics in Perspectives(s): Re-Energizing Research on Organizational Politics | **Douglas A Lepisto**, Boston College; **Michael G. Pratt**, Boston College
- 📄 The Effects of Managing Multiple Impressions on Employee Social Anxiety and Job Performance | **Anthony Klotz**, U. of Oklahoma - Norman; **Mark C. Bolino**, U. of Oklahoma

962 🗣️ JS: (OB, HR, RM) **Challenging the Positive View of P-O Fit within the ASA Model**

1:15pm - 2:45pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 962

- Organizers: **Levi R. G. Nieminen**, Denison Consulting; **Amy Sund**, Wayne State U.; **Anne C Bal**, Wayne State U.
- Discussant: **Jeffrey R. Edwards**, U. of North Carolina
- When Differences Attract: Exploring the Role of Organizational Support under Complementary P-O Fit | **Marina N Astakhova**, Kent State U.; **Mary Hogue**, Kent State U.
- Employment Discrimination: P-O Fit and P-J Fit as Rationalizations for Acting out on Prejudice | **Chetan Joshi**, Indian Institute of Management, Calcutta; **Joerg Dietz**, U. of Lausanne
- Missing Links: Socio-Economic Class and Person-Organization Fit in Organization Studies | **Daphne Perkins Berry**, U. of Massachusetts, Amherst; **Tiffany Galvin Green**, Flagler College
- Assessing the Impact of Leader-Culture Fit on Managerial Effectiveness | **Lindsey M Kotrba**, Denison Consulting; **Gary Burns**, Wright State U.; **Ryan Smerek**, Northwestern U.

963 📄: (Paper Session) - (OCIS) **Leadership, Communication, and Cultural Divides**

1:15pm - 2:45pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 963

This sessions explores issues of organizational communication in different cultural settings and in virtual teams, with emphasis on influence of lea

Chair: **Paul Hart**, Florida Atlantic U.

- 🗣️ Types of Upward Communication and Organizational Characteristics in Japanese Firms | **Toshihiko Kato**, Hitotsubashi U.; **Tsuyoshi Numagami**, Hitotsubashi U.; **Masaru Karube**, Hitotsubashi U.; **Masato Sasaki**, Musashino U.; **Yoshiki Murakami**, Tokyo International U.; **Hiroshi Watanabe**, Musashino U.
- 📄 The Effect of Emotional Stability on Powerful Leaders' Affective and Attitudinal Feedback Reactions | **Jana Niemann**, U. of Groningen; **Barbara Wisse**, U. of Groningen; **Diana Rus**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen; **Kai Sassenberg**, Knowledge Media Research Centre Tuebingen
- 🗣️ Inclusion and Identification in Virtual Teams: When Does Leader-Member Virtual Communication Matter? | **Ravi Shanker Gajendran**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

964 → JS: (OCIS, OB, HR) **New Perspectives on Building Effective Virtual Teams: Key Elements and Evolving Processes**

1:15pm - 2:45pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 964

Chairs: Kathryn M. Bartol, U. of Maryland, College Park; N. Sharon Hill, George Washington U.

Paradoxical Effects of Technology-Enabled Virtual Collaboration in Cognitively Diverse Virtual Teams | **Arvind Malhotra**, U. of North Carolina, Chapel Hill; **Ann Majchrzak**, U. of Southern California

Systems Savvy and the Evolution of Effective Virtual Teams | **Terri Griffith**, Santa Clara U.; **Robert McGrath**, U. of Illinois, Urbana-Champaign; **M. Scott Poole**, U. of Illinois, Urbana-Champaign; **John E. Sawyer**, U. of Delaware

Antecedents and Outcomes of Team Member Attitude toward Virtual Teamwork | **N. Sharon Hill**, George Washington U.; **Kathryn M. Bartol**, U. of Maryland, College Park

Shaping Active Faultlines in Offshore Engineering Service Teams | **Sirkka Jarvenpaa**, U. of Texas; Aalto U.; **Elizabeth Keating**, U. of Texas, Austin

Leveraging Structure, Identity and Coordination to Improve Virtual Knowledge Sharing and Innovation | **Cristina Gibson**, U. of Western Australia; **John Cordery**, U. of Western Australia

965 SHCS: (ODC, OB) **The Psychology of Organizational Change: Focusing on the Recipients' Perspective**

1:15pm - 2:45pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 965

Chairs: Alexandra Michel, U. of Heidelberg; **Shaul Oreg**, U. of Haifa

Discussant: Jean M. Bartunek, Boston College

Capturing the Experience of Change | **Mel Fugate**, Southern Methodist U.

Anticipatory (In)Justice and Organizational Change: Understanding Employee Reactions to Change | **Jacqueline A-M. Coyle-Shapiro**, London School of Economics; **Rashpal K Dhensa**, London School of Economics

Leaders' Impact on Followers' Change Appraisals, Change Attitudes, and Adjustment to Change | **Alannah E. Rafferty**, U. of New South Wales; **Nerina L. Jimmieson**, U. of Queensland

Change Processes in Medical Practices: Effects on Performance and Job Satisfaction | **Alexandra Michel**, U. of Heidelberg; **Julia Hilse**, U. of Heidelberg

Change Recipients' Characteristics and Reactions to Change: A Review of Empirical Findings | **Maria Vakola**, Athens U. of Economics and Business; **Achilles A. Armenakis**, Auburn U.; **Shaul Oreg**, U. of Haifa

966 SHCS: (ODC, TIM, OCIS) **A Sociotechnical Systems Study of Virtual R&D Organizations**

1:15pm - 2:45pm Grand Hyatt: Crockett A

Tweet this session: #AOM2011 966

Chairs: Ronald E Purser, San Francisco State U.; **Ram Tenkasi**, Benedictine U.

Discussant: William A Pasmore, Columbia U.

Participants: Douglas Austrom, IU Kelley School of Business; **Bert Painter**, Independent Consulting Social Scientist; **Betty Barrett**, U.

of Illinois, Urbana-Champaign; **Pamela Posey**, Sociotechnical Systems Roundtable, Inc

967 (DRP Session) - (OM) **New Approaches to OM Models: Replenishment, Forecasting, and Capacity Strategies**

1:15pm - 2:45pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 967

Facilitator: Aravind Chandrasekaran, The Ohio State U.

Intraday Store Sales Patterns – The Basis to Replenish Retail Shelves Just-in-Time | **Joachim Ehrenthal**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen

Very-Short-Term Wind Speed Forecasting with Bayesian Structural Break Model | **Zhe Song**, Nanjing U.; **Dejun Cheng**, Nanjing U.; **Yu Jiang**, Nanjing U.

Economies of Extremes: The Case of VC Evaluation Operations | **Jeffrey Scott Petty**, U. of Lausanne; **Suzanne de Treville**, U. of Lausanne; **Stefan Wager**, Stanford U.

How to Manage Intellectual Capital Efficiency to Cope with Operational Crisis in Financial Tsunami | **Lopin Kuo**, Tamkang U.; **Ya-ti Hsu**, Chihlee Institute of Technology

968 (Paper Session) - (OM) **Project Management Research**

1:15pm - 2:45pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 968

Chair: Virpi Turkulainen, Aalto U.

The Effects of Schedule-driven Project Management in Multi-project Environments | **Nuno A Gil**, U. of Manchester; **Kazem Yaghtookar**, U. of Manchester

Keeping Organizational Control: The Role of Middle Management in Project Portfolio Management | **Daniel Jonas**, Berlin Institute of Technology; **Alexander Kock**, Berlin Institute of Technology; **Carsten Schultz**, Berlin Institute of Technology; **Hans Georg Gemuenden**, Berlin Institute of Technology

A Synthesized Model for Customizing R&D Project Evaluation | **Ziqi Liao**, Hong Kong Baptist U.

Delivering Integrated Solutions: The Unbundling Paradox | **Jens K Roehrich**, U. of Bath; **Nigel Caldwell**, U. of Bath

969 (DRP Session) - (OMT) **Social Influences on Pricing and Markets**

1:15pm - 2:45pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 969

Chair: Robert Krug, St. Joseph's College, NY

Public-Private Partnerships and the Life Cycle of Contracts: The Case of Water Industries in France | **Simon Porcher**, IAE Paris

The Surprising Role of Novice Contributors in Social Production: Evidence from Wikipedia | **Andreea Daniela Gorbatai**, Harvard U.

Markets and Identities: Analysing Prices Paid in Buyer-Supplier Exchanges in the Champagne Industry | **Amandine Ody-Brasier**, London Business School; **Freek Vermeulen**, London Business School

Industrial Pricing Orientation: The Organizational Transformation Towards Value-Based Pricing | **Stephan Liozu**, Case Western Reserve U.; **Sheri Perelli**, Wayne State U.;

Richard J Boland, Case Western Reserve U.; **Andreas Hinterhuber**, Bocconi U.

970 🗄️: (DRP Session) - (OMT) **Ambidexterity: Environmental and Organizational Predictors**

1:15pm - 2:45pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 970

Chair: **Jennifer Colleen Sexton**, Florida State U.

Organizational Ambidexterity and Chain Performance:

Organization and Industry Contexts as Moderators |

Jaeyoung Kang, Iona College; **Cecilia M Falbe**, State U. of New York, Albany

🗄️ Great Minds Think Alike: Isomorphism in Organizational Ambidexterity | **Renato Sydler**, ETH Zurich; **Nicole Alexandra Rosenkranz**, Wharton School

➔ 🗄️ Antecedents and Consequences of Contextual Ambidexterity in UK and Chinese High-Tech Firms | **Catherine L. Wang**, Royal Holloway, U. of London; **Mohammed Rafiq**, Loughborough U.

🗄️ Challenges to Identifying and Implementing a Good Balance between Exploration and Exploitation | **Dirk Martignoni**, ETH Zurich; **Oliver Baumann**, U. of Southern Denmark

971 🗄️: (Paper Session) - (OMT) **Category Dynamics**

1:15pm - 2:45pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 971

Chair: **Ming D. Leung**, U. of California, Berkeley

🗄️ Contextualizing the Categorical Imperative: Resource Acquisition in Nanotech Entrepreneurship | **Tyler Earle Wry**, Wharton School; **Michael Lounsbury**, U. of Alberta

🗄️ 'Robin Hood against the Big Four': Identity Processes and Market Partitioning | **Min Liu**, U. of Lugano; **Erik Larsen**, U. of Lugano; **Filippo Carlo Wezel**, U. of Lugano

🗄️ The Evolution of Product Categories: How Spaghetti Westerns Impacted the American Western Genre | **Gino Cattani**, New York U.; **C. Moritz B. Fliescher**, New York U.

🗄️ Recognizing Innovation: How Cognition and Institutions Combined to Foster the Rise of Nanotechnology | **Jade Yu-Chieh Lo**, U. of California, Los Angeles; **Mark Thomas Kennedy**, U. of Southern California

972 🗄️: (Paper Session) - (OMT) **Interorganizational Mobility**

1:15pm - 2:45pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 972

Chair: **Daniel Halgin**, U. of Kentucky

🗄️ Firm Size and Entrepreneurial Entry: An Entrepreneurship versus Intrapreneurship Dilemma | **Aleksandra J Kacperczyk**, MIT Sloan

🗄️ The Bounds of Boundaryless Careers: The Contingent Value of Human Capital in Job Mobility | **Sea Jin Chang**, National U. of Singapore; **Young-Choon Kim**, National U. of Singapore; **Sangchan Park**, National U. of Singapore

➔ Performance implications of outward personnel mobility networks in creative industries | **Frédéric Clément Godart**, INSEAD; **Andrew V. Shipilov**, INSEAD; **Kim Claes**, INSEAD

🗄️ Employment Affiliation Networks and Career Mobility Among NFL Coaching Staff from 1985-2008 | **Anand Swaminathan**, Emory U.; **James B. Wade**, Emory U., Gozuieta Bus Sch; **Andreas Schwab**, Iowa State U.

973 🗄️: (DRP Session) - (OMT) **Decoupling and Symbolic Compliance**

1:15pm - 2:45pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 973

Chair: **Mona Al-Amin**, U. of Florida

➔ Window-Dressers and Closet Conformists: Dual Decoupling in the Spread of the Wall-Street Model | **Kaisa E. Snellman**, Stanford U.

Transcending Standards: Occupational identity and the origins of tight coupling | **Kurt Sandholtz**, Stanford U.

Symbolic or Full Compliance: How U.S. Hedge Fund Management Companies Respond to Regulation | **Justin I. Miller**, The Ohio State U.

Mapping Organizational Decoupling Through a Social and Organizational Identity Perspective | **Konstantinos Pitsakis**, Tilburg U.; **Marina Biniari**, Strathclyde U.; **Thijs Kuin**, Tilburg U.

➔ 🗄️ Legal Environment, Government Support, and Substantive vs. Symbolic Restructuring | **Pengji Wang**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Xiaohui Lu**, National U. of Singapore

974 🗄️: (Paper Session) - (OMT) **Narrative, Storytelling and Self Expression**

1:15pm - 2:45pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 974

Chair: **Louis Soloff**, Boston College

🗄️ Good-bye Self-Interest: A Self-Expression-Based Theory of Organization | **Kumar Alok**, Chandragupta Institute of Management

🗄️ Rich Language for Poor Firms: The Symbolic Management of Bankruptcy | **Mary-Hunter Morris**, Northwestern U.; **Franz Wohlgezogen**, Northwestern U.; **Edward Zajac**, Northwestern U.

🗄️ Entrepreneurial Stories, Legitimacy and Resources: The Role of Coherence and Story-Enactment | **Jatinder Singh Sidhu**, Erasmus U. Rotterdam; **Bettina Beata Wittneben**, U. of Oxford; **Jurriaan Nijholt**, Erasmus U. Rotterdam

🗄️ A Communicative Perspective on Knowledge Sharing: Exploring Narrative- and Argumentative Modes | **Daniel Geiger**, U. of Kaiserslautern

975 🗄️: (Paper Session) - (OMT) **Learning from Failure**

1:15pm - 2:45pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 975

Chair: **David Lehman**, National U. of Singapore

🗄️ The Strategy of Small and Large Losses: Organizational Learning from Near-misses and Accidents | **Peter M. Madsen**, Brigham Young U.; **Catherine Tinsley**, Georgetown U.; **Robin Dillon-Merrill**, Georgetown U.

🗄️ Learning from Successes and Failures in Mergers and Acquisitions | **Yan Gong**, U. of California, Irvine; **Yu Zhang**, U. of California, Irvine

🗄️ Severity of failures on organizational learning from airline accidents and incidents | **Daniel Han Ming Chng**, Sungkyunkwan U.; **Pamela R Haunschild**, U. of Texas, Austin

Safety Policy on the Front Lines: Resisting Normalization in Complex Organizations | **John Lyneis**, Massachusetts Institute of Technology

976 JS: (OMT, MOC, SIM) **Theoretical Approaches to Social Enterprises**

1:15pm - 2:45pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 976

Organizers: **Marya Hill-Popper Besharov**, Cornell U.; **Wendy K. Smith**, U. of Delaware

Discussant: **Tina Dacin**, Queen's U.

Beyond Organizational Instability and Conflict: On the Challenges of Remaining Hybrid | **Julie Battilana**, Harvard U.; **Anne-Claire Pache**, ESSEC Business School; **Metin Sengul**, Boston College; **Jacob Model**, Harvard Business School

Bringing Accountability to Education: Competing Institutional Logics in Charter Schools | **Brooking Caldwell Gatewood**, U. of California, Irvine; **Christine Beckman**, U. of California, Irvine

Forming a Hybrid Organizational Identity in a Global Social Enterprise | **Wendy K. Smith**, U. of Delaware; **Marya Hill-Popper Besharov**, Cornell U.

Navigating Paradox in a Hybrid Organization | **Jason Jesurum Jay**, Massachusetts Institute of Technology

977 JS: (Paper Session) - (ONE) **Climate Change and the Financial Sector**

1:15pm - 2:45pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 977

Chair: **Timo Busch**, ETH Zurich

'Carbon Market' Keywords: Tracking Field Dynamics and Ferment in Discourse, 1994-2010 | **Grace Augustine**, U. of Oxford; **Marc Ventresca**, NPS

→ Is the Tail Wagging the Dog? Corporate Carbon Footprints and Financial Performance | **Magali Delmas**, U. of California, Los Angeles; **Nicholas Nairn-Birch**, U. of California, Los Angeles

Climate Change Adaptations and Environmental Performance: A Natural Resource Dependence Perspective | **Pete Tashman**, George Washington U.

978 : (DRP Session) - (PNP) **Leadership and Change in Public and Nonprofit Organizations**

1:15pm - 2:45pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 978

Facilitator: **Colleen Casey**, U. of Texas, Arlington

→ Functional Motives and Reasons to Quit for Volunteers | **Jurgen Willems**, Free U. Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U. Brussel; **Tim Vantilborgh**, Vrije U. Brussel; **Jemima Bidee**, Free U. Brussels; **Roland Pepermans**, Vrije U. Brussel

Group Types, Group Direction, and the Effectiveness of Volunteer Self-Governing Groups | **Ruth Wageman**, Harvard U.; **Colin M. Fisher**, Boston U.; **Steven B Wolff**, GEI Partners; **Emily Alter**, Boston U.

Modern Leadership Principles for Public Administration: Time to Move Forward | **Dana Kellis**, Pennsylvania State U., Harrisburg; **Bing Ran**, Pennsylvania State U., Harrisburg

Theorizing about Social Change Leadership | **Sonia Ospina**, New York U.; **Erica Gabrielle Foldy**, New York U.; **Waad El Hadidy**, New York U.; **Jennifer Dodge**, New York U.; **Amparo Hofmann**, New York U.; **Celina Su**, Brooklyn College

Frame Changes in Social Movements: A Case Study | **Devi Vijay**, Indian Institute of Management, Bangalore; **Mukta Kulkarni**, Indian Institute of Management, Bangalore

979 : (Paper Session) - (PNP) **Entrepreneurship in Government and Nonprofit Sectors: International Perspectives**

1:15pm - 2:45pm Marriott Riverwalk: Salon F
Tweet this session: #AOM2011 979

Chair: **Veronica Vecchi**, Bocconi U.

The Role of Technology in Organizational Change: A Case Study of E-Government in an Asian Context | **Roland K. Yeo**, Kuwait Maastricht Business School

Networks Dynamics of Community Entrepreneurship | **Mel Edwards**, U. of Technology, Sydney; **Ellen Baker**, U. of Technology, Sydney; **Jenny Onyx**, U. of Technology, Sydney

Entrepreneurship at the Local Government Level: The Swedish Waste Management Sector | **Elin Smith**, Kristianstad U.

Who's a Social Entrepreneur and How Do We Know if They're Successful? | **Angela French**, Texas Tech U.

980 JS: (RM, OB) **Trust in Interpersonal Relationships: Emerging Concepts and Future Directions**

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta D
Tweet this session: #AOM2011 980

Chair: **Michael Lance Frazier**, Old Dominion U.

Discussant: **Roger C Mayer**, North Carolina State U.

Development and Validation of a Propensity to Trust Scale | **Michael Lance Frazier**, Old Dominion U.; **Paul Johnson**, Western Carolina U.; **Stav Fainshmidt**, Old Dominion U.

The Role of Emotions and Cognitions in the Development of Interpersonal Trust | **Janaki Gooty**, U. of North Carolina, Charlotte; **Donald H. Kluepfer**, Northern Illinois U.; **Laura M. Little**, U. of Georgia; **Francis J. Yammarino**, Binghamton U.

The Relative Effectiveness of Trust as an Operationalization of Social Exchange | **Jason Colquitt**, U. of Georgia; **David Montgomery Long**, U. of Florida; **Marie D.K. Halvorsen-Ganepola**, U. of Florida; **Michael D. Baer**, U. of Georgia

The Challenges of Calibrating and Measuring Trust | **Roy J. Lewicki**, Ohio State U.

981 SHCS: (SAP) **Enhancing Relevance: Video Ethnography and Practitioner Engagement**

1:15pm - 2:45pm San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 981

Chair: **Michael Smets**, Aston Business School

Discussant: **Sally Maitlis**, U. of British Columbia

Do They Notice? Does it Matter? - Collecting Reliable Video

Ethnographic Data | **Alexandru Preda**, U. of Edinburgh
"Your" Data but "Our" Interpretation - Team-based Analysis of Video Ethnographic Data | **Feng Liu**, U. of British Columbia

Making an Impact - How Video Ethnography Can Change What Practitioners See, Know, and Do | **Curtis LeBaron**, Brigham Young U.; **Lyndon Garrett**, Brigham Young U.

Mirror, Mirror on the Wall... - Practicalities and Ethics of Direct Video Feedback | **Paula Jarzabkowski**, Aston U.

982 → 📄: (DRP Session) - (SIM) **Corporate Social Responsibility and Stakeholder Management: Strategies and Outcomes**

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 982

Chair: **Anthony F. Buono**, Bentley U.

→ Exploring Relationship between Terror Threat Perceptions and Coping Strategies | **Malay Biswas**, Institute of Hotel Management

📄 Leadership, Social Responsibility & Organizational Identity: The Ben & Jerry's Acquisition | **Julie Bayle-Cordier**, Audencia Management School; **Philip H. Mirvis**, Center for Corporate Citizenship; **Bertrand Moingeon**, HEC Paris

→ 📄 Can We Trust Cheap Social Talk? | **Josep A. Tribó**, U. of Carlos III de Madrid; **Jordi Surroca**, U. Carlos III de Madrid

📄 Good Bedfellows? The Co-mingling of Stockholder and Stakeholder Logics | **Cynthia Clark Williams**, Bentley U.; **Erica L. Steckler**, Boston College; **Sue Newell**, Bentley U.

📄 Bibliometric Analysis of Business and Society Research, 1988-2008 | **Sophia Kusyk**, IESE Business School

983 → 📄: (Paper Session) - (SIM) **Corporate Responsibility and Business Government Relations: Global Competitive Advantage**

1:15pm - 2:45pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 983

Chair: **Joseph A. Petrick**, Wright State U.

→ 📄 Corporate Social Responsibility and National Competitive Advantage | **Ioanna Boulouta**, U. of Cambridge; **Christos N. Pitelis**, U. of Cambridge

→ 📄 Conceptualizing the Role of SMEs as Political Actors in Global Governance | **Christopher Wickert**, U. of Lausanne

→ 📄 Corporate Social Responsibility in the Russian Federation | **Jo Crotty**, Salford U.

984 → 📄: (Paper Session) - (SIM) **Ethics: Empirical Investigations of Ethics at the Individual and Firm Levels**

1:15pm - 2:45pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 984

Chair: **Gerald F. Cavanagh**, U. of Detroit Mercy

📄 Investigating Factors Impacting Business Ethics Course Requirements in Business Curriculum | **Matthew A. Rutherford**, James Madison U.; **Laura Parks**, James Madison U.; **David Eduardo Cavazos**, U. of New Mexico; **Charles David White**, Longwood U.

📄 The Norm of Reciprocity and Ethical Compromise in Business Exchanges: An Empirical Investigation | **Chanchai Tangpong**, North Dakota State U.; **Jin Li**, North Dakota State U.; **Kuo-Ting Hung**, Suffolk U.

📄 Information Technology and Privacy: Conceptual Muddles or Privacy Vacuums? | **Kirsten Edrie Martin**, Catholic U. of America

📄 Mirror, Mirror on the Wall, Who is the Fairest Organization of All? | **Anne Barraquier**, SKEMA Business School

📄

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985 📄: (Paper Session) - (TIM) **Open Innovation**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 985

Chair: **Jon W Beard**, George Mason U.

→ 📄 Is Slack Good or Bad for Open Innovation? A Resource-based Analysis | **Ulrich Lichtenthaler**, U. of Mannheim

→ 📄 User-producer Interaction and Innovation: Costs and Advantages in an Open Innovation Model | **Keld Laursen**, Copenhagen Business School

📄 Resources and Knowledge Mediate Open Innovation: A Test and Extension of Laursen and Salter (2006) | **Helena Garriga**, ETH Zurich; **Sebastian Spaeth**, ETH Zurich; **Georg von Krogh**, ETH Zurich

986 📄: (Paper Session) - (TIM) **Building and Managing Absorptive Capacity**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 986

Chair: **Fredrik Hacklin**, ETH Zurich

📄 Not-Invented-Here: How Socialization Practices Affect Negative Attitudes To External Knowledge | **Ana Luiza de Araujo Burcharth**, Aarhus U.; **Andrea Fosfuri**, U. of Carlos III de Madrid

Capturing Absorptive Capacity | **Stephanie Schmidt**, Free U. Berlin

Performance Feedback & Absorptive Capacity: Role of Motivation and Ability in Acquisitions | **Derek Ruth**, Purdue U., Calumet; **Dinesh N Iyer**, Ohio U.; **Barton M Sharp**, Northern Illinois U.

987 📄: (Paper Session) - (TIM) **Types of Innovation**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 987

Chair: **Michael K Lin**, U. of Pittsburgh

Organizational Responses to Technological Discontinuities: The Case of The ACR | **Ricardo Gabriel Flores**, UNSW

📄 Mechanisms for Creating Architectural Knowledge | **Mark Jenkins**, Cranfield U.

📄 Exploring Innovation Radicalness: From Novelty to Impact | **Steffen Keijl**, Tilburg U.; **Victor Gilsing**, Tilburg U.; **Joris Knobben**, Tilburg U.; **Geert Duysters**, Eindhoven U. of Technology

988 📄: (DRP Session) - (TIM) **Human Capital and Organizational Learning**

1:15pm - 2:45pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 988

Facilitator: **Margaret A White**, Oklahoma State U.

📄 Computerization and Skill Bifurcation: Task Complexity Creating Skill Gains and Losses | **Avner Ben-Ner**, U. of Minnesota; **Ainhua Urtasun**, Navarra Public U.

Using What We Know: Turning Organizational Knowledge into Team Performance | **Bradley R Staats**, U. of North Carolina, Chapel Hill; **Melissa Valentine**, Harvard U.

→ 📄 What Might Explain Employee Leisure Time Invention? | **Lee N. Davis**, Copenhagen Business School; **Jerome D. Davis**, Dalhousie U.; **Karin Hoisl**, U. of Munich

People in R&D: The Impact of Human Resource Practices on the Performance of Lean Product Development | **Mareike Heinzen**, Swiss Federal Institute of Technology Zurich, ETH; **Nicolas Höflinger**, U. of Mannheim

📄 Employee Discretion, Organizational Learning, and Healthcare Information Technology Implementation | **Ariel**

C. Avgar, U. of Illinois, Urbana-Champaign; **Prasanna Tambe**, New York U.; **Lorin Hitt**, U. of Pennsylvania

989 🗣️📄JS: (TIM, HCM) **What Can "Knowledge Translation" and Innovation Management Learn From Each Other?**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 989

Organizers: **Oscar Hauptman**, U. of Western Sydney; **Arie Y. Lewin**, Duke U.

Participants: **Ann Dadich**, U. of Western Sydney; **Trisha Greenhalgh**, Queen Mary U. of London; **Jon Chilingerian**, Brandeis U.; **Semyon Kogan**, GEN3 Partners; **Simon Litvin**, GEN3 Partners

Monday 2:00PM

990 : (AAA) **Academy of Management Annals Editors' Meeting (By Invitation Only)**

2:00pm - 3:00pm Grand Hyatt: Travis D
Tweet this session: #AOM2011 990

Organizer: **Susan Zaid**, Academy of Management

991 : (AAA) **AOM Editors Meeting w/ Board Representatives**

2:00pm - 3:00pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 991

Monday 2:30PM

992 : (HR) **HR Division Ice Cream Social**

2:30pm - 4:30pm Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 992

Monday 2:45PM

993 : (AAA) **Conference Break**

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 993

Monday 3:00PM

994 📄: (Paper Session) - (BPS) **Executive Succession**

3:00pm - 4:30pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 994

Chair: **David H. Zhu**, Arizona State U.

📄🗣️ The Role of Evaluative Uncertainty in CEO Pay and Early Dismissal | **Scott D. Graffin**, U. of Georgia; **Steven Boivie**, U. of Arizona; **Mason A Carpenter**, U. of Wisconsin, Madison

📄 Human Capital Acquisition and Post-Acquisition Turnover of Acquiring Firm's CEO: An Empirical Study | **Qiong Zhou**, Shanghai U. of Finance and Economics; **Wei Shen**, Arizona State U.

➔ 📄 A Social Capital Perspective on CEO Dismissals: Evidence from Germany | **Markus Wrage**, U. of Munich; **Anja Christine Tuschke**, U. of Munich; **Rudi K Bresser**, Freie U. Berlin

🗣️➔ Executive Succession and Strategic Change: The Impact of the Board in Japanese Companies | **Motohiro Nakauchi**, Toyo U.; **Margarethe F Wiersema**, U. of California, Irvine

995 📄: (Paper Session) - (BPS) **Is This Really Working? Analyzing Different Perspectives on Alliance Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 995

Chair: **Anne Parmigiani**, U. of Oregon

📄 Antecedents and Performance Implications of Trust in Strategic Alliances: A Critical Meta-Analysis | **Matthias Meier**, Freie U. Berlin; **Martina Lütkevitte**, Freie U. Berlin; **Thomas Mellewigt**, Freie U. Berlin

📄 Interdependence, Coordination, and Firm Performance in Alliances: Insights from a Simulation Study | **Aleksey Martynov**, U. of Houston, Clear Lake

📄 The Impact of Political Connections: Examining the Recent 2008 Sudden Credit Crunch in the U.S. | **Seung-Hyun Lee**, U. of Texas, Dallas; **Yoon-Suk Baik**, KAIST; **Mine Ozer**, State U. of New York, Oneonta

Alliance Intensity and Parent Performance: A Three-Stage Model and Firm Diversification | **Shih-Fen S. Chen**, U. of Western Ontario; **Chung-Hui Tseng**, National Cheng Kung U.

996 📄: (DRP Session) - (BPS) **Firm Boundaries: Bridging RBV and TCE**

3:00pm - 4:30pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 996

Facilitator: **Asli Musaoglu Arikan**, Georgia State U.

📄 How Firms' Boundaries and Focus Differ As Agency Hazards and Capability Extendability Vary | **Hyung-Goo Kang**, Hanyang U.

📄 Dynamic Capabilities for Managing Uncertainty and Vertical Disintegration | **Arun Rai**, Georgia State U.; **Ilgaz Arikan**, Georgia State U.; **Maurice McNaughton**, U. of West Indies; **Jonathan D. Wareham**, ESADE

📄 Holdup or Capabilities? An Experimental Investigation on the Determinants of Vertical Integration | **Luiz F. Mesquita**, Arizona State U.; **M Sylvia Macchione Saes**, U. of São Paulo; **Sergio Giovanetti Lazzarini**, Inesper Institute of Education and Research

➔ Opportunism and Knowledge Influences on Firm Boundaries: The Case of Franchise Chains | **Jerome Barthelemy**, ESSEC Business School

📄 Whether and How Do Governance Capabilities Affect the Selection of Governance Form? | **Nilesh Khare**, American U. in Dubai; **Michael J Leiblein**, Ohio State U.

997 📄: (DRP Session) - (BPS) **Performance Implications of Alliances**

3:00pm - 4:30pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 997

Facilitator: **Benjamin L. Hallen**, U. of Maryland, College Park

🗣️📄 Alliance Portfolio in the Global Semiconductor Industry | **Nandini Lahiri**, U. of North Carolina, Chapel Hill; **Sriram Narayanan**, Michigan State U.

➔ 📄 Inter-Firm Dependencies and Firms' Profit Potential | **Saroj Kumar Pani**, Indian Institute of Management, Indore; **Madhusmita Tripathy**, Independent Researcher

📄 How Endogenous Preferences Affect Marketing Strategies | **Jan-Christian Tonon**, LMU Munich

🗣️📄 Sneak Peak! Pro or Con? Targets' Alliance Experience and Its Effect on Acquisition Premium | **Patrizia Porrini**, Long Island U.

📄 Strategic Alliance Performance: Economic Logic or Sensemaking? | **Louis Rinfret**, U. du Québec à Trois-Rivières; **David Brown**, Lancaster U.; **Ian Michael Clarke**, Newcastle U.

998 📄: (DRP Session) - (BPS) **Knowledge and Competitive Advantage**

3:00pm - 4:30pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 998

Facilitator: **Patrick Reinmoeller**, Cranfield U.

📄 Complementary Capability-Seeking Investments and Competition between US & Indian Outsourcing Vendors | **Joydeep Chatterjee**, Wharton School; **Harbir Singh**, U. of Pennsylvania

📄 Effects of Organizational Slacks on Rent-Generating Potential of Firm-Specific Knowledge Resources | **Heli Wang**, Hong Kong U. of Science and Technology; **Guoquan Wan**, Hong Kong U. of Science and Technology; **Jaepil Choi**, Singapore Management U.

📄 Knowledge Management Systems: Adoption to Performance | **William J. Worthington**, Baylor U.; **Jamie D. Collins**, Baylor U.; **Pedro Reyes**, Baylor U.

📄 Networked Resource Distributions: Integrating Resource Based View and Interfirm Network Perspectives | **Jesse Karjalainen**, Aalto U.; **Aku Valtakoski**, Aalto U.

📄 Firm Performance in Complex Competitive Landscapes: Roles of Resource Composition and Configuration | **Chi-Hyon Lee**, George Mason U.; **Huseyin Tanriverdi**, U. of Texas, Austin

999 📄: (Paper Session) - (BPS) **Managerial Flows and Knowledge Transfer in Acquisition and Spin-Off Processes**

3:00pm - 4:30pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 999

Chair: **Sharon D. James**, Ohio State U.

📄 Acquire When It Hires! Managerial Resource Flow from Incumbents to the Targeted Technology Firm | **Tariq H. Malik**, Dongbei U. of Finance and Economics

📄 Inheritance and Divested Firm Performance: The Moderating Role of Managerial Discretion | **Donald D Bergh**, Denver U.; **Barton M Sharp**, Northern Illinois U.

📄 The Impact Of Transfer and Replication of Resources on Parent and Spin-Out Firm Performance | **April Franco**, U. of Toronto; **Martin Ganco**, U. of Minnesota

📄 How Anticipated Employee Mobility Affects Acquisition Likelihood: Evidence from a Natural Experiment | **Kenneth Younge**, U. of Colorado, Boulder; **Tony W. Tong**, U. of Colorado; **Lee Fleming**, Harvard U.

1000 📄 SHCS: (BPS, OMT, ENT) **Microfoundations of Strategy and Organizational Heterogeneity**

3:00pm - 4:30pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1000

Speakers: **Jay B Barney**, Ohio State U.; **Kathleen M. Eisenhardt**, Stanford U.; **Teppo Felin**, Brigham Young U.; **Frank T. Rothaermel**, Georgia Institute of Technology; **Todd Zenger**, Washington U. in St. Louis

1001 📄 📄 📄 SHCS: (BPS, SIM) **The Concept of Strategy 40 Years Later: What Happened to Andrews's Vision for Business Policy?**

3:00pm - 4:30pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1001

Organizer: **Gastón de los Reyes**, U. of Pennsylvania

Chair: **Robert A. Phillips**, U. of Richmond

Panelists: **Joseph Bower**, Harvard U.; **Thomas J. Donaldson**, U. of Pennsylvania

1002 📄 📄 📄 📄: (CAR) **Everett Cherrington Hughes Award**

3:00pm - 4:30pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1002

Introduction by **D.T. Hall**, Boston University

Distinguished Speaker: **Kathy E. Kram**, Boston U.

1003 📄 📄 SHCS: (CAR, HR, OB) **Beyond the Individual: Dyadic Examinations within the Work-Family Interface**

3:00pm - 4:30pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1003

Chair: **Kristen M. Shockley**, Baruch College

Discussant: **Wendy J. Casper**, U. of Texas, Arlington

Crossover Effects among Work Stress, Continuance

Commitment, and Turnover Decisions | **Amy-Nicole**

Salvaggio, U. of New Haven; **Jennifer Hopper**, U. of Tulsa;

Judy Berry, The U. of Tulsa

Well-Being Outcomes Associated with Dual-Earner Couples'

Division of Labor Desires and Realities | **Kristen M.**

Shockley, Baruch College; **Tammy D. Allen**, U. of South Florida

Organizational Family Supportiveness, Supervisor

Perceptions of Family-Work Conflict and Performance |

Jaime Henning, Eastern Kentucky U.; **Russell A. Matthews**,

Louisiana State U.; **Gregory Alan Lawson**, Eastern Kentucky U.;

Steven Jarrett, Texas A&M U., College Station

The Link Between Mother Work Characteristics and Child

Health | **Ryan C. Johnson**, U. of South Florida; **Tammy D.**

Allen, U. of South Florida; **Jennifer Ludvigsen**, U. of South

Florida

1004 📄 📄 📄 📄 CAU: (CAU) **Embodied Awareness and Leadership: Eastern and Western Approaches**

3:00pm - 4:30pm Hilton Palacio del Rio: La Condesa East

Tweet this session: #AOM2011 1004

Chairs: **Mark P. Kriger**, BI Norwegian Business School; **Kay**

Rudisill, Oracle Corporation

1005 📄 📄 CAU: (CAU) **Alternatives to Conventional Organizational Models and Leadership Practices – Learning Globally**

3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1005

Coordinator: **John Nirenberg**, Walden U.

Participants: **Richard Grant Bush**, Lawrence Technological U.;

Neal Chalofsky, George Washington U.; **Moshe Banai**, Baruch

College; **David S Fearon**, Central Connecticut State U.; **David J.**

Finch, Mount Royal U.; **Robert Finkelmeier**, Walden U.; **David**

Ford, Walden U.; **Dean Frost**, Walden U.; **Richard Gayer**, Walden

U.; **Jim Goes**, U. of Phoenix; **Jean Gordon**, Southeast Research

institute; **Gregory Hood**, Walden U.; **William A. Laing**, Anderson

U.; **Bruce Martin**, McMaster U.; **Walter McCollum**, Sodexo;

Samantha C. Paustian-Underdahl, U. of North Carolina, Charlotte;

Jeffrey T. Prince, Cornell U.; **Carolyn Salerno**, Northcentral U.; **Janice M Spangenburg**, Capella U.; **Mukesh Srivastava**, U. of Mary Washington; **Freda Turner**, Walden U.; **Elizabeth Catherine Wilson**, Walden U.

1006 → 📄 CAU: (CAU) Analyzing Panel Data on New Venture Creation Processes: Challenges and Opportunities

3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa South
Tweet this session: #AOM2011 1006

Organizer: **Per Davidsson**, Queensland U. of Technology

1007 📄 → 🗣️ CAU: (CAU) International Development Management: Synergies, Complementarities and Critical Perspectives

3:00pm - 4:30pm Hilton Palacio del Rio: La Reina South
Tweet this session: #AOM2011 1007

Organizer: **Jonathan Murphy**, Cardiff U.

Participants: **Nilima Gulrajani**, London School of Economics; **Rick Delbridge**, Cardiff U.; **Bill Cooke**, Lancaster U.; **Hugh Willmott**, Cardiff Business School, UK; **Sadhvi Dar**, Queen Mary U. of London; **Willy McCourt**, U. of Manchester

1008 📄 CAU: (CAU) Enlightening Modern Management with Ancient Wisdom: Eastern Mindfulness in Organization Science

3:00pm - 4:30pm Hilton Palacio del Rio: La Vista North & Center
Tweet this session: #AOM2011 1008

Organizers: **Christopher James Lyddy**, Case Western Reserve U.; **Darren Good**, Christopher Newport U.

Participants: **Ante Glavas**, U. of Notre Dame; **Meredith H. Myers**, U. of Pennsylvania; **Scott N. Taylor**, U. of New Mexico; **Richard E. Boyatzis**, Case Western Reserve U.; **John Paul Stephens**, Case Western Reserve U.

1009 📄 → 🗣️ CAU: (CAU) Beyond Learning from Rare Events: How to Envision and Regulate the Irregular?

3:00pm - 4:30pm Hilton Palacio del Rio: La Vista South
Tweet this session: #AOM2011 1009

This caucus invites people who are interested in the relationship between rare events, learning, and policy-making to join the discussion. We ask three questions: Q1: Do organizations and regulators tend to bias towards assuming outcomes come from thin-tailed probability distributions (Boisot & McKelvey, 2010; Weston, working paper), leading rare successes to be mistakenly imitated (Denrell, 2003), near-misses to be mistakenly repeated (Starbuck & Milliken, 1988), and rare failures to be mistakenly ignored (Jacobides & Winter, 2010)? Q2: How do regulators disentangle 'weak signals' regarding possible rare events from normal events (Carroll, Rudolph, & Hatakenaka, 2002; Sitkin & Pablo, 1992; Weick, 1987)? What are the underlying mechanisms that lead to the construal of some events as rare and others as normal (Starbuck, 2009)? Q3: Should there be specific policies in place for detection and analysis of 'weak signals' regarding rare events? If so, how should they be implemented to prevent rare failures, and to draw sensible lessons from near-misses and rare successes? We particularly welcome reflections on (but not limited to) the aforementioned three questions. It is hoped that this caucus could contribute to the development of effective policies for regulating the irregular.

Organizers: **Chengwei Liu**, U. of Oxford; **David Maslach**, Ivey School of Business

Speaker: **Shellwyn L Weston**, New York U.

1010 : (Paper Session) - (CDP) Trust, Coordination and Intraorganization Competition

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real A/B
Tweet this session: #AOM2011 1010

Facilitator: **Dionne Pohler**, U. of Saskatchewan

📄 → 🗣️ OB: The Moderating Effect of Middle Management's Trust in EO-Performance Relationship | **Ning Li**, U. of Miami

📄 OMT: Distinguishing between interactional & conventional coordination: Insights from a procurement project | **Emmanouil Gkeredakis**, U. of Warwick

📄 OB: Effects of a Rival's Perceived Motives on Constructive Competition within Organizations | **Kuo-i Chang**, Dong Hwa U., Taiwan; **Shu-Ling Chen**, Dong Hwa U., Taiwan; **Hong-Ju Chen**, Dong Hwa U., Taiwan

OMT: Social Value of Selfishness and Private Value of Altruism in Coevolutionary Organizational Systems | **Juha Uotila**, Aalto U.

1011 : (Paper Session) - (CDP) How to Make Mentoring Effective?

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real C
Tweet this session: #AOM2011 1011

Facilitator: **Artemis Chang**, Queensland U. of Technology

📄 MED: The Impact of Organizational Context on the Willingness to Mentor | **Stephen Bear**, Pace U.; **Alvin Hwang**, Pace U.

📄 CAR: Formal Mentoring: Which Protégés Report Mentoring as More Effective? | **Shawn M. Duster**, St. Ambrose U.; **Monica L. Forret**, St. Ambrose U.

→ 📄 MED: What Makes Proteges Take Mentors' Advice in a Formal Mentoring Relationship? | **Su Jin Son**, Ajou U.; **Do-Yeong Kim**, Ajou U.

🗣️ MC: The Coaching Conundrum: Does External Coaching Affect Turnover? | **Ginka Toegel**, IMD; **Jean-Louis Barsoux**, IMD; **Anna Moncef**, IMD

1012 : (Paper Session) - (CDP) Careers, Jobs, and Social Divisions

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real D/E
Tweet this session: #AOM2011 1012

Facilitator: **Ermanno C. Tortia**, U. of Trento

📄 PNP: Integrated or Disconnected? | **Bin Chen**, Baruch College; **James Krauskopf**, Baruch College

📄 GDO: Risk-Seeking Women: Career Strategies Typology and Career Success | **Vipin Gupta**, California State U. San Bernardino; **Sylvia Maxfield**, Simmons College

📄 → 🗣️ CAR: Enhancing Individual's Work Outcomes through Challenging Job Experiences | **Chris WL Chu**, Stockholm School of Economics; **Reuben Mondejar**, City U. of Hong Kong

📄 OCIS: Digital Divide in US Healthcare | **Jun Sun**, U. of Texas Pan American; **Nestor Rodriguez**, U. of Texas Pan American

1013 : (Paper Session) - (CDP) Strategy Practice as Process

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real F
Tweet this session: #AOM2011 1013

Facilitator: **Parshotam Dass**, U. of Manitoba

🗣️ MC: Making Strategy through the Prioritization and Management of Key Issues | **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.

- 📄 **BPS:** Management Attitudes to Participative Strategic Actions as Determinants of Psychological Ownership | **Simon S. Torp**, Aarhus U.
- 📄 **OB:** Executive Strategy Teams: The Effects of Top Management Working Groups in the Strategy Process | **James Dillon**, Harvard U.

1014 : (Paper Session) - (CDP) Conflict Management at Work

3:00pm - 4:30pm Hilton Palacio del Rio: El Mirador East

Tweet this session: **#AOM2011 1014**

Facilitator: **Irina Cojuharenco**, U. Catolica Portuguesa

MOC: Do More Than I Say, Not As I Do: Discrepancies in Ethical Decisions for Self and Others | **Catherine Shea**, Duke U.

➔ **IM:** Understanding Conflict in MNC Matrix Structure Firms | **William G Egelhoff**, Fordham U.; **Joachim Wolf**, Christian-Albrechts-U. of Kiel

📄 **CM:** Task Conflict and Idea Sharing in Interdisciplinary Research Groups: Diversity Salience Matters | **Gergana Todorova**, Carnegie Mellon U.; **Matthew R Brake**, Sandia National Laboratories; **Laurie R. Weingart**, Carnegie Mellon U.

Winner of CM Division Best Paper Award - Conflict in Context

📄 **CM:** Unpacking Problem-Solving Conversations: When Conflict Sparks Analogies | **Susannah Paletz**, U. of Pittsburgh; **Christian Schunn**, U. of Pittsburgh

1015 : (Paper Session) - (CDP) In Search of Ethical Practices

3:00pm - 4:30pm Hilton Palacio del Rio: El Mirador West

Tweet this session: **#AOM2011 1015**

Facilitator: **Marcia Serra Ribeiro Viana**, U. Presbiteriana Mackenzie

📄 **SIM:** The Impact of Justice Climate on Unethical Behavior: The Moderating Role of Functional Dependence | **Manuela Priesemuth**, U. of Central Florida; **Anke Arnaud**, Embry Riddle Aeronautical U.

📄 ➔ **SIM:** Impact of Management Academics' Social Responsibility Values on Their Intentions to Influence Values | **Dirk C. Moosmayer**, RWTH Aachen U.

📄 **CM:** What Constitutes Torture? | **Loran F. Nordgren**, Northwestern U.; **Mary-Hunter Morris**, Northwestern U.

1016 : (Paper Session) - (CDP) Recruiting, Accumulating and Managing Human Capital

3:00pm - 4:30pm Hilton Palacio del Rio: La Espada

Tweet this session: **#AOM2011 1016**

Facilitator: **Scott L Martin**, Zayed U.

📄 **ONE:** Sustainability Practices in Recruitment and Selection | **Denise M. Jepsen**, Macquarie U.; **Suzanne Margaret Grob**, U. of Technology, Sydney; **Louise Metcalf**, Macquarie U.

MOC: Low Wages, Harsh Work: Employment Management Structure, Agency and Change in Agricultural Firms | **Brigitte Kroon**, Tilburg U.; **Jaap Paauwe**, Tilburg U. / Erasmus U.

📄 **OMT:** The Economic Performance of Human Capital Functions | **Achim Krausert**, Nottingham U. Business School China

📄 **HR:** Human Capital: The Importance of Staffing Levels | **William Iverson MacKenzie**, U. of Alabama in Huntsville; **Robert E Ployhart**, U. of South Carolina; **Chad H. Van Iddekinge**, Florida State U.

1017 : (Paper Session) - (CDP) Social, Female and Corporate Entrepreneurship

3:00pm - 4:30pm Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: **#AOM2011 1017**

Facilitator: **Phillip H. Kim**, U. of Wisconsin, Madison

📄 **ENT:** Market Failures and the Strategies of Social Entrepreneurship | **Dmitry Khanin**, California State U., Fullerton

📄 **GDO:** Female Entrepreneurship - A Systematic Literature Review | **Rene Chester Goduscheit**, U. of Southern Denmark; **Maria Theresa Norn**, DAMVAD A/S

📄 **SIM:** Future Research Suggestions in Social Entrepreneurship Research | **David Gras**, Syracuse U.; **Elaine Mosakowski**, U. of Colorado, Boulder

📄 **MED:** Investigating the Impact of Corporate Entrepreneurship Training: A Conceptual Framework | **Janice Byrne**, EM Lyon; **Alain Fayolle**, EM Lyon

1018 : (Paper Session) - (CDP) CEOs, Managers, Entrepreneurs, and Work-life Balance

3:00pm - 4:30pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: **#AOM2011 1018**

Facilitator: **Christoph Zott**, IESE Business School

MOC: The Socio-Cognitive Dynamics of Entrepreneurial Ideation | **Robert Gemmell**, Case Western Reserve U.

📄 **BPS:** CEO Narcissism and Incumbent Response to Technological Discontinuities | **Wolf-Christian Gerstner**, International Institute for Management Development; **Andreas Koenig**, International Institute for Management Development; **Albrecht Enders**, International Institute for Management Development; **Donald C. Hambrick**, Pennsylvania State U.

📄 **MOC:** How Managers Maintain Organizational Identification during a Period of Change | **Jane Hendy**, Imperial College London; **James Barlow**, Imperial College London

📄 **PNP:** Dimensions, Types, and Consequences of the Technology-Enabled Work-Life Balance | **Taewoo Nam**, State U. of New York, Albany

1019 : (Paper Session) - (CM) Forgiveness & Reconciliation: What Will Help You to Forgive Me?

3:00pm - 4:30pm Grand Hyatt: Bonham C

Tweet this session: **#AOM2011 1019**

Chair: **Sheli Sillito**, Brigham Young U.

📄 **The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness** | **Ryan Fehr**, U. of Washington, Seattle

Winner of CM Division Best Paper Award - New Directions

📄 **The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions** | **Lukas B. Neville**, Queen's School of Business, Canada; **Susan E. Brodt**, Queen's U.

📄 **The Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure** | **Brian C. Gunia**, Northwestern U.

Winner of CM Division Best Student Paper Award

1020 : (DRP Session) - (CM) **Cognition Accuracy and Bias in the Context of Interpersonal and Social Relationships**

3:00pm - 4:30pm Grand Hyatt: Travis A
 Tweet this session: **#AOM2011 1020**

Facilitator: **Matthew A. Cronin**, George Mason U.

- On Trusting: The Accuracy of Initial Trust Judgments | **Rachel Campagna**, Washington U. in St. Louis; **Kurt T Dirks**, Washington U. in St. Louis; **Hillary Anger Elfenbein**, Washington U. in St. Louis
- Social Reactions to Overconfidence: Do the Costs of Overconfidence Outweigh the Benefits? | **Jessica Kennedy**, U. of California, Berkeley; **Cameron Anderson**, U. of California, Berkeley; **Don Moore**, U. of California, Berkeley
- Reducing Overconfidence in Judgment Markets | **Joseph R. Radzevick**, Carnegie Mellon U.
- More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | **Sunita Sah**, Duke U.; **George Loewenstein**, Carnegie Mellon U.

1021 : (Paper Session) - (CMS) **Critical Management at Work: Stress, Trust, Agency and Leadership**

3:00pm - 4:30pm Marriott Rivercenter: Salon L
 Tweet this session: **#AOM2011 1021**

Chair: **Maxim Voronov**, Brock U.

- Stress at Work: When the Fantasy Fails of Who We Are In and Through Work | **Michaela Driver**, Western State College
- The True Dark Side of Trust: When Trust Becomes a 'Poisoned Chalice' | **Graham Dietz**, U. of Durham; **Denise Skinner**, Coventry U.; **Antoinette Weibel**, Konstanz U.
- Exploring Individuals' Moral Agency In Practice: A Foucauldian Analysis | **Thibaut Bardon**, U. Paris Dauphine, CREPA; **Emmanuel Josserand**, HEC U. of Geneva; **Stewart Clegg**, U. of Technology, Sydney
- Leadership From A Relational Perspective | **Ann L Cunliffe**, U. of New Mexico; **Matthew Eriksen**, Providence College

1022 : (Paper Session) - (DISC) **Emotions**

3:00pm - 4:30pm Hyatt Regency: Blanco
 Tweet this session: **#AOM2011 1022**

Discussant: **Ramon J. Aldag**, U. of Wisconsin, Madison

- OB**: The Link Between Satisfaction with Corporate Disaster Response and Employee Emotional Exhaustion | **Marla Baskerville Watkins**, Northeastern U.; **Run Ren**, GSM, Peking U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Wendy R. Boswell**, Texas A&M U.; **Maria Carmen Triana**, U. of Wisconsin, Madison; **Asghar Zardkoohi**, Texas A&M U.
- OB**: Play Hard, Work Hard: Workplace Fun and Job Performance | **Erin Fluegge Woolf**, Southeast Missouri State U.
- **OB**: Am I Too Emotional At Work? Attachment Styles, Emotion Regulation, and Employee Well-Being | **Yu-Ping Chen**, U. of Wisconsin, Milwaukee; **Yu-Shan Hsu**, U. of Wisconsin, Milwaukee
- OB**: Towards a Dynamic Theory of Emotional Labour | **Rasha Nasra**, Queen's U.

1023 : (Paper Session) - (DISC) **Health and Stressors**

3:00pm - 4:30pm Hyatt Regency: Bowie A
 Tweet this session: **#AOM2011 1023**

Discussant: **Cynthia Kay Stevens**, U. of Maryland

- HR**: Organizational Food Culture and Its Influence on Employees' Health | **Jhony Choon Yeong Ng**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore
- HR**: Stressors, Marginalization and Retiree Drinking: Sleep as a Mediator and Gender as a Moderator | **Elena Belogolovsky**, Technion Israel Institute of Technology; **Samuel Bacharach**, Cornell U.; **Peter A. Bamberger**, Tel Aviv U.
- HR**: Managing Work – Home Interaction: A Study of Situational and Personal Strategies | **Sara De Hauw**, Vlerick Leuven Gent Management School; **Josje Dijkers**, VU U. Amsterdam; **Ans De Vos**, Vlerick Leuven Gent Management School

1024 : (Paper Session) - (DISC) **Organization and Strategy of Consulting Firms**

3:00pm - 4:30pm Hyatt Regency: Bowie B
 Tweet this session: **#AOM2011 1024**

Discussant: **Thomas C. Head**, Roosevelt U.

- MC**: Real Options in the Services Sector | **Brian S. Anderson**, Richard Ivey School of Business; **Matthew Semadeni**, Indiana U., Bloomington
- MC**: Analyzing the Bureaucratization of PSFs at the Level of Roles, Identities and Work | **Frans Bevort**, Copenhagen Business School
- MC**: When West Meets East – the Case of a Scandinavian Consulting Firm's Entry in India | **Kåre G. Christensen**, Valcon; **Flemming Poufelt**, Copenhagen Business School; **Irene Skovgaard Smith**, VU U. Amsterdam

1025 : (Paper Session) - (DISC) **Leading and Enduring Change**

3:00pm - 4:30pm Hyatt Regency: Bowie C
 Tweet this session: **#AOM2011 1025**

Discussant: **Charles G. Capps**, Lipscomb U.

- ODC**: Enduring Change: A 25-Year Longitudinal Study of OD Interventions Surrounding a Merger | **Wayne Boss**, U. of Colorado, Boulder; **Alan D. Boss**, U. of Washington, Bothell; **Mark L. McConkie**, U. of Colorado, Colorado Springs; **David S. Boss**, Texas A&M U., College Station
- ODC**: Perceived Top Management and Direct Supervisors' Support and Employees' Change Beliefs | **Kätlin Pulk**, Estonian Business School
- **ODC**: Successful Change Leadership in the United Kingdom, Denmark and the Philippines | **Liza Castro Christiansen**, U. of Reading; **Malcolm Higgs**, Southampton U.
- CM**: A Time for Cognitive Change; The Reappraisal of Interpersonal Injustice | **Erica Christine Holley**, U. of Washington

1026 : (Paper Session) - (DISC) **Status and Social Structure**

3:00pm - 4:30pm Hyatt Regency: Frio
 Tweet this session: **#AOM2011 1026**

Discussant: **Hongwei Xu**, INSEAD

- OMT**: "Reverse Matthew Effect": High status firms after a scandal | **Marco Clemente**, HEC Paris
- OMT**: When Celebrity and Artistic Reputation Don't Combine: The Case of French Architects | **Amelie Boutinot**, Grenoble Ecole de Management; **Vincent Mangematin**, Grenoble Ecole de Management; **Iragael Joly**, GAEL

📖 **OMT**: The Contextual Dependence of Social Network Activation | **Sampsa Samila**, Brock U.; **Emily Erikson**, Yale U.
 → 🗣️ **OMT**: Collision of Social Structures: A Sociological Analysis of Conflict in Family Business | **Dali Ma**, Drexel U.

1027 : (Paper Session) - (DISC) **Intuition and Luck**

3:00pm - 4:30pm Hyatt Regency: Live Oak

Tweet this session: #AOM2011 1027

Discussant: **Theresa K Lant**, Pace U.

🗣️ **MOC**: Effect of Luck Beliefs on Superstitious Behavior among Americans and Asians | **Ning Chen**, Clarion U. of Pennsylvania

🗣️ **MOC**: Moral Judgment and Group Formation | **Denise Elizabeth Faifua**, U. of New South Wales

📖 **MOC**: The Wheel of Misfortune and Managerial Dismissal: Punishing Managers for Observable Bad Luck | **Daniel Feiler**, Duke U.; **Evan James Taylor**, Duke U.

1028 : (Paper Session) - (DISC) **Entrepreneurship Analysis and Design**

3:00pm - 4:30pm Hyatt Regency: Llano

Tweet this session: #AOM2011 1028

Discussant: **David R. King**, Marquette U.

📖 **ENT**: Creating the Future: Entrepreneurship Research as Science for Design | **Elco van Burg**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology

📖 **ENT**: The Impact of Entrepreneurs' Planning Profiles on Firm Growth: An Empirical Analysis (WITHDRAWN) | **Victor Martin-Sanchez**, U. Autònoma de Barcelona; **Ignacio Contín-Pilart**, Navarra Public U.; **Martin Larraza-Kintana**, Navarra Public U.

📖 **ENT**: A Mathematical Theory of Entrepreneurial Overoptimism | **David C Croson**, Southern Methodist U.

ENT: An Analysis of Founding and Current Conditions on Firms' Survival Using the KFS | **Mohamad Nassereddine**, Florida International U.

1029 : (Paper Session) - (DISC) **Careers Motivation, Success, and Planning**

3:00pm - 4:30pm Hyatt Regency: Maverick A

Tweet this session: #AOM2011 1029

Discussants: **Barbara A. Ribbens**, Illinois State U.; **S. Gayle Baugh**, U. of West Florida; **Sherry E. Sullivan**, Bowling Green State U.

📖 **CAR**: Exploring the Relationship Between Psychological Mobility and Career Success | **Marijke Verbruggen**, Katholieke U. Leuven

→ 📖 **CAR**: Students' Career Planning: A Multi-Country Study | **Marjaana Gunkel**, U. Magdeburg; **Christopher Schlaegel**, U. Magdeburg; **Joy V. Peluchette**, RJP Enterprises; **Ian M. Langella**, Shippensburg U.; **Elena Reshetnyak**, National Technical U. Kharkov

📖 **CAR**: Perceived Situational Factors and Career Decision-Making: Exploring Career Motivation Theory | **Lila Carden**, U. of Houston; **Toby Marshall Egan**, Texas A&M U.

🗣️ → 📖 **CAR**: Career Stage Models for Entrepreneurs of High-Tech Companies | **Zong-Tae Bae**, Korea Advanced Institute of Science & Technology; **Min-Seok Cha**, Changwon National U.; **Younghwan Kim**, Korea Advanced Institute of Science & Technology; **Jungwoo Lee**, KAIST

1030 : (Paper Session) - (DISC) **Research Methods: Guidance**

3:00pm - 4:30pm Hyatt Regency: Maverick B

Tweet this session: #AOM2011 1030

Discussant: **Hettie A. Richardson**, Louisiana State U.

📖 **RM**: Using Propensity Score to Estimate Average Treatment Effect: A Review and a Practical Guidance | **Mingxiang Li**, U. of Wisconsin, Madison

Sage Publications/RM Division Best Student Paper Winner

📖 **RM**: On the Problems of Ratio Measures as Dependent Variable OLS Regression | **Robert M Wiseman**, Michigan State U.; **Seungho Choi**, Michigan State U.

Sage Publications/RM Division Best Paper Winner

📖 **RM**: Use of Planed Comparison Contrasts in the Test for Categorical Moderators | **Ashutosh Patil**, Boston College; **James M. LeBreton**, Purdue U.; **Lawrence R James**, Georgia Institute of Technology

1031 : (Paper Session) - (DISC) **Internationalization of Developing Country Firms**

3:00pm - 4:30pm Hyatt Regency: Navarra

Tweet this session: #AOM2011 1031

Discussant: **Thomas Roehl**, Western Washington U.

🗣️ → 📖 **IM**: Forms of Capital and Managerial Bricolage in the Creation of Developing Country Multinationals | **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore

→ 📖 **IM**: Emerging Market Firms and Liability of Foreignness | **Ravi Sarathy**, Northeastern U.; **Vikas Kumar**, Sydney U.

→ 🗣️ **IM**: Venturing from Emerging Economies to Developed Economies: A Knowledge-Based View | **Yasuhiro Yamakawa**, Babson College; **Susanna Khavul**, U. of Texas, Arlington; **David Deeds**, U. of St. Thomas

📖 **IM**: Degree Of Internationalization Of Indian Firms – A Fresh Approach To Theory Building | **Manish Bapurao Ganvir**, Indian Institute of Management, Lucknow; **Ajay Kumar Singal**, Indian Institute of Management, Lucknow; **Arun Kumar Jain**, Indian Institute of Management, Lucknow

1032 : (Paper Session) - (DISC) **M&A Outcomes**

3:00pm - 4:30pm Hyatt Regency: Segin

Tweet this session: #AOM2011 1032

Discussant: **Phanish Puranam**, London Business School

→ 📖 **BPS**: Knowledge Transfer in M&As: Causal Ambiguity, Partner Attractiveness, and Cultural Integration | **Paulina Junni**, Hanken School of Economics; **Riikka M Sarala**, U. of North Carolina, Greensboro

📖 **BPS**: Does M&A Integration Really Matter? | **Mathias Jacques Rossi**, U. of Fribourg; **Thomas Straub**, U. of Fribourg

🗣️ **BPS**: Merger Non-Consummation Decisions: Does Timing Matter? | **Sheela Pandey**, Fordham U.

1033 : (Paper Session) - (ENT) **New Directions for Strategy in Entrepreneurial Firms**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1033

Chair: **Eric Anthony Clinton**, UCSD

→ 🗣️ **Uncertainty, Strategy and Performance in SMEs: Evidence from China, Turkey, and the United States** | **John A Parnell**, U. of North Carolina, Pembroke; **Donald Lester**, Middle Tennessee State U.; **Zhang Long**, China U. of Geosciences; **Mehmet Ali Koseoglu**, Cankiri Karatekin U.

- 📖 Strategic Planning in Growth Ventures: Evolution of Formal and Informal Planning | **Linda Alanen**, Aalto U.; **Mikko Rönkkö**, Aalto U.
- 📖 Sources of Strategic Flexibility in Emergent Organizations | **Jan Brinckmann**, ESADE; **Dietmar Grichnik**, U. of St. Gallen; **Luv Singh**, Otto Beisheim Graduate School of Management (WHU)
- ➔ 📖 Cross-Border Venture Capital: Investment Patterns, Practices and Performance | **Robert Joseph Wuebker**, U. of Utah; **Roman Kraeussl**, VU U. Amsterdam

1034 📖: (Paper Session) - (ENT) **SME Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 C
 Tweet this session: #AOM2011 1034

Chair: **Patricio Raul Mori**, Florida International U.

- 📖 New Firm Survival and Exit through M&A: A Duration Analysis | **Susan Coleman**, U. of Hartford; **Carmen Cotei**, U. of Hartford; **Joseph Farhat**, Central Connecticut State U.
- 📖 The Influence of Founder Exits & Replacements on the Survival Chances of SMEs | **Christina Guenther**, Max Planck Institute of Economics; **Simon Oertel**, Friedrich Schiller U. Jena; **Peter Walgenbach**, Friedrich Schiller U. Jena
- 📖 Does Biology Matter? How Prenatal Testosterone Influences Venture Performance. | **Joseph Coombs**, Texas A&M U.; **Cheryl ANN Trahms**, Texas A&M U.
- 🗣️📖 Risk-taking Propensity and Performance: The Moderating Role of Risk-taking Capabilities | **Hsiu Fen Tsai**, Shu Te U.

1035 📖SHCS: (ENT) **Creativity & Entrepreneurship**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 D
 Tweet this session: #AOM2011 1035

Organizers: **Elizabeth D. Rouse**, Boston College; **Daniel Lerner**, U. of Colorado

Panelists: **Jennifer Mueller**, U. of Pennsylvania; **Robert Alan Baron**, Oklahoma State U.; **Christina E. Shalley**, Georgia Institute of Technology; **Richard Hunt**, U. of Colorado; **Elizabeth D. Rouse**, Boston College; **Daniel Lerner**, U. of Colorado

1036 📖: (DRP Session) - (ENT) **Global Entrepreneurship: The New International Entrepreneur?**

3:00pm - 4:30pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 1036

Facilitator: **Regis Cabral**, FEPRO - Funding for European Projects

- 🗣️📖 To What Extent Should New Ventures from Emerging Economies Accelerate Their Internationalization? | **Wiboon Kittilaksanawong**, Zhejiang U.
- 📖 Effects of Global Outsourcing on Sourcing Suppliers in China: Opportunity and Spinouts | **Rong Ma**, U. of Missouri, Kansas City; **Yen-Chih Huang**, Asia U.
- ➔ What Makes International New Ventures Grow? Linking Social Capital and Dynamic Capabilities | **Marta Katarzyna Dowejko**, U. of Hong Kong
- 📖 Global Start-Ups and the Role of Key Helpers in Accessing Information, Resources and New Contacts | **Paul Kirwan**, California State U. San Bernardino; **Joris Heuven**, U. of Twente
- ➔ 🗣️ Comparative International Entrepreneurship: A Review and Research Agenda | **Siri Ann Terjesen**, Indiana U., Bloomington; **Jolanda Hessels**, EIM / Erasmus School of Economics; **Dan Li**, Indiana U.

1037 📖: (Paper Session) - (ENT) **Entrepreneurial Opportunities: The Search and Creation Processes**

3:00pm - 4:30pm San Antonio Convention Center: Room 212 B
 Tweet this session: #AOM2011 1037

Chair: **Israel Benedicta Adewunmi Osagie**, London School of Economics

- 🗣️📖 Analogical Thinking and New Opportunities: Factors Underlying Managers' Use of Structural Similarity | **Rob Mitchell**, Ivey School of Business; **Fei Zhu**, Richard Ivey School of Business
- 🗣️➔ 📖 Entrepreneurial Orientation, Generational Involvement and Participative Strategy in Family Firms | **Francesco Chirico**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.; **Salvatore Sciascia**, IULM U.; **Pietro Mazzola**, IULM U.
- Entrepreneurial Orientation and Performance; The Mediating Role of Networks and Managerial Position | **Sebastiaan van Doorn**, RSM Erasmus U.; **Christian Troester**, Erasmus U. Rotterdam
- 🗣️ Choosing Their Battles Wisely: An Intentions-Based Perspective on Institutional Entrepreneurship | **Christopher G. Pryor**, Oklahoma State U.; **Justin W. Webb**, Oklahoma State U.

1038 📖: (DRP Session) - (ENT) **The Psychological Foundation of Entrepreneurship**

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A
 Tweet this session: #AOM2011 1038

Facilitator: **Marina Biniari**, Strathclyde U.

- ➔ 📖 Determinants of Entrepreneurs' Growth Intentions. A Cognitive Style Perspective | **Mirjam Knockaert**, U. of Ghent; **Maw-Der Foo**, U. of Colorado, Boulder; **Truls Erikson**, Norwegian U. of Science and Technology
- 📖 From Personal Values to Entrepreneurial Intention: A Moderated Psychological Process Model | **Kuo-Pin Yang**, National Dong Hwa U.; **Hsin-Hua Hsiung**, National Dong Hwa U.; **Ching-Chou Chen**, National Dong Hwa U.
- 📖 Entrepreneurial Middle-Level Managers: The Roles of Psychological Ownership & Organizational Factors | **Philipp Sieger**, U. of St. Gallen
- 📖 Affective Regulation of Entrepreneurial Passion | **Gordon Kwesi Adomdza**, Northeastern U.; **Andrew Lewis Maxwell**, U. of Waterloo
- 📖 What Is Good about Being Biased? | **Ksenia Podoyntsyna**, Eindhoven U. of Technology; **Hans van der Bij**, Groningen U. (RuG); **Michael Song**, U. of Missouri, Kansas City

1039 : (Paper Session) - (GDO) **Equal Opportunity From Cross Country Perspectives**

3:00pm - 4:30pm Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 1039

Chair: **Isabel Metz**, U. of Melbourne

Discussant: **Raymond N. C. Trau**, U. of Sydney

- ➔ 🗣️📖 Theorizing Equal Opportunity in Islamic Ideology and Culture | **Jawad Syed**, U. of Kent; **Faiza Ali**, U. of Kent
- 📖 The Managerialization of Equal Employment Opportunity Law in Australian Organizations | **Andrea North-Samardzic**, Luiss Guido Carli U.
- 🗣️🗣️ Practical Considerations for the Management of Diversity and Inclusion in an Emerging Market Context | **Preeya Daya**, U. of Cape Town

👤➔📄 Partnership Under the Treaty: Race Relations and Institutional Work in Nursing Organizations | **Douglas Creed**, U. of Rhode Island; **Deborah Jones**, Victoria U. of Wellington

1040 : (Paper Session) - (GDO) **Race, Justice and Tokenism**

3:00pm - 4:30pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 1040

Chair: **George Marvin Neely**, Southern U.

Discussant: **Judith A. Clair**, Boston College

The Effect of Private Regard on Racial Minorities' Perceptions of Token vs. Majority Task Groups | **Angélica S. Gutiérrez**, U. of California, Los Angeles; **Miguel M. Unzueta**, U. of California, Los Angeles

📄 Effects of Racial Awareness and Ethnicity on Ratings of Organizational Justice and Trust | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, Greensboro

👤➔📄 Advancing Racio-Ethnic and Diversity Theorising Through 'Intersectional Identity Work' | **Doyin Atewologun**, Cranfield U.; **Ruth H.V. Sealy**, Cranfield U.

1041 📄: (DRP Session) - (HCM) **Patient-Centered and Evidence-Based Care**

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 1041

Facilitator: **Eric Barends**, VU U. Amsterdam

👤 Cascade Iatrogenesis: Postoperative Respiratory Failure in Hospitalized Older Adults | **Deirdre Thornlow**, Duke U.; **Ruth A Anderson**, Duke U.

Volume, Focus and Co-morbidity: Medical Conditions and the Organization of Health Care Delivery | **Jonathan Clark**, The Pennsylvania State U.

👤📄 Using the "Customer Service Framework" to Successfully Implement Patient- and Family-Centered Care | **Pavani Rangachari**, Medical College of Georgia

📄 Awareness of Evidence-Based Practices by Organizations in a Smoking Cessation Network | **Keith G Provan**, U. of Arizona; **Jonathan Beagles**, U. of Arizona; **Scott Leischow**, U. of Arizona

📄 Navigating Patient Navigation: Conceptual, research, and practical issues | **Victoria Anne Parker**, Boston U.; **Christy Harris Lemak**, U. of Michigan

1042 📄📄 SHCS: (HCM, PNP) **Implications of US Health Reform for Organizational and Management Research**

3:00pm - 4:30pm Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 1042

Organizers: **L Michele Issel**, U. of Illinois, Chicago; **Timothy Hoff**, State U. of New York, Albany

Delivery System Changes and U.S. Health Reform: Implications for Implementation Research and Theory, | **Timothy Hoff**, State U. of New York, Albany

Value Based Purchasing in Health Reform: Implications for Management and Organizational Research | **Gary J. Young**, Northeastern U.

Workforce, Wellness and Community: Opportunities for Management Theory Development and Research. | **L Michele Issel**, U. of Illinois, Chicago

Responses of Health Care Providers to Reform: Implications for Research on Organizational Change | **Michael I. Harrison**, Agency for Healthcare Research and Quality

1043 📄: (Paper Session) - (HR) **Performance Ratings and Raters**

3:00pm - 4:30pm Grand Hyatt: Independence

Tweet this session: #AOM2011 1043

Chair: **Steve Scullen**, Drake U.

📄 Multivariate Dynamic Criteria: A Process Model of Job Performance | **Seth Spain**, U. of Nebraska

📄 The Effect of Rater Goals, Implicit Theory and Ratee Performance Levels on Performance Ratings | **Xiaoye Wang**, Tsinghua U.

👤📄 Introducing a Social Network Approach to Peer Assessment: Improving Predictive Validity | **Gil Luria**, Haifa U.; **Yuval Kalish**, Tel Aviv U.

📄 Predicting Referral Hire Performance: Do Referrer Characteristics Matter? | **Jenna Renae Pieper**, U. of Texas, Dallas

1044 📄: (HR) **Social Capital, Human Capital, and Knowledge in Organizations**

3:00pm - 4:30pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 1044

Chair: **Rebecca R. Kehoe**, Rutgers U.

Discussant: **Susan E. Jackson**, Rutgers U.

Towards a Global Human Capital Architecture | **Shad S. Morris**, Ohio State U.

Knowledge-based Path to Subsidiary Competitive Advantage | **Saba Colakoglu**, Berry College

The Effects of Merit and Sponsorship on Interfirm Career Mobility | **Sung-Choon Kang**, Seoul National U.

A Task Contingency-based Framework for Social Capital Investments in Organizations | **Rebecca R. Kehoe**, Rutgers U.

1045 ➔ 📄: (DRP Session) - (HR) **HR's Role in Organizational and Institutional Processes**

3:00pm - 4:30pm Grand Hyatt: Mission A

Tweet this session: #AOM2011 1045

Facilitator: **James P. Guthrie**, U. of Kansas

➔ Interaction Effects among HRM Practices, Manufacturing Configurations, and Countries | **Takashi Sakikawa**, Niigata U.

📄 The Multilevel Investigation of HRM Practice, Absorptive Capacity and New Product Development | **Chia-Jung Lee**, National Taiwan U.

The Outsourcing and Devolvement of HR Activities and Their Impact on HR Department Power | **Astrid Reichel**, WU Vienna; **Mila B. Lazarova**, Simon Fraser U.

➔ Negotiating Global Standards as Institutional Work: The Case of IFAs | **Markus Helfen**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin

📄 The Management of an Aging Workforce: An Assessment of Organizational Policies in Germany and the UK | **Michael Muller-Camen**, Middlesex U.; **Matt Flynn**, Middlesex U.; **Heike Schroder**, Middlesex U.

1046 📄📄: (DRP Session) - (HR) **Rethinking Employee Performance Appraisal**

3:00pm - 4:30pm Grand Hyatt: Travis B
 Tweet this session: #AOM2011 1046

Facilitator: **Arup Varma**, Loyola U. Chicago

- 📄 Employee Perceptions of Performance Management Practices: A Multilevel Investigation | **Elaine Farndale**, Pennsylvania State U.; **Clare Kelliher**, Cranfield U.
- 📄 Aligning Individual and Organizational Performance: Goal Alignment in Agency Performance Appraisals | **Rebecca Ayers**, U.S. Office of Personnel Management
- Impact of Performance Appraisal Justice on Employee Engagement: A Study of Indian Professionals | **Vishal Gupta**, Indian Institute of Management, Lucknow; **Sushil Kumar**, Indian Institute of Management, Lucknow
- 📄 The Best and the Rest: Revisiting the Norm of Normality of Individual Performance | **Ernest H O'Boyle**, Longwood U.; **Herman Aguinis**, Indiana U., Bloomington
- Changing the Way We Think About Performance Appraisal: A Meta-Analysis | **Shaun Pichler**, California State U., Fullerton

1047 → 🗣️📄 JS: (HR, IM, OB) **HRM in the Middle East: What West Can Learn from Middle East**

3:00pm - 4:30pm Grand Hyatt: Bonham D
 Tweet this session: #AOM2011 1047

Organizers: **Fida Afiouni**, American U. of Beirut; **Huub Ruel**, U. of Twente

Chair: **Randall S. Schuler**, Rutgers U.

Discussant: **Tanya Bondarouk**, U. of Twente

What Can the West Learn from the Middle East? | **David Thomas Weir**, Liverpool Hope U.

Women's Careers in Academia: A Middle Eastern Perspective | **Fida Afiouni**, American U. of Beirut; **Charlotte M. Karam**, American U. of Beirut; **Nour A. Nasr**, American U. of Beirut

The Transfer of HRM Practices from MNCs to Their Lebanese Subsidiaries: Adaptation/Standardization | **Eric F. G. Davoine**, U. of Fribourg; **Samer François Nakhle**, U. of Fribourg

Knowledge Transfer into a Developing Country: HRM Practice in an Iranian Hotel Chain | **Maryam Shademan Pajouh**, U. of Teesside; **John Blenkinsopp**, U. of Teesside

Standardization and Localization of HRM in MNC's in Iran: The Case of Unilever | **Dena Ghotbi**, U. of Twente; **Huub Ruel**, U. of Twente

The Contribution of e-HRM to HR Delivery Services Quality: An Empirical Case Study | **Ali Rezaeian**, Shahid Beheshti U.; **Behroz Ghlichlee**, Shahid Beheshti U.; **Huub Ruel**, U. of Twente; **Niloofar Dehghan Manshadi**, Shahid Beheshti U.

1048 : (Paper Session) - (IM) **Robert H. Schaffer Award for Best Paper in Applied IM**

3:00pm - 4:30pm San Antonio Convention Center: Room 207 B
 Tweet this session: #AOM2011 1048

Chair: **Nadim Matta**, Schaffer Consulting

- 📄 Uncertainty Awareness and Corporate Ownership Concentration: Evidence from Latin America | **Luiz Ricardo Kabbach de Castro**, U. Autònoma de Barcelona; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Rafel Crespi-Cladera**, U. de les Illes Balears
- 📄 The Internationalization of Small and Medium-Sized Enterprises Based in Transition Economies | **Mai Thi Thanh Thai**, HEC Montreal; **Li Choy Chong**, U. of St. Gallen

→ Evolutionary Theory and the Advantage Paradox of Multinational Corporations | **Francesco Ciabuschi**, Free U. Bozen-Bolzano; **Henrik Dellestrand**, Uppsala U.; **Oscar Martín Martín**, Navarra Public U.

📄 Spinning Gold: The Financial Returns to External Stakeholder Engagement | **Witold Jerzy Henisz**, U. of Pennsylvania; **Sinziana Dorobantu**, U. of Pennsylvania; **Lite Nartey**, U. of South Carolina

1049 : (DRP Session) - (IM) **Internationalization Process and Performance of Emerging Market MNCs**

3:00pm - 4:30pm San Antonio Convention Center: Room 208
 Tweet this session: #AOM2011 1049

Chair: **William Newbury**, Florida International U.

→ 📄 Outward Foreign Direct Investment and Strategies by Emerging Markets | **Monica Yang**, Adelphi U.

→ 🗣️📄 The Globalization of Government Corporations: Evidence from China | **Nan Zhou**, Moscow School of Management Skolkovo

→ Emerging MNCs and the Interaction between Learning Capabilities and Country Specific Factors | **Armando Juan Borda**, Florida International U.; **William Newbury**, Florida International U.

→ 📄 Does Internationalization Create Value During Global Economic Crisis? Evidence from China | **Xufei Ma**, Chinese U. of Hong Kong; **Nan Zhou**, Moscow School of Management Skolkovo

→ 📄 Corporate Listings on Stock Markets in sub-Saharan Africa: An Exploratory Analysis from Ghana | **Moses Acquah**, U. of North Carolina, Greensboro

1050 : (Paper Session) - (IM) **Cross Cultural Management and International Organizational Teams**

3:00pm - 4:30pm San Antonio Convention Center: Room 209
 Tweet this session: #AOM2011 1050

Chair: **Bruce W. Stening**, Peking U.

→ Investigating the Effect of International Non-work Experience on Cultural Intelligence | **Reuben Ng**, Yale U.

→ 🗣️📄 Categorization Conventions of American and Chinese Behaviors in Teams within and Across Cultures | **Catherine Peyrols-Wu**, Nanyang Technological U.; **Josh W. Keller**, Nanyang Technological U.; **Ying-Yi Hong**, Nanyang Technological U.

📄 Becoming One of the Guys: Stigma, Corruption, and Withdrawal Behaviors | **Lorena R. Perez Floriano**, El Colegio de la Fontera Norte; **Jorge A. Gonzalez**, U. of Texas Pan American

→ 🗣️📄 A Needs-Based Theory of Multicultural Work Team Success | **Andy Molinsky**, Brandeis U.; **Tsedal Neeley**, Harvard U.

1051 : (Paper Session) - (IM) **International Innovation Management and Global Outsourcing**

3:00pm - 4:30pm San Antonio Convention Center: Room 210 A
 Tweet this session: #AOM2011 1051

Chair: **Lydia Bals**, Copenhagen Business School

📄 Home-host Country Distance and Offshore Vertical Boundary Decisions | **Julien Gooris**, ULB; **Carine Peeters**, ULB

MONDAY

- 📄 The Effects of the Breadth and Depth Dimensions of Offshoring on Organizational Innovativeness | **Oli Radu Mihalache**, Erasmus U. Rotterdam
- Fostering Tacit Knowledge in Global Industries: Changes in Italian Textiles and Apparel Production | **Sara Jane McCaffrey**, Franklin & Marshall College
- 📄 Exploring MNC Open Innovation from a Game Theory Perspective: Insights from HQ Innovation Managers | **Jaap Vossen**, U. of Amsterdam; **Sarah Straub**, U. of Amsterdam; **Christopher Williams**, Richard Ivey School of Business

1052 : (Paper Session) - (IM) Examining International Human Resource Management

3:00pm - 4:30pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1052

Chair: **Sully Taylor**, Portland State U.

- 📄 Cultural Intelligence, Role Clarity, and Thriving: Implications for Self Initiated Expatriates | **Hong Ren**, U. of Wisconsin, Milwaukee; **Dilek G. Yunlu**, U. of Wisconsin, Milwaukee; **Katy Fodchuk**, Visiting International Faculty Program; **Margaret Shaffer**, U. of Wisconsin, Milwaukee
- 📄 International Entrepreneurial Orientation and Performance: a configuration approach | **Ioannis Thanos**, Athens U. of Economics and Business; **Pavlos Dimitratos**, Athens U. of Economics and Business
- 📄 Organizational Image, Identity, and International Divestment: A Theoretical Examination | **William P. Wan**, Texas Tech U.; **H Shawna Chen**, Texas Tech U.; **Daphne W. Yiu**, Chinese U. of Hong Kong

- ➔ 🗣️ 📄 The Performance Implications of International Intensity, Diversity, and Distance | **Stewart R. Miller**, U. of Texas, San Antonio; **Dovev Lavie**, Technion Israel Institute of Technology; **Andrew Delios**, National U. of Singapore

1053 📄 🗣️: (Paper Session) - (MC) Professional Service Firms: Purchasing, Human Capital and Clients

3:00pm - 4:30pm Grand Hyatt: Bowie B
Tweet this session: #AOM2011 1053

Facilitator: **Joseph Baugh**, Capella U.

Discussant: **Peter Sorensen**, Benedictine U.

- 📄 Purchasing Professional Services | **Frida Perner**, Stockholm School of Economics; **Andreas Werr**, Stockholm School of Economics
- 📄 Can Client Satisfaction Help Retain Professional Services Employees? A Dyadic Analysis | **Regina Viola Frey**, German Graduate School of Management & Law (GGS)
- ➔ 🗣️ 📄 The Role of Organizational Distance between M&A parties and its impact on Intangible Capital | **Andreas Pazi Raharso**, Hay Group

1054 📄 🗣️ 📄: (Paper Session) - (MED) Leadership Development and Practice in Management Education and Development

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 15
Tweet this session: #AOM2011 1054

Chair: **Katherine A. Karl**, U. of Tennessee, Chattanooga

- ➔ 🗣️ 📄 The Challenges of Leadership Development: Are Business Schools Exhibiting Evidence Based Practice? | **Benjamin J. Amos**, George Mason U.; **Michelle Amy Marks**, George Mason U.

- ➔ 🗣️ 📄 Building Foundations for Leaders' Development through the Personalization of Management Learning | **Gianpiero Petriglieri**, INSEAD; **Jack Denfeld Wood**, International Institute of Management; **Jennifer Louise Petriglieri**, INSEAD
- MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.**

- 📄 📄 Threshold Concepts and Modalities for Teaching Leadership Practice | **Jeffrey Yip**, Boston U.; **Joseph A Raelin**, Northeastern U.

1055 📄 🗣️: (MED) Toward Global Sustainability: Transcending Western-Finance & Eastern-Management Teaching Differences

3:00pm - 4:30pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1055

Facilitator: **James A.F. Stoner**, Fordham U.

- Panelists: **Frank Werner**, Fordham U.; **Cheryl Connor**, Marlboro Graduate School; **David Goodman**, Maharishi U.; **Kevin Lynch**, Benedictine U.

1056 📄 SHCS: (MH) Then and Now in Management History

3:00pm - 4:30pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1056

Organizers: **Robert C. Ford**, U. of Central Florida; **Richard T. Mowday**, Eugene, OR

Moderator: **Ronald F. Piccolo**, Rollins College

- Presenters: **Gary P. Latham**, U. of Toronto; **Edwin A. Locke**, U. of Maryland, College Park; **Gerard H Seijts**, U. of Western Ontario

1057 📄: (Paper Session) - (MOC) Extensions and Applications of Cognitive Theories

3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 1057

Chair: **Jacqueline Meszaros**, National Science Foundation

- ➔ 📄 Being Present but not Fully There: Interruptions and the Challenge of Anticipated Time Pressure | **Sophie Leroy**, U. of Minnesota
- ➔ 📄 Leader Ethical Decision-Making in Organizations: Strategies for Sensemaking | **Chase Thiel**, U. of Oklahoma; **Zhanna Bagdasarov**, U. of Oklahoma; **Lauren N Harkrider**, U. of Oklahoma; **James F Johnson**, U. of Oklahoma; **Michael Mumford**, U. of Oklahoma
- ➔ 🗣️ 📄 The Effects of Guilt on Strategic Decision-Making: A China-US Cross-Cultural Experimental Study | **Weichu Xu**, Framingham State College; **Anil Nair**, Old Dominion U.; **Mahesh Gopinath**, Old Dominion U.; **William Q Judge**, Old Dominion U.
- 📄 Cultural Conceptualizations of Power and their Behavioral Consequences among Biculturals | **Yu-Wei Hsu**, Northwestern U.

1058 📄: (Paper Session) - (MOC) Cognition in Teams

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 1058

Chair: **Frances J. Milliken**, New York U.

- ➔ Striking a Balance: The Impact of Balanced versus Imbalanced Subgroups on Work Team Performance | **Andrew M. Carton**, Pennsylvania State U.; **Jonathon N. Cummings**, Duke U.; **Alon Evron**, Duke U.

→ The Structure of Team Identity: The Impact of Multiplex Relationships on World Cup Soccer Outcomes | **Jose Uribe**, Columbia Business School

The Relationship between Collective Intelligence, Cognitive Diversity and Team Learning | **Ishani Aggarwal**, Carnegie Mellon U.; **Anita Williams Woolley**, Carnegie Mellon U.; **Christopher Chabris**, Union College; **Thomas W. Malone**, Massachusetts Institute of Technology

An Uncertainty Reduction Model of Relational Demography | **Carmen Kaman Ng**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology; **Elizabeth George**, Hong Kong U. of Science and Technology

1059 : (DRP Session) - (MOC) **Making Sense of Organizational Identity**

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett West

Tweet this session: **#AOM2011 1059**

Facilitator: **Daniel A. Gruber**, Northwestern U.

→ When Identity May Matter Most: Factors that Make Organizational Identity Features Appear Essential | **Johan Van Rekom**, Erasmus U. Rotterdam

Identity, Competitors & Distinctiveness: Who are we? Who are they? | **W Timothy Few**, Penn State Beaver

An Examination of the Reliability and Validity of Six Measures of Positive Organizational Identity | **Jeffrey Bednar**, U. of Michigan; **Bradley Paul Owens**, U. of Michigan; **Jane E. Dutton**, U. of Michigan; **Laura Morgan Roberts**, Antioch U.

1060 JS: (MOC, OB) **Transitions in Understanding: Exploring How Understanding Evolves in Dynamic Contexts**

3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta C

Tweet this session: **#AOM2011 1060**

Chairs: **Marlys K. Christianson**, U. of Toronto; **Mary J. Waller**, York U.

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor
Shaping Entrepreneurial Opportunities | **Michelle A. Barton**, U. of Michigan, Ann Arbor

The Ins and Outs of Nursing Change of Shift Handoffs: A Communication Contest? | **John S. Carroll**, Massachusetts Institute of Technology; **Michele Williams**, Cornell U.

Building Swift Understanding: Collective Sensemaking in Emergency Management Command Teams | **Sjir Uitdewilligen**, U. of Maastricht

The Emergence of Shared Understanding During Unexpected Events: An Example from 9/11 | **Mary J. Waller**, York U.; **Marlys K. Christianson**, U. of Toronto

Risk, Rare Events, and the Politics of Organizational Learning | **Claus Rerup**, U. of Western Ontario; **Mark J Zbaracki**, The U. of Western Ontario

1061 : (Paper Session) - (OB) **Creativity and Innovation: The Importance of Team Processes and Leadership**

3:00pm - 4:30pm Grand Hyatt: Bowie A

Tweet this session: **#AOM2011 1061**

Chair: **Christina Fong**, U. of Washington

Team Culture, Creative Efficacy and Team Innovation - A Moderated Mediation Model | **Yang Sui**, GSM, Peking U.; **Yunyun Chen**, Peking U.

Multilevel Influences of Team Goal Orientation on Creativity | **Yaping Gong**, Hong Kong U. of Science and Technology; **Tae-Yeol Kim**, CEIBS; **Jing Zhu**, Hong Kong U. of Science and Technology; **Deog Ro Lee**, Seowon U.

Leaders' Achievement Goals and Employee Creativity: How to Get New Ideas into the Mind | **Roy B. L. Sibjom**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen

Impact of Transformational Leadership on Creativity via Employee Development and Knowledge Sharing | **Yuntao Dong**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

1062 : (Paper Session) - (OB) **Injustice and Conflict: Counterproductive Behaviors and Recovery Efforts**

3:00pm - 4:30pm Grand Hyatt: Bowie C

Tweet this session: **#AOM2011 1062**

Chair: **Adib Birkland**, City U. of New York, City College

West Meets East: Karma's Fruits As Just Desserts | **R Anthony Turner**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

→ Envy and Counterproductive Work Behaviors: Is More Justice Always Good? | **Abdul Karim Khan**, Lahore U.; **Samina Qurat-ul-ain**, U. of Central Punjab; **Chris M Bell**, York U.

→ Employee Sabotage Associated with Customer Injustice: A Comparison of North America and East Asia | **Ruodan Shao**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal

→ Examining the Effectiveness of Talking as a Victim-Centered Recovery from Organizational Injustice | **Rashpal K Dhensa**, London School of Economics

1063 : (DRP Session) - (OB) **Understanding Psychological Contracts: Affect, Identification, and Justice in Social Exchange**

3:00pm - 4:30pm Grand Hyatt: Crockett B

Tweet this session: **#AOM2011 1063**

Facilitator: **Angela Langevin-Heavey**, Cornell U.

When Broken Promises Threaten One's Identity: The Impact of PCB on Self-Identity Threat | **Kevin E. Henderson**, U. of St. Thomas, St. Paul/Mpls, MN

→ Promise Exchange between Newcomers and Their Employer: Building Blocks of the Psychological Contract | **Maria Tomprou**, Carnegie Mellon U.; **Ioannis Nikolaou**, Athens U. of Economics and Business; **John N. Nezelek**, College of William and Mary; **Denise M. Rousseau**, Carnegie Mellon U.

→ Motivating Employees to Work Beyond Retirement: A Multi-Level Study of the Role of I-deals | **Matthijs Bal**, Erasmus U. Rotterdam; **Simon B. De Jong**, U. of St. Gallen; **Arnold B. Bakker**, Utrecht U.

Exploring Accommodation and Forgiveness within the Employment Relationship | **Kyle Ingram**, London School of

Economics; **Jonathan Edward Booth**, London School of Economics

1064 🗄️: (DRP Session) - (OB) **The Consequences of Social Networks: Creativity, Performance, and Interpersonal Relations**

3:00pm - 4:30pm Grand Hyatt: Crockett C

Tweet this session: [#AOM2011 1064](#)

Facilitator: **Mathis Schulte**, HEC Paris

🗄️ Players and Purists: Networking Profiles and Strategies of Service Professionals | **Ben M. Bensaou**, INSEAD; **Charles D. Galunic**, INSEAD; **Claudia D. Jonczyk**, ESCP Europe

🗄️ Boomerang Effects: The Interaction Between Social Network Structures and Creative Outcomes | **Dirk Deichmann**, Erasmus U. Rotterdam; **Jan Van den Ende**, Erasmus U. Rotterdam

Social Networks, Formal Rank, and Interpersonal Avoidance Behavior in the Workplace | **Travis J Grosser**, U. of Kentucky; **Chris Sterling**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky

🗄️ Bonds and Boundaries: Network Structure, Organizational Boundaries, and Job Performance | **Xi Zou**, London Business School; **Paul Ingram**, Columbia U.

1065 🗄️: (DRP Session) - (OB) **Workplace Power Plays: Power and Politics Influences on Follower Cognitions and Emotions**

3:00pm - 4:30pm Grand Hyatt: Crockett D

Tweet this session: [#AOM2011 1065](#)

Facilitator: **William H Clampitt**, Central Michigan U.

➔ 🗄️ Masters of the Universe and Moral Hazard: Power and Accountability in Unethical Risk Taking | **Marko Pitesa**, Grenoble Ecole de Management

🗄️ The Curse of Power: Elevated Resource Control Hinders Self-Determination | **Nathanael J. Fast**, U. of Southern California; **Jennifer R. Overbeck**, U. of Southern California

🗄️ Development of a Scale for Personalized and Socialized Power (SPSP) | **Gregory W. Stevens**, Auburn U.; **Ross Scruggs**, Auburn U.; **Jacqueline Deuling**, Roosevelt U.

🗄️ Diabolical Dictators or Capable Commanders? Autocratic Leaders, Power Struggles and Team Performance | **Annebel H.B. De Hoogh**, U. of Amsterdam; **Lindred L. Greer**, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam

1066 🗄️: (Paper Session) - (OB) **Unethical Behavior: Influences of Leadership, Goal Setting and Organizational Climate**

3:00pm - 4:30pm Grand Hyatt: Republic C

Tweet this session: [#AOM2011 1066](#)

Chair: **Sankalp Chaturvedi**, Imperial College London

The Burden of Social Exchange: How and When High Quality LMX Leads to Unethical Behavior | **Deborah Searcy**, U. of Maryland, College Park; **Hui Liao**, U. of Maryland; **Vijaya Venkataramani**, U. of Maryland, College Park

🗄️ The Moderating Effect of Subconscious Priming on Goal Setting and Unethical Behavior | **David Welsh**, U. of Arizona; **Lisa Ordonez**, U. of Arizona

🗄️ Organizational Forgiveness Influences the Punishment of Ethical Misconduct | **Rommel O. Salvador**, U. of Washington, Tacoma

🗄️ Corporate Ethics and Firm Performance: The Role of Collective Organizational Commitment and OCB | **Jinseok Chun**, Seoul National U.; **Yuhung Shin**, Hanyang U.; **Jin Nam Choi**, Seoul National U.; **Min-Soo Kim**, Hanyang U.

1067 🗄️: (Paper Session) - (OB) **Cultural Values, Cultural Intelligence, and Shared Perspective**

3:00pm - 4:30pm Grand Hyatt: Travis C

Tweet this session: [#AOM2011 1067](#)

Chair: **Rebecca Robin Portnoy**, Washington State U.

🗄️ Antecedents of Global Mindset: Personal, Psychological, and Role Complexity | **Joana S. Story**, U. Nova de Lisboa; **John E Barbuto Jr**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln; **James A. Bovaird**, U. of Nebraska, Lincoln

➔ 🗄️ How Do They Emerge as Leaders Through Others' Eyes - A Congruence Effect | **Lu M Shannon**, U. College Dublin

🗄️ The Effects of Cultural Values on Mental Health: Mediating of Attitudes towards Emotional Expression | **Li-Chuan Chu**, Chung Shan Medical U.

➔ 🗄️ Cultural Intelligence as Related to Cultural Adjustment, Self-Monitoring and Core Self-Evaluations | **J Kline Harrison**, Wake Forest U.; **Holly H Brower**, Wake Forest U.

1068 ➔ 🗄️ JS: (OB, GDO, CM) **Broader, Deeper, and Richer Faultlines: New Thinking and Data about Social Fissures in Work Teams**

3:00pm - 4:30pm Grand Hyatt: Lone Star E

Tweet this session: [#AOM2011 1068](#)

Chairs: **Miriam Sanchez-Manzanares**, U. Carlos III de Madrid;

David A. Harrison, U. of Texas, Austin; **Ramon Rico**, U. Autónoma de Madrid

Discussant: **Karen A. Jehn**, Melbourne U.

Faultlines, Networks, and Conflict | **Eiston Lo**, U. of Texas, Austin; **David A. Harrison**, U. of Texas, Austin

Faultlines and Climate Change | **Yekaterina Bezrukova**, Santa Clara U.; **Chester S. Spell**, Rutgers U.; **Karen A. Jehn**, Melbourne U.

Can We Counteract the Detrimental Effect of Team

Faultlines? | **Ramon Rico**, U. Autónoma de Madrid; **Miriam Sanchez-Manzanares**, U. Carlos III de Madrid; **Mirko Antino**, U. Complutense de Madrid; **Dora C. Lau**, Chinese U. of Hong Kong

Faultlines and Risk-Taking: Do High-Faultline Teams Make More Conservative and Less Risky Decisions? | **Eric Kearney**, Leibniz U. Hannover

1069 ➔ 🗄️ JS: (OB, GDO, CM) **Managing Status Differentials in Demographically Diverse Groups**

3:00pm - 4:30pm Grand Hyatt: Republic A

Tweet this session: [#AOM2011 1069](#)

Chairs: **Bret Crane**, U. of Virginia; **Melissa C. Thomas-Hunt**, U. of Virginia

Discussant: **Lisa Hisae Nishii**, Cornell U.

Who Gives? Employee Demographics, Workgroup Diversity, and Charitable Giving | **Lisa M. Leslie**, U. of Minnesota; **Mark Snyder**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota

Ethnic Dissimilarity and Individual Performance In Work Groups. | **Yves R. F. Guillaume**, Aston U.; **Felix Brodbeck**, Ludwig Maximilians U.; **Daan van Knippenberg**, Erasmus U. Rotterdam

Going Global: Managing Nation Culture Status Differences within Heterogeneous Teams | **Bret Crane**, U. of Virginia; **Joris Gjata**, U. of Virginia; **Selin Selin Kesebir**, U. of Virginia; **Melissa C. Thomas-Hunt**, U. of Virginia

Eliminating the Experiential Differences That Divide Diverse Groups through Climate for Inclusion | **Lisa Hisae Nishii**, Cornell U.

1070 📄📱JS: (OB, HR) **Looking for Love in All the Workplaces: Exploring Passion for Work and Loving a Job**

3:00pm - 4:30pm Grand Hyatt: Seguin B
Tweet this session: #AOM2011 1070

Coordinator: **Constance Noonan Hadley**, Harvard U.

The Power of Love | **Connie Bygrave**, Saint Mary's U.; **E Kevin Kelloway**, Saint Mary's U.

What's Love Got to Do with It?: How We Love What We Do | **Brad Almond**, Texas A&M U.

Who Loves Their Job, and for How Long? | **Constance Noonan Hadley**, Harvard U.

Igniting Passion for Work | **Kimberly H. Perttula**, U. of California, Irvine

1071 📄SHCS: (OB, ODC) **Leadership in the Plural: Forms, Practices and Dynamics**

3:00pm - 4:30pm Grand Hyatt: Republic B
Tweet this session: #AOM2011 1071

Organizers: **Ann Langley**, HEC Montreal; **Laura Empson**, City U. London

Perspectives on Leadership in the Plural | **Jean-louis Denis**, ENAP; **Ann Langley**, HEC Montreal; **Viviane Sergi**, HEC Montreal

Navigating Ambiguity: Collective Leadership Processes in Professional Service Firms | **Laura Empson**, City U. London

The Emergence of Distributed Leadership during Strategic Organizational Change | **Heidi K. Gardner**, Harvard U.

Distributed Leadership, Professional Hierarchy and Organizational Accountability | **Graeme Currie**, U. of Warwick; **Andy Lockett**, U. of Warwick

Seeking Governance in Dual Executive Leadership | **Wendy Reid**, HEC Montreal

1072 📄JS: (OB, ODC, CM) **Organizational Change and Emotions**

3:00pm - 4:30pm Grand Hyatt: Seguin A
Tweet this session: #AOM2011 1072

Chairs: **Janaki Gooty**, U. of North Carolina, Charlotte; **Jane Shumski**, U. of North Carolina, Charlotte

Discussant: **Jean M. Bartunek**, Boston College

More than Just Blowing off Steam: The Roles of Anger and Advocacy in Promoting Organizational Change | **Lisa T. Stickney**, U. of Baltimore; **Deanna Geddes**, Temple U.

A Multi-Level Model of Emotions and Affective Commitment to Change | **Jane Shumski**, U. of North Carolina, Charlotte; **Janaki Gooty**, U. of North Carolina, Charlotte

Changing Plans: Emotional Dynamics in the Construction of a Strategic Plan | **Feng Liu**, U. of British Columbia

Emotional Climate and Organizational Innovation | **Veronique Tran**, ESCP Europe

1073 📄: (Paper Session) - (OCIS) **Information Technology and Organizational Change**

3:00pm - 4:30pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1073

Papers in this session explore the relationships between IT use and organizational change using various social theories and methodological approaches

Chair: **Marie-Claude Boudreau**, U. of Georgia

📄📱When Does Technology Enable Organizational Change? Convergent Feature Use and Collective Affordances | **Paul M. Leonardi**, Northwestern U.

📄Evolution of Digitally-enabled Design Processes: The Case of a Large Design and Construction Firm | **James Gaskin**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.; **Omri Shiv**, Case Western Reserve U.; **Zhewei Zhang**, Temple U.

📄Sustaining Change In The Absence Of Focal Actors: An Actor Network Perspective | **Cecil Eng Huang Chua**, U. Auckland; **Siew Kien Sia**, Nanyang Technological U.; **Christina Soh**, Nanyang Technological U.

1074 🗳️: (ODC) **Assumption University, Thailand: A West Meets East Case Study**

3:00pm - 4:30pm Grand Hyatt: Crockett A
Tweet this session: #AOM2011 1074

Presenters: **Perla Rizalina M. Tayko**, ABAC, Assumption U.; **Ann Leone Clancy**, Appreciative Coaching Collaborative, LLC; **Jacqueline Binkert**, Appreciative Coaching Collaborative, LLC; **Udomsak Soponkij**, ABAC, Assumption U.

1075 : (ODC) **ODC Distinguished Speaker, Kim Cameron, U Michigan, "Positive Organizational Change"**

3:00pm - 4:30pm Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 1075

Host: **James D Ludema**, Benedictine U.

1076 📄: (DRP Session) - (OM) **Measuring Performance from Environmental and Social Initiatives**

3:00pm - 4:30pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 1076

Facilitator: **Robert Sroufe**, Duquesne U.

📄Implementation of Green SCM: Impact on Performance Outcomes in Small Electronics Firms | **Sung Tae Kim**, Solbridge International Business School; **Sunran Jeon**, Butler U.; **Donghyun Choi**, U. of Nebraska, Lincoln

📄Eco vs. Productive Efficiency: A New Methodology for Comparative Performance Analysis | **Chien-Ming Chen**, Nanyang Technological U.; **Magali Delmas**, U. of California, Los Angeles; **Maria J. Montes-Sancho**, U. of Carlos III de Madrid

📄Lean and Green in Action: Drivers, Interdependencies and Performance of Environmental Projects | **Ambra Galeazzo**, U. of Padova; **Andrea Furlan**, U. of Padova; **Valentina Franchini**, U. of Padova; **Andrea Vinelli**, U. of Padova

1077 📄: (Paper Session) - (OM) **Effects of Supply Chain Complexity & Strategic Alliances on Trust, Disruptions, & Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 1077

Chair: **Arash Azadegan**, New Mexico State U.

📄Dimensions of Supply Chain Complexity and Their Effects on the Frequency of Supply Chain Disruptions | **Christoph**

MONDAY

- Bode**, Swiss Federal Institute of Technology Zurich, ETH;
Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH
- 📖 Relational and Contextual Dynamics of Strategic Alliances and Partnerships in Supply Chain | **Yuliya Shymko**, IE Business School
 - 📖 Complex Interdependence Patterns in Supply Chain Networks: Effects on Trust | **Ilaria Giannoccaro**, Politecnico di Bari; **Antonio Capaldo**, Catholic U. of the Sacred Heart - Milan

1078 📖: (DRP Session) - (OMT) **Boards in Crisis**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1078

Chair: **Michael Wolff**, U. of Mainz

- 📖 Duck, Duck, Goose: How Power Shapes Director Dismissals Following Financial Frauds | **Jeremy John Marcel**, U. of Virginia; **Amanda Cowen**, U. of Virginia
- 📖 Help, Motivate or Discipline the CEO? How Board Directors React to Negative Performance Conditions | **Nikolaos Kavadis**, RSM Erasmus U.
- 📖 The Crisis on Board: The Effect of Economic Slowdown on Boards Decision Making Processes | **Alberto Lavin Fernandez**, IE Business School; **Carmelo Mazza**, IE Business School
- ➔ 🗣️📖 The Effects of CEO Trustworthiness on Directors' Monitoring and Resource Provision | **Catherine E Connelly**, McMaster U.; **Toru Yoshikawa**, Singapore Management U.; **Wee-Liang Tan**, Singapore Management U.; **Esther del Brio**, Salamanca U.

1079 📖: (DRP Session) - (OMT) **The Impact of Structures and Rules on the Flow of Knowledge**

3:00pm - 4:30pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1079

Chair: **Anne L.J. ter Wal**, Imperial College Business School

- 📖 Comparing Internal Markets and Hierarchy in the Coordination of Knowledge: A Simulation Analysis | **Bruce Skaggs**, U. of Massachusetts; **Alfred Boccia**, Western New England College; **De Liu**, U. of Kentucky; **Peter Mills**, U. of Oregon
- 📖 Embodying Knowledge? Information Compliance Behavior in the Creation of Patents | **Dana Wang**, U. of Texas, San Antonio
- Individuals' Knowledge Transfer Behaviors and Social Networks: a Co-evolution Framework | **Yuan Lin**, U. of Washington; **Kevin Clyde Desouza**, U. of Washington, Seattle
- 📖 Multiparty Knowledge Transformation in Post-Merger IT Integration | **Pauli Alin**, Aalto U.; **Maria Alaranta**, Aalto U.
- 📖 Governance Mechanisms Fit Knowledge Characteristics for Inter-organizational Knowledge Transfer | **Wen-Yen Hsu**, National Cheng Kung U.

1080 📖: (Paper Session) - (OMT) **Events and Institutional Change**

3:00pm - 4:30pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1080

Chair: **Peer C. Fiss**, U. of Southern California

Facilitator: **Marvin Washington**, U. Alberta

- 📖 Making the World a Safer Place: Creating Institutions by Defining Deviant Industrial Practices | **Ken Chung**, Rutgers U.
- 📖 Backstage: Organizing Field Configuring Events as Institutional Work | **Leonhard Dobusch**, Free U. Berlin; **Elke Sybille Schuessler**, Free U. Berlin; **Lauri Wessel**, Freie U. Berlin
- 📖 Mechanisms of Field Configuration and Maintenance: FCEs and International Climate Change Policy | **Elke Sybille Schuessler**, Free U. Berlin; **Charles-Clemens Rüling**, Grenoble Ecole de Management; **Bettina Beata Wittneben**, U. of Oxford

1081 📖: (Paper Session) - (OMT) **Community Networks**

3:00pm - 4:30pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1081

Chair: **Denis Trapido**, U. of California, Irvine

- 📖 Exploring the Locus of Innovation: The Role of Network Communities | **Maxim Sytch**, U. of Michigan; **Adam Tatarynowicz**, Tilburg U.
- 📖 California Dreaming? Cross-Cluster Embeddedness and the Non-Emergence of the 'Next Silicon Valley' | **Dan Breznitz**, Georgia Tech; **Mollie Taylor**, Georgia Tech
- ➔ 📖 Bowling Alone? A Critical Look at Accounts of Inclusive Growth at the 'Bottom of the Pyramid' | **Shaz Ansari**, U. of Cambridge; **Tricia Gregg**, U. of Cambridge; **Kamal Munir**, U. of Cambridge
- 📖 Rules for Emergence: Ostrom's Contribution to the Problem of Cluster Formation | **Adam Fremeth**, Ivey School of Business; **Alfred Allen Marcus**, U. of Minnesota

1082 ➔ 📖: (DRP Session) - (OMT) **The Operation of Institutional Logics at Different Levels**

3:00pm - 4:30pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 1082

Chair: **Claudia Gabbioneta**, U. of Genoa

- ➔ 📖 Transparency and Sovereign Wealth Funds - transnational codes for disclosure | **Afshin Mehrpouya**, ESSEC Business School - Paris
- Balancing Risk and Reward: The Impact of Community and Financial Logics in Bank Founding Groups | **John Almandoz**, Harvard U.
- 📖 Reasserting the Influence of Institutional Logics of Family in Organizations | **Samantha Fairclough**, U. of Alberta; **Evelyn Rita Micelotta**, U. of Alberta
- 📖 Firms' Unexpected Involvement in Constructing the Shareholder Value Maximization Logic | **Guilhem Bascle**, Erasmus U. Rotterdam; **Jiwook Jung**, Harvard U.

1083 📖: (Paper Session) - (OMT) **Institutions and Identity**

3:00pm - 4:30pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1083

Chair: **Wesley Helms**, York U.

- 📖 For Love and Money: the Entrepreneurial Self and the Creation of Caring Organizations | **Tyler Earle Wry**, Wharton School; **Michael Lounsbury**, U. of Alberta
- Scorning Their Shame: Theology, the Marginalized, and the Institutional Work of Allies | **Steve Stewart**, Florida Atlantic U.; **Bryant A Hudson**, Florida Atlantic U.
- 📖 Revolution of the Middle-class Housewives: Identity Work as a Process for Embedded Change | **Aegean Oi Kam Leung**,

U. of Victoria; **Charlene E. Zietsma**, U. of Victoria; **Ana- Maria Peredo**, U. of Victoria
 Social Investors' Collaborative Strategies to Change Institutional Fields | **Jegoo Lee**, U. of South Florida; **William B. Stevenson**, Boston College

1084 📄: (Paper Session) - (OMT) **Learning and Performance Feedback**

3:00pm - 4:30pm San Antonio Convention Center: Room 218
 Tweet this session: #AOM2011 1084

Chair: **David Touve**, Washington and Lee U.

📄 Momentum and the Performance-Risk Relationship:

Evidence from Professional Football | **David Lehman**, National U. of Singapore; **Jungpil Hahn**, Purdue U.

📄 Aspirations, Performance, and Changes in Partnering Behavior: Pharmaceutical Industry 1990-2006 | **Francesco Di Lorenzo**, Georgetown U.

📄 Corporate Structure, Performance Feedback and Innovation in Multi-divisional Firms | **Vibha Gaba**, INSEAD; **John Joseph**, Duke U.

Coalitions and Organizational Learning: The Politics of Making Decisions | **Gino Cattani**, New York U.; **Ji-hyun Kim**, New York U.

1085 → 📄SHCS: (OMT, ONE, SIM) **Innovation and Organizational Responses to Sustainability: An Institutional Perspective**

3:00pm - 4:30pm San Antonio Convention Center: Room 206 B
 Tweet this session: #AOM2011 1085

Organizer: **W Chad Carlos**, Cornell U.

Chair: **Shon R Hiatt**, Harvard Business School

Discussant: **Andrew J. Hoffman**, U. of Michigan

What it Means to Be Sustainable: A Comparative Analysis of the Lay Models of Sustainability | **Klaus Weber**, Northwestern U.; **Sara B. Soderstrom**, U. of Michigan

Intermediaries in a Nascent Field: The Case of the Clean Development Mechanism | **Brandon H. Lee**, London Business School

Innovation and Regulative Ambiguities in the U.S. Geothermal Power Sector | **Shon R Hiatt**, Harvard Business School; **Sangchan Park**, National U. of Singapore

The Evolving Influence of Social Movement Organizations on the U.S. Wind Power Industry | **W Chad Carlos**, Cornell U.; **Wesley Sine**, Cornell U.

1086 📄: (Paper Session) - (ONE) **Critical Events, Organizational Performance and the Natural Environment**

3:00pm - 4:30pm Marriott Riverwalk: Salon E
 Tweet this session: #AOM2011 1086

Chair: **P. Devereaux Jennings**, U. of Alberta

📄 What Do We Care About Yesterday's Chatter? Firm Legitimacy, Spill Severity, & Firm Performance | **Marko Horn**, Millsaps College; **Jack Fiorito**, Florida State U.; **Samuel H Goh**, Northern Kentucky U.

The Role of the Natural Environment on Avoiding Organizational Decline | **Denise L. Fleck**, Federal U. Rio de Janeiro

📄 Frame-Dynamics in the BP Crisis: Organization, Media and the Natural Environment | **Friederike Schultz**, VU U. Amsterdam; **Jan Kleinijenhuis**, VU U. Amsterdam; **Dirk**

Oegema, VU U. Amsterdam; **Sonja Utz**, VU U. Amsterdam; **Wouter van Atteveldt**, VU U. Amsterdam

1087 → 📄JS: (ONE, ENT, TIM) **Saving the Planet from East and West: Public and Private Efforts to Deploy Renewable Energy**

3:00pm - 4:30pm Marriott Riverwalk: Salon C
 Tweet this session: #AOM2011 1087

Organizers: **Joel West**, San Jose State U.; **Xiaohong Quan**, San Jose State U.

Discussant: **Andrew B. Hargadon**, U. of California, Davis
 Green vs. Jobs: Goal Conflict Inherence in the Solar Policies of California, China and Germany | **Erik G. Hansen**, Leuphana U. Lueneburg; **Florian Lüdeke-Freund**, Leuphana U. Lueneburg; **Joel West**, San Jose State U.; **Xiaohong Quan**, San Jose State U.

Factors Affecting Innovation in the Wind and Solar Industries in China | **Xudong Gao**, Tsinghua U.; **Yunhuan Tong**, Tsinghua U.; **Jianghua Zhou**, Tsinghua U.; **Liping Zhang**, Tsinghua U.

Quest for Industry Legitimacy: The Interplay of Multiple Actors in the Growing Solar Energy Sector | **Desiree F. Pacheco**, Portland State U.

The Value of Market Signals and Social Networks to Certify Venture Investments in Renewable Energy | **Nina Lucia Hampf**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen; **Robert Joseph Wuebker**, U. of Utah

1088 : (DRP Session) - (PNP) **HRM in Public and Nonprofit Organizations**

3:00pm - 4:30pm Marriott Riverwalk: Salon A
 Tweet this session: #AOM2011 1088

Facilitator: **Marlene J Le Ber**, U. of Western Ontario

📄 Divergence in HR Functional Roles in Local Government | **Sara Lindstrom**, Finnish Institute of Occupational Health; **Sinikka Vanhala**, Aalto U.

📄 Nonprofit Human Resource Management: Toward an Analytical Framework | **Kunle Akingbola**, U. of Toronto
 Homophily, Tie Strength, and Information Flow in a Health and Human Services Network | **Kun Huang**, U. of New Mexico

📄 The Italian Operatic Sector After Privatization and HRM: A Critical Reflection | **Marcello M Mariani**, U. of Bologna

📄 Reforming the Public Sector between Standardization and Personalization. (WITHDRAWN) | **Marta Trotta**, U. degli Studi di Roma Tor Vergata; **Stefano Scravaglieri**, Tor Vergata U.; **Maurizio Decastri**, Tor Vergata U.; **Sibel Yamak**, Galatasaray U.

1089 : (Paper Session) - (PNP) **Management Innovations and Cross-sector Transfer of Management Ideas**

3:00pm - 4:30pm Marriott Riverwalk: Salon F
 Tweet this session: #AOM2011 1089

Chair: **John Rohrbaugh**, State U. of New York, Albany

Integrating For-Profit and Non-Profit Logics: The (Possible) Potential of the Social Enterprise | **Madeline Toubiana**, York U.

→ The New Public Management Theory in the British Health Care System: A Critical Review | **Daniel Simonet**, American U. of Sharjah

- ☞→ Organizing Prisons through Public-Private Partnerships: A Cross-Country Investigation | **Sandro Cabral**, Federal U. of Bahia; **Stephane Saussier**, U. Paris 1 Panthéon Sorbonne
- 📖 The Climate for Innovation in State Government Agencies and Nonprofit Organizations | **John C. Ronquillo**, DePaul U.

1090 📖: (Paper Session) - (SAP) **Strategy Process : Meetings, Rules and Routines**

3:00pm - 4:30pm San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 1090

Chair: **Linda Rouleau**, HEC Montreal

- ☞→ Meetings in the Strategy Process: Toward an Integrative Framework | **Katharina Ditttrich**, U. of Zurich; **Stephane Guerard**, U. of Zurich; **David Nils Seidl**, U. of Zurich

SAP Best Student Paper Award

- 📖 Replication as Shaping: Investigating Micro Practices of Business Format Replication | **Martin Friesl**, Lancaster U.; **Joanne Larty**, Lancaster U.

- ☞→ 📖 Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process | **David Nils Seidl**, U. of Zurich; **Donald MacLean**, Glasgow U.; **Robert MacIntosh**, U. of Glasgow

1091 ☞→ 🗣️📖: (DRP Session) - (SIM) **System Change and Social Repair**

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 1091

Chair: **William E Martello**, St. Edward's U.

- 📖 Pre-Weberian Joining of Ethics, Institutional, and Political-Economic Theory | **Richard P Nielsen**, Boston College; **Felipe Massa**, Boston College
 - 📖 Paradoxical Tensions of Hybrid Business Models: A Framework and Case Study | **Garima Sharma**, Case Western Reserve U.; **Anand Jaiswal**, Indian Institute of Management, Ahmedabad; **Jagdeep Singh**, Case Western Reserve U.
 - 🗣️📖 Food Security as a Matter of Social Justice: Introducing the Food Abundance Index | **Audrey Murrell**, U. of Pittsburgh; **Ray Jones**, U. of Pittsburgh; **Jasneet Sharma**, U. of Pittsburgh
 - ☞→ 🗣️📖 The Renzhi Practices in Chinese Management System: Theory, Practice and Implications | **Kuan-Cheng Chen**, Shih Hsin U.
 - 📖 Sustainability Reporting: Link Between Stakeholder Strategy and Engagement Processes | **Irene M. Herremans**, U. of Calgary; **Jamal A. Nazari**, U. of Calgary
- Presenter: **Linda Ambrosie**, U. of Calgary

1092 ☞→ 📖: (Paper Session) - (SIM) **Business Government Relations: Corporate Political Activity and the Power of Stakeholders**

3:00pm - 4:30pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 1092

Chair: **Chalmer E. Labig**, Oklahoma State U.

- 📖 Stakeholder-firm Power Difference and SMEs' Environmental Performance in China | **Zhi Tang**, Rochester Institute of Technology; **Jintong Tang**, Saint Louis U.
- 📖 Corporate Political Activity, Organizational Learning and Absorptive Capacity | **Jean-Philippe Bonardi**, HEC U. of Lausanne; **Guy Holburn**, U. of Western Ontario; **Richard G. Vanden Bergh**, U. of Vermont

- 📖 Stakeholder Power Plays: The Influence Tactics Stakeholders Use to Impact TMT Responses | **Alexander S. Rose**, U. of Arkansas; **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Samantha A. Conroy**, U. of Arkansas

1093 ☞→ 🗣️📖: (Paper Session) - (SIM) **Ethics: Western and Eastern Perspectives on Rights, Human Resources, and Real Global Development**

3:00pm - 4:30pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 1093

Chair: **Judith Schrempf**, U. of Richmond

- 📖 A Perspective on Ethics, Human Rights, and Freedom of Association | **Cedric Dawkins**, California State Polytechnic U., Pomona
- ☞→ 🗣️📖 Localization of Human Resources in the Gulf Cooperation Council Countries | **Justin Shale Williams**, Charles Sturt U.; **Ramudu Bhanugopan**, Charles Sturt U.; **Alan Fish**, Charles Sturt U.
- ☞→ 🗣️📖 Do "Western" Multinational Companies Bring Benefits to Emerging and Developing Economies? | **Elisa Giuliani**, U. of Pisa

1094 📖: (Paper Session) - (TIM) **Open Source**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 1094

Chair: **Jack Bernard Crumbly**, Tuskegee U.

- 📖 Where and When can Open Source Thrive? Towards a Theory of Performance | **Sheen S. Levine**, Massachusetts Institute of Technology; **Michael J. Prietula**, Emory U.
- 📖 Understanding Commercial Open Source as Product and Service Innovation | **Maha Shaikh**, London School of Economics; **Tony Cornford**, London School of Economics
- 📖 Interaction in Open Source Software and Innovation Capabilities of the Community | **Francesco Rullani**, Luiss Guido Carli U.; **Lars Frederiksen**, Aarhus Business School

1095 📖: (Paper Session) - (TIM) **Human Capital and Innovation**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 1095

Chair: **Amol M. Joshi**, U. of Hawaii-Manoa

- ☞→ Human Capital, Social Capital and Firm Performance: The Mediating Role of Innovative Capabilities | **Marjo-Riitta Parzefall**, EBS International U.; **Amit Karna**, EBS Business School
- ☞→ 📖 Cool Again! Spin Outs and the Rejuvenation of Old Timers | **Bruno Cirillo**, Bocconi U.; **Giovanni Valentini**, Bocconi U.; **Stefano Brusoni**, Bocconi U.
- 📖 Structural Microfoundations of Innovation: Relational Stars and Quality of Inventive Output | **Konstantinos Grigoriou**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

1096 📖: (Paper Session) - (TIM) **Knowledge Transfer and Integration**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 C
Tweet this session: #AOM2011 1096

Chair: **Lionel Layerle**, Sariba

- 📖 A Grounded Model of Formalization of Knowledge Transfer Processes in Small Firms | **Martin Spraggon**, American U. of Sharjah; **Virginia Bodolica**, American U. of Sharjah

- 📖 When Does Knowledge Integration Work? Strategic Contingencies and Value Creation | **Federica Ceci**, G. D'Annunzio U.; **Andrea Masini**, HEC Paris
- 📖 Why Do Firms Take Over Some but not Other Customer Activities? A Knowledge Based View | **Magnus Holmén**, Chalmers U. of Technology; **Joakim Björkdahl**, Chalmers U. of Technology; **Rögnvaldur Sæmundsson**, N/A

1097 : (TIM) TIM Division Best Paper from a Dissertation Award

3:00pm - 4:30pm San Antonio Convention Center: Room 006 D
 Tweet this session: **#AOM2011 1097**

1098 📖: (DRP Session) - (TIM) Managing Alliances

3:00pm - 4:30pm San Antonio Convention Center: Room 008 A
 Tweet this session: **#AOM2011 1098**

Facilitator: **Ralph A Heidi**, Michigan State U.

- 👉📖 R&D Alliance Formation and SME Performance: How Do Relational and Organizational Resources Matter? | **Deeksha A Singh**, National U. of Singapore; **Debmalya Mukherjee**, U. of Akron; **Sanjaya S. Gaur**, Auckland U. of Technology; **Florian Schmid**, Roland Berger Strategy Consultants
- 📖 Resource Complementarity and Opportunism in Strategic Alliance | **Kai Xu**, Texas A&M U.; **Kuo-Feng Huang**, National Chengchi U.
- 📖 Governance of R&D Alliances between Competitors | **Sascha G Walter**, Christian-Albrechts-U. of Kiel; **Achim Walter**, U. of Kiel
- 📖 International Agreements and Technology Diffusion: A Multilevel Analysis of the Global Tire Industry | **Marius Sorin Krammer**, Groningen U. (RuG)
- 📖 Board Level Control in R&D Minority Equity Alliances in Biotech Industry | **Shivaram Devarakonda**, Purdue U., West Lafayette; **Jeffrey J. Reuer**, Purdue U.

Monday 4:30PM

1099 : (ENT) ENT IDEA Awards

4:30pm - 6:30pm San Antonio Convention Center: Mission 103 A
 Tweet this session: **#AOM2011 1099**

This meeting is before the ENT Business Meeting that is scheduled on Monday, August 15, 2011, 6:30 – 7:30 p.m. at the San Antonio Convention Center, Room 007B

1100 : (ICW) Organizational Research Methods Editorial Review Board Meeting

4:30pm - 5:30pm La Quinta Inn & Suites: Crockett West
 Tweet this session: **#AOM2011 1100**

Organizer: **Cynthia Nalevanko**, Sage Publications

Monday 4:45PM

1101 📖: (Paper Session) - (BPS) Opening the Black Box of Board Processes

4:45pm - 6:15pm San Antonio Convention Center: Room 201
 Tweet this session: **#AOM2011 1101**

Chair: **Daniel P. Forbes**, U. of Minnesota

- 📖 Social Identities in the Boardroom | **Dennis Veltrop**, U. of Groningen; **Eric Molleman**, U. of Groningen; **Reggy**

- Hooghiemstra**, U. of Groningen; **Hans Van Ees**, U. of Groningen
- 📖 Board Process, Climate and the Impact on Board Task Performance | **Bernard Craig Bailey**, Case Western Reserve U.; **Simon Peck**, Case Western Reserve U.; **Terry McNulty**, U. of Liverpool
- 👉📖 Exploring Minority Directors' Participation | **Chris Tuggle**, U. of Missouri at Columbia; **David G. Sirmon**, Texas A&M U.; **Leonard Bierman**, Texas A&M U.
- 📖 Information Disclosure of Corporate Venturing Investments | **Shu-Jou Lin**, National Taiwan Normal U.; **Jerry W. Lin**, U. of Minnesota, Duluth

1102 📖: (Paper Session) - (BPS) Alliances: Learning and Capability Development

4:45pm - 6:15pm San Antonio Convention Center: Room 202 A
 Tweet this session: **#AOM2011 1102**

Chair: **Ann McFadyen**, U. of Texas, Arlington

- Why (Some) Firms Fail to Learn from Collaborative Experience: Fragmentation of IOR Management | **Astrid ter Wiel**, VU U. Amsterdam; **Paul W. L. Vlaar**, VU U. Amsterdam; **Tom Elfring**, VU U. Amsterdam
- Re-Conceptualizing Alliance Management Capability: A Revised and Augmented Model | **Mayank Dhaundiyal**, Dublin Institute of Technology; **Joseph P Coughlan**, Dublin Institute of Technology
- 📖 A Process Study of Inter-Firm Relationships: Exploration, Exploitation, and Emergent Ambidexterity | **Alexander Zimmermann**, U. of St. Gallen; **Sebastian Raisch**, HEC U. of Geneva; **Julian Birkinshaw**, London Business School
- 📖 Internal and External Alliance Capabilities: Substitutes or Complements? | **Dennis van Eerden**, VU U. Amsterdam; **Brian Tjemkes**, VU U. Amsterdam; **Paul W. L. Vlaar**, VU U. Amsterdam

1103 📖: (Paper Session) - (BPS) Getting to Know You: Experience and the Attractiveness of Governance Alternatives

4:45pm - 6:15pm San Antonio Convention Center: Room 204 A
 Tweet this session: **#AOM2011 1103**

Chair: **Turanay Caner**, North Carolina State U.

- Alliances versus Acquisitions: The Ambiguous Effect of Partner-Specific Alliance Experience | **Adeline Thomas**, Freie U. Berlin; **Thomas Mellewig**, Freie U. Berlin
- 📖 The Effect of Experience on the Realignment of Transactions across Joint Ventures and Acquisitions | **Shyam Kumar**, Rensselaer Polytechnic Institute; **William M. Tracy**, Rensselaer Polytechnic Institute
- 📖 Experience, Superstition and the Weight of Activity Load in Management Buyouts | **Francesco Castellaneta**, Bocconi U.
- 👉📖 Prior Alliance with the Target and Acquisition Performance: The Danger of Honeymoon before Marriage | **Pierre-Xavier Meschi**, IAE Aix-en-Provence; **Emmanuel Metals**, EDHEC; **Katsuhiko Shimizu**, Keio U.

1104 📖: (Paper Session) - (BPS) Role of Employees in Organizational Adaptation

4:45pm - 6:15pm San Antonio Convention Center: Room 204 B
 Tweet this session: **#AOM2011 1104**

Chair: **Andrew von Nordenflycht**, Simon Fraser U.

MONDAY

- ☐ Disruption of Routines Through Employee Mobility | **Brian Michael Saxton**, The Ohio State U.; **Benjamin A. Campbell**, Ohio State U.
- ☐ Motivating Organizational Search | **Oliver Baumann**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark
- 📄 The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry | **Nathan Furr**, Brigham Young U.; **Fabrice Cavarretta**, ESSEC Business School; **Sam Garg**, Stanford U.
- ➔ ☐ How Do Firms Match Their Capabilities to Tasks? Evidence from M&A Advisors | **Olivier Chatain**, U. of Pennsylvania; **Philipp Meyer**, U. of Pennsylvania

1105 ☐ JS: (BPS, OMT, SIM) **Category Effects in the Evolution of Industries: Cognitive and Institutional Approaches**

4:45pm - 6:15pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1105

Organizer: **Rhonda K. Reger**, U. of Maryland

Discussant: **Joseph Porac**, New York U.

Fashioning an Industry: Cognitive Processes and the Construction of Worth | **Mukti V Khaire**, Harvard U.

Adopting the US Wind Energy Sector: The Effects of Media Influence and Sensemaking | **Scott Benjamin**, U. of Maryland, College Park; **Michael D. Pfarrer**, U. of Georgia; **J Robert Baum**, U. of Maryland

Competitor Categorization, Identity Domains, and Strategic Choice in the Wind Energy Industry | **Jonathan Randall Moerbe**, U. of Texas; **Rhonda K. Reger**, U. of Maryland; **Y. Sekou Bermiss**, U. of Texas, Austin

Convergence or Competition: The Trajectory of Standards in the Forestry and Chiropractic Fields | **Karen D. W. Patterson**, U. of New Mexico

Changing the Rules in the Middle of the Game: Certification Contests in Established Fields | **Anastasiya A. Zavyalova**, U. of Maryland, College Park

1106 : (CAR) **CAR Business Meeting**

4:45pm - 6:15pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1106

Division Chair: **Suzanne C. de Janasz**, IMD

Program Chair: **Julia Richardson**, York U.

Professional Development Workshop Chair: **Peter A. Heslin**, U. of New South Wales

Division Chair-Elect: **Svetlana Khapova**, VU U. Amsterdam

1107 ☐ ☐ ☐: (Paper Session) - (CAR) **Exploring the Implications and Experiences of 'New' Ways of Working**

4:45pm - 6:15pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1107

Chair: **Erin E. Makarius**, Canisius College

☐ Electronic Tethering: The Impact of After-hours Connectivity on Work-to-Family Conflict and Strain | **C. Melissa Fender**, Drexel U.

☐ Work-Family Balance for Remote Workers: A Myth or Reality? | **Jay Prakash Mulki**, Northeastern U.; **Fleura Bardhi**, Northeastern U.; **Kimberly Eddleston**, Northeastern U.

☐ The Impact of Standard and Nonstandard Work Schedules on Work-Family Conflict and Synergy | **Nicholas J Beutell**, Iona College

1108 ➔ ☐ ☐ CAU: (CAU) **West Meets East: Research Strategies for Japan Business Studies**

4:45pm - 6:15pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1108

Chair: **Ulrike Schaede**, U. of California, San Diego

Participants: **Christina L Ahmadian**, Hitotsubashi U.; **Kazuhiro Asakawa**, Keio U.; **James R Lincoln**, U. of California, Berkeley; **Thomas Roehl**, Western Washington U.; **Jesper Edman**, Hitotsubashi U.; **Masaru Karube**, Hitotsubashi U.

1109 ➔ ☐ ☐ CAU: (CAU) **Consulting In the Middle East versus the United States: Differences in Consulting Procedures**

4:45pm - 6:15pm Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 1109

Organizer: **Ousama Salha**, Benedictine U.

Speaker: **David Jamieson**, U. of St. Thomas

Participants: **Peter Sorensen**, Benedictine U.; **Henry Eric Williams**, Benedictine U.; **Rebecca A. Ellis**, Benedictine U.; **Bronwyn Rains**, Benedictine U.; **Carmen F. Armstrong**, Benedictine U.

1110 ☐ ☐ CAU: (CAU) **Meeting The West: Native and Indigenous Culture Research Caucus**

4:45pm - 6:15pm Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 1110

This caucus seeks to bring together people interested in research related to business practices and contributions of Indigenous and Native People and societies.

Coordinator: **Joe Gladstone**, New Mexico State U.

1111 ☐ ☐ ☐ CAU: (CAU) **West Meets East: Exploring Alternative Traditions to Organizational Paradoxes**

4:45pm - 6:15pm Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 1111

Coordinators: **Marianne W. Lewis**, U. of Cincinnati; **Wendy K. Smith**, U. of Delaware

1112 ☐ ☐ ☐ ➔ ☐ ☐ ☐ CAU: (CAU) **West Meets East Through the Africa Bridge: Enlightening, Balancing, and Transcending**

4:45pm - 6:15pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1112

Under the aegis of the Africa Academy of Management

Organizers: **David B. Zoogah**, Morgan State U.; **Eileen Kwesiga**, Bryant U.; **Nceku Nyathi**, Open U.

Participants: **Moses Acquah**, U. of North Carolina, Greensboro; **Stella M. Nkomo**, U. of Pretoria; **Paul A Sears**, U. of Findlay; **Karel Stanz**, U. of Pretoria; **Elham Kamal Metwally**, American U. in Cairo

1113 : (Paper Session) - (CDP) **Confidence, Competence, Consciousness and Trustworthiness**

4:45pm - 6:15pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 1113

Facilitator: **Neal M. Ashkanasy**, U. of Queensland

☐ ☐ PNP: Confidence in the Face of Terrorism: Factors Associated with Collective Efficacy | **Tammy E. Beck**, U. of North Carolina, Charlotte; **Stephanie Thomas Solansky**, U. of Houston, Victoria

☐ OB: Charting Paths of Least Resistance: How Managers Link Control and Trustworthiness-Promotion | **Chris P. Long**, Georgetown U.

📄 **ODC:** The Influence of Leader and Member Competencies on Emotionally Competent Team Norms | **Vanessa Urch Druskat**, U. of New Hampshire; **Joan Manuel Batista-Foguet**, ESADE; **Steven B Wolff**, GEI Partners

📄 **OB:** Relating Stigma Consciousness and Core Self Evaluation: A Dirty Work Study | **Amanda Danielle Shantz**, Kingston U.; **Jonathan Edward Booth**, London School of Economics

1114 : (Paper Session) - (CDP) Ratings, Rankings, and Performance Evaluation

4:45pm - 6:15pm Hilton Palacio del Rio: Corte Real F
Tweet this session: #AOM2011 1114

Facilitator: **R Scott Livengood**, U. of Florida

📄 **MED:** On the Folly of Rewarding (R)esearch While Also Needing (T)eaching | **Robert Marx**, U. of Massachusetts, Amherst; **Joseph E Garcia**, Western Washington U.; **D. Anthony Butterfield**, U. of Massachusetts, Amherst; **Jeffrey A Kappen**, U. of Massachusetts, Amherst

ODC: Life Without Rating and Ranking: How Organizations Fulfill the Purposes of Performance Appraisal | **Vicki M. Scherwin**, California State U. Long Beach; **Jean-Francois Coget**, California Polytechnic State U.; **Randy Kirner**, Nevada State Assembly

📄 **BPS:** Strategic Management Journal Rankings: Roles of Constituency Orientation and Disciplinary Influence | **John G Michel**, U. of Notre Dame

📄 → **MC:** Action Learning for Business Students: The Role of Consulting Projects in the MBA Curriculum | **James P Johnson**, Rollins College; **D. Michael Brown**, Birmingham City U.

1115 : (Paper Session) - (CDP) Office Politics, Conflicts, and Career

4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador East
Tweet this session: #AOM2011 1115

Facilitator: **Jennifer Dunn**, Michigan State U.

📄 **CAR:** Cynicism and Need for Leadership: Two Competing Self-Fulfilling Effects on Career Success | **Anyi Chung**, National Sun Yat-sen U.; **Shyh-er Chen**, National Sun Yat-sen U.; **I-Heng Chen**, National Sun Yat-sen U.

OCIS: Gossip from the Top: The Relationships between Negative Gossip from Supervisor and Employee Outcomes | **Jie Wang**, City U. of Hong Kong

📄 **OCIS:** Office gossip as an informational source | **Gordon Bruce Schmidt**, IPFW

📄 **OB:** Is Silence Always Miserable? The Dual Effects of Silence on Career Success | **Yi Li**, Shanghai U.; **Steven X Si**, Tongji U.

📄 **CM:** Social Influence and Legal Claiming: Examining Antecedents to Invocation of Legal Rights | **Jermaine Vesey**, U. of Texas, San Antonio; **Angela Hall**, U. of Texas, San Antonio; **Christopher Langford**, U. of Texas, San Antonio; **Teri Elkins**, U. of Houston; **Wajda Wikhamn**, U. of Gothenburg; **Robert Zinko**, East Carolina U.; **Julio Cesar Canedo Soto**, U. of Texas, San Antonio

1116 : (Paper Session) - (CDP) Work, Family and Gender

4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador West
Tweet this session: #AOM2011 1116

Facilitator: **Laura L. Alderson**, U. of Memphis

📄 **GDO:** The Impact of Work/Family Centrality on the Work-Family Conflict-Satisfaction Relationship | **Jessica Bagger**, California State U. Sacramento; **Andrew Li**, West Texas A&M U.

📄 **GDO:** Ask her.. She won't Mind: Are Women Interrupted more than Men? | **Linda M. Dunn-Jensen**, Indiana U.; **Frances J. Milliken**, New York U.; **Theresa K Lant**, Pace U.

📄 **GDO:** Employees' Assessment of Optional HR Practices: A Relational Framework | **Ariane Ollier-Malaterre**, Rouen Business School

→ 📄 **HR:** Who is that Elephant in our Parlor: Public Policy Spending and non-standard work arrangements | **Georgios I. Kassinis**, U. of Cyprus; **Eleni Stavrou**, U. of Cyprus

1117 : (Paper Session) - (CDP) Size, Scale, and Rationality

4:45pm - 6:15pm Hilton Palacio del Rio: La Espada
Tweet this session: #AOM2011 1117

Facilitator: **William James Fear**, Cardiff U.

📄 **SIM:** Process and People: Managing Conflict Based on Weber's Types of Rationality | **Michael A. Gross**, Colorado State U.; **Raymond Louis Hogler**, Colorado State U.; **Chris A. Henle**, Colorado State U.

📄 **ENT:** Stigmatization of Bankrupt Entrepreneurs in the Dutch Mass Media: Size Matters | **Ingrid Wakkee**, VU U. Amsterdam; **Frank Dorrestein**, VU U. Amsterdam; **Yvette Taminiau**, VU U. Amsterdam

📄 **OB:** Are Virtuous Choices Especially Valued Once Possessed? | **Michael Andreas Pirson**, Fordham U.; **Ben Shenoy**, Harvard U.

ONE: The Constraining Effect of Scale on Organizational Attention | **Michael Wood**, Richard Ivey School of Business

1118 : (Paper Session) - (CDP) Understanding Development of Exceptional Leaders

4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: #AOM2011 1118

Facilitator: **Annette Towler**, DePaul U.

MED: A Meso-Level Mnemonic Framework for Teaching and Practicing Leadership and Leader Development | **Teresa J Rothausen**, U. of St. Thomas

📄 **MED:** Distinguishing Competencies of Successful Physician Leaders | **Margaret M. Hopkins**, U. of Toledo; **Deborah Anne O'Neil**, Bowling Green State U.

📄 **OCIS:** Structural Antecedents of Transformational Leadership | **Kihyun Lee**, Yonsei U.; **Hongseok Oh**, Yonsei U.; **Dongil Jung**, Yonsei U.; **Myung-Ho Chung**, Ewha Womans U.

📄 **OMT:** Towards an Expanded Model of Transcendent Leadership: Substitutes and the Societal Level | **Rachel E. Sturm**, U. of Houston; **Dusya M. Vera**, U. of Houston

1119 : (Paper Session) - (CDP) Sustainability Practices and Business Performance

4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey S
Tweet this session: #AOM2011 1119

Facilitator: **Glen Dowell**, Cornell U.

📄 **ONE:** Climate Change and Environmental Performance: A Longitudinal Study in the U.S. Ski Resort Industry | **Pete Tashman**, George Washington U.

Winner of ONE Division Best Paper Award

- ➔🗨️📄ONE: Are Cost Savings an Effect or Driver of Environmental Responsiveness? | **Sukhbir Sandhu**, U. of South Australia; **Clive Smallman**, U. of Western Sydney; **Lucie Ozanne**, U. of Canterbury; **Ross Cullen**, Lincoln U.
- 📄OM: Does Sustainability Matter? Impact of Sustainability Practices on Firms' Financial Performance | **Jocelin Yinfen Lam**, U. of Melbourne; **Prakash Jagat Singh**, U. of Melbourne; **Kannan Sethuraman**, Melbourne U.
- ONE: Longitudinal Study of ES, EP, and FP in The Dirty Industries of the USA 1991-2005 | **Kenneth J. Hatten**, Boston U.

1120 ➔🗨️📄: (DRP Session) - (CM) **Conflict in Teams: A Multi-level Perspective**

4:45pm - 6:15pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 1120

Facilitator: **Anita D. Bhappu**, U. of Arizona

- ➔📄A Multilevel Investigation of Conflict Influencing Team Commitment in Work Teams | **Sanghyun Lee**, POSCO Research Institute; **Seungwoo Kwon**, Korea U.; **Min-Soo Kim**, Hanyang U.; **Shung Jae Shin**, Portland State U.
- 📄Conflict In Top Management Team Decision-Making: Can Affective Conflict Possess A Silver Lining? | **Kevin J. Hurt**, U. of Texas Pan American
- 📄The Effect of Task Conflict on Employees: The Moderating Role of Social Capital and Discretion | **Eun Kyung Lee**, U. of Illinois, Urbana-Champaign; **WonJoon Chung**, U. of Illinois, Urbana-Champaign; **Ariel C. Avcgar**, U. of Illinois, Urbana-Champaign
- ➔🗨️📄The Relationship between Conflict Management Strategies and Team Effectiveness | **Li-Kuo Sung**, Vanderbilt U.; **Mei-Yu Yang**, Chihlee Institute of Technology

1121 🗨️➔🗨️📄JS: (CM, OB, IM) **Cross-Cultural Differences in Negotiation**

4:45pm - 6:15pm Grand Hyatt: Bonham C
Tweet this session: #AOM2011 1121

Chair: **Sudeep Sharma**, Washington U. in St. Louis

- Dealing with Multiple Parties at the Same Time: Polychronicity in Three-Party Negotiations | **Marwan Sinaceur**, INSEAD; **Margaret A. Neale**, Stanford U.; **Nazli Turan**, Carnegie Mellon U.; **Roderick Swaab**, Northwestern U.; **Gerben A. Van Kleef**, U. of Amsterdam
- Western and Middle Eastern Models of Inter-cultural Dispute Resolution | **Catherine Tinsley**, Georgetown U.; **Nazli Turan**, Carnegie Mellon U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Soroush Aslani**, Northwestern U.; **Rebecca Heino**, Georgetown U.

Culture, Subjective Time Horizon, and Negotiation | **Michele J. Gelfand**, U. of Maryland; **Elizabeth Salmon**, U. of Maryland; **Hsuchi Ting**, Carnegie Mellon U.; **Sarit Kraus**, U. of Maryland; **Ya'akov Gal**, Harvard U.

Individual Differences and Negotiation Outcomes: A Cross-Cultural Field Study | **Hillary Anger Eifenbein**, Washington U. in St. Louis; **Sudeep Sharma**, Washington U. in St. Louis; **Shirli Kopelman**, U. of Michigan, Ann Arbor; **Noah Eisenkraft**, U. of North Carolina, Chapel Hill; **Jared R. Curhan**, Massachusetts Institute of Technology

1122 ➔🗨️📄: (CMS) **CMS Keynote-Academic: "The Spirit Returns to the East"**

4:45pm - 6:15pm Marriott Rivercenter: Salon G

Tweet this session: #AOM2011 1122

The CMS keynote is sponsored by the journal *Organization & Fundacao Getulio Vargas - EBAPE, Brazil*.

Distinguished Speaker: **Walter Mignolo**, Duke U.

Division Chair-Elect: **Sarah Stookey**, Central Connecticut State U.

1123 ➔🗨️📄: (CMS) **West-East, North-South and Between: Terror, Greed, War, Race and Community in a Narrative World**

4:45pm - 6:15pm Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 1123

Participants: **Karen Ho**, U. of Minnesota; **Stephen A. Linstead**, U. of York, UK; **John Van Maanen**, Massachusetts Institute of Technology; **Mark de Rond**, Cambridge U.; **Harold Lloyd Goodall**, Arizona State U.; **Michael Rosen**, Independent

1124: (Paper Session) - (DISC) **Power and Empowerment**

4:45pm - 6:15pm Hyatt Regency: Blanco

Tweet this session: #AOM2011 1124

Discussant: **Lynn Harland**, U. of Nebraska, Omaha

🗨️📄OB: Employee Popularity Mediates the Relationship Between Political Skill and Interpersonal Mistreatment | **Kristin L. Cullen**, Auburn U.; **Jinyan Fan**, Auburn U.; **Cong Liu**, Hofstra U.

📄OB: Breaking the Gestalt of Psychological Empowerment: Causes and Consequences of Empowered Employees | **Matt Luth**, U. of Kansas; **Pankaj C Patel**, Ball State U.; **Jake Messersmith**, U. of Nebraska at Kearney

OB: The Development of a Process Model of Care Exchange in Organizations | **Sen Xu**, UCD; **Ian J. Walsh**, U. College Dublin

➔🗨️📄OB: Assessing Managerial Coaching Outcomes for South Korean Employees | **Sewon Kim**, State U. of New York, Empire State College; **Toby Marshall Egan**, Texas A&M U.

1125: (Paper Session) - (DISC) **Culture and Development**

4:45pm - 6:15pm Hyatt Regency: Bowie C

Tweet this session: #AOM2011 1125

Discussant: **Zachary Sheaffer**, Ariel U. Centre

➔🗨️📄ODC: Enlightenment of OD and TQM: The Humanistic Connection Between National Culture and Quality Efforts | **Chiung-Wen Yeh**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.

📄ODC: Developmental Space for Innovation | **Karin Derksen**, VU U. Amsterdam; **Leon De Caluwe**, Vrije U., Twynstra; **Robert Jan Simons**, U. of Amsterdam

➔🗨️📄ODC: The Impact of Japanese Culture on Inter and Intra Organization Supply Chains | **Carol Gill**, U. of Melbourne

1126: (Paper Session) - (DISC) **OMT and Change**

4:45pm - 6:15pm Hyatt Regency: Frio

Tweet this session: #AOM2011 1126

Discussant: **Christine Quinn Trank**, Texas Tech U.

➔📄OMT: New Capability or Continuous Challenge? Offshoring Knowledge Work and Managing Process Interfaces | **Stephan Manning**, U. of Massachusetts, Boston; **Thomas Hutzschenreuter**, Otto Beisheim Graduate School of

Management (WHU); **Alexander Strathmann**, Otto Beisheim Graduate School of Management (WHU)

📖 **OMT**: Non-monotonic Effects of Discourses on Collective Action for De-institutionalization | **Sang-Joon Kim**, U. of California, Irvine

📖 **OMT**: Technological Frame on the Timing of Innovation: Automotive Emission Control in the 1970s | **Ying Zhu**, Kyushu U.

OMT: Going West: The American 'Frontier' and the Westward Expansion of the American Firearms Industry | **Chirag Kasbekar**, Emory U.

1127 : (Paper Session) - (DISC) Relationships

4:45pm - 6:15pm Hyatt Regency: Live Oak

Tweet this session: #AOM2011 1127

Discussant: **Peter O. Foreman**, Illinois State U.

📖 **MOC**: Relationship Capacity as a Source of Resilience in Individuals and Teams in the Workplace | **John Paul Stephens**, Case Western Reserve U.; **Emily Heaphy**, Boston U.; **Abraham Carmeli**, Tel Aviv U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Jane E. Dutton**, U. of Michigan; **Richard P. Bagozzi**, U. of Michigan

→ 📖 **MOC**: A Metaphorical Analysis of Relationship Dynamics in International Strategic Alliances | **Leigh Anne Liu**, Georgia State U.; **Wendi L. Adair**, U. of Waterloo; **Daniel C Bello**, Georgia State U.

MOC: Talking about Yourself at Work: Self-disclosure as a Predictor of Relational Identification | **Kerry Roberts Gibson**, Georgia Tech

1128 : (Paper Session) - (DISC) Enhancing

Entrepreneurship

4:45pm - 6:15pm Hyatt Regency: Llano

Tweet this session: #AOM2011 1128

Discussant: **Lawrence A. Plummer**, U. of Oklahoma - Norman

→ 📖 **ENT**: How Do We Reach Them? Comparing Random Samples from Mobile and Landline Phones | **Paul Richard Steffens**, Queensland U. of Technology; **Marcello Tonelli**, Queensland U. of Technology

📖 **ENT**: How Can a Cluster Policy Enhance Entrepreneurship? The "BioRegio" Case | **Claire Champenois**, Audencia Nantes School of Management

📖 **ENT**: Stars and Misfits: Self-Employment and Labor Market Frictions | **Thomas Astebro**, HEC; **Jing Chen**, Copenhagen Business School; **Peter Thompson**, Florida International U.

📖 **ENT**: Do Venture Capitalists Learn from Own and Others' Trade Sales? | **Bart Clarysse**, U. of Ghent; **Itxaso Del-Palacio**, Imperial College Business School; **Annelies Bobelyn**, U. of Ghent

1129 : (Paper Session) - (DISC) Understanding and Managing Conflict

4:45pm - 6:15pm Hyatt Regency: Maverick A

Tweet this session: #AOM2011 1129

Discussant: **Alexandra A. Mislin**, American U.

CM: Temporal Tribes: Affective Conflict in Venture Backed Top Management Teams | **Marty Abbott**, Case Western Reserve U.

📖 **CM**: Relational Orientation and Familiarity of Negotiators: Effects on Outcomes in Dyadic Negotiations | **Ann-Sophie De Pauw**, Vlerick Leuven Gent Management School

→ 📖 **CM**: Why Negative Anticipation in Conflict Resolution? | **Zhi-Xue Zhang**, Peking U.; **Danni Wang**, GSM, Peking U.

→ 📖 **CM**: Enlightening and Transcending Conflict by Accepting Paradoxes: When Western and Eastern Visions Meet | **Laurence de Carlo**, ESSEC Business School Paris-Singapore

1130 : (Paper Session) - (DISC) Internationalization and Technological Learning

4:45pm - 6:15pm Hyatt Regency: Navarro

Tweet this session: #AOM2011 1130

Discussant: **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign

📖 **BPS**: Toward a Theory of Converting Country-Specific Advantages into Firm-Specific Advantages | **Feng Wan**, U. of Cambridge; **Peter J. Williamson**, U. of Cambridge

→ 📖 **IM**: Extending the Uppsala Model: Disruptive Innovation from a Chinese Evolved Subsidiary | **Simone Corsi**, Scuola Superiore Sant'Anna; **Alberto Di Minin**, U. of California, Berkeley

IM: The Growth of Indigenous Technology Firm: the Case of Lenovo Computer | **Cheng-Hua Tzeng**, Fudan U.

1131 : (Paper Session) - (DISC) Contributions of Firms and Communities to Knowledge Exchange

4:45pm - 6:15pm Hyatt Regency: Nueces

Tweet this session: #AOM2011 1131

Discussant: **Sebastian Fixson**, Babson College

📖 **TIM**: Joining Forces: A Framework of Multi-partner Alliances for Public Good Innovations | **Georg von Krogh**, ETH Zurich; **Helena Garriga**, ETH Zurich; **Sebastian Spaeth**, ETH Zurich

📖 **TIM**: Give and It Will be Given to You: The Strategic Case for Sharing in the Information Age | **Simcha Jong**, U. College London; **Kremena Slavcheva Slavova**, U. College London

📖 **TIM**: Exploring incentives in Science, Technology and Knowledge-Based Communities | **Francesco Rullani**, Luiss Guido Carli U.; **Lorenzo Zirulia**, U. of Bologna

1132 : (Paper Session) - (DISC) Firm Scope and Performance

4:45pm - 6:15pm Hyatt Regency: Segin

Tweet this session: #AOM2011 1132

Discussant: **Tony W. Tong**, U. of Colorado

📖 **BPS**: Dynamic Implications of Relatedness on Multi-Business Firm Value | **Arkadiy Sakhartov**, Purdue U., West Lafayette; **Timothy B Folta**, Purdue U.

📖 **BPS**: Resource Configuration, Business Scope and Performance: A Dynamic Capability Perspective | **Chia-Wen Hsu**, National Chung Cheng U.; **Sonic Wu**, Yuan Ze U.; **Ji-Ren Lee**, National Taiwan U.

1133 📖: (ENT) Passion and Psychological Ownership in Entrepreneurship

4:45pm - 6:15pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1133

Organizer: **Melissa S. Cardon**, Pace U.

Is Entrepreneurial Passion Obsessive in Nature? | **Rosemary Fisher**, Swinburne U. of Technology

Entrepreneurial Passion and Self-Efficacy in the Development of Entrepreneurial Intent and Behaviors | **Maija Renko**, U. of Illinois, Chicago; **Laurel F Ofstein**, U. of Illinois, Chicago; **Jenny M. Hoobler**, U. of Illinois, Chicago

Psychological Ownership and Entrepreneurial

Decision-making | **Diane M. Nelson**, Washington State U.; **Sam Yul Cho**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.; **David M. Townsend**, North Carolina State U.

Entrepreneurial Exit, Psychological Ownership, and Passion: Personal Psychological Consequences | **Charles Y. Murnieks**, U.S. Air Force Academy; **Melissa S. Cardon**, Pace U.

1134 🗄️: (DRP Session) - (ENT) International Entrepreneurship: Organization, Strategy and Performance

4:45pm - 6:15pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1134

Facilitator: **Mark V. Cannice**, U. of San Francisco

🗄️ Institutional Determinants of Macro-level Entrepreneurship | **Michael Valdez**, Seton Hall U.; **James Richardson**, U. of Hawaii

➔ 🗣️ Are Born Global Firms Really Born Regional? | **Alan M Rugman**, U. of Reading; **In Hyeock Ian Lee**, Western Kentucky U.; **Siri Ann Terjesen**, Indiana U., Bloomington

➔ Cultural Burdens and Institutional Blessings: Internationalization by SMEs from Emerging Countries | **Sonia Ketkar**, George Mason U.; **Zoltan J. Acs**, George Mason U.

The Role of the Entrepreneur in Venture Capital Firms Post-investment Process | **Philipp Niemann**, RWTH Aachen U.

Agglomeration vs. Organizational Reproduction - The Molds Cluster in Portugal | **Carla Costa**, Carnegie Mellon U.; **Rui Baptista**, Instituto Superior Tecnico

1135 : (GDO) GDO Townhall Meeting: AoM Faculty Diversity Coalition, Diversity & Inclusion Theme Committee & GDO

4:45pm - 6:15pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 1135

The meeting will examine role(s) of the Coalition in concert with the new Diversity & Inclusion Theme Committee and GDO.

Organizers: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Ron Ophir**, York U.; **C Douglas Johnson**, Georgia Gwinnett College; **Susan L. Kirby**, Texas State U.

1136 🗄️ JS: (GDO, HR, OB) Advancing Theory and Research on Hispanic Work Issues

4:45pm - 6:15pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 1136

Chair: **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania

Discussant: **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania
Relations among Values, Ethnicity, and Job Choice Tradeoff Preferences | **Eugene F Stone-Romero**, U. of Texas, San Antonio; **Linda C. Isenhour**, Eastern Michigan U.; **Dianna L. Stone**, U. of Texas, San Antonio

La Familia: A Significant Aspect of Job Choice for Latino Millennials | **Donna Maria Blancero**, Bentley U.

The Role of Values in Organizational Attraction | **Elizabeth J. Muniz**, Little Elm, Texas; **Eugene F Stone-Romero**, U. of Texas, San Antonio

Factors Related to the Digital Divide and Hispanics' Use of Computers | **Richard D. Johnson**, State U. of New York, Albany; **Diana S. Navas**, Charles Schwab & Co., Inc.

Factors Related to the Success of Hispanic Small Businesses | **Dianna L. Stone**, U. of Texas, San Antonio; **Teresa Johnson**, U. of Texas, San Antonio; **Julio Cesar Canedo Soto**, U. of Texas, San Antonio; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Mark M. Suazo**, Wright State U.

1137 ➔ 🗄️: (DRP Session) - (HCM) Organization of Healthcare Delivery - International and US Perspectives

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 1137

Facilitator: **Amer Kaissi**, Trinity U.

🗄️ The Impact Of Demographic And Perceptual Variables On Young Adult Health Insurance Status | **John Cantiello**, George Mason U.; **Dawn Oetjen**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida; **Ning Jackie Zhang**, U. of Central Florida

🗄️ Exploring Organizational Form and Organization Design in the Context of the British AHSCs | **Jonathan Pinto**, Imperial College Business School; **Panita Surachaikulwattana**, Imperial College London

➔ 🗄️ Dynamics of Hospital Competitive Relationships: Social Network Analysis in the Italian NHS | **Fausto Di Vincenzo**, G. D'Annunzio U.; **Daniele Mascia**, Catholic U. Rome

➔ 🗄️ A Deconstruction of Mainstream Public Sector Health Services Research Settings | **Martin Wood**, RMIT U.

🗄️ A Network Approach to Distributed Leadership: Concentration, Co-Ordination and Contextualization | **Graeme Currie**, U. of Warwick; **Andy Lockett**, U. of Warwick; **Leroy White**, U. of Bristol

1138 : (HCM) Healthcare Leadership: Thoughts from my Foxhole

4:45pm - 6:15pm Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 1138

Organizer: **Trish Reay**, U. of Alberta

Healthcare Leadership: Thoughts from my Foxhole | **MG David Rubenstein**, U.S. Army Medical Department Center

Presenter: **MG David Rubenstein**, U.S. Army Medical Department Center

1139 🗄️ 🗣️: (Paper Session) - (HR) The Effects of Downsizing

4:45pm - 6:15pm Grand Hyatt: Bonham D

Tweet this session: #AOM2011 1139

Chair: **Clinton Chadwick**, U. of Kansas

🗣️ Employee downsizing and knowledge retention | **Achim Schmitt**, Audencia Nantes School of Management; **Stefano Borzillo**, SKEMA Business School; **Gilbert Probst**, U. of Geneva

🗄️ The Loyalty Effect? Employee Downsizing, Customer Satisfaction and Firm Performance | **James P. Guthrie**, U. of Kansas; **Jeong-Yeon Lee**, U. of Kansas; **Inmaculada Martin-Tapia**, U. of Granada

→ 📄 Workforce Downsizing and Firm Performance: Does Family Ownership Make a Difference? | **Matthias F. Brauer**, U. of St. Gallen

1140 → 📄: (DRP Session) - (HR) **HR Implementation and Strategic Fit**

4:45pm - 6:15pm Grand Hyatt: Mission A
Tweet this session: #AOM2011 1140

Facilitator: **Patrick Wright**, Cornell U.

Critical Factors Influencing Human Resource Practice Implementation | **David Sikora**, Florida State U.

📄 HRM practices and archetypes in Dutch Law Firms | **Maarten Dehaas**, U. of Amsterdam; **Wendelien Van Eerde**, U. of Amsterdam

→ 🗣️📄 CEO Background and the Adoption of Western-Style Human Resource Practices in China | **Katherine A. Frear**, U. of North Carolina, Charlotte; **Wei Zhao**, U. of North Carolina, Charlotte; **Yang Cao**, U. of North Carolina, Charlotte

📄 Practicing a Coherent HRM Strategy: Exploring the Fit Perspective | **Al-Karim Samnani**, York U.

📄 The Familiness Structure and its Dynamic Characteristics of HRM | **Shimei Yan**, Zhejiang U.

1141 📄: (DRP Session) - (HR) **Group- and Firm-Based Incentives**

4:45pm - 6:15pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 1141

Facilitator: **Anthony J Nyberg**, U. of South Carolina

📄 A Comprehensive Framework of Collective Incentives: A Perspective of Time Span | **Kyongji Han**, Rutgers U.; **Andrea Kim**, Rutgers U.

📄 Determinants of ESOP Satisfaction: Job Value and a Synergy of HR Practices | **Andrea Kim**, Rutgers U.; **Kyongji Han**, Rutgers U.; **Douglas Kruse**, Rutgers U.; **Joseph Blasi**, Rutgers U.

📄 Stock Option Exercise and Gift Exchange Relationships: Evidence from a Large US Company | **Martin J. Conyon**, Wharton School; **Peter Cappelli**, U. of Pennsylvania

📄 Dynamics of Shared Capitalism Policies in a Startup Company | **Joe Hsueh**, Massachusetts Institute of Technology

1142: (IM) **Barry Richmond Dissertation Award Session**

4:45pm - 6:15pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1142

1143: (DRP Session) - (IM) **Internationalization Process and Foreign Direct Investment**

4:45pm - 6:15pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 1143

Chair: **James J Kennelly**, Skidmore College

→ 📄 Cross-Cultural Interaction in Entry Mode Decisions as Cultural Friction: A Macro-Level Study | **Ramya Tarakad Venkateswaran**, Indian Institute of Management, Bangalore; **Reje George**, Indian Institute of Management, Bangalore

📄 Do Cross-Border Acquisitions Strengthen the Productivity of the Acquiring Firm in its Home Market? | **Olivier Bertrand**, St. Petersburg State U.; **Laurence Capron**, INSEAD

→ 🗣️📄 How Does Political Risk Affect Chinese Outward Foreign Direct Investment? | **Marshall Shibing Jiang**, Brock

U.; **Chang Hoon Oh**, Brock U.; **Ying Fang**, Communication U. of China

The choice of export destination by manufacturing firms: an empirical investigation | **Fatima Zahra Barrane**, Laval U.; **Egide Karuranga**, Virginia State U.; **Diane Poulin**, U. Laval

→ 🗣️📄 The Determinants of Outward Foreign Direct Investment for Chinese Private Enterprise | **Fiona Quinn**, U. of Sydney; **Chris Styles**, U. of Sydney

1144: (Paper Session) - (IM) **Social Network, Political Ties, and International Management**

4:45pm - 6:15pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1144

Chair: **Motofusa Murayama**, Seattle U.

→ 🗣️📄 Patron or parasite? The effects of CEO political connections on Chinese firms' time to IPO | **Tony Lewis**, U. of Wisconsin, Milwaukee; **Sali Li**, U. of Wisconsin, Milwaukee; **Jianfeng Wu**, Peking U.

📄 Does Collaboration Mitigate Competition? Perspectives on Network Ties, Market and Resource | **Yu-Ching Chiao**, National Chung Hsing U.; **Shu-Mei Hsu**, National Chung Hsing U.; **Tzu-Jen Chou**, National Chung Hsing U.

→ 🗣️📄 The Challenge of Defining Guanxi: a Review | **kai yan carlin guo**, Queensland U. of Technology

→ 🗣️📄 Why Do Business Leaders Pursue Political Connections in China? | **Xiao-Ping Chen**, U. of Washington; **Xuhong Li**, Fudan U.; **Xiaoya Liang**, Fudan U.

1145: (Paper Session) - (IM) **Institution Influences on Internationalization Process and Performance**

4:45pm - 6:15pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1145

Chair: **Mohamad Fakhreddin**, INSEAD

→ 🗣️📄 East to West: The Implications of Institutional Distance for MNEs from Emerging Economies (EM MNEs) | **Abdulrahman Chikhouni**, John Molson School of Business; **Gwyneth Edwards**, Concordia U.; **Mehdi Farashahi**, Concordia U.

→ 🗣️📄 Host Country Institutions, Home Country Government Support and Chinese Firms' FDI | **Mike Wright**, Nottingham U.; **Jiangyong Lu**, Peking U.; **Xiaohui Liu**, Loughborough U.; **Igor Filatotchev**, City U. London

📄 Bienvenue or Non Merci? Diversity of Institutional Investors and Foreign Blockholdings in France | **Michel Goyer**, U. of Warwick; **Dong Kwan Jung**, U. of Warwick

🗣️📄 How do Subsidiaries Confront Institutional Duality? Identity Claims at Hindustan Lever 1961-2009 | **Anirvan Pant**, Indian Institute of Management, Bangalore; **J Ramachandran**, Indian Institute of Management, Bangalore

1146: (Paper Session) - (IM) **Learning and Strategic Change in the Internationalization Process**

4:45pm - 6:15pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1146

Chair: **Roberto Gamarra**, Lewis U.

→ 📄 Learning and Strategic Change in the Internationalization of Emerging Economy Firms | **Vikas Kumar**, Sydney U.; **Garry D Bruton**, Texas Christian U.; **Ajai S Gaur**, Rutgers U.

🗣️📄 Reforms, Multinationalization, and Profitability | **Luis Alfonso Dau**, Northeastern U.

- 📖 Transformational Learning Experiences of International Assignments: A Field Study | **Anthony Fee**, U. of Sydney; **Sid Gray**, U. of Sydney
- ➔ 📖 Performance Implications of Complementary Control Mechanisms in International Family Business Groups | **Hsi-Mei Chung**, I-Shou U.; **Garry D Bruton**, Texas Christian U.

1147 : (Paper Session) - (IM) Executive Compensation, Expatriate Management, and Pay Satisfaction

4:45pm - 6:15pm San Antonio Convention Center: Room 216 B

Tweet this session: **#AOM2011 1147**

Chair: **Daniel J Miller**, Central Connecticut State U.

- ➔ ➔ An Institution-Based View of Executive Compensation: A Multilevel Meta-Analytic Test | **Marc van Essen**, U. Utrecht School of Economics; **Pursej Heugens**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.; **Jordan Otten**, RSM Erasmus U.

- ➔ 🗣️ Different from Expatriates: Foreign Executives in Local Organisations (FELOs) | **Frithjof Arp**, Monash U.; **Kate Hutchings**, Griffith U.; **Wendy A. Smith**, Monash U.

- ➔ ➔ 🗣️ A New Approach to Expatriate Effectiveness: A Perspective-Taking Model for Global Assignments | **Joon Hyung Park**, U. of Houston; **Jeanna Lea Abbott**, U. of Houston

- ➔ ➔ 🗣️ The Love of Money is the Root of All Evil: Pay Satisfaction and CPI as Moderators | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Vivien KG Lim**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Ilya Garber**, Saratov State U.; **Peter Vlerick**, U. of Ghent; **Adebowale Akande**, Potchefstroom U.; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mark G. Borg**, U. of Malta; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzhi Du**, Nankai U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGADE, Instituto Tecnológico y de Estudios Superiores de Monterrey; **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; **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.; **Mehmet Ferhat Özbek**, Gümüşhane U.; **AAhad Osman-Gani**, UIA International U.; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon, Portugal; **Ruja Pholsward**, Rangsit U.; **Horia Pitariu**, Babes-Bolyai U.; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Andrews U.; **Theresa Li-Na Tang**, Tang Global Consulting Group; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Luigina Canova**, U. of Padua; **Anna Maria Manganeli**, U. of Padua

1148 : (MC) MC Distinguished Speaker - Academia and Consulting: How Can We Work Together?

4:45pm - 6:15pm Grand Hyatt: Bowie B

Tweet this session: **#AOM2011 1148**

How can academic scholarships inform the practice of consultants and managers, and what can academia learn from the latter? Is their

*relationship a complementary or a substitutive one? How can academia and consulting contribute to the future development of the management profession? In this session, the two Distinguished Speakers -- Prof. Michael A. Hitt, a former President of both the Academy of Management and the Strategic Management Society, and Jeanne Harris, Executive Senior Research Fellow at the Accenture Institute for High Performance and co-author (with Tom Davenport) of the best-selling book *Competing on Analytics* -- will provide their perspectives on these matters and engage in a dialogue about the relationship between academia and consulting.*
Organizer: **Ansgar Richter**, EBS Business School
Distinguished Speakers: **Michael A. Hitt**, Texas A&M U.; **Jeanne G. Harris**, Accenture Institute for High Performance

1149 : (Paper Session) - (MED) International Perspectives on Management Education and Development

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 15

Tweet this session: **#AOM2011 1149**

Chair: **Jonathan D. Raelin**, U. of Bath

- 📖 Examining the Relationship between Emotional Intelligence and Intercultural Growth | **Nicole Gullekson**, U. of Wisconsin, La Crosse; **Mary Tucker**, Ohio U.

- ➔ 📖 Global Organizational Leaders' Social Capital Formation | **Yoshie Tomozumi Nakamura**, Columbia U.

- 🗣️ ➔ 🗣️ Effects of Cross-Cultural Management Courses on Cultural Intelligence | **Jacob Eisenberg**, U. College Dublin; **Hyun-Jung Lee**, London School of Economics; **Frank Brueck**, WU Vienna; **Barbara Brenner**, WU Vienna; **Marie-Therese Claes**, U. Catholique de Louvain; **Roger Bell**, ESADE; **Jacek Mironski**, Warsaw School of Economics

MED Global Forum Best Paper Award sponsored by the University of Manchester, Manchester Business School for the paper that best creates the opportunity to address global issues of significance to management education and/or development.

- 📖 The Determinants of International Student Mobility in UK Higher Education | **Ping Zheng**, U. of Westminster

1150 📖 🗣️ 📖 SHCS: (MED) Managerial Interpersonal Skills: The State of the Science

4:45pm - 6:15pm Marriott Rivercenter: Salon C

Tweet this session: **#AOM2011 1150**

Chairs: **Gerard Beenen**, California State U., Fullerton; **Lori A. Muse**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton

Discussant: **Ronald E. Riggio**, Claremont McKenna College

Developing a Model of Managerial Interpersonal Skills | **Shaun Pichler**, California State U., Fullerton; **Lori A. Muse**, California State U., Fullerton; **Stephanie Lee**, California State U., Fullerton; **Gerard Beenen**, California State U., Fullerton

Managing Challenging Interpersonal Situations at Work | **Paulo N. Lopes**, Catholic U. of Portugal

Connecting Leader Influence to Perceptions of Effectiveness: The Importance of Political Skill | **Elizabeth P. Karam**, Michigan State U.

Social Effectiveness and Career Success | **Sharon Y. Wu**, High Point U.; **Yu Ha Cheung**, Hong Kong Baptist U.; **Kenneth J. Harris**, Indiana U., Southeast

The Effective Leader: A Course to Develop the Interpersonal Skills of MBA Students | **Rosemary Maellaro**, U. of Dallas

1151 : (MH) Management History Division Business Meeting

4:45pm - 6:15pm Marriott Riverwalk: Salon B
 Tweet this session: **#AOM2011 1151**
 MH Division Executive Board Members

1152 📄: (Paper Session) - (MOC) Creativity and Cognition

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta C
 Tweet this session: **#AOM2011 1152**
 Chair: **Vincent L. Barker**, U. of Kansas

- 🗨️ Selling out: How impressions of materialism influence creative evaluations and performance | **Sharon H Kim**, Johns Hopkins U.
- 📄 Linear and Nonlinear Thinking: A Multidimensional Model and Measure | **Kevin S. Groves**, Pepperdine U.; **Charles M. Vance**, Loyola Marymount U.
- 🗨️ Look In or Out for Two Types Of Creativity? Scanning, Creative Self Efficacy, and Cross-Application | **Kimberly Jaussi**, Binghamton U.; **Amy Randel**, San Diego State U.
- 🗨️ Novel Hence Useless?: Re-Examining Assumptions about Creativity and Innovation | **Tina L. Juillerat**, IBM

1153 🗨️ JS: (MOC, OB) Intuition in Organizations

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta A&B
 Tweet this session: **#AOM2011 1153**
 Organizers: **Jean-Francois Coget**, California Polytechnic State U.; **Marta Sinclair**, Griffith U.

- Investigating Intuition: Progress and Challenges | **Gerard P. Hodgkinson**, U. of Leeds; **Eugene Sadler-Smith**, U. of Surrey
- Development and Validation of a New Measure of Intuition: The Types of Intuition Scale (TIntS) | **Jean E. Pretz**, Elizabethtown College; **Jeffrey Brookings**, Wittenberg U.; **Lauren A. Carlson**, Illinois State U.
- Performance under Varying Task-Environment Related Conditions | **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Csilla Horvath**, Radboud U. Nijmegen; **Janjaap Semeijn**, Open U.; **Marie Broi**, U. of Liège
- Measurement of Intuitive Processing | **Bjørn Tallak Bakken**, Norwegian Defense U. College; **Thorvald Haerem**, Norwegian School of Management
- The Challenges of Measuring Intuition in the Domain of Emergency Medicine | **Christian Harteis**, U. of Paderborn
- The Role of Anger and Fear in the Intuitive Decision Making of Film Directors | **Jean-Francois Coget**, California Polytechnic State U.; **Christophe Haag**, EM Lyon; **Donald E. Gibson**, Fairfield U.
- Intuitive Profile of Film Makers | **Marta Sinclair**, Griffith U.
- Intuition as a Research Method for Investigating the Extraordinary | **Viktor Dörfler**, Strathclyde U.

1154 📄: (Paper Session) - (OB) Creativity and Social Ties: Effects of Agreeableness, Networks and Interpersonal Relationships

4:45pm - 6:15pm Grand Hyatt: Bowie A
 Tweet this session: **#AOM2011 1154**
 Chair: **Shyngnan Liou**, National Cheng Kung U.

- 🗨️ Psych Safety, Creativity and Agreeableness: Creative Performers Don't Always Have to Be Jerks | **Lily Cushenbery**, Pennsylvania State U.; **Joshua Fairchild**, The Pennsylvania State U.; **Samuel Hunter**, Pennsylvania State U.

- ➔ 🗨️ It's Not Just Your Direct Ties But Also Your Connections: Extended Networks & Employee Creativity | **Giles Hirst**, Monash U.; **Jing Zhou**, Rice U.; **Cherrie J. Zhu**, Monash U.; **Eric Quintane**, U. of Lugano
- 📄 The Effects of Information Exchange Tie Characteristics and Relational Demography on Creativity | **Diana Jimeno-Ingrum**, U. of Notre Dame
- 🗨️ Is Positive Affect Enough? The Moderating Role of Relationship Conflicts | **Nils Henker**, U. of Mannheim; **Sabine Sonnentag**, U. of Mannheim

1155 📄: (DRP Session) - (OB) Cross-Cultural Examinations of Mentoring, Emotions, and Attitudes

4:45pm - 6:15pm Grand Hyatt: Crockett B
 Tweet this session: **#AOM2011 1155**
 Facilitator: **Tejinder K Billing**, Rowan U.

- ➔ 🗨️ A Cross-Cultural Examination of the Impact of Mentoring on Job Satisfaction | **Ekin K. Pellegrini**, U. of Missouri, St. Louis
- 🗨️ Cultural Differences in Moral Emotions and Taking Personal Responsibility | **Sun Young Kim**, Northwestern U.; **Taya R. Cohen**, Carnegie Mellon U.; **Brian C. Gunia**, Northwestern U.
- ➔ 🗨️ Conflicting Perspectives on Gender Inequality in Japanese Organizations | **Markus Pudelko**, Tübingen U.; **Helene Tenzer**, Tübingen U.; **Eriko Varkey**, Tübingen U.
- ➔ 🗨️ West Meets (Middle) East: Psychological Capital and Job Satisfaction | **Mohga Badran**, American U. in Cairo; **Carolyn M. Youssef**, Bellevue U.

1156 📄: (DRP Session) - (OB) Perceptions and Social Comparison: Relationships to Behavior and Performance

4:45pm - 6:15pm Grand Hyatt: Crockett C
 Tweet this session: **#AOM2011 1156**
 Facilitator: **Natalie C. Cotton**, U. of Michigan

- 🗨️ A Structural Account of the Development of Organizational Attention | **Nicole S. Zimmermann**, U. of Siegen
- 🗨️ The Relationship Between Attribution Theory, Implicit Theory, Core Confidence, and Performance | **Jessica Marie Greenwald**, Saint Ambrose U.
- 🗨️ Social Facilitation and Referee Foul Call Differential in NBA Games | **Emery Yao**, Peking U.; **Yong Li**, State U. of New York, Buffalo; **Jiming Wu**, California State U. East Bay; **James Robert Langabeer**, U. of Texas, Houston
- 🗨️ Meta-Perceptions and Meta-Accuracy Within Organizations: Theory Expansion and Implications | **R Anthony Turner**, U. of British Columbia

1157 📄: (DRP Session) - (OB) Perspectives in LMX Research: Multi-Level, Cross-Cultural, and Theoretical Issues

4:45pm - 6:15pm Grand Hyatt: Crockett D
 Tweet this session: **#AOM2011 1157**
 Facilitator: **Jennifer D. Nahrgang**, Arizona State U.

- The Missing Middle: The Overlooked Importance of Middle-Quality LMX | **Terry A. Nelson**, U. of Memphis; **Tom Stafford**, U. of Memphis; **Peter Wright**, U. of Memphis
- 🗨️ The Role of Empowerment in the Effects of Leaders' Upward Exchange Relationships on Subordinates | **Le**

Zhou, U. of Maryland, College Park; **Mo Wang**, U. of Maryland, College Park; **Gilad Chen**, U. of Maryland; **Junqi Shi**, Peking U.
 → 🗨️ Does It Help Teams to Differentiate LMX Relations? Opposite Answers from East and West | **Ying Chen**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.; **Raymond T Sparrowe**, Washington U. in St. Louis
 Measuring Leader-Member Exchange (LMX): Evidence for Consensus and Construct Breadth | **Dana L. Joseph**, U. of Central Florida; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Hock-Peng Sin**, Michigan State U.

1158 🗨️: (Paper Session) - (OB) **Diversity and Demography Influences on Individual and Group Outcomes: Status, Feedback & Inclusion**

4:45pm - 6:15pm Grand Hyatt: Republic A
 Tweet this session: #AOM2011 1158

Chair: **Hazel-Anne M. Johnson**, Rider U.

- 🗨️ Demography, Emotional Expressivity, and Undermining in a Female-Dominated Organization | **Olivia Amanda O'Neill**, George Mason U.; **Jennifer Mueller**, U. of Pennsylvania
- 🗨️ Employee Performance in the Light of Demographic Change: Investigating the Role of Age Inclusion | **Ruth Maria Stock**, Darmstadt U. of Technology; **Gisela Irene Bieling**, Darmstadt U. of Technology; **Florian Dorozalla**, Darmstadt U. of Technology
- 🗨️ Managing Diversity: How Innovative Job Performance at Different Ages Depends on Coworker Feedback | **Stefan Schaffer**, Jacobs U. / BARTEC; **Eric Kearney**, Leibniz U. Hannover; **Ralf Koester**, GISMA Business School; **Robert A. Eckhoff**, Jacobs U. Bremen
- 🗨️ Diversity and Virtuality in Teams: Effects of Status Differences and Communication Configuration | **Ravi Shanker Gajendran**, U. of Illinois, Urbana-Champaign; **David A. Harrison**, U. of Texas, Austin

1159 🗨️: (Paper Session) - (OB) **What Leads to Leader Emergence**

4:45pm - 6:15pm Grand Hyatt: Republic B
 Tweet this session: #AOM2011 1159

Chair: **Natalia Lorinkova**, Wayne State U.

- 🗨️ Learning Goal Orientation and Leadership Emergence in Multicultural Teams: A Moderated Process Model | **Minna Paunova**, IESE Business School; **Yih-teen Lee**, IESE Business School
- 🗨️ The Mainstream is Not Electable: Vision and Representativeness in Leader Emergence and Effectiveness | **Nir Halevy**, Stanford U.; **Yair Berson**, U. of Haifa; **Adam D. Galinsky**, Northwestern U.
- 🗨️ Relational Schemas to Investigate the Process of Leadership Emergence | **Cécile Emery**, London School of Economics; **Gianluca Carnabuci**, U. of Lugano; **David Brinberg**, Virginia Tech
- 🗨️ Individual Differences, Motivation to Lead, and Leader Emergence: A Mediated Model | **Samantha Collins**, Georgia Institute of Technology; **Terry C. Blum**, Georgia Institute of Technology

1160 🗨️: (Paper Session) - (OB) **Ostracism and Deviance: The Role of Supervisors, Social Capital, and Social Support**

4:45pm - 6:15pm Grand Hyatt: Republic C

Tweet this session: #AOM2011 1160

Chair: **D'Lisa N. McKee**, Mississippi State U.

- 🗨️ Ostracism and Job Performance: A Moderated Mediation Model | **Lance Ferris**, Pennsylvania State U.; **Huiwen Lian**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo
- 🗨️ Social Capital's Influence on Conformity and Deviance: The Role and Saliency of Shared Mental Models | **Kevin S. Cruz**, U. of Texas, El Paso
- 🗨️ The Negative Impact of Ostracism and the Moderating Role of Social Support at Work | **Sandra L. Robinson**, U. of British Columbia; **Jane O'Reilly**, U. of British Columbia; **Angela Wolff**, Fraser Health Authority
- 🗨️ A Contingency Approach to Supervisor Aggression and National Culture of the Target | **Abhinav Gupta**, Pennsylvania State U.

1161 🗨️: (Paper Session) - (OB) **Employee Engagement: Antecedents, Influences and Connectivity**

4:45pm - 6:15pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 1161

Chair: **Emily Stiehl**, U. of Pittsburgh

- 🗨️ A Multi-Level Analysis of the Antecedents of Employee Engagement | **Jaewan Yang**, Virginia Tech; **Jeffrey B. Arthur**, Virginia Tech; **Andrew O. Herdman**, East Carolina U.
- 🗨️ The Effect of Manager Influence Tactics on Employee Emotional Engagement and Voluntary Turnover | **Suzanne J. Peterson**, Arizona State U.; **Kristie M Rogers**, Arizona State U.; **Peter Hom**, Arizona State U.; **Kris Byron**, Syracuse U.
- 🗨️ Perceived Need for Connectivity: Staying Engaged Away from the Workplace | **Rashimah Rajah**, National U. of Singapore
- 🗨️ Mindfulness, Authentic Functioning, and Work Engagement: Modeling Growth in Mindfulness Training | **Hannes Leroy**, Katholieke U. Leuven

1162 🗨️: (Paper Session) - (OB) **How to be a Better Organizational Citizen: Affect, Motivation and Leadership Effects on OCB**

4:45pm - 6:15pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 1162

Chair: **Meagan Eleanor Brock**, West Texas A&M U.

- 🗨️ Better to Give than Compete? Prosocial and Competitive Motives as Predictors of Citizenship Behavior | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Amy Wrzesniewski**, Yale U.; **Jooyeon Son**, UIUC-ILIR
- Transformational Leadership and Citizenship Behavior: The Effects of Paternalism and Collectivism | **Ivan Destian Butar Butar**, Monash U.; **Sen Sendjaya**, Monash U.; **Charmine E. J. Hartel**, U. of Queensland
- 🗨️ A Tale of Perception: The Role of Perceived Intent on OCBs and Interpersonal Relationships | **C Justice Tillman**, U. of Alabama; **Ericka R. Lawrence**, U. of Alabama; **Josh Daspit**, U. of North Texas
- 🗨️ Organizational Secure Base and Citizenship Behaviors: The Mediating Role of Newcomers' Job Crafting | **Jane Yan Jiang**, Nanjing U.; **Chi-Wei Liu**, HongKuang U.

1163 🗨️🗨️: (OB, HR, RM) **Ethics and Integrity in the Publishing Process: Mythology, Facts, and Solutions**

4:45pm - 6:15pm Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 1163

Chair: **Maureen L. Ambrose**, U. of Central Florida

Discussant: **Marshall Schminke**, U. of Central Florida

And Justice for All: Our Research Participants Considered as Valued Stockholders | **Thomas A Wright**, Kansas State U.

Editorial Responsibility: Managing the Publishing Process to

Do Good and Do Well | **Herman Aguinis**, Indiana U.,

Bloomington; **Sofia Justina Vaschetto**, Indiana U.

Maximizing Your Data? Recommendations for Managing Multiple Submissions from the Same Dataset | **Bradley L. Kirkman**, Texas A&M U.

Ethical Issues Faced by Editors and Reviewers | **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

1164 🗨️👤 JS: (OB, MOC) **Affect at the Beeping Edge**

4:45pm - 6:15pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1164

Chairs: **Zhaoli Song**, National U. of Singapore; **Devasheesh P. Bhave**, Concordia U.

Discussant: **Remus Ilies**, Michigan State U.

Diurnal and Weekly Patterns of Mood and Satisfaction:

Profiling Based on Mobile Phone Data | **Shuhua Sun**,

National U. of Singapore; **Zhaoli Song**, National U. of Singapore

An Experience Sampling Study of Emotion Norms and

Emotion Regulation | **Devasheesh P. Bhave**, Concordia U.;

Theresa M. Glomb, U. of Minnesota; **Tao Yang**, U. of Minnesota

The Influence of Positive and Negative Mood on

Concentration: Examining the Moderating Role of Flow |

Wen-Dong Li, National U. of Singapore; **Zhaoli Song**, National

U. of Singapore; **Xian Li**, National U. of Singapore

Affect, Temporal Focus, and Venture Efforts of Entrepreneurs

| **Marilyn A. Uy**, U. of Victoria; **Maw-Der Foo**, U. of Colorado,

Boulder

1165 🗨️👤 JS: (OB, RM, HR) **Implicit Measures in Management Research**

4:45pm - 6:15pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 1165

Organizers: **Ben Hardy**, U. of Cambridge; **Jochen I. Menges**, U. of Cambridge; **William J. Becker**, Texas Christian U.

Speakers: **Sigal Barsade**, U. of Pennsylvania; **Modupe Akinola**, Columbia U.; **Keith Leavitt**, United States Military Academy

1166 🗨️: (OCIS) **OCIS Keynote Address: Dr. M. Lynne Markus, Bentley University**

4:45pm - 6:15pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1166

OCIS Keynote Address | **M Lynne Markus**, Bentley U.

1167 🗨️: (ODC) **Complexity Leadership Theory (CLT): Enabling Requisite Complexity in Organizations**

4:45pm - 6:15pm Grand Hyatt: Crockett A

Tweet this session: #AOM2011 1167

Chair: **Mary Uhl-Bien**, U. of Nebraska

Discussant: **Todd H Chiles**, U. of Missouri

The Ashby Space and Requisite Complexity | **Max Boisot**,

ESADE; **Bill McKelvey**, U. of California, Los Angeles

Findings on Complexity Leadership: The Key Role of Enabling

Requisite Complexity | **Mary Uhl-Bien**, U. of Nebraska;

Michael Arena, Queens U. of Charlotte

Complexity Leadership: Enabling Semistuctures for Requisite

Complexity | **Liselore Havermans**, U. of Amsterdam; **Deanne**

N. DenHartog, U. of Amsterdam; **Anne Keegan**, U. of

Amsterdam

Traditional Leadership: The Failure to Enable Requisite

Complexity | **Russ Marion**, Clemson U.; **William R. Hanson**,

Anderson U.

Adaptive Leadership: A Network Analysis of the Adaptive

Function | **David Sweetman**, U. of Nebraska, Lincoln; **Craig**

Schreiber, Lenoir Rhyne College; **Ivana Milosevic**, U. of

Nebraska

1168 : (ODC) **ODC Division Business Meeting**

4:45pm - 6:15pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 1168

Division Chair: **Ronald Fry**, Case Western Reserve U.

Program Chair: **James D Ludema**, Benedictine U.

Professional Development Workshop Chair: **Jeffrey D Ford**, Ohio State U.

Coordinator: **Sonja A. Sackmann**, U. Bundeswehr, Munich

Division Chair-Elect: **Inger G. Stensaker**, Norwegian School of

Economics and Business Administration

1169 🗨️: (DRP Session) - (OM) **Supply Chain Management: Green Procurement, New Product Development, Knowledge Transfer & Integration**

4:45pm - 6:15pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1169

Facilitator: **Kimberly A. Bates**, Trent U.

🗨️ Green Procurement and Collaboration: Antecedents and

Effect on Supplier Performance | **Constantin Blome**, EBS

Business School; **Antony Paulraj**, U. of North Florida; **Daniel**

Hollos, EBS Business School

🗨️ Leveraging Critical Supplier's Technical Competencies To

Gain Buyer Firm New Product Advantage | **Benn Lawson**,

U. of Cambridge; **Beverly B. Tyler**, North Carolina State U.;

Antony J Potter, Queen's U. Belfast

🗨️ Supply Chain Resources, Integration, and Performance |

Xinping Shi, Hong Kong Baptist U.; **Luning Wang**, Hong Kong

Baptist U.

🗨️ Power Distribution and Supply Chain Knowledge Transfer:

A Study of a Chinese Steel Manufacturer | **Qile He**, U. of

Bedfordshire; **Abby Ghobadian**, Henley Management College;

David Gallear, Brunel U.; **Nicholas O'Regan**, Bristol Business

School

1170 🗨️: (Paper Session) - (OM) **Information Systems and Competition in Service Operations, and Servitization**

4:45pm - 6:15pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1170

Chair: **David M Dilts**, Knight Cancer Institute

🗨️ Information Systems, Error Culture, and Healthcare

Performance Outcomes | **John Gardner**, Ohio State U.; **Ken**

Boyer, Ohio State U.; **John Gray**, Ohio State U.

🗨️ How do Incumbents Fare in the Face of Increasing

Service Competition? | **Ryan W. Buell**, Harvard Business

School; **Dennis Campbell**, Harvard Business School; **Frances**

X. Frei, Harvard Business School

📄 Informed Operations in Industrial Field Services and Maintenance | **Timo Ala-Risku**, Aalto U.; **Jan Holmstrom**, Aalto U.; **Max Finne**, Aalto U.

➔ 📄 Exploring the Service Paradox: How Servitization Impacts Performance of Manufacturers | **Ivanka Visnjic**, ESADE; **Andrew Neely**, Cambridge U.

1171 📄: (DRP Session) - (OMT) **Structural Contingency at Different Levels**

4:45pm - 6:15pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1171

Chair: **Anthony Briggs**, U. of Alberta

➔ 📄 The Effect of Network Structure on Cross-border Acquisitions: A Resource Dependence Perspective | **J. Muir Macpherson**, Georgetown U.

➔ 📄 The Micro-Foundations of Performance: The Roles of Integration, Differentiation and Strategic Scope | **Virpi Turkulainen**, Aalto U.; **Mikko Ketokivi**, IE Business School; **Fabrizio Salvador**, IE Business School

Self-Reinforcing Fit and the Endogenous Evolution of Configurations | **Ann Langley**, HEC Montreal; **Lorenzo Bizzi**, HEC Montreal

📄 The Economics of Collective Organisation | **Achim Krausert**, Nottingham U. Business School China

1172 📄: (Paper Session) - (OMT) **Organizational Identity**

4:45pm - 6:15pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1172

Chair: **Aimee L. Hamilton**, Pennsylvania State U.

📄 Organizational Identity Formation: Identity Imprinting and Enactment In Dutch Microbreweries | **Jochem Kroezen**, RSM Erasmus U.

Imprisoned Freedom at "Wikipedia. The Free Encyclopedia"? | **Christian M. B. Gebhardt**, Catholic U. of Eichstaett-Ingolstadt; **Stephan Kaiser**, U. Bundeswehr, Munich; **Gordon Mueller-Seitz**, Freie U. Berlin

📄 The Organizational Antecedents of Interpersonal Tie Strength: A Theory and Empirical Test | **Kenneth William Foster**, U. of Toronto

➔ 🗨️ 📄 The Impact of Identity Conflict on Organizational Restructuring at the Chinese Academy of Sciences | **Dali Ma**, Drexel U.

1173 📄: (DRP Session) - (OMT) **Evolution and Use of Technology**

4:45pm - 6:15pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1173

Chair: **Ethan Mollick**, U. of Pennsylvania

Understanding Aesthetic Design in the Context of Technological Evolution | **Micki Eisenman**, Hebrew U. of Jerusalem

📄 The Automator's Dilemma: An Investigation of the Link Between Automation and the Nature Of Work | **David Touve**, Washington and Lee U.; **Bruce Barry**, Vanderbilt U.

Management: Observations on the Practice of Management in a Virtual World | **Susan Wurtz**, U. of Northern Iowa; **Dale Cyphert**, U. of Northern Iowa; **Leslie Duclos**, U. of Northern Iowa

Are Walls Just Walls? Organizational Culture Maintenance in a Virtual Firm | **Miriam Plavin**, Brown U.

1174 📄: (Paper Session) - (OMT) **Institutional Maintenance and Decay**

4:45pm - 6:15pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1174

Chair: **Anna B. Holm**, Aarhus U.

📄 Defending your institution? The case of Italian lawyers | **Evelyn Rita Micelotta**, U. of Alberta; **Marvin Washington**, U. Alberta

📄 Cruel and Unusual Punishment: Institutional Maintenance via the Technologies of Death | **David Chandler**, U. of Texas, Austin; **Roy R Suddaby**, Alberta U.

Identification And Analysis Of Institutional Decay: Exhibit "A" Health Care | **Mikelle A. Calhoun**, Georgia Southern U.; **Joseph Weatherford**, Georgia Southern U.

📄 Globalization, Glocalization and Theorization in the Ontario Wine Industry | **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **C.R. Bob Hinings**, U. of Alberta

1175 📄: (Paper Session) - (OMT) **Interactions, Homophily, & Stratification**

4:45pm - 6:15pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1175

Chair: **Jennifer M. Merluzzi**, U. of Chicago

📄 Discretion Within the Constraints of Opportunity: Gender Homophily and Structure in a Formal Org | **Adam M. Kleinbaum**, Dartmouth College; **Toby E. Stuart**, Harvard U.; **Michael L. Tushman**, Harvard U.

📄 Go with Your Gut: A Theory of Emotion and Inequality in Hiring | **Lauren A Rivera**, Northwestern U.

🗨️ 📄 Overcoming Differences: Activities and Diversity in a Social Network | **Mark Thomas Rivera**, Northwestern U.; **Helena Buhr**, Northwestern U.; **Brian Uzzi**, Northwestern U.

📄 The Stratification of Organizational Attention: A Simulation Model | **Sara B. Soderstrom**, U. of Michigan

1176 📄: (DRP Session) - (OMT) **Dynamics of Institutional Entrepreneurship**

4:45pm - 6:15pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 1176

Chair: **Mike Valente**, Richard Ivey School of Business

➔ Boundary Organization Design and Interaction Work as Tools of Institutional Change | **Markus Perkmann**, Imperial College London; **Henri Schildt**, Hanken School of Economics

📄 Towards a Process Theory of Propagating Interests: Change in a Chamber of Commerce | **Brett Crawford**, Copenhagen Business School; **John Branch**, U. of Michigan

➔ 📄 From ideals to Institutions: Institutional Entrepreneurship in Small Business Finance | **Rodrigo Canales**, Yale U.

📄 Beyond Dispersed Institutional Entrepreneurship - Interplay Between Change and Professionalization | **Betina Szkudlarek**, U. of Sydney

1177 📄: (DRP Session) - (OMT) **The Institutional Work of Professions and Associations**

4:45pm - 6:15pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1177

Chair: **Mary Dunn**, U. of Texas, Austin

📄 Knotting Institutional Logics Together: Insights from the Field of Retail Pharmacy | **Davide Nicolini**, U. of Warwick; **Giuseppe Delmestri**, Bergamo U.; **Elizabeth Goodrick**, Florida

Atlantic U.; **Trish Reay**, U. of Alberta; **Kajsa Lindberg**, Goteborg U.; **Petra Adolfsson**, Goteborg U.

Professions and the Institutional Work of Maintenance: Regulating the H-1B Visa Program | **Greg Liegel**, U. of Chicago

→ 📄 The Institutional Work of German Bioenergy Associations in Creating New Markets | **Bogdan Prokopovych**, U. of Rhode Island

📄 Bringing Institutional Change Inside the Organization: Staff Professionals as Key Enablers | **Thibault Daudigeos**, Grenoble Ecole de Management; **Marko Pitesa**, Grenoble Ecole de Management

1178 📄: (DRP Session) - (OMT) **Early Experiences and Imprinting in Organizations**

4:45pm - 6:15pm San Antonio Convention Center: Room 218

Tweet this session: **#AOM2011 1178**

Chair: **Amit Karna**, EBS Business School

📄 Horse Before the Cart: Opportunity Value and the Order of Resource Accumulation | **Nachiket Bhawe**, U. of Minnesota, Twin Cities; **Hans Nikolas Rawhouser**, U. of Minnesota, Twin Cities

📄 Generation of Firm-Specific Knowledge The Role of Organizational Imprinting and Exploratory Learning | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Yijin Wu**, Hong Kong U. of Science and Technology

📄 The Effect of Individuals' Experiences on the Form and Path of Entrepreneurial Behavior | **Kathryn Heinze**, U. of Michigan, Ann Arbor

📄 Success as a Buffer: Hibernation and the Advantages of Waiting | **Henning Piezunka**, Stanford U.; **Jerker C. Denrell**, U. of Oxford

1179 : (ONE) **ONE Business Meeting**

4:45pm - 6:15pm Marriott Riverwalk: Salon C

Tweet this session: **#AOM2011 1179**

Division Chair: **Magali Delmas**, U. of California, Los Angeles

1180 📄: (Paper Session) - (ONE) **Institutional Logics, Legitimacy and Deviance on the Issue of Sustainability**

4:45pm - 6:15pm Marriott Riverwalk: Salon E

Tweet this session: **#AOM2011 1180**

Chair: **Susse Georg**, Copenhagen Business School

📄 Institutional Forces and Legitimacy: Their Role in Proactive Environmental Strategies | **David Graham Hyatt**, U. of Arkansas, Fayetteville; **Nicholas Berente**, U. of Georgia

📄 Resisting Isomorphism: Investigating the Adoption of Corporate Environmentalism | **Ruthairat Protpakorn**, Pennsylvania State U.; **Judd Michael**, Pennsylvania State U.; **Tim Pollock**, Pennsylvania State U.

📄 Institutional Logics of Sustainable Development | **Aarti Sharma**, U. of South Florida

1181 : (DRP Session) - (PNP) **Networks, Collaboration and Partnerships Within and Across Sectors**

4:45pm - 6:15pm Marriott Riverwalk: Salon A

Tweet this session: **#AOM2011 1181**

Facilitator: **Gordon Kingsley**, Georgia Institute of Technology

📄 Same Differences: Comparing Social Service Policy Networks in the US and Korea | **Jeongyoon Lee**, Rockefeller

College, U. at Albany - SUNY; **R Karl Rethemeyer**, Rockefeller College, U. at Albany - SUNY

📄 Wingtips to Dancing Shoes: Institutional Dynamics of Strategic Planning in a Privatizing Firm | **W. L. Dougan**, U. of Wisconsin, Whitewater; **David Jennings**, Nottingham Trent U.

📄 When Might a Project Break up? A Case Study of National Physical Laboratory PFI Project | **Chen-Yu Chang**, U. College London

📄 Internal and External Approaches to Structure and Authority in Boundary-Spanning Collaborations | **Craig Boardman**, Ohio State U.

📄 Patterns of Interlocking Boards of Directors: The Search for Specific and Complementary Knowledge | **Nicole Esparza**, U. of Southern California

1182 📄 → 📄 JS: (PNP, CAR) **Organizational Change in Public Sector Health Care Organizations and Universities**

4:45pm - 6:15pm Marriott Riverwalk: Salon F

Tweet this session: **#AOM2011 1182**

Organizers: **Stephen T.T. Teo**, Curtin U.; **Cameron John Newton**, Queensland U. of Technology; **David Pick**, Curtin U.

LMX, Networks, and Psychological Wellbeing of Australian Nurses and Police | **Yvonne Brunetto**, Southern Cross U.; **Kate Shacklock**, Griffith U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast

Do Australian Public and Nonprofit Nurses Cope with Administrative Stressors? | **Stephen T.T. Teo**, Curtin U.; **Cameron John Newton**, Queensland U. of Technology; **Esther Chang**, U. of Western Sydney; **David Pick**, Curtin U.; **Melissa Yeung**, Sydney U.

Figurehead of Change in Health Care Institutions in the Netherlands | **Lysbeth van Silfhout**, U. of Twente; **Karin Sanders**, U. of Twente

Organizational Change and University Administrative Staff in Hong Kong | **Victor P. Lau**, Hang Seng Management College; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Yin Yee Wong**, City U. of Hong Kong

Changing Paradigms: Perceptions, Processes and Priorities | **Kantha Ruby Dayaram**, Curtin U.

1183 📄: (Paper Session) - (RM) **Measuring personality, personality and sampling bias, and insufficient survey effort**

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta D

Tweet this session: **#AOM2011 1183**

Chair: **Chester A. Schriesheim**, U. of Miami

📄 Personality Assessment and Natural Language | **Alka Gupta**, State U. of New York, Binghamton; **William D. Spangler**, State U. of New York, Binghamton

→ 📄 Visiting the Role of Conscientiousness in Research Methods: A Neglected Bias in Sampling | **Bing Wu**, East China U. of Science and Technology

📄 Detecting Insufficient Effort Responding to Surveys: Convergent Validity and Psychometric Impact | **Jason L. Huang**, Michigan State U.; **Paul G Curran**, Michigan State U.; **Jessica Keeney**, Michigan State U.; **Elizabeth Poposki**, Indiana U. - Purdue U., Indianapolis; **Rick DeShon**, Michigan State U.

1184 📄 JS: (RM, OB) **Operationalizing Team-Level Constructs: What Lies beyond Aggregations?**

4:45pm - 6:15pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 1184

Coordinator: **Mai P. Trinh**, Case Western Reserve U.

Presenters: **James M. LeBreton**, Purdue U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Richard J. Klimoski**, George Mason U.; **Matthew A. Cronin**, George Mason U.; **Mary J. Waller**, York U.; **Corinne Coen**, Case Western Reserve U.

1185 → (DRP Session) - (SIM) **Ethics Education and Leadership**

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 1185

Chair: **Laura Ann Ketter**, Tiffin U.

Ethical Leadership and Employee Commitment: A Multifoci Social Exchange Perspective | **S. Duane Hansen**, Central Washington U.; **Bradley J Alge**, Purdue U.; **Michael E. Brown**, -Pennsylvania State U., Erie; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Benjamin B. Dunford**, Purdue U.

Student Perceptions of Business Ethics Education: Do We Really Understand What They Think? | **Scott J. Reynolds**, U. of Washington; **Carolyn Dang**, U. of Washington

Approving or Improving Ethics in Management Journals | **Michelle Greenwood**, Monash U.

Individual Moral Identity as a Moderator of Reactions to Leader Dishonesty | **Steven Grover**, U. of Otago

Toward Authenticity in Teaching the Principles of Responsible Management Education | **Amy Klemm Verbos**, U. of South Dakota

1186 : (SIM) **SIM Division Business Meeting**

4:45pm - 6:15pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 1186

Division Chair: **Barry M Mitnick**, U. of Pittsburgh

1187 (Paper Session) - (TIM) **Geography and Innovation**

4:45pm - 6:15pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1187

Chair: **Anne L.J. ter Wal**, Imperial College Business School

The Influence of R&D Alliance Partner's Location on Firm Exploratory and Exploitative Innovation | **Mashiho Mihalache**, Erasmus U. Rotterdam; **Oli Radu Mihalache**, Erasmus U. Rotterdam

Geographic and Technological Proximity and the Quality of Knowledge of New Ventures | **Warren Boeker**, U. of Washington, Seattle; **Sandip Basu**, California State U. East Bay; **Michael Deane Howard**, U. of Washington; **Arvin Sahaym**, Washington State U.

Network Dynamics in Regional Clusters: The Perspective of Emerging Economies | **Elisa Giuliani**, U. of Pisa

1188 (Paper Session) - (TIM) **Managing Product Innovation**

4:45pm - 6:15pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1188

Chair: **Francis Cornut**, HEC Montreal

Managing Product Innovation in Environment with Dysfunctional Competition | **Weiping Liu**, Shanghai U. of Finance and Economics; **Kwaku Atuahene-Gima**, City U. of Hong Kong

Balancing New Product Quality and Innovativeness through Learning and Knowledge-sharing in NPD Teams | **Abdessamad Ennabih**, Radboud U. Nijmegen; **Allard C.R. Van**

Riel, Radboud U. Nijmegen; **Zuzana Sasovova**, VU U. Amsterdam; **Janjaap Semeijn**, Open U.

Product Innovation Processes in Small Firms: The Logic of Effectuation | **Hans Berends**, Eindhoven U. of Technology; **Mariann Jelinek**, College of William and Mary; **Isabelle Reymen**, Eindhoven U. of Technology; **Rutger Stultiens**, Chematronics

1189 (Paper Session) - (TIM) **Technological Leaders and Followers**

4:45pm - 6:15pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1189

Chair: **Monisha Das**, U. of Maryland Eastern Shore

Technological Catching-up of Laggards: Don't Forget Looking up Your Peers. | **Yuzhe Miao**, Seoul National U.; **Jaeyong Song**, Seoul National U.

Technological Leadership and Innovation Persistence: Empirical Evidence | **Roberto Fontana**, U. of Pavia & Bocconi U.; **Diana Moriniello**, Bocconi U.

Leapfrog Me if You Will: Under What Circumstances a Laggard Technologically Leapfrogs the Leader? | **I-Chen Wang**, U. of Illinois, Urbana-Champaign

1190 : (TIM) **TIM Division Distinguished Speaker**

4:45pm - 6:15pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1190

1191 (DRP Session) - (TIM) **Intellectual Property Strategy**

4:45pm - 6:15pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1191

Facilitator: **Valérie Duplat**, EDHEC Business School

Which Firms Patent (or Not)? Organizational Sources of Variation in Patent Acquisition | **Sangmook Yi**, Duksung Women's U.; **Sangchan Park**, National U. of Singapore

The Role of Patents in the Context of New Product Development Failures | **Robin Bürger**, Fraunhofer Center for Central and Eastern Europe; **Diemo Urbig**, U. of Antwerp; **Holger Patzelt**, Technische U. München; **Philipp G. Sandner**, Technische U. München

Business Models and Strategies for Knowledge Ownership: New Trends in US Patent Transactions | **Bou-Wen Lin**, National Tsing Hua U.; **Yi-Ching Wu**, National Tsing Hua U.

Locus of Diversity and the Usefulness of Recombined Knowledge: Evidence from the USA Patent | **Osamu Suzuki**, Kwansai Gakuin U.; **David T. Methe**, Kwansai Gakuin U.

Impact of Transnational IP Rights on Firms' Knowledge Formation: Evidence from China-US Patent Dyads | **Kenneth G Huang**, Singapore Management U.

1192 (DRP Session) - (TIM) **Technological Evolution**

4:45pm - 6:15pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1192

Facilitator: **Jose Ednilson De Oliveira Cabral**, U. of Fortaleza (UNIFOR)

Cognition, Disruptive Technologies, and the Decline of Incumbents | **Riccardo Vecchiato**, Polytechnic of Milan

What Doesn't Kill You Makes You Stronger: General Technologies, Supporting Assets And Firm Survival | **Gautam Ahuja**, U. of Michigan; **Alfonso Gambardella**, Bocconi U.; **Elena Novelli**, U. of Bath

MONDAY

- 📖 Profiting from Disruptive Innovation | **Hung-hsiang Kao**, National Chengchi U.; **Jen-fang Lee**, National Chengchi U.
- 📖 When Patent Clusters in Discrete Technologies Pay Off | **Christian Sternitzke**, CFH Beteiligungsgesellschaft/Ilmenau U. of Technology; **Martin G Moehrle**, U. of Bremen, Germany
- 📖 Technological Environments, R&D Investment and Firm Survival | **Dmitry Sharapov**, U. of Cambridge; **Paul Antony Kattuman**, Cambridge U.; **Vania Sena**, Aston Business School

Monday 5:00PM

1193 : (ICW) Northeastern University-Moscow State University Annual Reception

5:00pm - 7:00pm San Antonio Convention Center: Room 205
 Tweet this session: **#AOM2011 1193**
 Organizer: **Chris Robertson**, Northeastern U.

1194 : (ICW) Management Faculty of Color Association Business Meeting

5:00pm - 6:30pm Grand Hyatt: Lone Star D
 Tweet this session: **#AOM2011 1194**
 Organizer: **Tiffany Galvin Green**, Flagler College

Monday 5:30PM

1195 🗣️: (HR) Research Meets Practice 2: Networking among HR Professionals

5:30pm - 8:30pm Grand Hyatt: Lone Star F
 Tweet this session: **#AOM2011 1195**
 Organizer: **Saul Carliner**, Concordia U.

Monday 6:00PM

1196 : (ICW) MMD Debriefing (4)

6:00pm - 7:00pm Grand Hyatt: Botham B
 Tweet this session: **#AOM2011 1196**
We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.
 Organizer: **Lise Balslev**, CBS/ MMD

1197 : (MOC) MOC Social Hour and Business Meeting

6:00pm - 8:00pm Marriott Riverwalk: Salon D
 Tweet this session: **#AOM2011 1197**

1198 : (RM) Business Meeting

6:00pm - 7:00pm La Quinta Inn & Suites: Fiesta E&F
 Tweet this session: **#AOM2011 1198**
 All are welcome to attend.

1199 : (SAP) SAP Business Meeting and Party

6:00pm - 8:00pm San Antonio Convention Center: Room 213 B
 Tweet this session: **#AOM2011 1199**
 A combined business meeting and social for the Strategizing, Activities & Practice Special Interest Group

Monday 6:15PM

1200 : (MED) MED Business Meeting and Awards Presentation

6:15pm - 7:45pm Marriott Rivercenter: Salon C
 Tweet this session: **#AOM2011 1200**
This is a meeting in which (1) officers of MED review the activities of the past year and (2) the division presents its awards. All MED members are en
 Secretary: **Joann Krauss Williams**, Judson College
 Treasurer: **V Seshan**, Pepperdine U.
 Division Chair: **Kenneth R. Thompson**, DePaul U.
 Program Chair: **Toni Ungaretti**, Johns Hopkins U.
 Professional Development Workshop Chair: **Jacob Eisenberg**, U. College Dublin
 Division Chair-Elect: **Jon Billsberry**, Coventry U.
 Past Chair: **Katherine A. Karl**, U. of Tennessee, Chattanooga

Monday 6:30PM

1201 : (BPS) BPS Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 204 B
 Tweet this session: **#AOM2011 1201**

1202 : (CAR) CAR Social Hour

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom D
 Tweet this session: **#AOM2011 1202**
 Division Chair: **Suzanne C. de Janasz**, IMD
 Program Chair: **Julia Richardson**, York U.
 Professional Development Workshop Chair: **Peter A. Heslin**, U. of New South Wales
 Division Chair-Elect: **Svetlana Khapova**, VU U. Amsterdam

1203 : (CMS) CMS Social Hour

6:30pm - 8:30pm Marriott Rivercenter: Salon J
 Tweet this session: **#AOM2011 1203**
 Chair: **Alex Faria**, Fundacao Getulio Vargas

1204 : (ENT) ENT Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 007 B
 Tweet this session: **#AOM2011 1204**
To be held 6:30 - 7:30 p.m., immediately followed by the ENT Social Reception
 Secretary: **Franz T. Lohrke**, Samford U.
 Treasurer: **Melissa S. Cardon**, Pace U.
 Division Chair: **Per Davidsson**, Queensland U. of Technology
 Program Chair: **David Audretsch**, Indiana U., Bloomington
 Professional Development Workshop Chair: **Sharon Alvarez**, The Ohio State U.
 Division Chair-Elect: **Mike Wright**, Nottingham U.
 Past Chair: **Eileen Fischer**, York U.

1205 : (GDO) GDO Business Meeting.

6:30pm - 7:30pm Grand Hyatt: Presidio A
 Tweet this session: **#AOM2011 1205**
Members and friends of GDO are encouraged to attend the Business Meeting. Celebrate with recipients of GDO Division research and service awards.
 Division Chair: **David A. Kravitz**, George Mason U.
 Program Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln
 Professional Development Workshop Chair: **Stacy Blake-Beard**, Simmons College
 Division Chair-Elect: **Diana Bilimoria**, Case Western Reserve U.
 Past Chair: **Quinetta Roberson**, Villanova U.

1206 : (HCM) HCMD Business Meeting

MONDAY

6:30pm - 7:30pm Marriott Rivercenter: Salon K

Tweet this session: [#AOM2011 1206](#)*Division Chair: Eric S. Williams, U. of Alabama**Program Chair: Jami Leanne DelliFraine, U. of Texas**Professional Development Workshop Chair: Eric W. Ford, U. of North Carolina, Greensboro**Division Chair-Elect: Trish Reay, U. of Alberta**Past Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham***1207 : (ICW) Management Faculty of Color Association Reception**

6:30pm - 8:00pm Grand Hyatt: Texas Ballroom B

Tweet this session: [#AOM2011 1207](#)*A reception of Management Faculty of Color Association Members, Sponsors, and Interested Parties.**Organizer: Tiffany Galvin Green, Flagler College***1208 : (IM) IM Business Meeting**

6:30pm - 7:30pm San Antonio Convention Center: Room 207 B

Tweet this session: [#AOM2011 1208](#)**1209 : (MC) MC Business Meeting**

6:30pm - 7:30pm Grand Hyatt: Lone Star E

Tweet this session: [#AOM2011 1209](#)*Division Chair-Elect: Therese F. Yaeger, Benedictine U.**Presenter: Ansgar Richter, EBS Business School***1210 : (MH) Management History Division Social Gathering**

6:30pm - 8:30pm Marriott Rivercenter: Salon A

Tweet this session: [#AOM2011 1210](#)*Open to all. Refreshments and stimulating conversation. For MH Division members, guests, and all AOM members.***1211 : (OB) OB Division Awards and Social Hour**

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom E & F

Tweet this session: [#AOM2011 1211](#)**1212 : (OCIS) OCIS Business Meeting (Following Keynote)**

6:30pm - 7:30pm San Antonio Convention Center: Room 006 D

Tweet this session: [#AOM2011 1212](#)*Division Chair: Brian S. Butler, U. of Pittsburgh**Program Chair: Elizabeth Davidson, U. of Hawaii-Manoa**Professional Development Workshop Chair: Kevin Crowston, Syracuse U.**Division Chair-Elect: Manju K Ahuja, U. of Louisville**Past Chair: Katherine J. Stewart, U. of Maryland, College Park***1213 : (ODC) ODC Division Reception**

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom C

Tweet this session: [#AOM2011 1213](#)*Featuring the Frank Barrett & Colin Fisher Jazz Ensemble**Host: Ronald Fry, Case Western Reserve U.***1214 : (OMT) OMT Business Meeting and Artifact**

6:30pm - 7:30pm San Antonio Convention Center: Room 214 C

Tweet this session: [#AOM2011 1214](#)*Division Chair: Royston Greenwood, U. of Alberta**Program Chair: Christine Beckman, U. of California, Irvine**Professional Development Workshop Chair: Michael Lounsbury, U. of Alberta**Division Chair-Elect: Matthew Kraatz, U. of Illinois**Past Chair: Henrich R. Greve, INSEAD***1215 : (SIM) SIM Division Social**

6:30pm - 9:00pm Marriott Rivercenter: Salon M

Tweet this session: [#AOM2011 1215](#)**Monday 7:00PM****1216 : (ONE) ONE Social**

7:00pm - 10:00pm Offsite: Institute of Texas Cultures

Tweet this session: [#AOM2011 1216](#)*OS: <http://texancultures.com/> Institute of Texas Cultures, 801 East Durango Blvd. (<http://texancultures.com/>)***Monday 7:15PM****1217 : (RM) Research Methods Division Reception**

7:15pm - 9:15pm La Quinta Inn & Suites: Fiesta D

Tweet this session: [#AOM2011 1217](#)*All are welcome to attend.***Monday 7:30PM****1218 : (AAC) Indian Academy of Management Social**

7:30pm - 9:30pm Marriott Rivercenter: Salon D

Tweet this session: [#AOM2011 1218](#)*By invitation only**Organizers: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago***1219 : (BPS) BPS Social**

7:30pm - 8:30pm San Antonio Convention Center: Room 217 A

Tweet this session: [#AOM2011 1219](#)**1220 : (ENT) ENT Social Reception**

7:30pm - 10:30pm San Antonio Convention Center: Room 007 C

Tweet this session: [#AOM2011 1220](#)*Sponsored by USC. Immediately after the ENT Business Meeting.***1221 : (GDO) GDO Division Reception**

7:30pm - 10:00pm Grand Hyatt: Lone Star C

Tweet this session: [#AOM2011 1221](#)*Division Chair: David A. Kravitz, George Mason U.**Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln**Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College**Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.**Past Chair: Quinetta Roberson, Villanova U.***1222 : (HCM) Health Care Management Division Reception**

7:30pm - 9:30pm Marriott Rivercenter: Salon L

Tweet this session: [#AOM2011 1222](#)*Sponsored by the Association of University Programs in Health Administration (AUPHA) and the Texas A&M University School of Rural Public Health.***1223 : (ICW) University of Michigan Reception**

7:30pm - 9:00pm San Antonio Convention Center: Room 217 D

Tweet this session: [#AOM2011 1223](#)*Organizer: Heewon Chae, U. of Michigan, Ann Arbor***1224 : (OCIS) OCIS Reception and Social Event**

7:30pm - 10:00pm San Antonio Convention Center: Room 206 A

Tweet this session: [#AOM2011 1224](#)*The OCIS Reception is open to all OCIS and others interested Academy Members.*

1225 : (OMT) OMT Social Hour

7:30pm - 9:00pm San Antonio Convention Center: Room 217 B

Tweet this session: [#AOM2011 1225](#)

Division Chair: **Royston Greenwood**, U. of Alberta

Program Chair: **Christine Beckman**, U. of California, Irvine

Professional Development Workshop Chair: **Michael Lounsbury**, U. of Alberta

Division Chair-Elect: **Matthew Kraatz**, U. of Illinois

Past Chair: **Henrich R. Greve**, INSEAD

Monday 8:00PM

1226 : (MED) MED Social Event

8:00pm - 11:00pm Marriott Rivercenter: Salon C

Tweet this session: [#AOM2011 1226](#)

This is a social event for all members of MED. Please come to socialize with friends new and old, All MED members are welcome.

Host: **Toni Ungaretti**, Johns Hopkins U.

Division Chair: **Kenneth R. Thompson**, DePaul U.

Monday 8:30PM

1227 : (ICW) Weatherhead School of Management, Case Western Reserve University, Annual Reception

8:30pm - 10:30pm Grand Hyatt: Lone Star A

Tweet this session: [#AOM2011 1227](#)

Weatherhead School of Management, Case Western Reserve University annual reception for alumni and colleagues. Registration and submission of business card at door will be required for entry.

Organizer: **Lila E Robinson**, Weatherhead School of Management

Tuesday 7:00AM

1228 : (IM) Meet the IM Leadership Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 214 A

Tweet this session: [#AOM2011 1228](#)Organizer: **John Mezas**, U. of Miami**1229 : (MC) MC Executive Committee Planning Meeting**

7:00am - 8:00am Grand Hyatt: Crockett B

Tweet this session: [#AOM2011 1229](#)**1230 : (MSR) MSR Morning Meditation Session**

7:00am - 8:00am La Quinta Inn & Suites: Crockett West

Tweet this session: [#AOM2011 1230](#)

A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.

Organizer: **Gerald Biberman**, U. of Scranton

Tuesday 7:30AM

1231 : (AAA) AOM Past Presidents Breakfast

7:30am - 8:30am San Antonio Convention Center: Mission 103 B

Tweet this session: [#AOM2011 1231](#)**1232 : (MED) MED Executive Committee Planning Meeting**

7:30am - 9:30am Marriott Rivercenter: Salon D

Tweet this session: [#AOM2011 1232](#)

This meeting is for the MED Executive Committee to plan the agenda and establish the work plan for the coming year.

Secretary: **Joann Krauss Williams**, Judson CollegeTreasurer: **V Seshan**, Pepperdine U.Program Chair: **Toni Ungaretti**, Johns Hopkins U.Professional Development Workshop Chair: **Jacob Eisenberg**, U. College DublinDivision Chair-Elect: **Jon Billsberry**, Coventry U.**1233 : (SIM) SIM Tuesday Welcome Session**

7:30am - 8:00am Marriott Rivercenter: Salon B

Tweet this session: [#AOM2011 1233](#)

Tuesday 8:00AM

1234 : (AAA) Conference Registration

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration

Tweet this session: [#AOM2011 1234](#)

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

1235 : (AAA) San Antonio 2011 LAC

8:00am - 5:00pm San Antonio Convention Center: Room 101 B

Tweet this session: [#AOM2011 1235](#)

Chairs: Robert L. Cardy, U. of Texas, San Antonio; *Stewart R. Miller*, U. of Texas, San Antonio

1236 : (AAA) AOM Membership

8:00am - 5:00pm San Antonio Convention Center: Room 211

Tweet this session: [#AOM2011 1236](#)

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**1237 : (Paper Session) - (BPS) Governance and Corporate-Level Outcomes**

8:00am - 9:30am San Antonio Convention Center: Room 201

Tweet this session: [#AOM2011 1237](#)Chair: **Richard L Priem**, Texas Christian U.

→ **Configurations and Performance: The Role of Complementarities in the Design of Law Firms** | **Edgar Ennen**, EBS Business School; **Ansgar Richter**, EBS Business School; **Klaus Uhlenbruck**, U. of Montana

Corporate Turnaround Revisited: A Theory Rebuilding and Empirical Testing Study | **Chanchai Tangpong**, North Dakota State U.; **Zonghui Li**, Nanjing Audit U.

What's News? CSR and Corporate Reputation Management | **Jiao Luo**, Columbia U.; **Stephan Meier**, Columbia Business School; **Felix Oberholzer-Gee**, Harvard Business School

Corporate Effect vs. Industry Effect: New Evidence from Private Equity Owned Businesses | **Oliver Gottschalg**, HEC Paris

1238 : (Paper Session) - (BPS) Entrepreneurship, Innovation and Networks

8:00am - 9:30am San Antonio Convention Center: Room 202 A

Tweet this session: [#AOM2011 1238](#)Chair: **Yongwook Paik**, U. of Southern California

→ **New Venture Creations by Business Groups: An Intra-Group Structure Perspective** | **Qian Gu**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore; **Jane Lu**, National U. of Singapore

Costs of Partner Search and Selection in Entrepreneurial Alliances | **Thomas Mellewigt**, Freie U. Berlin; **Carolin Decker**, Otto Beisheim Graduate School of Management (WHU)

Entrepreneurial Orientation, Resource Acquisition, and Firm Competitiveness: A Network Perspective | **Xu Jiang**, Xi'an Jiaotong U.; **Yue Gao**, Xi'an U. of Technology; **Gang Wang**, Xi'an Jiaotong U.; **Carl F. Fey**, Nottingham U. Business School China

The Impact of Network Instability on Innovation at a Network Level | **Shu-Ping Li**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Sai Krishna Yayavaram**, National U. of Singapore

1239 : (DRP Session) - (BPS) Antecedents of Organizational Change

8:00am - 9:30am San Antonio Convention Center: Room 202 B

Tweet this session: [#AOM2011 1239](#)Facilitator: **Peer C. Fiss**, U. of Southern California

When and Why Are Reliable Organizations Favored? | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Sangyoon Yi**, U. of Southern Denmark

Resource Bundling and the Speed of Strategic Change: Moderating Effects of Relational Capital | **Yuan Li**, Shanghai JiaoTong U.; **Yaqun Yi**, Xi'an Jiaotong U.; **Michael A. Hitt**, Texas A&M U.; **Yi Liu**, Shanghai JiaoTong U.

An Organizational Identity Perspective on Boundary Decisions | **Sabine B. Klein**, Otto Beisheim Graduate School of Management (WHU); **David N. Hanisch**, Otto Beisheim Graduate School of Management (WHU)

→ **Let the Customer Lead, Lead the Customer or Do Both?** | **Monika Oswald**, RWTH Aachen U.

📄 Measuring Strategic Decision Comprehensiveness: A Scale Development and Validation Study | **Bradley George**, Babson College

1240 📄: (DRP Session) - (BPS) **Governing Multi-Business Firms: TCE and Agency Theoretical Perspectives**

8:00am - 9:30am San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 1240

Facilitator: **Thomas Brush**, Purdue U., West Lafayette

Influence of Ownership Form and Knowledge Transfer

Processes on Firm Performance | **Mona Bahl**, Purdue U., West Lafayette; **Aldas Pranas Kriauciunas**, Purdue U.

🗨️👤📄 To Protect or To Share? Entry Strategies under Weak Institutional Developments of Emerging Markets | **Chunguo Yu**, Zhejiang U.

📄 An Empirical Test of the Key Determinants of Chinese Construction Subcontracting Decisions | **Chen-Yu Chang**, U. College London; **Chen Shi**, UCL

📄 Vertical Integration and the Scope of Uncertainty: Evidence from the PC Gaming Industry | **Joerg Claussen**, Ifo Institute for Economic Research

Plural Governance: A Transaction Cost Model | **Niels Peter Mols**, Aarhus U.

1241 📄: (Paper Session) - (BPS) **Downsizing and Divestment**

8:00am - 9:30am San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1241

Chair: **Donald D Bergh**, Denver U.

📄 Stakeholder Reaction and Post-Bankruptcy Outcome: An Application of Signaling Theory | **Jun Xia**, West Virginia U.; **David Dawley**, West Virginia U.; **Rong Ma**, U. of Missouri, Kansas City; **Kimberly B. Boal**, Texas Tech U.

📄 Post-Divestment Innovation Productivity and Technological Diversity | **Aseem Kaul**, U. of Minnesota

📄 On the Outside Looking In: Capital Market Perceptions of Legacy Spinoffs | **Emilie Feldman**, Wharton School

🗨️👤📄 Corporate Diversification, Bureaucratic Costs and Likelihood of Bankruptcy | **Punit Arora**, Syracuse U.

1242 📄: (Paper Session) - (BPS) **Knowledge, Capabilities, and Competitive Heterogeneity**

8:00am - 9:30am San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1242

Chair: **Craig E. Armstrong**, U. of Alabama

➔📄 Dynamic Capabilities at a Bifurcation Point: A Definition For Fostering Meaningful Conversation | **Maria Cristina Cinici**, U. of Catania; **Giovanni Battista Dagnino**, U. of Catania; **Alessandro Giudici**, Cranfield U.; **Patrick Reinmoeller**, Cranfield U.

📄 Performance Effects of Proactive Exploratory and Exploitative Innovation in Dynamic Environments | **Shiko M. Ben-Menahem**, Erasmus U. Rotterdam; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Frans A.J. Van den Bosch**, Erasmus U. Rotterdam

📄 What are the Strategic Implications of Firm-Specific Incentives? | **David Kryscynski**, Emory U.

🗨️👤📄 Knowledge Management Processes and Unit Performance: A Contingency Perspective | **Derrick McIver**,

U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

1243 📄JS: (BPS, MOC) **The Fog of Feedback: Performance Feedback Amidst Turbulent, Complex and Ambiguous Environments**

8:00am - 9:30am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1243

Organizers: **John Joseph**, Duke U.; **Vibha Gaba**, INSEAD; **Nils Plambeck**, HEC

Distinguished Speaker: **Philip Bromiley**, U. of California, Irvine

Discussant: **Theresa K Lant**, Pace U.

Aspiration Correlation and Innovation in the Mobile Device Industry | **John Joseph**, Duke U.; **Vibha Gaba**, INSEAD

Toward Understanding Firms' Responses to Adversity: An Integrative Approach | **Nils Plambeck**, HEC; **Sucheta Nadkarni**, Drexel U.

The Moderating Influence of Diversification on Firm Actions in Response to Attainment Discrepancy | **Federico Aime**, Oklahoma State U.; **Gerry McNamara**, Michigan State U.; **Kalin D. Kolev**, Michigan State U.

The Role of Aspirations and Performance Variance in Corporate Acquisitions: A Behavioral Perspective | **Ji-Yub Jay Kim**, INSEAD; **Sydney Finkelstein**, Dartmouth College

1244 ➔📄JS: (CAR, HR, OB) **Strategies for Sustaining Employability throughout Careers**

8:00am - 9:30am Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1244

Chairs: **Ans De Vos**, Vlerick Leuven Gent Management School; **Beatrice Van der Heijden**, Radboud U. Nijmegen

Discussant: **Mel Fugate**, Southern Methodist U.

Post-Organizational Employability: A Four-Cohort Study of Graduates' Changes in Career Aspirations | **Katharina Chudzikowski**, WU Vienna; **Paul Georg Demeter**, WU Wien; **Markus Latzke**, WU Wien; **Bernadette Loacker**, WU Wien; **Wolfgang Mayrhofer**, WU Vienna; **Astrid Reichel**, WU Vienna; **Michael Schiffinger**, WU Vienna; **Thomas M. Schneidhofer**, WU Vienna; **Johannes Steyrer**, WirtschaftsU. Wien

Skills, Employability Perceptions and Work Attitudes in Graduate Occupations | **Dora Scholarios**, U. of Strathclyde; **Belgin Okay**, U. of Strathclyde

The Role of Perceived Employability in Active Job Search throughout the Career | **Ans De Vos**, Vlerick Leuven Gent Management School; **Anneleen Forrier**, Lessius U. College; **Sara De Hauw**, Vlerick Leuven Gent Management School; **Ine Willemse**, Vlerick Leuven Gent Management School; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Gent Management School

The Predictive Validity of Big Five Personality Traits versus Profiles for Career Success | **Judith Semeijn**, Open U. the Netherlands; **Beatrice Van der Heijden**, Radboud U. Nijmegen; **Alain De Beuckelaer**, Radboud U. Nijmegen

1245 📄JS: (CAR, OMT, HR) **Structures of Opportunity: Careers Within and Across Organizations**

8:00am - 9:30am Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1245

Organizers: **Christopher I. Rider**, Emory U.; **David Tan**, Georgetown U.

Discussant: **Joseph Broschak**, U. of Arizona

Ties to Stars and Career Advancement | **Forrest Briscoe**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.
 Networks of Distinction: Social Networks and Prestige in the Architectural Profession | **Candace Jones**, Boston College; **Massimo Maoret**, Boston College
 The Influence of Person-Job Misfit on Organizational Structure | **Amanda Ferguson**, London Business School; **Christine Beckman**, U. of California, Irvine; **M. Diane Burton**, Cornell U.; **Lisa Ellen Cohen**, McGill U.
 A Behavioral Perspective on Inventors' Mobility | **Paul Almeida**, Georgetown U.; **Francesco Di Lorenzo**, Georgetown U.
 Organizational Status Hierarchies and Individual Mobility among Large U.S. Law Firms | **Christopher I. Rider**, Emory U.; **David Tan**, Georgetown U.

1246 → 🗨️📄 CAU: (CAU) **West Meets East and Multicultural Effects: Developmental Networks Research Incubator**

8:00am - 9:30am Hilton Palacio del Rio: La Reina South
 Tweet this session: #AOM2011 1246

In line with this year's conference theme "West Meets East: Enlightening, Balancing, and Transcending", the purpose of this research incubator is to generate new insights into key questions at the intersection of developmental networks and global cultural multiplicity: • What role do cultural values play in the soliciting and provisioning of developmental support within and outside the work setting? • How do country cultural values influence network structural dimensions (e.g., network size, diversity)? • What specific culturally-aware practices can and do Eastern, Western, and multinational organizations employ to facilitate supportive relationships that enhance individual and organizational success? • How can scholars and practitioners collaborate to advance our understanding in this area? The developmental network is a relatively new construct that has received increasing academic attention. We believe this caucus will provide participants a valuable forum to network with others who share a research interest, discuss methodological, conceptual, and practice issues, and explore potential collaborations, in addition to helping move the current focus toward a more holistic and culturally-aware understanding of the solicitation and provisioning of developmental network support for individuals from many cultures.

Organizers: **Richard Donald Cotton**, Appalachian State U.; **Yan Shen**, U. of Victoria

1247 🗨️📄 CAU: (CAU) **Promoting Diversity Among Faculty in Higher Education: Challenges, Insights, and New Collaborations**

8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center
 Tweet this session: #AOM2011 1247

Participants: **Mark V Roehling**, Michigan State U.; **Diana Bilimoria**, Case Western Reserve U.

1248 🗨️📄 CAU: (CAU) **Evidence-Based Management Gathering and Conversation**

8:00am - 9:30am Hilton Palacio del Rio: La Vista South
 Tweet this session: #AOM2011 1248

You are welcome to this annual AOM get-together for scholars, educators, and practitioners interested in EBMgt. Come learn and share EBMgt activities and interests.

Organizers: **Denise M. Rousseau**, Carnegie Mellon U.; **Eric Barends**, VU U. Amsterdam; **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania

1249 (Paper Session) - (CDP) **Emerging Economies, Consulting and Human Resource Management**

8:00am - 9:30am Hilton Palacio del Rio: La Espada
 Tweet this session: #AOM2011 1249

Facilitator: **Atsuto Nishio**, Takushoku U.

→ 🗨️ HR: High performance work system, transformational leadership behavior and task performance | **Hsi-An Shih**, National Cheng Kung U.; **Tso Jen Chen**, National Cheng Kung U.; **Chu-Chun Hsu**, Southern Taiwan U.

→ MC: The Use of FX Derivatives and the Cost of Capital: Evidence of Brazilian Companies | **Hsia Hua Sheng**, Fundacao Getulio Vargas; **Mayra Ivanoff Lora**, Fundacao Getulio Vargas; **Joao Ricardo Ribeiro Coutinho**, Fundacao Getulio Vargas

🗨️ MC: Commodification and Colonization: The Impact of Procurement on Consulting Knowledge (WITHDRAWN) | **Joe O'Mahoney**, Cardiff U.; **Christopher Wright**, U. of Sydney; **Stefan Huesinkveld**, Katholieke U. Nijmegen

→ 🗨️ HR: HR Practice and Job Satisfaction of Culturally Different Companies in China: A Case Study | **Zhengdan Liu**, Northeastern U.

1250 → 🗨️📄: (DRP Session) - (CM) **Negotiator Effectiveness: Does it Matter Who You Are, What You Feel, or What You Do?**

8:00am - 9:30am Grand Hyatt: Travis A
 Tweet this session: #AOM2011 1250
 Facilitator: **Kathleen O'Connor**, Cornell U.

Physical Attractiveness and Negotiation Performance | **Don Moore**, U. of California, Berkeley

→ 🗨️🗨️ Beyond Offers and Counteroffers: The Impact of Job Satisfaction on Negotiator Effectiveness | **Shu-cheng Steve Chi**, National Taiwan U.; **Ray Friedman**, Vanderbilt U.; **Huei-Lin Shih**, National Taiwan U.

🗨️ Compensation and Job Offer Negotiations: A Review and Recommended Research Strategy | **Edward W. Miles**, Georgia State U.; **Elizabeth Foster Clenney**, Georgia State U.

→ 🗨️ Glad to be Mad: When Negotiators Strategically Choose to Feel Angry | **Alison Wood**, U. of Pennsylvania; **Simone Moran**, Ben Gurion U. of the Negev; **Yoella Bereby-Meyer**, Ben Gurion U. of the Negev; **Maurice Schweitzer**, U. of Pennsylvania

🗨️ Ask (the Right Way) and You Shall Receive: The Effect of Question Type on Disclosure and Deception. | **Julia Alexandra Minson**, Wharton School; **Nicole Ruedy**, U. of Washington; **Maurice Schweitzer**, U. of Pennsylvania

1251 → 🗨️📄 JS: (CM, OB) **Trust in Bargaining**

8:00am - 9:30am Grand Hyatt: Bonham C
 Tweet this session: #AOM2011 1251

Organizer: **Dejun Tony Kong**, Washington U. in St. Louis
 Discussant: **Roy J. Lewicki**, Ohio State U.

Of Machiavelli and Mad Men: The Effect of Strategic Emotion on Trust and Negotiation Outcomes | **Rachel Campagna**, Washington U. in St. Louis; **Dejun Tony Kong**, Washington U. in St. Louis; **Alexandra A. Mislin**, American U.; **William P. Bottom**, Washington U. in St. Louis

TUESDAY

Trust as a Tactic: The Calculative Induction of Reciprocity | **Eileen Chou**, Northwestern U.; **Nir Halevy**, Stanford U.; **Keith Murnighan**, Northwestern U.
 Primed to Lie: Regulatory Fit, Trust and Deception in Negotiation | **Mara Olekalns**, U. of Melbourne; **Corinna Hong Yie Tsao**, U. of Melbourne; **Christopher James Horan**, U. of Melbourne; **Philip Leigh Smith**, U. of Melbourne
 Trust Recovery after Violation: A Middle Eastern Investigation | **C. Ashley Fulmer**, U. of Maryland, College Park; **Doa'a Barqawi**, Independent Institute for Administration and Civil Society Studies; **Munqith Dagher**, Independent Institute for Administration and Civil Society Studies

1252 📄🗨️: (Paper Session) - (CMS) **New Critical Vistas on Research and Education**

8:00am - 9:30am Marriott Rivercenter: Salon L
 Tweet this session: #AOM2011 1252

Chair: **Deborah Jones**, Victoria U. of Wellington
 📄New Scientific Management? A Critique of Ideology and Epistemology in Evidence-based Management | **Severin Hornung**, Hong Kong Polytechnic U.
 📄Letters From Philip Morris: A Feminist version of Corporate Denial | **Robbin Derry**, U. of Lethbridge
 Towards a Theory of Aged Organizations | **Rebecca Whiting**, Birkbeck, U. of London
 → 📄Women in Academe: Bringing Feminism Back to Dispel yet Another Wicked Issue | **Marianna Fotaki**, U. of Manchester

1253 : (Paper Session) - (DISC) **Identity**

8:00am - 9:30am Hyatt Regency: Blanco
 Tweet this session: #AOM2011 1253

Discussant: **S. Douglas Pugh**, Virginia Commonwealth U.
OB: The Role Identity Process in Organizational Socialization Improvement: An Interactionist Perspective | **Ming Nick Yan**, Hong Kong Baptist U.; **Guo-hua Huang**, Hong Kong Baptist U.; **Yuan Yi Chen**, Hong Kong Baptist U.; **Mingjian Zhou**, Harbin Institute of Technology
OB: A Punctuated Equilibrium Model of Identity Change: The Case of Women's Career Commitment (WITHDRAWN) | **Una Kim**, Harvard U.
 📄**OB**: Outperforming Whom? | **Bart Dietz**, RSM Erasmus U.

1254 : (Paper Session) - (DISC) **Training and Experiential Learning**

8:00am - 9:30am Hyatt Regency: Bowie A
 Tweet this session: #AOM2011 1254

Discussant: **Daniel J Koys**, DePaul U.
 📄📄**MED**: Linking in with LinkedIn®: 3 Exercises, Professional Networking and Career-building | **Joseph Gregory Gerard**, Western New England College
 📄**MED**: Experiential Learning: Assessing Students' Entrepreneurial Skills in Live Projects | **Jane Chang**, U. of Westminster; **Alison Rieple**, U. of Westminster
MED: Striking a Balance: Personalized Leadership Development for Direct-Entry MBA Students | **Scott Comber**, Dalhousie U.; **Jenny Baechler**, Dalhousie U.
 🗣️📄**MED**: Older Adults and Technology-Based Instruction: Optimizing Learning Outcomes and Transfer |

Natalie Wolfson, Colorado State U.; **Thomas M. Cavanagh**, Colorado State U.

1255 : (Paper Session) - (DISC) **Organizational Theories in Operations Management**

8:00am - 9:30am Hyatt Regency: Bowie B
 Tweet this session: #AOM2011 1255

Discussant: **Suzanne de Treville**, U. of Lausanne
 📄**OM**: Organizational Environment Impacting Servitization of Manufacturing | **Max Finne**, Aalto U.; **Taija Turunen**, Aalto U.
 📄**OM**: Consistent High Quality Performance in a Dynamic Environment: A Case Study | **Hung-Chung Su**, U. of Minnesota, Twin Cities; **Kevin Linderman**, U. of Minnesota
 📄**OM**: Management Innovation and Performance: Role of Organizational Effectiveness | **Hale Kaynak**, U. of Texas Pan American; **Nuran Acur**, U. of Strathclyde

1256 : (Paper Session) - (DISC) **OMT and Method**

8:00am - 9:30am Hyatt Regency: Frio
 Tweet this session: #AOM2011 1256

Discussant: **Georg Schreyogg**, Freie U. Berlin
OMT: Make Hay While/Where the Sun Shines: Temporal and Spatial Heterogeneity in Venture Founding | **Mathijs de Vaan** req your bil de Vaan, Utrecht U.
 📄**OMT**: Article Quality and Team Size in Management Research: The Moderating Role of Article Type | **Daniel Albert**, U. of St. Gallen; **Markus Kreutzer**, U. of St. Gallen
 → 📄**OMT**: International Expansion of Professional Fields | **Congcong Zheng**, San Diego State U.

1257 : (Paper Session) - (DISC) **Information and Technology**

8:00am - 9:30am Hyatt Regency: Maverick B
 Tweet this session: #AOM2011 1257

Discussant: **Cecil Eng Huang Chua**, U. Auckland
 🗣️🗣️→ 🗣️📄**OCIS**: The West-East Divide in Information Ethics: Evidence from America and China | **Maris G. Martinsons**, City U. of Hong Kong; **David Ma**, Tsinghua U.
 📄**OCIS**: Ranking the Most Critical Skills for Managing IT Projects: A Delphi Study of IT Project Managers | **Mark Keil**, Georgia State U.; **Hyung Koo Lee**, Georgia State U.; **Tianjie Deng**, Georgia State U.
 → 📄**OCIS**: Coordination of Global Teamwork: A Script-Based View | **Catherine Cramton**, George Mason U.; **Tine Koehler**, U. of Melbourne
 📄**OCIS**: Double-Distributed Coordination: Mobile Challenges to Coordination Perspectives | **Gamel O. Wiredu**, Ghana Institute of Management and Public Administration (GIMPA); **Carsten Sorensen**, London School of Economics; **Adel Al-Taitoon**, London School of Economics

1258 : (Paper Session) - (DISC) **Internationalization and Innovation**

8:00am - 9:30am Hyatt Regency: Navarro
 Tweet this session: #AOM2011 1258

Discussant: **Motofusa Murayama**, Seattle U.
 → 📄**BPS**: General Purpose Technologies (GPTs) and the Restructuring of MNC International Innovation Networks | **Ranfeng Qiu**, California State U. San Bernardino
 → 📄**IM**: R&D Internationalization, Resource Deployment, and Innovation Performance | **Chia-Wen Hsu**, National Chung

Cheng U.; **Hsien-Jui Chung**, National Chung Cheng U.; **Heng-Yih Liu**, Yuan Ze U.

→ **IM**: FDI and Firm Innovation: The Role of the Institutional Environment and Absorptive Capacity | **Kevin Chastagner**, Washington State U.; **Arvin Sahaym**, Washington State U.

1259 : (Paper Session) - (DISC) Cooperation and Competition

8:00am - 9:30am Hyatt Regency: Segin

Tweet this session: #AOM2011 1259

Discussant: **William Bogner**, Georgia State U.

BPS: The Impact of Alliances on Mutual Forbearance among Multimarket Competitors | **Sascha Albers**, U. of Cologne

BPS: The Impact of Social Capital and Relationship Tension on Firms' Cooperative Performance | **Ya Yuan Chang**, National Chung Hsing U.; **Ku-Ho Lin**, National Chung Hsing U.

BPS: The Wealth Effect of Competitive Behavior Among Rivals | **Shao-Chi Chang**, National Cheng Kung U.; **Heng-Yu Chang**, National Cheng Kung U.

1260 : (Paper Session) - (ENT) The Role of Networks in Entrepreneurial Activity

8:00am - 9:30am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1260

Chair: **Dominic M. Mwenja**, California Miramar U.

A Structure-Multiplexity Typology of Entrepreneurial Network Configurations | **Martin Bliemel**, U. of New South Wales; **Ian P. McCarthy**, Simon Fraser U.; **Elicia Maine**, Simon Fraser U.

→ **Entrepreneurs' Networking Styles and Personal Network Churn** | **Balagopal Vissa**, INSEAD; **Suresh Bhagavatula**, Indian Institute of Management, Bangalore

Entrepreneurial Tie-Order Strategies and the Creation of Network Advantage | **Celina Smith**, EM Lyon; **Erkko Autio**, Imperial College Business School

Performance of Newly-Formed Micro Firms: The Role of Financing & Entrepreneurs' Characteristics | **Rowena Ortiz-Walters**, Quinnipiac U.; **Mark Gius**, Quinnipiac U.

1261 : (Paper Session) - (ENT) The Role of Learning in the Entrepreneurial Context

8:00am - 9:30am San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1261

Chair: **R H Hamilton**, U. of Mississippi

Selection and Serial Entrepreneurs | **Jing Chen**, Copenhagen Business School

Toward a Conceptual Advancement of Entrepreneurial Learning | **Catherine L. Wang**, Royal Holloway, U. of London; **Harveen Chugh**, Royal Holloway, U. of London

Barriers to Learning in Entrepreneurship | **Rasmus Vendler Toft**, Copenhagen Business School; **Karl Wennberg**, Stockholm School of Economics

→ **Survival-Enhancing International Learning and the Effects of Nascence and Organizational IQ.** | **Alex Tai Loong Tan**, Singapore Management U.; **Mooweon Rhee**, U. of Hawaii; **Tung X. Bui**, U. of Hawaii

1262 : (Paper Session) - (ENT) It's all in the Family: New Research on Management and Strategy

8:00am - 9:30am San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1262

Chair: **Manisha Singal**, Virginia Tech

Financial Choices in Family Firms: The Influence of Family Norms | **Dietmar Grichnik**, U. of St. Gallen; **Christian Koropp**, U. of St. Gallen; **Franz W. Kellermanns**, U. of Tennessee

Family Firm Owners' Attitude towards the Private Equity Succession Route | **Florian Kreer**, RWTH Aachen U.

Sins of the Father's Firm: Exploring Responses to Ethical Dilemmas in Family Business | **Reg Litz**, U. of Manitoba; **Nick Turner**, U. Manitoba

The State and Future of Family Business Research: At a Break Through or a Brick Wall? | **Reg Litz**, U. of Manitoba; **Allison W Pearson**, Mississippi State U.; **Shanan Litchfield**, Mississippi State U.

1263 : (DRP Session) - (ENT) Finance Issues in Entrepreneurship

8:00am - 9:30am San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1263

Facilitator: **David M. Townsend**, North Carolina State U.

Valuation of Angel-Backed Companies: The Role of Investor Human Capital | **Veroniek Collewaert**, Maastricht U.; **Sophie Manigart**, U. of Ghent

→ **The Influence of Top Management Team Turnover on the Financial Performance of IPOs** | **Nina Rosenbusch**, U. of Western Ontario; **Simon C Parker**, Ivey School of Business; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

Enhancing New Venture Attractiveness: Signals, Symbols and Entrepreneurial Identity | **Greg Fisher**, U. of Washington

Determinants of Early Entry: Syndicate Networks in U.S. Venture Capitals' Internet Investments | **Chun-Yun Cheng**, National Taiwan U.

Credit Where Credit Is Due: Race, Gender, and Creditworthiness among Business Startups | **Loren Henderson**, U. of Illinois, Chicago; **Cedric Herring**, U. of Illinois, Chicago

1264 : (ENT) The Causes, Nature, and Effects of Stress in Unique Jobs/Occupations

8:00am - 9:30am San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 1264

Chairs: **Rebecca J. Franklin**, Oklahoma State U.; **Gabi Eissa**, Oklahoma State U.; **Jeffrey B. Paul**, Oklahoma State U.

Discussant: **Robert Alan Baron**, Oklahoma State U.

Abusive Supervision, Strain, and Moral Motivation Among Deployed Soldiers | **John Schaubroeck**, Michigan State U.; **Sean Hannah**, U.S. Military Academy, West Point; **Steve W. J. Kozlowski**, Michigan State U.; **Robert G. Lord**, U. of Akron; **Linda K. Trevino**, Pennsylvania State U.; **Nikos Dimotakis**, Michigan State U.; **Ann Chunyan Peng**, Michigan State U.

How Entrepreneurs Withstand Work-Family Conflict: The Buffering Role of Psychological Capital | **Keith Hmieleski**, Texas Christian U.; **Robert Alan Baron**, Oklahoma State U.; **Jon C. Carr**, Texas Christian U.

Conflict Management Strategies and Job Burnout | **M Afzalur Rahim**, Western Kentucky U.

Occupational Stress Correlates in Unusual Work Environments | **Rebecca J. Franklin**, Oklahoma State U.; **Gabi Eissa**, Oklahoma State U.; **Jeffrey B. Paul**, Oklahoma State U.

1265 : (Paper Session) - (GDO) **Diversity in Teams**

8:00am - 9:30am Grand Hyatt: Presidio A

Tweet this session: **#AOM2011 1265**

Chair: **David C. Baldrige**, Oregon State U.

Discussant: **Marcy Crary**, Bentley U.

Functional Heterogeneity as a Two-Dimensional Concept – Empirical Evidence for New Venture Teams | **Uwe Cantner**, Friedrich Schiller U. Jena; **Maximilian Goethner**, Friedrich Schiller U. Jena; **Michael Stuetzer**, Queensland U. of Technology

Relating Cognitive Style Composition, Mobility and Faultlines to Team Innovation | **Corinne Post**, Lehigh U.

Diversity and Learning: The Role of Affect, Conflict, Team Cognition and Affective Climate | **Oluremi B. Ayoko**, U. of Queensland; **Christine D. Ho**, Deakin U.

1266 → 🗣️📄🌐JS: (GDO, OB, IM) **Women Leaders across the Globe: Perceptions and Issues**

8:00am - 9:30am Grand Hyatt: Lone Star C

Tweet this session: **#AOM2011 1266**

Chairs: **Nathalie Castano**, Wayne State U.; **Lindsey M Kotrba**, Denison Consulting

Discussant: **Mary Ann Von Glinow**, Florida International U.

Culturally Endorsed Implicit Leadership Theories and Women's Participation in Leadership | **Amanda Bullough**, Thunderbird; **Mary F. Sully de Luque**, Thunderbird

From the East to the West: Women Leaders across the Globe | **Nathalie Castano**, Wayne State U.; **Lindsey M Kotrba**, Denison Consulting

Work-Life Issues and Strategies for Women Leaders across the Globe | **Susan R. Madsen**, Utah Valley U.

1267 📄🗣️: (Paper Session) - (HCM) **Management Practices to Improve Healthcare Quality**

8:00am - 9:30am Marriott Rivercenter: Salon K

Tweet this session: **#AOM2011 1267**

Chair: **Barbara Bigelow**, Clark U.

Speaking Up Constructively: Managerial Practices that Elicit Solutions from Front-Line Employees | **Julia Adler-Milstein**, Harvard U.; **Sara J. Singer**, Harvard U.; **Michael Toffel**, Harvard U.

Winner of HCM Division Best Theory-to-Practice Paper

Facilitating the Use of High-Performance Work Practices in Healthcare to Transcend the Ordinary | **Ann Scheck McAlearney**, Ohio State U.; **Julie Robbins**, Ohio State U.; **Paula H. Song**, Ohio State U.

Process Improvement Program in Hospitals: An Empirical Examination of Management-By Wandering Around | **Sara J. Singer**, Harvard U.; **Anita L. Tucker**, Harvard U.

HCM Division Best Theory to Practice Award Nominee

1268 📄: (Paper Session) - (HR) **Employee-Organization Relationship and Employee Creativity**

8:00am - 9:30am Grand Hyatt: Bonham D

Tweet this session: **#AOM2011 1268**

Chair: **Rebecca R. Kehoe**, Rutgers U.

Employee-Organization Relationship and Employee Creativity: Test of the Intervening Mechanisms | **Li-Yun Sun**, Macau U. of Science and Technology; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Xi Li**, Macau U. of Science and Technology; **Ai-Shi Zhang**, South Cement Limited Company

Employee-Organization Relationships and Team Creativity | **Liangding Jia**, Nanjing U.; **Jason D. Shaw**, U. of Minnesota; **Tae-Youn Park**, U. of Minnesota

High Performance Work System, Goal Orientations, and Creativity: A Firm-Level Analysis | **Song Chang**, Chinese U. of Hong Kong; **Cass Shum**, Hong Kong U. of Science and Technology

1269 📄🗣️: (Paper Session) - (HR) **HR and Corporate Social Responsibility**

8:00am - 9:30am Grand Hyatt: Lone Star D

Tweet this session: **#AOM2011 1269**

Chair: **Kevin Carlson**, Virginia Tech

Applicants' and Employees' Reactions to CSR: The Role of Justice and Moral Identity | **Ruodan Shao**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

Employee-oriented socially responsible (SR) HRM and employees' support for external SR-HRM | **Jie Shen**, Curtin U. of Technology; **John Benson**, U. of South Australia

Do All Firms Do Well by Doing Good? The Moderating Role of HPWPs on the CSP-CFP Relationship | **Youngkyun Chang**, U. of Kansas; **Won Yong Oh**, U. of Kansas; **Jong-Seok Cha**, Hansung U.

1270 → 📄: (DRP Session) - (HR) **Integrating HR into Organizational Strategy**

8:00am - 9:30am Grand Hyatt: Mission A

Tweet this session: **#AOM2011 1270**

Facilitator: **David P. Lepak**, Rutgers U.

Strategic HRM: Building the Bridge between HR and Business Strategies | **Hwanwoo Lee**, U. of Houston

Which Came First, the Chicken or the Egg? Dynamic Human Resource Management and the Strategy | **Yingying Zhang**, CUNEF, Complutense U. of Madrid; **Ying Hong**, McMaster U.

The Challenge to Become a Strategic Business Partner: An HRM Case Study from the Asia Pacific Region | **Julie Ann Cogin**, AGSM-Australian School of Business; **Lucy Taksa**, Macquarie U.

HR-Firm Performance Linkage through Strategy Implementation: Qualitative Study of 4 U.S. Firms | **Meera Alagaraja**, U. of Louisville; **Toby Marshall Egan**, Texas A&M U.

1271 : (Paper Session) - (IM) **Mergers and Acquisitions, Internationalization, And Performance**

8:00am - 9:30am San Antonio Convention Center: Room 207 B

Tweet this session: **#AOM2011 1271**

Chair: **David Ahlstrom**, Chinese U. of Hong Kong

Milking the Rich Cow Dry?: Cross-Border M&As by Developing Country Multinational Companies | **Wenjie Chen**, George Washington U.; **Alvaro Cuervo-Cazurra**, Northeastern U.

The Effects of Market Efficiency and Transparency on the Performance of Cross-Border Acquisitions | **Antti Ritala**,

Aalto U.; **Olivier Bertrand**, St. Petersburg State U.; **Tomi M. M. Laamanen**, Aalto U.

- Relational Typology of Institutional Distance and M&A Transactions: A Two-Dimensional View | **Rimi Zakaria**, Florida International U.; **Yannick Thams**, Florida International U.; **Keith Kelley**, Florida International U.
- Arbitration and Cross-border Transaction Costs | **Brian Campbell Pinkham**, U. of Texas, Dallas; **Mike Peng**, U. of Texas, Dallas

1272 : (DRP Session) - (IM) Cross Cultural Impact on Leadership, Corporate Networks, and Competitive Strategies

8:00am - 9:30am San Antonio Convention Center: Room 208

Tweet this session: **#AOM2011 1272**

Chair: **C Lakshman**, Bordeaux école de Management

- Are East and West Meeting in the Right Place? Global Acumen and Chinese business leadership. | **Leigh Baker**, Griffith U.
- "Winning behaviours" in East and West.Recontextualizing a Strategic Concept | **Martine Cardel Gertsen**, Copenhagen Business School; **Anne-Marie Soederberg**, Copenhagen Business School
- Corporate Values of a Danish MNC om Asian Contexts – Receptions and Understandings | **Martine Cardel Gertsen**, Copenhagen Business School; **Mette Zoelner**, Copenhagen Business School
- The Heterogeneity of MNE Competitors and its Competitive Consequences | **Lilach Nachum**, Baruch College; **Marina Carnevale**, Baruch College; **Helaine J Korn**, Baruch College
- Corporate Networks in turbulent environments. A comparative study of ID of Argentina and Chile | **Erica Helena Salvaj**, U. del Desarrollo; **Andrea Lluch**, National Research Council Argentina (CONICET)

1273 : (Paper Session) - (IM) Base-Of-The-Pyramid Economies and Sustainability Development

8:00am - 9:30am San Antonio Convention Center: Room 209

Tweet this session: **#AOM2011 1273**

Chair: **Mikelle A. Calhoun**, Georgia Southern U.

- → Social Intermediation in Base-of-the-Pyramid Markets | **Geoff Kistruck**, The Ohio State U.; **Paul Beamish**, U. of Western Ontario; **Israr Qureshi**, Hong Kong Polytechnic U.; **Chris J Sutter**, Ohio State U.
- → Identity Spillover: Mitigating Principal-Agent Problems in Base-of-the-Pyramid Markets | **Geoff Kistruck**, The Ohio State U.; **Chris J Sutter**, Ohio State U.; **Brett R. Smith**, Miami U. Ohio
- → Creating Markets under Institutional Voids: The Case of Small-scale Renewables in Tajikistan | **Bogdan Prokopovych**, U. of Rhode Island
- Internationalization in NGOs: Environment, Structure, and Board Governance | **Alnoor Ebrahim**, Harvard U.; **Srilatha Batliwala**, Harvard U.

1274 : (Paper Session) - (IM) Political and Legal Effects on MNC Governance and Ownership

8:00am - 9:30am San Antonio Convention Center: Room 210 A

Tweet this session: **#AOM2011 1274**

Chair: **William D Guth**, New York U.

Capitalizing on Weak Institutions: Localness and Private Equity Performance in Emerging Economies | **Markus David Taussig**, Harvard Business School

- Investor Protection and Firm Performance: Empirical Evidence from Select MENA Countries | **Nada Kobeissi**, Long Island U.; **Iftekhhar Hasan**, Rensselaer Polytechnic Institute; **Liang Song**, Michigan Technological U.
- How Venture Capital Firms Confront Political and Legal Risks: The Case of Latin America, 1992-2003 | **Theodore Andrew Khoury**, Portland State U.; **Marc T. Junkunc**, U. of Miami; **Santiago Mingo**, U. Adolfo Ibanez

1275 → JS: (IM, OB) East Meets West: A South Asian Perspective on Management Theories and Practices

8:00am - 9:30am San Antonio Convention Center: Room 210 B

Tweet this session: **#AOM2011 1275**

Organizers: **Jawad Syed**, U. of Kent; **Naresh Khatri**, U. of Missouri at Columbia; **Shaista Ehsan Khilji**, George Washington U.

- Conceptualizing "Frugal" Innovation | **Yasser Ahmad Bhatti**, U. of Oxford
- The Dynamics of Cronyism in South Asia | **Naresh Khatri**, U. of Missouri at Columbia; **Jawad Syed**, U. of Kent; **Shaista Ehsan Khilji**, George Washington U.
- Work-Life Balance in India: A 'Kichhidi' of Disparate Organizational Responses | **Ujala Arun Rajadhyaksha**, Saint Mary's College
- An Exploration of Workplace Harassment or Bullying Behavior amongst Managers in Pakistan | **Shehla Riza Arifeen**, Lahore School Of Economics

1276 → (DRP Session) - (MC) Transcending Divides: Global Consulting Challenges

8:00am - 9:30am Grand Hyatt: Bonham B

Tweet this session: **#AOM2011 1276**

Facilitator: **Laurent Cappelletti**, CNAM Paris (France)

Discussant: **Pratim Datta**, Kent State U.

- → Participatory Performance Measurement in a Vietnamese Professional Service Firm | **Bianca A. C. Groen**, U. of Twente; **Mirthe Van De Belt**, U. of Twente
- DUKE-NUS GMS: Working Towards a Successful Educational Transplant | **Audrey Chia**, National U. of Singapore; **Hwee Sing Khoo**, National U. of Singapore
- Telerwork Regulatory and Legal Contingencies for Employers and Consultants | **William "Patch" Paczkowski**, Lally School of Management & Technology
- Acquiring Global Leadership & Cultural Competence in Asia by Developing Asian American Leaders | **Thomas Sy**, U. of California, Riverside; **Kurt Takamine**, Chapman U.; **Susanna Tram**, U. of California, Riverside

1277 (DRP Session) - (MED) Innovative and Experiential Approaches and Strategies for Management Education and Development

8:00am - 9:30am Marriott Rivercenter: Conference Room 16

Tweet this session: **#AOM2011 1277**

Facilitator: **Darlene Alexander-Houle**, Hewlett Packard
Using Evidence-Based Practices for Teaching Strategic Management to Undergraduate Business Students | **Sharron D Hunter-Rainey**, North Carolina Central U.

TUESDAY

- 📖 Teaching Roles: A Framework for Implementing Experiential Learning in Management Education | **Angela Passarelli**, Case Western Reserve U.
- 📖 Walking the Talk of Interdisciplinary Management Education | **Kevin M. Kniffin**, Cornell U.
- 📖 The Empowerment of Leadership Development | **Stephanie Thomas Solansky**, U. of Houston, Victoria
- 📖 Authentic Leadership Development in Executive Education: Observations from the Classroom | **Elizabeth Florent-Treacy**, INSEAD
- 📖 Exploring the Corporate University Phenomenon as a HRD Employee Learning Strategy | **Amy Lui Abel**, New York U.; **Jessica Li**, U. of North Texas; **Sabra Brock**, Touro College

1278 📖👤➔📖: (MED) **Current Research in Executive Coaching**

8:00am - 9:30am Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 1278

Moderator: **Mary Wayne Bush**, Colorado Technical U.

Pivotal Moments in Executive Coaching: Revealing their Capacities and Power | **Ann Leone Clancy**, Appreciative Coaching Collaborative, LLC; **Jacqueline Binkert**, Appreciative Coaching Collaborative, LLC

What Does "Critical Reflection" Mean for the Practice of an Executive Coach? | **Pauline Fatien Diochon**, U. of Lyon

How Do Executive Coaches Develop? | **Linda Page**, U. of Toronto

Inspiring Hopes and Dreams in Executive Coaching | **Ellen Van Oosten**, Case Western Reserve U.

1279 📖: (Paper Session) - (MOC) **Interaction, Coordination and Knowledge Sharing**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 1279

Chair: **Blaine Landis**, U. of Cambridge

Network Centrality and Knowledge Sharing: The Role of Reputations | **Blaine Landis**, U. of Cambridge; **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, U. of London

👤📖 Performing Beauty: Attention, Aesthetics and Action in the Coordination of a Community Choir | **John Paul Stephens**, Case Western Reserve U.

📖 Structuring Spontaneity: How Are Knowledge-Sharing Communities Managed? | **Harry Scarbrough**, U. of Warwick; **Jacky Swan**, U. of Warwick; **Monique Ziebro**, U. of Warwick

👤📖 When People Agree whilst Disagreeing: Implicit and Explicit Mental Models in Group Cognition | **Timo Vuori**, Aalto U.; **Mark P. Healey**, U. of Leeds; **Gerard P. Hodgkinson**, U. of Leeds

1280 📖: (DRP Session) - (MOC) **Cognition and Performance**

8:00am - 9:30am La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1280

Facilitator: **Sophie Leroy**, U. of Minnesota

📖 Cognitive Accuracy in Network Perception and Individual Performance | **Min Jeong Kim**, Chonnam National U.

📖 Symbolic Reinforcements as Signals of Future Monetary Reward: Non-Linear Effects of Reward Frequency | **Adi Luria**, Ruppin Academic Center; **Ido Erev**, Technion Israel Institute of Technology

Storytelling as a Means of Organizational Problem Handling: The Work of Patient Advocates | **Emily Heaphy**, Boston U.

1281 📖JS: (MOC, OB) **Sensegiving: An Analogue to Sensemaking?**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 1281

Organizer: **Lee Watkiss**, Boston College

Chair: **Mary Ann Glynn**, Boston College

Participants: **Dennis A. Gioia**, Pennsylvania State U.; **Sally Maitlis**, U. of British Columbia; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

1282 🌐: (MSR) **The Corporate Mystic: Integrating Eastern and Western Spiritual Practices into Organizational Life**

8:00am - 9:30am La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 1282

Presenters: **Gerald Biberman**, U. of Scranton; **Lynne Sedgmore**,

Centre for Excellence in Leadership; **Judith A. Neal**, U. of Arkansas, Fayetteville; **Dorianne Cotter-Lockard**, Fielding Graduate Institute

1283 📖: (DRP Session) - (MSR) **Work, Religion and Spirituality Roundtable**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 1283

Chair: **Alan G. Walker**, Auburn U.

👤 Maharishi on Management: Transcending, Balancing, Enlightening, and Harmonizing | **Dennis P. Heaton**, Maharishi U.

📖 Work Motivation under Extreme Conditions: Motivation in Religious Orders | **Emil Inauen**, U. of Zurich; **Margit Osterloh**, U. of Zurich; **Bruno S. Frey**, U. of Zurich

➔👤📖 Accounting Stewardship and the Case of Stolen Indigenous Wages in Australia | **Frances Myfanwy Miley**, U. of New South Wales; **Andrew Read**, U. of Canberra

👤📖 Same Direction – Different Path: How Leaders Who are Religious Think About Religious Difference | **Kelly A. Phipps**, Rockhurst U.; **Gina S. Matkin**, U. of Nebraska, Lincoln

👤📖 Workplace Spirituality and a Multi-generational Workforce: A Conceptual Model | **Claire A. Simmers**, Saint Joseph's U.

1284 📖: (Paper Session) - (OB) **Fostering Innovation and Creativity: The Role of Leaders and Team Empowerment**

8:00am - 9:30am Grand Hyatt: Bowie A

Tweet this session: #AOM2011 1284

Chair: **Richard Blackburn**, U. of North Carolina, Chapel Hill

📖 A Conceptual Framework of Creative Performance under Pressure: The Moderating Role of Leadership | **Darja Carl**, U. of Groningen; **Bernard Nijstad**, U. of Groningen

📖 The Role of Team Empowerment and Knowledge Integration in Shaping Team Improvisation | **Massimo Magni**, Bocconi U.; **Likoebe M Maruping**, U. of Louisville

➔👤📖 Test of an Integrated Model Linking Transformational Leadership and Innovative Behavior | **Samuel Aryee**, Aston U.; **Qin Zhou**, Instituto de U. de Lisboa; **Xiujuan Zhang**, Sun Yat-sen U.

👤➔📖 Transformational Leadership and Team Performance in Functional Teams | **Yuan Jiang**, Indiana-Purdue; **Susan E. Jackson**, Rutgers U.; **Chao C. Chen**, Rutgers U.

1285 📄: (Paper Session) - (OB) **The Effects of Coupling Transformational Leadership with Additional Leader Attributes**

8:00am - 9:30am Grand Hyatt: Bowie C

Tweet this session: [#AOM2011 1285](#)

Chair: Xiaohua Wang, Vlerick Leuven Gent Management School

📄 Change Cynicism, Transformational Leadership, and the Buffering Role of Dispositional Optimism | **Frank Walter**, U. of Groningen; **Michael S. Cole**, Texas Christian U.

📄 Transformational Leadership and Citizenship Behavior: The Role of Core Self-Evaluation | **Jia Hu**, U. of Illinois, Chicago; **Zhen Wang**, Renmin U. of China; **Robert C Liden**, U. of Illinois, Chicago; **Jian Min Sun**, Renmin U. of China

📄 Group-Focused Versus Individual-Focused Leadership: Proactive Personality as a Double-Edged Sword | **Jinlong Zhu**, National U. of Singapore; **Zhitao Xie**, Shanghai JiaoTong U.; **Juhun Song**, National U. of Singapore; **Xin-Ming Tian**, Shanghai JiaoTong U.

📄 Political Skill and Transformational Leadership Effectiveness | **Chia-Yen Chiu**, State U. of New York, Buffalo; **Lei Wang**, State U. of New York, Buffalo; **Robyn L. Broer**, State U. of New York, Buffalo; **Fred Dansereau**, State U. of New York, Buffalo

1286 📄: (DRP Session) - (OB) **Work-Life Balance: Family, Social, and Organizational Support**

8:00am - 9:30am Grand Hyatt: Crockett B

Tweet this session: [#AOM2011 1286](#)

Facilitator: Whitney Botsford Morgan, U. of Houston, Downtown

📄 The Mediating Effects of Social & Occupational Support on Work Life Conflict in Extreme Contexts | **Kelly Anne Basile**, London School of Economics

📄 What Employees Do at Work Matters for the Family: How Emotional Labor Impacts Family Life | **Kelly Schwind Wilson**, Purdue U., West Lafayette; **Remus Ilies**, Michigan State U.

➔ 📄 Antecedents and Career Consequences of Breach of Employee Psychological Contract Obligations | **Prashant Bordia**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Sarbari Bordia**, The Australian National U.; **Robert L. Tang**, De La Salle-College of Saint Benilde

➔ 📄 Revisioning Theoretical Perspectives in Work-Life Balance | **Gwen Daverth**, U. of Manchester

1287 📄: (DRP Session) - (OB) **Emotion at Work: Appraisal, Regulation, and Emotion Labor**

8:00am - 9:30am Grand Hyatt: Crockett C

Tweet this session: [#AOM2011 1287](#)

Facilitator: William J. Becker, Texas Christian U.

📄 Dissonance Matters: Meta-Analytic Examination of the Antecedents and Consequences of Emotional Labor | **Jessica R. Mesmer-Magnus**, U. of North Carolina, Wilmington; **Leslie A. DeChurch**, U. of Central Florida; **Amy Wax**, U. of Central Florida; **Kristin T Anderson**, U. of North Carolina, Wilmington

📄 The Roles of Personal Agency and Emotional Discrepancy in Emotion Regulation | **Michael A Daniels**, Bowling Green State U.; **Jennifer Zophy Gillespie**, Bowling Green State U.

📄 Appraisals, Goal Orientations, and Emotions While Working | **Cynthia D Fisher**, Bond U.; **Amirali Minbashian**, U. of New South Wales; **Robert E. Wood**, U. of Melbourne; **Nadin Beckmann**, U. of New South Wales

📄 A Multilevel Investigation of Self-Monitoring and Variability in Emotional Labor | **Brent A. Scott**, Michigan State U.; **Christopher M. Barnes**, Virginia Tech; **David T. Wagner**, Singapore Management U.

1288 📄: (DRP Session) - (OB) **Self-Cognition and Social Interactions: Mediators and Moderators of Workplace Motivation**

8:00am - 9:30am Grand Hyatt: Crockett D

Tweet this session: [#AOM2011 1288](#)

Facilitator: James P Gelatt, U. of Maryland, U. College

📄 Dynamic Test-taking Motivation: Effects of Self-Efficacy on Time Allocation and Performance | **James W. Beck**, U. of Minnesota, Twin Cities; **Aaron M. Schmidt**, U. of Minnesota, Twin Cities

📄 Motivational Mechanism Linking Constructive Controversy to Performance: A Moderated Mediation Model | **Hong Deng**, City U. of Hong Kong

📄 Exploring the Linkage between Motivation and Commitment: The Meditating Role of Work Engagement | **Amna Yousaf**, COMSATS Institute of Information Technology; **Huadong Yang**, U. of Twente

📄 Working Harder or Hardly Working? Motivation Gains and Losses in Organizational Workgroups | **Robert B. Lount**, Ohio State U.; **Steffanie L. Wilk**, Ohio State U.

1289 📄: (Paper Session) - (OB) **Alleviating Tension and Increasing Prosocial Behavior: How Voice Makes a Difference**

8:00am - 9:30am Grand Hyatt: Republic A

Tweet this session: [#AOM2011 1289](#)

Chair: Gerard Beenen, California State U., Fullerton

Voice Matters: The Role of Individual Differences in Bystander Responses to Workplace Bullying | **Maiyuwai N. Reeves**, State U. of New York, Buffalo

The Conceptual Map of Employee Voice: Expanding and Refining the Construct | **Deirdre Gobeille Snyder**, U. of North Carolina, Chapel Hill

📄 Speaking up to the Boss's Boss: Social Exchange Relationships and Skip-Level Voice | **Wu Liu**, Hong Kong Polytechnic U.; **Rangaraj Ramanujam**, Vanderbilt U.

📄 Employee Voice: Development and Validation of a Multi-Dimensional Measure | **R David Lebel**, U. of Pennsylvania; **Sara L. Wheeler-Smith**, New York U.; **Elizabeth Wolfe Morrison**, New York U.

1290 📄: (Paper Session) - (OB) **Shared Leadership: Dynamics of Distance, Composition and Analysis**

8:00am - 9:30am Grand Hyatt: Republic B

Tweet this session: [#AOM2011 1290](#)

Chair: Michael Kukenberger, U. of Connecticut

➔ Expertise Coordination Over Distance: Shared Leadership in Dispersed Teams | **Miriam Muethel**, Otto Beisheim Graduate School of Management (WHU); **Martin Hoegl**, Otto Beisheim Graduate School of Management (WHU)

Shared Leadership in Teams: An Investigation of the Impact of Team Composition and Performance. | **Michael Kukenberger**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Lauren D'Innocenzo**, U. of Connecticut; **Gregory P. Reilly**, U. of Connecticut

A Compilational Model Of Shared Leadership | **Lauren D'Innocenzo**, U. of Connecticut; **Michael Kukenberger**, U. of Connecticut

Dynamic Shared Leadership: A Call for Longitudinal Network Analysis | **Cécile Emery**, London School of Economics

1291 (Paper Session) - (OB) **Establishment and Violation of Intragroup Interpersonal Relationship Norms**

8:00am - 9:30am Grand Hyatt: Republic C

Tweet this session: #AOM2011 1291

Chair: **Andrew P. Knight**, Washington U. in St. Louis

Hey That's Mine! Territorial Infringement in Organizations | **Graham Brown**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia; **Kira F. Schabram**, U. of British Columbia

The Bubble Lamp Model of Cooperative Work Relationships | **Thomas Stephen Calvard**, London School of Economics; **Angela Joy Carter**, U. of Sheffield

Team Performance Implications of Peer Control: A Situational Strength Perspective and Empirical Test | **Bart A. de Jong**, VU U. Amsterdam; **Katinka Monica Bijlsma-Frankema**, VU U. Amsterdam

Trust in the Workplace: The Role of Social-Network Diversity in the Community and in the Workplace | **Victor Cui**, U. of Winnipeg; **Ilan Vertinsky**, U. of British Columbia; **Oana Branzei**, U. of Western Ontario

1292 (Paper Session) - (OB) **Overcoming the Deleterious Effects of Job Stress and Burnout**

8:00am - 9:30am Grand Hyatt: Seguin B

Tweet this session: #AOM2011 1292

Chair: **Vickie Coleman Gallagher**, Cleveland State U.

Evaluating a Mindset Training Program to Unleash the Enhancing Nature of Stress | **Alia Crum**, Yale U.

Coping in High-Risk Occupations | **Lisa M. Russell**, Indiana U. Southeast

A Multilevel Empirical Expansion of Siegrist's ERI Model of Job Stress and Health | **Tove Helland Hammer**, Cornell U.; **Mahmut Bayazit**, Sabanci U.; **Per Oystein Saksvik**, NTNU

Recovery During The Weekend: The Interactive Role of Mindfulness and Weekend Experiences | **Nabil Marzuq**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa

1293 JS: (OB, HR) **New Directions in Organizational Silence and Voice Research**

8:00am - 9:30am Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1293

Chairs: **Laurie J. Barclay**, Wilfrid Laurier U.; **David B. Whiteside**, Wilfrid Laurier U.

Understanding Employee Silence: The Big Five and Three Forms of Silence | **Isabel C. Botero**, Aarhus U.; **Linn Van Dyne**, Michigan State U.; **Chui-Yan Yap**, U. Malaysia Pahang
Examining the Relationship Between Conscientiousness and Voice: A Test of Mediators/Moderators | **Subrahmaniam**

Tangirala, U. of Maryland, College Park; **Dishan Kamdar**, Indian School of Business; **Vijaya Venkataramani**, U. of Maryland, College Park

Power, Construal, and Silence in Hierarchies | **Frances J. Milliken**, New York U.; **Joe Magee**, New York U.

Sounds of Silence: Employee Silence as a Mediator between Overall Fairness and Employee Outcomes | **David B. Whiteside**, Wilfrid Laurier U.; **Laurie J. Barclay**, Wilfrid Laurier U.

Silence Speaks Volumes: The Differential Effects of Silence Motives on Work Outcomes over Time | **Sharon K. Parker**, U. of Western Australia; **Anya Johnson**, U. of New South Wales; **Uta Bindl**, U. of Western Australia; **Helena Hong**, U. of New South Wales; **Markus Groth**, U. of New South Wales

1294 JS: (OB, HR) **Accept the New: Directions for Research on Socialization and Newcomers**

8:00am - 9:30am Grand Hyatt: Travis C

Tweet this session: #AOM2011 1294

Organizers: **Samir Nurmohamed**, U. of Michigan, Ann Arbor;

Susan J. Ashford, U. of Michigan

Discussant: **John Kammeyer-Mueller**, U. of Florida

Newcomers' Performance Trajectories: The Interactive Effects of Coaching and Fit Perceptions | **Samir Nurmohamed**, U. of Michigan, Ann Arbor; **Daniel Scott DeRue**, U. of Michigan

Newcomers Abroad: Expatriate Adaptation at Early Phases of International Assignments | **Brady Firth**, U. of Maryland, College Park; **Gilad Chen**, U. of Maryland; **Bradley L. Kirkman**, Texas A&M U.; **Kwanghyun Kim**, Korea U.

Surprising the Cat: States of Curiosity and Surprise in Newcomer Learning | **Spencer Harrison**, Boston College; **David M. Sluss**, Georgia Institute of Technology

New Employees Come with New Ideas | **Talya N. Bauer**, Portland State U.; **Berrin Erdogan**, Portland State U.; **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Donald M Truxillo**, Portland State U.

1295 (Paper Session) - (OCIS) **Information Technology, Dialogue, and Organizations**

8:00am - 9:30am San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1295

Papers in this session examine the role of IT and social media in promoting organizational conversations and societal discourses.

Chair: **Alexandre Barsi Lopes**, U. of Cincinnati

A Call to Arms: A Social Movements Perspective on "Issue" Surfacing on Social Media | **Sung Won Kim**, U. of Oklahoma; **Shaila Miranda**, U. of Oklahoma

Theorizing Embodied Communicative Organizing: Fleshing Out Genre via Goffman's Situational View | **JoAnn M Brooks**, Vanderbilt U.

Organizational dialogue: A conceptual framework for an interdisciplinary understanding | **Christa Thomsen**, Aarhus U.

1296 (DRP Session) - (OCIS) **Virtual Teams**

8:00am - 9:30am San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1296

Facilitator: **Katherine Chudoba**, Utah State U.

Governance of Virtual Communities: A Literature Review and a Conceptual Framework | **Ying Li**, DTU Danish Technical U.; **Soeren Salomo**, DTU Danish Technical U.

- Social Norms as Governance Mechanisms in Online Professional Communities | **Christine Moser**, VU U. Amsterdam; **Peter Groenewegen**, VU U. Amsterdam; **Marleen Huysman**, VU U. Amsterdam
- 📖 The Plastic Prometheus: An Exploration of Individual Work Identity and Routines in Virtual Worlds | **Taryn Lyn Stanko**, U. of Oregon; **Jonathon Richter**, U. of Oregon
- 📖 Ethics of Online Research: Inquiry in a Fishbowl | **Ulrike Schultze**, Southern Methodist U.; **Richard O Mason**, Southern Methodist U.
- 🗣️ Using construal level theory to understand newcomer adaptation in virtual teams | **Rashmi H. Assudani**, Xavier U.; **Stacie Furst Holloway**, U. of Cincinnati

1297 📖: (ODC) **Virtue, Virtuousness or Vice: Conceptual Tensions in the Study of Virtue in POS**

8:00am - 9:30am Grand Hyatt: Crockett A
 Tweet this session: #AOM2011 1297

Organizers: **David S. Bright**, Wright State U.; **Bradley A Winn**, Utah State U.

- Virtues Versus Strengths |
 Individual Virtues Versus Organizational Virtuousness | **Bradley A Winn**, Utah State U.
 The Dark Side of Passion: When is Too Much of a Good Thing Bad? | **Kimberly H. Perttula**, U. of California, Irvine
 Compassion and Conceptual Tensions in the Study of Virtue | **Jason Kanov**, Western Washington U.
 Reconciling Virtue Perspectives: An Integrative Framework | **David S. Bright**, Wright State U.
 Participant: **Kim Cameron**, U. of Michigan

1298 🗣️➔📖: (Paper Session) - (ODC) **The Effect of Emotional Management and Transformational Leadership on Organizational Effectiveness**

8:00am - 9:30am Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 1298

Chair: **Anthony F. Buono**, Bentley U.

- 📖 Workplace Incivility and Turnover Intentions: The Efficacy of Managerial Interventions | **Francesco Sguera**, U. of Michigan, Ann Arbor; **Richard P. Bagozzi**, U. of Michigan; **Wayne Boss**, U. of Colorado, Boulder
ODC Division Best Paper Finalist

- ➔📖 Emotional Intelligence (EQ) and Transformational Leadership for Organizational Development | **Dr. Dereje Tessema**, Virginia International U.; **Bezakulu B Alemu**, Walden U.

ODC Division Best Paper Finalist

- 📖🗣️ An Emotion-Based View of Acquisition Integration Capability | **Quy Nguyen Huy**, INSEAD; **Taco Reus**, Erasmus U. Rotterdam

Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

1299 🗣️➔🗣️📖: (DRP Session) - (ODC) **The Dynamics of Values, Dialogue, and Positive Emotions in Promoting Sustainable Change**

8:00am - 9:30am Grand Hyatt: Travis B
 Tweet this session: #AOM2011 1299

Facilitator: **Lachlan Whatley**, Trinity Western U.

- 🗣️ Emotionally Sustainable Change: Two Frameworks to Assist with Transition | **Stephen A Leybourne**, Boston U.
- 🗣️📖 Empathy in Action: Insights from the Public Conversations Project Abortion Dialogues | **Kate Parrot**, Massachusetts Institute of Technology
Winner of ODC Division Best Doctoral Student Paper
- 🗣️📖 Impact of Socio-Ecological Beliefs and Values on Societal Compassion in Disaster Management | **Latha Poonamallee**, Michigan Technological U.; **Anita Howard**, Case Western Reserve U.
- A 'Triple-Agent' Approach to Research Organisational Change for Corporate Sustainability | **Tim Williams**, Westpac Banking Corporation
- An Appreciative Intervention Approach in Enhancing Team Effectiveness | **Pi-Hui Hsu**, National Chung Cheng U.; **Bella Ya-Hui Lien**, National Chung Cheng U.; **Yu-Ming Kuo**, National Chung Cheng U.; **Tz-Li Wang**, National Chung Cheng U.

1300 📖: (Paper Session) - (OM) **Supply Chain Integration and Innovation**

8:00am - 9:30am San Antonio Convention Center: Room 215
 Tweet this session: #AOM2011 1300

Chair: **Dayna Simpson**, Monash U.

- 📖 Supply Chain Integration Configurations: Product Newness and Process Structure | **Christos Tsinopoulos**, Durham U.; **Heather McDougall**, U. of Warwick
- 📖 Mitigating Supplier Integration's Challenges in NPD: The role of Modular Design Competence | **Fabrizio Salvador**, IE Business School; **Veronica Haydee Villena Martinez**, Pennsylvania State U.
- ➔📖 Electronic Integration and Innovation in Food Supply Chains | **Suhana Mohezar Ali**, U. of South Australia; **Claudine Soosay**, U. of South Australia

1301 📖: (Paper Session) - (OMT) **Various Responses to State Pressure**

8:00am - 9:30am San Antonio Convention Center: Room 206 B
 Tweet this session: #AOM2011 1301

Chair: **Matthew Lee**, Harvard U.

- ➔🗣️📖 Is CSR Reporting Symbolic or Substantive? Evidence From China | **Chris Marquis**, Harvard U.; **Cuili Qian**, City U. of Hong Kong
- 📖 Establishing Market Order: A Sociological Investigation of the "Fair Market" Rule Implementation | **Steven Kahl**, U. of Chicago; **Damon J Phillips**, U. of Chicago
- 📖 Re-Structuring the Institutional Architecture: Institutional Control and the Change Process | **James Vardaman**, Mississippi State U.; **John Matthew Amis**, U. of Memphis; **Paul Wright**, U. of Memphis; **Ben Dyson**, U. of Auckland; **Maria B Gondo**, U. of New Mexico
- ➔📖 Cyclic Change in Regulatory Environment and Temporary Organizational Adaptations | **Rajiv Krishnan Kozhikode**, U. of Groningen

1302 📖: (DRP Session) - (OMT) **Network Antecedents and Consequences for Project Teams**

8:00am - 9:30am San Antonio Convention Center: Room 207 A
 Tweet this session: #AOM2011 1302

Chair: **Regis Cabral**, FEPRO - Funding for European Projects
 Facilitator: **Gina Dokko**, U. of California, Davis

TUESDAY

- ☞ → 📄 Intermediate Levels of Social Embeddedness in NPD: The Role of Contextual Antecedents | **Alexander Zimmermann**, U. of St. Gallen; **Christian Welling**, U. of St. Gallen
- 📄 Esprit De Corps: How Team Network Configuration Affects Team Performance | **Wouter Stam**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong Polytechnic U.
- 📄 Sociotemporal Regularities in Organizational Networks: An Example in the Context of Project Teams | **Eric Quintane**, U. of Lugano; **Philippa E. Pattison**, U. of Melbourne; **Garry L. Robins**, U. of Melbourne; **Joeri M. Mol**, U. of Melbourne
- 📄 Connections Count: How Embeddedness Drives Product Innovation by Augmenting Absorptive Capacity | **Mark Ebers**, U. zu Koeln; **Indre Maurer**, U. of Cologne

1303 📄 SHCS: (OMT) **The Normative Pillar of the Professions**

8:00am - 9:30am San Antonio Convention Center: Room 214 B
 Tweet this session: #AOM2011 1303

- Chairs:* **Brett Crawford**, Copenhagen Business School; **John Branch**, U. of Michigan
Discussant: **Royston Greenwood**, U. of Alberta
- Selznick's Normative Theory: Implications for the Study of Contemporary Professional Organizations | **Matthew Kraatz**, U. of Illinois
- Professions and Norms: Internal and External Employment | **W. Richard (Dick) Scott**, Stanford U.
- Managing Institutional Difference in GPSFs: Italian lawyers in transnational law firms | **Daniel Muzio**, Leeds U.; **James Faulconbridge**, Lancaster U.; **Andy Cook**, Lancaster U.
- Diagnosing Biased Treatment: Medical Training and Racial Disparities in Patient Care | **Brian Rubineau**, Cornell U.; **Yoon Kang**, Cornell U.

1304 📄: (DRP Session) - (OMT) **Legitimacy and Illegitimacy in Organizations**

8:00am - 9:30am San Antonio Convention Center: Room 216 A
 Tweet this session: #AOM2011 1304

- Chair:* **Sébastien Mena**, U. of Lausanne
- 📄 Industrial Turmoil: The Emergence of New Organizational Forms in the Online News Community | **Matthew Weber**, Duke U.; **Peter R Monge**, U. of Southern California
- 📄 The Role of Semantic Fit in Shaping Legitimacy for Service Offerings | **Shaz Ansari**, U. of Cambridge; **Roy Wenting**, ICSB Strategy and Marketing; **Juliane Reinecke**, U. of Warwick
- 📄 Status, Stigma, and Safety Valves: Renegotiating Settlements on the Contested Practice of MMA | **Wesley Helms**, York U.; **Karen D. W. Patterson**, U. of New Mexico
- 📄 The Categorical Alternative: Global Defense Contractors and the Stigmatization Dilemma | **Rodolphe Durand**, HEC Paris; **Jean-Philippe Vergne**, HEC Paris

1305 📄: (Paper Session) - (OMT) **Complexity Theory at the Macro Level**

8:00am - 9:30am San Antonio Convention Center: Room 217 B
 Tweet this session: #AOM2011 1305

- Chair:* **Chris Meyer**, U. of Massachusetts, Amherst
- 📄 Organizational Scholarship as Emergent Collective Behavior | **Thomas Will**, Agnes Scott College

- 📄 → 📄 Using Power-Law Science to Enhance Knowledge for Practical Relevance | **Hind Benbya**, GSCM, Montpellier Business School; **Bill McKelvey**, U. of California, Los Angeles
- 📄 The Biology of Business: Towards a New Business Paradigm | **David R. Hekman**, U. of Wisconsin, Milwaukee
- 📄 Social Capital: Useful but Transient | **K Sankaran**, U. of Strathclyde; **Catherine Demangeot**, U. of Strathclyde

1306 📄: (Paper Session) - (OMT) **The Value of Category Distinctiveness**

8:00am - 9:30am San Antonio Convention Center: Room 218
 Tweet this session: #AOM2011 1306

- Chair:* **Anand Swaminathan**, Emory U.
- 📄 What is It Worth? Preferential Selection in Critical Endorsements of Creative Innovations | **Serden Ozcan**, Copenhagen Business School
- 📄 How Much is Too Much? The Impact of Complexity on Audience Evaluations | **Frédéric Clément Godart**, INSEAD; **Kim Claes**, INSEAD; **Stoyan V. Sgourev**, ESSEC Business School - Paris
- 📄 Relational Signals and Institutional Expectations: Networks and Market Value Across Sectors | **Jason Owen-Smith**, U. of Michigan, Ann Arbor; **Helena Buhr**, Northwestern U.; **Russell J. Funk**, U. of Michigan, Ann Arbor
- 📄 The Power of "Other": The Advantageous Effects of Miscategorization into an Ambiguous Category | **Ming D. Leung**, U. of California, Berkeley; **Brian Philip Reschke**, U. of California, Berkeley

1307 📄 SHCS: (OMT, BPS, TIM) **Enabling Innovation Outside the Firm**

8:00am - 9:30am San Antonio Convention Center: Room 007 A
 Tweet this session: #AOM2011 1307

- Organizers:* **Michael L. Tushman**, Harvard U.; **Karim R. Lakhani**, Harvard U.; **Hila Lifshitz**, Harvard Business School
Discussants: **Natalia Levina**, New York U.; **Michael L. Tushman**, Harvard U.

- Rotating Leadership and Collaborative Innovation: Recombination Process in Symbiotic Relationship | **Jason Davis**, Massachusetts Institute of Technology; **Kathleen M. Eisenhardt**, Stanford U.
- The Economic and Organizational Underpinning of Open Innovation Strategies | **Gary Dushnitsky**, London Business School
- Investigating How Online Markets Alter The Technology-Application Landscape | **Rahul Kapoor**, U. of Pennsylvania
- Organizational Factors Determining the Effectiveness of Opening Innovation Boundaries | **Hila Lifshitz**, Harvard Business School
- The "Negative Space" of Innovation: The Role of "Selecting Out" on Innovative Performance | **Andrew King**, Dartmouth U.; **Anil R. Doshi**, Harvard Business School; **Karim R. Lakhani**, Harvard U.

1308 📄 SHCS: (OMT, OB, OCIS) **Horizontal Coordination across Boundaries and Locations: New Insights from the Field**

8:00am - 9:30am San Antonio Convention Center: Room 214 C
 Tweet this session: #AOM2011 1308

Organizers: **Katherine C. Kellogg**, Massachusetts Institute of Technology; **Julia DiBenigno**, Massachusetts Institute of Technology

Discussant: **Linda Argote**, Carnegie Mellon U.

Faultlines and Cross-Occupational Coordination in Two Hospital Units | **Julia DiBenigno**, Massachusetts Institute of Technology; **Katherine C. Kellogg**, Massachusetts Institute of Technology

Sustaining Expertise Coordination in Fast-Response Organizations | **Samer Faraj**, McGill U.; **Ruthanne Huising**, McGill U.

Knowledge Creation in Global Product Development Networks: Structuring Captive Offshore Centers | **Paul M. Leonardi**, Northwestern U.; **Diane E Bailey**, U. of Texas, Austin
Group Engagement as the Process through Which Mutual Focus of Attention Emerges and Is Sustained | **Anca Metiu**, ESSEC; **Nancy Rothbard**, U. of Pennsylvania

Speaker: **Jody Hoffer Gittel**, Brandeis U.

1309 📄: (Paper Session) - (ONE) **Certifications, Standards and Supply Chains; The Natural Environment and Competitive Strategy**

8:00am - 9:30am Marriott Riverwalk: Salon E

Tweet this session: **#AOM2011 1309**

Chair: **Ivan Montiel**, Loyola Marymount U.

Corporate Responsibility Initiatives: Resources Appropriation vs Strategy Infusion | **Ruthairat Protpakorn**, Pennsylvania State U.

Choosing among Competing Sustainability Certifications: An Exploratory Analysis of Producer Adoption | **Andrea Maria Prado**, New York U.

📄 Key Capabilities for Ensuring Compliance with Voluntary Sustainability Standards in Value Chains | **Jörg H. Grimm**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen

1310 📄: (DRP Session) - (SAP) **Strategy Work: Exploring Possibilities for a Multilevel Perspective**

8:00am - 9:30am San Antonio Convention Center: Room 212 A

Tweet this session: **#AOM2011 1310**

Facilitator: **Julia Balogun**, Lancaster U.

➔ 📄 Corporate Strategy, Chief Strategy Officer Type, And Firm Performance: A Knowledge Based-View | **Markus Menz**, U. of St. Gallen; **Sotirios Paroutis**, U. of Warwick; **Duncan Angwin**, U. of Warwick

🗣️➔ 📄 Impetus and Definition: The Way NEDs are Involved and Exercise Power and Influence in SDMPs | **Michael Ruess**, Jacobs U. Bremen

📄 Formalization as Antecedent to Upward Strategizing of Middle Managers in Strategic Planning | **Carola Wolf**, U. of St. Gallen

🗣️➔ 📄 A Strategy as Practice Lens on Organizational Change Cynicism and Middle Manager Strategy Commitment | **Lisa Barton**, Leicester Business School; **Veronique Ambrosini**, Birmingham U.

📄 Strategy in Practice: Re-Categorising Tour Guides as Strategists | **Katie Best**, BPP U.

1311 ➔ 📄: (DRP Session) - (SIM) **Business Government Relations: Corporate Political Activity**

8:00am - 9:30am Marriott Rivercenter: Conference Room 17

Tweet this session: **#AOM2011 1311**

Chair: **Lianne Lefsrud**, U. of Alberta

📄 The Politics of Corporate Responsibility and the Responsibility of Corporate Politics | **Frank den Hond**, VU U. Amsterdam; **Kathleen Rehbein**, Marquette U.; **Frank G.A. De Bakker**, VU U. Amsterdam; **Douglas A Schuler**, Rice U.

➔ 📄 A Variety of Firm Responses to New Labor Legal Environment in China | **Sunwook Chung**, Cornell U.

🗣️📄 Google in (and out of) China: Hegemony, Human Rights and International Trade | **Glen Whelan**, Nottingham U.

📄 Corporate Electioneering and Political Morality | **Miguel Angel Alzola**, Fordham U.

📄 Corporate Tax Evasion, Corruption And Reciprocity: From The Distributive Justice Perspective | **Seung-Hyun Lee**, U. of Texas, Dallas; **Omer N. Gokalp**, U. of Texas, Dallas

1312 ➔ 🗣️📄: (Paper Session) - (SIM) **Business Government Relations: Public Affairs, Regulations and Firm Performance**

8:00am - 9:30am Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 1312**

Chair: **Miguel Rivera-Santos**, Babson College

➔ 📄 The Value of Unregulated Business-NGO Interaction: A Deliberative Perspective | **Dorothea Baur**, Nottingham U.; **Daniel Arenas**, ESADE-Ramon Llull U.

➔ 📄 Wealth, Culture and Corruption Revisited: A Longitudinal Study | **Trish Ruebottom**, York U.

🗣️➔ 🗣️📄 What Drives Corporate Social Performance? Evidence from Social, Environmental & Governance Scores | **Ioannis Ioannou**, London Business School; **George Serafeim**, Harvard U.

1313 ➔ 📄 JS: (SIM, OMT, BPS) **Organizational Legitimacy: Different Sources, Different Outcomes?**

8:00am - 9:30am Marriott Rivercenter: Salon M

Tweet this session: **#AOM2011 1313**

Chair: **Olga Voronina Hawn**, Duke U.

Discussant: **Kimberly D. Elsbach**, U. of California, Davis
Models of Organizational Legitimacy Processes | **Paul Olk**, Denver U.

The Role of Competition in Social Construction of Legitimacy | **Alex B. Bitektine**, HEC Montreal

The Commons Problem and Industry Legitimacy in Emerging Industries | **David Deeds**, U. of St. Thomas

How Operational Legitimacy Conditions the Impact of Changes in Social Legitimacy on Economic Value | **Olga Voronina Hawn**, Duke U.

Beyond Looking Legitimate: Political Connection, International Exposure and CSR Management in China | **Meng Zhao**, Moscow School of Management Skolkovo

1314 📄: (Paper Session) - (TIM) **Innovation Performance**

8:00am - 9:30am San Antonio Convention Center: Room 006 A

Tweet this session: **#AOM2011 1314**

Chair: **Philippe Rouchy**, Blekinge Institute of Technology

📄 Innovation and Firm Performance: The Value of Dense Versus Porous Thickets | **Michael B. Heeley**, Colorado School of Mines; **Jeffrey G. Covin**, Indiana U.

📄 Breadth and Selectiveness: The Effect of Flexible Resource Allocation on Innovation Performance | **Ronald Klingebiel**,

U. of Warwick; **Christian Rammer**, Centre for European Economic Reserach (ZEW)

Increasing Innovation Performance through Open Innovation: The Role of Organizational Structure | **Philipp Wagner**, RWTH Aachen U.; **Christoph Ihl**, RWTH Aachen U.; **Patrick Pollok**, RWTH Aachen U.

1315 (Paper Session) - (TIM) **Innovation in Asia**

8:00am - 9:30am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1315

Chair: **Daniel Engler**, New York U.

Process Dependence in R&D Activities: an Empirical Study of the Taiwanese IC Industry | **JenJen Tseng**, Ching-Yun U.; **Yung-Cheng Lai**, Ching-Yun U.

Alternative Innovation Processes in China: Diffusion of Nanotechnology in Beijing and Shanghai | **Ricky Leung**, U. of Missouri

Development and Validation of the Organizational Creativity Inventory in a Chinese Context | **Xinmei Liu**, Xi'an Jiaotong U.; **Yang Bai**, Xi'an Jiaotong U.; **Ruili Zhang**, Xi'an Jiaotong U.

1316 (Paper Session) - (TIM) **Temporal Dynamics in Innovation**

8:00am - 9:30am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1316

Chair: **Dorothy M. Kirkman**, U. of Houston, Clear Lake

The Chicken or the Egg? The Relationship and Temporal Dynamics between Innovation and Firm Size | **Jeongsik Jay Lee**, Georgia Institute of Technology; **Byung-Cheol Kim**, Georgia Institute of Technology

Innovation Ecosystems and the Pace of Substitution: Re-examining Technology S-curves | **Ron Adner**, Dartmouth College; **Rahul Kapoor**, U. of Pennsylvania

Measuring the Trailing-end of Technological Evolution: An Empirical Study of the PC Game Industry | **Ozgur Dedehayir**, Tampere U. of Technology; **Adrian Hornsby**, Nokia Research Center

1317 (DRP Session) - (TIM) **Dynamics of Open Innovation**

8:00am - 9:30am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1317

Facilitator: **Robert Anthony Edgell**, American U.

Open Innovation and Firm Performance: Moderating Roles of Internal R&D and Environmental Turbulence | **Kuang-Peng Hung**, Ming-Chuan U.

Absorptive Capacity for Open Innovation Communities - Learnings from Theory and Practice | **Ivo Blohm**, Technical U. München; **Orhan Köroglu**, Technical U. München; **Jan Marco Leimeister**, U. Kassel; **Helmut Krcmar**, Technical U. München

Dynamics of Open Innovation: A Process Study of the Development of Fiber Metal Laminates | **Elco van Burg**, Eindhoven U. of Technology; **Erik van Raaij**, Erasmus U. Rotterdam; **Hans Berends**, Eindhoven U. of Technology

Cooperation and Open Innovation in Emerging Economies. Study of Innovation Strategies in Russia | **Daria Podmetina**, Lappeenranta U. of Technology; **Maria Smirnova**, St. Petersburg State U.; **Juha Väättänen**, Lappeenranta U. of Technology; **Marko T. Torkkeli**, Lappeenranta U. of Technology

How Open are Open Innovation Networks? | **Miriam Wilhelm**, Groningen U. (RuG); **Frank Lerch**, Free U. Berlin

1318 JS: (TIM, IM, ENT) **Innovations for Inclusive Growth: Lessons from India**

8:00am - 9:30am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1318

Organizer: **A. D. Amar**, Seton Hall U.

Presenters: **Jai Ganesh**, Infosys Technologies; **Gopakumar Gopalakrishnan**, Infosys Technologies; **KB Akhilesh**, Indian Institute of Science; **Carsten Hentrich**, CSC Deutschland Solutions GmbH; **A. D. Amar**, Seton Hall U.

Tuesday 9:00AM

1319 (OB) **OB Division Lifetime Achievement Award**

Address: **Past as Prologue?**

9:00am - 10:10am Grand Hyatt: Texas Ballroom B

Tweet this session: #AOM2011 1319

Distinguished Speaker: **Charles A O'Reilly**, Stanford U.

Chair: **Jennifer A. Chatman**, U. of California, Berkeley

Tuesday 9:45AM

1320 (Paper Session) - (BPS) **Contracts, Relationships and Trust: Unpacking Different Aspects of Governance**

9:45am - 11:15am San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1320

Chair: **Peter G Klein**, U. of Missouri

International Trust and the Governance of International R&D Alliances: A Cross-Level Analysis | **Seok-Woo Kwon**, U. of California, Riverside; **John Hagedoorn**, Maastricht U.; **Daniel J. Brass**, U. of Kentucky

Formal Contracting in Repeated Exchanges: Do Network Differences Influence Partner History Effects? | **Jay Horwitz**, U. of Toronto

Sources of Alliance Partner Trustworthiness: Reconciling Calculative and Relational Approaches | **Oliver Schilke**, U. of California, Los Angeles; **Karen S Cook**, Stanford U.

Why Do Firms Fight Legal Battles? Signaling Toughness in Dispute Resolution | **Jean-Philippe Bonardi**, HEC U. of Lausanne; **Cyril Daniel Bouquet**, IMD; **Fabrice Lumineau**, U. of Technology, Sydney

1321 (DRP Session) - (BPS) **Decision Processes in Organizations**

9:45am - 11:15am San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1321

Facilitator: **John Stephan**, Marist College

How to Motivate Joint Production? Towards the Micro-Foundations of Cooperation in Organizations | **Zheng Jane Zhao**, U. of Kansas

Triggering Absorptive Capacity in Organizations: Role of CEO succession and Executive Turnover | **Indu Ramachandran**, U. of Texas, San Antonio

Human Capital Bargaining Power in the Health Care Sector | **Jill Ann Brown**, Lehigh U.; **Peter T. Gianiodis**, Clemson U.; **Michael D Santoro**, Lehigh U.

TUESDAY

📖 Impact of Earnout Frames and Structure on Target Management Behavior and Fairness Perceptions in M&A | **Libby Weber**, U. of California, Irvine
Middle Management, Strategic Type, and Organizational Performance | **Alexander Kern**, WU Vienna; **Wolfgang Woerner**, WU Vienna

1322 📖: (DRP Session) - (BPS) **Industry Dynamics and Competitive Advantage**

9:45am - 11:15am San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 1322

Facilitator: **Kira Fabrizio**, Duke U.

➔ 📖 Switching Enemies from Specialist to Generalist: Product Variety Competition in Retailing | **Charlotte Ren**, Purdue U., West Lafayette; **Wm. Gerard Sanders**, Rice U.; **Ye Hu**, U. of Houston

📖 Geographic Fragmentation, Entry and the Decline of Dominant Incumbent | **Lalit Manral**, U. of Central Oklahoma; **Kathryn Rudie Harrigan**, Columbia Business School

📖 Competitive Network Characteristics as Predictors of Competitors' Actions | **Keng Hsiang Cheng**, National Chung Hsing U.; **Yu-Ching Chiao**, National Chung Hsing U.

📖 Quality Competition in Platform Markets: How Does Product-Niche Competition Affect Product Quality? | **Carmelo Cennamo**, Bocconi U.; **Juan Santalo**, Instituto de Empresa Business School

Navigating Industry Convergence: A Contingency Model of Competitive Aperture and Firm Performance | **Sean Tsuhsiang Hsu**, U. of Pittsburgh

1323 📖: (DRP Session) - (BPS) **Top Management Teams and Compensation**

9:45am - 11:15am San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 1323

Facilitator: **Mathias Arrfelt**, Arizona State U.

📖 Option Exercisability, Investment Visibility, and Firm Investment Behavior | **David Souder**, U. of Connecticut; **Philip Bromiley**, U. of California, Irvine

📖 Playing to Win or Playing Not to Lose: The Role of Regulatory Focus in TMT Strategic Dynamism | **Philip T. Roundy**, U. of Texas, Austin

➔ 📖 The Contingent Value of Internal and External Knowledge Acquisition on TMT Ambidextrous Orientation | **Mariano L.M. Heyden**, Erasmus U. Rotterdam

📖 Benefitting from Organization: How Committee Decisions Can Be Organized to Increase Profits | **Michael Christensen**, U. of Southern Denmark; **Thorbojern Knudsen**, U. of Southern Denmark; **Kannan Srikanth**, Indian School of Business

📖 The Moderating Effect of TMT Heterogeneity on the Resource Orchestration Process | **Hermann Achidi Ndofor**, Texas A&M U.; **Xiaoming He**, Beijing Jiaotong U.

1324 📖: (Paper Session) - (BPS) **Technology and Competitive Overlap**

9:45am - 11:15am San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1324

Chair: **James Costantini**, INSEAD

📖 Technology Overlap and the Acquisition of External Technology by Leaders versus Laggards | **Joshua Sears**, U. of Illinois, Urbana-Champaign

📖 It Takes Two to Continue to Tango: A Two-Sided View on Post-M&A Supplier-Buyer Tie Continuation | **Youtha Cuypers**, U. of Hong Kong; **Xavier Martin**, Tilburg U.

📖 Institutional Ownership and Technological Relatedness: Evidence of an Endogenous Relationship | **Jongtae Shin**, Long Island U.; **Hyun S Shin**, Long Island U.

Dominant Design, Composito Desiderata, and The Follower's Dilemma | **Nicholas Argyres**, Washington U. in St. Louis; **Lyda S. Bigelow**, U. of Utah

1325 📖: (Paper Session) - (BPS) **Dynamic Fit between the Firm and Its Environment**

9:45am - 11:15am San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1325

Chair: **Shaz Ansari**, U. of Cambridge

➔ 📖 Corporate Social and Environmental Responsibility Practices and Performance in Europe | **Olivier Furrer**, Radboud U. Nijmegen; **Carolyn P. Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Wade Danis**, Georgia State U.; **Knud Sinding**, U. of Southern Denmark; **Jean-Pascal Gond**, HEC Montreal; **Nicola Berg**, U. of Hamburg; **Mario Molteni**, Catholic U. of the Sacred Heart - Milan; **Tomasz Ochynowski**, Warsaw U.; **Francisco B. Castro**, U. of Porto; **Irina Naoumova**, U. of Hartford; **Amandine Furrer-Perrinjaquet**, Unilever; **Tevfik Dalgic**, UTD; **Frances E Bowen**, Queen Mary U. of London; **Ruth Alas**, Estonian Business School

📖 'Good' and 'Evil': The Relationship between CSR and Corporate Political Activity | **Brian Kelleher Richter**, Richard Ivey School of Business

📖 Strategic Congruence between Community-Focused Strategies and Profit Maximization | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Marco Giarratana**, U. Carlos III de Madrid; **Esther Roca**, U. Carlos III de Madrid

📖 Testing the Law of Requisite Complexity | **Efthimios Poulis**, Norwich Business School; **Paul Ronald Jackson**, U. of Manchester; **Konstantinos Poulis**, U. of Essex

1326 📖JS: (BPS, MOC, TIM) **Strategic Management Meets Neurosciences: Problems and Opportunities**

9:45am - 11:15am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1326

Organizers: **Stefano Brusoni**, Bocconi U.; **Daniella**

Laureiro-Martínez, Bocconi U.

Discussants: **Anita McGahan**, U. of Toronto; **Stefano Brusoni**, Bocconi U.

Why (And How) Strategic Decision Making Needs the Social Neurosciences? | **Mark P. Healey**, U. of Leeds; **Gerard P. Hodgkinson**, U. of Leeds

Examining the Neural Foundations of Escalation of Commitment | **Gerry McNamara**, Michigan State U.; **Donald E. Conlon**, Michigan State U.; **James Hamilton Dulebohn**, Michigan State U.; **Joel Koopman**, Michigan State U.

The Innovative Brain: A Neural Signature | **Daniella Laureiro-Martínez**, Bocconi U.; **Stefano Brusoni**, Bocconi U.; **Maurizio Zollo**, Bocconi U.; **Nicola Canessa**, San Raffaele U.; **Stefano Cappa**, San Raffaele U.

1327 JS: (BPS, OMT) **Securities Analysts in Management Practice and Research**

9:45am - 11:15am San Antonio Convention Center: Room 201
 Tweet this session: **#AOM2011 1327**

Chairs: **Guoli Chen**, INSEAD; **Yu Zhang**, U. of California, Irvine
Discussant: **Margarethe F Wiersema**, U. of California, Irvine
Exploration, Exploitation and Analysts: Are Firms Rewarded for Ambidexterity? | **Mary J. Benner**, U. of Minnesota;
Yoonhee Cecile Choi, U. of Minnesota, Twin Cities
Learning from Unsynchronized Feedbacks in Capital Market and Product Market | **Yu Zhang**, U. of California, Irvine; **Yan Gong**, U. of California, Irvine
Managerial Discretion and Market Reaction: Analysts' Responses to Management Earnings Guidance | **Guoli Chen**, INSEAD; **Craig Crossland**, U. of Texas, Austin
Global Securities Analysts' Evaluations of Family Firms in Emerging Markets | **Young-Chul Jeong**, U. of Illinois, Urbana-Champaign; **Xiaowei Luo**, INSEAD

1328 : (Paper Session) - (CAR) **Work Family Enrichment, Conflict and Life Balance**

9:45am - 11:15am Grand Hyatt: Lone Star B
 Tweet this session: **#AOM2011 1328**

Chair: **Corinne Post**, Lehigh U.
Work-Family Enrichment and Entrepreneurial Success: Do Female Entrepreneurs Benefit Most? | **Gary N. Powell**, U. of Connecticut; **Kimberly Eddleston**, Northeastern U.
No Pain, No Gain? A Resource-Based Model of Work-to-Family Conflict and Enrichment | **Zheng Chen**, U. of South Florida, St. Petersburg; **Gary N. Powell**, U. of Connecticut
The Impact of Job Insecurity on Career-Specific Parenting Behaviors and Youths' Career Self-Efficacy | **Xiuxi Zhao**, National U. of Singapore

1329 : (Paper Session) - (CAR) **Does 'Knowing Who' Still Matter?**

9:45am - 11:15am Grand Hyatt: Presidio B
 Tweet this session: **#AOM2011 1329**

Chair: **Shelly McCallum**, Saint Mary's U. of Minnesota
Over-identification and Distress: Examining the Moderating role of Self-esteem and Social Support | **Cindy Wu**, Baylor U.; **David K Pooler**, Baylor U.
Pipes, Prisms and Promotions: Effect of Social Networks on the Performance-Promotion Relationship | **Jun Yang**, State U. of New York, Buffalo; **Zoe Barsness**, U. of Washington, Tacoma; **Marc-David L Seidel**, U. of British Columbia; **Prasad Balkundi**, State U. of New York, Buffalo
The Relationship Between Networking Behaviors and the Big Five Personality Dimensions | **Hans-Georg Wolff**, U. of Erlangen, Nuremberg; **Sowon Kim**, IESE Business School

1330 CAU: (CAU) **Career Theory as a Form of Organizational Scholarship**

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa North
 Tweet this session: **#AOM2011 1330**

Organizers: **Hugh P. Gunz**, U. of Toronto; **Jeffrey H. Greenhaus**, Drexel U.

1331 CAU: (CAU) **Complexity Theory in Organizational Research: Gathering Empirical Researchers**

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa South

Tweet this session: **#AOM2011 1331**

Organizers: **Russ Marion**, Clemson U.; **William R. Hanson**, Anderson U.

1332 CAU: (CAU) **Taking Management Research to (and Between) the Next Level: A Meso-Paradigm Research Agenda**

9:45am - 11:15am Hilton Palacio del Rio: La Reina North & Center
 Tweet this session: **#AOM2011 1332**

Organizers: **Ted A. Paterson**, U. of Nebraska, Lincoln; **Erin Bass**, U. of Nebraska, Lincoln
Participants: **Kimberly B. Boal**, Texas Tech U.; **Subrata Chakrabarty**, U. of Nebraska, Lincoln; **Katherine Klein**, U. of Pennsylvania; **John Mathieu**, U. of Connecticut; **Denise M. Rousseau**, Carnegie Mellon U.; **Mary Uhl-Bien**, U. of Nebraska

1333 CAU: (CAU) **Publishing in the Top Tier**

9:45am - 11:15am Hilton Palacio del Rio: La Reina South
 Tweet this session: **#AOM2011 1333**

Caucus participants will engage in a discussion of best practices for publishing in the top tier. With the participation of journal editors and authors of published works, the caucus will focus on "best practices" advice about how to achieve excellence in research, how to create an outstanding research career, and how to avoid the pitfalls that sidetrack emerging scholars. Mitchell and Dino will briefly provide a foundational template using person-environment fit theory and then facilitate interactive dialogue between the participating journal editors, authors, and young scholars in an effort to reach into the unexplored corners of the top-tier research craft and make explicit the tacit knowledge of top tier research. This caucus is designed for graduate students, young faculty, and anyone else interested in publishing in the top tier. With respect to the 2011 Theme, the caucus will enlighten young scholars, help them balance their work efforts, and transcend the chasm between asking interesting research questions and publishing their works in a top tier journal.
Organizers: **Richard N. Dino**, U. of Connecticut; **Ronald Mitchell**, Texas Tech U.

1334 CAU: (CAU) **EMONET: The Network for the Study of Emotion in Organizations**

9:45am - 11:15am Hilton Palacio del Rio: La Vista North & Center
 Tweet this session: **#AOM2011 1334**

Organizer: **Neal M. Ashkanasy**, U. of Queensland

1335 CAU: (CAU) **Strategic Management and the RMD Measure Chest Wiki**

9:45am - 11:15am Hilton Palacio del Rio: La Vista South
 Tweet this session: **#AOM2011 1335**

Chairs: **Brian Boyd**, Arizona State U.; **Steve Gove**, Virginia Tech

1336 : (Paper Session) - (CDP) **Managing Health and Healthcare**

9:45am - 11:15am Hilton Palacio del Rio: Corte Real A/B
 Tweet this session: **#AOM2011 1336**

Facilitator: **Kun Huang**, U. of New Mexico

PNP: The Effect of Outpatient Dialysis Global Budget Cap on Health Care Utilization by ESRD Patients | **Ray-e Chang**, National Taiwan U.; **Chi-Jeng Hsieh**, Oriental Institute of Technology; **Robert C. Myrtle**, U. of Southern California
HR: Genetic and Environmental Effects on Work Features and Their Relations with Well-Being and Health | **Wen-Dong Li**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

TUESDAY

📄 **OM:** Role of State and Hospital Leadership in CMS Process Management: Effects on Art and Science of Care | **Claire Senot**, The Ohio State U.; **Aravind Chandrasekaran**, The Ohio State U.; **Ken Boyer**, Ohio State U.

📄 **HCM:** Resonant and Dissonant Physician-Patient Relationships: Understanding Sustained, Desired Change | **Loren R. Dyck**, U. of La Verne
HCM Division Best Paper Based on a Dissertation Award Nominee

1337 : (Paper Session) - (CDP) Internal and External Antecedents of Proactive Market Orientation

9:45am - 11:15am Hilton Palacio del Rio: Corte Real C

Tweet this session: **#AOM2011 1337**

Facilitator: **Henri Burgers**, Queensland U. of Technology

📄 **OB:** How Departmental Decision Influence Shapes Responsive and Proactive Market Orientation | **Malte Brettel**, RWTH Aachen U.; **Monika Oswald**, RWTH Aachen U.

➔ 📄 **IM:** Antecedents of Proactive Market Orientation – A Five Country Study | **Monika Oswald**, RWTH Aachen U.

1338 : (Paper Session) - (CDP) Career Development, Work and Job Satisfaction

9:45am - 11:15am Hilton Palacio del Rio: Corte Real D/E

Tweet this session: **#AOM2011 1338**

Facilitator: **Alexandra Michel**, U. of Heidelberg

📄 **CAR:** Work-Life Stage Diversity and People Management Support for Employees | **Peter Leisink**, Utrecht U.; **Eva Knies**, Utrecht U.

CAR: The Impact of Specific and Difficult Career Visions on Job Satisfaction and Turnover Intentions | **Claudia Holtschlag**, U. of Barcelona; **Aline D. Masuda**, EADA

📄 **HR:** What Matters When: A Multi-Stage Examination of Factors Contributing to Job Search Effort | **Ginny L. Kidwell**, U. of Kentucky; **Travis J Grosser**, U. of Kentucky; **Brian R. Dineen**, U. of Kentucky

Winner of HR Division Best Student Paper Award

📄 **GDO:** Applying Social Cognitive Career Theory to a Diverse Workforce | **Karen S. Lyness**, Baruch College; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

1339 : (Paper Session) - (CDP) Leadership and its Trap

9:45am - 11:15am Hilton Palacio del Rio: El Mirador East

Tweet this session: **#AOM2011 1339**

Facilitator: **Stefan Krummacker**, Leibniz U. Hannover

📄 **MH:** Pragmatism and Personalism in Post-Merger Leadership: Lessons from the Founding of LULAC | **John Humphreys**, Texas A&M U.-Commerce; **Stephanie Pane-Haden**, Texas A&M U.; **Jennifer Oyler**, Texas A&M U.; **Jack Cooke**, Texas A&M U.-Commerce; **Zhao Duan**, HuaZhong Normal U.

➔ 📄 **OMT:** How does CEO cooperative behavior affect organizational performance? | **Bjarne Espedal**, Norwegian School of Economics and Business Administration

MOC: Seeing Leaders in Context: Implicit Leadership Theory Formation of Academic Department Chairs | **Brodie Boland**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

📄 **ENT:** Revisiting the Living-Dead as Trap: Inside Entrepreneurship's Self-Destructive Cognitive Core | **Tomas**

Casas i Klett, U. of St. Gallen; **Michael Dominik Hilb**, U. of Fribourg

1340 : (Paper Session) - (CDP) Succession, Job Attachment and Embeddedness

9:45am - 11:15am Hilton Palacio del Rio: El Mirador West

Tweet this session: **#AOM2011 1340**

Facilitator: **Anders Dysvik**, BI Norwegian Business School

📄 **MC:** The Woodville Republican and Four Generations of the Lewis Family: A Case Study | **John James Cater**, Nicholls State U.

📄 **GDO:** From HR Management to Work-Related Attitudes: The Mediating Role of Future Time Perspective | **Joerg Korff**, Jacobs U. Bremen; **Torsten Biemann**, U. of Cologne; **Sven Constantin Voelpel**, Jacobs U. Bremen

📄 **OB:** Extending and Enriching Job Embeddedness Theory: Predicting College Persistence | **Peter Hom**, Arizona State U.; **Kristie M Rogers**, Arizona State U.; **Delia Saenz**, Arizona State U.

📄 **HR:** Social Network Effects on Supervisor-Employee Performance Assessment | **Kent Wickstrøm Jensen**, U. of Southern Denmark; **Torben Andersen**, U. of Southern Denmark; **Antonio Rivero Ostoic**, U. of Southern Denmark

1341 : (Paper Session) - (CDP) Unknown Future: Developing Foresight and Managing Uncertainty

9:45am - 11:15am Hilton Palacio del Rio: La Espada

Tweet this session: **#AOM2011 1341**

Facilitator: **Claire A. Simmers**, Saint Joseph's U.

📄 **OMT:** Becoming Aware of the Unknown: Decision Making during Strategy Implementation | **Ronald Klingebiel**, U. of Warwick; **Arnoud De Meyer**, Singapore Management U.

MOC: Integrated Differentiation: A cognitive and affective perspective to risky decision making | **Magdalena Cholakova**, Bocconi U.

ONE: Challenges of Using Futures Methods in Sustainable Development Projects | **Angela Wilkinson**, Smith School of Enterprise and the Environment; **Diana Mangalagiu**, REIMS Management School; **John W Selsky**, U. of South Florida

📄 **ONE:** Environmental Awareness, Habits and Expectations for the Future of the City of Porto Alegre | **Luis Felipe Machado Nascimento**, PPGA - EA -UFRGS; **Marcia Dutra de Barcellos**, PPGA - EA -UFRGS; **Carlos Alberto Frantz dos Santos**, PPGA - EA -UFRGS; **Daiane Muelling Neutzling**, PPGA - EA -UFRGS; **Marilia Bonzanini Bossle**, PPGA - EA -UFRGS

1342 : (Paper Session) - (CDP) Job Embeddedness, Employment, and Managerial Performance

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: **#AOM2011 1342**

Facilitator: **Mark Maltarich**, Saint Ambrose U.

📄 **TIM:** Stretching Role Breadth: Overachieving IT Managers in Underperforming IT Organizations | **Linda M Pittenger**, Case Western Reserve U.; **Eugene Allen Pierce**, MITRE Corporation

📄 **TIM:** Why Would Employees be Supposed to Embrace Managers' Innovation? | **Hao Jiao**, Beijing Normal U.; **Guozhen Zhao**, Rutgers U.

📄 **PNP: Against All Odds: Job Embeddedness in Extreme Contexts** | **Marion B Eberly**, U. of Washington; **Dustin James Bluhm**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Thomas Lee**, U. of Washington

📄 **OB: A Longitudinal Analysis of the Relationship Between Life Satisfaction and Employee Volunteerism** | **Valentina V. Kuskova**, State U. - Higher School of Economics

1343 : (Paper Session) - (CDP) Building an Impression and Exerting Influence

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: **#AOM2011 1343**

Facilitator: **David Montgomery Long**, U. of Florida

📄 **OM: The Labor Illusion: How Operational Transparency Increases Perceived Value** | **Ryan W. Buell**, Harvard Business School; **Michael Norton**, Harvard Business School

📄 **GDO: Passing as Superman: The Ideal Worker and Men's Professional Identities** | **Erin Marie Reid**, Harvard U.

📄 **BPS: Managing External Aspirations: Examining Executives' Attempts to Influence Stock Market Analysts** | **Mark Washburn**, California State U. Long Beach

OB: Executive Legacy Behavior: Evidence from International Cases | **Björn Rosenberger**, Freiberg U.; **Michael C. Nippa**, Freiberg U.

1344 : (Paper Session) - (CDP) Sustainability, Employment and Organizational Outcomes

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S
Tweet this session: **#AOM2011 1344**

Facilitator: **Kathy Ning Shan**, Abu Dhabi U.

📄 **OM: Why Safer Employees Make Happier Customers: Empirical Evidence From The Electric Utility Industry** | **P. Geoffrey Willis**, U. of Central Oklahoma; **Karen A Brown**, Thunderbird; **Gregory E. Prussia**, Seattle U.

📄 **ONE: Understanding Employee Proenvironmental Behavior: A Test of a Theoretical Model** | **Laura M. Graves**, Clark U.; **Joseph Sarkis**, Clark U.; **Qinghua Zhu**, Dalian U. of Technology

📄 **ONE: Embedding Sustainability: Lending Construct Clarity through a Systematic Review** | **Stephanie Bertels**, Simon Fraser U.; **Lisa Papania**, Simon Fraser U.; **Daniel Papania**, Simon Fraser U.

➔ **OMT: Ownership's Consequences: The Performance Effects of Broad-based Employee Ownership in Organizations** | **Susanne Verena Schrader**, EBS Business School

1345 ➔ 📄: (Paper Session) - (CM) Group Structure: Implications for Group Process and Outcomes

9:45am - 11:15am Grand Hyatt: Bonham C
Tweet this session: **#AOM2011 1345**

Chair: **Melissa C. Thomas-Hunt**, U. of Virginia

📄 **A New Perspective on Coalitions: What Motivates Membership?** | **Christopher J. Meyer**, Baylor U.

➔ **Negotiations between Equally vs. Unequally Sized Teams: Effects on Negotiation Process and Outcome** | **Andreas W. Richter**, U. of Cambridge; **Wendy P. Van Ginkel**, Erasmus U. Rotterdam; **Anne Nederveen Pieterse**, U. of Groningen

📄 **Three Amigos vs. Dynamic Duos: The Effect of Simmelian Friends on Retaliation** | **Kenneth Goh**, Carnegie Mellon U.; **David Krackhardt**, Carnegie Mellon U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Tat Koon Koh**, Carnegie Mellon U.

1346 📄 ➔ 📄: (Paper Session) - (CMS) Entrepreneurialing the Global Financial Crisis

9:45am - 11:15am Marriott Rivercenter: Salon L

Tweet this session: **#AOM2011 1346**

Chair: **Marcos Pereira Fernandes de Barros**, HEC Montreal
Demystifying the "Entrepreneurial Mind": A Wittgensteinian Approach | **Stratos E Ramoglou**, Cambridge U.

📄 **On 'Cooling out the Marks' of the Financial Markets: Recuperating Neo-Liberal Normality** | **Jason Glynos**, U. of Essex; **Robin Klimecki**, Cardiff U.; **Hugh Willmott**, Cardiff Business School, UK

📄 **Rhetorical Strategies of Institutional Work: The Banking Profession and the Financial Crisis** | **Suhaib Riaz**, U. of Ontario; **Hari Bapuji**, I. H. Asper School of Business; **Sean Christopher Buchanan**, Schulich School of Business

📄 **Putting the Public into 'Public Interest': Lessons from the GFC for the Future of Business Schools** | **Todd Bridgman**, Victoria U. of Wellington

1347 : (Paper Session) - (DISC) Individual Differences

9:45am - 11:15am Hyatt Regency: Blanco

Tweet this session: **#AOM2011 1347**

Discussant: **John Rohrbach**, State U. of New York, Albany

📄 **OB: Individual-Level Experience as a Source of Dynamic Capabilities** | **Marc Rodenbach**, RWTH Aachen U.

➔ **OB: Intrafirm Network Centrality and Individual Employee's Market Orientation** | **Tao Zhu**, U. of Groningen

📄 **OB: Work Ethic: Its Relationship to Conscientiousness, Need for Achievement and Organizational Behavior** | **Melissa Janine Mann**, Winston-Salem State U.; **Thomas D Taber**, State U. of New York, Albany

📄 **OB: Guilt, Shame, and Reparative Behavior: The Effect of Proximity** | **Majid Ghorbani**, Simon Fraser U.; **Yuan Liao**, Simon Fraser U.; **Sinan Caykoylu**, Simon Fraser U.

1348 : (Paper Session) - (DISC) Tracking the Management Education Process and Outcomes

9:45am - 11:15am Hyatt Regency: Bowie A

Tweet this session: **#AOM2011 1348**

Discussant: **Thomas P. Bradley**, Tarleton State U.

📄 **MED: Towards An Understanding of Peak Learning Experiences: A Phenomenological Investigation** | **Thomas A. Conklin**, Gannon U.

MED: Service Learning and Business Students: Moving from Me to Us to All of Us | **Monika Hudson**, U. of San Francisco

MED: Knowledge Management and Implementation of Vocational Technology Courses in Institutes in Brazil | **Adriana Roseli Wunsch Takahashi**, U. Federal do Paraná; **Marcia MAY Gomel**, CEPPAD/UFPR

1349 : (Paper Session) - (DISC) Challenges in Measuring Costs

9:45am - 11:15am Hyatt Regency: Bowie B

Tweet this session: **#AOM2011 1349**

Discussant: **Janet L. Hartley**, Bowling Green State U.

📖 **OM**: Thought Worlds In An Intra-Organizational Supply Chain | **T. T. Niranjan**, Swiss Federal Institute of Technology Zurich, ETH; **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH

📖 **OM**: An Outsourcing Model for Lead Users: An Empirical Investigation | **Christos Tsinopoulos**, Durham U.; **Zu'bi Mohammad Al-Zu'bi**, U. of Jordan

➔ **OM**: The Price of Responsiveness: Cost Analysis of Change Orders in Make-to-Order Manufacturing | **Jukka Uskonen**, Aalto U.; **Antti Tenhiälä**, IE Business School

1350 : (Paper Session) - (DISC) Stability and Embeddedness

9:45am - 11:15am Hyatt Regency: Frio

Tweet this session: #AOM2011 1350

Discussant: **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign

📖 **OMT**: Inter-organizational Managerial Migration and Emergent Organizational Boundaries | **Hamidah Salleh**, National U. of Singapore

OMT: The Influence of Team Stability on Team Errors – A Panel Data Analysis | **Jost Sieweke**, U. of Duesseldorf

➔ **OMT**: Broadening the Scope of Structural Embeddedness: A Study of the Indian Interorganizational Network | **Dalhia Mani**, HEC Paris

1351 : (Paper Session) - (DISC) Entrepreneurship and Globalization

9:45am - 11:15am Hyatt Regency: Llano

Tweet this session: #AOM2011 1351

Discussant: **Sabine B. Klein**, Otto Beisheim Graduate School of Management (WHU)

➔ **ENT**: Globalization, Institutions, and Entrepreneurship: Measuring Global Entrepreneurial Activity | **Robert Joseph Wuebker**, U. of Utah; **Pekka Stenholm**, U. of Turku; **Zoltan J. Acs**, George Mason U.

📖 **ENT**: The Intersection of Institutional Entrepreneurship and Industry Convergence: Evidence from Korea | **Marina Yue Zhang**, Tsinghua U.

📖 **ENT**: The Impact of Credit Crunch on Firm Financing in Transition Economies: Does Size Matter? | **Julia Korosteleva**, U. College London; **Yulia Rodionova**, De Montfort U.

📖 **ENT**: Business Model Engineering: Bricolage and Creating 'Lollapalooza' Effects for Online Services | **Björn Kijl**, U. of Twente; **Michel Ehrenhard**, U. of Twente; **Fons Wijnhoven**, Twente U.; **Lambert Nieuwenhuis**, U. of Twente; **Durk Boersma**, U. of Twente

1352 : (Paper Session) - (DISC) Understanding and Using Knowledge

9:45am - 11:15am Hyatt Regency: Maverick B

Tweet this session: #AOM2011 1352

Discussant: **Jim Nelson**, Southern Illinois U. Carbondale

📖 **OCIS**: An Empirical Investigation of Internal Markets as a Sourcing Option for the Delivery of is Services | **Andrea Carugati**, Aarhus U.; **Lapo Mola**, U. of Verona; **Jacques Bulchand-Gidumal**, U. of Las Palmas de Gran Canaria

📖 **OCIS**: Boundaries of Identity in the Upwards Flow of Strategic Knowledge | **Nina Bauer**, NOVA School of Business and Economics; **Joao Cunha**, U. Nova de Lisboa

➔ **OCIS**: A Duality of Knowledge: Knowledge Transfer Practices in Outsourcing Between East and West | **Tom Stafford**, U. of Memphis

📖 **OCIS**: Correction of misunderstanding: The link between communication media and communication routines | **Sigmund Valaker**, Norwegian Defense Research Establishment

1353 : (Paper Session) - (DISC) MNC Strategies in Developed and Developing Economies

9:45am - 11:15am Hyatt Regency: Navarro

Tweet this session: #AOM2011 1353

Discussant: **Xavier Castañer**, U. of Lausanne

➔ **IM**: Multinational Corporations' Migration Strategies in Large Emerging Economies | **Bou-Wen Lin**, National Tsing Hua U.; **Ming-Feng Ho**, National Tsing Hua U.

➔ **IM**: Regional Integration and the International Strategies of Large European Firms | **Chang Hoon Oh**, Brock U.; **Alan M Rugman**, U. of Reading

➔ **IM**: Slack Resources and the Performance of State Owned Enterprises | **Ciprian Stan**, U. of Texas, Dallas

1354 : (Paper Session) - (DISC) New Theoretical Perspectives in Strategy

9:45am - 11:15am Hyatt Regency: Segin

Tweet this session: #AOM2011 1354

Discussant: **Richard L Priem**, Texas Christian U.

📖 **BPS**: Reconfiguring Porter's Generic Strategies in a Virtuous World | **Geoffrey G Bell**, U. of Minnesota, Duluth; **Bruno Dyck**, U. of Manitoba; **Mitchell J. Neubert**, Baylor U.

📖 **BPS**: Strategic Categorizations of the Principal Investigator in Publicly Funded Research Projects | **Conor O' Kane**, U. of Otago; **James A. Cunningham**, National U. of Ireland - Galway; **Paul O'Reilly**, Dublin Institute of Technology; **Agnes Maciocha**, Dublin Institute of Technology

📖 **BPS**: Answering Mintzberg's Question: Toward Understanding the Factors Leading to Strategy Emergence | **Scott D Julian**, Wayne State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

1355 : (Paper Session) - (ENT) Entrepreneurship in the Community and Regional Context

9:45am - 11:15am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1355

Chair: **Bo Zhao**, U. of Michigan, Ann Arbor

📖 Regional Innovative Capabilities and Firm Creation: A Regional Analysis | **In Hyeock Ian Lee**, Western Kentucky U.; **Eunsuk Hong**, Queen's U. Belfast

➔ **Family Firms and Regional Innovation Activity: Evidence from the German Mittelstand** | **Joern Hendrich Block**, Erasmus U. Rotterdam; **Frank Spiegel**, Technical U. München

➔ **Making Room for Something New: Foreign Direct Investment and Host-Country Entrepreneurial Activity** | **Phillip H. Kim**, U. of Wisconsin, Madison; **Mingxiang Li**, U. of Wisconsin, Madison

📖 **Evaluating Entrepreneurship Policy: Which Business Incubators Support High Performing Firms** | **Alejandro Amezcua**, Syracuse U.

1356 : (Paper Session) - (ENT) Entrepreneurship and Markets

9:45am - 11:15am San Antonio Convention Center: Room 007 C
 Tweet this session: #AOM2011 1356

Chair: **Dante DiGregorio**, U. of New Mexico

📖 The Role of Entrepreneurship in the Market Process: A Simulation Study | **Mohammad Keyhani**, Schulich School of Business; **Moren Levesque**, York U.

Flexibility and Commitment in the Management of Uncertainty in Nascent Markets. | **Philippe Silberzahn**, EM Lyon

→ 📖 Institutional Differences, International Experience, and Venture Capital Investment Performance | **Yong Li**, State U. of New York, Buffalo; **Jing Li**, Simon Fraser U.; **Ilan Vertinsky**, U. of British Columbia

📖 When Stars are Aligned: Technology Entrepreneurs and Institutional Voids in the Emergence of Pay TV | **Kerem Gurses**, La Salle U.; **Pinar Ozcan**, IESE Business School

1357 📖: (Paper Session) - (ENT) **Gender Issues in Entrepreneurship**

9:45am - 11:15am San Antonio Convention Center: Room 007 D
 Tweet this session: #AOM2011 1357

Chair: **Drganesan Ramaswamy**, King Saud U.

📖 Buffering the Effects of Stereotype Threat on Women's Entrepreneurial Competence Evaluations | **Jeffrey M. Pollack**, U. of Richmond; **Jeni L. Burnette**, U. of Richmond; **Crystal L Hoyt**, U. of Richmond

📖 Why Are Women Less Likely to Become Entrepreneurs than Men? | **Robert Strohmeyer**, Mannheim U.; **Vartuhi Tonoyan**, Mannheim U.; **Michael Woywode**, Mannheim U.

📖 Human Capital, Gender, and Entrepreneurial Innovativeness | **Anat BarNir**, U. of North Texas

1358 📖: (DRP Session) - (ENT) **New Sources of Entrepreneurial Finance**

9:45am - 11:15am San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 1358

Facilitator: **Darrel L. Sandall**, Purdue U., West Lafayette

📖 The Impact of Slack on Firm Performance: The Role of Private Equity Investors | **Tom R. Vanacker**, U. of Ghent; **Veroniek Collewaert**, Maastricht U.; **Ine Paeleman**, U. of Ghent

🗣️ 📖 Growth and Venture Capital Selection: A Multidimensional Approach | **Will Drover**, SIU Carbondale

→ 📖 Corporate Venture Capital Performance - Is There a First-Mover Advantage? | **Carolin Haeussler**, U. of Munich; **Matthew J Higgins**, Georgia Institute of Technology; **Stephanie Hochhold**, LMU Munich

📖 Firm Valuation in Venture Capital Financing Rounds: The Role of Investor Bargaining Power | **Andy Heughebaert**, U. of Ghent; **Sophie Manigart**, U. of Ghent

🗣️ 📖 Intellectual Property, Prior Knowledge & the Survival of New Firms | **Sonali K. Shah**, U. of Washington; **Sheryl Winston Smith**, Temple U.

1359 📖: (DRP Session) - (ENT) **SME Strategies and Performance**

9:45am - 11:15am San Antonio Convention Center: Room 213 A
 Tweet this session: #AOM2011 1359

Facilitator: **James A. Downing**, U. of Illinois, Chicago

📖 An Exploratory Study of Decline and Turnaround Amongst SMEs in Finland | **Nick John Collett**, U. of Manchester;

Naresh Pandit, U. of East Anglia; **Jukka Saarikko**, CM Consulting OY

→ Strategic Alliance Portfolio Flexibility and Satisfaction with Alliance Usage in SMEs | **Louis Marino**, U. of Alabama; **Karen Strandholm**, U. of Michigan, Dearborn; **Pat H Dickson**, Wake Forest U.; **Jamal Maalouf**, U. of Alabama; **Paul Louis Drnevich**, U. of Alabama

📖 Ambidexterity in SMEs: The Role of Exploration and Exploitation in Enhancing Firm Performance | **Dinesh N Iyer**, Ohio U.; **Patrick Kreiser**, Ohio U.

🗣️ 📖 Success Mantra for Small and Medium Enterprises in Fiji Islands | **Sonal Singh**, Macquarie U.; **Raghuvar Dutt Pathak**, U. of the South Pacific; **Himanshu Kumar Shee**, Victoria U.; **Azhar Kazmiu**, King Fahd U. of Petroleum and Minerals; **David william Parker**, U. of Queensland

📖 Influence of Incentive Distribution in Start-ups Teams on Performance of Start-ups | **Reddi Kotha**, Singapore Management U.; **Jayanth Narayanan**, National U. of Singapore

1360 🗣️ 📖 SHCS: (ENT, GDO) **Female and Minority Entrepreneurs of the 21st Century in the U.S. and Abroad**

9:45am - 11:15am San Antonio Convention Center: Room 212 B
 Tweet this session: #AOM2011 1360

Chairs: **Rowena Ortiz-Walters**, Quinnipiac U.; **Monica C. Gavino**, Saint Xavier U.

Discussant: **Eugene F Stone-Romero**, U. of Texas, San Antonio
 Turkish Women Entrepreneurs: Do Work-Family Interface Theories Apply? | **Sammie L Robinson**, Texas Southern U.; **Dewaynna A. Cates**, Prairie View A&M U.; **Stacey Reynolds McNeil**, Jackson State U.

A Study of Aboriginal and Non-Aboriginal Australian Women Entrepreneurs | **Andrea E Smith-Hunter**, Siena College; **Sammie L Robinson**, Texas Southern U.

Preferences for Entrepreneurial Training by Latino & Latina Business Owners | **Monica C. Gavino**, Saint Xavier U.; **Rowena Ortiz-Walters**, Quinnipiac U.; **Denise E. Williams**, Indiana U. Kelley School

Gender in its Many Hues: An Examination of Black, Mexican & Korean Women Business Owners | **Laquita C Blockson**, College of Charleston; **Yoon Lee**, Utah State U.; **Ramona Zachary**, Baruch College

Financial Institutions' Funding to Minority Entrepreneurs: When is there Equal Access? | **Tolulope Bewaji**, Saint Xavier U.; **Qin Yang**, Robert Morris U.; **Yunxuan Han**, Temple U.

1361 🗣️ 📖 SHCS: (GDO) **Stereotype Threat in the Workplace: A Multi-Perspective and Multi-Method Exploration**

9:45am - 11:15am Grand Hyatt: Presidio A
 Tweet this session: #AOM2011 1361

Organizers: **Atira Cherise Charles**, Florida State U.; **Shalei V. K. Simms**, Ramapo College

Stereotype Threat in the Workplace: A Scale Development and Validation Effort | **Atira Cherise Charles**, Florida State U.

Contending with Stereotype Threat at Work: An Examination of Long-term Responses | **Caryn J Block**, Columbia U.; **Maura M. Bairley**, Columbia U.; **Mateo Cruz**, Columbia U.; **Taly Harel-Marian**, Columbia U.; **Loriann Roberson**, Columbia U.

TUESDAY

Is Male Tokenism Bad for Women?: The Effect of Social Dominance Orientation and Tokenism on Men | **Aneika L. Simmons**, Sam Houston State U.

Impression Management: Means of Mitigating the Effects of Sex-Stereotyping in Organizations | **Renuka Hodigere**, Case Western Reserve U.

1362 : (DRP Session) - (GDO) Women and Leadership Roles

9:45am - 11:15am Grand Hyatt: Travis A

Tweet this session: #AOM2011 1362

Facilitator: **dt ogilvie**, Rutgers U.

☞ The Gendered Nature of (Male) Leadership: Expressive Identity Salience and Cooperation | **Leire Gartzia**, Northwestern U.

☞ Who Takes the Floor and Why? Gender, Power, and Volubility in Organizations | **Victoria L Brescoll**, Yale U.

☞ The Need for Legitimacy: How Firms Respond to Institutional Pressures to Appoint Women Directors | **Jennifer Miner Knippen**, U. of Florida; **Wei Shen**, Arizona State U.

Facilitating the Pygmalion Effect: Why Leader Gender Matters | **Leonard Karakowsky**, York U.; **Nadia C. DeGama**, York U.; **Kenneth James McBey**, York U.

1363 → 🗣️ 📄 JS: (GDO, IM, OB) Multi-Level Factors Impacting Women at Work in the Arab MENA Region

9:45am - 11:15am Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 1363

Organizers: **Charlotte M. Karam**, American U. of Beirut; **Fida Afiouni**, American U. of Beirut

Chair: **Katty Marmenout**, EM Lyon

Discussant: **Dima Jamali**, American U. of Beirut

Factors Influencing Women Entrepreneurs in the UAE: A Multi-Level Analysis | **Rabia Naguib**, Sharjah U.

Factors Influencing Women's Employment Status in Jordan | **Amal El-Kharouf**, U. of Jordan; **David Thomas Weir**, Liverpool Hope U.

Challenges Facing Women Corporate and Political Leaders in the MENA Region | **Ikhlas Ali Abdalla**, Gulf U. of Science and Technology

Think Global Research Local: Contextual Research on Women Leaders in the Region | **Lynda L Moore**, Simmons College

Localizing Women's Experiences of Academia: Multi-Level Factors at Play in the MENA | **Charlotte M. Karam**, American U. of Beirut; **Fida Afiouni**, American U. of Beirut

1364 📄: (Paper Session) - (HCM) Physician Practice and Innovation

9:45am - 11:15am Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 1364

Chair: **Margarete Arndt**, Clark U.

☞ Deskilling and Adaptation Among Primary Care Physicians Using Two Work Innovations | **Timothy Hoff**, State U. of New York, Albany

☞ The Cultural Complexity of Medical Groups | **Ingrid M. Nembhard**, Yale U.; **Sara J. Singer**, Harvard U.

☞ Improving Patient Safety by Fostering an Interprofessional Learning Environment for Medical Trainees | **Michal Tamuz**,

SUNY Downstate Medical Center; **Traber Davis Giardina**, Michael E. DeBakey VA Medical Center; **Eric J. Thomas**, U. of Texas Houston Medical School; **Shailaja Menon**, Michael E. DeBakey VA Medical Center; **Hardeep Singh**, Michael E. DeBakey VA Medical Center

1365 📄: (Paper Session) - (HR) New Perspectives on Employee Recruiting

9:45am - 11:15am Grand Hyatt: Bonham D

Tweet this session: #AOM2011 1365

Chair: **Brian W. Swider**, Texas A&M U.

☞ Rebranding Employment Branding: A Conceptual Framework for Worker Based Employment Brand Equity | **Timothy M. Gardner**, Vanderbilt U.; **Niclas Erhardt**, U. of Maine; **Carlos Martin-Rios**, U. Carlos III de Madrid

☞ Organizational Reputation and Recruiter Political Skill Influences on NCAA Football Recruiting | **Darren C. Treadway**, State U. of New York, Buffalo; **Garry L. Adams**, Auburn U.; **T. Johnston Hanes**, U. of Illinois, Urbana-Champaign; **Pamela L. Perrewe**, Florida State U.; **Marshall J. Magnusen**, Florida State U.; **Gerald R. Ferris**, Florida State U.

☞ Complementary and Supplementary Fit During Recruitment: An Integration | **Kang Yang Trevor Yu**, Nanyang Technological U.

☞ Role of Workplace Romance Policies and Procedures on Individuals' Job Pursuit Intentions | **Charles A. Pierce**, U. of Memphis; **Katherine A. Karl**, U. of Tennessee, Chattanooga; **Eric Brey**, U. of Memphis

1366 📄: (Paper Session) - (HR) Organizational-Level Outcomes of HR Practices

9:45am - 11:15am Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 1366

Chair: **Alexander Colvin**, Cornell U.

☞ How Does Human Resource Management Influence Organizational Outcomes? | **Kaifeng Jiang**, Rutgers U.; **Jia Hu**, U. of Illinois, Chicago

☞ Corporate Governance, Human Resource Practices and Establishment-Level Outcomes | **Hossam Zeitoun**, U. of Zurich; **Paolo Pamini**, ETH Zurich

☞ The Effects of Part-Time Workers on Establishment Performance | **Clinton Chadwick**, U. of Kansas; **Carol Flinchbaugh**, U. of Kansas

☞ The Role of HR Architecture and Capabilities in Shaping Museum Performance | **Chiara Paolino**, U. Commerciale L. Bocconi; **Silvia Bagdadli**, Bocconi U.; **James C. Hayton**, Newcastle Business School

1367 📄: (DRP Session) - (HR) Pay Structure, Policies, and Decisions

9:45am - 11:15am Grand Hyatt: Mission A

Tweet this session: #AOM2011 1367

Facilitator: **James M. Schmidtke**, California State U. Fresno

☞ Pay Dispersion and Member Performance in Interdependent Groups: The Role of Status Hierarchy | **Mahmut Bayazit**, Sabanci U.; **Firat Inceoglu**, Sabanci U. Verifying Influences of Actual Income and In-Department Comparison on Pay and Benefit Satisfaction | **Wei He**,

Huazhong U. of Science & Technology; **Li-rong Long**, Huazhong U. of Science & Technology
 Workplace Pay Policies, Workers' Behaviour and Gender Implications in Italian Manufacturing Firms | **Edoardo Della Torre**, U. of Bergamo; **Luca Solari**, U. degli studi di milano
 Fair Pay Allocation Decisions from a Regulatory Focus Theory View | **Tae-Youn Park**, U. of Minnesota
 Information Use in Counter-Offer Decisions | **William Iverson MacKenzie**, U. of Alabama in Huntsville; **Brian S. Klaas**, U. of South Carolina; **John A. McClendon**, Temple U.

1368 : (Paper Session) - (IM) Internationalization Dynamics and Entry Mode Choice

9:45am - 11:15am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1368

Chair: **Cordula Barzantny**, Groupe ESC Toulouse Business School

FDI Spillovers Over Time: The Role of Foreign Firms' Entry Pattern, Intangible Assets, and Locations | **Anthea Yan Zhang**, Rice U.; **Yu Li**, U. of International Business and Economics; **Haiyang Li**, Rice U.

Proposed Factors Influencing Entry Mode Choice Decisions | **Willie E. Hopkins**, California State U. Chico; **Michael T. Rehg**, California State U. Chico; **Michael J. Gundlach**, California State U., Chico; **Shirley A. Hopkins**, California State U. Chico

The Dynamics of Professional Services Internationalization | **Cher Li**, Imperial College Business School; **Bruce Tether**, Imperial College Business School; **Andrea Mina**, U. of Cambridge; **Karl Wennberg**, Stockholm School of Economics

1369 : (DRP Session) - (IM) Effects of Outsourcing and Knowledge Management on Global Strategy Formulation

9:45am - 11:15am San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 1369

Chair: **Thomas Roehl**, Western Washington U.

Backsourcing: Beneficial Strategic Change or Strategy Failure? | **Pooja Thakur**, Virginia Tech

Analyzing the Outsourcing Potential in Research & Development | **Lydia Bals**, Copenhagen Business School; **Kyra C. Kneis**, Bayer Business Services; **Christine Lemke**, Bayer Business Services; **Torben Pedersen**, Copenhagen Business School

Global Strategy Formulation and Learning from the Field: Three Modes of Comparative Learning | **Mary Yoko Brannen**, INSEAD; **Christopher John Voisey**, Vlerick Leuven Gent Management School

Multinational Enterprise (MNE) Head Office Location: The Role of Institutional Quality | **Regis Coeurderoy**, U. de Louvain; **Emmanuelle Maincent**, European Commission; **Alain C. Verbeke**, U. of Calgary

Internationalization of Professional Service Firms and Client Organizations | **Yuliani Suseno**, Edith Cowan U.; **Ashly H Pinnington**, British U. in Dubai

1370 : (Paper Session) - (IM) Management and Governance of MNC-Subsidiary Relationships

9:45am - 11:15am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 1370

Chair: **Felipe Monteiro**, U. of Pennsylvania

Autonomy Delegation to Foreign Subsidiaries by Emerging Market Multinationals | **Yadong Luo**, U. of Miami; **Stephanie C Lu**, U. of Miami; **Xiongwen Lu**, Fudan U.; **Jinyun Sun**, Fudan U.

Piloting and Adoption Responses of Strategic Initiatives within MNCs | **Rhoda Davidson**, U. of Geneva; **Bettina Buchel**, IMD

Stakeholders' Demands and Organizational Identity: Enabling Parent-Subsidiary Cooperation in an MNC | **Ru-Shiun Liou**, U. of Arkansas, Fayetteville; **Alan E. Ellstrand**, U. of Arkansas

The Evolving Geographic Scope of the MNE: Towards a Dynamic View of Regional Multinationals | **Luis Vives**, ESADE Business School; **Rafael Lucea**, George Washington U.

1371 : (Paper Session) - (IM) Cross-Cultural Comparison: Decision-Making, Leadership, and Governance Codes

9:45am - 11:15am San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1371

Chair: **Svjetlana Madzar**, U. of Minnesota

CEO-Senior Executive Dissimilarity and CEO Dismissal: The Moderating Role of Power Distance | **Weiwien Li**, Sun Yat-sen U.; **Yuan Lu**, Chinese U. of Hong Kong; **Ai He**, South China U. of Technology; **Yuanyuan Gong**, Chinese U. of Hong Kong

Linear/Nonlinear Thinking Style and Ethical Decision-Making: US versus Chinese Managers | **Yongsun Paik**, Loyola Marymount U.; **Kevin S. Groves**, Pepperdine U.; **Charles M. Vance**, Loyola Marymount U.; **Donghong Li**, Tsinghua U.

Effects of Participative Leadership: The Moderating Role of Cultural Values | **Zhen Zhang**, Arizona State U.; **Mo Wang**, U. of Maryland, College Park; **John W. Fleenor**, Center for Creative Leadership

Understanding Non-Compliance with Corporate Governance Codes: Evidence from Europe | **Luiz Ricardo Kabbach de Castro**, U. Autònoma de Barcelona; **Rafel Crespi-Cladera**, U. de les Illes Balears

1372 JS: (IM, MED, GDO) Scientific Mindfulness

9:45am - 11:15am San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1372

Chairs: **Joerg Dietz**, U. of Lausanne; **Markus Vodosek**, German Graduate School of Management & Law (GGS); **Karsten Jonsen**, IMD

Facilitator: **Mark E. Mendenhall**, U. of Tennessee, Chattanooga
 Scientific Mindfulness and Cultural Diversity: Learning From Different Disciplines | **Joerg Dietz**, U. of Lausanne; **Zeynep Aycan**, Koc U.; **Nakiye Boyacigiller**, Sabanci U.; **Karsten Jonsen**, IMD; **David C. Thomas**, Simon Fraser U.; **Markus Vodosek**, German Graduate School of Management & Law (GGS)

Scientific Mindfulness and Global Leadership: The Case of Considering Sustainability | **Sully Taylor**, Portland State U.
 Scientific Mindfulness in Business Teaching and Learning | **Markus Vodosek**, German Graduate School of Management & Law (GGS); **Iris Berdrow**, Bentley U.

The University of Life: Scientific mindfulness in a research program on motivation and learning | **Audra I. Mockaitis**,

TUESDAY

Monash U.; **Lena Zander**, Uppsala U.; **Peter Zettinig**, U. of Turku

1373 📖🗣️: (DRP Session) - (MC) **Balancing Consulting with Outcomes: Measuring Success**

9:45am - 11:15am Grand Hyatt: Bonham B
Tweet this session: #AOM2011 1373

Facilitator: **Joanne C Preston**, Colorado Technical U.
Discussant: **Jay Finkelman**, Alliant International U.

➔🗣️📖 Consulting Implications from International OD

Research: Meta-Analysis of Four Leading Publications | **Celia Porod**, Benedictine U.; **David Klinger**, Benedictine U.

🗣️ Contribution of the Qualimetrics Methodology to Management Consulting Research | **Henri Savall**, ISEOR; **Veronique Zardet**, ISEOR; **Marc Bonnet**, ISEOR; **Michel Peron**, ISEOR

🗣️ Measuring the Creation of Value through Management Consulting: the Case of the Hidden Costs Method | **Laurent Cappelletti**, CNAM Paris (France); **Florence Noguera**, U. of Montpellier; **Djamel Khouatra**, ISEOR

1374 📖🗣️🗣️: (DRP Session) - (MED) **Ethics, Leadership, and Effective Learning Environments**

9:45am - 11:15am Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 1374

Facilitator: **James A.F. Stoner**, Fordham U.

📖 Ethics Education in MBA Programs: Looking into the Beyond Grey Pinstripes Survey Data | **Andreas Rasche**, U. of Warwick; **Ingo Schedel**, U. of Erlangen, Nuremberg; **Dirk Ulrich Gilbert**, U. of Erlangen, Nuremberg

📖➔🗣️📖 Ethical Decision-making of Accounting Students: A Western - Eastern Perspective | **Yi-Hui Ho**, Chang Jung Christian U.; **Chieh-Yu Lin**, Chang Jung Christian U.

📖 Professor as Facilitator: Shaping an Emerging, Living System in the Classroom | **David S. Bright**, Wright State U.; **Elizabeth Fisher Turesky**, U. of Southern Maine; **Thomas Stang**, Wright State U.

🗣️ Supervisor as Steward of Leadership Development Efforts | **Larry Peters**, Texas Christian U.; **John F Baum**, Texas Christian U.; **Gregory K. Stephens**, Texas Christian U.

📖 Nurturing the UN PRME pedagogical agenda through Natural Critical Learning Environments | **Jose Manuel Alcaraz**, Barna Business School; **Eappen Thiruvattal**, U. of Dubai; **Ken Bain**, Montclair State U.; **Carlos Marti**, Barna Business School

1375 📖🗣️: (Paper Session) - (MED) **Social Responsibility and Experiential Learning in Management Development**

9:45am - 11:15am Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 1375

Chair: **Scott Comber**, Dalhousie U.

➔🗣️📖 Promoting CSR and Sustainable Development

Through Service Learning Programs | **Nicola M. Pless**, ESADE; **Thomas Maak**, ESADE; **Guenter K. Stahl**, WU Vienna
MED SAGE/Journal of Leadership and Organizational Studies Best Paper Award for the most significant contribution to advance leadership and organizational studies.

📖➔🗣️📖 Humanistic Business Schools as the Way Forward - An Essay | **Wolfgang Amann**, Goethe U. Frankfurt; **Shiban Khan**, U. of St. Gallen

Surprise and Sensemaking: Understanding Anxiety in MBA Programmes | **Amanda Hay**, Nottingham Trent U.; **John Blenkinsopp**, U. of Teesside

1376 📖JS: (MED, OB, PNP) **Effects of Leader Developmental Readiness on Leader Self-Development Outcomes**

9:45am - 11:15am Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1376

Chair: **Stefanie K. Johnson**, U. of Colorado at Denver and Health Sciences Center

Discussant: **Susan E. Murphy**, James Madison U.

Readiness for Leader Self-Development in the Nonprofit Sector | **Stefanie Putter**, Colorado State U.

Developmental Readiness: An Essential Precursor of Leader Development | **Rebecca J Reichard**, Claremont Graduate U.; **Josh Villanueva**, Claremont Graduate U.

How Does Transformational Leadership Develop Followers into Leaders? | **Weichun Zhu**, Pennsylvania State U.

Ready or Not: Effects of Developmental Readiness on Leader Development | **Stefanie K. Johnson**, U. of Colorado at Denver and Health Sciences Center

1377 📖: (Paper Session) - (MH) **Management Practice versus Theory: Deep Lessons from Real Historic Cases**

9:45am - 11:15am Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1377

This session examines actual organizations and scholars through a historic lens to convey lessons that tend to elude theoretic approaches.

Chair: **Roland E. Kidwell**, U. of Wyoming

Discussant: **Kenneth R. Thompson**, DePaul U.

📖 Looking Back at Saturn: A Different Kind of Automobile Company? | **Kevin M. Kniffin**, Cornell U.; **Richard H Reeves-Ellington**, State U. of New York, Binghamton; **David Sloan Wilson**, Binghamton U.

"Does it Work?" Ernest Dale Reconsidered | **John Norman Davis**, Hardin Simmons U.

📖 Reconsidering Ford's Highland Park Assembly Line: New Data versus Old Ideas | **James M Wilson**, U. of Glasgow
Henry Gantt's Last Hurrah 1915-1919 | **Peter B. Petersen**, Johns Hopkins U.

1378 📖: (Paper Session) - (MOC) **Mental Models and Goals**

9:45am - 11:15am La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 1378

Chair: **Gregory S. Waddell**, Mid-South Christian College

📖 Back to the Grind: How Attention Affects Satisfaction during Goal Pursuit | **Andrew M. Carton**, Pennsylvania State U.; **Richard Larrick**, Duke U.; **Lionel Page**, Queensland U. of Technology

📖 Organizational Goals, Mental Models, and Performance | **Michael Shayne Gary**, AGSM-Australian School of Business; **Miles Min-Huei Yang**, U. of New South Wales; **Phillip W. Yetton**, U. of New South Wales

Strategy as Collective Cognition: A Process Model of Goal Formation in a Nascent Industry | **Tiona Zuzul**, Harvard Business School; **Amy C. Edmondson**, Harvard U.

📖 The Influence of Managerial Myopia on Firm Strategy | **Jason Ridge**, Clemson U.; **David Kern**, Northeastern State U.; **Margaret A White**, Oklahoma State U.

1379 📖: (DRP Session) - (MOC) **Cognition in Teams**

9:45am - 11:15am La Quinta Inn & Suites: Crockett West

Tweet this session: **#AOM2011 1379**

Facilitator: **William James Fear**, Cardiff U.

➔ 📖 Cross Functional Teams and Organizational Risk Taking During New Product Development | **Devaki Rau**, Northern Illinois U.; **Thorvald Haerem**, Norwegian School of Management; **Elisa Fredericks**, Northern Illinois U.

Emotional Capability in Teams: Its Influence on the Development of Team Climate and Outcomes | **Steve Stewart**, Florida Atlantic U.; **Ethlyn Anne Williams**, Florida Atlantic U.; **Stephanie L. Castro**, Florida Atlantic U.; **Taco Reus**, Erasmus U. Rotterdam

📖 The Role of Group Conceptual Framing and Reframing in Complex Work Environments | **Luke Houghton**, Griffith U.

🗣️📖 The Impact of Communications on Transactive Memory System in Task-teams | **Fangcheng Tang**, Beijing Jiaotong U.

1380 📖: (MOC) **The Role of Context in Shaping Organizational Behavior**

9:45am - 11:15am La Quinta Inn & Suites: Fiesta C

Tweet this session: **#AOM2011 1380**

Organizers: **Laura Borgogni**, U. of Rome; **Silvia Dello Russo**, U. of Rome

Discussant: **Gary Johns**, Concordia U.

Work Design and the Task Context: The Consequences of Error Criticality | **Adela Garza**, Michigan State U.; **Frederick P. Morgeson**, Michigan State U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Jennifer D. Nahrgang**, Arizona State U.

Social Cognitive Theory as Reference Frame for Perceptions of Context | **Laura Borgogni**, U. of Rome; **Silvia Dello Russo**, U. of Rome; **Cristina Di Tecco**, U. of Rome; **Michele Vecchione**, U. of Rome

Leadership: Context Matters in More Ways than You Know | **Richard J. Klimoski**, George Mason U.

1381 📖: (Paper Session) - (MSR) **Religion in the Workplace**

9:45am - 11:15am La Quinta Inn & Suites: Crockett East

Tweet this session: **#AOM2011 1381**

Chair: **Eric B. Dent**, U. of North Carolina, Pembroke

📖 Praying for Security: The Role of Religion in Moderating Outcomes of Job Insecurity | **Bert Schreurs**, Maastricht U.; **Hetty Van Emmerik**, Maastricht U.; **Nele De Cuyper**, Katholieke U. Leuven; **Tahira M. Probst**, Washington State U., Vancouver; **Machteld van den Heuvel**, Utrecht U.; **Eva Demerouti**, Eindhoven U. of Technology

📖 The Effects of Religiosity on Ethical Judgments | **Alan G. Walker**, Auburn U.; **James W Smither**, La Salle U.; **Jason D Debode**, Auburn U.

🗣️📖 What's the Real Problem?: Are Religious Behaviors a Bigger Issue than Faith Differences? | **James E. King**, U. of Alabama, Tuscaloosa

1382 📖: (OB) **Individual and Team Creativity: A Cognitive Perspective**

9:45am - 11:15am Grand Hyatt: Bowie A

Tweet this session: **#AOM2011 1382**

Organizer: **Christina E. Shalley**, Georgia Institute of Technology
The Effect of Breaks from the Creative Task on Creative Performance | **Daria Tal Bigory**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology

Cognitive Style, Team Cognitive Climate, and Employee Creativity | **Pamela Tierney**, Portland State U.

Role of Leader Cognitive Style in the Relationship between Team Member Heterogeneity and Creativity | **Maria del Mar Bornay-Barrachina**, Pablo de Olavide U.; **Lucy L. Gilson**, U. of Connecticut; **Ramón Valle-Cabrera**, Pablo de Olavide U.; **Seth Spain**, U. of Nebraska

Member outside Network Diversity Effect on Team Creativity: A Categorical Elaboration Model Approach | **Gamze Koseoglu**, Georgia Tech; **Christina E. Shalley**, Georgia Institute of Technology

1383 📖: (DRP Session) - (OB) **Work to Life and Life to Work Conflict: The Role of Affect and Resource Depletion**

9:45am - 11:15am Grand Hyatt: Crockett B

Tweet this session: **#AOM2011 1383**

Facilitator: **C. Melissa Fender**, Drexel U.

📖 Testing a Model of Work-Family Enrichment: The Effects of Social Resources and Affect | **Oi Ling Siu**, Lingnan U.; **Jiafang Lu**, Hong Kong Institute of Education; **Chang-qin Lu**, Peking U.; **Paula Brough**, Griffith U.; **Thomas Kalliath**, Australian National U.; **Michael O'Driscoll**, U. of Waikato; **Arnold B. Bakker**, Utrecht U.; **Carolyn Timms**, Griffith U.; **Haijiang Wang**, Peking U.

Linking Job Demands and Sleep Problems: The Role of External and Internal Work-Family Interference | **Christoph Nohe**, U. of Heidelberg; **Karlheinz Sonntag**, U. of Heidelberg

📖 Work-Family Conflict Crossover and the Role of Exchange Relationships at Home | **David L. Taylor**, Purdue U., West Lafayette; **Heidi M. Baumann**, Purdue U., West Lafayette; **Kelly Schwind Wilson**, Purdue U., West Lafayette

📖 Impact of Cyberloafing on Psychological Engagement | **Don J.Q. Chen**, National U. of Singapore

1384 📖: (DRP Session) - (OB) **Predictions and Decisions in Organizations: Affective and Cognitive Processes**

9:45am - 11:15am Grand Hyatt: Crockett C

Tweet this session: **#AOM2011 1384**

Facilitator: **James Dillon**, Harvard U.

Depression and Accuracy: Evidence from the 2010 FIFA World Cup | **Kriti Jain**, INSEAD; **Neil Bearden**, INSEAD; **Allan Filipowicz**, INSEAD

📖 The Who, Where, and When of Likely and Unlikely Events | **Cheryl Wakslak**, U. of Southern California

📖 The Controlling and Enabling Roles of Management Control Systems in Crisis Management | **Arthur Posch**, WU Vienna; **Johannes August Asel**, WU Vienna; **Gerhard Speckbacher**, WU Vienna

Reducing and Exaggerating Escalation of Commitment by Option Partitioning | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

1385 🗨️: (DRP Session) - (OB) **Perspectives on Motivation: The Role of Goals, Touch and Self-Determination**

9:45am - 11:15am Grand Hyatt: Crockett D

Tweet this session: #AOM2011 1385

Facilitator: Alina Payne, U. of California, San Diego

The Person-Situation Interaction Revisited: An Achievement

Goal Theory Perspective | **Christina G. L. Nerstad**, BI Norwegian Business School; **Astrid M. Richardsen**, Norwegian School of Management; **Glyn C. Roberts**, Norwegian U. of Sport Science🗨️ Fulfilling the Need for Touch at Work | **Bryan Fuller**, Louisiana Tech U.; **Laura Elizabeth Marler**, Mississippi State U.; **Marcia Simmering**, Louisiana Tech U.; **Susie S. Cox**, McNeese State U.; **Robin Cheramie**, Kennesaw State U.🗨️ Reconsidering Job Design: A Self-Determination Theory Perspective | **Margaret M. Luciano**, U. of Connecticut🗨️ The Influence of Initial Goal Setting on Escalation of Commitment | **Jong Seok Lee**, Georgia State U.; **Mark Keil**, Georgia State U.🗨️ Goal Focused Leadership: All in Moderation | **Maya Gibson-Reinemer**, James Madison U.; **Marshall Wilson Pattie**, James Madison U.; **Laura Parks**, James Madison U.; **Andrew Ansoorian**, SCPS**1386** 🗨️: (Paper Session) - (OB) **How OCB's Fit: Decreasing Deviance and Increasing Voluntary Efforts with New Methodologies**

9:45am - 11:15am Grand Hyatt: Republic A

Tweet this session: #AOM2011 1386

Chair: Brian J. Collins, U. of Southern Mississippi🗨️ Sustainable Compassion: The Importance of Cultivating Psychological Flexibility | **Paul Atkins**, Australian National U.🗨️ Moral Employees and Their Voluntary Behaviors at Work | **Hao Chen**, Tsinghua U.; **Orlando C. Richard**, U. of Texas, Dallas; **David L Ford Jr.**, U. of Texas, Dallas; **Livia Anna Markoczy**, U. of Texas, Dallas🗨️ Workers' Psychological Attachments to Non-Traditional Organizational Forms | **Daan Stam**, Erasmus U. Rotterdam; **Mark Boons**, Erasmus U. Rotterdam; **Harry G. Barkema**, London School of Economics**1387** 🗨️: (Paper Session) - (OB) **The Impact of Leaders' Styles and Attributes on Follower Attitudes and Behaviors**

9:45am - 11:15am Grand Hyatt: Republic B

Tweet this session: #AOM2011 1387

Chair: Arran Caza, Wake Forest U.🗨️ The Role of Supervisor and Network Ties in Newcomers' In-Role and Extra-Role Performance | **Markku Jokisaari**, Finnish Institute of Occupational Health🗨️ Humor Styles of Supervisors and Employee Outcomes: The Moderating Role of Trust in the Supervisor | **Tae-Yeol Kim**, CEIBS; **Deog Ro Lee**, Seowon U.; **Noel Yuen-Shan Wong**, City U. of Hong Kong🗨️ The Impact of Authentic Leadership on Followers' Self-Actualization | **Alisa Miniotaite**, ISM U. of Management and Economics🗨️ Follower Affect Linking Transformational Leadership to Job Performance: A Cross-level Analysis | **Shin-guang**Liang, National Taiwan U.; **Shu-cheng Steve Chi**, National Taiwan U.**1388** 🗨️: (Paper Session) - (OB) **Understanding the Sources and Coping Skills Employees Use to Manage Stress**

9:45am - 11:15am Grand Hyatt: Sequin B

Tweet this session: #AOM2011 1388

Chair: Constance Noonan Hadley, Harvard U.🗨️ Lunch Breaks Unpacked: The Effect of Daily Lunch Break Activities and Control Over Break on Fatigue | **John P.****Trougakos**, U. of Toronto; **Ivona Hideg**, U. of Toronto; **Bonnie Hayden Cheng**, U. of Toronto**OB Division Best Paper Award**🗨️ A Head Start or a Step Behind? Emotional Exhaustion and Motivational Resources through the Work Day | **John Kammeyer-Mueller**, U. of Florida; **Timothy A. Judge**, U. of Notre Dame; **Lauren Simon**, Portland State U.

Don't Let Your Boss Catch You Exercising at Work!

Workplace Anxiety, Exercise, and Job Performance |

Bonnie Hayden Cheng, U. of Toronto; **Julie M. McCarthy**, U. of Toronto🗨️ The Boost Effect of Vision and Excellence Values on Burning-out Employees' Attendance | **Geneviève Jourdain**, HEC Montreal; **Denis Chênevert**, HEC Montreal**1389** 🗨️: (Paper Session) - (OB) **Understanding Interpersonal Relationships at Work and their Relationship to Outcomes**

9:45am - 11:15am Grand Hyatt: Travis C

Tweet this session: #AOM2011 1389

Chair: Wendy L. Bedwell, U. of Central Florida🗨️ Interpersonal Disconnection at Work | **Jason Kanov**, Western Washington U.Predicting Participation in Collective Action: A Laboratory Simulation | **Laura Erskine**, Illinois State U.🗨️ Getting the Job Done: Coordinating Work through Helping Behavior | **Stine Grodal**, Boston U.; **Andrew Nelson**, U. of Oregon; **Rosanne Marie Siino**, Stanford U.🗨️ The Role of Suppressing Emotional Expression in the Quality of Interpersonal Interaction | **Paulo N. Lopes**, Catholic U. of Portugal; **John N. Nezelek**, College of William and Mary; **Pablo Fernández-Berrocal**, Malaga U.**1390** 🗨️ JS: (OB, CM) **New Perspectives on Team Inputs, Processes, and Outcomes**

9:45am - 11:15am Grand Hyatt: Republic C

Tweet this session: #AOM2011 1390

Chairs: Amanuel G. Tekleab, Wayne State U.; **Narda Quigley**, Villanova U.**Discussant:** Debra L. Shapiro, U. of MarylandExtreme Personalities in Teams: How Long Does It Take for a "Bad Apple" to Spoil the Barrel? | **Catherine G. Collins**, U. of New South Wales; **Benjamin Walker**, U. of New South WalesFrom Functional Diversity to Performance: The Role of Team Processes | **Ayse Karaca**, Wayne State U.; **Amanuel G. Tekleab**, Wayne State U.; **Narda Quigley**, Villanova U.; **Eric WK Tsang**, U. of Texas, DallasPresenting a New Measure of Task Conflict and a Model of Conflict and Conflict Management | **Thomas A. O'Neill**, U. of Western Ontario; **Natalie Allen**, U. of Western Ontario

Enhancing Team Performance: Team Flexibility, Efficacy, and Conflict | **Sharyn D. Gardner**, California State U. Sacramento

1391 → 🗨️📄SHCS: (OB, HR) **New Directions in Global Leadership Development**

9:45am - 11:15am Grand Hyatt: Lone Star E
Tweet this session: #AOM2011 1391

Chairs: **Christopher G. Myers**, U. of Michigan, Ann Arbor; **Daniel Scott DeRue**, U. of Michigan

Discussant: **Morgan McCall**, U. of Southern California

Developing Global Leadership of Asian Executives | **Mansour Javidan**, Thunderbird

Cross-Cultural Themes and Issues for Executive Coaching:

Thoughts from European Coaches | **William A. Gentry**, Center for Creative Leadership; **Lisa Prochnow**, Gonzaga U.; **Gina Hernez-Broome**, U. of the Rockies; **Leigh Allen**, Center for Creative Leadership

The Complex Self-Concept of the Global Leader | **Jeffrey L. Herman**, Booz Allen Hamilton; **Stephen J. Zaccaro**, George Mason U.

Are Your Leaders Ready? How Developmental Readiness Predicts Leader Development | **Bruce J. Avolio**, U. of Washington; **Sean Hannah**, U.S. Military Academy, West Point; **Adrian YL Chan**, U. of Nebraska, Lincoln

What is Your Motivation for Learning? Cultural Differences and the Impact on Leader Development | **Daniel Scott DeRue**, U. of Michigan; **Christopher G. Myers**, U. of Michigan, Ann Arbor

Making Connections Award, sponsored by the OB Division

1392 📄JS: (OB, HR) **Developments in Voice Behavior Research: Mediators, Moderators, and Outcomes**

9:45am - 11:15am Grand Hyatt: Seguin A
Tweet this session: #AOM2011 1392

Chair: **Nathan Philip Podsakoff**, U. of Arizona

Discussant: **Elizabeth Wolfe Morrison**, New York U.

Effects of Message, Source, and Context Characteristics on Perceptions of Employee Voice Behavior | **Steven Whiting**, Indiana U.; **Timothy D. Maynes**, Indiana U.; **Nathan Philip Podsakoff**, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

Conditional Effects of Members' Voice on Team Performance Trajectories | **Subrahmaniam Tangirala**, U. of Maryland, College Park; **Matthew J Pearsall**, U. of North Carolina, Chapel Hill; **Gilad Chen**, U. of Maryland; **Brady Firth**, U. of Maryland, College Park

When Does Voice Lead to Exit? It Depends on Leadership | **Elizabeth McClean**, Cornell U.; **James R. Detert**, Cornell U.; **Ethan Burris**, U. of Texas, Austin

1393 🗨️📄📄JS: (OB, HR, SAP) **A Theoretical and Practical Exploration of Shared Leadership**

9:45am - 11:15am Grand Hyatt: Bowie C
Tweet this session: #AOM2011 1393

Chair: **Craig L. Pearce**, Institute for Innovative Leadership

Panelists: **Christina Louisa Wassenaar**, Claremont Graduate U.; **Edwin A. Locke**, U. of Maryland, College Park; **Charles C. Snow**, Pennsylvania State U.; **Charles C Manz**, U. of Massachusetts, Amherst; **Mathew J Jacob**, The Boeing Company; **Alex Ramthun**, United States Marine Corps

1394 📄: (Paper Session) - (OCIS) **New Media and Virtual Engagement**

9:45am - 11:15am San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1394

The papers in this session examine the relationships between new media, knowledge creation, and engagement of participants.

Chair: **James Howison**, Carnegie Mellon U.

📄 An Exploration of the Drivers of Online Customer Review Engagement | **Susan Mudambi**, Temple U.; **David Schuff**, Temple U.

🗨️ Knowledge Sharing in Professional Virtual Communities: Moderatorship and Social Identities | **Hongwei He**, U. of Warwick; **Nikita Kursov**, U. of Warwick

📄 The Paradoxical Influence of Social Media Affordances on Intellectual Capital Creation | **Gerald C Kane**, Boston College; **Bijan Azad**, American U. of Beirut; **Ann Majchrzak**, U. of Southern California; **Samer Faraj**, McGill U.

1395 📄: (DRP Session) - (OCIS) **Management of IT and IS in Firms**

9:45am - 11:15am San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 1395

Facilitator: **Kay M Nelson**, Southern Illinois U. Carbondale

📄 Multi-Actor Perspectives On Localization-Standardization Tensions in an ICT Implementation | **Petra Saskia Bayerl**, Erasmus U. Rotterdam; **Carolyn Axtell**, U. of Sheffield; **Kristina Lauche**, Radboud U. Nijmegen

The Role of Time in Technological and Organizational Change Processes | **Henrik Simon**, EBS Business School

→ 📄 Adaptive Division Organizations: Co-evolving Business-IT Dialogues | **Paul C van Fenema**, Netherlands Defense Academy; **Jan-Bert Maas**, Tilburg U.

📄 Why do Psychological Contract Violations Occur in IT Outsourcing? A Theory of Knowledge-Media Fit | **Xiao Tang**, State U. of New York, Buffalo; **Teju Herath**, Brock U.; **Rajiv Kishore**, State U. of New York, Buffalo

📄 Managing Uncertainty with IT Portfolio Management | **Harminder Singh**, Auckland U. of Technology; **Brandis Phillips**, North Carolina A & T State U.

1396 → 📄: (ODC) **Research in Organizational Change and Development: A Conversation with Volume 19 Authors**

9:45am - 11:15am Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 1396

Chairs: **A.B. Rami Shani**, California Polytechnic State U.; **Richard W. Woodman**, Texas A&M U.; **William A Pasmore**, Columbia U.

Developing an Effective Organization Intervention Method: Empirical Evidence and Theory | **Michael Beer**, Harvard U.

Revisiting Social Space: Relational Thinking about Organizational Change | **Victor Friedman**, Max Stern Academic College of Emek Yezreel

Communication for Change: Transactive Memory Systems as Dynamic Capabilities | **Luis Felipe Gomez**, Texas State U.; **Dawna Ballard**, U. of Texas, Austin

Strategic Change and the Jazz Mindset: Exploring Practices that Enhance Dynamic Capabilities for Organizational Improvisation | **Ethan S. Bernstein**, Harvard U.; **Frank J. Barrett**, Naval Postgraduate School

TUESDAY

Mapping Momentum Fluctuations During Organizational Change: A Multi-Study Validation | **Karen Jansen**, U. of Virginia; **David A Hofmann**, U. of North Carolina, Chapel Hill

Developing and Sustaining Change Capability Via Learning Mechanisms: A Longitudinal Perspective on Transformation | **Tobias Fredberg**, Chalmers U. of Technology; **Flemming Norrgren**, Chalmers U. of Technology; **A.B. Rami Shani**, California Polytechnic State U.

Towards a Dynamic Description of the Attributes of Organizational Change | **Guido Maes**, Catholic U. Leuven; **Geert van Hootegeem**, Catholic U. Leuven

Tipping the Balance: Overcoming Persistent Problems in Change | **William A Pasmore**, Columbia U.

1397 : (DRP Session) - (ODC) **Strategies, Tools, and Approaches for Enabling Leadership Development and Employee Engagement**

9:45am - 11:15am Grand Hyatt: Travis B
Tweet this session: #AOM2011 1397

Facilitator: **Vanessa Urch Druskat**, U. of New Hampshire

→ Enabling Employee Engagement: A Closer Look | **Satu Teerikangas**, UCL; **Liisa Valikangas**, Aalto U.

🗨️ Using Developmental Peer Review to Promote Reflection and Change in Organizations | **Davide Nicolini**, U. of Warwick; **Jean Hartley**, U. of Warwick; **Annette Stansfield**, U. of Warwick; **Judith M. Hurcombe**, UK Local Government Improvement and Development

The Benefits of Participative Change Management: The Introduction of CRM | **Ben Emans**, U. of Groningen; **Jelle Bouma**, U. of Groningen; **Peter Verhoef**, U. of Groningen

Organisational Climate Change and Employee Engagement: A Longitudinal Study(WITHDRAWN) | **Alfred Presbitero**, Asian Institute of Management; **Peter Langford**, Macquarie U.

Leadership Development as a Mindset: Teaching the Process of Development | **Peter G Dominick**, Stevens Institute of Technology; **Richard R Reilly**, Stevens Institute of Technology

1398 : (DRP Session) - (OMT) **Uncertainty and the Formation and Management of Alliances**

9:45am - 11:15am San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 1398

Chair: **Xiaohui Lu**, National U. of Singapore

Uncertainty and The Permeability of Organizational Boundaries: Hypotheses and Empirical Tests | **Francesca Pallotti**, U. of Lugano; **Alessandro Lomi**, U. of Lugano

Alliance Formation and Partner Selection under Macroeconomic Uncertainty | **Pooya Tavakoly**, U. of Lugano; **Nikolaus Beck**, U. of Lugano

Interpartner Decision Making in Alliances: Integrating Discrepancies and Internal Tensions | **Rajesh Kumar**, Nottingham U.; **TK Das**, City U. of New York

Networks, Innovation, and Change in Japanese Electronics, 1985-98 | **James R Lincoln**, U. of California, Berkeley; **Bernadette Doerr**, U. of California, Berkeley; **Didier Guillot**, Chinese U. of Hong Kong

1399 : (Paper Session) - (OMT) **New Applications and Questions in Network Research**

9:45am - 11:15am San Antonio Convention Center: Room 214 C
Tweet this session: #AOM2011 1399

Chair: **Binod Sundararajan**, Dalhousie U.

Prescriptions For Network Strategy: Does Pooled Cross-Section Evidence Support Them? | **Joel Baum**, U. of Toronto; **Robin Cowan**, UNU-MERIT/Maastricht U.; **Nicholas Jonard**, U. Luxembourg

Network Approaches to Organization and Communication | **Steffen Blaschke**, U. of Hamburg; **Dennis Schoeneborn**, U. of Zurich; **David Nils Seidl**, U. of Zurich

An Information Based View on the Performance of Dynamic Business Networks | **Otto Koppius**, RSM Erasmus U.; **Sarita Koendjiharie**, RSM Erasmus U.; **Eric van Heck**, Erasmus U. Rotterdam; **Peter Vervest**, RSM Erasmus U.

→ Affiliation Networks and Small Worlds in Wireless Telecom Standardization | **Aija Elina Leiponen**, Imperial College Business School

1400 : (DRP Session) - (OMT) **Institutions & Individuals**

9:45am - 11:15am San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 1400

Chair: **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School

Where Fools Fear to Tread: Analysts' Tenure and Performance on Banks' Stock Coverage Initiation | **Matteo Prato**, IESE Business School

→ How Does Legitimation Cognitively Influence Actors? | **Hongwei Xu**, INSEAD; **Litao Zhao**, National U. of Singapore

The (Ab)Use of External Institutions in Politics and Power Struggles | **Christian M. B. Gebhardt**, Catholic U. of Eichstaett-Ingolstadt

Logics of Logics: Rigidity and Responsiveness Logics in the National Football League | **Benjamin M. Cole**, Fordham U.; **Brian P. Soebbing**, U. of Alberta; **Marvin Washington**, U. Alberta

1401 : (Paper Session) - (OMT) **Resource Partitioning and Organizational Forms**

9:45am - 11:15am San Antonio Convention Center: Room 218
Tweet this session: #AOM2011 1401

Chair: **Nathan Betancourt**, Erasmus U. Rotterdam

The Only game in Town? Related Agglomeration and the Mortality of Professional Sports Leagues | **Michael E. Dobbs**, Eastern Illinois U.; **Richard Harrison**, U. of Texas, Dallas; **Xia Zhao**, California State U. Dominguez Hills; **James B. Wade**, Emory U., Gozuieta Bus Sch

Oppositional, Resonant and Credible Identities: Partitioning in the German Electricity Market | **Min Liu**, U. of Lugano; **Filippo Carlo Wezel**, U. of Lugano

Organizational Form And the Survival of Retail Stores in California, 1990-2003 | **Nydia MacGregor**, Santa Clara U.

Between Founding and Failure: The Role of Change Compatibility | **HeeJung Jung**, INSEAD

1402 : (OMT, BPS, ODC) **Leading-edge Practices and Research for Designing Organizations Facing Dynamic, Global Environments**

9:45am - 11:15am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1402

Organizer: **George P. Huber**, U. of Texas, Austin

Discussant: **Borge Obel**, Aarhus U.

Executing Multi-Dimensional Organization Designs | **Jay Galbraith**, U. of Southern California

A Future for Organizational Design Research | **Richard M Burton**, Duke U.

Unfamiliar Opportunities: Challenges of East-West Alliances | **Steven S. Lui**, U. of New South Wales; **Jane Qiu**, AGSM-Australian School of Business

Organizing for Flexibility: Addressing Dynamic Capabilities and Organization Design | **Henk W. Volberda**, Erasmus U.

1403 📄SHCS: (OMT, SIM, HR) **Shifting Power and the Changing U.S. Employment Relationship**

9:45am - 11:15am San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1403

Organizers: **J. Adam Cobb**, U. of Michigan; **Forrest Briscoe**, Pennsylvania State U.

Discussant: **Gerald F Davis**, U. of Michigan

Why has job mobility increased? Unions, organizational size and the growth of external hiring | **Matthew J. Bidwell**, U. of Pennsylvania

The Inter-organizational Diffusion of Corporate Cuts to Retiree Health Benefits | **Forrest Briscoe**, Pennsylvania State U.; **Chad Murphy**, Pennsylvania State U.

The Employment Contract Broken? The (Non) Abandonment of Defined Benefit Pensions | **J. Adam Cobb**, U. of Michigan

Race and Employers' Changing Responses to Union Organizing Campaigns | **John-Paul Ferguson**, Stanford U. **Winner of OMT Division Best Symposium Proposal Award**

1404 📄JS: (OMT, TIM) **Expert Work and Organizations: Bridging Organization Theory and the Sociology of Professions**

9:45am - 11:15am San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1404

Organizers: **Roman V. Galperin**, MIT Sloan; **Ryan Hammond**, Massachusetts Institute of Technology

Discussants: **John Van Maanen**, Massachusetts Institute of Technology; **Pamela S. Tolbert**, Cornell U.

Institutional Logics and Occupational Identities: a study of the HR profession | **Kurt Sandholtz**, Stanford U.

Social Movements, Human Capital, and the Construction of Occupational Community in Emerging Fields | **Ryan Hammond**, Massachusetts Institute of Technology

Resilient Routines: The Role of Daily Work Practices in Maintaining Professional Boundaries | **Ruthanne Huising**, McGill U.

Client management strategies in professional services organizations | **Roman V. Galperin**, MIT Sloan

1405 📄: (Paper Session) - (ONE) **Reporting, Investors and Corporate Environmental Performance**

9:45am - 11:15am Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 1405

Chair: **Michael L. Barnett**, Oxford U.

Investor Reaction to Firm Environmental Management Reputation | **Joshua Reece Aaron**, East Carolina U.; **Amy McMillan**, East Carolina U.; **Brandon Cline**, Mississippi State U.

How Changes in Environmental Performance Affect Profitability | **Nicholas J. Switanek**, Northwestern U.

To Tell or Not to Tell? Sustainable Development Strategies and Quality of Corporate Reporting | **Maria J. Montes-Sancho**, U. of Carlos III de Madrid; **Maria Jose Alvarez-Gil**, U. of Carlos III de Madrid; **MARIA CRISTINA DE STEFANO**, U. of Carlos III de Madrid

1406 : (Paper Session) - (PNP) **Innovations in Public Management**

9:45am - 11:15am Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1406

Chair: **Michael Hess**, U. of New South Wales

Boards of Directors' Contribution to State-Owned Companies Innovation | **Andrea Calabrò**, Tor Vergata U.; **Mariateresa Torchia**, Tor Vergata U.; **Marina Brogi**, U. la Sapienza

Turnaround Management Strategies in Public Systems: A Different Look at Performance | **Itai Beeri**, U. of Haifa

Electronic Government Service Quality and Its Outcome: A Singapore Perspective | **Rohit Nishant**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **Shirish C Srivastava**, HEC Paris

Why Do Public Organizations Have Difficulty with Learning and Retention? | **Mohan P. Pokharel**, U. of Washington, Bothell

1407 📄: (DRP Session) - (SAP) **Strategy-as-Practice: From Ontology to Theory**

9:45am - 11:15am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1407

Facilitator: **Ann Langley**, HEC Montreal

S-as-P: Appropriation of HCA Theory by the ABV – Toward Ontology of Practice of Strategy in Organizations | **Marcio Luiz Marietto**, Faculdade Campo Limpo Paulista - FACCAMP; **Cida Sanches**, Faculdade Campo Limpo Paulista - FACCAMP; **Manuel Meireles**, Faculdade Campo Limpo Paulista - FACCAMP

One More Time - What is Practice? | **Elena P. Antonacopoulou**, U. of Liverpool

Strategic Planning Process: Taking a Becoming Lens | **A. Paul Spee**, Aston Business School

Linking Micro and Macro Levels of Analysis in Strategy-as-Practice Research | **Francis Cornut**, HEC Montreal

Exploring the Divide: Why Have US-based Journals Not Taken to the Strategy-as-Practice Turn? | **Stephen Cummings**, Victoria Management School; **Urs Daellenbach**, Victoria U. of Wellington; **Terry Bowe**, Victoria U. of Wellington

1408 → 📄: (Paper Session) - (SIM) **Corporate Governance: Trust and Transparency**

9:45am - 11:15am Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1408

Chair: **James E. Mattingly**, U. of Northern Iowa

Hedge Funds, Transparency, and Trust | **Bridget L. Cameron**, San Diego State U.; **Lori Versteegen Ryan**, San Diego State U.

Beyond Me, Myself, and I: An Upper Echelon Perspective on CEO Humility | **Cynthia E. Devers**, Tulane U.; **Mason A**

TUESDAY

Carpenter, U. of Wisconsin, Madison; **Jay O'Toole**, U. of Wisconsin, Madison; **Scott D. Graffin**, U. of Georgia

Managing Expectations in Times of Crisis: The Roles of Optimism, Underestimation, and Realism | **Michael D. Pfarrer**, U. of Georgia; **Ken G. Smith**, U. of Rhode Island; **Anthony R. Wheeler**, U. of Rhode Island

1409 (DRP Session) - (SIM) **Corporate Social**

Responsibility at the Institutional Level

9:45am - 11:15am Marriott Rivercenter: Conference Room 17

Tweet this session: **#AOM2011 1409**

Chair: **Cristina Neesham**, Monash U.

Corporate Social Responsibility as a Market Governance Mechanism | **Kenneth Amaeshi**, U. of Edinburgh; **Onyeka K Osuji**, Exeter U.; **Jonathan P Doh**, Villanova U.

Institutional and Economic Drivers of Corporate Responsibility to Employee Stakeholders | **Michelle Karen Westermann-Behayo**, American U.; **Harry J Van Buren**, U. of New Mexico; **Shawn Berman**, U. of New Mexico

Economic Markets, Collective Action, and the Big Box Retailer Problem | **Brent D Beal**, The U. of Texas at Tyler

Corporate Social Responsibility in Developing Countries: An Institutional Analysis | **Alberto Willi**, IAE - U. Austral; **Stephen Brammer**, U. of Warwick; **Andrew I. Millington**, U. of Bath

Beliefs about Social Responsibility at Work | **Roni Factor**, Harvard U.; **Amalya L Oliver**, Hebrew U. of Jerusalem; **Kathleen Montgomery**, U. of California, Riverside

1410 (Paper Session) - (SIM) **Business Government**

Relations: Public Policy and Social Change

9:45am - 11:15am Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 1410**

Chair: **Joel M. Evans**, Sungkyunkwan U.

Hope in Narratives of Social Change Agency Work | **Oana Branzei**, U. of Western Ontario

Social Capital – A Dynamic View | **Abhijit B Ghosh**, McGill U.; **Rajiv Nag**, Georgia State U.

Social Equity as a Concern of Management: The Role of Income Inequality | **Bryan W Husted**, York U.

1411 JS: (SIM, OB, CM) **Cognitive Approaches to Behavioral Ethics**

9:45am - 11:15am Marriott Rivercenter: Salon B

Tweet this session: **#AOM2011 1411**

Chairs: **Celia Moore**, London Business School; **Francesca Gino**, Harvard U.

Discussant: **Ann Tenbrunsel**, U. of Notre Dame

Unable to Resist Temptation: How Self-Control Depletion Promotes Unethical Behavior | **Maurice Schweitzer**, U. of Pennsylvania; **Nicole Mead**, IRIC - Tilburg U.; **Dan Ariely**, Duke U.

The Ethical Consequences of Being Busy: A Dominant Response Perspective | **Dolly Chugh**, New York U.; **Mary Kern**, Baruch College; **Hee Young Kim**, New York U.

Can Task Design Promote Ethical Behavior? Enhancing Ethicality through Task Variety | **Relie Rachel Derfler-Rozin**, London Business School; **Celia Moore**, London Business School

It's the Thought That Will Count: Future Behavior Is Seen as More Intentional than Past Behavior | **Zachary Burns**, U. of

Chicago; **Eugene M Caruso**, U. of Chicago; **Daniel Bartel**, Columbia U.

Sweeping Dishonesty under the Rug: How Unethical Actions Lead to Moral Forgetting | **Lisa L Shu**, Harvard U.; **Francesca Gino**, Harvard U.

1412 (Paper Session) - (TIM) **Employees, Incentives, and Innovation**

9:45am - 11:15am San Antonio Convention Center: Room 006 A

Tweet this session: **#AOM2011 1412**

Chair: **Nancy Marie Landreville**, Massachusetts Institute of Technology

Do Non-Competition Agreements Lead Firms to Pursue Path-Breaking Inventions? | **Raffaele Conti**, Bocconi U.

When Knowledge Walks Out The Door: A Longitudinal Examination of Inventors' Mobility across Firms | **Francisco Polidoro**, U. of Texas, Austin; **Matt Theeke**, U. of Texas, Austin

The Price of Silence: Scientists' Trade-offs between Publishing and Pay | **Henry Sauermann**, Georgia Institute of Technology; **Michael Roach**, U. of North Carolina

1413 (Paper Session) - (TIM) **Feedback and Adaptation in Innovation**

9:45am - 11:15am San Antonio Convention Center: Room 006 B

Tweet this session: **#AOM2011 1413**

Chair: **John S. Chen**, U. of Michigan

A Stage-Wise Approach to Investigating Performance Effects of Cycle Time Reduction | **Katrin Eling**, Eindhoven U. of Technology; **Fred Langerak**, Eindhoven U. of Technology; **Abbie Griffin**, U. of Utah

Organizational Learning from Product Failure and the Related Reliability of Subsequent New Products | **Manpreet Hora**, Georgia Institute of Technology; **David Maslach**, Ivey School of Business

The Effect of Inconsistent Performance Feedback on the Pursuit of Innovation | **Gerardus J. M. Lucas**, Tilburg U.; **Marius T.H. Meeus**, Tilburg U.; **Petru Lucian Curseu**, Tilburg U.; **Joris Knobens**, Tilburg U.

1414 (Paper Session) - (TIM) **Managing R&D**

9:45am - 11:15am San Antonio Convention Center: Room 006 C

Tweet this session: **#AOM2011 1414**

Chair: **Elisa Giuliani**, U. of Pisa

Measuring Multinational s' R&D Activities in China by Patent Database | **Kazuyuki Motohashi**, U. of Tokyo

Interdisciplinary Research: Dynamics and Difficulties | **Paul Hibbert**, Strathclyde U.; **Frank Siedlok**, Strathclyde U.

The Effects of Ownership Structure on Ambidextrous R&D Capability | **KwangWook Gang**, Lally School of Management & Technology

1415 (DRP Session) - (TIM) **Modularity and New Product Development**

9:45am - 11:15am San Antonio Convention Center: Room 008 A

Tweet this session: **#AOM2011 1415**

Facilitator: **Darlene Alexander-Houle**, Hewlett Packard

Examining the Moderating Factors on the Relationship between Modularity and New Product Performance | **Kuang-Peng Hung**, Ming-Chuan U.; **Yun-Hwa Chiang**, Ming-Chuan U.

- 📄 Adoption of Modular CNC Product Architecture in Industrial Robotics Industry | **Raja Roy**, Drexel U.
 - 📄 System Design and the Cost of Complexity: Putting a Value on Modularity | **Alan MacCormack**, Massachusetts Institute of Technology; **Dan Sturtevant**, Massachusetts Institute of Technology
- Architecture, modularity and the role of knowledge - a multi-level exploration | **Richard Tee**, Imperial College London

1416 📄: (Paper Session) - (TIM) **Knowledge Creation Capability**

9:45am - 11:15am San Antonio Convention Center: Room 213 B
 Tweet this session: #AOM2011 1416

Chair: **Iva Petkova**, Columbia U.

Internal Capabilities, External Network Positions, and Knowledge Creation | **Yin-Chi Liao**, Rensselaer Polytechnic Institute; **Phillip H Phan**, Johns Hopkins U.

- 📄 Capturing Value from Information Technology Innovation: A Demand-Based Study of Knowledge Strategies | **Nelson Granados**, Pepperdine U.; **Ana Cristina O Siqueira**, Pepperdine U.

Knowledge Base of Industrial Cluster and Start-ups' Innovation Performance | **Kun Fu**, Bocconi U.

1417 📄JS: (TIM, ONE, ENT) **The Emergence of the Cleantech Sector: Institutional Actors, Innovation, and Adoption**

9:45am - 11:15am San Antonio Convention Center: Room 006 D
 Tweet this session: #AOM2011 1417

Organizers: **Antoaneta Petkova**, San Francisco State U.; **Sanjay Jain**, Santa Clara U.

Chair: **Xin Yao**, U. of Colorado, Boulder

Discussants: **Michael Lenox**, U. of Virginia; **Wesley Sine**, Cornell U.

Policy Drivers of the Direction of Innovative Activity | **Jeffrey G. York**, U. of Colorado, Boulder; **Michael Lenox**, U. of Virginia

The Determinants of Firm's Adoption of Clean Energy Technologies | **Matt Theeke**, U. of Texas, Austin

Policy Aversion Bias and the Financing of Cleantech Innovation | **Sylviane Chassot**, U. of St. Gallen; **Nina Lucia Hampf**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen

Modular Regulation Creation: Lessons from the Carbon Offsets Market | **Hans Nikolas Rawhouser**, U. of Minnesota, Twin Cities

Tuesday 10:10AM

1418 : (OB) **Making Connections Coffee**

10:10am - 11:10am Grand Hyatt: Texas Ballroom B
 Tweet this session: #AOM2011 1418

Tuesday 11:30AM

1419 📄: (Paper Session) - (BPS) **Governance and Innovation**

11:30am - 1:00pm San Antonio Convention Center: Room 201
 Tweet this session: #AOM2011 1419

Chair: **John G Michel**, U. of Notre Dame

- 📄 Just Talk? Market Responses to Strategic Plan Announcements | **Richard Whittington**, Said Business School;

Basak Yakis-Douglas, Oxford U.; **Kwangwon Ahn**, Said Business School

- ➔ 📄 How Do Family Ownership, Management, and Control Affect R&D? Evidence from Family Firms in Korea | **Joon Mahn Lee**, U. of Pennsylvania

- 📄 Managerial Insulation and Research And Development Investments: An Empirical Examination | **Ravi Dharwadkar**, Syracuse U.; **Natarajan Balasubramanian**, Syracuse U.; **Sanghyun Suh**, Syracuse U.

- 🔗 Top Management Team Attention Focus on Exploration and Exploitation: A Dynamic Perspective | **Tine Buyl**, U. of Antwerp; **Christophe Boone**, U. of Antwerp

1420 📄: (Paper Session) - (BPS) **Networks, Social Capital, and Diffusion of Knowledge**

11:30am - 1:00pm San Antonio Convention Center: Room 202 A
 Tweet this session: #AOM2011 1420

Chair: **Michael Jensen**, U. of Michigan

- 📄 Informal Pressure for Corporate Charitable Activities | **Weichieh Su**, U. of Texas, Dallas; **Zhiang "John" Lin**, U. of Texas, Dallas

- 📄 Inducements and Spillover of New Ventures' Utilization of Managerial Social Capital | **Han Jiang**, Tulane U.; **Albert Cannella**, Tulane U.; **Jie Jiao**, Tsinghua U.

- 📄 Citation Footprints on the Sands of Time: An Analysis of Idea Migrations in Strategic Management | **Sridhar Nerur**, U. of Texas, Arlington; **Abdul A Rasheed**, U. of Texas, Arlington; **Alankrita Pandey**, U. of Texas, Arlington

- 📄 Status and the Reproduction of Structural Holes | **Guangxi Zhang**, City U. of Hong Kong

1421 📄: (DRP Session) - (BPS) **Organizational Learning and Change**

11:30am - 1:00pm San Antonio Convention Center: Room 202 B
 Tweet this session: #AOM2011 1421

Facilitator: **Aldas Pranas Kriauciunas**, Purdue U.

- 📄 Learning from Self and from Others: The Janus-Faced View of Learning from High Risk Variation | **Stewart R. Miller**, U. of Texas, San Antonio; **Lorraine Eden**, Texas A&M U.; **Joanna Tochman Campbell**, Texas A&M U.

- 📄 The Emergence of Absorptive Capacity: A Revisit and Re-Conceptualization | **Ieva Martinkenaite**, Norwegian School of Management; **Karl Joachim Breunig**, Norwegian School of Management

- 📄 Reaching and Falling: Why Failure in Exploration Differs from Failure in Exploitation | **J.P. Eggers**, New York U.; **Jung-Hyun Suh**, New York U.

- 📄 Failure and Firm Exploration of New Products | **David Maslach**, Ivey School of Business

1422 📄: (DRP Session) - (BPS) **Innovation in Startups and New Ventures**

11:30am - 1:00pm San Antonio Convention Center: Room 203 A
 Tweet this session: #AOM2011 1422

Facilitator: **Martin Ganco**, U. of Minnesota

- 🔗 📄 Entrepreneurial Optimism and Venture Capital Valuations | **Gary Dushnitsky**, London Business School

- 📄 Creative Dynamic Capability and Institutional Entrepreneurship: A Process Approach | **Harry Sminia**, U. of Sheffield

- 🗣️📄 Knowledge Transfer Between Start-Ups and Established Firms in the Medical Device Industry | **Sheryl Winston Smith**, Temple U.; **Sonali K. Shah**, U. of Washington
- 📄 Product Innovation in a New Industry | **Raja Roy**, Drexel U.
- 📄 Patent Disclosure and Its Signaling Aspect | **Yoon-Suk Baik**, KAIST

1423 📄: (DRP Session) - (BPS) **CEOs: Decision Making and Succession**

11:30am - 1:00pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 1423

Facilitator: **Yuri Mishina**, Michigan State U.

- Leading CEOs into Temptation: Earnings Management and Decision Making Under Risk | **Geoff Martin**, IE Business School; **Luis R Gomez-Mejia**, Texas A&M U.; **Robert M Wiseman**, Michigan State U.
- 📄 CEO Status, CEO Reputation and Acquisition Risk-Taking | **Russell Fralich**, Saint Mary's U., Canada
- 🗣️📄 CEO Succession in Young Ventures and Mature Organizations: A Multi-Theoretical View | **Shih-Chi Chiu**, Nanyang Technological U.; **Richard A Johnson**, U. of Missouri at Columbia
- 📄 Firm Performance, Employee Ownership and CEO Succession | **Zied Guedri**, EM Lyon; **Xavier Hollandts**, ESC Clermont Graduate School of Management; **Asma Fattoum**, EM Lyon
- 📄 Temporal Shifts in CEO Impact on US Firm Outcomes, 1950 - 2009 | **Timothy J. Quigley**, Pennsylvania State U.

1424 📄: (Paper Session) - (BPS) **Intra- and Inter-Industry Heterogeneity**

11:30am - 1:00pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1424

Chair: **Carmelo Cennamo**, Bocconi U.

- 🗣️📄 Effect of Relative Compensation Dispersion on Mobility and Entrepreneurship of Extreme Performers | **Seth Carnahan**, U. of Maryland, College Park; **Rajshree Agarwal**, U. of Maryland; **Benjamin A. Campbell**, Ohio State U.
- 📄 Sources of Performance Heterogeneity in the Different Nationals' Competitive Landscapes | **Roberto Vassolo**, Austral U.; **Hernan Etiennot**, Austral U.; **Francisco Diaz Hermelo**, IAE Business School Argentina
- 📄 An Empirical Analysis of Strategic Groups in the Airline Industry Using Latent Class Regressions | **B P S Murthi**, U. of Texas, Dallas; **Abdul A Rasheed**, U. of Texas, Arlington; **Irene Goll**, U. of Scranton
- 🗣️📄 Revisiting Profitability: Firm, Business Group, Industry and Country Effects | **Paul Antony Kattuman**, Cambridge U.; **Diego Rodriguez**, U. Complutense de Madrid; **Dmitry Sharapov**, U. of Cambridge; **F. Javier Velazquez**, U. Complutense de Madrid

1425 📄: (DRP Session) - (BPS) **Sociological Foundations of Corporate Governance**

11:30am - 1:00pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1425

Facilitator: **Thomas Clarke**, U. of Technology, Sydney

- 📄 Corporate Ownership Structure and Managerial Relational Signaling | **Hossam Zeitoun**, U. of Zurich; **Paolo Pamini**, ETH Zurich

- 📄 What Mechanisms Lie behind Symbolic Management? Evidence from Corporate Environmental Management | **Eun-Hee Kim**, George Washington U.; **Thomas P Lyon**, U. of Michigan

- 📄 The Unimportance of Opportunism | **Ian Maitland**, U. of Minnesota

- Corporate Culture as Determinant of Firm Conduct and Performance: Religiosity and Buyouts | **Aviad Pe'er**, Rutgers U., Newark; **Oliver Gottschalg**, HEC Paris

- Understanding and Managing the Reputational Penalties of Financial Restatements | **Ivana Naumovska**, Erasmus U. Rotterdam

1426 🗣️🗣️📄 JS: (BPS, MOC) **Inter-firm Trust: Towards a Multi-Source and Multi-Level Conceptualization**

11:30am - 1:00pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1426

Organizers: **Kirsimarja Blomqvist**, Lappeenranta U. of Technology; **Steven C Currall**, U. of California, Davis

Presenters: **Reinhard Bachmann**, U. of London, Birkbeck; **TK Das**, City U. of New York; **Laura Poppo**, U. of Kansas; **Andrew H. Van de Ven**, U. of Minnesota

1427 🗣️ JS: (BPS, OMT, TIM) **The Positive and Negative Role of Organizational Learning in Capability Development**

11:30am - 1:00pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1427

Chair: **Libby Weber**, U. of California, Irvine

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

Reshuffling and Regrouping: Resource Recombination in Markets and Organizations | **Peter G Klein**, U. of Missouri; **Nicolai Foss**, Copenhagen Business School

Building Organizational Capability: Learning and the Alliance Function | **Kyle J Mayer**, U. of Southern California

The Need to Suspend Learning in Dynamic Capabilities: When a Rosy Past Leads to a Wilted Future | **Russell Coff**, U. of Wisconsin, Madison; **Rodolphe Durand**, HEC Paris; **Violetta Gerasymenko**, U. Nova of Lisbon

Contracting Capabilities and Organizational Memory: Systematic Biases in Contract Libraries | **Libby Weber**, U. of California, Irvine

1428 🗣️🗣️🗣️ JS: (CAR, CMS, HR) **West Meets North and South as well as East: Twenty-First Century Global Mobility and Movement.**

11:30am - 1:00pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1428

Discussant: **Wolfgang Mayrhofer**, WU Vienna

"No Country for 'Old' Men?": Exploring the Careers of International Medical Graduates in Canada" | **Jelena Zikic**, York U.; **Julia Richardson**, York U.

Experiencing Career Migration: The Case of Indian Research Scientists | **Joanne Duberley**, U. of Birmingham UK; **M N Ravishankar**, Loughborough U.; **Laurie Cohen**, Loughborough U.

Understanding the Careers of Professional Migrants: A Local-Global Dynamic | **Marian Crowley-Henry**, National U. of Ireland Maynooth; **Akram Al Ariss**, Champagne School of Management; **David Thomas Weir**, Liverpool Hope U.

The Sociology of the Stranger and Global Mobility and Movement | **Steve McKenna**, York U.; **Nadia C. DeGama**, York U.

The Low Carbon Career | **John Blenkinsopp**, U. of Teesside; **Tracy Scurry**, Newcastle U.

1429 📄SHCS: (CAR, HR, OB) **The Protean Career: a Panacea for Today's Labor Market Challenges?**

11:30am - 1:00pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1429

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **Nicky Dries**, Katholieke U. Leuven

Discussant: **Monique Valcour**, EDHEC Business School

First Things First: How to Conceptualize and Measure the Protean Career (and Why) | **Yehuda Baruch**, Rouen Business School

Coping with an Insecure Employment Environment: The Role of Protean and Boundaryless Attitudes | **Jon P. Briscoe**, Northern Illinois U.; **Stephanie Case Henagan**, Northern Illinois U.; **James Paul Burton**, Northern Illinois U.

Protean Career Orientation and Person-Career Fit throughout the Attraction-Selection-Attrition Cycle | **Nicky Dries**, Katholieke U. Leuven; **Rein De Cooman**, Lessius U. College

Relationships between Protean Attitudes, Self-Management, Engagement and Retirement Intentions | **Ans De Vos**, Vlerick Leuven Gent Management School

1430 📄CAU: (CAU) **Women on Boards of Higher Education Institutions**

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1430

Organizer: **Diana Bilimoria**, Case Western Reserve U.

1431 📄CAU: (CAU) **In Search for Theory: What Hampers Innovation?**

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 1431

Organizers: **Edeltraud Guenther**, Technische U. Dresden;

Anne-Karen Hueske, Technische U. Dresden

Facilitators: **Katharina Hoelzle**, Berlin Institute of Technology; **Peter Kesting**, Aarhus U.; **Martina K. Linnenluecke**, U. of Queensland;

Klaus Moeller, U. of St. Gallen; **Lutz Preuss**, Royal Holloway, U. of London; **Kristin Stechemesser**, Technische U. Dresden

Facilitators: **Katharina Hoelzle**, Berlin Institute of Technology; **Peter Kesting**, Aarhus U.; **Martina K. Linnenluecke**, U. of Queensland; **Klaus Moeller**, U. of St. Gallen; **Lutz Preuss**, Royal Holloway, U. of London; **Kristin Stechemesser**, Technische U. Dresden

1432 📄🌐🗺️🗨️📄CAU: (CAU) **The Humanistic Management Network**

11:30am - 1:00pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1432

Organizers: **Michael Andreas Pirson**, Fordham U.; **Heiko Spitzack**, FDC - Fundacao Dom Cabral

Participants: **Wolfgang Amann**, Goethe U. Frankfurt; **Claudia Verena Peus**, Ludwig Maximilians U.; **Alejo José G. Sison**, U. of Navarre; **Domenech Mele**, IESE U. of Navarra; **Anil K. Gupta**, Indian Institute of Management, Ahmedabad; **Ernst von Kimakowitz**, The Humanistic Management Network; **Claus Dierksmeier**, Stonehill College

Participants: **Wolfgang Amann**, Goethe U. Frankfurt; **Claudia Verena Peus**, Ludwig Maximilians U.; **Alejo José G. Sison**, U. of Navarre; **Domenech Mele**, IESE U. of Navarra; **Anil K. Gupta**, Indian Institute of Management, Ahmedabad; **Ernst von Kimakowitz**, The Humanistic Management Network; **Claus Dierksmeier**, Stonehill College

1433 📄📄CAU: (CAU) **Enlightened Approaches to Researching Human Capital**

11:30am - 1:00pm Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 1433

Session organizers and participants are asked to contribute their knowledge of existing research streams in human capital with the intention of identifying thematic gaps that can be developed with future research contributions.

Coordinators: **Jennifer Moss**, Bellevue U.; **Greg Ashley**, Bellevue U.

1434 : (Paper Session) - (CDP) **Management Consulting, Conflicts, and Business Growth**

11:30am - 1:00pm Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 1434

Facilitator: **Sotirios Paroutis**, U. of Warwick

📄**TIM:** How Interpersonal and Task-Related Conflicts of Temporary Staff Impact Work Group Innovativeness | **Thijs Broekhuizen**, U. of Groningen; **Thom De Vries**, U. of Groningen

🗨️**MC:** Role of the consultant in the reduction of exclusiveness and excess of psychology in management | **Vincent Cristallini**, ISEOR

🗨️**MC:** Does One Size Fit All? Technical Assistance and Small Business Growth | **Joo Hwan Seo**, George Washington U.; **David Tomczyk**, Quinnipiac U.; **Vanessa Pery**, George Washington U.; **George T Solomon**, George Washington U.

📄**MC:** Management Consulting in Independent Professions: Evidence from the law-related sector | **Laurent Cappelletti**, CNAM Paris (France); **Djamel Khouatra**, ISEOR; **Florence Noguera**, U. of Montpellier

1435 : (Paper Session) - (CDP) **Managerial Transformation in China: Theoretical and Empirical Research**

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 1435

Facilitator: **Bat Batjargal**, Harvard U./Peking U.

➔🗨️**OM:** Competition-Cooperation Balance as a Duality: The Frame of Yin-Yang Balance | **Hao Shen**, Xi'an Jiaotong U.; **Haowen Cai**, Xi'an Jiaotong U.; **Heng Liu**, Sun Yat-sen U.

🗨️📄**OB:** Chinese Leader Moral Character: Scale Development and Validation | **An-Chih Wang**, National Taiwan U.; **Ting-Ju Jack Chiang**, U. of Washington; **Bor-Shiuan Cheng**, National Taiwan U.

🗨️**RM:** The theoretical contributions of Chinese context: A three-decade review | **Shuyang You**, Nanjing U.; **Liangding Jia**, Nanjing U.; **Yunzhou Du**, Anhui U. of Finance & Economics

📄**CAR:** Guanxi and Meritocracy: the Impact of Hierarchical Guanxi on Chinese Managers' Promotion | **Yijun Xing**, Beijing Jiaotong U.

1436 🗨️🗨️📄: (Paper Session) - (CM) **Fairness Perceptions: Factors Influencing Managerial and Organizational Efforts to Promote Fairness**

11:30am - 1:00pm Grand Hyatt: Bonham C

Tweet this session: #AOM2011 1436

Chair: **Cecily D Cooper**, U. of Miami

🗨️📄The Role of Self-Constual & Social Context in Determining Manager's Fairness in Dispute Resolutions | **Sheli Sillito**, Brigham Young U.

📄The Implications of Scale Expansion for Evaluation of Performance and Fairness Perception | **Min Kay**, Duke U.; **Richard Larrick**, Duke U.

📄Examining Managers' Perspectives on Fairness-Promotion | **Chris P. Long**, Georgetown U.

TUESDAY

1437 → 🗨️📄 JS: (CMS, IM) Is There a Place for "Place" in the Discourse on Sustainable Enterprise?

11:30am - 1:00pm Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 1437

Organizers: **James J Kennelly**, Skidmore College; **Paul Shrivastava**, Concordia U.

Participants: **Thomas N. Gladwin**, U. of Michigan; **James J Kennelly**, Skidmore College; **Paul Shrivastava**, Concordia U.

1438 : (Paper Session) - (DISC) Commitment, Collaboration, and Communication

11:30am - 1:00pm Hyatt Regency: Blanco

Tweet this session: #AOM2011 1438

Discussant: **Joan Brett**, Arizona State U.

📄OB: Origin of Perceived Support and Commitment Profiles | **Franck Bietry**, Caen U.; **Camus Sandra**, Angers U.

OB: Clash and Rapprochement of Practice and Science in Exec. Ed.: A Social Struggle to Collaborate | **Olivier Louis Bouclier**, Case Western Reserve U.

OB: The Antecedents and Consequence of Individual Psychologically Safe Communication Climate | **Jie Wang**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong

📄OB: Exploring the Antecedents and Consequences of Group Affective Tone | **Nai-Wen Chi**, National Sun Yat-sen U.; **Wei-Chi Tsai**, National Chengchi U.

1439 : (Paper Session) - (DISC) Behavior and Control

11:30am - 1:00pm Hyatt Regency: Frio

Tweet this session: #AOM2011 1439

Discussant: **Anne Fleischer**, U. of Toronto

📄OMT: Organizational Secrets | **Vikas Anand**, U. of Arkansas; **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Daniel J. Slater**, Union U.

📄OMT: Ambidexterity or Reliability? Two Approaches, One Complexity-Centered Organization Type | **Sebastian Kortmann**, U. Muenster; **Carsten Zimmermann**, U. of San Diego

📄OMT: When to Use Loose or Tight Networks for Innovation? Empirical Evidence | **Erwin Hofman**, U. of Twente; **Johannes Halman**, U. of Twente; **Michael Song**, U. of Missouri, Kansas City

📄OMT: Recoupling Processes in Bureaucratic Organizations: A Study of Investments in Performance Appraisals | **Arjan Maarten Floriaan Kozica**, U. der Bundeswehr München; **Julia Brandl**, U. of Innsbruck, School of Management

1440 : (Paper Session) - (DISC) Institutional Issues in International Management

11:30am - 1:00pm Hyatt Regency: Navarro

Tweet this session: #AOM2011 1440

Discussant: **Xiaohua Yang**, U. of San Francisco

🗨️IM: Perception of Signing an Economic Cooperation Framework Agreement with China | **Hsin-Hong Kang**, National Cheng Kung U.; **Shu Li Huang**, Shu Te U.

→ 🗨️📄TIM: Patent Examination at the State Intellectual Property Office in China | **Stefan Wagner**, ESMT European School of Management and Technology; **Johannes Liegsalz**, BMW AG

📄IM: Survival of Matched-Pair Engineering Companies in Different Institutional Environments | **Silvia Teuber**, U. of

Zurich; **Uschi Backes-Gellner**, U. of Zurich; **Paul Ryan**, King's College; **Karin Wagner**, FHTW Berlin

1441 : (Paper Session) - (DISC) Managerial Impact on Change and Innovation

11:30am - 1:00pm Hyatt Regency: Segin

Tweet this session: #AOM2011 1441

Discussant: **Beverly B. Tyler**, North Carolina State U.

🗨️📄BPS: Strategic Renewal and Role Conflict: Linking Absorptive Capacity and Middle Managers' Ambidexterity | **Sebastian Fourne**, Erasmus U. Rotterdam; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Tom Mom**, Erasmus U.; **Slawomir Magala**, Erasmus U.

🗨️📄TIM: The Impact of Top Management Support and Technological Distinctive Competencies on Spanish Firms | **Rodrigo Martín-Rojas**, U. of Granada; **Victor Garcia-Morales**, U. of Granada; **Encarnacion Garcia-Sanchez**, U. of Granada; **Maria Teresa Bolivar-Ramos**, U. of Granada

📄BPS: Bridging Yesterday, Today and Tomorrow: CEO Temporal Attributes, Environment and Firm Innovation | **Sucheta Nadkarni**, Drexel U.; **Jianhong Chen**, Drexel U.

1442 📄: (Paper Session) - (ENT) Social Entrepreneurship

11:30am - 1:00pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1442

Chair: **Regina Frank**, Loughborough U.

📄An Empirical Examination of the Personal Characteristics and Motivations of Social Entrepreneurs | **Kevin Clark**, Villanova U.; **Scott L. Newbert**, Villanova U.; **Narda Quigley**, Villanova U.

📄Untangling the Attention to Social and Economic Goals of Social Entrepreneurs | **Robin Stevens**, U. College Ghent; **Nathalie Moray**, U. College Ghent

🗨️📄Social Policies and Entrepreneurship: Institutional Foundations of Gender Gaps across 24 Countries | **Sarah Thebaud**, Princeton U.

📄Entrepreneurial Intentions: Integrating Insights from Research on Appraisal Dimensions of Affect | **Gordon Kwesi Adomdza**, Northeastern U.; **Adenekan Dedeke**, Northeastern U.

1443 📄: (Paper Session) - (ENT) Entrepreneurship and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1443

Chair: **Ralph A Heidl**, Michigan State U.

📄Windows of Opportunity for Multiple Innovations: Implications of Combinatory Evolution | **Andre O. Laplume**, Michigan Technological U.; **Nicole Barnabe**, U. of Manitoba; **Parshotam Dass**, U. of Manitoba

🗨️Bricolage As A Path To Innovation For Resource Constrained New Firms. | **Julienne Marie Senyard**, Queensland U. of Technology; **Ted Baker**, North Carolina State U.; **Per Davidsson**, Queensland U. of Technology

📄A Cross Level Study on the Role of Firm Ownership and Material Resources in Innovation Projects | **Matthias Weiss**, Otto Beisheim Graduate School of Management (WHU)

📄The Potential Advantages of Family Firms in Searching for Opportunities | **James Fiet**, U. of Louisville

1444 📄: (Paper Session) - (ENT) **The Performance of Family Firms**

11:30am - 1:00pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1444

Chair: **Mike Henry**, Grant MacEwan U.

- 📄 Do US Publicly Listed Family Firms Outperform? A Meta-Analysis. | **Michael Carney**, Concordia U.; **Eric R Gedajlovic**, Simon Fraser U.; **Marc van Essen**, U. Utrecht School of Economics
- 📄 The Propensity to Use Nonfamily Managers' Incentive Compensation in Family Firms | **Esra Memili**, U. of North Carolina, Greensboro; **Kaustav Misra**, Saginaw Valley State U.; **James J Chrisman**, Mississippi State U.; **Erick Paulo Cesar Chang**, Arkansas State U.
- 📄 The Sale of Family Firms: A Holistic Perspective | **Sabine B. Klein**, Otto Beisheim Graduate School of Management (WHU); **Carolyn Decker**, Otto Beisheim Graduate School of Management (WHU)

1445 📄: (DRP Session) - (ENT) **Boards and IPOs**

11:30am - 1:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1445

Facilitator: **John M Mueller**, U. of Louisville

- 📄 Acquisition Probability of Rivals: Information Spillovers from IPOs | **Cheng-Wei Wu**, Purdue U.; **Jeffrey J. Reuer**, Purdue U.
- ➔ 🗣️ 📄 When Entrepreneurs Meet Government Investment: Empirical Evidence from Chinese New Ventures at IPOs | **Tang Wang**, U. of Missouri, Kansas City
- ➔ 🗣️ 📄 Jumping on the Bandwagon: Empirical Evidence of Venture Capitalist at New Venture IPOs? | **Tang Wang**, U. of Missouri, Kansas City
- 📄 The Role of Relationship-Based Strategic Controls in Family Firm Innovation | **Lin Ching Hsu**, National Cheng Kung U.

1446 📄: (DRP Session) - (ENT) **Innovation: Organizational and Strategic Issues**

11:30am - 1:00pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 1446

Facilitator: **Abram Walton**, Purdue U., West Lafayette

- 📄 Product Portfolio Complexity, Absorptive Capacity and the Performance of Young, Technology Firms | **Stephanie A. Fernhaber**, Butler U.
- 📄 The Impact of Management Innovation on Entrepreneurial Family Firms | **Sascha Kraus**, Utrecht U.; **Mikko Pohjola**, U. of Turku; **Aki Koponen**, U. of Turku
- 📄 Business Model Innovation in an Incumbent Firm: A Configuration Perspective | **Xu Han**, GSM, Peking U.
- 📄 The Role of Public Support to Overcome the Effects of Liability of Newness on Product Innovation | **Raquel Antolin-Lopez**, U. of Almeria; **Jose Cespedes-Lorente**, U. of Almeria; **Javier Martinez-del-Rio**, U. de Almeria; **Miguel Perez-Valls**, U. de Almeria
- The Improvisational Entrepreneur: The Role of Improvisation in Entrepreneurial Decision-Making | **Lakshmi Balachandra**, Boston College

1447 : (DRP Session) - (ENT) **Entrepreneurial Strategy: How is it Different, How is it the Same?**

11:30am - 1:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1447

Facilitator: **Paul Louis Drnevich**, U. of Alabama

- 📄 Top Management Support and Initial Strategic Assets: Improving ICV Performance | **Robert P. Garrett**, Oregon State U.; **Donald O. Neubaum**, Oregon State U.
- 📄 Exploring CWB and Related HR Policies in SMEs | **Isabel C. Botero**, Aarhus U.; **Jaclyn M. Jensen**, George Washington U.
- 📄 Coherence as an Alternative to Strategic Complementarity at an Entrepreneurial Firm | **Adam J Bock**, U. of Edinburgh
- Entrepreneurs' Self-Regulatory Processes and New Venture Strategy | **Robert Alan Baron**, Oklahoma State U.; **Corey Fox**, Oklahoma State U.; **William Camron Casper**, Oklahoma State U.; **Keith Hmieleski**, Texas Christian U.
- ➔ 📄 Business Planning and Venture Level Performance: A Study of Replication and Extension | **Benson Honig**, McMaster U.; **Mikael J Samuelsson**, Stockholm School of Economics

1448 : (Paper Session) - (GDO) **Diversity Conceptualization and History (What Do We Know About Diversity?)**

11:30am - 1:00pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 1448

Chair: **James E. King**, U. of Alabama, Tuscaloosa

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

- 📄 The "Good Manager" Over Four Decades: Stability and Change | **Gary N. Powell**, U. of Connecticut; **D. Anthony Butterfield**, U. of Massachusetts, Amherst
- 🗣️ 📄 What Are We Learning about Organizational Diversity? | **Cara Christina Maurer**, U. of Western Ontario; **Mary M. Crossan**, U. of Western Ontario
- 🗣️ 📄 Diversity is What You Want it to be: How Social Dominance Motives Affect Diversity Construals | **Geoffrey C. Ho**, U. of California, Los Angeles; **Miguel M. Unzueta**, U. of California, Los Angeles; **Eric David Knowles**, U. of California, Irvine

1449 : (Paper Session) - (GDO) **Gender Expression & Differences**

11:30am - 1:00pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 1449

Chair: **Jakari Griffith**, Salem State College

Discussant: **Donna Maria Blanco**, Bentley U.

- 📄 Learning the Business: Effects of Gender on Socialization of Organizational Newcomers | **N Rao Kowtha**, Solbridge International Business School
- 📄 Gender Differences in Absenteeism: A Meta-Analysis | **Eric Patton**, Saint Joseph's U.; **Gary Johns**, Concordia U.
- 🗣️ 📄 Intersecting Identities in Various Sectors | **Monika Hudson**, U. of San Francisco; **Eden-Renee Pruitt**, Bard College at Simons Rock

1450 : (DRP Session) - (GDO) **Organizational Climate and Diversity**

11:30am - 1:00pm Grand Hyatt: Travis A

Tweet this session: #AOM2011 1450

Facilitator: **Audrey Murrell**, U. of Pittsburgh

- 🗣️ 🗣️ 📄 A Cross-Level Analysis of Demographic Faultlines and Diversity Climate on Job Dedication | **Yun Chung**, U. of Idaho; **Hui Liao**, U. of Maryland; **Mahesh V. Subramony**, Northern Illinois U.; **Susan E. Jackson**, Rutgers U.; **Saba Colakoglu**, Berry College; **Yuan Jiang**, Indiana-Purdue

Gender, Conflict Handling Style, and Reactions to Abusive Supervision: An Exploratory Examination | **Teri Elkins**, U. of Houston; **Leanne E Atwater**, U. of Houston; **Kori Callison**, U. of Houston; **Zahir Latheef**, U. of Houston; **Kyoung Yong Kim**, U. of Houston

A Meta-Analysis of Diversity Climate and Organizational Commitment and Job Satisfaction | **Oscar Holmes IV**, The U. of Alabama; **Michael A. McDaniel**, Virginia Commonwealth U.; **C Justice Tillman**, U. of Alabama

Another Look at the Comparative Outcomes of Workplace Sexual Harassment and Aggression | **Angela M Dionisi**, Queen's U.; **Julian Barling**, Queen's U.; **Kathryne Dupre**, Memorial U. of Newfoundland

1451 → (Paper Session) - (HCM) Survey and Ethnographic Research Methods in Healthcare Settings

11:30am - 1:00pm Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 1451

Chair: **L Michele Issel**, U. of Illinois, Chicago

Development and Psychometric Testing of the Professional Practice Leader Questionnaire. | **Sara Lankshear**, Relevé Consulting Services; **Mickey Kerr**, U. of Western Ontario; **Carol A. Wong**, U. of Western Ontario

The Unspoken Work of GP Receptionists: A Re-Examination of Emotion Management in Primary Care | **Jenna Ward**, York U.; **Robert Michael McMurray**, Durham U.

Validation of a Measure of Nursing Workarounds | **Jonathon R. B. Halbesleben**, U. of Alabama; **Cheryl Rathert**, U. of Missouri

1452 (Paper Session) - (HR) Changing Nature of HR's Role in Organizations

11:30am - 1:00pm Grand Hyatt: Bonham D

Tweet this session: #AOM2011 1452

Chair: **Debra J. Cohen**, Society for Human Resource Management

Factors Influencing HR Department Power | **Jin-Feng Uen**, National Sun Yat-sen U.; **Shu-Yuan Chen**, National Sun Yat-sen U.; **Tseng-Hui Yang**, National Sun Yat-sen U.

The Roles of the Chief Human Resource Officer: Exploring Time Spent and Sex Differences | **Patrick Wright**, Cornell U.; **Ozias A. Moore**, Cornell U.; **Mark Stewart**, Management and Personnel Systems

Corporate Crisis: the HR Profession (R)evolution? | **Elaine Farndale**, Pennsylvania State U.; **Jaap Paauwe**, Tilburg U. / Erasmus U.; **Paul Boselie**, Utrecht U.

1453 (Paper Session) - (HR) Examining Personality Validity and Measurement in Employee Selection

11:30am - 1:00pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 1453

Chair: **Murray R. Barrick**, Texas A&M U.

The Validity of Conscientiousness: A Test of Two Hypotheses | **Jonathan Shaffer**, West Texas A&M U.; **Bennett E. Postlethwaite**, Pepperdine U.

Measurement Variation across Primary Studies on Personality Trait-Job Performance Correlation | **Lian Shao**, Cornell U.

Validity Dynamism of Personality Traits in the Selection Context | **Lian Shao**, Cornell U.; **Michael Sturman**, Cornell U.

1454 (DRP Session) - (HR) Employee Socialization and Workplace Relationships

11:30am - 1:00pm Grand Hyatt: Mission A

Tweet this session: #AOM2011 1454

Facilitator: **Dan S. Chiaburu**, Texas A&M U.

Social Capital, Core Self-evaluations, and Newcomer Adjustment | **Ruolian Fang**, National U. of Singapore; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota

The Benefits of Being Central: A Social Network Perspective on Individual Performance in Teams | **Inga Carboni**, College of William and Mary; **Kate Ehrlich**, IBM

The Impact of On-The-Job Training and Workplace Socialization on Intrinsic Motivation | **Vurain Tabvuma**, Bournemouth U.; **Yannis Georgellis**, Kingston U. London

The Role of Workplace Relationships in Assisting Nurses and Engineers to Solve Work-Based Problems | **Matthew John Xerri**, Southern Cross U.

1455 JS: (HR, MOC) Learning and Performance Goals: New Directions in Goal Setting Research

11:30am - 1:00pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 1455

Discussant: **Gerard H Seijts**, U. of Western Ontario

The Effects of Having Self-Set Learning and Performance Goals Simultaneously | **Aline D. Masuda**, EADA; **Edwin A. Locke**, U. of Maryland, College Park; **Kevin J. Williams**, State U. of New York, Albany

The Effects of Assigning Performance and Learning Goals Simultaneously | **Edwin A. Locke**, U. of Maryland, College Park; **Aline D. Masuda**, EADA; **Kevin J. Williams**, State U. of New York, Albany

The Effect of Subconscious Performance vs. Learning Goals on Performance | **Gary P. Latham**, U. of Toronto; **Xiao Chen**, U. of Toronto

Participant: **Xiao Chen**, U. of Toronto

1456 (Paper Session) - (IM) Globalization of R&D and Innovation Strategies

11:30am - 1:00pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1456

Chair: **Feng Helen Liang**, Rutgers U.

Emerging Economies as Sources of Innovation: Patenting by Indian and Chinese R&D Subsidiaries | **Tufool Alnuaimi**, Imperial College Business School; **Gerard George**, Imperial College London; **Phanish Puranam**, London Business School

Top Management Leadership Style and Innovation Orientation: An Investigation in Six Countries | **Lis Senta Strenger**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

Patently Different? How does IPR influence globalization of R&D? Evidence from Indian patent reforms | **Anand Nandkumar**, Indian School of Business; **Kannan Srikanth**, Indian School of Business

International Business Strategy, the Resource Based View and Intellectual Property Rights | **Daya Shanker**, Deakin U.

1457 (DRP Session) - (IM) Ownership, Structure, and Governance Influences on MNC Management

11:30am - 1:00pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 1457

Chair: **James H. Biteman**, Tulane U.

The SMNE: The Impact of State Ownership on International and Performance | **Xiaoming He**, Beijing Jiaotong U.
 Effect of Foreign Expansion on Firm Diversification and the Moderation of Family Domination | **Yung-Chih Lien**, National Taiwan U.; **Andrew Delios**, National U. of Singapore
 Subsidiary Linkage and Operational Flexibility Value of Multinational Corporations. | **Sangcheol Song**, Bryant U.; **Gunae Choi**, CEIBS
 → How do Family, Insider, and Block Shareholders Perceive Institutional Risks in Foreign Market Entry? | **Wiboon Kittilaksanawong**, Zhejiang U.
 Private Equity as a Governance Mechanism in a Context of Concentrated Ownership | **Raul Barroso**, HEC Paris; **Tony Davila**, IESE Business School; **Daniel Oyon**, U. of Lausanne

1458 : (Paper Session) - (IM) Effects of Political Economy, Sustainability, and Economic Evolution on International Management

11:30am - 1:00pm San Antonio Convention Center: Room 209
 Tweet this session: #AOM2011 1458

Chair: **Susan H Godar**, William Paterson U.

- The Multidimensional Investment Motivations of the Post-Conflict Liberian Diaspora | **Tjai M. Nielsen**, George Washington U.; **Liesl Riddle**, George Washington U.
- A Firm-Level Test of Complementarity and the Restrictiveness of Variants of Capitalism | **Andrei Kuznetsov**, U. of Central Lancashire; **Marcus Jacob**, European Business School
- R&D as a Network of Centers of Excellence (CoE): A Sustainable Model? | **Srivardhini Keshavamurthy**, Indian Institute of Management, Bangalore; **Rishikesh Krishnan**, Indian Institute of Management, Bangalore

1459 : (Paper Session) - (IM) Alliances, Joint Ventures, and the Network Organization

11:30am - 1:00pm San Antonio Convention Center: Room 210 A
 Tweet this session: #AOM2011 1459

Chair: **Malika Richards**, Pennsylvania State U.

- The Triadic Perspective of Alliance Formation : A Structure Balance Analysis in Dynamic Networks | **Kuen-Shiou Yang**, Academia Sinica, Taiwan
- The Social Environment of MNCs: A Review and Integration of Institutional and Social Capital Theory | **Daniel Rottig**, Florida Gulf Coast U.
- Networks Of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies | **Lite Nartey**, U. of South Carolina

1460 → SHCS: (IM) Leadership across Societies: Universal and Culturally Specific Leadership Behavior Effectiveness

11:30am - 1:00pm San Antonio Convention Center: Room 212 B
 Tweet this session: #AOM2011 1460

Organizer: **Mary F. Sully de Luque**, Thunderbird

Chair: **Mary F. Sully de Luque**, Thunderbird

Presenters: **Mary F. Sully de Luque**, Thunderbird; **Mansour Javidan**, Thunderbird; **Paul J Hanges**, U. of Maryland; **Peter W Dorfman**, New Mexico State U.

1461 → JS: (IM, TIM) Davids & Goliaths in the Global Automotive Industry: Entrants From East, South & New Technologies

11:30am - 1:00pm San Antonio Convention Center: Room 210 B
 Tweet this session: #AOM2011 1461

Organizer: **Florian A. Täube**, EBS Business School

Discussant: **John Paul MacDuffie**, U. of Pennsylvania

Speakers: **Gerald A. McDermott**, U. of South Carolina; **Marc Megel**, South West Research Institute; **Roger Moser**, EBS Business School; **Ram Mudambi**, Temple U.; **Ronaldo C. Parente**, Rutgers U.; **Salvatore Scuderi**, Scuderi Group LLC

1462 (DRP Session) - (MC) Consulting Enlightenment: Knowledge, Justice, Reputation and Diagnosis

11:30am - 1:00pm Grand Hyatt: Bonham B
 Tweet this session: #AOM2011 1462

Facilitator: **Lena Neal**, Benedictine U.

Discussant: **Rickie A. Moore**, EM Lyon

- Proactive diagnosis: How professional service firm employees generate business development leads | **Jan Henrik Sieg**, Swiss Federal Institute of Technology Zurich, ETH; **Alban Fischer**, ETH Zurich; **Martin W Wallin**, Swiss Federal Institute of Technology Zurich, ETH; **Georg von Krogh**, ETH Zurich
- An Organizational Justice View of a Professional Service Relationship | **Terence Rodgers**, U. of Massachusetts, Amherst; **Jane Giacobbe Miller**, U. of Massachusetts, Amherst
 How are Reputation and Quality Built within Management Consultancy Firms? | **William Harvey**, U. of Sydney; **Tim J Morris**, U. of Oxford
- Complements not Substitutes: The Integrated Nature of KM Practices in Management Consultancy Firms | **Taman Powell**, Cardiff U.; **Veronique Ambrosini**, Birmingham U.

1463 (DRP Session) - (MED) Institutional Dilemmas and Issues in Management Education and Development

11:30am - 1:00pm Marriott Rivercenter: Conference Room 16
 Tweet this session: #AOM2011 1463

Facilitator: **Christina A. Hannah**, U. of Maryland, U. College

- External Artifacts Production: The Right Way Is No Less Important Than A Good Start | **Olga I. Ryazanova**, U. College Dublin; **Peter McNamara**, U. College Dublin
- Is There A Stigma? Faculty Perceptions of Tenure Track Applicants with Nontraditional Doctorates | **Katherine A. Karl**, U. of Tennessee, Chattanooga; **Joy V. Peluchette**, RJP Enterprises
- The Influence of Pre Entry Knowledge on Self Definition of Incoming MBA Students | **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **Devi Vijay**, Indian Institute of Management, Bangalore
- Fast Tracks and Inner Journeys: Pathways to Portable Identities for Itinerant Careers | **Gianpiero Petriglieri**, INSEAD; **Jennifer Louise Petriglieri**, INSEAD; **Jack Denfeld Wood**, International Institute of Management
- The Role Of The Academic Administrator In Better Aligning Teaching And Research | **Jeffrey A Mello**, Siena College; **David B. Balkin**, U. of Colorado, Boulder

1464 (MED, ODC, HCM) Learning from Innovative Forms of Evidence-Based Management

TUESDAY

11:30am - 1:00pm Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 1464

Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

Coordinators: **Georges Potworowski**, U. of Michigan; **Christina Rader-Baquero**, Duke U.

Many Managers, Many Ways to Practice Evidence-based Management | **Georges Potworowski**, U. of Michigan; **Christina Rader-Baquero**, Duke U.; **Denise M. Rousseau**, Carnegie Mellon U.

The Masters Project Program: A Medical Center/University Partnership in Evidence Generation and Use | **Andrew N. Garman**, Rush U.; **Shital Shah**, Rush U.; **Tricia J. Johnson**, Rush U.

Use of Knowledge to Support Evidence-based Management in High-performing Health Care Organizations | **Jane Banaszak-Holl**, U. of Michigan; **Christy Harris Lemak**, U. of Michigan; **John R. Griffith**, U. of Michigan; **Kathleen Fear**, U. of Michigan; **Eric Lammers**, U. of Michigan; **Kai Zheng**, U. of Michigan

The Center for Evidence-Based Management: An Inter-organizational Support | **Eric Barends**, VU U. Amsterdam

1465 📄: (Paper Session) - (MH) **Leadership, Collaboration, and Social Purpose in Radically Different Contexts**

11:30am - 1:00pm Marriott Riverwalk: Salon B

Tweet this session: #AOM2011 1465

This session focuses on leadership, TMT collaboration, hierarchy, and social purpose across very different periods, cultures, and settings.

Chair: **Christina Louisa Wassenaar**, Claremont Graduate U.

Discussant: **Peter B. Petersen**, Johns Hopkins U.

📄 Collaborative Leadership in TMTs in The Church of Jesus Christ of Latter-day Saints, 1844-Present | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **Andrew F. Ehat**, Western Standard Publishing

📄 Transcending Hierarchy to Facilitate Shared Leadership: The Counterculture Case of Jerry Garcia | **Barry Barnes**, Nova Southeastern U.; **John Humphreys**, Texas A&M U.-Commerce; **Jennifer Oyler**, Texas A&M U.; **Stephanie Pane-Haden**, Texas A&M U.; **Milorad M. Novicevic**, U. of Mississippi

📄 Performance Logics: Notions of Self and our Attitudes towards Organizing Play | **Deryk Stec**, HEC Montreal

📄 Profit Sharing in the 19th Century: History of a Controversial Remuneration System | **Christophe Estay**, Bordeaux école de Management; **C Lakshman**, Bordeaux école de Management; **Jacques-Olivier Pesme**, Bordeaux école de Management

1466 📄: (Paper Session) - (MOC) **Decision Making**

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 1466

Chair: **Scott Benjamin**, U. of Maryland, College Park

📄 Unconvinced but Persuaded: How Confident Advisors Influence You | **Sunita Sah**, Duke U.; **Robert MacCoun**, U. of California, Berkeley

Do Maximizers Predict Better than Satisficers? - Evidence from the FIFA 2010 World Cup | **Kriti Jain**, INSEAD; **Neil Bearden**, INSEAD

📄 The Role of Feedback, Fear, and Greed in Escalation and De-escalation of Commitment | **Myeong-Gu Seo**, U. of Maryland; **Heajung Jung**, U. of California, Los Angeles

📄 Biased Agents, Unbiased Organizations: Can Organizations Mitigate Individual Biases? | **Dimo Ringov**, ESADE Business School

1467 📄: (OB) **Research in Abusive Supervision: What's on the Horizon?**

11:30am - 1:00pm Grand Hyatt: Bowie A

Tweet this session: #AOM2011 1467

Chairs: **Denise Marie Breaux**, U. of Arkansas; **K. Michele Kacmar**, U. of Alabama

Discussant: **Bennett J. Tepper**, Georgia State U.

Abusive Supervisors' Mood Contagion | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Jia Hu**, U. of Illinois, Chicago

Why Treat People like This? Supervisor Consequences of Abusive Supervision | **Maureen L. Ambrose**, U. of Central Florida; **Deshani B. Ganegoda**, U. of Central Florida

Abusive Supervision, Subordinate Deviance and the Moderating Effects of Work Environment Structure | **Marie S. Mitchell**, U. of Georgia; **Manuela Priesemuth**, U. of Central Florida; **Marshall Schminke**, U. of Central Florida; **Ryan M. Vogel**, Southern Methodist U.

Employee Reactions to Supervisor Abuse of Customers | **Rebecca L. Greenbaum**, Oklahoma State U.; **Mary Bardes**, Drexel U.; **David Mayer**, U. of Michigan

1468 📄: (Paper Session) - (OB) **The Context Matters: Contingencies between Leadership Style and Leader Effectiveness**

11:30am - 1:00pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 1468

Chair: **Anthony P. Ammeter**, U. of Mississippi

📄 Task Interdependence, Relational Focus, and Lifecycle Stages as Contingencies to Team Leadership | **Brad Harris**, Texas A&M U.; **Bradley L. Kirkman**, Texas A&M U.

Overcoming Your Age: The Importance of Contingent Reward for Relatively Younger Leaders | **Claudia Lickleder**, Jacobs U. Bremen; **Astrid C. Homan**, VU U. Amsterdam

📄 Meta-Analysis of Active Management-by-Exception Variability Across Leadership Contexts | **Mark A. Griffin**, U. of Western Australia; **Zenobia Talati**, U. of Western Australia

Leader Charisma in Teams: Building Trust, Enhancing Team Outcomes, and Managing Change | **Christoph Nohe**, U. of Heidelberg; **Bjoern Michaelis**, U. of Heidelberg; **Jochen I. Menges**, U. of Cambridge; **Karlheinz Sonntag**, U. of Heidelberg

1469 📄: (DRP Session) - (OB) **Work-Family Conflict and its Influence on Work Outcomes and Personal Relationships**

11:30am - 1:00pm Grand Hyatt: Crockett B

Tweet this session: #AOM2011 1469

Facilitator: **Susan S. Case**, Case Western Reserve U.

📄 Between You and Me: Exposing the Interpersonal Nature of Work-Nonwork Conflict | **Spela Trefalt**, Simmons College

- The Crossover Effect of Work-Family Conflict: The Role of Family Identity Salience | **Jingjing Lu**, Peking U.; **Chang-qin Lu**, Peking U.
- ☒ The Dual Effects of Human Resource Flexibility on Employees' Work-Family Conflict | **Nien-Chi Liu**, National Central U.; **Chih-Yuan Wang**, National Central U.
- ☒ Reducing Professional Turnover Intentions: The Importance of Work-Family Enrichment | **Marcello Russo**, Parthenope U. of Naples; **Filomena Buonocore**, Parthenope U. of Naples; **Maria Ferrara**, Parthenope U. of Naples

1470 ☒: (DRP Session) - (OB) **The Impact of Proactive Personality and Personal Initiative in Organizations**

11:30am - 1:00pm Grand Hyatt: Crockett C

Tweet this session: **#AOM2011 1470**

Facilitator: **Jason L. Huang**, Michigan State U.

- ☒ Personal Initiative in Virtual Teams: Individual and Team Level Conceptions Impact on Performance | **Julia E. Hoch**, Michigan State U.; **James Hamilton Dulebohn**, Michigan State U.
- ☒ The Interplay between Perspective Taking and Proactive Personality | **Yuanyuan Huo**, City U. of Hong Kong
- ☒ Proactive Personality and Work Success: Disentangling Genetic and Environmental Influences | **Wen-Dong Li**, National U. of Singapore
- ☒ A Closer Look at Informal Mentoring Received: A Test of Moderated Mediation Relationships | **Jian Liang**, Shanghai JiaoTong U.

1471 ☒: (DRP Session) - (OB) **Explaining Employee Commitment: Constructs, Processes, Measures and Impacts**

11:30am - 1:00pm Grand Hyatt: Crockett D

Tweet this session: **#AOM2011 1471**

Facilitator: **Heiko Breitsohl**, U. Wuppertal

- Employee Commitment in Context: The Nature and Implications of Commitment Profiles | **John P Meyer**, U. of Western Ontario; **Natalia M Parfyonova**, Human Resource Systems Group; **Laura J. Stanley**, East Carolina U.
- ☒ The Distal Nature of Organizational Commitment: Effects of Mental Construal and Temporal Distance | **Thomas E Becker**, U. of Delaware; **Michal Herzenstein**, U. of Delaware
- ☒ Validation of a Unidimensional, Target-Free Self-Report Measure of Commitment | **Howard J. Klein**, Ohio State U.; **Janice C. Molloy**, Michigan State U.; **Joseph T. Cooper**, U. of Wyoming; **Jacqueline Alicia Swanson**, The Ohio State U.
- ☒ Temporal Translation of Constructs and Measures: Theoretical Implications and an Application (WITHDRAWN) | **Omar N. Solinger**, Free U. Amsterdam; **Woody Van Olfen**, RSM Erasmus U.; **Robert A. Roe**, Maastricht U.

1472 ☒: (Paper Session) - (OB) **Understanding Transformation Leaders and Unlocking the Antecedents of Transformational Leadership**

11:30am - 1:00pm Grand Hyatt: Republic B

Tweet this session: **#AOM2011 1472**

Chair: **Marshall Glenn Cobb**, US Army Research Institute

- ☒ ☒ Transformational Leadership and Leader Stress: A Model of Reciprocal Effects | **Catherine E Connelly**, McMaster U.; **Kara Anne Arnold**, Memorial U. of Newfoundland

- ☒ → ☒ Genetic Determinants of Transformational Leadership: The Mediating Role of Hope | **Sankalp Chaturvedi**, Imperial College London; **Paraskevi T. Christoforou**, National U. of Singapore
- ☒ ☒ EEG Discriminant Analyses of Transformational Leadership | **Pierre A. Balthazard**, Arizona State U.; **David A. Waldman**, Arizona State U.; **Robert Thatcher**, Applied Neuroscience Research Institute
- ☒ Personality and Charisma in Context: The Moderating Role of Situational Stress | **Shaul Oreg**, U. of Haifa; **Yair Berson**, U. of Haifa

1473 ☒: (OB) **Team Interdependence: Looking Back and Moving Forward**

11:30am - 1:00pm Grand Hyatt: Republic C

Tweet this session: **#AOM2011 1473**

Chairs: **Greg L Stewart**, U. of Iowa; **Stephen H Courtright**, U. of Iowa

- The Effects of Team Interdependence on Team Processes and Performance: A Meta-Analysis | **Stephen H Courtright**, U. of Iowa; **Abigail J Pierotti**, U. of Iowa; **Greg L Stewart**, U. of Iowa
- Team Task Interdependence: Traditional Composition versus Social Network Configurations | **Eean Crawford**, U. of Iowa; **Jeffery LePine**, Arizona State U.
- Multiple Interdependence Influences on Team Context-Empowerment-Performance Relationships | **Travis Maynard**, Colorado State U.; **John Mathieu**, U. of Connecticut; **Thomas Ruddy**, Beckton Dickinson
- Team Risk-Taking: The Effects of Social Influence and Interdependence between Leaders and Followers | **Dustin J. Sleesman**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **Matthias Spitzmueller**, National U. of Singapore; **Maartje Eva Schouten**, Erasmus U. Rotterdam

1474 ☒: (Paper Session) - (OB) **The Meaning of Work and Its Effects on Performance and Deviance**

11:30am - 1:00pm Grand Hyatt: Travis C

Tweet this session: **#AOM2011 1474**

Chair: **Ernestina Giudici**, Cagliari U.

- The Relationships of Consultation, Participation, and Delegation with Performance and Deviance | **Hettie A. Richardson**, Louisiana State U.; **Shannon G. Taylor**, Northern Illinois U.
- Crusaders and Defenders or Deviators and Violators?: The Effects of Group Pride and Respect | **Shefali Patil**, U. of Pennsylvania; **Steven Blader**, New York U.
- On the Meaning of Work | **Sherry E. Moss**, Wake Forest U.; **Brianna Barker Caza**, Wake Forest U.; **Arran Caza**, Wake Forest U.
- ☒ The Search for Meaning in (New) Work: Task Significance and Newcomer Plasticity | **David M. Sluss**, Georgia Institute of Technology; **Elliott Junco**, Georgia Institute of Technology; **Blake E. Ashforth**, Arizona State U.

1475 → ☒ ☒ SHCS: (OB, HR) **Leadership at the Top: Exploring Behaviors and Processes of Senior Level Leaders**

11:30am - 1:00pm Grand Hyatt: Lone Star E

Tweet this session: **#AOM2011 1475**

TUESDAY

Chairs: **Jennifer D. Nahrgang**, Arizona State U.; **Frederick P. Morgeson**, Michigan State U.

Discussant: **Stephen J. Zaccaro**, George Mason U.

Estimating the Value of Leadership: From the Inside Out | **Bruce J. Avolio**, U. of Washington

CEO Strategic Perception and Financing Actions: The Effects of Narcissism and Core Self-Evaluation | **Nathan J. Hiller**, Florida International U.; **Jeffrey P. Thomas**, Florida International U.; **Veronica Averhart**, Florida International U.

The Dialectic Thinking Style of Chinese Strategic Leaders and its Effects on Firm Performance | **Hui Wang**, Peking U.; **Mingpeng Huang**, GSM, Peking U.

Senior Leadership Teams: Changes and Stability in Structure, Behaviors, Processes, and Effectiveness | **Jennifer D. Nahrgang**, Arizona State U.; **Frederick P. Morgeson**, Michigan State U.; **Roland Smith**, Center for Creative Leadership; **Michael Campbell**, Center for Creative Leadership

1476 JS: (OB, HR) Costs of Proactivity in Organizations

11:30am - 1:00pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1476

Chair: **Chak Fu Lam**, U. of Michigan, Ann Arbor

Proactive Personality as a Blessing or a Curse? Relationships to Work Activities and Career Outcomes | **Diane Bergeron**, Case Western Reserve U.; **Tiffany Schroeder**, Case Western Reserve U.

When is Voice Good or Bad for Performance? | **Chiahuei Wu**, U. of Western Australia; **Sharon K. Parker**, U. of Western Australia

When Proactivity is Counterproductive: The Moderating Effects of Leadership and Motivation | **Adam M. Grant**, U. of Pennsylvania

Why do People Act Proactively When Proactivity is Costly? | **Chak Fu Lam**, U. of Michigan, Ann Arbor

Just Do Your Job, Please: Understanding Peer Reactions to Undesired Proactivity | **Mark C. Bolino**, U. of Oklahoma; **William H. Turnley**, Kansas State U.; **Jaron Harvey**, U. of Alabama

1477 : (Paper Session) - (OCIS) New Ways of Working with IT

11:30am - 1:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1477

The papers in this session focus on issues related to new ways of work and new practices in the virtual work of work in 21st century.

Chair: **Kevin P Gallagher**, Northern Kentucky U.

Pros and Cons of New Ways of Working | **Lieke L. ten Brummelhuis**, Erasmus U. Rotterdam; **Arnold B. Bakker**, Utrecht U.; **Jorn Hetland**, U. of Bergen

Social Media Acceptance in the Workplace - A Conceptual Model | **Eliane Bucher**, U. of St. Gallen; **Christian Fieseler**, U. of St. Gallen; **Miriam Meckel**, U. of St. Gallen; **Anne Suphan**, U. of St. Gallen

Antecedents and Consequences of Cognitive Effort During Collaboration in a Virtual World | **Surinder Kahai**, State U. of New York, Binghamton; **Rui Huang**, State U. of New York, Binghamton; **Rebecca Jestice**, Binghamton U.

1478 : (DRP Session) - (OCIS) IT and Interorganizational Infrastructure

11:30am - 1:00pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1478

Facilitator: **Bijan Azad**, American U. of Beirut

What determines the sustainability and maturity of health information exchanges? | **Jiban Khuntia**, R. H. Smith School of Business; **Sunil Mithas**, R. H. Smith School of Business; **Ritu Agarwal**, R. H. Smith School of Business

→ Patterns of Technological Search: Institutional and Behavioral Triggers of IS Investment | **Torsten Oliver Salge**, Ruhr-U. Bochum; **Rajiv Kohli**, College of William and Mary; **Michael Barrett**, U. of Cambridge

🗎 Toward Understanding the Barriers to the Global Data Synchronization Networks Standard Adoption | **Nabila Boukef Charki**, ESDES Business School; **Mohamed Hedi Charki**, EDHEC Business School; **Moez Limayem**, U. of Arkansas, Fayetteville

→ Co-mingling Contrasting Institutional Logics | **George Kandathil**, Indian Institute of Management, Ahmedabad; **Sue Newell**, Bentley U.; **Erica L Wagner**, Portland State U.

→ Navigating Technology Responsiveness: A Study of a GPS Dispatching Taxi Fleet | **Sheng-Tsung Hou**, Feng Chia U.

1479 : (DRP Session) - (ODC) Exploring the Effect of Leadership, Justice, Secrecy, and Sensemaking on Responses to Org Change

11:30am - 1:00pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 1479

Facilitator: **Eric Lamm**, San Francisco State U.

Reasons as Predictors of Change Recipients' Behavioural Reactions: A Longitudinal Investigation | **Maria Vakola**, Athens U. of Economics and Business

The Role of Opacity in Strategic Decision-Making During Radical Change | **Ina Toegel**, INSEAD

Integration Practices and Perceptions of Justice in a Merger of Equals | **Inger G. Stensaker**, Norwegian School of Economics and Business Administration; **Helene Loe Colman**, Norwegian School of Management; **Birgitte Groggaard**, U. of Calgary

Transformational Leadership and Change Commitment: Change Resistance and Organizational Commitment | **Chih-Hsun Chuang**, National Chung Hsing U.; **Joung-Liang Lan**, TVGH

🗎 Is It the Destination or the Journey? Unraveling Responses to Change Outcomes and Processes | **Walter Scott Sherman**, Texas A & M - Corpus Christi

1480 JS: (ODC, OB, TIM) Emergent Innovation through a Complexity Lens

11:30am - 1:00pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 1480

Chair: **Michael Arena**, Queens U. of Charlotte

Discussant: **Andrew B. Hargadon**, U. of California, Davis

Mechanisms of Emergence: Conflicting Constraints and

Entanglement | **Michael Arena**, Queens U. of Charlotte; **Craig Schreiber**, Lenoir Rhyne College

Microdynamics of Emergent Innovation: Use of Informal Networks | **Russ Marion**, Clemson U.; **Melissa McFarland**, Clemson U.

Networks of Innovation Emergence: Collective Creativity | **David Sweetman**, U. of Nebraska, Lincoln; **Mary Uhl-Bien**, U. of Nebraska

Conditions for Emergent Innovation: Enabling Complexity Dynamics | **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Ivana Milosevic**, U. of Nebraska

Cohesiveness: Tapping into Micro-Networks for Idea Generation | **Alex Pentland**, Massachusetts Institute of Technology; **Benjamin Nathan Waber**, Massachusetts Institute of Technology; **Michael Arena**, Queens U. of Charlotte

1481 📄: (Paper Session) - (OM) **Process Improvement, Organizational Learning and Innovation**

11:30am - 1:00pm San Antonio Convention Center: Room 215

Tweet this session: **#AOM2011 1481**

Chair: **William H. A. Johnson**, Pennsylvania State U., Erie

📄 Impact of New Product Introduction on Plant Productivity in the North American Automotive Industry | **Anand Gopal**, U. of Maryland, College Park; **Manu Goyal**, U. of Utah; **Serguei Netessine**, INSEAD; **Matthew Reindorp**, Eindhoven U. of Technology

📄 Challenging Suggestion-Box Thinking in a Rapid Improvement Environment | **Alan G. Robinson**, U. of Massachusetts, Amherst; **Dean M Schroeder**, Valparaiso U.

📄 Supply Chain Innovation through Organizational Compatibility: Mediating Role of Absorptive Capacity | **Maria Jesus Saenz**, Zaragoza Logistics Center; **Elena Revilla**, Instituto de Empresa Business School; **Desiree Knoppen**, Zaragoza Logistics Center

1482 📄: (Paper Session) - (OMT) **The Role of CEOs in Organizations**

11:30am - 1:00pm San Antonio Convention Center: Room 007 A

Tweet this session: **#AOM2011 1482**

Chair: **Bret Ryan Fund**, U. of Colorado, Boulder

Discussant: **Donald A Palmer**, U. of California, Davis

📄 Predicting Organizational Identification at the CEO Level | **Donald Lange**, Arizona State U.; **Steven Boivie**, U. of Arizona; **James Westphal**, U. of Michigan

📄 The CEO as Organizational Architect: John Reed, Citibank and the Financial Crisis of the 1990s | **Sarah Kaplan**, U. of Toronto

📄 Helping Other CEOs Avoid Bad Press: Impression Management Support among CEOs towards Journalists | **James Westphal**, U. of Michigan; **Sun Hyun Park**, U. of Michigan; **Michael McDonald**, U. of Texas, San Antonio; **Mathew Hayward**, U. of Colorado, Boulder

Winner of OMT Division Best Paper Award

1483 📄: (DRP Session) - (OMT) **Trust and Reciprocity**

11:30am - 1:00pm San Antonio Convention Center: Room 207 A

Tweet this session: **#AOM2011 1483**

Chair: **Joshua Marineau**, U. of Kentucky

📄 Management Research on Reciprocity: A Bibliometric Review | **Christiana Weber**, U. of Siegen; **Markus Goebel**, U. of Applied Science Fresenius, Hamburg; **Rick Vogel**, U. of Hamburg

📄 Revisiting Inter-Organizational Trust: Is More Necessarily Better? | **Veronica Haydee Villena Martinez**, Pennsylvania

State U.; **Thomas Y. Choi**, Arizona State U.; **Elena Revilla**, Instituto de Empresa Business School

📄 The Temporal Value of Professional and Personal Trust for Effective Knowledge Transfer | **Angelos Alexopoulos**, Dublin City U.; **Finian Buckley**, Dublin City U.

📄 Norms Only Benefit Equals: Perceptions of Opportunism in Power Asymmetrical Exchange Relationships | **Brian J. Collins**, U. of Southern Mississippi; **Michael C. Withers**, Arizona State U.; **Fujun Lai**, U. of Southern Mississippi; **Yu Tian**, National Sun Yat-sen U.

1484 📄: (Paper Session) - (OMT) **Changing and Emerging Fields Analyzed through their Discourse**

11:30am - 1:00pm San Antonio Convention Center: Room 214 B

Tweet this session: **#AOM2011 1484**

Chair: **Wei Guo**, U. of Maryland, College Park

📄 Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions | **Vern Glaser**, U. of Southern California; **Peer C. Fiss**, U. of Southern California; **Mark Thomas Kennedy**, U. of Southern California

📄 Institutionalization of ambiguous issues | **Aarti Sharma**, U. of South Florida; **Pratima Bansal**, U. of Western Ontario

➔ 📄 Identifying Collectively with a New Organizational Field: Field Cohesion in Venture Philanthropy | **Lisa K.**

Hehenberger, IESE Business School; **Johanna Mair**, IESE Business School

📄 The Process of Schema Development: How the Insurance Industry Conceptualized the Computer | **Steven Kahl**, U. of Chicago; **Christopher B. Bingham**, U. of North Carolina, Chapel Hill

1485 📄: (Paper Session) - (OMT) **Tie Formation**

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: **#AOM2011 1485**

Chair: **Eric Quintane**, U. of Lugano

📄 A Matching Theory of Embedded Interfirm Tie Formation | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, York U.; **Joel A.C. Baum**, U. of Toronto

📄 Comparing Super Angels and Venture Capitalists: Network Tie Commitment, Performance, and Formation | **Benjamin L. Hallen**, U. of Maryland, College Park; **Rory Morgan McDonald**, Stanford U.

📄 Why Different Birds Flock Together? A Social Exchange Perspective on Asymmetric Alliance Formation | **Haibin Yang**, City U. of Hong Kong; **Guangxi Zhang**, City U. of Hong Kong

Indirect Social Comparisons in the Formation of Inter-firm Networks | **Helena Buhr**, Northwestern U.; **Aleksandra J Kacperczyk**, MIT Sloan

1486 📄: (DRP Session) - (OMT) **Organizational Responses to Social Movements**

11:30am - 1:00pm San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 1486**

Chair: **Brandon H. Lee**, London Business School

📄 Activist Campaigns Against Markets: The Role of Identity in Localized Movement Effectiveness | **Theodore L. Waldron**, Baylor U.; **Chad Navis**, U. of Wisconsin, Madison; **Greg Fisher**, U. of Washington

TUESDAY

Corporate Perception and Evaluation of Social Movement Activism | **Christian M. B. Gebhardt**, Catholic U. of Eichstaett-Ingolstadt

📄 Resolving Framing Contests: The Case of the Automotive & the Environmental Fields in Germany | **Stephane Guerard**, U. of Zurich; **Robin Gustafsson**, Aalto U.; **Christoph Bode**, Swiss Federal Institute of Technology Zurich, ETH

The Mouse that Roared: Exploring the Limits of Professional Institutional Power | **Ken Ogata**, York U.

1487 📄: (Paper Session) - (OMT) **Contrast and Overlap in Categories**

11:30am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1487

Chair: **Bo Kyung Kim**, Southern Methodist U.

📄 Apples to Oranges: How Category Overlap Facilitates Commensuration in an Online Market for Services | **Ming D. Leung**, U. of California, Berkeley

📄 Standing Out: Category Contrast and Coherence in the Hong Kong Film Industry, 1975-1997 | **Yi Tang**, Hong Kong Polytechnic U.; **Filippo Carlo Wezel**, U. of Lugano

📄 Categorical Contrast And Entry Into Technological Domains In The Global Semiconductor Industry | **Elisa Operti**, U. of Lugano; **Gianluca Carnabuci**, U. of Lugano; **Balazs Kovacs**, U. of Lugano; **Alessandro Lomi**, U. of Lugano

Category Spanning and Audience Consensus on Audience Appeal: Contingency of Multiple Category Membership Effect in the Korean Film Market | **Kwanwoo Kim**, Yonsei U.; **Chan-ung Park**, Yonsei U.; **Yonghyun Kim**, Yonsei U.

1488 📄 SHCS: (OMT, ENT) **The Local and The Global in Community Dynamics**

11:30am - 1:00pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1488

Organizers: **Chris Marquis**, Harvard U.; **Pino G. Audia**, Dartmouth College

Chair: **Chris Marquis**, Harvard U.

Catalysis and Transposition: The Relational Basis of Robust Regional Economies | **Walter W Powell**, Stanford U.; **Kjersten Bunker Whittington**, Stanford U.

Brokerage and the Market Position of Communities | **Pino G. Audia**, Dartmouth College; **Atul Teckchandani**, California State U., Fullerton

The Institutional Logics and The Role of Community in Complex Governance Systems | **Min-Dong Paul Lee**, U. of South Florida; **Michael Lounsbury**, U. of Alberta

Punctuated Generosity: Events, Communities and Corporate Philanthropy in the US, 1980-2006 | **Andras Tilcsik**, Harvard U.; **Chris Marquis**, Harvard U.

Place versus Space? The Evolving Impact of Geography on Foundings | **Heather Haveman**, U. of California, Berkeley; **Christopher I. Rider**, Emory U.

1489 📄: (Paper Session) - (ONE) **Management, Learning and Motivation for Corporate Environmental Performance**

11:30am - 1:00pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 1489

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

How Top Manager Motivational Orientation Can Affect the Firm's Environmental Strategy | **Jennifer Grace Manegold**, U. of Texas, Arlington

📄 Towards a Micro-Level Explanation of the Strategic Behavior Underlying Sustainability Transitions | **Floortje Alkemade**, Utrecht U.; **Marko Hekkert**, Utrecht U.; **Simona Negro**, Utrecht U.; **Neil Thompson**, Utrecht U.

📄 The Influence of Environmental Training and Organizational Learning on Environmental Strategy | **Maria Dolores Vidal-Salazar**, U. de Granada; **Vera Ferrón-Vilchez**, U. of Granada; **Jose Manuel De la Torre-Ruiz**, U. of Granada

1490 : (DRP Session) - (PNP) **Employee Motivation and Satisfaction in Government and Nonprofit Organizations: International Perspectives**

11:30am - 1:00pm Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 1490

Facilitator: **Bradley E. Wright**, U. of North Carolina, Charlotte

📄 Serving the Mission: Antecedents and Consequences of Job Choice Motivation in the Nonprofit Sector | **Jessica Word**, U. of Nevada, Las Vegas; **Sung Min Park**, Sungkyunkwan U.

➔ 📄 Between Goal Ambiguity Theory and Job Satisfaction Theory in the Public Sector (WITHDRAWN) | **Chan Su Jung**, City U. of Hong Kong

📄 Policing, Emotional Intelligence and Turnover Intentions | **Yvonne Brunetto**, Southern Cross U.; **Stephen T.T. Teo**, Curtin U.; **Kate Shacklock**, Griffith U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast

➔ 📄 Trust, Job Selection, Line-Staff Difference, and Public Service Motivation | **Chung-An Chen**, Nanyang Technological U.; **Don-yun Chen**, National Chengchi U.

➔ 📄 Public Service Motivation, Relational Job Design, and Job Outcomes of Australian Government Workers | **Jeannette Taylor**, U. of Western Australia

1491 : (Paper Session) - (PNP) **Giving and Social Marketing**

11:30am - 1:00pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1491

Chair: **Elisa Pintus**, Libera U. Internazionale degli Studi Sociali
Place, Time, and Philanthropy: Managing Geographic Mobility and Philanthropic Engagement | **Laurie E. Paarlberg**, U. of North Carolina, Wilmington; **Richard Michael Clerkin**, North Carolina State U.; **Darlene Rodriguez**, U. of North Carolina, Greensboro; **Robert K Christensen**, U. of Georgia; **Rebecca Nesbit**, U. of North Carolina, Charlotte; **Mary Tschirhart**, North Carolina State U.; **Stephen Meinhold**, U. of North Carolina, Wilmington

📄 Fundraising Characteristics of Nonprofit Organizations: An Institutional Theory Perspective | **Cathleen O. Erwin**, Auburn U.; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

➔ 📄 Donor Motivation and Recipient Selection in Online Philanthropy: A Case Study of Kiva.org | **Jessica Richman**, U. of Oxford

📄 Social Marketing Effectiveness – Development of a Midrange Theory | **Bernd Helmig**, U. of Mannheim; **Julia Stephanie Thaler**, U. of Mannheim

1492 📄: (DRP Session) - (RM) **Network Analysis, Simulation Modeling, and Methods in Entrepreneurship**

11:30am - 1:00pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1492

Facilitator: **Malcolm James Ree**, Our Lady of the Lake U.

- 🗨️📄 West Meets East in the Analysis of Two-mode Networks | **Guido Conaldi**, U. of Greenwich; **Alessandro Lomi**, U. of Lugano; **Marco Tonellato**, U. of Lugano
- 📄 Introducing Exponential Random Graph (ERG) models for social networks | **Yuval Kalish**, Tel Aviv U.
- 📄 The Phenomenon of Dynamic Complexity: Development of a Measure for Simulation Models | **Stefan N. Groesser**, U. of St. Gallen
- 📄 Time In Entrepreneurship Research: A review Of Research Methods In The 21st Century | **Cynthia S. Cycyota**, U.S. Air Force Academy; **Dilene Crockett**, Northeastern State U.
- 📄 Finding Practical Knowledge in Entrepreneurship | **Thomas P. Kenworthy**, U. of Dayton; **Edward McMullan**, U. of Calgary

1493 📄JS: (SAP, OC/IS) **New Strategy Texts: Exploring Emerging Textual Sites in the Practice of Strategy**

11:30am - 1:00pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1493

Organizers: **Viviane Sergi**, HEC Montreal; **Chahrazad Abdallah**, U. of London, Birkbeck

Chairs: **Viviane Sergi**, HEC Montreal; **Chahrazad Abdallah**, U. of London, Birkbeck

Discussants: **François Cooren**, U. de Montréal; **Eero Vaara**, Hanken School of Economics

Pluralizing the Study of Organizational Texts | **Valérie Michaud**, ESG-UQAM

Strategic Implications of Non-Strategic Texts: The Farewell Email Genre in Consulting Firms | **Dennis Schoeneborn**, U. of Zurich; **Swaran Sandhu**, U. of Lucerne

How Strategy Texts Travel in Organizations | **Virpi Sorsa**, Hanken School of Economics; **Pekka Pälli**, Aalto U.; **Piia Mikkola**, U. of Vaasa

Co-creating a New Strategic Text: The Case of H&M's Social Media Room | **Viviane Sergi**, HEC Montreal; **Chahrazad Abdallah**, U. of London, Birkbeck

1494 → 📄: (Paper Session) - (SIM) **BGR: Analysis of Political Activity and Corporate Governance at a National and Regional Level**

11:30am - 1:00pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1494

Chair: **Niki A. den Nieuwenboer**, Santa Clara U.

- 🗨️📄 Revisiting Civil Regulation: The Challenge of Advancing the Sustainability Agenda in Asia | **Itziar Castello**, CBS; **Roberto Martin Nolan Galang**, Ateneo de Manila U.
- 🗨️→ 📄 Influences on Corporate Governance in Sub-Saharan Africa: Actors, Strategies and Implications | **Emmanuel Afolabi Adegbite**, Northumbria U.; **Kenneth Amaeshi**, U. of Edinburgh
- 📄 Relationship between Political Activities and Financial Performance in a Transition Economy | **Cuili Qian**, City U. of Hong Kong; **Jiatao Li**, Hong Kong U. of Science and Technology; **Heli Wang**, Hong Kong U. of Science and Technology

1495 → 📄: (DRP Session) - (SIM) **Corporate Social Responsibility at the Market and Firm Levels**

11:30am - 1:00pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 1495

Chair: **Jennifer Mencl**, U. of Minnesota, Duluth

- 📄 Strategic CSR: How Firms Appropriate Value from Responsibility Activities | **Sylvia Maxfield**, Simmons College; **Jegoo Lee**, U. of South Florida
- 📄 Environmental Shock and the Timing of Market and Nonmarket Strategies | **Susan Feinberg**, Rutgers U.; **Matthew Smith**, Rutgers U.; **Catherine Magelssen**, Rutgers U.
- 📄 The Impact of Value Chain Position on Corporate Social Performance: A Stakeholder Approach | **Jeffrey Gauthier**, U. of Massachusetts, Amherst; **Bruce Skaggs**, U. of Massachusetts; **Chris Meyer**, U. of Massachusetts, Amherst
- 🗨️📄 The Effects of CSR Contributions on Firm Performance in a Pro-Market Reform Sub-Saharan Economy | **Scott D Julian**, Wayne State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.
- 📄 CSR as an Entrepreneurial Process of Converting Societal Values to Market Value | **Xavier Hollandts**, ESC Clermont Graduate School of Management; **Bertrand Valiorgue**, ESC Clermont Graduate School of Management

1496 → 📄: (Paper Session) - (SIM) **Corporate Governance and Corporate Political Activity**

11:30am - 1:00pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 1496

Chair: **Jeffrey Lenn**, George Washington U.

- 📄 Issue Salience and Firm Responsiveness to Shareholder Activism | **Jonathan Nicholas Bundy**, U. of Georgia; **Christine Shropshire**, U. of Georgia
- 📄 Whose Agenda? CEO Power and Corporate Political Activity | **Michael Hadani**, Long Island U.; **Nicolas M Dahan**, Long Island U.; **Jonathan P Doh**, Villanova U.
- 🗨️📄 The Value of a Corporate, Workplace and Social Reputation to Potential Executive Employees | **Pat Auger**, U. of Melbourne; **Timothy Michael Devinney**, U. of Technology, Sydney; **Grahame R. Dowling**, U. of Technology, Sydney; **Christine Eckert**, U. of Technology, Sydney; **Nidhida Perm-Ajchariyawong**, Duke U.

1497 → 📄: (Paper Session) - (SIM) **Corporate Social Performance: Empirical Work Highlighting the Benefits of CSP**

11:30am - 1:00pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1497

Chair: **Joseetta McLaughlin**, Roosevelt U.

- 📄 Looking Good by Doing Good: The Antecedents of Media Coverage of Corporate Social Performance | **Peter M. Madsen**, Brigham Young U.; **Zachariah Rodgers**, Brigham Young U.
- 🗨️📄 How Corporate Social Responsibility is Pursued Affects Firm Financial Performance | **Zhi Tang**, Rochester Institute of Technology; **Clyde Hull**, Rochester Institute of Technology; **Sandra Rothenberg**, Rochester Institute of Technology
- 🗨️📄 Accounting for the Strategic Nature of Social and Financial Performance in Empirical Research | **Ioanna Boulouta**, U. of Cambridge

TUESDAY

1498 📄: (Paper Session) - (TIM) **Social Networks and Evolution**

11:30am - 1:00pm San Antonio Convention Center: Room 006 A
 Tweet this session: #AOM2011 1498

Chair: **Maxine Robertson**, Queen Mary U. of London

📄 Does the Allocation of Intellectual Assets Affect the Organization's Status Position? | **Rebeca Mendez-Duron**, U. de les Illes Balears

📄 Network Evolution -- Is it Social Capital or Do They Just Want to Play the Same Game? | **Anke Piepenbrink**, Rutgers U.

➔ 📄 Presumptive and Principled Adaptation: The Role of Social Interaction | **Chris J Sutter**, Ohio State U.; **Geoff Kistruck**, The Ohio State U.; **Shad S. Morris**, Ohio State U.

1499 📄: (Paper Session) - (TIM) **Social Networks and Innovation**

11:30am - 1:00pm San Antonio Convention Center: Room 006 B
 Tweet this session: #AOM2011 1499

Chair: **Youssef Ahmad Youssef**, Carleton U.

📄 Where To Be Central and To Span Structural Holes? Knowledge Economies in Nano-Science and Technology | **Daniele Rotolo**, Technical U. of Bari; **Simcha Jong**, U. College London; **Vito Albino**, Technical U. of Bari

📄 Good Ideas at Structural Holes: Is It Really All in the View? | **Anne Marie Woolstenhulme**, U. of Utah

📄 Making the Most of Where You Are: Local Environments, Intra-Organizational Networks and Innovation | **Russell J. Funk**, U. of Michigan, Ann Arbor

1500 📄: (Paper Session) - (TIM) **Creating and Managing a Learning Environment**

11:30am - 1:00pm San Antonio Convention Center: Room 006 C
 Tweet this session: #AOM2011 1500

Chair: **John Kalu Osiri**, Washington State U.

🗣️ 📄 Interactive Learning and Required Measures: A Model for Learning Engineering Management | **Quey-Jen Yeh**, National Cheng Kung U.

🗣️ 📄 Effect of Technology Development Mode on Firm Performance in Emerging Economy | **Indrajit Mukherjee**, XLRI -Xavier Labour Relations Institute, India

📄 Cognitive Flexibility and Technology Change | **Nathan Furr**, Brigham Young U.

1501 📄: (DRP Session) - (TIM) **Determinants of Performance in New Product Development**

11:30am - 1:00pm San Antonio Convention Center: Room 008 A
 Tweet this session: #AOM2011 1501

Chair: **Gerrit Wolf**, State U. of New York, Stony Brook

📄 Intrafirm Diffusion of Technological Innovations: A Competitive Interaction Approach | **Lucio Fuentelsaz**, U. of Zaragoza; **Jaime Gomez**, U. of La Rioja; **Sergio Palomas**, U. de Zaragoza

📄 Ambidextrous Capability in Product Development Proficiency and New Product Performance | **Jing-Wen Huang**, National Pingtung U. of Education; **Yong-Hui Li**, National Pingtung Institute of Commerce

📄 Enabling Diffusion: The Overlooked Role of Complementary Inputs | **Kira Fabrizio**, Duke U.; **Olga Voronina Hawn**, Duke U.

📄 Team diversity, organizational slack, and new product performance | **Chung-Jen Chen**, National Taiwan U.; **Mo-An Chu**, National Taiwan U.

📄 Deconstructing market orientation: The interrelationships of culture, conduct and innovation | **David Roach**, Dalhousie U.; **Joel Ryman**, East Tennessee State U.; **Craig Turner**, East Tennessee State U.

1502 ➔ 📄 JS: (TIM, OMT, ONE) **Sustainable Construction in Cross-Cultural Perspective: Innovation, Standards & Institutionalization**

11:30am - 1:00pm San Antonio Convention Center: Room 006 D
 Tweet this session: #AOM2011 1502

Chair: **Eva Boxenbaum**, Copenhagen Business School

Discussant: **Andrew J. Hoffman**, U. of Michigan

Eco-districts and Sustainable Cities – Institutionalization Through Experimentation. | **Susse Georg**, Copenhagen Business School; **Franck Aggeri**, MINES ParisTech; **Gabriela Garza de Linde**, Copenhagen Business School; **Rebecca Pinheiro-Croisel**, MINES ParisTech

Spaces of Innovation: Retrofit of Social Housing in France and the UK. | **Franck Aggeri**, MINES ParisTech; **Libby Schweber**, U. of Reading; **Martin Guy Sexton**, U. of Reading

Standardizing the Unknown? Eco-districts in Denmark and France. | **Aurelien Acquier**, ESCP Europe; **Eva Boxenbaum**, Copenhagen Business School; **Rebecca Pinheiro-Croisel**, MINES ParisTech

EU Regulations, National Standards and Innovation: Sustainable Housing in Denmark and the UK. | **Libby Schweber**, U. of Reading; **Susse Georg**, Copenhagen Business School; **Martin Guy Sexton**, U. of Reading; **Gabriela Garza de Linde**, Copenhagen Business School

Tuesday 1:15PM

1503 : (AAA) **Membership Debriefing Meeting**

1:15pm - 2:45pm San Antonio Convention Center: Room 211.

Tweet this session: #AOM2011 1503

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

1504 📄: (Paper Session) - (BPS) **Governance in International Contexts**

1:15pm - 2:45pm San Antonio Convention Center: Room 201
 Tweet this session: #AOM2011 1504

Chair: **Karen Schnatterly**, U. of Missouri at Columbia

➔ 🗣️ 📄 Influence of Family-Control and Business Group Affiliation Firm R&D: Evidence from Korea | **Joon Mahn Lee**, U. of Pennsylvania; **Jingoo Kang**, Nanyang Technological U.; **Jaemin Lee**, Seoul National U.

Do It Yourself or Hire a Manager? Foreign Entrepreneur-CEO and Firm Performance | **Elena Kulchina**, U. of Toronto

➔ 🗣️ 📄 Can Development Banks Increase Firm Performance? A Study of the Brazilian National Development Bank | **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Aldo Musacchio**, Harvard U.

➔ 📄 Boards of Banks | **Tom Kirchmaier**, U. of Manchester

1505 📄: (Paper Session) - (BPS) **What Do We Really Gain from Alliances? Assessing Knowledge Flows**

1:15pm - 2:45pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1505

TUESDAY

Chair: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

📖 Knowledge Flows in Related and Unrelated Areas: Evidence from R&D Alliances | **Ileana Simona Cirstea**, Rensselaer Polytechnic Institute; **Iftexhar Hasan**, Rensselaer Polytechnic Institute; **Shyam Kumar**, Rensselaer Polytechnic Institute

Tracking the Frontier of Innovation: The Roles of Strategic Alliances and Individual Collaborations | **Jan Hohberger**, U. of Technology, Sydney; **Paul Almeida**, Georgetown U.; **Pedro Parada**, ESADE

📖 Knowledge Acquisition and Leakage in Two Alliance Regimes | **Yan Xie**, Xi'an Jiaotong U.; **Xu Jiang**, Xi'an Jiaotong U.; **Shanxing Gao**, Xi'an Jiaotong U.

📖 Firm Networks and Knowledge Transfer: Effects of Network Knowledge Composition on Firm Performance | **Jesse Karjalainen**, Aalto U.; **Aku Valtakoski**, Aalto U.

1506 📖: (DRP Session) - (BPS) **Consequences of Organizational Change**

1:15pm - 2:45pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1506

Facilitator: **Zachary Sheaffer**, Ariel U. Centre

📖 Efficiency and Co-adaptation of Organizations and Institutions | **Peter G Klein**, U. of Missouri; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Christos N. Pitelis**, U. of Cambridge

📖 The Role of Strategy in Positioning Lean Implementation for Success | **Kristy Lauver**, U. of Wisconsin, Eau Claire; **Abraham Y. Nahm**, U. of Wisconsin, Eau Claire; **Jim Keyes**, U. of Wisconsin, Stout

➔ 📖 Comprehensiveness of Strategic Planning and Performance: Is Environmental Dynamism a Moderator? | **Mohamed Laid Ouakouak**, REIMS Management School; **Ababacar Mbengue**, REIMS Management School

📖 Transcending the Transfer-Imitation Paradox through Improvisation | **Ksenia O. Krylova**, U. of Houston; **Dusya M. Vera**, U. of Houston; **Mary M. Crossan**, U. of Western Ontario
Organizational-Level Contingencies of the Relationship between Joint Experience and Performance | **Francesco Castellaneta**, Bocconi U.; **Oliver Gottschalg**, HEC Paris; **Maurizio Zollo**, Bocconi U.

1507 📖: (DRP Session) - (BPS) **Collaboration for Innovation**

1:15pm - 2:45pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 1507

Facilitator: **Edward Levitas**, U. of Wisconsin, Milwaukee

📖 Brother from Another Mother: External and Internal Development as Sources of Innovation | **Matthew Semadeni**, Indiana U., Bloomington; **Curba Morris Lampert**, Zayed U.; **Gautam Ahuja**, U. of Michigan

📖 The Effect of Culture and Structure on Strategic Flexibility during Business Model Innovation | **Adam J Bock**, U. of Edinburgh; **Tore Opsahl**, Imperial College Business School

📖 Licensing of University Science: Tacitness and Contract Type | **Reddi Kotha**, Singapore Management U.; **Pascale Crama**, Singapore Management U.; **Tore Opsahl**, Imperial College Business School

📖 Contracting for Innovation: Defining Exchange that Fosters Creativity While Mitigating Opportunism | **Kyle J Mayer**, U. of Southern California; **Pablo Mondal**, U. of Southern California
📖 Technology Alliance Governance, Partner Selection, and Firm Innovativeness | **Hans T. W. Frankort**, City U. London

1508 📖: (DRP Session) - (BPS) **Boards of Directors**

1:15pm - 2:45pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 1508

Facilitator: **Simon Peck**, Case Western Reserve U.

Family-Controlled Public Corporations: How Family Owners Use Boards of Directors to Retain Control | **Albert Cannella**, Tulane U.; **Carla D. Jones**, U. of Houston; **Michael C. Withers**, Arizona State U.

Procedural Effects of Forming a Nomination Committee: A Qualitative Analysis of German Boards | **Sebastian Barth**, Witten; **Till Talaulicar**, Witten

➔ 📖 How Do Boards of Directors Contribute to IPO Returns? An Empirical Study of a Multinational Sample | **William Q Judge**, Old Dominion U.; **Alessandro Zattoni**, SDA Bocconi; **Greg Bell**, U. Dallas; **Krista Lewellyn**, Old Dominion U.; **Till Talaulicar**, Witten; **Jean Chen**, Surrey U.; **Nisha Kohli**, GD Goenka World Institute; **Michael A. Witt**, INSEAD; **Helen Wei Hu**, U. of Melbourne; **Dhirendra Shukla**, King's College London; **Jonas Gabrielsson**, Lund U.; **Majdi Anwar Quttainah**, Rensselaer Polytechnic Institute; **Sibel Yamak**, Galatasaray U.; **Sheila M. Puffer**, Northeastern U.; **Emmanuel Afolabi Adegbite**, Northumbria U.; **Jose Luis Rivas**, ITAM; **Stav Fainshmidt**, Old Dominion U.; **Hans Van Ees**, U. of Groningen; **Felix Lopez de Iturrabia**, U. de Valladolid; **Winfried Ruigrok**, U. of St. Gallen

➔ 📖 A Tale of Two Factions in Dutch Pension Fund Boards | **Dennis Veltrop**, U. of Groningen; **Niels Hermes**, U. of Groningen; **Theo J.B.M. Postma**, U. of Groningen; **Jakob de Haan**, U. of Groningen

📖 The Corporate Governance and Valuation Effects of Alliance Investments | **Jung-Ho Lai**, National Taipei College of Business

1509 📖: (Paper Session) - (BPS) **MNCs, Market Entry, and Coordination**

1:15pm - 2:45pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1509

Chair: **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell

📖 An Empirical Analysis of the Determinants of FDI Mode of Entry | **Martin Ruf**, Mannheim U.; **Shafik Hebous**, Goethe U. Frankfurt

📖 Varieties of Cooperative Strategy in International Motion Picture Co-production | **Paul F Skilton**, Washington State U.

📖 The Effects of International and Business Diversification on Growth Option Value | **Todd Alessandri**, Northeastern U.; **Anju Seth**, Virginia Tech

➔ 📖 Delegation across Institutional Boundaries: The Case of Multinational Hierarchies | **Yue Maggie Zhou**, U. of Maryland

1510 📖: (Paper Session) - (BPS) **Competitive Dynamics and Competitive Heterogeneity**

1:15pm - 2:45pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1510

Chair: **Walter J Ferrier**, U. of Kentucky

Competitive Dynamics of Pre-Engagement, Market Entry, and Defense | **Peter T. Gianiodis**, Clemson U.

Network Resources and Competitive Actions: An Awareness-Motivation-Capability Perspective | **Goce Andreovski**, Queen's School of Business, Canada; **Daniel J. Brass**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky

IPO, First Mover Advantage, and Product Market Competition | **Chao Chen**, Fudan U.; **Wuyang Zhao**, Fudan U.

The Institutional Antecedents of Coopetition: Unraveling the Resource Munificence of Clusters | **Luiz F. Mesquita**, Arizona State U.; **Laura Poppo**, U. of Kansas

1511 → SHCS: (BPS, OMT, OB) **Inside the Learning**

Curve: Tasks, Incentives, Peers, and the Dynamic Productivity of Workers

1:15pm - 2:45pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1511

Chair: **Robert S. Huckman**, Harvard U.

Discussant: **Amy C. Edmondson**, Harvard U.

Coordinator: **Lamar Pierce**, Washington U. in St. Louis

Focus or Variety in Repetitive Tasks: Short vs. Long-Term Effects | **Bradley R Staats**, U. of North Carolina, Chapel Hill

Customer-, Domain-, and Technology-Specific Learning in Outsourced Radiological Services | **Jonathan Clark**, The Pennsylvania State U.; **Robert S. Huckman**, Harvard U.; **Bradley R Staats**, U. of North Carolina, Chapel Hill

Incentive Life-Cycles: Learning and the Division of Value within Firms | **Tomasz Obloj**, HEC Paris; **Metin Sengul**, Boston College

Learning from Peers | **Tat Y. Chan**, Washington U. in St. Louis; **Jia Li**, Washington U. in St. Louis; **Lamar Pierce**, Washington U. in St. Louis

1512 (Paper Session) - (CAR) **The Implications of Contextual Forces on Career Experience**

1:15pm - 2:45pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1512

Chair: **Burak Koyuncu**, Rouen Business School

The Role of Organizational Change on Late Career and Retirement Decisions | **Heather C. Vough**, McGill U.; **Christine Bataille**, McGill U.; **Sungchul Noh**, McGill U.

The Implications of Corporate Acquisitions for the Careers of Acquiring and Target CEOs | **Kathleen Park**, Massachusetts Institute of Technology

Distance to the Labor Market: an Employability-based Conceptualization | **Jessie Koen**, U. of Amsterdam;

Ute-Christine Klehe, U. of Amsterdam; **Annelies Van Vianen**, U. of Amsterdam

1513 JS: (CAR, OB, OMT) **Profiting from Career Capital: Implications of Contemporary Workers' Careers**

1:15pm - 2:45pm Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1513

Organizers: **Gina Dokko**, U. of California, Davis; **Svetlana Khapova**, VU U. Amsterdam

Predicting the Future from the Past: Impact of Prospective Plans and Past Employment on MBA Careers | **Amy Wrzesniewski**, Yale U.; **Cécile Tschopp**, ETH Zurich

Stepping Stones to Career Change: How Experience and Work Context Facilitate Entry to New Occupations | **Gina Dokko**, U. of California, Davis; **Vibha Gaba**, INSEAD

Spawning Entrepreneurial Leaders: The Impact of TFA Career Experience on New Ventures in Education | **Monica Higgins**, Harvard U.; **Jennie Weiner**, Harvard U.; **Frederick Hess**, American Enterprise Institute; **Wendy Robison**, Harvard U.

Paying More to Get Less: Specific Skills, Incomplete Information and Effects of Hiring vs Promotion | **Matthew J. Bidwell**, U. of Pennsylvania

Founders' Career Capital and New Venture Performance: A Meta-Analytic Review | **Yuval Engel**, VU U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam

1514 CAU: (CAU) **Institutional Movers and Shapers of CSR: Insights from the Middle East Context**

1:15pm - 2:45pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1514

Organizers: **Dima Jamali**, American U. of Beirut; **Bettina Lynda Bastian**, American U. of Beirut

1515 CAU: (CAU) **Understanding the Impact of Law on the Management of Employees: Interdisciplinary Research Needs.**

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 1515

Organizer: **Angela Hall**, U. of Texas, San Antonio

Participant: **Mark V Roehling**, Michigan State U.

1516 CAU: (CAU) **Creating a Sustainable Global Economy: The Role of Enterprising Communities**

1:15pm - 2:45pm Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 1516

This caucus is related to a proposed research project. We are actively seeking others interested in exploring the relationship between communities of all types and the global economy. How are they impacted by it and, more importantly, how can they help shape it into something more sustainable and accommodating to diverse needs, approaches and interests?

Organizer: **Robert Brent Anderson**, U. of Regina

Presenters: **Leo Paul Dana**, U. of Canterbury; **Xiaohua Howard Lin**, Ryerson U.; **Jian Guan**, Ryerson U.; **Peter William Moroz**, U. of Regina; **Eric Dorion**, U. de Caxias do Sul; **Louw van der Walt**, North West U.

1517 JS: (CM, OB) **New Trends in Organizational Justice: A Fresh Look at Its Antecedents, Processes, and Consequences**

1:15pm - 2:45pm Grand Hyatt: Bonham C

Tweet this session: #AOM2011 1517

Chairs: **Elizabeth Eve Umphress**, Texas A&M U.; **Jerald Greenberg**, RAND Corporation; **Adam C. Stoverink**, Texas A&M U.

Discussant: **Jerald Greenberg**, RAND Corporation

What Influences Procedurally Fair Treatment? The Role of Subordinates' Trustworthiness | **Guozhen Zhao**, Rutgers U.; **Ya-Ru Chen**, Cornell U.; **Joel Brockner**, Columbia U.

A Dual Process Model of Justice | **Russell E. Johnson**, Michigan State U.; **Dan Ispas**, Illinois State U.; **Ozgun Burcu Rodopman**, Bogazici U.; **Umit Akirmak**, Bilgi U.; **Ashley Gray Walvoord**, Verizon Wireless

Organizational Justice, Tip Compensation, and Pro-Customer Rule Breaking Behavior | **Jennifer S. Anderson-Crotwell**, U. of Arizona; **Stephen Gilliland**, U. of Arizona
 Misery Loves Company: The Positive Effect of Interpersonal Injustice Climate on Team Cohesiveness | **Adam C. Stoverink**, Texas A&M U.; **Elizabeth Eve Umphress**, Texas A&M U.
 Overall Fairness, Subsequent Judgments, and Perception Stability: Justice Perceptions Over Time | **David A. Jones**, U. of Vermont; **Martin L. Martens**, Vancouver Island U.

1518 : (Paper Session) - (DISC) Cognition and Processes

1:15pm - 2:45pm Hyatt Regency: Blanco
 Tweet this session: #AOM2011 1518

Discussant: **Cesar Douglas**, Florida State U.

OB: Antecedent and Consequence of Employee Job Performance Behaviors: Social Information Processing View | **Cass Shum**, Hong Kong U. of Science and Technology; **Riki Takeuchi**, Hong Kong U. of Science and Technology

OB: Team Decisions Under Information Uncertainty – The Moderating Role of Team Metacognitive Knowledge | **Nicola Breugst**, Technical U. München; **Holger Patzelt**, Technical U. München; **Dean A Shepherd**, Indiana U.

OB: The Effort Heuristic: A Cause of Suboptimal Job Choice | **David Comerford**, UCD Dublin

OB: Speak English to a Chinese Face: Intrusive Effect of Cultural Priming on Second-Language Processing | **Shu Zhang**, Columbia U.; **Chi-Ying Cheng**, Singapore Management U.; **Andy Jiexiong Yap**, Columbia U.

1519 : (Paper Session) - (DISC) Development and Deployment of Dynamic Capabilities

1:15pm - 2:45pm Hyatt Regency: Segin
 Tweet this session: #AOM2011 1519

Discussant: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad

BPS: Do Dynamic Capabilities Lead to Firm Performance? An Empirical Evaluation of the Nexus | **Tung-Shan Liao**, Yuan Ze U.; **John Rice**, National Centre for Vocational Education Research; **Peter Galvin**, Northumbria U.

IM: A Dynamic Intellectual Property Protection Framework for China | **Andreas P.J. Schotter**, Thunderbird; **Mary B Teagarden**, Thunderbird

BPS: Origins of Dynamic Capabilities in the Context of Acquisition Integration: A Laboratory Experiment | **Jutta Wollersheim**, Technical U. München; **Koen Heimeriks**, Erasmus U. Rotterdam

1520 : (Paper Session) - (ENT) Alliances in Entrepreneurship: Theory, Evidence and Policy

1:15pm - 2:45pm San Antonio Convention Center: Room 007 B
 Tweet this session: #AOM2011 1520

Chair: **Joseph Coombs**, Texas A&M U.

An Examination of Knowledge Spillover Theory Of Entrepreneurship In Alliances | **Chengli Shu**, U. of Illinois, Chicago; **Mark Shanley**, U. of Illinois, Chicago; **Shanxing Gao**, Xi'an Jiaotong U.; **Cuijuan Liu**, Xi'an U. of Physical Education

Partnering Strategies in Biotech Firms: Quest for Complementary Assets or Control over IPRs? | **Daniela**

Baglieri, U. of Messina; **Fiorenza Belussi**, U. of Padua; **Luigi Orsi**, U. of Padua

Strategic Alliance Influences on Venture-Backed Entrepreneurial Firms' Post-Money Valuation | **Kaveh Moghaddam**, Old Dominion U.; **Mike Provance**, Old Dominion U.; **Doug Bosse**, U. of Richmond

Cooperation and External Resource Acquisition: The Search Breadth of Family and non-Family SMEs | **Nicolas Classen**, Maastricht U.; **Anita Van Gils**, U. of Maastricht; **Yannick Bammens**, Maastricht U.; **Martin Carree**, U. of Maastricht

1521 : (ENT) The Domain of Social Entrepreneurship Research, Present and Future

1:15pm - 2:45pm San Antonio Convention Center: Room 007 D
 Tweet this session: #AOM2011 1521

Chairs: **Lowell W. Busenitz**, U. of Oklahoma; **Michael Conger**, U. of Colorado, Boulder

Panelists: **Tina Dacin**, Queen's U.; **G. T. Lumpkin**, Syracuse U.; **Thomas J Dean**, Colorado State U.; **J Gregory Dees**, Duke U.; **Jill Kickul**, New York U.

1522 : (DRP Session) - (ENT) Family Business in an Entrepreneurial Context

1:15pm - 2:45pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 1522

Facilitator: **Yasser Ahmad Bhatti**, U. of Oxford

Post-Succession Predecessor Involvement In Family Businesses | **Sinan Caykoylu**, Simon Fraser U.

Family Firm Configurations and Financial Performance: Is Family Leadership Always Beneficial? | **Danny Miller**, HEC Montreal; **Alessandro Minichilli**, Bocconi U.; **Guido Corbetta**, Bocconi U.

Development of the Familiness Construct through Sustainable Family Business Theory II | **Cinzia Dessi**, U. of Cagliari; **Michela Floris**, U. of Cagliari

Game Theory Analysis of Family Business Succession Events: An Introduction | **Tim P Blumentritt**, Kennesaw State U.; **Gaia Marchisio**, Kennesaw State U.

Family Agents or Stewards: The Role of Owners' Transformational Leadership in Family Business | **Feiyi Gao**, AGSM-Australian School of Business; **Xiaobei Li**, GSM, Peking U.; **John Jenwei Liu**, AGSM-Australian School of Business

1523 : (DRP Session) - (ENT) The Link Between SME Strategy and Performance

1:15pm - 2:45pm San Antonio Convention Center: Room 212 A
 Tweet this session: #AOM2011 1523

Facilitator: **Patricio Raul Mori**, Florida International U.

Lifeblood or Liability? Schumpeter or Stinchcombe and Startup Performance | **Jason Greenberg**, New York U.

Does Franchising Help Increase Financial Performance? | **Melih Madanoglu**, Florida Atlantic U.; **Kyuhoo Lee**, Western Carolina U.; **Gary Castrogiovanni**, Florida Atlantic U.

Heterogeneity and Survival of De Novo Entrants | **Aviad Pe'er**, Rutgers U., Newark; **Thomas Keil**, Aalto U.

Challenges Associated with The Greek SMEs: An Exploratory Study | **Marios I Katsioloudes**, Abu Dhabi U.; **Fauzia Jabeen**, Abu Dhabi U.

More or Less? The Relationship Between Resource Constraints and Opportunity Identification in SMEs | **Ksenia Podoyntsyna**, Eindhoven U. of Technology; **Elco van Burg**, Eindhoven U. of Technology; **Lien Beck**, Hasselt U.; **Tinne Lommelen**, Hasselt U.

1524 : (GDO) Academia As A 2nd Career: Minority Faculty Perspectives on Motivation Before and After the PhD

1:15pm - 2:45pm Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 1524

Facilitator: **Millicent F. Nelson**, Middle Tennessee State U.
Presenters: **Angela Miles**, North Carolina A & T State U.; **Velvet L. Weems-Landingham**, Kent State U.; **Peggy D. Lee**, Indiana U., Indianapolis; **Jeff Brice**, Texas Southern U.; **Garry L. Adams**, Auburn U.

1525 : (DRP Session) - (GDO) Disability and Workplace Contextual Barriers

1:15pm - 2:45pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 1525

Facilitator: **Maria Fernanda Wagstaff**, U. of Texas, El Paso
Career Barriers and Career Attitudes of People with Chronic Illness | **Joy E. Beatty**, U. of Michigan, Dearborn
The Work Context and Disabled Employee's Accommodation Compliance Expectations | **David C. Baldridge**, Oregon State U.; **Michele L. Swift**, Oregon State U.
Management Research in Disability: Methodological Challenges and Possible Solutions | **David J. G. Dwertmann**, U. of St. Gallen; **Miriam Karin Baumgaertner**, U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen
The Vocational Well-Being of Workers with Childhood Onset of Disability | **Mark E. Moore**, East Carolina U.; **Alison M. Konrad**, U. of Western Ontario; **Yang Yang**, U. of Pennsylvania; **Eddy S. Ng**, Dalhousie U.; **Alison Doherty**, U. of Western Ontario
How Do Social Networks Influence the Employment of People with Physical Disabilities? | **Christopher Langford**, U. of Texas, San Antonio; **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Mukta Kulkarni**, Indian Institute of Management, Bangalore

1526 → (Paper Session) - (HCM) Innovation, Adoption, and Diffusion in Healthcare Settings

1:15pm - 2:45pm Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 1526

Chair: **Federico Lega**, Bocconi U.

Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates | **Daniele Mascia**, Catholic U. Rome; **Federica Morandi**, Catholic U. Rome; **Americo Cicchetti**, Catholic U. Rome

Winner of HCM Best International Paper Award

Organizational Adoption of A State Health Intervention: A Case Study Using Force Field Analysis | **L Michele Issel**, U. of Illinois, Chicago; **Arden Handler**, UIC; **Nadine Peacock**, UIC; **Stephanie Townsell**, UIC

Moving Towards Culturally Competent Health Systems: Organizational and Market Factors | **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Marc N. Elliott**, RAND; **Rohit Pradhan**, U. of Alabama, Birmingham; **Cameron Schiller**, U. of Florida; **Janice L Dreachslin**,

Pennsylvania State U., Great Valley; **Ron D. Hays**, U. of California, Los Angeles

1527 → (Paper Session) - (HCM) Professional Practice and Development in Healthcare

1:15pm - 2:45pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 1527

A Paradox in Health Care Service Development: The Professionalization of Service Users | **Nellie El Enany**, Nottingham U.; **Graeme Currie**, U. of Warwick; **Andy Lockett**, U. of Warwick

HCM Division Best International Paper Award Nominee

Individual Functioning In the Face of Adversity at Work: An Identity - Based Perspective | **Brianna Barker Caza**, Wake Forest U.; **Richard P. Bagozzi**, U. of Michigan

The Role of Power and Influence in Creating a Professional Practice Environment | **Sara Lankshear**, Relevé Consulting Services; **Mickey Kerr**, U. of Western Ontario; **Carol A. Wong**, U. of Western Ontario

HCM Division Best International Paper Award Nominee

Presenter: **Andrew N. Garman**, Rush U.

1528 (Paper Session) - (HR) Toward an Understanding of Top Performers in Organizations

1:15pm - 2:45pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 1528

Chair: **Rudolph J Sanchez**, California State U. Fresno

Employee Reactions to Being Identified as Talent | **Ingmar Bjorkman**, Hanken School of Economics; **Kristiina Mäkelä**, Hanken School of Economics
Star Performers and Their Influence on Team Functioning and Performance | **Christopher Harris**, Tilburg U.
Why Do Overqualified Employees Quit? Examining the Mediating Role of Career Management | **Aleksandra Luksyte**, U. of Houston; **Zhuxi Wang**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

1529 (Paper Session) - (HR) Employee Mobility and the War for Talent

1:15pm - 2:45pm Grand Hyatt: Lone Star D
Tweet this session: #AOM2011 1529

Chair: **Jeff Erickson**, Michigan State U.

Labor Mobility and Hypercompetition: Another Source of Industry Turbulence? | **Jeff Stambaugh**, Midwestern State U.; **Yongjing Zhang**, Midwestern State U.; **Timothy DeGroot**, Midwestern State U.

Competitive Arousal and Knowledge Transfer in Times of Employee Mobility | **Scott Flynn**, U. College Dublin; **Karan Sonpar**, U. College Dublin; **Federica Pazzaglia**, U. College Dublin

Competing Over Who Your Customers Hire: The Other Talent War | **Seth Carnahan**, U. of Maryland, College Park; **Deepak Somaya**, U. of Illinois, Urbana-Champaign

1530 (DRP Session) - (HR) Darkside of HR

1:15pm - 2:45pm Grand Hyatt: Mission A
Tweet this session: #AOM2011 1530

Facilitator: **Ricky W Griffin**, Texas A&M U.

How a Climate for Incivility Affects Business Unit Performance: Testing a Linkage Model | **Jeffrey B. Arthur**,

Virginia Tech; **Andrew O. Herdman**, East Carolina U.; **Jaewan Yang**, Virginia Tech

**Winner of HR Division Best Conference Paper Award
Sponsored by Personnel Review**

- ☑ Can Negative Mentoring breed Incivility Spirals? Testing a Mediation Model | **Rajashi Ghosh**, Drexel U.; **Sunda Dierkes**, Drexel U.; **Salvatore Falletta**, Drexel U.
- 🗣️☑ Managers Never Bully, But Organizations Do? HRM Practitioners' Constructions of Workplace Bullying | **Sue Harrington**, U. of Leicester; **Charlotte Rayner**, U. of Portsmouth; **Samantha Warren**, ESSEC Business School

1531 : (Paper Session) - (IM) Global Strategy and Tactics in Emerging Economies

1:15pm - 2:45pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1531

- Chair: **Moses Acquah**, U. of North Carolina, Greensboro
- ➔☑ Firm Resources, Power Imbalance, and Privatization in the Chinese Pharmaceutical Industry | **Kehan Xu**, Sun Yat-sen U.; **Laszlo Tihanyi**, Texas A&M U.; **Michael A. Hitt**, Texas A&M U.
 - ➔☑ Competitive Strategies and Organizational Performance In Emerging Market Firms | **Kofi Q. Dadzie**, Georgia State U.; **Evelyn M. Winston-Dadzie**, Clark Atlanta U.; **Julian Ming-Sung Cheng**, National Central U.; **Wesley Johnston**, Georgia State U.; **Haizhong Wang**, Sun Yat-sen U.
 - ➔☑ Operation Modes of Supplier Firms in Emerging Markets: An Institutional Theory Perspective | **Mujtaba Ahsan**, Pittsburg State U.; **Jay Van Wyk**, Pittsburg State U.
- Cross-Listings and Firm Performance: Evidence from China | **Xueji Jessie Liang**, National U. of Singapore

1532 : (DRP Session) - (IM) Alliances, Joint Ventures, and Knowledge Management

1:15pm - 2:45pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 1532

- Chair: **Tariq H. Malik**, Dongbei U. of Finance and Economics
- ☑ Ambidexterity in Cross-Border Joint Venture Partnerships and Its Performance Implications | **Irem Demirkan**, Northeastern U.; **Denise R. Dunlap-Hinkler**, Northeastern U.; **Anna Lamin**, Northeastern U.
 - ➔☑ Capability and Collaboration Features of Overseas R&D Centers Conducting Basic Research | **Kazuhiro Asakawa**, Keio U.
 - ➔☑ Knowledge Management When Brazil Meets Portugal: Western and Eastern Innovation Co-Work | **Alisson Eduardo Maehler**, Federal U. of Rio Grande do Sul; **Carla Maria Marques Curado**, Technical U. of Lisbon; **José Pedro Pires**, Maastricht U.; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul
- Are Home-Country Networks Valuable in International Strategic Alliances? Evidence from Italian Firms | **Diego Campagnolo**, U. of Padova; **Arnaldo Camuffo**, Bocconi U.; **Giuseppe Soda**, Bocconi U.
- ➔☑ Surfing the Waves or Turning the Tide? Firm Strategy and Institutional Environments | **Aline Gatignon**, INSEAD

1533 : (Paper Session) - (IM) International Diversification and Global Strategies

1:15pm - 2:45pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1533

- Chair: **Ping Deng**, Maryville U. of St. Louis
- ➔☑ Managing Multi-Business Firms: A Comparison between Korean Chaebols and Diversified Us Firms | **Ji-Hwan Lee**, Korea Advanced Institute of Science & Technology; **Ajai S Gaur**, Rutgers U.
 - ➔☑ Export Diversification and Performance: A New Perspective on the S-Curve Hypothesis | **Dirk Michael Boehe**, Iniper Institute of Education and Research
 - ☑ International Diversification, Product Diversification, Firm Return, and Firm Risk | **Chiung-Jung Chen**, Chung Yuan Christian U.; **Chwo-Ming Yu**, National Chengchi U.
 - ➔☑ International Manufacturing Diversification and Firm Performance: the Inverse U-Shaped Hypothesis | **Joseph Lampel**, City U. London; **Claudio Giachetti**, U. of Modena and Reggio Emilia

1534 : (Paper Session) - (IM) International Management in Evolving Institutional Environments

1:15pm - 2:45pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1534

- Chair: **Ashutosh Kumar Sinha**, Indian Institute of Management, Lucknow
- Political Hazards, Capabilities, and Establishment Mode Choice | **Keith D. Brouthers**, North Carolina State U.; **Lance Brouthers**, Kennesaw State U.; **Jorma Larimo**, ESSEC
- 🗣️➔☑ FDI Legitimacy and MNC Subsidiary Control: From Legitimation to Competition | **George Z. Peng**, U. of Regina; **Paul Beamish**, U. of Western Ontario
 - ➔☑ Beyond the Dichotomy: A Political Economic Analysis of the French State Ownership in CG Reform | **Taeyoung Yoo**, Hankuk U. of Foreign Studies
 - ☑ Anglo-American Influence and Corporate Restructuring Practices in France | **Dong Kwan Jung**, U. of Warwick; **Michel Goyer**, U. of Warwick

1535 : (Paper Session) - (IM) Issues in Managing International Joint Ventures and Networks

1:15pm - 2:45pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1535

- Chair: **Mary Ann Von Glinow**, Florida International U.
- ➔☑ Ownership Changes in International Joint Ventures: A Real Options Perspective | **Akie Iriyama**, State U. of New York, Buffalo; **Yong Li**, State U. of New York, Buffalo
 - ➔ Boards as a Dimension of IJV Governance: Directors' Involvement in International Collaborations | **Elko Klijn**, VU U. Amsterdam; **Jeffrey J. Reuer**, Purdue U.
- Analyzing Network Demographics and Structure as Drivers of SME Internationalization | **Andreas Al-Laham**, Mannheim U.; **Marie Oehme**, Mannheim U.
- ➔ Revisiting Research on IJV Exit - more Questions than Answers | **Alexander Nemeth**, Technische U. Bergakademie Freiberg; **Andreas Michael Klossek**, Technische U. Bergakademie Freiberg

1536 ☑ : (DRP Session) - (MED) Effective Online and On-Site Learning Environments

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 1536

Facilitator: **Daniel K. Dayton**, Capella U.

- 📖 Faculty-Student Relationships Online: How Students Respond to Faculty Friend Requests on Facebook | **Peter A. Rosen**, U. of Evansville; **Benjamin David McLarty**, Louisiana State U.; **Laura Phillips**, Abilene Christian U.
- 📖📖 Student Team Virtuality: Examining Student Experiences and Outcomes | **Leisa Sargent**, U. of Melbourne; **Marie Kavanagh**, U. of Southern Queensland; **Donella Caspersz**, U. of Western Australia; **Austin Chia**, U. of Melbourne; **Natasha Levak**, U. of Southern Queensland
- 📖📖 Communication Apprehension: A Barrier to Learning, Leadership, and Multicultural Appreciation | **Brian D. Blume**, U. of Michigan, Flint; **Timothy Baldwin**, Indiana U., Bloomington; **Katherine C. Ryan**, Indiana U., Bloomington
- 📖📖 Transforming Business School Education: Increasing the Use of Living Case Studies | **James C. McHann**, Walsh College; **Laura Frost**, Walsh College
- 🗣️📖 A Longitudinal Investigation of the Impact of Positive and Negative Coaching on Team Effectiveness | **Frank Shipper**, Salisbury U.; **Christy Harris Weer**, Salisbury U.
- 📖📖 Teaching Change Management by Enhancing Students' Awareness of Change Contingencies | **Ben Emans**, U. of Groningen; **Janita Vos**, U. of Groningen

1537 📖📖📖 JS: (MED, OB) **Team-Based Learning and Peer Evaluation in Management Education: Issues, Challenges, and Solutions**

1:15pm - 2:45pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1537

Chair: **Misty L Loughry**, Georgia Southern U.

The Compelling Need to Do Team-Based Learning Well and Why It Is Challenging. | **Misty L Loughry**, Georgia Southern U.

Assigning Students to Teams | **Matthew W. Ohland**, Purdue U., West Lafayette

Self and Peer Evaluation of Team-Member Contributions | **David J Woehr**, U. of North Carolina, Charlotte

Teaching and Assessing Team Member Skills | **Eric Lamm**, San Francisco State U.; **Antoaneta Petkova**, San Francisco State U.

Peer Evaluation in Management and Marketing Classes at University of Tennessee | **Timothy M. Madden**, U. of Tennessee, Knoxville; **Mark E. Collins**, U. of Tennessee, Knoxville

MED Best Symposium in Management Education and Development Award sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

1538 → 🗣️📖: (Paper Session) - (MH) **Risks and Negotiations: Sewing Machines to Computers; West to East**

1:15pm - 2:45pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1538

This session examines the historic evolutions of risk and negotiation and includes two studies of cases in which both concepts are salient.

Chair: **Craig Tutterow**, U. of Chicago

Discussant: **Daniel J. Svyantek**, Auburn U.

📖 Seamless: Action and Social Structure in the Early Sewing Machine Industry | **Alejandra Marin**, Texas Tech U.; **Christine Quinn Trank**, Texas Tech U.

→ The Risk Renaissance: A Historical Review of Risk and Risk Management | **Hooman Attar**, Macquarie U.

📖📖 Seeing the Forest for the Trees: Reviewing Rational and Behavioral Theories of Negotiation | **Dejun Tony Kong**, Washington U. in St. Louis

🗣️→ 🗣️📖 How Taiwan's PC Industry Got Stuck: Capability Development and Global Interaction | **Howard Yu**, Harvard U.; **Willy Shih**, Harvard Business School

1539 📖: (DRP Session) - (MOC) **Re-Thinking about Work, Identification and Identity**

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 1539

Chair: **Anastasiya A. Zavyalova**, U. of Maryland, College Park

📖 Rethinking Telecommuting and the Distributed Work Organization | **Kevin W. Rockmann**, George Mason U.; **Michael G. Pratt**, Boston College

📖 Normalizing Discourse in Newly Tainted Work: Social Dynamics in an Occupational Online Community | **Emmanuelle Vaast**, Long Island U.

The Compensatory Effect of Organizational Identification on Workforce Engagement | **Cristiano Levi Oseliero Guarana**, U. of Washington; **Morela Hernandez**, U. of Washington

📖 The Identity Paradox and an Expanded Framework of Organizational Identity | **Peter O. Foreman**, Illinois State U.; **David A. Whetten**, Brigham Young U.

1540 📖: (DRP Session) - (OB) **Self in Organizational Settings: Different Conceptualizations and Work Outcomes**

1:15pm - 2:45pm Grand Hyatt: Crockett B

Tweet this session: #AOM2011 1540

Facilitator: **R David Lebel**, U. of Pennsylvania

📖 Regulatory Focus and Job Performance: A Review and Meta-Analysis | **Klodiana Lanaj**, Michigan State U.; **Chu-Hsiang Chang**, Michigan State U.

📖 Core Self-Evaluations Traits and the Individual-Level Personality-Based Theory of Self-Management Failure | **Robert W. Renn**, U. of Memphis; **Tobias Michael Huning**, Columbus State U.; **Grant H. Fenner**, Arkansas State U.

📖 The Impact of Self-Leadership on Work Outcomes in a Chinese Context | **Ching Sze Jessie Ho**, Macquarie U.; **Paul Nesbit**, Macquarie U.

📖 Self-Initiated and Organization-Imposed Overload: Main and Interactive Effects on Work Outcomes | **Yitzhak Fried**, Syracuse U.; **Gregory Allen Laurence**, U. of Michigan, Flint; **Steffen P. Raub**, Ecole hoteliere of Lausanne

1541 📖: (DRP Session) - (OB) **Individual and Social Antecedents of Proactive Behavior**

1:15pm - 2:45pm Grand Hyatt: Crockett C

Tweet this session: #AOM2011 1541

Facilitator: **Yannis Georgellis**, Kingston U. London

📖 The Fuel of the Self-Starter: How Mood Influences Proactivity | **Uta Bindl**, U. of Western Australia; **Peter Totterdell**, U. of Sheffield; **Gareth Hagger-Johnson**, U. of Leeds

- 📖 Is Proactivity Just About Doing? The Role of Need For Cognition in Driving Proactive Action | **Chiahuei Wu**, U. of Western Australia; **Jeroen de Jong**, RSM Erasmus U.
- 📖 Individual Proactivity and Social Capital as Enablers of Flexible Work Design | **Walter Davis**, U. of Mississippi; **Randy Evans**, U. of Tennessee, Chattanooga; **Lucy L. Gilson**, U. of Connecticut
- 📖 Proactive Strategic Behavior in the Workplace: The Influence of Cognitive Factors and Work Design | **Maria Strobel**, TUM School of Management; **Andranik Tumasjan**, Technical U. Munich; **Isabell Melanie Welpe**, Technical U. Munich

1542 📖: (DRP Session) - (OB) **Individual Difference Influences on Job Satisfaction: Genes, Affect, Personality and Identity**

1:15pm - 2:45pm Grand Hyatt: Crockett D

Tweet this session: **#AOM2011 1542**

Facilitator: **Teresa J Rothausen**, U. of St. Thomas

- 📖 5-HT2A Gene and Momentary Job Satisfaction: A Study Using Experience-Sampling Method | **Zhaoli Song**, National U. of Singapore; **Nan Wang**, National U. of Singapore
- 📖 Worse off but Happier? The Affective Advantages of Entering the Workforce in a Recession | **Emily Bianchi**, Columbia U.

A Meta-Analytic Study of Personality and Job Satisfaction | **Brenda Nguyen**, U. of Calgary; **Piers Steel**, U. of Calgary; **Joseph A. Schmidt**, Hay Group

- 📖 Social Identity and Job Satisfaction During Identity Transition Period | **Hongyu Zhang**, GSM, Peking U.; **Daxin Huang**, GSM, Peking U.; **Jianjun Zhang**, Peking U.; **Yuan Li**, Peking U.

1543 📖: (Paper Session) - (OB) **A Multi-Cultural Look at Empowerment vs. Directive Leadership in Multiple Settings**

1:15pm - 2:45pm Grand Hyatt: Republic B

Tweet this session: **#AOM2011 1543**

Chair: **Attila J. Hertelendy**, Texas State U.

- 📖 Comparing Empowering to Directive Leadership: A Field Experiment in the United Arab Emirates | **Scott L. Martin**, Zayed U.; **Hui Liao**, U. of Maryland; **Elizabeth Campbell-Bush**, U. of Maryland
- 📖 Effects of Authoritarian and Benevolent Leadership: Leader's Gender Matters | **An-Chih Wang**, National Taiwan U.; **Chou-Yu Tsai**, National Taiwan U.; **Tzu-Ting Lin**, National Taiwan U.; **Yu-Hsin Chu**, National Taiwan U.
- 📖 Examining the Differential Longitudinal Effects of Directive versus Empowering Leadership in Teams | **Natalia Lorinkova**, Wayne State U.; **Matthew J Pearsall**, U. of North Carolina, Chapel Hill; **Henry P. Sims**, U. of Maryland
- ➔ Linkages among Transformational, Participative, and Directive Leadership and Team Diversity | **Claudia Lickleder**, Jacobs U. Bremen; **Eric Kearney**, Leibniz U. Hannover; **Sven Constantin Voelpel**, Jacobs U. Bremen

1544 📖: (Paper Session) - (OB) **Antecedents of Team Conflicts: Power, Politics, Identification, and Performance**

1:15pm - 2:45pm Grand Hyatt: Republic C

Tweet this session: **#AOM2011 1544**

Chair: **Susan E. Brodt**, Queen's U.

- 📖 When Conflict Threatens Teams: How Perceived Performance Influences Relationship Conflict over Time | **Hannes Guenter**, Maastricht U.; **Hetty Van Emmerik**, Maastricht U.; **Bert Schreurs**, Maastricht U.; **Tom Kuypers**, Maastricht U.; **Ad Van Iterson**, Maastricht U.; **Guy Notelaers**, Maastricht U.
- What's Good for You Is Also Good for Your Team: Team Members' Political Skill and Team Effectiveness | **Elena Lvina**, Concordia U.
- 📖 Effects of Dual Identification and Conflict Development on Multi-Team System | **Maarten Cuijpers**, Maastricht U.; **Sjir Uitdewilligen**, U. of Maastricht; **Hannes Guenter**, Maastricht U.
- 📖 The Riddle of Heterarchy: Power Transitions in Cross-Functional Teams | **Federico Aime**, Oklahoma State U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Jeffrey B. Paul**, Oklahoma State U.

1545 📖: (Paper Session) - (OB) **The Effect of Stress and Emotional Exhaustion on Safety, Turnover and Absenteeism**

1:15pm - 2:45pm Grand Hyatt: Seguin B

Tweet this session: **#AOM2011 1545**

Chair: **Julita A. Haber**, Touro College

- 📖 The Effects of Occupational Stressors on Work Accidents and Safety Behavior: A Meta-Analytic Review | **Sharon Clarke**, U. of Manchester
- 📖 Hardly Productive: The Impact of Multiple Team Memberships on Job Perf. and Org. Commitment | **Sal Mistry**, Texas A&M U., College Station
- 📖 Processes Linking Communication Networks, Stress and Voluntary Exit in an Extreme Context | **Yuval Kalish**, Tel Aviv U.; **Gil Luria**, Haifa U.; **Mina Westman**, Tel Aviv U.
- 📖 Organizational Commitment, Emotional Exhaustion and Turnover: A Conservation of Resources Approach | **Émilie Lapointe**, U. de Montréal; **Christian Vandenberghe**, HEC Montreal; **Alexandra Panaccio**, John Molson School of Business

1546 📖: (Paper Session) - (OB) **Cognitive Processes and Social Exchanges: Who You Know and How and What You Process**

1:15pm - 2:45pm Grand Hyatt: Travis C

Tweet this session: **#AOM2011 1546**

Chair: **Andreas Koenig**, International Institute for Management Development

- 📖 Delineating Cognitive Maps: A Social Network Approach to Transactive Memory System | **Xi Zhu**, U. of Minnesota; **Douglas R Wholey**, U. of Minnesota
- 📖 Understanding Overload: An Emotional-Cognitive Model | **Anne F. Rutkowski**, Tilburg U.; **Carol Stoak Saunders**, U. of Central Florida
- 📖 The Impact of Transactive Memory and Transformational Leadership on Team Innovation | **Vesa Peltokorpi**, Japan Advanced Institute of Science and Technology; **Mervi Hasu**, Finnish Institute of Occupational Health
- 📖 A Dialectic Theory of Affect and Creativity | **Ronald Bledow**, U. of Ghent

1547 📖 SHCS: (OB, HR) **Contrasting Affiliative and Change-Oriented Citizenship**

1:15pm - 2:45pm Grand Hyatt: Republic A

TUESDAY

Tweet this session: #AOM2011 1547

Chairs: Ning Li, Texas A&M U.; Dan S. Chiaburu, Texas A&M U.

Discussant: Sharon K. Parker, U. of Western Australia

Organizational Culture And OCB: What Are the Processes? |

Sophia Vladimirova Marinova, U. of Illinois, Chicago

The Impact of Voice, Helping, and Liking on Managerial

Performance Appraisals | **Steven Whiting**, Indiana U.; **Robert**

K Christensen, U. of Georgia

Doing Good but Looking Bad? Organizational Politics as

Moderator of Citizenship to Performance | **Xin-an Zhang**,

Shanghai JiaoTong U.; **Ning Li**, Texas A&M U.

Pro-Social and Pro-Active Citizenship Behaviors and the

Five-Factor Model: A Meta-Analysis | **Dan S. Chiaburu**,

Texas A&M U.; **In-Sue Oh**, Virginia Commonwealth U.;

Christopher Berry, Texas A&M U.; **Richard Grover Gardner**,

Texas A&M U.

1548 → SHCS: (OB, HR, CAR) Work-Life Balance:

Theoretical and Empirical Explorations of the Construct

1:15pm - 2:45pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1548

Chairs: Thomas Kalliath, Australian National U.; Jeffrey H.

Greenhaus, Drexel U.

Discussant: Tammy D. Allen, U. of South Florida

Work-Life Balance: A Three-Wave Longitudinal Analysis of Its

Mediating Role | **Thomas Kalliath**, Australian National U.;

Jeffrey H. Greenhaus, Drexel U.; **Paula Brough**, Griffith U.;

Li Ling Siu, Lingnan U.; **Michael O'Driscoll**, U. of Waikato; **Jerry**

Marmen, Australian National U.

Co-Worker and Partner Support across Domains on

Satisfaction: The Mediating Role of WF Balance | **Merideth**

Ferguson, Baylor U.; **Dawn S. Carlson**, Baylor U.; **Suzanne**

Zivnuska, California State U. Chico; **Dwayne Whitten**, Texas

A&M U.

What is Work-family Balance? A Methodological Review and

Empirical Examination | **Julie Holliday Wayne**, Wake Forest

U.; **Wendy J. Casper**, U. of Texas, Arlington; **Tammy D. Allen**,

U. of South Florida

Diversity in Work-Family Role Alignment Styles: Theoretical

and Empirical Perspectives | **Ellen Ernst Kossek**, Michigan

State U.; **Brenda A. Lautsch**, Simon Fraser U.; **Phillip W.**

Braddy, Center for Creative Leadership; **Kelly Hannum**, Center

for Creative Leadership; **Marian Ruderman**, Center for Creative

Leadership

1549 → JS: (OB, IM) Leading across Cultures:

Emerging Research Trends from Multiple Levels

1:15pm - 2:45pm Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 1549

Chairs: Marissa Shuffler, Institute for Simulation & Training, UCF;

Shawn Burke, U. of Central Florida; **Deborah DiazGranados**, U. of

Central Florida

Discussant: Gerald F. Goodwin, U. S. Army Research Institute

Leadership in Multicultural Collaborations: A Review and

Future Research Agenda | **Christopher Wiese**, U. of Central

Florida; **Marissa Shuffler**, Institute for Simulation & Training,

UCF; **Shawn Burke**, U. of Central Florida; **Eduardo Salas**, U. of

Central Florida

Multicultural Leadership Development and Different

Dimensions of Cross-Cultural Experience | **Jeffrey L.**

Herman, Booz Allen Hamilton

Leader-Member Exchange, Cooperative Group Norms, and

Workplace Inclusion in Workgroups | **Jeremy J. Hirshberg**,

Booz Allen Hamilton; **Bernardo M. Ferdman**, Alliant International

U.

Leader Social Distance in Multicultural Teams | **Deborah**

DiazGranados, U. of Central Florida; **Shawn Burke**, U. of

Central Florida; **Eduardo Salas**, U. of Central Florida; **Kimberly**

Jentsch, U. of Central Florida

Strategic Leadership across Cultures: The GLOBE Study of

CEO Leadership Behavior and Effectiveness | **Peter W**

Dorfman, New Mexico State U.; **Paul J Hanges**, U. of Maryland;

Mary F. Sully de Luque, Thunderbird

1550 JS: (OB, MOC, HR) A Focus on Followership:

Followers' Effects on Leaders and Leadership Outcomes

1:15pm - 2:45pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 1550

Chairs: Melissa K. Carsten, Winthrop U.; Thomas Sy, U. of

California, Riverside

Discussant: Michelle C. Bligh, Claremont Graduate U.

Influence of Implicit Followership Theories on Relationship

Quality and Follower Performance | **Thomas Sy**, U. of

California, Riverside

Silent but Deadly? Exploring the Relationship between IFTs

and Machiavellianism | **Melissa K. Carsten**, Winthrop U.; **Mary**

Uhl-Bien, U. of Nebraska; **Lei Huang**, U. of Nebraska, Lincoln

Subordinate Managers' Motivation to Build High-Quality

Relationships with Their Superiors | **Katharina Kurtz**, Leibniz

U. Hannover; **Stefan Krummacker**, Leibniz U. Hannover; **Bernd**

Vogel, U. of Reading

Strength in Numbers: How Can a Group of Followers

Influence a Leader's Charismatic Behavior? | **Nicholas Lane**

Bremner, U. of Ottawa; **Laurent M. Lapierre**, U. of Ottawa;

Alicia McMullan, U. of Ottawa

1551 JS: (OB, MOC, OCIS) You've Got Me Feeling: New

Ideas about How Leadership Behavior Impacts Follower

Emotional Experience

1:15pm - 2:45pm Grand Hyatt: Bowie A

Tweet this session: #AOM2011 1551

Organizers: Katy DeCelles, U. of Toronto; **Geordie McRuer**, U. of

Toronto

Discussant: Ryan Quinn, U. of Virginia

Effects of Leadership Behavior and Emotional Skills on the

Emotional Experience of Employees | **Ronit Kark**, Bar Ilan

U.; **Hana Medler-Liraz**, Academic College of Tel Aviv

Leader Hypocrisy Attribution: Contributing Factors and

Conditions Enabling Subsequent Learning | **Sandra Cha**,

Brandeis U.

The Quilms of F-Bombs: Positive and Negative Effects of

Leaders' Expletive Use | **Geordie McRuer**, U. of Toronto; **Katy**

DeCelles, U. of Toronto

Speak Well, Not More: How Highly Inclusive Leaders Diminish

Follower Voice Quality | **John J. Sumanth**, U. of North

Carolina, Chapel Hill

Passing It Forward: Moderating Mechanisms in the Supportive Leadership Cascading Process | **Payal Nangia Sharma**, U. of Maryland, College Park; **Paul Bliese**, Walter Reed Army Institute of Research

1552 🗄️: (DRP Session) - (OCIS) **Trust, knowledge and Information Technology**

1:15pm - 2:45pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1552

Facilitator: **Anthony P. Ammeter**, U. of Mississippi

🗄️ Guanxi, Norms, Trust, and Knowledge Sharing in High-Technology Firms: The View of Social Capital | **Hsing-Kuo Wang**, National Quemoy U.; **Jung-Feng Tseng**, National Kaohsiung Normal U.

➔ 🗄️ Artifacts in Knowing: Exploring Enactment of Artifacts in Organizational Learning | **Ching-Fang Lee**, Shih Chien U.; **Pei-Shiun Wang**, National Chengchi U.; **Wan-Ting Chiu**, National Pingtung U. of Education

🗄️ ➔ 🗄️ Enabling Trust and Performance in Distributed Collaborative Teams | **Eugene Allen Pierce**, MITRE Corporation; **Sean William Hansen**, Rochester Institute of Technology

Tacit Knowledge Sharing between IT Workers: the Role of Culture, Personality, and Social Environment | **Renata Borges**, SIU Carbondale

🗄️ Core Cues in Initial Trust Formation: Exploring Differences between Online Business Models | **Christian Pieter Hoffmann**, U. of St. Gallen; **Andrea Chandra Von Kaenel**, U. of St. Gallen; **Miriam Meckel**, U. of St. Gallen; **Anne Suphan**, U. of St. Gallen

1553 🗄️ ➔ 🗄️ JS: (OCIS, OB) **Enabling West to Meet East: Dynamics of Virtual Organizations**

1:15pm - 2:45pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1553

Chairs: **Leslie A. DeChurch**, U. of Central Florida; **Susan Winter**, National Science Foundation

Discussant: **Kurt Kraiger**, Colorado State U.

Understanding and Enabling Network Dynamics in Virtual Communities | **Meikuan Huang**, Northwestern U.; **Drew Margolin**, U. of Southern California; **Katherine Ognyanova**, U. of Southern California; **Yun Huang**, Northwestern U.; **Noshir Contractor**, Northwestern U.

Cultural Coordination Scripts in Global Engineering Teams | **Catherine Cramton**, George Mason U.; **Tine Koehler**, U. of Melbourne; **Raymond Levitt**, Stanford U.

Assessing Work-Life Balance of the Globally Distributed Software Development Workforce | **Saonee Sarker**, Washington State U.; **Manju K Ahuja**, U. of Louisville; **Suprateek Sarker**, Washington State U.

The Impact of Virtuality on Team Effectiveness: A Meta-Analytic Integration | **Leslie A. DeChurch**, U. of Central Florida; **Jessica R. Mesmer-Magnus**, U. of North Carolina, Wilmington; **Peter Seely**, U. of Central Florida; **Toshio Murase**, U. of Central Florida; **Erin Cooke**, U. of North Carolina, Wilmington

1554 ➔ 🗄️: (Paper Session) - (ODC) **The Role of East/West Cultures, Attitudes, and Social Capital in Responses to Organizational Change**

1:15pm - 2:45pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 1554

Chair: **Inger G. Stensaker**, Norwegian School of Economics and Business Administration

➔ Towards a Network Perspective on Change Readiness | **Troy A. Voelker**, U. of Houston, Clear Lake; **Kevin C. Wooten**, U. of Houston, Clear Lake; **Clifton Mayfield**, U. of Houston, Clear Lake

ODC Division Best Paper Finalist

🗄️ Dissolving Ambivalence About Change: Change Recipients' Attitudes and Change Leaders' Sensegiving | **Boram Do**, Boston College; **Jean M. Bartunek**, Boston College

➔ 🗄️ The Influence of Eastern and Western Societal Cultures in Managing Strategic Change | **William W. Maddux**, INSEAD; **Quy Nguyen Huy**, INSEAD; **Jeffrey Sanchez-Burks**, U. of Michigan

1555 🗄️ ➔ 🗄️: (DRP Session) - (ODC) **Managing the Paradoxes and Polarities of Organizational Change**

1:15pm - 2:45pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 1555

Facilitator: **Charles McClintock**, Fielding Graduate Institute

Whither Middle Management? Empowering Interface and the Failure of Organizational Change | **Jonathan D. Raelin**, U. of Bath; **Christina G Cataldo**, George Washington U.

🗄️ The Wisdom of Both-And: Using Polarity Management to Make Sense of and Utilize Paradoxical Tension | **Brian Emerson**, Fielding Graduate U.; **Nancy C. Wallis**, Fielding Graduate Institute

Connecting the Origin, Decline, & Re-emergence of Lewin's Field Theory to the Rigor-Relevance Debate | **Bernard Burnes**, U. of Manchester; **Bill Cooke**, Lancaster U.

🗄️ The Paradox of Rational Management: Reproducing Bureaucracy in Narratives of Change | **Katherine Heynoski**, U. of Michigan

The Adaptive Role of Psychological Defense Mechanisms in Strategy Execution | **Michael Jarrett**, INSEAD

1556 🗄️ ➔ 🗄️: (Paper Session) - (OM) **Logistics, Purchasing, and Inventory Management Research**

1:15pm - 2:45pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1556

Chair: **Antti Tenhiälä**, IE Business School

➔ 🗄️ Consensus in Low-Cost Country Sourcing: Antecedents and Outcomes | **Roger Moser**, EBS Business School; **Keiko Kusaba**, McKinsey & Company

Logistics services characteristics and supply chain organization | **Jorge Duran Encalada**, U. de Las Américas, Puebla; **Francois Duhamel**, U. de Las Américas, Puebla

➔ 🗄️ Zero Inventory and Firm Performance: A management paradigm revisited | **Robert Obermaier**, U. of Passau

1557 🗄️: (Paper Session) - (OMT) **Capabilities and Competencies**

1:15pm - 2:45pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1557

Chair: **Jeffrey A. Martin**, U. of Alabama, Tuscaloosa

🗄️ Making Markowitz Proud: How High-Performing Endowments Achieve Portfolio Diversification | **Mimi Lord**, Case Western Reserve U.

Theorizing Capabilities of Organizational Agility: A Paradox Framework | **Andrew Schnackenberg**, Case Western Reserve U.; **Jagdeep Singh**, Case Western Reserve U.; **James Hill**, Case Western Reserve U.

📖 Emergence, Causality and Reduction: Ontological Foundations of Organizational Capabilities | **Martin Friesl**, Lancaster U.; **Markus H V Vanharanta**, U. College Dublin

📖 Organizational Antecedents of Dynamic Capabilities | **Kieran John Patrick MacInerney**, U. of Cologne

1558 📖: (DRP Session) - (OMT) Dynamics of Status

1:15pm - 2:45pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1558

Chair: **Sameer B. Srivastava**, Harvard U.

📖 The Reputational Impact of Corporate Governance: The Case of Poison Pills | **Michael K. Bednar**, U. of Illinois; **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign; **Matthew Kraatz**, U. of Illinois

📖 Status Change: The Dynamic Roles of Resource, Partner, and Embeddedness Explorations | **David H. Weng**, U. of Texas, Dallas; **Zhiang "John" Lin**, U. of Texas, Dallas

➔ Striking a Balance between Continuity and Novelty: Network Evolution and Positions | **Frédéric Clément Godard**, INSEAD

📖 The Network Dynamics of Status: Selection and Influence | **Vanina Jasmine Torlo**, U. of Lugano

➔ External Recognition as Contingent Signals: Overcoming Liabilities of Foreignness in Film Exports | **Heeyon Kim**, U. of Michigan; **Michael Jensen**, U. of Michigan

1559 📖: (Paper Session) - (OMT) Social Movements:

Mobilization and Coordination

1:15pm - 2:45pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1559

Chair: **Kathryn Heinze**, U. of Michigan, Ann Arbor

📖 Out of Bounds: Anonymous' Transition to Collective Action | **Felipe Gorenstein Massa**, Boston College

📖 Transnational Private Politics - Coordinating Activism Against Corporations Across Borders | **Daniel Waeger**, HEC U. of Lausanne; **Sébastien Mena**, U. of Lausanne

📖 Strategic Decision-Making in Social Movement Organizations: A Comparative Case Study | **Barbara Zepp Larson**, Harvard U.

📖 A Social Identity Approach to Small Shareholder Activism | **Kate Sikavica**, U. of Munich; **Anja Christine Tuschke**, U. of Munich

1560 📖: (Paper Session) - (OMT) Brokerage and Networks

1:15pm - 2:45pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1560

Chair: **Adam M. Kleinbaum**, Dartmouth College

Maximizing Social Capital: The Role of Brokerage, Cohesion, and Embeddedness Revisited | **Salih Zeki Ozdemir**, AGSM-Australian School of Business; **Peter Moran**, AGSM-Australian School of Business; **Xing Zhong**, U. of Chicago

📖 Embeddedness and the Dynamics of Brokerage Positions | **Jungwon Min**, Keio U.; **Hitoshi Mitsuhashi**, Keio U.

📖 Knowledge Asymmetry in Brokerage: Secret Network Sources of Broker's Position and Power | **Jason Davis**,

Massachusetts Institute of Technology; **Aleksandra J Kacperczyk**, MIT Sloan; **Oliver Hahl**, MIT Sloan

📖 Network Volatility and Competitive Advantage: Evidence from the Investment Banking Industry | **John G. Burrows**, U. of Chicago; **Ronald S. Burt**, U. of Chicago

1561 📖: (Paper Session) - (OMT) Firm Survival and Response to Shocks

1:15pm - 2:45pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1561

Chair: **Nydia MacGregor**, Santa Clara U.

➔ External Shock, Coupling Structure, and Performance: A Longitudinal Study of Korean Business Groups | **Jungyeon Lee**, Emory U.; **Anand Swaminathan**, Emory U.

📖 Natural Disasters, Community Distress and Church Foundings | **Srikanth Paruchuri**, Pennsylvania State U.

📖 Adapting to Environmental Jolts: A Network Change Perspective | **Leonardo Corbo**, U. of Bologna; **Paolo Boccardelli**, Luiss Guido Carli U.; **Simone Ferriani**, U. of Bologna

📖 Social Networks, the Risk-Return Relationship, and Resilience to Exogenous Shocks | **Geoff Martin**, IE Business School; **Remzi Gozubuyuk**, IE Business School

1562 📖 JS: (OMT, TIM, MOC) Innovation & Identity: Exploring Intersections of Technological Innovations & Collective Identities

1:15pm - 2:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1562

Organizer: **Ryan L. Raffaelli**, Boston College

Chair: **Mary Ann Glynn**, Boston College

Discussant: **Michael L. Tushman**, Harvard U.

Presenters: **Mary J. Benner**, U. of Minnesota; **Majken Schultz**, Copenhagen Business School; **Mary Tripsas**, Harvard U.; **Mary Ann Glynn**, Boston College; **Ryan L. Raffaelli**, Boston College

1563 📖: (Paper Session) - (ONE) Values, Ideology and the Social Construction of Environmental Action

1:15pm - 2:45pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 1563

Chair: **Simona Giorgi**, Boston College

📖 The Automatic Activation of Pro-Environmental Ideologies and Behaviors | **Sean Walker**, Southern Illinois U. Carbondale; **Michael Sheridan**, Southern Illinois U. Carbondale

Sustaining Sustainability Journeys: Some Implications for Strategizing and Organizing | **Raghu Garud**, Pennsylvania State U.; **Joel Gehman**, Pennsylvania State U.

➔ The Emotional Business Of Greening: Enacting Emotion In Business Responses To Climate Change | **Christopher Wright**, U. of Sydney; **Daniel Nyberg**, U. of Sydney

1564 ➔ 📖 JS: (PNP, HR) Contemporary Perspectives on People Management in the Voluntary Sector

1:15pm - 2:45pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1564

Chairs: **Emma Parry**, Cranfield U.; **Clare Kelliher**, Cranfield U.

The Development of Human Resource Management in the Voluntary Sector | **Emma Parry**, Cranfield U.; **Clare Kelliher**, Cranfield U.

Fit and Flexibility in Strategic HRM of Nonprofit Organizations | **Kunle Akingbola**, U. of Toronto
 Transforming the Voluntary Sector Workforce: Impact of Personalisation | **Ian Cunningham**, Strathclyde U.
 Motivational Type, Role Identity and Volunteer Embeddedness | **Gerry Treuren**, U. of South Australia; **Natalie Potter**, U. of South Australia

1565 [📄]: (DRP Session) - (RM) **Advances in Qualitative Methods: Induction, Textual Analysis, Photographic Evidence, and Ethnography of the Samba**

1:15pm - 2:45pm La Quinta Inn & Suites: Crockett West
 Tweet this session: #AOM2011 1565
 Facilitator: **Thomas Greckhamer**, Louisiana State U.
 → [📄] Inductive Theory-Building Approaches in the Study of Mergers And Acquisitions | **Satu Teerikangas**, UCL; **Helene Loe Colman**, Norwegian School of Management
 [📄] Textual Data Analysis to Interpret Focus Groups Interviews: An Evaluation of Two Encoding Techniques | **Dominique Peyrat-Guillard**, U. of Angers, GRANEM; **Caroline Lancelot Miltgen**, U. of Angers, GRANEM
 Peering Through the Lens: A Review of Photograph Use and Suggestions for Organizational Research | **Joshua Lloyd Ray**, U. of Tennessee, Knoxville; **Anne D. Smith**, U. of Tennessee, Knoxville
 → [📄] Between Samba School Member and Observer: Non-Humans and Transformations during Field Research | **César Tureta**, ESPM-SP; **Rafael Alcadipani**, Fundacao Getulio Vargas

1566 [📄]: (Paper Session) - (SAP) **Organizational Identity: Identification and Sensemaking**

1:15pm - 2:45pm San Antonio Convention Center: Room 213 B
 Tweet this session: #AOM2011 1566
 Chair: **Rajiv Nag**, Georgia State U.
 [📄] Strategizing the Self - Discursive Practices of Organizational Identity Negotiations | **Karin Kreutzer**, U. of St. Gallen; **Claus D Jacobs**, U. of St. Gallen; **Urs Jaeger**, U. of St. Gallen
 [📄] Managerial identification and strategic change activity | **Jane Hendy**, Imperial College London; **James Barlow**, Imperial College London
 [📄] Lightning the way to change: Usage of the "beacon" metaphor in reforming the Lutheran Church | **Christina Hoon**, Leibniz U. Hannover; **Paula Jarzabkowski**, Aston U.

1567 → [📄]: (Paper Session) - (SIM) **Corporate Governance and Boards of Directors**

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15
 Tweet this session: #AOM2011 1567
 Chair: **Marne L. Arthaud-Day**, Kansas State U.
 [📄] Symbolic Signaling and Majority Vote Adoption for Boards of Directors | **Jonathan Nicholas Bundy**, U. of Georgia; **Christine Shropshire**, U. of Georgia
 [📄] Corporate Misconduct and the Interlocking Directorate: Bad Companies Corrupt Good Morals | **Brian Connelly**, Auburn U.; **K. Ashley Gangloff**, Auburn U.
 [📄] The Effects of Disproportionate Control Rights on Stockholder Returns in Family-Controlled Groups | **Kuo-Pin**

Yang, National Dong Hwa U.; **Christine Chou**, National Dong Hwa U.; **Chin-jung Luan**, National Dong Hwa U.

1568 [📄]: (DRP Session) - (SIM) **Corporate Social Responsibility at the Organizational and Managerial Levels**

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17
 Tweet this session: #AOM2011 1568
 Chair: **Marlene J Le Ber**, U. of Western Ontario
 [📄] Firm Size and Ownership Structure: Effects on the Motivations for Use of Social Practices | **Adele Santana**, U. of Northern Iowa
 [📄] Pioneers and Late Movers Behavior in Corporate Philanthropic Disaster Relief Giving (WITHDRAWN) | **Yongqiang Gao**, Huazhong U. of Science & Technology; **Taieb Hafsi**, HEC Montreal
 → [📄] Institutional Ownership and Corporate Philanthropic Giving in China | **Yuanyang Song**, Fudan U.; **Yuanxu Li**, Fudan U.
 [📄] Holier Than Thou: The Strategic Costs of Managerial Hypocrisy | **Steffen H. Brenner**, Copenhagen Business School; **Georg Wernicke**, U. of Mannheim
 [📄] Responsible Leadership: An Obligation to Dialogue | **Timo Meynhardt**, U. of St. Gallen; **Peter Gomez**, U. of St. Gallen

1569 → [📄]: (Paper Session) - (SIM) **Corporate Governance: The Interaction of Social Responsibility and Financial Performance**

1:15pm - 2:45pm Marriott Rivercenter: Salon B
 Tweet this session: #AOM2011 1569
 Chair: **Michael Hess**, U. of New South Wales
 [📄] The Insurance Value of Corporate Social Performance: When Do Shareholders Benefit from It? | **Ping-Sheng Koh**, Hong Kong U. of Science and Technology; **Cuili Qian**, City U. of Hong Kong; **Heli Wang**, Hong Kong U. of Science and Technology
 [📄] Is Irresponsible Unsustainable? Meta-Analyzing the Corporate Social Irresponsibility-Performance Link | **Pushpika Vishwanathan**, Erasmus U. Rotterdam; **Marc van Essen**, U. Utrecht School of Economics; **Hans Van Oosterhout**, RSM Erasmus U.
 [📄] Will Good Corporate Governance Reduce Corporate Fraud Behavior: An Empirical Study in China | **Weichu Xu**, Framingham State College; **Junsheng Zhang**, Central U. of Finance and Economics; **Yaming Zeng**, Tsinghua U.

1570 → [📄]: (Paper Session) - (SIM) **Corporate Social Performance and Employee Relations**

1:15pm - 2:45pm Marriott Rivercenter: Salon M
 Tweet this session: #AOM2011 1570
 Chair: **Jegoo Lee**, U. of South Florida
 [📄] Transmitting Corporate Social Responsibility using Valuebased Leadership Theory: Manager to Employee | **Yi-Jung Chen**, National Kaohsiung U. of Applied Sciences; **Hsiu-Min Chen**, I-Shou U.
 → [📄] Bringing Home to Work: Intimate Partner Violence, Perceived Organizational Support, and Outcomes | **Laramie Tolentino**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Kristin L. Scott**, Clemson

U.; **Patrick Raymund M. Garcia**, The Australian National U.; **Robert L. Tang**, De La Salle-College of Saint Benilde
 ☒ Monotone, Harmony, and Cacophony: Theoretical Consequences of Ethical Person-Organization Fit | **M. Blake Hargrove**, U. of Texas, Arlington; **James Campbell Quick**, U. of Texas, Arlington; **Thomas A Wright**, Kansas State U.

1571 ☒: (Paper Session) - (TIM) **Innovation in Service**

Industries

1:15pm - 2:45pm San Antonio Convention Center: Room 006 A
 Tweet this session: #AOM2011 1571

Chair: **James H. Stephenson**, Western International U.

☒ Organizational Innovation in Professional Service Organizations | **Chen-Wei Yang**, Fooyin U.

☒ Turning a New Service Development Project into a Sustainable Service Business | **Pei-Shan Hsieh**, National Tsing Hua U.; **Fu-Ren Lin**, National Tsing Hua U.

☒ Trading Proximities: Understanding Knowledge Sharing in Professional Services Firms | **Paola Criscuolo**, Imperial College London; **Ammon Salter**, Imperial College Business School; **Anne L.J. ter Wal**, Imperial College Business School

1572 ☒: (Paper Session) - (TIM) **Technological Search**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 B
 Tweet this session: #AOM2011 1572

Chair: **Corey Phelps**, HEC Paris

➔ ☒ Variety of Search and Innovation: A Comparative Study of US Manufacturing and KIBS | **Andy Cosh**, U. of Cambridge; **Joanne Jin Zhang**, U. of Cambridge

☒ The Effect of Performance Feedback, Financial Slack on the Explorative and Exploitative Innovation | **Lin-Hua Lu**, National Cheng Kung U.; **Poh-Kam Wong**, National U. of Singapore; **Shih-Chieh Fang**, National Cheng Kung U.

☒ A Behavioral Theory Of Technology Search: Evidence From The Semiconductor Industry. | **Elisa Operti**, U. of Lugano; **Gianluca Carnabuci**, U. of Lugano; **Balaz Kovacs**, U. of Lugano

1573 ☒: (DRP Session) - (TIM) **University-Industry**

Knowledge Transfer

1:15pm - 2:45pm San Antonio Convention Center: Room 008 A
 Tweet this session: #AOM2011 1573

Facilitator: **Virginia Acha**, Pfizer Inc

☒ The Impact of Networks and Technological Specialization on the Value of Academic Entrepreneurs | **Phillip H Phan**, Johns Hopkins U.

➔ ☒ National Institutional Differences and Cross-Border University-Industry Knowledge Transfer | **Hamidah Salleh**, National U. of Singapore

☒ Evaluating Outcomes of Different Types of University-Industry Collaboration in Computer Science | **Simon Kabins**, Aarhus U.

In Search of Anti-Commons: Patent-Paper Pairs in Biotechnology. An Analysis of Citation Flows | **Tom Magerman**, Katholieke U. Leuven; **Bart Van Looy**, Katholieke U. Leuven; **Koenraad Debackere**, Katholieke U. Leuven

1574 ➔ ☒ JS: (TIM, OMT) **Online Distributed**

Organization

1:15pm - 2:45pm San Antonio Convention Center: Room 006 D
 Tweet this session: #AOM2011 1574

Organizers: **Juan Andrei Villarroel**, Massachusetts Institute of Technology; **Andreea Daniela Gorbatai**, Harvard U.
 Discussant: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne
 Participants: **Karim R. Lakhani**, Harvard U.; **Thomas W. Malone**, Massachusetts Institute of Technology; **Linus Dahlander**, ESMT European School of Management and Technology

Tuesday 3:00PM

1575 ☒: (Paper Session) - (BPS) **The Determinants and Consequences of Experience**

3:00pm - 4:30pm San Antonio Convention Center: Room 201
 Tweet this session: #AOM2011 1575

Chair: **Joseph Broschak**, U. of Arizona

☒ Being Rational by Nature or Nurture? Effects of Interfirm Experience on Alliance Governance Design | **Rui Wu**, Tsinghua U.

☒ Let Me Handle This, I've Done It Before: Experience and Self-Involvement in Superstitious Learning | **José Lejarraga**, U. Pompeu Fabra; **Tomás Lejarraga**, Carnegie Mellon U.; **Charlotte Gaston-Breton**, U. Carlos III de Madrid

☒ Why Do Some CEOs Prefer Dynamism and Change? New Evidence on Executive Openness to Experience | **Jinyong Daniel Zyung**, U. of Texas, Austin; **Craig Crossland**, U. of Texas, Austin; **Nathan J. Hiller**, Florida International U.

☒ Bringing Experience to Resources: Examining the Contribution of Producers to Hollywood Film Projects | **Michael J. Mannor**, U. of Notre Dame; **Jamal Shamsie**, Michigan State U.; **Donald E. Conlon**, Michigan State U.

1576 ☒: (Paper Session) - (BPS) **Integration, Diversification, and Strategic Portfolios**

3:00pm - 4:30pm San Antonio Convention Center: Room 204 A
 Tweet this session: #AOM2011 1576

Chair: **Robert C. Seamans**, New York U.

☒ There Are Many Ways to Compete: Firm Characteristics and R&D Vehicle Diversification | **Ithai Stern**, Northwestern U.; **Razvan Lungeanu**, Northwestern U.

☒ Corporate Portfolio Management Applications: Role of Firm Attributes & Impact on Corporate Processes | **Robert Christopher Lothar Untiedt**, Technical U. Bergakademie Freiberg; **Ulrich Pidun**, Boston Consulting Group

☒ Temporal Specificity and Task Alignment: Evidence from Patient Care | **Guy David**, Wharton School; **Daniel E. Polsky**, U. of Pennsylvania; **Evan Rawley**, U. of Pennsylvania

➔ ☒ Clustering, Agency Costs and Operating Efficiency: Evidence from Nursing Home Chains | **Susan F. Lu**, U. of Rochester; **Gerard Wedig**, U. of Rochester

1577 ☒: (BPS) **Innovation for Neglected Diseases: Organizational and Strategic Challenges**

3:00pm - 4:30pm San Antonio Convention Center: Room 204 B
 Tweet this session: #AOM2011 1577

Organizer: **Eugenia Cacciatori**, Bocconi U.

Discussants: **Anita McGahan**, U. of Toronto; **Antonino Vaccaro**, Catholic U. of Lisbon FCEE

TUESDAY

Generations of Innovation: R&D Leadership in HIV Treatment | **Alfonso Gambardella**, Bocconi U.; **Anita McGahan**, U. of Toronto; **Giovanni Valentini**, Bocconi U.
 Business as Usual or Health Innovation for the Bottom of the Pyramid in East Africa | **Becky Hanlin**, Open U.
 The Evolution of the AIDS Vaccine Field: Research Trajectories and Patterns of Organization | **Eugenia Cacciatori**, Bocconi U.; **Stefano Breschi**, Bocconi U.; **Luigi Orsenigo**, Brescia U.

1578 🗨️📄 JS: (CAR, HR) **The Yin and Yang of Mentoring: Exploring the Continuum of Mentoring Relationships and Experiences**

3:00pm - 4:30pm Grand Hyatt: Presidio B
 Tweet this session: #AOM2011 1578

Organizers: **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Shoshana Dobrow**, Fordham U.; **Wendy Marcinkus Murphy**, Babson College

Discusant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee
 Can the Yin of Mentoring Counter the Yang of a Discriminatory Workplace? | **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Karen S. Lyness**, Baruch College; **Kyle Ehrhardt**, U. of Wisconsin, Milwaukee; **Dianne Deborah Murphy**, U. of Wisconsin, Milwaukee; **John F Capman**, Baruch College

The Show Must Go On: Predicting Mentoring Program Retention and Satisfaction in an Economic Crisis | **Lisa M. Finkelstein**, Northern Illinois U.; **Kurt Kraiger**, Colorado State U.; **Kristina Matarazzo**, Northern Illinois U.

Understanding Relational Problems in Mentoring: A Longitudinal, Dyadic Perspective | **Lillian Eby**, U. of Georgia; **Marcus M. Butts**, U. of Texas, Arlington

The Yin and Yang of Inter-Organizational Mentoring | **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Monica Higgins**, Harvard U.; **Douglas Minter**, Knoxville Chamber of Commerce

1579 → 🗨️📄 JS: (CAR, OB, MOC) **“So, What Do You Do?”: Professional Identity Content and Process**

3:00pm - 4:30pm Grand Hyatt: Lone Star B
 Tweet this session: #AOM2011 1579

Organizers: **David M. Sluss**, Georgia Institute of Technology; **Heather C. Vough**, McGill U.; **Spencer Harrison**, Boston College
 Who Am I, What I See, and How I Work: Identity Content and Daily Work Behavior | **Spencer Harrison**, Boston College; **Clara Sceery**, Boston College; **C V Harquail**, Authentic Organizations

Organizational Identity as a Determinant of Professional Resources | **Shelley Brickson**, U. of Illinois, Chicago; **Dayo Akinlade**, U. of Illinois, Chicago

Identity Dynamics as a Scaffold for Sustained Innovation | **Aimee L. Hamilton**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.

Theorizing the Interaction of Professional and Non-Work Identities | **Lakshmi Ramarajan**, Harvard U.; **Erin Marie Reid**, Harvard U.

Nomadic Professional Identity Construction: Relational Mirroring and Anchoring | **David M. Sluss**, Georgia Institute of

Technology; **Heather C. Vough**, McGill U.; **Glen E. Kreiner**, Pennsylvania State U.

1580 📄: (Paper Session) - (ENT) **Corporate Entrepreneurship: Strategy and Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 B
 Tweet this session: #AOM2011 1580

Chair: **Tina Gruber-Muecke**, U. of Linz

🗨️📄 Operationalizing Corporate Entrepreneurship Strategy (CES): A Configurational Approach | **Patrick Kreiser**, Ohio U.; **Donald F Kuratko**, Indiana U.; **Jeffrey G. Covin**, Indiana U.; **Jenny M. House**, Indiana U., Bloomington

📄 Corporate Entrepreneurship and Agency Cost: An Empirical Study from Pakistani Stock Market | **Nousheen Tariq Bhutta**, International Islamic U.; **Syed Zulfiqar Ali Shah**, International Islamic U.

🗨️📄 Corporate Entrepreneurship with a Purpose: Exploring the Antecedents to Social Business | **Donald F Kuratko**, Indiana U.; **Jeffrey S Hornsby**, Kansas State U.; **Jeffery S. McMullen**, Indiana U., Bloomington

📄 Family Business Groups and Corporate Entrepreneurship: Evidence from Indian Firms | **Raveendra Chittoor**, Indian School of Business; **Ajay Bhalla**, City U.; **Sougata Ray**, Indian Institute of Management, Calcutta; **Kavil Ramachandran**, Indian School of Business

1581 → 🗨️: (ENT) **Critical Perspectives on Entrepreneurship and Urban Development**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 C
 Tweet this session: #AOM2011 1581

Organizers: **Banu Ozkazanc-Pan**, U. of Massachusetts, Boston; **Arturo E Osorio**, Rutgers U., Newark

Panelists: **Daniel Hjorth**, Copenhagen Business School; **Christopher Wheat**, Rutgers U.; **Deirdre Tedmanson**, U. of South Australia; **Caroline Essers**, Nijmegen U.

1582 🗨️ → 🗨️📄 SHCS: (ENT) **West Meets East: From the Family Business to the Family Office**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 D
 Tweet this session: #AOM2011 1582

Panelists: **Dianne HB Welsh**, U. of North Carolina, Greensboro; **Kirby Rosplock**, GenSpring Family Offices; **W. Noah Reynolds**, Reynolds Family Office

1583 📄: (DRP Session) - (ENT) **New Research on Family Business**

3:00pm - 4:30pm San Antonio Convention Center: Room 008 B
 Tweet this session: #AOM2011 1583

Facilitator: **Miles A. Zachary**, Texas Tech U.

🗨️📄 Retirement Well-Being of Family Firm CEOs: Incumbent Expectations | **William J. Worthington**, Baylor U.; **Jamie D. Collins**, Baylor U.

📄 Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500 | **Richard John Gentry**, U. of Mississippi; **Clay Dibrell**, U. of Mississippi; **Jaemin Kim**, U. of Mississippi

🗨️📄 Is Nepotism Definitely Dysfunctional? Antecedents and Consequences of Nepotism in Family Business | **Xiaoxiao Liu**, Nanyang Technological U.

🗨️📄 Centralization and Delegation Practices in Family Versus Non-Family SMEs: A Rasch Analysis | **Wendy L. Martin**,

Trinity International U.; **Alexander McKelvie**, Syracuse U.; **G. T. Lumpkin**, Syracuse U.
 → Institutions and Female Entrepreneurship (WITHDRAWN) | **Saul Estrin**, London Business School; **Tomasz Marek Mickiewicz**, UCL

1584 : (DRP Session) - (ENT) **The Role of Opportunity in the Entrepreneurial Process**

3:00pm - 4:30pm San Antonio Convention Center: Room 208
 Tweet this session: #AOM2011 1584

Facilitator: **Darline Augustine**, LSE

Entrepreneurial Capability: Opportunity Pursuit and Game Changing | **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Sondos Gamal Abdelgawad**, ESADE; **Silviya Svejnova**, ESADE; **Harry J Sapienza**, U. of Minnesota

Entrepreneurial Openness: Conceptualization and Measurement | **Alenka Slavec**, U. of Ljubljana; **Mateja Drnovsek**, U. of Ljubljana

An Inventory of Conceptual and Operational Definitions Related to Entrepreneurial Opportunity | **David J. Hansen**, College of Charleston; **Rodney C. Shrader**, U. of Illinois, Chicago; **Javier A. Monllor**, DePaul U.

How Do Opportunity Identification Cognitions Differ By Task? An Experimental Exploration | **Veronica Gustafsson**, Jönköping International Business School; **Ronald Mitchell**, Texas Tech U.; **Brock Smith**, U. of Victoria; **H Shawna Chen**, Texas Tech U.

Early Impressions and Performance Feedback in Entrepreneurial Search: An Experimental Study | **Stephan Billinger**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark; **Terry R Schumacher**, Rose-Hulman Institute of Technology

1585 : (DRP Session) - (ENT) **Past as Prologue: How the Founder Shapes Entrepreneurial Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A
 Tweet this session: #AOM2011 1585

Facilitator: **Boris F. Blumberg**, Maastricht U.

The Roles of Industry and Startup Experience on Entrepreneurial New Business Forecast Performance | **Gavin Cassar**, U. of Pennsylvania

How Founding Teams Respond to Surprises: A Transactive Memory System Perspective | **Yanfeng Zheng**, U. of Hong Kong; **Yiyuan Mai**, Huazhong U. of Science & Technology

Return of the King: An Exploration of Comeback Founder-CEOs | **Ryan Adam Krause**, Indiana U. Kelley School; **Abhijith Holehonnur**, The Pennsylvania State U., U. Park

Roadmap for the Creation and Survival of Nascent Social Entrepreneurial Ventures | **Aparna Katre**, Weatherhead School of Management; **Paul Salipante**, Case Western Reserve U.

→ To Invest or Not? A Cross-National Investigation of Informal Investment in New Business Ventures | **Zhujun Ding**, The Chinese U. of Hong Kong; **Kevin Au**, Chinese U. of Hong Kong; **Flora F T Chiang**, Hong Kong Baptist U.; **Thomas A Birtch**, Cambridge U.

1586 : (ENT, BPS, TIM) **Market Entry, Competitive Dynamics and Entrepreneurship**

3:00pm - 4:30pm San Antonio Convention Center: Room 215
 Tweet this session: #AOM2011 1586

Chairs: **Gideon D Markman**, Colorado State U.; **Phillip H Phan**, Johns Hopkins U.

The Business Model: A Growing Domain of Scholarly Inquiry | **Raphael H Amit**, U. of Pennsylvania; **Christoph Zott**, IESE Business School

Interdependency, Competition, and Industry Dynamics | **Michael Lenox**, U. of Virginia

Competitive Dynamics and Firm Defensive Strategies | **Peter T. Gianiodis**, Clemson U.

Towards a Model of Market Disruption | **Gokce Sargut**, Governors State U.; **Rita Gunther McGrath**, Columbia U.

Non-Market Action: How Non-Market Players Disruptively Change Corporate Competitive Practices | **Theodore L. Waldron**, Baylor U.

1587 : (Paper Session) - (GDO) **Gender, Inequality and Stereotypes**

3:00pm - 4:30pm Grand Hyatt: Lone Star C
 Tweet this session: #AOM2011 1587

Chair: **Olga Chapa**, U. of Houston, Victoria

Discussant: **Charlice Hurst**, The U. of Western Ontario

Employees' Perceptions of Gender Inequality in Society and Employment | **Violetta Khoreva**, Hanken School of Economics

Unkind to Two of a Kind: Stereotyping Women with Duo Status in a Work Group | **Denise Lewin Loyd**, Massachusetts Institute of Technology; **Judith B. White**, Dartmouth College; **Mary Kern**, Baruch College

Gender Similarity in Intellectual Stimulation Across Three Contexts | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine Loughlin**, St. Mary's U.

1588 : (DRP Session) - (GDO) **Work Life Balance, Stress, Burnout**

3:00pm - 4:30pm Grand Hyatt: Travis A
 Tweet this session: #AOM2011 1588

Facilitator: **Beth Ann Livingston**, Cornell U.

Effects of Childcare Responsibilities and Gender Similarity on Family Support and Outcomes | **Andrew Li**, West Texas A&M U.; **Jessica Bagger**, California State U. Sacramento

The Impact of Work-Family Programs on the Gender Diversity-Performance Relationship | **Muhammad Ali**, Queensland U. of Technology; **Isabel Metz**, U. of Melbourne; **Carol T. Kulik**, U. of South Australia

→ Job and Couple Burnout: A Cross-Cultural Perspective | **Ayala Malach Pines**, Ben Gurion U. of the Negev; **Leslie B. Hammer**, Portland State U.; **Margaret Neal**, Portland State U.; **Tamar Icekson**, Ben Gurion U. of the Negev

Social Expectations and Caregiver Work-Life Balance Decisions | **Hugh T J Bainbridge**, U. of New South Wales

Chronic Illness, Stress, and Workability: Can Coaching Help? | **Alyssa K. McGonagle**, Wayne State U.; **Joy E. Beatty**, U. of Michigan, Dearborn

1589 : (Paper Session) - (HCM) **Improving Efficiency and Quality in Healthcare**

3:00pm - 4:30pm Marriott Rivercenter: Salon K
 Tweet this session: #AOM2011 1589

Chair: **Keith G Provan**, U. of Arizona

📄 Improving Efficiency in Hematology/Oncology Units: A Simulation Approach | **Shital Shah**, Rush U.; **Alyssa K Howell**, Rush U.; **Melinda Noonan**, Rush U.; **Henry Fung**, Rush U.; **Norma Melgoza**, Rush U.; **J. Robert Clapp**, Rush U.

Mapping the Constellation of Co-morbidity: Implications for the Organization of Hospital Services | **Jonathan Clark**, The Pennsylvania State U.; **Robert S. Huckman**, Harvard U.; **Ryan Thompson**, Massachusetts General Hospital

📄 Slack Resources and Quality of Primary Care | **David C. Mohr**, VA Boston Healthcare System; **Gary J. Young**, Northeastern U.

1590 📄: (Paper Session) - (HCM) **Employee Engagement in Healthcare**

3:00pm - 4:30pm Marriott Rivercenter: Salon L

Tweet this session: **#AOM2011 1590**

Chair: **Elizabeth Goodrick**, Florida Atlantic U.

The Effects of Job Impact and Person-Job Fit on Employee Attitudes towards Change in Trauma Centers | **Christopher D. Zatzick**, Simon Fraser U.; **Douglas F Zatzick**, U. of Washington

📄 Strategic Pay Fairness and Employee Engagement in the Healthcare Sector | **Benjamin B. Dunford**, Purdue U.; **Trenton A. Williams**, Deloitte Consulting, LLP; **Alan D. Boss**, U. of Washington, Bothell; **Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Regional Healthcare System

📄 RN Retention Strategies in Nursing Homes: A Two Factor Perspective | **Selina R. Hunt**, Duke U.; **Janice Probst**, U. of South Carolina; **Kathlyn S. Haddock**, WJB Dorn VA Medical Center; **Robert Moran**, U. of South Carolina; **Samuel Baker**, U. of South Carolina; **Ruth A Anderson**, Duke U.; **Kirsten Corazzini**, Duke U.

1591 📄: (Paper Session) - (HR) **The Influence of Organizational Factors on Employee Stress, Commitment, and Retention**

3:00pm - 4:30pm Grand Hyatt: Bonham D

Tweet this session: **#AOM2011 1591**

Chair: **Timothy M. Gardner**, Vanderbilt U.

📄 HRM and Commitment: Under Which Conditions Does HR Differentiation Pay Off? | **Elise Marescaux**, Lessius U. College; **Sophie De Winne**, Lessius U. College; **Luc Sels**, Katholieke U. Leuven

HPWS, 'Stressors', Affective Organizational and Occupational Commitments in Japanese Organizations | **Kaushik Chaudhuri**, Reitaku U.

📄 Exploring Employee Reactions to High Performance Work Systems: Is there a Potential "Dark Side"? | **Jaclyn M. Jensen**, George Washington U.; **Pankaj C Patel**, Ball State U.; **Jake Messersmith**, U. of Nebraska at Kearney

📄 Unit-Level Retention and Productivity: Implications of Employee Engagement and Customer Demand | **Jeff Ericksen**, Michigan State U.

1592 → 📄: (DRP Session) - (HR) **HRM Across the Globe: The Role of Culture**

3:00pm - 4:30pm Grand Hyatt: Mission A

Tweet this session: **#AOM2011 1592**

Facilitator: **Elaine Farndale**, Pennsylvania State U.

→ 📄 Current Research Paradigms in International Human Resource Management Studies | **Yuan-Duen Lee**, Chang Jung Christian U.; **Tangting Wang**, Far East U.; **Yender McLee**, Chang Jung Christian U.; **Chen-Fen Huang**, Chang Jung Christian U.

→ 📄 Validating the Pluralistic Structures of Human Resource Management Systems in Chinese Context | **Yu Zhou**, Renmin U. of China; **Xiao-yu Liu**, U. of International Business and Economics

→ 📄 Flexible Work Arrangements and National Culture: An International Longitudinal Study | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.

→ 📄 Involvement-Oriented Work Practices and Performance: Effects of Justice Climate and Power Distance | **Yuan Jiang**, Indiana-Purdue; **Saba Colakoglu**, Berry College; **Joseph Blasi**, Rutgers U.; **Douglas Kruse**, Rutgers U.

📄 Vartan Bhanji and Human Resource Management in Pakistan: Balancing between Traditions and Modernity | **Noreen Saher**, International Islamic U.

1593 : (Paper Session) - (IM) **Effects of National Culture and Environment on Foreign Direct Investment**

3:00pm - 4:30pm San Antonio Convention Center: Room 207 B

Tweet this session: **#AOM2011 1593**

Chair: **Dante DiGregorio**, U. of New Mexico

→ 📄 Languages' Power in Trade and Foreign Direct Investment | **W. Travis Selmier**, Indiana U. Kelley School; **Chang Hoon Oh**, Brock U.

The internalization of the production of collective goods by MNEs | **Jean J Boddewyn**, Baruch College; **Sarianna Lundan**, U. of Bremen, Germany

→ 📄 The Contingent Effects of National Culture: A Study of Control Sought in Cross Border Transactions | **Ramya Tarakad Venkateswaran**, Indian Institute of Management, Bangalore; **Rejie George**, Indian Institute of Management, Bangalore

→ Standardization of Business Formats of International Franchisors: A Model and Hypotheses | **Richard C Hoffman**, Salisbury U.; **Sharon Watson**, U. of Delaware; **John F. Preble**, U. Delaware

1594 : (Paper Session) - (IM) **Environmental Effects on Technological Exploration and Diffusion**

3:00pm - 4:30pm San Antonio Convention Center: Room 209

Tweet this session: **#AOM2011 1594**

Chair: **Eric Dorion**, U. de Caxias do Sul

→ 📄 Interdependencies of Formal and Informal Structure: Technological Exploration and Dispersed Firms | **Daniel Tzabbar**, Drexel U.; **Alex Vestal**, U. of Central Florida; **Robert L. Porter**, U. of Central Florida; **Sean McMahon**, U. of Central Florida

→ Institutions and the International Diffusion of Technology: A Theoretical Overview | **Roberto Martin Nolan Galang**, Ateneo de Manila U.

International technology acquisition and its impact on innovation | **Suma Athreye**, Brunel U.; **Yong Yang**, U. of Essex

→ The Impact of Innovation Orientation on Firm Performance: An Investigation in Six Countries | **Lis Senta Strenger**, RWTH Aachen U.

1595 → 📄 JS: (IM, BPS) **Integrating Political Science into International Business Research**

3:00pm - 4:30pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1595

Organizer: **Ilgaz Arikan**, Georgia State U.

Discussant: **Jordan Siegel**, Harvard U.

Transnational Integration Regimes as Development Programs | **Gerald A. McDermott**, U. of South Carolina

Home-country Policy Reforms and the Birth of Multinationals | **Sinziana Dorobantu**, U. of Pennsylvania; **Bennet A. Zelner**, Duke U.

A Theory of Conflict and Trade | **Kerem Cosar**, U. of Chicago

The Impact of Conflict on Firms' Governance Choices | **Ilgaz Arikan**, Georgia State U.; **Oded Shenkar**, Ohio State U.

Caught in the Crossfire: Strategies of Multinational Enterprises in Host Countries at War | **Li Dai**, Texas A&M U.; **Lorraine Eden**, Texas A&M U.

1596 → 🗣️ 📄 SHCS: (IM, OB, MOC) **Champions of Cultural Transcendence: Uncovering the Potential of Bi/Multicultural Employees**

3:00pm - 4:30pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1596

Chair: **Dan V. Caprar**, U. of New South Wales

Discussant: **Mary Yoko Brannen**, INSEAD

Multicultural Employees: Global Business' Untapped

Resource | **Stacey R. Fitzsimmons**, Simon Fraser U.; **Christof Miska**, WU Vienna

The Roles of Multiculturals in Teams: Their Influence on Work Processes and Outcomes | **Hae-Jung Hong**, ESSEC

The Integrative Complexity Advantages of Biculturalism: Predicting Creative & Professional Success | **Carmit T. Tadmor**, Tel Aviv U.; **Adam D. Galinsky**, Northwestern U.; **William W. Maddux**, INSEAD

The Relationship between Multiple Cultural Identities and Cultural Intelligence | **Yih-teen Lee**, IESE Business School; **Aline D. Masuda**, EADA

1597 : (MC) **MC Free Session**

3:00pm - 4:30pm Grand Hyatt: Bowie B

Tweet this session: #AOM2011 1597

MC free session

1598 🗣️ → 🗣️ 📄: (DRP Session) - (MED) **International Trends and Issues in Management Education and Development**

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 1598

Facilitator: **Pedro Gabriel Marquez-Perez**, Royal Roads U.

What Attracts International Students to U.S. Universities? | **Christina P.C. Tay**, Chinese Culture U.

→ 🗣️ Looking for Ways to Increase Student Value:

Internationalization and Value Innovation | **Olga**

Kuznetsova, Manchester Metropolitan U.; **Andrei Kuznetsov**, U. of Central Lancashire

🗣️ → 🗣️ The Internationalization of Business Administration

Undergraduate Course Curriculums in Brazil | **Gilberto Sarfati**, Fundacao Getulio Vargas; **Tales Andreassi**, Fundacao Getulio Vargas

From Preeminence to Prominence: The Fall of North American B-Schools and the Rise European B-Schools | **Francois Herve Collet**, ESADE Business School; **Luis Vives**, ESADE Business School

🗣️ Executive MBA Expectations and Actual Outcomes in China: Lessons Learned | **Thomas James Norman**, California State U. Dominguez Hills

→ Exploring Global Trends: Accreditation Pressure and Isomorphism in French and British B-Schools | **Lisa Barton**, Leicester Business School; **Jon Billsberry**, Coventry U.; **Veronique Ambrosini**, Birmingham U.

1599 🗣️ → 🗣️: (MED) **Where North Meets South: Lessons from Teaching Management on the U.S - Mexico Border**

3:00pm - 4:30pm Marriott Rivercenter: Salon C

Tweet this session: #AOM2011 1599

Organizer: **Cody Brent Cox**, U. of Texas at Brownsville

Identifying KSAs Important for Managerial Success in the Rio Grande Valley | **Cody Brent Cox**, U. of Texas at Brownsville;

Jennie Johnson, U. of Texas at Brownsville; **Joe Cox**, Baylor U.

The Impact of Justice Sensitivity and Ethical Orientation on Competitiveness on the US/Mexico Border | **Eric G Kirby**, Texas State U.; **Susan L. Kirby**, Texas State U.

A Comprehensive Model of Academic Success for Students on the U.S./Mexico Border | **Richard A. Posthuma**, U. of Texas, El Paso; **Said Al-Riyami**, U. of Texas, El Paso

The Classroom on the Border | **Tom Coyle**, U. of Texas at Brownsville

Avoiding Pitfalls in Borderland Education | **Carolyn I Chavez**, New Mexico State U.

MED Global Forum Best Symposium Award sponsored by the University of Manchester, Manchester Business School for the symposium that best creates the opportunity to address global issues of significance to management education and/or development

1600 🗣️: (DRP Session) - (MOC) **Strategy and Cognition**

3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 1600

Chair: **C Lakshman**, Bordeaux école de Management

Beyond the Prototype. Creativity and "Zero Defects" in Haute Cuisine Industry | **Barbara Slavich**, IESEG; **Rossella Cappetta**, Bocconi U.; **Severino Salvemini**, U. Commerciale L. Bocconi

→ 🗣️ Communicating Strategy Across Cultures with

Visualization: An Experimental Evaluation | **Sabrina**

Bresciani, U. of Lugano; **Martin J. Eppler**, U. of St. Gallen;

Margaret Tan, Nanyang Technological U.

🗣️ The Perceived Threat and Strategic Choice: Evidence from Pharmaceutical Firms in China | **Yuanqiong He**, Huazhong U. of Science & Technology; **Yun Chen**, Hubei U. of Economics

🗣️ Development of Dynamic Capabilities through Social Capital: The Role of Entrepreneurial Cognitions | **Cristian Eduardo Zamora-Matute**, ITESM-EGADE

1601 🗣️: (Paper Session) - (MSR) **Spirituality and Organizational Performance**

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 1601

Chair: **Charles G. Capps**, Lipscomb U.

TUESDAY

Facilitator: **Lee Robbins**, Golden Gate U.

📖 Present State of Workplace Spirituality: Literature review of context, theory, & scales/measurements | **David W. Miller**, Princeton U.; **Tim Ewest**, Wartburg College

👤📖 Empathy, Connectedness and Organization | **Kathryn Pavlovich**, U. of Waikato; **Keiko Krahnke**, U. of Northern Colorado

Creating "Un-Bounded" Entrepreneurial Rationality Through Practices Of Inner-Self Exploration | **Patricia Corner**, Auckland U. of Technology

1602 📖 SHCS: (OB) **LMX Perspectives on Creativity**

3:00pm - 4:30pm Grand Hyatt: Bowie A

Tweet this session: **#AOM2011 1602**

Chair: **Pamela Tierney**, Portland State U.

The Moderating Role of LMX on Personality and Creative Behavior | **Berrin Erdogan**, Portland State U.; **Jeanne Enders**, Portland State U.; **Talya N. Bauer**, Portland State U.

The Effects of Within-Group LMX Diversity on Group and Individual Creativity | **Xiao-Ping Chen**, U. of Washington; **Liang-Chieh Weng**, Providence U.

LMX, Creative Processes, and Team Innovation | **Maria del Mar Bornay-Barrachina**, Pablo de Olavide U.; **Lucy L. Gilson**, U. of Connecticut; **Ramón Valle-Cabrera**, Pablo de Olavide U.; **Seth Spain**, U. of Nebraska

LMX Relational Strength, Embeddedness, and Employee Creativity | **Pamela Tierney**, Portland State U.

1603 📖: (OB) **New Perspectives in Behavioral Ethics Research**

3:00pm - 4:30pm Grand Hyatt: Bowie C

Tweet this session: **#AOM2011 1603**

Chair: **Rebecca L. Greenbaum**, Oklahoma State U.

Discussant: **David Mayer**, U. of Michigan

Machiavellianism to Unethical Behavior: An Examination of Moderators | **Rebecca L. Greenbaum**, Oklahoma State U.; **Aaron Hill**, U. of Nevada, Reno; **Gabi Eissa**, Oklahoma State U.

Ethical Leadership and Negative Outcomes: The Role of Organizational Structure | **Maribeth Kuenzi**, Southern Methodist U.; **Michael E. Brown**, -Pennsylvania State U., Erie

Physical Pain and Social Agony | **Niro Sivanathan**, London Business School; **Chen-Bo Zhong**, U. of Toronto

Using Nursery Rhymes and Soft Toys to Discourage Unethical Behavior | **Sreedhari D. Desai**, Harvard U.

1604 📖: (DRP Session) - (OB) **Social Identity at Work: Individual Differences and Team Processes**

3:00pm - 4:30pm Grand Hyatt: Crockett B

Tweet this session: **#AOM2011 1604**

Facilitator: **Randy Evans**, U. of Tennessee, Chattanooga

👤📖 Social Identity in Work Teams: The Palliative Role of Charisma | **Margarita Mayo**, IE U.; **Shainaz Firfiray**, IE U.

👤📖 Newcomers as Active Agents: Team Receptivity to Integrating vs. Differentiating Identity Strategies | **Aimee A. Kane**, Duquesne U.; **Floor Rink**, U. of Groningen

📖 Who Matters and What's Sacred? Automatic Effects of Professional Identity on Moral Processes | **Keith Leavitt**, United States Military Academy; **Christopher M. Barnes**, Virginia Tech; **Pauline Schilpzand**, U.S. Military Academy, West Point

When Identities Mirror Networks: An Empirical Examination | **Alberto Monti**, Bocconi U.; **Massimo Bergami**, U. of Bologna; **Gabriele Morandin**, U. of Bologna

Staying with the Negative | **Sungchul Noh**, McGill U.

1605 📖: (DRP Session) - (OB) **The Social Exchange Perspective: Equity Sensitivity, Workplace Exclusion, and Job Performance**

3:00pm - 4:30pm Grand Hyatt: Crockett C

Tweet this session: **#AOM2011 1605**

Facilitator: **Adib Birkland**, City U. of New York, City College

👤📖 A Model of the Antecedents of Workplace Exclusion:

Incivility, Distrust and Social Exchange | **Kristin L. Scott**, Clemson U.; **Thomas J. Zagenczyk**, Clemson U.

Goal Orientation and Job Performance: Moderating Effects of Social Exchange Relationships | **Haeseen Park**, Cornell U.; **Lisa Dragoni**, Cornell U.; **Seokhwa Yun**, Seoul National U.

📖 A Meta-Analysis of the Dark Triad and Work Outcomes: A Social Exchange Perspective | **Ernest H O'Boyle**, Longwood U.; **Donelson Forsyth**, U. of Richmond; **George Banks**, Virginia Commonwealth U.; **Michael A. McDaniel**, Virginia Commonwealth U.

📖 Quid Pro Quo Propensity: A Meta-Analytic Examination of Equity Sensitivity and Exchange Ideology | **Daejeong Choi**, U. of Iowa; **Steven D. Charlier**, U. of Iowa; **Bennett E. Postlethwaite**, Pepperdine U.

1606 📖: (DRP Session) - (OB) **Turnover: Job Related Factors and The Role of Supervisor, Family, and Social Support**

3:00pm - 4:30pm Grand Hyatt: Crockett D

Tweet this session: **#AOM2011 1606**

Facilitator: **Denis Chênevert**, HEC Montreal

📖 When Job Dissatisfaction Explains Family-Related Turnover: Job-to-Job Versus Job-to-Home Turnover | **Stefanie K. Johnson**, U. of Colorado at Denver and Health Sciences Center; **Janet Shibley Hyde**, U. of Wisconsin, Madison

→ 📖 Disaggregating Effects of Job Embeddedness on Turnover Intentions | **Mian Zhang**, Tsinghua U.; **Li Hai**, Beijing Normal U.; **Wei Jun**, U. of Science and Technology Beijing

→ 📖 How Much Is Supervisors' Support Worth? Interactional Effects of PSS and Contingencies on Turnover | **Yuan Li**, Peking U.; **Yunhui Xie**, GSM, Peking U.; **Li Ma**, Peking U.; **Zhi-Xue Zhang**, Peking U.

Social Support Predicting Employee Turnover: Do Work-&-Non-Work-Related Support Interact? | **Marcus James Fila**, Ohio U.; **Charles H Ritter**, Ohio U.; **Kristina Cay Karns**, Ohio U.

1607 📖: (Paper Session) - (OB) **How Leaders Influence Individual and Collective Identity and Efficacy**

3:00pm - 4:30pm Grand Hyatt: Republic B

Tweet this session: **#AOM2011 1607**

Chair: **Susan Marie House**, Oneida Tribe of Indians of Wisconsin

📖 Because It's More Than the Sum of Its Parts: The Influence of Leadership on Collective Team Identity | **Hendrik Huettermann**, U. of Konstanz; **Sebastian I. Doering**, U. of Konstanz; **Sabine Boerner**, U. of Konstanz

- ☒ Talking Work in a Bank: A Study of Organizing Properties of Leadership in Work Interactions | **Magnus Larsson**, Copenhagen Business School; **Susanne Lundholm**, Lund U.
- ➔ ☒ A Multi-Level Study of Charismatic Leadership, Identification, and OCB | **Jeewon Cho**, Oregon State U.; **Insu Park**, State U. of New York, Buffalo
- ☒ A Multilevel Study of Transformational Leadership, Identification, and Follower Outcomes | **Xiaohua Wang**, Vlerick Leuven Gent Management School; **Jane M Howell**, U. of Western Ontario

1608 ☒: (Paper Session) - (OB) **Top Management Team Composition, Processes, and Outcomes**

3:00pm - 4:30pm Grand Hyatt: Republic C

Tweet this session: #AOM2011 1608

Chair: **Sébastien Fosse**, IE Business School

- ➔ ☒ An Integrative Review of Top Management Team Processes and Emergent States and Relations to Outcomes | **Anneloes Raes**, U. of St. Gallen; **Robert A. Roe**, Maastricht U.; **Ursula Glunk**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.
- Personality and Leadership Composition in Top Management Teams: Predicting Organization Performance | **Amy E. Colbert**, U. of Iowa; **Murray R. Barrick**, Texas A&M U.; **Bret H. Bradley**, U. of Oklahoma - Norman
- ☒ The Role of Characteristics, Leadership, and Decision-Making Style in Top Management Team | **Ya-ti Hsu**, Chihlee Institute of Technology
- ☒ Dual Allegiance in the Management Team | **Maarten Cuijpers**, Maastricht U.; **Ursula Glunk**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.

1609 ☒: (Paper Session) - (OB) **Cognitive Processes of Contexts: Socialization, Organizational Justice, Fit & Rewards**

3:00pm - 4:30pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 1609

Chair: **Xi Zhu**, U. of Minnesota

- ☒ The Nonconscious Influence of Managerial Narrative on Perceptions of Job Satisfaction | **Sean Walker**, Southern Illinois U. Carbondale
- ☒ Understanding the Antecedents and Effects of Employees' Downsizing Evaluations | **Chun Guo**, Sacred Heart U.; **Jane Giacobbe Miller**, U. of Massachusetts, Amherst
- ☒ Shall I Change Myself? A Control Perspective for Newcomers' Organizational Socialization | **Jane Yan Jiang**, Nanjing U.; **Kenneth S. Law**, The Chinese U. of Hong Kong; **Chi-Wei Liu**, HongKuang U.
- ☒ Reward and Creative Performance: A Field Study | **Fuli Li**, Xi'an Jiaotong U.

1610 ☒ JS: (OB, HR) **Examining Interactive and Non-Linear Organizational Citizenship Behavior Effects**

3:00pm - 4:30pm Grand Hyatt: Republic A

Tweet this session: #AOM2011 1610

Chairs: **Nathan Philip Podsakoff**, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

- Discussant: **Tammy D. Allen**, U. of South Florida
- Mediators and Moderators of the OCB-Performance Evaluation Relationship | **Nathan Philip Podsakoff**, U. of

Arizona; **Daniel Gregory Bachrach**, U. of Alabama; **Philip M. Podsakoff**, Indiana U.; **Scott B. MacKenzie**, Indiana U.

The Effects of Gender on the Relationships between OCBs and Employee Selection Decisions | **Steven Whiting**, Indiana U.; **Timothy D. Maynes**, Indiana U.; **Jessica L. Siegel**, U. of Arizona

Knowing When to Say When: Diminishing Returns of Citizenship on Task Performance | **Erich C. Dierdorff**, DePaul U.; **Robert S. Rubin**, DePaul U.; **William H. Bommer**, California State U. Fresno

Hitting Home Runs and Striking out at the Same Time? | **You Jin Kim**, Michigan State U.; **Linn Van Dyne**, Michigan State U.; **Matthias Spitzmueller**, National U. of Singapore

1611 ☒ JS: (OB, HR, CAR) **Theoretical, Methodological and Empirical Developments on Turnover and Turnover Intentions**

3:00pm - 4:30pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 1611

Chairs: **Marie S. Mitchell**, U. of Georgia; **Ryan M. Vogel**, Southern Methodist U.

Discussant: **Rodger Griffeth**, Ohio U.

Focusing on Proximal Psychological States and an Expanded Criterion of Turnover | **Peter Hom**, Arizona State U.; **Terence R. Mitchell**, U. of Washington; **Thomas Lee**, U. of Washington; **Rodger Griffeth**, Ohio U.

Effects of Job Alternatives on Employees' Felt Frustration, Turnover Intentions, and Behaviors | **Marie S. Mitchell**, U. of Georgia; **Ryan M. Vogel**, Southern Methodist U.; **Rebecca J. Bennett**, Louisiana Tech U.; **Craig D. Crossley**, Schwan Food Company

Deep Acting in Deep Ponds: Emotional Labor, Emotional Contagion, and Group Dynamics | **William J. Becker**, Texas Christian U.; **Russell Cropanzano**, U. of Arizona

Turnover Rates and Organizational Performance: A Meta-Analytic Review | **Tae-Youn Park**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota

Fifty Years of Turnover Research: Theoretical Implications of Turnover Research Methods | **David G. Allen**, U. of Memphis; **Julie I Hancock**, U. of Memphis; **James Vardaman**, Mississippi State U.; **D'Lisa N. McKee**, Mississippi State U.

1612 ☒ JS: (OB, SIM) **Corporate Volunteerism: Antecedents and Consequences**

3:00pm - 4:30pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1612

Chair: **Jessica Rodell**, U. of Georgia

Discussant: **Amy Wrzesniewski**, Yale U.

Extended Theory of Planned Behavior and Antecedents of Corporate Volunteerism | **Jaime Henning**, Eastern Kentucky U.

Finding Meaning through Volunteering: A Field Study | **Jessica Rodell**, U. of Georgia

Corporate Volunteering: Does Contributing to a Cause Have a Causal Impact? | **Adam M. Grant**, U. of Pennsylvania

Corporate Volunteerism, the Experience of a Positive Self-Concept, and Organizational Commitment | **Deanna Siegel Senior**, Tiffany & Co.; **Joel Brockner**, Columbia U.; **William Welch**, Columbia U.

1613 📄: (DRP Session) - (OCIS) IT and Organizational Strategy

3:00pm - 4:30pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1613

Facilitator: **Ping Wang**, U. of Maryland

📄 Intra-Firm Knowledge Transfer Processes: A

Multidimensional Taxonomy | **Martin Spraggon**, American U. of Sharjah; **Virginia Bodolica**, American U. of Sharjah

➔ 📄 Resource Enablers and Innovation Outcomes of Digitally-Enabled Collaborative Problemistic Search | **John Qi Dong**, Hong Kong U. of Science and Technology; **Prasanna Karhade**, Hong Kong U. of Science and Technology

📄 Monsanto's Entry to Genetically Modified Food: A Discursive Study of Institutionalism | **Gail Fann Thomas**, Naval Postgraduate School; **Kimberlie J. Stephens**, U. of Southern California

📄 Asset Transfer: Divesting Commodities or Inviting Investment? | **Kiron Ravindran**, IE Business School
Managing Multiple Organizational Identities: The Role of IT Capability | **Abhishek Kathuria**, Emory U.; **Michael J. Prietula**, Emory U.; **Benn Konsynski**, Emory U.

1614 📄📄📄 JS: (OCIS, MH) The Future of Management and Social Media

3:00pm - 4:30pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1614

Moderator: **Gordon Bruce Schmidt**, IPFW

Participants: **Barton Halpern**, U.S. Army; **Richard N. Landers**, Old Dominion U.; **James Lynch**, Intel; **Julia Teahen**, Baker College

1615 ➔ 📄: (Paper Session) - (ODC) Responding to Paradoxical Tension in Organizations and the Dynamics of Organizational Ambidexterity

3:00pm - 4:30pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 1615

Chair: **Karen Jansen**, U. of Virginia

➔ 📄 A Dialectical Process Model of Responding to Paradoxical Tension in Organizations | **Paula Jarzabkowski**, Aston U.; **Jane Kirsten Le**, U. of Sydney; **Andrew H. Van de Ven**, U. of Minnesota

➔ 📄 Awareness and Responsiveness to Handle the Catch 22 of Organizational Change Processes in a Hospital | **Harald Heinz Tuckermann**, U. of St. Gallen

📄 Entrepreneurial Universities and Organizational Ambidexterity | **Yuan-Chieh Chang**, National Tsing Hua U.; **Phil Yang**, National Taichung U.; **Hui-Ru Chi**, National Changhua U. of Education; **Tung-Fei Tsai Lin**, National Tsing Hua U.

1616 📄: (DRP Session) - (OMT) Control, Boundaries and Governance

3:00pm - 4:30pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1616

Chair: **Mark L. Diana**, Tulane U.

📄 How Firms Use Organization Structure to Adapt Transactional Governance Modes Over Time? | **Magdalena Dobrajaska**, U. of Southern Denmark; **Markus C. Becker**, U. of Southern Denmark; **Stephan Billinger**, U. of Southern Denmark
How Do Weaker Firms Govern Asymmetric IORs?
Distinguishing AS-Based from Need-Based Dependence |

Shih Chin Tai, I-Shou U.; **Julia L. Lin**, I-Shou U.; **Fu-Sheng Tsai**, Cheng Shiu U.

📄 An Examination of the Explanatory Power of Transaction Cost Economics On Sourcing Decisions | **Eleni Lioliou**, London School of Economics; **Leslie Willcocks**, London School of Economics

📄 The Antecedents and Outcome of Control in IJVs: A Control-Gap Framework | **Ming-Chang Huang**, Providence U.; **Ya-Ping Chiu**, Chung Yuan Christian U.

📄 Value Addition by Private Equity Firms | **Christian Landau**, EBS Business School; **Carolin Bock**, TUM School of Management

1617 📄: (DRP Session) - (OMT) Rule Breaking and Deviance in Organizations

3:00pm - 4:30pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1617

Chair: **Kenji Klein**, U. of California, Irvine

Misguided Guardians: The Normative and Cognitive Institutional Derailment of Professional Conduct | **Niki A. den Nieuwenboer**, Santa Clara U.

📄 Modeling Corruption Contagion in Organizations | **Jonathan Pinto**, Imperial College Business School; **Maziar Nekovee**, U. College London

📄 The Influence of the Institutional Context on Corporate Illegality | **Claudia Gabbioneta**, U. of Genoa; **Royston Greenwood**, U. of Alberta; **Pietro Mazzola**, IULM U.; **Mario Minoja**, Bocconi U.

📄 Status and Corporate Deviance – An Outcome of Self-Fulfilling Prophecy? | **Rekha Krishnan**, Simon Fraser U.; **Rajiv Krishnan Kozhikode**, U. of Groningen

1618 📄: (DRP Session) - (OMT) Consequences of Status

3:00pm - 4:30pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1618

Chair: **Kaisa E. Snellman**, Stanford U.

📄 Penetrating Caste: An Examination of Social Mechanisms that Divide and Unite Academia | **Dali Ma**, Drexel U.; **Ehsan Fakhrazadi**, Drexel U.

📄 Being First or Making a Difference? A Study of U.S. VC Investments Into the "Clean" Energy Sector | **Antoaneta Petkova**, San Francisco State U.; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Xin Yao**, U. of Colorado, Boulder; **Sanjay Jain**, Santa Clara U.

📄 When Success Breeds Competition: The Dark Side of Status | **Curt Moore**, Texas Christian U.; **G. Tyge Payne**, Texas Tech U.

Who Engages in Contested Practices in the Champagne Industry? Not the Usual Suspects | **Amandine Ody-Brasier**, London Business School

➔ The Risk of Having More Than One Good Reputation | **Joris J. Ebbers**, U. of Amsterdam; **Nachoem M. Wijnberg**, U. of Amsterdam

1619 📄: (Paper Session) - (OMT) Social Movements and New Industry Emergence

3:00pm - 4:30pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1619

Chair: **Rebecca Henn**, U. of Michigan

- 📖 Against the State: The Case of Chinese Mobile Phones | **Chuan-Kai Lee**, National Tsing Hua U.; **Shih-Chang Hung**, National Tsing Hua U.
- 📖 The Co-Evolution of Industries, Social Movements, and Institutions: The Case of Wind Power | **Desiree F. Pacheco**, Portland State U.; **Jeffrey G. York**, U. of Colorado, Boulder; **Tim Hargrave**, U. of Washington, Bothell
- 📖 Social Movements, Institutional Logics and the Emergence of Electric and Hybrid Drive | **Byungchae Jin**, U. of Maryland, College Park
- 📖 Institutional Heterogeneity, Innovation, and Entrepreneurship in the U.S. Biodiesel Fuel Sector | **Shon R. Hiatt**, Harvard Business School

1620 📖: (Paper Session) - (OMT) **Intraorganizational Networks**

3:00pm - 4:30pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1620

Chair: **Natalie C. Cotton**, U. of Michigan

- 📖 The Primacy of Affect in Intraorganizational Task Networks | **Tiziana Casciaro**, U. of Toronto; **Miguel Sousa Lobo**, INSEAD
- 🗣️ Reconnection Choices and the Dominance of the Irrelevant Past | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, George Washington U.
- 📖 Intraorganizational network as structural antecedents of work-family conflict | **Han Jiang**, Tulane U.; **Cynthia E. Devers**, Tulane U.; **Jie Jiao**, Tsinghua U.
- 🗣️ Knowledge Sharing In Non-knowledge Intensive Organizations: When Social Networks Do Not Matter? | **Otto Koppius**, RSM Erasmus U.; **Joey van der Capellen**, RSM Erasmus U.; **Koen Dittrich**, RSM Erasmus U.

1621 📖: (Paper Session) - (OMT) **Social Psychological Processes in the Emergence of New Firms**

3:00pm - 4:30pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1621

Chair: **Ralph Stablein**, Massey U.

Facilitator: **Mukti V Khaire**, Harvard U.

- 📖 Organization as an Emergent Accomplishment | **Dionysios D. Dionysiou**, ALBA Graduate Business School
- 📖 Organizational Learning Through the Lens of Identity: The Case of Innovation Awards | **Michael P. Ciuchta**, U. of Central Florida; **Anne S Miner**, U. of Wisconsin, Madison
- 📖 The Microfoundations of Organizational Imprinting: The Role of Transactive Autobiographical Memory | **Peter T. Bryant**, IE Business School

1622 📖: (Paper Session) - (ONE) **Conceptions of Time, Pace and Scale in Corporate Environmental Performance**

3:00pm - 4:30pm Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 1622

Chair: **Sara B. Soderstrom**, U. of Michigan

- 📖 The Importance of Upper Echelons' Time Perspective in Shaping Corporate Environmental Performance | **Natalia Ortiz-de-Mandojana**, U. of Granada; **Pratima Bansal**, U. of Western Ontario; **J. Alberto Aragón-Correa**, U. of Granada
- 📖 Managing the Time Paradox in Business Sustainability | **Natalie Slawinski**, Memorial U. of Newfoundland; **Pratima Bansal**, U. of Western Ontario

Bigger, Better, Faster, More: The Effects of Pace and Scale on Environmental Performance | **Robert Ryan Raffety**, Richard Ivey School of Business

1623 📖JS: (ONE, HR, ODC) **Leading Organizational Environmental Sustainability Efforts: Illuminating Roles and Requirements**

3:00pm - 4:30pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 1623

Chairs: **Cathy Lynn Zeien DuBois**, Kent State U.; **David DuBois**, PSRI

Discussant: **John C Hollwitz**, Fordham U.

- 📖 On the Green Frontlines: Understanding the Sustainability Manager's Job | **David DuBois**, PSRI; **Cathy Lynn Zeien DuBois**, Kent State U.; **Jason Lindesmith**, Kent State U.
- 📖 Passion Meets Bureaucracy: Understanding the Evolution of Sustainability Coordinator Positions | **Barbara A. Ribbens**, Illinois State U.; **Gordon P. Rands**, Western Illinois U.
- 📖 Strategic Human Resource Management Leadership in Organizational Environmental Sustainability | **Cathy Lynn Zeien DuBois**, Kent State U.; **David DuBois**, PSRI
- 📖 Sustainability-Related Attitudes of Managers: Toward Creating a Sustainability Culture | **John C Hollwitz**, Fordham U.

1624 📖SHCS: (PNP) **Unpacking Capacity: Five Dimensions and Their Synergies**

3:00pm - 4:30pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1624

Organizers: **Kimberley Roussin Isett**, Columbia U.; **Tara Kolar Bryan**, Virginia Tech

- 📖 Overview and Introduction | **Kimberley Roussin Isett**, Columbia U.; **Tara Kolar Bryan**, Virginia Tech
- 📖 Human Resource Capacity | **Jessica Elizabeth Sowa**, U. of Colorado, Denver
- 📖 Financial Capacity | **Stephanie Moulton**, Ohio State U.
- 📖 Information Capacity | **Kaifeng Yang**, Florida State U.
- 📖 Stakeholder Capacity | **Judith L. Millesen**, Ohio U.
- 📖 Collaborative Capacity | **Tara Kolar Bryan**, Virginia Tech; **Kimberley Roussin Isett**, Columbia U.

1625 📖: (DRP Session) - (SIM) **Corporate Social Responsibility and the Role of Stakeholders**

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 17

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Chair: **Sarah Stookey**, Central Connecticut State U.

- 📖 What Constrains Socially Responsible Managers? The 'Technical' Environment and CSR | **Sean Christopher Buchanan**, Schulich School of Business
- 📖 Socially Responsible Consumers and the Evaluation of Service Quality | **Somyot Wattanakamolchai**, Bangkok U.; **Suzanne K Murrmann**, Virginia Tech; **Manisha Singal**, Virginia Tech
- ➔ 🗣️ Social Reporting Practices of French and Brazilian Firms: An Analysis Based on Stakeholder Theory | **Joao Esio Ponte Junior**, U. of Fortaleza (UNIFOR); **Marcelle Oliveira**, U. of Fortaleza (UNIFOR); **Marcos Sena**, U. of Fortaleza (UNIFOR); **Oderlene Vieira Oliveira**, U. of Fortaleza (UNIFOR); **Jonas Araujo Junior**, U. of Fortaleza (UNIFOR)

TUESDAY

☒ Some Stakeholders Are More Equal Than Others | **Sharon Alvarez**, The Ohio State U.; **Yuri Mishina**, Michigan State U.; **Susan L. Young**, Ohio State U.

→ ☒ Why and How Do Firms Gain from CSR Actions | **Saroj Kumar Pani**, Indian Institute of Management, Indore

1626 → ☒: (Paper Session) - (SIM) **Corporate Social Performance and the Consumer**

3:00pm - 4:30pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1626

Chair: **Jonathan H. Coleman**, U. of Michigan

Discussant: **Jacob Dahl Rendtorff**, Roskilde U.

☒ Corporate Social Performance: It's in the Eye of the Stakeholder | **Pamela Harper**, Lally School of Management & Technology; **Murad A Mithani**, Lally School of Management & Technology

☒ ☒ Corporate Social and Environmental Responsibility in Services: Will Consumers Pay for It? | **Gunae Choi**, CEIBS

☒ The Sport Entertainment Industry and Customer Oriented Brand Management | **Jens Blumrodt**, ESC Rennes School of Business; **Douglas S Bryson**, ESC Rennes School of Business

1627 → ☒ JS: (SIM, HR) **An Ethical Future for HRM: Philosophical, Political and Human Considerations**

3:00pm - 4:30pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 1627

Chairs: **Harry J Van Buren**, U. of New Mexico; **Michelle Greenwood**, Monash U.

Discussant: **Jan Schapper**, La Trobe U.

Whose Goals Are They, Anyway? Employee Voice and the Ethical Problems Posed by Unitarism | **Harry J Van Buren**, U. of New Mexico; **Michelle Greenwood**, Monash U.

Beyond Human Resource Management: Towards A Humanistic Understanding of Managing People | **Nicola M. Pless**, ESADE; **Thomas Maak**, ESADE

Strategic Human Resource Management and Ethics | **Anne-Laure Pelissier Winkler**, Rutgers U.; **Miguel Angel Alzola**, Fordham U.

An Exploration of the Boundaries of Human Resource Managers' Responsibilities | **David E Guest**, King's College London; **Christopher Woodrow**, King's College London

Whither Ethics? Constructing and Disciplining The International Working Body | **Marian Crowley-Henry**, National U. of Ireland Maynooth; **Paul F Donnelly**, Dublin Institute of Technology

MNCs as Political Actors: Challenges and Implications for Human Resource Management | **Andreas Georg Scherer**, U. of Zurich; **Christian Voegtlin**, U. of Zurich

1628 ☒: (Paper Session) - (TIM) **Public Policy and Innovation**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1628

Chair: **Vernon Bachor**, Saint Cloud State U.

☒ Regional Disadvantage? Non-compete Agreements and Brain Drain | **Matt Marx**, MIT Sloan; **Jasjit Singh**, INSEAD; **Lee Fleming**, Harvard U.

→ ☒ Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies | **Kai Xu**, Texas A&M U.; **Kuo-Feng Huang**, National Chengchi U.

☒ → ☒ The Mobility of Economists and the Diffusion of Policy Innovations | **Bruce Kogut**, Columbia Business School; **J. Muir Macpherson**, Georgetown U.

1629 ☒: (Paper Session) - (TIM) **Product Development Teams**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1629

Chair: **Rebeca Mendez-Duron**, U. de les Illes Balears

☒ → ☒ Connecting Inter-firm and Intra-firm Collaboration in NPSD Projects: Does Innovation Context Matter? | **Stephanie Christine Schleimer**, U. of Queensland; **Dries Faems**, U. of Twente

☒ ☒ Examining the Interrelationship of Social Capital in Facilitating Knowledge Sharing in the NPD Team | **Shiu-Wan Hung**, National Central U.; **Ping-Chuan Chen**, National Central U.; **Chia-Chin Chang**, National Central U.

☒ What Keeps Managers Away from a Losing Course of Action? Go/Stop-Decisions in NPD | **Judith Vollmoeller**, Technische U. München

1630 ☒: (Paper Session) - (TIM) **The Emergence and Evolution of Business Constructs**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1630

Chair: **Iva Petkova**, Columbia U.

☒ ☒ Sensegiving in Nascent Innovations | **Rangapriya Kannan-Narasimhan**, U. of California, Los Angeles; **Barbara S. Lawrence**, U. of California, Los Angeles

→ ☒ The Dispersed Theoretical Origins of the Business Model Concept | **Pertti Aaltonen**, Aalto U.; **Tuomas Maki**, Helsinki U. of Technology; **Jaakko Aspara**, Aalto U.

☒ ☒ Business Ecosystems as Metaphor, Label and Analogy | **Steven Muegge**, Carleton U.

☒ Moving towards agility: the contribution of a balanced scorecard system | **Bruce Gurd**, U. of South Australia

1631 → ☒ SHCS: (TIM, ENT) **Emerging Industries: Theory and Evidence**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1631

Organizers: **Gregory Theyel**, U. of Cambridge; **Paul Heffernan**, U. Cambridge

Synchronization of Components for Industry Emergence: The Electric Vehicle Industry | **Gregory Theyel**, U. of Cambridge; **Paul Heffernan**, U. Cambridge

The Emergence and Evolution of the Electronics Sector in Japan | **Marie Anchoroguy**, U. of Washington

The Role of Entrepreneurial Finance as a Selection Mechanism in the Evolution of Industries | **Nicola Dee**, U. Cambridge; **Finbarr Livesey**, U. Cambridge; **Sarah Lubik**, U. Cambridge; **Tim Minshall**, U. Cambridge

Spinouts from Anchors and Their Role in Knowledge Dispersion | **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Consideration of Industry Emergence in a Global Context | **Glen Stirling Taylor**, California State U. East Bay

The Birth of New Industries: An Integrative Framework | **Robin Gustafsson**, Aalto U.; **Mikko Jääskeläinen**, Aalto U.; **Markku V. J. Maula**, Aalto U.; **Juha Uotila**, Aalto U.

Cutting through the Fog: Understanding the Competitive Dynamics in Cloud Computing | **Dan Breznitz**, Georgia Tech
 The Dynamics of Industrial Emergence: Insights from Commercial Inkjet Printing | **Simon Ford**, U. Cambridge; **Michele Routley**, U. Cambridge; **Rob Phaal**, U. of Cambridge; **Eoin O'Sullivan**, U. Cambridge; **David Probert**, U. of Cambridge

Tuesday 5:00PM

1632 : (AAA) All-Academy Closing Reception

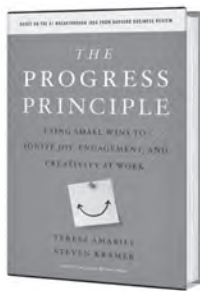
5:00pm - 7:00pm Marriott Rivercenter: Grand Ballroom

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Come celebrate the completion of the 2011 AOM annual meeting, enjoy some refreshments and hors'd'ouvors, take in the performance of Salsa and Country-Western dancers, and even learn the Texas Two-Step.

Hosts: **Ming-Jer Chen**, U. of Virginia; **R. Duane Ireland**, Texas A&M U.

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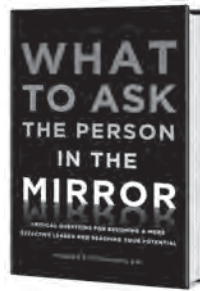


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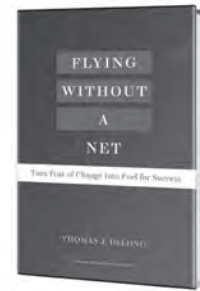


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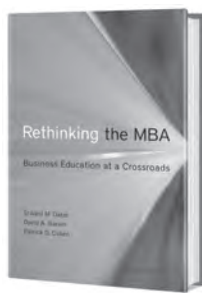
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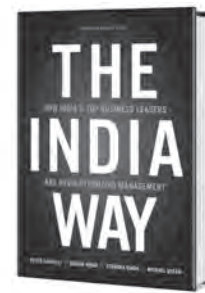


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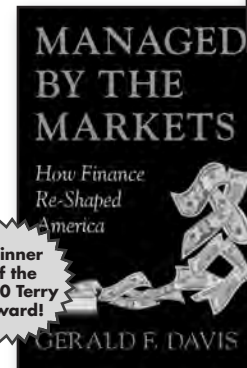
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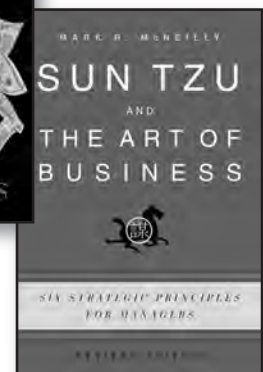
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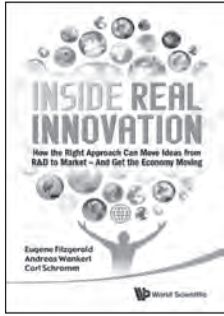
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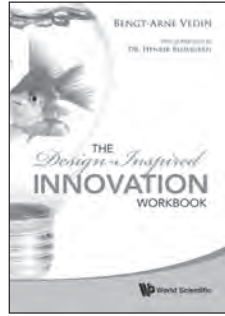
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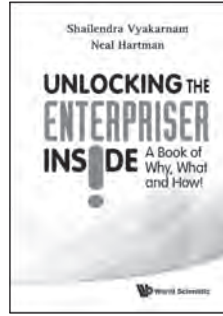
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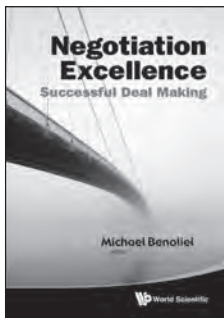
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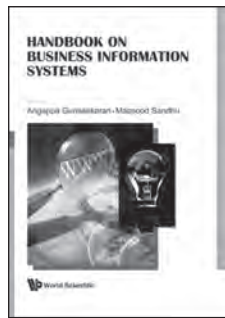
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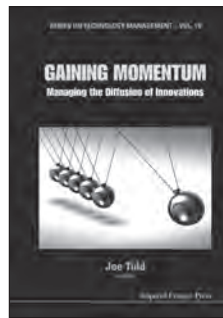
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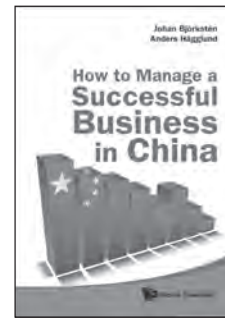
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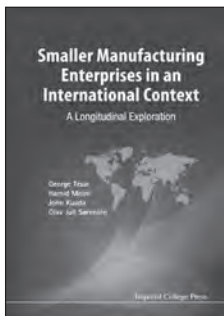
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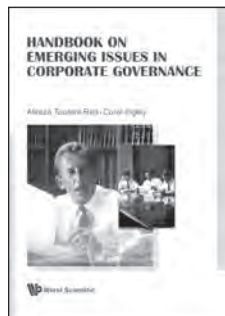
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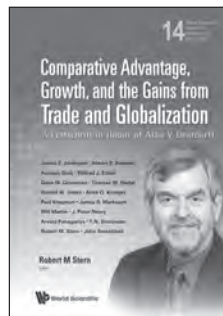
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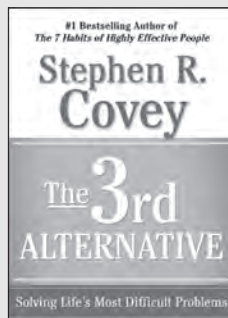


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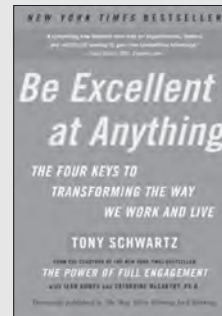
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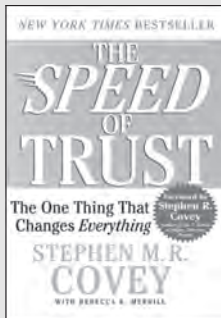
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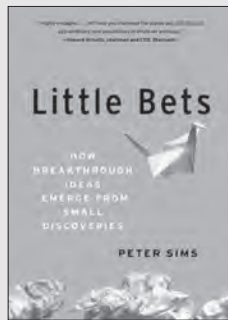
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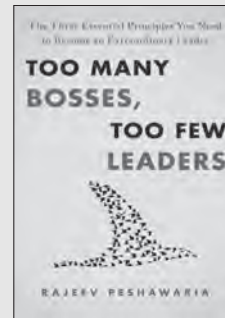
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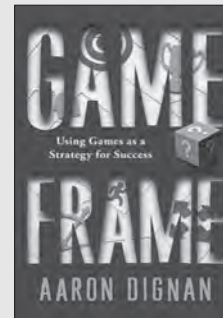
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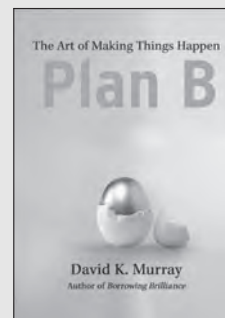
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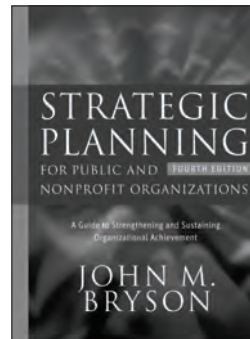
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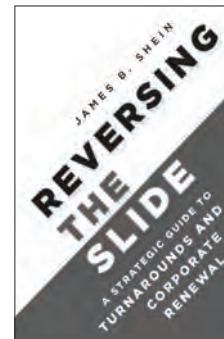
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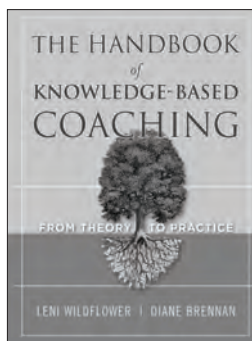
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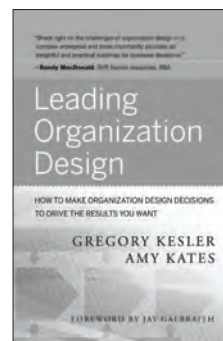
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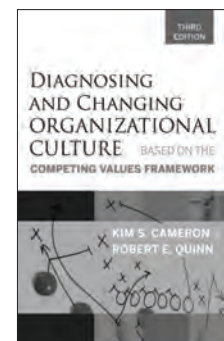
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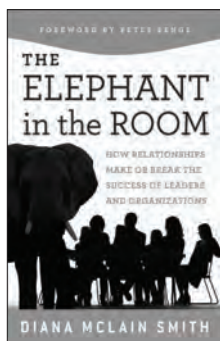
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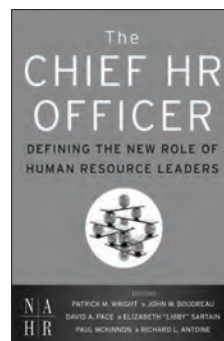
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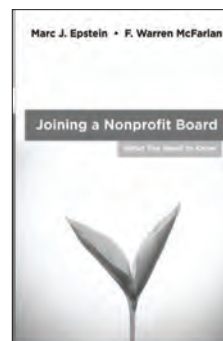
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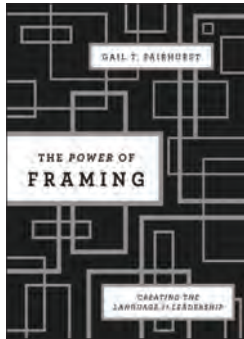


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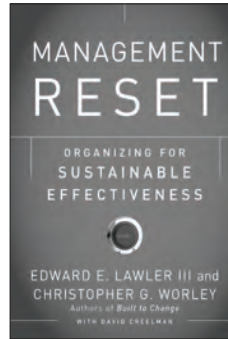
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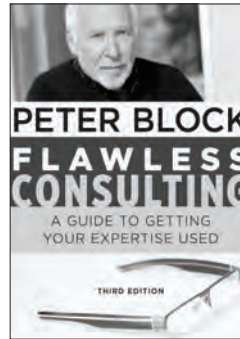
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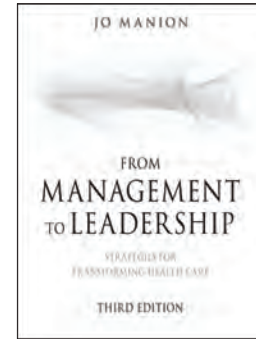
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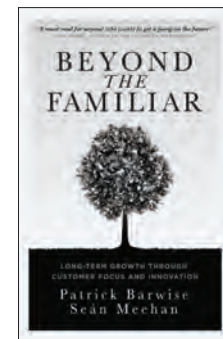
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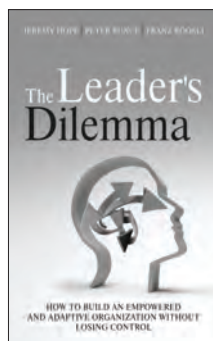
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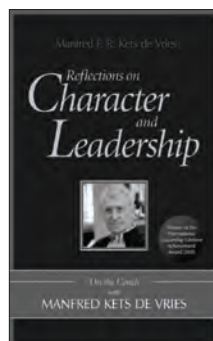
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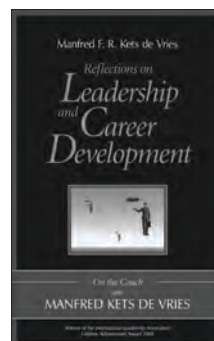
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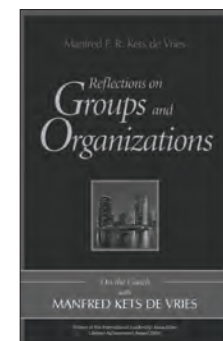
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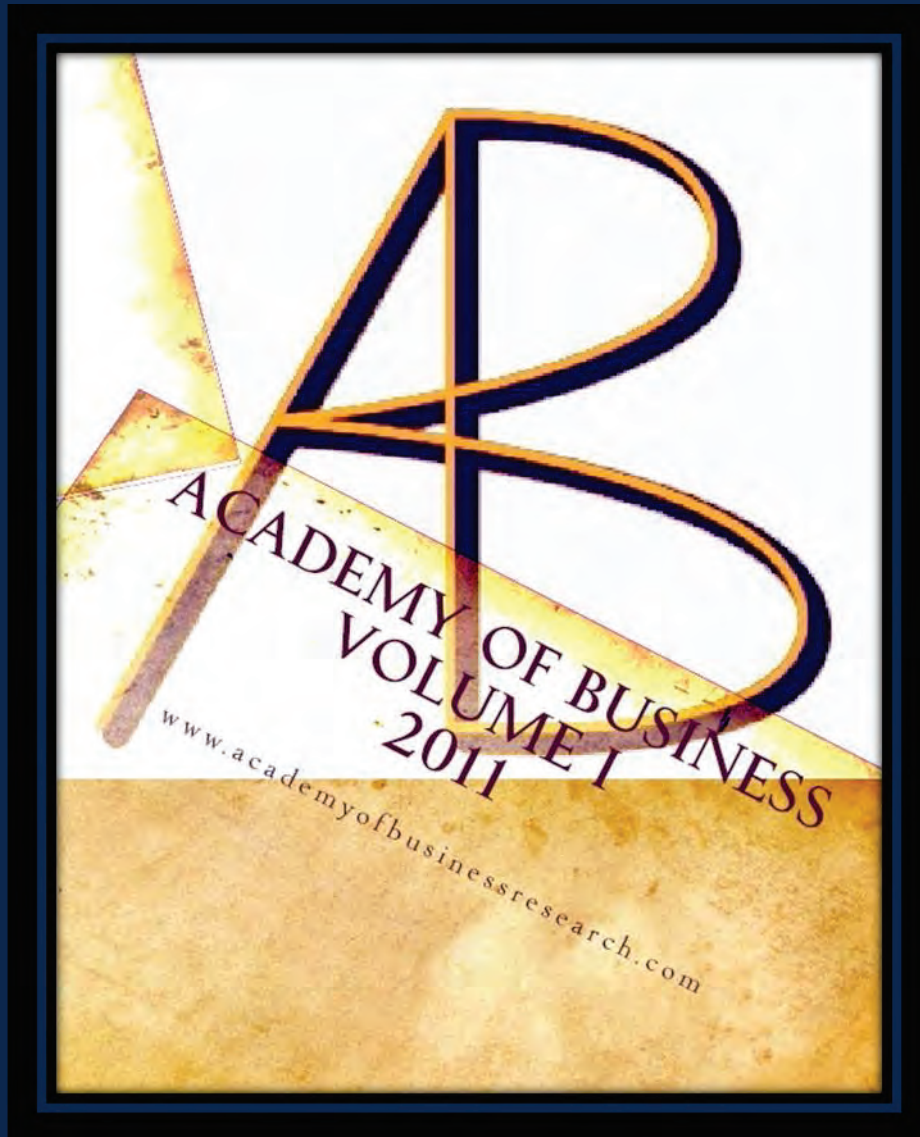
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