

# ALL-ACADEMY PROGRAM HIGHLIGHTS

FREE TO ALL CONFERENCE REGISTRANTS

## REGISTRATION

DATE: Friday, August 3, 7:30AM–5:00PM,  
Saturday–Tuesday, August 4–7, 8:00AM–5:00PM  
LOCATION: Hynes Convention Center, Exhibit Hall A

## EXHIBITS

DATE: Saturday–Monday, August 4–6, 8:00AM–5:00PM  
LOCATION: Hynes Convention Center, Exhibit Hall A

## PLACEMENT

DATE: Saturday–Monday, August 4–6, 8:30AM–4:30PM  
LOCATION: Marriott Copley, Third Floor

## NEW MEMBER ORIENTATION SESSIONS

DATE: Friday–Saturday, August 3–4, 5:30PM–7:00PM  
LOCATION: Hynes Convention Center, Room 302/304/306

## PRESIDENT'S RECEPTION FOR NEW AND INTERNATIONAL MEMBERS

DATE: Saturday, August 4, 7:00PM–9:00PM  
LOCATION: Hynes Convention Center, Room 302/304/306

## ALL-ACADEMY WELCOME BREAKFAST

DATE: Sunday, August 5, 8:00AM–9:00AM  
LOCATION: Sheraton Boston, Grand Ballroom

## ACADEMY OF MANAGEMENT PRESIDENTIAL ADDRESS AND AWARDS CEREMONY

DATE: Sunday, August 5, 9:00AM–11:00AM  
LOCATION: Sheraton Boston, Grand Ballroom

## ACADEMY LEADERSHIP FORUM: WORKSHOP FOR ACADEMY VOLUNTEER LEADERS

DATE: Sunday, August 5, 1:00PM–3:00PM  
LOCATION: Hynes Convention Center, Room 208  
INVITATION ONLY

## CONNECTING THE ACADEMY THROUGH TECHNOLOGY

DATE: Sunday, August 5, 2:00PM–4:00PM  
LOCATION: Hynes Convention Center, Room 209

## TOWN HALL: AOM STRATEGIC PLAN

DATE: Sunday, August 5, 3:30PM–5:00PM  
LOCATION: Sheraton Boston, Back Bay Ballroom A

## ALL-ACADEMY RECEPTION

DATE: Sunday, August 5, 6:00PM–8:00PM  
LOCATION: Sheraton Boston, Grand Ballroom

## SPECIAL THANKS

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 72nd Annual Meeting of the Academy:



THE ACADEMY OF MANAGEMENT

the Informal Economy

2012

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## Full, Associate or Assistant Professor Faculty Positions

As one of top business schools in China, Tongji University's School of Economics & Management has 200 faculty members and offers 8 undergraduate programs, 14 master programs, 5 doctoral programs as well as 2 post-doctoral programs and 4 professional degrees. The School has established close ties of extensive international collaboration with business schools in USA, Germany, France, Canada and many other countries.

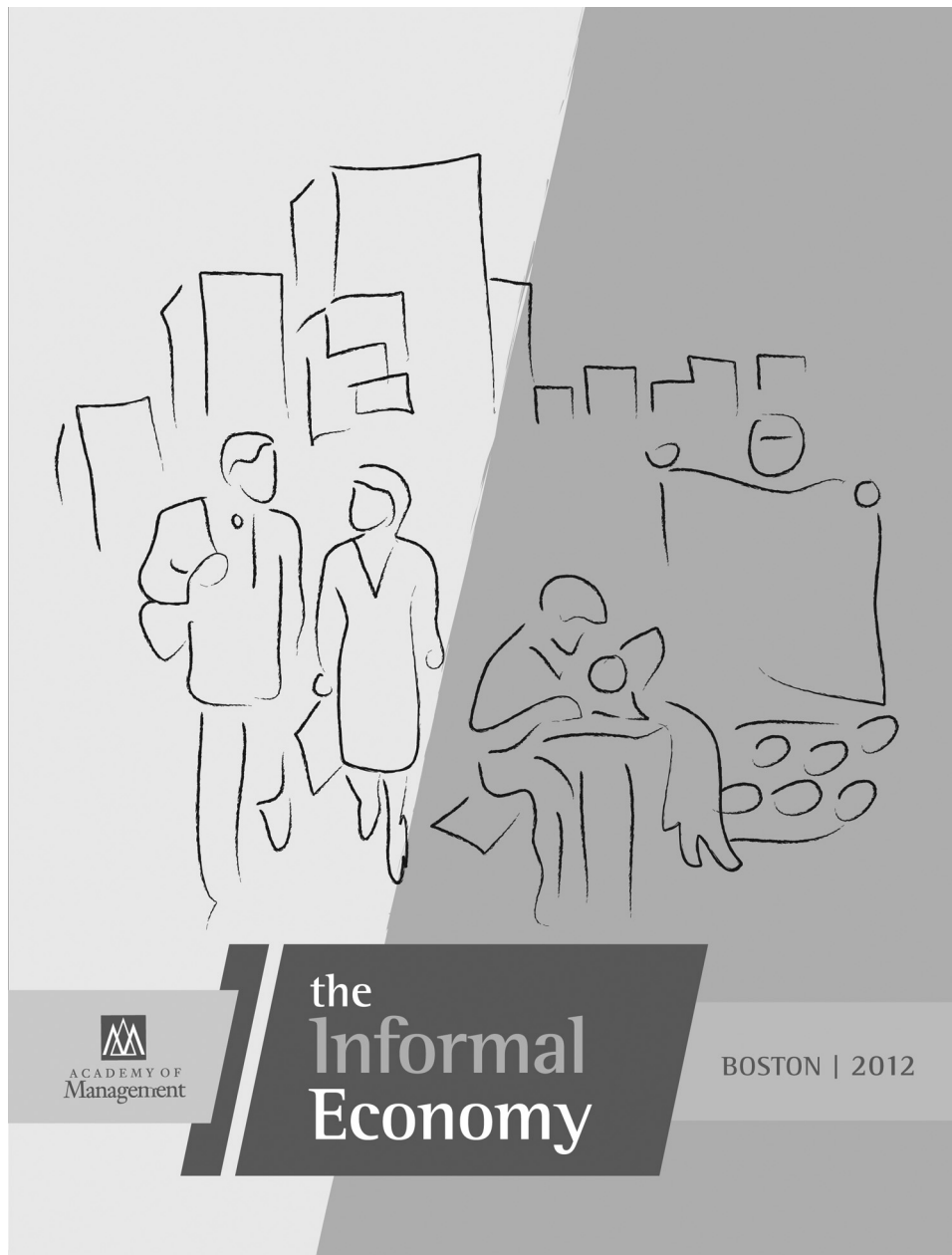
The School is accepting applications for full-time full professor, associate professor and assistant professor positions starting for Fall semester in 2012 with openings in areas of **HR Management, Organizational Behavior, Marketing, Accounting and Corporate Finance.**

Successful applicants will have a record of scholarly publications in quality research journals and professional achievement commensurate with the appointment. Candidates should send CV (with three recommendation contacts), statement of teaching, research and other professional interests, to the School of Economics & Management at Tongji University through Email: [tongjirec@163.com](mailto:tongjirec@163.com).



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## Academy of Management 2012 Annual Meeting



<http://annualmeeting.aomonline.org/2012/>

Front Cover: designed by Spoon and Fork Studio

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# Welcome to the AOM 2012 Annual Meeting

On behalf of the thousands of AOM members and staff who have worked very diligently and effectively to organize the 2012 program, we welcome you to Boston for the 72nd Annual Meeting of the Academy of Management! With more than 18,000 members from over 110 nations, the Academy's vision is to *inspire and enable a better world through our scholarship and teaching about management and organizations*. Supporting this vision is our mission, which is to *build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas*. Our Annual Meeting provides a forum for us to connect while sharing our research experiences, exchanging teaching resources, and discussing the implications of our work for practice. The meeting is also a rich forum for creating and renewing friendships and for developing our professional skills and contacts. Resulting from these interactions and exchanges are opportunities for our current and future work to inspire and enable a better world.

## 2012 Theme: "The Informal Economy"

An expanding set of economic activity is taking place outside countries' legal boundaries. Indeed, the proliferation of organizations being formed and operating in the *informal economy* is an important aspect of today's world. For some, working in the informal economy is a choice. For example, the Organisation for Economic Cooperation and Development suggests that in some countries, individuals choose to supplement their income from a job in the formal economy with the income generated by a second job in the informal economy. But for others, perhaps those living in conditions of desperate poverty, to work in the informal economy isn't a choice—it's a necessity.

The *informal economy* refers to commercial activities that occur at least partially outside a governing body's observation, taxation, and regulation. Sociologists Manuel Castell and Alejandro Portes suggest that the "informal economy is characterized by one central feature: it is unregulated by the institutions of society in a legal and social environment in which similar activities are regulated." In contrast to the informal economy, the *formal economy* is comprised of commercial activities that a governing body taxes and monitors for society's benefit and whose outputs are included in a country's gross domestic product.

For many decades, management scholars have examined research questions that are almost exclusively centered on the organizations and individuals located in the formal economy. That is about to change if for no other reason than the fact that the informal economy is large in size and significant in scope. For example, the informal economy accounts for noticeable portions of economic activity in developed countries such as Finland (18.3 percent), Germany (16.3 percent), France (15.3 percent), and the United States (8.8 percent) to name but a few. However, at the other end of the spectrum, estimates suggest that informal economy activity accounts for between 50 and 75 percent of non-agricultural employment in many developing countries. Its influence is certainly pervasive. Partly because of this, the informal economy poses significant challenges—but perhaps also opportunities—on both a human and a policy level.

The program that has been developed for the Academy of Management's 2012 Annual Meeting includes a variety of

opportunities to explore intriguing issues that are suggested by the informal economy. Engaging in scholarly explorations about this important phenomenon while in Boston has the potential to serve as a source of new and novel insights about the informal economy as well as managerial practices within such a context. The opportunities for these engagements come in several forms such as the All-Academy Theme Program that will be held 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

**Sunday - 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 5, 8:00 – 11:00 AM. Grand Ballroom, Sheraton Boston, Buffet Breakfast, Introduction of the 2012 Meeting Theme, Awards Ceremony, Presidential Address

**All-Academy Reception:** Sunday, August 5, 6:00 – 8:00 PM. Grand Ballroom, Sheraton Boston

## Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2012 Call for Submissions elicited 6,672 paper submissions, 363 unique symposium submissions, and 484 Professional Development Workshops proposals. Our records indicate that 5,665 volunteer reviewers provided the effort to evaluate these submissions. We thank all of you for helping us create the final program—a program involving close to 8,000 individual participants.

## Enjoy Your Time and Experiences in Boston

Boston is a city that is rich in history and culinary delights! We are confident you will find that your time in this wonderful city will yield fascinating opportunities to engage in valuable discussions about our research, teaching, and managerial practice during both the formally scheduled sessions as well as during informal, spontaneous conversations that will emerge at various times during the meeting. We invite everyone to explore this wonderful city and enjoy everything it has to offer. We want to extend a personal welcome to each participant and our very sincere hope that you will thoroughly enjoy and derive significant benefits from your participation with the Academy of Management's 2012 Annual Meeting. We look forward to seeing you in Boston in August!

R. Duane Ireland  
2012 Program Chair

Paul S. Adler  
2012 PDW Chair

# Academy Program Highlights

## All-Academy Program Highlights:

*New Member Orientation* (two sessions)  
Friday, August 3, and Saturday, August 4, 5:30 - 7:00 PM  
Boston Hynes Convention Center, Room 302/304

*President's Welcome Reception for New Members*  
Saturday, August 4, 7:00 - 9:00 PM  
Boston Hynes Convention Center, Room 306

*All-Academy Welcome Breakfast*  
Sunday, August 5, 8:00 - 9:00 AM  
Sheraton Boston Hotel, Grand Ballroom

*AOM Presidential Address & Awards Ceremony*  
Sunday, August 5, 9:00 - 11:00 AM  
Sheraton Boston Hotel, Grand Ballroom

*Academy Leadership Forum: Workshop for Academy Volunteer Leaders* (invitation only)  
Sunday, August 5, 1:00 - 3:00 PM  
Boston Hynes Convention Center, Room 208

*Connecting the Academy Through Technology*  
Sunday, August 5, 2:00 - 4:00 PM  
Boston Hynes Convention Center, Room 209

*AOM Tweet Up*  
Sunday, August 5, 4:30 - 6:00 PM  
Boston Hynes Convention Center, Room 301

*All-Academy Reception*  
Sunday, August 5, 6:00 - 8:00 PM  
Sheraton Boston Hotel, Grand Ballroom

*AOM Farewell Gathering*  
Tuesday, August 7, 5:00 - 7:00 PM  
Sheraton Boston Hotel, Sidebar

## Division Program Highlights:

### CONFLICT MANAGEMENT DIVISION (CM)

The Conflict Management Division will once again offer a rich mix of workshops, symposia, and paper sessions that present cutting edge research on all facets of this important subject. Below we highlight a few of the outstanding sessions that should be of great interest to the wider Academy membership as well as CM division members.

The preconference program features a number of engaging workshops including a multidisciplinary look at the practice and research on restorative justice.

### Title: *Restorative Justice: Integrating Multidisciplinary Perspectives on Research and Practice*

Schedule: Friday, August 3, 2012, 10:15am-12:45pm at Boston Park Plaza in Berkeley & Clarendon Room

Organizers: David Lewin, University of California, Los Angeles, Lindred Greer, University of Amsterdam

Panelists: Karl Aquino, University of British Columbia, Robert Bies, Georgetown University, Alexander J.S. Colvin, Cornell University, Ryan Fehr, University of Washington, Deborah Kidder, University of Hartford, Thomas A. Kochan, Massachusetts Institute of Technology, Lukas Neville, Queens University, Christine Porath, Georgetown University

Studies of restorative justice reflect a variety of disciplinary backgrounds and research streams. One research stream focuses on how individuals respond to perceived injustice. As organizational behavior specialists have shown, some individuals seek revenge as a means to justice while others seek forgiveness. Another research stream focuses on the effectiveness of re-instatement following employee suspension or termination. This research, conducted by industrial relations scholars in the U.S. and Canada, highlights the difficulties that reinstated employees encounter from peers and superiors following reinstatement. Yet another research stream focuses on grievance procedures in unionized settings and alternative dispute resolution systems (ADR) in non-union settings as justice-restoring mechanisms. This research, often done by human resource management scholars, distinguishes availability from actual use of grievance and ADR systems and analyzes the effects of availability and use on organizational performance.

Given these research streams, this PDW focuses on two main questions: 1) Can justice in organizational and workplace relationships be restored once it has been violated or broken? 2) How, if at all, do conflict management perspectives on restorative justice differ from HR perspectives on restorative justice? We invite scholars from a variety of disciplinary backgrounds to participate in an interactive dialogue about and provide answers to these questions. We also encourage participants to identify particular research issues and opportunities in the area of restorative justice, especially as they bear upon the potential integration of multidisciplinary perspectives on restorative justice.

Make sure to join us for a scholarly paper session on the functions and dysfunctions of hierarchy featuring one of the division's award winning submissions.

(Paper Session) - *Dysfunctions of Hierarchy: The Impact of Power and Status on Communication and Relationships*

11:30am - 1:00pm Boston Park Plaza: Cambridge Room

# Academy Program Highlights

Chair: Chris P. Long, Georgetown U.

*The Dysfunctional Side of Status*

Author: Nate Pettit, New York U.

Winner of CM Division Best Paper Award – Empirical or Theoretical

Extant research on informal status in groups has used static, ordinal, ranked-based status differences (higher versus lower) to understand interpersonal behavior. This research goes beyond the historically predominant view by incorporating two important concepts—status distance and status distance change—and demonstrates that variance along these dimensions predicts behavior even while rank-based differences are held constant. Specifically, three studies show that status distance and change together can promote damaging group member behaviors (i.e., social undermining, information withholding) that cannot be explained by ordinal differences alone. As predicted, certain combinations of status distance and change also elicit a threat of status loss, which in turn provoke behaviors that can harm other members' performances and the group overall. Implications are discussed in terms of the utility of developing more nuanced, dynamic status models and the dilemma faced by managers when balancing employees' personal status concerns with the best interests of the group

*Power and Dissent: Implications for Ethics in Organizations*

Author: Jessica Kennedy, the Wharton School, UPenn

This research examines how advancing to a position of power, defined as higher position in a hierarchy, affects dissent, the expression of disagreement with an opinion, value, or practice embraced by a group majority. I propose that although power confers the psychological and social freedom to dissent, the process of attaining power makes individuals unlikely to see the need to do so. I suggest that advancing to a position of power may lead individuals to adopt the morality embedded in the group, decreasing the likelihood that high power individuals will view existing practices as lacking in morality and therefore, reducing the likelihood that they will dissent. In a laboratory study, I find evidence that advancing in a hierarchy socializes individuals, resulting in greater identification with the group and therefore, less dissent. In an archival survey study of employees in U.S. federal government agencies, I find evidence that higher power is associated with lower odds of reporting that one has observed unethical activity and therefore, less dissent. However, consistent with current knowledge of power, when individuals do view existing practices as lacking in morality, higher power is associated with greater expression of dissent. This research contributes knowledge to the literatures on power and status, behavioral ethics, and socialization.

*Leading Strategically: How Power Affects Leadership Behavior*

Authors: Leigh Plunkett Tost, U. of Washington, Seattle; Hana Huang Johnson, U. of Washington

As individuals increase in their level of power, they are increasingly called upon to strategically adapt their leadership behaviors to fit the needs of different audiences. Building on research from organizational studies and social psychology, we examine how the experience of power both affects leadership behavior and influences the extent to which leaders are likely to tailor their behavior based on their perceptions of followers' desires. We argue that power elicits more task-focused than relationship-focused leadership behavior because power induces in individuals an assumption that followers prefer task-focused leadership. However, power also increases individuals' abilities to respond to information about what followers desire, making them better able to switch from their default task-focus to a relationship-focus when necessary. Consequently, power enhances the ability to lead strategically. Four studies find support for our arguments. The implications for theory and practice are discussed.

While extant research on trust has produced a wealth of insights over the past decades, many central questions and commonly accepted assumptions about trust have remained unanswered, untested or unchallenged. Join us for a symposium showcasing emerging research that directly addresses these issues. Collectively, the symposium presentations contribute to scholarly debate and practical insights on trust by: 1) challenging the notion that trust is always beneficial, 2) challenging the notion that the way trust emerges and functions is identical across levels of analysis, and 3) pointing out the need to abandon the search for universal models in favor of context-specific models of trust.

***Trust Across Contexts: Examining Unanswered Questions and Challenging Conventional Wisdom***

8:00am - 9:30am Boston Park Plaza: Statler Room

Organizers: Bart A. de Jong, VU U. Amsterdam; Nicole Gillespie, U. of Queensland; Dejun Tony Kong, U. of Richmond

Discussant: Roy J. Lewicki, Ohio State U.

*Trust and Team Effectiveness: A Meta-Analysis of Critical Contingencies and Mediating Mechanisms*

Presenters: Bart A. de Jong, VU U. Amsterdam; Harmen Jansen, VU U. Amsterdam

*Trust Dispersion in Teams: The Role of Leader and Member Characteristics*

Presenters: C. Ashley Fulmer, U. of Maryland, College Park; Beng Chong Lim, Nanyang Technological U.; Paul J Hanges, U. of Maryland

## Academy Program Highlights

*Interpersonal Trust in Dyadic Negotiations: Meta-Analytical Evidence and Critical Contingencies*

Presenters: Dejun Tony Kong, U. of Richmond; Kurt T Dirks, Washington U. in St. Louis; Donald L. Ferrin, Singapore Management U.

*How do Leaders Respond to Trust Violations? Insights From the UK Parliament Expenses Scandal*

Presenters: Nicole Gillespie, U. of Queensland; Donald L. Ferrin, Singapore Management U.; Graham Dietz, Durham U.; Shannon Merrington, U. of Queensland; Zen W.C Goh, National U. of Singapore

### 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.

A provocative feature of our PDW program is the Occupy Wall Street Movement, on which we have two PDWs "**Occupy AOM: The Academy and the Occupy Wall Street Movement**" (#7, Friday, 3.15-5.15pm, MCP: Salon B), "**Occupy, Economic Inequality and Business: Setting the Agenda**" (#10, Saturday, 2.30-4.30pm, MCP: Bolyston) and an off-site event "**Getting Out (of the Hotels) and Getting Things Done: Learning About Critical Action in Boston**" (for more information, please contact Division Chair Sarah Stookey: [stookeysab@ccsu.edu](mailto:stookeysab@ccsu.edu)).

The main scholarly program presents two outstanding keynote addresses. Professor Paul Adler (AOM PDW Chair 2012) will talk about a "**CMS's trajectory: A Personal View**" (#98, Sunday 5-6pm, MCP: Salon J). We are also honored to have Professor Henry Mintzberg as a keynote speaker on "**Rebalancing Society: A Critical Worldly Perspective**" (#142, Monday 4.45-6.15pm, MCP: Salon E). The CMS Division's highly successful **Dark Side Case Competition** (#167, Tuesday, 11.30-1pm, MCP: Salon J) presents real-life teaching cases on the underbelly of corporate, organizational and managerial life.

The Division has **two social events** on Saturday (#13, 6.30-9pm, MCP: Salon E) and on Monday following Henry Mintzberg's keynote (#143, Monday, 6.30-8pm, MCP: Salon J). We extend an open invitation to drinks and informal conversation to all members of the academy.

The CMS Division's **Showcase Symposium** pertains to a theme with cross-divisional appeal. Entitled "**Critical Approaches to Leadership Learning and Development**" (#112, Monday, 9.45-11.15am, MCP: Salon J), the point of departure for this symposium is that critical engagement with the complex conditions, processes and consequences of leadership-follower-ship

dynamics in contemporary organizations is overlooked. Discourses emerging from more critical approaches have not yet had time to be absorbed into leadership learning and development activities. This symposium brings together critical leadership theorists who will explore ways of changing leadership pedagogy. Go along and hear what they have to say about this fundamental concept!

We are looking forward to seeing you in Boston!

Gavin Jack and Jan Schapper, CMS Program Co-Chairs, [cmsaom@latrobe.edu.au](mailto:cmsaom@latrobe.edu.au)

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

The Diversity & Inclusion Theme Committee is pleased to sponsor and co-sponsor various PDWs in support of our mission, which is to provide learning and outreach opportunities across the Academy of Management that foster a more diverse and inclusive community in which all members are involved in, and contribute to, the growth and success of the organization. Please look for *all* of our sessions, which promise to be excellent. In particular, please join us for the following events:

**Session 367: Diversity and Inclusion in the Academy: A Town Hall Meeting.** Saturday, August 4, 3:00-5:30PM, Boston Park Plaza, Cambridge Room. This highly interactive session will provide a chance to learn about the work of the committee and most importantly, to share inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion.

**Session 333: More than Meets the Eye: Sharing Our Personal Stories to Facilitate a More Inclusive AOM.** Saturday, August 4, 1:00-3:00 PM, Boston Park Plaza, Beacon Hill Room. In this interactive session, AOM leaders and participants will share personal stories to go beneath the surface of external appearances and to illustrate the complexities each person brings to the profession. It will be a chance to connect at a deeper level than is often the case and to learn how this process can deepen inclusion in the Academy.

**Session 248: Diversity & Inclusion Theme Committee - Open Meeting.** Saturday, August 4. 8:30-9:30 AM, Boston Park Plaza, Cabot Room. This meeting will provide a chance to meet the officers and members of the committee and to provide input into our agenda and plans for the coming year, during which we will be conducting and reporting on an important survey regarding inclusion in the Academy.



# Academy Program Highlights

## ENTREPRENEURSHIP (ENT)

This year's program theme of "*The Informal Economy*" has produced a variety of high quality Paper Sessions, Symposia and PDWs that have a range of interest not only for those in the Entrepreneurship Division but also for those interested in the area of entrepreneurship. Management scholars attending the program will find the sessions provocative in addressing the research issues surrounding an informal economy such as size, scope and controversy.

The Entrepreneurship Division has organized various sessions in line with this year's main conference theme to help define the role entrepreneurship plays in examining the management research questions still in the infant stages of study that have been previously unaccounted for in informal economic activities. A suggested few presentations that might be of interest can be found among the following.

***Evaluating Competing Theorizations of Informal Entrepreneurship: A Study of India's Street Hawkers***  
Monday, August 6, 11:30AM – 1:00PM, Sheraton Boston Hotel, Beacon G

This paper critically evaluates the competing explanations for informal entrepreneurship amongst the desperately poor that variously depict such entrepreneurs as leftover from a previous mode of accumulation, marginalized populations engaged in a survival practice, or voluntary entrants doing so either as a rational economic decision or as a lifestyle choice.

***Entrepreneurship within Informal Economies in Rural India: A Field Study***  
Monday, August 6, 1:15PM – 2:45PM, Sheraton Boston Hotel, Back Bay Ballroom A

In the case of developing nations, it is within the informal economy that most socio-economic activities unfold. Informal economies not only provide majority of goods and services for their citizens, but also act as important pathways for developing and maintaining social ties and relations. Very little is known about the nature and variety of activities unfolding within informal economies. In fact, the very meaning of what constitutes entrepreneurship within informal economies is still fuzzy.

***Innovation and Entrepreneurship in Emerging Economies***  
Monday, August 6, 8:00AM – 9:30AM, Sheraton Boston Hotel, Jefferson

More than a billion people still live in extreme poverty. How does entrepreneurship and innovation matter to these bottom billion and what does this imply for our understanding of the role of the entrepreneurial or the innovation processes in a variety of emerging economies, from China to Bangladesh, the Philippines or Africa.

***A Research Agenda on Entrepreneurship in the Informal Economy in sub-Saharan Africa***

Friday, August 3, 8:00AM – 10:30AM, Boston Hynes Convention Center, Room 201

More than seventy percent of economic exchanges in sub-Saharan Africa take place in the informal economy making it the most prevalent form of economic organizing on the continent. Even though management and entrepreneurship research related to this sector is almost ignored, this PDW intends to develop a road map for further research of this under-examined topic.

***Informal Economy and Entrepreneurship at the Base of the Pyramid***

Friday, August 3, 1:30PM – 3:30PM, Sheraton Boston Hotel, Liberty Ballroom A

An informal economy presents unique institutional and contextual environments through which academic researchers may be able to seek and offer fresh insights into the theory and practice of entrepreneurship. The objective of this PDW is to foster an interactive scholarly dialogue on how the theoretical and practice based understanding of entrepreneurship and informal economy at the bottom of the pyramid can be improved, particularly in terms of the social, environmental, and developmental elements.

## GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

The GDO division has an engaging and innovative set of program activities, including professional development workshops and traditional scholarly sessions.

On Friday, August 3, we are offering a PDW on "***Diversity in Academia: Global Pathways to Doctoral Education and Beyond***" (Program Session #: 15). This PDW, showcasing the diversity in pathways to academic life across the globe, is especially timely given the increasing international mobility of academic staff in our field. This PDW is being held at the Boston Park Plaza in the Cambridge Room from 8:00-10:30 am.

On Saturday, August 4, please join us for the "***All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy***" (Program Session #: 423). This reception, which is being sponsored by the University of Utah, is being held at the Boston Park Plaza in the Whittier Room from 8:00-10:00 pm.

We encourage you to attend the "***New UN PRME Project to Advance the Teaching of Gender Issues in Management Education Worldwide***" (Program Session #: 1147). Key leaders of the new Working Group on Gender Equality at the UN Global Compact's Principles

## Academy Program Highlights

for Responsible Management Education (PRME) will share insights on the development of a global repository of resources to assist faculty worldwide in integrating gender issues into management education. Panelists will also discuss significant gaps in materials available and options for fillings these deficiencies. A goal of the panel is to gather innovative ideas about how gender equality is being, and can be, addressed throughout the curriculum in all management disciplines. This session is being held at the Boston Park Plaza in the Clarendon Room in the 3:00-4:30 PM.

### HEALTH CARE MANAGEMENT (HCM)

The Health Care Management Division is committed to being not only among the most innovative, but also the most entertaining of the Academy's many forums and this year's offerings are no exception. In fact, this year's program could have come from the imagination of "The Game of Thrones" screenwriters. In addition to the traditional, erudite presentations on qualitative and empirical research, several sessions will feature Adult Content, Violence, Nudity and Dragons (I think that UAB's mascot is a dragon. UAB Blazers could also be a reference to a sports jacket or some type of illicit substance, but I am going with dragons).

#### **If You Think the Supreme Court's Ruling on the Affordable Care Act matters....**

**David Blumenthal, MD** will be the Health Care Management Division's distinguished speaker this year. Dr. Blumenthal was a primary care physician at Boston's Massachusetts General Hospital/Partners HealthCare System, and in 2009 President Barack Obama appointed him as the National Coordinator for Health Information Technology and charged him with building a nationwide health information system and supporting the widespread meaningful use of health information technology. Dr. Blumenthal is currently Samuel O. Thier Professor of Medicine at Harvard Medical School, has been named chairman of the Commonwealth Fund Commission on a High Performance Health System. Dr. Blumenthal's talk is titled, "Public Startups: the ONC Example," and will focus on his experience as the National Coordinator for Health Information Technology and the future directions of IT in healthcare. **This session will take place on Monday, August 6, 2012 from 3:00 - 4:45 at the Marriott Copley Place in Salon F.**

#### **The Professional Development Workshop Rocks**

The whole series of events starts with our Professional Development Workshop (PDW). Members of the Health Care Management and Public and Nonprofit divisions should consider arriving in time to hear leading scholars' and journal editors' insights on **writing a strong paper**. This Professional Development Workshop session is open to all AOM meeting participants and does not

require registration. Margarete Arndt, Jacqueline Zinn, Mattia Gilmartin, Keith Provan, and Ingrid Nembhard will discuss how to write a compelling literature review, how to frame an interesting research question, how to respond to reviewer comments, and the overall gestalt of a strong paper. Participants will also be able to speak with editors of *Health Services Research*, *Health Care Management Review*, the *Journal of Healthcare Management*, and *Advances in Health Care Management*. **This session will be 12:15 – 2:15 pm Saturday, August 4 at the Marriott Copley Place in Boston.**

#### **The Program Chair's Favorite Paper Session**

Unlike your mother, who told you she 'loved you all equally', I am not going to lie to you. There is a session I like the most. The session entitled "**Innovation: Barriers, Pathways, Levels and Exceptions: The Innovator's Rx Refilled**" really has it all. There are papers that use mixed methods, ethnographic research techniques and time and motion studies to really delve down into the organizational phenomenon. In addition, two of the submissions were nominated for Best Paper Awards – International and Theory to Practice. **This session will be 9:45 – 11:15 am Tuesday, August 7 at the Marriott Copley Place in Salon H**

### HUMAN RESOURCES (HR)

The HR Division again has innovative and exciting sessions planned for the upcoming Conference in Boston. Please check out our outstanding Professional Development Workshops, Scholarly Program Events, and networking opportunities, including:

#### **PDW: Corporate Social Responsibility and Human Resource Management/Organizational Behavior**

Scheduled: Saturday, August 4 5:15pm - 7:15pm, Boston Park Plaza, White Hill Room

There is growing interest among scholars concerning the managerial implications of corporate social responsibility (CSR) and related areas such as firm sustainability. Because of the rise in consumer, investor, supplier, and worker demands for CSR, managers have begun to ask important questions regarding how to manage these activities and how to allocate resources to them. Despite increasing attention, CSR research is still in an embryonic stage, with critical issues regarding frameworks and empirical methods yet to be resolved. Furthermore, much of the research to date has largely involved a macro level of analysis, focusing on such issues as understanding the relationship between CSR and the financial performance of firms. To achieve a more complete perspective on CSR, however, theory and research will need to address more micro-level human resource management and organizational behavior issues. As such, the primary goal of this PDW is to serve

# Academy Program Highlights

as a catalyst for scholarly work on CSR that expands the domain from an exclusive focus on the macro level of analysis to an inclusive focus that incorporates issues more directly related to human resource management and organizational behavior.

## **Showcase Symposium: The Future of the HRM-Performance Debate**

Scheduled: Monday, Aug 6 2012 9:45AM - 11:15AM, Boston Park Plaza, Whittier

The development of any scholarly debate depends on knowledge domains which inform it. This panel symposium aims to explore the domains of knowledge of the HRM-performance debate in order to predict its future development. Unlike numerous recent discussions that focus on the development of the HRM-performance debate itself, this symposium will discuss the development of endogenous and exogenous knowledge domains that have informed one of the most popular debates within the HRM field. The symposium will first expose the audience to a longitudinal analysis of relevant knowledge domains, an extensive co-citation analysis including more than 20,000 scholarly contributions that researchers studying HRM-performance cited between 1985 and 2010 depicted as a landscape. This will be followed by panel discussions of highly influential researchers, whose work has both shaped and informed the debate, who will interpret the development of knowledge domain(s) and comment interactions between them. Finally, the panel will discuss the current state of knowledge domains informing HRM-performance debate and try to foresee its future development.

## **Networking Opportunities**

### **Welcome Reception**

Scheduled: Saturday, August 4, 6:00PM – 7:30PM, Boston Park Plaza, Terrace

### **Business Meeting and Social**

Scheduled: Sunday, August 5, 6:00PM – 8:30PM, Boston Park Plaza, Georgian & Arlington

### **Welcome Breakfast and Awards**

Scheduled: Monday, August 6, 7:30AM – 9:30AM, Boston Park Plaza, Arlington

### **Ice Cream Social**

Scheduled: Monday, August 6, 2:30PM – 4:30PM, Boston Park Plaza, Arlington

## **INTERNATIONAL THEME COMMITTEE (ITC)**

ITC workshops try to explore international dimensions of management theory and practice and focus on bridging management cultures globally.

### **International Theme Committee (ITC) Executive Business Meeting**

Sunday, August 5, 12:00 PM-2:00 PM Boston Hynes Convention Center: Room 305  
Chair: Stephen Mezas, INSEAD

Organizers: Claire A. Simmers, Saint Joseph's U.; Benson Honig, McMaster U.; David Patient, U. Catolica Portuguesa; Adela McMurray, RMIT U.; Silvia Ines Monserrat, Unicen

Those interested in participating in the committee's activities are welcome to attend.

### **Carolyn Dexter Award Reception**

Sunday, August 5, 2:00 PM-3:00 PM, Boston Hynes Convention Center: Room 206

The Carolyn Dexter Award is an all-Academy award given 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 recipient of the award is given a plaque.

### **Research and Teaching Collaborations with Colleagues in Underrepresented Nations**

Saturday, August 4, 3:00 PM-5:30 PM at Boston Hynes Convention Center: Room 312

Organizers: Charles Wankel, St. John's U.; Ruth Alas, Estonian Business School; Dorothy Mpabanga, U. of Botswana; Jaime Ruiz-Gutierrez, U. de los Andes; Nilay Yajnik, NMIMS U.

Though the Academy of Management (AOM) is the premier scholarly society in the world in the discipline of Management but has had uneven representation of nations in its conferences. This session will bring 207 colleagues from 63 nations together to share experiences in international research and teaching collaborations with a mind to sharing how such involvement gets initiated, what impediments forestall it, and how colleagues from all nations can come to share in the reportage of their findings at the AOM. Colleagues from the most underrepresented nations will take the lead in this forum. Colleagues from institutions with scant funding for such purposes as participating in an AOM conference will share funding approaches that have worked for them (such as from the United States Agency for International Development, USAID). A report of recommendations to make more nations more represented out meetings will be produced.

### **Closing the Gap: Developing Research Ecosystems of Global Excellence in Emerging Markets**

Saturday, August 4, 12:30 PM - 2:45 PM, Boston Hynes Convention Center: Room 204

Organizers: Florian Schloderer, INSEAD; Victor Zengyu Huang, Zayed U.; Kathy Ning Shen, Abu Dhabi U.; Constance Van Horne, Zayed U.

Emerging markets play an increasingly important role for the global economy. Consequently, these regions have come to attract significant attention from academics

## Academy Program Highlights

around the globe. Academic research can significantly aid in furthering our understanding and promoting economic and social development in emerging markets. While some countries, e.g. the BRICs (Brazil, Russia, India, and China), have already made significant progress in developing local research ecosystems, others, for example in the MENA (Middle East and North Africa) region, only recently have begun their efforts. This PDW aims to share best practices of research ecosystem development in emerging markets with examples from the BRIC countries and the MENA region. Based on these examples, PDW participants will develop new insights and recommendations on how to develop local research ecosystems and “close the gap” to the global research ecosystem. This PDW will also aid young scholars in emerging markets to plan the trajectories of their academic careers. This PDW has two modules: a panel discussion and an interactive workshop.

This workshop is open for prior registrants only.

### 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*” featuring the participation of **Dr. Victor Vroom** (Monday, August 6, 4:45 PM – 6:15 PM, Boston Park Plaza, Franklin Room. 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. With this symposium, the MH division puts past intellectual contributions in management into context of historical distance between “then” and “now.” This context of the “*Then and Now in Management History*” symposium will reveal unique insights into the conceptual history of management.

As for our Professional Development Workshop (PDW) program, we cordially invite you to join the visit to Baker Library Historic Collections Tour (Friday August 3 130PM) and a workshop on conducting and publishing archival research (Saturday August 4 8AM). The Historical Collections of Harvard Business School’s Baker Library house rich archival resources of interest to the management or business historian. This session offers a behind-the-scenes tour of the library, led by one of Baker’s librarians, to provide insights into these resources and their potential usefulness to scholars. The Friday afternoon tour can be followed up Saturday morning with a workshop with experts on conducting and publishing archival research. This workshop will 1) define what constitutes archival data and how to find it, 2) establish the importance and validity of archival research, 3) discuss ontological and epistemological perspectives in archival research, 4) clarify the stages of

effective archival research, 5) discuss specific techniques of data collection, 6) demonstrate how archival research can add depth to empirical studies, 7) explain how archival data can generate developmental explanations, 8) illustrate how archival data can challenge contemporary theories, 9) reveal how archival research can lead to new conceptual models, and 10) offer advice on publishing articles using archival data. Another special highlight is the tour of Fenway Park (Saturday August 4 2PM). On April 20, 1912, a new ballpark, Fenway Park opened in Boston. Fenway Park would be the home of the Boston Red Sox of the Eastern Division of the American League of Major League Baseball for the next 100 years. It is now one of only two historic parks in Major League Baseball. In honor of the 100th Anniversary of Fenway Park, we are offering a Management History trip to the historic park and a tour of the stadium. The Red Sox organization will focus the tour on the history of the park and the Red Sox in honor of the 100th Anniversary. Tickets will be about \$15 for the tour. More information about Fenway can be found at: [http://boston.redsox.mlb.com/index.jsp?c\\_id=bos](http://boston.redsox.mlb.com/index.jsp?c_id=bos)

### MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

The MOC division has an exciting array of high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. On Friday and Saturday we have a number of PDWs that offer practical advice and feedback on research-related issues (e.g. **Cognition in the Rough, Content Analysis in Organizational Research, Reviewing in the Rough**) as well as career-related issues (e.g., **OMT/MOC Doctoral Consortium**). In particular we want to highlight three parts of our program that highlight the scholarly and social aspects of this Division.

On Saturday at 4:30 (Sheraton-Liberty Ballroom C) , **Think about it over a beer or a glass of wine** offers an opportunity for division members, old and new, to gather in an informal setting and renew or make new connections. On Monday morning at 9:45 (Sheraton-Back Bay Ballroom B) we have the **MOC Welcome Session and Distinguished Scholar Address** where we honor the contributions and achievements of this year’s award winner, Jane Dutton. On Monday evening at 6:15 (Sheraton-Back Bay Ballroom B), we will hold our **Business Meeting and Social**, where we will announce the winners of the MOC Best Paper and Best Student Paper awards. We hope that you will be able to join us at these sessions.

### MANAGEMENT SPIRITUALITY & RELIGION (MSR)

The MSR Interest Group has planned another innovative and thought-provoking program for the upcoming Conference in Boston. Don’t miss these special sessions

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and a full line-up of outstanding Professional Development Workshops, Symposia, and Scholarly Paper Sessions.

## **Morning Meditation Sessions**

These sessions are scheduled daily throughout the conference to provide a time of personal and guided prayer, meditation, and reflection at the beginning of each day.

Daily, Friday through Tuesday, August 3-7, 7:00 – 8:00 AM, Sheraton, Hampton B

## **MSR Business Meeting, Best Dissertation Awards and Social Event**

This is our annual business meeting for MSR members and those interested in working with us. We will also announce the winners of the Best Dissertation Awards at this meeting. After the meeting, please join us for an evening of after-hour desserts, drinks, and lively conversation!

Business Meeting: Sunday, August 5, 7:00 – 8:00 PM, Sheraton, Fairfax A

MSR Social Event: Sunday, August 5, 8:00 - 9:00 PM, Sheraton, Republic A

## **MSR Showcase Symposium**

The 'Common Good' and the Value Proposition of Business

Session #1236 Monday 4:45pm - 6:15pm Marriott Boston Copley Place: Provincetown

## **MSR Showcase Paper Session**

MSR Research Landscape

In this session, leading MSR scholars present a broad summary of existing MSR Research including the diversity of construct definitions and applications.

Session # 1111 Monday 3:00pm - 4:30pm Sheraton Boston Hotel: Hampton B

## **ORGANIZATIONAL COMMUNICATIONS AND INFORMATION SYSTEMS (OCIS)**

### **PDW: Researching the Informal Economy: Opportunities and Challenges of Social Media Research**

This PDW will provide a forum to discuss the challenges associated with social media research with the intention of facilitating the publication of social media research in the organizational literature. It will involve short presentations from leading authors and journal editors (Natalia Levina, Terri Griffith, Ann Majchrzak and Stephen Borgatti among other) and topic-based discussion forums in which researchers can learn from one another. Topics addressed will include: 1) what is theoretically different about social media 2) quantitative and qualitative methods in social media research and 3) practitioner-

oriented social media research. The PDW will be held Saturday, Aug 4 2012 8:00AM - 10:00AM at Boston Hynes Convention Center in Room 309 and pre-registration is required.

### **OCIS Keynote Address: Dr. Barry Wellman, University of Toronto**

This year's keynote address will be given by Dr. Barry Wellman, University of Toronto. Wellman (PhD, Harvard University) is Director of UToronto's NetLab, which studies the interaction of social, communication and computer networks. In addition, he is a member of the Royal Society of Canada and Chair-Emeritus of the Community and Information Technology and Urban Sociology sections of the American Sociological Association. Dr. Wellman is the recipient of numerous awards, including the American Sociological Association's Lifetime Achievement Award in 2006, the International Communication Association's Communication as an Open Field Award in 2008. His talk is entitled, "Networked: The New Social Operating System". In it, he analyzes the triple revolution: the turn to social networks, the personalized internet, and the proliferation of mobile accessibility. The talk will be held Monday, Aug 6 2012 4:45PM - 6:15PM at Sheraton Boston Hotel in Fairfax A and will be followed by the OCIS Division business meeting and reception.

### **Modularity and Digitalization: The Digital Revolution and Complex Product Innovation**

Our showcase symposium explores the topic of modularity and digitalization. Modularity has become a central theme in organizational scholarship concerned with complex product innovation, and a significant body of work has explored the relationship between modularity and innovation. Recently, a number of theoretical and empirical contributions have pointed to a dramatic shift in the relationship between modularity and product innovation that has been brought about by the digital revolution. This symposium will include a series of short presentations and discussion to explore the way widespread digitalization might impact our understanding of modularity, and to sharpen our understanding of the relationship between modularity and innovation in complex evolving products and systems. The symposium will be held Tuesday, Aug 7 2012 3:00PM - 4:30PM at Sheraton Boston Hotel in Fairfax A.

## **ORGANIZATION AND MANAGEMENT THEORY (OMT)**

OMT will be the place to be in Boston! The OMT division has a rich and exciting selection of high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. One of the highlights of our program will be the **OMT Welcome Breakfast** on Monday morning, where we honor the achievements and

## Academy Program Highlights

contributions of *Linda Argote*—this year's recipient of the **Distinguished Scholar Award**. Please also make sure to attend **Meet OMT** on Friday night, and the **OMT Business Meeting and Social Hour** on Monday night where we will announce this year's award winners, unveil our annual artifact, and meet new and catch up with old friends and colleagues.

Some highlights:

### ***Advancing Research on Social-Business Hybrid Organizations***

Saturday, August 4, 2:45 – 4:45 p.m., Sheraton Boston Hotel: Beacon E

Social-business hybrid organizations combine market and social welfare logics: they pursue a social mission but rely on commercial activities to generate revenue and sustain their operations. Scholars have recently started to examine the challenges these organizations face and strategies and practices by which they attempt to manage these challenges. In order for research on hybrids to advance and make significant theoretical and practical contributions, scholars need to address several important questions. For example, under what conditions do social-business hybrids emerge? How are these organizations similar to and different from other types of hybrids and traditional for-profit and non-profit organizations? Under what conditions can social-business hybrids retain their hybrid nature? What factors influence their performance? The purpose of this PDW is to advance research on social-business hybrids by providing a forum for these issues. Julie Battilana will first provide an overview of critical questions for research on social-business hybrids. Four panelists—Marya Besharov, Nardia Haigh, Andrew Hoffman, and Wendy Smith—will then offer insights into this emerging field of research. A discussant, Klaus Weber, will offer commentary and facilitate a large group question and answer session. Participants will then break up into smaller discussion groups, each facilitated by a panelist and/or co-organizer. We will conclude with a collective discussion of insights gained and next steps for research on social-business hybrid organizations. By facilitating conversations about common challenges and opportunities, the PDW will help develop a community of scholars pursuing research on social-business hybrids, using diverse theoretical lenses and methodological approaches.

### ***Organization Theory in the Era of Capitalist Crisis***

Monday, August 6, 11:30 a.m. – 1:00 p.m., Sheraton Boston Hotel: Independence West

Times of socio-economic crisis provide important opportunities to take stock of our field and to puzzle about what our extant theoretical conversations are missing.

The current global financial crisis, triggered by the mortgage meltdown beginning in the summer of 2007, provides such an impetus. As we have seen, this crisis has led to a great deal of social unrest nationally and internationally, as well as the questioning of Capitalistic ideologies and norms – neoliberal approaches to markets are indeed on trial! In this special session, we have gathered an esteemed panel to discuss these issues and highlight important empirical lacunae that we should be addressing as a field, and note the implications for organization theory.

Panelists: Jerry Davis, Marie-Laure Djelic, Frank Dobbin and Tom Kochan

Discussant: Paul Adler

### ***Meet OMT Social***

Friday, August 3, 6:00 – 8:00 p.m.  
Sheraton Boston Hotel: Constitution Ballroom B

### ***OMT Distinguished Scholar Breakfast***

Monday, August 6, 8:00 – 9:30 a.m.  
Sheraton Boston Hotel: Independence West

### ***OMT Business Meeting***

Monday, August 6, 6:30 – 7:30 p.m.  
Sheraton Boston Hotel: Independence West

### ***OMT Social Hour***

Monday, August 6, 7:30 – 9:00 p.m.  
Sheraton Boston Hotel: Back Bay Ballroom D

The OMT Executive Committee would also like to acknowledge the generous support of the following sponsors of the 2012 program: Center for Corporate Citizenship at Boston College Carroll School of Management, Emerald Publishing, Oxford University Press, Rotman School of Management at University of Toronto, Sage Publishing, University of Alberta School of Business, and The Wharton School.

### **PRACTICE THEME COMMITTEE (PTC)**

The Practice Theme Committee focuses on bringing together practitioners, scholars, and teachers to enrich their respective activities through interaction. We are offering an exciting selection of workshops, both on and offsite, that range in focus from leadership development, to using Boston as a case study for regional development, to crisis management, to leadership from the bottom of the pyramid. Our reception and awards session is Saturday evening from 6 to 9 in the Sheraton, Constitution Ballroom A.

### ***Design Thinking for Beginners - Introducing Design Thinking as Innovation Practice.***

Friday, 9:30 am – 12:00 noon. Offsite – Northeastern University, Cabral Center, 40 Leon St.

# Academy Program Highlights

Katharina Holzle, Uli Weinberg, Claudia Nicolai, **Jochen Schweitzer**, Niels Billou, Heike van Geelen, Joanne Jakowich, and Julia Leihner.

**Description:** Design Thinking has received increasing awareness and popularity among researchers and practitioners alike. By combining approaches found in design and ethnography with technology and business skills found in strategic and innovation management, it offers a third way for problem solving and idea generation.

Design Thinking relies on diversity and apparent opposites, on combining seemingly contradictory traits as expertise versus empathy, or focused versus open mindsets. We will create a hands-on classroom experience for participants and expose them to the basic principles, methods, and philosophy of Design Thinking. The participants experience a complete Design Thinking process cycle: understanding and empathy by observation, defining the problem through a specific point of view, generating ideas and building prototypes, soliciting feedback and iterating. An international experienced faculty of Design Thinking educators and practitioners will guide participants through the process and provide insights on how to apply Design Thinking to everyday work processes and problem solutions.

## **Introduction to Thought Leadership: Generating Insight for a Broader Business Audience.**

Friday, 1:30 – 5:00 pm, Offsite – Northeastern University, 170 Dodge Hall, Huntingdon Avenue (next to the Boston YMCA). Art Kleiner.

**Description:** This is an interactive, intensive workshop for those who want to learn how to write and generate ideas to garner response in a larger business context. The development of thought leadership is a crystallization exercise: Thinking coherently about purpose, audience, research and story line; recognizing that each of these is a separate orientation that needs distinct attention; articulating the universal principles from real-world experience; and then synthesizing all of this into a clear, compelling piece of work that should leave the audience a little bit different than when they started reading it.

The goal of this workshop is to develop the capability to produce distinctive thought leadership. The session is built around exercises that introduce key concepts of thought leadership and involve people in direct, experiential practice. It draws on 30 years of experience as a writer (*The Age of Heretics*), book editor, and magazine editor (of the award-winning publication *strategy+business*.)

## **Inner Peace—Global Impact: Mindfulness in Leadership Development.**

Saturday, 10:00 am – 1:00 pm, Sheraton, Back Bay

Ballroom C

Peter Senge, Subhanu Saxena, Susan Skjei, William Torbert, and Kathryn Goldman Schuyler.

**Description:** As Peter Senge has said, “There is an old tradition in many parts of the world that if you’re going to be in a position of authority, you should be a *cultivator*. This means that leaders should be people who are deeply involved in their own realization of becoming a human being.”

The panelists are internationally-respected leaders, educators, and consultants who have cultivated awareness personally for years and led or facilitated systemic change. We expect vivid personal stories as well as thoughtful analysis. They will discuss the interdependence of contemplative practices and societal action, the importance of mind training for leaders, and how these practices enable leaders to reframe difficult issues and shift the environment in the workplace. We will explore how to incorporate mindfulness or awareness practices into leadership development, both in the university and within corporate settings. Breakouts will allow everyone to participate actively.

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

OK, so more than a handful of you fellow SIMians shied away from the triple-digit Texas heat last year (for all our non-US SIMians, the triple-digits were in degrees Fahrenheit, not Celsius – it was hot but not quite surface of the sun hot!). But in anticipation of repentance and above-average turnout this year, we’ve prepared a scorcher of a program. We have an embarrassment of scholarly riches. I’m turning red just typing about it. Heck, we couldn’t even manage to contain the whole program within the bounds of the AOM schedule. We begin a day early, with a doctoral consortium so hot that it burned through the program walls and had to be started on Thursday. And then we continue on fire thereafter, pushing well into Tuesday afternoon with trail-blazing paper presentations. In between, you’ll be peppered with hot nuggets of wisdom from the bright stars that populate our PDW program throughout the weekend, and as the new week begins, we will warm the cockles of your heart (whatever those are) with the learned heat of scholarly insight present in a sensory overload of paper sessions. So come with plenty of sunblock and aloe vera . . . but definitely come! Below, just to ensure you get warmed up properly, I’ve highlighted three of the particularly spicy PDW sessions you’ll surely want to take in. Be careful as you sample them: hot plate!

## **Bringing Organizational Context Back into Behavioral Ethics Research**

Friday, August 3<sup>rd</sup>, 9am – 1pm, Marriott Boston Copley

# Academy Program Highlights

## Place, Tremont

Research in behavioral ethics has proliferated over the past decade but much recent research has emphasized moral psychology that has not accounted for organizational context. We seek to use this PDW to reignite research that is distinctly organizational—organizing processes, multi-level theories, and contextualized behaviors relevant for business ethics. This PDW serves to not only reinvigorate the role of context in behavioral ethics research but also to stimulate the development of high quality research in business ethics that accounts for context suitable for a special issue the organizers plan to develop. To meet these aims, the PDW has two parts. In part 1, we invite four behavioral ethics luminaries to articulate how they think organizational context can contribute to behavioral ethics research. Afterwards, we invite three scholars well-versed in a particular methodology (experiments, surveys and qualitative methods) to share insights into how the method can be used to account for organizational context. Each methods expert will also provide an example from his or her research to illustrate the use of the method to account for organizational context. While Part I is open to anyone, in Part II participants must submit a brief abstract of work in progress. They will be paired with either a luminary or methods expert who will discuss and help develop their research. We seek to maintain a low participant-facilitator ratio to provide helpful guidance to develop this work suitable for top management journals.

### ***It's the System Stupid! Establishing a Research Agenda on Systemic Problems in Organization Theory***

Saturday, August 4<sup>th</sup>, 8-10am, Marriott Boston Copley Place, Vineyard

Systemic issues in the external environment have become a strategic issue for business. The key distinguishing feature of systemic problems is that, while not resolving the problem can impose significant risk to an organization, resolution is not always possible by any single focal organization affected by it. For problems like the financial crisis, obesity, or climate change, complex, multi-organizational approaches are often necessary. While various theoretical lenses give partial answers to how this can be done effectively, they are inconsistent in building an understanding of how systemic problems can be successfully addressed by organizations. This workshop aims to continue a conversation that began in April of 2012 where leading academics began a dialogue on the impacts of these complex issues on management theory. We'll begin with a set of speakers who will share with the participants a view of systemic issues from their area of expertise. We'll then divide participants into

groups according to a specified systemic issue where an academic expert will facilitate a debate/discussion to uncover how existing conversations in management aid in our understanding of organizational response to systemic problems and, more importantly, the limitations of these current conversations. Each group will present the results of their discussion to the audience with an emphasis on research questions that contribute to a broader research agenda. A summary of the common themes across the groups will then be presented to establish a research agenda amongst a community of interested scholars.

### ***Taking Stock in SIM: What We Know, What We Don't Know, and What We Still Need To Do***

Saturday, Aug 4<sup>th</sup>, 3:45 - 5:15pm, Marriott Boston Copley Place, Tremont

No pre-registration required. This interactive PDW will provide participants with key insights from leading scholars on the existing state of the SIM field along with critical unanswered questions that represent opportunities for future research. The format of the session will be interactive. Invited SIM experts will begin by presenting their summary views on "What we know" and "What we don't know" in the SIM field. This will be followed by an open discussion among participants to flesh out these points further to identify an explicit list of "what we do know 2012" and "what we don't know 2012". The remaining time will be spent on identifying what still needs to be done in 2012 and beyond. The output of the session will be posted on the SIM website to serve as guidance for those seeking a research topic. Going forward, these outputs would represent a baseline for future workshops at AOM.

## **TECHNOLOGY & INNOVATION MANAGEMENT (TIM)**

The TIM Division has a variety of exciting and high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. We hope you will join us.

***TIM Division Distinguished Scholar Award:*** David Mowery, U. of California, Berkeley. Saturday August 4, 12:00-1:30pm, Boston Hynes Convention Center Room 107.

***TIM Division Best Dissertation Award Finalist Presentations:*** Sunday August 5, 1:30-3:30pm, Boston Hynes Convention Center Room 303.

***Showcase Symposium: Innovations in Pharmaceutical Innovation: New Medicines for Diseases of the Poor.*** Monday August 6, 9:45am-



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11:15am, Boston Hynes Convention Center Room 202. This symposium focuses on the challenges of innovating at the boundaries of traditional innovation processes. In particular, it examines the development of new medicines for diseases that primarily afflict the poor. It is difficult to innovate in a context where the abilities to pay are blunted by poverty, and yet at the same time where the humanitarian imperative for progress is especially strong. The challenges of developing new medicines for treating the poor are further complicated by the potential for expanding markets in the wake of success at remediating the most severe of neglected diseases: the emerging markets of China, India, Brazil, and South Africa, for example, are often cited as the 21st century's growth areas for pharmaceutical products. Once the fundamental health needs of the destitute poor are addressed, patients in these emerging markets may soon become consumers of pharmaceutical therapies that also have markets in wealthier countries. Thus, innovations are required in the incentives for research on neglected diseases; for distributing new medicines to emerging markets; for pricing these medicines in a humane way; for developing the capacity to distribute established pharmaceuticals in emerging markets; and for incorporating idiosyncratic elements of local practice in each facet of the research process.

Our **Sunday night Business Meeting and Social** is at 5:30-7:30pm at Boston Hynes Convention Center in Room 303, and the **TIM Breakfast Meeting on Monday morning** 7:00AM - 8:00AM at Boston Hynes Convention Center in Room 109. Please come and join us for food, drinks, and conversation

### 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:

**Best Practices in Online and Blended Assignment Design: A TTC Interactive Workshop** offers an opportunity to examine and apply principles and practices for online and blended assignment design with attention to leveraging Web resources, preventing integrity issues, and increasing the likelihood of engagement and participation.

Session #: 60, Friday, Aug 3 2012 9:00AM - 11:00AM at Sheraton Boston Hotel in Berkley B

**Teaching with Technology: Sharing Resources in an Academic Informal Economy** is presented a team well skilled in helping colleagues use technology to improve the teaching and learning process.

Session #: 61 Friday, Aug 3 2012 9:00AM - 12:00PM at Sheraton Boston Hotel in Beacon D

**Teaching Essentials: Syllabus and Course Design – An Integrative Approach** engages participants in an examination of how effective and creative syllabus and course design can improve student learning while also enhancing our passion for teaching.

Session #: 166 Friday, Aug 3 2012 3:30PM - 5:30PM at Sheraton Boston Hotel in Republic A

**Teaching Essentials – Effective Grading & Feedback** offers the opportunity to collaborate in examining ways grading and feedback can become a rich and meaningful part of the teaching and learning process for you and your students

Session #: 247 Saturday, Aug 4 2012 8:00AM - 10:00AM at Sheraton Boston Hotel in Berkley B

**Assignment Exchange Game – An Informal Economy Simulation** engages participants in a simulation of a market where the “commodity” exchanged is creative original assignments and/or ideas and where those most valued receive recognition.

Session #: 289 Saturday, Aug 4 2012 10:15AM - 12:15PM at Sheraton Boston Hotel in Beacon E

**Teaching the Informal Economy: Social Media in the Classroom** features teaching materials, and showcases various teaching approaches (most of which have been crowd sourced) to help you incorporate topic in your class, or perhaps start a new course on social media or social platforms.(Co-sponsored with OCIS and others.)

Session #: 290 Saturday, Aug 4 2012 10:15AM - 12:15PM at Boston Hynes Convention Center in Room 309 (Pre-Registration required.)

# Special Thanks

## **Division and Interest Group Program Chairs**

*Rajshree Agarwal*, Business Policy and Strategy Division Program Chair  
*David G. Allen*, Human Resources Division Program Chair  
*Sharon Alvarez*, Entrepreneurship Division Program Chair  
*Stacy Blake-Beard*, Gender & Diversity in Organizations Division Program Chair  
*William Bottom*, Conflict Management Division Program Chair  
*Frances E. Bowen*, Organizations and the Natural Environment Division Program Chair  
*George Alexander Boyne*, Public and Nonprofit Division Program Chair  
*Anthony Buono*, Management Consulting Division Program Chair  
*Jacqueline Coyle-Shapiro*, Organizational Behavior Division Symposia Program Chair  
*Kevin Crowston*, Organizational Communication and Information Systems Division Program Chair  
*Jacob Eisenberg*, Management Education and Development Division Program Chair  
*Eric W. Ford*, Health Care Management Division Program Chair  
*Jeffrey D. Ford*, Organization Development and Change Division Program Chair  
*Jennifer Griffin*, Social Issues in Management Division Program Chair  
*Peter Heslin*, Careers Division Program Chair  
*Gavin Jack*, Critical Management Studies Division Program Co-Chair  
*Riitta Katila*, Technology & Innovation Management Division Program Chair  
*Kyle Lewis*, Managerial and Organizational Cognition Division Program Chair  
*Kevin Linderman*, Operations Management Division Program Chair  
*Michael Lounsbury*, Organization

and Management Theory Division Program Chair  
*Saku Mantere*, Strategy As Practice Interest Group Program Chair  
*Milorad Novicevic*, Management History Division Program Chair  
*Jan M. Schapper*, Critical Management Studies Division Program Co-Chair  
*J. Goosby Smith*, Management Spirituality and Religion Interest Group Program Chair  
*Jennifer Spencer*, International Management Division Program Chair  
*Michael Sturman*, Research Methods Division Program Chair  
*Paul E. Tesluk*, Organizational Behavior Division Program Chair

## **Division, Interest Group, and Committee Professional Development Workshop Chairs**

*Juan-Alberto Aragon-Correa*, Organizations and the Natural Environment Division PDW Chair  
*Michael L. Barnett*, Social Issues in Management Division PDW Chair  
*Brian Boyd*, Research Methods Division PDW Chair  
*Orneita Burton*, Management Spirituality and Religion Interest Group PDW Chair  
*Sea Jin Chang*, International Management Division PDW Chair  
*Atira Charles*, Mentoring Committee PDW Co-Chair  
*Leisha DeHart-Davis*, Public and Nonprofit Division PDW Chair  
*Kimberly-ann Eddleston*, Careers Division PDW Chair  
*Bernardo Ferdman*, Diversity & Inclusion Theme Committee PDW Co-Chair  
*Claudia Ferrante*, Diversity & Inclusion Theme Committee PDW Co-Chair  
*Andrea Fosfuri*, Iberoamerican Academy of Management PDW Chair  
*Ajai Gaur*, Asia Academy of Management PDW Chair  
*Elizabeth George*, Managerial and Organizational Cognition

Division PDW Chair  
*Michael Gross*, Conflict Management Division PDW Chair  
*Christina Hannah*, Teaching Theme Committee PDW Chair Co-Chair  
*Charmine Hartel*, Gender & Diversity in Organizations Division PDW Chair  
*Candace Jones*, Organization and Management Theory Division PDW Chair  
*Roland E. Kidwell*, Management History Division PDW Chair  
*Dorothy Kirkman*, Mentoring Committee PDW Co-Chair  
*Tomi MM Laamanen*, Strategy As Practice Interest Group PDW Chair  
*Stephen Mezas*, International Theme Committee PDW Chair  
*Raza A Mir*, Critical Management Studies Division PDW Chair  
*Frederick Morgeson*, Human Resources Division PDW Chair  
*Sharon Parker*, Organizational Behavior Division PDW Chair  
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## **Proceedings Editor**

Leslie Toombs

## **Director of Placement**

La Verne Higgins

## **Director of Membership**

Stephanie Henagan

## **Others**

Deanna Johnston, Mays Business School, Texas A&M University  
 Marshall School of Business, University of Southern California

## *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 and Discussion paper sessions; 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. 302, Hynes Convention Center
- Attend the President's Welcome Reception for New & International Members – Saturday, 7:00 pm, Rm. 302, Hynes Convention Center (immediately following the Saturday New Member Orientation)
- Don't miss the All Academy Breakfast and President's Address – Sunday, 8:00 am, Sheraton Boston, Grand Ballroom
- Be sure to attend the All Academy Reception – Sunday, 6:00 pm, Sheraton Boston, 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 49)
  - \***Abbreviations/Acronym/Symbol Guide** (page 48)
  - \***Academy Program Highlights (page 4)**
- **Conference Program Guide** presented in 4 tabbed sections for viewing options:
  - Section B** - listing of ALL sessions by day (morning/afternoon/evening) (page 57)
  - Section C** - sessions categorized by division/sponsor in chronological order (page 89)
  - Section D** - detailed session descriptions listed by day in chronological order (page 167)
  - Section E** - sessions listed by name of program participants (page 427)

#### **\*RESOURCES**

- **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 34)
- **Join the Conversation** – Follow conference attendees on AOM Connect, Twitter, Facebook and LinkedIn

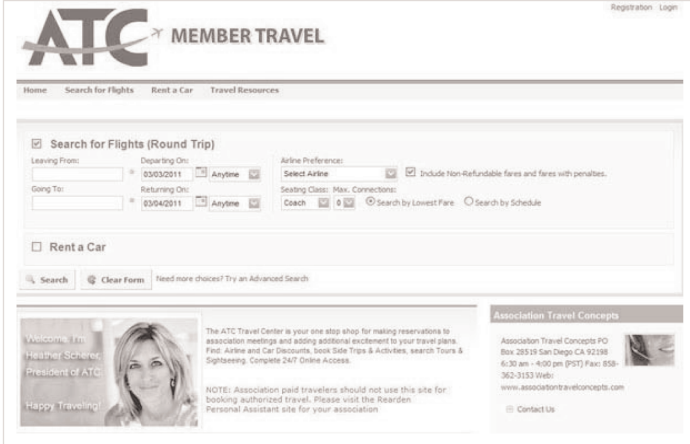
**ADDITIONAL QUESTIONS? Please visit:**  
**Hospitality Suite for First Time Attendees**  
**Hynes Convention Center – Rm. 207**  
**Open Friday through Tuesday**  
**8:00 am to 5:00 pm**

**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.
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**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.

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- Low Fare Search Options

The above discounts apply for travel 7/31/12-8/10/12 (BOS)  
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:

<b>United Airlines</b> <b>American Airlines</b> <b>Hertz Rentals</b> <b>Enterprise</b> <b>Dollar Rentals</b>	<b>510CK</b> <b>2672BV</b> <b>CV#031C0017</b> <b>32H7476</b> <b>CM0679</b>	<b>800-521-4041</b> <b>800-433-1790</b> <b>800-654-2240</b> <b>800-593-0505</b> <b>800-800-3665</b>
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**Hertz Direct:** [http://link.hertz.com/link.html?id=25888&LinkType=HZLK&TargetType=Homepage&ret\\_url=www.associationtravelconcepts.com](http://link.hertz.com/link.html?id=25888&LinkType=HZLK&TargetType=Homepage&ret_url=www.associationtravelconcepts.com)  
**Enterprise direct link:** [http://www.enterprise.com/car\\_rental/deeplinkmap.do?bid=002&cust=32H7476](http://www.enterprise.com/car_rental/deeplinkmap.do?bid=002&cust=32H7476)  
**Dollar direct link:** [www.dollar.com/default.aspx?corpdiscnbr=CM0679](http://www.dollar.com/default.aspx?corpdiscnbr=CM0679)

# Boston Hotel Map



# 2012 Academy of Management Annual Meeting Sponsors

## **The Academy of Management Extends Special Appreciation to All of the 2012 Annual Meeting Sponsors\***

### **Platinum Sponsors**

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WU (Vienna University of Economics and Business)

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### **Platinum Sponsors**

**IMD**

### **KEY FACTS**

#### **Discover IMD**

IMD is a world pioneer in executive education. More than a business school, we collaborate with individuals, teams and organizations to resolve real business issues, build capabilities and prepare for the future. We do so through a unique Real World, Real Learning approach, which stems from our ongoing partnerships with leading international companies. Delivered from our campus on the shores of Lake Geneva in Switzerland and key locations worldwide, our top-ranking programs and services combine practical experience, thought leadership and a global mindset. Participants come to IMD for our open and inspiring learning environment, to challenge their perspectives and to expand their horizons.

#### **Origins**

IMD was established in January 1990, as the successor of two previously independent business schools: IMI, founded in Geneva by Alcan in 1946, and IMEDE, founded in Lausanne in 1957 by Nestlé. Incorporated under the name "International Institute for Management Development," IMD, as the institution is now known, provides executive education for large- and medium-size international businesses, and for individuals.

#### **Program participants**

IMD is truly international. Every year, some 8,000 executives, representing over 98 nationalities, attend more than 20 open-enrollment Executive Development Programs (including intensive MBA and EMBA programs) as well as company-specific Partnership Programs. Participants come from virtually every sector of service and manufacturing industries. Cultural back-

grounds range from young managers to board members from world-class corporations. English is the working language, though no single business approach dominates.

### Faculty

IMD's 60 Faculty members, comprising some 21 nationalities, are recognized authorities in their fields. They divide their time between teaching, research and consulting to major companies and thus remain firmly on top of the latest developments in managerial practice. IMD has no academic hierarchy (all Faculty are professors), and there is no tenure system.

### Research and development

Learning at IMD has its roots in original IMD research. Currently more than 70 research projects are underway, each led by one or several Faculty members. IMD carries out its research and program development in close collaboration with industry. To create value, Faculty members not only make sure that their research is relevant to practicing managers, but they also produce a steady flow of new material for IMD programs.

### Rankings

IMD is ranked first in executive education outside the US (Financial Times, 2008-2012) and first in open programs worldwide (Financial Times, 2012).

IMD's MBA is ranked number one worldwide (Forbes, 2011) and number one outside the US (The Economist, 2011).

### Corporate Learning Network

IMD's Corporate Learning Network is comprised of leading global companies from around the world with a shared passion for learning. These learning partners drive IMD's research agenda. They demand relevance, challenge IMD to innovate and contribute to IMD's governance. IMD's Corporate Learning Network members have access to 3 main pillars of learning: Virtual Learning in the form of weekly webcasts, podcasts, leadership videos, teamcasts, etc; Best Practice Exchange through a dedicated suite of CXO Roundtables, Global Business Fora and Learning Events; Applied Research through regular Discovery Events showcasing that latest research and thought leadership.

### Alumni Network

The Alumni Network is a powerful business network of more than 75'000 executives worldwide who have participated in an IMD program. The Network comprises some 45 active clubs around the world. IMD offers on-going learning and networking opportunities to alumni through class reunions and events, including the Biennial International Alumni Event.

### **Australian School of Business, University of New South Wales**

We are Australia's top management department with many outstanding credentials to support our reputation. We are distinguished by the high calibre of our academics, students and alumni. What makes us different is our unwavering focus on high impact research and student centred learning, our close industry links and the internationalization of our people and programs. We attract teachers, researchers and professional practitioners who are global leaders in their fields, and we enjoy the privilege of attracting the best and brightest students.

We have both research and education missions.

The **research mission** relates both to the creation of new knowledge through research, and the communication of this knowledge through academic publications, thought leadership and industry activities. Academics in the department target their research to leading journals using a variety of theoretical and methodological approaches. The department has an exciting visitors program that attracts leading scholars from around the world and a seminar series that showcases latest development in a variety of fields. Our academic staff have also successfully secured considerable research funding from the Australian Research Council (ARC) and other funding bodies.

We offer one of the leading postgraduate research programs in the Asia-Pacific region. Students can undertake a Masters of Philosophy or a PhD. Postgraduate research students and academic staff members can conduct their research in conjunction with the Industrial Relations Research Centre (IRRC), the Korea Research Institute (KRI), the Accelerated Learning Laboratory (ALL) and the Centre for Innovation and Entrepreneurship all of which have close links with the department. We are also fortunate that many of our PhD students are financially supported through a range of scholarship opportunities.

Our research performance has been recognized through the Australian Government's Excellence in Research for Australia (ERA) rankings, which use a range of indicators such as research quality, research volume, application of research and a range of 'esteem' measures to evaluate the research performance of individual disciplines at Australian institutions. In 2011 we were ranked number 1 in the field of business and management.

The **education mission** includes the development of business capability in individuals and organizations through our programs and courses in organizational behavior, international business, work and employment, strategy, entrepreneurship and the social and psychological aspects of management. We offer undergraduate and postgraduate coursework programs, research training, the Australian Graduate School of Management (AGSM) MBA, the AGSM Executive Programs and life-long learning opportunities. The programs empower students to achieve their highest potential and, conse-

quently, deliver strong student satisfaction, and deep business engagement. We subscribe strongly to the nexus between research and teaching, by which our education programs are maintained at the leading edge of current business thinking. We strive for both high academic rigour and relevance across our portfolio of research and education. This is reflected through the Financial Times (UK) ranking of the top 100 MBA programs globally. In 2012 the AGSM MBA Program was ranked as the leading full-time MBA program in Australia and 41st in the world. This is the 13th consecutive year the MBA Program at the AGSM has ranked in the top 100 MBA programs worldwide. It is also the sixth year running that it has ranked in the world's top 50 MBA programs and Australia's number 1.

The department is also strengthened by a large, distinguished alumni cohort, top tier academic networks, powerful business and government relationships, and its location in the Asia-Pacific hub of Sydney. The department has a strategic alliance with Shanghai Jiao Tong University, China for a double degree in International Business and research collaborations that includes a PhD exchange program. We also have a junior faculty exchange program with Arizona State University's W. P. Carey School of Business' management department. We deem these relationships as crucial to delivering on our research and education mission.

At the upcoming AoM conference academic staff from the department will be available to meet you at our booth in the exhibition hall. We hope you will drop by.

### **Copenhagen Business School (CBS)**

Founded in 1917 by the business community in Denmark, Copenhagen Business School (CBS) is one of Europe's leading business universities. It offers a wide range of business-oriented degrees as well as diploma programmes and short courses.

In its research and education, CBS covers a broad range of subjects relevant to business in the modern world. We constantly strive to take full advantage of this scale and diversity by combining academic excellence with cross-disciplinarity.

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

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

Financial Risk Management

Open Innovation

Sources of National Institutional

Competitiveness

Translation Processes and Translation Systems

Strategic Management and Globalization

Design and Governance of Economic Institutions

One of CBS' goals is to develop research and education in areas that can have a significant societal impact. On that basis, we have recently established two 'business in society platforms':

Public-Private focusing on dialogue across the traditional divides between the public and private sectors.

Sustainability with the purpose of improving understanding and practice concerning the inter-relationship between society, business and the environment.

CBS contributes locally AND globally

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

CBS is committed to developing open, two-way and beneficial relations with our students, stakeholders and collaborators. We believe that open and constructive partnerships are essential, both with researchers and other universities but also between students, businesses, public institutions, NGOs and policy makers. For CBS, 'business in society' is about taking our societal responsibility seriously. But it is also about being open to new ways of thinking and working – including new ways of delivering education. CBS has integrated elements of sustainability and business ethics into numerous academic programmes; raised awareness among students by encouraging the formation of student organisations engaged in discussing and promoting these issues; and launched new initiatives such as Responsibility Day and Sustainable Student.

Facts:

Full and part-time students: 19,200

Full-time faculty members: 600

PhD students: 220

Administrative staff: 630

Visiting professors: 76

Exchange agreements: 336

CBS provides Bachelor, Masters, MBA/EMBA, PhD and



Executive programmes delivered in English and Danish

CBS is the Danish member of CEMS (The Global Alliance in Management Education) and of PIM (Partnership in International Management). CBS has triple accreditation - by EQUIS (European Quality Improvement System), AMBA (Association of MBAs) and AACSB (The Association to Advance Collegiate Schools of Business).

### **Isenberg School of Management, UMass Amherst**

The Isenberg School of Management, on the University of Massachusetts Amherst flagship campus, is the Bay State's premier public business school. Isenberg offers AACSB-accredited programs with bachelor's, master's, and Ph.D. degrees in management, accounting, finance, marketing, and operations management. It also has bachelor's, master's, and Ph.D. programs in hospitality & tourism management, sport management, and resource economics. Isenberg is home to the Mark H. McCormack Collection, an extensive archive that chronicles the history of modern sport management.

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

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

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

### **A Tradition of Leadership in Business Education:**

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

Founded: 1947

Full-time Faculty: 113

Students: 5000+ (3,450 undergraduates, 1486 master's (1486—Full-time MBA; online/blended MBA; M.S.) 64 Ph.D.

Isenberg's Ph.D. program is the oldest and largest among New England's public colleges and universities. Its graduates hold faculty positions in industry and at more than 100 colleges and universities.

Alumni: 40,000 in 50 states and 72 countries

### **Management at Isenberg**

The management department at Isenberg equips students with the knowledge and capabilities to excel in leadership positions in both large, complex organizations and smaller enterprises. Our innovative curriculum

places special emphasis on skills related to the management of change, sustainability, and entrepreneurship and innovation. Members of the faculty are recognized thought leaders in a variety of areas including

Strategic decision-making processes, Corporate entrepreneurship, Management of strategic change

Business Leadership: Self-Leadership, Empowered teams, Shared leadership

Sustainability, Social entrepreneurship

Qualitative research, Alternative paradigms, Cultural perspectives on organizations and management

Gender & organization, Feminist theory

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

### **WU (Vienna University of Economics and Business)**

As largest public business university in the EU, WU is located in Vienna, Austria – the gateway to Central and Eastern Europe, home to international organizations as the UN or OPEC and the headquarter of multinational companies. The only university of its size to be accredited by EQUIS, WU's Executive Academy is also AMBA-accredited. The Financial Times has ranked WU's International Business program at rank 18 in 2011.

#### WU Undergraduate Programs

BSc Business, Economics & Social Sciences (*in German*)  
LL.B. Business Law (*in German*)

#### WU Graduate Programs

in English:

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

MSc Business Education  
LL.M Business Law  
MSc Economics  
MSc Business Informatics  
MSc Finance and Accounting  
MSc Management

MSc Socio-Economics  
MSc Taxation and Accounting  
Doctorate Social and Economic Sciences  
Doctorate Business Law

#### WU Executive Academy

MBA, EMBA, MBL and LL.M. programs and certificate programs in German and English

WU has a strong international orientation with about 26% of its 25,900 degree students coming from abroad and 1,000 incoming exchange students every year. With memberships in PIM and CEMS and over 220 partner universities on all six continents as well as 10 annual international summer universities, WU is part of a network of excellent universities.

Come and explore Vienna, experience WU!

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

SHRM is the world's largest association devoted to human resource management, representing more than 260,000 members in over 140 countries. Founded in 1948, SHRM has approximately 580 affiliated chapters within the United States and subsidiary offices in China and India. Visit us online at [www.shrm.org](http://www.shrm.org).

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

ESMT European School of Management and Technology was founded in 2002 by 25 leading global companies and institutions. The international business school offers full-time MBA and executive MBA programs, as well as executive education in the form of open enrollment and customized programs. ESMT is based in Berlin, Germany, with an additional location in Schloss Gracht near Cologne.

#### **Faculty and research**

ESMT's international faculty is currently made up of 33 members from 19 countries. They have a wide variety of backgrounds and collaborate in an exceptional academic environment. ESMT's professors have earned their PhD degrees from top institutions such as Harvard University, London Business School, INSEAD, and the University of Chicago. Focused on the topics 'responsible leadership', 'management of technology', and 'European competitiveness,' the role of research at ESMT is to develop and disseminate innovative knowledge, to foster sustainable economic growth, and to help business leaders succeed globally and act responsibly. Research output is published in leading international academic journals.

#### **Degree programs**

The ESMT Full-time MBA is a one-year MBA program. It is Germany's most international MBA: an average of 90% of the students and 80% of program faculty come from outside of Germany. The class of 2012 is made up of 41 participants representing 24 nationalities. MBA participants can choose from two elective tracks:

'Management of Innovation and Technology' concentrates on how to successfully innovate through technology, how to capture value from this innovation, and how to bring new technologies to the market. 'Global Sustainable Business' focuses on issues of sustainability, environmental management, as well as doing business in emerging economies. ESMT's MBA program is accredited by the Association of MBAs (AMBA) and places among the top 5 European schools in the Aspen Institute's ranking of sustainable MBA programs. The Executive MBA, held in English, lasts 18 months. The program focuses on 'International Management' and 'Technology and Innovation'. It is aimed at experienced professionals and designed to maintain strong on-the-job performance. This enables participants to apply different facets of management know-how directly to their jobs.

#### **Executive Education**

ESMT's Executive Education programs were ranked among the top ten in Europe by the *Financial Times* in 2011. The programs offer high-quality executive education in English and German. ESMT currently runs 21 different programs in the areas of general management, leadership and HR, strategy and decision making, innovation and technology management, marketing and sales management, finance and negotiations and contract management.

ESMT's customized programs follow an industry-based approach. Experts in the areas of technology-based industries, telecom, transport, utilities; financial services; life sciences; consumer goods and retail; and professional services firms design and deliver tailor-made programs to companies.

[www.esmt.org](http://www.esmt.org)

#### **GlobaLens, Case Study Publisher at the University of Michigan**

Since 2007 GlobaLens has been the case writing and publishing partner for the University of Michigan's Ross School of Business. We professionally edit, publish and market cutting-edge business case studies and other teaching materials for top-tier business schools globally. GlobaLens materials are available for adoption on our e-commerce site, [GlobaLens.com](http://GlobaLens.com), and are searchable by keyword, core business discipline, author, collection, or product type. We are quickly gaining recognition for our Social Impact materials within specialized fields of study including International Business, Corporate Social Responsibility, Environmental Sustainability, Base-of-the-Pyramid, Public-Private Partnerships, Social Enterprise/Entrepreneurship, and Non-Profit/Non-Governmental Organizations.

In addition to working with the University of Michigan's Ross School, GlobaLens reviews and publishes submissions from renowned faculty at other business schools worldwide. Our catalog features over 450 cases, exercises, and conceptual notes, along with entire courses

and modules. Our materials have been adopted by the University of Michigan, as well as over 140 other top business schools including Stanford, Yale, Columbia, Indian Institutes of Management, Cornell, Duke, Indiana University, MIT, Northwestern, INSEAD, ESADE, London Business School, and Northwestern, to name a few.

The Globalens staff has more than 60 years of combined experience in researching and teaching traditional and international business topics. And, as part of the academic community, we can also provide appropriate guidance and recommendations for a variety of teaching requirements.

Faculty feedback has been a key driver of Globalens' product development and marketing. By documenting the perceptions of faculty who are considering or completing materials adoption, Globalens gains tremendous insight into content preferences, adoption cycle trends, and the effect of strategic marketing initiatives.

We believe in and advocate using the case teaching method because it is so effective at preparing students for the realities of the business world. In particular, it challenges students to think critically, take a position, and defend their decision. These skills are valuable to employers because they prefer to hire candidates who can reason like a leader.

Globalens is part of the William Davidson Institute (WDI), an independent, non-profit education, research, and applied practice organization established at the University of Michigan in 1992. Through a unique structure that integrates research, educational outreach, field-based collaborations, and development consulting services, WDI works with businesses, universities, development organizations, and governments in emerging economies to implement sound business practices and speed the transition to a more inclusive global society. Because Globalens has access to WDI's resources and internal experts, we are often at the forefront of dynamic new research ideas that we cultivate into unique business case studies, available only from Globalens.

Globalens looks forward to the future by embracing the increasing demand for media-rich, digital delivery of teaching materials, as well as ongoing development of cross-disciplinary content to help students successfully navigate tomorrow's business challenges.

### ***China Europe International Business School***

After 18 years of phenomenal growth and development, the China Europe International Business School (CEIBS, [www.ceibs.edu](http://www.ceibs.edu)) is now the leading China-based international business school that has achieved top-tier global rankings for its MBA, EMBA and Executive Education Programmes and is fully accredited by both EQUIS and AACSB.

Launched in 1994 as a non-profit joint venture between the Chinese government and the European Commission, CEIBS now operates campuses in China's commercial hub of Shanghai and the political capital of Beijing - as well as facilities in South China's dynamic business center of Shenzhen and in Accra, Ghana.

CEIBS graduates 1,000 MBAs and Executive MBAs each year. Among CEIBS 11,000 alumni, 1,500 are chairpersons and chief executives of Chinese enterprises. CEIBS also trains 10,000 executives each year on short courses. From 2008 to 2012, CEIBS has offered a certificate programme in developing regions of China. In 2009, CEIBS launched its EMBA Programme in Africa, with degree courses offered in Accra, Ghana. This year, CEIBS launches the part-time Finance MBA Programme to build a talent pipeline and establish Shanghai as an international financial center through developing high-caliber managers with global competitiveness.

Widely considered one of the most successful examples of EU-China cooperation, CEIBS serves as a role model of international collaboration and innovation. CEIBS boasts 170 full-time and visiting faculty members, each with extensive China knowledge coupled with deep functional expertise. 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.

### ***BI Norwegian Business School***

BI Norwegian Business School is looking for new faculty members, so maybe you should consider Oslo, Norway as your next work place?

It's good to be in Norway! The U.N.'s latest "happiness index" ranks Norway as the number one country to live in, based on factors such as income, education, health, life expectancy, economy, gender equality and sustainability. For more detailed information about Oslo, please visit <http://www.visitoslo.com>. Oslo is connected to all the major European cities with several flights per day; for most European destinations travel time does not exceed two hours.

### ***About BI Norwegian Business School***

With its approximately 20 000 students and 340 faculty, the BI Norwegian Business School is one of Europe's largest business schools, and is Norway's largest supplier of economic and administrative professionals. More than 200 000 graduates have completed their studies at BI since 1983. BI is a private non-profit organization and an educational institution of high quality with both national and international accreditations. The school's academic rigor places BI among the top business schools in Europe. BI's internationally acclaimed and award-winning main campus is located in Nydalen in Oslo. Natural light and open spaces create the sensation of being in an indoor village; a place where everybody feels at home.

The BI Norwegian Business School has an international profile and its faculty cooperates extensively internationally. BI also has student exchange agreements with more than 170 institutions in 45 different countries. For more information, please visit <http://www.bi.edu>

BI Norwegian Business School boasts the country's leading faculty in the fields of economics, management, strategy, marketing and finance. The school's research is organized in eight separate departments. BI's faculty members are organized in eight departments:

Department of Financial Economics

Department of Innovation and Economic Organization

Department of Communication, Culture and Languages

Department of Leadership and Organizational Management

Department of Marketing

Department of Accounting, Auditing and Law

Department of Economics

Department of Strategy and Logistics

In addition to this, BI has 26 research centers associated with the various departments that address knowledge development and communication on specially chosen sectors and topics. BI is one of the most visible educational institutions in Norway, and received more than 7 000 mentions in the media in 2011.

### **BI's Portfolio**

Bachelor: Fifteen BSc programmes, plus the BSc/MSc in Business and Economics (Norw. siviløkonom).

MSc: Eight full-time MSc programmes.

BI Executive: More than 200 part-time courses and programmes, of which 100 were specially adapted or tailor-made training programmes for private and government enterprises.

PhD: Twelve students graduated from BI with a PhD, and 74 scholarship holders participated in BI's PhD programme at the beginning of 2012.

### **Ranking and Accreditations**

BI was ranked number 70 in the Financial Times ranking of the world's best business schools and achieved a 14th place in Eduniversal's list of Europe's best-known business schools.

The board of NOKUT (The Norwegian Agency for Quality Assurance in Education) renewed the accreditation of BI's quality assurance system in February.

A revised version of our accreditation plans were submitted to the Association to Advance Collegiate Schools of Business (AACSB) in December and will be considered by the AACSB in 2012.

An application for AMBA accreditation was started in the autumn of 2011 concerning programme accreditation of

BI's Executive MBA programmes.

*Welcome to visit us in Oslo!*

### **Gold Sponsors**

#### ***Darden School of Business, University of Virginia***

The University of Virginia, Darden School of Business is one of the world's leading business schools, offering full-time MBA, Executive MBA, Ph.D. and Executive Education programs.

Darden's mission is to improve society by developing principled leaders in the world of practical affairs; this mission serves as the foundation for the School's educational and research programs.

Darden delivers the world's best management education experience, ranked No. 1 in student satisfaction, through its high-engagement learning environment, which is distinguished by three key elements: the case study method, top ranked faculty and tight-knit community.

Darden's robust research environment creates knowledge, new models and ideas that advance managerial practice and pedagogical excellence. Darden's cutting-edge research and ideas are changing the way the world does business.

Darden's faculty and staff researchers rigorously investigate a broad range of important, relevant questions. Their findings help leaders – including the School's graduates, clients and partners – get ready to lead across multiple continents and cultures and to face any business challenge.

Darden's proven case method shares lessons learned from real business situations, spanning industries, countries and disciplines. The School's academic research creates the ability to anticipate, and even predict, the future. The combination prepares the practicing manager to act analytically, intuitively, ethically and decisively, in any environment.

Darden's research Centers of Excellence – including the Batten Institute for Entrepreneurship and Innovation, the Olsson Center for Applied Ethics and the new Initiative for Business in Society — provides thought leadership across disciplines and advance business knowledge and practice.

### **Silver Sponsors**

#### ***Suffolk University, Sawyer Business School***

Located in Boston, Massachusetts, Suffolk University's Sawyer Business School serves over 3,000 undergraduate and graduate students. With a mission to create successful leaders in global business and public service, the Business School offers a BSBA with majors in

Accounting, Entrepreneurship, Finance, Global Business, Information Systems, Management, and Marketing. At the graduate level, the Business School offers the following degrees: MBA, Global MBA, Executive MBA, Master of Health Administration and Master of Public Administration and specialized master's degrees in accounting, finance, and taxation. The Business School is internationally accredited in business and accounting by AACSB International and National Association of Schools and Colleges of Public Affairs and Administration (NASPAA).

### **Bronze Sponsors**

#### ***Rouen Business School, France***

"Exploring new worlds, going forward as responsible leaders." This phrase states the vision driving the school to train managers capable of meeting the challenges of the future: innovation, entrepreneurship, the diversity of cultures, societies and individuals, and responsibility towards people and the planet. Ranked among the top 25 schools in the Financial Times for its Masters in Management program, and the top 10 in French business school rankings, the school is triple accredited AACSB, EQUIS and AMBA.

Rouen Business School employs over 80 academic scholars, 30 percent of whom are international. Our faculty members publish in the global leading journals. We have five research groups: "Responsible Finance," "Contemporary Pathways of Career, Life and Learning," "Marketing, Brands and Experiences," "Customer Retail & Supply Chain" and "Entrepreneurship and Innovation." The increase in Rouen Business School's research output over the last three years is one of the most substantial among French schools.

Rouen Business School offers a wide array of programs: the prestigious Masters in Management Grande Ecole, an International MBA, and specialized Masters programs: International Financial Management and Market Research & Marketing Management, Global Management, Finance, Marketing French Excellence, International Project Development, Supply Chain Management and Global Business. We also have three Bachelor programs.

With a network of 197 international academic partners, Rouen Business School has more than 4000 students, including 1200 international students who come from 83 countries. The Alumni comprises 16,000 alumni throughout the world, all of whom have access to the school's Career Centre.

### **Pewter Sponsors**

#### ***Bentley University***

As a business university, Bentley University's mission is to create new knowledge within and across business

and the arts and sciences and to educate creative, ethical and socially responsible organizational leaders. To achieve our goals, we integrate our advanced business curriculum with a rich and relevant liberal arts education. Bentley's 280 full-time faculty produce theoretical and applied scholarship that reaches beyond narrow silos to create trans-disciplinary knowledge for today's market needs. Known for excellent teaching and the development of innovative curricula, Bentley offers undergraduate degrees in eleven business disciplines and nine arts and sciences fields. Students interested in pursuing graduate education can choose from Bentley's three MBA programs, seven Masters of Science degrees, and PhD programs in Business and Accountancy. To further its academic and research mission, Bentley creates dynamic, problem-solving partnerships with businesses and corporations, not-for-profit organizations, and the local community to produce business solutions for organizations and hands-on learning for our students.

Bentley University  
175 Forest Street  
Waltham, MA 02452  
USA

#### ***University of South Alabama, Mitchell College 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.

# The Academy of Management Acknowledges the 2012 Leadership University Sponsors

## Leadership Sponsors

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

The W. P. Carey School of Business at Arizona State University is one of the largest business schools in the United States with over 250 faculty, nearly 10,000 students, and more than 80,000 alumni. Internationally recognized for its leadership in business education and highly regarded for its research productivity, the renowned W. P. Carey faculty includes Nobel Prize winner Edward C. Prescott and members of the National Academy of Sciences. The W. P. Carey School's Department of Management is ranked Top 10 in research productivity for the past five years, and features five editors of top-tier management journals among its faculty.

The W. P. Carey School makes its faculty research available through its knowWPC website. Thousands of business practitioners, government leaders, and academics subscribe to and rely on knowWPCarey for innovative ideas that can be put into action immediately in their organizations and careers.

Undergraduates at W. P. Carey can earn a B.S. degree in one of seven disciplines or a B.A. combining core classes with 10 concentrations outside the business school. With options for students returning to school full-time, working professionals, and senior executives, the W. P. Carey MBA is focused and flexible.

Students may also pursue master's degrees in accountancy, information systems, management, and information systems. In collaboration with other ASU colleges, W. P. Carey offers a master's in real estate development. Ph.D. studies in accountancy, economics, information systems, finance, management, marketing, and supply chain management prepare students for careers as professors at research institutions.

The W. P. Carey School is headquartered on ASU's Tempe campus. Classes and program services are also offered at locations throughout the greater Phoenix metropolitan area, which provides students with access to companies in aerospace, financial services, manufacturing, technology, telecommunications, tourism-related, and transportation industries.

Learn more at [wpcarey.asu.edu](http://wpcarey.asu.edu).

### **Texas A&M University, Mays Business School**

Texas A&M University's Mays Business School educates more than 5,000 undergraduate, master's and doctoral students in accounting, finance, management information systems, management, management, marketing, and supply chain management. Mays consistently ranks among the top public business schools in the country for its undergraduate and MBA programs and faculty research. Current rankings include Undergraduate program—18th public (48th overall), Bloomberg BusinessWeek (2011), Full-Time MBA program—7th U.S. public (51st in world), Financial Times (2012), Executive MBA program—10th U.S. public (tied 54th in the world), Financial Times (2011), and Department of Management—10th public U.S. program (tied 54th in the world), Financial Times (2011). 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, two former AMJ editors, one former AMR editor, two former Academy of Management Presidents and one current AOM officer in line for the presidency.

In addition to its campus programs, Mays delivers executive non-degree programs to leading corporations all over the world. In fall 2012, Mays will relocate its highly-ranked Executive MBA program from its 12-year location in The Woodlands, north of Houston, and launch a new Professional MBA program in a custom finished, private facility at CITYCENTRE, and a luxury mixed-use urban development in west Houston.

Mays forms partnerships with business executives for the purpose of delivering relevant education that is shaped by industry expectations and insights. Unique undergraduate programs, such as the freshman-business initiative learning community and Business Honors major, provide high impact learning experiences for its students. Mays faculty's collegial approach also leads to innovate research and research collaborations that enrich classroom discussion.

Mays' home in the Wehner Building offers a dynamic learning environment for faculty and students with world-class facilities, technology resources and classrooms. The building is also home to the Reliant Trading Center, which is outfitted with two Bloomberg terminals, four independent LED projectors, a SMART Technology system and seating for up to 40 students. The center also features the Kiodesx Risk Workbench, a state-of-the-art trading and risk management platform.

Mays is accredited by AACSB international, the premier accrediting agency and service organization for business schools. Our mission is creating knowledge and developing ethical leaders for a global society.

#### Texas A&M University

Texas A&M University opened in 1876 as Texas' first public institution of higher learning. It now has a student body totaling almost 50,000 students, which ranks among the six largest universities in the nation. It is one of a select few universities with land-grant, sea-grant and space-grant designations. It holds membership in the prestigious Association of American Universities and conducts research valued at more than \$689 million annually.

Texas A&M was named second in the nation by The Wall Street Journal among all universities, public and private, in a survey of top U.S. corporations, non-profits and government agencies, based on graduates that recruiters prefer to hire.

#### The USC Marshall School of Business

The USC Marshall School of Business is a leader in educating tomorrow's global business leaders, creating knowledge of management and the business environment, and addressing critical problems facing business and society, both locally and across the world. Our guiding philosophy – success demands an understanding of the inner workings of the global marketplace –has established USC Marshall among the top tier of the nation's business schools.

Founded in 1920 as the College of Commerce and Business Administration, Marshall is the oldest AACSB-accredited school of business in Southern California. From its location in the heart of Los Angeles, USC Marshall is integrally connected to Pacific Rim industries defining the new business frontier. As a prime gateway to Asia and Latin America, our location gives us a unique worldview and an alumni community that spans 100 countries. This vast network of more than 70,000 alumni offers Marshall graduates exceptionally strong support for success in the global marketplace. USC Marshall fosters a global community of thought leaders who are working to redefine the way business works.

In a globally connected economy influenced by emerging technologies and shrinking international borders, new opportunities – and fresh challenges – are constantly on the horizon. Meeting these challenges takes strong leadership, creative analysis and clear strategic vision. USC Marshall graduates understand this dynamic, and their discoveries and achievements distinguish them as leaders in the worlds of finance, real estate, life sciences, media, entertainment, communications and healthcare. Today, through new fields of scholarly investigation and a widening network of service and partnership, Marshall continues its tradition of cultivating

leaders who can innovate, motivate and inspire, setting the standard for 21st century success.

The undergraduate experience at USC Marshall is powerful and engaging. Approximately 3,500 undergraduate students interact with faculty members who are influential thinkers, leading policymakers, accomplished researchers, respected writers and distinguished speakers. Outside of the classroom, Marshall undergraduates have the chance to intern at major companies and travel the globe to experience diverse business practices and cultures; 80 percent of undergraduates have an international experience during their time at the school.

Marshall's diverse MBA and graduate programs provide myriad opportunities for business professionals. The nationally-ranked full-time campus MBA program is complemented by a series of programs that span the nation and the globe: the MBA Program for Professionals and Managers, the Executive MBA Program, the International Business Education and Research MBA, and the Global Executive MBA. The Leventhal School of Accounting offers a master of accounting and master of business taxation program for full-time students and working professionals. The Ph.D. program offers five distinct fields of study that encompass subjects relevant to the creation of cutting-edge business research: accounting, finance and business economics, information and operations management, management and organization, and marketing. These programs combined train more than 2,000 students.

As part of the broader university community, USC Marshall forges partnerships with academic programs across the university and takes advantage of powerful opportunities for interdisciplinary collaboration. USC Marshall students and faculty collaborate with other USC faculty members on issues related to the business of the film industry, connections between technology, innovation and entrepreneurship, and the evolving tactics for business communication, among many other areas.

#### 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 associa-

tions and universities align, Pace University and the Academy of Management have experienced a mutually beneficial relationship aimed at advancing their shared academic missions. The Academy of Management thanks Pace University and the Lubin School of Business for hosting its office and Website.

**AOM Sponsorship Information**

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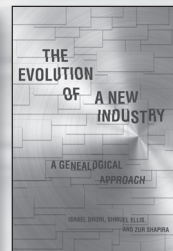
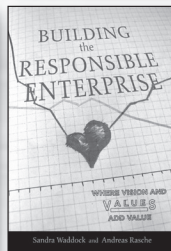
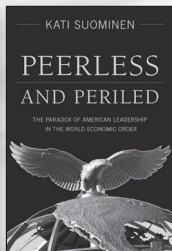
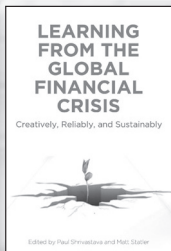
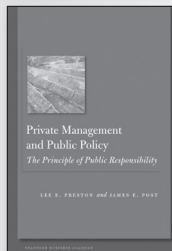
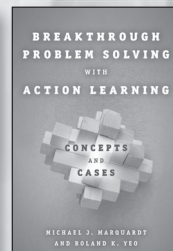
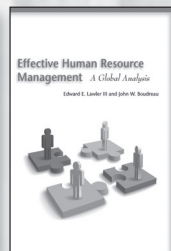
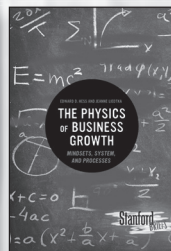
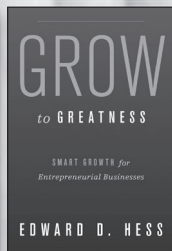
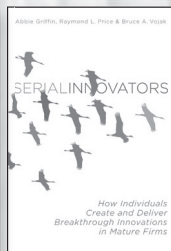
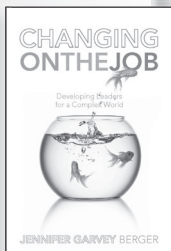
If your answers to these questions are “yes”, then you need to serve as a university/organization sponsor for the Academy of Management (AOM) Annual Meeting. AOM has five levels of university/organization sponsorship:

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<b>Gold</b>	\$11,000
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For complete information, please contact David Turnipseed, AOM Director of Sponsorships, at [sponsorship@aom.pace.edu](mailto:sponsorship@aom.pace.edu)



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**Stanford**  
 University Press

# Exhibit Hall Layout & Schedule

**Exhibit Schedule:**

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

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

*Friday, August 3*  
Hours: 9:00 a.m. - 5:00 p.m.

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

*Saturday, August 4*  
Hours: 8:00 a.m. - 5:00 p.m.

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

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

*Sunday, August 5*  
Hours: 8:00 a.m. - 5:00 p.m.

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

2:45 - 3:15 p.m.

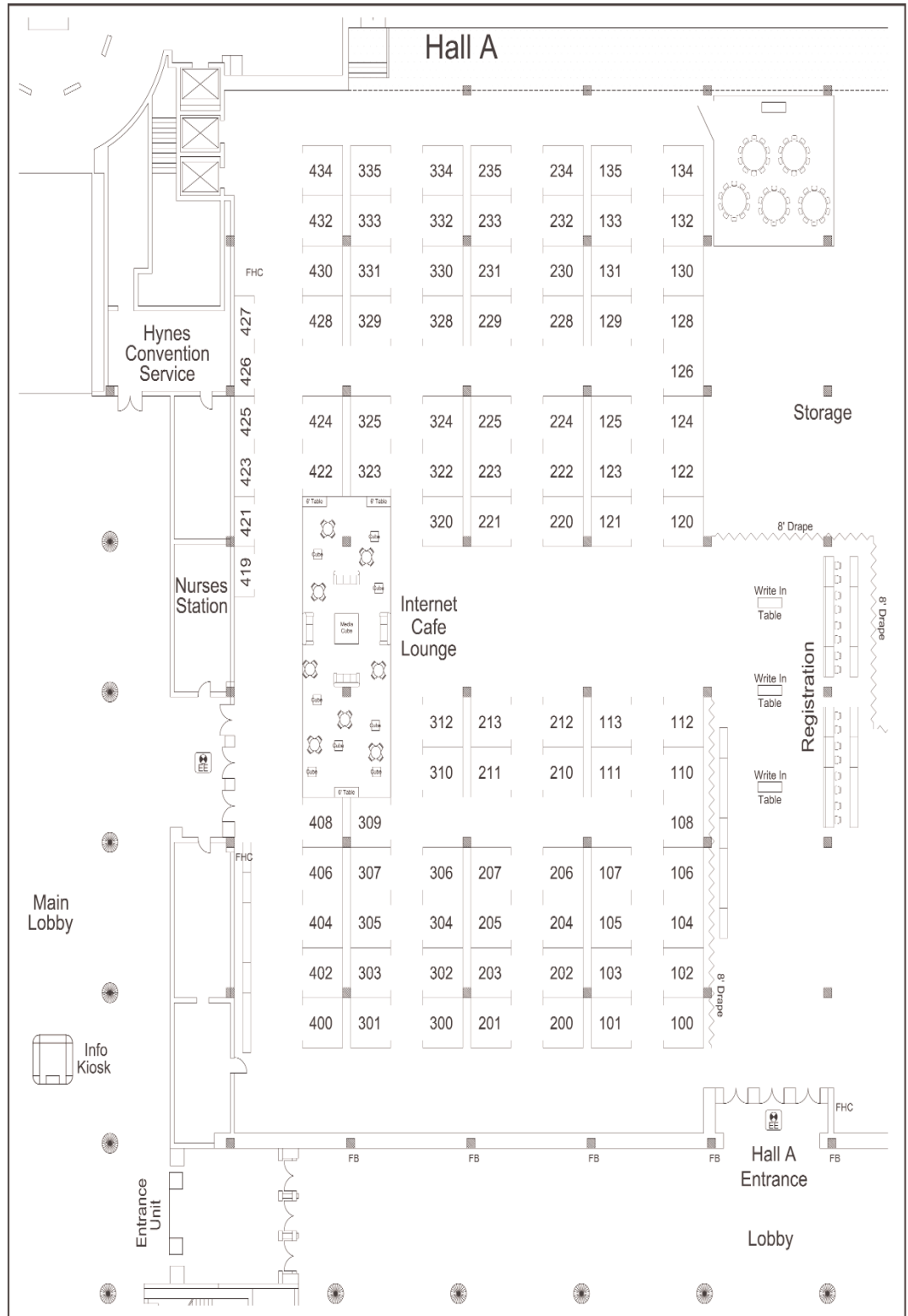
*Monday, August 6*  
Hours: 8:00 a.m. - 5:00 p.m.

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

2:45 - 3:15 p.m.

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

*Monday, August 6*  
Hours: 5:00 - 8:00 p.m.



# 2012 Academy of Management Exhibitor Relations Committee

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

<b>Company</b>	<b>Booth Number (s)</b>	<b>Company</b>	<b>Booth Number (s)</b>	<b>Company</b>	<b>Booth Number (s)</b>
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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 Copley Place, 110 Huntington Avenue (3rd Floor)

*Room:* Registration, 3rd Floor

*Hours:* Friday, August 3  
12:00 am - 5:00 pm  
Saturday, August 4  
8:00 am - 5:00 pm  
Sunday, August 5  
8:00 am - 5:00 pm  
Monday, August 6  
8:00 am - 5:00 pm  
Tuesday, August 7  
8:00 am - 5:00 pm

### Interview Tables

*Location:* Marriott Copley Place, 110 Huntington Avenue (3rd Floor)

*Room:* 3rd Floor

*Hours:* Friday, August 3  
12:00 am - 5:00 pm  
Saturday, August 4  
8:00 am - 8:00 pm  
Sunday, August 5  
8:00 am - 8:00 pm  
Monday, August 6  
8:00 am - 8:00 pm  
Tuesday, August 7  
8:00 am - 12:00 pm

Placement Services for the 2012 annual meeting will be located in the Boston Marriott Copley, 110 Huntington Avenue, Boston, 02116. 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 Boston. We will provide assistance on-site in Boston 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 Boston 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 Boston. They are located in small-medium size rooms (9–25 tables/room) and will be available from noon on Friday, August 3rd through noon on Tuesday, August 8th. Because of limited tables and small rooms, the cost to reserve a table for the meeting is \$135. 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 on a daily prorated cost basis.

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

### **Ins and Outs of Faculty Recruitment: Workshop for Recruiters**

Friday, August 3rd: 3:30 – 5:00pm, Boston Marriott Copley Place, Salon E

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 3rd: 5:30 – 7:00pm, Boston Marriott Copley Place, Salon E

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 2012 - 2013

Jeffrey Bentley, University at Buffalo (State University of New York)  
 Jeremy Bernerth, Louisiana State University  
 Janice Black, Coastal Carolina University  
 Jacob Breland, Youngstown State University  
 Robyn Brouer, University at Buffalo (State University of New York)  
 Phil Bryant, Columbus State University  
 Chia-Yen Chiu, University at Buffalo (State University of New York)  
 Kay Devine, Athabasca University  
 James Dulebohn, Michigan State University  
 Megan Endres, Eastern Michigan University  
 Randy Evans, University of Tennessee-Chattanooga  
 Claudia Ferrante, USAF Academy  
 Jason Fertig, University of Southern Indiana  
 Angela French, Texas Tech University  
 Crissie Frye, Eastern Michigan University  
 Vickie Coleman Gallagher, Cleveland State University  
 Ann Gregory, American University - Bulgaria  
 Joyce Heames, West Virginia University  
 Erin Henry, Harvard University  
 Gary Insch, West Virginia University  
 Cheryl Jordan, Color Outside the Lines, LLC  
 Christian Kiewitz, University of Dayton  
 Ida Kutschera, Bellarmine University  
 Alejandra Marin, Texas Tech University  
 John Martin, USAF Academy  
 Alison McConnell, Ohio State University  
 Marianne Miller, Virginia Commonwealth University  
 Stephanie Newell, Eastern Michigan University  
 Eileen Pepler, Athabasca University  
 Michael Pickerell, Eastern Michigan University  
 Beth Polin, Ohio State University  
 Maiyuwai Reeves, University at Buffalo (State University of New York)  
 Sammie Robinson, Texas Southern University  
 Brooke Shaughnessy, University at Buffalo (State University of New York)  
 Scott Sherman, Texas A&M - Corpus Christi  
 Janice Witt Smith, Winston-Salem University  
 Lisa Stickney, University of Baltimore  
 Charlotte Sutton, Auburn University  
 Janice Thomas, Athabasca University  
 Darren Treadway, University at Buffalo (State University of New York)  
 Jack Walker, Texas Tech University  
 Angela Wallace, University at Buffalo (State University of New York)  
 Mike Whitfield, Georgia College and State University  
 Laura Williams, Lipscomb University  
 Diana Wong, Eastern Michigan University  
 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 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.

### 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, Riki Takeuchi (Hong Kong U. of Science & Technology)

selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Stephanie Castro, Florida Atlantic U.; Heli Wang, Singapore Management U.; Mo Wang, U. of Florida

The 2012 William H. Newman Award Nominees are:

**BPS**

*From Crisis to Opportunity: How Market shocks Impact Interfirm Rivalry*  
Markus Schimmer, U. of St. Gallen

**CAR**

*Salaryman by Day, Superhero by Night: Balancing Creative and Economic Needs for Creative Workers*  
Allya Paramita Koesoema, UNSW

**CM**

*The Dysfunctional Side of Status*  
Nate Pettit, New York U.

**CMS**

*Authenticity and Autonomy in the Subjectification of Management Consultants in a Small Firm*  
Djahanchah Philip Ghadiri, HEC Montreal

**GDO**

*Diversity Management Signals in Recruitment: Acculturation, Racioethnicity & Community Composition*  
Jesse E. Olsen, Kwansai Gakuin U.

**HCM**

*Can professional boundaries be knowledge enablers?*  
Tomas Enrique Farchi, Oxford U.

**HR**

*Fired Up or Burned Out? How Developmental Challenge Differentially Impacts Leader Behavior*  
Stephen H Courtright, Texas A&M U.

**IM**

*Contract Administration for Knowledge Based Work: Insights from Indian Offshore Vendors*  
Shirish C Srivastava, HEC Paris

**MC**

*An Exploration of Relational Routines, Coordination, Knowledge Management and Innovation in PSFs*  
Na Fu, Dublin City U.

**MED**

*The Social Construction of Organizational Learning*  
Daniel K. Dayton, Chicago School of Professional Psychology

**MH**

*From Primary Concept to Prisoner's Dilemma: Tracing "Cooperation" in Organizational Scholarship*  
Laura Singleton, Eckerd College

**MOC**

*Dominant Individuals and Unethical Decisions: The Role of Moral Disengagement and Self-Control*  
Valerie Rosenblatt, U. of Hawaii-Manoa

**OB**

*A network perspective on membership change: Structural disruption and adaptation in hockey teams*  
H. Colleen Stuart, Carnegie Mellon U.

**OCIS**

*Team Knowledge Sharing, Communication, Conflict, & Transactive Memory : Implications for Performance*  
Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign

**ODC**

*The Direct and Complementary Effects of Dynamic Capabilities*  
Kieran John Patrick MacInerney, U. of Cologne

**OMT**

*Window-dressers and Closet Conformists: Organizational decoupling revisited*  
Kaisa E. Snellman, Harvard U.

**ONE**

*Human Values and Corporate Actions Propensity: Examining The Behavioural Roots of Sustainability*  
Joel Marcus, Wilfrid Laurier U.

**RM**

*Meta-Synthesis of Qualitative Case Studies – An Approach to Theory Building*  
Christina Hoon, Leibniz U. Hannover

**SAP**

*Strategic Planning Processes as Mindful Accomplishments: Effects of Institutionalization*  
Carola Wolf, Aston Business School

**SIM**

*Multiple institutional logics and inter-organizational partnership*  
Imran Chowdhury, ESSEC Business School - Paris

**TIM**

*Material Strategies of Legitimacy in Sustained Innovation*  
Renee Rottner, New York U.

# The Carolyn Dexter Award

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

considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates one paper to the chair of this year's Dexter Award Committee, David Patient, Universidade Católica Portuguesa

The 2012 Carolyn Dexter Award nominees are:

## **BPS**

*Managing cultural distance: Effects of technological overlap in cross-border acquisitions*

Pankaj C Patel, Ball State U.; David R. King, Marquette U.

## **CAR**

*The Impact of Emotional Intelligence on Expatriates' Cross-Cultural Adjustment*

Alexei Koveshnikov, Hanken School of Economics; Heidi Wechtler, Sorbonne Business School - IAE Paris; Cecile Dejoux, CNAM Paris (France)

## **CM**

*Implications of Honor & Dignity Culture for Negotiations: A Study of Middle Easterners & Americans*

Soroush Aslani, Northwestern U.; Jimena Ramirez-Marin, U. of Seville; Jeanne M Brett, Northwestern U.; Catherine Tinsley, Georgetown U.; Laurie R. Weingart, Carnegie Mellon U.; Wendi L. Adair, U. of Waterloo

## **CMS**

*The BOP Discourse as Capitalist Hegemony*

Nick Montgomery, U. of Victoria; AnaMaria Peredo, U. of Victoria; Elly Carlson, U. of Victoria

## **GDO**

*Team Diversity, Team Processes, and Team Performance: The Moderating Role of Leader Mood*  
Meir Shemla, Technische U. Dresden; Eric Kearney, Leibniz U. Hannover

## **HCM**

*Exploring the relationship between organizational culture and clinical governance in the Italian NHS*  
Anna Prenestini, Bocconi U.; Stefano Calciolari, U. della Svizzera Italiana; Federico Lega, Bocconi U.; Roberto Grilli, ASSR\_Emil-Romagna

## **HR**

*The Research-Practice Gap in HR: A Cross-Cultural Study*

Aino Tenhiälä, Aalto U.; Tamara L. Giluk, Xavier U.; Cristina Simon, IE Business School; In-Sue Oh, Virginia Commonwealth U.; Sven Kepes, Virginia Commonwealth U.; Seongsu Kim, Seoul National U.

## **IM**

*Institutional Distance, International Divestment, and Organizational Capabilities*

Jingoo Kang, Korea U. Business School; Jeoung Yul Lee, Hongik U.

## **MC**

*Trust as a "Leap of Faith": Trust Granting*

Natalia Nikolova, U. of Technology, Sydney; Markus R. Reihlen, Leuphana U. Lueneburg

## **MED**

*Experiential CQ Education: An empirical process specification.*

Brent MacNab, U. of Sydney; Valerie Rosenblatt, U. of Hawaii-Manoa; Reg Worthley, U. of Hawaii-Manoa

## **MH**

*Distant mirrors: railroad development and management in America and Australia from 80 to 9*

Bradley G Bowden, Griffith U.

## **MOC**

*Why do Organizations De-emphasize the Early Warning Signals of a Deteriorating Environment?*

Maeve Farrell, U. College Dublin; Federica Pazzaglia, U. College Dublin; Karan Sonpar, U. College Dublin; Pablo Martin de Holan, EM Lyon

## The Carolyn Dexter Award

### **MSR**

*The Dongba redux: culture, business, religion, spirituality, politics, careers in rural China*

Yochanan Altman, BEM Bordeaux Management School; Zheng Xie, London college

### **OB**

*Leading Up: A Cross-cultural, Longitudinal, and Multilevel Investigation of TMT Support and Shocks*

Dong Liu, Georgia Institute of Technology

### **OCIS**

*Managing the RFP Process from a Discursive Perspective*

Adrian Yeow, Nanyang Technological U.; Cecil Eng Huang Chua, U. of Auckland

### **ODC**

*Exploring and Reconfiguring a Firm's Competence Base: A Process Model of Strategic Renewal*

Andrea Lipparini, U. of Bologna; Emanuela Prandelli; Bocconi U.; Gianmario Verona, Bocconi U.

### **OMT**

*A Community Level Theory of Organizational Resistance to Anti Smoking Regulation*

Patrick Vermeulen, Radboud U. Nijmegen; Tal Simons, Tilburg U.; Joris Knobens, Tilburg U.

### **ONE**

*Organizational Consciousness: Factors that Influence Environmentalism on MNCs in India*

David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.

### **RM**

*Storytelling from A West-meets-East perspective: Sustainability, Poetry, and Bi-cultural Studies*

Yipeng Liu, U. of Mannheim; Yijun Xing, Beijing Jiaotong U.; Mark Starik, San Francisco State U.

### **SAP**

*Keeping it real: Bringing sociomateriality into strategy-as-practice*

A. Paul Spee, Sydney U.; Paula Jarzabkowski, Cornell U.; Michael Smets, Aston Business School

### **SIM**

*Corruption and Corporate Reputation: The Paradox of Buffering and Suffering*

Naomi A Gardberg, Baruch College; Vijay Sampath, FTI Consulting, Inc.; Noushi Rahman, Pace U.

### **TIM**

*Cross-border Acquisitions of Science-based Firms: Their Effect on Innovation in the Acquired Firm*

Marcela Miozzo, U. of Manchester; Lori DiVito, U. of Manchester; Panos Desyllas, U. of Manchester



# 2012 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	Papers Submissions	Division Acceptances	Division Roundtable Acceptances	Cross Division Acceptances	Discussion Session Acceptances	Best Papers	Symposium Submissions	Symposium Acceptances	Showcase Symposia	PDWs Submissions	PDWs Acceptances
AAM	0	0	0	0	0	0	0	0	0	3	3
AAT	0	0	0	0	0	0	33	26	0	13	9
BPS	745	168	160	19	37	38	48	39	0	34	32
CAR	112	29	20	10	6	7	34	19	4	14	10
CAU	0	0	0	0	0	0	0	0	0	0	0
CM	103	21	19	10	5	5	28	14	1	8	5
CMS	101	12	25	10	5	5	16	9	1	19	13
D&ITC	0	0	0	0	0	0	0	0	0	6	4
ENT	612	134	145	10	16	30	28	15	2	24	22
GDO	199	45	40	10	10	10	32	14	2	9	9
HCM	136	41	16	3	3	6	14	3	1	16	13
HR	345	91	57	12	18	18	80	38	4	21	16
IAM	0	0	0	0	0	0	0	0	0	4	3
IM	491	170	53	10	22	25	38	15	2	21	17
INDAM	0	0	0	0	0	0	0	0	0	1	1
ITC	0	0	0	0	0	0	0	0	0	6	6
MC	68	12	15	10	3	4	10	4	1	20	11
MED	134	27	26	10	7	7	29	11	2	49	23
MEN	0	0	0	0	0	0	0	0	0	1	1
MH	47	8	10	2	3	3	4	3	0	6	6
MOC	194	67	0	10	8	9	48	32	4	7	7
MSR	56	12	5	10	1	3	9	4	1	17	13
NDSC	0	0	0	0	0	0	0	0	0	3	2
OB	942	254	144	23	47	47	159	87	10	23	23
OCIS	155	30	34	10	8	8	9	5	1	6	6
ODC	121	24	20	10	6	6	40	15	4	19	18
OM	99	25	21	10	5	6	2	1	1	5	5
OMT	614	264	0	16	31	31	74	40	4	18	17
ONE	123	33	12	10	6	6	12	5	1	12	8
PNP	187	57	0	0	4	5	10	6	0	6	5
PTC	0	0	0	0	0	0	0	0	0	17	11
RM	85	27	12	2	3	4	21	10	1	25	16
SAP	86	12	25	10	4	5	12	7	1	7	5
SIM	341	71	83	10	18	18	37	15	1	15	11
TIM	576	256	0	10	26	29	41	20	2	18	18
TTC	0	0	0	0	0	0	0	0	0	11	6
<b>TOTAL:</b>	<b>6672</b>	<b>1890</b>	<b>942</b>	<b>247</b>	<b>302</b>		<b>869</b>	<b>458</b>	<b>51</b>	<b>484</b>	<b>375</b>

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

Table 4: Participant Country Representation

Sessions	Total
Caucus	.44
Free Session	.10
Meeting	.224
Paper Session	.859
PDW Workshop	.382
Social Event	.64
Symposium	.252
All Sessions	1,835
Participants:	Total
People on Program	.9369
Countries Represented	.85

Affiliation Name*	Count
Aalto U.	Northwestern U.
Arizona State U.	Pennsylvania State U.
Bocconi U.	Rutgers U.
Boston College	Seoul National U.
Boston U.	Stanford U.
Carnegie Mellon U.	Texas A&M U.
Case Western Reserve U.	Tilburg U.
Copenhagen Business School	U. of Amsterdam
Cornell U.	U. of Cambridge
Erasmus U. Rotterdam	U. of Georgia
George Washington U.	U. of Groningen
Georgia Institute of Technology	U. of Illinois, Urbana-Champaign
Georgia State U.	U. of Maryland, College Park
Harvard U.	U. of Michigan
HEC Paris	U. of Minnesota
IIESE Business School	U. of New South Wales
Imperial College London	U. of Pennsylvania
INSEAD	U. of Southern California
London Business School	U. of St. Gallen
London School of Economics	U. of Toronto
Massachusetts Institute of Technology	VU U. Amsterdam
McGill U.	WU Vienna
Michigan State U.	York U.
National U. of Singapore	
New York U.	

Country*	Count	Country*	Count	Country*	Count
ARGENTINA	.11	ICELAND	.3	PUERTO RICO	.1
AUSTRALIA	.333	INDIA	.76	QATAR	.4
AUSTRIA	.66	IRAN	.2	RUSSIAN FEDERATION	19
BARBADOS	.5	IRELAND	.45	SAUDI ARABIA	.3
BELGIUM	.86	ISRAEL	.78	SINGAPORE	.130
BOLIVIA	.2	ITALY	.161	SLOVENIA	.14
BOTSWANA	.1	JAMAICA	.1	SOUTH AFRICA	.17
BRAZIL	.106	JAPAN	.41	SOUTH KOREA	.111
BULGARIA	.1	KAZAKHSTAN	.1	SPAIN	.183
CANADA	.513	KENYA	.5	SRI LANKA	.1
CHILE	.13	KUWAIT	.1	SWEDEN	.69
CHINA	.241	LEBANON	.16	SWITZERLAND	.201
COLOMBIA	.7	LIECHTENSTEIN	.1	TAIWAN	.179
COSTA RICA	.5	LITHUANIA	.3	TANZANIA	.2
CROATIA	.1	MACAU	.6	THAILAND	.7
CYPRUS	.5	MALAWI	.1	TRINIDAD & TOBAGO	.1
CZECH REPUBLIC	.1	MALAYSIA	.16	TUNISIA	.1
DENMARK	.117	MALTA	.1	TURKEY	.22
DOMINICAN REPUBLIC	.2	MEXICO	.18	UGANDA	.8
EGYPT	.5	MOZAMBIQUE	.1	UKRAINE	.1
ESTONIA	.1	NEPAL	.1	UNITED ARAB EMIRATES	.20
FIJI	.1	NETHERLANDS	.369	UNITED KINGDOM	.641
FINLAND	.100	NEW ZEALAND	.44	UNITED STATES	.4297
FRANCE	.269	NIGERIA	.3	URUGUAY	.2
GERMANY	.406	NORWAY	.53	VENEZUELA	.1
GHANA	.2	PAKISTAN	.3		
GREECE	.15	PERU	.13		
GRENADA	.1	PHILIPPINES	.3		
HONG KONG	.112	POLAND	.6		
HUNGARY	.4	PORTUGAL	.30		

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

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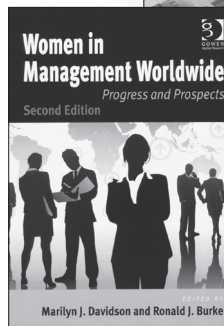
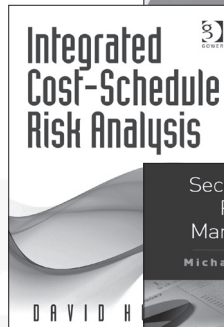
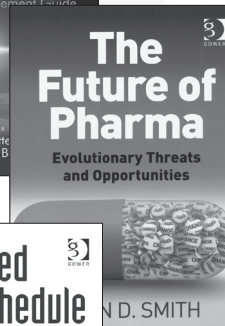
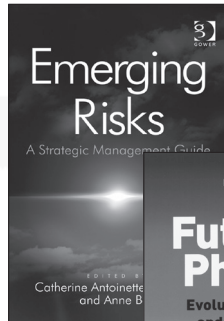
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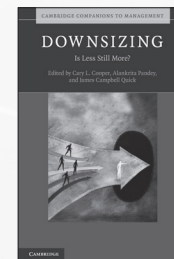
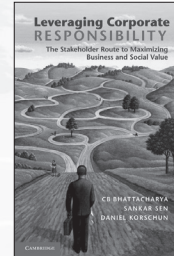
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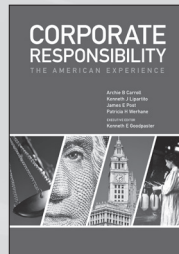
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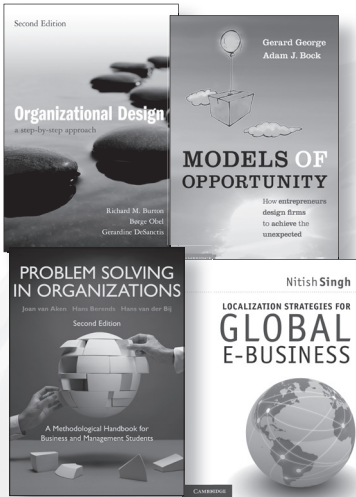
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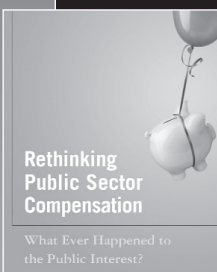
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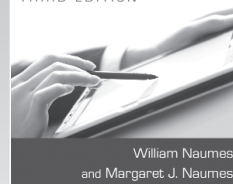
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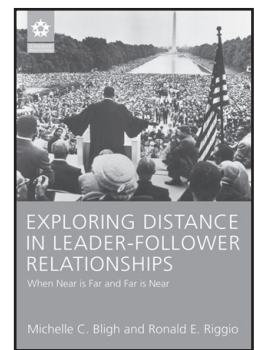
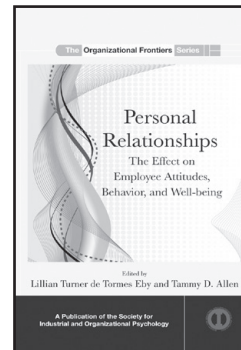
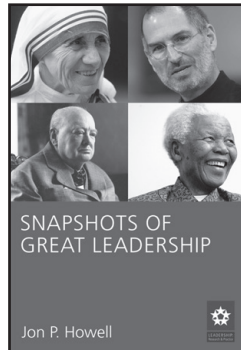
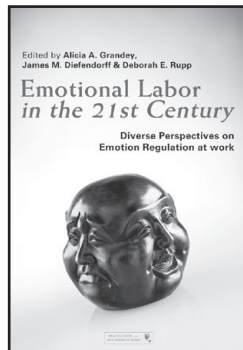
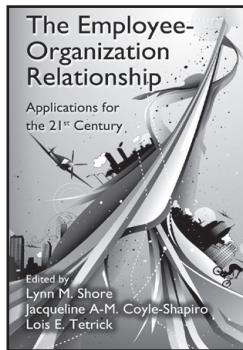
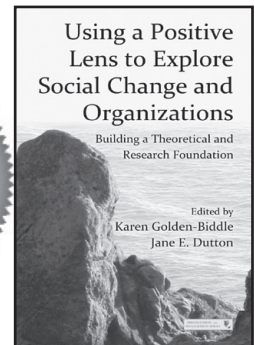
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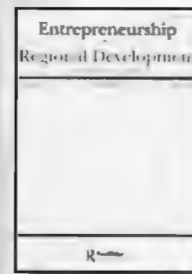
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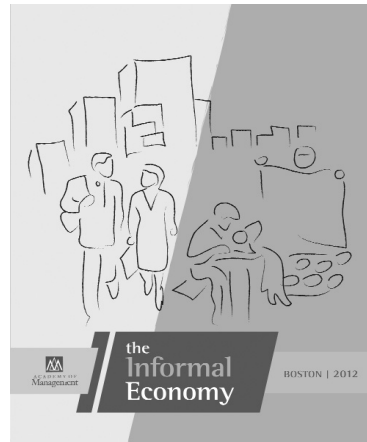
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## Abbreviations used in the Program Guide

### 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

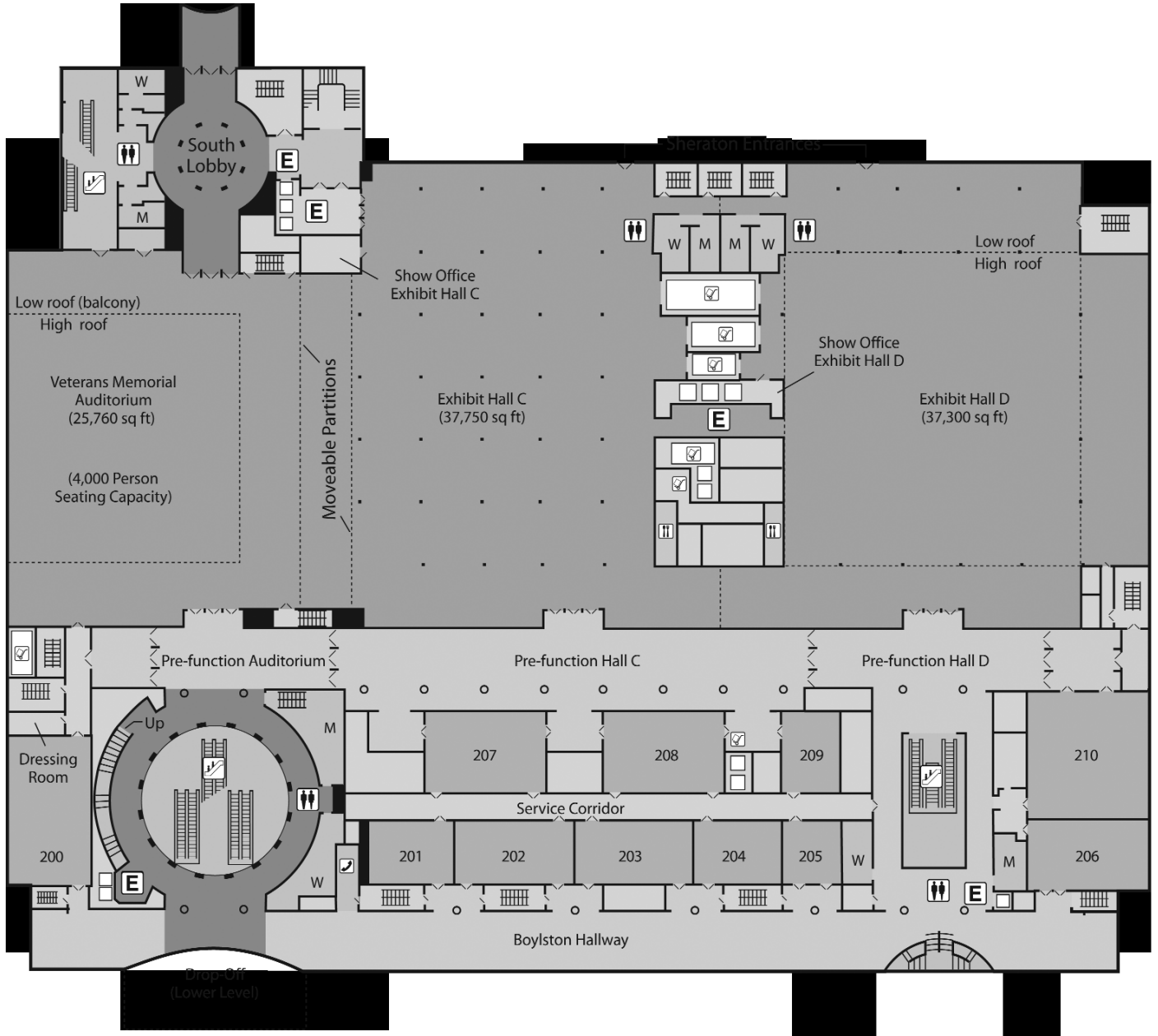
### Session Locations

BCC	Boston Hynes Convention Center
SB	Sheraton Boston
MCP	Marriott Boston Copley Place
BPP	Boston Park Plaza
WCP	Westin Copley Place
OS	Offsite

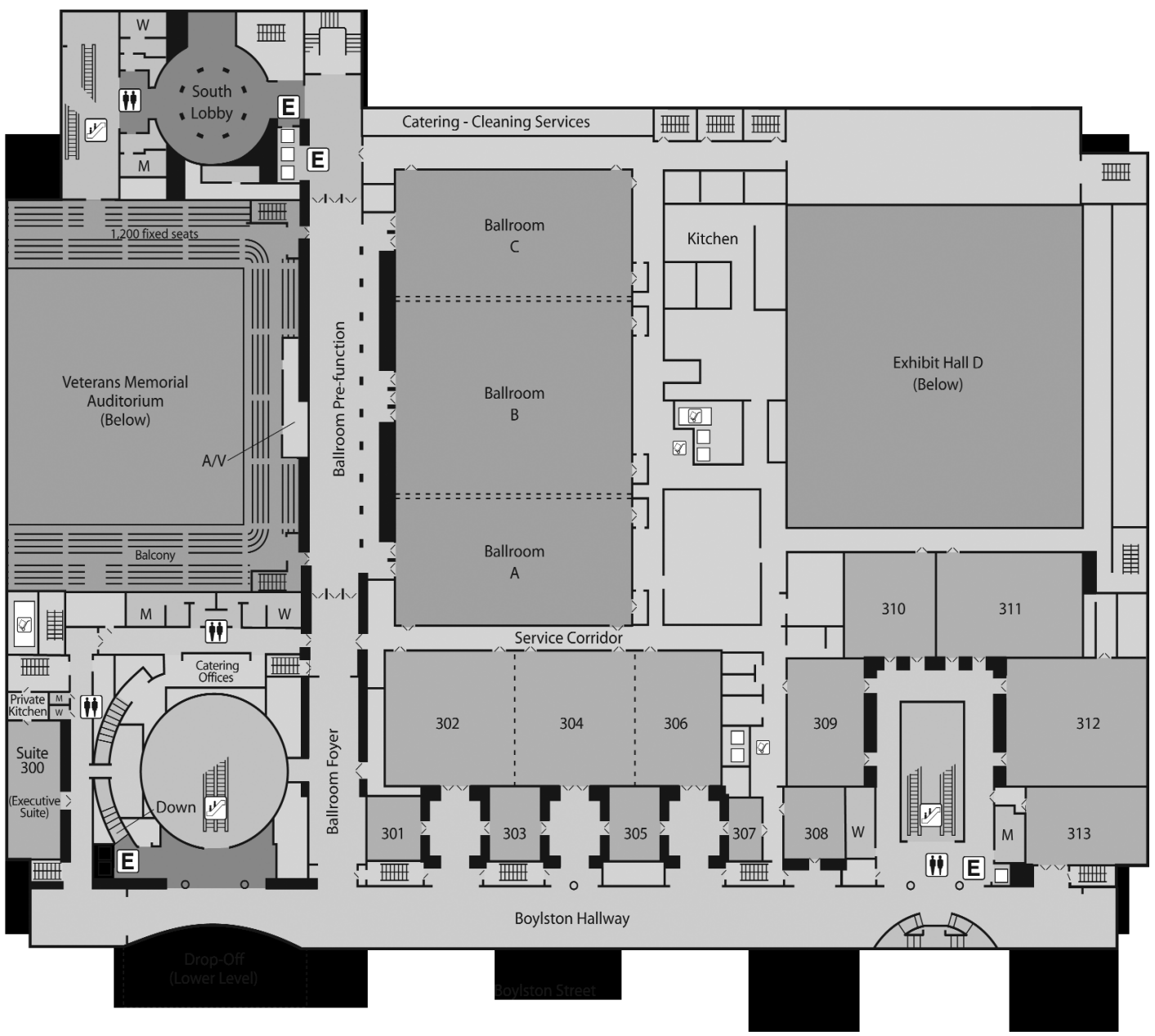
### Symbols

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

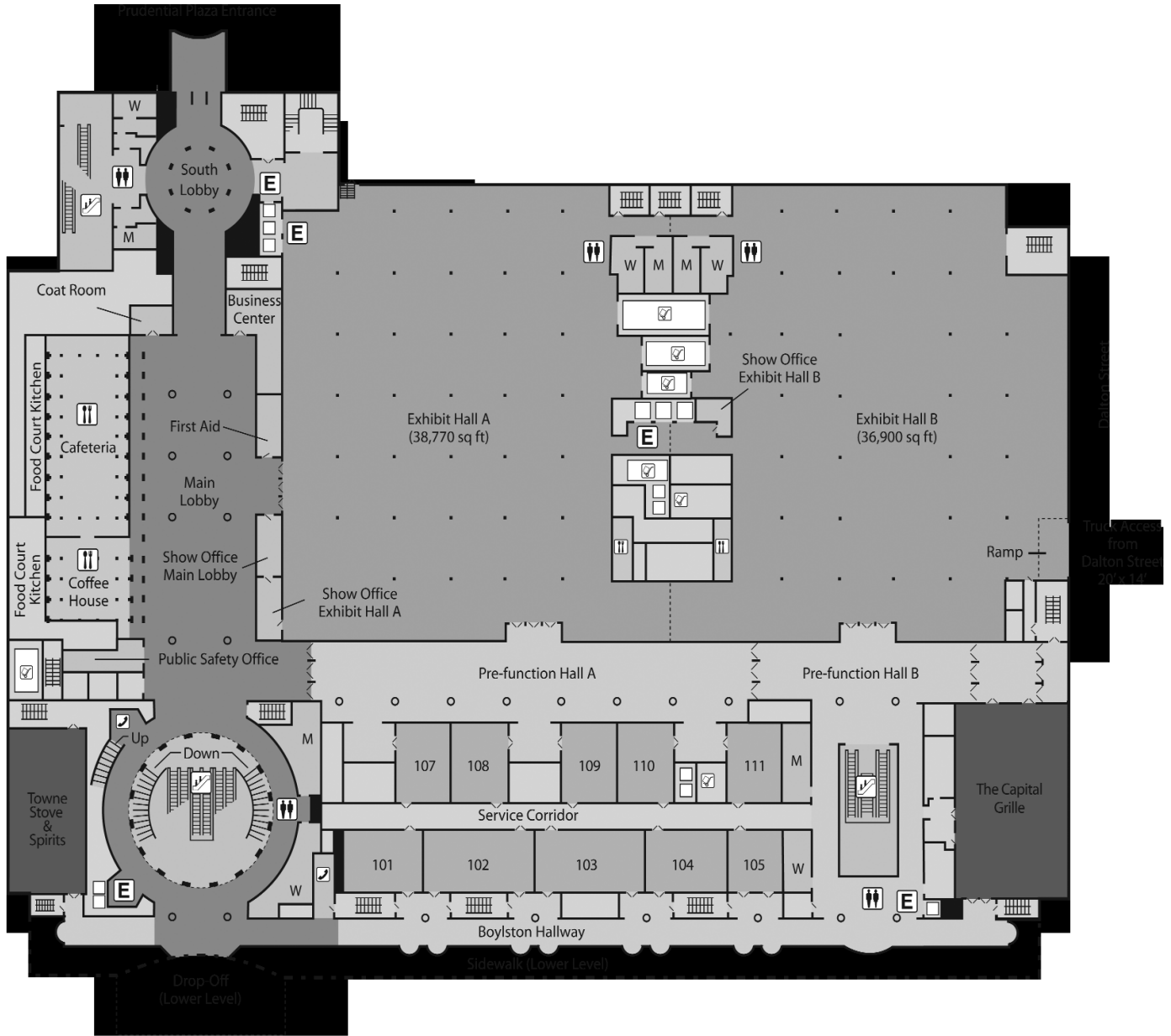
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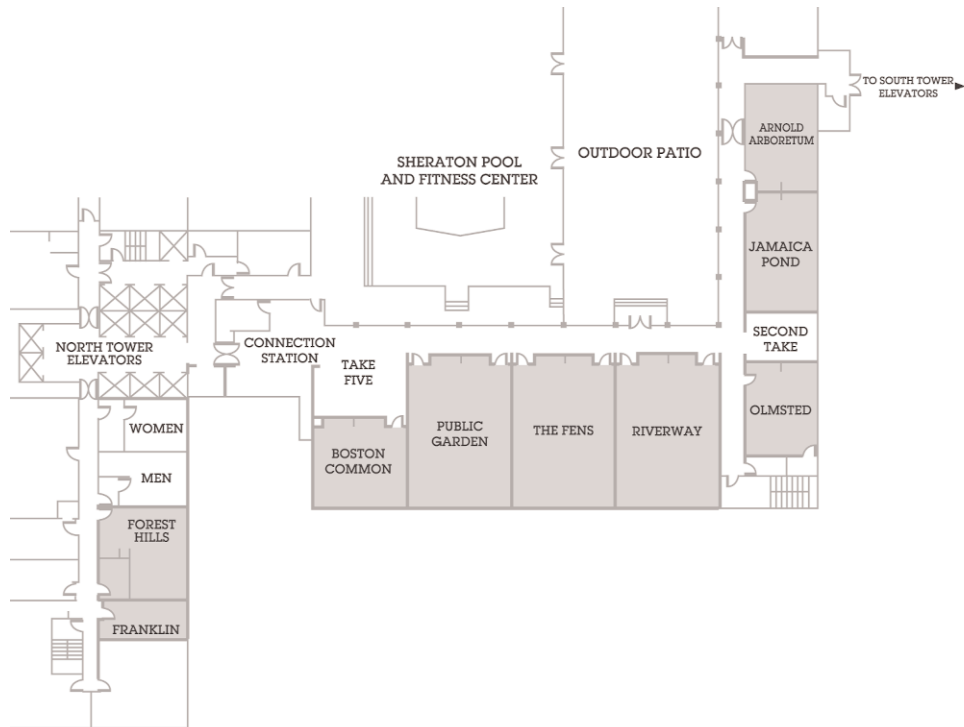
# Boston Hynes Convention Center, Level 3



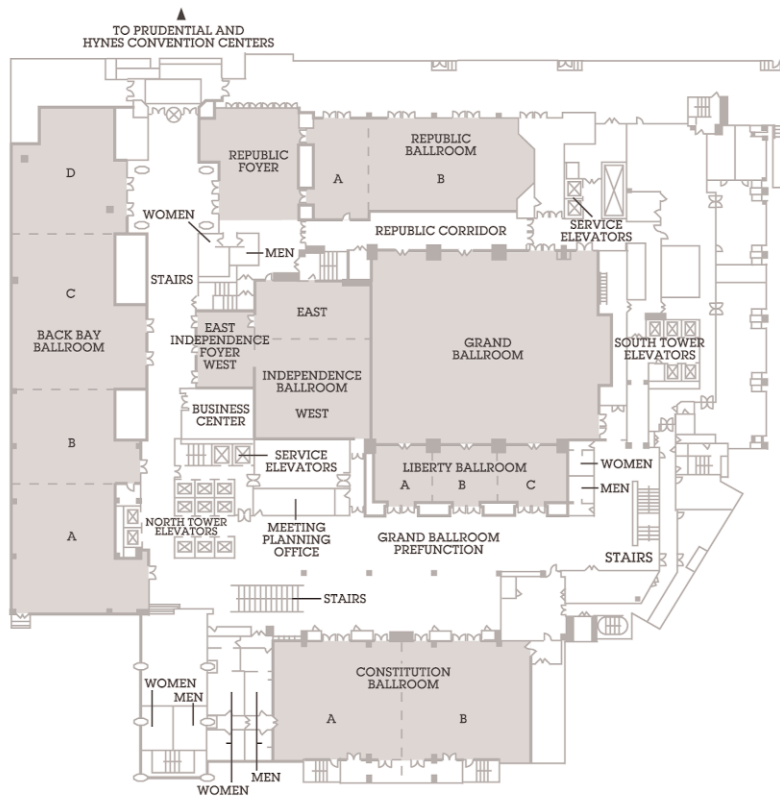
# Boston Hynes Convention Center, Plaza Level



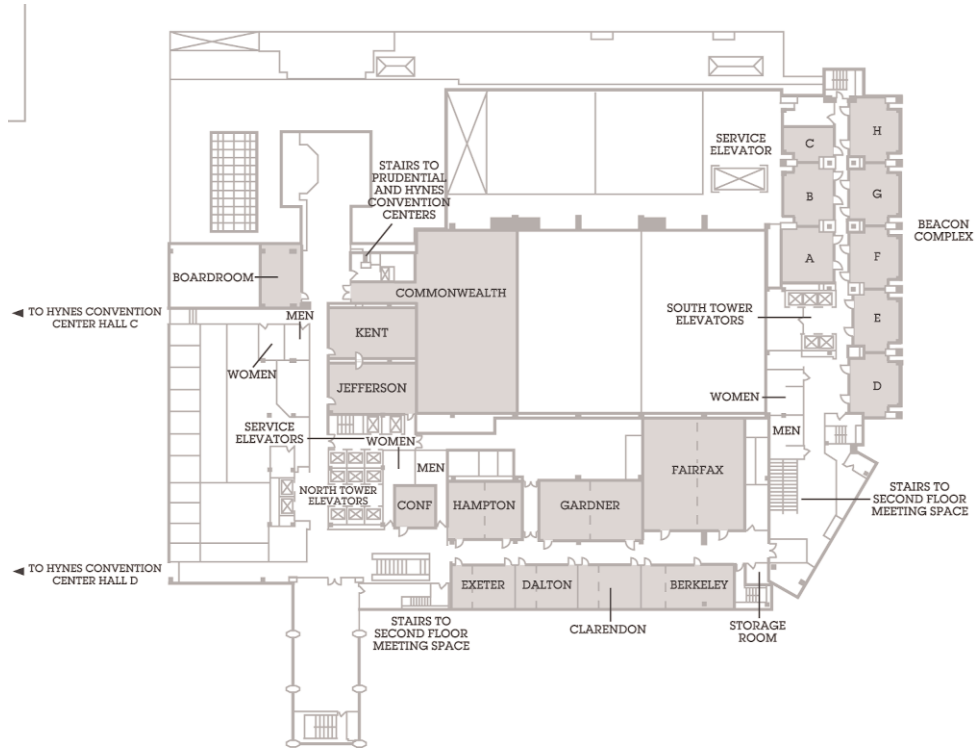
## Sheraton Boston, Fifth Floor



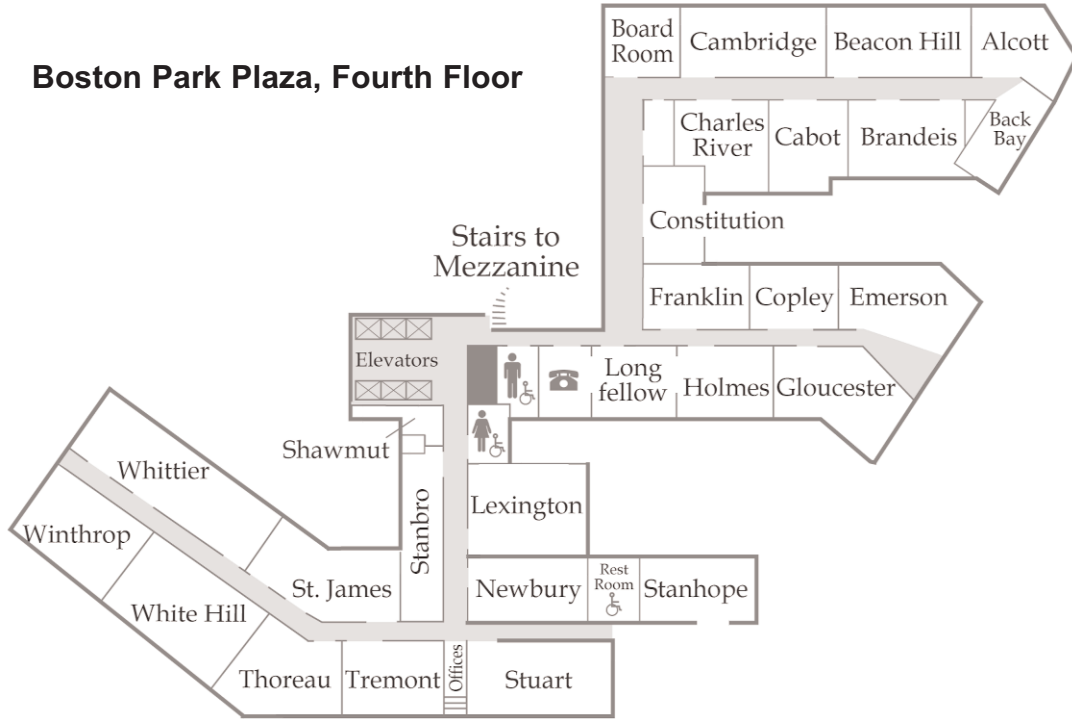
## Sheraton Boston, Second Floor



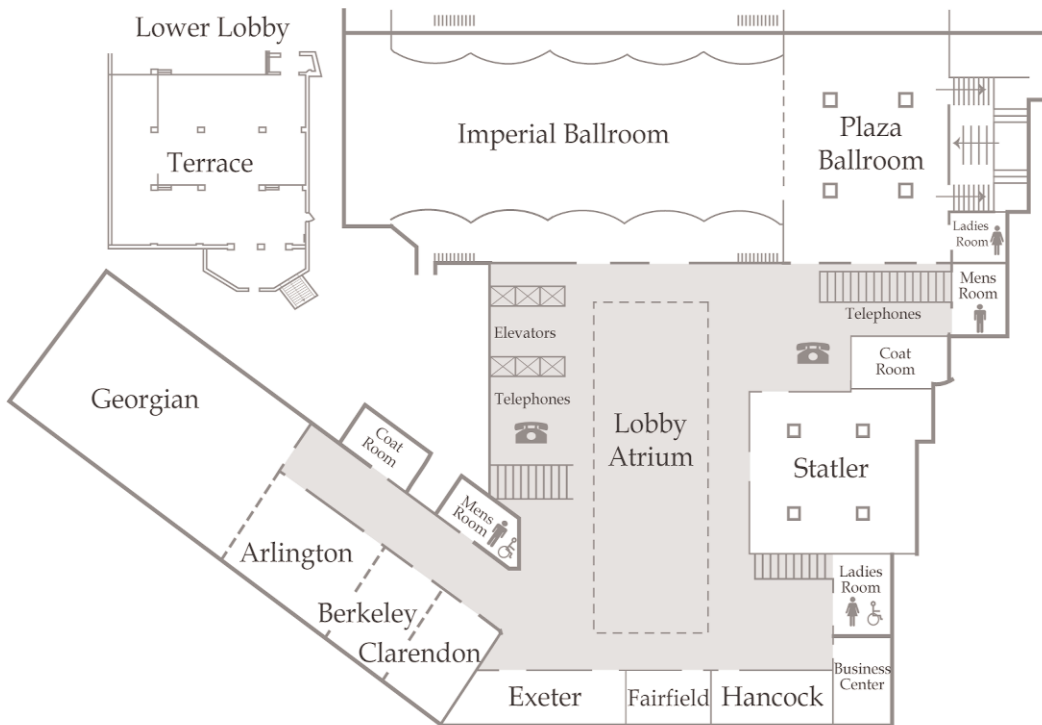
# Sheraton Boston, Third Floor



### Boston Park Plaza, Fourth Floor



### Boston Park Plaza, Mezzanine Level



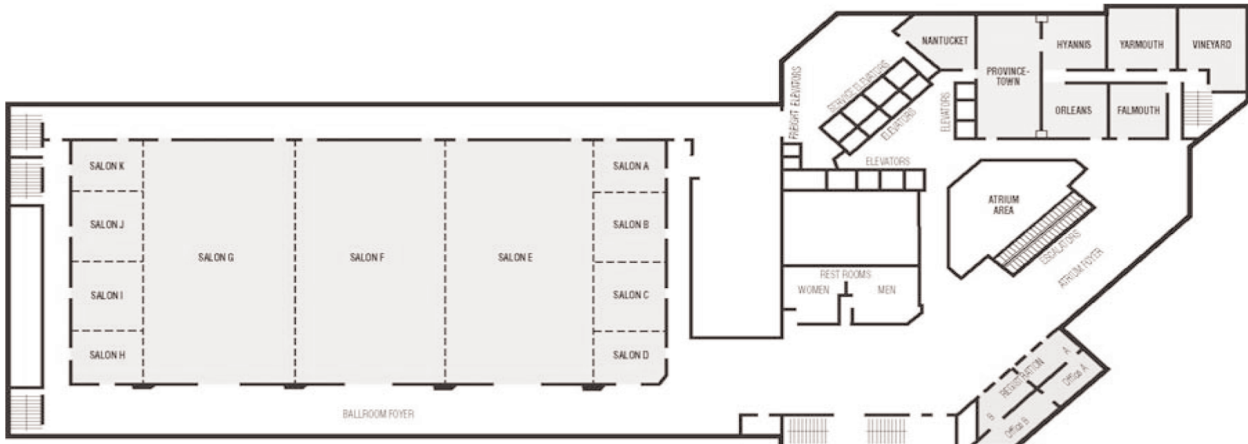


### Third Floor

### Marriott Copley Place



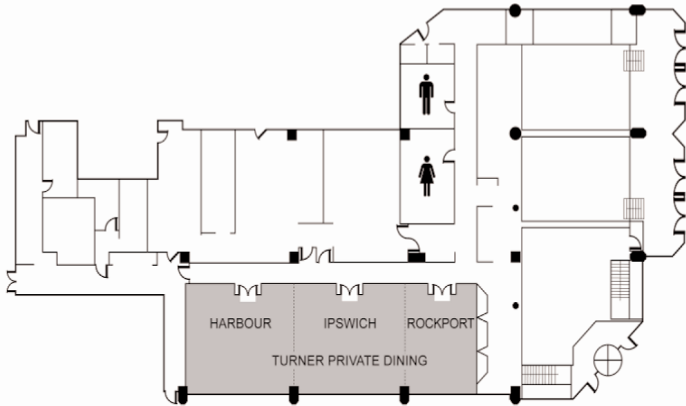
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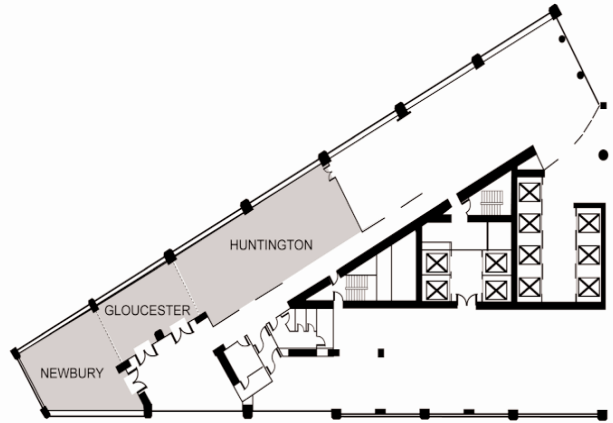
### Fifth Floor



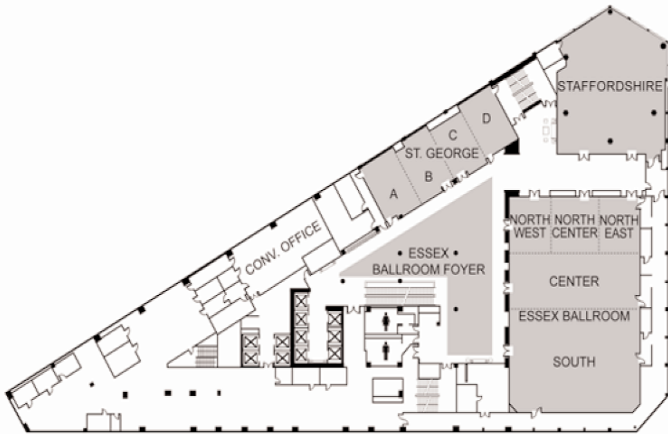
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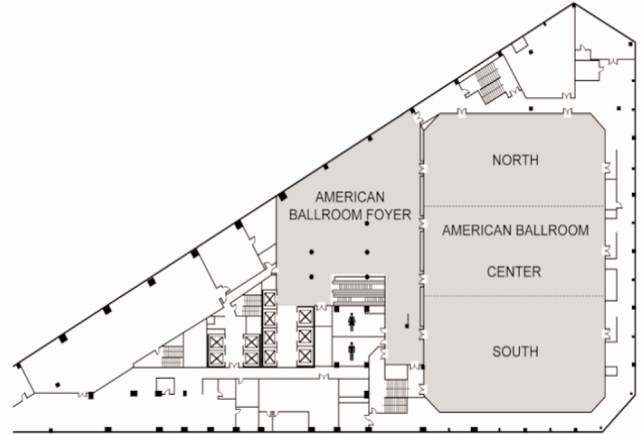
GROUND FLOOR



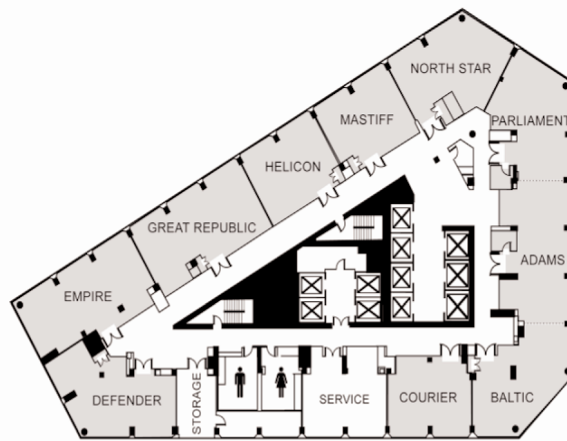
SECOND FLOOR



THIRD FLOOR



FOURTH FLOOR



SEVENTH FLOOR

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	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30		
BCC: Exhibit Hall A	<b>3</b> AAA: Conference Registration...								→	
BCC: Room 102	<b>8</b> BPS/HR/ENT: Strategic Human Capital									
BCC: Room 103	<b>45</b> BPS: Publication Around the World								→	
BCC: Room 104	<b>91</b> ENT: Formalizing the Informal									
BCC: Room 107	<b>33</b> OCIS: Junior Faculty Consortium								→	
BCC: Room 108	<b>34</b> OCIS: Doctoral Consortium								→	
BCC: Room 109	<b>65</b> IM/ITC/GDO: Africa and the Diaspora								→	
BCC: Room 201	<b>22</b> ITC/ENT: Entrepreneurship in Africa									
BCC: Room 202	<b>41</b> SAP: SAP Paper Development Workshop				<b>69</b> BPS/OMT: Alliance Portfolios					
BCC: Room 203	<b>64</b> BPS/OMT/ENT: Single Industry Research									
BCC: Room 204	<b>20</b> IM/OB/BPS: Improving Your IM Teaching							<b>98</b> IM	→	
BCC: Room 205	<b>19</b> IM/OB: Language in IM						<b>97</b> TIM/ENT/BPS:		→	
BCC: Room 207	<b>6</b> AAA: Hospitality Ste								→	
BCC: Room 209	<b>43</b> TIM/MSR: Innovation and Spirituality				<b>81</b> PTC/OB/HCM: Informal Leadership at the BoP					
BCC: Room 301	<b>44</b> TIM/OB/BPS: Front End of Innovation								<b>86</b> TIM: Collaboration for Innovation	
BCC: Room 303	<b>17</b> IAM/IM: A similar story?								<b>70</b> BPS/OMT: Antecedents to Search	→
BCC: Room 305	<b>21</b> IM/ODC/BPS/MSR: Management in Islamic Societies						<b>93</b> TIM: TIM Doctoral		→	
BCC: Room 308	<b>18</b> IM/BPS/OM: Global Automotive Industry									
BCC: Room 309	<b>7</b> BPS: BPS Dissertation Consortium								→	
BCC: Room 310	<b>4</b> BPS: BPS Doctoral Consortium								→	
BPP: Arlington Room	<b>31</b> OB/HR: The Productivity Process									
BPP: Beacon Hill Room	<b>54</b> HR/OB: The CHRO: Advancing research									
BPP: Berkeley & Clarendon Room							<b>71</b> CM: Restorative Justice		→	
BPP: Cambridge Room	<b>15</b> GDO/D&ITC/MED: Diversity in Academia									
BPP: Constitution Room	<b>26</b> MH/CAR/NDSC: New Member Workshop									
BPP: Franklin Room	<b>27</b> MH/CMS: Ah I see, it is all an act.						<b>90</b> GDO/IM: Contextualizing Women Leaders		→	
BPP: Georgian Room	<b>14</b> GDO: GDO Junior Faculty Consortium								→	
BPP: Stuart Room	<b>10</b> CM/OB: Backlash and Beyond				<b>74</b> HR/MED: HRM curricula internationally					
BPP: White Hill Room	<b>32</b> OB/HR: Millennials and Awareness				<b>79</b> OB/TIM: Innovative Idea Management				→	
BPP: Whittier Room	<b>9</b> CAR/TIM/GDO: Hitting the Airwaves									
MCP: Boylston	<b>48</b> PNP/HCM: Cross-Sector Partnerships								→	
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MCP: Salon B	<b>25</b> MED/ONE/SIM: Teaching global sustainability				<b>76</b> MED: Learning in Higher Education					
MCP: Salon C							<b>67</b> MED/D&ITC: Marginalized students			
MCP: Salon D	<b>12</b> CMS/IM: SM and Emerging Economies				<b>89</b> CMS/MED: Doctoral Student Resistance				→	
MCP: Salon F							<b>66</b> MED: Outcome Assessment			
MCP: Salon H	<b>16</b> HCM/TTC/MED: Novice teaching essentials				<b>73</b> HCM: Research Strategies					
MCP: Salon I	<b>11</b> CMS: CMS Spaces								→	
MCP: Tremont	<b>59</b> SIM/OB: Org. Context and Ethics								→	
OS: Fidelity Investments Boston	<b>53</b> HR: HR Corporate Tour								→	
OS: Northeastern University	<b>62</b> PTC and cosponsors: Introducing Design Thinking									
OS: Northeastern University Campus	<b>50</b> ENT: Entp Doctoral Consortium								→	
OS: Northeastern University Campus.	<b>51</b> ENT: ECDC								→	
OS: Northeastern University.	<b>55</b> IM/PTC/ITC/BPS: Executives-Scholars dialogue								→	
OS: UMass Boston Conference Centre							<b>88</b> CMS: UMass-CMS Paper Workshop		→	
SB: Back Bay Ballroom A	<b>63</b> AAA: Ethics and E-Research								→	
SB: Back Bay Ballroom B	<b>36</b> OMT: OMT Jr Faculty Consortium								→	
SB: Back Bay Ballroom C	<b>29</b> MOC/RM/OMT/ENT: Content Analysis									
SB: Back Bay Ballroom D	<b>38</b> OMT/MOC: OMT/MOC Doctoral Consortium								→	
SB: Beacon D	<b>61</b> TTC/OB/HR/OCIS/HCM: Teaching with Technology									
SB: Beacon F	<b>5</b> AAA: BOG Meeting								→	
SB: Berkley B	<b>60</b> TTC/MED: Online and Blended Assignments						<b>96</b> MSR/PTC:		→	
SB: Fairfax A	<b>28</b> MOC/OB/MSR: Mindfulness Dialogue									

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

SB: Fairfax B	<b>56</b> MSR/OB: Fundamentalists at Work	
SB: Gardner A	<b>46</b> ODC: OD Tool for Not for Profits	<b>94</b> MSR: Spirituality →
SB: Gardner B	<b>47</b> ODC: ODC Doctoral Consortium	→
SB: Hampton A	<b>58</b> ODC/MC/OB: Making diversity productive.	
SB: Independence East	<b>57</b> MSR/OB: The Integration Box	<b>95</b> MSR/ENT: Noble →
SB: Independence West	<b>30</b> MSR: Religion and Research	<b>80</b> ODC/MC/MED: High Impact Change Exercises
SB: Liberty Ballroom A	<b>35</b> ODC/RM: Action Research	<b>77</b> MOC/RM/IM: Four Methods for Culture →
SB: Liberty Ballroom B	<b>39</b> PTC and cosponsors: Extreme change	<b>72</b> ENT: Beyond Discovery and Creation
SB: Liberty Ballroom C	<b>13</b> ENT: Entrepreneurship Simulation	
SB: Republic A	<b>37</b> OMT: System Theory and Management	
SB: Republic B	<b>68</b> ODC/BPS/SAP/MC: Post-Merger Integration	→
WCP: Adams	<b>87</b> AAA: AMR Internationalizing Theory	
WCP: Defender	<b>84</b> RM/OB/MOC: Research Focus Group	
WCP: Empire	<b>40</b> RM/CMS/GDO: Multi-sited Ethnography	<b>75</b> MC: Stressors Detouring SUCCESS →
WCP: Essex North-Center & East	<b>23</b> MC: Modern Day Enslavement	<b>82</b> RM: CAQDAS in Practice →
WCP: Helicon	<b>83</b> RM: Informal Performance	
WCP: North Star	<b>24</b> MC/ODC: Consulting in the Middle East	
WCP: St. George C & D	<b>49</b> AAA: AMR Writing Theoretical Papers	<b>92</b> RM: Multilevel Analyses Using R →

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

# Friday Afternoon, August 3, 2012

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BCC: Exhibit Hall A	← AAA: Conference Registration...									
BCC: Room 103	← BPS: Publication									
BCC: Room 104	←									
BCC: Room 107	← OCIS: Junior Faculty Consortium									
BCC: Room 108	← OCIS: Doctoral Consortium									
BCC: Room 109	← IAM/ITC 121 TIM: Globalization of R&D in Manuf					157 TIM/ENT: Research Parks & Incubators				
BCC: Room 202	← 109 BPS: Complementing the Case Method					149 BPS/OMT: Aspirations and Change				
BCC: Room 203	102 BPS/ODC: Responsible Competitiveness					179 →				
BCC: Room 204	← IM: IMD Paper Development Workshop					144 BPS/OMT/IM/SIM/ONE: CSR and Emerging Markets				
BCC: Room 205	← TIM/ENT/BPS: Technology					134 ITC/BPS: Biz Growth in BOP			176 BPS/OMT/TIM: →	
BCC: Room 206						163 BPS: Mason Carpenter				
BCC: Room 207	← AAA: Hospitality Ste									
BCC: Room 209	← 118 SAP: Socioeconomic Strategizing									
BCC: Room 301	← 110 BPS/ENT: Field Experiments					148 BPS/HR/SIM: People for people				
BCC: Room 303	← BPS/OMT: Antecedents to					129 BPS/OMT/TIM: Dealing with Endogeneity			169 IAM/BPS: Innovation in →	
BCC: Room 305	← TIM: TIM Doctoral Consortium									
BCC: Room 308	← TIM: TIM Junior Faculty Consortium									
BCC: Room 309	← BPS: BPS Dissertation Consortium									
BCC: Room 310	← BPS: BPS Doctoral Consortium									
BPP: Berkeley & Clarendon Room	← CM: 124 CAR and cosponsors: International Academic					159 OB/ODG/PTC: Research in Practice				
BPP: Cambridge Room	111 GDO/MEN: Publishing Diversity Research					175 OB/MOC/HR: →				
BPP: Franklin Room	← 130 CM/MED: Transforming negotiation									
BPP: Georgian Room	← GDO:									
BPP: Lexington Room	138 OB/ODC: Human-Centered Design Methods									
BPP: Plaza Ballroom	126 OB: Teaching to Make a Difference									
BPP: St. James Room						154 HR: Innovations in HR				
BPP: Statler Room						174 OB: OBDC (Fri) - →				
BPP: Stuart Room	← 131 D&ITC/MED/GDO: Story-writing Workshop									
BPP: White Hill Room	← OB/TIM: Innovative Idea Management					142 HR/OB/OMT/CAR: Evolving Employment				
BPP: Whittier Room	← 113 OB: The Coach-Coachee Relationship					150 HR/OB: Using Large-Scale Datasets				
MCP: 3rd Floor Atrium Foyer	← AAA: Placement Services									
MCP: Boylston	← 122 AAA: Being a Department Chair									
MCP: Provincetown	← SIM: SIM Doctoral Consortium									
MCP: Salon A	← SIM/ONE/MED/TIM: Effective									
MCP: Salon B	← 114 ONE: Inclusive Markets Case Lab					158 CMS/SIM/GDO/OMT: Occupy AoM				
MCP: Salon C	108 ONE/SIM: Small Sample Studies					165 ONE/IM: Economic Systems of the →				
MCP: Salon D	← 119 CMS: Obscured Economies					153 HCM/TIM/PNP/OMT/BPS: US Federal Funding				
MCP: Salon E						162 AAA: Ins/Outs of Faculty Recruiting				
MCP: Salon F						173 MED: Education agains →				
MCP: Salon H	← 115 ONE/TIM/OMT/BPS: 50 Years after Silent Spring					151 MED: Lost in Translation				
MCP: Salon I	← CMS: CMS Spaces									
MCP: Salon J						177 MED: Applied →				
MCP: Salon K	127 ONE/TIM: Green Technology Innovation									
MCP: Tremont	← SIM/OB: Org.									
OS: Baker Library at Harvard Business School	136 MH: HBS Baker Library Tour									
OS: Boston's Freedom Trail						172 CAR/OB/MED/MH: →				
OS: Fidelity Investments Boston	← HR: HR Corporate									
OS: Local Restaurant TBD	104 HCM/NDSC: Post-Doctoral Fellowships									
OS: Local Restaurant. TBD	103 HCM: Emerging Scholars Lunch									
OS: Northeastern University	143 MSR: MSR Special Meditation									
OS: Northeastern University Campus	← ENT: Entp Doctoral Consortium									
OS: Northeastern University Campus	← ENT: ECDC									
OS: Northeastern University	← 140 PTC/IM/MC/MH/MSR: Thought Leadership									
OS: TBA	125 CMS/GDO: Getting Out/Critical Action									
OS: TBD						178 HR: HR →				

CONFERENCE PROGRAM GUIDE

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

OS: UMass Boston Conf Centre	← CMS: UMass-CMS Paper Workshop
SB: Back Bay Ballroom A	← AAA: <b>120</b> MOC/ENT: Why Is This Woman Smiling? <b>156</b> PTC and cosponsors: Scholarly Impact Revisited
SB: Back Bay Ballroom B	← OMT: OMT Jr Faculty Consortium <b>160</b> OMT: OMT Teaching Roundtables
SB: Back Bay Ballroom C	<b>147</b> ODC/SAP/BPS: Publish Qualitative Research
SB: Back Bay Ballroom D	← OMT/MOC: OMT/MOC Doctoral Consortium <b>161</b> OMT/MOC: Ethnography Beyond Single Orgs
SB: Beacon D	<b>155</b> MSR: Doctoral Consortium →
SB: Beacon F	← AAA: BOG Meeting →
SB: Berkley B	← MSR/PTC: Spirituality at the <b>132</b> ENT: Social Entrepreneurship
SB: Fairfax B	<b>141</b> ENT: Informal Entrepreneurship
SB: Gardner A	← MSR: Spirituality and <b>139</b> ODC/OB: Motivational Research <b>171</b> ODC: global versus local →
SB: Gardner B	← ODC: ODC Doctoral Consortium <b>146</b> MSR/ENT: Entrepreneurial Spirituality <b>180</b> →
SB: Independence East	← MSR/ENT: Noble Eightfold <b>137</b> MSR/D&ITC: Religion and careers <b>168</b> ENT/OMT: Social Enterprise →
SB: Independence West	← <b>116</b> PTC/TIM/GDO/BPS: Effectively Engaging the
SB: Liberty Ballroom A	← MOC/RM/IM: Four Methods <b>133</b> ENT/IM/ONE: Informal Economy & ENT <b>167</b> ENT/CAR: Gender and →
SB: Liberty Ballroom B	← <b>112</b> MOC: Changing Minds, Changing Tech
SB: Liberty Ballroom	<b>107</b> OMT/ENT: Cultural Entrepreneurship <b>164</b> OMT/CMS: Work, Difference, and the Body
SB: Republic A	<b>105</b> ODC/OB/MC: Coaching Leaders <b>166</b> TTC/MED: Syllabus and Course Design
SB: Republic B	← ODC/BPS/SAP/MC: Post-Merger Integration
WCP: Adams	<b>106</b> OM: Corporate-Program Integration <b>145</b> MC: Ethics in management consultin
WCP: Courier	<b>123</b> AAA: AMLE Town Hall <b>152</b> AAA: AMLE Writer's Workshop
WCP: Defender	← <b>117</b> RM: Theory With Cases <b>170</b> MC: Seam and AI approaches →
WCP: Empire	← MC: Stressors Detouring <b>135</b> MC/ODC: Effective use of stakeholders
WCP: Essex North-Center & East	← RM: CAQDAS <b>128</b> RM/OMT/BPS: Qualitative Comparative Analysis
WCP: Helicon	←
WCP: St. George C & D	← RM: Multilevel



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

<b>Friday Evening, August 3, 2012</b>								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
BCC: Room 104	<b>185</b> OCIS: International Paper Workshop							
BCC: Room 202	← BPS/OMT: Aspirations							
BCC: Room 203	← ITC/IM: International Research Project							
BCC: Room 205	← BPS/OMT/TIM: Sustainable Enterprise Models							
BCC: Room 206	← BPS: Mason							
BCC: Room 208	<b>189</b> IM: IM							
BCC: Room 301	<b>181</b> BPS/IM/ENT: Measuring Knowledge Flows							
BCC: Room 302/304	<b>187</b> AAA: New Member Orientation							
BCC: Room 303	← IAM/BPS: Innovation							
BCC: Room 308	← TIM: TIM Junior Faculty							
BCC: Room 309	← BPS: BPS Dissertation							
BCC: Room 310	← BPS: BPS Doctoral							
BPP: Arlington Room	<b>184</b> OB: OBJFW (Fri)- Invitation Only							
BPP: Berkeley & Clarendon	← OB/ODC							
BPP: Cambridge Room	← OB/MOC/HR: Innovations in Team Innovation							
BPP: Franklin Room	<b>188</b> GDO: GDO Pre-Conference Social Hour							
BPP: Georgian Room	<b>182</b> HR: HR Doctoral Consortium Dinner							
BPP: Lexington Room	← OB/ODC:							
BPP: Statler Room	← OB: OBDC (Fri) - Invitation only							
MCP: Provincetown	← SIM: SIM Doctoral Consortium							
MCP: Salon B	← OMT/IM							
MCP: Salon C	← ONE/IM: Economic Systems of the Future							
MCP: Salon E	<b>186</b> AAA: Placement for Applicants							
MCP: Salon F	← MED: Education against corruption							
MCP: Salon H	<b>183</b> MED/NDSC: Writer's Workshop							
MCP: Salon I	← CMS: CMS Spaces							
MCP: Salon J	← MED: Applied Creativity							
OS: Boston's Freedom Trail	← CAR/OB/MED/MH: Careers in Motion							
OS: Brasserie Jo	<b>190</b> MSR: MSR Dinner							
OS: TBA.	<b>192</b> NDSC: NDSC Social							
OS: TBD	← HR: HR Jr. Fac. Consort. - Dinner							
OS: UMass Boston Conf Ctr	← CMS: UMass-							
SB: Back Bay Ballroom B	← OMT:							
SB: Back Bay Ballroom C	← OMT/ODC:							
SB: Back Bay Ballroom D	← OMT/IM:							
SB: Beacon D	← MSR: Doctoral Consortium							
SB: Beacon F	← AAA: BOG Meeting							
SB: Constitution Ballroom B	<b>191</b> OMT: Meet OMT Social							
SB: Gardner A	← ODC: global versus							
SB: Gardner B	← ODC/OB: Enhance change with happiness							
SB: Independence East	← ENT/OMT: Social Enterprise							
SB: Liberty Ballroom A	← ENT/CAR: Gender and Innovation							
SB: Liberty Ballroom C	← OMT/CMS:							
SB: Republic A	← TTC/MED:							
WCP: Defender	← MC: Seam and AI							

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

# Saturday Morning, August 4, 2012

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
BCC: Convention Center Exhibit Hall A								<b>270</b> AAA:	
BCC: Exhibit Hall A	<b>196</b> AAA: Conference Registration...								→
BCC: Exhibit Hall A.	<b>197</b> AAA: Exhibits								→
BCC: Room 103	<b>269</b> SAP/OCIS/OMT: Sociomateriality in Practice								
BCC: Room 109	<b>216</b> IM/OB/CM/RM: Scientific Mindfulness								
BCC: Room 201	<b>241</b> SAP/RM/OCIS/CMS: Using video to study practice				<b>272</b> BPS: Business Model Innovation				→
BCC: Room 202	<b>244</b> TIM: TIM Doctoral Consortium							<b>303</b>	→
BCC: Room 203	<b>245</b> TIM: TIM Junior Faculty Consortium								
BCC: Room 204	<b>203</b> BPS/OMT: The Dyad in Context				<b>287</b> SAP/BPS/PTC: Developing the Future of SAP				
BCC: Room 205	<b>201</b> BPS: What to do with this paper?							<b>304</b>	→
BCC: Room 206								<b>297</b> IAM/HR/SIM:	→
BCC: Room 207	<b>198</b> AAA: Hospitality Ste								→
BCC: Room 207.	<b>199</b> AAA: Membership Committee Meeting								
BCC: Room 208	<b>229</b> OCIS/OM: Valuation of social chatters								
BCC: Room 301	<b>246</b> TIM: AACSB and accreditation				<b>279</b> IM/BPS/AAM: Leveraging India and China				→
BCC: Room 305	<b>217</b> ITC/ENT/IM: National Culture and Ingenuity				<b>280</b> IM/RM/BPS: Qualitative Research				
BCC: Room 308	<b>202</b> BPS: BPS New Faculty Consortium								→
BCC: Room 309	<b>228</b> OCIS: Researching Social Media				<b>290</b> TTC/OCIS/BPS/OMT/MED: Teaching Informal Econ				→
BCC: Room 310	<b>194</b> BPS: BPS Doctoral Consortium II								→
BCC: Room 312	<b>240</b> SAP: New directions in SAP research								
BPP: Alcott Room	<b>264</b> D&ITC/CAR/MEN: Motherhood in the Academy								
BPP: Arlington Room	<b>252</b> OB: OBJFW (Sat)- Invitation only								→
BPP: Beacon Hill Room	<b>204</b> CAR: Tell Me About Yourself				<b>273</b> CAR/HR: International Academic Careers				
BPP: Berkeley Room	<b>210</b> HR: HR Jr. Faculty Consortium								→
BPP: Cabot Room	<b>248</b> D&ITC: D&ITC Open				<b>267</b> GDO/OB: Social Identity Dominance				
BPP: Cambridge Room	<b>213</b> HR/MED: Using O*NET to Revise a Course				<b>285</b> OB: OB Research Incubator				
BPP: Clarendon Room	<b>260</b> GDO: Working Identity and Inclusion								
BPP: Franklin Room	<b>227</b> OB/MC/ODC/OCIS: Conversation for Change				<b>278</b> HR/OB/IM: Employee Engagement				→
BPP: Georgian Room	<b>211</b> HR: HR Doctoral Consortium								→
BPP: Plaza Ballroom	<b>226</b> OB/HR: Halfway: Advice for Students								
BPP: St. James Room	<b>222</b> MH/RM: Archival Research				<b>284</b> MH: Dissertation and Publication				
BPP: Statler Room	<b>225</b> OB: OBDC (Sat) - Invitation only								→
BPP: Stuart Room	<b>212</b> HR/ITC: HR Ambassadors Research Proj.				<b>274</b> CAR/OB/GDO/HR: Publishing Careers Research				→
BPP: White Hill Room	<b>258</b> CM: CM: Doctoral Consortium								→
BPP: Whittier Room	<b>249</b> GDO: GDO Doctoral Consortium								→
MCP: 3rd Floor Atrium Foyer	<b>195</b> AAA: Placement Services								→
MCP: Boylston	<b>242</b> SIM/ONE: SIM-ONE JFC								
MCP: Provincetown	<b>235</b> ONE: ONE Doctoral Consortium								→
MCP: Salon B	<b>219</b> MED: Teaching and Developing Cases				<b>294</b> MED/MSR/ENT: deansbeans.com				→
MCP: Salon C	<b>209</b> HCM: Feedback from the			<b>263</b> HCM: Developing Rubrics			<b>301</b> ONE and		→
MCP: Salon D	<b>220</b> MED: 21st century Epistemology				<b>277</b> HCM/PNP/RM: Methods in Health Services				
MCP: Salon H	<b>288</b> SIM/BPS/IM: Corporate Governance Research								→
MCP: Salon I	<b>200</b> AAM: Meet the editors of APJM				<b>271</b> AAM: Electronic Devices in Asia				
MCP: Salon J	<b>205</b> CMS: CMS Doctoral Consortium				<b>283</b> MED/OB: Managing Student Teams				
MCP: Salon K	<b>236</b> PNP/ODC/INDAM: Global Leadership Practices				<b>295</b> PNP/ENT: Managerial flow				→
MCP: St. Botolph	<b>255</b> PNP: PNP PhD Student Consortium								→
MCP: Tremont	<b>221</b> MED/MC/TTC/ODC: Leadership Artistry								
MCP: Vineyard	<b>243</b> SIM/ONE/OMT/BPS: It's the System Stupid!							<b>302</b>	→
OS: Northeastern University	<b>214</b> IM: IMD Doctoral Consortium								→
OS: MIT Sloan	<b>262</b> MED/ODC: Developing Reflective Practice				<b>298</b> MED/TTC/PTC:				→
OS: Northeastern University	<b>215</b> IM: IMD Junior Faculty Consortium								→
OS: Northeastern University Campus	<b>259</b> ENT: Entp Doctoral Consortium								→
OS: Northeastern University, Dodge Hall	<b>257</b> CAR: CAR Early Career Consortium								→
OS: TBA.	<b>208</b> GDO/ODC: Women in the Informal Economy								
SB: Back Bay Ballroom A	<b>233</b> OMT and cosponsors: Intro to Soc Network Analysis								

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



SB: Back Bay Ballroom C		<b>268</b> PTC and cosponsors: Leading Mindfully	→
SB: Back Bay Ballroom D	<b>223</b> MOC: Cognition in the Rough		
SB: Beacon D	<b>261</b> ICW: ASQ Editor's Meeting		
SB: Beacon E		<b>289</b> TTC/MED/ENT: Assignment Exchange Game	
SB: Berkley B	<b>247</b> TTC/MED/HR: Effective Grading & Feedback		
SB: Fairfax A	<b>231</b> ODC/IM: Crossing Boundaries	<b>300</b> OMT: Dissertation	→
SB: Fairfax B	<b>206</b> ENT: Innovation in Family Firms	<b>292</b> ENT/TIM/BPS: Becoming a Journalist	→
SB: Gardner A		<b>299</b> ODC/MC: Model	→
SB: Gardner B	<b>253</b> ODC: ODC Doctoral Consortium		→
SB: Independence East	<b>237</b> PTC/ODC/PNP/TIM/MC: Boston Scenarios	<b>276</b> ENT/TIM: Academic entrepreneurship	→
SB: Independence West	<b>234</b> OMT/RM: Method and Theory in IT		
SB: Liberty Ballroom A	<b>230</b> ODC: Tapping Strategic Engagement	<b>275</b> ENT/OMT/BPS: JBV's Informal Economy Forum	
SB: Liberty Ballroom B		<b>265</b> OMT/BPS/MOC: Organizational Learning	→
SB: Republic A	<b>207</b> ENT/BPS/OMT/CAR: Resourcefulness and Resilience	<b>291</b> ENT: Multi-methods in ENT	→
WCP: Adams		<b>266</b> AAA: Publishing in AMP	<b>305</b> →
WCP: America Ballroom North		<b>293</b> INDAM/HR/IM: Rapid Growth	→
WCP: America Ballroom South	<b>224</b> NDSC: NDSC		→
WCP: Courier	<b>232</b> OM: Innovative Teaching in SCM	<b>281</b> MC: Pivotal Moments	
WCP: Defender		<b>251</b> MEN: Mentoring Moments	
WCP: Empire		<b>254</b> OM: OM Doctoral and New Faculty	→
WCP: Essex North-Center & East	<b>239</b> RM/OMT/MH/CMS: Qualitative methods	<b>282</b> MC: Standards and Co-operation	
WCP: Great Republic	<b>238</b> RM/OB/HR: Micro Methods Expert Session	<b>286</b> RM and cosponsors: Why We All Should Be Bayesians	
WCP: North Star	<b>218</b> MC: Balancing Practice & Research		
WCP: Parliament	<b>250</b> MC/ODC: Self as Instrument DialogicOD		→
WCP: St. George C & D	<b>256</b> AAA: AMR Reviewing Theory Papers	<b>296</b> AAA: AMP Management	→

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

# Saturday Afternoon, August 4, 2012

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BCC: Convention Center Exhibit Hall A	361 AAA:									
BCC: Exhibit Hall A	← AAA: Conference Registration...									
BCC: Exhibit Hall A.	← AAA: Exhibits									
BCC: Room 102	314 BPS/OMT/OB: Behavioral Strategy									
BCC: Room 103	382 PTC/ENT/HCM: Academics-Practice Bridging									
BCC: Room 107	← TIM: TIM Distinguish Scholar Award 380 IM: An AOM Volunteer Corp?									
BCC: Room 108	330 BPS: contracting research									
BCC: Room 109	313 TIM/BPS/OMT/RM: Interdisciplinary R&D 360 TIM/PTC/ODC/OCIS: Collaborative Innovation									
BCC: Room 201	← BPS: Business Model 341 BPS/OMT: Architectural Knowledge 385 SAP/MH: Exploring the history →									
BCC: Room 202	← IM: Endogeneity in IM Research 350 OCIS: Informal Knowledge Management 389 BPS/PNP: Desic →									
BCC: Room 203	307 BPS: BPS Managing your Dissertation									
BCC: Room 204	← 392 →									
BCC: Room 205	← IM/TIM/AAM: Complementarities and Fit 377 AAA: 2012 Program Chairs' Meeting									
BCC: Room 206	← IAM/HR/SIM: Sustainability 345 TIM/BPS/MH: Journal Editors 383 BPS/IM/ENT: Interfirm →									
BCC: Room 207	← AAA: Hospitality Ste									
BCC: Room 208	348 AAA: AOM Affiliates & Associates									
BCC: Room 301	← IM/BPS/AAM: 331 BPS: Science of Learning 387 IM/AAM/BPS: Korean →									
BCC: Room 305	← 326 TIM/IM/ENT: Innovation and Market Creation									
BCC: Room 308	← BPS: BPS New Faculty Consortium									
BCC: Room 309	← 364 ITC/IM/AAM/INDAM: Research Ecosystems →									
BCC: Room 310	← BPS: BPS Doctoral 340 TIM/BPS: Informal Innovation Systems 378 BPS/TIM/OMT: Attention Needs More →									
BCC: Room 312	370 ITC: Underrepresented Nations									
BPP: Arlington Room	← OB: OBJFW (Sat)- Invitation only 397 →									
BPP: Beacon Hill Room	← 333 D&ITC: More than Meets the Eye 373 HR/NDSC: Pre-Dissertation Doctoral PDW →									
BPP: Berkeley Room	← HR: HR Jr. Faculty Consortium									
BPP: Cabot Room	368 GDO/D&ITC: Sexual Minority Research									
BPP: Cambridge Room	← 322 OB: From Associate to Full 367 D&ITC: Diversity & Inclusion in AOM									
BPP: Clarendon Room	369 ICW: JABS AE Meeting									
BPP: Franklin Room	← HR/OB/IM: Employee 388 OB/MEN/GDO: Elevatin →									
BPP: Georgian Room	← HR: HR Doctoral Consortium									
BPP: Plaza Ballroom	355 CM/OB/HR/CAR/GDO: Negotiating Your First Job									
BPP: St. James Room	← 318 HR: Member Participation 362 CAR/ENT/BPS: Managing Your Academic Career									
BPP: Statler Room	← OB: OBDC (Sat) - Invitation only									
BPP: Stuart Room	← 336 OB/MED/HR: OB Teaching 376 OB/CM/GDO/HR: OB Research Forum									
BPP: White Hill Room	← CM: CM: Doctoral Consortium									
BPP: Whittier Room	← GDO: GDO Doctoral Consortium 390 →									
MCP: 3rd Floor Atrium Foyer	← AAA: Placement Services									
MCP: Boylston	309 HCM: Writing a Strong Paper 356 CMS/BPS/OMT: Economic Inequality & Business 396 →									
MCP: Provincetown	← ONE: ONE Doctoral Consortium 346 ONE/IM/SIM: Research on Africa									
MCP: Salon A	352 SIM: SIMian Speed Dating									
MCP: Salon B	← 335 MED/ODC: Advances in Kolb LSI 375 MED/IM: Simulations & Int Mgt Teaching →									
MCP: Salon C	← ONE and cosponsors: Passion for Sustainability 363 CMS: Frontiers of Critique									
MCP: Salon D	← 320 MED/TTC: Problem-Based Learning 366 PNP/ODC: Managing Public Infrastructure →									
MCP: Salon H	← SIM/BPS/IM: 332 CMS: Coercion and the Free Market 374 MED: Dramatic Dilemmas									
MCP: Salon I	← 353 AAM: Old topics in new setting									
MCP: Salon J	← 319 MED/PTC/HR: Evidence-Based Management									
MCP: Salon K	← PNP/ENT: 357 HCM: Follow Your Bliss									
MCP: St. Botolph	← PNP: PNP PhD Student Consortium									
MCP: Tremont	317 HCM/MED: Teaching through simulation 386 SIM: Taking Stock in SIM									
MCP: Vineyard	← SIM/BPS/ONE: Shareholder									
MCP: Yarmouth	312 SIM: SIM Manuscript Development									
OS: Northeastern University	← IM: IMD Doctoral Consortium									
OS: Fenway Park	349 MH: A Tour of Fenway Park									
OS: Green Street Studio	351 PTC/OB/MSR/OCIS/MH: Leadership and Tango									
OS: MIT Sloan	← MED/TTC/PTC: The GVV 342 MED/TTC: MBA Experiential Learning									

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

OS: Northeastern University	← IM: IMD Junior Faculty Consortium	<b>379</b> IM: IM Consortia Meet the Editors	→
OS: Northeastern University Campus	← ENT: Entp Docotoral Consortium		
OS: Northeastern, Dodge Hall	← CAR:		
OS: Prudential Building		<b>393</b> ENT: Ent	→
SB: Back Bay Ballroom A	<b>338</b> OMT and cosponsors: Advanced Networks PDW		
SB: Back Bay Ballroom B	<b>308</b> ENT: Social E-Ship Business Models		
SB: Back Bay Ballroom C	← PTC and	<b>347</b> AAA: Chairs, Fac. &	
SB: Back Bay Ballroom D	<b>310</b> MOC and cosponsors: Reviewing in the Rough	<b>359</b> ODC/OMT/BPS: Resistance and Change	
SB: Beacon D		<b>358</b> MSR/OB: MSR Research Incubator	
SB: Beacon E	← <b>321</b> MSR/ODC: Spirituality - Informal&Formal	<b>365</b> OMT/SIM/ONE: Social-Business Hybrids	
SB: Berkley B	<b>316</b> ENT/TIM: Teaching Commercialization		
SB: Fairfax A	← OMT: Dissertation Proposal Workshop	<b>354</b> BPS/IM: Strategy & Emerging Markets	
SB: Fairfax B	← ENT/TIM/BPS: <b>334</b> ENT: Social Media Plan		
SB: Gardner A	← ODC/MC: Model of Culture and Change		
SB: Gardner B	← ODC: ODC Doctoral Consortium		
SB: Independence East	← ENT/TIM: <b>337</b> ODC/MC: Beautiful Organizations	<b>391</b>	→
SB: Independence West	<b>311</b> MSR/CMS: Raising Our Game	<b>395</b>	→
SB: Jefferson		<b>371</b> PTC/IM/HR/HCM: Ethical Global HRM Practices	
SB: Liberty Ballroom A	← <b>315</b> ENT/OB: Psychology of Entrepreneurship	<b>372</b> ENT: New Directions in EO	
SB: Liberty Ballroom B	←		
SB: Liberty Ballroom C		<b>394</b> MOC: Think About It	
SB: Republic A	← ENT: Multi-methods in ENT	<b>343</b> OMT/BPS/MOC/HR: Social Evaluations Pecha Kucha	<b>398</b> →
SB: Republic B	<b>339</b> PTC: Practice Theme Lunch Meeting		
WCP: Adams	← RM/OB/HR: Tutorial Computational Models		
WCP: America Ballroom Center	<b>344</b> RM and cosponsors: Publishing Process in AMJ		
WCP: America Ballroom North	← <b>329</b> AAA: Publishing in AMJ		
WCP: America Ballroom South	← NDSC: NDSC	<b>381</b> NDSC/MED: Having the Right Stuff	
WCP: Courier	← <b>324</b> RM/HR/OB: Outliers		
WCP: Empire	← OM: OM Doctoral and New Faculty		
WCP: Essex North-Center & East	← <b>323</b> OM/ENT/TIM/BPS: Operations & Entrepreneurship	<b>384</b> RM: Ask the Experts: Macro	→
WCP: Great Republic	← <b>325</b> RM/OB/HR: Scale Development Workshop		
WCP: Parliament	← <b>327</b> MC/ODC: Adaptive Foresight		
WCP: St. George C & D	← AAA: <b>328</b> RM/OB: Bayesian & Frequentist Methods		

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

## Saturday Evening, August 4, 2012

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
BCC: Room 103	← PTO/ENT/IAOM							
BCC: Room 107	← IM: An AOM							
BCC: Room 201	← SAP/MH: Exploring							
BCC: Room 202	← BPS/PNP: Design Thinking-Wicked							
BCC: Room 204	← TIM/BPS/ENT/OMT: Universities and							
BCC: Room 206	← BPS/IM/ENT: Interfirm							
BCC: Room 209	414 OCIS: OCIS DC Reception							
BCC: Room 301	← IMA/AM/BPS: Korean							
BCC: Room 302/304	405 AAA: New Member Orientation							
BCC: Room 305	412 IAM: Business meeting of IAM							
BCC: Room 306	421 AAA: New & Int'l Members Reception							
BCC: Room 308	409 BPS: BPS Mid-Career Workshop							
BCC: Room 309	← ITC/IM/AM/INDAM:							
BCC: Room 310	← BPS/TIM/OMT: Attention							
BCC: Room 311	418 BPS: Meet The BPS Officers							
BCC: Room 312	← ITC:							
BCC: Room 313	413 IM: IM PDW Reception							
BPP: Arlington Room	← OB/OCIS/TIM: Innovation Management Paradox							
BPP: Beacon Hill Room	← HR/NDSC: Pre-Dissertation Doctoral							
BPP: Berkeley Room	← HR: HR Jr.							
BPP: Cambridge Room	← D&ITC:							
BPP: Franklin Room	← OB/MEN/GDO: Elevating							
BPP: Georgian Room	← HR: HR 408 OB/ODC/CM: Find/Build a Microcommunity							
BPP: Plaza Ballroom	← CM/ODC/CM 407 CAR/IAM/D&ITC: Publish or Perish Goes Global							
BPP: St. James Room	← CABEN							
BPP: Statler Room	← OB: OBDC							
BPP: Stuart Room	← OB/CM							
BPP: Terrace Room	411 HR: HR and OB Members Reception							
BPP: White Hill Room	404 HR/OB/BPS/ONE/CMS: Corp. Social Responsibility							
BPP: Whittier Room	← OB/MOC/ODC/CAR: Positive Relationships at Work 423 GDO: LGBTQ and Friends Reception →							
MCP: Boylston	← MED/SIM/MH: Integrating Liberal Learning							
MCP: Salon B	← MED/IM: Simulations & Int Mgt							
MCP: Salon D	← PNP/ODC: Managing Public Infrastructure							
MCP: Salon E	419 CMS: CMS Social							
MCP: Salon F	420 ONE: ONE Welcome Reception							
MCP: Salon H	← MED:							
MCP: Salon I	399 CMS: Philosophical Foundations							
MCP: Tremont	← SIM:							
OS: Fairmont Copley Plaza Hotel	406 SIM: SIM/SBE Keynote & Reception							
OS: Kings Back Bay Bowling	400 HCM: HCMD PDW Social							
OS: Prudential Building	← ENT: Entp New Member Mtg							
OS: Prudential Building Skywalk	410 ENT: Entrepreneurship Social →							
OS: TBA	424 CAR: PDW Social →							
SB: Back Bay Ballroom C	415 ODC: JMC Reception							
SB: Back Bay Ballroom D	← ODC/MT/ODC 422 ICW: Chinese Scholar Reunion →							
SB: Constitution Ballroom A	417 PTC: PTC Awards and Reception							
SB: Gardner B	416 ODC/MC: OD informal impacts							
SB: Independence East	← OMT/OB/BPS/SIM: Working on the Dark Side							
SB: Independence West	← OMT/ENT/OCIS/BPS/PNP: Funding							
SB: Liberty Ballroom A	← ENT: New							
SB: Liberty Ballroom C	← MOC: Think							
SB: Republic A	← OMT/CMS: Invisible Foot							
WCP: America Ballroom South	← NDSC/MED:							
WCP: Essex North	← RM: Ask the Experts:							
WCP: St. George C & D	403 OM: JSCM Best Paper Session							

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

WCP: Staffordshire	<b>402</b> NDSC: MED/NDSC/OBTS Reception
WCP: Staffordshire	<b>401</b> MED: MED/NDSC/OBTS Reception

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# Sunday Morning, August 5, 2012

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
BCC: Convention Center Exhibit Hall A	<b>450</b> AAA:							
BCC: Exhibit Hall A	<b>432</b> AAA: Conference Registration...							→
BCC: Exhibit Hall A.	<b>433</b> AAA: Exhibits							→
BCC: Room 101								<b>460</b> AAT: →
BCC: Room 103								<b>461</b> AAT: →
BCC: Room 104								<b>462</b> AAT: B →
BCC: Room 107								<b>463</b> AAT: →
BCC: Room 108								<b>464</b> AAT: IE, →
BCC: Room 109								<b>465</b> AAT: The →
BCC: Room 201								<b>466</b> AAT: →
BCC: Room 202								<b>467</b> AAT: →
BCC: Room 203								<b>468</b> AAT: →
BCC: Room 204	<b>456</b> AAA: 2012-2013							→
BCC: Room 205	<b>440</b> AAA: The Ethicist		<b>445</b> AAA: EEC Meeting			<b>491</b>		→
BCC: Room 207	<b>434</b> AAA: Hospitality Ste							→
BCC: Room 208	← ICW: Cengage Learning Breakfast							
BCC: Room 209	<b>443</b> ICW: EJIM Informal Get-together							
BCC: Room 306	<b>447</b> ICW: JOM Proposal Review -- Micro							
BPP: Alcott Room								<b>476</b> DISC: →
BPP: Back Bay Room								<b>477</b> DISC: →
BPP: Berkeley Room	<b>442</b> ICW: Org. Studies ERB Meeting							
BPP: Brandeis Room								<b>478</b> DISC: →
BPP: Cabot Room								<b>479</b> DISC: →
BPP: Charles River Room								<b>480</b> DISC: HF →
BPP: Constitution Room								<b>481</b> DISC: →
BPP: Emerson Room								<b>482</b> DISC: →
BPP: Franklin Room								<b>483</b> DISC: OE →
BPP: Gloucester Room								<b>484</b> DISC: →
BPP: Lexington Room								<b>485</b> DISC: →
BPP: St. James Room								<b>486</b> DISC: OE →
BPP: Statler Room	<b>441</b> ICW: JABS ERB Meeting							
BPP: Stuart Room								<b>487</b> DISC: OE →
BPP: Thoreau Room								<b>488</b> DISC: →
BPP: Winthrop Room								<b>489</b> DISC: →
MCP: 3rd Floor Atrium Foyer	<b>429</b> AAA: Placement Services							→
MCP: Falmouth								<b>469</b> DISC: →
MCP: Hyannis								<b>470</b> DISC: →
MCP: Nantucket								<b>471</b> DISC: →
MCP: Orleans								<b>472</b> DISC: →
MCP: Provincetown								<b>473</b> DISC: →
MCP: Salon B	<b>437</b> CMS: CMS Executive Meeting							
MCP: Salon C	<b>435</b> ICW: KFS Breakfast			<b>452</b> ICW: ET&P Luncheon				→
MCP: Salon I	<b>455</b> ICW: JME Editorial Board							
MCP: Vineyard								<b>474</b> DISC: →
MCP: Yarmouth								<b>475</b> DISC: →
OS: TBA								<b>490</b> TIM: TIM →
SB: Back Bay Ballroom A	<b>428</b> ICW: POS Gathering							
SB: Fairfax B								<b>457</b> AAA: →
SB: Gardner A	<b>448</b> OMT: Teaching Social Networks							
SB: Grand Ballroom	<b>430</b> AAA: All-Academy		<b>438</b> AAA: President's Address & Awards					
SB: Hampton A	<b>449</b> PTC: PTC Committee Meeting							
WCP: Courier	<b>431</b> AAA: AMJ Editors Only		<b>439</b> AAA: AMR Editors Only			<b>458</b> AAA: AM		→
WCP: Defender	<b>436</b> AAC: SMA Board Meeting							<b>459</b> AAC: →
WCP: Empire	<b>446</b> AAC: Midwest AOM Meeting							
WCP: Essex North-Center & East	<b>453</b> ICW: PPsych Editorial Board Recept.							

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

WCP: Great Republic	<b>451</b> AAC: Indian Academy of Management
WCP: Parliament	<b>454</b> OM: OM Executive Committee Meeting
WCP: St. George C & D	<b>444</b> AAA: AMR ERB

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# Sunday Afternoon, August 5, 2012

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BCC: Convention Center Exhibit Hall A	<b>551 AAA:</b>									
BCC: Exhibit Hall A	← AAA: Conference Registration...									
BCC: Exhibit Hall A.	← AAA: Exhibits									
BCC: Room 101	← AAT: Assessing the	<b>504</b> AAT: Diaspora Entrepreneurship	<b>552</b> AAT: Identity Rights for the Poor	<b>610</b> AAT:	→					
BCC: Room 102	<b>505</b> AAT: Female Entrepreneurship		<b>553</b> AAT: Nascent Entrepreneurship	<b>611</b> AAT:	→					
BCC: Room 103	← AAT: Nascent Entrepreneurship China	<b>548</b> AAT: How to Publish in HBR	<b>607</b> AAT: Favors ii	→						
BCC: Room 104	← AAT: B Schools &	<b>506</b> AAT: Informal Economy Challenges	<b>554</b> AAT: IE and Sustainability	<b>612</b> AAT:	→					
BCC: Room 107	← AAT:	<b>507</b> AAT: Favors as a Bridge	<b>555</b> AAT: New Measures in a New	<b>613</b> AAT:	→					
BCC: Room 108	← AAT: IE, Poverty &	<b>508</b> AAT: Innovation & Role of Nations	<b>556</b> AAT: Ethical Leadership	<b>614</b> AAT:	→					
BCC: Room 109	← AAT: The Digitization	<b>509</b> AAT: Aesthetic Marketplaces	<b>557</b> AAT: Informal Networks - Top							
BCC: Room 201	← AAT: Access to	<b>510</b> AAT: Ecology of Global Innovation	<b>558</b> AAT: Global Logics of Competition	<b>615</b> AAT:	→					
BCC: Room 202	← AAT: Global/Polycentric Networking	<b>534</b> AAT: Understanding BOP Ora								
BCC: Room 203	← AAT: Digital Business Innovations	<b>535</b> AAT: Shanzhai Phenomenon	→							
BCC: Room 204	← AAA: 2012-									
BCC: Room 205	← AAA: Ethics Committee									
BCC: Room 206	<b>543</b> ITC: Carolyn Dexter									
BCC: Room 207	← AAA: Hospitality Ste									
BCC: Room 208	<b>501</b> AAA: AOM Leadership Forum		<b>616</b> AAT:	→						
BCC: Room 209	← AAA: Division	<b>537</b> AAA: Connecting the Academy								
BCC: Room 301	<b>609</b> AAA:									
BCC: Room 302	<b>601</b> BPS: State of Behavioral Strate									
BCC: Room 303	<b>533</b> TIM: Dissertation Awards		<b>600</b> TIM: TIM Executive Committee							
BCC: Room 305	← ITC: ITC Meeting									
BCC: Room 306	<b>502</b> ICW: JOM Proposal Review -- Macro									
BCC: Room 307	<b>546</b> OCIS: OCIS Executive Committee									
BCC: Room 308	← ICW: JAME meeting and luncheon	<b>549</b> BPS: BPS Global	<b>588</b> BPS: BPS Exec Committee							
BCC: Room 309	<b>595</b> ICW: JOM Ed Board									
BCC: Room 310	<b>550</b> IM: IM EC Meeting									
BCC: Room 311	<b>542</b> ICW: LQ Board		<b>581</b> ICW: Network of	<b>603</b> ICW: Leadership						
BCC: Room 313	<b>639</b> IM:									
BPP: Alcott Room	← DISC: TIM: People &	<b>518</b> DISC: TIM: Theoretical Perspectives	<b>566</b> DISC: TIM: Strategy & Management	<b>624</b> DISC:	→					
BPP: Arlington Room	<b>532</b> ICW: AKMS Meeting & Doc Consortium									
BPP: Back Bay Room	← DISC: IMD:	<b>519</b> DISC: IMD: Strategy & Management	<b>567</b> DISC: ODC: Leadership	<b>625</b> DISC:	→					
BPP: Beacon Hill Room	<b>545</b> OB: New Member		<b>592</b> GDO: GDO EC Meeting							
BPP: Berkeley Room	<b>538</b> CAR: CAR EC Meeting		<b>597</b> OB: OB EC Meeting							
BPP: Brandeis Room	← DISC: ENT: Context	<b>520</b> DISC: ENT: Individual(s)	<b>568</b> DISC: ENT: Process & Performance	<b>626</b> DISC:	→					
BPP: Cabot Room	← DISC: TIM: Learning	<b>521</b> DISC: TIM: Adoption and Process	<b>569</b> DISC: TIM: Problem-Solving &	<b>627</b> DISC: HF	→					
BPP: Cambridge Room	<b>594</b> HR: HR Executive Committee									
BPP: Charles River Room	← DISC: HR: Strategic	<b>522</b> DISC: HR: Assessment	<b>570</b> DISC: HR: People & Personality	<b>628</b> DISC: HF	→					
BPP: Clarendon Room	<b>541</b> ICW: Organization		<b>589</b> CM: CM Executive Committee							
BPP: Constitution Room	← DISC: MED:	<b>523</b> DISC: MED: Institutional Issues	<b>571</b> DISC: MH Discussion Papers	<b>629</b> DISC:	→					
BPP: Emerson Room	← DISC: OCIS:	<b>524</b> DISC: OCIS: Info. & Environment	<b>572</b> DISC: CMD: Conflict & Negotiation	<b>630</b> DISC:	→					
BPP: Franklin Room	← DISC: OB: Ethics	<b>525</b> DISC: OB: Soc. Capital & Process	<b>573</b> DISC: OB: Work and Job Issues	<b>631</b> DISC: OE	→					
BPP: Gloucester Room	← DISC: RMD	<b>526</b> DISC: SAP Discussion Papers	<b>574</b> DISC: Navigating One's Career	<b>632</b> DISC:	→					
BPP: Lexington Room	← DISC: MOC:	<b>527</b> DISC: MOC: Decision Making &	<b>575</b> DISC: ENT: Behavior	<b>633</b> DISC: OM	→					
BPP: St. James Room	← DISC: OB:	<b>528</b> DISC: OB: Dysfunction & Rejection	<b>576</b> DISC: OB: Prosocial Behavior	<b>634</b> DISC: OE	→					
BPP: Statler Room	<b>499</b> ICW: GOM ERB Lunch									
BPP: Stuart Room	← DISC: OB:	<b>529</b> DISC: Cognitive Process & Affect	<b>577</b> DISC: OB: Cognition & Perception	<b>635</b> DISC: OE	→					
BPP: Thoreau Room	← DISC: IMD: Strategy	<b>530</b> DISC: IMD: Emerging Markets	<b>578</b> DISC: IMD: People & Relationships	<b>636</b> DISC:	→					
BPP: Winthrop Room	← DISC: GDO: Diversity	<b>531</b> DISC: GDO: Div.	<b>579</b> DISC: GDO: Div.	<b>637</b> DISC: MC	→					
MCP: 3rd Floor Atrium Foyer	← AAA: Placement Services									
MCP: Falmouth	← DISC: OMT: Decision	<b>511</b> DISC: OMT: Performance	<b>559</b> DISC: OMT: Network and Learning	<b>617</b> DISC:	→					
MCP: Hyannis	← DISC: SIM: Ethics	<b>512</b> DISC: SIM: Social Responsibility	<b>560</b> DISC: Sustainability&Responsibility	<b>618</b> DISC:	→					
MCP: Nantucket	← DISC: BPS:									
MCP: Nantucket	← DISC: BPS:	<b>513</b> DISC: BPS: Performance	<b>561</b> DISC: BPS: Organizational Learning	<b>619</b> DISC:	→					
MCP: Orleans	← DISC: OMT:	<b>514</b> DISC: OMT: Org. Institutionalism	<b>562</b> DISC: OMT: Status & Reputation	<b>620</b> DISC:	→					

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



MCP: Provincetown	← DISC: BPS: 515 DISC: BPS: Process and Planning 563 DISC: BPS: Opportunities & 621 DISC: →
MCP: Salon A	605 PNP: PNP Business Mtg
MCP: Salon B	500 SIM: SIM Governance Committee 606 SIM: Business & Societ →
MCP: Salon C	← ICW: ET&P Luncheon 598 ONE: Executive Committee Meeting
MCP: Salon D	547 PNP: PNP EC Meeting
MCP: Salon I	593 HCM: HCM Exec. Com. Meet
MCP: Salon J	590 CMS: CMS Business Meeting
MCP: Vineyard	← DISC: ONE: 516 DISC: SIM: Regulation & Strategy 564 DISC: PNP Discussion Paper 622 DISC: →
MCP: Yarmouth	← DISC: BPS: 517 DISC: BPS: Governance/Executives 565 DISC: BPS: Global/International 623 DISC: →
OS: TBA	← TIM: TIM Lunch
SB: Back Bay Ballroom A	586 AAA: AOM Strategic Plan
SB: Back Bay Ballroom C	539 ICW: ASQ Annual
SB: Back Bay Ballroom D	580 ICW: ASQ Annual Reception
SB: Fairfax B	← AAA: 503 MSR: MSR Symposium 582 MSR: JMSR Board
SB: Gardner A	583 ODC: ODC Board Meeting
SB: Gardner B	← AAA: 2013 Program 604 MOC: Outreach
SB: Hampton A	497 ODC: JCM Editorial Board Meeting 585 TTC: TTC Business Meeting
SB: Kent	591 ENT: ENT EC Meeting
SB: Republic A	602 ICW: IACMR Business →
WCP: Adams	← ICW: OrgSci Senior Editors Meeting
WCP: America Ballroom Center	638 ICW: OrgSci ERB
WCP: Courier	← AAA: 498 AAA: AMP ERB
WCP: Defender	← AAC: EAMI Advisory Board Meeting 596 MC: MC Division Exec Committee
WCP: Empire	544 MH: MH EC Meeting
WCP: Essex North-West	587 AAA: AMLE Editors
WCP: Great Republic	540 ICW: OMJ Meeting
WCP: North Star	599 RM: RM Executive Committee
WCP: Parliament	584 OM: Jack Meredith Best Paper 640 OM: OM →
WCP: St. George C & D	608 AAA: AMLE ERB
WCP: Staffordshire	536 AAA: AMJ ERB

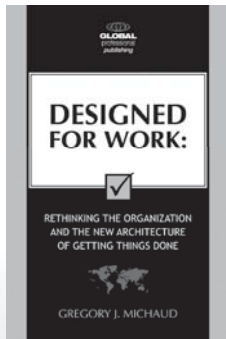
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

## Sunday Evening, August 5, 2012

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
BCC: Room 101	← AAT: Varieties of Informal							
BCC: Room 102	← AAT: Informal							
BCC: Room 103	← AAT: Favors in the Informal Economy							
BCC: Room 104	← AAT: Addressing Wicked							
BCC: Room 107	← AAT: Urban							
BCC: Room 108	← AAT: Breaking through							
BCC: Room 201	← AAT: Measuring Hidden							
BCC: Room 203	← AAT: Shanzhai							
BCC: Room 205	<b>650</b> SAP: SAP Executive							
BCC: Room 206			<b>662</b> ICW: IFERA At AOM Reception					
BCC: Room 208	← AAT: Beyond Formal Arrangements							
BCC: Room 301	← AAA: AOM Tweet Up							
BCC: Room 302	← BPS: The		<b>658</b> BPS: Irwin Outstanding Educator					
BCC: Room 303	← TIM: TIM		<b>657</b> TIM: TIM Social					
BCC: Room 309	← ICW: JOM Ed Board Meeting/Reception							
BCC: Room 312	<b>647</b> ICW: Leadership							
BCC: Room 313	← IM: Booz&Co Award							
BPP: Alcott Room	← DISC: TIM: Innovation &							
BPP: Back Bay Room	← DISC: ODC: Catalysts and							
BPP: Beacon Hill Room	← GDO: GDO							
BPP: Brandeis Room	← DISC: Opportunities &							
BPP: Cabot Room	← DISC: HR: Global							
BPP: Charles River Room	← DISC: HR: Compensation &							
BPP: Clarendon Room			<b>659</b> CM: CM Social					
BPP: Constitution Room	← DISC: CMS Discussion Papers							
BPP: Emerson Room	← DISC: HCM Discussion Papers							
BPP: Franklin Room	← DISC: OB: Behavior &							
BPP: Georgian & Arlington Room			<b>661</b> HR: HR Business Meeting/Reception					
BPP: Gloucester Room	← DISC: CAR: Career							
BPP: Lexington Room	← DISC: OM Discussion Papers							
BPP: St. James Room	← DISC: OB: Leaders &							
BPP: Statter Room	<b>641</b> CM: CM Division Business							
BPP: Stuart Room	← DISC: OB: Groups and Teams							
BPP: Thoreau Room	← DISC: IMD: Internationalization							
BPP: Winthrop Room	← DISC: MC Discussion Papers							
MCP: Boylston			<b>669</b> PNP: PNP Social					
MCP: Falmouth	← DISC: OMT: Practice							
MCP: Hyannis	← DISC: Governance & Decision-							
MCP: Nantucket	← DISC: BPS: Institutions and							
MCP: Orleans	← DISC: OMT: Org. Forms &							
MCP: Provincetown	← DISC: OMT: Change							
MCP: Salon A	← PNP: PNP							
MCP: Salon B	← SIM: Business & Society Board							
MCP: Salon C			<b>670</b> ICW: CEIBS Reception on August 5					→
MCP: Salon D	<b>643</b> ICW: ML Social Evening							
MCP: Salon E			<b>664</b> SIM: Snr Scholar-New Member Welcome		<b>676</b> SIM: SIM Reception			
MCP: Salon F	<b>644</b> ICW: ESMT Reception						<b>679</b> ICW: The HKUST Reception, 5/8/2012 →	
MCP: Salon G			<b>671</b> ICW: Emerging Scholars Reception					
MCP: Salon J	<b>642</b> CMS: CMS Keynote: Paul							
MCP: Salon K	<b>651</b> SIM: Best Dissertation		<b>665</b> SIM: IABS Board Meeting					
MCP: Vineyard	← DISC: ONE: Gov & Business							
MCP: Yarmouth	← DISC: BPS: Alliances							
OS: 2nd Floor, 565 Boylston St.			<b>668</b> ONE: Social Inequality Reception					
OS: Harvard Club of Boston					<b>675</b> MC: MC Members & Friends			→
OS: TBA			<b>660</b> GDO: GDO Executive Committee Dinner					

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

SB: Back Bay Ballroom A		<b>672</b> ICW: Univ. of Michigan Reception	→
SB: Back Bay Ballroom B	<b>645</b> ICW: Carnegie Mellon Reception		<b>680</b> ICW: City U of HK Reception
SB: Back Bay Ballroom D		<b>674</b> ICW: Honors Reception	
SB: Fairfax A		<b>673</b> MSR: MSR Business Mtg	
SB: Fairfax B	<b>649</b> MSR: MSR Exec Comm Mtg		
SB: Gardner A	← ODC: ODC		
SB: Gardner B	<b>648</b> MOC: MOC Exec. Committee Meeting		
SB: Independence East	<b>653</b> ICW: UMass Isenberg Reception		
SB: Liberty Ballroom A	<b>654</b> ICW: CJAS Social hour		
SB: Liberty Ballroom B	<b>655</b> ICW: Ivey Alumni Reception		
SB: Liberty Ballroom C	<b>646</b> ICW: CEMS Meeting @ AoM		
SB: Republic A	← ICW: IACMR Business Meeting		<b>681</b> MSR: MSR Social...
SB: Republic B		<b>666</b> ICW: IACMR-PekingU Reception	<b>678</b> AAM: AAM/APJM reception
WCP: America Ballroom Ctr	← ICW: OrgSci		
WCP: Essex North-Center & East	<b>652</b> AAA: AMLE Celebration		
WCP: Essex North-West		<b>663</b> OM: OM Division Social	
WCP: Huntington	<b>656</b> MC: MC Social Hour		
WCP: North Star	← RM: RM		
WCP: Parliament	← OM: OM Division Business		
WCP: St. George C & D	← AAA: AMLE	<b>667</b> ICW: Singapore Mgmt U.	
WCP: Staffordshire			<b>677</b> AAA: President's Reception



# Essential Business Books



## DESIGNED FOR WORK

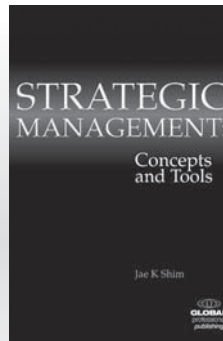
*Rethinking the Organization and the New Architecture of Getting Things Done*

**Gregory Michaud**

\$39.95, Paper *June 2012*

*Designed for Work* argues that there is a crucial need for innovation in the design of

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# Monday Morning, August 6, 2012

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
BCC: Convention Center Exhibit Hall A							<b>900</b> AAA:	
BCC: Exhibit Hall A		<b>692</b> AAA: Conference Registration...						→
BCC: Exhibit Hall A.		<b>693</b> AAA: Exhibits						→
BCC: Room 101		<b>695</b> BPS: Alliance Governance			<b>795</b> BPS: Unpacking Networks			
BCC: Room 102		<b>701</b> BPS/OMT: Disagreement			<b>801</b> BPS/IM/RM: Recontextualization in MNCs			
BCC: Room 103		<b>696</b> BPS: Acquisition performance			<b>796</b> BPS: M&A activity			
BCC: Room 104		<b>787</b> TIM: Open Innovation			<b>892</b> TIM: University-Industry Interface			
BCC: Room 107		<b>788</b> TIM: Innovation and Exploration			<b>893</b> TIM: Innovation and Leadership			
BCC: Room 108		<b>789</b> TIM: Marketplaces for Ideas			<b>894</b> TIM: Innovation Ecosystems			
BCC: Room 109	← TIM: TIM Breakfast	<b>697</b> BPS: Innovation Management			<b>797</b> BPS: Technology & Innovation			
BCC: Room 201		<b>698</b> BPS: Market and non-market			<b>798</b> BPS: Strategic approaches to CSR			
BCC: Room 202		<b>702</b> BPS/OMT/ENT: Behavioral Risk taking			<b>803</b> BPS/TIM/HCM: Pharmaceutical Innovation			
BCC: Room 203		<b>790</b> TIM: Creating -Evaluating New Ideas			<b>895</b> TIM: Patent Data			
BCC: Room 204		<b>699</b> BPS: Competitive dynamics			<b>799</b> BPS: Networks and Architectures			
BCC: Room 205		<b>743</b> IM: Institutional Pressures			<b>838</b> IM: Instits, Equity & Acquisitions			
BCC: Room 206		<b>748</b> IM/HR/OB: Expat Knowledge Transfer			<b>839</b> IM: Poverty/Base of Pyramid			
BCC: Room 207		<b>694</b> AAA: Hospitality Ste						→
BCC: Room 208		<b>744</b> IM: Exports & e-Retailing			<b>840</b> IM: Distance			
BCC: Room 209		<b>745</b> IM: Distance and Intl Networks			<b>841</b> IM: The Legitimacy Challenge			
BCC: Room 301		<b>700</b> BPS: Boards of Directors			<b>800</b> BPS: Governance & Compensation			
BCC: Room 303		<b>746</b> IM: Cross-Cult Generalizability			<b>842</b> IM: Innovation & MNEs			
BCC: Room 305		<b>791</b> TIM: Technological Change			<b>896</b> TIM: Technological Change			
BCC: Room 306		<b>703</b> BPS/TIM/ENT: Strategy in Ecosystems			<b>802</b> BPS/TIM: Neuroscience and Management			
BCC: Room 307		<b>781</b> SAP: Middle Management			<b>886</b> SAP: Strategizing			
BCC: Room 308		<b>782</b> SAP: Strategic Practice			<b>887</b> SAP/OMT/BPS: Practical relevance of SAP			
BCC: Room 309		<b>747</b> IM: Global Leadership in Asia			<b>843</b> IM: New GLOBE Study of CEO Leaders			
BCC: Room 310		<b>793</b> TIM/BPS/OM: Services Platforms Innovation			<b>898</b> TIM/ENT/BPS: University Technology			
BCC: Room 311	← IM: IM Thought							
BCC: Room 312		<b>742</b> ICW: WU Breakfast Reception						
BCC: Room 313		<b>792</b> TIM: Innovation and Entrepreneurshi			<b>897</b> TIM: Institutions and Infrastructur			
BPP: Alcott Room		<b>753</b> OB: Predictors and Outcomes of Work Eng...			<b>850</b> OB: Trust Violations			
BPP: Arlington Room	<b>690</b> HR: HR Welcome Breakfast and Award							
BPP: Back Bay Room		<b>754</b> OB: Feedback and Training Mechanisms...			<b>851</b> OB: Multi-Rater Perspectives			
BPP: Beacon Hill Room		<b>764</b> OB/HR: Organizations and Emotions			<b>852</b> OB: OCB and Outcomes			
BPP: Berkeley Room		<b>704</b> CAR: Tough Career Experiences			<b>804</b> CAR: Academic Careers			
BPP: Board Room		<b>755</b> OB: Justice, Exchange, and Reciprocity...			<b>853</b> OB: OB Concepts at the Organizational L...			
BPP: Brandeis Room		<b>756</b> OB: LMX and Creativity and Performance...			<b>854</b> OB: New Directions in Transformational ...			
BPP: Cabot Room		<b>736</b> HR: Labor Relations			<b>834</b> HR: Turnover Dynamics			
BPP: Cambridge Room		<b>705</b> CAR: Career Boundaries			<b>819</b> CM: Deceptions and Distortions			
BPP: Charles River Room		<b>737</b> HR: HR Leadership and Innovation			<b>835</b> HR: Cross-Cultural HR			
BPP: Clarendon Room		<b>730</b> GDO: Glass Ceiling and Glass Cliffs			<b>829</b> GDO: Board Membership			
BPP: Constitution Room		<b>757</b> OB: Abusive Supervision			<b>855</b> OB: Diversity & Respect in the Workplac...			
BPP: Emerson Room		<b>758</b> OB: Politics, Impression Management, an...			<b>856</b> OB: Implications of Engagemet on Work...			
BPP: Franklin Room		<b>706</b> CAR: Talent Management Theory			<b>847</b> MH: Leadership and Diversity			
BPP: Georgian Room		<b>707</b> CAR: Employees' Giving Behavior			<b>805</b> CAR: Predictors of Career Success			
BPP: Gloucester Room		<b>759</b> OB: Creativity in Groups			<b>857</b> OB: Justice Perceptions			
BPP: Holmes Room		<b>713</b> CAU: Errors and Reliability			<b>811</b> CAU: Humanistic Management			
BPP: Imperial Ballroom		<b>741</b> ICW: UNM Breakfast Reception						
BPP: Lexington Room		<b>760</b> OB: Emotional Regulation			<b>858</b> OB: Resource Depletion & Spillover			
BPP: Longfellow Room		<b>714</b> CAU: Social Franchise			<b>812</b> CAU: Indian Academy of Management			
BPP: Newbury Room		<b>738</b> HR: HR and Organization Strategy			<b>836</b> HR: Roles, Conflict, and Trust			
BPP: Plaza Ballroom		<b>708</b> CAR: I-deals and Employability						
BPP: St. James Room		<b>761</b> OB: Differentiated Leadership			<b>863</b> OB/MOC: Perceptual Asymmetry in Groups			
BPP: Stanbro Room		<b>731</b> GDO: Careers Around the World			<b>830</b> GDO: Generational Differences			
BPP: Stanhope Room					<b>806</b> CAR: Career Development Dynamics			

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

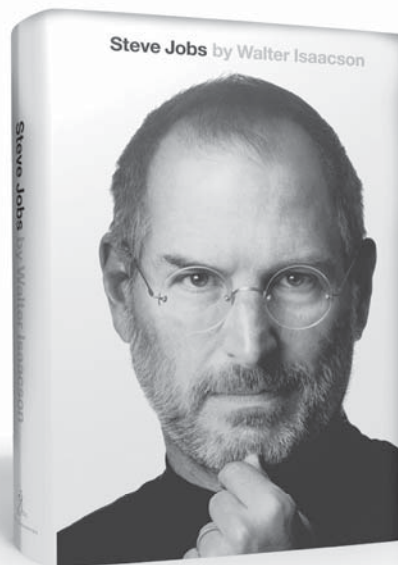
BPP: Statler Room	<b>765</b> OB/HR: Shared Leadership in Teams	<b>861</b> OB/HR: Motivating Teams
BPP: Stuart Room	<b>762</b> OB: Leader-Member Exchange Outcomes...	<b>862</b> OB/HR/MOC: Nudging Toward Better Health
BPP: Terrace Room	<b>732</b> GDO: GDO Welcome	
BPP: Thoreau Room	<b>733</b> GDO/OB/CAR: LGBT Career Experiences	<b>831</b> GDO: Diversity Management
BPP: Tremont Room	<b>721</b> CM: Conflict in Organizations	<b>820</b> CM: Conflict in Teams
BPP: White Hill Room	<b>766</b> OB/HR/GDO: Work-Family Resources	<b>859</b> OB: Psychological Safety Research
BPP: Whittier Room	<b>739</b> HR/OB: Organizational Socialization	<b>837</b> HR: HRM-Performance Domains
BPP: Winthrop Room	<b>763</b> OB: Social Processes and CWB	<b>860</b> OB: Leadership Emergence and
MCP: 3rd Floor Atrium Foyer	<b>691</b> AAA: Placement Services	→
MCP: Boylston	<b>783</b> SIM: Corporate Responsibility	<b>888</b> SIM: Corporate (In)Responsibility
MCP: Columbus I	<b>709</b> CAU: Leadership of Trainers	<b>807</b> CAU: Trust and entrepreneurship
MCP: Columbus II	<b>710</b> CAU: Art and Culture Management	<b>808</b> CAU: Women on Boards
MCP: Falmouth	<b>774</b> ONE: Slack, Greening, Performance	<b>880</b> ONE: Greening Supply Chains
MCP: Hyannis	<b>734</b> HCM: Health Systems Management	<b>832</b> HCM: Technology and Innovation
MCP: Nantucket	<b>749</b> MED: Innovative Teaching Methods	<b>845</b> MED: Teaching & Research in Grad Ed
MCP: Provincetown	← SIM: President's <b>784</b> SIM: BGR	<b>891</b> SIM/ONE: Corporate Social Action
MCP: Salon B	<b>750</b> MED: Leadership Skills & Exec Ed	<b>846</b> MED: Executive Education Approaches
MCP: Salon C	<b>776</b> PNP: Accountability	<b>882</b> PNP: Networks
MCP: Salon D	<b>777</b> PNP: Leadership & Innov. - Panel 1	<b>883</b> PNP: Leadership & Innovation - P2
MCP: Salon H	<b>735</b> HCM: Health Care Governance	<b>833</b> HCM/OB: Professional Transformation
MCP: Salon I	<b>775</b> ONE/SIM: Cross-Sector Partnership	<b>881</b> ONE: Pay to be Green?
MCP: Salon J	<b>722</b> CMS: Theoretical Foundations	<b>821</b> CMS/MED: Leadership Pedagogy
MCP: Salon K	<b>785</b> SIM: Corporate Governance	<b>889</b> SIM: Corporate Governance
MCP: Tremont	<b>778</b> PNP/OB: Private and Public Differences	<b>884</b> PNP: Comp of Pub. & Priv. Man.
MCP: Vineyard	<b>786</b> SIM: Div RT: Ethics	<b>890</b> SIM: Div RT: Ethics
SB: Back Bay Ballroom A	<b>723</b> ENT: Social Capital & Entrep	<b>822</b> ENT: Discover Search Processes
SB: Back Bay Ballroom B	<b>752</b> MOC/BPS/OMT: Learning and Heterogeneity	<b>848</b> MOC: MOC Welcome Session
SB: Back Bay Ballroom C	<b>689</b> AAA: Current/Incoming Committees	
SB: Back Bay Ballroom D	← ICW: Christian	
SB: Beacon D		<b>869</b> OMT: Processes & Effects of Trust
SB: Beacon E		<b>870</b> OMT: Agency & Firm Behavior
SB: Beacon F		<b>871</b> OMT: Brokerage Dynamics
SB: Beacon G	<b>729</b> ENT/TIM/BPS: New Ventures and	<b>823</b> ENT: Entrep Action and Process
SB: Beacon H	<b>727</b> ENT/BPS/TIM: Lean Startups	<b>824</b> ENT: Venture Creation
SB: Berkley A	<b>724</b> ENT: Creating in Corporations	<b>825</b> ENT: Opportunities & Performance
SB: Berkley B	<b>751</b> MOC: Emotions and Decision Making	
SB: Clarendon A & B	<b>725</b> ENT: Cognition-Motivation-Resources	<b>826</b> ENT: Experiment/Qualitative Design
SB: Dalton A	<b>711</b> CAU: Leveraging India	<b>809</b> CAU: Social Enterprise Research
SB: Dalton B	<b>712</b> CAU: Health Care in the Underground	<b>810</b> CAU: Gender Issues in the Classroom
SB: Exeter A & B	<b>769</b> ODC: Responses to Change	<b>866</b> ODC: Social Construction
SB: Fairfax A	<b>767</b> OCIS: Trust	<b>864</b> OCIS: Control
SB: Fairfax B		<b>872</b> OMT: Inst'l Logics, Complex, Behav
SB: Gardner A		<b>873</b> OMT: Org Ambidexterity
SB: Gardner B		<b>874</b> OMT: Legitimacy Processes
SB: Hampton A	<b>768</b> OCIS: IT in Firms and Markets	<b>865</b> OCIS: Individual IT Adoption
SB: Hampton B	← MSR: MSR	<b>849</b> MSR: Religiosity and Integrity
SB: Independence East		<b>875</b> OMT: Social Movement Processes
SB: Independence West	<b>773</b> OMT: Distinguished Scholar Breakfas	<b>876</b> OMT: Entrep in Industries & Fields
SB: Jefferson	<b>728</b> ENT/TIM: Innovation Emerging Countries	<b>827</b> ENT: New Ventures, Entry & Mgmt
SB: Kent		<b>877</b> OMT: Res Dep or Resourcefulness?
SB: Liberty Ballroom A	<b>726</b> ENT: Learning in Entrep Contexts	<b>828</b> ENT: Market Entry
SB: Liberty Ballroom B	<b>770</b> ODC: Relational Leadership	<b>867</b> ODC: Change and Dualities
SB: Liberty Ballroom C	← ICW: FBR Boards Meeting	<b>878</b> OMT: Inst, Innov & Expertise
SB: Republic A		<b>879</b> OMT: Status & Reputation Dynamics
SB: Republic B	<b>771</b> ODC/OB/MC: Organization Change Dynamics	
WCP: Adams	<b>794</b> AAA: AMP Showcase Symposium	
WCP: Baltic	<b>715</b> CDP: Prosocial Behaviors	<b>813</b> CDP: Effects of Employee Turnover
WCP: Courier		<b>868</b> OM: Product and Process Improvement...
WCP: Defender	<b>780</b> RM/MOC/CM: Yin Yang Research	

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

WCP: Empire	<b>779</b> RM: Hypothesis Formation & Testing	<b>885</b> RM: Data Collection & Measurement
WCP: Essex North-Center	<b>716</b> CDP: Social/Ethical Responsibility	<b>814</b> CDP: Ethics in Practice
WCP: Essex North-East	<b>717</b> CDP: Issues in Governance	<b>815</b> CDP: Ambidextrous Firm/Performance
WCP: Essex North-West	<b>718</b> CDP: Enhancing Employee Fit	<b>816</b> CDP: HR/Organizational Performance
WCP: Helicon		<b>899</b> AAA: Annals Editor/HQ <b>901</b> AAA: Annals Editors
WCP: Huntington	<b>740</b> ICW: Berkeley Breakfast	
WCP: North Star	<b>772</b> OM: Operations Innovation and Technolog...	
WCP: Parliament	← OM: OM Division	
WCP: St. George C	<b>719</b> CDP: Leadership Mentoring & Identity	<b>817</b> CDP: (In)Effective Leadership
WCP: St. George D	<b>720</b> CDP: Understanding National Culture	<b>818</b> CDP: Innovation and Change

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

# Monday Early Afternoon, August 6, 2012

	11:30	12:00	12:30	1:00	1:30	2:00	2:30	
BCC: Convention Center Exhibit Hall A							<b>1113</b> AAA: →	
BCC: Exhibit Hall A	← AAA: Conference Registration...							→
BCC: Exhibit Hall A.	← AAA: Exhibits							→
BCC: Room 101	<b>902</b> BPS: Learning from Alliances				<b>1009</b> BPS: Alliance Portfolio			
BCC: Room 102	<b>903</b> BPS: Strategic planning				<b>1010</b> BPS: The role of emotions			
BCC: Room 103	<b>904</b> BPS: New spins on spinoffs				<b>1011</b> BPS: Understanding scope decisions			
BCC: Room 104	<b>1000</b> TIM: Alliances and Innovation				<b>1104</b> TIM: Knowledge Networks			
BCC: Room 107	<b>1001</b> TIM: User Innovation				<b>1105</b> TIM: Networking and R&D			
BCC: Room 108	<b>1002</b> TIM: Inventor Networks				<b>1106</b> TIM: Financing of Innovation			
BCC: Room 109	<b>905</b> BPS: Org Structure & Design				<b>1012</b> BPS: Resources & Capabilities			
BCC: Room 201	<b>906</b> BPS: Power to the people				<b>1013</b> BPS: Bottom of the pyramid			
BCC: Room 202	<b>907</b> BPS: Creating Entrepreneurs Clusters				<b>1014</b> BPS: Dissertation Finalists			
BCC: Room 203	<b>1003</b> TIM: Geographic / Spatial Influence				<b>1107</b> TIM: Innovation - Performance Link			
BCC: Room 204	<b>908</b> BPS: Information diffusion				<b>1015</b> BPS: Family Firms			
BCC: Room 205	<b>946</b> IM: Taxonomies of Country Variations				<b>1052</b> IM: AOM-AIB Managers' Roundtable			
BCC: Room 206	<b>947</b> IM: Expatriates and Global Teams				<b>1053</b> IM: MNE Innovation & Expansion			
BCC: Room 207	← AAA: Hospitality Stc							→
BCC: Room 208	<b>948</b> IM: Emerging Markets and MNEs				<b>1054</b> IM: Instits, Investments&Divestments			
BCC: Room 209	<b>949</b> IM: Cross-Cultural Differences				<b>1055</b> IM: Trust in Collaboration			
BCC: Room 301	<b>909</b> BPS: CSR and Entrepreneurship				<b>1016</b> BPS: TMT and Executives			
BCC: Room 303	<b>950</b> IM: Asset Seeking Internationalization				<b>1056</b> IM: State, Politics, Firm History			
BCC: Room 304	<b>1007</b> ICW: JMS Editorial Board Meeting							
BCC: Room 305	<b>1004</b> TIM: Network Perspectives				<b>1108</b> TIM: University-Industry Relationships			
BCC: Room 306	<b>910</b> BPS/OB: Wicked Problems				<b>1017</b> BPS/TIM/ENT: Spillover			
BCC: Room 307	<b>994</b> SAP: Ethics, emotion, sensemaking				<b>1098</b> SAP: Strategy Tools			
BCC: Room 308	<b>995</b> SAP/OB: Meeting the Promise of Meso				<b>1099</b> SAP: Platforms and Ecosystems			
BCC: Room 309	<b>951</b> IM/BPS/OMT: Thinking about the MNE				<b>1057</b> IM/OB/HR: Bicultural Employee Roles			
BCC: Room 310	<b>1006</b> TIM/BPS: The Market for Ideas				<b>1109</b> TIM: Patenting			
BCC: Room 312	← ICW: WU Breakfast Reception							
BCC: Room 313	<b>1005</b> TIM: External Influence on Innovation				<b>1110</b> TIM: Boundary Spanning Innovation			
BPP: Alcott Room	<b>959</b> OB: Newcomer Experiences and				<b>1065</b> OB: Emotions and Affect in the			
BPP: Arlington Room	<b>945</b> HR/IM/OB: Comparative HRM				<b>1112</b> HR: HR Ice Cream		→	
BPP: Back Bay Room	<b>960</b> OB: Building and Nurturing Trust...				<b>1066</b> OB: Diversity in Teams			
BPP: Beacon Hill Room	<b>969</b> OB/CM: Workplace Aggression				<b>1067</b> OB: Authentic Leadership Theory			
BPP: Berkeley Room	<b>911</b> CAR: Career Events				<b>1020</b> CAR/HR/OB: Family Supportive			
BPP: Board Room	<b>961</b> OB: Goal Orientation: Outcomes and							
BPP: Brandeis Room	<b>962</b> OB: Role of Social Networks...				<b>1068</b> OB: OCB, Voice, and Well-being...			
BPP: Cabot Room	<b>941</b> HR: Organizational Incentives				<b>1048</b> HR: Alienation and Withdrawal			
BPP: Cambridge Room	<b>926</b> CM: Power and Status				<b>1033</b> CM/OB: New Directions in Forgiveness			
BPP: Charles River Room	<b>942</b> HR: Feedback and Performance				<b>1049</b> HR: HR Systems			
BPP: Clarendon Room	<b>936</b> GDO: Cultural Competence				<b>1044</b> GDO/OB/CAR: Unpacking the Glass			
BPP: Constitution Room	<b>963</b> OB: Understanding Turnover				<b>1069</b> OB: Perspectives on Social Capital...			
BPP: Emerson Room	<b>964</b> OB: Identification at Work...				<b>1070</b> OB: Individual Differences and			
BPP: Franklin Room	<b>954</b> MH: Cooperation in Industry				<b>1060</b> MH: Extreme Situations			
BPP: Georgian Room	<b>912</b> CAR: Leveraging Career Networks				<b>1018</b> CAR: Advances in Career Theory			
BPP: Gloucester Room	<b>965</b> OB: Dynamics of Customer Service				<b>1071</b> OB: Predictors of Creativity			
BPP: Holmes Room	<b>918</b> CAU: Corruption				<b>1025</b> CAU: Human Interaction Dynamics			
BPP: Lexington Room	<b>966</b> OB: New Perspectives on the Field of OB...							
BPP: Longfellow Room	<b>919</b> CAU: Broadband Digital Divide				<b>1026</b> CAU: Learning about Gender Inequity			
BPP: Newbury Room	<b>943</b> HR: HR Practices and Performance				<b>1050</b> HR: Alternative Work Arrangements			
BPP: St. James Room	<b>972</b> OB/MOC/TIM: Social Dynamics of				<b>1072</b> OB: Attribution Theory			
BPP: Stanbro Room	<b>937</b> GDO: Affirmative Action				<b>1043</b> GDO: Stigma			
BPP: Stanhope Room	<b>913</b> CAR: Routes to Career Success				<b>1019</b> CAR: Career Motivations and Context			
BPP: Statler Room	<b>971</b> OB/HR: Theory Building by Induction				<b>1073</b> OB: Relational Demography Research			
BPP: Stuart Room	<b>967</b> OB: New Directions on Transformational ...				<b>1075</b> OB/CM: Status and Power			

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

BPP: Thoreau Room	<b>938</b> GDO: Women Managers	<b>1045</b> GDO/OB/HR: Identity Management
BPP: Tremont Room	<b>927</b> CM: Emotion Regulation	
BPP: White Hill Room	<b>970</b> OB/CM/SIM: Abusive Supervision	<b>1076</b> OB/HR/BPS: Stars and Firm Advantage
BPP: Whittier Room	<b>944</b> HR: Cutting Edge HR	<b>1051</b> HR: Scholarship and Practice
BPP: Winthrop Room	<b>968</b> OB: Proactivity in the Workplace...	<b>1074</b> OB: Trait-Based Leadership
MCP: 3rd Fl. Atrium Foyer ← AAA: Placement Services →		
MCP: Boylston	<b>996</b> SIM: Corporate Responsibility	<b>1100</b> SIM: Corporate Responsibility
MCP: Columbus I	<b>914</b> CAU: The Entangled Organization	<b>1021</b> CAU: Evidence-Based Research
MCP: Columbus II	<b>915</b> CAU: Russian Research Caucus	<b>1022</b> CAU: Low-wages & informal economy
MCP: Falmouth	<b>988</b> ONE: Greening Family Firms	<b>1034</b> CMS: Off-Centre
MCP: Hyannis	<b>939</b> HCM: Health Care Professionals	<b>1046</b> HCM: Groups, Teams and Leaders
MCP: Nantucket		<b>1059</b> MED: E-learning & Social Networks
MCP: Provincetown	<b>999</b> SIM/CMS: CSR & Social Media	<b>1103</b> SIM/OB/CM: Behavioral Ethics
MCP: Salon A		<b>1008</b> MED: MED Div Exec Committee Meeting
MCP: Salon C	<b>990</b> PNP: Collaboration	<b>1094</b> PNP: Contracts
MCP: Salon E	<b>953</b> MED: MED Keynote Address: Mintzberg	
MCP: Salon H	<b>940</b> HCM: Health Care Organizations	<b>1047</b> HCM: Learning and Change
MCP: Salon I	<b>989</b> ONE: Symbol and Substance	<b>1093</b> ONE: Psychology and Sustainability
MCP: Salon J	<b>928</b> CMS: MNCs: Multiple Imperialisms	<b>1035</b> CMS/GDO/OMT: Intersectionality and
MCP: Salon K	<b>997</b> SIM: Corporate Governance	<b>1101</b> SIM: Corporate Governance
MCP: Tremont	<b>991</b> PNP: Performance Management	<b>1095</b> PNP: Performance of Individuals
MCP: Vineyard	<b>998</b> SIM: Div RT: Ethics	<b>1102</b> SIM: Div RT: Corporate Governance
SB: Back Bay Ballroom A	<b>929</b> ENT: Environmental Search	<b>1036</b> ENT: Context in which Entrep Exists
SB: Back Bay Ballroom B	<b>957</b> MOC/OMT: Leadership and Social	<b>1063</b> MOC/OB: Identity Work to Job Crafting
SB: Beacon D	<b>978</b> OMT: Performance Feedback Effects	<b>1083</b> OMT: Corp Strategic Change
SB: Beacon E	<b>979</b> OMT: Institutional Ecology	<b>1084</b> OMT: Understanding Org Design
SB: Beacon F	<b>980</b> OMT: Diversity & Network Effective	<b>1092</b> OMT/TIM/BPS: Open Innovation
SB: Beacon G	<b>930</b> ENT: Entrepreneurship Theory	<b>1037</b> ENT: Antecedents of Entrepreneurship
SB: Beacon H	<b>931</b> ENT: Entrepreneurial Environments	<b>1038</b> ENT: Venture Creation and Resources
SB: Berkley A	<b>932</b> ENT: Opportun/Orientation/Failure	<b>1039</b> ENT: Growth & Internationalization
SB: Berkley B	<b>955</b> MOC: Intuition and Learning: Crises	<b>1061</b> MOC: Antecedents of Creativity
SB: Clarendon A & B	<b>933</b> ENT: The Founder	<b>1040</b> ENT: Entrepreneurial Identity
SB: Dalton A	<b>916</b> CAU: Institutional Theory in IM	<b>1023</b> CAU: Calling and informal economy
SB: Dalton B	<b>917</b> CAU: Informal economy in Russia	<b>1024</b> CAU: Innovation in Informal Economy
SB: Exeter A & B	<b>975</b> ODC: Networks and Change	<b>1079</b> ODC: Context and Strategic Change
SB: Fairfax A	<b>974</b> OCIS/OMT: Origins of Sociomateriality	<b>1077</b> OCIS: IT Management
SB: Fairfax B	<b>981</b> OMT: Social Practices Constr/Maint	<b>1085</b> OMT: Proc of Meaning-Making
SB: Gardner A	<b>982</b> OMT: Creativity & Innovation	<b>1086</b> OMT: Theorizing Org Diversity
SB: Gardner B	<b>956</b> MOC/OB: Identity Transmission	<b>1062</b> MOC: Information-Laden Processes
SB: Hampton A	<b>973</b> OCIS: Trust and Stories	<b>1078</b> OCIS: Online Communities
SB: Hampton B	<b>958</b> MSR: Entrepreneurial Spirituality	<b>1064</b> MSR: Mindfulness at Work
SB: Independence East	<b>983</b> OMT: Collective Action	<b>1090</b> OMT/ENT: Institutions/Entrepreneurship
SB: Independence West	<b>984</b> OMT: Org Theory Capitalist Crisis	<b>1091</b> OMT/MOC/BPS: Emergence
SB: Jefferson	<b>934</b> ENT: Demand and Entrepreneurship	<b>1041</b> ENT: Human Capital & Opportunities
SB: Kent	<b>985</b> OMT: (In)effective Firm Leadership?	<b>1087</b> OMT: Simulating Org Behavior
SB: Liberty Ballroom A	<b>935</b> ENT: Franc/Fam Bus/Women Bus/Finan	<b>1042</b> ENT: Learning, Success & Failure
SB: Liberty Ballroom B	<b>976</b> ODC: Organizational Culture Shifts	<b>1080</b> ODC/SAP/OMT: Changing Change
SB: Liberty Ballroom C	<b>986</b> OMT: Competing Inst'l Demands	<b>1088</b> OMT: Institutional Effects
SB: Republic A	<b>987</b> OMT: Careers & Work Dynamics	<b>1089</b> OMT: Complex Institutional Work
WCP: Adams	<b>952</b> MC: Client-Consultant Interaction	<b>1058</b> MC: Strategic Consulting
WCP: Baltic	<b>920</b> CDP: Managing Workplace Stress	<b>1027</b> CDP: Work/Home Balance
WCP: Courier	<b>977</b> OM: Supply Chain and Operations	<b>1081</b> OM: Supply Chain Networks...
WCP: Empire	<b>992</b> RM: Exploratory Research Tools	<b>1096</b> RM: New Methodological Tools
WCP: Essex North-Center	<b>921</b> CDP: Humanity and Moral Legitimacy	<b>1028</b> CDP: Ethical Transgressions
WCP: Essex North-East	<b>922</b> CDP: Making Alliances Work	<b>1029</b> CDP: Competitive Interaction
WCP: Essex North-West	<b>923</b> CDP: Employer Status and Prominence	<b>1030</b> CDP: Managing Workplace Change
WCP: Helicon	<b>901</b> AAA: Annals Editors Only	<b>1111</b> AAA: AOM Editors
WCP: North Star		<b>1082</b> OM: Environmental Operations
WCP: Parliament	<b>993</b> RM: Issues in Measurement	<b>1097</b> RM: Learning from Narratives

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



WCP: St. George C	<b>924</b> CDP: Managing at the Top	<b>1031</b> CDP: Leadership in China
WCP: St. George D	<b>925</b> CDP: Stakeholder Theory	<b>1032</b> CDP: Institutional Theory

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# Monday Late Afternoon, August 6, 2012

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
BCC: Convention Center Exhibit Hall A	<b>1113</b> AAA:						
BCC: Exhibit Hall A	← AAA: Conference Registration...						
BCC: Exhibit Hall A.	← AAA: Exhibits						
BCC: Room 101	<b>1114</b> BPS: Pushing Forward				<b>1215</b> BPS: Partner Selection		
BCC: Room 102	<b>1115</b> BPS: The role of experience & speed						
BCC: Room 103	<b>1116</b> BPS: Diversification				<b>1216</b> BPS: Boundaries in emerging markets		
BCC: Room 104	<b>1207</b> TIM: Reviews, Ratings and Reputation				<b>1295</b> TIM: Scientists and Inventors		
BCC: Room 107	<b>1208</b> TIM: Knowledge Flows				<b>1296</b> TIM: Perspectives on Innovation		
BCC: Room 108	<b>1209</b> TIM: Innovation Legitimacy				<b>1297</b> TIM: Knowledge Management Strategie		
BCC: Room 109	<b>1117</b> BPS: Behavior & Resources				<b>1217</b> BPS: Knowledge		
BCC: Room 201	<b>1118</b> BPS: Understanding value				<b>1218</b> BPS: Rivalry, aggression, symbiosis		
BCC: Room 202	<b>1119</b> BPS: Absorptive Capacity Research					<b>1303</b> SAP: SAP Business	→
BCC: Room 203	<b>1210</b> TIM: Value Creation and Timing				<b>1298</b> TIM: Customer Interaction		
BCC: Room 204	<b>1120</b> BPS: TMT and Middle Managers				<b>1219</b> BPS: Board Dynamics		
BCC: Room 205	<b>1154</b> IM: Internat'lization & Innovation				<b>1249</b> IM: Offshor. & Global Networks		
BCC: Room 206	<b>1155</b> IM: Schaffer--Applied Intl Mgmt				<b>1250</b> IM: Cultural Values and IM Theory		
BCC: Room 207	← AAA: Hospitality Ste						
BCC: Room 208	<b>1156</b> IM: MNE Knowledge Seeking				<b>1251</b> IM: Richman Dissertation Award	<b>1304</b> IM: IM	→
BCC: Room 209	<b>1157</b> IM: IJV Networks & Processes				<b>1252</b> IM: Alliance Governance		
BCC: Room 301	<b>1121</b> BPS: Agency Theory				<b>1220</b> BPS: Cognition & Behavioral Theory		
BCC: Room 303	<b>1158</b> IM: Culture&Cross-Level Implic.				<b>1253</b> IM: Collaboration in Teams		
BCC: Room 305	<b>1211</b> TIM: Adoption of IT				<b>1299</b> TIM: Networks and Innovation		
BCC: Room 306	<b>1122</b> BPS: Sports as Context				<b>1221</b> BPS: Sustainable Society		
BCC: Room 307	<b>1201</b> SAP: Change and Implementation						
BCC: Room 308	<b>1202</b> SAP: Network Strategy						
BCC: Room 309	<b>1159</b> IM: Policy in Emerging Markets				<b>1254</b> IM: Global Firm Governance		
BCC: Room 310	<b>1212</b> TIM/BPS/IM: Learning from Trade				<b>1300</b> TIM/BPS/ENT: Patents to Market		
BPP: Alcott Room	<b>1168</b> OB: Organizational Culture and				<b>1264</b> OB: Consequences of Psychological		
BPP: Arlington Room	<b>1112</b> HR: HR Ice Cream Social						
BPP: Beacon Hill Room	<b>1169</b> OB: Duality of Creativity & Inn.				<b>1265</b> OB: Trust in Networks		
BPP: Berkeley Room	<b>1125</b> CAR/OB: Values & Career Success						
BPP: Board Room	<b>1170</b> OB: Leadership Processes				<b>1243</b> HR: Recruitment and Job Choice		
BPP: Brandeis Room	<b>1171</b> OB: Work-Family Conflict				<b>1266</b> OB: Individual Differences and		
BPP: Cabot Room	<b>1150</b> HR: Leadership Development				<b>1244</b> HR: Leadership and HR		
BPP: Cambridge Room	<b>1136</b> CM: Refinements of Task Conflict				<b>1229</b> CM: Cultural Differences		
BPP: Charles River Room	<b>1151</b> HR: Strategic HR and Competencies				<b>1245</b> HR: HR, Performance, and Turnover		
BPP: Clarendon Room	<b>1147</b> GDO: PRME Initiative				<b>1239</b> GDO: Psychological Variables		
BPP: Constitution Room	<b>1172</b> OB: Implications of Being on the Edge				<b>1267</b> OB: Creativity Enablers and Barriers...		
BPP: Emerson Room	<b>1173</b> OB: Intervening Effect of Trust...				<b>1268</b> OB: Job Crafting and Design...		
BPP: Franklin Room					<b>1259</b> MH: Then and Now		
BPP: Georgian Room	<b>1124</b> CAR/ENT/MED: Steve Jobs				<b>1222</b> CAR: CAR Business Meeting		
BPP: Gloucester Room	<b>1174</b> OB: Thriving & Resilience				<b>1269</b> OB: Identity and Commitment		
BPP: Holmes Room	<b>1128</b> CAU: Degrowth - key questions						
BPP: Lexington Room	<b>1175</b> OB: Voice causes and consequences				<b>1270</b> OB: Emotional Intelligence &		
BPP: Longfellow Room	<b>1129</b> CAU: The Dark Informal Economy						
BPP: Newbury Room	<b>1152</b> HR: Socialization and Adjustment				<b>1246</b> HR: Reward Structures		
BPP: St. James Room	<b>1178</b> OB/GDO/SIM: Social Class in				<b>1273</b> OB/HR: Performance over Time		
BPP: Stanbro Room					<b>1248</b> HR/OB: CSR: Past, Present, and Future		
BPP: Stanhope Room	<b>1123</b> CAR: Life Beyond the Workplace						
BPP: Statler Room	<b>1179</b> OB/HR/MOC: Job Crafting in				<b>1274</b> OB/HR/OCIS: Advances in Virtual Teams		
BPP: Stuart Room	<b>1176</b> OB: Team Adaptation and Flexibility...				<b>1272</b> OB/CM: Status Mobility		
BPP: Thoreau Room	<b>1148</b> GDO/HR/OB: Generational Diversity				<b>1241</b> GDO/HR/CAR: New Views of Age		
BPP: Tremont Room	<b>1137</b> CM: The Negotiation Process				<b>1240</b> GDO: Diversity Climate		
BPP: White Hill Room	<b>1180</b> OB/HR/IM: 40 Years of LMX Research				<b>1275</b> OB/HR/SIM: Servant Leadership		
BPP: Whittier Room	<b>1153</b> HR/MED: Positive PsyCap in Practice				<b>1247</b> HR: Work-Life Processes and Health		

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

BPP: Winthrop Room	<b>1177</b> OB: Identity in Different Settings...	<b>1271</b> OB: Aggression & Victimization	
MCP: 3rd Fl. Atrium Foyer ← AAA: Placement Services			
MCP: Boylston	<b>1206</b> SIM/OB/CM: Ethical Behavior in the Field	<b>1291</b> SIM: SIM Business Meeting	
MCP: Columbus I	<b>1126</b> CAU: Formal and informal HRM		
MCP: Columbus II	<b>1127</b> CAU: Health systems data caucus		
MCP: Falmouth	<b>1138</b> CMS: Politics of CSR		
MCP: Nantucket	<b>1161</b> MED: Leadership & Coaching Skills	<b>1256</b> MED: Ethics & Social Responsibility	
MCP: Provincetown	<b>1205</b> SIM/ENT: Accounting for Stakeholders	<b>1294</b> SIM/MSR: The Common Good in	
MCP: Salon B	<b>1163</b> MED/MOC: Informal Management	<b>1257</b> MED: Cross-Cultural & International	<b>1305</b> MED: MED →
MCP: Salon C	<b>1197</b> PNP: Public Serv. Motivation	<b>1289</b> PNP/OMT/ODC: Routines in Hot	
MCP: Salon D	<b>1162</b> MED/IM: Student collaboration in IB	<b>1258</b> MED/MC/ODC: Establishing Coach	
MCP: Salon E		<b>1230</b> CMS: CMS Keynote: Henry Mintzberg	
MCP: Salon F	<b>1149</b> HCM: Keynote: Dr. David Blumenthal	<b>1242</b> HCM: HCMD Business Meeting	
MCP: Salon H	<b>1213</b> ICW: JTR Editorial		
MCP: Salon I	<b>1196</b> ONE/OMT/SIM: Institutions and Sust.	<b>1287</b> ONE: ONE Business Meeting	
MCP: Salon J	<b>1139</b> CMS/OMT: CMS Unbound		
MCP: Salon K	<b>1203</b> SIM: Corporate Responsibility	<b>1292</b> SIM: Stakeholder	
MCP: Tremont	<b>1198</b> PNP: Org. Change & Develop. - Pan 1	<b>1288</b> PNP: Organz. Change & Dev. - Pan 2	
MCP: Vineyard	<b>1204</b> SIM: Div RT: Stakeholders	<b>1293</b> SIM: Div RT: Corporate Governance	
SB: Back Bay Ballroom A	<b>1140</b> ENT: Developing Opportunities	<b>1231</b> ENT: Individ Decis Making & Entrep	
SB: Back Bay Ballroom B	<b>1166</b> MOC/SIM/OB: Complicating Compassion	<b>1262</b> MOC/ENT/TIM: Breakthrough	<b>1306</b> MOC: MOC →
SB: Beacon D	<b>1187</b> OMT: Pwr, Risk & Strat Dec Making		
SB: Beacon E	<b>1190</b> OMT/CAR/GDO: Stratification of	<b>1279</b> OMT: Dynamics of Learning	
SB: Beacon F	<b>1192</b> OMT/MOC/OB: Experiments -	<b>1280</b> OMT: Org Attn, Decision Making	
SB: Beacon G	<b>1141</b> ENT: Antecedents, Mobility & Perfor	<b>1232</b> ENT: Entrep Large & Small Contexts	
SB: Beacon H	<b>1142</b> ENT: Small Business and Franchising	<b>1233</b> ENT: Human Capital and Innovation	
SB: Berkley A	<b>1143</b> ENT: Ambiguous Causality	<b>1234</b> ENT: Hum Cap-Family Firms-Mgmt	
SB: Berkley B	<b>1164</b> MOC: The Leadership Interaction	<b>1260</b> MOC: Boredom at Work	
SB: Clarendon A & B	<b>1144</b> ENT: Networks & the Entrep Process	<b>1235</b> ENT: Action and Entrepreneurship	
SB: Dalton A		<b>1223</b> CAU: Female Entrepreneurship	
SB: Exeter A & B	<b>1183</b> ODC: Leadership and Change		
SB: Fairfax A	<b>1181</b> OCIS: Commerce and Markets	<b>1276</b> OCIS: OCIS Keynote: Barry Wellman	
SB: Fairfax B	<b>1188</b> OMT: Values, Valuing & its Effects	<b>1281</b> OMT: Inst'l Sensemaking	
SB: Gardner A	<b>1193</b> OMT/OB: Dodging Death and Taxes	<b>1282</b> OMT: Mechanisms of Knowledge Flow	
SB: Hampton A	<b>1182</b> OCIS: Knowledge in Teams	<b>1236</b> ENT: Context and Entrepreneurship	
SB: Hampton B	<b>1167</b> MSR: MSR Research Landscape	<b>1263</b> MSR: Mindfulness Symposium	
SB: Independence East	<b>1191</b> OMT/MOC: Institutional Fields	<b>1286</b> OMT/ONE: Culture as a Repertoire	
SB: Independence West	<b>1195</b> OMT/TIM/SAP: Routines, Order and	<b>1284</b> OMT/BPS: Walmart and Extreme	
SB: Jefferson	<b>1145</b> ENT: Hum Cap & Resource Allocation	<b>1237</b> ENT: Decis Making - Entrep Contexts	
SB: Kent	<b>1165</b> MOC: Social Networks	<b>1261</b> MOC: Identity Formation	
SB: Liberty Ballroom A	<b>1146</b> ENT: Entrepreneurship & Environment	<b>1238</b> ENT: Entrep & the Individual	
SB: Liberty Ballroom B		<b>1277</b> ODC: ODC Business Meeting	
SB: Liberty Ballroom C	<b>1189</b> OMT: Negot. Multiple Inst'l Logics	<b>1283</b> OMT: Leadership Hills & Valleys	
SB: Republic A	<b>1194</b> OMT/OCIS/MOC: Unmasking Hidden	<b>1285</b> OMT/MOC: Simplicity of Org. Theory	
SB: Republic B	<b>1184</b> ODC: Distinguished Speaker		
WCP: Adams	<b>1160</b> MC/ODC: Teaching change agents		
WCP: Baltic	<b>1130</b> CDP: Sustainability Practices	<b>1224</b> CDP: CSR: A Global Perspective	
WCP: Courier	<b>1185</b> OM: Supply Chain Management		
WCP: Empire	<b>1200</b> RM/OB: Team Measurement	<b>1290</b> RM: New Qualitative Tools	
WCP: Essex North-Center	<b>1131</b> CDP: Operating in the "IE"	<b>1225</b> CDP: Ethnicity, Culture & Spiritual	
WCP: Essex North-East	<b>1132</b> CDP: Practicing Interrelationships	<b>1226</b> CDP: Building Dynamic Capabilities	
WCP: Essex North-West	<b>1133</b> CDP: Consequences of Conflicting ID	<b>1227</b> CDP: Managing Social Networks	
WCP: Helicon		<b>1301</b> ICW: European Management Journal	
WCP: Huntington		<b>1255</b> MC: MC Speaker: Rosabeth Kanter	
WCP: North Star	<b>1186</b> OM: Service Triads	<b>1278</b> OM: Process Improvement, Lean, and	
WCP: Parliament	<b>1199</b> RM: Research and Publishing		
WCP: St. George C	<b>1134</b> CDP: Ethical Leadership/Transformat		<b>1302</b> ICW: Sigma Iota Epsilon Reception →
WCP: St. George D	<b>1135</b> CDP: Managing Org Change	<b>1228</b> CDP: Trust in Supply Chain Manageme	
WCP: Staffordshire		<b>1214</b> ICW: ORM ERB Meeting	

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

# Monday Evening, August 6, 2012

	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
BCC: Room 102	<b>1307</b> BPS: BPS Business							
BCC: Room 103	<b>1321</b> BPS: BPS Social...							
BCC: Room 202	<b>1303</b> SAP: SAP Business Meeting and Party...							
BCC: Room 208	<b>1304</b> IM: IM Business Meeting							
BPP: Clarendon Room	<b>1310</b> GDO: GDO Business							
BPP: Franklin Room	<b>1312</b> MH: Mgmt History Business							
BPP: Imperial & Plaza Ballroom	<b>1313</b> OB: OB Awards/Social Hour							
BPP: St. James Room	<b>1327</b> MH: Management History Social							
BPP: Terrace Room	<b>1322</b> GDO: GDO Social Hour							
MCP: Salon B	<b>1305</b> MED: MED Business Meeting				<b>1326</b> MED: MED: It's Your Party!			
MCP: Salon G	<b>1318</b> SIM: SIM Division Social							
MCP: Salon J	<b>1309</b> CMS: CMS Social Event							
OS: Skywalk Observatory	<b>1319</b> ONE: ONE Social							
OS: TBA	<b>1308</b> CAR: Careers Division Social							
SB: Back Bay Ballroom B	<b>1306</b> MOC: MOC Social - Business Mtg							
SB: Back Bay Ballroom D	<b>1324</b> OMT: OMT Social Hour							
SB: Fairfax A	<b>1314</b> OCIS: OCIS Business							
SB: Gardner A & B	<b>1323</b> OCIS: OCIS Reception							
SB: Independence East	<b>1328</b> ICW: CWRU ORBH/DM Reception							
SB: Independence West	<b>1316</b> OMT: OMT Business							
SB: Republic B	<b>1315</b> ODC: ODC Social							
WCP: America Ballroom Center	<b>1320</b> AAC: Indian Academy of Mgt Social							
WCP: Empire	<b>1317</b> RM: RM Business							
WCP: Essex North-West	<b>1325</b> RM: RM Division Reception							
WCP: Huntington	<b>1311</b> MC: MC Business							
WCP: St. George C	← ICW: Sigma Iota Epsilon Reception							

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

## Tuesday Morning, August 7, 2012

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	
BCC: Exhibit Hall A		<b>1334</b> AAA: Conference Registration...							→
BCC: Room 101		<b>1336</b> BPS: Alliance Govern & Strategies				<b>1441</b> BPS: Alliance Governance			
BCC: Room 102		<b>1337</b> BPS: Strategy process: learning				<b>1442</b> BPS: Dynamic capabilities debates			
BCC: Room 103		<b>1343</b> BPS/OMT: Architecture of Adaptation				<b>1448</b> BPS/OMT/CAR: Status and Competition			
BCC: Room 104		<b>1434</b> TIM: Open Innovation				<b>1537</b> TIM: Academic Entrepreneurship			
BCC: Room 107		<b>1435</b> TIM: Knowledge Networks				<b>1538</b> TIM: Competitive-Cooperative Dynam			
BCC: Room 108		<b>1436</b> TIM: Individuals and Innovation				<b>1539</b> TIM: Service and Innovation			
BCC: Room 109		<b>1338</b> BPS: Industry Dynamics & Competitio				<b>1443</b> BPS: Global Markets			
BCC: Room 201		<b>1339</b> BPS: Strategic decision making				<b>1444</b> BPS: Innovation in and across firms			
BCC: Room 202	← IM: Meet the IM	<b>1340</b> BPS: Diversification				<b>1445</b> BPS: M& Process & Strategy			
BCC: Room 203		<b>1437</b> TIM: Corporate Entrepreneurship				<b>1540</b> TIM: New Product Development			
BCC: Room 204		<b>1341</b> BPS: CEOs' Features				<b>1446</b> BPS: Strategic Behavior			
BCC: Room 205		<b>1380</b> IM: Govts, Capabil, Emerging Mkts				<b>1483</b> IM: Instits & Corporate Response			
BCC: Room 206		<b>1381</b> IM: Knowledge Transfer and MNCs				<b>1484</b> IM: Global Mobility			
BCC: Room 207		<b>1335</b> AAA: Hospitality Ste							→
BCC: Room 208		<b>1382</b> IM: MNE Innovation				<b>1488</b> IM/OMT/OB: Learning from Japan?			
BCC: Room 209		<b>1383</b> IM: CEO Compensation				<b>1485</b> IM: More than LOF			
BCC: Room 301		<b>1342</b> BPS: Institutional Theory				<b>1447</b> BPS: Individual Decision Making			
BCC: Room 303		<b>1384</b> IM: Social Exchange & Culture				<b>1486</b> IM: Offshoring Global Value Chains			
BCC: Room 305		<b>1438</b> TIM: Technology and Policy				<b>1541</b> TIM: Open Innovation and Users			
BCC: Room 307		<b>1422</b> OMT: Aspirations, Learning & Adapt				<b>1525</b> OMT: Knowledge & Learning			
BCC: Room 308		<b>1428</b> SAP/ODC/RM: Leadership-as-Practice				<b>1531</b> SAP: Sociomateriality			
BCC: Room 309		<b>1385</b> IM: Responsible Global Leadership				<b>1487</b> IM: Expats, Migrants, Travelers			
BCC: Room 310		<b>1439</b> TIM/ENT/ODC: Innovations and Capabilities				<b>1542</b> TIM: International Policy			
BCC: Room 311	<b>1331</b> AAA: AOM Past								
BCC: Room 313		<b>1344</b> BPS/OMT/TIM: Geography, Networks, &				<b>1449</b> BPS/TIM/ENT: Value Migration			
BPP: Alcott Room		<b>1394</b> OB: Multilevel Models of Employee and T...				<b>1498</b> OB: Trust and Status in Teams...			
BPP: Arlington Room		<b>1379</b> HR/OCIS/OB: Connecting and				<b>1482</b> HR/OB/CAR: New Directions in Job Search			
BPP: Back Bay Room		<b>1395</b> OB: Antecedents of Creativity...							
BPP: Beacon Hill Room		<b>1396</b> OB: Creative Leadership				<b>1499</b> OB: Helping Relations Dynamics			
BPP: Berkeley Room		<b>1346</b> CAR/OB/MED: Reference Groups in							
BPP: Board Room		<b>1389</b> MH: Changing Nature of the Firm				<b>1493</b> MH: Management, Agency and Strateg			
BPP: Brandeis Room		<b>1397</b> OB: Experimental Designs Examining Just...				<b>1500</b> OB: Leadership and OCB...			
BPP: Cabot Room		<b>1375</b> HR: Employee Learning				<b>1478</b> HR: Turnover Consequences			
BPP: Cambridge Room		<b>1359</b> CM: Managing Damaged Relationships				<b>1463</b> CM: Counter-intuitive negotiations			
BPP: Charles River Room		<b>1376</b> HR: Talent and Downsizing				<b>1479</b> HR: HRM and Firm Performance			
BPP: Clarendon Room		<b>1370</b> GDO: Women's Navigation				<b>1475</b> GDO/OB/BPS: Contextualizing Faultlines			
BPP: Constitution Room		<b>1398</b> OB: Rewards and Motivation				<b>1501</b> OB: Mechanisms of Leadership Influence...			
BPP: Emerson Room		<b>1399</b> OB: Individual Differences and Work Des...				<b>1502</b> OB: Conceptualizing Cognition and Creat...			
BPP: Franklin Room		<b>1360</b> CM: Communication and Influence				<b>1464</b> CM/MOC: Persuasion in Negotiation			
BPP: Georgian Room		<b>1345</b> CAR/HR/OB: Development & Career				<b>1450</b> CAR/OMT/HR: Perspectives on Career			
BPP: Gloucester Room		<b>1400</b> OB: Differential Responses to Stressors...				<b>1503</b> OB: New Forms of Teamwork			
BPP: Holmes Room		<b>1351</b> CAU: Evidence-Based Management				<b>1455</b> CAU: Growing Global Leaders			
BPP: Lexington Room		<b>1401</b> OB: Leadership in Teams...				<b>1504</b> OB: Work-nonwork Interfaces			
BPP: Longfellow Room		<b>1352</b> CAU: Nepotism and Bribery in China				<b>1456</b> CAU: Informal Entrepreneurship			
BPP: Newbury Room		<b>1377</b> HR: HR Architecture and HPWP				<b>1480</b> HR: Multinational HRM			
BPP: Plaza Ballroom				<b>1440</b> OB: OB Lifetime					
BPP: St. James Room		<b>1402</b> OB: Revisiting "Org Evils"				<b>1505</b> OB: Leadership and forgiveness			
BPP: Stanhope Room						<b>1506</b> OB: Cross-Cultural Perspectives on Lead...			
BPP: Statler Room		<b>1405</b> OB/CM: Trust Across Contexts				<b>1509</b> OB/HR: Dysfunctional Outcomes			
BPP: Stuart Room		<b>1406</b> OB/ODC: Power and Pro-Social Behavior				<b>1507</b> OB: Learning and Creativity...			
BPP: Thoreau Room		<b>1371</b> GDO: LGBT				<b>1473</b> GDO: Diversity Management			
BPP: Tremont Room		<b>1372</b> GDO: Entrepreneurship				<b>1474</b> GDO: Work Family			
BPP: White Hill Room		<b>1404</b> OB/CAR/HR: Transitions				<b>1510</b> OB/MOC: Regulatory Focus Theory			
BPP: Whittier Room		<b>1378</b> HR: Diversity				<b>1481</b> HR: Recruitment Strategies			

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

BPP: Winthrop Room	<b>1403</b> OB: Ethical/Empowering Leadership	<b>1508</b> OB: Followership: Attributions, Motives...
MCP: 3rd Floor Atrium Foyer	<b>1333</b> AAA: Placement Services	
MCP: Boylston	<b>1332</b> SIM: SIM <b>1429</b> SIM: Stakeholder	<b>1532</b> SIM: Stakeholder
MCP: Columbus I	<b>1347</b> CAU: Authentic Leadership Caucus	<b>1451</b> CAU: Urban Development in Africa
MCP: Columbus II	<b>1348</b> CAU: Native and Indigenous Caucus	<b>1452</b> CAU: Hispanic Work Issues Caucus
MCP: Falmouth	<b>1361</b> CMS: Economy, Exchange, Organisation	<b>1465</b> CMS: Managing Subjectivities
MCP: Hyannis	<b>1430</b> SIM: Div RT: Biz-Govt-NGO	<b>1533</b> SIM: Div RT: Stakeholders
MCP: Nantucket	<b>1387</b> MED: MED Exec Committee Planning	<b>1490</b> MED: International & Cross-Cultural
MCP: Orleans	<b>1373</b> HCM: Motivation and Care Processes	<b>1476</b> HCM: Commitment and Satisfaction
MCP: Provincetown	<b>1423</b> ONE: Values and Green Productivity	<b>1526</b> ONE: Feedback, Framing, Engagement
MCP: Salon B		<b>1492</b> MED/BPS/SIM: Future of Business
MCP: Salon C	<b>1425</b> PNP: Leadership in Healthcare	<b>1528</b> PNP: Organizational Strategy
MCP: Salon D	<b>1388</b> MED: Entrepreneurship: Social Issue	<b>1491</b> MED: Impact of Business Schools
MCP: Salon H	<b>1374</b> HCM: Change Management	<b>1477</b> HCM: The Innovator's Rx Refilled
MCP: Salon I	<b>1424</b> ONE: Enviro, Space and Geography	<b>1527</b> ONE: Sustainability and Clustering
MCP: Salon J	<b>1362</b> CMS: Critique of Universities	<b>1466</b> CMS: Work Identities
MCP: Salon K	<b>1431</b> SIM: Div RT: Corp Responsibility	<b>1534</b> SIM: Div RT: Corporate Governance
MCP: Tremont	<b>1426</b> PNP: Nonprofit HR Strategy	<b>1529</b> PNP: HRM - Panel 1
MCP: Vineyard	<b>1432</b> SIM: Ethics	<b>1535</b> SIM: Ethics
MCP: Yarmouth	<b>1433</b> SIM: Corporate Governance	<b>1536</b> SIM: Corporate Governance
SB: Back Bay Ballroom A	<b>1363</b> ENT: Entreprs, the Firm, the Context	<b>1467</b> ENT: The Entrepreneurial Mindset
SB: Back Bay Ballroom B	<b>1392</b> MOC/OB: Self-concordance at Work	<b>1496</b> MOC/OMT/OB: Individuals and Routines
SB: Beacon D	<b>1364</b> ENT: The Human Capital of Founders	<b>1468</b> ENT: The Mindset of the Entrepren
SB: Beacon E	<b>1414</b> OMT: Legacy of Institutions	<b>1517</b> OMT: Field Emerge & Evolution
SB: Beacon F	<b>1415</b> OMT: Network Processes	<b>1518</b> OMT: Network Form & Dissolution
SB: Beacon G	<b>1365</b> ENT: Social Entrepreneurship	<b>1469</b> ENT: Resources & Small Business
SB: Beacon H	<b>1366</b> ENT: Action, Identity & Performance	<b>1470</b> ENT: Causal & Creative Entry Modes
SB: Berkley A	<b>1367</b> ENT: Failure and Performance	<b>1471</b> ENT: Knowledge and New Ventures
SB: Berkley B	<b>1390</b> MOC: Identity and Institutions	<b>1494</b> MOC: Identity, Commitment
SB: Clarendon A & B	<b>1368</b> ENT: The Latent Entrepreneur	
SB: Dalton A	<b>1349</b> CAU: Developmental Networks	<b>1453</b> CAU: Research Matters?
SB: Dalton B	<b>1350</b> CAU: Migration Research	<b>1454</b> CAU: Informal-Econ-Sustain-Agenda
SB: Exeter A & B	<b>1393</b> MSR: MSR Research Round Table	
SB: Fairfax A	<b>1407</b> OCIS: Managing in China	<b>1511</b> OCIS: Online Communities
SB: Fairfax B	<b>1416</b> OMT: Contested Terrain of Soc Resp	<b>1519</b> OMT: Inst'l Emergence
SB: Gardner A	<b>1417</b> OMT: Ecol Approaches to Categor	<b>1520</b> OMT: Ident Constr & Constraint
SB: Gardner B	<b>1410</b> ODC: Reframing in Change	<b>1514</b> ODC: It's About Time
SB: Hampton A	<b>1408</b> OCIS: IT and Work	<b>1512</b> OCIS: Organizational IT Adoption
SB: Hampton B	← MSR: MSR	<b>1497</b> MSR: East-West Spiritual Practices
SB: Independence East	<b>1418</b> OMT: Inst'l Rules Make & Break	<b>1521</b> OMT: Dynamics of Diffusion
SB: Independence West	<b>1419</b> OMT: Networks & Networking	<b>1522</b> OMT: Categories & Classification
SB: Jefferson	<b>1369</b> ENT: Creativity & Entrepreneurship	<b>1472</b> ENT: Opportunities & Market Process
SB: Kent	<b>1391</b> MOC: Team Cognition & Performance	<b>1495</b> MOC: Cognition and Leadership
SB: Liberty Ballroom A	<b>1409</b> OCIS: Knowledge Across Organizations	<b>1513</b> OCIS: Knowledge Management
SB: Liberty Ballroom B	<b>1411</b> ODC: Change and Employee Engagement	<b>1515</b> ODC: Leadership and Coaching
SB: Liberty Ballroom C	<b>1420</b> OMT: Nav. Multi Inst'l Logics	<b>1523</b> OMT: Inst, Diff, & Firm Adoption
SB: Republic A	<b>1421</b> OMT: Firm Status & Effect	<b>1524</b> OMT: Exec Comp & Org Behavior
SB: Republic B	<b>1412</b> ODC: ROCD: Current Trajectories	
WCP: Adams	<b>1386</b> MC: Professional Services Firms	<b>1489</b> MC: Informal Economy Consulting
WCP: Baltic	<b>1353</b> CDP: Consequences of Diversity	<b>1457</b> CDP: Individual & Team Behaviors
WCP: Empire	<b>1427</b> RM/BPS: Strategy Methods Advances	<b>1530</b> RM: Problems with Data
WCP: Essex North-Center	<b>1354</b> CDP: Innovation/Customer Difference	<b>1458</b> CDP: Rethinking Org Design
WCP: Essex North-East	<b>1355</b> CDP: New Venture Funding Sources	<b>1459</b> CDP: Org Learning & Learning In Org
WCP: Essex North-West	<b>1356</b> CDP: Advances in Research Method	<b>1460</b> CDP: Decisions & Biases in Org
WCP: North Star	<b>1413</b> OM: Global Operations Strategy...	<b>1516</b> OM: Supply Chain Structure and Performa...
WCP: St. George C	<b>1357</b> CDP: Revitalizing the Organization	<b>1461</b> CDP: Enhancing Org Capabilities
WCP: St. George D	<b>1358</b> CDP: Alternative Work Arrangements	<b>1462</b> CDP: Social Entrepreneurship

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

## Tuesday Early Afternoon, August 7, 2012

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
BCC: Exhibit Hall A	← AAA: Conference Registration... →						
BCC: Room 101		<b>1544</b> BPS: Cooperative Strategies				<b>1645</b> BPS: Industry Analysis and Networks	
BCC: Room 102		<b>1545</b> BPS: Building capabilities				<b>1646</b> BPS: Strategy ambidexterity	
BCC: Room 103		<b>1551</b> BPS/SAP: Breaking strategy vectors				<b>1647</b> BPS: Competitive Positioning	
BCC: Room 104		<b>1638</b> TIM: University-Industry Collaborat				<b>1725</b> TIM: Perspectives on Patenting	
BCC: Room 107		<b>1639</b> TIM: Adoption of New Technologies				<b>1726</b> TIM: Organizational Evolution	
BCC: Room 108		<b>1640</b> TIM: Energy Economies				<b>1727</b> TIM: Organization Structure	
BCC: Room 109		<b>1546</b> BPS: Heterogeneity and Resources				<b>1648</b> BPS: Heterogeneity and Strategy	
BCC: Room 201		<b>1547</b> BPS: Sources of Renewal and Change				<b>1649</b> BPS: Relational Ties	
BCC: Room 202		<b>1548</b> BPS: M&A Process and Learning				<b>1650</b> BPS: Corporate Strategy & Resources	
BCC: Room 203		<b>1641</b> TIM: Individuals and Organizations				<b>1728</b> TIM: Capabilities and Innovation	
BCC: Room 204		<b>1549</b> BPS: TMT Compensation				<b>1651</b> BPS: New Directions	
BCC: Room 205		<b>1584</b> IM: Home & Host Country Effects				<b>1679</b> IM: Intl M&As	
BCC: Room 206		<b>1585</b> IM: Scholarship, Methods, and Data				<b>1685</b> IM/HR/OB: Social Capital in MNCs	
BCC: Room 207	← AAA: Hospitality Ste →						
BCC: Room 207.						<b>1644</b> AAA: Membership Debriefing Meeting	
BCC: Room 208		<b>1586</b> IM: Spillovers				<b>1680</b> IM: SME Internationalization	
BCC: Room 209		<b>1587</b> IM: Cross-Cultural Experiences				<b>1681</b> IM: Risk, Threats & MNE Survival	
BCC: Room 301		<b>1550</b> BPS: Governance & Behavioral Theory				<b>1652</b> BPS: TMT and Performance	
BCC: Room 303		<b>1588</b> IM: Capibilities, Conditions, Scope				<b>1682</b> IM: Econ, Social, Inst Conditions	
BCC: Room 305		<b>1642</b> TIM: Exploration and Ambidexterity				<b>1729</b> TIM: Perspectives on Innovation	
BCC: Room 307		<b>1626</b> OMT/TIM/CAR: Job Searches of S&T					
BCC: Room 308		<b>1632</b> SAP: Strategic Planning				<b>1683</b> IM: Agglomeration	
BCC: Room 309		<b>1589</b> IM: TMTs and Intl Strategy				<b>1684</b> IM: Cultural Intelligence	
BCC: Room 310		<b>1643</b> TIM: Product Development Strategy				<b>1730</b> TIM: Coordination Mechanisms	
BCC: Room 313		<b>1552</b> BPS/TIM: Technology Transitions				<b>1653</b> BPS/OB/RM: Unobtrusive Measures	
BPP: Alcott Room		<b>1598</b> OB: New Directions in Justice Research...				<b>1691</b> OB: Managing Change and Paradoxes in	
BPP: Arlington Room		<b>1583</b> HR/IM: Contextual HRM				<b>1678</b> HR/MED/OB: Motivation to Learn	
BPP: Back Bay Room		<b>1599</b> OB: Groups and Creativity...				<b>1692</b> OB: Satisfaction and Motivation...	
BPP: Beacon Hill Room		<b>1611</b> OB/RM: Understanding Dynamics				<b>1700</b> OB/HR/MOC: Aggression Prevention	
BPP: Berkeley Room		<b>1553</b> CAR: Personal Meaning & Experiences				<b>1654</b> CAR/ENT/OB: Entrepreneurial Careers	
BPP: Board Room		<b>1573</b> GDO: Age				<b>1669</b> GDO: Teams	
BPP: Brandeis Room		<b>1600</b> OB: Abuse at Work				<b>1693</b> OB: Team and Group Processes...	
BPP: Cabot Room		<b>1579</b> HR: Commitment and Turnover				<b>1674</b> HR: Benefits and Well-Being	
BPP: Cambridge Room						<b>1662</b> CM: Anger	
BPP: Charles River Room		<b>1580</b> HR: Work Design				<b>1675</b> HR: Cultural Influences on HR	
BPP: Clarendon Room		<b>1575</b> GDO/MC: Gender in PSFs				<b>1670</b> GDO: Conceptualizing Age	
BPP: Constitution Room		<b>1601</b> OB: Social and Group Processes In Decis...				<b>1694</b> OB: Work Satisfaction	
BPP: Emerson Room		<b>1602</b> OB: Positive Leadership...				<b>1695</b> OB: Ethical Implications of Justice...	
BPP: Franklin Room		<b>1564</b> CM/OB: Eat, Drink, and Be Merry!				<b>1663</b> CM: Workplace Mistreatment	
BPP: Georgian Room		<b>1554</b> CAR: Career Management				<b>1655</b> CAR/RM/HR: Researching Careers	
BPP: Gloucester Room		<b>1603</b> OB: Status, Power, and Influence at Wor...				<b>1696</b> OB: Guilt at Work	
BPP: Holmes Room		<b>1556</b> CAU: Human/Social Sustainability					
BPP: Lexington Room		<b>1604</b> OB: Knowledge Sharing				<b>1697</b> OB: Forms of Support & Outcomes...	
BPP: Longfellow Room		<b>1557</b> CAU: Informal Economy and Ethics					
BPP: Newbury Room		<b>1581</b> HR: Performance Management				<b>1676</b> HR: Internet-Based Selection	
BPP: St. James Room		<b>1609</b> OB/IM: Virtuality/Diversity in Teams				<b>1701</b> OB/IM/GDO: Creativity in social contexts	
BPP: Stanhope Room		<b>1605</b> OB: Connectedness and Caring in the					
BPP: Statler Room		<b>1608</b> OB/HR: Extending the EOR Literature				<b>1702</b> OB/MOC/CM: Interpreting Expressed	
BPP: Stuart Room		<b>1610</b> OB/MOC/HCM: Contingencies of Voice				<b>1698</b> OB: Sources of Conflict & Resistance in...	
BPP: Thoreau Room		<b>1576</b> GDO/OB: Arab Women Shaping Change				<b>1671</b> GDO: Senior Women	
BPP: Tremont Room		<b>1574</b> GDO: Gender Effects				<b>1672</b> GDO: Disabilities	
BPP: White Hill Room		<b>1606</b> OB: Mindset of the Moral Manager				<b>1703</b> OB/MOC/HR: Leading to Proactive Behavior	
BPP: Whittier Room		<b>1582</b> HR: HRM Context and CSR				<b>1677</b> HR: Withdrawal Processes	
BPP: Winthrop Room		<b>1607</b> OB: Ethical Leadership Mechanisms				<b>1699</b> OB: Individual and Social Motivational ...	

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

MCP: 3rd Fl. Atrium Foyer ◀ AAA: Placement Services		
MCP: Boylston	<b>1633</b> SIM: Stakeholder	<b>1720</b> SIM: Stakeholder
MCP: Falmouth	<b>1565</b> CMS: Ideology and Discourse	
MCP: Hyannis	<b>1634</b> SIM: Div RT: Social Impacts	<b>1721</b> SIM: Div RT: Biz-Govt-NGO
MCP: Orleans	<b>1577</b> HCM: Leading from Behind	
MCP: Provincetown	<b>1628</b> ONE/OB/ODC: Workplace Env.	<b>1715</b> ONE: Inst. Work in Self-Regulation
MCP: Salon B	<b>1592</b> MED: Learning Quality & Outcomes	
MCP: Salon C	<b>1629</b> PNP: Organizational Perf - P1	<b>1717</b> PNP: Organizational Perf - P2
MCP: Salon D	<b>1593</b> MED: Curriculum Design & Strategies	<b>1687</b> MED: Teaching Evaluation & Assessme
MCP: Salon H	<b>1578</b> HCM: The Culture Club	<b>1673</b> HCM/MOC: Overload in Hospitals
MCP: Salon I	<b>1627</b> ONE: Networks and Alliances	<b>1716</b> ONE: Emerging, Developing Economies
MCP: Salon J	<b>1566</b> CMS: CMS Dark Side Case Competition	<b>1664</b> CMS: Can CMS Get Anything Done?
MCP: Salon K	<b>1635</b> SIM: Div RT: Corp Responsibility	<b>1722</b> SIM: Div RT: Corp Responsibility
MCP: Tremont	<b>1630</b> PNP: HRM - Panel 2	<b>1718</b> PNP: Public Services Innovation
MCP: Vineyard	<b>1636</b> SIM: Ethics	<b>1723</b> SIM: Social Impacts
MCP: Yarmouth	<b>1637</b> SIM: Social Enterprises	<b>1724</b> SIM/MOC/ENT: Entrepreneurial legacies
SB: Back Bay Ballroom A	<b>1567</b> ENT: Founding and Performance	<b>1665</b> ENT: Knowledge, Soc Cap & Percepts
SB: Back Bay Ballroom B	<b>1596</b> MOC/ODC/HR: Organizational Trust	<b>1690</b> MOC/OB: Does Culture Really Matter?
SB: Beacon E	<b>1618</b> OMT: Scandal, Stigma & Ethics	<b>1714</b> OMT/PNP/SIM: Cultural (Ac)counting
SB: Beacon F	<b>1619</b> OMT: Capabilities & Performance	<b>1713</b> OMT/ODC/OB: Leadership in the Plural
SB: Beacon G	<b>1568</b> ENT: Brand Management	<b>1666</b> ENT: Primary Data Sources
SB: Beacon H	<b>1569</b> ENT: Myopic Lens - Entrepreneurship	<b>1667</b> ENT: Society and Entrepreneurship
SB: Berkley A	<b>1570</b> ENT: Institutional Voids	
SB: Berkley B	<b>1594</b> MOC: Sensemaking: Jobs, Work	<b>1688</b> MOC: Ethics and Decision-Making
SB: Clarendon A & B	<b>1571</b> ENT: Resource Scarcity	
SB: Dalton B	<b>1555</b> CAU: Careers, Geography and History	
SB: Fairfax A	<b>1612</b> OCIS: Distributed Work	<b>1704</b> OCIS/TIM/OMT: Diversity and Open
SB: Fairfax B	<b>1620</b> OMT: Institutional Work	<b>1707</b> OMT: Institutions & Identity
SB: Gardner A	<b>1621</b> OMT: Network, Know & Info Exchange	<b>1711</b> OMT/IM: MNC Matrix Structures
SB: Gardner B	<b>1615</b> ODC: Learning and Renewal	<b>1705</b> ODC: Action research for healthcare
SB: Hampton A	<b>1613</b> OCIS: Work in Teams	
SB: Hampton B	<b>1597</b> MSR/ODC/MED: Meditating Leadership	
SB: Independence East	<b>1622</b> OMT: Institutions & Networks	<b>1712</b> OMT/OB/ODC: New Theories
SB: Independence West	<b>1623</b> OMT: Inst'l Approaches to Categor	<b>1708</b> OMT: Judging merit in academia
SB: Jefferson	<b>1572</b> ENT: Stakeholders & Entrepren	<b>1668</b> ENT: The Entrepreneur & The Market
SB: Kent	<b>1595</b> MOC: Uncertainty and Dynamism	<b>1689</b> MOC: Organizational Change
SB: Liberty Ballroom A	<b>1614</b> OCIS: Knowledge Across Boundaries	
SB: Liberty Ballroom B	<b>1616</b> ODC/OB: Relationality in Leadership	<b>1706</b> ODC: Leadership of Change
SB: Liberty Ballroom C	<b>1624</b> OMT: Exploring Inst'l Multiplicity	<b>1709</b> OMT: Inst'l Complexity Responses
SB: Republic A	<b>1625</b> OMT: HR Processes Across Orgs	<b>1710</b> OMT: Institutions and Identities
WCP: Adams	<b>1590</b> MC: Consultant Competency	
WCP: Baltic	<b>1558</b> CDP: Impact of Employee Personality	<b>1656</b> CDP: Effective Performing Teams
WCP: Courier	<b>1591</b> MC: Culture&Context in Consulting	<b>1686</b> MC: Consulting Roles&Interventions
WCP: Empire	<b>1631</b> RM/BPS/OB: Longitudinal Data Analysis	<b>1719</b> RM: Evaluating Qualitative Studies
WCP: Essex North-Center	<b>1559</b> CDP: Rethinking Risk & Uncertainty	<b>1657</b> CDP: How to Manage Forward
WCP: Essex North-East	<b>1560</b> CDP: New Venture Performance	<b>1658</b> CDP: Crowdsourcing/Design Thinking
WCP: Essex North-West	<b>1561</b> CDP: Constructing Perceptions	<b>1659</b> CDP: Employment Discrimination
WCP: North Star	<b>1617</b> OM: Supply Chain Coordination...	
WCP: St. George C	<b>1562</b> CDP: Business Groups & M&A	<b>1660</b> CDP: Leveraging Knowledge
WCP: St. George D	<b>1563</b> CDP: Emerging Practices in HRM	<b>1661</b> CDP: Gov't & Public Sector Org.

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



## Tuesday Late Afternoon, August 7, 2012

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
BCC: Exhibit Hall A	← AAA: Conference Registration...						
BCC: Room 101	<b>1731</b> BPS: Industry Analysis						
BCC: Room 102	<b>1732</b> BPS: Explore, exploit, search						
BCC: Room 104	<b>1799</b> TIM: R&D Process						
BCC: Room 107	<b>1800</b> TIM: Inter-Organizational Networks						
BCC: Room 108	<b>1801</b> TIM: External Knowledge						
BCC: Room 109	<b>1733</b> BPS: Competitive Heterogeneity						
BCC: Room 201	<b>1734</b> BPS: Managing uncertainty						
BCC: Room 202	<b>1735</b> BPS: Vertical Integration						
BCC: Room 203	<b>1802</b> TIM: Interfaces and Innovations						
BCC: Room 204	<b>1736</b> BPS: CEO & TMT Dynamics						
BCC: Room 205	<b>1759</b> IM: Offshoring Ins & Outs						
BCC: Room 207	← AAA: Hospitality Ste						
BCC: Room 208	<b>1760</b> IM: Timing of Internationalization						
BCC: Room 301	<b>1737</b> BPS: Strategy Process & Planning						
BCC: Room 303	<b>1761</b> IM: Ventures' Views of Context						
BCC: Room 305	<b>1803</b> TIM: Innovation and Teams						
BCC: Room 309	<b>1762</b> IM: Management of HR Capabilities						
BCC: Room 310	<b>1804</b> TIM: Perspectives on Innovation						
BPP: Alcott Room	<b>1770</b> OB: CEO Leadership and Organizational						
BPP: Arlington Room	<b>1758</b> HR/MED: Achievement Motivation						
BPP: Beacon Hill Room	<b>1778</b> OB/HR/GDO: Emotion Expression at						
BPP: Berkeley Room	<b>1738</b> CAR: Distinguished Contributions						
BPP: Board Room	<b>1771</b> OB: Outcomes of Transformational						
BPP: Cabot Room	<b>1754</b> HR: HR Metrics Across Cultures						
BPP: Charles River Room	<b>1755</b> HR: Politics and Personality						
BPP: Clarendon Room	<b>1751</b> GDO/CAR: Managing Millennials						
BPP: Constitution Room	<b>1772</b> OB: Motivational Mechanisms						
BPP: Emerson Room	<b>1773</b> OB: Deviance & Aggression Antecedents						
BPP: Franklin Room	<b>1742</b> CM: Group decisions						
BPP: Gloucester Room	<b>1739</b> CAR/OB: HRM and Proactive Employees						
BPP: Lexington Room	<b>1774</b> OB: New Directions in Research on OCB						
BPP: Newbury Room	<b>1756</b> HR: HRM and Productivity						
BPP: St. James Room	<b>1779</b> OB/MOC: Leadership and Proactivity						
BPP: Statler Room	<b>1777</b> OB/HR: Organizational Justice						
BPP: Stuart Room	<b>1775</b> OB: Knowledge Sharing Forms						
BPP: Thoreau Room	<b>1749</b> GDO: Creativity and Innovation						
BPP: Tremont Room	<b>1750</b> GDO: Gender and Identity						
BPP: White Hill Room	<b>1776</b> OB: Prosocial-Proself Motivations						
BPP: Whittier Room	<b>1757</b> HR: Executive Compensation						
MCP: Boylston	<b>1795</b> SIM: Stakeholder						
MCP: Hyannis	<b>1796</b> SIM: DIV RT: Corporate Governance						
MCP: Orleans	<b>1752</b> HCM: Leaders & Organizational Chang						
MCP: Provincetown	<b>1790</b> ONE: Risk and Resilience						
MCP: Salon B	<b>1765</b> MED/CMS/MH: Power & Paradoxes in						
MCP: Salon C	<b>1792</b> PNP: Volunteering						
MCP: Salon D	<b>1764</b> MED: Social Responsibility & Ethics						
MCP: Salon H	<b>1753</b> HCM: Professional Decision Making						
MCP: Salon I	<b>1791</b> ONE: Carbon Management Disclosure						
MCP: Salon J	<b>1743</b> CMS/RM: Reflexivity and Research						
MCP: Salon K	<b>1797</b> SIM: Div RT: Corp Responsibility						
MCP: Tremont	<b>1793</b> PNP: New Res. Pers. on PNP Organz.						
MCP: Vineyard	<b>1798</b> SIM: Corporate Responsibility						
SB: Back Bay Ballroom A	<b>1744</b> ENT: Creativity in Entrep Process						
SB: Back Bay Ballroom B	<b>1766</b> MOC: Norms in Virtual Collaboration						

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

SB: Beacon E	<b>1787</b> OMT/CMS/SAP: Economies of Worth
SB: Beacon F	<b>1769</b> MOC/OB/OMT: Meaning in the Economic
SB: Beacon G	<b>1745</b> ENT: Growth/Perform & Academic Entr
SB: Beacon H	<b>1746</b> ENT: Entrepreneurship Growth
SB: Berkley B	<b>1767</b> MOC: Disentangling Improvisation
SB: Clarendon A & B	<b>1747</b> ENT: Entrep & the Individual
SB: Fairfax A	<b>1780</b> OCIS: Modularity and Digitalization
SB: Fairfax B	<b>1783</b> OMT: Symbolic Management
SB: Gardner A	<b>1784</b> OMT: Workplace, Structure & Culture
SB: Gardner B	<b>1781</b> ODC: Discourse and Communication
SB: Independence East	<b>1788</b> OMT/MOC: Logics and Identity
SB: Independence West	<b>1785</b> OMT: Org Governance & Boards of Dir
SB: Jefferson	<b>1748</b> ENT: Homophily & Entrep Perform
SB: Kent	<b>1768</b> MOC: Motivation and Decision-Making
SB: Liberty Ballroom B	<b>1782</b> ODC: Leadership and Strategic Chang
SB: Liberty Ballroom C	<b>1786</b> OMT: Inst'l Logics in Practice
SB: Republic A	<b>1789</b> OMT/SIM/BPS: Confrontation to
WCP: Empire	<b>1794</b> RM: Assessing Current Methods
WCP: Essex North-East	<b>1740</b> CDP: Org. Change & Cognition
WCP: Essex North-West	<b>1741</b> CDP: Organizations Identity
WCP: Parliament	<b>1763</b> MC: MC Division Exec Committee Mtg

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

# All Academy Activities

Program Chair: R. Duane Ireland, Texas A&M U.  
Professional Development Workshop Chair: Paul S. Adler, U. of Southern California

Day	Start	#	Location	Session Information
Fri	7:00am	<b>1</b>	SB:Beacon D	AOM Journals Committee Meeting
	7:30am	<b>3</b>	BCC:Exhibit Hall A	Conference Registration
	8:00am	<b>5</b>	SB:Beacon F	Board of Governors' Meeting
		<b>6</b>	BCC:Room 207	Hospitality Suite for First Time Attendees
	9:00am	<b>49</b>	WCP:Great Republic	AMR Writing Theoretical Papers
	10:00am	<b>63</b>	SB:Back Bay Ballroom A	Ethics and E-Research
	10:30am	<b>87</b>	WCP:Adams	AMR Internationalizing Theory
	12:00pm	<b>99</b>	MCP:3rd Floor Atrium Foyer	Placement Services
	1:00pm	<b>122</b>	MCP:Boylston	Being a Department Chair
		<b>123</b>	WCP:Courier	AMLE Town Hall
	3:00pm	<b>152</b>	WCP:Courier	AMLE Writer's Workshop
	3:30pm	<b>162</b>	MCP:Salon E	The Ins and Outs of Faculty Recruiting
	5:30pm	<b>186</b>	MCP:Salon E	The Academic Job Search: Workshop for Applicants
		<b>187</b>	BCC:Room 302/304	New Member Orientation
Sat	8:00am	<b>195</b>	MCP:3rd Floor Atrium Foyer	Placement Services
		<b>196</b>	BCC:Exhibit Hall A	Conference Registration
		<b>197</b>	BCC:Exhibit Hall A.	Conference Exhibits
		<b>198</b>	BCC:Room 207	Hospitality Suite for First Time Attendees
		<b>199</b>	BCC:Room 207.	Membership Committee Opening Meeting & Breakfast
	9:00am	<b>256</b>	WCP:St. George C & D	AMR Reviewing Theory Papers
	10:00am	<b>266</b>	WCP:Adams	Publishing in AMP
	10:15am	<b>270</b>	BCC:Convention Center Exhibit Hall A	Conference Break
	11:00am	<b>296</b>	WCP:St. George C & D	AMP Management Practices
	1:00pm	<b>329</b>	WCP:America Ballroom North	Publishing in AMJ: Tips from the Editors
	2:00pm	<b>347</b>	SB:Back Bay Ballroom C	Chairs, Fac. & Discussants
		<b>348</b>	BCC:Room 208	AOM Affiliates & Associates
	2:45pm	<b>361</b>	BCC:Convention Center Exhibit Hall A	Conference Break
	3:30pm	<b>377</b>	BCC:Room 205	2012 Program Chairs' Meeting
	5:30pm	<b>405</b>	BCC:Room 302/304	New Member Orientation
	7:00pm	<b>421</b>	BCC:Room 306	New Members Welcome Reception
Sun	8:00am	<b>429</b>	MCP:3rd Floor Atrium Foyer	Placement Services
		<b>430</b>	SB:Grand Ballroom	All-Academy Welcome Breakfast
		<b>431</b>	WCP:Courier	AMJ Editors Only
		<b>432</b>	BCC:Exhibit Hall A	Conference Registration
		<b>433</b>	BCC:Exhibit Hall A.	Conference Exhibits
		<b>434</b>	BCC:Room 207	Hospitality Suite for First Time Attendees
	9:00am	<b>438</b>	SB:Grand Ballroom	President's Address & Awards
		<b>439</b>	WCP:Courier	AMR Editors Only
		<b>440</b>	BCC:Room 205	The Ethicist
	10:00am	<b>444</b>	WCP:St. George C & D	AMR Editorial Review Board
		<b>445</b>	BCC:Room 205	Ethics Education Committee Meeting
	10:15am	<b>450</b>	BCC:Convention Center Exhibit Hall A	Conference Break
	11:15am	<b>456</b>	BCC:Room 204	2012-2013 Division Chairs Meeting
	11:30am	<b>457</b>	SB:Fairfax B	2013 PDW Chairs Meeting
		<b>458</b>	WCP:Courier	AMP Editors Only
	11:45am	<b>491</b>	BCC:Room 205	AOM Ethics Committee Meeting
	12:00pm	<b>492</b>	SB:Gardner B	2013 Program Chairs' Meeting
		<b>493</b>	BCC:Room 209	Division Treasurers' Meeting
	12:30pm	<b>498</b>	WCP:Courier	AMP Editorial Review Board
	1:00pm	<b>501</b>	BCC:Room 208	AOM Leadership Forum
	2:00pm	<b>536</b>	WCP:Staffordshire	AMJ Editorial Review Board
		<b>537</b>	BCC:Room 209	Connecting the Academy through Technology

All Academy Activities

	2:45pm	<b>551</b>	BCC:Convention Center Exhibit Hall A	Conference Break	
<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>	
<b>Sun</b>	3:30pm	<b>586</b>	SB:Back Bay Ballroom A	Town Hall: AOM Strategic Plan	
		<b>587</b>	WCP:Essex North-West	AMLE Editors Meeting	
	4:30pm	<b>608</b>	WCP:St. George C & D	AMLE Editorial Review Board	
		<b>609</b>	BCC:Room 301	AOM Tweet Up	
	5:30pm	<b>652</b>	WCP:Essex North-Center & East	AMLE Ten Year Anniversary Celebration	
	8:00pm	<b>677</b>	WCP:Staffordshire	President's Reception (Invitation Only)	
<b>Mon</b>	7:30am	<b>689</b>	SB:Back Bay Ballroom C	Current/Incoming Committees	
	8:00am	<b>691</b>	MCP:3rd Floor Atrium Foyer	Placement Services	
		<b>692</b>	BCC:Exhibit Hall A	Conference Registration	
		<b>693</b>	BCC:Exhibit Hall A.	Conference Exhibits	
		<b>694</b>	BCC:Room 207	Hospitality Suite for First Time Attendees	
	9:00am	<b>794</b>	WCP:Adams	AMP Showcase Symposium	
	10:00am	<b>899</b>	WCP:Helicon	Annals Editor/HQ Meeting with Taylor & Francis	
	10:15am	<b>900</b>	BCC:Convention Center Exhibit Hall A	Conference Break	
	11:00am	<b>901</b>	WCP:Helicon	Annals Editors Only	
	2:00pm	<b>1111</b>	WCP:Helicon	AOM Editors meeting	
	2:45pm	<b>1113</b>	BCC:Convention Center Exhibit Hall A	Conference Break	
	<b>Tue</b>	7:30am	<b>1331</b>	BCC:Room 311	AOM Past Presidents Breakfast
		8:00am	<b>1333</b>	MCP:3rd Floor Atrium Foyer	Placement Services
		<b>1334</b>	BCC:Exhibit Hall A	Conference Registration	
		<b>1335</b>	BCC:Room 207	Hospitality Suite for First Time Attendees	
1:15pm		<b>1644</b>	BCC:Room 207.	Membership Committee Closing Debrief Meeting	

# Affiliate Activities & Committees

Program Chair: R. Duane Ireland, Texas A&M U.  
Professional Development Workshop Chair: Paul S. Adler, U. of Southern California

Day	Start	#	Location	Session Information	
Fri	8:00am	17	BCC:Room 303	IAM: A similar story?	
		22	BCC:Room 201	ITC: Entrepreneurship in Africa	
		39	SB:Liberty Ballroom B	PTC: Managing Change in the Aftermath of Extreme Events	
	9:00am	60	SB:Berkley B	TTC: Online and Blended Assignments	
		61	SB:Beacon D	TTC: Teaching with Technology	
	9:30am	62	OS:Northeastern University	PTC: Introducing Design Thinking	
	10:15am	81	BCC:Room 209	PTC: Informal Leadership at the BoP	
	12:30pm	116	SB:Independence West	PTC: Effectively Engaging the Media	
	1:30pm	131	BPP:Stuart Room	D&ITC: Story-writing Workshop	
		134	BCC:Room 205	ITC: Biz Growth in BOP	
		140	OS:Northeastern University.	PTC: Thought Leadership	
	3:00pm	156	SB:Back Bay Ballroom A	PTC: Scholarly Impact Revisited	
	3:30pm	166	SB:Republic A	TTC: Syllabus and Course Design	
	3:45pm	169	BCC:Room 303	IAM: Innovation in Iberoamerica	
	4:45pm	179	BCC:Room 203	ITC: International Research Project	
	6:30pm	192	OS:TBA.	NDSC: New Doctoral Student Consortium Social Hour	
	Sat	8:00am	200	MCP:Salon I	AAM: Meet the editors of APJM
			217	BCC:Room 305	ITC: National Culture and Ingenuity
			224	WCP:America Ballroom South	NDSC: New Doctoral Student Consortium
237			SB:Independence East	PTC: Boston Scenarios	
247			SB:Berkley B	TTC: Teaching Essentials – Effective Grading & Feedback	
8:30am		248	BPP:Cabot Room	D&ITC: D&ITC Open Meeting	
		251	WCP:Defender	MEN: Mentoring Moments	
9:30am		264	BPP:Alcott Room	D&ITC: Motherhood in the Academy	
10:00am		268	SB:Back Bay Ballroom C	PTC: Leading Mindfully	
10:15am		271	MCP:Salon I	AAM: Electronic Devices in Asia	
		289	SB:Beacon E	TTC: Assignment Exchange Game	
		290	BCC:Room 309	TTC: Teaching Online Informal Econ	
10:45am		293	WCP:America Ballroom North	INDAM: Rapid Growth Context	
11:15am		297	BCC:Room 206	IAM: Sustainability and HR	
1:00pm		333	BPP:Beacon Hill Room	D&ITC: More than Meets the Eye	
		339	SB:Republic B	PTC: Practice Theme Lunch Meeting	
2:00pm		351	OS:Green Street Studio	PTC: Leadership and Tango	
2:15pm		353	MCP:Salon I	AAM: Old topics in new setting	
2:45pm		364	BCC:Room 309	ITC: Research Ecosystems	
3:00pm		367	BPP:Cambridge Room	D&ITC: Diversity & Inclusion in AOM	
		370	BCC:Room 312	ITC: Underrepresented Nations	
		371	SB:Jefferson	PTC: Ethical Global HRM Practices	
3:30pm		381	WCP:America Ballroom South	NDSC: Having the Right Stuff	
		382	BCC:Room 103	PTC: Academics-Practice Bridging	
5:00pm		402	WCP:Staffordshire	NDSC: MED/NDSC/OBTS Reception	
6:00pm		412	BCC:Room 305	IAM: Business meeting of IAM	
		417	SB:Constitution Ballroom A	PTC: PTC Awards and Reception	
Sun		8:30am	436	WCP:Defender	AAC: SMA Board Meeting
		10:00am	446	WCP:Empire	AAC: Midwest Academy of Management Officers Meeting
			449	SB:Hampton A	PTC: Practice Theme Committee Meeting.
		10:30am	451	WCP:Great Republic	AAC: Indian Academy of Management Business Meeting
		11:30am	459	WCP:Defender	AAC: EAMI Advisory Board Meeting
		12:00pm	496	BCC:Room 305	ITC: ITC Meeting
	2:00pm	543	BCC:Room 206	ITC: Carolyn Dexter Award Reception	
	3:00pm	585	SB:Hampton A	TTC: Teaching Theme Committee Business Meeting	
	8:00pm	678	SB:Republic B	AAM: AAM/APJM reception	

**Affiliate Activities & Committees**

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<b>Mon</b>	7:30pm	<b>1320</b>	WCP:America Ballroom Center	AAC: Indian Academy of Management Social
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# All Academy Theme

Program Chair: Bat Batjargal, Harvard U.

Day	Start	#	Location	Session Information
Sun	11:30am	<b>460</b>	BCC:Room 101	Assessing the Informal Sector
		<b>461</b>	BCC:Room 103	Nascent Entrepreneurship in China and Beyond
		<b>462</b>	BCC:Room 104	Deans on Business Schools & Informal Economies
		<b>463</b>	BCC:Room 107	Entrepreneurship in China/India
		<b>464</b>	BCC:Room 108	IE, Poverty & Mgmt Education
		<b>465</b>	BCC:Room 109	The Digitization of Creativity
		<b>466</b>	BCC:Room 201	Access to Finance by the Poor
		<b>467</b>	BCC:Room 202	Global/Polycentric Networking
		<b>468</b>	BCC:Room 203	Digital Business Innovations
		1:10pm		<b>504</b>
<b>505</b>	BCC:Room 102			Female Entrepreneurship
<b>506</b>	BCC:Room 104			Informal Economy Challenges
<b>507</b>	BCC:Room 107			Favors as a Bridge
<b>508</b>	BCC:Room 108			Innovation & Role of Nations
<b>509</b>	BCC:Room 109			Aesthetic Marketplaces
<b>510</b>	BCC:Room 201			Ecology of Global Innovation
1:40pm		<b>534</b>	BCC:Room 202	Understanding BOP Org
		<b>535</b>	BCC:Room 203	Shanzhai Phenomenon
2:10pm		<b>548</b>	BCC:Room 103	How to Publish in HBR
2:50pm		<b>552</b>	BCC:Room 101	Identity Rights for the Poor
		<b>553</b>	BCC:Room 102	Nascent Entrepreneurship
		<b>554</b>	BCC:Room 104	IE and Sustainability
		<b>555</b>	BCC:Room 107	New Measures in a New Economy
		<b>556</b>	BCC:Room 108	Ethical Leadership
		<b>557</b>	BCC:Room 109	Informal Networks and the Top Team
<b>558</b>	BCC:Room 201	Global Logics of Competition		
4:20pm		<b>607</b>	BCC:Room 103	Favors in the Informal Economy
4:30pm		<b>610</b>	BCC:Room 101	Varieties of Informal Work
		<b>611</b>	BCC:Room 102	Informal Entrepreneurship in a Global Context
		<b>612</b>	BCC:Room 104	Addressing Wicked Problems
		<b>613</b>	BCC:Room 107	Urban Entrepreneurship/Policy
		<b>614</b>	BCC:Room 108	Breaking through Boundaries
		<b>615</b>	BCC:Room 201	Measuring Hidden Unemployment
		<b>616</b>	BCC:Room 208	Beyond Formal Arrangements

# Showcase Symposia

Program Chair: R. Duane Ireland, Texas A&M U.  
Professional Development Workshop Chair: Paul S. Adler, U. of Southern California

Day	Start	#	Location	Session Information
Mon	8:00am	707	BPP:Georgian Room	SHCS: Employees' Giving Behavior
		724	SB:Berkley A	SHCS: Creating in Corporations
		728	SB:Jefferson	SHCS: Innovation Emerging Countries
		748	BCC:Room 206	SHCS: Expat Knowledge Transfer
		765	BPP:Statler Room	SHCS: Shared Leadership in Teams
		771	SB:Republic B	SHCS: Influential Research and Practice in ODC Dynamics
	9:45am	803	BCC:Room 202	SHCS: Pharmaceutical Innovation
		821	MCP:Salon J	SHCS: Leadership Pedagogy
		833	MCP:Salon H	SHCS: Professional Transformation
		837	BPP:Whittier Room	SHCS: HRM-Performance Domains
		887	BCC:Room 308	SHCS: Practical relevance of SAP
	11:30am	945	BPP:Arlington Room	SHCS: Comparative HRM
		951	BCC:Room 309	SHCS: Thinking about the MNE
		957	SB:Back Bay Ballroom B	SHCS: Leadership and Social Networks
		970	BPP:White Hill Room	SHCS: New Developments in Abusive Supervision Research
		971	BPP:Statler Room	SHCS: Theory Building by Induction
		972	BPP:St. James Room	SHCS: Social Dynamics of Creativity
	1:15pm	1044	BPP:Clarendon Room	SHCS: Unpacking the Glass Ceiling
		1063	SB:Back Bay Ballroom B	SHCS: Identity Work to Job Crafting
		1080	SB:Liberty Ballroom B	SHCS: Changing Change
1091		SB:Independence West	SHCS: Toward Emergence Studies: A Sensemaking Symposium	
1092		SB:Beacon F	SHCS: Open Innovation	
3:00pm	1124	BPP:Georgian Room	SHCS: Steve Jobs	
	1163	MCP:Salon B	SHCS: Informal Management Curriculum	
	1166	SB:Back Bay Ballroom B	SHCS: Complicating Compassion	
	1179	BPP:Statler Room	SHCS: Job Crafting in Organizations	
	1180	BPP:White Hill Room	SHCS: 40 Years of LMX Research	
	1186	WCP:North Star	SHCS: Service Triads	
	1191	SB:Independence East	SHCS: Institutional Fields	
	1196	MCP:Salon I	SHCS: Institutions and Sust. Energy	
	1206	MCP:Boylston	SHCS: Ethical Behavior in the Field	
4:45pm	1274	BPP:Statler Room	SHCS: Advances in Virtual Teams	
	1294	MCP:Provincetown	SHCS: The Common Good in Business	
Tue	8:00am	1379	BPP:Arlington Room	SHCS: Connecting and Disconnecting
		1405	BPP:Statler Room	SHCS: Trust Across Contexts
		1412	SB:Republic B	SHCS: ROCD: Current Trajectories
	9:45am	1492	MCP:Salon B	SHCS: Future of Business
		1510	BPP:White Hill Room	SHCS: Regulatory Focus Theory
	11:30am	1554	BPP:Georgian Room	SHCS: Career Management
		1583	BPP:Arlington Room	SHCS: HRM: The Importance of (National) Context
		1631	WCP:Empire	SHCS: Longitudinal Data Analysis
	1:15pm	1670	BPP:Clarendon Room	SHCS: Conceptualizing Age in Work Settings
		1702	BPP:Statler Room	SHCS: Interpreting Expressed Emotion
		1712	SB:Independence East	SHCS: New Theories
	3:00pm	1769	SB:Beacon F	SHCS: Meaning in the Economic Sphere
		1780	SB:Fairfax A	SHCS: Modularity and Digitalization
		1789	SB:Republic A	SHCS: Confrontation to Influence



# Cross Division Papers

Program Chair: John G Michel, U. of Notre Dame

Day	Start	#	Location	Session Information
Mon	8:00am	715	WCP:Baltic	CDP: Prosocial Behaviors
		716	WCP:Essex North-Center	CDP: Social/Ethical Responsibility
		717	WCP:Essex North-East	CDP: Issues in Governance
		718	WCP:Essex North-West	CDP: Enhancing Employee Fit
		719	WCP:St. George C	CDP: Leadership Mentoring & Identity
		720	WCP:St. George D	CDP: Understanding National Culture
	9:45am	813	WCP:Baltic	CDP: Antecedents and Outcomes of Employee Turnover
		814	WCP:Essex North-Center	CDP: Expecting Better: Understanding Ethics in Practice
		815	WCP:Essex North-East	CDP: Ambidextrous Firm/Performance
		816	WCP:Essex North-West	CDP: HR/Organizational Performance
		817	WCP:St. George C	CDP: (In)Effective Leadership
		818	WCP:St. George D	CDP: Innovation and Change
	11:30am	920	WCP:Baltic	CDP: Managing Workplace Stress
		921	WCP:Essex North-Center	CDP: Humanity and Moral Legitimacy
		922	WCP:Essex North-East	CDP: Making Alliances Work
		923	WCP:Essex North-West	CDP: Employer Status and Prominence
		924	WCP:St. George C	CDP: Managing at the Top
		925	WCP:St. George D	CDP: Stakeholder Theory
	1:15pm	1027	WCP:Baltic	CDP: Beyond the Workplace: Integrating Work and Home
		1028	WCP:Essex North-Center	CDP: Ethical Transgressions
1029		WCP:Essex North-East	CDP: Competitive Interaction	
1030		WCP:Essex North-West	CDP: Effectively Managing Change in the Workplace	
1031		WCP:St. George C	CDP: Leadership in China	
1032		WCP:St. George D	CDP: Institutional Theory	
3:00pm	1130	WCP:Baltic	CDP: Sustainability Practices	
	1131	WCP:Essex North-Center	CDP: Operating in the "IE"	
	1132	WCP:Essex North-East	CDP: Practicing Interrelationships	
	1133	WCP:Essex North-West	CDP: Consequences of Conflicting Identities	
	1134	WCP:St. George C	CDP: Ethical Leadership and Transformation	
	1135	WCP:St. George D	CDP: Managing Org Change	
4:45pm	1224	WCP:Baltic	CDP: CSR: A Global Perspective	
	1225	WCP:Essex North-Center	CDP: Ethnicity, Culture & Spirituali	
	1226	WCP:Essex North-East	CDP: Building Dynamic Capabilities	
	1227	WCP:Essex North-West	CDP: Managing Social Networks	
	1228	WCP:St. George D	CDP: Trust in Supply Chain Manageme	
	Tue	8:00am	1353	WCP:Baltic
1354			WCP:Essex North-Center	CDP: Innovation/Customer Difference
1355			WCP:Essex North-East	CDP: New Venture Funding Sources
1356			WCP:Essex North-West	CDP: Advances in Research Method
1357			WCP:St. George C	CDP: Revitalizing the Organization
1358			WCP:St. George D	CDP: Alternative Work Arrangements
9:45am		1457	WCP:Baltic	CDP: Individual & Team Behaviors
		1458	WCP:Essex North-Center	CDP: Rethinking Org Design
		1459	WCP:Essex North-East	CDP: Org Learning & Learning In Org
		1460	WCP:Essex North-West	CDP: Decisions & Biases in Org
		1461	WCP:St. George C	CDP: Enhancing Org Capabilities
		1462	WCP:St. George D	CDP: Social Entrepreneurship
11:30am		1558	WCP:Baltic	CDP: Impact of Employee Personality
		1559	WCP:Essex North-Center	CDP: Rethinking Risk & Uncertainty
		1560	WCP:Essex North-East	CDP: New Venture Performance
		1561	WCP:Essex North-West	CDP: Constructing Perceptions
		1562	WCP:St. George C	CDP: Business Groups & M&A
		1563	WCP:St. George D	CDP: Emerging Practices in Human Resource Management

Cross Division Paper Sessions

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Day	Start	#	Location	Session Information
Tue	1:15pm	<b>1656</b>	WCP:Baltic	CDP: Effective Performing Teams
		<b>1657</b>	WCP:Essex North-Center	CDP: How to Manage Forward
		<b>1658</b>	WCP:Essex North-East	CDP: Crowdsourcing/Design Thinking
		<b>1659</b>	WCP:Essex North-West	CDP: Employment Discrimination
		<b>1660</b>	WCP:St. George C	CDP: Leveraging Knowledge
		<b>1661</b>	WCP:St. George D	CDP: Gov't & Public Sector Org.
	3:00pm	<b>1740</b>	WCP:Essex North-East	CDP: Org. Change & Cognition
		<b>1741</b>	WCP:Essex North-West	CDP: Identity and Identification in Organizations

# Discussion Papers

Program Chair: John Humphreys, Texas A&M U., Commerce

Day	Start	#	Location	Session Information
Sun	11:30am	469	MCP:Falmouth	DISC: OMT: Decision Making
		470	MCP:Hyannis	DISC: SIM: Ethics
		471	MCP:Nantucket	DISC: BPS: Cooperative Strategies
		472	MCP:Orleans	DISC: OMT: Institutional Theory
		473	MCP:Provincetown	DISC: BPS: Capabilities & Structure
		474	MCP:Vineyard	DISC: ONE: Sustainability
		475	MCP:Yarmouth	DISC: BPS: Governance/Boards
		476	BPP:Alcott Room	DISC: TIM: People & Relationships
		477	BPP:Back Bay Room	DISC: IMD: Innovation & Change
		478	BPP:Brandeis Room	DISC: Entrepreneurship Discussion Paper Session: Context
		479	BPP:Cabot Room	DISC: TIM: Learning & Knowledge
		480	BPP:Charles River Room	DISC: HR: Strategic HR
		481	BPP:Constitution Room	DISC: MED: Assessment & Development
		482	BPP:Emerson Room	DISC: OCIS: Communication
		483	BPP:Franklin Room	DISC: OB: Ethics and Fairness
		484	BPP:Gloucester Room	DISC: Research Methods Discussion Paper Session
		485	BPP:Lexington Room	DISC: MOC: Systems & Dynamics
		486	BPP:St. James Room	DISC: OB: Leadership Types
		487	BPP:Stuart Room	DISC: OB: Leadership & Power
		488	BPP:Thoreau Room	DISC: IMD: Strategy
		489	BPP:Winthrop Room	DISC: GDO: Diversity Management
	1:10pm	511	MCP:Falmouth	DISC: OMT: Performance
		512	MCP:Hyannis	DISC: SIM: Social Responsibility
		513	MCP:Nantucket	DISC: BPS: Performance
		514	MCP:Orleans	DISC: OMT: Org. Institutionalism
		515	MCP:Provincetown	DISC: BPS: Process and Planning
		516	MCP:Vineyard	DISC: SIM: Regulation & Strategy
		517	MCP:Yarmouth	DISC: BPS: Governance/Executives
		518	BPP:Alcott Room	DISC: TIM: Theoretical Perspectives
		519	BPP:Back Bay Room	DISC: IMD: Strategy & Management
		520	BPP:Brandeis Room	DISC: ENT: Individual(s)
		521	BPP:Cabot Room	DISC: TIM: Adoption and Process
		522	BPP:Charles River Room	DISC: HR: Assessment
		523	BPP:Constitution Room	DISC: MED: Institutional Issues
		524	BPP:Emerson Room	DISC: OCIS: Info. & Environment
		525	BPP:Franklin Room	DISC: OB: Soc. Capital & Process
		526	BPP:Gloucester Room	DISC: SAP Discussion Papers
		527	BPP:Lexington Room	DISC: MOC: Decision Making & Meaning
		528	BPP:St. James Room	DISC: OB: Dysfunction & Rejection
		529	BPP:Stuart Room	DISC: Cognitive Process & Affect
		530	BPP:Thoreau Room	DISC: IMD: Emerging Markets
		531	BPP:Winthrop Room	DISC: GDO: Div. Dimensions/Ethnicity

Discussion Paper Sessions

Day	Start	#	Location	Session Information
Sun	2:50pm	559	MCP:Falmouth	DISC: OMT: Network and Learning
		560	MCP:Hyannis	DISC: Sustainability&Responsibility
		561	MCP:Nantucket	DISC: BPS: Organizational Learning
		562	MCP:Orleans	DISC: OMT: Status & Reputation
		563	MCP:Provincetown	DISC: BPS: Opportunities & Advantage
		564	MCP:Vineyard	DISC: Public and Nonprofit Discussion Paper Session
		565	MCP:Yarmouth	DISC: BPS: Global/International
		566	BPP:Alcott Room	DISC: TIM: Strategy & Management
		567	BPP:Back Bay Room	DISC: ODC: Leadership
		568	BPP:Brandeis Room	DISC: ENT: Process & Performance
		569	BPP:Cabot Room	DISC: TIM: Problem-Solving & Change
		570	BPP:Charles River Room	DISC: HR: People & Personality
		571	BPP:Constitution Room	DISC: Management History Discussion Paper Session
		572	BPP:Emerson Room	DISC: CMD: Conflict & Negotiation
		573	BPP:Franklin Room	DISC: OB: Work and Job Issues
		574	BPP:Gloucester Room	DISC: Navigating One's Career
		575	BPP:Lexington Room	DISC: ENT: Behavior
		576	BPP:St. James Room	DISC: OB: Prosocial Behavior
		577	BPP:Stuart Room	DISC: OB: Cognition & Perception
		578	BPP:Thoreau Room	DISC: IMD: People & Relationships
579	BPP:Winthrop Room	DISC: GDO: Div. Dimension/Outcomes		
	4:30pm	617	MCP:Falmouth	DISC: OMT: Practice
		618	MCP:Hyannis	DISC: Governance & Decision-Making
		619	MCP:Nantucket	DISC: BPS: Institutions and Resource
		620	MCP:Orleans	DISC: OMT: Org. Forms & Identity
		621	MCP:Provincetown	DISC: OMT: Change
		622	MCP:Vineyard	DISC: ONE: Gov & Business Function
		623	MCP:Yarmouth	DISC: BPS: Alliances
		624	BPP:Alcott Room	DISC: TIM: Innovation & Systems
		625	BPP:Back Bay Room	DISC: ODC: Catalysts and Identity
		626	BPP:Brandeis Room	DISC: Opportunities & Innovation
		627	BPP:Cabot Room	DISC: Human Resources Discussion Paper Session: Global
		628	BPP:Charles River Room	DISC: HR: Compensation & Motivation
		629	BPP:Constitution Room	DISC: CMS Discussion Papers
		630	BPP:Emerson Room	DISC: Health Care Management Discussion Paper Session
		631	BPP:Franklin Room	DISC: OB: Behavior & Performance
		632	BPP:Gloucester Room	DISC: CAR: Career Progression
		633	BPP:Lexington Room	DISC: Operations Management Discussion Paper Session
		634	BPP:St. James Room	DISC: OB: Leaders & Followers
		635	BPP:Stuart Room	DISC: OB: Groups and Teams
		636	BPP:Thoreau Room	DISC: IMD: Internationalization
637	BPP:Winthrop Room	DISC: Management Consulting Discussion Paper Session		

# Caucuses

Program Chair: Theodore Brown, Oakwood U.

Day	Start	#	Location	Session Information
Mon	8:00am	<b>709</b>	MCP:Columbus I	CAU: Leadership of Trainers
		<b>710</b>	MCP:Columbus II	CAU: Art Management, Cultures and the Informal Economy
		<b>711</b>	SB:Dalton A	CAU: Leveraging India
		<b>712</b>	SB:Dalton B	CAU: Health Care in the Underground
		<b>713</b>	BPP:Holmes Room	CAU: Errors and Reliability
		<b>714</b>	BPP:Longfellow Room	CAU: Social Franchise
	9:45am	<b>807</b>	MCP:Columbus I	CAU: Trust and entrepreneurship
		<b>808</b>	MCP:Columbus II	CAU: Women on Boards
		<b>809</b>	SB:Dalton A	CAU: Social Enterprise Research
		<b>810</b>	SB:Dalton B	CAU: Gender Issues in the Classroom
		<b>811</b>	BPP:Holmes Room	CAU: Humanistic Management Caucus
		<b>812</b>	BPP:Longfellow Room	CAU: Indian Academy of Management
	11:30am	<b>914</b>	MCP:Columbus I	CAU: The Entangled Organization
		<b>915</b>	MCP:Columbus II	CAU: Russian and CIS Management Research Caucus
		<b>916</b>	SB:Dalton A	CAU: Institutional Theory in IM
		<b>917</b>	SB:Dalton B	CAU: Informal economy in Russia
		<b>918</b>	BPP:Holmes Room	CAU: Corruption and the Informal Economy
		<b>919</b>	BPP:Longfellow Room	CAU: Broadband Digital Divide
	1:15pm	<b>1021</b>	MCP:Columbus I	CAU: Evidence-Based Research
		<b>1022</b>	MCP:Columbus II	CAU: Low-wages & informal economy
<b>1023</b>		SB:Dalton A	CAU: Calling and informal economy	
<b>1024</b>		SB:Dalton B	CAU: Innovation in Informal Economy Organizations	
<b>1025</b>		BPP:Holmes Room	CAU: Human Interaction Dynamics	
<b>1026</b>		BPP:Longfellow Room	CAU: Learning about Gender Inequity	
3:00pm	<b>1126</b>	MCP:Columbus I	CAU: Formal and informal HRM	
	<b>1127</b>	MCP:Columbus II	CAU: Health systems data caucus	
	<b>1128</b>	BPP:Holmes Room	CAU: Degrowth - stimulating discourses of change	
	<b>1129</b>	BPP:Longfellow Room	CAU: The Dark Informal Economy	
4:45pm	<b>1223</b>	SB:Dalton A	CAU: Female Entrepreneurship	
Tue	8:00am	<b>1347</b>	MCP:Columbus I	CAU: Authentic Leadership Caucus
		<b>1348</b>	MCP:Columbus II	CAU: Native and Indigenous Caucus
		<b>1349</b>	SB:Dalton A	CAU: Developmental Networks and the Informal Economy
		<b>1350</b>	SB:Dalton B	CAU: Migration Research
		<b>1351</b>	BPP:Holmes Room	CAU: Evidence-Based Management (EBMgt) Caucus
		<b>1352</b>	BPP:Longfellow Room	CAU: Nepotism and Bribery in China
	9:45am	<b>1451</b>	MCP:Columbus I	CAU: Informal Economy and Urban Development in Africa
		<b>1452</b>	MCP:Columbus II	CAU: Caucus on Hispanic Work Issues
		<b>1453</b>	SB:Dalton A	CAU: Research Matters?
		<b>1454</b>	SB:Dalton B	CAU: Informal-Econ-Sustain-Agenda
		<b>1455</b>	BPP:Holmes Room	CAU: Developing Top Talent into Global Leaders
		<b>1456</b>	BPP:Longfellow Room	CAU: Informal Entrepreneurship
	11:30am	<b>1555</b>	SB:Dalton B	CAU: Careers, Geography and History
		<b>1556</b>	BPP:Holmes Room	CAU: Human/Social Sustainability
		<b>1557</b>	BPP:Longfellow Room	CAU: Informal Economy and Ethics

# Business Policy & Strategy

Program Chair: Rajshree Agarwal, U. of Maryland  
Professional Development Workshop Chair: Christoph Zott, IESE Business School

Day	Start	#	Location	Session Information	
Fri	7:30am	<b>4</b>	BCC:Room 310	BPS Doctoral Consortium	
	8:00am	<b>7</b>	BCC:Room 309	BPS Dissertation Consortium	
		<b>8</b>	BCC:Room 102	Strategic Human Capital	
		<b>18</b>	BCC:Room 308	Global Automotive Industry	
		<b>20</b>	BCC:Room 204	Improving Your IM Teaching	
		<b>21</b>	BCC:Room 305	Management in Islamic Societies	
		<b>44</b>	BCC:Room 301	Front End of Innovation	
	8:30am	<b>45</b>	BCC:Room 103	Publication Around the World	
	9:00am	<b>55</b>	OS:Northeastern University.	Executives-Scholars dialogue	
	10:00am	<b>64</b>	BCC:Room 203	Single Industry Research	
		<b>68</b>	SB:Republic B	Post-Merger Integration	
	10:15am	<b>69</b>	BCC:Room 202	Alliance Portfolios - Paper Development Workshop	
		<b>70</b>	BCC:Room 303	Antecedents to Search	
	11:15am	<b>97</b>	BCC:Room 205	Technology Alliances	
	12:15pm	<b>102</b>	BCC:Room 203	Responsible Competitiveness	
	12:30pm	<b>109</b>	BCC:Room 202	Complementing the Case Method	
			BCC:Room 301	Field Experiments in Management Research	
		<b>115</b>	MCP:Salon H	50 Years after Silent Spring	
		<b>116</b>	SB:Independence West	Effectively Engaging the Media	
		<b>128</b>	WCP:Essex North-Center & East	Qualitative Comparative Analysis	
	1:30pm	<b>129</b>	BCC:Room 303	Dealing with Endogeneity	
		<b>134</b>	BCC:Room 205	Biz Growth in BOP	
	2:30pm	<b>144</b>	BCC:Room 204	CSR and Emerging Markets	
		<b>147</b>	SB:Back Bay Ballroom C	Publish Qualitative Research	
	2:45pm	<b>148</b>	BCC:Room 301	Value creation with "people for people"	
		<b>149</b>	BCC:Room 202	Aspirations and Change	
	3:00pm	<b>153</b>	MCP:Salon D	US Federal Funding for Engaged Scholarship	
	3:30pm	<b>163</b>	BCC:Room 206	Visual Reception: the Scholarship of Mason Carpenter	
	3:45pm	<b>169</b>	BCC:Room 303	Innovation in Iberoamerica	
	4:15pm	<b>176</b>	BCC:Room 205	Sustainable Enterprise Models Innovation	
	5:00pm	<b>181</b>	BCC:Room 301	Measuring Knowledge Flows	
	Sat	7:45am	<b>194</b>	BCC:Room 310	BPS Doctoral Consortium II
		8:00am	<b>201</b>	BCC:Room 205	What should I do with this paper?
<b>202</b>			BCC:Room 308	BPS New Faculty Consortium	
<b>203</b>			BCC:Room 204	The Dyad in Context	
<b>207</b>			SB:Republic A	Entrepreneurial Resourcefulness and Resilience	
<b>233</b>			SB:Back Bay Ballroom A	Introduction to Social Network Analysis	
<b>243</b>			MCP:Vineyard	It's the System Stupid!	
9:30am		<b>265</b>	SB:Liberty Ballroom B	Organizational Learning	
10:15am		<b>272</b>	BCC:Room 201	Business Model Innovation	
		<b>275</b>	SB:Liberty Ballroom A	JBV's Informal Economy Forum	
		<b>279</b>	BCC:Room 301	Leveraging India and China: To Inform the World	
		<b>280</b>	BCC:Room 305	Qualitative Research	
		<b>286</b>	WCP:Great Republic	Why We All Should Be Bayesians	
		<b>287</b>	BCC:Room 204	Developing the Future of SAP	
		<b>288</b>	MCP:Salon H	Corporate Governance Research	
		<b>290</b>	BCC:Room 309	Teaching Online Informal Econ	
		<b>292</b>	SB:Fairfax B	Becoming a Journal Editor	
11:30am		<b>301</b>	MCP:Salon C	Passion for Sustainability	
		<b>302</b>	MCP:Vineyard	Shareholder Activism	
12:15pm		<b>307</b>	BCC:Room 203	BPS Managing your Dissertation Workshop 2012	
		<b>310</b>	SB:Back Bay Ballroom D	Reviewing in the Rough	
		<b>313</b>	BCC:Room 109	Interdisciplinary R&D	

Day	Start	#	Location	Session Information
Sat	12:30pm	314	BCC:Room 102	Behavioral Strategy 3.0: From "Why" to "How"
		323	WCP:Essex North-Center & East	Operations & Entrepreneurship
	1:00pm	330	BCC:Room 108	contracting research
		331	BCC:Room 301	Science of Learning
		338	SB:Back Bay Ballroom A	Advanced Networks PDW
	1:15pm	340	BCC:Room 310	Informal Innovation Systems
	1:30pm	341	BCC:Room 201	Architectural Knowledge
		343	SB:Republic A	A Pecha Kucha about Social Evaluations
		344	WCP:America Ballroom Center	Publishing Process in AMJ
		345	BCC:Room 206	Journal Editors
	2:30pm	354	SB:Fairfax A	Strategy & Emerging Markets
		356	MCP:Boylston	Economic Inequality & Business
		359	SB:Back Bay Ballroom D	Resistance and Change
	2:45pm	362	BPP:St. James Room	Managing Your Academic Career
	3:30pm	378	BCC:Room 310	Attention Needs More Attention
	3:45pm	383	BCC:Room 206	Using Experiments to Examine Interfirm Exchanges
	4:00pm	387	BCC:Room 301	Korean Multinationals, the New Global Leaders
	4:15pm	389	BCC:Room 202	Design Thinking-Wicked Problem
		391	SB:Independence East	Working on the Dark Side
		392	BCC:Room 204	Universities and science
	4:30pm	395	SB:Independence West	Funding Opportunities from NSF
	5:15pm	404	BPP:White Hill Room	Corp. Social Responsibility
	6:00pm	409	BCC:Room 308	BPS Mid-Career Workshop
6:30pm	418	BCC:Room 311	Meet The BPS Officers Reception	
Sun	11:30am	471	MCP:Nantucket	DISC: BPS: Cooperative Strategies
		473	MCP:Provincetown	DISC: BPS: Capabilities & Structure
		475	MCP:Yarmouth	DISC: BPS: Governance/Boards
	1:10pm	513	MCP:Nantucket	DISC: BPS: Performance
		515	MCP:Provincetown	DISC: BPS: Process and Planning
		517	MCP:Yarmouth	DISC: BPS: Governance/Executives
	2:30pm	549	BCC:Room 308	BPS Global Reps Meeting
	2:50pm	561	MCP:Nantucket	DISC: BPS: Organizational Learning
		563	MCP:Provincetown	DISC: BPS: Opportunities & Advantage
		565	MCP:Yarmouth	DISC: BPS: Global/International
	3:30pm	588	BCC:Room 308	BPS Executive Committee Meeting
	4:00pm	601	BCC:Room 302	The Present and Future of Behavioral Strategy
	4:30pm	619	MCP:Nantucket	DISC: BPS: Institutions and Resource
		623	MCP:Yarmouth	DISC: BPS: Alliances
	6:00pm	658	BCC:Room 302	2012 Irwin Award: Henry Mintzberg
	Mon	8:00am	695	BCC:Room 101
696			BCC:Room 103	Acquisition performance
697			BCC:Room 109	DRP: Innovation Management
698			BCC:Room 201	Market and non-market
699			BCC:Room 204	Competitive dynamics, imitation & differentiation
700			BCC:Room 301	DRP: Corporate Governance: Boards of Directors
701			BCC:Room 102	JS: Disagreement
702			BCC:Room 202	JS: Organizational Risk Taking and Behavioral Strategy
703			BCC:Room 306	JS: Strategy in Ecosystems
717			WCP:Essex North-East	CDP: Issues in Governance
727			SB:Beacon H	JS: Lean Startups
729			SB:Beacon G	JS: New Ventures and Ecosystems
752			SB:Back Bay Ballroom B	JS: Learning and Heterogeneity
793			BCC:Room 310	JS: Services, Platforms and Innovation

Day	Start	#	Location	Session Information		
Mon	9:45am	795	BCC:Room 101	Unpacking Networks		
		796	BCC:Room 103	Causes and consequences of M&A activity		
		797	BCC:Room 109	DRP: Technology & Innovation		
		798	BCC:Room 201	Strategic approaches to CSR		
		799	BCC:Room 204	Industry structure: Networks and Architectures		
		800	BCC:Room 301	DRP: Corporate Governance & Compensation		
		801	BCC:Room 102	JS: Recontextualization in MNCs		
		802	BCC:Room 306	JS: Neuroscience and Management Research		
		803	BCC:Room 202	SHCS: Pharmaceutical Innovation		
		815	WCP:Essex North-East	CDP: Ambidextrous Firm/Performance		
		816	WCP:Essex North-West	CDP: HR/Organizational Performance		
		887	BCC:Room 308	SHCS: Practical relevance of SAP		
		898	BCC:Room 310	JS: University Technology Transfer		
		11:30am		902	BCC:Room 101	How Did We Get Here? Learning from Alliances
				903	BCC:Room 102	Strategy process: Strategic planning
				904	BCC:Room 103	New spins on spinoffs
				905	BCC:Room 109	DRP: Organization Structure & Design
				906	BCC:Room 201	Power to the people
				907	BCC:Room 202	Creating Entrepren. Clusters
908	BCC:Room 204			Information diffusion		
909	BCC:Room 301			DRP: CSR and Entrepreneurship		
910	BCC:Room 306			JS: Collaborating to Confront 'Wicked Problems'		
922	WCP:Essex North-East			CDP: Making Alliances Work		
925	WCP:St. George D			CDP: Stakeholder Theory		
951	BCC:Room 309			SHCS: Thinking about the MNE		
1006	BCC:Room 310			JS: The Market for Ideas		
1:15pm				1009	BCC:Room 101	Alliance Portfolio: Design and Consequences
		1010	BCC:Room 102	Strategy process: The role of emotions		
		1011	BCC:Room 103	Understanding firm scope decisions		
		1012	BCC:Room 109	DRP: Resources & Capabilities		
		1013	BCC:Room 201	Strategies at the bottom of the pyramid		
		1014	BCC:Room 202	Wiley Dissertation Award Finalists		
		1015	BCC:Room 204	Governance in Family Firms + Risk Taking		
		1016	BCC:Room 301	DRP: Top Management Teams and Executives		
		1017	BCC:Room 306	JS: Spillover Microfoundations		
		1029	WCP:Essex North-East	CDP: Competitive Interaction		
		1076	BPP:White Hill Room	JS: Stars and Firm Advantage		
		1091	SB:Independence West	SHCS: Toward Emergence Studies: A Sensemaking Symposium		
		1092	SB:Beacon F	SHCS: Open Innovation		
		3:00pm		1114	BCC:Room 101	Pushing Forward
1115	BCC:Room 102			Strategy process: The role of experience and speed		
1116	BCC:Room 103			Diversification		
1117	BCC:Room 109			DRP: Behavior & Resources		
1118	BCC:Room 201			Understanding value		
1119	BCC:Room 202			Absorptive Capacity Research		
1120	BCC:Room 204			TMT and Middle Managers		
1121	BCC:Room 301			DRP: Agency Theory and Top Management Teams		
1122	BCC:Room 306			Sports as Context		
1131	WCP:Essex North-Center			CDP: Operating in the "IE"		
1212	BCC:Room 310			JS: Learning from Trade		



Day	Start	#	Location	Session Information
Mon	4:45pm	<b>1215</b>	BCC:Room 101	Alliances: Partner Selection and Firm Protection
		<b>1216</b>	BCC:Room 103	Firm boundaries in emerging markets
		<b>1217</b>	BCC:Room 109	DRP: Knowledge, Resources, and Capabilities
		<b>1218</b>	BCC:Room 201	Rivalry, aggression, symbiosis
		<b>1219</b>	BCC:Room 204	Board Dynamics: Composition and behavior
		<b>1220</b>	BCC:Room 301	DRP: Cognition and the Behavioral Theory of the Firm
		<b>1221</b>	BCC:Room 306	The Path Towards a Sustainable Society
		<b>1226</b>	WCP:Essex North-East	CDP: Building Dynamic Capabilities
		<b>1284</b>	SB:Independence West	JS: Walmart and Extreme Capitalism
		<b>1300</b>	BCC:Room 310	JS: Linking Patent Issues to Product Market Outcomes
	6:30pm	<b>1307</b>	BCC:Room 102	BPS Business Meeting
	7:30pm	<b>1321</b>	BCC:Room 103	BPS Social
Tue	8:00am	<b>1336</b>	BCC:Room 101	DRP: Alliance Govern & Strategies
		<b>1337</b>	BCC:Room 102	Strategy process: learning
		<b>1338</b>	BCC:Room 109	DRP: Industry Dynamics and Competitive Interactions
		<b>1339</b>	BCC:Room 201	Strategic decision making: antecedents and effects
		<b>1340</b>	BCC:Room 202	DRP: Corporate Strategy: Diversification
		<b>1341</b>	BCC:Room 204	CEOs' Features, Behavior and Effects
		<b>1342</b>	BCC:Room 301	DRP: Institutional Theory
		<b>1343</b>	BCC:Room 103	JS: Architecture of Adaptation
		<b>1344</b>	BCC:Room 313	JS: Geography, Networks and Change
		<b>1427</b>	WCP:Empire	JS: Strategy Methods Advances
	9:45am	<b>1441</b>	BCC:Room 101	DRP: Alliance Governance
		<b>1442</b>	BCC:Room 102	Dynamic capabilities debates
		<b>1443</b>	BCC:Room 109	DRP: Global Markets
		<b>1444</b>	BCC:Room 201	Innovation within and across firms
		<b>1445</b>	BCC:Room 202	DRP: M&A Process & Strategy
		<b>1446</b>	BCC:Room 204	Board Dynamics and Strategic Behavior
		<b>1447</b>	BCC:Room 301	DRP: Corporate Governance: Individual Decision Making
		<b>1448</b>	BCC:Room 103	JS: Status and Competition
		<b>1449</b>	BCC:Room 313	JS: Value Migration
		<b>1475</b>	BPP:Clarendon Room	JS: Contextualizing Faultlines
<b>1492</b>	MCP:Salon B	SHCS: Future of Business		
11:30am	<b>1544</b>	BCC:Room 101	DRP: Cooperative/Relational Strategies	
	<b>1545</b>	BCC:Room 102	Strategy process: building capabilities	
	<b>1546</b>	BCC:Room 109	DRP: Competitive Heterogeneity and Resources	
	<b>1547</b>	BCC:Room 201	Sources of Renewal and Organizational Change	
	<b>1548</b>	BCC:Room 202	DRP: M&A Process and Organizational Learning	
	<b>1549</b>	BCC:Room 204	TMT Compensation	
	<b>1550</b>	BCC:Room 301	DRP: Governance & Behavioral Theory	
	<b>1551</b>	BCC:Room 103	JS: Breaking strategy vectors	
	<b>1552</b>	BCC:Room 313	JS: The Complicated Life of Technology Transitions	
	<b>1558</b>	WCP:Baltic	CDP: Impact of Employee Personality	
<b>1562</b>	WCP:St. George C	CDP: Business Groups & M&A		
<b>1631</b>	WCP:Empire	SHCS: Longitudinal Data Analysis		
1:15pm	<b>1645</b>	BCC:Room 101	DRP: Industry Analysis and Networks	
	<b>1646</b>	BCC:Room 102	Strategy ambidexterity	
	<b>1647</b>	BCC:Room 103	Competitive Positioning and Differentiation	
	<b>1648</b>	BCC:Room 109	DRP: Competitive Heterogeneity and Corporate Strategy	
	<b>1649</b>	BCC:Room 201	Relational Ties	
	<b>1650</b>	BCC:Room 202	DRP: Corporate Strategy & Resources	
	<b>1651</b>	BCC:Room 204	New Directions in Corporate Governance	
	<b>1652</b>	BCC:Room 301	DRP: Top Management Teams and Performance	
<b>1653</b>	BCC:Room 313	JS: Unobtrusive Measures		

Day	Start	#	Location	Session Information
Tue	3:00pm	<b>1731</b>	BCC:Room 101	DRP: Industry Analysis
		<b>1732</b>	BCC:Room 102	Explore, exploit, search
		<b>1733</b>	BCC:Room 109	DRP: Competitive Heterogeneity
		<b>1734</b>	BCC:Room 201	Managing uncertainty
		<b>1735</b>	BCC:Room 202	DRP: Vertical Integration
		<b>1736</b>	BCC:Room 204	CEO & TMT Dynamics
		<b>1737</b>	BCC:Room 301	DRP: Strategy Process and Planning
		<b>1740</b>	WCP:Essex North-East	CDP: Org. Change & Cognition
		<b>1741</b>	WCP:Essex North-West	CDP: Identity and Identification in Organizations
		<b>1789</b>	SB:Republic A	SHCS: Confrontation to Influence

# Careers

Program Chair: Peter A. Heslin, U. of New South Wales  
Professional Development Workshop Chair: Kimberly Eddleston, Northeastern U.

Day	Start	#	Location	Session Information	
Fri	8:00am	<b>9</b>	BPP:Whittier Room	Hitting the Airwaves	
		<b>26</b>	BPP:Constitution Room	New Member Workshop	
	1:00pm	<b>124</b>	BPP:Berkeley & Clarendon Room	International Academic Careers	
	2:00pm	<b>142</b>	BPP:Arlington Room	Evolving Employment	
	3:45pm	<b>167</b>	SB:Liberty Ballroom A	Gender and Innovation	
Sat	4:00pm	<b>172</b>	OS:Boston's Freedom Trail	Careers in Motion	
	8:00am	<b>204</b>	BPP:Beacon Hill Room	Tell Me About Yourself	
		<b>207</b>	SB:Republic A	Entrepreneurial Resourcefulness and Resilience	
	9:00am	<b>257</b>	OS:Northeastern University, Dodge Hall	CAR Early Academic Career Consortium	
	9:30am	<b>264</b>	BPP:Alcott Room	Motherhood in the Academy	
	10:15am	<b>273</b>	BPP:Beacon Hill Room	International Academic Careers	
		<b>274</b>	BPP:Stuart Room	Insights for Publishing Research in Top Journals	
	2:30pm	<b>355</b>	BPP:Plaza Ballroom	How To Negotiate Your First Job Offer	
	2:45pm	<b>362</b>	BPP:St. James Room	Managing Your Academic Career	
	4:15pm	<b>390</b>	BPP:Whittier Room	Positive Relationships at Work	
	5:45pm	<b>407</b>	BPP:Plaza Ballroom	Publish or Perish Goes Global	
	8:30pm	<b>424</b>	OS:TBA	Careers Division PDW Social	
	Sun	2:00pm	<b>538</b>	BPP:Berkeley Room	CAR Executive Meeting
2:50pm		<b>574</b>	BPP:Gloucester Room	DISC: Navigating One's Career	
4:30pm		<b>632</b>	BPP:Gloucester Room	DISC: CAR: Career Progression	
Mon	8:00am	<b>704</b>	BPP:Berkeley Room	Tough Career Experiences	
		<b>705</b>	BPP:Cambridge Room	Demarcating Career Boundaries	
		<b>706</b>	BPP:Franklin Room	Talent Management Theory	
		<b>707</b>	BPP:Georgian Room	SHCS: Employees' Giving Behavior	
		<b>708</b>	BPP:Plaza Ballroom	I-deals and Employability	
		<b>718</b>	WCP:Essex North-West	CDP: Enhancing Employee Fit	
		<b>719</b>	WCP:St. George C	CDP: Leadership Mentoring & Identity	
		<b>733</b>	BPP:Thoreau Room	JS: LGBT Career Experiences	
		9:45am	<b>804</b>	BPP:Berkeley Room	Developing Academic Careers
			<b>805</b>	BPP:Georgian Room	Who Makes It? Predictors of Career Success
	<b>806</b>		BPP:Stanhope Room	DRP: Career Development Dynamics	
	<b>813</b>		WCP:Baltic	CDP: Antecedents and Outcomes of Employee Turnover	
	11:30am	<b>911</b>	BPP:Berkeley Room	Dealing With Career Events	
		<b>912</b>	BPP:Georgian Room	Leveraging Career Networks	
		<b>913</b>	BPP:Stanhope Room	DRP: Routes to Career Success	
		<b>924</b>	WCP:St. George C	CDP: Managing at the Top	
	1:15pm	<b>1018</b>	BPP:Georgian Room	Cutting-Edge Advances in Career Theory	
		<b>1019</b>	BPP:Stanhope Room	DRP: Career Motivations and Context	
		<b>1020</b>	BPP:Berkeley Room	JS: Family Supportive Workplace	
		<b>1027</b>	WCP:Baltic	CDP: Beyond the Workplace: Integrating Work and Home	
		<b>1030</b>	WCP:Essex North-West	CDP: Effectively Managing Change in the Workplace	
		<b>1031</b>	WCP:St. George C	CDP: Leadership in China	
		<b>1044</b>	BPP:Clarendon Room	SHCS: Unpacking the Glass Ceiling	
	3:00pm	<b>1123</b>	BPP:Stanhope Room	DRP: Life Beyond the Workplace	
		<b>1124</b>	BPP:Georgian Room	SHCS: Steve Jobs	
		<b>1125</b>	BPP:Berkeley Room	JS: Values & Career Success	
		<b>1133</b>	WCP:Essex North-West	CDP: Consequences of Conflicting Identities	
		<b>1190</b>	SB:Beacon E	JS: Stratification of Opportunity	
	4:45pm	<b>1222</b>	BPP:Georgian Room	Careers Division Business Meeting	
		<b>1241</b>	BPP:Thoreau Room	JS: New Views of Age Stereotypes	
<b>1815</b>		BPP:Berkeley Room	SHCS: Preparing Future Professors		
6:30pm	<b>1308</b>	OS:TBA	Careers Division Social		

Day	Start	#	Location	Session Information
Tue	8:00am	1345	BPP:Georgian Room	JS: Development & Career Behavior
		1346	BPP:Berkeley Room	JS: Reference Groups in Careers
		1404	BPP:White Hill Room	JS: Transitions
	9:45am	1448	BCC:Room 103	JS: Status and Competition
		1450	BPP:Georgian Room	JS: Perspectives on Career Scripts
		1482	BPP:Arlington Room	JS: New Directions in Job Search
	11:30am	1553	BPP:Berkeley Room	Personal Meaning & Experiences
		1554	BPP:Georgian Room	SHCS: Career Management
		1558	WCP:Baltic	CDP: Impact of Employee Personality
1626		BCC:Room 307	JS: Job Searches of S&T Graduates	
1:15pm	1654	BPP:Berkeley Room	JS: Entrepreneurial Careers	
	1655	BPP:Georgian Room	JS: Researching Careers	
3:00pm	1738	BPP:Berkeley Room	All Academy Distinguished Contributions Awards	
	1739	BPP:Gloucester Room	JS: HRM and Proactive Employees	
	1751	BPP:Clarendon Room	JS: Managing Millennials	

# Conflict Management

Program Chair: William P. Bottom, Washington U. in St. Louis  
 Professional Development Workshop Chair: Michael A. Gross, Colorado State U.

Day	Start	#	Location	Session Information
Fri	8:00am	<b>10</b>	BPP:Stuart Room	Backlash and Beyond
	10:15am	<b>71</b>	BPP:Berkeley & Clarendon Room	Restorative Justice
	1:30pm	<b>130</b>	BPP:Franklin Room	Transforming negotiation
	3:00pm	<b>156</b>	SB:Back Bay Ballroom A	Scholarly Impact Revisited
Sat	8:00am	<b>216</b>	BCC:Room 109	Scientific Mindfulness
		<b>233</b>	SB:Back Bay Ballroom A	Introduction to Social Network Analysis
	9:00am	<b>258</b>	BPP:White Hill Room	CM; Doctoral Consortium
	1:00pm	<b>338</b>	SB:Back Bay Ballroom A	Advanced Networks PDW
	1:30pm	<b>344</b>	WCP:America Ballroom Center	Publishing Process in AMJ
	2:30pm	<b>355</b>	BPP:Plaza Ballroom	How To Negotiate Your First Job Offer
	3:15pm	<b>376</b>	BPP:Stuart Room	OB New Member Networking and Research Forum
	5:45pm	<b>408</b>	BPP:Georgian Room	How to Find and Build a Microcommunity
Sun	2:50pm	<b>572</b>	BPP:Emerson Room	DISC: CMD: Conflict & Negotiation
		<b>579</b>	BPP:Winthrop Room	DISC: GDO: Div. Dimension/Outcomes
	3:30pm	<b>589</b>	BPP:Clarendon Room	CM Executive Committee Meeting
	5:00pm	<b>641</b>	BPP:Statler Room	Conflict Management Division Business Meeting
	6:00pm	<b>659</b>	BPP:Clarendon Room	Conflict Management Division Social
Mon	8:00am	<b>720</b>	WCP:St. George D	CDP: Understanding National Culture
		<b>721</b>	BPP:Tremont Room	DRP: New Perspectives on Conflict in Organizations
		<b>780</b>	WCP:Defender	JS: Yin-Yang Research: Where Do We Go from Here?
	9:45am	<b>819</b>	BPP:Cambridge Room	Deceptions and Distortions
		<b>820</b>	BPP:Tremont Room	DRP: Conflict in Teams: Emergence and Implications
	11:30am	<b>926</b>	BPP:Cambridge Room	Power and Status
		<b>927</b>	BPP:Tremont Room	DRP: Emotion Regulation
		<b>969</b>	BPP:Beacon Hill Room	JS: Workplace Aggression
		<b>970</b>	BPP:White Hill Room	SHCS: New Developments in Abusive Supervision Research
	1:15pm	<b>1028</b>	WCP:Essex North-Center	CDP: Ethical Transgressions
		<b>1033</b>	BPP:Cambridge Room	JS: New Directions in Forgiveness
		<b>1075</b>	BPP:Stuart Room	JS: Status and Power
		<b>1103</b>	MCP:Provincetown	JS: Behavioral Ethics
	3:00pm	<b>1136</b>	BPP:Cambridge Room	Refinements of Task Conflict
		<b>1137</b>	BPP:Tremont Room	DRP: The Negotiation Process
	<b>1206</b>	MCP:Boylston	SHCS: Ethical Behavior in the Field	
4:45pm	<b>1229</b>	BPP:Cambridge Room	Cultural Differences	
	<b>1272</b>	BPP:Stuart Room	JS: Status Mobility	
Tue	8:00am	<b>1359</b>	BPP:Cambridge Room	Managing Damaged Relationships
		<b>1360</b>	BPP:Franklin Room	Communication and Influence
		<b>1405</b>	BPP:Statler Room	SHCS: Trust Across Contexts
	9:45am	<b>1457</b>	WCP:Baltic	CDP: Individual & Team Behaviors
		<b>1463</b>	BPP:Cambridge Room	Counter-intuitive negotiations
		<b>1464</b>	BPP:Franklin Room	JS: Persuasion in Negotiation
	11:30am	<b>1558</b>	WCP:Baltic	CDP: Impact of Employee Personality
		<b>1561</b>	WCP:Essex North-West	CDP: Constructing Perceptions
		<b>1563</b>	WCP:St. George D	CDP: Emerging Practices in Human Resource Management
		<b>1564</b>	BPP:Franklin Room	JS: Eat, Drink, and Be Merry!
	1:15pm	<b>1662</b>	BPP:Cambridge Room	Anger
		<b>1663</b>	BPP:Franklin Room	Workplace Mistreatment
	<b>1702</b>	BPP:Statler Room	SHCS: Interpreting Expressed Emotion	
3:00pm	<b>1742</b>	BPP:Franklin Room	Group decisions	

# Critical Management Studies

Program Chair: Gavin Jack, La Trobe U.

Program Chair: Jan Schapper, La Trobe U.

Professional Development Workshop Chair: Raza A Mir, William Paterson U.

Day	Start	#	Location	Session Information
Fri	8:00am	11	MCP:Salon I	CMS Spaces
		12	MCP:Salon D	SM and Emerging Economies
		27	BPP:Franklin Room	Ah I see, it is all an act.
		40	WCP:Empire	Multi-sited Ethnography
	10:30am	88	OS:UMass Boston Conference Centre	UMass-CMS Paper Workshop
		89	MCP:Salon D	Doctoral Student Resistance
	12:45pm	119	MCP:Salon D	Obscured Economies
	1:00pm	125	OS:TBA	Getting Out/Critical Action
	3:15pm	158	MCP:Salon B	Occupy AoM
	3:30pm	164	SB:Liberty Ballroom C	Work, Difference, and the Body
Sat	8:00am	205	MCP:Salon J	CMS Doctoral Consortium
		239	WCP:Essex North-Center & East	Ask the experts: Qualitative methods
		241	BCC:Room 201	Using video to study practice
	12:15pm	311	SB:Independence West	Raising Our Game
	1:00pm	332	MCP:Salon H	Coercion and the Free Market
	2:30pm	356	MCP:Boylston	Economic Inequality & Business
	2:45pm	363	MCP:Salon C	Frontiers of Critique
	4:45pm	398	SB:Republic A	The Invisible Foot: Our Addiction to Growth
	5:00pm	399	MCP:Salon I	Philosophical Foundations of Organization Studies
	5:15pm	404	BPP:White Hill Room	Corp. Social Responsibility
	6:30pm	419	MCP:Salon E	CMS PDW Social
	Sun	8:30am	437	MCP:Salon B
2:50pm		567	BPP:Back Bay Room	DISC: ODC: Leadership
3:30pm		590	MCP:Salon J	CMS Business Meeting
4:30pm		629	BPP:Constitution Room	DISC: CMS Discussion Papers
5:00pm		642	MCP:Salon J	CMS Keynote: Paul Adler
Mon	8:00am	716	WCP:Essex North-Center	CDP: Social/Ethical Responsibility
		719	WCP:St. George C	CDP: Leadership Mentoring & Identity
		722	MCP:Salon J	Theoretical Foundations
	9:45am	813	WCP:Baltic	CDP: Antecedents and Outcomes of Employee Turnover
		817	WCP:St. George C	CDP: (In)Effective Leadership
		821	MCP:Salon J	SHCS: Leadership Pedagogy
	11:30am	921	WCP:Essex North-Center	CDP: Humanity and Moral Legitimacy
		928	MCP:Salon J	MNCs: Sites of Multiple Imperialisms
		999	MCP:Provincetown	JS: CSR & Social Media Environment
	1:15pm	1030	WCP:Essex North-West	CDP: Effectively Managing Change in the Workplace
		1032	WCP:St. George D	CDP: Institutional Theory
		1034	MCP:Falmouth	DRP: Shifting from the Centre
		1035	MCP:Salon J	JS: Intersectionality and Orgs
	3:00pm	1138	MCP:Falmouth	DRP: Power and Politics of CSR
		1139	MCP:Salon J	JS: CMS Unbound
4:45pm	1230	MCP:Salon E	CMS Keynote: Henry Mintzberg	
6:30pm	1309	MCP:Salon J	CMS Social Event	
Tue	8:00am	1361	MCP:Falmouth	DRP: Economy, Exchange and Organisation
		1362	MCP:Salon J	What are Universities Doing? Critical Analyses
	9:45am	1465	MCP:Falmouth	DRP: Managing Subjectivities
		1466	MCP:Salon J	Work and No (n) Work Identities
	11:30am	1565	MCP:Falmouth	DRP: Ideology, Discourse and Constructed Identities
		1566	MCP:Salon J	CMS Dark Side Case Competition
	1:15pm	1657	WCP:Essex North-Center	CDP: How to Manage Forward
		1661	WCP:St. George D	CDP: Gov't & Public Sector Org.
	1664	MCP:Salon J	Can CMS Get Anything Done?	

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<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>
<b>Tue</b>	3:00pm	<b>1743</b>	MCP:Salon J	JS: Reflexivity and Research
		<b>1765</b>	MCP:Salon B	JS: Power & Paradoxes in Coaching
		<b>1787</b>	SB:Beacon E	JS: Economies of Worth &Org Theory

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# Entrepreneurship

Program Chair: Sharon Alvarez, The Ohio State U.  
 Professional Development Workshop Chair: Harry J Sapienza, U. of Minnesota

Day	Start	#	Location	Session Information	
Fri	8:00am	8	BCC:Room 102	Strategic Human Capital	
		13	SB:Liberty Ballroom C	Entrepreneurship Simulation	
		22	BCC:Room 201	Entrepreneurship in Africa	
		29	SB:Back Bay Ballroom C	Content Analysis	
	9:00am	50	OS:Northeastern University Campus	Entrepreneurship Doctoral Consortium	
		51	OS:Northeastern University Campus.	Early Career Development Consortium	
	10:00am	64	BCC:Room 203	Single Industry Research	
	10:15am	72	SB:Liberty Ballroom B	Beyond Discovery and Creation	
	10:45am	91	BCC:Room 104	Formalizing the Informal	
	11:15am	95	SB:Independence East	Noble Eightfold Path	
		97	BCC:Room 205	Technology Alliances	
	12:15pm	107	SB:Liberty Ballroom C	Cultural Entrepreneurship	
	12:30pm	110	BCC:Room 301	Field Experiments in Management Research	
	12:45pm	120	SB:Back Bay Ballroom A	Why Is This Woman Smiling?	
	1:30pm	132	SB:Berkley B	Social Entrepreneurship	
		133	SB:Liberty Ballroom A	Informal Economy & ENT	
	2:00pm	141	SB:Fairfax B	Informal Entrepreneurship	
	2:30pm	146	SB:Gardner B	Entrepreneurial Spirituality	
	3:00pm	157	BCC:Room 109	Research Parks & Incubators	
	3:45pm	167	SB:Liberty Ballroom A	Gender and Innovation	
		168	SB:Independence East	Social Enterprise Institutions	
	5:00pm	181	BCC:Room 301	Measuring Knowledge Flows	
	Sat	8:00am	206	SB:Fairfax B	Innovation in Family Firms: Theory and Practice
			207	SB:Republic A	Entrepreneurial Resourcefulness and Resilience
			217	BCC:Room 305	National Culture and Ingenuity
			233	SB:Back Bay Ballroom A	Introduction to Social Network Analysis
9:00am		259	OS:Northeastern University Campus	Entrepreneurship Doctoral Consortium	
10:15am		275	SB:Liberty Ballroom A	JBV's Informal Economy Forum	
		276	SB:Independence East	Academic entrepreneurship	
		289	SB:Beacon E	Assignment Exchange Game	
10:45am		291	SB:Republic A	Multi-methods in ENT	
		292	SB:Fairfax B	Becoming a Journal Editor	
		294	MCP:Salon B	deansbeans.com: MGT ED LIVE	
		295	MCP:Salon K	Managerial flow	
12:15pm		308	SB:Back Bay Ballroom B	Social E-Ship Business Models	
12:30pm		315	SB:Liberty Ballroom A	Psychology of Entrepreneurship	
		316	SB:Berkley B	Teaching Commercialization	
		323	WCP:Essex North-Center & East	Operations & Entrepreneurship	
		326	BCC:Room 305	Innovation and New Market Creation	
1:00pm		334	SB:Fairfax B	Development of Social Media Plan for Entrepreneurs	
		338	SB:Back Bay Ballroom A	Advanced Networks PDW	
2:45pm		362	BPP:St. James Room	Managing Your Academic Career	
3:15pm		372	SB:Liberty Ballroom A	New Directions in EO	
3:30pm		382	BCC:Room 103	Academics-Practice Bridging	
3:45pm		383	BCC:Room 206	Using Experiments to Examine Interfirm Exchanges	
4:15pm		392	BCC:Room 204	Universities and science	
4:30pm		393	OS:Prudential Building	ENT New Member Meeting Point	
		395	SB:Independence West	Funding Opportunities from NSF	
6:00pm		410	OS:Prudential Building Skywalk	Entrepreneurship Social	
Sun		11:30am	478	BPP:Brandeis Room	DISC: Entrepreneurship Discussion Paper Session: Context
		1:10pm	520	BPP:Brandeis Room	DISC: ENT: Individual(s)
		2:50pm	568	BPP:Brandeis Room	DISC: ENT: Process & Performance
			575	BPP:Lexington Room	DISC: ENT: Behavior



Day	Start	#	Location	Session Information
Sun	3:30pm	<b>591</b>	SB:Kent	ENT Executive Committee Meeting
	4:30pm	<b>626</b>	BPP:Brandeis Room	DISC: Opportunities & Innovation
Mon	8:00am	<b>702</b>	BCC:Room 202	JS: Organizational Risk Taking and Behavioral Strategy
		<b>703</b>	BCC:Room 306	JS: Strategy in Ecosystems
		<b>717</b>	WCP:Essex North-East	CDP: Issues in Governance
		<b>723</b>	SB:Back Bay Ballroom A	DRP: Social Capital and Entrepreneurship
		<b>724</b>	SB:Berkley A	SHCS: Creating in Corporations
		<b>725</b>	SB:Clarendon A & B	DRP: Cognition, Motivation, and Resources
		<b>726</b>	SB:Liberty Ballroom A	DRP: Learning in Entrepreneurial Contexts
		<b>727</b>	SB:Beacon H	JS: Lean Startups
		<b>728</b>	SB:Jefferson	SHCS: Innovation Emerging Countries
	<b>729</b>	SB:Beacon G	JS: New Ventures and Ecosystems	
	9:45am	<b>822</b>	SB:Back Bay Ballroom A	DRP: Discover Search Processes
		<b>823</b>	SB:Beacon G	Entrepreneurial Action and Process
		<b>824</b>	SB:Beacon H	Venture Creation
		<b>825</b>	SB:Berkley A	Opportunities and Performance
		<b>826</b>	SB:Clarendon A & B	DRP: Experimental and Qualitative Design
		<b>827</b>	SB:Jefferson	New Ventures, Entry and Management
		<b>828</b>	SB:Liberty Ballroom A	DRP: Market Entry
		<b>898</b>	BCC:Room 310	JS: University Technology Transfer
		11:30am	<b>921</b>	WCP:Essex North-Center
	<b>923</b>		WCP:Essex North-West	CDP: Employer Status and Prominence
	<b>929</b>		SB:Back Bay Ballroom A	DRP: Environmental Search
	<b>930</b>		SB:Beacon G	Entrepreneurship Theory
	<b>931</b>		SB:Beacon H	Entrepreneurial Environments
	<b>932</b>		SB:Berkley A	Opportunities, Orientation and Failure
	<b>933</b>		SB:Clarendon A & B	DRP: The Founder
	<b>934</b>		SB:Jefferson	Demand and Entrepreneurship
	<b>935</b>		SB:Liberty Ballroom A	DRP: Franc/Fam Bus/Women Bus/Finan
1:15pm	<b>1017</b>	BCC:Room 306	JS: Spillover Microfoundations	
	<b>1036</b>	SB:Back Bay Ballroom A	DRP: The Context in which Entrepreneurship Exists	
	<b>1037</b>	SB:Beacon G	Antecedents of Entrepreneurship	
	<b>1038</b>	SB:Beacon H	Venture Creation and Resources	
	<b>1039</b>	SB:Berkley A	Growth and Internationalization	
	<b>1040</b>	SB:Clarendon A & B	DRP: Entrepreneurial Identity	
	<b>1041</b>	SB:Jefferson	Human Capital and Opportunities	
	<b>1042</b>	SB:Liberty Ballroom A	DRP: Learning, Success and Failure	
	<b>1090</b>	SB:Independence East	JS: Institutions and Entrepreneurship	
3:00pm	<b>1124</b>	BPP:Georgian Room	SHCS: Steve Jobs	
	<b>1140</b>	SB:Back Bay Ballroom A	DRP: Developing Opportunities	
	<b>1141</b>	SB:Beacon G	Antecedents, Mobility and Performance	
	<b>1142</b>	SB:Beacon H	Small Business and Franchising	
	<b>1143</b>	SB:Berkley A	Ambiguous Causality	
	<b>1144</b>	SB:Clarendon A & B	DRP: Networks and the Entrepreneurial Process	
	<b>1145</b>	SB:Jefferson	Human Capital and Resource Allocation	
	<b>1146</b>	SB:Liberty Ballroom A	DRP: Entrepreneurship and the Environment	
	<b>1205</b>	MCP:Provincetown	JS: Accounting for Stakeholders	
4:45pm	<b>1231</b>	SB:Back Bay Ballroom A	DRP: Individual Decision Making and Entrepreneurship	
	<b>1232</b>	SB:Beacon G	Entrepreneurship in Large and Small Contexts	
	<b>1233</b>	SB:Beacon H	Human Capital and Innovation	
	<b>1234</b>	SB:Berkley A	Human Capital, Family Firms and Management	
	<b>1235</b>	SB:Clarendon A & B	DRP: Action and Entrepreneurship	
	<b>1236</b>	SB:Hampton A	DRP: Context and Entrepreneurship	
	<b>1237</b>	SB:Jefferson	Decision Making in Entrepreneurial Contexts	
	<b>1238</b>	SB:Liberty Ballroom A	DRP: Entrepreneurship and the Individual	
	<b>1262</b>	SB:Back Bay Ballroom B	JS: Breakthrough Innovations	
	<b>1300</b>	BCC:Room 310	JS: Linking Patent Issues to Product Market Outcomes	
	6:30pm	<b>1821</b>	SB: Constitution Ballroom B	ENT Business Meeting
7:30pm	<b>1822</b>	SB: Constitution Ballroom A	ENT Social	

Day	Start	#	Location	Session Information
Tue	8:00am	1355	WCP:Essex North-East	CDP: New Venture Funding Sources
		1357	WCP:St. George C	CDP: Revitalizing the Organization
		1363	SB:Back Bay Ballroom A	DRP: Entrepreneurs, the Firm and the Context
		1364	SB:Beacon D	DRP: The Human Capital of Founders
		1365	SB:Beacon G	Social Entrepreneurship
		1366	SB:Beacon H	Action, Identity, and Performance
		1367	SB:Berkley A	Failure and Performance
		1368	SB:Clarendon A & B	DRP: The Latent Entrepreneur
		1369	SB:Jefferson	Creativity and Entrepreneurship
	1439	BCC:Room 310	JS: Innovations and Capabilities	
	9:45am	1449	BCC:Room 313	JS: Value Migration
		1467	SB:Back Bay Ballroom A	DRP: The Entrepreneurial Mindset
		1468	SB:Beacon D	DRP: The Mindset of the Entrepreneur
		1469	SB:Beacon G	New Ventures, Resources and Small Business
		1470	SB:Beacon H	Causal and Creative Entry Modes
		1471	SB:Berkley A	Knowledge and New Ventures
	1472	SB:Jefferson	Opportunities and the Market Process	
	11:30am	1559	WCP:Essex North-Center	CDP: Rethinking Risk & Uncertainty
		1560	WCP:Essex North-East	CDP: New Venture Performance
1567		SB:Back Bay Ballroom A	DRP: Founding and Performance	
1568		SB:Beacon G	Brand Management/Tradeoffs and Growth	
1569		SB:Beacon H	Myopic Lens in Entrepreneurship	
1570		SB:Berkley A	Institutional Voids	
1571		SB:Clarendon A & B	DRP: Resource Scarcity	
1572	SB:Jefferson	Stakeholders and Entrepreneurship		
1:15pm	1654	BPP:Berkeley Room	JS: Entrepreneurial Careers	
	1665	SB:Back Bay Ballroom A	DRP: Knowledge, Social Capital, and Perceptions	
	1666	SB:Beacon G	Primary Data Sources: Survey and Qualitatives	
	1667	SB:Beacon H	Society and Entrepreneurship	
	1668	SB:Jefferson	The Entrepreneur and the Market	
1724	MCP:Yarmouth	JS: Entrepreneurial legacies		
3:00pm	1744	SB:Back Bay Ballroom A	DRP: Creativity in the Entrepreneurial Process	
	1745	SB:Beacon G	Growth, Performance & Academic Entrepreneurship	
	1746	SB:Beacon H	Entrepreneurship Growth	
	1747	SB:Clarendon A & B	DRP: Entrepreneurship and the Individual	
	1748	SB:Jefferson	Homophily and Entrepreneurship Performance	

# Gender & Diversity in Organizations

Program Chair: Stacy Blake-Beard, Simmons College  
Professional Development Workshop Chair: Charmine E. J. Hartel, U. of Queensland

Day	Start	#	Location	Session Information
Fri	8:00am	9	BPP:Whittier Room	Hitting the Airwaves
		14	BPP:Georgian Room	GDO Junior Faculty Consortium
		15	BPP:Cambridge Room	Diversity in Academia
		40	WCP:Empire	Multi-sited Ethnography
	10:00am	65	BCC:Room 109	Africa and the Diaspora
	10:30am	90	BPP:Franklin Room	Contextualizing Women Leaders
	12:30pm	111	BPP:Cambridge Room	Publishing Diversity Research Workshop
		116	SB:Independence West	Effectively Engaging the Media
	1:00pm	124	BPP:Berkeley & Clarendon Room	International Academic Careers
		125	OS:TBA	Getting Out/Critical Action
	1:30pm	131	BPP:Stuart Room	Story-writing Workshop
	3:15pm	158	MCP:Salon B	Occupy AoM
	6:00pm	188	BPP:Franklin Room	GDO Pre-Conference Social Hour
	Sat	8:00am	208	OS:TBA.
8:30am		249	BPP:Whittier Room	GDO Doctoral Consortium
9:00am		260	BPP:Clarendon Room	Working Identity and Inclusion
10:00am		267	BPP:Cabot Room	Social Identity Dominance
10:15am		274	BPP:Stuart Room	Insights for Publishing Research in Top Journals
2:30pm		355	BPP:Plaza Ballroom	How To Negotiate Your First Job Offer
3:00pm		368	BPP:Cabot Room	Sexual Minority Research
3:15pm		376	BPP:Stuart Room	OB New Member Networking and Research Forum
4:00pm		388	BPP:Franklin Room	Elevating Leadership Research
8:00pm		423	BPP:Whittier Room	LGBTQ and Friends Reception
Sun	11:30am	489	BPP:Winthrop Room	DISC: GDO: Diversity Management
	1:10pm	531	BPP:Winthrop Room	DISC: GDO: Div. Dimensions/Ethnicity
	2:50pm	579	BPP:Winthrop Room	DISC: GDO: Div. Dimension/Outcomes
	3:30pm	592	BPP:Beacon Hill Room	GDO Executive Committee Meeting
	6:00pm	660	OS:TBA	GDO Executive Committee Dinner
Mon	8:00am	718	WCP:Essex North-West	CDP: Enhancing Employee Fit
		719	WCP:St. George C	CDP: Leadership Mentoring & Identity
		730	BPP:Clarendon Room	Glass Ceilings and Glass Cliffs
		731	BPP:Stanbro Room	Careers Around the World
		732	BPP:Terrace Room	GDO Welcome Breakfast.
		733	BPP:Thoreau Room	JS: LGBT Career Experiences
		766	BPP:White Hill Room	JS: Work-Family Resources: New Theory and Perspectives
		9:45am	829	BPP:Clarendon Room
	830		BPP:Stanbro Room	Generational Differences
	831		BPP:Thoreau Room	Diversity Management: Organizational Practices
	11:30am	920	WCP:Baltic	CDP: Managing Workplace Stress
		936	BPP:Clarendon Room	Cultural Competence
		937	BPP:Stanbro Room	Affirmative Action
		938	BPP:Thoreau Room	DRP: Women Managers in Predominantly Male Settings
	1:15pm	1035	MCP:Salon J	JS: Intersectionality and Orgs
		1043	BPP:Stanbro Room	Stigma
		1044	BPP:Clarendon Room	SHCS: Unpacking the Glass Ceiling
		1045	BPP:Thoreau Room	JS: Identity Management
	3:00pm	1133	WCP:Essex North-West	CDP: Consequences of Conflicting Identities
		1147	BPP:Clarendon Room	PRME Initiative
1148		BPP:Thoreau Room	JS: Generational Diversity	
1178		BPP:St. James Room	JS: Social Class in Organizations	
1190		SB:Beacon E	JS: Stratification of Opportunity	

Day	Start	#	Location	Session Information
Mon	4:45pm	1239	BPP:Clarendon Room	Psychological Variables
		1240	BPP:Tremont Room	DRP: Diversity Climate
		1241	BPP:Thoreau Room	JS: New Views of Age Stereotypes
	6:30pm	1310	BPP:Clarendon Room	GDO Business Meeting
	7:30pm	1322	BPP:Terrace Room	GDO Social Hour
Tue	8:00am	1353	WCP:Baltic	CDP: Consequences of Diversity
		1370	BPP:Clarendon Room	Women's Navigation of Their Careers
		1371	BPP:Thoreau Room	LGBT
		1372	BPP:Tremont Room	DRP: Entrepreneurship
	9:45am	1473	BPP:Thoreau Room	Diversity Management: Identity
		1474	BPP:Tremont Room	DRP: Work Family
		1475	BPP:Clarendon Room	JS: Contextualizing Faultlines
	11:30am	1573	BPP:Board Room	DRP: Age
		1574	BPP:Tremont Room	DRP: Gender Effects
		1575	BPP:Clarendon Room	JS: Gender in PSFs
		1576	BPP:Thoreau Room	JS: Gender and the Arab Spring: Women Shaping Change
	1:15pm	1659	WCP:Essex North-West	CDP: Employment Discrimination
		1669	BPP:Board Room	DRP: Teams
		1670	BPP:Clarendon Room	SHCS: Conceptualizing Age in Work Settings
		1671	BPP:Thoreau Room	Senior Women and Leadership
		1672	BPP:Tremont Room	DRP: Disabilities
		1701	BPP:St. James Room	JS: Creativity in Social Contexts
	3:00pm	1741	WCP:Essex North-West	CDP: Identity and Identification in Organizations
		1749	BPP:Thoreau Room	Creativity and Innovation
		1750	BPP:Tremont Room	DRP: Gender and Identity
		1751	BPP:Clarendon Room	JS: Managing Millennials
		1778	BPP:Beacon Hill Room	JS: Emotion Expression at Work

# Health Care Management

Program Chair: Eric W. Ford, U. of North Carolina, Greensboro  
 Professional Development Workshop Chair: Rebecca Wells, U. of North Carolina

Day	Start	#	Location	Session Information
Fri	8:00am	16	MCP:Salon H	Novice teaching essentials
		39	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events
	8:30am	48	MCP:Boylston	Cross-Sector Partnerships
	9:00am	52	MCP:Salon A	HCMD Emerging Scholars Welcome Breakfast
		61	SB:Beacon D	Teaching with Technology
	9:30am	62	OS:Northeastern University	Introducing Design Thinking
	10:15am	73	MCP:Salon H	Research Strategies
		81	BCC:Room 209	Informal Leadership at the BoP
	12:15pm	103	OS:Local Restaurant. TBD	Emerging Scholars Lunch
		104	OS:Local Restaurant TBD	Post-Doctoral Fellowships
	3:00pm	153	MCP:Salon D	US Federal Funding for Engaged Scholarship
		156	SB:Back Bay Ballroom A	Scholarly Impact Revisited
	Sat	8:00am	209	MCP:Salon C
9:15am		263	MCP:Salon C	Developing Rubrics
10:15am		277	MCP:Salon D	Methods in Health Services
12:15pm		309	MCP:Boylston	Writing a Strong Paper
12:30pm		317	MCP:Tremont	Teaching through simulation
2:30pm		357	MCP:Salon K	Follow Your Bliss
3:00pm		371	SB:Jefferson	Ethical Global HRM Practices
3:30pm		382	BCC:Room 103	Academics-Practice Bridging
5:00pm		400	OS:Kings Back Bay Bowling Alley	HCMD PDW Social
Sun		3:30pm	593	MCP:Salon I
	4:30pm	630	BPP:Emerson Room	DISC: Health Care Management Discussion Paper Session
Mon	8:00am	734	MCP:Hyannis	DRP: Health Systems: Policy, Strategy & Leadership
		735	MCP:Salon H	Health Care Governance and Structures
	9:45am	803	BCC:Room 202	SHCS: Pharmaceutical Innovation
		813	WCP:Baltic	CDP: Antecedents and Outcomes of Employee Turnover
		832	MCP:Hyannis	DRP: Technology and Innovation
	11:30am	833	MCP:Salon H	SHCS: Professional Transformation
		920	WCP:Baltic	CDP: Managing Workplace Stress
		924	WCP:St. George C	CDP: Managing at the Top
		939	MCP:Hyannis	DRP: Health Care Professionals
	1:15pm	940	MCP:Salon H	Health Care Organizations
		1046	MCP:Hyannis	DRP: Groups, Teams and Leaders
		1047	MCP:Salon H	Learning and Change
	3:00pm	1149	MCP:Salon F	Keynote: Dr. David Blumenthal
4:45pm	1242	MCP:Salon F	HCMD Business Meeting	
Tue	8:00am	1373	MCP:Orleans	Motivation and Care Processes
		1374	MCP:Salon H	Change Management
	9:45am	1476	MCP:Orleans	Commitment and Satisfaction
		1477	MCP:Salon H	The Innovator's Rx Refilled
	11:30am	1577	MCP:Orleans	Leading from Behind
		1578	MCP:Salon H	The Culture Club
		1610	BPP:Stuart Room	JS: Contingencies of Voice
	1:15pm	1673	MCP:Salon H	JS: Overload in Hospitals
	3:00pm	1752	MCP:Orleans	Leaders & Organizational Chang
		1753	MCP:Salon H	Professional Decision Making and Outcomes

# Human Resources

Program Chair: David G. Allen, U. of Memphis  
 Professional Development Workshop Chair: Frederick P. Morgeson, Michigan State U.

Day	Start	#	Location	Session Information	
Fri	8:00am	<b>8</b>	BCC:Room 102	Strategic Human Capital	
		<b>31</b>	BPP:Arlington Room	The Productivity Process	
		<b>32</b>	BPP:White Hill Room	Millennials and Awareness	
	9:00am	<b>53</b>	OS:Fidelity Investments Boston	HR Corporate Tour: Trip to Fidelity Investments	
		<b>54</b>	BPP:Beacon Hill Room	The CHRO: Advancing research	
		<b>61</b>	SB:Beacon D	Teaching with Technology	
	10:15am	<b>74</b>	BPP:Stuart Room	HRM curricula internationally	
	1:00pm	<b>124</b>	BPP:Berkeley & Clarendon Room	International Academic Careers	
	2:00pm	<b>142</b>	BPP:Arlington Room	Evolving Employment	
	2:45pm	<b>148</b>	BCC:Room 301	Value creation with "people for people"	
		<b>150</b>	BPP:Whittier Room	Using Large-Scale Datasets	
	3:00pm	<b>154</b>	BPP:St. James Room	Innovations in HR Teaching	
		<b>156</b>	SB:Back Bay Ballroom A	Scholarly Impact Revisited	
	4:00pm	<b>175</b>	BPP:Cambridge Room	Innovations in Team Innovation	
	4:30pm	<b>178</b>	OS:TBD	HR Jr. Fac. Consort. - Dinner	
	5:00pm	<b>182</b>	BPP:Georgian Room	HR Doctoral Consortium Dinner	
	Sat	8:00am	<b>210</b>	BPP:Berkeley Room	HR Division Junior Faculty Consortium
<b>211</b>			BPP:Georgian Room	HR Division Doctoral Consortium	
<b>212</b>			BPP:Stuart Room	HR Division Ambassadors Program, Research Project	
<b>213</b>			BPP:Cambridge Room	Using O*NET to Revise a Course	
<b>226</b>			BPP:Plaza Ballroom	Halfway: Advice for Students	
<b>233</b>			SB:Back Bay Ballroom A	Introduction to Social Network Analysis	
<b>238</b>			WCP:Great Republic	Ask the Experts: Micro Methods	
<b>247</b>			SB:Berkley B	Teaching Essentials – Effective Grading & Feedback	
10:15am			<b>273</b>	BPP:Beacon Hill Room	International Academic Careers
		<b>274</b>	BPP:Stuart Room	Insights for Publishing Research in Top Journals	
		<b>278</b>	BPP:Franklin Room	Employee Engagement	
		<b>286</b>	WCP:Great Republic	Why We All Should Be Bayesians	
10:45am		<b>293</b>	WCP:America Ballroom North	Rapid Growth Context	
11:15am		<b>297</b>	BCC:Room 206	Sustainability and HR	
11:30am		<b>301</b>	MCP:Salon C	Passion for Sustainability	
11:45am		<b>305</b>	WCP:Adams	Tutorial Computational Models	
12:15pm		<b>310</b>	SB:Back Bay Ballroom D	Reviewing in the Rough	
12:30pm		<b>318</b>	BPP:St. James Room	Your Ideas are Welcome in the HR Division	
		<b>319</b>	MCP:Salon J	Evidence-Based Management	
		<b>324</b>	WCP:Courier	How to Define, Identify, and Handle Outliers	
		<b>325</b>	WCP:Great Republic	Scale Development Workshop	
1:00pm		<b>336</b>	BPP:Stuart Room	OB Teaching Incubator	
1:30pm		<b>343</b>	SB:Republic A	A Pecha Kucha about Social Evaluations	
2:30pm		<b>355</b>	BPP:Plaza Ballroom	How To Negotiate Your First Job Offer	
3:00pm		<b>371</b>	SB:Jefferson	Ethical Global HRM Practices	
3:15pm		<b>373</b>	BPP:Beacon Hill Room	Pre-Dissertation Doctoral PDW	
		<b>376</b>	BPP:Stuart Room	OB New Member Networking and Research Forum	
5:15pm		<b>404</b>	BPP:White Hill Room	Corp. Social Responsibility	
6:00pm		<b>411</b>	BPP:Terrace Room	HR and OB Members Welcome Reception	
Sun		11:30am	<b>480</b>	BPP:Charles River Room	DISC: HR: Strategic HR
		1:10pm	<b>522</b>	BPP:Charles River Room	DISC: HR: Assessment
		2:50pm	<b>570</b>	BPP:Charles River Room	DISC: HR: People & Personality
		3:30pm	<b>594</b>	BPP:Cambridge Room	HR Division Executive Committee Meeting
	4:30pm	<b>627</b>	BPP:Cabot Room	DISC: Human Resources Discussion Paper Session: Global	
		<b>628</b>	BPP:Charles River Room	DISC: HR: Compensation & Motivation	
	6:00pm	<b>661</b>	BPP:Georgian & Arlington Room	HR Division Business Meeting and Reception	
Mon	7:30am	<b>690</b>	BPP:Arlington Room	HR Division Welcome Breakfast and Awards	

Day	Start	#	Location	Session Information
Mon	8:00am	<b>718</b>	WCP:Essex North-West	CDP: Enhancing Employee Fit
		<b>736</b>	BPP:Cabot Room	Labor Relations and HR Legal Issues
		<b>737</b>	BPP:Charles River Room	Strategic HR: Leadership and Innovation
		<b>738</b>	BPP:Newbury Room	DRP: HR and Organization Strategy
		<b>739</b>	BPP:Whittier Room	JS: Organizational Socialization
		<b>748</b>	BCC:Room 206	SHCS: Expat Knowledge Transfer
		<b>764</b>	BPP:Beacon Hill Room	JS: Organizations and Emotions
		<b>765</b>	BPP:Statler Room	SHCS: Shared Leadership in Teams
	9:45am	<b>766</b>	BPP:White Hill Room	JS: Work-Family Resources: New Theory and Perspectives
		<b>834</b>	BPP:Cabot Room	Turnover Dynamics
		<b>835</b>	BPP:Charles River Room	Cross-Cultural Impacts on HRM Practices
		<b>836</b>	BPP:Newbury Room	DRP: Managing Roles, Conflict, and Trust
		<b>837</b>	BPP:Whittier Room	SHCS: HRM-Performance Domains
		<b>861</b>	BPP:Statler Room	JS: New Developments in Motivating Teams
	11:30am	<b>862</b>	BPP:Stuart Room	JS: Nudging Toward Better Health
		<b>941</b>	BPP:Cabot Room	Organizational Incentives
		<b>942</b>	BPP:Charles River Room	Feedback and Performance
		<b>943</b>	BPP:Newbury Room	DRP: HR Practices and Firm Performance
		<b>944</b>	BPP:Whittier Room	Cutting Edge HR
		<b>945</b>	BPP:Arlington Room	SHCS: Comparative HRM
	1:15pm	<b>971</b>	BPP:Statler Room	SHCS: Theory Building by Induction
		<b>1020</b>	BPP:Berkeley Room	JS: Family Supportive Workplace
		<b>1031</b>	WCP:St. George C	CDP: Leadership in China
		<b>1045</b>	BPP:Thoreau Room	JS: Identity Management
		<b>1048</b>	BPP:Cabot Room	Alienation and Withdrawal
		<b>1049</b>	BPP:Charles River Room	HRM Systems and Organizational Performance
		<b>1050</b>	BPP:Newbury Room	DRP: Understanding Alternative Work Arrangements
		<b>1051</b>	BPP:Whittier Room	Scholarship and Practice
2:30pm	<b>1057</b>	BCC:Room 309	JS: Bicultural Employee Roles	
	<b>1076</b>	BPP:White Hill Room	JS: Stars and Firm Advantage	
	<b>1112</b>	BPP:Arlington Room	HR Division Ice Cream Social	
	3:00pm	<b>1148</b>	BPP:Thoreau Room	JS: Generational Diversity
		<b>1150</b>	BPP:Cabot Room	Career and Leadership Development
		<b>1151</b>	BPP:Charles River Room	Strategic HR and Core Competencies
<b>1152</b>		BPP:Newbury Room	DRP: Socialization and Adjustment	
<b>1153</b>		BPP:Whittier Room	JS: Positive PsyCap in Practice	
<b>1179</b>		BPP:Statler Room	SHCS: Job Crafting in Organizations	
<b>1180</b>		BPP:White Hill Room	SHCS: 40 Years of LMX Research	
4:45pm		<b>1241</b>	BPP:Thoreau Room	JS: New Views of Age Stereotypes
	<b>1243</b>	BPP:Board Room	DRP: Recruiting Strategies and Job Choice	
	<b>1244</b>	BPP:Cabot Room	Leadership and HR	
	<b>1245</b>	BPP:Charles River Room	HR, Performance, and Turnover	
	<b>1246</b>	BPP:Newbury Room	DRP: Reward Structures: Construction and Outcomes	
	<b>1247</b>	BPP:Whittier Room	Work-Life Processes and Health	
	<b>1248</b>	BPP:Stanbro Room	JS: CSR: Past, Present, and Future	
	<b>1273</b>	BPP:St. James Room	JS: Predicting Workplace Performance over Time	
	<b>1274</b>	BPP:Statler Room	SHCS: Advances in Virtual Teams	
	<b>1275</b>	BPP:White Hill Room	JS: Servant Leadership Pathways	
Tue	8:00am	<b>1345</b>	BPP:Georgian Room	JS: Development & Career Behavior
		<b>1354</b>	WCP:Essex North-Center	CDP: Innovation/Customer Difference
		<b>1356</b>	WCP:Essex North-West	CDP: Advances in Research Method
		<b>1358</b>	WCP:St. George D	CDP: Alternative Work Arrangements
		<b>1375</b>	BPP:Cabot Room	The Importance of Employee Learning
		<b>1376</b>	BPP:Charles River Room	Talent Acquisition and Workforce Reduction
		<b>1377</b>	BPP:Newbury Room	DRP: HR Architecture and HPWP
		<b>1378</b>	BPP:Whittier Room	Diversity in the Workplace
		<b>1379</b>	BPP:Arlington Room	SHCS: Connecting and Disconnecting
		<b>1404</b>	BPP:White Hill Room	JS: Transitions

Day	Start	#	Location	Session Information		
Tue	9:45am	<b>1450</b>	BPP:Georgian Room	JS: Perspectives on Career Scripts		
		<b>1457</b>	WCP:Baltic	CDP: Individual & Team Behaviors		
		<b>1478</b>	BPP:Cabot Room	Turnover Consequences		
		<b>1479</b>	BPP:Charles River Room	HRM Perceptions, Citizenship, and Firm Performance		
		<b>1480</b>	BPP:Newbury Room	DRP: Multinational HRM		
		<b>1481</b>	BPP:Whittier Room	Recruitment and Career Strategies		
		<b>1482</b>	BPP:Arlington Room	JS: New Directions in Job Search		
		<b>1509</b>	BPP:Statler Room	JS: Dysfunctional Outcomes		
		11:30am		<b>1563</b>	WCP:St. George D	CDP: Emerging Practices in Human Resource Management
				<b>1579</b>	BPP:Cabot Room	Commitment and Turnover
<b>1580</b>	BPP:Charles River Room			Work Design and Quality of Work and Family Life		
<b>1581</b>	BPP:Newbury Room			DRP: Performance Management		
<b>1582</b>	BPP:Whittier Room			HRM Context and CSR		
<b>1583</b>	BPP:Arlington Room			SHCS: HRM: The Importance of (National) Context		
<b>1596</b>	SB:Back Bay Ballroom B			JS: Organizational Trust		
<b>1608</b>	BPP:Statler Room			JS: Extending the EOR Literature		
1:15pm		<b>1655</b>	BPP:Georgian Room	JS: Researching Careers		
		<b>1656</b>	WCP:Baltic	CDP: Effective Performing Teams		
		<b>1659</b>	WCP:Essex North-West	CDP: Employment Discrimination		
		<b>1674</b>	BPP:Cabot Room	Employee Benefits and Well-Being		
		<b>1675</b>	BPP:Charles River Room	Cultural Influences on HR		
		<b>1676</b>	BPP:Newbury Room	DRP: Internet-Based Selection		
		<b>1677</b>	BPP:Whittier Room	Withdrawal Processes		
		<b>1678</b>	BPP:Arlington Room	JS: Motivation to Learn		
		<b>1685</b>	BCC:Room 206	JS: Social Capital in MNCs		
		<b>1700</b>	BPP:Beacon Hill Room	JS: Aggression Prevention Climate		
		<b>1703</b>	BPP:White Hill Room	JS: Leading to Proactive Behavior		
3:00pm		<b>1754</b>	BPP:Cabot Room	HR Metrics and Modernization Across Cultures		
		<b>1755</b>	BPP:Charles River Room	Politics and Personality		
		<b>1756</b>	BPP:Newbury Room	DRP: HRM and Productivity		
		<b>1757</b>	BPP:Whittier Room	Executive Compensation		
		<b>1758</b>	BPP:Arlington Room	JS: Achievement Motivation		
		<b>1777</b>	BPP:Statler Room	JS: Organizational Justice		
		<b>1778</b>	BPP:Beacon Hill Room	JS: Emotion Expression at Work		



# International Management

Program Chair: Jennifer Spencer, George Washington U.  
Professional Development Workshop Chair: Sea Jin Chang, National U. of Singapore

Day	Start	#	Location	Session Information	
Fri	8:00am	<b>12</b>	MCP:Salon D	SM and Emerging Economies	
		<b>17</b>	BCC:Room 303	A similar story?	
		<b>18</b>	BCC:Room 308	Global Automotive Industry	
		<b>19</b>	BCC:Room 205	Language in International Management Research	
		<b>20</b>	BCC:Room 204	Improving Your IM Teaching	
			<b>21</b>	BCC:Room 305	Management in Islamic Societies
		9:00am	<b>55</b>	OS:Northeastern University.	Executives-Scholars dialogue
		10:00am	<b>65</b>	BCC:Room 109	Africa and the Diaspora
		10:15am	<b>77</b>	SB:Liberty Ballroom A	Four Methods for Culture
		10:30am	<b>90</b>	BPP:Franklin Room	Contextualizing Women Leaders
		11:45am	<b>98</b>	BCC:Room 204	IMD Paper Development Workshop
		1:30pm	<b>133</b>	SB:Liberty Ballroom A	Informal Economy & ENT
			<b>140</b>	OS:Northeastern University.	Thought Leadership
		2:30pm	<b>144</b>	BCC:Room 204	CSR and Emerging Markets
		3:30pm	<b>165</b>	MCP:Salon C	Economic Systems of the Future
		4:45pm	<b>179</b>	BCC:Room 203	International Research Project
		5:00pm	<b>181</b>	BCC:Room 301	Measuring Knowledge Flows
		6:00pm	<b>189</b>	BCC:Room 208	IM Division PDW Welcome
	Sat	8:00am	<b>214</b>	OS:Northeastern University	IMD Doctoral Consortium
			<b>215</b>	OS:Northeastern University	IMD Junior Faculty Consortium
			<b>216</b>	BCC:Room 109	Scientific Mindfulness
<b>217</b>			BCC:Room 305	National Culture and Ingenuity	
<b>231</b>			SB:Fairfax A	Crossing Boundaries	
		10:00am	<b>268</b>	SB:Back Bay Ballroom C	Leading Mindfully
		10:15am	<b>278</b>	BPP:Franklin Room	Employee Engagement
			<b>279</b>	BCC:Room 301	Leveraging India and China: To Inform the World
			<b>280</b>	BCC:Room 305	Qualitative Research
			<b>288</b>	MCP:Salon H	Corporate Governance Research
		10:45am	<b>293</b>	WCP:America Ballroom North	Rapid Growth Context
		11:30am	<b>301</b>	MCP:Salon C	Passion for Sustainability
		11:45am	<b>303</b>	BCC:Room 202	Endogeneity Controls in IM Research
			<b>304</b>	BCC:Room 205	Complementarities and Fit
		12:15pm	<b>310</b>	SB:Back Bay Ballroom D	Reviewing in the Rough
		12:30pm	<b>326</b>	BCC:Room 305	Innovation and New Market Creation
		12:30pm	<b>364</b>	BCC:Room 204	Research Ecosystems
		1:45pm	<b>346</b>	MCP:Provincetown	Research on Africa
		2:30pm	<b>354</b>	SB:Fairfax A	Strategy & Emerging Markets
		3:00pm	<b>371</b>	SB:Jefferson	Ethical Global HRM Practices
		3:15pm	<b>375</b>	MCP:Salon B	Simulations & Int Mgt Teaching
		3:30pm	<b>379</b>	OS:Northeastern University	IM Consortia Meet the Editors
			<b>380</b>	BCC:Room 107	An AOM Volunteer Corp?
		3:45pm	<b>383</b>	BCC:Room 206	Using Experiments to Examine Interfirm Exchanges
		4:00pm	<b>387</b>	BCC:Room 301	Korean Multinationals, the New Global Leaders
		6:00pm	<b>413</b>	BCC:Room 313	International Management Division PDW Reception
Sun		11:30am	<b>477</b>	BPP:Back Bay Room	DISC: IMD: Innovation & Change
	<b>488</b>		BPP:Thoreau Room	DISC: IMD: Strategy	
	1:10pm	<b>519</b>	BPP:Back Bay Room	DISC: IMD: Strategy & Management	
		<b>530</b>	BPP:Thoreau Room	DISC: IMD: Emerging Markets	
	2:30pm	<b>550</b>	BCC:Room 310	IM EC Meeting	
	2:50pm	<b>578</b>	BPP:Thoreau Room	DISC: IMD: People & Relationships	
	4:30pm	<b>636</b>	BPP:Thoreau Room	DISC: IMD: Internationalization	
		<b>639</b>	BCC:Room 313	Booz&Co Award Presentation	

Day	Start	#	Location	Session Information
Mon	7:00am	<b>684</b>	BCC:Room 311	International Management Thought Leadership Cafe
Mon	8:00am	<b>718</b>	WCP:Essex North-West	CDP: Enhancing Employee Fit
		<b>720</b>	WCP:St. George D	CDP: Understanding National Culture
		<b>743</b>	BCC:Room 205	Hierarchy, Networks, and Institutional Pressures
		<b>744</b>	BCC:Room 208	Exports & e-Retailing
		<b>745</b>	BCC:Room 209	Distance and International Production Networks
		<b>746</b>	BCC:Room 303	DRP: Cross-Cult Generalizability
		<b>747</b>	BCC:Room 309	The Challenges of Global Leadership in Asia
		<b>748</b>	BCC:Room 206	SHCS: Expat Knowledge Transfer
	9:45am	<b>801</b>	BCC:Room 102	JS: Recontextualization in MNCs
		<b>817</b>	WCP:St. George C	CDP: (In)Effective Leadership
		<b>838</b>	BCC:Room 205	Institutions, Equity Offerings, and Acquisitions
		<b>839</b>	BCC:Room 206	Poverty Alleviation at the Base of the Pyramid
		<b>840</b>	BCC:Room 208	Distance
		<b>841</b>	BCC:Room 209	The Legitimacy Challenge
		<b>842</b>	BCC:Room 303	DRP: New Perspectives on Innovation in the MNE
		<b>843</b>	BCC:Room 309	New GLOBE Study of CEO Leaders
	11:30am	<b>945</b>	BPP:Arlington Room	SHCS: Comparative HRM
		<b>946</b>	BCC:Room 205	Taxonomies of Cntry Variations
		<b>947</b>	BCC:Room 206	Expatriates and Global Teams
		<b>948</b>	BCC:Room 208	Emerging Markets and MNEs
		<b>949</b>	BCC:Room 209	Cross-Cultural Differences
		<b>950</b>	BCC:Room 303	DRP: Internationalization for Asset-Seeking Purposes
		<b>951</b>	BCC:Room 309	SHCS: Thinking about the MNE
	1:15pm	<b>1031</b>	WCP:St. George C	CDP: Leadership in China
		<b>1052</b>	BCC:Room 205	AOM-AIB Managers' Roundtable
		<b>1053</b>	BCC:Room 206	MNE Innovation & Expansion
		<b>1054</b>	BCC:Room 208	Instits, Investmnts&Divestmnts
		<b>1055</b>	BCC:Room 209	Trust in Collaboration
		<b>1056</b>	BCC:Room 303	DRP: State, Politics, Firm History
		<b>1057</b>	BCC:Room 309	JS: Bicultural Employee Roles
	3:00pm	<b>1154</b>	BCC:Room 205	Internat'lization & Innovation
		<b>1155</b>	BCC:Room 206	Schaffer--Applied Intl Mgmt
		<b>1156</b>	BCC:Room 208	Multinational Knowledge Seeking Efforts and Assets
		<b>1157</b>	BCC:Room 209	International Joint Venture Networks and Processes
		<b>1158</b>	BCC:Room 303	DRP: Culture&Cross-Level Implic.
		<b>1159</b>	BCC:Room 309	Policy in Emerging Markets
		<b>1162</b>	MCP:Salon D	JS: Student collaboration in IB
		<b>1212</b>	BCC:Room 310	JS: Learning from Trade
	4:45pm	<b>1228</b>	WCP:St. George D	CDP: Trust in Supply Chain Managememe
		<b>1249</b>	BCC:Room 205	Offshor. & Global Networks
		<b>1250</b>	BCC:Room 206	Cultural Values and IM Theory
		<b>1251</b>	BCC:Room 208	Richman Dissertation Award Session
		<b>1252</b>	BCC:Room 209	Alliance Governance
		<b>1253</b>	BCC:Room 303	DRP: Collaboration in Teams
		<b>1254</b>	BCC:Room 309	Global Firm Governance: What Really Matters?
	6:15pm	<b>1304</b>	BCC:Room 208	IM Division Business Meeting
Tue	7:00am	<b>1329</b>	BCC:Room 202	Meet the IM Division EC
	8:00am	<b>1354</b>	WCP:Essex North-Center	CDP: Innovation/Customer Difference
		<b>1380</b>	BCC:Room 205	Govts, Capabil, Emerging Mkts
		<b>1381</b>	BCC:Room 206	Knowledge Transfer and MNCs
		<b>1382</b>	BCC:Room 208	MNE Innovation
		<b>1383</b>	BCC:Room 209	CEO Compensation
		<b>1384</b>	BCC:Room 303	DRP: Social Exchange & Culture
		<b>1385</b>	BCC:Room 309	Responsible Global Leadership

Day	Start	#	Location	Session Information
Tue	9:45am	<b>1459</b>	WCP:Essex North-East	CDP: Org Learning & Learning In Org
		<b>1483</b>	BCC:Room 205	Institutions and Corporate Response
		<b>1484</b>	BCC:Room 206	Global Mobility
		<b>1485</b>	BCC:Room 209	More than LOF
		<b>1486</b>	BCC:Room 303	DRP: Offshoring Global Value Chains
		<b>1487</b>	BCC:Room 309	Expatriates, Migrants, and Business Travelers
		<b>1488</b>	BCC:Room 208	JS: Learning from Japan?
11:30am		<b>1583</b>	BPP:Arlington Room	SHCS: HRM: The Importance of (National) Context
		<b>1584</b>	BCC:Room 205	Home Country Effects on Foreign Operations
		<b>1585</b>	BCC:Room 206	IM Scholarship, Methods, and Data
		<b>1586</b>	BCC:Room 208	Spillovers and Diffusion of Knowledge
		<b>1587</b>	BCC:Room 209	Cross-Cultural Experiences
		<b>1588</b>	BCC:Room 303	DRP: Capabilities, Conditions, and International Scope
		<b>1589</b>	BCC:Room 309	TMTs and Intl Strategy
1:15pm		<b>1609</b>	BPP:St. James Room	JS: Virtuality/Diversity in Teams
		<b>1661</b>	WCP:St. George D	CDP: Gov't & Public Sector Org.
		<b>1679</b>	BCC:Room 205	Intl M&As
		<b>1680</b>	BCC:Room 208	SME Internationalization
		<b>1681</b>	BCC:Room 209	Political Risk, External Threats, and MNE Survival
		<b>1682</b>	BCC:Room 303	DRP: Econ, Social, Inst Conditions
		<b>1683</b>	BCC:Room 308	Agglomeration
3:00pm		<b>1684</b>	BCC:Room 309	Cultural Intelligence
		<b>1685</b>	BCC:Room 206	JS: Social Capital in MNCs
		<b>1701</b>	BPP:St. James Room	JS: Creativity in Social Contexts
		<b>1711</b>	SB:Gardner A	JS: MNC Matrix Structures
		<b>1759</b>	BCC:Room 205	Offshoring: Ins and Outs
		<b>1760</b>	BCC:Room 208	Timing the Internationalization Decision
		<b>1761</b>	BCC:Room 303	DRP: Ventures' Views of Context
<b>1762</b>	BCC:Room 309	Human Resource Capabilities and Management		

# Management Consulting

Program Chair: Anthony F. Buono, Bentley U.  
Professional Development Workshop Chair: Joanne C Preston, Colorado Technical U.

Day	Start	#	Location	Session Information	
Fri	8:00am	23	WCP:Essex North-Center & East	Modern Day Enslavement	
		24	WCP:North Star	Consulting in the Middle East	
		39	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events	
	9:00am	58	SB:Hampton A	Making diversity productive.	
	9:30am	62	OS:Northeastern University	Introducing Design Thinking	
	10:00am	68	SB:Republic B	Post-Merger Integration	
	10:15am	75	WCP:Empire	Stressors Detouring SUCCESS	
		80	SB:Independence West	High Impact Change Exercises	
	12:15pm	105	SB:Republic A	Coaching Leaders	
	1:30pm	135	WCP:Empire	Effective use of stakeholders	
		140	OS:Northeastern University.	Thought Leadership	
	2:30pm	145	WCP:Adams	Ethics in management consultin	
	3:45pm	170	WCP:Defender	Seam and AI approaches	
	Sat	8:00am	218	WCP:North Star	Balancing Practice & Research
			221	MCP:Tremont	Leadership Artistry
227			BPP:Franklin Room	Conversation for Change	
237			SB:Independence East	Boston Scenarios	
8:30am		250	WCP:Parliament	Self as Instrument DialogicOD	
10:00am		268	SB:Back Bay Ballroom C	Leading Mindfully	
10:15am		281	WCP:Courier	Pivotal Moments	
		282	WCP:Essex North-Center & East	Standards and Co-operation	
11:15am		299	SB:Gardner A	Model of Culture and Change	
12:45pm		327	WCP:Parliament	Adaptive Foresight	
1:00pm		337	SB:Independence East	Designing and Developing Beautiful Organizations	
6:00pm		416	SB:Gardner B	OD informal impacts	
Sun		3:30pm	596	WCP:Defender	MC Division Exec Committee Mtg
		4:30pm	637	BPP:Winthrop Room	DISC: Management Consulting Discussion Paper Session
		5:30pm	656	WCP:Huntington	Management Consulting Division Social Hour
	7:30pm	675	OS:Harvard Club of Boston	MC Members & Friends	
Mon	8:00am	771	SB:Republic B	SHCS: Influential Research and Practice in ODC Dynamics	
	9:45am	814	WCP:Essex North-Center	CDP: Expecting Better: Understanding Ethics in Practice	
		818	WCP:St. George D	CDP: Innovation and Change	
		844	WCP:Courier	DRP: Informal Dynamics in Consulting	
	11:30am	924	WCP:St. George C	CDP: Managing at the Top	
		952	WCP:Adams	Client-Consultant Interaction	
	1:15pm	1032	WCP:St. George D	CDP: Institutional Theory	
		1058	WCP:Adams	Strategic Consulting	
	3:00pm	1134	WCP:St. George C	CDP: Ethical Leadership and Transformation	
		1160	WCP:Adams	JS: Teaching change agents	
	4:45pm	1255	WCP:Huntington	MC Speaker: Rosabeth Kanter	
		1258	MCP:Salon D	JS: Establishing Coach Education	
6:30pm	1311	WCP:Huntington	Management Consulting Division Business Meeting		
Tue	8:00am	1357	WCP:St. George C	CDP: Revitalizing the Organization	
		1386	WCP:Adams	Dynamics in Professional Services Firms	
	9:45am	1459	WCP:Essex North-East	CDP: Org Learning & Learning In Org	
		1489	WCP:Adams	Management Consulting and the Informal Economy	
	11:30am	1559	WCP:Essex North-Center	CDP: Rethinking Risk & Uncertainty	
		1575	BPP:Clarendon Room	JS: Gender in PSFs	
		1590	WCP:Adams	Developing Competency as a Consultant	
		1591	WCP:Courier	DRP: Culture and Context in Consulting	
	1:15pm	1661	WCP:St. George D	CDP: Gov't & Public Sector Org.	
		1686	WCP:Courier	DRP: Conceptualizing Consulting Roles and Interventions	
	3:00pm	1763	WCP:Parliament	MC Division Exec Committee Mtg	

# Management Education & Development

Program Chair: Jacob Eisenberg, U. College Dublin  
 Professional Development Workshop Chair: Barbara A. Ritter, Coastal Carolina U.

Day	Start	#	Location	Session Information	
Fri	8:00am	15	BPP:Cambridge Room	Diversity in Academia	
		16	MCP:Salon H	Novice teaching essentials	
		25	MCP:Salon B	Teaching global sustainability	
	9:00am	60	SB:Berkley B	Online and Blended Assignments	
	10:00am	66	MCP:Salon F	Outcome Assessment	
		67	MCP:Salon C	Marginalized students	
	10:15am	74	BPP:Stuart Room	HRM curricula internationally	
		76	MCP:Salon B	Learning in Higher Education	
		78	BPP:Whittier Room	Wicked Problems in OB Classes	
		80	SB:Independence West	High Impact Change Exercises	
		85	MCP:Salon A	Creating Balance	
	10:30am	89	MCP:Salon D	Doctoral Student Resistance	
	12:00pm	100	MCP:Salon A	Effective Online Teaching	
	1:30pm	130	BPP:Franklin Room	Transforming negotiation	
		131	BPP:Stuart Room	Story-writing Workshop	
	2:45pm	151	MCP:Salon H	Lost in Translation	
	3:30pm	166	SB:Republic A	Syllabus and Course Design	
	4:00pm	172	OS:Boston's Freedom Trail	Careers in Motion	
		173	MCP:Salon F	Education against corruption	
4:15pm	177	MCP:Salon J	Applied Creativity		
5:00pm	183	MCP:Salon H	MED/JME Writer's Development Workshop		
Sat	8:00am	213	BPP:Cambridge Room	Using O*NET to Revise a Course	
		219	MCP:Salon B	Teaching and Developing Cases	
		220	MCP:Salon D	21st century Epistemology	
		221	MCP:Tremont	Leadership Artistry	
		247	SB:Berkley B	Teaching Essentials – Effective Grading & Feedback	
	9:00am	262	OS:MIT Sloan	Developing Reflective Practice	
	10:15am	283	MCP:Salon J	Managing Student Teams	
		289	SB:Beacon E	Assignment Exchange Game	
		290	BCC:Room 309	Teaching Online Informal Econ	
	10:45am	294	MCP:Salon B	deansbeans.com: MGT ED LIVE	
	11:15am	298	OS:MIT Sloan	The GVV Case Method	
	12:30pm	317	MCP:Tremont	Teaching through simulation	
		319	MCP:Salon J	Evidence-Based Management	
		320	MCP:Salon D	Problem-Based Learning: Opportunities and Hazards	
	1:00pm	335	MCP:Salon B	Advances in Kolb LSI	
		336	BPP:Stuart Room	OB Teaching Incubator	
	1:30pm	342	OS:MIT Sloan	MBA Experiential Learning	
	3:15pm	374	MCP:Salon H	Dramatic Dilemmas: Drama-based Decision Support	
		375	MCP:Salon B	Simulations & Int Mgt Teaching	
	3:30pm	381	WCP:America Ballroom South	Having the Right Stuff	
	4:45pm	396	MCP:Boylston	Integrating Liberal Learning	
	5:00pm	401	WCP:Staffordshire.	MED/NDSC/OBTS Reception	
	Sun	11:30am	481	BPP:Constitution Room	DISC: MED: Assessment & Development
		1:10pm	523	BPP:Constitution Room	DISC: MED: Institutional Issues
	Mon	8:00am	719	WCP:St. George C	CDP: Leadership Mentoring & Identity
			749	MCP:Nantucket	DRP: Innovative Teaching Methods
			750	MCP:Salon B	Leadership Skills & Exec Ed
9:45am		821	MCP:Salon J	SHCS: Leadership Pedagogy	
		845	MCP:Nantucket	DRP: Teaching & Research in Grad Ed	
		846	MCP:Salon B	Executive Education Approaches	

Day	Start	#	Location	Session Information
Mon	11:30am	921	WCP:Essex North-Center	CDP: Humanity and Moral Legitimacy
		953	MCP:Salon E	MED Keynote Address: Mintzberg
	1:00pm	1008	MCP:Salon A	MED Div Exec Committee Meeting
	1:15pm	1031	WCP:St. George C	CDP: Leadership in China
		1059	MCP:Nantucket	DRP: E-learning & Social Networks
	3:00pm	1124	BPP:Georgian Room	SHCS: Steve Jobs
		1135	WCP:St. George D	CDP: Managing Org Change
		1153	BPP:Whittier Room	JS: Positive PsyCap in Practice
		1161	MCP:Nantucket	DRP: Leadership & Coaching Skills
		1162	MCP:Salon D	JS: Student collaboration in IB
		1163	MCP:Salon B	SHCS: Informal Management Curriculum
	4:45pm	1256	MCP:Nantucket	DRP: Ethics & Social Responsibility
		1257	MCP:Salon B	Cross-Cultural & International
		1258	MCP:Salon D	JS: Establishing Coach Education
		1815	BPP:Berkeley Room	SHCS: Preparing Future Professors
	6:15pm	1305	MCP:Salon B	MED Business Meeting and Awards Presentation
7:45pm	1326	MCP:Salon B	MED: It's Your Party!	
Tue	8:00am	1346	BPP:Berkeley Room	JS: Reference Groups in Careers
		1353	WCP:Baltic	CDP: Consequences of Diversity
		1387	MCP:Nantucket	MED Executive Committee Planning Meeting
		1388	MCP:Salon D	Entrepreneurship: Social Issue
	9:45am	1458	WCP:Essex North-Center	CDP: Rethinking Org Design
		1462	WCP:St. George D	CDP: Social Entrepreneurship
		1490	MCP:Nantucket	DRP: International & Cross-Cultural
		1491	MCP:Salon D	Impact of Business Schools
		1492	MCP:Salon B	SHCS: Future of Business
	11:30am	1592	MCP:Salon B	Learning Quality & Outcomes
		1593	MCP:Salon D	Curriculum Design & Strategies
		1597	SB:Hampton B	JS: Meditation as a leadership practice
	1:15pm	1678	BPP:Arlington Room	JS: Motivation to Learn
		1687	MCP:Salon D	Teaching Evaluation & Assessme
	3:00pm	1740	WCP:Essex North-East	CDP: Org. Change & Cognition
		1758	BPP:Arlington Room	JS: Achievement Motivation
1764		MCP:Salon D	Social Responsibility & Ethics	
1765		MCP:Salon B	JS: Power & Paradoxes in Coaching	

# Management History

Program Chair: Milorad M. Novicevic, U. of Mississippi  
 Professional Development Workshop Chair: Roland E. Kidwell, U. of Wyoming

Day	Start	#	Location	Session Information
Fri	8:00am	26	BPP:Constitution Room	New Member Workshop
		27	BPP:Franklin Room	Ah I see, it is all an act.
	1:30pm	136	OS:Baker Library at Harvard Business School	HBS Baker Library Tour
		140	OS:Northeastern University.	Thought Leadership
	3:00pm	156	SB:Back Bay Ballroom A	Scholarly Impact Revisited
	4:00pm	172	OS:Boston's Freedom Trail	Careers in Motion
Sat	8:00am	222	BPP:St. James Room	Conducting and Publishing Archival Research
		239	WCP:Essex North-Center & East	Ask the experts: Qualitative methods
	10:15am	284	BPP:St. James Room	Dissertation and Publication
	1:30pm	345	BCC:Room 206	Journal Editors
	2:00pm	349	OS:Fenway Park	A Tour of Fenway Park
		351	OS:Green Street Studio	Leadership and Tango
	3:45pm	385	BCC:Room 201	Exploring the history of S-a-P
4:45pm	396	MCP:Boylston	Integrating Liberal Learning	
Sun	2:00pm	544	WCP:Empire	MH EC Meeting
	2:50pm	571	BPP:Constitution Room	DISC: Management History Discussion Paper Session
Mon	9:45am	847	BPP:Franklin Room	Leadership and Diversity
	11:30am	954	BPP:Franklin Room	Cooperation in Industry
	1:15pm	1060	BPP:Franklin Room	Extreme Situations
	4:45pm	1225	WCP:Essex North-Center	CDP: Ethnicity, Culture & Spirituali
		1259	BPP:Franklin Room	Then and Now
	6:30pm	1312	BPP:Franklin Room	Management History Business Meeting
7:45pm	1327	BPP:St. James Room	Management History Social	
Tue	8:00am	1389	BPP:Board Room	DRP: Gender, Sports, and Changing Nature of the Firm
	9:45am	1457	WCP:Baltic	CDP: Individual & Team Behaviors
		1493	BPP:Board Room	DRP: From Scientific Management to Agency and Strategy
	3:00pm	1765	MCP:Salon B	JS: Power & Paradoxes in Coaching

# Management Spirituality & Religion

Program Chair: J. Goosby Smith, Pepperdine U.  
 Professional Development Workshop Chair: Orneita Burton, Abilene Christian U.

Day	Start	#	Location	Session Information	
Fri	7:00am	<b>2</b>	SB:Hampton B	MSR Morning Meditation	
	8:00am	<b>21</b>	BCC:Room 305	Management in Islamic Societe	
		<b>28</b>	SB:Fairfax A	Mindfulness Dialogue	
		<b>30</b>	SB:Independence West	Religion and Research	
		<b>43</b>	BCC:Room 209	Innovation and Spirituality	
	9:00am	<b>56</b>	SB:Fairfax B	Fundamentalists at Work	
		<b>57</b>	SB:Independence East	The Integration Box	
	9:30am	<b>62</b>	OS:Northeastern University	Introducing Design Thinking	
	11:15am	<b>94</b>	SB:Gardner A	Spirituality and Excellence	
		<b>95</b>	SB:Independence East	Noble Eightfold Path	
		<b>96</b>	SB:Berkley B	Spirituality at the Workplace	
	1:30pm	<b>137</b>	SB:Independence East	Religion and careers	
		<b>140</b>	OS:Northeastern University	Thought Leadership	
	2:00pm	<b>143</b>	OS:Northeastern University	MSR Special Meditation Session	
	2:30pm	<b>146</b>	SB:Gardner B	Entrepreneurial Spirituality	
	3:00pm	<b>155</b>	SB:Beacon D	MSR Doctoral and New Faculty Consortium	
	6:00pm	<b>190</b>	OS:Brasserie Jo	MSR Dinner	
	Sat	7:00am	<b>193</b>	SB:Hampton B	MSR Morning Meditation
		10:00am	<b>268</b>	SB:Back Bay Ballroom C	Leading Mindfully
10:45am		<b>294</b>	MCP:Salon B	deansbeans.com: MGT ED LIVE	
12:15pm		<b>311</b>	SB:Independence West	Raising Our Game	
12:30pm		<b>321</b>	SB:Beacon E	Spirituality - Informal&Formal	
2:00pm		<b>351</b>	OS:Green Street Studio	Leadership and Tango	
2:30pm		<b>358</b>	SB:Beacon D	MSR Research Incubator	
Sun		7:00am	<b>427</b>	SB:Hampton B	MSR Morning Meditation
	11:30am	<b>483</b>	BPP:Franklin Room	DISC: OB: Ethics and Fairness	
	1:00pm	<b>503</b>	SB:Fairfax B	MSR Divisional Theme Session	
	3:00pm	<b>582</b>	SB:Fairfax B	JMSR Board	
	5:00pm	<b>649</b>	SB:Fairfax B	MSR Executive Committee Meeting	
	7:00pm	<b>673</b>	SB:Fairfax A	MSR Business Meeting	
	8:00pm	<b>681</b>	SB:Republic A	MSR Social	
	Mon	7:00am	<b>685</b>	SB:Hampton B	MSR Morning Meditation
8:00am		<b>715</b>	WCP:Baltic	CDP: Prosocial Behaviors	
		<b>716</b>	WCP:Essex North-Center	CDP: Social/Ethical Responsibility	
9:45am		<b>849</b>	SB:Hampton B	Management Spirituality, Religion, and Integrity	
11:30am		<b>924</b>	WCP:St. George C	CDP: Managing at the Top	
		<b>958</b>	SB:Hampton B	Entrepreneurial Spirituality	
1:15pm		<b>1027</b>	WCP:Baltic	CDP: Beyond the Workplace: Integrating Work and Home	
		<b>1064</b>	SB:Hampton B	Mindfulness at Work	
3:00pm		<b>1134</b>	WCP:St. George C	CDP: Ethical Leadership and Transformation	
		<b>1167</b>	SB:Hampton B	MSR Research Landscape	
4:45pm		<b>1225</b>	WCP:Essex North-Center	CDP: Ethnicity, Culture & Spirituali	
		<b>1263</b>	SB:Hampton B	Mindfulness Symposium	
	<b>1294</b>	MCP:Provincetown	SHCS: The Common Good in Business		
Tue	7:00am	<b>1330</b>	SB:Hampton B	MSR Morning Meditation	
	8:00am	<b>1393</b>	SB:Exeter A & B	DRP: MSR Research Round Table Session	
	9:45am	<b>1497</b>	SB:Hampton B	East-West Spiritual Practices	
	11:30am	<b>1597</b>	SB:Hampton B	JS: Meditation as a leadership practice	
	1:15pm	<b>1657</b>	WCP:Essex North-Center	CDP: How to Manage Forward	
		<b>1659</b>	WCP:Essex North-West	CDP: Employment Discrimination	



# Managerial & Organizational Cognition

Program Chair: Kyle Lewis, U. of Texas, Austin  
 Professional Development Workshop Chair: Elizabeth George, Hong Kong U. of Science and Technology

Day	Start	#	Location	Session Information
Fri	8:00am	28	SB:Fairfax A	Mindfulness Dialogue
		29	SB:Back Bay Ballroom C	Content Analysis
		38	SB:Back Bay Ballroom D	OMT/MOC Doctoral Consortium 2012
	9:30am	62	OS:Northeastern University	Introducing Design Thinking
	10:15am	77	SB:Liberty Ballroom A	Four Methods for Culture
		84	WCP:Defender	Research Focus Group
	12:30pm	112	SB:Liberty Ballroom B	Changing Minds, Changing Tech
	12:45pm	120	SB:Back Bay Ballroom A	Why Is This Woman Smiling?
	3:15pm	161	SB:Back Bay Ballroom D	Ethnography Beyond Single Orgs
	4:00pm	175	BPP:Cambridge Room	Innovations in Team Innovation
Sat	8:00am	223	SB:Back Bay Ballroom D	Cognition in the Rough
	9:30am	265	SB:Liberty Ballroom B	Organizational Learning
	10:15am	286	WCP:Great Republic	Why We All Should Be Bayesians
	12:15pm	310	SB:Back Bay Ballroom D	Reviewing in the Rough
	1:30pm	343	SB:Republic A	A Pecha Kucha about Social Evaluations
		344	WCP:America Ballroom Center	Publishing Process in AMJ
	4:15pm	390	BPP:Whittier Room	Positive Relationships at Work
4:30pm	394	SB:Liberty Ballroom C	Think About It	
Sun	11:30am	485	BPP:Lexington Room	DISC: MOC: Systems & Dynamics
	1:10pm	527	BPP:Lexington Room	DISC: MOC: Decision Making & Meaning
	4:00pm	604	SB:Gardner B	Outreach and Integration Committee
	5:00pm	648	SB:Gardner B	MOC Executive Committee Meeting
Mon	8:00am	715	WCP:Baltic	CDP: Prosocial Behaviors
		751	SB:Berkley B	Emotions and Decision Making
		752	SB:Back Bay Ballroom B	JS: Learning and Heterogeneity
		780	WCP:Defender	JS: Yin-Yang Research: Where Do We Go from Here?
	9:45am	848	SB:Back Bay Ballroom B	MOC Welcome Session
		862	BPP:Stuart Room	JS: Nudging Toward Better Health
		863	BPP:St. James Room	JS: Perceptual Asymmetry in Groups and Teams
	11:30am	925	WCP:St. George D	CDP: Stakeholder Theory
		955	SB:Berkley B	Intuition and Learning: Crises
		956	SB:Gardner B	JS: Identity Transmission
		957	SB:Back Bay Ballroom B	SHCS: Leadership and Social Networks
		972	BPP:St. James Room	SHCS: Social Dynamics of Creativity
	1:15pm	1029	WCP:Essex North-East	CDP: Competitive Interaction
		1061	SB:Berkley B	Social and Cultural Antecedents of Creativity
		1062	SB:Gardner B	Information-Laden Processes
		1063	SB:Back Bay Ballroom B	SHCS: Identity Work to Job Crafting
		1091	SB:Independence West	SHCS: Toward Emergence Studies: A Sensemaking Symposium
	3:00pm	1133	WCP:Essex North-West	CDP: Consequences of Conflicting Identities
		1163	MCP:Salon B	SHCS: Informal Management Curriculum
		1164	SB:Berkley B	The Leadership Interaction
		1165	SB:Kent	Interpreting and Perceiving Social Networks
		1166	SB:Back Bay Ballroom B	SHCS: Complicating Compassion
		1179	BPP:Statler Room	SHCS: Job Crafting in Organizations
1191		SB:Independence East	SHCS: Institutional Fields	
4:45pm	1192	SB:Beacon F	JS: Experimental Research in Institutional Theory	
	1194	SB:Republic A	JS: Unmasking Hidden Organizations	
	1228	WCP:St. George D	CDP: Trust in Supply Chain Manage	
4:45pm	1260	SB:Berkley B	Emotions at Work: The Case of Boredom	
	1261	SB:Kent	Identity Formation	
	1262	SB:Back Bay Ballroom B	JS: Breakthrough Innovations	
	1285	SB:Republic A	JS: Simplicity of Org. Theory	

Day	Start	#	Location	Session Information
Mon	6:15pm	<b>1306</b>	SB:Back Bay Ballroom B	MOC Social Hour and Business Meeting
Tue	8:00am	<b>1356</b>	WCP:Essex North-West	CDP: Advances in Research Method
		<b>1390</b>	SB:Berkley B	Identity and Institutions
		<b>1391</b>	SB:Kent	Team Cognition and Performance
		<b>1392</b>	SB:Back Bay Ballroom B	JS: Self-concordance at Work
	9:45am	<b>1460</b>	WCP:Essex North-West	CDP: Decisions & Biases in Org
		<b>1464</b>	BPP:Franklin Room	JS: Persuasion in Negotiation
		<b>1494</b>	SB:Berkley B	Identity and the Employment Relationship
		<b>1495</b>	SB:Kent	Cognition and Leadership
		<b>1496</b>	SB:Back Bay Ballroom B	JS: Individuals and Routines
		<b>1510</b>	BPP:White Hill Room	SHCS: Regulatory Focus Theory
	11:30am	<b>1594</b>	SB:Berkley B	Sensemaking and Social Construction: Jobs and Work
		<b>1595</b>	SB:Kent	Uncertainty and Dynamism
		<b>1596</b>	SB:Back Bay Ballroom B	JS: Organizational Trust
		<b>1610</b>	BPP:Stuart Room	JS: Contingencies of Voice
	1:15pm	<b>1673</b>	MCP:Salon H	JS: Overload in Hospitals
		<b>1688</b>	SB:Berkley B	Ethical Behavior and Decision-Making
		<b>1689</b>	SB:Kent	Managing Uncertainty and Organizational Change
		<b>1690</b>	SB:Back Bay Ballroom B	JS: Does Culture Really Matter?
		<b>1700</b>	BPP:Beacon Hill Room	JS: Aggression Prevention Climate
		<b>1702</b>	BPP:Statler Room	SHCS: Interpreting Expressed Emotion
<b>1703</b>		BPP:White Hill Room	JS: Leading to Proactive Behavior	
<b>1724</b>		MCP:Yarmouth	JS: Entrepreneurial legacies	
3:00pm	<b>1740</b>	WCP:Essex North-East	CDP: Org. Change & Cognition	
	<b>1766</b>	SB:Back Bay Ballroom B	The Role of Norms in Virtual Collaboration	
	<b>1767</b>	SB:Berkley B	Disentangling Improvisation	
	<b>1768</b>	SB:Kent	Motivation and Decision-Making	
	<b>1769</b>	SB:Beacon F	SHCS: Meaning in the Economic Sphere	
	<b>1779</b>	BPP:St. James Room	JS: Leadership and Proactivity	
		<b>1788</b>	SB:Independence East	JS: Logics and Identity

# Operations Management

Program Chair: Kevin Linderman, U. of Minnesota  
 Professional Development Workshop Chair: Stephan Vachon, U. of Western Ontario

Day	Start	#	Location	Session Information
Fri	8:00am	<b>18</b>	BCC:Room 308	Global Automotive Industry
	12:15pm	<b>106</b>	WCP:Adams	Corporate-Program Integration
Sat	8:00am	<b>229</b>	BCC:Room 208	Valuation of social chatters
		<b>232</b>	WCP:Courier	Innovative Teaching in SCM
	8:30am	<b>254</b>	WCP:Empire	OM Doctoral Consortium and New Faculty Workshop
	11:30am	<b>301</b>	MCP:Salon C	Passion for Sustainability
	12:30pm	<b>323</b>	WCP:Essex North-Center & East	Operations & Entrepreneurship
	5:00pm	<b>403</b>	WCP:St. George C & D	JSCM Best Paper Session
Sun	10:30am	<b>454</b>	WCP:Parliament	OM Division Executive Committee Meeting
	2:50pm	<b>563</b>	MCP:Provincetown	DISC: BPS: Opportunities & Advantage
	3:00pm	<b>584</b>	WCP:Parliament	Jack Meredith Best Paper Award
	4:30pm	<b>633</b>	BPP:Lexington Room	DISC: Operations Management Discussion Paper Session
		<b>640</b>	WCP:Parliament	OM Division Business Meeting
	6:00pm	<b>663</b>	WCP:Essex North-West	OM Division Social
Mon	7:00am	<b>686</b>	WCP:Parliament	OM Division Welcome Breakfast
	8:00am	<b>720</b>	WCP:St. George D	CDP: Understanding National Culture
		<b>772</b>	WCP:North Star	Operations Innovation and Technology
		<b>793</b>	BCC:Room 310	JS: Services, Platforms and Innovation
	9:45am	<b>815</b>	WCP:Essex North-East	CDP: Ambidextrous Firm/Performance
		<b>868</b>	WCP:Courier	DRP: Product and Process Improvement
	11:30am	<b>977</b>	WCP:Courier	DRP: Supply Chain and Operations Strategy
	1:15pm	<b>1081</b>	WCP:Courier	DRP: Supply Chain Networks
		<b>1082</b>	WCP:North Star	Environmental Operations
	3:00pm	<b>1130</b>	WCP:Baltic	CDP: Sustainability Practices
		<b>1185</b>	WCP:Courier	DRP: Supply Chain Management
		<b>1186</b>	WCP:North Star	SHCS: Service Triads
	4:45pm	<b>1224</b>	WCP:Baltic	CDP: CSR: A Global Perspective
	<b>1228</b>	WCP:St. George D	CDP: Trust in Supply Chain Manageme	
	<b>1278</b>	WCP:North Star	Process Improvement, Lean, and Quality	
Tue	8:00am	<b>1413</b>	WCP:North Star	Global Operations Strategy
	9:45am	<b>1516</b>	WCP:North Star	Supply Chain Structure and Performance
	11:30am	<b>1617</b>	WCP:North Star	Supply Chain Coordination
	1:15pm	<b>1656</b>	WCP:Baltic	CDP: Effective Performing Teams
	<b>1658</b>	WCP:Essex North-East	CDP: Crowdsourcing/Design Thinking	

# Organization & Management Theory

Program Chair: Michael Lounsbury, U. of Alberta  
 Professional Development Workshop Chair: Candace Jones, Boston College

Day	Start	#	Location	Session Information	
Fri	8:00am	29	SB:Back Bay Ballroom C	Content Analysis	
		36	SB:Back Bay Ballroom B	OMT Jr Faculty Consortium	
		37	SB:Republic A	System Theory and Management	
		38	SB:Back Bay Ballroom D	OMT/MOC Doctoral Consortium 2012	
	10:00am	64	BCC:Room 203	Single Industry Research	
	10:15am	69	BCC:Room 202	Alliance Portfolios - Paper Development Workshop	
		70	BCC:Room 303	Antecedents to Search	
	12:15pm	107	SB:Liberty Ballroom C	Cultural Entrepreneurship	
	12:30pm	115	MCP:Salon H	50 Years after Silent Spring	
	1:00pm	128	WCP:Essex North-Center & East	Qualitative Comparative Analysis	
	1:30pm	129	BCC:Room 303	Dealing with Endogeneity	
	2:00pm	142	BPP:Arlington Room	Evolving Employment	
	2:30pm	144	BCC:Room 204	CSR and Emerging Markets	
	2:45pm	149	BCC:Room 202	Aspirations and Change	
	3:00pm	153	MCP:Salon D	US Federal Funding for Engaged Scholarship	
	3:15pm	158	MCP:Salon B	Occupy AoM	
		160	SB:Back Bay Ballroom B	OMT Teaching Roundtables	
		161	SB:Back Bay Ballroom D	Ethnography Beyond Single Orgs	
	3:30pm	164	SB:Liberty Ballroom C	Work, Difference, and the Body	
	3:45pm	168	SB:Independence East	Social Enterprise Institutions	
	4:15pm	176	BCC:Room 205	Sustainable Enterprise Models Innovation	
	6:00pm	191	SB:Constitution Ballroom B	Meet OMT Social	
	Sat	8:00am	203	BCC:Room 204	The Dyad in Context
			207	SB:Republic A	Entrepreneurial Resourcefulness and Resilience
			233	SB:Back Bay Ballroom A	Introduction to Social Network Analysis
			234	SB:Independence West	Method and Theory in IT
			239	WCP:Essex North-Center & East	Ask the experts: Qualitative methods
243			MCP:Vineyard	It's the System Stupid!	
9:30am		265	SB:Liberty Ballroom B	Organizational Learning	
10:00am		269	BCC:Room 103	Sociomateriality in Practice	
10:15am		275	SB:Liberty Ballroom A	JBV's Informal Economy Forum	
		286	WCP:Great Republic	Why We All Should Be Bayesians	
10:15am		290	BCC:Room 309	Teaching Online Informal Econ	
11:15am		300	SB:Fairfax A	Dissertation Proposal Workshop	
11:30am		301	MCP:Salon C	Passion for Sustainability	
12:15pm		310	SB:Back Bay Ballroom D	Reviewing in the Rough	
		313	BCC:Room 109	Interdisciplinary R&D	
12:30pm		314	BCC:Room 102	Behavioral Strategy 3.0: From "Why" to "How"	
1:00pm		338	SB:Back Bay Ballroom A	Advanced Networks PDW	
1:30pm		341	BCC:Room 201	Architectural Knowledge	
		343	SB:Republic A	A Pecha Kucha about Social Evaluations	
		344	WCP:America Ballroom Center	Publishing Process in AMJ	
2:30pm		356	MCP:Boylston	Economic Inequality & Business	
		359	SB:Back Bay Ballroom D	Resistance and Change	
2:45pm		365	SB:Beacon E	Social-Business Hybrids	
3:30pm		378	BCC:Room 310	Attention Needs More Attention	
4:15pm		391	SB:Independence East	Working on the Dark Side	
		392	BCC:Room 204	Universities and science	
4:30pm		395	SB:Independence West	Funding Opportunities from NSF	
4:45pm		398	SB:Republic A	The Invisible Foot: Our Addiction to Growth	
Sun		10:00am	448	SB:Gardner A	Teaching Social Networks
		11:30am	469	MCP:Falmouth	DISC: OMT: Decision Making
			472	MCP:Orleans	DISC: OMT: Institutional Theory

Day	Start	#	Location	Session Information
	3:30pm	1829	SB:Jefferson	OMT Executive Committee Meeting
<b>Sun</b>	1:10pm	<b>511</b>	MCP:Falmouth	DISC: OMT: Performance
		<b>514</b>	MCP:Orleans	DISC: OMT: Org. Institutionalism
	2:50pm	<b>559</b>	MCP:Falmouth	DISC: OMT: Network and Learning
		<b>562</b>	MCP:Orleans	DISC: OMT: Status & Reputation
	4:30pm	<b>617</b>	MCP:Falmouth	DISC: OMT: Practice
		<b>620</b>	MCP:Orleans	DISC: OMT: Org. Forms & Identity
		<b>621</b>	MCP:Provincetown	DISC: OMT: Change
<b>Mon</b>	8:00am	<b>701</b>	BCC:Room 102	JS: Disagreement
		<b>702</b>	BCC:Room 202	JS: Organizational Risk Taking and Behavioral Strategy
		<b>752</b>	SB:Back Bay Ballroom B	JS: Learning and Heterogeneity
		<b>773</b>	SB:Independence West	OMT Distinguished Scholar Breakfast
	9:45am	<b>869</b>	SB:Beacon D	Processes and Effects of Trust
		<b>870</b>	SB:Beacon E	Agency and Firm Behavior
		<b>871</b>	SB:Beacon F	Brokerage Dynamics
		<b>872</b>	SB:Fairfax B	Inst'l Logics, Complex, Behav
		<b>873</b>	SB:Gardner A	Organizational Ambidexterity
		<b>874</b>	SB:Gardner B	Legitimacy Processes
		<b>875</b>	SB:Independence East	Social Movement Processes
		<b>876</b>	SB:Independence West	Entrepreneurship in Industries and Fields
		<b>877</b>	SB:Kent	Resource Dependence or Resourcefulness?
		<b>878</b>	SB:Liberty Ballroom C	Institutions, Innovations and Expertise
		<b>879</b>	SB:Republic A	Dynamics of Status and Reputation
		<b>887</b>	BCC:Room 308	SHCS: Practical relevance of SAP
	11:30am	<b>922</b>	WCP:Essex North-East	CDP: Making Alliances Work
		<b>925</b>	WCP:St. George D	CDP: Stakeholder Theory
		<b>951</b>	BCC:Room 309	SHCS: Thinking about the MNE
		<b>957</b>	SB:Back Bay Ballroom B	SHCS: Leadership and Social Networks
		<b>974</b>	SB:Fairfax A	JS: Origins of Sociomateriality
		<b>978</b>	SB:Beacon D	Performance Feedback Effects
		<b>979</b>	SB:Beacon E	Institutional Ecology
		<b>980</b>	SB:Beacon F	Diversity and Network Effectiveness
		<b>981</b>	SB:Fairfax B	Constructing and Maintaining Social Practices
		<b>982</b>	SB:Gardner A	Creativity and Innovation
		<b>983</b>	SB:Independence East	Seeds of Collective Action
		<b>984</b>	SB:Independence West	Org Theory Capitalist Crisis
		<b>985</b>	SB:Kent	The (In)effectiveness of Firm Leadership?
		<b>986</b>	SB:Liberty Ballroom C	Competing Inst'l Demands
		<b>987</b>	SB:Republic A	Dynamics of Careers and Work
	1:15pm	<b>1028</b>	WCP:Essex North-Center	CDP: Ethical Transgressions
		<b>1029</b>	WCP:Essex North-East	CDP: Competitive Interaction
		<b>1035</b>	MCP:Salon J	JS: Intersectionality and Orgs
		<b>1080</b>	SB:Liberty Ballroom B	SHCS: Changing Change
		<b>1083</b>	SB:Beacon D	Perspectives on Corporate Strategic Change
		<b>1084</b>	SB:Beacon E	Understanding the Design of Organizations
		<b>1085</b>	SB:Fairfax B	Processes of Meaning-Making
		<b>1086</b>	SB:Gardner A	Theorizing Organization Diversity
		<b>1087</b>	SB:Kent	Simulating Organizational Behavior
		<b>1088</b>	SB:Liberty Ballroom C	Institutional Effects
		<b>1089</b>	SB:Republic A	The Complexities of Institutional Work
		<b>1090</b>	SB:Independence East	JS: Institutions and Entrepreneurship
		<b>1091</b>	SB:Independence West	SHCS: Toward Emergence Studies: A Sensemaking Symposium
		<b>1092</b>	SB:Beacon F	SHCS: Open Innovation

Day	Start	#	Location	Session Information
Mon	3:00pm	1132	WCP:Essex North-East	CDP: Practicing Interrelationships
		1139	MCP:Salon J	JS: CMS Unbound
		1187	SB:Beacon D	Power, Risk and Strategic Decision Making
		1188	SB:Fairfax B	Values, Valuing and its Effects
		1189	SB:Liberty Ballroom C	Negotiating Multiple Institutional Logics
		1190	SB:Beacon E	JS: Stratification of Opportunity
		1191	SB:Independence East	SHCS: Institutional Fields
		1192	SB:Beacon F	JS: Experimental Research in Institutional Theory
		1193	SB:Gardner A	JS: Dodging Death and Taxes
	1194	SB:Republic A	JS: Unmasking Hidden Organizations	
	1195	SB:Independence West	JS: Routines, Order and Disorder	
	1196	MCP:Salon I	SHCS: Institutions and Sust. Energy	
	4:45pm	1225	WCP:Essex North-Center	CDP: Ethnicity, Culture & Spirituali
		1279	SB:Beacon E	Dynamics of Learning
		1280	SB:Beacon F	Org Attn, Decision Making
		1281	SB:Fairfax B	Institutional Sensemaking
		1282	SB:Gardner A	Mechanisms of Knowledge Flow
		1283	SB:Liberty Ballroom C	The Hills and Valleys of Leadership
		1284	SB:Independence West	JS: Walmart and Extreme Capitalism
1285		SB:Republic A	JS: Simplexity of Org. Theory	
1286		SB:Independence East	JS: Culture as a Repertoire	
1289	MCP:Salon C	JS: Routines in Hot Situations		
6:30pm	1316	SB:Independence West	OMT Business Meeting	
7:30pm	1324	SB:Back Bay Ballroom D	OMT Social Hour	
Tue	8:00am	1343	BCC:Room 103	JS: Architecture of Adaptation
		1344	BCC:Room 313	JS: Geography, Networks and Change
		1356	WCP:Essex North-West	CDP: Advances in Research Method
		1414	SB:Beacon E	History Matters: The Legacy of Institutions
		1415	SB:Beacon F	New Approaches to Network Process
		1416	SB:Fairfax B	The Contested Terrain of Social Responsibility
		1417	SB:Gardner A	Ecological Approaches to Categorization
		1418	SB:Independence East	Making and Breaking Institutional Rules
		1419	SB:Independence West	Networks and Networking
	1420	SB:Liberty Ballroom C	Navigating Multiple Institutional Logics	
	1421	SB:Republic A	Firm Status and its Effect	
	1422	BCC:Room 307	Aspirations, Learning and Adaptation	
	9:45am	1448	BCC:Room 103	JS: Status and Competition
		1450	BPP:Georgian Room	JS: Perspectives on Career Scripts
		1458	WCP:Essex North-Center	CDP: Rethinking Org Design
		1461	WCP:St. George C	CDP: Enhancing Org Capabilities
		1488	BCC:Room 208	JS: Learning from Japan?
		1496	SB:Back Bay Ballroom B	JS: Individuals and Routines
		1517	SB:Beacon E	Field Emergence and Evolution
1518		SB:Beacon F	Network Formation and Dissolution	
1519		SB:Fairfax B	Institutional Emergence	
1520		SB:Gardner A	Identity Construction and Constraint	
1521	SB:Independence East	The Dynamics of Diffusion		
1522	SB:Independence West	Categories and Classification		
1523	SB:Liberty Ballroom C	Institutions, Diffusion and Firm Adoption Behavior		
1524	SB:Republic A	Executive Compensation and Organizational Behavior		
1525	BCC:Room 307	Knowledge and Learning		

Day	Start	#	Location	Session Information	
Tue	11:30am	1559	WCP:Essex North-Center	CDP: Rethinking Risk & Uncertainty	
		1562	WCP:St. George C	CDP: Business Groups & M&A	
		1618	SB:Beacon E	Scandal, Stigma and Ethics	
		1619	SB:Beacon F	Capabilities and Performance	
		1620	SB:Fairfax B	Institutional Work	
		1621	SB:Gardner A	Network, Knowledge and Information Exchange	
		1622	SB:Independence East	Institutions & Networks	
		1623	SB:Independence West	Institutional Approaches to Categorization	
		1624	SB:Liberty Ballroom C	Exploring Institutional Multiplicity	
		1625	SB:Republic A	HR Processes Across Orgs	
	1626	BCC:Room 307	JS: Job Searches of S&T Graduates		
	1:15pm		1657	WCP:Essex North-Center	CDP: How to Manage Forward
			1660	WCP:St. George C	CDP: Leveraging Knowledge
			1704	SB:Fairfax A	JS: Diversity and Open Innovation
			1707	SB:Fairfax B	Institutions and Identity
			1708	SB:Independence West	Judging merit in academia
			1709	SB:Liberty Ballroom C	Firm Responses to Institutional Complexity
			1710	SB:Republic A	Institutions and Identities
			1711	SB:Gardner A	JS: MNC Matrix Structures
			1712	SB:Independence East	SHCS: New Theories
			1713	SB:Beacon F	JS: Leadership in the Plural
	1714	SB:Beacon E	JS: Cultural (Ac)counting		
	3:00pm		1741	WCP:Essex North-West	CDP: Identity and Identification in Organizations
			1769	SB:Beacon F	SHCS: Meaning in the Economic Sphere
			1783	SB:Fairfax B	Framing, Communication and Symbolic Management
1784			SB:Gardner A	Workplace, Structure and Culture	
1785			SB:Independence West	Organizational Governance and Boards of Directors	
1786			SB:Liberty Ballroom C	Institutional Logics in Practice	
1787			SB:Beacon E	JS: Economies of Worth &Org Theory	
1788			SB:Independence East	JS: Logics and Identity	
1789	SB:Republic A	SHCS: Confrontation to Influence			

# Organization Development & Change

Program Chair: Jeffrey D Ford, The Ohio State U.  
 Professional Development Workshop Chair: Sonja A. Sackmann, U. Bundeswehr, Munich

Day	Start	#	Location	Session Information	
Fri	8:00am	21	BCC:Room 305	Management in Islamic Societe	
		24	WCP:North Star	Consulting in the Middle East	
		35	SB:Liberty Ballroom A	Action Research	
		39	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events	
	8:30am	46	SB:Gardner A	OD Tool for Not for Profits	
		47	SB:Gardner B	ODC Doctoral Consortium	
	9:00am	58	SB:Hampton A	Making diversity productive.	
	10:00am	68	SB:Republic B	Post-Merger Integration	
	10:15am	80	SB:Independence West	High Impact Change Exercises	
	12:15pm	102	BCC:Room 203	Responsible Competiveness	
		105	SB:Republic A	Coaching Leaders	
	1:30pm	135	WCP:Empire	Effective use of stakeholders	
		138	BPP:Lexington Room	Human-Centered Design Methods	
		139	SB:Gardner A	Motivational Research	
	2:30pm	147	SB:Back Bay Ballroom C	Publish Qualitative Research	
	3:15pm	159	BPP:Berkeley & Clarendon Room	Research in Practice	
	3:45pm	171	SB:Gardner A	Towards "The Global" by Improving Local Resources	
	4:45pm	180	SB:Gardner B	Enhance change with happiness	
	Sat	8:00am	208	OS:TBA.	Women in the Informal Economy
			221	MCP:Tremont	Leadership Artistry
227			BPP:Franklin Room	Conversation for Change	
230			SB:Liberty Ballroom A	Tapping Strategic Engagement	
231			SB:Fairfax A	Crossing Boundaries	
236			MCP:Salon K	Global Leadership Practices	
237			SB:Independence East	Boston Scenarios	
8:30am		250	WCP:Parliament	Self as Instrument DialogicOD	
		253	SB:Gardner B	ODC Doctoral Consortium	
9:00am		262	OS:MIT Sloan	Developing Reflective Practice	
10:00am		268	SB:Back Bay Ballroom C	Leading Mindfully	
11:15am		299	SB:Gardner A	Model of Culture and Change	
12:30pm		321	SB:Beacon E	Spirituality - Informal&Formal	
12:45pm		327	WCP:Parliament	Adaptive Foresight	
1:00pm		335	MCP:Salon B	Advances in Kolb LSI	
		337	SB:Independence East	Designing and Developing Beautiful Organizations	
1:30pm		344	WCP:America Ballroom Center	Publishing Process in AMJ	
2:30pm		359	SB:Back Bay Ballroom D	Resistance and Change	
		360	BCC:Room 109	Managing Collaborative Innovation	
2:45pm		366	MCP:Salon D	Managing Public Infrastructure	
4:15pm		390	BPP:Whittier Room	Positive Relationships at Work	
5:45pm		408	BPP:Georgian Room	How to Find and Build a Microcommunity	
6:00pm		415	SB:Back Bay Ballroom C	JMC Journal of Change Management Reception	
		416	SB:Gardner B	OD informal impacts	
Sun		12:15pm	497	SB:Hampton A	JCM Editorial Board Meeting
		2:50pm	567	BPP:Back Bay Room	DISC: ODC: Leadership
		3:00pm	583	SB:Gardner A	ODC Board Meeting
		4:30pm	625	BPP:Back Bay Room	DISC: ODC: Catalysts and Identity
Mon		8:00am	769	SB:Exeter A & B	DRP: Responses to Change
			770	SB:Liberty Ballroom B	Relational Leadership
			771	SB:Republic B	SHCS: Influential Research and Practice in ODC Dynamics
		9:45am	866	SB:Exeter A & B	DRP: Social Constructions in the Conduct of Change
	867		SB:Liberty Ballroom B	Change and the Interplay of Dualities	



Day	Start	#	Location	Session Information
Mon	11:30am	923	WCP:Essex North-West	CDP: Employer Status and Prominence
		975	SB:Exeter A & B	DRP: Networks, Structure, and Change
		976	SB:Liberty Ballroom B	Organizational Culture Shifts
	1:15pm	1030	WCP:Essex North-West	CDP: Effectively Managing Change in the Workplace
		1079	SB:Exeter A & B	DRP: Shifting Contexts and Strategic Change
		1080	SB:Liberty Ballroom B	SHCS: Changing Change
	3:00pm	1131	WCP:Essex North-Center	CDP: Operating in the "IE"
		1160	WCP:Adams	JS: Teaching change agents
		1183	SB:Exeter A & B	DRP: Leadership and Change
		1184	SB:Republic B	Distinguished Speaker: Andrew Pettigrew
	4:45pm	1258	MCP:Salon D	JS: Establishing Coach Education
		1277	SB:Liberty Ballroom B	ODC Division Business Meeting
		1289	MCP:Salon C	JS: Routines in Hot Situations
	6:30pm	1315	SB:Republic B	ODC Division Members Reception
	Tue	8:00am	1353	WCP:Baltic
1357			WCP:St. George C	CDP: Revitalizing the Organization
1406			BPP:Stuart Room	JS: Power and Pro-Social Behavior
1410			SB:Gardner B	Reframing in Change
1411			SB:Liberty Ballroom B	Impact of Change on Employee Engagement
1412			SB:Republic B	SHCS: ROCD: Current Trajectories
1428			BCC:Room 308	JS: Leadership-as-Practice
1439			BCC:Room 310	JS: Innovations and Capabilities
9:45am		1459	WCP:Essex North-East	CDP: Org Learning & Learning In Org
		1461	WCP:St. George C	CDP: Enhancing Org Capabilities
		1514	SB:Gardner B	It's About Time
		1515	SB:Liberty Ballroom B	Leadership and Coaching During Change
11:30am		1596	SB:Back Bay Ballroom B	JS: Organizational Trust
		1597	SB:Hampton B	JS: Meditation as a leadership practice
		1615	SB:Gardner B	Organization Learning and Renewal
		1616	SB:Liberty Ballroom B	JS: Relationality in Leadership
		1628	MCP:Provincetown	JS: Workplace Env. Interventions
1:15pm		1705	SB:Gardner B	Action research for healthcare
		1706	SB:Liberty Ballroom B	Alternative Models in the Leadership of Change
		1712	SB:Independence East	SHCS: New Theories
		1713	SB:Beacon F	JS: Leadership in the Plural
3:00pm	1781	SB:Gardner B	Discourse and Communication in Conduct of Change	
	1782	SB:Liberty Ballroom B	Leadership and Strategic Change	

# Organizational Behavior

Program Chair: Paul E. Tesluk, U. of Buffalo  
 Professional Development Workshop Chair: Sharon K. Parker, U. of Western Australia

Day	Start	#	Location	Session Information
Fri	8:00am	10	BPP:Stuart Room	Backlash and Beyond
		19	BCC:Room 205	Language in International Management Research
		20	BCC:Room 204	Improving Your IM Teaching
		28	SB:Fairfax A	Mindfulness Dialogue
		31	BPP:Arlington Room	The Productivity Process
		32	BPP:White Hill Room	Millennials and Awareness
		39	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events
		44	BCC:Room 301	Front End of Innovation
	9:00am	54	BPP:Beacon Hill Room	The CHRO: Advancing research
		56	SB:Fairfax B	Fundamentalists at Work
		57	SB:Independence East	The Integration Box
		58	SB:Hampton A	Making diversity productive.
		59	MCP:Tremont	Org. Context and Ethics
		61	SB:Beacon D	Teaching with Technology
	10:15am	78	BPP:Whittier Room	Wicked Problems in OB Classes
		79	BPP:White Hill Room	Innovative Idea Management
		81	BCC:Room 209	Informal Leadership at the BoP
		84	WCP:Defender	Research Focus Group
	12:15pm	105	SB:Republic A	Coaching Leaders
	12:30pm	113	BPP:Whittier Room	The Coach-Coachee Relationship
	1:00pm	124	BPP:Berkeley & Clarendon Room	International Academic Careers
		126	BPP:Plaza Ballroom	Teaching to Make a Difference
	1:30pm	138	BPP:Lexington Room	Human-Centered Design Methods
		139	SB:Gardner A	Motivational Research
2:00pm	142	BPP:Arlington Road	Evolving Employment	
2:45pm	150	BPP:Whittier Room	Using Large-Scale Datasets	
3:00pm	156	SB:Back Bay Ballroom A	Scholarly Impact Revisited	
3:15pm	159	BPP:Berkeley & Clarendon Room	Research in Practice	
4:00pm	172	OS:Boston's Freedom Trail	Careers in Motion	
	174	BPP:Statler Room	OBDC (Fri) - Invitation only	
	175	BPP:Cambridge Room	Innovations in Team Innovation	
4:45pm	180	SB:Gardner B	Enhance change with happiness	
5:00pm	184	BPP:Arlington Room	OBJFW (Fri)- Invitation Only	
Sat	8:00am	216	BCC:Room 109	Scientific Mindfulness
		225	BPP:Statler Room	OBDC (Sat) - Invitation only
		226	BPP:Plaza Ballroom	Halfway: Advice for Students
		227	BPP:Franklin Room	Conversation for Change
		233	SB:Back Bay Ballroom A	Introduction to Social Network Analysis
		238	WCP:Great Republic	Ask the Experts: Micro Methods
	8:30am	252	BPP:Arlington Room	OBJFW (Sat)- Invitation only
	10:00am	267	BPP:Cabot Room	Social Identity Dominance
	10:15am	274	BPP:Stuart Room	Insights for Publishing Research in Top Journals
		278	BPP:Franklin Room	Employee Engagement
		283	MCP:Salon J	Managing Student Teams
		285	BPP:Cambridge Room	OB Research Incubator
		286	WCP:Great Republic	Why We All Should Be Bayesians
	11:45am	305	WCP:Adams	Tutorial Computational Models
	12:15pm	310	SB:Back Bay Ballroom D	Reviewing in the Rough
	12:30pm	314	BCC:Room 102	Behavioral Strategy 3.0: From "Why" to "How"
		315	SB:Liberty Ballroom A	Psychology of Entrepreneurship
		322	BPP:Cambridge Room	From Associate to Full and Beyond
		324	WCP:Courier	How to Define, Identify, and Handle Outliers
		325	WCP:Great Republic	Scale Development Workshop

Day	Start	#	Location	Session Information	
Sat	12:45pm	<b>328</b>	WCP:St. George C & D	Bayesian & Frequentist Methods	
	1:00pm	<b>336</b>	BPP:Stuart Room	OB Teaching Incubator	
		<b>338</b>	SB:Back Bay Ballroom A	Advanced Networks PDW	
	2:00pm	<b>351</b>	OS:Green Street Studio	Leadership and Tango	
	2:30pm	<b>355</b>	BPP:Plaza Ballroom	How To Negotiate Your First Job Offer	
		<b>358</b>	SB:Beacon D	MSR Research Incubator	
	3:15pm	<b>376</b>	BPP:Stuart Room	OB New Member Networking and Research Forum	
	4:00pm	<b>388</b>	BPP:Franklin Room	Elevating Leadership Research	
	4:15pm	<b>390</b>	BPP:Whittier Room	Positive Relationships at Work	
		<b>391</b>	SB:Independence East	Working on the Dark Side	
	4:45pm	<b>397</b>	BPP:Arlington Room	Innovation Management Paradox	
	5:15pm	<b>404</b>	BPP:White Hill Room	Corp. Social Responsibility	
	5:45pm	<b>408</b>	BPP:Georgian Room	How to Find and Build a Microcommunity	
Sun	11:30am	<b>483</b>	BPP:Franklin Room	DISC: OB: Ethics and Fairness	
		<b>486</b>	BPP:St. James Room	DISC: OB: Leadership Types	
		<b>487</b>	BPP:Stuart Room	DISC: OB: Leadership & Power	
	1:10pm	<b>525</b>	BPP:Franklin Room	DISC: OB: Soc. Capital & Process	
		<b>528</b>	BPP:St. James Room	DISC: OB: Dysfunction & Rejection	
		<b>529</b>	BPP:Stuart Room	DISC: Cognitive Process & Affect	
	2:00pm	<b>545</b>	BPP:Beacon Hill Room	New Member Welcome	
	2:50pm	<b>573</b>	BPP:Franklin Room	DISC: OB: Work and Job Issues	
		<b>576</b>	BPP:St. James Room	DISC: OB: Prosocial Behavior	
		<b>577</b>	BPP:Stuart Room	DISC: OB: Cognition & Perception	
	3:30pm	<b>597</b>	BPP:Berkeley Room	OB Executive Committee Meeting	
	4:30pm	<b>631</b>	BPP:Franklin Room	DISC: OB: Behavior & Performance	
		<b>634</b>	BPP:St. James Room	DISC: OB: Leaders & Followers	
		<b>635</b>	BPP:Stuart Room	DISC: OB: Groups and Teams	
	Mon	8:00am	<b>715</b>	WCP:Baltic	CDP: Prosocial Behaviors
			<b>720</b>	WCP:St. George D	CDP: Understanding National Culture
			<b>733</b>	BPP:Thoreau Room	JS: LGBT Career Experiences
<b>739</b>			BPP:Whittier Room	JS: Organizational Socialization	
<b>748</b>			BCC:Room 206	SHCS: Expat Knowledge Transfer	
<b>753</b>			BPP:Alcott Room	Predictors and Outcomes of Work Engagement	
<b>754</b>			BPP:Back Bay Room	DRP: Feedback and Training Mechanisms	
<b>755</b>			BPP:Board Room	DRP: Justice, Exchange, and Reciprocity	
<b>756</b>			BPP:Brandeis Room	DRP: LMX and Creativity and Performance	
<b>757</b>			BPP:Constitution Room	Abusive Supervision: Causes to Consequences	
<b>758</b>			BPP:Emerson Room	DRP: Politics, Impression Management, and Work	
<b>759</b>			BPP:Gloucester Room	Creativity in Groups	
<b>760</b>			BPP:Lexington Room	Emotional Regulation	
<b>761</b>			BPP:St. James Room	Understanding Differentiated Leadership in Teams	
<b>762</b>			BPP:Stuart Room	Leader-Member Exchange Outcomes	
<b>763</b>			BPP:Winthrop Room	Social Processes and CWB	
<b>764</b>			BPP:Beacon Hill Room	JS: Organizations and Emotions	
<b>765</b>			BPP:Statler Room	SHCS: Shared Leadership in Teams	
<b>766</b>			BPP:White Hill Room	JS: Work-Family Resources: New Theory and Perspectives	
<b>771</b>	SB:Republic B	SHCS: Influential Research and Practice in ODC Dynamics			
<b>778</b>	MCP:Tremont	JS: Private and Public Differences			

Day	Start	#	Location	Session Information
Mon	9:45am	813	WCP:Baltic	CDP: Antecedents and Outcomes of Employee Turnover
		816	WCP:Essex North-West	CDP: HR/Organizational Performance
		817	WCP:St. George C	CDP: (In)Effective Leadership
		818	WCP:St. George D	CDP: Innovation and Change
		833	MCP:Salon H	SHCS: Professional Transformation
		850	BPP:Alcott Room	Trust Violations and Repair
		851	BPP:Back Bay Room	Multi-Rater Perspectives on Leadership & Teams
		852	BPP:Beacon Hill Room	OCB and Outcomes
		853	BPP:Board Room	DRP: OB Concepts at the Organizational Level
		854	BPP:Brandeis Room	DRP: New Directions in Transformational Leadership
		855	BPP:Constitution Room	Diversity & Respect in the Workplace
		856	BPP:Emerson Room	DRP: Implications of Engagement on Work
		857	BPP:Gloucester Room	Justice Perceptions: Multiple Forms and Mechanisms
		858	BPP:Lexington Room	Resource Depletion & Spillover
		859	BPP:White Hill Room	Psychological Safety Research
		860	BPP:Winthrop Room	Leadership Emergence and Development
		861	BPP:Statler Room	JS: New Developments in Motivating Teams
		862	BPP:Stuart Room	JS: Nudging Toward Better Health
		863	BPP:St. James Room	JS: Perceptual Asymmetry in Groups and Teams
	11:30am	910	BCC:Room 306	JS: Collaborating to Confront 'Wicked Problems'
		920	WCP:Baltic	CDP: Managing Workplace Stress
		921	WCP:Essex North-Center	CDP: Humanity and Moral Legitimacy
		923	WCP:Essex North-West	CDP: Employer Status and Prominence
		945	BPP:Arlington Room	SHCS: Comparative HRM
		956	SB:Gardner B	JS: Identity Transmission
		959	BPP:Alcott Room	Newcomer Experiences and Socialization Processes
		960	BPP:Back Bay Room	Building and Nurturing Trust
		961	BPP:Board Room	DRP: Goal Orientation: Outcomes and Processes
		962	BPP:Brandeis Room	DRP: Role of Social Networks
		963	BPP:Constitution Room	Understanding Turnover Mechanisms
		964	BPP:Emerson Room	DRP: Identification at Work
		965	BPP:Gloucester Room	Dynamics of Customer Service Interactions
		966	BPP:Lexington Room	New Perspectives on the Field of OB
		967	BPP:Stuart Room	New Directions on Transformational Leadership
		968	BPP:Winthrop Room	Proactivity in the Workplace
		969	BPP:Beacon Hill Room	JS: Workplace Aggression
		970	BPP:White Hill Room	SHCS: New Developments in Abusive Supervision Research
		971	BPP:Statler Room	SHCS: Theory Building by Induction
		972	BPP:St. James Room	SHCS: Social Dynamics of Creativity
		995	BCC:Room 308	JS: Meeting the Promise of Meso

Day	Start	#	Location	Session Information
Mon	1:15pm	1020	BPP:Berkeley Room	JS: Family Supportive Workplace
		1027	WCP:Baltic	CDP: Beyond the Workplace: Integrating Work and Home
		1033	BPP:Cambridge Room	JS: New Directions in Forgiveness
		1044	BPP:Clarendon Room	SHCS: Unpacking the Glass Ceiling
		1045	BPP:Thoreau Room	JS: Identity Management
		1057	BCC:Room 309	JS: Bicultural Employee Roles
		1063	SB:Back Bay Ballroom B	SHCS: Identity Work to Job Crafting
		1065	BPP:Alcott Room	Emotions and Affect in the Workplace
		1066	BPP:Back Bay Room	Forms & Functions of Diversity in Teams
		1067	BPP:Beacon Hill Room	Authentic Leadership Theory
		1068	BPP:Brandeis Room	DRP: OCB, Voice, and Well-being
		1069	BPP:Constitution Room	Perspectives on Social Capital
		1070	BPP:Emerson Room	DRP: Individual Differences and Employee Behavior
		1071	BPP:Gloucester Room	Predictors of Creativity
		1072	BPP:St. James Room	Attribution Theory
		1073	BPP:Statler Room	Relational Demography Research
		1074	BPP:Winthrop Room	Trait-Based Leadership Approaches
		1075	BPP:Stuart Room	JS: Status and Power
		1076	BPP:White Hill Room	JS: Stars and Firm Advantage
				1103
	3:00pm	1125	BPP:Berkeley Room	JS: Values & Career Success
		1130	WCP:Baltic	CDP: Sustainability Practices
		1131	WCP:Essex North-Center	CDP: Operating in the "IE"
		1132	WCP:Essex North-East	CDP: Practicing Interrelationships
		1135	WCP:St. George D	CDP: Managing Org Change
		1148	BPP:Thoreau Room	JS: Generational Diversity
		1166	SB:Back Bay Ballroom B	SHCS: Complicating Compassion
		1168	BPP:Alcott Room	Organizational Culture and Leadership Influences
		1169	BPP:Beacon Hill Room	The Duality of Creativity and Innovation
		1170	BPP:Board Room	DRP: Leadership Processes & Effectiveness
		1171	BPP:Brandeis Room	DRP: New Directions in Work-Family Conflict
		1172	BPP:Constitution Room	Implications of Being on the Edge at Work
		1173	BPP:Emerson Room	DRP: Intervening Effect of Trust
		1174	BPP:Gloucester Room	Thriving & Resilience at Work
		1175	BPP:Lexington Room	Determinants and Consequences of Voice
		1176	BPP:Stuart Room	Team Adaptation and Flexibility
		1177	BPP:Winthrop Room	Identity in Different Settings
		1178	BPP:St. James Room	JS: Social Class in Organizations
		1179	BPP:Statler Room	SHCS: Job Crafting in Organizations
		1180	BPP:White Hill Room	SHCS: 40 Years of LMX Research
	1192	SB:Beacon F	JS: Experimental Research in Institutional Theory	
	1193	SB:Gardner A	JS: Dodging Death and Taxes	
	1200	WCP:Empire	JS: Team Measurement Applications	
	1206	MCP:Boylston	SHCS: Ethical Behavior in the Field	
	1807	BPP:Back Bay Room	Differentiation & Dualities in LMX	

4:45pm	<b>1226</b>	WCP:Essex North-East	CDP: Building Dynamic Capabilities
	<b>1227</b>	WCP:Essex North-West	CDP: Managing Social Networks
	<b>1248</b>	BPP:Stanbro Room	JS: CSR: Past, Present, and Future
	<b>1264</b>	BPP:Alcott Room	Consequences of Psychological Contract Breach
	<b>1265</b>	BPP:Beacon Hill Room	Trust in Intra- and Inter- Organizational Networks
	<b>1266</b>	BPP:Brandeis Room	DRP: Individual Differences and Workplace Deviance
	<b>1267</b>	BPP:Constitution Room	Creativity Enablers and Barriers
	<b>1268</b>	BPP:Emerson Room	DRP: Job Crafting and Design
	<b>1269</b>	BPP:Gloucester Room	DRP: Identity/Commitment in the New Economy
	<b>1270</b>	BPP:Lexington Room	Emotional Intelligence & Outcomes
	<b>1271</b>	BPP:Winthrop Room	Factors Affecting Aggression & Victimization
	<b>1272</b>	BPP:Stuart Room	JS: Status Mobility
	<b>1273</b>	BPP:St. James Room	JS: Predicting Workplace Performance over Time
	<b>1274</b>	BPP:Statler Room	SHCS: Advances in Virtual Teams
	<b>1275</b>	BPP:White Hill Room	JS: Servant Leadership Pathways
<b>1815</b>	BPP:Berkeley Room	SHCS: Preparing Future Professors	

Day	Start	#	Location	Session Information
Mon	6:30pm	1313	BPP:Imperial & Plaza Ballroom	OB Awards/Social Hour
Tue	8:00am	1345	BPP:Georgian Room	JS: Development & Career Behavior
		1346	BPP:Berkeley Room	JS: Reference Groups in Careers
		1358	WCP:St. George D	CDP: Alternative Work Arrangements
		1379	BPP:Arlington Room	SHCS: Connecting and Disconnecting
		1392	SB:Back Bay Ballroom B	JS: Self-concordance at Work
		1394	BPP:Alcott Room	Multilevel Models of Employee and Team Behavior
		1395	BPP:Back Bay Room	DRP: Antecedents of Creativity
		1396	BPP:Beacon Hill Room	What Do We Know About Creative Leadership?
		1397	BPP:Brandeis Room	DRP: Experimental Designs Examining Justice
		1398	BPP:Constitution Room	Rewards and Intrinsic Motivation
		1399	BPP:Emerson Room	DRP: Individual Differences and Work Design
		1400	BPP:Gloucester Room	Differential Responses to Stressors
		1401	BPP:Lexington Room	Leadership in Teams
		1402	BPP:St. James Room	Revisiting "Org Evils"
		1403	BPP:Winthrop Room	Ethical and Empowering Leadership
		1404	BPP:White Hill Room	JS: Transitions
		1405	BPP:Statler Room	SHCS: Trust Across Contexts
		1406	BPP:Stuart Room	JS: Power and Pro-Social Behavior
	9:00am	1440	BPP:Plaza Ballroom	OB Lifetime Achievement Address
	9:45am	1460	WCP:Essex North-West	CDP: Decisions & Biases in Org
		1475	BPP:Clarendon Room	JS: Contextualizing Faultlines
		1482	BPP:Arlington Room	JS: New Directions in Job Search
		1488	BCC:Room 208	JS: Learning from Japan?
		1496	SB:Back Bay Ballroom B	JS: Individuals and Routines
		1498	BPP:Alcott Room	Trust and Status in Teams
		1499	BPP:Beacon Hill Room	The Interactive Dynamics of Helping
		1500	BPP:Brandeis Room	DRP: Leadership and OCB
		1501	BPP:Constitution Room	Mechanisms of Leadership Influence
		1502	BPP:Emerson Room	DRP: Conceptualizing Cognition and Creativity
		1503	BPP:Gloucester Room	New Forms of Teamwork & Collaboration
		1504	BPP:Lexington Room	Expanding Understanding of Work-nonwork Interfaces
		1505	BPP:St. James Room	Leadership, Betrayal and Forgiveness
		1506	BPP:Stanhope Room	Cross-Cultural Perspectives on Leadership & Teams
		1507	BPP:Stuart Room	Learning and Creativity
		1508	BPP:Winthrop Room	Followership: Attributions, Motives & Synthesis
		1509	BPP:Statler Room	JS: Dysfunctional Outcomes
		1510	BPP:White Hill Room	SHCS: Regulatory Focus Theory
	10:10am	1543	BPP:Georgian Room	Making Connections Coffee

Day	Start	#	Location	Session Information
Tue	11:30am	1559	WCP:Essex North-Center	CDP: Rethinking Risk & Uncertainty
		1561	WCP:Essex North-West	CDP: Constructing Perceptions
		1564	BPP:Franklin Room	JS: Eat, Drink, and Be Merry!
		1576	BPP:Thoreau Room	JS: Gender and the Arab Spring: Women Shaping Change
		1598	BPP:Alcott Room	New Directions in Justice Research
		1599	BPP:Back Bay Room	DRP: Groups and Creativity
		1600	BPP:Brandeis Room	DRP: Harassment, Aggression & Abuse at Work
		1601	BPP:Constitution Room	Social and Group Processes In Decision Making
		1602	BPP:Emerson Room	DRP: Positive Leadership
		1603	BPP:Gloucester Room	Status, Power, and Influence at Work
		1604	BPP:Lexington Room	Knowledge Sharing: Forms & Mechanisms
		1605	BPP:Stanhope Room	Connectedness and Caring in the Workplace
		1606	BPP:White Hill Room	Mindset of the Moral Manager
		1607	BPP:Winthrop Room	Ethical Leadership: Antecedents to Outcomes
		1608	BPP:Statler Room	JS: Extending the EOR Literature
		1609	BPP:St. James Room	JS: Virtuality/Diversity in Teams
		1610	BPP:Stuart Room	JS: Contingencies of Voice
		1611	BPP:Beacon Hill Room	JS: Understanding Dynamics
		1616	SB:Liberty Ballroom B	JS: Relationality in Leadership
		1628	MCP:Provincetown	JS: Workplace Env. Interventions
1631	WCP:Empire	SHCS: Longitudinal Data Analysis		
	1:15pm	1653	BCC:Room 313	JS: Unobtrusive Measures
		1654	BPP:Berkeley Room	JS: Entrepreneurial Careers
		1678	BPP:Arlington Room	JS: Motivation to Learn
		1685	BCC:Room 206	JS: Social Capital in MNCs
		1690	SB:Back Bay Ballroom B	JS: Does Culture Really Matter?
		1691	BPP:Alcott Room	Managing Change and Paradoxes in Organizations
		1692	BPP:Back Bay Room	DRP: Satisfaction and Motivation
		1693	BPP:Brandeis Room	DRP: Team and Group Processes
		1694	BPP:Constitution Room	Causes & Consequences of Work Satisfaction
		1695	BPP:Emerson Room	DRP: Ethical Implications of Justice
		1696	BPP:Gloucester Room	Guilt at Work: Contributing Factors and Moderators
		1697	BPP:Lexington Room	Forms of Support & Outcomes
		1698	BPP:Stuart Room	Sources of Conflict & Resistance in Teams
		1699	BPP:Winthrop Room	Individual and Social Motivational Processes
		1700	BPP:Beacon Hill Room	JS: Aggression Prevention Climate
		1701	BPP:St. James Room	JS: Creativity in Social Contexts
		1702	BPP:Statler Room	SHCS: Interpreting Expressed Emotion
		1703	BPP:White Hill Room	JS: Leading to Proactive Behavior
		1712	SB:Independence East	SHCS: New Theories
		1713	SB:Beacon F	JS: Leadership in the Plural
	3:00pm	1739	BPP:Gloucester Room	JS: HRM and Proactive Employees
		1769	SB:Beacon F	SHCS: Meaning in the Economic Sphere
		1770	BPP:Alcott Room	CEO Leadership and Organizational Outcomes
		1771	BPP:Board Room	DRP: Outcomes of Transformational Leadership
		1772	BPP:Constitution Room	Motivational Mechanisms Influencing Performance
		1773	BPP:Emerson Room	DRP: Deviance & Aggression Antecedents and Outcomes
		1774	BPP:Lexington Room	New Directions in Research on OCB
		1775	BPP:Stuart Room	Knowledge Sharing: Multiple Forms and Mechanisms
		1776	BPP:White Hill Room	Prosocial-Proself Motivations
		1777	BPP:Statler Room	JS: Organizational Justice
		1778	BPP:Beacon Hill Room	JS: Emotion Expression at Work
		1779	BPP:St. James Room	JS: Leadership and Proactivity



# Organizational Communication & Information Systems

Program Chair: Kevin Crowston, Syracuse U.  
Professional Development Workshop Chair: Youngjin Yoo, Temple U.

Day	Start	#	Location	Session Information
Fri	8:00am	<b>33</b>	BCC:Room 107	Junior Faculty Consortium
		<b>34</b>	BCC:Room 108	Doctoral Consortium
	9:00am	<b>61</b>	SB:Beacon D	Teaching with Technology
	9:30am	<b>62</b>	OS:Northeastern University	Introducing Design Thinking
	5:00pm	<b>185</b>	BCC:Room 104	International Paper Development Workshop
Sat	8:00am	<b>227</b>	BPP:Franklin Room	Conversation for Change
		<b>228</b>	BCC:Room 309	Researching Social Media
		<b>229</b>	BCC:Room 208	Valuation of social chatters
		<b>233</b>	SB:Back Bay Ballroom A	Introduction to Social Network Analysis
		<b>241</b>	BCC:Room 201	Using video to study practice
	10:00am	<b>269</b>	BCC:Room 103	Sociomateriality in Practice
	10:15am	<b>290</b>	BCC:Room 309	Teaching Online Informal Econ
	1:00pm	<b>338</b>	SB:Back Bay Ballroom A	Advanced Networks PDW
	1:30pm	<b>344</b>	WCP:America Ballroom Center	Publishing Process in AMJ
	2:00pm	<b>350</b>	BCC:Room 202	Informal Knowledge Management
		<b>351</b>	OS:Green Street Studio	Leadership and Tango
	2:30pm	<b>360</b>	BCC:Room 109	Managing Collaborative Innovation
	4:30pm	<b>395</b>	SB:Independence West	Funding Opportunities from NSF
	4:45pm	<b>397</b>	BPP:Arlington Room	Innovation Management Paradox
	6:00pm	<b>414</b>	BCC:Room 209	OCIS DC Reception
	Sun	11:30am	<b>482</b>	BPP:Emerson Room
1:10pm		<b>524</b>	BPP:Emerson Room	DISC: OCIS: Info. & Environment
2:00pm		<b>546</b>	BCC:Room 307	Executive Committee Meeting
Mon	8:00am	<b>767</b>	SB:Fairfax A	Trust in Work, Teams and Online
		<b>768</b>	SB:Hampton A	DRP: Information Technology in Firms and Markets
	9:45am	<b>818</b>	WCP:St. George D	CDP: Innovation and Change
		<b>864</b>	SB:Fairfax A	Control of Teams, Projects and Organizations
		<b>865</b>	SB:Hampton A	DRP: Individual IT Adoption
	11:30am	<b>920</b>	WCP:Baltic	CDP: Managing Workplace Stress
		<b>973</b>	SB:Hampton A	DRP: Trust and Stories
		<b>974</b>	SB:Fairfax A	JS: Origins of Sociomateriality
	1:15pm	<b>1077</b>	SB:Fairfax A	Managing Information Technology
		<b>1078</b>	SB:Hampton A	DRP: Online Communities and Micro-blogs
	3:00pm	<b>1135</b>	WCP:St. George D	CDP: Managing Org Change
		<b>1181</b>	SB:Fairfax A	Commerce and Markets
		<b>1182</b>	SB:Hampton A	DRP: Knowledge Work in Teams
		<b>1194</b>	SB:Republic A	JS: Unmasking Hidden Organizations
	4:45pm	<b>1227</b>	WCP:Essex North-West	CDP: Managing Social Networks
<b>1274</b>		BPP:Statler Room	SHCS: Advances in Virtual Teams	
<b>1276</b>		SB:Fairfax A	OCIS Keynote: Barry Wellman	
6:30pm	<b>1314</b>	SB:Fairfax A	OCIS Business Meeting	
7:30pm	<b>1323</b>	SB:Gardner A & B	OCIS Reception and Social Event	
Tue	8:00am	<b>1357</b>	WCP:St. George C	CDP: Revitalizing the Organization
		<b>1379</b>	BPP:Arlington Room	SHCS: Connecting and Disconnecting
		<b>1407</b>	SB:Fairfax A	Managing in China
		<b>1408</b>	SB:Hampton A	DRP: Information Technology and Work
		<b>1409</b>	SB:Liberty Ballroom A	Knowledge Across Organizations

	9:45am	<b>1458</b>	WCP:Essex North-Center	CDP: Rethinking Org Design
		<b>1460</b>	WCP:Essex North-West	CDP: Decisions & Biases in Org
		<b>1511</b>	SB:Fairfax A	Online Communities
		<b>1512</b>	SB:Hampton A	DRP: Organizational IT Adoption
		<b>1513</b>	SB:Liberty Ballroom A	Knowledge Management
Day	Start	#	Location	Session Information
Tue	11:30am	<b>1612</b>	SB:Fairfax A	Distributed Work
		<b>1613</b>	SB:Hampton A	DRP: Work in Teams
		<b>1614</b>	SB:Liberty Ballroom A	Knowledge Across Boundaries
	1:15pm	<b>1656</b>	WCP:Baltic	CDP: Effective Performing Teams
		<b>1704</b>	SB:Fairfax A	JS: Diversity and Open Innovation
	3:00pm	<b>1741</b>	WCP:Essex North-West	CDP: Identity and Identification in Organizations
		<b>1780</b>	SB:Fairfax A	SHCS: Modularity and Digitalization

# Organizations & the Natural Environment

Program Chair: Frances E Bowen, Queen Mary U. of London  
Professional Development Workshop Chair: J. Alberto Aragón-Correa, U. of Granada

Day	Start	#	Location	Session Information
Fri	8:00am	<b>25</b>	MCP:Salon B	Teaching global sustainability
	12:00pm	<b>100</b>	MCP:Salon A	Effective Online Teaching
	12:15pm	<b>108</b>	MCP:Salon C	Small Sample Studies
	12:30pm	<b>114</b>	MCP:Salon B	Inclusive Markets Case Lab
		<b>115</b>	MCP:Salon H	50 Years after Silent Spring
	1:00pm	<b>127</b>	MCP:Salon K	Drivers and Effects of Green Technology Innovation
	1:30pm	<b>133</b>	SB:Liberty Ballroom A	Informal Economy & ENT
	2:30pm	<b>144</b>	BCC:Room 204	CSR and Emerging Markets
	3:30pm	<b>165</b>	MCP:Salon C	Economic Systems of the Future
	Sat	8:00am	<b>235</b>	MCP:Provincetown
<b>242</b>			MCP:Boylston	SIM-ONE Junior Faculty Consortium
<b>243</b>			MCP:Vineyard	It's the System Stupid!
11:30am		<b>301</b>	MCP:Salon C	Passion for Sustainability
		<b>302</b>	MCP:Vineyard	Shareholder Activism
1:45pm		<b>346</b>	MCP:Provincetown	Research on Africa
2:45pm		<b>365</b>	SB:Beacon E	Social-Business Hybrids
5:15pm		<b>404</b>	BPP:White Hill Room	Corp. Social Responsibility
6:30pm		<b>420</b>	MCP:Salon F	ONE Welcome Reception
Sun		11:30am	<b>474</b>	MCP:Vineyard
	3:30pm	<b>598</b>	MCP:Salon C	ONE Executive Committee Meeting
	4:30pm	<b>622</b>	MCP:Vineyard	DISC: ONE: Gov & Business Function
	6:30pm	<b>668</b>	OS:2nd Floor, 565 Boylston St.	Social Inequality Reception
Mon	8:00am	<b>774</b>	MCP:Falmouth	DRP: Organizational Slack, Greening and Performance
		<b>775</b>	MCP:Salon I	JS: Cross-Sector Partnership
	9:45am	<b>880</b>	MCP:Falmouth	DRP: Push and Pull: Greening Supply Chains
		<b>881</b>	MCP:Salon I	New Evidence on Greening and Financial Performance
		<b>891</b>	MCP:Provincetown	JS: Corporate Social Action
	11:30am	<b>925</b>	WCP:St. George D	CDP: Stakeholder Theory
		<b>988</b>	MCP:Falmouth	DRP: Greening Family Firms
		<b>989</b>	MCP:Salon I	Symbol and Substance
	1:15pm	<b>1032</b>	WCP:St. George D	CDP: Institutional Theory
		<b>1093</b>	MCP:Salon I	The Psychology of Sustainability
	3:00pm	<b>1130</b>	WCP:Baltic	CDP: Sustainability Practices
		<b>1196</b>	MCP:Salon I	SHCS: Institutions and Sust. Energy
	4:45pm	<b>1224</b>	WCP:Baltic	CDP: CSR: A Global Perspective
		<b>1226</b>	WCP:Essex North-East	CDP: Building Dynamic Capabilities
		<b>1227</b>	WCP:Essex North-West	CDP: Managing Social Networks
<b>1286</b>		SB:Independence East	JS: Culture as a Repertoire	
<b>1287</b>		MCP:Salon I	ONE Business Meeting	
7:00pm	<b>1319</b>	OS:Skywalk Observatory	ONE Social	
Tue	8:00am	<b>1355</b>	WCP:Essex North-East	CDP: New Venture Funding Sources
		<b>1423</b>	MCP:Provincetown	Values and Green Productivity
		<b>1424</b>	MCP:Salon I	Environment, Space and Geography
	9:45am	<b>1526</b>	MCP:Provincetown	Feedback, Framing, Engagement
		<b>1527</b>	MCP:Salon I	Sustainability and Clustering
	11:30am	<b>1627</b>	MCP:Salon I	Embeddedness, Networks and Ownership
		<b>1628</b>	MCP:Provincetown	JS: Workplace Env. Interventions
	1:15pm	<b>1661</b>	WCP:St. George D	CDP: Gov't & Public Sector Org.
		<b>1715</b>	MCP:Provincetown	Institutional Work in Self-Regulation
		<b>1716</b>	MCP:Salon I	Greening in Emerging and Developing Economies
	3:00pm	<b>1790</b>	MCP:Provincetown	Risk and Resilience
		<b>1791</b>	MCP:Salon I	Carbon Management Disclosure

# Public & Nonprofit

Program Chair: George Alexander Boyne, Cardiff U.  
Professional Development Workshop Chair: Leisha DeHart-Davis, U. of Kansas

Day	Start	#	Location	Session Information	
Fri	8:00am	<b>39</b>	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events	
	8:30am	<b>48</b>	MCP:Boylston	Cross-Sector Partnerships	
	3:00pm	<b>153</b> <b>156</b>	MCP:Salon D SB:Back Bay Ballroom A	US Federal Funding for Engaged Scholarship Scholarly Impact Revisited	
Sat	8:00am	<b>236</b> <b>237</b>	MCP:Salon K SB:Independence East	Global Leadership Practices Boston Scenarios	
	8:30am	<b>255</b>	MCP:St. Botolph	PNP PhD Student Consortium	
	10:15am	<b>277</b>	MCP:Salon D	Methods in Health Services	
	10:45am	<b>295</b>	MCP:Salon K	Managerial flow	
	11:30am	<b>301</b>	MCP:Salon C	Passion for Sustainability	
	2:45pm	<b>366</b>	MCP:Salon D	Managing Public Infrastructure	
	4:15pm	<b>389</b>	BCC:Room 202	Design Thinking-Wicked Problem	
	4:30pm	<b>395</b>	SB:Independence West	Funding Opportunities from NSF	
Sun	2:00pm	<b>547</b>	MCP:Salon D	PNP Executive Committee Meeting	
	2:50pm	<b>564</b>	MCP:Vineyard	DISC: Public and Nonprofit Discussion Paper Session	
	4:00pm	<b>605</b>	MCP:Salon A	PNP Business Meeting	
	6:30pm	<b>669</b>	MCP:Boylston	PNP Social	
Mon	8:00am	<b>776</b> <b>777</b> <b>778</b>	MCP:Salon C MCP:Salon D MCP:Tremont	Accountability Leadership and Innovation - Panel One JS: Private and Public Differences	
	9:45am	<b>882</b> <b>883</b> <b>884</b>	MCP:Salon C MCP:Salon D MCP:Tremont	Networks Leadership and Innovation - Panel Two Comparisons of Public and Private Management	
	11:30am	<b>990</b> <b>991</b>	MCP:Salon C MCP:Tremont	Collaboration Performance Management	
	1:15pm	<b>1094</b> <b>1095</b>	MCP:Salon C MCP:Tremont	Contracts Performance of Individuals	
	3:00pm	<b>1197</b> <b>1198</b>	MCP:Salon C MCP:Tremont	Public Service Motivation Organizational Change and Development - Panel One	
	4:45pm	<b>1288</b> <b>1289</b>	MCP:Tremont MCP:Salon C	Organizational Change and Development - Panel Two JS: Routines in Hot Situations	
	Tue	8:00am	<b>1425</b> <b>1426</b>	MCP:Salon C MCP:Tremont	Leadership and Performance in Healthcare Nonprofit HR Strategy
		9:45am	<b>1528</b> <b>1529</b>	MCP:Salon C MCP:Tremont	Organizational Strategy Human Resource Management - Panel One
		11:30am	<b>1629</b> <b>1630</b>	MCP:Salon C MCP:Tremont	Organizational Performance - Panel One Human Resource Management - Panel Two
		1:15pm	<b>1714</b> <b>1717</b> <b>1718</b>	SB:Beacon E MCP:Salon C MCP:Tremont	JS: Cultural (Ac)counting Organizational Performance - Panel Two Public Services Innovation
		3:00pm	<b>1792</b> <b>1793</b>	MCP:Salon C MCP:Tremont	Volunteering New Res. Pers. on PNP Organiz.

# Research Methods

Program Chair: Michael Sturman, Cornell U.  
Professional Development Workshop Chair: Brian Boyd, City U. of Hong Kong

Day	Start	#	Location	Session Information	
Fri	8:00am	29	SB:Back Bay Ballroom C	Content Analysis	
		35	SB:Liberty Ballroom A	Action Research	
		40	WCP:Empire	Multi-sited Ethnography	
	10:15am	77	SB:Liberty Ballroom A	Four Methods for Culture	
		82	WCP:Essex North-Center & East	CAQDAS in Practice	
		83	WCP:Helicon	Informal Performance	
		84	WCP:Defender	Research Focus Group	
	10:45am	92	WCP:St. George C & D	Multilevel Analyses Using R	
	12:30pm	117	WCP:Defender	Theory Development Using Case Studies	
	1:00pm	128	WCP:Essex North-Center & East	Qualitative Comparative Analysis	
	3:00pm	156	SB:Back Bay Ballroom A	Scholarly Impact Revisited	
	Sat	8:00am	216	BCC:Room 109	Scientific Mindfulness
222			BPP:St. James Room	Conducting and Publishing Archival Research	
233			SB:Back Bay Ballroom A	Introduction to Social Network Analysis	
234			SB:Independence West	Method and Theory in IT	
238			WCP:Great Republic	Ask the Experts: Micro Methods	
239			WCP:Essex North-Center & East	Ask the experts: Qualitative methods	
10:15am		241	BCC:Room 201	Using video to study practice	
		277	MCP:Salon D	Methods in Health Services	
		280	BCC:Room 305	Qualitative Research	
11:45am		286	WCP:Great Republic	Why We All Should Be Bayesians	
		305	WCP:Adams	Tutorial Computational Models	
12:15pm		313	BCC:Room 109	Interdisciplinary R&D	
12:30pm		324	WCP:Courier	How to Define, Identify, and Handle Outliers	
		325	WCP:Great Republic	Scale Development Workshop	
12:45pm		328	WCP:St. George C & D	Bayesian & Frequentist Methods	
1:00pm		338	SB:Back Bay Ballroom A	Advanced Networks PDW	
1:30pm		344	WCP:America Ballroom Center	Publishing Process in AMJ	
3:45pm		384	WCP:Essex North-Center & East	Ask the Experts: Macro Methods	
Sun		11:30am	484	BPP:Gloucester Room	DISC: Research Methods Discussion Paper Session
		3:30pm	599	WCP:North Star	RM Executive Committee Meeting
Mon	8:00am	779	WCP:Empire	Hypothesis Formation and Testing	
		780	WCP:Defender	JS: Yin-Yang Research: Where Do We Go from Here?	
	9:45am	801	BCC:Room 102	JS: Recontextualization in MNCs	
		885	WCP:Empire	New Approaches to Data Collection and Measurement	
	11:30am	992	WCP:Empire	Exploratory Research Tools	
		993	WCP:Parliament	DRP: Issues in Measurement and Analyses	
	1:15pm	1096	WCP:Empire	New Methodological Tools	
		1097	WCP:Parliament	DRP: Learning from Narratives	
	3:00pm	1132	WCP:Essex North-East	CDP: Practicing Interrelationships	
		1180	BPP:White Hill Room	SHCS: 40 Years of LMX Research	
		1199	WCP:Parliament	DRP: Current Issues in Research and Publishing	
		1200	WCP:Empire	JS: Team Measurement Applications	
4:45pm	1290	WCP:Empire	New Approaches in Qualitative Research		
6:30pm	1317	WCP:Empire	Research Methods Business Meeting		
7:30pm	1325	WCP:Essex North-West	Research Methods Division Reception		
Tue	8:00am	1356	WCP:Essex North-West	CDP: Advances in Research Method	
		1427	WCP:Empire	JS: Strategy Methods Advances	
		1428	BCC:Room 308	JS: Leadership-as-Practice	
	9:45am	1530	WCP:Empire	Addressing Problems With Your Data	
	11:30am	1611	BPP:Beacon Hill Room	JS: Understanding Dynamics	
		1631	WCP:Empire	SHCS: Longitudinal Data Analysis	

Day	Start	#	Location	Session Information
Tue	1:15pm	<b>1653</b>	BCC:Room 313	JS: Unobtrusive Measures
		<b>1655</b>	BPP:Georgian Room	JS: Researching Careers
		<b>1719</b>	WCP:Empire	Evaluating Qualitative Studies
	3:00pm	<b>1743</b>	MCP:Salon J	JS: Reflexivity and Research
		<b>1794</b>	WCP:Empire	Assessing Current Analytical Methods

# Social Issues in Management

Program Chair: Jennifer J Griffin, George Washington U.  
Professional Development Workshop Chair: Michael L. Barnett, Oxford U.

Day	Start	#	Location	Session Information
Fri	8:00am	25	MCP:Salon B	Teaching global sustainability
		42	MCP:Provincetown	2012 SIM Doctoral Consortium
	9:00am	59	MCP:Tremont	Org. Context and Ethics
	10:15am	85	MCP:Salon A	Creating Balance
	12:00pm	100	MCP:Salon A	Effective Online Teaching
	12:15pm	108	MCP:Salon C	Small Sample Studies
	2:30pm	144	BCC:Room 204	CSR and Emerging Markets
	2:45pm	148	BCC:Room 301	Value creation with "people for people"
	3:15pm	158	MCP:Salon B	Occupy AoM
	Sat	8:00am	242	MCP:Boylston
243			MCP:Vineyard	It's the System Stupid!
10:15am		288	MCP:Salon H	Corporate Governance Research
11:15am		297	BCC:Room 206	Sustainability and HR
11:30am		301	MCP:Salon C	Passion for Sustainability
		302	MCP:Vineyard	Shareholder Activism
12:15pm		310	SB:Back Bay Ballroom D	Reviewing in the Rough
		312	MCP:Yarmouth	SIM Manuscript Development Workshop
1:45pm		346	MCP:Provincetown	Research on Africa
2:00pm		352	MCP:Salon A	SIMian Speed Dating
2:45pm		365	SB:Beacon E	Social-Business Hybrids
3:45pm		386	MCP:Tremont	Taking Stock in SIM
4:15pm		391	SB:Independence East	Working on the Dark Side
4:45pm		396	MCP:Boylston	Integrating Liberal Learning
5:30pm	406	OS:Fairmont Copley Plaza Hotel	SIM/SBE Keynote & Reception	
Sun	11:30am	470	MCP:Hyannis	DISC: SIM: Ethics
	12:30pm	500	MCP:Salon B	SIM Governance Committee
	1:10pm	512	MCP:Hyannis	DISC: SIM: Social Responsibility
		516	MCP:Vineyard	DISC: SIM: Regulation & Strategy
	2:50pm	560	MCP:Hyannis	DISC: Sustainability&Responsibility
	4:00pm	606	MCP:Salon B	BAS 'Business & Society' Board Meeting
	4:30pm	618	MCP:Hyannis	DISC: Governance & Decision-Making
	5:00pm	651	MCP:Salon K	Finalists -- Best SIM Dissertation
	6:00pm	664	MCP:Salon E	SIM Symposium: Honoring a Senior SIMian Scholar
		665	MCP:Salon K	IABS Board Meeting
7:30pm	676	MCP:Salon E	SIM Welcome Reception	
Mon	7:00am	687	MCP:Provincetown	SIM Program Overview & Division Chair's Address
	8:00am	715	WCP:Baltic	CDP: Prosocial Behaviors
		716	WCP:Essex North-Center	CDP: Social/Ethical Responsibility
		775	MCP:Salon I	JS: Cross-Sector Partnership
		783	MCP:Boylston	Reputation, Transparency and Reporting
		784	MCP:Provincetown	Legitimacy, Political Activities
		785	MCP:Salon K	Governance, Banking and Microfinance Industry
		786	MCP:Vineyard	DRP: Div RT: Ethics
	9:45am	814	WCP:Essex North-Center	CDP: Expecting Better: Understanding Ethics in Practice
		816	WCP:Essex North-West	CDP: HR/Organizational Performance
		888	MCP:Boylston	Organizational Misconduct
		889	MCP:Salon K	Transparency, Reporting, and Crises
		890	MCP:Vineyard	DRP: Div RT: Ethics
891		MCP:Provincetown	JS: Corporate Social Action	

Day	Start	#	Location	Session Information	
Mon	11:30am	970	BPP:White Hill Room	SHCS: New Developments in Abusive Supervision Research	
		996	MCP:Boylston	Financial Performance and Valuation	
		997	MCP:Salon K	Partnerships, Global Norms and Governance Gaps	
		998	MCP:Vineyard	DRP: Div RT: Ethics	
		999	MCP:Provincetown	JS: CSR & Social Media Environment	
	1:15pm	1032	WCP:St. George D	CDP: Institutional Theory	
		1100	MCP:Boylston	Corporate Responsibility	
		1101	MCP:Salon K	Conflict and Crises	
		1102	MCP:Vineyard	DRP: Div RT: Corporate Governance	
		1103	MCP:Provincetown	JS: Behavioral Ethics	
	3:00pm	1131	WCP:Essex North-Center	CDP: Operating in the "IE"	
		1134	WCP:St. George C	CDP: Ethical Leadership and Transformation	
		1166	SB:Back Bay Ballroom B	SHCS: Complicating Compassion	
		1178	BPP:St. James Room	JS: Social Class in Organizations	
		1196	MCP:Salon I	SHCS: Institutions and Sust. Energy	
		1203	MCP:Salon K	Corporate Responsibility	
		1204	MCP:Vineyard	DRP: Div RT: Stakeholders	
		1205	MCP:Provincetown	JS: Accounting for Stakeholders	
	4:45pm	1206	MCP:Boylston	SHCS: Ethical Behavior in the Field	
		1224	WCP:Baltic	CDP: CSR: A Global Perspective	
		1275	BPP:White Hill Room	JS: Servant Leadership Pathways	
		1291	MCP:Boylston	SIM Division Business Meeting	
		1292	MCP:Salon K	Contemporary Concerns	
		1293	MCP:Vineyard	DRP: Div RT: Corporate Governance	
1294		MCP:Provincetown	SHCS: The Common Good in Business		
6:30pm	1318	MCP:Salon G	SIM Division Social		
Tue	7:30am	1332	MCP:Boylston	SIM Welcome Session - Tuesday	
		8:00am	1429	MCP:Boylston	Stakeholder
			1430	MCP:Hyannis	DRP: Cross Sector Analysis and Cooperation (or not)
			1431	MCP:Salon K	DRP: Div RT: Corp Responsibility
			1432	MCP:Vineyard	Cognition and Decision Making
	1433	MCP:Yarmouth	Corporate Governance		
	9:45am	1462	WCP:St. George D	CDP: Social Entrepreneurship	
		1492	MCP:Salon B	SHCS: Future of Business	
		1532	MCP:Boylston	Stakeholder	
		1533	MCP:Hyannis	DRP: Div RT: Stakeholders	
		1534	MCP:Salon K	DRP: Div RT: Corporate Governance	
		1535	MCP:Vineyard	Ethics	
	11:30am	1536	MCP:Yarmouth	Responsibility, Leadership and SMEs in China	
		1633	MCP:Boylston	Stakeholder	
		1634	MCP:Hyannis	DRP: Div RT: Social Impacts	
		1635	MCP:Salon K	DRP: Div RT: Corp Responsibility	
		1636	MCP:Vineyard	Ethics Training	
	1:15pm	1637	MCP:Yarmouth	Social Enterprises	
		1714	SB:Beacon E	JS: Cultural (Ac)counting	
		1720	MCP:Boylston	Individuals and Responsibility	
		1721	MCP:Hyannis	DRP: Div RT: Biz-Govt-NGO	
		1722	MCP:Salon K	DRP: Div RT: Corp Responsibility	
		1723	MCP:Vineyard	Social Impacts	
	3:00pm	1724	MCP:Yarmouth	JS: Entrepreneurial legacies	
1789		SB:Republic A	SHCS: Confrontation to Influence		
1795		MCP:Boylston	Stakeholder		
1796		MCP:Hyannis	DRP: DIV RT: Corporate Governance		
1797		MCP:Salon K	DRP: SMEs, Social Entrepreneurship and Decision-Making		
1798	MCP:Vineyard	Knowledge Creation, Isomorphism and Inertia			



# Strategizing Activities and Practice

Program Chair: Saku Mantere, Hanken School of Economics  
Professional Development Workshop Chair: Tomi M. M. Laamanen, U. of St. Gallen

Day	Start	#	Location	Session Information
Fri	8:00am	<b>39</b>	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events
		<b>41</b>	BCC:Room 202	SAP Paper Development Workshop
	10:00am	<b>68</b>	SB:Republic B	Post-Merger Integration
	12:30pm	<b>118</b>	BCC:Room 209	Socioeconomic Strategizing
	2:30pm	<b>147</b>	SB:Back Bay Ballroom C	Publish Qualitative Research
Sat	8:00am	<b>240</b>	BCC:Room 312	New directions in SAP research
		<b>241</b>	BCC:Room 201	Using video to study practice
	10:00am	<b>268</b>	SB:Back Bay Ballroom C	Leading Mindfully
		<b>269</b>	BCC:Room 103	Sociomateriality in Practice
	10:15am	<b>287</b>	BCC:Room 204	Developing the Future of SAP
	1:30pm	<b>344</b>	WCP:America Ballroom Center	Publishing Process in AMJ
Sun	3:45pm	<b>385</b>	BCC:Room 201	Exploring the history of S-a-P
	1:10pm	<b>526</b>	BPP:Gloucester Room	DISC: SAP Discussion Papers
	5:00pm	<b>650</b>	BCC:Room 205	Strategizing, Activities and Practice Meeting
Mon	8:00am	<b>781</b>	BCC:Room 307	DRP: Middle Management in the Practice of Strategy
		<b>782</b>	BCC:Room 308	Varieties of Strategic Practice
	9:45am	<b>814</b>	WCP:Essex North-Center	CDP: Expecting Better: Understanding Ethics in Practice
		<b>815</b>	WCP:Essex North-East	CDP: Ambidextrous Firm/Performance
		<b>886</b>	BCC:Room 307	DRP: Perspectives on Strategizing
		<b>887</b>	BCC:Room 308	SHCS: Practical relevance of SAP
	11:30am	<b>994</b>	BCC:Room 307	DRP: Ethics, emotion, sensemaking
		<b>995</b>	BCC:Room 308	JS: Meeting the Promise of Meso
	1:15pm	<b>1030</b>	WCP:Essex North-West	CDP: Effectively Managing Change in the Workplace
		<b>1080</b>	SB:Liberty Ballroom B	SHCS: Changing Change
		<b>1098</b>	BCC:Room 307	DRP: Tools and Practices of Strategizing
		<b>1099</b>	BCC:Room 308	Strategic Management of Platforms and Ecosystems
		3:00pm	<b>1132</b>	WCP:Essex North-East
<b>1135</b>	WCP:St. George D		CDP: Managing Org Change	
<b>1195</b>	SB:Independence West		JS: Routines, Order and Disorder	
<b>1201</b>	BCC:Room 307		DRP: Strategic Change and Implementation	
	<b>1202</b>	BCC:Room 308	Network Strategy	
6:00pm	<b>1303</b>	BCC:Room 202	SAP Business Meeting and Party	
Tue	8:00am	<b>1428</b>	BCC:Room 308	JS: Leadership-as-Practice
		<b>1461</b>	WCP:St. George C	CDP: Enhancing Org Capabilities
	<b>1531</b>		BCC:Room 308	Sociomateriality of Strategic Management
	11:30am	<b>1551</b>	BCC:Room 103	JS: Breaking strategy vectors
		<b>1561</b>	WCP:Essex North-West	CDP: Constructing Perceptions
		<b>1632</b>	BCC:Room 308	Toward the Future: Frontiers of Strategic Planning
	1:15pm	<b>1656</b>	WCP:Baltic	CDP: Effective Performing Teams
		<b>1660</b>	WCP:St. George C	CDP: Leveraging Knowledge
3:00pm	<b>1787</b>	SB:Beacon E	JS: Economies of Worth &Org Theory	

# Technology & Innovation Management

Program Chair: Riitta Katila, Stanford U.

Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro

Day	Start	#	Location	Session Information	
Fri	8:00am	9	BPP:Whittier Room	Hitting the Airwaves	
		39	SB:Liberty Ballroom B	Managing Change in the Aftermath of Extreme Events	
		43	BCC:Room 209	Innovation and Spirituality	
		44	BCC:Room 301	Front End of Innovation	
	10:15am	79	BPP:White Hill Room	Innovative Idea Management	
		86	BCC:Room 301	Collaboration for Innovation	
	11:00am	93	BCC:Room 305	TIM Doctoral Consortium	
	11:15am	97	BCC:Room 205	Technology Alliances	
	12:00pm	100	MCP:Salon A	Effective Online Teaching	
		101	BCC:Room 308	2012 AOM TIM Junior Faculty Consortium	
	12:30pm	115	MCP:Salon H	50 Years after Silent Spring	
		116	SB:Independence West	Effectively Engaging the Media	
	12:45pm	121	BCC:Room 109	Globalization of R&D in Manufacturing	
	1:00pm	127	MCP:Salon K	Drivers and Effects of Green Technology Innovation	
	1:30pm	129	BCC:Room 303	Dealing with Endogeneity	
	3:00pm	153	MCP:Salon D	US Federal Funding for Engaged Scholarship	
		157	BCC:Room 109	Research Parks & Incubators	
	4:15pm	176	BCC:Room 205	Sustainable Enterprise Models Innovation	
	Sat	8:00am	237	SB:Independence East	Boston Scenarios
244			BCC:Room 202	TIM Doctoral Consortium	
245			BCC:Room 203	2012 AOM TIM Junior Faculty Consortium	
246			BCC:Room 301	AACSB and accreditation	
10:15am		276	SB:Independence East	Academic entrepreneurship	
		286	WCP:Great Republic	Why We All Should Be Bayesians	
10:45am		292	SB:Fairfax B	Becoming a Journal Editor	
11:30am		301	MCP:Salon C	Passion for Sustainability	
11:45am		304	BCC:Room 205	Complementarities and Fit	
12:00pm		306	BCC:Room 107	TIM Distinguish Scholar Award	
12:15pm		313	BCC:Room 109	Interdisciplinary R&D	
12:30pm		316	SB:Berkley B	Teaching Commercialization	
		323	WCP:Essex North-Center & East	Operations & Entrepreneurship	
		326	BCC:Room 305	Innovation and New Market Creation	
1:15pm		340	BCC:Room 310	Informal Innovation Systems	
1:30pm		344	WCP:America Ballroom Center	Publishing Process in AMJ	
		345	BCC:Room 206	Journal Editors	
2:30pm		360	BCC:Room 109	Managing Collaborative Innovation	
3:30pm		378	BCC:Room 310	Attention Needs More Attention	
4:15pm		392	BCC:Room 204	Universities and science	
4:45pm		397	BPP:Arlington Room	Innovation Management Paradox	
Sun		11:30am	476	BPP:Alcott Room	DISC: TIM: People & Relationships
			479	BPP:Cabot Room	DISC: TIM: Learning & Knowledge
	490		OS:TBA	TIM Lunch	
	1:10pm	518	BPP:Alcott Room	DISC: TIM: Theoretical Perspectives	
		521	BPP:Cabot Room	DISC: TIM: Adoption and Process	
	1:30pm	533	BCC:Room 303	Dissertation Awards Finalists	
	2:50pm	566	BPP:Alcott Room	DISC: TIM: Strategy & Management	
		569	BPP:Cabot Room	DISC: TIM: Problem-Solving & Change	
	3:30pm	600	BCC:Room 303	TIM Executive Committee Meeting	
	4:30pm	624	BPP:Alcott Room	DISC: TIM: Innovation & Systems	
	5:30pm	657	BCC:Room 310	TIM Business Meeting	
6:30pm	1830	BCC:Room 311	TIM Division Social		
Mon	7:00am	688	BCC:Room 109	TIM Breakfast Meeting	

Day	Start	#	Location	Session Information
Mon	8:00am	<b>703</b>	BCC:Room 306	JS: Strategy in Ecosystems
		<b>727</b>	SB:Beacon H	JS: Lean Startups
		<b>728</b>	SB:Jefferson	SHCS: Innovation Emerging Countries
		<b>729</b>	SB:Beacon G	JS: New Ventures and Ecosystems
		<b>787</b>	BCC:Room 104	Open Innovation
		<b>788</b>	BCC:Room 107	Innovation and Exploration
		<b>789</b>	BCC:Room 108	Marketplaces for Ideas: Licensing of Technology
		<b>790</b>	BCC:Room 203	Creating and Evaluating New Ideas
		<b>791</b>	BCC:Room 305	Technological Evolution Change and Learning
	<b>792</b>	BCC:Room 313	Innovation and Entrepreneurship	
	<b>793</b>	BCC:Room 310	JS: Services, Platforms and Innovation	
	9:45am	<b>802</b>	BCC:Room 306	JS: Neuroscience and Management Research
		<b>803</b>	BCC:Room 202	SHCS: Pharmaceutical Innovation
		<b>816</b>	WCP:Essex North-West	CDP: HR/Organizational Performance
		<b>818</b>	WCP:St. George D	CDP: Innovation and Change
		<b>892</b>	BCC:Room 104	University - Industry Interface
		<b>893</b>	BCC:Room 107	Innovation and Leadership
		<b>894</b>	BCC:Room 108	Innovation Ecosystems
		<b>895</b>	BCC:Room 203	Patent Data: Innovation and Process Issues
<b>896</b>		BCC:Room 305	Technological Change and Innovation Cycles	
<b>897</b>		BCC:Room 313	Institutions and Infrastructure	
<b>898</b>	BCC:Room 310	JS: University Technology Transfer		
11:30am	<b>922</b>	WCP:Essex North-East	CDP: Making Alliances Work	
	<b>972</b>	BPP:St. James Room	SHCS: Social Dynamics of Creativity	
	<b>1000</b>	BCC:Room 104	Alliances and Innovation	
	<b>1001</b>	BCC:Room 107	User Innovation	
	<b>1002</b>	BCC:Room 108	Inventor Networks and Inventor Community	
	<b>1003</b>	BCC:Room 203	Geographic and Spatial Influences on Innovation	
	<b>1004</b>	BCC:Room 305	Network Perspectives on Innovating Organizations	
	<b>1005</b>	BCC:Room 313	External Influences on Innovation	
<b>1006</b>	BCC:Room 310	JS: The Market for Ideas		
1:15pm	<b>1017</b>	BCC:Room 306	JS: Spillover Microfoundations	
	<b>1092</b>	SB:Beacon F	SHCS: Open Innovation	
	<b>1104</b>	BCC:Room 104	Knowledge Networks	
	<b>1105</b>	BCC:Room 107	Networking and R&D	
	<b>1106</b>	BCC:Room 108	Financing of Innovation	
	<b>1107</b>	BCC:Room 203	Innovation - Performance Link	
	<b>1108</b>	BCC:Room 305	University - Industry Relationships	
	<b>1109</b>	BCC:Room 310	Patenting	
	<b>1110</b>	BCC:Room 313	Boundary Spanning Innovation Activities	
3:00pm	<b>1195</b>	SB:Independence West	JS: Routines, Order and Disorder	
	<b>1207</b>	BCC:Room 104	Reviews, Ratings and Reputation	
	<b>1208</b>	BCC:Room 107	Knowledge Flows	
	<b>1209</b>	BCC:Room 108	Innovation Legitimacy	
	<b>1210</b>	BCC:Room 203	New Product Development, Value Creation and Timing	
	<b>1211</b>	BCC:Room 305	Adoption of Information Technology	
	<b>1212</b>	BCC:Room 310	JS: Learning from Trade	
4:45pm	<b>1262</b>	SB:Back Bay Ballroom B	JS: Breakthrough Innovations	
	<b>1295</b>	BCC:Room 104	Scientists and Inventors	
	<b>1296</b>	BCC:Room 107	Strategy Perspectives on Innovation	
	<b>1297</b>	BCC:Room 108	Knowledge Management Strategie	
	<b>1298</b>	BCC:Room 203	Customer Interaction and Innovation	
	<b>1299</b>	BCC:Room 305	Networks and Innovation	
	<b>1300</b>	BCC:Room 310	JS: Linking Patent Issues to Product Market Outcomes	

Day	Start	#	Location	Session Information	
Tue	8:00am	1344	BCC:Room 313	JS: Geography, Networks and Change	
		1355	WCP:Essex North-East	CDP: New Venture Funding Sources	
		1434	BCC:Room 104	Open Innovation	
		1435	BCC:Room 107	Knowledge Networks	
		1436	BCC:Room 108	Individuals and Innovation	
		1437	BCC:Room 203	Corporate Entrepreneurship	
		1438	BCC:Room 305	Technology and Policy	
			1439	BCC:Room 310	JS: Innovations and Capabilities
	9:45am	1449	BCC:Room 313	JS: Value Migration	
		1458	WCP:Essex North-Center	CDP: Rethinking Org Design	
		1537	BCC:Room 104	Academic Entrepreneurship	
		1538	BCC:Room 107	Competitive and Cooperative Dynamics	
		1539	BCC:Room 108	Service and Innovation	
		1540	BCC:Room 203	New Product Development Processes	
		1541	BCC:Room 305	Open Innovation and Users	
			1542	BCC:Room 310	International Policy
	11:30am	1552	BCC:Room 313	JS: The Complicated Life of Technology Transitions	
		1560	WCP:Essex North-East	CDP: New Venture Performance	
		1562	WCP:St. George C	CDP: Business Groups & M&A	
		1626	BCC:Room 307	JS: Job Searches of S&T Graduates	
		1638	BCC:Room 104	University - Industry Collaboration	
1639		BCC:Room 107	Adoption of New Technologies and Products		
1640		BCC:Room 108	Energy Economies and Culture		
1641		BCC:Room 203	Individuals and Innovative Organizations		
1642		BCC:Room 305	Exploration, Exploitation and Ambidexterity		
		1643	BCC:Room 310	Product Development Strategy	
1:15pm	1658	WCP:Essex North-East	CDP: Crowdsourcing/Design Thinking		
	1660	WCP:St. George C	CDP: Leveraging Knowledge		
	1704	SB:Fairfax A	JS: Diversity and Open Innovation		
	1725	BCC:Room 104	Perspectives on Patenting		
	1726	BCC:Room 107	Organizational Evolution		
	1727	BCC:Room 108	Organization Structure and Stakeholders		
	1728	BCC:Room 203	Capabilities and Innovation		
	1729	BCC:Room 305	Network Perspectives on Innovation		
		1730	BCC:Room 310	Coordination Mechanisms	
3:00pm	1799	BCC:Room 104	R&D Process		
	1800	BCC:Room 107	Inter-Organizational Networks and Innovation		
	1801	BCC:Room 108	External Knowledge and Adaptive Capacity		
	1802	BCC:Room 203	Boundary Spanning Interfaces and Innovations		
	1803	BCC:Room 305	Innovation and Teams		
		1804	BCC:Room 310	Perspectives on Innovation	

# In Conjunction With Activities

Program Chair: R. Duane Ireland, Texas A&M U.  
Professional Development Workshop Chair: Paul S. Adler, U. of Southern California

Day	Start	#	Location	Session Information
<b>Sat</b>	9:00am	<b>261</b>	SB:Beacon D	ASQ Editor's Meeting
	3:00pm	<b>369</b>	BPP:Clarendon Room	JABS AE Meeting
	7:00pm	<b>422</b>	SB:Back Bay Ballroom D	Chinese Scholar Workshop Reunion
	9:00pm	<b>425</b>	WCP:America Ballroom North	ANZAM Dessert Function
<b>Sun</b>	7:00am	<b>426</b>	BCC:Room 208	Cengage Learning Breakfast
	7:30am	<b>428</b>	SB:Back Bay Ballroom A	Gathering of POS Scholars
	8:00am	<b>435</b>	MCP:Salon C	Kauffman Firm Survey Breakfast
	9:00am	<b>441</b>	BPP:Statler Room	JABS ERB Meeting
	9:30am	<b>442</b>	BPP:Berkeley Room	Org. Studies ERB Meeting
		<b>443</b>	BCC:Room 209	EJIM Informal Get-together
	10:00am	<b>447</b>	BCC:Room 306	JOM Review Issue: Proposal Review Panel--Micro
	10:30am	<b>452</b>	MCP:Salon C	ET&P Luncheon
		<b>453</b>	WCP:Essex North-Center & East	PPsych Editorial Board Recept.
	11:00am	<b>455</b>	MCP:Salon I	JME Editorial Board
	12:00pm	<b>494</b>	WCP:Adams	Organization Science Senior Editors Lunch Meeting
		<b>495</b>	BCC:Room 308	JAME meeting and luncheon
	12:30pm	<b>499</b>	BPP:Statler Room	GOM ERB Lunch
	1:00pm	<b>502</b>	BCC:Room 306	JOM Review Issue: Proposal Review Panel--Macro
	1:30pm	<b>532</b>	BPP:Arlington Room	AKMS Meeting & Doc Consortium
	2:00pm	<b>539</b>	SB:Back Bay Ballroom C	ASQ Annual Board Meeting
		<b>540</b>	WCP:Great Republic	OMJ Meeting
		<b>541</b>	BPP:Clarendon Room	Organization Editorial Board Meeting
		<b>542</b>	BCC:Room 311	The Leadership Quarterly Board Meeting
	3:00pm	<b>580</b>	SB:Back Bay Ballroom D	ASQ Annual Reception
		<b>581</b>	BCC:Room 311	Network of Leadership Scholars Meeting
	3:30pm	<b>595</b>	BCC:Room 309	JOM Ed Board Meeting/Reception
	4:00pm	<b>602</b>	SB:Republic A	IACMR Business Meeting
		<b>603</b>	BCC:Room 311	Leadership Awards
	4:30pm	<b>638</b>	WCP:America Ballroom Center	OrgSci ERB Reception
	5:00pm	<b>643</b>	MCP:Salon D	Management Learning Social Evening
		<b>644</b>	MCP:Salon G	ESMT Reception
		<b>645</b>	SB:Back Bay Ballroom B	Carnegie Mellon University Reception
		<b>646</b>	SB:Liberty Ballroom C	Learn about opportunities within the CEMS network.
		<b>647</b>	BCC:Room 312	Network of Leadership Scholars Reception
	5:30pm	<b>653</b>	SB:Independence East	UMass Isenberg Reception
		<b>654</b>	SB:Independence West	CJAS Social hour
	<b>655</b>	SB:Liberty Ballroom B	Ivey Alumni Reception	
6:00pm	<b>662</b>	BCC:Room 206	IFERA At AOM Reception	
6:30pm	<b>666</b>	SB:Republic B	IACMR-PekingU Reception	
	<b>667</b>	WCP:St. George C & D	Singapore Management University	
7:00pm	<b>670</b>	MCP:Salon C	CEIBS Reception on August 5	
	<b>671</b>	MCP:St. Botolph	Kauffman Foundation Emerging Scholars Reception	
	<b>672</b>	SB:Back Bay Ballroom A	Univ. of Michigan Reception	
7:30pm	<b>674</b>	SB:Back Bay Ballroom D	Honors Reception	
8:00pm	<b>679</b>	MCP:Salon F	The HKUST Reception, 5/8/2012	
	<b>680</b>	SB:Back Bay Ballroom B	City U of HK Reception	
<b>Mon</b>	7:00am	<b>682</b>	SB:Back Bay Ballroom D	Christian Management Scholars Network Breakfast
		<b>683</b>	SB:Liberty Ballroom C	FBR Advisory and Editorial Board Meetings
	8:00am	<b>740</b>	WCP:Huntington	Haas-Berkeley Alumni Breakfast
		<b>741</b>	BPP:Imperial Ballroom	UNM Breakfast Reception
		<b>742</b>	BCC:Room 312	WU Vienna Breakfast Reception
	12:00pm	<b>1007</b>	BCC:Room 304	JMS Editorial Board Working Lunch
4:00pm	<b>1213</b>	MCP:Salon H	JTR Editorial Board Meeting	

<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>
<b>Mon</b>	4:30pm	<b>1214</b>	WCP:Staffordshire	ORM ERB Meeting
	5:00pm	<b>1301</b>	WCP:Helicon	European Management Journal
	5:30pm	<b>1302</b>	WCP:St. George C	Annual Reception hosted by Sigma Iota Epsilon
	8:30pm	<b>1328</b>	SB:Independence East	CWRU ORBH/DM Reception

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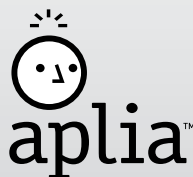
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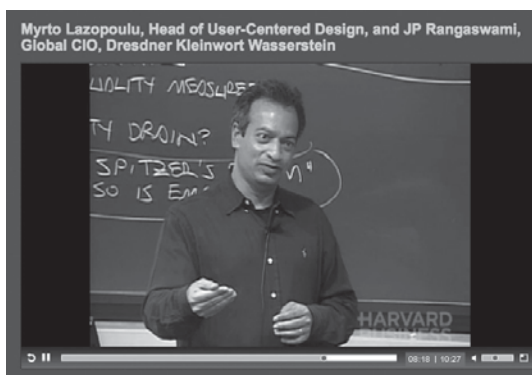
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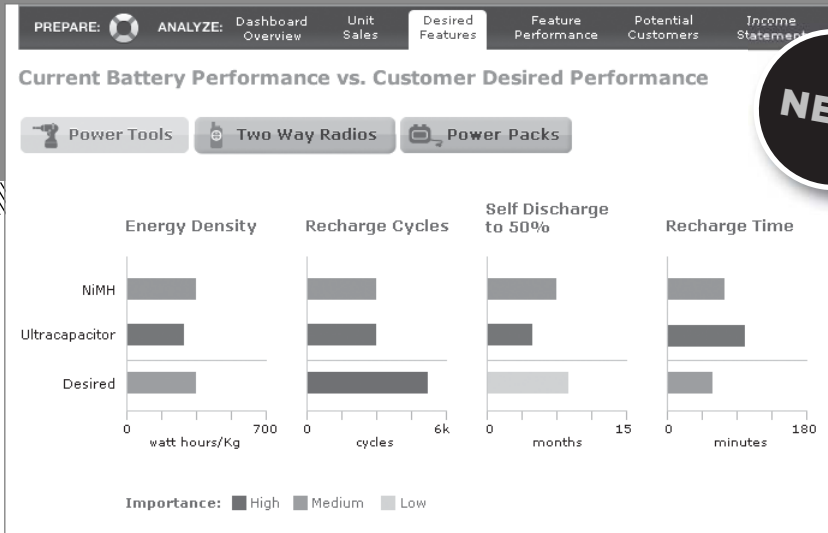
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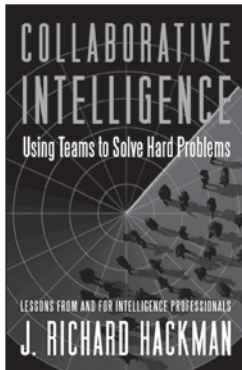
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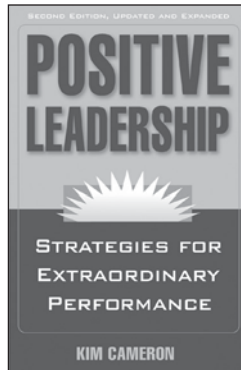
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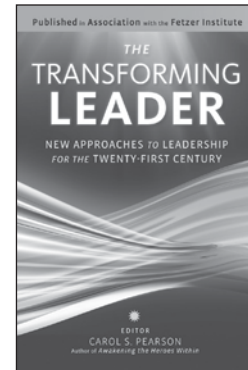
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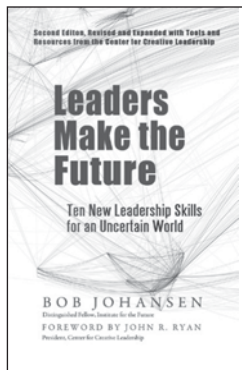
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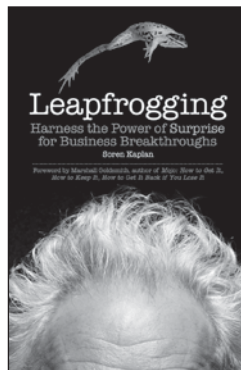
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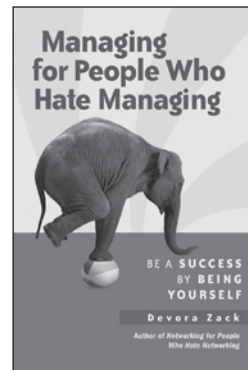
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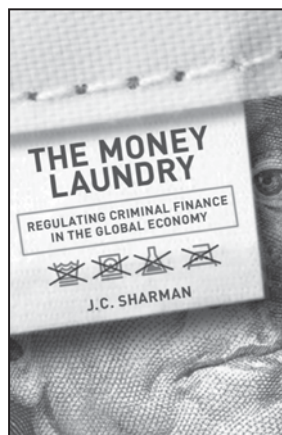
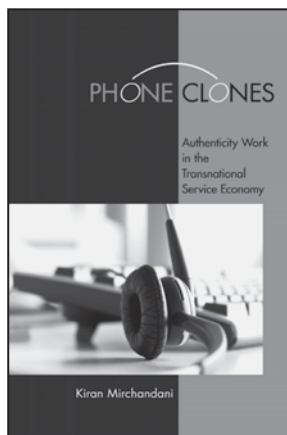


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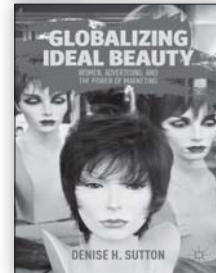
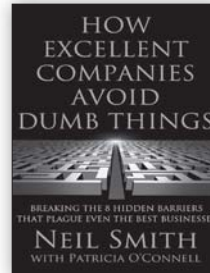
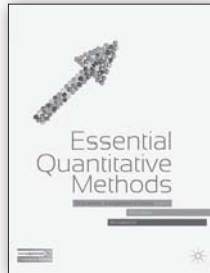
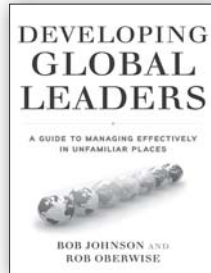
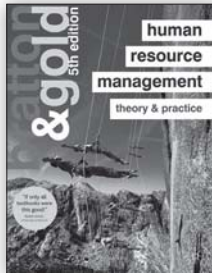
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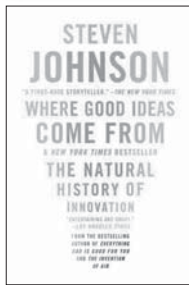
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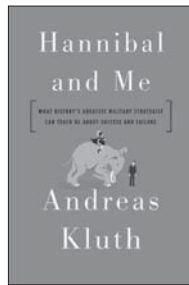
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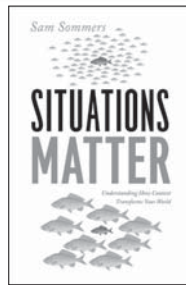
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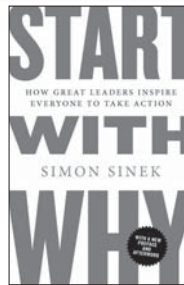
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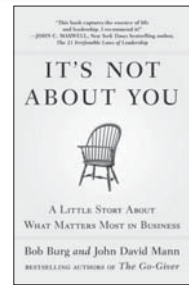
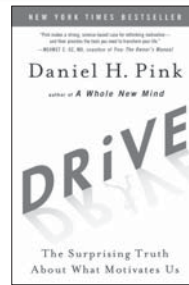
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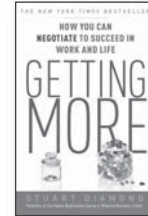
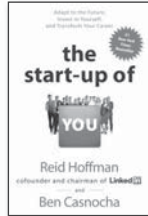
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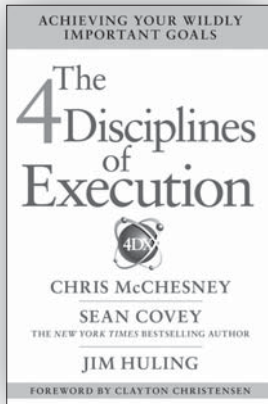
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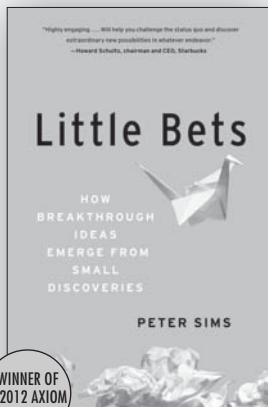
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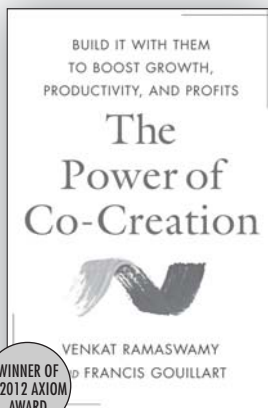
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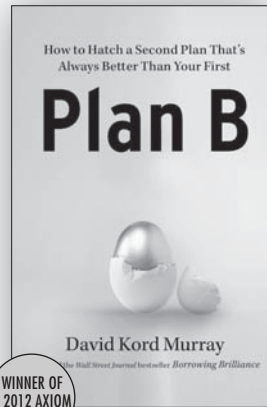
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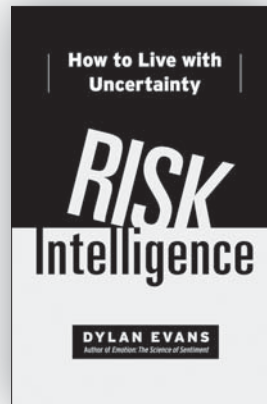
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## Friday 7:30AM

**3 : (AAA) Conference Registration**

7:30am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A

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7:30am - 6:00pm Boston Hynes Convention Center: Room 310

Tweet this session: [#AOM2012 4](#)*Chairs: Samina Karim, Boston U.; Xavier Castañer, U. of Lausanne**Participants: Rajshree Agarwal, U. of Maryland; Felipe A. Csaszar, U. of Michigan; Kathleen M. Eisenhardt, Stanford U.; William Ocasio, Northwestern U.; Violina Rindova, U. of Texas, Austin; Gabriel Szulanski, INSEAD; Libby Weber, U. of California, Irvine; Gerry McNamara, Michigan State U.; Edward Zajac, Northwestern U.*

## Friday 8:00AM

**5 : (AAA) Board of Governors' Meeting**

8:00am - 6:00pm Sheraton Boston Hotel: Beacon F

Tweet this session: [#AOM2012 5](#)*Organizer: Anne S. Tsui, Arizona State U.***6 : (AAA) Hospitality Suite for First Time Attendees**

8:00am - 5:00pm Boston Hynes Convention Center: Room 207

Tweet this session: [#AOM2012 6](#)*Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!**Organizer: Stephanie Case Henagan, Northern Illinois U.***7 : (BPS) BPS Dissertation Consortium**


8:00am - 6:00pm Boston Hynes Convention Center: Room 309

Tweet this session: [#AOM2012 7](#)*Organizers: Michael Jensen, U. of Michigan; Mary J. Benner, U. of Minnesota**Participants: Olivier Chatain, U. of Pennsylvania; Fabrizio Ferraro, IESE Business School; Mikolaj Jan Piskorski, Harvard U.; Freek Vermeulen, London Business School***8 : (BPS, HR, ENT) Strategic Human Capital: Turning Theoretical Paradoxes into Research Prospects**


8:00am - 10:30am Boston Hynes Convention Center: Room 102

Tweet this session: [#AOM2012 8](#)*Pre-registration is not required, but is strongly encouraged.**Organizer: Craig E. Armstrong, U. of Alabama**Panelists: William S Hesterly, U. of Utah; Frank T. Rothaermel, Georgia Institute of Technology; Deepak Somaya, U. of Illinois, Urbana-Champaign; Janice C. Molloy, Michigan State U.; Russell Coff, U. of Wisconsin, Madison***9 : (CAR, TIM, GDO) Hitting the Airwaves: Learning to Translate our Work to Media Outlets**

8:00am - 10:00am Boston Park Plaza: Whittier Room

Tweet this session: [#AOM2012 9](#)*Coordinator: Jamie J. Ladge, Northeastern U.**Participants: Tucker James Marion, Northeastern U.; Monique Valcour, EDHEC Business School; Danna Greenberg, Babson College; Michael Boyer O'Leary, Georgetown U.; Ellen Ernst Kossek, Michigan State U.; Brad Harrington, Boston College***10 : (CM, OB) Backlash and Beyond: Strategies for Improving Women's Organizational Outcomes**


8:00am - 10:00am Boston Park Plaza: Stuart Room

Tweet this session: [#AOM2012 10](#)*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.**Organizers: Mara Olekalns, U. of Melbourne; Carol T. Kulik, U. of South Australia**Presenters: Deborah M Kolb, Simmons College; Hannah Riley Bowles, Harvard U.; Robin Ely, Harvard U.; Alice F Stuhlmacher, DePaul U.; Victoria L Brescoll, Yale U.; Corinne Alison Moss-Racusin, Rutgers U.; Kathleen L. McGinn, Harvard U.***11 : (CMS) CMS Spaces**

8:00am - 6:00pm Marriott Boston Copley Place: Salon I

Tweet this session: [#AOM2012 11](#)*Presenter: Raza A Mir, William Paterson U.***12 : (CMS, IM) Strategic Management and Emerging Economies: a Multipolar, Pluriversal Perspective**

8:00am - 10:00am Marriott Boston Copley Place: Salon D

Tweet this session: [#AOM2012 12](#)*Organizers: Janann Joslin Medeiros, U. de Brasilia; Alex Faria, Fundacao Getulio Vargas**Facilitator: Sergio Wanderley, EBAPE-FGV**Discussants: David Levy, U. of Massachusetts, Boston; Bill Cooke, Lancaster U.; Jose Formigli, Petrobras; Leonardo Sambaquy, Gerdau Group; Paulo Faveret, BNDES**Presenter: Anshuman Prasad, U. of New Haven***13 : (ENT) Using Simulation Experiments to Build and Test Entrepreneurship Theories**

8:00am - 12:00pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: [#AOM2012 13](#)*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.**Chair: G. Christopher Crawford, U. of Louisville**Discussants: Maria Minniti, Southern Methodist U.; Christoph Zott, IESE Business School**Presenters: Martin Ganco, U. of Minnesota; Jason Davis, Massachusetts Institute of Technology; Michael North, Argonne National Laboratory*

**14**    : (GDO) GDO Junior Faculty Consortium

8:00am - 12:30pm Boston Park Plaza: Georgian Room

Tweet this session: **#AOM2012 14**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is June 1, 2012.*

*Organizers: Gwendolyn M. Combs, U. of Nebraska, Lincoln; Eden King, George Mason U.*

*Presenters: Diana Bilimoria, Case Western Reserve U.; David A. Kravitz, George Mason U.; Quinetta Roberson, Villanova U.; Alison M. Konrad, U. of Western Ontario; Orlando C. Richard, U. of Texas, Dallas; Regine Bendl, WU Vienna; Derek R. Avery, Temple U.; Isabel Metz, U. of Melbourne; Lisa Hisae Nishii, Cornell U.; Joyce E. Bono, U. of Florida; C Douglas Johnson, Georgia Gwinnett College; Kenneth G. Brown, U. of Iowa; Belle Rose Ragins, U. of Wisconsin, Milwaukee*


**15**  : (GDO, D&ITC, MED) Diversity in Academia: Global Pathways to Doctoral Education and Beyond.

8:00am - 10:30am Boston Park Plaza: Cambridge Room

Tweet this session: **#AOM2012 15**

*Organizers: Uma Devi Jogulu, Deakin U.; Marie-Therese Claes, U. Catholique de Louvain; Fida Afiouni, American U. of Beirut; Yehia M. Kamel, American U. of Beirut*

*Coordinator: Gwen Daverth, U. of Manchester*

**16** : (HCM, TTC, MED) Everything I Learned NOT to do in Teaching, I Learned in Grad School! Novice Teaching Essentials

8:00am - 10:00am Marriott Boston Copley Place: Salon H

Tweet this session: **#AOM2012 16**

*Organizer: Victoria Anne Parker, Boston U.*

*Facilitators: Reid Oetjen, U. of Central Florida; Amy Yarbrough Landry, U. of Alabama, Birmingham; Brenda Freshman, California State U. Long Beach; Shital Shah, Rush U.; Renee Brent Hotchkiss, Georgia Southern U.; Christy Harris Lemak, U. of Michigan, Ann Arbor*

**17**    : (IAM, IM) Leadership for Global Growth in Developed and Emerging Economies

8:00am - 10:00am Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 17**

*Chairs: Gaston Fornes, U. of Bristol and ESIC Business School; Camelia Ilie, ESADE*

*Participants: Guillermo Cardoza, Instituto de Empresa Business School; Schon Beechler, INSEAD; Jaume Hugas, ESADE; Lyle Yorks, Columbia U.*

**18**   : (IM, BPS, OM) Innovation and Strategy in the Global Automotive Industry


8:00am - 11:00am Boston Hynes Convention Center: Room 308

Tweet this session: **#AOM2012 18**

*This PDW builds on a symposium and site visit to South-West Research Institute (SwRI) during AOM 2011 in San Antonio.*

*Organizer: Florian A. Täube, EBS Business School*





*Participants: Ram Mudambi, Temple U.; Gerald A. McDermott, U. of South Carolina; Ronaldo C. Parente, Florida International U.; Eric Thun, Said Business School; Salvatore Scuderi, Scuderi Group LLC; Oliver Kallenborn, Daimler AG; Roger Moser, U. of St. Gallen*

**19**  : (IM, OB) Language in International Management Research

8:00am - 11:00am Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 19**

*Organizers: Wilhelm Barner-Rasmussen, Hanken School of Economics; Helene Tenzer, Tübingen U.; Sachiko Yamao, U. of Melbourne*

**20**    : (IM, OB, BPS) Improving Your Teaching of International Management (No Matter How Good You Are)

8:00am - 11:30am Boston Hynes Convention Center: Room 204



Tweet this session: **#AOM2012 20**

*Although advance registration is not required, it is recommended.*

*Organizers: Stephen E Weiss, York U.; B. Sebastian Reiche, IESE Business School; Yih-teen Lee, IESE Business School; Anabella Davila, Tecnologico de Monterrey; Katherine Xin, CEIBS*

*Facilitators: Henry W Lane, Northeastern U.; Guenter K. Stahl, WU Vienna and INSEAD*

*Speaker: Nancy J Adler, McGill U.*

**21**   : (IM, ODC, BPS, MSR) Transforming Organizations and Management in Islamic Societies

8:00am - 10:30am Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 21**

*Distinguished Speaker: Shaker A. Zahra, U. of Minnesota, Twin Cities*

*Chair: Mehdi Farashahi, Concordia U.*





*Discussant: Taieb Hafsi, HEC Montreal*

*Coordinator: Abdulrahman Chikhouni, John Molson School of Business*

*Speakers: Arif Nazir Butt, Lahore U.; Sondos Gamal*

*Abdelgawad, ESADE*

*Participants: Soumaya Ben Letaifa, ESG-UQAM; Alfred M Jaeger, McGill U.; Wissam Al-Hussaini, American U. of Beirut*



**22**    : (ITC, ENT) A Research Agenda on Entrepreneurship in the Informal Economy in sub-Saharan Africa

8:00am - 10:30am Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 22**

*Organizer: Constant D. Beugre, Delaware State U.*





*Participants: David B. Zoogah, Morgan State U.; Moses Acquaaah, U. of North Carolina, Greensboro; Paul C. Godfrey, Brigham Young U.*

**23**  : (MC) Modern Day Enslavement and Informal Economies: Adding Awareness to the Consultant's Tool Kit

8:00am - 10:00am Westin Copley Place: Essex North-Center &amp; East

Tweet this session: **#AOM2012 23**

*Facilitators: Joanne C Preston, Colorado Technical U.; Joan Marie Johns, DM-Student; Tonya Henderson Wakefield, Colorado Technical U.; Cathy Royal, Colorado Technical U.; Barbara Carter, Colorado Technical U.*



**24**    : (MC, ODC) Consulting in the Middle East: Recent Experiences and Alternative Models

8:00am - 10:00am Westin Copley Place: North Star

Tweet this session: **#AOM2012 24**

*Chair: Therese F. Yaeger, Benedictine U.*



*Participants: Peter Sorensen, Benedictine U.; Ousama Salha, Benedictine U.; Marc Bonnet, ISEOR, IAE - U. of Lyon 3; Linda Sharkey, Hewlett Packard; Patrick Tabchoury, U. of Balamand*

**25**  : (MED, ONE, SIM) **Aligning Finance, Marketing, and Management Teaching and Research for Global Sustainability**

8:00am - 10:00am Marriott Boston Copley Place: Salon B

Tweet this session: [#AOM2012 25](#)**Presenters:** James A.F. Stoner, Fordham U.; Frank Werner, Fordham U.**26**: (MH, CAR, NDSC) **Getting Involved in Professional Development and The Academy of Management**

8:00am - 10:00am Boston Park Plaza: Constitution Room

Tweet this session: [#AOM2012 26](#)*A welcome breakfast, sponsored by the University of Mississippi School of Business Administration and the Management History Division, will kick off this PDW session.***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.; Patrick J. Murphy, DePaul U.; Roland E. Kidwell, U. of Wyoming; David A. Lamond, Victoria U.; Franz T. Lohrke, Brock School of Business, Samford U.; John Humphreys, Texas A&M U., Commerce; Robert C. Ford, U. of Central Florida; Terrell G. Manyak, Nova Southeastern U.**27**  : (MH, CMS) **What Comes First? Popular Culture or Management Concepts?**





8:00am - 10:00am Boston Park Plaza: Franklin Room

Tweet this session: [#AOM2012 27](#)**Organizer:** Andrew Cardow, Massey U.**Participants:** Virginia Gerde, Duquesne U.; Eileen Kelly, Ithaca College; Alistair Mutch, Nottingham Trent U.; Steven Austin Stovall, Wilmington College**28**  : (MOC, OB, MSR) **Mindfulness Research and Practice: Building Bridges Across Disciplines**


8:00am - 12:00pm Sheraton Boston Hotel: Fairfax A

Tweet this session: [#AOM2012 28](#)*Presenters include neuroscientists, a doctors, a psychiatrist, a Buddhist monk, and managers of organizational mindfulness programs.***Organizers:** Christopher Lyddy, Case Western Reserve U.; Darren Good, Pepperdine U.; Hannes Leroy, Katholieke U. Leuven**Presenters:** Paul W.B. Atkins, Australian National U.; Richard E. Boyatzis, Case Western Reserve U.; Erik Ian Dane, Rice U.; C. Marlina Fiol, U. of Colorado, Denver; Jeremy Hunter, Drucker School of Management; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Edward O'Connor, U. of Colorado, Denver; Sara Lazar, Massachusetts General Hospital; Elizabeth Hoge, Harvard U.; Tenzin Priyadarshi Rinpoche, Massachusetts Institute of Technology; Ronald Siegel, Harvard U.; Judson Brewer, Yale U.; Mirabai Bush, The Center for Contemplative Mind in Society; Edi Pasalis, Kripalu Center for Yoga & Health; Karen Salvato, Harvard Pilgrim Health Care; Richard Fernandez, Google**Participants:** Alia Crum, Yale U.; Jason Jesurum Jay, Massachusetts Institute of Technology**29** : (MOC, RM, OMT, ENT) **Content Analysis in Organizational Research: Techniques and Applications**





8:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom C

Tweet this session: [#AOM2012 29](#)**Organizers:** Moriah A. Meyskens, Babson College; Lori Kiyatkin, Towson U.; Michael D. Pfarrer, U. of Georgia**Presenters:** Jeremy Collin Short, Texas Tech U.; Brayden G King, Northwestern U.; Anastasiya A. Zavyalova, U. of Maryland, College Park; Vilmos F. Misangyi, Pennsylvania State U.; Miles A. Zachary, Texas Tech U.; Mark Thomas Kennedy, U. of Southern California; Paula Marie O'Kane, U. of Otago; Rhonda K. Reger, U. of Maryland; Larry Stimpert, Colorado College**30**    : (MSR) **Religious Traditions, Spirituality and the Researcher's Journey**

8:00am - 10:00am Sheraton Boston Hotel: Independence West

Tweet this session: [#AOM2012 30](#)**Coordinators:** Mai P. Trinh, Case Western Reserve U.; Susan S. Case, Case Western Reserve U.**Speakers:** Tim Ewing, Case Western Reserve U.; Susan S. Case, Case Western Reserve U.; Wassem Abaza, Case Western Reserve U.; J. Goosby Smith, Pepperdine U.**31** : (OB, HR) **The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty**

8:00am - 12:00pm Boston Park Plaza: Arlington Room

Tweet this session: [#AOM2012 31](#)**Organizers:** Jaron Harvey, U. of Alabama; John J. Sumanth, Southern Methodist U.**Presenters:** Francesca Gino, Harvard U.; David R. Hekman, U. of Colorado; Russell E. Johnson, Michigan State U.; Maribeth Kuenzi, Southern Methodist U.; Nathan Philip Podsakoff, U. of Arizona; Christopher C. Rosen, U. of Arkansas, Fayetteville  
**Panelists:** Jennifer Howard-Grenville, U. of Oregon; Lisa M. Leslie, U. of Minnesota; Malia Mason, Columbia U.**32**    : (OB, HR) **Where Millennials, Awareness, and the Informal Economy Meet: an Evolutionary Perspective**

8:00am - 10:00am Boston Park Plaza: White Hill Room

Tweet this session: [#AOM2012 32](#)**Presenters:** Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana Holt, Woodbury U.**33** : (OCIS) **Junior Faculty Consortium**

8:00am - 4:00pm Boston Hynes Convention Center: Room 107

Tweet this session: [#AOM2012 33](#)*By application only.***Organizer:** Elizabeth Davidson, U. of Hawaii-Manoa  
**Discussants:** Cynthia M. Beath, U. of Texas, Austin; Mike Chiasson, Advanced Institute of Management Research and Aston Business School, UK; Paul Hart, Florida Atlantic U.; M. Lynne Markus, Bentley U.; Michael G. Morris, U. of Virginia**34** : (OCIS) **Doctoral Consortium**

8:00am - 4:00pm Boston Hynes Convention Center: Room 108

Tweet this session: [#AOM2012 34](#)*Attendance is by application only. To apply, please submit an application online at*<https://www.easychair.org/conferences/?conf=aomocisd2012>.**Chair:** Youngjin Yoo, Temple U.**Discussants:** Noshir Contractor, Northwestern U.; Sirkka Jarvenpaa, U. of Texas, Aalto U.; Robert G. Fichman, Boston College; Michael Barrett, U. of Cambridge**35**   : (ODC, RM) **Action Research**

8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: [#AOM2012 35](#)**Facilitator:** David Coghlan, Trinity College Dublin

**36** 📄: (OMT) OMT Jr Faculty Consortium

8:00am - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: #AOM2012 36

Pre-registration required contact Klaus Weber at [klausweber@northwestern.edu](mailto:klausweber@northwestern.edu). Participants will go to Teaching Roundtables 3-5 PM

Organizers: Klaus Weber, Northwestern U.; Martine Haas, U. of Pennsylvania

Presenters: Andrew V. Shipilov, INSEAD; Brayden G King, Northwestern U.; Daniel Levinthal, U. of Pennsylvania; Davide Ravasi, Bocconi U.; Harry G. Barkema, London School of Economics; Isabel Fernandez-Mateo, London Business School; Gerald F Davis, U. of Michigan; Kamal Munir, U. of Cambridge; Kathleen M. Eisenhardt, Stanford U.; Olav Sorenson, Yale School of Management; Raymond T Sparrowe, Washington U. in St. Louis; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Silviya Svejnova, ESADE Business School; Stefan Jonsson, Uppsala U.; Tim Pollock, Pennsylvania State U.; Tina Dacin, Queen's U.

**37** 🗣️📄: (OMT) System Theory III: System-Theoretical Perspectives on Collaboration and Distributed Management

8:00am - 12:00pm Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 37

We will circulate information material before the PDW to registered participants. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

Organizer: Andre Reichel, Zeppelin U.

Speakers: James C. McHann, Walsh College; Laura Frost, Walsh College

Presenters: Harald Heinz Tuckermann, U. of St. Gallen; Felix Langenmayr, U. of Zurich; Donald Neumann, U. of Stuttgart; Andrew Martin, U. of Sydney; Lukas Scheiber, U. of Stuttgart

**38** 📄: (OMT, MOC) OMT/MOC Doctoral Consortium 2012

8:00am - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: #AOM2012 38

Registration: Eva Boxenbaum [eva.boxenbaum@mines-paristech.fr](mailto:eva.boxenbaum@mines-paristech.fr) and Shelley Brickson [brickson@uic.edu](mailto:brickson@uic.edu). Includes Teaching Roundtables 3-5 PM. 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 1, 2012.

Organizers: Peer C. Fiss, U. of Southern California; Eva Boxenbaum, Mines ParisTech; Shelley Brickson, U. of Illinois, Chicago; Frances H. Fabian, U. of Memphis  
 Presenters: Gerald F Davis, U. of Michigan; Mary Ann Glynn, Boston College; Colin M. Fisher, Boston U.; Philippe M. Monin, EM Lyon; Renate Elisabeth Meyer, WU Vienna  
 Participants: Jason Davis, Massachusetts Institute of Technology; Rodolphe Durand, HEC Paris; Hillary Anger Elfenbein, Washington U. in St. Louis; Stine Grodal, Boston U.; Spencer Harrison, Boston College; Pursey Heugens, RSM Erasmus U.; Tanya Menon, U. of Chicago; Christopher I. Rider, Emory U.; Wesley Sine, Cornell U.; Wendy K. Smith, U. of Delaware; Marco Tortoriello, IESE Business School; Tammar B. Zilber, Hebrew U. of Jerusalem

**39** 🗣️: (PTC, OB, ODC, PNP, SAP, HCM, MC, TIM) Managing Change in the Aftermath of Extreme Events

8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: #AOM2012 39

Chair: David Buchanan, Cranfield U.

Coordinators: David Denyer, Cranfield U.; Clare Kelliher, Cranfield U.

Participants: Elena P. Antonacopoulou, U. of Liverpool; Gregory A. Bigley, U. of Washington; John S. Carroll, Massachusetts Institute of Technology; Dominic Elliott, U. of Liverpool; Alexander Fliaster, Otto-Friedrich U.; Robert P. Gephart, U. of Alberta; Carole Lalonde, U. Laval; Martina K. Linnenluecke, U. of Queensland; Allan Macpherson, U. of Wisconsin, La Crosse; Sotirios Paroutis, U. of Warwick; Kuo Frank Yu, City U. of Hong Kong

**40** 📄: (RM, CMS, GDO) Multi-Sited Ethnography: New Possibilities for Research Design in Organization Studies

8:00am - 10:00am Westin Copley Place: Empire

Tweet this session: #AOM2012 40

Participants: Karen Locke, College of William and Mary; Karen Lee Ashcraft, U. of Colorado, Boulder; Pushkala Prasad, Skidmore College

**41** 🗣️📄: (SAP) Publishing Strategy as Practice Research: Paper Development Workshop

8:00am - 10:00am Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 41

Organizers: Chahrazad Abdallah, U. of London, Birkbeck; Claus D Jacobs, U. of St. Gallen; Emmanuelle Reuter, U. of St. Gallen; Rebekka Sputtek, U. of St. Gallen (HSG)

Professional Development Workshop Chair: Tomi M. M. Laamanen, U. of St. Gallen

**42** 📄📄: (SIM) 2012 SIM Doctoral Consortium

8:00am - 6:00pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 42

Pre-registration required by 1st August:

[secure.aomonline.org/PDWRegSponsors](https://secure.aomonline.org/PDWRegSponsors): Center for Corporate Citizenship; and the Beard Institute

Coordinators: Jill Ann Brown, Lehigh U.; Andrew C Wicks, U. of Virginia

Presenter: Donna J Wood, U. of Northern Iowa

Participants: Anke Arnaud, Embry Riddle Aeronautical U.; Melissa S. Baucus, U. of Louisville; Archie B Carroll, U. of Georgia; Dawn R Elm, U. of St. Thomas; Shawn Berman, U. of New Mexico; Stephen Brammer, U. of Warwick; Marne L. Arthaud-Day, Kansas State U.; Ann K. Buchholtz, Rutgers U.; Heather Elms, American U.; Edward Freeman, U. of Virginia; Virginia Gerde, Duquesne U.; Michelle Greenwood, Monash U.; Johanne Grosvold, U. of Bath; Jamie R. Hendry, Bucknell U.; Dima Jamali, American U. of Beirut; Michael E Johnson-Cramer, Bucknell U.; Robert A. Phillips, Boston U.; Kathleen Rehbein, Marquette U.; Lori Versteegen Ryan, San Diego State U.; Harry J Van Buren, U. of New Mexico; James Weber, Duquesne U.; Michelle Karen Westermann-Behaylo, American U.; Cynthia Clark, Bentley U.; Duane Windsor, Rice U.; Richard E Wokutch, Virginia Tech

**43** 🗣️🗣️: (TIM, MSR) Innovative Technology, Intuition, and Spirituality in the Informal Economy




8:00am - 10:00am Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 43

Chair: Dianne HB Welsh, U. of North Carolina, Greensboro

Participants: Dianne HB Welsh, U. of North Carolina, Greensboro; Cecilia M Falbe, U. at Albany-SUNY; Arthur L. Jue, U. of Phoenix;

**Orneita Burton**, Abilene Christian U.; **Steve Goveia**, Tectura Corporation

**44**   : (TIM, OB, BPS) **Reconsidering the Front End of Innovation. Integrating Internal and External Idea Management**

8:00am - 10:00am Boston Hynes Convention Center: Room 301

Tweet this session: [#AOM2012 44](#)

**Organizers:** Jan Van den Ende, Erasmus U. Rotterdam; **Lars Frederiksen**, Aarhus Business School

**Distinguished Speaker:** Dwayne Spradlin, InnoCentive

**Chair:** Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

**Discussants:** Michael Frese, National U. of Singapore; **Linus Dahlander**, ESMT European School of Management and Technology

**Presenters:** Markus Baer, Washington U. in St. Louis; **Allan N Afuah**, U. of Michigan; **Dirk Deichmann**, VU U. Amsterdam; **Oliver Alexy**, Imperial College London




**Friday 8:30AM**

**45**   : (BPS) **Fostering Publication from Around the World in Leading Organization and Strategy Journals**

8:30am - 1:00pm Boston Hynes Convention Center: Room 103

Tweet this session: [#AOM2012 45](#)

**Organizer:** Tunji Adegbesan, Lagos Business School




**46**   : (ODC) **InterACTION! an Interactive OD tool for Not-for-Profits**

8:30am - 10:30am Sheraton Boston Hotel: Gardner A

Tweet this session: [#AOM2012 46](#)

**Chair:** Dalitso Samson Sulamoyo, Illinois Association of Community Action Agencies

**Participants:** Sara Ratcliffe, Illinois Association of Community Action Agencies; **Christine Westerlund**, Illinois Association of Community Action Agencies

**47**   : (ODC) **ODC Doctoral Student Consortium - Friday Session (invitation only)**

8:30am - 2:15pm Sheraton Boston Hotel: Gardner B

Tweet this session: [#AOM2012 47](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the session chair Jim Ludema ([jludema@ben.edu](mailto:jludema@ben.edu)) to obtain the approval code. The deadline to register online is August 1, 2012.*

**Chair:** James D Ludema, Benedictine U.

**Presenters:** Quy Nguyen Huy, INSEAD; Marguerite Schneider, NJIT; William A Pasmore, Columbia U.; Rune Todnem By, Staffordshire U.; Jason D. Shaw, U. of Minnesota

**Panelists:** Jeffrey D Ford, Ohio State U.; David Stephen Grant, U. of Sydney; Danielle Zandee, Nyenrode Business U.; Clifford Oswick, City U.; Michael R Manning, New Mexico State U.; Ronald Fry, Case Western Reserve U.; Karen Jansen, U. of Virginia; Richard W. Woodman, Texas A&M U.; Ian Palmer, RMIT U.; Gavin M. Schwarz, U. of New South Wales

**48**   : (PNP, HCM) **Pushing Boundaries: Cross-Sector Partnerships in Healthcare**

8:30am - 12:30pm Marriott Boston Copley Place: Boylston

Tweet this session: [#AOM2012 48](#)

**Organizers:** Marlene Janzen Le Ber, Western U.; Oana Branzei, U. of Western Ontario; Eric C. Martin, Bucknell U.; David Graham Hyatt, U. of Arkansas, Fayetteville

**Facilitators:** Amelia C. Clarke, U. of Waterloo; Ellen T. Crumley, U. of Alberta; Jason Jesurum Jay, Massachusetts Institute of Technology; Arno Kourula, Stanford U.; Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Rafael Lucea, George Washington U.; Israr Qureshi, Hong Kong Polytechnic U.; Babita Bhatt, Carleton U.; Yvonne Ndifor, U. of Hull

**Discussants:** Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Andrew Crane, York U.; Barbara Gray, Pennsylvania State U.; Kimberley Roussin Isett, Columbia U.; Ans Kolk, U. of Amsterdam; Ted London, U. of Michigan; Trish Reay, U. of Alberta; Miguel Rivera-Santos, Babson College; May Seitanidi, U. of Hull; John W Selsky, U. of South Florida Polytechnic; Hildy Teegen, U. of South Carolina

**Friday 9:00AM**

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

9:00am - 10:30am Westin Copley Place: Great Republic

Tweet this session: [#AOM2012 49](#)

*Pre-registration required.*

**Organizers:** Belle Rose Ragins, U. of Wisconsin, Milwaukee; Cynthia E. Devers, Michigan State U.

**50**   : (ENT) **Entrepreneurship Doctoral Consortium**

9:00am - 5:00pm Offsite: Northeastern University Campus

Tweet this session: [#AOM2012 50](#)

*Northeastern University College of Professional Studies, Belvidere Hall. Belvidere Hall is across from the Sheraton Hotel. The entrance is directly across from the reflecting pool of the Christian Science Plaza. Pre-registration*

*required: <https://secure.aomonline.org/PDWReg>. contact organizers to obtain approval code. deadline is August 1, 2012.*

**Chairs:** Joe Coombs, Virginia Commonwealth U.; Keith Hmieleski, Texas Christian U.

**51**   : (ENT) **Early Career Development Consortium**

9:00am - 5:00pm Offsite: Northeastern University Campus.

Tweet this session: [#AOM2012 51](#)

*Pre-registration required: contact workshop organizers for permission prior to Aug 1. Northeastern University, 50 Dodge Hall. Dodge Hall is on 360 Huntington Avenue between the Boston YMCA and Northeastern's "Green" (walking West on Huntington Avenue away from hotels).*

**Chairs:** David Deeds, U. of St. Thomas; Donna Marie DeCarolis, Drexel U.

**52** : (HCM) **HCMD Emerging Scholars Welcome Breakfast**

9:00am - 10:00am Marriott Boston Copley Place: Salon A

Tweet this session: [#AOM2012 52](#)

*To register online, please visit*

*<https://secure.aomonline.org/PDWReg> by July 15, 2012.*

**53**  : (HR) **HR Corporate Tour: Trip to Fidelity Investments**

9:00am - 1:00pm Offsite: Fidelity Investments Boston

Tweet this session: [#AOM2012 53](#)

Pre-registration is required at <https://secure.aomonline.org/PDWRReg>. The cost to register is \$30.00 and the deadline to register online is July 1, 2012.  
Organizer: **Frederick P. Morgeson**, Michigan State U.

**54** 🗄️: (HR, OB) **The state of the chief human resource officer (CHRO): Advancing research and effectiveness**

9:00am - 12:00pm Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 54**

Organizer: **Ozias A. Moore**, Cornell U.

Chair: **Patrick Wright**, Cornell U.

Presenters: **Fred K Foulkes**, Boston U.; **Edward E. Lawler III**, U. of Southern California; **Otha T. Spriggs III**, Boston Scientific; **Jack T. Mollen**, EMC Corporation; **Dennis Collings**, Partners Healthcare; **Lisa Kelly-Crowell**, Vertex Pharmaceuticals

**55** 🌐➔🗣️: (IM, PTC, ITC, BPS) **Executive Concerns with the international Informal Economy - A Practitioners-Scholars Dialogue**

9:00am - 12:30pm Offsite: Northeastern University.

Tweet this session: **#AOM2012 55**

This session involving several Executives, active in the greater Boston area, is held on the premises of Northeastern.

Northeastern University, 70 Dodge Hall (case room), Dodge Hall is on 360 Huntington Avenue between the Boston YMCA and Northeastern's "Green" (walking West on Huntington Avenue away from hotels). Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.

Organizer: **Cordula Barzantny**, Groupe ESC Toulouse Business School

Distinguished Speakers: **Laurie D. Andriate**, WR Grace; **Joseph N. Gibbons**, COVIDIEN

Facilitators: **Mary Yoko Brannen**, U. of Victoria/ INSEAD; **Nicholas Athanassiou**, Northeastern U.; **Allan Bird**, Northeastern U.; **Bjoern Z. Ekelund**, Human Factors

**56** 🗄️🗣️🌐: (MSR, OB) **Fundamentalists at Work: Individual & Organizational Consequences of Fundamentalism at the Workplace**

9:00am - 11:00am Sheraton Boston Hotel: Fairfax B

Tweet this session: **#AOM2012 56**

The PDW will be comprised of two parts: presentations regarding current research and knowledge and open discussion among participants.

Organizer: **Avi Kay**, Jerusalem College of Technology

Discussant: **Steve Allison**, Abilene Christian U.

Speakers: **James E. King**, U. of Alabama, Tuscaloosa; **Khadija Al Arkoubi**, U. of New Haven

**57** 🗄️: (MSR, OB) **The Integration Box: A Faith, Religion, and Spirituality at Work Assessment Tool**

9:00am - 11:00am Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 57**

Speaker: **Tim Ewest**, Wartburg College

Presenter: **David W. Miller**, Princeton U.

**58** 🗄️: (ODC, MC, OB) **Two Methods for Making Diversity Productive for Innovation in Teams**

9:00am - 11:00am Sheraton Boston Hotel: Hampton A

Tweet this session: **#AOM2012 58**

We present and explore two methods to make diversity productive for innovation in teams from a practitioners' standpoint who have academic roots.

Presenters: **Karin Derksen**, VU U. Amsterdam; **Bjoern Z. Ekelund**, Human Factors; **Leon De Caluwe**, Vrije U.

**59** 🗄️: (SIM, OB) **Bringing Organizational Context Back into Behavioral Ethics Research**

9:00am - 1:00pm Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 59**

Organizers: **Scott Sonenshein**, Rice U.; **Linda K. Trevino**, Pennsylvania State U.

Presenters: **Karl Aquino**, U. of British Columbia; **Joshua D Margolis**, Harvard U.; **David Mayer**, U. of Michigan; **Niki A. den Nieuwenboer**, Santa Clara U.; **Sim B. Sitkin**, Duke U.; **Ann Tenbrunsel**, U. of Notre Dame; **Gary R. Weaver**, U. of Delaware

**60** 🗄️: (TTC, MED) **Best Practices in Online and Blended Assignment Design: A TTC Interactive Workshop**

9:00am - 11:00am Sheraton Boston Hotel: Berkley B

Tweet this session: **#AOM2012 60**

Apply practices for online and blended assignment design. Attention to leveraging Web, preventing integrity issues, and increasing engagement.

Organizer: **Christina A. Hannah**, U. of Maryland, U. College

Presenters: **Anna Andriasova**, U. of Maryland, U. College; **Anke Arnaud**, Embry Riddle Aeronautical U.; **Toni Ungaretti**, Johns Hopkins U.

**61** 🗄️: (TTC, OB, HR, OCIS, HCM) **Teaching with Technology: Sharing Resources in an Academic Informal Economy**

9:00am - 12:00pm Sheraton Boston Hotel: Beacon D

Tweet this session: **#AOM2012 61**

Join our session to experience, share, and discuss a variety of resources for teaching with technology

Organizer: **Randall G. Sleeth**, Virginia Commonwealth U.

Participants: **Joan L. Weiner**, Drexel U.; **Randall B. Dunham**, U. of Wisconsin, Madison; **Joseph E Champoux**, Emeritus U. of New Mexico; **Bonnie S. O'Neill**, Marquette U.; **Kim Gower**, Virginia State U.

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### Friday 9:30AM

**62** 🗄️🗣️🌐: (PTC, TTC, MC, OCIS, MOC, MSR, ITC, HCM) **Design Thinking for Beginners - Introducing Design Thinking as Innovation Practice**

9:30am - 12:00pm Offsite: Northeastern University

Tweet this session: **#AOM2012 62**

Cabral Center Northeastern University 40 Leon St Boston, MA 02115

Organizers: **Katharina Hoelzle**, U. of Potsdam; **Ulrich Weinberg**, Hasso Plattner Institute; **Claudia Nicolai**, Hasso Plattner Institute; **Jochen Schweitzer**, U. of Technology, Sydney

Facilitators: **Niels Billou**, U. of Western Ontario; **Joanne Jakovich**, U. of Technology, Sydney; **Heike van Geel**, SAP; **Julia Leihner**, Deutsche Telekom

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### Friday 10:00AM

**63** : (AAA) **Guiding the Qualitative E-Researcher Towards Ethical Scholarship**

10:00am - 12:30pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 63**




Janet Salmons will draw on examples presented in *Online Interviews in Real Time* (Salmons, 2010) and *Cases in Online Interview Research* (Salmons, 2012) and explain her E-Interview Research Framework, an inter-related set of key questions to consider and models to use when designing, or reviewing a design, for online qualitative data collection. She will also share other resources, including ethical guidelines adopted by the Association of Internet Researchers. &#8195; Salmons, J. E. (2010). *Online Interviews in Real Time*. Thousand Oaks: Sage Publications. Salmons, J. E. (2012). *Cases in online interview research*. Thousand Oaks: Sage Publications.  
Presenter: **Janet E. Salmons**, Capella U.

**64**   : (BPS, OMT, ENT) **The Pleasures and Perils of Single Industry Research**

10:00am - 12:00pm Boston Hynes Convention Center: Room 203  
Tweet this session: **#AOM2012 64**

**Coordinators:** **Joseph Lampel**, City U. London; **Jamal Shamsie**, Michigan State U.



**Participants:** **Marvin B Lieberman**, U. of California, Los Angeles; **Michael G. Jacobides**, London Business School; **Melissa A Schilling**, New York U.; **Amalya L Oliver**, Hebrew U. of Jerusalem; **Lacy Glenn Thomas**, Emory U.

**65**   : (IM, ITC, GDO) **Doing Management Research in Africa and the Diaspora: The Informal Economy**

10:00am - 12:30pm Boston Hynes Convention Center: Room 109  
Tweet this session: **#AOM2012 65**

**Chairs:** **Terri R Lituchy**, Concordia U.; **Betty Jane Punnett**, U. of West Indies

**Presenters:** **Bella L. Galperin**, U. of Tampa; **Khaleid Holder**, U. of West Indies; **Thomas Senaji**, Kenya Methodist U.; **Alethea Thomas**, U. of West Indies; **Lynette Willaims**, U. of West Indies

**66**  : (MED) **What Are Our Students Learning? Outcome Assessment: Learning, Development and Accreditation**

10:00am - 12:00pm Marriott Boston Copley Place: Salon F  
Tweet this session: **#AOM2012 66**





**Chair:** **Richard E. Boyatzis**, Case Western Reserve U.  
**Participants:** **Scott N. Taylor**, U. of New Mexico; **Fabrizio Gerli**, U. Ca' Foscari of Venice; **Joan Manuel Batista-Foguet**, ESADE; **Ricard Serlavos**, ESADE

**67**  : (MED, D&ITC) **Supporting Learner Effectiveness: Latinos, Veterans, and Other Marginalized Populations**

10:00am - 12:00pm Marriott Boston Copley Place: Salon C  
Tweet this session: **#AOM2012 67**

**Organizers:** **William H. Prado**, Green Mountain College; **J. Goosby Smith**, Pepperdine U.

**Presenters:** **Jeanne Dorle**, Laureate Education Inc; **George Guim**, National Hispanic U.

**68**    : (ODC, BPS, SAP, MC) **Post-Merger Integration: Research, Practice & Teaching**

10:00am - 2:00pm Sheraton Boston Hotel: Republic B  
Tweet this session: **#AOM2012 68**

*We will review recent articles with reflections from distinguished scholar, focus on practice/teaching, and brainstorm on advancing research. Pre-registration is required for this workshop. To register*

*online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Quy Nguyen Huy**, INSEAD; **Taco Reus**, Erasmus U. Rotterdam

**Speakers:** **Julie Bayle-Cordier**, Audencia Management School; **Laurence Capron**, INSEAD; **Sayan Chatterjee**, Case Western Reserve U.; **Melissa Graebner**, U. of Texas, Austin; **Kimberly M Ellis**, Florida Atlantic U.; **Tomi M. M. Laamanen**, U. of St. Gallen; **Philip H. Mirvis**, Center for Corporate Citizenship; **Phanish Puranam**, London Business School; **Mark Sirower**, Deloitte Consulting; **Inger G. Stensaker**, Norwegian School of Economics; **Eero Vaara**, Hanken School of Economics



**Friday 10:15AM**

**69**  : (BPS, OMT) **Alliance Portfolios - Paper Development Workshop**

10:15am - 12:15pm Boston Hynes Convention Center: Room 202  
Tweet this session: **#AOM2012 69**

*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 1, 2012.*

**Organizers:** **Dovev Lavie**, Technion Israel Institute of Technology; **Olga Petrovna Bruyaka**, Virginia Polytechnic Institute  
**Participants:** **Jaideep Anand**, Ohio State U.; **Devi R Gnyawali**, Virginia Polytechnic Institute; **Koen Heimeriks**, Erasmus U. Rotterdam; **Werner Helmut Hoffmann**, WU Vienna; **Jeffrey J. Reuer**, Purdue U.; **Ulrich Wassmer**, Concordia U.

**70**  : (BPS, OMT) **What are the Drivers of Innovation & Technology? Understanding Antecedents to Search**


10:15am - 1:15pm Boston Hynes Convention Center: Room 303  
Tweet this session: **#AOM2012 70**

*Pre-registration is required at <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is July 15, 2012. After the deadline has passed, please contact the organizer, Nilanjana Dutt, for special permission to attend the PDW.*

**Organizers:** **Nilanjana Dutt**, Duke U.; **William G Mitchell**, Duke U.; **John Joseph**, Duke U.

**Discussants:** **Gautam Ahuja**, U. of Michigan; **Paul Almeida**, Georgetown U.; **Giovanni Gavetti**, Harvard U.; **Constance E Helfat**, Dartmouth College; **Riitta Katila**, Stanford U.; **Anita M McGahan**, U. of Toronto; **Atul Nerkar**, U. of North Carolina, Chapel Hill; **M. Lourdes Sosa**, London Business School

**Presenter:** **Francesco Di Lorenzo**, ESADE Business School

**71** : (CM) **Restorative Justice: Integrating Multidisciplinary Perspectives on Research and Practice**

10:15am - 12:45pm Boston Park Plaza: Berkeley & Clarendon Room  
Tweet this session: **#AOM2012 71**

*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 1, 2012.*

**Organizers:** **David Lewin**, U. of California, Los Angeles; **Lindred L. Greer**, U. of Amsterdam

**Presenters:** **Karl Aquino**, U. of British Columbia; **Robert Bies**, Georgetown U.; **Alexander Colvin**, Cornell U.; **Ryan Fehr**, U. of Washington, Seattle; **Deborah Kidder**, U. of Hartford; **Thomas A**

**Kochan**, Massachusetts Institute of Technology; **Lukas B. Neville**, Queen's School of Business, Canada; **Christine L. Porath**, Georgetown U.

**72** : (ENT) **Beyond Discovery and Creation: Opportunities in Entrepreneurship Research**



10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom B  
Tweet this session: [#AOM2012 72](#)

**Coordinators:** **Henrik Berglund**, Chalmers U. of Technology; **Steffen Korsgaard**, Aarhus U.; **Kåre Sven Moberg**, Copenhagen Business School  
**Presenter:** **William B. Gartner**, Clemson U.

**73** : (HCM) **Research Strategies: Moving from Data to Publication through Management of Data, People & Process**




10:15am - 12:15pm Marriott Boston Copley Place: Salon H  
Tweet this session: [#AOM2012 73](#)

**Chair:** **Ann Scheck McAlearney**, Ohio State U.  
**Presenters:** **Mattia J Gilmartin**, New York U.; **Timothy Hoff**, State U. of New York, Albany; **Alexandre Laberge**, Centers for Medicare and Medicaid Services; **Ingrid M. Nembhard**, Yale U.

**74**  : (HR, MED) **Comparing HRM curricula: How well are we preparing the HR professionals of the future?**

10:15am - 12:15pm Boston Park Plaza: Stuart Room  
Tweet this session: [#AOM2012 74](#)

**Organizers:** **Karen Becker**, Queensland U. of Technology; **Laura Parks**, James Madison U.  
**Participants:** **Paul Davidson**, Queensland U. of Technology; **Anne S. Huff**, National U. of Ireland Maynooth

**75**   : (MC) **Researching Informal Economy of Stressors Detouring Successful Completion of the Doctoral Journey**




10:15am - 1:15pm Westin Copley Place: Empire  
Tweet this session: [#AOM2012 75](#)

**Organizers:** **Marilyn E Harris**, Capella U.; **Anne Saber Hallcom**, Kellar Graduate School of Management; **Katherine Eugenie Dew**, Hodges U.; **Joseph Baugh**, U. of Arizona South; **Rodger Oren**, Macon State College  
**Participant:** **Shelia Brown**, Capella U.

**76**   : (MED) **Are we Missing the Mark? Designing and Assessing Management Curricula**

10:15am - 12:15pm Marriott Boston Copley Place: Salon B  
Tweet this session: [#AOM2012 76](#)

*This PDW is designed to address concerns of the workforce readiness of college students.*  
**Organizers:** **Arlise P. Mckinney**, Coastal Carolina U.; **Erika Engel Small**, Coastal Carolina U.  
**Presenters:** **Angela Miles**, North Carolina A & T State U.; **Matrecia S.L. James**, Jacksonville U.; **Millicent F. Nelson**, Middle Tennessee State U.; **Alice C Stewart**, North Carolina A & T State U.; **Jennifer Oyler**, Texas A&M U., Commerce; **Crissie M. Frye**, Eastern Michigan U.; **Stephanie E Newell**, Eastern Michigan U.; **J Kay Keels**, Coastal Carolina U.; **Darla Domke-Damonte**, Coastal Carolina U.; **Janice A. Black**, Coastal Carolina U.

**77**   : (MOC, RM, IM) **Four Methodological Approaches to Measuring Culture as Knowledge**




10:15am - 1:15pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: [#AOM2012 77](#)

*Preregistration is encouraged to solicit feedback for forming breakout sessions.*

**Organizer:** **Josh W. Keller**, Nanyang Technological U.

**Discussant:** **Wendi L. Adair**, U. of Waterloo

**Presenters:** **Jeffrey Loewenstein**, U. of Illinois, Urbana-Champaign; **Dan V. Caprar**, Australian School of Business; **Chi-Ying Cheng**, Singapore Management U.

**78**   : (OB, MED) **Management, Design and Decision Making: Bringing Scholars to a Deeper, Shared Understanding of OB**



10:15am - 12:15pm Boston Park Plaza: Whittier Room  
Tweet this session: [#AOM2012 78](#)

**Coordinator:** **Nigel Patrick Munro-Smith**, RMIT U.  
**Presenter:** **Sherman Chin**, \*

**79** : (OB, TIM) **Innovative Idea Management**

10:15am - 1:45pm Boston Park Plaza: White Hill Room  
Tweet this session: [#AOM2012 79](#)




**Organizers:** **Tiffany Schroeder**, Case Western Reserve U.; **Weylin Burlingame**, Weatherhead School of Management  
**Presenters:** **Fabrice Cavarretta**, ESSEC Business School; **Yochi Cohen-Charash**, Baruch College & Graduate Center, CUNY; **Mary K. Foster**, Morgan State U.; **Darja Gutnick**, U. of Groningen; **Weylin Burlingame**, Weatherhead School of Management; **Julia Eisenberg**, Rutgers U.

**80**  : (ODC, MC, MED) **"That was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change**

10:15am - 12:15pm Sheraton Boston Hotel: Independence West  
Tweet this session: [#AOM2012 80](#)

*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.; **David Jamieson**, U. of St. Thomas; **Susan Resnick West**, U. of Southern California; **Gary Wagenheim**, Simon Fraser U.; **Sara McClelland**, U. of Southern California

**81**   : (PTC, OB, HCM) **Informal Leadership at the Base of the Economic Pyramid: Research of Practice & Practice of Research**

10:15am - 12:15pm Boston Hynes Convention Center: Room 209  
Tweet this session: [#AOM2012 81](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Nagaraj Sivasubramaniam**, Duquesne U.; **Krzysztof Dembek**, Monash U.

**82** : (RM) **Using Computer Assisted Qualitative Data Analysis Software IV: CAQDAS in Practice**

10:15am - 12:45pm Westin Copley Place: Essex North-Center & East  
Tweet this session: [#AOM2012 82](#)

**Presenters:** **Paula Marie O'Kane**, U. of Otago; **Jane Kirsten Le**, U. of Sydney; **Anne D. Smith**, U. of Tennessee, Knoxville

**83** : (RM) **Research Methods Aimed at Measuring the Informal Aspects of Organizational Performance**




10:15am - 12:15pm Westin Copley Place: Helicon  
Tweet this session: [#AOM2012 83](#)

**Chair:** **Henri Savall**, ISEOR, IAE - U. of Lyon 3

**Coordinator:** **Marc Bonnet**, ISEOR, IAE - U. of Lyon 3



**Presenters:** Robert P. Gephart, U. of Alberta; Michel Peron, ISEOR, IAE - U. of Lyon 3; Veronique Zardet, ISEOR, IAE - U. of Lyon 3

**84**   : (RM, OB, MOC) **Revisiting the Research Focus Group: A New Approach to Qualitative Investigation of Context**

10:15am - 12:15pm Westin Copley Place: Defender

Tweet this session: [#AOM2012 84](#)

**Chairs:** Wendy S. Becker, Shippensburg U.; Michael J. Burke, Tulane U.




**85** : (SIM, MED) **Creating Balance: Enhancing cognitive skills and behavioural change in course design**

10:15am - 11:45am Marriott Boston Copley Place: Salon A

Tweet this session: [#AOM2012 85](#)

**Organizer:** Howard Harris, U. of South Australia

**Participants:** Tara L. Ceranic, U. of San Diego; Joseph P. Gaspar, Rutgers U.; Erich C. Fein, U. of South Australia; Aise Kim, U. of South Australia

**86**   : (TIM) **Collaboration for Innovation: Challenges of International Cooperation with Informal Economies**

10:15am - 12:15pm Boston Hynes Convention Center: Room 304

Tweet this session: [#AOM2012 86](#)

**Organizers:** Juha T Väättänen, Lappeenranta U. of Technology;

Marko T. Torkkeli, Lappeenranta U. of Technology; Alexander Settles, NRU Higher School of Economics

**Chairs:** Martin Ihrig, U. of Pennsylvania; Joao Ferreira, INESC; Ian Bitran, ISPIIM

**Facilitators:** Daria Podmetina, Lappeenranta U. of Technology; Irina Savitskaya, Lappeenranta U. of Technology; Maria Smirnova, St. Petersburg State U.; Yves Boisselier, Actif-Europe; Antero Kutvonen, Lappeenranta U. of Technology

### Friday 10:30AM

**87** : (AAA) **AMR Internationalizing Theory**

10:30am - 12:00pm Westin Copley Place: Adams

Tweet this session: [#AOM2012 87](#)


**Organizers:** Neal M. Ashkanasy, U. of Queensland; Rick Delbridge, Cardiff U.; Peer C. Fiss, U. of Southern California

**88** : (CMS) **UMass Boston Critical Management Studies Paper Development Workshop**

10:30am - 5:30pm Offsite: UMass Boston Conference Centre

Tweet this session: [#AOM2012 88](#)

**Organizer:** Craig Prichard, Massey U.




**89** : (CMS, MED) **PhD Students' Resistance Practices against Intellectual Hegemony in North American Business Schools**

10:30am - 12:30pm Marriott Boston Copley Place: Salon D

Tweet this session: [#AOM2012 89](#)

**Organizer:** Ajnesh Prasad, U. of NSW

**Participants:** Sean Christopher Buchanan, Schulich School of Business; Madeline Toubiana, Schulich School of Business; Nada Basir, Doctoral Student; Gabrielle Durepos, St. Francis Xavier U.; Trish Ruebottom, Schulich School of Business

**90**   : (GDO, IM) **Complicating Identity and Context: Global and Cross Cultural Perspectives on Women Leaders**

10:30am - 12:30pm Boston Park Plaza: Franklin Room

Tweet this session: [#AOM2012 90](#)

*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 1, 2012.*

**Organizers:** Bonita L Betters-Reed, Simmons College; Stacy Blake-Beard, Simmons College; Lynda L Moore, Simmons College  
**Chair:** Lynda L Moore, Simmons College

### Friday 10:45AM

**91** : (ENT) **Formalizing the Informal: Do Culture and Context Shape Social Entrepreneurship?**

10:45am - 12:15pm Boston Hynes Convention Center: Room 104

Tweet this session: [#AOM2012 91](#)

*Pre-registration is required. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Chairs:** Susan Coleman, U. of Hartford; Dafna Kariv, The College of Management, Rishon LeZion

**Discussants:** Paul D Reynolds, George Washington U.; Candido Borges, U. Federal de Goias; Emmanuel Raufflet, HEC Montreal;

Alain Fayolle, EM Lyon; Leo Paul Dana, U. of Canterbury

**Speakers:** Jill Kickul, New York U.; Lisa K Gundry, DePaul U.;

Louis Jacques Filion, HEC Montreal; Shaker A. Zahra, U. of Minnesota, Twin Cities; Patrick Valéau, IAE - U. of La Réunion;

Sophie Catherine Bacq, U. Catholique de Louvain; Elisabeth

Sundin, Linköping U.

**Participant:** Sarah Park, EMLYON

**92** : (RM) **Multilevel Analyses Using R**

10:45am - 12:45pm Westin Copley Place: St. George C & D

Tweet this session: [#AOM2012 92](#)

*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 1, 2012.*

**Organizers:** Hannes Guenter, Maastricht U.; Bert Schreurs, Maastricht U.

**Chair:** Hetty Van Emmerik, Maastricht U.

### Friday 11:00AM

**93**   : (TIM) **TIM Doctoral Consortium**

11:00am - 5:00pm Boston Hynes Convention Center: Room 305

Tweet this session: [#AOM2012 93](#)

*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 1, 2012.*

**Organizers:** Marco Giarratana, Bocconi U.; Sanjay Jain, Santa Clara U.

**Speakers:** Andrea Fosfuri, U. Carlos III de Madrid; Rahul Kapoor,

U. of Pennsylvania; Tobias Kretschmer, LMU Munich; Siobhan

O'Mahony, Boston U.; Tim Simcoe, Boston U.; Mary Tripsas,

Harvard U.

## Friday 11:15AM

**94** 🗄️: (MSR) Exploring the Connections between Spiritual Leadership and Performance Excellence

11:15am - 1:15pm Sheraton Boston Hotel: Gardner A

Tweet this session: #AOM2012 94

**Presenters:** Sharon Clinebell, U. of Northern Colorado; **Louis W. (Jody) Fry**, Texas A&M U. - Central Texas; **John R. Latham**, U. of Northern Colorado; **Keiko Krahnke**, U. of Northern Colorado

**95** 🗄️: (MSR, ENT) Moral Crossroads: Contemplating Formal and Informal Economy through the Noble Eightfold Path

11:15am - 1:15pm Sheraton Boston Hotel: Independence East

Tweet this session: #AOM2012 95

**Facilitators:** Joan Marques, Woodbury U.; **Satinder K Dhiman**, Woodbury U.; **Gerald Biberman**, U. of Scranton

**96** 🗄️: (MSR, PTC) Spirituality at the Workplace: Paving the Way for an International Community of Inquiry

11:15am - 1:15pm Sheraton Boston Hotel: Berkley B

Tweet this session: #AOM2012 96

*We welcome all AoM members interested in establishing connections between international organizations with common interests.*

**Organizer:** Shankar Sankaran, U. of Technology, Sydney

**Distinguished Speaker:** Victor J. Friedman, Max Stern Jezreel Valley College

**Chair:** Bronwen Ann Rees, Anglia Ruskin U.

**Facilitator:** Kathryn Goldman Schuyler, Alliant International U.

**Presenters:** Radha R. Sharma, Management Development Institute; Aaron Wijeratne, Monash U.; Jonathan Smith, Anglia Ruskin U.; Sharda Nandram, Nyenrode Business U.

**Panelists:** Yochanan Altman, BEM Bordeaux Management School; Stacie Chappell, Stacie Chappell Research and Consulting

**97** 🗄️: (TIM, ENT, BPS) Choice of Partner in Vertical Technology Alliances: The Role of Technological Resources

11:15am - 1:15pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 97

**Presenter:** Mohammad Saleh Farazi, U. Pablo de Olavide, Seville, Spain

## Friday 11:45AM

**98** 🗄️: (IM) International Management Division Paper Development Workshop

11:45am - 2:15pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 98

*This workshop is By Invitation Only. Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PPDWReg>.*

**Chair:** Alvaro Cuervo-Cazurra, Northeastern U.

## Friday 12:00PM

**99** : (AAA) Placement Services

12:00pm - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer

Tweet this session: #AOM2012 99

*Placement Services - Registration and Information*

**100** 🗄️: (SIM, ONE, MED, TIM) Effective online teaching for social and environmental topics

12:00pm - 1:30pm Marriott Boston Copley Place: Salon A

Tweet this session: #AOM2012 100

**Organizer:** Tara L. Ceranic, U. of San Diego

**Participants:** Aimee Dars Ellis, Ithaca College; Kimberly K. Merriman, U. of Massachusetts Lowell; James Weber, Duquesne U.; Howard Harris, U. of South Australia

**101** 🗄️: (TIM) 2012 AOM TIM Junior Faculty Consortium

12:00pm - 6:00pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 101

**Organizers:** Keld Laursen, Copenhagen Business School; Aija E. Leiponen, Cornell U.

**Presenters:** Rosemarie Ziedonis, U. of Oregon; M. Diane Burton, Cornell U.; Melissa A Schilling, New York U.; Ajay K. Agrawal, U. of Toronto; Fiona Murray, Massachusetts Institute of Technology; Ammon Salter, Imperial College London

## Friday 12:15PM

**102** 🗄️: (BPS, ODC) Revisiting Responsible Competitiveness - The Business Case for CSR from a Systemic Perspective

12:15pm - 2:15pm Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 102

*Registration is required. Please email Robert Kudlak at [robert.kudlak@wu.ac.at](mailto:robert.kudlak@wu.ac.at) by July 18th to register for this workshop.*

**Organizers:** Andre Martinuzzi, Wu Wien; Robert Kudlak, Wu Wien; Michal Sedlacko, Wu Wien

**Distinguished Speakers:** Mark Kramer, FSG; Nigel Roome, U. Libre de Bruxelles

**Chair:** Edeltraud Guenther, Technische U. Dresden

**Discussants:** Jegoo Lee, U. of South Florida; Sylvia Maxfield, Simmons College; Zhi Tang, Rochester Institute of Technology;

**Stefan Hielscher**, Martin-Luther U. Halle

**Presenters:** Wendy Chapple, Nottingham U.; Timothy Michael

Devinney, U. of Technology, Sydney; Minna Halme, Aalto U.;

Clyde Hull, Rochester Institute of Technology; Christos N. Pitelis,

U. of Cambridge; Christiane Reif, Centre for European Economic Research (ZEW)

**103** : (HCM) Emerging Scholars Lunch

12:15pm - 2:00pm Offsite: Local Restaurant. TBD

Tweet this session: #AOM2012 103

*Participants will pay for their own lunches at a local restaurant.*

**104** 🗄️: (HCM, NDSC) Leveraging Post-Doctoral Fellowships to Advance Your Academic Career

12:15pm - 2:00pm Offsite: Local Restaurant TBD

Tweet this session: #AOM2012 104

*Please pre-register by July 15. Capacity may be limited. Please bring money for lunch.*


**Presenter:** Sylvia J. Hysong, Michael E. DeBakey VA Medical Center

**105** 🗄️: (ODC, OB, MC) Leadership Development: Coaching Leaders to Become Transformational Using the MBTI Assessment Tool

12:15pm - 3:15pm Sheraton Boston Hotel: Republic A


Tweet this session: #AOM2012 105

**Speaker:** Stanley D Truskie, Robert Morris U.

**106** : (OM) Integrating corporate requirements into program/course curriculum: perspectives and opportunities

12:15pm - 2:15pm Westin Copley Place: Adams

Tweet this session: #AOM2012 106

Coordinator: **William James Sawaya**, Texas A&M U.Panelists: **Janet L. Hartley**, Bowling Green State U.; **Jamison V. Kovach**, U. of Houston; **Aranchalam Narayanan**, Texas A&M U.; **Gene Tyworth**, Penn State U.; **Holly Lutze**, U. of Texas, Dallas**107** : (OMT, ENT) Revealing the Cultural in Entrepreneurship and Innovation

12:15pm - 3:15pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 107


Organizers: **Jean Siobhan Clarke**, U. of Leeds; **Krsto Pandza**, U. of Leeds*Distinguished Speaker:* **Howard Aldrich**, U. of North Carolina  
*Discussants:* **Charlotte Coleman**, U. of Leeds; **Richard Thorpe**, U. of Leeds; **Joep Cornelissen**, U. of Leeds; **Davide Ravasi**, Bocconi U.; **Tyler Earle Wry**, Wharton School; **Joel Gehman**, U. of Alberta  
*Presenter:* **Miriam Wolf**, U. of Leeds  
*Panelist:* **Robin Holt**, U. of Liverpool  
*Participant:* **Peter Karnoe**, Copenhagen Business School**108** : (ONE, SIM) Disasters, Crises, Environmental Accidents: Theory Development & Rigor Based on Small Sample Sizes

12:15pm - 3:15pm Marriott Boston Copley Place: Salon C

Tweet this session: #AOM2012 108


*Because disasters, crises, and environmental accidents unfold in complex ways with varying consequences. 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 1, 2012.*Chairs: **Ken Chung**, California State U. East Bay; **Martina K. Linnenluecke**, U. of Queensland*Facilitators:* **Shaz Ansari**, U. of Cambridge; **Thomas Beamish**, U. of California, Davis; **David Buchanan**, Cranfield U.; **David Denyer**, Cranfield U.; **Andrew Griffiths**, U. of Queensland; **Andrew J. Hoffman**, U. of Michigan; **Clare Kelliher**, Cranfield U.; **Alan D. Meyer**, U. of Oregon; **Paul Shrivastava**, Concordia U.; **Monika Winn**, U. of Victoria

## Friday 12:30PM

**109** : (BPS) Complementing the Case Method: Can't we do Something (Anything!) Other than another Case?

12:30pm - 2:30pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 109

*Pre-registration is required. Participants are asked to submit one exercise, video clip, role play, assignment or other pedagogical tool.*Organizer: **Margaret Cording**, IMD*Facilitators:* **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Thomas P. Moliterno**, U. of Massachusetts, Amherst  
*Speaker:* **Bettina Buechel**, IMD**110** : (BPS, ENT) Field Experiments in Management Research

12:30pm - 2:30pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 110

Organizer: **Bryan Kaiser Stroube**, U. of Maryland, College Park  
Moderator: **Olav Sorenson**, Yale School of ManagementSpeakers: **Iwan Barankay**, U. of Pennsylvania; **Rachel Croson**, U. of Texas, Dallas; **Nick Bloom**, Stanford U.; **Adam M. Grant**, The Wharton School, UPENN; **Geoff Kistruck**, The Ohio State U.**111** : (GDO, MEN) Publishing Diversity Research Workshop

12:30pm - 3:30pm Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 111

*Manuscript submission deadline is June 1. Email [raymond.trau@sydney.edu.au](mailto:raymond.trau@sydney.edu.au) for registration approval code.**Online registration required by July 1. Pre-registration is required for this workshop. To register online, please visit**<https://secure.aomonline.org/PDWReg>.*Organizer: **Raymond N. C. Trau**, U. of Western AustraliaChairs: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Robin Ely**, Harvard U.*Discussants:* **Jennifer L. Berdahl**, U. of Toronto; **Judith A. Clair**, Boston College; **Martin N. Davidson**, U. of Virginia; **Marta M. Elvira**, IESE Business School; **Charmine E. J. Hartel**, U. of Queensland; **Maddy Janssens**, U. of Leuven; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Eden King**, George Mason U.; **Alison M. Konrad**, U. of Western Ontario; **Ellen Ernst Kossek**, Michigan State U.; **David A. Kravitz**, George Mason U.; **Carol T. Kulik**, U. of South Australia; **Barbara S. Lawrence**, U. of California, Los Angeles; **Margarita Mayo**, IE Business School; **Patrick F. McKay**, Rutgers U.; **Stella M. Nkomo**, U. of Pretoria; **Lisa Hisae Nishii**, Cornell U.; **Mustafa F Ozbilgin**, Brunel U.; **Maureen A. Scully**, U. of Massachusetts, Boston; **Ashleigh Shelby Rosette**, Duke U.**112** : (MOC) "Changing Minds, Changing Organizations, Changing Technologies"

12:30pm - 3:30pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: #AOM2012 112

Facilitator: **Gigi Johnson**, Marelme Institute**113** : (OB) Challenges of Coaching Research: Application of Leadership Theory to the Coach-Coachee Relationship


12:30pm - 2:30pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 113

Chair: **Toshihiro Kanai**, Kobe U.*Discussant:* **Lotte Bailyn**, Massachusetts Institute of Technology*Coordinator:* **Norihiko Takeuchi**, Aoyama Gakuin U.*Presenters:* **Musashi Bansho**, Coaching Research Institute; **Yasuhiro Hattori**, Shiga U.; **Yuhee Jung**, Meiji U.; **Kumiko Nishio**, Kyoto Women's U.**114** : (ONE) The Case Development Lab: Building Excellent Teaching Cases on Sustainability and Inclusive Markets

12:30pm - 3:00pm Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 114

Facilitator: **Michael Andreas Pirson**, Fordham U.Moderator: **Kate Kearins**, Auckland U. of TechnologyCoordinator: **Jost Hamschmidt**, oikos foundation*Presenters:* **Gabriel Berger**, U. San Andres; **Sourabh Mukherji**, Indian Institute of Management, Bangalore; **Saurabh Lall**, Aspen Network of Development Entrepreneurs; **Gökhan Dikmener**, UNDP Growing Inclusive Markets Initiative**115** : (ONE, TIM, OMT, BPS) 50 Years after Silent Spring: The Past, Present and Future of the Global Chemical Enterprise

12:30pm - 2:30pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 115

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

Organizers: **Steve Maguire**, McGill U.; **Robert Peoples**, Americal Chemical Society

Facilitators: **Pratima Bansal**, U. of Western Ontario; **Stephanie Bertels**, Simon Fraser U.; **Arthur Daemrich**, Harvard Business School; **Andrew J. Hoffman**, U. of Michigan; **Andrew Nelson**, U. of Oregon; **Deborah M. Steketee**, Aquinas College

### 116 📖🗣️👤: (PTC, TIM, GDO, BPS) Engaging the Media: Equipping Management Faculty to Share Their Knowledge More Effectively

12:30pm - 2:30pm Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 116

Organizer: **G. T. Lumpkin**, Syracuse U.

Presenters: **Jay B Barney**, The Ohio State U.; **Ronald Mitchell**, Texas Tech U.; **Scott Kirsner**, Boston Globe; **Candida G Brush**, Babson College

Participants: **Mike Haynie**, Syracuse U.; **Michael Lenox**, U. of Virginia

### 117 📖: (RM) Theory Development Using Case Studies

12:30pm - 3:30pm Westin Copley Place: Defender

Tweet this session: #AOM2012 117

Organizers: **Mikael Sondergaard**, Aarhus U.; **Vijaya L Narapareddy**, U. of Denver

### 118 🗣️: (SAP) Reconciling Formal and Informal Strategies Through a Socioeconomic Approach to Strategizing

12:30pm - 2:30pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 118

Organizer: **Vincent Cristallini**, ISEOR, IAE - U. of Lyon 3Moderator: **Alla Heorhiadi**, U. of St. ThomasCoordinator: **John Conbere**, U. of St. Thomas

Participants: **Veronique Zardet**, ISEOR, IAE - U. of Lyon 3; **Henri Savall**, ISEOR, IAE - U. of Lyon 3; **Michel Peron**, ISEOR, IAE - U. of Lyon 3

## Friday 12:45PM

### 119 📖🗣️👤: (CMS) Obscured Economies: Dialogues on Art, Meaning and Contemporary Capitalism

12:45pm - 2:45pm Marriott Boston Copley Place: Salon D

Tweet this session: #AOM2012 119

Chair: **Ann L Cunliffe**, U. of New MexicoCoordinator: **Paul Hibbert**, U. of St Andrews

Participants: **Emma Bell**, Keele U.; **Robert McMurray**, Durham U.; **Craig Prichard**, Massey U.

### 120 🗣️: (MOC, ENT) 'Why Is This Woman Smiling?' Developing A Bridging Cognitive Toolkit.

12:45pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 120

Four volunteers are needed to briefly prepare a leadership role in the session - please contact [john@inclusivecapital.com](mailto:john@inclusivecapital.com) for details.

Moderator: **John Tull**, Inclusive CapitalSpeaker: **Jake Walter**, TechnoServe

### 121 📖: (TIM) Globalization of R&D in Manufacturing

12:45pm - 2:45pm Boston Hynes Convention Center: Room 109

Tweet this session: #AOM2012 121

Chair: **John E. Ettlie**, Rochester Institute of Technology

Participants: **Muammer Ozer**, City U. of Hong Kong; **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon; **John Gray**, Ohio State U.; **Joan D Penner-Hahn**, U. of Michigan

## Friday 1:00PM

### 122 : (AAA) Academy of Management PDW - Being a Department Chair: Learning from Others

1:00pm - 4:30pm Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 122

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) at [c.greer@tcu.edu](mailto:c.greer@tcu.edu) to obtain the approval code. The deadline to register online is July 15, 2012.

Panelists: **Steve Barr**, North Carolina State U.; **Gregory G Dess**, U. of Texas, Dallas; **Irene M. Duhaime**, Georgia State U.; **Jim Jawahar**, Illinois State U.; **Annette L. Ranft**, U. of Tennessee

### 123 : (AAA) AMLE Town Hall: Has the practical value of management research diminished in recent years?

1:00pm - 3:00pm Westin Copley Place: Courier

Tweet this session: #AOM2012 123

Organizers: **Carolyn P. Egri**, Simon Fraser U.; **Jonathan P Doh**, Villanova U.; **Kenneth G. Brown**, U. of Iowa

### 124 📖🗣️➔: (CAR, OB, HR, ITC, NDSC, AAM, IAM, GDO, INDAM) Where in the World? A Guide to International Academic Careers and Opportunities

1:00pm - 3:00pm Boston Park Plaza: Berkeley &amp; Clarendon Room

Tweet this session: #AOM2012 124

Chairs: **Denise M. Jepsen**, Macquarie U.; **James Jainmin Sun**, Renmin U. of China

Speakers: **Monique Valcour**, EDHEC Business School; **Achim Krausert**, Nottingham U. Business School China; **Sumita Raghuram**, Pennsylvania State U.; **Katherine Xin**, CEIBS; **Stella M. Nkomo**, U. of Pretoria; **Tania Casado**, U. of Sao Paulo; **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Pawan S. Budhwar**, Aston U.; **Stephen T.T. Teo**, Auckland U. of Technology

### 125 🗣️: (CMS, GDO) Getting Out (of the Hotels) and Getting Things Done: Learning About Critical Action in Boston

1:00pm - 4:00pm Offsite: TBA

Tweet this session: #AOM2012 125

The PDW is a three-hour guided tour of sites and organizations in Boston similar to CMS-sponsored tours in San Antonio and Chicago. There will be opportunities to speak with local organizers. A bus will leave from and return to one of the main Meeting hotels. There is a fee of \$35 to cover bus and donation to host groups. Space is limited. PRE-REGISTRATION IS HIGHLY RECOMMENDED BUT LAST-MINUTE PARTICIPANTS ARE WELCOME TO JOIN IF THERE IS SPACE - COME TO MEETING SPOT WITH CASH OR CHECK.

Organizers: **Sarah Stookey**, Central Connecticut State U.; **Jonathan Murphy**, Cardiff U.; **Alessia Contu**, U. of Warwick

### 126 📖: (OB) Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching

1:00pm - 3:00pm Boston Park Plaza: Plaza Ballroom

Tweet this session: #AOM2012 126

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

**Chairs:** Jane E. Dutton, U. of Michigan; Karen Golden-Biddle, Boston U.

**Participants:** Oana Branzei, U. of Western Ontario; Shelley Brickson, U. of Illinois, Chicago; Adam M. Grant, The Wharton School, UPENN; Jennifer Howard-Grenville, U. of Oregon; Kathy E. Kram, Boston U.; Robert E Quinn, U. of Michigan; Scott Sonenshein, Rice U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert McLeay Thompson, Queensland U. of Technology; Bernd Vogel, U. of Reading; Amy Wrzesniewski, Yale U.; Lynn Wooten, U. of Michigan

### 127 → 📄: (ONE, TIM) Drivers and Effects of Green Technology Innovation

1:00pm - 3:00pm Marriott Boston Copley Place: Salon K  
Tweet this session: #AOM2012 127

**Organizer:** Jorge Rivera, George Washington U.

**Chair:** Anupama Phene, George Washington U.

**Discussant:** Pete Tashman, Portland State U.

**Presenters:** Patricia Kanashiro, George Washington U.; Brodie Boland, Case Western Reserve U.; Natalia Ortiz-de-Mandojana, U. of Granada; Nuria Esther Hurtado-Torres, U. of Granada; Yoona Youm, George Washington U.; Maria Bermudez, U. de Granada

### 128 📄: (RM, OMT, BPS) Qualitative Comparative Analysis

1:00pm - 5:00pm Westin Copley Place: Essex North-Center & East  
Tweet this session: #AOM2012 128

Pre-registration (email to [fiss@marshall.usc.edu](mailto:fiss@marshall.usc.edu)) is strongly recommended. Those who register will be emailed preparatory reading beforehand.

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

## Friday 1:30PM

### 129 📄: (BPS, OMT, TIM) Do I have an endogeneity problem? And does it matter?

1:30pm - 3:30pm Boston Hynes Convention Center: Room 303  
Tweet this session: #AOM2012 129

**Chairs:** Anne Fleischer, U. of Toronto; Tim Simcoe, Boston U.; Rosemarie Ziedonis, U. of Oregon

**Presenters:** Pierre Azoulay, Massachusetts Institute of Technology; David M. Waguespack, U. of Maryland, College Park; Alberto Galasso, U. of Toronto; Jesper B Sorensen, Stanford U.

### 130 📄: (CM, MED) Faithful or Fanciful? Transforming the negotiation classroom to facilitate critical learning

1:30pm - 3:30pm Boston Park Plaza: Franklin Room  
Tweet this session: #AOM2012 130

**Presenters:** Magid Mazen, Suffolk U.; Suzanne C. de Janasz, IMD

### 131 📄👤: (D&ITC, MED, GDO) Create Timeless Stories for Inductive, Reflective Learning: Native American Pedagogy

1:30pm - 4:30pm Boston Park Plaza: Stuart Room  
Tweet this session: #AOM2012 131

We invite participants to pre-register by contacting Amy Klemm Verbos at [Amy.Verbos@usd.edu](mailto:Amy.Verbos@usd.edu) before July 31, 2012. Walk-ins will be allowed if space is available. We recommend that participants bring a laptop to the session for ease in writing and editing your stories. Additional registration is encouraged online. 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 1, 2012.

**Organizers:** Amy Klemm Verbos, U. of South Dakota; Deanna M. Kennedy, U. of Washington, Bothell; Joe Gladstone, New Mexico State U.; Daniel Stewart, Gonzaga U.

### 132 📄👤: (ENT) Social Entrepreneurship: Emergence & Pedagogical Challenges

1:30pm - 3:30pm Sheraton Boston Hotel: Berkley B  
Tweet this session: #AOM2012 132

**Presenters:** Veena P. Prabhu, California State U. Los Angeles; Christine H. Janssen-Selvadurai, Fordham U.; Sophie Catherine Bacq, U. Catholique de Louvain

### 133 📄👤→👤📄: (ENT, IM, ONE) Informal Economy and Entrepreneurship at the Base of the Pyramid

1:30pm - 3:30pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: #AOM2012 133

**Organizer:** Jacob Park, Green Mountain College

**Presenters:** Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Jeffrey S. McMullen, Indiana U., Bloomington; Jacob Park, Green Mountain College

### 134 📄→👤📄: (ITC, BPS) Leveraging Institutional Factors to Drive Business Development in Informal Economies

1:30pm - 4:00pm Boston Hynes Convention Center: Room 205  
Tweet this session: #AOM2012 134

**Organizer:** Mark B. Milstein, Cornell U.

**Facilitators:** Erik Simanis, Cornell U.; Mark B. Milstein, Cornell U.

**Discussants:** Mohamad Fakhreddin, INSEAD; Ruimei Peng, Tsinghua U.; Wenhong Zhang, Nanjing U.; Rodolphe Vidal, ESSEC

### 135 📄👤📄👤: (MC, ODC) When formal and informal stakeholders matter: EBC for change with the whole system.

1:30pm - 3:30pm Westin Copley Place: Empire  
Tweet this session: #AOM2012 135

**Organizer:** Tonnie Van Der Zouwen, Van der Zouwen Consultancy

**Presenter:** Jac L. Geurts, Tilburg U.

### 136 📄: (MH) Visit to the Harvard Business School Historical Collections at Baker Library

1:30pm - 3:30pm Offsite: Baker Library at Harvard Business School  
Tweet this session: #AOM2012 136

Pre-registration is required at

<https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

**Organizer:** Laura Singleton, Eckerd College

### 137 📄→📄👤: (MSR, D&ITC) Religious expressions at work and workplace diversity

1:30pm - 3:30pm Sheraton Boston Hotel: Independence East  
Tweet this session: #AOM2012 137

**Organizers:** Yochanan Altman, BEM Bordeaux Management School; Muriel de Fabregues, Sorbonne U.

**Chair:** Mine Karatas-Ozkan, U. of Southampton

**Presenters:** Lynne Sedgmore, 157 Group of FE Colleges UK; Frank Bournois, U. of Pantheon Assas Paris II; Jacques Rojot, U. of Paris II; Catherine Voynnet Fourboul, U. of Paris II; Ahu Tatli, U. of London

**138** (OB, ODC) **Innovative Human-Centered Design Methods for 21st Century Organizational Challenges**

1:30pm - 5:30pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 138

**Organizer:** Cheryl D. Jordan, Color Outside the Lines, LLC

**Facilitators:** Crissie M. Frye, Eastern Michigan U.; Abby Wilson, LUMA Institute

**Presenters:** Sydney Smith-Heimbrock, U.S. Office of Personnel Management; Chris Pacione, LUMA Institute

**139** (ODC, OB) **Positive Organizational Behavior, Motivational Research, and the Formal and Informal Economy.**

1:30pm - 3:30pm Sheraton Boston Hotel: Gardner A

Tweet this session: #AOM2012 139

*This PDW is open to all academy members. It will focus on how motivation can be further developed for both the formal and informal economy.*

**Participant:** Michael J. Provitera, Barry U.

**140** (PTC, IM, MC, MH, MSR) **Introduction to Thought Leadership: Generating Insight for a Broader Business Audience**

1:30pm - 5:00pm Offsite: Northeastern University.

Tweet this session: #AOM2012 140

170 Dodge Hall Northeastern University, Huntingdon Avenue (next to the Boston YMCA) Boston, MA 02115

**Presenter:** Art Kleiner, Booz & Company / strategy+business

**Friday 2:00PM**

**141** (ENT) **Entrepreneurship in the Informal Economy: Models, Approaches and Prospects for Economic Development**

2:00pm - 5:00pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 141

**Organizer:** Ekaterina Turkina, HEC Montreal

**Chair:** Mai Thi Thanh Thai, HEC Montreal

**Panelists:** Sebastien Arcand, HEC Montreal Alpha Ayande, ESG-UQAM; Gjalt de Jong, U. of Groningen; Hans Van Ees, U. of Groningen; Muhammad Sheeraz, Mohammad Ali Jinnah U.; Olivia Kyriakidou, Athens U. of Economics and Business; Michael Pisani, Central Michigan U.; Les Dlabay, Lake Forest College

**142** (HR, OB, OMT, CAR) **Studying the Evolving Employment Relationship: What Are The Next Questions**

2:00pm - 4:00pm Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 142

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizers:** Matthew J. Bidwell, U. of Pennsylvania; Gina Dokko, U. of California, Davis

**Speakers:** Peter Cappelli, U. of Pennsylvania; Herminia Ibarra, INSEAD; David P. Lepak, Rutgers U.; Batia Mishan Wiesenfeld, New York U.; Patrick Wright, Cornell U.; Matthew J. Bidwell, U. of Pennsylvania; Gina Dokko, U. of California, Davis

**143** (MSR) **MSR Special Meditation Session**

2:00pm - 5:00pm Offsite: Northeastern University

Tweet this session: #AOM2012 143

**Presenters:** Gerald Biberman, U. of Scranton; Sharda Nandram, Nyenrode Business U.; Lynne Sedgmore, 157 Group of FE Colleges UK; Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.

**Friday 2:30PM**

**144** (BPS, OMT, IM, SIM, ONE) **Corporate Sustainability and Responsibility & Emerging Markets: Cross-Border Research Opportunities**

2:30pm - 5:00pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 144

**Organizer:** Olga Voronina Hawn, Duke U.

**Chairs:** William G Mitchell, Duke U.; Olga Voronina Hawn, Duke U.

**Facilitators:** Robert Salomon, New York U.; Joshua D Margolis, Harvard U.; Klaus Weber, Northwestern U.; Brayden G King, Northwestern U.; Lisa Jones Christensen, U. of North Carolina, Chapel Hill

**Presenters:** Anita M McGahan, U. of Toronto; Anil K Gupta, INSEAD and U. of Maryland; Jordan Siegel, Harvard U.; Nandini Rajagopalan, U. of Southern California; Mauro F Guillen, U. of Pennsylvania; Olga Voronina Hawn, Duke U.

**145** (MC) **Ethics in management consulting: theoretical and practical implications**

2:30pm - 4:30pm Westin Copley Place: Adams

Tweet this session: #AOM2012 145

**Organizer:** Laurent Cappelletti, CNAM Paris, Lirsa

**Coordinator:** Madina Rival, CNAM Paris (France)

**Participants:** Florence Noguera, U. of Montpellier; Richard Jackson Major, CERAM, Institute d'Administration des Entreprises d'Aix-en-Provence; Marie-Christine Chalus-sauvannet, CERAG, U. of Grenoble 2; Miguel Delattre, ISEOR, IAE - U. of Lyon 3

**146** (MSR, ENT) **Exploring Approaches to Understanding the Spiritual/Religious Entrepreneur**

2:30pm - 4:30pm Sheraton Boston Hotel: Gardner B

Tweet this session: #AOM2012 146

*Pre-registration encouraged at*

*<https://secure.aomonline.org/PDWReg>. Participants are encouraged to bring draft papers, ideas or questions. Contact: Laquita Blockson. The deadline to register online is August 1, 2012.*

**Organizer:** Laquita C Blockson, College of Charleston

**Facilitator:** Laquita C Blockson, College of Charleston

**Presenters:** David Bryant, Regent U.; Kristen Madison Day, U. of Tennessee, Knoxville; Richard N. Hayes, Hofstra U.; Sharda Nandram, Nyenrode Business U.; Jeffrey A. Robinson, Rutgers U.; Sammie L Robinson, Texas Southern U.

**147** (ODC, SAP, BPS) **Publishing Qualitative Research in Premier Academic Journals**

2:30pm - 5:30pm Sheraton Boston Hotel: Back Bay Ballroom C

Tweet this session: #AOM2012 147




*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Chair:** Quy Nguyen Huy, INSEAD

Presenters: **Kevin G. Corley**, Arizona State U.; **Julia Balogun**, Lancaster U.; **Catherine A Maritan**, Syracuse U.

**Billsberry**, Deakin U.; **Deborah A. Blackman**, U. of Canberra;  
**Deborah A. Blackman**, U. of Canberra

## Friday 2:45PM

**148**   : (BPS, HR, SIM) Value creation with “people for people”

2:45pm - 4:45pm Boston Hynes Convention Center: Room 301

Tweet this session: [#AOM2012 148](#)

Organizers: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Sybille Sachs**, U. of Applied Sciences, Zurich

Discussant: **Edward Freeman**, U. of Virginia

Presenters: **Sandra Waddock**, Boston College; **Jeffrey S.**

**Harrison**, U. of Richmond; **Thomas J. Donaldson**, U. of Pennsylvania; **Robert A. Phillips**, Boston U.; **James E. Post**, Boston U.

**149**  : (BPS, OMT) Aspirations as a Driver of Organizational Change and Innovation

2:45pm - 5:45pm Boston Hynes Convention Center: Room 202

Tweet this session: [#AOM2012 149](#)

Organizer: **Maria Elena Vidal**, Duke U.

Facilitators: **Joseph B. Beck**, U. of California, Irvine; **Christine Beckman**, U. of California, Irvine; **Emilie Feldman**, Wharton School; **Vibha Gaba**, INSEAD; **Ronald Klingebiel**, Warwick Business School; **Thomas P. Moliterno**, U. of Massachusetts, Amherst; **Charles Williams**, Bocconi U.

Panelists: **Philip Bromiley**, U. of California, Irvine; **Michael A. Hitt**, Texas A&M U.; **Robert E. Hoskisson**, Rice U.; **Pino G. Audia**, Dartmouth College; **Rajshree Agarwal**, U. of Maryland

**150**  : (HR, OB) Using Large-Scale Archival Datasets for Human Resource Management Research

2:45pm - 4:45pm Boston Park Plaza: Whittier Room

Tweet this session: [#AOM2012 150](#)

This session is sponsored by the Society for Human Resource Management Foundation and the Society for Human Resource Management.

Organizers: **Mary A. Gowan**, Elon U.; **Richard J. Klimoski**, George Mason U.; **Mark J. Schmit**, Society for Human Resource Management

Facilitators: **Mary A. Gowan**, Elon U.; **Richard J. Klimoski**, George Mason U.

Presenters: **Jose M. Cortina**, George Mason U.; **Yitzhak Fried**, Syracuse U.; **Frank I. Mullins**, North Carolina A & T State U.; **Mark J. Schmit**, Society for Human Resource Management; **Jay Zagorsky**, Center for Human Resource Research

**151**  : (MED) Lost in Translation: Responding to 'Review and Resubmit'

2:45pm - 4:45pm Marriott Boston Copley Place: Salon H

Tweet this session: [#AOM2012 151](#)

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 1, 2012.

Organizer: **Monica Therese Kennedy**, U. of Canberra

Presenters: **Stephen A. Leybourne**, Boston U.; **Robert P. Gephart**, U. of Alberta; **Allan Macpherson**, U. of Wisconsin, La Crosse; **Allan Macpherson**, U. of Wisconsin, La Crosse; **Hetty Van Emmerik**, Maastricht U.; **Simon Down**, Newcastle U.; **Russ Vince**, U. of Bath; **Stephen T.T. Teo**, Auckland U. of Technology; **Jon**

## Friday 3:00PM

**152** : (AAA) AMLE Writer's Workshop

3:00pm - 5:00pm Westin Copley Place: Courier






Tweet this session: [#AOM2012 152](#)

By Invitation Only

Organizers: **Robert S. Rubin**, DePaul U.; **Kenneth G. Brown**, U. of Iowa

Facilitators: **Joy E. Beatty**, U. of Michigan, Dearborn; **Lisa A.**

**Burke**, U. of Tennessee, Chattanooga; **Erich C. Dierdorff**, DePaul U.; **Cynthia Fukami**, U. of Denver; **Deanna Geddes**, Temple U.

**153**     : (HCM, TIM, PNP, OMT, BPS) US Federal Funding for Engaged Scholarship

3:00pm - 5:00pm Marriott Boston Copley Place: Salon D

Tweet this session: [#AOM2012 153](#)

Organizer: **Michael I. Harrison**, Agency for Healthcare Research and Quality

Participants: **Thomas D'Aunno**, Columbia U.; **Sharon Topping**, U. of Southern Mississippi; **David Chambers**, National Institute of Mental Health; **Jacqueline Meszaros**, National Science Foundation

**154** : (HR) Innovations in HR Teaching: The Application of Service Learning to HR Courses

3:00pm - 4:00pm Boston Park Plaza: St. James Room

Tweet this session: [#AOM2012 154](#)

Organizer: **Deidra J Schleicher**, Purdue U., West Lafayette

Presenter: **Chelsea Willness**, U. of Saskatchewan

**155** : (MSR) MSR Doctoral and New Faculty Consortium









3:00pm - 6:00pm Sheraton Boston Hotel: Beacon D

Tweet this session: [#AOM2012 155](#)

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 1, 2012.

Chair: **Judith A. Neal**, U. of Arkansas, Fayetteville

Participant: **Richard Jackson Major**, CERAM, Institute d'Administration des Entreprises d'Aix-en-Provence

**156**        : (PTC, OB, RM, HR, PNP, MH, CM, HCM)**Assessing Scholarly Impact: Practitioner Relevant Research in Tenure and Promotion Decisions**

3:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: [#AOM2012 156](#)

Organizers: **Herman Aguinis**, Indiana U., Bloomington; **Alan N. Miller**, U. of Nevada, Las Vegas

Presenter: **Thomas G. Cummings**, U. of Southern California

Participants: **Isabel Suarez-Gonzalez**, Salamanca U.; **Gustavo Lannelongue**, U. Salamanca; **Harry Joo**, Indiana U., Bloomington

**157**  : (TIM, ENT) University Research Parks and Incubators: Paper Development Workshop

3:00pm - 5:00pm Boston Hynes Convention Center: Room 109

Tweet this session: [#AOM2012 157](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.

Organizers: **Ian P. McCarthy**, Simon Fraser U.; **Bruno S Silvestre**, U. of Winnipeg; **Andrew von Nordenflycht**, Simon Fraser U.; **Shiri**

**Breznitz**, Georgia Institute of Technology; **Christos Tsinopoulos**, Durham U.

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### Friday 3:15PM

#### 158 : (CMS, SIM, GDO, OMT) Occupy AoM: The Academy and the Occupy Wall Street movement

3:15pm - 5:15pm Marriott Boston Copley Place: Salon B  
Tweet this session: [#AOM2012 158](#)

**Organizers:** **Sharon M. Livesey**, Fordham U.; **David Jacobs**, Morgan State U.

**Participants:** **Ali Mir**, William Paterson U.; **Marjo Elisa Siltaoja**, Jyväskylä U.; **Nicolina Montesano Montessori**, Utrecht U. of Applied Sciences; **Bobby Banerjee**, U. of Western Sydney; **Sharon M. Livesey**, Fordham U.; **David Jacobs**, Morgan State U.

#### 159 : (OB, ODC, PTC) Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations

3:15pm - 5:15pm Boston Park Plaza: Berkeley & Clarendon Room  
Tweet this session: [#AOM2012 159](#)

**Chairs:** **Jennifer Kurkoski**, Google; **Caitlin M. Hogan**, Google  
**Participants:** **Jean M. Bartunek**, Boston College; **Adam M. Grant**, The Wharton School, UPENN; **Sherry Immediato**, ReThink Health; **Kathy E. Kram**, Boston U.; **Jennifer Kurkoski**, Google; **Ilene Carol Wasserman**, ICW Consulting Group

#### 160 : (OMT) OMT Teaching Roundtables

3:15pm - 5:15pm Sheraton Boston Hotel: Back Bay Ballroom B  
Tweet this session: [#AOM2012 160](#)

*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 1, 2012.*

**Presenters:** **David Touve**, Washington and Lee U.; **Ellen R. Auster**, York U.; **Wayne E Baker**, U. of Michigan; **Joseph Broschak**, U. of Arizona; **Martin Gargiulo**, INSEAD; **Rodney Lacey**, Emory U.; **Bill McEvily**, U. of Toronto; **Sean Safford**, U. of Chicago; **Terri Griffith**, Santa Clara U.; **Tiziana Casciaro**, U. of Toronto; **Balagopal Vissa**, INSEAD

#### 161 : (OMT, MOC) Being There/Being Them: Ethnography Beyond Single Organizations

3:15pm - 5:15pm Sheraton Boston Hotel: Back Bay Ballroom D  
Tweet this session: [#AOM2012 161](#)

*Pre-registration is encouraged by emailing Hila Lifshitz- Assaf ([hilifshitz@hbs.edu](mailto:hilifshitz@hbs.edu)) with a brief description of your current project and/or why you would like to attend. Additional registration is requested online at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Michel Anteby**, Harvard U.; **Joelle Evans**, Massachusetts Institute of Technology; **Hila Lifshitz-Assaf**, Harvard Business School

**Participants:** **Alexandra Michel**, U. of Southern California; **Siobhan O'Mahony**, Boston U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Graham M. Jones**, Massachusetts Institute of Technology

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### Friday 3:30PM

#### 162 : (AAA) The Ins and Outs of Faculty Recruiting

3:30pm - 5:00pm Marriott Boston Copley Place: Salon E  
Tweet this session: [#AOM2012 162](#)

**Organizers:** **La Verne Hairston Higgins**, Eastern Michigan U.; **Wendy Kramer**, Keystone College

#### 163 : (BPS) Visual Reception: Building upon the Scholarship of Mason Carpenter

3:30pm - 5:30pm Boston Hynes Convention Center: Room 206  
Tweet this session: [#AOM2012 163](#)

*All participants invited to share a 1-page statement of how Mason's scholarship affected their career.*

**Coordinators:** **Amy Hillman**, Arizona State U.; **Russell Coff**, U. of Wisconsin, Madison; **James W Fredrickson**, U. of Texas, Austin

#### 164 : (OMT, CMS) Work, Difference, and the Body: Reviving 'the Body' in Management and Organization Theory

3:30pm - 5:30pm Sheraton Boston Hotel: Liberty Ballroom C  
Tweet this session: [#AOM2012 164](#)

**Chairs:** **Karen Lee Ashcraft**, U. of Colorado, Boulder; **Linda L. Putnam**, U. of California, Santa Barbara

**Presenters:** **Carol Wolkowitz**, U. of Warwick; **Ann L Cunliffe**, U. of New Mexico; **Kirstie S. Ball**, Open U.; **Craig O. Rich**, Loyola Marymount U.; **Katie R. Sullivan**, U. of Utah

#### 165 : (ONE, IM) Economic Systems of the Future: Existing Alternatives and the Road Ahead

3:30pm - 6:30pm Marriott Boston Copley Place: Salon C  
Tweet this session: [#AOM2012 165](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Krzysztof Dembek**, Monash U.; **Nagaraj Sivasubramaniam**, Duquesne U.

**Presenters:** **Riane Eisler**, Center for Partnership Studies; **Stuart Hart**, Cornell U.; **Ted London**, U. of Michigan

#### 166 : (TTC, MED) Teaching Essentials: Syllabus and Course Design – An Integrative Approach

3:30pm - 5:30pm Sheraton Boston Hotel: Republic A  
Tweet this session: [#AOM2012 166](#)

**Organizer:** **Claudia J. Ferrante**, U.S. Air Force Academy

**Presenters:** **Thomas P. Bradley**, Tarleton State U.; **Rajnandini Pillai**, California State U. San Marcos

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### Friday 3:45PM

#### 167 : (ENT, CAR) Gender Perspectives to Innovation: Developing a Research Agenda

3:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: [#AOM2012 167](#)

*Participants describe their interest related to gender and innovation and indicate topics they would like to discuss. Pre-registration is required at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Gry Agnete Alsos**, U. of Nordland; **Elisabet Ljunggren**, Nordland Research Institute; **Ulla Hytti**, U. of Turku; **Sara Carter**, U. of Strathclyde

**Facilitators:** **Susan Marlow**, U. of Birmingham; **Susan Coleman**, U. of Hartford; **Malin Tillmar**, Linköping U.; **Maija Renko**, U. of Illinois, Chicago

#### 168 : (ENT, OMT) Intersection of Social Entrepreneurship and New Institutional Theory: Promising Research Avenues



3:45pm - 6:15pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 168**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizers:* **Sophie Catherine Bacq**, U. Catholique de Louvain; **Jill Kickul**, New York U.

*Speakers:* **Julie Battilana**, Harvard U.; **Tina Dacin**, Queen's U.; **Johanna Mair**, Stanford U.; **Anne-Claire Pache**, ESSEC Business School; **Nelson Phillips**, Imperial College London

#### **169** → (IAM, BPS) Challenges of the Research on Innovation in Iberoamerican Countries

3:45pm - 5:45pm Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 169**

*Organizers:* **Samira Reis**, U. Carlos III de Madrid; **Neus Palomeras**, U. Carlos III de Madrid

*Distinguished Speaker:* **Bruno Cassiman**, IESE Business School & KU Leuven

*Discussants:* **Eduardo Melero**, U. Carlos III de Madrid; **Adriano Proenca**, COPPE e Escola Politecnica / UFRJ - Federal U. of Rio de Janeiro

*Presenters:* **Claudio Aqueveque**, U. Adolfo Ibanez; **Pascual Berrone**, IESE Business School; **Felipe Monteiro**, U. of Pennsylvania

#### **170** (MC) Transforming the Informal Economy Existing Within Companies through SEAM and AI

3:45pm - 5:45pm Westin Copley Place: Defender

Tweet this session: **#AOM2012 170**

*Organizer:* **Michel Peron**, ISEOR, IAE - U. of Lyon 3

*Participants:* **Peter Sorensen**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Emmanuel Beck**, ISEOR

#### **171** (ODC) Towards "The Global" by Improving Local Resources

3:45pm - 5:45pm Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 171**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizer:* **Silvia Dessi**, U. of Cagliari

*Participants:* **Roberta Atzori**, Cagliari U.; **Federica Caboni**, U. of Cagliari; **Ernestina Giudici**, Cagliari U.; **Bianca Francine Ramos**, U. of Cagliari

### Friday 4:00PM

#### **172** → (CAR, OB, MED, MH) Careers in Motion: Mentoring Conversations along Boston's Freedom Trail

4:00pm - 7:00pm Offsite: Boston's Freedom Trail

Tweet this session: **#AOM2012 172**

*Meet in the Boston Park Plaza lobby. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizers:* **Jeffrey Yip**, Boston U.; **Peter A. Heslin**, U. of New South Wales; **Kathy E. Kram**, Boston U.

*Facilitators:* **Barbara S. Lawrence**, U. of California, Los Angeles; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Cherlyn Skromme Granrose**, Berry College; **David E Guest**, King's College London; **Geoff Mortimore**, Australian National U.; **Hugh P. Gunz**, U. of Toronto; **Jane E. Dutton**, U. of Michigan; **Jane Sturges**,

King's College London; **Jeffrey H. Greenhaus**, Drexel U.; **Jon P. Briscoe**, Northern Illinois U.; **Julia Richardson**, York U.; **Kerr Inkson**, U. of Auckland; **Kimberly Eddleston**, Northeastern U.; **Michael B. Arthur**, Suffolk U.; **Monica L. Forret**, St. Ambrose U.; **Monica Higgins**, Harvard U.; **Noeleen Doherty**, Cranfield U.; **Polly Parker**, U. of Queensland; **Sherry E. Sullivan**, Bowling Green State U.; **Susan Elaine Murphy**, James Madison U.; **Susan M. Taylor**, U. of Maryland; **Tania Casado**, U. of Sao Paulo; **Douglas T. Hall**, Boston U.; **Yehuda Baruch**, Rouen Business School; **Wolfgang Mayrhofer**, WU Vienna

#### **173** → (MED) Management Education Against Corruption: Developing Guidelines for Curriculum Change

4:00pm - 7:00pm Marriott Boston Copley Place: Salon F

Tweet this session: **#AOM2012 173**

*Organizers:* **Charles Wankel**, St. John's U.; **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Jonas Haertle**, PRME Secretariat / United Nations Global Compact Office; **Matthias Kleinhempel**, IAE Business School Argentina; **Radha R. Sharma**, Management Development Institute

*Presenters:* **Hussain Gulzar Rammal**, U. of South Australia; **Ahmed Abdel-Meguid**, American U. in Cairo; **Christopher Adkins**, College of William and Mary; **Aneta Aleksander**, Silesian U. of Technology; **Wolfgang Amann**, Goethe U.; **Svetlana Boshno**, Academy of National Economy; **Susan S. Case**, Case Western Reserve U.; **Yeong C. Choi**, St. John's U.; **Timothy Stewart Clark**, Northern Arizona U.; **Robert J. DeFillippi**, Suffolk U.; **Dominic DePersis**, Broome Community College - State U. of New York; **Manuel J. De Vera**, Asian Institute of Management; **Magda Donia**, U. of Ottawa; **Mark Gerard Edwards**, U. of Western Australia; **Jay Finkelman**, Alliant International U.; **Ernestina Giudici**, Cagliari U.; **Patrick Flanagan**, St. John's U.; **Mary Catherine Gentile**, Babson College; **Carmine P. Gibaldi**, Harvard U.; **Lindsey N. Godwin**, Champlain College; **Hans Krause Hansen**, Copenhagen Business School; **Jonas Haertle**, PRME Secretariat / United Nations Global Compact Office; **Christian Hauser**, Swiss Institute for Entrepreneurship; **Dennis P. Heaton**, Maharishi U.; **Yi-Hui Ho**, Chang Jung Christian U.; **Anna B. Holm**, Aarhus U.; **Katherine Elizabeth Hyatt**, Reinhardt U.; **Gazi Islam**, Insper Institute of Education and Research; **Kenneth Mølbjerg Jørgensen**, Aalborg U.; **Hamid H Kazeroony**, Inver Hills Community College; **Louise Kelly**, Alliant International U.; **Mark M. Lennon**, Frostburg State U.; **Alfred Lewis**, Hamline U.; **Chieh-Yu Lin**, Chang Jung Christian U.; **Romie Frederick Littrell**, Auckland U. of Technology; **Daniel Malan**, Stellenbosch U.; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Manal Metwaly**, Cairo U.; **Chizu Nakajima**, City U.; **Sharon Norris**, Spring Arbor U.; **Peter Odrakiewicz**, Poznan U. College of Business; **Abiola Olukemi Ogunyemi**, Lagos Business School; **Mislav Ante Omazic**, U. of Zagreb; **Steven Olson**, Georgia State U.; **Paul Palmer**, City U. London; **Nikos Passas**, Northeastern U.; **Richard Peregoy**, U. of Dallas; **Joseph A. Petrick**, Wright State U.; **Tracy Porter**, Cleveland State U.; **Ajai Prakash**, U. of Lucknow; **Jill M. Purdy**, U. of Washington, Tacoma; **Jaime Ruiz-Gutierrez**, U. de los Andes; **Cynthia Roberts**, Purdue U., North Central; **Jacob Dahl Rendtorff**, Roskilde U.; **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Toyoko Sato**, Copenhagen Business School; **Frank Scrimgeour**, U. of Waikato; **Klaus Scala**, Graz U.; **Radha R. Sharma**, Management Development Institute; **Aditya Simha**, Gonzaga U.; **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **James A.F. Stoner**, Fordham U.; **Augustin**

**Suessmair**, U. of Lueneburg; **Marco Tavanti**, DePaul U.; **Jane L.Y. Terpstra Tong**, Monash U.; **Olga Tretyak**, National Research U.; **Shiv K Tripathi**, Mzumbe U.; **Ambreen Waheed**, Responsible Business Initiative; **Charles Wankel**, St. John's U.; **Klaus-Peter Wiedmann**, Leibniz U. Hannover; **Vlad Vaiman**, Reykjavik U.; **Jose G Vargas-Hernández**, U. de Guadalajara; **Bertrand Venard**, Audencia Nantes School of Management; **Hyun Young Jo**, Cass Business School, City U. London; **Jae Eon Yu**, Keimyung U.; **Muberra Yuksel**, Kadir Has U.

#### 174 : (OB) Organizational Behavior Doctoral Consortium (Fri) - Invitation Only

4:00pm - 7:00pm Boston Park Plaza: Statler Room

Tweet this session: [#AOM2012 174](#)

Pre-registration is required; visit

<https://secure.aomonline.org/PDWRReg>. Contact organizers for approval code. Must also register for OBDC (Sat).

Coordinators: **Joyce E. Bono**, U. of Florida; **Amy E. Colbert**, U. of Iowa

Speakers: **Murray R. Barrick**, Texas A&M U.; **Amy Wrzesniewski**, Yale U.

Presenters: **Greg L Stewart**, U. of Iowa; **Yair Berson**, U. of Haifa; **Lynn Shore**, San Diego State U.; **Jason D. Shaw**, U. of Minnesota; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **K. Michele Kacmar**, U. of Alabama; **Mark C. Bolino**, U. of Oklahoma; **Sharon K. Parker**, U. of Western Australia; **Maria Kraimer**, U. of Iowa

#### 175 : (OB, MOC, HR) Innovations in Team Innovation: The 'Science of Teams' and the 'Science in Teams'

4:00pm - 7:00pm Boston Park Plaza: Cambridge Room

Tweet this session: [#AOM2012 175](#)

Organizers: **Aparna Joshi**, U. of Illinois, Urbana-Champaign;

**Noshir Contractor**, Northwestern U.

Presenters: **Leslie A. DeChurch**, Georgia Institute of Technology;

**Noshir Contractor**, Northwestern U.; **Laurie R. Weingart**,

Carnegie Mellon U.; **J. Stuart Bunderson**, Washington U.; **Brian**

**Uzzi**, Northwestern U.; **Jonathon N. Cummings**, Duke U.;

**Nicholas J. Switaneck**, Northwestern U.

#### Friday 4:15PM

#### 176 : (BPS, OMT, TIM) Sustainable Enterprise Models Innovation

4:15pm - 6:45pm Boston Hynes Convention Center: Room 205

Tweet this session: [#AOM2012 176](#)

Pre-registration is required at

<https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.

Organizers: **Carmelo Cennamo**, Bocconi U.; **Kerstin Neumann**, WU Vienna; **Maurizio Zollo**, Bocconi U.

Distinguished Speakers: **Timothy Michael Devinney**, U. of Technology, Sydney; **Michael L. Tushman**, Harvard U.; **Andrew H. Van de Ven**, U. of Minnesota

Presenter: **Ioannis Ioannou**, London Business School

#### 177 : (MED) Applied Creativity: Using Creative Problem Solving to Develop Business Students as Creative Leaders

4:15pm - 6:15pm Marriott Boston Copley Place: Salon J

Tweet this session: [#AOM2012 177](#)

Facilitators: **Gerard Puccio**, International Center for Studies in Creativity; **Amy D. Zidulka**, Royal Roads U.; **Steven Glover**, Royal Roads U.; **James Milligan**, Social Conscience Fairtrade Sports Balls

#### Friday 4:30PM

#### 178 : (HR) HR Division Junior Faculty Consortium - Icebreaker/Dinner

4:30pm - 7:00pm Offsite: TBD

Tweet this session: [#AOM2012 178](#)

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 1, 2012.

Organizers: **Ingrid Fulmer**, Rutgers U.; **Diane E. Johnson**, U. of Alabama, Tuscaloosa

#### Friday 4:45PM

#### 179 : (ITC, IM) Designing and Conducting Large International Research Projects

4:45pm - 6:45pm Boston Hynes Convention Center: Room 203

Tweet this session: [#AOM2012 179](#)

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 1, 2012.

Organizer: **Tine Koehler**, U. of Melbourne

Participants: **Peter W Dorfman**, New Mexico State U.; **Paul J Hanges**, U. of Maryland; **Catherine Cramton**, George Mason U.; **Emma Parry**, Cranfield U.; **David C. Thomas**, Simon Fraser U.

#### 180 : (ODC, OB) Aligning Individual Perspectives and Organizational Perspective in Change Processes

4:45pm - 6:45pm Sheraton Boston Hotel: Gardner B

Tweet this session: [#AOM2012 180](#)

The PDW will focus on "the seven sources of happiness at work" that resulted from hundreds of interviews and their implication for changes at work.

Participant: **Kees Kouwenhoven**, Kouwenhoven Consultancy

#### Friday 5:00PM

#### 181 : (BPS, IM, ENT) Measuring Knowledge Flows: Patent and Non-Patent Data

5:00pm - 7:30pm Boston Hynes Convention Center: Room 301

Tweet this session: [#AOM2012 181](#)

Organizers: **Kenneth G Huang**, Singapore Management U.; **Stefan Wagner**, ESMT European School of Management and Technology

Discussant: **Bronwyn Hall**, U. of California, Berkeley

Presenters: **Michael Roach**, U. of North Carolina; **Jeff Furman**, Boston U.; **Erica Renee Fuchs**, Carnegie Mellon U.; **Samuel L Ventura**, Carnegie Mellon U.; **Kenneth G Huang**, Singapore Management U.; **Jasjit Singh**, INSEAD; **Stefan Wagner**, ESMT European School of Management and Technology

#### 182 : (HR) HR Division Doctoral Consortium Dinner and Networking

5:00pm - 9:00pm Boston Park Plaza: Georgian Room

Tweet this session: [#AOM2012 182](#)

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 1, 2012.

Organizers: **Bradford S Bell**, Cornell U.; **Corine Boon**, U. of Amsterdam; **James P. Guthrie**, U. of Kansas; **Mark V Roehling**, Michigan State U.

### 183 : (MED, NDSC) MED/JME Writer's Development Workshop

5:00pm - 7:00pm Marriott Boston Copley Place: Salon H

Tweet this session: **#AOM2012 183**

Pre-registration is required. Please contact one of the coordinators for more information.

Facilitators: **Kathy Lund Dean**, Gustavus Adolphus College; **Stephen E Weiss**, York U.; **Gordon W Meyer**, Canisius College; **Jeanie Mannheimer Forray**, Western New England U.; **Jacob Eisenberg**, U. College Dublin; **Jon Billsberry**, Deakin U.; **Thomas F Hawk**, Frostburg State U.

Coordinators: **Kathleen J. Barnes**, East Stroudsburg U.; **Joann Krauss Williams**, Judson College

### 184 : (OB) Organizational Behavior Junior Faculty Workshop (Fri) - Invitation Only

5:00pm - 9:30pm Boston Park Plaza: Arlington Room

Tweet this session: **#AOM2012 184**

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/PDWReg>. Please contact the workshop coordinator(s) to apply and obtain the approval code. Application materials are due by June 15, 2012. The cost to register is \$150.00, and the deadline to register online is August 1, 2012.

Organizers: **Michele Williams**, Cornell U.; **Deanne N. DenHartog**, U. of Amsterdam

Facilitators: **Deborah Ancona**, Massachusetts Institute of Technology; **Sigal Barsade**, U. of Pennsylvania; **Gilad Chen**, U. of Maryland; **Kimberly D. Elsbach**, U. of California, Davis; **Robin Ely**, Harvard U.; **Miriam Erez**, Technion Israel Institute of Technology; **Hermia Ibarra**, INSEAD; **Karen A. Jehn**, Melbourne U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Sim B. Sitkin**, Duke U.; **Sabine Sonnentag**, U. of Mannheim; **Barry M Staw**, U. of California, Berkeley

### 185 : (OCIS) International Paper Development Workshop

5:00pm - 7:00pm Boston Hynes Convention Center: Room 104

Tweet this session: **#AOM2012 185**

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 1, 2012.

Organizer: **Brian S. Butler**, U. of Maryland

Discussants: **Marina Fiedler**, U. of Passau; **Atreyi Kankanhalli**, National U. of Singapore; **Ulrike Schultze**, Southern Methodist U.; **Wai Fong Boh**, Nanyang Technological U.; **Paul Hart**, Florida Atlantic U.; **Yuqing Ren**, U. of Minnesota; **Suzanne Rivard**, HEC Montreal; **Michel Avital**, Copenhagen Business School; **Bijan Azad**, American U. of Beirut

Towards the Identification of IT Innovation Frames | **Victor Wilfredo Bohorquez Lopez**, CENTRUM Catolica, Pontificia U. Catolica del Peru; **Jose Esteves**, IE Business School

To Engage or Not to Engage: A Mental Perspective on Social Media Acceptance | **Eliane Bucher**, U. of St. Gallen; **Christian Fieseler**, U. of St. Gallen; **Anne Suphan**, U. of St. Gallen

When Malleable Information Technologies Meld with Organizational Routines: An Affordance Perspective | **Francesca Cabiddu**, Cagliari U.; **Manuela De Carlo**, IULM U.; **Gabriele Piccoli**, Grenoble Ecole de Management

Enrolled since the Beginning: Assessing Wikipedia Contributors' Behavior by Their First Contribution | **Sylvain Dejean**, M@rsouin; **Nicolas Jullien**, Institut Telecom Contextual Factors, E-Participation, and E-Government Development: A Global Perspective | **Satish Krishnan**, National U. of Singapore

Utilizing Social Network Sites to Manage Talent: An Exploratory Study of India | **Sunanda Nayak**, Management Development Institute, Gurgaon, India; **Jyotsna Bhatnagar**, Management Development Institute; **Pawan S. Budhwar**, Aston U.

Researching the Generative Potential of Resistance to Information Systems Change | **Juan Rodon**, ESADE; **Mohammad Hosein Rezazade Mehrizi**, ESADE-Ramon Llull U.; **Feliciano Sese**, ESADE

Opening up the Black Box: The Importance of Different Kinds of Trust in Recommender System Usage | **Matthias Söllner**, U. of Kassel; **Jan Marco Leimeister**, U. of Kassel

Mobile Technology Assimilation in Firms | **Ting Wang**, Xi'an Jiaotong U.; **Kanliang Wang**, Xi'an Jiaotong U.

Let's Exchange My Knowledge for Your Practice: Key Factors in ERP Multisite Implementation | **Andrea Carugati**, Aarhus U., Business and Social Sciences; **Lapo Mola**, U. of Verona; **Antonio Giangreco**, IESEG

The Relationship between Time Conflict, Strain Conflict and Job Mobility Intentions | **Damien Joseph**, Nanyang Technological U.; **Christine Siew-Kuan Koh**, Nanyang Technological U.

Reaching a Decision: Using Evidence and Judgment in the IT Project Prioritization Process | **Arisa Shollo**, Copenhagen Business School; **Ioanna Constantiou**, Copenhagen Business School; **Kristian Kreiner**, Copenhagen Business School

Dynamic Adjustment of IT Investments: The Moderating Role of Board Independence | **John Qi Dong**, Hong Kong U. of Science and Technology; **Prasanna Karhade**, Hong Kong U. of Science and Technology; **Arun Rai**, Georgia State U.; **Sean Xin Xu**, Tsinghua U.

## Friday 5:30PM

### 186 : (AAA) The Academic Job Search: Workshop for Applicants

5:30pm - 7:00pm Marriott Boston Copley Place: Salon E

Tweet this session: **#AOM2012 186**

Organizers: **La Verne Hairston Higgins**, Eastern Michigan U.; **Wendy Kramer**, Keystone College

### 187 : (AAA) New Member Orientation

5:30pm - 7:00pm Boston Hynes Convention Center: Room 302/304

Tweet this session: **#AOM2012 187**

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new

members to the Academy. Take advantage of 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 Boston. 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 4, 2012 at 5:30 pm.

Organizers: **Stephanie Case Henagan**, Northern Illinois U.; **Kerry Ignatz**, Academy of Management

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### Friday 6:00PM

#### **188 : (GDO) GDO Pre-Conference Social Hour**

6:00pm - 7:30pm Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 188**

Division Chair: **Diana Bilimoria**, Case Western Reserve U.

Division Chair-Elect: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Program Chair: **Stacy Blake-Beard**, Simmons College

Professional Development Workshop Chair: **Charmine E. J. Hartel**, U. of Queensland

Past Chair: **David A. Kravitz**, George Mason U.

#### **189 : (IM) IM Division PDW Welcome**

6:00pm - 6:30pm Boston Hynes Convention Center: Room 208

Tweet this session: **#AOM2012 189**

After a brief welcome, participants and Executive Committee members will head to area restaurants in small groups (each person buys own dinner).

#### **190 : (MSR) MSR Dinner**

6:00pm - 9:00pm Offsite: Brasserie Jo

Tweet this session: **#AOM2012 190**

Brasserie Jo, 120 Huntington Avenue, 02116 across from the Prudential Center. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$55.00. The deadline to register online is August 1, 2012.

Coordinator: **Lee Robbins**, Golden Gate U.

Program Coordinator: **Orneita Burton**, Abilene Christian U.

#### **191 : (OMT) Meet OMT Social**

6:00pm - 8:00pm Sheraton Boston Hotel: Constitution Ballroom B

Tweet this session: **#AOM2012 191**

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### Friday 6:30PM

#### **192 : (NDSC) New Doctoral Student Consortium Social Hour**

6:30pm - 9:00pm Offsite: TBA.

Tweet this session: **#AOM2012 192**

The New Doctoral Student Consortium is holding an informal social hour for NDSC participants, lunch hosts, facilitators, and speakers. Friday, 6:3

## Saturday 7:00AM

**193** : (MSR) MSR Morning Meditation

7:00am - 8:00am Sheraton Boston Hotel: Hampton B

Tweet this session: **#AOM2012 193**Facilitator: **Gerald Biberman**, U. of Scranton

## Saturday 7:45AM

**194** 🗣️: (BPS) Business Policy and Strategy Division Doctoral Consortium II

7:45am - 1:00pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 194**Chairs: **Samina Karim**, Boston U.; **Xavier Castañer**, U. of Lausanne

Participants: **Rajshree Agarwal**, U. of Maryland; **Felipe A. Csaszar**, U. of Michigan; **Kathleen M. Eisenhardt**, Stanford U.; **Violina Rindova**, U. of Texas, Austin; **Gabriel Szulanski**, INSEAD; **Libby Weber**, U. of California, Irvine; **William Ocasio**, Northwestern U.; **Gerry McNamara**, Michigan State U.; **Edward Zajac**, Northwestern U.

## Saturday 8:00AM

**195** : (AAA) Placement Services

8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer

Tweet this session: **#AOM2012 195**

Placement Services - Registration and Information

Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.**196** : (AAA) Conference Registration

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A

Tweet this session: **#AOM2012 196**

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

**197** : (AAA) Conference Exhibits

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A.

Tweet this session: **#AOM2012 197****198** : (AAA) Hospitality Suite for First Time Attendees

8:00am - 5:00pm Boston Hynes Convention Center: Room 207

Tweet this session: **#AOM2012 198**

Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**199** : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Boston Hynes Convention Center: Room 207.

Tweet this session: **#AOM2012 199**

All interested volunteers are welcome to join us as we begin the planning process for our upcoming year.

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**200** ➔🗣️: (AAM) Meet the editors of Asia Pacific Journal of Management

8:00am - 10:00am Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 200**

Facilitator: **David Ahlstrom**, Chinese U. of Hong Kong  
Speakers: **Mike Peng**, U. of Texas, Dallas; **Michael Carney**, Concordia U.; **Eric R Gedajlovic**, Simon Fraser U.; **Long Wai Lam**, U. of Macau

Participants: **Shyh-je Chen**, National Sun Yat-sen U.; **Yaping Gong**, Hong Kong U. of Science and Technology; **Takehiko Isobe**, Kobe U.; **Seung-Hyun Lee**, U. of Texas, Dallas; **Hicheon Kim**, Korea U.; **Simon Lam**, U. of Hong Kong; **Jane Lu**, National U. of Singapore; **Klaus Meyer**, China Europe International Business School; **Anil Nair**, Old Dominion U.; **Alfred Wong**, Lingnan U.; **Chi-Sum Wong**, Chinese U. of Hong Kong; **Daphne W. Yiu**, Chinese U. of Hong Kong; **Michael N. Young**, Hong Kong Baptist U.; **Kevin Zheng Zhou**, U. of Hong Kong; **Zhujun Ding**, The Chinese U. of Hong Kong; **Stav Fainshmidt**, Old Dominion U.; **Yuanyuan Gong**, Chinese U. of Hong Kong; **Yan Li**, Beijing Institute of Technology; **Linda Chang Wang**, Michigan State U.

**201** 🗣️: (BPS) What should I do with this paper?

8:00am - 11:30am Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 201**

For untenured junior faculty. Registration required. To apply, please submit your paper, any reviews, and the questions you are struggling with.

Organizers: **Ithai Stern**, Northwestern U.; **Caterina Moschieri**, Instituto de Empresa Business School; **PuayKhoon Toh**, U. of Minnesota

Participants: **Gautam Ahuja**, U. of Michigan; **Russell Coff**, U. of Wisconsin, Madison; **Melissa Graebner**, U. of Texas, Austin; **Amy Hillman**, Arizona State U.; **Jeffrey J. Reuer**, Purdue U.; **J Myles Shaver**, U. of Minnesota

**202** 🗣️🗣️: (BPS) BPS New Faculty Consortium

8:00am - 5:00pm Boston Hynes Convention Center: Room 308

Tweet this session: **#AOM2012 202**

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 1, 2012.

Coordinators: **Anne Marie Knott**, Washington U. in St. Louis; **Juan Alcacer**, Harvard U.

Participants: **Bruno Cassiman**, IESE Business School & KU Leuven; **Brent Goldfarb**, U. of Maryland; **Witold Jerzy Henisz**, U. of Pennsylvania; **Andrew King**, Dartmouth College; **Laura Poppo**, U. of Kansas; **Maurizio Zollo**, Bocconi U.; **John M de Figueiredo**, Duke U.

**203** 🗣️: (BPS, OMT) The Dyad in Context: Developing and Managing a System of Vertical Partnerships

8:00am - 10:00am Boston Hynes Convention Center: Room 204

Tweet this session: **#AOM2012 203**

Distinguished Speakers: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Ranjay Gulati**, Harvard U.; **Michael J Leiblein**, Ohio State U.; **Jack A Nickerson**, Washington U.

Facilitators: **Anne Parmigiani**, U. of Oregon; **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign

Speakers: **Kyle J Mayer**, U. of Southern California; **Beverly B. Tyler**, North Carolina State U.; **Laura Poppo**, U. of Kansas; **Thomas Mellewig**, Freie U. Berlin

**204** 🗣️: (CAR) Tell Me About Yourself: Learn to Tell Your Career Story

8:00am - 10:00am Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 204

Facilitators: Nancy Goldman, Narativ; Murray Noessel, Narativ; Jerome Dero, Narativ

**205** (CMS) Critical Management Studies Division Doctoral Consortium

8:00am - 10:00am Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 205

The doctoral consortium is being organized by: Marianna Fotaki (MFotaki@mbs.ac.uk) Denise Franca Barros (denise.fb@globo.com) Participants: Marianna Fotaki, U. of Manchester; Denise Franca Barros, Fundacao Getulio Vargas; Raza A Mir, William Paterson U.

**206** (ENT) Innovation in Family Firms: Theory and Practice

8:00am - 10:30am Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 206

Organizers: Louise Scholes, Nottingham U.; Mike Wright, Imperial College London

Speakers: Lloyd P Steier, U. of Alberta; Franz W. Kellermanns, U. of Tennessee; Cristina Rossi-Lamastra, Politecnico di Milano; Pramodita Sharma, U. of Vermont; Alfredo De Massis, U. of Bergamo

Participants: Hannah Noke, Nottingham U.; Isobel O'Neil, Nottingham U.; Evila Piva, Politecnico di Milano; Nils D Kraiczky, WHU - Otto Beisheim School of Management; Andreas Hack, WHU - Otto Beisheim School of Management

**207** (ENT, BPS, OMT, CAR) Entrepreneurial Resourcefulness and Resilience

8:00am - 10:30am Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 207

This is sponsored by the Research Committee of the Entrepreneurship Division; please also see our PDW on multi-method research in entrepreneurship.

Chair: Ted Baker, North Carolina State U. Presenters: Dean A Shepherd, Indiana U.; Steven Walter Bradley, Baylor U.; Jeffrey S. McMullen, Indiana U., Bloomington; Julianne Marie Senyard, Queensland U. of Technology; Paul Richard Steffens, Queensland U. of Technology; Per Davidsson, Queensland U. of Technology; E. Erin Powell, North Carolina State U.; Trenton A. Williams, Indiana U., Bloomington

**208** (GDO, ODC) Women in the Informal Economy: Improving Their Lives Through Caring Action Research Projects

8:00am - 12:00pm Offsite: TBA.

Tweet this session: #AOM2012 208

Moderator: Kristine Marin Kawamura, St. George's U. Discussant: Jeana Wirtenberg, Fairleigh Dickinson U. Panelists: Simon L. Dolan, ESADE Business School; Riane Eisler, Center for Partnership Studies

**209** (HCM) Moving Your Work to the Next Step: Getting Feedback from the Experts

8:00am - 9:00am Marriott Boston Copley Place: Salon C

Tweet this session: #AOM2012 209

To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer to obtain the approval code.

Chair: Christopher Johnson, Texas A&M Health Science Center Participants: Thomas D'Aunno, Columbia U.; Elizabeth Goodrick, Florida Atlantic U.; Christy Harris Lemak, U. of Michigan, Ann Arbor; Robert Weech-Maldonado, U. of Alabama, Birmingham;

Grant T. Savage, U. of Alabama at Birmingham; Victoria Anne Parker, Boston U.; Ann Scheck McAlearney, Ohio State U.; Jami Leanne DelliFraine, U. of Texas

**210** (HR) HR Division Junior Faculty Consortium

8:00am - 5:30pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 210

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 1, 2012.

Organizers: Ingrid Fulmer, Rutgers U.; Diane E. Johnson, U. of Alabama, Tuscaloosa; Patrick F. McKay, Rutgers U. Presenters: Wendy R. Boswell, Texas A&M U.; Marisa Salanova, U. of Arkansas; K. Michele Kacmar, U. of Alabama; Christopher C. Rosen, U. of Arkansas, Fayetteville; David P. Lepak, Rutgers U.; Daniel Scott DeRue, U. of Michigan; Theresa Welbourne, U. of Southern California; Steve W. J. Kozlowski, Michigan State U.; Patrick Wright, Cornell U.; Paula M Caligiuri, Rutgers U.; Frederick P. Morgeson, Michigan State U.; Jonathon R. B. Halbesleben, U. of Alabama; Jessica Methot, Rutgers U.; Ian O. Williamson, Melbourne Business School; Bennett J. Tepper, Georgia State U.; Frances M. McKee-Ryan, U. of Nevada, Reno

**211** (HR) HR Division Doctoral Consortium

8:00am - 5:30pm Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 211

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 1, 2012.

Organizers: Bradford S Bell, Cornell U.; Corine Boon, U. of Amsterdam; James P. Guthrie, U. of Kansas; Mark V Roehling, Michigan State U.

Presenters: Jeff Ericksen, Michigan State U.; Rebecca R. Kehoe, Rutgers U.; Nathan Philip Podsakoff, U. of Arizona; Nathan J. Hiller, Florida International U.; Matthew J Pearsall, U. of North Carolina, Chapel Hill; 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; Bard Kuvaas, BI Norwegian Business School; Elaine Farndale, Pennsylvania State U.; John E. Delery, U. of Arkansas; Xiao-Ping Chen, U. of Washington; Gary Greguras, Singapore Management U.; Rodger Griffeth, Ohio U.; K. Michele Kacmar, U. of Alabama; Vivien KG Lim, National U. of Singapore; Theresa Welbourne, U. of Southern California; Jing Zhou, Rice U.; Mark A. Clark, American U.; James Hamilton Dulebohn, Michigan State U.; Patrick Christopher Flood, Dublin City U.; Barry Gerhart, U. of Wisconsin, Madison; David A Hofmann, U. of North Carolina, Chapel Hill; Hui Liao, U. of Maryland; Janet H. Marler, State U. of New York, Albany; Shad S. Morris, Ohio State U.; Dana Minbaeva, Copenhagen Business School; Murray R. Barrick, Texas A&M U.; Dorien Kooij, Tilburg U.; Robert Kaše, U. of Ljubljana; Christine Quinn Trank, Vanderbilt U.; Karina van de Voorde, Tilburg U.; Jose M. Cortina, George Mason U.

**212** (HR, ITC) HR Division Ambassadors Program, Research Project

8:00am - 10:00am Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 212

**Organizers:** **Liza Castro Christiansen**, U. of Reading; **Michal Biron**, U. of Haifa & Tilburg U.  
**Chairs:** **Liza Castro Christiansen**, U. of Reading; **Michal Biron**, U. of Haifa & Tilburg U.  
**Moderators:** **Wendy J. Casper**, U. of Texas, Arlington; **Sumita Raghuram**, Pennsylvania State U.  
**Presenters:** **Elaine Farndale**, Pennsylvania State U.; **Robert Kaše**, U. of Ljubljana; **Eleni Stavrou**, U. of Cyprus; **Bard Kuvaas**, BI Norwegian Business School

**213** : (HR, MED) Using O\*NET Products and Tools to Develop or Revise a Course

8:00am - 10:00am Boston Park Plaza: Cambridge Room

Tweet this session: [#AOM2012 213](#)

**Presenters:** **Daniel J Koys**, DePaul U.; **Kenneth R. Thompson**, DePaul U.; **David Rivkin**, National Center for O\*NET Development; **Phil Lewis**, National Center for O\*NET Development; **J Bruce Tracey**, Cornell U.

**214** : (IM) International Management Division Doctoral Consortium

8:00am - 3:30pm Offsite: Northeastern University

Tweet this session: [#AOM2012 214](#)

*240 Egan Research Center, Raytheon Amphitheater. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Egan will be the last building to your left. By invitation only.*

**Chair:** **Ishtiaq Pasha Mahmood**, National U. of Singapore  
**Panelists:** **Tarun Khanna**, Harvard U.; **Ruey-Lin Hsiao**, National Chengchi U.; **Jean-Francois Hennart**, Tilburg U.; **Xavier Martin**, Tilburg U.; **Sampsa Samila**, National U. of Singapore; **Jordan Siegel**, Harvard U.; **Balagopal Vissa**, INSEAD; **Sri Zaheer**, U. of Minnesota; **Minyuan Zhao**, U. of Michigan; **Kazuhiro Asakawa**, Keio Business School

**215** : (IM) International Management Division Junior Faculty Consortium

8:00am - 3:30pm Offsite: Northeastern University

Tweet this session: [#AOM2012 215](#)

*Cabral Center, O'Bryant African-American Institute, West Village F, Leon Street. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Turn right on Greenleaf Street past the Law School's Dockser Hall. This turns into Leon Street (will turn hard left). The Cabral Center will be on your right about 100 yds down Leon.*

**Chair:** **Jaideep Anand**, Ohio State U.  
**Panelists:** **Ashish Arora**, Duke U.; **Aya S. Chacar**, Florida International U.; **Pierre Dussauge**, HEC Paris; **Javier Gimeno**, INSEAD; **Anil K Gupta**, INSEAD and U. of Maryland; **Marjorie A Lyles**, Indiana U.; **Constantinos Markides**, London Business School; **Gerald A. McDermott**, U. of South Carolina; **Robert Salomon**, New York U.; **Jaeyong Song**, Seoul National U.; **Gurneeta Vasudeva Vasudeva**, U. of Minnesota; **Zheng Jane Zhao**, U. of Kansas

**216** : (IM, OB, CM, RM) Conducting Impactful Cross-Cultural Research: A Workshop on Scientific Mindfulness

8:00am - 12:00pm Boston Hynes Convention Center: Room 109

Tweet this session: [#AOM2012 216](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizers:** **Markus Vodosek**, German Graduate School of Management & Law (GGS); **Nakiye Boyacigiller**, Sabanci U.; **Joerg Dietz**, U. of Lausanne; **Karsten Jonsen**, IMD; **David C. Thomas**, Simon Fraser U.

**217** : (ITC, ENT, IM) Each in its Own Way: National Culture and Organizational Ingenuity

8:00am - 10:00am Boston Hynes Convention Center: Room 305

Tweet this session: [#AOM2012 217](#)

**Participants:** **Benson Honig**, McMaster U.; **David B. Zoogah**, Morgan State U.; **Katharina Hoelzle**, U. of Potsdam; **Joseph Lampel**, City U. London; **Israel Drori**, College of Management, Israel; **Rosa Nelly Trevinyo-Rodriguez**, Tecnologico de Monterrey; **Xiaohua Howard Lin**, Ryerson U.; **Ajay Bhalla**, City U.; **Claudio Giachetti**, U. Ca' Foscari of Venice

**218** : (MC) Balancing Practice Challenges and Academic Standards: Management Consulting Doctoral Consortium

8:00am - 12:00pm Westin Copley Place: North Star

Tweet this session: [#AOM2012 218](#)

*Uses both pre-registration as well as welcoming doctoral students who decide to participate on the day; please attend for the duration of the event.*

**Chair:** **Jean E. Neumann**, Tavistock Institute  
**Speakers:** **L. David Brown**, Harvard U.; **Earl T. Braxton**, Edge Associates  
**Presenters:** **David Jamieson**, U. of St. Thomas; **Ronald Fry**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.; **Amandine Savall**, ISEOR, IAE - U. of Lyon 3; **Andreas Werr**, Stockholm School of Economics; **Brian Emerson**, Fielding Graduate U.; **Kay Davis**, Pepperdine U.; **Joanne C Preston**, Colorado Technical U.; **Declan Fitzsimons**, Cranfield School of Management; **Debra A Lindh**, U. of Saint Thomas; **Nancy C. Wallis**, Fielding Graduate Institute; **David Coghlan**, Trinity College Dublin; **Kurt Motamedi**, Pepperdine U.

**219** : (MED) Cases that Sing in the Classroom: Insights into Developing and Teaching Cases

8:00am - 10:30am Marriott Boston Copley Place: Salon B

Tweet this session: [#AOM2012 219](#)

*The session designed for those with a range of experience levels in case teaching and case research, development, and publication.*

**Coordinator:** **Marilyn L Taylor**, U. of Missouri, Kansas City  
**Participants:** **Richard McCracken**, eech; **Mark Jenkins**, Cranfield U.; **Chi Anyansi-Archibong**, North Carolina A & T State U.; **Theresa Coates**, Clarkson U.; **Vijaya L Narapareddy**, U. of Denver; **Armand Gilinsky**, Sonoma State U.; **J Kay Keels**, Coastal Carolina U.




**220** : (MED) Experiential Education and Epistemology of Practice: A Practice Session

8:00am - 10:00am Marriott Boston Copley Place: Salon D

Tweet this session: [#AOM2012 220](#)

*This PDW is designed to engage participants in a highly interactive process utilizing an experiential activity, entitled "Going to a Meeting".*

**Presenter:** **Linda Klonsky**, Chicago School of Professional Psychology

**221**   : (MED, MC, TTC, ODC) Leadership Artistry: The Arts Supporting 21st-Century Leadership

8:00am - 10:30am Marriott Boston Copley Place: Tremont

Tweet this session: #AOM2012 221

*As the number of spaces is limited, please sign-up prior to the Academy meetings for this experiential PDW at [christine.bataille@mail.mcgill.ca](mailto:christine.bataille@mail.mcgill.ca)*

Chair: **Nancy J Adler**, McGill U.Facilitator: **Christine D. Bataille**, McGill U.Discussant: **Edgar H. Schein**, Massachusetts Institute of Technology

Presenters: **Robert D. Austin**, U. of New Brunswick; **Danica Purg**, IEDC-Bled School of Management; **Ian Sutherland**, IEDC-Bled School of Management; **Steven S Taylor**, Worcester Polytechnic Institute

**222** : (MH, RM) Conducting and Publishing Archival Research

8:00am - 10:00am Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 222

Facilitator: **John Humphreys**, Texas A&M U., Commerce

Participants: **Michael Hess**, U. of New South Wales; **Patrick J. Murphy**, DePaul U.; **James M Wilson**, U. of Glasgow

**223** : (MOC) Cognition in the Rough

8:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: #AOM2012 223

*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 1, 2012.*

Organizers: **Marlys K. Christianson**, U. of Toronto; **Morela Hernandez**, U. of Washington; **Douglas A Lepisto**, Boston College  
 Facilitators: **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; **Daniel P. Forbes**, U. of Minnesota; **Elizabeth George**, Hong Kong U. of Science and Technology; **Margaret Delaney Gorman**, George Washington U.; **Tor Hernes**, Copenhagen Business School; **Gerard P. Hodgkinson**, U. of Warwick; **George P. Huber**, U. of Texas, Austin; **Lynn A. Isabella**, U. of Virginia; **Glen E. Kreiner**, Pennsylvania State U.; **Theresa K Lant**, Pace U.; **Kyle Lewis**, U. of Texas, Austin; **Luis Martins**, U. of Texas, Austin; **Chet Miller**, U. of Houston; **Frances J. Milliken**, New York U.; **Sucheta Nadkarni**, Drexel U.; **Rhonda K. Reger**, U. of Maryland; **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.

**224**   : (NDSC) New Doctoral Student Consortium

8:00am - 3:15pm Westin Copley Place: America Ballroom South


Tweet this session: #AOM2012 224

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

Organizers: **Jianhong Chen**, Drexel U.; **Jocelyn M. Leitzinger**, U. of Wisconsin, Madison; **Matthew Zingoni**, Syracuse U.; **Nora Junaid**, Lebanese American U.

Chair: **Anna Katherine Ward**, U. of South CarolinaTHEMATIC ORIENTATION:  Teaching |  Practice |  International |  Program Theme |  Research |  Diversity |  Best Paper

Business U.; **Wayne Boss**, U. of Colorado, Boulder; **Chester S. Spell**, Rutgers U.; **Sarah Stookey**, Central Connecticut State U  
**Nicholas Argyres**, Washington U. in St. Louis; **Paul Oik**, U. of Denver; **Lowell W. Busenitz**, U. of Oklahoma; **John Schaubro**, Michigan State U.; **Jeffrey H. Greenhaus**, Drexel U.; **Anil K Gu**, INSEAD and U. of Maryland; **Fariborz Damanpour**, Rutgers U.; **Deanna Geddes**, Temple U.; **Trish Reay**, U. of Alberta; **Mark J Martinko**, Florida State U.; **Zeki Simsek**, U. of Connecticut; **Dar R. DeTienne**, Colorado State U.; **Franz W. Kellermanns**, U. of Tennessee; **Andreas Schwab**, Iowa State U.; **Sucheta Nadkar**, Drexel U.; **Steven W. Floyd**, U. of Massachusetts, Amherst; **Beverly B. Tyler**, North Carolina State U.; **Michael A. Hitt**, Texas A&M U.; **Ronald F. Piccolo**, Rollins College; **Nathan J. Hiller**, Florida International U.; **David A. Harrison**, U. of Texas, Austin; **Gary P. Latham**, U. of Toronto; **Stephane Cote**, U. of Toronto; **Yasemin Y Kor**, U. of South Carolina; **Frank T. Rothaermel**, Georgia Institute of Technology  
 Speakers: **Ming-Jer Chen**, U. of Virginia; **Tim Pollock**, Pennsylvania State U.; **Angelo DeNisi**, Tulane U.; **Bruce M. Meglino**, U. of South Carolina

**225**  : (OB) Organizational Behavior Doctoral Consortium (Sat)- Invitation Only

8:00am - 5:30pm Boston Park Plaza: Statler Room

Tweet this session: #AOM2012 225

*Pre-registration is required; visit*

*<https://secure.aomonline.org/PDWReg>. Contact organizers for approval code. Must also register for OBDC (Fri).*

Organizers: **Joyce E. Bono**, U. of Florida; **Amy E. Colbert**, U. of Iowa

Speakers: **Jason Colquitt**, U. of Georgia; **Ronald F. Piccolo**, Rollins College; **Amy L. Kristof-Brown**, U. of Iowa; **Elizabeth Wolfe Morrison**, New York U.; **Frederick P. Morgeson**, Michigan State U.; **Kenneth G. Brown**, U. of Iowa; **Cheri Ostroff**, U. of Maryland

Presenters: **Marcie LePine**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.; **Mike Crant**, U. of Notre Dame; **Ashleigh Shelby Rosette**, Duke U.; **Michael Wesson**, Texas A U.; **Timothy Baldwin**, Indiana U., Bloomington; **Abbie J. Shipp**, Texas Christian U.; **Christina E. Shalley**, Georgia Institute of Technology; **Elaine C. Hollensbe**, U. of Cincinnati; **Brent A. Sc**, Michigan State U.; **Ronit Kark**, Bar Ilan U.; **Steffanie L. Wilk**, C State U.; **Berrin Erdogan**, Portland State U.; **Karen Jansen**, U. Virginia; **Deidra J Schleicher**, Purdue U., West Lafayette; **Mari Mitchell**, U. of Georgia; **Jacqueline A-M. Coyle-Shapiro**, Lond School of Economics; **Mo Wang**, U. of Florida; **Raymond T Sparrowe**, Washington U. in St. Louis; **Kevin G. Corley**, Arizona State U.; **Suzanne S. Masterson**, U. of Cincinnati; **Michelle K. Duffy**, U. of Minnesota; **Douglas J. Brown**, U. of Waterloo; **Jos M. Cortina**, George Mason U.; **Linn Van Dyne**, Michigan State U.; **Quinetta Roberson**, Villanova U.; **J. Craig Wallace**, Oklahoma State U.; **Karl Aquino**, U. of British Columbia; **Xiao-Ping Chen**, of Washington; **J. Stuart Bunderson**, Washington U.; **Daniel S. DeRue**, U. of Michigan; **Ellen Ernst Kossek**, Michigan State U.; **Theresa M. Glomb**, U. of Minnesota; **Bart de Jong**, VU U.; **Mat Allen**, Babson College; **Michael Frese**, National U. of Singapore; **Bennett J. Tepper**, Georgia State U.; **Amir Erez**, U. of Florida; **Megan Margaret Gerhardt**, Miami U.; **Elizabeth Eve Umphres**



**226** 📄: (OB, HR) **Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students**

8:00am - 12:00pm Boston Park Plaza: Plaza Ballroom

Tweet this session: #AOM2012 226

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Chair:** **Cindy P. Zapata**, Georgia Institute of Technology  
**Coordinators:** **Ned Wellman**, U. of Michigan, Ann Arbor; **Maribeth Kuenzi**, Southern Methodist U.

**Presenters:** **Donald E. Conlon**, Michigan State U.; **Lisa Dragoni**, Cornell U.; **Thomas Lee**, U. of Washington; **Brent A. Scott**, Michigan State U.; **David M. Sluss**, Georgia Institute of Technology; **Eean Crawford**, U. of Iowa; **Flannery G. Garnett**, U. of Utah; **Spencer Harrison**, Boston College; **Dong Liu**, Georgia Institute of Technology; **Jennifer Carson Marr**, London Business School; **Jessica Methot**, Rutgers U.; **John Paul Stephens**, Case Western Reserve U.; **Adina D. Sterling**, Washington U. in St. Louis; **John J. Sumanth**, Southern Methodist U.

**227** 🗣️: (OB, MC, ODC, OCIS) **Less Communication and More Conversation: Using Conversation to Facilitate Organizational Change**

8:00am - 10:00am Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 227

**Facilitators:** **Dawn-Marie Turner**, Turner Change Management; **Kathy Cowan Sahadath**, International Council on Organizational Change; **Lysbeth van Silfhout**, De Adviespraktijk

**228** 🗣️📄: (OCIS) **Researching the Informal Economy: Opportunities and Challenges of Social Media Research**

8:00am - 10:00am Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 228

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizer:** **Gerald C Kane**, Boston College  
**Speakers:** **Natalia Levina**, New York U.; **Mikolaj Jan Piskorski**, Harvard U.; **Sam Ransbotham**, Boston College; **Terri Griffith**, Santa Clara U.; **Ann Majchrzak**, U. of Southern California; **Stephen Borgatti**, U. of Kentucky; **Samer Faraj**, McGill U.; **Sirkka Jarvenpaa**, U. of Texas; Aalto U.

**229** 🗣️📄🗣️🗣️: (OCIS, OM) **Valuation of Our Social Chatters: Decoding and Evaluating User-contributed Data**

8:00am - 11:30am Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 229

*Pre-registration is required at <https://secure.aomonline.org/PDWReg>. The cost to register is \$60. The deadline to register is August 1, 2012.*

**Organizers:** **George Kuk**, Nottingham U.; **Daniele Quercia**, U. of Cambridge

**Facilitator:** **Jian Hua Shao**, Nottingham U.

**Participants:** **Nicoletta G. Dimitrova**, VU U. Amsterdam; **Beat Reber**, Nottingham U.

**230** 🗣️: (ODC) **What's Brewing in Your Organization? Tapping Strategic Engagement for Organizational Success**

8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 230

*Participants are invited to reflect on how the brewing metaphor translates to and sheds light on their own organizations.*

**Presenters:** **Pamela Meyer**, DePaul U.; **Tim Frick**, Mightybytes, Inc.

**231** 🗣️🗣️🗣️: (ODC, IM) **Crossing Boundaries: Group dynamics from perspectives rooted in OD, IM and OB**

8:00am - 11:00am Sheraton Boston Hotel: Fairfax A

Tweet this session: #AOM2012 231

**Facilitators:** **Jane E. Salk**, U. of Texas, Dallas; **Bjoern Z. Ekelund**, Human Factors; **Susan E. Brodt**, Queen's U.; **Julia Gluesing**, Wayne State U.; **Sonja A. Sackmann**, U. Bundeswehr, Munich

**232** 📄: (OM) **Innovative ways of teaching the real life complexities in Supply Chain Management**

8:00am - 10:00am Westin Copley Place: Courier

Tweet this session: #AOM2012 232

**Coordinators:** **Björn Claes**, Open U.; **Stefan Hoogervorst**, Involution Interactive

**233** 📄: (OMT, OB, BPS, RM, ENT, CM, HR, OCIS) **Introduction to Social Network Analysis**

8:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 233

**Presenters:** **Giuseppe Labianca**, U. of Kentucky; **Daniel Halgin**, U. of Kentucky; **Rich DeJordy**, Northeastern U.; **Maxim Sytch**, U. of Michigan; **Theresa Floyd**, U. of Kentucky

**234** 📄: (OMT, RM) **Methodological Choices and Theoretical Developments in Institutional Theory**

8:00am - 12:00pm Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 234

**Organizers:** **Julie Battilana**, Harvard U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem

**Facilitators:** **Thomas D'Aunno**, Columbia U.; **Karen Golden-Biddle**, Boston U.; **Katherine C. Kellogg**, Massachusetts Institute of Technology; **Renate Elisabeth Meyer**, WU Vienna; **Kamal Munir**, U. of Cambridge

**Discussant:** **Royston Greenwood**, U. of Alberta

**235** 📄📄: (ONE) **ONE Doctoral Consortium**

8:00am - 1:30pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 235

*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 1, 2012.*

**Organizers:** **Melissa Paschall**, U. of St. Gallen; **Natalia Ortiz-de-Mandojana**, U. of Granada; **Yoona Youm**, George Washington U.; **Karin Strzeletz Ivertsen**, Copenhagen Business School; **Yipeng Liu**, U. of Mannheim

**Chairs:** **Brent A McKnight**, U. of Western Ontario; **Patricia Kanashiro**, George Washington U.

**Presenters:** **Timo Busch**, ETH Zurich; **Deborah Philippe**, U. of Lausanne; **Monika Winn**, U. of Victoria; **Alfred Allen Marcus**, U. of Minnesota; **Jorge Rivera**, George Washington U.; **Dirk Matten**, York U.; **Martina K. Linnenluecke**, U. of Queensland; **Mark Starik**, San Francisco State U.; **Pete Tashman**, Portland State U.; **Raymond L. Paquin**, Concordia U.; **Catalin Ratiu**, California State U.; **Timothy Stewart Clark**, Northern Arizona U.

**236** 🗣️🗣️🗣️: (PNP, ODC, INDAM) **Leadership Practices across the African, Asian, and European Economies**

8:00am - 10:30am Marriott Boston Copley Place: Salon K

Tweet this session: #AOM2012 236

*This symposium addresses the unique challenges of studying public sector leadership in developing economies.*

**Coordinator:** Terrell G. Manyak, Nova Southeastern U.  
**Participants:** Bahaudin G. Mujaba, Nova Southeastern U.; Mohammed R Ahmed, Webster U.; Lam Dang Nguyen, Palm Beach State College; Terrell G. Manyak, Nova Southeastern U.; Tobias Boehmer, Webster U. Thailand; Han Ping, Xi'an Jiaotong U.; Yin Lu Ng, HELP U.; Eugene Tee, HELP U.

**237** (PTC, ODC, PNP, TIM, MC) **Strategies for Regions and Companies: The Sustainable Boston Area and the Role of Scenario Planning**

8:00am - 10:00am Sheraton Boston Hotel: Independence East  
 Tweet this session: #AOM2012 237  
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.  
**Organizers:** Edeltraud Guenther, Technische U. Dresden; Alfred Allen Marcus, U. of Minnesota  
**Distinguished Speakers:** Amy Cotter, Metropolitan Area Planning Council; James Goldstein, Tellus Institute  
**Participants:** Seth Itzkan, Planet Tech Associates; Julian Meyr, Technische U. Dresden

**238** (RM, OB, HR) **Ask the Experts: Micro Methods**

8:00am - 10:00am Westin Copley Place: Great Republic  
 Tweet this session: #AOM2012 238  
**Coordinator:** Brian Boyd, City U. of Hong Kong  
**Presenters:** Timothy Hinkin, Cornell U.; Robert J. Vandenberg, U. of Georgia; John Mathieu, U. of Connecticut; Daniel A. Newman, U. of Illinois, Urbana-Champaign; Jose M. Cortina, George Mason U.; Jeffrey R. Edwards, U. of North Carolina; Jodi S. Goodman, U. of Connecticut

**239** (RM, OMT, MH, CMS) **Ask the experts: Qualitative methods**

8:00am - 10:00am Westin Copley Place: Essex North-Center & East  
 Tweet this session: #AOM2012 239  
**Organizers:** Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.  
**Presenters:** Karen Locke, College of William and Mary; Christopher B. Bingham, U. of North Carolina, Chapel Hill; Thomas Greckhamer, Louisiana State U.; Siobhan O'Mahony, Boston U.; Daniel Beunza, London School of Economics

**240** (SAP) **New Directions in Research on Strategizing Activities and Practice**

8:00am - 10:00am Boston Hynes Convention Center: Room 312  
 Tweet this session: #AOM2012 240  
**Coordinators:** David Nils Seidl, U. of Zurich; Sotirios Paroutis, U. of Warwick  
**Presenters:** Ann Langley, HEC Montreal; Richard Whittington, Said Business School; Julia Balogun, Lancaster U.; Loizos Th. Heracleous, U. of Warwick; Eero Vaara, Hanken School of Economics; Saku Mantere, Hanken School of Economics

**241** (SAP, RM, OCIS, CMS) **Video Recording, New Avenues for Studies of Practice and the Practice of Ethnography**

8:00am - 10:00am Boston Hynes Convention Center: Room 201  
 Tweet this session: #AOM2012 241  
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.  
**Organizer:** Gary Thomas Burke, Aston U.

**Facilitators:** Michael Smets, Aston Business School; A. Paul Spee, Sydney U.; Linda Rouleau, HEC Montreal  
**Discussants:** Gail T Fairhurst, U. of Cincinnati; Michael G. Pratt, Boston College  
**Presenters:** Paula Jarzabkowski, Aston U.; François Cooren, U. de Montréal; Joep Cornelissen, U. of Leeds; Curtis LeBaron, Brigham Young U.

**242** (SIM, ONE) **SIM-ONE Junior Faculty Consortium**

8:00am - 12:00pm Marriott Boston Copley Place: Boylston  
 Tweet this session: #AOM2012 242  
 Pre-registration req., deadline: 8/1 Sponsors: Beard Institute, Duquesne U.; Shoemaker Program, Penn State U.; Puterbaugh Chair, U. of Oklahoma  
**Chairs:** Mark P Sharfman, U. of Oklahoma; Stephanie Bertels, Simon Fraser U.  
**Participants:** Bradley R. Agle, Brigham Young U.; Lynne Andersson, Temple U.; Pratima Bansal, U. of Western Ontario; Michael L. Barnett, Oxford U.; Laquita C Blockson, College of Charleston; Stephen Brammer, U. of Warwick; Mark Cordano, Merrimack College; Nicole Darnall, Arizona State U.; Magali Delmas, U. of California, Los Angeles; Jonathan P Doh, Villanova U.; Heather Elms, American U.; Irene Henriques, York U.; Pursey Heugens, RSM Erasmus U.; Jennifer Howard-Grenville, U. of Oregon; Ans Kolk, U. of Amsterdam; Jeanne M Logsdon, U. of New Mexico; James E. Mattingly, U. of Northern Iowa; Michael V. Russo, U. of Oregon; Mark Starik, San Francisco State U.; Sandra Waddock, Boston College; James P. Walsh, U. of Michigan, Ann Arbor; Gary R. Weaver, U. of Delaware; James Weber, Duquesne U.; Duane Windsor, Rice U.; Monika Winn, U. of Victoria

**243** (SIM, ONE, OMT, BPS) **It's the System Stupid! Establishing a Research Agenda on Systemic Problems in Organization Theory**

8:00am - 10:00am Marriott Boston Copley Place: Vineyard  
 Tweet this session: #AOM2012 243  
 Join us for an exploration of the relevance of systemic issues to organization theory.  
**Organizers:** Mike Valente, U. of Western Ontario; Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School  
**Participants:** Oana Branzei, U. of Western Ontario; Charlene E. Zietsma, U. of Victoria; Steve Maguire, McGill U.; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Fabrizio Ferraro, IESE Business School

**244** (TIM) **TIM Doctoral Consortium**

8:00am - 11:30am Boston Hynes Convention Center: Room 202  
 Tweet this session: #AOM2012 244  
 Pre-Registration Required  
**Organizers:** Sanjay Jain, Santa Clara U.; Marco Giarratana, Bocconi U.  
**Speakers:** Andrea Fosfuri, U. Carlos III de Madrid; Rahul Kapoor, U. of Pennsylvania; Tobias Kretschmer, LMU Munich; Mary Tripsas, Harvard U.; Tim Simcoe, Boston U.

**245** (TIM) **2012 AOM TIM Junior Faculty Consortium**

8:00am - 12:00pm Boston Hynes Convention Center: Room 203  
 Tweet this session: #AOM2012 245  
**Organizers:** Keld Laursen, Copenhagen Business School; Aija E. Leiponen, Cornell U.  
**Facilitators:** Rosemarie Ziedonis, U. of Oregon; Melissa A Schilling, New York U.

**246** →: (TIM) What does the future hold?: The future of business school accreditation

8:00am - 10:00am Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 246

Speaker: **Lucienne Mochel AACSB International**Facilitator: **Shawn M. Carraher**, Indiana Wesleyan U.**247** ☞: (TTC, MED, HR) Teaching Essentials – Effective Grading & Feedback

8:00am - 10:00am Sheraton Boston Hotel: Berkley B

Tweet this session: #AOM2012 247

Participants: **Barbara A. Ritter**, Coastal Carolina U.; **Kim Gower**, Virginia State U.; **Patricia R. Hedberg**, U. of St. Thomas**Saturday 8:30AM****248** : (D&ITC) Diversity & Inclusion Theme Committee - Open Meeting

8:30am - 9:30am Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 248

Division Chair: **Lynn Shore**, San Diego State U.Division Chair-Elect: **Bernardo M. Ferdman**, Alliant International U.Past Chair: **Quinetta Roberson**, Villanova U.Panelist: **Patrick F. McKay**, Rutgers U.**249** ☞☞: (GDO) GDO Doctoral Consortium

8:30am - 4:00pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 249

Register online by July 15. Email CV & statement of research interests to Drs. **Lisa Nishii** ([lnh5@cornell.edu](mailto:lnh5@cornell.edu)) & **dt ogilvie** ([dt@business.rutgers.edu](mailto:dt@business.rutgers.edu)).Chairs: **Lisa Hisae Nishii**, Cornell U.; **dt ogilvie**, Rutgers U.Presenters: **Derek R. Avery**, Temple U.; **Lilia Cortina**, U. of Michigan; **David A. Harrison**, U. of Texas, Austin; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Eden King**, George Mason U.;**Lisa M. Leslie**, U. of Minnesota; **Michelle R. Hebl**, Rice U.;**Katherine W. Phillips**, Columbia U.; **Steven Rogelberg**, U. of North Carolina, Charlotte; **Lynn Shore**, San Diego State U.;**Miguel M. Unzueta**, U. of California, Los Angeles; **Loriann Roberson**, Columbia U.;**Melissa C. Thomas-Hunt**, U. of Virginia; **Emilio J. Castilla**, Massachusetts Institute of Technology**Castilla**, Massachusetts Institute of Technology**250** ☞→☞: (MC, ODC) Developing Self as Instrument in Dialogic OD: Reflexive Choices for Shadow Dancing

8:30am - 12:30pm Westin Copley Place: Parliament

Tweet this session: #AOM2012 250

Facilitators: **Stephen P Fitzgerald**, Trident U. International;**Christine Ellis Oliver**, Queen Mary U. of London**251** ☞☞☞: (MEN) Making the Most of Mentoring Moments: Developing the Career Pipeline for Today's Global Workplaces

8:30am - 12:00pm Westin Copley Place: Defender

Tweet this session: #AOM2012 251

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 1, 2012.Organizers: **Stephanie J Creary**, Boston College; **Nicole C. Jones**, U. of Connecticut; **Jerome Stewart**, U. of North Carolina, Charlotte;**Jermaine Vesey**, U. of Texas, San Antonio; **Lutisha S. Vickerie**, Rutgers U.;**Jennifer Bailey**, Georgia Institute of Technology**252** ☞☞☞: (OB) Organizational Behavior Junior Faculty Workshop (Sat) - Invitation Only

8:30am - 4:30pm Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 252

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/PDWReg>. Please contact the workshop coordinator(s) to apply and obtain the approval code. Application materials are due by June 15, 2012. The cost to register is \$150.00, and the deadline to register online is August 1, 2012. Organizers: **Michele Williams**, Cornell U.; **Deanne N. DenHartog**, U. of AmsterdamFacilitators: **Deborah Ancona**, Massachusetts Institute of Technology; **Sigal Barsade**, U. of Pennsylvania; **Gilad Chen**, U. of Maryland; **Kimberly D. Elsbach**, U. of California, Davis; **Miriam Erez**, Technion Israel Institute of Technology; **Herminia Ibarra**, INSEAD; **Sim B. Sitkin**, Duke U.; **Sabine Sonnentag**, U. of Mannheim; **Barry M Staw**, U. of California, Berkeley  
Discussants: **Mark A. Griffin**, U. of Western Australia; **Katherine Klein**, U. of Pennsylvania; **Madan M. Pillutla**, London Business School; **Kerrie Unsworth**, U. of Western Australia; **Batia Mishan Wiesenfeld**, New York U.; **Karen A. Jehn**, Melbourne U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Robin Ely**, Harvard U.; **Neal M. Ashkanasy**, U. of Queensland**253** ☞☞☞: (ODC) ODC Doctoral Student Consortium - Saturday Session (invitation only)

8:30am - 2:00pm Sheraton Boston Hotel: Gardner B

Tweet this session: #AOM2012 253

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.Chair: **James D Ludema**, Benedictine U.Presenters: **Michael Beer**, Harvard U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Andre Spicer**, U. of WarwickPanelists: **Inger G. Stensaker**, Norwegian School of Economics;**Jeffrey D Ford**, Ohio State U.; **Danielle Zandee**, Nyenrode Business U.;**David Stephen Grant**, U. of Sydney; **Clifford Oswick**, City U.;**Chris Worley**, U. of Southern California; **Ram Tenkasi**, Benedictine U.;**Frank J. Barrett**, Naval Postgraduate School; **Ann Langley**, HEC Montreal; **Ryan Quinn**, U. of Virginia**254** : (OM) OM Doctoral Consortium and New Faculty Workshop

8:30am - 4:00pm Westin Copley Place: Empire

Tweet this session: #AOM2012 254

OM Doctoral Consortium and New Faculty Workshop

Coordinators: **Antti Tenhiälä**, IE Business School; **Joseph Sarkis**, Clark U.**255** ☞☞: (PNP) Public and Nonprofit Division 2012 Doctoral Student Professional Development Consortium

8:30am - 4:00pm Marriott Boston Copley Place: St. Botolph

Tweet this session: #AOM2012 255

Chairs: **Amy E. Smith**, U. of Massachusetts, Boston; **Chris Silvia**, U. of KansasPresenters: **R Karl Rethemeyer**, Rockefeller College, U. at Albany - SUNY; **Deneen M. Hatmaker**, U. of Connecticut; **Stephanie Moulton**, Ohio State U.;**Adam Eckerd**, U. of Kansas; **Jessica Elizabeth Sowa**, U. of Colorado, Denver; **Steven Kelman**, Harvard U.

**Participants:** Andrew Germak, Rutgers U.; Carrie Oelberger, Stanford U.; Cullen C. Merritt, U. of Kansas; Maria Figueroa-Armijos, U. of Missouri at Columbia; Jiahuan Lu, U. of Maryland, College Park; Amanda Nicole Williams, ESSEC Business School - Paris; Anna Glaser, ESCP Europe; Kathrin Lurtz, European Business School, Wiesbaden; David Gastwirth, U. of Southern California; Dae Joong Kim, Ohio State U.; Yannick Atouba, U. of Illinois, Urbana-Champaign; Shelley F. Mitchell, U. of New Hampshire; Andrew Quanbeck, U. of Wisconsin, Madison; Jeongyoon Lee, Rockefeller College, U. at Albany - SUNY; Obiaukor-Princess M. Mokolo, Argosy U. Atlanta; David Rosenbaum, Australian Catholic U.; Melinda Weisberg, U. of Maryland, U. College; David Jarvis, Portland State U.; Benjamin C. Litalien, Georgetown U.; Christine Cote, London School of Economics; Youngmin Oh, Florida State U.; Joel Bothello, ESSEC Business School Paris-Singapore; Kate Preston, Virginia Tech; Ivano Bongiovanni, SDA Bocconi; Kathryn Haynes, California Institute of Integral Studies; Jaehye Jong, Rockefeller College, U. at Albany - SUNY; Rachel Krefetz Fyall, Indiana U.; David Berlan, Syracuse U.; Yishiuan Chin, U. of Massachusetts, Boston; Shawn Magill, Indiana U. of Pennsylvania; Joseph Vonasek, Florida State U.; Ryan Miller, Florida State U.; Joseph Palus, IUPUI; Wayne Diggs, U. of Phoenix; Dan He, U. of New South Wales; Maria Angela Sampaio, Federal U. of Bahia; Palina Prysmakova, Florida International U.; Veronika Bashtovaya, Hanken School of Economics; Mindy Duncan, U. of Missouri at Columbia; Laila Rodrigues Soares, Federal U. of Bahia; Minyoung Ku, Rockefeller College, U. at Albany - SUNY; Renata Rossi, Federal U. of Bahia; Peter Arsenault, Rockefeller College, U. at Albany - SUNY; Raeffaella Saporito, SDA Bocconi; Sean Rogers, Rutgers U.

**Saturday 9:00AM**

**256 : (AAA) AMR Reviewing Theoretical Papers – A Workshop with the Editors**

9:00am - 10:30am Westin Copley Place: St. George C & D

Tweet this session: #AOM2012 256

Pre-registration is required at

<https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.

Organizers: Ingrid Fulmer, Rutgers U.; Margarethe F Wiersema, U. of California, Irvine

**257 : (CAR) CAR Early Academic Career Consortium**

9:00am - 12:30pm Offsite: Northeastern University, Dodge Hall

Tweet this session: #AOM2012 257

A call for participation will be sent out in March 2012. 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 1, 2012. Northeastern University, 150 Dodge Hall. Dodge Hall is on 360 Huntington Avenue between the Boston YMCA and Northeastern's "Green" (walking West on Huntington Avenue away from hotels).

Organizers: Katharina Chudzikowski, WU Vienna; Svetlana Khapova, VU U. Amsterdam

Facilitators: Nicky Dries, Katholieke U. Leuven; Astrid Reichel, WU Vienna; Yan Shen, U. of Victoria; Marijke Verbruggen, Katholieke U. Leuven

**Speakers:** Michael B. Arthur, Suffolk U.; Yehuda Baruch, Rouen Business School; Jon P. Briscoe, Northern Illinois U.; Gina Dokko, U. of California, Davis; Wolfgang Mayrhofer, WU Vienna; Polly Parker, U. of Queensland; Sherry E. Sullivan, Bowling Green State U.

**258 : (CM) Fast forward: Research Strategies to Accelerate Tenure and Foster a Successful Career**

9:00am - 5:00pm Boston Park Plaza: White Hill Room

Tweet this session: #AOM2012 258

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 1, 2012.

Organizer: Michael A. Gross, Colorado State U.

Presenters: Wendi L. Adair, U. of Waterloo; Kurt T Dirks, Washington U. in St. Louis; Martin C. Euwema, Utrecht U.; Keith Murnighan, Northwestern U.; Mara Olekalns, U. of Melbourne; Randall S. Peterson, London Business School; Madan M. Pillutia, London Business School; Linda L. Putnam, U. of California, Santa Barbara; Quinetta Roberson, Villanova U.; Bennett J. Tepper, Georgia State U.

**259 : (ENT) Entrepreneurship Doctoral Consortium**

9:00am - 3:00pm Offsite: Northeastern University Campus

Tweet this session: #AOM2012 259

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 1, 2012. Northeastern University College of Professional Studies, Belvidere Hall. Belvidere Hall is across from the Sheraton Hotel. The entrance is directly across from the reflecting pool of the Christian Science Plaza.

Presenters: Joe Coombs, Virginia Commonwealth U.; Keith Hmieleski, Texas Christian U.

**260 : (GDO) Learning to Work Across Identities and Build Cultures of Inclusion in Organizational Settings**

9:00am - 11:30am Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 260

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 1, 2012.

Organizers: Ruth Sessler Bernstein, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Marcy Cray, Bentley U.

Facilitators: Joy E. Beatty, U. of Michigan, Dearborn; Stacy Blake-Beard, Simmons College; Donna Maria Blanco, Bentley U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; C Douglas Johnson, Georgia Gwinnett College; David A. Kravitz, George Mason U.; Susan Vinnicombe, Cranfield U.

**261 : (ICW) ASQ Editor's Meeting**

9:00am - 12:00pm Sheraton Boston Hotel: Beacon D

Tweet this session: #AOM2012 261

Organizer: Sally A. Iacovelli, Administrative Science Quarterly

**262 : (MED, ODC) Developing Reflective Practices: Engaging a Wider Set of Business, Social and Economic Perspectives**

9:00am - 11:00am Offsite: MIT Sloan

Tweet this session: [#AOM2012 262](#)  
 MIT Sloan, Bldg E62, Room 233  
 Organizers: **Michellana Jester**, MIT Sloan; **Sinead O'Flanagan**, Norwegian School of Economics  
 Participants: **Deborah Ancona**, Massachusetts Institute of Technology; **Christine Kelly**, MIT Sloan; **Rita Kowalski**, Work Life Consulting LLC; **Hugh O'Doherty**, Harvard Kennedy School; **Lyle Yorks**, Columbia U.

### Saturday 9:15AM

#### 263 (HCM) Developing Rubrics in a Yummy and Interactive Session

9:15am - 11:15am Marriott Boston Copley Place: Salon C  
 Tweet this session: [#AOM2012 263](#)  
 Pre-registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.  
 Facilitator: **Susan Lawler**, Rush U.

### Saturday 9:30AM

#### 264 (D&ITC, CAR, MEN) Balancing Acts: The Intersection of Motherhood and Scholarly Endeavors

9:30am - 12:00pm Boston Park Plaza: Alcott Room  
 Tweet this session: [#AOM2012 264](#)  
 Organizers: **Atira Cherise Charles**, Florida State U.; **Shalei V. K. Simms**, SUNY College at Old Westbury  
 Facilitators: **Janine Sanders Jones**, U. of St. Thomas; **Jeanne Johnson Holmes**, Northern Kentucky U.  
 Speakers: **Marla Baskerville Watkins**, Northeastern U.; **Charlice Hurst**, The U. of Western Ontario; **Tina R Opie**, New York U.; **Anastasia Bailey**, The Ohio State U.; **Alexis Nicole Smith**, Ramapo College

#### 265 (OMT, BPS, MOC) Current and Future Directions for Research on Organizational Learning from Performance Feedback

9:30am - 12:30pm Sheraton Boston Hotel: Liberty Ballroom B  
 Tweet this session: [#AOM2012 265](#)  
 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 1, 2012.  
 Organizers: **Pino G. Audia**, Dartmouth College; **Christina Fang**, New York U.; **Zur Shapira**, New York U.  
 Participants: **Joel Baum**, U. of Toronto; **Christine Beckman**, U. of California, Irvine; **Richard A Bettis**, U. of North Carolina, Chapel Hill; **Philip Bromiley**, U. of California, Irvine; **Weiru Chen**, INSEAD; **William Ocasio**, Northwestern U.; **Galia Rosen Schwarz**, Technion Israel Institute of Technology

### Saturday 10:00AM

#### 266 : (AAA) Academy of Management Perspectives: Publishing in AMP with members of the editorial team and editorial review board

10:00am - 11:00am Westin Copley Place: Adams  
 Tweet this session: [#AOM2012 266](#)  
 Organizers: **Timothy Michael Devinney**, U. of Technology, Sydney; **Donald Siegel**, State U. of New York, Albany

#### 267 (GDO, OB) Social Identity Dominance: How We All Live Privileged Identities (and What To Do About It)

10:00am - 12:00pm Boston Park Plaza: Cabot Room  
 Tweet this session: [#AOM2012 267](#)  
 Organizers: **Martin N. Davidson**, U. of Virginia; **Heather R. Wishik**, Heather Wishik Consulting  
 Facilitators: **Tim Ewing**, Case Western Reserve U.; **Sharon Bueno Washington**, Washington, Orange, Wheeler, LLC

#### 268 (PTC, MSR, ODC, IM, MC, SAP) Inner Peace-- Global Impact: Mindfulness in Leadership Development

10:00am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom C  
 Tweet this session: [#AOM2012 268](#)  
 Scholar **Bill Torbert**, *Novartis executive Subhanu Saxena*, and consultants *Peter Senge* and *Susan Skjei* explore impact of mindfulness for leadership  
 Distinguished Speakers: **Subhanu Saxena**, Novartis Pharmaceuticals; **Peter M. Senge**, Society of Organizational Learning; **Susan Skjei**, Naropa U.; **William Torbert**, Boston College  
 Moderator: **Kathryn Goldman Schuyler**, Alliant International U.

#### 269 (SAP, OCIS, OMT) Sociomateriality in Practice: Considering Consequences in Organizational Life and Research

10:00am - 12:00pm Boston Hynes Convention Center: Room 103  
 Tweet this session: [#AOM2012 269](#)  
 Participants: **Paul R. Carlile**, Boston U.; **Curtis LeBaron**, Brigham Young U.; **Anthony Briggs**, U. of Alberta; **Martha S. Feldman**, U. of California, Irvine; **Phillip Glenn**, Emerson College; **Susan Scott**, London School of Economics; **Wanda J. Orlikowski**, Massachusetts Institute of Technology; **Emily Warren**, Brigham Young U.

### Saturday 10:15AM

#### 270 : (AAA) Conference Break

10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A  
 Tweet this session: [#AOM2012 270](#)

#### 271 (AAM) Production and Usage of Electronic Devices for Teaching and Research in Asia



10:15am - 12:15pm Marriott Boston Copley Place: Salon I  
 Tweet this session: [#AOM2012 271](#)  
 This PDW will share the experiences of some Asian researchers and teachers in developing various electronic devices to conduct (1) career assessment, (2) research in emotional intelligence, (3) case analyses, and (4) teaching and research in virtual training.  
 Chair: **Chi-Sum Wong**, Chinese U. of Hong Kong  
 Presenters: **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Ching-Wen Wang**, National Chung Hsing U.; **Joyce Iun**, Chinese U. of Hong Kong; **Yina Mao**, Chinese U. of Hong Kong; **Kai-Tang Fan**, Lunghwa U. of Science and Technology; **Angela Shin-yih Chen**, Chang Gung U.

#### 272 (BPS) Business Model Innovation and Competitive Advantage

10:15am - 1:15pm Boston Hynes Convention Center: Room 201  
 Tweet this session: [#AOM2012 272](#)

**Chairs:** **Raphael H Amit**, The Wharton School, UPENN; **Yuliya Snihur**, IESE Business School; **Xu Han**, The Wharton School, UPENN

**Panelists:** **Jay B Barney**, The Ohio State U.; **Marvin B Lieberman**, U. of California, Los Angeles; **Ian C MacMillan**, U. of Pennsylvania; **Constantinos Markides**, London Business School; **Margaret Peteraf**, Dartmouth College; **Michael L. Tushman**, Harvard U.; **Joan Enric Ricart**, IESE Business School; **David Teece**, U. of California, Berkeley





**273**  : (CAR, HR) **Managing International Mobility in Academic Careers: A Multiple Stakeholder Perspective**

10:15am - 12:15pm Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 273**

**Organizers:** **Julia Richardson**, York U.; **Noeleen Doherty**, Cranfield U.

**Speakers:** **Kerr Inkson**, U. of Auckland; **Yvonne McNulty**, Shanghai U.; **Jan Selmer**, Aarhus U.; **Jim Jawahar**, Illinois State U.; **Claudia McPherson**, York U.




**274**    : (CAR, OB, GDO, HR) **Insights for Publishing Research in Top Journals**

10:15am - 12:45pm Boston Park Plaza: Stuart Room

Tweet this session: **#AOM2012 274**

**Coordinator:** **Lois Shelton**, California State U. Northridge

**Panelists:** **Timothy Golden**, Rensselaer Polytechnic Institute; **Maria Kraimer**, U. of Iowa; **Julia Richardson**, York U.; **Scott Seibert**, U. of Iowa; **Ian O. Williamson**, Melbourne Business School; **Amy Wrzesniewski**, Yale U.



**275**   : (ENT, OMT, BPS) **JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy**

10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: **#AOM2012 275**

*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 1, 2012.*

**Organizers:** **Dean A Shepherd**, Indiana U.; **Jennifer E Jennings**, U. of Alberta; **P. Devereaux Jennings**, U. of Alberta




**276**  : (ENT, TIM) **Assessing Academic Entrepreneurship: A Comparative Analysis of Europe vs. US**

10:15am - 12:45pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 276**

**Organizers:** **Rosa Grimaldi**, U. of Bologna; **Mike Wright**, Imperial College London

**Participants:** **Bart Clarysse**, U. of Ghent; **Pablo D'Este**, U. Politecnica de Valencia; **Maryann P Feldman**, U. of North Carolina, Chapel Hill; **Philippe Mustar**, Mines-Paristech; **Francesco Rentocchini**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); **Simone Santoni**, U. of Bologna; **Arvids A Ziedonis**, U. of Oregon

**277**   : (HCM, PNP, RM) **Quantitative and Qualitative Methods in Health Services Research**

10:15am - 12:15pm Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 277**

**Organizer:** **Keith G Provan**, U. of Arizona

**Chair:** **Cheryl Rathert**, U. of Missouri

**Presenters:** **Keith G Provan**, U. of Arizona; **Sandra C. Buttigieg**, U. of Malta; **Trish Reay**, U. of Alberta; **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.

**278**   : (HR, OB, IM) **HRM and Employee Engagement Across Countries – A Research Incubator**

10:15am - 1:15pm Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 278**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Organizer:** **Elaine Farndale**, Pennsylvania State U.

**Presenters:** **veronica hope hailey**, City U. London; **Clare Kelliher**, Cranfield U.; **Marc Van Veldhoven**, Tilburg U.; **Susanne Beijer**, Tilburg U.; **Pawan S. Budhwar**, Aston U.; **Michael Leiter**, Acadia U.




**279**   : (IM, BPS, AAM) **Leveraging India and China: To Inform the World**

10:15am - 12:45pm Boston Hynes Convention Center: Room 301

Tweet this session: **#AOM2012 279**

**Organizers:** **Raveendra Chittoor**, Indian School of Business; **Brian Wu**, U. of Michigan, Ann Arbor

**Distinguished Speakers:** **Sea Jin Chang**, National U. of Singapore; **Prashant Kale**, Rice U.; **Haiyang Li**, Rice U.; **Ravi Ramamurti**, Northeastern U.; **Mitrabaran Sarkar**, Temple U.; **Harbir Singh**, U. of Pennsylvania; **Haibin Yang**, City U. of Hong Kong; **Anthea Yan Zhang**, Rice U.


**280**   : (IM, RM, BPS) **Encouraging Pluralism: Institutionalising Best Practices for Publishing Qualitative Research**

10:15am - 12:15pm Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 280**

**Facilitators:** **Mary Yoko Brannen**, U. of Victoria/ INSEAD; **Joep Cornelissen**, U. of Leeds; **Kevin G. Corley**, Arizona State U.; **John W. Slocum**, Southern Methodist U.

**Coordinators:** **Rebecca Piekkari**, Aalto U.; **Catherine Welch**, U. of Sydney

**281** : (MC) **Pivotal Moments: The Coach's Role in Client Insight**

10:15am - 12:15pm Westin Copley Place: Courier

Tweet this session: **#AOM2012 281**


**Presenters:** **Jacqueline Binkert**, Appreciative Coaching Collaborative, LLC; **Ann L Clancy**, Appreciative Coaching Collaborative, LLC

**282**   : (MC) **Standards and Co-operation – Growth and Maturity in Management Consulting**

10:15am - 12:15pm Westin Copley Place: Essex North-Center & East

Tweet this session: **#AOM2012 282**

**Presenters:** **Ilse Ennsfellner**, Ennsfellner Consulting; **Erika Krenn-Neuwirth**, K und K wirtschaftscoaching GmbH

**283**  : (MED, OB) **Effective Management of Student Teams Using the CATME System: Practice Informed by Research**

10:15am - 12:15pm Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 283**

**Organizer:** **Misty L Loughry**, Georgia Southern U.

**Presenters:** **Matthew W. Ohland**, Purdue U., West Lafayette; **David J Woehr**, U. of North Carolina, Charlotte; **Wendy L. Bedwell**, U. of Central Florida; **Rebecca Lyons**, U. of Central Florida

**284** 📄: (MH) Navigating the Dissertation and Publication Processes

10:15am - 12:15pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 284

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

Participants: **Jane Whitney Gibson**, Nova Southeastern U.; **John Humphreys**, Texas A&M U., Commerce; **Russell W. Clayton**, U. of North Carolina - Asheville; **Peter B. Petersen**, Johns Hopkins U.; **David A. Lamond**, Victoria U.; **Corinne Jenni**, Alliant International U.

**285** 📄: (OB) OB Research Incubator

10:15am - 12:15pm Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 285

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 1, 2012.

Chairs: **Ronald F. Piccolo**, Rollins College; **Steven Whiting**, Indiana U.

Facilitators: **Talya N. Bauer**, Portland State U.; **Berrin Erdogan**, Portland State U.; **Mark Gavin**, Oklahoma State U.; **Mark A. Griffin**, U. of Western Australia; **Jing Zhou**, Rice U.; **Leslie A. DeChurch**, Georgia Institute of Technology

**286** 📄: (RM, BPS, OB, OMT, TIM, HR, MOC) Why We All Should Be Bayesians: Opportunities of Bayesian Statistics for Management Research

10:15am - 12:15pm Westin Copley Place: Great Republic

Tweet this session: #AOM2012 286

No registration required.

Coordinator: **Andreas Schwab**, Iowa State U.Presenters: **David Krackhardt**, Carnegie Mellon U.; **William H. Starbuck**, U. of Oregon**287** 📄: (SAP, BPS, PTC) Reflections & Projections: An Interactive PDW Developing the Future of Strategy-as-Practice

10:15am - 12:15pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 287

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

Distinguished Speakers: **Steven W. Floyd**, U. of Massachusetts, Amherst; **Paula Jarzabkowski**, Aston U.; **Linda Rouleau**, HEC Montreal; **Richard Whittington**, Said Business School; **Gerard P. Hodgkinson**, U. of Warwick; **H. C. Willmott**, Cardiff U.

Chair: **Christina G Cataldo**, U. of BathFacilitators: **Jonathan D. Raelin**, U. of Bath; **Uta Morgenstern**, U. of Bath**288** 📄: (SIM, BPS, IM) Trans-Disciplinary Research in Corporate Governance: Identifying New Research Issues and Ideas

10:15am - 12:45pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 288

Organizers: **Marguerite Schneider**, NJIT; **Jill Ann Brown**, Lehigh U.Moderators: **Marguerite Schneider**, NJIT; **Jill Ann Brown**, Lehigh U.Participants: **Pamela Brandes**, Syracuse U.; **Ann K. Buchholtz**, Rutgers U.; **Martin J. Conyon**, Wharton School; **Parthiban David**,American U.; **Richard L Priem**, Texas Christian U.; **John R Boatright**, Loyola U. Chicago**289** 📄: (TTC, MED, ENT) Assignment Exchange Game – An Informal Economy Simulation

10:15am - 12:15pm Sheraton Boston Hotel: Beacon E

Tweet this session: #AOM2012 289

Organizer: **Christina A. Hannah**, U. of Maryland, U. College  
Presenters: **Anna Andriasova**, U. of Maryland, U. College; **Anke Arnaud**, Embry Riddle Aeronautical U.; **Thomas P. Bradley**, Tarleton State U.; **Beverly J. DeMarr**, Ferris State U.; **Claudia J. Ferrante**, U.S. Air Force Academy; **Ricardo Gabriel Flores**, U. of New South Wales; **G. James Lemoine**, Georgia Institute of Technology; **Tom Mierzwa**, U. of Maryland, U. College; **Jacob Park**, Green Mountain College; **Lisa T. Stickney**, U. of Baltimore; **Carolyn Wiley**, Roosevelt U.

**290** 📄: (TTC, OCIS, BPS, OMT, MED) Teaching the Informal Economy: Social Media in the Classroom

10:15am - 12:15pm Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 290

If you have developed teaching materials on social media, or want to access them before we meet, you may want to access this PDW's website. Pre-registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

Organizer: **Mikolaj Jan Piskorski**, Harvard U.Speakers: **Karim R. Lakhani**, Harvard U.; **Gerald C Kane**, Boston College; **John Gallagher**, Boston College

## Saturday 10:45AM

**291** 📄: (ENT) Multi-method Research in Entrepreneurship: Voices of Experience

10:45am - 1:15pm Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 291

This is sponsored by the Research Committee of the Entrepreneurship Division. see also, *Resourcefulness and Resilience in Entrepreneurship*.

Organizer: **Kisha Lashley**, Pennsylvania State U.Facilitator: **Ted Baker**, North Carolina State U.

Presenters: **Benjamin L. Hallen**, London Business School; **Chad Navis**, U. of Wisconsin, Madison; **Saras D Sarasvathy**, U. of Virginia; **Balagopal Vissa**, INSEAD; **Ian J. Walsh**, U. College Dublin

**292** 📄: (ENT, TIM, BPS) Becoming a Journal Editor: Roles, Responsibilities, and Business Aspects of Journal Editing

10:45am - 12:45pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 292

Moderator: **Andrew C. Corbett**, Babson CollegeParticipants: **Mike Wright**, Imperial College London; **Ray Bagby**, Baylor U.; **Pramodita Sharma**, U. of Vermont**293** 📄: (INDAM, HR, IM) Talent management, Leadership development processes and Performance management in Indian context

10:45am - 12:45pm Westin Copley Place: America Ballroom North

Tweet this session: #AOM2012 293

Rapid growth context in emerging market like India is the lens which this PDW looks at. Practitioners focusing on India will benefit from this. Researchers working in the domains of HR, IHRM, Talent

management, Leadership development and performance management will get insight from ongoing cutting edge research.  
 Chair: **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore

Participants: **Neharika Vohra**, Indian Institute of Management, Ahmedabad; **Jyotsna Bhatnagar**, Management Development Institute

**294** (MED, MSR, ENT) Buy High, Sell Low: deansbeans.com Reinvents What We Learn and How We Learn It

10:45am - 12:45pm Marriott Boston Copley Place: Salon B  
 Tweet this session: #AOM2012 294

Guest Speaker; recommend bring lap top or tablet if possible  
 Organizers: **Robert Marx**, U. of Massachusetts, Amherst; **Karen Manz**, author; **Charles C Manz**, U. of Massachusetts, Amherst  
 Presenters: **Dean Cycon**, -; **Pamala J. Dillon**, U. of Massachusetts Amherst

**295** (PNP, ENT) The managerial flow for (formal and informal) economic development

10:45am - 12:45pm Marriott Boston Copley Place: Salon K  
 Tweet this session: #AOM2012 295

Organizer: **Veronica Vecchi**, Bocconi U.  
 Chair: **Elio Borgonovi**, Bocconi U.  
 Participants: **Veronica Vecchi**, Bocconi U.; **Manuela Brusoni**, Bocconi U.; **Adrian T.H. Kuah**, James Cook U.; **Eric C. Martin**, Bucknell U.; **Ben Farr - Warthon**, Southern Cross U.; **Lemayon Melyoki**, U. of Dar es Salaam

Saturday 11:00AM

**296** (AAA) Academy of Management Perspectives: Management Practices and Data Sets

11:00am - 12:30pm Westin Copley Place: St. George C & D  
 Tweet this session: #AOM2012 296

Organizer: **Donald Siegel**, State U. of New York, Albany  
 Discussant: **David A. Waldman**, Arizona State U.  
 Presenters: **Nick Bloom**, Stanford U.; **Julia Lane**, U. of Chicago; **Lucia Foster**, U.S. Census Bureau

Saturday 11:15AM

**297** (IAM, HR, SIM) Sustainability in Ibero-America: A New Opportunity for Human Resources to Create Value?

11:15am - 1:15pm Boston Hynes Convention Center: Room 206  
 Tweet this session: #AOM2012 297

Organizer: **Lourdes Susaeta**, IESE Business School  
 Chair: **Jose Manuel Alcaraz**, Barna Business School  
 Moderator: **Jose Ramon Pin**, IESE Business School  
 Participants: **Carlos Martí**, Barna Business School; **Andrea Maria Prado**, INCAE Business School; **Mario Zavala**, IPADE Business School; **Isis Olimpia Gutierrez-Martinez**, U. de las Americas-Puebla; **César Bullara**, Instituto Superior de Empresa; **Hsia Hua Sheng**, Fundacao Getulio Vargas-EAESP & EBAPE; **Marisa Aguirre Nieto**, PAD - U. de Piura; **Sandra Idrovo**, INALDE; **Antonio Caetano**, Iscte; **Rita Campos Cunha**, U. Nova de Lisboa; **Natalia Weisz**, IAE Business School Argentina; **Alvaro Espejo**, U. Adolfo Ibanez; **Edgar E. Kausel**, U. de Chile; **SERGIO JOSE NOGUERA GOTOPO**, U. of Carabobo; **Esperanza Suárez**, IESE

Business School; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul; **Alvaro Cristiani**, IEEM-U. de Montevideo

**298** (MED, TTC, PTC) Lessons Learned on the Front Line: Working with the "Giving Voice to Values" Case Method

11:15am - 1:15pm Offsite: MIT Sloan  
 Tweet this session: #AOM2012 298  
 MIT Sloan, Bldg E62, Room 233

Distinguished Speaker: **Mary Catherine Gentile**, Babson College  
 Facilitators: **Leigh Hafrey**, MIT Sloan; **Mary Shapiro**, Simmons College  
 Coordinator: **Stacie Chappell**, Stacie Chappell Research and Consulting  
 Presenters: **Mark Gerard Edwards**, U. of Western Australia; **Jessica McManus Warnell**, U. of Notre Dame

**299** (ODC, MC) Leveraging Organizational Culture to Facilitate Change: The OC3 Model

11:15am - 2:15pm Sheraton Boston Hotel: Gardner A  
 Tweet this session: #AOM2012 299

The PDW helps understand the role of OC, presents the OC3 Model and explores strategies for anticipating 4 organizational responses to change. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is August 1, 2012.  
 Facilitators: **Jacob I Fait**, Gannon U.; **Eric C. Sandberg**, Gannon U.; **Virginia Arp**, Gannon U.  
 Discussant: **Brian P Niehoff**, Kansas State U.  
 Presenter: **Gail Frances Latta**, Gannon U.

**300** (OMT) Dissertation Proposal Workshop

11:15am - 2:15pm Sheraton Boston Hotel: Fairfax A  
 Tweet this session: #AOM2012 300

Organizer: **Matthew Kraatz**, U. of Illinois  
 Participants: **David A. Whetten**, Brigham Young U.; **Joseph Porac**, New York U.; **Nelson Phillips**, Imperial College London; **Joel A.C. Baum**, U. of Toronto; **Huseyin Leblebici**, U. of Illinois; **Royston Greenwood**, U. of Alberta; **Linda Argote**, Carnegie Mellon U.; **Renate Elisabeth Meyer**, WU Vienna; **Paul M Hirsch**, Northwestern U.

Saturday 11:30AM

**301** (ONE, OMT, OM, SIM, PNP, BPS, IM, HR, TIM) A Passion for Sustainability: Corporate Sustainability Auditing & Workplace Interventions

11:30am - 2:30pm Marriott Boston Copley Place: Salon C  
 Tweet this session: #AOM2012 301

Chairs: **Ivan Montiel**, Loyola Marymount U.; **Patricia G. Vidal**, U. Presbiteriana MacKenzie; **Matthew C. Davis**, U. of Leeds; **Rose Challenger**, U. of Leeds; **Sally V. Russell**, Griffith U.; **Kerrie Unsworth**, U. of Western Australia  
 Facilitators: **Claire A. Simmers**, Saint Joseph's U.; **Suzanne Benn**, U. of Technology, Sydney; **Robert Perey**, U. of Technology, Sydney; **Javier Delgado-Ceballos**, U. of Granada; **Claudine Soosay**, U. of South Australia; **Cleber Dutra**, U. of Fortaleza (UNIFOR); **David Morrison**, U. of Western Australia; **Jennifer Robertson**, Queen's U. Canada  
 Presenters: **Chris W. Clegg**, U. of Leeds; **Gordon P. Rands**, Western Illinois U.



*Participants:* **Adela Jana McMurray**, RMIT U.; **Natalia Ortiz-de-Mandojana**, U. of Granada; **Luc K Audebrand**, U. of British Columbia; **Tim Williams**, School of Business, UTS; **Li Dai**, Loyola Marymount U.; **Denise Cardoso Pereira**, U. Presbiteriana MacKenzie; **Shelley F. Mitchell**, U. of New Hampshire; **Chelsea Willness**, U. of Saskatchewan; **Natalie Slawinski**, Memorial U. of Newfoundland; **Andrea Leite Rodrigues**, U. of Sao Paulo; **Mai Skjøtt Linneberg**, Aarhus U.; **Hale Kaynak**, U. of Texas Pan American; **Muratcan Erkul**, U. of Texas Pan American; **Judith Schrempp**, U. of Richmond; **Cathy Rusinko**, Philadelphia U.; **Melissa Edwards**, U. of Technology, Sydney; **Patrick Crittenden**, Macquarie U.

**302** : (SIM, BPS, ONE) Theories of Shareholder Activism: A Trip Down Memory Lane and Up On Future Avenue

11:30am - 1:30pm Marriott Boston Copley Place: Vineyard

Tweet this session: [#AOM2012 302](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizers:* **Kathleen Rehbein**, Marquette U.; **Kate Sikavica**, U. of Munich

*Moderators:* **Amy Hillman**, Arizona State U.; **Stephen Brammer**, U. of Warwick

*Presenters:* **Elise Perrault Crawford**, Bentley U.; **Maria Goranova**, U. of Wisconsin, Milwaukee; **Lori Verstegen Ryan**, San Diego State U.; **Harry J Van Buren**, U. of New Mexico; **Cynthia Clark**, Bentley U.

**Saturday 11:45AM**

**303** : (IM) Endogeneity Controls in IM Research

11:45am - 1:45pm Boston Hynes Convention Center: Room 202

Tweet this session: [#AOM2012 303](#)

*Presenters:* **J Myles Shaver**, U. of Minnesota; **Jon Jungbien Moon**, Korea U.; **Jaiho Chung**, Korea U.; **Richard Wang**, U. of Minnesota; **Mariko Sakakibara**, U. of California, Los Angeles

**304** : (IM, TIM, AAM) Complementarities & Fit between Policy, Institutional Change, and Economic Development

11:45am - 2:45pm Boston Hynes Convention Center: Room 205

Tweet this session: [#AOM2012 304](#)

*Pre-registration is required. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizer:* **King Zhong**, Duke U.

*Panelists:* **Arie Y. Lewin**, Duke U.; **Silvia Massini**, U. of Manchester; **Michael A. Witt**, INSEAD; **Bennet A. Zelner**, Duke U.; **Aart Kraay**, World Bank; **Vivek Wadhwa**, Singularity U.

**305** : (RM, OB, HR) A Workshop on Developing, Simulating, and Evaluating Computational Models of Micro-Phenomena

11:45am - 1:45pm Westin Copley Place: Adams

Tweet this session: [#AOM2012 305](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Chair:* **Jeffrey B Vancouver**, Ohio U.

*Coordinator:* **Justin Weinhardt**, Ohio U.

**Saturday 12:00PM**

**306** : (TIM) TIM Distinguish Scholar Award

12:00pm - 1:30pm Boston Hynes Convention Center: Room 208

Tweet this session: [#AOM2012 306](#)

*Hosts:* **Paul Oik**, U. of Denver; **Arvids A Ziedonis**, U. of Oregon  
*Award Recipient:* **David Mowery**, U. of California, Berkeley

**Saturday 12:15PM**

**307** : (BPS) BPS Managing your Dissertation Workshop 2012

12:15pm - 3:45pm Boston Hynes Convention Center: Room 203

Tweet this session: [#AOM2012 307](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

*Organizer:* **Martin Ganco**, U. of Minnesota

*Participants:* **Rajshree Agarwal**, U. of Maryland; **Gautam Ahuja**, U. of Michigan; **Giada Di Stefano**, HEC Paris; **Markus A. Fitz**, U. of Colorado, Boulder; **Alfonso Gambardella**, Bocconi U.; **Yujin Jeong**, American U.; **Andrew King**, Dartmouth College; **Christopher C. Liu**, U. of Toronto; **Sharon F. Matusik**, U. of Colorado, Boulder; **Elena Novelli**, U. of Bath

**308** : (ENT) Social Entrepreneurship: Business Models in the Formal and Informal Economy

12:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: [#AOM2012 308](#)

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012. Afterwards we will network over coffee. This informal part is highly important in fostering interaction.*

*Organizers:* **Susan Mueller**, U. of St. Gallen; **Markus Beckmann**, Leuphana U. Lueneburg; **Anica Zeyen**, Leuphana U. Lueneburg; **Jennifer M. Walske**, U. of California, Berkeley  
*Speakers:* **Adam J Bock**, U. of Edinburgh; **Christian Seelos**, Stanford U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities  
*Participants:* **Christian Busch**, London School of Economics; **Robert S. D'Intino**, Rowan U.; **Stefan Hielscher**, Martin-Luther U. Halle; **Jill Kickul**, New York U.; **Anna Krzeminska**, Leuphana U.; **Kenneth Wm. Kury**, Saint Joseph's U.; **G. T. Lumpkin**, Syracuse U.; **Johanna Mair**, Stanford U.; **Patrick J. Murphy**, DePaul U.; **Jason C. Senjem**, St. Norbert College

**309** : (HCM) Writing a Strong Paper

12:15pm - 2:15pm Marriott Boston Copley Place: Boylston

Tweet this session: [#AOM2012 309](#)

*Chair:* **Margarete Arndt**, Clark U.

*Presenters:* **Jacqueline Zinn**, Temple U.; **Mattia J Gilmartin**, New York U.; **Keith G Provan**, U. of Arizona; **Ingrid M. Nembhard**, Yale U.

*Participants:* **L Michele Issel**, U. of Illinois, Chicago; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Grant T. Savage**, U. of Alabama at Birmingham; **Leonard H. Friedman**, George Washington U.; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

**310** : (MOC, OB, OMT, BPS, HR, SIM, IM) Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty

12:15pm - 2:15pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: [#AOM2012 310](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizers at [mocreview@gmail.com](mailto:mocreview@gmail.com) to obtain the approval code. The deadline to register online is August 1, 2012. Organizers: **Jeffrey Bednar**, U. of Michigan; **Kevin S. Cruz**, U. of Texas at El Paso; **Douglas A Lepisto**, Boston College  
Facilitators: **S. Gayle Baugh**, U. of West Florida; **John B. Bingham**, Brigham Young U.; **Giuseppe Labianca**, U. of Kentucky; **Jeffery LePine**, Arizona State U.; **Luis Martins**, U. of Texas, Austin; **Suzanne S. Masterson**, U. of Cincinnati; **David Mayer**, U. of Michigan; **Frits Pijl**, U. of Pittsburgh; **Nancy Rothbard**, U. of Pennsylvania; **David M. Sluss**, Georgia Institute of Technology; **Marco Tortoriello**, IESE Business School; **Jennifer D. Nahrgang**, Arizona State U.  
Presenters: **Martin J. Kilduff**, U. of Cambridge; **Michael G. Pratt**, Boston College; **Glen E. Kreiner**, Pennsylvania State U.; **Daniel Scott DeRue**, U. of Michigan

### 311 : (MSR, CMS) Raising Our Game: Legitimacy and Reflexivity in the Management, Spirituality and Religion Community

12:15pm - 2:15pm Sheraton Boston Hotel: Independence West  
Tweet this session: [#AOM2012 311](#)  
Organizer: **Emma Bell**, Keele U.

Speakers: **Robert A Giacalone**, Temple U.; **Kathy Lund Dean**, Gustavus Adolphus College; **Mathew L. Sheep**, Illinois State U.; **Albert J. Mills**, Saint Mary's U.; **Jean Helms Mills**, Saint Mary's U.; **Jody Fry**, Tarleton State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.

### 312 : (SIM) SIM Manuscript Development Workshop

12:15pm - 1:45pm Marriott Boston Copley Place: Yarmouth  
Tweet this session: [#AOM2012 312](#)

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 1, 2012.

Organizers: **Kathleen Rehbein**, Marquette U.; **Helen Haugh**, U. of Cambridge; **Charlene E. Zietsma**, U. of Victoria

### 313 : (TIM, BPS, OMT, RM) Theory, Data, and Methods for Examining Interdisciplinary Research & Development

12:15pm - 2:15pm Boston Hynes Convention Center: Room 109  
Tweet this session: [#AOM2012 313](#)

Presenters: **Melissa M. Appleyard**, Portland State U.; **Beverly B. Tyler**, North Carolina State U.; **Jade Yu-Chieh Lo**, U. of California, Los Angeles; **Sarah Kaplan**, U. of Toronto; **Christine Beckman**, U. of California, Irvine; **Erin Leahey**, U. of Arizona, Tucson

## Saturday 12:30PM

### 314 : (BPS, OMT, OB) Behavioral Strategy 3.0: From "Why" to "How"

12:30pm - 4:00pm Boston Hynes Convention Center: Room 102  
Tweet this session: [#AOM2012 314](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$18.77. The deadline to register online is August 1, 2012. Chairs: **Sheen S. Levine**, Columbia U.; **Shayne Gary**, U. of New South Wales

Discussants: **Wayne E Baker**, U. of Michigan; **Philip Bromiley**, U. of California, Irvine; **Richard M Burton**, Duke U.; **Emilio J. Castilla**, Massachusetts Institute of Technology; **Jerker C. Denrell**, U. of

Oxford; **Teppo Felin**, Brigham Young U.; **Gerard P. Hodgkinson**, U. of Warwick; **Theresa K Lant**, Pace U.; **Michael Lenox**, U. of Virginia; **Joseph Porac**, New York U.; **Hart E. Posen**, U. of Michigan; **Michael J. Prietula**, Emory U.; **Ray Reagans**, Carnegie Mellon U.; **Rhonda K. Reger**, U. of Maryland; **Violina Rindova**, U. of Texas, Austin; **Zur Shapira**, New York U.; **Edward Zajac**, Northwestern U.

### 315 : (ENT, OB) The Psychology of Entrepreneurship: Research Incubator and Manuscript Development Workshop

12:30pm - 3:00pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: [#AOM2012 315](#)

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 1, 2012.

Organizer: **Jeffrey M. Pollack**, U. of Richmond

Facilitators: **Melissa S. Cardon**, Pace U.; **Dawn R. DeTienne**, Colorado State U.; **Maw-Der Foo**, U. of Colorado, Boulder; **James C. Hayton**, Newcastle U.; **Keith Hmieleski**, Texas Christian U.; **Jeffrey S. McMullen**, Indiana U., Bloomington; **Pankaj C Patel**, Ball State U.; **David M. Townsend**, U. of Oklahoma; **Deniz Ucbasaran**, U. of Warwick; **Marilyn A. Uy**, Nanyang Technological U.; **Hao Zhao**, Rensselaer Polytechnic Institute

### 316 : (ENT, TIM) Teaching Technology Commercialization: Issues, Best Practices and Future Directions

12:30pm - 3:30pm Sheraton Boston Hotel: Berkley B  
Tweet this session: [#AOM2012 316](#)

Organizers: **Andrew Nelson**, U. of Oregon; **Erik Monsen**, U. of Strathclyde

Speakers: **Donald Siegel**, State U. of New York, Albany; **Phillip H Phan**, Johns Hopkins U.; **Sonali K. Shah**, U. of Washington; **Angus Kingon**, North Carolina State U.; **Jonathan Levie**, U. of Strathclyde; **Chuck Eesley**, Stanford U.

### 317 : (HCM, MED) Simulation as a Disruptive Teaching Innovation: Advanced Healthcare Management Teaching

12:30pm - 2:30pm Marriott Boston Copley Place: Tremont  
Tweet this session: [#AOM2012 317](#)

Chair: **Jon Chilingirian**, Brandeis U.

Presenters: **Jenny W. Rudolph**, Harvard Medical School; **Sara J. Singer**, Harvard U.; **Jody Hoffer Gittel**, Brandeis U.

### 318 : (HR) Your Ideas are Welcome in the HR Division

12:30pm - 2:30pm Boston Park Plaza: St. James Room  
Tweet this session: [#AOM2012 318](#)

Organizers: **Karin Sanders**, Australian School of Business; **Liza Castro Christiansen**, U. of Reading

Participants: **Randall S. Schuler**, Rutgers U.; **Pawan S. Budhwar**, Aston U.; **James Jainmin Sun**, Renmin U. of China; **Scott L Martin**, Zayed U.; **Michal Biron**, U. of Haifa & Tilburg U.; **Murray R. Barrick**, Texas A&M U.; **Liza Castro Christiansen**, U. of Reading; **Karin Sanders**, Australian School of Business

### 319 : (MED, PTC, HR) Evidence-Based Management: Three New Approaches to Teaching the Practice of Management

12:30pm - 2:30pm Marriott Boston Copley Place: Salon J  
Tweet this session: [#AOM2012 319](#)

**Organizers:** Eric Barends, VU U. Amsterdam; Denise M. Rousseau, Carnegie Mellon U.  
**Presenters:** Wendy R Carroll, U. of Prince Edward Island; R. Blake Jelley, U. of Prince Edward Island

**320** 📖 (MED, TTC) **Problem-Based Learning: Opportunities and Hazards**

12:30pm - 2:30pm Marriott Boston Copley Place: Salon D

Tweet this session: #AOM2012 320

**Organizer:** Kenneth R. Thompson, DePaul U.

**Participants:** Alex Miller, U. of Tennessee, Knoxville; Tim O Peterson, North Dakota State U.; Toni Ungaretti, Johns Hopkins U.

**321** 🗣️👤 (MSR, ODC) **Informal and formal workplace spirituality, from moments of awareness to established practices**

12:30pm - 2:30pm Sheraton Boston Hotel: Beacon E

Tweet this session: #AOM2012 321

**Facilitator:** Richard Jackson Major, CERGAM, Institute d'Administration des Entreprises d'Aix-en-Provence

**Participants:** Lynne Sedgmore, 157 Group of FE Colleges UK; Judith A. Neal, U. of Arkansas, Fayetteville

**322** 📖 (OB) **From Associate to Full and Beyond**

12:30pm - 2:30pm Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 322

**Organizers:** Mark C. Bolino, U. of Oklahoma; Christopher O. L. H. Porter, Indiana U.

**Presenters:** Neal M. Ashkanasy, U. of Queensland; Angelo DeNisi, Tulane U.; Audrey Korsgaard, U. of South Carolina; Maria Kraimer, U. of Iowa; Kevin B. Lowe, U. of North Carolina, Greensboro

**323** 🗣️👤 (OM, ENT, TIM, BPS) **Integrating Operations Management and Entrepreneurship**

12:30pm - 3:30pm Westin Copley Place: Essex North-Center & East

Tweet this session: #AOM2012 323

**Organizers:** Jennifer Bailey, Georgia Institute of Technology; Mohan V. Tatikonda, Indiana U.; Per Davidsson, Queensland U. of Technology

**Presenters:** Moren Levesque, York U.; Nitin Joglekar, Boston U.; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH; Suresh Kotha, U. of Washington, Seattle; Phillip H Phan, Johns Hopkins U.; Laura B. Cardinal, U. of Houston; Rene M. Bakker, Queensland U. of Technology; Donald E. Hatfield, Virginia Tech; Manpreet Hora, Georgia Institute of Technology; Rohit Verma, Cornell U.

**324** 📖 (RM, HR, OB) **How to Define, Identify, and Handle Outliers**

12:30pm - 3:30pm Westin Copley Place: Courier

Tweet this session: #AOM2012 324

**Presenters:** Herman Aguinis, Indiana U., Bloomington; Ryan K. Gottfredson, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington

**325** 📖🗣️👤 (RM, OB, HR) **Scale Development and Validation – A Practical Guide**

12:30pm - 4:00pm Westin Copley Place: Great Republic

Tweet this session: #AOM2012 325

**Organizer:** Ben Hardy, Open U.

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

**326** 🗣️👤 (TIM, IM, ENT) **Innovation and New Market Creation**

12:30pm - 2:30pm Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 326

**Organizer:** Gita Surie, Adelphi U.

**Participants:** David Audretsch, Indiana U., Bloomington; Jeff Furman, Boston U.; Felipe Monteiro, U. of Pennsylvania; Shyama Ramani, United Nations U., Maastricht

**Saturday 12:45PM**

**327** 🗣️👤 (MC, ODC) **Adaptive Foresight: A New Approach to Governing Sustainable Transorganizational Innovation Processes**

12:45pm - 3:15pm Westin Copley Place: Parliament

Tweet this session: #AOM2012 327

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

**Presenters:** Doris Wilhelmer, ALT Austrian Institute of Technology; Kurt Motamedi, Pepperdine U.

**328** 📖 (RM, OB) **Bayesian and Frequentist Research Methods: Theory, History, Estimation, Application, and Integration**

12:45pm - 2:45pm Westin Copley Place: St. George C & D

Tweet this session: #AOM2012 328

**Presenters:** Michael J. Zyphur, U. of Melbourne; Dean Pierides, U. of Melbourne

**Saturday 1:00PM**

**329** (AAA) **Publishing in AMJ: Tips from the Editors**

1:00pm - 4:00pm Westin Copley Place: America Ballroom North

Tweet this session: #AOM2012 329

**Facilitators:** Pratima Bansal, U. of Western Ontario; Joyce E.

Bono, U. of Florida; Kevin G. Corley, Arizona State U.; Raymond T Sparrowe, Washington U. in St. Louis; Marta A Geletkanycz, Boston College; Gerard George, Imperial College London; Kyle J Mayer, U. of Southern California; Gerry McNamara, Michigan State U.; Bennett J. Tepper, Georgia State U.; Anthea Yan Zhang, Rice U.

**Presenters:** Jason Colquitt, U. of Georgia; Adam M. Grant, The Wharton School, UPENN; Tim Pollock, Pennsylvania State U.; Jason D. Shaw, U. of Minnesota

**330** 📖 (BPS) **A variety of theoretical approaches to address contractual issues: complementarities and overlaps.**

1:00pm - 3:00pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 330

*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 1, 2012.*

**Organizers:** Valérie Duplat, EDHEC Business School; Jason Pattit, U. of St. Thomas

**Presenters:** Valérie Duplat, EDHEC Business School; Jason Pattit, U. of St. Thomas; Michael J Leiblein, Ohio State U.; Fabrice

Lumineau, U. of Technology, Sydney; **Bart Vanneste**, INSEAD; **Libby Weber**, U. of California, Irvine

**331** (BPS) **The Science of Learning and the Art of Teaching Managers: Implications for the Classroom and Beyond**

1:00pm - 3:00pm Boston Hynes Convention Center: Room 301  
Tweet this session: **#AOM2012 331**

**Distinguished Speakers:** **James G Clawson**, U. of Virginia; **Marsha Lovett**, Carnegie Mellon U.; **Jean Pagani**, The Monitor Group  
**Coordinators:** **Daniel Walter Eifenbein**, Washington U. in St. Louis; **Margaret Cording**, IMD; **Thomas P. Moliterno**, U. of Massachusetts, Amherst

**332** (CMS) **Structural Violence in the Conversion from Informal to Formal Economies**

1:00pm - 3:00pm Marriott Boston Copley Place: Salon H  
Tweet this session: **#AOM2012 332**

**Organizer:** **Jessica Heineman-Pieper**, George Mason U.  
**Chair:** **Tojo Thatchenkery**, George Mason U.  
**Speakers:** **Shireen Parsons**, Organizer and Activist for communities in the USA facing corporate assault; **Sofia Vergara**, Oxfam America; **Herman Wainggai**, Leader in West Papua's non-violent struggle; **Jessica Heineman-Pieper**, George Mason U.  
**Presenter:** **Param Srikantia**, Baldwin Wallace College

**333** (D&ITC) **More than Meets the Eye: Sharing Our Personal Stories to Facilitate a More Inclusive AoM**

1:00pm - 3:00pm Boston Park Plaza: Beacon Hill Room  
Tweet this session: **#AOM2012 333**

**Organizer:** **Bryan L. Dawson**, U. of Georgia  
**Chair:** **C Douglas Johnson**, Georgia Gwinnett College  
**Facilitators:** **Donna Maria Blancero**, Bentley U.; **Arlise P. Mckinney**, Coastal Carolina U.; **Rebecca McBride Bustamante**, Sam Houston State U.  
**Speakers:** **Rosalie L. Tung**, Simon Fraser U.; **Alison M. Konrad**, U. of Western Ontario; **Susan Vinnicombe**, Cranfield U.; **Bernardo M. Ferdman**, Alliant International U.

**334** (ENT) **Development of Social Media Plan for Entrepreneurs**

1:00pm - 3:00pm Sheraton Boston Hotel: Fairfax B  
Tweet this session: **#AOM2012 334**

**Chair:** **Ronald G Cheek**, Academy of Entrepreneurship Journal  
**Participants:** **Donn Elisabeth Miller Kermani**, Florida Institute of Technology; **Bob Hatfield**, Western Kentucky U.; **Tamela Ferguson**, U. of Louisiana; **Mark Brown**, Bradley U.

**335** (MED, ODC) **Learning About Learning: Advances in the Kolb Learning Style Inventory (KLSI 4.0)**

1:00pm - 3:00pm Marriott Boston Copley Place: Salon B  
Tweet this session: **#AOM2012 335**

*\*Pre-registration required by July 27; limited space available (40 people max) Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is August 1, 2012.*  
**Facilitators:** **Angela Passarelli**, Case Western Reserve U.; **Ellen Brooks Van Oosten**, Case Western Reserve U.; **Garima Sharma**, Case Western Reserve U.

**336** (OB, MED, HR) **OB Teaching Incubator**

1:00pm - 3:00pm Boston Park Plaza: Stuart Room  
Tweet this session: **#AOM2012 336**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The cost to register is \$10. The deadline to register online is August 1, 2012.*  
**Facilitators:** **Niro Sivanathan**, London Business School; **Elaine C. Hollensbe**, U. of Cincinnati  
**Coordinators:** **Robert Litchfield**, Washington and Jefferson College; **Michael D. Johnson**, U. of Washington; **Jennifer S. A. Leigh**, Nazareth College

**337** (ODC, MC) **Designing and Developing Beautiful Organizations**

1:00pm - 4:00pm Sheraton Boston Hotel: Independence East  
Tweet this session: **#AOM2012 337**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is August 1, 2012.*  
**Organizers:** **Joan Ernst Van Aken**, Eindhoven U. of Technology; **Marja van Aken-van der Meer**, Van Aken Consult

**338** (OMT, OB, BPS, RM, ENT, CM, OCIS) **Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM/SIENA Workshops**

1:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A  
Tweet this session: **#AOM2012 338**

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.*  
**Discussants:** **Prasad Balkundi**, State U. of New York, Buffalo; **Stephen Borgatti**, U. of Kentucky; **Martin Gargiulo**, INSEAD; **David A. Harrison**, U. of Texas, Austin; **Martin J. Kilduff**, U. of Cambridge; **Dovev Lavie**, Technion Israel Institute of Technology; **Ajay Mehra**, U. of Kentucky; **David Obstfeld**, California State U., Fullerton; **Andrew V. Shipilov**, INSEAD; **Andrew V. Shipilov**, INSEAD; **Giuseppe Soda**, Bocconi U.  
**Coordinators:** **Giuseppe Labianca**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky; **Theresa Floyd**, U. of Kentucky

**339** (PTC) **All Academy Practice Theme Committee Meeting: PTC Members Lunch Meeting**

1:00pm - 5:00pm Sheraton Boston Hotel: Republic B  
Tweet this session: **#AOM2012 339**

**Organizers:** **Tyrone S. Pitsis**, Newcastle U.; **Kuo Frank Yu**, City U. of Hong Kong; **Kathryn Goldman Schuyler**, Alliant International U.

Saturday 1:15PM

**340** (TIM, BPS) **Understanding Informal Innovation Systems in Organizations: Creating a Dialogue**

1:15pm - 3:15pm Boston Hynes Convention Center: Room 310  
Tweet this session: **#AOM2012 340**

**Organizers:** **Anne-Katrin Neyer**, Fraunhofer MOEZ; **Susan A Hill**, London School of Economics; **Thorsten Posselt**, Fraunhofer Center for Central and Eastern Europe  
**Discussant:** **Anne S. Huff**, National U. of Ireland Maynooth  
**Presenters:** **Kathrin M Moeslein**, U. of Erlangen, Nuremberg; **Tobias Fredberg**, Chalmers U. of Technology; **Jonathan Sapsed**, CENTRIM, Brighton U.; **Susanne Ollila**, Chalmers U. of Technology; **Nizar Abdelkafi**, Fraunhofer MOEZ; **Dominik Böhler**, Friedrich-Alexander-U. Erlangen-Nuremberg; **Christiane Rau**, U. Erlangen-Nürnberg

## Saturday 1:30PM

**341** 🗄️: (BPS, OMT) **The Dynamics and Consequences of Architectural Knowledge**

1:30pm - 3:30pm Boston Hynes Convention Center: Room 201

Tweet this session: #AOM2012 341

*This PDW will include breakout sessions led by the presenters and facilitators to discuss future research ideas.***Facilitators:** **Douglas J. Miller**, U. of Illinois, Urbana-Champaign;**Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign**Presenters:** **Carliss Baldwin**, Harvard U.; **Stefano Brusoni**, SwissFederal Institute of Technology Zurich, ETH; **Sebastian Fixson**,Babson College; **Chih I. Liu**, U. of Illinois, Urbana-Champaign**342** 🗄️🗣️: (MED, TTC) **Action Learning: MBA Project Courses and the Paradox of Using Experiential Learning Pedagogy**

1:30pm - 3:30pm Offsite: MIT Sloan

Tweet this session: #AOM2012 342

MIT Sloan, Bldg E62, Room 233

**Organizer:** **Robert Sroufe**, Duquesne U.**Participants:** **Michellana Jester**, MIT Sloan; **Sinead O'Flanagan**,Norwegian School of Economics; **Diane Ramos**, Duquesne U.;**Michael V. Russo**, U. of Oregon; **Anne White Harrington**, U. ofMichigan; **Peter M. Senge**, Society of Organizational Learning**343** ➔🗄️🗣️: (OMT, BPS, MOC, HR) **A Pecha Kucha about Social Evaluations**

1:30pm - 4:30pm Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 343

**Organizer:** **David L. Deephouse**, U. of Alberta**Speakers:** **Michael D. Pfarrer**, U. of Georgia; **Alex B. Bitektine**,HEC Montreal; **Cynthia E. Devers**, Michigan State U.; **Scott D.****Graffin**, U. of Georgia; **Donald Lange**, Arizona State U.;**Jean-Philippe Vergne**, Ivey School of Business; **Yuri Mishina**, ImperialCollege London; **Naomi A Gardberg**, Baruch College; **William****Newburry**, Florida International U.; **Majken Schultz**, CopenhagenBusiness School; **David A. Whetten**, Brigham Young U.;**Stephen Brammer**, U. of Warwick; **Violina Rindova**, U. of Texas, Austin**344** ➔🗄️: (RM, ODC, SAP, OMT, BPS, OCIS, CM, TIM, MOC) **Publishing Process Research: A Preview of the AMJ Special Research Forum on Process Studies**

1:30pm - 4:30pm Westin Copley Place: America Ballroom Center

Tweet this session: #AOM2012 344

*Pre-registration is required both parts of the workshop. For Part 1, participants can register online at**<https://secure.aomonline.org/PDWRReg> by August 1 2012. For Part 2**you will need an approval code to register. To get this, you need to**fill in the short paper form on the website**[www.processresearchmethods.org](http://www.processresearchmethods.org) and submit it to Sarah Wise at**ahvstaff@umn.edu. She will then give you an approval code to**register online at <https://secure.aomonline.org/PDWRReg>. The**deadline to register for Part 2 is July 9 2012.***Chair:** **Paula Jarzabkowski**, Aston U.**Facilitators:** **Julia Balogun**, Lancaster U.;**Martha S. Feldman**, U. of California, Irvine; **Karen Golden-Biddle**, Boston U.;**Robin Holt**, U. of Liverpool; **David Nils Seidl**, U. of Zurich**Speakers:** **Patricia Klarner**, U. of Munich; **Ann Langley**, HECMontreal; **Sebastian Raisch**, HEC U. of Geneva; **Clive Smallman**,U. of Western Sydney; **Andrew H. Van de Ven**, U. of Minnesota**345** 🗄️: (TIM, BPS, MH) **Journal Editors and Research:****Please come visit with over 20 journal editors**

1:30pm - 3:30pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 345

**Chair:** **Shawn M. Carraher**, Indiana Wesleyan U.

## Saturday 1:45PM

**346** ➔🗄️🗣️: (ONE, IM, SIM) **Business, Environmental and Social Issues in the African context**

1:45pm - 4:45pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 346

**Organizers:** **Miguel Rivera-Santos**, Babson College; **Ans Kolk**, U. of Amsterdam**Discussants:** **Frances E Bowen**, Queen Mary U. of London;**Jonathan P Doh**, Villanova U.; **Carolyn P. Egri**, Simon Fraser U.;**Robert Grosse**, George Mason U.; **Dima Jamali**, American U. ofBeirut; **Aldas Pranas Kriauciunas**, Purdue U.;**Anne Parmigiani**, U. of Oregon; **Carlos Rufin**, Suffolk U.;**Claire A. Simmers**, Saint Joseph's U.;**James P. Walsh**, U. of Michigan, Ann Arbor; **Duane****Windsor**, Rice U.;**David B. Zoogah**, Morgan State U.;**Alan D. Meyer**, U. of Oregon

## Saturday 2:00PM

**347** : (AAA) **2012 Session Chairs, Facilitators & Discussants Meeting**

2:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom C

Tweet this session: #AOM2012 347

**Program Chairs:** **R. Duane Ireland**, Texas A&M U., **Paul Adler**, U. of Southern California**Organizer:** **Jimmy Le**, Academy of Management.**348** : (AAA) **Forum for Leaders of the Academy's Affiliated & Associated Societies**

2:00pm - 5:00pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 348

**AOM Affiliates:** **WAM, EAM, MAM, SAM, SMA, AAM, IAM, IBERO,****INDAM. AOM Associates:** **EURAM, EGOS, ANZAM, ANPAD,****ASAC, BAM, ACACIA, IACMR****Organizers:** **Susan E. Jackson**, Rutgers U.;**Anne S. Tsui**, Arizona State U.**349** : (MH) **A Tour of Fenway Park with the Management History Division**

2:00pm - 4:30pm Offsite: Fenway Park

Tweet this session: #AOM2012 349

*Pre-registration is required for this workshop. To register online,**please visit <https://secure.aomonline.org/PDWRReg>. The cost to**register is \$13. The deadline to register online is August 1, 2012.***Organizers:** **Regina A. Greenwood**, Nova Southeastern U.;**Roy J. Teahen**, Baker College; **Julia Teahen**, Baker College**350** 🗄️🗣️➔🗄️🗣️: (OCIS) **How to Theorize and Research Informal Knowledge Sharing and Communications**

2:00pm - 4:00pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 350

*How-to develop and produce top-tier research on informal knowledge management***Organizers:** **Maris G. Martinsons**, City U. of Hong Kong / PacificRim Institute for Studies of Management; **Robert M. Davison**, CityU. of Hong Kong; **Carol Xiaojuan Ou**, Tilburg U.

**Chair:** **Maris G. Martinsons**, City U. of Hong Kong / Pacific Rim Institute for Studies of Management  
**Facilitator:** **Maris G. Martinsons**, City U. of Hong Kong / Pacific Rim Institute for Studies of Management  
**Presenters:** **Robert M. Davison**, City U. of Hong Kong; **Maris G. Martinsons**, City U. of Hong Kong / Pacific Rim Institute for Studies of Management; **Carol Xiaojuan Ou**, Tilburg U.

**351** 📖👉👤: (PTC, OB, MSR, OCIS, MH) **What We Can Learn from an Art form Born in an Informal Economy: Practicing Leadership with Tango**  
 2:00pm - 5:00pm Offsite: Green Street Studio  
 Tweet this session: #AOM2012 351  
*Green Street Studio 185 Green St., Cambridge, MA*  
*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*  
**Chairs:** **Burak Koyuncu**, Rouen Business School; **Jason R Pierce**, U. Adolfo Ibanez; **Andreea Daniela Gorbatai**, Harvard U.

**352** 📖: (SIM) **SIMian Speed Dating**  
 2:00pm - 3:30pm Marriott Boston Copley Place: Salon A  
 Tweet this session: #AOM2012 352  
**Organizers:** **Helen Haugh**, U. of Cambridge; **Charlene E. Zietsma**, U. of Victoria  
**Participants:** **Edward Freeman**, U. of Virginia; **Tina Dacin**, Queen's U.; **Andrew Crane**, York U.; **Purseu Heugens**, RSM Erasmus U.; **Virginia Gerde**, Duquesne U.; **Jeff Frooman**, U. of New Brunswick; **Mark Starik**, San Francisco State U.; **Niki A. den Nieuwenboer**, Santa Clara U.; **Michael E Johnson-Cramer**, Bucknell U.; **Anne-Claire Pache**, ESSEC Business School; **Barry M Mitnick**, U. of Pittsburgh

**Saturday 2:15PM**

**353** 📖: (AAM) **Examining Old OB Topics in the Informal Economy Businesses**  
 2:15pm - 4:45pm Marriott Boston Copley Place: Salon I  
 Tweet this session: #AOM2012 353  
**Chair:** **Ping Ping Fu**, Chinese U. of Hong Kong  
**Presenters:** **Yi Qin**, The Chinese U. of Hong Kong; **Bilian Lin**, The Chinese U. of Hong Kong; **Haifa Sun**, Sun Yat-sen U.; **Yuen-Shan Noel Wong**, Chinese U. of Hong Kong; **Rongwei Ren**, Sun Yat-sen U.  
**Participants:** **Alex Xin Chen**, U. of Hong Kong; **Chunhua Chen**, South China U. of Technology; **Zhen Liu**, South China U. of Technology; **Lixiao Chen**, Sun Yat-sen U.; **Yumei Huang**, Sun Yat-sen U.; **Fei Zhao**, Sun Yat-sen U.; **Rongxia Liu**, Sun Yat-sen U.; **Xiaogang Meng**, Sun Yat-sen U.

**Saturday 2:30PM**

**354** 📖: (BPS, IM) **Extreme Makeover: Strategy Teaching & Emerging Markets**  
 2:30pm - 4:30pm Sheraton Boston Hotel: Fairfax A  
 Tweet this session: #AOM2012 354  
*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 1, 2012.*  
**Chairs:** **Mitrabarun Sarkar**, Temple U.; **Charles Dhanaraj**, Indiana U., Bloomington

**Speakers:** **Tarun Khanna**, Harvard U.; **Bernard Yeung**, National U. of Singapore; **Sea Jin Chang**, National U. of Singapore; **Neng Liang**, China Europe International Business School; **Prashant Kale**, Rice U.

**355** 📖👉👤: (CM, OB, HR, CAR, GDO) **How To Negotiate Your First Job Offer**  
 2:30pm - 5:30pm Boston Park Plaza: Plaza Ballroom  
 Tweet this session: #AOM2012 355  
*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 1, 2012.*  
**Organizers:** **Lindred L. Greer**, U. of Amsterdam; **David Lewin**, U. of California, Los Angeles  
**Distinguished Speaker:** **Margaret A. Neale**, Stanford U.  
**Facilitator:** **Laurie R. Weingart**, Carnegie Mellon U.  
**Participants:** **Oluremi Ayoko**, U. of Queensland; **Donald E. Conlon**, Michigan State U.; **Deanna Geddes**, Temple U.; **Jana L. Raver**, Queen's U.; **Dean Tjosvold**, Lingnan U.

**356** 📖👤: (CMS, BPS, OMT) **Occupy, Economic Inequality and Business: Setting the Agenda**  
 2:30pm - 4:30pm Marriott Boston Copley Place: Boylston  
 Tweet this session: #AOM2012 356  
**Organizers:** **Hari Bapuji**, I. H. Asper School of Business; **Suhaib Riaz**, U. of Massachusetts, Boston  
**Facilitators:** **J. Adam Cobb**, U. of Pennsylvania; **Lou Hammond Ketilson**, U. of Saskatchewan; **Jessica Gordon Nembhard**, City U. of New York; **Srinivas Sridharan**, Richard Ivey School of Business  
**Panelists:** **Gerald F Davis**, U. of Michigan; **AnaMaria Peredo**, U. of Victoria; **Paul Shrivastava**, Concordia U.; **H. C. Willmott**, Cardiff U.

**357** 📖👤: (HCM) **Follow Your Bliss**  
 2:30pm - 4:30pm Marriott Boston Copley Place: Salon K  
 Tweet this session: #AOM2012 357  
**Facilitators:** **Barbara Bigelow**, Clark U.; **Leonard H. Friedman**, George Washington U.; **Kathleen Montgomery**, U. of California, Riverside

**358** 📖: (MSR, OB) **Management, Spirituality, and Religion Research Incubator**  
 2:30pm - 4:30pm Sheraton Boston Hotel: Beacon D  
 Tweet this session: #AOM2012 358  
*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*  
**Organizers:** **Emily Lean**, Union U.; **Gilbert Tan**, Singapore Management U.  
**Chair:** **Matthew C. Mitchell**, Drake U.  
**Facilitators:** **Avi Kay**, Jerusalem College of Technology; **Thomas A. Bryant**, Newark School of Theology; **Jody Fry**, Tarleton State U.; **Tim Ewest**, Wartburg College

**359** 📖: (ODC, OMT, BPS) **Resistance and Organization Change: Creating a New Agenda for Research**  
 2:30pm - 5:30pm Sheraton Boston Hotel: Back Bay Ballroom D  
 Tweet this session: #AOM2012 359  
*Scholars with different perspectives on resistance in an attempt to inspire novel and insightful research on this important topic.*  
**Chairs:** **Inger G. Stensaker**, Norwegian School of Economics; **Clifford Oswick**, City U.; **Rune Todnem By**, Staffordshire U.

Presenters: **Jeffrey D Ford**, Ohio State U.; **David Buchanan**, Cranfield U.; **Robyn Thomas**, Cardiff U.; **Shaul Oreg**, The Hebrew U. of Jerusalem; **Achilles A. Armenakis**, Auburn U.

**360** → 📄: (TIM, PTC, ODC, OCIS) **Managing Collaborative Innovation**

2:30pm - 4:30pm Boston Hynes Convention Center: Room 109  
Tweet this session: #AOM2012 360

Organizer: **Mats Magnusson**, Royal Institute of Technology - KTH  
Speakers: **Stefan Haefliger**, ETH Zurich; **Ammon Salter**, Imperial College London; **Daniele Mascia**, Catholic U. Rome; **Jennie Bjork**, The Royal Institute of Technology; **Magnus P Karlsson**, Ericsson; **Simon Floyd**, Microsoft Corporation

**Saturday 2:45PM**

**361** : (AAA) **Conference Break**

2:45pm - 3:15pm Boston Hynes Convention Center: Convention Center Exhibit Hall A  
Tweet this session: #AOM2012 361

**362** 📄📄: (CAR, ENT, BPS) **Managing Your Academic Career**

2:45pm - 5:15pm Boston Park Plaza: St. James Room  
Tweet this session: #AOM2012 362

Coordinator: **Cheryl Mitteness**, Northeastern U.  
Panelists: **Gary P. Latham**, U. of Toronto; **Gary N. Powell**, U. of Connecticut; **Howard Aldrich**, U. of North Carolina; **Melissa S. Cardon**, Pace U.; **Dean A Shepherd**, Indiana U.; **Todd Alessandri**, Northeastern U.; **Jennifer E Jennings**, U. of Alberta; **P. Devereaux Jennings**, U. of Alberta; **Allan Bird**, Northeastern U.

**363** 📄📄→📄📄: (CMS) **Frontiers Of Critique: Critical Management Studies in a Changing World**

2:45pm - 4:45pm Marriott Boston Copley Place: Salon C  
Tweet this session: #AOM2012 363

*Institutional Theory, critical race theory, indigenous knowledge systems, postcolonial theory, world system analysis, and globalization studies.*

Organizers: **Anshuman Prasad**, U. of New Haven; **Pushkala Prasad**, Skidmore College  
Chairs: **Anshuman Prasad**, U. of New Haven; **Pushkala Prasad**, Skidmore College  
Presenters: **Pushkala Prasad**, Skidmore College; **Janet Borgerson**, U. of Exeter; **Jonathan Schroeder**, Rochester Institute of Technology; **Gavin Jack**, La Trobe U.; **Anshuman Prasad**, U. of New Haven

**364** →📄📄: (ITC, IM, AAM, INDAM) **Closing the Gap: Developing Research Ecosystems of Global Excellence in Emerging Markets**

12:30pm - 2:45pm Boston Hynes Convention Center: Room 204  
Tweet this session: #AOM2012 364

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

Chairs: **Florian Schloderer**, INSEAD; **Victor Zengyu Huang**, Zayed U.; **Kathy Ning Shen**, Abu Dhabi U.  
Coordinator: **Constance Van Horne**, Zayed U.  
Panelists: **Mary F. Sully de Luque**, Thunderbird; **Carl F. Fey**, Nottingham U. Business School China; **Akbar Zaheer**, U. of Minnesota; **Jia Lin Xie**, U. of Toronto; **Stephen Mezas**, INSEAD

**365** 📄: (OMT, SIM, ONE) **Advancing Research on Social-Business Hybrid Organizations**

2:45pm - 4:45pm Sheraton Boston Hotel: Beacon E  
Tweet this session: #AOM2012 365

Organizers: **Marya Hill-Popper Besharov**, Cornell U.; **Wendy K. Smith**, U. of Delaware; **Julie Battilana**, Harvard U.

Discussant: **Klaus Weber**, Northwestern U.

Presenters: **Marya Hill-Popper Besharov**, Cornell U.; **Wendy K. Smith**, U. of Delaware; **Nardia Haigh**, U. of Massachusetts; **Andrew J. Hoffman**, U. of Michigan; **Julie Battilana**, Harvard U.

**366** 📄: (PNP, ODC) **Fostering Collaboration between Practitioners and Academics: Managing Public Infrastructure**

2:45pm - 6:45pm Marriott Boston Copley Place: Salon D  
Tweet this session: #AOM2012 366

*Public infrastructure management is an economic sustainability issue that can benefit from greater collaboration between practitioners and academics. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

Facilitators: **Kerry Brown**, Southern Cross U.; **Yvonne Brunetto**, Southern Cross U.; **Paulien M. Herder**, Delft U. of Technology; **Robyn Keast**, Queensland U. of Technology; **Telli van der Lei**, Delft U. of Technology; **Javier Tafur**, U. Politécnica de Madrid; **Leentje Volker**, Delft U. of Technology; **Monica Altamirano**, Delft U. of Technology; **Arthur Shriberg**, Xavier U.; **Matthew John Xerri**, Southern Cross U.

**Saturday 3:00PM**

**367** 📄📄→📄📄: (D&ITC) **Diversity and Inclusion in the Academy: A Town Hall Meeting**

3:00pm - 5:30pm Boston Park Plaza: Cambridge Room  
Tweet this session: #AOM2012 367

Chair: **Bernardo M. Ferdman**, Alliant International U.  
Facilitators: **Isabel Metz**, U. of Melbourne; **Rebecca McBride Bustamante**, Sam Houston State U.; **Kara Anne Arnold**, Memorial U. of Newfoundland; **Eddy S. Ng**, Dalhousie U.; **Lois E. Tetrick**, George Mason U.  
Moderator: **Christina L. Stamper**, Western Michigan U.  
Presenter: **Lynn Shore**, San Diego State U.

**368** →📄📄: (GDO, D&ITC) **Developing a Research Program that Includes Sexual Minority Workplace Issues**

3:00pm - 5:00pm Boston Park Plaza: Cabot Room  
Tweet this session: #AOM2012 368

*Attendees to contact organizers ([spichler@fullerton.edu](mailto:spichler@fullerton.edu), [raymond.trau@uwa.edu.au](mailto:raymond.trau@uwa.edu.au) or [anthony.turner@sauder.ubc.ca](mailto:anthony.turner@sauder.ubc.ca)) by July 15 for panelist matching. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

Organizers: **Shaun Pichler**, California State U., Fullerton; **R Anthony Turner**, U. of British Columbia; **Raymond N. C. Trau**, U. of Western Australia  
Chairs: **Shaun Pichler**, California State U., Fullerton; **Raymond N. C. Trau**, U. of Western Australia  
Discussants: **Douglas Creed**, U. of Rhode Island; **Michelle R. Hebl**, Rice U.; **David M. Kaplan**, Saint Louis U.; **Mustafa F**

**Ozbilgin**, Brunel U.; **Maureen A. Scully**, U. of Massachusetts, Boston

**369 : (ICW) Journal of Applied Behavioral Science Associate Editors Meeting**

3:00pm - 4:30pm Boston Park Plaza: Clarendon Room

Tweet this session: **#AOM2012 369**

Organizer: **Cynthia Nalevanko**, Sage Publications

**370** (ITC) **Research and Teaching Collaborations with Colleagues in Underrepresented Nations**

3:00pm - 5:30pm Boston Hynes Convention Center: Room 312

Tweet this session: **#AOM2012 370**

Organizers: **Ruth Alas**, Estonian Business School; **Dorothy Mpabanga**, U. of Botswana; **Jaime Ruiz-Gutierrez**, U. de los Andes; **Charles Wankel**, St. John's U.; **Nilay Yajnik**, NMIMS U. Presenters: **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **F. Pinar Acar**, Middle East Technical U.; **Fida Afioni**, American U. of Beirut; **Fusun Akdag**, Yeditepe U.; **Akram Al Ariss**, Toulouse Business School; **Ruth Alas**, Estonian Business School; **Jose Manuel Alcaraz**, Barna Business School; **Evgeny Alperovich**, Educational Consulting; **Mauricio E. Alvarez**, Instituto de Empresa Familiar de México; **Elena P. Antonacopoulou**, U. of Liverpool; **Bostjan Antoncic**, U. of Primorska; **Gerhard Apfelthaler**, California Lutheran U.; **Majid Aramand**, Hannam U.; **Guler Aras**, Yildiz Technical U.; **Africa Arino**, IESE Business School; **Jan Ketil Arnulf**, BI Norwegian Business School; **Sirin Atakan-Duman**, Turgut Özal U.; **Dr. Amran Awang**, Associate Professor; **Bijan Azad**, American U. of Beirut; **Oğuz N. Baburođlu**, Sabanci U. Istanbul; **Julia Backmann**, Ludwig Maximilians U.; **Vincent Amooti Bagire**, Makerere U. Business School; **Shahin D Bahrami**, American U. in Dubai; **Michael Bashshur**, Singapore Management U.; **Nakiye Boyacigiller**, Sabanci U.; **Elena Belogolovsky**, Cornell U.; **Kaja Brankov**, U. of Ljubljana; **Warren Byabashaija**, Makerere U.; **Diane P. Caggiano**, Fitchburg State U.; **Patrice Cailleba**, Groupe ESC PAU; **Christian Cancino**, U. de Chile; **Jorge M. T. Carneiro**, Pontifical Catholic U. of Rio de Janeiro; **Kok-Wai Chew**, Multimedia U.; **Audrey Chia**, National U. of Singapore; **Yeong C. Choi**, St. John's U.; **Helene Loe Colman**, BI Norwegian Business School; **Akhentoolove Corbin**, U. of West Indies; **Margaret Jemima Crabbe**, Ghana Institute of Management and Public Administration (GIMPA); **Wilhelm Crous**, Knowledge Resources, Johannesburg; **Carla Maria Marques Curado**, Technical U. of Lisbon; **Grace K. Dagher**, Lebanese American U.; **Sally Davenport**, Victoria U. of Wellington; **Anabella Davila**, Tecnológico de Monterrey; **Samuel Dawa**, Makerere U.; **Alvaro de Garay**, Tecnológico de Monterrey; **Luis M. deCastro**, U. Técnica de Lisboa (UTL); **Robert J. DeFillippi**, Suffolk U.; **Desislava Dikova**, Vienna U. of Economics and Business Administration; **Magda Donia**, U. of Ottawa; **Stephen A Drew**, Florida Gulf Coast U.; **Anders Dysvik**, BI Norwegian Business School; **Ingi Runar Edvardsson**, U. of Iceland; **Said Elbanna**, United Arab Emirates U.; **Maha ElShinnawy**, American U. in Cairo; **Bjarne Espedal**, Norwegian School of Economics; **Joel M. Evans**, Sungkyunkwan U.; **Yves Fassin**, Vlerick Leuven Gent Management School; **Tony Feghali**, American U. of Beirut; **Aristides Isidoro Ferreira**, ISCTE-IUL; **Liviu Florea**, Washburn U.; **Celine Gainet**, U. of California, Los Angeles; **Stavros Georgiades**, Frederick U. Cyprus; **Cristina Marie Giannantonio**, Chapman U.; **Carmine P. Gibaldi**, Harvard U.; **Stephen Gibb**, U. of Strathclyde; **Patrick T. Gibbons**, U. College Dublin; **Mikhail Grachev**, Western Illinois U.; **Maja Graso**, Zayed

U.; **Ellen Greenberg**, Sofia U.; **Steven Grover**, U. of Otago; **Milenko Gudic**, Ceeman; **Gonca Gunay**, Izmir U. of Economics; **Washika Haak-Saheem**, U. of Dubai; **Fadi M. Hachem**, Arab Open U.; **Rana Haq**, Laurentian U.; **Earl A. Harewood**, U. of Minnesota; **Karin Svedberg Helgesson**, Stockholm School of Economics; **Martin Hemmert**, Korea U.; **Mike Henry**, Grant MacEwan U.; **Helge Hernes**, U. of Agder; **Janet Hazel Hesketh**, U. of KwaZulu-Natal; **Jiri Hnilica**, U. of Economics, Prague; **Jo Ann Ho**, U. PUTRA MALAYSIA; **Anna B. Holm**, Aarhus U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Sandra Idrovo**, INALDE; **Gozde Inal**, Cyprus International U.; **Kerr Inkson**, U. of Auckland; **Fauzia Jabeen**, Abu Dhabi U.; **Urs Peter Jaeger**, INCAE; **Dima Jamali**, American U. of Beirut; **Tor A Johannessen**, Norwegian School of Economics; **Luiz Antonio Joia**, Fundacao Getulio Vargas; **Kanagi Kanapathy**, U. of Malaya; **Ilias Kapoutsis**, Athens U. of Economics and Business & BCA; **Winifred N Karugu**, Jomo Kenyatta U. of Agriculture & Technology; **Marios I Katsioloudes**, Qatar U.; **Edgar E. Kausel**, U. de Chile; **Saleema Kauser**, U. of Manchester; **Hamid H Kazeroony**, Inver Hills Community College; **Felicity Kelliher**, Waterford Institute of Technology; **Linzi J. Kemp**, American U. of Sharjah; **Violetta Khoreva**, Hanken School of Economics; **Gert Kriel**, First National Bank; **Masaharu Kuhara**, Kyushu U.; **Sompoon - Kulvisaechana**, Thammasat U.; **David A. Lamond**, Victoria U.; **Curba Morris Lampert**, Zayed U.; **Othmar Manfred Lehner**, ACRN academic research network Austria; **Pedro I. Leiva**, U. de Chile; **Mark M. Lennon**, Frostburg State U.; **Leonardo Liberman**, U. de los Andes; **Angeline Lim**, Center for Creative Leadership; **Romie Frederick Littrell**, Auckland U. of Technology; **Siew-Phaik Loke**, U. Teknologi MARA (UiTM); **Roberto Luchi**, IAE Business School Argentina; **Randi Lunnan**, BI Norwegian Business School; **Slawomir Magala**, Erasmus U.; **Babis Mainemelis**, ALBA Graduate Business School; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Luis F. Martinez**, ISCTE-IUL; **Adela Jana McMurray**, RMIT U.; **Lemayon Melyoki**, U. of Dar es Salaam; **Jorge A. Mendoza Garcia**, EGADE Business School; **Elham Metwally**, American U. in Cairo; **Andrew E Michael**, U. of Nicosia Cyprus; **Andrei Mitskevich**, The Russian Presidential Academy of National Economy and Public Policy; **Lailawati - Mohd Salleh**, U. PUTRA MALAYSIA; **Alireza Mokri**, U. of Edinburgh; **Silvia Ines Monserrat**, Unicen; **Dorothy Mpabanga**, U. of Botswana; **Claudio G. Müller**, U. de Chile; **John Chrysestomus Kigozi Munene**, Makerere Inst of Psychology; **Rebecca Namatovu**, Makerere U.; **Maria L Nathan**, Lynchburg College; **Pedro Neves**, Nova U., Lisbon; **Yin Lu Ng**, HELP U.; **Ken Nishikawa**, Konan U.; **Tomi Samuli Nokelainen**, Tampere U. of Technology; **Nceku Nyathi**, Open U.; **Peter Odrakiewicz**, Poznan U. College of Business; **AAhad M. Osman-Gani**, IIUM U.; **Carlos Osorio-Urzua**, U. Adolfo Ibáñez; **Rozhan B. Othman**, Malaysia-Japan International Institute of Technology; **Mahmut N. Ozdemir**, Koc U.; **Muammer Ozer**, City U. of Hong Kong; **Iliana Paez**, U. de los Andes; **Joy Panoho**, Massey U.; **K. Nadia Papamichail**, U. of Manchester; **Jacob Park**, Green Mountain College; **Ana Margarida Passos**, Instituto U. de Lisboa (ISCTE-IUL); **Raghuvar Dutt Pathak**, U. of the South Pacific; **Theodoro Agostinho Peters Filho**, Centro U. da FEI; **June M. L. Poon**, U. Kebangsaan Malaysia; **Betty Jane Punnett**, U. of West Indies; **Bill Buenar Puplampu**, U. of Ghana; **Jameel Qazi**, King Fahd U. of Petroleum and Minerals; **Lakeesha K. Ransom**, Assumption U. of Thailand; **Adriana Rejc Buhovac**, U. of Ljubljana; **Mary T Rogers**, Framingham State U.; **Jaime Ruiz-Gutierrez**, U. de los Andes; **Andrej Rus**, U. of Ljubljana; **Erica Helena Salvaj**, U. del Desarrollo; **Neusa Maria Bastos F. Santos**,



Pontificia U. Católica de Sao Paulo; **Klaus Scala**, Graz U.; **Leon Schjoedt**, Drexel U.; **Paul A Sears**, U. of Findlay; **Samuel Sejjaka**, Makerere U.; **H. Martin Shane**, Texas U. of Brownsville; **Thomas Senaji**, Kenya Methodist U.; **Radha R. Sharma**, Management Development Institute; **Jose Miguel Simian**, ESE Graduate Business School, U. de los Andes, Chile; **Claire A. Simmers**, Saint Joseph's U.; **Luca Solari**, U. of Milan; **Ralph Stablein**, Massey U.; **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Runolfur Smari Steinthorsson**, U. of Iceland; **John Stephan**, Marist College; **James A.F. Stoner**, Fordham U.; **Augustin Suessmair**, U. of Lueneburg; **Sujit Sur**, Dalhousie U.; **Prof. Dr. Raja Suzana**, U. Teknologi MARA; **Jawad Syed**, U. of Kent; **Mehmet Nasih Tag**, Mersin U.; **Eugene Tee**, HELP U.; **S Bruce Thomson**, St. George's U.; **Dean Tjosvold**, Lingnan U.; **Erno T. Tornikoski**, Grenoble Ecole de Management; **Olga Tretyak**, National Research U.; **Rosa Nelly Treviño-Rodríguez**, Tecnológico de Monterrey; **Fu-Sheng Tsai**, Cheng Shiu U.; **Deniz Tuncalp**, Istanbul Technical U.; **Jose G Vargas-Hernández**, U. de Guadalajara; **Elza Veloso**, Faculdade FIA de Administração e Negócios; **Rica Viljoen**, Da Vinci Institute for Innovation and Technology; **Francisco Javier Vázquez Villaseñor**, ITESO U.; **Charles Wankel**, St. John's U.; **Natalia Weisz**, IAE Business School Argentina; **Grete Wennes**, Trondheim Business School; **Andreas Werr**, Stockholm School of Economics; **Klaus-Peter Wiedmann**, Leibniz U. Hannover; **Carolyn Wiley**, Roosevelt U.; **Horace Williams**, U. of Technology, Jamaica; **Justin Shale Williams**, Charles Sturt U.; **Julie Wolfram Cox**, Monash U.; **Diana J. Wong-Millette**, Eastern Michigan U.; **Askal Tilahun Worku**, Nelson Mandela Metropolitan U.; **Jia Lin Xie**, U. of Toronto; **Nilay Yajnik**, NMIMS U.; **Chui-Yan Yap**, U. Malaysia Pahang; **Ivo Zander**, Uppsala U.; **Mario Zavala**, IPADE Business School; **Zita Zoltay-Paprika**, Corvinus U. of Budapest; **Ivan Zupic**, U. of Ljubljana

**371** (PTC, IM, HR, HCM) **Whose Rules Get Followed? Ethical Implications of Global Human Resource Management Practices**

3:00pm - 5:00pm Sheraton Boston Hotel: Jefferson  
Tweet this session: #AOM2012 371

Chair: **Jay Finkelman**, Alliant International U.

Discussant: **Kathryn Goldman Schuyler**, Alliant International U.

Presenters: **Patricia Denise Lopez**, Alliant International U.; **Susan L. Nero**, Antioch U.; **Prasad L Kaipa**, Indian School of Business; **Christine Murphy Hernandez**, Tokio Marine, North America; **Gina Haggerty Lindell**, Gordon and Rees LLP; **Tara Gillman**, Gordon and Rees LLP

**Saturday 3:15PM**

**372** (ENT) **New Directions in Entrepreneurial Orientation: Concepts and Methods**

3:15pm - 5:30pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: #AOM2012 372

Distinguished Speaker: **Johan Wiklund**, Syracuse U.

Chair: **William John Wales**, James Madison U.

Facilitators: **Sherylynn Roberts**, U. of Texas, Arlington; **Jeffrey M. Pollack**, U. of Richmond; **Erik Monsen**, U. of Strathclyde; **Daniel T. Holt**, Mississippi State U.; **Nathan S. Hartman**, John Carroll U.; **Kathleen Randerson**, CERAG Laboratory - U. of Grenoble (France); **Roxanne Zolin**, Queensland U. of Technology  
Panelists: **Patrick M. Kreiser**, Ohio U.; **Catherine L. Wang**, Royal Holloway U. of London

**373** (HR, NDSC) **HR Division Pre-Dissertation Doctoral Student Professional Development Workshop**

3:15pm - 6:15pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 373

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.

Chairs: **Michal Biron**, U. of Haifa & Tilburg U.; **Clint Chadwick**, U. of Kansas

Presenters: **Jenny M. Hoobler**, U. of Illinois, Chicago; **Rebecca R. Kehoe**, Rutgers U.; **David P. Lepak**, Rutgers U.; **William Iverson MacKenzie**, U. of Alabama in Huntsville; **Patrick F. McKay**, Rutgers U.; **Jessica Methot**, Rutgers U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **David Kryscynski**, Brigham Young U.

**374** (MED) **Dramatic Dilemmas: Drama-based Decision Support**

3:15pm - 5:15pm Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 374

Host: **Viktor Dörfler**, Strathclyde U.

Participants: **Zoltán Baracska**, Doctus Co.; **Jolán Velencei**, U. of Óbuda; **Marc Benjamin Stierand**, NHTV Breda U. of Applied Sciences; **Jaszmina Szendrey**, Strathclyde U.

**375** (MED, IM) **Teaching International Management with Sophisticated Simulations.**

3:15pm - 6:00pm Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 375

Facilitator: **Mikael Sondergaard**, Aarhus U.

Presenters: **Joyce Osland**, San Jose State U.; **Jasmin Mahadevan**, Pforzheim U.; **Vijaya L Narapareddy**, U. of Denver; **Mikael Sondergaard**, Aarhus U.

**376** (OB, CM, GDO, HR) **OB New Member Networking and Research Forum**

3:15pm - 5:15pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 376

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 1, 2012.

Organizers: **David M. Sluss**, Georgia Institute of Technology; **Jennifer D. Nahrgang**, Arizona State U.

Facilitators: **Blake E. Ashforth**, Arizona State U.; **Markus Baer**, Washington U. in St. Louis; **Roxana Barbulescu**, McGill U.; **John B. Bingham**, Brigham Young U.; **Mark C. Bolino**, U. of Oklahoma; **Gilad Chen**, U. of Maryland; **Bart A. de Jong**, VU U. Amsterdam; **Michelle Duguid**, Washington U. in St. Louis; **Aleksander P. J. Ellis**, U. of Arizona; **Lance Ferris**, Pennsylvania State U.; **Nathan J. Hiller**, Florida International U.; **Eric Kearney**, Leibniz U. Hannover; **Mary Uhl-Bien**, U. of Nebraska; **Linn Van Dyne**, Michigan State U.; **Cindy P. Zapata**, Georgia Institute of Technology; **Jing Zhou**, Rice U.

**Saturday 3:30PM**

**377** (AAA) **2012 Program Chairs' Meeting**

3:30pm - 5:00pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 377

Organizers: **R. Duane Ireland**, Texas A&M U.; **Jimmy Le**, Academy of Management; **Gabriel Bramson**, Academy of Management

**378** → 📄: (BPS, TIM, OMT) **Attention Needs More Attention: Methodological Issues in Attention and Cognition Research**

3:30pm - 6:00pm Boston Hynes Convention Center: Room 310  
 Tweet this session: #AOM2012 378

*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 1, 2012.*

**Organizers:** Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; **Daniella Laureiro-Martinez**, Swiss Federal Institute of Technology Zurich, ETH; **Maurizio Zollo**, Bocconi U.

**Facilitator:** Maurizio Zollo, Bocconi U.

**Moderator:** Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH

**Discussants:** William Ocasio, Northwestern U.; Giovanni Gavetti, Harvard U.; Christopher Chabris, Union College

**Speakers:** Sarah Kaplan, U. of Toronto; **Daniella Laureiro-Martinez**, Swiss Federal Institute of Technology Zurich, ETH; **Freek Vermeulen**, London Business School; **Pino G. Audia**, Dartmouth College

**379** 📄: (IM) **International Management Consortia Meet the Editors Panel**

3:30pm - 5:00pm Offsite: Northeastern University  
 Tweet this session: #AOM2012 379

*The Meet the Editors panel is open only to participants in the IM division doctoral and junior faculty consortia. Location: 240 Egan Research Center, Raytheon Amphitheater. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Egan will be the last building to your left.*

**Panelists:** William G Mitchell, Duke U.; John Cantwell, Rutgers U.; Peter A. Bamberger, Tel Aviv U.; Neal M. Ashkanasy, U. of Queensland

**380** : (IM) **An AOM Volunteer Corp? Exploring Opportunities for Knowledge Transfer, Social Entrepreneurship, and Constructive Engagement in Local Initiatives around the Globe.**

3:30pm - 5:30pm Boston Hynes Convention Center: Room 107  
 Tweet this session: #AOM2012 380

**Organizers:** John Mezas, U. of Miami; Desiree F. Pacheco, Portland State U.

**381** 📄: (NDSC, MED) **Having the Right Stuff: Behaviors and Structures to Support Effective Course Design and Delivery**

3:30pm - 5:30pm Westin Copley Place: America Ballroom South  
 Tweet this session: #AOM2012 381

*Joint PDW with MED*

**Organizers:** Toni Ungaretti, Johns Hopkins U.; Kenneth R. Thompson, DePaul U.; Barbara A. Ritter, Coastal Carolina U.; Katherine A. Karl, U. of Tennessee, Chattanooga

**382** 📄📄→📄📄📄: (PTC, ENT, HCM) **Bridging the Disconnects between Academics and Practice in Entrepreneurship**

3:30pm - 5:30pm Boston Hynes Convention Center: Room 103  
 Tweet this session: #AOM2012 382

**Organizers:** Suresh U Kumar, NexAge Technologies USA Inc; **Norris F. Krueger**, Entrepreneurship Northwest  
**Distinguished Speakers:** Tom Mierzwa, U. of Maryland, U. College; **Patricia G Greene**, Babson College; **Per Davidsson**, Queensland

U. of Technology; **Anne Evans**, VP, Strategic Resources; **Mark T. Schenkel**, Belmont U.; **Robert S. D'Intino**, Rowan U.; **Deborah W. Brazeal**, California State Polytechnic U., Pomona

**Saturday 3:45PM**

**383** 📄: (BPS, IM, ENT) **Using Experiments to Examine Interfirm Exchanges**

3:45pm - 5:45pm Boston Hynes Convention Center: Room 206  
 Tweet this session: #AOM2012 383

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is August 1, 2012.*

**Chair:** Libby Weber, U. of California, Irvine

**Participants:** Jeffrey J. Reuer, Purdue U.; Kyle J Mayer, U. of Southern California; **Michael J Leiblein**, Ohio State U.; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Deepak Malhotra**, Harvard U.; **Nathanael J. Fast**, U. of Southern California; **Derek Harmon**, U. of Southern California; **Vern Glaser**, U. of Southern California

**384** 📄: (RM) **Ask the Experts: Macro Methods**

3:45pm - 5:45pm Westin Copley Place: Essex North-Center & East  
 Tweet this session: #AOM2012 384

**Coordinator:** Brian Boyd, City U. of Hong Kong

**Presenters:** James G Combs, The U. of Alabama; **Jeremy Collin Short**, Texas Tech U.; **Eric WK Tsang**, U. of Texas, Dallas; **Larry J. Williams**, Wayne State U.; **Christopher Shook**, Auburn U.; **Donald D Bergh**, U. of Denver; **Harry P. Bowen**, Queens U. of Charlotte

**385** 📄📄: (SAP, MH) **Boston versus Boston? Strategy As Practice in perspective: history, power and methods**

3:45pm - 5:45pm Boston Hynes Convention Center: Room 201  
 Tweet this session: #AOM2012 385

**Chairs:** Stephen Cummings, Victoria Management School; **Emmanuel Monod**, U-Paris Dauphine; **John Brocklesby**, Victoria Management School

**386** 📄: (SIM) **Taking Stock in SIM: What We Know, What We Don't Know, and What We Still Need To Do**

3:45pm - 5:15pm Marriott Boston Copley Place: Tremont  
 Tweet this session: #AOM2012 386

**Organizers:** Mike Valente, U. of Western Ontario; **Helen Haugh**, U. of Cambridge

**Presenters:** Shawn Berman, U. of New Mexico; **Sandra Waddock**, Boston College; **Robert A. Phillips**, Boston U.

**Saturday 4:00PM**

**387** 📄→📄: (IM, AAM, BPS) **Korean Multinationals, the New Global Leaders**

4:00pm - 6:00pm Boston Hynes Convention Center: Room 301  
 Tweet this session: #AOM2012 387

*To better understand global strategy and management of Korean multinationals, we have an in-depth look at major Korean multinationals.*

**Presenters:** Ku-Hyun Jung, KAIST; **Zukweon Kim**, Konkuk U.; **David Steel**, Samsung Electronics; **Won-Hong Cho**, Hyundai Motor; **Young-Ryeol Park**, Yonsei U.; **Jaeyong Song**, Seoul National U.

**388** → 🗺️👤: (OB, MEN, GDO) **Elevating Leadership Research: An Informal Mentoring Session with Global Scholars**

4:00pm - 6:00pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 388

To participate in this workshop contact Marie Dasborough [m.dasborough@miami.edu](mailto:m.dasborough@miami.edu) by June 1, 2012 for full instructions before registering online.

Organizer: **Marie T. Dasborough**, U. of Miami

Facilitator: **Kevin B. Lowe**, U. of North Carolina, Greensboro

Participants: **Leanne E Atwater**, U. of Houston; **Boas Shamir**, Hebrew U. of Jerusalem; **Alan Bryman**, U. of Leicester; **Mary Uhl-Bien**, U. of Nebraska; **Ken Parry**, Bond U.; **Gary Yukl**, State U. of New York, Albany; **Ronit Kark**, Bar Ilan U.; **Francis J. Yammarino**, Binghamton U.; **Terri A. Scandura**, U. of Miami; **William L. Gardner**, Texas Tech U.; **Robert C Liden**, U. of Illinois, Chicago; **Claudia C. Cogliser**, Texas Tech U.

**Saturday 4:15PM**

**389** 🗺️→ 🗺️: (BPS, PNP) **Design Thinking and Wicked Problems in Business Strategy and Public Policy**

4:15pm - 6:15pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 389

Chair: **Geoffery Seaver**, National Defense U.

Participants: **Melanie Cohen**, U.S. Department of Housing & Urban Development; **Gail T Fairhurst**, U. of Cincinnati; **George B Graen**, U. of Illinois, C-U (retired); **Mathew L. Sheep**, Illinois State U.; **K Todd Chamberlain**, U.S. Army

**390** 🗺️🗺️: (OB, MOC, ODC, CAR) **Past, Present, and Future Investigation of Positive Relationships at Work**

4:15pm - 7:15pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 390

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 1, 2012.

Organizers: **David S. Bright**, Wright State U.; **Stephanie J Creary**, Boston College; **Elana R. Feldman**, Boston U.; **Rajashi Ghosh**, Drexel U.; **Kerry Roberts Gibson**, Georgia Institute of Technology; **Delia McManus Mannen**, ESADE

Discussants: **Kim Cameron**, U. of Michigan; **Emily Heaphy**, Boston U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

**391** 🗺️🗺️: (OMT, OB, BPS, SIM) **Working on the Dark Side: A Workshop for New Research on Organizational Misconduct**

4:15pm - 7:15pm Sheraton Boston Hotel: Independence East

Tweet this session: #AOM2012 391

Participants will be required to submit drafts of papers to the organizers by June 1 who will be paired with a senior mentor. 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 1, 2012.

Organizers: **Celia Moore**, London Business School; **Jo-Ellen Pozner**, U. of California, Berkeley; **Andrew von Nordenflycht**, Simon Fraser U.

Discussants: **Blake E. Ashforth**, Arizona State U.; **Donald A Palmer**, U. of California, Davis; **Arthur P. Brief**, U. of Utah

**392** 🗺️🗺️: (TIM, BPS, ENT, OMT) **Research on universities and science: Geography, institutions, and disciplinary fields**

4:15pm - 6:15pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 392

Organizers: **Andrew Nelson**, U. of Oregon; **Henry Sauermann**, Georgia Institute of Technology; **Riccardo Fini**, U. of Bologna and Imperial College London; **Markus Perkmann**, Imperial College London; **Nicola Lacetera**, U. of Toronto

Speakers: **John P. Walsh**, Georgia Institute of Technology; **Jeff Furman**, Boston U.; **David Mowery**, U. of California, Berkeley; **Jeannette Colyvas**, Northwestern U.; **Chuck Eesley**, Stanford U.

**Saturday 4:30PM**

**393** : (ENT) **ENT New Member Meeting Point**

4:30pm - 6:00pm Offsite: Prudential Building

Tweet this session: #AOM2012 393

Must pre-register. Newcomers meet with established members of ENT, ask questions, share details, and perhaps initiate friendships and collaborations.

Organizer: **Jennifer E Jennings**, U. of Alberta

**394** : (MOC) **Think About It....Over a Beer (or a Glass of Wine)**

4:30pm - 5:30pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 394

Division Chair: **Mark J. Martinko**, Florida State U.

Division Chair-Elect: **Rhonda K. Reger**, U. of Maryland

Program Chair: **Kyle Lewis**, U. of Texas, Austin

Professional Development Workshop Chair: **Elizabeth George**, Hong Kong U. of Science and Technology

Past Chair: **Gerard P. Hodgkinson**, U. of Warwick

**395** 🗺️: (OMT, ENT, OCIS, BPS, PNP) **Funding Opportunities for Academy of Management Scholars, from the National Science Foundation**

4:30pm - 6:30pm Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 395

Chair: **Jacqueline Meszaros**, National Science Foundation

Participants: **Kalle Lyytinen**, Case Western Reserve U.; **Maria Minniti**, Southern Methodist U.; **Michael Boyer O'Leary**, Georgetown U.; **Martha S. Feldman**, U. of California, Irvine; **Susan Winter**, National Science Foundation

**Saturday 4:45PM**

**396** 🗺️: (MED, SIM, MH) **Integrating Liberal Learning and Business Education: Putting the Carnegie Report into Practice**

4:45pm - 6:45pm Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 396

Organizers: **Matt Statler**, New York U.; **Pierre Guillet de Monthoux**, Copenhagen Business School

Speaker: **William Sullivan**, Wabash College

Participants: **Nancy J Adler**, McGill U.; **Elena P. Antonacopoulou**, U. of Liverpool; **Thomas Bay**, Stockholm U.; **Janet Borgerson**, U. of Exeter; **Jon Billsberry**, Deakin U.; **Anthony F. Buono**, Bentley U.; **Donatella Di Paoli**, BI Norwegian Business School; **Roger L. Dunbar**, New York U.; **Marilyn Durkin**, Bentley U.; **Marius Gudmand-Hoyer**, Copenhagen Business School; **Daniel Hjorth**, Copenhagen Business School; **Robin Holt**, U. of Liverpool; **Juliane**

Iannarelli, AACSB International; **Rasmus Johnsen**, Copenhagen Business School; **Nancy B Kurland**, Franklin & Marshall College; **Donna Ladkin**, Cranfield U.; **Romain Laufer**, HEC Paris; **Stephen A. Linstead**, U. of York, UK; **Paolo Quattrone**, IE Business School; **Sotirios Paroutis**, U. of Warwick; **Claire Preisser**, Aspen Institute Business and Society Program; **Sverre Raffnsoe**, Copenhagen Business School; **Emma Stenstrom**, Stockholm School of Economics; **Chris Steyaert**, U. of St. Gallen; **Steven S Taylor**, Worcester Polytechnic Institute; **Morten Thaning**, Copenhagen Business School; **Bart Irwin Victor**, Vanderbilt U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Batia Mishan Wiesenfeld**, New York U.; **Lynn Wooten**, U. of Michigan

**397** 📄: (OB, OCIS, TIM) **Research Incubator for Exploring Tensions and Paradoxes in Creativity and Innovation Management**

4:45pm - 6:45pm Boston Park Plaza: Arlington Room  
 Tweet this session: #AOM2012 397

**Organizers:** **Ella Miron-Spektor**, Technion Israel Institute of Technology; **Eitan Naveh**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology  
**Speaker:** **Michael Frese**, National U. of Singapore  
**Presenters:** **Darja Gutnick**, U. of Groningen; **Jack Anthony Goncalo**, Cornell U.; **Sirkka Jarvenpaa**, U. of Texas; Aalto U.; **Sharon H Kim**, Johns Hopkins U.; **Bernard Nijstad**, U. of Groningen; **Wendy K. Smith**, U. of Delaware; **Lynne Catherine Vincent**, Cornell U.

**398** 📄: (OMT, CMS) **The Invisible Foot: Our Addiction to Growth**

4:45pm - 6:45pm Sheraton Boston Hotel: Republic A  
 Tweet this session: #AOM2012 398

**Organizer:** **Steven S Taylor**, Worcester Polytechnic Institute  
**Presenters:** **Erica Gabrielle Foldy**, New York U.; **Jenny W. Rudolph**, Harvard Medical School; **Peter E. Rivard**, Suffolk U.; **Pacey Foster**, U. of Massachusetts, Boston; **Rich DeJordy**, Northeastern U.

**Saturday 5:00PM**

**399** 📄: (CMS) **Philosophical Foundations of Organization Studies**

5:00pm - 7:00pm Marriott Boston Copley Place: Salon I  
 Tweet this session: #AOM2012 399

**Organizer:** **Ali Mir**, William Paterson U.  
**Participants:** **Bobby Banerjee**, U. of Western Sydney; **Andre Spicer**, U. of Warwick; **Marieke van den Brink**, Radboud U. Nijmegen; **Ali Mir**, William Paterson U.

**400** : (HCM) **Health Care Management Division Professional Development Workshop Social**

5:00pm - 7:00pm Offsite: Kings Back Bay Bowling Alley  
 Tweet this session: #AOM2012 400

**Host:** **Timothy R. Huerta**, Texas Tech U.

**401** : (MED) **MED/NDSC Joint Reception, co-sponsored by Organizational Behavior Teaching Society (OBTS)**

5:00pm - 7:00pm Westin Copley Place: Staffordshire.  
 Tweet this session: #AOM2012 401

**Hosts:** **Barbara A. Ritter**, Coastal Carolina U.; **Rae Andre**, Northeastern U.

**402** : (NDSC) **MED/NDSC Joint Reception, co-sponsored by Organizational Behavior Teaching Society (OBTS)**

5:00pm - 7:00pm Westin Copley Place: Staffordshire  
 Tweet this session: #AOM2012 402

*MED, OBTS, and NDSC annually host a reception to serve as a networking and informational opportunity for current and potential members.*

**403** 📄: (OM) **Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper**

5:00pm - 7:00pm Westin Copley Place: St. George C & D  
 Tweet this session: #AOM2012 403

*The Institute for Supply Management will sponsor the event by providing funding for food and beverages.*  
**Coordinators:** **Lisa Marie Ellram**, Miami U.; **Craig R. Carter**, Arizona State U.

**Saturday 5:15PM**

**404** 📄➔📄: (HR, OB, BPS, ONE, CMS) **Corporate Social Responsibility and Human Resource Management/Organizational Behavior**

5:15pm - 7:15pm Boston Park Plaza: White Hill Room  
 Tweet this session: #AOM2012 404

**Presenters:** **Herman Aguinis**, Indiana U., Bloomington; **Donald Siegel**, State U. of New York, Albany; **David A. Waldman**, Arizona State U.  
**Participants:** **Jonathan P Doh**, Villanova U.; **Nicola M. Pless**, ESADE; **Deborah Elizabeth Rupp**, Purdue U.

**Saturday 5:30PM**

**405** : (AAA) **New Member Orientation**

5:30pm - 7:00pm Boston Hynes Convention Center: Room 302/304  
 Tweet this session: #AOM2012 405

*Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage of 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 Boston. 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

**406** : (SIM) **SIM/SBE Joint Keynote Speaker and Reception (offsite)**

5:30pm - 9:00pm Offsite: Fairmont Copley Plaza Hotel  
 Tweet this session: #AOM2012 406

**Saturday 5:45PM**

**407** ➔📄: (CAR, IAM, D&ITC) **Publish or Perish Goes Global: International Scholars' Strategies for Publishing in Top Journals**

5:45pm - 7:45pm Boston Park Plaza: Plaza Ballroom  
 Tweet this session: #AOM2012 407

**Organizers:** **Corinne Post**, Lehigh U.; **Jean-Luc Cerdin**, ESSEC Business School

Speakers: **Yehuda Baruch**, Rouen Business School; **Ans De Vos**, U. of Antwerp; **Eric Kearney**, Leibniz U. Hannover; **Fabrice Lumineau**, U. of Technology, Sydney; **Simon Lloyd D. Restubog**, The Australian National U.; **Annelies E.M. Van Vianen**, U. of Amsterdam; **Jorge Walter**, George Washington U.; **Thomas Markus Zellweger**, U. of St. Gallen

#### 408 : (OB, ODC, CM) How to Find and Build a Microcommunity

5:45pm - 7:45pm Boston Park Plaza: Georgian Room

Tweet this session: [#AOM2012 408](#)

Organizers: **David Mayer**, U. of Michigan; **Rosalind M. Chow**, Carnegie Mellon U.; **Maia J. Young**, U. of California, Los Angeles  
Presenters: **Cameron Anderson**, U. of California, Berkeley; **Jane E. Dutton**, U. of Michigan; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Laurie R. Weingart**, Carnegie Mellon U.; **Mary Uhl-Bien**, U. of Nebraska

### Saturday 6:00PM

#### 409 : (BPS) BPS Division Mid-Career Workshop: Managing Your Evolving Career

6:00pm - 8:00pm Boston Hynes Convention Center: Room 308

Tweet this session: [#AOM2012 409](#)

*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 1, 2012.*

Organizers: **Peggy M. Lee**, Arizona State U.; **Annette L. Ranft**, U. of Tennessee

Participants: **Russell Coff**, U. of Wisconsin, Madison; **Timothy B Folta**, Purdue U.; **Margaret Peteraf**, Dartmouth College; **Richard L Priem**, Texas Christian U.; **Christopher Shook**, Auburn U.; **Rodolphe Durand**, HEC Paris

#### 410 : (ENT) Entrepreneurship Social

6:00pm - 10:00pm Offsite: Prudential Building Skywalk

Tweet this session: [#AOM2012 410](#)

*Member tickets must be purchased in advance at <https://secure.aomonline.org/PDWReg>. Until July 6, 2012 the price = \$60.00; July 7 to 27, the price = \$70.*

*Guest tickets must be purchased in advance at <a*

*href="https://www.regonline.com/register/checkin.aspx?MethodId=0&eventsessionId=5037964486554392813a0422220c3c04&eventID=1018780"><https://www.regonline.com/register/checkin.aspx?MethodId=0&eventsessionId=5037964486554392813a0422220c3c04&eventID=1018780></a>. Until July 6, 2012 the price = \$60.00; July 7 to 27, the price = \$70.*

*Professional Development Workshop Chair: Harry J Sapienza*, U. of Minnesota

#### 411 : (HR) HR and OB Members Welcome Reception

6:00pm - 7:30pm Boston Park Plaza: Terrace Room

Tweet this session: [#AOM2012 411](#)

*All HR and OB Division members are invited to this reception. The Divisions' Chairs want to welcome you to Boston and the 2012 AoM Meeting.*

Organizers: **Maria Kraimer**, U. of Iowa; **Laura Erskine**, Illinois State U.

Chairs: **Frederick P. Morgeson**, Michigan State U.; **Sharon K. Parker**, U. of Western Australia

#### 412 : (IAM) Business meeting of the Iberoamerican Academy of Management

6:00pm - 7:30pm Boston Hynes Convention Center: Room 305

Tweet this session: [#AOM2012 412](#)

*Open to all members*

*Division Chair: Julio O. DeCastro*, Babson College

*Program Chair: Andrea Fosfuri*, U. Carlos III de Madrid

#### 413 : (IM) International Management Division PDW Reception

6:00pm - 8:00pm Boston Hynes Convention Center: Room 313

Tweet this session: [#AOM2012 413](#)

#### 414 : (OCIS) OCIS Doctoral Consortium Reception and Member Networking

6:00pm - 7:30pm Boston Hynes Convention Center: Room 209

Tweet this session: [#AOM2012 414](#)

*This is an open reception for all members of OCIS division. New members and doctoral students are especially welcome.*

*Participants of Doctoral Consortium will have poster presentation of their work.*

#### 415 : (ODC) JMC Journal of Change Management Reception

6:00pm - 8:00pm Sheraton Boston Hotel: Back Bay Ballroom C

Tweet this session: [#AOM2012 415](#)

*Host: Rune Todnem By*, Staffordshire U.

#### 416 : (ODC, MC) Performance Metrics of the Informal Impacts of OD Projects

6:00pm - 8:00pm Sheraton Boston Hotel: Gardner B

Tweet this session: [#AOM2012 416](#)

*Coordinator: Marc Bonnet*, ISEOR, IAE - U. of Lyon 3

*Speaker: David Coghlan*, Trinity College Dublin

*Participants: Vincent Cristallini*, ISEOR, IAE - U. of Lyon 3; **Henri Savall**, ISEOR, IAE - U. of Lyon 3; **Olivier Voyant**, ISEOR;

**Veronique Zardet**, ISEOR, IAE - U. of Lyon 3

#### 417 : (PTC) All Academy Practice Theme Committee Awards and Receptions

6:00pm - 9:00pm Sheraton Boston Hotel: Constitution Ballroom A

Tweet this session: [#AOM2012 417](#)

Organizers: **Tyrone S. Pitsis**, Newcastle U.; **Kuo Frank Yu**, City U. of Hong Kong; **Kathryn Goldman Schuyler**, Alliant International U.

### Saturday 6:30PM

#### 418 : (BPS) Meet The BPS Officers Reception

6:30pm - 9:00pm Boston Hynes Convention Center: Room 311

Tweet this session: [#AOM2012 418](#)

*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.*

#### 419 : (CMS) CMS PDW Social

6:30pm - 9:30pm Marriott Boston Copley Place: Salon E

Tweet this session: [#AOM2012 419](#)

*The CMS PDW Social is being sponsored with assistance from the IH Asper School of Management, University of Manitoba.*

Organizer: **Raza A Mir**, William Paterson U.

**420 : (ONE) ONE Welcome Reception**

6:30pm - 8:30pm Marriott Boston Copley Place: Salon F

Tweet this session: **#AOM2012 420**

*The ONE Division welcomes new and old members to this year's Academy conference.*

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**Saturday 7:00PM**

**421 : (AAA) President's Welcome Reception for New Members**

7:00pm - 9:00pm Boston Hynes Convention Center: Room 306

Tweet this session: **#AOM2012 421**

*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 hor'dourves will be served.*

Organizer: **Anne S. Tsui**, Arizona State U.

**422 : (ICW) Chinese Scholar Workshop Reunion**

7:00pm - 10:30pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: **#AOM2012 422**

Organizer: **Qing Cao**, U. of Connecticut

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**Saturday 8:00PM**

**423 : (GDO) All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy**

8:00pm - 10:00pm Boston Park Plaza: Whittier Room

Tweet this session: **#AOM2012 423**

*Allies, friends, gay, lesbian, bisexual & transgendered persons invited. Sponsored by University of Utah. Website:*

*<http://group.aomonline.org/glb/>*

Organizers: **Gerardo Okhuysen**, U. of Utah; **Ron Ophir**, York U.

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**Saturday 8:30PM**

**424 : (CAR) Careers Division PDW Social**

8:30pm - 10:30pm Offsite: TBA

Tweet this session: **#AOM2012 424**

*Careers Division PDW Social Event.*

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**Saturday 9:00PM**

**425 : (ICW) ANZAM Dessert Function**

9:00pm - 11:00pm Westin Copley Place: America Ballroom North

Tweet this session: **#AOM2012 425**

Organizer: **Anne Anderson**, ANZAM

**Sunday 7:00AM****426 : (ICW) South-Western Cengage Learning Breakfast & Author Presentation**

7:00am - 9:00am Boston Hynes Convention Center: Room 208

Tweet this session: [#AOM2012 426](#)Organizer: **Rhonda Bollinger**, South-Western Publishing Co.**427 : (MSR) MSR Morning Meditation**

7:00am - 8:00am Sheraton Boston Hotel: Hampton B

Tweet this session: [#AOM2012 427](#)Facilitator: **Gerald Biberman**, U. of Scranton**Sunday 7:30AM****428 : (ICW) Gathering of POS Scholars**

7:30am - 9:00am Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: [#AOM2012 428](#)

*Gathering of individuals interested in Positive Organizational Scholarship. Purpose: celebrate community, review accomplishments, network with other scholars*

Organizer: **Janet Max**, U. of Michigan, Ann Arbor**Sunday 8:00AM****429 : (AAA) Placement Services**

8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer

Tweet this session: [#AOM2012 429](#)*Placement Services - Registration and Information*Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.**430 : (AAA) All-Academy Welcome Breakfast**

8:00am - 9:00am Sheraton Boston Hotel: Grand Ballroom

Tweet this session: [#AOM2012 430](#)

*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.*

**431 : (AAA) AMJ Editors Only**

8:00am - 9:00am Westin Copley Place: Courier

Tweet this session: [#AOM2012 431](#)*By Invitation Only*Organizer: **Jason Colquitt**, U. of Georgia**432 : (AAA) Conference Registration**

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A

Tweet this session: [#AOM2012 432](#)

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

**433 : (AAA) Conference Exhibits**

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A.

Tweet this session: [#AOM2012 433](#)**434 : (AAA) Hospitality Suite for First Time Attendees**

8:00am - 5:00pm Boston Hynes Convention Center: Room 207

Tweet this session: [#AOM2012 434](#)

*Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!*

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**435 : (ICW) Kauffman Firm Survey Breakfast**

8:00am - 9:30am Marriott Boston Copley Place: Salon C

Tweet this session: [#AOM2012 435](#)Organizer: **Mette Kramer**, Ewing Marion Kauffman Foundation**Sunday 8:30AM****436 : (AAC) Southern Management Association Executive Board Meeting**

8:30am - 10:00am Westin Copley Place: Defender

Tweet this session: [#AOM2012 436](#)**437 : (CMS) CMS Executive Meeting**

8:30am - 10:00am Marriott Boston Copley Place: Salon B

Tweet this session: [#AOM2012 437](#)Division Chair: **Sarah Stookey**, Central Connecticut State U.Program Chairs: **Gavin Jack**, La Trobe U.; **Jan Schapper**, La Trobe U.**Sunday 9:00AM****438 : (AAA) Academy of Management Presidential Address and Awards Ceremony**

9:00am - 11:00am Sheraton Boston Hotel: Grand Ballroom

Tweet this session: [#AOM2012 438](#)Distinguished Speaker: **Anne S. Tsui**, Arizona State U.**439 : (AAA) AMR Editors Only**

9:00am - 10:00am Westin Copley Place: Courier

Tweet this session: [#AOM2012 439](#)Organizer: **Roy R Suddaby**, U. of Alberta**440 : (AAA) The Ethicist**

9:00am - 10:00am Boston Hynes Convention Center: Room 205

Tweet this session: [#AOM2012 440](#)**441 : (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting**

9:00am - 10:30am Boston Park Plaza: Statler Room

Tweet this session: [#AOM2012 441](#)Organizer: **Cynthia Nalevanko**, Sage Publications**Sunday 9:30AM****442 : (ICW) Organization Studies Editorial Board Meeting & Breakfast**

9:30am - 11:00am Boston Park Plaza: Berkeley Room

Tweet this session: [#AOM2012 442](#)Organizer: **Sophia Tzagaraki**, Organization Studies**443 : (ICW) European Journal of International Management "Editors and Friends" Annual Meeting**

9:30am - 11:00am Boston Hynes Convention Center: Room 209

Tweet this session: [#AOM2012 443](#)Organizer: **Vlad Vaiman**, Reykjavik U.**Sunday 10:00AM****444 : (AAA) AMR Editorial Review Board**

10:00am - 11:30am Westin Copley Place: St. George C &amp; D

Tweet this session: [#AOM2012 444](#)*By Invitation Only*Organizer: **Roy R Suddaby**, U. of Alberta

**445 : (AAA) Ethics Education Committee Meeting**

10:00am - 11:30am Boston Hynes Convention Center: Room 205  
 Tweet this session: [#AOM2012 445](#)

**446 : (AAC) Midwest Academy of Management Officers Meeting**

10:00am - 12:00pm Westin Copley Place: Empire  
 Tweet this session: [#AOM2012 446](#)

**447 : (ICW) JOM Review Issue: Proposal Review Panel--Micro**

10:00am - 12:00pm Boston Hynes Convention Center: Room 306  
 Tweet this session: [#AOM2012 447](#)  
 Organizer: **Deborah Elizabeth Rupp**, Purdue U.

**448 : (OMT) Teaching Social Networks: Organizing an Agenda and Resources**

10:00am - 12:00pm Sheraton Boston Hotel: Gardner A  
 Tweet this session: [#AOM2012 448](#)

**449 : (PTC) Practice Theme Committee Meeting.**

10:00am - 12:00pm Sheraton Boston Hotel: Hampton A  
 Tweet this session: [#AOM2012 449](#)

*Strategic and tactical planning for the Practice Theme Committee, open to all members of the Practice Theme Committee and those interested in joining*

*Professional Development Workshop Chairs: Kuo Frank Yu, City U. of Hong Kong; Kathryn Goldman Schuyler, Alliant International U. Chair: Tyrone S. Pitsis, Newcastle U.*

*Presenters: Jochen Schweitzer, U. of Technology, Sydney; Katie Best, London School of Economics*

**Sunday 10:15AM**

**450 : (AAA) Conference Break**

10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A  
 Tweet this session: [#AOM2012 450](#)

**Sunday 10:30AM**

**451 : (AAC) Indian Academy of Management Business Meeting**

10:30am - 12:00pm Westin Copley Place: Great Republic  
 Tweet this session: [#AOM2012 451](#)

**452 : (ICW) Entrepreneurship Theory & Practice Editorial Meeting and Luncheon**

10:30am - 1:30pm Marriott Boston Copley Place: Salon C  
 Tweet this session: [#AOM2012 452](#)  
 Organizer: **Ray Bagby**, Baylor U.

**453 : (ICW) Personnel Psychology Editorial Board Reception (By Invitation Only)**

10:30am - 12:00pm Westin Copley Place: Essex North-Center & East  
 Tweet this session: [#AOM2012 453](#)  
 Organizer: **Frederick P. Morgeson**, Michigan State U.

**454 : (OM) OM Division Executive Committee Meeting**

10:30am - 12:00pm Westin Copley Place: Parliament  
 Tweet this session: [#AOM2012 454](#)

*This is a planning meeting for the division's executive committee; however, any division member is welcome to attend.*  
 Chair: **Thomas F. Gattiker**, Boise State U.

**Sunday 11:00AM**

**455 : (ICW) Journal of Management Education Editorial Board Meeting**

11:00am - 12:00pm Marriott Boston Copley Place: Salon I  
 Tweet this session: [#AOM2012 455](#)  
 Organizer: **Jon Billsberry**, Deakin U.

**Sunday 11:15AM**

**456 : (AAA) 2012-2013 Division Chairs Meeting**

11:15am - 12:45pm Boston Hynes Convention Center: Room 204  
 Tweet this session: [#AOM2012 456](#)  
 Organizer: **Kerry Ignatz**, Academy of Management

**Sunday 11:30AM**

**457 : (AAA) 2013 Professional Development Workshop Chairs Meeting**

11:30am - 12:30pm Sheraton Boston Hotel: Fairfax B  
 Tweet this session: [#AOM2012 457](#)

Organizers: **Debra Shapiro**, U. of Maryland, **Jimmy Le**, Academy of Management; **Gabriel Bramson**, Academy of Management

**458 : (AAA) AMP Editors Only**





11:30am - 12:30pm Westin Copley Place: Courier  
 Tweet this session: [#AOM2012 458](#)

*By Invitation Only*

Organizers: **Timothy Michael Deviney**, U. of Technology, Sydney; **Donald Siegel**, State U. of New York, Albany

**459 : (AAC) Eastern Academy of Management International Advisory Board**

11:30am - 1:30pm Westin Copley Place: Defender  
 Tweet this session: [#AOM2012 459](#)

**460    : (AAT) Business Creation in Developing Countries: Assessing the Informal Sector**

11:30am - 1:00pm Boston Hynes Convention Center: Room 101  
 Tweet this session: [#AOM2012 460](#)

Chair: **Saul Estrin**, London School of Economics

*Discussants: Michael Frese*, National U. of Singapore; **Lois Stevenson**, Independent Management Consultant; **Bailey Klinger**, Harvard U.

*Speakers: Tomasz Marek Mickiewicz*, Aston Business School; **Paul D Reynolds**, George Washington U.; **Elena Bardasi**, World Bank

**461   : (AAT) Nascent Entrepreneurship in China and Beyond**

11:30am - 2:00pm Boston Hynes Convention Center: Room 103  
 Tweet this session: [#AOM2012 461](#)

*This workshop is designed for people who have focused on the "West" and developed economies with formal institutions in entrepreneurship and are interesting in learning about nascent entrepreneurship in China as well as comparisons with other emerging economies. It is also for those who want to bridge the two and look at their interactions and novel theoretical issues at the intersection.*

Organizer: **Chuck Eesley**, Stanford U.

*Speakers: Wesley Sine*, Cornell U.; **Haiyang Li**, Rice U.; **Anthea Yan Zhang**, Rice U.; **Claudia Bird Schoonhoven**, U. of California, Irvine; **Yanbo Wang**, Boston U.; **Jizhen Li**, Tsinghua U.




**462**    : (AAT) **Deans on Business Schools & Informal Economies**

11:30am - 1:00pm Boston Hynes Convention Center: Room 104  
 Tweet this session: [#AOM2012 462](#)

**Chairs:** **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.

**Participants:** **Maria Tereza Leme Fleury**, U. of Sao Paulo; **Henry W Lane**, Northeastern U.; **Carl F. Fey**, Nottingham U. Business School China; **Ajit Rangnekar**, Indian School of Business; **Anna Gryaznova**, Moscow State U.

**463** : (AAT) **Entrepreneurship in China and India: An Institutional Voids Approach to the Informal Economy**

11:30am - 1:00pm Boston Hynes Convention Center: Room 107  
 Tweet this session: [#AOM2012 463](#)

**Chair:** **Bernard Yeung**, National U. of Singapore

Entrepreneurship in China and India An Institutional Voids Approach to the Informal Economy | **Tarun Khanna**, Harvard U.

**464**    : (AAT) **Informal Economy, Poverty, and Responsible Management Education: Global Perspectives**

11:30am - 1:00pm Boston Hynes Convention Center: Room 108  
 Tweet this session: [#AOM2012 464](#)

**Organizers:** **Hsu O'Keefe**, Pace U.; **Jonas Haertle**, PRME Secretariat / United Nations Global Compact Office; **Milenko Gudic**, Ceeman

**Panelists:** **Gerard F Farias**, Fairleigh Dickinson U.; **Mzamo P Mangaliso**, U. of Massachusetts; **Paulo Cesar Motta**, IAG PUC Rio

**465**    : (AAT) **The Digitization of Creativity and Media Gatekeeping in the Informal Economy**

11:30am - 1:00pm Boston Hynes Convention Center: Room 109  
 Tweet this session: [#AOM2012 465](#)

**Chair:** **Paul M Hirsch**, Northwestern U.

**Discussant:** **Candace Jones**, Boston College

Addressing the skillful navigation of gatekeeping in the art world | **Violina Rindova**, U. of Texas, Austin; **Elena Dalpiaz**, Imperial College London; **Davide Ravasi**, Bocconi U.  
 Entrepreneurship in Creative Industries and Cultural Change | **Mukti V Khaire**, Harvard U.

The Digitalization of Fads and Fashions | **Paul M Hirsch**, Northwestern U.; **Daniel A. Gruber**, Northwestern U.

The Rise of Hollywood East: Regional Brokerage and Networks | **Pacey Foster**, U. of Massachusetts, Boston

Innovation and reproduction in creative industries | **Gerardo Patriotta**, Nottingham U.

**466**   : (AAT) **Improving Access to Finance by the Poor: What Difference Does Management Make?**

11:30am - 1:00pm Boston Hynes Convention Center: Room 201  
 Tweet this session: [#AOM2012 466](#)

**Chair:** **Bruce Kogut**, Columbia Business School

**Discussant:** **Saurabh Lall**, Aspen Network of Development Entrepreneurs

**Speakers:** **Stephan Meier**, Columbia Business School; **Antoinette Schoar**, MIT Sloan; **Rodrigo Canales**, Yale U.; **Miriam Bruhn**, World Bank

**467**   : (AAT) **Using Informal Networks to Advance Global and Polycentric Academic Careers**

11:30am - 1:30pm Boston Hynes Convention Center: Room 202

Tweet this session: [#AOM2012 467](#)

**Organizers:** **Qingxia Tong**, Independent Scholar; **Patricia G. Vidal**, U. Presbiteriana MacKenzie

**Speakers:** **Peter Hwang**, National Taiwan U.; **Maury Peiperl**, IMD; **Joyce Osland**, San Jose State U.; **Douglass Cagwin**, Zayed U.; **Hsia Hua Sheng**, Fundacao Getulio Vargas-EAESP & EBAPE

**468**   : (AAT) **Digital Business Innovations for Significant Societal Challenges in the Mixed Economy**

11:30am - 1:30pm Boston Hynes Convention Center: Room 203

Tweet this session: [#AOM2012 468](#)


*This workshop will be hosted and led by Professor Feng Li, Chair of Information Management at Cass Business School, City University London (UK). Previous he was Chair of e-Business Development at Newcastle University for 10 years; and Senior Lecturer at Strathclyde University Business School for 5 years. Since the late 1980s, his research has centrally focused on emerging strategies, business models and organisational innovations in private and public sectors. Currently he holds multi-million pounds/dollars government and business funded research grants, including the business theme of a £12.6 million (\$20 million) research programme to tackle social exclusion through digital innovations; a £2 million (\$3million) research project to develop scalable and sustainable business solutions for assisted living technologies and services for the elderly; and the commercialisation in a £2.2 million (\$3.3 million) R&D project to use computer games for tele-rehabilitation to help stroke patients regain independence and mobility. He is the Chair of the 'e-Business & e-Government special interest group (SIG)' at British Academy of Management (BAM). Feng can be contacted at Feng.li.1@city.ac.uk*  
 Host: **Feng Li**, Cass Business School


**469** : (Paper Session) - (DISC) **Organization & Management Theory Discussion Paper Session: Decision-Making**


11:30am - 1:00pm Marriott Boston Copley Place: Falmouth

Tweet this session: [#AOM2012 469](#)

**Discussant:** **Christina L Ahmadjian**, Hitotsubashi U.

 **OMT: Relational Embeddedness, Uncertainty and the Propensity of Organizations to Collaborate** | **Francesca Pallotti**, U. of Lugano; **Alessandro Lomi**, U. of Lugano; **Peng Wang**, U. of Melbourne

 **OMT: False Precision? Organizational Antecedents and Implications of Earnings Guidance Precision** | **Mathew Hayward**, U. of Colorado, Boulder; **Markus A. Fitza**, U. of Colorado, Boulder; **Don Moore**, U. of California, Berkeley; **Richard Hunt**, U. of Colorado, Boulder

 **OMT: Outsourcing Decision-making: A Multiple Case Study** | **Peter Westphal**, Monash U.; **Amrik S Sohal**, Monash U.


 **OMT: Can Organizations Mitigate Individual Biases? Evidence from Mutual Fund Investment Decisions** | **Dimo Ringov**, ESADE Business School

**470** : (Paper Session) - (DISC) **Social Issues in Management Discussion Paper Session: Ethics**

11:30am - 1:00pm Marriott Boston Copley Place: Hyannis

Tweet this session: [#AOM2012 470](#)

**Discussant:** **Robert A. Phillips**, Boston U.

 **SIM: Bribery and Heterogeneous Networks as Strategies for SME Resource Acquisition in Emerging Economies** | **Karen Yuan Wang**, U. of Technology, Sydney; **Stewart Clegg**, U. of Technology, Sydney; **Erming Xu**, Renmin U. of China

- 📄 **SIM:** Workplace Environment-Driven Business Ethics Practices | **Nobuyuki Demise**, Meiji U.; **Yoshinari Koyama**, Kanto Gakuin U.; **Norihiro Mizumura**, Saitama U.; **Yujin Taniguchi**, Hokkaido U.
- 📄 **SIM:** Illegal Organizational Behavior: A Multilevel Empirical Test of Firm Bribery Motives and Constraints | **Dendi Ramdani**, U. of Antwerp; **Arjen van Witteloostuijn**, Tilburg U.
- 🗨️ **SIM:** Antecedents to White Collar Crime in China: Demographic Profile and In-group Member Influence | **Neng Liang**, China Europe International Business School; **JinAi Wang**, China Europe International Business School

**471 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Cooperative Strategies**

11:30am - 1:00pm Marriott Boston Copley Place: Nantucket  
 Tweet this session: #AOM2012 471

Discussant: **Marguerite Schneider**, NJIT

- 📄 **BPS:** Optimal Choice of Decision-making Structures in Inter-firm Relationships: A Review and Integration | **Aleksey Martynov**, U. of Houston, Clear Lake
- 📄 **BPS:** Do Structural And Relational Social Capital Function As Substitutes Or Complements? A Meta-Analysis | **Weiguo Zhong**, City U. of Hong Kong; **Jing Hu**, Nanjing U.; **Aisen Zhong**, Nanjing U.
- 📄 **BPS:** Sources of Failed Interfirm Commitments | **Nathan Sidney Greidanus**, U. of Manitoba

**472 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Institutional Theory**

11:30am - 1:00pm Marriott Boston Copley Place: Orleans  
 Tweet this session: #AOM2012 472

Discussant: **Davide Nicolini**, U. of Warwick

- 📄 **OMT:** Fine Tuning Institutional Analysis: Materiality, Agency and an Example of Practices in Transition | **Lauri Wessel**, Freie U. Berlin; **Martin Gersch**, Freie U. Berlin
- 📄 **OMT:** Practices of Institutional Work at a Field-configuring Event | **Guido Moellering**, Jacobs U. Bremen
- 📄 **OMT:** Legitimacy Gaps and Processes of Institutional Change: The Case of Certified Management Systems | **Robson Sò Rocha**, Aarhus Business School

**473 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Capabilities and Structure**

11:30am - 1:00pm Marriott Boston Copley Place: Provincetown  
 Tweet this session: #AOM2012 473

Discussant: **Michael Winfield**, Pennsylvania State U.

- ➔ 📄 **BPS:** The Effects of Competition & Firm Structure on the Dynamic Capabilities – Performance Relationship | **Ralf Wilden**, U. of Technology, Sydney
- ➔ 📄 **BPS:** A Proposed Interaction between Organizational Capabilities to Increase Customer Value | **Silvia Martelo**, U. de Sevilla; **Carmen Barroso**, U. de Sevilla; **Gabriel A. Cepeda**, U. of Seville
- 🗨️ **BPS:** Market Structure and Market Growth in Restricted Demand Markets | **Rachida Aissaoui**, U. of Memphis; **Robert R. Wiggins**, U. of Memphis

**474 : (Paper Session) - (DISC) Organizations & the Natural Environment Discussion Paper Session: Sustainability**

11:30am - 1:00pm Marriott Boston Copley Place: Vineyard  
 Tweet this session: #AOM2012 474

Discussant: **Mark Cordano**, Merrimack College

- 📄 **ONE:** The New Heretics: Hybrid Organizations and The Changing Face of Corporate Sustainability | **Nardia Haigh**, U. of Massachusetts; **Andrew J. Hoffman**, U. of Michigan
- 📄 **ONE:** Towards an Integrative Conceptual Framework for Corporate Social and Environmental Sustainability | **Sukhbir Sandhu**, U. of South Australia
- ➔ 🗨️ **ONE:** Opportunities for a Sustainable Informal Economy: The Case of Mexico | **Antonio Lloret**, ITAM

**475 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Corporate Governance/Boards**

11:30am - 1:00pm Marriott Boston Copley Place: Yarmouth  
 Tweet this session: #AOM2012 475

Discussant: **Ayfer H. Ali**, Harvard U.

- 📄 **BPS:** The Interactive Value of the CEO's and the Board's Human Capital: A Study of Biotechnology IPOs | **Chamu Sundaramurthy**, San Diego State U.; **Kuntara Pukthuanthong**, San Diego State U.; **Yasemin Y Kor**, U. of South Carolina
- 📄 **BPS:** CEO Appointments After Dismissal: The Role of Investment Analysts | **Joshua HERNBERGER**, U. of California, Irvine; **Margarethe F Wiersema**, U. of California, Irvine
- ➔ 📄 **BPS:** Outside Directors and Stock Return Volatility: The Foreign Investor Connection | **Steven J. Jordan**, Korea Advanced Institute of Science & Technology; **Ji-Hwan Lee**, Korea Advanced Institute of Science & Technology
- ➔ 🗨️ **BPS:** Directors' Status-Quo Bias and Strategic Renewal under Environmental Turbulence | **Melanie Katharina Oeschles**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen

**476 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: People and Relationships**

11:30am - 1:00pm Boston Park Plaza: Alcott Room  
 Tweet this session: #AOM2012 476

Discussant: **Sandip Basu**, California State U. East Bay

- 📄 **TIM:** A Climate of Psychological Safety Enhances the Success of Teams in Front End | **Gerhard Schewe**, Westfälische Wilhelms-U. Münster; **Ann-Marie Nienaber**, Westfälische Wilhelms-U. Münster; **Jens Leker**, U. of Muenster; **Verena Holtorf**, Professional
- 📄 **TIM:** The Impact of Leaders Cognitive Support and Knowledge Resources on LMX. | **Leif Denti**, Gothenburg U.; **Sven Hemlin**, Gothenburg U.
- TIM:** The Signaling Role on Venture Capital Investments of the University Commercialization Funds | **Federica Destro**, U. of Padova; **Paolo Gubitta**, U. of Padova
- ➔ 📄 **TIM:** The Dual Role of External Corporate Venturing in Technological Exploration | **Wim Vanhaverbeke**, ESADE; **Ying Li**, DTU Danish Technical U.; **Vareska Van De Vrande**, Rotterdam School of Management, Erasmus U.

**477 : (Paper Session) - (DISC) International Management Discussion Paper Session: Innovation & Change**

11:30am - 1:00pm Boston Park Plaza: Back Bay Room  
 Tweet this session: #AOM2012 477

Discussant: **Anniqun Un**, Northeastern U.

- 🗣️ **IM**: Understanding Intercultural Negotiations Through Liminality: A Sino-German Case | **Jasmin Mahadevan**, Pforzheim U.; **Stefan Weißert**, U. of Applied Sciences, Karlsruhe
- 📄 **IM**: Innovation Practice Transfer and Capability Development within the Multinational Enterprise | **Nathaniel C Lupton**, Fordham U.; **Paul Beamish**, U. of Western Ontario
- IM**: Can Consumer Co-Creation Lower the Liability of Foreignness | **Daniel Thomas Chaffin**, Michigan State U.

**478 : (Paper Session) - (DISC) Entrepreneurship Discussion**

**Paper Session: Context**

11:30am - 1:00pm Boston Park Plaza: Brandeis Room

Tweet this session: [#AOM2012 478](#)

Discussant: **Navid Bazzazian**, HEC Paris

📄 **ENT**: The Human Capital of Family Members: Implications for the Family Firm and Human Capital Theory | **Richard Gottschall**, John Molson School of Business; **Michael Carney**, Concordia U.

**ENT**: Regional Influences on Family and Non-Family Start-ups | **Miriam Bird**, Stockholm School of Economics

**ENT**: Business Exit in Family vs. Non-Family Firms: When Emotional Logic Overrides Rational Judgment | **Francesco Chirico**, Jonkoping International Business School; **Karin Hellerstedt**, Jönköping U.; **Mattias Nordqvist**, Jönköping International Business School

📄 **ENT**: Dynamic Social Networks, Venture Growth, and Social Enterprise Performance – A Yypology | **Christian Busch**, London School of Economics; **Harry G. Barkema**, London School of Economics

**479 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Learning and Knowledge**

11:30am - 1:00pm Boston Park Plaza: Cabot Room

Tweet this session: [#AOM2012 479](#)

Discussant: **Peggy D. Lee**, Indiana U., Indianapolis

🗣️ **TIM**: Disentangling individual heterogeneity: How teams of scientists integrate unrelated knowledge | **Fredrik Hacklin**, ETH Zurich; **Martin W Wallin**, ETH Zurich; **Efe Aksüyek**, ETH Zurich; **Georg von Krogh**, ETH Zurich

📄 **TIM**: The Effect of Intra-firm Network Structure on Joint-knowledge Creation in Post-acquisition | **Namgyoo Kenny Park**, Seoul National U.; **Yonghwan Lee**, Seoul National U.

→ **TIM**: Alliance Ambidexterity and Innovation | **Yongzhi Wang**, U. of Southern California; **Sunny Li Sun**, U. of Missouri, Kansas City

📄 **TIM**: Standardization and the Cost of Using Knowledge | **Yulia Muzrya**, Boston U.; **Tim Simcoe**, Boston U.

**480 : (Paper Session) - (DISC) Human Resources Discussion**

**Paper Session: Strategic HR**

11:30am - 1:00pm Boston Park Plaza: Charles River Room

Tweet this session: [#AOM2012 480](#)

Discussant: **Karin Sanders**, Australian School of Business

🗣️ → **HR**: Status-Sensitivity: Why High Status People are More Sensitive to Psychological Contract Violations | **Martin Schweinsberg**, London Business School; **Matthias Seifert**, Instituto de Empresa Business School; **Henry Moon**, London Business School; **Lu M Shannon**, London School of Economics; **Joel Brockner**, Columbia U.; **Emily Bianchi**, Emory U.

→ **HR**: Does an Internal Labor Market Really Hinder Firm Innovation? | **Jisung Park**, Seoul National U.; **Sung-Choon Kang**, Seoul National U.; **Hyondong Kim**, Dongguk U.

**HR**: LMX, HR system strength, and HR attributions as antecedents to employee awareness of HR practices. | **Brian Martinson**, U. of Texas-Arlington; **John Anthony De Leon**, U. of Texas, Arlington

📄 **HR**: Management and Employee Perspectives of HPWS and Moderating Role of Employee Personality | **Kaifeng Jiang**, Rutgers U.; **Jia (Jasmine) Hu**, U. of Illinois, Chicago; **Songbo Liu**, Renmin U. of China; **David P. Lepak**, Rutgers U.

**481 : (Paper Session) - (DISC) Management Education and Development Discussion Paper Session: Assessment and Development**

11:30am - 1:00pm Boston Park Plaza: Constitution Room

Tweet this session: [#AOM2012 481](#)

Discussant: **Hamid Akbari**, Northeastern Illinois U.

📄 **MED**: Towards Perspective Transformation in Management Education: The Effect of Estrangement | **Stefan Meisiek**, Copenhagen Business School; **Tem DArif**, Macquarie U.

📄 **MED**: Assessing Students' Performance by Measured Patterns of Perceived Strengths | **Julie Urda**, Rhode Island College; **Stephen P. Ramocki**, Rhode Island College

📄 **MED**: Learning, Leadership, and Crisis in Management Education: Learning from Army Officers | **D Christopher Kayes**, George Washington U.; **Nate Allen**, National Defense U.; **Nate Self**, The Praevius Group

→ **MED**: Enhancing e-learning Acceptance: An Empirical Examination on individual and system characteristics | **Yi-Hsuan Lee**, National Central U.; **Chan Hsiao**, National Chiao Tung U.; **Sutrisno Hadi**, Department of Business Administration, National Central U., Taiwan

**482 : (Paper Session) - (DISC) Organization Communications and Information Systems Discussion Paper Session: Communication**

11:30am - 1:00pm Boston Park Plaza: Emerson Room

Tweet this session: [#AOM2012 482](#)

Discussant: **Steven L. Johnson**, Temple U.

→ **OCIS**: Does Avatar Appearance Matter? How Avatar Representations Impact on Virtual Team Performance. | **Sarah van der Land**, VU U. Amsterdam; **Marleen Huysman**, VU U. Amsterdam; **Alexander P. Schouten**, Tilburg U.; **Bart van den Hooff**, VU U. Amsterdam; **Frans Feldberg**, VU U.

📄 **OCIS**: Branding Tourism Seaside Destinations Through Websites | **Jens Blumrodt**, ESC Rennes School of Business; **Adrian Palmer**, ESC Rennes School of Business

**OCIS**: Communicating through Thick Boundaries: The Case of Informing National Policy Making | **Adrian Wolfberg**, Case Western Reserve U.; **Richard J. Boland**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.

📄 **OCIS**: Setting the Stage: Exploring the Sustainability of a Private-collective Community | **Robin Teigland**, Stockholm School of Economics; **Paul M. Di Gangi**, Loyola U. Maryland; **Zeynep Yetis**, Stockholm School of Economics

**483 : (Paper Session) - (DISC) Organizational Behavior**

**Discussion Paper Session: Ethics and Fairness**

11:30am - 1:00pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 483

Discussant: **Christina L. Stamper**, Western Michigan U.

→ **OB**: Money, Life Satisfaction, and Ethics across Cultures and Countries | **Long Wang**, City U. of Hong Kong; **Keith Murnighan**, Northwestern U.

**OB**: Ethics as Antibodies: An Immunity Reading of Learning Theory and Memory | **Christopher Duffy**, Boston College

**OB**: Who Takes Procedural Fairness as a Trust Heuristic? Effects of Need for Control and Need to Belong | **Guozhen Zhao**, Delta State U.; **Hao Jiao**, Beijing Normal U.

**MSR**: Whose Responsibility Is It Anyway? | **Michelle French**, Mount St. Mary's College

**484 : (Paper Session) - (DISC) Research Methods**

**Discussion Paper Session**

11:30am - 1:00pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 484

Discussant: **Robert J. Vandenberg**, U. of Georgia

→ **RM**: Modeling Relational Events: A Case Study on an Open Source Software Development Project | **Eric Quintane**, U. of Lugano; **Marco Tonellato**, U. of Lugano; **Guido Conaldi**, U. of Greenwich; **Alessandro Lomi**, U. of Lugano

**RM**: Is Emotional Intelligence an Intelligence? Evidence from Hierarchical and Bifactor Models | **Carolyn MacCann**, U. of Sydney; **Dana L. Joseph**, U. of Central Florida; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Richard D Roberts**, Educational Testing Service

**RM**: The Formation Process of Discourse: The Birth and Growth of an Entrepreneurship Journal | **Shoko Kato**, Syracuse U.

**485 : (Paper Session) - (DISC) Managerial & Organizational Cognition Discussion Paper Session: Systems and Dynamics**

11:30am - 1:00pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 485

Discussant: **Josh W. Keller**, Nanyang Technological U.

**MOC**: The Entrants' Problem Solving: Linking Pre-entry Experience and Heuristic Decision Making | **Qiushi Bo**, Zhejiang U.; **Gang Zhang**, Zhejiang U.; **Manjing Pan**, Zhejiang U.

**MOC**: The Catalyst Effect: The Impact Of Transactive Memory System Structure On Group Performance | **Julija Mell**, RSM Erasmus U.; **Daan van Knippenberg**, RSM Erasmus U.; **Wendy P. van Ginkel**, RSM Erasmus U.

→ **MOC**: The Impact of Bicultural Identity Integration on the Implicit Prejudice of Asian Americans | **Yu-Wei Hsu**, Northwestern U.; **Robert W. Livingston**, Northwestern U.

**MOC**: The Impact of Affect on Organizational Justice Perceptions: A Test of the Affect Infusion Model | **Yina Mao**, Chinese U. of Hong Kong; **Chi Sum Wong**, Chinese U. of Hong Kong

**486 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Transformational & Authentic Leaders**

11:30am - 1:00pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 486

Discussant: **Abhishek Srivastava**, West Virginia U.

→ **OB**: Transformational Leadership and Leader Proactive Feedback-Seeking Behavior | **Lei Wang**, Tsinghua U.

**OB**: Authentic Leadership and Employee Performance: Effects through Justice and Creativity | **Flavia Cavazotte**, Pontifical Catholic U. of Rio de Janeiro; **Valter Moreno**, IBMEC, Rio de Janeiro; **Otacilio Vilas Boas**, IBMEC, Rio de Janeiro

**OB**: Authentic Leadership: Beyond and above Transactional and Transformational Leadership | **Slawomir Jan Skwarek**, U. of St. Gallen

**OB**: Does Follower Person-Organization Fit Impact Response to Transformational Leadership? | **Russell P. Guay**, U. of Northern Iowa; **Daejeong Choi**, U. of Iowa

**487 : (Paper Session) - (DISC) Organizational Behavior**

**Discussion Paper Session: Leadership and Power**

11:30am - 1:00pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 487

Discussant: **Laura Erskine**, Illinois State U.

**OB**: Leadership of knowledge workers: Review and future directions | **Alexander Madsen Sandvik**, Norwegian School of Economics and Business Administration

**OB**: The Influence Of Leaders' Implicit Followership Theories On Employee Outcomes | **Uma Kedharnath**, Colorado State U.

**OB**: Pretty Politicians: An evolutionary model of leadership and physical attractiveness | **Kevin M. Kniffin**, Cornell U.; **Brian Wansink**, Cornell U.; **Vladas Griskevicius**, U. of Minnesota; **David Sloan Wilson**, Binghamton U.

**OB**: I Am my (High-Power) Role: Power as a Determinant of Role Identification | **Priyanka D. Joshi**, U. of Southern California; **Nathanael J. Fast**, U. of Southern California

**488 : (Paper Session) - (DISC) International Management**

**Discussion Paper Session: Strategy**

11:30am - 1:00pm Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 488

Discussant: **Charles Dhanaraj**, Indiana U., Bloomington

**IM**: Managing a global partnership model: Lessons from Boeing 787 "Dreamliner" program | **Suresh Kotha**, U. of Washington, Seattle; **Kannan Srikanth**, Indian School of Business

→ **IM**: The Circular Relationship Between Geographical and Product Diversification in Spanish MNEs. | **Diana Benito-Osorio**, Rey Juan Carlos U.; **Alfredo Jimenez**, U. of Burgos

→ **IM**: Breaking out of the cage? The influence of institution-based critical resources | **Kiattichai Kalasin**, Mahidol U.; **Pierre Dussauge**, HEC Paris

→ **IM**: The Internationalization Process of Clustered Companies: An empirical study in Brazil and France | **Aurora Carneiro Zen**, PPGA - EA -UFRGS; **Jaime Evaldo Fensterseifer**, U. of Caxias do Sul

**489 : (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity Management**

11:30am - 1:00pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 489

Discussant: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

**GDO**: Assigning Migrants to Customer Contact Jobs: The Business Case of Diversity and Equality Issues |

**Renate Ortlieb**, Graz U.; **Christina Sichtmann**, U. of Vienna;  
**Barbara Sieben**, Freie U. Berlin

→ 🗨️ **GDO**: Support for a demographically based selection method at university: The role of competition | **Steve Binggeli**, U. of Lausanne; **Emmanuelle Kleinlogel**, U. of Lausanne; **Franciska Krings**, U. of Lausanne; **Joerg Dietz**, U. of Lausanne

📖 **GDO**: Leadership as a moderator of the relationship between work-family conflict and employee well-being | **Elizabeth S. Kelley**, Dalhousie U.; **Margaret C. McKee**, Saint Mary's U.; **E Kevin Kelloway**, Saint Mary's U.

🗨️ 🗨️ **GDO**: Examining the Relationship between Company's Diversity Definitions and Financial Outcomes | **Sabrina D Volpone**, Temple U.; **Haley J. Myers**, Temple U.; **Derek R. Avery**, Temple U.

#### 490 : (TIM) TIM Past Division Chairs and Officers

##### Membership Committee Luncheon

11:30am - 1:30pm Offsite: TBA

Tweet this session: #AOM2012 490

Invitation only

Division Chair: **Paul Olk**, U. of Denver

Division Chair-Elect: **Arvids A Ziedonis**, U. of Oregon

Program Chair: **Riitta Katila**, Stanford U.

Professional Development Workshop Chair: **Dianne HB Welsh**, U. of North Carolina, Greensboro

Past Chair: **Fernando Suarez**, Boston U.

Facilitator: **Shawn M. Carraher**, Indiana Wesleyan U.

Participant: **BJ Zirger**, U. of Cincinnati

#### Sunday 11:45AM

#### 491 : (AAA) AOM Ethics Committee Meeting

11:45am - 1:15pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 491

#### Sunday 12:00PM

#### 492 : (AAA) 2013 Program Chairs' Meeting

12:00pm - 1:00pm Sheraton Boston Hotel: Gardner B

Tweet this session: #AOM2012 492

Organizers: **Paul Adler**, U. of Southern California; **Jimmy Le**, Academy of Management; **Gabriel Bramson**, Academy of Management

#### 493 : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 493

Organizers: **R. Duane Ireland**, Texas A&M U.; **Heather Crowe**, Academy of Management

#### 494 : (ICW) Organization Science Senior Editors Lunch Meeting

12:00pm - 2:00pm Westin Copley Place: Adams

Tweet this session: #AOM2012 494

Organizer: **Kate Luckey**, INFORMS

#### 495 : (ICW) Annual Meeting and Luncheon, Journal of Applied Management and Entrepreneurship

12:00pm - 2:00pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 495

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

#### 496 : (ITC) International Theme Committee (ITC) Executive Business Meeting

12:00pm - 2:00pm Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 496

Organizers: **Claire A. Simmers**, Saint Joseph's U.; **Benson Honig**, McMaster U.; **David Patient**, U. Catolica Portuguesa; **Rosa Nelly Trevinyo-Rodríguez**, Tecnologico de Monterrey; **Silvia Ines Monserrat**, Unicen

Chair: **Stephen Mezas**, INSEAD

#### Sunday 12:15PM

#### 497 : (ODC) Journal of Change Management Editorial Board Meeting

12:15pm - 2:15pm Sheraton Boston Hotel: Hampton A

Tweet this session: #AOM2012 497

Chair: **Rune Todnem By**, Staffordshire U.

#### Sunday 12:30PM

#### 498 : (AAA) AMP Editorial Review Board

12:30pm - 2:00pm Westin Copley Place: Courier

Tweet this session: #AOM2012 498

By Invitation Only

Organizers: **Timothy Michael Devinney**, U. of Technology, Sydney; **Donald Siegel**, State U. of New York, Albany

#### 499 : (ICW) Group & Organization Management Editorial Review Board Lunch

12:30pm - 2:00pm Boston Park Plaza: Statler Room

Tweet this session: #AOM2012 499

Organizer: **Cynthia Nalevanko**, Sage Publications

#### 500 : (SIM) SIM Governance Committee

12:30pm - 4:00pm Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 500

by invitation only

#### Sunday 1:00PM

#### 501 : (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders

1:00pm - 3:00pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 501

BY INVITATION ONLY

Organizers: **Anne S. Tsui**, Arizona State U.; **Ming-Jer Chen**, U. of Virginia; **R. Duane Ireland**, Texas A&M U.; **Paul Adler**, U. of Southern California

#### 502 : (ICW) JOM Review Issue: Proposal Review Panel--Macro

1:00pm - 3:00pm Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 502

Organizer: **Deborah Elizabeth Rupp**, Purdue U.

#### 503 🗨️ : (MSR) MSR Divisional Theme Session

1:00pm - 3:00pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 503

MSR Division Theme Session | **Arthur L. Jue**, U. of Phoenix

**Sunday 1:10PM**

**504** → 🗣️ 📄 🗺️: (AAT) **The Informal Economies of Diaspora Networks – Institutional Entrepreneurship and Innovation**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 101  
Tweet this session: #AOM2012 504

**Organizers:** **Liesl Riddle**, George Washington U.; **Florian A. Täube**, EBS Business School; **Siddharth Vedula**, U. of Colorado, Boulder

**Distinguished Speaker:** **Tarun Khanna**, Harvard U.  
Migration, Remittances and the Evolution of Institutional Business Norms in Developing Countries | **Paul M Vaaler**, U. of Minnesota; **Michael L. Barnett**, Oxford U.; **Michael Cummings**, U. of Minnesota

Investing to Be Heard: Politically Motivated Investment Interest among the Coptic Christian Diaspora | **Liesl Riddle**, George Washington U.; **Jennifer Brinkerhoff**, George Washington U.; **Benjamin Aring Ta Graham**, U. of California, San Diego

Frugal Diaspora Entrepreneurship: A New Way of Approaching Innovation | **Preeta Banerjee**, Brandeis U.; **Ana Leirner**, Brandeis U.

Effect of Short term Migration on Employee Productivity – Randomized Experiment from Indian IT Firm | **Prithwiraj Choudhury**, U. of Pennsylvania; **Devesh Kapur**, U. of Pennsylvania

**Speaker:** **Vanita Shastri**, TiE - The Indus Entrepreneur

**505** → 🗣️ 📄 🗺️: (AAT) **Women as Agents of Change: Female Entrepreneurship in the Informal Economy**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 102  
Tweet this session: #AOM2012 505

**Chair:** **Maria Minniti**, Southern Methodist U.  
Personality Characteristics and Entrepreneurship: Do Women Differ from Men | **Alexander Kritikos**, German Institute for Economic Research

Explaining the GAP in Women's Venture Creation: A Test of Three Factors | **Candida G Brush**, Babson College

Gender Differences in Entrepreneurial Propensity | **Maria Minniti**, Southern Methodist U.

**506** 🗣️: (AAT) **The Challenges of Doing Business in the African Informal Economy; A case of Kenya**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 104  
Tweet this session: #AOM2012 506

**Participants:** **Dancan Irungu**, Daystar U.; **Joyce Watetu Ndegwa**, The Catholic U. of Eastern Africa

**507** 🗣️: (AAT) **Favors as a Bridge Between the Formal and Informal Economies**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 107  
Tweet this session: #AOM2012 507

**Chairs:** **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.

**Discussants:** **Denise R. Dunlap**, Northeastern U.; **Alfred M Jaeger**, McGill U.

The use of favors by emerging market managers: Facilitator or inhibitor of international expansion? | **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.; **Alfred M Jaeger**, McGill U.; **Denise R. Dunlap**, Northeastern U.

Favor Prevalence in Emerging Markets: A Multi-Level Analysis of Social Capital | **Mary B Teagarden**, Thunderbird; **Andreas P.J. Schotter**, Thunderbird

A transaction cost economics (TCE) perspective on trading favours | **Alain C. Verbeke**, U. of Calgary; **Liena Kano**, Haskayne School of Business

Asian Favors: More than a Cookie Cutter Approach | **Yannick Thams**, Florida International U.; **Ying Liu**, Florida International U.; **Mary Ann Von Glinow**, Florida International U.

**508** 🗣️: (AAT) **Innovation and the Fate of Nations, A Documentary Film**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 108  
Tweet this session: #AOM2012 508

**Panelists:** **Clayton Christensen**, Harvard U.; **Teresa M Amabile**, Harvard U.; **Charles Hampden-Turner**, U. of Cambridge; **Raymond Ferris Abelin**, Nanyang Technological U.

**509** 🗣️ 🗺️ → 🗣️ 📄 🗺️: (AAT) **Aesthetic Marketplaces in Informal Economies: An Artifactual Experience**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 109  
Tweet this session: #AOM2012 509

**Organizer:** **Saras D Sarasvathy**, U. of Virginia  
**Presenters:** **Suresh Bhagavatula**, Indian Institute of Management, Bangalore; **Sylvain Pierre Bureau**, ESCP Europe; **Rajalaxmi Kamath**, IIM Bangalore; **Kiran Keswani**, Center for Environmental Planning and Technology U.; **Mukti V Khaire**, Harvard U.; **Kumar Kothandaraman**, Indian Institute of Management, Bangalore; **Satyajit Majumdar**, Tata Institute of Social Sciences; **Madhubalan Viswanathan**, U. of Illinois

**510** 🗣️ → 🗣️ 📄 🗺️: (AAT) **Ecology of Global Innovation: Informal Entrepreneurship, Shortage of Talent, China vs India**

1:10pm - 2:40pm Boston Hynes Convention Center: Room 201  
Tweet this session: #AOM2012 510

**Organizers:** **Arie Y. Lewin**, Duke U.; **Silvia Massini**, U. of Manchester

**Discussant:** **Jonathan P Doh**, Villanova U.

**Presenters:** **Ram Mudambi**, Temple U.; **Simon Collinson**, U. of Reading; **Xing Zhong**, Duke U.

**511** : (Paper Session) - (DISC) **Organization & Management Theory Discussion Paper Session: Performance**

1:10pm - 2:40pm Marriott Boston Copley Place: Falmouth  
Tweet this session: #AOM2012 511

**Discussant:** **Yuan Li**, McGill U.

📄 OMT: An Intra-organizational Ecology of Individual Attainment | **Christopher C. Liu**, U. of Toronto; **Sameer B. Srivastava**, U. of California, Berkeley; **Toby E. Stuart**, Harvard U.

📄 OMT: Normative and Predictive Expectations in Generation of Customer Satisfaction and Emotions | **Gavriel Meirovich**, Salem State U.; **Lillian Little**, Salem State U.

📄 OMT: The Interaction of Dynamic Instrumental and Affective Social Networks and Performance | **Andrew Parker**, Grenoble Ecole de Management

**512** : (Paper Session) - (DISC) **Social Issues in Management Discussion Paper Session: Social Responsibility**

1:10pm - 2:40pm Marriott Boston Copley Place: Hyannis  
Tweet this session: #AOM2012 512

Discussant: **Maria L. Goranova**, U. of Wisconsin-Milwaukee

📖 **SIM**: Linking Human Capital and Organizational Performance: The Impact of Employee Health Behaviors | **Lori Kiyatkin**, Towson U.; **J Robert Baum**, U. of Maryland

📖 **SIM**: Board Characteristics and Corporate Social Performance (CSP): What is the Relationship? | **Caterina Tantalo**, San Francisco State U.; **Michelle Andrews**, UTA; **John Anthony De Leon**, U. of Texas, Arlington

📖 **SIM**: The Power of Social Relationships: Dual Processes of Organizational Change | **Caddie Putnam Rankin**, Emory U.

➔ 📖 **SIM**: The Role of Local Public Authorities in Inter-Organizational Learning for Corporate Responsibility | **André Sobczak**, Audencia Nantes School of Management; **Cécile Cam**, Audencia Nantes School of Management

**513 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Performance**

1:10pm - 2:40pm Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 513**

Discussant: **John J Voyer**, U. of Southern Maine

📖 **BPS**: Corporate Acquisitions, Diversification, and the Firm's Lifecycle | **Asli Musaoglu Arikan**, The Ohio State U.; **René Stulz**, The Ohio State U.

➔ 📖 **BPS**: Affiliate Firm Performance in Large Family Business Groups: Reflection on Agency Theory | **Hsi-Mei Chung**, I-Shou U.

📖 **BPS**: Absorptive Capacity and Performance: Differences between Corporate and Independent Ventures | **Bárbara Larrañeta**, Pablo de Olavide U.; **Jose Luis Galan**, U. of Seville

**514 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Organizational Institutionalism**

1:10pm - 2:40pm Marriott Boston Copley Place: Orleans

Tweet this session: **#AOM2012 514**

Discussant: **Ralph Stablein**, Massey U.

**OMT**: The Phenomenon of Interests in Organizational Institutionalism: A critical review | **Brett Crawford**, Copenhagen Business School

**OMT**: Interests as Institutional Fiber: Figurations, institutions, and localized contexts | **Brett Crawford**, Copenhagen Business School

📖 **OMT**: Hibernated Legitimacy and Institutional Revival: Private entrepreneurship in transitional China | **Hongwei Xu**, INSEAD; **Litao Zhao**, National U. of Singapore

**515 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Process and Planning**

1:10pm - 2:40pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 515**

Discussant: **Franz Wohlgezogen**, Northwestern U.

📖 **BPS**: Predictive Strategies, Learning and Performance in Uncertain Environments | **Riccardo Vecchiato**, Politecnico di Milano

📖 **BPS**: Environmental Change, Semantic Inconsistencies, and Development of Metacognitive Memory | **Pouya Seifzadeh**, Ivey School of Business

**BPS**: Reflexive and Selective Competitive Behaviors - Experience, Imitation, and Inter-firm Rivalry | **David Lanier Major**, Indiana U. Kelley School; **Patrick G. Maggitti**, Villanova

U.; **Ken G. Smith**, U. of Rhode Island; **Curt Grimm**, U. of Maryland; **Pamela J Derfus**, U. of Maryland

**BPS**: Buyer Behavior in Technology Markets: Technology Proximity in Licensing | **Ayfer H. Ali**, Harvard U.; **Iain Cockburn**, Boston U.

**516 : (Paper Session) - (DISC) Social Issues in Management Discussion Paper Session: Regulation and Strategy**

1:10pm - 2:40pm Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 516**

Discussant: **Marguerite Schneider**, NJIT

📖 **SIM**: Campaign Contributions over Individuals' Careers | **Adam Fremeth**, Ivey School of Business; **Brian Kelleher Richter**, Richard Ivey School of Business; **Brandon Schaufele**, U. of Ottawa

📖 **SIM**: Is Corporate Political Activity Worth it? Market Returns on Corporate Political Investments | **Michael Hadani**, Long Island U.; **Douglas A Schuler**, Rice U.

**SIM**: Calling in a Debt: Government's Role in the Development of Corporations, with Implications for CSR | **Richard Marens**, California State U. Sacramento

**517 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Governance/Executives**

1:10pm - 2:40pm Marriott Boston Copley Place: Yarmouth

Tweet this session: **#AOM2012 517**

Discussant: **A. D. Amar**, Seton Hall U.

📖 **BPS**: CEO Prestige and Strategic Deviance | **Russell Fralich**, Saint Mary's U., Canada; **Carrie Qi**, Saint Mary's U., Canada

📖 **BPS**: Risk-Taking of Simulated Top Management Teams: Moderating Roles of Information Search and Conflict | **Joo Hun Han**, U. of Maryland; **Deborah Searcy**, U. of Maryland, College Park; **Rhonda K. Reger**, U. of Maryland; **Cynthia Kay Stevens**, U. of Maryland; **Kyle Lewis**, U. of Texas, Austin

📖 **BPS**: Explaining Leadership Continuity: The Effects of Ownership Structure and Capital Intensity | **Hossam Zeitoun**, U. of Zurich; **Paolo Pamini**, ETH Zurich

📖 **BPS**: Divestiture as Impression Management: Information Asymmetry and CEO's Legitimacy Seeking Behavior | **Hongyan May Qu**, Peking U.

**518 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Theoretical Perspectives**

1:10pm - 2:40pm Boston Park Plaza: Alcott Room

Tweet this session: **#AOM2012 518**

Discussant: **Lyda S. Bigelow**, U. of Utah

📖 **TIM**: The Positive Effect of Resource on Innovation Performance: Mediation Role of Absorptive Capacity | **Ching-Hsun Chang**, Tamkang U.; **Yu-Shan Chen**, National Taipei U.

**TIM**: Institutional Uncertainty and the Determinants of Innovative Activities in China | **Mark J. Greeven**, RSM Erasmus U.; **Geerten van de Kaa**, Delft U. of Technology

📖 **TIM**: Joint Effects and Tension between Local and Global Networks in a Complex Technology Sector | **Koichiro Okamura**, Kwansai Gakuin U.

**TIM:** Comparing the Contribution of Differently Motivated Scientists: Pasteur vs. Bohr | **Yasunori Baba**, U. of Tokyo; **Naohiro Shichijo**, Waseda U.; **Silvia Rita Sedita**, U. of Padua

**519 : (Paper Session) - (DISC) International Management Discussion Paper Session: Strategy and Management**

1:10pm - 2:40pm Boston Park Plaza: Back Bay Room

Tweet this session: **#AOM2012 519**

*Discussant:* **Lilach Nachum**, Baruch College

**IM:** Designing Strategic Corporate Social Responsibility in the Multinational Corporation | **Mai Skjøtt Linneberg**, Aarhus U.; **Line Thorup-Jensen**, Aarhus U.

→ **IM:** Innovation Strategy of Brazilian Subsidiaries of Advanced Economy MNCs to the Bottom of Pyramid | **Silvia Novaes Zilber**, UNINOVE; **Francisco Lourenço**, UNINOVE

**IM:** Creating Legitimacy for International New Ventures: Storytelling Across Institutional Contexts | **Poul Houman Andersen**, Aarhus U.; **Morten Rask**, Aarhus U.

→ **IM:** Foreign institutional Ownership and Board Independence in Taiwan (Withdrawn by author 5/14/2012) (WITHDRAWN) | **Liang Guo**, Rouen Business School; **Lawrence King**, U. of Cambridge; **Mehdi Nekhili**, Rouen Business School

**520 : (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Individual(s)**

1:10pm - 2:40pm Boston Park Plaza: Brandeis Room

Tweet this session: **#AOM2012 520**

*Discussant:* **Christina Guenther**, Max Planck Institute of Economics

→ **ENT:** Gendered Institutions and Women's Persistence in Entrepreneurship | **Sonia M Goltz**, Michigan Technological U.; **Mari W Buche**, Michigan Technological U.; **Saurav Pathak**, Michigan Technological U.

**ENT:** Entrepreneurship and Indigenous Identity | **Bryan Matthew Gallagher**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.

**ENT:** Exploring the Evolution of Supporter Networks in the Creation of New Organizations | **Scott L. Newbert**, Villanova U.; **Erno T. Tornikoski**, Grenoble Ecole de Management; **Narda Quigley**, Villanova U.

**521 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Adoption and Process**

1:10pm - 2:40pm Boston Park Plaza: Cabot Room

Tweet this session: **#AOM2012 521**

*Discussant:* **Aija E. Leiponen**, Cornell U.

**TIM:** Industry Relative Advantage Across the Value Chain and the Diffusion of Quality Certificates | **Isabel Bodas Freitas**, GEM & DISPEA

**TIM:** The Evolution of Platform Architectures | **C. Jason Woodard**, Singapore Management U.; **Eric K. Clemons**, U. of Pennsylvania

→ **TIM:** Spillover Effects of Broadband in Schools and the Critical Role of Children | **Rodrigo Belo**, Carnegie Mellon U.; **Pedro Ferreira**, Carnegie Mellon U.

**522 : (Paper Session) - (DISC) Human Resources Discussion Paper Session: Assessment**

1:10pm - 2:40pm Boston Park Plaza: Charles River Room

Tweet this session: **#AOM2012 522**

*Discussant:* **Annette Towler**, DePaul U.

**HR:** Rivalries in Workgroups and their Influences on Peer-Performance Appraisal Rating Tendencies | **Danish Pestonjee**, U. of Arkansas

**HR:** Managers' Perceptions of Employee Entitlement | **Kristie Mae Westerlaken**, Griffith U.; **Sheryl Ramsay**, Griffith U.; **Peter J. Jordan**, Griffith U.

**HR:** Empowering Leadership and Employee Performance: The Moderating Role of Individual Goal Orientation | **Sut I Wong Humborstad**, BI Norwegian Business School; **Christina G. L. Nerstad**, BI Norwegian Business School

→ **HR:** Unexplored Sides of Flexibility: Examining Conceptual Ambiguities and Negative Well-being Outcomes | **Almudena Canibano**, London School of Economics

**523 : (Paper Session) - (DISC) Management Education and Development Discussion Paper Session: Institutional Issues**

1:10pm - 2:40pm Boston Park Plaza: Constitution Room

Tweet this session: **#AOM2012 523**

*Discussant:* **V Seshan**, Pepperdine U.

→ **MED:** Improving Financial Inclusion: a Critical Education Program for Low-income Entrepreneurs | **Rene Birochi**, HEC Montreal; **Marlei Pozzebon**, HEC Montreal; **Eduardo Henrique Diniz**, Fundacao Getulio Vargas

**MED:** Cheating: Students and Faculty Perception | **Laurent Josien**, Utah Valley U.; **Eugene Seeley**, Utah Valley U.

**MED:** The Social Construction of Organizational Learning | **Daniel K. Dayton**, Capella 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.**

**524 : (Paper Session) - (DISC) Organization Communications and Information Systems Discussion Paper Session: Information and Environment**

1:10pm - 2:40pm Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 524**

*Discussant:* **Maria Christina Binz-Scharf**, City U. of New York, City College

**OCIS:** Conflict Asymmetry in CMC and F2F Teams: A Longitudinal, Multilevel Study | **Traci Carte**, U. of Oklahoma; **Nan Wang**, U. of Oklahoma - Norman; **Emre Yetgin**, U. of Oklahoma; **Inchan Kim**, U. of Oklahoma - Norman

→ **OCIS:** The Cultured Pearl Model of Organizational Transformation | **Bonnie Brinton Anderson**, Brigham Young U.; **Ted H. K. Clark**, Hong Kong U. of Science and Technology; **Markus Gappmaier**, GappBridging International

**OCIS:** Behavioral Reactions to Waiting on the Internet | **Gerard Anthony Ryan**, U. Rovira I Virgili; **Mireia Valverde**, U. Rovira I Virgili; **Maria del Mar Pàmies**, U. Rovira I Virgili

**OCIS:** Start Making Sense: Understanding Information Processing within Augmented Organizations | **David Touve**, Washington and Lee U.

**525 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Social Capital and Processes**



1:10pm - 2:40pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 525

Discussant: **Jenna R. Pieper**, U. of Texas, Dallas

📖 **OB**: Linking Motivation to Social Capital: The Roles of Regulatory Focus and Self-Monitoring | **Wei Jun**, U. of Science and Technology Beijing; **Wei Zheng**, U. of Wisconsin - River Falls

🗣️ **OB**: Acquisition of Central Network Position: Roles of Interpersonal Helping and Social Undermining | **Ruolian Fang**, National U. of Singapore; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota

📖 **OB**: How Much is a Laugh Worth? The Preventive Value of Workgroup Humor for Ostracism and Retaliation | **Pedro Neves**, Nova U., Lisbon

**OB**: Inferring Interpersonal Attitudes from Own and Others' Recall and Forgetting | **Emily Bianchi**, Emory U.; **Malia Mason**, Columbia U.; **Daniel Ames**, Columbia U.; **Clarissa Cortland**, U. of California, Los Angeles

**526 : (Paper Session) - (DISC) Strategizing Activities and Practice Discussion Paper Session**

1:10pm - 2:40pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 526

Discussant: **Rajiv Nag**, Georgia State U.

➔ 📖 **SAP**: Too Taboo to Change: How Actors Address and Respond to Taboo Issues in Strategy Debates | **Christina Hoon**, Leibniz U. Hannover

🗣️ **SAP**: Communicating Strategic Commitment During Takeovers | **Basak Yakis-Douglas**, Oxford U.; **Duncan Angwin**, Oxford Brookes U.; **Maureen Meadows**, Open U.

📖 **SAP**: Institutional Work and Maintenance in Strategic Responses to Environmental Pressures | **Kathryn Fahy**, Lancaster U.

📖 **SAP**: The Achievement of Contextual Ambidexterity: Ambiguous Strategy Discourse at Procter and Gamble | **John Sillince**, Newcastle U.; **Ben Golant**, Newcastle U.; **Charles Harvey**, Newcastle U.; **Mairi MacLean**, U. of Exeter

**527 : (Paper Session) - (DISC) Managerial & Organizational Cognition Discussion Paper Session: Decision-Making and Meaning**

1:10pm - 2:40pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 527

Discussant: **Abhijeet K. Vadera**, Indian School of Business

**MOC**: Making Sense When it Matters Most: Leadership in Extremes | **Deirdre Dixon**, Case Western Reserve U.; **Richard J. Boland**, Case Western Reserve U.; **Sheri Perelli**, Wayne State U.

📖 **MOC**: Connecting the Dots - Antecedents of Individuals' Thematic Similarity Recognition | **Julia Katharina Fröhlich**, LMU Munich

📖 **MOC**: Exploring Imagination and its Role in Entrepreneurial Idea Development | **Arjan Frederiks**, U. of Twente; **Michel Ehrenhard**, U. of Twente

📖 **MOC**: The Worth of Work: Toward a Reorientation of the Meaning of Work | **Douglas A Lepisto**, Boston College; **Camille Pradies**, Boston College; **Michael G. Pratt**, Boston College

**528 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Dysfunction and Rejection**

1:10pm - 2:40pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 528

Discussant: **Nora Madjar**, U. of Connecticut

📖 **OB**: Negative Affectivity and Workplace Deviance: The Moderating Role of Ethical Climate | **Chien-Cheng Chen**, National Taipei U. of Technology; **Mavis Yi-Ching Chen**, National Taiwan Normal U.; **Ying-Chun Liu**, National Taipei U. of Technology

📖 **OB**: CEO Narcissism: Six Recommendations for Research | **William D. Spangler**, State U. of New York, Binghamton; **Alka Gupta**, State U. of New York, Binghamton

🗣️ **OB**: Responses to Promotion Rejection: A Model of Internal and External Attribution Incongruence | **Russell Cropanzano**, U. of Arizona; **Andrew Li**, West Texas A&M U.; **Jessica Bagger**, California State U. Sacramento; **Sherry M Thatcher**, U. of Louisville; **Roslin Hauck**, Illinois State U.

📖 **OB**: It's Lonely at the Top: How Powerful People React to Social Exclusion | **Cuilin Pan**, New York U.; **Steven Blader**, New York U.

**529 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Cognitive Processes and Affect**

1:10pm - 2:40pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 529

Discussant: **Michael Jarrett**, INSEAD

📖 **OB**: Exploring the Role of Attribution and Emotion in Whistleblowing | **EunHee Park**, Georgia State U.; **Mark Keil**, Georgia State U.; **Balasubramaniam Ramesh**, Georgia State U.

📖 **OB**: The Role of Risk-taking Capabilities Plays on Risk-taking Behavior | **Hsiu Fen Tsai**, Shu Te U.

➔ 📖 **OB**: To Be One of Us, You Have to Feel Like One of Us | **Eugene Tee**, HELP U.; **Yin Lu Ng**, HELP U.; **Neil Paulsen**, U. of Queensland

🗣️ **OB**: Leaning Into Impulsivity: Future-Fantasizing Ironically Hinders Future-Oriented Behavior | **Li Huang**, INSEAD; **Hal Hershfield**, New York U.

**530 : (Paper Session) - (DISC) International Management Discussion Paper Session: Emerging Markets**

1:10pm - 2:40pm Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 530

Discussant: **Gary Knight**, Willamette U.

➔ 📖 **IM**: The Diversification of Established Firms into Emerging Market Economies and Firm Performance | **Timo Sohl**, U. of St. Gallen

➔ **IM**: The Delphi Oracle's Potential in Emerging Markets: The Case of India's Automotive Industry in 2020 | **Christian Paul Jian Wei Kuklinski**, EBS Business School; **Roger Moser**, U. of St. Gallen; **Christoph Georgi**, EBS Business School

➔ 🗣️ **IM**: Managing the Complexities of Internationalization: Assessing the Impact of BG Diversification | **Armando Juan Borda**, Florida International U.

**531 : (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity Dimensions/Ethnicity**

1:10pm - 2:40pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 531

Discussant: **Maura A. Belliveau**, Long Island U.

**GDO**: Positive Affectivity, Clan Culture, and Supervisor-Subordinate Demographic Dissimilarity Effects | **Orlando C. Richard**, U. of Texas, Dallas; **Patrick F. McKay**, Rutgers U.; **Sargam Garg**, Rutgers U.; **Edward C. Taylor**, Piedmont College

**GDO**: Examining the Facade of Conformity Construct: An Analysis of the Role of Organizational Status | **T. Nichole Phillips**, Virginia Tech; **Dorothy M. Kirkman**, U. of Houston, Clear Lake; **Felice Williams**, LSUS

**GDO**: Were They Joking? Depends on Social Dominance Orientation | **Aneika L. Simmons**, Sam Houston State U.; **Rochelle Parks-Yancy**, Texas Southern U.

### Sunday 1:30PM

#### 532 : (ICW) Association of Korean Management Scholars - Annual Meeting and Doctoral Students Consortium

1:30pm - 3:30pm Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 532

Pre-registration recommended.

Organizer: **Jegoo Lee**, U. of South Florida

#### 533 : (TIM) Dissertation Awards Finalists

1:30pm - 3:30pm Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 533

### Sunday 1:40PM

#### 534 → : (AAT) Understanding organizations at the BOP: Beyond mainstream theories

1:40pm - 4:40pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 534

Chair: **Harry G. Barkema**, London School of Economics  
Speakers: **AnaMaria Peredo**, U. of Victoria; **Gerard George**, Imperial College London; **Harry G. Barkema**, London School of Economics

#### 535 : (AAT) Shanzhai (Manufacturing Cluster) Phenomenon: System Deconstruction and Theory Implication

1:40pm - 5:40pm Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 535

Chair: **Yongjiang Shi**, U. of Cambridge  
Participants: **Ke Rong**, Bournemouth U.; **Qiang Lu**, Harbin Institute of Technology; **Xiaobo Wu**, Zhejiang U.; **Chen-Fu Chien**, National Tsinghua U.; **Rufei Ma**, Tongji U.; **Weiru Chen**, INSEAD; **Thomas A Birch**, U. of Cambridge; **Flora F T Chiang**, Hong Kong Baptist U.; **Kah-Hin Chai**, National U. of Singapore; **Hai Hua Zhang**, U. of Cambridge; **Tianjiao Shang**, Department of Engineering, U. of Cambridge

### Sunday 2:00PM

#### 536 : (AAA) AMJ Editorial Review Board

2:00pm - 3:30pm Westin Copley Place: Staffordshire

Tweet this session: #AOM2012 536

By Invitation Only

Organizer: **Jason Colquitt**, U. of Georgia

#### 537 : (AAA) Connecting the Academy through Technology

2:00pm - 4:00pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 537

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 research, teaching and division and interest group communications. Academy of Management staff will also present how the Academy is incorporating these tools as we launch a new website and plan our next steps in keeping members engaged and informed through technology.  
Presenters: **Ian P. McCarthy**, Simon Fraser U.; **Gerald C Kane**, Boston College; **Richard N. Landers**, Old Dominion U.

#### 538 : (CAR) CAR Executive Meeting

2:00pm - 3:30pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 538

#### 539 : (ICW) ASQ Annual Board Meeting

2:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom C

Tweet this session: #AOM2012 539

ASQ Annual Board Meeting

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

#### 540 : (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting

2:00pm - 3:00pm Westin Copley Place: Great Republic

Tweet this session: #AOM2012 540

Organizer: **William P. Ferris**, Western New England U.

#### 541 : (ICW) Organization Editorial Board Meeting

2:00pm - 3:00pm Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 541

Organizer: **Jayne Whiffin**, Sage Publications, U.K.

#### 542 : (ICW) The Leadership Quarterly Board Meeting

2:00pm - 3:00pm Boston Hynes Convention Center: Room 311

Tweet this session: #AOM2012 542

Invite only

Organizer: **Vicki Wetherell**, Elsevier Ltd.

#### 543 : (ITC) Carolyn Dexter Award Reception

2:00pm - 3:00pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 543

Organizers: **Claire A. Simmers**, Saint Joseph's U.; **Benson Honig**, McMaster U.; **David Patient**, U. Catolica Portuguesa; **Rosa Nelly Trevinyo-Rodríguez**, Tecnológico de Monterrey; **Silvia Ines Monserrat**, Unicen

Chair: **Stephen Mezas**, INSEAD

#### 544 : (MH) Management History Division Executive Committee Meeting

2:00pm - 4:00pm Westin Copley Place: Empire

Tweet this session: #AOM2012 544

#### 545 : (OB) New Member Welcome Session with OB Executive Committee

2:00pm - 3:00pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 545

We encourage new members to the OB Division to meet and talk with the members of the OB Executive Committee to learn more about the Division and how to get the most from their Division experience.

#### 546 : (OCIS) Executive Committee Meeting

2:00pm - 4:00pm Boston Hynes Convention Center: Room 307

Tweet this session: #AOM2012 546

By invitation only.

**547 : (PNP) PNP Executive Committee Meeting**

2:00pm - 4:00pm Marriott Boston Copley Place: Salon D  
 Tweet this session: [#AOM2012 547](#)

**Sunday 2:10PM****548 📄: (AAT) Research with Impact: Increase Your Audience by Publishing with Harvard Business Review**

2:10pm - 4:10pm Boston Hynes Convention Center: Room 103  
 Tweet this session: [#AOM2012 548](#)

**Speakers:** **Katherine Bell**, Harvard Business Review; **Amy Bernstein**, Harvard Business Review; **Adi Ignatius**, Harvard Business Review; **Thomas W. Malone**, Massachusetts Institute of Technology; **Rita Gunther McGrath**, Columbia U.; **Tim Sullivan**, Harvard Business Review; **Nathan T. Washburn**, Thunderbird

**Sunday 2:30PM****549 : (BPS) BPS Global Representatives Meeting (Invitation Only)**

2:30pm - 3:30pm Boston Hynes Convention Center: Room 308  
 Tweet this session: [#AOM2012 549](#)

**550 : (IM) IM Executive Committee Meeting with Committee Chairs**

2:30pm - 4:30pm Boston Hynes Convention Center: Room 310  
 Tweet this session: [#AOM2012 550](#)

*The IM Division Executive Committee will meet privately will all IM Division committees.*

**Sunday 2:45PM****551 : (AAA) Conference Break**

2:45pm - 3:15pm Boston Hynes Convention Center: Convention Center Exhibit Hall A  
 Tweet this session: [#AOM2012 551](#)

**Sunday 2:50PM****552 🗣️: (AAT) Can 'Identity Rights' Improve the Life of the Poor and Enable them to Enter the Formal Economy?**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 101  
 Tweet this session: [#AOM2012 552](#)

**Moderator:** **Vijay Sathe**, Claremont Graduate U.

**Panelists:** **Stuart Hart**, Cornell U.; **Aneel Karnani**, U. of Michigan, Ann Arbor; **Urs Peter Jaeger**, INCAE; **Ashok Kotwal**, U. of British Columbia; **Lawrence Pratt**, IE and INCAE

**553 → 🗣️: (AAT) Varieties of Nascent Entrepreneurship: Global, Multi-disciplinary, and Mixed-method Perspectives**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 102  
 Tweet this session: [#AOM2012 553](#)

**Chairs:** **Phillip H. Kim**, U. of Wisconsin, Madison; **Howard Aldrich**, U. of North Carolina

You Can't Leave Your Work Behind: Occupational Experience and New Venture Founding Team Size | **Phillip H. Kim**, U. of Wisconsin, Madison; **Kyle C Longest**, Furman U.

The Search for Meaning in Entrepreneurship: Founder Identity and Opportunity Identification | **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Emmanuelle Fauchart**, Adjunct Professor

Making it Happen: The Effect of Language and Gestures in Persuading Investors to Fund New Ventures | **Joep Cornelissen**, U. of Leeds; **Jean Siobhan Clarke**, U. of Leeds  
 A Time to Die and A Time to Grow: When Do New Ventures Hire Employees? | **Tiantian Yang**, U. of North Carolina, Chapel Hill; **Howard Aldrich**, U. of North Carolina

**554 🗣️: (AAT) Viewing the Informal Economy through the Lens of Sustainability**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 104  
 Tweet this session: [#AOM2012 554](#)

**Chairs:** **Leslie Elizabeth Sekerka**, Menlo College; **Cathy Lynn Zeien DuBois**, Kent State U.

**Discussant:** **Matthew Gitsham**, Ashridge Management College  
 Responsible Decision-Making in the Formal and Informal Economy | **Leslie Elizabeth Sekerka**, Menlo College; **Derek Stimmel**, Menlo College

The Bright Side of the Informal Economy: Social Sustainability Contributions | **Cathy Lynn Zeien DuBois**, Kent State U.; **Marina N Astakhova**, Kent State U.

The Impact of Sustainability Reporting on the Informal Economy | **Kerul Kassel**, Fielding Graduate U.

The Informal Economy and Sustainable Development at the Crossroads | **Terry B. Porter**, U. of Maine; **James McConnon**, U. of Maine; **Rebecca Hawkins**, U. of Maine

Ideas for Studies of Subsistence Consumers as Innovators | **Jose Antonio Rosa**, U. of Wyoming

**555 📄🗣️👉👈: (AAT) Rethinking the Informal & Formal Economies: Measures, Management, and Metamorphosis**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 107  
 Tweet this session: [#AOM2012 555](#)

**Moderator:** **Kristine Marin Kawamura**, St. George's U.

**Discussant:** **Jeana Wirtenberg**, Fairleigh Dickinson U.

**Panelists:** **Riane Eisler**, Center for Partnership Studies; **Simon L. Dolan**, ESADE Business School; **Kerubo Abuya**, Saybrook U.; **Ajay Vonkaray**, HARIT

**556 → 📄: (AAT) Challenges in Ethical Leadership - a European Perspective**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 108  
 Tweet this session: [#AOM2012 556](#)

**Chair:** **Stig Berge Matthiesen**, U. of Bergen

The two faces of ethical leadership regarding employee deviance and OCB | **Jeroen Stouten**, KU Leuven

Ethical leadership: Courage and procedures for speaking and hearing critique | **Wim Vandekerckhove**, U. of Greenwich; **Suzan Langenberg**, Diversity - Campus Gelbergen

Ethical leadership within a demand resource model framework | **Stig Berge Matthiesen**, U. of Bergen; **Lars Glasø**, BI Norwegian Business School

Ethical leadership in Italy - a preliminary study | **Andrea Bobbio**, U. of Padua; **Cecilia Venezia**, U. of Padua; **Stig Berge Matthiesen**, U. of Bergen

**557 🗣️👉👈: (AAT) Informal Networks and the Top Team**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 109  
 Tweet this session: [#AOM2012 557](#)

**Moderator:** **Thomas A. Stewart**, Booz & Company

**Coordinator:** **Art Kleiner**, Booz & Company / strategy+business

Participants: **Robert L. Cross**, U. of Virginia; **Jon Katzenbach**, Booz & Company; **William A Pasmore**, Columbia U.

**558** → (AAT) **Logics of Competition in the Global Economy: Informal and Formal Sources of Competitive Advantage**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 558**

Organizer: **William P Barnett**, Stanford U.

Moderator: **David McKendrick**, Durham U.

Discussant: **David McKendrick**, Durham U.

The Law of Distance | **Pankaj Ghemawat**, IESE Business School

Small Worlds of Transnational Governance | **Bruce Kogut**, Columbia Business School

Globalization and the Rise of Emerging-Market Multinationals | **Mauro F Guillen**, U. of Pennsylvania

Globalization, Organizational Growth, and Logics of Competition | **William P Barnett**, Stanford U.; **Sunasir Dutta**, Stanford U.

**559** : (Paper Session) - (DISC) **Organization & Management Theory Discussion Paper Session: Network and Learning**

2:50pm - 4:20pm Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 559**

Discussant: **Kamal Munir**, U. of Cambridge

→ **OMT**: The Focalization of Networks Contents in Conditions of Uncertainty | **Emily Erikson**, Yale U.; **Sampsa Samila**, National U. of Singapore

**OMT**: Streams Flow Through It: Mapping the evolution of corporate governance research | **Jonathan Lewis Johnson**, U. of Arkansas; **Alexander S. Rose**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas

**OMT**: Turbulence, Complexity, and the Exploration-Exploitation Balance | **Juha Uotila**, Aalto U.

**OMT**: Different Roles, Different Goals: Role Making, Role Taking and Exploratory and Exploitative Behavior | **Nicole Alexandra Rosenkranz**, Wharton School; **Michiel Pieter Tempelaar**, Erasmus U. Rotterdam

**560** : (Paper Session) - (DISC) **Social Issues in Management Discussion Paper Session: Sustainability & Responsibility**

2:50pm - 4:20pm Marriott Boston Copley Place: Hyannis

Tweet this session: **#AOM2012 560**

Discussant: **Richard E Wokutch**, Virginia Tech

**SIM**: Re-assembling Sustainability in the Coffee Sector: Translating a Concept Into Use | **Juliane Reinecke**, U. of Warwick

**SIM**: Is Doing Good Always Making Good? | **Chin-Shien Vincent Lin**, National Chung Hsing U.; **Rueiyuan Chang**, Providence U.; **Thac Van Dang**, National ChungHsing U.

→ **SIM**: Promoting Good Corporate Governance In Developing Countries: Drives and Propositions | **Emmanuel Afolabi Adegbite**, Northumbria U.

**SIM**: Doing Good or Just Good Enough: Employee Outcomes of Corporate Social Responsibility | **Magda Donia**, U. of Ottawa; **Carol-Ann Tetrault Sirsly**, Carleton U.; **Gary Johns**, Concordia U.; **Catalin Ratiu**, California State U.

**561** : (Paper Session) - (DISC) **Business Policy and Strategy Discussion Paper Session: Organizational Learning**

2:50pm - 4:20pm Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 561**

Discussant: **Vincent L. Barker**, U. of Kansas

**BPS**: The Effect of Strategic Heterogeneity among Competitors on Firm Performance | **Jaime Gomez**, U. of La Rioja; **Raquel Orcos**, U. de Zaragoza; **Sergio Palomas**, U. de Zaragoza

**BPS**: Complex Dynamic Capability Approach: Implications for Research and Practice | **Darshan Desai**, Berkeley College

**BPS**: Connecting Alliance Portfolio Diversity, Alliance Portfolio Management, and Innovation Performance | **Dries Faems**, Groningen U. (RuG); **Geert Duysters**, Eindhoven U. of Technology; **Inge Neyens**, Katholieke U. Leuven

**562** : (Paper Session) - (DISC) **Organization & Management Theory Discussion Paper Session: Status and Reputation**

2:50pm - 4:20pm Marriott Boston Copley Place: Orleans

Tweet this session: **#AOM2012 562**

Discussant: **John Matthew Arnis**, U. of Memphis

**OMT**: Individual-level Drivers of Reputation Formation in Evolving Technology Fields | **Benjamin M. Cole**, Fordham U.; **Preeti Banerjee**, Brandeis U.

→ **OMT**: Media Reputation and Destination Reputation: The case of Milan | **Claudia Gabbioneta**, U. of Genoa; **Manuela De Carlo**, IULM U.

**OMT**: Status Decoupled: How audiences affect high status candidates' response to rival category emergence | **Erik Aadland**, Norwegian School of Management

**563** : (Paper Session) - (DISC) **Business Policy and Strategy Discussion Paper Session: Opportunities & Advantage**

2:50pm - 4:20pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 563**

Discussant: **Josh Bendickson**, Louisiana State U., E J Ourso school of Business

**BPS**: The Alignment of Financial Interests and Affective Endowments in Promoting Opportunism | **Curtis L Wesley II**, Indiana U. Kelley School

**BPS**: The Performance Effects of Service Transition Strategies Revised | **Tim Kessler**, Philipps-U. Marburg; **Michael Stephan**, Philipps-U. Marburg

**BPS**: To Make a Virtue of necessity: Community-Focused Strategy and Firm Growth | **Andrea Fosfuri**, U. Carlos III de Madrid; **Marco Giarratana**, Bocconi U.; **Esther Roca**, U. Carlos III de Madrid

**OM**: An Exploratory Model for Coordination Approaches in Buyer-Supplier-Supplier Triads in NPD Projects | **Melek Akin Ates**, Erasmus U. Rotterdam; **Guido Ianniello**, Luiss Guido Carli U.; **Jan Van den Ende**, Erasmus U. Rotterdam

**564** : (Paper Session) - (DISC) **Public and Nonprofit Discussion Paper Session**

2:50pm - 4:20pm Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 564**

Discussant: **James Downe**, Cardiff Business School, UK

**PNP**: The Role of Leadership Diversity for Nonprofit Governance and Effectiveness | **Jurgen Willems**, Free U.

SUNDAY

Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U.

📄 **PNP**: Adaptation to a Changing Environment: Police / Military Convergence as Organizational Mimicry | **Donald J Campbell**, United States Military Academy; **Kathleen M Campbell**, United States Military Academy

📄 **PNP**: Social Identification and High Performance Work Systems | **Pauline Stanton**, Victoria U.; **Leila Karimi**, La Trobe U.; **Timothy Bartram**, La Trobe U.; **Sandra G. Leggat**, La Trobe U.

📄 **PNP**: A Group Effort: Addressing Front-Line Practice Problems in Two Policy Fields | **Laurie S. Goldman**, Tufts U.; **Erica Gabrielle Foldy**, New York U.

### 565 : (Paper Session) - (DISC) Business Policy and Strategy

#### Discussion Paper Session: Global/International

2:50pm - 4:20pm Marriott Boston Copley Place: Yarmouth

Tweet this session: #AOM2012 565

Discussant: **Enying Zheng**, Massachusetts Institute of Technology

📄 **BPS**: Subsidiary Charter Harmonization: The Role of Deliberate and Performative Capability Development | **Martin Friesl**, Lancaster U.; **Raphael Silberzahn**, U. of Cambridge

→ 📄 **BPS**: MNC Adaptation And Public Crisis In Emerging Markets | **Meng Zhao**, Moscow School of Management Skolkovo; **Nan Zhou**, Moscow School of Management Skolkovo; **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies

📄 **BPS**: Foreign Direct Investment and Institutional Adequacy: New Evidence from African Countries | **Adewale Rafiu Aregbeshola**, U. of South Africa

### 566 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Strategy & Management

2:50pm - 4:20pm Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 566

Discussant: **John E. Ettlie**, Rochester Institute of Technology

**TIM**: The How and Who of IP-Based New Product Development: The Case of STMicroelectronics' Lab-on-Chip | **Alberto Di Minin**, U. of California, Berkeley; **Daniela Baglieri**, U. of Messina; **Fabrizio Cesaroni**, Carlos III U.; **Andrea Piccaluga**, Scuola Superiore Sant'Anna

📄 **TIM**: Unleashing Inventions? How Do Firms Link Technologies to Applications in the Market for Technology | **Gary Dushnitsky**, London Business School; **Thomas Kluefer**, U. of Pennsylvania

📄 **TIM**: The Role of Citizenship Behaviors in the Resolution of the Team-level Innovation Paradox | **Inchan Kim**, U. of Oklahoma - Norman

**TIM**: Is Innovation Related to Firm Performance? A Meta-Analysis | **Mary Beth Rousseau**, U. of Tennessee; **Blake D. Mathias**, U. of Tennessee, Knoxville; **Laura T. Madden**, U. of Tennessee, Knoxville; **T Russell Crook**, U. of Tennessee, Knoxville

### 567 : (Paper Session) - (DISC) Organizational Development and Change Discussion Paper Session: Leadership

2:50pm - 4:20pm Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 567

Discussant: **Ronald Fry**, Case Western Reserve U.

📄 **ODC**: Curtailing Incivility: Contextual Factors, Citizenship Behaviors, and Managerial Practices | **Francesco Sguera**, U. of Michigan, Ann Arbor; **Richard P. Bagozzi**, U. of Michigan; **Wayne Boss**, U. of Colorado, Boulder

📄 **ODC**: Ethical Leadership and Gratitude During Organizational Change | **Monica Sharif**, U. of Miami; **Terri A. Scandura**, U. of Miami

→ 📄 **ODC**: The Influence of Leadership Style on Creativity: The Role of Regulatory Focus and Workplace Morale | **Kevin Branton**, Monash U.; **Elisabeth Wilson-Evered**, Victoria U., Melbourne

📄 **CMS**: What Lies Behind Transformational Leadership Progress? Thinking Critically about Leadership Studies | **Suze Wilson**, Victoria U. of Wellington; **Stephen Cummings**, Victoria Management School; **Sarah Belle Proctor-Thomson**, Victoria Management School

### 568 : (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Process and Performance

2:50pm - 4:20pm Boston Park Plaza: Brandeis Room

Tweet this session: #AOM2012 568

Discussant: **Lei Zhang**, U. of South Florida

📄 **ENT**: What's Missing in Entrepreneurial Legitimacy Research? Acknowledging Stakeholder Absorptive Capacity | **Derrick E. D'Souza**, U. of North Texas; **Whitney Oliver Peake**, U. of North Texas

**ENT**: Entrepreneurial Logic and Creating the Future | **Brian Michael Saxton**, The Ohio State U.

→ 📄 **ENT**: Integrating Resources with Suppliers for Innovation: The Moderating Role of Learning Orientation | **Lucia Naldi**, Jönköping International Business School

### 569 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Problem-Solving and Change

2:50pm - 4:20pm Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 569

Discussant: **Anne W. Fuller**, California State U. Sacramento

📄 **TIM**: How does Technological Knowledge Base Explain Firm Heterogeneity? | **Maryam Nasiriyar**, SKEMA Business School; **Lionel J Nesta**, OFCE

📄 **TIM**: The Impact of Researchers' Career Concerns on the Technological Search Process within Firms. | **Vivek Tandon**, National U. of Singapore

📄 **TIM**: Procrustean Transformations and Pandoran Hope in the Case of Climategate | **Raghu Garud**, Pennsylvania State U.; **Joel Gehman**, U. of Alberta; **Arvind Karunakaran**, Massachusetts Institute of Technology

### 570 : (Paper Session) - (DISC) Human Resources Discussion Paper Session: People and Personality

2:50pm - 4:20pm Boston Park Plaza: Charles River Room

Tweet this session: #AOM2012 570

Discussant: **Marion B. Eberly**, U. of Washington, Tacoma

📄 **HR**: Downsizing Agency: Role and Psychological Contract Type Effects on Stress and Commitment | **Hazen Witemeyer**, Georgia State U.; **Angela Jones**, Georgia State U.; **Stephen Ichatha**, Georgia State U.; **Pamela Scholder Ellen**, Georgia State U.

**HR:** Did We Jump to Conclusions? Reconsidering “Snap Decisions” in Employment Interviews | **Rachel Kane**, Florida State U.; **Chad H. Van Iddekinge**, Florida State U.; **Patrick H Raymark**, Clemson U.

**HR:** The Impact of Supervisor Behavior on Employees Recovery Experiences during Nonwork Time | **Carmen Binnewies**, U. of Mainz; **Lena Herdt**, U. of Mainz

**HR:** The Roles of Proactive Personality and Social Skill on Performance and Career Advancement. | **Zhuxi Wang**, U. of Houston; **Zhiqing E. Zhou**, U. of South Florida; **Prema Ratnasingam**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

**571 : (Paper Session) - (DISC) Management History Discussion Paper Session**

2:50pm - 4:20pm Boston Park Plaza: Constitution Room

Tweet this session: **#AOM2012 571**

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

→ **MH:** Alternative Finance for Micro-entreprises: Sustainable Development or Humanitarian Aid? | **Serge Gandja**, BEM Bordeaux Management School; **Christophe Estay**, Bordeaux école de Management; **Jean-Paul Tchankam**, BEM Bordeaux Management School

→ **MH:** Management Policies and Industrial Sector Ecology in Japan's Machine-tools Industry to the 1980s | **Charles Thomas Tackney**, Copenhagen Business School

**MH:** Bringing Religion Back In: Institutional Logic and Religious Practice | **Alistair Mutch**, Nottingham Trent U.

**572 : (Paper Session) - (DISC) Conflict Management Discussion Paper Session: Conflict and Negotiation**

2:50pm - 4:20pm Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 572**

**Discussant: Kenneth Lee Bettenhausen**, U. of Colorado, Denver

**CM:** The Curse of the Smartphone: Electronic Multitasking in Negotiations | **Aparna Krishnan**, Rutgers U.; **Terri R. Kurtzberg**, Rutgers U.; **Charles E. Naquin**, DePaul U.

**CM:** Examining the Impact of Anxiety on Contingent Contracting and Bargaining in Negotiations | **Dejun Tony Kong**, U. of Richmond

**CM:** Violations of Competence, Integrity, and Benevolence | **Peter H Kim**, U. of Southern California; **Derek Harmon**, U. of Southern California

**CM:** Flattery or Threat? Why Imitation of Ideas Can Promote Conflict and Suppress Creativity | **Sara L. Wheeler-Smith**, New York U.

**573 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Work and Job Issues**

2:50pm - 4:20pm Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 573**

**Discussant: Leisa D. Sargent**, U. of Melbourne

**OB:** Idiosyncratic Deals and Entity-based Justice Perception | **Woonki Hong**, U. of Illinois; **Deborah Elizabeth Rupp**, Purdue U.; **Sungeun Kim**, Lotte Hotel

**OB:** Dual Processes in Response to Work Characteristics: An Extension of the Job Demands-Resources Model | **Severin Hornung**, Hong Kong Polytechnic U.

**OB:** EM(POWER)MENT: Revisiting the Role of Power in Empowerment Initiatives | **Margaret M. Luciano**, U. of Connecticut

**OB:** Negotiated Relational Identity: A Prelude to High Quality Work Relationships | **Bryant Thompson**, U. of South Carolina

**574 : (Paper Session) - (DISC) Careers Division Discussion Paper Session: Navigating One's Career**

2:50pm - 4:20pm Boston Park Plaza: Gloucester Room

Tweet this session: **#AOM2012 574**

**Discussant: Jessie Koen**, U. of Amsterdam

**CAR:** A Multidimensional Scale for Measuring Employer Brand | **Pallavi Srivastava**, Amity U. Uttar Pradesh; **Jyotsna Bhatnagar**, Management Development Institute; **Ashok P. Arora**, Management Development Institute

**CAR:** The Development and Preliminary Testing of a Theory of Career Boundaries | **Ricardo Martins Rodrigues**, Kingston U. London; **David E Guest**, King's College London

**CAR:** Micro-Role Transitions between Occupations | **Opal Leung**, Bentley U.

**575 : (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Behavior**

2:50pm - 4:20pm Boston Park Plaza: Lexington Room

Tweet this session: **#AOM2012 575**

**Discussant: Elisa Alvarez-Garrido**, Georgia State U.

**ENT:** Entrepreneurial Innovation as a Learning System | **David A Kolb**, Case Western Reserve U.; **Robert Gemmell**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.

**ENT:** Symbolic Management and Stakeholder Relationships in Entrepreneurial Firm Development | **Matthew Allan Wong**, Ivey School of Business; **Dominic S. K. Lim**, Brock U.

**ENT:** The Impact of Personal Relationships on Bribery Incidence | **Hans Van Ees**, U. of Groningen; **Gjalt de Jong**, U. of Groningen; **Tu Anh Phan**, U. of Groningen

**576 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Prosocial Behavior**

2:50pm - 4:20pm Boston Park Plaza: St. James Room

Tweet this session: **#AOM2012 576**

**Discussant: Chris A. Henle**, Colorado State U.

**OB:** The Identity Salience of Professionals: Multiple Identities and Intrinsic Needs | **Pauline Assenza**, Berkeley College

→ **OB:** Psychological Ownership and Subjective Happiness: The Role of Flow State and Cooperative Climate | **Sheng-Tsung Hou**, Feng Chia U.; **Hsueh-Liang Fan**, National Chengchi U.

**OB:** An Affective Mechanism of Linking Voluntary Workplace Green Behavior to Job Satisfaction | **Andrea Kim**, Rutgers U.; **Youngsang Kim**, U. of South Carolina; **Kyongji Han**, Rutgers U.

**OB:** Psychological Net Worth: Testing the Impact of Psychological Capital and Psychological Debt | **Michele Millard**, Creighton U.; **John E Barbuto Jr**, California State U., Fullerton

**577 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Cognition, Perception and Self-Concept**

2:50pm - 4:20pm Boston Park Plaza: Stuart Room

Tweet this session: **#AOM2012 577**

**Discussant: Robyn L. Brouer**, State U. of New York, Buffalo

📖 **OB: Sympathy and Anger: The Role of Attributions in Emotional Responses to Abusive Supervision | Hwanwoo Lee**, U. of Houston; **Teri Elkins**, U. of Houston

📖 **OB: The Vision Heuristic: Judging Music Ensembles by Sight Alone | Chia-Jung Tsay**, Harvard U.

📖 **OB: Understanding When Frustration Fosters Idea Generation: The Moderating Role of Leadership | Helena Gonzalez**, IE Business School; **Andreas W. Richter**, U. of Cambridge

📖 **OB: Long-term Contracts and the Motivational Force of a Noteworthy Award | Long Wang**, City U. of Hong Kong; **Keith Murnighan**, Northwestern U.

**578 : (Paper Session) - (DISC) International Management Discussion Paper Session: People and Relationships**

2:50pm - 4:20pm Boston Park Plaza: Thoreau Room

Tweet this session: **#AOM2012 578**

**Discussant: Mila B. Lazarova**, Simon Fraser U.

➔ **IM: Food Contamination Attitudes of Hispanic Workers in the Fruit and Vegetable Industry | Jesus Bravo**, Washington State U.; **Ignacio Molina**, Arizona State U.

➔ **IM: Tribe and Village in African Organizations and Business | Simon Ulrik Kragh**, Copenhagen Business School

**IM: Examining the Effects of Cultural Differences on Employee Psychological Empowerment | Nadia C. DeGama**, York U.

➔ **IM: The Happy Culture | Piers Steel**, U. of Calgary; **Vas Taras**, U. of North Carolina, Greensboro

**579 : (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity Dimensions/Outcomes**

2:50pm - 4:20pm Boston Park Plaza: Winthrop Room

Tweet this session: **#AOM2012 579**

**Discussant: Vasanthi Srinivasan**, Indian Institute of Management, Bangalore

📖 **GDO: Accounting for the Gap: A Firm Study Manipulating Organizational Accountability in Pay Decisions | Emilio J. Castilla**, Massachusetts Institute of Technology

📖 **GDO: Double Jeopardy: The Influence of Age on a Model of Gender, Ageism, Sexism, and Organizational Trust | Justin D. Purl**, Ohio U.; **Charles Ritter**, Ohio U.; **Shannon Pinegar**, Ohio U.; **Rodger Griffith**, Ohio U.; **Marinus van Driel**, DEOMI PAFB; **Daniel McDonald**, Defense Equal Opportunity Management Institute

➔ **GDO: Women in SMEs: influences on managerialization and performance | Lucrezia Songini**, Bocconi U.; **Luca Gnan**, Tor Vergata U.

📖 **CM: Gender and Taboo Trade-offs in Organizations | Jessica Kennedy**, The Wharton School, UPENN; **Laura Kray**, U. of California, Berkeley

**Sunday 3:00PM**

**580 : (ICW) ASQ Annual Reception**

3:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: **#AOM2012 580**

**581 : (ICW) Network of Leadership Scholars Meeting**

3:00pm - 4:00pm Boston Hynes Convention Center: Room 311

Tweet this session: **#AOM2012 581**

**Organizer: Mary Uhl-Bien**, U. of Nebraska

**582 : (MSR) Journal of Management Spirituality, and Religion (JMSR) Editorial Board Meeting**

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B

Tweet this session: **#AOM2012 582**

**Presenter: Robert A Giacalone**, Temple U.

**583 : (ODC) ODC Board Meeting**

3:00pm - 5:30pm Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 583**

**Meeting of the ODC Board**

**Division Chair: Inger G. Stensaker**, Norwegian School of Economics

**584 : (OM) Journal of Operations Management (JOM) Award Session**

3:00pm - 4:30pm Westin Copley Place: Parliament

Tweet this session: **#AOM2012 584**

*Journal of Operations Management recognizes the Jack Meredith Best Paper Award, along with best Associate Editors and Reviewers for the journal.*

**Chairs: Thomas Y. Choi**, Arizona State U.; **Daniel Guide**, Pennsylvania State U.

**585 : (TTC) Teaching Theme Committee Business Meeting**

3:00pm - 5:00pm Sheraton Boston Hotel: Hampton A

Tweet this session: **#AOM2012 585**

*This is a business and planning session for 2012 Teaching Theme Committee members.*

**Professional Development Workshop Chair: Claudia J. Ferrante**, U.S. Air Force Academy

**Chair: Christina A. Hannah**, U. of Maryland, U. College

**Sunday 3:30PM**

**586 : (AAA) Town Hall: AOM Strategic Plan**

3:30pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 586**

*Join us as we look back over the last two years 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: Anne S. Tsui**, Arizona State U.; **Ming-Jer Chen**, U. of Virginia

**587 : (AAA) AMLE Editors Meeting**

3:30pm - 4:30pm Westin Copley Place: Essex North-West

Tweet this session: **#AOM2012 587**

**By Invitation Only**

**Organizer: Kenneth G. Brown**, U. of Iowa

**588 : (BPS) BPS Executive Committee Meeting**

3:30pm - 5:00pm Boston Hynes Convention Center: Room 308

Tweet this session: [#AOM2012 588](#)

**589 : (CM) Conflict Management Division Executive Committee Meeting**

3:30pm - 5:00pm Boston Park Plaza: Clarendon Room  
 Tweet this session: [#AOM2012 589](#)

**590 : (CMS) CMS Business Meeting**

3:30pm - 5:00pm Marriott Boston Copley Place: Salon 3  
 Tweet this session: [#AOM2012 590](#)

*Division Chair-Elect:* **Alex Faria**, Fundacao Getulio Vargas  
*Program Chairs:* **Gavin Jack**, La Trobe U.; **Jan Schapper**, La Trobe U.

**591 : (ENT) ENT Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Boston Hotel: Kent  
 Tweet this session: [#AOM2012 591](#)

**592 : (GDO) GDO Executive Committee Meeting**

3:30pm - 5:30pm Boston Park Plaza: Beacon Hill Room  
 Tweet this session: [#AOM2012 592](#)

*Division Chair:* **Diana Bilimoria**, Case Western Reserve U.  
*Division Chair-Elect:* **Gwendolyn M. Combs**, U. of Nebraska, Lincoln  
*Program Chair:* **Stacy Blake-Beard**, Simmons College  
*Professional Development Workshop Chair:* **Charmine E. J. Hartel**, U. of Queensland  
*Past Chair:* **David A. Kravitz**, George Mason U.

**593 : (HCM) HCM Executive Meeting**

3:30pm - 5:00pm Marriott Boston Copley Place: Salon 1  
 Tweet this session: [#AOM2012 593](#)

*Professional Development Workshop Chair:* **Rebecca Wells**, U. of North Carolina

**594 : (HR) HR Division Executive Committee Meeting**

3:30pm - 5:00pm Boston Park Plaza: Cambridge Room  
 Tweet this session: [#AOM2012 594](#)

*Division Chair:* **Murray R. Barrick**, Texas A&M U.  
*Division Chair-Elect:* **Wendy R. Boswell**, Texas A&M U.  
*Program Chair:* **David G. Allen**, U. of Memphis  
*Professional Development Workshop Chair:* **Frederick P. Morgeson**, Michigan State U.  
*Past Chair:* **John E. Delery**, U. of Arkansas

**595 : (ICW) Journal of Management Editorial Board Meeting and Reception \*by invitation only**

3:30pm - 6:30pm Boston Hynes Convention Center: Room 309  
 Tweet this session: [#AOM2012 595](#)

*Organizer:* **Deborah Elizabeth Rupp**, Purdue U.

**596 : (MC) Management Consulting Division Executive Committee Meeting**

3:30pm - 5:00pm Westin Copley Place: Defender  
 Tweet this session: [#AOM2012 596](#)

*Division Chair:* **Therese F. Yaeger**, Benedictine U.

**597 : (OB) OB Executive Committee Meeting**

3:30pm - 5:00pm Boston Park Plaza: Berkeley Room  
 Tweet this session: [#AOM2012 597](#)

**1829 : (OMT) OMT Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Boston: Jefferson  
 Tweet this session: [#AOM2012 1829](#)

**598 : (ONE) ONE Executive Committee Meeting**

3:30pm - 5:00pm Marriott Boston Copley Place: Salon C  
 Tweet this session: [#AOM2012 598](#)

*Division Chair:* **Jorge Rivera**, George Washington U.

**599 : (RM) RM Executive Committee Meeting**

3:30pm - 5:30pm Westin Copley Place: North Star  
 Tweet this session: [#AOM2012 599](#)

*Organizer:* **Brian Boyd**, City U. of Hong Kong

**600 : (TIM) TIM Executive Committee Meeting**

3:30pm - 5:30pm Boston Hynes Convention Center: Room 303  
 Tweet this session: [#AOM2012 600](#)

*Division Chair:* **Paul Oik**, U. of Denver  
*Division Chair-Elect:* **Arvids A Ziedonis**, U. of Oregon  
*Program Chair:* **Riitta Katila**, Stanford U.  
*Professional Development Workshop Chair:* **Dianne HB Welsh**, U. of North Carolina, Greensboro  
*Past Chair:* **Fernando Suarez**, Boston U.  
*Participants:* **BJ Zirger**, U. of Cincinnati; **Darlene Alexander-Houle**, Hewlett Packard; **Daniele Rotolo**, SPRU - U. of Sussex; **Sanjay Jain**, Santa Clara U.; **Aija E. Leiponen**, Cornell U.; **Kira Fabrizio**, Boston U.; **Keld Laursen**, Copenhagen Business School; **Sonali K. Shah**, U. of Washington; **Marco Giarratana**, Bocconi U.

**Sunday 4:00PM**

**601 : (BPS) The Present and Future of Behavioral Strategy**

4:00pm - 5:30pm Boston Hynes Convention Center: Room 302  
 Tweet this session: [#AOM2012 601](#)

*Chair:* **Nicholas Argyres**, Washington U. in St. Louis  
 New Paper Title Goes Here. |  
*Speakers:* **Donald C. Hambrick**, Pennsylvania State U.; **Dan Loyallo**, Sydney U.; **Thomas Powell**, Said Business School; **Richard Rumelt**, U. of California, Los Angeles

**602 : (ICW) International Association for Chinese Management Research Business Meeting/Research Panel**

4:00pm - 6:30pm Sheraton Boston Hotel: Republic A  
 Tweet this session: [#AOM2012 602](#)

*Since the research panel and IACMR reception will be back to back, that is, research panel will be from 4:00-6:30pm, and reception will be from 6:30-8:00pm, we need two rooms to be very close if possible, at least will be located in the same hotel, thanks!*  
*Organizer:* **Xiaomeng Zhang**, American U.

**603 : (ICW) Network of Leadership Scholars Awards Presentations**

4:00pm - 5:00pm Boston Hynes Convention Center: Room 311  
 Tweet this session: [#AOM2012 603](#)

*Organizer:* **Mary Uhl-Bien**, U. of Nebraska

**604 : (MOC) Outreach and Integration Committee**

4:00pm - 5:00pm Sheraton Boston Hotel: Gardner B  
 Tweet this session: [#AOM2012 604](#)

**605 : (PNP) PNP Business Meeting**

4:00pm - 5:30pm Marriott Boston Copley Place: Salon A  
 Tweet this session: [#AOM2012 605](#)

**606 : (SIM) BAS 'Business & Society' Board Meeting**

4:00pm - 6:00pm Marriott Boston Copley Place: Salon B  
 Tweet this session: [#AOM2012 606](#)

*Chair:* **Duane Windsor**, Rice U.

SUNDAY



## Sunday 4:20PM

**607** 🌐: (AAT) Understanding the Role of Favors in the Informal Economies of Developed and Developing Countries

4:20pm - 6:20pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 607

**Chairs:** Sheila M. Puffer, Northeastern U.; Daniel J McCarthy, Northeastern U.**Facilitators:** David Ahlstrom, Chinese U. of Hong Kong; Arif Nazir Butt, Lahore U.; Zhujun Ding, The Chinese U. of Hong Kong; Carolyn P. Egri, Simon Fraser U.; David L Ford Jr, U. of Texas, Dallas; Kiran Mirza Ismail, St. John's U.; Charlotte M. Karam, American U. of Beirut; Yan Li, Beijing Institute of Technology; Ram Mudambi, Temple U.; Pietro Navarra, U. of Messina; Mike Peng, U. of Texas, Dallas; David A. Ralston, U. of Oklahoma; Valery Yakubovich, ESSEC**Discussants:** Denise R. Dunlap, Northeastern U.; Alfred M Jaeger, McGill U.

## Sunday 4:30PM

**608** : (AAA) AMLE Editorial Review Board

4:30pm - 5:30pm Westin Copley Place: St. George C &amp; D

Tweet this session: #AOM2012 608

**Organizer:** Kenneth G. Brown, U. of Iowa**609** : (AAA) AOM Tweet Up

4:30pm - 6:00pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 609

*Meet fellow tweeps you know online through Twitter at this informal face-to-face social gathering. This event is aimed at bringing life to those 1x1 avatars to help members make a personal connection with online followers. 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 or DM @AOMConnect.***610** 🌐: (AAT) Varieties of Informal Work in Comparative Perspective

4:30pm - 6:00pm Boston Hynes Convention Center: Room 101

Tweet this session: #AOM2012 610

**Organizer:** Arne L Kalleberg, U. of North Carolina, Chapel Hill  
Varieties of Informal Work in Comparative Perspective | Arne L Kalleberg, U. of North Carolina, Chapel Hill; Annette Bernhardt, National Employment Law Project; Joseph R Bongiovi, U. of North Carolina, Chapel Hill; Francoise Carre, U. of Massachusetts, Boston**611** 🌐: (AAT) Informal Entrepreneurship in a Global Context

4:30pm - 6:00pm Boston Hynes Convention Center: Room 102

Tweet this session: #AOM2012 611

**Chair:** Michael P. Ciuchta, U. of Central Florida

Informal and formal opportunities: the role of entrepreneurial motivation | Mark A. Maltarich, St. Ambrose U.; Michael P. Ciuchta, U. of Central Florida

Technological innovation for the informal economy | Sanjay Jain, Santa Clara U.

**612** 🌐: (AAT) Wicked Problems and the 'Informal' Economy of Ideas: Addressing the Crisis

4:30pm - 6:00pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 612

**Organizers:** Judith A. Clair, Boston College; Sandra Waddock, Boston College**Speakers:** Andrew J. Hoffman, U. of Michigan; Robert Eccles, Harvard Business School; Pratima Bansal, U. of Western Ontario; Steven Lydenberg, Harvard Kennedy School**613** 🌐→🌐📄📄📄: (AAT) Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies

4:30pm - 6:00pm Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 613

**Organizer:** Banu Özkazanç-Pan, U. of Massachusetts, Boston**Chair:** Arturo E Osorio, Rutgers U.**Panelists:** Quintus Jett, Rutgers U.; Maureen A. Scully, U. of Massachusetts, Boston**614** 📄📄→🌐📄📄📄: (AAT) Breaking through Formal Boundaries: Creative Lenses for Sensible Leadership in an Ambiguous World

4:30pm - 6:00pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 614

**Facilitators:** Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana Holt, Woodbury U.

Breaking through Formal Boundaries: Creative Lenses for Sensible Leadership in an Ambiguous World | Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana Holt, Woodbury U.

**615** 📄📄: (AAT) Measurement of Hidden Unemployment and Underutilization: Factors affecting the Informal Economy

4:30pm - 6:00pm Boston Hynes Convention Center: Room 201

Tweet this session: #AOM2012 615

**Participant:** Marilyn Young, The U. of Texas at Tyler**616** 📄: (AAT) Working beyond formal arrangements: Eastern and Western perspectives on retirement decisions

4:30pm - 6:30pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 616

**Organizer:** Thomas H. Stone, Oklahoma State U.**Participants:** Dean Tjosvold, Lingnan U.; Uma Devi Jogulu, Deakin U.; Gillian Leithman, John Molson School of Business; Jennifer A. Harrison, York U.**617** : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Practice

4:30pm - 6:00pm Marriott Boston Copley Place: Falmouth

Tweet this session: #AOM2012 617

**Discussant:** Jean-Baptiste Litrico, Queen's School of Business, Canada

📄OMT: Rational Decision Making as a Practical

Accomplishment | Emmanouil Gkeredakis, Warwick Business School; Jacky Swan, U. of Warwick; Davide Nicolini, U. of Warwick

📄OMT: Exploring the Dynamics of Entanglement: A practice-based study of biomedical innovation | Sue Newell, Bentley U.; Maxine Robertson, Queen Mary U. of London; Jacky Swan, U. of Warwick

OMT: Environmental Hostility: An MNC drama | Nilufer Yapici, Florida Atlantic U.

**618 : (Paper Session) - (DISC) Social Issues in Management Discussion Paper Session: Governance & Decision-Making**

4:30pm - 6:00pm Marriott Boston Copley Place: Hyannis

Tweet this session: **#AOM2012 618**

Discussant: **Lori Versteegen Ryan**, San Diego State U.

→ **SIM**: Strategic Responses to Shareholder Resolutions | **Paul Dunn**, Brock U.

**SIM**: Targeting Companies with Social Policy Resolutions: Activist heterogeneity and choice of targets | **Kate Sikavica**, U. of Munich; **Kathleen Rehbein**, Marquette U.

**SIM**: The embeddedness of ethical choice: Relationships, moral efficacy, and peer reporting | **Megan Flohr Hess**, U. of Virginia

**619 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Institutions and Resources**

4:30pm - 6:00pm Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 619**

Discussant: **Punit Arora**, City U. of New York

**BPS**: Heterogeneous Firm Responses to Regulations Regarding Board Independence: Evidence from China | **Xuanli Xie**, GSM, Peking U.; **Wei Shen**, Arizona State U.; **Shiye Wang**, GSM, Peking U.

⊕ **BPS**: Contradictions, Dualities and Tensions in Cooperation and Competition: A Capability Based Framework | **Devi R Gnyawali**, Virginia Polytechnic Institute; **Jinyu He**, Hong Kong U. of Science and Technology; **Ravi Madhavan**, U. of Pittsburgh; **Maria Bengtsson**, Umea U.

**BPS**: A study of organizational failure: The perspectives of organizational ecology and slack resource | **Kuo-Pin Yang**, National Dong Hwa U.; **Christine Chou**, National Dong Hwa U.; **Yu-Jen Chiu**, National Dong Hwa U.

**BPS**: Governance, Competence, and Firm Boundaries: An Organizational Perspective and Theory Integration | **Chih I. Liu**, U. of Illinois, Urbana-Champaign; **I-Chen Wang**, U. of Illinois, Urbana-Champaign

**620 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Organizational Forms & Identity**

4:30pm - 6:00pm Marriott Boston Copley Place: Orleans

Tweet this session: **#AOM2012 620**

Discussant: **Cara Christina Maurer**, U. of Western Ontario

**OMT**: Organizational Forms and Professional Service Firm Outcomes: A set-theoretic study | **Michel Lander**, HEC Paris; **Hans Van Oosterhout**, Erasmus U. Rotterdam

**OMT**: When Market Information Bifurcates Fields | **Gabriel Rossman**, U. of California, Los Angeles; **Oliver Schilke**, U. of California, Los Angeles

**OMT**: Small is Beautiful? Organizational identity and growth rates in a partitioned market | **Min Liu**, Durham U.; **Filippo Carlo Wezel**, U. of Lugano

**OMT**: Cultural Knowledge for Strategic Legitimation: How a new venture's legitimation practices evolve | **Florian Ueberbacher**, U. of St. Gallen; **Claus D Jacobs**, U. of St. Gallen

**621 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Change**

4:30pm - 6:00pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 621**

Discussant: **Charlene E. Zietsma**, U. of Victoria

**OMT**: When do Firms Benefit from Strategic Changes? The role of social capital at the CEO and firm levels | **David H. Weng**, City U. of Hong Kong; **Zhiang "John" Lin**, U. of Texas, Dallas

→ **OMT**: Barriers to Implementing Western Change-management Models in the Chinese Context | **Kuan-Cheng Chen**, Shih Hsin U.

**OMT**: Micro-mechanisms of Institutional Change: How competing new categories are sustained in tandem | **Ellen T. Crumley**, U. of Alberta

**OMT**: A Director Primacy View on CEO Dismissals | **Steve Sauerwald**, U. of Texas, Dallas; **Mike Peng**, U. of Texas, Dallas

**622 : (Paper Session) - (DISC) Organizations & the Natural Environment Discussion Paper Session: Governance & Business Function**

4:30pm - 6:00pm Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 622**

Discussant: **Mark P Sharfman**, U. of Oklahoma

**ONE**: Green HR Initiatives Adoption through The Theory of Planned Behaviour Lens | **Sukanlaya Sawang**, Queensland U. of Technology

**ONE**: Consolidation within the ESG Rating Industry: Motivation and Impact | **Emma Avetisyan**, SKEMA Business School; **Kai N. Hockerts**, Copenhagen Business School

⊕ **ONE**: Of Culture And Religion: Insurance Regulation And The Informal Economy In A South African City | **Moliehi Thuto Shale**, U. of Cape Town

**623 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Alliances**

4:30pm - 6:00pm Marriott Boston Copley Place: Yarmouth

Tweet this session: **#AOM2012 623**

Discussant: **Tiona Zuzul**, Harvard Business School

**BPS**: Knowledge Specificity and Long-term Partnership | **Taewon Suh**, Texas State U.; **Jae Jung**, U. of Missouri, Kansas City; **Gail Zank**, Texas State U.

**BPS**: The Inter Relationship Between Alliances and Acquisitions: An Integrated Perspective | **Shyam Kumar**, Rensselaer Polytechnic Institute; **KwangWook Gang**, Rensselaer Polytechnic Institute; **Simona Ileana Giura**, Rensselaer Polytechnic Institute

→ **BPS**: Implications of Knowledge and Learning for Alliance Performance and Post-alliance Strategy | **Rimi Zakaria**, Florida International U.

**624 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Innovation & Systems**

4:30pm - 6:00pm Boston Park Plaza: Alcott Room

Tweet this session: **#AOM2012 624**

Discussant: **Shawn M. Carraher**, Indiana Wesleyan U.

**TIM**: Diffusion of Innovations and Intelligent Transportation Systems: Explaining Market Failures | **Konstantinos N Giannoutakis**, Cass Business School; **Feng Li**, Cass Business School

**TIM**: Where Innovation Fails: The Role of Externalities | **Maria Romyantseva**, U. of Sydney; **Richard G Seymour**, U. of Sydney

**TIM**: Unmasking the Interplay Between Technology Evolution and the Organization of R&D | **Rahul Kapoor**, U. of Pennsylvania; **Patia J. McGrath**, Wharton School

**TIM**: Capturing Future Markets through Radical Innovations: Evidence from Patents and Firms in IT Industry | **Avimanyu Datta**, Illinois State U.; **Debmalya Mukherjee**, U. of Akron

**625** : (Paper Session) - (DISC) **Organizational Development and Change Discussion Paper Session: Catalysts and Identity**

4:30pm - 6:00pm Boston Park Plaza: Back Bay Room  
Tweet this session: **#AOM2012 625**

*Discussant*: **Vanessa Urch Druskat**, U. of New Hampshire

**ODC**: Integrated Catalysts: Transforming the Executive Habitus. | **Kleio Akrivou**, lecturer; **Hilary Bradbury-Huang**, Oregon Health and Sciences U.

**ODC**: How Does Who We Are Affect Where We Go? Multiple Identities and Organizational Outcomes | **Arjo Laukia**, Aalto U.

**ODC**: Institutions and Work, or institutions at work. Studying news production in a newspaper. | **Elena Raviola**, Gothenburg U.

**626** : (Paper Session) - (DISC) **Entrepreneurship Discussion Paper Session: Opportunities & Innovation**

4:30pm - 6:00pm Boston Park Plaza: Brandeis Room  
Tweet this session: **#AOM2012 626**

*Discussant*: **Chihmao Hsieh**, U. of Amsterdam

**ENT**: Routines Emergence and Entrepreneurial Opportunity Formation: A Co-Evolutionary Process | **William R. Stromeyer**, The Ohio State U.; **Sharon Alvarez**, The Ohio State U.

**ENT**: Creating Digital Fashion Brands: The Effect of Emerging Entrepreneurial Practice | **Iva Petkova**, Columbia U.

**ENT**: Innovation in the Social Sector: A Resource Exchange Perspective | **Hans Nikolas Rawhouser**, U. of Minnesota, Twin Cities; **Todd W. Moss**, Oregon State U.

**627** : (Paper Session) - (DISC) **Human Resources Discussion Paper Session: Global**

4:30pm - 6:00pm Boston Park Plaza: Cabot Room  
Tweet this session: **#AOM2012 627**

*Discussant*: **Angela Miles**, North Carolina A & T State U.

→ **HR**: An Exploratory Study of the Roles of Expatriates and Inpatriates in Offshoring of Services | **Carine Peeters**, U. Libre de Bruxelles

**HR**: Illuminating the Work-Family Interface on International Assignments: An Exploratory Approach | **Heike Schütter**, U. of Konstanz

→ **HR**: HR Function Strategic Role, Trade Unions and HRM Practices: Evidence From Uruguay | **Alvaro Cristiani**, IEEM-U. de Montevideo; **José María Peiró**, U. of Valencia

**628** : (Paper Session) - (DISC) **Human Resources Discussion Paper Session: Compensation & Motivation**

4:30pm - 6:00pm Boston Park Plaza: Charles River Room  
Tweet this session: **#AOM2012 628**

*Discussant*: **Daniel G. Gallagher**, James Madison U.

**HR**: Comparing Four Approaches to Understanding the Proximal Determinants of Pay Level Satisfaction | **Yongheng Angus Yao**, Concordia U.; **Edwin A. Locke**, U. of Maryland, College Park; **Muhammed Jamal**, Concordia U.

**HR**: Pay Policies and Performance: Clarifying the Role of Ability and Motivation | **Samantha A. Conroy**, U. of Arkansas; **John E. Delery**, U. of Arkansas; **Nina Gupta**, U. of Arkansas

**HR**: How do Development HR Practices Contribute to the Motivation to Continue Working? | **Tugba Polat**, VU U. Amsterdam; **Paul G W Jansen**, VU U. Amsterdam

**629** : (Paper Session) - (DISC) **Critical Management Studies Discussion Paper Session**

4:30pm - 6:00pm Boston Park Plaza: Constitution Room  
Tweet this session: **#AOM2012 629**

*Discussant*: **Jessica Heineman-Pieper**, George Mason U.

**CMS**: Computational Mobility and Work Intensification: The Experiences of Corporate Smart Phone Users | **Flavia Cavazotte**, Pontifical Catholic U. of Rio de Janeiro; **Ana Heloisa da Costa Lemos**, Pontifical Catholic U. of Rio de Janeiro; **Marcelo Brolo**, Ibmec

→ **CMS**: Black Social Movements and State in Brazil: The Issue of Co-Optation | **Marcus Vinicius Peinado Gomes**, FGV-SP; **Mario Aquino Alves**, Fundacao Getulio Vargas

**CMS**: Rehabilitating Victims of Witchcraft Practices: Failure of Formal Structures in Akwa Ibom, Nigeria | **Abiola Olukemi Ogunyemi**, Lagos Business School

**CMS**: I Say Legal, You Say Illegitimate, You Say Legitimate, I Say Illegal | **Mathieu-Claude Chaboud**, EM Lyon

**630** : (Paper Session) - (DISC) **Health Care Management Discussion Paper Session**

4:30pm - 6:00pm Boston Park Plaza: Emerson Room  
Tweet this session: **#AOM2012 630**

*Discussant*: **Michal Tamuz**, SUNY Downstate Medical Center

**HCM**: Can Entire Departments be Burned Out? A Conservation of Resources Perspective on Burnout Contagion | **Benjamin B. Dunford**, Purdue U.; **Wayne Boss**, U. of Colorado, Boulder; **Alan D. Boss**, U. of Washington, Bothell; **George Zara**, Providence Hospitals; **Rick Grooms**, Providence Hospitals

**HCM Division Best Theory to Practice Award Nominee Winner of HCM Division Best Theory-to-Practice Paper**

**HCM**: The Ethical Environment and Nurse Emotional Exhaustion: A Longitudinal Study | **Cheryl Rathert**, U. of Missouri; **Jonathon R. B. Halbesleben**, U. of Alabama

**HCM**: Private Equity Ownership and Nursing Home Performance | **Rohit Pradhan**, U. of Alabama, Birmingham  
**HCM Division Best Paper Based on a Dissertation Award Nominee**

**631** : (Paper Session) - (DISC) **Organizational Behavior Discussion Paper Session: Behavior and Performance**

4:30pm - 6:00pm Boston Park Plaza: Franklin Room  
Tweet this session: **#AOM2012 631**

*Discussant*: **Vickie Coleman Gallagher**, Cleveland State U.

**OB**: Multilevel Contingencies in the Link between Personal Initiative and Performance of Middle Managers | **Lotte Glaser**, VU U. Amsterdam; **Wouter Stam**, Hong Kong U. of Science and Technology; **Tom Elfring**, VU U. Amsterdam

- 📖 **OB:** Reward Moderates the Effect of Self-efficacy on Performance | **Keren Stirin**, The College of Academic Studies
- 📖 **OB:** Safety Climate Dimensions as Predictors for Risk-Taking Behaviour | **Wilhelm Coetsee**, Newcastle U.; **Janine Bosak**, Dublin City U.; **Sarah-Jane Cullinane**, Dublin City U.
- 📖 **OB:** Expanding Desirability of Turnover: Hedonic and Eudaimonic Job Satisfaction and Well-being | **Teresa J Rothausen**, U. of St. Thomas; **Annelise M. Larson**, U. of St. Thomas, St. Paul/Mpls, MN; **Sara M. Christenson**, U. of St. Thomas, St. Paul/Mpls, MN

**632 : (Paper Session) - (DISC) Careers Division Discussion Paper Session: Career Progression**

4:30pm - 6:00pm Boston Park Plaza: Gloucester Room  
 Tweet this session: **#AOM2012 632**

*Discussant:* **Sherry E. Sullivan**, Bowling Green State U.

- 📖 **CAR:** Manager Hierarchical and Subjective Career Success: Examining Individual and Contextual Moderators | **YanJun Guan**, Renmin U. of China
- 📖 **CAR:** Antecedents and Consequences of Overqualification, Job Status and Job Field Underemployment | **Tina W. Thompson**, Florida State U.; **Jack Fiorito**, Florida State U.
- ➔ **CAR:** Job Search of Immigrants: Role of Cultural Knowledge, Work Orientation, and Future Orientation | **Satvir Singh**, U. of Texas at El Paso; **Laura Guerrero**, U. of Texas at El Paso; **Prajya Rakshit Vidyarthi**, U. of Texas at El Paso

**633 : (Paper Session) - (DISC) Operations Management Discussion Paper Session**

4:30pm - 6:00pm Boston Park Plaza: Lexington Room  
 Tweet this session: **#AOM2012 633**

*Discussant:* **Gopesh Anand**, U. of Illinois, Urbana-Champaign

- OM:** The Effect of Process Management and Absorptive Capacity on Exploration | **Armin Wiedenegger**, WU Vienna; **Christoph Feichter**, WU Vienna; **Thomas Desch**, WU Vienna; **Robert Lindorfer**, WU Vienna
- 📖 **OM:** Framework for DDSN: Literature Overview | **Cecilia Temponi**, Texas State U.; **Erandi Fernando**, MAS Intimates (Pvt) Ltd
- OM:** A holistic analysis of professional football clubs' efficiency: a three-stage DEA approach | **Alexander Kern**, WU Vienna; **Armin Wiedenegger**, WU Vienna; **Christian Wittner**, WU Vienna; **Robert Lindorfer**, WU Vienna
- OM:** Private and Collective Controls in a Buyer-Supplier Relationship: Antecedents and Consequences | **Qian Yang**, Xi'an Jiaotong U.; **Yadong Luo**, U. of Miami; **Yi Liu**, Shanghai JiaoTong U.; **Ying Huang**, U. of Massachusetts, Lowell; **Yuan Li**, Shanghai JiaoTong U.

**634 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Leaders and Followers**

4:30pm - 6:00pm Boston Park Plaza: St. James Room  
 Tweet this session: **#AOM2012 634**

*Discussant:* **Kevin B. Lowe**, U. of North Carolina, Greensboro

- ➔ 📖 **OB:** A Conservation of Resource Perspective on Leader-Member Exchange | **Yi Liao**, U. of Hong Kong
- 📖 **OB:** Effects of Relational Schema Combinations on Leader Member Exchange Quality | **Chou-Yu Tsai**, State U. of New York, Binghamton; **An-Chih Wang**, National Taiwan U.; **Chung-**

**Jen Chien**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.

- ➔ 📖 **OB:** The Influence of Postheroic Leadership on Individual Learning: a Cross-Level Examination | **Songbo Liu**, Renmin U. of China; **Zhen Wang**, Renmin U. of China; **Feng Liu**, Renmin U. of China; **Lingling Dai**, Renmin U. of China
- 📖 **OB:** On Social Context & Regulatory Standards: Linking Leadership Styles to Followers' Achievement Goals | **Melvyn R. W. Hamstra**, U. of Groningen; **Barbara Wisse**, U. of Groningen; **Kai Sassenberg**, Knowledge Media Research Centre Tuebingen

**635 : (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Groups and Teams**

4:30pm - 6:00pm Boston Park Plaza: Stuart Room  
 Tweet this session: **#AOM2012 635**

*Discussant:* **Susan Elaine Murphy**, James Madison U.

- ➔ 📖 **OB:** Uncertainty, Quality and Status: An Empirical Examination in Diverse Groups | **Minna Paunova**, IESE Business School
- 📖 📖 **OB:** Group Diversity and Helping Behaviors, Exploring the Mediating Roles of Group Cohesion & Cooperation | **Hsiao-Yun Liang**, National Cheng Kung U.
- OB:** Who's Bringing the Donuts? The Role of Positive Affect in Group Information Exchange | **Kyle J. Emich**, Cornell U.
- OB:** Cross-understanding and Shared Mental Model Theory: A Comparison and Empirical Contrast | **Mark Bayer**, U. of Texas, Austin; **Kyle Lewis**, U. of Texas, Austin

**636 : (Paper Session) - (DISC) International Management Discussion Paper Session: Internationalization**

4:30pm - 6:00pm Boston Park Plaza: Thoreau Room  
 Tweet this session: **#AOM2012 636**

*Discussant:* **Tatiana Kostova**, U. of South Carolina


- ➔ 📖 **IM:** Cross-border M&A activity, M&A cultural diversity and the effects on CEOs fixed and variable pay | **Desislava Dikova**, Vienna U. of Economics and Business Administration; **Padma Rao Sahib**, U. of Groningen; **Hans Van Ees**, U. of Groningen
- 📖 **IM:** Internationalization, Institutional Support, and Foreign Listing of Emerging Market Firms | **Yangwen Wang**, The Chinese U. of Hong Kong; **Xufei Ma**, Chinese U. of Hong Kong
- 📖 **IM:** Does Board Experience Matter? Evidence from Foreign Direct Investment | **Jung-Ho Lai**, National Taipei College of Business; **Li-Yu Chen**, Soochow U.
- 📖 **IM:** CEO duality and the choice of partial acquisition | **Quynong Xie**, U. of Agder

**637 : (Paper Session) - (DISC) Management Consulting Discussion Paper Session**

4:30pm - 6:00pm Boston Park Plaza: Winthrop Room  
 Tweet this session: **#AOM2012 637**

*Discussant:* **David Jamieson**, U. of St. Thomas

- 📖 **MC:** Impact of Consulting Firms Going Public on Prestige Perceptions: An Institutional Perspective | **Susan M. Adams**, Bentley U.; **Alberto Zanzi**, Suffolk U.
- 📖 **MC:** Brokering a Deal with an Obsessive Compulsive Leader: The Management Consultant as Negotiator | **Alan Goldman**, Arizona State U.

 **MC:** Intangible Resources in Neo-Professional Service Firms: Reputation Creation in Management Consulting | **Alia Crocker**, UMASS Amherst

**638 : (ICW) Organization Science Editorial Review Board Reception**

4:30pm - 5:30pm Westin Copley Place: America Ballroom Center  
Tweet this session: [#AOM2012 638](#)  
Organizer: **Kate Luckey**, INFORMS

**639 : (IM) Booz&Co/Strategy+Business Eminent Scholar in International Management Award Presentation**

4:30pm - 6:00pm Boston Hynes Convention Center: Room 313  
Tweet this session: [#AOM2012 639](#)  
Organizer: **Timothy Michael Devinney**, U. of Technology, Sydney  
Award Recipient: **Jean-Francois Hennart**, Tilburg U.  
Presenters: **Art Kleiner**, Booz & Company / strategy+business;  
**Alain C. Verbeke**, U. of Calgary; **Arjen Slangen**, RSM Erasmus U.

**640 : (OM) OM Division Business Meeting**

4:30pm - 6:00pm Westin Copley Place: Parliament  
Tweet this session: [#AOM2012 640](#)  
We will discuss the status of the division and present several annual awards. All division members are encouraged to attend.  
Division Chair: **Thomas F. Gattiker**, Boise State U.  
Division Chair-Elect: **Karen Chinander Dye**, Florida Atlantic U.  
Program Chair: **Kevin Linderman**, U. of Minnesota  
Professional Development Workshop Chair: **Stephan Vachon**, Richard Ivey School of Business  
Past Chair: **Amelia Carr**, Bowling Green State U.

**Sunday 5:00PM**

**641 : (CM) Conflict Management Division Business Meeting**

5:00pm - 6:00pm Boston Park Plaza: Staller Room  
Tweet this session: [#AOM2012 641](#)

**642 : (Paper Session) - (CMS) CMS Keynote: Professor Paul S. Adler, CMS's Trajectory: A Personal View**

5:00pm - 6:00pm Marriott Boston Copley Place: Salon J  
Tweet this session: [#AOM2012 642](#)  
Division Chair: **Sarah Stookey**, Central Connecticut State U.  
Division Chair-Elect: **Alex Faria**, Fundacao Getulio Vargas  
Program Chairs: **Gavin Jack**, La Trobe U.; **Jan Schapper**, La Trobe U.  
Distinguished Speaker: **Paul Adler**, U. of Southern California

**643 : (ICW) Management Learning Social Evening**

5:00pm - 7:00pm Marriott Boston Copley Place: Salon D  
Tweet this session: [#AOM2012 643](#)  
Management Learning Social Evening - for members of the Editorial Board and other interested parties - a catch up with the EIC's and colleagues.  
Organizer: **Sarah Gundry**, U. of Bath

**644 : (ICW) ESMT European School of Management and Technology Reception**

5:00pm - 7:00pm Marriott Boston Copley Place: Salon G  
Tweet this session: [#AOM2012 644](#)  
Organizer: **Hannes Graef**, ESMT

**645 : (ICW) Carnegie Mellon University Reception**

5:00pm - 7:00pm Sheraton Boston Hotel: Back Bay Ballroom B  
Tweet this session: [#AOM2012 645](#)

Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

**646 : (ICW) Learn about opportunities within the CEMS network.**

5:00pm - 8:00pm Sheraton Boston Hotel: Liberty Ballroom C  
Tweet this session: [#AOM2012 646](#)  
If you are a student, studying at a CEMS member school don't miss out on the opportunity to meet with your peers and faculty, as well as learning about many opportunities open to you.  
Organizer: **Catriona Campbell**, CEMS GLOBAL ALLIANCE

**647 : (ICW) Network of Leadership Scholars Reception**

5:00pm - 6:00pm Boston Hynes Convention Center: Room 312  
Tweet this session: [#AOM2012 647](#)  
Sponsored by Elsevier.  
Organizer: **Mary Uhl-Bien**, U. of Nebraska

**648 : (MOC) MOC Executive Committee Meeting**

5:00pm - 6:30pm Sheraton Boston Hotel: Gardner B  
Tweet this session: [#AOM2012 648](#)

**649 : (MSR) MSR Executive Committee Meeting**

5:00pm - 7:00pm Sheraton Boston Hotel: Fairfax B  
Tweet this session: [#AOM2012 649](#)

**650 : (SAP) Strategizing, Activities and Practice Meeting**

5:00pm - 7:00pm Boston Hynes Convention Center: Room 205  
Tweet this session: [#AOM2012 650](#)

**651 : (SIM) Finalists -- Best SIM Dissertation**

5:00pm - 6:00pm Marriott Boston Copley Place: Salon K  
Tweet this session: [#AOM2012 651](#)  
Best Dissertation Award sponsored by The Beard Institute at Duquesne University  
Chair: **Miriam Muethel**, WHU - Otto Beisheim School of Management

**Sunday 5:30PM**

**652 : (AAA) AMLE Ten Year Anniversary Celebration**

5:30pm - 6:30pm Westin Copley Place: Essex North-Center & East  
Tweet this session: [#AOM2012 652](#)  
Organizers: **Tim O Peterson**, North Dakota State U.; **Kenneth G. Brown**, U. of Iowa

**653 : (ICW) University of Massachusetts Amherst Isenberg School of Management Reception**

5:30pm - 7:30pm Sheraton Boston Hotel: Independence East  
Tweet this session: [#AOM2012 653](#)  
Alums, students, family and friends of the UMass Isenberg School of Management are invited to reconnect at this reception honoring the arrival of Steven Floyd as the school's Isenberg Chair of Innovation and Entrepreneurship.  
Organizer: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

**654 : (ICW) CJAS Social hour**

5:30pm - 7:00pm Sheraton Boston Hotel: Independence West  
Tweet this session: [#AOM2012 654](#)  
The Canadian Journal of Administrative Sciences (CJAS) is a multidisciplinary, peer-reviewed, international quarterly that publishes manuscripts with a strong theoretical foundation. The journal welcomes literature reviews, quantitative and qualitative studies, as well as conceptual pieces. CJAS is an ISI listed journal that publishes papers in all key disciplines of business.  
Organizer: **Victoria Miecznikowski**, Canadian Journal of Administrative Sciences

**655 : (ICW) 6th Annual Richard Ivey School of Business PhD Alumni Reception**

5:30pm - 7:30pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: [#AOM2012 655](#)

*6th Annual Richard Ivey School of Business PhD Alumni Reception - By Invite Only*

Organizer: **Krista Pettit**, Richard Ivey School of Business

**656 : (MC) Management Consulting Division Social Hour**

5:30pm - 7:00pm Westin Copley Place: Huntington

Tweet this session: [#AOM2012 656](#)

**657 : (TIM) TIM Business Meeting**

5:30pm - 6:30pm Boston Hynes Convention Center: Room 310

Tweet this session: [#AOM2012 657](#)

Division Chair: **Paul Olk**, U. of Denver

Division Chair-Elect: **Arvids A Ziedonis**, U. of Oregon

Program Chair: **Riitta Katila**, Stanford U.

Professional Development Workshop Chair: **Dianne HB Welsh**, U. of North Carolina, Greensboro

Past Chair: **Fernando Suarez**, Boston U.

**Sunday 6:00PM**

**658 : (BPS) 2012 Irwin Outstanding Educator Award in honor of Henry Mintzberg**

6:00pm - 8:00pm Boston Hynes Convention Center: Room 302

Tweet this session: [#AOM2012 658](#)

**659 : (CM) Conflict Management Division Social**

6:00pm - 8:00pm Boston Park Plaza: Clarendon Room

Tweet this session: [#AOM2012 659](#)

**660 : (GDO) GDO Executive Committee Dinner**

6:00pm - 8:00pm Offsite: TBA

Tweet this session: [#AOM2012 660](#)

*By Invitation Only*

Division Chair: **Diana Bilimoria**, Case Western Reserve U.

Division Chair-Elect: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Program Chair: **Stacy Blake-Beard**, Simmons College

Professional Development Workshop Chair: **Charmine E. J. Hartel**, U. of Queensland

Past Chair: **David A. Kravitz**, George Mason U.

**661 : (HR) HR Division Business Meeting and Reception**

6:00pm - 8:30pm Boston Park Plaza: Georgian & Arlington Room

Tweet this session: [#AOM2012 661](#)

Division Chair: **Murray R. Barrick**, Texas A&M U.

Division Chair-Elect: **Wendy R. Boswell**, Texas A&M U.

Program Chair: **David G. Allen**, U. of Memphis

Professional Development Workshop Chair: **Frederick P. Morgeson**, Michigan State U.

Past Chair: **John E. Delery**, U. of Arkansas

**662 : (ICW) IFERA reception for Scholars Interested in the Field of Family Business**

6:00pm - 8:00pm Boston Hynes Convention Center: Room 206

Tweet this session: [#AOM2012 662](#)

*Hosted by Sanjay Goel, Lloyd Steier & Torsten Pieper*

Organizer: **Amruta Prabhu**, Ifera Office Management

**663 : (OM) OM Division Social**

6:00pm - 7:30pm Westin Copley Place: Essex North-West

Tweet this session: [#AOM2012 663](#)

**664 : (SIM) SIM Symposium: Honoring a Senior SIMian Scholar**

6:00pm - 7:30pm Marriott Boston Copley Place: Salon E

Tweet this session: [#AOM2012 664](#)

*New Member Welcome. Sponsored by: University of Washington*

Organizer: **Jennifer J Griffin**, George Washington U.

Award Recipient: **Thomas M. Jones**, U. of Washington

Presenters: **Edward Freeman**, U. of Virginia; **Andrew C Wicks**, U. of Virginia; **Paul C. Godfrey**, Brigham Young U.; **Lori Versteegen**

**Ryan**, San Diego State U.; **Shawn Berman**, U. of New Mexico;

**Craig Smith**, London Business School

**665 : (SIM) IABS Board Meeting**

6:00pm - 9:00pm Marriott Boston Copley Place: Salon K

Tweet this session: [#AOM2012 665](#)

Chair: **Stephen Brammer**, U. of Warwick

**Sunday 6:30PM**

**666 : (ICW) IACMR Reception jointly hosted by Peking University**

6:30pm - 8:00pm Sheraton Boston Hotel: Republic B

Tweet this session: [#AOM2012 666](#)

*Since IACMR business meeting/research panel and IACMR-*

*PekingU reception will be back to back, that is, business meeting/research panel will be from 4:00-6:30pm, and reception will be from 6:30-8:00pm, we need two rooms to be very close if possible, at least will be located in the same hotel, thanks!*

Organizer: **Xiaomeng Zhang**, American U.

**667 : (ICW) Singapore Management University**

6:30pm - 8:30pm Westin Copley Place: St. George C & D

Tweet this session: [#AOM2012 667](#)

Organizer: **Priscilla Kumari A**, Singapore Management U.

**668 : (ONE) From Social Inequality to Sustainability: Talk & Reception**

6:30pm - 9:00pm Offsite: 2nd Floor, 565 Boylston St.

Tweet this session: [#AOM2012 668](#)

*Talk by Chuck Collins (6:30-7:30) and reception hosted by UMass Boston's new Organizations & Social Change Ph.D. Program (7:30-9:00pm).*

Organizer: **Nardia Haigh**, U. of Massachusetts

**669 : (PNP) PNP Social**

6:30pm - 8:00pm Marriott Boston Copley Place: Boylston

Tweet this session: [#AOM2012 669](#)

**1830 : (TIM) TIM Division Social**

6:30pm - 8:00pm Boston Hynes Convention Center: Room 311

Tweet this session: [#AOM2012 1830](#)

Division Chair: **Paul Olk**, U. of Denver

Division Chair-Elect: **Arvids A Ziedonis**, U. of Oregon

Program Chair: **Riitta Katila**, Stanford U.

Professional Development Workshop Chair: **Dianne HB Welsh**, U. of North Carolina, Greensboro

Past Chair: **Fernando Suarez**, Boston U.

**Sunday 7:00PM****670 : (ICW) CEIBS Reception on August 5**

7:00pm - 10:30pm Marriott Boston Copley Place: Salon C

Tweet this session: [#AOM2012 670](#)*By invitation only.**Organizer: Daisy Li, CEIBS***671 : (ICW) Kauffman Foundation Emerging Scholars Reception**

7:00pm - 9:00pm Marriott Boston Copley Place: St. Botolph

Tweet this session: [#AOM2012 671](#)*Kauffman Foundation Emerging Scholars Reception and Awards Ceremony**Organizer: Mette Kramer, Ewing Marion Kauffman Foundation***672 : (ICW) University of Michigan Ross School of Business Alumni Reception**

7:00pm - 10:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: [#AOM2012 672](#)*Organizer: Yong Hyun Kim, U. of Michigan***673 : (MSR) MSR Business Meeting**

7:00pm - 8:00pm Sheraton Boston Hotel: Fairfax A

Tweet this session: [#AOM2012 673](#)*Organizer: Julyanna Chan, City U. of Hong Kong***681 : (MSR) MSR Social**

8:00pm - 9:30pm Sheraton Boston Hotel: Republic A

Tweet this session: [#AOM2012 681](#)**Sunday 7:30PM****674 : (ICW) The University of Maryland, Robert H. Smith School of Business**

7:30pm - 9:30pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: [#AOM2012 674](#)*Organizer: Barbara Chipman, U. of Maryland***675 : (MC) Management Consulting Division Members & Friends Dinner**

7:30pm - 10:30pm Offsite: Harvard Club of Boston

Tweet this session: [#AOM2012 675](#)**676 : (SIM) SIM Welcome Reception**

7:30pm - 8:30pm Marriott Boston Copley Place: Salon E

Tweet this session: [#AOM2012 676](#)*Program Chair: Jennifer J Griffin, George Washington U.***Sunday 8:00PM****677 : (AAA) President's Reception (Invitation Only)**

8:00pm - 10:00pm Westin Copley Place: Staffordshire

Tweet this session: [#AOM2012 677](#)*INVITATION ONLY!***678 : (AAM) AAM/APJM reception**

8:00pm - 10:00pm Sheraton Boston Hotel: Republic B

Tweet this session: [#AOM2012 678](#)**679 : (ICW) The Reception hosted by The Hong Kong University of Science and Technology, August 5, 2012**

8:00pm - 10:00pm Marriott Boston Copley Place: Salon F

Tweet this session: [#AOM2012 679](#)*Organizer: Jiatao Li, Hong Kong U. of Science and Technology***680 : (ICW) City university of Hong Kong Reception (Department of Management)**

8:00pm - 10:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: [#AOM2012 680](#)*All Participants of AOM are welcome to the CityU reception*

**Monday 7:00AM**

**682 : (ICW) Christian Management Scholars Network Breakfast**

7:00am - 8:00am Sheraton Boston Hotel: Back Bay Ballroom D  
 Tweet this session: **#AOM2012 682**  
 Organizer: **Mitchell J. Neubert**, Baylor U.

**683 : (ICW) FBR Advisory and Editorial Board Meetings**

7:00am - 8:30am Sheraton Boston Hotel: Liberty Ballroom C  
 Tweet this session: **#AOM2012 683**  
 Organizer: **Pramodita Sharma**, U. of Vermont

**684 : (IM) International Management Thought Leadership Cafe**

7:00am - 8:00am Boston Hynes Convention Center: Room 311  
 Tweet this session: **#AOM2012 684**

**685 : (MSR) MSR Morning Meditation**

7:00am - 8:00am Sheraton Boston Hotel: Hampton B  
 Tweet this session: **#AOM2012 685**  
 Facilitator: **Gerald Biberman**, U. of Scranton

**686 : (OM) OM Division Welcome Breakfast**

7:00am - 8:00am Westin Copley Place: Parliament  
 Tweet this session: **#AOM2012 686**

**687 : (SIM) SIM Program Overview and Division Chair's Address**

7:00am - 8:00am Marriott Boston Copley Place: Provincetown  
 Tweet this session: **#AOM2012 687**  
 Division Chair: **Shawn Berman**, U. of New Mexico  
 Division Chair-Elect: **Virginia Gerde**, Duquesne U.  
 Program Chair: **Jennifer J Griffin**, George Washington U.  
 Professional Development Workshop Chair: **Michael L. Barnett**, Oxford U.  
 Past Chair: **Barry M Mitnick**, U. of Pittsburgh

**688 : (TIM) TIM Breakfast Meeting**

7:00am - 8:00am Boston Hynes Convention Center: Room 109  
 Tweet this session: **#AOM2012 688**  
 Division Chair: **Paul Olk**, U. of Denver  
 Division Chair-Elect: **Arvids A Ziedonis**, U. of Oregon  
 Program Chair: **Riitta Katila**, Stanford U.  
 Professional Development Workshop Chair: **Dianne HB Welsh**, U. of North Carolina, Greensboro  
 Past Chair: **Fernando Suarez**, Boston U.  
 Presenter: **BJ Zirger**, U. of Cincinnati

**Monday 7:30AM**

**689 : (AAA) Current and Incoming Heads and Members of Academy Committees**

7:30am - 9:00am Sheraton Boston Hotel: Back Bay Ballroom C  
 Tweet this session: **#AOM2012 689**  
 Organizer: **Ming-Jer Chen**, U. of Virginia

**690 : (HR) HR Division Welcome Breakfast and Awards**

7:30am - 9:30am Boston Park Plaza: Arlington Room  
 Tweet this session: **#AOM2012 690**  
 Come join your friends and colleagues for breakfast and to congratulate the winners of the HR Division Awards.  
 Division Chair: **Murray R. Barrick**, Texas A&M U.  
 Division Chair-Elect: **Wendy R. Boswell**, Texas A&M U.

Program Chair: **David G. Allen**, U. of Memphis  
 Professional Development Workshop Chair: **Frederick P. Morgeson**, Michigan State U.  
 Past Chair: **John E. Delery**, U. of Arkansas

**Monday 8:00AM**

**691 : (AAA) Placement Services**

8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer  
 Tweet this session: **#AOM2012 691**  
 Placement Services - Registration and Information  
 Organizers: **Wendy Kramer**, Keystone College; **La Verne Hairston Higgins**, Eastern Michigan U.

**692 : (AAA) Conference Registration**

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A  
 Tweet this session: **#AOM2012 692**  
 Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

**693 : (AAA) Conference Exhibits**

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A.  
 Tweet this session: **#AOM2012 693**

**694 : (AAA) Hospitality Suite for First Time Attendees**

8:00am - 5:00pm Boston Hynes Convention Center: Room 207  
 Tweet this session: **#AOM2012 694**  
 Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!  
 Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**695 : (Paper Session) - (BPS) Alliance Governance: Contracts and Beyond**

8:00am - 9:30am Boston Hynes Convention Center: Room 101  
 Tweet this session: **#AOM2012 695**  
 Chair: **Libby Weber**, U. of California, Irvine  
 Beyond Contracts: Governing Structures in Non-Equity Alliances | **Jeffrey J. Reuer**, Purdue U.; **Shivaram Devarakonda**, Purdue U., West Lafayette  
 R&D Alliance Contracts: The Stipulation of Contractual Coordination Platforms | **Bart Dormans**, Maastricht U.; **John Hagedoorn**, Maastricht U.  
 Relational, incomplete, and framework contracts: Where do we stand today? | **Stefanos Mouzas**, Lancaster U.  
 Built to Last versus Meant to End: Time Bounded Specification in Strategic Alliances | **Rene M. Bakker**, Queensland U. of Technology; **Joris Knobben**, Tilburg U.

**696 : (Paper Session) - (BPS) Acquisition performance - resources, learning, and integration processes**

8:00am - 9:30am Boston Hynes Convention Center: Room 103  
 Tweet this session: **#AOM2012 696**  
 Chair: **Donald D Bergh**, U. of Denver  
 Can reputation and customers be acquired? A contingent analysis of spillover effects in acquisitions | **Cher-Min Fong**, National Sun Yat-sen U.; **Chun-Ling Lee**, National Sun Yat-sen U.; **Hui Wen Wang**, National Sun-Yat-sen U.; **Sze-Ting Chen**, National Sun Yat-sen U.

MONDAY



- ➔ 📄 Managing cultural distance: Effects of technological overlap in cross-border acquisitions | **Pankaj C Patel**, Ball State U.; **David R. King**, Marquette U.
- 📄 The Role of Cultural Learning and Collective Teaching Initiatives in M&A Knowledge Transfer | **Paulina Junni**, Hanken School of Economics; **Riikka M Sarala**, U. of North Carolina, Greensboro
- Organizational Authenticity during Post-Merger Integration, Employee Productivity and Performance | **Margaret Cording**, IMD; **Jeffrey S. Harrison**, U. of Richmond; **Robert E. Hoskisson**, Rice U.
- 697** 📄: (DRP Session) - (BPS) **Innovation Management**  
8:00am - 9:30am Boston Hynes Convention Center: Room 109  
Tweet this session: **#AOM2012 697**  
*Facilitator:* **Paul F Skilton**, Washington State U.
- Strategic renewal and competitive advantage in opportunity-driven and conservative new ventures | **Henri Burgers**, Queensland U. of Technology; **Sukanlaya Sawang**, Queensland U. of Technology
- 📄 And Then There Were Three... The Impact of Multiple Corporate Investors on Innovative Outcomes | **Sheryl Winston Smith**, Temple U.; **Gary Dushnitsky**, London Business School
- 🗣️ 📄 The Market Value of Knowledge Protection: Evidence from a Natural Experiment | **Kenneth Younge**, U. of Colorado, Boulder; **Matt Marx**, MIT Sloan
- Technological trajectories for the second dominant design: cases from global automobile industry | **Hye Sun Kang**, U. of South Carolina
- 📄 How network resources are transferred to innovation? | **Guangxi Zhang**, City U. of Hong Kong

- 698** 🗣️ 📄: (Paper Session) - (BPS) **Competitive heterogeneity: market and non-market mechanisms**  
8:00am - 9:30am Boston Hynes Convention Center: Room 201  
Tweet this session: **#AOM2012 698**  
*Chair:* **Johanne Grosvold**, U. of Bath
- ➔ 📄 Firms as Shelters and Shapers: An Extension to Theories of the Firm | **Peter Moran**, AGSM-Australian School of Business; **Wouter Rosingh**, Chaopa Venures Limited
- 📄 Holding a grudge: Psycho-historical rivalry in competitive dynamics | **Gavin J Kilduff**, New York U.; **Kuo-Hsien Su**, National Taiwan U.
- 🗣️ 📄 The Role of Mediating firms in the Emergence of Mediation Platform-Based Industry Architectures | **Ulas Burkay**, BI Norwegian Business School
- 📄 Corporate Political Activity as Competitive Action | **Bruce C. Rudy**, U. of Texas, San Antonio; **Andrew Franklin Johnson**, U. of Texas, San Antonio

- 699** 📄: (Paper Session) - (BPS) **Competitive dynamics, imitation & differentiation**  
8:00am - 9:30am Boston Hynes Convention Center: Room 204  
Tweet this session: **#AOM2012 699**  
*Chair:* **Kai-Yu Hsieh**, National U. of Singapore
- ➔ 📄 From Crisis to Opportunity: How Market shocks Impact Interfirm Rivalry | **Markus Schimmer**, U. of St. Gallen
- Who Imitates Whom? A Study on New Product Introductions in the Japanese Soft-drink Industry | **Shigeru Asaba**,

- Gakushuin U.; **Marvin B Lieberman**, U. of California, Los Angeles
- ➔ 📄 Sequences of competitive moves and effects on firm performance | **Sruthi M. Thatchenkery**, Stanford U.; **Riitta Katila**, Stanford U.; **Eric L. Chen**, Halozyme Therapeutics
- 📄 Following or Driving Away from the Leader? A Question of Environmental Uncertainty and Visibility | **Claudio Giachetti**, U. Ca' Foscari of Venice; **Salvatore Torrissi**, U. of Bologna

**700** 📄: (DRP Session) - (BPS) **Corporate Governance: Boards of Directors**

8:00am - 9:30am Boston Hynes Convention Center: Room 301  
Tweet this session: **#AOM2012 700**

*Facilitator:* **Bruce Walters**, Louisiana Tech U.

- 🗣️ 📄 CEO Severance as a Governance Mechanism | **Adelaide Wilcox King**, U. of Virginia; **Amanda Cowen**, U. of Virginia; **Jeremy John Marcel**, U. of Virginia
- 📄 Board-Level Strategic Decision Making: The CEO's Perspective | **Sam Garg**, Hong Kong U. of Science and Technology
- 📄 Close to Me and Distant from Them? CEO/Board Social Ties and New Outside Director Selection | **Jeongil Seo**, Sogang U.; **Dongseop Lee**, Korea U.; **Gyeong-Hwan Lee**, Ains Partner
- ➔ 📄 Corporate Governance, Board Networks and Firm Performance | **Deeksha A Singh**, Temple U.; **Andrew Delios**, National U. of Singapore
- 📄 Board Experience and Strategic Change During Periods of CEO Stability | **Joel F. Bolton**, Southeast Missouri State U.; **Margaret A White**, Oklahoma State U.

**701** JS: (BPS, OMT) **Disagreement Within Senior Management Teams: What we know and what we do not know**

8:00am - 9:30am Boston Hynes Convention Center: Room 102  
Tweet this session: **#AOM2012 701**

*Organizers:* **Chet Miller**, U. of Houston; **Carla D. Jones**, U. of Houston

*Discussants:* **Pamela S. Barr**, Georgia State U.; **Frances J. Milliken**, New York U.

- Risk-related Conflict within Top Management Teams: Antecedents-Processes-Consequences-Solutions | **Christopher Eaton**, U. of Calgary; **Laurie Milton**, U. of Calgary
- Cognitive Faultlines Among Upper Echelon Managers | **Carla D. Jones**, U. of Houston; **Codou Samba**, U. of Houston; **Chet Miller**, U. of Houston

Antecedents and Consequences of Relationship Conflict Asymmetry in Investor-Chief Executive Dyads | **Veroniek Collewaert**, Maastricht U.; **Audrey Korsgaard**, U. of South Carolina; **Tony L Simons**, Cornell U.

TMT Disagreement about Strategy: What we can learn from four decades of research | **Steven W. Floyd**, U. of Massachusetts, Amherst; **Franz W. Kellermanns**, U. of Tennessee; **Bill Wooldridge**, U. of Massachusetts, Amherst

**702** 🗣️ 📄 JS: (BPS, OMT, ENT) **Organizational Risk Taking and Behavioral Strategy**

8:00am - 9:30am Boston Hynes Convention Center: Room 202  
Tweet this session: **#AOM2012 702**

*Organizer:* **Christina Fang**, New York U.

Speakers: **Richard A Bettis**, U. of North Carolina, Chapel Hill; **Philip Bromiley**, U. of California, Irvine; **Daniel Feiler**, Duke U.; **Zur Shapira**, New York U.; **Torben Juul Andersen**, Copenhagen Business School

**703** 📄🗣️🌐: (BPS, TIM, ENT) **Strategy in the Context of Ecosystems: Exploring the Implications of Multi-lateral Dependence**

8:00am - 9:30am Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 703

Organizer: **Ron Adner**, Dartmouth College

Presenters: **Carliss Baldwin**, Harvard U.; **Marco Iansiti**, Harvard U.; **Michael G. Jacobides**, London Business School; **Kathleen M. Eisenhardt**, Stanford U.; **Yves Doz**, INSEAD

**704** 📄🗣️🌐: (Paper Session) - (CAR) **Doing the Hard Yards: Dealing with Tough Career Experiences**

8:00am - 9:30am Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 704

Chair: **Akram Al Ariss**, Toulouse Business School

Discussant: **Marijke Verbruggen**, Katholieke U. Leuven

🗣️➔📄 Emotional Labor, Work-Family Interface and Service Performance: A Resource Perspective | **Yen-Chun Chen**, I-Shou U.; **Cindy Wu**, Baylor U.

The Work That Doesn't Kill You Makes You Stronger: Growth After Work-Related Trauma | **Emily Amdurer**, Case Western Reserve U.

📄 Meta-Analyzing the Association Between Age and Professorial Performance Across Contexts | **Will Felps**, Erasmus U. Rotterdam; **Julien Clement**, Erasmus U. Rotterdam; **Jochem Kroezen**, Erasmus U. Rotterdam

📄 Predicting Medical Specialists' Working (Long) Hours: In Search for a Gender-Specific Career Model | **Berber Pas**, Radboud U. Nijmegen; **Rob N. Eisinga**, Radboud U. Nijmegen; **Hans Doorewaard**, Radboud U. Nijmegen

**705** 📄🗣️🌐: (Paper Session) - (CAR) **Demarcating Career Boundaries**

8:00am - 9:30am Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 705

Chair: **James Jainmin Sun**, Renmin U. of China

Discussant: **Kerr Inkson**, U. of Auckland

📄 Negative and Positive Work-Family Spillover: A Study of Self-Employed Workers | **Ronit Waismel-Manor**, Netanya U. College

📄 Psychological Contract Breach & Identification: The Moderating Effect of Machiavellianism | **W Timothy Few**, Edinboro U. of Pennsylvania; **Kohyar Kiazad**, Monash U.; **Mohammed Raja**, Clemson U.

📄 Recreating Boundaries in Boundaryless Careers: The Career Transitions of Mompreneurs | **Candice Harris**, Auckland U. of Technology; **Rachel Lopes Morrison**, Auckland U. of Technology; **Kate Lewis**, Massey U.; **Marcus W. Y. Ho**, Auckland U. of Technology

**706** 📄🗣️🌐: (CAR) **Building Talent Management Theory: Definitions, Typologies, Propositions**

8:00am - 9:30am Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 706

Chair: **Nicky Dries**, Katholieke U. Leuven

What is 'Talent'? Development of a Theoretical Framework | **Christina Meyers**, Tilburg U.; **Marianne van Woerkom**, Tilburg U.

What is the Meaning of 'Talent' from a Business Point of View? | **Eva Gallardo-Gallardo**, U. Oberta de Catalunya

Towards a Pluralistic Approach to Talent Management:

Critical Comments and New Perspectives | **Marian Thunnissen**, Hogeschool Utrecht; **Paul Boselie**, Utrecht U.; **Ben Fruytier**, Hogeschool Utrecht

Talent Management, from Phenomenon to Theory: A Systems Typology | **Nicky Dries**, Katholieke U. Leuven

Ethical Standards and Perceived Organizational Justice in Shaping Talent Management Outcomes | **Jolyn Gelens**, Vrije U.; **Joeri Hofmans**, Vrije U.; **Roland Pepermans**, Vrije U.

**707** ➔🗣️📄 SHCS: (CAR) **Consequences of Employees' "Giving Behavior" at Work**

8:00am - 9:30am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 707

Organizers: **Svetlana Khapova**, VU U. Amsterdam; **Michael B. Arthur**, Suffolk U.

Hardship careers in the UN: What drives humanitarian workers on? | **Michael Dickmann**, Cranfield U.; **Jean-Luc Cerdin**, ESSEC Business School

Exploring motivations and behaviors for job-crafting of younger and older employees | **Sabrina El Baroudi**, U. of Toronto

Exploring individuals' participation in organizational change through the prism of career | **Evgenia Lysova**, VU U. Amsterdam

Why managers choose to lead? | **Laura Guillen**, ESMT; **Konstantin Korotov**, ESMT

What does employees' volunteering offer to organizations? | **Chen Fleisher**, VU U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam

**708** 📄🗣️🌐: (CAR) **What's the Deal with Employability? The Relationship between I-deals and Employability.**

8:00am - 9:30am Boston Park Plaza: Plaza Ballroom

Tweet this session: #AOM2012 708

Chairs: **Aukje Nauta**, U. of Amsterdam; **Beatrice Van der Heijden**, Radboud U. Nijmegen

Discussant: **Charissa Freese**, Tilburg U.

Presenters: **Cristel Van de Ven**, U. of Amsterdam; **Nikos Bozionelos**, Durham U.; **Ine Willemse**, Vlerick Leuven Gent Management School; **Giorgos Bozionelos**, Psychiatric Hospital of Petra Olympou; **Dirk Buyens**, U. of Ghent; **Irene E. De Pater**, U. of Amsterdam; **Ans De Vos**, U. of Antwerp; **Denise M. Rousseau**, Carnegie Mellon U.; **Annelies E.M. Van Vianen**, U. of Amsterdam

**709** ➔🗣️📄 CAU: (CAU) **Global Study of Leadership of Adult Training Organizations**

8:00am - 9:30am Marriott Boston Copley Place: Columbus I

Tweet this session: #AOM2012 709

Organizers: **Darren N. Hanson**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

Distinguished Speaker: **Peter W Dorfman**, New Mexico State U.

Participants: **Hannes Leroy**, Katholieke U. Leuven; **Matthias Spitzmueller**, National U. of Singapore; **Irene E. De Pater**, U. of Amsterdam; **Stewart L Arnold**, Nanyang Technological U.; **Amy Y.**

MONDAY

Ou, National U. of Singapore; **Cordula Barzantny**, Groupe ESC Toulouse Business School

**710** 🗨️📄👤 CAU: (CAU) **Art Management, Cultures and the Informal Economy**

8:00am - 9:30am Marriott Boston Copley Place: Columbus II  
Tweet this session: **#AOM2012 710**

**Coordinator:** **Siegrid Guillaumon**, Catholic U. of Brasilia

**Participants:** **Tania Casado**, U. of Sao Paulo; **Franciele Aline Parrila Santos**, FEA-USP; **Jaime Ruiz-Gutierrez**, U. de los Andes; **Dennis H. Barber III**, U. of New Mexico; **Narasimhan Srinivasan**, U. of Connecticut

**711** 🗨️📄👤 CAU: (CAU) **Leveraging India: Strategies for Global Competitiveness**

8:00am - 9:30am Sheraton Boston Hotel: Dalton A  
Tweet this session: **#AOM2012 711**

**Organizers:** **Vikas Kumar**, Sydney U.; **Murali D.R. Chari**, Indiana U. South Bend

**Distinguished Speakers:** **Farok J. Contractor**, Rutgers U.; **Mitrabarun Sarkar**, Temple U.; **Ram Mudambi**, Temple U.

**712** 🗨️📄👤 CAU: (CAU) **Health Care in the Underground: Lessons to be Learned**

8:00am - 9:30am Sheraton Boston Hotel: Dalton B  
Tweet this session: **#AOM2012 712**

**Organizers:** **Claudia Steinke**, U. of Lethbridge; **A R Elangovan**, U. of Victoria

**713** 🗨️📄 CAU: (CAU) **Organizational Errors, Reliability, and Safety Culture**

8:00am - 9:30am Boston Park Plaza: Holmes Room  
Tweet this session: **#AOM2012 713**

**Organizers:** **Timothy J. Vogus**, Vanderbilt U.; **Paul S. Goodman**, Carnegie Mellon U.

**714** 🗨️📄 CAU: (CAU) **Era of the Social Franchise: Nonprofits Engaging the Franchise Model in Support of Their Mission**

8:00am - 9:30am Boston Park Plaza: Longfellow Room  
Tweet this session: **#AOM2012 714**

*In this caucus, we seek to initiate a research dialogue among scholars, doctoral students, researchers and others interested in the sustainability of nonprofit organizations in an effort to better understand the social franchise issues developing in this "informal economy". This caucus will seek to identify the primary issues nonprofit leaders must address and set research agendas for further analysis.*

**Chair:** **Benjamin C. Litalien**, Georgetown U.

**Participants:** **Alnoor Ebrahim**, Harvard U.; **Benjamin M. Cole**, Fordham U.; **Laura Frost**, Walsh College; **Claudine SchWeber**, U. of Maryland, U. College; **James A.F. Stoner**, Fordham U.; **Tom Mierzwa**, U. of Maryland, U. College

**715** : (Paper Session) - (CDP) **Getting Employees to Lend a Helping Hand: Antecedents of Prosocial Behaviors**

8:00am - 9:30am Westin Copley Place: Baltic  
Tweet this session: **#AOM2012 715**

**Facilitator:** **Sabine Sonnentag**, U. of Mannheim

**MSR:** Poor Leader-Member Exchange and Citizenship

**Behaviors: The Moderating Role of Member Spirituality | Corey Fox**, Oklahoma State U.; **Gabi Eissa**, Oklahoma State U.; **William Camron Casper**, Oklahoma State U.; **Brian Webster**, Oklahoma State U.

📄 **OB:** Economic Volatility on Commitment and OCB: Examining Parallel Models of Organization and Union | **Edward Osei Akoto**, Delaware State U.

📄 **MOC:** Mixing Business with Pleasure: Emotional Dialecticism in Objectification and Helping Behaviors | **Carolyn Dang**, U. of Washington; **Christina Fong**, U. of Washington

📄 **SIM:** A Cross-Cultural Analysis of Factors Influencing Choice in Volunteering Activities | **Evan Hayden Offstein**, Frostburg State U.; **Rebecca M. Chory**, West Virginia U.; **J. Stephen Childers**, Radford U.

**716** : (Paper Session) - (CDP) **Doing the Right Thing: Social and Ethical Responsibility**

8:00am - 9:30am Westin Copley Place: Essex North-Center  
Tweet this session: **#AOM2012 716**

**Facilitator:** **Jeffrey G. York**, U. of Colorado, Boulder

📄 **CMS:** The Possibilities of Cosmopolitanism and Postcolonialism for an Ethical Stance on International HRM | **Maddy Janssens**, U. of Leuven; **Chris Steyaert**, U. of St. Gallen

**Best CMS Paper**

📄 **CMS:** The Dark Side Of Corporate Philanthropy: Purchasing Social Legitimacy Through Community Donations | **Robbin Derry**, U. of Lethbridge

📄 **MSR:** Cumulative Advantage or Cumulative Responsibility? Reconsidering the Matthew Effect | **Wayne E Baker**, U. of Michigan; **Stewart R. Miller**, U. of Texas, San Antonio; **Dana Wang**, U. of Texas, San Antonio

📄 **SIM:** Putting Socially Responsible Managerial Behavior into Context: A Policy-Capturing Study | **Christof Miska**, WU Vienna; **Guenter K. Stahl**, WU Vienna and INSEAD

**717** : (Paper Session) - (CDP) **Issues in Governance: Agency, Network, and Opportunism**

8:00am - 9:30am Westin Copley Place: Essex North-East  
Tweet this session: **#AOM2012 717**

**Facilitator:** **Curtis L Wesley II**, Indiana U. Kelley School

📄 **BPS:** Opportunistic Behavior in Research Organizations | **Peter T. Gianiodis**, Clemson U.; **Gideon D Markman**, Colorado State U.; **Andreas Panagopoulos**, Lancaster U.

📄 **BPS:** Substitutes or Complements? A Configurational Approach to Examining Governance Bundles | **Vilmos F. Misangyi**, Pennsylvania State U.; **Abhijith Holehonnur**, Pennsylvania State U.

📄 **ENT:** Take It or Leave It: The Effects of Founder Managers on Merger Payoffs in US Public Companies | **Joon Mahn Lee**, U. of Pennsylvania

➔ **BPS:** Interaction Effects between Types of Political Connection: Evidence from Brazil | **Rodrigo Bandeira-de-Mello**, Fundacao Getulio Vargas; **Rosilene Marcon**, U. do Vale do Itajai - UNIVALI

📄 **BPS:** Dismissal of Newly Appointed CEOs: A Behavioral Theory Perspective | **Seok-Hyun Hwang**, Seoul National U.; **Theresa S. Cho**, Seoul National U.; **Dominic Heesang Chai**, Seoul National U.

**718 : (Paper Session) - (CDP) Enhancing Employee Fit Through Recruitment, Culture, and Cross-Cultural Adjustment**

8:00am - 9:30am Westin Copley Place: Essex North-West

Tweet this session: #AOM2012 718

Facilitator: **Margaret Shaffer**, U. of Wisconsin, Milwaukee

- 📄 **CAR**: The Impact of Emotional Intelligence on Expatriates' Cross-Cultural Adjustment | **Alexei Koveshnikov**, Hanken School of Economics; **Heidi Wechtler**, Sorbonne Business School - IAE Paris; **Cecile Dejoux**, CNAM Paris (France)
- 📄 **HR**: A Mediated Moderation Model of Recruiting Socially and Environmentally Responsible Job Applicants | **Stanley M Gully**, Rutgers U.; **Jean Phillips**, Rutgers U.; **William Castellano**, Rutgers U.; **Kyongji Han**, Rutgers U.; **Andrea Kim**, Rutgers U.
- 📄 🗣️ **GDO**: Diversity Management Signals in Recruitment: Acculturation, Racioethnicity & Community Composition | **Jesse E. Olsen**, Kwansai Gakuin U.
- 📄 🗣️ **IM**: Misperceptions at Work: Failure to Drink, Failure to Launch | **Sonia Ghumman**, U. of Hawaii-Manoa; **Sooyeol Kim**, George Mason U.; **Jin Suk Park**, U. of Hawaii-Manoa

**719 : (Paper Session) - (CDP) Realizing the Promise of Leadership Mentoring and Identity Development**

8:00am - 9:30am Westin Copley Place: St. George C

Tweet this session: #AOM2012 719

Facilitator: **George B Graen**, U. of Illinois, C-U (retired)

- 📄 📄 **MED**: The Making of a Leader: A Multi-Faceted Model of Leader Identity Development | **Douglas Muir**, Notre Dame Parish; **Wei Zheng**, U. of Wisconsin - River Falls
- CMS**: Follower Motivation: The Affect of Hierarchy on Follower Self-Identity and Dignity | **Kim T. Hinrichs**, California State U. Chico; **Andrew T. Hinrichs**, U. of Western Australia
- GDO**: What Side of the Tracks are You from? Socioeconomic Background and Mentoring in the Workplace. | **Dianne Deborah Murphy**, U. of Wisconsin, Milwaukee
- 📄 🗣️ **CAR**: Relational Challenges in Mentoring Leaders | **Susan Elaine Murphy**, James Madison U.; **Cary Kemp**, National Science Foundation; **Grant R Rosen**, James Madison U.

**720 : (Paper Session) - (CDP) National Cultures: Understanding Ideology and Building Cooperation**

8:00am - 9:30am Westin Copley Place: St. George D

Tweet this session: #AOM2012 720

Facilitator: **Gurneeta Vasudeva Vasudeva**, U. of Minnesota

- IM**: Mao Meets the Market: Reconciling Ideology and Pragmatism in China | **Song Yang**, U. of South Australia; **Bruce W. Stening**, Peking U.
- 📄 **OM**: Negotiating Across the Globe: Does Cultural Background Still Matter in International Agreements? | **Dina Ribbink**, U. of Western Ontario; **Curt Grimm**, U. of Maryland
- **OB**: Overlapping Cultural Repertoires in Global Collaboration | **Tsedal Neeley**, Harvard U.; **Ryann Manning**, Harvard Business School; **Mark Mortensen**, INSEAD
- 📄 **CM**: Cooperation between Cultures in the Commons: Implications for Cross-Cultural Interactions | **Christopher G. Myers**, U. of Michigan, Ann Arbor; **Shirli Kopelman**, U. of Michigan, Ann Arbor

**721 🗣️ → 📄: (DRP Session) - (CM) New Perspectives on Conflict in Organizations**

8:00am - 9:30am Boston Park Plaza: Tremont Room

Tweet this session: #AOM2012 721

Facilitator: **Maura A. Belliveau**, Long Island U.

- 📄 **Egyptian Managers' Perception of Conflict in Strategic Decision Making** | **Said Elbanna**, United Arab Emirates U.; **Abbas J Ali**, Indiana U., Pennsylvania
- 📄 **The Effect of Ethical Infrastructure on Whistle-blowing Intentions and Behaviors** | **Abhijeet K. Vadera**, Indian School of Business; **Ann Tenbrunsel**, U. of Notre Dame; **Kristina Diekmann**, U. of Utah
- 📄 **On The Importance of a Full Apology: How to Best Repair Broken Trust** | **Beth Polin**, Ohio State U.; **Robert B. Lount**, Ohio State U.; **Roy J. Lewicki**, Ohio State U.
- 📄 **Relationship-Based Subgroups and Group Effectiveness** | **Wookje Sung**, Yonsei U.; **Hongseok Oh**, Yonsei U.
- 🗣️ → 📄 **The Impact of Banker-directors on a Firm's Capital Structure: Evidence from Taiwan** | **Hsien-Chang Kuo**, Takming U. of Science and Technology; **Lai Yi-Hsun**, BA Dept., National Yunlin U. of Science and Tech; **Chen Chia-Pen**, National Chung Hsing U.; **Daniel C. Wang**, National Chung Hsing U.

**722 : (Paper Session) - (CMS) Re-Searching and Re-Casting Theoretical Foundations**

8:00am - 9:30am Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 722

*The BOP Discourse as Capitalist Hegemony* Best CMS Paper on International Business

Chair: **Sarah Stookey**, Central Connecticut State U.

- 📄 **Organizational Analysis: Paradigmatic Possibilities for Post-Paradigm Times** | **John Hassard**, U. of Manchester; **Julie Wolfram Cox**, Monash U.
- 📄 🗣️ 🗣️ **The BOP Discourse as Capitalist Hegemony** | **Nick Montgomery**, U. of Victoria; **AnaMaria Peredo**, U. of Victoria; **Elly Carlson**, U. of Victoria
- Best Paper on International Business**
- 📄 **Strawmen and Stereotypes: Haystacks, History, and Weber in Management Historiography** | **Terrance G. Weatherbee**, Acadia U.; **Gabrielle Durepos**, St. Francis Xavier U.; **Albert J. Mills**, Saint Mary's U.; **Christopher Michael Hartt**, Saint Mary's U., Canada

**723 : (DRP Session) - (ENT) Social Capital and Entrepreneurship**

8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 723

Facilitator: **Marleen McCormick**, U. of Illinois, Urbana-Champaign

- 📄 **How Do Intrapreneurs and Entrepreneurs Differ in Their Motivation to Start a New Venture?** | **Matthias Alfred Tietz**, Richard Ivey School of Business; **Simon C Parker**, Ivey School of Business
- The Family Social Capital and The Formation of Firm's Capabilities: a Contingency Model** | **Massimiliano Matteo Pellegrini**, U. of Florence
- 📄 **Entrepreneurial Social Networks: Social Capital and Gender Effects in Crisis Response** | **Zeynep Aksehirlil**, Ozyegin U.

Exploring Links between Entrepreneurial Orientations, Promotion Focus, and Entrepreneurial Behavior | **Mitchell J. Neubert**, Baylor U.; **Kevin Dougherty**, Baylor U.; **Jerry Park**, Baylor U.

→ Global vs. National Change Agents: The Audience's National Identity in Entrepreneurial Narratives | **Josh W. Keller**, Nanyang Technological U.; **Xiaoxiao Liu**, Nanyang Technological U.; **David M. Gomulya**, Nanyang Technological U.

#### 724 SHCS: (ENT) The Process of Creating Opportunities in a Corporate Setting

8:00am - 9:30am Sheraton Boston Hotel: Berkley A

Tweet this session: [#AOM2012 724](#)

Chair: **Brian Michael Saxton**, The Ohio State U.

Discussant: **Sharon Alvarez**, The Ohio State U.

Participants: **Jay B Barney**, The Ohio State U.; **William S Schulze**, U. of Utah; **Michael Bills**, Resource Interactive

#### 725 : (DRP Session) - (ENT) Cognition, Motivation, and Resources

8:00am - 9:30am Sheraton Boston Hotel: Clarendon A & B

Tweet this session: [#AOM2012 725](#)

Facilitator: **Ajmesh Prasad**, U. of NSW

→ A Multilevel SEM on Entrepreneurs' and Employees' Cognitive Styles in Idea Generation Activities | **Sebastian Fischer**, Leuphana U. Lueneburg; **Bjoern Seeger**, Leuphana U.

Entrepreneurial Information Channels for Early Stage Opportunity Discovery: Empirical Study of SMEs | **Alexander Fust**, U. of St. Gallen; **J.-Michael Gasda**, U. of St. Gallen (HSG); **Urs Fueglistaller**, U. of St. Gallen

→ Examining the Development of Internal and External Legitimacy in an Entrepreneurial | **Israel Drori**, College of Management, Israel; **Benson Honig**, McMaster U.

The Impact of Motivation, Innovation, and Causation and Effectuation Approaches on Exit Strategies | **Dawn R. DeTienne**, Colorado State U.; **Gaylen N. Chandler**, Wichita State U.; **Alexander McKelvie**, Syracuse U.

Academic Entrepreneurial Diversification in a Resource Constrained Environment | **Lasandahasi Ranmuthumalie de Silva**, Manchester Business School; **Elvira Uyerra**, Manchester Business School; **Ray Oakey**, Manchester Business School

#### 726 : (DRP Session) - (ENT) Learning in Entrepreneurial Contexts

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: [#AOM2012 726](#)

Facilitator: **Deirdre O'Shea**, U. of Limerick

Conducting Field Experiments Using eLancing's Natural Environment | **Herman Aguinis**, Indiana U., Bloomington; **Sola O. Lawal**, Indiana U., Bloomington

A Study of Managerial Network Cognition among Firms Tendering for the 2014 Olympic Games in Russia | **Souren Arzlanian**, VU U. Amsterdam; **Wouter Stam**, Hong Kong U. of Science and Technology; **Tom Elfring**, VU U. Amsterdam

Competitive Aggressiveness in Long-Lived Family Firms | **Juha Kansikas**, U. of Jyväskylä; **Tanja Kontinen**, U. of Jyväskylä; **Ville Sarpo**, U. of Jyväskylä

Learning from Failure: The Making of Successful Entrepreneurs | **Fang He**, George Washington U.

Business Assistance Systems: The Missing Link | **Sergio Janczak**, U. of Western Ontario; **Franck Bares**, HEC Montreal

#### 727 JS: (ENT, BPS, TIM) Lean Startups: Emergent Management Practice and Future Research Agendas

8:00am - 9:30am Sheraton Boston Hotel: Beacon H

Tweet this session: [#AOM2012 727](#)

Organizers: **Ethan Mollick**, Wharton School; **Nathan Furr**, Brigham Young U.

Discussants: **Sonali K. Shah**, U. of Washington; **Thomas R Eisenmann**, Harvard U.; **Ian C MacMillan**, U. of Pennsylvania

#### 728 → SHCS: (ENT, TIM) Innovation and Entrepreneurship in Emerging Economies

8:00am - 9:30am Sheraton Boston Hotel: Jefferson

Tweet this session: [#AOM2012 728](#)

Organizers: **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon; **Romel Mostafa**, U. of Western Ontario

Discussant: **Tarun Khanna**, Harvard U.

Network Ties or Institutional Rules: How Do Entrepreneurs Innovate in Emerging Economies? | **Daniel Armanios**, Stanford U.; **Chuck Eesley**, Stanford U.; **Jizhen Li**, Tsinghua U.

Innovation by users in emerging economies: Evidence from mobile banking services | **Paul van der Boor**, Catolica Lisbon / Carnegie Mellon; **Pedro Oliveira**, Catholic U. of Portugal - FCEE

The Role Of Entrepreneurship In The African Mobile Industry Growth | **Mohammad Jahanbakht**, Carnegie Mellon U.; **Rui Baptista**, Instituto Superior Tecnico; **David Hounshell**, Carnegie Mellon U.; **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon

Factor Market Imperfections and Pre-Entry Experience: Spinoffs in the Bangladesh Garment Industry | **Romel Mostafa**, U. of Western Ontario

#### 729 → JS: (ENT, TIM, BPS) Entrepreneurship in the iPhone Economy: Critical Research Issues and Managerial Challenges

8:00am - 9:30am Sheraton Boston Hotel: Beacon G

Tweet this session: [#AOM2012 729](#)

Chair: **Satish Nambisan**, U. of Wisconsin, Milwaukee

Panelists: **Rahul Kapoor**, U. of Pennsylvania; **Suresh Kotha**, U. of Washington, Seattle; **Christopher L. Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

#### 730 → (Paper Session) - (GDO) Glass Ceilings and Glass Cliffs

8:00am - 9:30am Boston Park Plaza: Clarendon Room

Tweet this session: [#AOM2012 730](#)

Chair: **Gelaye Debebe**, George Washington U.

Discussant: **Valerie L. Myers**, U. of Michigan

→ The Precariousness of the Glass Cliff: How Gender Stereotypes Affect Leader Evaluations | **Michelle Ryan**, U. of Exeter; **Janka Ireen Stoker**, U. of Groningen

→ Beyond the Glass Ceiling to the Glass Cliff? Analyzing the Promotion of Racial/Ethnic Minority CEOs | **Alison Cook**, Utah State U.; **Christy Glass**, Utah State U.

→ An Unrequited Affinity Between Talent Shortages and Untapped Female Potential | **Ahu Tatli**, U. of London; **Joana Vassilopoulou**, U. of East Anglia; **Mustafa F Ozbilgin**, Brunel U.

**Faculty Transnational Research Best Paper Award**

**731** 📄👤: (Paper Session) - (GDO) **Careers Around the World**

8:00am - 9:30am Boston Park Plaza: Stanbro Room

Tweet this session: #AOM2012 731

Chair: **Payal Kumar**, XLRI -Xavier Labour Relations Institute, India  
 Discussant: **S. Gayle Baugh**, U. of West Florida

→👤 Striving for Success and Equity: Chinese Professors in American Business Schools | **Hao Zhao**, Rensselaer Polytechnic Institute; **Meina Liu**, U. of Maryland, College Park; **Chaoping Li**, Renmin U. of China

📄👤 Approved Routes and Alternative Paths: The Construction of Women's Careers in the French Big Four | **Ioanna Lupu**, CNAM

**Student Transnational Research Best Paper Award Best Paper Based on a Dissertation Award**

→👤 The Role of Values and Leadership Style in Developing OCB Among Arab Teachers in Israel | **Ibrahem Abd El Majid**, Haifa U.; **Aaron Cohen**, U. of Haifa

**732**: (GDO) **GDO Welcome Breakfast.**

8:00am - 9:00am Boston Park Plaza: Terrace Room

Tweet this session: #AOM2012 732

Division Chair: **Diana Bilimoria**, Case Western Reserve U.

Division Chair-Elect: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Program Chair: **Stacy Blake-Beard**, Simmons College

Professional Development Workshop Chair: **Charmine E. J. Hartel**, U. of Queensland

Past Chair: **David A. Kravitz**, George Mason U.

**733** →📄👤JS: (GDO, OB, CAR) **Managing The Personal and Invisible Self: An Analysis of LGBT Career Experiences**

8:00am - 9:30am Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 733

Chair: **Raymond N. C. Trau**, U. of Western Australia

Discussant: **Douglas Creed**, U. of Rhode Island

Discovering Heterosexual Bias in the Measurement of Work-Family Conflict | **Katina B. Sawyer**, Villanova U.

Protective Masks and Glass Closets: Invisible Stigmas, Social Norms, and the Workplace | **R Anthony Turner**, U. of British Columbia

The Impact of Relational Identity on Self-Disclosure, Stigma Consciousness and Job Satisfaction | **Raymond N. C. Trau**, U. of Western Australia; **Xiaowen Hu**, U. of Ulster; **Ying Wang**, U. of Western Australia

**734** 📄📄: (DRP Session) - (HCM) **Health Systems: Policy, Strategy & Leadership**

8:00am - 9:30am Marriott Boston Copley Place: Hyannis

Tweet this session: #AOM2012 734

Chair: **Robert Weech-Maldonado**, U. of Alabama, Birmingham

Discussant: **Elizabeth Goodrick**, Florida Atlantic U.

→📄 Employment Effects of Hospital Privatization in Germany | **Mareike Heimeshoff**, U. of Hamburg; **Jonas Schreyögg**, U. of Hamburg; **Oliver Tiemann**, Munich U.

📄 In the Eye of the Beholder: Alternative Approaches for Ranking Hospital Performance | **John R. Griffith**, U. of Michigan; **Christy Harris Lemak**, U. of Michigan, Ann Arbor;

**David Mendez**, U. of Michigan, Ann Arbor; **David Foster**, Thomson Reuters Healthcare; **Jenefer M. Jeede**, U. of Michigan, Ann Arbor; **Julie S. Shook**, Thomson Reuters Healthcare

How Much Do Leaders and Organizations Matter? | **Jonathan Clark**, Pennsylvania State U.

📄📄 Organizational Configurations in Medical Group Practices: A Test of Porter's Generic Strategies | **Todd B. Smith**, U. of Alabama, Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

**735** 📄→📄: (Paper Session) - (HCM) **Health Care Governance and Structures**

8:00am - 9:30am Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 735

Chair: **Michal Tamuz**, SUNY Downstate Medical Center

Discussant: **Patrick Albert Palmieri**, Pacifico Peruano Suiza

📄 Agency Problems of Global Budget System in Taiwan's National Health Insurance | **Yu-Hua Yan**, Tainan Municipal Hospital; **Chen-Wei Yang**, Fooyin U.; **Shih-Chieh Fang**, National Cheng Kung U.; **Wen-Chun Li**, National Cheng Kung U.

📄 Challenges of Simultaneous Infrastructure and Service Design Transformation | **Danielle Tucker**, Imperial College London

📄 Hospital Ownership and Community Benefit | **Paula H. Song**, Ohio State U.; **Shoou-Yih Daniel Lee**, U. of Michigan, Ann Arbor; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Eric Seiber**, Ohio State U.

**736** 📄📄: (Paper Session) - (HR) **Labor Relations and HR Legal Issues**

8:00am - 9:30am Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 736

Chair: **Barbara L. Rau**, U. of Wisconsin, Oshkosh

Integrating SHRM and HR Legal Issues Work: Getting a Clearer Picture by Looking Through Both Lenses | **Sashi C. Sekhar**, U. of Wisconsin, Milwaukee

📄📄 The Role of Supervisory Support and Union Commitment in Predicting Change Acceptance | **Natalia Lorinkova**, Wayne State U.; **James E. Martin**, Wayne State U.

📄 Structural and Behavioral Determinants of Works Council Members' Influence in Organizations | **Sarai Sapulete**, U. Utrecht School of Economics

**737** 📄: (Paper Session) - (HR) **Strategic HR: Leadership and Innovation**

8:00am - 9:30am Boston Park Plaza: Charles River Room


Tweet this session: #AOM2012 737

Chair: **Mark A. Clark**, American U.

📄📄 Facilitating Productive Energy in Organizations: The Role of HRM and Transformational Leadership | **Daniela Dolle**, U. of St. Gallen; **Miriam Karin Baumgaertner**, U. of St. Gallen





📄 Assignment of HR Responsibility to Line Management for Organizational Performance | **Dhruba Kumar Gautam**, Tribhuvan U.


📄 How Innovation Strategy Influences Team Performance in Chinese High-Tech Firms | **Zhi-Xue Zhang**, Peking U.; **Xiaobei Li**, GSM, Peking U.; **Yuan Li**, Peking U.

**738** : (DRP Session) - (HR) **Novel Perspectives on the Intersection of HR and Organizational Strategy**

8:00am - 9:30am Boston Park Plaza: Newbury Room

Tweet this session: **#AOM2012 738****Facilitator: Mahesh V. Subramony**, Northern Illinois U.

- ☞  **Competency Models at Work: The Value of Perceived Relevance and Fair Rewards for Employee Outcomes | Elizabeth A. Redmond**, BI Norwegian Business School
-  **A Corporate Governance Lens on Strategic Human Resources Management | Graeme Martin**, U. of Glasgow; **Elaine Farndale**, Pennsylvania State U.; **Philip Gordon Stiles**, Cambridge U.
-  **The Relationship between HR Functional Investments, HRM Practices, and Organizational Outcomes | Mahesh V. Subramony**, Northern Illinois U.; **James P. Guthrie**, U. of Kansas; **John Dooney**, Society for Human Resource Management; **Andrew Mariotti**, Society for Human Resource Management
-  **Strategic HRM Research: The Possible Added Value of Mode 2 Knowledge Creation Process | Marco Guerici**, Politecnico di Milano; **Giovanni Radaelli**, Politecnico di Milano; **A.B. Rami Shani**, California Polytechnic State U.; **Hanumad Vasanth Munnamgi**, Politecnico di Milano
- ➔ **Presence or Effectiveness? Comparing the Relative Predictive Power of HR Practices | Jang-Ho Choi**, Sogang U.

**739** : (HR, OB) **Organizational Socialization: Taking the Next Steps**

8:00am - 9:30am Boston Park Plaza: Whittier Room

Tweet this session: **#AOM2012 739****Chairs: Connie Wanberg**, U. of Minnesota; **Yongjun Choi**, U. of Minnesota, Twin Cities

- Discussant: Helena Cooper Thomas**, U. of Auckland
- Socialization Resources Theory: A New Approach to Socialization Research and Practice | Alan M. Saks**, U. of Toronto; **Jamie A. Gruman**, U. of Guelph
- The Odd One Out: How Newcomers Who Are Different Become Adjusted | Charlice Hurst**, The U. of Western Ontario; **John Kammeyer-Mueller**, U. of Florida; **Beth Ann Livingston**, Cornell U.
- The Consequences and Antecedents of Social Networks in Organizational Socialization | Markku Jokisaari**, Employment and Economic Development Office, Kotka, Finland; **Jari-Erik Nurmi**, U. of Jyväskylä
- The Role of Time in Socialization Dynamics | Blake E. Ashforth**, Arizona State U.

**740** : (ICW) **Haas-Berkeley Alumni Breakfast**


8:00am - 10:00am Westin Copley Place: Huntington

Tweet this session: **#AOM2012 740****Organizer: Bernadette Doerr**, U. of California, Berkeley**741** : (ICW) **Breakfast Reception hosted by the University of New Mexico**

8:00am - 10:00am Boston Park Plaza: Imperial Ballroom





Tweet this session: **#AOM2012 741***The University of New Mexico's Anderson School of Management is hosting a breakfast reception to meet prospective applicants for our Assistant Professor position in OB/HRM.***Organizer: Jaye Francis**, U. of New Mexico**742** : (ICW) **WU Vienna Breakfast Reception**


8:00am - 12:00pm Boston Hynes Convention Center: Room 312

Tweet this session: **#AOM2012 742****Organizer: Clemens Rogi**, WU Vienna**743** ➔ : (Paper Session) - (IM) **Hierarchy, Networks, and Institutional Pressures**

8:00am - 9:30am Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 743****Chair: Eleanor Westney**, Schulich School of Business


- ☞ ➔  **The Role of Dual Embeddedness in Subsidiary Competence Creation: A Business Network View | Francesco Ciabuschi**, Free U. Bozen-Bolzano; **Henrik Dellestrand**, Uppsala U.; **Philip Kappen**, Uppsala U.
- ☞ ➔  **From rule definition to rule following? Analyzing stakeholder involvement in MNE Social Governance | Markus Helfen**, Freie U. Berlin; **Elke Sybille Schuessler**, Freie U. Berlin; **Dimitris Stevis**, Colorado State U.
- ➔  **Dual Institutional Pressures & MNC Reactions to Indigenous Practice: the Case of Gonghui in China | Sunghoon Kim**, U. of New South Wales; **Longkai Zhao**, GSM, Peking U.; **Jian Han**, China Europe International Business School
- ➔  **The Influence of Headquarters and Hierarchy on Intra-organizational Networks in MNCs | William G Egelhoff**, Fordham U.; **Joachim Wolf**, Christian-Albrechts-U. of Kiel

**744** ➔ : (Paper Session) - (IM) **Strategic Choices and Export Performance in the Age of e-Retailing**

8:00am - 9:30am Boston Hynes Convention Center: Room 208


Tweet this session: **#AOM2012 744****Chair: Nolan Gaffney**, U. of North Texas

- ➔ **Cross-national Variation in E-retail Spending: Longitudinal Country-Level Data Evidence | Nir B Kshetri**, U. of North Carolina, Greensboro; **Ralf Bebenroth**, Kobe U.; **Nick Williamson**, U. of North Carolina
- ➔  **Export Performance: Evolution of a Concept and Challenges for Future Research | Jorge M. T. Carneiro**, Pontifical Catholic U. of Rio de Janeiro; **Angela da Rocha**, Pontifical Catholic U. of Rio de Janeiro; **Jorge Ferreira da Silva**, Pontifical Catholic U. of Rio de Janeiro; **Catherine Axinn**, Ohio U.
- ➔  **Market Orientation and Export Performance | Xinming He**, Newcastle U.; **Keith D. Brouthers**, North Carolina State U.; **Igor Filatotchev**, City U. London; **Lance Brouthers**, Kennesaw State U.
- ➔ **Export intensity, domestic market competition, and product innovation in an emerging economy | Zhenzhen Xie**, Hong Kong U. of Science and Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

**745** ➔ : (Paper Session) - (IM) **Distance and International Production Networks**

8:00am - 9:30am Boston Hynes Convention Center: Room 209

Tweet this session: **#AOM2012 745****Chair: Moses Acquah**, U. of North Carolina, Greensboro

- ☞ ➔  **Country Relatedness And International Coherence | Sokol Celso**, Suffolk U.; **Aya S. Chacar**, Florida International U.
- Fundação Dom Cabral Best Paper in International Strategy Finalist**

- ➔ 📄 Distance to what? A New perspective on how to assess distance in internationalization research | **Thomas Hutzschenreuter**, WHU - Otto Beisheim School of Management; **Ingo Ralf Kleindienst**, WHU - Otto Beisheim School of Management; **Sandra Lange**, WHU - Otto Beisheim School of Management
- ➔ 📄 Too many to handle: The impact of competition in multiple markets on plant location | **Lailani Laynesa Alcantara**, Ritsumeikan Asia Pacific U.; **Hitoshi Mitsuhashi**, Keio U.
- ➔ Performance effects of divesting foreign production affiliates: A network perspective | **Miriam Zschoche**, WHU - Otto Beisheim School of Management

**746** ➔ 📄: (DRP Session) - (IM) **Cross-Cultural Generalizability: A Challenge for Both Theory and Practice**

8:00am - 9:30am Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 746

Facilitator: **Dan V. Caprar**, Australian School of Business

- 📄 ➔ 📄 Investigation of the effects of pre-departure and in-country cross-cultural training on performance | **Olivier Wurtz**, Ecole Hoteliere de Lausanne
- ➔ 📄 Bringing Consilience To Two Perspectives Of International Human Resource Management Research | **Yeong Joon Yoon**, Cornell U.; **Michael Sturman**, Cornell U.
- 🗣️ Clanism in Central Asia: Definition and implications for human resource management in Kazakhstan | **Dana Minbaeva**, Copenhagen Business School; **Maral Muratbekova-Touron**, ESCP Europe
- ➔ Citizenship behavior in project-based organizing- Comparing German and Portuguese project managers | **Aristides Isidoro Ferreira**, ISCTE-IUL; **Timo Braun**, Freie U. Berlin
- 📄 Narcissistic Personality Inventory: An assessment of measurement equivalence | **Irina Cozma**, U. of Tennessee, Knoxville; **Golshan Javadian**, Morgan State U.; **Mario Canever**, Pelotas Federal U.; **Vishal K. Gupta**, State U. of New York, Binghamton

**747** ➔ 📄 ➔ 🗣️: (IM) **The Challenges of Global Leadership in Asia**

8:00am - 9:30am Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 747

Discussant: **Schon Beechler**, INSEAD

- Global Leadership Issues in China: Situation and Prognosis | **Nandani Lynton**, China Europe International Business School
- Challenges of Global Leadership in India | **Ravi Ramamurti**, Northeastern U.
- Global Leadership Challenges in Thailand | **Astrid Kainzbauer**, Mahidol U.
- Global Leadership: A Japanese Perspective | **Christina L Ahmadjian**, Hitotsubashi U.
- Oriental, Occidental or Incidental: Asian Global Leadership and Sophisticated Stereotyping | **Allan Bird**, Northeastern U.

**748** ➔ 📄 ➔ 🗣️ SHCS: (IM, HR, OB) **Knowledge Transfer in MNCs – The Importance of Expatriates, Repatriates, and Inpatriates**

8:00am - 9:30am Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 748

Chairs: **Soo Min Toh**, U. of Toronto; **Geoffrey J. Leonardelli**, U. of Toronto

Discussant: **Angelo DeNisi**, Tulane U.

- Social Capital Benefits upon Repatriation: A Longitudinal Inpatriate Study | **B. Sebastian Reiche**, IESE Business School
- Repatriate Knowledge Transfer: A Qualitative Study | **Joyce Osland**, San Jose State U.; **Gary Oddou**, California State U. San Marcos; **Roger N Blakeney**, U. of Houston; **Juergen Deller**, Leuphana U.; **Norihito Furuya**, IGB Network Co., Ltd.; **Betina Szkudlarek**, U. of Sydney
- Career Capital of Host Country Nationals as a Function of Expatriate Knowledge Transfer | **Shirley C Sonesh**, Tulane U.; **Angelo DeNisi**, Tulane U.
- Expatriate Help-Seeking from Host Country Nationals: Perceiving Support and Social Costs | **Ashish Mahajan**, U. of Windsor

**749** 📄 🗣️: (DRP Session) - (MED) **Crises & Clowns: Experiential and Innovative Approaches in Management Education & Learning**

8:00am - 9:30am Marriott Boston Copley Place: Nantucket

Tweet this session: #AOM2012 749

DRP

Facilitator: **Susan Lawler**, Rush U.

- 📄 Teaching Crisis Management: A Challenging Endeavour | **Carole Lalonde**, U. Laval; **Christophe Roux-Dufort**, U. Laval
- 📄 📄 Send in the Clowns. What Business Students Learnt from Circus Artists. | **Emma Stenstrom**, Stockholm School of Economics
- 📄 The design ethos of Dieter Rams and its implications for organizations and management education | **James C Spee**, U. of Redlands; **Donald W McCormick**, California State U. Northridge
- 📄 🗣️ 📄 The Hard Easy Problem and Management Education | **Varghese P. George**, U. of Massachusetts, Boston

**750** 📄 🗣️ 📄: (Paper Session) - (MED) **Leadership Skills Development, Coaching & Executive Education**

8:00am - 9:30am Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 750

Chair: **Danna Greenberg**, Babson College

- 🗣️ 📄 Coaching as Cornerstone: The Experience of Implementing a Leadership Development Plan | **Ellen F. Goldman**, George Washington U.; **Marilyn Wesner**, George Washington U.; **Ornpawee Karnchanomai**, George Washington U.
- 🗣️ 📄 Developing Authentic Leadership through Experiential Training: An Empirical Study | **Louis Baron**, ESG-UQAM
- 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.**
- 🗣️ 📄 A Self-Determination Perspective of Leadership Development | **Stephanie Thomas Solansky**, U. of Houston, Victoria
- MED SAGE/Journal of Leadership and Organizational Studies Junior Faculty Best Paper Award for the most significant contribution that advances leadership and organizational studies in a paper authored by faculty members who earned**



their PhD within the past nine years, that is, have graduated in 2003

### 751 : (Paper Session) - (MOC) Emotions and Decision Making

8:00am - 9:30am Sheraton Boston Hotel: Berkley B

Tweet this session: [#AOM2012 751](#)

Chair: **Neal M. Ashkanasy**, U. of Queensland

The Impact of Framing and Feedback on Decision Making | **Johnna Capitano**, Drexel U.; **Jonathan C. Ziegert**, Drexel U.; **Katrina A. Graham**, Drexel U.

Exploring Emotional Experiences of Interruptions Through a Temporal Lens | **Elana R. Feldman**, Boston U.

Voice Behavior after a Tragic Event: How the Target of Empathy Makes a Difference | **Shu-cheng Steve Chi**, National Taiwan U.; **Ray Friedman**, Vanderbilt U.; **Shu-Chen Chen**, Ming Chuan U.; **Timothy J. Vogus**, Vanderbilt U.

Anger and Escalation of Commitment | **Allan Filipowicz**, INSEAD; **Neil Bearden**, INSEAD; **Kriti Jain**, INSEAD

Who Makes a Tough Call? An Emotion Regulation Approach to Moral Decision Making | **Julia Joo-A Lee**, Harvard U.

### 752 JS: (MOC, BPS, OMT) Exploring the Role of Heterogeneity in Organizational Learning

8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: [#AOM2012 752](#)

Organizers: **Claus Rerup**, U. of Western Ontario; **Pamela R Haunschild**, U. of Texas, Austin

Discussants: **Anne S Miner**, U. of Wisconsin, Madison; **Linda Argote**, Carnegie Mellon U.

Staying Agile in Messy Environments: A fuzzy set approach to organizational configurations | **YoungKi Park**, U. of Akron; **Omar A. El Sawy**, U. of Southern California; **Peer C. Fiss**, U. of Southern California

From Dynamic Capabilities to Dynamic Organizations: Internal ecology of organizational evolution | **Daniel Levinthal**, U. of Pennsylvania; **Alessandro Marino**, Wharton School

Attentional Oscillation: Distractions, delays and coordination of organizational attention in crises | **Claus Rerup**, U. of Western Ontario; **Pamela R Haunschild**, U. of Texas, Austin

Organizing to Preclude Tragedy: Problem detection, heterogeneity and cross-level coordination | **Claus Rerup**, U. of Western Ontario; **Morten Thanning Vendelo**, Copenhagen Business School

### 753 : (Paper Session) - (OB) Predictors and Outcomes of Work Engagement

8:00am - 9:30am Boston Park Plaza: Alcott Room

Tweet this session: [#AOM2012 753](#)

Chair: **Joan Brett**, Arizona State U.

Employee Work Engagement, Affect and Outcomes | **Zeynep Yesim Yalabik**, U. of Bath; **Patchara Popaitoon**, U. of Bath; **Julie A Chowne**, U. of Bath; **Bruce A. Rayton**, U. of Bath

The Competing Influences of Transformational Leadership and LMX on Follower Engagement | **Cristiano Levi Oseliero Guarana**, U. of Washington; **Tyler C. Burch**, U. of Washington; **Morela Hernandez**, U. of Washington

The dynamics between resources and their impact on work engagement | **Dave Bouckennooghe**, Brock U.; **Usman Raja**, Brock U.; **Muhammad Abbas**, Riphah International U.

Psychological Conditions & Engagement: An Integrated Model of Transformational Leadership | **Brooke Buckman**, Arizona State U.; **Jeffery LePine**, Arizona State U.; **Ean Crawford**, U. of Iowa; **Bruce Louis Rich**, California State U. San Marcos

### 754 : (DRP Session) - (OB) Feedback and Training Mechanisms

8:00am - 9:30am Boston Park Plaza: Back Bay Room

Tweet this session: [#AOM2012 754](#)

Chair: **Shung Jae Shin**, Portland State U.

The Relationship between Supervisor Feedback Environment and Voluntary Work Behavior | **Jei-Chen Peng**, St. John's U.

Metacognitive Training, Feedback Specificity, Metacognitive Activity, and Transfer of Training | **Moureen Wai Kuen Wong**, Melbourne Business School; **Robert E. Wood**, U. of Melbourne; **Jodi S. Goodman**, U. of Connecticut

Channeled Autonomy: Joint Effects of Autonomy and Feedback on Team Performance through Goal Clarity | **Erik Gonzalez-Mule**, U. of Iowa; **Stephen H Courtright**, Texas A&M U.; **Jee Young Seong**, U. of Iowa

In Desperate Need for Rejuvenation: Conceptualising and Measuring Training-related Motivation | **Ramon Wenzel**, U. of Western Australia

### 755 : (DRP Session) - (OB) Justice, Exchange, and Reciprocity

8:00am - 9:30am Boston Park Plaza: Board Room

Tweet this session: [#AOM2012 755](#)

Facilitator: **Suzanne S. Masterson**, U. of Cincinnati

The effects of managerial values enactment on employee values enactment | **Antonio Travaglione**, Curtin U. of Technology; **Steven L McShane**, U. of Western Australia; **Jie Shen**, U. of South Australia; **Grant O'Neill**, Charles Sturt U.; **Justin Hancock**, Curtin U.

The memory of inclusion as a facilitator of positive reciprocity in exchange relationships | **Kevin W. Rockmann**, George Mason U.; **Gary A. Ballinger**, U. of Virginia

Trust Me—It Won't Happen Again: Using Accounts to Repair Psychological Contract Breaches | **Kristen Bell DeTienne**, Brigham Young U.; **Raechel Lizon**, Brigham Young U.

The Influence and Mechanism of System Responsiveness on Voice | **Changchun Xiang**, Huazhong U. of Science & Technology

Dual Process Model of the Impact of PC Breach on Performance: The Moderating Role of Traditionality | **Jieying Chen**, Hong Kong U. of Science and Technology; **Chang-qin Lu**, Peking U.

### 756 : (DRP Session) - (OB) LMX and Creativity and Performance

8:00am - 9:30am Boston Park Plaza: Brandeis Room

Tweet this session: [#AOM2012 756](#)

Facilitator: **Elizabeth Cooper**, U. of Rhode Island

MONDAY

📄 Leaders' creativity initiative, LMX, and employee creativity: Testing a multilevel model | **Lei Huang**, U. of Nebraska, Lincoln; **Dina V. Krasikova**, U. of Nebraska, Lincoln

📄 Investigating Direct and Indirect Effects of Leader-Member Exchange to Individual Performance. | **Chung-Jen Wang**, National Cheng Kung U.; **Chin Pin Li**, National Cheng Kung U.

High leader-member exchange but not creative? The moderating role of leader regulatory focus | **Ramzi Said**, U. of Groningen; **Bernard Nijstad**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Laetitia Mulder**, U. of Groningen

📄 It Takes Two to Tango: Examining the Effects of Convergence in Leader and Member Perceptions of LMX | **Anjali Chaudhry**, Saint Xavier U.; **Prajya Rakshit Vidyarthi**, U. of Texas at El Paso; **Robert C Liden**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Brian Christopher Glibkowski**, Stonehill College

**757 : (Paper Session) - (OB) Abusive Supervision: Causes to Consequences**

8:00am - 9:30am Boston Park Plaza: Constitution Room

Tweet this session: **#AOM2012 757**

Chair: **Marie S. Mitchell**, U. of Georgia

📄 Emotional Exhaustion, Abusive Supervision, and Subordinate Deviance: The Role of Self-monitoring | **Catherine K Lam**, City U. of Hong Kong; **Frank Walter**, U. of Groningen

📄 Abusive Supervision and Supervisor-Directed Deviance: The Application of Self-Control Theory | **Huiwen Lian**, Hong Kong U. of Science and Technology; **Douglas J. Brown**, U. of Waterloo; **Lance Ferris**, Pennsylvania State U.; **Lindie Liang**, U. of Waterloo; **Lisa M. Keeping**, Wilfrid Laurier U.

→ 📄 A Multi-level Examination of Mediating and Moderating Processes of Abusive Supervision in China | **Serene Ng**, Australian National U.; **Zhen-Xiong Chen**, Australian National U.

📄 Taking it out on survivors: Submissive employees, downsizing, and abusive supervision | **Pedro Neves**, Nova U., Lisbon

**758 : (DRP Session) - (OB) Politics, Impression Management, and Work**

8:00am - 9:30am Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 758**

Facilitator: **Darren C. Treadway**, State U. of New York at Buffalo

📄 Measuring Political Will: Theoretical Construct Development and Empirical Validation | **Ilias Kapoutsis**, Athens U. of Economics and Business & BCA; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Darren C. Treadway**, State U. of New York at Buffalo

📄 Political skill reduces the negative impact of employees having distrust in management | **Vickie Coleman Gallagher**, Cleveland State U.; **James A. Meurs**, U. of Mississippi; **Kenneth J. Harris**, Indiana U., Southeast

The Effects of Impression Management on Supervisors' Attitudes and Affect: A Conceptual Framework | **Amanda Rose Feiler**, U. of Guelph

→ 📄 Prosocial and Impression Management Motive and OCB: Testing Moderators | **Byoung Kwon Choi**, LG Economic

Research Institute; **Hyoung Koo Moon**, Korea U.; **Jae Uk Chun**, Korea U.

📄 Revisiting the impostor phenomenon: How individuals cope with feelings of being in over their heads | **Kristen Shanine**, U. of Alabama; **Marilyn V. Whitman**, U. of Alabama

**759 : (Paper Session) - (OB) Creativity in Groups**

8:00am - 9:30am Boston Park Plaza: Gloucester Room

Tweet this session: **#AOM2012 759**

Chair: **Nora Madjar**, U. of Connecticut

The Innovation Implementation Process in Teams: A Goal Orientation Perspective | **Lameez Alexander**, Rotterdam School of Management, Erasmus U.; **Daan van Knippenberg**, RSM Erasmus U.

📄 Why Be Creative: A Multilevel Examination of Individual and Group Creativity on Performance | **Hyoun Sook Lim**, U. of Connecticut; **Lucy L. Gilson**, U. of Connecticut

→ 📄 📄 When and How Cognitive Diversity Benefits Team Creativity: The Importance of Leadership | **Xiao-Hua Wang**, Vlerick Leuven Gent Management School; **Deog Ro Lee**, Seowon U.

📄 Creative charting: A grounded theory of information boundaries in creative group work | **Spencer Harrison**, Boston College; **Elizabeth D. Rouse**, Boston College

📄 Understanding the Intensity and Variety of Networking Behaviors and Innovation Support Climate | **Yun Chung**, U. of Idaho; **Joseph Blasi**, Rutgers U.; **Douglas Kruse**, Rutgers U.

**760 : (Paper Session) - (OB) Emotional Regulation: Sources of Influence and Buffers**

8:00am - 9:30am Boston Park Plaza: Lexington Room

Tweet this session: **#AOM2012 760**

Chair: **Rebecca L. Greenbaum**, Oklahoma State U.

📄 Influences of Customer Mistreatment: Moderating Roles of Employees' Emotion Regulation Strategies | **Yujie Zhan**, Wilfrid Laurier U.; **Junqi Shi**, Peking U.; **Songqi Liu**, Pennsylvania State U.

📄 Does being "mean at work" work? Negative display rules, emotional labor strategy and work outcomes | **David Cheemun Cheng**, U. of New South Wales; **Lu Wang**, U. of New South Wales

An Investigation of the Effects of Individual- and Unit-level Display Rules on Work Outcomes | **Helena Hong**, U. of New South Wales; **Markus Groth**, U. of New South Wales; **Anya Johnson**, U. of New South Wales

📄 Limiting facades of conformity and its impact: The role of supportive employment relationships | **Karen H. Hunter**, U. of Lethbridge; **Andrew Luchak**, U. of Alberta; **Kay Devine**, Athabasca U.

**761 : (OB) Understanding Differentiated Leadership in Teams**

8:00am - 9:30am Boston Park Plaza: St. James Room

Tweet this session: **#AOM2012 761**

Chair: **Ronald F. Piccolo**, Rollins College

Discussant: **David Henderson**, London School of Economics

Beyond Leader-Member Dyadic Relationships in Teams: A Multi-foci Perspective on Team Leadership | **Brad Harris**, U. of Illinois; **Bradley L. Kirkman**, North Carolina State U.; **Ning Li**, Texas A&M U.

When Leaders "Individualize" Consideration: Consequences of Differentiation on Group Effectiveness | **Claudia Buengeler**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

Diversity and Discrimination: Exacerbated by LMX Differentiation | **Lisa Hisae Nishii**, Cornell U.

Measuring Differentiated Leadership: Differentiated Approaches | **Ronald F. Piccolo**, Rollins College; **Claudia Buengeler**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

#### **762 : (Paper Session) - (OB) Leader-Member Exchange Outcomes**

8:00am - 9:30am Boston Park Plaza: Stuart Room

Tweet this session: **#AOM2012 762**

Chair: **Robyn L. Brouer**, State U. of New York, Buffalo

→ Deeds that Help and Words That Hurt: Helping and Gossip as Moderators of LMX to Network Centrality | **Berrin Erdogan**, Portland State U.; **Talya N. Bauer**, Portland State U.; **Jorge Walter**, George Washington U.

Leader-Member Exchange and Group Level Processes, Justice Climates, and Attitudinal Outcomes | **Anthony Cobb**, Virginia Tech; **Rebecca S Lau**, The Open U. of Hong Kong

Leader-Member Exchange and Employee Outcomes: The Effects of Taking Charge | **Tae-Yeol Kim**, CEIBS; **Zhiqiang Liu**, Huazhong U. of Science & Technology

The Relational Nature of Leader Behaviors | **John W. Michel**, Loyola U. Maryland; **Michael J. Tews**, Pennsylvania State U.

#### **763 : (Paper Session) - (OB) Social Processes and Counter-Productive Work Behaviors**

8:00am - 9:30am Boston Park Plaza: Winthrop Room

Tweet this session: **#AOM2012 763**

Chair: **Laci M Rogers**, U. of Southern Indiana

Reconceptualizing Counterproductive Work Behavior via Norms: A Theory of Dysfunctional Work Behavior | **Cynthia Kay Stevens**, U. of Maryland; **Deborah Searcy**, U. of Maryland, College Park

Multifoci Effects of Unfairness on CWB and the Moderating Roles of Moral Identity and Narcissism | **Christopher Harris**, Tilburg U.; **James J. Lavelle**, U. of Texas, Arlington; **M. Blake Hargrove**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington

Positive People and Negative Practices: Mediating Role of Moral Disengagement on Unethical Behavior | **C Justice Tillman**, U. of Texas, Dallas; **Ericka R. Lawrence**, U. of Alabama; **Oscar Holmes IV**, The U. of Alabama

The Effects of Consideration and Structure on Perceived Justice and Counterproductive Behavior | **Brian C. Holtz**, Temple U.; **Crystal M. Harold**, Temple U.

#### **764 JS: (OB, HR) Organizational Influences on Emotion Processes at Work**

8:00am - 9:30am Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 764**

Organizers: **Allison S. Gabriel**, U. of Akron; **James Diefendorff**, U. of Akron

Chairs: **Allison S. Gabriel**, U. of Akron; **James Diefendorff**, U. of Akron

Emotional Contagion at Work and Organizational Culture | **Laura Petitta**, U. of Rome La Sapienza

How to "Manage the Heart": Management's Priorities and Practices for Emotional Labor | **Megan T. Nolan**, Pennsylvania State U.; **Dinora Fitzgerald**, Pennsylvania State U.; **Alicia A. Grandey**, Pennsylvania State U.

The Influence of HR Practices on Employee Emotional Displays | **Allison S. Gabriel**, U. of Akron; **Christina M. Moran**, U. of Akron; **James Diefendorff**, U. of Akron; **Alison A. Benedetti**, U. of Akron

Paid to Smile: Financial Rewards and Emotional Labor Outcomes | **S. Douglas Pugh**, Virginia Commonwealth U.; **Chao Miao**, Virginia Commonwealth U.; **Jennifer Hosey**, Press Ganey Associates Inc.

What's My Motivation? A Qualitative Study of Emotional Labor Goals | **Jason Dahling**, College of New Jersey; **Rachel Amrhein**, Hay Group; **George Boff**, College of New Jersey; **Rachel Tenenbaum**, College of New Jersey; **Aaron Feldman**, College of New Jersey; **Christopher Ruppel**, College of New Jersey

#### **765 SHCS: (OB, HR) Shared Leadership in Teams: An Exploration of Antecedents, Formal Hierarchy & Leadership Dimensions**

8:00am - 9:30am Boston Park Plaza: Statler Room

Tweet this session: **#AOM2012 765**

Chairs: **John Mathieu**, U. of Connecticut; **Lauren D'Innocenzo**, U. of Connecticut

Discussant: **Daniel Scott DeRue**, U. of Michigan

Shared Leadership in Teams: An Exploration of Antecedents, Formal Hierarchy & Leadership Dimensions | **John Mathieu**, U. of Connecticut; **Lauren D'Innocenzo**, U. of Connecticut

Exploring Relational & Diversity Antecedents of Shared Leadership in Teams | **Cécile Emery**, London School of Economics; **Thomas Stephen Calvard**, U. of Edinburgh

Team Composition and Shared Leadership: A Study of Leader Personality and Team Attributes | **Jay Carson**, Southern Methodist U.; **Christopher O. L. H. Porter**, Indiana U.

An Inconvenient Truth? Formal Hierarchy and the Development of Shared Leadership Networks | **Ned Wellman**, U. of Michigan, Ann Arbor

Shared Leadership in Teams: An Exploration Solo, Collective and Distribution Leadership Process Dimensions | **Michael Kukenberger**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Lauren D'Innocenzo**, U. of Connecticut

#### **766 JS: (OB, HR, GDO) Work-Family Resources: New Theory and Perspectives**

8:00am - 9:30am Boston Park Plaza: White Hill Room

Tweet this session: **#AOM2012 766**

Chairs: **Ellen Ernst Kossek**, Michigan State U.; **Matthew M. Piszczek**, Michigan State U.; **Kristie Lynne McAlpine**, Cornell U.

Discussant: **Gary N. Powell**, U. of Connecticut

The Effects of Work-life Flexibility Policies on Employee Outcomes: A Multiple Resource Perspective | **Jeffrey H. Greenhaus**, Drexel U.; **Ellen Ernst Kossek**, Michigan State U.

Work Schedulers and Schedule Support (and Control) in Organizations | **Ellen Ernst Kossek**, Michigan State U.; **Kristie**

**Lynne McAlpine**, Cornell U.; **Matthew M. Piszczek**, Michigan State U.; **Leslie B. Hammer**, Portland State U.

A Comprehensive Model of Flexibility for Work-Life Balance | **Monique Valcour**, EDHEC Business School; **Anne Bardoel**, Monash U.; **Ariane Ollier-Malaterre**, Rouen Business School  
Family Interference with Work and Safety: Role of Situational Moderators | **Chu-Hsiang Chang**, Michigan State U.; **Juliya Golubovich**, Michigan State U.

**767** 📄: (Paper Session) - (OCIS) **Trust in Work, Teams and Online**

8:00am - 9:30am Sheraton Boston Hotel: Fairfax A

Tweet this session: **#AOM2012 767**

Chair: **Tara Behrend**, George Washington U.

📄 Trust but Verify?: Trust and Behavior Controls in Virtual Teams | **Lionel P. Robert**, U. of Michigan, Ann Arbor

📄 Digital Natives and Digital Immigrants: Differences in Online Trust Formation | **Christian Pieter Hoffmann**, U. of St. Gallen; **Andrea Chandra Von Kaenel**, U. of St. Gallen; **Christoph Lutz**, U. of St. Gallen; **Miriam Meckel**, U. of St. Gallen

📄 Social Networks, Psychological and Organizational Climate and IS Development Success | **Russell L. Purvis**, Clemson U.; **Adam Stubblefield**, Clemson U.

**768** 📄: (DRP Session) - (OCIS) **Information Technology in Firms and Markets**

8:00am - 9:30am Sheraton Boston Hotel: Hampton A

Tweet this session: **#AOM2012 768**

Facilitator: **James Howison**, UT-Austin

📄 Project Uncertainty and Buyer Informedness: A Study of Price Dispersion in Service e-Markets | **Yili Hong**, Temple U.

📄 Are Green IT Announcements Effective Market Signals? | **Rohit Nishant**, National U. of Singapore Business School; **Thompson S. H. Teo**, National U. of Singapore; **Mark Goh**, National U. of Singapore

→ 📄 How Do Foreign Workers Affect US Workers and Firm Profits? | **Sunil Mithas**, Robert H. Smith School of Business; **Kunsoo Han**, McGill U.

📄 Information Technology Innovations: The Role of Cumulative Experience and Performance Feedback | **Nilesh Saraf**, Simon Fraser U.; **Srabana Dasgupta**, U. of British Columbia; **Pooria Assadi**, Simon Fraser U.

**769** 📄: (DRP Session) - (ODC) **Readiness, Resistance, and Employee Responses to Change**

8:00am - 9:30am Sheraton Boston Hotel: Exeter A & B

Tweet this session: **#AOM2012 769**

Facilitator: **Boram Do**, Boston College

→ 📄 Middle Managers' Initial Change Concerns: Examining Change Readiness Beliefs in the U.S. and India |

**Virajanand Varma**, Columbus State U.; **Stanley G. Harris**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Hubert S. Feild**, Auburn U.

→ 📄 How Do Employees Adapt to Organizational Change Driven by Cross-border M&As? A Case in China | **Jing Du**, Wuhan U.; **Goo Hyeok Chung**, Seoul National U.

📄 Psychological Contract Violation during Organizational Change | **Jiseon Shin**, U. of Maryland, College Park; **Susan M. Taylor**, U. of Maryland

📄 A Self-determination Perspective of Change Recipients' Attitudes toward Organizational Change | **An-Chih Wang**, National Taiwan U.

**770** 📄: (ODC) **Relational Leadership: New Developments in Theory and Practice**

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: **#AOM2012 770**

Chairs: **Jody Hoffer Gittel**, Brandeis U.; **Anne Douglass**, U. of Massachusetts, Boston

Discussant: **Joyce K Fletcher**, Simmons College

Relational leadership as collective leadership: Mapping the territory | **Erica Gabrielle Foldy**, New York U.; **Sonia Ospina**, New York U.

D-leadership and relational leadership: Beginning the conversation | **Deborah Ancona**, Massachusetts Institute of Technology; **Elaine V. Backman**, Massachusetts Institute of Technology; **Kate Parrot**, Massachusetts Institute of Technology

From relational to sense leadership with savoir-relier: Leading in complexity | **Valérie Gauthier**, HEC Paris

Developing strategic relational leadership | **Carsten Hornstrup**, Tilburg U.

Leading in coordination: The meta-feedback role of leaders in performative groups | **John Paul Stephens**, Case Western Reserve U.

**771** 📄: SHCS: (ODC, OB, MC) **Influential Research and Practice in ODC Dynamics**

8:00am - 9:30am Sheraton Boston Hotel: Republic B

Tweet this session: **#AOM2012 771**

Chair: **Dale E Zand**, New York U.

Speakers: **Edgar H. Schein**, Massachusetts Institute of Technology; **Michael Beer**, Harvard U.; **Warner Burke**, Columbia U.; **Dale E Zand**, New York U.

**772**: (Paper Session) - (OM) **Operations Innovation and Technology**

8:00am - 9:30am Westin Copley Place: North Star

Tweet this session: **#AOM2012 772**

Chair: **Dr. Angela D. Mitchell**, Wilmington College

→ 📄 Effects of ERP System-Based Manufacturing Planning and Control in Dynamic Operating Environments | **Antti Tenhiälä**, IE Business School; **Pekka Helkiö**, Aalto U.

📄 Balancing Continuous Improvement and Innovation: the double helix of contextual ambidexterity | **Andrea Furlan**, U. of Padova; **Andrea Vinelli**, U. of Padova

📄 The missing link in buyer-supplier joint product innovation: A work group effectiveness perspective | **Tingting Yan**, Wayne State U.; **Kevin Dooley**, Arizona State U.

📄 Service Innovation in Manufacturing | **John E. Ettlie**, Rochester Institute of Technology; **Stephen Rosenthal**, Boston U.

Presenters: **Antti Tenhiälä**, IE Business School; **Andrea Furlan**, U. of Padova; **Tingting Yan**, Wayne State U.; **John E. Ettlie**, Rochester Institute of Technology

**773**: (OMT) **OMT Distinguished Scholar Breakfast**

8:00am - 9:30am Sheraton Boston Hotel: Independence West

Tweet this session: **#AOM2012 773**

**774** : (DRP Session) - (ONE) **Organizational Slack, Greening and Performance**

8:00am - 9:30am Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 774****Chair: Nicole Darnall**, Arizona State U.

Organizational Slack and Environmental Performance: A

Behavioral Theory of The Firm Perspective | **Pavlos C.****Symeou**, Cyprus U. of Technology; **Stelios C. Zyglidopoulos**, U. of Cambridge

→ **The Role of Organizational Slack in Climate Change Adaptation of Firms** | **Andrew Griffiths**, U. of Queensland; **Monika Winn**, U. of Victoria; **Martina K. Linnenluecke**, U. of Queensland

**Divergent Roads: The Impact of the Global Recession on Sustainability Strategy** | **Eva Marie Collins**, U. of Waikato; **Jarrod M. Haar**, U. of Waikato; **Stewart Lawrence**, U. of Waikato; **Juliet Roper**, U. of Waikato

→ **Disclosure of Environmental, Social and Governance (ESG) Performance and Firm Value** | **Natalia Isachenkova**, Kingston U.

**775** → **JS: (ONE, SIM) Cross-Sector Solutions to Complex Environmental Issues**

8:00am - 9:30am Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 775****Organizers: Oana Branzei**, U. of Western Ontario; **Haiying Lin**, U. of Waterloo

Between Informal and Formal? Cross-Sector Interactions in Developing and Conflict Countries | **Ans Kolk**, U. of Amsterdam

Cross-Sector Governance: From Local Networks to Social and Environmental Partnerships at the BOP | **Carlos Rufin**, Suffolk U.; **Miguel Rivera-Santos**, Babson College

Building and Scaling a Cross-Sector Partnership: Lesson from the HARITA Project | **Jonathan P Doh**, Villanova U.; **Ted London**, U. of Michigan

Cross-sector Attractors: Choosing Partners for Environmental Breakthroughs | **Haiying Lin**, U. of Waterloo; **Oana Branzei**, U. of Western Ontario

Government-based Cross-sector Alliances for Environmental Improvements | **Haiying Lin**, U. of Waterloo; **Azin Rastan**, U. of Waterloo

Cross-sector Solutions to Supply Chain Management | **David Graham Hyatt**, U. of Arkansas, Fayetteville

The Engagement of Firms in Environmental Collaborations: Existing Contributions & Future Directions | **Ulrich Wassmer**, Concordia U.

**776** : (Paper Session) - (PNP) **Accountability**

8:00am - 9:30am Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 776****Chair: Jean Hartley**, U. of Warwick

Community Reinvestment Agreements: Policy Actors, Tools and Democratic Accountability | **Colleen Casey**, U. of Texas, Arlington

Public School Accountability and Professional Autonomy: The Role of Principal Ambidexterity | **N. C. Jackson**, U. of California, Berkeley

How important is the ethical behaviour of politicians in determining trust in local government? | **James Downe**, Cardiff Business School, UK; **Richard Cowell**, Cardiff U.; **Alex Chen**, Cardiff Business School, UK; **Karen Morgan**, U. of Bristol

**777** : (Paper Session) - (PNP) **Leadership and Innovation - Panel One**

8:00am - 9:30am Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 777****Chair: Benedict Jimenez**, Rutgers U.

Community Foundation Strategy: How Fear, Tradition, and Serendipity Influence Decision Making | **Judith L. Millesen**, Ohio U.; **Eric C. Martin**, Bucknell U.

Entrepreneurial Orientation in the Context of Social Venture Creation | **Kathrin Lurtz**, European Business School, Wiesbaden; **Karin Kreutzer**, European Business School, Wiesbaden

Entrepreneurship in Public Services: Understanding its Role in Change | **Zoe Radnor**, Cardiff Business School, UK; **Hannah Noke**, Nottingham U.

**778** **JS: (PNP, OB) Private and Public Differences? Examining the Meaning of Sector in Motivation and Leadership**

8:00am - 9:30am Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 778****Organizers: Robert K Christensen**, U. of Georgia; **Bradley E.****Wright**, Georgia State U.**Discussant: Steven Kelman**, Harvard U.

Leadership and Motivation in the Public and Private Sectors:

Evidence of sector's relevance | **Hal G. Rainey**, U. of Georgia; **John M. Bryson**, U. of Minnesota; **Kimberly B. Boal**, Texas Tech U.

Performance Appraisals: The Role of Sector, Manager Motivation and Employee Extra-role Behavior | **Robert K Christensen**, U. of Georgia; **Steven Whiting**, Indiana U.

Assessing the Effects of Task, Relations, Change Behaviors and Ethical Leadership Across Sector | **Gary Yuki**, State U. of New York, Albany; **Shahidul Hassan**, Ohio State U.

**779** : (Paper Session) - (RM) **Hypothesis Formation and Testing**

8:00am - 9:30am Westin Copley Place: Empire

Tweet this session: **#AOM2012 779****Chair: Seth Spain**, Binghamton U.

Accommodational Plasticity in Organizational Science:

Impact of Hypothesis Framing on Effect Size | **Frank A. Bosco**, Marshall U.; **James G Field**, Marshall U.; **Charles A. Pierce**, U. of Memphis

Advantages of Baseline Models: Lessons from Research about Developing Economies and Emerging Markets | **Andreas Schwab**, Iowa State U.; **William H. Starbuck**, U. of Oregon

Two Types of Mediation, Two Types of Theories: Embracing the Complexities of Mediation Analysis | **Amit Gal**, Tel Aviv U.

**780** → **JS: (RM, MOC, CM) Yin-Yang Research: Where Do We Go from Here?**

8:00am - 9:30am Westin Copley Place: Defender

Tweet this session: **#AOM2012 780**

**Coordinators:** **Mai P. Trinh**, Case Western Reserve U.; **Risa Martyn**, Saybrook U.

Using Yin Yang as Inspiration for Management Theory (Re)building | **Tony Fang**, Stockholm U.; **Rosalie L. Tung**, Simon Fraser U.

Exploring the unique roles of trust and play in creativity: From the complexity-ambiguity-metaphor link to the trust-play-creativity link | **Peter Ping Li**, Copenhagen Business School

Towards an Integration of East and West: Practice Theory and Yin-Yang | **Mai P. Trinh**, Case Western Reserve U.

The Strategic Management of Ying/Yang Balance and Ethical Leadership in Chinese Organizations | **Kwang-Kuo Hwang**, National Taiwan U.

Yin-Yang and Circle Operation | **Jar-Der Luo**, Tsinghua U.

### **781** : (DRP Session) - (SAP) Middle Management in the Practice of Strategy

8:00am - 9:30am Boston Hynes Convention Center: Room 307

Tweet this session: **#AOM2012 781**

**Facilitator:** **Julia Balogun**, Lancaster U.

Deviant practices of middle managers while implementing change in a pluralistic context. | **Celine Legrand**, Audencia Management School; **Arnaud Nicolas**, Audencia Management School; **Maton Eric**, Audencia Management School

Social Networks and Strategic Renewal: A Middle Management Perspective | **Sebastian Fourné**, Erasmus U. Rotterdam; **Tom Mom**, Erasmus U.

A middle manager perspective on strategy formulation and implementation effectiveness | **Lisa Barton**, IESEG School of Management; **Veronique Ambrosini**, Monash U.

Middle Managers & Performance Review Meetings: Knowledge Creation & Capability Identification | **Rory Eckardt**, U. of Massachusetts

From being the same to being different: French radio programmers' practices of competitive imitation | **Philippe Mouricou**, ESCM Tours (France)

### **782** : (Paper Session) - (SAP) Varieties of Strategic Practice

8:00am - 9:30am Boston Hynes Convention Center: Room 308

Tweet this session: **#AOM2012 782**

**Chair:** **Chahrazad Abdallah**, U. of London, Birkbeck

Avoiding a "good kicking": Public sector strategizing in practice | **Alex Wright**, Open U.

Stepping into the void: Strategy absence in South Africa | **Peet Venter**, U. of South Africa

Capabilities as structuring dispositions: Reframing resource-based theory in practice terms | **Robert Chia**, U. of Strathclyde; **Robert Bradley MacKay**, U. of Edinburgh

### **783** : (Paper Session) - (SIM) Reputation, Transparency and Reporting

8:00am - 9:30am Marriott Boston Copley Place: Boylston

Tweet this session: **#AOM2012 783**

**Chair:** **Stephen Pavelin**, U. of Bath

Sustainability reporting and transparency: A counter-account of GRI reports | **Olivier Boiral**, U. Laval

Corruption and Corporate Reputation: The Paradox of Buffering and Suffering | **Naomi A Gardberg**, Baruch College; **Vijay Sampath**, FTI Consulting, Inc.; **Noushi Rahman**, Pace U.

Managing Reputation through Collusion | **Michael L. Barnett**, Oxford U.; **Andreas Hoepner**, U. of St. Andrews; **Sean Lux**, U. of South Florida; **Irena Timofeeva**, U. of St. Andrews

### **784** : (Paper Session) - (SIM) Legitimacy, Political Activities

8:00am - 9:30am Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 784**

**Chair:** **Barry M Mitnick**, U. of Pittsburgh

Corruption, Legitimacy, and Nascent Ventures' Resource Acquisitions in a Transition Economy | **Li Tian**, Nankai U.

Political Ties and Entrepreneurship: Understanding the Enigma | **Kuan-Cheng Chen**, Shih Hsin U.

An Extended Resource-Based View on Corporate Political Activities | **Omer N. Gokalp**, U. of Texas, Dallas

### **785** : (Paper Session) - (SIM) Governance, Banking and Microfinance Industry

8:00am - 9:30am Marriott Boston Copley Place: Salon K

Tweet this session: **#AOM2012 785**

**Chair:** **Paul Dunn**, Brock U.

"Something beyond us"? The Effect of Family Involvement on Employee Relations. | **Sébastien Fosse**, IE Business School; **Carl J. Kock**, Instituto de Empresa Business School; **Marianna Makri**, U. of Miami

SVM and Risk Taking in the U.S. Banking Industry: Re-calibrating Corporate Governance Mechanisms | **Marguerite Schneider**, NJIT; **J. Daniel Wischnevsky**, Fairleigh Dickinson U.

Filling Governance Gaps through Political CSR | **Andrew Penn Bradly**, The Australian National U.

### **786** : (DRP Session) - (SIM) Moral frames,(un)ethical decision-making, and (un)ethical behavior

8:00am - 9:30am Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 786**

**Facilitator:** **Andrew C Wicks**, U. of Virginia

Distal and Proximal Influences on the Use of Business and Moral Frames in Responsible Decisions | **Grégoire Bollmann**, U. of Lausanne; **Sébastien Mena**, U. of Alberta

Considerations of Observer, Offender, and Target in the Intent to Peer Report Unethical Behavior | **Dustin James Bluhm**, U. of Colorado, Colorado Springs; **Tyler C. Burch**, U. of Washington; **Bruce J. Avolio**, U. of Washington

Psychological Distance and Seemingly Unethical Decision-Making | **Michael Wood**, Richard Ivey School of Business; **Theodore Noseworthy**, Richard Ivey School of Business; **Scott Colwell**, U. of Guelph

Towards a Theory of Fair Interest Rates on Microcredit | **Marek Hudon**, ULB - Solvay Brussels School; CERMi; **Joakim Sandberg**, U. of Gothenburg

### **787** : (Paper Session) - (TIM) Open Innovation

8:00am - 9:30am Boston Hynes Convention Center: Room 104

Tweet this session: **#AOM2012 787**

**Chair:** **Saikot Chaudhuri**, Wharton School

Formation of a Marketplace for Ideas: An Industry Analysis | **Thomas Klueter**, U. of Pennsylvania

- 📄 Using Internet-based Collaboration Technologies for Innovation: Crowdsourcing vs. Expertsourcing | **Tammy L. Madsen**, Santa Clara U.; **Jennifer Woolley**, Santa Clara U.; **Kumar Sarangee**, Santa Clara U.
- 📄 Designing the Organization for User-Driven Innovation | **Peter Keinz**, WU Vienna; **Christoph Hienerth**, WHU - Otto Beisheim School of Management; **Christopher Lettl**, WU Vienna
- 👉📄 Open for Ideation: Individual-level Openness and Idea Generation in R&D | **Ammon Salter**, Imperial College London; **Anne L.J. ter Wal**, Imperial College London; **Paola Criscuolo**, Imperial College London; **Oliver Alexy**, Imperial College London

### 788 : (Paper Session) - (TIM) Innovation, Exploration and Exploitation Perspectives

8:00am - 9:30am Boston Hynes Convention Center: Room 107

Tweet this session: [#AOM2012 788](#)

Chair: **Robert Neal Eberhart**, Stanford U.

- 📄 The Role of Exploration in Firm Survival in the Worldwide Optical Library Market, 1990-1998 | **Gun Jea Yu**, Cornell U.; **Olga Khessina**, Cornell U.
- 👉📄 A Guest in Time: How the Maturity, Distance, and Diffusion of Knowledge Affect Innovation | **Antonio Capaldo**, Catholic U. of the Sacred Heart - Milan and Rome; **Dovev Lavie**, Technion Israel Institute of Technology; **Antonio Messeni Petruzzelli**, Politecnico di Bari

#### TIM Best Paper Proceedings

- 📄 Bridging Research and Market: A Case of an Industrial Research Lab | **Yutaka Yamauchi**, Kyoto U.; **Yasuo Sugiyama**, Kyoto U.
- Firm Size, Ownership Structure and Extent of Technological Exploitation and Exploration | **Jaya Dixit**, Lally School of Management & Technology; **KwangWook Gang**, Rensselaer Polytechnic Institute

### 789 : (Paper Session) - (TIM) Marketplaces for Ideas: Licensing of Technology

8:00am - 9:30am Boston Hynes Convention Center: Room 108

Tweet this session: [#AOM2012 789](#)

Chair: **Yan Gong**, U. of California, Irvine

- 📄 Deals Not Done: Sources of Failures in the Market for Ideas | **Iain Cockburn**, Boston U.; **Laurina Zhang**, U. of Toronto
- 👉📄 Exclusivity in Biotech Licensing: What Makes Licensors Restrict their Options? | **Theodore Andrew Khoury**, Portland State U.; **Jorge Walter**, George Washington U.; **Erin G. Pleggenkuhle-Miles**, U. of Nebraska, Omaha

#### TIM Best Paper Proceedings

- 👉📄 Managing Licensing in a Market for Technology | **Thomas Ronde**, Copenhagen Business School; **Andrea Fosfuri**, U. Carlos III de Madrid; **Ashish Arora**, Duke U.

#### TIM Best Paper Proceedings

- 📄 Stocking the Patent Pool: What Do Firms Offer for Licensing and Why? | **Amol M. Joshi**, U. of Hawaii-Manoa; **Atul Nerkar**, U. of North Carolina, Chapel Hill; **Girish Mallapragada**, Indiana U.

### 790 : (Paper Session) - (TIM) Creating and Evaluating New Ideas

8:00am - 9:30am Boston Hynes Convention Center: Room 203

Tweet this session: [#AOM2012 790](#)

Chair: **Pek-Hooi Soh**, Simon Fraser U.

- 📄 The Consensus Discount: How Analysts' Recommendations Influence Firms' Ability to Attract Investors | **Matt Theeke**, George Mason U.; **Francisco Polidoro**, U. of Texas, Austin
- 📄 A tale of Two Creativities: Idea Creation and Evaluation Roles Ideas Shape Creativity Assessments | **Jennifer Mueller**, U. of Pennsylvania; **Shimul Melwani**, U. of North Carolina, Chapel Hill
- How does Cooperative Goal Affect R&D Team Creativity? A Motivated Information Processing Approach | **Zizhen Geng**, Xi'an Jiaotong U.; **Jie Feng**, U. of Wisconsin, Madison; **Xinmei Liu**, Xi'an Jiaotong U.; **Min Liu**, Ningbo U.
- 📄 Ambidextrous Innovation, Market Orientation, and Performance: A Disruptive Innovation Perspective | **Jie Zhao**, Xi'an Jiaotong U.; **Zelong Wei**, Xi'an Jiaotong U.; **Xiuwu Liao**, Xi'an Jiaotong U.

### 791 : (Paper Session) - (TIM) Technological Evolution Change and Learning

8:00am - 9:30am Boston Hynes Convention Center: Room 305

Tweet this session: [#AOM2012 791](#)

Chair: **Sherry E. Sullivan**, Bowling Green State U.

- 📄 The Trap Between Local and Distant New Combinations: Recombination and Impact of Inventions | **Steffen Keijl**, Tilburg U.; **Victor Gilsing**, Tilburg U.; **Geert Duysters**, Eindhoven U. of Technology
- 📄 Organizational Learning and the Continuity of Adaptive Success | **Murad A Mithani**, Rensselaer Polytechnic Institute; **Jonathan O'Brien**, Rensselaer Polytechnic Institute
- 📄 Are Switching Costs Always Effective? The Moderating Role of Technological and Demand Regimes | **Gianluca Capone**, Bocconi U.; **Franco Malerba**, Bocconi U.; **Luigi Orsenigo**, IUSS Pavia
- 📄 Enabling Exploratory Learning in Complex, Science-based Innovation Systems | **Deborah J Dougherty**, Rutgers U.; **Danielle D Dunne**, Fordham U.

### 792 : (Paper Session) - (TIM) Innovation and Entrepreneurship

8:00am - 9:30am Boston Hynes Convention Center: Room 313

Tweet this session: [#AOM2012 792](#)

Chair: **Ikenna S. Uzuegbunam**, U. of Kentucky

- 👉📄 Synthesizing Professional and Market Logics: A Study of iOS App Entrepreneurs | **Yixin Qiu**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park; **Il-Horn Hann**, U. of Maryland, College Park
- 📄 A Glimpse at Persistence without Liquidity Events: Asymmetric Effects on Success and Failure | **Anindya Ghosh**, IESE Business School; **Johannes M Pennings**, U. of Pennsylvania
- 📄 Who wants to be a Founder, and who wants to Join One? The Entrepreneurial Intentions of S&E PhDs | **Michael Roach**, U. of North Carolina; **Henry Sauermann**, Georgia Institute of Technology
- Where Do New Firms Come From? de Novo Nanotechnology Firm Emergence 1970-2004 | **Claudia Bird Schoonhoven**, U. of California, Irvine; **Sang-Joon Kim**, U. of California, Irvine

**793** 🗄️📄 JS: (TIM, BPS, OM) **Services, Platforms and Innovation**

8:00am - 9:30am Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 793**

**Chair: Annabelle Gawer**, Imperial College London

**Discussant: Stefano Brusoni**, Swiss Federal Institute of Technology Zurich, ETH

Services, Industry Evolution, and the Competitive Strategies of Product Firms | **Michael Cusumano**, Massachusetts Institute of Technology; **Steven Kahl**, U. of Chicago; **Fernando Suarez**, Boston U.

The Servitization of Manufacturing: What Role for Platforms? | **Andrew Neely**, Cambridge U.; **Ivanka Visnjic**, ESADE Business School

Building Service Platforms: A Knowledge-Based Process | **Andrew Davies**, Imperial College London; **Annabelle Gawer**, Imperial College London; **Stefano Miraglia**, Imperial College London

Service Innovation Platforms: Issues of Definition, Design and Structure | **Henry Chesbrough**, U. of California, Berkeley

**Monday 9:00AM**

**794** : (AAA) **Academy of Management Perspectives: Showcase Symposium on Agency Theory**

9:00am - 10:30am Westin Copley Place: Adams

Tweet this session: **#AOM2012 794**

**Organizers: Timothy Michael Devinney**, U. of Technology, Sydney;

**Donald Siegel**, State U. of New York, Albany

**Distinguished Speaker: Michael C. Jensen**, Harvard U.

**Monday 9:45AM**

**795** 🗄️: (Paper Session) - (BPS) **Unpacking Networks**

9:45am - 11:15am Boston Hynes Convention Center: Room 101

Tweet this session: **#AOM2012 795**

**Chair: Corey Phelps**, HEC Paris

🗄️🗄️ Are high-status firms more likely to be brokers? | **Guangxi Zhang**, City U. of Hong Kong; **Kwangho Kim**, City U. of Hong Kong; **Haibin Yang**, City U. of Hong Kong

🗄️🗄️ Micro-Geography and Opportunities for Relationships: Evidence from the US Senate Chamber | **Jillian Darroch Chown**, U. of Toronto; **Christopher C. Liu**, U. of Toronto

🗄️ The moderating role of context in managerial ties-firm performance link: A meta-analytic review | **Peihua Fan**, Xi'an Jiaotong U.; **Qiaozhuan Liang**, Xi'an Jiaotong U.; **Mingjun Hou**, Xi'an Jiaotong U.

The problem of embeddedness revisited: Collaboration and market types | **Kristina Vaarst Andersen**, Roskilde U.

**796** 🗄️: (Paper Session) - (BPS) **Causes and consequences of M&A activity**

9:45am - 11:15am Boston Hynes Convention Center: Room 103

Tweet this session: **#AOM2012 796**

**Chair: Laurence Capron**, INSEAD

🗄️➔🗄️ How Do Firms Become Good Acquirers? Managerial Learning and the Acquisition Capability of Firms | **Phillip Meyer-Doyle**, U. of Pennsylvania

🗄️🗄️ Who gets first dibs? A buy-side investigation of the dual tracking phenomenon in M&A | **Roberto Ragozzino**, U. of Texas, Dallas

➔🗄️ Ownership and Premium in Foreign Acquisitions: Impact of Geographic Distance and Payment Method | **Ajai S Gaur**, Rutgers U.; **Shavin Malhotra**, Ryerson U.

🗄️ When Practices Diffuse in a Bubble: Reverse Mergers and the Internet Wave | **Ivana Naumovska**, Erasmus U. Rotterdam; **Peggy M. Lee**, Arizona State U.; **Edward Zajac**, Northwestern U.

**797** 🗄️: (DRP Session) - (BPS) **Technology & Innovation**

9:45am - 11:15am Boston Hynes Convention Center: Room 109

Tweet this session: **#AOM2012 797**

**Facilitator: Peter Cebon**, U. of Melbourne

➔🗄️ Incumbents and institutions: How the value of resources varies across markets | **Lucio Fuentesaz**, U. of Zaragoza; **Elisabet Garrido**, U. of Zaragoza; **Juan P Maicas**, U. of Zaragoza

🗄️ What the Market Likes: External Learning and Firm Valuation | **Anuja Gupta**, U. of Pennsylvania

🗄️ Balancing exploration and exploitation: the moderating role of technological interdependence | **Gianluca Vagnani**, U. of Rome La Sapienza; **Michele Simoni**, Parthenope U. of Naples; **Paola Pisano**, U. of Turin

Strategic decision comprehensiveness and innovation in technology ventures in China | **Jingjiang Liu**, Zhejiang U.; **Haiyang Li**, Rice U.; **Huanji Wang**, Tsinghua U.

🗄️ Overcoming Collective Action Problems in Innovation: Evidence from the Automotive Supply Chain | **Jennifer Kuan**, Stanford U.

**798** 🗄️: (Paper Session) - (BPS) **Strategic approaches to Corporate Social Responsibility**

9:45am - 11:15am Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 798**

**Chair: Simon Peck**, Case Western Reserve U.

🗄️ The Collateral Effects of Corporate Social Responsibility: Evidence from Bank Loans | **Bill Francis**, Rensselaer Polytechnic Institute; **Pamela Harper**, Rensselaer Polytechnic Institute; **Shyam Kumar**, Rensselaer Polytechnic Institute

🗄️🗄️ Location, Clusters, and CSR Engagement: The Role of Information Asymmetry and Knowledge Spillovers | **Bryan W Husted**, York U. and ITESM; **Dima Jamali**, American U. of Beirut; **Walid Saffar**, American U. of Beirut

🗄️🗄️ Is Your Social Reputation True, False or Schizophrenic? | **Grahame R. Dowling**, U. of Technology, Sydney; **Peter Moran**, AGSM-Australian School of Business

🗄️ Towards a Theory of Stakeholder Management Exploration and Exploitation | **Carmelo Cennamo**, Bocconi U.

**799** 🗄️: (Paper Session) - (BPS) **Industry structure: Networks and Architectures**

9:45am - 11:15am Boston Hynes Convention Center: Room 204

Tweet this session: **#AOM2012 799**

**Chair: Emiel F.M. Wubben**, Wageningen U.

🗄️ The Drivers and Consequences of Cross-Border Competitive Aggressiveness in Coopetition Network | **Yu-Ching Chiao**, National Chung Hsing U.; **Shu-Mei Hsu**, National Chung Hsing U.



☐ Mediation-based Architectures: When Do They Emerge? Why Do They Become Stable? | **Ulas Burkay**, BI Norwegian Business School

📌☐ How value migrates within an industry architecture: Kingpins, bottlenecks, and evolutionary dynamics | **Chung Won Tae**, London Business School; **Michael G. Jacobides**, London Business School

☐ The liability of connectedness: Asymmetric ties and organizational failure | **Maud Pindard-Lejarraga**, IE U.; **Isabel Gutierrez**, U. Carlos III de Madrid

**800** ☐: (DRP Session) - (BPS) **Corporate Governance & Compensation**

9:45am - 11:15am Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 800

Facilitator: **Scott D. Graffin**, U. of Georgia

☐ Hit or Miss? CEO Over- and Underpayment and Earnings Management | **Eric Fong**, U. of Alabama, Huntsville; **Adam J. Wowak**, U. of Notre Dame; **Vilmos F. Misangyi**, Pennsylvania State U.; **Wafa Orman**, U. of Alabama, Huntsville

The impact of CEO stock options on exploratory executive attention focus: CEO tenure as a moderator | **Tine Buyl**, U. of Antwerp; **Christophe Boone**, U. of Antwerp

➔ ☐ R&D Curtailment during the Crisis - The Role of Stock-Based Incentives and Institutional Differences | **Sebastian Schrapp**, U. of Goettingen; **Marc Steffen Rapp**, Philipps-U. Marburg

➔ ☐ Executive Compensation in China: Equity Incentives and Alternative Performance Objectives | **Lerong He**, State U. of New York, Brockport; **Martin J. Conyon**, Wharton School

☐ Bank Governance After the Crisis: Is There a Case Against Shareholder Empowerment? | **Tom Kirchmaier**, U. of Manchester; **Daniel Ferreira**, London School of Economics; **Edmund Schuster**, London School of Economics; **David Kershaw**, London School of Economics

**801** ☐☐☐➔☐☐JS: (BPS, IM, RM) **Recontextualization as a Key Vector of MNC Learning: Evidence from Multi-tiered Field-based Research**

9:45am - 11:15am Boston Hynes Convention Center: Room 102

Tweet this session: #AOM2012 801

Chair: **Christopher John Voisey**, Nyenrode Business U.

Discussant: **Mary Yoko Brannen**, U. of Victoria/ INSEAD

Leveraging the MNC's Global Footprint: Praxis Based

Evidence of Organizational Learning | **Terry Mughan**, Anglia Ruskin U.; **Fiona Moore**, U. of London; **Christopher John Voisey**, Nyenrode Business U.

Winning Behaviours' in East and West: Recontextualizing a Strategic Concept within an MNC | **Anne-Marie Soederberg**, Copenhagen Business School

Recontextualizing Corporate Values in Subsidiaries:

Strategies, Practices and Social Actors | **Mette Zoelner**, Copenhagen Business School

Unsuitable Work for a Woman: A Native Category Approach to Diversity and Cross-cultural Management | **Fiona Moore**, U. of London

**802** ➔☐☐JS: (BPS, TIM) **Neuroscience and Management Research**

9:45am - 11:15am Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 802

Organizers: **Stefano Brusoni**, Swiss Federal Institute of Technology Zurich, ETH; **Daniella Laureiro-Martinez**, Swiss Federal Institute of Technology Zurich, ETH; **Maurizio Zollo**, Bocconi U.

Speakers: **Stefano Cappa**, San Raffaele U.; **Vinod Venkatraman**, Temple U.; **William Ocasio**, Northwestern U.; **Daniella Laureiro-Martinez**, Swiss Federal Institute of Technology Zurich, ETH

Presenters: **Stefano Brusoni**, Swiss Federal Institute of Technology Zurich, ETH; **Maurizio Zollo**, Bocconi U.

**803** ☐☐SHCS: (BPS, TIM, HCM) **Innovations in Pharmaceutical Innovation: New Medicines for Diseases of the Poor**

9:45am - 11:15am Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 803

Discussant: **Jeff Furman**, Boston U.

Diffusion of New Drugs in the Post-TRIPS Era | **Iain Cockburn**, Boston U.

Biopharmaceutical Innovation in China, India and Brazil after TRIPS | **Anita M McGahan**, U. of Toronto; **Rahim Rezaie**, U. of Toronto; **David Wolfe**, U. of Toronto

Encouraging Pharmaceutical Innovation | **Margaret K Kyle**, Duke U.; **David Ridley**, Duke U.

Generations of Innovation: R&D Leadership in HIV Treatment | **Alfonso Gambardella**, Bocconi U.; **Anita M McGahan**, U. of Toronto; **Giovanni Valentini**, Bocconi U.

**804** ☐☐☐: (Paper Session) - (CAR) **Developing Academic Careers**

9:45am - 11:15am Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 804

Chair: **Denise M. Jepsen**, Macquarie U.

Discussant: **Yoav Vardi**, Tel Aviv U.

☐ Academic Mentoring: Examining the Antecedents and Consequences of Mentoring Relational Quality | **Laci M Rogers**, U. of Southern Indiana; **Pamela L. Perrewe**, Florida State U.

☐ Institutional Prestige and Academic Career Success: Incorporating the Role of Social Networks | **Ziyang Huang**, Nanyang Technological U.; **Sze-Sze Wong**, Nanyang Technological U.

☐☐☐ Job Satisfaction, In-Role Behavior, and Extra-Role Efforts: A Study of Part-time College Professors | **Xiangmin Liu**, Pennsylvania State U.; **Liang Zhang**, Pennsylvania State U.

**805** ☐☐☐☐☐: (Paper Session) - (CAR) **Who Makes It? Predictors of Career Success**

9:45am - 11:15am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 805

Chair: **Nikos Bozionelos**, Durham U.

Discussant: **Sherry E. Sullivan**, Bowling Green State U.

☐ An Interactive View of the Five-Factor Model of Personality: Implications for Career Success | **Thomas J. Naughton**, Wayne State U.

☐ The Way To The Top: Career Patterns of Fortune 100 CEOs | **Bernard Forgues**, EMLYON; **Michael Koch**, EM Lyon; **Vanessa Monties**, EM Lyon

➔☐☐☐ Linking Gender Role Orientation to Career Success: The Mediating Role of Psychological Capital | **Hang-yue Ngo**, Chinese U. of Hong Kong; **Sharon Foley**, Tsinghua U.;

**Ming Shuang Ji**, The Chinese U. of Hong Kong; **Raymond Loi**, U. of Macau

→ **It's Not Only About Who You Are But Also Where You Are: A Multilevel Model of Career Success** | **Claudia Holtschlag**, U. de Barcelona

**806** → **CAU: (CAR) Career Development Dynamics**

9:45am - 11:15am Boston Park Plaza: Stanhope Room

Tweet this session: **#AOM2012 806**

Facilitator: **Kimberly Eddleston**, Northeastern U.

→ **On The Outside Looking In: The Fairness of Mentoring From Protégé and Non-Protégé Perspectives** | **James E Wilbanks**, U. of Arkansas at Little Rock; **Thomas W. Dougherty**, U. of Missouri at Columbia

→ **Perceptions of Mentoring Fairness: Construct Development and Instrument Validation** | **James E Wilbanks**, U. of Arkansas at Little Rock; **Thomas W. Dougherty**, U. of Missouri at Columbia

→ **Generation, Gender, and Culture Differences in Career Perceptions in the United States and China** | **Xiang Yi**, Western Illinois U.; **Weibo Cheng**, Central south U.; **Linna Fu**, China South U.; **Barbara A. Ribbens**, Illinois State U.

→ **Development and Initial Validation of the Willingness to Compromise Scale** | **Serena Wee**, Singapore Management U.

→ **The Relationship between Culture and Career Planning: A Structural Equation Analysis** | **Marjaana Gunkel**, Leuphana U. Lüneburg; **Christopher Schlaegel**, U. Magdeburg; **Ian M. Langella**, Shippensburg U.; **Joy V. Peluchette**, RJP Enterprises; **Elena Reshetnyak**, National Technical U. Kharkov

**807** → **CAU: (CAU) Value of trust in entrepreneurship development: institutional and interpersonal perspectives**

9:45am - 11:15am Marriott Boston Copley Place: Columbus I

Tweet this session: **#AOM2012 807**

Coordinators: **Mai Thi Thanh Thai**, HEC Montreal;

Participants: **Alpha Ayande**, ESG-UQAM; **Constant D. Beugre**, Delaware State U.; **Darlene Alexander-Houle**, Hewlett Packard; **Dennis H. Barber III**, U. of New Mexico; **Heather R. Wishik**, Heather Wishik Consulting; **Jacob Park**, Green Mountain College; **Jose G Vargas-Hernández**, U. de Guadalajara; **Monika Hudson**, U. of San Francisco; **Olivia Kyriakidou**, Athens U. of Economics and Business; **Robert Robinson**, Ryerson U.; **Ronda M. Smith Nelson**, Fort Hays State U.; **Roxanne Zolin**, Queensland U. of Technology; **Yang Xu**, Pennsylvania State U.; **Steven A Gedeon**, Ryerson U.

**808** → **CAU: (CAU) Women on Corporate Boards—Contributing to the Public Debate**

9:45am - 11:15am Marriott Boston Copley Place: Columbus II

Tweet this session: **#AOM2012 808**

Organizers: **Ruth H.V. Sealy**, Cranfield U.; **Heather Foust-Cummings**, Catalyst

**809** → **CAU: (CAU) Advancing Research in Social Enterprise and Social Entrepreneurship**

9:45am - 11:15am Sheraton Boston Hotel: Dalton A

Tweet this session: **#AOM2012 809**

Organizers: **John C. Ronquillo**, DePaul U.; **Gordon Shockley**, Arizona State U.

**810** → **CAU: (CAU) Gender Issues in the Classroom: A Conversation Among Female Faculty**

9:45am - 11:15am Sheraton Boston Hotel: Dalton B

Tweet this session: **#AOM2012 810**

Organizers: **Margaret Cording**, IMD; **Kathryn Aten**, Naval Postgraduate School

**811** → **CAU: (CAU) Humanistic Management Caucus**

9:45am - 11:15am Boston Park Plaza: Holmes Room

Tweet this session: **#AOM2012 811**

*The Humanistic Management Network has already come forward with, 'Humanism in Business', a book that looks at how humanism can contribute to management theory and practice on a system, organizational and personal level (Cambridge University Press 2009.), and several volumes with Palgrave MacMillan( 2 case volumes on humanistic management in practice, 1 volume on humanistic business philosophy, 1 volume on humanistic management education, and 1 volume on humanistic business ethics).*

Organizer: **Michael Andreas Pirson**, Fordham U.

Facilitator: **Heiko Spitzbeck**, FDC - Fundacao Dom Cabral

Participant: **Claudia Verena Peus**, TUM School of Management

**812** → **CAU: (CAU) Maximizing Collaborations: Utilizing the Opportunities Created by the Indian Academy of Management**

9:45am - 11:15am Boston Park Plaza: Longfellow Room

Tweet this session: **#AOM2012 812**

*Program Description: Meeting to provide an opportunity for scholars to come together and discuss India related research themes. Also, it will enable Indian Academy of Management officials to seek input on key issues.*

Chairs: **Pawan S. Budhwar**, Aston U.; **Arup Varma**, Loyola U. Chicago

Participants: **Jyotsna Bhatnagar**, Management Development Institute; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore; **Jossy Mathew**, Middlesex U.; **Aarti Ramaswami**, ESSEC Business School

**813**: (Paper Session) - (CDP) **Antecedents and Outcomes of Employee Turnover**

9:45am - 11:15am Westin Copley Place: Baltic

Tweet this session: **#AOM2012 813**

Facilitator: **Marion B. Eberly**, U. of Washington, Tacoma

→ **OB: The Crucial Role of Turnover Intentions in Transforming Moral Disengagement Into Deviant Behavior** | **Jessica L. Siegel**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona

**HCM: The Relationship of Structure and HR Practices on Workers' Job Satisfaction and Turnover Intent** | **Jungyoon Kim**, U. Of Nebraska Medical Center; **Nizar K. Wehbi**, U. Of Nebraska Medical Center; **Jami Leanne DelliFraine**, U. of Texas; **Diane Brannon**, Pennsylvania State U.

→ **CAR: A Structural Analysis of Voluntary Turnover: The Influence of Coworkers on Protean Career Mobility** | **Daniel Halgin**, U. of Kentucky; **Gopakumar Gopalakrishnan**, Infosys Limited; **Stephen Borgatti**, U. of Kentucky

→ **CMS: Alternatives to the Partnership Track: New Horizon or Dead End for Female Lawyers and Accountants?** | **Kathryn Haynes**, Newcastle U.; **Savita Kumra**, Brunel U.

**814 : (Paper Session) - (CDP) Expecting Better: Understanding Ethics in Practice**

9:45am - 11:15am Westin Copley Place: Essex North-Center

Tweet this session: #AOM2012 814

Facilitator: **Eun-Hee Kim**, George Washington U.

📖 **SAP**: Between Caring and Ruling | **Lise Rechsteiner**, ETH Zurich; **Georg von Krogh**, ETH Zurich

📖 **SIM**: Doing the Right Entrepreneurial Thing: Ethical Decision Making Under Uncertainty | **Desmond W. Ng**, Texas A&M U.; **Harvey James**, Missouri, Columbia; **Peter G Klein**, U. of Missouri

➔ **MC**: Informal Practices to Formal Conduct: Ethical Practices and Issues in French Lobbying Consulting | **Madina Rival**, CNAM Paris (France); **Richard Jackson Major**, CERGAM, Institute d'Administration des Entreprises d'Aix-en-Provence

**Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting**

**815 : (Paper Session) - (CDP) Developing the Ambidextrous Firm and Exploring Performance Implications**

9:45am - 11:15am Westin Copley Place: Essex North-East

Tweet this session: #AOM2012 815

Facilitator: **Andre O. Laplume**, Michigan Technological U.

📖 **BPS**: Performance Through Ambidexterity: the Role of a Firm's Organizational TMS and Reflexive Climate | **Pepjin van Neerijnen**, Erasmus U. Rotterdam; **Michiel Pieter Tempelaar**, Erasmus U. Rotterdam; **Michaëla C. Schippers**, Erasmus U. Rotterdam; **Patrick Figge**, U. of Passau

➔ **OM**: Exploring the Effect of Six Sigma Quality (SSQ) on Innovation and Organisational Ambidexterity | **Mile Terziovski**, U. of South Australia

📖 **OM**: Search Breadth & Depth: Effects of Process Heterogeneity & Productivity Growth on Innovation | **Siri Ann Terjesen**, Indiana U., Bloomington

📖 **SAP**: Achieving Strategic Ambidexterity: The Effects of Bundled Knowledge Assets and Firm Size | **Hsing-Er Lin**, National Sun Yat-sen U.; **Edward McDonough**, Northeastern U.; **Jie Yang**, Jiangxi U. of finance and economics

**816 : (Paper Session) - (CDP) Strategic HR Systems and Organizational Performance**

9:45am - 11:15am Westin Copley Place: Essex North-West

Tweet this session: #AOM2012 816

Facilitator: **Rebecca R. Kehoe**, Rutgers U.

📖 **BPS**: Ownership Structure and Human Resources Strategy: The Case of Spanish Manufacturing Firms | **Jan Garbe**, Autònoma U. of Barcelona; **Miguel Garcia-Cestona**, U. Autònoma de Barcelona

➔ **OB**: HRM Systems, Intrinsic Motivation, and Individual Creativity: A CROSS-level Approach | **Shung Jae Shin**, Portland State U.; **In Seong Jeong**, Samsung Economic Research Institute; **Johngeok Bae**, Korea U.

**SIM**: Human Resource Systems and Sustained Competitive Advantage: An Ethical Climate Perspective | **Laxmikant Manroop**, York U.; **Parbudyal Singh**, York U.; **Souha R. Ezzedeen**, York U.

📖 **TIM**: How Leadership and HR Systems Translate into Product Program Innovativeness | **Ruth Maria Stock**,

Darmstadt U. of Technology; **Florian Totzauer**, Darmstadt U. of Technology; **Nicolas Zacharias**, Darmstadt U. of Technology

**817 : (Paper Session) - (CDP) Factors Influencing Effective and Ineffective Leadership**

9:45am - 11:15am Westin Copley Place: St. George C

Tweet this session: #AOM2012 817

Facilitator: **Alexander D Stajkovic**, U. of Wisconsin, Madison

➔ **IM**: Relational Attributions: An Examination on a Multiple Mediation Model of LMX and Guanxi | **Melody P M Chong**, City U. of Hong Kong; **Malika Richards**, Pennsylvania State U.; **Tai-kuang Peng**, I-Shou U.; **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Yufan Shang**, Xi'an Jiaotong U.; **Miguel P Caldas**, Fundacao Getulio Vargas-EAESP & EBAPE

📖 **OB**: Faces, Leadership, and Career Success | **Erik Dietl**, U. of Bonn; **Tobias Mathes**, U. of Bonn

📖 **CMS**: Violent Innocence and Leadership | **Russ Vince**, U. of Bath; **Magid Mazen**, Suffolk U.

📖 **OB**: The Ultimate Aphrodisiac: Power's Effects on Women's and Men's Responses to Subordinates | **Melissa J. Williams**, Emory U.; **Deborah Gruenfeld**, Stanford U.; **Lucia Elizabeth Guillory**, Stanford U.

**818 : (Paper Session) - (CDP) Innovation and Change: Reconsidering Barrier to Adoption**

9:45am - 11:15am Westin Copley Place: St. George D

Tweet this session: #AOM2012 818

Facilitator: **Edward Levitas**, U. of Wisconsin, Milwaukee

📖 **OB**: How Do Franchisees Respond to Franchisor-Initiated Change and Why? | **Evelien Croonen**, U. of Groningen; **Maryse Brand**, U. of Groningen

📖 **OCIS**: Using Agent-based Modeling to Test Conflicting Effects on Technology Adoption Within Organizations | **Sophia Sullivan**, Northwestern U.; **Paul M. Leonardi**, Northwestern U.; **Noshir Contractor**, Northwestern U.

➔ **MC**: Role of MNC Headquarters in Value Creation | **Andreas Pazi Raharso**, Hay Group

**TIM**: Gains from Others'™ Losses: The Technology Trajectories and the Global Division of Firms | **Chia-Hsuan Yang**, Carnegie Mellon U.; **Rebecca Nugent**, Carnegie Mellon U.; **Erica Renee Fuchs**, Carnegie Mellon U.

**819 : (Paper Session) - (CM) Deceptions and Distortions in Negotiation: Effects of Context on Tactics and Outcomes**

9:45am - 11:15am Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 819

Chair: **Alexandra A. Mislin**, American U.

📖 **Misattribution and Eye of the Beholder: Effect of Arousal on Negotiation Depends on Prior Attitudes** | **Ashley Brown**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology

**Winner of CM Division Best Student Paper Award**

📖 **Sweet Little Lies: Social Context and the Use of Deception in Negotiation** | **Mara Olekalns**, U. of Melbourne; **Carol T. Kulik**, U. of South Australia

📖 **Negotiation Topic as a Moderator of Gender Differences in Negotiation** | **Julia Bear**, Technion Israel Institute of Technology; **Linda Babcock**, Carnegie Mellon U.

**820** 🗄️📄: (DRP Session) - (CM) **Conflict in Teams: Emergence and Implications**

9:45am - 11:15am Boston Park Plaza: Tremont Room

Tweet this session: **#AOM2012 820**

Facilitator: **Stephen M Garcia**, U. of Michigan

Personality Moderators of the Relationship between Task Conflict and Team Performance | **Bret H. Bradley**, U. of Oklahoma - Norman; **Anthony Klotz**, U. of Oklahoma - Norman; **Bennett E. Postlethwaite**, Pepperdine U.

📄 Unpacking the Relationships between Conflicts and Innovation in Project Teams | **Yuanqiong He**, Huazhong U. of Science & Technology; **Kunpeng Yang**, Huazhong U. of Science & Technology; **Yun Chen**, Hubei U. of Economics; **Kin Keung Lai**, City U. of Hong Kong

📄 A Longitudinal Study of Changes in Role Ambiguity, Relationship Conflict, and Turnover Intentions | **Kevin Hill**, HEC Montreal; **Denis Chênevert**, HEC Montreal; **Jean Poitras**, HEC Montreal

➔ 📄 The Impact of Momentary Moods and Agreeableness on Conflict Frame and Conflict Management | **Mei-Yu Yang**, Chihlee Institute of Technology; **Fei-Chun Cheng**, Yuanpei U.; **Aichia Chuang**, National Taiwan U.

**821** 🗄️📄📄 SHCS: (CMS, MED) **Critical Approaches to Leadership Learning and Development**

9:45am - 11:15am Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 821**

Organizers: **Jackie Margaret Ford**, Bradford U.; **Ann L Cunliffe**, U. of New Mexico

New Title |

"I'm Here to Save the World ... Or Am I?" A Critical Engagement with Leadership and Ethics | **Ann L Cunliffe**, U. of New Mexico

Defeating the Myths of Transcendental Leadership: Critical Perspectives on Leadership Development | **Jackie Margaret Ford**, Bradford U.

Articulating the Performativity of Leadership: Re-Constructing Leadership to Change its Practice | **Lucia Crevani**, The Royal Institute of Technology; **Monica Lindgren**, The Royal Institute of Technology; **Johann Packendorff**, The Royal Institute of Technology

Post-Heroic Leadership Development or the Encouragement of a Split Personality | **Nancy Harding**, Bradford U.

Teaching Leadership When Practice Is At Stake | **Joseph A Raelin**, Northeastern U.

Concluding Remarks | **Jackie Margaret Ford**, Bradford U.; **Ann L Cunliffe**, U. of New Mexico

**822** : (DRP Session) - (ENT) **Discover Search Processes**

9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 822**

Facilitator: **Franz T. Lohrke**, Brock School of Business, Samford U.

📄 Differential Effects of Governance Mechanisms on Franchisor-Franchisee Unit Opportunism | **Ragnhild Silkoset**, Norwegian School of Management; **Arne Nygaard**, Norwegian School of Management; **Roland E. Kidwell**, U. of Wyoming

📄 The Cognitive Processes Underpinning Entrepreneurial Action | **Matthew S. Wood**, Baylor U.; **David W. Williams**, U. of Tennessee; **Denis A. Gregoire**, Georgia State U.

➔ 📄 Error Management Culture, Organizational Ambidexterity, and Firm Performance | **Kathrin Rosing**, Leuphana U. Lueneburg; **Nina Rosenbusch**, Strathclyde U.; **Verena Mueller**, Jacobs U. Bremen

**823** : (Paper Session) - (ENT) **Entrepreneurial Action and Process**

9:45am - 11:15am Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 823**

Chair: **Mike Henry**, Grant MacEwan U.

📄 Age and Entrepreneurial Behaviour: The Role of Different Entrepreneurial Preferences | **Teemu Kautonen**, U. of Turku; **Simon Down**, Newcastle U.

Explaining Family Firm Performance through Psychological and Situational Stewardship Factors | **Mary Beth Rousseau**, U. of Tennessee; **Kristen Madison Day**, U. of Tennessee, Knoxville

📄 Cash for Candor? Entrepreneur to Investor Disclosure in Securing the Commitment of Resources | **Thomas H. Allison**, U. of Oklahoma - Norman

Exploring the Nature of the Family Firm Brand | **Claudia Binz**, U. of Berne; **Artur Baldauf**, U. of Bern

**824** : (Paper Session) - (ENT) **Venture Creation**

9:45am - 11:15am Sheraton Boston Hotel: Beacon H

Tweet this session: **#AOM2012 824**

Chair: **William R. Stromeyer**, The Ohio State U.

📄 Simulating the Role of Specialization at the Firm/Market Boundary | **Per L. Bylund**, U. of Missouri at Columbia

📄 Ba Creation and Ba Expansion in Social Entrepreneurship Partnerships | **Benedetto Lorenzo Cannatelli**, U. Cattolica del Sacro Cuore; **Brett R. Smith**, Miami U. Ohio

📄 The Importance of Group Context in Network Formation | **Lei Zhang**, U. of South Florida

**825** : (Paper Session) - (ENT) **Opportunities and Performance**

9:45am - 11:15am Sheraton Boston Hotel: Berkley A

Tweet this session: **#AOM2012 825**

Chair: **Furkan Amil Gur**, LSU

📄 Understanding Small and Medium-Sized IT Firms' Partnership Development Practices | **Melike N Findikoglu**, Technion Israel Institute of Technology

➔ 📄 Revisiting the Link between Family Involvement in Business and Performance: A Set-Theoretic Approach | **Maria-Jose Casasola-Martinez**, U. Carlos III de Madrid; **Roberto Garcia-Castro**, IESE Business School

📄 Strategic Orientation, Knowledge Acquisition, and Opportunity: The Sourcing Suppliers' Perspective | **Yen-Chih Huang**, Asia U.; **Rong Ma**, U. of Missouri, Kansas City

📄 Conceptualizing Opportunity, Risk, and Innovation in Institutional Entrepreneurship | **Christopher G. Pryor**, Oklahoma State U.; **Justin W. Webb**, Oklahoma State U.

**826** : (DRP Session) - (ENT) **Experimental and Qualitative Design**

9:45am - 11:15am Sheraton Boston Hotel: Clarendon A & B

Tweet this session: **#AOM2012 826**

Facilitator: **Sharam Alijani**, REIMS Management School

- 📖 Inputs of Entrepreneurial Supply | **Nicholas Dew**, Naval Postgraduate School; **Anusha Ramesh**, Indian Institute of Management, Bangalore; **Stuart Read**, IMD
- 📖 Subjective Entrepreneurial Success – Development of a Multi Dimensional Measurement Instrument | **Dominika Dej**, Technische U. Dresden; **Marjan Gorgievski**, Erasmus U. Rotterdam
- 📖 A Cognitive Explanation of Entrepreneurial Judgment: Opportunity as Analogy | **Ugur Uygur**, Loyola U. Chicago
- 📖 Pre-Planned Exit Strategies and Value-Adding in Venture Capital Trade Sale Exits | **Roger Sørheim**, NTNU; **Robert Haarstad**, NTNU; **Erik Aasprong Englökk**, NTNU; **Alexander Østeby Høiby**, NTNU
- 📖 Entrepreneurial Behaviors of Returnee Entrepreneurs and Local Entrepreneurs in China | **Daomi Lin**, Peking U.

### 827 : (Paper Session) - (ENT) New Ventures, Entry and Management

9:45am - 11:15am Sheraton Boston Hotel: Jefferson

Tweet this session: #AOM2012 827

- Chair: **Niki Hynes**, ESC Dijon Burgundy School of Business
- From Snipers to Scanners: Market Entry Decisions in Emerging Organizations | **Sharon Tal-Itzkovitch**, Technion Israel Institute of Technology; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Uzi De Haan**, Technion Israel Institute of Technology
- ➔ 📖 How Ambidexterity in Network Development Affects New Venture Performance | **Mark Ebers**, U. zu Koeln; **Thorsten Semrau**, U. of Cologne; **Stefan Sigmund**, U. of Cologne
- 🗣️ 📖 Risky Knowledge: The Effect of Financial Knowledge on Portfolio Strategies for New-Venture Investors | **Chien Sheng Richard Chan**, Peking U.

### 828 : (DRP Session) - (ENT) Market Entry

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 828

- Facilitator: **Sascha G Walter**, Christian-Albrechts-U. of Kiel
- 📖 Regulatory Focus as an Antecedent to Revenue Generation | **Jeffrey M. Pollack**, U. of Richmond; **William R. Forster**, Lehigh U.; **Paul Johnson**, Western Carolina U.; **Daniel C. Molden**, Northwestern U.
- ➔ 📖 Corporate Entrepreneurship in Academia: University Scientists' Intentions to Commercialize Research | **Thomas Walter**, RWTH Aachen U.; **René Mauer**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.
- Governing for Impact and Performance within SEVs: The Mediating Role of Organizational Capabilities | **Sophie Catherine Bacq**, U. Catholique de Louvain; **Frank Janssen**, U. Catholique de Louvain; **Jill Kickul**, New York U.
- Beyond Market Choice: Performance Implications of Entering Product or Technology Markets | **Johan Bruneel**, Imperial College London; **Bart Clarysse**, U. of Ghent
- ➔ 📖 Entrepreneurial Orientation and Value Creation: Does Managerial Discretion Play a Role? | **Vishal K. Gupta**, State U. of New York, Binghamton; **Andreas Engelen**, U. of Dortmund; **Alexander Franke**, Trade Mob

### 829 🗣️ 📖: (Paper Session) - (GDO) Women and Board Membership

9:45am - 11:15am Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 829

- Chair: **dt ogilvie**, Rutgers U.
- Discussant: **Lotte Bailyn**, Massachusetts Institute of Technology
- Professional network: How does it affect the odds of board membership for women? | **Renuka Hodigere**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.
- 🗣️ 📖 Can quotas challenge gender inequality regimes? -The effects of quotas on corporate boards in Norway | **Cathrine Seierstad**, U. of Brunel
- 📖 Institutional Influences on Changing Gender Ratios on Corporate Boards: An Australian Case Study | **Alison Jane Sheridan**, U. of New England; **Anne Ross-Smith**, Macquarie U.; **Linley Lord**, Curtin U.

### 830 🗣️ 📖: (Paper Session) - (GDO) Generational Differences

9:45am - 11:15am Boston Park Plaza: Stanbro Room

Tweet this session: #AOM2012 830

- Chair: **Audrey Murrell**, U. of Pittsburgh
- Discussant: **Ilene Carol Wasserman**, ICW Consulting Group
- 🗣️ 📖 Understanding and Managing Intergenerational Tensions | **Michael Joseph Urick**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati; **Suzanne S. Masterson**, U. of Cincinnati
- 📖 Multiple Role Planning Attitudes Among Young Adults | **Dynah A Basuil**, Asian Institute of Management; **Wendy J. Casper**, U. of Texas, Arlington
- After-retirement work-profiles: how do employees want to continue working after retirement | **Tugba Polat**, VU U. Amsterdam; **Paul G W Jansen**, VU U. Amsterdam

### 831 🗣️ 📖: (Paper Session) - (GDO) Diversity Management: Organizational Practices

9:45am - 11:15am Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 831

- Chair: **Lynda L Moore**, Simmons College
- Discussant: **H. Timothy Ewing**, Case Western Reserve U.
- 🗣️ 📖 Theorizing Diversity Management as Alternative Organizing: Practices for Minority-Majority Equality | **Maddy Janssens**, U. of Leuven; **Patrizia Zanoni**, Hasselt U.
- 🗣️ 📖 Worthwhile or Worthless? A Meta-analysis of Diversity Training Effectiveness | **Alejandra Matamala**, Florida International U.; **Ena Sawhney**, Florida International U.; **Erica Drew**, Florida International U.; **Jeffrey P. Thomas**, New York U.; **Chockalingam Viswesvaran**, Florida International U.
- 🗣️ 📖 From Managing to Leading Diversity: Mandatory Versus Aspirational Diversity Approaches | **Sheilesha Willis**, Claremont Graduate U.; **Michelle C. Bligh**, Claremont Graduate U.

### 832 🗣️ 📖: (DRP Session) - (HCM) Technology, Innovation and Adaptive Systems: Health Care Organizational Change

9:45am - 11:15am Marriott Boston Copley Place: Hyannis

Tweet this session: #AOM2012 832

- Chair: **David F Robinson**, Indiana State U.
- Facilitator: **Sonja Wiley-Patton**, Louisiana State U.
- 🗣️ 📖 A User-Centric Approach to Health Care Innovation | **Lauren Marie Aquino Shluzas**, Stanford U.
- HCM Division Best Paper Based on a Dissertation Award Nominee

- ☑ Complexity Science & Scale-up: The Role of Self-organization in Variation across Local Contexts | **Holly Jordan Lanham**, The U. of Texas Health Science Center San Antonio/South Texas Veterans Health Care System; **Luci K Leykum**, South Texas Veterans Health Care System; **Barbara Taylor**, The U. of Texas Health Science Center San Antonio; **Joseph McCannon**, Centers for Medicare and Medicaid Services
- ☑ Supporting knowledge translation in healthcare: 'Bridging' & 'blurring' boundary spanning approaches | **Sarah Evans**, U. of Warwick; **Harry Scarbrough**, U. of Warwick; **Daniela D'Andreta**, U. of Warwick
- ☑ Innovation in Healthcare: Let's start at the very beginning... | **Hannah Noke**, Nottingham U.; **Simon Mosey**, Nottingham U.; **Mathew Hughes**, Nottingham U.

**833** ☑☑ SHCS: (HCM, OB) **The Transformation of Professional Roles and Work in Service Industries: Healthcare as a Model Case**

9:45am - 11:15am Marriott Boston Copley Place: Salon H  
 Tweet this session: **#AOM2012 833**  
 Organizer: **Timothy Hoff**, State U. of New York, Albany  
 The Social Construction of Professional Identity and Work: Implications for Theory and Practice | **Timothy Hoff**, State U. of New York, Albany  
 Applying Incentive Systems to Professionals: Implications for Professional Identity and Performance | **Gary J. Young**, Northeastern U.  
 Professional Role Evolution and Organizational Science: The Case of Nursing | **L Michele Issel**, U. of Illinois, Chicago  
 Integrating Services by Redefining Front-Line Staff Roles | **Rebecca Wells**, U. of North Carolina

**834** ☑: (Paper Session) - (HR) **Turnover Dynamics: Job Complexity, Embeddedness, and Functionality**

9:45am - 11:15am Boston Park Plaza: Cabot Room  
 Tweet this session: **#AOM2012 834**  
 Chair: **Kevin Carlson**, Virginia Tech  
 ☑ Task/Contextual Performance & Turnover: Curvilinearity & Moderating Effects of Job Complexity | **Bret Becton**, U. of Southern Mississippi; **Jon C. Carr**, Texas Christian U.  
 ☑ Individual Intention to Stay and Embeddedness: Exploring the Case of a Ballet Company | **Fabrizio Montanari**, U. of Modena and Reggio Emilia; **Annachiara Scapolan**, U. of Modena and Reggio Emilia  
 ☑☑ Turnover Dynamics: Insights into Variance in Turnover Functionality | **Richard Watson**, Virginia Tech; **Kevin Carlson**, Virginia Tech; **Jerry Flynn**, Virginia Tech; **Andrew O. Herdman**, East Carolina U.

**835** ☑☑☑: (Paper Session) - (HR) **Cross-Cultural Impacts on HRM Practices**

9:45am - 11:15am Boston Park Plaza: Charles River Room  
 Tweet this session: **#AOM2012 835**  
 Chair: **Elaine Farndale**, Pennsylvania State U.  
 ☑☑☑ The Research-Practice Gap in HR: A Cross-Cultural Study | **Aino Tenhiälä**, Aalto U.; **Tamara L. Giluk**, Xavier U.; **Cristina Simon**, IE Business School; **In-Sue Oh**, Virginia Commonwealth U.; **Sven Kepes**, Virginia Commonwealth U.; **Seongsu Kim**, Seoul National U.

- ☑☑☑ Balancing Conflicting Roles in the Search for Legitimacy: The Professionalization of HRM in Canada | **Dionne Pohler**, U. of Saskatchewan; **Chelsea Willness**, U. of Saskatchewan
- ☑☑☑ Liberal versus Coordinated Market Economies: Exploring HRM Practices Over Time | **Paul Ligthart**, Radboud U. Nijmegen; **Elaine Farndale**, Pennsylvania State U.

**836** ☑: (DRP Session) - (HR) **Managing Roles, Conflict, and Trust**

9:45am - 11:15am Boston Park Plaza: Newbury Room  
 Tweet this session: **#AOM2012 836**  
 Facilitator: **Pauline Schilpzand**, Oregon State U.  
 ☑ Network Congruence: The Effects of Role Congruity in Multiple Networks on Work-related Outcomes | **HeeJung Jung**, INSEAD; **Myung-Ho Chung**, Ewha Womans U.; **Min-Soo Kim**, Hanyang U.  
 ☑ Supervisor Incivility and Subordinate Outcomes: The Roles of Negative and Positive Affect | **Ismael Diaz**, Texas A&M U.; **Rebecca J Thompson**, Texas A&M U., College Station; **Mindy E. Bergman**, Texas A&M U.; **Amanda Danielle Pesonen**, Texas A&M U., College Station  
 ☑ Trust in the HR Dept. The Role of e-HRM in Supporting Informal Coordination Through Formalization | **Barbara Imperatori**, Catholic U. of the Sacred Heart; **Rita Bissola**, Catholic U. of the Sacred Heart  
 ☑☑ "My Boss is Whack": Exploring Employees' Online Vents | **Mindy K. Shoss**, Saint Louis U.; **Elizabeth Rupprecht**, Saint Louis U.; **Allison Maurer**, Saint Louis U.; **Liam C Ryan**, Saint Louis U.  
 The Impact of HR System Perceptions on Innovative Work Behavior and the Role of Work-Life Conflict | **Adriana Abstein**, EBS Business School; **Sven Heidenreich**, EBS Business School; **Patrick Spieth**, EBS Business School

**837** ☑☑☑ SHCS: (HR) **Learning about the Future of the HRM-Performance Debate by Exploring its Knowledge Domains**

9:45am - 11:15am Boston Park Plaza: Whittier Room  
 Tweet this session: **#AOM2012 837**  
 Organizers: **Sasa Batistic**, U. of Reading; **Robert Kaše**, U. of Ljubljana; **Jaap Paauwe**, Tilburg U.  
 Chair: **Jaap Paauwe**, Tilburg U.  
 Facilitator: **Robert Kaše**, U. of Ljubljana  
 Panelists: **John E. Delery**, U. of Arkansas; **David E Guest**, King's College London; **James P. Guthrie**, U. of Kansas; **Anthony J. Hesketh**, Lancaster U.; **Mark Huselid**, Rutgers U.; **Paul Sparrow**, Lancaster U.; **Patrick Wright**, Cornell U.

**838** ☑☑☑: (Paper Session) - (IM) **Institutions, Equity Offerings, and Acquisitions**

9:45am - 11:15am Boston Hynes Convention Center: Room 205  
 Tweet this session: **#AOM2012 838**  
 Chair: **Irina Naoumova**, U. of Hartford  
 ☑ Global Equity Offerings as a Stage of Internationalization Process: Evidence from Emerging Market | **Xueji Jessie Liang**, National U. of Singapore; **Jane Lu**, National U. of Singapore  
 ☑ Country- and Firm-Level Determinants of Legal Internationalization By Emerging-Market Firms | **Joel Malen**,

- Carlson School of Management; **Paul M Vaaler**, U. of Minnesota; **Ivy Zhang**, Carlson School of Management
- 📖 The motives and performance of cross-border acquirers from emerging economies | **Rekha Rao Nicholson**, U. of Bath; **Julie Salaber**, U. of Bath
  - ➔ 📖 Not for All: What Explains Cross-Border Acquisitions from Emerging Market Firms | **Larissa Rabbiosi**, Copenhagen Business School; **Tamara Stucchi**, Copenhagen Business School

### 839 ➔ 📖: (Paper Session) - (IM) Poverty Alleviation at the Base of the Pyramid

9:45am - 11:15am Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 839

Chair: **Amanda Bullough**, Thunderbird

- ➔ 📖 Connecting poverty to purchase decisions: Creating value with the base-of-the-pyramid | **Ted London**, U. of Michigan; **Heather Esper**, U. of Michigan; **Andrew Grogan-Kaylor**, U. of Michigan
- 👤 ➔ 📖 Competitive Dynamics between MNCs and Domestic Companies at the BoP: An Institutional Perspective | **Federica Angeli**, Maastricht U.; **Anand Jaiswal**, Indian Institute of Management, Ahmedabad

### IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist

- ➔ 📖 Microfinance, Gender And Poverty Alleviation: Why Does Context Matter? | **Dirk Michael Boehe**, Insper Institute of Education and Research; **Luciano Barin Cruz**, HEC Montreal
- 👤 ➔ 📖 Exploring Technology Diffusion in Base of Pyramid markets – Evidence from Solar Home Systems | **Christian Friebe**, EBS Business School; **Paschen von Flotow**, EBS Business School; **Florian A. Täube**, EBS Business School

### 840 ➔ 📖: (Paper Session) - (IM) Distance: Related Concepts and Alternative Approaches

9:45am - 11:15am Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 840

Chair: **Majid Eghbali Zarch**, The U. of Western Ontario

- 📖 Institutional Distance, International Divestment, and Organizational Capabilities | **Jingoo Kang**, Korea U. Business School; **Jeoung Yul Lee**, Hongik U.
- Fundação Dom Cabral Best Paper in International Strategy Finalist

- ➔ 📖 Distance and Cross-Border Acquisition Equity Participation by Emerging Market Multinationals | **Nolan Gaffney**, U. of North Texas; **Ben L Kedia**, U. of Memphis; **Jack A Clampit**, U. of Memphis

- 📖 The FDI Location Decision: Modelling Conceptions of Distance | **Graham David Cookson**, King's College London; **Frederic Blanc-Brude**, EDHEC; **Jenifer Piesse**, Bournemouth U.; **Roger Strange**, U. of Sussex

- ➔ Relational Embeddedness, Institutional Distance, and Partner Selection Decisions Across Borders | **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School; **Mikko Jääskeläinen**, Aalto U.; **Markku V. J. Maula**, Aalto U.; **Mike Wright**, Imperial College London

### 841 ➔ 📖: (Paper Session) - (IM) The Legitimacy Challenge and New Means to Address It

9:45am - 11:15am Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 841

Chair: **Lilach Nachum**, Baruch College

- ➔ Stakeholder Engagement and Legitimacy of Chinese MNEs in the United States and Australia | **Peter Hofman**, Nottingham U. Business School China; **Lei Li**, Nottingham U. Business School China; **Yanxue Sun**, Nottingham U. Business School China
- ➔ 📖 Effects of Formal and Informal Institutional Differences on Foreign Firms' Legitimacy in the U.S. | **Daniel Rottig**, Florida Gulf Coast U.; **Taco Reus**, Erasmus U. Rotterdam
- ➔ 📖 The Impact of Psychic Distance on Chinese Outward Foreign Direct Investments | **Katarina Blomkvist**, Uppsala U.; **Rian Drogendijk**, Uppsala U.
- 👤 ➔ 📖 Explaining Discrimination experienced by MNEs: An Interest Alignment and Agency Theory of the LOF | **Subramanian Rangan**, INSEAD; **Danqing Wang**, INSEAD

### 842 ➔ 📖: (DRP Session) - (IM) New Perspectives on Innovation in the MNE

9:45am - 11:15am Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 842

Facilitator: **Ivo Zander**, Uppsala U.

- ➔ Knowledge transfer and innovation in International Joint Ventures (IJVs) | **Chansoo Park**, U. of British Columbia
- ➔ skills and innovation of foreign and domestic firms | **Annique Un**, Northeastern U.; **Fernando Muñoz-Bullón**, U. Carlos III de Madrid; **Maria J Sánchez-Bueno**, Carlos III U.
- ➔ 📖 R&D Internationalization and Innovation Performance | **Chia-Wen Hsu**, National Chung Cheng U.; **Yung-Chih Lien**, National Taiwan U.; **Homin Chen**, National Taiwan U.; **Yin-Ru Chen**, National Taiwan U.
- 👤 ➔ 📖 Dynamic Capabilities and Subsidiary Innovation: Towards an Integrative Framework | **Snejina Michailova**, U. of Auckland; **Wu Zhan**, U. of Sydney
- 📖 Subsidiary Technology Acquisition from Multiple Sources and MNC Performance | **Sean Tsuhsiang Hsu**, U. of Pittsburgh; **Akie Iriyama**, State U. of New York, Buffalo

### 843 ➔ 📖: (IM) Strategic Leadership: The New GLOBE Study of Antecedents & Consequences of CEO Leadership Behavior

9:45am - 11:15am Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 843

Chairs: **Peter W Dorfman**, New Mexico State U.; **Mansour Javidan**, Thunderbird

Participants: **Mary F. Sully de Luque**, Thunderbird; **Paul J Hanges**, U. of Maryland

### 844 ➔ 📖: (DRP Session) - (MC) Informal Dynamics in Consulting

9:45am - 11:15am Westin Copley Place: Courier

Tweet this session: #AOM2012 844

Facilitator: **Vidia Ramdeen**, Pace U.

- 👤 ➔ 📖 Consulting at the Informal Level: A Case Analysis of Successful Consulting in African Nations | **Enyonam Canice Kudonoo**, Student Member; **Therese F. Yaeger**, Benedictine U.
- 👤 ➔ Moving from Informal to Formal Economy through Consulting | **Henri Savall**, ISEOR, IAE - U. of Lyon 3; **Veronique Zardet**, ISEOR, IAE - U. of Lyon 3; **Marc Bonnet**,

ISEOR, IAE - U. of Lyon 3; **Michel Peron**, ISEOR, IAE - U. of Lyon 3

🗨️ How to Deal with Informal Competency Transfer in Family Firm Transmission Process | **Amandine Savall**, ISEOR, IAE - U. of Lyon 3; **Arnaud Torres**, ISEOR, IAE - U. of Lyon 3

🗨️➔ How to Formally Introduce Informal Aspects of Management in a Federal Public Service ? | **Veronique Zardet**, ISEOR, IAE - U. of Lyon 3; **Martha Margarita FERNANDEZ RUVALCABA**, UAM Xochimilco

🗨️ Beyond the Duality of Stability and Change: The Role of Cross-Functional Teams in Ambidexterity (WITHDRAWN by author 5/4/12) (WITHDRAWN) | **Christine Marie Baldy Ngayo**, HEC Paris; **Françoise Chevalier**, HEC

**845** 🗨️: (DRP Session) - (MED) Graduate Education, PhD Programs and Research-Teaching Balance in Management Education

9:45am - 11:15am Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 845**

Facilitator: **Regina F. Bento**, U. of Baltimore

🗨️ Factors Perpetuating the Research-Teaching Gap in Management Education | **Barbara L Rau**, U. of Wisconsin, Oshkosh; **Lisa A. Burke**, U. of Tennessee, Chattanooga

🗨️ Seven Lessons for the Journey: A Relational Approach to Doctoral Dissertation Completion | **Faith Wambura Ngunjiri**, Eastern U.

🗨️🗨️ System, scholar, or students? Which most influences online MBA course effectiveness? | **J B Arbaugh**, U. of Wisconsin, Oshkosh

🗨️ Becoming an Expert Management Researcher: a Community of Practice Perspective on Doctoral Study | **Colin Pilbeam**, Cranfield U.; **David Denyer**, Cranfield U.

**846** 🗨️🗨️: (Paper Session) - (MED) Rock-stars & Social Workers: Innovative Approaches to Executive Education

9:45am - 11:15am Marriott Boston Copley Place: Salon B

Tweet this session: **#AOM2012 846**

Chair: **Lisa T. Stickney**, U. of Baltimore

🗨️➔🗨️ Commitment to the Profession of Novice Social Work Students | **Anat Freund**, Haifa U.; **Edith Blit-Cohen**, Hebrew U. of Jerusalem; **Ayala Cohen**, Tel-Hai College; **Nicole Dehan**, Haifa U.

🗨️🗨️ Rockstar vs. Ringmaster: Balancing Complementary Teaching Roles | **Peter A. Heslin**, U. of New South Wales; **Geoff Mortimore**, Australian National 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.**

🗨️ Evaluation in Management Education: A visual approach to drawing out emotion in student learning | **Jenna Ward**, De Monfort U.; **Harriet Shortt**, U. of the West of England

**847** : (Paper Session) - (MH) Leadership and Diversity in Unusual Places: From Churches to Streets

9:45am - 11:15am Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 847**

Chair: **Paul L Govekar**, Ohio Northern U.

Facilitator: **Avi Kay**, Jerusalem College of Technology

🗨️🗨️ Location of Decision Rights in Catholic Church Franchise Systems | **Thomas Ehrmann**, U. of Muenster; **Katja Rost**, Friedrich Schiller U. Jena; **Emil Inauen**, U. of Zurich  
**Journal of Management History Award for Best International Paper**

🗨️🗨️ An Historical Perspective on Diversity Ideologies in the US: Reflections on HRM Research & Practice | **Stella M. Nkomo**, U. of Pretoria; **Jenny M. Hoobler**, U. of Illinois, Chicago

🗨️ Revisiting Weber's Charismatic Leadership: Remaining Questions and Potential Answers | **Ivana Milosevic**, U. of Nebraska; **Erin Bass**, U. of Nebraska  
**Sage Publishers Award for Best Management History Division Paper in Leadership**

🗨️🗨️ Informal Urban Economy: a Historical Approach of Paris Street-level Prostitution (1870-1914) | **Alexandre Frondizi**, Sciences Po; **Simon Porcher**, IAE Paris  
**Ronald B. Shuman Award for MH Division Best Student Paper**

**848** : (MOC) MOC Welcome Session and Distinguished Scholar Address

9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: **#AOM2012 848**

Division Chair: **Mark J. Martinko**, Florida State U.

Division Chair-Elect: **Rhonda K. Reger**, U. of Maryland

Program Chair: **Kyle Lewis**, U. of Texas, Austin

Professional Development Workshop Chair: **Elizabeth George**, Hong Kong U. of Science and Technology

Past Chair: **Gerard P. Hodgkinson**, U. of Warwick

Distinguished Speaker: **Jane E. Dutton**, U. of Michigan

The Power of Positive Identities | **Jane E. Dutton**, U. of Michigan

**849** 🗨️: (Paper Session) - (MSR) Management Spirituality, Religion, and Integrity

9:45am - 11:15am Sheraton Boston Hotel: Hampton B

Tweet this session: **#AOM2012 849**

Chair: **James E. King**, U. of Alabama, Tuscaloosa

Discussant: **Cynthia L. Sherman**, Claremont Graduate U.

🗨️ Academic Integrity of Millennial College Students: The Impact of Religion and Spirituality | **Millicent F. Nelson**, Middle Tennessee State U.; **Matrecia S.L. James**, Jacksonville U.; **Angela Miles**, North Carolina A & T State U.; **Daniel L. Morrell**, Middle Tennessee State U.; **Sally Sledge**, Norfolk State U.

🗨️🗨️ Much in Common: What the Torah, Bible and Qu'ran Teach about Managing with Integrity | **Susan S. Case**, Case Western Reserve U.

🗨️ The relationship between religiosity and work-related ethical beliefs: A tale of two paradigms | **Alan G. Walker**, Auburn U.; **L. Allison Jones-Farmer**, Auburn U.; **Jason D Debode**, Auburn U.; **James W Smither**, La Salle U.; **Raymond D Smith**, Howard U.

➔🗨️ Religion in the Formal and Informal Economy: Catholicism and Professionals in the Arabian Gulf | **Brandon Vaidyanathan**, U. of Notre Dame

**850** : (Paper Session) - (OB) Trust Violations and Repair

9:45am - 11:15am Boston Park Plaza: Alcott Room

Tweet this session: **#AOM2012 850**

Chair: **Jason Dahling**, College of New Jersey

Maintaining Leader-Follower Relationships in the Aftermath of Trust Violations | **Steven Grover**, U. of Otago; **Markus Hasel**,



EM Lyon; **Caroline Manville**, IAE Toulouse; **Carolina Serrano Archimi**, IAE Aix-en-Provence; **Marie-Aude Dupont**, IAE Aix-en-Provence

- 📖 The Presentation of a Dynamic Model of Trust | **Ryan K. Gottfredson**, Indiana U., Bloomington
- Breaking the Letter vs. Spirit of the Law | **Derek Harmon**, U. of Southern California; **Peter H Kim**, U. of Southern California; **Kyle J Mayer**, U. of Southern California

### 851 : (Paper Session) - (OB) Multi-Rater Perspectives on Leadership & Teams

9:45am - 11:15am Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 851

Chair: **Dirk Deichmann**, VU U. Amsterdam

- 📖 When Political Skill Matters to Leader Effectiveness Ratings: The Role of Perceived Prosocial Impact | **William A. Gentry**, Center for Creative Leadership; **Laura M. Graves**, Clark U.; **Sarah Stawiski**, Center for Creative Leadership; **Todd J. Weber**, Central Washington U.; **Marian Ruderman**, Center for Creative Leadership; **Jennifer J. Deal**, Center for Creative Leadership
- ➔📖 Observer ratings of leader personality and performance: A test of socioanalytic theory | **Aarti Shyamsunder**, Infosys Leadership Institute; **Matthew Barney**, Infosys Leadership Institute
- 📖 Self-Other Rating Agreement: Implications for Leadership Effectiveness and Career Derailment | **Phillip W. Braddy**, Center for Creative Leadership; **Janaki Gooty**, U. of North Carolina, Charlotte; **John W. Fleenor**, Center for Creative Leadership; **Francis J. Yammarino**, Binghamton U.
- 📖📖 Performance Ratings in Co-located and Virtual Teams: A Social Relations Analysis | **Kristin L. Cullen**, Center for Creative Leadership; **Daniel J. Svyantek**, Auburn U.; **Allison Jones-Farmer**, Auburn U.; **Bryan D. Edwards**, Oklahoma State U.

### 852 📖: (OB) Beyond Performance Evaluations ... Organizational Citizenship Behavior and Outcomes

9:45am - 11:15am Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 852

Organizer: **Jaron Harvey**, U. of Alabama

Discussant: **Elizabeth Wolfe Morrison**, New York U.

- Selecting Good Soldiers Versus Avoiding Bad Apples | **Timothy D. Maynes**, Indiana U.; **Steven Whiting**, Indiana U.; **Nathan Philip Podsakoff**, U. of Arizona
- From Helping to Happy: Why Being Neurotic Isn't So Bad | **Matthias Spitzmueller**, National U. of Singapore; **David T. Wagner**, Singapore Management U.; **You Jin Kim**, Michigan State U.; **Linn Van Dyne**, Michigan State U.; **Remus Ilies**, National U. of Singapore
- A Social Information Processing Model of Task and Contextual Performance | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Cass Shum**, Hong Kong U. of Science and Technology; **Dan S. Chiaburu**, Texas A&M U.
- The Moderating Effect of Reward System on the Relationship Between Citizenship Behavior and Outcomes | **Diane Bergeron**, Case Western Reserve U.; **Jaron Harvey**, U. of Alabama; **Mark C. Bolino**, U. of Oklahoma; **Anthony Klotz**, U. of Oklahoma - Norman

### 853 : (DRP Session) - (OB) OB Concepts at the Organizational Level

9:45am - 11:15am Boston Park Plaza: Board Room

Tweet this session: #AOM2012 853

Facilitator: **S. Douglas Pugh**, Virginia Commonwealth U.

- 📖 What Matters More? The Impact of Industry and Organizational Factors on Organizational Culture | **Anjali Chaudhry**, Saint Xavier U.; **Ling Selena Yuan**, Takeda Pharmaceuticals; **Robert A. Cooke**, U. of Illinois, Chicago
- ➔📖 Positive affective climates: Emergence and organizational outcomes | **Jochen I. Menges**, U. of Cambridge
- 📖 How workforce immobility and external exposure jointly influence organizational performance | **David R. Hekman**, U. of Colorado; **Bradley Paul Owens**, State U. of New York, Buffalo; **Terence R. Mitchell**, U. of Washington; **Brooks C. Holtom**, Georgetown U.; **Thomas Lee**, U. of Washington; **Timothy Hinkin**, Cornell U.

### 854 : (DRP Session) - (OB) New Directions in Transformational Leadership

9:45am - 11:15am Boston Park Plaza: Brandeis Room

Tweet this session: #AOM2012 854

Facilitator: **Grace K. Dagher**, Lebanese American U.

- Leadership and organizational tenure diversity as determinants of project team effectiveness | **Frouke De Poel**, U. of Groningen; **Janka Ireen Stoker**, U. of Groningen; **Karen van der Zee**, U. of Groningen
- 📖 Charismatic Leadership and Follower Traits of Self-Consciousness | **Anyi Chung**, National Sun Yat-sen U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **I-Heng Chen**, National Sun Yat-sen U.; **Ying-Tzu Lin**, National Sun Yat-sen U.
- 📖 Implicit Theories and the Impact of Transformational Leadership on Engagement and Performance | **Stephanie R Seitz**, State U. of New York, Buffalo
- 📖📖 Personality and transformational and transactional leadership: Differing profiles by gender | **Winnie Shen**, U. of South Florida; **David Yoon**, U. of Minnesota; **Joyce E. Bono**, U. of Florida
- 📖 Testing a Moderated Mediation Model of Transformational Leadership, Values, and Organization Change | **Kevin S. Groves**, Pepperdine U.

### 855 : (Paper Session) - (OB) Diversity & Respect in the Workplace

9:45am - 11:15am Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 855

Chair: **Kyle Ehrhardt**, U. of Wisconsin, Milwaukee

- 📖📖 Climate for Diversity: Antecedents and Outcomes | **Monisha Nag**, U. of Maryland, College Park; **Cheri Ostroff**, U. of Maryland
- 📖📖 The Consequences of Confronting Prejudice for Minority-Majority Workplace Interactions | **Aneeta Rattan**, Stanford U.; **Carol S. Dweck**, Stanford U.
- 📖📖 Inventing Racist Roads Not Taken: The Licensing Effect of Immoral Counterfactual Behaviors | **Daniel A. Effron**, Northwestern U.; **Dale Miller**, Stanford U.; **Benoit Monin**, Stanford U.
- Respect in Organizations | **Kristie M Rogers**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.

**856 : (DRP Session) - (OB) Implications of Engagement on Work**

9:45am - 11:15am Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 856**

Facilitator: **Rabi S. Bhagat**, U. of Memphis

- 📖 The Motivational Impact of Perceived Progress on Effort Intensity through Positive Activation | **Marilyn A. Uy**, Nanyang Technological U.; **Maw-Der Foo**, U. of Colorado, Boulder; **Remus Ilies**, National U. of Singapore
- ➔ 📖 Breaking Them In or Revealing Their Best? Reframing Socialization Around Newcomer Self Expression | **Dan Cable**, London Business School; **Francesca Gino**, Harvard U.; **Bradley R Staats**, U. of North Carolina, Chapel Hill
- 📖 Success is not the key to happiness, happiness is the key to success | **Flora F T Chiang**, Hong Kong Baptist U.; **Thomas A Birtch**, U. of Cambridge; **Nick Chan**, Hong Kong Baptist U.
- ➔ 📖 Company Performance in a Challenging Environment: Do Dedicated Managers Make a Difference? | **Eva Selenko**, U. of Linz; **Klaus Sylvester Friesenbichler**, Austrian Institute of Economic Research
- 📖 Why do people engage at work: A work-related commitment perspective | **Haitao Jiao**, Renmin U. of China; **Yukun Liu**, Renmin U. of China

**857 : (Paper Session) - (OB) Justice Perceptions: Multiple Forms and Mechanisms**

9:45am - 11:15am Boston Park Plaza: Gloucester Room

Tweet this session: **#AOM2012 857**

Chair: **Gabriele Jacobs**, Erasmus U. Rotterdam

- 📖 "Justice for All" or "Everyone for Themselves"? Employees' Responses to Justice for Self and Others | **Matthew Zingoni**, Syracuse U.; **Kris Byron**, Syracuse U.; **Lynn Shore**, San Diego State U.; **Debra Dookeran**, None
- 📖 Fairness Perceptions of Group versus Individual Decision Makers | **Maryam Kouchaki**, U. of Utah; **Isaac H Smith**, U. of Utah; **Ekaterina Netchaeva**, U. of Utah
- 📖 Wicked justice: Differentiating between unfairness and envy | **Paresh Mishra**, Indiana U.
- 📖 Righting the Wrong: The Role of Moral Identity in Third Parties' Deontic Reactions to Injustice | **Isaac H Smith**, U. of Utah; **Dan Freeman**, U. of Delaware

**858 : (Paper Session) - (OB) Resource Depletion & Spillover Effects in Work-nonwork Interfaces**

9:45am - 11:15am Boston Park Plaza: Lexington Room

Tweet this session: **#AOM2012 858**

Chair: **Laura Erskine**, Illinois State U.

- 📖 Taking Home the Show: Effects of Emotional Labor on Strain-Based Outcomes at Home | **Christopher M. Barnes**, Virginia Tech; **David T. Wagner**, Singapore Management U.; **Brent A. Scott**, Michigan State U.
- 📖 Daily Sleep Deprivation and Momentary Performance: A Resource Recovery Process Model | **Jinlong Zhu**, National U. of Singapore; **Nan Wang**, National U. of Singapore; **Xian Li**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore
- 📖 Beginning the Workday Already Depleted? Consequences of Late-Night Smartphone Use and Sleep Quantity | **Klodiana Lanaj**, Michigan State U.; **Russell E.**

**Johnson**, Michigan State U.; **Christopher M. Barnes**, Virginia Tech

- 📖 Too Drained to Help: A Resource Depletion Perspective on Daily Interpersonal Citizenship Behaviors | **John P. Trougakos**, U. of Toronto; **Bonnie Hayden Cheng**, U. of Toronto; **Ivona Hideg**, U. of Toronto; **David Zweig**, U. of Toronto

**859 : (OB) Research on Psychological Safety: Past Findings and Future Directions**

9:45am - 11:15am Boston Park Plaza: White Hill Room

Tweet this session: **#AOM2012 859**

Chair: **Michael Lance Frazier**, Old Dominion U.

Discussant: **Ethan Burris**, U. of Texas, Austin

- A Meta-Analytic Examination of the Antecedents and Consequences of Psychological Safety | **Michael Lance Frazier**, Old Dominion U.; **Stav Fainshmidt**, Old Dominion U.; **Ryan Lee Klinger**, Old Dominion U.; **Veselina Vracheva**, Old Dominion U.; **Amir Pezeshkan**, Old Dominion U.
- Cohesion, Abusive Supervision, and Psychological Safety: The Social Disabling of Ethical Behavior | **John Schaubroeck**, Michigan State U.; **Ann Chunyan Peng**, Michigan State U.; **Sean Hannah**, Wake Forest U.
- Trust, Psychological Safety, and Auditing Quality: Implications for Improving Clinic Performance | **Malka Zisu**, Clalit Health Services; **Abraham Carmeli**, Tel Aviv U.
- Do Psychological Factors Affect Team Ambidexterity? An Examination of Organizational Influences | **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Konstantinos Kostopoulos**, EADA Business School; **Oli Radu Mihalache**, Free U. Amsterdam; **Alexandros Papalexandris**, Athens U. of Economics and Business

**860 : (Paper Session) - (OB) Leadership Emergence and Development**

9:45am - 11:15am Boston Park Plaza: Winthrop Room

Tweet this session: **#AOM2012 860**

Chair: **Natalie C. Cotton-Nessler**, U. of Michigan

- 📖 The Effects of Learning Disabilities on Leadership: Emergence, Role Occupancy and Effectiveness | **Gil Luria**, Haifa U.; **Yuval Kalish**, Tel Aviv U.
- 📖 Investigating the Multiple Facets of Narcissism on Leadership Emergence in a Large Informal Group | **Cécile Emery**, London School of Economics; **Alessia D'Amato**, London School of Economics
- 📖 Pathways to Leadership in Self-Managing Teams: A Longitudinal Investigation of Leadership Status | **Jennifer D. Nahrgang**, Arizona State U.; **Frederick P. Morgeson**, Michigan State U.
- 📖 Developing Leaders: The Role of Human and Social Capital | **Leisa D. Sargent**, U. of Melbourne; **Maria Kraimer**, U. of Iowa; **Scott Seibert**, U. of Iowa; **Kohyar Kiazad**, Monash U.

**861 : JS: (OB, HR) New Developments in Motivating Teams**

9:45am - 11:15am Boston Park Plaza: Statler Room

Tweet this session: **#AOM2012 861**

Chair: **Ruth Kanfer**, Georgia Institute of Technology

Discussant: **Gilad Chen**, U. of Maryland

- Advancing Theory on Team Motivation Process: A Meta Analysis | **Raquel Asencio-Hodge**, Georgia Institute of

Technology; **Leslie A. DeChurch**, Georgia Institute of Technology; **Jessica R. Mesmer-Magnus**, U. of North Carolina, Wilmington; **Ruth Kanfer**, Georgia Institute of Technology; **Peter Seely**, U. of Central Florida; **Amy Wax**, U. of Central Florida; **Erin Cooke**, U. of North Carolina, Wilmington

Member Personality, Social-Cognitive Motivation, and Team Effectiveness | **Christian J. Resick**, Drexel U.; **Toshio Murase**, Northwestern U.; **Leslie A. DeChurch**, Georgia Institute of Technology; **Daniel Doty**, U. of Central Florida; **Ho Kwong Kwan**, Shanghai U. of Finance and Economics; **Ping Tyra Shao**, California State U. Sacramento

The Roles of Implicit and Explicit Group Affect in Predicting Motivational Processes and Outcomes | **David E. Caughlin**, Portland State U.; **Liu-Qin Yang**, Portland State U.

### 862 JS: (OB, HR, MOC) Nudging Employees Toward Better Health Decisions: Choice Architecture in Organizational Contexts

9:45am - 11:15am Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 862

Chairs: **Caitlin M. Hogan**, Google; **Jessica Wisdom**, Google

A Nudge to Help Employees Follow Through: The Potency of Embedding Planning Prompts in Reminders | **Katherine L. Milkman**, U. of Pennsylvania; **John Beshears**, Stanford U.; **James Choi**, Yale School of Management; **David Laibson**, Harvard U.; **Brigitte C. Madrian**, Harvard Kennedy School

Nudging as a Weight Management Intervention: Choice Architecture to Reduce Employee Caloric Intake | **Jessica Wisdom**, Google; **Caitlin M. Hogan**, Google

Effectiveness of a Labeling Intervention on Food Choices of Minority and Low-Income Employees | **Douglas E. Levy**, Harvard Medical School; **Jason Riis**, Harvard Business School; **Lillian Sonnenberg**, Harvard Medical School; **Anne N. Thorndike**, Harvard Medical School; **Susan J. Barraclough**, Massachusetts General Hospital

Dynamics of Limited Attention to Finances: Evidence from Messaging in a Financial Planning Tool | **Stephen Wendel**, HelloWallet; **Jonathan Zinman**, Dartmouth College

### 863 JS: (OB, MOC) Perceptual Asymmetry in Groups and Teams

9:45am - 11:15am Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 863

Chairs: **Heidi K. Gardner**, Harvard U.; **Lisa Kwan**, Harvard U.

Discussant: **Karen A. Jehn**, Melbourne U.

A Multi-level Model of Perceptual Asymmetry on Within-team Expertise | **Heidi K. Gardner**, Harvard U.; **Lisa Kwan**, Harvard U.

Asymmetric Effects of Anticipating Future Interactions in Small Groups | **Alvaro San Martin**, INSEAD; **Dimitri Vasiljevic**, INSEAD; **Roderick Swaab**, INSEAD

Value Asymmetry in Multicultural Teams with Western and Middle Eastern Members | **Susan Crotty**, Zayed College of Business Sciences; **Kristin Behfar**, U. of Virginia; **Randall S. Peterson**, London Business School

Beyond Shared Perceptions of Trust and Monitoring in Teams: Implications of Asymmetry and Dissensus | **Bart A. de Jong**, VU U. Amsterdam; **Kurt T Dirks**, Washington U. in St. Louis

### 864 (Paper Session) - (OCIS) Control of Teams, Projects and Organizations

9:45am - 11:15am Sheraton Boston Hotel: Fairfax A

Tweet this session: #AOM2012 864

Chair: **Claire A. Simmers**, Saint Joseph's U.

→ A Sociomaterial Perspective on Managing Performances: Organizing Multidisciplinary Teams | **Michael Barrett**, U. of Cambridge; **Panos Constantinides**, Frederick U. Cyprus; **Eivor Oborn**, U. of London; **Sandra Dawson**, Cambridge U.

How Do Firms Control Open Source Software Projects? An Analysis of Different Governance Modes | **Mario Schaarschmidt**, U. of Koblenz-Landau; **Gianfranco Walsh**, Friedrich Schiller U. Jena; **Harald Von Korfzfleisch**, U. of Koblenz-Landau

On the Dimensions of Technological Control | **Joao Cunha**, Technical U. of Lisbon; **Aurelie Leclercq**, IESEG; **Andrea Carugati**, Aarhus U., Business and Social Sciences

### 865 (DRP Session) - (OCIS) Individual Adoption and Use of Information Technology

9:45am - 11:15am Sheraton Boston Hotel: Hampton A

Tweet this session: #AOM2012 865

Facilitator: **Raymond M. Henry**, Cleveland State U.

Feelings of Pride and Respect as Drivers of Ongoing Activity in Virtual Platform Organizations | **Mark Boons**, RSM Erasmus U.; **Daan Stam**, RSM Erasmus U.; **Harry G. Barkema**, London School of Economics

Transfer or Transformation? Task Novelty and Transformation Processes in Knowledge Sharing | **Sri Kudaravalli**, HEC Paris; **Samer Faraj**, McGill U.

Analyzing User-IT Artifact Interaction and Technology Implementation Using Mobile Social Capital | **Donghyun Kim**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi

Clinicians' Satisfaction with Clinical Information Systems: A Disconfirmation Paradigm Perspective | **Faezeh Karimi**, National U. of Singapore; **Danny C. C. Poo**, National U. of Singapore; **Yung Ming Tan**, Khoo Teck Puat Hospital

### 866 (DRP Session) - (ODC) Social Constructions in the Conduct of Change

9:45am - 11:15am Sheraton Boston Hotel: Exeter A & B

Tweet this session: #AOM2012 866

Facilitator: **Luke Novelli**, Leadership Development Resources Global

Beyond authenticity? Humanism, Post-Humanism and New Organizational Development | **Melanie Bryant**, Charles Sturt U.; **Julie Wolfram Cox**, Monash U.

Towards Organizational Reputation as a Process: A Study with Quebec Filmmakers | **Fernando F. Fachin**, HEC Montreal

Beyond Social Exchange Theory: An Integrative Look at Transcendent Mental Models for Engagement | **Latha Poonamallee**, Michigan Technological U.; **Sonia M Goltz**, Michigan Technological U.

→ Non-linear Thinking and Humanistic Management: ViewsColombia against high GINI Index in Colombia | **Carlos Largacha-Martínez**, U. EAN; **Laura Maldonado**, U. del Rosario; **Gonzalo Aristizabal**, ViewsColombia; **Daniel Perez**, ViewsColombia

**867** 📄: (Paper Session) - (ODC) **Change and the Interplay of Dualities**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B  
 Tweet this session: **#AOM2012 867**

Chair: **David Brian Szabla**, Northeastern U.

📄 Change as the Loss and Reinvention of Control | **Katherine Heynoski**, Battelle for Kids

Winner of ODC Division Best Paper Based on a Dissertation

📄 Organizing Forms Dualities: Theory, Concept, Guidelines and Next Steps | **Fiona M. Sutherland**, La Trobe U.; **Aaron C.T. Smith**, RMIT U.; **David Gilbert**, RMIT U.

📄 Unpacking Continuity and Change as a Process of Radical Transformation | **Namrata Malhotra**, Imperial College London; **C.R. Bob Hinings**, U. of Alberta

**868** 📄: (DRP Session) - (OM) **Product and Process Improvement**

9:45am - 11:15am Westin Copley Place: Courier  
 Tweet this session: **#AOM2012 868**

Chair: **William H. A. Johnson**, Pennsylvania State U., Erie  
 The Well-Being Implications of Job Design under Lean

Manufacturing: A Theoretical Model | **Sarah-Jane Cullinane**, Dublin City U.; **Janine Bosak**, Dublin City U.; **Eva Demerouti**, Eindhoven U. of Technology

📄 A Longitudinal Assessment of the Theoretical Foundations of the Baldrige Criteria | **Mahour Mellat-Parast**, North Carolina A & T State U.

📄 Outcome Ownership in the Project Governance Model: The Moderating Effect of Risk Level | **Ofer Zwikael**, Australian National U.; **John R. Smyrk**, Sigma Management Science

📄 Lean supply chain strategy and integration: their impact on product innovation and product quality | **Suntichai Kotcharin**, Manchester Business School; **Steve Eldridge**, Manchester Business School; **James Freeman**, Manchester Business School

📄 Competitive Advantage and Information Velocity: Financial Performance Effects of Lean Manufacturing | **Nile W. Hatch**, Brigham Young U.

Presenters: **Sarah-Jane Cullinane**, Dublin City U.; **Mahour Mellat-Parast**, North Carolina A & T State U.; **Ofer Zwikael**, Australian National U.; **Suntichai Kotcharin**, Manchester Business School; **Nile W. Hatch**, Brigham Young U.

**869** : (Paper Session) - (OMT) **Processes and Effects of Trust**

9:45am - 11:15am Sheraton Boston Hotel: Beacon D  
 Tweet this session: **#AOM2012 869**

Chair: **Dara Szyliowicz**, U. of the Pacific

📄 Exploring the Role of the Law in Repairing Interorganizational Trust | **Mohamed Hedi Charki**, EDHEC Business School; **Emmanuel Josserand**, HEC U. of Geneva; **Nabila Boukef Charki**, ESDES BUSINESS SCHOOL/U. OF PARIS DAUPHINE

📄 Dynamics of Cluster Firms' Identity Orientations and the Emergence of Cluster Macrocultures | **Andac Arikan**, Florida Atlantic U.

📄 Trust in the State and Participation in the Russian Bank Deposit Market | **Andrew Spicer**, U. of South Carolina; **Ilya Okhmatovskiy**, McGill U.

📄 Franchisee Cooperation: The effects of justice perception, trust, and affective commitment | **Trayan Kushev**, U. of Louisville; **William Meek**, U. of Dayton

**870** : (Paper Session) - (OMT) **Agency and Firm Behavior**

9:45am - 11:15am Sheraton Boston Hotel: Beacon E  
 Tweet this session: **#AOM2012 870**

Chair: **Jason Whan Park**, City U. of Hong Kong

📄 When Does Number Two Try Harder?: Organizational incentives, aspiration levels and firm performance | **Tomasz Obloj**, HEC Paris; **Douglas H. Frank**, INSEAD

📄 Risk Sharing and Inter-Organizational Relationships: A study of Nissan Europe | **Arnaldo Camuffo**, Bocconi U.; **Silva Chemedikian**, U. of Padova

📄 All Dogs Can Bite! Executive compensation, media outcry and the reputation of outside directors | **Georg Wernicke**, U. of Mannheim

📄 Multiple Directorships and the Wealth Effect of M&A Announcements | **Li-Yu Chen**, Soochow U.; **Jung-Ho Lai**, National Taipei College of Business

**871** : (Paper Session) - (OMT) **Brokerage Dynamics**

9:45am - 11:15am Sheraton Boston Hotel: Beacon F  
 Tweet this session: **#AOM2012 871**

Chair: **Russell J. Funk**, U. of Michigan, Ann Arbor

📄 How do Brokers Broker? An investigation of the temporality of structural holes | **Eric Quintane**, U. of Lugano; **Gianluca Carnabuci**, U. of Lugano; **Garry L. Robins**, U. of Melbourne; **Philippa E. Pattison**, U. of Melbourne

📄 Close Connections: Hedge funds, brokers and the emergence of a consensus trade | **Jan Simon**, IESE Business School; **Yuval Millo**, London School of Economics; **Neil Kellard**, U. of Essex; **Ofer Engel**, London School of Economics

→ 📄 Evolution of Social Networks and the Agency of Brokers: An analytical model | **Salih Zeki Ozdemir**, Australian School of Business, UNSW

📄 Environmental Jolts, Firm Size, and the Relationship Between Brokerage and Firm Performance | **Leonardo Corbo**, U. of Bologna; **Simone Ferriani**, U. of Bologna; **Paolo Boccardelli**, Luiss Guido Carli U.

**872** : (Paper Session) - (OMT) **Institutional Logics, Complexity and the Study of Individual Behavior**

9:45am - 11:15am Sheraton Boston Hotel: Fairfax B  
 Tweet this session: **#AOM2012 872**

Chair: **Tina Dacin**, Queen's U.

📄 Exploring New Alternatives: How human agents balance exploration and exploitation in complex tasks | **Stephan Billinger**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark; **Terry R Schumacher**, Rose-Hulman Institute of Technology

📄 The Invisible Hand: Institutional logics and entrepreneurial self-efficacy and intentions | **Patricia H Thornton**, Duke U.; **Kim Klyver**, U. of Southern Denmark  
 Individual Dynamics and Micro-institutional Complexity: An ethnographic study | **Giulia Cappellaro**, U. of Cambridge

📄 Situated Motivation: How institutional logics shape individual behavior | **Vern Glaser**, U. of Southern California;

**Nathanael J. Fast**, U. of Southern California; **Sandy E. Green**, U. of Southern California

**873 : (Paper Session) - (OMT) Organizational Ambidexterity**

9:45am - 11:15am Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 873**

Chair: **Timothy F. Reymann**, Franklin U.

📖 Ambidexterity and Senior Leadership: Paradoxical practices to explore and exploit simultaneously | **Wendy K. Smith**, U. of Delaware

📖 Differentiation or Integration? Combining specific antecedents with organizational ambidexterity | **Sebastian Kortmann**, U. of Amsterdam; **Johan Perols**, U. of San Diego; **Carsten Zimmermann**, U. of San Diego

📖 The Autonomy-Interdependence Paradox: Achieving temporal flexibility in professional services | **Spela Trefalt**, Simmons College; **Emily Heaphy**, Boston U.

📖 Antecedents of Organizational Ambidexterity: Toward cognitive ambidexterity capability reasoning | **Mary Han**, Fudan U.

**874 : (Paper Session) - (OMT) Legitimacy Processes**

9:45am - 11:15am Sheraton Boston Hotel: Gardner B

Tweet this session: **#AOM2012 874**

Chair: **Matthew G Grimes**, Vanderbilt U.

📖 Leading Towards Legitimacy: Emphasizing the role of leadership in legitimacy discourses | **Christian Voegtlin**, U. of Zurich; **Ina Kaufmann**, UFSP Ethik

📖 Identity Realization, Multiple Logics and Legitimacy | **Anil Divarci**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Arjen Van Witteloostuijn**, U. of Antwerp

📖 Testing, Contesting and Legitimizing Technology Diffusion in Regulated Environments | **Stephane Guerard**, U. of Zurich

📖 New Firm Alliance Formation from the Perspective of Cognitive Legitimacy | **Emily W. Choi**, The U. of Texas at Dallas

**875 : (Paper Session) - (OMT) Social Movement Processes**

9:45am - 11:15am Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 875**

Chair: **Brayden G King**, Northwestern U.

➔ 📖 A Social Movement Model for the International Diffusion of Corporate Governance Practices | **Daniel Waeger**, HEC U. of Lausanne; **Sébastien Mena**, U. of Alberta

📖 "Too Old to Work and Too Young to Die": The framing of strategic change and the Treaty of Detroit | **J. Adam Cobb**, U. of Pennsylvania

📖 Marginalized Stakeholders in a Firm-specific Setting: Gaining saliency and use of representations | **Rashedur Rob Chowdhury**, U. of Cambridge; **Stelios C. Zyglidopoulos**, U. of Cambridge

📖 When Doing Less is Something New: Social movements and frame contraction processes | **Marc Hoffman Lavine**, U. of Massachusetts, Boston

**876 : (Paper Session) - (OMT) Entrepreneurship in Industries and Fields**

9:45am - 11:15am Sheraton Boston Hotel: Independence West

Tweet this session: **#AOM2012 876**

Chair: **Jo-Ellen Pozner**, U. of California, Berkeley

📖 Community Social Capital and Entrepreneurship | **Seok-Woo Kwon**, U. of California, Riverside; **Colleen Hefflin**, U. of Missouri at Columbia

📖 From Surgeries to Startups: Institutions and entrepreneurial activity in the field of health care | **W Chad Carlos**, Cornell U.

📖 How Industry Evolution Shapes Entrepreneurship: Magazine publishing in America, 1741-1860 | **Heather Haveman**, U. of California, Berkeley; **Jacob Habinek**, U. of California, Berkeley; **Leo Goodman**, U. of California, Berkeley

📖 Blending and Bridging: A Goldilocks theory of field formation | **Jade Yu-Chieh Lo**, U. of California, Los Angeles

**877 : (Paper Session) - (OMT) Resource Dependence or Resourcefulness?**

9:45am - 11:15am Sheraton Boston Hotel: Kent

Tweet this session: **#AOM2012 877**

Chair: **Joseph Lampel**, City U. London

📖 Bankruptcy: Directors' resourcefulness, firm context and likelihood of successful re-emergence | **Punit Arora**, City U. of New York

The Role of Power in the Emergence of Organizational Routines | **Katharina Ditttrich**, U. of Zurich

📖 A Career Analysis of Executive Pay and Corporate Performance | **Brian Main**, U. of Edinburgh; **Ian Gregory-Smith**, U. of Edinburgh

Opportunity vs. Threat Dependence in Firm-government Relations: Extending resource dependence theory | **Bruce C. Rudy**, U. of Texas, San Antonio

**878 : (Paper Session) - (OMT) Institutions, Innovations and Expertise**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: **#AOM2012 878**

Chair: **Kamal Munir**, U. of Cambridge

How Coordination Shapes Expert Practice in Cross-domain Cancer Research | **Hille C. Bruns**, Free U. Amsterdam

📖 Where Institutional Logics Meet Innovation Pathways: Internet search and the puzzle of librarians | **Andrew Nelson**, U. of Oregon; **Jennifer G. Irwin**, Louisiana State U.

📖 Race to the Top: The impact of an innovation award on the subsequent organizational innovation | **Yoonhee Cecile Choi**, U. of Minnesota, Twin Cities; **Stephen L Jones**, U. of Minnesota; **Seog Joo Hwang**, U. of Minnesota, Twin Cities; **Andrew H. Van de Ven**, U. of Minnesota

📖 Organizational Knowledge and Technological Change | **Elizabeth G. Pontikes**, U. of Chicago; **William P Barnett**, Stanford U.

**879 : (Paper Session) - (OMT) Dynamics of Status and Reputation**

9:45am - 11:15am Sheraton Boston Hotel: Republic A

Tweet this session: **#AOM2012 879**

Chair: **Sylvia Flatt**, San Francisco State U.

📖 The Costs and Benefits for Low-status Partners in Status-heterophilous Affiliations | **Rui Shen**, Erasmus U.; **Yi Tang**, Hong Kong Polytechnic U.

Borne Identity: The role of organizational identification and reputation following disruptions | **Anastasiya A. Zavyalova**, U. of Maryland, College Park

MONDAY

🗨️ When Disparate Firm Identities Collide: The network embeddedness of mixed and unequal statuses | **Zhiang "John" Lin**, U. of Texas, Dallas; **David H. Weng**, City U. of Hong Kong

➔ Reputation-damaging Events and Organizational Transformations: A model of reputation-repair | **Jarrod Vassallo**, U. of Cambridge; **Shaz Ansari**, U. of Cambridge

**880** ➔: (DRP Session) - (ONE) **Push and Pull: Greening Supply Chains**

9:45am - 11:15am Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 880**

Chair: **Helen Walker**, Cardiff Business School, UK

➔ Uncertainty about Private Environmental Regulations: An Emerging Economies Perspective | **Petra Christmann**, Rutgers U.; **Ivan Montiel**, Loyola Marymount U.

➔ Interorganizational Sustainability Management: An Agency-Institutional Analysis | **Nicole Kudla**, U. of St. Gallen; **Timo Busch**, ETH Zurich

Capabilities for Corporate Sustainability Standards Institutionalization along the Supply Chain | **Jörg H. Grimm**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen; **Joseph Sarkis**, Clark U.

🗨️ Researching Sustainable Supply Chain Management Using Action Research | **Anne Touboulic**, Cardiff Business School, UK; **Helen Walker**, Cardiff Business School, UK

**881**: (Paper Session) - (ONE) **New Evidence on Greening and Financial Performance**

9:45am - 11:15am Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 881**

Chair: **Edeltraud Guenther**, Technische U. Dresden

🗨️ Does Environmental Strategy Improve Financial Performance? A Meta-Analytical Review | **Elisabeth Albertini**, Sorbonne Business School

➔ The Impact of Carbon Intensity on Financial Performance: The moderating effect of responsiveness | **Nicola Misani**, Bocconi U.; **Stefano Pogutz**, Bocconi U.; **Angeloantonio Russo**, LUM U.

🗨️ The Relationship Between Proactive Corporate Sustainability and Firm Financial Performance | **Edward J Conlon**, U. of Notre Dame; **Ante Glavas**, U. of Notre Dame

**882** 🗨️: (Paper Session) - (PNP) **Networks**

9:45am - 11:15am Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 882**

Chair: **Emanuele Vendramini**, Catholic U.

🗨️ A Comparison of Top-Down and Bottom-Up Network Governance Regimes | **Carola Jungwirth**, U. of Passau; **Elisabeth Mueller**, U. of Passau

➔ The Evolution of the Governance of Regulatory Networks | **Angel Saz-Carranza**, ESADE

🗨️ Motivations and Performance of Incentivized Interorganizational Networks | **Ellen Feys**, Ghent U.; **Geert Devos**, U. of Ghent

**883** 🗨️: (Paper Session) - (PNP) **Leadership and Innovation - Panel Two**

9:45am - 11:15am Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 883**

Chair: **Kathryn E. Newcomer**, George Washington U.

🗨️ The Role of Effective Leadership on Turnover in Work groups: Evidence from a Government Agency | **Shahidul Hassan**, Ohio State U.

➔ 🗨️ Lead users as social service innovators | **Lars G Bengtsson**, Blekinge Institute of Technology; **Peter Svensson**, VINNOVA / Royal Institute of Technology - KTH

🗨️ Online Participation: Open Government Experience and its influence on State & Society Relationship? | **Giordano Koch**, U. of Hamburg

**884** 🗨️: (Paper Session) - (PNP) **Comparisons of Public and Private Management**

9:45am - 11:15am Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 884**

Chair: **Rhys Andrews**, Cardiff U.

🗨️ Institutional Differences in Individual Well-Being in China | **Ting Ren**, Peking U. HSBC Business School; **Hongyan Yang**, Hong Kong Polytechnic U.; **Hui Tian**, Huawei Technologies Company

Ownership and Organization Design: An Empirical Investigation of Nursing Homes | **Avner Ben-Ner**, U. of Minnesota; **Ting Ren**, Peking U. HSBC Business School

➔ Workplace relationships, organisational culture and discretionary power | **Yvonne Brunetto**, Southern Cross U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast; **Kate Shacklock**, Griffith U.; **Fiona Robson**, Northumbria U.

**885** 🗨️: (Paper Session) - (RM) **New Approaches to Data Collection and Measurement**

9:45am - 11:15am Westin Copley Place: Empire

Tweet this session: **#AOM2012 885**

Chair: **Petra Ahweiler**, U. College Dublin

Discussant: **Nathan T. Carter**, U. of Central Florida

🗨️ Diversity Faultlines for Multiple Subgroups: A Cluster-Analytic Approach | **Andreas Glenz**, U. of Zurich; **Bertolt Meyer**, U. of Zurich

Using Content Analysis to Measure Organizational Culture | **Sheela Pandey**, Kean U.

🗨️ Toward an Expanded Analysis of Organizational Culture CVF Quadrant Scores: Method and Illustration | **Julie 'JP' Palmer-Schuyler**, Webster U.; **Christopher Gourdine**, Procurement, Accounting and Logistics Services, Inc.

**886**: (DRP Session) - (SAP) **Perspectives on Strategizing**

9:45am - 11:15am Boston Hynes Convention Center: Room 307

Tweet this session: **#AOM2012 886**

Facilitator: **Carola Wolf**, Aston Business School

🗨️ Who we are and what we do: strategizing and identity work in post-acquisition integration | **Helene Loe Colman**, BI Norwegian Business School; **Katja Hyde**, BI Norwegian Business School; **Randi Lunnan**, BI Norwegian Business School

🗨️ Revisiting structuration and strategizing: Toward a Strong Structuration Theory approach | **Tamim Elbasha**, Open U., United Kingdom

➔ 🗨️ Extending Strategizing Processes: Combining Cognitive, Emotional & Conative Knowledge in Firms | **Mark P. Kriger**, BI Norwegian Business School

➔ 🗨️ Enabling Institutional Analysis: Capabilities Through an Institutions Lens | **Angelina Zubac**, U. of Adelaide

→ Unpacking the temporal and spatial dimensions of coopetition in tourism destinations | **Marcello M Mariani**, U. of Bologna; **Mika Kylanen**, Rovaniemi U. of Applied Sciences

**887** → 📄 (SAP, OMT, BPS) **Practical Relevance of Practice-based Approaches to Strategy**

9:45am - 11:15am Boston Hynes Convention Center: Room 308

Tweet this session: **#AOM2012 887**

*Discussant:* **Loizos Th. Heracleous**, U. of Warwick

*Coordinators:* **David Nils Seidl**, U. of Zurich; **Violetta Splitter**, U. of Zurich

On the Desirability of Practical Relevance for Practice-based Strategy Research | **Richard Whittington**, Said Business School

On the Particular Kinds of Knowledge that Practice-based Research can Offer to Practitioners | **Jorgen Sandberg**, U. of Queensland

On Reflexivity as a Pre-condition for Generating Practically Relevant Knowledge | **David Nils Seidl**, U. of Zurich; **Violetta Splitter**, U. of Zurich

On the Use of Strategy Concepts and Discourses in Managerial Reasoning | **Eero Vaara**, Hanken School of Economics; **Violetta Splitter**, U. of Zurich

**888** → 📄 (Paper Session) - (SIM) **Organizational Misconduct**

9:45am - 11:15am Marriott Boston Copley Place: Boylston

Tweet this session: **#AOM2012 888**

*Chair:* **Anke Arnaud**, Embry Riddle Aeronautical U.

Competing outside the lines: Organizational misconduct as a consequence of rule codification | **Julia Herchen**, U. of North Texas

→ 🗨️ 📄 Informal Institutions and Corporate Tax Evasion | **Steve Sauerwald**, U. of Texas, Dallas

🔗 📄 How Anticommons Resources Emerge through Territorial Conflict in Organizations | **Matthew W. McCarter**, Chapman U.; **Shirli Kopelman**, U. of Michigan, Ann Arbor; **Thomas Turk**, Chapman U.; **Candace Ybarra**, Chapman U.

**889** → 📄 (Paper Session) - (SIM) **Transparency, Reporting, and Crises**

9:45am - 11:15am Marriott Boston Copley Place: Salon K

Tweet this session: **#AOM2012 889**

*Chair:* **Rafael Lucea**, George Washington U.

🗨️ 📄 What Impedes Oil and Gas Companies' Transparency? | **Paul M. Healy**, Harvard U.; **Venkat Kuppuswamy**, U. of North Carolina, Chapel Hill; **George Serafeim**, Harvard U.

→ 📄 Corporate Reporting on Corruption: An International Comparison | **Ralf Barkemeyer**, U. of Leeds; **Lutz Preuss**, U. of London

→ 📄 Explaining Cross-National Differences In Corporate Social Responsibility Behavior | **Susan L. Young**, Ohio State U.

**890** → 🗨️ 📄 (DRP Session) - (SIM) **Moral Courage, Moral Degradation and Moral Development**

9:45am - 11:15am Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 890**

*Facilitator:* **James Weber**, Duquesne U.

📄 Excuses, Excuses, Excuses: When They Help, When They Hurt | **James M. Schmidtke**, California State U. Fresno; **Rellie Rachel Derfler-Rozin**, London Business School

📄 Sources of Moral Courage: A Study of Leadership for Human Rights and Democracy in Burma | **Judith A. White**, Saint Mary's College of California; **Donald W McCormick**, California State U. Northridge

📄 Moral Degradation, Business Ethics, and Corporate Social Responsibility in a Transition Economy | **Qinqin Zheng**, Fudan U.; **Stephanie C Lu**, U. of Miami

📄 Managerial moral development as a predictor of managerial behavior and the owners' salience | **Aleksey Martynov**, U. of Houston, Clear Lake; **Sergey Logachev**, Training company Dogma

📄 The Integrated Model of Organizational Ethical Decision Making | **Amy J Guerber**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

**891** 📄 (SIM, ONE) **Exploring CSR through the Lens of Corporate Social Action (CSA) and its Dimensions**

9:45am - 11:15am Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 891**

*Organizers:* **Garima Sharma**, Case Western Reserve U.; **'Alim J. Beveridge**, Case Western Reserve U.

*Chair:* **Garima Sharma**, Case Western Reserve U.

*Discussant:* **Joshua D Margolis**, Harvard U.

From serving shareholders to housing the homeless: Domains of CSR in Austria | **Markus A. Höllerer**, U. of New South Wales; **Renate Elisabeth Meyer**, WU Vienna

A tale of two cities: How community networks influence the focus of corporate giving | **Ben Lewis**, Cornell U.

Stakeholder orientations: Biased patterns of corporate social action | **James E. Mattingly**, U. of Northern Iowa; **Harry T. Hall**, U. of Northern Iowa

The stickiness of corporate social action: Why companies continue CSA during economic downturns | **'Alim J. Beveridge**, Case Western Reserve U.; **Garima Sharma**, Case Western Reserve U.

What do managers really do for corporate responsible activities? | **Jegoo Lee**, U. of South Florida

**892** 📄 (Paper Session) - (TIM) **University - Industry Interface**

9:45am - 11:15am Boston Hynes Convention Center: Room 104

Tweet this session: **#AOM2012 892**

*Chair:* **Henning Piezunka**, Stanford U.

🔗 📄 Materials Transfer Agreements (MTAs), Licenses, and the Flow of Scientific Knowledge | **Neil Thompson**, U. of California, Berkeley; **David Mowery**, U. of California, Berkeley; **Arvids A Ziedonis**, U. of Oregon

**TIM Best Paper Proceedings**

🔗 The Impact of Mission-Oriented Initiatives on University Research: The Case of Nanotechnology | **Hyun Ju Jung**, Georgia Institute of Technology; **Jeongsik Jay Lee**, Georgia Institute of Technology

**TIM Best Paper Proceedings**

🔗 → 📄 In Good Company: The Influence of Peers on Industry Engagement by Academic Scientists | **Valentina Tartari**,

Copenhagen Business School; **Markus Perkmann**, Imperial College London; **Ammon Salter**, Imperial College London  
**TIM Best Paper Proceedings**

📖 Applying External Knowledge from University-Industry Relationships | **Michael D Santoro**, Lehigh U.

**893 : (Paper Session) - (TIM) Innovation and Leadership**

9:45am - 11:15am Boston Hynes Convention Center: Room 107  
 Tweet this session: **#AOM2012 893**

Chair: **Rene M. Bakker**, Queensland U. of Technology  
 📖 Top Level Leader Behavior and the Impact on Business Model Innovation | **David Johann Klang**, ETH Zurich; **Friederike Hoffmann**, U. of St. Gallen (HSG)

**TIM Best Paper Proceedings**

📖 An Examination of CEO Tenure Effects on Firm Invention: The Role of Managerial Discretion | **Mengge Li**, U. of Houston; **Laura B. Cardinal**, U. of Houston; **Donald E. Hatfield**, Virginia Tech

📖 Withdrawing a Project from the Corporate Innovation Portfolio: Person, Portfolio and Firm Level | **Judith Behrens**, Technical U. Munich; **Ulrich Lichtenthaler**, U. of Mannheim; **Holger Patzelt**, Technical U. München

📖 Distributed Power in TMTs and Profitability in a Context of Radical Systems Innovation | **Willow Sheremata**, York U.; **Thomas Medcof**, York U.

**894 : (Paper Session) - (TIM) Innovation Ecosystems**

9:45am - 11:15am Boston Hynes Convention Center: Room 108  
 Tweet this session: **#AOM2012 894**

Chair: **Wim Vanhaverbeke**, ESADE  
 Incubation of Innovation Ecosystems in Nascent Industries: the Role of Pre-investment Capabilities | **Mahka Moeen**, U. of Maryland; **Rajshree Agarwal**, U. of Maryland  
 The Relative Importance of Five Organizational Actors as Innovation Intermediaries | **Wei Wei Wu**, U. of Ottawa; **Margaret Dalziel**, U. of Ottawa

Spin-offs are not the Only Story: Demand Start-ups in High-tech Industries | **Franco Malerba**, Bocconi U.; **Roberto Fontana**, U. of Pavia & Bocconi U.; **Pamela Adams**, Franklin College

📖 Knowledge Base of Industrial Clusters and Regional Technological Specialization | **Kun Fu**, Bocconi U.

**895 : (Paper Session) - (TIM) Patent Data: Innovation and Process Issues**

9:45am - 11:15am Boston Hynes Convention Center: Room 203  
 Tweet this session: **#AOM2012 895**

Chair: **Gary Graham**, U. of Leeds  
 📖 Overlapping Patent Rights and Modularity: Insights from the Gillette Fusion Razor | **Christian Sternitzke**, CFH Beteiligungsgesellschaft/Ilmenau U. of Technology

📖 How idiosyncratic is patent value? The importance of assignee characteristics in patent valuation | **George Chondrakis**, U. of Oxford; **Mari Sako**, Oxford U.

📖 Identifying Breakthroughs: Using Topic Modeling to Distinguish the Cognitive from the Economic | **Sarah Kaplan**, U. of Toronto; **Keyvan Vakili**, U. of Toronto

**TIM Best Paper Proceedings**

Professional Patent Management: Literature Review and Exploratory Study | **Steven Setyadi Kasih**, U. of Mannheim

**896 : (Paper Session) - (TIM) Technological Change and Innovation Cycles**

9:45am - 11:15am Boston Hynes Convention Center: Room 305  
 Tweet this session: **#AOM2012 896**

Chair: **Deli Yang**, Trinity U.

📖 Symmetric Assumptions in the Theory of Disruptive Innovation: Theoretical & Managerial Implications | **Henrik Berglund**, Chalmers U. of Technology; **Christian Sandström**, Chalmers U. of Technology; **Mats Magnusson**, Royal Institute of Technology - KTH

📖 Creative Accumulation and Disruptive Innovation: Contrasting Cases of Discontinuous Industry Change | **Anna Bergek**, Linköping U.; **Christian Berggren**, Linköping U.; **Thomas Magnusson**, Linköping U.; **Michael Hobday**, CENTRIM, Brighton U.

📖 How Does the Technological Transition Process Unfold? An Empirical Study | **Hai-Chau Cournede-Tran**, Air Liquide R&D; **Eleonore Mounoud**, Ecole Centrale Paris; **Linh-Chi Vo**, ISC Paris

📖 Why Displaced Technologies Won't Go Away: The Case of the LP Record | **Tomi Samuli Nokelainen**, Tampere U. of Technology; **Ozgur Dedehayir**, Tampere U. of Technology; **Joona Järvinen**, Tampere U. of Technology

**897 : (Paper Session) - (TIM) Institutions and Infrastructure**

9:45am - 11:15am Boston Hynes Convention Center: Room 313  
 Tweet this session: **#AOM2012 897**

Chair: **Amol M. Joshi**, U. of Hawaii-Manoa

📖 Dynamics of Voluntary and Legal Building Codes: Model on Energy Efficiency in Innovation Systems | **Stefan N. Groesser**, U. of Applied Sciences Bern

📖 Governance and Institutional Forces' Impact on Innovation Adoption: The Case of Food-Safety | **William J. Ritchie**, James Madison U.; **George Young**, Liberty U.; **Steven Alexander Melnyk**, Michigan State U.; **Ali Shahzad**, James Madison U.

📖 How Institutional Conditions Impact University-industry Search Strategies and Networks | **Carsten Bergenholtz**, Aarhus U.; **Toke Bjerregaard**, Aarhus U.

Feast and Famine: Resource scarcity, slack, and digital infrastructure innovation | **Nicholas Berente**, U. of Georgia; **Jennifer L. Claggett**, U. of Georgia

**898 🌐📖 JS: (TIM, ENT, BPS) Technology-transfer Offices in Universities: Their Processes and Performance Metrics**

9:45am - 11:15am Boston Hynes Convention Center: Room 310  
 Tweet this session: **#AOM2012 898**

Organizers: **Raja Roy**, Drexel U.; **Donna Marie DeCarolus**, Drexel U.; **Ehsan Fakhrazadi**, Drexel U.; **Vadake Narayanan**, Drexel U.

**Monday 10:00AM**

**899 : (AAA) Annals Editor/HQ Meeting with Taylor & Francis**

10:00am - 11:00am Westin Copley Place: Helicon  
 Tweet this session: **#AOM2012 899**

By Invitation Only

Organizer: **Royston Greenwood**, U. of Alberta

MONDAY



**Monday 10:15AM**

**900 : (AAA) Conference Break**

10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A  
 Tweet this session: **#AOM2012 900**

**Monday 11:00AM**

**901 : (AAA) Annals Editors Only**

11:00am - 12:00pm Westin Copley Place: Helicon  
 Tweet this session: **#AOM2012 901**  
*By Invitation Only*  
 Organizer: **Royston Greenwood**, U. of Alberta

**Monday 11:30AM**

**902** 📄: (Paper Session) - (BPS) **How Did We Get Here? Learning from Alliances**

11:30am - 1:00pm Boston Hynes Convention Center: Room 101  
 Tweet this session: **#AOM2012 902**

Chair: **Xavier Castañer**, U. of Lausanne

- 📄 The Impact of Strategic Alliances on Subsequent Competitions | **Victor Cui**, U. of Manitoba; **Ilan Vertinsky**, U. of British Columbia; **Haibin Yang**, City U. of Hong Kong
- ➔ Alliance Learning Decisions and Firm Performance: The Business Relatedness-Market Legitimacy Effect | **Maurice J. Lyver**, National Chung Hsing U.
- 📄 How do Past Structures Create Value? Effects of Alliance Governance Experience on Value Creation | **Rui Wu**, Tsinghua U.

Foreign direct investment: Domestic alliance experience as an antecedent to international expansion | **Linda Rademaker**, Tilburg U.; **Xavier Martin**, Tilburg U.

**903** 📄: (Paper Session) - (BPS) **Strategy process: Strategic planning**

11:30am - 1:00pm Boston Hynes Convention Center: Room 102  
 Tweet this session: **#AOM2012 903**

Chair: **Wei Guo**, U. of Maryland, College Park

- 📄 Strategic Planning and Firm Performance: the mediating role of Employee Strategic Alignment | **Mohamed Laid Ouakouak**, REIMS Management School; **Ababacar Mbengue**, REIMS Management School
- 📄 Slack, planning and organizational performance | **Said Elbanna**, United Arab Emirates U.
- Facilitating Integration through Participation in Strategic Planning Process | **Virpi Turkulainen**, Aalto U.; **Pekka Helkiö**, Aalto U.
- 🗣️ Strategy Implementation and Firm Performance: A Configuration Approach | **Alexander Kern**, WU Vienna; **Tamara Wehrstein**, WU Vienna

**904** 📄: (Paper Session) - (BPS) **New spins on spinoffs**

11:30am - 1:00pm Boston Hynes Convention Center: Room 103  
 Tweet this session: **#AOM2012 904**

Chair: **Lyda S. Bigelow**, U. of Utah

- 📄 Do Analysts Add Value When They Most Can? Evidence from Corporate Spinoffs | **Emilie Feldman**, Wharton School; **Belen Villalonga**, Harvard U.; **Stuart Gilson**, Harvard U.

- 📄 Adding by Subtracting: Impact of Aspirations on Asset Reconfiguration and Divestitures | **Maria Elena Vidal**, Duke U.

- 📄 A New Perspective on the Relational Ties of Divestitures | **Caterina Moschieri**, Instituto de Empresa Business School; **Johanna Mair**, Stanford U.

- 📄 Biological Children vs. Step Children: The Impact of Parent Support on Spinoff Success Mechanisms | **Bilgehan Uzunca**, IESE Business School

**905** 📄: (DRP Session) - (BPS) **Organization Structure & Design**

11:30am - 1:00pm Boston Hynes Convention Center: Room 109  
 Tweet this session: **#AOM2012 905**

Facilitator: **Michael J. Mol**, U. of Warwick

- 📄 Cyclicalcy in Reorganizations: Theory and Evidence | **Marlo Raveendran**, London Business School
- 📄 Managerial knowledge underlying the process of strategic renewal | **Bill Wooldridge**, U. of Massachusetts, Amherst; **Steven W. Floyd**, U. of Massachusetts, Amherst
- 🗣️ Network Dynamism and Firm Innovation: A Knowledge Based Perspective | **Shihao Zhou**, Virginia Tech; **Devi R Gnyawali**, Virginia Polytechnic Institute; **Manish K. Srivastava**, Michigan Technological U.
- 📄 Management Systems for Exploration and Exploitation | **M. Diane Burton**, Cornell U.; **Charles A O'Reilly**, Stanford U.; **Matthew J. Bidwell**, U. of Pennsylvania
- 📄 Ambidexterity and Open Innovation in SMEs | **Andy Cosh**, U. of Cambridge; **Joanne Jin Zhang**, U. of Cambridge

**906** 📄: (Paper Session) - (BPS) **Power to the people. The role of individual-level factors in explaining performance**

11:30am - 1:00pm Boston Hynes Convention Center: Room 201  
 Tweet this session: **#AOM2012 906**

Chair: **Charles Williams**, Bocconi U.

- ➔ 📄 Dancing With the Stars: How Talent Shapes Firm Performance | **Bo H. Eriksen**, U. of Southern Denmark
- 📄 Deploying individual-level resources under constraints: Evidence from UK M&A legal advisory firms | **Olivier Chatain**, U. of Pennsylvania; **Philipp Meyer-Doyle**, U. of Pennsylvania
- 📄 Human Capital Matters: Market Valuation of Training and the Role of Complementary Assets | **Shawn M. Riley**, U. of Washington, Tacoma; **Steven C. Michael**, U. of Illinois, Urbana-Champaign; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign
- 📄 Well-matched: Ownership experience and IPO success | **Razvan Lungeanu**, Northwestern U.; **Edward Zajac**, Northwestern U.

**907** 📄: (BPS) **The Role of Research Universities in Creating Entrepreneurial Clusters: What Do We Know?**

11:30am - 1:00pm Boston Hynes Convention Center: Room 202  
 Tweet this session: **#AOM2012 907**

Organizer: **David Benson**, Brigham Young U.

Participants: **Maryann P Feldman**, U. of North Carolina, Chapel Hill; **William Kerr**, Harvard Business School; **Martin Kenney**, U. of California, Davis; **Bryan Ritchie**, U. of Utah

**908** 📄: (Paper Session) - (BPS) **Information diffusion: the development and consequences of rules and norms**

**MONDAY**

11:30am - 1:00pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 908

Chair: **Michelle Gittelman**, Rutgers U.

📄 Examining automobile manufacturer participation in regulatory processes | **David Eduardo Cavazos**, U. of New Mexico; **Matthew A. Rutherford**, James Madison U.

📄 Second-party sanctioning of norm violations: The case of know-how trading in gourmet cuisine | **Giada Di Stefano**, HEC Paris; **Andrew King**, Dartmouth College; **Gianmario Verona**, Bocconi U.

📄 Agglomeration and the Choice of Alliance versus Acquisition | **Brian T. McCann**, Vanderbilt U.; **Jeffrey J. Reuer**, Purdue U.; **Nandini Lahiri**, U. of North Carolina, Chapel Hill

📄 Firm Inventions in Geographic Clusters: The Moderating Role of Inventive Concentration | **Alex Vestal**, Oregon State U.; **Erwin Danneels**, U. of Central Florida

**909** 📄: (DRP Session) - (BPS) **Corporate Social Responsibility and Entrepreneurship**

11:30am - 1:00pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 909

Facilitator: **Nicola Misani**, Bocconi U.

→ 📄 Sustainable Development Venturing and Private Regulation Guidelines | **Luis Antonio Perez-Batres**, Central Michigan U.; **Van Miller**, Central Michigan U.; **Dan Li**, Indiana U.; **Michael Pisani**, Central Michigan U.; **Vigdis Boasson**, Central Michigan U.

The Strategic Use of CSR to Mitigate the Damaging Effects of Negative Firm Events | **Douglas Miller**, Washington State U.; **David S Noack**, Washington State U.; **Dustin Bradley Smith**, Washington State U.

→ 📄 The Missing Link between CSR and Financial Performance: Evidence from Italian Firms | **Lucrezia Songini**, Bocconi U.; **Luca Gnan**, Tor Vergata U.

📄 Human Capital and Founder Leadership at Initial Public Offering | **Jon Eckhardt**, U. of Wisconsin, Madison; **Marc T. Junkunc**, Virginia Tech; **Mingxiang Li**, U. of Wisconsin, Madison

Family Firms & Stakeholder Management: Socioemotional Wealth in Stakeholder Management Strategies | **Geoff Martin**, IE Business School; **Marianna Makri**, U. of Miami

**910** → 📄 JS: (BPS, OB) **Collaborating to Confront 'Wicked Problems'**

11:30am - 1:00pm Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 910

Chairs: **Tiona Zuzul**, Harvard Business School; **Amy C. Edmondson**, Harvard U.

Discussant: **Anita M McGahan**, U. of Toronto

Tackling "Wicked Problems" and Managing Multi-disciplinary Expertise | **Elizabeth Long Lingo**, Curb Center at Vanderbilt U.; **Siobhan O'Mahony**, Boston U.; **Amy C. Edmondson**, Harvard U.

Wicked Problems in Eco-cities: Onsite Renewable Energy Generation | **Eva Boxenbaum**, Mines ParisTech

Renew, Reuse and Reinforce: Building Capabilities for Sustainable Urban Solutions | **Andrew Davies**, Imperial College London; **Lars Frederiksen**, Aarhus Business School; **Yijiang Wu**, Imperial College London

Collaborating in a Nascent Industry: Confronting the 'Wicked Problem' of Sustainable Urbanization | **Tiona Zuzul**, Harvard Business School

Entrepreneurship and Desperate Poverty: Biopharmaceutical Innovation in China, India, and Brazil | **Peter G Klein**, U. of Missouri; **Anita M McGahan**, U. of Toronto; **Rahim Rezaie**, U. of Toronto

Embedded Autonomy in Multi-entity Collaborations: Learning and Executing in Parallel amidst Crisis | **Faiza Rashid**, Harvard Business School

**911** 📄: (Paper Session) - (CAR) **Dealing With Career Events**

11:30am - 1:00pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 911

Chair: **Tania Casado**, U. of Sao Paulo

Discussant: **Gina Dokko**, U. of California, Davis

→ Career Attitudes and Outcomes of Blue-Collar Workers: The Impact of Chance Event | **Yehuda Baruch**, Rouen Business School; **Russell Wordsworth**, U. of Canterbury; **Sarah Wright**, U. of Canterbury; **Colleen Mills**, U. of Canterbury

→ 📄 Trying Times, Supportive Family: Job Displacement, Family Relationships and Well-being | **Don J.Q. Chen**, National U. of Singapore; **Vivien KG Lim**, National U. of Singapore

📄 Where Do I Go From Here?: Meaning-Making in Response to Missed Promotions | **Heather C. Vough**, McGill U.; **Brianna Barker Caza**, Wake Forest U.

**912** 📄: (Paper Session) - (CAR) **Leveraging Career Networks**

11:30am - 1:00pm Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 912

Chair: **Stephen T.T. Teo**, Auckland U. of Technology

Discussant: **Monica L. Forret**, St. Ambrose U.

Developmental Networks and Prominence: Alternate Paths for Future Knowledge Creation | **Mary Dunn**, U. of Texas, Austin

→ 📄 Going Global: The Historical Contingency of Baseball Hall of Famer Developmental Networks | **Richard Donald Cotton**, Appalachian State U.

📄 Direct and Moderating Effects of Experience and Leadership on Occupying Critical Network Position | **Bernard Gan**, U. of New South Wales; **Chih-Hsing Liu**, De Lin Institute of Technology, Taiwan; **Yucheng Eason Zhang**, U. of New South Wales; **Chou Sheng-Fang**, National Taiwan Normal U.

📄 What are the Costs of Networking? Developing and Testing Assumptions in Work and Nonwork Domains | **Hans-Georg Wolff**, U. of Erlangen, Nuremberg; **Sowon Kim**, IESE Business School

**913** 📄: (DRP Session) - (CAR) **Routes to Career Success**

11:30am - 1:00pm Boston Park Plaza: Stanhope Room

Tweet this session: #AOM2012 913

Facilitator: **Susan M. Adams**, Bentley U.

📄 The Impact of Turnover Intentions on Career Satisfaction among Stayers | **Marijke Verbruggen**, Katholieke U. Leuven

📄 From Human Capital to Objective Career Success: The Relevance of "Career Worlds" Schemas | **Jean Pralong**, Rouen Business School

MONDAY

Exploring Job Search Expectations of HRM Graduates in Canada: A Longitudinal Qualitative Study | **Laxmikant Manroop**, York U.

📖🗣️👤📍 Level Playing Field? Effects of Participation in Collegiate Athletics on Early Career Success | **Stephen Sauer**, Clarkson U.; **Scott Desmond**, Clarkson U.; **Martin Heintzelman**, Clarkson U.

**914** 📖🗣️👤📍 CAU: (CAU) **The Entangled Organization – Moving Beyond Employee Engagement**

11:30am - 1:00pm Marriott Boston Copley Place: Columbus I  
Tweet this session: **#AOM2012 914**

Organizer: **Ramon L. Benedetto**, U. of Phoenix  
Discussant: **Kenneth R. Thompson**, DePaul U.  
Participant: **Thomas J Walter**, Tasty Catering, Inc.

**915** 🗣️👤📍 CAU: (CAU) **Russian and CIS Management Research Caucus**

11:30am - 1:00pm Marriott Boston Copley Place: Columbus II  
Tweet this session: **#AOM2012 915**

Organizer: **Carl F. Fey**, Nottingham U. Business School China  
Presenter: **Alena Ledenava**, U. College London

**916** 🗣️👤📍 CAU: (CAU) **Institutional Theory in International Business and Management**

11:30am - 1:00pm Sheraton Boston Hotel: Dalton A  
Tweet this session: **#AOM2012 916**

*The caucus is organized around papers in the forthcoming volume of the Advances in International Management series (Emerald) of the same title.*

Organizer: **Laszlo Tihanyi**, Texas A&M U.

**917** 🗣️👤 CAU: (CAU) **Prohibited, but possible if you want it bad enough: The role of informal economy in Russia.**

11:30am - 1:00pm Sheraton Boston Hotel: Dalton B  
Tweet this session: **#AOM2012 917**

*In addition to discussing the role that informal economy plays in the society, we will talk about conducting research on the topic. As informal "strings" are much harder to unearth, we will focus on research methods, both quantitative and qualitative, that could help us become more familiar with the phenomena.*

Organizers: **Valentina V. Kuskova**, National Research U.; **Alexander Settles**, NRU Higher School of Economics  
Presenter: **Liudmila V. Petrova**, NRU Higher School of Economics  
Participants: **Nan Zhou**, Moscow School of Management Skolkovo; **Nikolay B. Filinov**, National Research U.; **Galina Shirokova**, St. Petersburg U. GSOM; **Meng Zhao**, Moscow School of Management Skolkovo; **Liudmila M. Cheglakova**, Higher School of Economics, National Research U.; **Daria Podmetina**, Lappeenranta U. of Technology; **Romie Frederick Littrell**, Auckland U. of Technology

**918** 🗣️👤📍 CAU: (CAU) **Corruption and the Informal Economy**

11:30am - 1:00pm Boston Park Plaza: Holmes Room  
Tweet this session: **#AOM2012 918**

Organizers: **Bahaudin G. Mujtaba**, Nova Southeastern U.; **Shaista E. Khilji**, George Washington U.

**919** 🗣️👤📍 CAU: (CAU) **Bridging the Global Broadband Divide in Informal and Formal Economies**

11:30am - 1:00pm Boston Park Plaza: Longfellow Room  
Tweet this session: **#AOM2012 919**

Coordinators: **Joseph W Weiss**, Bentley College; **Dave J Yates**, David J. Yates

**920** : (Paper Session) - (CDP) **Managing Workplace Stress: Role of Job Demands, Support, and Engagement**

11:30am - 1:00pm Westin Copley Place: Baltic

Tweet this session: **#AOM2012 920**

Facilitator: **Jonathon R. B. Halbesleben**, U. of Alabama

📖🗣️👤📍 **OB**: The Relationships between Work Stress and Obesity: A Job Demand-Control-Support Perspective | **Caroline Manville**, IAE Toulouse; **Assaad El Akremi**, U. of Toulouse; **Florence Bénichoux**, BetterHuman Company; **Nicole Dutheil**, BetterHuman Company

📖🗣️👤📍 **HCM**: Work Engagement, Burnout and Health Re-examined: A New Evidence-Based Framework | **Scott Moodie**, ESADE Business School; **Simon L. Dolan**, ESADE Business School; **Ronald J. Burke**, York U.

➔📖🗣️👤📍 **GDO**: Demands, Resources and Negative Affectivity: Antecedents of Workplace Bullying and Violence | **John J. Rodwell**, Australian Catholic U.; **Defne Demir**, Australian Catholic U.

📖🗣️👤📍 **OCIS**: Exploring Social Behavior in Virtual Support Communities: Social Support and Companionship Activity | **Kuang-Yuan Huang**, State U. of New York, Albany

**921** : (Paper Session) - (CDP) **Reconsidering Humanity and Moral Legitimacy of Organizations**

11:30am - 1:00pm Westin Copley Place: Essex North-Center

Tweet this session: **#AOM2012 921**

Facilitator: **Donna Ladkin**, Cranfield U.

🗣️👤📍 **ENT**: Moral Legitimacy of Entrepreneurship and Its Impact on the Firm Formation Process | **Ewald Kibler**, U. of Turku

📖🗣️👤📍 **CMS**: From the Informal Domain into Center Stage: Humanity in Organizations | **Mzamo P Mangaliso**, U. of Massachusetts; **Jann-Marie Culhane**, The Culhane Group; **Bradford J Knipes**, Westfield State U.

**OB**: We Need it to be Human, We Need it to be Moral: Anthropomorphizing the Organization to Effect Change | **Carolyn Dang**, U. of Washington; **Scott J. Reynolds**, U. of Washington

📖🗣️👤📍 **MED**: Understanding Where We Are: The Legitimacy Of The U.S. Financial Sector | **Susan L. Kirby**, Texas State U.; **Douglas W Lyon**, Fort Lewis College; **Eric G Kirby**, Texas State U.

**922** : (Paper Session) - (CDP) **Making Alliances Work: Status, Orchestration and Exploration**

11:30am - 1:00pm Westin Copley Place: Essex North-East

Tweet this session: **#AOM2012 922**

Facilitator: **Hans T. W. Frankort**, Cass Business School

**BPS**: Allying with Large Partners: Small Firms' Alliance Strategy in Exploration and Exploitation | **Haibin Yang**, City U. of Hong Kong; **Yanfeng Zheng**, U. of Hong Kong; **Xia Zhao**, California State U. Dominguez Hills

🗣️👤📍 **TIM**: Orchestrating Complex Product Development: Reducing Rework Hazards of Architectural Mismatches | **Benjamin Dawson**, Massachusetts Institute of Technology; **Sebastian Fixson**, Babson College; **Daniel E. Whitney**, Massachusetts Institute of Technology

**TIM Best Paper Proceedings**

📖🗣️👤📍 **BPS**: What Partners Are Right For Me? Resource Complementarity and Status Seeking in Alliance Relations |

**Zhiang "John" Lin**, U. of Texas, Dallas; **David H. Weng**, City U. of Hong Kong; **Bo Bao**, U. of Texas, Dallas

📄📄**OMT**: Supplier Referrals and Closure of Embedded Multiplex Triads | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, York U.; **JungYun Han**, INSEAD

**923 : (Paper Session) - (CDP) Employer Status and Prominence: Implications for Performance, Entrepreneurship, and Ethics**

11:30am - 1:00pm Westin Copley Place: Essex North-West

Tweet this session: **#AOM2012 923**

**Facilitator: Dali Ma**, Drexel U.

📄**ENT**: The Effect of Employer Prominence on Employee Entrepreneurship | **Anders Broström**, Royal Institute of Technology - KTH; **Navid Bazzazian**, HEC Paris

📄**OB**: Big is Bad: The Link between Organizational Size and Ethical Integrity | **Kieran Sean O'Connor**, Stanford U.; **Frank Flynn**, Stanford U.

📄**ODC**: The Expectation of Experts & Human Resource Practice | **Jocelyne Abraham**, CERMAT-IAE de Tour; **Jean-Yves Saulquin**, ESCEM; **Richard Soparnot**, ESCEM Tours

📄👏**ODC**: Managerial Migration to SMEs: Flow of Organizational Legitimacy & its Institutional Rewards | **Tariq H. Malik**, Dongbei U. of Finance and Economics

**924 : (Paper Session) - (CDP) Managing at the Top: Values, Socialization, and Relative Comparison**

11:30am - 1:00pm Westin Copley Place: St. George C

Tweet this session: **#AOM2012 924**

**Facilitator: Kenneth Lee Bettenhausen**, U. of Colorado, Denver

📄👏**CAR**: Seeing Herself as a Leader: A Study of Women's Identities in Transitions to Greater Leadership | **Beth K. Humberd**, Boston College

**MSR**: Is the Spiritual Bond Bound by Blood? An Exploratory Study of Spiritual Leadership in Family Firms | **Kristen Madison Day**, U. of Tennessee, Knoxville; **Franz W. Kellermanns**, U. of Tennessee

👏**MC**: Impact of a Consulting Process on CEO's Organizational Socialization | **Marine Daclin**, ISEOR, IAE - U. of Lyon 3

📄📄**HCM**: Can't Get No Satisfaction: Examining the Link between Patient Satisfaction and CEO Compensation | **Karin Schnarr**, Richard Ivey School of Business; **W Glenn Rowe**, Richard Ivey School of Business; **Anne Snowdon**, U. of Windsor

**HCM Division Best Paper Award Nominee**

**925 : (Paper Session) - (CDP) Stakeholder Theory: Underlying Assumptions and New Directions**

11:30am - 1:00pm Westin Copley Place: St. George D

Tweet this session: **#AOM2012 925**

**Facilitator: David Souder**, U. of Connecticut

📄**BPS**: Stakeholder Theory and Value Creation: Managing Stakeholders with Heterogeneous Motives | **Flore Bridoux**, U. of Amsterdam; **J.W. Stoelhorst**, U. of Amsterdam

📄**OMT**: When Activists Attack: Activism, identity and changes to corporate practices | **Chad Navis**, U. of Wisconsin, Madison; **Theodore L. Waldron**, Baylor U.; **Greg Fisher**, Indiana U.; **Jocelyn M. Leitzinger**, U. of Wisconsin, Madison

📄**MOC**: Prioritizing Stakeholders in Family Firms: CEO Responses to Stakeholder Attributes and Goals | **Alfredo De Massis**, U. of Bergamo; **Josip Kotlar**, U. of Bergamo

📄👏➔📄👏**ONE**: Field Formation: Leadership, Issues and Stakeholders Intertwined | **Deborah E. de Lange**, Memorial U. of Newfoundland

**926 📄 : (Paper Session) - (CM) Dysfunctions of Hierarchy: The Impact of Power and Status on Communication and Relationships**

11:30am - 1:00pm Boston Park Plaza: Cambridge Room

Tweet this session: **#AOM2012 926**

**Dysfunctions of Hierarchy**

**Chair: Chris P. Long**, Georgetown U.

📄📄The Dysfunctional Side of Status | **Nate Pettit**, New York U.  
**Winner of CM Division Best Paper Award - Empirical or Theoretical**

📄📄Power and Dissent: Implications for Ethics in Organizations | **Jessica Kennedy**, The Wharton School, UPENN

📄Leading Strategically: How Power Affects Leadership Behavior | **Leigh Plunkett Tost**, U. of Washington, Seattle; **Hana Huang Johnson**, U. of Washington

**927 ➔📄👏 : (DRP Session) - (CM) Emotion Regulation in Negotiation and Conflict Management**

11:30am - 1:00pm Boston Park Plaza: Tremont Room

Tweet this session: **#AOM2012 927**

**Facilitator: Mara Olekalns**, U. of Melbourne

Emotion Regulation as Moderator of the Relationship between Team Conflict and Performance | **Jane Yan JIANG**, Nanjing U.; **Xiao Zhang**, Nanjing U.; **Dean Tjosvold**, Lingnan U.

📄Emotional Displays in Online Negotiations – When Anger Helps and Happiness Hurts | **Liuba Y. Belkin**, Lehigh U.; **Terri R. Kurtzberg**, Rutgers U.; **Charles E. Naquin**, DePaul U.

📄Effects of Anger, Disgust, and Sadness in Social Dilemmas | **Evan Polman**, New York U.; **Sharon H Kim**, Johns Hopkins U.

➔📄👏Cool Down and Explain Yourself: Spanish Honor and Anglo Dignity in Intercultural Negotiation. | **Jimena Ramirez-Marin**, U. of Seville; **Soroush Aslani**, Northwestern U.; **Jeanne M Brett**, Northwestern U.; **Catherine Tinsley**, Georgetown U.; **Lourdes Munduate**, U. Seville

📄The Apology Mismatch: Asymmetries Between Victim's and Perpetrator's Need for Apologies | **Joost Leunissen**, RSM Erasmus U.; **David De Cremer**, Erasmus U. Rotterdam; **Chris Reinders Folmer**, U. of Ghent; **Marius van Dijke**, Erasmus U. Rotterdam

**928 : (Paper Session) - (CMS) MNCs: Sites of Multiple Imperialisms**

11:30am - 1:00pm Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 928**

**Chair: Pushkala Prasad**, Skidmore College

➔Capability Transfer as Imperialism: A Critical Reappraisal | **Raza A Mir**, William Paterson U.

➔📄Building Global Firms? National, Transnational and Postcolonial Effects in Management Consultancies | **Mehdi Boussebaa**, U. of Bath; **Glenn Morgan**, Cardiff U.; **Andrew Sturdy**, U. of Bristol

→ “Othering” Accounts of Bolivian Employees of a Brazilian Transnational Corporation | **Ana Christina Celano**, Fundação Getulio Vargas - Rio; **Denise Franca Barros**, Fundacao Getulio Vargas; **Sergio Wanderley**, EBAPE-FGV; **Ana Lucia Guedes**, Fundacao Getulio Vargas

**929 : (DRP Session) - (ENT) Environmental Search**

11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 929

Facilitator: **Maria Jose Parada**, ESADE/JIBS

→ Hierarchical Substitution – How Culture Affects Network Resource Acquisition | **Gerrit Rooks**, TU Eindhoven; **Kim Klyver**, U. of Southern Denmark; **Arthur Sserwanga**, Makerere U.

Entrepreneurs' Search Behavior: An Experimental Study | **Katrin Susanne Muehlfeld**, Utrecht U.; **Diemo Urbig**, Jackstädt Research Center for Entrepreneurship and Innovation, U. of Wuppertal; **Utz Weitzel**, Radboud U. Nijmegen; **Codrin Kruijne**, U. Utrecht School of Economics

Conflict between Entrepreneurs and VCs: Interplay of Conflict Types and Effect on Perceived VC Value | **Daniel Appelhoff**, RWTH Aachen U.

Regulatory Focus and Growth Intentions: The Mediating Role of an Opportunity Register | **Sharda Nandram**, Nyenrode Business U.; **Jacqueline Stekelenburg**, VU U. Amsterdam; **Katrin Burmeister-Lamp**, Erasmus U. Rotterdam; **Ingrid Verheul**, Rotterdam School of Management, Erasmus U.

Signals of Quality and Intent: Which New Ventures are Suitable for Funding? | **Linda F. Edelman**, Bentley U.; **Tatiana S. Manolova**, Bentley U.; **Candida G Brush**, Babson College

**930 : (Paper Session) - (ENT) Entrepreneurship Theory**

11:30am - 1:00pm Sheraton Boston Hotel: Beacon G

Tweet this session: #AOM2012 930

Chair: **Marie Gould**, American Public U.

Evaluating Competing Theorizations of Informal Entrepreneurship: A Study of India's Street Hawkers | **Colin C Williams**, U. of Sheffield; **Anjula Gurtoo**, Indian Institute of Science; **Sara Nadin**, U. of Sheffield

Beyond Information Asymmetry: Underpricing of IPOs in the Management Literature | **Dane Patrick Blevins**, U. of Texas, Dallas

On-the-Job Learning and Entrepreneurship | **Alona Martiarena**, Aston Business School

Scaling Social Enterprises - A Theoretically Grounded Framework | **Christiana Weber**, Leibniz U. Hannover; **Arne Kroeger**, Leibniz U. Hannover; **Kathrin Lambrich**, Leibniz U. Hannover

**931 : (Paper Session) - (ENT) Entrepreneurial Environments**

11:30am - 1:00pm Sheraton Boston Hotel: Beacon H

Tweet this session: #AOM2012 931

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

Liability of Breadth? Biased Evaluations of Experience in Threatening vs. Opportunistic Environments | **Michael J. Mannor**, U. of Notre Dame; **Fadel K. Matta**, Michigan State U.; **Emily S. Block**, U. of Notre Dame; **Adam Steinbach**, Michigan State U.; **James H Davis**, Utah State U.

The Legitimacy Paradox: Opposing Tensions in Social Entrepreneurship | **Trish Ruebottom**, Schulich School of Business

→ Comparing Impoverished and Wealthy Entrepreneurship: The Role of Institutional Heterogeneity | **Stelvia Matos**, Simon Fraser U.; **Bruno S Silvestre**, U. of Winnipeg; **Vernon Bachor**, Saint Cloud State U.; **Romeu Herbert Friedlaender**, Instituto Brasileiro de Qualidade e Produtividade; **Jeremy K Hall**, Simon Fraser U.

**932 : (Paper Session) - (ENT) Opportunities, Orientation and Failure**

11:30am - 1:00pm Sheraton Boston Hotel: Berkley A

Tweet this session: #AOM2012 932

Chair: **Yong Li**, State U. of New York, Buffalo

→ Political Ties, Institutional Environment and Opportunity Recognition in a Transition Economy | **Xinglu Zhao**, Sun Yat-sen U.; **Jianqi Zhang**, Sun Yat-sen U.; **Jun Wu**, Sun Yat-sen U.; **Xi Li**, Sun Yat-sen U.

Entrepreneurial Orientation in Thought, Word and Deed: Advancing the EO Conversation | **William John Wales**, James Madison U.; **Erik Monsen**, U. of Strathclyde; **Louis Marino**, The U. of Alabama; **Jeffrey A. Martin**, U. of Alabama, Tuscaloosa

Failure Is an Option: Failure Barriers and New Firm Performance | **Robert Neal Eberhart**, Stanford U.; **Chuck Eesley**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.

**933 : (DRP Session) - (ENT) The Founder**

11:30am - 1:00pm Sheraton Boston Hotel: Clarendon A & B

Tweet this session: #AOM2012 933

Facilitator: **Francesco Castellaneta**, Catolica Lisbon School of Business and Economics

→ Founder, Employee, or Academic? A Third Career Option and an Extension of Theory of Planned Behavior | **Philipp Sieger**, U. of St. Gallen; **Erik Monsen**, U. of Strathclyde

Does Response Rate Moderate Key Relationships in Entrepreneurship Research? An Exploratory Study | **Matthew W. Rutherford**, Virginia Commonwealth U.; **Ernest H O'Boyle**, Longwood U.

Different Sources of Venture Capital and Their Investment Management Practices | **Sarah Park**, EMLYON; **Joseph A LiPuma**, EM Lyon; **Se Park**, U. of California, Berkeley

Reluctant Entrepreneurs: Why They Do It and How They Do | **Eyal Yaniv**, Bar Ilan U.; **David M Brock**, Ben Gurion U. of the Negev

How Entrepreneurship Forgot Capitalism | **Daniel Wadhvani**, U. of the Pacific

**934 : (Paper Session) - (ENT) Demand and Entrepreneurship**

11:30am - 1:00pm Sheraton Boston Hotel: Jefferson

Tweet this session: #AOM2012 934

Chair: **Steffen Korsgaard**, Aarhus U.

The Twilight Zone: Exploring the Intersection of Social, Serial and Academic Entrepreneurship | **Evelyn Rita Micelotta**, U. of Alberta

→ Social Sanctions or Social Relations? Microfinance Repayment Rates and Capital Formation in Mexico | **Denis John Griffin**, CIIDIR-IPN Unidad Oaxaca; **Bryan W Husted**, York U. and ITESM

MONDAY

📖 The Demand-Side Dynamics of Entrant Heterogeneity | **Lalit Manral**, U. of Central Oklahoma

**935: (DRP Session) - (ENT) Franchising, Family Business, Women Owned Business and Financing**

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 935

Facilitator: **Andy Yu**, U. of Wisconsin, Whitewater

📖 A Latent Growth Approach for Examining Franchisor

Screening of Franchisees | **Melissa S. Baucus**, U. of Louisville; **Elizabeth Davis-Sramek**, U. of Louisville; **Richard Germain**, EBS Business School; **William Meek**, U. of Dayton

📖 Family Business Owners' Information Seeking Behaviors: An Identity Based Study | **Mahendra Joshi**, Grand Valley State U.

Venture Growth for Indian Women Entrepreneurs: The Influence of Human and Social Capital Resources | **V. Kanti Prasad**, U. of Wisconsin, Milwaukee; **G.M. Naidu**, U. of Wisconsin, Whitewater; **B Kinnera Murthy**, Administrative Staff College of India; **Doan E. Winkel**, Illinois State U.; **Kyle Ehrhardt**, U. of Wisconsin, Milwaukee

📖 The Impact of Legal Environment on the Growth of Chinese Private Enterprises | **Hongyan Yang**, Hong Kong Polytechnic U.; **Ting Ren**, Peking U. HSBC Business School; **Lin Zhou**, Essence Securities

Does Being First Matter? Financial and Technological Returns to Corporate Venture Capital | **Carolyn Haeussler**, U. of Passau; **Matthew J Higgins**, Georgia Institute of Technology; **Stephanie Hochhold**, KPMG

**936: (Paper Session) - (GDO) Cultural Competence**

11:30am - 1:00pm Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 936

Chair: **Ruby L Beale**, Hampton U.

Discussant: **Marcy Crary**, Bentley U.

📖 Culturally Competent Behaviors at Workplace: An Intergroup Perspective | **Apoorva Ghosh**, XLRI -Xavier Labour Relations Institute, India

📖 Interest and Uncertainty in Cross-Cultural Experience: The Influence of Goal Orientation | **Marcus Maharg Stewart**, Bentley U.; **Alicia Boisnier**, Suffolk U.; **Jakari Griffith**, Salem State College; **Melissa Gamble**, Bentley U.

📖 Translating the Social Watch Gender Equity Index for University Use | **Sonia M Goltz**, Michigan Technological U.; **Amy B Hietapelto**, Northeastern Illinois U.

**937: (Paper Session) - (GDO) Affirmative Action**

11:30am - 1:00pm Boston Park Plaza: Stanbro Room

Tweet this session: #AOM2012 937

Chair: **Ryan K. Robertson**, PricewaterhouseCoopers

Discussant: **Daria Crawley**, Robert Morris U.

📖 Reactions to Affirmative Action: Differences Between the Northern and Southern United States Live On | **Aneika L. Simmons**, Sam Houston State U.; **Maria Carmen Triana**, U. of Wisconsin, Madison

📖 Anti-egalitarians for affirmative action? | **Geoffrey C. Ho**, U. of California, Los Angeles; **Miguel M. Unzueta**, U. of California, Los Angeles

📖 Fighting for Equality: Equal Opportunity for Women in the Military? | **Joseph R Bongiovi**, U. of North Carolina, Chapel Hill

**938: (DRP Session) - (GDO) Women Managers in Predominantly Male Settings**

11:30am - 1:00pm Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 938

Chair: **Mary Shapiro**, Simmons College

Discussant: **Erika H. James**, U. of Virginia

📖 Women managers in engineering: The process of professional identity construction | **Olivia Kyriakidou**, Athens U. of Economics and Business

📖 Gender and Persistence in the Engineering Profession | **Kathleen Relihan Buse**, Case Western Reserve U.

→ 📖 Structure and career strategies of women and BME individuals in the legal profession | **Daniel Muzio**, The U. of Manchester; **Jennifer Tomlinson**, U. of Leeds

**939: (DRP Session) - (HCM) Health Care**

**Professionals: Learning and Performance**

11:30am - 1:00pm Marriott Boston Copley Place: Hyannis

Tweet this session: #AOM2012 939

Chair: **Justin K Benzer**, VA Boston Healthcare System

Discussant: **Amer Kaissi**, Trinity U.

Antecedents and Consequences of Occupational Ideologies | **John P. Bechara**, Washington U. in St. Louis; **Andrew H. Van de Ven**, U. of Minnesota

→ 📖 Organizational Actions to Foster Coordinators f Professionalism to Improve Organ Donation Process | **Yoko Uryuhara**, Kobe U.; **Norio Kambayashi**, Kobe U.; **Tomoaki Shimada**, Kobe U.

**HCM Division Best International Paper Award Nominee**

📖 More than words: Leader behavioral integrity, team incident reporting and learning. | **Cathy Van Dyck**, VU U. Amsterdam; **Nicoletta G. Dimitrova**, VU U. Amsterdam; **Dirk F. De Korne**, Rotterdam Eye Hospital; **Frans U. F. Hiddema**, Rotterdam Eye Hospital

→ 📖 Strategic Planning and Hospital Financial Performance in a Low-Middle Income Country | **Shadi Saleh**, American U. of Beirut; **Amer Kaissi**, Trinity U.

**HCM Division Best International Paper Award Nominee**

**940: (Paper Session) - (HCM) Governance and Decision Making in Health Care Organizations**

11:30am - 1:00pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 940

Facilitator: **Mattia J Gilmartin**, New York U.

📖 Exploring Organisational Form Divergence among Professional Service Firms in the Healthcare Sector | **Janice Jones**, Flinders U. of South Australia; **Tatiana Zalan**, U. of South Australia; **Pi-Shen Seet**, Flinders U. of South Australia

**HCM Division Best Paper Award Nominee**

📖 Effective Communication Network Structures For Hospital Infection Prevention—A Preliminary Analysis | **Pavani Rangachari**, Georgia Health Sciences U.; **R Karl Rethemeyer**, Rockefeller College, U. at Albany - SUNY; **Peter Rissing**, Georgia Health Sciences U.

📖 Compassion Routines: An Instrument Development and Validation Study | **Laura McClelland**, Virginia Commonwealth U.; **Roopa Raman**, Clemson U.

How to understand and control patient flows logistics? Evidence from an Italian benchmarking study | **Stefano**

Villa, Catholic U. Rome; **Isabella Giusepi**, Bocconi U.; **Anna Prenestini**, Bocconi U.; **Giuliana Bensa**, Bocconi U.

**941** 📄: (Paper Session) - (HR) **Organizational Incentives: Stocks, Merit Pay, and Pay Secrecy**

11:30am - 1:00pm Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 941

Chair: **Charles H. Fay**, Rutgers U.

- 📄 The Use of Employee Stock Incentives From a Corporate Governance Perspective | **Nien-Chi Liu**, National Central U.; **Avner Ben-Ner**, U. of Minnesota
- 📄 Social Comparison Processes and Employee Reactions to Merit Pay | **Yingchun Wang**, U. of Houston, Downtown; **Jason D. Shaw**, U. of Minnesota
- 📄 The Impact of Pay Secrecy on Individual Task Performance | **Elena Belogolovsky**, Cornell U.; **Peter A. Bamberger**, Tel Aviv U.

**942** 📄: (Paper Session) - (HR) **Employee Assessment: The Role of Feedback on Performance**

11:30am - 1:00pm Boston Park Plaza: Charles River Room

Tweet this session: #AOM2012 942

Chair: **Michael J Kavanagh**, State U. of New York, Albany

- 📄 A Multilevel Model Linking Managerial Coaching Effectiveness to Sales Performance | **Jason Dahling**, College of New Jersey; **Samantha Ritchie**, Novo Nordisk; **Samantha Chau**, Novo Nordisk; **Rebecca Schoepfer**, Novo Nordisk; **Stephen Dwight**, Novo Nordisk
- 📄 Examining the Role of Narrative Performance Appraisal Comments on Performance | **Emily David**, Zayed U.
- 📄 Is More Feedback Always Better? LMX Moderates the Relationship Between FSB and Performance | **Long Wai Lam**, U. of Macau; **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Chi-Sum Wong**, Chinese U. of Hong Kong

**943** 📄: (DRP Session) - (HR) **HR Practices and Firm Performance**

11:30am - 1:00pm Boston Park Plaza: Newbury Room

Tweet this session: #AOM2012 943

Facilitator: **Walter Davis**, U. of Mississippi

- 📄 The Buffering Effects of Human Capital Resources on Firm Recession Performance | **Youngsang Kim**, U. of South Carolina; **Robert E Ployhart**, U. of South Carolina
- 📄 Mapping the Core Debates Regarding HR Practices: Working Towards Increasing Construct Clarity | **Susanne Beijer**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Riccardo Peccei**, King's College London; **Marc Van Veldhoven**, Tilburg U.
- 📄 Effect of Lateral Partners on Law Firm Performance | **Kwangho Kim**, City U. of Hong Kong; **Tae-Hyun Kim**, KAIST; **Heejung Byun**, U. of Maryland
- 📄 Content vs. Process in the HRM-Performance Relationship: An Empirical Examination | **Anastasia A. Katou**, U. of Macedonia; **Pawan S. Budhwar**, Aston U.; **Charmi Patel**, Aston U.

**944** 📄: (Paper Session) - (HR) **Cutting Edge HR Research: Award-Winning Dissertation Studies**

11:30am - 1:00pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 944

These studies are based on dissertations awarded SHRM 2011 Dissertation Grants.

Chair: **Debra J. Cohen**, Society for Human Resource Management  
 📄 Fired Up or Burned Out? How Developmental Challenge Differentially Impacts Leader Behavior | **Stephen H Courtright**, Texas A&M U.

- 📄 Winner of HR Division Best Student Paper Award Antecedents and Consequences of Effective Human Resource Practice Implementation | **David Sikora**, Florida State U.
- 📄 When and Why Do Talented Employees Experience Victimization? A Multilevel Investigation | **Eugene Kim**, Georgia Institute of Technology
- 📄 Training Soft Skills For Interviews: Exploring the Roles of Personality and Emotional Intelligence | **Amy Crook**, Belmont U.

**945** 📄 → 📄 📄 SHCS: (HR, IM, OB) **Comparative Human Resource Management – Insights from Beyond the Pale**

11:30am - 1:00pm Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 945

Organizers: **Chris Brewster**, Henley Business School; **Wolfgang Mayrhofer**, WU Vienna; **Yih-teen Lee**, IESE Business School  
 Introduction: the value of Comparative HRM | **Wolfgang Mayrhofer**, WU Vienna

- HRM in South America | **Marta M. Elvira**, IESE Business School; **Anabella Davila**, Tecnologico de Monterrey
- HRM in non-Saharan Africa | **Geoffrey Wood**, U. of Sheffield
- HRM and Asian Socialist Economies in Transition: China, Vietnam and North Korea | **Ngan Collins**, RMIT U.; **Ying Zhu**, U. of South Australia
- Learning from Comparative HRM | **Yih-teen Lee**, IESE Business School

**946** : (Paper Session) - (IM) **Institutions or Cultures? Taxonomies of Country Differences and Similarities**

11:30am - 1:00pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 946

Chair: **Sachiko Yamao**, U. of Melbourne

- 📄 Country clusters from taxonomy towards theory: Implications for international management | **Lena Zander**, Uppsala U.; **Christina Lea Butler**, Kingston U.  
**Best Paper in OB / HRM / OT Finalist**
- 📄 Varieties of Capitalism Perspective on MNE Adaptation: an Empirical Approach | **Andrei Kuznetsov**, U. of Central Lancashire; **Marcus Jacob**, European Business School
- The Institutional Effects on Inter-organizational Network Structure | **Abdulrahman Chikhouni**, John Molson School of Business; **Mehdi Farshahi**, Concordia U.
- 📄 Following our own nation's path: Different routes between a country's culture and its prosperity | **Martha L Maznevski**, IMD; **Celia Wing See Chui**, U. of Lausanne - HEC Lausanne

**947** → 📄: (Paper Session) - (IM) **Multinational Corporations: Coordination and Knowledge Sharing through Expatriates and Global Teams**

11:30am - 1:00pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 947

Chair: **Helene Tenzer**, Tübingen U.

- Ethnic Identity Confirmation in Knowledge Transfer between Expatriates and Host Country Employees | **Shea**

Fan, U. of Melbourne; **Tine Koehler**, U. of Melbourne; **Anne-Wil Harzing**, U. of Melbourne

When Global Virtual Teams Share Knowledge: The Role of Media, Culture and Language | **Anders Klitmøller**, Aarhus U. **IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist**

→ 📄 Professionals Who Go the Distance? Coordinating Cross-Border Teams in Professional Service Firms. | **Samantha Fairclough**, U. of Mississippi

**948** → 📄: (Paper Session) - (IM) **Emerging Markets and MNEs**

11:30am - 1:00pm Boston Hynes Convention Center: Room 208  
Tweet this session: #AOM2012 948

Chair: **Luis Alfonso Dau**, Northeastern U.

👉 → 📄 Confidence in Learning from Others' Failures: Foreign Investment Strategy in a Transition Economy | **Jing Yu (Gracy) Yang**, U. of Sydney; **Jiatao Li**, Hong Kong U. of Science and Technology; **Andrew Delios**, National U. of Singapore **Fundação Dom Cabral Best Paper in International Strategy Finalist**

→ 📄 Shaping regional strategies of multinational corporations | **Dirk Ulrich Gilbert**, U. of Hamburg; **Patrick Heinecke**, Friedrich-Alexander-U. Erlangen-Nuremberg; **Andreas Rasche**, U. of Warwick

👉 → 📄 THE PROVISIONING OF COLLECTIVE GOODS BY MNEs IN EMERGING MARKETS | **Jean J Boddewyn**, Baruch College **George Washington University CIBER Best Paper on Emerging Markets Finalist**

→ 📄 Regional Institutional Development and Foreign Affiliate Performance | **Tingting Zhang**, U. of Hong Kong; **Christine M. Chan**, U. of Hong Kong

**949** → 📄: (Paper Session) - (IM) **Cross-Cultural Differences: New Constructs and Applications**

11:30am - 1:00pm Boston Hynes Convention Center: Room 209  
Tweet this session: #AOM2012 949

Chair: **Markus Vodosek**, German Graduate School of Management & Law (GGS)

→ 📄 Taking the Next Step: A Cross-National Comparison of Universalism-Particularism | **Chao C. Chen**, Rutgers U.; **Joseph P. Gaspar**, Rutgers U.; **Ray Friedman**, Vanderbilt U.; **Katherine Xin**, CEIBS; **Ronaldo C. Parente**, Florida International U.; **Michael C. Nippa**, Freiberg U.

👉 → Cross-Cultural Psychological Capital: A Validation Study | **Maren Dollwet**, Claremont Graduate U.; **Rebecca J Reichard**, Claremont Graduate U.

**Best Paper in OB / HRM / OT Finalist**

📄 Cross cultural differences in conflict resolution strategies: A U.S. – Mexico Comparison | **Carolina Gomez**, Florida International U.; **Kimberly A Taylor**, Florida International U.

📄 International Cultural Ambidexterity: Developing the Concept and its Measurement | **Christiane Prange**, EM Lyon; **Olga Petrovna Bruyaka**, Virginia Polytechnic Institute

**950** → 📄: (DRP Session) - (IM) **Internationalization for Asset-Seeking Purposes**

11:30am - 1:00pm Boston Hynes Convention Center: Room 303  
Tweet this session: #AOM2012 950

Facilitator: **Anna Lamin**, Northeastern U.

→ Empirical Research on Foreign Entry Mode: Assessing Core Tenets of Four Theoretical Frameworks | **Jesper Wulff**, Aarhus U.

→ 🌐 From process to performance: extending the OLI perspective of R&D Internationalization | **Yung-Ching Ho**, National Chung Cheng U.; **Ying-Ying Hsieh**, National Chung Cheng U.

→ 📄 Brazilian Banks' Internationalization Process: A New Perspective | **Mauricio Geleilate**, U. of Fortaleza (UNIFOR); **Sérgio H. Arruda Cavalcante Forte**, U. of Fortaleza (UNIFOR); **Norton González**, U. of Fortaleza (UNIFOR)

→ Multinationality and Institutional Barriers: Evidence from Global Top 100 Banks | **I Han**, Feng Chia U.; **Hsin-Yu Liang**, Feng Chia U.; **Yuanchen Chang**, National Chengchi U.

→ 📄 A Resource-based View of the Determinants of Foreign Expansion by EMNEs | **Peter J. Buckley**, U. of Leeds; **Peter Enderwick**, Auckland U. of Technology; **Nicolas Forsans**, U. of Leeds; **Surender Munjal**, U. of Leeds

**951** → 📄 SHCS: (IM, BPS, OMT) **Thinking About the Multinational: Countries, costs and capabilities**

11:30am - 1:00pm Boston Hynes Convention Center: Room 309  
Tweet this session: #AOM2012 951

Organizers: **Sunyoung Lee**, Oxford U.; **David Teece**, U. of California, Berkeley

Discussant: **Donald Siegel**, State U. of New York, Albany **Strategic Management of Multinationals: The quest for agility | Yves Doz**, INSEAD

Globalizing Firms | **Pankaj Ghemawat**, IESE Business School **How Great Companies Think Differently | Rosabeth Kanter**, Harvard Business School

Fifty Years of International Business Theory and Beyond | **Alan M Rugman**, U. of Reading

Dynamic Capabilities and the MNE | **David Teece**, U. of California, Berkeley

Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage | **Jordan Siegel**, Harvard U.

**952** 🌐 📄: (Paper Session) - (MC) **Client-Consultant Interaction**

11:30am - 1:00pm Westin Copley Place: Adams  
Tweet this session: #AOM2012 952

Chair: **David Mitchell Ford**, U. of Alabama, Tuscaloosa

📄 Do We Have a Problem? An Absorptive Capacity Perspective on What Drives Firms to Hire Consultants | **Sudhir Nair**, U. of Victoria; **Bruce Skaggs**, U. of Massachusetts

👉 🌐 Client and Consultant Logics on the Purchasing of Consulting Services | **Frida Perner**, Stockholm School of Economics; **Tale Skjolsvik**, U. of Oslo

**Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting**

→ 📄 Trust as a "Leap of Faith": Trust Granting | **Natalia Nikolova**, U. of Technology, Sydney; **Markus R. Reihlen**, Leuphana U. Lueneburg

**953** 🌐 📄: (Paper Session) - (MED) **MED Keynote Address by Henry Mintzberg: Impact: From IMPact to IMPact**

11:30am - 1:00pm Marriott Boston Copley Place: Salon E



Tweet this session: #AOM2012 953

Division Chair: **Jon Billsberry**, Deakin U.

Program Chair: **Jacob Eisenberg**, U. College Dublin

Distinguished Speaker: **Henry Mintzberg**, McGill U.

### 954 : (Paper Session) - (MH) Cooperation in Industry Development, Stewardship, and Scholarship

11:30am - 1:00pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 954

Chair: **Josh Bendickson**, Louisiana State U., E J Ourso school of Business

Facilitator: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

→ Distant mirrors: railroad development and management in America and Australia from 1860 to 1914 | **Bradley G Bowden**, Griffith U.

#### John F. Mee Award for Paper with the Best Management History Division Contribution

Entrepreneurial Stewardship and Implicit CSR: The Responsible Leadership of Lillian Shedd McMurry | **John Humphreys**, Texas A&M U., Commerce; **Stephanie Pane-Haden**, Texas A&M U.; **Mario Hayek**, Texas A&M U., Commerce; **Jacqueline Einstein**, Nova Southeastern U.; **Jason Fertig**, U. of Southern Indiana; **William Paczkowski**, Rensselaer Polytechnic Institute; **David Weir**, U. Campus Suffolk

#### Center for Ethical Business Cultures Halloran Award for Best Management History Division Paper in Business Ethics

Upward Defiance in Organizations: Management Lessons from the Battle of Blair Mountain | **John Humphreys**, Texas A&M U., Commerce; **Jane Whitney Gibson**, Nova Southeastern U.; **Jennifer Oyler**, Texas A&M U., Commerce

From Primary Concept to Prisoner's Dilemma: Tracing "Cooperation" in Organizational Scholarship | **Laura Singleton**, Eckerd College

### 955 : (Paper Session) - (MOC) Intuition and Learning in Crisis Situations: Decision-making, Learning, and Managing Crises

11:30am - 1:00pm Sheraton Boston Hotel: Berkley B

Tweet this session: #AOM2012 955

Chair: **Chet Miller**, U. of Houston

Intuition in Crisis Management: Cognitive styles, processing and performance | **Bjørn Tallak Bakken**, Norwegian Defense U. College; **Thorvald Haerem**, Norwegian School of Management

9/11: Organizations detecting novel crises | **Laura Frigotto**, U. of Trento; **Alessandro Narduzzo**, Free U. Bozen-Bolzano

Learning From Disruptive Market Events: A Study Of Financial Advisor Beliefs and Behavior | **Philipp Albert Hensler**, Case Western Reserve U.; **Sheri Perelli**, Wayne State U.

→ Why do Organizations De-emphasize the Early Warning Signals of a Deteriorating Environment? | **Maeve Farrell**, U. College Dublin; **Federica Pazzaglia**, U. College Dublin; **Karan Sonpar**, U. College Dublin; **Pablo Martin de Holan**, EM Lyon

Intuition and Organizational Learning: Empirical Investigation and Elaboration of the 4I Framework | **Cinla Akinci**, U. of Surrey; **Eugene Sadler-Smith**, U. of Surrey

### 956 : JS: (MOC, OB) Exploration on Identity Transmission from Organizations to Individuals

11:30am - 1:00pm Sheraton Boston Hotel: Gardner B

Tweet this session: #AOM2012 956

Organizer: **Boram Do**, Boston College

Chair: **Jean M. Bartunek**, Boston College

Discussant: **Kristie M Rogers**, Arizona State U.

Doing Distance: Leaders' Craftings of Psychological Distance as a Mean to Transmit Meanings | **Ronit Kark**, Bar Ilan U.; **Moran Anisman-razin**, Bar Ilan U.

Emotions and Identity Transmission Between Individual and Organization | **Boram Do**, Boston College

Cross-level Identity Dynamics in an Inter-organizational Collaborative Change Program | **Mamta Bhatt**, Erasmus U. Rotterdam; **Jean M. Bartunek**, Boston College

The Transmission of Identity from the Organization to the Individual: A Tale of Three Organizations | **Shelley Brickson**, U. of Illinois, Chicago

### 957 : SHCS: (MOC, OMT) Making New Connections: Leadership and Social Networks in Organizations

11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: #AOM2012 957

Organizer: **Ned Wellman**, U. of Michigan, Ann Arbor

Discussant: **Martin J. Kilduff**, U. of Cambridge

Integrating Social Network and Leadership Perspectives: Past and prospects | **Raymond T Sparowe**, Washington U. in St. Louis

Powerful Leaders and Satisfied Followers: Roles of social worth and leadership prototypes | **Chia-Yen Chiu**, State U. of New York, Buffalo; **Prasad Balkundi**, State U. of New York, Buffalo

How to Gain a Following: Follower networks and the dynamic patterning of leadership perceptions | **Ajay Mehra**, U. of Kentucky; **Zuzana Sasovova**, VU U. Amsterdam; **Ted K. Dass**, U. of Cincinnati

Leadership Construction in Hierarchical Groups | **Ned Wellman**, U. of Michigan, Ann Arbor

### 958 : (MSR) Intersection of Spirituality/Religion and Entrepreneurship

11:30am - 1:00pm Sheraton Boston Hotel: Hampton B

Tweet this session: #AOM2012 958

Organizer: **Laquita C Blockson**, College of Charleston

Chair: **Laquita C Blockson**, College of Charleston

Meditation practice, purpose, and entrepreneurial success |

**Eva Norlyk Smith**, Fairfield Wellness; **Dennis P. Heaton**, Maharishi U.; **Jane Schmidt-Wilk**, Maharishi U.

Alleviating poverty through conscious enterprise | **Kathryn Pavlovich**, U. of Waikato

Religion as an explanatory variable for entrepreneurial behavior | **Miles Kevin Davis**, Shenandoah U.

This far by faith: Spiritual expressions of African American women entrepreneurs | **Laquita C Blockson**, College of Charleston; **Jeffrey A. Robinson**, Rutgers U.; **Sammie L Robinson**, Texas Southern U.

Environmental influences on entrepreneurial strategy: The social responsibility role of megachurches | **Patrice Perry-Rivers**, Rutgers U.

Panelists: **Dennis P. Heaton**, Maharishi U.; **Kathryn Pavlovich**, U. of Waikato; **Miles Kevin Davis**, Shenandoah U.; **Jeffrey A. Robinson**, Rutgers U.; **Patrice Perry-Rivers**, Rutgers U.; **Cynthia L. Sherman**, Claremont Graduate U.

**959 : (Paper Session) - (OB) Newcomer Experiences and Socialization Processes**

11:30am - 1:00pm Boston Park Plaza: Alcott Room  
 Tweet this session: **#AOM2012 959**

Chair: **Sheila Simsarian Webber**, Suffolk U.

- 📖 The organization, the work group and you: A tripartite socialization model | **Lucas Dufour**, GSCM, Montpellier Business School; **Meena Andiappan**, GSCM, Montpellier Business School
  - 📖 Newcomer turnover thoughts: the effect of social information, emotions and social resources | **Maria Tomprou**, Carnegie Mellon U.
  - 📖 On becoming (un)committed: A taxonomy and test of newcomer on-boarding scenarios | **Omar N. Solinger**, VU U. Amsterdam; **Woody Van Olfen**, RSM Erasmus U.; **Robert A. Roe**, Maastricht U.
- How Newcomers Form their Psychological Contracts during Organizational Socialization | **Kyung Min Kim**, Korea U.; **Hyoungh Koo Moon**, Korea U.

**960 : (Paper Session) - (OB) Building and Nurturing Trust**

11:30am - 1:00pm Boston Park Plaza: Back Bay Room  
 Tweet this session: **#AOM2012 960**

Chair: **Christina A. Hannah**, U. of Maryland, U. College  
 Are Managers Obligated to Help? Subordinates' Expectations of Receiving Help and The Effects of Help | **Vicki M. Scherwin**, California State U. Long Beach; **Maia J. Young**, U. of California, Los Angeles; **Jennifer R. Overbeck**, U. of Southern California

- 📖 The Other Way Around: How Subordinates Influence Their Managers' Procedural Justice | **Guozhen Zhao**, Delta State U.; **Ya-Ru Chen**, Cornell U.; **Joel Brockner**, Columbia U.
- 📖 The Co-development of Reciprocity and Trust -a Longitudinal Case Study | **Anna Swärd**, BI Norwegian Business School
- 📖 Too proud to help? Examining the opposing influences of authentic and hubristic pride on helping | **Matthias Spörrle**, U. of Applied Management; **Prisca Brosi**, TUM School of Management

**961 : (DRP Session) - (OB) Goal Orientation: Outcomes and Processes**

11:30am - 1:00pm Boston Park Plaza: Board Room  
 Tweet this session: **#AOM2012 961**

Facilitator: **David L. McLain**, State U. of New York, Oswego

- 📖 The Influence of Goal Orientation on Escalation of Commitment: A Temporal Orientation Perspective | **Jong Seok Lee**, Georgia State U.; **Mark Keil**, Georgia State U.; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology
- 📖 Effects of Goal Orientation on Incremental and Radical Creativity: A Learning Perspective | **Sally Siu Yin Cheung**, Hong Kong Baptist U.; **Yaping Gong**, Hong Kong U. of Science and Technology
- 📖 The Role of Proactive Personality, Goal Orientation & Self-Efficacy in Goal Setting & Performance | **Jean Phillips**, Rutgers U.; **Stanley M Gully**, Rutgers U.; **John E McCarthy**, Rutgers U.
- 📖 Learning goal orientation and employee creativity: A moderated mediation model of PsyCap and LMX | **Lei**

**Huang**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln; **Xiaolan Zhou**, Shandong U.

**962 : (DRP Session) - (OB) Role of Social Networks**

11:30am - 1:00pm Boston Park Plaza: Brandeis Room  
 Tweet this session: **#AOM2012 962**

Facilitator: **Jessica Methot**, Rutgers U.

- 📖 Colliding worlds: How boundary work on online social networks impacts professional relationships | **Ariane Ollier-Malaterre**, Rouen Business School; **Nancy Rothbard**, U. of Pennsylvania; **Justin Berg**, U. of Pennsylvania
- ➔ 📖 The Influence of Social Networks on the Team's Psychological Safety | **André Escórcio Soares**, Instituto Politécnico de Tomar; **Miguel Pereira Lopes**, Technical U. of Lisbon
- 📖 Social Networks and Ethical Choice | **C Justice Tillman**, U. of Texas, Dallas; **Anthony C. Hood**, The U. of Alabama; **Ericka R. Lawrence**, U. of Alabama
- 📖 Aversion-Avoidance Processes In Network Genesis And Evolution: The Case Of The Neurotic Ego | **Kathleen O'Connor**, Cornell U.; **Eric C Gladstone**, Cornell U.
- 📖 A Longitudinal Study of Personality, Centrality and Churn in Close Friendship and Broader Networks | **Arjun Bhardwaj**, U. of British Columbia; **Israr Qureshi**, Hong Kong Polytechnic U.; **Alison M. Konrad**, U. of Western Ontario; **Seung Hwan Mark Lee**, Colorado State U.

**963 : (Paper Session) - (OB) Understanding Turnover Mechanisms**

11:30am - 1:00pm Boston Park Plaza: Constitution Room  
 Tweet this session: **#AOM2012 963**

Chair: **Brooks C. Holtom**, Georgetown U.

- 📖 The Significance of Supervisor and Coworker Trust on Turnover Intentions: A Cross-Cultural Study | **Richard Insinga**, State U. of New York, Oneonta; **Robert D Costigan**, St. John Fisher College
- 🗣️ 📖 Elevated Turnover for the Highly Involved? Revisiting the Job Involvement-commitment Hypothesis | **Sean Robinson**, Ohio U.; **Rodger Griffeth**, Ohio U.
- 📖 Turnover Intentions and Voluntary Turnover: The Moderating Role of Network Centrality | **James M. Vardaman**, Mississippi State U.; **David G. Allen**, U. of Memphis; **Shannon G. Taylor**, Northern Illinois U.; **Maria B Gondo**, U. of New Mexico
- 📖 Commitment Profiles and Employee Turnover | **Laura J. Stanley**, East Carolina U.; **Robert J. Vandenberg**, U. of Georgia; **Christian Vandenberghe**, HEC Montreal; **Kathleen Bentein**, U. du Québec à Montréal

**964 : (DRP Session) - (OB) Identification at Work**

11:30am - 1:00pm Boston Park Plaza: Emerson Room  
 Tweet this session: **#AOM2012 964**

Facilitator: **Laura M. Little**, U. of Georgia

- 📖 Situational identity at work: How professionals strategically construct and use identity | **Maura Soekijad**, VU U. Amsterdam; **Irene Skovgaard Smith**, Copenhagen Business School
- 📖 Identification Targets and Well-Being within the Workplace: A Function of Hierarchy | **Kate Horton**, Erasmus U. Rotterdam; **Charlotte R McClelland**, Manchester Business School; **Mark A. Griffin**, U. of Western Australia

- ☐ Moral Identity Work: Persevering in the Wake of Negative Work Events | **Roxana Barbulescu**, McGill U.; **Jennifer Tosti-Kharas**, San Francisco State U.; **Herminia Ibarra**, INSEAD
- ☐ CSR Makes Work More Meaningful: Implications for Employee Outcomes | **Marko Pitesa**, Grenoble Ecole de Management; **Caroline Straub**, Grenoble Ecole de Management
- ☐ Social Context Effects on Employee Organizational Identification | **Gregory A. Bigley**, U. of Washington; **Kevin Steensma**, U. of Washington; **David R. Hekman**, U. of Colorado

#### 965 : (Paper Session) - (OB) Dynamics of Customer Service Interactions

11:30am - 1:00pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 965

Chair: **S. Douglas Pugh**, Virginia Commonwealth U.

- ☐ Moderating the effect of emotional labor: The role of relationship strength & personalized service | **Karyn L. Wang**, U. of New South Wales; **Markus Groth**, U. of New South Wales
- ☐ An Invisible Hand in Employee Service Creativity: Customer Empowering Behaviors | **Yuntao Dong**, U. of Maryland, College Park; **Hui Liao**, U. of Maryland; **Aichia Chuang**, National Taiwan U.; **Jing Zhou**, Rice U.; **Elizabeth Margaret Campbell-Bush**, U. of Maryland
- ☐ Group emotional labor and group emotional deviance, service climate, and customer satisfaction | **Paraskevi Christoforou**, National U. of Singapore
- ☐ Socialized Inauthenticity: Do Workgroup Norms Predict Who Will "Fake it" with Customers? | **Lawrence Houston**, The Pennsylvania State U., U. Park; **Sarina Marie Maneotis**, Pennsylvania State U.; **Alicia A. Grandey**, Pennsylvania State U.
- ☐ Untangling Employee and Customer Incivility Spirals: Hardiness and Boredom in Service Interactions | **David Douglas Walker**, U. of British Columbia, Okanagan; **Danielle van Jaarsveld**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

#### 966 : (Paper Session) - (OB) New Perspectives on the Field of OB

11:30am - 1:00pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 966

Chair: **Denise M. Jepsen**, Macquarie U.

- ☐ Ecological Transcendence, Rewards and Commitment Toward Environmental Management | **David B. Zoogah**, Morgan State U.
- ☐ Virtue, Virtuousness or Vice: Three Conceptual Tensions in Positive Organizational Scholarship | **David S. Bright**, Wright State U.; **Bradley A Winn**, Utah State U.; **Jason Kanov**, Western Washington U.
- ☐ What is Organizational Behavior? Construing the Field from MBA Syllabi | **Steven D. Charlier**, U. of Iowa; **Andrew Hosmanek**, U. of Iowa; **Sara L Rynes**, U. of Iowa; **Kenneth G. Brown**, U. of Iowa
- ➔ ☐ From Subjective to Shared: Revisiting Energy in Organizations | **Dana McDaniel**, California State U. Long Beach; **Cristina Gibson**, U. of Western Australia

#### 967 : (Paper Session) - (OB) New Directions on Transformational Leadership

11:30am - 1:00pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 967

Chair: **Kevin B. Lowe**, U. of North Carolina, Greensboro

- ☐ Differentiated Transformational Leadership and Leader Performance: Examine Curvilinear Effects | **Zhen Zhang**, Arizona State U.; **Mo Wang**, U. of Florida; **Amanda Christensen**, Arizona State U.; **John W. Fleenor**, Center for Creative Leadership
- ☐ The neuropsychological antecedents of transformational leadership | **Kanchna Ramchandran**, U. of Iowa; **Daniel Tranel**, U. of Iowa
- ☐ Unpacking the "black box": Alternative mechanisms of transformational leadership effects | **Qing Lu**, Hong Kong Polytechnic U.; **Yonghong Liu**, U. of Miami; **Xu Huang**, Hong Kong Polytechnic U.; **Chester A. Schriesheim**, U. of Miami
- ☐ Are Transformational Leaders Always the Most Successful Bosses for All Followers? | **Gang Wang**, U. of Idaho; **In-Sue Oh**, Virginia Commonwealth U.

#### 968 : (Paper Session) - (OB) Proactivity in the Workplace

11:30am - 1:00pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 968

Chair: **Laura Elizabeth Marler**, Mississippi State U.

- ☐ Afraid of taking charge? Leveraging internal and external sources of self-regulation for proactivity | **Maria Strobel**, TUM School of Management; **Andranik Tumasjan**, Technical U. Munich; **Isabell Melanie Welpe**, Technical U. Munich
- ☐ Transformational leadership, Future Orientation and Employee Proactive Behavior, RBSE as a mediator | **Hong Zhu**, Hong Kong Baptist U.; **Ji Li**, Hong Kong Baptist U.
- ☐ Proactive Personality and Proactive Performance: Perspectives on Person-Situation Interactions | **Brian W. McCormick**, U. of Iowa; **Amy E. Colbert**, U. of Iowa; **Greg L Stewart**, U. of Iowa; **Russell P. Guay**, U. of Northern Iowa
- ☐ Managing Security Threats to Information Systems: A Dynamic Model of Controlling Individual Threats | **Stephanie Moser**, U. of Bern; **Stefan N. Groesser**, U. of Applied Sciences Bern
- ☐ Do Job Demands Matter to Adaptive Selling Behavior? | **Mei-Ling Wang**, Tamkang U.; **Chun-Hsien Lee**, National Kaohsiung Normal U.

#### 969 ☐ JS: (OB, CM) Considering the Person-Situation Interaction in Aggressive Work Behaviors

11:30am - 1:00pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 969

Chair: **Jennifer Bozeman**, U. Manitoba

- ☐ Emotional Labor, Emotional Exhaustion, and CWB: The Moderating Role of Autonomy | **Lisa M. Penney**, U. of Houston
- ☐ Victim Precipitation and Retaliation: The Role of Target Personality | **Jennifer Bozeman**, U. Manitoba; **Sandy Hershcovis**, U. of Manitoba; **Nathan Bowling**, Wright State U.
- ☐ Antecedent of Abusive Supervision: An Application of Trait Activation Theory | **Deshani B. Ganegoda**, U. of Central Florida; **Maureen L. Ambrose**, U. of Central Florida
- ☐ Boiling a Frog: Consequences of Low- and High-Intensity Workplace Incivility | **Amber Smittick**, Texas A&M U.; **Richard Grover Gardner**, Texas A&M U.; **Kathi Miner**, Texas A&M U.; **Elizabeth Eve Umphress**, U. of Washington

**970** SHCS: (OB, CM, SIM) **New Developments in Abusive Supervision Research**

11:30am - 1:00pm Boston Park Plaza: White Hill Room

Tweet this session: [#AOM2012 970](#)

Chair: **Ryan M. Vogel**, Pennsylvania State U., Erie

Discussant: **Sandra L. Robinson**, U. of British Columbia

Abusive Supervision in Context: Examining the Impact of Unit-Level Culture | **Jessica L. Siegel**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona

Psychological Mechanisms Linking History of Family Aggression and Abusive Supervision | **Patrick Raymond M. Garcia**, The Australian National U.; **Kristin L. Scott**, Clemson U.; **Christian Kiewitz**, U. of Dayton; **Robert L. Tang**, De La Salle-College of Saint Benilde

Employee Neuroticism and Performance as Antecedents of Supervisor Abuse | **Alannah E. Rafferty**, U. of New South Wales; **Sandy Hershcovis**, U. of Manitoba

Cross-Lagged Relations between Abusive Supervision and Organizational Deviance | **Huiwen Lian**, Hong Kong U. of Science and Technology; **Douglas J. Brown**, U. of Waterloo; **Lance Ferris**, Pennsylvania State U.; **Rachel Morrison**, U. of Waterloo

A Cross-Cultural Examination of Abusive Supervision | **Ryan M. Vogel**, Pennsylvania State U., Erie; **Marie S. Mitchell**, U. of Georgia; **Bennett J. Tepper**, Georgia State U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Changya Hu**, National Chengchi U.; **Wei Hua**, Singapore Management U.

**971** SHCS: (OB, HR) **How to Build Successful Theories: The Overlooked Role of Induction**

11:30am - 1:00pm Boston Park Plaza: Statler Room

Tweet this session: [#AOM2012 971](#)

Chair: **Edwin A. Locke**, U. of Maryland, College Park

Structural Adaptation Theory: Inductively Building New Theory | **John Hollenbeck**, Michigan State U.

The Inductive Development of Goal Setting Theory | **Gary P. Latham**, U. of Toronto

The Inductive Story behind the Unfolding Model of Voluntary Turnover and Job Embeddedness | **Thomas Lee**, U. of Washington

How the Hypothetico-Inductive Method Undermines Successful Theory Building | **Edwin A. Locke**, U. of Maryland, College Park

How an Over-emphasis on Theory Impedes Evidence-based Management for Real Organizations | **Sara L. Rynes**, U. of Iowa

**972** SHCS: (OB, MOC, TIM) **Creating Together: Exploring the Social Dynamics of Creativity**

11:30am - 1:00pm Boston Park Plaza: St. James Room

Tweet this session: [#AOM2012 972](#)

Organizers: **Elizabeth D. Rouse**, Boston College; **Spencer Harrison**, Boston College

Discussant: **Kimberly D. Elsbach**, U. of California, Davis

Diversity and Creativity in Collaborative Relationships | **Gamze Koseoglu**, Georgia Tech; **Christina E. Shalley**, Georgia Institute of Technology

How Can I Help? A Field Study of Helping Events in Creative Teams | **Colin M. Fisher**, Boston U.; **Teresa M Amabile**, Harvard U.; **Julianna Pillemer**, Harvard Business School

Modern Dancers, Designers, and Entrepreneurs:

Characteristics of Feedback for Creative Work | **Spencer Harrison**, Boston College; **Elizabeth D. Rouse**, Boston College  
Social Networks, Creativity and Innovation: A Meta-analysis | **Markus Baer**, Washington U. in St. Louis; **Greg R. Oldham**, Tulane U.; **Karoline Evans**, Washington U. in St. Louis; **Alyssa Boasso**, Tulane U.

**973** (DRP Session) - (OCIS) **Trust and Stories**

11:30am - 1:00pm Sheraton Boston Hotel: Hampton A

Tweet this session: [#AOM2012 973](#)

Facilitator: **Anca Metiu**, ESSEC Business School

Trust, Control and Formalization in Open-Collaboration Communities: A Qualitative Study of Wikipedia | **Dariusz Jemielniak**, Kozminski U.

Dialectic of Requirements in Open Source Software: 'Rigour-Engagement, and Trust' | **Daniel Curto-Millet**, London School of Economics; **Maha Shaikh**, Warwick Business School; **Tony Cornford**, London School of Economics

Hard Fought Materiality in Games Development: On the Dynamics of Entanglement and Disentanglement | **Nikiforos Panourgias**, Warwick Business School; **Jeanne Mengis**, U. of Lugano; **Joe Nandhakumar**, U. of Warwick; **Harry Scarbrough**, U. of Warwick

Re-locating Accountability through Technology: From Bureaucratic to Electronic Government | **Dimitra Petrakaki**, U. of Sussex

Telling Tales at Work: An Evolutionary Psychological Explanation | **Chulguen Yang**, Southern Connecticut State U.

**974** JS: (OCIS, OMT) **Theoretical Elements of a Sociomaterial Perspective in Organization Studies**

11:30am - 1:00pm Sheraton Boston Hotel: Fairfax A

Tweet this session: [#AOM2012 974](#)

Organizers: **Anne-Laure Fayard**, Polytechnic Institute of New York U.; **Melissa Mazmanian**, U. of California, Irvine

Affordances as a Relational Concept to Conceptualize Sociomaterial Practices | **Anne-Laure Fayard**, Polytechnic Institute of New York U.

Theoretical Origins and Applications of the 'Mangle' of Practice | **Michael Barrett**, U. of Cambridge

Performativity as a Sociomaterial Lens to Study Identity in Virtual Worlds | **Ulrike Schultze**, Southern Methodist U.

Figuring, Configuring and Reconfiguring in Sociomaterial Perspectives of Organizational Life | **Melissa Mazmanian**, U. of California, Irvine

Materiality, Sociomateriality and Socio-technical Systems | **Paul M. Leonardi**, Northwestern U.

**975** (DRP Session) - (ODC) **Networks, Structure, and Change**

11:30am - 1:00pm Sheraton Boston Hotel: Exeter A & B

Tweet this session: [#AOM2012 975](#)

Facilitator: **Tracy A. Thompson**, U. of Washington, Tacoma

Blurring and Building Boundaries: Changing Logics and Institutional Work in the United States Army | **Wade P. Smith**, U. of Colorado

Winner of ODC Division Best Doctoral Student Paper

Brokerage As A Change-Inducing Process: Decoupling Action From Social Network Structure | **David Obstfeld**,

California State U., Fullerton; **Jason Davis**, Massachusetts Institute of Technology

- 📄 Pure Structures or Ambidextrous Configurations? Antecedents and Consequences of Formalization | **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah
- ➔ Dealing with the Costly Lower-tail: Realizing the Promises of Participation through Formal Planning | **Johanna Sax**, Copenhagen Business School; **Stefan Linder**, ESSEC Business School

### 976 📄: (ODC) Can You Spare Some Change? Examining, Anticipating, and Regulating Shifts in Organizational Culture

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: #AOM2012 976

Organizers: **Isabelle Walsh**, Rouen Business School; **Denise Potosky**, Pennsylvania State U.

The Spinning Top Metaphor: Understanding Value Misfits and Clashes | **Isabelle Walsh**, Rouen Business School; **Denise Potosky**, Pennsylvania State U.; **Gaetan Mourmant**, Strasbourg U.; **Michel Kalika**, U-Paris Dauphine

Understanding Organizational Culture Shifts from a Power Perspective | **Jasmin Mahadevan**, Pforzheim U.

Exploring Organizational Culture Dynamics via a Generic Configuration Model | **Daniel Dauber**, WU Vienna; **Gerhard Fink**, Wu Wien; **Maurice Yolles**, Liverpool John Moores U.

Organizational Practices Leading to a Positive Safety Culture: A Delphi approach | **Andy Cwalina**, Nova Southeastern U.

### 977 📄: (DRP Session) - (OM) Supply Chain and Operations Strategy

11:30am - 1:00pm Westin Copley Place: Courier

Tweet this session: #AOM2012 977

Chair: **Janet L. Hartley**, Bowling Green State U.

- 📄 Strategic technology alliances and organizational performance in manufacturing | **Juhaini Jabar**, U. Teknikal Malaysia Melaka; **Claudine Soosay**, U. of South Australia
  - 🎧 Learning to Improve, or Improving to Learn: Knowledge Generation in Project Environments | **Stephen A Leybourne**, Boston U.; **Monica Therese Kennedy**, U. of Canberra
  - 🎧 Logistics Alliance Management Capabilities - Where are they? | **Lisa Brekalo**, Ph.D. Student; **Sascha Albers**, U. of Cologne; **Werner Delfmann**, U. of Cologne
  - 📄 Refining the Internal-External Learning Model via Knowledge Acquisition and Organizational Learning | **Peter Edward Marzec**, Nottingham U.; **Rupert Lawrence Matthews**, Nottingham U.
  - 📄 Developing Sustainable Suppliers: Roles of Codes of Conduct & Sustainable Human Resource Development | **Hale Kaynak**, U. of Texas Pan American; **Muratcan Erkul**, U. of Texas Pan American; **Ivan Montiel**, Loyola Marymount U.
- Presenters: **Claudine Soosay**, U. of South Australia; **Stephen A Leybourne**, Boston U.; **Sascha Albers**, U. of Cologne; **Peter Edward Marzec**, Nottingham U.; **Muratcan Erkul**, U. of Texas Pan American

### 978 : (Paper Session) - (OMT) Performance Feedback Effects

11:30am - 1:00pm Sheraton Boston Hotel: Beacon D

Tweet this session: #AOM2012 978

Chair: **Jennifer M. Merluzzi**, Tulane U.

- 📄 Performance Feedback and Post-entry Resource Deployment: The moderating role of competitive action | **Kai-Yu Hsieh**, National U. of Singapore; **Wenpin Tsai**, Pennsylvania State U.; **Ming-Jer Chen**, U. of Virginia
- 📄 Performance Feedback, Firm Resources, and Strategic Change | **Thorsten Grohsjean**, Imperial College London; **Tobias Kretschmer**, LMU Munich; **Nils Stieglitz**, U. of Southern Denmark
- 📄 Knowing Your Place: Performance feedback and organizational change in the best and worst of times | **Thomas P. Moliterno**, U. of Massachusetts, Amherst; **Nikolaus Beck**, U. of Lugano; **Christine Beckman**, U. of California, Irvine
- 📄 Immunizing Joint Ventures: How negative feedback positively influences retention decisions | **Franz Wohlgezogen**, Northwestern U.; **Ithai Stern**, Northwestern U.; **Adam D. Galinsky**, Northwestern U.

### 979 : (Paper Session) - (OMT) Institutional Ecology

11:30am - 1:00pm Sheraton Boston Hotel: Beacon E

Tweet this session: #AOM2012 979

Chair: **Chris Moos**, London School of Economics

- 📄 Density Imprints and the Survival Chances of Organizations: A question of organizational ancestors | **Simon Oertel**, Friedrich Schiller U. Jena
- Twins Separated at Birth? A meta-analysis of institutional influences on ecological processes | **Michel Lander**, HEC Paris; **Pursej Heugens**, RSM Erasmus U.
- 📄 Capturing the Evolution of a Pool of Institutional Logics: A hierarchical classification analysis | **Thibault Daudigeos**, Grenoble Ecole de Management; **Amelie Boutinot**, Grenoble Ecole de Management; **Stephane Jaumier**, Grenoble Ecole de Management
- When Institutions Reset the Legitimacy Clock: Toward a theory of punctuated age dependence | **Rajiv Krishnan Kozhikode**, U. of Groningen

### 980 : (Paper Session) - (OMT) Diversity and Network Effectiveness

11:30am - 1:00pm Sheraton Boston Hotel: Beacon F

Tweet this session: #AOM2012 980

Chair: **Maxim Sytch**, U. of Michigan

- 🎧 The Strength of Performative Ties | **Sheen S. Levine**, Columbia U.
- 📄 The Systemic Performance of Local and Global Diversity in Networks | **David Lazer**, Harvard U.; **Charles Gomez**, Stanford U.
- 🎧 Familiarity, Similarity, and Performance Effectiveness in Disaster Response | **Toddi Steelman**, North Carolina State U.; **Branda Nowell**, North Carolina State U.
- 📄 Too Close for Comfort? A micro-foundational analysis on embedded market ties | **Y. Sekou Bermis**, U. of Texas, Austin; **Bruce Greenbaum**, U. of Texas, Austin

### 981 : (Paper Session) - (OMT) Constructing and Maintaining Social Practices

11:30am - 1:00pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 981

Chair: **Marcos Pereira Fernandes de Barros**, HEC Montreal

- 📖 Categorical Cleaning: An exploratory study of sustainability induced divestitures, 1992-2010 | **Joel Gehman**, U. of Alberta  
**OMT Division Best CSR Paper**
- 📖 Managing the Academic-Practitioner Interface: On the role of boundary communities | **Laure Cabantous**, ESCP Europe; **Jean-Pascal Gond**, HEC Montreal
- ➔ 📖 Organizational Toolmaking: Transformations in the influence of experts | **Yuval Millo**, London School of Economics; **Matthew Hall**, London School of Economics; **Anette Mikes**, Harvard Business School
- For a Sociology of Algorithms: Reproducing the social in the automation of the NYSE | **Daniel Beunza**, London School of Economics

**982 : (Paper Session) - (OMT) Creativity and Innovation**

11:30am - 1:00pm Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 982**

Chair: **Jeannette Colyvas**, Northwestern U.

Seeking Social and Technical Novelty In Product

Development | **Ha Hoang**, ESSEC Business School - Paris; **Hakan Ener**, IESE Business School

🗣️ How Firms Create Knowledge through Collaborations | **Yuanyuan Wu**, McGill U.; **Paola Perez-Aleman**, McGill U.

'This is Where the Magic Happens!': A study of creative practice | **Sharon Koppman**, U. of Arizona, Tucson

📖 Mobilizing Resources in Collaborative Innovation | **Renee Rottner**, New York U.

**983 : (Paper Session) - (OMT) Seeds of Collective Action**

11:30am - 1:00pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 983**

Chair: **Brandon H. Lee**, London Business School

📖 🗣️ Running for the Exits: Community cohesion and bank panics | **Henrich R. Greve**, INSEAD; **Ji-Yub Jay Kim**, INSEAD

📖 Orchestrated Social Movements: Integrating intra- and extra-institutional action | **Brodie Boland**, Case Western Reserve U.

➔ 📖 Paths to Social Change: Mobilization, institution building, and entrepreneurship in colonial India | **Arijit Chatterjee**, ESSEC

📖 Making it Personal: Humanizing tactics and the diffusion of success in the anti-sweatshop movement | **Forrest Briscoe**, Pennsylvania State U.; **Abhinav Gupta**, Pennsylvania State U.; **Mark S. Anner**, The Pennsylvania State U., U. Park

**984 : (OMT) Organization Theory in the Era of Capitalist Crisis**

11:30am - 1:00pm Sheraton Boston Hotel: Independence West

Tweet this session: **#AOM2012 984**

Chair: **Michael Lounsbury**, U. of Alberta

Discussant: **Paul Adler**, U. of Southern California

Speakers: **Gerald F Davis**, U. of Michigan; **Marie-Laure Djelic**, ESSEC; **Frank Dobbin**, Harvard U.; **Thomas A Kochan**, Massachusetts Institute of Technology

**985 : (Paper Session) - (OMT) The (In)effectiveness of Firm Leadership?**

11:30am - 1:00pm Sheraton Boston Hotel: Kent

Tweet this session: **#AOM2012 985**

Chair: **Ellen T. Crumley**, U. of Alberta

📖 The Effects of Firm Social Responsibility and CEO Extraversion on Firm Social Irresponsibility | **Margaret Ormiston**, London Business School; **Elaine M. Wong**, U. of Wisconsin, Milwaukee

📖 The Impact of Top Management Teams on Organizational Ambidexterity | **Ciaran Heavey**, U. College Dublin; **Zeki Simsek**, U. of Connecticut

📖 🗣️ 📖 Organizational Adaptation and Survival: A literature review | **Gianpaolo Abatecola**, Tor Vergata U.

📖 Who Will Support a CEO Like Me? Social inference processes in new director selections | **David H. Zhu**, Arizona State U.; **James Westphal**, U. of Michigan

**986 : (Paper Session) - (OMT) Betwixt and Between Competing Institutional Demands**

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: **#AOM2012 986**

Chair: **Jaco Lok**, AGSM-Australian School of Business

Managing the Faultline between Art and Commerce in the Film Industry | **Joris J. Ebbers**, U. of Amsterdam; **Evi Smits**, U. of Amsterdam; **Nachoem M. Wijnberg**, U. of Amsterdam

➔ 📖 What is Brewing beyond Conflicting Logics? The dynamics of organizational responses to complexity | **Lærke Højgaard Christiansen**, Copenhagen Business School

📖 Institutional Entrepreneurs between a Rock and a Hard Place | **Farah Kodeih**, REIMS Management School; **Hamid Bouchikhi**, ESSEC Business School

Maintaining Organizational Fields: Immigration law firms as buffers between firms and regulators | **Greg Liegel**, U. of Chicago

**987 : (Paper Session) - (OMT) Dynamics of Careers and Work**

11:30am - 1:00pm Sheraton Boston Hotel: Republic A

Tweet this session: **#AOM2012 987**

Chair: **Brian Philip Reschke**, U. of California, Berkeley

🗣️ 📖 🗣️ Career Ladders and the Origins of Brokerage in Intra-organizational Networks | **Adam M. Kleinbaum**, Dartmouth College

🗣️ Embedding Disruption: A multi-level model of change in organizational job structures | **Lisa Ellen Cohen**, McGill U.

🗣️ 📖 Coming with Baggage: Past rejections and relationship evolution in executive search | **Isabel Fernandez-Mateo**, London Business School; **Marko Coh**, London School of Economics

📖 📖 Historical Developments in Research on Managerial Work: A critical overview | **Maja Korica**, U. of Warwick; **Bart Johnson**, Warwick Business School; **Daide Nicolini**, U. of Warwick

**988 ➔ : (DRP Session) - (ONE) Keeping It in The Family: Greening Small and Family Firms**

11:30am - 1:00pm Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 988**

Chair: **Mark B. Milstein**, Cornell U.

📖 Sustainability Across Generations: Family Influences on a Proactive Environmental Strategy | **Sanjay Sharma**, U. of Vermont; **Pramodita Sharma**, U. of Vermont

📖 Proactive Environmental Management and Firm Performance | **Yi-Chun Huang**, National Kaohsiung U. of

Applied Sciences; **Ying-Juan Wong**, National Kaohsiung U. of Applied Sciences; **Min-Li Yang**, National Kaohsiung U. of Applied Sciences  
 → **Green Creativity and Performance from Taiwanese High-Tech Sectors** | **Yi-Chun Huang**, National Kaohsiung U. of Applied Sciences; **Hung-Bin Ding**, Loyola U. Maryland  
 Environmental Orientation and Economic Performance: How Profitable are Small Green Firms? | **Marcus Wilhelm Linder**, Chalmers U. of Technology; **Joakim Björkdahl**, Chalmers U. of Technology; **Daniel Ljungberg**, Gothenburg U.

**989** : (Paper Session) - (ONE) **Green-Washing and White Noise: Identifying Symbol and Substance in Environmental Disclosure**

11:30am - 1:00pm Marriott Boston Copley Place: Salon I

Tweet this session: #AOM2012 989

Chair: **Lutz Preuss**, U. of London

- **CEO Statements in Corporate Sustainability Reports - Substantive Information or Background Noise?** | **Ralf Barkemeyer**, U. of Leeds; **Frank Figge**, Euromed Management; **Giulio Napolitano**, Queen's U. Belfast
- Sustainability and Environmentally Conservative Firms: Lessons from Corporate Argentina** | **Diego Alfonso Vazquez**, BRASS Institute, Cardiff U.; **Catherine Liston-Heyes**, Ottawa U.
- "Reputation Oblige": Dual Constraints of Prior Reputation on Sustainability Disclosure Transparency** | **Rodolphe Durand**, HEC Paris; **Anup Menon Nandialath**, HEC Paris; **Samuel Touboul**, HEC Paris

**990** : (Paper Session) - (PNP) **Collaboration**

11:30am - 1:00pm Marriott Boston Copley Place: Salon C

Tweet this session: #AOM2012 990

Chair: **Tom Entwistle**, Cardiff U.

- Corporate Foundations: Like a Bridge over the Troubled Water of Cross-sector Collaboration** | **Janni Thusgaard Pedersen**, Copenhagen Business School; **Heidi Herlin**, Hanken School of Economics
- Competing Events, Formation of Cohesive Subgroups, and Non-Profit Partnering** | **Rachael Leah Shwom**, Rutgers U.
- Theorizing the Role of Soft Power in Enabling Cooperation** | **Peter McNamara**, U. College Dublin; **Karan Sonpar**, U. College Dublin; **Federica Pazzaglia**, U. College Dublin

**991** : (Paper Session) - (PNP) **Performance Management**

11:30am - 1:00pm Marriott Boston Copley Place: Tremont

Tweet this session: #AOM2012 991

Chair: **Mary K. Feeney**, U. of Illinois, Chicago

- Building Goal Alignment in Federal Agencies' Performance Appraisal Programs** | **Rebecca Ayers**, U.S. Office of Personnel Management
- **Performance culture: A concept to understand and deal with ambiguity of performance information** | **Pietro Micheli**, Cranfield U.; **Andrey Pavlov**, Cranfield School of Management

**992** : (Paper Session) - (RM) **Exploratory Research Tools**

11:30am - 1:00pm Westin Copley Place: Empire

Tweet this session: #AOM2012 992

Chair: **Todd Alessandri**, Northeastern U.

Discussant: **Steven E. Markham**, Virginia Tech

- Using Market Basket Analysis in Management Research** | **Herman Aguinis**, Indiana U., Bloomington; **Lura E. Forcum**, Indiana U., Bloomington; **Harry Joo**, Indiana U., Bloomington
- Benefits and Limitations of Using the Repertory Grid Technique in Management Research** | **Keith Goffin**, Cranfield U.; **Pietro Micheli**, Cranfield U.; **Ursula Koners**, Zeppelin U.; **Marek Szwajczewski**, Cranfield U.
- Optimal Matching in Management Research** | **Torsten Biemann**, U. of Cologne; **Deepak K Datta**, U. of Texas, Arlington

**993** : (DRP Session) - (RM) **Issues in Measurement and Analyses**

11:30am - 1:00pm Westin Copley Place: Parliament

Tweet this session: #AOM2012 993

Facilitator: **Marcus M. Butts**, U. of Texas, Arlington

- Not Merely a Matter of Drawing Arrows: The Empirical Consequences of Measurement Model Specification** | **Elisa K Chan**, Cornell U.; **Sanghee Park**, Cornell U.; **Chelsea Vanderpool**, Cornell U.
- Dummy Constructs? Binomial Categorical Variables as Constructs: The Case of CEO duality** | **Steve Gove**, Virginia Tech; **Marc T. Junkunc**, Virginia Tech
- Formative Measurement: Toward a Method to Achieve Generalizability Validity** | **Xuequn Wang**, Washington State U.; **Brian French**, Washington State U.; **Paul Clay**, Washington State U.
- **Small, Medium, or Large? Empirical Guidelines for Evaluating Measurement Nonequivalence** | **Christopher D. Nye**, Bowling Green State U.; **Fritz Drasgow**, U. of Illinois, Urbana-Champaign

**994** : (DRP Session) - (SAP) **Beyond Instrumental Rationality: Ethics, Emotion and Sensemaking in Strategic Management**

11:30am - 1:00pm Boston Hynes Convention Center: Room 307

Tweet this session: #AOM2012 994

Facilitator: **Linda Rouleau**, HEC Montreal

- **Weaving a strategy and business model for a BoP market: The case of Grundfos LIFELINK** | **Poul Houman Andersen**, Aarhus U.; **Lars Esbjerg**, Aarhus U.
- Ethics in Strategic Management: Sensemaking of the Strategic aim and Ethics** | **Henrika Franck**, Hanken School of Economics
- Sustainability Strategy as Practice: Inside the Black-Box of Sustainability Strategy** | **Tim Williams**, School of Business, UTS
- Micro-Foundations of Capability Development: The Role of Sensemaking and Sensegiving** | **Joanne Larty**, Lancaster U.; **Martin Friesl**, Lancaster U.; **Sarah Jack**, Lancaster U.
- Changing plans: Emotional dynamics in the construction of a strategic plan** | **Feng Liu**, U. of British Columbia

**995** : (SAP, OB) **Spanning Individual and Organizational Levels: Meeting the Promise of Meso**

11:30am - 1:00pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 995

Chair: **Mary Uhl-Bien**, U. of Nebraska

Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

MONDAY

Using a Meso Approach to Define the Emergence of Organization | **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

A Meso View of Strategic Leadership: Leadership “Of” and “In” Organizations | **Erin Bass**, U. of Nebraska; **Mary Uhl-Bien**, U. of Nebraska

Emotions in the Boardroom: A Meso Examination of Individual and Group Affective Experience | **Chris Tuggle**, U. of Missouri at Columbia; **Christopher Robert**, U. of Missouri at Columbia; **John Berns**, U. of Missouri at Columbia; **Ram Srinivas**, U. of Missouri at Columbia

A Meso View of Organizational Knowledge Creation | **Ivana Milosevic**, U. of Nebraska

**996** → 📄: (Paper Session) - (SIM) **Financial Performance and Valuation**

11:30am - 1:00pm Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 996

Chair: **Mark P Sharfman**, U. of Oklahoma

📄 → 📄 The Sustainability of Social Ventures: The Financial-Social Performance Debate in Microfinance | **Eric Yanfei Zhao**, U. of Alberta

📄 Corporate Sustainability and Financial Performance: Complementarity and Time Related Effects | **Konstantinos Kostopoulos**, EADA Business School; **Evangelos D. Syrigos**, Athens U. of Economics and Business; **Giorgos Papagiannakis**, Athens U. of Economics and Business

📄 The Performance Effects of Coupling Strategic Change with CSR During the 2008 Market Crash | **Jordi Surroca**, U. Carlos III de Madrid; **Josep A. Tribó**, U. Carlos III de Madrid; **Sandra Waddock**, Boston College

**997** → 📄: (Paper Session) - (SIM) **Partnerships, Global Norms and Governance Gaps**

11:30am - 1:00pm Marriott Boston Copley Place: Salon K

Tweet this session: #AOM2012 997

Chair: **May Seitanidi**, U. of Hull

📄 → 📄 Multiple institutional logics and inter-organizational partnership | **Imran Chowdhury**, ESSEC Business School - Paris

📄 The effect of stakeholder pressure and TMT sustainability orientation on organizational controls | **Johannes August Asel**, WU Vienna; **Arthur Posch**, WU Vienna; **Gerhard Speckbacher**, WU Vienna

📄 The Role of Status in Stakeholder Salience | **Elise Perrault Crawford**, Bentley U.; **Cynthia Clark**, Bentley U.

**998** → 🗣️📄: (DRP Session) - (SIM) **Ethical Climates, Organizational Compassion and Cognition**

11:30am - 1:00pm Marriott Boston Copley Place: Vineyard

Tweet this session: #AOM2012 998

Facilitator: **Kirsten Edrie Martin**, George Washington U.

📄 The Effects of Ethical Climates on Organizational Trust | **Aditya Simha**, Gonzaga U.; **Agata Stachowicz-Stanusch**, Silesian U. of Technology

🗣️📄 How Extortion Works: Evidence from an Emerging Economy | **Abiola Olukemi Ogunyemi**, Lagos Business School  
Taking Organizational Compassion Seriously | **Michelle Karen Westermann-Behaylo**, American U.; **Harry J Van Buren**, U. of New Mexico; **Shawn Berman**, U. of New Mexico

Leadership, stakeholder culture, and social innovation: The role of care and compassion | **Nicola M. Pless**, ESADE; **Matthew Murphy**, ESADE; **Thomas Maak**, ESADE

→ The cognitive drivers of corporate charitable donations: a policy-capturing study | **Shuo Wang**, Dublin City U.; **Yuhui Gao**, Dublin City U.; **Gerard P. Hodgkinson**, U. of Warwick

**999** 🗣️📄: (SIM, CMS) **CSR and Communication in Social Media Environments: Theory-Building, Case-Study and Research Agenda**

11:30am - 1:00pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 999

Organizers: **Friederike Schultz**, VU U. Amsterdam; **Itziar Castello**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

The Communicative Construction of CSR in Network Societies: A Mediation Perspective | **Friederike Schultz**, VU U. Amsterdam; **Itziar Castello**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

Activists' Online Activities to Impact Corporate Social Responsibility | **Frank G.A. De Bakker**, VU U. Amsterdam; **Iina R Hellsten**, VU U. Amsterdam

The Ethical Economy: A Theory of Value for the Information Society | **Adam Arvidsson**, U. of Milan; **Elanor Colleoni**, Copenhagen Business School

**1000** : (Paper Session) - (TIM) **Alliances and Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1000

Chair: **Federico Munari**, U. of Bologna

📄 Learning vs. Leaking: Indirect Ties to Competitors and Firm Innovation | **Emily Cox**, U. of Washington; **Rory Morgan McDonald**, U. of Texas, Austin; **Dan Jun Wang**, Stanford U.

📄 Preventing the Gloomy Side of Innovation Collaboration | **Sandra Schillo**, Innovation Impact Inc.; **Achim Walter**, U. of Kiel; **Thomas Ritter**, Copenhagen Business School

📄 Partnerships of Excellence: Complementary Specialization in Technology Alliances | **Korcan Kavusan**, Tilburg U.

📄 Performance-Based Contracting as an Enabler of Innovation | **Regien Sumo**, Eindhoven U. of Technology; **Wendy van der Valk**, Eindhoven U. of Technology; **Arjan J. van Weele**, Eindhoven U. of Technology

**1001** : (Paper Session) - (TIM) **User Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 1001

Chair: **Nathan Furr**, Brigham Young U.

📄 All for the Money? The Ambiguity of Monetary Rewards in Firm-initiated Ideation with users | **Alexander Vossen**, RWTH Aachen U.; **Christoph Ihl**, RWTH Aachen U.; **Frank T. Piller**, RWTH Aachen U.

📄 Expected Social Benefit as a Novel Characteristic of Innovating Users | **Frank-Martin Belz**, Technische U. München; **Roxana Codita**, Technische U. München; **Krystallia Moysidou**, Technische U. München

📄 Lead Users as Firm Employees: How are they Different and Why Does it Matter? | **Tim Schweisfurth**, Hamburg U. of Technology; **Christina Raasch**, Hamburg U. of Technology



📖 Users' Contributions to Incremental and Radical Innovation in Online Communities | **Claudio Giachetti**, U. Ca' Foscari of Venice; **Gianluca Marchi**, U. of Modena and Reggio Emilia; **Riccardo Corradini**, U. of Modena and Reggio Emilia

**1002 : (Paper Session) - (TIM) Inventor Networks and Inventor Community**

11:30am - 1:00pm Boston Hynes Convention Center: Room 108

Tweet this session: **#AOM2012 1002**

Chair: **Paul Louis Drnevich**, The U. of Alabama

📖 Inventor Sourcing of Alliance Partners' Knowledge: Role of Intra-firm Inventor Networks | **Srikanth Paruchuri**, Pennsylvania State U.

**TIM Best Paper Proceedings**

📖 Good for One, Bad for Most? Intrafirm Networks and Innovation at the Inventor and Firm Level | **Elisa Operti**, ESSEC Business School; **Gianluca Carnabuci**, U. of Lugano

**TIM Best Paper Proceedings**

📖 The Evolution of the Inventor Collaboration Networks in Samsung Electronics and Hynix | **Sungyong Chang**, Columbia Business School; **Jeho Lee**, Seoul National U.; **Jaeyong Song**, Seoul National U.

Towards Smaller Worlds: The Effects of Network Reach and Clustering on Firm Innovative Performance | **Martin C. Goossen**, HEC Paris

**1003 : (Paper Session) - (TIM) Geographic and Spatial Influences on Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: Room 203

Tweet this session: **#AOM2012 1003**

Chair: **Claudia Bird Schoonhoven**, U. of California, Irvine

📖 Great Minds Think Alike: Isomorphism and Competitive Pressures on Organizational Ambidexterity | **Renato Sydler**, ETH Zurich; **Nicole Alexandra Rosenkranz**, Wharton School

➔ 📖 The Dual External Embeddedness of Geographically Distributed R&D | **Suma Athreye**, Brunel U.; **Georgios Batsakis**, Brunel U.; **Satwinder Singh**, Brunel U.

📖 Does Spatial Ambidexterity Pay Off? A Firm-level Investigation of Technological Performance | **Bart Van Looy**, Katholieke U. Leuven; **Annelies Geerts**, U. of Twente; **Bart Leten**, Katholieke U. Leuven; **Rene Belderbos**, KU Leuven

📖 How Does Co-Location Affect the Rate and Direction of Innovative Activity? | **Christian Catalini**, U. of Toronto

**TIM Best Paper Proceedings**

**1004 : (Paper Session) - (TIM) Network Perspectives on Innovating Organizations**

11:30am - 1:00pm Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 1004**

Chair: **William H. A. Johnson**, Pennsylvania State U., Erie

📖 Boundary Spanners and the Nature of R&D-based Innovation | **Tim Swift**, St. Joseph's U.

📖 Bridging the Boundaries of Science and Technology: Author-Inventors and Quality of Inventions | **Gino Cattani**, New York U.; **Daniele Rotolo**, SPRU - U. of Sussex; **Antonio Messeni Petruzzelli**, Politecnico di Bari

The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration | **Peter M. Madsen**, Brigham Young U.; **Sheli Sillito**, Brigham Young U.

📖 Unleashing Explorative Potential: Spin-Outs as Linking Contexts of Inventors' Communities | **Bruno Cirillo**, SKEMA Business School; **Stefano Breschi**, Bocconi U.; **Andrea Prencipe**, G. D'Annunzio U.

**1005 : (Paper Session) - (TIM) External Influences on Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: Room 313

Tweet this session: **#AOM2012 1005**

Chair: **Douglas Paul Hannah**, Stanford U.

📖 A Multilevel Framework to Identify Innovation Barriers (Withdrawn by author 5/11/12) (WITHDRAWN) | **Anne-Karen Hueske**, Technische U. Dresden

📖 The Subjective Productive Opportunity and Incumbent Response to Technological Change | **Daniel Engler**, New York U.

📖 Feast in Time of Plague: Capabilities and Firm Performance in a Context of Sector Decline | **Mihai Ibanescu**, U. du Québec à Montréal; **Sergei Florice**, U. du Québec à Montréal; **Jorge E. Niosi**, U. du Québec à Montréal

📖 Architectural Change across Levels: Understanding Drivers of Industry Modularity | **Richard Tee**, Imperial College London

**1006 JS: (TIM, BPS) Managing Innovation in the Market for Ideas: Open Access, Patent Enforcement and Creativity.**

11:30am - 1:00pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 1006**

Organizers: **Alberto Galasso**, U. of Toronto; **Carlos J Serrano**, U. of Toronto

Discussant: **Ashish Arora**, Duke U.

Trading and Enforcing Patent Rights | **Alberto Galasso**, U. of Toronto; **Carlos J Serrano**, U. of Toronto; **Mark Schankerman**, London School of Economics

Keeping Distance: Patent Enforcement and the Relocation of Knowledge Workers | **Martin Ganco**, U. of Minnesota; **Rosemarie Ziedonis**, U. of Oregon

Patent Pools, Thickets, and Open Source Software Entry by Start-Up Firms | **Wen Wen**, Georgia Institute of Technology; **Marco Ceccagnoli**, Georgia Institute of Technology; **Chris Forman**, Georgia Institute of Technology

Does Copyright Encourage Creativity? Empirical Evidence from the 1711 Statute of Anne | **Megan MacGarvie**, Boston U.; **Petra Moser**, Stanford U.

**Monday 12:00PM**

**1007 : (ICW) JMS Editorial Board Working Lunch**

12:00pm - 2:00pm Boston Hynes Convention Center: Room 304

Tweet this session: **#AOM2012 1007**

Organizer: **Jo Brudenell**, Journal of Management Studies

**Monday 1:00PM**

**1008 : (MED) MED Annual Past Chairs' Luncheon and MED Executive Committee Meeting**

1:00pm - 3:00pm Marriott Boston Copley Place: Salon A

Tweet this session: **#AOM2012 1008**

By invitation only! The luncheon is for MED Past Chairs Division Officers and is followed by MED's Executive Committee Meeting.

Division Chair: **Jon Billsberry**, Deakin U.  
 Division Chair-Elect: **Toni Ungaretti**, Johns Hopkins U.  
 Program Chair: **Jacob Eisenberg**, U. College Dublin  
 Professional Development Workshop Chair: **Barbara A. Ritter**,  
 Coastal Carolina U.  
 Past Chair: **Kenneth R. Thompson**, DePaul U.  
 Treasurer: **V Seshan**, Pepperdine U.  
 Secretary: **Joann Krauss Williams**, Judson College

**Monday 1:15PM**

**1009** 📄: (Paper Session) - (BPS) **Alliance Portfolio: Design and Consequences**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 101  
 Tweet this session: #AOM2012 1009

Chair: **Dovev Lavie**, Technion Israel Institute of Technology

- ➔ 📄 When more is not better: Simultaneous alliance commitments and alliance performance | **Nitin Pangarkar**, National U. of Singapore; **Sairah Hussain**, International Enterprise Singapore
- 📄 Understanding Product Innovation Effects of Technological Diversity in Alliance Portfolios | **Hans T. W. Frankort**, Cass Business School
- 🔗 The Performance Implications of Supplier-Portfolio Reconfiguration | **Youtha Cuypers**, U. of Hong Kong; **Xavier Martin**, Tilburg U.
- 📄 Performance effects of diversity of alliance portfolio resources and market experience. | **Seong-Young Kim**, EM Lyon; **Bernard Forgues**, EMLYON

**1010** 📄: (Paper Session) - (BPS) **Strategy process: The role of emotions**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 102  
 Tweet this session: #AOM2012 1010

Chair: **Adrian Keevil**, U. of Virginia

- 🔗 ➔ 📄 When feelings obscure reason: The impact of explicit and emotional knowledge transfer on performance | **Petra A. Nylund**, EADA; **Jonathan D. Raelin**, U. of Bath
- ➔ 📄 The Affective Side of Dynamic Capability: Emotion Regulation, And Resource Activation In Firms | **Christoph Zott**, IESE Business School; **Quy Nguyen Huy**, INSEAD
- 📄 Organizational Ambidexterity and Firm Performance: The Role of CEO Humility | **Amy Y. Ou**, National U. of Singapore; **Suzanne J. Peterson**, Arizona State U.; **David A. Waldman**, Arizona State U.
- Intuition in Strategic Decision Making: Implications for Strategic Decision Effectiveness | **Neil Gareth Shepherd**, Aston Business School; **John M Rudd**, Aston Business School

**1011** 📄: (Paper Session) - (BPS) **Understanding firm scope decisions**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 103  
 Tweet this session: #AOM2012 1011

- 📄 Firm Focus and Performance: A Natural Experiment | **Gabriel Natividad**, New York U.; **Evan Rawley**, Columbia Business School
- 📄 Performance Implications of Vertical Integration and Industrial Agglomeration under Demand Slowdown. | **Octavio Jose Martinez**, U. of Toronto

➔ Offshoring and Offshore Outsourcing by MNCs | **Heather Berry**, George Washington U.

🔗 ➔ 📄 Outsourcing Failure and Reintegration: The Influence of Contractual and External Factors | **Sandro Cabral**, Federal U. of Bahia; **Bertrand V. Quelin**, HEC Paris; **Walmir Maia**, UFBA - Federal U. of Bahia

Presenter: **Nicholas Argyres**, Washington U. in St. Louis

**1012** 📄: (DRP Session) - (BPS) **Resources & Capabilities**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 109  
 Tweet this session: #AOM2012 1012

Facilitator: **Bo H. Eriksen**, U. of Southern Denmark

- 📄 Towards a better understanding of dynamic capabilities: Taking a process management perspective | **Jutta Wollersheim**, Technische U. Muenchen; **Claudia Carduck**, Frankfurt School of Finance & Management; **Erich W. Barthel**, Frankfurt School of Finance and Management
- 📄 Antecedents and Consequences of Dynamic Capabilities: A Multilevel Review of Innovation Research | **Andreas Distel**, Mannheim U.
- 📄 Unpacking dynamic capability deployment: U.S. defense systems integrators' response to 9/11 | **Colette Depeyre**, U. Paris-Dauphine; **Jean-Philippe Vergne**, Ivey School of Business
- 📄 Organizational Capabilities, Risk Orientation and the Speed of Strategic Change | **Yaqun Yi**, Xi'an Jiaotong U.; **Xiaoming He**, Beijing Jiaotong U.; **ZE LONG WEI**, Xi'an Jiaotong U.; **Qin Xiang**, Xi'an Jiaotong U.
- 📄 On the Contingent Relationship between Dynamic Capabilities and Competitive Advantage | **Oliver Schilke**, U. of California, Los Angeles

**1013** 📄: (Paper Session) - (BPS) **Strategies at the bottom of the pyramid**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 201  
 Tweet this session: #AOM2012 1013

Chair: **Francisco Noel Montalvo**, Inter American U. of Puerto Rico

- ➔ 📄 Competitive Strategy, Management Control Systems and Firm Performance in sub-Saharan Africa | **Moses Acquah**, U. of North Carolina, Greensboro
- ➔ 🗣️ 📄 Non-Ownership Mobility Services for the Base of the Pyramid: Business Model and User Preferences | **Tobias Schaefers**, European Business School; **Patrick Rometsch**, EBS Business School; **Roger Moser**, U. of St. Gallen
- 🔗 ➔ Sources of Performance Heterogeneity in Emerging Economies | **Francisco Diaz Hermelo**, IAE Business School Argentina; **Roberto Vassolo**, Austral U.; **Hernan Etienneot**, IAE Business School Argentina
- 🗣️ 📄 How do Different Slack Resources Drive the Growth of Transitioning Economy Firms? | **Wiboon Kittilaksanawong**, Zhejiang U.; **Weiqi Dai**, Zhejiang U. of Finance & Economics

**1014** 📄: (Paper Session) - (BPS) **Wiley Dissertation Award Finalists**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 202  
 Tweet this session: #AOM2012 1014

Past Chair: **Jeffrey J. Reuer**, Purdue U.

- 📄 Essays on Vulnerability to and Likelihood of Reemergence from Corporate Bankruptcy | **Punit Arora**, City U. of New York

MONDAY

- 📖 Immigrant Social Capital and Firm Strategic Heterogeneity: Effects on Foreign Entry and Firm Performance | **Exequiel Hernandez**, Washington U. in St. Louis
- 📖 Entrepreneurial Discovery and Information Complexity in Knowledge-Intensive Industries | **Amol M. Joshi**, U. of Hawaii-Manoa
- 📖 New Wine in Old Bottles? The Role of Status and Market Identity in Creating a 'Digital Media' Category | **Bo Kyung Kim**, Southern Methodist U.
- 📖 The Strategic Implications of Firm-Specific Incentives | **David Kruscynski**, Brigham Young U.
- 📖 Incentive Life-Cycles: The Role of Learning, Ability, and Cognitive Biases in the Division of Value within Firms | **Tomasz Obloj**, HEC Paris
- 📖 Business Models and Incentives in Ratings Markets: Three Essays | **Paul Seaborn**, U. of Denver

**1015** 📖: (Paper Session) - (BPS) **Governance in Family Firms + Risk Taking**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1015

Chair: **William S Schulze**, U. of Utah

- 📖 Performance Effects of the Transition from Family Managed Firms to Professionally Managed Firms | **Sea Jin Chang**, National U. of Singapore; **JUNG WOOK SHIM**, National U. of Singapore
- ➔ 📖 When do Family Members Join Boards? Legitimacy-Building Strategies for Family Members | **Seunghwan Jeong**, Korea U.; **Hicheon Kim**, Korea U.
- 📖 All Risk-Taking is Not the Same: A Meta-Analysis of Risk-Taking, Firm Risk, and Firm Performance | **Mathias Arrfelt**, Arizona State U.; **Michael J. Mannor**, U. of Notre Dame; **Jennifer D. Nahrgang**, Arizona State U.; **Amanda Christensen**, Arizona State U.
- 📖 Riding the wave without support: Predictable failure from inverted aspiration discrepancies | **David Souder**, U. of Connecticut; **Scott G. Johnson**, Oklahoma State U.; **Michael Willenborg**, U. of Connecticut

**1016** 📖: (DRP Session) - (BPS) **Top Management Teams and Executives**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1016

Facilitator: **Vincent L. Barker**, U. of Kansas

- Antecedents of founder-CEO turnover and their impacts on the selection of new CEOs | **Yangmin Kim**, Sogang U.; **Jee-Hyun Park**, Sogang U.
- 📖 Supplementing Board Capital and New CEO Performance Consequences | **Marko Reimer**, WHU - Otto Beisheim School of Management; **Stefan Görgens**, WHU - Otto Beisheim School of Management; **Utz Schäffer**, WHU - Otto Beisheim School of Management
- ➔ 📖 Should I Stay or Should I Go? Rank-Order Tournaments and Top Executive Voluntary Departures | **Stefan Hilger**, EBS Business School; **Ansgar Richter**, EBS Business School; **Utz Schäffer**, WHU - Otto Beisheim School of Management
- 📖 CEO Succession and Performance: How Charismatic Appeal of New CEO Vision Sways Market Reactions | **Nikolaos Kavadis**, Erasmus U. Rotterdam; **Mariano L.M.**

**Heyden**, Erasmus U. Rotterdam; **Jatinder Singh Sidhu**, Erasmus U. Rotterdam

- 📖 Boardroom Roadblock: Former CEO Directors, Managerial Discretion, and the Role of Information | **J.P. Eggers**, New York U.; **Richard Wang**, U. of Minnesota; **Michael Cummings**, U. of Minnesota

**1017** 📖JS: (BPS, TIM, ENT) **On the Microfoundations of Spillovers: Spinoffs, Mobility, Networks and Regions**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 1017

Organizer: **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon  
Discussant: **Paul Almeida**, Georgetown U.

Social Capital Accessibility: Generative Mechanisms and Redundancy of Inter-firm Knowledge Access | **Rafael A. Corredoira**, U. of Maryland, College Park

The Geographic Scope of Knowledge Spillovers: Spatial Proximity, Political Borders and Non-Competes | **Jasjit Singh**, INSEAD; **Matt Marx**, MIT Sloan

Spinoffs and the Mobility of US Merchant Semiconductor Inventors | **Cristobal Cheyre**, Carnegie Mellon U.; **Steven Klepper**, Carnegie Mellon U.; **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon

Why do spinoffs outperform other startups? | **Michael S. Dahl**, Aalborg U.; **Olav Sorenson**, Yale School of Management

**1018** 📖: (Paper Session) - (CAR) **Cutting-Edge Advances in Career Theory**

1:15pm - 2:45pm Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1018

Chair: **Julia Richardson**, York U.

Discussant: **Lotte Bailyn**, Massachusetts Institute of Technology

📖 Social Chronology Theory: A Multiperspective Approach to Career Studies | **Hugh P. Gunz**, U. of Toronto; **Wolfgang Mayrhofer**, WU Vienna

📖 Career and Work Influences on Suicide: A Grounded Theory Study | **Angus J. Duff**, York U.

📖 Oops, I'm Stigmatized! A Model of Stigma Frame and Individual Career Outcomes | **Burak Koyuncu**, Rouen Business School

📖 Betwixt and Between: Varieties and Indicators of Identity Liminality in Postmodern Careers | **Herminia Ibarra**, INSEAD; **Otilia Obodaru**, INSEAD

**1019** 📖📖📖: (DRP Session) - (CAR) **Career Motivations and Context**

1:15pm - 2:45pm Boston Park Plaza: Stanhope Room

Tweet this session: #AOM2012 1019

Facilitator: **Ute-Christine Klehe**, Justus-Liebig U. Giessen

Salaryman by Day, Superhero by Night: Balancing Creative and Economic Needs for Creative Workers | **Allya Paramita Koesoema**, UNSW

📖 Informality in Formal Settings: Organizational Context and Employee Motivation to Lead | **Tracy Porter**, Cleveland State U.; **Kelly Riesenmy**, Independent Consultant; **Dail Fields**, Regent U.

📖 Entrepreneurship, Professionalism, Leadership: A Person-centered Framework for Boundaryless Careers | **Kim Yin Chan**, Nanyang Technological U.; **Ringo Moon-ho Ho**, Nanyang Technological U.; **Olexander Chernyshenko**, Nanyang

Technological U.; **David M. Gomulya**, Nanyang Technological U.; **Marilyn A. Uy**, Nanyang Technological U.; **Olwen Anna Bedford**, Nanyang Technological U.; **Yoke-Loo Sam**, Nanyang Technological U.; **Wei Ming Jonathan Phan**, Nanyang Technological U.

📖 Assessment of the Meaning of Work | **Jennifer Ellen Yugo**, Oakland U.

📖 Stressful Work Relationships: A Study of Target Characteristics, Coping, and Positive Outcomes | **Abigail J Pierotti**, U. of Iowa; **Maria Kraimer**, U. of Iowa

**1020** 📖 JS: (CAR, HR, OB) **The Family-Supportive Workplace: Understanding Supervisor and Organizational Support for Family**

1:15pm - 2:45pm Boston Park Plaza: Berkeley Room  
Tweet this session: **#AOM2012 1020**

**Chairs:** **Wendy J. Casper**, U. of Texas, Arlington; **Jeffrey H. Greenhaus**, Drexel U.

**Discussant:** **Julian Barling**, Queen's U.

Organizational, Supervisor, and Employee Antecedents of Family-Supportive Supervision | **Katrina A. Graham**, Drexel U.; **Jeffrey H. Greenhaus**, Drexel U.; **Jaclyn Shor**, Drexel U.

A Multi-level Model of Antecedents of Work-Family Support, Conflict and Effectiveness | **Ellen Ernst Kossek**, Michigan State U.; **Leslie B. Hammer**, Portland State U.; **Todd Bodner**, Portland State U.; **Jesse S. Michel**, Florida International U.;

**Ryan Petty**, Roosevelt U.; **Nanette L. Yragui**, Sharp Program Horizontal Aggression, Family-Supportive Supervisory Behavior, and Work-Family Conflict | **Sarah Van Dyck**, Portland State U.; **Leslie B. Hammer**, Portland State U.

Family-Supportive Organization Perceptions, Partner Attitudes, and Organizational Commitment | **Julie Holliday Wayne**, Wake Forest U.; **Wendy J. Casper**, U. of Texas, Arlington; **Tammy D. Allen**, U. of South Florida; **Russell A. Matthews**, Louisiana State U.

**1021** 📖 📖 CAU: (CAU) **Integrating Evidence-Based Research into the Management Curriculum**

1:15pm - 2:45pm Marriott Boston Copley Place: Columbus I  
Tweet this session: **#AOM2012 1021**

**Coordinators:** **James P Gelatt**, U. of Maryland, U. College; **John Sherlock**, Western Carolina U.

**1022** 🗣️ CAU: (CAU) **Poverty and Identity Threats: Understanding Low-Wage Work and the Informal Economy**

1:15pm - 2:45pm Marriott Boston Copley Place: Columbus II  
Tweet this session: **#AOM2012 1022**

**Organizers:** **Emily Stiehl**, U. of Pittsburgh; **Jina Mao**, Boston U.

**1023** 🗣️ → 📖 CAU: (CAU) **Finding and Losing your Calling in the Informal Economy: The Failures of a Formal Economy**

1:15pm - 2:45pm Sheraton Boston Hotel: Dalton A  
Tweet this session: **#AOM2012 1023**

**Organizers:** **Yan Shen**, U. of Victoria; **A R Elangovan**, U. of Victoria

**1024** 🗣️ CAU: (CAU) **Innovation in Informal Economy Organizations**

1:15pm - 2:45pm Sheraton Boston Hotel: Dalton B  
Tweet this session: **#AOM2012 1024**

**Organizers:** **Juan Ling**, Georgia College & State U.; **Weiqi Zhang**, U. of Georgia

**1025** 📖 CAU: (CAU) **Human Interaction Dynamics(HID): Developing a Complexity Research Agenda**

1:15pm - 2:45pm Boston Park Plaza: Holmes Room  
Tweet this session: **#AOM2012 1025**

*The caucus will bring together researchers who share a common complexity science perspective on business and social organizing. In particular, the discussion will assume a perspective wherein:*

*• Human interactions and the constrained choices that enact them (and how these are stored, updated, and communicated) are the fine-grained units of analysis, • Stable coarse-grained properties, such as routines and capabilities, arise from these interactions &#9472; a process called emergence &#9472; and these are the coarse-grained units of analysis that enable the evolution of organizing forms within a changing ecosystem, and • Stable emergent properties within organizing forms exert downward influence &#9472; a process called entrainment &#9472; that constrains the choices available to individuals in their interactions.*

**Organizers:** **James K. Hazy**, Adelphi U.; **Gita Surie**, Adelphi U.

**1026** 📖 🗣️ → 🗣️ CAU: (CAU) **Learning More about Gender Inequity in Work and Business by Taking a Multidisciplinary Approach**

1:15pm - 2:45pm Boston Park Plaza: Longfellow Room  
Tweet this session: **#AOM2012 1026**

*After summarising the objectives of this caucus, participants will be provided with an overview of some of the research that panel members have conducted on the subject of gender inequity in work and business, then roundtable discussions will begin. Participants will be asked to focus on identifying opportunities to research gender inequity in work and business further from a multidisciplinary perspective and where scope for collaborating in the future with others from disciplines different to their own exist. To close the caucus, major issues identified during the session will be summed up by the discussant. Food and drink will be provided half way through. Please contact the organizers by email prior to the caucus if you are interested in attending.*

**Organizer:** **Angelina Zubac**, U. of Adelaide, **Kate Hughes**, Heriot-Watt U

**Distinguished Speakers:** **Hugh Scullion**, Nui Galway, Ireland; **Diana Bilimoria**, Case Western Reserve U.; **Susan Vinnicombe**, Cranfield U.; **David Gaddis Ross**, Columbia Business School; **Suzy Fox**, Loyola U. Chicago

**Facilitator:** **Kate Hughes**, Heriot-Watt U.

**Discussant:** **Angelina Zubac**, U. of Adelaide.

**1027** : (Paper Session) - (CDP) **Beyond the Workplace: Integrating Work and Home**

1:15pm - 2:45pm Westin Copley Place: Baltic  
Tweet this session: **#AOM2012 1027**

**Facilitator:** **Lois E. Tetrick**, George Mason U.

🗣️ **CAR:** In the Boardroom and the Playroom: Understanding Professional Women's Narrative Identity Work | **Christine D. Bataille**, McGill U.

**MSR:** Integrating Spirituality and the Work-Home Interface: A Resource and Demand Perspective | **Scott Dust**, Drexel U.

📖 **MSR:** The Relationship between the Integration of Faith and Work with Life and Job Outcomes | **Alan G. Walker**, Auburn U.

📄 **OB:** Work-family/Family-work Conflict: Gender and Status of Working Spouses as Moderators | **Fung Yi Millissa Cheung**, Hong Kong Shue Yan U.; **Chi Sum Wong**, Chinese U. of Hong Kong

**1028** : (Paper Session) - (CDP) **Ethical Transgressions: Getting Away with it and Feeling Good**

1:15pm - 2:45pm Westin Copley Place: Essex North-Center

Tweet this session: #AOM2012 1028

Facilitator: **Jonathan Pinto**, Imperial College London

📄 **OMT:** The Effects of Rule Features on Rule Violations: Evidence from restaurant health inspections | **David Lehman**, National U. of Singapore; **Rangaraj Ramanujam**, Vanderbilt U.; **Bruce Cooil**, Vanderbilt U.

📄 **CM:** The Cheater's High: The Unexpected Affective Benefits of Unethical Behavior | **Nicole Ruedy**, U. of Washington; **Celia Moore**, London Business School; **Maurice Schweitzer**, U. of Pennsylvania

📄 **CM:** Effects of Wrongdoer Status on Moral Licensing | **Evan Polman**, New York U.; **Batia Mishan Wiesenfeld**, New York U.

📄 **CM:** Group Reactions to Dishonesty | **Steffen Keck**, INSEAD

**1029** : (Paper Session) - (CDP) **New Perspectives on Competitive Interaction: Elicited Response, Cognition, and Peripheral Firms**

1:15pm - 2:45pm Westin Copley Place: Essex North-East

Tweet this session: #AOM2012 1029

Facilitator: **David Lanier Major**, Indiana U. Kelley School

📄 **BPS:** The Neon Swan Effect: Anticipated Responses to Competitive Moves | **Shu-Jung Sunny Yang**, U. of Essex; **Yan Emma Liu**, U. of Essex

**MOC:** Exiting Prematurely? How CEOs Perceive Multimarket Competition and Exit Decisions | **John Stephan**, Marist College

📄 **BPS:** Passion, Purpose and Place: Shared Values, Clustering and Capability Development in Hybrid Companies | **Michael V. Russo**, U. of Oregon

📄 **OMT:** Market Partitioning and the Organizational Dynamics of Fringe Banking in the United States | **Giacomo Negro**, Emory U.; **Anand Swaminathan**, Emory U.; **Fabiana Visentin**, EPFL

**1030** : (Paper Session) - (CDP) **Effectively Managing Change in the Workplace**

1:15pm - 2:45pm Westin Copley Place: Essex North-West

Tweet this session: #AOM2012 1030

Facilitator: **Jill Waymire Paine**, Instituto de Empresa Business School

➔ **CMS:** Casting the Lean Spell: Mechanisms of Hope in UK Healthcare Restructuring | **Leo McCann**, U. of Manchester; **John Hassard**, U. of Manchester; **Paula Hyde**, U. of Manchester; **Edward Granter**, U. of Manchester

👉📄 **ODC:** A Comparative Study of the Behaviours of Female Leaders from Denmark and the Philippines | **Liza Castro Christiansen**, U. of Reading; **Malcolm John Higgs**, Southampton U.

**SAP:** 'Elephants Don't Play Chess' – On Discursive Practices of Translating Emergent Technologies (WITHDRAWN) | **Kathrin Sele**, U. of St. Gallen; **Claus D Jacobs**, U. of St. Gallen

📄 **CAR:** Have Careers Really Shifted? An Inter-generational Perspective on Modern Careers | **Sean Thomas Lyons**, U. of Guelph; **Linda Schweitzer**, Carleton U.; **Eddy S. Ng**, Dalhousie U.

**1031** : (Paper Session) - (CDP) **Understanding Leadership and Leadership Development in China**

1:15pm - 2:45pm Westin Copley Place: St. George C

Tweet this session: #AOM2012 1031

Facilitator: **Bat Batjargal**, Harvard U.

➔ **HR:** 'Making Sense' of Leadership in the People's Republic of China | **Shuang Ren**, U. of Melbourne; **Ying Zhu**, U. of South Australia

➔ **CAR:** Functional Backgrounds of CEOs: New Evidence from China's Largest 100 Listed Firms | **Neng Liang**, China Europe International Business School; **Jian Han**, China Europe International Business School; **Lan Wang**, China Europe International Business School

➔ 📄 **IM:** Superstition in Strategic Decision Making: A Two-Level Study of Chinese Executives | **Sijun Wang**, Loyola Marymount U.; **Dong Chen**, Loyola Marymount U.; **Junwu Dong**, Guangdong U. of Foreign Studies

📄 **MED:** Education for Ethical Managers in China | **Ying Cheng**, Chongqing U.; **Jes Villa**, U. of Tasmania

**1032** : (Paper Session) - (CDP) **Institutional Theory: Continuity, Change, and Conflicting Logics**

1:15pm - 2:45pm Westin Copley Place: St. George D

Tweet this session: #AOM2012 1032

Facilitator: **Tim Hargrave**, U. of Washington, Bothell

📄 **ONE:** Institutional Entrepreneurs and The Maintenance of Logics in Alberta's Oil Sands | **P. Devereaux Jennings**, U. of Alberta; **Charlotte Coleman**, U. of Leeds; **Patricia Joan Misutka**, U. of Alberta; **Andrew J. Hoffman**, U. of Michigan

**MC:** Institutional Compliance vs. Client Loyalty in the Consideration of Ambiguous Tax Issues | **Timothy Fogarty**, Case Western Reserve U.; **David E Jones**, Case Western Reserve U.

👉📄 **CMS:** The Roots of Regulatory Change in Financial Reporting | **Julia Morley**, London School of Economics

👉📄 **SIM:** Eliciting Informal Processes: The Deterrence Effects of U.S. Merger Policy Instruments | **Joseph A. Clougherty**, U. of Illinois, Urbana-Champaign; **Jo Seldeslachts**, U. of Amsterdam

**1033** 📄 **JS:** (CM, OB) **Barriers and Gateways to Forgiveness in the Workplace: New Directions in Theory and Research**

1:15pm - 2:45pm Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 1033

Chair: **Laurie J. Barclay**, Wilfrid Laurier U.

Discussant: **Robert Bies**, Georgetown U.

Forgiveness Empowers Victims After Conflict | **Ryan Fehr**, U. of Washington, Seattle; **Michelle Zheng**, National U. of Singapore; **Kenneth Tai**, National U. of Singapore; **Jayanth Narayanan**, National U. of Singapore; **Michele J. Gelfand**, U. of Maryland

On the Relationship between Justice and Forgiveness: Are All Forms of Justice Made Equal? | **Tyler G. Okimoto**, U. of Queensland; **Michael Wenzel**, Flinders U. of South Australia

Promoting Forgiveness-Granting and Forgiveness-Seeking: The Role of Psychological Distance | **Sana Rizvi**, U. of Waterloo; **Ramona Bobocel**, U. of Waterloo  
 What Motivates Forgiveness? | **Susie S. Cox**, McNeese State U.; **Rebecca J. Bennett**, Louisiana Tech U.  
 Barriers on the Road to Forgiveness: A Macro Perspective | **Robert Bies**, Georgetown U.; **Thomas M. Tripp**, Washington State U.; **Laurie J. Barclay**, Wilfrid Laurier U.

**1034 : (DRP Session) - (CMS) Shifting from the Centre**

1:15pm - 2:45pm Marriott Boston Copley Place: Falmouth  
 Tweet this session: **#AOM2012 1034**

Facilitator: **Craig Prichard**, Massey U.

The Paradox of Publishing in Top-Tier Journals from the Periphery | **Ralph Hamann**, U. of Cape Town

📖📚👉PRME Praxis: Institutional Change through Native American Relational Logics | **Amy Klemm Verbos**, U. of South Dakota; **Maria Theresia Humphries**, U. of Waikato

➔👉👉Cultural Discourse in IT Bangalore: Organizational Resistance or Self-Colonization? | **Jasmin Mahadevan**, Pforzheim U.; **Stefan Weißert**, U. of Applied Sciences, Karlsruhe

Emerging Market Multinationals: A Decolonial Perspective | **Sergio Wanderley**, EBAPE-FGV; **Alex Faria**, Fundacao Getulio Vargas; **Ana Lucia Guedes**, Fundacao Getulio Vargas

📖Bureaucratised Collaboration: Colonising the Lifeworld in Community Mental Health Teams? | **Conor J Farrington**, U. of Cambridge; **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, U. of London

**1035** 📖➔👉👉JS: (CMS, GDO, OMT) **Mind the Gap:**

**Introducing an Intersectionality Perspective to Understand Organisations**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon J  
 Tweet this session: **#AOM2012 1035**

Organizers: **Marianna Fotaki**, U. of Manchester; **Nancy Harding**, Bradford U.

Chair: **Mark Learmonth**, Durham U.

Discussants: **Stella M. Nkomo**, U. of Pretoria; **Beverly Metcalfe**, U. of Manchester; **Jackie Margaret Ford**, Bradford U.; **Kate M. Kenny**, National U. of Ireland - Galway

Simultaneity: Building on Intersectionality and Transnational Feminism in Organization Studies | **Evangelina Holvino**, Chaos Management Ltd.

On Methodological Difficulties of Disentangling Various Aspects of Intersectionality | **Yvonne Benschop**, Radboud U. Nijmegen

On Doctors and Managers in the NHS: Sexualized Power Struggles in Male-Male Encounters | **Nancy Harding**, Bradford U.; **Hugh Lee**, Bradford U.

The Dynamics of Difference in Higher Education: Management and Business Schools in England | **Marianna Fotaki**, U. of Manchester

**1036 : (DRP Session) - (ENT) The Context in which Entrepreneurship Exists**

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 1036**

Facilitator: **Eric Charles Henri Dorion**, U. de Caxias do Sul

📖When the Customer Isn't King. Small Business Owners' Strategies to Fulfill the Autonomy Motive | **Marco Van-**

**Gelderen**, Massey U. New Zealand; **Sentini Grunberg**, InMovement

📖Passion Diversity in Entrepreneurial Teams | **William R. Forster**, Lehigh U.; **Corinne Post**, Lehigh U.; **Melissa S. Cardon**, Pace U.

➔👉👉Entrepreneurship within Informal Economies in Rural India: A Field Study | **Arvind Karunakaran**, Massachusetts Institute of Technology; **Vijayalakshmi C. Balasubramaniam**, IFMR, Chennai

📖Boundary Spanning in the Entrepreneurial Firm: Effects on Innovation and Firm Performance | **Laurel F Ofstein**, U. of Illinois, Chicago; **Rodney C. Shrader**, U. of Illinois, Chicago; **Maija Renko**, U. of Illinois, Chicago

📖The Structural Effects of Foreign Ventures on Domestic Entrepreneurship | **Hanqing Fang**, Mississippi State U.; **Esra Memili**, U. of North Carolina, Greensboro; **James J Chrisman**, Mississippi State U.

**1037 : (Paper Session) - (ENT) Antecedents of Entrepreneurship**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 1037**

Chair: **Richard Gottschall**, John Molson School of Business

➔📖Is Family the Key? Exploring the Motivation and Success Factors of Female Emirati Entrepreneurs | **Fauzia Jabeen**, Abu Dhabi U.; **Shobha S. Das**, Qatar U.; **Marios I Katsioloudes**, Qatar U.

📖Past Experience of Entrepreneurs, Strategic Legitimation Activities, and New Venture Performance | **Zhujun Ding**, The Chinese U. of Hong Kong; **Kevin Au**, Chinese U. of Hong Kong

📖Identifying the Antecedents of Social Entrepreneurship: A Social Identity Perspective | **Aaron Francis McKenny**, U. of Oklahoma

**1038 : (Paper Session) - (ENT) Venture Creation and Resources**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon H

Tweet this session: **#AOM2012 1038**

Chair: **Mohammed R Ahmed**, Webster U.

➔📖👉Guarding the Family Jewels: An Inter-Institutional Perspective of Venture Creation in Family Firms | **Ajay Bhalla**, City U.; **Joseph Lampel**, City U. London; **Kavil Ramachandran**, Indian School of Business

📖Reconceptualizing Entrepreneurial Orientation: Revisiting a Vital but Troublesome Construct | **Brian S. Anderson**, Richard Ivey School of Business; **Patrick M. Kreiser**, Ohio U.; **Donald F Kuratko**, Indiana U.; **Jeffrey S Hornsby**, Kansas State U.

📖Status Categorization and Role Stereotyping: Gender Inequality in Entrepreneurial Teams | **Tiantian Yang**, U. of North Carolina, Chapel Hill; **Howard Aldrich**, U. of North Carolina

**1039 : (Paper Session) - (ENT) Growth and Internationalization**

1:15pm - 2:45pm Sheraton Boston Hotel: Berkley A

Tweet this session: **#AOM2012 1039**

Chair: **Daniel E. Lockhart**, Zayed U.

- 📖 Family Firms & Diversification: When Do Family Firms Diversify Across Product & Geographic Markets? | **Todd Alessandri**, Northeastern U.; **Kimberly Eddleston**, Northeastern U.
- 📖 “Why Not Rob that Myth?” – Toward a Study of Demystification of Social Entrepreneurship from Below | **Chris Steyaert**, U. of St. Gallen; **Pascal Dey**, U. of St. Gallen
- 📖 Volatility and Growth. Are They Influenced by the Same Factors? | **Jose Luis Barbero**, Pablo de Olavide U.; **Jose Carlos Casillas**, U. de Sevilla; **Jose Antonio Zarras**, U. de Sevilla; **Ana Maria Moreno**, U. de Sevilla
- 📖 Applications of RBT in Entrepreneurial, Densely Networked Environments: The Case of Y-Combinator | **Jessica Richman**, U. of Oxford

#### 1040 : (DRP Session) - (ENT) Entrepreneurial Identity

1:15pm - 2:45pm Sheraton Boston Hotel: Clarendon A & B

Tweet this session: #AOM2012 1040

Facilitator: **Frances H. Fabian**, U. of Memphis

A Foot in Both Camps: The Impact of Professional Identity on Entrepreneurial Activity | **Steve Stewart**, Florida Atlantic U.; **Gary Castrogiovanni**, Florida Atlantic U.

📖 The Voice in the Entrepreneur's Head: The Anatomy and Physiology of Semantic Memory | **David A. Baucus**, eNb Neurobiology Research; **Melissa S. Baucus**, U. of Louisville

📖 Should We Romanticize Penniless Entrepreneurs?: Startups and Human Wellbeing across Countries | **José Ernesto Amorós**, U. del Desarrollo; **Oscar Cristi**, U. del Desarrollo; **Wim A. Naudé**, U. of Maastricht

📖 Peer Effects and Entrepreneurship: Coworkers Up-Close and Intense | **Christine D. Isakson**, Copenhagen Business School

📖 Public Policies for Entrepreneurship: the Cases of Brazil, Canada, Chile, Ireland, and Italy | **Gilberto Sarfati**, Fundacao Getulio Vargas

#### 1041 : (Paper Session) - (ENT) Human Capital and Opportunities

1:15pm - 2:45pm Sheraton Boston Hotel: Jefferson

Tweet this session: #AOM2012 1041

Chair: **Lee J. Zane**, Rider U.

➔ 📖 Productivity and the Internationalization of Belgian SMEs: The Role of Employee Human Capital | **Jonas Onkelinx**, Vlerick Leuven Gent Management School; **Tatiana S. Manolova**, Bentley U.; **Linda F. Edelman**, Bentley U.

📖 Individual Level Determinates of the Transition from Third to First-Person Opportunity Beliefs | **Matthew S. Wood**, Baylor U.; **Mike Haynie**, Syracuse U.; **Alexander McKelvie**, Syracuse U.

📖 ➔ 📖 Opportunity-Recognition Beliefs among Student Entrepreneurs | **Heiko Bergmann**, U. of Hohenheim

📖 Entrepreneurial Types and Community Dynamics in Tiradentes, Brazil | **Reed Nelson**, UNINOVE; **Anderson Souza Sant'Anna**, Fundação Dom Cabral

#### 1042 : (DRP Session) - (ENT) Learning, Success and Failure

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 1042

Facilitator: **Suresh U Kumar**, NexAge Technologies USA Inc

📖 Entrepreneurship, Appropriability and the Role of Market and Ecosystem Co-Creation | **Christos N. Pitelis**, U. of Cambridge; **Efstathia Pitsa**, Judge Business School

📖 Organizing New Venture's Network Management for Resource Access and Financial Performance | **Thorsten Semrau**, U. of Cologne

📖 Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition | **Robert Alan Baron**, Oklahoma State U.; **Keith Hmieleski**, Texas Christian U.; **Corey Fox**, Oklahoma State U.; **Camron Casper**, Oklahoma State U.

📖 Research in Entrepreneurship: Learning from Learning Theories | **Janice Byrne**, IESEG School of Management; **Olivier Toutain**, ESC Dijon Burgundy School of Business

➔ 📖 Why Do They Flame and Then Disappear? | **Julia (Yulia) Ivy**, Lancaster U.

#### 1043 📖 📖: (Paper Session) - (GDO) Stigma

1:15pm - 2:45pm Boston Park Plaza: Stanbro Room

Tweet this session: #AOM2012 1043

Chair: **Tammy MacLean**, Suffolk U.

Discussant: **Tina R Opie**, New York U.

📖 📖 The Psychological Stigma of Unemployment: When joblessness leads to being jobless. | **Geoffrey C. Ho**, U. of California, Los Angeles; **Margaret Shih**, U. of California, Los Angeles; **Daniel J. Walters**, U. of California, Los Angeles; **Todd Lowell Pittinsky**, Harvard U.

#### Best Student Paper Award.

📖 Identity disclosure by intimate partner violence victims: When do they tell someone at work? | **Samantha A. Conroy**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas; **Ru-Shiun Liou**, U. of Arkansas, Fayetteville; **Carol Reeves**, U. of Arkansas

📖 A Dark Side of Coping with Chronic Illness Stigma at Work | **Alyssa K. McGonagle**, Wayne State U.; **Lydia Hamblin**, Wayne State U.

#### 1044 📖 📖 SHCS: (GDO, OB, CAR) Unpacking the Glass Ceiling: Mechanisms that Produce Gender Inequality in Organizations

1:15pm - 2:45pm Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 1044

Chair: **Lisa M. Leslie**, U. of Minnesota

Discussant: **Hannah Riley Bowles**, Harvard U.

Negotiation and the Gender Wage Gap: The Influence of Gender Role Orientation | **Chelsea Vanderpool**, Cornell U.; **Beth Ann Livingston**, Cornell U.

Ask and Ye Shall Receive? The Dynamics of Employer Provided Flexible Work Options | **Victoria L Brescoll**, Yale U.; **Jennifer Glass**, U. of Texas, Austin; **Alexandra Sedlovskaya**, Harvard Business School

Gender Disparities in Career Success: The Role of Performance and Potential | **Lisa M. Leslie**, U. of Minnesota; **Colleen Manchester**, U. of Minnesota; **Patricia Dahm**, U. of Minnesota, Twin Cities

CEO Appointments: Do Australia's Top Male and Female CEOs Differ in How They Made it to the Top? | **Terrance Fitzsimmons**, U. of Queensland

**1045** 📄🗣️ JS: (GDO, OB, HR) **Managing Stigmatized Identities: How, When and to Whom Matters**

1:15pm - 2:45pm Boston Park Plaza: Thoreau Room

Tweet this session: **#AOM2012 1045**

Chair: **Ann Marie Ryan**, Michigan State U.

Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee  
Sexual Orientation Disclosure: Examination of Target Characteristics | **Jennifer Wessel**, Michigan State U.

From Baby Bump to Stressful Slump: An Episodic Model of Identity Management in Pregnant Employees | **Kristen P. Jones**, George Mason U.; **Eden King**, George Mason U.; **Whitney Botsford Morgan**, U. of Houston, Downtown; **Sarah Singletary Walker**, U. of Houston, Downtown

Implications of Acknowledging Disability in Employment Interviews: An Experimental Investigation | **Brent J. Lyons**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.

Acknowledging Race During The Interview | **Michelle R. Hebl**, Rice U.; **Juan M. Madera**, U. of Houston; **Sarah Singletary Walker**, U. of Houston, Downtown; **Enrica N Ruggs**, Rice U.

**1046** 📄🗣️ (DRP Session) - (HCM) **Groups, Teams and Leaders - Oh my! Innovation, Quality and Safety**

1:15pm - 2:45pm Marriott Boston Copley Place: Hyannis

Tweet this session: **#AOM2012 1046**

Chair: **Grant T. Savage**, U. of Alabama at Birmingham

Discussant: **Ellen Kaye-Gehrke**, National U.

🗣️📄 Improving Patient Care through Leadership Engagement with Frontline Staff: A VA Case Study | **Sara J. Singer**, Harvard U.; **Peter E. Rivard**, Suffolk U.; **Jennifer Hayes**, Veterans Health Administration; **Priti Shokeen**, Boston VA Medical Center; **David Gaba**, U.S. Department of Veterans Affairs; **Amy Rosen**, U.S. Department of Veterans Affairs

📄 Making the most of limited resources through relational climate: A study of primary care clinics | **David C. Mohr**, VA Boston Healthcare System; **Gary J. Young**, Northeastern U.; **Justin K Benzer**, VA Boston Healthcare System

📄 What Say You? How Healthcare Executives Construe Compassion at Work | **Andre S. Avramchuk**, Fielding Graduate Institute

**HCM Division Best Paper Based on a Dissertation Award Nominee**

🗣️📄 Team Leader Behavior and Team Sensemaking in HIT Implementation | **Rebecca Rutherford Kitzmiller**, Duke U.; **Reuben R McDaniel**, U. of Texas, Austin; **Constance M. Johnson**, Duke U.; **E. Allan Lind**, Duke U.; **Ruth A Anderson**, Duke U.

**1047** → 📄 (Paper Session) - (HCM) **Organizational Learning and Change: Research and Methods for Health Care Settings**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon H

Tweet this session: **#AOM2012 1047**

Chair: **Christopher Johnson**, Texas A&M Health Science Center

Discussant: **Elio Borgonovi**, Bocconi U.

📄 Disruptive Institutional Work: An Analysis of NHS Inquiries | **Andrea Herepath**, Cardiff Business School, UK; **Martin Kitchener**, Cardiff U.

🗣️📄 Development of a Short-Form Learning Organization Survey: The LOS-27 | **Sara J. Singer**, Harvard U.; **Scott C**

**Moore**, Dept of Veterans Affairs; **Mark Meterko**, VA Boston Healthcare System; **Sandra Williams**, Dept of Veterans Affairs  
🗣️📄 Corrective Organizational Action in Response to Adverse Events at an Academic Medical Center | **Lucy MacPhail**, New York U.

**HCM Division Best Paper Award Nominee Winner of HCM Division Best Paper Award**

📄 Implementation Research in Healthcare: A Case Study in Canada | **Marco Marabelli**, Bentley U.; **Sue Newell**, Bentley U.

**1048** 📄 (Paper Session) - (HR) **The Role of Personal Values, Personality, and Expectations on Employee Withdrawal**

1:15pm - 2:45pm Boston Park Plaza: Cabot Room

Tweet this session: **#AOM2012 1048**

Chair: **James M. Vardaman**, Mississippi State U.

🗣️📄 Embedding Networks and Employee's Retention – the Moderating Effects of Personal Values | **Dongmei Song**, IESE Business School; **Lorna Doucet**, China Europe International Business School; **Zhixing Xiao**, China Europe International Business School; **Haijie Ding**, reyagroup

🗣️📄 Intervening Mechanisms Between Personality and Turnover: Mediator and Suppressor Effects | **Emily David**, Zayed U.; **Courtney L. Holladay**, MD Anderson Cancer Center

📄 Role of Disconfirmed Expectations in Influencing Work Alienation of Knowledge Workers | **Nisha Nair**, Indian Institute of Management Indore

**1049** 📄 (Paper Session) - (HR) **HRM Systems and Organizational Performance**

1:15pm - 2:45pm Boston Park Plaza: Charles River Room

Tweet this session: **#AOM2012 1049**

Chair: **James P. Guthrie**, U. of Kansas

📄 Strength of the HRM System or HRM Internal Power? The Development of a Measure | **Joaquim Pinto Coelho**, Instituto Superior de Psicologia Aplicada; **Rita Campos Cunha**, U. Nova de Lisboa; **Jorge F.S. Gomes**, ISEGUTL; **Anabela Correia**, Aveiro U.

How Much is Organizational Performance Affected by High Performance Work Systems: A Meta Analysis | **Tahir Masood Qureshi**, U. of Central Punjab; **Hira Waheed**, U. of Central Punjab

📄 In Prosperity as in Adversity? The Effect of HPWPs and Social Capital on Performance | **Javier Martínez-del-Río**, U. de Almeria; **Ana Perez-Luño**, Pablo de Olavide U.; **Jose Cespedes-Lorente**, U. of Almeria

→ 📄 Flexible Work and Its Relationship to Organizational Performance – A Cross-National Analysis | **Michael Koch**, EM Lyon

**1050** 📄 (DRP Session) - (HR) **Understanding Alternative Work Arrangements**

1:15pm - 2:45pm Boston Park Plaza: Newbury Room

Tweet this session: **#AOM2012 1050**

Facilitator: **Matthew J. Bidwell**, U. of Pennsylvania

📄 Externalization Motives and Temporary versus Permanent Employee Wellbeing | **Jeroen de Jong**, Tilburg U.

→ 📄 The Part-time Job Satisfaction Puzzle: The Impact of Discrepancies and Family Centrality | **Anja Iseke**, U. of Paderborn



Nonstandard Employment and Workplace Profitability | **Qian He**, U. of Toronto

HR Attributions and the Dual Commitment of Temporary Agency Workers and Outsourced Workers | **Rita Fontinha**, Katholieke U. Leuven; **Bastiaan A.S. Koene**, Rotterdam School of Management, Erasmus U.; **Maria José Chambel**, Lisbon U.; **Nele De Cuyper**, Katholieke U. Leuven

Flexible Work Arrangements and Job Quality in Greece | **Ioulia Bessa**, City U. London; **Lilian M. de Menezes**, Cass Business School

**1051** → 📄 🗣️: (HR) **From Being Relevant to Becoming Integral to Practice: Organization Science and Workforce Analytics**

1:15pm - 2:45pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 1051

Chairs: **Gopakumar Gopalakrishnan**, Infosys Limited; **KB Akhilesh**, Indian Institute of Science

Discussant: **Tojo Thatchenkery**, George Mason U.

HR Analytics: Recent Developments and Opportunities for Bridging Science and Practice | **John P. Hausknecht**, Cornell U.

Leveraging Data to Make HR Decisions | **Mohit Rajkumar**, Google; **Vijayakumar Parameswaran unnithan**, Tata Institute of Social Sciences

Discovering Patterns in Protean Career Mobility: Application of Network Perspective | **Gopakumar Gopalakrishnan**, Infosys Limited; **Daniel Halgin**, U. of Kentucky; **Jai Ganesh**, Infosys Technologies

Insightful Analytics for Strategic HR Decision Making | **Luk Smeyers**, inostix

**1052**: (IM) **IM Division-AIB Joint Session: Emerging Market Managers' Roundtable**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 1052

**1053** → 📄: (Paper Session) - (IM) **Understanding the Innovation and Expansion Performance of Multinational Firms**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 1053

Chair: **Kathleen Park**, Massachusetts Institute of Technology

→ 📄 Strategic Deviation in Multinationality and Firms' Performance | **Claudio Giachetti**, U. Ca' Foscari of Venice; **Ettore Spadafora**, Bocconi U.

📄 International Performance Of Small- And Medium-Sized Enterprises: An Effectual Perspective | **Alexander Jais**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

→ 📄 Multinationality, Resource Deployment, and Innovation Performance | **Chia-Wen Hsu**, National Chung Cheng U.; **Yu-Chieh Chao**, National Pingtung U. of Science and Technology; **Yin-Ru Chen**, National Taiwan U.

→ 📄 Strategic flexibility, social networks and international venturing by emerging economy firms | **Heng Liu**, Sun Yat-sen U.; **Jianqi Zhang**, Sun Yat-sen U.; **Ming Nick Yan**, Sun Yat-sen U.; **Mengchen Yang**, Xi'an Jiaotong U.

**1054** → 📄: (Paper Session) - (IM) **FDI Inflows, International Agreements, Cross Border Divestitures and Impact On Local Firms**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 1054

Chair: **Margaret Jemima Crabbe**, Ghana Institute of Management and Public Administration (GIMPA)

→ How Does BIT Design Impact FDI and International Joint Ventures in Politically Risky Countries? | **Christopher Williams**, Richard Ivey School of Business; **Tatiana Vashchilko**, The U. of Western Ontario

→ 📄 Institutions sans Frontières: International Agreements and Foreign Investment | **Srividya Jandhyala**, George Washington U.; **Robert Weiner**, George Washington U.

📄 Why Do Firms Divest Their Formerly Acquired Foreign Subsidiaries? A Resource Dependence Approach | **Jun Xia**, West Virginia U.; **Xufei Ma**, Chinese U. of Hong Kong

→ 📄 Do institutional factors still affect M&A markets in integrated regions of the world? | **Caterina Moschieri**, Instituto de Empresa Business School; **Roberto Ragozzino**, U. of Texas, Dallas; **Jose Campa**, IESE Business School

**1055** → 📄: (Paper Session) - (IM) **Trust and Opportunism in International Collaboration**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 1055

Chair: **Shih-Fen S. Chen**, U. of Western Ontario

→ 📄 Home Country Effects on Trust in International Joint Ventures | **Gokhan Ertug**, Singapore Management U.; **Ilya Cuyppers**, Singapore Management U.; **Niels G. Noorderhaven**, Tilburg U.; **Ben M. Bensaou**, INSEAD

→ 📄 The Effect of Individualism on Opportunism Propensity in International Strategic Alliances | **Olivier Furrer**, Radboud U. Nijmegen; **Brian Tjemkes**, VU U. Amsterdam; **Arzu Ulgen Aydinlik**, Istanbul U.; **Murat Yaslioglu**, Istanbul U.; **Türker Bas**, Istanbul U.

→ The Effect of National Ethical Environment on Subsidiary Ownership: TCE and Learning Perspectives | **George Z. Peng**, U. of Regina; **Paul Beamish**, U. of Western Ontario

→ The IJV Trust Problem: Assessing the Knowledge Balance and LOF Risk | **Mikelle A. Calhoun**, Georgia Southern U.; **Akhadian S Harnowo**, Georgia Southern U.

**1056** → 📄: (DRP Session) - (IM) **Exploring the Roles of the State, Political Boundaries, and Firm History on Performance**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 1056

Facilitator: **Ted London**, U. of Michigan

→ 📄 The Impact of History on Firms' Governance Choices | **Ilgaz Arikan**, The Ohio State U.; **Oded Shenkar**, Ohio State U.

→ 📄 Rules of the Game for Emerging Market Firms | **Tanvi Kothari**, U. of Wisconsin, Oshkosh; **Masaaki Kotabe**, Temple U.

→ 📄 Founding Conditions, Promarket Transformation, and Firm Competitiveness in Emerging Economies | **Vladislav Maksimov**, U. of Miami; **Stephanie C Lu**, U. of Miami

→ Traversing Bounds: The Implications of Nations, Within-Nation Regions and Multiple-Nation Clusters | **Mark F. Peterson**, Florida Atlantic U.; **Mikael Sondergaard**, Aarhus U.

→ 🗺️ States and Markets at the BOP: Lessons from Commercial Microfinance in Andhra Pradesh | **Joshua K Ault**, U. of Victoria; **Andrew Spicer**, U. of South Carolina

**1057** → 🗺️ JS: (IM, OB, HR) **Roles of Bi/Multicultural Employees: Tapping the Internal Resources of Today's Multicultural Firms**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 309  
Tweet this session: #AOM2012 1057

**Chair:** Davina E. Vora, State U. of New York, New Paltz  
**Discussant:** David C. Thomas, Simon Fraser U.

Leveraging Inside-Out Bicultural Knowledge to Reinvent the Core: The Case of Tesco plc | **Mary Yoko Brannen**, U. of Victoria/ INSEAD; **Terry Mughan**, Anglia Ruskin U.

Identity Influence on Person Perception Process in Global Teams: Multiculturals vs. Monoculturals | **Hae-Jung Hong**, ESSEC

The Bicultural Experience: The Case of Indigenous Employees' Relationship with Nature Orientations | **Cristina Gibson**, U. of Western Australia; **Dana McDaniel**, California State U. Long Beach

Roles that Multicultural Employees Play in Organizations: Individual and Contextual Antecedents | **Stacey R. Fitzsimmons**, Western Michigan U.; **Davina E. Vora**, State U. of New York, New Paltz; **David C. Thomas**, Simon Fraser U.

**1058** 🗺️: (Paper Session) - (MC) **Strategic Consulting**

1:15pm - 2:45pm Westin Copley Place: Adams  
Tweet this session: #AOM2012 1058

**Chair:** Ken Williams, Avalere Health LLC

🗺️ Leading Unpopular Changes With Fair Proces: Towards a Strategic Process Design | **Bo Vestergaard**, act2learn

🗺️ Utilizing Creative Problem Solving to Formulate Blue Ocean Strategies | **Sean Lux**, U. of South Florida; **Nathan Schwagler**, U. of South Florida

🗺️ Contextual Mapping: A Consulting Intervention for Getting Clients on the Same Page | **Daniel R Kowalski**, Kowalski Consulting and Management LLC; **Rita Kowalski**, Work Life Consulting LLC; **Joel I Harmon**, Fairleigh Dickinson U.

**1059** 🗺️: (DRP Session) - (MED) **From Twitter to Virtual Worlds: Internet, Distant Learning & Social Networks in Management Education**

1:15pm - 2:45pm Marriott Boston Copley Place: Nantucket  
Tweet this session: #AOM2012 1059

**Facilitator:** Binod Sundararajan, Dalhousie U.

🗺️ Challenges of Online Learning in Management Education: An Empirical Study | **John James Cater**, The U. of Texas at Tyler; **Norbert Michel**, Nicholls State U.; **Otmar E Varela**, U. of Arkansas at Little Rock

🗺️ The Impact of e-Textbooks on Student Performance and the Used Textbook Market | **Robert D. Morrison**, U. of Texas Pan American; **Claudia P. Dole**, U. of Texas Pan American

🗺️ Stimulating Higher Education Students' Desire to Learn Through Microblogging ("Tweeting") | **Thomas Menkhoff**, Singapore Management U.; **Yue Wah Chay**, UniSIM

→ 🗺️ The Use of Virtual Worlds in Management Education: A Research of Current Practices in Second Life | **Amarolinda I.C.Z. Saccol**, U. do Vale do Rio dos Sinos (UNISINOS); **Angilberto Sabino Freitas**, Unigranrio - U. do Grande Rio;

**Lisiane Machado**, U. do Vale do Rio dos Sinos (UNISINOS); **Paulo Gaspar Graziola**, U. do Vale do Rio dos Sinos (UNISINOS); **Jose Carlos da Silva Freitas**, U. do Vale do Rio dos Sinos (UNISINOS); **Eliane Schlemmer**, U. do Vale do Rio dos Sinos (UNISINOS)

Management Learning at the Speed of Life | **Fahri Karakas**, U. of East Anglia; **Alperen Manisaligil**, Case Western Reserve U.

**1060** 🗺️ → 🗺️: (MH) **Going to Extremes: Leadership Lessons from Teams and Situations Outside the Norm**

1:15pm - 2:45pm Boston Park Plaza: Franklin Room  
Tweet this session: #AOM2012 1060

**Organizers:** Cristina Marie Giannantonio, Chapman U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.

**Discussant:** George B Graen, U. of Illinois, C-U (retired)

Leadership Lessons from Extreme Recreations | **James G Clawson**, U. of Virginia

Leadership and Organizational Learning in Extreme Situations | **Pascal Lievre**, Clermont U.; **Géraldine Rix-Lièvre**, Clermont U.

Ernest Shackleton and the Endurance Expedition: Lessons for Leaders and Followers | **Cristina Marie Giannantonio**, Chapman U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.

We Have 231 Souls on Board": Averting Aviation Catastrophe Through Mundane Leadership Practice | **Maree Veronica Boyle**, Griffith U.

Team Leadership in Harm's Way | **George B Graen**, U. of Illinois, C-U (retired)

Team Leadership in the Chilean Mine | **Terri A. Scandura**, U. of Miami; **Monica Sharif**, U. of Miami

**1061** 🗺️: (Paper Session) - (MOC) **Social and Cultural Antecedents of Creativity**

1:15pm - 2:45pm Sheraton Boston Hotel: Berkley B  
Tweet this session: #AOM2012 1061

**Chair:** Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign

Explaining Task Performance and Creativity From Perceived Organizational Support Theory | **Chongxin Yu**, U. of New South Wales; **Stephen J. Frenkel**, U. of New South Wales

🗺️ Creativity in Same-Discipline Interactions | **Kevyn Yong**, HEC Paris

🗺️ The Outsider's Advantage: Social Rejection Can Fuel Creative Thought | **Lynne Catherine Vincent**, Cornell U.; **Sharon H Kim**, Johns Hopkins U.; **Jack Anthony Goncalo**, Cornell U.

🗺️ Optimal specialization: theory development and testing amongst management scholars | **Will Felps**, Erasmus U. Rotterdam; **Nees Jan van Eck**, Leiden U.; **Ludo Waltman**, Leiden U.; **Erin Leahey**, U. of Arizona, Tucson

→ 🗺️ Toward a Geocentric Meta-Paradigm of Creative Cognition | **Peter Ping Li**, Copenhagen Business School

**1062** 🗺️: (MOC) **Information-Laden Processes under Complexity and Uncertainty: Individual and Team Perspectives**

1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B  
Tweet this session: #AOM2012 1062

**Chair:** Zhike Lei, ESMT European School of Management and Technology

**Discussant:** Mary J. Waller, York U.

Adaptation to discontinuous nonroutine events: Dual threats and the mediator of fear | **Mary J. Waller**, York U.; **Rommel O. Salvador**, U. of Massachusetts, Amherst; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

Patterns of team information processing in times of crisis | **Golchehreh Sohrab**, York U.

Moving targets: information-laden processes in turbulent times | **Christopher Fredette**, Sprott School of Business, Carleton U.; **Mary J. Waller**, York U.; **Zhike Lei**, ESMT European School of Management and Technology

Variability in Effective Interaction Patterns in Medical Trauma Teams | **Lillian Su**, Children's National Medical Center; **Mary J. Waller**, York U.; **Seth A. Kaplan**, George Mason U.

### 1063 → 📖SHCS: (MOC, OB) Possible Selves at Work: From Identity Work to Job Crafting

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: #AOM2012 1063

Chairs: **Matthijs Bal**, VU U. Amsterdam; **Karoline Strauss**, U. of Sheffield

Discussant: **Laura Morgan Roberts**, Antioch U.

A Narrative Approach to Possible Selves: Distinguishing the self from the Narrator and Protagonist | **Matthijs Bal**, VU U. Amsterdam

Preserving "Me" Beyond "Thou and Thee": Crafting Identity Through Past and Possible Selves | **Therese Sprinkle**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati; **Mathew L. Sheep**, Illinois State U.

Impossible Selves: Making Sense of the Loss of the Possible | **Sally Maitlis**, U. of British Columbia

Ideal and Feared Future Work Selves: Implications for Feedback Seeking and Feedback Monitoring | **Karoline Strauss**, U. of Sheffield

How to Become Your Possible Selves at Work? A Diary Study on Job Crafting | **Maria Tims**, Erasmus U. Rotterdam; **Arnold B. Bakker**, Erasmus U. Rotterdam; **Daantje Derks**, Erasmus U. Rotterdam

### 1064 📖📖 → 📖: (MSR) Waking Up at Work--Collaborative Research on Mindfulness and Awareness

1:15pm - 2:45pm Sheraton Boston Hotel: Hampton B

Tweet this session: #AOM2012 1064

Facilitator: **Susan Skjei**, Naropa U.

Discussant: **William Torbert**, Boston College

Coordinator: **Kathryn Goldman Schuyler**, Alliant International U.

Panelists: **Jyotsna Sanzgiri**, Alliant International U.; **Lynne Sedgmore**, 157 Group of FE Colleges UK; **Shankar Sankaran**, U. of Technology, Sydney; **Gilbert Tan**, Singapore Management U.

Participants: **Yih-teen Lee**, IESE Business School; **Kathryn Stanley**, Massachusetts School of Professional Psychology; **Lorna Cortes**, Alliant International U.

### 1065 : (Paper Session) - (OB) Emotions and Affect in the Workplace

1:15pm - 2:45pm Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 1065

Chair: **Myeong-Gu Seo**, U. of Maryland

📖Work Events, Mood, and Motivation: An Experience Sampling Study | **Jaclyn Marie Koopmann**, U. of Florida;

**Joyce E. Bono**, U. of Florida; **Kristie Campana**, Minnesota State U.

Development and validation of a negative and positive work events taxonomy using concept mapping | **Antje Schmitt**, U. of Kassel; **Sandra Ohly**, U. of Kassel

📖📖 Surprise, surprise: The ambivalent nature of surprise as a catalyst for curiosity and learning | **Spencer Harrison**, Boston College

### 1066 : (Paper Session) - (OB) Forms & Functions of Diversity in Teams

1:15pm - 2:45pm Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 1066

Chair: **Andrew P. Knight**, Washington U. in St. Louis

📖📖📖 The Impact of Language Barriers on Shared Mental Models in Multinational Teams | **Helene Tenzer**, Tübingen U.; **Markus Pudelko**, Tübingen U.

📖📖 Differentiating differences: Conceptualizing team diversity using continuous dimensions | **Thomas Stephen Calvard**, U. of Edinburgh; **Inga J. Hoever**, Rotterdam School of Management, Erasmus U.

📖 Relationship Conflict and Affective Commitment over Time: The Moderating Influence of Team Diversity | **Hannes Guenter**, Maastricht U.; **Tom Kuypers**, Maastricht U.; **Hetty Van Emmerik**, Maastricht U.; **Bert Schreurs**, Maastricht U.; **Guy Notelaers**, Maastricht U.

📖 Team Dynamics in Long-Standing Technology-Supported Virtual Teams | **Nora Misiolek**, Marist College; **Kevin Crowston**, Syracuse U.; **Joshua Seymour**, Syracuse U.

### 1067 📖: (OB) Authentic Leadership Theory and Research: Expanding the Boundaries of Current Understanding

1:15pm - 2:45pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 1067

Coordinators: **William L. Gardner**, Texas Tech U.; **Hannes Leroy**, Katholieke U. Leuven

Leader-Follower Authenticity Fit and Junior Leader Fortitude and Performance | **Sean Hannah**, Wake Forest U.; **Fred O. Walumbwa**, Arizona State U.; **Bruce J. Avolio**, U. of Washington; **Dustin James Bluhm**, U. of Colorado, Colorado Springs

When Transparent, Authentic Emotional Labor Helps: Emotional Labor in Entrepreneurial Leadership | **John Batchelor**, Virginia Commonwealth U.; **Ronald H. Humphrey**, Virginia Commonwealth U.; **Gerald Burch**, Virginia Commonwealth U.

The Interactive Influence of Authentic and Transformational Leadership | **James B. Avey**, Central Washington U.

Authentic Leadership and Developmental Relationships: Transformational Leadership as a Moderator | **Bryan J. Deptula**, Florida Atlantic U.; **Ethlyn Anne Williams**, Florida Atlantic U.

Leader Authenticity Breaches: Effects on Follower Trust and Affective Organizational Commitment | **Kelly Marie Davis**, Texas Tech U.

Getting at the Root Concept: Alternative Ways to Measure Authenticity | **Brandon Randolph-Seng**, Texas Tech U.

**1068 : (DRP Session) - (OB) OCB, Voice, and Well-being**

1:15pm - 2:45pm Boston Park Plaza: Brandeis Room

Tweet this session: **#AOM2012 1068**

**Facilitator: Matthias Spitzmueller**, National U. of Singapore

📺🗣️ Can You Hear Me Now? Demographic and Structural Status Signals in Voice Reception | **Taeya Howell**, U. of Texas, Austin; **David A. Harrison**, U. of Texas, Austin; **Ethan Burris**, U. of Texas, Austin; **James R. Detert**, Cornell U.

Why are employees afraid of speaking up? A multi-level study of upward prohibitive voice | **Xin Wei**, U. of International Business and Economics; **Zhi-Xue Zhang**, Peking U.; **Xiao-Ping Chen**, U. of Washington

📺 Organizational Citizenship Behaviors Are Good for You | **Lisa E. Baranik**, East Carolina U.; **Lillian Eby**, U. of Georgia; **M. Ashley Morrison**, U. of Maryland, College Park; **Christopher Allred**, East Carolina U.

📺 Criticism Wrought of Care: Factors Influencing Group Criticism and Non-normative Opinion Expression | **Dominic J. Packer**, Lehigh U.; **Christopher T. H. Miners**, Queen's U. Canada

📺 The Role of Power in the Decision to Voice or Remain Silent | **Elizabeth Wolfe Morrison**, New York U.; **Kelly E. See**, New York U.; **Cuilin Pan**, New York U.; **Michael J. Liersch**, Merrill Lynch

**1069 : (Paper Session) - (OB) Perspectives on Social Capital**

1:15pm - 2:45pm Boston Park Plaza: Constitution Room

Tweet this session: **#AOM2012 1069**

**Chair: Prasad Balkundi**, State U. of New York, Buffalo

➔📺 Painful Consensus: negative ties and dyadic agreement | **Charles Kirschbaum**, Insper Institute of Education and Research

📺 The effect of personal network density, third parties, and team membership on negative relationships | **Inga Carboni**, College of William and Mary

📺 Tertius gaudens vs. tertius iungens : Divide, reconcile and conquer | **Antoine Vernet**, Imperial College London

**1070 : (DRP Session) - (OB) Individual Differences and Employee Behavior**

1:15pm - 2:45pm Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 1070**

**Facilitator: Laura Elizabeth Marler**, Mississippi State U.

📺 A Behavioral Measure Of The Construction Of Self As Story, Process And Perspective | **Paul W.B. Atkins**, Australian National U.; **Robert Gregory Styles**, Australian National U.

📺 Dynamic self-systems in the workplace | **Chiahuei Wu**, U. of Western Australia; **Mark A. Griffin**, U. of Western Australia Management Styles and IT Engineers' Professional Skills: The Moderators in Between | **Pei-Li Yu**, National Cheng Kung U.

📺 Emotional and Cognitive Overload: The Role of Personal Dispositions and Prior Experience | **Anne F. Rutkowski**, Tilburg U.; **Carol Stoak Saunders**, U. of Central Florida; **Jon R. Pluyter**, Tilburg U.

📺 Incremental Validity of Psychological Capital Over Big Five Traits in Predicting Employee Outcomes | **Yongduk Choi**, Korea U.; **Dongseop Lee**, Korea U.

**1071 : (Paper Session) - (OB) Predictors of Creativity**

1:15pm - 2:45pm Boston Park Plaza: Gloucester Room

Tweet this session: **#AOM2012 1071**

**Chair: Tamara Montag**, Saint Louis U.

➔📺 Unpacking the ambidexterity literature to predict employee performance and creativity. | **Giles Hirst**, Monash U.; **Cherrie J. Zhu**, Monash U.; **Qin Zhou**, U. of York, UK

📺 Don't come around here no more: Knowledge hiding, perceived motivational climate, and creativity | **Matej Cerne**, The Centre of Excellence for Biosensors, Instrumentation and Process control; **Christina G. L. Nerstad**, BI Norwegian Business School; **Miha Škerlavaj**, U. of Ljubljana

📺 Perfectionism, Overall Justice and Creativity | **Myungsun Kim**, Seoul National U.; **Soojin Lee**, Seoul National U.

📺 The Social Construction of Creativity | **Matthew J. Karlesky**, U. of Michigan

**1072 📺: (OB) Pushing the Boundaries of Attribution Theory: How Attributions Inform Relationships at Work**

1:15pm - 2:45pm Boston Park Plaza: St. James Room

Tweet this session: **#AOM2012 1072**

**Discussant: Mark J. Martinko**, Florida State U.

**Coordinator: Marion B. Eberly**, U. of Washington, Tacoma

An Attributional Perspective on Psychological Entitlement | **Paul Harvey**, U. of New Hampshire

Measuring Attributions for Abusive Supervision | **James Paul Burton**, Northern Illinois U.; **Shannon G. Taylor**, Northern Illinois U.; **Larissa K. Barber**, Northern Illinois U.

Exploring the "Us" in Reactions to Negative Feedback: The Effects of Relational Attributions | **Marion B. Eberly**, U. of Washington, Tacoma; **Erica Christine Holley**, Central Washington U.; **Michael D. Johnson**, U. of Washington; **Terence R. Mitchell**, U. of Washington

The Role of Attributions in Determining the Impact of Ostracism on Psychological Distress | **Sandra L. Robinson**, U. of British Columbia; **Wei Wang**, U. of British Columbia; **Jane O'Reilly**, U. of British Columbia

**1073 ➔📺🗣️: (OB) 20 Years of Relational Demography Research: Current Challenges and Future Research Directions**

1:15pm - 2:45pm Boston Park Plaza: Statler Room

Tweet this session: **#AOM2012 1073**

**Chair: Yves R. F. Guillaume**, Aston U.

**Discussant: Susan E. Jackson**, Rutgers U.

Relational Gender Effects on Expertise Recognition: Universal Discounting or In-group Devaluation? | **Aparna Joshi**, U. of Illinois, Urbana-Champaign

The Asymmetric Influence of Learning Goal Orientation Dissimilarity on Team Member Attitudes | **Lida Lingling Zhang**, Hong Kong U. of Science and Technology; **Elizabeth George**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology

Demography Under Pressure: Group Composition and Expedition Success in Himalayan Mountaineering | **Eliot Sherman**, U. of California, Berkeley; **Jennifer A. Chatman**, U. of California, Berkeley

Asymmetric Curvilinear Effects of Gender Dissimilarity on Work Productivity | **Sandra C. Buttigieg**, U. of Malta; **Yves R. F. Guillaume**, Aston U.

**1074 : (Paper Session) - (OB) Trait-Based Leadership****Approaches**

1:15pm - 2:45pm Boston Park Plaza: Winthrop Room

Tweet this session: [#AOM2012 1074](#)Chair: **Abhishek Srivastava**, West Virginia U.

- 📖 Personal Characteristics, Ethical Leadership, and Leader Effectiveness | **David A. Waldman**, Arizona State U.; **Danni Wang**, Arizona State U.; **Pierre A. Balthazard**, Arizona State U.; **Sean Hannah**, Wake Forest U.
- 📖 Leader trait couplings: The synergy of humility & competence, the paradox of humility & narcissism | **Bradley Paul Owens**, State U. of New York, Buffalo
- 📖 Human Nature Heuristics and Leadership Theory | **Kumar Alok**, Chandragupta Institute of Management

**1075 JS: (OB, CM) Status & Power: Differentiation, Integration, and Innovations**

1:15pm - 2:45pm Boston Park Plaza: Stuart Room

Tweet this session: [#AOM2012 1075](#)Chair: **Aiwa Shirako**, New York U.

- Deaf Ears: The Effect of an Advice-Giver's Power and Status on Receptiveness to Advice | **Deirdre Gobeille Snyder**, U. of North Carolina, Chapel Hill; **Alison Fragale**, U. of North Carolina
- The Destructive Nature of Power Without Status | **Nathanael J. Fast**, U. of Southern California; **Nir Halevy**, Stanford U.
- Status, Power and Perspective-Taking | **Aiwa Shirako**, New York U.; **Steven Blader**, New York U.; **Ya-Ru Chen**, Cornell U.
- When Power Makes Others Speechless: The Negative Impact of Leader Power on Team Performance | **Leigh Plunkett Tost**, U. of Washington, Seattle; **Richard Larrick**, Duke U.
- Status Inertia and Member Replacement in Role-Differentiated Teams | **J. Stuart Bunderson**, Washington U.; **Raymond T Sparrowe**, Washington U. in St. Louis

**1076 JS: (OB, HR, BPS) Star Employees and Competitive Advantage: the Good, the Bad, and the Ugly**

1:15pm - 2:45pm Boston Park Plaza: White Hill Room

Tweet this session: [#AOM2012 1076](#)Organizers: **Benjamin A. Campbell**, Ohio State U.; **Debra L. Shapiro**, U. of MarylandDiscussant: **Bruce J. Avolio**, U. of Washington

- The Antecedent Effects of Star Employees on Developing Customer Resources | **Robert E Ployhart**, U. of South Carolina; **William Shepherd**, Ohio State U.; **Donald Hale**, U. of South Carolina
- How Compensating Differentials Affect Rent Appropriation of Stars | **Benjamin A. Campbell**, Ohio State U.; **David Kryscynski**, Brigham Young U.; **Russell Coff**, U. of Wisconsin, Madison
- When Will Subordinates Follow the Leader to a Startup Firm? A Proposed Model | **Seth Carnahan**, U. of Maryland, College Park; **Debra L. Shapiro**, U. of Maryland; **Rajshree Agarwal**, U. of Maryland
- From Leadership to Psychopathy: HR's Role in Molding Leaders for Good or Bad | **Patrick Wright**, Cornell U.

**1077 JS: (Paper Session) - (OCIS) Managing Information Technology**

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A

Tweet this session: [#AOM2012 1077](#)Chair: **Bijan Azad**, American U. of Beirut

- 📖 The Eye of the Beholder: Flexibility and the Relativity of Enterprise Systems Success | **Bart van den Hooff**, VU U. Amsterdam
- 📖 Reciprocity between Senior IT Executives and IT-Capable Firms: A Source of Competitive Advantage | **Jee-Hae Lim**, U. of Waterloo; **Theophanis C. Stratopoulos**, U. of Waterloo; **Tony Wirjanto**, U. of Waterloo
- 📖 Business Intelligence Systems and Fraud Opportunity | **Clark Hampton**, U. of Waterloo; **Theophanis C. Stratopoulos**, U. of Waterloo

**1078 JS: (DRP Session) - (OCIS) Online Communities and Micro-blogs**

1:15pm - 2:45pm Sheraton Boston Hotel: Hampton A

Tweet this session: [#AOM2012 1078](#)Facilitator: **Lionel Robert**, U. of Michigan

- 📖 "What's Coming Next?" Epistemic Curiosity and Lurking Behavior in Online Communities | **Andreas Ernst Schneider**, ETH Zurich; **Peter Michael Jaeger**, ETH Zurich
- ➔ 📖 Diffusion of IT Innovations via Social Media: Studying a Chinese Micro-Blog Community | **Chen Huang**, U. of Maryland, College Park; **Ping Wang**, U. of Maryland, College Park; **Yan Qu**, Independent
- 📖 Symbolic Action Through Microblogging During and After a Crisis: Tweeting the Oil Spill | **Emmanuelle Vaast**, Desautels Faculty of Management; **Bogdan Negoita**, Desautels Faculty of Management; **Hani Safadi**, Desautels Faculty of Management
- 📖 📖 Online Media Comments Influence on Cinematic Movie Sales: Exploring when Online Comments Matter | **Jianxiong Huang**, Nanyang Technological U.; **Wai Fong Boh**, Nanyang Technological U.; **Kim Huat Goh**, Nanyang Technological U.

**1079 JS: (DRP Session) - (ODC) Shifting Contexts and Strategic Change**

1:15pm - 2:45pm Sheraton Boston Hotel: Exeter A &amp; B

Tweet this session: [#AOM2012 1079](#)Chair: **Zachary Sheaffer**, Ariel U. Centre

- 📖 Managing Critical Lock-ins: Strategic Intentions in Crisis Reactions | **Wasko Rothmann**, European U. Viadrina; **Jochen Koch**, Europa U. Frankfurt
- 📖 Innovation Resilience Despite Corporate Downsizing: Formal and Informal Information Control | **Hendrik Leendert Aalbers**, U. of Groningen; **Wilfred Dolfsma**, U. of Groningen
- 📖 Changing Business Models: How Traditional Airlines Address the Challenge of Low Cost Carriers | **Knut Stefan Garrit Lange**, U. of Surrey; **Mike Geppert**, U. of Surrey; **Ayşe Saka**, U. of Surrey; **Florian Becker-Ritterspach**, German U. in Cairo
- 📖 Alignment Dynamics: Applying Action Research to Barriers to Learning for Organisational Alignment | **Ravi Warrior**, Monash U.; **Peter Joseph O'Neill**, Monash U.; **John Barton**, Monash U.

**1080 JS: (ODC, SAP, OMT) Changing Change: Exploring the Life Embedded in Organizational Change**

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: [#AOM2012 1080](#)

Organizers: **Reut Livne-Tarandach**, Boston College; **Harald Heinz Tuckermann**, U. of St. Gallen

Chair: **Jean M. Bartunek**, Boston College

Discussant: **Tor Hernes**, Copenhagen Business School

Power as Play: How Top Managers Enact the Informal

Organization | **Torsten Schmid**, U. of St. Gallen; **Martha S.**

**Feldman**, U. of California, Irvine

The Process of Responding to Paradoxical Tension in

Organizations | **Jane Kirsten Le**, U. of Sydney

Changing Change: Linking Identity Work and Identity

Regulation | **Inger G. Stensaker**, Norwegian School of

Economics; **Julia Balogun**, Lancaster U.

We're Big or are We Small: Reinterpreting Change at a

Growing Organization | **Scott Sonenshein**, Rice U.

Vitality of Change | **Reut Livne-Tarandach**, Boston College; **Jean**

**M. Bartunek**, Boston College; **Ian J. Walsh**, U. College Dublin

### 1081 (DRP Session) - (OM) Supply Chain Networks

1:15pm - 2:45pm Westin Copley Place: Courier

Tweet this session: #AOM2012 1081

Chair: **Antti Tenhiälä**, IE Business School

What Skills and Attributes are Desired of Australian Supply

Network Managers? | **Peter Tatham**, Griffith U.; **Yong Wu**,

Griffith U.; **Tim Butcher**, RMIT U.; **Gyongyi Kovacs**, Hanken

School of Economics

Understanding Project Based Production Through Socio

Technical Modularity | **Christian Thuesen**, DTU Danish

Technical U.

How to Inhibit Strong and Weak Forms Opportunism: Impacts

of Network Embeddedness and Bilateral TSIs | **Ting Liu**,

Shanghai U.; **Yao Li**, Xi'an Jiaotong U.; **Yu Zhang**, Xi'an

Jiaotong U.

Aligning Governance Mechanism to Power Conditions in

Supply-Chain Relationships | **Thomas Clauß**, U. of Hamburg;

**Björn Lasse Milinski**, U. of Hamburg; **Thorsten Andreas**

**Teichert**, U. of Hamburg

The Effect of Relationship Quality on Buyer-Supplier

Relationship Flexibility: A Network Approach | **Matevz**

**Raskovic**, U. of Ljubljana; **Anuska Ferligoj**, U. of Ljubljana; **Jan**

**C Fransoo**, Technical U., Eindhoven

The Conditionality of Ties in Interfirm Exchange: Evidence

from China | **Pianpian Yang**, Xi'an Jiaotong U.; **Qian Yang**,

Xi'an Jiaotong U.; **Wei Yang**, Xi'an Jiaotong U.; **Yao Li**, Xi'an

Jiaotong U.; **Yu Zhang**, Xi'an Jiaotong U.

Presenters: **Peter Tatham**, Griffith U.; **Christian Thuesen**, DTU

Danish Technical U.; **Ting Liu**, Shanghai U.; **Thomas Clauß**, U. of

Hamburg; **Matevz Raskovic**, U. of Ljubljana; **Pianpian Yang**, Xi'an

Jiaotong U.

### 1082 (Paper Session) - (OM) Environmental Operations

1:15pm - 2:45pm Westin Copley Place: North Star

Tweet this session: #AOM2012 1082

Chair: **Seweryn J. Spalek**, Silesian U. of Technology

Exploring sustainability compliance of sub-suppliers | **Jörg**

**H. Grimm**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen;

**Joseph Sarkis**, Clark U.

The Financial Impact of ISO14001 Certification: An

Empirical Analysis Using NYSE and NASDAQ Firms |

**Donghyun Choi**, U. of Nebraska, Lincoln; **Yonghwi Noh**, U. of

Nebraska, Lincoln; **Jin Sung Rha**, U. of Nebraska, Lincoln

The effect of ISO 14001 certification on financial performance within the United States | **Pieter de Jong**, U. of North Florida; **Antony Paulraj**, U. of North Florida; **Constantin Blome**, Catholic U. of Louvain

The effect of ISO 14001 certification on financial performance within the United States | **Pieter de Jong**, U. of North Florida; **Antony Paulraj**, U. of North Florida; **Constantin Blome**, Catholic U. of Louvain

The Effects of Stakeholder Orientations on Sustainability and Cost Prevalence in Supplier Selection | **Kai Foerstl**, EBS Business School; **Philipp Goebel**, EBS Business School; **Carsten Reuter**, Fraunhofer SCS; **Richard Pibernik**, U. of Wuerzburg

Presenters: **Antony Paulraj**, U. of North Florida; **Kai Foerstl**, EBS Business School; **Donghyun Choi**, U. of Nebraska, Lincoln

### 1083 (Paper Session) - (OMT) Perspectives on Corporate Strategic Change

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon D

Tweet this session: #AOM2012 1083

Chair: **Kimberly A. Bates**, Ryerson U.

The Punctuated Equilibrium Perspective of Corporate

Turnaround | **Chanchai Tangpong**, North Dakota State U.;

**Zonghui Li**, Nanjing Audit U.

A Longitudinal Study on Emerging Identities in Mergers and

Acquisitions | **Anna Aleksandra Lupina Wegener**, U. of

Geneva; **Susan C. Schneider**, HEC U. of Geneva

Social Integration Post-acquisition: How identity claims

demarcate and compound | **Helene Loe Colman**, BI

Norwegian Business School; **Audrey Rouzies**, U. of Toulouse;

**Randi Lunnan**, BI Norwegian Business School

Does Strategic Consistency Matter in M&A Series?

Evidence from Europe | **Kerstin Fehre**, Karlsruhe U. of

Technology; **Michael Wolff**, U. of Goettingen; **Hagen Lindstädt**,

U. Karlsruhe (TH); **Daniel Kronenwett**, Karlsruhe U. of

Technology

### 1084 (Paper Session) - (OMT) Understanding the Design of Organizations

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon E

Tweet this session: #AOM2012 1084

Chair: **Glen Dowell**, Cornell U.

The Organizational Design for Pricing and its Consequences

on Relative Firm Performance | **Stephan Liozu**, Case

Western Reserve U.; **Richard J. Boland**, Case Western Reserve

U.; **Andreas Hinterhuber**, Hinterhuber & Partners/Bocconi U.;

**Gary Hunter**, Case Western Reserve U.; **Antoinette Somers**,

Wayne State U.

Make vs. Buy: The impact of quality management on the

decision to outsource | **Jean-Malik Dumas**, Tilburg U.; **Elena**

**Golovko**, Tilburg U.

The Temporal Organization Grid: A new classification

system of temporary organizations | **Vallari Chandna**, U. of

North Texas

Features of Informal Firms: Insights on improvising and

organizing in the Nigerian movie industry | **Uchenna Uzo**,

Lagos Business School; **Johanna Mair**, Stanford U.

**1085 : (Paper Session) - (OMT) Processes of Meaning-Making**

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 1085

Chair: **Elizabeth Goodrick**, Florida Atlantic U.

- 📖 Rhetorical History as a Theorization Strategy: The case of Ontario fine wine | **Shilo Hills**, Brock U.; **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **C.R. Bob Hinings**, U. of Alberta
- ➔ 📖 From God to Market: Study of meaning-making strategies as responsible investments became mainstream | **Afshin Mehrpouya**, HEC Paris
- 📖 Institutionalization as Translation: Importing business discourse into a military bureaucracy | **Alona Harness**, Ben Gurion U.
- ➔ ➔ 📖 Science or Science Fiction? Professionals' discursive construction of climate change | **Lianne Lefsrud**, U. of Alberta; **Renate Elisabeth Meyer**, WU Vienna

**1086 : (Paper Session) - (OMT) Theorizing Organization Diversity**

1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A

Tweet this session: #AOM2012 1086

Chair: **Ronit Waismel-Manor**, Netanya U. College

- 📖 The Role of Metatheoretical Research in Management and Organizational Science | **Mark Gerard Edwards**, U. of Western Australia
- 📖 Cooperative Situations: A situational typology of interorganizational relationships | **Love Börjeson**, Stockholm U.
- 📖 Goal-boundary Typology of Non-profit Organizations: A proposal | **Nimruji Jammulamadaka**, IIM Calcutta
- 📖 How do we Explain? A typology of explanation in empirical management research | **Pauli Alin**, Aalto U.

**1087 : (Paper Session) - (OMT) Simulating Organizational Behavior**

1:15pm - 2:45pm Sheraton Boston Hotel: Kent

Tweet this session: #AOM2012 1087

Chair: **Patrick Vermeulen**, Radboud U. Nijmegen

- 📖 Managerial Search: An empirical inquiry | **William M. Tracy**, Rensselaer Polytechnic Institute; **Dmitri Markovitch**, Rensselaer Polytechnic Institute; **Lois S. Peters**, Rensselaer Polytechnic Institute; **B V Phani**, Indian Institute of Technology, Kanpur; **Deepu Phillip**, Indian Institute of Technology, Kanpur
- 📖 Does Size Matter? Organizational size and the efficacy of experiential learning | **Hart E. Posen**, U. of Michigan; **Dirk Martignoni**, U. of Zurich; **Daniel Levinthal**, U. of Pennsylvania
- 📖 The Implementation Imperative: Why effective implementation may be useful even with bad strategy | **Eucman Lee**, London Business School
- ➔ 📖 A Theory of Shift and Stasis in Organizational Attention | **Nicole S. Zimmermann**, U. of Siegen; **Laura J. Black**, Montana State U.

**1088 : (Paper Session) - (OMT) Institutional Effects**

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 1088

Chair: **Gerardo Patriotta**, Nottingham U.

- 📖 How Organizational Goals are Influenced by Economic Institutions | **George A. Shinkle**, U. of New South Wales; **Aldas Pranas Kriauciunas**, Purdue U.; **Michael Shayne Gary**, AGSM-Australian School of Business; **Gerard P. Hodgkinson**, U. of Warwick
- ➔ 📖 Hatchery and Conditioning in the Year 65 after Ford: Do rankings trigger isomorphism? | **Chris Moos**, London School of Economics
- ➔ 📖 How Institutions Constrain Organizational Action: Practices, categories and audiences | **Stefan Jonsson**, Uppsala U.; **Jesper Edman**, Hitotsubashi U.
- 📖 The Effect of Previous Institutional Conformance on Responses to New Institutional Pressures | **Anders Villadsen**, Aarhus U.

**1089 : (OMT) The Complexities of Institutional Work**

1:15pm - 2:45pm Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 1089

Organizers: **Merav Migdal Picker**, Hebrew U. of Jerusalem;**Tammar B. Zilber**, Hebrew U. of JerusalemChair: **Tammar B. Zilber**, Hebrew U. of JerusalemDiscussant: **Roy R Suddaby**, U. of Alberta

- Fighting for the Status Quo: Institutional maintenance of the U.S. stock market in 1934 | **Rich DeJordy**, Northeastern U.
- What does it all Mean? On multiple means and multiple ends in discursive institutional work | **Merav Migdal Picker**, Hebrew U. of Jerusalem
- Interaction Work and Modest Action: Boundary organizations as institutional entrepreneurs | **Markus Perkmann**, Imperial College London; **Henri Schildt**, Hanken School of Economics
- Creating Institutional Complexity during the Emergence of the Nanotechnology Field | **Stine Grodal**, Boston U.
- Working with Institutional Complexity | **Charlene E. Zietsma**, U. of Victoria

**1090 : JS: (OMT, ENT) Institutions and Entrepreneurship**

1:15pm - 2:45pm Sheraton Boston Hotel: Independence East

Tweet this session: #AOM2012 1090

Organizers: **Robert J David**, McGill U.; **Wesley Sine**, Cornell U.Discussant: **Pamela S. Tolbert**, Cornell U.

- The Logic of Place: Geographic community identity and market formation | **Johnny Boghossian**, McGill U.
- Failure to Deliver: Institutional dynamics and the non-emergence of the online grocery market | **Chad Navis**, U. of Wisconsin, Madison; **Greg Fisher**, Indiana U.; **Ryan L. Raffaelli**, Boston College; **Mary Ann Glynn**, Boston College
- Regulation and Rationalization: How regulatory institutions influence entrepreneurial decision making | **W Chad Carlos**, Cornell U.
- A Nation of Shopkeepers: Institutions, industrialization & entrepreneurship in early modern societies | **Martin Ruef**, Princeton U.; **David Reinecke**, Princeton U.

**1091 : SHCS: (OMT, MOC, BPS) Toward Emergence Studies: A Sensemaking Symposium**

1:15pm - 2:45pm Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 1091

Organizers: **Mark Thomas Kennedy**, U. of Southern California;**Mukti V Khaire**, Harvard U.Discussant: **Klaus Weber**, Northwestern U.

What is it? New markets from visual cues, linguistic representations, and functional attributes | **Sarah Kaplan**, U. of Toronto; **Mary Tripsas**, Harvard U.

Framing, Contestation and Emergence: Analogies and category construction in online advertising | **Vern Glaser**, U. of Southern California; **Peer C. Fiss**, U. of Southern California; **Mark Thomas Kennedy**, U. of Southern California

Categorization by Emergent Networks: A distributed sensemaking simulation study | **Jarrett Spiro**, INSEAD; **Joseph Porac**, New York U.

Born to be Wild: Examining the emergence of structure within a category system | **Tyler Earle Wry**, Wharton School  
**Winner of OMT Division Best Symposium Proposal Award**

**1092** 📄 SHCS: (OMT, TIM, BPS) **Open Innovation and the Theory of the Firm: (How) do Organizations and Boundaries (still) Matter?**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon F

Tweet this session: **#AOM2012 1092**

Participants: **Allan N Afuah**, U. of Michigan; **Marcel Bogers**, U. of Southern Denmark; **Teppo Felin**, Brigham Young U.; **Karim R. Lakhani**, Harvard U.; **Michael L. Tushman**, Harvard U.; **Todd Zenger**, Washington U. in St. Louis

**1093** : (Paper Session) - (ONE) **The Psychology of Sustainability**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 1093**

Chair: **Sally V. Russell**, Griffith U.

Eco-Premium or Eco-Penalty? Eco-Labels and Quality in the Organic Wine Market | **Magali Delmas**, U. of California, Los Angeles; **Neil Lessem**, U. of California, Los Angeles

📄 Ratings Systems and Cognitive Models: The Psychology of Sustainability | **Jeffrey Gauthier**, U. of Massachusetts, Amherst; **Bill Wooldridge**, U. of Massachusetts, Amherst

👉📄 Water Markets and Sustainable Water Use: Assessing Readiness for Organizational Change | **Jesus Bravo**, Washington State U.; **Mark Manfredo**, Arizona State U.; **Phillip Manno**, Arizona State U.; **Rafael Canero Leon**, U. of Almeria

**1094** 📄: (Paper Session) - (PNP) **Contracts**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 1094**

Chair: **Deborah Balseer**, U. of Missouri, St. Louis

👉📄 Challenges of the government-nonprofit relationship after the recession | **Brent Never**, U. of Missouri, Kansas City; **Erwin de Leon**, Urban Institute

📄 Assessing the Opportunity Costs of Contracting in Noncompetitive Public Service Markets | **Amanda Michelle Girth**, The Ohio State U.; **Jocelyn M. Johnston**, American U.

📄 Complex Contracted Governmental Projects and the Challenge of Shared Understanding | **Navid Ghaffarzadegan**, Massachusetts Institute of Technology; **Laura J. Black**, Montana State U.; **Don Greer**, Montana State U.; **David Andersen**, State U. of New York, Albany

**1095** 📄: (Paper Session) - (PNP) **Performance of Individuals**

1:15pm - 2:45pm Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 1095**

Chair: **Katie Truss**, U. of Kent

👉📄👉 When the whole self gives less than the parts: Multiple identities and prosocial task performance | **Lakshmi Ramarajan**, Harvard U.; **Ida Berger**, Ryerson U.; **Itay Greenspan**, U. of Pennsylvania

📄 Building Smart Cohorts in MPA Programs: Homophilous Selection and Peer Networks | **Jeongyoon Lee**, Rockefeller College, U. at Albany - SUNY; **Manabu Nakashima**, State U. of New York, Albany; **R Karl Rethemeyer**, Rockefeller College, U. at Albany - SUNY

📄 Exploring the Antecedents and Consequences of the Acceptability of Performance Appraisal System | **Byung Il Ahn**, Sungkyunkwan U.; **Sung Min Park**, Sungkyunkwan U.

**1096** 📄: (Paper Session) - (RM) **New Methodological Tools**

1:15pm - 2:45pm Westin Copley Place: Empire

Tweet this session: **#AOM2012 1096**

Chair: **Charles A. Pierce**, U. of Memphis

Discussant: **Paul Johnson**, Western Carolina U.

📄 QCA and Lattice-Theory in the Analysis of Organizational Configurations: Complements or Substitutes? | **Dmitry Sharapov**, Imperial College London

📄 The Analysis of Two-mode Networks - State-of-the-art Methods with Examples | **Anke Piepenbrink**, Rutgers U.; **Ajai S Gaur**, Rutgers U.

📄 Executive Succession as a Competitive Advantage Intervention: Simulating a Randomized Control Trial | **Dmytro Babik**, U. of North Carolina at Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Eric W. Ford**, U. of North Carolina, Greensboro; **Timothy R. Huerta**, Texas Tech U.

**1097** 📄: (DRP Session) - (RM) **Learning from Narratives**

1:15pm - 2:45pm Westin Copley Place: Parliament

Tweet this session: **#AOM2012 1097**

Facilitator: **Linda Klonsky**, Chicago School of Professional Psychology

📄 Critical Discourse Analysis as Textual Analysis: An Illustration in Private Military Companies | **Masoud Shadnam**, Rouen Business School; **Bernard Leca**, IAE de Lille

👉👉👉 Storytelling from A West-meets-East perspective: Sustainability, Poetry, and Bi-cultural Studies | **Yipeng Liu**, U. of Mannheim; **Yijun Xing**, Beijing Jiaotong U.; **Mark Starik**, San Francisco State U.

Organizational Ethnography as Situated Practice | **Eleni Lamprou**, Lancaster U. Management School

📄 Sociological Discourse Analysis And Its Possibilities For Use In The Organizational Field | **Christiane Kleinübing Godoi**, U. do Vale do Itajaí - UNIVALI; **Ana Lucia de Araujo Lima Coelho**, U. do Vale do Itajaí - UNIVALI

**1098** 📄: (DRP Session) - (SAP) **Tools and Practices of Strategizing**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 307

Tweet this session: **#AOM2012 1098**

Facilitator: **A. Paul Spee**, Sydney U.

📄👉👉 Chasing the "Cheshire Cat": An Ethnographic Tale to Uncover the Presence of Strategy Tools in Use | **Suela Haxhiraj**, Said Business School

👉📄 The Use of Strategy Tools: A General Overview and a Research Agenda | **Paula Jarzabkowski**, Aston U.; **Bruno Oliveira**, Aston U.



- 📖 Dualism or Duality? – The Effects of Formal and Informal Strategy Practices on Firm Performance | **Linda Alanen**, Aalto U.; **Mikko Rönkkö**, Aalto U.; **Olli-Pekka Mutanen**, Aalto U.
- 📖 Role of Interaction in Managerial Practices - The Case of Management Meetings | **Kirsi Kaarina Lainema**, U. of Turku
- 📖 Practicing Uncertainty in the Case of Food-borne Disease Outbreaks – The German e. Coli outbreak | **Gordon Mueller-Seitz**, Freie U. Berlin

### 1099 📖 🗣️: (SAP) Strategic Management of Platforms and Ecosystems

1:15pm - 2:45pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 1099

Organizer: **Soumaya Ben Letaifa**, ESG-UQAM

Platforms and Ecosystems Strategy: The Platform Leader as Innovation Network Orchestrator | **Annabelle Gawer**, Imperial College London

Coopetitive value creation in nascent entrepreneurial ecosystems: The Case of AlmaCube | **Giovanni Battista Dagnino**, U. of Catania

Relational norms and value co-creations in Ecosystems: A Service-Dominant Logic View | **Michele Paulin**, Concordia U.; **Ron Ferguson**, Concordia U.; **Soumaya Ben Letaifa**, ESG-UQAM

ICT Ecosystems: a Peace and War Story | **Soumaya Ben Letaifa**, ESG-UQAM

### 1100 → 📖: (Paper Session) - (SIM) Corporate Social Performance - Corporate Financial Performance

1:15pm - 2:45pm Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 1100

Chair: **Michael D. Pfarrer**, U. of Georgia

Determinants of Corporate Philanthropy: The Role of Network Status and Reputation | **Weichieh Su**, U. of Texas, Dallas

→ Philanthropy by State-Owned Enterprises in China: Executive Promotion and the "Grabbing Hand" | **Alan Muller**, U. of Amsterdam

→ 📖 Do Actions Speak Louder Than Words? The Case of Corporate Social Responsibility (CSR) | **Olga Voronina Hawn**, Duke U.

### 1101 → 🗣️ 📖: (Paper Session) - (SIM) Conflict and Crises

1:15pm - 2:45pm Marriott Boston Copley Place: Salon K

Tweet this session: #AOM2012 1101

Chair: **Kathleen Rehbein**, Marquette U.

📖 Managing Product Recalls-Factors that Influence Time to Recall | **Etayankara Katangote Muralidharan**, I. H. Asper School of Business; **Hari Bapuji**, I. H. Asper School of Business

📖 The Effect of Corporate Social Responsibility on The Financial Value of Product Recall Strategy | **Heng-Yu Chang**, National Cheng Kung U.; **Shao-Chi Chang**, National Cheng Kung U.

→ 📖 Global Policies and Local Practice: Loose and Tight Couplings in Multi-Stakeholder Initiatives | **Andreas Rasche**, U. of Warwick; **Dirk Ulrich Gilbert**, U. of Hamburg

### 1102 → 🗣️ 📖: (DRP Session) - (SIM) CEOs, TMTs, Board Diversity and Shareholder Activism

1:15pm - 2:45pm Marriott Boston Copley Place: Vineyard

Tweet this session: #AOM2012 1102

Facilitator: **Donald Siegel**, State U. of New York, Albany

Exploring the Rationales Expressed for Including a CSR Position to the Top Management Team | **Robert Strand**, Copenhagen Business School

→ 📖 CEO Pay from a Social Norm Perspective - The Infringement and Reestablishment of the Fairness Norm | **Katja Rost**, Friedrich Schiller U. Jena; **Antoinette Weibel**, Konstanz U.

Exploring outcomes of sustainable firms: Executive compensation, taxes and economic performance | **Grant Miles**, U. of North Texas; **Patti Collett Miles**, U. of Maine

→ 📖 Board Diversity as a Camouflage Signal | **Jill Ann Brown**, Lehigh U.; **Ann K. Buchholtz**, Rutgers U.; **Marcus Maharg Stewart**, Bentley U.; **Bryan Dennis**, U. of South Carolina, Beaufort

📖 The Role of Board Heterogeneity and Voluntary Initiatives in CSR Towards Employee Stakeholders | **W.G. Douglas Fernandez**, Florida International U.; **Meredith F. Burnett**, Florida International U.

Shareholder Activism: Driver of Corporate Change or Much Ado about Nothing? | **Maria Goranova**, U. of Wisconsin, Milwaukee; **Lori Versteegen Ryan**, San Diego State U.

### 1103 📖 JS: (SIM, OB, CM) Behavioral Ethics: Challenging the Fundamental Assumptions of an Emerging Field

1:15pm - 2:45pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 1103

Chairs: **Joseph P. Gaspar**, Rutgers U.; **Keith Leavitt**, Oregon State U.

Discussant: **David Mayer**, U. of Michigan

Methinks She Doth Think Too Much? Cognitive Complexity and Moral Choice | **Celia Moore**, London Business School; **Ann Tenbrunsel**, U. of Notre Dame

Counterfactual Reflection and the Influence of Past Misdeeds on Future Ethical Behavior | **Joseph P. Gaspar**, Rutgers U.; **Mark A. Seabright**, Western Oregon U.; **Kai Chi Yam**, U. of Washington, Seattle

Moral Disengagement and Attachment Anxiety | **Dolly Chugh**, New York U.; **Mary Kern**, Baruch College; **Zhu Zhu**, Baruch College; **Sujin Lee**, KAIST

An Unintended Consequence of Agency: A License to Be Unethical | **Fei Song**, Ryerson U.; **Chen-Bo Zhong**, U. of Toronto

Poor Engagement or Strong Disengagement? Competing Views of Immorality | **Scott J. Reynolds**, U. of Washington; **Carolyn Dang**, U. of Washington; **Kai Chi Yam**, U. of Washington, Seattle; **Keith Leavitt**, Oregon State U.

### 1104 →: (Paper Session) - (TIM) Knowledge Networks

1:15pm - 2:45pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1104

Chair: **Jan Van den Ende**, Erasmus U. Rotterdam

→ 📖 Innovating Standards through Informal Consortia: The Case of Global Wireless Telecommunications | **Aija E. Leiponen**, Cornell U.; **Henry Delcamp**, Mines-Paristech

→ Diversification and Technology Sharing: Differences between Exploitation and Exploration Alliances | **Marius Sorin Krammer**, Groningen U. (RuG)

The Relative Performance Effects of Alliance Partner Diversity: A Portfolio Perspective. | **Tim de Leeuw**,

Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology; **Boris Lokshin**, Maastricht U.

- Alliance Portfolio & Technology Brokering: The Effect of Diversity and Familiarity of Portfolio Firms | **Annapoornima M Subramanian**, National U. of Singapore; **Pek-Hooi Soh**, Simon Fraser U.

**1105 : (Paper Session) - (TIM) Networking and R&D**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 107

Tweet this session: **#AOM2012 1105**

Chair: **Daniel Tzabbar**, Drexel U.

- The Effects of Ego and Industry Alliance Networks on Exploratory and Exploitative Conversion | **Turanay Caner**, North Carolina State U.; **Susan Cohen**, U. of Pittsburgh
- Project Social Capital in Biotech R&D: Its Configuration and Impact on Knowledge Development | **Mats Magnusson**, Royal Institute of Technology - KTH; **Daniele Mascia**, Catholic U. Rome; **Fausto Di Vincenzo**, G. D'Annunzio U.

All Networks are not Equal: Multiple Ties and Alliance Formation in High Tech Industries | **Lori Rosenkopf**, U. of Pennsylvania; **Anuja Gupta**, U. of Pennsylvania

- The Contagious Power of Innovativeness: A Comparison of Different Types of Firm Partners | **Heinz-Theo Wagner**, German Graduate School of Management & Law (GGS); **Bernhard Moos**, U. of Bamberg; **Daniel Beimborn**, U. of Bamberg; **Tim Weitzel**, U. of Bamberg

**1106 : (Paper Session) - (TIM) Financing of Innovation**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 108

Tweet this session: **#AOM2012 1106**

Chair: **Tingting Yan**, Wayne State U.

- Internal and External Determinants of Corporate Venture Capital Activity | **Felix Cardenas**, HEC U. of Lausanne; **Tony Davila**, IESE Business School; **Daniel Oyon**, U. of Lausanne
- Productive Assets or Quality Signals? The Role of Patents and Alliances in VC Financing | **Daniel Hoenig**, Technische U. München; **Joachim Henkel**, Technische U. München
- A Panel Analysis of the Impact of Venture Capital on Innovation Performance in Europe | **Liang Guo**, Rouen Business School; **Sebastien Tran**, Normandy Business School; **Lawrence King**, U. of Cambridge; **Sujuan Xie**, U. of Cambridge
- Bank Financing for Firm R&D: How Information Externalities, Portfolio Risks and Signaling Matter | **Wolfgang Sofka**, Tilburg U.; **Tobias Schmidt**, Deutsche Bundesbank; **Daniel Hoewer**, Centre for European Economic Research (ZEW)

**1107 : (Paper Session) - (TIM) Innovation - Performance Link**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 203

Tweet this session: **#AOM2012 1107**

Chair: **Fernando Suarez**, Boston U.

- Profiting from Innovation: A Review, Integration, and Outlook | **Bernadette Alexa Baumstark**, U. of Mannheim
- The Link between Innovation and Firm Performance: A Meta-analytic Review and Integration | **Hulman Khuvilai**, U. of Mannheim
- Knowledge Integration and Ambidexterity as Mediators between Innovativeness and Performance | **Kyootai Lee**, Ulsan National Institute of Science and Technology; **Han-Gyun**

**Woo**, Ulsan National Institute of Science and Technology; **Kailash Joshi**, U. of Missouri, St. Louis

- How Does Industry Moderate the Effects of Firm-level Antecedents on Firm Performance? | **Joonas M.J. Järvinen**, Aalto U.

**1108 : (Paper Session) - (TIM) University - Industry Relationships**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 1108**

Chair: **Paul Oik**, U. of Denver

- Is Academic Science Trapped Inside the Ivory Tower? Universities and the Diffusion of New Knowledge | **Michael Alexandre Bikard**, MIT Sloan

**TIM Best Paper Proceedings**

- Trust Formation in University-industry Collaborations in the US Biotechnology Industry | **Ludwig Bstieler**, U. of New Hampshire; **Martin Hemmert**, Korea U.

Decisions to Engage in Innovative Activities by Academic Scientists and Engineers | **Wan-Ling Huang**, Tamkang U.; **Eric Welch**, U. of Illinois, Chicago

- A Study on Strategic University-Industry Collaboration | **Beryl L Kuo**, National Chengchi U.; **Peter J. Sher**, National Chi Nan U.; **Hsin-Yu Shih**, National Chi Nan U.

**1109 : (Paper Session) - (TIM) Patenting**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 1109**

Chair: **Paulo Prochno**, U. of Maryland, College Park

- Patent Traders or Trolls: Innovation Accelerators or Inhibitors | **Mukund Chari**, U. of Washington; **Kevin Steensma**, U. of Washington; **Ralph A Heidl**, Michigan State U.
- Market and Science: Combining Knowledge Sources for Patent Commercialization | **Martina Pasquini**, Bocconi U.; **Myriam Mariani**, Bocconi U.; **Giovanni Valentini**, Bocconi U.
- Complementary Ideas and Innovation Fluctuations | **David Eric Fieldhouse**, The U. of Western Ontario
- How the Strength of Patents Influence Firm Strategies and Competition? | **Anand Nandkumar**, Indian School of Business

**1110 : (Paper Session) - (TIM) Boundary Spanning Innovation Activities**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 313

Tweet this session: **#AOM2012 1110**

Chair: **BJ Zirger**, U. of Cincinnati

- Balancing R&D across Firms' Boundaries: Performance Implications of Complementary Search Strategies | **Abel Ernesto Lucena**, U. Balearic Islands
- No Strings Attached: When do Firms Benefit from Loosely Coupled Research Partnerships? | **Thomas Kluefer**, U. of Pennsylvania; **Felipe Monteiro**, U. of Pennsylvania
- The Impact of R&D Collaboration on the Effectiveness and Efficiency of R&D Projects | **Jingshu Du**, Hasselt U.; **Bart Leten**, Katholieke U. Leuven

**Monday 2:00PM**

**1111 : (AAA) AOM Editors meeting with AOM Board Representatives and HQ. By invitation only.**

2:00pm - 3:00pm Westin Copley Place: Helicon

Tweet this session: [#AOM2012 1111](#)

By Invitation Only

Organizer: **Susan Zaid**, Academy of Management

### Monday 2:30PM

#### 1112 : (HR) HR Division Ice Cream Social

2:30pm - 4:30pm Boston Park Plaza: Arlington Room

Tweet this session: [#AOM2012 1112](#)

Join your friends and colleagues for ice cream!

Division Chair: **Murray R. Barrick**, Texas A&M U.

Division Chair-Elect: **Wendy R. Boswell**, Texas A&M U.

Program Chair: **David G. Allen**, U. of Memphis

Professional Development Workshop Chair: **Frederick P.**

**Morgeson**, Michigan State U.

Past Chair: **John E. Delery**, U. of Arkansas

### Monday 2:45PM

#### 1113 : (AAA) Conference Break

2:45pm - 3:15pm Boston Hynes Convention Center: Convention Center Exhibit Hall A

Tweet this session: [#AOM2012 1113](#)

### Monday 3:00PM

#### 1114 : (Paper Session) - (BPS) Pushing Forward: Performance Implications of Alliances

3:00pm - 4:30pm Boston Hynes Convention Center: Room 101

Tweet this session: [#AOM2012 1114](#)

Chair: **Saikat Chaudhuri**, Wharton School

Run Away or Stick Together? Predicting Alliance

Termination in Light of Adverse Events | **Olga Petrovna Bruyaka**, Virginia Polytechnic Institute; **Deborah Philippe**, U. of Lausanne

Costs and Benefits of Learning through Alliances for Entrepreneurial Firms | **David Hsu**, Wharton School; **Simon D. Wakeman**, ESMT

The Positive Effect of Integration on Marketing Accountability and Performance Measurement Ability | **Andreas Waschto**, RWTH Aachen U.

Agency Theory and Valuation Effects of Joint Venture Investments | **Jung-Ho Lai**, National Taipei College of Business; **Li-Yu Chen**, Soochow U.

#### 1115 : (Paper Session) - (BPS) Strategy process: The role of experience and speed

3:00pm - 4:30pm Boston Hynes Convention Center: Room 102

Tweet this session: [#AOM2012 1115](#)

Chair: **Chris Meyer**, Fairleigh Dickinson U.

Learning From Failure and Learning from Success in the Pharmaceutical and Biotech Industry | **Antonio Garzon-Vico**, U. College Dublin

How Firm Experience and Success Influence Attention Modulation Capabilities: Evidence from Buyouts | **Francesco Castellaneta**, Catolica Lisbon School of Business and Economics

Caution and Causation: Why (not) Un-adopt the Strategy Failed in Other firms? | **Jing Yu (Gracy) Yang**, U. of Sydney; **Jane Lu**, National U. of Singapore

Strategic decision implementation speed and firm performance | **Andreea Noemi Kiss**, U. of Groningen; **Pamela S. Barr**, Georgia State U.

#### 1116 : (Paper Session) - (BPS) Diversification

3:00pm - 4:30pm Boston Hynes Convention Center: Room 103

Tweet this session: [#AOM2012 1116](#)

Chair: **Tyson Brighton Mackey**, California Polytechnic State U.

Competitive Context & Diversification: The Impact of Opportunities & Selection Pressures on Strategy | **Julia Hautz**, Innsbruck U.; **Michael Mayer**, U. of Bath; **Christian Stadler**, U. of Bath

Does Corporate Diversification Reduce Firm Downside Risk? | **Jan Mammen**, Friedrich-Alexander-U. Erlangen-Nuremberg; **Martin Weiss**, U. of Erlangen-Nuremberg; **Andreas Koening**, International Institute for Management Development

War or Peace? Integrating Resource-Based and Multimarket Logics of Diversification | **Ana Elisa Iglesias**, Tulane U.; **Vladislav Maksimov**, U. of Miami; **Tieying Yu**, Boston College

The performance implications of demand-side diversification | **Lalit Manral**, U. of Central Oklahoma; **Kathryn Rudie Harrigan**, Columbia Business School

#### 1117 : (DRP Session) - (BPS) Behavior & Resources

3:00pm - 4:30pm Boston Hynes Convention Center: Room 109

Tweet this session: [#AOM2012 1117](#)

Facilitator: **Parshotam Dass**, U. of Manitoba

The Process of Resource Acquisition, Accumulation and Development | **Martina McGuiness**, U. of Sheffield; **Harry Sminia**, U. of Sheffield

Sensemaking and Organizational Search | **Stephan Billinger**, U. of Southern Denmark; **Thorboern Knudsen**, U. of Southern Denmark; **Kannan Srikanth**, Indian School of Business

Knowledge, Recent Performance, and Risk Taking under Performance Pressure | **Yu Zhang**, U. of California, Irvine; **Philip Bromiley**, U. of California, Irvine

Envisaging Possibilities and Learning About Them | **Timo Ralf Ehrig**, Max Planck Institute for Mathematics in the Sciences

Punctuated Equilibrium in Resource Allocation Patterns: The Reinvention of High-Performing Firms | **Alfredo J Mauri**, Saint Joseph's U.; **Joao Neiva de Figueiredo**, Saint Joseph's U.; **Tim Swift**, St. Joseph's U.

#### 1118 : (Paper Session) - (BPS) Understanding value: definition, generation and appropriation

3:00pm - 4:30pm Boston Hynes Convention Center: Room 201

Tweet this session: [#AOM2012 1118](#)

Chair: **Oliver Alexy**, Imperial College London

The Impact of Modularity on Intellectual Property and Value Appropriation | **Carliss Baldwin**, Harvard U.; **Joachim Henkel**, Technische U. München

Heterogeneous and homogeneous discourses and the creation of value around resources | **Shaz Ansari**, U. of Cambridge; **Kamal Munir**, U. of Cambridge; **Violina Rindova**, U. of Texas, Austin

An Extension of the VCA Model to Estimate Stakeholder Value Appropriation | **Roberto Garcia-Castro**, IESE Business School; **Marvin B Lieberman**, U. of California, Los Angeles

→ Teaching old dogs new tricks: Acquisition or accumulation of resources? | **Bo H. Eriksen**, U. of Southern Denmark

**1119** 📄: (BPS) **Unravelling the Determinants of Absorptive Capacity: Conceptual and empirical advances**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 202

Tweet this session: **#AOM2012 1119**

Organizers: **Christine Soo**, U. of Western Australia; **Amy Wei Tian**, U. of Western Australia

Micro-foundations of Absorptive Capacity: Toward a Managerial Approach | **Henk W. Volberda**, Erasmus U. Rotterdam

Vicarious Group Learning: Implications for Research on Absorptive Capacity | **Henrik Bresman**, INSEAD

Team Absorptive Capacity and Innovation Outcomes: The Role of Team Social Integration | **Konstantinos Kostopoulos**, EADA Business School; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Alexandros Papalexandris**, Athens U. of Economics and Business

The driving forces of subsidiary absorptive capacity | **Torben Pedersen**, Copenhagen Business School

The relationship between intellectual capital-enhancing HR and absorptive capacity | **Christine Soo**, U. of Western Australia; **John Cordery**, U. of Western Australia; **Amy Wei Tian**, U. of Western Australia

The driving forces of subsidiary absorptive capacity | **Torben Pedersen**, Copenhagen Business School

**1120** 📄: (Paper Session) - (BPS) **TMT and Middle Managers' Role in Strategy Processes**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 204

Tweet this session: **#AOM2012 1120**

Chair: **Zeki Simsek**, U. of Connecticut

Integrating Middle Managers in Strategic Planning Processes through Formalization | **Carola Wolf**, Aston Business School

📄 TMT processes as antecedents of management innovation: The moderating role of absorptive capacity | **Oli Radu Mihalache**, Free U. Amsterdam; **Mashiho Mihalache**, Erasmus U. Rotterdam

📄 Chief Strategy Officers in Top Management Teams: A Contingency Analysis | **Markus Menz**, U. of St. Gallen; **Christine Scheef**, U. of St. Gallen

📄 How TMT Heterogeneity and Faultlines Affect The Resource-Action-Performance Model | **Hermann Achidi Ndofor**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.; **Xiaoming He**, Beijing Jiaotong U.

**1121** 📄: (DRP Session) - (BPS) **Agency Theory and Top Management Teams**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 301

Tweet this session: **#AOM2012 1121**

Facilitator: **Burak Koyuncu**, Rouen Business School

📄 Conflicting Expectations Toward Inside Monitors: The Case of Board Secretary | **Xing Chen**, Chinese U. of Hong Kong; **Daphne W. Yiu**, Chinese U. of Hong Kong

📄 The Performance Effect of Strategic Persistence: The Moderating Role of Top Managerial Powers | **Cheng-Yu Lee**, Southern Taiwan U.; **Hsueh Liang Wu**, National Taiwan U.; **Chia-Jung Lee**, National Taiwan U.; **Huei-Wen Pao**, Takming U. of Science and Technology

📄 It's Not Only Wins and Losses, It's When You Play the Game: Chief Executive Dismissal in the NFL | **Clint**

**Chadwick**, U. of Kansas; **W. David Allen**, U. of Alabama, Huntsville; **Donald J. Schepker**, U. of South Carolina

📄 Managing Agency Problems in Early Shareholder Capitalism: Liverpool Transatlantic Shipping 1744-85 | **Brian S. Silverman**, U. of Toronto; **Paul Ingram**, Columbia U.

📄 Value Creation by Centres of Unrelated Portfolios through Vertical Intervention in Business Units | **Christian Landau**, EBS Business School

**1122** 📄: (BPS) **Sports as context for studying organizational phenomena**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 306

Tweet this session: **#AOM2012 1122**

Chairs: **Aaron Hill**, U. of Nevada, Reno; **Paul Johnson**, Western Carolina U.

Discussant: **Scott G. Johnson**, Oklahoma State U.

Who Gets a Second Act? Substantive, Symbolic, and Contextual Influences | **Craig Crossland**, U. of Texas; **Kwangho Kim**, City U. of Hong Kong; **Guoli Chen**, INSEAD

Examining the contextual differences in the efficacy of abusive supervision | **Paul Johnson**, Western Carolina U.; **Joseph Long**, Western Carolina U.; **Michael Lance Frazier**, Old Dominion U.

Organizational Reputation: Social Judgment or Rational Expectation | **Aaron Hill**, U. of Nevada, Reno; **Jason Ridge**, Clemson U.

Risk-taking in major league baseball: A field test of prospect theory | **R. Michael Holmes Jr.**, Florida State U.; **Asghar Zardkoobi**, Texas A&M U.; **Michael W Pustay**, Texas A&M U.; **Michelle Zorn**, Florida State U.

**1123** 📄 🗣️: (DRP Session) - (CAR) **Life Beyond the Workplace**

3:00pm - 4:30pm Boston Park Plaza: Stanhope Room

Tweet this session: **#AOM2012 1123**

Facilitator: **Lisa A Mainiero**, Fairfield U.

📄 CEO Career Horizon Problem and Pension Pay: An Empirical Investigation | **Rezaul Kabir**, U. of Twente; **Hao Li**, U. of Stirling; **Yulia Veld-Merkoulova**, U. of Stirling

📄 Realistic Recruitment as a Protective Antecedent of Work Interference with Family | **Russell W. Clayton**, U. of North Carolina - Asheville; **Walter Davis**, U. of Mississippi; **Christopher H. Thomas**, U. of Mississippi; **Milorad M. Novicevic**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi

📄 A Qualitative Exploration of Facilitating Conditions for Work-Family Enrichment | **Sowon Kim**, IESE Business School; **Mireia Las Heras**, U. of Navarre

📄 Career Activities in Retirement: Theory of Planned Behavior and Social Cognitive Career Theory | **Anne Marit Woehrman**, Leuphana U. Lüneburg; **Juergen Deller**, Leuphana U.

📄 Volunteering Abroad: A Career-Related Analysis of Self-Initiated Development Aid Workers | **Maik Andreassen**, U. of Bamberg; **Tanja Gustschin**, Training Company; **Susanne Imhof**, Otto-Friedrich U.

**1124** 📄 🗣️ 🗣️ 🗣️ SHCS: (CAR, ENT, MED) **Staying Hungry, Staying Foolish: Academic Reflections on the Life and Career of Steve Jobs**

3:00pm - 4:30pm Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1124

**Organizers:** Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.

**Discussant:** Jeffrey Alan Sonnenfeld, Yale U.

Entrepreneurial Careers: Stages, Phases, and Ages | Amy

Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Richard Sudek, Chapman U.

Decoding Leadership: How Steve Jobs Transformed Apple to Spearhead a Technological Informal Economy | Howard Yu, IMD International

Steve Jobs, the Innate Identity Master | Hamid Bouchikhi, ESSEC Business School; John R Kimberly, U. of Pennsylvania

Steve Jobs as an Artist | Stephen Carroll, U. of Maryland  
"Just Three Stories" The Career Lessons Behind Steve Jobs' Stanford Commencement Address | Julia Richardson, York U.; Michael B. Arthur, Suffolk U.

Emotionalised Interactions with Technology: Mourning for Steve Jobs | Emma Bell, Keele U.; Scott Taylor, U. of Exeter

### 1125 → JS: (CAR, OB) Values and Career Success: New Research and Implications for Organizations

3:00pm - 4:30pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 1125

**Chair:** Jon P. Briscoe, Northern Illinois U.

**Discussant:** Michael Dickmann, Cranfield U.

An Application of the Protean Career: Do Career Values and Skills Training Improve Career Outcomes? | Julie Unite, Northern Illinois U.

The Values We Hold and the Success We Seek: A Career Anchor Perspective | Martin Gubler, ETH Zurich; Crispin Coombs, Loughborough U.; John Arnold, Institute of Work Psychology, U. of Sheffield

The Impact of Generation Y Values on the Perception of Work Environments in Brazil | Elza Veloso, Faculdade FIA de Administração e Negócios; Rodrigo Cunha da Silva, FEA-USP; Joel Souza Dutra, U. of Sao Paulo; André Luiz Fischer, U. of Sao Paulo

Towards a Cross-cultural Understanding of Career Success: Theory, Method, and Implications | Jon P. Briscoe, Northern Illinois U.; Robert Kaše, U. of Ljubljana; Nicky Dries, Katholieke U. Leuven; Julie Unite, Northern Illinois U.

### 1126 → CAU: (CAU) Formal and informal HRM: Implications for the HRM process perspective

3:00pm - 4:30pm Marriott Boston Copley Place: Columbus I

Tweet this session: #AOM2012 1126

**Organizers:** Jorge F.S. Gomes, ISEG/UTL; Karin Sanders, Australian School of Business

**Participants:** Anders Dysvik, BI Norwegian Business School; Claudia Vigna, Hogeschool U. Brussel (HUB); David G Collings, Dublin City U.; David E Guest, King's College London; Helen Francis, Edinburgh U.; Helen Shipton, Aston U.; James P. Guthrie, U. of Kansas; Joaquim Pinto Coelho, Instituto Superior de Psicologia Aplicada; Jonathan Crawshaw, Aston U.; Pawan S. Budhwar, Aston U.; Rita Campos Cunha, U. Nova de Lisboa; Stephen J. Frenkel, U. of New South Wales; Xiaobei Li, GSM, Peking U.; Huadong Yang, U. of Twente

### 1127 CAU: (CAU) Linking management practices to organization outcomes: dataset curation/collaboration opportunities

3:00pm - 4:30pm Marriott Boston Copley Place: Columbus II

Tweet this session: #AOM2012 1127

**Hosts:** Christy Harris Lemak, U. of Michigan, Ann Arbor; Andrew N. Garman, Rush U.

**Participants:** Timothy R. Huerta, Texas Tech U.; Ingrid M. Nembhard, Yale U.; Christopher Johnson, Texas A&M Health Science Center; Shoo-Yih Daniel Lee, U. of Michigan, Ann Arbor; Joanna Jiang, Agency for Healthcare Research and Quality

### 1128 CAU: (CAU) Degrowth - stimulating discourses of change

3:00pm - 4:30pm Boston Park Plaza: Holmes Room

Tweet this session: #AOM2012 1128

"The current degrowth discussion focuses on five main areas: (i) injury to and loss of ecosystems and human livelihoods and communities due to human activities; (ii) the rebuttal of the idea that human-made capital can substitute for the loss of natural capital; (iii) commodification of interhuman and human-Earth relations and values; (iv) a critique of growth as a social, economic and political imperative and of over-reliance on technology and industrialization to address ecological pressures; and (v) an examination of global and historical distributional inequalities through social justice perspectives" (Montreal Degrowth 2012). Learning and change is interpreted broadly and draws on theory and practice that supports the view that all change seeks to resolve questions through discourse. This caucus will take a Strategic Questioning approach (Fran Peavey 2000) to question sustainable development and challenge the values [and assumptions] of traditional growth based imaginaries. This will entail creating questions that challenge boundary conditions and do not deliberately impose a normative expectation. These are questions that stimulate dissonance and unsettle the existing footholds forcing exploration of new anchor points. Strategic questions don't presume an answer they open up options not close them down. As a starting point for the creation of strategic questions, the notion of right relationship (Brown and Garver 2009) will be introduced. Right relationship (A key theme of the Montreal Degrowth Conference 2012) has been posed as an important practice for sustainability and developing a whole earth economy. Right relationship has three components: spirituality, systems thinking and morality. The proposition for this caucus is that the practice of right relationship is conducive to fostering the creation of a new imaginary that is supportive of degrowth. Using organizational degrowth as both metaphor and roadmap (Reichel, O'Neill, & Bastin, 2010) may well help to develop new ideas beyond the mainstream for research and practical change among organisational and management scholars. What are the iconoclastic questions that degrowth raises? What does degrowth mean for organisation and management studies? References Brown, P.G. and Garver, G. (2009) Right Relationship: building a whole earth economy Berret-Koehler San Francisco Fran Peavey (2000) Strategic Questioning <http://www.context.org/ICLIB/IC40/Peavey.htm> accessed 10/11/2011 Montreal Degrowth [http://montreal.degrowth.org/home\\_themes.html](http://montreal.degrowth.org/home_themes.html) accessed 10/12/2011 Reichel, A., O'Neill, D., & Bastin, C. 2010. Enough Excess Profits: Rethinking Business. In D. O'Neill, R. Dietz & N. Jones (Eds.), Enough is enough. Ideas for a sustainable economy in a world of finite resources.: 87-94. Leeds: Center for the

*Advancement of the Steady State Economy (Arlington, Virginia, USA); Economic Justice for All (Leeds, UK).*  
**Organizers:** Robert Perey, U. of Technology, Sydney; **Andre Reichel**, Zeppelin U.  
**Facilitators:** Thomas Clarke, U. of Technology, Sydney; **Cathy Rusinko**, Philadelphia U.

**1129** 🗄️🗄️🗄️ CAU: (CAU) **The Dark Side of the Informal Economy: Unnoticed, Ignored or Condoned**

3:00pm - 4:30pm Boston Park Plaza: Longfellow Room  
 Tweet this session: #AOM2012 1129

**Organizer:** Matrecia S.L. James, Jacksonville U.  
**Participants:** Angela Miles, North Carolina A & T State U.; **Millicent F. Nelson**, Middle Tennessee State U.; **Jennifer Collins**, Florida A&M U.; **Sally Sledge**, Norfolk State U.; **Arlise P. McKinney**, Coastal Carolina U.

**1130** : (Paper Session) - (CDP) **Sustainability Practices: Positive Deviance and Positive Scholarship**

3:00pm - 4:30pm Westin Copley Place: Baltic  
 Tweet this session: #AOM2012 1130

**Facilitator:** Nardia Haigh, U. of Massachusetts  
 🗄️ **OM:** Do Sustainability Practices Impact Firm's Value? Evidence from Asia | **Jocelin Yinfen Lam**, U. of Melbourne; **Prakash Jagat Singh**, Melbourne U.; **Kannan Sethuraman**, Melbourne U.

🗄️ **ONE:** Not Only Laggards: Small Firms as a Vanguard for Ecological Sustainability Innovation | **Brodie Boland**, Case Western Reserve U.; **Jorge Rivera**, George Washington U.

🗄️ **OB:** Sustainability and Positivity: Birds of a Feather | **Mari Kira**, Aalto U. School of Science

**ONE:** Efficiency and Legitimacy in Alternative Models of Motivation for Practice Adoption | **Isla Milne**, Desautels Faculty of Management

**1131** : (Paper Session) - (CDP) **Operating in the Informal Economy: Information Asymmetry, Structure, and Choice**

3:00pm - 4:30pm Westin Copley Place: Essex North-Center  
 Tweet this session: #AOM2012 1131

**Facilitator:** AnaMaria Peredo, U. of Victoria  
 🗄️🗄️ **BPS:** Parity, Paternalism and Peonage in the Informal Economy: An Empirical Study of Off-the-Books Loans | **Richard Hunt**, U. of Colorado, Boulder; **Kip Kiefer**, U. of Colorado, Boulder

🗄️🗄️ **ODC:** Organizing the Un-Organized ? Exploring Organizational Forms of Informal Sector Firms | **Indu Kaveti**, Florida International U.; **Mary Ann Von Glinow**, Florida International U.

🗄️ **OB:** Core Self-Evaluation & Social Environment: Choosing Formal vs. Informal Economy Entrepreneurship | **Daniel Lerner**, U. of Colorado; **Vernon L Andrews**, California State U. Chico

➔🗄️ **SIM:** The Poor as Suppliers of Intellectual Property: A Social Networks Approach to Poverty Alleviation | **Sridevi Shivarajan**, Ramapo College of New Jersey; **Aravind Srinivasan**, U. of Maryland, College Park

**1132** : (Paper Session) - (CDP) **Interrelationships Among Strategic Orientation, Culture and Performance from The Practice Perspective**

3:00pm - 4:30pm Westin Copley Place: Essex North-East

Tweet this session: #AOM2012 1132

**Facilitator:** Charles Williams, Bocconi U.

➔🗄️🗄️ **SAP:** As Time Goes By--Intrafirm Network Climate, Market Orientation & Innovation Performance | **Tao Zhu**, U. of Groningen

🗄️ **OMT:** Organizational Culture and Performance: The Effects of Culture Content and Strength | **Jennifer A. Chatman**, U. of California, Berkeley; **David F Caldwell**, Santa Clara U.; **Charles A O'Reilly**, Stanford U.; **Bernadette Doerr**, U. of California, Berkeley

🗄️ **SAP:** Strategic Fit Perspectives on Strategic Orientations, Organizational Structure, and Firm Performance | **Artur Baldauf**, U. of Bern; **Simone A. Schweiger**, U. of Bern

🗄️ **RM:** Organizational Culture in a Strategic Management Context: Construct Definition and Measurement Issues | **Laurence G. Weinzimmer**, Bradley U.; **Jennifer Robin**, Bradley U.; **Anthony R. Wheeler**, U. of Rhode Island

🗄️ **OB:** Core strategic Orientations: A Meta-analysis of Their Interplay and Firm Performance Relationship | **Artur Baldauf**, U. of Bern; **Tatiana Romanova Stettler**, U. of Bern; **Simone A. Schweiger**, U. of Bern

**1133** : (Paper Session) - (CDP) **Consequences of Conflicting Identities**

3:00pm - 4:30pm Westin Copley Place: Essex North-West  
 Tweet this session: #AOM2012 1133

**Facilitator:** Roxana Barbulescu, McGill U.

🗄️🗄️ **CAR:** How Competitive are Female Professionals? A Tale of Identity Conflict | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Maros Servatka**, U. of Canterbury

🗄️ **GDO:** Discourses of Contradiction – A Postcolonial Analysis of Muslim Women and the Veil | **Golnaz Golnaraghi**, Athabasca U.; **Kelly Elizabeth Dye**, Acadia U.

**MOC:** Devils and Contenders: Portrayals of Professional Women in North American Motion Pictures | **Souha R. Ezzedein**, York U.; **Marie-Helene Budworth**, York U.; **Chanda Riggi**, York U.

🗄️🗄️ **GDO:** Optimal Masculinity: Feminine Races or Genders Attenuate Sanctions for Domineering Behavior | **Erika Verniece Hall**, Northwestern U.; **Katherine W. Phillips**, Columbia U.

**1134** : (Paper Session) - (CDP) **Ethical Leadership and Transformation**

3:00pm - 4:30pm Westin Copley Place: St. George C  
 Tweet this session: #AOM2012 1134

**Facilitator:** Ralph Stablein, Massey U.

🗄️ **MSR:** The Antenarrative of Illicit Market Entrepreneurs an Auto-Ethnography of Metanoia Experiences | **Rohny Saylor**, New Mexico State U.

🗄️ **MSR:** How Leaders Engage Spirituality in Secular Corporate Cultures | **Andre L Delbecq**, Santa Clara U.

**SIM:** Digital Storytelling as Reflexive Sensemaking: Developing Personal Narrative for Moral Leadership | **Michael B Elmes**, Worcester Polytechnic Institute; **Katherine King**, WPI

🗄️ **MC:** Recognition and Integration of Incoming Leader | **Marine Daclin**, ISEOR, IAE - U. of Lyon 3; **Alexis Roche**, ISEOR, IAE - U. of Lyon 3

**1135 : (Paper Session) - (CDP) Managing the Challenge of Change Inside Organizations**

3:00pm - 4:30pm Westin Copley Place: St. George D

Tweet this session: #AOM2012 1135

Facilitator: **Jade Yu-Chieh Lo**, U. of California, Los Angeles

OCIS: Technology and Context: A Sociomaterial Perspective on Technology Enabled Change | **Mark Lewis**, Appalachian State U.; **S. Balaji**, Bentley U.; **Arun Rai**, Georgia State U.

SAP: Change in the Face of Strategic Isomorphism | **Christopher Jay Roussin**, Suffolk U.; **Michael Behnam**, Suffolk U.

OB: Grassroots Movement: A Multilevel Model of Bottom-Up Change from Work-Unit Employees. | **Elijah Xun Ming Wee**, U. of Maryland; **Susan M. Taylor**, U. of Maryland

MED: Three Tails of Organizational Change: from the Value Creation Perspective | **Chih-Cheng Lin**, National Taiwan Normal U.; **Zheng Ma**, U. of Southern Denmark

**1136** (Paper Session) - (CM) Refinements of Task

**Conflict: Assessing Errors, Asymmetries, and Phases**

3:00pm - 4:30pm Boston Park Plaza: Cambridge Room

Tweet this session: #AOM2012 1136

Chair: **Cindy P. Zapata**, Georgia Institute of Technology

Blind Spots and Mirages: A Dyadic Approach to the Study of Team Conflict | **Eric J. Neuman**, U. of Illinois, Urbana-Champaign; **Ariel C. Avgar**, U. of Illinois, Urbana-Champaign  
**Winner of CM Division Best Paper Award - New Directions**

Not All Task Conflicts Are Created Equal: Divergent and Convergent Task Conflicts in Groups | **Ming-Hong Tsai**, U. of California, Los Angeles; **Corinne Bendersky**, U. of California, Los Angeles

Causes and Consequences of Perceptions of Intragroup Conflict Asymmetry | **Amanda Ferguson**, Northern Illinois U.; **Randall S. Peterson**, London Business School; **Jeffrey Sanchez-Burks**, U. of Michigan

**1137** (DRP Session) - (CM) The Negotiation

**Process: Perception, Power, and Motives**

3:00pm - 4:30pm Boston Park Plaza: Tremont Room

Tweet this session: #AOM2012 1137

Facilitator: **Alice F Stuhlmacher**, DePaul U.

Extremely Difficult Negotiator Goals: Do They Follow the Predictions of Goal-Setting Theory? | **Edward W. Miles**, Georgia State U.; **Elizabeth Foster Clenney**, Georgia State U.

Professional and Personal Consequences of Subjective Value during Sequential Negotiations | **William J. Becker**, Texas Christian U.; **Russell Cropanzano**, U. of Arizona

Gender, Power and Negotiation | **Julia Bear**, Technion Israel Institute of Technology; **Daniel Heller**, Tel Aviv U.

The Effect of Negotiators' Own Social Motives and Their Counterparts' Social Motives on Trust | **Sinem Acar**, BI Norwegian Business School

Status Constraints in Negotiation: Studies of Global-Local Biculturals in the Arab Gulf | **Hannah Riley Bowles**, Harvard U.; **May Al Dabbagh**, Dubai School of Government

**1138 : (DRP Session) - (CMS) Power and Politics of CSR**

3:00pm - 4:30pm Marriott Boston Copley Place: Falmouth

Tweet this session: #AOM2012 1138

*The Institutionalization of CSR Field in France and in the United States Best CMS Student Paper*

Facilitator: **Mark Learmonth**, Durham U.

CSR and the Politicization of Multinational Corporations: A Foucauldian Governmentality Framework | **Assaad El Akremi**, U. of Toulouse; **Inès Dhaouadi**, ISG Tunis

Governing Antisociality: The Topological Approach to Corporate Social Responsibility Research | **Cameron Sabadoz**, U. of Toronto

A Climate for Change? Critical Reflections on the Durban United Nations Climate Change Summit | **Bobby Banerjee**, U. of Western Sydney

Conscience as Control – Managing Employees Through CSR | **Jana Costas**, Freie U. Berlin; **Dan Kärreman**, Copenhagen Business School

The Institutionalization of CSR Field in France and in the United States | **Emma Avetisyan**, SKEMA Business School; **Michel Ferrary**, U. of Geneva - HEC

**Best Student Paper**

**1139** JS: (CMS, OMT) Critical Management Studies Unbound: Freeing Organisational Critique from Institutionalisation

3:00pm - 4:30pm Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 1139

Chairs: **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven

Critical Management Studies: A Question of History | **Albert J. Mills**, Saint Mary's U.

Fringe Benefits? Assessing and Revising the Fate of Feminism in CMS | **Karen Lee Ashcraft**, U. of Colorado, Boulder

Social Movements and Organizations: Metaphor, Mechanism, Mobilization or More? | **Maureen A. Scully**, U. of Massachusetts, Boston

Perils of Provincialism in a Globalizing World: Debating the Anglo-Scandinavian Branding of CMS | **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven

**1140 : (DRP Session) - (ENT) Developing Opportunities**

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 1140

Facilitator: **Ronda M. Smith Nelson**, Fort Hays State U.

Narratives of Celebration and Loss at Entrepreneurial Firms | **Adam J Bock**, U. of Edinburgh; **Alexander Thompson**, U. of Exeter

Internationalizing a family business: do new generation involvement, altruism & trust really matter? | **Andrea Calabrò**, U. of Witten/Herdecke; **Marina Brogi**, U. of Rome La Sapienza

The Development of Human Resource Management in Chinese Entrepreneurial Firms | **Ying-Che ALI Hsieh**, U. of Cambridge; **Jingjing Weng**, London School of Economics

Entrepreneurs' Perceptions and New Business Financing: Role of Self-Efficacy and Control Aversion | **Espen Isaksen**, U. of Nordland; **Einar Rasmussen**, U. of Nordland; **Roger Sørheim**, NTNU

MONDAY

📖 Business Opportunity: The Potential-Entrepreneur/Potential Customer Nexus | **Gaylen N. Chandler**, Wichita State U.; **John Christian Broberg**, Wichita State U.

**1141 : (Paper Session) - (ENT) Antecedents, Mobility and Performance**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon G

Tweet this session: #AOM2012 1141

Chair: **Kathleen R Allen**, U. of Southern California

➔ 📖 What Aspects of Entrepreneur-Incumbent Relationships Make a Difference? | **Hong Jiang**, U. of New South Wales; **J Peter Murmann**, U. of New South Wales

📖 Do Franchisees Engage in Entrepreneurial Behavior? When and With What Effects? | **Evelien Croonen**, U. of Groningen; **Maryse Brand**, U. of Groningen; **Eelko Huizingh**, U. of Groningen

📖 Social and Environmental Performance at SMEs: Motivations, Capabilities and Instrumentalism | **Richard J Arend**, U. of Missouri, Kansas City; **Clive Chapple**, U. of British Columbia

**1142 : (Paper Session) - (ENT) Human Capital, Social Capital, Small Business and Franchising**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H

Tweet this session: #AOM2012 1142

Chair: **Sarika Pruthi**, King's College London

📖 Entrepreneurial Skills and Workers' Wages in Small Firms | **Rui Baptista**, Instituto Superior Tecnico; **Francisco Lima**, Instituto Superior Tecnico; **Miguel Torres Preto**, Instituto Superior Tecnico

🗣️ 📖 Organizational Design of Franchising Chains and Differentiation: A Theoretical Explanation | **Vinay K Garg**, Missouri State U.

📖 Returnee Entrepreneurs in India: Opportunity Identification and Resource Acquisition | **Sarika Pruthi**, King's College London

Understanding the Micro-Foundations of Substantive and Dynamic Capabilities: The Role of Personality | **Robin De Cock**, U. of Ghent; **Bart Clarysse**, U. of Ghent; **Maw-Der Foo**, U. of Colorado, Boulder

**1143 : (Paper Session) - (ENT) Ambiguous Causality**

3:00pm - 4:30pm Sheraton Boston Hotel: Berkley A

Tweet this session: #AOM2012 1143

Chair: **Andrew Lewis Maxwell**, U. of Waterloo

📖 Entrepreneurial Team Formation: A Quest for Sociopsychological Affinities and Strategic Resources | **Cyrine Ben-Hafaiedh-Dridi**, Champagne School of Management

📖 Dynamics of Effectuation and Causation in Technology-Based New Ventures | **Isabelle Reymen**, Eindhoven U. of Technology; **Petra Andries**, Katholieke U. Leuven; **Hans Berends**, Eindhoven U. of Technology; **René Mauer**, RWTH Aachen U.; **Ute Stephan**, U. of Sheffield; **Elco van Burg**, VU U. Amsterdam

📖 Unintended Outcomes? Human Resource Practices, Information, and Employee Entrepreneurial Activity | **Joseph Raffiee**, U. of Wisconsin, Madison

📖 TMT Heterogeneity and Ownership: Mixed Blessings for Corporate Venturing by Young Firms? | **Arvin Sahaym**, Washington State U.; **Sam Yul Cho**, Washington State U.; **Sang**

**Kyun Kim**, U. of Southern Indiana; **Fariss T Mousa**, James Madison U.

**1144 : (DRP Session) - (ENT) Networks and the Entrepreneurial Process**

3:00pm - 4:30pm Sheraton Boston Hotel: Clarendon A & B

Tweet this session: #AOM2012 1144

Facilitator: **Amy Rebecca Gresock**, U. of Michigan, Flint

📖 Does Cultural Capital Matter? Exploring Sources of Funding in New Venture Creation | **Amy Ingram**, Clemson U.; **Diana Hechavarria**, U. of Cincinnati

📖 Goals and Control of Family Offices: A Conceptual Framework | **Stephan Wessel**, WHU - Otto Beisheim School of Management; **Carolin Decker**, WHU - Otto Beisheim School of Management; **Andreas Hack**, WHU - Otto Beisheim School of Management; **Knut Stefan Garrit Lange**, U. of Surrey

🗣️ 📖 Straight from the Underground: When Do Hackers Become Entrepreneurs? | **Ethan Mollick**, Wharton School

➔ 📖 National and Regional Long-Term Orientation Effects on Entrepreneurship | **Jason Lortie**, Florida Atlantic U.

📖 How to Teach Effectuation: The Situationist Dérive as a Solution? | **Sylvain Pierre Bureau**, ESCP Europe; **Marios Koufaris**, Baruch College

**1145 : (Paper Session) - (ENT) Human Capital and Resource Allocation**

3:00pm - 4:30pm Sheraton Boston Hotel: Jefferson

Tweet this session: #AOM2012 1145

Chair: **Sherylynn Roberts**, U. of Texas, Arlington

The Impact on Earnings when Entering Self-Employment – Evidence for Germany | **Johannes Martin**, U. of Duisburg-Essen

📖 Salesman or Scholars? A Critical Examination of Scholarship in the Field of Entrepreneurship | **Benson Honig**, McMaster U.

➔ 📖 Institutional Entrepreneurship and Industry Formation: The Case of Mobile Telephony in India | **Deepali Sharma**, Indian Institute of Management, Bangalore; **Sanjay Jain**, Santa Clara U.

**1146 : (DRP Session) - (ENT) Entrepreneurship and the Environment**

3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 1146

Facilitator: **Wayne Daniel Jones**, U. of South Florida

📖 Harmonious and Obsessive Entrepreneurial Passion and Their Interaction with the Environment | **Melissa S. Cardon**, Pace U.; **Mike Haynie**, Syracuse U.; **Charles Y. Murnieks**, U.S. Air Force Academy

📖 A Contingency Analysis Of Success Definitions: Is Social Entrepreneurship Really Different | **Anica Zeyen**, Leuphana U. Lueneburg; **Markus Beckmann**, Leuphana U. Lueneburg

📖 Incentives or Resources? Commercialization of University Research by Startups vs Established Firms | **Brent Goldfarb**, U. of Maryland; **Rachelle Sampson**, U. of Maryland; **Arvids A Ziedonis**, U. of Oregon

📖 Profiting from Entrepreneurial Orientation: The Importance of Being Socially Responsible | **Taiyuan Wang**, IE Business School



☞📄 Toward a Sustainable Economy: A System Dynamics Model of Entrepreneurship and Regional Wealth | **Maria Figueroa-Armijos**, U. of Missouri at Columbia

**1147** 📄👉👉: (GDO) **New UN PRME Project to Advance the Teaching of Gender Issues in [Management Education] Worldwide**

3:00pm - 4:30pm Boston Park Plaza: Clarendon Room

Tweet this session: **#AOM2012 1147**

**Chair: Stacy Blake-Beard**, Simmons College

**Discussant: Patricia Deyton**, Simmons College

**Presenters: Patricia M. Flynn**, Bentley U.; **Maureen A. Kilgour**, U. de St-Boniface; **Jonas Haertle**, PRME Secretariat / United Nations Global Compact Office; **Lynda L Moore**, Simmons College; **Camilla Quental**, Audencia Management School

**1148** 📄👉👉JS: (GDO, HR, OB) **New Perspectives on Researching Generational Diversity at Work**

3:00pm - 4:30pm Boston Park Plaza: Thoreau Room

Tweet this session: **#AOM2012 1148**

**Chair: Emma Parry**, Cranfield U.

**Discussant: Stacy McIlraith Campbell**, Kennesaw State U.

Age Cohort or Identity? Examining the Meaning of Generation | **Michael Joseph Urick**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati

Why do Generational Differences in Psychological Contracts Exist? | **Xander Lub**, Tilburg U.; **Rene Schalk**, Tilburg U.; **Robert Blomme**, Nyenrode Business U.

Back to Basics: Is There a Significant Generational Dimension and Where Does It Cut? | **Peter Urwin**, Westminster U.; **Emma Parry**, Cranfield U.; **Franz Buscha**, Westminster U.

The Age Cube | **Jesse Segers**, U. of Antwerp/ Antwerp Management School; **Ilke Inceoglu**, SHL; **Lisa M. Finkelstein**, Northern Illinois U.

**1149** 📄📄: (HCM) **Keynote Address: Dr. David Blumenthal from Harvard Medical School**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon F

Tweet this session: **#AOM2012 1149**

New Paper Title Goes Here. |

**1150** 📄: (Paper Session) - (HR) **Career and Leadership Development**

3:00pm - 4:30pm Boston Park Plaza: Cabot Room

Tweet this session: **#AOM2012 1150**

**Chair: Samuel Rabinowitz**, Rutgers U-Camden

📄📄 Mind the Gap: Impacts of On-the-Job Development and the Expectation Gap on Organizational Commitment | **Jie Cao**, IE Business School; **Monika Hamori**, IE Business School

📄👉👉 Senior Manager Leadership Development in Rapid Employee Growth Organizations | **Saurabh Kaushik Pandya**, Indian Institute of Management, Bangalore; **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore

👉👉 Predictors of Effective Mentoring: Is the Mentor's Commitment All that Matters? | **Altovise Monae Rogers**, San Jose State U.; **Aleksandra Luksyte**, U. of Western Australia; **Christiane Spitzmueller**, U. of Houston

**1151** 📄: (Paper Session) - (HR) **Strategic HR and Core Competencies**

3:00pm - 4:30pm Boston Park Plaza: Charles River Room

Tweet this session: **#AOM2012 1151**

**Chair: Kira Kristal Reed**, Syracuse U.

📄 In the Eyes of the Beholder: HR Capabilities in MNC Units as Perceived by Managers and Professionals | **Sofia John**, Hanken School of Economics; **Ingmar Björkman**, Aalto U.

High Performance Work Systems, Human Capital and Service Quality: A Resource-Based View | **Samuel Aryee**, King's College London; **Fred O. Walumbwa**, Arizona State U.; **Emmanuel Y.M Seidu**, Aston U.; **Lilian Otaye**, Aston U.

📄 Should I Pursue HR Certification? Motivations, Expectations, and Benefits for the PHR and SPHR | **Scott W Lester**, U. of Wisconsin, Eau Claire; **Dale J Dwyer**, U. of Toledo

**1152** 📄: (DRP Session) - (HR) **Socialization and Adjustment**

3:00pm - 4:30pm Boston Park Plaza: Newbury Room

Tweet this session: **#AOM2012 1152**

**Facilitator: Anthony R. Wheeler**, U. of Rhode Island

📄 Understanding the Role of Superior and Self Perceptions of Fit on New Executive Adjustment | **Jia (Jasmine) Hu**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Talya N. Bauer**, Portland State U.; **Berrin Erdogan**, Portland State U.

Socialization Tactics as Antecedents for Goal Interdependence and Employee Adjustment and Retention | **Changhong Lu**, Lingnan U.; **Dean Tjosvold**, Lingnan U.

📄 Characteristics of Employment as Antecedents of Socialization Tactics and Information Seeking | **Diana Zdravkovic**, WU Vienna

📄 Internalizing Corporate CSR Principles: Authenticity and the Moderating Role of Justice | **Martin R. Edwards**, King's College London; **Tony Edwards**, King's College London

**1153** 📄📄JS: (HR, MED) **Positive Psychological Capital Strategies in Practice**

3:00pm - 4:30pm Boston Park Plaza: Whittier Room

Tweet this session: **#AOM2012 1153**

**Organizer: Kenneth R. Thompson**, DePaul U.

**Participants: Fred Luthans**, U. of Nebraska, Lincoln; **Carolyn M. Youssef**, Bellevue U.; **Thomas J Walter**, Tasty Catering, Inc.; **Ramon L. Benedetto**, U. of Phoenix

**1154** 📄📄: (Paper Session) - (IM) **Internationalization and Innovation: Challenges of Emerging Markets and MNCs**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 1154**

**Chair: Daria Podmetina**, Lappeenranta U. of Technology

📄 Chinese Market as a Source of Global Innovation: Foreign MNCs' R&D Activities in China | **Simone Corsi**, Scuola Superiore Sant'Anna; **Alberto Di Minin**, U. of California, Berkeley

📄📄 Superstar inventors in foreign subsidiaries of the MNC | **Katarina Blomkvist**, Uppsala U.; **Philip Kappen**, Uppsala U.; **Ivo Zander**, Uppsala U.

👉👉📄 Towards a Theory of Frugal Innovation: What is frugal, what is innovation? | **Yasser Ahmad Bhatti**, U. of Oxford

📄👉👉 The Role of Internationalization in the Product Innovation of Emerging Market Firms | **Haiyang Li**, Rice U.; **Jie Wu**, U. of Macau; **Anthea Yan Zhang**, Rice U.  
**George Washington University CIBER Best Paper on Emerging Markets Finalist**

MONDAY

**1155** → 📄: (Paper Session) - (IM) Finalists for the Robert H. Schaffer Award for Best Paper in Applied International Management

3:00pm - 4:30pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 1155

Chairs: Nadim Matta, Schaffer Consulting; Ron Ashkenas, Schaffer Consulting

→ 📄 The Trailing Spouse Re-visited: A Study of Organizational Support During International Assignments | Yvonne McNulty, Shanghai U.

Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist

→ 📄 🗣️ Multinational Teams: How Team Interactions Mediate Between Cultural Differences and Team Performance | Aida Hajro, Brunel U.; Markus Pudelko, Tübingen U.

Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist

→ Internationalization and performance in a recently advanced country: A horizontal S-shaped link? | Diana Benito-Osorio, Rey Juan Carlos U.; José Ángel Zúñiga-Vicente, Rey Juan Carlos U.; Luis Angel Guerras-Martin, Rey Juan Carlos U.

Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist

→ 📄 International Arbitrage Strategies and Risk-Return trade-offs | Ingo Ralf Kleindienst, WHU - Otto Beisheim School of Management; Christian Geisler Asmussen, Copenhagen Business School; Thomas Hutzschenreuter, WHU - Otto Beisheim School of Management

Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist

**1156** → 📄: (Paper Session) - (IM) Multinational Knowledge Seeking Efforts and Assets

3:00pm - 4:30pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 1156

Chair: Jörg Zimmermann, European Commission JRC IPTS

→ 📄 Internationalization of the Second Degree: Process Drivers and Restrictions in Modern MNCs | Nicolas Lohr, U. of Fribourg; Dirk Morschett, U. of Fribourg

IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist

→ Strategic Asset-Seeking FDI by Emerging Economy Enterprises: The Enabler and Motivator | Yang Yang, Beijing Technology & Business U. China; Roger Chen, U. of San Francisco; Xiaohua Yang, U. of San Francisco

→ 📄 Knowledge Seeking and Outward FDI of Chinese MNEs: The Moderating Effect of Inward FDI | Jing Li, Simon Fraser U.; Yong Li, State U. of New York, Buffalo; Daniel Shapiro, Simon Fraser U.

MNCs, local institutions and indigenous technological efforts in an emerging economy | Zhenzhen Xie, Hong Kong U. of Science and Technology

**1157** → 📄: (Paper Session) - (IM) International Joint Venture Networks and Processes

3:00pm - 4:30pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 1157

Chair: John Clarry, Rutgers U.

→ 📄 In Search of a Prince: An INV's quest for a strong tie with an MNE | Shameen Prashantham, Nottingham U. Business School China; Suresh Bhagavatula, Indian Institute of Management, Bangalore; Kumar Kothandaraman, Indian Institute of Management, Bangalore

A Comprehensive Framework of International Joint Venture Exit | Alexander Nemeth, Technical U. Bergakademie Freiberg

Effects of Network Partner Configurations on Knowledge Access through Expanding Vertical Integration | Florian Zock, Mannheim U.; Suleika Bort, Mannheim U.; Andreas Al-Laham, Mannheim U.

**1158** → 📄: (DRP Session) - (IM) Culture and Its Cross-Level Implications for Leaders, Teams, Organizations and Nation

3:00pm - 4:30pm Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 1158

Facilitator: Martha L Maznevski, IMD

→ 📄 Leadership, Charisma, Holistic & Analytic Cognition and Potential Fallacies of Dimension Theories | Romie Frederick Littrell, Auckland U. of Technology

→ 🗣️ The impact of perceptual differences between self- and peer- ratings on CQ | Lu M Shannon, London School of Economics

→ 🗣️ Beyond individual cultural intelligence: construct cultural intelligence in a team phenomenon | Jiexin Wang, Texas A&M U.

→ 📄 C-IC fit predicts performance: Insights from national culture and national intellectual capital fit | Carol Yeh-Yun Lin, National Chengchi U.

**1159** → 📄: (Paper Session) - (IM) Government Policy in Emerging Markets: Implications for Business

3:00pm - 4:30pm Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 1159

Chair: Jonathan Brookfield, Tufts U.

→ 📄 Pro-market reforms in developing countries and the marketing capability-performance relationship | Elitsa R. Banalieva, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.; Ravi Sarathy, Northeastern U.

→ 🗣️ The Response of Inventors to IPR Reform | Theodore Andrew Khoury, Portland State U.; Alvaro Cuervo-Cazurra, Northeastern U.; Luis Alfonso Dau, Northeastern U.

→ 🗣️ Embracing the Second Best? Synchronization of Reforms Rhythms, Slack, and Firm Performance | Elitsa R. Banalieva, Northeastern U.

Doug Nigh Award Finalist

George Washington University CIBER Best Paper on Emerging Markets Finalist

→ 🗣️ Legal System Voids and Business-Government Ties in an Emerging Market Environment | George O. White, Old Dominion U.; Thomas A. Hemphill, U. of Michigan, Flint; Roberto Martin Nolan Galang, Ateneo de Manila U.; Anne Canabal, U. of Maine

**1160** → 📄 → JS: (MC, ODC) Lessons from and ideas for teaching experienced change agents

3:00pm - 4:30pm Westin Copley Place: Adams

Tweet this session: #AOM2012 1160

Lessons from and ideas for teaching experienced change agents | **Leon De Caluwe**, Vrije U.; **Hans Vermaak**, Sioo & Twynstra; **David Jamieson**, U. of St. Thomas; **Marc Thompson**, U. of Oxford; **Barbara Benedict Bunker**, State U. of New York, Buffalo; **Hubert Lobnig**, Lemon Consulting, Uni Klagenfurt

### 1161 🗄️🗣️: (DRP Session) - (MED) Developing Leadership Skills, Using Coaching and Internships in Management Education

3:00pm - 4:30pm Marriott Boston Copley Place: Nantucket  
Tweet this session: #AOM2012 1161

DRP

Facilitator: **Gabriele Lakowski**, U. of Melbourne

- 🗣️ Perceptions of Executive Coaching Among Senior United States Military Officials | **Philip N. Brown**, Federal Government
- 🗄️ Distinguishing Behaviors and Competencies of Effective Physician Leaders | **Margaret M. Hopkins**, U. of Toledo; **Deborah Anne O'Neil**, Bowling Green State U.; **Caryl A. Hess**, Cleveland Clinic
- 🗄️ Improving Strategic Management Education Through Student Non-profit Board Experience | **Lynn W Walter**, Western New England U.; **Joseph G. Gerard**, Western New England U.; **John P. Greeley**, Western New England U.
- Emerging Patterns in 21st Century Leadership: An Exploration of Generational Normative Collisions | **Donna L. Haeger**, Case Western Reserve U. Weatherhead SOM; **Tony Lingham**, Case Western Reserve U.

### 1162 🗄️🗣️🗣️🗣️: (MED, IM) Large-scale international student collaboration projects and experiential exercises in IB

3:00pm - 4:30pm Marriott Boston Copley Place: Salon D  
Tweet this session: #AOM2012 1162

- Chair: **Vas Taras**, U. of North Carolina, Greensboro
- Challenges of and Best Practices for Recruiting Instructor Participants | **Vas Taras**, U. of North Carolina, Greensboro
- Challenges of and Best Practices for Recruiting Students Participants | **Alexander Bode**, Darmstadt U. of Technology
- Professional, inter-personal and inter-institutional networking and relationship development | **Doug Chun**, U. of Hawaii-Manoa; **Jose Verga-Hernandez**, U. de Guadalajara
- Students' Experiences, Challenges, Feedback, and Teaching Evaluations | **Anja Schuster**, U. of Vienna, **Alfredo Jimenez**, U. of Burgos
- Making International Business/Management Education Live for Students | **Betty Jane Punnett**, U. of West Indies; **Susan Gupta**, Monmouth U.
- Challenges and best practices of coordination | **Pawel Bryla**, U. of Lodz
- Comparison of X Culture with other International Business simulations | **Louise Curran**, Toulouse Business School
- 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**

### 1163 🗄️🗣️🗣️: (MED, MOC) Understanding and Advancing the Informal Management Curriculum

3:00pm - 4:30pm Marriott Boston Copley Place: Salon B  
Tweet this session: #AOM2012 1163

Organizers: **Holly H Brower**, Wake Forest U.; **Arran Caza**, Griffith U.

Presenters: **David S. Bright**, Wright State U.; **Kenneth G. Brown**, U. of Iowa; **James O'Toole**, U. of Denver; **Karl E. Weick**, U. of Michigan, Ann Arbor; **Henry Mintzberg**, McGill U.

### 1164 🗄️: (MOC) The Human Interaction as Unit of Analysis in Leadership & Management Research

3:00pm - 4:30pm Sheraton Boston Hotel: Berkley B  
Tweet this session: #AOM2012 1164

- Human Beings as Agents in Complex Adaptive Systems: Challenges and Opportunities | **James K. Hazy**, Adelphi U.; **Allan Ashley**, Adelphi U.
- Deep Empathy as a Precursor of Emergence and Innovation Within Complex Adaptive Systems | **David Holzmer**, Union Institute and U.
- Deception Inside & Outside of the Workplace: Behaviors & Characteristics | **Ke Zhang**, Warwick Business School
- Exploring Interaction Resonance: Exploring Relationship Awareness Theory & Generative Leadership | **Gil Brady**, George Washington U.; **Tim Scudder**, Fielding Graduate U.
- Is Context-Independent Communication Possible?: The Case for Basic Social Math | **Jared Lee Hanson**, Oxford U.

### 1165 🗄️: (Paper Session) - (MOC) Interpreting and Perceiving Social Networks

3:00pm - 4:30pm Sheraton Boston Hotel: Kent  
Tweet this session: #AOM2012 1165

Chair: **Maura A. Belliveau**, Long Island U.

- ➔ 🗄️ A Network Perspective on Social Capital Preferences: Centrality, Brokerage and Status Aspirations | **Daniel Halgin**, U. of Kentucky; **Gopakumar Gopalakrishnan**, Infosys Limited; **Stephen Borgatti**, U. of Kentucky
- 🗄️ Gender Stereotyping in the Perception of Social Network Roles: Consequences for Individuals & Groups | **Raina A. Brands**, U. of Cambridge
- 🗄️ Situational Uncertainty, Cognition, and Social Capital Activation in Organizations | **Sameer B. Srivastava**, U. of California, Berkeley

### 1166 🗄️: (MOC, SIM, OB) Complicating Compassion: Enriching Our Understanding of Compassion Providers and Practice

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom B  
Tweet this session: #AOM2012 1166

Organizers: **Kristina Marie Workman**, U. of Michigan; **Jane E. Dutton**, U. of Michigan

- The Emergent Nature of Organizational Compassion | **Donde Ashmos Plowman**, U. of Nebraska, Lincoln; **Dennis Duchon**, U. of Nebraska, Lincoln; **Laura T. Madden**, U. of Tennessee, Knoxville; **Timothy M. Madden**, U. of Tennessee, Knoxville
- Compassionate Agency Building: How Managers Construe Compassion at Work | **Andre S. Avramchuk**, Fielding Graduate Institute

A Calling to Compassion: A Study of Animal Shelter Workers | **Kira F. Schabram**, U. of British Columbia; **Sally Maitlis**, U. of British Columbia

Unpacking the Nature and Importance of Within-workday Restorative Client Interaction | **Jacoba Lilius**, Queen's U. Canada

The Social Context of Constricted Compassion | **William A Kahn**, Boston U.

Giving and Receiving Compassion: The Complicating Role of Identity | **Amy E. Colbert**, U. of Iowa; **Matt C Bloom**, U. of Notre Dame

Shouting for Help: Anger and Compassion in Hospital Emergency Departments | **Anat Rafaeli**, Technion Israel Institute of Technology; **Arik Cheshin**, U. van Amsterdam

Compassionate Persuasion: Helping You Enable Me to Help You | **Kristina Marie Workman**, U. of Michigan; **Jane E. Dutton**, U. of Michigan

**1167** (Paper Session) - (MSR) **Management, Spirituality, and Religion Research Landscape**

3:00pm - 4:30pm Sheraton Boston Hotel: Hampton B  
Tweet this session: #AOM2012 1167

Chair: **Kathryn Goldman Schuyler**, Alliant International U.

Discussant: **Darren Good**, Pepperdine U.

A Review of Spirituality in Higher Education | **Linda Carol Jones**, U. of Arkansas

The Dark Light of Workplace Spirituality: Why Workplace Spirituality Is Open to Being Mis/Used | **Claudia Gross**, Radboud U. Nijmegen

Management Research and Religion: A Citation Analysis | **Matthias Filser**, Montpellier Research in Management, GSCM - Montpellier Business School; **Katherine Gundolf**, Montpellier Research in Management, GSCM - Montpellier Business School

Spirituality and Religion: Seeking a Juxtaposition that Supports Research in the Field of MSR | **Kelly A. Phipps**, Rockhurst U.; **Margaret Benefiel**, Andover Newton Theological School

**1168** (Paper Session) - (OB) **Organizational Culture and Leadership Influences**

3:00pm - 4:30pm Boston Park Plaza: Alcott Room  
Tweet this session: #AOM2012 1168

Chair: **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

Which Fit Fits? The Effect of Two Types of Leadership-Culture Fit on Firm Performance. | **Angelo J. Kinicki**, Arizona State U.; **Mel Fugate**, Southern Methodist U.; **Chad A. Hartnell**, Georgia State U.; **Patricia Corner**, Auckland U. of Technology

From Agree to Disagree: The Financial Impact of Manager and Non-Manager Culture Dynamics | **Levi R. G. Nieminen**, Denison Consulting; **Ia Ko**, Denison Consulting; **Lindsey M Kotrba**, Denison Consulting; **Daniel Denison**, IMD

Error Management Culture in Relation to Leadership Motivations, Behavior, and Individual Ascendancy | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, APTMetrics

Can Low Top Management Team Cohesion Increase Employees' Turnover Intentions? | **Simon B. De Jong**, EADA Business School; **Anneloes Raes**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

**1169** (OB) **The Duality of Creativity and Innovation**

3:00pm - 4:30pm Boston Park Plaza: Beacon Hill Room  
Tweet this session: #AOM2012 1169

Chair: **Rikki Nouri**, Technion Israel Institute of Technology

Discussant: **Miriam Erez**, Technion Israel Institute of Technology  
Minority Dissent, Leadership, and Radical Innovation in Top Management Teams | **Bernard Nijstad**, U. of Groningen;

**Carsten K. W. De Dreu**, U. of Amsterdam

The Development of Routine and Adaptive Expertise in a

Large Team | **Susannah Paletz**, U. of Pittsburgh; **Irene Tollinger**, NASA Ames Research Center; **Christian Schunn**, U. of Pittsburgh; **Alonso Vera**, NASA Ames Research Center

Gender, International and Local Experiences and Incremental and Radical Creativity | **Nora Madjar**, U. of Connecticut

Cultural Diversity in the Meaning of Creativity | **Rikki Nouri**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology

**1170** (DRP Session) - (OB) **Leadership Processes & Effectiveness**

3:00pm - 4:30pm Boston Park Plaza: Board Room  
Tweet this session: #AOM2012 1170

Facilitator: **Joan Brett**, Arizona State U.

Leader Reactions to Proactive Behavior: Giving Credit When Credit is Due | **Bryan Fuller**, Louisiana Tech U.; **Laura Elizabeth Marler**, Mississippi State U.; **Kim Hester**, Arkansas State U.

A Study of Effective Leadership in the Chinese Context | **Wai Kwan Lau**, Northeastern State U.

LGO, Self-Efficacy, and Performance: Moderating Effect of Goal-Focused Leadership | **Dongkyu Kim**, Seoul National U.; **Haeseen Park**, Cornell U.

A Construal Level Perspective of the Leadership Influence Process | **Merlijn Venus**, Erasmus U. Rotterdam; **Russell E. Johnson**, Michigan State U.

Understanding Leadership: The Followers' Influence on Leader Effectiveness | **Troy Smith**, Texas A&M U.; **Bradley L. Kirkman**, North Carolina State U.

**1171** (DRP Session) - (OB) **New Directions in Work-Family Conflict**

3:00pm - 4:30pm Boston Park Plaza: Brandeis Room  
Tweet this session: #AOM2012 1171

Facilitator: **Lois E. Tetrick**, George Mason U.

Organisational Work-Life Culture: A test of model across two case studies | **Gwen Daverth**, U. of Manchester

Family Interference with Work and Workplace Cognitive Failure: The Mitigating Role of Recovery | **Laurent M. Lapierre**, U. of Ottawa; **Marie Geoffroy**, Ottawa U.; **Leslie B. Hammer**, Portland State U.; **Donald M Truxillo**, Portland State U.; **Lauren A Murphy**, Portland State U.

The Cross-Level Effect of Cognitive Interdependence on The Crossover of Work-Family Conflict | **Liam C Ryan**, Saint Louis U.; **Dustin K. Jundt**, Saint Louis U.; **Carl P. Maertz**, Saint Louis U.

Social Support and Work Family Conflict: A Test of Indirect and Moderated Models | **T. T. Rajan Selvarajan**, U. of Houston, Victoria; **Peggy A Cloninger**, U. of Houston, Victoria; **Barjinder Singh**, U. of Houston, Victoria

- ☐ The roles of dispositional variables on work-family conflict and enrichment | **Marc H Anderson**, Iowa State U.; **Jarrod M. Haar**, U. of Waikato

### 1172 : (Paper Session) - (OB) Implications of Being on the Edge at Work

3:00pm - 4:30pm Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 1172

Chair: **Roxana Barbulescu**, McGill U.

- ☐ Retirement and Alcohol Consumption: The Role of Unit-level Drinking Norms and Stress Climate | **Inbal Nahum-Shani**, U. of Michigan; **Peter A. Bamberger**, Tel Aviv U.; **Etti Doveh**, Technion Israel Institute of Technology; **Samuel Bacharach**, Cornell U.

- ➔ ☐ Organizational Predictors and Health Consequences of Changes in Burnout: A 12-year Cohort Study | **Michael Leiter**, Acadia U.; **Jari J Hakanen**, Finnish Institute of Occupational Health; **Salla Toppinen-Tanner**, Finnish Institute of Occupational Health; **Kirsi Ahola**, Finnish Institute of Occupational Health; **Aki Koskinen**, Finnish Institute of Occupational Health; **Ari Väänänen**, Finnish Institute of Occupational Health

- ☐ Liminality Competence: An Interpretative Study of Mobile Project Workers in Advanced Engineering | **Elisabeth Borg**, Linköping U.; **Jonas Söderlund**, Linköping U.

- ☐ An Empirical Test of Shadow Theory: Antecedents and Outcomes of the Fear of Appearing Incompetent. | **Julita A. Haber**, SUNY College at Old Westbury; **Stephen P Fitzgerald**, Trident U. International; **Robyn L. Brouer**, State U. of New York, Buffalo; **Audrey Paul**, Mount Sinai Medical Center

### 1173 : (DRP Session) - (OB) Intervening Effect of Trust

3:00pm - 4:30pm Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1173

Facilitator: **Bart A. de Jong**, VU U. Amsterdam

- ☐ The Role of Transparency in the Trustworthiness-Trust Relationship | **Andrew Schnackenberg**, Case Western Reserve U.; **Ed Tomlinson**, West Virginia U.

- ☐ Negative Feedback and Learning – A Multilevel Study on the Role of Directness and Distrust | **Jana Niemann**, U. of Groningen; **Diana Rus**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen; **Kai Sassenberg**, Knowledge Media Research Centre Tuebingen

- ☐ How does Shared Leadership Affect Team Performance? A Medial Path over Communication and Trust | **Marcus Armin Drescher**, Technical U. Munich; **Isabell Melanie Welpe**, Technical U. Munich; **Audrey Korsgaard**, U. of South Carolina; **Rolf T Wigand**, U. of Arkansas at Little Rock

- ☐ Work Engagement: Relationship with Fairness, Trust and Innovative Work Behaviour | **Upasana Aggarwal**, S.P. Jain Institute for Management and Research

- ☐ Transformational Leadership and Knowledge Sharing Behaviors: The Role of Trust and Self-efficacy | **Zhenyuan Wang**, Shanghai U.; **Yanrong Wang**, Shanghai U.

### 1174 : (Paper Session) - (OB) Thriving & Resilience at Work

3:00pm - 4:30pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 1174

Chair: **Carmine P. Gibaldi**, Harvard U.

- ☑ ☐ Evaluating a Well-being and Resilience Initiative: The Comprehensive Soldier Fitness Program | **Paul B. Lester**, Comprehensive Soldier Fitness Office; **P. D. Harms**, U. of Nebraska, Lincoln; **Mitch Herian**, U. of Nebraska / TKC Global; **Dina V. Krasikova**, U. of Nebraska, Lincoln; **Aaron Mack**, TKC Global; **Megan McGuffey**, TKC Global

- ☐ How Social Networks Fuel Thriving at Work: What You Give Matters, Not Just What You Receive | **Christine L. Porath**, Georgetown U.; **Alexandra Gerbasi**, Grenoble Ecole de Management; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Robert L. Cross**, U. of Virginia

- ☐ Intervening to Enhance Eudaimonic Well-being in the Workplace: The Active Workforce Initiative | **Karoline Strauss**, U. of Sheffield; **Sharon K. Parker**, U. of Western Australia

- ☐ The influence of collective psychological capital on individual job performance | **Shu-Ling Chen**, Dong Hwa U., Taiwan; **Kuo-i Chang**, Dong Hwa U., Taiwan; **Kuam-Yeh Tung**, Southern Taiwan U.; **Ming-Chun Chou**, Dong Hwa U., Taiwan

### 1175 : (Paper Session) - (OB) Determinants and Consequences of Voice

3:00pm - 4:30pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 1175

Chair: **Leisa D. Sargent**, U. of Melbourne

- ☑ ☐ Speaking Up for the Greater Good: Prosocial Motivation and Voice in Unfavorable Contexts | **R David Lebel**, U. of Pittsburgh

- ☐ Investigating the Effects of Self-efficacy and Participative Leadership on Voice Behavior. | **Yao-Long Liu**, National Defense U., Taiwan; **Mei-Yu Yang**, Chihlee Institute of Technology; **Chin Tien Hsu**, Ming-Chuan U.; **Ji-Chyuan Liou**, National Defense U., Taiwan

- ☐ The cost to go the extra mile: Consequences of skip-level voice | **Erica Xu**, Hong Kong Polytechnic U.; **Wu Liu**, Hong Kong Polytechnic U.; **Rongwen Jia**, Hong Kong Polytechnic U.

### 1176 : (Paper Session) - (OB) Team Adaptation and Flexibility

3:00pm - 4:30pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 1176

Chair: **Kevin S. Cruz**, U. of Texas at El Paso

- ☑ ☐ A network perspective on membership change: Structural disruption and adaptation in hockey teams | **H. Colleen Stuart**, Carnegie Mellon U.

- ☐ A Multi-Level Test of Team Processes and Team Interventions on Performance and Informal Learning. | **Michael Kukenberger**, U. of Connecticut; **Lauren D'Innocenzo**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Gregory P. Reilly**, U. of Connecticut

- ☐ Shared Team Leadership: Its Emergence and Meaning in Adaptive Teams | **Christopher O. L. H. Porter**, Indiana U.; **Douglas Anthony Franklin**, Texas A&M U., College Station

- ☐ On the Confluence of Leadership and Coordination in Balancing Stability and Flexibility in Teams | **Gudela Grote**, ETH Zurich; **Michaela Kolbe**, ETH Zurich; **Mary J. Waller**, York U.

### 1177 : (Paper Session) - (OB) Identity in Different Settings

3:00pm - 4:30pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 1177

Chair: **Taryn Lyn Stanko**, U. of Oregon

Clarifying the Roles of Psychological Ownership, Insider Status and Identification | **Joshua R. Knapp**, U. of Lethbridge; **Brett R. Smith**, Miami U. Ohio; **Therese Sprinkle**, U. of Cincinnati

Leader-member exchange as antecedent of organizational identification: A social identity perspective | **Raymond Loi**, U. of Macau; **Ka Wai Chan**, U. of Macau; **Long Wai Lam**, U. of Macau

New Insights into the Dynamics of Professional Identification during M&A Integration | **David Kroon**, VU U. Amsterdam

The Identity Work of Leadership in a Professionalized Context: The Case of Nursing | **Charlotte Ogilvie**, U. of Warwick; **Graeme Currie**, U. of Warwick; **Andy Lockett**, U. of Warwick

The Principal's Theory of Mind | **Nicolai Foss**, Copenhagen Business School; **Diego Stea**, Luiss Guido Carli U.

**1178 JS: (OB, GDO, SIM) The Manifestations of Social Class in Organizations**

3:00pm - 4:30pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1178

Chair: **Stéphane Côté**, U. of Toronto

Discussant: **Arthur P. Brief**, U. of Utah

On Wealth and Wrongdoing: How Social Class Influences Unethical Behavior | **Paul K. Piff**, U. of California, Berkeley  
The Anger of Occupy Wall Street | **Katy DeCelles**, U. of Toronto; **Scott Sonenshein**, Rice U.

Signs of Social Class | **Michael W. Kraus**, U. of Illinois; **Wendy Berry Mendes**, U. of California, San Francisco

The Stigma of Dirty Work in Dyadic Interactions | **Sven Mikolon**, Ruhr-U. Bochum; **Jan Wieseke**, Ruhr-U. Bochum; **Glen E. Kreiner**, Pennsylvania State U.

'Class Work': Unpacking the Forms of Institutional Work that Reinforce Inequality in Organizations | **Barbara Gray**, Pennsylvania State U.; **Jennifer J. Kish-Gephart**, U. of Arkansas, Fayetteville

**1179 SHCS: (OB, HR, MOC) Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work**

3:00pm - 4:30pm Boston Park Plaza: Statler Room

Tweet this session: #AOM2012 1179

Chairs: **Uta Bindl**, U. of Western Australia; **Kerrie Unsworth**, U. of Western Australia

Discussant: **Adam M. Grant**, The Wharton School, UPENN  
The Dynamics of Job Crafting: How time and goal hierarchies influence active changes to the job | **Uta Bindl**, U. of Western Australia; **Kerrie Unsworth**, U. of Western Australia

When and Why Do Individuals Craft Their Jobs? The Role of Work Characteristics and Motivation | **Cornelia Niessen**, Friedrich-Alexander-U. Erlangen-Nuremberg; **Petya Kostova**, Konstanz U.

Individual and Contextual Antecedents and Motivational Outcomes of Cognitive and Task Crafting | **Severin Hornung**, Hong Kong Polytechnic U.; **Catherine K Lam**, City U. of Hong Kong

Crafting Happiness: Sustainable Gains from Modifying Work and Self | **Amy Wrzesniewski**, Yale U.; **Justin Berg**, U. of Pennsylvania; **Adam M. Grant**, The Wharton School, UPENN; **Jennifer Kurkoski**, Google; **Brian Welle**, Google

**1180 SHCS: (OB, HR, RM) 40 Years of LMX Research: Evolution, Challenges and Future Directions**

3:00pm - 4:30pm Boston Park Plaza: White Hill Room

Tweet this session: #AOM2012 1180

Chairs: **Terry A. Nelson**, U. of Memphis; **Tom Stafford**, U. of Memphis

Speakers: **George B Graen**, U. of Illinois, C-U (retired); **K. Michele Kacmar**, U. of Alabama; **Terri A. Scandura**, U. of Miami; **Chester A. Schriesheim**, U. of Miami; **Lynn Shore**, San Diego State U.; **Yonghong Liu**, U. of Miami

**1807 : (DRP Session) - (OB) Differentiation & Dualities in LMX**

3:00pm - 4:30pm Boston Park Plaza: Back Bay Room

Facilitator: **Brian J. Collins**, U. of Southern Mississippi

OB: The Impact of Leader-Member Exchange on Follower Outcomes in Light of the Larger Social Network | **Gerdien Regts**, U. of Groningen; **Eric Molleman**, U. of Groningen

OB: Leader-Member Exchange Differentiation and Team Performance: A Moderated-Mediation Model | **Herman H. M. Tse**, Griffith U.

OB: A curvilinear relationship between LMX differentiation and group performance | **Yang Sui**, GSM, Peking U.; **Hui Wang**, Peking U.

OB: The Role of Leader-Leader Exchange in Shaping the Consequences of LMX Differentiation in Work Groups | **Andrew O. Herdman**, East Carolina U.; **Jaewan Yang**, Virginia Tech; **Jeffrey B. Arthur**, Virginia Tech

OB: The Leader-Follower Duality as "Upward (Downward) Spirals" | **Lei Wang**, U. of Texas Pan American; **Leonel Prieto**, Texas A&M U.; **Jon P Howell**, New Mexico State U.

**1181 : (Paper Session) - (OCIS) Commerce and Markets**

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax A

Tweet this session: #AOM2012 1181

Chair: **Jens O. Meissner**, Lucerne U. of Applied Sciences and Arts

The Effects of Recommendation Sources and Content on Source Credibility and Product Informativeness | **Jingjun Xu**, Wichita State U.; **Izak Benbasat**, U. of British Columbia; **Ronald T. Cenfetelli**, U. of British Columbia

Courting Two-Timers: Multi-Homing Users' Preferences for Two-Sided Exchange Networks | **Tat Koon Koh**, Carnegie Mellon U.; **Mark Fichman**, Carnegie Mellon U.

Strategic Bidding and Personalized Pricing in Global e-Markets for Services Outsourcing | **Yili Hong**, Temple U.; **Paul Pavlou**, Temple U.

**1182 : (DRP Session) - (OCIS) Knowledge Work in Teams**

3:00pm - 4:30pm Sheraton Boston Hotel: Hampton A

Tweet this session: #AOM2012 1182

Facilitator: **Ulrike Schultze**, Southern Methodist U.

Investigating the Sensemaking Process in a Global IT Outsourcing | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Ivan Alfaro**, U. of Illinois, Chicago

Managing the RFP Process from a Discursive Perspective | **Adrian Yeow**, Nanyang Technological U.; **Cecil Eng Huang Chua**, U. of Auckland

MONDAY

📄 The Impact of Depth and/or Breadth of Experiences in Software Development Productivity | **Keumseok Kang**, Florida International U.; **Jungpil Hahn**, National U. of Singapore; **Prabuddha De**, Purdue U.

Team Sputnik: Facilitating Knowledge Transfer in Distributed Multi-cultural Teams | **Taira Koybaeva**, Utah State U.; **Katherine Chudoba**, Utah State U.

**1183** 📄: (DRP Session) - (ODC) Leadership and Change

3:00pm - 4:30pm Sheraton Boston Hotel: Exeter A & B

Tweet this session: #AOM2012 1183

Facilitator: **Charles G. Capps**, Lipscomb U.

📄 CEO Succession: Its Hidden Impact on Corporate Reputation | **Sylvia Flatt**, San Francisco State U.; **Jason Harris-Boundy**, San Francisco State U.; **Sharon Wagner**, Linfield College

📄 Regional Leadership – a Systemic View | **Roger Henning Normann**, U. of Agder/Agderforskning

📄 Strategic Indigenous Leadership: A Case Study of Taiwan's Franz Collection Inc. | **Melody S. M. Seah**, Chihlee Institute of Technology; **Ming-Huei Hsieh**, National Taiwan U.; **Kuei-Yang Cheng**, National Taiwan U.

📄 Leadership Power: A New Conceptualization through Dynamic Network Theory | **James D. Westaby**, Columbia U.; **Eugenia Song**, Columbia U.; **Naomi Woods**, Columbia U.

**1184** 📄: (ODC) Distinguished Speaker: **Andrew Pettigrew**

3:00pm - 4:30pm Sheraton Boston Hotel: Republic B

Tweet this session: #AOM2012 1184

Intervening in Organisations and Large Systems | **Andrew M Pettigrew**, U. of Oxford

**1185** 📄: (DRP Session) - (OM) Supply Chain, Logistics, and Transportation Management

3:00pm - 4:30pm Westin Copley Place: Courier

Tweet this session: #AOM2012 1185

Chair: **Eric Jamal Tucker**, United States Air Force Academy

➔ 📄 A Causal Model for Investigating the Linkage Between Supply Chain Behavioural Norms and Performance | **Christos S Tsanos**, Athens U. of Economics and Business; **Konstantinos G. Zografos**, Athens U. of Economics and Business

📄 In-Transit Services and Foliated Control: The Use of Smart Goods in Transportation Networks | **Per-Olof Arnäs**, Chalmers U. of Technology; **Jan Holmstrom**, Aalto U.; **Joakim Kalantari**, Chalmers U. of Technology

📄 Exploring the Influence of Social Capital on Green Supply Chain Management | **Shiu-Wan Hung**, National Central U.; **Ping-Chuan Chen**, National Central U.; **Min-Jih Cheng**, National Central U.; **Chia-Fen Chung**, National Central U.

📄 Sustainable environmental innovation: An empirical analysis of the close friends in the supply chain | **Maria J. Montes-Sancho**, U. Carlos III de Madrid; **MARIA CRISTINA DE STEFANO**, Autonoma U. of Barcelona

📄 Flexibility in Reverse Logistics: A Framework and Evaluation Approach | **Chunguang Bai**, Dongbei U. of Finance and Economics

Presenters: **Konstantinos G. Zografos**, Athens U. of Economics and Business; **Joakim Kalantari**, Chalmers U. of Technology; **Ping-Chuan Chen**, National Central U.; **Maria J. Montes-Sancho**,

U. Carlos III de Madrid; **Chunguang Bai**, Dongbei U. of Finance and Economics

**1186** 📄 SHCS: (OM) Service Operations and Supply: Developing Theory Using Service Triads

3:00pm - 4:30pm Westin Copley Place: North Star

Tweet this session: #AOM2012 1186

Organizer: **Martin Spring**, Lancaster U. Management School

Chair: **Finn Wynstra**, RSM Erasmus U.

Speakers: **Larry Menor**, U. of Western Ontario; **Uday Apte**, Naval Postgraduate School; **Thomas Y. Choi**, Arizona State U.

**1187** : (Paper Session) - (OMT) Power, Risk and Strategic Decision Making

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon D

Tweet this session: #AOM2012 1187

Chair: **Fabrizio Ferraro**, IESE Business School

📄 NEDS' Involvement and Exercise of Power and Influence in Strategic Decision Making | **Michael Ruess**, Jacobs U. Bremen/U. of St. Gallen/Strat-Ex

With Great Power Comes Great Risk Taking: A model of CEO power and risk taking | **Krista Burrill Lewellyn**, Old Dominion U.

📄 Know When to Hold 'Em, Know When to Fold 'Em? | **Yuri Mishina**, Imperial College London; **Tim Pollock**, Pennsylvania State U.; **Nathan A. Bragaw**, Pennsylvania State U.

📄 Internal Social Comparison and Risky Change: Evidence from the mutual fund industry | **Aleksandra J Kacperczyk**, MIT Sloan; **Christine Beckman**, U. of California, Irvine; **Thomas P. Moliterno**, U. of Massachusetts, Amherst

**1188** : (Paper Session) - (OMT) Values, Valuing and its Effects

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 1188

Chair: **Lianne Lefsrud**, U. of Alberta

📄 Departure Status: The effect of leaving a misconduct firm on director labor market outcomes | **Jo-Ellen Pozner**, U. of California, Berkeley

📄 The Impact of Women Top Managers and Directors on Corporate Environmental Performance | **Donald A Palmer**, U. of California, Davis; **Chris Marquis**, Harvard U.; **Amanda Kimball**, U. of California, Davis

📄 Why Institutions Matter: Stakeholder attention to organizational ethics commitments | **David Chandler**, U. of Colorado, Denver

📄 What is 'Value'? Unpacking an overlooked key concept | **H. C. Willmott**, Cardiff U.

**1189** : (Paper Session) - (OMT) Negotiating Multiple Institutional Logics

3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 1189

Chair: **Rich DeJordy**, Northeastern U.

Gaining Legitimacy Amid Competing Logics: Religious mutual funds in the United States | **Jared Peifer**, Rice U.

➔ 📄 Combining Social Welfare and Market Logics: What drives social performance in socioeconomic hybrids? | **Julie Battilana**, Harvard U.; **Anne-Claire Pache**, ESSEC Business School; **Metin Sengul**, Boston College; **Jacob Model**, Stanford U.

☒☒ Reinsurance Trading in Lloyd's of London: Balancing conflicting-yet-complementary logics in practice | **Michael Smets**, Aston Business School; **Gary Thomas Burke**, Aston U.; **Paula Jarzabkowski**, Aston U.; **A. Paul Spee**, Sydney U.  
 ☒→☒ A Pact with the Devil? Organizations engaging with multiple logics | **Markus Perkmann**, Imperial College London; **Maureen D McKelvey**, Chalmers U. of Technology; **Nelson Phillips**, Imperial College London

**1190** ☒JS: (OMT, CAR, GDO) **The Stratification of Opportunity: Inequality in Social Capital and Labor Market Outcomes**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon E  
 Tweet this session: #AOM2012 1190  
 Facilitator: **Jungyeon Lee**, Emory U.  
 Discussant: **Mark S Mizruchi**, U. of Michigan  
 Coordinators: **Adina D. Sterling**, Washington U. in St. Louis; **Lauren A Rivera**, Northwestern U.  
 Where Are Weak Ties Strong? Labor Market Institutions and the Effectiveness of Weak Ties | **Ofer Sharone**, MIT Sloan  
 How and How Much Do Contacts Help? The Effect of Contact Characteristics on Job Search Outcomes | **Elena Obukhova**, MIT Sloan; **George Lan**, MIT Sloan  
 Recasting the Value of an Elite Education | **Jayanti Owens**, Princeton U.; **Lauren A Rivera**, Northwestern U.  
 Shared Education Affiliations and Workplace Relationships | **Adina D. Sterling**, Washington U. in St. Louis; **Christopher I. Rider**, Emory U.

**1191** ☒SHCS: (OMT, MOC) **Fields of Gold: Mining the Origins, Definitions, and Assumptions Attending Institutional Fields**

3:00pm - 4:30pm Sheraton Boston Hotel: Independence East  
 Tweet this session: #AOM2012 1191  
 Organizer: **Ryan L. Raffaelli**, Boston College  
 Chair: **Jesper Strandgaard Pedersen**, Copenhagen Business School  
 Moderator: **Jesper Strandgaard Pedersen**, Copenhagen Business School  
 Discussant: **Mary Ann Glynn**, Boston College  
 Participants: **W. Richard (Dick) Scott**, Stanford U.; **Gerald F Davis**, U. of Michigan; **Frank Dobbin**, Harvard U.

**1192** ☒JS: (OMT, MOC, OB) **Experimental Research in Institutional Theory**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F  
 Tweet this session: #AOM2012 1192  
 Organizers: **Alex B. Bitektine**, HEC Montreal; **Patrick Haack**, U. of Zurich  
 Discussant: **Kimberly D. Elsbach**, U. of California, Davis  
 Institutional Theory and Organizational Decision-Making: From small groups to herds | **Pamela S. Tolbert**, Cornell U.; **Verena Krause**, Cornell U.; **Rachel Ruttan**, Northwestern U.  
 An Experimental Vignette Approach in Institutional Analysis | **Aafke Raaijmakers**, Tilburg U.; **Patrick Vermeulen**, Radboud U. Nijmegen; **Marius T.H. Meeus**, Tilburg U.  
 Beyond Text Analysis: The unmet promise of experiments in legitimacy research | **Patrick Haack**, U. of Zurich  
 Group Identification in the Legitimacy Judgment Process | **Leigh Plunkett Tost**, U. of Washington, Seattle; **Steven Blader**, New York U.; **Kimberly A Wade-Benzoni**, Duke U.

Organizational Legitimacy, Reputation and Status: Development and validation of empirical measures | **Alex B. Bitektine**, HEC Montreal; **Kevin Hill**, HEC Montreal

**1193** ☒JS: (OMT, OB) **Dodging Death and Taxes: Risk management on the front line**

3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A  
 Tweet this session: #AOM2012 1193  
 Organizers: **Roman V. Galperin**, MIT Sloan; **Ruthanne Huising**, McGill U.  
 Discussants: **Susan Silbey**, Massachusetts Institute of Technology; **Michel Anteby**, Harvard U.  
 Security Work and Asymmetries of Danger, Discretion and Knowledge in the New York Subway | **Noah McClain**, Illinois Institute of Technology  
 Risk Management through Minimal Professional Autonomy: A case of tax preparation work | **Roman V. Galperin**, MIT Sloan  
 Co-producing Control: The role of clients in risk management activities | **Ruthanne Huising**, McGill U.

**1194** →☒JS: (OMT, OCIS, MOC) **Backstreet Businesses, Covert Collectives and Beyond: Unmasking hidden organizations**

3:00pm - 4:30pm Sheraton Boston Hotel: Republic A  
 Tweet this session: #AOM2012 1194  
 Participants: **Craig R. Scott**, Rutgers U.; **Paul C. Godfrey**, Brigham Young U.; **Dennis Schoeneborn**, U. of Zurich; **Bryant A. Hudson**, Florida Atlantic U.; **Kevin G. Corley**, Arizona State U.

**1195** ☒JS: (OMT, TIM, SAP) **No Order Without Chaos: Routines as nexus between continuity and disruption**

3:00pm - 4:30pm Sheraton Boston Hotel: Independence West  
 Tweet this session: #AOM2012 1195  
 Organizers: **Luciana D'Adderio**, U. of Edinburgh; **Martha S. Feldman**, U. of California, Irvine  
 Market routines between the social and the automatic | **Daniel Beunza**, London School of Economics; **Yuval Millo**, London School of Economics  
 Competing Rules, Materiality and the Diffusion of Organizational Theories | **Luciana D'Adderio**, U. of Edinburgh; **Neil Pollock**, Edinburgh U.  
 Performing Knowledge: The Constitutive Role of Materiality in Rating and Ranking Practices | **Wanda J. Orlikowski**, Massachusetts Institute of Technology; **Susan Scott**, London School of Economics  
 Disruption and Coordination: Changing Practices to Create a New Order | **Paola Perez-Aleman**, McGill U.  
 Producing Stability by Protecting Chaos | **Martha S. Feldman**, U. of California, Irvine; **Kathleen H Pine**, U. of California at Irvine  
 Fear and loathing in the market: Heterogeneity seeking coherence in price adjustment | **Mark J Zbaracki**, The U. of Western Ontario

**1196** →☒SHCS: (ONE, OMT, SIM) **How Institutions Drive Technological Development in Sustainable Energy**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon I  
 Tweet this session: #AOM2012 1196  
 Organizers: **W Chad Carlos**, Cornell U.; **Shon R Hiatt**, Harvard Business School  
 Chair: **Shon R Hiatt**, Harvard Business School  
 Discussant: **Rebecca Henderson**, Harvard Business School



Institution Building in the Carbon Offset Industry | **Hans Nikolas Rawhouser**, U. of Minnesota, Twin Cities; **Brandon H. Lee**, London Business School

Collective Activism and Market Identity Change in the U.S. Biomass Sector | **Shon R Hiatt**, Harvard Business School; **Sangchan Park**, National U. of Singapore

Influence of Social Movements on Adoption, Decoupling & Impact of State Renewable Portfolio Laws | **Arkangel Miguel Cordero**, Cornell U.; **Wesley Sine**, Cornell U.

Institutional Legacies of Activism and Adoption of Electric Vehicle Recharging Station Technology | **Ion Bogdan Vasi**, Columbia U.; **Hayagreeva Rao**, Stanford U.

#### 1197 : (Paper Session) - (PNP) Public Service Motivation

3:00pm - 4:30pm Marriott Boston Copley Place: Salon C

Tweet this session: [#AOM2012 1197](#)

Chair: **Richard Philip Winter**, The Australian National U.

Encouraging workplace participation in pro-environmental behavior | **Justin M Stritch**, U. of Georgia

Public Service Motivation and Job Satisfaction: Person-Organization Fit and Needs-Supplies Fit | **Bangcheng Liu**, Shanghai JiaoTong U.; **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Kaifeng Yang**, Florida State U.

The role of organizational identity and public service motivation in workplace giving decisions | **Robert K Christensen**, U. of Georgia; **Rebecca Nesbit**, U. of North Carolina, Charlotte; **Brian Gamsey**, The U. of Georgia; **Justin M Stritch**, U. of Georgia

#### 1198 : (Paper Session) - (PNP) Organizational Change and Development - Panel One

3:00pm - 4:30pm Marriott Boston Copley Place: Tremont

Tweet this session: [#AOM2012 1198](#)

Chair: **Rachel Elizabeth Ashworth**, Cardiff U.

From Community to Professionalization: Stages and Pathways of Development of Nonprofit Organizations | **Patrick Valéau**, IAE - U. of La Réunion

Organizational birth: An identity-based perspective | **Dimitrios Spyridonidis**, Imperial College London; **Jane Hendy**, U. of Surrey; **James Barlow**, Imperial College London

Organizing Dynamics in Grassroots Networks: Social Spaces as Sites of Emergence | **Melissa Edwards**, U. of Technology, Sydney; **Ellen Baker**, U. of Technology, Sydney; **Jenny Onyx**, U. of Technology, Sydney

#### 1199 : (DRP Session) - (RM) Current Issues in Research and Publishing

3:00pm - 4:30pm Westin Copley Place: Parliament

Tweet this session: [#AOM2012 1199](#)

Facilitator: **Lisa Schurer Lambert**, Georgia State U.

Accelerating Scholar-Practitioner Collaborative Research Through Speed Consortium Benchmarking | **Holger Schiele**, U. of Twente; **Stefan Krummacker**, U. of East Anglia; **Rita Kowalski**, Work Life Consulting LLC; **Petra Hoffmann**, U. of Twente

That's Mundane! The Virtues of Publishing 'Boring' Research | **Will Felps**, Erasmus U. Rotterdam; **Eliza Byington**, Rotterdam School of Management, Erasmus U.

Engaged Scholarship as a "Dual Mode Publication Broker": Using the Same Data for Different Stories | **Ake Freij**, Stockholm School of Economics

What if we are Texas Sharpshooters? A New Look at Publication Bias | **Torsten Biemann**, U. of Cologne

#### 1200 JS: (RM, OB) Aligning Team Measurement Practice with Theory Through Novel Analytic Applications

3:00pm - 4:30pm Westin Copley Place: Empire

Tweet this session: [#AOM2012 1200](#)

Organizers: **Nathan T. Carter**, U. of Central Florida; **Dorothy R Carter**, Georgia Institute of Technology

IRT-Based Evidence of Team Construct Measurement Quality and Emergence | **Nathan T. Carter**, U. of Central Florida;

**Dorothy R Carter**, Georgia Institute of Technology; **Leslie A. DeChurch**, Georgia Institute of Technology; **Miliani Jimenez**, U. of Central Florida; **Daniel Doty**, U. of Central Florida

Measuring Behavioral Process of Complex Teams Under Compilational Models | **Toshio Murase**, Northwestern U.; **Leslie A. DeChurch**, Georgia Institute of Technology; **Budd Darling**, U. of Central Florida; **Scott Ramsay**, U. of Central Florida

Team Personality: Understanding the Construct, Measurement and Application | **Jing Jin**, U. of Illinois, Urbana-Champaign; **Jing Guo**, U. of Illinois, Urbana-Champaign; **Ding Yu Jiang**, National Chung Cheng U.; **Meng Yu Cheng**, Feng Chia U.

#### 1201 : (DRP Session) - (SAP) Strategic Change and Implementation

3:00pm - 4:30pm Boston Hynes Convention Center: Room 307

Tweet this session: [#AOM2012 1201](#)

Facilitator: **Rajiv Nag**, Georgia State U.

Strategic Change in a Pluralistic Knowledge Based Organization: Forming New Creative Collectives | **Maritza Salazar**, Claremont Graduate U.; **Theresa K Lant**, Pace U.

Leader Integration and Strategic Change in the CEO Post-Succession Period: Review and Directions | **Shenghui Ma**, U. of Zurich; **Stephane Guerard**, U. of Zurich

Strategic Implementation: Pluralism in Assessing Performance of a Transition Office | **Monique Aubry**, ESG-UQAM; **Marie-Claire Richer**, McGill U.; **Mélanie Lavoie-Tremblay**, McGill U.; **Guylaine Cyr**, McGill U.

Beyond Learning from Failure: Failure Management | **Junesoo Lee**, Rockefeller College, U. at Albany - SUNY

The Effect of Public Sector Context on the Perception of Strategy Execution Challenges | **Tomi M. M. Laamanen**, U. of St. Gallen; **Rebekka Sputtek**, U. of St. Gallen (HSG); **Samuli Skurnik**, Aalto U.

#### 1202 : (Paper Session) - (SAP) Beyond Organizational Boundaries: Practicing strategy in networks

3:00pm - 4:30pm Boston Hynes Convention Center: Room 308

Tweet this session: [#AOM2012 1202](#)

Chair: **Timo Vuori**, Hanken School of Economics

Compete to cooperate – Practicing the paradox of cooperation in supplier networks | **Joerg Sydow**, Freie U. Berlin; **Miriam Wilhelm**, Groningen U. (RuG)

Co-creation and the Role of the Customer in Strategizing | **Sebastiano Lombardo**, BI Norwegian Business School

☉ Inter-organizational strategizing as extension of sensemaking capacities | **Felix Werle**, U. of Zurich; **David Nils Seidl**, U. of Zurich

**1203** → 🗄️: (Paper Session) - (SIM) **Legitimacy, Multinationals, Governance and Responsibility**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon K  
Tweet this session: #AOM2012 1203

Chair: **Douglas A Schuler**, Rice U.

- 🗄️ → Mining MNEs, Communities of Place and the Informal Economy | **Aloysius Marcus Newenham-Kahindi**, U. of Saskatchewan; **Charles Edward Stevens**, U. of Wyoming
- 🗄️ → Legitimizing the Stakeholder Perspective at a Saudi Conglomerate | **Yusuf M. Sidani**, American U. of Beirut; **Sammy Showail**, American U. of Beirut
- 🗄️ Legitimacy Strategies in a Globalized World: Organizing for Complex & Heterogeneous Environments | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne; **David Nils Seidl**, U. of Zurich

**1204** → 🗄️: (DRP Session) - (SIM) **Trans-National and Trans-Cultural Learning and Leadership**

3:00pm - 4:30pm Marriott Boston Copley Place: Vineyard  
Tweet this session: #AOM2012 1204

Facilitator: **Jeffrey Lenn**, George Washington U.

- 🗄️ Human 'Value Creation' and 'Human Value' Creation: The Capability Approach | **Johngseok Bae**, Korea U.; **Chihoo Ok**, Korea U.
- CSR Sensemaking – A Cross-National Investigation | **Kunal Basu**, Templeton College, Oxford U.; **Milena Mueller**, U. of Oxford; **Sourav Mukherji**, Indian Institute of Management, Bangalore
- Trans-boundary Crisis Management: Leadership Challenges of Cultural Variance | **Christine Pearson**, Thunderbird; **Amy Sommer**, HEC Paris
- 🗄️ Transnational Horizontal Accountability | **Minh Nhien Thi PHAM**, U. of Lausanne
- The Micro and Macro Processes of MNE CSR Learning: A Historical View | **Jing'an Tang**, Sacred Heart U.

**1205** 🗄️ JS: (SIM, ENT) **Accounting for Stakeholders: Perspectives from Strategy, Entrepreneurship and Accounting**

3:00pm - 4:30pm Marriott Boston Copley Place: Provincetown  
Tweet this session: #AOM2012 1205

Chairs: **Michelle Greenwood**, Monash U.; **Harry J Van Buren**, U. of New Mexico

- Accounting for stakeholders | **Ronald Mitchell**, Texas Tech U.; **Edward Freeman**, U. of Virginia; **Michelle Greenwood**, Monash U.; **Harry J Van Buren**, U. of New Mexico
- Accounting for stakeholders from a business policy and strategy perspective | **Robert A. Phillips**, Boston U.; **Joyce van der Laan Smith**, U. of Richmond
- Accounting for stakeholders from an entrepreneurship perspective | **Saras D Sarasvathy**, U. of Virginia
- Accounting for stakeholders from an accounting perspective | **Robert Ricketts**, Texas Tech U.

**1206** 🗄️ SHCS: (SIM, OB, CM) **Studying Ethical Behavior in the Field: Challenges and Opportunities**

3:00pm - 4:30pm Marriott Boston Copley Place: Boylston  
Tweet this session: #AOM2012 1206

Chairs: **Celia Moore**, London Business School; **Lamar Pierce**, Washington U. in St. Louis  
Discussant: **Joshua D Margolis**, Harvard U.

- The Gift of Punishment: When Social Norms and Social Responsibility Collide | **Lamar Pierce**, Washington U. in St. Louis; **Celia Moore**, London Business School
- The Legitimacy of Corrupt Practices: Geography of Auditors Advice and Backdating of Stock Option Grants | **Aharon Yehuda Cohen Mohliver**, Columbia Business School
- Do Pharmaceutical "Salespeople Not Bearing Gifts" Influence Physician Prescribing? | **Ian Larkin**, Harvard U.
- The Perils of an Expansive Posture: The Effect of Everyday, Incidental Posture on Stealing, Cheating and Parking Violations | **Andy J. Yap**, Columbia Business School; **Abbie Wazlawek**, Columbia Business School; **Brian Lucas**, Northwestern U.; **Amy J. C. Cuddy**, Harvard Business School; **Dana Carney**, U. of California, Berkeley
- When a Little Anxiety Improves Moral Health: A Story of Accountability Nudges and Honest Billing | **Sreedhari D. Desai**, U. of North Carolina; **Maryam Kouchaki**, U. of Utah

**1207** : (Paper Session) - (TIM) **Reviews, Ratings and Reputation**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 104  
Tweet this session: #AOM2012 1207

Chair: **Gary Graham**, U. of Leeds

- 🗄️ Ranking the Technology and Innovation Journals: An Empirical Study of Faculty Perceptions | **Shawn M. Carraher**, Indiana Wesleyan U.; **Sherry E. Sullivan**, Bowling Green State U.
- 🗄️ The Influence of a Firm's Approach to Innovation on its Ability to Attract Analyst Coverage | **Matt Theeke**, George Mason U.; **Francisco Polidoro**, U. of Texas, Austin; **James W Fredrickson**, U. of Texas, Austin
- TIM Best Paper Proceedings**
- 🗄️ The Need for Speed: How Reputation Incongruence Impacts New Product Introduction | **Owen Nelson Parker**, IU Kelley School of Business; **Ryan Adam Krause**, Indiana U. Kelley School

**TIM Best Paper Proceedings**

**1208** : (Paper Session) - (TIM) **Knowledge Flows within and across Organizational Boundaries**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 107  
Tweet this session: #AOM2012 1208

Chair: **Jeffrey A. Martin**, U. of Alabama, Tuscaloosa

- 🗄️ Obliteration, Symbolic Adoption, and Other Finicky Challenges in Tracking Innovation Diffusion | **Andrew Nelson**, U. of Oregon; **Andrew Earle**, U. of Oregon; **Jennifer Howard-Grenville**, U. of Oregon
- TIM Best Paper Proceedings**
- 🗄️ The Dynamic Impact of Absorptive Capacity and Market Overlap on Endogenous Spillover Pools | **Gianluigi Giustiziero**, U. of Michigan, Ann Arbor; **Brian Wu**, U. of Michigan, Ann Arbor
- 🗄️ Knowledge Transfer & Innovative Behavior in Multiunit Organizations: The Role of Knowledge Outflows | **John**

**Hon-weng Lai**, U. of New South Wales; **Steven S. Lui**, U. of New South Wales; **Eric WK Tsang**, U. of Texas, Dallas  
 → **Innovation and Technology Management in Base of the Pyramid Clusters** | **Bruno S Silvestre**, U. of Winnipeg; **Romeu Silva Neto**, Instituto Federal Fluminense

**1209 : (Paper Session) - (TIM) Innovation Legitimacy**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1209

Chair: **Manuel Sosa**, INSEAD

- **Going Underground: Bootlegging and Individual Innovation Performance** | **Paola Criscuolo**, Imperial College London; **Ammon Salter**, Imperial College London; **Anne L.J. ter Wal**, Imperial College London
- Material Strategies of Legitimacy in Sustained Innovation** | **Renee Rottner**, New York U.
- Sex, Lies and Videotape: From the Art of Interestment to the Art of Becoming Interesting** | **Helene Delacour**, U. Nancy 2; **Sebastien Liarte**, ISAM-IAE Nancy, France
- Organizational Innovation and Expectations: Overcoming the Cycle of Negative Expectations** | **Kai Xu**, Texas A&M U.; **Richard W. Woodman**, Texas A&M U.

**1210 : (Paper Session) - (TIM) New Product Development, Value Creation and Timing**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 1210

Chair: **Susan L. Cohen**, U. of North Carolina

- Experimentation and Bold Thinking: Realizing Breakthrough Radical Innovations in CE/IT Industries** | **Shengfa Johnson Chuang**, Case Western Reserve U.
- Contribution of CVC, R&D, and their interaction to Market and Profitability Value Creation** | **Felix Cardenas**, HEC U. of Lausanne; **Michael Burkert**, U. of Lausanne; **Tony Davila**, IESE Business School; **Daniel Oyon**, U. of Lausanne
- Sequential Introduction of Innovations by the Start-up Firm** | **Sreekumar Bhaskaran**, Southern Methodist U.; **Sinan Erzurumlu**, Babson College; **Karthik Ramachandran**, Southern Methodist U.
- Innovation Timing in Supply Chain Alliances: Contingent Performance of Pioneers and Followers** | **Ricarda B. Bouncken**, U. of Bayreuth; **Martin Ratzmann**, U. of Bayreuth; **Julian Hassan**, U. of Bayreuth

**1211 : (Paper Session) - (TIM) Adoption of Information Technology**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 1211

Chair: **Asli Musaoglu Arikan**, The Ohio State U.

- Procedural Justice, not Absorptive Capacity, Matters in Multinational Enterprise ICT Transfers** | **Vernon Bacher**, Saint Cloud State U.; **Brenda Nguyen**, U. of Calgary; **Alain C. Verbeke**, U. of Calgary
- Technology Acceptance under Contingent Authority Adoption Decisions** | **Patricia J Holahan**, Stevens Institute of Technology; **Blake J. Lesselroth**, Portland Veterans Affairs Medical Center; **Kathleen Adams**, Portland Veterans Affairs Medical Center; **Kai Wang**, Stevens Institute of Technology; **Victoria Church**, Portland Veterans Affairs Medical Center

- Unsticking the Status Quo: Framing Effects on the Organizational Bias Against Telework** | **Brittany Harker Martin**, U. of Calgary
- Ethics Frames for a Decision Support System: Focus on the banking sector** | **Carole Tansley**, Nottingham Trent U.; **Colin Fisher**, Nottingham Trent U.

**1212 → JS: (TIM, BPS, IM) Learning from Trade: New Empirical Evidence and Avenues for Future Research**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 310

Tweet this session: #AOM2012 1212

Organizer: **Elena Golovko**, Tilburg U.

Discussants: **J Myles Shaver**, U. of Minnesota; **Robert Salomon**, New York U.

- Learning by Exporting, Learning by Non-Exporting** | **Rene Belderbos**, KU Leuven; **Christoph Grimpe**, Copenhagen Business School
- Formal and Informal Transfer of Knowledge in Learning-by-Exporting** | **Elena Golovko**, Tilburg U.; **Giovanni Valentini**, Bocconi U.
- Firm Internationalization, Innovation and Productivity** | **Bruno Cassiman**, IESE Business School & KU Leuven; **Stijn Vanormelingen**, IESE Business School, HU Brussel

**Monday 4:00PM**

**1213 : (ICW) Journal of Trust Research Annual Editorial Board Meeting**

4:00pm - 5:00pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 1213

Organizer: **Janette Rawlings**, Copenhagen Business School

**Monday 4:30PM**

**1214 : (ICW) Organizational Research Methods Editorial Review Board Meeting**

4:30pm - 5:30pm Westin Copley Place: Staffordshire

Tweet this session: #AOM2012 1214

Organizer: **Cynthia Nalevanko**, Sage Publications

**Monday 4:45PM**

**1215 : (Paper Session) - (BPS) Alliances: Partner Selection and Firm Protection**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 101

Tweet this session: #AOM2012 1215

Chair: **Benjamin L. Hallen**, London Business School

- Resource Matching and Egocentric Biases in the Identification of Partner Alliance Opportunities** | **Hitoshi Mitsuhashi**, Keio U.; **Jungwon Min**, Kyushu U.
- The Interplay of Legal, Temporal, and Social Defenses in Corporate Venture Capital Relations** | **Benjamin L. Hallen**, London Business School; **Riitta Katila**, Stanford U.; **Jeff Rosenberger**, Stanford U.
- Bringing tasks back in: complementarities, asymmetries and the search for alliance partners** | **Marco Furlotti**, Tilburg U.; **Giuseppe Soda**, Bocconi U.
- Value Protection in Uneven R&D Alliances** | **Sascha G Walter**, Christian-Albrechts-U. of Kiel; **Won Kyung Min**, Temple U.; **Mitrabarun Sarkar**, Temple U.; **Achim Walter**, U. of Kiel

**1216** 📄: (Paper Session) - (BPS) **Firm boundaries in emerging markets**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1216

Chair: **Apalak Khatua**, Indian Institute of Management Tiruchirappalli

📄 The theory of the firm revisited: Is opportunism necessary? | **Aleksey Martynov**, U. of Houston, Clear Lake

📄 Growth and persistence of business groups in emerging markets: Towards solving the puzzle | **J Ramachandran**, Indian Institute of Management, Bangalore; **K S Manikandan**, Indian Institute of Management Tiruchirappalli

➔ 🗣️ Internal Market Failure for Firms in Emerging Economies: An Application of the Coase Theorem | **Michael N. Young**, Hong Kong Baptist U.; **Joyce Wang**, Hong Kong Baptist U.

📄 Seemingly related diversification and firm performance | **Nan Zhou**, Moscow School of Management Skolkovo

**1217** 📄: (DRP Session) - (BPS) **Knowledge, Resources, and Capabilities**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 109

Tweet this session: #AOM2012 1217

Facilitator: **Rimi Zakaria**, Florida International U.

The Deployment of Dynamic and Operational Capabilities and its Impact on New Capability Development | **Heiko Gebauer**, Eawag - Swiss Federal Institute of Aquatic Science and Technology; **Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology; **Bernhard Truffer**, Cirus - Innovation Research in Utility Sectors

📄 Stickiness and the Sequencing of Investments in Knowledge Coordination Capabilities | **Robert Jensen**, Brigham Young U.; **Gabriel Szulanski**, INSEAD

📄 Knowledge Creation and Appropriation within Incumbent Firms and Employee Entrepreneurship | **Alfonso Gambardella**, Bocconi U.; **Martin Ganco**, U. of Minnesota; **Florence E M Honore**, U. of Minnesota

📄 Managerial Ability, Strategic Choice, and Firm Outcomes | **Peter Wright**, U. of Memphis; **Mark Kroll**, Texas U. of Brownsville; **Son Anh Le**, Louisiana Tech U.

📄 Knowledge-in-Practice: Exploring The Influence of Knowledge Management Processes on Performance | **Derrick McIver**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

**1218** 📄: (Paper Session) - (BPS) **Strategic interactions: rivalry, aggression, symbiosis**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 201

Tweet this session: #AOM2012 1218

Chair: **Sabine Brunswicker**, Fraunhofer Institute for Industrial Engineering

➔ 📄 Towards a behavioral theory of competitive interactions: a system dynamics approach | **Jukka Luoma**, Aalto U.; **Sampsa Ruutu**, Technical Research Center of Finland (VTT); **Henrikki Tikkanen**, Aalto U.

📄 The Wealth Effect among Rivals: Evidence from Response and Nonresponse on Competitive Actions | **Heng-Yu Chang**, National Cheng Kung U.

📄 Competitive Aggressiveness and Firm Performance: A Meta-Analysis | **Philip Andrew Rowland**, Queen's School of Business, Canada

Symbiosis in Organizations and Organizing | **Zackary R. Edens**, U. of Kentucky

**1219** 📄: (Paper Session) - (BPS) **Board Dynamics: Composition and behavior**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1219

Chair: **Karen Schnatterly**, U. of Missouri at Columbia

📄 Recategorization: The Selection of Minority Directors and Their Subsequent Influences on Boards | **David H. Zhu**, Arizona State U.; **Wei Shen**, Arizona State U.; **Amy Hillman**, Arizona State U.

📄 Whose Preferences Will Prevail in Board Member Selection? Internal and External Power Struggles | **Alina Wilker**, LMU Munich; **Anja Christine Tuschke**, U. of Munich; **Patricia Klarner**, U. of Munich

📄 I Know Something You(r Board Committee) Do(es)n't Know!: Linking Pin Directors & Board Monitoring | **Pamela Brandes**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Sang Hyun Suh**, Tennessee State U.

➔ 📄 Flexible director contributions to board meetings: An observational, process focused analysis | **Gavin John Nicholson**, Queensland U. of Technology; **Amedeo Pugliese**, Queensland U. of Technology; **Pieter-Jan Bezemer**, Queensland U. of Technology; **Amy Hillman**, Arizona State U.

**1220** 📄: (DRP Session) - (BPS) **Cognition and the Behavioral Theory of the Firm**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1220

Facilitator: **Susan Elaine Murphy**, James Madison U.

➔ Governance reform and shareholder-friendly behaviors in Korean firms | **Jootae Kim**, Dankook U.

➔ Does Hybrid Ownership Work? The Diversity of Blockholders and Performance in the Banking Industry | **Dony Abdul Chalid**, U. of Bologna; **Federico Munari**, U. of Bologna

📄 Institutional Investor Portfolio Stability and Post-IPO Firm Survival: A Contingency Approach | **Christopher Ray Reutzl**, Utah State U.

That's Not Fair! Deviations from Economic Rationality in Shareholder Say-on-Pay Voting | **Ryan Adam Krause**, Indiana U. Kelley School; **Kimberly Whittler**, Indiana U. Kelley School

➔ 🗣️ The Determinants of Foreign Institutional Ownership in Emerging Economy Firms | **Heechun Kim**, Georgia State U.; **Hicheon Kim**, Korea U.

**1221** 🗣️➔ 📄: (BPS) **The Path Towards a Sustainable Society**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 306

Tweet this session: #AOM2012 1221

Organizers: **Ioannis Ioannou**, London Business School; **George Serafeim**, Harvard U.

Speakers: **Pratima Bansal**, U. of Western Ontario; **Amy C. Edmondson**, Harvard U.; **Rebecca Henderson**, Harvard Business School; **Joshua D Margolis**, Harvard U.; **Anita M McGahan**, U. of

Toronto; **Maurizio Zollo**, Bocconi U.; **Robert Eccles**, Harvard Business School

**1222 : (CAR) Careers Division Business Meeting**

4:45pm - 6:15pm Boston Park Plaza: Georgian Room

Tweet this session: **#AOM2012 1222**

*How does the Careers Division work? What's been happening? Who won our awards? Perhaps you? What lies ahead? All this and more will be revealed...*

Division Chair: **Svetlana Khapova**, VU U. Amsterdam

Division Chair-Elect: **Julia Richardson**, York U.

Program Chair: **Peter A. Heslin**, U. of New South Wales

Professional Development Workshop Chair: **Kimberly Eddleston**, Northeastern U.

**1815 SHCS: (CAR, MED, OB) Preparing the Next Generation of Professors: A Current Assessment and Prescription for Change**

4:45pm - 6:15pm Boston Park Plaza: Berkeley Room

Tweet this session: **#AOM2012 1815**

Chairs: **Suzanne C. de Janasz**, IMD; **Maury Peiperl**, IMD

Presenters: **Robert Marx**, U. of Massachusetts, Amherst; **James G Clawson**, U. of Virginia; **Monica L. Forret**, St. Ambrose U.; **Julie I Hancock**, Rutgers U.-Camden; **Suzanne C. de Janasz**, IMD; **Catarina Anita Ahlvik**, Hanken School of Economics; **Maury Peiperl**, IMD

**1223 CAU: (CAU) Gender Role as a Resource for Female Entrepreneurship in the Informal Economy**

4:45pm - 6:15pm Sheraton Boston Hotel: Dalton A

Tweet this session: **#AOM2012 1223**

Organizers: **Aegean Oi Kam Leung**, U. of Victoria; **Patrick Vermeulen**, Radboud U. Nijmegen

Participants: **Jennifer E Jennings**, U. of Alberta; **Richard G Seymour**, U. of Sydney; **Yvonne Benschop**, Radboud U. Nijmegen; **Johanna Mair**, Stanford U.; **Charlene E. Zietsma**, U. of Victoria

**1224 : (Paper Session) - (CDP) Global Perspectives on Corporate Social Responsibility**

4:45pm - 6:15pm Westin Copley Place: Baltic

Tweet this session: **#AOM2012 1224**

Facilitator: **Glen Dowell**, Cornell U.

→ **ONE**: Ownership Structure and Corporate Social Performance in Chinese Entrepreneurial Firms | **Yuan Lu**, Chinese U. of Hong Kong; **Qiang Liang**, Shantou U.; **Xinchun Li**, National Sun Yat-sen U.

**SIM**: A Comparison of MNC and Domestic Firm CSR in Emerging Markets: Evidence from Ghana | **Scott D Julian**, Wayne State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Ying Zhang**, Huazhong U. of Science and Technology

**OM**: Moral and Strategic Imperatives for Corporate Social Responsibility at a Most Admired Korean Company | **Yoo-Taek Lee**, Emmanuel College; **James Hoopes**, Babson College

→ **ONE**: The Impact of Partnerships on Strategy Processes for Base of The Pyramid Markets | **Martin Hermdorf**, U. of St. Gallen

**1225 : (Paper Session) - (CDP) Ethnicity, Culture, and Spirituality: Implications for Entrepreneurship**

4:45pm - 6:15pm Westin Copley Place: Essex North-Center

Tweet this session: **#AOM2012 1225**

Facilitator: **Simona Giorgi**, Boston College

**MH**: Cultural Value, Entrepreneurial Opportunity, and Economic Growth in the Impoverished Economies | **Chien-Chi Tseng**, U. of Florida

**OMT**: Ethnic Divisions among Entrepreneurs: The impact on organizational strategies & venture evolution | **Mallika Banerjee**, Cornell U.

**MSR**: How Do Spirituality, Intuition and Entrepreneurship go Together? | **Sharda Nandram**, Nyenrode Business U.

**1226 : (Paper Session) - (CDP) Learning and Structuring to Build Dynamic Capabilities**

4:45pm - 6:15pm Westin Copley Place: Essex North-East

Tweet this session: **#AOM2012 1226**

Facilitator: **John J Voyer**, U. of Southern Maine

**BPS**: Structural Recombination and Innovation: Roles of technological capability, diversity and coherence | **Samina Karim**, Boston U.; **Aseem Kaul**, U. of Minnesota

**OB**: Absorptive Capacity, Learning Orientation and Institutional Investment Performance | **Mimi Lord**, Case Western Reserve U.

**ONE**: Business Strategies for Ecological Sustainability: towards A New Conceptualisation | **Helen Borland**, Aston U.; **Veronique Ambrosini**, Monash U.

**BPS**: Pre-Entry Capabilities, the Boundaries of New Firms, and Survival in the Early U.S. Auto Industry | **Nicholas Argyres**, Washington U. in St. Louis; **Romel Mostafa**, U. of Western Ontario

**1227 : (Paper Session) - (CDP) Ties that Bind: Creating and Managing Social Networks**

4:45pm - 6:15pm Westin Copley Place: Essex North-West

Tweet this session: **#AOM2012 1227**

Facilitator: **Giuseppe Labianca**, U. of Kentucky

→ **ONE**: Examining The Evolution of Ties In Social Networks: A Longitudinal Multi-Method Study | **Sridevi Shivarajan**, Ramapo College of New Jersey; **Thomas Dubois**, U. of Maryland, College Park; **Aravind Srinivasan**, U. of Maryland, College Park

→ **OB**: Culture, Labor Markets and Attitudes: A Meta-analytic Test of Tie-Strength Theory | **Prasad Balkundi**, State U. of New York, Buffalo; **Jeffrey Bentley**, State U. of New York, Buffalo; **Martin J. Kilduff**, U. of Cambridge

**OCIS**: Contact Expansion Under Stress Using ICT | **Ann Majchrzak**, U. of Southern California; **Sirkka Jarvenpaa**, U. of Texas; Aalto U.; **Jeremiah Johnson**, U. of Southern California

**OCIS**: A Network Perspective on Success in Collaboration: Stop Citing Me for Our Own Good? | **Alina Lungeanu**, Northwestern U.; **Yun Huang**, Northwestern U.; **Noshir Contractor**, Northwestern U.

**1228 : (Paper Session) - (CDP) Examining Trust and Disruption in Supply Chain Management**

4:45pm - 6:15pm Westin Copley Place: St. George D

Tweet this session: **#AOM2012 1228**

Facilitator: **Jay Nathan**, St. John's U.

**MOC**: Organizational Trust in Supply Chain Relationships - a Meta-Analysis | **Gerhard Schewe**, Westfälische Wilhelms-U. Münster; **Ann-Marie Nienaber**, Westfälische Wilhelms-U. Münster

MONDAY

→ **IM:** Supply Chain Disruption Management: Global Convergence vs National Specificity | **Elena Revilla**, Instituto de Empresa Business School; **Maria Jesus Saenz**, Zaragoza Logistics Center

→ **OM:** The Chinese Milk Powder Crisis: Implications for Supply Chain Quality Management | **Xiande Zhao**, Chinese U. of Hong Kong; **Yina Li**, South China U. of Technology; **Barbara B. Flynn**, Indiana U.; **Stephen Ng**, Hang Seng Management College

**OM:** The Salesperson's Role in Supply Chain Relationships: The effect of moderators | **Mahesh Srinivasan**, The U. of Akron; **Prashant Srivastava**, The U. of Akron

**1229** → *(Paper Session)* - (CM) **Cultural Differences in Negotiation Process, Perception, and Outcomes**

4:45pm - 6:15pm Boston Park Plaza: Cambridge Room

Tweet this session: **#AOM2012 1229**

Chair: **Zoe Barsness**, U. of Washington, Tacoma

→ Implications of Honor & Dignity Culture for Negotiations: A Study of Middle Easterners & Americans | **Soroush Aslani**, Northwestern U.; **Jimena Ramirez-Marin**, U. of Seville; **Jeanne M Brett**, Northwestern U.; **Catherine Tinsley**, Georgetown U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Wendi L. Adair**, U. of Waterloo

→ In-group Bias in North American-Middle Eastern Negotiations: An Observer Perspective | **Zhaleh Semnani-Azad**, U. of Waterloo; **Wendi L. Adair**, U. of Waterloo

→ The Etic and Emic Elements of Negotiator Mentality in China and the United States | **Zhi-Xue Zhang**, Peking U.; **Leigh Anne Liu**, Georgia State U.; **Li Ma**, Peking U.; **Xiao Wang**, State Grid Corporation of China

**1230** : *(Paper Session)* - (CMS) **CMS Keynote: Professor Henry Mintzberg, Rebalancing Society: A Critical Worldly Perspective**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon E

Tweet this session: **#AOM2012 1230**

Division Chair: **Sarah Stookey**, Central Connecticut State U.

Division Chair-Elect: **Alex Faria**, Fundacao Getulio Vargas

Program Chairs: **Jan Schapper**, La Trobe U.; **Gavin Jack**, La Trobe U.

Distinguished Speaker: **Henry Mintzberg**, McGill U.

**1231** : *(DRP Session)* - (ENT) **Individual Decision Making and Entrepreneurship**

4:45pm - 6:15pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 1231**

Facilitator: **Matthew J. Fox**, Duke U.

→ Get into the Mindset of Intrapreneurs | **Sergio Janczak**, U. of Western Ontario; **Franck Bares**, HEC Montreal

Advancing Entrepreneurial Learning Theory by Focusing on Learning Mode and Learning Target | **Magdalena Markowska**, ESADE Business School; **Johan Wiklund**, Syracuse U.

→ Toward an Institutional Extension of Theory of Planned Behavior: The Case of Succession Intentions | **Philipp Sieger**, U. of St. Gallen; **Thomas Markus Zellweger**, U. of St. Gallen; **Urs Fueglistaller**, U. of St. Gallen

Local Business Climate: Components and Potential Impact from an RBV Perspective | **Benjamin David McLarty**,

Louisiana State U.; **K. Mark Weaver**, Louisiana State U.; **Kirby Goidel**, Louisiana State U.

The Demand-Side Dynamics of Within-Industry Variation in Entrepreneurial Entry | **Lalit Manral**, U. of Central Oklahoma

**1232** : *(Paper Session)* - (ENT) **Entrepreneurship in Large and Small Contexts**

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 1232**

Chair: **Almarie Esther Munley**, Regent U.

The Small Firm Effect and the Quality of Entrepreneurs | **Jing Chen**, Copenhagen Business School

Entrepreneurs' Networking Group Commitment and Subsequent Revenue Generation | **Anthony Coy**, Virginia Commonwealth U.; **Jody Davis**, Virginia Commonwealth U.; **Jeff Green**, Virginia Commonwealth U.; **Jeffrey M. Pollack**, U. of Richmond

Entrepreneurial Orientation: Disposition and Behavior | **Brian S. Anderson**, Richard Ivey School of Business; **Jeffrey G. Covin**, Indiana U.

**1233** : *(Paper Session)* - (ENT) **Human Capital and Innovation**

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon H

Tweet this session: **#AOM2012 1233**

Chair: **Mario Hayek**, Texas A&M U., Commerce

→ Doing More with Less: Bricolage and Social Innovation | **Chamu Sundaramurthy**, San Diego State U.; **Congcong Zheng**, San Diego State U.; **Martina Musteen**, San Diego State U.; **John D. Francis**, San Diego State U.; **Lawrence C Rhyne**, San Diego State U.

Research, Innovation and Productivity of SMEs: Does Family Ownership Matter? | **Nicolas Classen**, Maastricht U.; **Martin Carree**, U. of Maastricht; **Anita Van Gils**, U. of Maastricht; **Bettina Peters**, Centre for European Economic Research (ZEW)

Dual Identity and Human Capital of Philanthropic Venture Capital Firms | **Mariarosa Scarlata**, Newcastle U.; **Andrew Zacharakis**, Babson College; **Jennifer M. Walske**, U. of California, Berkeley

**1234** : *(Paper Session)* - (ENT) **Human Capital, Family Firms and Management**

4:45pm - 6:15pm Sheraton Boston Hotel: Berkley A

Tweet this session: **#AOM2012 1234**

Chair: **Tiago Ratinho**, U. of Twente

→ Entrepreneurship in a Developing Economy: Preliminary Findings | **Judy Matthews**, Queensland U. of Technology; **Carol Dalglish**, QUT; **Marcello Tonelli**, Queensland U. of Technology

Family Succession and Employment of Non-Family Managers | **Hanqing Fang**, Mississippi State U.; **Esra Memili**, U. of North Carolina, Greensboro; **Robert Van De Graaff Randolph**, Mississippi State U.; **James J Chrisman**, Mississippi State U.; **Tim Barnett**, Mississippi State U.

→ Entrepreneurial Challenges to (In)Formality in Emerging Markets: A Polycentric Perspective | **Geoff Kistruck**, The Ohio State U.; **Justin W. Webb**, Oklahoma State U.; **Chris J Sutter**, The Ohio State U.; **Anastasia Bailey**, The Ohio State U.

📖 IPO Success versus Bankruptcy Failure: An Empirical Investigation of Industry and Regional Effects | **Jon Eckhardt**, U. of Wisconsin, Madison; **Marc T. Junkunc**, Virginia Tech; **Mingxiang Li**, U. of Wisconsin, Madison; **Marianna Makri**, U. of Miami

**1235 : (DRP Session) - (ENT) Action and Entrepreneurship**

4:45pm - 6:15pm Sheraton Boston Hotel: Clarendon A & B

Tweet this session: [#AOM2012 1235](#)

Facilitator: **Sandra Schillo**, Innovation Impact Inc.

📖 The Essence of Family Business: A Review and Implications for Research | **Alexandra Dawson**, Concordia U.; **Donata Mussolino**, U. of Naples Federico II

📖 Competitor Orientation, New Venture Performance, and the Mediating Role of Organizational Legitimacy | **Yunzhou Du**, Anhui U. of Finance & Economics; **Yuli Zhang**, Nankai U.; **Bing Ren**, Nankai U.

📖 Social Entrepreneurs, Social Enterprise and Social Entrepreneurship: A Synthesis of Perspectives | **Aqeel Tirmizi**, SIT Graduate Institute

📖 Municipal Entrepreneurship, Sources of Opportunity and Procurement for Innovation | **Jan H. Kietzmann**, Simon Fraser U.; **Boyd Cohen**, (Formerly) U. of British Columbia

📖 Patents and Alliances as Venture Capitalist Screening Criteria - Investigating Industry Difference | **Daniel Hoening**, Technische U. München; **Joachim Henkel**, Technische U. München

**1236 : (DRP Session) - (ENT) Context and Entrepreneurship**

4:45pm - 6:15pm Sheraton Boston Hotel: Hampton A

Tweet this session: [#AOM2012 1236](#)

Facilitator: **Ilgaz Arikan**, The Ohio State U.

📖 An Information Processing Perspective: TMT Diversity and SME Performance | **Jan Brinckmann**, ESADE; **Dietmar Grichnik**, U. of St. Gallen; **Felizitas Julia Eichinger**, WHU - Otto Beisheim School of Management

The Extended Mind at Work: From Bounded Rationality to Unleashed Cognition | **Dietmar Grichnik**, U. of St. Gallen; **Nicholas Dew**, Naval Postgraduate School; **Katrin Haug**, WHU - Otto Beisheim School of Management; **Jan Brinckmann**, ESADE; **Stuart Read**, IMD

➔ 📖 Opportunity Recognition in Emerging Economies: A Multilevel Analysis | **Chang Hoon Oh**, Simon Fraser U.; **Dominic S. K. Lim**, Brock U.

📖 Economic Downturn and Financing Innovative Startup Firms | **Yongwook Paik**, U. of Southern California; **Heejin Woo**, U. of Southern California

📖 Structural Similarity and Specific Knowledge in Entrepreneurial Applications of Technologies | **Eric Shaun Mattingly**, U. of Louisville; **Tae Jun Bae**, U. of Louisville; **James Fiet**, U. of Louisville; **Sharon A Kerrick**, U. of Louisville

**1237 : (Paper Session) - (ENT) Decision Making in Entrepreneurial Contexts**

4:45pm - 6:15pm Sheraton Boston Hotel: Jefferson

Tweet this session: [#AOM2012 1237](#)

Chair: **Chien Sheng Richard Chan**, Peking U.

📖 Risk, Balanced Skills and Entrepreneurship | **Chihmao Hsieh**, U. of Amsterdam; **Mirjam Van Praag**, U. of Amsterdam

A Joint Test Of Status Hierarchies and Personal Ties In VC Decision-Making | **Nina Lucia Hampl**, U. of St. Gallen; **Robert Joseph Wuebker**, U. of Utah; **Rolf Wuestenhagen**, U. of St. Gallen

Signaling Endorsement Legitimacy: A Signaling Theory Approach to VC Investment Decision Making | **Will Drover**, SIU Carbondale

**1238 : (DRP Session) - (ENT) Entrepreneurship and the Individual**

4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: [#AOM2012 1238](#)

Facilitator: **Aaron Francis McKenny**, U. of Oklahoma

📖 The Contribution of Behavioral Genetics to Entrepreneurship Research: An Evolutionary Perspective | **Graciela Kuechle**, U. of Deusto

📖 The Effect of One's Cognitions on Others in Resource Acquisition for Commercialization of Inventions | **Gordon Kwesi Adomdza**, Northeastern U.; **Thomas Astebro**, HEC

📖 Socio-Emotional Wealth: An Empirical Investigation on Family Firm Practices and Performance | **Luiz F. Mesquita**, Arizona State U.; **Marcos Hashimoto**, Faculdade Campo Limpo Paulista - FACCAMP; **Peter Hom**, Arizona State U.

➔ 📖 Transnational Entrepreneurs' Network Diversity, Structure and Performance: Return Migration to China | **Benson Honig**, McMaster U.; **Yuval Kalish**, Tel Aviv U.; **Xiaohua Howard Lin**, Ryerson U.

📖 The Two Faces of Socio-Emotional Wealth | **Isabelle Le Breton-Miller**, HEC Montreal & U. of Alberta; **Danny Miller**, HEC Montreal & U. of Alberta

**1239 📖📖 : (Paper Session) - (GDO) Psychological Variables**

4:45pm - 6:15pm Boston Park Plaza: Clarendon Room

Tweet this session: [#AOM2012 1239](#)

Chair: **Joyce K Fletcher**, Simmons College

Discussant: **David M. Porter Jr.**, Walter Kaitz Foundation

📖 Managing Workplace Diversity: Does Psychological Safety Hold the Key to Employee Performance? | **Barjinder Singh**, U. of Houston, Victoria; **T. T. Rajan Selvarajan**, U. of Houston, Victoria

➔ 📖 The Role of Self-Image Threat in Nonbeneficiaries and Beneficiaries' Reactions to Employment Equity | **Ivona Hideg**, U. of Toronto; **Lance Ferris**, Pennsylvania State U.

📖 Hierarchical Workplace Romance: The Role of Social Judgment and Gender on Career Outcomes | **Lydia Teo**, U. of New South Wales; **Suzanne Chan-Serafin**, U. of New South Wales; **Amirali Minbashian**, U. of New South Wales; **David Chee-mun Cheng**, U. of New South Wales; **Lu Wang**, U. of New South Wales

**1240 📖📖 : (DRP Session) - (GDO) Diversity Climate**

4:45pm - 6:15pm Boston Park Plaza: Tremont Room

Tweet this session: [#AOM2012 1240](#)

Chair: **Douglas Creed**, U. of Rhode Island

Discussant: **Lisa Hisae Nishii**, Cornell U.

📖 The Spillover of Community Racial Diversity and Diversity Climate to the Workplace | **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Jorge A. Gonzalez**, U. of Texas Pan American; **Kyle Ehrhardt**, U. of Wisconsin, Milwaukee; **Romila Singh**, U. of Wisconsin, Milwaukee

**Dorothy Harlow Best Paper Award.**

- 📄 Effect of Diversity Climate and Psychological Contract Violation on Employee Outcomes | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, Greensboro
- 📄 'The age of innocence': Diversity climate, work attitudes, and the role of age and gender | **Stefano Basaglia**, Bergamo U.; **Chiara Paolino**, Bocconi U.; **Massimo Magni**, Bocconi U.
- 📄 Employee Relations-Oriented Diversity and Store Unit Effectiveness: Does Community Matter? | **Orlando C. Richard**, U. of Texas, Dallas; **Marcus Maharg Stewart**, Bentley U.; **Patrick F. McKay**, Rutgers U.; **Timothy Sackett**, HRU Technical Resources
- ➔ 📄 A Work Group Climate Perspective of the Relationships among Leadership, Diversity and Creativity | **Peng Wang**, Miami U. Ohio; **Joseph Charles Rode**, Miami U. Ohio; **Kan Shi**, Chinese Academy of Sciences; **Zhengxue Luo**, The Fourth Medical U.

**1241** 📄 JS: (GDO, HR, CAR) **New Views of Age Stereotypes: Form, Prevalence, and Consequences**

4:45pm - 6:15pm Boston Park Plaza: Thoreau Room

Tweet this session: **#AOM2012 1241**

*Chairs:* **Tracy McCausland**, George Mason U.; **Eden King**, George Mason U.

*Discussant:* **Lisa M. Finkelstein**, Northern Illinois U.

Another 30 Years: Stereotypes of 'Older Workers' in the 21st Century | **Jean Anne McCarthy**, U. of Limerick; **Noreen Heraty**, U. of Limerick; **Christine Cross**, U. of Limerick

Age Stereotypes Affect Performance in Information

Technology Training | **Tracy McCausland**, George Mason U.; **Eden King**, George Mason U.; **Lindsey Bartholomew**, George Mason U.; **Rachel Feyre**, George Mason U.; **Afra Ahmad**, George Mason U.

Rate Personality Effects On Evaluations Of Younger Versus Older Workers | **Donald M Truxillo**, Portland State U.; **Elizabeth McCune**, Microsoft Corporation; **Franco Fraccaroli**, U. of Trento

The Influence of Performance Trends on Performance Ratings of Older and Younger Salespeople | **Cort W. Rudolph**, Florida International U.; **Michael Harari**, Florida International U.; **John Wittgenstein**, Florida International U.

The Shared Effects of Age, Supervisory-Feedback, and Selection Behaviors on Job Performance | **Matthias Weigl**, Munich U.; **Andreas Müller**, Munich U.; **Peter Angerer**, U. of Duesseldorf

**1242 : (HCM) HCMD Business Meeting**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon F

Tweet this session: **#AOM2012 1242**

*Division Chair:* **Trish Reay**, U. of Alberta

*Division Chair-Elect:* **Jami Leanne DelliFraine**, U. of Texas

*Program Chair:* **Eric W. Ford**, U. of North Carolina, Greensboro

*Professional Development Workshop Chair:* **Rebecca Wells**, U. of North Carolina

*Past Chair:* **Eric S. Williams**, U. of Alabama

**1243** 📄: (DRP Session) - (HR) **Recruiting Strategies and Job Choice**

4:45pm - 6:15pm Boston Park Plaza: Board Room

Tweet this session: **#AOM2012 1243**

*Facilitator:* **Brian W. Swider**, Georgia Institute of Technology

📄 Is This How I Will Be Treated? Reducing Uncertainty Through Recruitment Interactions | **Harvell Jackson Walker**, Texas Tech U.; **Talya N. Bauer**, Portland State U.; **Michael S. Cole**, Texas Christian U.; **Hubert S. Feild**, Auburn U.; **Amanda Sophia Hinojosa**, Texas Tech U.

📄 Broadening the Business Case for Employee Referrals: Does Referral Hiring Affect Referrer Outcomes? | **Jenna R. Pieper**, U. of Texas, Dallas

📄 Modeling Corporate Social Performance and Job Pursuit Intention | **Chieh-Peng Lin**, National Chiao Tung U.; **Wei-Ting Hung**, Vanung U.; **Sheng-Wuu Joe**, Vanung U.; **Chou-Kang Chiu**, National Taichung U.

📄 Informational Asymmetries in Job Markets and Its Impact on Companies' ½ Recruiting Success | **Arndt Werner**, U. of Siegen; **Alwine Mohnen**, Technical U. Munich

📄 Do I Really Want to Work Here? Testing a Model of Job Pursuit for MBA Interns | **Gerard Beenen**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton

**1244** 📄: (Paper Session) - (HR) **Leadership and HR: Perceptions, Information, and Employee Outcomes**

4:45pm - 6:15pm Boston Park Plaza: Cabot Room

Tweet this session: **#AOM2012 1244**

*Chair:* **Cesar Douglas**, Florida State U.

📄 Rising Stars and Falling Commitment: Self-Perceived Status and Responses to Performance Feedback | **Igor Kotlyar**, U. of Ontario Institute of Technology; **Len Karakowsky**, York U.

📄 CEO' Empowering Leadership and CE: the Role of TMT Information Elaboration & Environmental Dynamism | **Guiyao Tang**, Shandong U.; **Pengcheng Li**, Shandong U.; **Zhijun Chen**, Shandong U.

➔ 📄 Line Managers' Perception of User-Friendly HR and Employee Outcomes | **Bard Kuvaas**, BI Norwegian Business School; **Anders Dysvik**, BI Norwegian Business School; **Robert Buch**, BI Norwegian Business School

**1245** 📄: (Paper Session) - (HR) **Effects of HR Practices on Firm Performance and Turnover**

4:45pm - 6:15pm Boston Park Plaza: Charles River Room

Tweet this session: **#AOM2012 1245**

*Chair:* **Michal Biron**, U. of Haifa & Tilburg U.

📄 The Effects of Inducement and Expectation HR Practices on Turnover & Customer Satisfaction | **Joseph A. Schmidt**, U. of Saskatchewan; **David A. Jones**, U. of Vermont; **Chelsea Willness**, U. of Saskatchewan; **Joshua S Bourdage**, U. of Calgary; **Mark Youndt**, Skidmore College

📄 The Mechanism Linking HRM Practices to Performance and Turnover: The Mediating Role of Followership | **Yunhui Xie**, GSM, Peking U.; **Yi Chi Zhang**, Peking U.

➔ 📄 The Moderating Effect of Employees' HR Attribution on HRM - Employee Outcomes Linkages | **Karin Sanders**, Australian School of Business; **Huadong Yang**, U. of Twente; **Sunghoon Kim**, U. of New South Wales

**1246** 📄: (DRP Session) - (HR) **Reward Structures: Construction and Outcomes**



4:45pm - 6:15pm Boston Park Plaza: Newbury Room

Tweet this session: #AOM2012 1246

Facilitator: **Ian Larkin**, Harvard U.

☑ Pay Level Satisfaction and Employee Outcomes: The Moderating Effect of Autonomy and Support Climate | **Bert Schreurs**, Maastricht U.; **Hannes Guenter**, Maastricht U.; **Hetty Van Emmerik**, Maastricht U.; **Guy Notelaers**, Maastricht U.; **Désirée Schumacher**, Maastricht U.

☑ Should I Stay or Should I Go: Workers' Intentions to Leave in Domestic Russian Organizations | **Azer Efendiev**, National Research U.; **Evgeniya Balabanova**, National Research U.; **Mats Ehrnrooth**, Hanken School of Economics; **Alexei Koveshnikov**, Hanken School of Economics

☑ Unraveling the Relationship of Pay Dispersion and Turnover Intention Among White-Collar Employees | **Wei He**, Huazhong U. of Science & Technology; **Li-rong Long**, Huazhong U. of Science & Technology

☑ Causal Ambiguity and the Social Construction of Executive Remuneration | **Cliff Bowman**, Cranfield U.

### 1247 ☑: (HR) New Perspectives on the Study of Work-Life Processes and Health

4:45pm - 6:15pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 1247

Chairs: **Kelly Schwind Wilson**, Purdue U., West Lafayette;**Theresa M. Glomb**, U. of MinnesotaDiscussant: **Ellen Ernst Kossek**, Michigan State U.

Unhealthy Balance? The Consequences of Work and Family Demands on Employees' Health and Health Care | **Jean M. Abraham**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota; **Tao Yang**, U. of Minnesota; **Devasheesh P. Bhawe**, Concordia U.; **Erin Kelly**, U. of Minnesota

The Consequences of Workaholicism and Work Engagement for Employee Well-Being and Health | **Lieke L. ten Brummelhuis**, Erasmus U. Rotterdam; **Benjamin Uhrich**, U. of North Carolina, Charlotte; **Nancy Rothbard**, U. of Pennsylvania; **Steven Rogelberg**, U. of North Carolina, Charlotte

Conflict between Employees' Work, Family, and Personal Lives and Relationships with Health Outcomes | **Heidi M. Baumann**, Purdue U., West Lafayette; **Kelly Schwind Wilson**, Purdue U., West Lafayette

Organizational and Family Resources as Predictors of Perceptions of Mental Health | **Heather Odle-Dusseau**, Gettysburg College; **Thomas W Britt**, Clemson U.; **Tiffany M. Greene-Shortridge**, Kenexa

### 1248 ☑ → ☑ JS: (HR, OB) Corporate Social Responsibility: What Do We Know and Where Do We Go From Here?

4:45pm - 6:15pm Boston Park Plaza: Stanbro Room

Tweet this session: #AOM2012 1248

Organizers: **Deborah Elizabeth Rupp**, Purdue U.; **Ruodan Shao**, City U. of Hong Kong; **Daniel Skarlicki**, U. of British Columbia  
Discussant: **Patrick Wright**, Cornell U.

What We Know and Don't Know about Corporate Social Responsibility: A Review and Research Agenda | **Ante Glavas**, U. of Notre Dame; **Herman Aguinis**, Indiana U., Bloomington

Institutional Complexity and Community Performance: Evidence from Organized Philanthropy in the U.S. |

**Matthew Lee**, Harvard Business School; **Chris Marquis**, Harvard U.

Corporate Social Responsibility and Employee Outcomes: Toward an Employee-Centered Model of CSR | **Youngkyun Chang**, U. of Kansas; **Douglas R May**, U. of Kansas; **Jong-Seok Cha**, Hansung U.

How Business Ethics Pay Off: The Role of Corporate Social Responsibility in Employees'  $\frac{1}{2}$  OCB | **Deborah Elizabeth Rupp**, Purdue U.; **Ruodan Shao**, City U. of Hong Kong; **Daniel Skarlicki**, U. of British Columbia; **Tae-Yeol Kim**, CEIBS

### 1249 → ☑: (Paper Session) - (IM) Offshoring, Inter-Firm Relations, and Global Networks

4:45pm - 6:15pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 1249

Chair: **Ping Deng**, Maryville U. of St. Louis

☑ The impact of R&D offshoring on the home knowledge production of OECD investing regions | **Lorena D'Agostino**, U. Catania; **Keld Laursen**, Copenhagen Business School; **Grazia D. Santangelo**, U. of Catania

→ ☑ The Rise of Global Service Delivery Networks: Network Conditions and Embedded Strategies | **Stephan Manning**, U. of Massachusetts, Boston; **Pratyush Bharati**, U. of Massachusetts, Boston

→ Value-based Governance in Asymmetric Inter-organizational Relationships: Cases in an Emerging Market | **Min-Ping Kang**, National Taiwan Normal U.

→ ☑ Knowledge Transfer in Offshoring Arrangements: Social Capital, Efficacy and Outcome Expectations. | **Angelika Zimmermann**, Loughborough U.; **M N Ravishanker**, Loughborough U.

### IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist

### 1250 → ☑: (Paper Session) - (IM) Cultural Values and International Management Theory

4:45pm - 6:15pm Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 1250

Chair: **Malika Richards**, Pennsylvania State U.

→ ☑ How, when and why cultural values evolve: Challenging the present crossvergence approach | **Alex Mackinnon**, Middlesex U.; **Markus Kittler**, U. of Stirling

→ Implications of Individualist Bias in Social Identity Theory in International Organizational Studies | **Steve Stewart**, Florida Atlantic U.

→ Cultural Values and Organizational Identification | **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.; **Kirk Silvernail**, U. of Massachusetts, Amherst; **Mehmet D Aydin**, Hacettepe U.; **Ana Heloisa da Costa Lemos**, Pontifical Catholic U. of Rio de Janeiro; **Vilmante Kumpikaite**, Kaunas U. of Technology; **Sudhir Nair**, U. of Victoria; **Paul F Donnelly**, Dublin Institute of Technology; **Robert Marx**, U. of Massachusetts, Amherst; **Linda M. Peters**, U. of Massachusetts, Amherst

☑ Transpatriate Learning in WMNCs: Context, Complexity and Competence | **Lisbeth Clausen**, Copenhagen Business School; **Verner Ditlev Worm**, Copenhagen Business School

**1251 : (IM) Richman Dissertation Award Session**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 208

Tweet this session: **#AOM2012 1251**

Come hear about cutting edge research, and honor the 2012 finalists for the Richman Dissertation Award!

Chair: **Elizabeth L. Rose**, Aalto U.

Facilitator: **Mary Yoko Brannen**, U. of Victoria/ INSEAD

Intellectual Property, Incentives for Innovation and Welfare:

Evidence from the Global Pharmaceutical Industry |

**Chirantan Chatterjee**, Carnegie Mellon U.

A Follower in Need Is a Follower Indeed: Exploring the Joint Effects of TMT Support, Contextual Shocks, and Individual Regulatory Focus on Foreign CEO Self-Efficacy and New Venture Performance | **Dong Liu**, Georgia Institute of Technology

Technological Catch-Up of Laggards: Evidence from Asian Firms | **Yuzhe Miao**, Seoul National U.

Essays on Corporate Reputation: Antecedents and Consequences | **Abraham Soleimani**, Eastern Washington U.

Essays on Firm Strategy and Performance in Emerging Economies | **Markus D Taussig**, National U. of Singapore

**1252 → 📄: (Paper Session) - (IM) The Governance Challenges in Cross-Border Alliances: The Old Issues and New Insights**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 209

Tweet this session: **#AOM2012 1252**

Chair: **Shlomo Yedidia Tarba**, Open U.

→ 📄 Alliance Network as a Signal for Foreign Partners | **Weilei (Stone) Shi**, Baruch College; **Brian Campbell Pinkham**, U. of Texas, Dallas

→ 📄 Information Asymmetry and Partner Selection in International Alliances | **Amol M. Joshi**, U. of Hawaii-Manoa; **Nandini Lahiri**, U. of North Carolina, Chapel Hill

→ 📄 Resource Dependence And Practice Standardization In Cross-Border Alliances | **Jun Xia**, West Virginia U.; **Marshall Shibing Jiang**, Brock U.; **Sali Li**, U. of Wisconsin, Milwaukee; **Preet S Aulakh**, York U.

→ 📄 International Joint Venture Equity Ownership Change: Frequency and Directional Reversals | **Akie Iriyama**, State U. of New York, Buffalo; **Weilei (Stone) Shi**, Baruch College; **John E Prescott**, U. of Pittsburgh

**1253 → 📄: (DRP Session) - (IM) Working Together: Collaborating Across International, Multicultural and Diverse Teams**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 1253**

Facilitator: **Hyun-Jung Lee**, London School of Economics

→ 📄 Processes in International Management Research: How Author Teams Collaborate | **Karsten Jonsen**, IMD; **Christina Lea Butler**, Kingston U.; **Rian Drogendijk**, Uppsala U.; **Jakob Lauring**, Aarhus U.; **Jon Erland Lervik**, Norwegian School of Management; **Kristina Mäkelä**, Aalto U. School of Economics; **Cecilia Pahlberg**, Uppsala U.; **Markus Vodosek**, German Graduate School of Management & Law (GGS); **Lena Zander**, Uppsala U.

→ Multicultural Multiteam Systems | **Aycan Kara**, FAU

→ 📄 International Experience Diversity and Team Performance | **Martin Engeler**, U. of St. Gallen; **Peder M. Greve**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen

→ 📄 Language and Perceptions of Member Contribution in Globally Dispersed Teams | **Margaret Spring Schomaker**, U. Laval; **Sri Zaheer**, U. of Minnesota; **Scott Drotar**, U. of Kansas

→ The Societal Cultural Milieu of Organizations: Origination, Maintenance, and Change Processes | **Aycan Kara**, FAU; **Mark F. Peterson**, Florida Atlantic U.

**1254 → 📄: (Paper Session) - (IM) Global Firm Governance: What Really Matters?**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 309

Tweet this session: **#AOM2012 1254**

Chair: **James H. Biteman**, Tulane U.

→ 📄 Corporate Governance, Board Networks and Growth Strategies | **Deeksha A Singh**, Temple U.; **Andrew Delios**, National U. of Singapore

📄 Foreign Ownership and Corporate Governance Patterns: The Board-Auditor Relationship in Japan | **Kurt Desender**, U. Carlos III de Madrid; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Rafel Crespi-Cladera**, U. de les Illes Balears

→ 📄 Board Capital, Board Structure, and Organizational Learning: A Cross-National Analysis | **Mariano L.M. Heyden**, Erasmus U. Rotterdam; **Jana Oehmichen**, U. Gottingen; **Sven Nichting**, Erasmus U. Rotterdam

Which Institutions Matter for Agency Costs? Evidence from the Global Paper and Packaging Industry | **Krista Burrill Lewellyn**, Old Dominion U.

**1255 → 📄: (Paper Session) - (MC) MC Division Distinguished Speaker: Rosabeth Moss Kanter**

4:45pm - 6:15pm Westin Copley Place: Huntington

Tweet this session: **#AOM2012 1255**

Division Chair: **Therese F. Yaeger**, Benedictine U.

Program Chair: **Anthony F. Buono**, Bentley U.

Distinguished Speaker: **Rosabeth Kanter**, Harvard Business School

**1256 📄: (DRP Session) - (MED) Ethics, Social Responsibility & Sustainability Issues in Education**

4:45pm - 6:15pm Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 1256**

DRP

Facilitator: **Maurice Cayer**, U. of New Haven

📄 Learning in the Digital Economy: YouTube as Informal Organizational Practice | **Pauline Leonard**, U. of Southampton; **Emma Bell**, Keele U.

📄 Metaphorical Pluralism in Strategic Management Education | **Luc K Audebrand**, U. of British Columbia; **John William Burton**, U. of British Columbia Okanagan

📄 Intellectual, Psychological and Social Outcomes in the Constructivist Classroom | **David S. Bright**, Wright State U.; **Elizabeth Fisher Turesky**, U. of Southern Maine; **Eric Nelson**, U. of Central Missouri; **Roger Putzel**, Saint Michael's College; **Ray Luechtefeld**, U. of La Verne; **Carolyn Whitney**, St. Michael's

📄 Distinguishing the 'Legitimate' from the 'Illegitimate' in US Business Education | **Faye K Cocchiara**, Arkansas State U.; **Erick Paulo Cesar Chang**, Arkansas State U.

Reflexivity and Responsibility: Crossing the Threshold | **Paul Hibbert**, U. of St Andrews; **Ann L Cunliffe**, U. of New Mexico

**1257** : (Paper Session) - (MED) **Effects of Cultural Differences and International Aspects on Management Education & Learning**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon B

Tweet this session: **#AOM2012 1257**

Chair: **Jacob Eisenberg**, U. College Dublin

The moderating effect of individual differences on the effectiveness of simulation-based training | **Ofer Zwikael**, Australian National U.; **Avraham Shtub**, Technion Israel Institute of Technology; **Ying-Yi Chih**, Australian National U.

Multimedia Tools in the Business Classroom: Cultural Preferences in Learning Styles | **Amanda E.K. Budde-Sung**, U. of Sydney; **Anthony Fee**, U. of Sydney

Experiential CQ Education: An empirical process specification. | **Brent MacNab**, U. of Sydney; **Valerie Rosenblatt**, U. of Hawaii-Manoa; **Reg Worthley**, U. of Hawaii-Manoa

**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.**

**1258** JS: (MED, MC, ODC) **Coaching Graduate Education: from Wild West to Established Territory**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 1258**

Moderator: **Mary Wayne Bush**, Colorado Technical U.

Panelists: **Pauline Fatien Diochon**, Menlo College; **John L. Bennett**, Queen's U. of Charlotte; **Linda Page**, U. of Toronto; **Francine Campone**, Fielding Graduate Institute

**1259** : (MH) **Then and Now**

4:45pm - 6:15pm Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 1259**

Chairs: **Robert C. Ford**, U. of Central Florida; **Ronald F. Piccolo**, Rollins College

Presenters: **Victor Vroom**, Yale U.; **Jill Ellingson**, Ohio State U.; **Lynn A. McFarland**, Clemson U.

**1260** : (MOC) **Emotions at Work: The Case of Boredom**

4:45pm - 6:15pm Sheraton Boston Hotel: Berkley B

Tweet this session: **#AOM2012 1260**

Chairs: **Edwin A.J. van Hooff**, U. of Amsterdam; **Madelon L. M. van Hooff**, U. of Amsterdam

Discussant: **Stephen Vodanovich**, U. of West Florida

Relationships of Boredom with Different Forms of Counterproductive Work Behavior | **Erin M. Eatough**, U. of South Florida; **Stacey Robin Kessler**, Montclair State U.; **Suzu Fox**, Loyola U. Chicago; **Paul E. Spector**, U. of South Florida

Proximal and Distal Consequences of Work-Related Boredom: Moderating and Mediating Mechanisms | **Madelon L. M. van Hooff**, U. of Amsterdam; **Edwin A.J. van Hooff**, U. of Amsterdam

Boredom's Benefits: When and Why Boredom Motivates Helping Behavior | **Wijnand A.P. van Tilburg**, U. of Limerick; **Eric A. Igou**, U. of Limerick

**1261** : (Paper Session) - (MOC) **Identity Formation**

4:45pm - 6:15pm Sheraton Boston Hotel: Kent

Tweet this session: **#AOM2012 1261**

Chair: **Janet M. Dukerich**, U. of Texas, Austin

**Hunters and Gatherers: Entrepreneur Narratives of Psychological Decoupling** | **Elizabeth D. Rouse**, Boston College

**How category labels affect organizational identity formation in emerging disciplines** | **Ileana Stigliani**, Imperial College London; **Kimberly D. Elsbach**, U. of California, Davis

**Practicing identity: The emergence of organizational identity in start-up firms** | **David Oliver**, HEC Montreal; **Heather C. Vough**, McGill U.

A little help from my enemies: Gaining organizational status from disassociations with others | **Richard Grover Gardner**, Texas A&M U.; **Laszlo Tihanyi**, Texas A&M U.

**1262** JS: (MOC, ENT, TIM) **Breakthrough Innovations in Large Organizations: Challenges and Recommendations**

4:45pm - 6:15pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: **#AOM2012 1262**

Organizers: **Rangapriya Kannan-Narasimhan**, U. of San Diego;

**Michael W. Lawless**, U. of Maryland

Chair: **Rangapriya Kannan-Narasimhan**, U. of San Diego

Speakers: **Pamela S. Barr**, Georgia State U.; **Sharon Alvarez**, The Ohio State U.; **Michael W. Lawless**, U. of Maryland; **Mary Tripsas**, Harvard U.

**1263** : (MSR) **Beyond the Informal Economy of Attention: Eastern Mindfulness at Work**

4:45pm - 6:15pm Sheraton Boston Hotel: Hampton B

Tweet this session: **#AOM2012 1263**

Organizers: **Darren Good**, Pepperdine U.; **Christopher Lyddy**, Case Western Reserve U.; **Hannes Leroy**, Katholieke U. Leuven

Discussant: **Sophie Leroy**, U. of Minnesota

Eastern Mindfulness at Work: A Qualitative Exploration of Its Value, Nature, and Integration | **Christopher Lyddy**, Case Western Reserve U.

Eastern Mindfulness, Psychological Capital and Leaders' Mental Health: A Multi-Sample Effect Study | **Maree Roche**, Waikato Institute of Technology

On The Benefits of Being Zen Amidst Turmoil: How Mindfulness and Competition Enhance Creativity | **Hannes Leroy**, Katholieke U. Leuven; **Verena Krause**, Cornell U.

Changes in Self-Construal Resulting from a MBSR Course: Application of a New Behavioral Measure | **Paul W.B. Atkins**, Australian National U.; **Robert Gregory Styles**, Australian National U.

**1264** : (Paper Session) - (OB) **Consequences of Psychological Contract Breach**

4:45pm - 6:15pm Boston Park Plaza: Alcott Room

Tweet this session: **#AOM2012 1264**

Chair: **Elizabeth George**, Hong Kong U. of Science and Technology

Why do employees get upset about broken promises?: An examination of PCB-PCV mediators | **Kevin E. Henderson**, U. of St. Thomas, St. Paul/Mpls, MN; **Anne O'Leary-Kelly**, U. of Arkansas

→ Violation versus distrust: Assessing competing perspectives for the psychological contract breach | **Ghulam Ali Arain**,

Sukkur Institute of Business Administration; **Delphine Lacaze**, IAE Aix-en-Provence; **Imran Hameed**, IAE Aix-en-Provence  
 ☒ Nonlinear Associations between Breached Obligations and Employee Wellbeing | **Jeroen de Jong**, Tilburg U.; **Thomas Rigotti**, U. of Leipzig; **Claudia Bernhard-Oettel**, Stockholm U.; **Michael Clinton**, King's College London  
 The Joint Effect of Personality and Social Exchange Relationships on Individual Outcomes | **Yeun Joon Kim**, Seoul National U.; **Hyunmin Cho**, Seoul National U.; **Soojung Han**, Seoul National U.; **Seung Yeon Son**, Korea National Defense U.; **Heetae Park**, Seoul National U.

**1265** ☒☑☒: (OB) **Trust in Intra- and Inter-Organizational Networks**

4:45pm - 6:15pm Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 1265**

Who are Structural Entrepreneurs? Tertius Gaudens or Tertius Adserviens? | **Donald L. Ferrin**, Singapore Management U.; **Andrew Parker**, Grenoble Ecole de Management; **Robert L. Cross**, U. of Virginia; **Kurt T Dirks**, Washington U. in St. Louis  
 The Role of Trust in Idea Generation and Idea Realization Networks | **Rahmat Shazi**, U. of Queensland; **John T Steen**, U. of Queensland; **Nicole Gillespie**, U. of Queensland  
 Trust and Risk in Dynamic Inter-Organizational Networks | **Nuno Oliveira**, LSE  
 Governing Interfirm Networks: The Contract-Trust Relationship in New Product Development Projects | **Stephanie Christine Schleimer**, U. of Queensland; **Erwin Hofman**, U. of Twente

**1266** : (DRP Session) - (OB) **Individual Differences and Workplace Deviance**

4:45pm - 6:15pm Boston Park Plaza: Brandeis Room

Tweet this session: **#AOM2012 1266**

Facilitator: **James M. Schmidtke**, California State U. Fresno

☒ Coping Styles and CWB: Towards a Better Understanding of the Personality-CWB Relationship | **Mindy K. Shoss**, Saint Louis U.; **Emily M Hunter**, Baylor U.; **Lisa M. Penney**, U. of Houston  
 On Unethical Behavioral Contagion: The Influence of Moral Disengagement and Moral Identity | **Sanne Ponsioen**, Groningen U. (RuG); **Laetitia Mulder**, U. of Groningen; **Eric Molleman**, U. of Groningen  
 ☒ What Makes People Cyberloaf on the Job? An Interactionist Perspective | **Kwanghyun Kim**, Korea U.; **Kwiyoung Chung**, Korea U.; **Nahyun Oh**, Korea U.  
 ☒ Lower Personal Agency Fosters Immoral Behavior | **Jennifer Jordan**, Groningen U. (RuG); **Bob Fennis**, Groningen U. (RuG)  
 ☑☒ Does Engagement Mediate Personality's Effect on Workplace Deviance? A Meta-Analytic Path Model | **David S. DeGeest**, U. of Iowa; **Erik Gonzalez-Mule**, U. of Iowa; **Michael K Mount**, U. of Iowa

**1267** : (Paper Session) - (OB) **Creativity Enablers and Barriers**

4:45pm - 6:15pm Boston Park Plaza: Constitution Room

Tweet this session: **#AOM2012 1267**

Chair: **Richard Blackburn**, U. of North Carolina, Chapel Hill

➔☑☒ Conscientious Creativity: How age-diverse teams are affected by elderly stereotypes | **Robert A. Eckhoff**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen; **Jens Foerster**, U. of Amsterdam  
 ☒ How Middle Managers' Achievement Goals and Position Power Shape Their Reactions To Creative Input | **Roy B. L. Sijbom**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen  
 ☒ Utility of Implicit Personality: Effects of Achievement Motivation and Evaluations on Creativity | **Jeremy Schoen**, Georgia Gwinnett College  
 ☒ Social Network Determinants of Stylistic Innovation & Performance in a Network of Fashion Designers | **Raina A. Brands**, U. of Cambridge

**1268** : (DRP Session) - (OB) **Job Crafting and Design**

4:45pm - 6:15pm Boston Park Plaza: Emerson Room

Tweet this session: **#AOM2012 1268**

Facilitator: **John P. Meyer**, Iona College

Penalized for expertise: Psychological proximity and the devaluation of polymathic experts | **Shefali V. Patil**, U. of Pennsylvania  
 ☒ The Influence of Future Time Perspective on Worker Outcomes: The Role of Job Crafting | **Dorien Kooij**, Tilburg U.; **Maria Tims**, Erasmus U. Rotterdam  
 ☒ Interactive Effects of Work Characteristics and Social Skill on Employee Job Crafting | **Tomoki Sekiguchi**, Osaka U.; **Jie Li**, Osaka U.  
 ☒ Client Supportiveness in Contingent Employment: The Role of Relationship Quality | **Mahesh V. Subramony**, Northern Illinois U.  
 ☒ But I Don't Even Know You: Experiencing Work Meaningfulness from Unmet Beneficiaries | **Teresa Cardador**, U. of Illinois; **Gregory Northcraft**, U. of Illinois; **Naomi B. Rothman**, Lehigh U.; **Rohini Jalan**, Cornell U.

**1269** : (DRP Session) - (OB) **Identity/Commitment in the New Economy**

4:45pm - 6:15pm Boston Park Plaza: Gloucester Room

Tweet this session: **#AOM2012 1269**

Chair: **Douglas L. Micklich**, Illinois State U.

☒ Meaning and Power in Organizational Symbols: Employees' Reactions to their Organizations' Logos | **Subhadra Dutta**, Central Michigan U.; **Terry A. Beehr**, Central Michigan U.  
 ☒ Once Bitten, Twice Shy? Past Employment Experiences and Current Employee-Organization Relationships | **Robert Buch**, BI Norwegian Business School; **Bard Kuvaas**, BI Norwegian Business School; **Anders Dysvik**, BI Norwegian Business School  
 Employee Commitment in the Informal Economy | **John Edward Baur**, U. of Oklahoma - Norman  
 ☒ A social identity approach to biculturals | **Andy Yu-Yen Chiou**, Baruch College

**1270** : (Paper Session) - (OB) **Emotional Intelligence & Outcomes**

4:45pm - 6:15pm Boston Park Plaza: Lexington Room

Tweet this session: **#AOM2012 1270**

Chair: **Cindy P. Zapata**, Georgia Institute of Technology

When and Why Does Emotional Intelligence Matter in Self-Managing Teams? | **Yonjeong Paik**, U. of Maryland, College Park; **Myeong-Gu Seo**, U. of Maryland; **Sirkwoo Jin**, Merrimack College

Why does self-reported emotional intelligence predict job performance? | **Jing Jin**, U. of Illinois, Urbana-Champaign; **Dana L. Joseph**, U. of Central Florida; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Ernest H O'Boyle**, Longwood U.

Cognitive Intelligence, Emotional Intelligence, and Negotiation Outcomes: A Meta-analysis | **Sudeep Sharma**, Washington U. in St. Louis; **William P. Bottom**, Washington U. in St. Louis; **Hillary Anger Elfenbein**, Washington U. in St. Louis

#### 1271 : (Paper Session) - (OB) Factors Affecting Aggression & Victimization

4:45pm - 6:15pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 1271

What Role do the Nuances of Workplace Aggression Really Play?: Testing a Proposed Model | **Ashley E. Nixon**, Willamette U.

Abusive Supervision Mediates Self-Fulfilling Prophecies: The Moderating Role of Outcome Dependence | **Frank Walter**, U. of Groningen; **Catherine K Lam**, City U. of Hong Kong; **Gerben van der Vegt**, U. of Groningen; **Xu Huang**, Hong Kong Polytechnic U.; **Qing Miao**, Zhejiang U.

Is it Better to Be Average? High and Low Performance as Predictors of Employee Victimization | **Jaclyn M. Jensen**, George Washington U.

Destructive Leadership as a Multifaceted Phenomenon: Predictors and Outcomes of Its Manifestations | **Dina V. Krasikova**, U. of Nebraska, Lincoln

Presenter: **Ryan M. Vogel**, Pennsylvania State U., Erie

#### 1272 JS: (OB, CM) Dynamics of Status Mobility: Current Research on Status Gains and Losses

4:45pm - 6:15pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 1272

Coordinators: **Corinne Bendersky**, U. of California, Los Angeles; **Nate Pettit**, New York U.

The Downfall of Extraverts and Rise of Neurotics | **Corinne Bendersky**, U. of California, Los Angeles; **Neha Parikh Shah**, Rutgers U.

Rising Stars and Sinking Ships | **Nate Pettit**, New York U.; **Jennifer Carson Marr**, London Business School; **Niro Sivanathan**, London Business School

The Butterfly Effect of Status | **Gavin J Kilduff**, New York U. Language Matters | **Tsedal Neeley**, Harvard U.

Status Tournaments | **Nicholas A Hays**, U. of California, Los Angeles; **Corinne Bendersky**, U. of California, Los Angeles

#### 1273 JS: (OB, HR) Predicting Workplace Performance over Time

4:45pm - 6:15pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1273

Chairs: **Jeremy Burrus**, Educational Testing Service; **Richard D Roberts**, Educational Testing Service

Discussant: **Steve Scullen**, Drake U.

Performance over time: Simplex vs. Honeymoon in a Call-Center Sample | **Bobby Naemi**, Educational Testing Service; **Richard D Roberts**, Educational Testing Service

Predicting Teaching Performance over Time | **Jeremy Burrus**, Educational Testing Service; **Jonas Bertling**, Educational Testing Service; **Richard D Roberts**, Educational Testing Service

A Temporal Perspective on Predicting Performance with Employee Justice Perceptions | **Michael Bashshur**, Singapore Management U.; **Gwendolin Beatriz Sajons**, U. Pompeu Fabra

Changing Performance, Changing Personality | **Seth Spain**, Binghamton U.

#### 1274 SHCS: (OB, HR, OCIS) Advances in Highly Virtual Teams: Key Composition, Leadership, and Shared Process Components

4:45pm - 6:15pm Boston Park Plaza: Statler Room

Tweet this session: #AOM2012 1274

Chairs: **Kathryn M. Bartol**, U. of Maryland, College Park; **Elizabeth Margaret Campbell-Bush**, U. of Maryland

Leading from Afar: Directive vs. Empowering Leadership in Virtual Teams | **Elizabeth Margaret Campbell-Bush**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park; **Michael R. Parke**, U. of Maryland

Knowledge Sharing in Global Virtual Teams: Effects on Performance and the Role of Team Familiarity | **Travis Maynard**, Colorado State U.; **Lucy L. Gilson**, U. of Connecticut

Leading Distributed Teams: The Influence of Composition and Virtual Tools | **Marissa Shuffler**, Institute for Simulation & Training, UCF; **Shawn Burke**, U. of Central Florida; **Stephen Fiore**, U. of Central Florida

Structural Supports, Kickoff-meetings, and Shared Leadership in Virtual Teams | **Julia E. Hoch**, Michigan State U.; **Steve W. J. Kozlowski**, Michigan State U.; **James Hamilton Dulebohn**, Michigan State U.

Emergent Leadership Network Structures in Global Virtual Teams: Impact on Innovation | **Dorothy R Carter**, Georgia Institute of Technology; **Leslie A. DeChurch**, Georgia Institute of Technology; **Stephen J. Zaccaro**, George Mason U.

#### 1275 JS: (OB, HR, SIM) Servant Leadership: Providing Socially Responsible Pathways to Individual and Team Effectiveness

4:45pm - 6:15pm Boston Park Plaza: White Hill Room

Tweet this session: #AOM2012 1275

Chair: **Robert C Liden**, U. of Illinois, Chicago

Servant Leadership and Safety Citizenship Behavior:

Examining Mediating and Moderating Processes | **Fred O. Walumbwa**, Arizona State U.; **Samuel Aryee**, King's College London; **Michael K. Muchiri**, Central Queensland U.; **Lee Di Milia**, Central Queensland U.; **Ray W. Cooksey**, U. of New England

All for One or One for All? Investigating Servant Leadership's Influence on Stakeholder Outcomes | **Elizabeth P. Karam**, Texas Tech U.; **Chad A. Hartnell**, Georgia State U.; **Angelo J. Kinicki**, Arizona State U.; **Frederick P. Morgeson**, Michigan State U.

Servant and Transformational Leadership, a Comparison on Effectiveness and Need Satisfaction | **Dirk Van Dierendonck**, RSM Erasmus U.; **Daan Stam**, RSM Erasmus U.

Servant Leadership as an Act of Service: A Longitudinal Study on Employee Dispositions and Behaviors | **Alexandra Panaccio**, Concordia U.; **David Henderson**, London School of Economics; **Robert C Liden**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

Exploring Shared Servant Leadership and Behavioral Integration on Self-management Team Performance | **Milton Correia de Sousa**, RSM Erasmus U.; **Dirk Van Dierendonck**, RSM Erasmus U.

**1276** 📄: (OCIS) OCIS Keynote Address: **Dr. Barry Wellman**, University of Toronto

4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax A  
Tweet this session: **#AOM2012 1276**

Program Chair: **Kevin Crowston**, Syracuse U.

Networked: The New Social Operating System | **Barry Wellman**, Dept of Sociology, U. of Toronto

**1277** : (ODC) ODC Division Business Meeting

4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom B  
Tweet this session: **#AOM2012 1277**

Division Chair: **Inger G. Stensaker**, Norwegian School of Economics

**1278** 📄: (Paper Session) - (OM) Process Improvement, Lean, and Quality

4:45pm - 6:15pm Westin Copley Place: North Star  
Tweet this session: **#AOM2012 1278**

Chair: **James R. Maxwell**, U. of Northern Iowa

📄 What do lean managers do? Modeling management behaviors in lean production environments | **Arnaldo Camuffo**, Bocconi U.; **Fabrizio Gerli**, U. Ca' Foscari of Venice  
Human Dynamics of Effective Lean Team Cultures and Climates | **Desiree van Dun**, U. of Twente

📄 ISO 9000 as a Best Practice Intervention: An Empirical Examination | **John Gray**, Ohio State U.; **Gopesh Anand**, U. of Illinois, Urbana-Champaign; **Aleda V. Roth**, Clemson U.

📄 Achieving Employee Commitment for Continuous Improvement Initiatives | **Marco Lam**, York College of Pennsylvania; **Mark E. O'Donnell**, York College of Pennsylvania; **Dan Robertson**, WellSpan Health

The Dynamic of TQM and its Impact on Financial Performance | **Armin Wiedenegger**, WU Vienna; **Adrian Koch**, WU Vienna; **Robert Lindorfer**, WU Vienna

Presenters: **Fabrizio Gerli**, U. Ca' Foscari of Venice; **Desiree van Dun**, U. of Twente; **Gopesh Anand**, U. of Illinois, Urbana-Champaign; **Mark E. O'Donnell**, York College of Pennsylvania

**1279** : (Paper Session) - (OMT) Dynamics of Learning

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon E  
Tweet this session: **#AOM2012 1279**

Chair: **Renee Rottner**, New York U.

The Impact of Control on Learning: Mechanisms of control as drivers of exploration and exploitation | **Andrew Schnackenberg**, Case Western Reserve U.

📄 Learning to Write Killer Apps? A system-wide perspective in Facebook | **Terence Ping Ching Fan**, Singapore Management U.; **Xuesong Geng**, Singapore Management U.

📄 When Rules Grow Persistent: Problem-based adaptation of clinical practice guidelines | **Martin Schulz**, U. of British Columbia; **Kejia Zhu**, U. of British Columbia

Vicarious Learning from Others' Small Losses and Big Failures of Acquisitions | **Yan Gong**, U. of California, Irvine; **Yu Zhang**, U. of California, Irvine

**1280** : (Paper Session) - (OMT) Organizational Attention, Search and Decision Making

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon F  
Tweet this session: **#AOM2012 1280**

Chair: **W. L. Dougan**, U. of Wisconsin, Whitewater

📄 Attention Process: A multilevel perspective | **Luciana Carvalho de Mesquita Ferreira**, Insper Institute of Education and Research

➔ 📄 The Search Environment is not Benign: Reassessing the social risks of intra-organizational search | **Sam Macaulay**, Imperial College London; **John T Steen**, U. of Queensland; **Tim Kastle**, U. of Queensland

📄 Uncovering Unknown Unknowns: Towards a Baconian approach to management decision-making | **Alberto Feduzi**, Nottingham U. Business School China; **Jochen Runde**, Cambridge U.

📄 Selection of Routines in Organizational Search | **Amit Nigam**, New York U.; **Brian R. Golden**, U. of Toronto

**1281** : (Paper Session) - (OMT) Institutional Sensemaking

4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax B  
Tweet this session: **#AOM2012 1281**

Chair: **Santi Furnari**, City U.

📄 Framing Controversial Practices: Frame salience, source credibility, and stock market reaction | **Eunice Yunjin Rhee**, U. of Southern California; **Peer C. Fiss**, U. of Southern California

➔ 📄 A Reasoning-based Theory of the Sensemaking Process | **Henri Schildt**, Hanken School of Economics

Organizational Negotiation Skills, Persuasion, and the Contested Meaning of ISO 26000 | **Wesley Helms**, Brock U.

📄 Building a New Field: How an emerging category becomes meaningful and legitimate | **Ileana Stigliani**, Imperial College London; **Bruce Tether**, Imperial College London

**1282** : (Paper Session) - (OMT) Mechanisms of Knowledge Flow

4:45pm - 6:15pm Sheraton Boston Hotel: Gardner A  
Tweet this session: **#AOM2012 1282**

Chair: **Jennifer Whyte**, U. of Reading

➔ 📄 How do Firms Identify and Make Use of External Knowledge? A brokerage process perspective | **Felipe Monteiro**, U. of Pennsylvania; **Julian Birkinshaw**, London Business School

📄 Knowledge Flow as a Metaphor? A grounded theory of information and knowledge networks | **Dana Wang**, U. of Texas, San Antonio

➔ 📄 Intra-organizational Knowledge Transfer: How language and hierarchy matter | **Joan T Allatta**, Purdue U.; **Elizabeth Ann Reusch**, Marshall U.

📄 Reversing the Brain Drain? Skilled returnees as brokers of knowledge transfer | **Dan Jun Wang**, Stanford U.

**1283** : (Paper Session) - (OMT) The Hills and Valleys of Leadership

4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom C  
Tweet this session: **#AOM2012 1283**

Chair: **Jean Siobhan Clarke**, U. of Leeds

- 🗨️ Leadership as Process: A theory of formal and informal organizing in complex adaptive systems | **James K. Hazy**, Adelphi U.
- 📄 You're Taking the Fall: How top managers use external scapegoats to counter legitimacy threats | **Matthew Semadeni**, Indiana U., Bloomington; **Ryan Adam Krause**, Indiana U. Kelley School
- 📄 We Go Together (or Maybe Not): Examining director-board match stability and dissolution | **Michael C. Withers**, Texas A&M U.; **Carla D. Jones**, U. of Houston
- 📄 CEO Celebrity and Management Dismissal: A power contest perspective | **Jong-Hun Park**, Sogang U.; **Yundal Sung**, Sogang U.

**1284** 🗨️ JS: (OMT, BPS) **Walmart and the Informal Economy: Organization theory in the age of extreme capitalism**

4:45pm - 6:15pm Sheraton Boston Hotel: Independence West  
Tweet this session: #AOM2012 1284

**Organizers:** **Hayagreeva Rao**, Stanford U.; **Lori Qingyuan Yue**, U. of Southern California; **Paul Ingram**, Columbia U.  
**Discussant:** **Gerald F Davis**, U. of Michigan  
**Presenters:** **Bethany Moreton**, The U. of Georgia; **David Potere**, Boston Consulting Group

**1285** 🗨️ JS: (OMT, MOC) **Simplexity, Prescience and Pragmatism: Keeping Organizational Theory (A)live and Vital**

4:45pm - 6:15pm Sheraton Boston Hotel: Republic A  
Tweet this session: #AOM2012 1285

**Chair:** **Ian Colville**, U. of Bath  
**Panelists:** **Annie Pye**, U. of Exeter; **Jean M. Bartunek**, Boston College; **Kevin G. Corley**, Arizona State U.; **Dennis A. Gioia**, Pennsylvania State U.; **Andrew D. Brown**, U. of Bath; **Karl E. Weick**, U. of Michigan, Ann Arbor

**1286** 🗨️ JS: (OMT, ONE) **Culture as a Repertoire: Can it help us examine organizational transitions to sustainability?**

4:45pm - 6:15pm Sheraton Boston Hotel: Independence East  
Tweet this session: #AOM2012 1286

**Organizers:** **Brooke Lahneman**, U. of Oregon; **Emily Joyce Plews**, U. of Oregon  
**Panelists:** **Stephanie Bertels**, Simon Fraser U.; **Jennifer Howard-Grenville**, U. of Oregon; **Sara B. Soderstrom**, U. of Michigan; **Davide Ravasi**, Bocconi U.; **Klaus Weber**, Northwestern U.

**1287** : (ONE) **ONE Business Meeting**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon I  
Tweet this session: #AOM2012 1287

**Division Chair:** **Jorge Rivera**, George Washington U.

**1288** 🗨️: (Paper Session) - (PNP) **Organizational Change and Development - Panel Two**

4:45pm - 6:15pm Marriott Boston Copley Place: Tremont  
Tweet this session: #AOM2012 1288

**Chair:** **Bradley E. Wright**, Georgia State U.

- 📄 Tracing the implementation of a state initiative within schools: The first five years | **Rebecca Wells**, U. of North Carolina; **Elizabeth J. Gifford**, Duke U.

- 📄 What drives red tape perceptions? An experimental study of objective and subjective predictors | **Wesley Kaufmann**, U. of Antwerp; **Mary K. Feeney**, U. of Illinois, Chicago
- 🗨️ 🗨️ Relating Governance Dimensions to Information Infrastructure and E-Government Development | **Satish Krishnan**, National U. of Singapore; **Thompson S. H. Teo**, National U. of Singapore

**1289** 🗨️ JS: (PNP, OMT, ODC) **Routines in Hot Situations: The role of routines in handling crisis**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon C  
Tweet this session: #AOM2012 1289

**Organizers:** **Martha S. Feldman**, U. of California, Irvine; **Daniel Geiger**, U. of Kaiserslautern  
**Discussant:** **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor  
**The Role of Routines in Resilience** | **Martha S. Feldman**, U. of California, Irvine; **Natalie Baker**, U. of California, Irvine; **Victoria Lowerson**, U. of California at Irvine  
**The Flexibility of Routines in Crisis Situations** | **Gerardo Okhuysen**, U. of Utah; **Beth Bechky**, U. of California, Davis  
**Routine Crisis?! Exploring the nature and role of routines in managing catastrophes** | **Anja Schroeder**, U. of Kaiserslautern; **Daniel Geiger**, U. of Kaiserslautern  
**Heedfulness Meta-routines for High-reliability Organizing** | **Gregory A. Bigley**, U. of Washington; **Hana Huang Johnson**, U. of Washington; **Karlene H. Roberts**, U. of California, Berkeley

**1290** 🗨️: (Paper Session) - (RM) **New Approaches in Qualitative Research**

4:45pm - 6:15pm Westin Copley Place: Empire  
Tweet this session: #AOM2012 1290

**Chair:** **Othmar Manfred Lehner**, ACRN academic research network Austria

**Discussant:** **Thomas Greckhamer**, Louisiana State U.

- 🗨️ From Subjectivity to Method: Countertransference Detection in Organizational Ethnography | **Mark de Rond**, Cambridge U.
- How Can We See What They Say? On the Use of Visual Representations in Qualitative Interviewing | **Nicole Bischof**, U. of St. Gallen; **Alice Comi**, U. of Lugano; **Martin J. Eppler**, U. of St. Gallen

📄 Acquisition of Technology Based Firms: A Visual Approach to Mapping Entrepreneurial Expectations | **Caren Weinberg**, Ruppin Academic Center

🗨️ 🗨️ An Epistemology of Becoming: Toward a Pragmatic Emergence Method | **Jacqueline Fendt**, ESCP Europe

**1291** : (SIM) **SIM Division Business Meeting**

4:45pm - 6:15pm Marriott Boston Copley Place: Boylston  
Tweet this session: #AOM2012 1291

**ALL invited**

**Division Chair:** **Shawn Berman**, U. of New Mexico

**Division Chair-Elect:** **Virginia Gerde**, Duquesne U.

**Program Chair:** **Jennifer J Griffin**, George Washington U.

**Professional Development Workshop Chair:** **Michael L. Barnett**, Oxford U.

**Past Chair:** **Barry M Mitnick**, U. of Pittsburgh

**1292** 🗨️: (Paper Session) - (SIM) **Contemporary Concerns**

4:45pm - 6:15pm Marriott Boston Copley Place: Salon K  
Tweet this session: #AOM2012 1292

Chair: **Lori Kiyatkin**, Towson U.

- ➔ Where now for fair trade | **Iain Andrew Davies**, U. of Bath; **Bob Doherty**, Liverpool Hope U.
- 📖 A perspective on climate change: Exploratory insights from the Australian wine industry | **Jeremy Galbreath**, Curtin U. of Technology
- ➔ 📖 Sweatshops, information asymmetry and signaling strategies | **Minh Nhien Thi PHAM**, U. of Lausanne

**1293** ➔ 📖 (DRP Session) - (SIM) **Activism, Identity, Ethical Leadership and Employees**

4:45pm - 6:15pm Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 1293**

Facilitator: **Robbin Derry**, U. of Lethbridge

- 📖 Activism, Firm Identity, and the Extent of Changes to Contentious Industry Practices | **Theodore L. Waldron**, Baylor U.; **Chad Navis**, U. of Wisconsin, Madison; **Greg Fisher**, Indiana U.
- 📖 Organizational Identity and Identification: Implications for the Localism Movement | **Michael P. Ciuchta**, U. of Central Florida; **Jay O'Toole**, U. of Wisconsin, Madison
- 📖 CSR and Ethical Leadership: An Inferential-Impression Model of Ethical Behavior | **S. Duane Hansen**, Central Washington U.; **Bradley J Alge**, Purdue U.; **Benjamin B. Dunford**, Purdue U.; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Michael E. Brown**, Pennsylvania State U., Erie
- 📖 Navigating Rough Waters: A Theoretical Model of Organizational Action in Corrupted Environments | **Andrea Tunarosa**, Boston College
- 📖 Attractiveness as an Employer: The Influence of Corruption Allegations and Organizational Responses | **Tanja Rabl**, U. of Bayreuth

**1294** 📖 ➔ 📖 SHCS: (SIM, MSR) **The 'Common Good' and the Value Proposition of Business**

4:45pm - 6:15pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 1294**

- How Economics Became Positivistic | **Claus Dierksmeier**, Stonehill College
  - The Common Good Orientation in Antiquity and the Middle Ages | **Alejo José G. Sison**, U. of Navarre; **Joan Fontrodona**, IESE Business School
  - Business and the Common Good: Questions and Doubts | **Jeffrey Moriarty**, Bentley U.
  - Business, Civil Society, and the Common Good in times of Globalization | **André Habisch**, Catholic U. of Eichstaett-Ingolstadt
  - The Common Good of the Firm: Corporate Virtues and Corporate Recognition | **Boudewijn De Bruin**, U. of Groningen
- Participant: **Claus Dierksmeier**, Stonehill College

**1295** : (Paper Session) - (TIM) **Scientists and Inventors: Individual Level Perspectives on Innovation**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 104

Tweet this session: **#AOM2012 1295**

Chair: **Joel Gehman**, U. of Alberta

- 📖 A Behavioral Perspective on Inventors' Mobility: The Case of Pharmaceutical Industry | **Francesco Di Lorenzo**, ESADE Business School; **Paul Almeida**, Georgetown U.
- TIM Best Paper Proceedings**

- 📖 Understanding Sources of Breakthrough Emergence | **Sen Chai**, Harvard Business School; **Lee Fleming**, Harvard U.
- ➔ 📖 A Jack of All Trades - PIs' Role in Establishing and Managing Stakeholder Relationships and Networks | **Diana Nadine Boehm**, Dublin City U.; **Teresa Hogan**, Dublin City U.
- 📖 The Impact of Project Contributions and Social Factors on Authorship and Inventorship | **Carolyn Haeussler**, U. of Passau; **Henry Saueremann**, Georgia Institute of Technology

**1296** : (Paper Session) - (TIM) **Strategy Perspectives on Innovation**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 107

Tweet this session: **#AOM2012 1296**

Chair: **Mary J. Benner**, U. of Minnesota

- 📖 Deducing the Threat of Substitution from Media Discourse: A Study of Firm Diversifying Entry | **Srikanth Paruchuri**, Pennsylvania State U.; **Gwendolyn Kuo-fang Lee**, U. of Florida
- 📖 Management Innovation and Adoption of Emerging Technologies— The Case of Cloud Computing | **Saeed Khanagha**, Erasmus U. Rotterdam; **Ilan Oshri**, Loughborough U.
- 📖 Innovate and Change: Understanding the Effects of Novel Innovation and Search on Strategic Change | **Toyah L. Miller**, Indiana U., Bloomington
- 📖 Innovation and Strategy in Micro, Small and Medium Businesses | **Jessica Mendoza**, U. Autonoma del Estado de Hidalgo Mexico; **Martin Aubert Hernandez**, U. Autonoma del Estado de Hidalgo Mexico; **Blanca Cecilia Salazar**, U. Autonoma del Estado de Hidalgo Mexico

**1297** : (Paper Session) - (TIM) **Knowledge Management Strategies: Integration and Sharing**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 108

Tweet this session: **#AOM2012 1297**

Chair: **Eric Charles Henri Dorion**, U. de Caxias do Sul

- 📖 Mobile Engineers and the Mastering of Participation In Knowledge Integration Processes | **Jonas Söderlund**, Linköping U.; **Karin Bredin**, Linköping U.
- 📖 A Firm's Role in Production Networks and its Knowledge Strategies | **Shu-Jou Lin**, National Taiwan Normal U.; **Hsing-Er Lin**, National Sun Yat-sen U.; **Edward McDonough**, Northeastern U.
- 📖 Relational Models of Knowledge Sharing: Transitioning between Markets and Communities | **Hind Benbya**, GSCM, Montpellier Business School; **Tanya Menon**, U. of Chicago
- 📖 The Dynamics Between Imitation and Innovation within the Firm | **Ahmed Doha**, Carleton U.

**TIM Best Paper Proceedings**

**1298** : (Paper Session) - (TIM) **Customer Interaction and Innovation**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 203

Tweet this session: **#AOM2012 1298**

Chair: **Arvin Sahaym**, Washington State U.

- 📖 Commercialization of Innovations Created by Users | **Jongtae Shin**, Long Island U.
- 📖 Trust Attitudes and the Perceived Waiting towards Repurchasing Intentions in Online Shopping | **Shiu-Wan Hung**, National Central U.; **Min-Jhih Cheng**, National Central U.; **Ping-Chuan Chen**, National Central U.; **Chia-Chin Chang**, National Central U.

MONDAY



☐ Disruptive Innovation Theory and Consumer Innovativeness – Predicting the Adoption of New Products | **Ronny Reinhardt**, Technische U. Dresden; **Sebastian Gurtner**, Technische U. Dresden

☐ Do R&D And marketing enhance the benefit of collaborating with customers for innovation performance? | **Elif Bascavusoglu-Moreau**, U. of Cambridge; **Bruce Tether**, Imperial College London

**1299 : (Paper Session) - (TIM) Networks and Innovation**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 1299**

Chair: **Shuk Wong**, TUI U.

Alliance Diversification in Multimarket Ecosystems: from Cross-industry to Intra-Industry Alliances | **Ying-Jan Lin**, National Taiwan U.

Are Two Heads Better Than One? Impacts of Network versus Firm Innovation on Innovation Quality | **Ya Lin**, Hong Kong U. of Science and Technology

➔ ☐ Network Resources and the Innovation Performance: Evidence from Chinese Manufacturing Firms | **Suli Zheng**, China Jiliang U.; **Huiping Li**, Ramapo College; **Xiaobo Wu**, Zhejiang U.

➔ ☑ Money Can't Buy It All!--Intrafirm Network Effects on Market Orientation & Innovation | **Tao Zhu**, U. of Groningen

**1300 ☐ JS: (TIM, BPS, ENT) Linking Patent Issues to Product Market Outcomes**

4:45pm - 6:15pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 1300**

Organizers: **Simon D. Wakeman**, ESMT; **Stefan Wagner**, ESMT European School of Management and Technology  
Chair: **Stefan Wagner**, ESMT European School of Management and Technology

Blocking Patents and Product Commercialization: Evidence from the Pharmaceutical Industry | **Stefan Wagner**, ESMT European School of Management and Technology; **Simon D. Wakeman**, ESMT

The Private Value of Patents for Entrepreneurial Ventures | **Arvids A Ziedonis**, U. of Oregon; **Rosemarie Ziedonis**, U. of Oregon

The Impact of Joint Patents on Incentives to License: Evidence from the US and Europe | **Andrea Fosfuri**, U. Carlos III de Madrid; **Christian Helmers**, Oxford U.; **Catherine Roux**, U. of St. Gallen

Firm Appropriability and Spillovers from Public Research | **Michael Roach**, U. of North Carolina

**Monday 5:00PM**

**1301 : (ICW) European Management Journal (EMJ) Editorial Board Meeting & Reception**

5:00pm - 6:30pm Westin Copley Place: Helicon

Tweet this session: **#AOM2012 1301**

For more information on EMJ see:

<http://www.escpeurope.eu/faculty-research/escp-europe-european-management-journal/>

Organizer: **Michael Haenlein**, ESCP Europe

**Monday 5:30PM**

**1302 : (ICW) Annual Reception hosted by Sigma Iota Epsilon**

5:30pm - 7:30pm Westin Copley Place: St. George C

Tweet this session: **#AOM2012 1302**

Please join us to learn the benefits of having a chapter of the Academy's student honorary/professional fraternity, Sigma Iota Epsilon, on your campus. Beer/Wine and hors d'oeuvres provided. No invitation necessary - RSVP to [brenda.ogden@colostate.edu](mailto:brenda.ogden@colostate.edu), or just drop in!

Organizer: **Brenda Ogden**, Sigma Iota Epsilon

**Monday 6:00PM**

**1303 : (SAP) SAP Business Meeting and Party**

6:00pm - 11:00pm Boston Hynes Convention Center: Room 202

Tweet this session: **#AOM2012 1303**

**Monday 6:15PM**

**1304 : (IM) IM Division Business Meeting**

6:15pm - 8:00pm Boston Hynes Convention Center: Room 208

Tweet this session: **#AOM2012 1304**

Attend the meeting to learn about the state of the Division, see colleagues, honor award winners & adjourn to the greatest social event in town!

**1305 : (MED) MED Business Meeting and Awards Presentation**

6:15pm - 7:30pm Marriott Boston Copley Place: Salon B

Tweet this session: **#AOM2012 1305**

In the first part of the meeting MED Officers review their division activities during the past year. The second part is dedicated to presenting Divisi

Division Chair: **Jon Billsberry**, Deakin U.

Division Chair-Elect: **Toni Ungaretti**, Johns Hopkins U.

Program Chair: **Jacob Eisenberg**, U. College Dublin

Professional Development Workshop Chair: **Barbara A. Ritter**, Coastal Carolina U.

Past Chair: **Kenneth R. Thompson**, DePaul U.

Treasurer: **V Seshan**, Pepperdine U.

Secretary: **Joann Krauss Williams**, Judson College

**1306 : (MOC) MOC Social Hour and Business Meeting**

6:15pm - 8:15pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: **#AOM2012 1306**

Division Chair: **Mark J. Martinko**, Florida State U.

Division Chair-Elect: **Rhonda K. Reger**, U. of Maryland

Program Chair: **Kyle Lewis**, U. of Texas, Austin

Professional Development Workshop Chair: **Elizabeth George**, Hong Kong U. of Science and Technology

Past Chair: **Gerard P. Hodgkinson**, U. of Warwick

Treasurer: **Kerrie Unsworth**, U. of Western Australia

Coordinators: **Marlys K. Christianson**, U. of Toronto; **Frances H.**

**Fabian**, U. of Memphis; **Douglas A Lepisto**, Boston College;

**Davide Ravasi**, Bocconi U.; **Andac Arikan**, Florida Atlantic U.;

**Paul Harvey**, U. of New Hampshire; **Richard Blackburn**, U. of

North Carolina, Chapel Hill; **Shelley Brickson**, U. of Illinois,

Chicago; **Charles Watson**, George Washington U.

**Monday 6:30PM**

**1307 : (BPS) BPS Business Meeting**

6:30pm - 7:30pm Boston Hynes Convention Center: Room 102

Tweet this session: #AOM2012 1307

**1308 : (CAR) Careers Division Social**

6:30pm - 8:00pm Offsite: TBA

Tweet this session: #AOM2012 1308

Division Chair: **Svetlana Khapova**, VU U. Amsterdam

Division Chair-Elect: **Julia Richardson**, York U.

Program Chair: **Peter A. Heslin**, U. of New South Wales

Professional Development Workshop Chair: **Kimberly Eddleston**, Northeastern U.

**1309 : (CMS) CMS Social Event**

6:30pm - 8:00pm Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 1309

Program Chairs: **Jan Schapper**, La Trobe U.; **Gavin Jack**, La Trobe U.

**1821 : (ENT) ENT Business Meeting**

6:30pm - 7:30pm Sheraton Boston Hotel: Constitution Ballroom B

Division Chair: **Mike Wright**, Imperial College London

Division Chair-Elect: **David Audretsch**, Indiana U., Bloomington

Program Chair: **Sharon Alvarez**, The Ohio State U.

Professional Development Workshop Chair: **Harry J Sapienza**, U. of Minnesota

Past Chair: **Per Davidsson**, Queensland U. of Technology

**1310 : (GDO) GDO Business Meeting**

6:30pm - 7:30pm Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 1310

*Members and friends of GDO are encouraged to attend the Business Meeting. Celebrate with recipients of GDO Division research and service awards.*

Division Chair: **Diana Bilimoria**, Case Western Reserve U.

Division Chair-Elect: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Program Chair: **Stacy Blake-Beard**, Simmons College

Professional Development Workshop Chair: **Charmine E. J. Hartel**, U. of Queensland

Past Chair: **David A. Kravitz**, George Mason U.

**1311 : (Paper Session) - (MC) Management Consulting Division Business Meeting**

6:30pm - 7:30pm Westin Copley Place: Huntington

Tweet this session: #AOM2012 1311

Division Chair: **Therese F. Yaeger**, Benedictine U.

**1312 : (MH) Management History Business Meeting**

6:30pm - 7:45pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 1312

**1313 : (OB) OB Awards/Social Hour**

6:30pm - 8:30pm Boston Park Plaza: Imperial & Plaza Ballroom

Tweet this session: #AOM2012 1313

**1314 : (OCIS) OCIS Business Meeting**

6:30pm - 7:30pm Sheraton Boston Hotel: Fairfax A

Tweet this session: #AOM2012 1314

*All OCIS members and friends are invited to attend the OCIS business meeting.*

Division Chair: **Manju K. Ahuja**, U. of Louisville

Division Chair-Elect: **Elizabeth Davidson**, U. of Hawaii-Manoa

Program Chair: **Kevin Crowston**, Syracuse U.

Professional Development Workshop Chair: **Youngjin Yoo**, Temple U.

Past Chair: **Brian S. Butler**, U. of Maryland

Treasurer: **Marie-Claude Boudreau**, U. of Georgia

Secretary: **Michael Boyer O'Leary**, Georgetown U.

Participants: **Likoebe M. Maruping**, U. of Louisville; **Anca Metiu**, ESSEC Business School; **Natalia Levina**, New York U.; **Paul M. Leonardi**, Northwestern U.; **Rose Erkelens**, VU U. Amsterdam; **Chris Maurer**, U. of Georgia; **Marina Fiedler**, U. of Passau; **Atreyi Kankanhalli**, National U. of Singapore; **Michel Avital**, Copenhagen Business School; **James Lynch**, Intel

**1315 : (ODC) ODC Division Members Reception**

6:30pm - 8:30pm Sheraton Boston Hotel: Republic B

Tweet this session: #AOM2012 1315

*This is the annual social gathering for ODC members.*

Division Chair: **Inger G. Stensaker**, Norwegian School of Economics

**1316 : (OMT) OMT Business Meeting**

6:30pm - 7:30pm Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 1316

**1317 : (RM) Research Methods Business Meeting**

6:30pm - 7:30pm Westin Copley Place: Empire

Tweet this session: #AOM2012 1317

**1318 : (SIM) SIM Division Social**

6:30pm - 8:30pm Marriott Boston Copley Place: Salon G

Tweet this session: #AOM2012 1318

Sponsors: *George Washington University Institute for Corporate Responsibility (ICR)*

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**Monday 7:00PM**

**1319 : (ONE) ONE Social**

7:00pm - 9:00pm Offsite: Skywalk Observatory

Tweet this session: #AOM2012 1319

*Welcome to the annual social gathering for all ONE members. See one.aomonline.org for details.*

Program Chair: **Frances E Bowen**, Queen Mary U. of London

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**Monday 7:30PM**

**1320 : (AAC) Indian Academy of Management Social**

7:30pm - 9:00pm Westin Copley Place: America Ballroom Center

Tweet this session: #AOM2012 1320

**1321 : (BPS) BPS Social**

7:30pm - 8:30pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1321

**1822 : (ENT) ENT Division Social Reception**

7:30pm - 8:30pm Sheraton Boston Hotel: Constitution Ballroom A

Division Chair: **Mike Wright**, Imperial College London

Division Chair-Elect: **David Audretsch**, Indiana U., Bloomington

Program Chair: **Sharon Alvarez**, The Ohio State U.

Professional Development Workshop Chair: **Harry J Sapienza**, U. of Minnesota

Past Chair: **Per Davidsson**, Queensland U. of Technology

**1322 : (GDO) GDO Social Hour**

7:30pm - 9:30pm Boston Park Plaza: Terrace Room

Tweet this session: #AOM2012 1322

Division Chair: **Diana Bilimoria**, Case Western Reserve U.

Division Chair-Elect: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Program Chair: **Stacy Blake-Beard**, Simmons College

*Professional Development Workshop Chair:* **Charmine E. J. Hartel**,  
U. of Queensland  
*Past Chair:* **David A. Kravitz**, George Mason U.

**1323 : (OCIS) OCIS Reception and Social Event**

7:30pm - 9:30pm Sheraton Boston Hotel: Gardner A & B

Tweet this session: **#AOM2012 1323**

*The OCIS Reception welcomes all members and friends of the OCIS division. Come catch up with your colleagues over hors d'oeuvres and adult beverages*

**1324 : (OMT) OMT Social Hour**

7:30pm - 9:00pm Sheraton Boston Hotel: Back Bay Ballroom D

Tweet this session: **#AOM2012 1324**

**1325 : (RM) Research Methods Division Reception**

7:30pm - 9:30pm Westin Copley Place: Essex North-West

Tweet this session: **#AOM2012 1325**

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**Monday 7:45PM**

**1326 : (MED) MED: It's Your Party!**

7:45pm - 10:30pm Marriott Boston Copley Place: Salon B

Tweet this session: **#AOM2012 1326**

*THE Reception to be in on Monday evening! All MED members and friends are welcome to come, socialise and have fun.*

*Host:* **Jacob Eisenberg**, U. College Dublin

*Division Chair:* **Jon Billsberry**, Deakin U.

**1327 : (MH) Management History Social**

7:45pm - 10:30pm Boston Park Plaza: St. James Room

Tweet this session: **#AOM2012 1327**

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**Monday 8:30PM**

**1328 : (ICW) Case Western Reserve, Weatherhead, Organizational Behavior & Doctor of Management Annual Reception**

8:30pm - 10:30pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 1328**

*This is the annual reception for Case Western Reserve University, Weatherhead School of Management, Organizational Behavior and Doctor of Management Alumni, Colleagues and Friends. Attendees will be asked to sign in at the door and present a current business card for entry.*

*Organizer:* **Lila E Robinson**, Weatherhead School of Management

**Tuesday 7:00AM**

**1329 : (IM) Meet the IM Division Exec. Committee**

**Breakfast Meeting**

7:00am - 8:00am Boston Hynes Convention Center: Room 202

Tweet this session: **#AOM2012 1329**

*Come one, come all! Stop by, eat breakfast, and sit with the EC to discuss and brainstorm innovations to improve the IM Division!*

**1330 : (MSR) MSR Morning Meditation**

7:00am - 8:00am Sheraton Boston Hotel: Hampton B

Tweet this session: **#AOM2012 1330**

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

**Tuesday 7:30AM**

**1331 : (AAA) AOM Past Presidents Breakfast**

7:30am - 8:30am Boston Hynes Convention Center: Room 311

Tweet this session: **#AOM2012 1331**

**1332 : (SIM) SIM Welcome Session**

7:30am - 8:00am Marriott Boston Copley Place: Boylston

Tweet this session: **#AOM2012 1332**

**Tuesday 8:00AM**

**1333 : (AAA) Placement Services**

8:00am - 12:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer

Tweet this session: **#AOM2012 1333**

*Placement Services - Registration and Information*

**1334 : (AAA) Conference Registration**

8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A

Tweet this session: **#AOM2012 1334**

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

**1335 : (AAA) Hospitality Suite for First Time Attendees**

8:00am - 5:00pm Boston Hynes Convention Center: Room 207

Tweet this session: **#AOM2012 1335**

*Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!*

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

**1336 : (DRP Session) - (BPS) Cooperative/Relational Strategies: Governance & Strategies**

8:00am - 9:30am Boston Hynes Convention Center: Room 101

Tweet this session: **#AOM2012 1336**

Facilitator: **Ilgaz Arikani**, The Ohio State U.

☑️ **Alliance Success: Firm Characteristics and Reputation | Matthias Bollmus**, U. of Wisconsin, Milwaukee; **Mujtaba Ahsan**, College of Business Administration, Cal Poly Pomona; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Ann McFadyen**, U. of Texas, Arlington

☑️ **Who Gets the Lion's Share? The Distribution of Alliance Benefits Between Alliance Partners | Birgul Arslan**, HEC Paris

☑️ **Relational Risk and Relational Governance in Strategic Alliances | Anne H. Koch**, San Francisco State U.

**My Once & Future Partner –or Acquiree?Unpacking the Impact of Partner-Specific Alliance Experience | Adeline Thomas**, Freie U. Berlin; **Thomas Mellewigt**, Freie U. Berlin; **Edward Zajac**, Northwestern U.

☑️ **The impact of knowledge structures on alliance formation | Sai Krishna Yayavaram**, National U. of Singapore; **Manish K. Srivastava**, Michigan Technological U.; **Mitrabaran Sarkar**, Temple U.

**1337 : (Paper Session) - (BPS) Strategy process: learning**

8:00am - 9:30am Boston Hynes Convention Center: Room 102

Tweet this session: **#AOM2012 1337**

Chair: **Maziar Raz**, Richard Ivey School of Business

☑️ **Routines in Context: How Consistency in Routine Performances Affects Error Generation | Scott F. Turner**, U. of South Carolina; **Violina Rindova**, U. of Texas, Austin

☑️ **Task Experience, Past Experience Diversity and R&D Performance | Antonio Garzon-Vico**, U. College Dublin

☑️ **Parallel learning: How firms build capabilities concurrently | Christopher B. Bingham**, U. of North Carolina, Chapel Hill; **Koen Heimeriks**, Erasmus U. Rotterdam; **Mario Schijven**, Texas A&M U.

**The Nature of Balance: Managing Learning Paradoxes in Communities of Practice | Sebastian Raisch**, HEC U. of Geneva; **Stefano Borzillo**, SKEMA Business School; **Gilbert Probst**, U. of Geneva

**1338 : (DRP Session) - (BPS) Industry Dynamics and Competitive Interactions**

8:00am - 9:30am Boston Hynes Convention Center: Room 109

Tweet this session: **#AOM2012 1338**

Facilitator: **Corentin Curchod**, Nottingham U.

☑️ **The impacts of institutional thickness and agglomeration on entrepreneurship | Liang Wang**, U. of San Francisco; **Justin Tan**, Schulich School of Business

☑️ **Perceived Environment, TMT Dynamics, and Competitive Responsiveness: A Mediated Model of Performance | Ming-Jer Chen**, U. of Virginia; **Hao-Chieh Lin**, National Cheng Kung U.; **John G Michel**, U. of Notre Dame

☑️ **Product Depth, Breadth and the Timing of New Product Introductions in the Mutual Fund Industry | Bernadine J. Dykes**, U. of Delaware; **Gerry McNamara**, Michigan State U.

☑️ **Rivalry and Forbearance in the European Airline Industry | Michel Ghertman**, U. de Nice Sophia antipolis; **Zied Guedri**, EMLYON

☑️ **Multimarket Contact and Entrant Firm Behavior: Being Cooperative yet Staying Competitive | Kai-Yu Hsieh**, National U. of Singapore

**1339 : (Paper Session) - (BPS) Strategic decision making: antecedents and effects**

8:00am - 9:30am Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 1339**

Chair: **Sabina Nielsen**, Copenhagen Business School

☑️ **Unpacking the Dynamic Managerial Capability to Sense and Seize | Tim Coltman**, U. of Wollongong; **Timothy Michael Devinney**, U. of Technology, Sydney

☑️ **Mixed signals: A longitudinal analysis of automobile warranty, 1960- 2008 | Dror Etzion**, McGill U.; **Aviad Pe'er**, Rutgers U.

Strategic Capital Allocation | **Carl Vieregger**, Washington U. in St. Louis

Do Sellers Disclose What Buyers Want to Know? Evidence from U.S. Credit Rating | **Paul Seaborn**, U. of Denver

#### 1340 (DRP Session) - (BPS) Corporate Strategy:

##### Diversification

8:00am - 9:30am Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 1340

Facilitator: **Todd Alessandri**, Northeastern U.

Diversification and firm performance. Is there a causal relationship? | **Federico Marinelli**, CUNEF, Complutense U. of Madrid

Firm Scope Advantages and the Demand Side | **Jens Schmidt**, Aalto U.; **Richard Makadok**, Emory U.; **Thomas Keil**, Aalto U.

The Interaction between Geographic Heterogeneity and Human Capital Heterogeneity | **Asghar Zardkoobi**, Texas A&M U.; **Leonard Bierman**, Texas A&M U.; **Subrata Chakrabarty**, U. of Nebraska, Lincoln

Unpacking Analyst Influence on Managerial Investment Decisions | **Rebecca A Ranucci**, U. of Connecticut

International Diversification and Firm Performance: A Multilevel Contextual Framework and Analysis | **Bo Bernhard Nielsen**, Copenhagen Business School; **Sabina Nielsen**, Copenhagen Business School

#### 1341 (Paper Session) - (BPS) CEOs' Features, Behavior and Effects

8:00am - 9:30am Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1341

Chair: **Adam J. Wowak**, U. of Notre Dame

Arrogant but not Ignorant? How CEOs Manage Their Own Hubris with Conservative Coping Mechanisms | **Michael J. Mannor**, U. of Notre Dame; **Mathias Arrfelt**, Arizona State U.; **Adam J. Wowak**, U. of Notre Dame

Risk Aversion or Loss Aversion? The Role of CEO Perceived Control | **Rong Ma**, U. of Missouri, Kansas City; **Peter Wright**, U. of Memphis

Performance Attainment Discrepancy and R&D Intensity: CEO and Director Stock Options as Moderators | **Elizabeth Lim**, The U. of Texas at Dallas; **Brian T. McCann**, Vanderbilt U.

Toward a More Accurate Contextualization of the CEO Effect: A New Method and Implications | **Donald C. Hambrick**, Pennsylvania State U.; **Timothy J. Quigley**, Lehigh U.

#### 1342 (DRP Session) - (BPS) Institutional Theory

8:00am - 9:30am Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1342

Facilitator: **Scott G. Johnson**, Oklahoma State U.

Foreign investors, political ties, and corporate governance reform in emerging economies | **Weiting Zheng**, Hong Kong Polytechnic U.; **Chi-Nien Chung**, National U. of Singapore

Evolution of Business-Stakeholder Relationship: The Case of GRI Sustainability Reporting Guidelines | **Yana Grushina**, U. of Western Australia

Political Adoption of a Governance Reform: State Embeddedness vs. Institutional Gap | **Cyndi Man Zhang**, INSEAD

Business Owners' Social Status and Firm Philanthropy | **Yongqiang Gao**, Huazhong U. of Science & Technology; **Xiaobin He**, Huazhong U. of Science & Technology  
The functions of the executive at 75: reflections on a management classic | **Paul C. Godfrey**, Brigham Young U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

#### 1343 JS: (BPS, OMT) Architecture of Adaptation: Role of the corporate office in adaptation of the multi-business firm

8:00am - 9:30am Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1343

Organizers: **Charles Williams**, Bocconi U.; **John Joseph**, Duke U.  
Discussant: **Phanish Puranam**, London Business School  
Industry Location and Diseconomies of Scope in Multi-business Firms | **Charles Williams**, Bocconi U.; **Maria Elena Vidal**, Duke U.

How Boundary and Focus in a Multi-divisional Firm Arise: Avoiding a 'stuck in the middle' strategy | **Hyoung-Goo Kang**, Hanyang U.; **Richard M Burton**, Duke U.

Organizational Structure, Performance Feedback and Phase-out in the Mobile Device Industry | **John Joseph**, Duke U.; **Ronald Klingebiel**, Warwick Business School; **Alex James Wilson**, Duke U.

Decentralization of Formal and Real Decision Authority: An empirical investigation | **Magdalena Dobravska**, U. of Southern Denmark; **Stephan Billinger**, U. of Southern Denmark; **Samina Karim**, Boston U.

Speaker: **Michael L. Tushman**, Harvard U.

#### 1344 JS: (BPS, OMT, TIM) Geography, Networks and Change

8:00am - 9:30am Boston Hynes Convention Center: Room 313

Tweet this session: #AOM2012 1344

Chair: **Christopher C. Liu**, U. of Toronto

Local Environments and Scientific Research Trajectories: Evidence from a bio-pharmaceutical firm | **Ajay K. Agrawal**, U. of Toronto; **Christopher C. Liu**, U. of Toronto; **Jasjit Singh**, INSEAD

National Institutions and Network Emergence: Evidence from human embryonic stem cell research | **Jeff Furman**, Boston U.; **Fiona Murray**, Massachusetts Institute of Technology

Vertical De-integration and Innovation in Global Production Networks | **Juan Alcacer**, Harvard U.; **Haris Tabakovic**, Harvard Business School

Organizational Emergence in U.S. Communities | **Pino G. Audia**, Dartmouth College; **Atul Teckchandani**, California State U., Fullerton

Resilience Theories from Ecology and Management | **Andrew King**, Dartmouth College

#### 1345 JS: (CAR, HR, OB) Exploring New Research in Individual & Leader Success via Learning / Development & Career Behavior

8:00am - 9:30am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1345

Organizer: **Todd J. Maurer**, Georgia State U.

**Chair:** Elizabeth Foster Clenney, Georgia State U.  
**Discussant:** Manuel London, State U. of New York, Stony Brook  
 Exploring the Effects of Career Types on Leadership Development | **Gorkem Turgut Ozer**, Georgia State U.  
 Toward a Goal-Oriented Model of Entrepreneur-CEO Growth Intentions and Aspirations | **Francois Neville**, Georgia State U.  
 Predicting Ten Years of Worker Career Success from Employee Development Constructs | **Todd J. Maurer**, Georgia State U.; **Elizabeth Foster Clenney**, Georgia State U.  
 The Effect of Follower Protean and Boundaryless Career Orientation on Leader-Member Exchange Quality | **Dina Leheta**, Georgia State U.

**1346** [JS]: (CAR, OB, MED) **Disentangling the Impact of Reference Groups on Career Identity**

8:00am - 9:30am Boston Park Plaza: Berkeley Room  
 Tweet this session: #AOM2012 1346  
**Chairs:** Gudela Grote, ETH Zurich; **Douglas T. Hall**, Boston U.  
**Discussant:** Barbara S. Lawrence, U. of California, Los Angeles  
 Reference Groups: The Missing Links in Career Studies? | **Gudela Grote**, ETH Zurich; **Douglas T. Hall**, Boston U.  
 Career Communities | **Polly Parker**, U. of Queensland  
 Creating Entrepreneurs in Education: Teach for America's Influence on Alumni's Career Trajectories | **Jennie Weiner**, Harvard U.; **Monica Higgins**, Harvard U.  
 Who Can Help Me? The Role of the Social Network in Career Transitions | **Cécile Tschopp**, ETH Zurich; **Martin Gubler**, ETH Zurich; **Silvano Kobald**, ETH Zurich; **Wiebke Doden**, ETH Zurich

**1347** [CAU]: (CAU) **Authentic Leadership Caucus – Building a Research Community and Challenges of the Informal Economy**

8:00am - 9:30am Marriott Boston Copley Place: Columbus I  
 Tweet this session: #AOM2012 1347  
*Authentic leadership is a relatively new topic of academic inquiry and thus needs an engaged and cooperative research community to ensure that it is advanced in a coherent direction. In this caucus we seek to extend the network of scholars in the field, and identify opportunities for future research and collaborations, while exploring the implications of and for the informal economy.*  
**Organizers:** William L. Gardner, Texas Tech U.; Hannes Leroy, Katholieke U. Leuven

**1348** [CAU]: (CAU) **The Pocket Entrepreneurs: Caucus for Native and Indigenous Peoples research, teaching and advocacy**

8:00am - 9:30am Marriott Boston Copley Place: Columbus II  
 Tweet this session: #AOM2012 1348  
*This caucus discusses the unique aspects of management values and practices among indigenous people, this year emphasizing on indigenous informal economies. This caucus is open to all, and those especially interested in a deeper understanding of indigenous contribution to management education are invited to attend.*  
**Organizer:** Joe Gladstone, New Mexico State U.  
**Facilitator:** Amy Klemm Verbos, U. of South Dakota  
**Participants:** Deanna M. Kennedy, U. of Washington, Bothell; **Chellie Spiller**, U. of Auckland; **Daniel Stewart**, Gonzaga U.; **Eugene F Stone-Romero**, U. of Texas, San Antonio; **Keith James**, Portland State U.

**1349** [CAU]: (CAU) **Developmental Networks and the Informal Economy**

8:00am - 9:30am Sheraton Boston Hotel: Dalton A  
 Tweet this session: #AOM2012 1349  
**Organizers:** Richard Donald Cotton, Appalachian State U.; **Yan Shen**, U. of Victoria

**1350** [CAU]: (CAU) **Migration research in the Academy: Community building and fostering international collaborations**

8:00am - 9:30am Sheraton Boston Hotel: Dalton B  
 Tweet this session: #AOM2012 1350  
**Organizers:** Jelena Zikic, York U.; **Tony Fang**, York U.

**1351** [CAU]: (CAU) **Evidence-Based Management (EBMgt) Caucus**

8:00am - 9:30am Boston Park Plaza: Holmes Room  
 Tweet this session: #AOM2012 1351  
*Pre-registration is NOT required, but a brief email by July 20 to molivas@clarion.edu, letting us know of your motivations or professional interest on Evidence-Based Management will be appreciated to better focus the caucus meeting!*  
**Organizers:** Denise M. Rousseau, Carnegie Mellon U.; **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania  
**Participants:** Gary P. Latham, U. of Toronto; **Jone L. Pearce**, U. of California, Irvine; **Rob B. Briner**, U. of Bath; **Eric Barends**, VU U. Amsterdam; **Tanya Bondarouk**, U. of Twente

**1352** [CAU]: (CAU) **Gray Borders of the Informal Economy: Nepotism and Bribery in China**

8:00am - 9:30am Boston Park Plaza: Longfellow Room  
 Tweet this session: #AOM2012 1352  
**Chairs:** Albert J. Chan, St. Ambrose U.; **Jessica Marie Greenwald**, St. Ambrose U.

**1353**: (Paper Session) - (CDP) **Diversity: Measurement and Multi-level Consequences**

8:00am - 9:30am Westin Copley Place: Baltic  
 Tweet this session: #AOM2012 1353  
**Facilitator:** Paul V. Martorana, Fordham U.  
 [GDO]: Categorical and Informational Diversity and Diversity of Thought | **Marina McCarthy**, Rutgers U.; **Nancy DiTomaso**, Rutgers U.; **Corinne Post**, Lehigh U.  
 [ODC]: A Longitudinal Study of Age-Related Differences in Reactions to Psychological Contract Breach | **Matthijs Bal**, VU U. Amsterdam

**ODC Division Best Paper Finalist**

[GDO]: The Diversity-Morality Link | **Sun Young Kim**, Northwestern U.; **Katherine W. Phillips**, Columbia U.  
 [MED]: Organization to Organization Mentoring: Expanding Minority Presence in Business Management | **Terry A. Nelson**, U. of Memphis; **Rachida Aissaoui**, U. of Memphis

**1354**: (Paper Session) - (CDP) **Cultural Differences: International Entrepreneurs, Innovation, and Customer Loyalty**

8:00am - 9:30am Westin Copley Place: Essex North-Center  
 Tweet this session: #AOM2012 1354  
**Facilitator:** Jeff Vanevenhoven, U. of Wisconsin, Whitewater  
 [IM]: Amy Who? Transnational Entrepreneurs as Mobile Subjectivities | **Han Ou**, U. of Massachusetts, Amherst

TUESDAY

- **HR**: Top-down, Bottom-up or Outside-in? The Effects of Three Mechanisms on Firm Innovation in China | **Yu Zhou**, Renmin U. of China; **Zhihua Qin**, Renmin U. of China; **Yingying Zhang**, CUNEF, Complutense U. of Madrid
- IM**: A Cross-Cultural Comparison of Switching Intention Antecedents in the Wireless Industry | **Rodrigo Ciaravolo Martins**, Pontifical Catholic U. of Rio de Janeiro; **Luis Fernando Hor-Meyll**, Pontifical Catholic U. of Rio de Janeiro; **Jorge Brantes Ferreira**, Pontifical Catholic U. of Rio de Janeiro
- **IM**: Cultural Roots of Shanzhai: a Chinese Phenomenon | **Hai Hua Zhang**, U. of Cambridge; **Yongjiang Shi**, U. of Cambridge

**1355 : (Paper Session) - (CDP) New Venture Funding: Changing Sources and their Implications**

8:00am - 9:30am Westin Copley Place: Essex North-East

Tweet this session: [#AOM2012 1355](#)

Facilitator: **Punit Arora**, City U. of New York

- ONE**: Conferring Legitimacy: Takeoff in Clean Energy Venture Capital Investment | **Alfred Allen Marcus**, U. of Minnesota; **Shmuel Ellis**, Tel Aviv U.; **Joel Malen**, Carlson School of Management
- ENT**: More than Words: Is Startup's Propensity to Patent and Publish Sensitive to Investor Characteristics? | **Elisa Alvarez-Garrido**, Georgia State U.; **Gary Dushnitsky**, London Business School
- ENT**: From Funding to Founding: The Changing Role of Investors | **Stephan Jung**, WU Vienna; **Christopher Lettl**, WU Vienna
- TIM**: State Governments as Financiers of Technology Startups: Effects on New Venture Performance | **Bo Zhao**, U. of Michigan, Ann Arbor; **Rosemarie Ziedonis**, U. of Oregon

**1356 : (Paper Session) - (CDP) Advances in Research Methodology: Where Have We Been and Where Should We Be Headed**

8:00am - 9:30am Westin Copley Place: Essex North-West

Tweet this session: [#AOM2012 1356](#)

Facilitator: **Hettie A. Richardson**, Louisiana State U.

- RM**: When Often Becomes Always, and Sometimes Becomes Never: Miscomprehension in Surveys | **Ben Hardy**, Open U.; **Lucy R. Ford**, St. Joseph's U.  
**Sage Publications/RM Division Best Paper Winner**
- OMT**: Add Artifact Control Variables Last in Hierarchical Regression Analyses | **Kevin Carlson**, Virginia Tech; **Hanko K. Zeitzmann**, Virginia Tech; **Jerry Flynn**, Virginia Tech
- MOC**: Methodological Practices in Cognitive Style Research: a 25-year Review | **Eva Cools**, Vlerick Leuven Gent Management School; **Steven Armstrong**, U. of Hull; **Jasmijn Verbrigghe**, Vlerick Leuven Gent Management School
- HR**: Strategic Human Resource Management Research: A Content Analysis | **Karin Sanders**, Australian School of Business; **Hugh TJ Bainbridge**, U. of New South Wales; **Sunghoon Kim**, U. of New South Wales; **Julie Ann Cogin**, Australian School of Business; **Veronica Cai-Hui Lin**, UNSW
- HR**: Observed Differential Validity: Not Much More than Range Restriction | **Philip L. Roth**, Clemson U.; **Huy Le**, UNLV; **In-Sue Oh**, Virginia Commonwealth U.

**1357 : (Paper Session) - (CDP) Revitalizing the Organization through Strategy, Entrepreneurship and Technology**

8:00am - 9:30am Westin Copley Place: St. George C

Tweet this session: [#AOM2012 1357](#)

Facilitator: **Elena Novelli**, U. of Bath

- ODC**: The Experience of Systems: The Centrality of Perception in Healthcare Quality and Cost Management | **Heather Grooms**, Case Western Reserve U.; **Tony Lingham**, Case Western Reserve U.
- MC**: Using the Repertory Grid Technique to Surface Strategic Planning Assumptions | **W Timothy Few**, Edinboro U. of Pennsylvania; **Molly Few**, Core Strategies, LLC
- OCIS**: ICT-driven Business Convergence: A Way to Analyze Organizations' Strategies and Behaviors | **DongBack Seo**, U. of Groningen; **Youngjin Yoo**, Temple U.
- MC**: Information Technology and Information Systems Consulting in the Context of Business Consulting | **Andreas Drechsler**, U. of Duisburg-Essen; **Mahkameh Shahri**, U. of Duisburg-Essen
- RENT**: The Relationship Between CE and Organization's Contextual Dimensions: An Overview | **Serima Nazarian**, Ph.D. Student; **Kourosh Yazdani Rashvanlouei**, Würzburg U.; **Sepehr Keyvanshokouhi**, Graduate Student

**1358 : (Paper Session) - (CDP) Managing the Challenges of Alternative Work Arrangements**

8:00am - 9:30am Westin Copley Place: St. George D

Tweet this session: [#AOM2012 1358](#)

Facilitator: **Anthony R. Wheeler**, U. of Rhode Island

- **HR**: My, Your or Our Employees? Co-Management of Human Resources in Outsourced Call Center Operations | **Michel Hermans**, Cornell U.
- OB**: Revisiting Physical Separation in the Workplace | **Diego Stea**, Luiss Guido Carli U.; **Peter Holdt Christensen**, Copenhagen Business School
- OB**: Impact of Telework on Exhaustion and Job Engagement: a Job Demands and Job Resources Model | **Shruti Sardeshmukh**, U. of South Australia; **Dheeraj Sharma**, Indian Institute of Management, Ahmedabad; **Timothy Golden**, Rensselaer Polytechnic Institute
- **OB**: Identity from a Distance: Telework, Leader-Organizational Identifications and Work-Family Conflict | **Margarita Mayo**, IE Business School; **Shainaz Firiray**, IE U.

**1359 : (Paper Session) - (CM) Managing Damaged Relationships: Methods for Repair, Prevention, and Intervention**

8:00am - 9:30am Boston Park Plaza: Cambridge Room

Tweet this session: [#AOM2012 1359](#)

Chair: **Cecily D Cooper**, U. of Miami

- Trust Repair via Distributive Justice Rationales: The Implications of Equity, Equality, and Need** | **Peter H Kim**, U. of Southern California; **Derek Harmon**, U. of Southern California
- Third Party Responses to Peer Mistreatment: An Impression Management Perspective** | **Janet A. Boekhorst**, York U.; **Leonard Karakowsky**, York U.
- Preemptive Apology as a Trust Preservation Mechanism: An Inoculation Theory Perspective** | **Ksenia O. Krylova**, U. of Houston; **Teri Elkins**, U. of Houston; **James S Phillips**, U. of Houston

**1360** 📄: (Paper Session) - (CM) **Facing Off: Communication and Influence in Negotiation and Social Exchange**

8:00am - 9:30am Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 1360**

Chair: **Linda M. Dunn-Jensen**, Indiana U.

📄 Multiple Equivalent Simultaneous Offers in Negotiations: Effects on Individual and Joint Gain | **Geordie McRuer**, U. of Toronto; **Jun Gu**, U. of Toronto; **Geoffrey J. Leonardelli**, U. of Toronto

📄 I'm Sorry About the Rain! The Positive Effects of Superfluous Apologies | **Alison Wood Brooks**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania; **Hengchen Dai**, U. of Pennsylvania

📄 Negotiating Face to Face: Men's Facial Structure Predicts Negotiation Performance | **Michael Haselhuhn**, U. of Wisconsin, Milwaukee; **Elaine M. Wong**, U. of Wisconsin, Milwaukee; **Margaret Ormiston**, London Business School; **M. Ena Inesi**, London Business School

**1361** : (DRP Session) - (CMS) **Economy, Exchange and Organisation**

8:00am - 9:30am Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 1361**

Facilitator: **Gavin Jack**, La Trobe U.

📄 Where Does Profit Come From? | **Cliff Bowman**, Cranfield U.  
 📄 Gift-Based Exploitation and Contemporary Organizing | **Craig Prichard**, Massey U.

➔ Problematisation: Transnational Advocacy Networks and the Case for Darfur's Stoves | **Samer Abdelnour**, London School of Economics; **Akbar Saeed**, Wilfrid Laurier U.

🗣️📄🗣️ Identity Field and the Economy of Pickers: An Analysis of the Waste Pickers' Movement in Brazil | **Sylmara Lopes Francelino Gonçalves Dias**, EACH-USP; **Patricia Maria Emerenciano de Mendonca**, Centro U. da FEI; **Armindo dos Santos de Sousa Teodosio**, Catholic U. of Minas Gerais; **Maria Cecilia Loschiavo Santos**, USP-FAO

🗣️📄 Worker Cooperatives: Organizations on the Margin of Management Research | **Barbara Bigelow**, Clark U.; **Margarete Arndt**, Clark U.

**1362** : (Paper Session) - (CMS) **What are Universities Doing? Critical Analyses**

8:00am - 9:30am Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 1362**

Chair: **Susan Mayson**, Monash U.

📄 The Emotional Turn in Higher Education: A Psychoanalytic Contribution | **Sarah Elaine Gilmore**, U. of Portsmouth; **Valerie Anderson**, U. of Portsmouth

➔🗣️ Funding International Student Support Services: Tension and Power in the University (WITHDRAWN) | **Chris Nyland**, Monash U.; **Helen Forbes-Mewett**, Monash U.

Enlisting in the Global War for Talent: Generation Now and the Production of Young Professionals | **Emily T. Porschitz**, Keene State College; **Linda Smircich**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, Amherst

**1363** : (DRP Session) - (ENT) **Entrepreneurs, the Firm and the Context**

8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 1363**

Facilitator: **Richard John Gentry**, U. of Mississippi

📄 The Narrative Rationality of Organizational Structuring: A Model of Explanatory Coherence | **Adam J Bock**, U. of Edinburgh; **Massimo Warglien**, U. Ca' Foscari of Venice

📄 The Role of Organizational Size in the Heterogeneous Nature of Corporate Entrepreneurship | **Robert S. Nason**, Syracuse U.; **Alexander McKelvie**, Syracuse U.; **G. T. Lumpkin**, Syracuse U.

📄 The Attractive Passionate Entrepreneur: To Whom Does it Matter? | **Chaim Ross Letwin**, U. of Central Florida; **Cameron Ford**, U. of Central Florida; **Michael P. Ciuchta**, U. of Central Florida

Exploration and Exploitation in Strategic Entrepreneurship: Lessons from China Steel | **Cheng-Guey Lin**, National Cheng Kung U.; **Hsin-Hong Kang**, National Cheng Kung U.

Varieties of Entrepreneurship: Institutional Drivers across Entrepreneurial activity and Country | **Farzana Chowdhury**, Indiana U.; **Siri Ann Terjesen**, Indiana U., Bloomington; **David Audretsch**, Indiana U., Bloomington

**1364** : (DRP Session) - (ENT) **The Human Capital of Founders**

8:00am - 9:30am Sheraton Boston Hotel: Beacon D

Tweet this session: **#AOM2012 1364**

Facilitator: **Joseph A LiPuma**, EM Lyon

📄 Human Capital of Spinoffs | **Natarajan Balasubramanian**, Syracuse U.; **Mariko Sakakibara**, U. of California, Los Angeles

📄 Comparing Internal and External IPO Risk Factors Influence on Investor Valuation and Survival | **Fariss T Mousa**, James Madison U.; **Paul Bierly**, James Madison U.; **William John Wales**, James Madison U.

➔📄 The Legitimacy of Founder CEOs: Foreign IPOs in the United States | **Dane Patrick Blevins**, U. of Texas, Dallas

➔📄🗣️ Does Migration Improve Entrepreneurial Opportunity Recognition? Evidence from a Natural Experiment | **Peter Vantor**, Vienna U. of Economics and Business Administration; **Nikolaus Franke**, Vienna U. of Economics and Business Administration

📄 Trust and New Ventures' Performance: Moderated by Institutional Context? | **Boris Bauke**, U. of Cologne; **Thorsten Semrau**, U. of Cologne; **Zheng Han**, Haniel Group Chair of Marketing and Entrepreneurship, CDHK/Tongji U.

**1365** : (Paper Session) - (ENT) **Social Entrepreneurship**

8:00am - 9:30am Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 1365**

Chair: **Aloysius Marcus Newenham-Kahindi**, U. of Saskatchewan

🗣️ The Structure of Content in Multiplex Ties: Exploring the Advantages for Rural Entrepreneurs | **Suresh Bhagavatula**, Indian Institute of Management, Bangalore

📄 Social Entrepreneurs: The Role of Entrepreneurial Orientation and Leadership Style | **Craig Mayberry**, Western Washington U.; **Carolyn P. Egri**, Simon Fraser U.

📄 How Strategy is Adapted and Extended in Social Entrepreneurship | **Patricia Corner**, Auckland U. of Technology; **Kate Kearins**, Auckland U. of Technology

📄 Complexities of Portfolio Entrepreneurship: The Business-Household Nexus | **Gry Agnete Alsos**, U. of Nordland; **Sara Carter**, U. of Strathclyde; **Elisabet Ljunggren**, Nordland Research Institute



**1366 : (Paper Session) - (ENT) Action, Identity, and Performance**

8:00am - 9:30am Sheraton Boston Hotel: Beacon H

Tweet this session: #AOM2012 1366

Chair: **Sergio Janczak**, U. of Western Ontario

- 📖🗣️ Competitive Actions and New Venture Survival: Individuation, Ricardian, and Schumpeterian Actions | **Suresh Kotha**, U. of Washington, Seattle; **David M. Gomulya**, Nanyang Technological U.
- 📖 A Model for the Role of Trust in Firm Level Performance: The Case of Family Businesses | **Matt R Allen**, Babson College; **James H Davis**, Utah State U.
- 📖 HPWS, Corporate Entrepreneurship, and Performance: The Moderating Role of Dysfunctional Competition | **Chunyan Jiang**, Nanjing U.; **Yina Mao**, Chinese U. of Hong Kong; **Jun Liu**, Renmin U. of China; **Shuming Zhao**, Nanjing U.
- 📖 In Search for Legitimacy and Entrepreneurial Identity: A Case Study of Two Growth Farmers | **Pekka Stenholm**, U. of Turku; **Ulla Hytti**, U. of Turku; **Elisa Akola**, U. of Turku

**1367 : (Paper Session) - (ENT) Failure and Performance**

8:00am - 9:30am Sheraton Boston Hotel: Berkeley A

Tweet this session: #AOM2012 1367

Chair: **H Shawna Chen**, Texas Tech U.

- 📖 Who Wants to Live Forever? How Families Manage Tensions between Family and Firm Logics in Succession | **Peter Jaskiewicz**, U. of Alberta; **Katharina Heinrichs**, WHU - Otto Beisheim School of Management; **Sabine B. Klein**, WHU - Otto Beisheim School of Management
- 🗣️📖 The Influence of Socio-Cultural Environments on the Performance of Nascent Entrepreneurs | **Christian Hopp**, U. of Vienna; **Ute Stephan**, U. of Sheffield
- 📖 Mobility and Entrepreneurship: How Career History Influences Entrepreneurial Entry and Survival | **Lars Frederiksen**, Aarhus Business School; **Karl Wennberg**, Stockholm School of Economics
- 📖 Stigma of Failure and the Levels of Entrepreneurial Activity: Some Moderating Effects | **Naga Lakshmi Damaraju**, Indian School of Business; **Jay B Barney**, The Ohio State U.; **Gregory G Dess**, U. of Texas, Dallas

**1368 : (DRP Session) - (ENT) The Latent Entrepreneur**

8:00am - 9:30am Sheraton Boston Hotel: Clarendon A &amp; B

Tweet this session: #AOM2012 1368

Facilitator: **Mazhar Islam**, Drexel U.

- 📖 Disentangling the Effect of Prior Entrepreneurial Exposure on Entrepreneurial Intention | **Florian B. Zapkau**, U. of Dusseldorf; **Christian Schwens**, U. of Dusseldorf; **Holger Steinmetz**, U. of Giessen; **Ruediger Kabst**, U. of Giessen
- 📖 Partner Selection under Uncertainties and Venturing Success | **Chun-Yun Cheng**, National Taiwan U.
- 📖 Latent Entrepreneurship and Psychological Geography: Empirical Evidence from a Cross-Country Study | **Werner Bönnte**, U. Wuppertal; **Stephan Heblich**, U. of Stirling; **Monika Piegeler**, U. Wuppertal
- 📖 "My Heart is in That Interest Too": Recognizing Opportunities for Social Entrepreneurship | **Maija Renko**, U. of Illinois, Chicago; **Sarah Parker Harris**, U. of Illinois, Chicago; **Katherine E. Caldwell**, U. of Illinois, Chicago

- 📖 Entrepreneurial Orientation and Strategic Learning: Remedy for the Slow Death of Small Businesses? | **Charlotta Agneta Sirén**, U. of Vaasa; **Henri Hakala**, U. of Vaasa; **Joakim Wincent**, Luleå U. of Technology

**1369 : (Paper Session) - (ENT) Creativity and Entrepreneurship**

8:00am - 9:30am Sheraton Boston Hotel: Jefferson

Tweet this session: #AOM2012 1369

Chair: **Paul Louis Drnevich**, The U. of Alabama

- 📖 Entrepreneurial Motivations & Their Impact on Ventures Organizational Design in Creative Industries | **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris; **Delphine Manceau**, ESCP Europe
- 🗣️📖 Elaborating Theory about Entrepreneurial Passion: Insights from the Super Yacht Industry | **Jennifer E Jennings**, U. of Alberta; **Tim Edwards**, Cardiff U.; **P. Devereaux Jennings**, U. of Alberta; **Rick Delbridge**, Cardiff U.
- 🗣️ The Interaction between Financial and Human Resource Slack and its Effect on Venture Performance | **Ine Paeleman**, U. of Ghent; **Tom R. Vanacker**, U. of Ghent
- 🗣️📖 Determinants of Formal Entrepreneurship versus Informal Entrepreneurship at the Macro Level | **Mai Thi Thanh Thai**, HEC Montreal; **Ekaterina Turkina**, HEC Montreal

**1370 : (Paper Session) - (GDO) Women's Navigation of Their Careers**

8:00am - 9:30am Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 1370

Chair: **Hannah Riley Bowles**, Harvard U.Discussant: **Rowena Ortiz-Walters**, Quinnipiac U.

- 📖 Gender as the compass: Gender as a key to navigating effective workplace influence | **Alexis Nicole Smith**, Ramapo College; **Marla Baskerville Watkins**, Northeastern U.; **Michael J. Burke**, Tulane U.; **Caitlin E. Smith**, Tulane U.; **Shalei V. K. Simms**, SUNY College at Old Westbury; **Alison V. Hall**, Tulane U.
- 🗣️📖 It's not what you know, but who you know | **Uma Devi Jogulu**, Deakin U.; **Lesley Ferkins**, Auckland U. of Technology
- 📖 Conceptualizing the Nature of and Observers' Attitudes Toward Conflict Among Professional Women | **Leah D Sheppard**, U. of British Columbia

**1371 : (Paper Session) - (GDO) LGBT**

8:00am - 9:30am Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 1371

Chair: **Maureen A. Scully**, U. of Massachusetts, BostonDiscussant: **Elizabeth A. Cooper**, U. of Rhode Island

- 🗣️📖 Organizational Actions in Face of Institutional Contestation: Diffusion of LGBT-Friendly Policies | **William Newbury**, Florida International U.; **Naomi A Gardberg**, Baruch College; **Bryant A. Hudson**, Florida Atlantic U.; **Yonathan Feffer**, Baruch College
- 🗣️ Coming Out and Being Out in the Executive Suite: The Experiences of Senior Gay and Lesbian Leaders | **Eric John Lutzo**, Case Western Reserve U.; **Sheri Perelli**, Wayne State U.; **Diana Bilimoria**, Case Western Reserve U.

👉 Predictors of the adoption of gay-friendly HR policies | **Benjamin Everly**, U. of California, Los Angeles; **Joshua Schwarz**, Miami U.

**1372** 📄: (DRP Session) - (GDO) **Entrepreneurship**

8:00am - 9:30am Boston Park Plaza: Tremont Room

Tweet this session: **#AOM2012 1372**

Chair: **Bonita L Betters-Reed**, Simmons College

Discussant: **Laquita C Blockson**, College of Charleston

👉📄👉 Does Gender Diversity in Management Benefit the Firm? Role of Entrepreneurial Orientation | **Vishal K. Gupta**, State U. of New York, Binghamton; **Christoph Klaus Streb**, U. of Groningen

→📄👉 A postcolonial feminist analysis of high-technology entrepreneurship | **Banu Özkazanç-Pan**, U. of Massachusetts, Boston

📄👉 Cognitions and Decisions: An Exploration of Gender and Entrepreneurial Choice | **Alice M Wieland**, U. of California, Los Angeles

👉 Wind Beneath My Wings: Factors Supporting Women's Productive Entrepreneurial Activity | **Susan Clark Muntean**, Ball State U.

👉📄👉 Women in Entrepreneurship Education in US Higher Education | **Jeong-Hwan Choi**, U. of Illinois, Urbana-Champaign; **Sunny Jeong**, U. of Illinois, Urbana-Champaign

**1373** 📄: (Paper Session) - (HCM) **Motivation and Care Processes: Organizational Performance, Safety and Diffusion of Innovation**

8:00am - 9:30am Marriott Boston Copley Place: Orleans

Tweet this session: **#AOM2012 1373**

Chair: **Cheryl Rathert**, U. of Missouri

Discussant: **Ferhat Zengul**, U. of Alabama, Birmingham

📄 Optimising Quality of Care and Well-being through Work Engagement: A Study with Midwives | **Yseult Miriam Freeney**, Dublin City U.; **Martin R. Fellenz**, Trinity College Dublin

📄 ADHD: Medication Use and Opinions Among American College Students | **Mary Patton**, U. of Tennessee, Knoxville; **Michael J Stahl**, U. of Tennessee, Knoxville

📄 The Asymmetry of Resonance and Dissonance in Effective Physician-Patient Helping Relationships | **Loren R. Dyck**, U. of La Verne

**HCM Division Best Paper Based on a Dissertation Award Nominee**

📄 Determinants of entrepreneurial orientation in family-owned healthcare organizations | **Mariangela Vecchiarini**, Second U. of Naples; **Donata Mussolino**, U. of Naples Federico II

**1374** 📄👉: (Paper Session) - (HCM) **Change Management for Quality and System Improvements**

8:00am - 9:30am Marriott Boston Copley Place: Salon H

Tweet this session: **#AOM2012 1374**

Chair: **Lori T. Peterson**, Cleveland State U.

Discussant: **Michael I. Harrison**, Agency for Healthcare Research and Quality

📄 Dealing with Boundaries: Communities of General Practice and Implementation of Change | **Roman Kislov**, Manchester Business School

👉📄 Improving Climate for Quality and Quality of Care: Does Membership in a Collaborative Help? | **Ingrid M. Nembhard**, Yale U.; **Veronika Northrup**, Yale Center for Analytical Sciences; **Dale Shaller**, Shaller Consulting Group; **Paul Cleary**, Yale U.

→📄 Does CRM Implementation Affect Resident Satisfaction in Nursing Homes? | **Mei-Ling Wang**, Tamkang U.; **Chun-Hsien Lee**, National Kaohsiung Normal U.

Reconceptualizing Knowledge Coordination in Service Settings: The Case of a Mental Health Setting. | **Angela Aristidou**, U. of Cambridge

**1375** 📄: (Paper Session) - (HR) **The Importance of Employee Learning**

8:00am - 9:30am Boston Park Plaza: Cabot Room

Tweet this session: **#AOM2012 1375**

Chair: **Bradford S Bell**, Cornell U.

👉 Learning Curves: Longitudinal Growth Modeling of GMA and Goal Orientation's Effects on Performance | **David S. DeGeest**, U. of Iowa; **Patrick E. Downes**, U. of Iowa

Identifying a Relapse or Identifying a Goal? Two Types of Post-Training Transfer Intervention | **Agoes Ganेशa Rahyuda**, U. of Kent; **Jawad Syed**, U. of Kent; **Ebrahim Soltani**, U. of Kent

→ SFCA and Effective Overseas Adjustment: A framework for future research. | **Brent MacNab**, U. of Sydney

**1376** 📄: (Paper Session) - (HR) **Talent Acquisition and Workforce Reduction**

8:00am - 9:30am Boston Park Plaza: Charles River Room

Tweet this session: **#AOM2012 1376**

Chair: **Joyce T. Heames**, West Virginia U.

📄 An Integrative Model for the Study of Overqualification in Organizations | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Patricia G Martinez**, Loyola Marymount U.; **Mukta Kulkarni**, Indian Institute of Management, Bangalore

Technology as a service in Global Talent Recruitment | **Elfi Furtmueller**, U. of Twente

📄 Relationships between Ownership Structures and Employee Downsizing: An Agency Theory Perspective | **Elena Radeva**, U. of Texas, Arlington; **Deepak K Datta**, U. of Texas, Arlington; **Dynah A Basuil**, Asian Institute of Management

→ 📄 War for Talent and Workforce Reduction: Evidence from Korean Firms | **Ji-young Ahn**, Ewha Womans U.; **Hee-jung Cho**, Ewha Womans U.

**1377** 📄: (DRP Session) - (HR) **HR Architectures and High Performance Work Practices**

8:00am - 9:30am Boston Park Plaza: Newbury Room

Tweet this session: **#AOM2012 1377**

Facilitator: **Carrie A. Belsito**, Utah State U.

👉📄 HRM Architectures and Practices: Fostering Ambidexterity in MNCs | **C Lakshman**, Bordeaux école de Management; **Olivier Dupouet**, Bordeaux école de Management; **Tatiana Bouzdine Chameeva**, Bordeaux école de Management

Perceived High Commitment Work System, the Transactive Memory System, and New Product Performance | **Hsi-An Shih**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming-Chuan

- U.; **Chu-Chun Hsu**, Southern Taiwan U.; **Yuwen Liu**, National Tsing Hua U.
- 📄 The Congruence of High Performance Work Performance Perception and Work Team Performance | **Chu-Chun Hsu**, Southern Taiwan U.; **Yun-Hwa Chiang**, Ming-Chuan U.; **Wen-Yen Hsu**, National Cheng Kung U.
- 📄 Financial Participation as a Recruitment Device | **Susanne Verena Schrader**, EBS Business School; **Ansgar Richter**, EBS Business School
- The Impact of Speed and Cost on the Use of Information in the Selection Process | **Jennifer Grace Manegold**, U. of Texas, Arlington

### 1378 📄 🗣️: (Paper Session) - (HR) Diversity in the Workplace

8:00am - 9:30am Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 1378

Chair: **Eden King**, George Mason U.

- 🗣️ Effects of HR Diversity Management on Employee Knowledge Sharing: Mediating Role of Trust | **Jie Shen**, U. of South Australia; **Ningyu Tang**, Shanghai JiaoTong U.; **Brian D'Netto**, Australian Catholic U.
- 📄 Age Inclusion: Social Harmony or Real Business Case? The Effects of Strategy and HR-Systems | **Ruth Maria Stock**, Darmstadt U. of Technology; **Florian Dorozalla**, Darmstadt U. of Technology
- ➔ 🗣️ Don't They Want to Work with Us? Workplace Homophily Climate in a Society of Ethnic Tensions | **Hyun-Jung Lee**, London School of Economics; **Carol Wasbauer Reade**, San Jose State U.

### 1379 📄 SHCS: (HR, OCIS, OB) Connectivity and Disconnectivity in Contemporary Work Arrangements

8:00am - 9:30am Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 1379

- Organizers: **Clare Kelliher**, Cranfield U.; **Julia Richardson**, York U.
- Requisite Connectivity in Distributed Teams Engaged in Exploitative and Explorative Innovation | **Paul D. Collins**, U. of Washington; **Darl G. Kolb**, U. of Auckland
- Permission to Disconnect: Lessons Learned from a Study of Mobile Connectivity in Financial Services | **Kristine Dery**, U. of Sydney; **Judith Sylvia MacCormick**, U. of New South Wales
- Shaping Boundaries between Work and Private Life to Maintain Higher Levels of Work Engagement | **Pascale Peters**, Radboud U. Nijmegen; **Lisa van den Berg**, Hay Group bv; **Beatrice Van der Heijden**, Radboud U. Nijmegen

### 1380 ➔ 📄: (Paper Session) - (IM) Governments and Firm Capabilities in Emerging Markets

8:00am - 9:30am Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 1380

Chair: **Rajeev J Sawant**, Baruch College

- ➔ 📄 Subnational Institutions and Internationalization of Emerging Market Firms: The Macro-Micro Link | **Xufei Ma**, Chinese U. of Hong Kong; **Zhujun Ding**, The Chinese U. of Hong Kong
- ➔ 📄 The Political Driver of Emerging Multinationals: Evidence from Brazil | **Rodrigo Bandeira-de-Mello**, Fundacao Getulio Vargas; **Maria Fernanda Arreola**, Fundacao Getulio Vargas; **Rosilene Marcon**, U. do Vale do Itajai - UNIVALI

- ➔ 📄 Regulatory Origins of Foreign Subsidiary Dynamic Capabilities in an Emerging Market | **Stav Fainshmidt**, Old Dominion U.; **George O. White**, Old Dominion U.
- 📄 The Limits of Learning: Government, FDI and the creation of learning capabilities for development | **Rafael A. Corredoira**, U. of Maryland, College Park; **Gerald A. McDermott**, U. of South Carolina

### 1381 ➔ 📄: (Paper Session) - (IM) Internal Knowledge Transfer and MNCs: The Impact of Context and Culture

8:00am - 9:30am Boston Hynes Convention Center: Room 206

Tweet this session: #AOM2012 1381

Chair: **Andrew Inkpen**, Thunderbird

- ➔ On the Different "Worlds" of Intra-Firm Knowledge Sharing in MNC Practice | **Helmut Kasper**, WirtschaftsU. Wien; **Mark Lehrer**, Suffolk U.; **Juergen Muehlbacher**, WirtschaftsU. Wien; **Barbara Mueller**, Johannes Kepler U. Linz
- ➔ 📄 Outcomes of Practice Transfer in the Multinational Enterprise | **Gwyneth Edwards**, Concordia U.; **Rick Molz**, Concordia U.
- Transferring codes of conduct within a multinational firm: The case of Lebanon | **Samer François Nakhle**, Beirut Arab U.; **Eric F. G. Davoine**, U. of Fribourg
- 📄 when the north transfers its management practices to the south: the Jordanian case of Lafarge | **Hèla Youfsi**, U-Paris Dauphine

### 1382 ➔ 📄: (Paper Session) - (IM) Innovation Transfer in International Business for Mutual Sustainability

8:00am - 9:30am Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 1382

Chair: **Motofusa Murayama**, Chiba U.

- ➔ 📄 The Impact of Emerging Market Firms' International Engagement on Product and Process Innovation | **Sandra Corredor**, U. of Illinois, Urbana-Champaign; **Bongsun Kim**, U. of Illinois, Urbana-Champaign; **Deepak Somaya**, U. of Illinois, Urbana-Champaign
- ➔ 📄 Investments in Innovation in Developing Economy Firms: The Role of Internationalization | **Raveendra Chittoor**, Indian School of Business; **Preet S Aulakh**, York U.; **Sougata Ray**, Indian Institute of Management, Calcutta
- ➔ 📄 Innovations as drivers of headquarters' attention allocation and orchestration activities | **Henrik Dellestrand**, Uppsala U.
- ➔ Proactive Knowledge Replication: The Choice and Performance Effects of Using Principles or Templates | **James Ballard Oldroyd**, Sungkyunkwan U.; **Shad S. Morris**, Ohio State U.

### 1383 ➔ 📄: (Paper Session) - (IM) Determinants and Performance Effects of CEO Compensation

8:00am - 9:30am Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 1383

Chair: **Sven M. Laudien**, U. of Bremen, Germany

- ➔ 📄 Pay-Performance Contracting for Chinese Top Management | **James J Cordeiro**, State U. of New York, Brockport; **Lerong He**, State U. of New York, Brockport; **Shaw Tara**, Indian Institute of Management
- ➔ 🗣️ The drivers of international corporate entrepreneurship: CEO incentive and CEO monitoring

mechanisms | **Yu-Kai Wang**, Soochow U.; **Chris Changwha Chung**, Korea U.

- Towards an institutional theory of managerial power on CEO compensation: an international test | **Jordan Otten**, RSM Erasmus U.; **Edward Carberry**, Erasmus U. Rotterdam; **Marc van Essen**, U. Utrecht School of Economics; **Hans Van Oosterhout**, Erasmus U. Rotterdam

A Contingency Analysis on Shareholder Involvement in CEO pay: Evidence from the French Case | **Dong Kwan Jung**, College of Business Administration/Hankuk U. of Foreign Studies

**1384** → : (DRP Session) - (IM) **Individual, Relational and Transactional Explanations of Social Exchange, Culture and Globalization**

8:00am - 9:30am Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 1384**

Facilitator: **Svjetlana Madzar**, U. of Minnesota

- A Meta-Analytic Review Of Subjective Well-Being And Culture | **Piers Steel**, U. of Calgary; **Vas Taras**, U. of North Carolina, Greensboro; **Rebecca Merkin**, Baruch College

Facilitating Employee Creativity: The Role of Social Exchange Relationship Quality | **Xiaoxia Zhu**, Shanghai U.; **Fangxiang Peng**, Shanghai U.

Three different approaches to assess the relationship between globalization and work values | **Irina Cozma**, U. of Tennessee, Knoxville; **David J Woehr**, U. of North Carolina, Charlotte

- Societal Trust and Individual Employees' Trust of the Outgroup | **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Michael Harris Bond**, The Chinese U. of Hong Kong

- Towards a Transactional Approach to Culture | **Taran Patel**, Grenoble Ecole de Management; **Steve Rayner**, U. of Oxford

**1385** → : (IM) **Responsible Global Leadership**

8:00am - 9:30am Boston Hynes Convention Center: Room 309

Tweet this session: **#AOM2012 1385**

Discussant: **Schon Beechler**, INSEAD

Explicating the Context of Responsible Global Leadership | **Allan Bird**, Northeastern U.

The Ethical Dimension of Global Leadership: Considerations, Perspectives, and the Road Ahead | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

Approaches to CSR in Global Organizations and Implications for Responsible Global Leadership | **Guenter K. Stahl**, WU Vienna and INSEAD

Antecedents to Responsible Global Leadership | **Christof Miska**, WU Vienna

Responsible Global Leadership in Emerging Markets | **Sheila M. Puffer**, Northeastern U.

**1386** → : (Paper Session) - (MC) **Dynamics in Professional Services Firms**

8:00am - 9:30am Westin Copley Place: Adams

Tweet this session: **#AOM2012 1386**

Chair: **Rida Elias**, Richard Ivey School of Business

- The Future is in your Reputation: The Effect of Reputation on the Diversification of PSFs | **Anna Christina Littmann**, EBS Business School

**Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award**

- An Exploration of Relational Routines, Coordination, Knowledge Management and Innovation in PSFs | **Na Fu**, Dublin City U.

- The Impact of Gender in Shaping Consultancy Careers and Flexibility in the UK and USA | **Rory Donnelly**, U. of Birmingham UK

**1387** : (MED) **MED Executive Committee Planning Meeting**

8:00am - 9:30am Marriott Boston Copley Place: Nantucket

Tweet this session: **#AOM2012 1387**

This meeting is for the MED Division Executive Committee to plan the agenda and establish the work-plan for the coming year.

Division Chair: **Toni Ungaretti**, Johns Hopkins U.

Division Chair-Elect: **Jacob Eisenberg**, U. College Dublin

Program Chair: **Barbara A. Ritter**, Coastal Carolina U.

Past Chair: **Jon Billsberry**, Deakin U.

Treasurer: **V Seshan**, Pepperdine U.

Secretary: **Joann Krauss Williams**, Judson College

**1388** : (Paper Session) - (MED) **Innovative Minds & Caring Hearts: Social Issues in Entrepreneurship Education**

8:00am - 9:30am Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 1388**

Chair: **Darlene Alexander-Houle**, Hewlett Packard

Educating the Minds of Caring Hearts: Understanding

Social Entrepreneurship Competencies | **Toyah L. Miller**, Indiana U., Bloomington; **Curtis L Wesley II**, Indiana U. Kelley School; **Denise Williams**, Butler U.

Necessity Entrepreneurship and the Gender Dimension: Implications for Entrepreneurship Educators | **Janice Byrne**, IESEG School of Management; **Alain Fayolle**, EM Lyon

A Framework for Social Entrepreneurship Education: Linking Research and Teaching | **Aqeel Tirmizi**, SIT Graduate Institute

**1389** : (DRP Session) - (MH) **Gender, Sports, and Changing Nature of the Firm**

8:00am - 9:30am Boston Park Plaza: Board Room

Tweet this session: **#AOM2012 1389**

Chair: **Furkan Amil Gur**, LSU

Facilitator: **Mario Hayek**, Texas A&M U., Commerce

- Adoption and Entry of New Management Ideas and Practices over Time: A Top Management Perspective | **Marjo-Riitta Parzefall**, EBS International U.; **Hannele Seeck**, Finnish Institute of Occupational Health; **Anna Kuokkanen**, Finnish Institute of Occupational Health

Smoke and Mirrors: Gender Identities, The "New American Woman" and Female Cigarette Consumption | **Anshuman Prasad**, U. of New Haven; **Kelly Baker**, Skidmore College; **Pushkala Prasad**, Skidmore College

Business History's Influence on Sport Management | **Chad Seifried**, Louisiana State U.

Agency Theory: An Historical Perspective | **Josh Bendickson**, Louisiana State U., E J Ourso school of Business; **Jeffrey Muldoon**, Louisiana State U.

**1390** 📄: (Paper Session) - (MOC) **Identity and Institutions**

8:00am - 9:30am Sheraton Boston Hotel: Berkeley B

Tweet this session: #AOM2012 1390

Chair: **Rhonda K. Reger**, U. of Maryland📄 Imitation and Institutionalization – Combining Bourdieu's Habitus Concept with Institutional Theory | **Jost Sieweke**, U. of DuesseldorfExploring the nested chain of meanings between collective and individual corporate identity stories | **Laura Illia**, IE U.; **Alessandra Zamparini**, U. of Lugano➔ 📄 Reality as an Institutional Construction: Corporate Performance Perceptions and the Japanese Press | **Patricia Tish Robinson**, Hitotsubashi U. ICSIdentity Crisis and Coherence in an Emerging Field | **Shubha Patvardhan**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.; **Aimee L. Hamilton**, Pennsylvania State U.**1391** 📄: (Paper Session) - (MOC) **Team Cognition and Performance**

8:00am - 9:30am Sheraton Boston Hotel: Kent

Tweet this session: #AOM2012 1391

Chair: **Gergana Todorova**, U. of MiamiThe effects of Within-Group Consensus and Team Reflexivity on Strategic Consensus Between Groups | **Jeanine Pietermel Porck**, Erasmus U. Rotterdam; **Patrick J.F. Groenen**, Erasmus U. Rotterdam; **Daan van Knippenberg**, RSM Erasmus U.📄 Team Mental Model Characteristics and Performance in a Simulation Experiment | **Yi Yang**, U. of Massachusetts, Lowell; **Vadake Narayanan**, Drexel U.; **Yamuna Baburaj**, Drexel U.; **Srinivasan Swaminathan**, Drexel U.📄 Antecedents and consequences of transactive memory systems: Constructive evidence from three studies | **Jenny Liao**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Simon Lloyd D. Restubog**, The Australian National U.; **Anne Therese O'Brien**, U. of Exeter📄 The influence of team climate for innovation on team performance: A comprehensive meta-analysis | **Andranik Tumasjan**, Technical U. Munich; **Maria Strobel**, TUM School of Management; **Christian Portele**, TUM School of Management; **Isabell Melanie Welp**, Technical U. Munich**1392** 📄🗣️JS: (MOC, OB) **Self-concordance: How Connecting a Person's Needs to their Behaviours Affects Workplace Outcomes**

8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: #AOM2012 1392

Chairs: **Elisa Adriasola**, U. of Western Australia; **Kerrie Unsworth**, U. of Western AustraliaDiscussant: **Joyce E. Bono**, U. of FloridaA Self-Concordance Perspective on Proactivity in Organizations | **Karoline Strauss**, U. of SheffieldHow Do Transformational Leaders Motivate? A Cross-Cultural Investigation | **Zheni Wang**, Concordia U.; **Marylene Gagne**, Concordia U.Making Work Fun: A Process Model of Goal Concordance at Work | **Michael A Daniels**, Bowling Green State U.; **Gary Greguras**, Singapore Management U.; **Lori Foster Thompson**, North Carolina State U.; **James Diefendorff**, U. of AkronSelf-Concordance: Understanding Its Effects through a New Conceptualisation and Task Differentiation | **Elisa Adriasola**, U. of Western Australia; **Kerrie Unsworth**, U. of Western Australia; **David V. Day**, U. of Western Australia**1393** 📄🗣️: (DRP Session) - (MSR) **MSR Research Round Table Session**

8:00am - 9:30am Sheraton Boston Hotel: Exeter A &amp; B

Tweet this session: #AOM2012 1393

Chair: **Charles G. Capps**, Lipscomb U.Facilitator: **Crystal Han-Huei Tsay**, George Washington U.Discussant: **Susan S. Case**, Case Western Reserve U.Making Spiritual Knowledge Practical by Integrating it with Business Knowledge | **Ravi Chinta**, Xavier U.📄 Personality and Religious Belief: The Differential Prediction of Workplace Values | **Jim W. Westerman**, Appalachian State U.; **Brian Whitaker**, Appalachian State U.; **Amber Hardesty**, Premier, Inc.➔ 📄 Profits and Prophets: The Religious Determination of Corporate Legitimacy | **Matthew C. Mitchell**, Drake U.📄 The Influence of Spirituality and Perceived Organizational Support on Citizenship Behaviors | **Sharon Norris**, Spring Arbor U.; **Tracy Porter**, Cleveland State U.📄 Spirituality in Higher Education: A Comparison of a Faith-Based and a Secular Organization | **Rhonda S Bell DBA**, American Public U.; **Linda Carol Jones**, U. of Arkansas; **Molly Longstreth**, U. of Arkansas; **Judith A. Neal**, U. of Arkansas, Fayetteville**1394**: (Paper Session) - (OB) **Multilevel Models of Employee and Team Behavior**

8:00am - 9:30am Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 1394

Chair: **Subrahmaniam Tangirala**, U. of Maryland, College Park📄 Toward a multilevel framework of engagement and performance at work | **Matthew T Luth**, Pacific Lutheran U.; **Douglas R May**, U. of Kansas📄🗣️ Cross-Level Investigation of Unit-Level Leadership Climate & Processes on Empowerment & Performance | **Lauren D'Innocenzo**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Travis Maynard**, Colorado State U.; **Gilad Chen**, U. of Maryland; **David Marshall**, Safer Healthcare➔ 📄 Safety Comes First: A Multilevel Examination of Employee Unsafe Behaviors and Safety Outcomes | **Xin Qin**, GSM, Peking U.; **Minya Xu**, GSM, Peking U.; **Yilong Duan**, China Railway 16th Bureau Group Co., Ltd📄🗣️ A Multilevel Model of Leader-member Exchange on Individual and Team Engagement and Performance | **Hui Liao**, U. of Maryland; **Ning Alex Li**, U. of Maryland**1395**: (DRP Session) - (OB) **Antecedents of Creativity**

8:00am - 9:30am Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 1395

Facilitator: **Shung Jae Shin**, Portland State U.📄 Reciprocal Gains of Basic Need Satisfaction, Intrinsic Motivation and Innovative Work Behavior | **Toon Devloo**, U. of Ghent; **Frederik Anseel**, U. of Ghent; **Alain De Beuckelaer**, Radboud U. Nijmegen; **Marisa Salanova**, U. Jaume I

"I love to do it" or "I can do it?" Competing mechanisms in explaining creative deviance | **Bilian Lin**, The Chinese U. of Hong Kong; **Huanyong Chen**, Hong Kong Baptist U.

📄📍 A Historical Perspective of Creativity and Innovation in China | **Victor Zengyu Huang**, Zayed U.

📄📍 The effect of the work environment on employee creativity: A person-environment fit perspective | **Jan Dul**, RSM Erasmus U.; **Canan Ceylan**, Uludag U.; **Ferdinand Jaspers**, Rotterdam School of Management, Erasmus U.

### 1396 📄➔📍: (OB) What Do We Know About Creative Leadership?

8:00am - 9:30am Boston Park Plaza: Beacon Hill Room  
Tweet this session: #AOM2012 1396

**Organizers:** **Olga Epitropaki**, ALBA Graduate Business School; **Babis Mainemelis**, ALBA Graduate Business School  
**Panelists:** **Olga Epitropaki**, ALBA Graduate Business School; **Kimberly Jaussi**, Binghamton U.; **Ronit Kark**, Bar Ilan U.; **Babis Mainemelis**, ALBA Graduate Business School; **Jennifer Mueller**, U. of Pennsylvania; **Pamela Tierney**, Portland State U.

### 1397 : (DRP Session) - (OB) Experimental Designs Examining Justice

8:00am - 9:30am Boston Park Plaza: Brandeis Room  
Tweet this session: #AOM2012 1397

**Facilitator:** **Cindy P. Zapata**, Georgia Institute of Technology

📄📍 How Unjust! An Experimental Investigation on Evaluation Errors and Motivation. | **Lucia Marchegiani**, U. Roma3; **Tommaso Reggiani**, U. of Toulouse 1; **Matteo Rizzolli**, Free U. Bozen-Bolzano

📄📍 Construing Leader Punishment of Unethical Followers | **Gijs van Houwelingen**, Erasmus U. Rotterdam; **David De Cremer**, Erasmus U. Rotterdam; **Marius van Dijke**, Erasmus U. Rotterdam

📄📍 The effect of specific and general rules on moral behavior | **Laetitia Mulder**, U. of Groningen; **Jennifer Jordan**, Groningen U. (RuG); **Floor Rink**, U. of Groningen

📄📍 Psychological Contracts in the Laboratory: A New Method for Examining an Old Construct | **Gretchen Lina Schupp**, Virginia Tech; **Anthony Cobb**, Virginia Tech

📄📍 Two Wrongs Make It Right: The Use of Rule Violations to Restore Justice | **Kieran Sean O'Connor**, Stanford U.; **Elizabeth Mullen**, Stanford U.

### 1398 : (Paper Session) - (OB) Rewards and Intrinsic Motivation

8:00am - 9:30am Boston Park Plaza: Constitution Room  
Tweet this session: #AOM2012 1398

**Chair:** **Long Wang**, City U. of Hong Kong

📄📍 Motivating to Be Prosocial: How Complementary Motivators Reduce the Ambiguity of Informal Rewards | **Torben Pedersen**, Copenhagen Business School; **Mia Reinhold**, CBS; **Diego Stea**, Luiss Guido Carli U.

📄📍 "I'll Have One of Each": How Separating Rewards into (Meaningless) Categories Increases Motivation | **Scott Wiltermuth**, U. of Southern California

📄📍 Incentives, Intrinsic Motivation, and Performance: A Meta-Analysis and Theoretical Reconciliation | **Christopher P. Cerasoli**, State U. of New York, Albany; **Jessica M. Nicklin**, U. of Hartford; **Michael T. Ford**, Albany State U.

📄📍 The Foundation of Autonomous Motivation in the Workplace – An Attachment Perspective | **Sigalit Ronen**, TUI U.; **Mario Mikulincer**, Interdisciplinary Center (IDC) Herzliya

### 1399 : (DRP Session) - (OB) Individual Differences and Work Design

8:00am - 9:30am Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1399

**Facilitator:** **Dorien Kooij**, Tilburg U.

📄📍 Mediating Role of Creativity on the Job Complexity-Task Performance Relation in Two Job Types | **Heesun Chae**, Seoul National U.; **Jin Nam Choi**, Seoul National U.; **Oh Sooh Park**, Seoul National U.

📄📍 An Examination of the Role of Stereotypes and Status in Diverse Work Groups | **Hans van Dijk**, Tilburg U.; **Bertolt Meyer**, U. of Zurich; **Marloes L. van Engen**, Tilburg U.

📄📍 Social Impact Limits Spontaneous Selfishness in Resource Allocations | **Stefan Thau**, London Business School; **Marko Pitesa**, Grenoble Ecole de Management; **Madan M. Pillutla**, London Business School

📄📍 The Impact of Multitasking in Organizations | **Molly J. Russ**, Texas Woman's U.; **Derek Crews**, Texas Woman's U.

### 1400 : (Paper Session) - (OB) Differential Responses to Stressors

8:00am - 9:30am Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 1400

**Chair:** **John Paul Stephens**, Case Western Reserve U.

📄📍 Actively Coping With Job Insecurity: A Perceived Control Perspective | **Helen Hailin Zhao**, Hong Kong Polytechnic U.; **Cynthia Lee**, Northeastern U.

📄📍 A Challenge or a Hindrance? Citizenship and Citizenship Fatigue | **Mark C. Bolino**, U. of Oklahoma; **Hsin-Hua Hsiung**, National Dong Hwa U.; **Jaron Harvey**, U. of Alabama

📄📍 The Moderating Role of Social Dominance Orientation in Justice and Emotional Exhaustion | **Jing Zhang**, Graduate Student; **Lei Wang**, Peking U.

📄📍 The Effect of Charismatic Leadership on the Relationship between Work Stressors and Performance | **Yiwen Zhang**, Arizona State U.; **Marcie LePine**, Arizona State U.; **Bruce Louis Rich**, California State U. San Marcos; **Eean Crawford**, U. of Iowa

### 1401 : (Paper Session) - (OB) Leadership in Teams

8:00am - 9:30am Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 1401

**Chair:** **Thomas Stephen Calvard**, U. of Edinburgh

📄📍 Application of Agent-based Modeling in Studying Leadership Effects on Group Task Satisfaction | **Kaivalya Prasad**, Monash U.; **Ly-Fie Sugianto**, Monash U.; **Sen Sendjaya**, Monash U.

📄📍 Team-Based Reward Leadership and Team Performance: Role of team commitment and abusive supervision | **Vincent Rousseau**, U. of Montreal; **Caroline Aubé**, HEC Montreal

📄📍 Are there differences on team leadership across contexts? A qualitative study | **Ana Margarida Graça**, Instituto U. de Lisboa (ISCTE-IUL); **Ana Margarida Passos**, Instituto U. de Lisboa (ISCTE-IUL)

**1402** 🗨️: (OB) Revisiting “Organizational Abuses”: Might Alleged Perpetrators be Victims?

8:00am - 9:30am Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1402

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

Discussant: **Bennett J. Tepper**, Georgia State U.

Social Network-influences on Supervisors’ Perceptions of Employee Deviance | **Chris Sterling**, U. of Kentucky; **Travis J Grosser**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky

Social Construction of Greed: The Role of Relative Deprivation in Perceived Greed | **Stephen Gilliland**, U. of Arizona; **Jennifer S. Anderson**, U. of Arizona

When are Leaders “Abusive” versus “Performance-Driving”? A Contingency Model of Perceived Abuse | **Debra L. Shapiro**, U. of Maryland; **Robert Bies**, Georgetown U.; **Thomas M. Tripp**, Washington State U.

Social Construction of Envy in Teams | **Tanya Menon**, U. of Chicago; **Leigh Thompson**, Northwestern U.

**1403** 📄 (Paper Session) - (OB) Ethical and Empowering Leadership

8:00am - 9:30am Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 1403

Chair: **Eleni Apospori**, Athens U. of Economics and Business

The Impact of Ethical Leadership on Dark Side Workplace Behaviors | **Flora F T Chiang**, Hong Kong Baptist U.; **Longzeng Wu**, Shanghai U. of Finance and Economics; **Thomas A Birtch**, U. of Cambridge

🗨️🗨️ Building an Empowering Organization: A Study of Humble CEOs | **Amy Y. Ou**, National U. of Singapore

🗨️➔🗨️ To Differentiate or Not? How Individual and Collective-focused Leadership Relate to Firm Performance | **Florian Kunze**, U. of St. Gallen; **Simon B. De Jong**, EADA Business School; **Heike Bruch**, U. of St. Gallen

The empowerment expectation-perception gap - An examination of three competing models | **Sut I Wong Humberstad**, BI Norwegian Business School

🗨️🗨️ Do I Care If My Boss Does the Right Thing? An Ethical Lens on Psychological Contract Fulfillment | **Samir Nurmohamed**, U. of Michigan, Ann Arbor; **Rebecca L. Greenbaum**, Oklahoma State U.; **David Mayer**, U. of Michigan; **Daniel Scott DeRue**, U. of Michigan

**1404** 🗨️🗨️ JS: (OB, CAR, HR) Some Events Just Matter More than Others: Advances in the Study of Individuals’ Transitions

8:00am - 9:30am Boston Park Plaza: White Hill Room

Tweet this session: #AOM2012 1404

Chair: **Lisa Dragoni**, Cornell U.

Discussant: **Susan M. Taylor**, U. of Maryland

Event Systems Theory: An Event-Oriented Approach to the Organizational Sciences | **Frederick P. Morgeson**, Michigan State U.; **Terence R. Mitchell**, U. of Washington; **Dong Liu**, Georgia Institute of Technology

The School-to-Work Transition and Work-Role Identity | **Alan M. Saks**, U. of Toronto; **Jessie Koen**, U. of Amsterdam

Ups and Downs of the Expatriate Transition: An Examination of Adjustment and Learning Trajectories | **Jing Zhu**, Hong Kong U. of Science and Technology; **Connie Wanberg**, U. of

Minnesota; **David A. Harrison**, U. of Texas, Austin; **Erica Diehn**, U. of St. Thomas

Navigating the Transition to Becoming a Leader: The Role of Experience and Mentoring Support | **Lisa Dragoni**, Cornell U.; **Haeseen Park**, Cornell U.; **Sheila Forte-Trammell**, IBM

**1405** 🗨️ SHCS: (OB, CM) Trust Across Contexts: Examining Unanswered Questions and Challenging Conventional Wisdom

8:00am - 9:30am Boston Park Plaza: Statler Room

Tweet this session: #AOM2012 1405

Organizers: **Bart A. de Jong**, VU U. Amsterdam; **Nicole Gillespie**, U. of Queensland; **Dejun Tony Kong**, U. of Richmond

Discussant: **Roy J. Lewicki**, Ohio State U.

Trust and Team Effectiveness: A Meta-Analysis of Critical Contingencies and Mediating Mechanisms | **Bart A. de Jong**, VU U. Amsterdam; **Harmen Jansen**, VU U. Amsterdam

Trust Dispersion in Teams: The Role of Leader and Member Characteristics | **C. Ashley Fulmer**, U. of Maryland, College Park; **Beng Chong Lim**, Nanyang Technological U.; **Paul J Hanges**, U. of Maryland

Interpersonal Trust in Dyadic Negotiations: Meta-Analytical Evidence and Critical Contingencies | **Dejun Tony Kong**, U. of Richmond; **Kurt T Dirks**, Washington U. in St. Louis; **Donald L. Ferrin**, Singapore Management U.

How do Leaders Respond to Trust Violations? Insights From the UK Parliament Expenses Scandal | **Nicole Gillespie**, U. of Queensland; **Donald L. Ferrin**, Singapore Management U.; **Graham Dietz**, Durham U.; **Shannon Merrington**, U. of Queensland; **Zen W.C Goh**, National U. of Singapore

**1406** 🗨️🗨️ JS: (OB, ODC) Would Robin Hood Make a Good CEO? On Power, Pro-Social Behavior and Leadership in Organizations

8:00am - 9:30am Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 1406

Chairs: **Tammy Rubel - Lifschitz**, Hebrew U. of Jerusalem; **Lilach Sagiv**, Hebrew U. of Jerusalem

Discussant: **Pamela K Smith**, U. of California, San Diego

The Negative Implications of Leaders’ Universalism on Leadership Attainment and Seniority | **Yair Berson**, U. of Haifa; **Shaul Oreg**, The Hebrew U. of Jerusalem

The Effects of Perspective Taking on Power and Communication Strategies | **Melanie Marie Henderson**, U. of Michigan; **Fiona Lee**, U. of Michigan

Power in Dyadic Collaboration: Implications for Creative Performance | **Tammy Rubel - Lifschitz**, Hebrew U. of Jerusalem; **Lilach Sagiv**, Hebrew U. of Jerusalem

New Insights into Corruption: Paradoxical Effects of Approach Orientation for the Powerful | **Mindi Rock**, U. of Massachusetts, Amherst; **Ronnie Janoff-Bulman**, U. of Massachusetts, Amherst

**1407** ➔🗨️: (Paper Session) - (OCIS) Managing in China

8:00am - 9:30am Sheraton Boston Hotel: Fairfax A

Tweet this session: #AOM2012 1407

Chair: **Arnold Picot**, Ludwig Maximilians U.

🗨️ Understanding Public Relations Organizational Practices in China through an Institutional Lens | **Zhengye Hou**, U. of

TUESDAY

Queensland; **Yunxia Zhu**, U. of Queensland; **Michael Bromley**, U. of Queensland

→ Social Reference Theory and the Development of Electronic Government Practice in China | **Kui Du**, U. of Texas, Austin

→ The Informal Entangling of Knowledge, Guanxi and Technology: Evidence from China and a New Theory | **Robert M. Davison**, City U. of Hong Kong; **Maris G. Martinsons**, City U. of Hong Kong / Pacific Rim Institute for Studies of Management; **Carol Xiaojuan Ou**, Tilburg U.

**1408** : (DRP Session) - (OCIS) Information Technology and Work

8:00am - 9:30am Sheraton Boston Hotel: Hampton A  
Tweet this session: #AOM2012 1408

Facilitator: **Katherine Chudoba**, Utah State U.

Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation | **Massimo Magni**, Bocconi U.; **Manju K. Ahuja**, U. of Louisville; **Likoebe M. Maruping**, U. of Louisville

→ Multiple Team Membership and Team Performance: The Effects of Social Networks and Technology | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Matteo Vignoli**, U. of Modena and Reggio Emilia; **Diego Maria Macri**, U. of Modena and Reggio Emilia

Diversity, Social Categorization and the Elaboration of Task-Relevant Information in Global Teams | **Ivan Alfaro**, U. of Illinois, Chicago

Revisiting Interdependence in Multinational Firms: Collaborative Technology and Changes in Team Work | **Matthew Weber**, Rutgers U.; **Jonathon N. Cummings**, Duke U.

Focus, Divide or Switch: A Theoretical Model of Attention Allocation across Tasks & Info. Streams | **Michael Boyer O'Leary**, Georgetown U.; **Jeanine W. Turner**, Georgetown U.

**1409** : (Paper Session) - (OCIS) Knowledge Across Organizations

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: #AOM2012 1409

Chair: **Nicolas Jullien**, Institut Telecom

Knowledge Transfers in Alliances: The Role of Information Technology | **Simona Ileana Giura**, Rensselaer Polytechnic Institute; **T. Ravichandran**, Rensselaer Polytechnic Institute

Knowledge Integration in Complex Collaboration | **Diego Mastroianni Dela Corte**, McGill U.; **Samer Faraj**, McGill U.

Innovating in the Trading Zone: Organizing Inter-organizational R&D | **Pernille Smith**, Aarhus U.

**1410** : (Paper Session) - (ODC) Reframing, Identification, and Emotional Accountability in Change

8:00am - 9:30am Sheraton Boston Hotel: Gardner B  
Tweet this session: #AOM2012 1410

Chair: **Joan Ernst Van Aken**, Eindhoven U. of Technology

Changing Routine: Reframing Performance Management within a Multinational | **Philip Gordon Stiles**, Cambridge U.

→ Emotional Accountability as Managerial Motivation behind Corporate Social Responsibility Actions | **Latha Poonamallee**, Michigan Technological U.

Unveiling the Interrelatedness of Emotion Sharing and Identification with the Organization | **Francesco Sguera**, U. of Michigan, Ann Arbor; **Richard P. Bagozzi**, U. of Michigan; **Wayne Boss**, U. of Colorado, Boulder; **David S. Boss**, Texas A&M U., College Station

**1411** : (Paper Session) - (ODC) Impact of Change on Employee Engagement

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B  
Tweet this session: #AOM2012 1411

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

Takes a Village: The Impact of Coworkers on an Individual's Propensity to Take Charge | **Mary Sue Love**, Southern Illinois U., Edwardsville; **Susan Dustin**, Southern Illinois U., Edwardsville

ODC Division Best Paper Finalist

Cognitive Appraisal as a Mechanism Linking Negative Organizational Shocks and Desire to Leave | **David G. Allen**, U. of Memphis; **Jon Biggane**, U. of Memphis; **John Matthew Amis**, U. of Memphis; **Mel Fugate**, Southern Methodist U.

Competing Perceptions: Contrasting Employee Experiences of Change in a UK Public Sector Agency | **Martin McCracken**, U. of Ulster; **Hadyn Robert Bennett**, U. of Ulster; **Paula Marie O'Kane**, U. of Otago

Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

**1412** SHCS: (ODC) Research in Organization Change and Development: Trajectories and Insights of ROCD Volume 20 Authors

8:00am - 9:30am Sheraton Boston Hotel: Republic B  
Tweet this session: #AOM2012 1412

Organizers: **A.B. Rami Shani**, California Polytechnic State U.; **William A Pasmore**, Columbia U.; **Richard W. Woodman**, Texas A&M U.

The Leadership of Organization Change: A View From Recent Empirical Evidence | **Jeffrey D Ford**, Ohio State U.

A Counter-Intuitive View of the Role of The Communication Medium in Leadership and Change | **Oliver Fischer**, U. of Oxford; **Loizos Th. Heracleous**, U. of Warwick

Action Learning as Praxis in Learning and Changing | **David Coghlan**, Trinity College Dublin; **Clare Rigg**, Institute of Technology Tralee Ireland

Organizational Learning - Dynamic, Integrative: A Concept Returns, Older and Wiser | **Barry Sugarman**, Society for Organizational Learning

An Integrative Conceptual Framework of Organizational Change: A 'Triple Helix' Model | **Gianfranco Rebor**a, LIUC, Cattaneo U.; **Eliana Alessandra Minelli**, LIUC, Cattaneo U.

Driving Organizational Change Through An Integrated OD and Learning Agenda: The Finance University Case Study | **Allan H Church**, PepsiCo, Inc; **Brad Haime**, PepsiCo, Inc; **Byron Johnson**, PepsiCo, Inc

Embedding Sustainability: How the Field of Organization Development and Change Can Help Companies Harness the Next Big Competitive Advantage | **James D Ludema**, Benedictine U.; **Chris Laszlo**, Case Western Reserve U.; **Kevin Lynch**, Benedictine U.



Without Effort There Can Be No Change: Re-Examining the Impact of Survey Feedback and Action Planning on Employee Attitudes | **Allan H Church**, PepsiCo, Inc; **Leslie Golay**, U. of Connecticut; **Christopher T Rotolo**, PepsiCo, Inc; **Michael Tuller**, U. of Connecticut; **Amanda Shull**, Columbia U.; **Erica Desrosiers**, PepsiCo, Inc

**1413** 📄: (Paper Session) - (OM) **Global Operations Strategy**

8:00am - 9:30am Sheraton Boston Hotel: North Star

Tweet this session: **#AOM2012 1413**

Chair: **Salil Kumar Sen**, NTU Singapore

➔ 📄 The Effect of Culture and Cultural Distance on Plant-Level Process Compliance | **Brett Massimino**, The Ohio State U.; **John Gray**, Ohio State U.

📄 Testing an Integrated Model of Operations Capabilities: An Empirical Study of Australian Airlines | **Alka Ashwini Singh**, Melbourne U.; **Prakash Jagat Singh**, Melbourne U.; **Damien Power**, U. of Melbourne

📄 Toward an Empirical Typology of Buyer-Supplier Relationships based on Absorptive Capacity | **Elena Revilla**, Instituto de Empresa Business School; **Maria Jesus Saenz**, Zaragoza Logistics Center; **Desiree Knoppen**, EADA Business School

📄 The impact of rent-based supplier management activities on purchasing performance | **Roger Moser**, U. of St. Gallen; **Christian Paul Jian Wei Kuklinski**, EBS Business School

Presenters: **Brett Massimino**, The Ohio State U.; **Prakash Jagat Singh**, Melbourne U.; **Desiree Knoppen**, EADA Business School

**1414**: (Paper Session) - (OMT) **History Matters: The Legacy of Institutions**

8:00am - 9:30am Sheraton Boston Hotel: Beacon E

Tweet this session: **#AOM2012 1414**

Chair: **Kaisa E. Snellman**, Harvard U.

➔ 📄 Addressing Institutional Challenges with History: Two cases in the Argentine agricultural industry | **Daniel Joseph Friel**, U. San Andres

➔ 🗣️ 📄 In the Shadow of Traditional Industrial Relations in Germany | **Achim Krausert**, Nottingham U. Business School China

➔ 📄 The Path of Least Resistance: The historical contingency of intra-logic persistence and change | **Mia Raynard**, U. of Alberta; **Farah Kodeih**, REIMS Management School

➔ 📄 Narrative Divergence and Community Inertia in Industrial Decline | **Mirva Peltoniemi**, Aalto U.; **Juha-Antti Lamberg**, Jyväskylä U.

**1415**: (Paper Session) - (OMT) **New Approaches to Network Process**

8:00am - 9:30am Sheraton Boston Hotel: Beacon F

Tweet this session: **#AOM2012 1415**

Chair: **Benjamin L. Hallen**, London Business School

📄 How Inter-organizational Networks can Become Path-dependent: Bargaining in the photonics industry | **Markus Burger**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin

📄 Who Killed the Inner Circle? The de-cohesion of the American corporate elite, 1997-2010 | **Johan S. G. Chu**, U. of Michigan, Ann Arbor

📄 How Formal and Informal Structures Influence Tie Formation | **Susan Lynch**, INSEAD

📄 Assembling a Network: Longitudinal processes of network orchestration | **Raymond L. Paquin**, Concordia U.; **Jennifer Howard-Grenville**, U. of Oregon

**1416**: (Paper Session) - (OMT) **The Contested Terrain of Social Responsibility**

8:00am - 9:30am Sheraton Boston Hotel: Fairfax B

Tweet this session: **#AOM2012 1416**

Chair: **Sara B. Soderstrom**, U. of Michigan

➔ 📄 Soft Law Opportunity Structures for CSR-based Activism | **Sébastien Mena**, U. of Alberta; **Daniel Waeger**, HEC U. of Lausanne

📄 Socially Responsible Firms, Hypocrisy, and the Moral Outrage about Executive Greed | **Georg Wernicke**, U. of Mannheim; **Steffen H. Brenner**, Copenhagen Business School

Moral Frictions: Ethics, legitimacy and creativity in stem cell science | **Joelle Evans**, Massachusetts Institute of Technology

➔ 📄 Air Trade: Cultural values, norms and firm participation in morally contested markets | **Jiao Luo**, Columbia U.

**1417**: (Paper Session) - (OMT) **Ecological Approaches to Categorization**

8:00am - 9:30am Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 1417**

Chair: **Damon Golsorkhi**, Grenoble Ecole de Management

➔ 📄 Contrasting Alternative Explanations for the Negative Effects of Category Spanning | **Balazs Kovacs**, U. of Lugano; **Rebeka Lex**, U. della Svizzera Italiana

➔ 🗣️ 📄 Job Categories and Geographic Identity | **Ming D. Leung**, U. of California, Berkeley

📄 Beyond Categorical Identity: To be (moral) or not to be | **Magali Fassiotto**, Stanford U.

📄 Categorical Coherence or Sequential Consistency: Breach of contract in SME financing | **Rodrigo Canales**, Yale U.; **Jason Greenberg**, New York U.

**1418**: (Paper Session) - (OMT) **Making and Breaking Institutional Rules**

8:00am - 9:30am Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 1418**

Chair: **Namrata Malhotra**, Imperial College London

Tree Huggers and Money Grubbers: Co-evolution of standards for self-regulation in forestry | **Emily S. Block**, U. of Notre Dame; **Joseph Broschak**, U. of Arizona

➔ ➔ A Community Level Theory of Organizational Resistance to Anti Smoking Regulation | **Patrick Vermeulen**, Radboud U. Nijmegen; **Tal Simons**, Tilburg U.; **Joris Knoben**, Tilburg U.

**Winner of the OMT Division Best International Paper Award**

📄 Performance Implications of Changes in Regulatory and Social Legitimacy | **Stewart R. Miller**, U. of Texas, San Antonio; **Lorraine Eden**, Texas A&M U.; **Joanna Tochman Campbell**, Texas A&M U.; **Dan Li**, Indiana U.

📄 The Halo Effect of Regulatory Change: An event study of the FDA Food Safety Modernization Act | **Benjamin M. Cole**, Fordham U.

**1419**: (Paper Session) - (OMT) **Networks and Networking**

8:00am - 9:30am Sheraton Boston Hotel: Independence West

Tweet this session: **#AOM2012 1419**

Chair: **Giuseppe Soda**, Bocconi U.

- 📖 Tie Loss and Tie Gain: Trust & efficiency during management transitions | **Charles D. Galunic**, INSEAD; **Claudia D. Jonczyk**, ESCP Europe; **Yonghoon Lee**, INSEAD; **Ben M. Bensaou**, INSEAD
- ➔ 📖 Networking-as-practice: A new approach toward network research | **Laura Berger**, Radboud U. Nijmegen; **Yvonne Benschop**, Radboud U. Nijmegen; **Marieke van den Brink**, Radboud U. Nijmegen
- 📖 Social Capital, Personality, and Agency | **Brian Rubineau**, Cornell U.; **Evan Polman**, New York U.
- 📖 Does Calculation Crowd out Community? The persistence of social ties in the face of certainty | **Brian Philip Reschke**, U. of California, Berkeley

**1420 : (Paper Session) - (OMT) Navigating Multiple Institutional Logics**

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C  
 Tweet this session: #AOM2012 1420

- Chair: **Patricia H Thornton**, Duke U.
- 📖 Competing Worlds and Contested Product Categories: The case of socially responsible investment | **Diane-Laure Arjalies**, HEC Paris; **Sirle Bürkland**, HEC Paris; **Martin Messner**, U. of Innsbruck, School of Management
  - 📖 Guilt and Victimhood: Institutional contradiction and the stigma over the finance industry | **Thomas J. Roulet**, HEC Paris
  - 📖 Between Endogenous Logics: Deinstitutionalization of mortgage lending as carnival, not tsunami | **Paul M Hirsch**, Northwestern U.; **Razvan Lungeanu**, Northwestern U.
- Possibilities and Restrictions for Switching Institutional Logics | **Bernadette Bullinger**, U. of Innsbruck, Institute for Organization and Learning; **Julia Brandl**, U. of Innsbruck, School of Management

**1421 : (Paper Session) - (OMT) Firm Status and its Effect**

8:00am - 9:30am Sheraton Boston Hotel: Republic A  
 Tweet this session: #AOM2012 1421

- Chair: **David L. Deephouse**, U. of Alberta
- 📖 Princes and Paupers: How firm status differences affect corporate takeovers | **Rui Shen**, Erasmus U.; **Yi Tang**, Hong Kong Polytechnic U.
  - 📖 Heavy is the Head that Wears a Crown: High-reputation firms and their risk-taking behavior | **Jeray M Haleblan**, U. of Georgia; **Michael D. Pfarrer**, U. of Georgia; **Jason Kiley**, U. of Georgia
- When and How Middle-status Firms Innovate: Status and US newspapers' adoption of digital media | **Bo Kyung Kim**, Southern Methodist U.
- 📖 Elitist Firms: Do status and reputation based on knowledge stocks drive firm performance? | **Zeynep Erden**, ETH Zurich; **David Johann Klang**, ETH Zurich; **Renato Sydlar**, ETH Zurich

**1422 : (Paper Session) - (OMT) Aspirations, Learning and Adaptation**

8:00am - 9:30am Boston Hynes Convention Center: Room 307  
 Tweet this session: #AOM2012 1422

- Chair: **Taekjin Shin**, U. of Illinois, Urbana-Champaign
- 📖 Expeditions Without Maps: When are faulty initial representations useful in coupled learning? | **Phanish**

- Puranam**, London Business School; **Murali Swamy**, U. of Southern Denmark
  - 📖 Performance Feedback, Aspirations, and Inertia in Team-based Learning | **Joseph Lampel**, City U. London; **Pushkar P Jha**, U. of Newcastle
  - 📖 Skill vs. Luck: Disentangling capability building and adaptation in organizational learning | **Maciej Workiewicz**, INSEAD; **Vikas A. Aggarwal**, INSEAD
- Driven by Aspirations, but in what Direction? Aspirations, strategic transactions, and slack | **Pasi Kuusela**, Aalto U.; **Thomas Keil**, Aalto U.; **Markku V. J. Maula**, Aalto U.

**1423 ➔: (Paper Session) - (ONE) Living Green: Employee Values and Green Productivity**

8:00am - 9:30am Marriott Boston Copley Place: Provincetown  
 Tweet this session: #AOM2012 1423

- Chair: **Stephanie Bertels**, Simon Fraser U.
- 📖 Organizational Consciousness: Factors that Influence Environmentalism on MNCs in India | **David Klossner**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.
  - 📖 Human Values and Corporate Actions Propensity: Examining The Behavioural Roots of Sustainability | **Joel Marcus**, Wilfrid Laurier U.
  - 📖 Environmental Standards and Labor Productivity | **Magali Delmas**, U. of California, Los Angeles; **Sanja Pekovic**, Paris Dauphine U.

**1424 ➔: (Paper Session) - (ONE) Environment, Space and Geography**

8:00am - 9:30am Marriott Boston Copley Place: Salon I  
 Tweet this session: #AOM2012 1424

- Chair: **Timo Busch**, ETH Zurich
- 📖 Attenuating the Link between Geographical Orientation and Environmental Management | **Michael Wood**, Richard Ivey School of Business; **Pratima Bansal**, U. of Western Ontario
- ➔ Local Adaptation of Corporate Social Responsibility in the Extractive Industries | **Michael Dougherty**, Illinois State U.; **Tricia Olsen**, U. of Denver
- 📖 Corporate Climate Change Adaptation: Concepts and Evidence for a New Research Area | **Pete Tashman**, Portland State U.

**1425 📖➔: (PNP) Leadership and Performance in Healthcare**

8:00am - 9:30am Marriott Boston Copley Place: Salon C  
 Tweet this session: #AOM2012 1425

- Organizer: **Christy Harris Lemak**, U. of Michigan, Ann Arbor  
 Moderator: **Thomas D'Aunno**, Columbia U.
- CEO Transitions and Performance in Hospitals | **Timothy R. Huerta**, Texas Tech U.
- Leadership Practices and Hospital Performance | **Andrew N. Garman**, Rush U.; **Christy Harris Lemak**, U. of Michigan, Ann Arbor; **Joyce Anne Wainio**, National Center for Healthcare Leadership
- The Influence of Health Care Leadership on Patient-Centered Cultures: An International Study | **Jon Chilingerian**, Brandeis U.

**1426 📖📖: (PNP) Strategic Approaches to Managing Human Capital in Nonprofit Organizations**

8:00am - 9:30am Marriott Boston Copley Place: Tremont

Tweet this session: #AOM2012 1426

**Organizers:** Sean Rogers, Rutgers U.; **Kaifeng Jiang**, Rutgers U.  
**Chair:** Mark L. Lengnick-Hall, U. of Texas, San Antonio  
Strategic Human Resource Management in Nonprofit

**Organizations:** A Research Framework | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio; **Julio Cesar Canedo Soto**, U. of Texas, San Antonio

The Link between Strategy, Volunteer HR Practices, and Volunteer and Organizational Outcomes | **Sean Rogers**, Rutgers U.; **Kaifeng Jiang**, Rutgers U.; **Carmen M. Rogers**, U. of Arkansas, Fayetteville

The Role of HR Architecture in Shaping Museum Performance | **Chiara Paolino**, Bocconi U.; **James C. Hayton**, Newcastle U.; **Silvia Bagdadli**, Bocconi U.

Context, SHRM and Employee Engagement: A Case Study of A-Way Courier | **Kunle Akingbola**, Lakehead U.

#### 1427 JS: (RM, BPS) Methodological Advances in Strategic Management Research

8:00am - 9:30am Westin Copley Place: Empire

Tweet this session: #AOM2012 1427

**Chairs:** Nathan Philip Podsakoff, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

**Discussant:** **Margarethe F Wiersema**, U. of California, Irvine  
Testing For Mediating Effects in Strategy Research | **Jed DeVaro**, California State U. East Bay

Remediating Endogeneity: Are the Cures Worse than the Disease? | **Matthew Semadeni**, Indiana U., Bloomington; **S. Trevis Certo**, Arizona State U.; **Michael C. Withers**, Texas A&M U.

A Review and Recommendations For Polynomial Transformations in Strategy Research | **Valentina V. Kuskova**, National Research U.; **Nathan Philip Podsakoff**, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

#### 1428 JS: (SAP, ODC, RM) Leadership-as-Practice: Prospective Avenues for Leadership Theory and Research

8:00am - 9:30am Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 1428

**Organizers:** **Nada Endrissat**, Bern U. of Applied Sciences; **Viviane Sergi**, HEC Montreal

**Discussant:** **Linda Rouleau**, HEC Montreal

Who is the Strategist? Leadership Practices and Roles in Strategy Formulation | **Virpi Sorsa**, Hanken School of Economics

One Step Forward and Two Steps Back: Strategic Change and Leadership Practices | **Widar von Arx**, Lucerne School of Business; **Nada Endrissat**, Bern U. of Applied Sciences

Leading Change: Practices of Effectively Coupling Strategic Episodes with Organizational Routines | **Silke Bucher**, INCAE Business School; **Julio Ramirez**, INCAE Business School

Collectively Producing Leadership: Exploring the Sociomaterial Construction of Leadership | **Viviane Sergi**, HEC Montreal

Leadership or Organizing? Leadership Practices in Processes of Organizational Becoming | **Lucia Crevani**, The Royal Institute of Technology

#### 1429 (Paper Session) - (SIM) Employer - Employee Relations and Stakeholder Management

8:00am - 9:30am Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 1429

**Chair:** **Harry J Van Buren**, U. of New Mexico

Delay of Gratification in Predicting New Employees' Job Performance | **Xiaoyan Liu**, Peking U.; **Lei Wang**, Peking U.; **Jing Jiang**, Peking U.

The Effects of Corporate Social Responsibility on Employees: Expanding the Research Agenda | **Akwasi Isaac Opoku-Dakwa**, Rutgers U.; **Chao C. Chen**, Rutgers U.

The Impact of Corporate Social Responsibility on Employees: A Social Exchange Perspective | **Mariam Farooq**, CERGAM, U. of Paul Cezanne, France; **Omer Farooq**, Euromed Management; **Nadeem Javaid**, Lahore U.; **Naeem Ashraf**, Euromed Management, & CERGAM, Aix-Marseille U.

#### 1430 (DRP Session) - (SIM) Cross Sector Analysis and Cooperation (or not)

8:00am - 9:30am Marriott Boston Copley Place: Hyannis

Tweet this session: #AOM2012 1430

**Facilitator:** **Duane Windsor**, Rice U.

Firm-NGO collaborations: an agency theory perspective | **Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Suffolk U.; **Ulrich Wassmer**, Concordia U.

The political-cultural origins of CSR: An historical comparative perspective | **Jose Carlos Marques**, McGill U.

A meta-analysis of the impact of corporate political activity on firm outcomes | **Michael Hadani**, Long Island U.; **Nicolas M Dahan**, Rouen Business School; **Jean-Philippe Bonardi**, HEC U. of Lausanne

Competition-Commitment-Compliance: Motivation of Philanthropic Donation in Chinese Firms | **Jianjun Zhang**, Peking U.; **Chris Marquis**, Harvard U.; **Xiaowei Luo**, INSEAD

Intangible Asset Creation/Enhanced Economic Returns: The Compact as a Citizenship Activity in Spain | **Jorge Alexis Arevalo**, William Paterson U.; **Deepa Aravind**, City U. of New York-College of Staten Island

#### 1431 (DRP Session) - (SIM) Industry/Firm Effects, SRI, and Stockholder Valuation

8:00am - 9:30am Marriott Boston Copley Place: Salon K

Tweet this session: #AOM2012 1431

**Facilitator:** **Judith Schrempf**, U. of Richmond

Effects of Acquisition CSR Characteristics on Shareholder Value | **Gunae Choi**, Rutgers U.; **Petra Christmann**, Rutgers U.

Shareholder value from sustainability leadership: Comparing valuation ratios within industry groups | **Timothy Stewart Clark**, Northern Arizona U.; **David S Allen**, Northern Arizona U.

Why do they do it? Examining industry and firm effects on social responsibility | **Matthew J. Mazzei**, Auburn U.; **Karen Ashley Gangloff**, Auburn U.

Calculative Routines and Dynamic Reactivity: How an SRI Index Shapes CSR Practices | **Catharina Rieneke Slager**, Nottingham U.

Corporate social responsibility, noise, and stock market volatility | **Marc O. Orlitzky**, Pennsylvania State U., Altoona

**1432** → 📄: (Paper Session) - (SIM) **Cognition and Decision Making**

8:00am - 9:30am Marriott Boston Copley Place: Vineyard

Tweet this session: #AOM2012 1432

Chair: **Dawn R Elm**, U. of St. Thomas

- 🗨️ → 📄 Thinking about doing the right thing: Mapping the responsibility mindsets of leaders | **Nicola M. Pless**, ESADE; **Thomas Maak**, ESADE
- 🗨️ Navigating Theories of Moral Cognition and Interpersonal Relationships to Understand Moral Decisions | **Lumina S Albert**, Colorado State U.; **Scott J. Reynolds**, U. of Washington; **Bulent Turan**, U. of Alabama, Birmingham
- 📄 Mitigating unethical pro-organizational behavior: Need for cognition and ethical leadership. | **Julia Herchen**, U. of North Texas; **Marcus Z. Cox**, U. of North Texas; **Mark A. Davis**, U. of North Texas

**1433** → 🗨️ 📄: (Paper Session) - (SIM) **International Corporate Responsibility, Mutual Governance and Systems Thinking in CSR Research**

8:00am - 9:30am Marriott Boston Copley Place: Yarmouth

Tweet this session: #AOM2012 1433

Chair: **Pei Tao**, U. of Bath

- 🗨️ 📄 Systemic CSR: Insourcing the Invisible Hand | **Brent D Beal**, The U. of Texas at Tyler; **Cristina Neesham**, Monash U.
- 📄 Corporate Social Responsibility as Mutual Governance | **Jeremy Moon**, U. of Nottingham / ICCSR; **Jette Steen Knudsen**, Copenhagen Business School
- 📄 Building International CSR on Solid Foundations: Locational Aspects of Nonmarket Environments | **Rafael Lucea**, George Washington U.

**1434** : (Paper Session) - (TIM) **Open Innovation**

8:00am - 9:30am Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1434

Chair: **Michael Quinn Christensen**, Stanford U.

- 📄 Managing Organizational Innovation Communities: A Sensemaking Perspective | **Bastian Bansemir**, HHL - Leipzig Graduate School of Management; **Anne-Katrin Neyer**, Fraunhofer MOEZ; **Vivek K Velamuri**, HHL - Leipzig Graduate School of Management
- 📄 Neither Invented Nor Shared Here: How Attitudes Prevent the Adoption of Open Innovation Practices | **Ana Luiza de Araujo Burcharth**, Aarhus U.; **Mette Praest Knudsen**, U. of Southern Denmark; **Helle Alsted Søndergaard**, Aarhus U.
- 🗨️ 📄 Open Innovation in the Informal Economy: The Case of Shenzhen Cellular Phone Industry | **Yuchun Chen**, National Tsing Hua U.
- 📄 The Role of Public Open Innovation Intermediaries in Local Governments and the Public Sector | **Tuba Yesim Bakici**, ESADE Business School; **Esteve Almirall**, ESADE Business School; **Jonathan D. Wareham**, ESADE

**1435** : (Paper Session) - (TIM) **Knowledge Networks**

8:00am - 9:30am Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 1435

Chair: **James R. Maxwell**, U. of Northern Iowa

- 🗨️ 📄 Network Position & Innovation: Contingent & Complementary Effects of Centrality & Structural Holes | **Federica Angeli**, Maastricht U.; **Jatinder Singh Sidhu**, Erasmus U. Rotterdam

- 📄 Cross-Level Effects of Collaboration and Competition on Individual Gains and Skill Utilization | **Julia Backmann**, Ludwig Maximilians U.; **Martin Hoegl**, LMU Munich; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater
- 📄 Understanding Knowledge Creation in Virtual Communities through Narrative Network Analysis | **Michael R Weeks**, U. of Tampa; **Natasha F. Veltri**, U. of Tampa
- 📄 SME Strategic Orientation, Environmental Hostility, and the creation of Tacit Knowledge | **Ana Pérez-Luño**, Pablo de Olavide U.; **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Patrick Saporito**, Saint Joseph's U.

**1436** : (Paper Session) - (TIM) **Individuals and Innovation**

8:00am - 9:30am Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1436

Chair: **Martin Hemmert**, Korea U.

- 📄 When Chinese Observance Meets Western Innovation: Complementary Impacts on Technical Workers | **Quey-Jen Yeh**, National Cheng Kung U.; **Tai-Ping Chang**, National Kaohsiung First U. of Science & Technology
- 📄 Antecedents of Innovative Work Behavior: A Social Cognitive Perspective | **Nadin Doerner**, U. of St. Gallen; **Marcus M Keupp**, U. of St. Gallen; **John F. Veiga**, U. of Connecticut; **Oliver Gassmann**, U. of St. Gallen
- 📄 Lighting the Way or Stealing the Shine? Assessing Star Employees' Effects on Colleague Performance | **Rebecca R. Kehoe**, Rutgers U.; **Daniel Tzabbar**, Drexel U.
- 📄 Disentangling the Dynamics between Relational Embeddedness and Individual Exploration Activities | **Pepijn van Neerijnen**, Erasmus U. Rotterdam; **Tom Mom**, Erasmus U.; **Ernst Verwaal**, Queen's U. Belfast; **Patrick Reinmoeller**, Cranfield U.

**1437** : (Paper Session) - (TIM) **Corporate Entrepreneurship and Established-Firm Innovation**

8:00am - 9:30am Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 1437

Chair: **Danielle D Dunne**, Fordham U.

- 📄 Do Corporate Spin-Outs Benefit The Parent Organization? | **Bruno Cirillo**, SKEMA Business School
- 📄 The effects of Top Management Support and Corporate Entrepreneurship on European Technology Firms | **Maria Teresa Bolivar-Ramos**, U. of Granada; **Victor Garcia-Morales**, U. of Granada; **Rodrigo Martin-Rojas**, U. of Granada; **Virginia Fernández-Pérez**, U. de Granada
- 🗨️ Product Market Competition and Corporate Venture Capital Investments | **Keongtae Kim**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park; **Gerard Hoberg**, U. of Maryland, College Park

**TIM Best Paper Proceedings**

- 📄 Business Models for Sustainable Innovation: A Study of the Emergence of Electric Vehicles | **Rene Bohnsack**, U. of Amsterdam; **Jonatan Pinkse**, Grenoble Ecole de Management; **Ans Kolk**, U. of Amsterdam

**1438** : (Paper Session) - (TIM) **Technology and Policy**

8:00am - 9:30am Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 1438

Chair: **Robert C. Seamans**, New York U.

Trade Secrets, Non-Competes, and Inventor Mobility: Empirical Evidence | **Ivan Png**, National U. of Singapore  
 A Multilevel Analysis of the Effect of Taxation Incentives on Innovation Performance | **Erming Xu**, Renmin U. of China; **Yanli Li**, Renmin U. of China; **Ya Yuan**, Renmin U. of China  
**TIM Best Paper Proceedings**  
 The Sources of Innovation in Public Management Reform | **Rasmus Koss Rasmussen**, Copenhagen Business School; **Christoph Hiennerth**, WHU - Otto Beisheim School of Management  
 Shedding Non Golden Handcuffs | **Rajshree Agarwal**, U. of Maryland; **Martin Ganco**, U. of Minnesota; **Shweta Gaonkar**, U. of Maryland, College Park

**1439** JS: (TIM, ENT, ODC) **Innovations, Capabilities and the Theory of the Multinational**  
 8:00am - 9:30am Boston Hynes Convention Center: Room 310  
 Tweet this session: #AOM2012 1439  
 Organizers: **Sunyoung Lee**, Oxford U.; **David Teece**, U. of California, Berkeley  
 Discussant: **Donald Siegel**, State U. of New York, Albany  
 Modularity, innovation, and intellectual property: threats and opportunities | **Carliss Baldwin**, Harvard U.  
 Open or informal innovation networks, and capability building in multinational firms | **John Cantwell**, Rutgers U.  
 The innovator's solution | **Clayton Christensen**, Harvard U.  
 Relational contracts and organizational capabilities | **Rebecca Henderson**, Harvard Business School  
 A new user innovation paradigm | **Eric von Hippel**, Massachusetts Institute of Technology  
 A capability-based theory of the MNE | **David Teece**, U. of California, Berkeley  
 "Innovation – An Infosys Perspective". | **S.D. Shibulal**, Infosys

**Tuesday 9:00AM**

**1440** : (OB) **OB Lifetime Achievement Address**  
 9:00am - 10:00am Boston Park Plaza: Plaza Ballroom  
 Tweet this session: #AOM2012 1440

**Tuesday 9:45AM**

**1441** : (DRP Session) - (BPS) **Cooperative/Relational Strategies: Alliance Governance & Alliance Strategies**  
 9:45am - 11:15am Boston Hynes Convention Center: Room 101  
 Tweet this session: #AOM2012 1441  
 Facilitator: **Jongwook Kim**, Western Washington U.  
 Alliance Re-formation: Market Uncertainty, Task Inexperience and Termination Routines | **Darcy Kathryn Fudge Kamal**, Chapman U.  
 Unpacking Functional Alliance Portfolios: How Signals of Viability Affect Young Firms' Outcomes | **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell; **Samina Karim**, Boston U.  
 Exploring the Inter-Temporal Alliance-Acquisition Relationship in an Industry Convergence Context | **Sean Tsuhsiung Hsu**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

The Impact of Alliances on Self Learning | **Simona Ileana Giura**, Rensselaer Polytechnic Institute; **Shyam Kumar**, Rensselaer Polytechnic Institute  
 Value appropriation in economic networks: Does relational strength matter? | **Saroj Kumar Pani**, Indian Institute of Management, Indore

**1442** : (Paper Session) - (BPS) **Strategy process: debates about dynamic capabilities**

9:45am - 11:15am Boston Hynes Convention Center: Room 102  
 Tweet this session: #AOM2012 1442

Chair: **Jennifer Colleen Sexton**, Florida State U.  
 The elephant in the room of Dynamic Capabilities: Bringing two diverging conversations together | **Giada Di Stefano**, HEC Paris; **Margaret Peteraf**, Dartmouth College  
 The Role of the Environment in the Capabilities-Performance Relationship: A Meta-Analysis | **Amit Karna**, EBS Business School; **Ansgar Richter**, EBS Business School; **Eberhard Riesenkampff**, EBS Business School  
 Operational definitions, variables, and data types in research on dynamic capabilities | **Ola Laaksonen**, Aalto U.; **Mirva Peltoniemi**, Aalto U.  
 The Development of Dynamic Capabilities through Organizational and Managerial Processes | **Dawn A Harris**, Loyola U. Chicago; **Frederick Kaefer**, Loyola U. Chicago; **Linda Salchenberger**, Marquette U.

**1443** : (DRP Session) - (BPS) **Global Markets**

9:45am - 11:15am Boston Hynes Convention Center: Room 109  
 Tweet this session: #AOM2012 1443

Facilitator: **Yongjiang Shi**, U. of Cambridge  
 Sub-national institutional heterogeneity and outward FDI | **Victor Zitian Chen**, U. of North Carolina / Columbia U.; **Jing Li**, Simon Fraser U.; **Daniel Shapiro**, Simon Fraser U.  
 The influence of economic institutions on the product strategy choices of firms | **George A. Shinkle**, U. of New South Wales; **Brian T. McCann**, Vanderbilt U.  
 Service Characteristics and Firm Reputation: the Case of Telecom and Banking Industries | **Keith J Kelley**, Florida International U.; **William Newbury**, Florida International U.  
 Does Market Transition Eclipse the Significance of Political Connections? | **Nan Jia**, U. of Southern California; **Jing Shi**, Australian National U.; **Yongxiang Wang**, U. of Southern California  
 The attention allocation towards environmental performance in firms | **Robin Stevens**, U. College Ghent; **Nathalie Moray**, U. College Ghent

**1444** : (Paper Session) - (BPS) **Innovation within and across firms**

9:45am - 11:15am Boston Hynes Convention Center: Room 201  
 Tweet this session: #AOM2012 1444

Chair: **Kira Fabrizio**, Boston U.  
 The Effect and Antecedents of New Product Development Motivation | **Zheng Jane Zhao**, U. of Kansas; **Clint Chadwick**, U. of Kansas  
 Competitive Effects of Modern Patent Pools: The Effect of MPEG-2 Pool on Outsiders' Performance | **Keyvan Vakili**, U. of Toronto

☐ Institutional Logics of Investors and Startup Innovation | **Emily Cox**, U. of Washington; **Riitta Katila**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.

☐ Measuring Radical Innovation Using Interrupted Patent Citation Flows | **Russell J. Funk**, U. of Michigan, Ann Arbor; **Jason Owen-Smith**, U. of Michigan, Ann Arbor

**1445** ☐: (DRP Session) - (BPS) **M&A Process & Strategy**

9:45am - 11:15am Boston Hynes Convention Center: Room 202

Tweet this session: **#AOM2012 1445**

Facilitator: **Ronaldo C. Parente**, Florida International U.

→ ☐ M&A target choice in the global mobile network operator industry | **Joerg Claussen**, Ifo Institute at the U. of Munich; **Rebecca Ermecke**, LMU Munich; **Tobias Kretschmer**, LMU Munich

→ Performance Implications of Different Types of Geographic Roll-Up Acquisition Programs | **Natalia Vuori**, Aalto U.

☐ The Impact of Signals and Rivals' M&As on the Acquisition of High-Technology Ventures | **Cheng-Wei Wu**, Purdue U.; **Jeffrey J. Reuer**, Purdue U.; **Umit Ozmel**, Purdue U., West Lafayette

☐ Incomplete acquisitions: The role of geographic distance and business relatedness | **Abhirup Chakrabarti**, McGill U.; **William G Mitchell**, Duke U.

☐ Organizational Indigestion: Managerial Capacity as a limit to Acquisitive Growth | **David R. King**, Marquette U.; **Pankaj K Patel**, Ball State U.; **Mario Schijven**, Texas A&M U.

**1446** ☐: (Paper Session) - (BPS) **Board Dynamics and Strategic Behavior**

9:45am - 11:15am Boston Hynes Convention Center: Room 204

Tweet this session: **#AOM2012 1446**

Chair: **Richard A Johnson**, U. of Missouri at Columbia

☐ ☑ A Tale of Two Factions: Factional Faultlines and Conflict Management in 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

☐ Do boards get what they pay for? The relationship between board capital and board compensation | **Steven Boivie**, U. of Arizona; **Nathan A. Bragaw**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **Michael K. Bednar**, U. of Illinois

☐ Benefits without Costs? Corporate Governance, Environmental Constraints and Mergers and Acquisitions | **Maria Goranova**, U. of Wisconsin, Milwaukee; **Richard L Priem**, Texas Christian U.; **Hermann Achidi Ndofor**, Texas A&M U.; **Cheryl ANN Trahms**, Texas A&M U.

☑ ☐ Status and Conformity in the Boardroom: Why Non-Executive Directors Conform | **Dennis Veltrop**, U. of Groningen; **Eric Molleman**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Reggy Hooghiemstra**, U. of Groningen; **Jaap van Manen**, U. of Groningen

**1447** ☐: (DRP Session) - (BPS) **Corporate Governance: Individual Decision Making**

9:45am - 11:15am Boston Hynes Convention Center: Room 301

Tweet this session: **#AOM2012 1447**

Facilitator: **Virginia Bodolica**, American U. of Sharjah

☐ CEO Narcissism, Board Interlock, and Network Diffusion of Acquisition Strategies | **Guoli Chen**, INSEAD; **David H. Zhu**, Arizona State U.

→ ☐ Decision Extensiveness in Complex and Political Contexts: A Rational-Choice Perspective | **Matthias F. Brauer**, U. of St. Gallen; **Chet Miller**, U. of Houston

An Examination of the Factors that Influence Top Management Information Technology Decisions | **Michael Mahoney**, Stevens Institute of Technology; **Ann Mooney Murphy**, Stevens Institute of Technology; **Barbara Wixom**, U. of Virginia

☐ CEOs' personal values and organizational outcomes: The mediating effect of organizational culture | **Liangding Jia**, Nanjing U.; **Ping Ping Fu**, Chinese U. of Hong Kong; **Peggy M. Lee**, Arizona State U.; **Victor M Lidz**, Drexel U.

☐ Outside Director Pay Attainment Discrepancy and Strategic Risk-Taking: Moderating Role of Firm Size | **Elizabeth Lim**, The U. of Texas at Dallas

**1448** ☐ JS: (BPS, OMT, CAR) **Status-based Competition and Tournaments for Prestige**

9:45am - 11:15am Boston Hynes Convention Center: Room 103

Tweet this session: **#AOM2012 1448**

Organizer: **Daniel Malter**, U. of Maryland, College Park

Discussant: **Ezra Zuckerman**, Massachusetts Institute of Technology

Matthew: Effect or fable? | **Pierre Azoulay**, Massachusetts Institute of Technology; **Toby E. Stuart**, Harvard U.; **Yanbo Wang**, Boston U.

On the Causality, Cause and Consequence of Returns to Organizational Status | **Daniel Malter**, U. of Maryland, College Park

Quality, Taste and Reputational Bias in Performance Outcomes at the Olympic Games | **David M. Waguespack**, U. of Maryland, College Park; **Jin Hyun Bae**, New York U.; **Robert Salomon**, New York U.

Peer Effects in Tournaments for Prestige: Evidence from U.S. colleges and universities | **Noah Askin**, U. of Chicago; **Matthew S. Bothner**, U. of Chicago

**1449** JS: (BPS, TIM, ENT) **The Dynamics of Value Migration: Patterns of Profit Shifts and Their Causes**

9:45am - 11:15am Boston Hynes Convention Center: Room 313

Tweet this session: **#AOM2012 1449**

Discussants: **Melissa A Schilling**, New York U.; **Constance E Helfat**, Dartmouth College

Coordinator: **Michael G. Jacobides**, London Business School  
Presenters: **John Paul MacDuffie**, U. of Pennsylvania; **Chung Won Tae**, London Business School; **C. Jason Woodard**, Singapore Management U.; **Mikko Kosonen**, Sitra

**1450** → ☐ JS: (CAR, OMT, HR) **Multiple Perspectives on Career Scripts: Theoretical and Empirical Advances**

9:45am - 11:15am Boston Park Plaza: Georgian Room

Tweet this session: **#AOM2012 1450**

Organizers: **Katharina Chudzikowski**, WU Vienna; **Stefanie Gustafsson**, U. of Bath

Chair: **Svenja Tams**, U. of Bath

Introduction and Theoretical Background | **Svenja Tams**, U. of Bath

A Rose by any Other Name: Scripts, Fields, Logics and Systems | **Hugh P. Gunz**, U. of Toronto  
 Why Do Career Scripts Still Matter? | **Françoise Dany**, EM Lyon  
 Contextualising Career Scripts: Organizations, Occupations and Beyond | **Joanne Duberley**, U. of Birmingham UK; **Laurie Cohen**, Loughborough U.  
 Examining Organizational Career Scripts from a Culture-as-Practice Perspective | **Katharina Chudzikowski**, WU Vienna; **Svenja Tams**, U. of Bath; **Stefanie Gustafsson**, U. of Bath

**1451** → 🗨️🌐 CAU: (CAU) **Informal Economy and Urban Development in Africa**

9:45am - 11:15am Marriott Boston Copley Place: Columbus I

Tweet this session: #AOM2012 1451

**Organizers:** **Eileen Kwesiga**, Bryant U.; **Elham Metwally**, American U. in Cairo

**Facilitators:** **Katharina Spraul**, U. of Mannheim; **Crystal Xiangwen Jiang**, Bryant U.; **Stella M. Nkomo**, U. of Pretoria

**Participants:** **Nceku Nyathi**, Open U.; **Moses Acquah**, U. of North Carolina, Greensboro

**1452** → 🗨️🌐 CAU: (CAU) **Caucus on Hispanic Work Issues**

9:45am - 11:15am Marriott Boston Copley Place: Columbus II

Tweet this session: #AOM2012 1452

*You are welcome to this annual AOM get-together for researchers, educators, and practitioners interested in Hispanic topics in Management. Come, share and learn with colleagues that share similar research interests! While participation does not require pre-registration, a brief email by July 20 to molivas@clarion.edu, letting us know of your motivations or professional interest on this event will be appreciated to sharpen the focus of the meeting!*

**Organizers:** **Dianna L. Stone**, U. of Texas, San Antonio; **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania

**Participants:** **Miguel Quinones**, Southern Methodist U.; **Eugene F Stone-Romero**, U. of Texas, San Antonio; **Herman Aguinis**, Indiana U., Bloomington; **Luis R Gomez-Mejia**, Texas A&M U.; **Angelo DeNisi**, Tulane U.; **Donna Maria Blancero**, Bentley U.; **Mark M. Suazo**, Wright State U.; **Julio Cesar Canedo Soto**, U. of Texas, San Antonio

**1453** → 🗨️🌐 CAU: (CAU) **Research Matters: Is the Academy Part of the Informal Economy?**

9:45am - 11:15am Sheraton Boston Hotel: Dalton A

Tweet this session: #AOM2012 1453

**Organizers:** **Elena Antonacopoloulou**, U. of Liverpool; **Tyrone S. Pitsis**, Newcastle U.

**Chair:** **Regina F. Bento**, U. of Baltimore

**Participants:** **V Seshan**, Pepperdine U.; **Murray Dalziel**, U. of Liverpool; **Kristian Mjoen**, NTNU; **Samuel Freeman**, Thunderbird; **Triona Buckley**, Liverpool Women's NHS Foundation Trust; **Svein Skeie**, Stavanger U. Hospital; **Britt Skadberg**, U. of Bergen

**1454** → 🗨️🌐 CAU: (CAU) **Informal Economy Influences on the Sustainability Agenda**

9:45am - 11:15am Sheraton Boston Hotel: Dalton B

Tweet this session: #AOM2012 1454

*This meeting invites participants to discuss aspects of Informal Economy that can influence the concepts underpinning ongoing research carried out by academic networks in the area of Sustainability and Pro-sustainable Management.*

**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

**1455** → 🗨️🌐 CAU: (CAU) **Developing Top Talent into Global Leaders**

9:45am - 11:15am Boston Park Plaza: Holmes Room

Tweet this session: #AOM2012 1455

**Organizers:** **Claudy Jules**, Accenture, LLP; **Nandani Lynton**, China Europe International Business School

**1456** → 🗨️🌐 CAU: (CAU) **Informal Entrepreneurship" in Emerging Markets: What do we know and where do we go from here?**

9:45am - 11:15am Boston Park Plaza: Longfellow Room

Tweet this session: #AOM2012 1456

**Organizers:** **Wade Danis**, U. of Victoria; **Andreea Noemi Kiss**, U. of Groningen

**1457** : (Paper Session) - (CDP) **Understanding Individual and Team Behaviors: The Role of Hierarchy, Hygiene, Voice, and Space**

9:45am - 11:15am Westin Copley Place: Baltic

Tweet this session: #AOM2012 1457

**Facilitator:** **Andrew P. Knight**, Washington U. in St. Louis

🗨️🌐 **CM:** When Hierarchical Differentiation Increases Group Effectiveness | **Richard Ronay**, Columbia Business School; **Katharine Greenaway**, U. of Queensland; **Eric Anicich**, Columbia U.; **Adam D. Galinsky**, Northwestern U.

🗨️ **MH:** Herzberg Revisited: An Examination of Motivation-Hygiene Theory 50 Years Later | **John E Barbuto Jr**, California State U., Fullerton; **Alex J Ramthun**, U. of Nebraska, Lincoln

→ **CM:** The Influence of Spatial Density on Employees' Affect, Territorial Behavior, and Outcomes | **Oluremi B. Ayoko**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland; **Karen A. Jehn**, Melbourne U.

🗨️ **HR:** Organizational Voice Practices, Employee Ownership-related Attitudes, and Employee Perceptions | **Liang Zhu**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh

**1458** : (Paper Session) - (CDP) **Organizational Design: Rethinking Traditional Boundaries**

9:45am - 11:15am Westin Copley Place: Essex North-Center

Tweet this session: #AOM2012 1458

**Facilitator:** **Kyoung-Hee Yu**, AGSM-Australian School of Business

🗨️ **TIM:** A Modularity View of Alliance Portfolio Configuration and Organizational Ambidexterity | **Muharrem Nesij Huvaj**, U. of Connecticut

🗨️ **OMT:** Organizing as Re-enacting: Reproduction of organizational boundaries in hospital admission routine | **Brian Hilligoss**, Ohio State U.

🗨️🗨️ **MED:** Craft, Factory or Profession? Institutional Logics in Research Supervision. | **Donald Nordberg**, U. of Westminster; **Alison Rieple**, U. of Westminster

→ **OCIS:** Boundary Objects in New Joint Fields: Routines, Bias, & Incompatibilities in Dispersed R&D Settings | **Rose Erkelen**, VU U. Amsterdam; **Bart van den Hooff**, VU U. Amsterdam

**1459 : (Paper Session) - (CDP) Organizational Learning and Learning in Organizations**

9:45am - 11:15am Westin Copley Place: Essex North-East

Tweet this session: [#AOM2012 1459](#)

Facilitator: **Deborah J Dougherty**, Rutgers U.

→ **IM**: Speculation as a Learned Behavior? Evolving Trading Strategies and Implications for Nascent Markets | **Christopher B. Yenkey**, U. of Chicago

**ODC**: Learning about learning agility | **Adam G Mitchinson**, Columbia U.; **Nathan M Gerard**, Columbia U.; **Kathryn S Roloff**, Columbia U.; **Warner Burke**, Columbia U.

**ODC Division Best Paper Finalist**

**MC**: Designing Knowledge Development by Applying Tools-for-Reflection | **Christian Gaertner**, Helmut-Schmidt U.

**ODC**: How to Recover from the Loss of Knowledge Though Intentional Unlearning? | **Juan-Gabriel Cegarra-Navarro**, U. Politecnica de Cartagena; **Anthony Wensley**, U. of Toronto

**1460 : (Paper Session) - (CDP) Making Sense of Information: Decisions and Biases in Individuals and Organizations**

9:45am - 11:15am Westin Copley Place: Essex North-West

Tweet this session: [#AOM2012 1460](#)

Facilitator: **Anthony Briggs**, U. of Alberta

**MOC**: From Big to Small: The Relative Size Effect on Corporate Capital Allocations | **David Bardolet**, Bocconi U.; **Dan Lovallo**, Sydney U.; **Richard Rumelt**, U. of California, Los Angeles; **Craig R. Fox**, U. of California, Los Angeles

**OCIS**: A Digital Soapbox? The Information Value of Online Physician Ratings | **Guodong (Gordon) Gao**, U. of Maryland, College Park; **Brad N Greenwood**, U. of Maryland, College Park; **Jeffrey McCullough**, U. of Minnesota; **Ritu Agarwal**, R. H. Smith School of Business

**OB**: Selling the Forest, Buying the Trees: Mental Representation of Endowments | **Caglar Irmak**, U. of South Carolina; **Cheryl Waksak**, U. of Southern California; **Yaacov Trope**, New York U.

**MOC**: A Reasons-based Framework for Understanding Default Effects | **David Richard Tannenbaum**, U. of California, Los Angeles

**1461 : (Paper Session) - (CDP) Building Dynamic Capabilities and Competencies in Organizations**

9:45am - 11:15am Westin Copley Place: St. George C

Tweet this session: [#AOM2012 1461](#)

Facilitator: **Asli Musaoglu Arikan**, The Ohio State U.

→ **ODC**: Projecting as a Dynamic Capability in Contextually Ambidextrous Organizations | **Wolfgang H. Guettel**, Johannes Kepler U. Linz; **Stefan W. Konlechner**, Johannes Kepler U. Linz

**ODC**: The Direct and Complementary Effects of Dynamic Capabilities | **Kieran John Patrick MacInerney**, U. of Cologne

**SAP**: The impact of the OEM supplier on buyer competence and performance | **Feng Hsu Liu**, Shih Hsin U.; **Hung Tai Tsou**, Ming Dao U.

**OMT**: History as a Source of Competitive Advantages: The watchmaking industry in East Germany | **Simon Oertel**, Friedrich Schiller U. Jena; **Kirsten Thommes**, Radboud U. Nijmegen

**1462 : (Paper Session) - (CDP) Enhancing Social Entrepreneurship Through Education and Research**

9:45am - 11:15am Westin Copley Place: St. George D

Tweet this session: [#AOM2012 1462](#)

Facilitator: **Helen Haugh**, U. of Cambridge

**MED**: Engaging the Informal Economy to Educate Social Entrepreneurs and Social Innovators | **Isaac H Smith**, U. of Utah; **Warner P. Woodworth**, Brigham Young U.

**MED**: Social Entrepreneurship Education as a Socialization Process into Multiple Institutional Logics | **Anne-Claire Pache**, ESSEC Business School; **Imran Chowdhury**, ESSEC Business School - Paris

**SIM**: Social Entrepreneurship, Fitness Landscapes, and the Competing Dimensions of Sustainability | **Chris Meyer**, Fairleigh Dickinson U.; **Jeffrey Gauthier**, U. of Massachusetts, Amherst

→ **SIM**: Objective Analysis Of Subjectivity: Q-Methodology For Research On Social Entrepreneurship | **Israr Qureshi**, Hong Kong Polytechnic U.; **Babita Bhatt**, Carleton U.; **Suhaib Riaz**, U. of Massachusetts, Boston

**1463 : (CM) Counter-intuitive Results in Negotiations: Implications for Teams, Status, Personality, and Offers**

9:45am - 11:15am Boston Park Plaza: Cambridge Room

Tweet this session: [#AOM2012 1463](#)

Chair: **Marwan Sinaceur**, INSEAD

Discussant: **Kathleen L. McGinn**, Harvard U.

Where Are Two Heads Better than One? Teams and Solos Negotiating Deals in the U.S. and Taiwan | **Michele J. Gelfand**, U. of Maryland; **Jeanne M Brett**, Northwestern U.;

**Lynn Imai**, Richard Ivey School of Business; **Brian C. Gunia**, Johns Hopkins U.

Within-group Status Conflict Increases Strategic Misrepresentation in Between-group Negotiation | **Yeri Cho**, U. of Southern California; **Jennifer R. Overbeck**, U. of Southern California; **Peter J. Carnevale**, U. of Southern California

How High Status Leads to Worse Negotiated Outcomes | **Geoffrey J. Leonardelli**, U. of Toronto; **Glen Whyte**, U. of Toronto

Person × Environment Interactions when the Environment is Another Person: Twins in Negotiations | **Hillary Anger Elfenbein**, Washington U. in St. Louis; **Noah Eisenkraft**, U. of North Carolina, Chapel Hill; **Lisabeth F. DiLalla**, Southern Illinois U.; **Jared R. Curhan**, Massachusetts Institute of Technology; **Roy Perlis**, Harvard U.

Think before You Speak: When First Offers (Do Not) Facilitate Creative Outcomes in Negotiation | **Marwan Sinaceur**, INSEAD; **William W. Maddux**, INSEAD; **Ricardo P. Nuckel**, Sorbonne U.; **Dimitri Vasiljevic**, INSEAD

**1464 : JS: (CM, MOC) Symposium on Interpersonal Influence and Persuasion in Negotiation**

9:45am - 11:15am Boston Park Plaza: Franklin Room

Tweet this session: [#AOM2012 1464](#)

Beyond the Opening Offer: The Psychology of Interpersonal Negotiations | **Abbie Wazlawek**, Columbia Business School; **Daniel Ames**, Columbia U.

Your Cost or My Benefit?: The Effect of Concession Presentation in Negotiation | **Nazli Turan**, Carnegie Mellon U.; **Rosalind M. Chow**, Carnegie Mellon U.

TUESDAY



There is Such a Thing as a Stupid Question: Question Disclosure in Strategic Communication | **Julia Alexandra Minson**, Wharton School; **Nicole Ruedy**, U. of Washington  
Negotiators' Influence on Themselves: Value-oriented Strategies and the Liability of Self-inference | **Samuel A Swift**, Carnegie Mellon U.

**1465 : (DRP Session) - (CMS) Managing Subjectivities**

9:45am - 11:15am Marriott Boston Copley Place: Falmouth

Tweet this session: **#AOM2012 1465**

Facilitator: **Patrizia Zanoni**, Hasselt U.

☑ Care for the Self in Modernity: Self Managing for People with Mental Health Conditions in Employment | **Hadar Elraz**, Cardiff U.

'You Can Never Go Home Again': Conceptualizing and Contextualizing the Self in the Field | **Ajnesht Prasad**, U. of NSW

☑ Authenticity and Autonomy in the Subjectification of Management Consultants in a Small Firm | **Djahanchah Philip Ghadiri**, HEC Montreal

→ ☑ Interaction, Introspection and Interoception: Listening to the Body's Voice in Reflexive Incidents | **Ben Hardy**, Open U.; **Paul Hibbert**, U. of St Andrews

Becoming a Critical Management Studies Scholar: How Bodies Matter (in the Margins) | **Emma Bell**, Keele U.; **Susan Merilainen**, Helsinki School of Economics; **Scott Taylor**, U. of Exeter; **Janne Tienari**, Helsinki School of Economics

**1466 : (Paper Session) - (CMS) Work and No (n) Work Identities**

9:45am - 11:15am Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 1466**

Chair: **Todd Bridgman**, Victoria U. of Wellington

☑ "Biocracy" and the Informalization of Exploitation at Work | **Peter Fleming**, Queen Mary U. of London

☑ The Creative Self on Sale: Work Experiences of Store Artists | **Nada Endrissat**, Bern U. of Applied Sciences; **Claus Noppeney**, Bern U. of Applied Sciences

☑ Collapsing the Myth of Separate Worlds: How Organizations Shape Workers' Non-Work Identities | **Erin Marie Reid**, Harvard U.; **Lakshmi Ramarajan**, Harvard U.

**1467 : (DRP Session) - (ENT) The Entrepreneurial Mindset**

9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 1467**

Facilitator: **Veronica Vecchi**, Bocconi U.

☑ Envisioning the Future as an Entrepreneur: A Neurobiological Analysis of Episodic Memory | **David A. Baucus**, eNb Neurobiology Research; **Melissa S. Baucus**, U. of Louisville

→ ☑ Entrepreneurial Bricolage and Firm Growth – Towards Empirical Measurement and Hypothesis Testing | **Juhana Peltonen**, Aalto U.; **Mikko Rönkkö**, Aalto U.; **Pia Maria Arenius**, U. of Turku

→ ☑ Entrepreneurial and Institutional Mindset: Determining Types of New Ventures in Emerging Economies | **Birton Cowden**, Saint Louis U.; **Hongxin John Zhao**, Saint Louis U.

Organizational Formalization in New High-Tech Ventures: A Dual-Actor Process | **Ingela Solvell**, Linköping U.

Perceived Venture Capital Support | **John Edward Baur**, U. of Oklahoma - Norman

**1468 : (DRP Session) - (ENT) The Mindset of the Entrepreneur**

9:45am - 11:15am Sheraton Boston Hotel: Beacon D

Tweet this session: **#AOM2012 1468**

Facilitator: **Henri Burgers**, Queensland U. of Technology

☑ How Values and Identity Drive Entrepreneurial Goals |

**Michael Conger**, U. of Colorado, Boulder; **Jeffrey G. York**, U. of Colorado, Boulder

☑ Entrepreneurial Mindsets: Theoretical Foundations and Empirical Properties of a Mindset Scale | **John Erik Mathisen**, Norwegian School of Management; **Jan Ketil Arnulf**, BI Norwegian Business School

Dynamic Capabilities' Antecedents: The Role of Entrepreneurial Orientation and Intellectual Capital | **Cristian Eduardo Zamora-Matute**, Tecnológico de Monterrey

☑ Endorsing Legitimacy to Avoid IPO Underpricing When Markets for Technology Fail | **Chiung-Yi Hwang**, Imperial College London; **Bart Clarysse**, U. of Ghent

☑ State of the Union: Putting Boundaries on Opportunity Types | **Chris Welter**, Ohio State U.

**1469 : (Paper Session) - (ENT) New Ventures, Resources and Small Business**

9:45am - 11:15am Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 1469**

Chair: **Franz W. Kellermanns**, U. of Tennessee

☑ Charitable Donations by Self-Employed Small Business Owners | **Matthias Alfred Tietz**, Richard Ivey School of Business; **Simon C Parker**, Ivey School of Business

☑ Team Formations in Technology Ventures | **Shanti Dewi Anak Agung Istri**, Georgia Institute of Technology

☑ Innovative Products vs. Specialized Complementary Resources: The Determinants of Alliance Funding | **Paul R. Forshey**, High Point U.; **Edward Levitas**, U. of Wisconsin, Milwaukee

☑ Employee Turnover and Innovation in SMEs: The Contingent Role of Cross-Functional Integration | **Taiyuan Wang**, IE Business School; **Stewart Thornhill**, U. of Western Ontario

**1470 : (Paper Session) - (ENT) Causal and Creative Entry Modes**

9:45am - 11:15am Sheraton Boston Hotel: Beacon H

Tweet this session: **#AOM2012 1470**

Chair: **M. Shahid Qureshi**, Technical U. Berlin

☑ Beyond the Profit Motive: Employer and Employee Relations in the Immigrant Informal Economy | **Muhammad Shehryar Shahid**, U. of Central Punjab; **Colin C Williams**, U. of Sheffield

→ ☑ International Resource Orchestrators: Creating High-Tech Startups with Globally Dispersed Resources | **Klaus Meyer**, China Europe International Business School; **Tianjiao Xia**, U. of Bath

☑ ☑ Causal and Creative Modes of Entrepreneurial Strategizing: A Content Analysis of Business Plans | **Jeroen Kraaijenbrink**, U. of Twente; **Tiago Ratinho**, U. of Twente

📖 Learning to Identify Opportunities: The Concomitant Influence of Affect, Cognition, and Motivation | **Brandon Mueller**, Oklahoma State U.; **Dean A Shepherd**, Indiana U.

**1471 : (Paper Session) - (ENT) Knowledge and New Ventures**

9:45am - 11:15am Sheraton Boston Hotel: Berkley A  
Tweet this session: #AOM2012 1471

Chair: **Tor A Johannessen**, Norwegian School of Economics  
📖🗣️ Entrepreneurs' Knowledge and Network: What Matters the Most? The Case of Knowledge-Intensive Firms | **Martina Gianecchini**, U. of Padova; **Paolo Gubitta**, U. of Padova

➔🗣️ Understanding the Role of Social Ties in Informal Firm Success in Emerging Economies | **Julio O. De Castro**, IE Business School; **Garry D Bruton**, Texas Christian U.

🗣️📖 Creating Their Own: A Cross-National Examination of Entrepreneurial Foundings | **Leif Willard Lundmark**, U. of Utah

**1472 : (Paper Session) - (ENT) Opportunities and the Market Process**

9:45am - 11:15am Sheraton Boston Hotel: Jefferson  
Tweet this session: #AOM2012 1472

Chair: **Regis Cabral**, FEPRO - Funding for European Projects

📖 The Role of External Knowledge Sources and Organizational Design in Opportunity Exploitation | **Nicolai Foss**, Copenhagen Business School; **Jacob Lyngsie**, Copenhagen Business School; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

Towards a Theory of Entrepreneurial Rents: A Simulation of the Market Process | **Mohammad Keyhani**, Schulich School of Business; **Moren Levesque**, York U.; **Anoop Madhok**, Schulich School of Business

➔📖 Wisdom of the Crowd? Reputational Cascades and Emotional Contagion in Microlender Crowdfunding | **Thomas H. Allison**, U. of Oklahoma - Norman; **David M. Townsend**, U. of Oklahoma

📖 Entrepreneurial Opportunity and the Entrepreneurship Nexus: A Reconceptualization | **Per Davidsson**, Queensland U. of Technology

**1473 🗣️📖: (Paper Session) - (GDO) Diversity Management: Identity**

9:45am - 11:15am Boston Park Plaza: Thoreau Room  
Tweet this session: #AOM2012 1473

Chair: **Eleni Apospori**, Athens U. of Economics and Business

Discussant: **Suzanne M Gagnon**, McGill U.

🗣️📖 Excessive vs. Inadequate: The Limbo for Optimal Diversity Identity Management | **Brooklyn Cole**, U. of North Texas; **Manjula S Salimath**, U. of North Texas

📖🗣️ Diverse According to Whom? Exploring Differences in Diversity Judgments and Their Consequences | **Christopher W Bauman**, U. of California, Irvine; **Sophie Trawalter**, U. of Virginia

🗣️📖 Racioethnic Identity as a Boundary Condition in the Similarity-Attraction Hypothesis | **Atira Cherise Charles**, Florida State U.; **Rachel Kane**, Florida State U.

**1474 🗣️📖: (DRP Session) - (GDO) Work Family**

9:45am - 11:15am Boston Park Plaza: Tremont Room  
Tweet this session: #AOM2012 1474

Chair: **Gina LaRoche**, Seven Stones Leadership Group  
Discussant: **Tania Casado**, U. of Sao Paulo

🗣️📖 When the Cup Runneth Over: Positive Spillover from Nonwork to Work | **Katherine C. Ryan**, Indiana U., Bloomington; **Linda M. Dunn-Jensen**, Indiana U.

📖 Work Demands, Family Demands, and BMI: A Gendered Experience | **Amit Kramer**, U. of Illinois, Urbana-Champaign; **Karen Z Kramer**, U. of Illinois, Urbana-Champaign; **Wonjoon Chung**, U. of Illinois, Urbana-Champaign

📖 Reconceptualizing Balance: Navigation, Legitimacy and Institutional Realities | **Charlotte M. Karam**, American U. of Beirut; **Fida Afioni**, American U. of Beirut; **Nour A. Nasr**, American U. of Beirut

🗣️📖 Pregnancy Identity Management in the Workplace | **Virginia Smith Major**, Miller Consultants, Inc.; **Amanda Sophia Hinojosa**, Texas Tech U.; **Laura M. Little**, U. of Georgia; **Debra L Nelson**, Oklahoma State U.

📖 Work-Life Benefits and Organizational Attractiveness: The Mediating Role of Person-Organization Fit | **Shainaz Firfiray**, IE U.

**1475 📖JS: (GDO, OB, BPS) Contextualizing Faultlines: Exploring the Role of Environmental Contexts in Team Faultline Dynamics**

9:45am - 11:15am Boston Park Plaza: Clarendon Room  
Tweet this session: #AOM2012 1475

Chairs: **Sherry M Thatcher**, U. of Louisville; **Dora C. Lau**, Chinese U. of Hong Kong

Discussant: **Keith Murnighan**, Northwestern U.

Top Management Team Demographic Faultlines and Firm Performance | **Jiatao Li**, Hong Kong U. of Science and Technology; **Guoquan Wan**, Hong Kong U. of Science and Technology

Faultlines and Ultimate Performance in the Dynamic Environment of Baseball Teams | **Yekaterina Bezrukova**, Santa Clara U.; **David F Caldwell**, Santa Clara U.; **Jerry Burger**, Santa Clara U.; **Chester S. Spell**, Rutgers U.

The Geographical Context of Faultline Research | **Jeffrey T. Polzer**, Harvard U.; **Lisa Kwan**, Harvard U.

Alignment and Refinement: The Temporal Context of Faultlines | **Sherry M Thatcher**, U. of Louisville; **Pankaj C Patel**, Ball State U.

Faultlines in Board of Directors in Family Businesses | **Weiwen Li**, Sun Yat-sen U.; **Dora C. Lau**, Chinese U. of Hong Kong; **Yongcong Huang**, South China U. of Technology

**1476 🗣️📖: (Paper Session) - (HCM) Satisfaction and Commitment in Health Care Organizations**

9:45am - 11:15am Marriott Boston Copley Place: Orleans  
Tweet this session: #AOM2012 1476

Chair: **L Michele Issel**, U. of Illinois, Chicago

Discussant: **Decima Chris Garcia**, U. of the Incarnate Word

➔📖 Emotional Exhaustion and its Consequences among Nurses in India and China | **Saifuddin Khan**, Qurtuba U., Pakistan; **Vishwanath V. Baba**, McMaster U.; **Louise Tourigny**, U. of Wisconsin, Whitewater

- 📄 Effects of a Process Improvement Project on Nurses' Well-Being; a Two Wave Study in a Dutch Hospital | **Tessa Bracke**, Radboud U. Nijmegen; **Roel Schouteten**, Radboud U. Nijmegen; **Paul Ligthart**, Radboud U. Nijmegen
- ➔ 📄 Nurse perceptions of the impact of demands and resources on wellbeing, satisfaction and commitment | **John J. Rodwell**, Australian Catholic U.; **Louise Munro**, Australian Catholic U.  
**HCM Division Best International Paper Award Nominee**
- 📄 Taking control: An exploration of control based HRM practices in Australian hospitals | **Ju Li Ng**, U. of New South Wales; **Julie Ann Cogin**, Australian School of Business; **Ilro Lee**, Australian School of Business

**1477** 📄: (Paper Session) - (HCM) **Innovation: Barriers, Pathways, Levels and Exceptions**

9:45am - 11:15am Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 1477

Chair: **Mark L. Diana**, Tulane U.

Discussant: **Michael K Lin**, U. of Pittsburgh

- 📄 Patterns of Task and Network Actions Performed by Navigators to Facilitate Cancer Care | **Jack A Clark**, Boston U. Medical Campus; **Victoria Anne Parker**, Boston U.; **Karen Freund**, Tufts U.; **Jennifer Leyson**, Boston U.; **Caroline Logan**, Boston U.; **Tracy Battaglia**, Boston U.
- 🗣️ "Now there is a computer between them": the theatrics of knowledge production using an EMR System. | **Shirly Bar-Lev**, Rupp Academic Center
- ➔ 🗣️ We Did Not Use Telemedicine That Time: Can Critical Incidents Analysis Explain Non-Use? | **Sunayana Karra**, Bentley U.; **Janis L. Gogan**, Bentley U.; **Monica Garfield**, Bentley U.

**HCM Division Best Theory to Practice Award Nominee**

- 📄 Innovation theorization across multiple levels of the health care system | **Jane Hendy**, U. of Surrey; **Theopisti Chrysanthaki**, Imperial College London; **James Barlow**, Imperial College London  
**HCM Division Best International Paper Award Nominee**

**1478** 📄: (Paper Session) - (HR) **Consequences of Employee Turnover: A Performance Perspective**

9:45am - 11:15am Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 1478

Chair: **Julie I Hancock**, Rutgers U-Camden

- 📄 Voluntary Turnover, Volatility in Voluntary Turnover, and Labor Productivity | **Ilke Van Beveren**, Lessius, KU Leuven; **Stijn Vanormelingen**, IESE Business School, HU Brussel; **Sophie De Winne**, Lessius U. College; **Luc Sels**, U. of Leuven
- Knowledge Loss & the Turnover-Performance Link: Differences Between Service & Manufacturing Firms | **Rory Eckardt**, U. of Massachusetts; **Bruce Skaggs**, U. of Massachusetts; **Mark Youndt**, Skidmore College
- 📄 The Relationships of Unit Level Turnover, Hiring, and Job Demands with Unit Performance | **Mark A. Maltarich**, St. Ambrose U.; **Anthony J Nyberg**, U. of South Carolina; **Gregory P. Reilly**, U. of Connecticut; **Ingo Weller**, U. of Munich

**1479** 📄: (Paper Session) - (HR) **HRM Perceptions, Citizenship, and Firm Performance**

9:45am - 11:15am Boston Park Plaza: Charles River Room

Tweet this session: #AOM2012 1479

Chair: **Janice C. Molloy**, Michigan State U.

- ➔ 📄 Linking Employees' HR System Perceptions, HR Outcomes and Performance: A Longitudinal Study | **Erk Peter Piening**, Leibniz U. Hannover; **Alina McCandless Baluch**, Leibniz U. Hannover; **Torsten Oliver Salge**, Ruhr-U. Bochum  
**Winner of HR Division Best Conference Paper Award Sponsored by Personnel Review**
- 📄 Citizenship Behavior and Effectiveness in Temporary Organizations | **Timo Braun**, Freie U. Berlin; **Aristides Isidoro Ferreira**, ISCTE-IUL; **Joerg Sydow**, Freie U. Berlin
- ➔ 📄 Mind the Intended-Implemented Gap: Understanding Employees' Perceptions of HRM | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Erk Peter Piening**, Leibniz U. Hannover; **Alina McCandless Baluch**, Leibniz U. Hannover

**1480** ➔ 📄: (DRP Session) - (HR) **Multinational HRM**

9:45am - 11:15am Boston Park Plaza: Newbury Room

Tweet this session: #AOM2012 1480

Facilitator: **Paul Sparrow**, Lancaster U.

- ➔ 🗣️ The Janus Faces of IHRM in Russian MNEs – an Institutional Perspective | **Tatiana Andreeva**, St. Petersburg State U.; **Marion Festing**, ESCP Europe; **Dana Minbaeva**, Copenhagen Business School; **Maral Muratbekova-Touron**, ESCP Europe
- 📄 The Localization of HR Shared Services: Active Translation as a Strategic Response to Institutions | **Jeroen Meijerink**, U. of Twente; **Marco Maatman**, U. of Twente
- ➔ 📄 The Recruitment and Retention Challenges Faced by IT Services Multinationals in India | **Rory Donnelly**, U. of Birmingham UK
- ➔ Beyond Global Standardization and Localization: Korean MNEs and Optimization as IHRM Strategy | **Chul Chung**, Lancaster U.; **Paul Sparrow**, Lancaster U.; **Odul Bozkurt**, Lancaster U.
- ➔ Towards Explaining MNC Subsidiary Implementation, Integration, and Internalization of HRM Practices | **Catarina Anita Ahlvik**, Hanken School of Economics; **Ingmar Björkman**, Aalto U.

**1481** 📄: (Paper Session) - (HR) **Recruitment and Career Strategies**

9:45am - 11:15am Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 1481

Chair: **Kang Yang Trevor Yu**, Nanyang Technological U.

- ➔ 📄 Reward Proposition Specificity: Outcomes From a Fit and Signaling Perspective | **Bart Verwaeren**, Vlerick Leuven Gent Management School; **Xavier Baeten**, Vlerick Leuven Gent Management School
- 📄 Success Factors of Dual Ladders and Their Effects on Commitment and Career Satisfaction | **Patrick Hoffmann**, LMU Munich; **Martin Hoegl**, LMU Munich; **Miriam Muethel**, WHU - Otto Beisheim School of Management
- Digital Resumes for Recruitment and Selection: e-HRM's Achilles Heel | **Elfi Furmueller**, U. of Twente
- 📄 Person-Organization Fit Effects on Organizational Attraction: Insights from a Signal-Based Framework | **Kang Yang Trevor Yu**, Nanyang Technological U.

**1482** 📄 JS: (HR, OB, CAR) **New Directions in Job Search: The Importance of Self-Efficacy, Goals, and Applicant Attraction**

9:45am - 11:15am Boston Park Plaza: Arlington Room

Tweet this session: **#AOM2012 1482**

**Chairs:** **Lisa K J Kuron**, Wilfrid Laurier U.; **Serge P Da Motta Veiga**, U. of Missouri at Columbia

**Discussant:** **Edwin A.J. van Hooff**, U. of Amsterdam

The Measurement of Job Search Self-Efficacy | **Alan M. Saks**, U. of Toronto; **Jelena Zikic**, York U.; **Jessie Koen**, U. of Amsterdam

Examining the Within-person Effect of Job Search Efficacy on Job Search: A Two-Week Diary Study | **Shuhua Sun**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore

I Want It and I Want It Now! Antecedents and Outcomes of the Goal to Find Employment Quickly | **Lisa K J Kuron**, Wilfrid Laurier U.; **Simon Taggar**, Wilfrid Laurier U.

Who is Searching for Whom? Integrating Applicant Attraction and Job Search | **Serge P Da Motta Veiga**, U. of Missouri at Columbia; **Daniel Turban**, U. of Missouri at Columbia

**1483** → 📄: (Paper Session) - (IM) **Institutions and Corporate Response**

9:45am - 11:15am Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 1483**

**Chair:** **Thomas Roehl**, Western Washington U.

→ 📄 Institutions of Economic Governance and Corporate Governance: An Earnings Redistribution Analysis | **Anish Sugathan**, Indian Institute of Management, Bangalore; **Reje George**, Indian Institute of Management, Bangalore

☞ → 📄 Do Islamic Banks Engage in Less Earnings Management? | **Majdi Anwar Quttainah**, Rensselaer Polytechnic Institute

→ 📄 An International Multilevel Analysis of Financial Innovation: How Economic Freedom Matters? | **Yiyi Su**, Tongji U.

→ 📄 Cultural Influence on Adoptions of Corporate Governance Best Practices Based on Agency Theory | **Marcos Citeli**, IESE Business School

**1484** → 📄: (Paper Session) - (IM) **Global Mobility: Antecedents, Correlates and Consequences**

9:45am - 11:15am Boston Hynes Convention Center: Room 206

Tweet this session: **#AOM2012 1484**

**Chair:** **Jan Selmer**, Aarhus U.

→ 📄 Fishing in the global talent pool: A multilevel approach to foreign executive appointments | **Peder M. Greve**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen

Getting Employees to Go the Global Distance | **Shad S. Morris**, Ohio State U.; **Bi-Juan Zhong**, The Ohio State U.; **Mona V Makhija**, Ohio State U.

→ 📄 Toward a Refinement of the Global Leadership Construct. | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **B. Sebastian Reiche**, IESE Business School; **Allan Bird**, Northeastern U.; **Joyce Osland**, San Jose State U.

📄 Self-initiated return migration vs. global assignments: Knowledge transfer outcomes | **Dan Jun Wang**, Stanford U.

**1485** → 📄: (IM) **Foreignness Beyond Liabilities: Extending Our Understanding of Foreignness and its Consequences**

9:45am - 11:15am Boston Hynes Convention Center: Room 209

Tweet this session: **#AOM2012 1485**

**Organizer:** **Jesper Edman**, Hitotsubashi U.

**Participants:** **Lilach Nachum**, Baruch College; **Jordan Siegel**, Harvard U.; **Annie Un**, Northeastern U.

**1486** → 📄: (DRP Session) - (IM) **Offshoring: Organization and Governance in Global Value Chains**

9:45am - 11:15am Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 1486**

**Facilitator:** **Charles Dhanaraj**, Indiana U., Bloomington

→ 📄 How bad / good are cultural differences in global services sourcing? | **Carine Peeters**, U. Libre de Bruxelles; **Catherine Dehon**, U. Libre de Bruxelles; **Patricia Garcia-Prieto**, U. Libre de Bruxelles

☞ 📄 Whether or not to prepare for offshoring: A simulation study | **Marcus Møller Larsen**, Copenhagen Business School; **Christian Geisler Asmussen**, Copenhagen Business School

→ 📄 Institutional environment in offshoring: Host-country attractiveness and organizational model | **Julien Gooris**, U. Libre de Bruxelles

→ 📄 Exploring platform firms in an international supply chain: The case of specialty coffee | **Alejandra Marin**, Texas Tech U.; **Kimberly B. Boal**, Texas Tech U.

→ 📄 From Value Chain to Responsibility Chain: The Social Responsibility of Multinational Corporations | **Annabelle-mauve Bonnefous**, REIMS Management School; **Isabelle Robert**, REIMS Management School; **Eric Fimbel**, REIMS Management School

**1487** → 📄: (Paper Session) - (IM) **Expatriates, Migrants, and Business Travelers**

9:45am - 11:15am Boston Hynes Convention Center: Room 309

Tweet this session: **#AOM2012 1487**

**Chair:** **David Weir**, U. Campus Suffolk

→ 📄 International Business Travelers and Commuters: Curvilinear Effects of Travel Frequency | **Mihaela Dimitrova**, U. of Wisconsin, Milwaukee; **Sherwin Ignatius Chia**, Nanyang Technological U.; **Dora Luk**, U. of Hong Kong; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Cheryl SL Tay**, Nanyang Technological U.

→ 📄 The interactive impact of host country context and expatriate personality traits on job satisfaction | **Vesa Peltokorpi**, Japan Advanced Institute of Science and Technology; **Fabian Jintae Froese**, Korea U.

📄 What distinguishes self-initiated expatriates from assigned expatriates and migrants? | **Jil Margenfeld**, Otto-Friedrich U.; **Franziska Bergdolt**, Otto-Friedrich U.; **Susanne Imhof**, Otto-Friedrich U.

**1488** → 📄 JS: (IM, OMT, OB) **What Have We Really Learned from Japanese Management Practices?**

9:45am - 11:15am Boston Hynes Convention Center: Room 208

Tweet this session: **#AOM2012 1488**

**Chair:** **Ulrike Schaeede**, U. of California, San Diego

**Discussant:** **Charles A O'Reilly**, Stanford U.

Why are Japanese Firms Still in Trouble? An explanation from the middle management perspective | **Masaru Karube**, Hitotsubashi U.; **Toshihiko Kato**, Hitotsubashi U.

Show Me the Money: An analysis of highly profitable Japanese companies in the 2000s | **Ulrike Schaeede**, U. of California, San Diego

Japanese Employment Practice: Has it changed? Does (or Did) it Work? What Can Be Learned from It? | **James R Lincoln**, U. of California, Berkeley

The Influence of Japanese Management on Management Theory | **Christina L Ahmadjian**, Hitotsubashi U.

Japanese Research on Japanese Management: A retrospective assessment | **Tsuyoshi Numagami**, Hitotsubashi U.

#### 1489 🗨️ (MC) Management Consulting and the Informal Economy

9:45am - 11:15am Westin Copley Place: Adams

Tweet this session: #AOM2012 1489

Participants: **Thomas G. Cummings**, U. of Southern California; **Rickie A. Moore**, EM Lyon; **Flemming Poufelt**, Copenhagen Business School

#### 1490 🗨️➔ (DRP Session) - (MED) International & Cross-Cultural Issues in Management Education & Learning

9:45am - 11:15am Marriott Boston Copley Place: Nantucket

Tweet this session: #AOM2012 1490

DRP

Facilitator: **Romie Frederick Littrell**, Auckland U. of Technology

🗨️➔ From Cultural Chameleons to Cultural Intelligence:

Teaching International Business in the Real World |

**Christian Scholz**, U. of Saarland; **Volker Stein**, U. of Siegen

🗨️ A ranking analysis of the management schools in Great China (2000-2010) | **Mingjun Hou**, Xi'an Jiaotong U.; **Heng Liu**, Sun Yat-sen U.; **Peihua Fan**, Xi'an Jiaotong U.

🗨️ Relationships between Students' Culture, Motivation and Course Evaluations: An Exploratory Study | **Cody Cox**, U. of Texas at Brownsville; **Jennie S Johnson**, U. of Texas at Brownsville

➔ 🗨️ Satisfaction of international students: The case of African international students in Quebec | **Chétima Mamadou Mai Moussa Gaptia**, U. Laval; **Yao Aleawogbe Amewokunu**, Virginia State U.; **Egide Karuranga**, U. Laval; **Sherrie Lewis**, Saint Leo U.

#### 1491 ➔ 🗨️ (Paper Session) - (MED) The Impact and Role of Business Schools: Linkages to Career Development, Ranking and Accreditation

9:45am - 11:15am Marriott Boston Copley Place: Salon D

Tweet this session: #AOM2012 1491

Chair: **Charles Wankel**, St. John's U.

🗨️➔ 🗨️ Between symbolic and social capital: A structuration theory approach to academic productivity | **Olga I. Ryazanova**, U. College Dublin; **Peter McNamara**, U. College Dublin

🗨️ Taking Another Look at Kilpatrick et al. (2008):

Scrutinizing Business School Learning Goals | **Robert D**

**Costigan**, St. John Fisher College; **Kyle E Brink**, Western

Michigan U.

🗨️➔ 🗨️ Karaoke Education, or: The Strategic Positioning Dilemma of Private Business Schools in Germany | **Volker M. Rundshagen**, Cologne Business School

#### 1492 🗨️➔ 🗨️ SHCS: (MED, BPS, SIM) The future of business and the role of business education

9:45am - 11:15am Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 1492

Organizer: **Michael Andreas Pirson**, Fordham U.

Discussant: **Craig Smith**, London Business School

Speakers: **Michael C. Jensen**, Harvard U.; **Roger L. Martin**, U. of Toronto

Presenters: **Henry Mintzberg**, McGill U.; **Riane Eisler**, Center for Partnership Studies; **Nitin Nohria**, Harvard U.

Participants: **Heiko Spitzack**, FDC - Fundacao Dom Cabral; **Ernst von Kimakowitz**, The Humanistic Management Network

**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.**

#### 1493 : (DRP Session) - (MH) From Scientific Management to Agency and Strategy

9:45am - 11:15am Boston Park Plaza: Board Room

Tweet this session: #AOM2012 1493

Chair: **Russell W. Clayton**, U. of North Carolina - Asheville

Facilitator: **Kenneth R. Thompson**, DePaul U.

🗨️ The Origins of Materials Requirements Planning in F. W. Taylor's Planning Office | **James M Wilson**, U. of Glasgow

🗨️ 🗨️ WHAT IS STRATEGY? The case of retail finance and English Building Societies | **Manuel Hensmans**, ULB

Industrial Safety: Contributions of Frank and Lillian Gilbreth and Hugo Münsterberg | **Nicole Cannonier**, Louisiana State U., Baton Rouge

🗨️ A Hole in Our Science | **Thomas P. Kenworthy**, U. of Dayton; **Edward McMullan**, U. of Calgary

🗨️ Scientific Management, the ILO, and the Evolution of Management Theory | **Chris Nyland**, Monash U.; **Kyle Bruce**, Macquarie U.

#### 1494 🗨️ (Paper Session) - (MOC) Identity and the Employment Relationship

9:45am - 11:15am Sheraton Boston Hotel: Berkley B

Tweet this session: #AOM2012 1494

Chair: **Deborah J. Armstrong**, Florida State U.

🗨️ Saying Thank-You: Authentic and Strategic Gratitude and Their Effects on Work Relationships | **Kerry Roberts Gibson**, Georgia Institute of Technology; **David M. Sluss**, Georgia Institute of Technology

🗨️ Relational Identification in the Workplace: Specifications of Workplace Relationships and Context | **Shora Moteabbed**, ESSEC Business School - Paris

🗨️ Navigating Factional Hybrid Identities: Implications for Organizational Identification and Loyalty | **Tammy MacLean**, Suffolk U.; **Sheila Simsarian Webber**, Suffolk U.

Helping Makes a Difference: Employee Volunteering, Identity and the Meaning of Work | **Christi Lockwood**, Boston College

🗨️ Committed to the Causes? Identification, Commitment, and Behavior in a Hybrid Identity Organization | **Marya Hill-Popper Besharov**, Cornell U.

**1495** 📄📍: (Paper Session) - (MOC) **Cognition and Leadership**

9:45am - 11:15am Sheraton Boston Hotel: Kent

Tweet this session: **#AOM2012 1495**

**Chair: Sandra Cha**, Brandeis U.

📄The Blind, Leading: How Power Reduces Awareness of Constraints in the Environment | **Jennifer Whitson**, U. of Texas, Austin; **Katie Liljenquist**, Brigham Young U.; **Joe Magee**, New York U.; **Deborah Gruenfeld**, Stanford U.

📄License to be real: The effect of authentic leadership on followers' authenticity | **Dana Yagil**, U. of Haifa; **Hana Medler-Liraz**, Academic College of Tel Aviv

📄Implicit Theories of Followership Bridge Personality and Transformational Leadership | **Elliott T Kruse**, U. of California, Riverside; **Thomas Sy**, U. of California, Riverside; **Susanna Tram**, U. of California, Riverside

Subordinates' Individual Differences and Perceptions of Abusive Supervision | **Jeremy Ray Brees**, U. of Scranton; **Mark J. Martinko**, Florida State U.; **Paul Harvey**, U. of New Hampshire

📄Transforming organizational leadership: A schema change perspective | **Robert McLeay Thompson**, Queensland U. of Technology; **Neal Francis Ryan**, Southern Cross U.

**1496** 📄JS: (MOC, OMT, OB) **Exploring How Individuals Shape, Coordinate and Maintain Organizational Routines**

9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: **#AOM2012 1496**

**Organizers: Marlys K. Christianson**, U. of Toronto; **Curtis LeBaron**, Brigham Young U.

**Discussant: Daniel Levinthal**, U. of Pennsylvania

Entangling artwork and blockbusters: Coordinating contrasting interpretations of routines | **Carlo Salvato**, Bocconi U.; **Claus Rerup**, U. of Western Ontario

How Dispositions Shape Organizations: The Carl Zeiss case | **Markus C. Becker**, U. of Southern Denmark

Maintaining an organizational routine: A video-based study of physician handovers | **Curtis LeBaron**, Brigham Young U.; **Lyndon Garrett**, Brigham Young U.; **Marlys K. Christianson**, U. of Toronto; **Michael D. Cohen**, U. of Michigan

**1497** 📄📍: (Paper Session) - (MSR) **Eastern and Western Perspectives on Spiritual and Religious Practices**

9:45am - 11:15am Sheraton Boston Hotel: Hampton B

Tweet this session: **#AOM2012 1497**

**Chair: Gerard Beenen**, California State U., Fullerton

**Discussant: D Christopher Kayes**, George Washington U.

📄Impact of Spiritual Leadership on Catholic Organizational Identity | **Linda T Dayler**, Catholic Family Services of Hamilton; **Louis W. (Jody) Fry**, Texas A&M U. - Central Texas

📄Intercession and Integrative Agreements: The Effects of Prayer on Negotiation | **Sheli Sillito**, Brigham Young U.; **Alexander R. Bolinger**, Idaho State U.

🗨️Consciousness and Employee Effectiveness in the Informal Economy: Western and Indian Perspectives | **Sharda Nandram**, Nyenrode Business U.; **Surabhi Surendra**, Institute of Productivity and Management

The Dongba redux: culture, business, religion, spirituality, politics, careers in rural China | **Yochanan Altman**, BEM Bordeaux Management School; **Zheng Xie**, London college

**1498** : (Paper Session) - (OB) **Trust and Status in Teams**

9:45am - 11:15am Boston Park Plaza: Alcott Room

Tweet this session: **#AOM2012 1498**

**Chair: Dionne Pohler**, U. of Saskatchewan

📄Antecedents and Consequences of Trust as an Emergent Group Property | **Douglas Mahony**, Lehigh U.; **Adrian H. Pitariu**, U. of Regina

📄The Moderated Mediation Model of Trust & Team Performance in Sports: When Trust Consensus Matters | **Merce Mach**, U. of Barcelona; **Elena Lvina**, Saint Joseph's U.

🗨️Why would I trust them? How relational climates moderate the effect of social cynicism on team trust | **Andranik Tumasjan**, Technical U. Munich; **Maria Strobel**, TUM School of Management

📄When Status Hierarchies Enhance Group Performance: The Moderating Role of Task Simplicity | **Yeliz Cantimur**, U. of Groningen; **Floor Rink**, U. of Groningen; **Gerben van der Vegt**, U. of Groningen

**1499** 📄: (OB) **The Interactive Dynamics of Helping**

9:45am - 11:15am Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 1499**

**Chairs: Michal Frida Gradshtein**, Tel Aviv U.; **Linn Van Dyne**, Michigan State U.

Moral Licensing in the Workplace | **Catherine Ott-Holland**, Michigan State U.; **Chu-Hsiang Chang**, Michigan State U.; **Russell E. Johnson**, Michigan State U.; **John Schaubroeck**, Michigan State U.

Do to Others as You Would Have Them Do to You | **You Jin Kim**, Michigan State U.; **Linn Van Dyne**, Michigan State U.; **Christopher Poile**, U. of Saskatchewan

Newcomers' Exchange Agreement and the Development of Relational Commitment | **Dvora Geller**, The College of Management, Rishon Lezion; **Michal Frida Gradshtein**, Tel Aviv U.

The Emotional Consequences of Dyadic Helping Relations in Organizations: A Grounded Theory Approach | **Maya Golan**, Afeka Tel-Aviv Academic College of Engineering; **Peter A. Bamberger**, Tel Aviv U.

**1500** : (DRP Session) - (OB) **Leadership and OCB**

9:45am - 11:15am Boston Park Plaza: Brandeis Room

Tweet this session: **#AOM2012 1500**

**Facilitator: Vanessa K. Bohns**, U. of Waterloo

📄Servant Leadership and Citizenship Behavior: The Moderating Effects of Cultural Orientations | **Ivan Destian Butar Butar**, Monash U.; **Sen Sendjaya**, Monash U.; **Charmine E. J. Hartel**, U. of Queensland

📄Paying It Forward: A Trickle-Down Model of Citizenship Instrumentality | **Daniel Gregory Bachrach**, U. of Alabama; **Tjai M. Nielsen**, George Washington U.; **Jaron Harvey**, U. of Alabama; **Chun Hui**, U. of Hong Kong; **Fang He**, George Washington U.

📄Larger, longer, and more pervasive: The distinct experiences of broken and fulfilled promises | **Neil Conway**, U. of London, Birkbeck; **Tina Kiefer**, Warwick Business School; **Rob B. Briner**, U. of Bath

The Effects of Paternalistic Leadership on Outcomes: The Moderating Role of Perceived Motive | **Aparna Krishnan**, Rutgers U.

- Serial Reciprocity in the Workplace: The Influence of Servant Leadership | **Christopher Robert Langford**, U. of Texas, San Antonio; **Christopher B. Stone**, UTSA

### 1501 : (Paper Session) - (OB) Mechanisms of Leadership Influence

9:45am - 11:15am Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 1501

Chair: **James P Gelatt**, U. of Maryland, U. College

- A Social Signal Processing View on Leadership: Specific Behaviors Characterize Considerate Leaders | **Bertolt Meyer**, U. of Zurich; **Klaus Jonas**, U. of Zurich; **Sebastian Feese**, Swiss Federal Institute of Technology Zurich, ETH; **Bert Arrnrich**, Swiss Federal Institute of Technology Zurich, ETH; **Gerhard Tröster**, Swiss Federal Institute of Technology Zurich, ETH; **Carsten C. Schermuly**, SRH Hochschule Berlin
- Leveraging Leadership to Cultivate Improvement Ideas: The Contingent Effect of Leader Mindsets | **Dirk Deichmann**, VU U. Amsterdam
- Measuring the Impact of Servant Leadership on OCBs & the Mediating Role of Stewardship Climate | **Wallace A. Williams**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi; **Milorad M. Novicevic**, U. of Mississippi; **Christopher H. Thomas**, U. of Mississippi
- The Effect of Leadership and Framing on Unethical Pro-Organizational Behavior | **Katrina A. Graham**, Drexel U.; **Jonathan C. Ziegert**, Drexel U.; **Johnna Capitano**, Drexel U.

### 1502 : (DRP Session) - (OB) Conceptualizing Cognition and Creativity

9:45am - 11:15am Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1502

Facilitator: **Gabriele Jacobs**, Erasmus U. Rotterdam

- Using Fractional Factorial Conjoint Analysis Methodology in Organizational Behavior Studies | **Steven A. Edelson**, Walsh U.
- Managing Envy to Foster Organizational Innovation | **Marina Biniari**, Strathclyde U.; **Quy Nguyen Huy**, INSEAD
- A criterion-oriented review of workplace creativity | **Tamara Montag**, Saint Louis U.; **Carl P. Maertz**, Saint Louis U.; **Markus Baer**, Washington U. in St. Louis
- Effects of Indirect Leadership on Incremental and Radical Creativity | **Dong Ha Kim**, Binghamton U.; **Chien-wei Lin**, Binghamton U.
- A Cross-Level Model of Curiosity and Innovative Workplace Behavior | **Karyn Dossinger**, U. of Minnesota, Twin Cities

### 1503 : (Paper Session) - (OB) New Forms of Teamwork & Collaboration

9:45am - 11:15am Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 1503

Chair: **Heidi K. Gardner**, Harvard U.

- Teams as Dyads: A Model for Conceptualizing and Studying Teamwork | **Stephen E. Humphrey**, Pennsylvania State U.; **Federico Aime**, Oklahoma State U.; **Lily Cushenbery**, Pennsylvania State U.; **Joshua Fairchild**, Pennsylvania State U.
- The Changing Nature of Organizational Work: From Teams to Recombinant Collaboration | **Mark Mortensen**, INSEAD

- Team Scaffolds: How Minimal In-group Structures Support Fast-paced Teaming | **Melissa Valentine**, Harvard U.
- Towards a Theory of Multiple Exchange Partners and Multiple Psychological Contracts | **Joshua R. Knapp**, U. of Lethbridge; **Marjo-Riitta Parzefall**, EBS International U.

### 1504 : (Paper Session) - (OB) Expanding Understanding of Work-nonwork Interfaces

9:45am - 11:15am Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 1504

Chair: **Laura Erskine**, Illinois State U.

- Managers' job embeddedness in organizations and communities: A Malaysian Study | **Mary Bambacas**, U. of South Australia
- Work-Family Interface: A Review and Research Agenda | **Marcello Russo**, Rouen Business School
- Positive Affectivity, Social Support and Work-Family Enrichment | **Ying-Jung Yvonne Yeh**, National Taiwan U. of Science and Technology; **Su-Ying Pan**, National Taiwan U. of Science and Technology
- Why do they do it, and what does it mean for their job? An investigation of employee volunteering | **Jessica Rodell**, U. of Georgia

### 1505 : (OB) Leadership, Betrayal and Forgiveness

9:45am - 11:15am Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1505

Organizer: **Olga Epitropaki**, ALBA Graduate Business School

Chair: **Julian Barling**, Queen's U.

Discussant: **Roy J. Lewicki**, Ohio State U.

- Forgiveness from the Top: How Leaders Build Forgiving Organizations | **Ryan Fehr**, U. of Washington, Seattle; **Michele J. Gelfand**, U. of Maryland
- Betrayal and Forgiveness in Leader-Member Exchanges | **Olga Epitropaki**, ALBA Graduate Business School; **Geoff Thomas**, Aston Business School; **Robin Martin**, Aston Business School
- Leaders' Apologies: Understanding and Mitigating Negative Outcomes for Leaders and Subordinates | **Alyson Byrne**, Queen's U.; **Julian Barling**, Queen's U.; **Kathryne Dupre**, Memorial U. of Newfoundland
- Owing It or Feeling It: The Power and Limits of Blame-taking | **Brian C. Gunia**, Johns Hopkins U.; **Sohyeon Shim**, Northwestern U.

### 1506 : (Paper Session) - (OB) Cross-Cultural Perspectives on Leadership & Teams

9:45am - 11:15am Boston Park Plaza: Stanhope Room

Tweet this session: #AOM2012 1506

Chair: **Susan S. Case**, Case Western Reserve U.

- Leading Up: A Cross-cultural, Longitudinal, and Multilevel Investigation of TMT Support and Shocks | **Dong Liu**, Georgia Institute of Technology
- Beyond LMX Differentiation: An Indigenous Approach to Leader-Member Relationship Differentiation | **Ying Chen**, UIUC-ILIR; **Enhui Yu**, North China Electric Power U.; **Jooyeon Son**, UIUC-ILIR
- A Cross-Cultural Perspective on Team Empowerment and Team Performance | **Xueting Jiang**, U. of Massachusetts, Amherst; **Ronrapee Leelawong**, U. of Massachusetts, Amherst;

**Hector R. Flores**, U. of Massachusetts, Amherst; **Charles C Manz**, U. of Massachusetts, Amherst

**1507 : (Paper Session) - (OB) Learning and Creativity**

9:45am - 11:15am Boston Park Plaza: Stuart Room

Tweet this session: **#AOM2012 1507**

Chair: **Cameron Ford**, U. of Central Florida

Both New and Useful: How Sequential and Synchronous

Goal Orientations Affect Individual Creativity | **Ella Miron-Spektor**, Technion Israel Institute of Technology; **Gerard Beenen**, California State U., Fullerton

A Longitudinal Investigation of the Influence of Foreign Cultural Experiences on Creativity | **Melody Manchi Chao**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

Learning Goal Orientation and Creative Performance: The Mediating Roles of Intrinsic Motivation | **Kwok Leung**, City U. of Hong Kong; **Tingting Chen**, Lingnan U., Hong Kong; **Guoquan Chen**, Tsinghua U.

A Flair for Fashion: Professional Multicultural Experience and Creative Performance | **Frédéric Clément Godart**, INSEAD; **William W. Maddux**, INSEAD; **Andrew V. Shipilov**, INSEAD; **Adam D. Galinsky**, Northwestern U.

**1508 : (Paper Session) - (OB) Followership: Attributions, Motives & Synthesis**

9:45am - 11:15am Boston Park Plaza: Winthrop Room

Tweet this session: **#AOM2012 1508**

Chair: **Mark A. Clark**, American U.

"Please Accept My Sincerest Apologies:" Examining Follower Reactions to Leader Apology | **Tessa E. Basford**, George Washington U.; **Lynn Offermann**, George Washington U.

The Effect of Attributed Leader Motives on Employee Turnover and Productivity | **Bradley Paul Owens**, State U. of New York, Buffalo; **Daniel Scott DeRue**, U. of Michigan; **Susan J. Ashford**, U. of Michigan

Follower Motive Compatible Leadership: When Individual Consideration Meets the Affiliation Motive | **Hugo Martin Kehr**, Technical U. Munich; **Friederike Xenia Gerstenberg**, TUM School of Management; **Juergen Weibler**, U. of Hagen

A Part but Apart from Leadership: A Conceptual Synthesis of the Field of Followership | **Susanna Tram**, U. of California, Riverside; **Thomas Sy**, U. of California, Riverside; **Elliott T Kruse**, U. of California, Riverside

**1509 JS: (OB, HR) Linking Desirable Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis**

9:45am - 11:15am Boston Park Plaza: Statler Room

Tweet this session: **#AOM2012 1509**

Chair: **Jessica Methot**, Rutgers U.

Discussant: **Jason R Pierce**, U. Adolfo Ibanez

The Role of Sociometric Status in the Establishment and Evolution of a Concertive Control System | **Maurits de Klepper**, Free U.; **Giuseppe Labianca**, U. of Kentucky; **Ed Sleebos**, VU U. Amsterdam; **Filip Agneessens**, VU U. Amsterdam

Organizational Citizenship Behavior and Burnout: The Joint Role of Time and Group Dynamics | **Jessica Methot**, Rutgers

U.; **David P. Lepak**, Rutgers U.; **Wendy R. Boswell**, Texas A&M U.; **Theresa M. Glomb**, U. of Minnesota

The Formation of Leaders' Attribution of OCB Motives and Its Impact on OCB Performer | **Joo Hun Han**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park; **Seongsu Kim**, Seoul National U.

The Emergence and Management of Conflict Influences in Teams | **Mark A. Maltarich**, St. Ambrose U.; **Gregory P. Reilly**, U. of Connecticut; **Michael Kukenberger**, U. of Connecticut  
Qualitative Study on Abuse toward Customer Service Workers in China | **Xiaobei Li**, GSM, Peking U.; **Feiyi Gao**, AGSM-Australian School of Business; **David A. Waldman**, Arizona State U.; **Melissa Graebner**, U. of Texas, Austin

**1510 SHCS: (OB, MOC) A Decade of Regulatory Focus Theory in Organizational Research: New Findings and Future Directions**

9:45am - 11:15am Boston Park Plaza: White Hill Room

Tweet this session: **#AOM2012 1510**

Chairs: **Jill Waymire Paine**, Instituto de Empresa Business School; **Mathis Schulte**, HEC Paris

Discussant: **Joel Brockner**, Columbia U.

Leader-Follower Regulatory Fit: Self-Regulation Congruency, LMX, and Organizational Commitment | **Ronit Kark**, Bar Ilan U.; **Dina Van Dijk**, Ben Gurion U. of the Negev; **Einat Esformes**, Amdocs

Regulatory Focus and Social Support Seeking: How Do People Mobilize Social Network Resources? | **Xi Zou**, London Business School

The Effects of Regulatory Focus on the Formation of Intra-Organizational Friendship Networks | **Mathis Schulte**, HEC Paris; **Jill Waymire Paine**, Instituto de Empresa Business School

How Regulatory Focus Influences Individuals' Risk Taking Behavior Following Near Miss Events | **Matthias Seifert**, Instituto de Empresa Business School; **Jill Waymire Paine**, Instituto de Empresa Business School

Regulatory Focus, Discrepancies, And Alliance Evolution | **Rajesh Kumar**, Nottingham U.; **Tory Higgins**, Columbia U.

**1511 JS: (Paper Session) - (OCIS) Online Communities**

9:45am - 11:15am Sheraton Boston Hotel: Fairfax A

Tweet this session: **#AOM2012 1511**

Chair: **Binod Sundararajan**, Dalhousie U.

Collaboration and the Quality of User Generated Ideas in Online Innovation Communities | **Hua Ye**, National U. of Singapore; **Atreyi Kankanhalli**, National U. of Singapore; **Michael Huber**, Technische U. München; **Ulrich Bretschneider**, U. of Kassel; **Ivo Blohm**, Technical U. München; **Supama Goswami**, Technical U. München; **Jan Marco Leimeister**, U. of Kassel; **Helmut Krcmar**, Technical U. München

The On-going Effect of Structural Holes: Exploring Cognitive and Affective Process | **Kihyun Lee**, Korean Naval Leadership Center; **Inyong Shin**, Yonsei U.; **Hongseok Oh**, Yonsei U.

You Take the High Road, I Take the Low Road: Unfolding Parallel Discourse in Epistemic Communities | **Julie E. Ferguson**, VU U. Amsterdam; **Marleen Huysman**, VU U. Amsterdam; **Maura Soekijad**, VU U. Amsterdam



**1512** 📄: (DRP Session) - (OCIS) **Organizational Adoption and Use of Information Technology**

9:45am - 11:15am Sheraton Boston Hotel: Hampton A

Tweet this session: #AOM2012 1512

Facilitator: **Rajiv Kishore**, State U. of New York, Buffalo

📄 SaaS Adoption: Critical Factors for CRM Applications | **Cecilia Rossignoli**, U. of Verona; **Lapo Mola**, U. of Verona; **Antonella Ferrari**, U. of Verona; **Alessandro Zardini**, U. of Verona

📄 Shifting Fortunes: Human Agency Shaping Strategic Value from the Human Resource Information System | **Kristine Dery**, U. of Sydney

📄 Strategic IT Alignment: An Evaluation and Process-Oriented Reconceptualization of the Construct | **Magno Queiroz**, U. of Wollongong; **Tim Coltman**, U. of Wollongong; **Rajeev Sharma**, U. of Wollongong; **Paul Tallon**, Loyola U. Maryland; **Peter Reynolds**, Massachusetts Institute of Technology

➔ 📄 Emergence and Development of Inter-Organizational Relationships in the Macedonian Wine Supply Chain | **Kristijan Mirkovski**, City U. of Hong Kong; **Robert M. Davison**, City U. of Hong Kong

**1513** 📄: (Paper Session) - (OCIS) **Knowledge Management**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 1513

Chair: **Maria Christina Binz-Scharf**, City U. of New York, City College

A Multilevel Process Model of Knowledge Transfer—Enablers and Barriers | **Isaac Vaghefi**, Desautels Faculty of Management; **Liette Lapointe**, Desautels Faculty of Management; **Isabelle Vedel**, Faculty of Medicine, Mc Gill U.

📄 Managing Obsolete Knowledge: Towards a Clarified and Contextualized Conception of Unlearning | **Mohammad Hosein Rezazade Mehrizi**, ESADE-Ramon Llull U.; **Juan Rodon**, ESADE; **Milad Zafarnejad**, Amirkabir U.

Drilling Wells and Killing Wells through Knowledge Networks. | **Gianna Giudicati**, U. of Trento; **Massimo Riccaboni**, IMT Lucca

**1514** 📄: (ODC) **It's About Time: New Developments in Organizational Temporality Research**

9:45am - 11:15am Sheraton Boston Hotel: Gardner B

Tweet this session: #AOM2012 1514

Chairs: **Gentzy Franz**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

Discussant: **Barbara S. Lawrence**, U. of California, Los Angeles  
Fit Narratives: A Qualitative Exploration | **Karen Jansen**, U. of Virginia; **Abbie J. Shipp**, Texas Christian U.

The Anticipatory Psychology of Strategic Change: Evidence from a Recent IPO | **Scott Sonenshein**, Rice U.; **Ryan Quinn**, U. of Virginia

Beyond Job Engagement: Examining the Interplay of Organizational Identification and Fit Construal | **Morela Hernandez**, U. of Washington; **Cristiano Levi Oseliero Guarana**, U. of Washington

Talkin' Bout My Generation: A Qualitative Study of Generations at Work | **Gentzy Franz**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Tiffany Dawn Johnson**, U. of Illinois, Urbana-Champaign; **Teresa Cardador**, U. of Illinois

**1515** 📄: (Paper Session) - (ODC) **Leadership and Coaching During Change**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: #AOM2012 1515

Chair: **Malcolm John Higgs**, Southampton U.

📄 Leadership in a Complex Adaptive System: Insights from Positive Deviance | **Curt Lindberg**, Complexity Partners; **Marguerite Schneider**, NJIT

**Winner of ODC Division Best Paper Award**

📄 Managerial Learning and Coaching Through Organizational Change | **Colette Vogel-Boeker**, Lecturer Seattle U.

📄 Synthesizing Research to Develop Leadership for Managing Knowledge Organizations | **A. D. Amar**, Seton Hall U.; **Vlatka Hlupic**, U. of Westminster

**1516** 📄: (Paper Session) - (OM) **Supply Chain Structure and Performance**

9:45am - 11:15am Westin Copley Place: North Star

Tweet this session: #AOM2012 1516

Chair: **Candido Perez**, IESA-Tulane U.

📄 Performance Measurement Systems for the Purchasing Function: A Multiple Case Study | **Carsten Reuter**, Fraunhofer SCS

The Role of Network Structure in Manufacturing Joint-Venture Formations | **Steven Carnovale**, Rutgers U.; **Sengun Yenyurt**, Rutgers U.

📄 Supply Chain Responsiveness to Product Recalls | **Antony J Potter**, Manchester Business School; **Benn Lawson**, U. of Cambridge

📄 Value Creation In Supplier Development: A Complementarity Approach | **Paul D. Cousins**, U. of Manchester; **Kenneth J Petersen**, U. of Tennessee, Knoxville; **Benn Lawson**, U. of Cambridge; **Robert Handfield**, North Carolina State U.

Presenters: **Kenneth J Petersen**, U. of Tennessee, Knoxville; **Carsten Reuter**, Fraunhofer SCS; **Steven Carnovale**, Rutgers U.; **Benn Lawson**, U. of Cambridge

**1517** : (Paper Session) - (OMT) **Field Emergence and Evolution**

9:45am - 11:15am Sheraton Boston Hotel: Beacon E

Tweet this session: #AOM2012 1517

Chair: **Tim Hargrave**, U. of Washington, Bothell

➔ 📄 Co-evolution of Institutional Multiplicity and Field Structure | **Pooya Tavakoly**, U. of Lugano / U. of Alberta; **Nikolaus Beck**, U. of Lugano

📄 Local Context Influence on Micro-institutionalization Dynamics: The case of Quebec daycare centers | **Marcos Pereira Fernandes de Barros**, HEC Montreal

Institutional Detritus and the Emergence of the Aesthete Brewery Form in the Netherlands | **Jochem Kroezen**, Erasmus U. Rotterdam; **Pursej Heugens**, RSM Erasmus U.

The Changing Motivations of ISO 9000 Adoption among Korean Firms | **Hokyu Hwang**, U. of New South Wales; **Yong Suk Jang**, Yonsei U.; **Kitae Park**, U. of Hawaii

**1518** : (Paper Session) - (OMT) **Network Formation and Dissolution**

9:45am - 11:15am Sheraton Boston Hotel: Beacon F

Tweet this session: #AOM2012 1518

Chair: **Jonathon E. Mote**, Southern Illinois U.

→ 📄 Time will Tell: Time-dependence in the formation and maintenance of network ties | **Eric Quintane**, U. of Lugano; **Francesca Pallotti**, U. of Lugano; **Alessandro Lomi**, U. of Lugano; **Daniele Mascia**, Catholic U. Rome

📄 How do I Know What I Need Before I See What You do? Initiating interorganizational collaboration | **Fleur Deken**, Delft U. of Technology; **Hans Berends**, Eindhoven U. of Technology; **Kristina Lauche**, Radboud U. Nijmegen; **Gerda Gemser**, Delft U. of Technology

📄 📄 When Does the Glue of Social Ties Dissolve? | **Pavel Ivanov Zhelyazkov**, Harvard Business School

📄 📄 Friends and Foes: The dynamics of dual social structures | **Maxim Sytch**, U. of Michigan; **Adam Tatarynowicz**, Tilburg U.

### 1519 : (Paper Session) - (OMT) Institutional Emergence

9:45am - 11:15am Sheraton Boston Hotel: Fairfax B

Tweet this session: #AOM2012 1519

Chair: **Samantha Fairclough**, U. of Mississippi

→ 📄 Emergence of an Organizational Field: Divergent and convergent mechanisms in distributed agency | **Devi Vijay**, Indian Institute of Management, Bangalore; **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **Saras D Sarasvathy**, U. of Virginia

→ 📄 Saving Lives vs. King's New Clothes? Comparing the emergence of functional foods and nanotechnology | **Nina Granqvist**, Aalto U.; **Tiina Ritvala**, Aalto U.

→ 📄 📄 Institutional Entrepreneurship in the Creation of a New Market | **Chuan-Kai Lee**, National Tsing Hua U.; **Shih-Chang Hung**, National Tsing Hua U.

📄 Interstitial Spaces: An issue-based model of institutional genesis between organizational fields | **Santi Furnari**, City U.

### 1520 : (Paper Session) - (OMT) Identity Construction and Constraint

9:45am - 11:15am Sheraton Boston Hotel: Gardner A

Tweet this session: #AOM2012 1520

Chair: **Yuval Millo**, London School of Economics

📄 What's in a Name? The demography of product names and firm product innovation in the ODD industry | **Olga Khessina**, Cornell U.

Once a Microbrew Always a Microbrew? Identity constraints in the specialty brewing industry | **J. Cameron Verhaal**, U. of Utah

📄 Losing the Faith: Organizational identification and wrongdoing in the Catholic church | **Bryan Kaiser Stroube**, U. of Maryland, College Park; **Anastasiya A. Zavyalova**, U. of Maryland, College Park

📄 Who Are We and How Do We Get There? An integrative framework on organizational identity construction | **Bing Ran**, Pennsylvania State U., Harrisburg; **Timothy John Golden**, Pennsylvania State U., Harrisburg

### 1521 : (Paper Session) - (OMT) The Dynamics of Diffusion

9:45am - 11:15am Sheraton Boston Hotel: Independence East

Tweet this session: #AOM2012 1521

Chair: **Donald A Palmer**, U. of California, Davis

📄 → 📄 Contested Institutional Change: External goals versus internal performance feedback | **Tim Rowley**, U. of Toronto; **Andrew V. Shipilov**, INSEAD; **Henrich R. Greve**, INSEAD

📄 📄 Co-evolution in Management Fashion: Computational models of consultant-driven innovation | **David Strang**, Cornell U.; **Robert J David**, McGill U.; **Saeed Akhlaghpour**, McGill U.

📄 📄 Window-dressers and Closet Conformists: Organizational decoupling revisited | **Kaisa E. Snellman**, Harvard U.

**Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award**

📄 Structure of Behavior: Understanding diffusion processes in the individual level | **Sang-Joon Kim**, U. of California, Irvine

### 1522 : (Paper Session) - (OMT) Categories and Classification

9:45am - 11:15am Sheraton Boston Hotel: Independence West

Tweet this session: #AOM2012 1522

Chair: **Yuri Mishina**, Imperial College London

📄 Value and Categories in Socially Constructed Authenticity: Empirical tests from restaurant reviews | **Balazs Kovacs**, U. of Lugano; **Glenn R Carroll**, Stanford U.; **David Lehman**, National U. of Singapore

📄 The Classification of Organizational Forms: Theory and application to the field of higher education | **Martin Ruef**, Princeton U.; **Manish Nag**, Princeton U.

📄 → 📄 Organizational Response to Public Attacks of Rivals: A categorization perspective | **Rodolphe Durand**, HEC Paris; **Jean-Philippe Vergne**, Ivey School of Business

📄 The Fallacy of Focus: Variance in bonus compensation in starting offers for MBAs | **Jennifer M. Merluzzi**, Tulane U.; **Damon J Phillips**, Columbia Business School

### 1523 : (Paper Session) - (OMT) Institutions, Diffusion and Firm Adoption Behavior

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 1523

Chair: **Emily S. Block**, U. of Notre Dame

📄 Waiting and Seeing: Learning and customization as drivers of late-stage firm adoption behavior | **David Chandler**, U. of Colorado, Denver

→ 📄 📄 📄 Does Spillover Effect Apply for All? Foreign auditors' presence & auditing practice in host country | **Pengji Wang**, James Cook U.; **Lin Yuan**, U. of Macau

→ 📄 Adoption of Trending Fashionable Techniques: The case of an emerging economy | **Mehmet Ercek**, Istanbul Technical U.

Jumping In, but Easing Out | **Peter Younkin**, McGill U.

### 1524 : (Paper Session) - (OMT) Executive Compensation and Organizational Behavior

9:45am - 11:15am Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 1524

Chair: **Teppo Felin**, Brigham Young U.

📄 Firm Performance Context, in-the-money CEO Stock Options, and Corporate Acquisitions | **Elizabeth Lim**, The U. of Texas at Dallas

📄 The Effects of the Top Management Team's Pay Dispersion and Member Diversity on Performance Feedback | **Sunghee Park**, Yonsei U.

The Limits of Institutional Change: Executive compensation in the economy of permanent crisis | **Edward Carberry**, Erasmus U. Rotterdam

Executive Compensation, Fat Cats and Best Athletes | **Jerry W. Kim**, Columbia U.; **Bruce Kogut**, Columbia Business School; **Jae-Suk Yang**, Columbia U.

**1525** : (Paper Session) - (OMT) **Knowledge and Learning**

9:45am - 11:15am Boston Hynes Convention Center: Room 307

Tweet this session: **#AOM2012 1525**

Chair: **Sanjay Jain**, Santa Clara U.

📖 Emotional Ambivalence and Organizational Learning | **John Sillince**, Newcastle U.; **Helen Shipton**, Aston U.

📖 Deriving Three Knowledge “Forms” from the Knowledge Based Theory of the Firm | **Cliff Bowman**, Cranfield U.; **Nardine Collier**, Cranfield U.

**1526** : (Paper Session) - (ONE) **Feedback, Framing and Engagement: Working for The Environment**

9:45am - 11:15am Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 1526**

Chair: **Carolyn P. Egri**, Simon Fraser U.

🗣️ The Impact of Feedback Activators on Environmentally Significantly Behaviors: A Review | **Johnny Kok-Keong Tay**, Queen's U. Canada

📖 Frames that Fit: The Role of Sociopolitics in the Adoption of Organizational Practices | **Ken Chung**, California State U. East Bay; **Yun Su**, Rutgers U.

➔ 📖 Working for the Environment and Intention to Stay: Role of Involvement and Participation | **Suzanne Benn**, U. of Technology, Sydney; **Stephen T.T. Teo**, Auckland U. of Technology; **Andrew Martin**, U. of Sydney; **Alicia Eggington**, U. of Technology, Sydney

**1527** 📖: (ONE) **Sustainability and Clustering**

9:45am - 11:15am Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 1527**

Chair: **Dror Etzion**, McGill U.

Discussant: **Wesley Sine**, Cornell U.

Institutional Logics and Regional Cluster Emergence:

Evidence from the Wind and Solar Industries | **Suzanne Gladys Tilleman**, U. of Montana; **Michael V. Russo**, U. of Oregon

Cluster Emergence | **Adam Fremeth**, Ivey School of Business; **Alfred Allen Marcus**, U. of Minnesota

Industry Clusters and Environmental Strategy | **Kevin David McMahon**, McGill U.; **Dror Etzion**, McGill U.

**1528** 📖: (Paper Session) - (PNP) **Organizational Strategy**

9:45am - 11:15am Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 1528**

Chair: **John M. Bryson**, U. of Minnesota

📖 Strategic Agility in Public Management | **Timo Hämäläinen**, Sitra; **Mikko Kosonen**, Sitra; **Yves Doz**, INSEAD

📖 The concept of non economic value in social entrepreneurship ventures | **Giovany Cajaiba-Santana**, EM Lyon

🗣️ Enriching Public Sector with Strategic Management | **Anil C Patel**, U. of Georgia; **Mahesh P Joshi**, George Mason U.

**1529** 📖: (Paper Session) - (PNP) **Human Resource Management - Panel One**

9:45am - 11:15am Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 1529**

Chair: **Karin Kreutzer**, European Business School, Wiesbaden

Job Characteristics and Turnover Intent among Nonprofit Employees: Mediating and Moderating Effects | **Jose Proenca**, Widener U.

📖 One Strike and You're Out? Employee Reactions to Organizational Wrongdoing and CSI | **Janet P Near**, Indiana U.; **Marcia P Miceli**, Georgetown U.; **A.J. Brown**, Griffith U.

➔ 📖 Linking HR to Work Intensification and Exhaustion in the Public Sector: A Moderated-Mediation Model | **Edel Conway**, Dublin City U.; **Na Fu**, Dublin City U.; **Kathy Monks**, Dublin City U.; **Katie Truss**, U. of Kent

**1530** 📖: (Paper Session) - (RM) **Addressing Problems With Your Data**

9:45am - 11:15am Westin Copley Place: Empire

Tweet this session: **#AOM2012 1530**

Chair: **Huiwen Lian**, Hong Kong U. of Science and Technology

Discussant: **Sabina Nielsen**, Copenhagen Business School

📖 Tales Left Tails Tell: A Natural Experiment Involving the Truncation of Nonignorable Missing Data | **Richard Hunt**, U. of Colorado, Boulder; **D. Lerner**, U. of Colorado **Sage Publications/RM Division Best Student Paper Winner**

🗣️ A Mixture Modeling Approach to Evaluating Indices of Careless Responses in Survey Data | **Adam W. Meade**, North Carolina State U.; **S Bartholomew Craig**, North Carolina State U.

📖 Cross-Level Common Method Variance and the Estimation of Cross-Level Parameters | **Joseph Nicholas Luchman**, Fors Marsh Group; **Jose M. Cortina**, George Mason U.

**1531** 📖: (Paper Session) - (SAP) **Sociomateriality of Strategic Management**

9:45am - 11:15am Boston Hynes Convention Center: Room 308

Tweet this session: **#AOM2012 1531**

Chair: **Wanda J. Orlikowski**, Massachusetts Institute of Technology

➔ 📖 Keeping it real: Bringing sociomateriality into strategy-as-practice | **A. Paul Spee**, Sydney U.; **Paula Jarzabkowski**, Aston U.; **Michael Smets**, Aston Business School

📖 Strategy as a Practice of Thousands: The Case of Wikimedia | **Leonhard Dobusch**, Free U. Berlin; **Gordon Mueller-Seitz**, Freie U. Berlin

📖 The Practice of Strategic Planning: A Sociomaterial Approach | **Robert Demir**, Stockholm U.

**1532** 📖: (Paper Session) - (SIM) **Spotlight on the Media: Status, Trust and Stakeholders**

9:45am - 11:15am Marriott Boston Copley Place: Boylston

Tweet this session: **#AOM2012 1532**

Chair: **Jonathan Nicholas Bundy**, U. of Georgia

🗣️ What Influences Stakeholder Attitudes? Media Accounts and Stakeholder Trust in Business | **Jared D. Harris**, U. of Virginia; **Adrian Keevil**, U. of Virginia; **Andrew C Wicks**, U. of Virginia

➔ 📖 The Media Stakeholder Effect on Corporate Social Behavior | **Pei Tao**, U. of Bath; **Stephen Brammer**, U. of Warwick

📖 Patterns of Enforcement: Examining the Interplay between Firms, Media and Regulators | **David Eduardo Cavazos**, U. of New Mexico; **Marvin Washington**, U. of Alberta; **Karen D. W. Patterson**, U. of New Mexico

**1533** → 🗣️📄: (DRP Session) - (SIM) **Salience, Trust, Power & Dependency among Stakeholders**

9:45am - 11:15am Marriott Boston Copley Place: Hyannis

Tweet this session: **#AOM2012 1533**

Facilitator: **Michael E Johnson-Cramer**, Bucknell U.

📄 A Comprehensive Framework of Stakeholder Salience |

**David Weitzner**, York U.; **Yuval Deutsch**, York U.

📄 Free-Floating Salience: Governments as Salience Investors | **Jonathan D. Raelin**, U. of Bath; **Jonathan P Doh**, Villanova U.

📄 Power/dependency & trust in buyer-supplier relationships: Embedding socially responsible processes | **Stefan Hoejmose**, U. of Bath; **Johanne Grosvold**, U. of Bath; **Andrew I. Millington**, U. of Bath

📄 A Political Stakeholder Theory Model of Firms' Response Strategies to Marginalized Stakeholders | **Rashedur Rob Chowdhury**, U. of Cambridge

🗣️📄 The Informal Component of the Russian Labour Market Model and its Influence on Employment | **Rostislav Kapeliushnikov**, Institute of World Economy; **Olga Kuznetsova**, Manchester Metropolitan U.

→ 📄 Leader Personality Characteristics and Upward Trust: A Study of Employee-Supervisor Dyads in China | **Han Ping**, Xi'an Jiaotong U.; **Bahaudin G. Mujtaba**, Nova Southeastern U.; **David A. Whetten**, Brigham Young U.; **Yan Wei**, Xi'an Jiaotong U.

**1534** → 🗣️📄: (DRP Session) - (SIM) **Corporate Reputation, Stakeholder Engagement and the Media**

9:45am - 11:15am Marriott Boston Copley Place: Salon K

Tweet this session: **#AOM2012 1534**

Facilitator: **Jegoo Lee**, U. of South Florida

→ A tale of two cities | **Adrian Zicari**, ESSEC Business School

📄 The Reputation Effects of Stakeholder Orientation and the Moderating Role of Market Risk | **Clodia Vurro**, Bocconi U.; **Angeloantonio Russo**, LUM U.; **Francesco Perrini**, Bocconi U.

📄 From Doing Good to Looking Good: A Longitudinal Study of Corporate Social Actions and Reputation | **Carol-Ann Tetrault Sirsly**, Carleton U.; **Elena Lvina**, Saint Joseph's U.

🗣️📄 Pulling Rank: Measuring the Influence of Reputation Rankings on Stakeholder Perceptions | **Michael L. Barnett**, Oxford U.; **Sunyoung Lee**, Oxford U.

→ 📄 Why Stakeholder Engagement will not be Tweeted: Logic and the Conditions of Authority Corset | **Itziar Castello**, Copenhagen Business School; **Michael Etter**, CBS; **Mette Morsing**, Copenhagen Business School

📄 Volunteerism as a Corporate Citizenship Initiative: Fostering People and Management-related Skills | **Amy Mickel**, California State U. Sacramento; **Laura Riolli**, California State U. Sacramento

**1535** → 🗣️📄: (Paper Session) - (SIM) **Cultural Cognition, Organizational Culture and Moral Intensity**

9:45am - 11:15am Marriott Boston Copley Place: Vineyard

Tweet this session: **#AOM2012 1535**

Chair: **Smita Kishor Trivedi**, George Washington U.

🗣️→ 🗣️📄 Japan's Supreme Court Discourse and Lifetime Employment: Cultural Cognition and U.S. Labor Relations | **Charles Thomas Tackney**, Copenhagen Business School; **Toyoko Sato**, Copenhagen Business School

🗣️📄 The early stages of workplace bullying and how it becomes prolonged: The role of culture | **Al-Karim Samnani**, York U.

📄 Third Party Reactions to Supervisor Abuse: The Roles of Perceived Responsibility and Moral Intensity | **Lemuel S. Toledano**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Patrick Raymond M. Garcia**, The Australian National U.; **Suzanne Chan-Serafin**, U. of New South Wales

**1536** → 🗣️📄: (Paper Session) - (SIM) **Responsibility, Leadership and SMEs in China**

9:45am - 11:15am Marriott Boston Copley Place: Yarmouth

Tweet this session: **#AOM2012 1536**

Chair: **Jeremy Moon**, U. of Nottingham / ICCSR

📄 Entrepreneurial Orientation, Stakeholder-Firm Power Difference, and SMEs Product Safety in China | **Jintong Tang**, Saint Louis U.; **Zhi Tang**, Rochester Institute of Technology

→ 📄 CEO Attention, Governance Structure, and Corporate Social Performance: Evidence from China | **Shouming Chen**, Tongji U., Shanghai; **Ru Li**, Tongji U.; **Xiaoping Zhao**, Virginia Tech

**1537** : (Paper Session) - (TIM) **Academic Entrepreneurship and University - Industry Ecosystem**

9:45am - 11:15am Boston Hynes Convention Center: Room 104

Tweet this session: **#AOM2012 1537**

Chair: **Rangapriya Kannan-Narasimhan**, U. of San Diego

📄 Stage Based Theoretical Perspectives of Academic Entrepreneurship | **Sharon Alicia Simmons**, Syracuse U.

📄 University Technology Transfer through Student and Faculty Entrepreneurship | **Wai Fong Boh**, Nanyang Technological U.; **Uzi De Haan**, Technion Israel Institute of Technology; **Robert J. Strom**, Kauffman Foundation

📄 The Impact of Facilitators Support on Navigating Critical Junctures in High-tech Academic Spin-offs | **Hanieh Khodaei**, Wageningen U.; **Victor Scholten**, Delft U. of Technology; **Emiel F.M. Wubben**, Wageningen U.; **Onno Omta**, Wageningen U.

📄 How Universities Create Local Economic Development: The PC Software Industry | **Thomas J Cottrell**, Haskayne School of Business; **Thomas Astebro**, HEC

**1538** : (Paper Session) - (TIM) **Competitive and Cooperative Dynamics**

9:45am - 11:15am Boston Hynes Convention Center: Room 107

Tweet this session: **#AOM2012 1538**

Chair: **Uriel Stettner**, Tel Aviv U.

🗣️📄 Can Coopetition Improve Innovation? Insights on Different Innovation Forms and Contingencies. | **Ricarda B. Bouncken**, U. of Bayreuth; **Konrad Schulze**, U. of Bayreuth; **Martin Ratzmann**, U. of Bayreuth

📄 Conceptualizing Coopetition Strategy As Management Innovation | **Roger L. Dunbar**, New York U.; **Anna Mina**, U. of Catania

📄 All Eggs in One Basket: A Competition-based View of Uncertainty and Technological Specialization | **PuayKhoon Toh**, U. of Minnesota; **Taekyu Kim**, U. of Minnesota, Twin Cities

Always one Step Ahead? The Impact of Competitive Strategy on the Copying of Intellectual Property | **Theresa Helena Veer**, Technische U. Berlin; **Knut Blind**, Technische U. Berlin

**1539 : (Paper Session) - (TIM) Service and Innovation**

9:45am - 11:15am Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1539

Chair: **Ting-Kuei Kuo**, National Taiwan U. of Science and Technology

Quality of E-Services and Brand Equity on E-Banking | **Hsin Hsin Chang**, National Cheng Kung U.; **Ta Wei Kao**, State U. of New York, Buffalo; **Jing Ting Chiou**, National Cheng Kung U., Taiwan

Innovation and Performance in KIBS: The Moderating Role of Standard and Modular Services | **Anna Cabigiosu**, Cà Foscari U.; **Diego Campagnolo**, U. of Padova

Service Innovation: Past, Present, and Future Research | **Stephanie Michelle Smith**, U. of Mannheim

Management Innovation and Firm Performance in Service Innovation Management | **Matthijs Janssen**, U. of Amsterdam; **Alexander S. Alexiev**, VU U. Amsterdam; **Pim Den Hertog**, U. of Amsterdam; **Carolina Castaldi**, Eindhoven U. of Technology

**1540 : (Paper Session) - (TIM) New Product Development Processes**

9:45am - 11:15am Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 1540

Chair: **Sebastian Fixson**, Babson College

Deep Sea vs. Inshore Fishing – Impact of Market Information Internationalization on NPD Performance | **Anna Dubiel**, WHU - Otto Beisheim School of Management; **Christoph Grimpe**, Copenhagen Business School

Complexity, Design and Capability Development in Distributed Work: The Case of Clinical Trials | **Metin Onal Vural**, IE Business School

Building Organisational Trust with New Technology Partners in NPD Projects | **Raluca Bunduchi**, U. of Aberdeen; **Sanda Berar**, U. of Aberdeen

Decision-Maker Morale, Resource Allocation and Commitment in the New Product Launch Phase | **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Jörg Henseler**, Radboud U. Nijmegen; **Janjaap Semeijn**, Open U.

**1541 : (Paper Session) - (TIM) Open Innovation and Users**

9:45am - 11:15am Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 1541

Chair: **Michelle Gittelman**, Rutgers U.

Open Innovation - A Gold Mine or Fool's Gold for Young Firms? | **Nelli Theyel**, U. of Cambridge; **Andy Cosh**, U. of Cambridge

**TIM Best Paper Proceedings**

Open Innovation Sourcing in Small and Medium-sized Enterprises (SMEs): Choice or Curse? | **Sabine Brunswicker**, Fraunhofer Institute for Industrial Engineering

Does Organizational Readiness Matter? Analyzing CRM Implementation and Success in Small Companies | **Aurora Garrido-Moreno**, Malaga U.; **Antonio Padilla-Meléndez**, U. of Málaga; **Ana Rosa del Águila-Obra**, Malaga U.

Employees as User Innovators: An Empirical Investigation of an Idea Management System | **Leid Zejnilovic**, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; **Pedro Oliveira**, Catholic U. of Portugal - FCEE; **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon

**1542 : (Paper Session) - (TIM) International Policy and Innovation: Macro and Micro Issues**

9:45am - 11:15am Boston Hynes Convention Center: Room 310

Tweet this session: #AOM2012 1542

Chair: **Sheryl Winston Smith**, Temple U.

Trade Vertical Specialization, International Technology Trade and Technological Upgrading | **Szu-Wei Yen**, WuFeng U.; **Kuo-An Tseng**, Lunghwa U. of Science and Technology

Cross-border Acquisitions of Science-based Firms: Their Effect on Innovation in the Acquired Firm | **Marcela Miozzo**, U. of Manchester; **Lori DiVito**, U. of Manchester; **Panos Desyllas**, U. of Manchester

Government and Grassroots Innovation | **Anup Karath Nair**, U. of Strathclyde; **David John Mackay**, U. of Strathclyde

Flight of the Innovative Class: Mobility, Retention and Productivity of Life Scientists in the U.S. | **Kenneth G Huang**, Singapore Management U.; **Gokhan Ertug**, Singapore Management U.

**Tuesday 10:10AM**

**1543 : (OB) Making Connections Coffee**

10:10am - 11:10am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1543

**Tuesday 11:30AM**

**1544 : (DRP Session) - (BPS) Cooperative/Relational Strategies**

11:30am - 1:00pm Boston Hynes Convention Center: Room 101

Tweet this session: #AOM2012 1544

Facilitator: **Vikas A. Aggarwal**, INSEAD

The Moderating Effect of Relevant Alliance Experience on Diversity and Firm Performance | **Donghun Lee**, Seattle Pacific U.; **Min-Young Kim**, U. of Illinois, Urbana-Champaign

Large Alliance Partners And Path-Dependent Capability Portfolios | **Ramin Vandaie**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

Alliances and Firm Growth: A Capability Portfolio Perspective | **Ramin Vandaie**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

Mitigating transaction hazards-An analysis of alliance governance form and contract design decisions | **Massimo Gaetano Colombo**, Politecnico di Milano; **Evila Piva**, Politecnico di Milano; **Stephanie Christine Schleimer**, U. of Queensland

Relational Governance in Interfirm Relationships and the Moderating Role of IT: A Metaanalytic Study | **Rajiv Kishore**, State U. of New York, Buffalo; **Ozgen Ozbey**, State U. of New York, Buffalo; **Anand Simha**, State U. of New York, Buffalo

TUESDAY

**1545** 📄: (Paper Session) - (BPS) **Strategy process: building capabilities**

11:30am - 1:00pm Boston Hynes Convention Center: Room 102

Tweet this session: **#AOM2012 1545**

Chair: **Olga Petricevic**, Georgia State U.

📄 The relational deployment and development of dynamic capabilities | **Alessandro Giudici**, Cranfield U.; **Patrick Reinmoeller**, Cranfield U.

Strategic Ambidexterity | **William Carter**, U. of North Texas

📄 How Employee Behaviors Contribute to Firms' Absorptive Capacities | **J. Bruce Gilstrap**, U. of Southern Mississippi; **Timothy A Hart**, Oklahoma State U.

🎧 Harmonizing Habits and Self-Determination: When Personalism Meets Dynamic Capabilities | **Carlo Salvato**, Bocconi U.; **Roberto Vassolo**, Austral U.

**1546** 📄: (DRP Session) - (BPS) **Competitive Heterogeneity and Resources**

11:30am - 1:00pm Boston Hynes Convention Center: Room 109

Tweet this session: **#AOM2012 1546**

Facilitator: **David R. King**, Marquette U.

🎧 Asset-seeking acquisitions: performance consequences for service sector EMNCs | **Sathyajit Gubbi**, U. of Groningen; **Padma Rao Sahib**, U. of Groningen

📄 Disentangling the third capability: Asset reconfiguration and stakeholder learning in Pharma | **Fotini Pachidou**, ETH Zurich; **Stefan Haefliger**, ETH Zurich; **Georg von Krogh**, ETH Zurich

📄 Effectiveness of cooperative and competitive behavior: Technological & market position as moderator | **Bou-Wen Lin**, National Tsing Hua U.; **Wan-Ting Su**, National Tsing Hua U.

📄 How Do I Use All These Resources? Examining Countercyclical Resource Management | **Juhana Peltonen**, Aalto U.

Corporate Governance and Value Addition Efficiency of Corporate Resources in Southeast Asia | **Syed Abdulla Al Mamun**, Asian Institute of Technology; **Dr. Yuosre Badir**, Asian Institute of Technology

**1547** 📄: (Paper Session) - (BPS) **Sources of Renewal and Organizational Change**

11:30am - 1:00pm Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 1547**

Chair: **Michael Winfield**, Pennsylvania State U.

📄 An examination of the performance of firms undertaking discontinuous strategic renewal | **Sandip Basu**, California State U. East Bay; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne

📄 Do Young Outsiders Transform the Firm? Reassessment of how Tenure and Age Affect Strategic Change | **Max von der Planitz**, WHU - Otto Beisheim School of Management; **Utz Schäffer**, WHU - Otto Beisheim School of Management; **Marko Reimer**, WHU - Otto Beisheim School of Management

📄 Renewal through rookies: The growth effects of top management recruits from different levels | **Charles Williams**, Bocconi U.; **Pao-Lien Chen**, National Tsing Hua U.

🎧 Attention to search and adaptive change: how TMT experiences affect strategic renewal | **Mariano L.M. Heyden**, Erasmus U. Rotterdam; **Jatinder Singh Sidhu**, Erasmus U.

Rotterdam; **Frans A.J. Van den Bosch**, Erasmus U. Rotterdam; **Henk W. Volberda**, Erasmus U. Rotterdam

**1548** 📄: (DRP Session) - (BPS) **M&A Process and Organizational Learning**

11:30am - 1:00pm Boston Hynes Convention Center: Room 202

Tweet this session: **#AOM2012 1548**

Facilitator: **Ulrike Schaede**, U. of California, San Diego

➔ 📄 Going After the Big Fish – When Do Firms Escalate From Small to Large Acquisitions? | **Yuval Deutsch**, York U.; **Thomas Keil**, Aalto U.; **Tomi M. M. Laamanen**, U. of St. Gallen; **Markku V. J. Maula**, Aalto U.

📄 How do Firms Learn to Complete Acquisition Deals? | **Trang Thu Doan**, U. of Antwerp; **Padma Rao Sahib**, U. of Groningen; **Arjen Van Witteloostuijn**, U. of Antwerp

Why M&A advice rarely pays off: Ineffective advisors or experience incompatibility? | **Carmen Weigelt**, Tulane U.; **Alexander Sleptsov**, U. of Illinois, Urbana-Champaign

🎧 Toward a social disorganization theory of firms in sustainability research | **Liang Wang**, U. of Western Ontario; **Subrata Chakrabarty**, U. of Nebraska, Lincoln

Partnership or Integration? Organizational Status, Integration Mode, and Acquisition Performance | **Jungeun Lee**, Korea U. Business School; **Eonsoo Kim**, Korea U. Business School; **Young-Kyu Kim**, Korea U. Business School

**1549** 📄: (Paper Session) - (BPS) **TMT: Composition, Compensation, Turnover and Competitive behavior**

11:30am - 1:00pm Boston Hynes Convention Center: Room 204

Tweet this session: **#AOM2012 1549**

Chair: **Maria Goranova**, U. of Wisconsin, Milwaukee

📄 TMT dispositional composition and firm performance: the mediating role of competitive actions | **Sucheta Nadkarni**, Drexel U.; **Jianhong Chen**, Drexel U.

📄 The Structural Origins of Interdependence in TMTs: When Does Executive Group Composition Matter? | **Donald C. Hambrick**, Pennsylvania State U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Abhinav Gupta**, Pennsylvania State U.

📄 Executive Cognition and Firm Innovation Activities: The Moderating Role of Corporate Governance | **Shouming Chen**, Tongji U., Shanghai; **Miao Bu**, Tongji U., Shanghai; **Xin Liang**, U. of Minnesota, Duluth; **Sibin Wu**, U. of Texas Pan American

📄 Pay structure implications for turnover in the CEO's top team | **Jason Ridge**, Clemson U.; **Aaron Hill**, U. of Nevada, Reno; **Federico Aime**, Oklahoma State U.; **Oleg V. Petrenko**, Oklahoma State U.

**1550** 📄: (DRP Session) - (BPS) **Corporate Governance and the Behavioral Theory of the Firm**

11:30am - 1:00pm Boston Hynes Convention Center: Room 301

Tweet this session: **#AOM2012 1550**

Facilitator: **A. D. Amar**, Seton Hall U.

In over their head? Executive job demands and their effect on decision making and firm outcomes. | **Nicholas N Bartkoski**, U. of Oklahoma

📄 Time to learn: superstitious learning about others' competence | **Francesco Castellaneta**, Catolica Lisbon School of Business and Economics; **Oliver Gottschalg**, HEC Paris; **Maurizio Zollo**, Bocconi U.

- 📄 How Much Does Owner Type Matter for Firm Performance? Manufacturing Firms in China 1998-2007 | **Gordon Walker**, Southern Methodist U.; **Fan Xia**, GSM, Peking U.
- 📄 Rent Appropriation of Strategic Assets and Firm Performance in Weak Institutions | **Cuili Qian**, City U. of Hong Kong; **Heli Wang**, Hong Kong U. of Science and Technology; **Toni Maria Tong**, City U. of Hong Kong
- 📄 A Theory of Expert Leaders | **Amanda H. Goodall**, Institute for the Study of Labor

**1551** 📄 JS: (BPS, SAP) **Breaking out of strategy vectors: Renewing the capability base of large organizations**

11:30am - 1:00pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1551

Organizer: **Martin Friesl**, Lancaster U.

Discussant: **Robert A Burgelman**, Stanford U.

Breaking out of Strategy Vectors | **Julia Balogun**, Lancaster U.; **Steven W. Floyd**, U. of Massachusetts, Amherst  
Market-Hierarchy Hybrids and Strategy | **Teppo Felin**, Brigham Young U.

The Role of Dynamic Capabilities for Path-Breaking Change | **Margaret Peteraf**, Dartmouth College

**1552** 📄 JS: (BPS, TIM) **The Complicated Life of Technology Transitions**

11:30am - 1:00pm Boston Hynes Convention Center: Room 313

Tweet this session: #AOM2012 1552

Organizers: **Nathan Furr**, Brigham Young U.; **Daniel Snow**, Brigham Young U.

Discussant: **Mary J. Benner**, U. of Minnesota

Innovation Ecosystems and the Pace of Substitution: Re-Examining Technology S-Curves | **Rahul Kapoor**, U. of Pennsylvania

Reversing Course: IBM's Strategic Recovery in the Flat Panel Display Industry | **J.P. Eggers**, New York U.

Managing Technological Transitions: The Importance of Unlearning | **Susan L. Cohen**, U. of North Carolina; **Mary Tripsas**, Harvard U.

Managing Strategic Threats: Technology Discontinuities and Technology's Last Gasp | **Nathan Furr**, Brigham Young U.; **Daniel Snow**, Brigham Young U.

**1553** 🗨️: (Paper Session) - (CAR) **What's the Point? Personal Meaning and Career Experiences**

11:30am - 1:00pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 1553

Chair: **Joy A. Schneer**, Rider U.

Discussant: **Monique Valcour**, EDHEC Business School

→ 📄 British and German School Teachers and their Conceptualization of their Work-Retirement Transition | **Heike Simone Schroder**, U. of St. Gallen; **Michael Muller-Camen**, Wu Wien; **Matt Flynn**, Middlesex U.

📄 The Influence of New Career Attitudes and Organizational Culture on Managerial Career Orientation | **Patrick Hoffmann**, LMU Munich; **Matthias Weiss**, LMU Munich

→ 📄 Personal Needs, Ingratiation, and Promotability: A Moderated Mediation Study | **Hataya Sibunruang**, The Australian National U.; **Alessandra Capezio**, Australian National U.

→ 📄 A Siren Song? A Longitudinal Study of the Role of Calling and Perceived Ability in Career Pursuit | **Shoshana Dobrow**, London School of Economics; **Daniel Heller**, Tel Aviv U.

**1554** → 📄 SHCS: (CAR) **Self-Directed Career Management: International Perspectives**

11:30am - 1:00pm Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1554

Chairs: **Andreas Hirschi**, U. of Lausanne; **Ans De Vos**, U. of Antwerp

Discussant: **Douglas T. Hall**, Boston U.

Motivational Systems and the Emergence of Self-directed Career Management | **Andreas Hirschi**, U. of Lausanne

Proactive Coping and the Brain Waste | **Jelena Zikic**, York U.; **Ute-Christine Klehe**, Justus-Liebig U. Giessen

Antecedents and Outcomes of Proactive Career Behaviors | **Ans De Vos**, U. of Antwerp; **Marijke Verbruggen**, Katholieke U. Leuven

Protean Career Attitude, Political Skills and Transformational Leadership | **Daan Sorgeloos**, Free U. Brussels; **Jesse Segers**, U. of Antwerp/ Antwerp Management School; **Jon P. Briscoe**, Northern Illinois U.

**1555** 📄 CAU: (CAU) **The Role of Geography and History in the Shaping Careers**

11:30am - 1:00pm Sheraton Boston Hotel: Dalton B

Tweet this session: #AOM2012 1555

Organizers: **Emily T. Porschitz**, Keene State College; **Akram Al Ariss**, Toulouse Business School

Participants: **Nikos Bozionelos**, Durham U.; **Mustafa F Ozbilgin**, Brunel U.; **Julia Richardson**, York U.; **Sherry E. Sullivan**, Bowling Green State U.; **Yehuda Baruch**, Rouen Business School; **Laurie Cohen**, Loughborough U.; **Shawn M. Carraher**, Indiana Wesleyan U.; **Chun Guo**, Sacred Heart U.

**1556** → 🗨️ 📄 CAU: (CAU) **Human/Social Sustainability: What Is It? Why Should We Care About It? How Do We Practice It?**

11:30am - 1:00pm Boston Park Plaza: Holmes Room

Tweet this session: #AOM2012 1556

*This caucus should be of interest to members of the HRM, OB, GDO, SIM & ONE divisions. It also incorporates the Academy of Management 2012 theme of the Informal Economy.*

Organizers: **Hazel-Anne M. Johnson**, Rutgers U.; **Anne-Laure Pelissier Winkler**, Rutgers U.

**1557** 🗨️ 📄 CAU: (CAU) **The Ethicist: The Informal Economy and Scholarship, Teaching and Professional Life Ethics**

11:30am - 1:00pm Marriott Boston Copley Place: Columbus I

Tweet this session: #AOM2012 1557

Chairs: **James H Davis**, Utah State U.; **Susan R. Madsen**, Utah Valley U.

Facilitators: **Lorraine Eden**, Texas A&M U.; **Kathy Lund Dean**, Gustavus Adolphus College; **Paul M Vaaler**, U. of Minnesota

Participants: **Hans Van Ees**, U. of Groningen; **Luca Gnan**, Tor Vergata U.; **Chi-Sum Wong**, Chinese U. of Hong Kong; **Thomas F Hawk**, Frostburg State U.; **Matt R Allen**, Babson College

**1558** : (Paper Session) - (CDP) **Impact of Employee Personality on Organizational and Individual Outcomes**

11:30am - 1:00pm Westin Copley Place: Baltic

Tweet this session: #AOM2012 1558

Facilitator: **Laura Parks**, James Madison U.

📖 **CM**: Influence of Customer Verbal Aggression on Turnover Intentions: the Moderating Effect of PsyCap | **Xiaoyan Li**, Huazhong U. of Science & Technology; **Erhua Zhou**, Huazhong U. of Science & Technology

📖 **BPS**: Perceptions from CEO faces as Predictors of CEO Pay and Organizational Performance | **Martin J. Conyon**, Wharton School; **Noah Eisenkraft**, U. of North Carolina, Chapel Hill

📖 **CAR**: Goodbye Germany: An Empirical Study of Business Students' Emigration Intent | **Stefan Remhof**, U. Magdeburg; **Marjaana Gunkel**, Leuphana U. Lüneburg; **Christopher Schlaegel**, U. Magdeburg

📖 **CAR**: Job Search Strategies as a Tool for Success: A Self-Regulatory Model of Career Success | **Serge P Da Motta Veiga**, U. of Missouri at Columbia

**1559 : (Paper Session) - (CDP) Rethinking Risk and Uncertainty for Managers and Organizations**

11:30am - 1:00pm Westin Copley Place: Essex North-Center

Tweet this session: #AOM2012 1559

Facilitator: **Russell Fralich**, Saint Mary's U., Canada

👉📖 **ENT**: Risk Bias and the Link between Motivation and New Venture Post-Entry International Growth | **Andreea Noemi Kiss**, U. of Groningen; **David W. Williams**, U. of Tennessee; **Susan Houghton**, North Carolina A & T State U.

📖 **OB**: Institutional Exuberance: Risk and Return in Systemic Financial Crisis, 2008" | **Abby Larson**, U. of California, Berkeley

📖 **OMT**: Object and Relations Uncertainty | **Tony Francolini**, U. of Western Ontario

👉📖 **MC**: Managing Risks Through ISO 31000. Advice to Leaders and Management Consultants in Its Implementation | **Carole Lalonde**, U. Laval; **Olivier Boiral**, U. Laval

**1560 : (Paper Session) - (CDP) New Venture Performance: Alliances, Networks, and Scale**

11:30am - 1:00pm Westin Copley Place: Essex North-East

Tweet this session: #AOM2012 1560

Facilitator: **Richard J Arend**, U. of Missouri, Kansas City

👉📖 **ENT**: VC Interlocks and Alliance Formation of Entrepreneurial Startups: A Longitudinal Cross-Level Study | **Xiaodan Wang**, Western Michigan U.; **William P. Wan**, City U. of Hong Kong; **G. T. Lumpkin**, Syracuse U.

👉📖 **ENT**: Emerging Scalability and Extreme Outcomes in New Ventures: Power-Law Analyses of Three Studies | **G. Christopher Crawford**, U. of Louisville

📖 **TIM**: The Oversocialized Founder? Impact of Founder's Coinventor Network on New Venture Knowledge Creation | **Amrita Lahiri**, U. of Washington, Seattle; **Michael Deane Howard**, Texas A&M U., College Station; **Warren Boeker**, U. of Washington, Seattle

👉📖 **ENT**: External Resource Acquisition in Spatially Isolated Firms | **Lawrence A. Plummer**, U. of Oklahoma - Norman; **Thomas H. Allison**, U. of Oklahoma - Norman

**1561 : (Paper Session) - (CDP) Constructing Perceptions: Consequences for Individuals and Organizations**

11:30am - 1:00pm Westin Copley Place: Essex North-West

Tweet this session: #AOM2012 1561

Facilitator: **Jessica Marie Greenwald**, St. Ambrose U.

📖 **OB**: Socially Constructed Authenticity: Empirical Tests of an Organizational Theory | **Glenn R Carroll**, Stanford U.; **Kieran Sean O'Connor**, Stanford U.

📖 **SAP**: Price Perception Perspective on Service Recovery Strategy | **Lin Ching Hsu**, Far East U.

📖 **CM**: Inferences of Social Attraction: The Effects of Socially Engaging & Disengaging Emotions | **Naomi B. Rothman**, Lehigh U.; **Joe Magee**, New York U.

👉 **CM**: How Managers' Trust and Control Activities Influence Subordinates' Perceptions | **Chris P. Long**, Georgetown U.; **Tim Carroll**, U. of South Carolina

**Winner of CM Division Best Paper Award - Conflict in Context**

**1562 : (Paper Session) - (CDP) New Perspectives on Business Groups, Diversification and M&A Activity**

11:30am - 1:00pm Westin Copley Place: St. George C

Tweet this session: #AOM2012 1562

Facilitator: **Kathryn Rudie Harrigan**, Columbia U.

👉📖 **BPS**: Coinsurance within Business Groups: Evidence from Related Party Transactions in an Emerging Market | **Nan Jia**, U. of Southern California; **Yongxiang Wang**, U. of Southern California

📖 **OMT**: An Epitaph for Crony Capitalism? Business group affiliation, capital structure and liberalization | **Apalak Khatua**, Indian Institute of Management Tiruchirappalli

👉📖 **BPS**: The Invisible Hand of Family: Diversification in Business Groups in Emerging Economies | **Qian Gu**, Georgia State U.; **Jane Lu**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore

📖 **TIM**: Merger and Acquisition Strategies for Industry Leaders, Challengers and Niche Players | **Wan-Chen Chen**, National Cheng Kung U.; **Po-Young Chu**, National Chiao Tung U.

**1563 : (Paper Session) - (CDP) Emerging Practices in Human Resource Management**

11:30am - 1:00pm Westin Copley Place: St. George D

Tweet this session: #AOM2012 1563

Facilitator: **Christopher M. Barnes**, Virginia Tech

📖 **HR**: Is Alignment Necessary? A Competing Values Perspective on Human Resource Development | **Stephen Gibb**, U. of Strathclyde

👉 **HR**: Electronic Human Resource Management: Four Decades of Empirical Evidence | **Tanya Bondarouk**, U. of Twente; **Elfi Furmueller**, U. of Twente

📖 **CM**: A Multiplex View of Conflict and Team Performance | **Daniel Gregory Bachrach**, U. of Alabama; **Anthony C. Hood**, The U. of Alabama; **Jeong-Yeon Lee**, U. of Kansas

👉📖 **HR**: Incentive Pay Systems: Does Societal Cultural Influence Global Adoption? | **J. Bruce Prince**, Kansas State U.; **Nicholas Ryan Prince**, U. of Illinois; **Bradley Skousen**, UIUC; **Ruediger Kabst**, U. of Giessen

**1564 📖👉📖 JS: (CM, OB) Eat, Drink, and Be Merry, For Tomorrow We Negotiate!**

11:30am - 1:00pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 1564



Chair: **Peter Belmi**, Stanford U.

Discussant: **Maurice Schweitzer**, U. of Pennsylvania

Feeding or Starving the Beast: How Hunger Influences

Cooperation | **Kevin M. Kniffin**, Cornell U.; **Brian Wansink**, Cornell U.; **Jubo Yan**, Cornell U.; **William D. Schulze**, Cornell U.

Eating with the Enemy: Receptiveness and Attitude Strength in Hostile Dialogue | **Julia Alexandra Minson**, Wharton School; **Frances S Chen**, U. of Freiburg

Can Eating With the Enemy Close Better Deals? Testing Whether Food Sharing Leads to Value Creating | **Peter Belmi**, Stanford U.; **Margaret A. Neale**, Stanford U.

Instigating a Lack of Control: Emotional Inconsistency in Negotiations Induces More Concessions | **Marwan Sinaceur**, INSEAD; **Hajo Adam**, Northwestern U.; **Gerben A. Van Kleef**, U. of Amsterdam

Angry then Happy Gets You More: The Effect of Emotional Transitions in Negotiator Performance | **Senia Maymin**, Stanford U.; **Margaret A. Neale**, Stanford U.; **Lucia Elizabeth Guillory**, Stanford U.

#### 1565 : (DRP Session) - (CMS) Ideology, Discourse and Constructed Identities

11:30am - 1:00pm Marriott Boston Copley Place: Falmouth

Tweet this session: #AOM2012 1565

*Inequalities in International Education and the Role of Print Media: A Critical Discourse Analysis CMS Best Student Paper Award*  
Facilitator: **Frances A Viggiani**, Alfred U.

Constructing the Concept of Success in Brazil: The Role of the Business Media. | **Cristiana Trindade Ituassu**, Escola de Administracao de Empresas de Sao Paulo; **Maria Jose Tonelli**, Fundacao Getulio Vargas

Inequalities in International Education and the Role of Print Media: A Critical Discourse Analysis | **Toby Paltridge**, Monash U.; **Susan Mayson**, Monash U.

#### Best Student Paper

→ The Battle for 'Middle-Earth': A Quest for National Identity in an Industrial Dispute | **Todd Bridgman**, Victoria U. of Wellington; **Colm McLaughlin**, U. College Dublin

Collective Agency to Overcome the "Gender Status Quo": The Potential of Women's Business Networks | **Florence Villeseche**, HEC U. of Geneva; **Emmanuel Josserand**, HEC U. of Geneva

Communicative Constitution of Routines: Challenging the 'Dynamic' Thesis | **Alex Wright**, Open U.; **Howard Viney**, Open U.

#### 1566 : (CMS) CMS Dark Side Case Competition

11:30am - 1:00pm Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 1566

Chairs: **Pauline Fatien Diochon**, Menlo College; **Marianna Fotaki**, U. of Manchester

Milk or Wine Come Rain or Shine | **Alexandra Bristow**, Surrey U.

Monkey Business: The Black Eyed Peas in Halifax | **Lawrence T. Corrigan**, Saint Mary's U.; **Jean Helms Mills**, Saint Mary's U.

Bulldogs Under the Carpet: The Scandal Surrounding the Polish Broadcasting Act Amendment | **Maciej Kisilowski**, Central European U.

Ethical Breaches at News of the World | **Debapratim**

**Purkayastha**, IBS Hyderabad

Hydro-Quebec and the Crees: The Great Whale 2 Project | **Emmanuel Raufflet**, HEC Montreal

#### 1567 : (DRP Session) - (ENT) Founding and Performance

11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: #AOM2012 1567

Facilitator: **Wayne E. Ballentine**, Prairie View A&M U.

Founding Team Networks: Does Who You Know, and Who They Know, Get You What You Need? | **Lee J. Zane**, Rider U.; **Donna Marie DeCarolis**, Drexel U.

→ Revisit the Personality-Entrepreneurship Relationship: Level Effects vs. Pattern Effects | **Wencang Zhou**, Montclair State U.; **Stephan Dilchert**, Baruch College

Family Management and Firm Performance – The Role of Long-Term Orientation on Firm Performance | **Christian Michael Hoffmann**, HHL - Leipzig Graduate School of Management; **Torsten Wulf**, Philipps-U. Marburg; **Stephan Stubner**, HHL - Leipzig Graduate School of Management

How Proactiveness and Risk Taking Influence the Discovery and Exploitation of Opportunities | **Jacob Lyngsie**, Copenhagen Business School

Effectuation, Bricolage, and Creation: Drawing the Boundary Lines | **Chris Welter**, Ohio State U.

#### 1568 : (Paper Session) - (ENT) Brand Management/Tradeoffs and Growth

11:30am - 1:00pm Sheraton Boston Hotel: Beacon G

Tweet this session: #AOM2012 1568

Chair: **Daniela Baglieri**, U. of Messina

Brand Management, Quality and Performance in Micro Firms: The Italian Brewing Industry | **Benedetto Lorenzo Cannatelli**, U. Cattolica del Sacro Cuore; **Matteo Pedrini**, U. Cattolica del Sacro Cuore

Aspiration Levels and Tradeoffs in Business Angel Investment Decisions | **Andrew Lewis Maxwell**, U. of Waterloo; **Moren Levesque**, York U.

Building Global Products: the Role of Chinese Univ. Spin-outs and Required Innovation Capabilities | **Yuan Zhou**, Tsinghua U.; **Guannan Xu**, Tsinghua U.

→ Mercy or Rigour: Do Harsher Bankruptcy Laws Deter Entrepreneurs? | **Saul Estrin**, London School of Economics; **Tomasz Marek Mickiewicz**, Aston Business School; **Anna Rebmann**, UCL

#### 1569 : (Paper Session) - (ENT) Myopic Lens in Entrepreneurship

11:30am - 1:00pm Sheraton Boston Hotel: Beacon H

Tweet this session: #AOM2012 1569

Chair: **Nicolas Classen**, Maastricht U.

Inertia toward Divestitures: A Family Firm's Curse? | **Tobias Dehlen**, U. of St. Gallen

→ "Tigerblood": Availability Cascades, Social Media, and the Environment of the Entrepreneurship | **Brad N Greenwood**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park

Entrepreneurial Orientation, Absorptive Capacity and Performance in Low- and Medium-Tech Industries |

**Salvatore Sciascia**, IULM U. - MILAN; **Laura D'Oria**, IULM U.; **Massimiliano Bruni**, IULM U.

**1570 : (Paper Session) - (ENT) Institutional Voids**

11:30am - 1:00pm Sheraton Boston Hotel: Berkeley A

Tweet this session: **#AOM2012 1570**

Chair: **John Skardon**, OI Networks

- **Institutional Influences on Firm-Level Entrepreneurship** | **Brian S. Anderson**, Richard Ivey School of Business; **Patrick M. Kreiser**, Ohio U.; **Mark Weaver**, U. of South Alabama
- 🗨️ **Geographic Clustering by Hybrid Companies: Shared Values, Institutions, and Resource Acquisition** | **Michael V. Russo**, U. of Oregon; **Andrew Earle**, U. of Oregon; **Brooke Lahnenman**, U. of Oregon; **Suzanne Gladys Tilleman**, U. of Montana
- 🌐 **How do Developing Country Entrepreneurs Navigate Extreme Institutional Voids?** | **Theodore Andrew Khoury**, Portland State U.; **Ajesh Prasad**, U. of NSW

**1571 : (DRP Session) - (ENT) Resource Scarcity**

11:30am - 1:00pm Sheraton Boston Hotel: Clarendon A & B

Tweet this session: **#AOM2012 1571**

Facilitator: **Marina Biniari**, Strathclyde U.

- 🗨️ **Sensation Seeking and Entrepreneurial Behavior in the Formal and Informal Economy** | **Daniel Lerner**, U. of Colorado; **R. Hunt**, U. of Colorado
- 🗨️ **Bricolage, Resource Dependence, and the Creative Destruction of the Music Industry** | **Rebecca J. Franklin**, Oklahoma State U.
- 🗨️ **Process and Intensity of Internationalization: Evidence from Indian IT Industry** | **Parul Gupta**, Army Institute of Management & Technology
- 🗨️ **Mobility of Experts, Collaborative Corporate Entrepreneurship, and New Capability Acquisition** | **Sahangsoon Kim**, U. of Seoul
- 🗨️ **The Use of e-Business by Small Companies in Emerging Countries: Reflections on a Business Model** | **Silvia Novaes Zilber**, UNINOVE; **Jose Braz Araujo**, UNINOVE U.

**1572 : (Paper Session) - (ENT) Stakeholders and Entrepreneurship**

11:30am - 1:00pm Sheraton Boston Hotel: Jefferson

Tweet this session: **#AOM2012 1572**

Chair: **Arvin Sahaym**, Washington State U.

- 🗨️ **Entrepreneurial Narratives Online: Influencing Stakeholder Engagement through Twitter** | **Eileen Fischer**, York U.; **Rebecca Reuber**, U. of Toronto
- 🗨️ **Alliance Experience and Acquisition Likelihood: Entrepreneurial Firms in the Biotech Industry** | **Dev K. Dutta**, U. of New Hampshire; **Manpreet Hora**, Georgia Institute of Technology
- 🌐 **Endogeneity in Start-Up Size. Selection Effects among Types of Entrants** | **Timothy B Folta**, Purdue U.; **Frederic Delmar**, EM Lyon; **Francesca Melillo**, Luiss Guido Carli U.

**1573 : (DRP Session) - (GDO) Age**

11:30am - 1:00pm Boston Park Plaza: Board Room

Tweet this session: **#AOM2012 1573**

Chair: **Evangelina Holvino**, Chaos Management Ltd.

Discussant: **Nancy E. Day**, U. of Missouri, Kansas City

🌐 **Organizational Boundary Conditions to Prevent Negative Performance Consequences of Age Diversity** | **Florian Kunze**, U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen

🗨️ **Beyond Chronological Age. Time and Health as Age-related Mediators in Relations to Work Motives** | **Dorien Kooij**, Tilburg U.; **Annet De Lange**, Radboud U. Nijmegen; **Paul G W Jansen**, VU U. Amsterdam; **Josje Dijkers**, VU U. Amsterdam

🗨️ **Tit for Tat: Perceived Age Discrimination as a Stressor and Affective Organizational Commitment** | **Tanja Rabl**, U. of Bayreuth

🗨️ **Limits of HRM's Impact: How Age Dilutes the Effects of Selective HR Practices on Work Outcomes** | **Joerg Korff**, Jacobs U. Bremen; **Torsten Biemann**, U. of Cologne; **Sven Constantin Voelpel**, Jacobs U. Bremen

🗨️ **Concerns about the "age quake" – How to overcome age stereotypes in hiring decisions** | **Christoph Döbrich**, Technische U. München; **Jutta Wollersheim**, Technische U. Muenchen; **Matthias Spoerl**, U. of Applied Management

**1574 : (DRP Session) - (GDO) Gender Effects**

11:30am - 1:00pm Boston Park Plaza: Tremont Room

Tweet this session: **#AOM2012 1574**

Chair: **Daphne Perkins Berry**, U. of Massachusetts, Amherst

Discussant: **Donna Maria Blancero**, Bentley U.

🌐 **The Contingent Effects of Gender on Performance and Turnover: A Meta-analytic Review** | **Jooyeon Son**, UIUC-ILIR; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, Yonsei U.

🗨️ **Gender Differences in the Perceived Effectiveness of Narcissistic Leaders** | **Annebel H.B. De Hoogh**, U. of Amsterdam; **Barbara Nevicky**, U. of Amsterdam

🗨️ **Going beyond human capital explanations for the gender pay gap in top management teams** | **Maximilian Sarry**, U. of Goettingen; **Michael Wolff**, U. of Goettingen; **Jana Oehmichen**, U. Goettingen

🗨️ **Stereotype violation: A comparison of women and men employed in male-typed jobs** | **Kathryn S Roloff**, Columbia U.; **Dyan Ferraris**, Columbia U.; **Elissa L. Perry**, Teachers College, Columbia U.; **Brenda Kathleen Johnson**, Cleveland State U.

**Cross-Cultural Gender Differences in the Adoption and Usage of Social Media Platforms** | **Johannes Putzke**, U. of Cologne; **Detlef Schoder**, U. of Cologne; **Kai Fischbach**, U. of Cologne

**1575 : (GDO, MC) Gender in Professional Service Firms: New Findings and a Research Agenda**

11:30am - 1:00pm Boston Park Plaza: Clarendon Room

Tweet this session: **#AOM2012 1575**

Chairs: **Camilla Quental**, Audencia Management School; **Elisabeth K Kelan**, King's College London

**Gender in Professional Service Firms – A Review and Research Agenda** | **Elisabeth K Kelan**, King's College London  
**Role Models for Senior Women in Investment Banking: Affective and Symbolic Values** | **Ruth H.V. Sealy**, Cranfield U.; **Noeleen Doherty**, Cranfield U.

TUESDAY

Meritocracy in a professional partnership: Guardian of gender equality or veil for inequity? | **Savita Kumra**, Brunel U.; **Susan Vinnicombe**, Cranfield U.

Accounting for Deviance: Narrative Work and the Maintenance of the Ideal Worker Image | **Erin Marie Reid**, Harvard U.

A Gender Problem or a Management Problem? Women's Underrepresentation in the Partnership of a PSF | **Irene Padavic**, Florida State U.; **Robin Ely**, Harvard U.; **Erin Marie Reid**, Harvard U.; **Spela Trefalt**, Simmons College

Becoming Partner: Gender, Professional Identity and the Glass Ceiling in Professional Services Firms | **Camilla Quental**, Audencia Management School

**1576** → 🗣️📄📍 JS: (GDO, OB) **Gender and the Arab Spring: Women Shaping Change**

11:30am - 1:00pm Boston Park Plaza: Thoreau Room

Tweet this session: #AOM2012 1576

**Organizers:** **Charlotte M. Karam**, American U. of Beirut; **Fida Afioni**, American U. of Beirut; **Dima Jamali**, American U. of Beirut  
**Chairs:** **Charlotte M. Karam**, American U. of Beirut; **Fida Afioni**, American U. of Beirut

**Discussant:** **Dima Jamali**, American U. of Beirut

Crafting Positive Identities: Changing the Stereotypical 'Emirati Woman' Role Identity | **Katty Marmenout**, EM Lyon

Women's Progress to Business Leadership in the UAE: A Female Community Shapes Change | **Linzi J. Kemp**, American U. of Sharjah

Female Leaders, Mindsets and Change in the Arab Middle East | **Yusuf M. Sidani**, American U. of Beirut; **Alison M. Konrad**, U. of Western Ontario; **Charlotte M. Karam**, American U. of Beirut

Arab School-to-Work: Never Ending Transition | **Ikhlas Ali Abdalla**, Gulf U. of Science and Technology

Women, Islamic Feminism, Civil Society and Social Reform in the Middle | **Beverly Metcalfe**, U. of Manchester

**1577** 📄: (Paper Session) - (HCM) **Four Views on Leadership: Theory Development for Professional Organizations**

11:30am - 1:00pm Marriott Boston Copley Place: Orleans

Tweet this session: #AOM2012 1577

**Chair:** **Attila J. Hertelendy**, Florida Atlantic U.

**Discussant:** **David C. Mohr**, VA Boston Healthcare System

📄 How to take care of your employees in healthcare: Two types of exchange relationships compared. | **Monique Veld**, Open U. the Netherlands; **Karina van de Voorde**, Tilburg U.

📄 Leadership as Boundary Management in Interprofessional Health Care Teams | **Samia Chreim**, U. of Ottawa; **Ann Langley**, HEC Montreal; **Mariline Comeau Vallée**, HEC Montreal; **Jo-Louise Huq**, U. of Alberta

**HCM Division Best Paper Award Nominee**

📄 → Distributed leadership practice in health policy formulation: A Socio-material perspective | **Eivor Oborn**, U. of London; **Sandra Dawson**, Cambridge U.

**HCM Division Best Theory to Practice Award Nominee**

🗣️📄📍 The Leadership Challenge: Becoming Master Leaders in Healthcare Organizations | **Alan T Belasen**, State U. of New York, Empire State College; **Barry Eisenberg**, State U. of New York, Empire State College

**1578** 🗣️: (Paper Session) - (HCM) **The Culture Club: Quality Improvement, Job Satisfaction and Care Outcomes**

11:30am - 1:00pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 1578

**Chair:** **Ann Scheck McAlearney**, Ohio State U.

**Facilitators:** **Darrel L. Sandall**, Purdue U., West Lafayette; **Dawn Oetjen**, U. of Central Florida

📄 Surgical Safety Culture in South Carolina Hospitals | **Sara J. Singer**, Harvard U.; **Mathew V Kiang**, Harvard School of Public Health; **Lyen Huang**, Harvard School of Public Health; **Wei Jiang**, Harvard School of Public Health; **Lizabeth Edmondson**, Harvard School of Public Health; **William R Berry**, Harvard School of Public Health

**HCM Division Best Theory to Practice Award Nominee**

📄 Performance and Satisfaction in Challenging Work Environments: What Can Make the Difference? | **Ingrid M. Nembhard**, Yale U.

→ Exploring the relationship between organizational culture and clinical governance in the Italian NHS | **Anna Prenestini**, Bocconi U.; **Stefano Calciolari**, U. della Svizzera Italiana; **Federico Lega**, Bocconi U.; **Roberto Grilli**, ASSR\_Emil-Romagna

**Winner of HCM Best International Paper Award**

📄 A Multilevel Exploration of the Effects of the Nursing Work Index on Nursing Outcomes | **Allison S. Gabriel**, U. of Akron; **Christina M. Moran**, U. of Akron; **James Diefendorff**, U. of Akron; **Rebecca J. Erickson**, U. of Akron

**1579** 📄: (Paper Session) - (HR) **Getting Committed: Exploration of Commitment and Turnover**

11:30am - 1:00pm Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 1579

**Chair:** **Suzanne S. Masterson**, U. of Cincinnati

📄 Profiles of Commitment in Alternative Work Arrangements | **Joseph T. Cooper**, U. of Wyoming; **Laura J. Stanley**, East Carolina U.; **Howard J. Klein**, Ohio State U.; **Aino Tenhiälä**, Aalto U.

📄 → Why Do Employees Work When Ill? A Study of the Antecedents and Outcomes of Presenteeism | **Stephen Deery**, U. of London; **Roderick D Iverson**, Simon Fraser U.; **Janet Walsh**, King's College London

📄 Leadership, Job Satisfaction and Organizational Commitment as Structural Determinants of Turnover | **Cynthia Mathieu**, U. du Québec à Trois-Rivières; **Bruno Fabi**, U. du Québec à Trois-Rivières; **Richard Lacoursière**, U. du Québec à Trois-Rivières; **Louis Raymond**, U. du Québec à Trois-Rivières

**1580** 📄: (Paper Session) - (HR) **Work Design and Quality of Work and Family Life**

11:30am - 1:00pm Boston Park Plaza: Charles River Room

Tweet this session: #AOM2012 1580

**Chair:** **Jenny M. Hoobler**, U. of Illinois, Chicago

📄 The Effects of Daily Job Conditions on the Quality of Family Life | **Lieke L. ten Brummelhuis**, Erasmus U. Rotterdam; **Jeffrey H. Greenhaus**, Drexel U.

📄 Lessons Learned From a Part-Time Worker Typology Applied to Full-Timers | **Jenell Lynn-Senter Wittmer**, U. of Toledo; **James E. Martin**, Wayne State U.

Managing Telecommuting Groups: The Impact of Group Attributes on Individual Outcomes. | **Mark Podolsky**, McMaster U.; **Mary Jo Ducharme**, York U.; **Christa McIntyre**, York U.

**1581** 📄: (DRP Session) - (HR) Performance Management

11:30am - 1:00pm Boston Park Plaza: Newbury Room

Tweet this session: **#AOM2012 1581**

Facilitator: **Maria Rotundo**, U. of Toronto

📄 Leniency in Performance Appraisals: The Impact of Rater Personality, Competence, and Accountability | **John Bernardin**, Florida Atlantic U.; **Stephanie Thomason**, U. of Tampa; **Michael R. Buckley**, U. of Oklahoma; **Jeffrey S. Kane**, Organizational Decision Sciences

➔ 📄 Gender-Specific Preferences in Global Performance Management: An Empirical Study | **Marion Festing**, ESCP Europe; **Lena Knappert**, ESCP Europe; **Angela Kornau**, ESCP Europe

📄 Contextual Influences of Policies and Supervisor Preferences in Performance Appraisals | **Daanish Pestonjee**, U. of Arkansas; **Nina Gupta**, U. of Arkansas

➔ 📄 The Creativity-Performance Relationship: Rewarding Creativity Alters the Expression of Creativity | **Christina Sue-Chan**, City U. of Hong Kong; **Paul S. Hempel**, City U. of Hong Kong

Informal Feedback-Seeking in the Initial Career Stage | **Janine van der Rijt**, Maastricht U.; **Piet Van den Bossche**, U. of Antwerp; **Margje van de Wiel**, Maastricht U.; **Mien Segers**, Maastricht U.; **Wim Gijssels**, Maastricht U.

**1582** 📄: (Paper Session) - (HR) HRM Context, Boundaries, and Corporate Social Responsibility

11:30am - 1:00pm Boston Park Plaza: Whittier Room

Tweet this session: **#AOM2012 1582**

Chair: **Rebecca R. Kehoe**, Rutgers U.

🗣️ 📄 HRM in Small Organizations: On the Divide between Formal and Informal Arrangements. | **Brigitte Kroon**, Tilburg U.

🗣️ 📄 HRM in Professional Service Firms: Engendering Commitment to What or Whom? | **Frances Jørgensen**, Aarhus U.; **Karen Becker**, Queensland U. of Technology

📄 Effects of Socially Responsible HRM on Employee Support for Their Organization: A Study of External CSR | **Jie Shen**, U. of South Australia; **Peter Yu Chen**, Colorado State U.

📄 Outcomes and Antecedents of Multilevel Technology Usage for Work Boundary Management | **Altovise Monae Rogers**, San Jose State U.; **Kuo-Yang Kao**, U. of Houston; **Aleksandra Luksyte**, U. of Western Australia; **Christiane Spitzmueller**, U. of Houston

**1583** ➔ 📄 SHCS: (HR, IM) HRM: The Importance of (National) Context

11:30am - 1:00pm Boston Park Plaza: Arlington Room

Tweet this session: **#AOM2012 1583**

Chair: **Elaine Farndale**, Pennsylvania State U.

Discussant: **Amnon Caspi**, Bar Ilan U.

Contextual Human Resource Management | **Paul Gooderham**, NHH - Norwegian School of Economics; **Chris Brewster**, Henley Business School

Institutional Frameworks and HRM Practices in Europe |

**Elaine Farndale**, Pennsylvania State U.; **Paul Ligthart**, Radboud U. Nijmegen; **Chris Brewster**, Henley Business School; **Frederik Poutsma**, PARTNER Group, Radboud U.

National Values, HRM Practices and Organizational Performance: A Study Across 21 Countries | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.

Converging and Diverging Trends in HRM Between Nordic Countries and Estonia | **Sinikka Vanhala**, Aalto U.; **Ruth Alas**, Estonian Business School

Responsible Human Resource Management: Rhetoric or Reality? | **Ruta Kazlauskaitė**, ISM U. of Management and Economics; **Ilona Buciuniene**, ISM U. of Management and Economics; **Sinikka Vanhala**, Aalto U.

**1584** ➔ 📄: (Paper Session) - (IM) Home Country Effects on Foreign Operations

11:30am - 1:00pm Boston Hynes Convention Center: Room 205

Tweet this session: **#AOM2012 1584**

Chair: **Angelika Lindstrand**, Stockholm School of Economics

➔ 📄 The home country cultural determinants of firms' foreign market entry timing strategies | **Charles Edward Stevens**, U. of Wyoming; **Bernadine J. Dykes**, U. of Delaware

➔ Does Country of Origin and Behavior of Institutional Investors matter? Evidence from Japan | **Ralf Bebenroth**, Kobe U.; **Nir B Kshetri**, U. of North Carolina, Greensboro

➔ 📄 Innovation and performance at foreign subsidiaries: The country of origin effect | **Rene Olie**, Erasmus U. Rotterdam; **Elko Klijn**, VU U. Amsterdam

➔ 📄 Foreign Knowledge Seeking and Country Exit: The Joint Impact of Firm and Country Characteristics | **Heather Berry**, George Washington U.; **Aseem Kaul**, U. of Minnesota; **Ram Ranganathan**, Wharton School

**1585** ➔ 📄: (Paper Session) - (IM) IM Scholarship, Methods, and Data

11:30am - 1:00pm Boston Hynes Convention Center: Room 206

Tweet this session: **#AOM2012 1585**

Chair: **Timo Sohl**, U. of St. Gallen

📄 Strategy research in emerging markets: Methods of assessing group variation | **Valentina V. Kuskova**, National Research U.; **Alexander Settles**, NRU Higher School of Economics

➔ 📄 Sources of Data for International Business Research: Availabilities and Implications for Researchers | **Jean McGuire**, Louisiana State U.; **Barclay James**, Louisiana State U.; **Andrew Papadopoulos**, Quinnipiac U.

➔ 📄 Dynamics of Differentiation in International Business Research: A Relational Cluster Perspective | **Werner Kunz**, U. of Massachusetts, Boston; **Stephan Manning**, U. of Massachusetts, Boston

➔ 📄 Which came first, the chicken or the egg? Using propensity score matching to determine causality | **Wenjie Chen**, George Washington U.; **Alvaro Cuervo-Cazurra**, Northeastern U.

**1586** ➔ 📄: (Paper Session) - (IM) Spillovers and Diffusion of Knowledge

11:30am - 1:00pm Boston Hynes Convention Center: Room 208

Tweet this session: **#AOM2012 1586**

Chair: **Candace Martinez**, Saint Louis U.

- ➔➔ Need for speed?: R&D spillovers from multinational enterprises in high environment velocity | **Yoo Jung Ha**, Manchester Business School; **Axele Giroud**, Manchester Business School
- ➔ Lost and Gone Forever? The Retrieval of Complex Knowledge after Spillovers | **Tufool Alnuaimi**, Imperial College London; **Gerard George**, Imperial College London
- ➔ Does Co-Location Accelerate FDI Knowledge Outflows? The Role of Subsidiaries' Technology Sourcing | **Alessandra Perri**, U. Carlos III de Madrid; **Raffaele Oriani**, Luiss Guido Carli U.; **Francesco Rullani**, Luiss Guido Carli U.
- ➔ Revisiting FDI Spillover: A Dynamic Approach | **Shengsheng Huang**, U. of Houston, Victoria; **Minghong Lu**, Independent Researcher

**1587** ➔📄: (Paper Session) - (IM) **Leveraging the Cross-Cultural Experiences of Sojourners, Expatriates and Host Country Nationals**

11:30am - 1:00pm Boston Hynes Convention Center: Room 209

Tweet this session: **#AOM2012 1587**

Chair: **Margaret Shaffer**, U. of Wisconsin, Milwaukee

- ➔➔ Attribute-Treatment Interactions in Cross-cultural Training: Evidence from a Field Experiment | **Jinyan Fan**, Auburn U.; **Lei Lai**, Tulane U.
- Best Paper in OB / HRM / OT Finalist**
- ➔➔ Recruitment Sources and Employee Turnover in Domestic and Foreign-owned Firms in Japan | **Fabian Jintae Froese**, Korea U.; **Vesa Peltokorpi**, Japan Advanced Institute of Science and Technology
- ➔ The Instrumental Considerations of Learning Goal Orientation Among Sojourners | **Justin Kraemer**, Rutgers U.; **Chao C. Chen**, Rutgers U.
- ➔ Individual versus Corporate Return on Investment: An Empirical Study of Expatriation in Asia | **Yvonne McNulty**, Shanghai U.; **Helen DeCieri**, Monash U.; **Kate Hutchings**, Griffith U.

**1588** ➔📄: (DRP Session) - (IM) **Capabilities, Conditions, and International Scope**

11:30am - 1:00pm Boston Hynes Convention Center: Room 303

Tweet this session: **#AOM2012 1588**

Facilitator: **Stephen B Tallman**, U. of Richmond

- ➔ How does export price competitiveness affect geographic diversification and performance? | **Dirk Michael Boehe**, Insper Institute of Education and Research
- 📄 Firm Capabilities and Internationalization Intention and Target | **Nx Wang**, Hong Kong U. of Science and Technology
- Geographic scope under conditions of confined and connected change; the case of Telefónica | **Rafael Lucea**, George Washington U.; **Luis Vives**, ESADE Business School
- ➔ Macro Determinants of Chinese Cross-border Mergers and Acquisitions in Developed Markets | **Monica Yang**, Adelphi U.
- ➔ Explaining the Location Choices of Chinese MNCs: A Contingent Approach | **Lin Yuan**, U. of Macau; **Nitin Pangarkar**, National U. of Singapore

**1589** ➔📄: (Paper Session) - (IM) **Top Management Team Characteristics and the Nature of MNE Internationalization**

11:30am - 1:00pm Boston Hynes Convention Center: Room 309

Tweet this session: **#AOM2012 1589**

Chair: **Nicholas Athanassiou**, Northeastern U.

- ➔📄 CEO characteristics and corporate entrepreneurship: Evidence from China | **Li-Qun Wei**, Hong Kong Baptist U.; **Yan Ling**, George Mason U.
- ➔ The role of executives' formative-years international experience in foreign acquisition decisions | **Dorota Piskowska**, U. College Dublin; **Grzegorz Trojanowski**, U. of Exeter
- ➔📄👤 Top Management Team Effects on Subsidiary Performance | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle; **Brendan Boyle**, U. of Newcastle
- ➔📄 Corporate Strategy, attention to subsidiaries, and the dilution of attention | **Mehdi Hossein Nejad**, Richard Ivey School of Business

**1590** 📄👤📄: (Paper Session) - (MC) **Developing Competency as a Consultant**

11:30am - 1:00pm Westin Copley Place: Adams

Tweet this session: **#AOM2012 1590**

Chair: **Aaron J Nurick**, Bentley U.

- ➔➔ Becoming an Expert: Transfer and Generation of Expertise in Student Consulting Process | **Dmitry Khanin**, California State U., Fullerton; **Atul Teckchandani**, California State U., Fullerton
- Winner of the Management Consulting Division Outstanding Field Report Paper Award**
- ➔➔ Leading Change from the Middle | **Jean E. Neumann**, Tavistock Institute; **Kim Turnbull James**, Cranfield U.; **Russ Vince**, U. of Bath
- 👤 The Client's Evaluation of the Process of Consultation | **Elsbeth Reitsma**, Free U.

**1591** ➔📄: (DRP Session) - (MC) **Culture and Context in Consulting**

11:30am - 1:00pm Westin Copley Place: Courier

Tweet this session: **#AOM2012 1591**

Facilitator: **Virginia Gerde**, Duquesne U.

- ➔📄 The Influence of National Culture on the Use of Management Consultants | **Frida Perner**, Stockholm School of Economics; **Jost Sieweke**, U. of Duesseldorf; **Andreas Werr**, Stockholm School of Economics
- ➔📄 Innovation in Emerging Markets: The Role of Consulting Firms | **Yujin Back**, Korea U. Business School; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Daeil Nam**, Korea U.
- ➔📄 Local Responses to Global Integration in a Transnational Professional Service Firm | **Dirk Klimkeit**, Leuphana U. Lueneburg; **Markus R. Reihlen**, Leuphana U. Lueneburg
- ➔📄 The Internationalization of Professional Service Firms – An Anatomy of the Literature | **Soeren H. Jensen**, Copenhagen Business School; **Flemming Pouffelt**, Copenhagen Business School; **Rex Degnegaard**, Copenhagen Business School
- 📄 Conceptualizations of the Ideal Professional in Four Professional Service Contexts | **Annika Schilling**, Stockholm

School of Economics; **Andreas Werr**, Stockholm School of Economics

**1592** 📄: (Paper Session) - (MED) **Research on Factors Impacting Students' Learning Quality, Processes and Performance**

11:30am - 1:00pm Marriott Boston Copley Place: Salon B  
Tweet this session: #AOM2012 1592

Chair: **Keith James**, Portland State U.

- 📄 Using Mind Maps to Study the Influence of the Business School Model on Student Learning | **Mark John Somers**, New Jersey Institute of Technology; **Katia Passerini**, New Jersey Institute of Technology; **Annaleena Parhankangas**, U. of Illinois, Chicago; **Jose Casal**, New Jersey Institute of Technology
- 📄 'Should the teacher leave the kids alone'? The drawbacks of autonomy supportive teaching on learning | **Rossella Cappetta**, Bocconi U.; **Chiara Paolino**, Bocconi U.
- 📄 An econometric evaluation of a tutorial attendance and participation policy | **Graham David Cookson**, King's College London

**1593** 📄 📄: (Paper Session) - (MED) **Curriculum Design, Educational Strategies & Academic Leadership**

11:30am - 1:00pm Marriott Boston Copley Place: Salon D  
Tweet this session: #AOM2012 1593

Chair: **Christina G Cataldo**, U. of Bath

- 📄 Successful Alignment of MBA Curriculum: A Product of Attentional Change | **Laurie A. Branch**, Case Western Reserve U.; **Tony Lingham**, Case Western Reserve U.
- 📄 Putting Human Capital Management into the Business Core: The Case for a Required HRM Course | **Barbara L. Rau**, U. of Wisconsin, Oshkosh; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Lisa A. Burke**, U. of Tennessee, Chattanooga
- 📄 Oral-Communication Skills in Business Education: Is It Time for Alignment? | **Kyle E Brink**, Western Michigan U.; **Robert D Costigan**, St. John Fisher College

**1594** 📄: (Paper Session) - (MOC) **Sensemaking and Social Construction: Jobs and Work**

11:30am - 1:00pm Sheraton Boston Hotel: Berkley B  
Tweet this session: #AOM2012 1594

Chair: **Daniel A. Gruber**, Northwestern U.

- 📄 Sensemaking and Social Accounts of Middle Managers | **Danielle Tucker**, Imperial College London; **Jane Hendy**, U. of Surrey; **James Barlow**, Imperial College London
- 📄 Toward a Theory of Organizational Authenticity from a Stakeholder Perspective | **Erica L. Steckler**, Boston College
- 📄 Distinct Systems of Justice: How Organizational Identity Shapes the "Why" and "What" of Justice | **Courtney Rae Masterson**, U. of Illinois, Chicago; **Shelley Brickson**, U. of Illinois, Chicago
- 📄 Freedom is encapsulation: The invisible iron cage of job autonomy | **Kevin W. Rockmann**, George Mason U.; **Claus W Langfred**, George Mason U.
- 📄 The Social Construction of Strategic Surprises: Learning from the CIA, 1947-2001 | **Philippe Silberzahn**, EM Lyon; **Milo Jones**, IE Business School

**1595** 📄: (Paper Session) - (MOC) **Decision-Making in Uncertain and Dynamic Environments**

11:30am - 1:00pm Sheraton Boston Hotel: Kent

Tweet this session: #AOM2012 1595

Chair: **Robert Phillip Wright**, Hong Kong Polytechnic U.

- 📄 Effective Heuristics for Decisions Under Uncertainty: Lessons from Angel Investing | **Magdalena Cholakova**, Bocconi U.; **Anna Grandori**, Bocconi U.
- 📄 Success in Failure during Downturn Business Cycles | **Gavin M. Schwarz**, U. of New South Wales
- 📄 Overcoming strategic persistence: Effects of mental simulation on reorientation after change | **Mark P. Healey**, U. of Manchester; **Gerard P. Hodgkinson**, U. of Warwick
- 📄 Top managers' cognitive executive function in dual processes of environment interpretation | **Emmanuelle Reuter**, U. of St. Gallen
- 📄 Analogical Reasoning in Complex and Dynamic Environments | **Kent D Miller**, Michigan State U.; **Shu-Jou Lin**, National Taiwan Normal U.

**1596** → JS: (MOC, ODC, HR) **Understanding Trust at the Organizational Level: Conceptual and Empirical Advances**

11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: #AOM2012 1596

Chairs: **Antoinette Weibel**, Konstanz U.; **Nicole Gillespie**, U. of Queensland

Discussant: **Michael Andreas Pirson**, Fordham U.

- 📄 Organisational Structuring to Facilitate Institutional Trust: The Case of the ATLAS Collaboration | **Finian Buckley**, Dublin City U.; **Angelos Alexopoulos**, Dublin City U.
- 📄 Exploring Employee Group Expectations for Organizational Trustworthiness | **Kirsimarja Blomqvist**, Lappeenranta U. of Technology
- 📄 Organizational Trust, Distrust, and its Repair in a UK Context | **Rosalind H. Searle**, Coventry Business School; **veronica hope hailey**, City U. London; **Graham Dietz**, Durham U.
- 📄 Control as a Driver of Trust in the Organization | **Antoinette Weibel**, Konstanz U.; **Rosalind H. Searle**, Coventry Business School; **Nicole Gillespie**, U. of Queensland; **Frederique Six**, U. of Amsterdam; **Denise Skinner**, Coventry U.; **Tally Hatzakis**, Brunel U.

**1597** → JS: (MSR, ODC, MED) **Meditation as a leadership practice**

11:30am - 1:00pm Sheraton Boston Hotel: Hampton B

Tweet this session: #AOM2012 1597

Facilitators: **Richard Jackson Major**, CERGAM, Institute d'Administration des Entreprises d'Aix-en-Provence; **Dorianne Cotter-Lockard**, Fielding Graduate Institute

Panelists: **Andre L Delbecq**, Santa Clara U.; **Stuart Lord**, Naropa U.; **Jean Robert Ouimet**, To God Go Foundation

**1598**: (Paper Session) - (OB) **New Directions in Justice Research**

11:30am - 1:00pm Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 1598

Chair: **Christina L. Stamper**, Western Michigan U.

- 📄 What does procedural justice climate convey? The role of social identification and job security | **Xiaowan Lin**, U. of Macau; **Kwok Leung**, City U. of Hong Kong
- 📄 Willing and Able: Action-State Orientation Procedural Justice – Cooperation Relationship | **Marius van Dijke**

TUESDAY

- Erasmus U. Rotterdam; **David De Cremer**, Erasmus U. Rotterdam; **Lieven Brebels**, Hogeschool U. Brussel (HUB)
- 📖 Integrating Overall Justice with the Four Justice Dimensions: A Validation Study | **Jessica M. Nicklin**, U. of Hartford; **Sarah R Niehorster**, State U. of New York, Albany; **Laurel McNall**, State U. of New York, Brockport; **Jenni Higgins**, Albany State U.
  - 📖 A Meta-Analytic Examination of Models Linking Justice, Trust, and Job Performance | **Samuel Birk**, U. of Arizona; **Jennifer S. Anderson**, U. of Arizona; **Stephen Gilliland**, U. of Arizona; **Michael Christian**, U. of North Carolina, Chapel Hill

#### 1599 : (DRP Session) - (OB) Groups and Creativity

11:30am - 1:00pm Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 1599

Facilitator: **Frank Flynn**, Stanford U.

- 📖 Effects of trait affect on creativity: Moderating role of group affective climate and reflexivity | **Moon Joung Kim**, Seoul National U.; **Jin Nam Choi**, Seoul National U.
- 📖 When Do Intuitive Members Perform Creatively? Interaction between Group Conflict and Cognitive Style | **Moon Joung Kim**, Seoul National U.; **Jin Nam Choi**, Seoul National U.; **Oh Soo Park**, Seoul National U.
- ➔ 📖 Status Inequality and Team Creativity: The Role of Organizational Tenure and Rank Inequality | **Won-Woo Park**, Seoul National U.; **Joon Yeol Lew**, U. of Illinois, Urbana-Champaign; **Gilsoo Lee**, U. of Illinois, Urbana-Champaign; **Eun Kyung Lee**, U. of Illinois, Urbana-Champaign
- ➔ 📖 Effects of error climate and individual goal orientation on business innovation and success | **Sebastian Fischer**, Leuphana U. Lueneburg; **Lutz Schumacher**, Leuphana U.; **Bjoern Seeger**, Leuphana U.
- 📖 📖 How Information Use Turns Diversity into Creativity | **Kevyn Yong**, HEC Paris; **Kristina Dahlin**, HEC Paris; **Kristine De Valck**, HEC Paris

#### 1600 : (DRP Session) - (OB) Harassment, Aggression & Abuse at Work

11:30am - 1:00pm Boston Park Plaza: Brandeis Room

Tweet this session: #AOM2012 1600

Facilitator: **Rebecca L. Greenbaum**, Oklahoma State U.

- 📖 Kick Em When They're Down: An Investigation Of Targeted Incivility | **Erik Gonzalez-Mule**, U. of Iowa; **David S. DeGeest**, U. of Iowa; **Michael K Mount**, U. of Iowa
- 📖 The Relationship Between Narcissism and Ostracism: Expertise Status and Team Goal Interdependence | **Erica Xu**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.
- 📖 Workplace Aggression, Victimization, and Third Party Perceptions | **Donald H. Klumper**, Northern Illinois U.; **Wm. Matthew Bowler**, Oklahoma State U.; **Jonathon R. B. Halbesleben**, U. of Alabama
- ➔ 📖 Cultural Specific and Universal Components of Abusive Supervision | **Brent J. Lyons**, Michigan State U.; **Wan Hua Cheng**, Singapore; **Yu Xing Loh**, Singapore; **Ann Marie Ryan**, Michigan State U.
- 📖 A License to Misbehave? Organizational Harassment Norms and Employee Well-Being | **Tove Helland Hammer**, Cornell U.; **Mahmut Bayazit**, Sabanci U.; **Per Oystein Saksvik**, NTNU

#### 1601 : (Paper Session) - (OB) Social and Group Processes In Decision Making

11:30am - 1:00pm Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 1601

Chair: **Stuart Daniel Sidle**, U. of New Haven

- 📖 📖 Past Experience, Expertise, Cohesion and Choice Shift: A Simulation of Group Risky Decision-Making | **Chanyu Hao**, Binghamton U.; **Andra Serban**, Binghamton U.; **Kristie Ann Shirreffs**, Binghamton U.; **Xiaopeng Ji**, Xi'an Jiaotong U.
- 📖 📖 The Role of Leader Hyper Self-Efficacy in Group Decision Fiascoes | **Glen Whyte**, U. of Toronto
- 📖 The Effect of the Motivation to Solicit Advice on Advice Taking | **Margarita Almeda**, Georgia State U.
- ➔ 📖 Two Routes to Cooperation: Unraveling the Effect of Social Identity in Social Dilemmas | **Anna Katherine Ward**, U. of South Carolina; **Nancy R Buchan**, U. of South Carolina; **Sophia Soyoung Jeong**, Chinese U. of Hong Kong

#### 1602 : (DRP Session) - (OB) Positive Leadership

11:30am - 1:00pm Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1602

Facilitator: **Lisa Schurer Lambert**, Georgia State U.

- ➔ 📖 The Impact of Empowering Leadership on Team Performance | **Eric Kearney**, Leibniz U. Hannover; **Meir Shemla**, Technische U. Dresden
- 📖 Understanding How Ethical Leadership and Organizational Politics Relate to Employee Behaviors | **Xiujuan Zhang**, Sun Yat-sen U.; **Zhen-Xiong Chen**, Australian National U.
- 📖 A Preliminary Test of a Multi-Dimensional Measure of Perceived Leader Integrity | **Robert Moorman**, Elon U.; **Todd C. Darnold**, Creighton U.; **Manuela Priesemuth**, Wilfrid Laurier U.
- 📖 What's In It For Me? Perceived Organizational Support, Behavioral Integrity, And Manager Performance | **Sean A. Way**, Cornell U.; **Tony L Simons**, Cornell U.; **Elizabeth Tuleja**, U. of Notre Dame
- 📖 Adaptive Leadership and Performance in Distributed Teams: Addressing 'Wicked' Environments | **Young Hun Ji**, U. of Auckland; **Darl G. Kolb**, U. of Auckland; **Arran Caza**, Griffith U.; **Paul D. Collins**, U. of Washington

#### 1603 : (Paper Session) - (OB) Status, Power, and Influence at Work

11:30am - 1:00pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 1603

Chair: **Randy Evans**, U. of Tennessee, Chattanooga

- 📖 An Aversion to Dominance: The Effect of Insider and Newcomer Behavioral Style on Status Conferral | **Jin Wook Chang**, Carnegie Mellon U.; **Rosalind M. Chow**, Carnegie Mellon U.; **Larissa Z. Tiedens**, Stanford U.; **Caitlin M. Hogan**, Google
- 📖 The Influence of Status on Task Motivation in Small Groups | **Robert B. Lount**, Ohio State U.; **Nate Pettit**, New York U.; **Sebastien Brion**, IESE Business School
- 📖 How power influences the effectiveness of social influences in ethical decision making | **Marko Pitesa**, Grenoble Ecole de Management; **Stefan Thau**, London Business School
- 📖 Impression management during decline: Role of publicity, image concerns, and incentive compensation | **Daniel Han**

**Ming Chng**, Sungkyunkwan U.; **Matthew Rodgers**, Ohio State U.; **Eric Shih**, Sungkyunkwan U.; **Xiao-Bing Song**, Dalian U. of Technology

**1604 : (Paper Session) - (OB) Knowledge Sharing: Forms & Mechanisms**

11:30am - 1:00pm Boston Park Plaza: Lexington Room  
 Tweet this session: **#AOM2012 1604**

Chair: **John P. Meyer**, Iona College

- 📄 Inter-team knowledge sharing: The variegated effects of context and when lobbying can help | **Henrik Bresman**, INSEAD
- 📄 Leadership of Knowledge Diffusion in Organizations: A Network Analysis | **Craig Schreiber**, Lenoir Rhyne College; **Russ Marion**, Clemson U.
- 📄 The task redefinition process: Exploring the micro-foundations of knowledge sharing in organizations | **Chia-yu Kou**, UCL; **Sarah Harvey**, U. College London
- 📄 Creativity as a Motivation for Provider Knowledge Sharing and the Moderating Effect of Gender | **Michele L. Swift**, Oregon State U.

**1605 : (Paper Session) - (OB) Connectedness and Caring in the Workplace**

11:30am - 1:00pm Boston Park Plaza: Stanhope Room  
 Tweet this session: **#AOM2012 1605**

Chair: **David L. McLain**, State U. of New York, Oswego

- 📄 Caring connections – Compassionate mutuality in organizational life | **Frank Martela**, Aalto U.
- 📄 Reciprocity at Work: A Latent Profile Analysis of Perceived Support, Self-concept, and Performance | **Yuen-Shan Noel Wong**, Chinese U. of Hong Kong; **Kin-Kit Li**, City U. of Hong Kong
- 📄 How Interdependence Influences Employee Performance | **Brian J. Collins**, U. of Southern Mississippi; **Benjamin M. Galvin**, U. of Washington, Bothell
- ➔ 📄 Leadership as a role – The follower expectations in a caregiving organization | **Frank Martela**, Aalto U.

**1606 📄: (OB) The Mindset of the Moral Manager: The Causes and Consequences of a Moral Mindset in Organizations**

11:30am - 1:00pm Boston Park Plaza: White Hill Room  
 Tweet this session: **#AOM2012 1606**

Organizer: **Rebecca L. Schaumberg**, Stanford U.

- The Effects of Psychological Ownership on Moral Behavior | **Maryam Kouchaki**, U. of Utah
- Punishing Increases Moral Self-Regard and Deviance | **Gabrielle Adams**, London Business School; **Benoit Monin**, Stanford U.
- Licensing Indulgence by Exaggerating Counterfactual Vices | **Daniel A. Effron**, Northwestern U.; **Dale Miller**, Stanford U.; **Benoit Monin**, Stanford U.
- A Desire to Feel Moral Increases the Tendency to Escalate Commitment | **Rebecca L. Schaumberg**, Stanford U.; **Scott Wiltermuth**, U. of Southern California

**1607 : (Paper Session) - (OB) Ethical Leadership: Antecedents to Outcomes**

11:30am - 1:00pm Boston Park Plaza: Winthrop Room  
 Tweet this session: **#AOM2012 1607**

Chair: **John W. Michel**, Loyola U. Maryland

- 📄 Toxicity in Leadership: A Case Study of Qantas to Explore the Impacts of Leadership | **Tricia Vilkinas**, U. of South Australia; **Duncan Murray**, U. of South Australia; **Alick Peter Kay**, U. of South Australia
- 📄 An investigation on the exchange mechanisms linking ethical leadership to organizational commitment | **Raymond Loi**, U. of Macau; **Long Wai Lam**, U. of Macau; **Hang-yue Ngo**, Chinese U. of Hong Kong
- Fallen from Grace...But Not that Far: A Test of the Kobe Effect | **David Mayer**, U. of Michigan; **Karl Aquino**, U. of British Columbia; **Mary Barden Mawritz**, Drexel U.; **Manuela Priesemuth**, Wilfrid Laurier U.
- 📄 When organizational identification elicits ethical leadership: A matter of the right climate | **Suzanne van Gils**, RSM Erasmus U.; **Michael Hogg**, Claremont Graduate U.; **Niels Van Quaquebeke**, Kuehne Logistics U.
- 📄 On Ethically Solvent Leaders: The Role of Pride and Moral Identity in Predicting Ethical Leadership | **Stacey Sanders**, Groningen U. (RuG); **Diana Rus**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen

**1608 📄 JS: (OB, HR) Extending the Employee-Organizational Relationship Literature to Reflect the World of Work**

11:30am - 1:00pm Boston Park Plaza: Statler Room  
 Tweet this session: **#AOM2012 1608**

Chair: **Lois E. Tetrick**, George Mason U.

- Participants: **Blake E. Ashforth**, Arizona State U.; **Wendy R. Boswell**, Texas A&M U.; **David P. Lepak**, Rutgers U.; **Jone L. Pearce**, U. of California, Irvine; **Lynn Shore**, San Diego State U.; **Lynn Shore**, San Diego State U.

**1609 📄➔📄 JS: (OB, IM) Virtuality & Cultural Diversity in Teams: Creating Challenges or Opportunities?**

11:30am - 1:00pm Boston Park Plaza: St. James Room  
 Tweet this session: **#AOM2012 1609**

- Chairs: **Marissa Shuffler**, Institute for Simulation & Training, UCF; **Tine Koehler**, U. of Melbourne; **Christopher William Wiese**, U. of Central Florida
- Optimizing Benefits of Cultural Differences As Global Virtual Teams Evolve | **Cristina Gibson**, U. of Western Australia; **Yana Grushina**, U. of Western Australia; **Andrew T. Hinrichs**, U. of Western Australia
  - Using Cultural Scripts to Understand Coordination Breakdowns in Global Teams | **Tine Koehler**, U. of Melbourne; **Catherine Cramton**, George Mason U.
  - Leadership Structure: Mitigation Strategies for Decrements in Virtually Distributed Teams | **Shawn Burke**, U. of Central Florida; **Marissa Shuffler**, Institute for Simulation & Training, UCF; **Stephen Fiore**, U. of Central Florida
  - Conquering Complexity with Virtual Tools: A Co-located Team Application | **Christopher William Wiese**, U. of Central Florida; **Joseph Keebler**, U. of Central Florida

**1610 📄 JS: (OB, MOC, HCM) Handling Risk and Innovation: On Different Forms and Contingencies of Voice**

11:30am - 1:00pm Boston Park Plaza: Stuart Room  
 Tweet this session: **#AOM2012 1610**

Chair: **Gudela Grote**, ETH Zurich

TUESDAY



*Discussant:* **John S. Carroll**, Massachusetts Institute of Technology  
Speaking Sideways or Speaking Up: How the Choice for Voice Impacts Employee Performance | **Ethan Burris**, U. of Texas, Austin; **Elizabeth McClean**, Cornell U.; **James R. Detert**, Cornell U.; **Timothy J. Quigley**, Lehigh U.

Creating Boundaries to Promote Voice | **Melissa Valentine**, Harvard U.; **Ingrid M. Nembhard**, Yale U.

Building a Case for Structure and Hierarchy as Enablers of Expression, Reflection, and Speaking Up | **J. Stuart Bunderson**, Washington U.; **Peter Austin Boumgarden**, Hope College; **Bret Sanner**, Washington U. in St. Louis

Speaking Up in Multiteam Systems: Effects of Status, Psychological Safety and Leadership | **Nadine Bienefeld**, ETH Zurich; **Gudela Grote**, ETH Zurich

#### 1611 JS: (OB, RM) Understanding Dynamics Conceptually, Analytically, Computationally, and Empirically

11:30am - 1:00pm Sheraton Boston Park Plaza: Beacon Hill Room  
Tweet this session: #AOM2012 1611

*Chair:* **Jeffrey B Vancouver**, Ohio U.

Multivariate Dynamics in Organizational Science | **Rick DeShon**, Michigan State U.

Going from the Still Photograph to the Moving Picture: Making Motivational Models | **Piers Steel**, U. of Calgary

What We Learned from a Computational Model of Job Attitudes and Stress | **Justin Weinhardt**, Ohio U.; **Jeffrey B Vancouver**, Ohio U.

Interindividual Differences in the Dynamics of the Emotion Regulation Process at Work | **Dan Beal**, U. of Texas, San Antonio; **John P. Trougakos**, U. of Toronto; **Howard M Weiss**, Georgia Institute of Technology; **Reeshad Sam Dalal**, George Mason U.

#### 1612 (Paper Session) - (OCIS) Distributed Work

11:30am - 1:00pm Sheraton Boston Hotel: Fairfax A  
Tweet this session: #AOM2012 1612

*Chair:* **Sharon P. McKechnie**, Emmanuel College

e-HRM Project Team: What Identity Crisis? | **Carole Tansley**, Nottingham Trent U.; **Jimmy Huang**, U. of Warwick

The Role of Communication and Identification in the Emergence of Perceived Proximity in Virtual Work | **Michael Boyer O'Leary**, Georgetown U.; **Jeanne M. Wilson**, William & Mary; **Anca Metiu**, ESSEC Business School

Temporal Distance, Synchronicity and Team Performance | **J. Alberto Espinosa**, American U.; **Ning Nan**, U. of Oklahoma; **Erran Carmel**, American U.

#### 1613 (DRP Session) - (OCIS) Work in Teams

11:30am - 1:00pm Sheraton Boston Hotel: Hampton A  
Tweet this session: #AOM2012 1613

*Facilitator:* **Bing Ran**, Pennsylvania State U., Harrisburg

Technology in Work and Non-work Life: Two Sides of a Coin? | **Philip R ath**, European Business School, Wiesbaden; **Benjamin Mueller**, U. of Mannheim

Characterizing Work Practices in Packaged Software: A Metaphorical Analysis | **Mari-Klara Oja**, Bentley U.; **Sue Newell**, Bentley U.; **Erica L. Wagner**, Portland State U.; **Robert D. Galliers**, Bentley U.

Studying Information Technology-Enabled Change from 'Within' | **Eleni Lamprou**, Lancaster U. Management School

Understanding Enterprise System Support Work: Interactions among Problem, Task and Knowledge | **Nancy Deng**, U. of Hawaii-Manoa; **Tawei Wang**, U. of Hawaii-Manoa

#### 1614 (Paper Session) - (OCIS) Knowledge Across Boundaries

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom A  
Tweet this session: #AOM2012 1614

*Chair:* **JoAnn M Brooks**, Syracuse U.

Learning to Cross Boundaries in Online Knowledge Communities | **Elina Hwang**, Carnegie Mellon U.; **Param Vir Singh**, Carnegie Mellon U.

Crowdsourcing Corporate Innovation: Bridging Remote Knowledge Silos of the Multi-business Firm | **Juan Andrei Villarroel**, Massachusetts Institute of Technology; **Filipa R. Reis**, UCP-FCEE

Requirements in the Wild—A Socio-Technical Perspective on Requirements Engineering | **Sean William Hansen**, Rochester Institute of Technology

#### 1615 (Paper Session) - (ODC) Organization Learning and Renewal

11:30am - 1:00pm Sheraton Boston Hotel: Gardner B  
Tweet this session: #AOM2012 1615

*Chair:* **Ralf Wilden**, U. of Technology, Sydney

Exploring and Reconfiguring a Firm's Competence Base: A Process Model of Strategic Renewal | **Andrea Lipparini**, U. of Bologna; **Emanuela Prandelli**, Bocconi U.; **Gianmario Verona**, Bocconi U.

Five Capabilities for Mastering Environmental Turbulence | **Joseph E McCann**, U. of South Florida Polytechnic; **John W Selsky**, U. of South Florida Polytechnic

Managing the Dynamics of Process Improvement: Production, Improvement, and Learning | **J. Bradley Morrison**, Brandeis U.

#### 1616 JS: (ODC, OB) Bringing Relationality into Leadership Research: A Multi-Paradigmatic Conversation

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom B  
Tweet this session: #AOM2012 1616

*Chair:* **Mary Uhl-Bien**, U. of Nebraska

*Discussant:* **Gail T Fairhurst**, U. of Cincinnati

*Participants:* **Kevin Barge**, Texas A&M U.; **Ann L Cunliffe**, U. of New Mexico; **Joyce K Fletcher**, Simmons College; **Sonia Ospina**, New York U.; **Anson Seers**, Virginia Commonwealth U.; **Boas Shamir**, Hebrew U. of Jerusalem

#### 1617 (Paper Session) - (OM) Supply Chain Coordination

11:30am - 1:00pm Westin Copley Place: North Star  
Tweet this session: #AOM2012 1617

*Chair:* **Mile Terziovski**, U. of South Australia

Readiness through interconnectedness: A Qualitative Study of Hospitals' Internal Supply Chains | **Anita L. Tucker**, Harvard U.; **Laura Janisse**, Kaiser Permanente; **W. Scott Heisler**, Kaiser Permanente

Cooperation and conflicts in long-term supply relationships: The roles of contracts and trust | **Jens K. Roehrich**, U. of Bath

☐ The role of trust and control in co-exploitation and co-exploration buyer supplier relationships | **Björn Claes**, Open U.; **Oksana Koryak**, Cranfield U.; **Angel Diaz**, Instituto de Empresa Business School; **Oswaldo Lorenzo**, DEUSTO BUSINESS SCHOOL

☐ Managing Vendor Relationships in Professional Service Firms that Outsource | **Subhajt Chakraborty**, U. of Texas Pan American; **Hale Kaynak**, U. of Texas Pan American

Presenters: **Anita L. Tucker**, Harvard U.; **Jens K. Roehrich**, U. of Bath; **Björn Claes**, Open U.; **Subhajt Chakraborty**, U. of Texas Pan American

**1618 : (Paper Session) - (OMT) Scandal, Stigma and Ethics**

11:30am - 1:00pm Sheraton Boston Hotel: Beacon E

Tweet this session: **#AOM2012 1618**

Chair: **Shon R Hiatt**, Harvard Business School

The Ethical Possibilities of Managing as a Craft Discipline | **Donna Ladkin**, Cranfield U.; **Steven S Taylor**, Worcester Polytechnic Institute; **Matt Statler**, New York U.

Painted with the Same Brush: The negative impact of stigma diffusion on the TMT | **Kevin Wesley Cain**, U. of Georgia; **Allen Amason**, U. of Georgia

☐ Negative Returns to Status: The 2009 Expense Scandal and its impact on Parliamentary elites | **Scott D. Graffin**, U. of Georgia; **Jonathan Nicholas Bundy**, U. of Georgia; **James B. Wade**, Emory U.; **Gozuieta Bus Sch;** **Joseph Porac**, New York U.; **Dennis Quinn**, Georgetown U.

Winner of OMT Division Best Paper Award

☐ The Interplay Between Institutional Defender and Challenger in the Wake of a Corporate Scandal | **Sungchul Noh**, McGill U.

**1619 : (Paper Session) - (OMT) Capabilities and Performance**

11:30am - 1:00pm Sheraton Boston Hotel: Beacon F

Tweet this session: **#AOM2012 1619**

Chair: **Zachary Sheaffer**, Ariel U. Centre

→ Beyond Agency Theory: Resource-based value creation by private equity firms | **Christian Landau**, EBS Business School; **Carolin Bock**, TUM School of Management

☐ The Hierarchical Structure of Dynamic Capabilities and Evolutionary Fitness of Firms | **Mikko Pohjola**, U. Utrecht School of Economics; **Pekka Stenholm**, U. of Turku

Alliance Portfolio Management Capability and Portfolio Performance | **Pallavi Shukla**, Rutgers U.

☐ Dynamic Capabilities: Dimensions, measurement and validation | **Kieran John Patrick MacInerney**, U. of Cologne

**1620 : (Paper Session) - (OMT) Institutional Work**

11:30am - 1:00pm Sheraton Boston Hotel: Fairfax B

Tweet this session: **#AOM2012 1620**

Chair: **Claudia Gabbioneta**, U. of Genoa

☐ Changing, Stabilizing or Coping? Investigating mundane institutional work | **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **C.R. Bob Hinings**, U. of Alberta

→ Dynamic Institutional Capabilities for Cooperative Banking: Institutional work across time and space | **Luciano Barin Cruz**, HEC Montreal; **Jean-Pascal Gond**, HEC Montreal; **Bernard Leca**, IAE de Lille

☐ Why won't You Advocate for Us! The disruptive institutional work of marginalized stakeholders | **Madeline Toubiana**, Schulich School of Business; **Patricia Bradshaw**, Saint Mary's U.

☐ Positive Institutional Work | **Warren O. Nilsson**, U. of Cape Town

**1621 : (Paper Session) - (OMT) Network, Knowledge and Information Exchange**

11:30am - 1:00pm Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 1621**

Chair: **Patrick Kenis**, U. of Antwerp

☐ What do they Know? Information accuracy differentials in interorganizational networks | **Joris Knobens**, Tilburg U.; **Keith G Provan**, U. of Arizona; **Leon A. G. Oerlemans**, Tilburg U.; **Annefleur Krijkamp**, Tilburg U.

☐ Structuration of Interorganizational Collaboration through Conversations | **Riku Ruotsalainen**, Aalto U., Department of Industrial Engineering and Management; **Henri Schildt**, Hanken School of Economics

☐ Are Relational Ties Always Good for Knowledge Acquisition? Buyer-supplier exchanges in China | **Qiyuan Zhang**, U. of Hong Kong; **Shibin Sheng**, U. of Alabama, Birmingham; **Kevin Zheng Zhou**, U. of Hong Kong

☐ Network Resources, Centrality and Scope in the Formation of Firm Performance of R&D Intensive Firms | **Antonio J Verdu**, U. Miguel Hernández; **Ernst Verwaal**, Queen's U. Belfast; **Herman Belgraver**, Queen's U. Belfast

**1622 : (Paper Session) - (OMT) Institutions & Networks**

11:30am - 1:00pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 1622**

Chair: **Mary Still**, U. of Massachusetts, Boston

☐ Overcoming Resistance to Organizational Change: Strong ties and affective cooptation | **Tiziana Casciaro**, U. of Toronto; **Julie Battilana**, Harvard U.

☐ Interstitial Brokers and Institutional Change | **Santi Furnari**, City U.

☐ Board Interlocks and Information Transfers: How, when, and in what direction does information flow? | **Linna Shi**, Binghamton U.; **Ravi Dharwadkar**, Syracuse U.; **David Harris**, Syracuse U.

☐ Double Embeddedness: Towards an integration of networks and institutional theory | **Exequiel Hernandez**, Washington U. in St. Louis; **Gurneeta Vasudeva Vasudeva**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

**1623 : (Paper Session) - (OMT) Institutional Approaches to Categorization**

11:30am - 1:00pm Sheraton Boston Hotel: Independence West

Tweet this session: **#AOM2012 1623**

Chair: **Giacomo Negro**, Emory U.

☐ Do I Stay or Do I Go? Exploring the antecedents of category spanning | **Tyler Earle Wry**, Wharton School

☐ Institutional Rules and Category Structure | **Peter Cebon**, U. of Melbourne

☐ The Politics of Value: The work of value entrepreneurs in shaping categories | **Juliane Reinecke**, U. of Warwick; **Shaz Ansari**, U. of Cambridge

☐ Categorization and Socio-cognitive Dynamics: Identity building and meaning-making on eBay | **Corentin Curchod**, Nottingham U.; **Nicolas Neysen**, Catholic U. of Louvain

#### 1624 : (Paper Session) - (OMT) Exploring Institutional Multiplicity

11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: #AOM2012 1624

Chair: **Sheen S. Levine**, Columbia U.

→ ☐ Institutional Complexity in Transition Fields: The case of socially responsible investing | **Daniela Laurel**, HEC Paris; **Diane-Laure Arjalies**, HEC Paris; **Marco Giorgino**, Politecnico di Milano

→ ☐ Blending Multiple Institutional Logics to Construct Identity | **Grace Hong Fan**, Imperial College London

☉ → ☐ Facing Technological Uncertainty: Managing institutional multiplicity in the semiconductor industry | **Elke Sybille Schuessler**, Free U. Berlin; **Gordon Mueller-Seitz**, Freie U. Berlin

The Institutional Contingency of Political Embeddedness | **Xiaowei Luo**, INSEAD; **Xiao Wang**, Jinan U.; **Liru Lai**, Jinan U.

#### 1625 : (Paper Session) - (OMT) Human Resource Processes in and Across Organizations

11:30am - 1:00pm Sheraton Boston Hotel: Republic A

Tweet this session: #AOM2012 1625

Chair: **Dionne Pohler**, U. of Saskatchewan

☐ Promote or Hire? Comparing make or buy and competing process views in a professional services firm | **Matthew J. Bidwell**, U. of Pennsylvania; **Joseph Keller**, Wharton School

☐ The Impact of Faculty Productivity and Restricted Exchange on Doctoral Candidate Job Placement | **Dali Ma**, Drexel U.; **Hongwei Xu**, INSEAD; **Ehsan Fakharizadi**, Drexel U.

☐ The Emergence of the Division of Labor: Evidence from a lab study | **Marlo Raveendran**, London Business School; **Massimo Warglien**, U. Ca' Foscari of Venice

The Re-representation of Cultural Fit: Cynical candidate ideologies in the recruitment process | **Ashley James Byron Roberts**, Warwick Business School

#### 1626 ☐ JS: (OMT, TIM, CAR) Markets and Networks: Career Choices and Job Searches of New Science and Technology Graduates

11:30am - 1:00pm Boston Hynes Convention Center: Room 307

Tweet this session: #AOM2012 1626

Organizers: **Jennifer Miller**, U. of North Carolina, Chapel Hill;

**Mallika Banerjee**, Cornell U.

Discussant: **William Kerr**, Harvard Business School

Career Preferences of PhD Scientists and Engineers: Levels, changes and predictors | **Henry Sauermann**, Georgia Institute of Technology; **Michael Roach**, U. of North Carolina

Faculty, Postdocs, and Graduate Students: Substitutes or complements in production of research? | **Jennifer Miller**, U. of North Carolina, Chapel Hill; **Maryann P Feldman**, U. of North Carolina, Chapel Hill

Do Job-seekers Benefit from Contacts? A direct test | **George Lan**, MIT Sloan; **Elena Obukhova**, MIT Sloan

Organizational Context and First Career-path Job Placements of Young Scientists and Engineers | **Mallika Banerjee**, Cornell U.; **M. Diane Burton**, Cornell U.

#### 1627 →: (Paper Session) - (ONE) Embeddedness, Networks and Ownership

11:30am - 1:00pm Marriott Boston Copley Place: Salon I

Tweet this session: #AOM2012 1627

Chair: **Suzanne Benn**, U. of Technology, Sydney

☐ The Environmental Consequences of Shared Ownership | **Robert Ryan Raffety**, Richard Ivey School of Business; **Adam Fremeth**, Ivey School of Business

☐ The Effect of Network Embeddedness on the Carbon Performance of Organizations | **Naeem Ashraf**, Euromed Management, & CERGAM, Aix-Marseille U.; **Pierre-Xavier Meschi**, CERGAM, Aix Marseille U. & SKEMA Business School; **Robert Spencer**, Euromed Management

☐ Strategic Alliances for Complex Environmental Issues | **Haiping Lin**, U. of Waterloo; **Nicole Darnall**, Arizona State U.

#### 1628 ☉ → ☐ JS: (ONE, OB, ODC) Green Pursuits: Design of Workplace Environmental Sustainability Interventions

11:30am - 1:00pm Marriott Boston Copley Place: Provincetown

Tweet this session: #AOM2012 1628

Organizers: **Matthew C. Davis**, U. of Leeds; **Rose Challenger**, U. of Leeds; **Sally V. Russell**, Griffith U.

Chair: **Chris W. Clegg**, U. of Leeds

A Socio-technical Approach to Sustainable Intervention Design | **Matthew C. Davis**, U. of Leeds; **Rose Challenger**, U. of Leeds

"Turn it Off": An Intervention Study to Reduce Workplace Electricity Use | **Sally V. Russell**, Griffith U.; **Kelly Fielding**, U. of Queensland; **Alice Evans**, Griffith U.; **Christopher Hill**, Mater Health Services

Growing Greens: The Impact of Goal-Systems on Intervention Effectiveness in the Agricultural Sector | **Jon Heath**, U. of Western Australia; **Ilona McNeill**, U. of Western Australia

Key Questions Regarding the Study of Interventions to Foster Sustainable Behavior at Work | **Gordon P. Rands**, Western Illinois U.

The Future of Environmentally Sustainable Behavior Change Research: An Interactive Discussion | **Chris W. Clegg**, U. of Leeds

#### 1629 ☐: (Paper Session) - (PNP) Organizational Performance - Panel One

11:30am - 1:00pm Marriott Boston Copley Place: Salon C

Tweet this session: #AOM2012 1629

Chair: **Zoe Radnor**, Cardiff Business School, UK

☐ Surviving the Great Recession: Performance Management and the Budget Deficits of City Governments | **Benedict Jimenez**, Rutgers U.

☐ Organizational Capacity and Anticipated Growth in Nonprofit Voluntary Community Sport Organizations | **Alison Doherty**, Western U.; **Graham Cuskelly**, Griffith U.

Co-creating sustainable value in public-private partnerships: an empirical assessment | **Katharina Spraul**, U. of Mannheim; **Julia Stephanie Thaler**, U. of Mannheim; **Bernd Helmig**, U. of Mannheim

#### 1630 ☐: (Paper Session) - (PNP) Human Resource Management - Panel Two

11:30am - 1:00pm Marriott Boston Copley Place: Tremont

Tweet this session: #AOM2012 1630

Chair: **Shahidul Hassan**, Ohio State U.

- 📄 The effects of organizational image and identification on absenteeism and extra-role behavior | **Eunju Rho**, The U. of Georgia; **Taesik Yun**, The U. of Georgia
- Psychological Contracts in Nonprofit Employment Relations | **Deborah Balsler**, U. of Missouri, St. Louis; **Nancy Kinney**, U. of Missouri -st.Louis
- 📄 Managing Younger Workers in the Australian Public Service: A Work Values Perspective | **Richard Philip Winter**, The Australian National U.; **Brent Jackson**, The Australian National U.

**1631** 📄 SHCS: (RM, BPS, OB) **Longitudinal Data Analysis in the Organizational Sciences: Challenges and Opportunities**

11:30am - 1:00pm Westin Copley Place: Empire  
 Tweet this session: #AOM2012 1631  
 Chairs: **Matthew J. Mazzei**, Auburn U.; **Jason D Debone**, Auburn U.  
 Participants: **Robert J. Vandenberg**, U. of Georgia; **Mo Wang**, U. of Florida; **Jeremy Collin Short**, Texas Tech U.; **Alicia Robb**, Ewing Marion Kauffman Foundation

**1632** 📄: (Paper Session) - (SAP) **Toward the Future: Frontiers of Strategic Planning**

11:30am - 1:00pm Boston Hynes Convention Center: Room 308  
 Tweet this session: #AOM2012 1632  
 Chair: **Richard Whittington**, Said Business School

- 📄 Strategic Planning Processes as Mindful Accomplishments: Effects of Institutionalization | **Carola Wolf**, Aston Business School
- The Process of Outstripping Myopia: A Cognitive-Emotional Framework on Long-term Trends | **Christine Scheef**, U. of St. Gallen; **Tobias Schlager**, U. of St. Gallen
- 🗣️ The relation of key performance indicators and strategy development revisited | **A. Paul Spee**, Sydney U.; **Efstathios Tapinos**, Aston U.

**1633** → 🗣️📄: (Paper Session) - (SIM) **Socially Responsible Investing (SRI) and Microfinance**

11:30am - 1:00pm Marriott Boston Copley Place: Boylston  
 Tweet this session: #AOM2012 1633  
 Chair: **Cynthia Clark**, Bentley U.

- 📄 Inertia and Discounting in the Selection of Socially Responsible Investments | **Pat Auger**, Melbourne Business School; **Timothy Michael Devinney**, U. of Technology, Sydney; **Grahame R. Dowling**, U. of Technology, Sydney; **Christine Eckert**, U. of Technology, Sydney; **Nidhida Lin**, U. of Western Sydney
- 📄 Collective representations of responsible investment and their evolution between 1985 and 2010 | **Christel Dumas**, ICHEC Brussels Management School; **Celine Louche**, Vlerick Leuven Gent Management School
- 🗣️📄 Legitimacy, Transparency, and Economic Performance Within the Microfinance Industry | **Darline Augustine**, Baruch College; **Christopher Wheat**, Rutgers U.

**1634** → 🗣️📄: (DRP Session) - (SIM) **Social Change, Social Business and Socially Responsible**

11:30am - 1:00pm Marriott Boston Copley Place: Hyannis  
 Tweet this session: #AOM2012 1634  
 Facilitator: **Stephen Brammer**, U. of Warwick

- 📄 The Responsibility of Fast-Food Companies for Obesity: A Capability Deprivation Approach | **Judith Schrempp**, U. of Richmond

- 📄 Low-income women: are they a target for beauty products? | **Mariana NAZARÉ Livramento**, Pontifical Catholic U. of Rio de Janeiro; **Luis Fernando Hor-Meyll**, Pontifical Catholic U. of Rio de Janeiro; **LUIS ALEXANDRE GRUBITS PESSOA**, Pontifical Catholic U. of Rio de Janeiro

- 📄 Crowding-out the 'community' in community based Credit Unions?: A test of self-regulation | **Ann-Marie Ward**, U. of Ulster; **Johanne Grosvold**, U. of Bath; **John Forker**, U. of Bath

- 📄 Socially-, Sustainably- and Financially-Oriented MFIs: Going Beyond Microfinance Fuzziness | **Diego BITTENCOURT Marconatto**, PPGA - EA -UFRGS; **Luciano Barin Cruz**, HEC Montreal; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul

- 🗣️ Features and Challenges of the "Social Business" Model: Lessons from Microfinance | **Marek Hudon**, ULB - Solvay Brussels School; CERMi; **Joakim Sandberg**, U. of Gothenburg

- The Financial Sector and the Recession: Discourses on Corporate Social Responsibility | **Christian Herzig**, U. of Nottingham / ICCSR; **Jeremy Moon**, U. of Nottingham / ICCSR

**1635** → 🗣️📄: (DRP Session) - (SIM) **Cross-Sector, Cross-National, and Cross-Cultural Aspects of Global Challenges/Solutions**

11:30am - 1:00pm Marriott Boston Copley Place: Salon K  
 Tweet this session: #AOM2012 1635  
 Facilitator: **Paul V. Martorana**, Fordham U.

- 📄 Problem-Centered Organizing: A Framework of Organizational Responsiveness to Global Problems | **Amanda Porter**, VU U. Amsterdam
- 📄 A Multi-Level Analysis of Cross-Sector Partnership Success Factors | **Ralph Hamann**, U. of Cape Town
- Understanding Cross-National Variation in Corporate Social Performance | **Sean Christopher Buchanan**, Schulich School of Business
- 📄 Does Country Context Matter? Board Characteristics and Corporate Social Responsibility Revisited | **Youngkyun Chang**, U. of Kansas; **Won Yong Oh**, U. of Kansas; **Jee-Hyun Park**, Sogang U.
- 📄 How do Companies Invest in CSR? An Ordonomic Contribution for Empirical CSR Research | **Matthias Georg Will**, Martin-Luther U. Halle; **Stefan Hielscher**, Martin-Luther U. Halle

**1636** 📄: (Paper Session) - (SIM) **Ethics Training**

11:30am - 1:00pm Marriott Boston Copley Place: Vineyard  
 Tweet this session: #AOM2012 1636  
 Chair: **David M. Wasieleski**, Duquesne U.

- 📄 Promoting Ethics in Organizations: A Longitudinal Study of Formal Ethics Training and Outcomes | **Danielle E. Warren**, Rutgers U.; **William Laufer**, Wharton School; **Joseph P. Gaspar**, Rutgers U.
- 📄 Employee Participation in Corporate Citizenship Activities: A Policy-Capturing Approach | **Nien-Chi Liu**, National Central U.; **Yi-Ting Lin**, National Central U.; **Chih-Yuan Wang**, National Central U.

☐ Enabling or restricting ethical conduct? A Foucauldian perspective on values-based ethics programs | **Claudia Gross**, Radboud U. Nijmegen; **Johanna K. Moisaner**, Aalto U.; **Beatrice Van der Heijden**, Radboud U. Nijmegen

**1637** → 🗨️: (Paper Session) - (SIM) **Social Enterprises, Social Entrepreneurship and Social Change**

11:30am - 1:00pm Marriott Boston Copley Place: Yarmouth

Tweet this session: #AOM2012 1637

Chair: **May Seitanidi**, U. of Hull

👉 Social and Economic Tension in Social Enterprises: Does it exist? | **Ines Alegre**, IESE Business School

☐ Desperate Poverty, Corruption, and Entrepreneurship with Ethics | **Ronald Mitchell**, Texas Tech U.; **Rob Mitchell**, Ivey School of Business; **Jaе Hwan Lee**, Texas Tech U.; **Angela Randolph**, Texas Tech U.

This is Our Story: Social Entrepreneurs' Use of Storytelling for Resource Acquisition | **Kisha Lashley**, Pennsylvania State U.

**1638** : (Paper Session) - (TIM) **University - Industry Collaboration**

11:30am - 1:00pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1638

Chair: **Rufei Ma**, Tongji U.

→ ☐ Korean University Researchers' Knowledge Acquisition through Research Partnerships with Companies | **Martin Hemmert**, Korea U.

☐ Resource Based View of Firm Competitive Advantage from University Collaboration | **Sharon Alicia Simmons**, Syracuse U.

☐ The Role of Public Researcher Mobility for Industrial Innovation | **Ann-Kathrine Ejsing**, The Danish Insurance Association; **Ulrich Kaiser**, U. of Zurich; **Hans Christian Kongsted**, U. of Copenhagen; **Keld Laursen**, Copenhagen Business School

Innovation in Academic-Industry Partnerships: Measuring the Challenges to Effective Performance | **Katherine Chudoba**, Utah State U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Kevin Crowston**, Syracuse U.

**1639** : (Paper Session) - (TIM) **Adoption of New Technologies and Products**

11:30am - 1:00pm Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 1639

Chair: **Peiran Su**, U. College Dublin

☐ Consumer Acceptance and Readiness for Technology | **Jorge Brantes Ferreira**, Pontifical Catholic U. of Rio de Janeiro; **Angela da Rocha**, Pontifical Catholic U. of Rio de Janeiro; **Jorge Ferreira da Silva**, Pontifical Catholic U. of Rio de Janeiro

☐ Intent to Use Technology: Facilitation Effect of Group Presence | **Sean Walker**, U. of Tennessee at Martin

👉 ☐ Adoption Cycle of Managerial Innovation: Effects of Innovation Social Status and Transaction Costs | **Fariborz Damanpour**, Rutgers U.; **Catherine Magelssen**, Rutgers U.

**TIM Best Paper Proceedings**

☐ The Two Faces of Market Support | **Joern Hoppmann**, ETH Zurich; **Michael Peters**, ETH Zurich; **Malte Schneider**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich

**1640** : (Paper Session) - (TIM) **Energy Economics and Culture**

11:30am - 1:00pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1640

Chair: **Silvia Massini**, U. of Manchester

→ ☐ Potentials and Configuration of Foreign Innovation in China: A Case Study of Multinational Companies | **Jan Henning Behrens**, U. of Kassel

☐ The Presence of an Innovative Culture Across the Company and Differences Among Functional Areas | **Liliana Vasconcellos-Guedes**, U. of Sao Paulo; **Eduardo Vasconcellos**, U. of Sao Paulo; **Luís Fernando Ascensão Guedes**, U. of Sao Paulo; **Roberto Debom**, Cristalia Laboratory

→ ☐ Management and Technological Innovation: Unveiling the Individualism-Collectivism Controversy | **Matej Cerne**, The Centre of Excellence for Biosensors, Instrumentation and Process control; **Marko Jaklic**, U. of Ljubljana; **Miha Škerlavaj**, U. of Ljubljana

→ ☐ Global Vertical Specialization Participation and Domestic Technological Growth: the Case of China | **Jason Z Yin**, Seton Hall U.

**1641** : (Paper Session) - (TIM) **Individuals and Innovative Organizations**

11:30am - 1:00pm Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 1641

Chair: **M. Lourdes Sosa**, London Business School

☐ The Dark Side of Employee Mobility: Evidence from Enterprise Software Adoption | **Joerg Claussen**, Ifo Institute at the U. of Munich; **Thorsten Grohsjean**, Imperial College London

👉 → ☐ Leader Behaviors that Promote Creativity: Development of a Measurement Instrument for R&D Context | **Vishal Gupta**, Indian Institute of Management, Lucknow; **Shailendra Singh**, Indian Institute of Management, Lucknow

→ CEO's Role in Driving Innovation Orientation: A View of Managerial Discretion on Three Levels | **Lis Senta Strenger**, RWTH Aachen U.

IT Professionals: To engage or not to engage? That is the question! | **Linda M Pittenger**, Stevens Institute of Technology; **Richard E. Boyatzis**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.

**1642** : (Paper Session) - (TIM) **Exploration, Exploitation and Ambidexterity**

11:30am - 1:00pm Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 1642

Chair: **Tim Swift**, St. Joseph's U.

👉 ☐ On Strategic Aspects of Organizational Ambidexterity R&D Decisions | **Christine Chou**, National Dong Hwa U.; **Steven O Kimbrough**, U. of Pennsylvania

☐ Consistently Capricious: The Performance Effects of Simultaneous and Sequential Ambidexterity | **Martin C. Goossen**, HEC Paris; **Navid Bazzazian**, HEC Paris; **Corey Phelps**, HEC Paris

☐ Reconciling the Effect of Exploration and Exploitation on Innovation: A Fit Theory Approach | **Tali Hadasa Blank**, Technion Israel Institute of Technology; **Eitan Naveh**, Technion Israel Institute of Technology

📄 Exploiting Capabilities to Explore Performance Frontier: Product-market Fusion in Machine Tools | **Raja Roy**, Drexel U.; **Susan Cohen**, U. of Pittsburgh

**1643** : (Paper Session) - (TIM) **Product Development**

**Strategy**

11:30am - 1:00pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 1643**

Chair: **Sanjay R. Sisodiya**, U. of Idaho

📄 Technology Commercialization Strategy Dynamics and Entrepreneurial Performance | **Matt Marx**, MIT Sloan; **David Hsu**, Wharton School

📄 Investigating Value Creation through the Business Models of Nanotechnology Ventures | **Elicia Maine**, Simon Fraser U.

Population Ecology and Vicarious Learning in New Product Development | **Antonio Garzon-Vico**, U. College Dublin

📄 Appropriation in Times of Open Innovation: Does Secrecy Still Work? | **Wolfgang Sofka**, Tilburg U.; **Edlira Shehu**, U. of Hamburg; **Pedro de Faria**, U. of Groningen  
**TIM Best Paper Proceedings**

**Tuesday 1:15PM**

**1644** : (AAA) **Membership Committee Closing Debrief Meeting**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 207.

Tweet this session: **#AOM2012 1644**

*Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year's activities.*

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

**1645** 📄: (DRP Session) - (BPS) **Industry Analysis and Networks**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 101

Tweet this session: **#AOM2012 1645**

Facilitator: **Wilfred Dolfsma**, U. of Groningen

📄 Intrafirm Embeddedness and the Effect of Family Membership on Hedge Fund Survival | **Emanuel Roland Kastl**, Cass Business School

📄 How do Proximity and Position in Competition Networks Influence Innovation? | **Paul F Skilton**, Washington State U.; **Ednilson Santos Bernardes**, Georgia Southern U.

📄 An Empirical Examination of Network Ambidexterity in the Contemporary Motion Picture Industry | **Chailin Cummings**, California State U. Long Beach

📄 Investigating alliance network changes in the green-tech industry with alliance partner distance | **Ribuga Kang**, U. of Minnesota, Twin Cities

📄 The Dynamics of VC Firm Network Position and Performance in the United States – 1980-2001 | **Gordon Walker**, Southern Methodist U.; **Oliver Gottschalg**, HEC Paris; **Bo Kyung Kim**, Southern Methodist U.

**1646** 📄: (Paper Session) - (BPS) **Strategy process: exploration, exploitation and ambidexterity**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 102

Tweet this session: **#AOM2012 1646**

Chair: **Marcel Bogers**, U. of Southern Denmark

📄 → 📄 A Revised Blueprint of the Ambidextrous Organization: Reuniting Structural and Contextual Theories | **Sebastian Raisch**, HEC U. of Geneva; **Alexander Zimmermann**, U. of St. Gallen; **Laura B. Cardinal**, U. of Houston

📄 Contextual Ambidexterity and Firm Performance: The Role of Interorganizational Collaboration | **Olli-Pekka Kauppila**, Aalto U.; **Juha S. Laurila**, U. of Turku

📄 From Top Management- to Organizational Ambidexterity: The Mediating Role of Strategic Orientations | **Sebastian Kortmann**, U. of Amsterdam

📄 Balancing Exploration and Exploitation: Implications of Being Unbalanced | **Dirk Martignoni**, U. of Zurich; **Oliver Baumann**, U. of Southern Denmark

**1647** 📄: (BPS) **Competitive Positioning and Differentiation**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 103

Tweet this session: **#AOM2012 1647**

Organizers: **Robert C. Seamans**, New York U.; **Feng Zhu**, U. of Southern California

Chair: **Marvin B Lieberman**, U. of California, Los Angeles

Positioning on a Multi-Attribute Landscape | **Ron Adner**, Dartmouth College; **Felipe A. Csaszar**, U. of Michigan; **Peter Zemsky**, INSEAD

Major Rival Attack and Product Repositioning in the Chinese Satellite TV Industry | **Richard Wang**, U. of Minnesota

Market Shocks and Product Positioning in Multi-Sided Markets | **Robert C. Seamans**, New York U.; **Feng Zhu**, U. of Southern California

Product Scope, Differentiation, and Competition in Regulated Industries | **Charlotte Ren**, Purdue U., West Lafayette; **Kenneth J. Meier**, Texas A&M U.; **Chao Guo**, Indiana U.-Purdue U. Indianapolis; **Laurence O'Toole**, U. of Georgia

**1648** 📄: (DRP Session) - (BPS) **Competitive Heterogeneity and Corporate Strategy**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 109

Tweet this session: **#AOM2012 1648**

Facilitator: **Flore Bridoux**, U. of Amsterdam

📄 The impact of product proliferation strategies in response to complex customer choices | **Alicia Barroso**, U. Carlos III de Madrid; **Marco Giarratana**, Bocconi U.

📄 Testing Mintzberg: The Impact of Intended Strategies on Firm Performance | **Anthony L Iaquinto**, U. of Wisconsin, Eau Claire

📄 Under the Crossfire: Political Ambivalence, Social Activism and Value Outcomes in the Water Industry | **Ilze Kivleniece**, HEC Paris; **Bertrand V. Quelin**, HEC Paris

📄 Zero-sum or zeros added? | **Tale Skjolsvik**, U. of Oslo; **Karl Joachim Breunig**, Norwegian School of Management

📄 Business Model Innovation of Complex Service Providers: a Quest for Fit | **Ivanka Visnjic**, ESADE Business School; **Andrew Neely**, Cambridge U.

**1649** 📄: (Paper Session) - (BPS) **Relational Ties: Families, Firms, and Foreign Enterprises**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 201

Tweet this session: **#AOM2012 1649**

Chair: **Michelle Gittelman**, Rutgers U.

TUESDAY

- 📖 Family Firms and Technology Innovation: Testing Competing Hypotheses | **Ashwin Arehalli Subramanyam**, Infosys Limited; **Rishikesh Krishna**, Indian Institute of Management, Bangalore; **Reje George**, Indian Institute of Management, Bangalore
- 📖 Multiplex Ties in Business Group Innovation: Complements or Substitutes? | **Shu-Ping Li**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore
- Do Knowledge Flows Trigger Interfirm Cooperation? Evidence from the Enterprise Software Industry | **Hyun Ju Jung**, Georgia Institute of Technology
- ➔ Multi-Country Knowledge Generation: Evolving Relationships and Global Innovation within MNCs | **Heather Berry**, George Washington U.

#### 1650 📖: (DRP Session) - (BPS) Corporate Strategy & Resources

1:15pm - 2:45pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 1650

Facilitator: **Sybille Sachs**, U. of Applied Sciences, Zurich

The Shadow of the Future in Vertical Relationships | **Bart Vanneste**, INSEAD; **Douglas H. Frank**, INSEAD

- 📖 Acquiring External Human Capital-Based Capabilities Through M&A Versus Hiring | **John Mawdsley**, U. of Illinois, Urbana-Champaign; **Deepak Somaya**, U. of Illinois, Urbana-Champaign

Combining activity systems and RBV lenses on cross-business synergy | **Tim Franke**, Technical U. of Berlin; **Dodo Zu Knyphausen-Aufsess**, Technical U. Berlin

- 📖 Resource Based Theory and the Expansion of Firm Boundaries | **Gerhard Speckbacher**, WU Vienna; **Kerstin Neumann**, WU Vienna; **Werner Helmut Hoffmann**, WU Vienna

- 🗣️📖 No Substitute for Experience? The Impact of Corporate Reputation on Stock Market Reactions to M&A | **Abraham Soleimani**, Eastern Washington U.; **William D Schneper**, Franklin & Marshall College; **William Newbury**, Florida International U.

#### 1651 📖: (Paper Session) - (BPS) New Directions in Corporate Governance

1:15pm - 2:45pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1651

Chair: **Scott D. Graffin**, U. of Georgia

- 🗣️📖 Time to Act: Competitive Responses to the Executive Turnover of Rivals | **Junichi Yamanoi**, Chinese U. of Hong Kong
- 🗣️📖 The potential for improvement through experiential learning of different governance modes. | **Louis Mulotte**, Tilburg U.
- 🗣️📖 The Effectiveness of Self-Regulation: the Case of International Certifiable Management Standards | **Konstantinos Iatridis**, U. of Central Lancashire; **Andrei Kuznetsov**, U. of Central Lancashire
- 📖 The Changing Value of CEOs: Evidence from Market Reaction to Unexpected CEO Death, 1950 - 2009 | **Timothy J. Quigley**, Lehigh U.

#### 1652 📖: (DRP Session) - (BPS) Top Management Teams and Performance

1:15pm - 2:45pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1652

Facilitator: **Paul Seaborn**, U. of Denver

- 📖 External or Internal Board Evaluation: The Case of UK Companies | **Amon Chizema**, Loughborough U.; **Dzidziso Samuel Kamuriwo**, City U. London
- 📖 Board capital and exploration: From a resource provisional perspective | **Nami Kim**, Korea U. Business School; **Eonsoo Kim**, Korea U. Business School; **Daeil Nam**, Korea U.
- 📖 Top Management Teams and Firm Performance: A Social Cognitive Perspective | **Ciaran Heavey**, U. College Dublin; **Zeki Simsek**, U. of Connecticut
- 📖 Leadership Stability as a Performance Facilitator in Organizations with Stretch Goals | **Pierre-Xavier Meschi**, CERAM, Aix Marseille U. & SKEMA Business School; **Emmanuel Metais**, EDHEC
- 🗣️📖 Senders' bias: How top managers' communication improve or not improve strategy implementation? | **Katsuhiko Shimizu**, Keio U.

#### 1653 📖 JS: (BPS, OB, RM) CEO Psychological Characteristics: Current Perspectives using Unobtrusive Measures

1:15pm - 2:45pm Boston Hynes Convention Center: Room 313

Tweet this session: #AOM2012 1653

Chairs: **Christian J. Resick**, Drexel U.; **Sucheta Nadkarni**, Drexel U.

Toward the Development of an Unobtrusive Measure of CEO Openness to Experience | **Craig Crossland**, U. of Texas; **Jinyong Daniel Zyung**, U. of Texas, Austin; **Nathan J. Hiller**, Florida International U.

CEO Ambivalence and Competitive Actions: The Moderating Role of Environmental Dynamism | **Nils Plambeck**, HEC; **Martin C. Goossen**, HEC Paris; **Tianxu Chen**, Oakland U.

The Influence of CEO Political Ideology on Corporate Social Responsibility | **M.K. Chin**, Pennsylvania State U.

CEO Core Self-Evaluations and Strategic Choice: A Historiometric Assessment | **Sucheta Nadkarni**, Drexel U.; **Christian J. Resick**, Drexel U.; **Jianhong Chen**, Drexel U.; **Jaclyn Shor**, Drexel U.; **Ping Tyra Shao**, California State U. Sacramento

#### 1654 ➔ 🗣️📖 JS: (CAR, ENT, OB) Entrepreneurial Career Resources: How Founders' Career Experiences Influence Their Firms

1:15pm - 2:45pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 1654

Organizers: **Svetlana Khapova**, VU U. Amsterdam; **Michael B. Arthur**, Suffolk U.

Career Capital of Self-Employed Business School Graduates | **Markus Latzke**, WU Vienna; **Michael Schiffinger**, WU Vienna; **Paul Georg Demeter**, Wu Wien

The Career Capital of Former Apprentices: A Qualitative Study From Austria | **Katharina Chudzikowski**, WU Vienna  
Towards a More Holistic View of Entrepreneurial Careers | **Jelena Zikic**, York U.; **Souha R. Ezzedeen**, York U.

Compositions of Firm Founders' Career Resources | **Eva De Mol**, Free U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam; **Tom Elfring**, VU U. Amsterdam

Founders' Career Resources and the Firm Growth in Japan | **Mami Taniguchi**, Waseda U.

**1655** 📄 JS: (CAR, RM, HR) **Researching Careers: Current Approaches and Future Trajectories**

1:15pm - 2:45pm Boston Park Plaza: Georgian Room  
Tweet this session: **#AOM2012 1655**

**Organizers:** **Laurie Cohen**, Loughborough U.; **Joanne Duberley**, U. of Birmingham UK; **Hugh P. Gunz**, U. of Toronto; **Wolfgang Mayrhofer**, WU Vienna

**Chair:** **Hugh P. Gunz**, U. of Toronto

**Discussant:** **Martin G Evans**, U. of Toronto

Analyzing Change in Careers Over Time Through

Longitudinal Studies | **Wolfgang Mayrhofer**, WU Vienna; **Ralph Kattenbach**, U. of Hamburg; **Florian Schramm**, U. of Hamburg

Understanding Careers in a Volatile World: The Importance of Action Research | **Lotte Bailyn**, Massachusetts Institute of Technology

An Autoethnographic Approach | **Mark Learmonth**, Durham U.; **Michael Humphreys**, Durham U.

Researching Careers in Globalized IT Offshoring Spaces: Insider and Outsider Perspectives | **M N Ravishankar**, Loughborough U.

The Career Narratives of Castaways... Examining the Presentation of Careers in Desert Island Discs | **Laurie Cohen**, Loughborough U.; **Joanne Duberley**, U. of Birmingham UK

**1656** : (Paper Session) - (CDP) **Forming and Implementing Teams for Effective Performance**

1:15pm - 2:45pm Westin Copley Place: Baltic  
Tweet this session: **#AOM2012 1656**

**Facilitator:** **Ramon J. Aldag**, U. of Wisconsin, Madison

📄 **SAP:** Do Team Selectors Really Look for Chemistry?

Perhaps Not! | **Jonathan Pinto**, Imperial College London

📄 **OCIS:** Team Knowledge Sharing, Communication, Conflict, & Transactive Memory : Implications for Performance | **Ravi Shanker Gajendran**, U. of Illinois, Urbana-Champaign

📄 **OM:** Video-Analysis of Lean Team Behaviors: Triangulated Evidence on Three Prototypical Work Situations | **Desiree van Dun**, U. of Twente; **Celeste P. M. Wilderom**, U. of Twente; **Mark Van Vuuren**, U. of Twente

📄 **HR:** Proactive Personality and Employee Creativity in Work Teams: Examining a Multilevel Model (WITHDRAWN) | **Nan Wang**, National U. of Singapore; **Zhitao Xie**, Shanghai JiaoTong U.; **Jinlong Zhu**, National U. of Singapore; **Xin-Ming Tian**, Shanghai JiaoTong U.; **Hourui Li**, Shanghai JiaoTong U.

**1657** : (Paper Session) - (CDP) **Looking Backwards to Manage Forward: History, Attention, and Rhetoric**

1:15pm - 2:45pm Westin Copley Place: Essex North-Center  
Tweet this session: **#AOM2012 1657**

**Facilitator:** **Marc Hoffman Lavine**, U. of Massachusetts, Boston

📄 **MSR:** Of vice and virtue: Religious rhetoric in the business press and the economic crisis. | **Eric Patton**, Saint Joseph's U.

📄 **CMS:** The New Deal, History, and MOS II: Constructing Disciplinary Actors and Theories | **Jason Foster**, Athabasca

U.; **Albert J. Mills**, Saint Mary's U.; **Terrance G. Weatherbee**, Acadia U.

📄 **OMT:** Mission Accomplished? Attention to performance during the Iraq war | **Pino G. Audia**, Dartmouth College; **Mary Kate Stimmler**, U. of California, Berkeley

**OMT:** Rise and Fall of a Celebrity Firm: Exploring the origins and development of organizational hubris | **Philipp Hermanns**, Free U. Berlin; **Georg Schreyogg**, Freie U. Berlin

**1658** : (Paper Session) - (CDP) **Innovating for Performance: Crowdsourcing and Design Thinking**

1:15pm - 2:45pm Westin Copley Place: Essex North-East  
Tweet this session: **#AOM2012 1658**

**Facilitator:** **Mary Dunn**, U. of Texas, Austin

📄 **TIM:** Cherry Picking if a Thousand Flowers Bloom: How Organizations Cull the Pool of User Suggestions | **Henning Piezunka**, Stanford U.; **Linus Dahlander**, ESMT European School of Management and Technology

📄 **TIM:** Getting More out of the Crowd: How to Organize Crowdsourcing for Innovation | **Bjorn Smeets**, Tilburg U.; **Maryse Chappin**, Tilburg U.; **Bram Kaashoek**, Dialogic Innovative & Interactive

📄 **OM:** Design for Evolvability: New Framing for Infrastructure Development (Capital) Projects | **Nuno A Gil**, U. of Manchester; **Guilherme Biesek**, Manchester Business School

**OM:** TO and Innovativeness in TSFs: Perspectives from Operations, Marketing and Strategic Management | **Mahesh P Joshi**, George Mason U.; **Nacef Mouri**, George Mason U.; **Sidhartha R Das**, George Mason U.

**1659** : (Paper Session) - (CDP) **Understanding and Avoiding Employment Discrimination Based on Citizenship, Religion, Criminal History, and Age**

1:15pm - 2:45pm Westin Copley Place: Essex North-West  
Tweet this session: **#AOM2012 1659**

**Facilitator:** **Danielle van Jaarsveld**, U. of British Columbia

📄 **HR:** Off to a Green Start? How State Agents Shape the Employment of Foreign Nationals by Citizenship | **Ben A. Rissing**, MIT Sloan; **Emilio J. Castilla**, Massachusetts Institute of Technology

📄 **MSR:** Beyond Accommodation: Avoiding Religious Expression Disputes in the Workplace | **Kathy Lund Dean**, Gustavus Adolphus College; **Scott R. Safranski**, Saint Louis U.; **E. Scott Lee**, Idaho State U.

📄 **GDO:** Hiring Ex-offenders: A Theoretical Model | **Nicole C. Jones**, U. of Connecticut; **Gary N. Powell**, U. of Connecticut

📄 **GDO:** Overqualification Moderates the Effects of Age Discrimination on Withdrawal and Somatic Symptoms | **Maria Carmen Triana**, U. of Wisconsin, Madison; **Tiffany Trzebiatowski**, U. of Wisconsin, Madison

**1660** : (Paper Session) - (CDP) **Leveraging Knowledge through Routines, Clusters, and Templates**

1:15pm - 2:45pm Westin Copley Place: St. George C  
Tweet this session: **#AOM2012 1660**

**Facilitator:** **Linda F. Edelman**, Bentley U.

📄 **SAP:** Designing Program Routines as Sources of Flexibility in Dynamic Environments | **Wein-Hong Emily Chen**, National Dong Hwa U.; **Chwo-Ming Yu**, National Chengchi U.



→ **OMT**: Templates as Vehicles for Learning in Multinational Firms | **Paul M. Leonardi**, Northwestern U.; **Casey Spruill**, Northwestern U.

**TIM**: Public Firm Sponsorship of Open Source Software: A Knowledge-based Approach to Open Innovation | **Sai Lan**, Peking U.; **Douglas J. Miller**, U. of Illinois, Urbana-Champaign; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

**OMT**: The Rise of Hollywood East: Regional film offices as intermediaries in film production clusters | **David Terkla**, U. of Massachusetts, Boston; **Pacey Foster**, U. of Massachusetts, Boston

**1661** : (Paper Session) - (CDP) **Managing in Government and Public Sector Organizations**

1:15pm - 2:45pm Westin Copley Place: St. George D

Tweet this session: **#AOM2012 1661**

Facilitator: **Kira Kristal Reed**, Syracuse U.

**ONE**: The Collaborative Public Manager: A Social Marketer? | **Carmen Echebarria**, U. of the Basque Country; **Jose M. Barrutia**, U. of the Basque Country

**IM**: Investigating the Impact of Corruption and Culture on Electronic Government Maturity | **Satish Krishnan**, National U. of Singapore

**Doug Nigh Award Finalist**

→ **CMS**: New Public Management and NGOs in Brazil: The Task of Strengthening the Civil Society Participation | **Daniella Munhoz da Costa Lima**, Fundacao Getulio Vargas; **Denise Franca Barros**, Fundacao Getulio Vargas; **Alessandra Mello Costa**, IAG PUC Rio; **Joao Felipe Rammelt Sauerbronn**, FGV DIREITO RIO

**MC**: Management Consulting in Public Services | **Henri Savall**, ISEOR, IAE - U. of Lyon 3; **Veronique Zardet**, ISEOR, IAE - U. of Lyon 3

**1662** : (Paper Session) - (CM) **Anger in Negotiations: The Effect of Culture, Personality, and Motives**

1:15pm - 2:45pm Boston Park Plaza: Cambridge Room

Tweet this session: **#AOM2012 1662**

Chair: **Jeffrey Loewenstein**, U. of Illinois, Urbana-Champaign

Equally Angry, Unequally Effective: Expresser Culture and the Social Effects of Anger in Negotiation | **Hajo Adam**, Northwestern U.; **Aiwa Shirako**, New York U.

Face Threat Sensitivity in Negotiation: Effects on Psychological and Objective Outcomes | **Ece Tuncel**, Webster U.; **Dejun Tony Kong**, U. of Richmond; **Judi McLean Parks**, Washington U. in St. Louis; **Gerben A. Van Kleef**, U. of Amsterdam

Social Exchange in Negotiation: How Relational Accounts Influence Negotiator Behavior | **Alexandra A. Mislin**, American U.; **Peter Austin Boumgarden**, Hope College; **Daisung Jang**, Washington U. in St. Louis

**1663** : (CM) **Explorations into the Conundrums and Complexities of Workplace Mistreatment**

1:15pm - 2:45pm Boston Park Plaza: Franklin Room

Tweet this session: **#AOM2012 1663**

Chairs: **Laura Lomeli**, Texas A&M U.; **Kathi Miner**, Texas A&M U. Workplace Harassment and Team (In)effectiveness | **Jana L. Raver**, Queen's U.; **Ingrid C. Chadwick**, Queen's U.

An Examination of Withdrawal Reactions to Patient Incivility | **Taylor Elizabeth Sparks**, U. of Georgia; **Kerrin E. George**, U. of Georgia; **Katie Kincaid**, U. of Georgia; **Lillian Eby**, U. of Georgia Working in a Climate of (In)civility and Blood Pressure | **Laura Lomeli**, Texas A&M U.; **Kathi Miner**, Texas A&M U.; **Mindy E. Bergman**, Texas A&M U.; **Ismael Diaz**, Texas A&M U.

Surviving the Hiring Process: Evidence of Interpersonal Discrimination in Hiring Cancer Survivors | **Larry R Martinez**, Rice U.; **Craig D White**, Texas A&M U., College Station; **Kelly A Mover**, Rice U.; **Michelle R. Hebl**, Rice U.

Gender, Mistreatment, and Advancement in Blue and Pink Collar Occupations | **Jennifer L. Berdahl**, U. of Toronto; **Sue H Moon**, Long Island U.; **Ji-a Min**, U. of Toronto; **Alexander Garcia Muradov**, U. of Toronto

**1664** : (CMS) **Can CMS Get Anything Done? Management and Progressive Change in the Context of Global Crisis**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon J

Tweet this session: **#AOM2012 1664**

Organizers: **Jonathan Murphy**, Cardiff U.; **Sarah Stookey**, Central Connecticut State U.

Presenters: **Alex Faria**, Fundacao Getulio Vargas; **Bill Cooke**, Lancaster U.; **H. C. Willmott**, Cardiff U.; **Martin Parker**, U. of Leicester; **Richard Marens**, California State U. Sacramento

**1665** : (DRP Session) - (ENT) **Knowledge, Social Capital, and Perceptions**

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A

Tweet this session: **#AOM2012 1665**

Facilitator: **Anthony Briggs**, U. of Alberta

Characteristics of Ex-CEO Founder Directors and Performance Variation in Young IPO Firms | **Son Anh Le**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.; **Kyung Moon Kim**, Louisiana Tech U.

Creativity, Goal Difficulty, and Entrepreneurial Intent: Discovery of Non-Obvious Solutions | **Reddi Kotha**, Singapore Management U.; **Dimo Dimov**, Newcastle U.

Entrepreneurship and the Three Varieties of Knowledge: Subjective, Inter-Subjective, and Objective | **Eugene Z Ghez**, U. of Virginia; **S. Venkataraman**, U. of Virginia

The Influence of VC Syndicate Density on Startup Company Performance | **Lei Zhang**, U. of South Florida

The Impact of Managerial Ties on New Product Development Performance in Emerging Markets | **Longzeng Wu**, Shanghai U. of Finance and Economics; **Frederick Hong-kit Yim**, Hong Kong Baptist U.; **Xiaogang He**, Shanghai U. of Finance and Economics

**1666** : (Paper Session) - (ENT) **Primary Data Sources: Survey and Qualitatives**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon G

Tweet this session: **#AOM2012 1666**

Chair: **David Mitchell Ford**, U. of Alabama, Tuscaloosa

Entrepreneurial Savants or Purposive Thinkers? Alertness and Deliberate Cognition as Paths to Action | **Philip T. Rounly**, U. of Texas, Austin; **David A. Harrison**, U. of Texas, Austin; **Susanna Khavul**, U. of Texas, Arlington; **Liliana Pérez-Nordtvedt**, U. of Texas, Arlington; **Jeffrey E McGee**, U. of Texas, Arlington

- 📖 Change and Stability Interaction in SMEs: A Comparative Case Study | **Jorge Humberto Mejia-Morelos**, ITAM, Mexico; **Francois Grima**, Paris 12-RMS; **Georges Trepo**, HEC Paris
- Emergent Design: Creating a New Business in a Nascent Industry | **Tiona Zuzul**, Harvard Business School
- ➔ 📖 Extending Current Theories for Better Corporate Entrepreneurship Incentive System Design | **Erik Monsen**, U. of Strathclyde; **Carina Lomberg**, U. of Berne; **Jeffrey S Hornsby**, Kansas State U.

**1667 : (Paper Session) - (ENT) Society and Entrepreneurship**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon H  
 Tweet this session: **#AOM2012 1667**

- Chair: **Gustavo Oliveira Almeida**, Fundacao Getulio Vargas
- 🗣️ 📖 Acquisitions by Family Firms: The Role of Socioemotional Wealth | **Tobias Dehlen**, U. of St. Gallen; **Thomas Markus Zellweger**, U. of St. Gallen
- 📖 Effect of Community Development Financial Institution Assistance on Survival of Startup Firms | **Kulwant Rai**, U. of Virginia; **Gregory Fairchild**, U. of Virginia
- 🗣️ 📖 Cultural Capital and Entrepreneurial Success in a Dual-Society | **Michael Valdez**, Seton Hall U.
- 📖 Entrepreneurial Identity: A Sociomaterial Approach | **Fernando F. Fachin**, HEC Montreal

**1668 : (Paper Session) - (ENT) The Entrepreneur and the Market**

1:15pm - 2:45pm Sheraton Boston Hotel: Jefferson  
 Tweet this session: **#AOM2012 1668**

- Chair: **Cameron Ford**, U. of Central Florida
- 🗣️ 📖 Perceived Other-Regarding Behaviors of Founder and Agent CEOs | **Nathan T. Washburn**, Thunderbird; **Mary F. Sully de Luque**, Thunderbird
- 📖 Does X Lead Me to Infer Y? Distal and Proximate Analogies and the Initiation of Product Markets | **Joseph Raffiee**, U. of Wisconsin, Madison; **Jon Eckhardt**, U. of Wisconsin, Madison
- 🗣️ 📖 Marketing or R&D? | **Lisa Zhao Song**, U. of Missouri, Kansas City; **Carla Pavone**, U. of Minnesota; **Michael Song**, U. of Missouri, Kansas City
- 📖 For Benevolence and for Self-Interest: Social and Commercial Entrepreneurship Across Nations | **Saul Estrin**, London School of Economics; **Tomasz Marek Mickiewicz**, Aston Business School; **Ute Stephan**, U. of Sheffield

**1669 🗣️ 🗣️ : (DRP Session) - (GDO) Teams**

1:15pm - 2:45pm Boston Park Plaza: Board Room  
 Tweet this session: **#AOM2012 1669**

- Chair: **Beth Ann Livingston**, Cornell U.
- Discussant: **Yves R. F. Guillaume**, Aston U.
- 🗣️ 🗣️ 📖 Team Diversity, Team Processes, and Team Performance: The Moderating Role of Leader Mood | **Meir Shemla**, Technische U. Dresden; **Eric Kearney**, Leibniz U. Hannover
- 🗣️ 🗣️ 📖 Gender Diversity and Team Outcomes: Moderating Role of PO fit and PJ fit | **Myung-Hui Kim**, Korea U.; **Jong-Keon Lee**, Chung-Ang U.; **Sang Hyeon Sung**, Dongguk U.
- ➔ 🗣️ 🗣️ 📖 Ethnic Diversity and Team Performance: A Randomized Field Experiment | **Sander Hoogendoorn**, U. of

- Amsterdam; **Hessel Oosterbeek**, U. of Amsterdam; **Mirjam Van Praag**, U. of Amsterdam
- 🗣️ 🗣️ 📖 Group Goal Setting in Age-Diverse Teams: Investigating the Role of Goal Clarity and Reflexivity | **Tina Davidson**, Vlerick Leuven Gent Management School; **Shari De Baets**, Vlerick Leuven Gent Management School; **Koen Dewettinck**, Vlerick Leuven Gent Management School
- ➔ 🗣️ 🗣️ 📖 Towards Composite Theories of Diversity in Organizational Teams: Four Building Blocks | **Margarita Mayo**, IE Business School; **Maria Kakarika**, Euromed Management; **Nicolas Deuschel**, IE Business School

**1670 📖 SHCS: (GDO) Conceptualizing Age in Work Settings**

1:15pm - 2:45pm Boston Park Plaza: Clarendon Room  
 Tweet this session: **#AOM2012 1670**

- Chair: **Najung Kim**, Boston College
- Discussant: **Barbara S. Lawrence**, U. of California, Los Angeles
- Presenters: **Lisa M. Finkelstein**, Northern Illinois U.; **Janet L Barnes-Farrell**, U. of Connecticut; **Harvey L. Sterns**, The U. of Akron

**1671 🗣️ 🗣️ : (Paper Session) - (GDO) Senior Women and Leadership**

1:15pm - 2:45pm Boston Park Plaza: Thoreau Room  
 Tweet this session: **#AOM2012 1671**

- Chair: **Judith A. Clair**, Boston College
- Discussant: **Mariko Gakiya**, Harvard U. & Tokyo U.
- 📖 Work-Life and the Upper Echelon: Perceptions, Outcomes, and Gender Differences in Senior Leadership | **Maura J. Mills**, Hofstra U.; **Angela R Grotto**, Sirota Survey Intelligence
- ➔ 🗣️ 🗣️ 📖 Varieties of Capitalism and women partners' experiences of career advancement | **Patrizia Sofia Kokot**, Aberystwyth U.
- Women In Charge: The Impact of Female Managers on Gender Inequality | **Mabel Abraham**, MIT Sloan

**1672 🗣️ 🗣️ : (DRP Session) - (GDO) Disabilities**

1:15pm - 2:45pm Boston Park Plaza: Tremont Room  
 Tweet this session: **#AOM2012 1672**

- Chair: **Joy E. Beatty**, U. of Michigan, Dearborn
- Discussant: **C V Harquail**, Authentic Organizations
- 🗣️ 🗣️ 📖 Obstacles to Success in the Workplace for People with Disabilities: A Review and Research Agenda | **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **Mark L. Lengnick-Hall**, U. of Texas, San Antonio
- 🗣️ 🗣️ 📖 ADHD and Learning Disabilities: Implications for the Development of Positive Work Identity | **Cheryl K. McIntosh**, U. of Texas-Arlington
- 🗣️ ➔ 🗣️ 🗣️ 📖 Job performance of employees with disabilities: Interpersonal and intrapersonal resources matter | **Miriam Karin Baumgaertner**, U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen; **David J. G. Dwertmann**, U. of St. Gallen
- 🗣️ 🗣️ 📖 Predictors of Requesting Employer-sponsored Disability Accommodations | **Katherine Breward**, U. of Winnipeg
- 🗣️ 🗣️ 📖 Workplace Inclusion of People with Disabilities | **David C. Baldridge**, Oregon State U.; **Alison M. Konrad**, U. of Western Ontario; **Mark E. Moore**, East Carolina U.

TUESDAY

**1673** 🗄️📄JS: (HCM, MOC) **Overload in Hospitals: Theory and Its Application to Improve Patient Safety**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 1673

**Panelists:** **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor; **Carol Stoak Saunders**, U. of Central Florida; **Anne F. Rutkowski**, Tilburg U.; **Jack J. Jakimowicz**, Catharina Hospital Eindhoven; **Robert Wears**, U. of Florida

**1674** 🗄️: (Paper Session) - (HR) **Employee Benefits and Well-Being**

1:15pm - 2:45pm Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 1674

**Chair:** **Daniel J Koys**, DePaul U.

🗄️How Flexible Should Flexible Benefits Be? | **Tiffany**

**Maldonado**, U. of Houston; **Ksenia O. Krylova**, U. of Houston; **Hwanwoo Lee**, U. of Houston

🗄️The Role of Human Resources in Retirement Systems: A New Area for Research | **Dale E. Rude**, U. of Houston; **Hwanwoo Lee**, U. of Houston

🗄️The Effect of Work and Family Demands and Work Support on Individual Long-Term Health | **Amit Kramer**, U. of Illinois, Urbana-Champaign; **Wonjoon Chung**, U. of Illinois, Urbana-Champaign

**1675** → 🗄️: (Paper Session) - (HR) **Cultural Influences on Employees, Teams, and Workgroups**

1:15pm - 2:45pm Boston Park Plaza: Charles River Room

Tweet this session: #AOM2012 1675

**Chair:** **Sumita Raghuram**, Pennsylvania State U.

🗄️Human Resource Management and Team-Level Identification Among Employees in a Collectivistic Culture | **Ji Li**, Hong Kong Baptist U.; **Pengcheng Li**, Shandong U.; **Guiyao Tang**, Shandong U.

→ Cultural Influences on Fit and Friction in the Employee-Employer Relationship | **Stacey R. Fitzsimmons**, Western Michigan U.; **Christina L. Stamper**, Western Michigan U.

🗄️Strengths that Individualism and Collectivism Bring to Workgroups: Strengths-Oriented HRM practices | **Yuka Fujimoto**, Deakin U.; **Charmine E. J. Hartel**, U. of Queensland; **Andre Anugerah Pekerti**, U. of Queensland

**1676** 🗄️: (DRP Session) - (HR) **The Role of Social Media and On-Line Resources in Selection**

1:15pm - 2:45pm Boston Park Plaza: Newbury Room

Tweet this session: #AOM2012 1676

**Facilitator:** **Richard N. Landers**, Old Dominion U.

Applicant Reactions to Online Background Checks: Welcome to a Brave New World | **Scott Seibert**, U. of Iowa; **Patrick E. Downes**, U. of Iowa; **Justin Christopher**, U. of Iowa

Factors Affecting Applicants' Reactions to the Collection of Data in Social Network Websites | **Stephanie Lee Black**, U. of Texas, San Antonio; **Andrew Franklin Johnson**, U. of Texas, San Antonio; **Stephen Edward Takach**, U. of Texas, San Antonio; **Dianna L. Stone**, U. of Texas, San Antonio

Do They Care? Applicant Reactions to On-Line Social Networking Presence Checks | **Rudolph J Sanchez**, California State U. Fresno; **Kelly Roberts**, California State U. Fresno; **Melissa Freeman**, California State U. Fresno; **Ann-Marie C. Clayton**, California State U. Fresno

🗄️Using Social Media Information for Staffing Decisions: Some Uncharted Territory In Validity Research | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Chad H. Van Iddekinge**, Florida State U.; **Jason Thatcher**, Clemson U.

🗄️Social Media and Employee Selection: Literature-Based Expectations of Adverse Impact | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Chad H. Van Iddekinge**, Florida State U.; **Jason Thatcher**, Clemson U.

**1677** 🗄️: (Paper Session) - (HR) **Loyalty, Reputation, and Relationships: Effects on Withdrawal Processes and Performance**

1:15pm - 2:45pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 1677

**Chair:** **Brian R. Dineen**, U. of Kentucky

🗄️The Effects of Collective Quits and Dismissals on Performance in Retail Units: A Panel Data Analysis | **Cristina Simon**, IE Business School; **Isabel de Sivatte**, U. of Castilla-La Mancha; **Ricardo Olmos**, U. Autonoma de Madrid

🗄️Can We Still Be Friends? The Role of Exit Conversations in Facilitating Post-exit Relationships | **Carol T. Kulik**, U. of South Australia; **Belinda R. Tovale**, U. of South Australia; **Shruti Sardeshmukh**, U. of South Australia; **Sanjeeva Samanali Perera**, U. of South Australia; **Gayathri Wijesinghe**, U. of South Australia

🗄️Best Places to Work: How "Making the List" Impacts Employee Turnover | **Brian R. Dineen**, U. of Kentucky; **Jason D. Shaw**, U. of Minnesota

🗄️How Loyalty Extends the Process Fairness – Turnover Intention Model | **Brian J. Collins**, U. of Southern Mississippi; **Kevin W. Mossholder**, Auburn U.

**1678** 🗄️JS: (HR, MED, OB) **New Directions in Understanding Motivation to Learn**

1:15pm - 2:45pm Boston Park Plaza: Arlington Room

Tweet this session: #AOM2012 1678

**Chair:** **Howard J. Klein**, Ohio State U.

**Discussant:** **Raymond A. Noe**, Ohio State U.

Effects of Mean Levels of and Diversity in Goal Orientation on Team Learning Over Time | **Cynthia Kay Stevens**, U. of Maryland; **Deborah Searcy**, U. of Maryland, College Park; **Rhonda K. Reger**, U. of Maryland

A Longitudinal Study of Antecedents and Outcomes of Goal Orientation Change | **Aaron Watson**, SWA Consulting Inc; **Eric Alan Surface**, SWA Consulting Inc; **Reanna Harman**, SWA Consulting Inc; **Erich C. Dierdorff**, DePaul U.

The Role of Competence, Confidence, and Commitment Over Time in During Training | **Howard J. Klein**, Ohio State U.; **Alison M. Dachner**, Ohio State U.; **Eric Alan Surface**, SWA Consulting Inc; **Kenneth G. Brown**, U. of Iowa

The Dynamic Interplay of Learning and Self-Regulatory Processes over Time | **Traci Sitzmann**, U. of Colorado Denver; **Thomas M. Cavanagh**, Colorado State U.

What Makes Civility Training Effective? Engagement, Cynicism and Motivation to Learn | **Jenna Shapiro**, U. of Connecticut; **Benjamin Walsh**, U. of Illinois, Springfield; **Jared Quinn**, U. of Connecticut; **Vicki J. Magley**, U. of Connecticut

**1679** → 📄: (Paper Session) - (IM) **Sustaining International Mergers and Acquisitions in a Global World**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 205

Tweet this session: #AOM2012 1679

Chair: **Furkan Amil Gur**, LSU

→ International Mergers and Acquisitions: A Test of New Integration Approach Paradigm | **Yaakov Weber**, College of Management, Israel; **Shlomo Yedidia Tarba**, Open U.; **Guenther K. Stahl**, WU Vienna and INSEAD; **Ziva Rozen Bachar**, The Western Galilee College

→ Organizational Identity Change of the Target Firm after a Cross-Border Acquisition | **Tomoki Sekiguchi**, Osaka U.; **Ralf Bebenroth**, Kobe U.

**Fundação Dom Cabral Best Paper in International Strategy Finalist**

📄 Absorptive and Disseminative Capacities in M&A Knowledge Transfer | **Paulina Junni**, Hanken School of Economics; **Riikka M Sarala**, U. of North Carolina, Greensboro  
**Doug Nigh Award Finalist**

→ Spatial Geography and Control in Foreign Acquisitions | **Shavin Malhotra**, Ryerson U.; **Ajai S Gaur**, Rutgers U.

**1680** → 📄: (Paper Session) - (IM) **SME Internationalization: Alliances, Learning and Competitive Advantage**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 208

Tweet this session: #AOM2012 1680

Chair: **Wade Danis**, U. of Victoria

→ Nonlinearity in the Internationalization of Emerging Economy Born-Global Firms | **WeiQi Dai**, Zhejiang U. of Finance & Economics; **Chunguo Yu**, Zhejiang U.

→ Geographic Dispersion and Profitability of High-Tech SMEs: Environmental Diversity, FSAs and CSAs | **Lei Li**, Nottingham U. Business School China; **Dan Li**, Indiana U.

→ DEVELOPMENT OF LEARNING CAPABILITIES AMONG INTERNATIONALIZING BRITISH AND INDIAN PARTNER SMEs | **Pushyarak Puthusserry**, U. of Birmingham UK; **John Child**, Birmingham U.; **Suzana Braga Rodrigues**, Erasmus U. Rotterdam

📄 Enhancing SMEs' international competitiveness through cross-border relationships: a GVC perspective | **Giulio Buciuini**, U. of Verona; **Lapo Mola**, U. of Verona

**1681** → 📄: (Paper Session) - (IM) **Political Risk, External Threats, and MNE Survival**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 1681

Chair: **George O. White**, Old Dominion U.

📄 Leverage, Political Risk and Cross-Border Acquisitions: Chinese SOEs vs. Private Enterprises | **Grimm Noh**, U. of Pennsylvania

→ External Threats and MNE Strategy: The Role of Exposure, Resources and Coping Mechanisms | **Li Dai**, Loyola Marymount U.; **Lorraine Eden**, Texas A&M U.; **Paul Beamish**, U. of Western Ontario

**George Washington University CIBER Best Paper on Emerging Markets Finalist**

→ Policy risk, Political Capabilities, and the Survival of Foreign Direct Investment Projects | **Esteban Garcia-Canal**, U. de Oviedo, Spain; **Laura Fernandez-Mendez**, U. de Oviedo, Spain

→ Developing a legitimacy-based view of political risk: The case of Google in China | **Charles Edward Stevens**, U. of Wyoming

**1682** → 📄: (DRP Session) - (IM) **Economic, Social & Institutional Conditions and Firm Performance**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 303

Tweet this session: #AOM2012 1682

Facilitator: **Niels G. Noorderhaven**, Tilburg U.

→ Vulnerability to the Financial Crisis: The Roles of Firm- and Country-Level Governance Mechanisms | **Peter-Jan Engelen**, U. Utrecht School of Economics; **Marc van Essen**, U. Utrecht School of Economics

→ Grabbing Hands and Helping Hands: The Role of Concentrated Ownership during Crisis | **Prashant Pushker Shukla**, Simon Fraser U.; **Eric R Gedajlovic**, Simon Fraser U.; **Marc van Essen**, U. Utrecht School of Economics

→ Performance Across Countries: How Institutions Affect Diversification-Performance Relationships | **Brian Roy Tan**, Nanyang Technological U.; **Asda Chintakananda**, Nanyang Technological U.

The Responsibility-Spillovers of Foreign Direct Investment | **Arthur Rubens**, Florida Gulf Coast U.; **Roland Bardy**, Florida Gulf Coast U.

**1683** → 📄: (Paper Session) - (IM) **Firm Development, Agglomeration, and Business Performance of Foreign Market Entrants**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 1683

Chair: **Kate Hughes**, Macquarie U.

→ Agglomeration, Entry and the Liability of Foreignness | **Anna Lamin**, Northeastern U.; **Grigorios Livanis**, Northeastern U.

→ Ethnic Ties vs. Agglomeration Density: Demystifying Multi-cluster Location Choices of Emerging MNCs | **Amit Kama**, EBS Business School; **Rajesh S Upadhyayula**, Indian Institute of Management, Kozhikode; **D Karthik**, Indian Institute of Management, Ahmedabad

→ A Network-based Theory of International Agglomeration and Foreign Entry Performance | **Jing'an Tang**, Sacred Heart U.

**1684** → 📄: (Paper Session) - (IM) **Cultural Intelligence and Cosmopolitanism: Global Talents for International Management**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 309

Tweet this session: #AOM2012 1684

Chair: **Cordula Barzantny**, Groupe ESC Toulouse Business School

→ The Link Between Cultural Intelligence and Effective Global Leadership | **Thomas Parel Verghese**, U. of South Australia; **Brian D'Netto**, Australian Catholic U.

On the Relationship Between Biculturalism and Cultural Intelligence | **Said Al-Riyami**, U. of Texas at El Paso; **Si-Hyun Kim**, U. of Texas at El Paso; **Maria Fernanda Wagstaff**, U. of Texas at El Paso

→ Bringing Cosmopolitanism Back to International Management Research | **Orly Levy**, IMD; **Maury Peiperl**, IMD; **Karsten Jensen**, IMD

📖 Metacognition: The Role of Cultural Psychological Capital and Motivational Cultural Intelligence | **Dilek G. Yunlu**, U. of Wisconsin, Milwaukee; **Rachel Clapp-Smith**, Purdue U., Calumet

**1685** 🗨️👉📖 JS: (IM, HR, OB) **Social Capital in Multinational Companies: Challenges and Opportunities**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 206

Tweet this session: **#AOM2012 1685**

Organizer: **Mila B. Lazarova**, Simon Fraser U.

Chair: **Mila B. Lazarova**, Simon Fraser U.

The Role of Social Capital in the Development of Subsidiary HR Capabilities | **Kristiina Mäkelä**, Aalto U. School of Economics; **Jennie Sumelius**, Hanken School of Economics; **Catarina Anita Ahlvik**, Hanken School of Economics

A Social Capital Approach to Managing Reverse Innovation | **Shad S. Morris**, Ohio State U.; **Bi-Juan Zhong**, The Ohio State U.

Integrating Multi-domestic MNEs in the Face of Political and Social Capital Challenges | **Paul Gooderham**, NHH - Norwegian School of Economics

The Unpredictable Factor: The Role of Social Capital in Subsidiary Takeovers | **Dana Minbaeva**, Copenhagen Business School; **Steen Navrbjerg**, U. of Copenhagen

Career Management and Social Capital in MNCs | **Sully Taylor**, Portland State U.; **Mila B. Lazarova**, Simon Fraser U.

International Assignments and Social Capital in Multinational Enterprises | **Odul Bozkurt**, Lancaster U.

**1686** 🗨️📖: (DRP Session) - (MC) **Conceptualizing**

**Consulting Roles and Interventions**

1:15pm - 2:45pm Westin Copley Place: Courier

Tweet this session: **#AOM2012 1686**

Facilitator: **Sally Sledge**, Norfolk State U.

Can Management Consultants Influence Firms' Dynamic Capabilities Development? A Multiple Case Study | **Giacomo Carli**, U. of Bologna; **Alessandro Grandi**, U. of Bologna

How Projects Fail: Applying Organizational Theory to Management Consulting | **Allison D. Stewart**, U. of Oxford

Rethinking "Role" in Client-Consultant Interaction | **Rita Järventie-Thesleff**, Aalto U.; **Janne Tienari**, Aalto U.

Rebuilding Reliability: Strategy and Coaching in a High Hazard Industry | **Evan Hayden Offstein**, Frostburg State U.; **Raymond Kniphuisen**, Excelerated Leadership Partners; **D Robin Bichy**, Excelerated Leadership Partners; **J. Stephen Childers**, Radford U.

On the Performance of Management Consulting Teams | **Patricia Klarner**, U. of Munich; **Marko Sarstedt**, Ludwig Maximilians U.; **Michael Hoeck**, Technical U. Bergakademie Freiberg; **Christian M. Ringle**, Hamburg U. of Technology

**1687** 🗨️📖: (Paper Session) - (MED) **Evaluation & Assessment of New Techniques and Teaching Methods**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon D

Tweet this session: **#AOM2012 1687**

Chair: **Thomas P. Bradley**, Tarleton State U.

Does course format affect perceived student satisfaction and learning? | **Douglas N Ross**, Towson U.; **Douglas**

**Sanford**, Towson U.; **Al Rosenbloom**, Dominican U.; **Vince Luchsinger**, U. of Baltimore

Shifting the Curriculum: Developing, Implementing, and Assessing a Business Writing Requirement | **Caroline P. D'Abate**, Skidmore College

CARMA in the Classroom: Supplementing Doctoral Research Methods Training with Webcasts | **Timothy M. Madden**, U. of Tennessee, Knoxville; **Laura T. Madden**, U. of Tennessee, Knoxville; **David J Woehr**, U. of North Carolina, Charlotte; **Mark E. Collins**, U. of Tennessee, Knoxville; **Mary Beth Rousseau**, U. of Tennessee

**1688** 🗨️: (Paper Session) - (MOC) **Ethical Behavior and Decision-Making**

1:15pm - 2:45pm Sheraton Boston Hotel: Berkley B

Tweet this session: **#AOM2012 1688**

Chair: **Frances H. Fabian**, U. of Memphis

Creative and Entitled: How the Creative Identity Promotes Dishonesty | **Lynne Catherine Vincent**, Cornell U.

Dominant Individuals and Unethical Decisions: The Role of Moral Disengagement and Self-Control | **Valerie Rosenblatt**, U. of Hawaii-Manoa

Don't worry i'll do good tomorrow. How procrastination can affect ethical decision-making | **Fong T. Keng**, U. of Washington

"It all happened so slow!": the impact of action speed on assessments of intentionality | **Zachary Burns**, U. of Chicago; **Eugene M Caruso**, U. of Chicago

Negative affect and CWB: The moderating role of moral disengagement and gender | **Al-Karim Samnani**, York U.; **Sabrina Deutsch Salamon**, York U.; **Parbudyal Singh**, York U.

**1689** 🗨️: (Paper Session) - (MOC) **Managing Uncertainty and Organizational Change**

1:15pm - 2:45pm Sheraton Boston Hotel: Kent

Tweet this session: **#AOM2012 1689**

Chair: **Andrea Casey**, George Washington U.

Organizational identification during change: The role of self enhancement and uncertainty reduction | **Mirdita N. Elstak**, FHR Lim A Po Institute for Social Studies; **Cees B.M. Van Riel**, Erasmus U. Rotterdam; **Mamta Bhatt**, Erasmus U. Rotterdam; **Guido Berens**, Erasmus U. Rotterdam

A longitudinal study of organizational identification and projected continuity in a Mexican merger | **Anna Aleksandra Lupina Wegener**, U. of Geneva; **Frank Drzensky**, Goethe U.; **Johannes Ullrich**, Goethe U.; **Susan C. Schneider**, HEC U. of Geneva; **Rolf van Dick**, Goethe U.

Efficient realignment: Managing uncertainty and equivocality in the entrepreneurial process | **Michelle A. Barton**, Boston U.

Organizational Identity Change: Review and Reflection on Three Decades of Research | **Shubha Patvardhan**, Pennsylvania State U.; **Aimee L. Hamilton**, Pennsylvania State U.

**1690** 🗨️ JS: (MOC, OB) **Does Culture Really Matter? Reexamining the Role of Culture in Organization Studies**

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B

Tweet this session: **#AOM2012 1690**

Organizer: **Lee Watkiss**, Boston College

**Chairs:** Mary Ann Glynn, Boston College; **Simona Giorgi**, Boston College

**Discussant:** Mary Ann Glynn, Boston College

**Participants:** Klaus Weber, Northwestern U.; **Majken Schultz**, Copenhagen Business School; **Simona Giorgi**, Boston College; **Lee Watkiss**, Boston College; **Michèle Lamont**, Harvard U.

**1691 : (Paper Session) - (OB) Managing Change and Paradoxes in Organizations**

1:15pm - 2:45pm Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 1691

**Chair:** Laura M. Little, U. of Georgia

☑ We are the champions of change: employees, managers, and cognitive processes | **Guillaume Soenen**, EM Lyon; **Mel Fugate**, Southern Methodist U.

Change-oriented citizenship: Individual and job design predictors | **Dan S. Chiaburu**, Texas A&M U.; **Sophia Vladimirova Marinova**, U. of Illinois, Chicago; **Natalia Lorinkova**, Wayne State U.

☑ How do leaders cope with the paradoxical situations? The development of paradoxical leadership | **Yan Zhang**, Peking U.; **Yu-Lan Han**, Peking U.; **Xiaobei Li**, GSM, Peking U.

**1692 : (DRP Session) - (OB) Satisfaction and Motivation**

1:15pm - 2:45pm Boston Park Plaza: Back Bay Room

Tweet this session: #AOM2012 1692

**Facilitator:** Sharon Wagner, Linfield College

A Thematic Trend Analysis of Relationships Among Organizational Behavior Constructs | **Fernando Parra**, U. of Texas at El Paso; **Thaung Han**, U. of Texas at El Paso; **Abby Peters**, U. of Texas at El Paso; **Prajya Rakshit Vidyarthi**, U. of Texas at El Paso

☑ Social Comparisons at Work: The Effect of Occupational Pay Evaluations on Job Satisfaction | **Stephen M Garcia**, U. of Michigan; **Yannis Georgellis**, Kingston U. London; **Andros Gregoriou**, U. of Hull; **Avishalom Tor**, Haifa U.; **Mustafa F Ozbilgin**, Brunel U.

☑ Satisfaction with Creativity: Organizational Characteristics and Personal Motivations | **Ermanno C. Tortia**, U. of Trento; **Silvia Sacchetti**, U. of Stirling

☑ The Effects of Authority from Job Position and Supervisors on Job Satisfaction and Work Performance | **Ziguang Chen**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.; **Yuanyuan Huo**, City U. of Hong Kong

☑ Effects of Job Insecurity on Job Dissatisfaction and Creativity | **Angela Shin-yih Chen**, Chang Gung U.; **Yu-Hsiang Hou**, National Chung Hsing U.

**1693 : (DRP Session) - (OB) Team and Group Processes**

1:15pm - 2:45pm Boston Park Plaza: Brandeis Room

Tweet this session: #AOM2012 1693

**Facilitator:** Jing Zhu, Hong Kong U. of Science and Technology

☑ Expanding the social capital ledger: The "dark side" of social capital symmetry in teams | **Kevin S. Cruz**, U. of Texas at El Paso; **Frits Pijl**, U. of Pittsburgh; **John S. Hulland**, U. of Georgia

Interaction of Group Cohesion, Group Efficacy, and Self-Enhancement Motives on Turnover Intention | **Sangyun Kim**, Seoul National U.; **Semin Park**, Seoul National U.; **Cheol Young KIM**, Seoul National U.

Productive Energy in Teams: Positive Effects on Team Action Processes, Satisfaction, and Viability | **Slawomir Jan Skwarek**, U. of St. Gallen

☑ Boundary Spanning of Broad Functional Generalists: Roles of Cognitive Complexity 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

We're Halfway There? A Closer Look at When, Why, and How Task Groups Transition | **Sujin Jang**, Harvard U.; **Richard Hackman**, Harvard U.

**1694 : (Paper Session) - (OB) Causes & Consequences of Work Satisfaction**

1:15pm - 2:45pm Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 1694

**Chair:** Alan D. Boss, U. of Washington, Bothell

☑ Direct and Indirect Effects of Corporate Community Involvement on Employee Attitudes and Behavior | **David A. Jones**, U. of Vermont; **Amanda Shantz**, U. of Toronto; **Kerstin Alfes**, Kingston U.

☑ → ☑ Perceived Investment in Employee Development and Work Outcomes: A Person-Environment Fit Perspective | **Yuhee Jung**, Meiji U.; **Norihiko Takeuchi**, Aoyama Gakuin U.

☑ Would You Be Happier if You Worked Harder? A Comparison of Life Satisfaction in Workers' Types | **Orit Shamai**, U. of Haifa; **Itzhak Harpaz**, U. of Haifa; **Raphael Snir**, Academic College of Tel Aviv-Yaffo

☑ Leader humor use, relationship quality, and subordinate job satisfaction: The role of humor styles | **Christopher Robert**, U. of Missouri at Columbia; **Timothy C Dunne**, U. of Missouri; **Joyce Iun**, Chinese U. of Hong Kong

**1695 : (DRP Session) - (OB) Ethical Implications of Justice**

1:15pm - 2:45pm Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1695

**Facilitator:** Neal M. Ashkanasy, U. of Queensland

☑ Electronic Monitoring & Justice: Influences on Employee Job Outcomes | **William Paczkowski**, Rensselaer Polytechnic Institute; **Jason Nicholas Kuruzovich**, Rensselaer Polytechnic Institute

Cynicism and Merger & Acquisition: Moderating Role of Justice and Authentic Leadership | **Bryan J. Deptula**, Florida Atlantic U.; **Kimberly M Ellis**, Florida Atlantic U.

☑ → ☑ Benign envy and malicious envy: Relative deprivation, anomie, and perceived opportunity | **Abdul Karim Khan**, LUMS; **Samina Qurat-ul-ain**, LUMS; **Chris M Bell**, York U.

☑ And (Procedural) Justice For All? Relating Organizational Justice to Withdrawal by Means of Coping | **Tim Vriend**, Groningen U. (RuG)

☑ → ☑ A multi-level congruence effect of perceptual distance between leaders and their teams | **Lu M Shannon**, London School of Economics; **George Michaelides**, LSE; **Henry Moon**, London Business School

**1696 : (Paper Session) - (OB) Guilt at Work: Contributing Factors and Moderators**

1:15pm - 2:45pm Boston Park Plaza: Gloucester Room

Tweet this session: #AOM2012 1696

**Chair:** Brian Whitaker, Appalachian State U.

☐ Guilt by Design: Structuring Organizations to Promote Guilt as an Affective Reaction to Failure | **Vanessa K. Bohns**, U. of Waterloo; **Frank Flynn**, Stanford U.

Vicarious Shame/Guilt during Organizational Misbehavior: The Role of Organizational Identification | **Shu-cheng Steve Chi**, National Taiwan U.; **Ray Friedman**, Vanderbilt U.; **Hsin-Hsin Lo**, Ching-Yun U.

☐ Uneasy Lies the Head that Wears the Crown: The Link between Guilt-Proneness and Leadership | **Rebecca L. Schaumburg**, Stanford U.; **Frank Flynn**, Stanford U.

#### 1697 : (Paper Session) - (OB) Forms of Support & Outcomes

1:15pm - 2:45pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 1697

Chair: **Thomas E Becker**, U. of Delaware

☐ Culture and Proactive Behavior: How Perceived Values of Proactive Behavior Mediate the Relationship? | **Kan Ouyang**, Hong Kong Polytechnic U.; **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong

➔ ☐ Understanding Cultural Values and Interpersonal Conflict during Organizational Change | **Kyootai Lee**, Ulsan National Institute of Science and Technology; **Monica Sharif**, U. of Miami; **Jongweon Kim**, Donggeui U.

☐ Paternalistic Leadership and Employee Innovative Behavior: Unlocking the Moving Parts | **Qing Tian**, Macau U. of Science and Technology; **Juan I. Sanchez**, Florida International U.; **Wenchi Zou**, Macau U. of Science and Technology

☉ ☐ A Cross-Foci Examination of Perceived Team Support, Organizational Commitment and Performance | **Sarah Vermunt**, Wilfrid Laurier U.; **Simon Taggar**, Wilfrid Laurier U.

☉ ☐ Demands, control and support: A meta-analytic review of work characteristic interrelationships | **Joseph Nicholas Luchman**, Fors Marsh Group; **M. Gloria Gonzalez-Morales**, U. of Guelph

#### 1698 : (Paper Session) - (OB) Sources of Conflict & Resistance in Teams

1:15pm - 2:45pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 1698

Chair: **Frances J. Milliken**, New York U.

➔ How Does Intragroup Relationship Conflict Drive Newcomer Passivity and Escape: A Multilevel Model | **Sushil Shyam Nifadkar**, U. of Calgary

☐ Role-Based Faultlines and Intragroup Conflict | **Joseph Liu**, Georgia Institute of Technology

☐ OCEAN Faultlines: An Investigation of Personality-Based Subgroups in Teams | **Eliza Byington**, Rotterdam School of Management, Erasmus U.

Time Urgent Personality Traits and Anxiety Toward Self-Directed Teams | **William Carter**, U. of North Texas

☐ When Does Team Conflict Lead to Negative Affect? The Role of Uncertainty and Team Efficacy | **Nicola Breugst**, Technische U. München; **Dean A Shepherd**, Indiana U.; **Holger Patzelt**, Technical U. München

#### 1699 : (Paper Session) - (OB) Individual and Social Motivational Processes

1:15pm - 2:45pm Boston Park Plaza: Winthrop Room

Tweet this session: #AOM2012 1699

Chair: **Elizabeth A. Cooper**, U. of Rhode Island

☉ ☐ Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments | **Jennifer Carson Marr**, London Business School; **Dan Cable**, London Business School

☐ Fundamental social goals and the attractiveness bias in personnel decision making | **Sunyoung Lee**, London Business School; **Madan M. Pillutla**, London Business School; **Stefan Thau**, London Business School

Employee regulatory focus as predictors and moderators in explaining motivational states | **Chongxin Yu**, U. of New South Wales; **Stephen J. Frenkel**, U. of New South Wales

☐ Self-Regulation during Job Search: Different Roles of Employment and Behavior Self-Efficacy | **Songqi Liu**, Pennsylvania State U.; **Junqi Shi**, Peking U.; **Yujie Zhan**, Wilfrid Laurier U.; **Le Zhou**, U. of Florida; **Weichun Zhu**, Pennsylvania State U.

#### 1700 ☐ JS: (OB, HR, MOC) Employee and Organizational Consequences of Aggression Prevention Climate

1:15pm - 2:45pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 1700

Chairs: **David E. Caughlin**, Portland State U.; **Liu-Qin Yang**, Portland State U.; **Chu-Hsiang Chang**, Michigan State U.

Discussant: **Aaron C. H. Schat**, McMaster U.

The Role of Bullying Climate and Work Context on Work and Health Relationships in Library Settings | **Nanette L. Yragui**, Sharp Program; **Whitney B. Johnson**, Sharp Program

Strain, Cognitive Failure, and Prevention Behaviors: Violence Prevention Climate as a Moderator | **Chu-Hsiang Chang**, Michigan State U.; **Juliya Golubovich**, Michigan State U.

Violence Prevention Climate and Violence Exposure in New Nurses | **Paul E. Spector**, U. of South Florida; **Zhiqing E. Zhou**, U. of South Florida; **Liu-Qin Yang**, Portland State U.

Aggression Preventative Supervisor Behavior: Scale Development and Validation | **Liu-Qin Yang**, Portland State U.; **David E. Caughlin**, Portland State U.

#### 1701 ➔ ☐ JS: (OB, IM, GDO) Creativity in Social Contexts

1:15pm - 2:45pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1701

Chairs: **Cynthia Lee**, Northeastern U.; **Rikki Nouri**, Technion Israel Institute of Technology

Discussant: **Christina E. Shalley**, Georgia Institute of Technology

The Differential Effect of Feedback Valence on the Creativity of Diverse and Homogenous Teams | **Inga J. Hoever**, Rotterdam School of Management, Erasmus U.; **Jing Zhou**, Rice U.

Global Identity and Creativity in Multicultural Globally Distributed Teams | **Ella Glikson**, Technion Israel Institute of Technology

Do Power Distance & Supervisor Presence have the same effect on Creativity in Tight & Loose Cultures? | **Rikki Nouri**, Technion Israel Institute of Technology; **Cynthia Lee**, Northeastern U.; **Warren C. K Chiu**, Hong Kong Polytechnic U.

Workplace Ostracism and Creativity: The Roles of Individual Resources | **Ho Kwong Kwan**, Shanghai U. of Finance and Economics; **Yina Mao**, Chinese U. of Hong Kong; **Jun Liu**,

Renmin U. of China; **Cynthia Lee**, Northeastern U.; **Chun Hui**, U. of Hong Kong

**1702** 🌐 → 📄 SHCS: (OB, MOC, CM) **Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life**

1:15pm - 2:45pm Boston Park Plaza: Statler Room  
Tweet this session: #AOM2012 1702

**Chair: Laura L. Rees**, U. of Michigan, Ann Arbor  
**Discussants: Anat Rafaeli**, Technion Israel Institute of Technology; **Jeffrey Sanchez-Burks**, U. of Michigan

The Social Effects of Inauthentic Happiness in Fundraising:  
The Role of Dialectical Reasoning | **Ivona Hideg**, U. of Toronto; **Stephane Cote**, U. of Toronto

Cultural Influences on the Interpretation of Emotional Expressions in Organizational Contexts | **Laura L. Rees**, U. of Michigan, Ann Arbor

Effects of Anger Intensity and Anger Disposition on Interpretation and Response to Displayed Anger | **Arik Cheshin**, U. van Amsterdam; **Ella Glikson**, Technion Israel Institute of Technology

Job Seekers' Affective Experiences, Self-Regulatory Processes and Success in a Networking Event | **Shira Agasi**, U. of Toronto; **John P. Trougakos**, U. of Toronto

**1703** 📄 JS: (OB, MOC, HR) **Leading to Proactive Behavior: The Role of Leadership from a Multi-level Perspective**

1:15pm - 2:45pm Boston Park Plaza: White Hill Room  
Tweet this session: #AOM2012 1703

**Chair: Chiahuei Wu**, U. of Western Australia  
**Discussant: Mark A. Griffin**, U. of Western Australia

Leader as a Secure Base: The Role of Supervisors Support in Shaping Subordinates' Proactive Behavior | **Chiahuei Wu**, U. of Western Australia; **Sharon K. Parker**, U. of Western Australia

Going from Problem Identification to Overt Proactive Behavior | **Sabine Sonntag**, U. of Mannheim; **Anita Starzyk**, U. of Mannheim

A Multilevel Model of Abusive Supervision on Team Member Voice | **Zhijun Chen**, Shanghai U. of Finance and Economics; **Crystal I Chien Farh**, U. of Maryland, College Park; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

Personal Initiative and its Role in the Entrepreneurial Process | **Thorsten Dlugosch**, Leuphana U.; **Michael Marcus Gielnik**, National U. of Singapore; **Michael Frese**, National U. of Singapore

**1704** 🌐 📄 JS: (OCIS, TIM, OMT) **Harnessing Diversity through Open Innovation Platforms: You Can't Boil the Ocean... Or Can You?**

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A  
Tweet this session: #AOM2012 1704

**Organizer: Natalia Levina**, New York U.  
**Discussant: Thomas W. Malone**, Massachusetts Institute of Technology

OpenIDEO: Enabling Technology Brokering and Cultivating Collective Intelligence | **Anne-Laure Fayard**, Polytechnic Institute of New York U.

The Challenge of Solution Evaluation in Open Innovation | **Karim R. Lakhani**, Harvard U.

Crowdsourcing Governance | **Erik Johnston**, Arizona State U.  
You Cannot Boil the Ocean! | **Sam Kogan**, GEN3 Partners

**1705** 🌐 (ODC) **Action Research Contributions At Individual, Team And National Network Levels Of Intervention.**

1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B  
Tweet this session: #AOM2012 1705

**Chair: Hilary Bradbury-Huang**, Oregon Health and Sciences U.  
**Moderator: William Torbert**, Boston College

**Discussant: Victoria Anne Parker**, Boston U.  
Action Research Contributions At Individual, Team And National Network Levels Of Intervention | **Hilary Bradbury-Huang**, Oregon Health and Sciences U.; **Svante Lifvergren**, Chalmers U. of Technology; **Jenny W. Rudolph**, Harvard Medical School; **Erik Olsson**, Chalmers U. of Technology

**1706** 📄: (Paper Session) - (ODC) **Alternative Models in the Leadership of Change**

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom B  
Tweet this session: #AOM2012 1706

**Chair: Steven E. Markham**, Virginia Tech

📄 Change and Change Management in Teams | **Andrew M. Carton**, London Business School; **Stephen E. Humphrey**, Pennsylvania State U.; **Elizabeth P. Karam**, Texas Tech U.

📄 The Human Reaction System: A Recipient-Centric Organizational Change Model | **David Brian Szabla**, Northeastern U.

An Attribution-Based Model of When Corporate Boards Respond to Performance Downturn | **Young Un Kim**, U. of New South Wales

**1707** : (Paper Session) - (OMT) **Institutions and Identity**

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B  
Tweet this session: #AOM2012 1707

**Chair: Nina Granqvist**, Aalto U.

📄 Institutional Pluralism and Organizational Evolution: Case studies of military conversion in China | **Runtian Jing**, U. of Electronic Science and Technology of China; **Mary J. Benner**, U. of Minnesota

Organizational Integrity in Hybrid Identity Organizations: A study of a social enterprise | **Funda Sezgi**, IESE Business School

→ 📄 Professional Role Identity Reconstruction: The interplay of framing and agency | **Stephane A. Tywoniak**, Curtin U. of Technology; **Anne Marie Fray**, ESCEM Tours (France)

📄 Political Identity and Adoption of a New Management Practice | **Heeun Jang**, Yonsei U.

**1708** 🌐 📄 → 📄 📄: (OMT) **Citing Behaviors, Ranking Games, and the Myths of Judging Academic Merit**

1:15pm - 2:45pm Sheraton Boston Hotel: Independence West  
Tweet this session: #AOM2012 1708

**Organizers: Chengwei Liu**, U. of Warwick; **Jerker C. Denrell**, U. of Oxford

**Discussants: Howard Aldrich**, U. of North Carolina; **Ezra Zuckerman**, Massachusetts Institute of Technology

The Skewed Few: Does high impact signal quality among journals, articles and academics in management | **Joel Baum**, U. of Toronto

Performance Inflation | **William H. Starbuck**, U. of Oregon



Are Papers with More Citations of Greater Merit? | **Jerker C. Denrell**, U. of Oxford; **Chengwei Liu**, U. of Warwick  
 How to Overcome Ranking Games | **Margit Osterloh**, U. of Zurich; **Bruno S. Frey**, U. of Zurich  
 Rankings, Journal Classification, and Similarity | **Balazs Kovacs**, U. of Lugano; **Chengwei Liu**, U. of Warwick

**1709** : (Paper Session) - (OMT) Firm Responses to Institutional Complexity

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: **#AOM2012 1709**

Chair: **Ryan L. Raffaelli**, Boston College

Organizational Response to Tension in Social and Profit Logics: A dynamic process model | **Garima Sharma**, Case Western Reserve U.

How do Multiple Institutional Logics Shape Organizational Responses to Government Regulation? | **Danqing Wang**, INSEAD; **Xiaowei Luo**, INSEAD; **Jianjun Zhang**, Peking U.

Theorizing Firm Response to Systemic Problems | **Mike Valente**, U. of Western Ontario; **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School

Organizational Responses to Contradicting Institutions in the European Airline Industry | **Ayse Saka**, U. of Surrey; **Florian Becker-Ritterspach**, German U. in Cairo; **Knut Stefan Garrit Lange**, U. of Surrey; **Mike Geppert**, U. of Surrey

**1710** : (OMT) Institutions and Individual, Organizational and Field-level Identities

1:15pm - 2:45pm Sheraton Boston Hotel: Republic A

Tweet this session: **#AOM2012 1710**

Organizers: **Osnat Hazan**, Hebrew U. of Jerusalem; **Tammar B. Zilber**, Hebrew U. of Jerusalem

Chair: **Tammar B. Zilber**, Hebrew U. of Jerusalem

Discussant: **Michael G. Pratt**, Boston College

From 'Church Cruise Director' to 'Rabbi': Self-narrative as an institutional process | **Douglas Creed**, U. of Rhode Island; **Rich DeJordy**, Northeastern U.; **Jaco Lok**, AGSM-Australian School of Business

How do Institutions Strike Roots at the Individual Level? | **Osnat Hazan**, Hebrew U. of Jerusalem

Identity Claims Amidst Institutional Contestation: A case from the field of microfinance | **Silvia Dorado**, U. of Rhode Island; **Elena Dalpiaz**, Imperial College London

Managing Organizational Identity as Institutional Work: The case of Intel | **Annabelle Gawer**, Imperial College London; **Nelson Phillips**, Imperial College London

Into the Great Wide Open: Identity creation in an emerging field | **Tyler Earle Wry**, Wharton School; **Michael Lounsbury**, U. of Alberta

**1711** : JS: (OMT, IM) Exploring the Use of Matrix Structures in Modern MNCs

1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A

Tweet this session: **#AOM2012 1711**

Chair: **Charles C. Snow**, Pennsylvania State U.

Discussants: **Lex Donaldson**, AGSM-Australian School of Business; **William G Egelhoff**, Fordham U.

Jay Galbraith on Matrix Organizations | **Jay Galbraith**, U. of Southern California

Matrix Structure in the Telecommunications Industry | **Karsten Heppner**, Deutsche Telekom  
 International Strategy-structure Models for Matrix Structures | **Jane Qiu**, AGSM-Australian School of Business  
 Interesting Findings from Recent Exploratory Research in MNCs with Matrix Structures | **Joachim Wolf**, Christian-Albrechts-U. of Kiel

**1712** : SHCS: (OMT, OB, ODC) Where are All the New Management and Organization Theories?

1:15pm - 2:45pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 1712**

Chair: **Jeffrey Miles**, U. of the Pacific

Discussant: **Roy R Suddaby**, U. of Alberta

Building Management and Organization Theories | **Jeffrey Miles**, U. of the Pacific

Personal and Intellectual Roots in Building New Theory | **Jay B Barney**, The Ohio State U.

Origins, Twists and Turns, and Lessons Learned in Building New Theory | **Donald C. Hambrick**, Pennsylvania State U.

Revising What Constitutes a Theoretical Contribution | **Dennis A. Gioia**, Pennsylvania State U.; **Kevin G. Corley**, Arizona State U.

Why a Shortage of New Theories and What We Can do About It | **David A. Whetten**, Brigham Young U.

Overcoming Challenges Facing Contemporary Theorists | **Roy R Suddaby**, U. of Alberta

**1713** : JS: (OMT, ODC, OB) Leadership in the Plural: Insights from Professional Organizations

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon F

Tweet this session: **#AOM2012 1713**

Organizers: **Laura Empson**, Cass Business School; **Heidi K. Gardner**, Harvard U.

Discussant: **Ann Langley**, HEC Montreal

The Emergence of Distributed Leadership During Strategic Organizational Change | **Heidi K. Gardner**, Harvard U.; **J. Stuart Bunderson**, Washington U.

Becoming 'Professionals' in a Pluralistic Institutional Environment | **James P Spillane**, Northwestern U.

Leadership Configurations in Professional Organization Acquisitions | **Samia Chreim**, U. of Ottawa

Complexity Leadership and Professional Service Firms: When Everyone and No One is a Leader | **Laura Empson**, Cass Business School

**1714** : JS: (OMT, PNP, SIM) Cultural (Ac)counting: The rise of formal organization in social and cultural domains

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon E

Tweet this session: **#AOM2012 1714**

Organizers: **Patricia Bromley**, U. of Utah; **Amanda J Sharkey**, U. of Chicago

Discussant: **Brayden G King**, Northwestern U.

Between the Logics of Market and Mission: Weighting the LEED Green Building Rating System | **Beth M. Duckles**, U. of Arizona

Measurement and Mission: The discourse of evaluation in the non-profit field | **Carrie Oelberger**, Stanford U.; **Walter W Powell**, Stanford U.; **Achim Oberg**, Mannheim U.

Third-party Ratings and Firms' Approach to Diversity and the Environment | **Amanda J Sharkey**, U. of Chicago; **Patricia Bromley**, U. of Utah

The Institutionalization of Workforce Diversity and Corporate Performance | **Frank Dobbin**, Harvard U.; **Alexandra Kalev**, Tel Aviv U.

**1715** : (Paper Session) - (ONE) **Institutional Work in Self-Regulation**

1:15pm - 2:45pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 1715**

Chair: **Glen Dowell**, Cornell U.

- Institutionalising Divergent Carbon Management Frameworks: The Role of Experimental Devices | **Franck Aggeri**, Mines-Paristech; **Melodie Aude Cartel**, Mines-Paristech
- 📄 Institutional Work in the Design of Voluntary Sustainability Initiatives: Role of Key Resources | **Nils Peters**, U. of St. Gallen; **Joerg S. Hofstetter**, U. of St. Gallen; **Jens Hamprecht**, ETH Zurich; **Steffen Wütz**, U. of St. Gallen
- 📄 Organizational Ingenuity under Institutional Constraints in The Solar Industry | **Kent Walker**, U. of Windsor; **Francine Schlosser**, U. of Windsor

**1716** →: (Paper Session) - (ONE) **Greening in Emerging and Developing Economies**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon 1

Tweet this session: **#AOM2012 1716**

Chair: **Ans Kolk**, U. of Amsterdam

- 📄 Corporate Environmental Responsibility (CER) in Developed and Emerging Countries | **Corinna Doegl**, U. of Erlangen, Nuremberg; **Michael Behnam**, Suffolk U.
- 📄 Business Contributions to Climate Change Governance in Areas of Limited Statehood | **Ralph Hamann**, U. of Cape Town; **Tanja Börzel**, Freie U. Berlin; **Farai Kapfudzaruwa**, U. of Cape Town; **Nicole Kranz**, Free U. Berlin; **Nadine Methner**, U. of Cape Town
- Greening of Industries in Bangladesh: Pollution Prevention Practices | **Md Asadul Hoque**, U. of Waterloo; **Amelia C. Clarke**, U. of Waterloo

**1717** 📄: (Paper Session) - (PNP) **Organizational Performance - Panel Two**

1:15pm - 2:45pm Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 1717**

Chair: **Steven Kelman**, Harvard U.

- 📄 Improving Administrative Performance? How High Hopes of Diversity May Be Dashed in the Public Sector | **Eckhard Schröter**, Zeppelin U.; **Patrick von Maravic**, Zeppelin U.
- 📄 Mutual Organizational Sustainability: Organizational Interdependence in the New Public Service | **Elizabeth Davis**, George Washington U.; **Kathryn E. Newcomer**, George Washington U.; **Janet K. Tinoco**, Embry Riddle Aeronautical U.; **Dane D'Allesandro**, George Washington U.
- 📄 Feeling the squeeze: The experience of change and innovation in public organizations | **Tina Kiefer**, Warwick Business School; **Jean Hartley**, U. of Warwick; **Neil Conway**, U. of London, Birkbeck; **Rob B. Briner**, U. of Bath

**1718** →: (PNP) **Management innovation and reform challenges in the public sector**

1:15pm - 2:45pm Marriott Boston Copley Place: Tremont

Tweet this session: **#AOM2012 1718**

Chair: **Rhys Andrews**, Cardiff U.

Symposium overview | **Rhys Andrews**, Cardiff U.

Enablers and Barriers to Public Service Innovation | **Richard Mark Walker**, City U. of Hong Kong

Institutionalising innovations: Legitimising structural reform in UK local government | **Rachel Elizabeth Ashworth**, Cardiff U.

E-government and civic participation: Innovations in local government in the United States | **Mary K. Feeney**, U. of Illinois, Chicago

Innovating to Re-balance the Professional Tendencies of Doctors in Wales | **Tom Entwistle**, Cardiff U.

**1719** 📄: (Paper Session) - (RM) **Evaluating and Learning from Qualitative Research Studies**

1:15pm - 2:45pm Westin Copley Place: Empire

Tweet this session: **#AOM2012 1719**

Chair: **Bernard Stancati**, Colorado Technical U.

Discussant: **Chanchai Tangpong**, North Dakota State U.

- 🗣️📄 Qualitative Meta-Studies in Management Research: The Emergence of a Method | **Jacqueline Fendt**, ESCP Europe; **Sebastien Point**, U. of Franche-Comte
- 📄 Meta-Synthesis of Qualitative Case Studies – An Approach to Theory Building | **Christina Hoon**, Leibniz U. Hannover
- Taking the Temperature: Grounded Theory Methods in AMJ | **Laura Gover**, Carleton U.
- 📄 Quality in Qualitative Strategy Research: Current Designs & Future Directions | **Jane Kirsten Le**, U. of Sydney; **Torsten Schmid**, U. of St. Gallen

**1720** →: (Paper Session) - (SIM) **Individuals and Responsibility**

1:15pm - 2:45pm Marriott Boston Copley Place: Boylston

Tweet this session: **#AOM2012 1720**

Chair: **Michelle Karen Westermann-Behaylo**, American U.

- 📄 The Social Responsibilities of the Individual: Towards a Theoretical Framework | **Davide Secchi**, Bournemouth U.
- 📄 Individual level outcomes of corporate social performance | **Matthias Baum**, Giessen U.; **Rodrigo Isidor**, U. of Giessen
- 📄 Corporate Social Performance and the Psychological Contract | **Bruce A. Rayton**, U. of Bath; **Stephen Brammer**, U. of Warwick; **Andrew I. Millington**, U. of Bath

**1721** →: (DRP Session) - (SIM) **Crises, Controversies, the Media and Risk Management**

1:15pm - 2:45pm Marriott Boston Copley Place: Hyannis

Tweet this session: **#AOM2012 1721**

Facilitator: **John F Mahon**, U. of Maine

What have you done for me lately? Corporate social behaviors' impact on post-crisis performance | **Kyle Turner**, U. of Tennessee, Knoxville; **Craig Turner**, East Tennessee State U.

→ 📄 Legitimacy, Morality Policy and Research Integrity: The Case of a Controversial Activity | **Grant Michelson**, Audencia Management School; **Rohan Miller**, The U. of Sydney Business School

📄 Accounting for Approval: Organizational Response Strategies to a Crisis | **Jonathan Nicholas Bundy**, U. of Georgia; **Michael D. Pfarrer**, U. of Georgia

TUESDAY

📖 The Effect of Corporate Social Responsibility on Enterprise Risk Management | **Tsai-Jyh Chen**, National Chengchi U.; **Nina Chang**, National Chengchi U.

🗣️📖 The Role of the Media in Times of Crisis: Media Coverage, Investor Reactions and Corporate Donations | **Ming Jia**, Northwestern Polytechnical U.-China; **Zhe Zhang**, Xi'an Jiaotong U.

### 1722 → 🗣️📖: (DRP Session) - (SIM) Developmental CR, Communities, and Poverty Alleviation in Emerging Markets

1:15pm - 2:45pm Marriott Boston Copley Place: Salon K  
Tweet this session: #AOM2012 1722

Facilitator: **Jennifer S. A. Leigh**, Nazareth College

📖 Developmental CSR: Corporate social initiatives and community economic development | **Helen Haugh**, U. of Cambridge

📖 Corporate social entrepreneurship at the Bottom of the Pyramid: Antecedents and outcomes in India | **Misagh Tasavori**, U. of Essex

🗣️📖 Corporate Social Responsibility and Poverty Alleviation: A Conceptual Framework | **Sally Curtis**, Australian National U.; **Andrew Penn Bradly**, The Australian National U.

🗣️→📖 Corporate Social Responsibility and Access to Finance | **Ioannis Ioannou**, London Business School; **George Serafeim**, Harvard U.; **Beiting Cheng**, Harvard Business School

→🗣️📖 Nature and Strategic Impact of Corporate Social Responsibility in Emerging Markets: Case of Russia | **Olga Voronina Hawn**, Duke U.

### 1723 → 🗣️📖: (Paper Session) - (SIM) Social Impacts: Poverty Alleviation and Healthcare Provision

1:15pm - 2:45pm Marriott Boston Copley Place: Vineyard  
Tweet this session: #AOM2012 1723

Chair: **Caterina Tantalo**, San Francisco State U.

📖 The Promises of Inclusive Business for the Poverty: lessons from the Brazilian context | **Graziella Comini**, FEA-USP; **Armindo dos Santos de Sousa Teodosio**, Catholic U. of Minas Gerais

→🗣️📖 MNCs and Poverty Alleviation: Approaches and Challenges in Laos PDR and Thailand | **Nattavud Pimpa**, RMIT U.; **Simon Fry**, RMIT U.; **Victor Gekara**, RMIT U.

🗣️→ Scaling up without selling out: Cases of Indian healthcare organizations for the underprivileged | **Rajesh Chandwani**, Indian Institute of Management, Bangalore; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore; **Mithileshwar Jha**, Indian Institute of Management, Bangalore; **Vishnuprasad Nagadevara**, Indian Institute of Management, Bangalore

### 1724 📖JS: (SIM, MOC, ENT) Generativity and Stagnation in Entrepreneurship Research

1:15pm - 2:45pm Marriott Boston Copley Place: Yarmouth  
Tweet this session: #AOM2012 1724

Organizer: **Matthew J. Fox**, Duke U.

Private communal and societal wealth creation | **Emmanuelle Fauchart**, Adjunct Professor; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne

The Endurance of Loyalty in the Aftermath of Organizational Demise | **Ian J. Walsh**, U. College Dublin

Legacy Considerations for Family Business Entrepreneurs | **Justin B Craig**, Bond U.; **Pramodita Sharma**, U. of Vermont  
A Qualitative Investigation of the Meaning of Legacy | **Thomas A Wicker**, Duke U.; **Matthew J. Fox**, Duke U.; **Kimberly A Wade-Benzoni**, Duke U.

### 1725 : (Paper Session) - (TIM) Perspectives on Patenting

1:15pm - 2:45pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1725

Chair: **Andrew Lewis Maxwell**, U. of Waterloo

The Fate of Patents: An Exploratory Analysis of Patents as IPO Signals of Reputational Advantage | **Nada Basir**, Doctoral Student

📖 The Assessment Of Invention Novelty And The Failure Of Inventors To Reveal Relevant Prior Art | **Kevin Steensma**, U. of Washington; **Mukund Chari**, U. of Washington; **Ralph A Heidl**, Michigan State U.

🗣️📖 Are Patent Law Firms Intermediaries of Knowledge Spillovers? | **Stefan Wagner**, ESMT European School of Management and Technology; **Grid Thoma**, Department of Computer Science and Mathematics - U. of Camerino; **Karin Hoisl**, U. of Munich

📖 Intellectual Property Strategy in Innovative SMEs—A Case for Strategic Disclosure | **Jana Thiel**, EPFL; **Tilo Stratton Peters**, EPFL

### 1726 : (Paper Session) - (TIM) Organizational Evolution, Recombination and Replication

1:15pm - 2:45pm Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 1726

Chair: **Tomi Samuli Nokelainen**, Tampere U. of Technology

📖 Valuable Components in the Innovation Process: Can there be Too Much of a Good Thing? | **Jan Hohberger**, U. of Technology, Sydney

🗣️📖 Post-Dominant Design Technological Shift: Analysis of Subsystem-Level Evolution of Complex Product | **Jaegul Lee**, Wayne State U.

#### TIM Best Paper Proceedings

Adaptive replication: Knowledge reuse in fast-paced industries | **Stefano Miraglia**, Imperial College London

📖 Digital Innovation and Organizational Genetics: The Case of Web APIs and Mashups | **Zhewei Zhang**, Temple U.; **Youngjin Yoo**, Temple U.; **Sunil Wattal**, Temple U.; **Rob Kulathinal**, Temple U.

### 1727 : (Paper Session) - (TIM) Organization Structure and Stakeholders

1:15pm - 2:45pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1727

Chair: **Daniel Tzabbar**, Drexel U.

📖 Sales Department Integration in New Product Development and the Role of Innovativeness | **Andreas Waschto**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

🗣️📖 Financial slack, Board composition and the explorative and exploitative innovation behavior of firms | **Lin-Hua Lu**, National Cheng Kung U.; **Poh-Kam Wong**, National U. of Singapore

#### TIM Best Paper Proceedings

- 📖 Information Technology and Vertical Integration: Evidence from Plant-Level Data | **Kristina McElheran**, Harvard Business School; **Chris Forman**, Georgia Institute of Technology
- 🗣️ Stakeholders' Perceptions of Data Utility in the Context of ERP Outcomes | **Glen Murphy**, Queensland U. of Technology; **Paul William Hyland**, Queensland U. of Technology; **Robbert Kivits**, Southern Cross U.

**1728 : (Paper Session) - (TIM) Capabilities and Innovation**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 203

Tweet this session: **#AOM2012 1728**

Chair: **Sihem Ben Mahmoud-Jouini**, HEC Paris

- 📖 Complementarities in the Innovation Strategy: Do Intangibles Play a Role in Enhancing R&D Returns? | **Dolores Añón**, U. of Valencia; **Jaime Gomez**, U. of La Rioja; **Pilar Vargas**, U. of La Rioja
- 📖 Footwear Industry Innovation Capability: Southern Brazilian Evidence | **Greice De Rossi**, PPGA - EA -UFRGS; **Janaina Ruffoni Trez**, The U. of the Sinos Valley (UNISINOS); **Marinés Steffanello**, Department of Science, Innovation and Technology Development; **Fernanda Maciel Reichert**, PPGA - EA -UFRGS; **Nathália Amarante Pufal**, PPGA - EA -UFRGS
- 📖 What Drives Demand-Pull Innovations? An Empirical Investigation in the Computer Hardware Industry | **Sali Li**, U. of Wisconsin, Milwaukee; **Richard L Priem**, Texas Christian U.; **Gianmario Verona**, Bocconi U.
- 📖 In Search of Parents' Knowledge for Joint Venture's Innovation | **Chung-Jen Chen**, National Taiwan U.; **Jun-You Lin**, National Open U.; **Yung-Chang Hsiao**, Institute of Nuclear Energy Research

**1729 : (Paper Session) - (TIM) Network Perspectives on Innovation**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 305

Tweet this session: **#AOM2012 1729**

Chair: **Sruthi M. Thatchenkery**, Stanford U.

- 📖 See Beyond Your Target: When Does Acquired Firm's Ego-network Enhance Acquirer's Innovation Output | **Hyoseok Kang**, Seoul National U.; **Hyejun Kim**, Seoul National U.; **Jaeyong Song**, Seoul National U.
- 📖 How To Boost Innovation Network Performance | **Johannes Landsperger**, EBS Business School; **Patrick Spieth**, EBS Business School; **Sven Heidenreich**, EBS Business School
- 📖 Collaborative Innovation : Conceptualizing a Multifaceted Phenomenon | **Rohit Nishant**, National U. of Singapore Business School; **Mark Goh**, National U. of Singapore
- 📖 Impact of New Online Technologies on Advertising Effectiveness Incorporating Synergies and Time Lags | **Jens Christian Reich**, RWTH Aachen U.

**1730 : (Paper Session) - (TIM) Coordination Mechanisms**

1:15pm - 2:45pm Boston Hynes Convention Center: Room 310

Tweet this session: **#AOM2012 1730**

Chair: **Mary Mathew**, Indian Institute of Science

- ➔ Cultural Distance in International Supply Chain Innovation Alliances: A Cognitive-based View | **Robin N. Pesch**, U. of Bayreuth; **Torben Bruder**, U. of Bayreuth
- 🗣️ The Evolution of Project-based Cooperation to Deliver Integrated Solutions | **Jens K. Roehrich**, U. of Bath; **Lars Frederiksen**, Aarhus Business School

- 📖 Determinants of the Optimal Network Configuration and the Implications for Coordination | **Patricia Deflorin**, U. of Zurich; **Helmut Dietl**, U. of Zurich; **Markus Lang**, U. of Zurich; **Eric Lucas**, U. of Zurich
- 📖 Pushing the Envelope: Higher-Level Outsourcing and Systems Integration at Airbus | **Isabel Doerfler**, CDTM and U. of Munich; **Oliver Baumann**, U. of Southern Denmark; **Markus C. Becker**, U. of Southern Denmark

**Tuesday 3:00PM**

**1731 : (DRP Session) - (BPS) Industry Analysis**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 101

Tweet this session: **#AOM2012 1731**

Facilitator: **Anna Lamin**, Northeastern U.

- 🗣️ Measuring Property Rights Protection in a Transition Economy: an Empirical Study | **Andrei Kuznetsov**, U. of Central Lancashire; **Rostislav Kapeliushnikov**, Institute of World Economy; **Olga Kuznetsova**, Manchester Metropolitan U.
- 📖 Does a Firm's Competitive Context Affect its Stakeholder Relations? | **Charles Koerber**, George Washington U.; **Jennifer J Griffin**, George Washington U.; **Andrew Paul Bryant**, George Washington U.
- 📖 The Organizational Slack and Performance Relationship: A Configurational Approach | **Dan Marlin**, U. of South Florida, St. Petersburg; **Scott W. Geiger**, U. of South Florida St. Petersburg
- 📖 When push comes to shove: Organizational migration and geographic concentration | **Chirag Kasbekar**, Emory U.
- 📖 Institutional Polycentricity, Resource Orchestration and Firm Performance | **Michael A. Hitt**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.; **Yuan Li**, Shanghai JiaoTong U.; **Abby Ghobadian**, U. of Reading; **Jean-Luc Arregle**, EM Lyon

**1732 : (Paper Session) - (BPS) Strategy process: exploration, exploitation and search**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 102

Tweet this session: **#AOM2012 1732**

Chair: **David John Mackay**, U. of Strathclyde

- 📖 Balancing Exploration and Exploitation for Firm's Superior Performance: The Role of the Environment | **Keren Caspin-Wagner**, Duke U.; **Shmuel Ellis**, Tel Aviv U.; **Asher Tishler**, Tel Aviv U.
- 📖 Dynamism, Munificence, Internal and External Exploration-Exploitation and Their Performance Effects | **Michiel Pieter Tempelaar**, Erasmus U. Rotterdam; **Vareska Van De Vrande**, Rotterdam School of Management, Erasmus U.
- 📖 Change in Organizational Search Behaviors as a Response to Environmental Change | **Jin Hyung Kim**, Harvard Business School; **Jerry W. Kim**, Columbia U.
- 📖 Choosing Not to Choose: A Behavioral Perspective on Parallel Search | **J.P. Eggers**, New York U.; **Elad Green**, New York U.

**1733 : (DRP Session) - (BPS) Competitive Heterogeneity**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 109

Tweet this session: **#AOM2012 1733**

Facilitator: **David Eduardo Cavazos**, U. of New Mexico

- 📖 Has the U.S. Market Become More Hypercompetitive? It Depends. | **Hung-Yao Liu**, U. of Amsterdam

- ☒ Unequal Business-group Effects: Power and Status of Different Affiliated Companies | **Chuan-Hung Wang**, National Taiwan U.; **Wenyi Chu**, National Taiwan U.; **Chien-Nan Chen**, National Dong Hua U.
- ➔ ☒ Institutional Resources and Firm Competitive Advantage: Evidence from the Indian Textile Industry | **Raveendra Chittoor**, Indian School of Business; **Preet S Aulakh**, York U.; **Oana Branzei**, U. of Western Ontario
- ☒ The Impact of Stakeholder Identities on Mutual Value Creation in Issue-Based Stakeholder Networks | **Thomas Schneider**, U. of Applied Sciences in Business Administration Zurich; **Sybille Sachs**, U. of Applied Sciences, Zurich
- ☒ Asset Specificity and Firms' Financial Structure: The Case Agricultural Production | **Mario P. Mondelli**, Centre for Economic Research

**1734** ☒: (Paper Session) - (BPS) **Managing uncertainty**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 201

Tweet this session: #AOM2012 1734

Chair: **John W Upson**, U. of West Georgia

- ☒ When do Restructuring and Reconfiguration Pay? The Contingencies of Environment and Sequence | **Stephane Girod**, Accenture; **Richard Whittington**, Said Business School
- ☒ The Impact of Technological Relatedness and Customer Relatedness on Firm Performance | **Elisabeth Nocker**, U. of Innsbruck; **Harry P. Bowen**, Queens U. of Charlotte; **Kurt Matzler**, U. of Innsbruck; **Christian Stadler**, U. of Bath
- 📺 ☒ Competing Imitation Strategies In The U.S. Video Game Market | **Eric Yanfei Zhao**, U. of Alberta; **Masakazu Ishihara**, New York U.; **P. Devereaux Jennings**, U. of Alberta
- ☒ When are explicit real options acquired? An empirical exploration of aircraft leases. | **David Thornblad**, Virginia Tech; **Anju Seth**, Virginia Tech

**1735** ☒: (DRP Session) - (BPS) **Corporate Strategy: Vertical Integration and Diversification**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 1735

Facilitator: **Zachary Sheaffer**, Ariel U. Centre

- ☒ Outside Blockholders and the Choice Between Spin-off and Sell-off | **Donald D Bergh**, U. of Denver; **Barton M Sharp**, Northern Illinois U.
- ☒ Why is outsourcing difficult? The effect of knowledge codification on the hazard of outsourcing | **Magdalena Dobrajaska**, U. of Southern Denmark
- ➔ ☒ The Global Co-Evolution of Firm Boundaries: Commoditization, Capabilities, and Paths Dependencies | **Stephan Manning**, U. of Massachusetts, Boston; **Silvia Massini**, U. of Manchester; **Carine Peeters**, U. Libre de Bruxelles; **Arie Y. Lewin**, Duke U.
- ➔ ☒ Types of Experience and Sell-Off Performance | **Matthias F. Brauer**, U. of St. Gallen; **Johannes Luger**, U. of St. Gallen; **Jan Mammen**, Friedrich-Alexander-U. Erlangen-Nuremberg
- ☒ 📺 Exploration and Exploitation Approaches for Various Stages of Firm Growth through Diversification | **Andre O. Laplume**, Michigan Technological U.; **Parshotam Dass**, U. of Manitoba

**1736** ☒: (Paper Session) - (BPS) **CEO & TMT Dynamics**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1736

Chair: **Richard L Priem**, Texas Christian U.

- ☒ Profiting from Empowerment at the Top: The Role Of CEO-TMT Members Dissimilarity | **Yan Ling**, George Mason U.; **Li-Qun Wei**, Hong Kong Baptist U.; **Richard J. Klimoski**, George Mason U.
- ☒ Reconciling and Mastering Middle Managers' Role Conflicts | **Sebastian Fourné**, Erasmus U. Rotterdam; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Tom Mom**, Erasmus U.; **Slawomir Magala**, Erasmus U.
- ☒ I like what I see: How CEO service on other firms' boards influences R&D spending. | **Won Yong Oh**, U. of Kansas; **Vincent L. Barker**, U. of Kansas
- ☒ The Power of Plain Language: Executives' Rhetoric and Stock Market Reaction | **Wei Guo**, U. of Maryland, College Park

**1737** ☒: (DRP Session) - (BPS) **Strategy Process and Planning**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1737

Facilitator: **Sunny Li Sun**, U. of Missouri, Kansas City

- ☒ Implementing Strategic Change and Participative Style: The Role of Middle Managers | **Mahesh P Joshi**, George Mason U.; **Sanjeev Jha**, U. of New Hampshire; **Robert D. Hamilton**, Temple U.
- ☒ When Does Strategic Flexibility Matter to Firm Performance? | **Hai Guo**, Renmin U. of China; **Zhi Cao**, Xi'an Jiaotong U.
- ☒ Options Logic Revisited: Disentangling Sequential Investment, Low-Commitment, & Resource Re-Alloc. | **Ronald Klingebiel**, Warwick Business School; **Ron Adner**, Dartmouth College
- ☒ Setting Strategic Direction in Technology Transfer Offices | **Ciara Fitzgerald**, UCD; **James A. Cunningham**, National U. of Ireland - Galway; **Conor O'Kane**, Nui Galway, Ireland
- 📺 ☒ Overcoming the Implementation Gap by Integrating Strategy and Project Portfolio Management | **Alexander Kock**, Berlin Institute of Technology; **Sascha Meskendahl**, Boston Consulting Group; **Hans Georg Gemuenden**, Berlin Institute of Technology

**1738** : (CAR) **All Academy Distinguished Contributions Awards**

3:00pm - 4:30pm Boston Park Plaza: Berkeley Room

Tweet this session: #AOM2012 1738

*This session will present four Academy of Management Award winners for the year 2012 to discuss how their careers led them to the high level of achievement that merits this recognition by AOM. These four award winners allow Careers to showcase these very distinguished members by having them share their insights on the path each took to be successful in a career might serve as a model for others. The four presenters are:*

*2012 Distinguished Service Award Winner - Jack Minor, U. of Oregon*

*2012 Distinguished Educator Award Winner - Anita McGahan, U. of Toronto*

TUESDAY

2012 Distinguished Scholar-Practitioner Award Winner – Lotte Baily, Massachusetts Institute of Technology  
 2012 Scholarly Contributions to Management Award Winner - Jane Dutton, U. of Michigan

*Session Format: The session will take the form of the traditional hour and half time block and will allow each presenter to talk approximately 15 minutes. The session chair will open with the introduction of the four winners and a brief review of their accomplishments that merited the award each received. Some limited time at the end of the session will be available for audience questions.*

*Participants Agreements: As part of their nomination, all of the awardees are expected to participate in this special session. However, their participation has not been confirmed as of the publication of the program*

*Organizer: Robert C. Ford, U. of Central Florida  
 Chair: Lyman W. Porter, U. of California, Irvine*

**1739** 📄📍JS: (CAR, OB) **Managing Job Crafters and Idiosyncratic Work Arrangements: A Blessing or a Nightmare for HRM?**

3:00pm - 4:30pm Boston Park Plaza: Gloucester Room  
 Tweet this session: #AOM2012 1739

Chair: **Charissa Freese**, Tilburg U.

Discussant: **Aukje Nauta**, U. of Amsterdam

Coordinator: **Brigitte Kroon**, Tilburg U.

Participants: **Luc W. Dorenbosch**, TNO Work & Employment; **Wayne F. Cascio**, U. of Colorado, Denver; **John W Boudreau**, Center for Effective Organizations; **Lei Lai**, Tulane U.; **Severin Hornung**, Hong Kong Polytechnic U.; **Justin Berg**, U. of Pennsylvania

**1740** : (Paper Session) - (CDP) **Cognitive Perspectives on Organizational Decisions and Change**

3:00pm - 4:30pm Westin Copley Place: Essex North-East  
 Tweet this session: #AOM2012 1740

Facilitator: **John Stephan**, Marist College

→ 📄BPS: Cognitive Shifts and the Development of Dynamic Capabilities | **Christina Hoon**, Leibniz U. Hannover

📄📍MOC: A Cognitive Inquiry into Knowledge Change in Organization Studies | **Thomas G. Cummings**, U. of Southern California; **Chailin Cummings**, California State U. Long Beach

📄📍MOC: The Applicability of Aesthetic Knowledge in Organizational Decision Making Processes | **Thomas Keenan**, Queensland U. of Technology; **Anne Pisarski**, Queensland U. of Technology; **Jennifer Bartlett**, Queensland U. of Technology

📄📍MED: Educating Climate Smart Managers to Deal with a Warmer Planet | **Robert McLeay Thompson**, Queensland U. of Technology; **Judy Matthews**, Queensland U. of Technology

**1741** : (Paper Session) - (CDP) **Identity and Identification in Organizations**

3:00pm - 4:30pm Westin Copley Place: Essex North-West  
 Tweet this session: #AOM2012 1741

Facilitator: **Andrea Casey**, George Washington U.

📄📍BPS: Organizational Identity and Adaptation to Discontinuous Change: The Role of Focus and Locus | **Nadine Kammerlander**, International Institute for Management

Development; **Andreas Koenig**, International Institute for Management Development; **Albrecht Enders**, International Institute for Management Development

📄📍OMT: Formal Organizations and Identity Groups | **Kyung-Hee Yu**, AGSM-Australian School of Business

📄📍GDO: Personal Values and Relational Conflicts in Organizations: Taking the Example of Religious Values | **Diether Gebert**, Renmin U. of China; **Sabine Boerner**, U. of Konstanz

📄📍OCIS: Brewing Branding in Carlsberg IT: A Case of Mid-Level Corporate Communication Leadership | **Mary Jo Hatch**, Copenhagen Business School; **Majken Schultz**, Copenhagen Business School

**1742** 📄📍📍: (CM) **Social Factors in Decision-making: How Relationships, Context, and Emotions Impact Group Decisions**

3:00pm - 4:30pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 1742

Chair: **Marwan Sinaceur**, INSEAD

Discussant: **Jeffrey T. Polzer**, Harvard U.

Is Familiarity Helpful for the Influence Process? Exploring Congruence and Identity in Dyads | **Lucia Elizabeth Guillory**, Stanford U.; **Katherine W. Phillips**, Columbia U.; **Margaret A. Neale**, Stanford U.

The Impact of Status on the Relationship between Disagreeing In-group Members | **Denise Lewin Loyd**, Massachusetts Institute of Technology; **So-Hyeon Shim**, Northwestern U.; **Sun Young Kim**, Northwestern U.

Multichannel Communication: Majority Reactions to Minority Opinions | **Roderick Swaab**, INSEAD; **Blair Beverly**, Northwestern U.

Surprise in Groups: When an Emotional Expression Affects the Group Members' Processing and Judgment | **Marwan Sinaceur**, INSEAD; **Dimetri Vasiljevic**, INSEAD

**1743** 📄📍JS: (CMS, RM) **Reflexivity and Crafting Research Narratives: Challenges, Suggestions, and Implications**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon J

Tweet this session: #AOM2012 1743

Chairs: **Banu Özkazanç-Pan**, U. of Massachusetts, Boston; **Paul F Donnelly**, Dublin Institute of Technology

Organizational Anonymity and Negotiating Research Access | **Scott Taylor**, U. of Exeter; **Christopher Land**, U. of Essex

Awkward Moments and Ethnography | **Juliette Koning**, Oxford Brookes U.; **Can-Seng Ooi**, Copenhagen Business School

Bricolage, Kairos and Action Nets: A Narrative Approach to Researchers' Practices | **François Lambotte**, U. Catholique de Louvain; **Dominique Meunier**, U. de Montréal

Contrasting Contrasts in Stories of the Field | **Lena Andersson**, Linköping U.

How Come We Never Discuss Ambiguities in Organizational Research? A Case Study of Conflicts at Work | **Elisabeth Naima Mikkelsen**, Copenhagen Business School

Phases of Proximity and Distance: Intersubjective Data Analysis in a Research Team | **Marianne Döös**, Stockholm U.; **Lena Wilhelmson**, Stockholm U.

TUESDAY

**1744 : (DRP Session) - (ENT) Creativity in the Entrepreneurial Process**

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom A  
 Tweet this session: #AOM2012 1744

Facilitator: **Terri Lonier**, Columbia College Chicago

The Role of Gender in Family Firm Succession: Case Studies from France | **Salma Fattoum**, INSEEC Business School; **Janice Byrne**, IESEG School of Management

No Regrets? Entrepreneurs' Counterfactual Emotions | **Dmitry Khanin**, California State U., Fullerton; **Ofir Turel**, California State U., Fullerton

Discovery and Creation of Entrepreneurial Opportunities: A Creative Problem-Solving Perspective | **Ana Cristina O Siqueira**, Duquesne U.; **Larry W Cox**, Pepperdine U.; **John G Shearer**, Pepperdine U.

Bootstrapping as a Resource Dependence Management Strategy and Its Association with Startup Growth | **Tom R. Vanacker**, U. of Ghent; **Sophie Manigart**, U. of Ghent; **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School

**1745 : (Paper Session) - (ENT) Growth, Performance & Academic Entrepreneurship**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon G  
 Tweet this session: #AOM2012 1745

Chair: **Marilyn Young**, The U. of Texas at Tyler

Small Firm Growth Ambitions using Qualitative Comparative Analysis (QCA) | **Kevin F Mole**, U. of Warwick; **Margi Levy**, U. of Warwick

Heroes Today - But What about Tomorrow? Gazelles and Their Long-Term Performance | **Pernille Gjerløv-Juel**, Aalborg U.; **Christina Guenther**, Max Planck Institute of Economics

The Interaction between Academic Entrepreneurs and Potential Academic Entrepreneurs | **Ali Aslan Guemesay**, U. of Oxford; **Thomas Marc Bohne**, U. of Auckland

Entrepreneur Gender and Performance: The Mediating Role of Firm Resources, Industries, and Location | **In Hyeock Ian Lee**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

**1746 : (Paper Session) - (ENT) Entrepreneurship Growth**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H  
 Tweet this session: #AOM2012 1746

Chair: **Wencang Zhou**, Montclair State U.

Hayek and Social Franchising: Scaling Social Entrepreneurship through Small- and Big-Group Logics | **Markus Beckmann**, Leuphana U. Lueneburg; **Anica Zeyen**, Leuphana U. Lueneburg

Passion Isn't Always Good: Examining Entrepreneurs' Passion, Networking Behaviors and Performance | **Violet Ho**, U. of Richmond; **Jeffrey M. Pollack**, U. of Richmond

Entrepreneurial Orientation and the Value of Directive Management among High-Tech SMEs | **Jeffrey G. Covin**, Indiana U.; **Mark Simon**, Oakland U.

Business Model Change Effectiveness in Venture Capital-Backed Ventures | **Violetta Gerasymenko**, U. Nova of Lisbon; **Dirk De Clercq**, Brock U.; **Harry J Sapienza**, U. of Minnesota

**1747 : (DRP Session) - (ENT) Entrepreneurship and the Individual**

3:00pm - 4:30pm Sheraton Boston Hotel: Clarendon A & B  
 Tweet this session: #AOM2012 1747

Facilitator: **Nousheen Tariq Bhutta**, International Islamic U.

Determinants of Job Satisfaction for Salaried and Self-Employed Professionals | **Ulla Hytti**, U. of Turku; **Teemu Kautonen**, U. of Turku; **Elisa Akola**, U. of Turku

Corporate and Family Business Executives: Matching Transactions to Interorganizational Relationships | **Eric Kushins**, Rutgers U.

Determinants of Entrepreneurial Intent: A Meta-Analytic Test and Integration of Competing Models | **Christopher Schlaegel**, U. Magdeburg; **Michael Koenig**, U. Magdeburg

Family Management and Profitability: The Role of Generational Involvement | **Salvatore Sciascia**, IULM U. - MILAN; **Pietro Mazzola**, IULM U.

Separation of Management and Control in SMEs from Emerging Markets: The Role of Institutions | **Galina Shirokova**, St. Petersburg U. GSOM; **Dmitry Knatko**, St. Petersburg U. GSOM; **Gina Vega**, Salem State U.

**1748 : (Paper Session) - (ENT) Homophily and Entrepreneurship Performance**

3:00pm - 4:30pm Sheraton Boston Hotel: Jefferson  
 Tweet this session: #AOM2012 1748

Chair: **Joseph P. Eshun**, East Stroudsburg U.

Examining Multiplicity in Entrepreneurial Achievement Goals | **Deirdre O'Shea**, U. of Limerick; **Finian Buckley**, Dublin City U.

Shoot for the Stars? Predicting the Recruitment of Prestigious Directors at Newly Public Firms | **Abhijith Holehonnur**, Pennsylvania State U.; **Tim Pollock**, Pennsylvania State U.

Can Birds of a Feather Fly Together? Evidence For the Economic Payoffs of Ethnic Homophily | **Deepak Hegde**, New York U.; **Justin Tumlinson**, Ifo Institute at the U. of Munich

**1749 : (Paper Session) - (GDO) Creativity and Innovation**

3:00pm - 4:30pm Boston Park Plaza: Thoreau Room  
 Tweet this session: #AOM2012 1749

Chair: **Mary Still**, U. of Massachusetts, Boston

Discussant: **Teresa Nelson**, Simmons College

Perceived sex similarity and attitudes: The effect of coworker support and creativity requirement | **Gamze Koseoglu**, Georgia Tech

The Role of Team Diversity and Dissent in Innovation Outcomes | **Nada Basir**, Doctoral Student

Gender and Idea Generation: Do Women Benefit Less for Innovative Behavior? | **Aleksandra Luksyte**, U. of Western Australia; **Kerrie Unsworth**, U. of Western Australia; **Derek R. Avery**, Temple U.

**1750 : (DRP Session) - (GDO) Gender and Identity**

3:00pm - 4:30pm Boston Park Plaza: Tremont Room  
 Tweet this session: #AOM2012 1750

Chair: **Erica Gabrielle Foldy**, New York U.

Discussant: **Laura Morgan Roberts**, Antioch U.

☒ The Stability of Organizational Citizenship Behavior over Time: Women as Good Citizens | **Diane Bergeron**, Case Western Reserve U.; **Tiffany Schroeder**, Case Western Reserve U.; **Hector Martinez**, Case Western Reserve U.; **Emily Amdurer**, Case Western Reserve U.; **Chantal Van Esch**, Case Western Reserve U.

→ ☒ Identity Challenges of Women Leaders: Antecedents and Consequences of Identity Interference | **Natalia Karelaia**, INSEAD; **Laura Guillen**, ESMT

☒ Identity Integration Promotes Women's Negotiation Outcomes via Displays of Dominance and Warmth | **Shira Mor**, Columbia Business School; **Pranjal Mehta**, Columbia Business School; **Ilna Fridman**, Columbia Business School

☒ Gendered Identification: Between Idealization and Admiration | **Elisabeth K Kelan**, King's College London; **Alice Mah**, U. of Warwick

☉ Beyond the Leadership Double-Bind for Women: A Coordination View of Leadership Effectiveness | **Gelaye Debebe**, George Washington U.

**1751** ☉ → ☒ JS: (GDO, CAR) **Managing the New Workforce: International Perspectives on the Millennial Generation**

3:00pm - 4:30pm Boston Park Plaza: Clarendon Room

Tweet this session: #AOM2012 1751

Organizers: **Eddy S. Ng**, Dalhousie U.; **Sean Thomas Lyons**, U. of Guelph; **Linda Schweitzer**, Carleton U.

Work Values and Sector Employment Choice Among Belgian Generation Yers | **Rein De Cooman**, Lessius U. College; **Nicky Dries**, Katholieke U. Leuven

Generational Career Shift: Millennials and the Changing Nature of Careers in Canada | **Eddy S. Ng**, Dalhousie U.; **Sean Thomas Lyons**, U. of Guelph; **Linda Schweitzer**, Carleton U.

"Going through the Mist": Early Career Transitions of Young Chinese Returnees | **Emily T. Porschitz**, Keene State College; **Jose L.C. Costa Alves**, U. of Massachusetts; **Chun Guo**, Sacred Heart U.

Differences in Work-Related Attitudes Between Millennials and Generation X: Evidence from Germany | **Heiko Breitsohl**, U. Wuppertal; **Sascha Alexander Ruhle**, U. Wuppertal

Age Diversity: What do Younger and Older Workers in Singapore think of each other? | **Stewart L Arnold**, Nanyang Technological U.

Assessing Millennials in the Work Context | **Nico Martins**, U. of South Africa; **Ellen Caroline Martins**, Organizational Diagnostics

Turkish Millennials' Intention to Stay: Evidence from the Frontline Hospitality Employees | **Kivanc Omer Inelmen**, Bogazici U.; **Isik Urla Zeytinoglu**, McMaster U.; **Duygu Uygur**, Istanbul Bilgi U.

Career Counseling for Millennials: Practitioners' Perspectives | **Linda M Hite**, Indiana U. - Purdue U., Ft. Wayne; **Kimberly S McDonald**, Indiana U. - Purdue U., Ft. Wayne

Perceptions of Authority and Leadership: A Cross-National, Cross-Generational Investigation. | **Jennifer J. Deal**, Center for Creative Leadership; **Sarah Stawiski**, Center for Creative

Leadership; **Laura M. Graves**, Clark U.; **Todd J. Weber**, Central Washington U.

Career Success in the Younger Generation: A Four-Country Study | **Emma Parry**, Cranfield U.; **Julie Unite**, Northern Illinois U.; **Jon P. Briscoe**, Northern Illinois U.

**1752** ☒: (Paper Session) - (HCM) **Leaders and Organizational Change: Rules, Boundaries and Babel**

3:00pm - 4:30pm Marriott Boston Copley Place: Orleans

Tweet this session: #AOM2012 1752

Chair: **Eric S. Williams**, U. of Alabama

Discussant: **Jeff Helton**, U. of Texas

☉ → ☒ Career Histories and Managerial Performance of Healthcare Chief Executive Officers | **Daniele Mascia**, Catholic U. Rome; **Iliaria Piconi**, Catholic U. Rome

☒ GETTING BEYOND THE TOWER OF BABEL?: Disparate Evidence Based Management(s) in Health Care | **Ewan Ferlie**, King's College; **Sue Dopson**, U. of Oxford; **Louise Fitzgerald**, U. of Oxford; **Michael D Fischer**, King's College;

**Jean Ledger**, King's College; **Gerald McGivern**, U. of London

**HCM Division Best International Paper Award Nominee**  
Can professional boundaries be knowledge enablers? | **Tomas Enrique Farchi**, Oxford U.

**Winner of HCM Division Best Paper Based on a Dissertation Award**

**HCM Division Best Paper Based on a Dissertation Award Nominee**

**1753** ☉ → ☒: (Paper Session) - (HCM) **Professional Decision Making and Outcomes**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 1753

Chair: **Robert C. Myrtle**, U. of Southern California

Discussant: **Thomas E. Vaughn**, U. of Iowa

Changing the rules of the game: interprofessional collaboration and institutional rules | **Jo-Louise Huq**, U. of Alberta

☒ Resident physicians' medical errors: Active learning climate and personality traits | **Eitan Naveh**, Technion Israel Institute of Technology; **Tal Katz-Navon**, Interdisciplinary Center; **Zvi Stern**, Hadassah Hebrew U. Medical Center

→ ☒ Clinical Decision-Making: An Examination of Current Themes and Emerging Issues in the Literature | **Russell Seidle**, McGill U.

**1754** ☉ → ☒: (Paper Session) - (HR) **HR Metrics and Modernization Across Cultures**

3:00pm - 4:30pm Boston Park Plaza: Cabot Room

Tweet this session: #AOM2012 1754


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

→ ☒ Measuring Cultural Intelligence across Cultures: Testing Cross-Cultural Equivalence of the CQ scale | **Joost Bueker**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **Tanja Peeters Weem**, Radboud U. Nijmegen


→ ☒ International Transferability of Human Capital Measurement: Worldwide Standardization of HR Metrics | **Christian Scholz**, U. of Saarland; **Volker Stein**, U. of Siegen

→ Managerialism, Modernization and Cultural Influences | **Ashique Ali Jhatial**, U. of Bradford; **Nelarine Cornelius**, Bradford Management Center; **James Wallace**, U. of Bradford




**1755** : (Paper Session) - (HR) **Performance: The Role of Expectations, Politics, and Personality**


3:00pm - 4:30pm Boston Park Plaza: Charles River Room

Tweet this session: [#AOM2012 1755](#)**Chair:** **Laura Parks**, James Madison U.**1756** : (DRP Session) - (HR) **The Role of HRM in Workplace Productivity, Attitudes, and Behaviors**


3:00pm - 4:30pm Boston Park Plaza: Newbury Room

Tweet this session: [#AOM2012 1756](#)**Facilitator:** **Brian Martinson**, U. of Texas-Arlington**1757** : (Paper Session) - (HR) **Executive Compensation**


3:00pm - 4:30pm Boston Park Plaza: Whittier Room

Tweet this session: [#AOM2012 1757](#)**Chair:** **Nancy E. Day**, U. of Missouri, Kansas City**1758** : (HR, MED) **Intrinsic, Extrinsic and Achievement Motivation: Similarities and Differences**


3:00pm - 4:30pm Boston Park Plaza: Arlington Room

Tweet this session: [#AOM2012 1758](#)**Chairs:** **Marylene Gagne**, Concordia U.; **Kaspar Philipp Schattke**, Concordia U.**Discussant:** **Edwin A. Locke**, U. of Maryland, College Park  
Is Intrinsic Motivation Distinct from Achievement Motivation? |**Marylene Gagne**, Concordia U.; **Kaspar Philipp Schattke**, Concordia U.; **Edwin A. Locke**, U. of Maryland, College Park  
The Undermining Effect Revisited: Why Intrinsic Motivation Wanes and How This Can Be Avoided | **Hugo Martin Kehr**, Technical U. Munich; **Susanne Steiner**, TUM School of ManagementDifferentiating Source of Support in Relation to Workers' Intrinsic Motivation and Achievement | **Tomas Jungert**, McGill U.; **Richard Koestner**, McGill U.; **Nathalie Houlfourt**, ENAP**1759** : (Paper Session) - (IM) **Offshoring: Ins and Outs**








3:00pm - 4:30pm Boston Hynes Convention Center: Room 205

Tweet this session: [#AOM2012 1759](#)**Chair:** **Carolyn Buie Erdener**, KIMEP U.**1760** : (Paper Session) - (IM) **Timing****the Internationalization Decision**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 208

Tweet this session: [#AOM2012 1760](#)**Chair:** **Bo Bernhard Nielsen**, Copenhagen Business School**1761** : (DRP Session) - (IM) **Ventures' Views of International Contexts: Orientation, Imagination, Adaption, and Discretion**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 303

Tweet this session: [#AOM2012 1761](#)**Facilitator:** **Joseph A LiPuma**, EM LyonTHEMATIC ORIENTATION:  Teaching |  Practice |  International |  Program Theme |  Research |  Diversity |  Best Paper

- 📖 Entrepreneurial Appropriability-Informed Imagination and Cross-Border Organization | **Christos N. Pitelis**, U. of Cambridge; **Geoffrey Jones**, Harvard Business School
- ➔ 📖 Breaking Free from the Adaption Logic: a View on SME Managerial Discretion in International Business | **Joerg Freiling**, U. of Bremen, Germany; **Sven M. Laudien**, U. of Bremen, Germany
- 🗣️ ➔ 📖 The Linkage between Market Orientation, Entrepreneurial Orientation, and Firm Performance | **Tina Gruber-Muecke**, U. of Linz; **Katharina Hofer**, U. of Linz

**1762** ➔ 📖: (Paper Session) - (IM) **Human Resource Capabilities and Management**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 309  
 Tweet this session: #AOM2012 1762

Chair: **Rajnandini Pillai**, California State U. San Marcos

- ➔ 📖 Serving many masters: Evaluation of HR capabilities within the MNC | **Kristiina Mäkelä**, Aalto U. School of Economics; **Ingmar Björkman**, Aalto U.; **Mats Ehrnrooth**, Hanken School of Economics; **Adam Smale**, U. of Vaasa; **Jennie Sumelius**, Hanken School of Economics
- ➔ 📖 Job Satisfaction and Country Institutional Profile: A Multi-level Approach | **Gwyneth Edwards**, Concordia U.; **Abdulrahman Chikhouni**, John Molson School of Business; **Rick Molz**, Concordia U.
- 📖 A Conceptual Model of Strategic Leadership and Employee Perception of Inequity | **Daniel Rottig**, Florida Gulf Coast U.; **Arthur J. Rubens**, Florida Gulf Coast U.  
**Best Paper in OB / HRM / OT Finalist**
- ➔ 📖 Exploring the Factors Associated with Employees' Perceived Appraisal Accuracy | **Chin-Ju Tsai**, U. of London; **Wenlai Wang**, U. of London

**1763** : (MC) **Management Consulting Division Incoming Executive Committee**

3:00pm - 4:30pm Westin Copley Place: Parliament  
 Tweet this session: #AOM2012 1763

Division Chair-Elect: **Anthony F. Buono**, Bentley U.

**1764** 📖🗣️: (Paper Session) - (MED) **Diversity and Whistle Blowing in Business Classes: Teaching & Practising Ethics and Social Responsibility**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon D  
 Tweet this session: #AOM2012 1764

Chair: **Christina A. Hannah**, U. of Maryland, U. College

- 📖📖 Cross-Disciplinary Ethics Education in MBA Programs: Rhetoric or Reality? | **Andreas Rasche**, U. of Warwick; **Dirk Ulrich Gilbert**, U. of Hamburg  
**MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.**

- 🗣️ Organizational diversity learning framework: Diverse employee involvement and participation | **Yuka Fujimoto**, Deakin U.; **Charmine E. J. Hartel**, U. of Queensland
- 📖 Predicting Classroom Whistle-Blowing | **Thomas H. Stone**, Oklahoma State U.; **Jennifer L. Kisamore**, U. of Oklahoma; **Jim Jawahar**, Illinois State U.

**1765** 🗣️🗣️📖: (MED, CMS, MH) **Beyond the Scene: Power and Paradoxes in Executive Coaching**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon B  
 Tweet this session: #AOM2012 1765

Organizer: **Pauline Fatien Diochon**, Menlo College

Facilitator: **Kathi J Lovelace**, Menlo College

- Using History to Comprehend the Power Dynamics of Coaching | **Deryk Stec**, U. of New Brunswick
- The Coaching Diamond: Paradoxes and Power Dynamics in the Triangular Coaching Relationships | **Pauline Fatien Diochon**, Menlo College; **Laurence de Carlo**, ESSEC Business School Paris-Singapore
- A Systems View: Applying Ulrich's Systems Heuristics to the Coach/Organization Power Dynamics | **Geoffrey Abbott**, Queensland U. of Technology

**1766** ➔ 📖: (MOC) **The Role of Norms in Virtual Collaboration**

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom B  
 Tweet this session: #AOM2012 1766

Organizers: **Carolyn Axtell**, U. of Sheffield; **Karin S Moser**, U. of Roehampton

Chair: **Karin S Moser**, U. of Roehampton

- The Usefulness and Challenges of Conflicting Norms in Professional Nursing Virtual Communities | **Anita Blanchard**, U. of North Carolina, Charlotte; **Shawn D Long**, U. of North Carolina, Charlotte
- The Role of Conflict and Norms in the Collective Production of Wikipedia | **Andreea Daniela Gorbatai**, Harvard U.; **Dariusz Jemielniak**, Kozminski U.
- Emotion Display Norms in Virtual Multicultural Teams | **Ella Glikson**, Technion Israel Institute of Technology
- Perceived Norm Violations in Email Communications: The Impact of Status on Recipient Reactions | **Carolyn Axtell**, U. of Sheffield; **Karin S Moser**, U. of Roehampton; **Janet McGoldrick**, U. of Sheffield
- State of the Art and an Agenda for Future Research on Norms in Virtual Collaboration | **Karin S Moser**, U. of Roehampton; **Carolyn Axtell**, U. of Sheffield

**1767** 📖: (Paper Session) - (MOC) **Disentangling Improvisation**

3:00pm - 4:30pm Sheraton Boston Hotel: Berkley B  
 Tweet this session: #AOM2012 1767

Chair: **Richard Blackburn**, U. of North Carolina, Chapel Hill

- 📖 Disentangling improvisation. When improvisation is not just an emergency exit | **Ludovica Leone**, Bocconi U. Ask Research Center
- 📖 Improvisational Decision Making and Firm Performance | **Ariff Kachra**, Richard Ivey School of Business; **Susana Velez-Castrillon**, U. of West Georgia; **Dusya M. Vera**, U. of Houston
- The locus of agency in improvisation: a phenomenological perspective on structured playfulness | **Maziar Raz**, Richard Ivey School of Business

**1768** 📖: (Paper Session) - (MOC) **Motivation and Decision-Making**

3:00pm - 4:30pm Sheraton Boston Hotel: Kent  
 Tweet this session: #AOM2012 1768

Chair: **Paul W.B. Atkins**, Australian National U.

- 📖 Impact of prework in dyads on mutual enhancement in group | **Arvind Shatdal**, Indian Institute of Management,

- Ahmedabad; **Neharika Vohra**, Indian Institute of Management, Ahmedabad
- 📖 Modeling Motivation Gain in Teams through Social Comparison: A Regulatory Focus Perspective | **Herbert K.S. Leung**, Hong Kong Polytechnic U.
  - 📖 Motivation and Bias in Group Decision Making: A Computational Approach | **Taehyon Choi**, U. of Hawaii-Manoa
  - 📖 Don't fuss, focus: On-task thoughts as a mediator of the effect of error approach on performance | **Nicoletta G. Dimitrova**, VU U. Amsterdam; **Cathy Van Dyck**, VU U. Amsterdam; **Edwin A.J. van Hooft**, U. of Amsterdam; **Peter Groenewegen**, VU U. Amsterdam
- Mood and Self-Efficacy: The Moderating Effect of Hedonic and Utilitarian Motivation | **Abhishek Kumar Totawar**, Indian Institute of Management, Indore; **Ranjeet Nambudiri**, Indian Institute of Management, Indore

**1769** 📖📖 SHCS: (MOC, OB, OMT) **Finding Meaning in the Economic Sphere: Revisiting and Advancing a Core Question**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F

Tweet this session: #AOM2012 1769

Organizer: **Douglas A Lepisto**, Boston College

Chair: **Michael G. Pratt**, Boston College

Participants: **Matthew Kraatz**, U. of Illinois; **Michèle Lamont**, Harvard U.; **Amy Wrzesniewski**, Yale U.

**1770** : (Paper Session) - (OB) **CEO Leadership and Organizational Outcomes**

3:00pm - 4:30pm Boston Park Plaza: Alcott Room

Tweet this session: #AOM2012 1770

Chair: **Amy Randel**, San Diego State U.

- 📖 A Look Inside the Black Box: Exploring the Link Between CEO Change Leadership and Firm Performance. | **Angelo J. Kinicki**, Arizona State U.; **Chad A. Hartnell**, Georgia State U.; **Chris Reina**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.
- 📖 CEO Servant Leadership: Exploring Executive Characteristics and Firm Performance | **Suzanne J. Peterson**, Arizona State U.; **Benjamin M. Galvin**, U. of Washington, Bothell; **Donald Lange**, Arizona State U.
- 📖 The Effect of CEO Narcissism on Firm Performance | **Alka Gupta**, State U. of New York, Binghamton; **William D. Spangler**, State U. of New York, Binghamton
- 📖 Examining the Relationship between CEO Leadership Style and Performance: Does Competence Matter? | **Tzu-Ting Lin**, National Taiwan U.; **Li-Fang Chou**, National Cheng Kung U.; **Chih-Hao Chen**, U. of Texas, Austin

**1771** : (DRP Session) - (OB) **Outcomes of Transformational Leadership**

3:00pm - 4:30pm Boston Park Plaza: Board Room

Tweet this session: #AOM2012 1771

Facilitator: **Laura Erskine**, Illinois State U.

Motivation in words: Promotion focus, the economy, and presidential greatness | **Daan Stam**, RSM Erasmus U.; **Barbara Wisse**, U. of Groningen; **Anne Nederveen Pieterse**, Free U. Amsterdam

- ➔ 📖 Identity strength as a mediator of the charismatic leadership-performance link | **Stephan Alexander Boehm**, U.

- of St. Gallen; **David J. G. Dwertmann**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Boas Shamir**, Hebrew U. of Jerusalem
- 📖 High-risk Occupations: Leader Influence on Employee Stress and Burnout. | **Lisa M. Russell**, Indiana U. Southeast
- ➔ 📖 Transformational Leadership and Innovative Behavior: An Examination of Boundary Conditions | **Qin Zhou**, U. of York, UK
- 📖 CEO transformational leadership, collaborative human resource management, and employee outcomes | **Zhen Wang**, Renmin U. of China; **Zhongxing Su**, Renmin U. of China

**1772** : (Paper Session) - (OB) **Motivational Mechanisms Influencing Performance**

3:00pm - 4:30pm Boston Park Plaza: Constitution Room

Tweet this session: #AOM2012 1772

Chair: **Lisa Schurer Lambert**, Georgia State U.

- An Empirical Investigation of Processes Linking Core Self-Evaluations and Performance | **Samuel Aryee**, King's College London; **Reuben Mondejar**, City U. of Hong Kong; **Chris WL Chu**, U. of Surrey
- 📖 Never Too Much: Curvilinear Relation between Empowering Leadership and Task Performance | **Minyoung Cheong**, Seoul National U.; **Soojin Lee**, Seoul National U.
- 📖 Who are the High Achievers at Work? Motivational Climate, Goal Orientation Profiles and Performance | **Christina G. L. Nerstad**, BI Norwegian Business School; **Astrid M. Richardsen**, BI Norwegian Business School; **Glyn C. Roberts**, Norwegian U. of Sport Science

**1773** : (DRP Session) - (OB) **Deviance & Aggression Antecedents and Outcomes**

3:00pm - 4:30pm Boston Park Plaza: Emerson Room

Tweet this session: #AOM2012 1773

Facilitator: **Lamar Pierce**, Washington U. in St. Louis

- 📖 The development and validation of an explicit justification of aggression scale | **Jesse S. Michel**, Florida International U.; **Anya Edun**, Florida International U.; **Victoria L. Pace**, Florida International U.; **Ena Sawhney**, Florida International U.; **Jeffrey P. Thomas**, New York U.
- 📖 The differential effects of supervisor, coworker, and customer incivility on strain outcomes | **Nicole L Wilson**, U. of Alberta; **Camilla M Holmvall**, Saint Mary's U.
- 📖 Engagement: The Hidden Cost or a Coping Strategy of Workplace Aggression? | **Dianne P. Ford**, Memorial U. of Newfoundland; **Susan Myrden**, Memorial U. of Newfoundland; **E Kevin Kelloway**, Saint Mary's U.
- 📖 A Typology of Self-Defeating Work Behavior and Application to Theories in The Organization Sciences | **Robert W. Renn**, U. of Memphis; **Robert Steinbauer**, U. of Memphis; **Jon Biggane**, U. of Memphis; **Kulraj Singh**, U. of Memphis
- 📖 What Role Do Just-World Beliefs Play in Harmful Responses to Injustice? | **Grégoire Bollmann**, U. of Lausanne; **Franciska Krings**, U. of Lausanne

**1774** : (Paper Session) - (OB) **New Directions in Research on OCB**

3:00pm - 4:30pm Boston Park Plaza: Lexington Room

Tweet this session: #AOM2012 1774

Chair: **Lisa Dragoni**, Cornell U.

☒ Above and Beyond, Again and Again: A Model of OCB, Motive Fulfillment, and Feedback | **G. James Lemoine**, Georgia Institute of Technology; **Charles K. Parsons**, Georgia Institute of Technology; **Shibani D. Kansara**, Georgia Institute of Technology

→ ☒ 🗣️ The Effect of Leader Positive Affectivity on Team Member Turnover Intention and Team OCB | **Jiwen Song**, Renmin U. of China; **Qing Lu**, Hong Kong Polytechnic U.; **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Weiku Wu**, Tsinghua U.

☒ The Interactive Effects of Charismatic Leadership and Citizenship Pressure on OCB and Engagement | **Dewayna Cates Horn**, Texas Woman's U.; **Christopher J. Mathis**, Morgan State U.; **Sammie L Robinson**, Texas Southern U.; **Natasha Wilkins Randle**, Mississippi State U. Meridian

☒ A Within-person Investigation of Organizational Citizenship Behavior and Employee Gratitude | **Jeffrey R. Spence**, U. of Guelph; **Douglas J. Brown**, U. of Waterloo

Bystander attributions of co-worker extra-role behaviors | **Rebecca Lee Badawy**, State U. of New York, Buffalo; **Brooke Ann Shaughnessy**, State U. of New York, Buffalo

**1775 : (Paper Session) - (OB) Knowledge Sharing: Multiple Forms and Mechanisms**

3:00pm - 4:30pm Boston Park Plaza: Stuart Room

Tweet this session: **#AOM2012 1775**

Chair: **Arjun Bhardwaj**, U. of British Columbia

☒ Coworker Knowledge Sharing and Employee Task Performance: The Moderating Role of Exchange Ideology | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Donna Yao**, Hong Kong U. of Science and Technology; **Seokhwa Yun**, Seoul National U.

☒ Managing Individual Success and Team Performance: The Critical Mediating Role of Collaboration | **Olivier Louis Bouclier**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.

☒ Too Much of Good Thing: Supervisor Knowledge Sharing and Task Performance Moderated by Job Demands | **Yeun Joon Kim**, Seoul National U.; **Seokhwa Yun**, Seoul National U.; **Hyunmin Cho**, Seoul National U.

☒ Understanding the role of interdependence in team knowledge | **Niclas Erhardt**, U. of Maine; **Carlos Martin-Rios**, U. Carlos III de Madrid; **Charles Heckscher**, Rutgers U.

**1776 ☒: (OB) For Me, For You, or For Them? Contrasting Prosocial and Proself Motivations in Organizations**

3:00pm - 4:30pm Boston Park Plaza: White Hill Room

Tweet this session: **#AOM2012 1776**

Organizers: **Steven M Farmer**, Wichita State U.; **Linn Van Dyne**, Michigan State U.

Discussant: **Caroline A Bartel**, U. of Texas, Austin

When the "Good Guys" Lie: Contrasts between Unethical Pro-Self and Pro-Social Behaviors | **Bradford E. Baker**, U. of Washington; **Michael D. Johnson**, U. of Washington

The Self-Enhancement Motive and Helping: The Mediating Role of Relational Identification | **Danielle Cooper**, U. of North Texas; **Sherry M Thatcher**, U. of Louisville; **Victoria McKee**, U. of North Texas

The Differential Effects of Motives on Role Outcomes Enhanced by Team Affective Climate | **Anya Johnson**, U. of

New South Wales; **Sharon K. Parker**, U. of Western Australia; **Helena Hong**, U. of New South Wales  
Prosocial or Proself? Lagged Antecedents and Outcomes of Organization-Specific Prosocial Identity | **Steven M Farmer**, Wichita State U.; **Linn Van Dyne**, Michigan State U.

**1777 ☒ JS: (OB, HR) Novel Applications of Organizational Justice: Promising New Directions**

3:00pm - 4:30pm Boston Park Plaza: Staller Room

Tweet this session: **#AOM2012 1777**

Chairs: **Jerald Greenberg**, RAND Corporation; **Adam C.**

**Stoverink**, Texas A&M U.; **Elizabeth Eve Umphress**, U. of Washington

Discussant: **Jerald Greenberg**, RAND Corporation

Pay What You Want? How Fairness Influences Payment for an Ostensibly Free Good | **Dustin J. Slesman**, U. of Delaware; **Donald E. Conlon**, Michigan State U.

Directing Fairness in Self-Managing Teams: How Team Leadership Moderates Justice Climates | **Quinetta Roberson**, Villanova U.; **Amanuel G. Tekleab**, Wayne State U.; **Ian O. Williamson**, Melbourne Business School; **Carol Gill**, U. of Melbourne

Unfair and Greedy: Distributive Justice Antecedents of Perceived Greed | **Jennifer S. Anderson**, U. of Arizona; **Stephen Gilliland**, U. of Arizona

Fairness in an Electronic Workplace: The Role of Media Richness | **Adam C. Stoverink**, Texas A&M U.; **Ning Li**, Texas A&M U.; **Elizabeth Eve Umphress**, U. of Washington

**1778 → ☒ 🗣️ JS: (OB, HR, GDO) Emotion Expression and Suppression at Work: Theoretical Considerations and New Empirical Evidence**

3:00pm - 4:30pm Boston Park Plaza: Beacon Hill Room

Tweet this session: **#AOM2012 1778**

Chairs: **Jochen I. Menges**, U. of Cambridge; **Melanie Milovac**, U. of Cambridge; **Paulo N. Lopes**, Catholic U. of Portugal

Discussant: **Stephane Cote**, U. of Toronto

Emotions as Social Currency: Antecedents and Social Consequences of Emotion Expression at Work | **Melanie Milovac**, U. of Cambridge; **Jochen I. Menges**, U. of Cambridge

Unlocking Integrative Potential: The Effects of Expressed Emotional Ambivalence | **Naomi B. Rothman**, Lehigh U.

Expressive Flexibility at Work | **Paulo N. Lopes**, Catholic U. of Portugal; **Carlos Ferreira Peralta**, Catholic U. of Portugal

Extinguishing Emotions: Expressive Suppression of Emotions in Masculine Organizational Cultures | **Olivia Amanda O'Neill**, George Mason U.; **Nancy Rothbard**, U. of Pennsylvania

**1779 ☒ JS: (OB, MOC) When and For Whom Can Supervisors Enhance Subordinates' Proactivity?**

3:00pm - 4:30pm Boston Park Plaza: St. James Room

Tweet this session: **#AOM2012 1779**

Chair: **Chiahuei Wu**, U. of Western Australia

Trust in Supervisor and Proactive Behavior | **Sandra Ohly**, U. of Kassel

The Role of Leader Personality in Evaluating Proactive Behavior | **Deanne N. DenHartog**, U. of Amsterdam; **Frank D. Belschak**, U. of Amsterdam

Leadership and Employee Affect: Relationships with Proactive Work Behavior | **Charlotte Fritz**, Portland State U.; **Katherine Alexander**, Hay Group; **Frankie Guros**, Portland State U.  
Bottom-up and Top-down Management of Innovation: Compatible or Conflicting Practices? | **Ronald Bledow**, U. of Ghent

### 1780 SHCS: (OCIS) Modularity and Digitalization: The Digital Revolution and Complex Product Innovation

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax A

Tweet this session: [#AOM2012 1780](#)

Organizers: **Nicholas Berente**, U. of Georgia; **C. Jason Woodard**, Singapore Management U.

Discussant: **Richard N. Langlois**, U. of Connecticut

Digitalization, Layered Modular Architecture and Unbounded Innovation | **Youngjin Yoo**, Temple U.

Design Capital and Design Moves in Digital Architectures | **C. Jason Woodard**, Singapore Management U.; **Narayan Ramasubbu**, U. of Michigan, Ann Arbor; **Feichin Ted Tschang**, Singapore Management U.; **V. Sambamurthy**, Michigan State U.

Digital Technology and the Role of Architectural Frames | **Ola Henfridsson**, Chalmers U. of Technology

Digital Controls and the Management of Product Complexity | **Nicholas Berente**, U. of Georgia

Modularity & Digitalization Discussant | **Richard N. Langlois**, U. of Connecticut

### 1781 : (Paper Session) - (ODC) Discourse and Communication in Conduct of Change

3:00pm - 4:30pm Sheraton Boston Hotel: Gardner B

Tweet this session: [#AOM2012 1781](#)

Chair: **Gavin M. Schwarz**, U. of New South Wales

Learning By Sampling on the Dependent Variable:

Appreciative Inquiry as Organizational Search | **Ryan Quinn**, U. of Virginia; **Bret Crane**, U. of Virginia; **Jared D. Harris**, U. of Virginia

A Guide to Discursive In-the-Moment OD Interventions | **Robert J Marshak**, American U.

Communication, Procedural Justice & Employee Adjustment During Change: A Longitudinal Investigation | **Martin R. Edwards**, King's College London; **Nerina L. Jimmieson**, U. of Queensland

### 1782 : (Paper Session) - (ODC) Leadership and Strategic Change

3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: [#AOM2012 1782](#)

Chair: **Tracy A. Thompson**, U. of Washington, Tacoma

International Acquisition as an Effective Catalyst for Organizational Change | **Wei Shi**, Rice U.

Multinational Corporations' Strategies at the Base of the Pyramid: an Action Research Inquiry | **Francois Perrot**, Ecole Polytechnique

#### ODC Division Best Paper Finalist

A Strategic Transformational Leadership Model of Energy Mobilization and Maintenance for Performance | **Bernd Vogel**, U. of Reading; **Anneloes Raes**, U. of St. Gallen

### 1783 : (Paper Session) - (OMT) Framing, Communication and Symbolic Management

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B

Tweet this session: [#AOM2012 1783](#)

Chair: **Wesley Helms**, Brock U.

The Communicative Constitution of Partial Organizations in the Global Realm | **Dennis Schoeneborn**, U. of Zurich; **Patrick Haack**, U. of Zurich; **Tim Kuhn**, U. of Colorado, Boulder

Symbolic Management with Multiple Stakeholder Groups | **Eun-Hee Kim**, George Washington U.; **Thomas P Lyon**, U. of Michigan

Contested Frames in a Privatization Process:

Consequences for the UK nuclear industry | **Namrata Malhotra**, Imperial College London; **Tim J Morris**, U. of Oxford

How Umbrella Constructs Evolve Within Fields: The framing of environmental management in aviation | **Jean-Baptiste Litrico**, Queen's School of Business, Canada; **Robert J David**, McGill U.

### 1784 : (Paper Session) - (OMT) Workplace, Structure and Culture

3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A

Tweet this session: [#AOM2012 1784](#)

Chair: **Claus Rerup**, U. of Western Ontario

Mundane Management of Extreme Events: A cultural perspective on workplace violence | **Brian Rubineau**, Cornell U.; **Lynne Catherine Vincent**, Cornell U.

Influence of Culture and Structure on Leadership of Cluster Managers and its Effectiveness | **Carola Jungwirth**, U. of Passau; **Susanne Ruckdaeschel**, U. of Passau

Shadowing Networks: Cross-training and workplace networks | **Sameer B. Srivastava**, U. of California, Berkeley

A Multidimensional View of Providing Assistance through Workplace Ties: Performance implications | **Daniel Z. Levin**, Rutgers U.; **Neha Parikh Shah**, Rutgers U.

### 1785 : (Paper Session) - (OMT) Organizational Governance and Boards of Directors

3:00pm - 4:30pm Sheraton Boston Hotel: Independence West

Tweet this session: [#AOM2012 1785](#)

Chair: **Martin Spraggon**, American U. of Sharjah

Family-versus Lone-founder Controlled Corporations:

Socioemotional wealth and the board of directors | **Albert Cannella**, Tulane U.; **Carla D. Jones**, U. of Houston; **Michael C. Withers**, Texas A&M U.

Upshots of 'Good' Governance: When and how independent boards change the composition of top teams | **Nikolaos Kavadis**, Erasmus U. Rotterdam; **Pieter-Jan Bezemer**, Queensland U. of Technology; **Frans A.J. Van den Bosch**, Erasmus U. Rotterdam; **Henk W. Volberda**, Erasmus U. Rotterdam

A Review of the Direct and Interactive Effects of Governance Mechanisms on Cooperation Performance | **Ming-Chang Huang**, Providence U.; **Hsiang-Lin Cheng**, National Chung Cheng U.; **Chun-Yen Tseng**, Providence U.

Institutional Embeddedness of Founding Boards: Explaining banks' appetite for growth and risk | **John Almandoz**, IESE Business School

### 1786 : (Paper Session) - (OMT) Institutional Logics in Practice

3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom C

Tweet this session: [#AOM2012 1786](#)

Chair: **Silvia Dorado**, U. of Rhode Island

📄 Exploring the Role of Objects in the Transformation of Logics: A practice perspective | **Diane-Laure Arjalies**, HEC Paris

A Sensemaking Perspective on Competing Institutional Logics | **Amanda Moss Cowan**, U. of Oxford

🗣️📄 Bankers at the Gate: Microfinance and the high cost of borrowed logics | **Derin Kent**, Queen's U.; **Tina Dacin**, Queen's U.

🗣️📄 The Logic of Practice in the Practice of Logics: An ethnographic study in a newspaper newsroom | **Paola Dubini**, Bocconi U.; **Elena Raviola**, Gothenburg U.

**1787** → 📄 JS: (OMT, CMS, SAP) **What can Organisation and Management Theory Learn from the Economies of Worth Framework?**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon E

Tweet this session: **#AOM2012 1787**

Chair: **Ann Langley**, HEC Montreal

Discussants: **Sarah Kaplan**, U. of Toronto; **David Stark**, Columbia U.

Coordinators: **Jean-Pascal Gond**, HEC Montreal; **Bernard Leca**, IAE de Lille

Change in a Pluralistic Context: What can EoW and Institutionalism Learn from Each Other? | **Jean-Pascal Gond**, HEC Montreal; **Bernard Leca**, IAE de Lille

When Orders of Worth Clash: Negotiating Legitimacy in Situations of Moral Multiplexity | **Juliane Reinecke**, U. of Warwick; **Andre Spicer**, U. of Warwick; **Koen Van Bommel**, U. of Warwick

Applying an 'Orders of Worth' Perspective to the Study of Inter-organizational Collaboration | **Charlotte Cloutier**, HEC Montreal; **Ann Langley**, HEC Montreal

Domination, Institutions, Praxis & Actors' Emancipation: The Contribution of Pragmatic Sociology | **Damon Golsorkhi**, Grenoble Ecole de Management

**1788** 📄 JS: (OMT, MOC) **Institutional Logics and Identity: Entangling and disentangling the two concepts**

3:00pm - 4:30pm Sheraton Boston Hotel: Independence East

Tweet this session: **#AOM2012 1788**

Chairs: **Christopher William John Steele**, Northwestern U.;

**Vanessa Pouthier**, Northwestern U.

Discussant: **William Ocasio**, Northwestern U.

The Work of Identity: Influences of collective identity on the life courses of institutional logics | **Christopher William John Steele**, Northwestern U.; **Vanessa Pouthier**, Northwestern U.

Reciprocal Identities and Multiple Institutional Logics | **Renate Elisabeth Meyer**, WU Vienna; **Dennis Jancsary**, WU Vienna; **Markus A. Höllerer**, U. of New South Wales; **Vitaliano Andrea Barberio**, WU Vienna

Institutional Logics and Micro Dynamics in the Construction of Identity and Identification | **Samia Chreim**, U. of Ottawa; **Trish Reay**, U. of Alberta

The Relations between Institutional Logics, Identity and Emotions | **Jaco Lok**, AGSM-Australian School of Business; **Mark DeRond**, U. of Cambridge

**1789** 📄 SHCS: (OMT, SIM, BPS) **From Confrontation to Influence: How social movements drive the corporate sustainability agenda**

3:00pm - 4:30pm Sheraton Boston Hotel: Republic A

Tweet this session: **#AOM2012 1789**

Organizers: **Daniel Beunza**, London School of Economics; **Fabrizio Ferraro**, IESE Business School; **Brayden G King**, Northwestern U.

Discussant: **Hayagreeva Rao**, Stanford U.  
Influence of Non-confrontational SMO Tactics on Technology Adoption in the Energy Sector | **Shon R Hiatt**, Harvard Business School

Bringing Voice Back in the Market: A theory of shareholder engagement | **Fabrizio Ferraro**, IESE Business School; **Daniel Beunza**, London School of Economics

Tactical Mimesis in Private Politics: Companies' appropriation of a contentious social movement | **Mary-Hunter McDonnell**, Northwestern U.

The Big Tent: Enacting demand for responsible investment | **Daniel Beunza**, London School of Economics; **Fabrizio Ferraro**, IESE Business School

The Impact of a Corporate Culture of Sustainability on Corporate Behavior and Performance | **Ioannis Ioannou**, London Business School; **Fabrizio Ferraro**, IESE Business School; **Brayden G King**, Northwestern U.

**1790** : (Paper Session) - (ONE) **Playing the Long Game: Environmental Risks and Resilience**

3:00pm - 4:30pm Marriott Boston Copley Place: Provincetown

Tweet this session: **#AOM2012 1790**

Chair: **Virginia Gerde**, Duquesne U.

→ 📄 Corporate Social Responsibility, Negative Externalities, and Organizational Risk | **Timo Busch**, ETH Zurich; **Nils Lehmann**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich

📄 Social and Environmental Responsibility as a Long-Term Firm Strategy for Resilience | **Natalia Ortiz-de-Mandojana**, U. of Granada

📄 Stakeholder Orientation, Environmental Proactivity, Profitability: Understanding Performance Links | **Franck Brulhart**, Aix-Marseille U. - LEST - Toulouse Business School; **Sandrine Gherra**, Montpellier Research in Management, GSCM - Montpellier Business School

**1791** → : (Paper Session) - (ONE) **Mining the Carbon Disclosure Project: Corporate Carbon Management Disclosure**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon I

Tweet this session: **#AOM2012 1791**

Chair: **Jonatan Pinkse**, Grenoble Ecole de Management

📄 Strategic Voluntary Carbon Disclosure by Firms | **Aoife Brophy Haney**, U. of Cambridge

→ Is Voluntary GHG Disclosure a Global Trend? Yes, but Quality Differs Strongly | **Nele Glienke**, Technische U. Dresden

📄 Corporate Strategy and Public Policy for Climate Change Impact Mitigation | **Charles Backman**, U. of Calgary; **Alain C. Verbeke**, U. of Calgary; **Bob Schulz**, U. of Calgary

**1792** 📄 : (Paper Session) - (PNP) **Volunteering**

3:00pm - 4:30pm Marriott Boston Copley Place: Salon C

Tweet this session: **#AOM2012 1792**

Chair: **Alison Doherty**, Western U.

📖 Relating volunteer activity to personality and psychological contracts: a mediated moderation model. | **Tim Vantilborgh**, Vrije U.; **Jemima Bidee**, Free U. Brussels; **Roland Pepermans**, Vrije U.

📖 Explaining Commitment of Volunteers to Multiple Organizational Levels: A Mixed Method Study | **Jurgen Willems**, Free U. Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U.; **Jemima Bidee**, Free U. Brussels; **Roland Pepermans**, Vrije U.

🗣️📖 Volunteer Psychological Climate and Its Effect on Volunteer Satisfaction | **Sean Rogers**, Rutgers U.; **Kaifeng Jiang**, Rutgers U.; **Carmen M. Rogers**, U. of Arkansas, Fayetteville

### 1793 📖: (Paper Session) - (PNP) New Research Perspectives on Public and Non Profit Organizations

3:00pm - 4:30pm Marriott Boston Copley Place: Tremont  
Tweet this session: #AOM2012 1793

Chair: **Brent Never**, U. of Missouri, Kansas City

Impact on Society versus Impact on Knowledge: Scholarly Production in Latin American Studies | **Milagros Pereyra-Rojas**, Case Western Reserve U.

📖 Scaling Social Enterprises: Mechanisms, Counterfactuals and the Limits to Social Engineering | **Christian Seelos**, Stanford U.; **Johanna Mair**, Stanford U.

The Motivational Roots of International Volunteering: A cross-disciplinary framework | **Eliane Karsaklian**, U. de la Sorbonne Nouvelle; **Anthony Fee**, U. of Sydney

### 1794 📖: (Paper Session) - (RM) Assessing Current Analytical Methods

3:00pm - 4:30pm Westin Copley Place: Empire  
Tweet this session: #AOM2012 1794

Chair: **Alexander D Stajkovic**, U. of Wisconsin, Madison

Discussant: **Todd J. Weber**, Central Washington U.

📖 A Comparison of Analytical Methods Used to Partition Age-Period-Cohort Effects | **Jamie Severt**, George Washington U.; **Jessica Michelle Badger**, George Washington U.; **Allison Brown**, George Washington U.; **David Costanza**, George Washington U.

📖 Power Analysis of the Social Network Autocorrelation Model | **Wei Wang**, U. of Illinois, Urbana-Champaign; **Eric J. Neuman**, U. of Illinois, Urbana-Champaign

📖 The Influence of Omitted Variable Bias on the Causal Steps Regression Approach | **Chelsea Vanderpool**, Cornell U.; **Elisa K Chan**, Cornell U.; **Sanghee Park**, Cornell U.

📖 Assessing the Robustness of Meta-Analytic Results and Conclusions | **Sven Kepes**, Virginia Commonwealth U.; **George Banks**, Virginia Commonwealth U.; **Michael A. McDaniel**, Virginia Commonwealth U.; **Traci Sitzmann**, U. of Colorado Denver

### 1795 → 🗣️📖: (Paper Session) - (SIM) Leadership, Politics and Identity: Entrepreneurial Ventures

3:00pm - 4:30pm Marriott Boston Copley Place: Boylston  
Tweet this session: #AOM2012 1795

Chair: **Cristina Neesham**, Monash U.

📖 Leadership, Social Responsibility, and Projected Identity: The Ben & Jerry's Story | **Julie Bayle-Cordier**, Audencia

Management School; **Philip H. Mirvis**, Center for Corporate Citizenship; **Bertrand Moingeon**, HEC Paris

📖🗣️ A Paradoxical Leadership Model for Social Entrepreneurs | **Wendy K. Smith**, U. of Delaware; **Marya Hill-Popper Besharov**, Cornell U.; **Anke K. Wessels**, Cornell U.; **Michael Chertok**, Digital Divide Data

🗣️📖 Formalizing Informality: The Stakeholder Politics of Clawbacks | **Ryan Burg**, National Research U.

### 1796 → 🗣️📖: (DRP Session) - (SIM) Questions of Scale and Communities in Informal Economies

3:00pm - 4:30pm Marriott Boston Copley Place: Hyannis  
Tweet this session: #AOM2012 1796

Facilitator: **Aimee Dars Ellis**, Ithaca College

🗣️ Social Embeddedness and BOP-Oriented Initiatives : a Multi-Case Study in China | **Liping Zhang**, Tsinghua U.; **Xinzi Li**, Tsinghua U.; **Xudong Gao**, Tsinghua U.

🗣️ Scaling up of social enterprise to fill institutional voids: a case study of CBHI in rural India | **Rajesh Chandwani**, Indian Institute of Management, Bangalore; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore; **Vishnuprasad Nagadevara**, Indian Institute of Management, Bangalore; **Mithileshwar Jha**, Indian Institute of Management, Bangalore

📖🗣️ An example of community-based management research: Low-income school efficiencies in Bolivia | **Joao Neiva de Figueiredo**, Saint Joseph's U.; **Ann Marie Jursca-Keffler**, Saint Joseph's U.; **Miguel Angel Marca Barrientos**, Fe y Alegria; **Silvana Gonzalez**, Fe y Alegria

🗣️📖 Informal Power. 40 years of Humanitarian Appeal | **Anne Vestergaard**, Copenhagen Business School

🗣️📖 Doing ethnography in informal sector: Study of BOP consumers in Brazil, India, Russia and Tanzania | **Minna Halme**, Aalto U.; **Arno Kourula**, Stanford U.; **Sarah Lindeman**, Hanken School of Economics; **Galina Kallio**, Aalto U.; **Maria Lima-Toivanen**, Technical Research Center of Finland (VTT); **Angelina Korsunova**, Aalto U.

### 1797 → 🗣️📖: (DRP Session) - (SIM) SMEs, Social Entrepreneurship and Decision-Making

3:00pm - 4:30pm Marriott Boston Copley Place: Salon K  
Tweet this session: #AOM2012 1797

Facilitator: **Brent D Beal**, The U. of Texas at Tyler

📖 Why?, What?, How?: An Exploratory Study about the Determinants of CSR in SMEs | **Caterina Tantalo**, San Francisco State U.; **Alberto Willi**, IAE - U. Austral

📖 What is Social Entrepreneurship Really? 83 Definitions to Clarify the Terms. | **Ines Alegre**, IESE Business School

📖 Cognitive Mechanisms in Entrepreneurship as Firm-Level Determinants of Stakeholder Orientation | **Elise Perrault Crawford**, Bentley U.

📖 Implementing and Communicating CSR: Implications of Organizational Cost and Firm Size | **Christopher Wickert**, U. of Lausanne; **Andreas Georg Scherer**, U. of Zurich; **Laura J. Spence**, U. of London

The Principal Priority Paradox in management decision-making | **Nadine Meyer**, U. of Cape Town

### 1798 → 🗣️📖: (Paper Session) - (SIM) Knowledge Creation, Isomorphism and Inertia

3:00pm - 4:30pm Marriott Boston Copley Place: Vineyard

Tweet this session: #AOM2012 1798

Chair: **Sylvia Maxfield**, Simmons College

Much ado about nothing? (The lack of) CSR initiative adoption and isomorphism over time | **Daina Mazutis**, IMD

→ What knowledge creation could and should bring into CSR? | **Marjo Elisa Siltaoja**, Jyväskylä U.

☉ CSR program selection and continuance: The impact of starting points on uncertainties and options | **Darrell G. Coleman**, U. of Utah; **Karin Fladmoe-Lindquist**, U. of Utah

**1799 : (Paper Session) - (TIM) R&D Process**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 104

Tweet this session: #AOM2012 1799

Chair: **Michael Gerald Leatherbee**, Stanford U.

📖 Does Real-options Logic Complement Evolutionary Theory to Explain Investment Patterns in R&D? | **Jan Hendrik Fisch**, U. of Augsburg; **Jan-Michael Ross**, Imperial College London; **Emanuel Varga**, U. of Augsburg

☉ Artificial Science: How Technology Evolves with Social Forces | **Ruey-Lin Hsiao**, National Chengchi U.; **Sue Hwa Ou**, National Chengchi U.

📖 Modeling the link between leader-member exchange and individual innovation in R&D | **Leif Denti**, Gothenburg U.; **Sven Hemlin**, Gothenburg U.

📖 How Does Regional R&D Decentralization Shape the Distribution of Returns from Inventive Activity? | **Raffaele Conti**, Catolica Lisbon School of Business and Economics

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**1800 : (Paper Session) - (TIM) Inter-Organizational Networks and Innovation**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 107

Tweet this session: #AOM2012 1800

Chair: **Tim Edward Ott**, Stanford U.

Inter-organizational Networks; their Role in the Emergence of Disruptive Technologies. | **Niki Hynes**, ESC Dijon Burgundy School of Business

📖 Repeated ties in Multi-Partner R&D-consortia: Temporal Dynamic Effects of Embeddedness | **Remco Stefan Mannak**, Tilburg U.; **Joerg Raab**, Tilburg U.; **Alexander C Smit**, Tilburg U.

📖 Repeated ties in Multi-Partner R&D-consortia: Temporal Dynamic Effects of Embeddedness | **Remco Stefan Mannak**, Tilburg U.; **Joerg Raab**, Tilburg U.; **Alexander C Smit**, Tilburg U.

📖 Repeated ties in Multi-Partner R&D-consortia: Temporal Dynamic Effects of Embeddedness | **Remco Stefan Mannak**, Tilburg U.; **Joerg Raab**, Tilburg U.; **Alexander C Smit**, Tilburg U.

→ Technological & Organizational Complexity: Clinical Trial Innovation in China: Open-Contingency | **Tariq H. Malik**, Dongbei U. of Finance and Economics

**1801 : (Paper Session) - (TIM) External Knowledge and Adaptive Capacity**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 108

Tweet this session: #AOM2012 1801

Chair: **Margaret Dalziel**, U. of Ottawa

📖 The Effects of Prior Knowledge, Networks, and Cognitive Style on Individuals' Absorptive Capacity | **Sandor Lowik**, U. of Twente; **Jeroen Kraaijenbrink**, U. of Twente; **Aard J Groen**, U. of Twente

📖 The Effects of Prior Knowledge, Networks, and Cognitive Style on Individuals' Absorptive Capacity | **Sandor Lowik**, U. of Twente; **Jeroen Kraaijenbrink**, U. of Twente; **Aard J Groen**, U. of Twente

→ Firm Search for External Knowledge: How Institutions Matter for Innovation Performance | **Wolfgang Sofka**, Tilburg U.; **Christoph Grimpe**, Copenhagen Business School

→ Technology Widening: A Study on the Citation Network of Essential Patents in Wireless Communications | **Shihmin**

→ Technology Widening: A Study on the Citation Network of Essential Patents in Wireless Communications | **Shihmin**

**Jimmy Lo**, National Chi Nan U.; **Bau-Jung Chang**, Feng Chia U.; **Yiky Phang**, National Chi Nan U.

📖 Absorptive capacity as an individual-level phenomenon? | **Alex da Mota Pedrosa**, U. of Southern Denmark; **Claudia Jasmand**, Imperial College London

**1802 : (Paper Session) - (TIM) Boundary Spanning Interfaces and Innovations**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 203

Tweet this session: #AOM2012 1802

Chair: **Oliver Alexy**, Imperial College London

📖 Open Service Innovation and the Firm's Search for External Knowledge | **Andrea Mina**, U. of Cambridge; **Elif Bascavusoglu-Moreau**, U. of Cambridge; **Alan Hughes**, Cambridge U.

📖 Open Service Innovation and the Firm's Search for External Knowledge | **Andrea Mina**, U. of Cambridge; **Elif Bascavusoglu-Moreau**, U. of Cambridge; **Alan Hughes**, Cambridge U.

📖 Open Service Innovation and the Firm's Search for External Knowledge | **Andrea Mina**, U. of Cambridge; **Elif Bascavusoglu-Moreau**, U. of Cambridge; **Alan Hughes**, Cambridge U.

📖 Antecedents to Positive Attention in Firm-hosted User Communities | **Morten Berg-Jensen**, Aarhus U.; **Christoph Hienerth**, WHU - Otto Beisheim School of Management; **Christopher Lettl**, WU Vienna

📖 Antecedents to Positive Attention in Firm-hosted User Communities | **Morten Berg-Jensen**, Aarhus U.; **Christoph Hienerth**, WHU - Otto Beisheim School of Management; **Christopher Lettl**, WU Vienna

📖 Antecedents to Positive Attention in Firm-hosted User Communities | **Morten Berg-Jensen**, Aarhus U.; **Christoph Hienerth**, WHU - Otto Beisheim School of Management; **Christopher Lettl**, WU Vienna

→ The Emergence of a New Architecture: Coordination through Interlaced Knowledge at ATLAS, CERN | **Philipp Tuertscher**, WU Vienna; **Raghu Garud**, Pennsylvania State U.; **Arun Kumaraswamy**, Temple U.

→ The Emergence of a New Architecture: Coordination through Interlaced Knowledge at ATLAS, CERN | **Philipp Tuertscher**, WU Vienna; **Raghu Garud**, Pennsylvania State U.; **Arun Kumaraswamy**, Temple U.

**1803 : (Paper Session) - (TIM) Innovation and Teams**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 305

Tweet this session: #AOM2012 1803

Chair: **Michael R Weeks**, U. of Tampa

📖 Entrepreneurial Project Team Composition in New Technology-Based Ventures | **Preeta Banerjee**, Brandeis U.; **Benjamin A. Campbell**, Ohio State U.

📖 Entrepreneurial Project Team Composition in New Technology-Based Ventures | **Preeta Banerjee**, Brandeis U.; **Benjamin A. Campbell**, Ohio State U.

📖 Entrepreneurial Project Team Composition in New Technology-Based Ventures | **Preeta Banerjee**, Brandeis U.; **Benjamin A. Campbell**, Ohio State U.

☉ R&D Manpower and Technological Performance: The Impact of Demographic and Functional Diversity | **Dries Faems**, Groningen U. (RuG); **Annapoornima M Subramanian**, National U. of Singapore

→ The Speedy Road to Success: Knowledge Overlap in R&D Teams | **Annamaria Conti**, Georgia Institute of Technology; **Karin Hoisl**, U. of Munich

📖 Exogenous vs. Endogenous Governance in Innovation Communities: Effects on Motivation and Conflict. | **Niclas Störmer**, Technische U. Hamburg-Harburg (TUHH); **Cornelius Herstatt**, Hamburg-Harburg U.

**1804 : (Paper Session) - (TIM) Collective and Collaborative Perspectives on Innovation**

3:00pm - 4:30pm Boston Hynes Convention Center: Room 310

Tweet this session: #AOM2012 1804

Chair: **Stefano Brusoni**, Swiss Federal Institute of Technology Zurich, ETH

📖 Innovation as Emergent Collective Cognition: An Agent-Based Nested Radii View | **Thomas Will**, Agnes Scott College

📖 Innovation as Emergent Collective Cognition: An Agent-Based Nested Radii View | **Thomas Will**, Agnes Scott College

☉ Where Can Open Collaboration Thrive? A Model of Performance | **Sheen S. Levine**, Columbia U.; **Michael J. Prietula**, Emory U.

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☉ Where Can Open Collaboration Thrive? A Model of Performance | **Sheen S. Levine**, Columbia U.; **Michael J. Prietula**, Emory U.

TUESDAY



Social Networks and Creativity: A Sequential Model of  
Creative Process | **Gayoung Lee**, Boston College; **Hongseok  
Oh**, Yonsei U.  
Internalization of R&D Outsourcing: An Empirical Study |  
**Sangyun Han**, Yonsei U.; **Sung Joo Bae**, Yonsei U.

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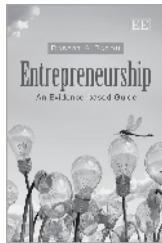
**TEXTBOOK**

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Robert A. Baron

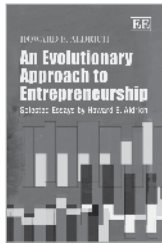
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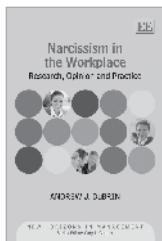
Howard E. Aldrich



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Research, Opinion and Practice

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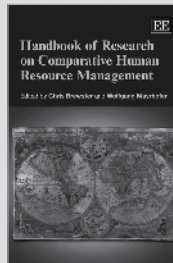
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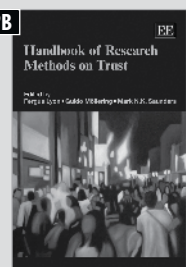
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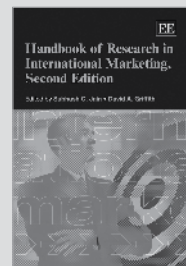
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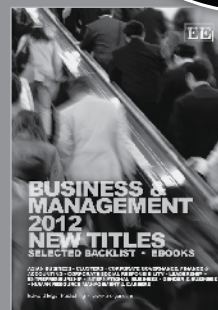
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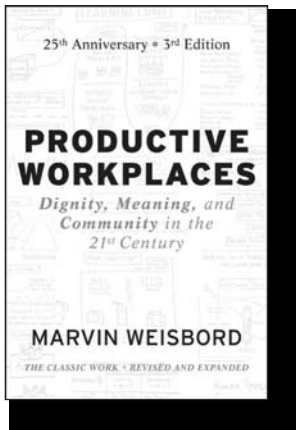
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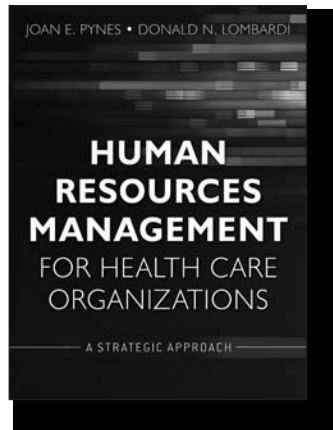


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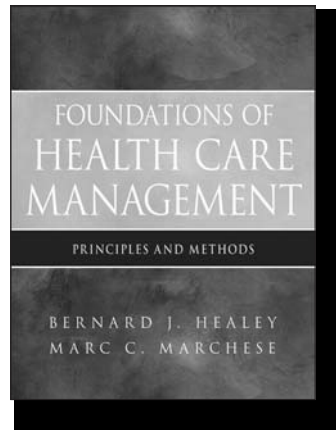
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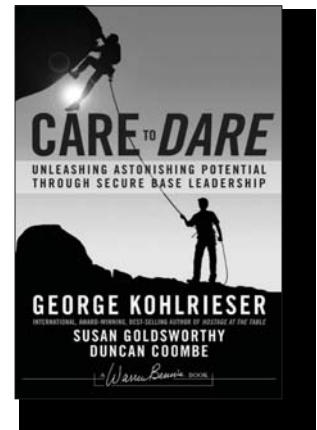
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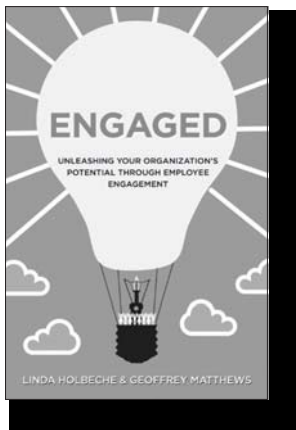
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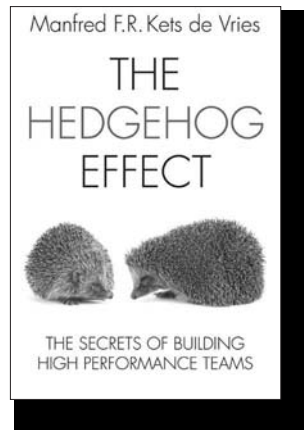
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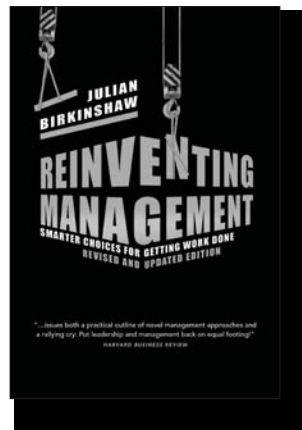
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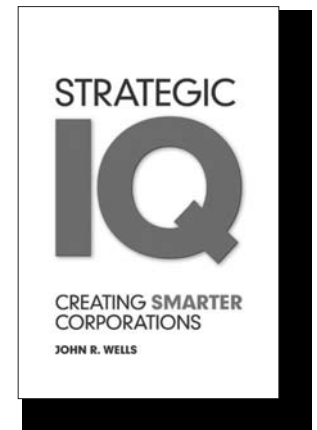
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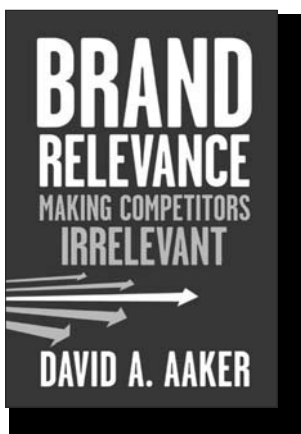
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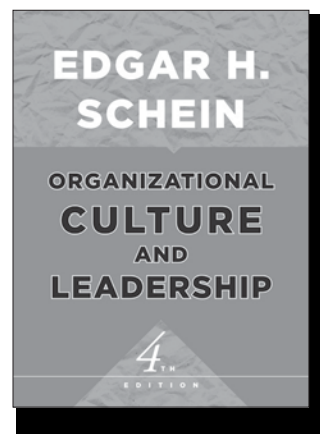
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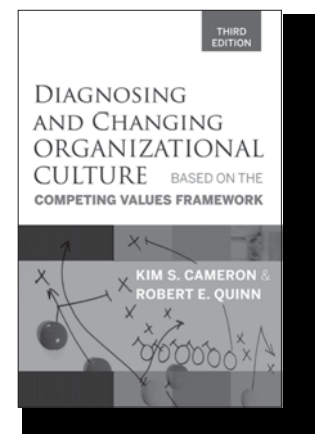
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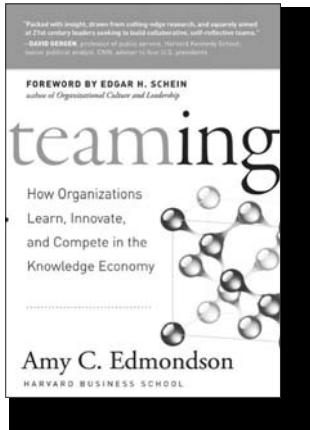


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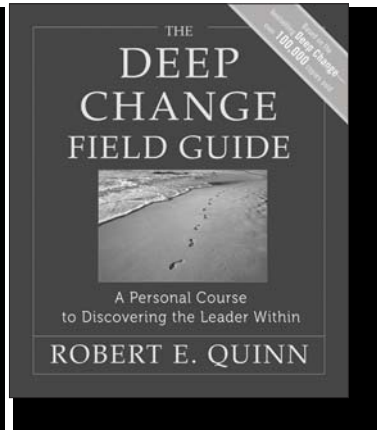
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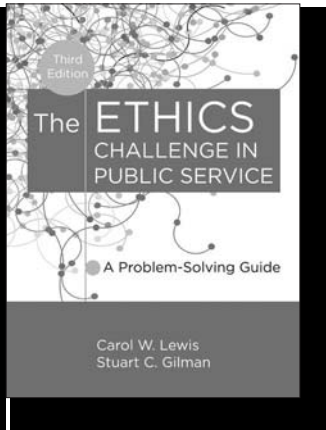
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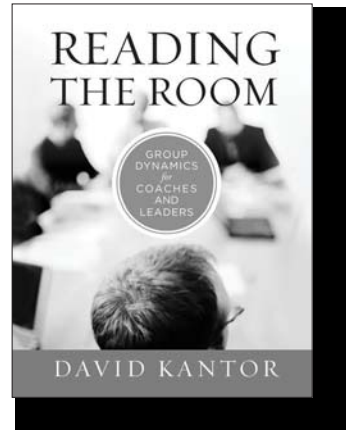
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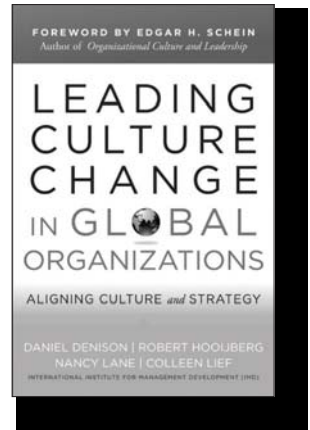
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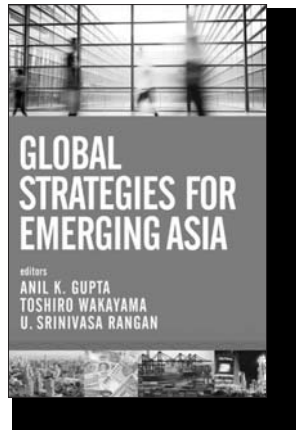
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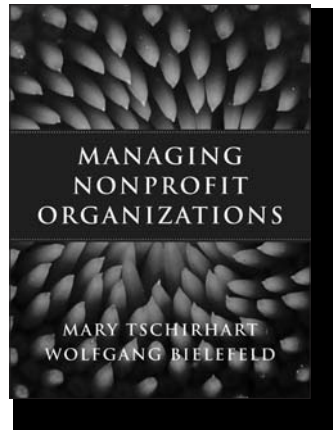
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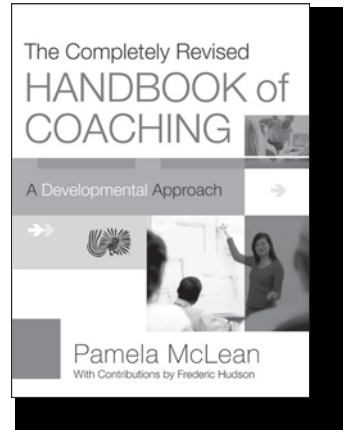
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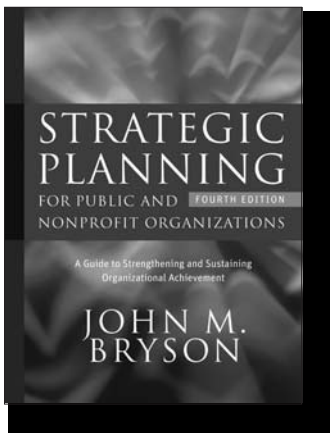
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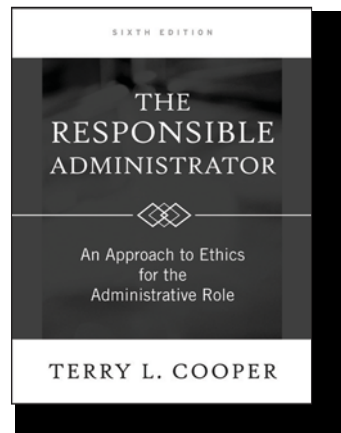
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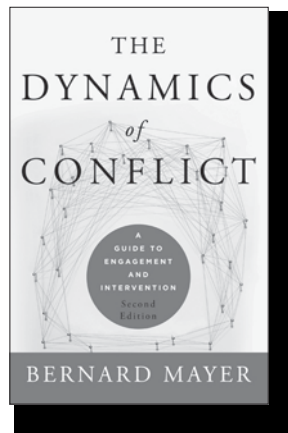
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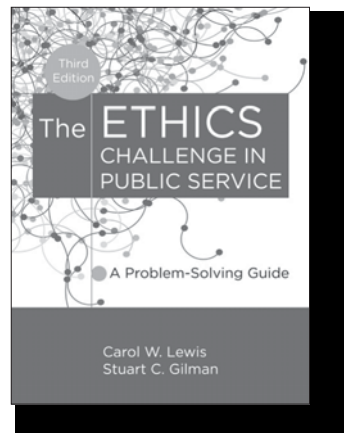
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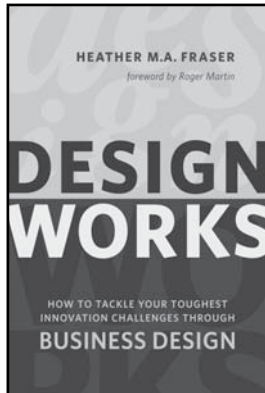


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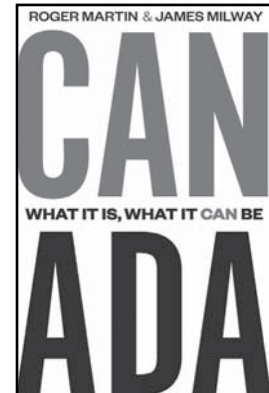


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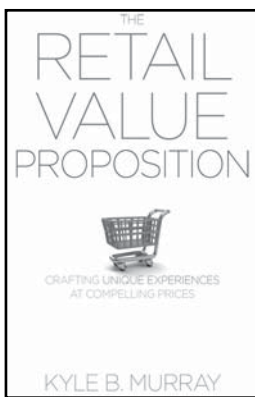
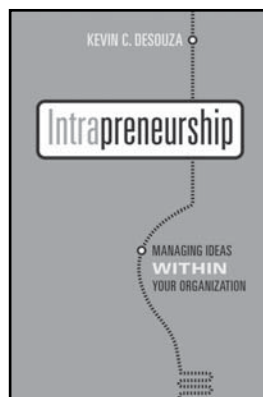
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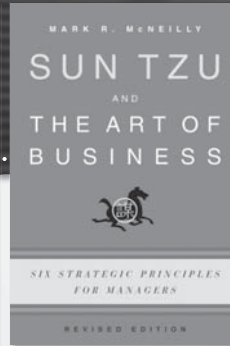
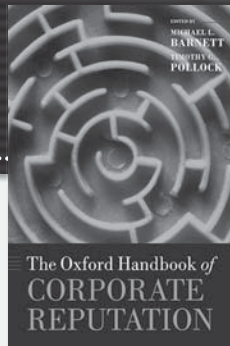
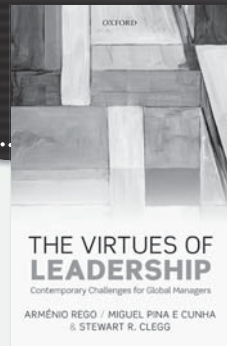
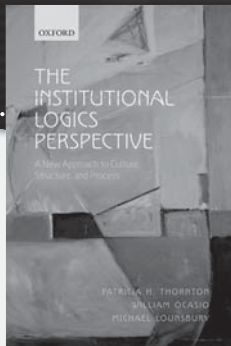
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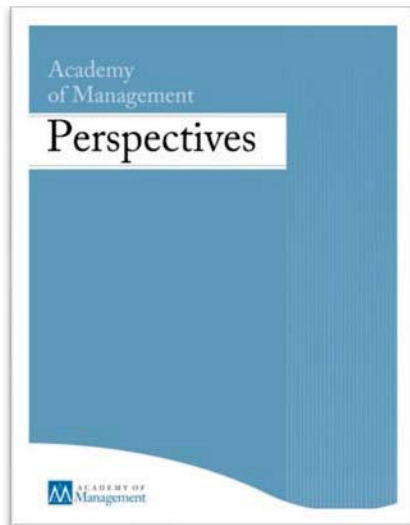
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## **The Academy of Management Perspectives Special AMP Events and Symposia at the 2012 AOM Conference**

As you may have recognized there are a number of changes being instituted in the Academy of Management Perspectives.

The journal has started to move to a new format that includes Exchanges, Symposia and Articles and we will soon be launching a new web presence that will include a number of exciting features. In line with these changes we have also added a series of events and sessions at the AOM Meeting both in the PDW and Program component of the conference. These activities are aimed at featuring material from current issues of AMP, future issues of AMP and helping individuals wanting to become involved with the journal. We would like to call your

attention to a number of these events, all of which are open to the entire membership.

**Academy of Management Perspectives: Publishing in AMP.** This session will be an interactive session with member of the Editorial team. The focus will be on not just the process of submitting and working with AMP but a primer on publishing in general. We are keen, in particular, to involve junior scholars and groups of scholars interested in developing both articles and symposia (groups of articles on key themes). Program Session #: 266, Saturday, Aug 4 2012 10:00AM - 11:00AM at Westin Copley Place in Adams.

**Academy of Management Perspectives: Management Practices and Data Sets.** The session features presentations on several exciting new datasets (at multiple levels of analysis) on management practices (e.g., the World Management Survey, STAR Metrics, and the new Census survey of Management And Organizational Practices (MOPS)). The presenters are Nick Bloom (Stanford and NBER), Julia Lane (National Science Foundation), and Lucia Foster (U.S. Census Bureau). David Waldman (Arizona State) will serve as a discussant. Program Session #: 296, Saturday, Aug 4 2012 11:00AM - 12:30PM at Westin Copley Place in St. George C & D

### **Academy of Management Perspectives: Showcase Symposium on Agency Theory.**

Distinguished Speaker: Michael Jensen (Harvard University). Since the publication of the seminal articles on agency theory in the 1970s, agency theoretic thinking has not only pervaded Economics & Finance but Management as well. Michael Jensen will be giving a short presentation of the relevance of agency theory and we will have ample time for an exciting interactive discussion. Program Session #: 794, Monday, Aug 6 2012 9:00AM - 10:30AM at Westin Copley Place in Adams.

Although none of these sessions require formal registration we ask that you express your interest by filling in the form at:

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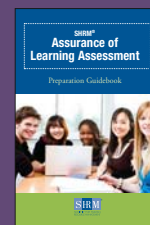
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